

# WORKFORCE DEVELOPMENT

at the Human-Animal-Environment Interface



## Introduction to the WFD OT



Food and Agriculture  
Organization of the  
United Nations



World Health  
Organization



World Organisation  
for Animal Health  
Founded as OIE

# Tripartite Zoonoses Guide (TZG)

To be used in countries to address zoonoses and other One Health threats (Published Feb 2019)

**The TZG provides guidance and operational tools to build national capacities in 7 key technical areas**



Taking a Multisectoral, One Health Approach:  
**A Tripartite Guide to Addressing Zoonotic Diseases in Countries**



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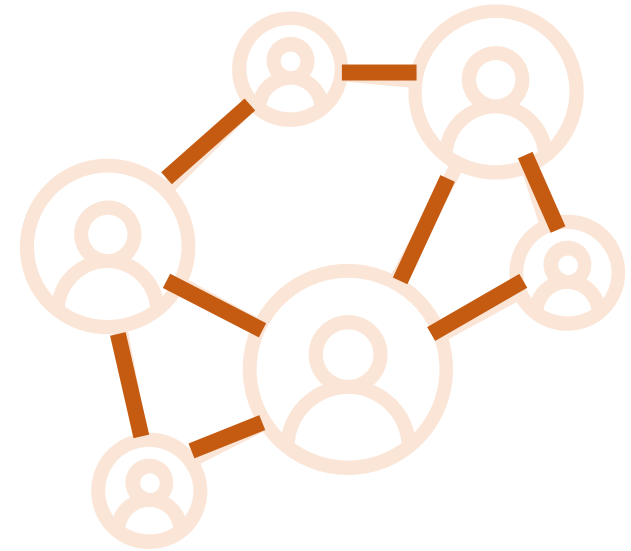
OIE  
WORLD ORGANISATION  
FOR ANIMAL HEALTH

World Health  
Organization

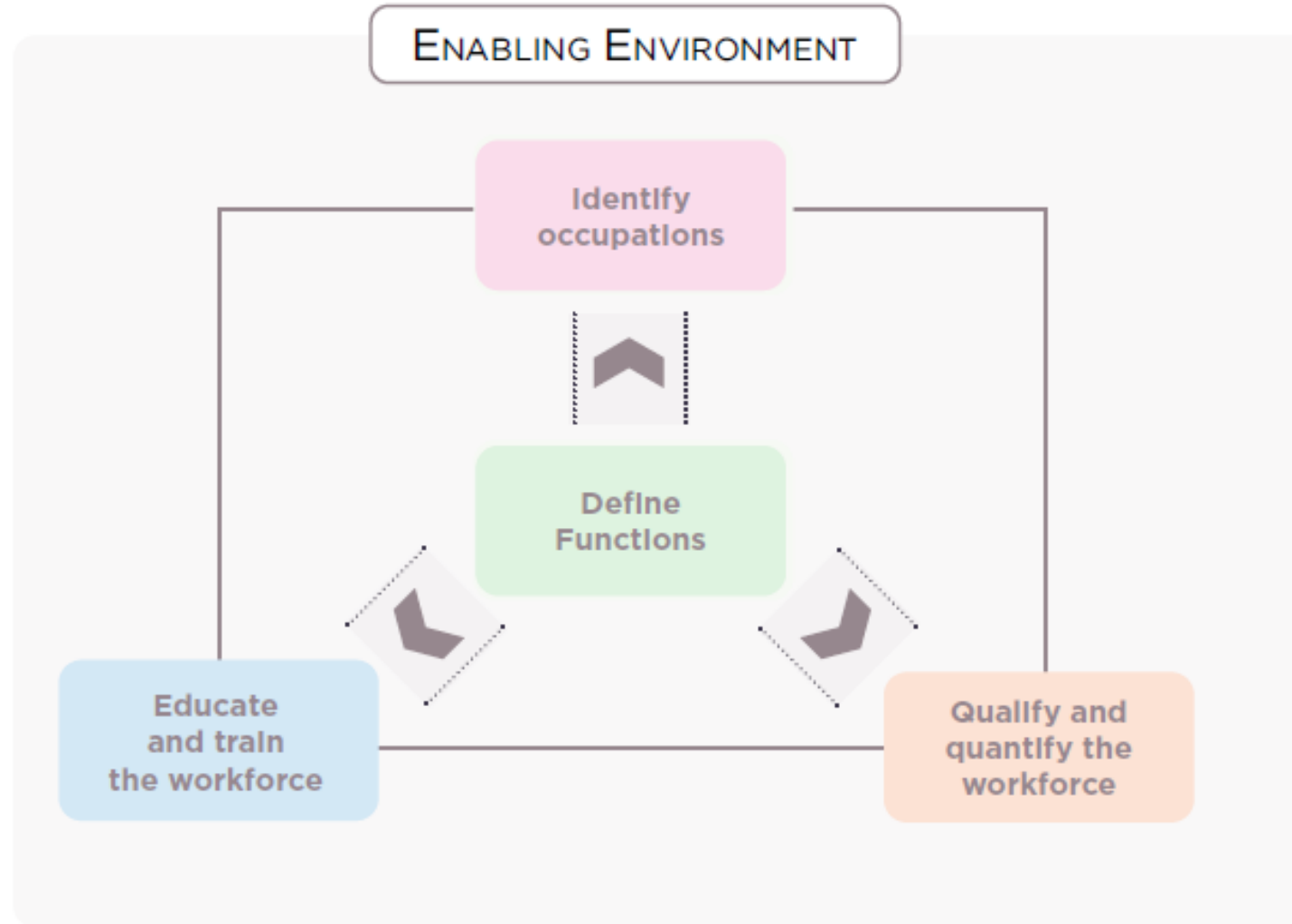
# Why we need WFD OT?

- Most workforce development plans and efforts are sector specific
- Effective zoonotic disease management requires a One Health approach
  - Interlinkages across sectors

WFD OT focuses on strengthening **workforce competencies** to work **across sectors and disciplines** to effectively manage zoonoses and other One Health challenges



# The conceptual approach



Approach adapted from the WHO's Public Health and Emergency Workforce Roadmap and its Action Plan (2022-2024)

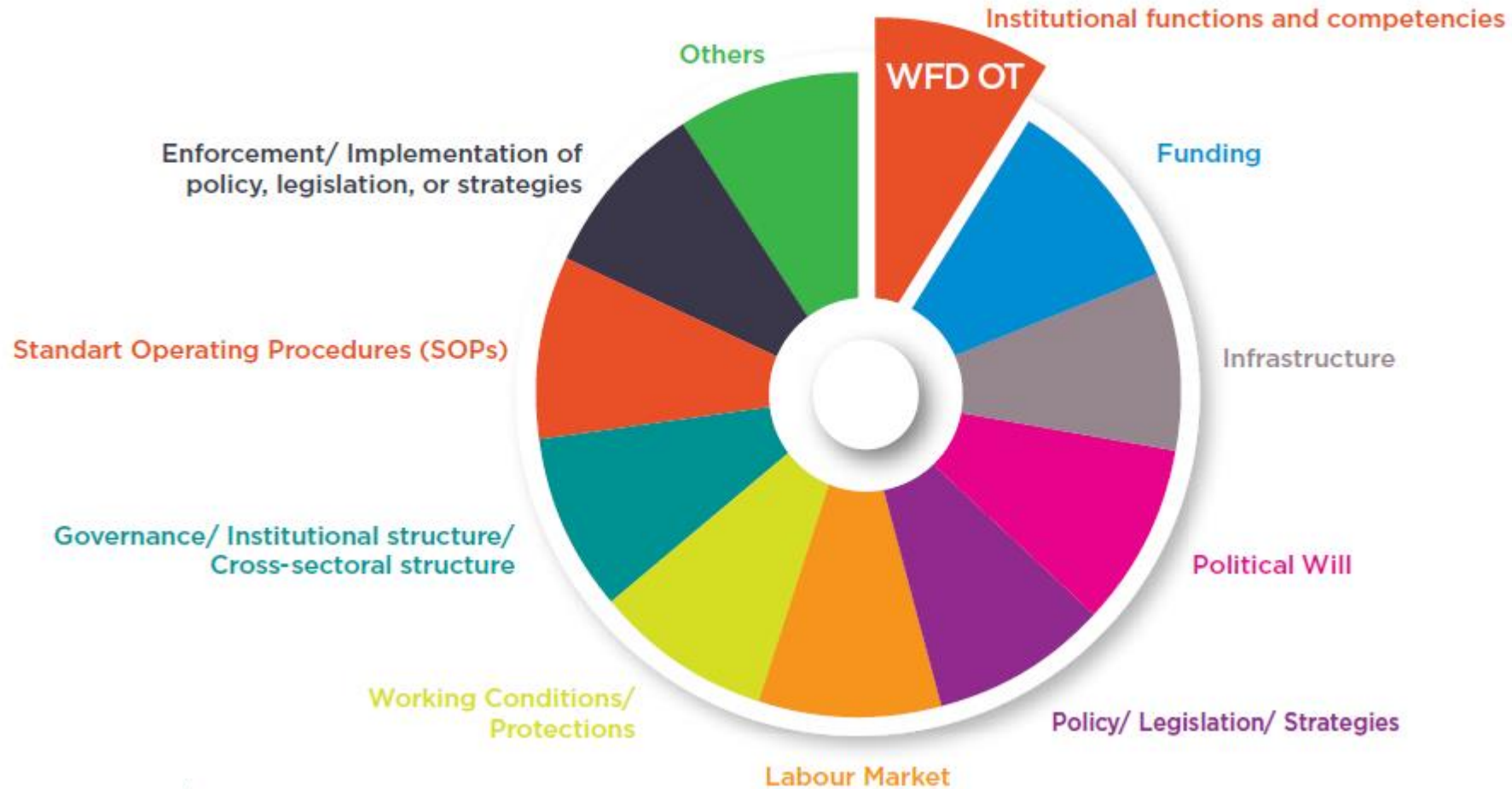
# Target users of the WFD OT



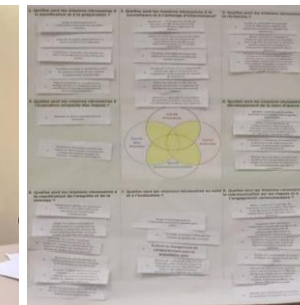
## **Government personnel** - all sectors and at all levels

- Including HR personnel and training/ education specialists
  - Ministry of Health
  - Ministry of Agriculture
  - Ministry of Environment
- Other disciplines that support One Health
  - Social sciences
  - Policy
  - (Risk) communications

# Scope of the WFD OT



# WFD OT development timeline

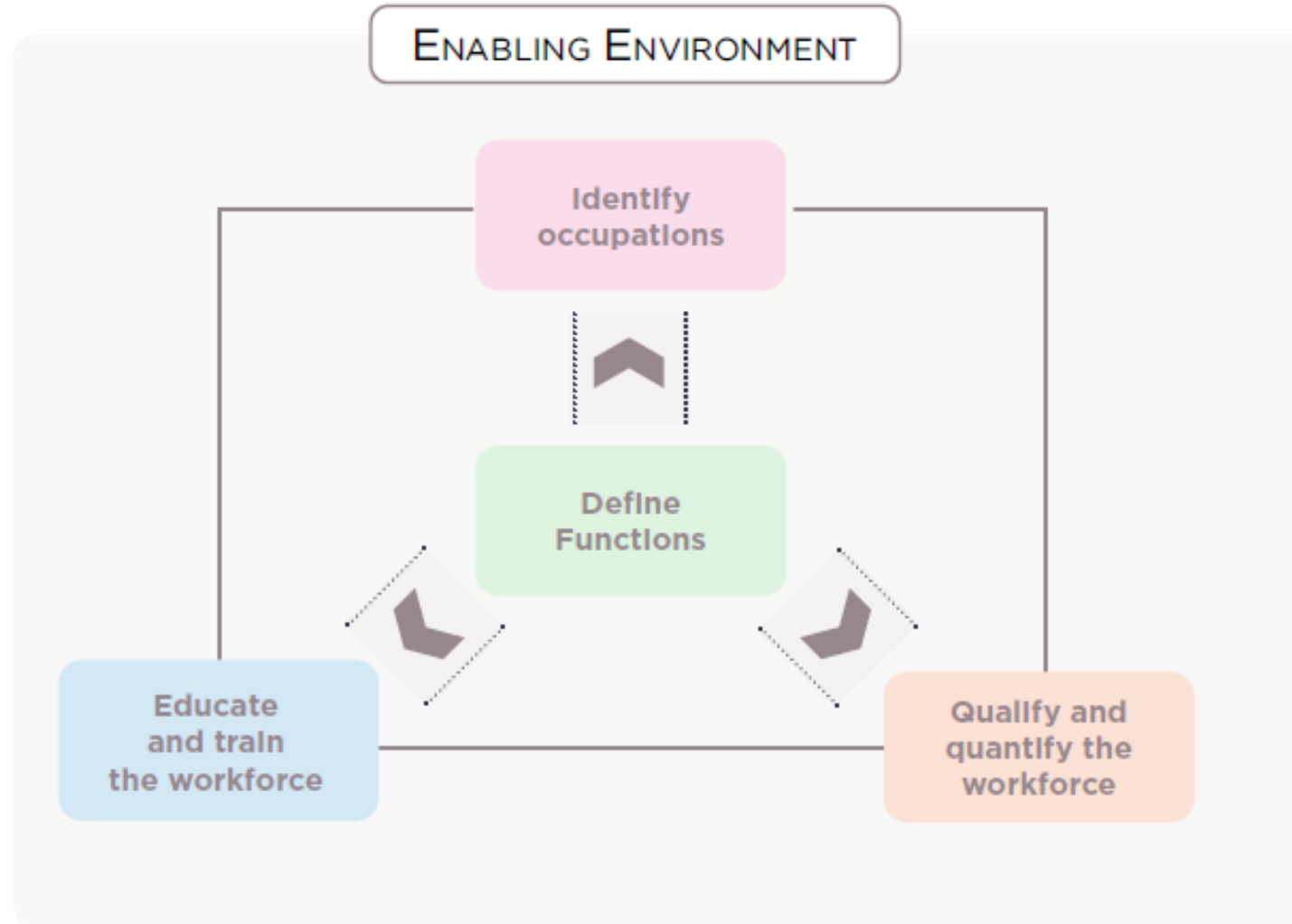


# WFD OT development timeline



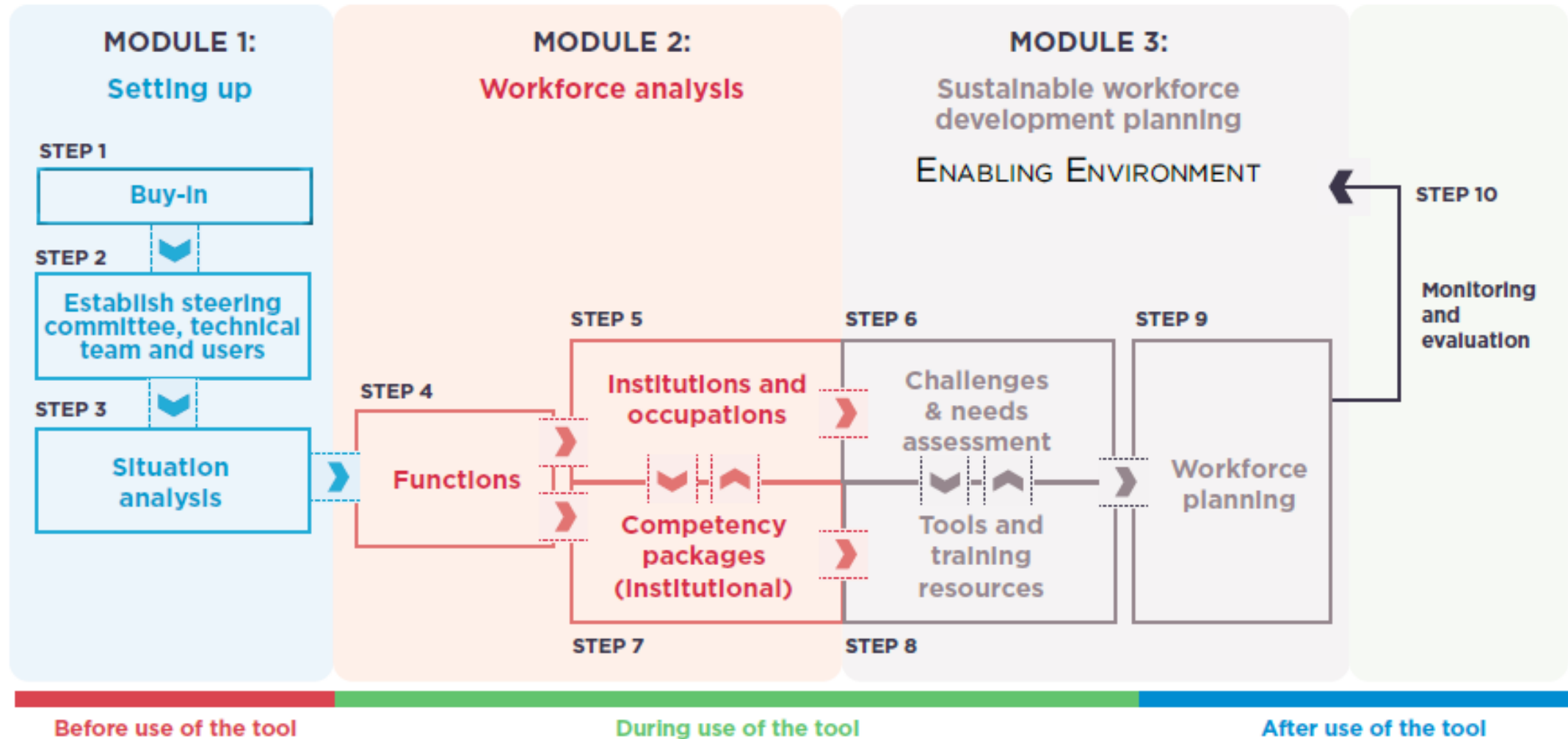


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# Key approach of WFD OT



# Competency Frameworks

| No. | Title   | Institution     | Year version |
|-----|---|-----------------|--------------|
| 1   | Competency Guidelines for Public Health Laboratory Professionals  | CDC             | 2015         |
| 2   | Core competencies in applied infectious disease epidemiology in Europe                                      | ECDC            | 2022         |
| 3   | Public health emergency preparedness – Core competencies for EU Member States                               | ECDC            | 2017         |
| 4   | Field Training Program for Wildlife, Ecosystem, Biodiversity, and Environment (FTP-WEBE)                    | FAO             | 2022         |
| 5   | Development of core competencies for field veterinary epidemiology training programs                        | FETPV           | 2023         |
| 6   | Beyond One Health: From Recognition to Results  | Herrmann et al. | 2018         |
| 7   | Advancing One Health: Updated core competencies   | NEOH            | 2023         |
| 8   | One Health Workforce Competency Framework and Evaluation Toolkit  | OHWA            | 2022         |
| 9   | Core Competencies for Public Health: A Regional Framework for the Americas                                  | PAHO            | 2013         |
| 10  | Learner’s Guide Public Health Laboratory Core Competency Seminar  | TEPHINET        | 2018         |
| 11  | Competencies for One Health field epidemiology (COHFE) framework  | Tripartite      | 2023         |
| 12  | United Nations Competencies for the Future  | United Nations  | 2017         |
| 13  | One Health Field Attachment Evaluation Report   | USAID           | 2019         |
| 14  | One health core competency domains, subdomains, and competency examples                                     | USAID           | 2013         |
| 15  | Global Competency Framework for UHC   | WHO             | 2022         |
| 16  | Global Outbreak Response and Alert Network (GOARN) Competency Model   | WHO             | 2017         |
| 17  | Laboratory leadership competency framework  | WHO             | 2019         |
| 18  | Public health and emergencies workforce competency and outcomes framework towards the delivery of the EPHFs | WHO             | 2023         |
| 19  | Public Health Intelligence Competency Framework   | WHO             | 2024         |
| 20  | Skills and Competencies Required to Conduct a Simulation Exercise or an Action Review                       | WHO             | 2023         |
| 21  | WHE Learning Strategy   | WHO             | 2018         |
| 22  | WHO-ASPHER competency framework for the public health workforce in the European Region                      | WHO             | 2020         |
| 23  | OIE recommendations on the Competencies of graduating veterinarians (‘Day 1 graduates’)                     | WOAH            | 2012         |

# Training resources were drawn from ....

## FAO, UNEP, WHO and WOAH

- FAO Virtual Learning Center and eLearning Academy
- In-Service Field Training Programmes i.e., FETP, FETPV, FELTP, FTP-WEBE, ISAVET
- OpenWHO
- UNEP
- WHO Health Security Learning Platform
- WOAH Platform for the Training of Veterinary Services
- WOAH Training Portal

## Others

- CDC Epidemic Intelligence Service (EIS)
- CDC Learning Connection
- ECDC Training Programmes and Virtual Academy (EVA)
- ECDC Field Epidemiology Path (EPIET)
- ECDC Public Health Microbiology Path (EUPHEM)
- One Health Workforce Academies (OHWA)
- Southeast Asia One Health University (SEAOHUN)
- And more...



# THANK YOU!

More information on the TZG toolkit

FAO: <https://www.fao.org/documents/card/en/c/ca2942en>

WHO: <https://www.who.int/initiatives/tripartite-zoonosis-guide>

WOAH: [https://www.woah.org/en/document/en\\_tripartitezoonosesguide\\_webversion/](https://www.woah.org/en/document/en_tripartitezoonosesguide_webversion/)



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