

Workforce assessment and development

Dr David M Sherman
Programme Coordinator
Capacity Building Department,
WOAH, Paris

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What is the workforce?

- Work – Jobs and tasks to be done.
- Force – People (their numbers, knowledge and skills)
- Workforce – Sufficient numbers of personnel with the appropriate skills needed to perform all the jobs and tasks required within the defined context
- What is workforce planning?
- How do we define the veterinary workforce?
 - Public and private sector functions



Public and private good functions in the veterinary workforce

- WOAHA is primarily concerned with so called ‘**Public Good Functions**’, defined as goods or services that primarily benefit the public at large, e.g.,
 - Animal disease surveillance, control and eradication of TADs
 - Veterinary public health - zoonotic disease control, food safety/meat inspection
- WOAHA is less focused on so called “**Private Good Functions**” defined as goods or services that mainly benefit the individual receiving them, e.g.,
 - Clinical animal health services provided to farmers and herders for their animals
 - Herd health and production services such as artificial insemination, pregnancy checks
- The two realms should not be thought of as mutually exclusive

Who delivers public and private good services?

- There is often a **continuum of engagement** across public and private sector responsibilities in the veterinary workforce
- The objective of workforce planning should be on achieving an **optimal distribution of responsibilities** based on the human and financial resources available to develop and maintain the required workforce
- Must recognize differences between **who leads** the activity, **who funds** the activity and **who provides** the activity
 - Publicly led, funded and provided by the public (government)
 - Publicly led, funded and privately provided (gov't contracts)
 - Privately led, funded and privately provided (private practices)

The continuum of public and private good functions

Disease investigation for African swine fever. A public good function most likely conducted by government personnel, but could be supported by sanitary mandates involving private vets and VPPs.



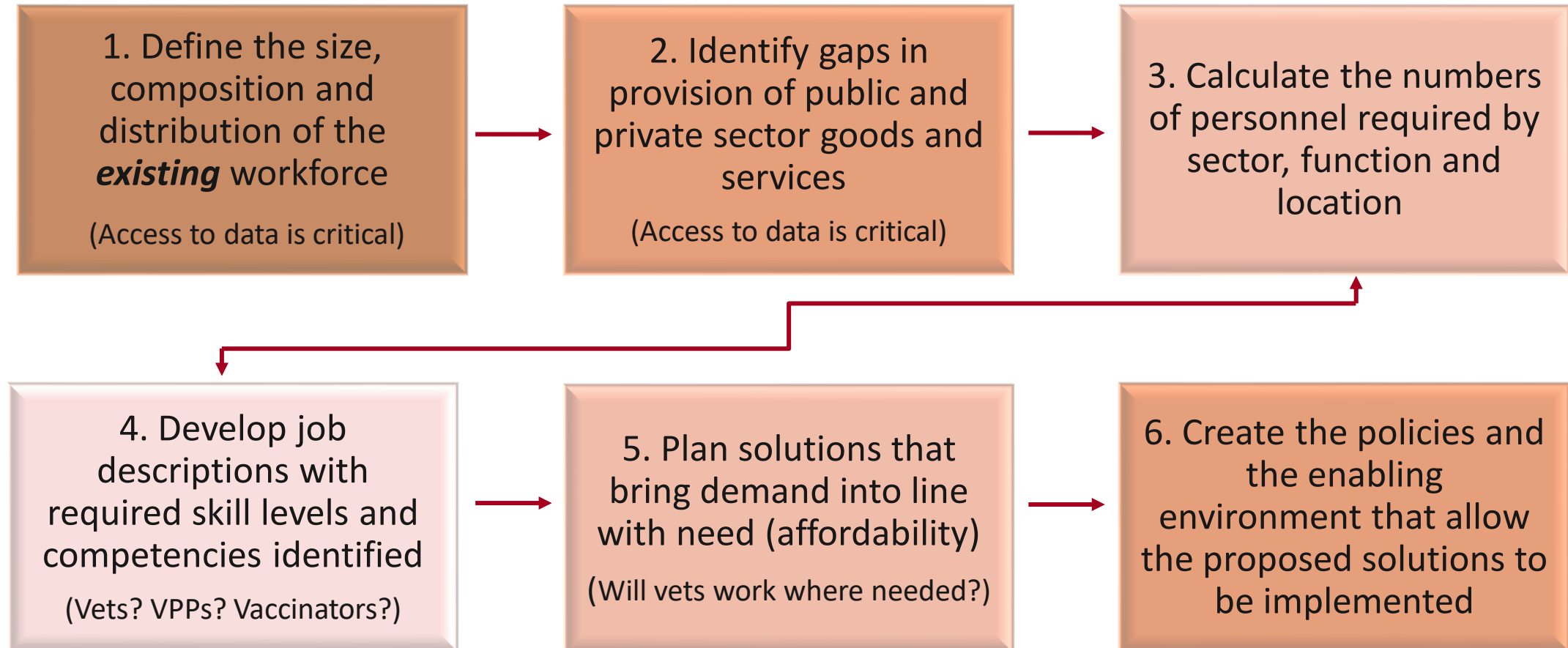
Inspecting swine at an abattoir in Singapore – meat inspection is a public good function that could be contracted to qualified inspectors from the private sector



A community animal health worker vaccinating chickens for Newcastle disease in rural India. Is this a private or public good? Either way, CAHW activities could be supported by government in underserved areas.



Steps in workforce assessment, planning and development



Conclusions

- An effective Veterinary Services requires an adequate number of properly trained personnel representing different categories and skill levels.
- Systematic workforce assessments can identify gaps in the numbers and categories of personnel required in the country.
- Challenges to workforce development exist, notably lack of access to critical data and the absence of a supportive regulatory environment.
- Veterinary paraprofessionals can play an important role in filling identified gaps, but they must be properly trained and regulated, their responsibilities clearly defined, and their work monitored.
- WOAHA can assist Members in workforce assessment and planning and in creating an enabling environment for effective integration of VPPs into the veterinary workforce.

Thank you

12, rue de Prony, 75017 Paris, France
T. +33 (0)1 44 15 19 49
F. +33 (0)1 42 67 09 87

woah@woah.int
www.woah.org

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