

# Workforce development operational tool (WFD OT)

## Operational tool of the Tripartite Zoonoses Guide

### Strengthening the Workforce at the Human-Animal-Environmental Interface

Most workforce development plans and efforts are sector specific which may not address interlinkages across sectors. Effective zoonotic disease management requires a One Health approach. The Workforce development for effective management of zoonotic diseases: Operational tool of the Tripartite Zoonoses Guide (WFD OT) focuses on strengthening workforce to work across sectors to effectively manage zoonoses and other One Health threats at the human-animal-environment interface. Outputs of the tool are integrated into existing workforce plans for these to be financed, coordinated, and implemented.



©WHO - Pilot workshop in Tirana, Albania (11-12 September 2023). Participants are working together to assess how well functions are covered by the occupations in their institutions

- The tool can be used flexibly: 1) use it entirely online 2) use it in a workshop/ in-person meeting; or 3) combine online and in-person components.
- The logical steps can be spaced out based on needs and convenience.
- Each step will result in a concrete output which countries can work with and refine at their own pace.
- The tool helps countries to identify critical workforce functions, occupations and competencies to work across sectors.
- The tool provides competency-based training resources and tools.
- The results and recommendations are integrated into existing workforce plans.



Food and Agriculture  
Organization of the  
United Nations



World Health  
Organization



World Organisation  
for Animal Health  
Founded as OIE

# The WFD OT at a glance

**What?** A tool to assist countries to assess and strengthen the workforce for zoonotic disease management at the human-animal-environment interface.

**Who?** The tool focuses on government personnel in sectors relevant to zoonotic disease management at all levels.

**When?** The WFD OT is best implemented in peacetime based on the needs of the country. The use of the tool takes about three days, with the option to space out the steps.



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Pilot workshop in Almaty, Kazakhstan (23-25 January 2024). Participants are reviewing workforce functions in different categories to manage zoonotic diseases.

**Where?** The use of the WFD OT can be organized virtually and/or in-person.

**How?** The tool is implemented either through a 3-day workshop or use of the online tool. It builds on the results of the situation analysis and on the agreed scope.

## WFD OT MODULES AND STEPS

### MODULE 1 Setting up



- 1 Generate buy-in and secure agreement to use the WFD OT.
- 2 Identify a steering committee, technical team and users.
- 3 Conduct a situation analysis and set the scope.

### MODULE 2 Workforce analysis



- 4 Select and revise the priority functions of the workforce.
- 5 Match and rate occupations to priority functions.
- 6 Identify needs and challenges.
- 7 Rate competency packages required for priority functions.

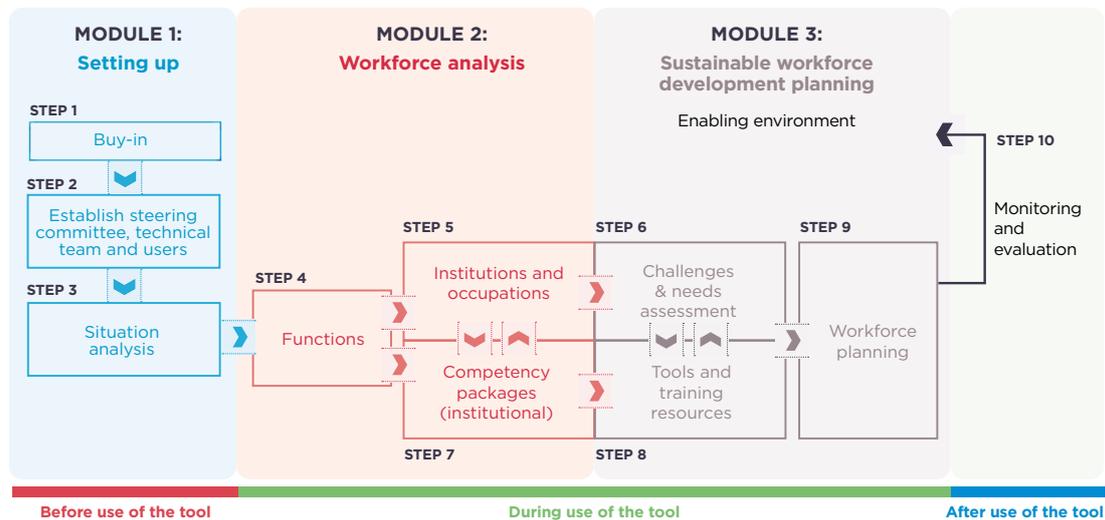
### MODULE 3 Sustainable workforce development planning



- 8 Identify resources for strengthening competency packages.
- 9 Link critical needs, competencies and resources, and initiate the workplan.
- 10 Develop or adapt an M&E framework and include it in plan(s).

**Why?** To ensure the workforce is competent, maintained, and mobilized across sectors for effective zoonotic disease management at the human-animal-environment interface.

## KEY APPROACH OF THE WFD OT



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### For more information

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WFD OT is one of the Tripartite Zoonosis Guide Operational Tools available to support countries in strengthening the workforce at the human-animal-environment interface.

