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## National Workshop on Veterinary Workforce Development Vietnam

7 – 9 November 2023

### Conclusions and Recommendations

The Participants of the National Workshop on Veterinary Workforce Development

#### Noted that:

1. A veterinary workforce with sufficient numbers and appropriate competencies is an essential component of National Veterinary Services (VS) for effectively fulfilling the various mandates of the VS, protecting animal health and welfare and contributing to a multi-sectoral One Health workforce.
2. WOAHO encourages its Members to systematically assess their veterinary workforce needs and to realistically address those needs within the limits of the financial, human and educational resource constraints that they may be facing.
3. A mix of veterinarians, veterinary paraprofessionals (VPPs), and even community/village animal health workers (CAHW/VAHW) could achieve the goal of maximizing the performance of veterinary service delivery in the face of existing constraints. Veterinary workforce planning should include and integrate various animal health and production-related occupations with the national VS.
4. Veterinary statutory body (VSB) is the competent authority for regulating veterinarians and VPPs in the interests of the public. Its operation should be independent, without undue influence from political or commercial interests.
5. Utilisation of VPPs requires a suitable regulatory framework to set and enforce standards for the training, qualifications, and prerogatives of each category of VPPs within the workforce and their registration with an established VSB or other regulating body.
6. The WOAHO Competency and Curricula Guidelines for VPPs can be applied by VSBs to improve recognition and definition of different categories of qualified VPPs; by training institutions for programme and curricula development; by VS and other potential employers for development of VPP job descriptions and requirements for training; by policy-makers to help develop human resource needs assessments and skill development for VPPs in the veterinary domain, and by VPPs themselves for self-assessments aimed at continuing education and career advancement.
7. Steps in workforce assessment and planning include: (1) Defining the size, composition and distribution of the existing workforce; (2) Identifying gaps in the

provision of public and private sector goods and services; (3) Calculating the numbers of personnel required by sector, function and location; (4) Developing job descriptions with required skill levels and competencies identified; (5) Planning solutions that bring demand into line with need; and (6) Creating the policies and the enabling environment that allow the proposed solutions to be implemented.

8. The Animal Health Tool in the PVS Gap Tools can be used for the assessment of human resources on different administrative levels (country, province, district) and in different field veterinary network systems (public, private, mixed). The outcome is highly dependent on reliable data and a planned workload.
9. The WOAHA Tools to support veterinary workforce development include (1) Tools to support workforce assessment and planning - PVS Evaluation and Follow-up, Gap Analysis, New assessment tools (in development) and National level workforce development workshops; and (2) Tools to support enabling environment - Veterinary Legislation Support Programme (VLSP), VSB Twinning, VSB Planning missions (in development), Veterinary Education Establishment (VEE) Twinning Programme and VPP Curriculum review.
10. Successful Public-Private Partnerships (PPPs) will strengthen the veterinary workforce for the effective delivery of VS activities.
11. The National Qualifications Framework (NQF) which describes the levels of educational qualifications and sets the standards for qualification outcomes should be considered in the veterinary workforce development.
12. Veterinary workforce planning should ensure that policy, service orientation, a mix of competent personnel, partnerships, data systems, and technology deployment aligns with the 'Future of Work' environment/situations which requires the capacity to effectively engage across sectors to prevent, detect, and respond to emerging diseases.

**Recommended that:**

1. A task force consisting of the relevant stakeholders should be established to review and evaluate the current situation of Vietnam's veterinary workforce. The review should facilitate the preliminary identification of gaps in existing education and regulatory provisions to ensure an enabling environment for various workforce categories and the identification of data sources and institutional structures within Vietnam for collaboration and commissioning a systematic workforce assessment.
2. The short and long-term strategy for veterinary workforce development should be developed based on systematic assessment and with the cooperation of the relevant stakeholders ensuring inter and intra-ministerial and international collaboration.
3. The education of the veterinary workforce should be improved by revising, harmonising/standardising the veterinary and VPP curricula to meet society's requirements and market demands. The WOAHA recommendations on the

Competencies of graduating veterinarians and the WOAAH guidelines on Veterinary Education Core Curriculum should be referred to when revising the veterinary curriculum, and the WOAAH Competency and Curricula Guidelines for VPPs should be used as references when revising the VPP curriculum.

4. The VSB should be established. The authority and capacity of the VSB should align with the WOAAH standards on VSB. Appropriate legal provisions should ensure that VPPs assisting veterinarians in delivering and/or performing veterinary services receive the required supervision from registered veterinarians.
5. A PPP mechanism should be developed for efficient resource utilisation and for communication/advocacy to raise awareness of the importance of the animal health sector and the contribution of the public/private veterinary workforce.
6. Vietnam should request WOAAH for the PVS Evaluation Follow-up Mission.

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