

QUANG NGAI RURAL DEVELOPMENT
PROGRAM (RUDEP) - PHASE 2

Consultancy Report: The Results of Paravet and
Animal Health Competency Assessment and
Paravet Training in 19 RUDEP Communes



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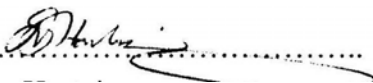
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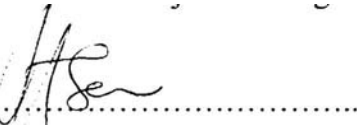
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Acronyms

AG	Activity Groups
AHS	District Animal Health Station
CCG	Commune Contact Group
CPC	Commune People's Committee
DDO	District Development Officer
HHs	Households
RUDEP	Quang Ngai Rural Development Program
SDAH	Sub-Department of Animal Health
ToT	Training-of-Trainers
VSCF	Village Savings and Credit Facilities

1 Introduction

The Quang Ngai Sub-Department of Animal Health (SDAH) has just completed implementing Paravet and Animal Health Competency Assessment conducted in 19 Rural Development Program (RUDEP) Communes under the contract No. 45 dated 6th May 2005.

To support RUDEP and the SDAH in the development training and capacity building programs to support households and paravets in Quang Ngai Province, following these competency assessments some consulting activities were provided by the Animal Health Training Consultant in the second half of July 2005 as below:

- Review the results of paravet and animal health services competency assessment activities through meetings with the SDAH officers and a half-day workshop to identify professional skills and knowledge gaps in the various Districts and Communes. Based on these results, develop future paravet training and capacity building programs for RUDEP Districts and Communes.
- Assist RUDEP and SDAH in the development a comprehensive approach to building animal health services in 19 RUDEP Communes and Districts, including in selecting a “core group of trainers” for the SDAH to take part in future paravet training activities.
- Provide coaching and technical support to the “core group of trainers” trainers through providing a 2-day Training-of-Trainers (ToT) course on making and using flip-charts effectively.

This report shows the results of those activities and the recommendations for each activity.

2 Reviewing the Results of Paravet and Animal Health Services Competency Assessment

2.1 Implementation

To find out professional skills and knowledge gaps on animal health in the various Districts and Communes and to identify their real needs, the following activities were conducted to review the results of paravet and animal health services competency assessment:

- Discussion with some key officers of the SDAH, who were responsible for implementing assessment in Communes assigned, including the compiled report and individual reports for each Commune, through a one-day meeting held on July 21, 2005 at the SDAH office.
 - Participants:
 - SDAH (6 people): Mr. Tan (Director), Mr. Huy (Head of Personnel Department), Mr. Thuan (Head of Technical Department), Mr. Hai, Mr. Tuan and Ms. Lam (Members of Technical Department)
 - Consultant: Mr. Sinh

- Below is the detail of assigned tasks for each member of the SDAH for implementing paravet and animal health services competency assessment in RUDEP Communes:

District	No.	Commune	Person in charge
Tu Nghia	1	Nghia Tho	Mr. Huy, Mr. Tan
	2	Nghia Son	Mr. Hai
Son Ha	3	Son Hai	Ms. Lam
	4	Son Trung	Ms. Lam
	5	Son Giang	Ms. Lam
Son Tay	6	Son Mua	Mr. Hai
	7	Son Bua	Mr. Hai
Tra Bong	8	Tra Hiep	Mr. Huy
	9	Tra Lam	Mr. Huy
Ba To	10	Ba Le	Mr. Tan
	11	Ba Nam	Mr. Huy
Tay Tra	12	Tra Trung	Mr. Hai
	13	Tra Lanh	Mr. Hai
Minh Long	14	Long Son	Mr. Thuan
Nghia Hanh	15	Hanh Phuoc	Mr. Thuan
Duc Pho	16	Pho Chau	Mr. Thuan
Mo Duc	17	Duc Phong	Ms. Lam, Mr. Huy
Son Tinh	18	Tinh Tho	Mr. Huy
Binh Son	19	Binh Minh	Mr. Thuan

- A half-day workshop held on July 25, 2005 to review the results of the assessment and identify specific RUDEP and SDAH collaborative activities to be conducted for next 2 years.
 - Participants:
 - SDAH: Representatives of all Districts in Quang Ngai Province
 - RUDEP: Mr. Bede (PDA), Mr. Huy (VPDA), Ms. Thach (Translator)
 - Consultant: Mr. Sinh
 - Location: SDAH office

2.2 Main Findings

The SDAH has successfully and responsibly conducted the assessment. All participants at both the meeting and the workshop actively participated in discussion. The following main findings were found out through implementing activities above.

2.2.1 Animal Husbandry and Animal Health Status in 19 RUDEP Communes¹

- Animal husbandry status: Most households (HHs) in both upland and lowland Communes raise three livestock varieties: cattle, pigs and chickens. Raising goats has not developed yet and only in limited Communes². The extensive farming at small scale and with the habit of letting animals wander is popular in upland Communes.
- Animal health status: Animal disease preventative measures have not been applied yet by most of HHs. Diseases occur in all livestock varieties throughout the calendar year, especially in hot, humid and cold weather. Diseases spread quickly and cause big loss to HHs.
- Animal health services:
 - In upland communes:
 - The number of paravets in 19 RUDEP Communes is 65 and varies from commune to commune. In 14 upland Communes, there are 29 people called “paravet”, but they have only received short training courses for few days in order to carry out vaccination campaigns in the year. Hardly any paravet functions in these Communes.
 - Not all Communes have vet-medicine services, as a result, there’s no medicine for treatments on time.
 - In lowland communes:
 - There’s a lack of paravets in lowland communes and their distribution is not even.
 - Their low professional level and skills have not met requirements for diagnosis and treatment yet.

2.2.2 Level of Animal Health Competency of Paravet and Households

A total of 215 people including existing paravets and HHs considered as having experience on animal health undertook the assessment to measure their level of theoretical knowledge and practical skills. The results revealed that (see Table 1 and Figure below):

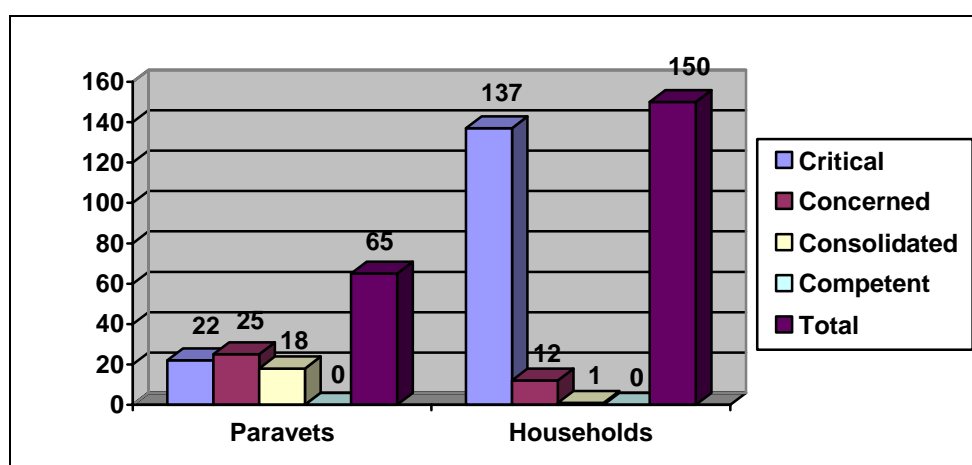
- For 65 existing paravets: 22 paravets (33.8%) were considered critical; 25 paravets (38.5%) were considered concerned; and 18 paravets (27.7%) were consolidated. Importantly, no paravet was considered competent.
- For 150 HHs considered having experience on animal health: 137 HHs (91.3%) were considered critical; 12 HHs (8%) were considered concerned; and only 1 household (0.7%) were consolidated. No HHs was considered competent.

¹ Including 14 upland Communes (Long Son, Nghia Son, Nghia Tho, Tra Hiep, Tra Lam, Tra Trung, Tra Lanh, Ba Le, Ba Nam, Son Mua, Son Bua, Son Giang, Son Hai and Son Trung) and 5 lowland Communes (Duc Phong, Tinh Tho, Hanh Phuoc, Binh Minh and Pho Chau)

² Goats are raising mainly in Duc Phong, Pho Chau, Hanh Phuoc, Long Son, Ba Nam and Ba Le Communes

Table 1: Paravet and Animal Health Competency Assessment results

Level of Competency	Paravets		Households	
	No. of paravets	%	No. of households	%
Critical (0 - 33%)	22	33.8	137	91.3
Concerned (34 – 66%)	25	38.5	12	8.0
Consolidated (67 – 95%)	18	27.7	1	0.7
Competent (100%)	0	0	0	0
Total	65	100	150	100



Their low level of animal health competency as above showed considerable gaps on the theoretical knowledge and practical skills of participants, and it can forecast that training activity for closing the gaps will require much time and effort.

2.2.3 Solutions Suggested by Participants Involved Assessments

The assessment results also showed a great demand on animal health training. However, the quantity of training courses, quantity of participants, training locations and contents should be considered. The 3 following solutions suggested by participants for future animal health training and services in RUDEP Communes:

- Animal health training for farmers
- Training HHs to be paravets
- Building vet-medicine boxes at village/commune level

2.3 Paravet Health Training Program

Based on the result of the assessments and characteristics of each Commune, including the number of villages, hamlets, HHs; the number of livestock varieties; and the distance from Commune to Commune/District, the following issues involving in future paravet training activities were agreed.

A paravet training program was drafted and agreed by all (see Table 2 for details):

- Quantity of paravet training classes:
 - 1 upgrading training class for existing paravets with consolidated competency (18 people).
 - 9 new training classes for HHs and existing paravets from concerned competency level downwards (172 people), including 2 classes in lowlands and 7 classes in uplands.

It is expected that total of 190 paravets from all villages of all RUDEP Communes will be basically trained by the end of Phase 2.

Training locations: Commune, District or Quang Ngai Town.

Total of 11 training events will be carried out for each class. Below is a draft plan for implementation future paravet training courses, including 3 steps: (see Table 3: Draft plan for implementation future paravet training courses).

1st step: 3 classes, including Communes of:

- Duc Pho, Mo Duc and Nghia Hanh
- Son Tinh and Binh Son
- Tu Nghia Districts;

2nd step: 3 classes, including Communes of:

- Minh Long
- Son Ha
- Son Tay Districts;

3rd step: 3 classes, including Communes of:

- Tra Bong
- Tay Tra
- Ba To Districts; and

4th step (if available): 1 upgrading class.

Table 2: RUDEP Communes' data and draft paravet training program

No.	District	Commune	No. of villages	No. of hamlets	No. of HHs	Population (people)	Cattle/Pig/ Chicken/Goat* (head)	Existing paravets	Paravets need to be		Set up training classes		Expected total of paravets
									upgraded	new trained	No.	Location	
1	Tu Nghia	Nghia Tho	2	7	237	1016	631/456/1000	1	0	11	20	Nghia Tho	11
2		Nghia Son	2	5	205	902	390/500/1500	1	0	9			9
3	Son Ha	Son Hai	4	18	632	2857	1600/3079/5265	4	0	6	24	District	6
4		Son Trung	6	16	669	2738	1540/2200/4000	5	0	8			8
5		Son Giang	6	19	969	4152	2378/2889/6128	6	0	10			10
6	Son Tay	Son Mua	6	21	712	3451	981/1879/4050	2	0	13	20	District	13
7		Son Bua	2	7	265	1142	370/410/3408	0	0	7			7
8	Tra Bong	Tra Hiep	4	17	321	1637	47/615/3200	0	0	10	20	District	10
9		Tra Lam	4	7	300	1579	126/420/1900	2	0	10			10
10	Ba To	Ba Le	6	23	308	1442	613/503/500/500*	0	0	12	20	District	12
11		Ba Nam	4	9	137	764	338/275/876	0	0	8			8
12	Tay Tra	Tra Trung	4	16	168	750	73/300/525	0	0	9	20	District	9
13		Tra Lanh	4	18	345	1566	314/600/959	0	0	11			11
14	Minh Long	Long Son	9	12	897	4188	1386/1663/4398/150*	6	1	15	16	Minh Long	16
15	Nghia Hanh	Hanh Phuoc	9	17	2883	13227	1882/9326/NB/730*	10	4	7	16	Town	11
16	Duc Pho	Pho Chau	4	19	1035	5322	1766/3954/7500/650*	6	3	5			8
17	Mo Duc	Duc Phong	5	36	3702	19048	3784/12050/10000/(*)	14	5	4			9
18	Son Tinh	Tinh Tho	5	29	2705	12309	7404/7900/30000	3	2	7	16	Town	9
19	Binh Son	Binh Minh	4	19	2310	9799	4100/2450/41000	5	3	9			12
	Total		90	315	18800	87889		65	18 (**)	172		(**) Town	190

Table 3: Draft plan for implementation future paravet training courses

Time		Training events	Remarks
Aug 05	1 st half		Regular vaccination
	2 nd half		
Sep 05	1 st half		AG training
	2 nd half		
Oct 05	1 st half		1 st Bird Flu vaccination
	2 nd half		
Nov 05	1 st half		2 nd Bird Flu vaccination
	2 nd half	1	Including designing training curricular
Dec 05	1 st half		
	2 nd half		Rice sowing
Jan 06	1 st half		
	2 nd half		Tet holiday
Feb 06	1 st half		
	2 nd half	2	
Mar 06	1 st half		
	2 nd half		Regular vaccination
Apr 06	1 st half	3	
	2 nd half		
May 06	1 st half		
	2 nd half	4	
Jun 06	1 st half		
	2 nd half		
Jul 06	1 st half	5	
	2 nd half		
Aug 06	1 st half		Regular vaccination
	2 nd half		
Sep 06	1 st half	6	
	2 nd half		
Oct 06	1 st half		
	2 nd half	7	
Nov 06	1 st half		
	2 nd half		
Dec 06	1 st half	8	
	2 nd half		Rice sowing
Jan 07	1 st half		
	2 nd half		Tet holiday
Feb 07	1 st half		
	2 nd half		

Time		Training events	Remarks
Mar 07	1 st half		Regular vaccination
	2 nd half		
Apr 07	1 st half	9	
	2 nd half		
May 07	1 st half	10	
	2 nd half		
Jun 07	1 st half		
	2 nd half		
Jul 07	1 st half	11	
	2 nd half		
Aug 07	1 st half		Regular vaccination
	2 nd half		
Sep 07	1 st half		
	2 nd half		

3 Initial Training of Trainers Course for the “Core Group of Trainers”

3.1 Introduction

The results of the paravet and animal health services competency assessment showed high animal health training needs in all RUDEP Communes and Districts. At present, the number of trainers on animal health in Quang Ngai Province is very few, especially at district level.

To assist RUDEP and SDAH in the development of a comprehensive approach to building animal health services in 19 RUDEP Communes and Districts, there were some discussions between the SDAH and the Consultant to establish a “core group of trainers” from both the SDAH office and DAHSs. They will be trained and supported by the Animal Health Consultant in conducting paravet training courses. The members of the “core group of trainers” from district level will be assigned to provide training courses in their District, and even in other Districts.

3.2 Implementation

3.2.1 Set Up the “Core Group of Trainers”

Selection criteria for nomination to be members of the “core group of trainers” include: (1) motivated/committed; (2) having potential competent in training; (3) long term working in the SADH/DAHSs. A total of 20 people from the SDAH (7) and Districts (13; a trainer per district) were selected. (see Table 4: List of members of the “core group of trainers” at the ToT course on Flip-charts using skills).

3.2.2 ToT Course on Making and Using Flip-charts

A 2-day initial Training of Trainers (ToT) course for the “core group of trainers” on making and using flip-charts was held on 26 and 28 July, 2005-07-28 at Hung Vuong hotel. (see Table 5: **Agenda of the ToT course on making and using flip-charts**).

After a short opening by the Consultant, the participants chose the topic of “Veterinary medicines for treatment of disease in animal” to practise making and using flip-charts. The outlines of the topic were then designed by participants with the assistance from the Consultant. The class was divided into 3 small groups (each group had members of the SDAH and Districts) to discuss and agree on the content of the flip-charts. Each group did its own part and they combined their work to accomplish a complete training content as above for future paravet training.

After the flip-charts were completed on A1 paper, representatives of each group were appointed to do the teaching rehearsal. Meanwhile, the others played the role of paravets. After each group’s presentation, the trainee who had just performed the rehearsal gave his/her self-assessment, then the other participants contributed with their opinions, and finally, the Consultant gave his comments.

Due to limited time, this ToT course focused only on:

1. How to make good flip-charts
2. How to use flip-charts effectively

By using handmade flip-charts with drawings and emphasized important items combined with other teaching aids, the participants have gained valuable skills of writing on large-size paper, combination of colours for making flip-charts and methods using flip-charts co-ordinating with other teaching tools.

Everybody was very enthusiastic and participated actively throughout the course. On the day without training³, some participants had prepared flip-charts at home to meet the deadline. It showed their high enthusiasm. Especially, the course was attended by the Director of SDAH as a member of the class that showed SDAH’s high interest in this activity.

4 Recommendations

Based on the results of paravet and animal health competency assessment and findings through the meetings and workshop, the following activities should be addressed:

- Paravet training courses should be started by selecting the right trainees to be paravets. Selection criteria should include: (1) motivated/committed and willing to work voluntarily as village paravet; (2) long term resident in the locality; (3) healthy; and in combination with RUDEP criteria: (1) poor HH; (2) gender equal.

³ On July 27, 2005

- All of them have to be nominated by villagers through village meetings carried out by District Development Officers (DDO) and Commune Contact Group (CCG) and then approved by CPC.
- The best way is selecting trainees among members of VSCFs and Action Group (AG) who gain the best result in Farmer Animal Health training course⁴.
- For 11 upland Communes without previous farmer animal health training⁵, it is suggested to conduct Farmer animal health training courses on cattle/buffaloes, pigs or chickens. There will be 11 training courses (one for each Commune), 4 full-day training sessions per training course. Training sessions should be held at the CPC office involving about 25 HHs. It is hoped that these training courses will be completed in September, 2005.
- Based on the result of training, some of the HHs who satisfies the above criteria should be selected for paravet training classes.
- Paravet training courses then should be conducted as mentioned in the plan above. (see Table 3: Draft plan for implementation future paravet training courses). At the first paravet training event⁶, it is necessary to develop appropriate training curricula for use in upland and lowland classes; set up regulations for management trainees, etc.
- For the long-term, it is necessary to set up feasible operating mechanisms for paravets trained under the supervision of the commune authorities with support of DAHS. Necessary equipment and vet-medicine boxes for paravets should be distributed only at the end of the training course in order to use of them safely and effectively.

Table 4: List of members of the “core group of trainers” at the ToT course on Flip-charts using skills

26 & 28 Jul 2005 - Hung Vuong hotel

No.	Full name	Agency	Position
1	Võ Văn Tân	SDAH	Director
2	Nguyễn Đình Tuấn	SDAH	Vice-Director
3	Nguyễn Đình Huy	Personnel Department, SDAH	Head
4	Nguyễn Văn Thuận	Techniques Department, SDAH	Head
5	Lê Thị Thanh Lâm	Techniques Department, SDAH	Member
6	Dương Văn Hải	Techniques Department, SDAH	Member
7	Phạm Anh Tuấn	Techniques Department, SDAH	Member
8	Nguyễn Văn Tấn	Quang Ngai Town Veterinary Station	Head
9	Lê Văn Đông	Binh Son DVS	Head
10	Lê Văn Dương	Son Tinh DVS	Member
11	Võ Văn Ngọc	Nghia Hanh DVS	Member
12	Nguyễn Văn Hải	Mo Đức DSV	Member
13	Nguyễn Thị Loan	Duc Pho DVS	Member

⁴ Up to now, Farmer animal health training activities have been conducting in 8 Communes

⁵ Including Nghia Son, Son Trung, Son Mua, Son Bua, Tra Hiep, Tra Lam, Ba Le, Ba Nam, Tra Trung, Tra Lanh and Long Son Communes

⁶ Expected on November, 2005

No.	Full name	Agency	Position
14	Võ Thân	Tu Nghia DVS	Member
15	Phan Huy Anh	Minh Long DVS	Head
16	Nguyễn Nhịp	Son Ha DVS	Head
17	Trần Quý	Son Tay DVS	Head
18	Đào Khắc Dũng	Tay Tra DVS	Head
19	Phạm Quang Vinh	Tra Bong DVS	Member
19	Ngô Hữu Tường	Ba To DVS	Member

Group 1: Dương Văn Hải, Võ Văn Tân, Phạm Anh Tuấn, Nguyễn Thị Loan, Võ Văn Ngọc and Nguyễn Văn Hải (6)

Group 2: Nguyễn Đình Huy, Nguyễn Đình Tuấn, Nguyễn Nhịp, Phan Huy Anh, Ngô Hữu Tường, Võ Thân and Lê Văn Dương (7)

Group 3: Lê Thị Thanh Lâm, Nguyễn Văn Thuận, Nguyễn Văn Tấn, Đào Khắc Dũng, Lê Văn Đông, Phạm Quang Vinh and Trần Quý (7)

Table 5: Agenda of the ToT course on making and using flip-charts

26 & 28 July, 2005 - Hung Vuong hotel

Time	Content	Persons
26 July		
08.00 – 08.15	Introduction	Mr. Bede/Mr. Tan
08.15 – 08.30	Objective	Mr. Sinh
08.30 – 09.00	Methods of making & using flip-charts	Mr. Sinh
09.00 – 09.30	Select and discuss on a topic for practice	All participants
09.30 – 09.45	<i>Break</i>	
09.45 – 10.30	Discuss and agree on the content of flip-charts	Group working
10.30 – 11.30	Design A1 flip-charts	Group working
11.30 – 13.30	<i>Lunch</i>	
13.30 – 15.00	Design A1 flip-charts (cont.)	Group working
15.00 – 15.15	<i>Break</i>	
15.15 – 17.00	Design A1 flip-charts (cont.)	Group working
28 July		
08.00 – 09.30	Design A1 flip-charts (cont.)	Group working
09.30 – 09.45	<i>Break</i>	
09.45 – 11.30	Design A1 flip-charts (cont.)	Group working
11.30 – 13.30	<i>Lunch</i>	
13.30 – 15.00	Present of using flip-charts	All participants
15.00 – 15.15	<i>Break</i>	
15.15 – 16.20	Present of using flip-charts (cont.)	All participants
16.20 – 16.50	Review and comments	Mr. Sinh
16.50 – 17.00	Closing	Mr. Tan

Limitations

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