



***National Technical Seminar:
Re-orienting para veterinary
services***

***27th Bi-ennial conference of
All Assam Veterinary Field Assistant
Association***

DR M ISLAM BARBARUAH
VET HELPLINE INDIA PVT LTD

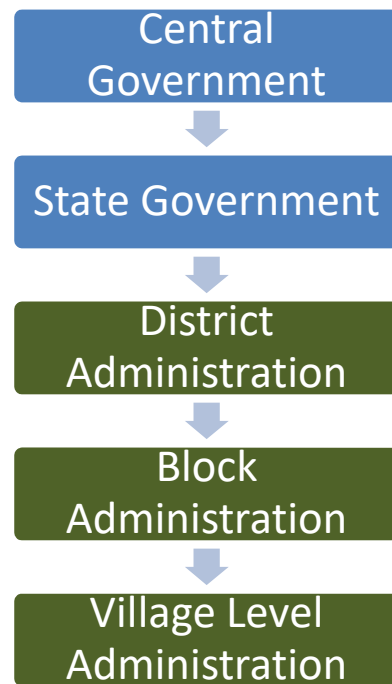


Changing face of Para-veterinary services in India –The roadmap for strengthening of services.

Content Support:



Administrative Framework



Veterinary Service is a state subject in India and many states are promoting further decentralization of the services to local self governments.

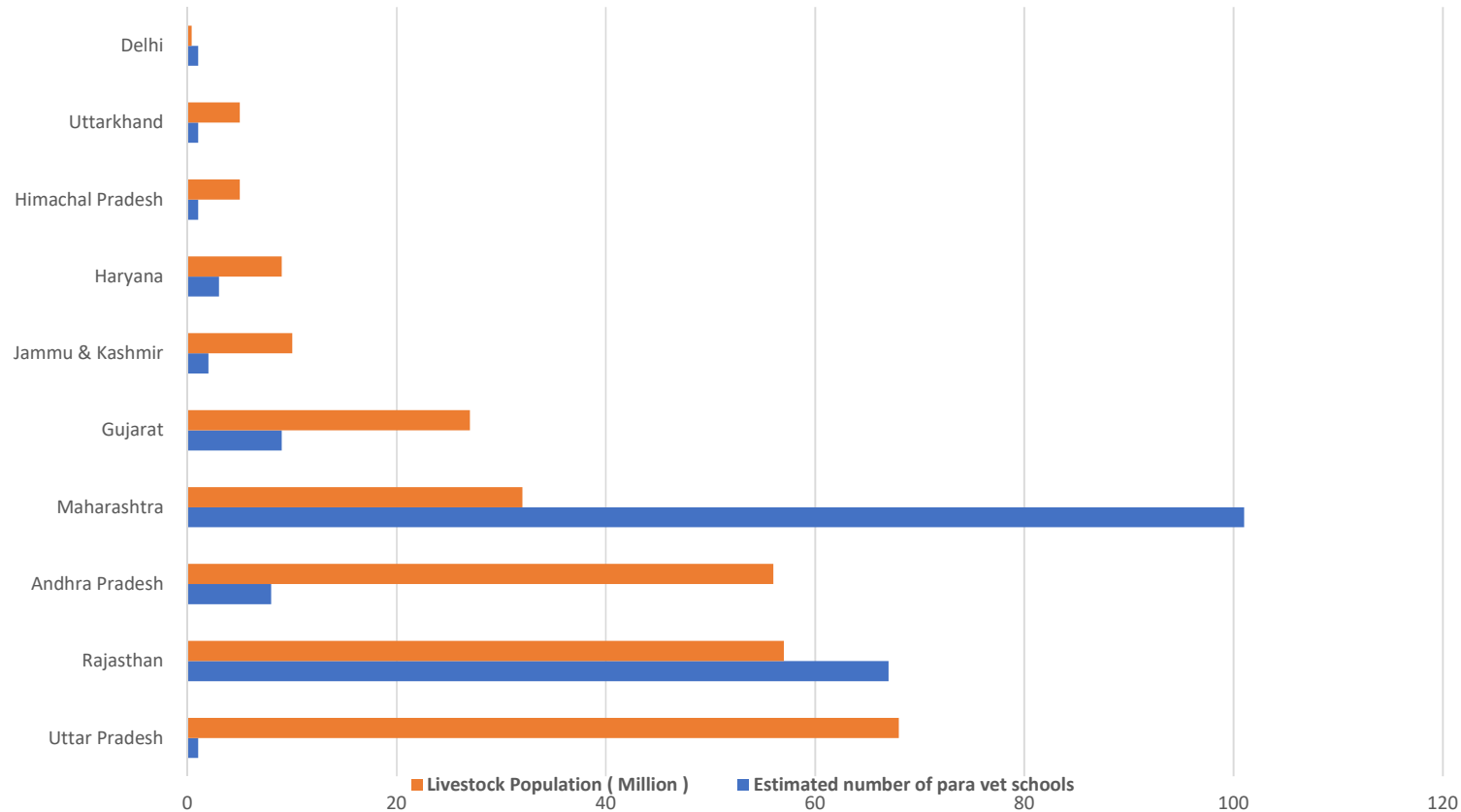
Projected requirement of Para Vet in India

Year	Numbers (Million)
2018-2019	0.09
2019-2020	0.1



Source: Rama Rao D, Rashmi Agrawal, Nanda SK, Awasthi IC, Joshi GP, Sanchita Bhattacharya, Indra Kumar D. 2011. Assessment of Future Human Capital Requirements in Agriculture and Allied Sectors. NAIP Project Report, National Academy of Agricultural Research Management, Hyderabad and Institute of Applied Manpower Research (Now National Institute of Labor Economics Research and Development), India. pp 410

Unconfirmed estimated numbers of para vet schools in select Indian states vis a vis Livestock population.



Data source: Para-vet advocacy program, The Brooke India

Key issues of veterinary service delivery in India

- Availability
- Accessibility
- Acceptability
- Adequacy
- Affordability

5A's

The statutory body and the para-vets:



Indian Veterinary Council Act recognizes existence of para-vets and secondary legislation at state level describes Minor Veterinary Practices for para-vets.

Indian Veterinary Council Act also ensures supervision of para-vet by registered veterinarian.

Too many and different type of non-state actors are active in veterinary service delivery in India. In majority of cases, they are neither recognized nor registered / monitored officially by the national / state level statutory body.



COURSES

Long Term: 1-2 Year (Mix of public and Private funded, few are affiliated to universities)

**Veterinary and Livestock development Assistant diploma
(Also called as Veterinary Field Assistant program)**

Veterinary Laboratory Technology Diploma course

Short Term: 1 – 4 month (Mostly managed by private but often facilitated by government programs)

**Community Animal Health Worker, Livestock Service Provider,
Community Resource Person (Veterinary) etc.**

Para-vet training is in-service i.e. after selection to government service in few states where as in some states there is no job assurance for para-vets trained under public funded institutions.

Vocational private institutions (affiliated / non affiliated) are active in some states.

Entry requirement varies from states to states. (10th pass to 10+2)

ADMISSION NOTICE TO VFA TRAINING COURSE
Last Date: 27/08/2017(5.00 pm)

Memo. No. PD/8/41/2017-18/
In pursuance of approval of the Govt. of Assam vide Letter No. VCV.251/2014/76 dated Dispur the 17th May, 2017, applications are invited from the intending male candidates of Assam for undergoing V.F.A. Training Course for one year Elementary Knowledge on A.H. & Veterinary Science for the Session 2017-18 at the School of Veterinary Science & A.H. Assam at Ghungoor, Silchar and will be received up to 5.00 pm of 27th August, 2017 for admission against 300 number of seats as mentioned here under.

Establishment	Number of Seats Category wise					TOTAL
	GEN	ST(P)	SC	ST(H)	OBC	
Directorate of Animal Husbandry & Veterinary Department, Assam, Chenikuthi, Guwahati-3	153	30	21	15	81	300

Age: A candidate should not be less than 18 years and more than 30 years of age as on 01.01.2017. The upper age limit is relaxable for the candidates of reserved categories as per existing provision.

Entry Qualification: Minimum educational qualification required for admission is H.S. (Sc.) passed with Biology as a Subject from the recognized University/ Board as per Govt. Notification No.VCV.155/2013/62 dated 06/07/2017.

How to Apply :

- The prescribed Application Forms will have to be downloaded from the Govt. of Assam's website assam.gov.in and submitted along with a fee of **Rs.100/-** for General & OBC and **Rs. 50/-** for ST & SC candidates by way of **Crossed Indian Postal Order** duly pledged in favour of the **Principal, School of Veterinary Science & A.H. Assam at Ghungoor, Silchar** payable at the Post Office, Silchar Medical College, Silchar. No Bank Draft/Money Order/ Cash or Cheque will be accepted for issuance of Application forms.
- Last date of submission of Application Form:**
The 27th August, 2017 upto 5.00 pm.
No application shall be entertained after expiry of specified date.
- Duly filled in Application Forms along with required testimonials shall have to be submitted along with a self addressed stamped (Rs.5.00 only) envelope of 23x10cm size, at any one of the following offices either by Registered Post or by hand in the Drop Box during Office hours:

Areas	Place of submission
Plain Districts of Assam other than Barak Valley Districts.	The Director of A. H. & Vety. Deptt. Assam, Chenikuthi, Guwahati-3
Barak Valley Districts	The Principal, School of Veterinary Science & A. H. Assam, Ghungoor, Silchar
BTADs	The Director, A. H. & Vety. Deptt. BTC, Kokrajhar.
Dima Hasao and Karbi Anglong Districts	The Additional Director, A. H. & Vety. Deptt. (Hills), Hailfong, Assam

Other Terms & Conditions.

- Candidates must be residents of respective areas of Bodoland Territorial Areas Districts (BTAD), Dima Hasao Autonomous Districts (DHAD) and the plain districts of Assam as the case may be and should enclose copy of the Permanent Resident Certificate (PRC) alongwith the Application. Since the practice of furnishing attested copies of certificates/mark sheets etc. by competent authority has been discontinued by the Govt., the applicant shall furnish copies of certificate/mark sheet etc. declared by himself/herself as certified to be true copy of the original along with the application.
- Incomplete and defective applications will be summarily rejected.
- The candidates whose applications are found complete in all respects will be called for an interview before the Selection Committee. The candidates will have to produce all original certificates and testimonials before the Selection Committee at the time of interview.
- The date of interview will be notified in due course of time.
- The eligible candidates belonging to Plain Districts of Assam will have to appear before an interview to be held at the Office of the Director, Chenikuthi, Guwahati-03.
- The eligible candidates belonging to Barak Valley Districts of Assam will have to appear before the Principal, School of Veterinary Science & A.H. at Ghungoor, Silchar, Assam.
- The eligible candidates belonging to BTAD Areas will have to appear for interview at the Office of the Director, BTC, Kokrajhar.
- The eligible candidates belonging to Hill Districts of Dima Hasao and Karbi Anglong will have to appear for interview at the Office of the Additional Director, A.H. & Vety. Deptt. (Hills), Dima Hasao, Hailfong, Assam.
- In service candidates will have to apply through proper channel.
- No TADA will be admissible for appearing the interview.
- Canvassing either directly or indirectly will disqualify the candidate.
- The list of eligible candidates will be displayed in the Office Notice Board of the Directorate of A.H. & Vety. Deptt., Guwahati-3; Principal, School of Veterinary Science & A.H. at Ghungoor, Silchar, Assam; Director, BTC, Kokrajhar, Assam; and the Addl. Director (Hills), A.H. & Vety. Deptt. (Hills), Hailfong, Assam.
- The name of the selected candidates will be notified through leading English Newspaper published from Guwahati, Assam.
- The selected candidates from BTAD & DHAD shall have to execute a bond prior to admission to the course stating therein that they will serve in the respective areas of BTAD/DHAD.
- Subject to availability of vacancy and observance of Rules & Regulations, the successful candidates will be appointed time to time. However, the authority shall not be bound to provide appointments.
- The candidate selected for admission will have to produce physical fitness certificate from the District/Sub-Divisional Medical and Health Officers.

Sd/-
Director,
Animal Husbandry and Veterinary Department,
Assam, Chenikuthi, Guwahati-03.

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The advocacy program:




Review of the policy, regulatory and administrative framework for delivery of livestock health products and services in South Asia

Prepared for GALVmed by
Dr Miftahul Islam Barbaruah
Dr Abdul Samad
Vet Helpline India Pvt. Ltd.

November 2014



Meeting on Skill Development of Veterinary Para-Professionals



Date: 16th March, 2015
Venue: Krishi Bhawan, New Delhi

Organized under the aegis of:
Department of Animal Husbandry Dairying & Fisheries (DADF) & Agriculture Skill Council of India (ASCI)

Supported by:
Global Alliance for Livestock Veterinary Medicine (GALVmed)



PARADIGM SHIFT

A change from one way of thinking to another.



- Recognition of the fact that paravet qualification should be based more on output of learning and learning outcome than on input.
- There should be harmonized standard curriculum for all states tailored to need of private sector.
- Private sector should be facilitated to train and engage skilled para-vets.
- Trained paravets should be registered for efficient monitoring.

Aligning of paravet courses to National Skill Qualification Framework (NSQF) notified by Govt of India dated 27th December 2013.

Qualification framework organizes all qualifications according to a series of levels of knowledge, skills and aptitude. These levels are defined in terms of learning outcomes which the learners must possess regardless of whether they are obtained through formal, non-formal or informal learning.



<http://www.skilldevelopment.gov.in/nsqf.html>

More than 100 countries have or are in the process of developing their national qualification frameworks.

Regional Qualification Frameworks



ASEAN
Qualification
Reference
Framework



Each NSQF level is defined by a criteria expressed as learning outcome

Level description covers:

- A. Process required
- B. Professional knowledge
- C. Professional skill
- D. Core skill
- E. Responsibility

NSQF levels are not directly related to years of study.

Qualification Framework for para-vets in India

Indian qualification framework Level for two categories of long term (Min 1.5 year, 280 days of contact program or 2243 hrs.) trained Para-vet is 'Level 5' . (Entry: 10+2, 18 years)

For short term (355 hrs., 45 days) trained CAHWs and A I Technicians it is 'Level 3'. (Entry: 8th Grade, 17 years)

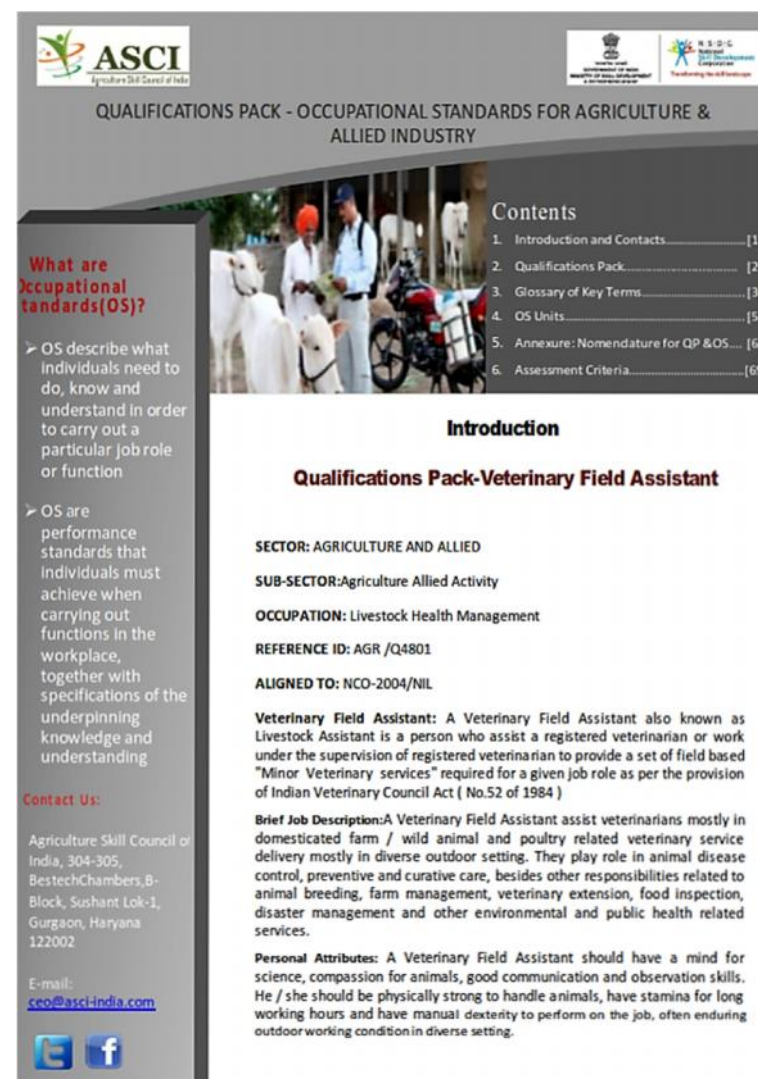
Description of NSQF levels considered for various Para Vet occupations in India

Level	Process required	Professional knowledge	Professional skill	Core skill	Responsibility
5 For long term – VFA or VCA	Job that requires well developed skill, with clear choice of procedures in familiar context.	Knowledge of facts, principles, processes and general concepts, in a field of work or study..	A range of cognitive and practical skills required to accomplish tasks and solve problems by selecting and applying basic methods, tools, materials and information.	Desired mathematical skill; understanding of social, political; and some skill of collecting and organising information, communication.	Responsibility for own work and learning and some responsibility for others' works and learning.
3 For short term AHW	Person may carry out a job which may require limited range of activities routine and predictable.	Basic facts, process and principle applied in trade of employment.	Recall and demonstrate practical skill, routine and repetitive in narrow range of application	Communication written and oral, with minimum required clarity, skill of basic arithmetic and algebraic principles, personal banking, basic understanding of social and natural environment.	Under close supervision. Some responsibility for own work within defined limit.

Source: <http://www.nsda.gov.in/documents/NSQF%20LEVEL%20DESCRIPTORS.pdf>



BASED ON NSQF, INDIA
HAS DECLARED THE 1ST
VERSION OF NATIONAL
OCCUPATIONAL
STANDARDS (NOS) AND
QUALIFICATION PACKS
(QPs) FOR VARIOUS
CATEGORIES OF PARA-
PROFESSIONALS
INCLUDING CAHWS

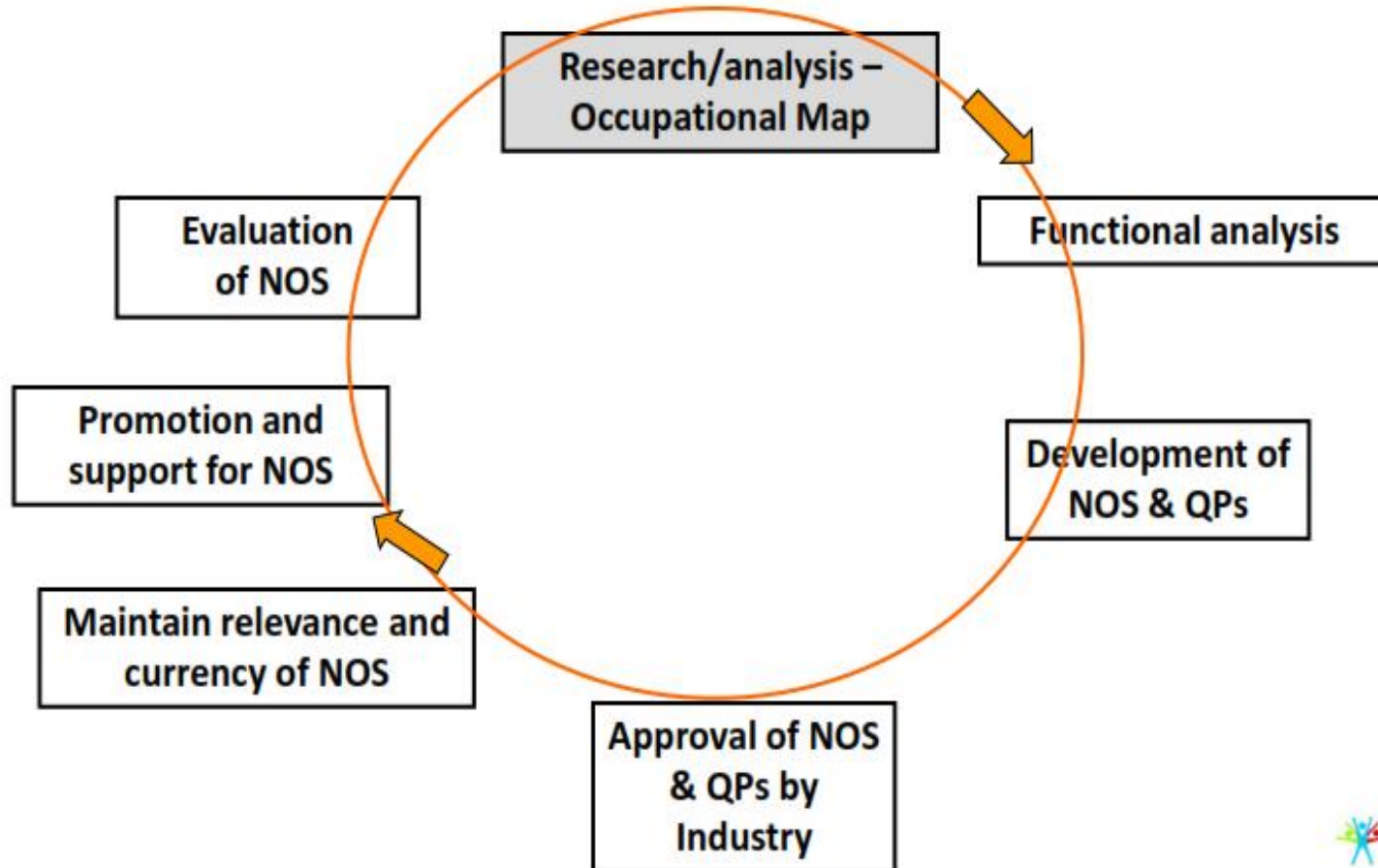


<http://www.nsdcindia.org/nos>

Occupational Standard (OS) describes what individuals need to do, know and understand in order to carry out a particular job role or function.

A set of OS, aligned to a job role, is called Qualification Pack (QP).

KEY STAGES IN THE DEVELOPMENT OF NOS



Long Term:



Qualification Pack

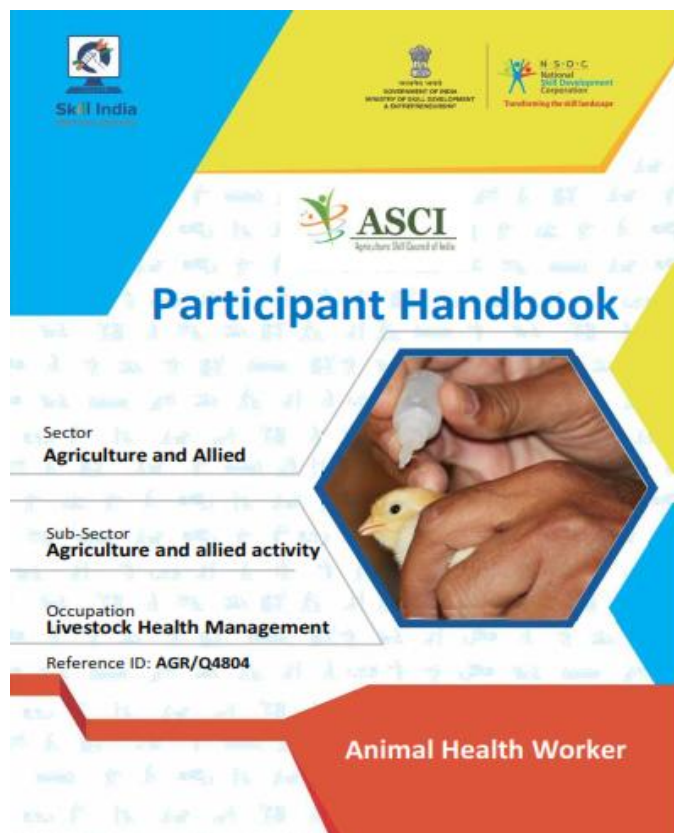
Veterinary Field Assistant (VFA) for field level functions

Veterinary Clinical Assistant (VCA) For Lab and clinic level functions.

Short Term:

Animal Health Worker (AHW)

Artificial Insemination Technicians (AIT)



Model Curriculum

Veterinary Field Assistant

SECTOR: AGRICULTURE & ALLIED
SUB-SECTOR: AGRICULTURE ALLIED ACTIVITY
OCCUPATION: LIVESTOCK HEALTH MANAGEMENT
REF ID: AGR/Q4801, V1.0
NSQF LEVEL: 5

Training Delivery Plan

Training Delivery Plan			
Program Name:	Animal Health Worker		
Qualification Pack Name & Ref. ID	Animal Health Worker – AGR/Q4804		
Version No.	1.1	Version Update Date	
Pre-requisites to Training (if any)	Minimum Class VIII One year of experience in community / village level work is preferable.		
Training Outcomes	<p>By the end of this program, the participants will be able to:</p> <p>Assist his / her immediate community by providing preventive health care, productivity enhancing and basic first aid services to farm animal and poultry.</p>		

Sl. No	Module Name	Session Name	Session Objectives	NOS Reference	Methodology	Training Tools/Aids	Duration
1	Introduction	Rural livelihood and livestock farming	<p>1. To help participants to get rid of inhibition and anxiety (if any) thus ensuring maximum class participation.</p> <p>2. To empower participants to systematically think about their own livelihood and ways to enhance livelihood of others.</p>	<p>AGR/N4810 (Partly PC1, PC2)</p> <p>AGR/N4801 (SB8)</p> <p>AGR / N4808 (SB9)</p> <p>AGR/N4810 (SB9)</p>	Lecture, Games, Group activity, Exercise.	<ul style="list-style-type: none"> Available objects such as a white board, duster etc. Power point slides. 	First half of day-1 (2 hrs.)

The training of Animal Health Worker (AHW) under NSQF is supported under:



सत्यमेव जयते
GOVERNMENT OF INDIA
MINISTRY OF SKILL DEVELOPMENT
& ENTREPRENEURSHIP

The certification and registration



www.lmis.gov.in



A student in India can now look for advertisement of NSDC / Agriculture Skill Council of India (ASCI) certified public and private training providers to get training under para veterinary related qualification packs.

Managing change: Support activities at a glance.



Engagement with Universities and Government para-vet schools for curriculum aligned to National Occupational Standards.



Accreditation of training providers and Training of Trainers and Master Trainers.






Development of transnational standards for international mobility of para-vets.

Progress of new NSQF aligned training system at a glance

- Under PMKVY 1.0 (2015 -2016) 16 certified private training providers trained a total of 11,578 Animal Health workers across 17 states.
- Under PMKVY 2.0 (2016-2020), till now 12 certified training providers from 5 states have trained 1806 numbers of Animal Health Workers.
- Limited training under long term (1.5 year) VFA and VCA Qualification of Packs due to more stringent infrastructure and quality requirement for training providers and the fact that courses are being supported by only few government skilling program.

Way forward: National Level

-  A coordination framework between Agriculture Skill Council of India (ASCI) and Veterinary Council of India (VCI) to develop a mechanism of registration of paravets under the council / state chapters (separate register for various category !) and to develop guideline for training delivery as per NSQF, supervision, disciplinary provision and monitoring framework for certified categories of para-vets and training providers (Public / Private)
-  Appropriate dissemination of the skill council standards and periodic evaluation, review of same at national level to keep them relevant and also aligned to international standards.
-  Facilitation of horizontal career progression and Inter-state / inter-country mobility of certified para-vets as envisioned under NSQF.



WORLD ORGANISATION FOR ANIMAL HEALTH
Protecting animals, preserving our future






May 2018



OIE Competency Guidelines for Veterinary Paraprofessionals



Way forward: State Level

-  Affiliation of para-vet training institution (s) within a state to Agriculture Skill Council of India (Either directly or through local University) for nationally accredited certification against given NSQF level.
-  Designing of state specific training delivery plan, duration, curriculum essentially aligning them to model national standards, curriculum.
-  Cadre review of public para-vet service to meet enhanced departmental mandate, team building with veterinarians and technical re-orientation.
-  Enhanced investment to improve infrastructure, faculty deployment and management of public training institutes and promotion of private institution (subject to affiliation)
-  Adoption of future national guideline for council registration, supervision and horizontal career progression.

Way forward: Panchayat level



Provision for engagement of retired para vets by panchayats to assist in veterinary service delivery (Gap filling).




Provision for recruitment of para-vets by panchayats for health monitoring / bio-security control of livestock markets under their control.

Thank You!



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