



**Sub-regional Meeting for Veterinary Education Establishments (VEEs) and other Stakeholders of
Veterinary Workforce Development in East Asia
Hokkaido, Japan,
11 September 2023**

To keep abreast of the current situations regarding the development in veterinary workforce and the veterinary education among WOAHA Member countries / territories (Members) in East Asia, the Sub-regional Meeting for Veterinary Education Establishments (VEE) and other Stakeholders of Veterinary Workforce Development was organised by the World Organisation for Animal Health (WOAH) in hybrid format with our physical workshop at the Hokkaido University, Sapporo, Japan on the 11th of September 2023. Over 40 participants, including representatives from VEE, Veterinary Statutory Bodies (VSB), Asian Association of Veterinary Schools (AAVS), Federation of Asian Veterinary Associations (FAVA), Southeast Asian Students Association (SEASA) and development partners, attended the physical meeting whilst around 20 participants joined our meeting via the Webex. The event was held in conjunction with the 21st Annual meeting of AAVS which together provided a valuable opportunity for Members from different sub-regions of Asia to establish stronger network, to share useful experience and current challenges, as well as to discuss the potential solutions and collaborations among WOAHA Members.

CONCLUSION AND RECOMMENDATIONS

The participants of Sub-regional meeting for Veterinary Education Establishments (VEEs) and other Stakeholders of Veterinary Workforce Development in East Asia

Noted that

1. WOAHA has strong initiatives and has been engaging in activities on veterinary education and veterinary workforce development with more recent focus on launch of workforce development programme and gender assessment.
2. Despite some differences, WOAHA Members in East Asia share some common challenges related to veterinary education and workforce development. Sub-regional and regional networking and networks can facilitate information, experience and resource sharing.
3. Many Members have gaps between the veterinary curriculum, training capacity and the actual demands of the local veterinary industry which need to be evaluated and addressed taking the situation of VEEs and Veterinary Statutory Bodies (VSB) or equivalent of different WOAHA Members into consideration.
4. Monitoring the progress of veterinary workforce development by various stakeholders at the local as well as the national level is required for strengthening of Veterinary Services (VS) and effective use of resources.
5. There is a shortage of veterinarians engaging in VS and the livestock sectors, especially in rural areas of some Members. Greater efforts are needed to coordinate activities at national level and to promote work opportunities for veterinarians and also for the veterinary paraprofessional (VPP) (e.g., by provision of incentives or training opportunities) to strengthen the national VS.
6. The trend of feminisation in the veterinary profession is evident, yet the female participation in leadership role remains underrepresented. More gender related policies should be developed to encourage females' participation in VS.
7. WOAHA has been providing useful networking opportunities to the representatives of global, regional and sub-regional VEEs and professional organisation such as Asian Association of Veterinary Schools



(AAVS) for information and experience exchange and the promotion of implementation of WOA standards.

Recommendations:

For the Members (Veterinary Authorities, VEEs, VSBs, and other key stakeholders)

I. Veterinary Education Including Continuing Education

1. VEEs / VSBs / Other stakeholders to initiate or continue to improve curriculum development and delivery as well as training capacity through systematic periodic review referring to national situation, priorities and standards (if existing) and taking guidance from global and regional resources including WOA Recommendations on the Competencies of Graduating Veterinarians ('Day 1 graduates') , WOA's Guidelines on Veterinary Education Core Curriculum and the guidelines for VPPs;
2. VEEs and VSBs or other competent authority to promote multidisciplinary and multisectoral collaboration and coordination and to consider veterinary education and veterinary workforce requirements not only for animal health and welfare agendas but also for One Health agenda;
3. VSB or equivalent responsible body, in consultation with other key stakeholders, to ensure availability of suitable continuing veterinary education platforms for improvement of veterinarians' skills and knowledge to align with the demand of the countries / territories and at the same time to support their career growth;
4. VEEs to initiate national level and sub-regional level VEE networks, if not existing, towards strengthening veterinary education outcomes;
5. VEEs and VSBs or equivalent to take advantage of existing regional and global networks of VEEs and VSBs to actively participate in their activities and learn from their experiences;

II. Veterinary Workforce Development

1. VEEs and VS to continue to explore and implement different ways they can collaborate to strengthen Veterinary Service delivery, for instance, VS to provide scholarships and internships to undergraduates, VEEs to consult the VS authority while reviewing the VEE curriculum, and integrating VPPs into workforce;
2. WOA Members to foster in-country communication and collaboration among VEEs, VSBs, Veterinary Service authorities, VPP training institutions, other Competent Authorities and Veterinary Associations in assessing workforce needs and planning for improving the veterinary service delivery in the respective Members;
3. VEEs and VS to develop gender related policies and put effort on promoting diversity, fairness and inclusion in education as well as at workplace;

For WOA

1. WOA to support Members by providing appropriate tools and guidelines for improvement of veterinary and VPP education and training outcome and for veterinary workforce assessment, planning, and management; and
2. WOA to continue to provide support and create opportunities for experience-sharing among WOA Members in the sub-region and beyond through supporting, organising national and sub-regional or regional level-workshops.