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Advancing One Health



AFRICA ONE HEALTH UNIVERSITY NETWORK (AFROHUN)

ONE HEALTH WORKFORCE - NEXT
GENERATION (OHW-NG)

**YEAR 4
ANNUAL REPORT
2022-2023**

AFROHUN NETWORK

- Secretariat
- Cameroon
- Côte d'Ivoire
- DRC (Congo)
- Ethiopia
- Kenya
- Rwanda
- Senegal
- Tanzania
- Uganda

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In particular, we would like to extend special thanks to the Global Team and AFROHUN member institutions as shown in the map below.



CAMEROON

1. Université des Montagnes
2. University of Buea
3. University of Ngaoundéré

DR CONGO

4. University of Kinshasa
5. University of Lubumbashi

ETHIOPIA

6. Jimma University
7. University of Addis Ababa
8. Mekelle University

KENYA

9. University of Nairobi
10. Moi University

RWANDA

11. University of Rwanda
12. University of Global Health Equity

SENEGAL

13. Université de Cheikh Anta Diop

TANZANIA

14. Muhimbili University of Health & Allied Sciences
15. Sokoine Univ. of Agriculture

UGANDA

16. Mbarara University of Science & Technology
17. Makerere University

CÔTE-D'IVOIRE

18. Université Félix Houphouët-Boigny

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ACTIVITY UPDATES AND PERFORMANCE MONITORING

ACRONYMS AND ABBREVIATIONS

Africa One Health University Network	AFROHUN
Artificial Intelligence	AI
Antimicrobial Resistance	AMR
AFROHUN One Health Academy	AOHA
Ardhi (Land) University	ARDHI
American Rescue Plan Act	ARPA
Breakthrough Action	BA
Business Plan	BP
Canada's Climate Action Africa	CAA
Competency Based Education	CBE
Capacitating One Health in Eastern and Southern Africa	COHESA
Centers for Disease Control and Prevention	CDC
College of Veterinary Medicine, Animal Resources and Biosecurity	COVAB
Continuing Professional Development	CPD
Cooperative Agreement	CoAG
Communities of Practice Technical Working Group	CoP TWG
Catholic University of Health and Allied Sciences	CUHAS
Data for Implementation	Data.FI
Democratic Republic of Congo	DRC
Emergency Centre for Transboundary Animal Diseases	ECTAD
Extension for Community Healthcare Outcomes	ECHO
Interstate School of Veterinary Science and Medicine	EISMV
School of Veterinary Science and Medicine	ESMV
Ebola Virus Disease	EVD
Global Alliance for Rabies Control	GARC
Global Health Case Competition	GHCC
Global Health Security	GHS
Human Resources Working Group	GTT-RH-OH
Deutsche Gesellschaft für Internationale Zusammenarbeit	GIZ
Food and Agriculture Organization	FAO
Hubert Kairuki Memorial University	HKMU
Human Resource	HR
Highly Pathogenic Avian Influenza	HPAI
Incident Management Team	IMT

Infectious Disease Detection and Surveillance	IDDS
Infectious Disease Institute	IDI
Infectious Disease Management	IDM
Integrated Epidemiology Surveillance	IES
International Development Research Centre	IDRC
International Health Regulations	IHR
Institut de formation des Agents de Santé	INFAS
Institut des Sciences de l'Environnement	ISE
Institut de santé et développement	ISED
Joint External Evaluation	JEE
Kinshasa School of Public Health	KSPH
Kilimanjaro Christian Medical College	KCMCo
Knowledge Management	KM
Ministry of Agriculture, Animal Industry and Fisheries	MAAIF
Multiple-Choice Questions	MCQs
Mentored Experiential Learning and Training	MELT
Ministry of Health	MoH
Master of Public Health	MPH
Medicines, Technologies and Pharmaceutical Services	MTAPS
Moi University	MU
Muhimbili University of Health and Allied Sciences	MUHAS
Mbarara University of Science and Technology	MUST
National Council for Technical Education	NACTE
National Council for Higher Education	NCHE
National Community Health Strategy	NCHS
Non-Governmental Organization	NGO
National Health Laboratory and Diagnostic Services	NHLDS
National One Health Platform	NOHP
Norwegian Agency for Development Cooperation	NORAD
National School of Administration	NSA
One Health	OH
One Health Institute	OHI
One Health Workforce Academy	OHWA
One Health Workforce Next Generation Project	OHW-NG
Public Health Emergencies	PHE
Public Health Emergency Operations Centre	PHEOC

Parc National de la Langue de Barbarie	PNLB
Parc National des Oiseaux du Djoudj	PNO
One Health platform	PNUSS
Public Private Partnership	PPP
PowerPoint Presentations	PPTs
Private Sector Foundation Uganda	PSFU
Risk Communication and Community Engagement	RCCE
Resource Mobilization (RM)	RM
Students One Health Innovations Club	SOHIC
Sokoine University of Agriculture	SUA
State University of Zanzibar	SUZA
Territorial Administrators	TA
Transition Award	TA
Training in Tropical Diseases	TDR
Terms of Reference	TORs
Training of trainers	TOT
Transformational Strategies for Farm Output Risk Mitigation	TRANSFORM
Technical Working Group	TWG
Uganda Christian University	UCU
Unité de formation et de Recherche	UFR
Université Cheikh Anta Diop	UCAD
Université des Montagnes	UdM
Université Félix Houphouët-Boigny	UFHB
Université Nandjui Abrougoua	UNA
Université Peleforo Gon Coulibaly de Korhogo	UPGC
University of Buea	UB
University of Dodoma	UDOM
University of Dar es Salaam	UDSM
University of Global Health Equity	UGHE
University of Kinshasa	UNIKIN
University of Lubumbashi	UNILU
University of Ngaoundere	UN
University of Nairobi	UoN
United States Agency for International Development	USAID
Veterinary Public Health	VPH
virtual Community of Practice	vCOP
World Health Organization	WHO



Our Vision

A global leader in One Health approaches to sustainable health, for healthy, productive animals, prosperous communities and productive ecosystems.

Our Mission

To drive transformational change for continuous improvement of health and well-being of humans, animals, and environment through OH principles and approach to research, training and community service.



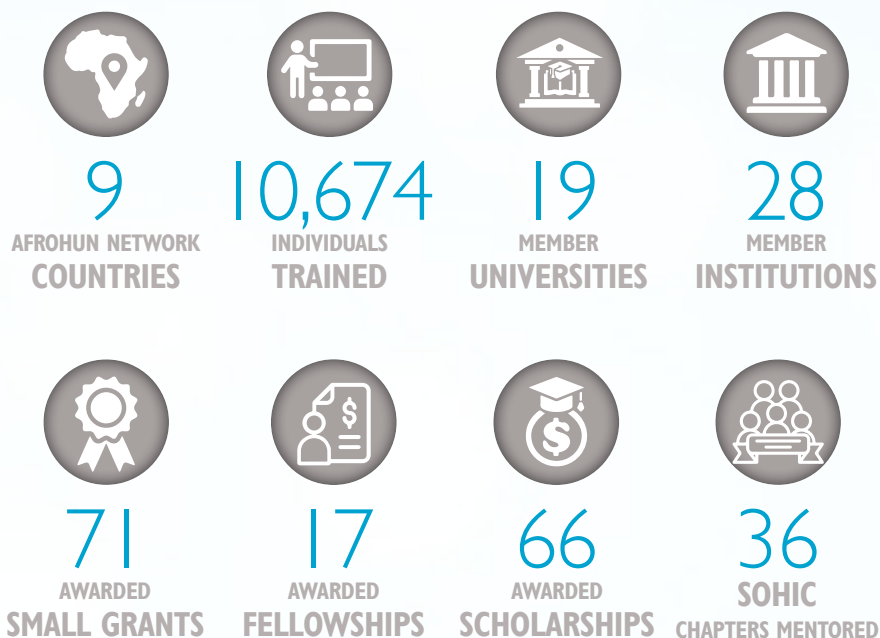
Our Core Values

Innovation, Multidisciplinary teamwork, Mutuality and Respect, Strategic Partnerships, Inclusiveness, Collective decision-making, Accountability and Transparency.



AFROHUN Secretariat

Dashboard & Workforce Strategy



Workforce Strategy

AFROHUN stands at the forefront of One Health (OH) workforce development in Africa. An expansive network, AFROHUN consists of 18 universities across 9 countries, representing 28 schools of Public Health, Veterinary Medicine and Environmental Health. Dedicated to cultivating expertise in OH and health sciences, the network has empowered over 10,000 students and professionals through robust capacity building, contributing to Global Health Security (GHS), infection control, food safety and more. In the last four years alone, AFROHUN has granted 60+ scholarships, 17 fellowships, and 71 research grants, propelling advancements in health sciences research.

In addition to its foundational accomplishments, AFROHUN has garnered supplemental financial support from USAID Missions to bolster initiatives

in countries facing select challenges. Notably, AFROHUN instituted a scholarship program aimed at empowering Master's students in public health in the Democratic Republic of Congo. Furthermore, AFROHUN effectively utilized funds from the American Rescue Protection Act (ARPA) to reinforce Cameroon's Risk Communication and Community Engagement (RCCE) efforts, while simultaneously contributing to the enhancement of Cote d'Ivoire's national COVID-19 vaccine program. These initiatives were specifically geared towards amplifying risk communication strategies and fortifying vaccination campaigns within the academic sphere, particularly targeting universities and university hospitals.

TOWARDS GLOBAL HEALTH SECURITY: ONE HEALTH UNIVERSITY NETWORK CONTRIBUTIONS

HUMAN RESOURCES

Multisectoral Workforce Strategy (D3.1)

In collaboration with the Global consortium, the Secretariat successfully launched an alumni dashboard, utilizing comprehensive tracking data to enrich networking and learning experiences. This dashboard plays a crucial role in enhancing alumni engagement, supporting advocacy efforts, and facilitating interactions with employers. Guided by an analytics toolkit and informed by insights from a 2022 alumni survey, its development reflects a strategic approach. Hosted on the AFROHUN website, this tool ensures accessibility for relevant stakeholders. As AFROHUN continues to expand its alumni engagement initiatives, the dashboard remains a dynamic and responsive resource, fostering a closely connected alumni workforce community (April – August 2023).

Additionally, the Secretariat actively supported AFROHUN Ethiopia and AFROHUN Tanzania in their efforts to track and engage alumni effectively. Specifically, AFROHUN Ethiopia received assistance in tracking and engaging in-service professionals trained in risk analysis, with the findings set to play a pivotal role in shaping future training activities and programs while strengthening connections with employers. Simultaneously, the Secretariat collaborated with AFROHUN Tanzania to customize the regional alumni tracking tool, addressing country-level alumni tracking needs. The outcomes of these endeavors are anticipated to inform decision-making at both the AFROHUN level and among member institutions within Tanzania, contributing to the reinforcement of the alumni-workforce pipeline in their respective countries (October 2022 – March 2023).

Workforce Training (D3.3)

The Secretariat played a pivotal role in conceiving and crafting the Mentored Experiential Learning and Training (MELT) Program, AFROHUN's flagship

initiative aimed at addressing One Health Workforce challenges both within Africa and on a global scale. The primary goal of the MELT program is to cultivate and fortify a local One Health (OH) workforce, endowed with the capabilities to effectively prepare for, prevent, detect, and respond to infectious disease outbreaks and intricate health challenges in the African region and beyond. The program is strategically designed to promote capacity building by delivering a mentored experiential learning and training educational offering aligned with prioritized OH core competencies. It further seeks to advance professional development, foster research and innovation uptake, and facilitate the translation of knowledge for diverse audiences, employing a comprehensive OH approach.

AFROHUN aspires to build and leverage strategic partnerships and engagements with governments, as well as local, regional, and international organizations, and the private sector through the MELT program. In pursuit of its mission, the program endeavors to promote the institutionalization of capacity building, sustainability, and resilience by establishing robust systems, policies, and procedures, and generate revenue. The culmination of these efforts occurred in Year 4 when the MELT concept was finalized and poised for implementation.

In addition to MELT initiatives, during Quarter 2 the Secretariat organized a virtual Community of Practice (vCoP) on Emerging Diseases and Preparedness, utilizing the Extension for Community Healthcare Outcomes (ECHO) model. These three sessions attracted 248 participants from academia, the health sector, the private sector, and government. This model proved effective in enabling AFROHUN to reach a broader audience across various sectors, contributing significantly to enhancing the organization's visibility and impact while simultaneously building the capacity of the participants (January – March 2023).

ACTIVITY UPDATES AND PERFORMANCE MONITORING



OBJECTIVE I: TRAINING AND EMPOWERMENT

MELT

AFROHUN developed a concept to guide the design of the MELT Program as a flagship program for the Academy that will contribute to addressing the One Health Workforce challenges on the African continent and beyond. The MELT program will employ the OH Competency Based Education (CBE) Training and Evaluation approach and will leverage the already developed AFROHUN One Health CBE framework. Follow-up discussions were held with consortium members on developing CBE curriculum, and materials were developed though revisions remain ongoing. *For more information, see the section on Workforce Training.*

AFROHUN One Health Academy

AFROHUN worked with the National Council for Higher Education (NCHE) to pursue accreditation for the AFROHUN One Health Academy (AOHA). Accreditation requirements were presented to the NCHE, and revisions were made to documentation required to meet the NCHE requirements. AFROHUN awaits AOHA approval and accreditation (AFR Activity 1.2.2).

The Secretariat is in the process of launching a specialized training course on Gender and OH. This course has been tailored to suit the African context and aligns with AFROHUN's dedication to operationalizing the gender policy and strategy. The course will be launched on the AOHW in Year 5 (Other AFR 1).

Communities of Practice stand as a crucial pillar within the framework of the AFROHUN One Health Academy. In partnership with the Global Team and the One Health Workforce Academy (OHWA), the Communities of Practice Technical Working Group (CoP

TWG) executed an ECHO series vCoP. The primary aim of this undertaking was to bolster the capacity of partner institutions in delivering OH training through the utilization of the ECHO eLearning platform (AFR Activity 1.2.1). The program comprised three enlightening sessions, namely:

- **Session 1:** “Emerging and Re-emerging Infectious Diseases, a Case Study of Ebola Response in Uganda.”
- **Session 2:** “Emerging and Re-emerging Infectious Disease Preparedness & Response, a Case Study of Rabies in .”
- **Session 3:** “Cross-Border Collaborations: Key to Sustaining Goals in Trachoma Elimination in Kenya.”

This initiative drew the active participation of 248 individuals from diverse member institutions within AFROHUN's network and beyond, spanning the health sector, private industry, and government.



OBJECTIVE 2: ASSESSMENT AND TRACKING

Knowledge Management

In Year 4, the AFROHUN Secretariat actively engaged several countries in their efforts to strengthen Knowledge Management (KM) and alumni tracking initiatives (AFR Activity 2.1.2). In Cameroon, the Secretariat played a pivotal role in developing a Terms of Reference (TORs) for identifying and appointing a faculty in-charge of KM (CRN Activity 2.1.1). Additionally, valuable technical assistance was provided to DRC in designing KM products from the OH demonstration site field attachment that was implemented in April 2023 (CD Activity 1.4.1). Furthermore, Ethiopia received support during the planning for a training session focused on tracking and engagement of OH risk analysis alumni (ET Activity 2.1.1). Lastly, the Secretariat supported Ethiopia and Tanzania by helping them effectively track and engage their alumni. *See the Human Resources section for more information.*

Development of alumni dashboards

In collaboration with the Global consortium, the Secretariat has successfully crafted an alumni dashboard (AFR Activity 2.2.2) utilizing comprehensive alumni tracking data. The dashboard is poised to significantly enhance networking and learning within our community, playing a crucial role in elevating various activities such as alumni engagement, advocacy efforts with government agencies overseeing workforce planning, and employer interactions.

The development of this dashboard was guided by an in-depth review of the analytics toolkit, which was shaped by insights gleaned

from an extensive alumni survey conducted in 2022. This ensured the dashboard is finely tuned to meet the specific needs and preferences of our alumni. Currently hosted on the AFROHUN website through the following link: <https://afrohun.org/alumni-dash/>. The open access dashboard promotes accessibility and utilization by stakeholders.

As we persist in broadening alumni engagement through surveys, newsletters, workshops, podcasts, and other outreach methods, the dashboard stands as a dynamic and responsive resource in fostering an interconnected community.



OBJECTIVE 3: ORGANIZATIONAL SUSTAINABILITY

Bolstering capacity

In Year 4 of the OHW-NG project, capacity building (AFR activity 3.2.1) adopted an experiential learning and mentorship approach via virtual sessions. Notably, a pivotal virtual training session on USAID grant writing, with a specific focus on contract awards, took place in October 2022, led by a global expert. This training provided 30 Secretariat and country staff with a comprehensive understanding of USAID contract funding mechanisms, encompassing policies guiding grant solicitation, award criteria, and effective techniques for crafting competitive USAID contracts.

The acquired knowledge from this training significantly bolstered staff understanding of USAID funding mechanisms, crucial for managing the AFROHUN Transition Award Cooperative Agreement (CoAG). This year we also continued capacity building for both technical and finance/administrative teams through mentorship by the Global Team. These capabilities were effectively applied in program implementation, benefiting the smooth execution of both the OHW-NG Core Award and the TA.

These trainings played a pivotal role in AFROHUN's ability to address special capacity and organizational requirements conditional to receiving the TA. As such, AFROHUN is independently managing and implementing the TA, the first time the Secretariat has been independently responsible for a USAID donor-funded award in the Network's 14-year history. This progress signifies AFROHUN's increasing capability and recognition, not only for USAID but also for other donors and partners, marking a significant stride towards sustainability.

Developing new and diversified partnerships, tools and capacities to advance partnership development and resource mobilization

In August 2023, AFROHUN completed updates to its Five-Year Business Plan (BP) (AFR Activity 3.1.1). An abridged version was crafted for efficient and effective communication with external partners. The Business Plan encompasses a dedicated chapter on Resource Mobilization (RM), outlining annual RM targets.

In line with proactive RM (AFR Activity 3.3.2), grant writing persisted at both regional and country chapter levels. In March and April 2023, the Secretariat collaborated with the Food and Agriculture Organization – Emergency Centre for Transboundary Animal Diseases (FAO-ECTAD) on regional and country grant proposals for the World Bank Pandemic Fund. Eight country Chapters actively participated, leading to AFROHUN Ethiopia securing a grant. The Secretariat

continued offering grant writing and administration support to country chapters, notably aiding the AFROHUN Uganda chapter in securing a USD 80,214 grant from the Ministry of Science, Technology, and Innovations, and in collaboration with Private Sector Foundation Uganda (PSFU) on OH capacity building, and the Spencer Fund for education research grants.

Following a comprehensive donor mapping exercise in Year 1, AFROHUN strategically engaged priority funding agencies in Year 4 (AFR Activity 3.3.1). Chosen to diversify the network's funding partners, these agencies included Chevron, Global Affairs Canada's Climate Action Africa (CAA), Wellcome Trust, and GIZ. A series of virtual meetings ensued with these agencies, resulting in promising indications of potential funding

commitments. Notably, in November 2022, GIZ formalized its commitment by signing a memorandum of understanding with AFROHUN, leading to collaboration on mutually beneficial initiatives. GIZ provided a technical advisor and a grant of Euros 99,951.50 to develop knowledge products, specifically focused on documenting the Network's decade of impactful work. An additional Euro 50,000 award from GIZ has been earmarked for the 2024 AFROHUN International Conference. While Chevron expressed a misalignment with AFROHUN's countries of focus, other partners were impressed with AFROHUN's work, although no immediate commitments have been made. Currently, CAA is evaluating a technical application valued at USD 300,000.

Additional revenue streams were explored in Year 4. For example, a pilot revenue generating Continued Professional Development (CDP) program, guided by technical support from the Secretariat, commenced in Tanzania (AFR Activity 3.4.1). Further exploration is planned at both in-country and AFROHUN Academy levels to develop additional earned revenue streams in the coming years.

Performance Dashboard



12

COMPLETED WORK PLAN
ACTIVITIES FOR YEAR 4



278

INDICATOR 1.2
INDIVIDUALS
TRAINED



1

INDICATOR 1.4
PRODUCTS
DEVELOPED



4

INDICATOR 3.2
NEW PARTNERSHIPS
DEVELOPED



1

INDICATOR G2
GENDER
ACTIVITIES

OHW-NG Monitoring & Evaluation Indicator Table

Number of individuals trained

Total trained		278
Gender	Female	127
	Male	151
	Unknown	
Participant Type	Professional (govt)	11
	Professional (private sector firms)	56
	Faculty	22
	Student (undergraduate)	21
	Student (graduate)	
	Student (other)	
	NGO staff	52
	Community Member	
Unknown	116	



Evidence of Changes Made Improving Gender Balance & Impact of Gender Balance

Total leadership positions	22
Women in decision making positions	12

LESSONS LEARNED

Strategically Cultivating Institutional Capacity: Empowering Regional Organizations to Successfully Manage Direct USAID Awards

Background The Challenge

As part of the OHW-NG core award, network strengthening towards sustainability was among the project's core objectives by the end of the five-year period of performance.

Since 2010, AFROHUN has been a sub-awardee on three five-year projects under the USAID's Global Health Security portfolio. Efficiently managing a USAID award requires not only technical capabilities but strong institutional capabilities to meet the high level requirements from grant application to execution. This capability is not available among many local institutions on the African continent apart from traditional organizations with an international lineage that enable them to leverage such capabilities.

Lessons Learned

The OHW-NG program set out to build the capacities of the two regional Networks in Africa and South East Asia over the five year period. With targeted support by the OHW-NG consortium, this goal has been partially realized as both Networks have received Transition Awards from USAID, laying the groundwork and building the past performance reputation to attract additional donor investments. Therefore, strengthening support for local entities with no international affiliation is possible. However, this requires dedicated support from committed institutions and individual experts on one side, and a passionate and dedicated team to drive the institutional change processes. There is still a lot of work to do to achieve long-term sustainability, but with continued coaching and mentoring and team commitments to the mission, our foundation is strong and we remain optimistic about AFROHUN's continued growth.

NEXT STEPS

- Launch the Gender and One Health course on the AOHA.
- Bolster institutional sustainability, map sustainability pathways and diversify revenue streams.
- Plan and implement AFROHUN's 4th International Conference.



CAMEROON



Dashboard & Workforce Strategy



1,821
INDIVIDUALS
TRAINED



3
MEMBER
UNIVERSITIES



4
MEMBER
INSTITUTIONS



18
AWARDED
SMALL GRANTS



3
SOHIC
CHAPTERS MENTORED

Workforce Strategy

Together with national, regional, and global partners, AFROHUN Cameroon provides multi-disciplinary training and educational programs to in-service professionals in Antimicrobial Resistance (AMR), experiential learning, biosafety, zoonotic diseases, OH management and leadership (implementation guidance, and monitoring and evaluation), and risk communication and awareness raising, and aims to support the next generation of health professionals through the integration of student OH clubs (SOHICs) into all its activities. In addition, we stand-by with surge capacity support to bolster the national health workforce in response to human, animal, and environmental health emergencies.

Member Institutions:

Université des Montagnes (UdM)

- ➔ Faculty of Health Sciences

University of Buea (UB)

- ➔ Faculty of Health Sciences
- ➔ Faculty of Agriculture and Veterinary Medicine

University of Ngaoundere (UN)

- ➔ School of Science and Veterinary Medicine (ESMV)

PARTNERING TO EMPOWER THE HEALTH SECURITY WORKFORCE IN CAMEROON

HUMAN RESOURCES

Workforce Training (D3.3)

In Year 4, AFROHUN Cameroon collaborated with two member universities, University of Buea (UB) and University of Ngaoundere (UN), to provide high-quality training opportunities for both the local population of Cameroon and the international community at large. The Joint External Evaluation (JEE) conducted in 2017 highlighted a

significant deficiency in training courses related to veterinary public health and AMR. In response, AFROHUN Cameroon worked with the UN to create a dedicated platform for the Master's program in Veterinary Public Health (VPH). This initiative plays a pivotal role in enhancing the instructional capabilities of educators, thereby improving the quality of training. As part of the AMR technical area, AFROHUN Cameroon worked with UB on

AMR related initiatives that are closely aligned with the ongoing efforts to standardize competency-based training programs, adhering to nationally or internationally recognized competency standards. The country maintains a rigorous process of monitoring and evaluating both the requisite competencies and the delivery and outcomes of training programs, making necessary updates as circumstances evolve.



CRN 1: Presentation session during the workshop to develop eLearning modules for a postgraduate degree program on AMR at the University of Buea. Photo Source: AFROHUN Cameroon

AFROHUN Cameroon enriched the expertise of 41 university teachers in using Artificial Intelligence (AI) to enhance their teaching. This training aimed to rectify the underutilization of the UB's distance learning platform for the AMR Master's program and that of the UN for the VPH Master's program. Recognizing the urgency to enhance teachers' knowledge and skills in AI, the focus was on expediting the preparation of

course content, assessments, and the development of PowerPoint Presentations (PPTs), all of which can be significantly improved through strategic and critical use of AI

Participating educators represented various disciplines, including the animal health sector, human health sector, and environmental health sector, among others. The training encompassed diverse aspects, such as the rapid creation of multiple-choice questions (MCQs) for exams/assessments, text translation, and the development of interactive PPTs using videos, among other essential skills.



CRN 2: Country Manager sharing his insights during the Capacity building session on Artificial Intelligence. Photo Source: AFROHUN Cameroon

Antimicrobial Resistance (AMR)

The JEE conducted in 2017 highlighted a significant deficiency in training courses related to AMR. To address this gap, AFROHUN Cameroon supported the development of relevant courses on AMR at UB. Furthermore, in response to the lessons gleaned from the COVID-19 pandemic, AFROHUN Cameroon proactively engaged in several e-Learning initiatives, partnering with two esteemed organizations, the Medicines, Technologies, and Pharmaceutical Services (MTaPs) Program and Infectious Disease Detection and Surveillance (IDDS). Together, they established the eLearning platform for the AMR master's training program at the UB.

SUCCESS STORY



Empowering Educators with Artificial Intelligence Skills in Cameroon

The emergence of COVID-19 in the world brought about a significant change in the way societies and governments operate. Many sectors including education were affected. With the closure of schools, colleges and universities at the time, the need for innovative teaching and teaching methods became evident. In response, Cameroon embarked on an initiative to accelerate the adoption of distance learning. In addition to distributing computers to students, a strategic program was launched to build the capacity of educators in the field of distance education. AFROHUN Cameroon played a pivotal role in strengthening the e-learning capacities of university teachers. In addition, AFROHUN Cameroon developed several programs including the Master's training program in Wildlife, Master's program in AMR and the VPH and OH program which were designed to contribute towards the improvement of JEE indicators focusing on Human Resources. For the latter two programs, AFROHUN Cameroon contributed to the creation of specific platforms.

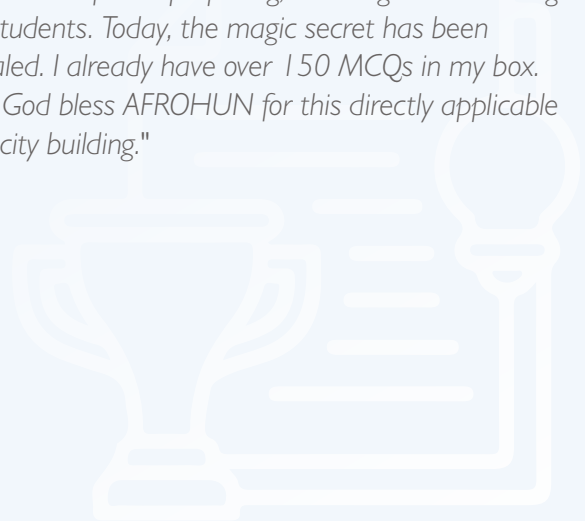
The University of Buea's distance learning platform for the AMR Master's program and that of University of Ngaoundere for the VPH Master's have enormous potential, but they have remained underutilized, the main reason being the lack of sufficient AI skills among the faculty members. There was an urgent need to build teachers' knowledge and skills in AI to expedite the process of preparing course content, assessments and developing PPTs, which can be greatly increased with strategic, critical use of AI.

In Year 4 of implementation of the OHW-NG activities, AFROHUN Cameroon addressed the challenge by training 41 university teachers in AI. The educators represented various disciplines including the animal health sector, human health sector and the environmental health sector among others. The training covered a number of aspects including rapid creation of MCQs for exams/assessments, text translation and development of interactive PPTs using videos, among others.

Upon completion of the training sessions, the university teachers were able to create MCQs that could be used directly in their teaching units. The teachers were also able to use AI to generate PPTs and upload them directly onto the platform for future use in teaching students. One educator emphasized, *"The use of artificial intelligence saves us an enormous amount of time in preparing our lessons."*

Another expressed, *"For the coming academic year, I intend to make the most of what I've learnt here. It will help me enormously in preparing my continuous assessment tests."*

A third educator noted *"I've noticed that we used to spend a lot of time preparing, teaching and assessing our students. Today, the magic secret has been revealed. I already have over 150 MCQs in my box. May God bless AFROHUN for this directly applicable capacity building."*





ONE HEALTH CHAMPION



Dieudonne Pascal CHUISSEU DJAMEN

Job Title

Associate Professor of Biochemistry and Experimental Toxicology

Professional Credentials

MSc., D3C, PhD

Role within the OHW-NG Project

Dean at Udm-Cameroon, a member university of AFROHUN

Affiliation

Université des Montagnes



“The issue of the health of the population: it is a question that finds solutions in reconciling integrative and participatory factors. The One Health Approach is strengthened each day, reinforcing preparedness and adapted responses to health security threats.”



INDIVIDUAL'S IMPACT

Pascal Chuisseu Djamen is the acting Dean of the Faculty of Health Sciences at the Université des Montagnes. He is committed to the OH approach, particularly in how it pertains to Biosafety and Biosecurity. Dean Djamen has carried out numerous Biosafety and Biosecurity awareness-raising and training actions at the local, national, and international levels. For example, led the process of developing Cameroon's national document on the Code of Conduct on Biosafety and Biosecurity in collaboration with sectoral

ministries. Dean Djamen enjoys mentoring students at all levels, but he particularly enjoys mentoring student teams competing in national and international OH Case Competitions. The teams he has mentored achieved remarkable success, securing three national trophies and an impressive third place ranking at the international stage. His commitment and actions compelled the executive branch of his university to assign him the important duty of leading OH by appointing him as the Udm Dean.

CRN 3: Cameroon's OH Champion - Prof Dieudonne Pascal CHUISSEU DJAMEN. Photo source: AFROHUN Cameroon.

ACTIVITY UPDATES AND PERFORMANCE MONITORING



OBJECTIVE I: TRAINING AND EMPOWERMENT

AFROHUN Cameroon worked with two network affiliated universities to offer quality training in pedagogical approaches, addressing a shortage of AMR and veterinary public health courses. With support of AFROHUN, these programs were developed in response to the 2017 joint evaluation findings. Additionally, in light of the COVID19 pandemic, the government of the Republic of Cameroon and technical and financial partners, including AFROHUN, undertook and implemented several initiatives on eLearning to improve university capabilities for distance learning in the event of outbreaks. Subsequently, AFROHUN Cameroon, with two partners, MTaPs and IDDS, contributed to setting up the eLearning platform of the AMR master's training program (CRN Activity I.1.2).



CRN 4: Participants posing for a photo during the workshop to develop eLearning modules for a postgraduate degree program on AMR at the University of Buea. Photo Source: AFROHUN Cameroon

AFROHUN also contributed financially and technically to setting up the UN's platform for the Master's program in VPH (CRN Activity I.1.1).



CRN 5: Participants posing for a photo during the workshop to develop an eLearning platform for the Master of Veterinary Public Health and One Health Masters at the University of Ngaoundere using competency-based education approach. Photo Source: AFROHUN Cameroon



OBJECTIVE 3: ORGANIZATIONAL SUSTAINABILITY

During this period, AFROHUN Cameroon attended the monthly USAID Mission partners' meetings. These meetings provided an opportunity to share implementation progress, learn from other partners implementation and leverage synergies across GHSA partners (CRN Activity 3.1.1).

AFROHUN Cameroon has played a pivotal role as the referral structure for the National OH Platform (NOHP), focusing on OH training and capacity-building at the national level. AFROHUN Cameroon collaborated with FAO-ECTAD

through NOHP to enhance the capabilities of decentralized local stakeholders. Through partnerships with NOHP, AFROHUN strengthened the OH capacities of regional delegates from key sectoral administrations namely Ministry of Forestry and wildlife (MINFOF), Ministry of Livestock, Fisheries and Animal Industry (MINEPIA), Ministry of environnement (MINEPDED), and Ministry of Public Health (MINSANTE) in five regions, along with 10 regional park conservators and 10 managers from the standards agency, supported by funding from GIZ and Africa - Caribbean project.



CRN 6: NOHP, AFROHUN and FAO-ECTAD meet to explore potential areas of collaboration. Photo Source: AFROHUN Cameroon

In pursuit of collaborative engagements, AFROHUN Cameroon actively participates in coordination meetings of the NOHP with potential partners. Notably, we received an agreement in principle from the NOHP to facilitate the implementation of small research grants, emphasizing our dedication to promoting impactful research and partnerships in the field.



CRN 7: Participants posing for a group picture during the partners' meeting. Photo Source: AFROHUN Cameroon



CRN 8: Partners discussing during a meeting session. Photo Source: AFROHUN Cameroon.

Performance Dashboard



5

COMPLETED WORK PLAN
ACTIVITIES FOR YEAR 4



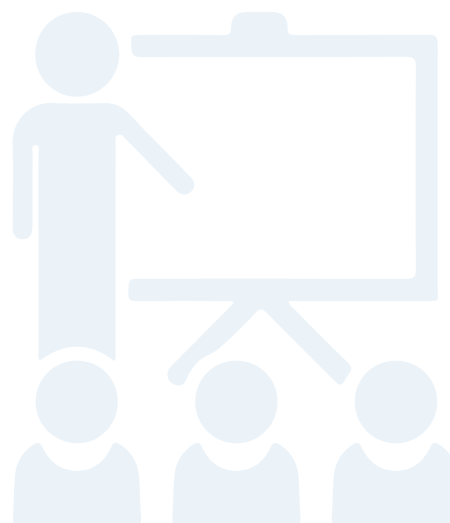
2

INDICATOR 3.2
NEW PARTNERSHIPS
DEVELOPED

OHW-NG Monitoring & Evaluation Indicator Table

Number of individuals trained

Total trained		41
Gender	Female	12
	Male	29
	Unknown	
Participant Type	Professional (govt)	2
	Professional (private sector firms)	
	Faculty	35
	Student (undergraduate)	
	Student (graduate)	
	Student (other)	
	NGO staff	4
	Community Member	
	Unknown	



Number of mentored Student One Health Innovation Clubs (SOHICs)

SOHICs	SOHIC Faculty Mentors	SOHICs Participants	Participants by gender		
			Female	Male	Unknown
3	3	205	105	100	

Evidence of Changes Made Improving Gender Balance & Impact of Gender Balance

Total leadership positions	6
Women in decision making positions	1

LESSONS LEARNED

Development of e-Learning platforms for two AFROHUN universities in Cameroon

Background

AFROHUN Cameroon recognized the pressing need for expertise in AMR and VPH following the gaps identified in the 2017 JEE. In response, short courses were developed for the UB and UN to bridge the identified gaps and address the urgent demand for these skills within the country.

The Challenge

Despite the available training opportunities aimed at addressing the observed gaps, there remains a significant challenge in engaging individuals in traditional training programs. Many potential participants encounter difficulties in participating in these programs. There is need for reinforcing AMR and Veterinary Public Health capacity among in-service and preservice workers in order to address the gaps observed during the JEE assessment, hence the need for a new training approach.

Lessons Learned

To address the demand, AFROHUN developed two eLearning platforms for the Master's program in AMR at the UB and another for the VPH program at the UN, which are operational for the new academic year 2023-2024. These are expected to provide an avenue for easily accessing training opportunities. The response to these platforms taught us that developing creative e-Learning methods is key to reaching intended beneficiaries more effectively.

Capacity building in AMR and VPH is a long-term and evolving process. Sustainable impact requires not only addressing immediate gaps but also continuously adapting training methods to meet changing needs and circumstances.

NEXT STEPS

- In Year 5 of the OHW-NG, AFROHUN Cameroon will conduct an evaluation of the functionality of the e-Learning platforms. In order to ensure sustainability of this e-Learning initiative, the implementing universities have planned to mobilize resources for additional support. AFROHUN Cameroon will also focus on building OH capacity for the School of Fauna and disseminating the OHW-NG project offerings in these new contexts.





CRN 9: Ebo forest in Cameroon. Photo Source: <https://uicn.fr/news-from-the-field-ebo-forest-in-cameroon/>

CÔTE D'IVOIRE



Dashboard & Workforce Strategy



2,226
INDIVIDUALS
TRAINED



1
MEMBER
UNIVERSITIES



1
MEMBER
INSTITUTIONS



5¹
SOHIC
CHAPTERS MENTORED

1 One SOHIC mentored at the member university, four SOHIC at non-member universities.

Workforce Strategy

Together with national, regional, and global partners, AFROHUN Cote d'Ivoire will provide multi-disciplinary training and educational programs to pre-service and in-service professionals, as well as national partners in One Health (OH) capacity building, knowledge management for decision-making, zoonotic diseases, and OH sensitization. Through the AFROHUN CDI technical OH Human Resource (HR) working group and a comprehensive HR mapping process, the AFROHUN team will continue to build out a

local plan for reinforcing a dynamic multi-sectoral workforce in CDI. In addition, we stand-by with multi-sectoral surge capacity support to bolster the national health workforce in response to human, animal, and environmental health emergencies.

Member Institutions:

**Université Félix Houphouët-Boigny (UGFHB)
Faculty of Medicine**

PARTNERING TO EMPOWER THE HEALTH SECURITY WORKFORCE IN COTE D'IVOIRE

HUMAN RESOURCES

Multisectoral Workforce Strategy (D3.1)

To enhance the coordination of efforts aimed at advancing One Health Human Resources development, AFROHUN CDI actively supported the One Health platform (PNUSS) in the establishment of a One Health Human Resources Technical Working Group (GTT-RH-OH). This working group is designed to seamlessly integrate the key

sectors of the OH approach. The inaugural workshop to establish the GTT-RH-OH took place on April 20, 2023, at the UFR des Sciences Médicales de Cocody, with the participation of 25 individuals, comprising 19 males and 6 females. These participants represented various entities, including the Ministry of the Civil Service, Human Resources

Departments of Technical Ministries (Health, Water and Forests, Animal and Fisheries Resources, Higher Education and Research, Employment and Social Protection, Environment, Agriculture), as well as Universities (Félix HOUPHOUËT BOIGNY and NANGUI ABROGOUA) and the Bingerville Livestock School.



CDI 1: Participants posing for a photo during the meeting in Abidjan where the to support the Human Resources Working Group (GTT-RH-OH) establish for the One Health Platform Photo Source: AFROHUN Côte d'Ivoire

During this workshop, critical activities transpired, including the presentation of the interactive One Health Human Resources map, validation of the terms of reference for the GTTRH-OH, and the establishment of the GTT-RH-OH Board of Directors. The latter features Mr. LOA ADOH Daniel Junior, Director of Workforce Planning and Control

at the Ministry of the Civil Service, as the designated Chairman, with the secretariat provided by the Unité de Formation et de Recherche (UFR) of Medical Sciences at FHB University. The subsequent steps involve the operationalization of the GTT-RH-OH within the platform, the execution of multi-sectoral Human Resources OH strategy actions, engagement

of additional members in the GTT-HR-OH for effective participation, and the formulation of a costed annual work plan for the GTT-HR-OH.

This initiative is aligned with the broader goal of enabling the country to consistently measure, monitor, and report on the national multisectoral health workforce strategy. This strategy is underpinned by a sustainable domestic budget allocation for workforce development and the mitigation of attrition. Furthermore, it adheres to the imperative of having documented policies and procedures for sustainable and appropriate human resources across relevant sectors, ensuring the detection, assessment, notification, reporting, and response to events in accordance with International Health Regulations (IHR) provisions. These policies are regularly reviewed, evaluated, and updated, and the

country stands ready to assist other countries in their planning and development of human resources for IHR implementation to the extent feasible.

Human Resources for Implementation of IHR (D3.2)

AFROHUN CDI collaborated with a USAID partner Data for Implementation (Data.FI) and UFHB to identify OH human resources across Cote d'Ivoire and subsequently designed a mapping tool of OH human resources across the public sector. This important tool, a prerequisite for the development of the multisectoral OH human resources strategy, will contribute to raising the country's scores in technical area D3 (human resources) of World Health Organization (WHO) Joint External Evaluation (JEE) 3.0.

Workforce Training (D3.3)

In partnership with the global team, AFROHUN CDI conducted comprehensive training for 12 faculty members, equally representing both genders, from three prominent public training institutions: UFHB, INFAS (National Institute for the Training of Health Workers), and the para-veterinary training school at Bingerville. The training focused on modernizing curriculum modules related to rabies and environmental health by employing the OH approach. This training equipped each participant with the skills to develop engaging case studies, which will actively involve students in dynamic role-playing scenarios, fostering a deep understanding of OH and the critical importance of multidisciplinary collaboration. This training directly contributed to the professional development of 12 faculty members but, its impact has the potential to reach hundreds of students over the years, thereby preparing the future workforce.



*CDI 2: Prof. Alphonsine engaging participants during the workshop to update OH modules held in Grand Bassam, November 2023
Photo Source: AFROHUN Côte d'Ivoire*

Antimicrobial Resistance (AMR) & Risk Communication and Community Engagement (RCCE)

Engaging & Training Students: The “Next Generation” Health Workforce

In a collaborative effort, AFROHUN CDI and Breakthrough Action (BA) orchestrated a comprehensive training workshop that transpired from July 11 to 13, 2023, in Yamoussoukro. This workshop was specifically tailored for members of the Student One Health Innovation Clubs (SOHIC),

and it witnessed the enthusiastic participation of 29 individuals, including 18 males and 11 females, hailing from five distinguished universities (Péléforo Gon Coulibaly in Korhogo, Alassane Ouattara in Bouaké, Jean Lorougnon Guédé in Daloa, Nagui Abrogoua, and Félix Houphouët-Boigny in Abidjan).



CDI 3: SOHIC members proudly display their certificates after enhancing their skills in OH concepts and community engagement during health crises. Photo Source: AFROHUN Côte d'Ivoire

The primary objective of this training endeavor was to empower SOHIC members with the skills necessary to conceive and execute effective, innovative awareness-raising solutions targeting the five priority zoonotic disease groups. The training program encompassed multiple facets, with the initial segment focused on bolstering students' proficiency in several key areas, including Risk Communication and Community Engagement (RCCE), AMR, rabies, COVID-19, rumor management during crises, and leadership development.

Participants engaged in group activities centered around the creation of project proposals, which aimed to present innovative approaches to zoonosis control and the promotion of the overarching OH concept. The culmination of the workshop featured a spirited competition to identify the most outstanding project.

This training experience proved invaluable, equipping students with essential multidisciplinary teamwork skills, nurturing leadership qualities, and fostering

a deep understanding of the One Health concept. These competencies are poised to serve them effectively in their future careers. Notably, this activity aligns with the objectives of the JEE by addressing the Human Resources technical area. This technical area emphasizes the necessity for countries to possess a cadre of competent health personnel to ensure the sustainable and effective functioning of public health surveillance and response at all levels of the health system.

SUCCESS STORY



Transforming One Health Education in Côte d'Ivoire: The Triumph of Student One Health Innovations Clubs (SOHICs)

AFROHUN Cote D'Ivoire adopted the SOHIC strategy to facilitate deeper engagement in its OH mission in the academic institutions which has greatly promoted the OH agenda among students and faculty. In this regard, UFHB, through the UFR des Sciences Médicales partnered with African One Health University Network (AFROHUN) since 2020 and secured support from the OHW-NG project, funded by USAID, to empower human resources to detect, prevent and respond effectively to public health events of animal, environmental or human origin. One of its most promising strategies was to establish SOHICs that have gone a long way in ensuring collaboration between different disciplines.

Côte d'Ivoire's academic programs had historically overlooked the vital interdisciplinary collaboration needed to address public health problems. This problem stems from our traditional teaching models, which do not encourage interdisciplinary, multisectoral and transdisciplinary collaboration. To remedy this situation, in 2022 AFROHUN CDI initiated the establishment of SOHICs across public universities in Côte d'Ivoire. The clubs educate and train students on collaborative research projects. This strengthens multi-sectoral collaboration by involving students from diverse disciplines in a variety of activities.

To date, SOHICs have been set up in five Ivorian universities (UFHB in Cocody, UNA in Abobo Adjamé, Alassane Ouattara in Bouaké, Lorougnon Guède in Daloa, and Peleforo Gon Coulibaly in Korhogo). These clubs have swiftly gained momentum, attracting students from various disciplines who are united in their commitment to work on joint OH projects. Club members have organized workshops, participated in national conferences, and held awareness campaigns on global health topics such as COVID-19 and Rabies, reaching deep into the university community. Doing so has nurtured students' awareness of the linkage between human, animal and environmental health.

The clubs cultivated a culture of critical thinking and sustainable action as students pursued innovative solutions to confront the challenges of global health. As a testament to their accomplishments, the SOHICs achieved several significant milestones. This includes participation in project writing competitions organized by BA, where UNA's SOHIC won first prize. Additionally, they participated in the multimedia contest launched by UCD's One Health Institute, and there was an increase in members engaged in global health projects from 65 to 318 students. Over time, these clubs have evolved into role models for institutions across the country.

"The Student One Health Innovations Club has changed my life. Since joining, I've learned a lot, and the various training courses enabled me to write my research project for my PhD thesis," attested **Miss KOUADIO Amani Reine Elisabeth**, a PhD student in parasitology at UFR Biosciences, and the General Secretary of SOHIC-UFHB.



CDI 4: Miss KOUADIO sharing her insights during the training session on project writing for SOHIC members. Photo Source: AFROHUN Côte d'Ivoire

The establishment of SOHICs within public universities in Côte d'Ivoire is a real success and has demonstrated that when students come together with passion and determination, they can make a real difference in the field of OH. These clubs brought together students from different disciplines around a common goal: improving community health through awareness-raising. Thanks to institutional support and fuelled by students' commitment, the clubs have achieved significant accomplishments and continue to play a vital role in the community.



ONE HEALTH CHAMPION



NANGA-ADJAFI Angéline

Job Title

Faculty/ Researcher

Professional Credentials

Professor in Social Communication

Role within the OHW-NG Project

Dean at UdM-Cameroon, a member university of AFROHUN

Affiliation

Information and Communication School, University Félix Houphouet-Boigny – Abidjan / Cote d'Ivoire



“It is important that health now takes into account the socio-anthropological aspects, the climatic and environmental realities, the political-economic situations which give rhythm to the life of our world.”



INDIVIDUAL'S IMPACT

Professor NANGA-ADJAFI Angéline stands as a pioneer in promoting health communication and education within university institutions in Côte d'Ivoire. Her expertise is frequently sought-after, making her a regular speaker at conferences and advanced workshops addressing critical topics, such as the OH approach, RCCE, and health communication. Her active involvement extends to training

and capacity building for operational stakeholders, where she facilitates workshops and panels.

In her role as an Activity Lead, Professor NANGA-ADJAFI oversees several research initiatives centered on the OH approach and RCCE. Her unwavering dedication and readiness are evident in her continuous efforts to advance the OH approach's growth in Côte d'Ivoire.

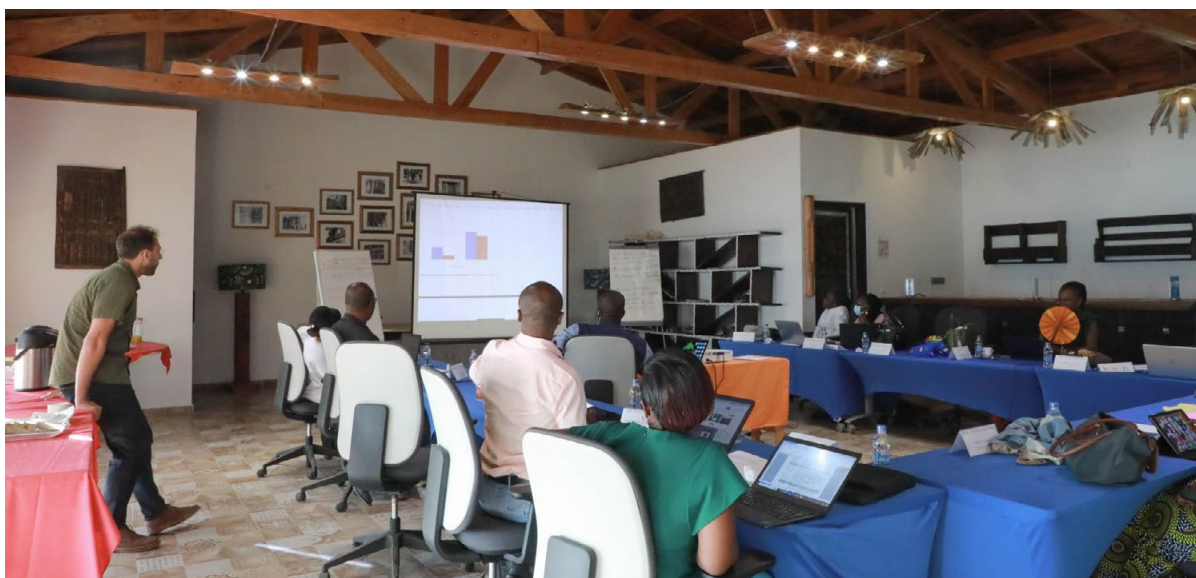
CDI 5: Côte d'Ivoire's OH Champion - NANGA-ADJAFI Angéline. Photo source: AFROHUN Côte d'Ivoire .

ACTIVITY UPDATES AND PERFORMANCE MONITORING



OBJECTIVE I: TRAINING AND EMPOWERMENT

In collaboration with the OHW-NG Global Team, AFROHUN CDI trained 12 (6 female and 6 male) faculty from three public training institutions (UFHB, INFAS and para-veterinary training school at Bingerville) to adapt course modules on rabies and Eco-Health using the OH approach (CDI Activity 1.1.1). The training enabled each participant to write case studies to engage students through role-play and multidisciplinary collaboration.



CDI 6: Participants during the workshop to update course modules with OH. Photo Source: AFROHUN Côte d'Ivoire

AFROHUN CDI successfully conducted capacity building (CDI Activity 1.2.1) for 29 student members of SOHICs across five universities (Péléforo Gon Coulibaly in Korhogo, Alassane Ouattara in Bouaké, Jean Lorougnon Guédé in Daloa, Nagui Abrogoua, and Félix Houphouët-Boigny in Abidjan). This activity, implemented in collaboration with BA, aimed to enhance students' knowledge and

skills across several core competencies, including RCCE (R5), AMR (P4), Zoonotic Disease (including rabies and COVID-19: P5), and rumor management in times of crisis and leadership (RI and R5). The theoretical component of this training was complemented by group work on innovative approaches to zoonosis control using the OH approach. AFROHUN CDI then reviewed the submissions and selected the

top three best innovations namely:

SOHIC-UFHB: Community involvement of restorers in sanitary hygiene at Angré hospital; SOHIC- (Université Nagui Abrogoua (UNA): Rehabilitation of latrines for the well-being of students at UNA; SOHIC- Université Péléforo Gon Coulibaly de Korhogo (UPGC): Vaccination campaign to prevent rabies in Korhogo



OBJECTIVE 2: ASSESSMENT AND TRACKING

AFROHUN CDI used human resources data collected in Year 3 to produce a map of human resources working in key OH ministries across the country. This interactive OH human resources map is available to date in both hard copy and electronic version, though yet to be uploaded on the server for public access (CDI Activity 2.3.2). While this interactive tool is in its infancy, it presents an opportunity to address various considerations in order to adapt it to users' needs. With the goal of improving the coordination of actions for the

development of "One Health" HR, AFROHUN CDI provided support to the One Health platform (PNUSS) to set up a GTT-RH-OH. This initiative, which took shape in April 2023, integrates the three main sectors of the One Health approach (CDI Activity 2.3.1). The GTT-RH-OH is coordinated by the Direction de la Programmation et du Contrôle des Effectifs of the Ministère de la Fonction Publique, and the UFR of Medical Sciences of the UFHB serves as its secretariat. Indeed, the "One Health" approach calls for broad multi-sectoral and interdisciplinary collaboration to prevent, detect and respond to public health threats.



CDI 7: Members of the Human Resources Technical Working Group reviewing documents instrumental in crafting the interactive cartography produced by AFROHUN CDI. Photo Source: AFROHUN Côte d'Ivoire



OBJECTIVE 3: ORGANIZATIONAL SUSTAINABILITY

AFROHUN CDI team participated in monthly USAID Implementing Partner meetings, whether conducted online or in-person (CDI Activity 3.2.1). The purpose of these meetings was to share crucial information and receive guidance from the mission, and present the status of implementation of each partner's activities. For example, the team participated in a USAID retreat with its partners in February 2023. This retreat aimed at motivating partners to support the activities of the country's OH platform and make it more operational in the field.

As part of proactive resource mobilization efforts, AFROHUN CDI actively contributed to a pandemic fund proposal through collaboration with a consortium comprising the OH platform and FAO. This demonstrated AFROHUN CDI's commitment to seeking additional funding through collaborative efforts.

AFROHUN CDI in collaboration with USAID partner MTaps, engaged 30 SOHIC members of UFHB and UNA to participate in the

commemorative events organized by the national OH platform to mark OH day. The students were involved in raising awareness about OH among event attendees and the community. This experience deepened their skills in communication, teamwork, and public speaking. The financial backing for this initiative was graciously provided by the MTaPs.

Furthermore, in another significant commemoration event, dedicated SOHIC members from UFHB and UNA marked World Rabies Day by conducting impactful sensitization activities in Abidjan. The students had an opportunity to organize training sessions within their respective universities. Under the guidance of veterinary services, five SOHIC members facilitated training sessions, reaching 150 individuals including teachers, community leaders and professionals in human and animal health professionals. This impactful endeavor not only contributed to rabies awareness but also showcased the students' commitment to promoting health education within their communities. (CDI Activity 3.2.2)



CDI 8: Miss Coffi Ingrid, a SOHIC member, engaging in an interactive role-play session with primary school pupils to educate them on rabies prevention. Photo Source: AFROHUN Côte d'Ivoire.



CDI 9: Mr. Koffi Kader, a dedicated SOHIC member, providing guidance to health workers on accessing the Global Alliance for Rabies Control Platform for participation in the Rabies Trainer Certificate training. Photo Source: AFROHUN Côte d'Ivoire

Performance Dashboard



6

COMPLETED WORK
PLAN ACTIVITIES FOR
YEAR 4



1

INDICATOR 1.4
PRODUCTS
DEVELOPED



1

INDICATOR 3.2
NEW PARTNERSHIPS
DEVELOPED



1

INDICATOR G2
GENDER
ACTIVITIES

OHW-NG Monitoring & Evaluation Indicator Table

Number of individuals trained

Total trained		1,174
Gender	Female	428
	Male	746
	Unknown	
Participant Type	Professional (govt)	331
	Professional (private sector firms)	3
	Faculty	13
	Student (undergraduate)	492
	Student (graduate)	334
	Student (other)	
	NGO staff	1
	Community Member	
	Unknown	



Number of mentored Student One Health Innovation Clubs (SOHICs)

SOHICs	SOHIC Faculty Mentors	SOHICs Participants	Participants by gender		
			Female	Male	Unknown
5	7	722	244	478	

Evidence of Changes Made Improving Gender Balance & Impact of Gender Balance

Total leadership positions	2
Women in decision making positions	2

LESSONS LEARNED

Community engagement of SOHICs student members

Background The Challenge Lessons Learned

Côte d'Ivoire has adopted an integrated plan to eradicate human rabies caused by dog bites by 2030, by vaccinating 70% of the canine population.

To achieve this goal, the challenge lies in ensuring that the entire population is well informed and sensitized. In the case of the university, the task was to sensitize and train as many students on the issue as possible.

To make an effective contribution, AFROHUN CDI supported the national veterinary services to train 50 students in Year 3 including SOHIC leaders on rabies using the online training modules promoted by the Global Alliance for Rabies Control (GARC). In Year 4, these students, who had committed to pass their knowledge to their peers through cascade trainings, conducted rabies outreach training to over 60,000 students at UFHB. All SOHIC members were trained.

World Rabies Day was another opportunity for SOHIC members to organize training sessions in universities. As part of the commemoration, five SOHIC members under the supervision of the veterinary services trained 150 individuals, including teachers, community leaders and professionals in human and animal health professionals.

These actions illustrate the importance of proactive education and potential for students to serve as advocates in the fight against rabies.

NEXT STEPS

- The USAID Cote d'Ivoire Mission's goal is to raise the country's JEE score to level 4 in all priority technical areas. In support of this, AFROHUN CDI's Year 5 activities with the GTT-RH-OH of the OH platform will contribute towards raising the country's score in JEE technical area D3, more specifically D3.1 - Multi-sectoral workforce strategy. The coming year will focus on training university faculty to adapt their courses to OH modules. The results of this activity will contribute directly to the national objectives of JEE technical area D3, specifically D3.2 - Workforce training.



SUPPLEMENTAL FUNDING - CÔTE D'IVOIRE

Reducing COVID-19 morbidity and mortality through accelerated and equitable access, and delivery of safe and effective vaccines in Côte d'Ivoire

Dashboard



COTE D'IVOIRE



1,133

FACULTY, STUDENTS AND HEALTH WORKERS TRAINED ON COVID-19 RELATED TOPICS



FEMALES

409



MALES

724



3

STUDENT ONE HEALTH CLUBS ESTABLISHED

WITH 333 STUDENTS MEMBERSHIPS



3

MANUSCRIPTS DEVELOPED ON COVID-19 RELATED TOPICS AND HEALTHCARE



3,883

FACULTY, STUDENTS AND ADMINISTRATIVE AND TECHNICAL STAFF VACCINATED AGAINST COVID-19



FEMALES

1,435



MALES

2,448



+46,000

PEOPLE REACHED WITH COVID-19 VACCINATION MESSAGES DURING THE AWARENESS CAMPAIGNS



218

HEALTH WORKERS PARTICIPATED IN THE VACCINATION TEAMS AT THE TARGET UNIVERSITIES

Background

Vaccination is one of the most effective ways to reduce the spread of COVID-19. To limit transmission and reduce morbidity and mortality from COVID-19, Côte d'Ivoire adopted vaccination as a means of managing the impact of the pandemic by preventing potentially severe illness and death. Since the launch of the COVID-19 vaccination program, vaccine hesitancy has been a challenge in university communities, especially among teaching staff. Funding from the American Rescue Plan Act (ARPA) supports AFROHUN CDI with two objectives: (i) to accelerate widespread and equitable access to safe and effective COVID-19 vaccine delivery and (ii) to reduce COVID-19 morbidity and mortality, mitigate transmission, and strengthen health systems, particularly to prevent, detect, and respond to pandemic threats. In collaboration with key partners such as: Ministry of Health, Ministry of Education, UFHB, Université Nangui Ambrogoua (UNA) Institut National de Formation des Agents de Santé, and École Nationale de Statistiques Appliquées, AFROHUN CDI is working with professional and student associations of the university community to conduct awareness and training activities that increase the rate of immunization on university campuses.

Achievements

PREVENT: Immunization. P8.3 Mass vaccination for Epidemics of Vaccine Preventable Diseases

- Conducted awareness campaigns that realized vaccination of 3,883 university community members of which, 70% received their first dose.
- Installed 28 mobile vaccination sites through which, 3,883 students, professors, administrative and technical staff from the various target universities (Abidjan, Bouaké, Daloa and Korhogo) and university hospitals were vaccinated.

RESPOND: Risk Communication and Community Engagement. R5.2 Risk Communication

- Reached 43,177 people from the university community through dissemination of COVID-19 vaccination awareness messages at the five target universities.
- Sensitized 427 university faculty members from Abidjan, Bouaké, Daloa and Korhogo through panel seminars that aimed to involve teachers, administrative and technical staff (PAT) and students in awareness-raising and vaccination against COVID-19 within the university environment. (June-August 2023)

DETECT: Human Resources. D3.3 Workforce Training

- Trained 99 junior faculty members from target universities in the One Health approach, infectious disease awareness and vaccination. Our aim was to foster their role in promoting COVID-19 vaccine acceptance within the universities. (May - June 2023)

- Built capacity of 35 health workers across four university hospitals (CHU de Cocody, Angré, Treichville and Bouaké) in safe care procedures, prevention and management (medical and medico-legal) of blood exposure accidents, and infection control in the healthcare environment. (September 2023)
- Empowered 35 SOHIC members from five institutions to write innovative projects for raising awareness amongst their peers. This effort yielded five student-authored projects now accessible for implementation. (August 2023)
- Conducted a write shop for 18 (six females, 12 males) faculty researchers resulting in the successful development of 5 completed manuscripts which await approval from the ethics committee. (April 2023). The manuscripts covered the following areas:
 - a) "Evaluation of strategies for mobilizing the university community for vaccination against Covid-19 in Côte d'Ivoire" by Tra, Dje, Sehi et al.
 - b) "Stress among Caregivers of Angre University Hospital Center in Abidjan in the Context of the Coronavirus Pandemic" by Breimi et al.
 - c) "Determining Factors for Anti-COVID-19 vaccination of Caregivers of Angré University Hospital Center (Chu-A) in Abidjan" by Breimi et al.
 - d) "Working Conditions in the Medical and Medico-technical Services of the Angré University Hospital Center in the Context of COVID-19 in 2020" by Breimi et al.
 - e) "University community engagement and vaccination against COVID-19 (Côte d'Ivoire 2022-2023) by Bama et al.

SUCCESS STORY

Raising awareness in university communities to boost COVID-19 vaccination rates: A story of community commitment

In response to the global health crisis posed by the COVID-19 pandemic, Côte d'Ivoire embarked on a mission to vaccinate its population aged 12 and above. To ensure widespread vaccine coverage, the Ivorian government initiated an ambitious plan of conducting 10-day vaccination campaigns every month starting January 2022, with the goal of achieving 70% vaccination coverage of its population. However, amidst these efforts, a considerable portion of the Ivorian population remained hesitant about receiving the new vaccines. This hesitancy was particularly pronounced among teaching staff, notably within university communities. Overcoming this challenge was critical to achieving the desired national vaccination coverage goal.

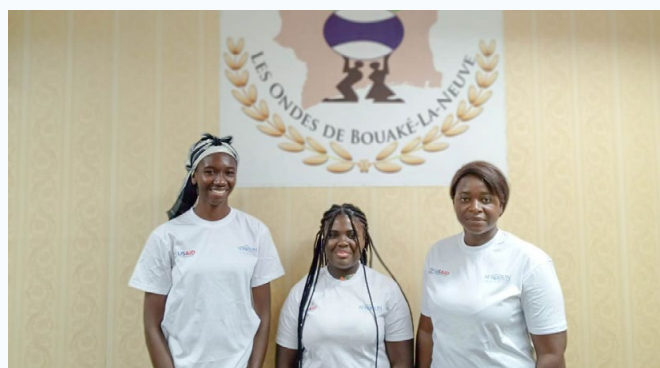
To address this challenge, AFROHUN CDI recognized the need for a localized COVID-19 vaccination awareness campaign. We developed and implemented a strategic communication plan aimed at motivating individuals within the university environment to get vaccinated. Our plan consisted of a series of training sessions

and awareness-raising workshops targeting teachers, administrative and technical staff, and students across various universities.

This campaign had transformational impact on these communities, especially for Dr. Eteigne Martine, a passionate advocate for health and communication. Inspired by the training workshops, Dr Eteigne took the initiative to create a radio program called "Une seule Santé" (One Health) on the University of Bouaké la Neuve's radio station. The program aims to promote awareness and prevention of infectious diseases including COVID-19 using the OH concept within the university environment. Produced by Dr. Eteigne, a faculty member in communication and language sciences at the Université Alassane Ouattara Bouaké, the show has gained popularity for its innovative approach to health awareness. Since its inception in August 2023, Dr. Eteigne and a dedicated team of students host the program, broadcasting every Wednesday at 10:00 a.m. for 30 minutes, with replays on Sundays at 10 a.m.



CDI 10: Students under the supervision of Dr. Eteigne hosting the 'Une Seule Santé' program on the airwaves of Bouaké La Neuve radio station. Photo Source: AFROHUN Côte d'Ivoire



CDI 11: Dr. Eteigne and her team of students pose for a photo at the Bouaké La Neuve radio station. Photo Source: AFROHUN Côte d'Ivoire

“Radio is a channel of information and awareness serving the university community. From an OH perspective it is part of an effective risk communication dynamic” said **Dr Eteigne Martine.**

In the face of vaccine hesitancy within hesitant or at-risk communities, AFROHUN CDI's campaign is an effective model. As exemplified by the "Une seule Santé" program, we have demonstrated the value of universities in bolstering and supporting national vaccine strategies to achieve awareness, behavior change, lifesaving interventions, and transformative change.

**Supplemental Funding Source: American Rescue Plan Act (ARPA) CN#164, CN#18, and ARPA CN#31 (CDI COVID-19 vaccinations)*



Dashboard & Workforce Strategy



905
INDIVIDUALS
TRAINED



2
MEMBER
UNIVERSITIES



2
MEMBER
INSTITUTIONS



4¹
SOHIC
CHAPTERS MENTORED

1 Two SOHICs mentored at two-member universities and two other SOHICs at non-member universities.

Workforce Strategy

Together with national, regional, and global partners, AFROHUN DRC will provide multi-disciplinary training and educational programs to in-service professionals in One Health (OH) leadership training, gender integration, zoonotic diseases and priority disease surveillance, OH management and leadership (including financial planning, implementation guidance, and monitoring and evaluation), and risk communication. In addition, we stand-by with surge capacity support to bolster the national and territorial health workforce in response to human, animal, and environmental health emergencies.

Member Institutions:

University of Kinshasa (UNIKIN)

- ➔ Kinshasa School of Public Health

University of Lubumbashi (UNILU)

- ➔ Faculty of Veterinary Medicine

PARTNERING TO EMPOWER THE HEALTH SECURITY WORKFORCE IN DRC

HUMAN RESOURCES

Multisectoral Workforce Strategy (D3.1)

In Quarter 2, AFROHUN DRC evaluated the Master of Science in Wildlife program at the University of Lubumbashi (UNILU) following the completion of its inaugural cohort in 2022. The assessment aimed to identify the program's strengths and areas for improvement. Not only did the evaluation highlight key areas for improvement, but also provided opportunities for resource mobilization. The findings from this evaluation informed program enhancements in preparation for the upcoming training of a new cohort of multidisciplinary students. Additionally, the findings contributed to the development

of a crucial funding proposal for the program's sustainability. This program plays a pivotal role in cultivating a skilled workforce capable of effectively responding to outbreaks and supporting disease surveillance (February 2023).

AFROHUN DRC participated in a joint workforce development activity with 50 SOHIC members from various disciplines and conducted sensitization on rabies vaccination in Kinshasa for the Rabies Prevention and Awareness Day Campaign. This collaborative effort was conducted in partnership with Food and

Agriculture Organization (FAO) and Breakthrough Action (BA) on September 28, 2023, at Lemba Township in Kinshasa. The campaign reached more than 200 households and resulted in the vaccination of over 200 dogs and cats by veterinary students under experts' guidance. This hands-on exercise not only offered the future workforce with valuable experience in public communication, community engagement, and teamwork, but also provided a unique learning opportunity for the veterinary students working alongside experts in the field.

Human Resources for Implementation of IHR (D3.2)

OHW-NG is providing support to AFROHUN and the health workforce in DRC through the One Health Workforce Academies (OHWA) platform. This platform provides a diverse selection of online courses such as outbreak response, risk communication and community engagement, Antimicrobial Resistance (AMR), etc. that are specifically designed to equip professionals with OH knowledge and skills to respond effectively to health emergencies. So far, eight DRC participants have participated in learning modules on the OHWA platform. AFROHUN DRC is also enhancing OH workforce development through a sister OHWA platform for the Africa region, adapted from the global OHWA platform that will provide courses and training materials adapted to the African context.

The objective of this platform is to serve as a user-friendly hub for the exchange of OH knowledge and resources, equipping pre-service and in-service health professionals from the member countries with the essential skills to address OH emergencies in DRC.

Workforce Training (D3.3)

This year, AFROHUN DRC played a pivotal role in supporting the Ministry of Interior by offering OH leadership training to Territorial Administrators (TA) from the National School of Administration (NSA) to become Trainers of Trainers (ToTs). This strategic initiative resulted in the successful training of 29 participants who were equipped to serve as facilitators. This development marks a critical step towards ensuring the sustainability of the program. The next phase of this endeavour anticipates extending these valuable training sessions to over

500 students from the NSA in addition to 151 TAs, all of whom will stand to benefit from the expertise of these newly trained trainers.



DRC 1: A territorial administrator receiving a certificate from a representative of the NSA after participating in the OH training. Photo Source: AFROHUN DRC

Additionally, AFROHUN DRC took the initiative to provide training in OH leadership to future trainers from the NSA. This five-day training covered all the modules included in the TAs training program. Topics ranged from the introduction to OH to risk communication for community engagement, including competency-based education. Facilitators of this training were experienced people who played a key role in the development of these modules. A total of 29 participants attended this comprehensive training. The training will ensure that TAs are equipped with the skills they need for working with their communities during public health events.



DRC 2: TAs engaged in group discussions during the OH leadership training. Photo Source: AFROHUN DRC

These initiatives address the imperative Joint External Evaluation (JEE) technical area D3.3 of training the workforce to an adequate capacity, enabling the seamless deployment and reception of multidisciplinary personnel within the country, including both government and non-governmental partners. This capacity is exercised regularly, reviewed, evaluated, and updated annually. Furthermore, the country remains open to international collaboration for supporting emergency response efforts.

Students: The “Next-Generation” Health Workforce

In Year 4, AFROHUN DRC undertook the task of providing pre-service students with invaluable field experience. A cohort of 30 multidisciplinary students had the opportunity to participate in field demonstration activities, with 15 in Kinshasa and another 15 in Lubumbashi.



DRC 3: UNIKIN’s students, alongside abattoir staff, inspecting a slaughtered cow before it is made available to the public. Photo Source: AFROHUN DRC



DRC 4: UNILU SOHIC members accompanied by faculty, interact with a Kapolowe community member to discuss OH practices and their way of life. Photo Source: AFROHUN DRC

These participants were directly embedded within their respective communities, gaining first hand insight into OH issues at the grassroots level. They actively engaged in discussions to formulate strategies for addressing and controlling these challenges. This activity is closely aligned with the goal of conducting competency-based training programs in accordance with nationally or internationally recognized competency standards, where applicable. The country is committed to a continuous process of monitoring and evaluating the requisite competencies, the delivery and outcomes of training programs, and making necessary updates as circumstances evolve.



DRC 5: A UNIKIN SOHIC member receives a certificate from Deputy Dean Konde after completing the theoretical training. Photo Source: AFROHUN DRC.



DRC 6: UNILU SOHIC members engaging in a discussion about self-medication with a member of the Kapolowe community. Photo Source: AFROHUN DRC.

SUCCESS STORY



Making the territorial administrators training sustainable in the DRC

The territorial administrator training program is a successful flagship activity for the DRC that started in 2016. The training provides essential OH leadership skills to key government officials managing health, security and development issues at the subnational level. To ensure sustainability of this training beyond project funding, AFROHUN DRC took a critical step during Year 3 of the OHW NG project to revise the training modules and incorporate them into the curriculum at the NSA. This strategic move ensures that the school will oversee future

training of government cadres. However, it is important to note that the trainers had not been exposed to these modules, making it necessary to bridge this gap.

In Year 4, AFROHUN DRC took the initiative to provide training in OH leadership to these future trainers from the NSA. This 5-day training covered all the modules included in the TAs training program. Topics ranged from the introduction to OH, to risk communication for community engagement, including Competency Based Education (CBE). Facilitators of

this training were experienced people who played a key role in the development of these modules. A total of 29 participants attended this comprehensive training.

Building on this training, AFROHUN DRC is committed to providing ongoing supervision and support during the implementation of the first training sessions conducted by the NSA. As we work towards decentralizing OH at the subnational level, these trained TAs will provide the needed leadership for successful implementation.





DRC

ONE HEALTH CHAMPION



Prisca Kabangu

Job Title

SOHIC representative

Professional Credentials

BSc in Information and Communications Sciences

Role within the OHW-NG Project

SOHIC lead

Affiliation

University of Kinshasa



“Thanks to the different skills I have acquired in One Health, I will be able to work as part of a team putting in place appropriate strategies to solve community One Health challenges. I've learnt that there's nothing more noble than working for the development and well-being of your communities, which is why I'm dedicated to being a leader and health ambassador, capable of raising my voice to enable every citizen to take steps to curb the widespread of disease.”



INDIVIDUAL'S IMPACT

Prisca Kabangu graduated from University of Kinshasa where she served as a former representative of SOHIC. She attended demonstration site activities in 2021 and 2023, acquiring competencies such as leadership and communication. During the past two years, Prisca was highly engaged in implementing SOHIC activities in DRC.

These initiatives included key activities such as rabies vaccination campaigns and community outreach. The initiatives had significant impact within the local communities, resulting in the successful vaccination of nearly 300 unvaccinated dogs.

DRC 7: DRC'S OH Champion - Prisca Kabangu. Photo source: AFROHUN DRC.

ACTIVITY UPDATES AND PERFORMANCE MONITORING



OBJECTIVE I: TRAINING AND EMPOWERMENT

AFROHUN DRC conducted an evaluation of the MSc Wildlife program offered at the University of Lubumbashi involving university leadership, faculty, and alumni. This exercise helped to identify both the program's strengths and the challenges needing focused attention. As a result, this comprehensive evaluation not only facilitated program improvement but also played a pivotal role in developing a case for funding to secure support from partners for the program's long-term sustainability (CD Activity I.1.1).

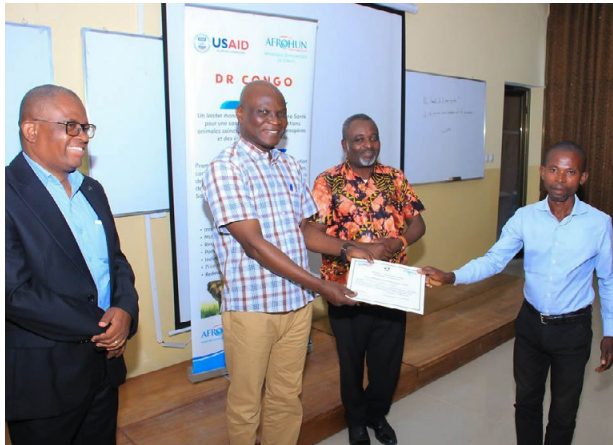
Since 2016, AFROHUN has been a key partner in supporting the Ministry of Interior to provide OH leadership training to TAs in the country. The training modules that underwent revisions during Year 3 of the OHW-NG project were instrumental in equipping 29 facilitators from the NSA to become ToTs, marking a crucial step towards ensuring workforce training sustainability through this program (CD Activity I.1.2). We anticipate a total of 500 trainees from the NSA and 151 TAs will benefit from these training sessions offered by the team of ToTs in the subsequent phases.



DRC 8: Participants pose for a photo during the OH training for TAs held at UNKIN. Photo Source: AFROHUN DRC.

To provide pre-service students with field experience, 30 multidisciplinary students attended a five-day field demonstration at two selected sites: Nsele in Kinshasa (15 students) and Kapolowe in Lubumbashi (15 students). The experiential learning sites situated in rural areas with high human, animal and environmental interfaces, provided a perfect OH learning environment for the students. Prior to the field activities, students underwent theoretical training in OH

principles. Student participants were assigned to their communities to get a clear understanding of OH issues. They conducted community entry, community assessment, learned from the local disease surveillance unit and engaged community members in discussing strategies needed to control these challenges (CD Activity 1.4.1).



DRC 9: Students engaged in a session led by the Chimpanzee Park guide, learning about the park and its chimpanzees. Photo Source: AFROHUN DRC.



DRC 10: Kapolowe community members enlightening students on OH practices, including general sanitation, as an integral aspect of their daily lives. Photo Source: AFROHUN DRC.

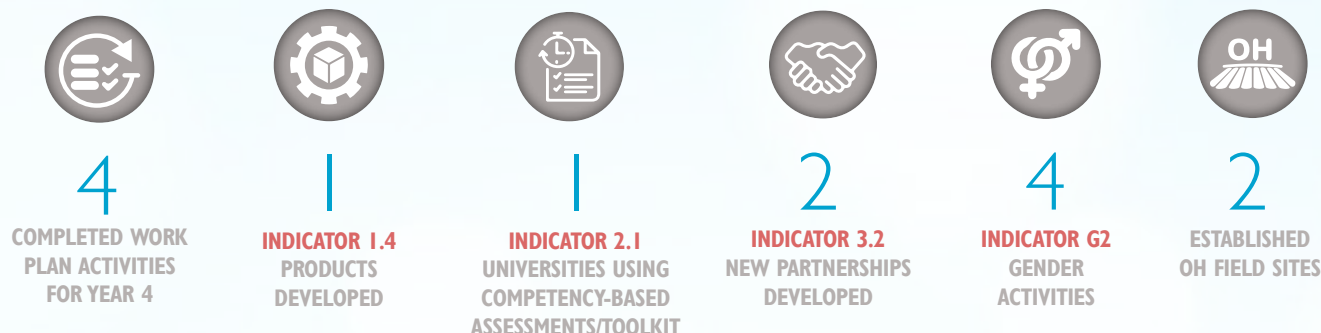


OBJECTIVE 3: ORGANIZATIONAL SUSTAINABILITY

For better planning of Year 5 activities, AFROHUN DRC conducted a five-day virtual meeting that engaged all the OH stakeholders including the National One Health Platform (NOHP). The meeting involved a review of the performance of Year 4 activities and areas of synergy and opportunities to collaborate with partners in Year 5 were identified.

Additionally, AFROHUN DRC in its proactive pursuit of resource mobilization, played a pivotal role in contributing to the pandemic fund proposal. Through close collaboration with a consortium that included the DRC government and FAO, AFROHUN DRC showcased a dedicated commitment to seeking additional funding streams through partnerships.

Performance Dashboard



OHW-NG Monitoring & Evaluation Indicator Table

Number of individuals trained

Total trained		59
Gender	Female	26
	Male	33
	Unknown	
Participant Type	Professional (govt)	29
	Professional (private sector firms)	
	Faculty	
	Student (undergraduate)	
	Student (graduate)	
	Student (other)	
	NGO staff	
	Community Member	
	Unknown	



Number of mentored Student One Health Innovation Clubs (SOHICs)					
SOHICs	SOHIC Faculty Mentors	SOHICs Participants	Participants by gender		
			Female	Male	Unknown
4	18	958	446	512	

Evidence of Changes Made Improving Gender Balance & Impact of Gender Balance	
Total leadership positions	6
Women in decision making positions	1

Number of identified Active Gender Champions & Gender Experts	
Active Gender Champions & Gender Experts	10

LESSONS LEARNED

Supporting subnational level implementation of One Health in DRC

Background

The DRC is a huge country with very high workforce capacity development needs using the OH approach. The country has faced several outbreaks, mostly occurring in rural areas. The NOHP initiated implementation of OH committees at the subnational level. Many committee members lacked prior training in OH principles, posing difficulties in comprehending and effectively applying the OH approach at the subnational level.

The Challenge

AFROHUN DRC encountered budgetary constraints, hindering its ability to provide financial support for the implementation of OH committees at subnational level. This therefore warranted the need to engage stakeholders to support this initiative.

Lessons Learned

Targeted stakeholder engagement is important for leveraging resources for implementation. AFROHUN DRC closely worked with FAO and BA which had budget allocations for integrating OH into the functions of the subnational OH committees. AFROHUN DRC developed training materials that were used for delivering OH training sessions thus building capacity of the committees in OH.

NEXT STEPS

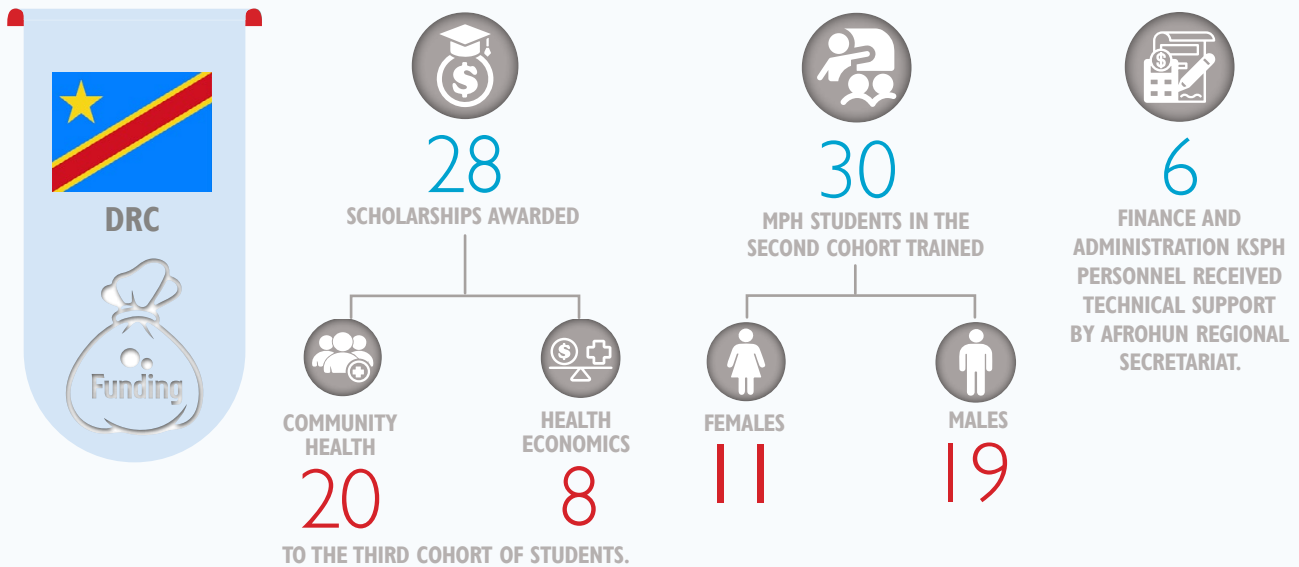
- In the upcoming year, supervision and guidance will be provided during the TOT training of TAs by the NSA as they take over this training.
- Training and capacity building for pre-service students and in-service professionals will be organized to prepare the country workforce for early detection and response to emerging infectious diseases using the OH approach.
- Another key focus will be on gender integration in the Kinshasa School of Public Health training program. A gender roadmap will be developed through a participatory event focused on the findings of the gender study conducted in Year 4. SOHIC members will be involved during activity implementation.



SUPPLEMENTAL FUNDING - DRC

Professional development: Building public health capacity in the DRC through MPH scholarships at the University of Kinshasa School of Public Health

Dashboard



Achievements: Workforce Training (D3.3)

COHORT 1 (CLASS OF 2021-2022)	COHORT 2 (CLASS OF 2022-2023)	COHORT 3 (CLASS OF 2023-2024)
30 SCHOLARSHIPS	30 SCHOLARSHIPS	28 SCHOLARSHIPS
10 females, 20 males	11 females, 19 males	11 females, 17 males
10 Health Economics track 20 Community Health track • 13 graduated (12 expected to graduate in 2024; 5 deferred)	10 Health Economics track 20 Community Health track • MPH in-class portion completed. • Conducted community research projects. • Now writing scientific articles for publication. • All on track to graduate	8 Health Economics track 20 Community Health track • Classes began April 2023

Background

Health system strengthening is a priority for the Ministry of Health in DRC and workforce development is a key component toward this. Highly skilled health professionals are needed to manage complex health challenges faced by the country. The USAID Mission has supported workforce development for several years by providing scholarships to government employees to study a Master of Public Health (MPH) at the University of Kinshasa, School of Public Health (KSPH). Since 2021, AFROHUN and the OHW-NG project have been partnering with KSPH and USAID DRC to resume the scholarship program. A partnership was therefore established between USAID, AFROHUN and the OHW-NG project to provide administrative support of the program for three years. In addition to

providing scholarships to students, AFROHUN worked with the KSPH to integrate OH competencies into the MPH curriculum. A stand-alone and cross-cutting OH module was reviewed and incorporated into all disciplines of the training program. This ensures exposure to OH principles for every student at KSPH. A gender gap study was also conducted to understand disparities in access to higher education at the KSPH. Socio-economic and cultural factors were identified as barriers for women accessing master's level education.

The program's administration recruited three cohorts during the period from 2021-2023. The first cohort of 30 students was selected in 2021 and completed their studies in 2022. The second cohort of 30 scholarship recipients was recruited

in February 2022. This ongoing cohort completed their in-class course in 2023, passed their exams, and completed their research projects, which were conducted in their respective communities. These students were scheduled to graduate in June 2023. However, due to a new requirement that was recently introduced mandating all students to publish a scientific article before graduation, the new graduation date has been scheduled to January 2024. The third cohort was awarded to 28 health professionals this year: 20 studying community health and eight studying health economics. Eleven of the scholarships were awarded to female students (39%). This cohort began their first semester in April 2023.

SUCCESS STORY

Bridging Gaps and Building Leaders through Public Health Scholarships

The Kinshasa School of Public Health (KSPH) stands as the foremost institution for training public health professionals in the DRC, playing a pivotal role in cultivating leadership within the field of public health despite grappling with limited resources. At the heart of KSPH's offerings is a 15-month Master of Public Health (MPH) program that incorporates a thesis defense. In more than 30 years, the institution has successfully trained 1,450 MPH students, comprising 261 females and 1,189 males to date. Recognizing the socio-economic challenges faced by potential candidates, USAID took proactive measures by establishing an MPH scholarship program. This initiative, integral to the broader mission of fortifying Human Resources for Health (HRH) in the DRC, has provided support to over 300 students.

In 2020, USAID collaborated with AFROHUN and the OHW-NG consortium members to facilitate the administration of the scholarship program at KSPH. The partnership also aimed at seamlessly integrating One Health (OH) principles into the program's curriculum. As an AFROHUN member institution, KSPH received a grant providing 88 scholarships for health professional development in the DRC over three academic years. Among the recipients is Mimbula Mokalo Elie Caleb, a medical doctor specializing in the community health track and working with the National Program of Nutrition. Caleb expressed gratitude stating "If I had to pay for myself, I would have needed a lot of personal savings.... I would not be concentrating like now as a residential student."

During the implementation of the scholarship program, OH competency gaps crucial to the MPH program were identified. This informed the subsequent integration process, representing a significant milestone ensuring the program's continued relevance to emerging needs. This successful integration led to the development of a standalone OH module, currently being taught throughout KSPH. Students enrolled in the MPH program have expressed their appreciation for the OH component and the teaching approach that promotes interdisciplinary learning and knowledge sharing. Testimonies from scholarship beneficiaries further underscore the impact of these initiatives:

Rose Mubindikila, a molecular biologist specializing in the community health track, highlighted, *“Today with health problems we need a multidisciplinary approach, one which brings together many sectors in order to solve the problems efficiently. I think today for the current health problems, they can't be resolved only by medical interventions. We need approaches that bring together several fields to find solutions. I think the example of the COVID-19 pandemic proved this very clearly.”*

Mayala Masiala, a medical doctor specializing in the health economics track and working with the KSPH Department of Management emphasized the importance of returning knowledge to practice, saying *“... it is going to improve the human resource capacity, but we have to make sure that those who study return to where they came from to put into practice on the ground the knowledge gained.”*

Supplemental Funding Source: DRC KSPH MPH Scholarships



DRC 11: Endangered Okapi also known as the forest giraffe, Congolese giraffe and zebra giraffe. Photo Source: https://whc.unesco.org/uploads/thumbs/site_0718_0013-1000-1500-20120627160923.jpg

KENYA



Dashboard & Workforce Strategy



1,692
INDIVIDUALS
TRAINED



2
MEMBER
UNIVERSITIES



3
MEMBER
INSTITUTIONS



1
INTERNSHIP
PLACEMENT



6¹
SOHIC
CHAPTERS MENTORED

1 Three SOHICs mentored at the member universities, three SOHICs at non-member universities.

Workforce Strategy

Together with national, regional, and global partners, AFROHUN Kenya is dedicated to supporting and adapting One Health (OH) training initiatives that span the learning spectrum, from primary school students, to university students and faculty to front line workers. Through formats that include virtual online training modules, printed training materials, Communities of Practice, and active Student One Health Innovation Clubs (SOHICs), AFROHUN Kenya offers a diverse array of resources for One Health Workforce Development and capacity building. The network

prioritizes partnerships and stakeholder engagement to collaboratively achieve global health security goals.

Member Institutions:

Moi University (MU)

- ➔ School of Public Health

University of Nairobi (UoN)

- ➔ School of Public Health
- ➔ Faculty of Veterinary Medicine

PARTNERING TO SUPPORT ONE HEALTH WORKFORCE DEVELOPMENT IN KENYA

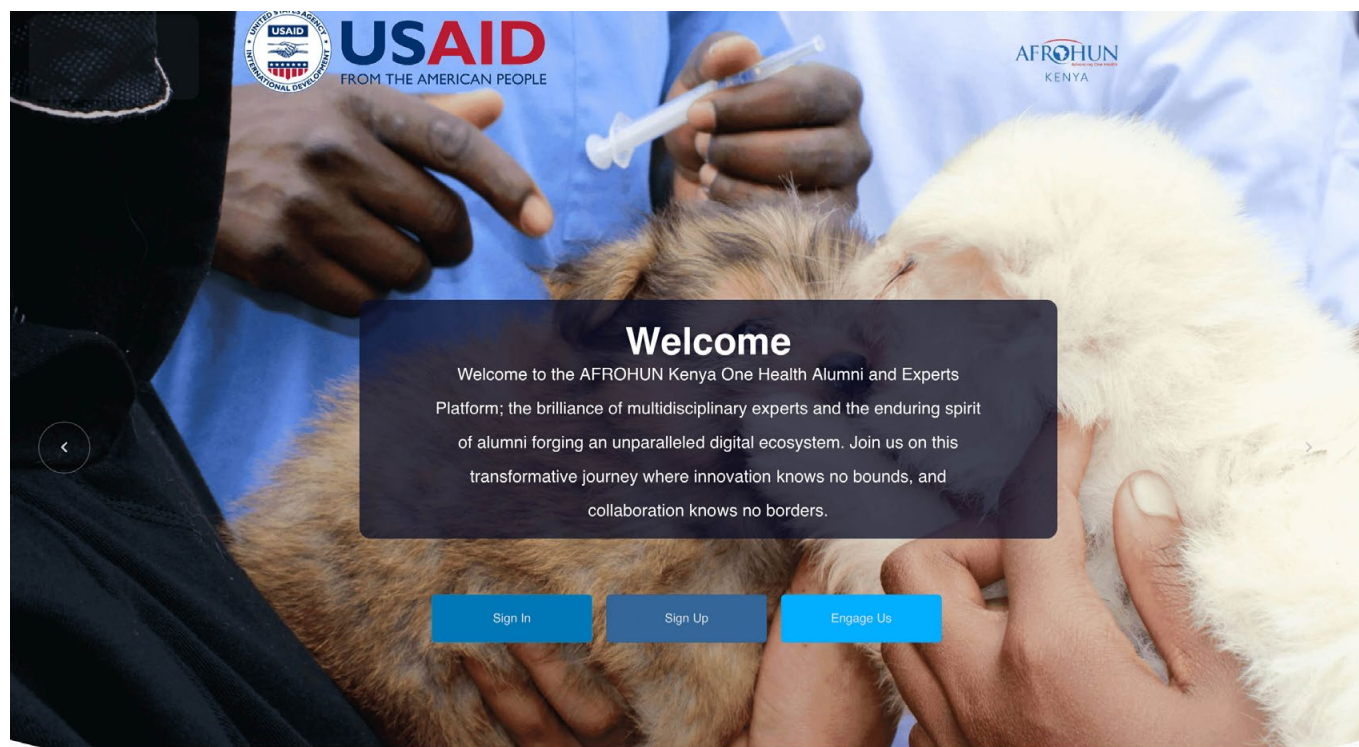
HUMAN RESOURCES

Human Resources for Implementation of IHR (D3.2)

AFROHUN Kenya developed a One Health Alumni and Experts database that will be made available to various stakeholders in Year 5. This database serves as a valuable resource, offering insights into a pool of trained alumni who possess the expertise to support One Health initiatives in Kenya and beyond. These resources

are essential for the timely detection, assessment, notification, reporting, and effective response to events in accordance with the provisions of the International Health Regulations (IHR). Going forward, it is imperative that these procedures are regularly exercised, reviewed, evaluated, and updated as necessary. This

was implemented as part of the alumni engagement strategy, an initiative that was done in Year 3. It aligns with the objective of the country to establish and maintain well-documented policies and procedures for sustainable human resources across all relevant sectors.



KE 1: Screenshot of the One Health Alumni and Experts database. Photo Source: AFROHUN Kenya.

Workforce Training (D3.3)

AFROHUN Kenya is dedicated to engaging SOHICs. During Year 4, AFROHUN Kenya facilitated the placement of a SOHIC alumna and another intern in paid internships with the USAID funded Transformational Strategies for Farm Output Risk Mitigation (TRANSFORM) project, contributing to workforce capacity building. The SOHIC alumna was subsequently employed by the partner organization, which called for another SOHIC alumna to fill the vacant position. (March and September 2023)

Anecdotal evidence gathered during various activities indicated the need for building data analysis capacities amongst multidisciplinary professionals. For example, by opening avenues to communicate with its alumni, AFROHUN Kenya was able to receive the voiced concern from an alumna, on the need for building data analysis capacities among various professionals and post graduate students. In response, AFROHUN Kenya implemented a virtual Community of Practice on data analysis using R software, where 21 multidisciplinary participants were trained. This contributes to the capacity available for IHR (e.g. biostatisticians) across various sectors and levels as well as contributed to training the workforce in Kenya. Moreover, one of the participants later used the knowledge gained from the vCoP, to compete in a global Antimicrobial Resistance (AMR) Data Challenge, and won the grand prize! (April – June 2023)



KE 2: Valentine preserving Glossina species Collected in Kibwezi. Photo Source: AFROHUN Kenya.

Students: The “Next Generation” Health Workforce

In Year 4, the AFROHUN Kenya Faculty of Veterinary Medicine SOHIC proactively sought a seminar on workforce readiness, and AFROHUN Kenya played a pivotal role in its successful execution. The facilitation process involved dedicating staff time to coordinate, identify, and engage expert presenters and mentors.

The seminar aimed to provide valuable insights to students about their post-graduation journey, emphasizing the importance of early engagement in activities like SOHIC participation to acquire essential competencies in OH. Consequently, the seminar was aptly titled 'Path Finding, Life After Vet School,' focusing on guiding

students towards a successful transition from academia to professional life and was attended by 85 undergraduate students. This activity helps pre-service individuals smoothly transition into the workforce upon graduation. (April 2023)

SUCCESS STORY



Initiating a Data Analysis Training through Alumni Collaboration

Effective data analysis and use are an essential component of a strong health system. The objective of WHO Benchmarks for IHR Capacities benchmark 9.3 is to conduct analysis of data for action. Recommended actions to achieve this capacity include conducting data analysis training.

The 2017 Joint External Evaluation of IHR Core Capacities of the Republic of Kenya highlights the use of poor-quality data, or lack thereof, to inform decision making as a challenge across various indicators. Information gathered during various activities with AFROHUN Kenya alumni indicated the need for building data analysis capacities amongst multidisciplinary professionals and graduate students.

In collaboration with alumni, AFROHUN Kenya developed a 10-week online training program on health survey analysis using R software, modelled after the ECHO framework. AFROHUN Kenya selected 30 participants from a pool of over 100 applicants. The training consisted of 14 sessions carried out between April and June 2023. The training equipped the participants with various analytical skills to enhance their ability in analysis and interpretations, for improved early warning detection and response to public health emergencies such as zoonotic disease outbreaks. After the training, participants indicated that the knowledge and skills gained would be helpful in their

workplaces and/or studies. Participants told us the following:

“I will be able to analyze research data and publish the work in peer reviewed journals. The training has equipped me with skills that I will share with my colleagues and interns” – training participant 1.

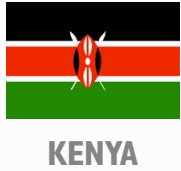
“I am relatively new to the development space (dealing with health systems strengthening). Now, I feel I am getting better navigating my path in monitoring, evaluation and learning in the non-profit development space” – training participant 2.

“The training will help me analyze my MSc data and I intend to use it in my career as a researcher” – training participant 3.

“I work with health data hence the training was helpful in improving my proficiency in data analysis and interpreting model results” – training participant 4.

Alumni are an important part of any organization and an invaluable resource. Active engagements with alumni not only provide opportunities to tap into their skills and experiences, but also advances an organization's mandate and contributes to sustainability. AFROHUN Kenya plans to continue collaborating with alumni in implementing the data analysis.





ONE HEALTH CHAMPION



Patrick Kere Maelo

Job Title

Professor of Disaster Management & Sustainable Development

Professional Credentials

PhD, Lead EIA/EA Expert, QMS 9001:2015 Auditor

Role within the OHW-NG Project

Dean

Affiliation

Moi University School of Public Health, Kenya



*“Beyond merely research, **One Health should translate into policy and practice** for the betterment of health of communities, their animals, and the integrity of their environment.”*

- forward by Zinsstag et al. (2015)



INDIVIDUAL'S IMPACT

Prof. Maelo has been consistent in providing support to OH initiatives in Kenya. His contributions have encompassed a range of activities including supporting the development of a short course on “One Health Approach to Preparedness, Response and Communication in

Threats of Public Health Importance” and, coordinating the activities focused on University & Network Systems Strengthening & Organizational Development.

KE 3: Kenya's OH Champion - Patrick Kere Maelo. Photo source: AFROHUN Kenya.

ACTIVITY UPDATES AND PERFORMANCE MONITORING



OBJECTIVE 1: TRAINING AND EMPOWERMENT

Due to a funding delay, planned Year 4 Objective 1 activities were postponed and prioritized for Year 5 implementation (as appropriate). AFROHUN Kenya instead focused energy on other relevant initiatives such as the vCOP on statistical analysis using R software, and the alumni internship placement mentioned above, both of which were not initially included in the Year 4 work plan.



OBJECTIVE 2: ASSESSMENT AND TRACKING

AFROHUN Kenya developed the One Health Alumni and Experts database, a valuable resource that will be made available to relevant stakeholders in Year 5. This initiative was made possible by building on the alumni engagement strategy initiated in Year 3 (KY Activity 2.1.1). For more information on the database, see the Human Resources section on IHR.



OBJECTIVE 3: ORGANIZATIONAL SUSTAINABILITY

Through an iterative process, AFROHUN Kenya participated in the development of the Year 5 work plan, following guidance issued by the secretariat and OHW-NG global team. Work planning took into consideration the activities cancelled in Year 4 following the funding delay. The expected outputs from these Y4 activities, now moved to Y5, include the development of a training manual on OH for primary schools and development of online content for training frontline workers (KY Activity 3.2.1).

Performance Dashboard



2

COMPLETED WORK
PLAN ACTIVITIES FOR
YEAR 4



3

INDICATOR 1.4
PRODUCTS
DEVELOPED



2

INDICATOR 2.1
UNIVERSITIES USING COMPETENCY-
BASED ASSESSMENTS/TOOLKIT



4¹

INDICATOR G2
GENDER
ACTIVITIES



2

ESTABLISHED
OH FIELD SITES

¹ These were student activities (1 outreach and 3 student mentorship sessions) that made considerations for gender during selection of participants.

OHW-NG Monitoring & Evaluation Indicator Table

Number of individuals trained

Total trained		208
Gender	Female	
	Male	
	Unknown	208
Participant Type	Professional (govt)	
	Professional (private sector firms)	
	Faculty	
	Student (undergraduate)	208
	Student (graduate)	
	Student (other)	
	NGO staff	
	Community Member	
	Unknown	



Number of mentored Student One Health Innovation Clubs (SOHICs)

SOHICs	SOHIC Faculty Mentors	SOHICs Participants	Participants by gender		
			Female	Male	Unknown
6	9	676	351	325	

Evidence of Changes Made Improving Gender Balance & Impact of Gender Balance

Total leadership positions	9
Women in decision making positions	4

Number of identified Active Gender Champions & Gender Experts

Active Gender Champions & Gender Experts	2
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LESSONS LEARNED

Harnessing the Power of Alumni

Background

Over the years, AFROHUN Kenya has been engaged in building the capacities of multidisciplinary students and in-service professionals, working in various areas in both private and public organizations.

The Challenge

Maintaining relationships with alumni presents an opportunity that has enormous mutually-beneficial potential. These include resource mobilization, brand strengthening and development of programs targeting the alumni evolving needs. Unfortunately, this opportunity and the resource the alumni hold, has not been explored effectively.

Lessons Learned

AFROHUN Kenya learned that it is important to provide opportunities for alumni to engage with the organization and give back. AFROHUN Kenya initiated a vCoP on “Analysis of Health Surveys Using R Software” through such an engagement. Remarkably, one participant went on to win a global award using the skills gained from the training, thereby contributing to the AFROHUN brand and its visibility.

NEXT STEPS

- In Year 5, AFROHUN Kenya plans to implement the activities for the development of online content for frontline workers, as well as the development of a training manual for primary school teachers, which were activities cancelled in Year 4. These activities will contribute to GHS through JEE technical areas on workforce development and multisectoral coordination mechanisms.
- AFROHUN Kenya plans to develop and initiate implementation of a sustainability plan.



SENEGAL



Dashboard & Workforce Strategy



436

INDIVIDUALS
TRAINED



1

MEMBER
UNIVERSITIES



3

MEMBER
INSTITUTIONS



1

AWARDED
SMALL GRANTS



6

AWARDED
SCHOLARSHIPS



5¹

SOHIC
CHAPTERS MENTORED

1 One SOHIC mentored at the member university, four SOHICs at non-member universities.

Workforce Strategy

Together with national, regional, and global partners, AFROHUN Senegal will provide multi-disciplinary training and educational programs to pre-service and in-service professionals in Antimicrobial Resistance (AMR), experiential learning, zoonotic diseases, One Health (OH) concepts and practice, outbreak investigation and response, and risk communication and awareness raising through Student One Health Innovation Clubs (SOHICs). In addition, we stand-by with surge capacity support to bolster the national health workforce in response to human, animal, and environmental health emergencies.

Member Institutions:

Université Cheikh Anta Diop (UCAD) of Dakar

- ➔ Inter-State School of Veterinary Sciences and Medicine of Dakar (EISMV)
- ➔ Institut de santé et développement (ISED)
- ➔ Institut des Sciences de l'Environnement (ISE)

PARTNERING TO EMPOWER THE HEALTH SECURITY WORKFORCE IN SENEGAL

HUMAN RESOURCES

Multisectoral Workforce Strategy (D3.1)

Since 2016, the three AFROHUN Senegal member institutions (EISMV, ISED and ISE) have been engaged in the implementation of projects related to capacity building of professionals and students on OH. However, it has been noted that these projects do not fully meet the need for OH capacity building of young researchers and faculty in the domain of training and scientific research. In order to ensure the sustainability of OH related research and the capacity building of students and faculty in

OH, a multidisciplinary team of 16 faculty and young researchers organized a set of online and in-person workshops to set up a multidisciplinary research program. This activity was concluded with a hybrid workshop held from 29 August to 1st September 2023. A proposal on climate change, biodiversity and health was developed and will be submitted for funding.

In July 2023, AFROHUN Senegal participated in a World

Health Organization (WHO) Joint External Evaluation (JEE) workshop held in Dakar, organized by the Ministry of Health (MOH) and shared their contributions to elevating Senegal's JEE scores, and gained valuable insights into the external evaluation process. This involvement is expected to enable AFROHUN to better align its efforts with JEE priorities, ultimately enhancing its impact on OH initiatives and global health security in Senegal.



SN 1: Closing remarks from WHO representative and the Minister of Health during the Senegal JEE Workshop in Dakar, 17 to 21 July 2023. Photo Source: AFROHUN Senegal



SN 2: AFROHUN Senegal participants at the JEE Workshop in Dakar. Photo Source: AFROHUN Senegal

AFROHUN Senegal participated in joint work planning exercise with Global Health Security (GHS) implementing partners in order to improve synergies in activity implementation. This event, organized by the USAID Mission in Dakar in September 2023, allowed GHS partners to share and discuss their workplans identifying key areas for collaboration and synergy.



SN 3: Participants pose for a photo following the opening ceremony of the GHSA work planning meeting. Photo Source: AFROHUN Senegal

In Quarter 4, AFROHUN Senegal participated in a joint field visit in Saint-Louis with the local USAID Mission to observe key achievements related to Highly Pathogenic Avian Influenza (HPAI) outbreak management. During this visit, local authorities, local OH platform and SOHIC members were engaged in the site visit to increase their engagement in local health security (September 2023).

Human Resources for Implementation of International Health Regulations (IHR) (D3.2)

OHW-NG is providing support to AFROHUN and the health workforce in Senegal through the One Health Workforce Academies (OHWA) platform. This platform provides a diverse selection of online courses, such as outbreak response, risk communication and community engagement, AMR, etc. that are specifically designed to equip professionals with OH knowledge and skills to respond effectively

to health emergencies. So far, nine Senegalese learners have participated in learning modules on the OHWA platform, with substantial platform use and human resource growth anticipated in the future.

AFROHUN Senegal team members participated in the 19th medical, pharmaceutical, odontologist and veterinarian days of Dakar and presented on the importance of integrating OH competencies into university curricula in order to broaden human resources in IHR domains.

Workforce Training (D3.3)

AFROHUN Senegal actively engaged 16 faculty members in a grant writing initiative aimed at ensuring the sustained training of human resources in the field of OH and scientific research. This undertaking not only enhanced the capacity of the participants but also is supporting resource mobilization efforts for workforce training and global health security interventions.

Students: The “Next Generation” Health Workforce

In Quarter 3, AFROHUN Senegal conducted a theoretical OH training for 45 SOHIC members from six universities. The students gained knowledge in various topics including OH principles & competencies, biodiversity conservation in protected areas, management of zoonotic disease, risk communication and the impact of plastic pollution on health. (May 2023)



SN 4: Dr Nicolas Diouf providing a certificate to a student at the end of the OH practical training. Photo Source: AFROHUN Senegal

AFROHUN Senegal then provided field-based training to 21 SOHIC members from five Senegalese public universities and one private university in the Parc National de la Langue de Barbarie (PNLB) in the Saint-Louis region. The PNLB receives millions of migratory birds every year and has faced Highly Pathogenic Avian influenza (HPAI) outbreaks.



SN 5: The regional director of livestock explaining about logistics management during an HPAI outbreak. Photo Source: AFROHUN Senegal

SUCCESS STORY



Improving One Health understanding among students through Experiential Learning

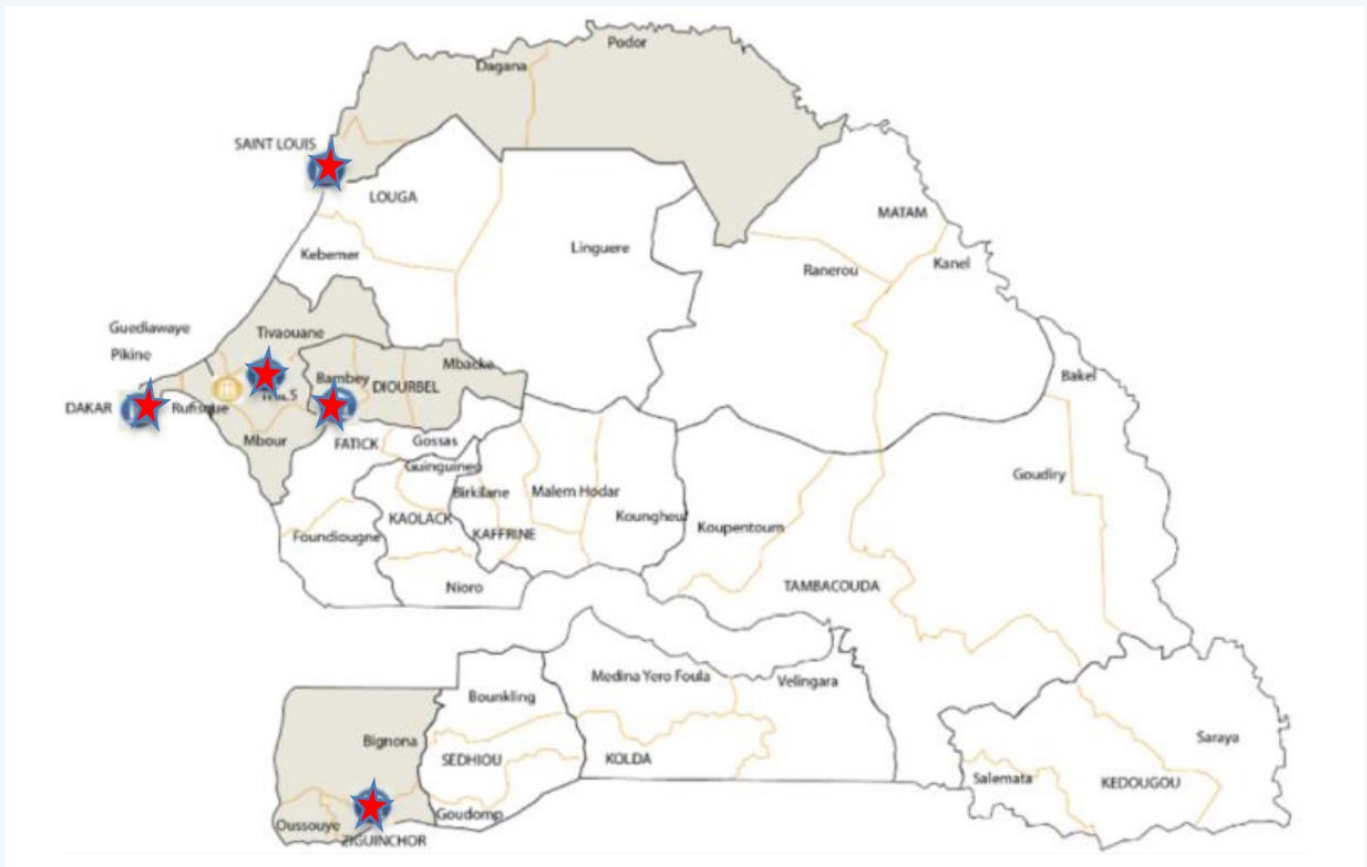
AFROHUN Senegal has been building OH capacity for SOHICs since 2016. Specifically, OH competencies were built among SOHICs through training, outreach and community service. Capacity building took the form of both online and in person training. However, despite this important opportunity for students to learn about OH, their experience relating to the operationalization of the OH approach is inadequate, so those who received online

and in-person trainings since the establishment of their SOHICs needed additional lived experience to fully grasp the importance of OH.

In response to this gap, AFROHUN Senegal identified and prioritized the Saint-Louis region as an ideal site for experiential learning. This region hosts protected areas, important for biodiversity conservation, such as the Parc National des Oiseaux du Djoudj (PNO) and PNLB, which receive millions

of migratory birds every year. This region also regularly faces zoonotic outbreaks, including Highly Pathogenic Avian influenza outbreaks in 2022 and 2023.

Building the experiential learning program was successfully managed by the local OH platform. In 2023, the first cohort of 40 students underwent theoretical and experiential training on OH in the Saint-Louis region (figure 1 Source: <https://mesr.gouv.sn/situation-de-la-carte-universitaire/>).



The training brought together 40 diverse SOHIC members from five public universities and one private university of Senegal. The theoretical training was done in collaboration with the National OH Platform (NOHP), FAO-ECTAD, Breakthrough Action and the Saint-Louis technical services & university. Following this training, 21 outstanding students were selected to participate in the hands-on, field-based training, which was held in the PNLB.

This was AFROHUN Senegal's first OH experiential learning opportunity that brought together 21 students from different universities and disciplines and was well appreciated both by local authorities and students. This training allowed students to gain a better understanding of the role of each discipline and the need for multiple actors in the OH approach, challenges faced during OH interventions, and the experience enabled them to build strategic relationships. According to the Saint-Louis region governor met on the first day of the field experience, the operationalization of the OH Approach is now a requirement; so, this training is of high value. The Governor explained how the implementation of the OH allowed the success of the local OH Platform in managing two zoonotic outbreaks in the region. The deputy governor in charge of administrative affairs highlighted the fact that what AFROHUN is doing through such trainings will create impact in the short and long term.

After the training, testimonies from the participants showed how impactful this activity was. For most of them, it was the first time to be trained alongside students from other disciplines:

“It was my first experience of working in a team with physicians, veterinarians, agronomists, and so on,” indicated **a master's student in environmental sciences.**

“In such a short time, I have personally had a unique experience ... Indeed, this training on OH has given me a different perspective on health, which I used to see as a field reserved for medical science. In fact, I discovered that to overcome a health problem, you not only need the intervention of several sectors,

several actors and several disciplines, but above all, collaboration is key,” another **student in environmental sciences** pointed out.

Another testimony from the **representative of the newest university**¹ that joined the SOHIC network said, *“In just 3 days we were able to learn, understand and discover things that would have taken us years of study. On a professional level, we were able to develop skills in ecological monitoring of waterbirds and in managing avian influenza epidemics. The best is that in such a short time, we have been able to understand what is essential through the work of the experts.”*

According to **another student in environmental sciences**, *“The importance of ecological monitoring and the relationship between biodiversity, ecosystems and health were highlighted during this experiential training.”* Regarding community outreach, she mentioned, *“It was also my first time doing outreach at home, and that day I borrowed the hat from the community health students. The training enabled me to break down a lot of prejudices. It also helped me understand the importance of working in synergy to find solutions and manage a crisis. This training gave me a lot of openness and motivated me to get more involved in One Health to promote this approach.”*

Providing hands-on experience to students is very important and helps them better understand the interconnectivity of health problems and the practice of One Health. The involvement of local stakeholders in the training was of high importance as they shared real field experiences with students. This first cohort can easily be mobilized in case of outbreaks to support prevention and response efforts. Based on this success, AFROHUN Senegal shall continue providing experiential trainings in collaboration with other partners, and hopefully increase the number of days in the field!

¹ Alioune Diop University of Bambey



ONE HEALTH CHAMPION



Nicolas Djighnoum Diouf

Job Title

Assistant Professor of Animal Health

Professional Credentials

DVM, PhD in Animal health & biotechnology; Option: epidemiology

Role within the OHW-NG Project

Supervisor of SOHIC-UGB

Affiliation

Gaston Berger University (UGB) of Saint-Louis



“A good way to control animal and zoonotic diseases would be to target humans, who often influence the actions of animals.”



INDIVIDUAL'S IMPACT

Nicolas D. Diouf, received OH Competency training in 2017 through the One Health Workforce (OHW) project. In 2019 he collaborated with Prof Ndèye Méry Dia Badiane, another faculty member at UGB de Saint-Louis, to set up a SOHIC. Since its inception, Dr Nicolas D. Diouf has dedicated his time to mentor and nurture the SOHIC, making it one of the most active clubs in the country. His leadership, adaptability and the quality of services he provides have drawn the

attention of AFROHUN, which has engaged him to train multiple cohorts of students.

Dr. Diouf has participated as a teacher of theoretical and practical trainings for SOHIC members, both at the local and national level. Notably, he trained 60 students from 6 SOHICs in 2022, covering topics on One Health, leadership and gender. In 2023, he trained 40 students in leadership and 21 students in the field, focusing on the HPAI outbreak management of wild birds.

SN 6: Senegal's OH Champion - Nicolas Djighnoum Diouf. Photo source: AFROHUN Senegal.

ACTIVITY UPDATES AND PERFORMANCE MONITORING



OBJECTIVE I: TRAINING AND EMPOWERMENT

In collaboration with the National OH Platform (NOHP), FAO-ECTAD, Breakthrough Action (BA) and the Senegalese technical services, AFROHUN Senegal provided a theoretical OH training to 45 SOHIC members from six universities. The online training focused on OH principles & competencies, biodiversity conservation in protected areas, management of zoonotic disease, risk communication and the impact of plastic pollution on health (SN Activity I.4.1). Following this theoretical training, a field-based training was delivered to 21 of the top SOHIC

performers. The experiential training took place in the PNLB in Saint-Louis region from August 3-6, 2023.



*SN 7: Training on ecological monitoring: The PNLB curator and one ecoguard explaining the census methods of eggs.
Photo Source: AFROHUN Senegal*

The PNLB receives millions of migratory birds every year and has faced multiple HPAI outbreaks over the years. During this practical training, students were trained on ecological monitoring of wild birds, met with the local OH committee who managed the HPAI outbreaks in the region in 2022 and 2023; and experienced implementing the biosecurity steps of managing dead birds. In addition, multidisciplinary student teams conducted risk communication outreach in the community on the HPAI and cleaned the surrounding areas of the PNLB monitoring station from plastic waste.



*SN 8: Students removing plastic waste in the PNLB.
Photo Source: AFROHUN Senegal*



OBJECTIVE 3: ORGANIZATIONAL SUSTAINABILITY

AFROHUN Senegal conducted a performance review meeting in April 2023. During this meeting involving thematic leads and country staff, activity implementation was discussed, challenges presented, and next steps identified (SN Activity 3.1.1). Apart from this evaluation, AFROHUN Senegal, reviewed activities conducted over the past three years, and used this review to develop and share the OHW-NG workplan for Year 5 (SN Activity 3.1.2).

Since 2016, the three AFROHUN Senegal member institutions (EISMV, ISED and ISE) have been engaged in the implementation of projects related to capacity building of professionals and students on OH. In order to ensure the sustainability of OH related research and the capacity building of students and faculty in OH, a multidisciplinary team of 16 faculty and young researchers organized online and in-person workshops to set up a multi-disciplinary

research program. This activity was concluded with a hybrid workshop held from August 29 to 1st September 2023 (SN Activity 3.3.1).

To increase visibility and further the OH agenda at the national level, AFROHUN Senegal has been working with various partners, including universities, WHO, MOH, and USAID (SN Activity 3.3.4). Additionally, AFROHUN Senegal advocated for integrating OH competencies into university curricula at the 19th medical, pharmaceutical, odontologist and veterinarian days of Dakar.

AFROHUN Senegal also participated in the WHO JEE workshop held in July 2023 in Dakar. This participation allowed AFROHUN Senegal to gain a deeper understanding of the JEE process, providing information related to AFROHUN's contribution, and identifying gaps that should be addressed by AFROHUN.



SN 9: Participants during the Senegal JEE Workshop in Dakar. Photo Source: AFROHUN Senegal

In September 2023, AFROHUN participated in a joint work planning exercise with USAID GHS implementing partners to improve synergies in activity implementation. This workshop followed a joint field visit in Saint-Louis with the local USAID Mission to see key achievements in HPAI outbreak management. During this visit, local authorities, the national OH platform, and SOHIC members were engaged in visiting implementation sites.

Performance Dashboard



5

COMPLETED WORK PLAN
ACTIVITIES FOR YEAR 4



1

INDICATOR 3.2
NEW PARTNERSHIPS
DEVELOPED



2

INDICATOR G2
GENDER ACTIVITIES



1

ESTABLISHED
OH FIELD SITES

OHW-NG Monitoring & Evaluation Indicator Table

Number of individuals trained

Total trained		40
Gender	Female	20
	Male	25
	Unknown	
Participant Type	Professional (govt)	
	Professional (private sector firms)	
	Faculty	
	Student (undergraduate)	23
	Student (graduate)	15
	Student (other)	7
	NGO staff	
	Community Member	
	Unknown	



Number of mentored Student One Health Innovation Clubs (SOHICs)

SOHICs	SOHIC Faculty Mentors	SOHICs Participants	Participants by gender		
			Female	Male	Unknown
5	3	438	94	158	186

Evidence of Changes Made Improving Gender Balance & Impact of Gender Balance

Total leadership positions	7
Women in decision making positions	3

LESSONS LEARNED

Overcoming socio-political local challenges and funding shortages

Background

As a result of political, social and judicial tension Senegal has experienced since 2021, several protests led to disturbances in the academic calendar, internet connectivity loss, and challenges in activities implementation.

The Challenge

In 2023, the situation was particularly challenging because most of universities were closed since June 2023, and courses were delivered online. In addition to this national context, delay and unavailability of funds further affected activity planning and implementation.

Lessons Learned

In order to overcome these challenges, AFROHUN Senegal decided to reschedule activities, reallocated funds and redesigned the scope of activities. This strategy allowed the implementation of planned activities even if they were delayed.

The experience highlighted the critical need for flexibility in planning, emphasizing the importance of adaptability in navigating unforeseen challenges and disruptions

NEXT STEPS

- In Year 5, AFROHUN Senegal will continue its efforts in supporting the country to improve its JEE capacities. especially in the process of developing a multisectoral workforce strategy and activities contributing to JEE technical areas in human resources, zoonotic disease, and AMR through pre-service and in-service professionals.
- A number of activities aimed at sustaining the capacity of the network and those of the SOHICs will be implemented. Additionally, a dissemination conference is also planned in order to share key achievements of OHW-NG project in Senegal.





SN 10: Part of the fish landing dock in Joal-Fadiouth, a marine protected area in Senegal . Photo Source: <https://mamiwataproject.org/2020/03/16/blue-diamonds/>

TANZANIA



Dashboard & Workforce Strategy



374
INDIVIDUALS
TRAINED



2
MEMBER
UNIVERSITIES



2
MEMBER
INSTITUTIONS



6
AWARDED
SCHOLARSHIPS



1
AWARDED
SMALL GRANTS



6¹
SOHIC
CHAPTERS MENTORED

1 Two SOHICs mentored at the member universities, four SOHICs at non-member universities.

Workforce Strategy

Together with national, regional, and global partners, AFROHUN Tanzania is assisting the government to build multisectoral health workforce capacity through training, supporting the government to initiate efforts towards human resource mapping, supporting the mobilization and implementation of a subsidized fee-based One Health (OH) Continuing Profession Development (CPD) course for in-service personnel and members of professional bodies, extending OH training opportunities, supporting Student One Health Innovation Clubs (SOHICs), and continuing efforts to ensure the organization remains a viable and successful in-country network that contributes to national Global Health Security (GHS) needs.

Member Institutions:

Muhimbili University of Health & Allied Sciences (MUHAS)

- ➔ School of Public Health and Social Sciences

Sokoine University of Agriculture (SUA)

- ➔ Faculty of Veterinary Medicine

MOBILIZING A DIVERSE AND SKILLED ONE HEALTH WORKFORCE FOR TANZANIA

HUMAN RESOURCES

Multisectoral Workforce Strategy (D3.1)

AFROHUN Tanzania developed a survey tool based on the existing REDCAP platform within MUHAS for tracking alumni who have been exposed to OH training over the years. Survey questions were developed and uploaded to the tool. The overall aim of the project was to develop a national alumnus tracking system with the objective of mapping out all OH alumni for collaborative engagements. Subsequently, the tool was uploaded in the MUHAS website and emailed to over 500 identified alumni. This activity will continue to

be conducted online and updated every year. By tracking and engaging OH alumni, this effort enhances the ability to mobilize a diverse and skilled workforce, aligning with the Joint External Evaluation (JEE) goals of fostering multidisciplinary collaboration and preparedness for public health events.

The development of the AFROHUN alumni dashboard was guided by review of the analytics tool kit, which was compiled based on the findings from an extensive alumni survey conducted in 2022. This ensured the dashboard was

tailored to the specific needs and preferences of our alumni. This tool is currently hosted on the AFROHUN website, ensuring easy accessibility and utilization by stakeholders ([Alumni Dashboard](#)). AFROHUN continues to update its features to ensure adequate information is captured. The dashboard contributes to multisectoral workforce strategy in the Africa region, including Tanzania, by providing information on the availability of OH alumni in each country.

Human Resources for Implementation of IHR (D3.2)

AFROHUN Tanzania played a crucial role in collaborating with ministry authorities to facilitate the review and approval of integrated OH curricula for diploma and certificate training programs spanning human health, animal health, environmental health, and agriculture sectors. To achieve this, AFROHUN Tanzania organized a comprehensive three-day face-to-face workshop, involving 12 officials from the Ministry of Health, Ministry of Agriculture, and Ministry of Livestock and Fisheries. The objective of this workshop was to familiarize these key stakeholders with the OH integrated curricula and secure their endorsement. Participants also engaged in the refinement of existing facilitators' guides, incorporating essential aspects of OH. They also requested AFROHUN to organize regular training sessions for college tutors, enabling them to effectively impart this integrated curriculum. For complete roll out of these integrated curricula, questions still remain as expressed by the participants such as how and when the tutors will be trained on how to train their students. It was however noted that tutors are already being trained by AFROHUN and this will continue until a critical mass has been reached. This comprehensive approach to curriculum development will not only support competency-based training but also significantly contribute to the enhancement of human resources, consequently improving the HR-related scores in the JEE process.



TZ 1: A united moment captured as government authorities convene to review and endorse the integrated OH diploma and certificate curricula. Photo Source: AFROHUN Tanzania



TZ 2: A working session captured during the meeting with government authorities to review and approve OH integrated diploma and certificate curricula. Photo Source: AFROHUN Tanzania

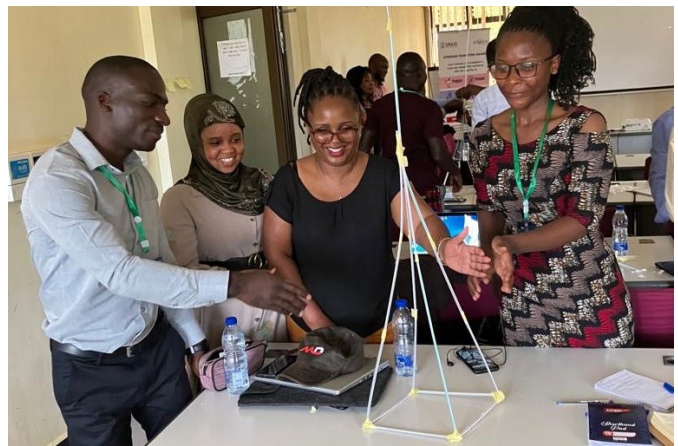
OHW-NG is providing support to AFROHUN and the health workforce in Tanzania through the One Health Workforce Academies (OHWA) platform. This platform provides a diverse selection of online courses such as outbreak response, risk communication and community engagement, Antimicrobial Resistance (AMR), etc. that are specifically designed to equip professionals with OH knowledge and skills to respond effectively to health Emergencies. So far, 12 Tanzanian learners have participated in learning modules on the platform. Substantial growth in the platform's reach is expected moving forward. At the regional level, AFROHUN is supporting AFROHUN Tanzania to enhance One Health workforce development through a sister platform called the Africa One Health Academy (AOHA) for the Africa region.

Workforce Training (D3.3)

AFROHUN Tanzania successfully conducted a comprehensive fee-based OH course at SUA. This intensive course spanned over six days and encompassed a range of critical OH competencies. These competencies included leadership skills, infectious disease management, emerging pandemic threats, and the crucial topic of AMR, among others.



TZ 3: Participants pose for a group photo during the fee-based CPD Training workshop in Morogoro. Photo Source: AFROHUN Tanzania



TZ 4: Strategic teamwork in action during a working group session at the fee-based CPD training workshop in Morogoro. Photo Source: AFROHUN Tanzania

The demand for this course was substantial, with over 20 applicants expressing interest. Ultimately, 17 participants actively engaged in the program, and it's noteworthy that AFROHUN sponsored five of these individuals. This represents a significant accomplishment, especially when considering that in Year 3, only nine participants enrolled. This growth demonstrates the positive impact of the course, even though it is fee-based, which presented a financial barrier for some potential participants. Looking ahead, AFROHUN Tanzania is committed to continuing its efforts to secure resources from a variety of donors and the National Action Plan for Health Security (NAPHS). This ongoing resource mobilization aims to subsidize course fees, making the program more accessible and attracting applicants from diverse backgrounds and at all levels.

In March 2023, a series of workshops were held with partner universities in Tanzania to strengthen the capacity of faculty to integrate OH topics into existing curricula. Twelve faculty from six partner universities were trained to act as Trainers of Trainers (TOTs) for other faculty at their respective institutions on how to teach OH topics using interactive and student-centered approaches. It is expected that the TOTs will support the next workshop that will focus on integration of OH content into existing curricula. Subsequently,

integrated curricula will be used in the partner universities to train pre-service personnel about emerging pandemic threats, antibiotic resistance and how to prevent, detect and respond to them using the OH approach.

Students: The “Next Generation” Health Workforce

AFROHUN Tanzania mobilized 37 SOHIC members from MUHAS to participate in a public education outreach event about Ebola. This initiative supported by the Ministry of Health took place in a bus terminal in Dar es Salaam from 21st to 23rd December 2022. The decision to conduct this campaign was prompted by reports of an Ebola outbreak in the neighboring country of Uganda, with several suspected cases reported in the Kagera region, on the Tanzania-Uganda border. This activity played a crucial role in developing collaboration, leadership, and communication skills of the future One Health Workforce. Notably, the initiative contributes to the D3.3 Workforce Training indicator, as these students are poised to become the future workforce, actively engaging in OH approaches and outbreak management, as well as indicators R5.2 and R5.3 focused on Risk Communication and Community engagement.

SUCCESS STORY



Bridging One Health Workforce Capacity Gaps through Fee-Based CPD

AFROHUN Tanzania, is working to bridge the existing silos in the different sectors in order to promote the OH approach in Tanzania. In addition, the Prime Minister's Office is working to coordinate OH activities across sectors. However, One Health Workforce is inadequate and in-service personnel are not adequately equipped to detect, prevent or respond to emerging health challenges.

Realizing this gap, AFROHUN Tanzania with support from USAID through the OHW-NG Project, designed the CPD short course "Tackling Complex Health Issues Using the One Health Approach". The course targets in-service professionals across the human health, animal health, environmental sectors, and laboratory scientists, in both public and private sectors. The course aims to improve OHW capacity in Tanzania.

Zacharia Stephen Magoye, a Medical Laboratory Technologist at the Rombo District Council in the Department of Health in Tanzania, was seeking an opportunity to renew his practice license by accruing CPD credits. When he came across AFROHUN's announcement regarding the OH CPD training scheduled for 25 to 29 September 2023 at Sokoine University of Agriculture (SUA), he promptly submitted his application. During the course, Zacharia noticed a remarkable observation. He reflects, *"Though we were 17 participants I noticed that I was the only Medical Laboratory Technologist in the group of participants who also attended the OH CPD course. I noted that others were from Agriculture, Livestock and Fisheries, Environmental Division, Universities, Councils and other institutions such as wildlife. This*

was intriguing since I had never been trained to work together with other disciplines."

At the end of the course, **Zacharia** expressed his gratitude, stating, *"The certificate for course completion that I received is going to be very useful and will provide me with the required credits from the Medical Laboratory Council Board for 2023. I therefore, promise to be an ambassador for this CPD course on OH and will promote it for the better development of the One Health workforce capacity for Tanzania. Through this course, I can say: TOGETHER WE CAN."*



TZ 5: Zacharia Magoye at work in his laboratory as a dedicated lab technologist. Photo Source: AFROHUN Tanzania



TANZANIA

ONE HEALTH CHAMPION



Janeth George Laurean

Job Title

Lecturer in One Health Economics and Health systems

Professional Credentials

PhD in One Health Economics

Role within the OHW-NG Project

None

Affiliation

Sokoine University of Agriculture (SUA)



“Through One Health, achieving global health security is no longer a dream but a reality”



INDIVIDUAL'S IMPACT

Janeth George Laurean first heard about OH in 2014, and since then, she decided to be a flag bearer for converting OH from concept to implementation. She has been supporting the country in designing and operationalizing the OH digital platform, documenting OH practices and publicizing the concept to the general public through writing opinion pieces. Currently, she is part of the FAO expert roster as a OH expert in global early warning systems for animal health threats.

Apart from teaching at the university, Janeth is also leading a research group on One Health Systems Analyses and recently (in 2023) won AFROHUN's small research grant competition for Faculty Fellow and Student Interns. The grant focuses on the theme “Application of system thinking approaches for enhancing collective actions towards Rabies Prevention and Control in Tanzania”.

TZ 6: Tanzania's OH Champion - Janeth George Laurean. Photo source: AFROHUN Tanzania.

ACTIVITY UPDATES AND PERFORMANCE MONITORING



OBJECTIVE I: TRAINING AND EMPOWERMENT

AFROHUN Tanzania partnered with Muhimbili University of Health and Allied Sciences (MUHAS) and Sokoine University of Agriculture (SUA) to hold a three-day workshop for OH integration in existing curricula for seven (7) partner universities (TZ Activity I.1.5). These universities included: Kilimanjaro Christian Medical College (KCMCo), University of Dodoma (UDOM), Catholic University of Health and Allied Sciences (CUHAS), University

of Dar es Salaam (UDSM), Ardhi (Land) University (ARDHI), Hubert Kairuki Memorial University (HKMU), and State University of Zanzibar (SUZA). A total of 12 participants were involved. All the existing curricula from the seven universities were integrated with OH content. The next step was for the particular university to seek for approval from the Commission of Universities to conduct training using the integrated curricula



TZ 7: Participants capture a moment during the partner universities meeting focused on integrating OH content into existing curricula. Photo Source: AFROHUN Tanzania

AFROHUN Tanzania supported ministry authorities to review and approve OH integrated curricula of diploma and certificate training programs of human health, animal health (including wildlife), environmental health, and agriculture sectors. These were submitted by the ministries to National Council for Technical Education (NACTE) for validation. NACTE is the responsible regulatory authority for ensuring that competence-based education curricula follow certain standards and formats.

AFROHUN Tanzania also conducted a three-day face-to-face workshop with 12 ministry officials from Ministry of Health, Ministry of Agriculture, and Ministry of Livestock and Fisheries (TZ Activity I.1.6) to orient them on the OH integrated curricula for buy in and to address the NACTE comments and re-submit for validation.



OBJECTIVE 2: ASSESSMENT AND TRACKING

In Year 4, AFROHUN Tanzania developed a survey tool based on an existing platform within MUHAS (REDCAP) for tracking alumni who have been exposed to OH training over the years (TZ Activity 2.3.1). See above for more details.

At the beginning of Year 4, a virtual meeting with 30 participants was conducted to present the approved activities and allocate tasks to teams of Subject Matter Experts led by Thematic Leads and Activity Leads to support smooth implementation of Year 4 activities (TZ Activity 2.3.2). Participants were drawn from MUHAS, SUA, six other partner universities namely, KCMCo, UDOM, Catholic CUHAS, UDSM, HKMU and SUZA and ministry partners such as those from health and livestock sectors. Tasks were allocated to stakeholders to populate the activity implementation schedules.



OBJECTIVE 3: ORGANIZATIONAL SUSTAINABILITY

AFROHUN Tanzania officially registered in February 2022 as a Non-Governmental Organization (NGO) for a ten-year period. This official registration is an opportunity for AFROHUN Tanzania to mobilize resources as a sustainability strategy to continue its OH work in Tanzania. Therefore, the organization conducted a series of virtual meetings for three days with the founding members to address this resource challenge (TZ Activity 3.1.1). In one of the meetings, we met the Public Private Partnership (PPP) advisor at the USAID Mission who advised that although USAID does not have funds to support NGOs, lists of potential funders and collaborators are available for sharing. He shared a list which AFROHUN is using to approach the NGOs for possible funding and collaboration.

Amidst these efforts, significant initiatives have been undertaken significant to strengthen the organizational structure. These efforts encompassed the establishment of an official bank account to facilitate internal transactions and positioning the organization to receive direct funding from donors. Additionally, the

AFROHUN Tanzania successfully conducted two annual general meetings involving founding members. These gatherings focused on deliberations related to governance instruments such as Memarts, Charter, financial protocols, and human resource manuals. As part of proactive resource mobilization endeavors, AFROHUN Tanzania actively contributed to a pandemic fund proposal. The organization collaborated with a consortium comprising the Tanzanian government and FAO, demonstrating a commitment to seeking additional funding through collaborative efforts.

As a way forward, we have developed another activity in Year 5 to continue this dialogue. Technical support will be obtained from the Secretariat and the Global Team. In particular, the AFROHUN five-member Board sustainability sub-committee will be engaged to assist with the formulation of strategies for sustainability.

Throughout Year 4 AFROHUN Tanzania Country Manager and/or his representative attended monthly GHS meetings to share

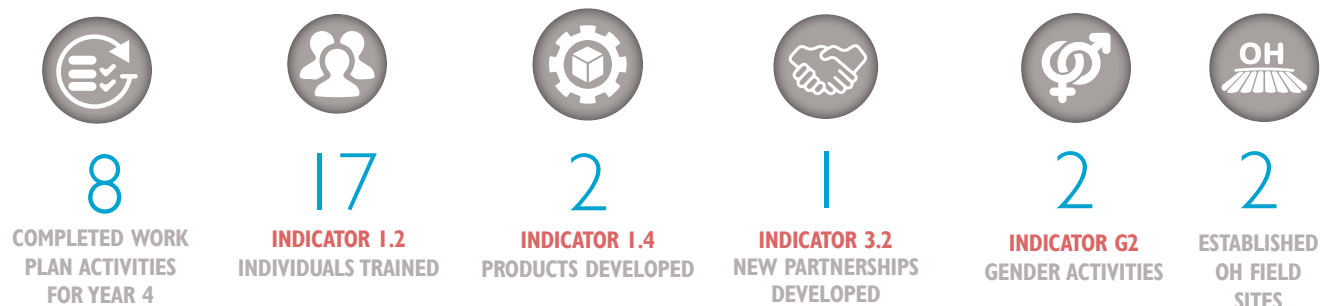
updates on activities conducted and lessons learned (TZ Activity 3.2.3). This activity resulted in monthly status reports/minutes that highlight partners' activities and possible synergies and collaboration opportunities. This also provided an opportunity to attend national Health Security meetings, Technical Working Groups and those organized by the OH Section in the Prime Minister's Office. At the end of Year 4 we had a virtual meeting with the Chief Executive Officer and other representatives from Breakthrough Action to discuss how best to collaborate in the area of Risk Communication and Community Engagement (RCCE). Dialogue will continue in Year 5 until consensus is reached on specific areas of collaboration.



TZ 8: Participants engaged in a group discussion during IHR Technical Working Group meeting in Arusha to prepare for the JEE in August 2023. Photo Source: AFROHUN Tanzania

In Year 4 AFROHUN Tanzania conducted a fee-based OH course at the SUA with partial funding by USAID (TZ Activity 3.4.1). See above for more details.

Performance Dashboard



OHW-NG Monitoring & Evaluation Indicator Table

Number of individuals trained

Total trained		17
Gender	Female	6
	Male	11
	Unknown	
Participant Type	Professional (govt)	7
	Professional (private sector firms)	
	Faculty	10
	Student (undergraduate)	
	Student (graduate)	
	Student (other)	
	NGO staff	
	Community Member	
	Unknown	



Number of mentored Student One Health Innovation Clubs (SOHICs)

SOHICs	SOHIC Faculty Mentors	SOHICs Participants	Participants by gender		
			Female	Male	Unknown
6	10	224	103	121	

Evidence of Changes Made Improving Gender Balance & Impact of Gender Balance

Total leadership positions	6
Women in decision making positions	1

Number of identified Active Gender Champions & Gender Experts

Active Gender Champions & Gender Experts	12
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LESSONS LEARNED

Overcoming Budgetary Constraints

Background

This year, there were several activities which were to be implemented subject to availability of funds. One of these activities involved running a fee-based OH CPD course with partial funding from USAID.

The Challenge

Course announcement was delayed due to the OHW-NG's delayed funding situation impacting implementation, therefore there was insufficient time to promote the course and attract applicants.

Lessons Learned

A decision was made in August to extend the announcement period and hold the course at the end of September. This adjustment aimed to provide potential applicants enough time to secure the required resources to attend the course.

Moving forward, we recognize the importance of initiating course announcements well in advance to allow applicants adequate time to prepare and allocate resources for their participation.

Adapting to Disruption: Turning Challenges into Opportunities

Background

FROHUN was instructed by OHW-NG leadership to pause implementation of activities or slow down activity implementation due to delayed funding during the months of May, June and July 2023.

The Challenge

This situation led to postponement or cancellation of activities, including activities that involved SOHICs who were thus unable to participate in World Environmental Day.

Lessons Learned

This activity was rescheduled and changed to the commemoration of the World Antimicrobial Awareness Week in November (18-24). Innovative approaches to activity implementation enabled AFROHUN Tanzania to take advantage of available opportunities such as the above

NEXT STEPS

- In Year 5, AFROHUN Tanzania will promote Global Health Security by contributing to JEE technical areas in Human Resources through Multisectoral Human Resource mapping, which is critical for strengthening Tanzania's capacity in this area and towards improving JEE scores.
- This upcoming year, we will also emphasize students and alumni engagement through a number of activities aimed at increasing SOHIC membership. Most notably, OHW alumni will be tracked using the REDCAP application to document their current and future engagement in OH activities.





TZ 9: Kariakoo-Market, Dar es Salaam, Tanzania. Photo Source: <https://dynamic-media-cdn.tripadvisor.com/media/photo-o/0f/91/8c/9f/vu-sur-le-marche.jpg?w=1200&h=1200&s=1>

UGANDA



Dashboard & Workforce Strategy



969

INDIVIDUALS
TRAINED



2

MEMBER
UNIVERSITIES



3

MEMBER
INSTITUTIONS



9

AWARDED
FELLOWSHIPS



16

AWARDED
SMALL GRANTS



2

SOHIC
CHAPTERS MENTORED

Workforce Strategy

Together with national, regional, and global partners, AFROHUN Uganda is providing multi-disciplinary training and educational programs to in-service professionals and community health workers in One Health (OH) infectious disease management. AFROHUN Uganda is working with the National One Health Platform (NOHP) to develop a multisectoral public health workforce strategy. In addition, AFROHUN Uganda stands by with surge capacity to contribute towards strengthened partnerships, coordination and collaboration during outbreak or emergency response of priority zoonotic diseases.

Member Institutions:

Makerere University

- ➔ School of Public Health
- ➔ College of Veterinary Medicine, Animal Resources and Biosecurity (CoVAB)

Mbarara University of Science and Technology

- ➔ Faculty of Medicine (MUST)

PROVIDING SURGE SUPPORT DURING PUBLIC HEALTH EMERGENCIES AND BUILDING THE ROADMAP FOR UGANDA'S HEALTH WORKFORCE

HUMAN RESOURCES

Multisectoral Workforce Strategy (D3.1)

In a collaborative effort with Food and Agriculture Organization (FAO), AFROHUN Uganda worked closely with the Ministry of Agriculture, Animal Industry and Fisheries (MAAIF) to formulate a preliminary workforce and recruitment plan for the trained workforce. This comprehensive plan received support from key stakeholders, including Makerere University's CoVAB. In July 2023, a crucial meeting was convened with the Commissioner for Animal Health at MAAIF. During this meeting, a draft concept, outlining the objectives, scope, and data requirements, was prepared. Additionally, a data collection tool was developed to facilitate the subsequent stages of the initiative.

Subsequently, technical officers and commissioners from MAAIF conducted a needs assessment to gauge job satisfaction levels, assess job design and suitability, and project the requirements

for a responsive workforce five years into the future. This assessment also entailed profiling the existing workforce in the animal sector and identifying critical workforce gaps. The outcome of this assessment informed a series of recommendations and the formulation of a roadmap, serving as a guide for the development of a workforce strategy tailored to the animal sector. AFROHUN Uganda will continue to lead and facilitate this initiative, working collaboratively with other Global Health Security (GHS) partners.



UG 1: Dr. Tashoorora from the MAAIF, contributes insights during the needs assessment for an animal sector workforce strategy held in Jinja, September 2023. . Photo Source: AFROHUN Uganda

This endeavour is closely aligned with the objective of the country to establish a robust framework for measuring, monitoring, and regularly reporting on the national multisectoral health workforce strategy. Furthermore, it underscores the importance of ensuring that this strategy is adequately supported by a sustainable domestic budget, allowing for the appropriate development of the workforce and compensating for attrition within the sector.

Human Resources for Implementation of IHR (D3.2)

OHW-NG is providing support to AFROHUN and the health workforce in Uganda through the One Health Workforce Academies (OHWA) platform. This platform provides a diverse selection of online courses such as outbreak response, risk communication and community engagement, Antimicrobial Resistance (AMR), etc. that are specifically designed to equip professionals with OH knowledge and skills to respond effectively to health Emergencies. So far, 28 Ugandan learners have participated in learning modules on the platform. Substantial growth in the platform's reach is expected moving forward. At the regional level, AFROHUN is supporting AFROHUN Uganda to enhance OH workforce development through a sister OHWA platform for the Africa region. This platform is adapted from the global OHWA platform and will provide courses and training materials adapted to the African context. The objective of this platform is to serve as a user-friendly hub for the exchange of OH knowledge and resources, equipping pre-service and in-service health professionals from the member countries with the essential skills to address OH emergencies in the Africa region.

Workforce Training (D3.3)

In preparation for field outbreak investigation and response, AFROHUN Uganda trained 16 graduate students drawn from four Universities (Lira, UCU, Makerere and MUST). The trainees were taken through basic principles of epidemiology, outbreak investigation and emergency response and later, five students were selected to participate in an outbreak investigation and emergency response of anthrax in Kween district (Ngenge and Sundet sub-counties). (Activity completed April 1st)

AFROHUN Uganda hired a consultant to evaluate the Uganda One Health Institute (OHI). Report findings informed identification of priority activities for OHW-NG Year 5 aimed at building capacity among in-service cadres in Infectious Disease Management. The resulting course being developed aims to equip frontline workers with skills and

competencies to prevent, detect and respond to emerging and re-emerging pandemic threats. This will bolster the workforce and contribute to Joint External Evaluation (JEE) technical areas in workforce training once complete.

AFROHUN worked with the National Council for Higher Education (NCHE) to pursue accreditation for the AFROHUN One Health Academy (AOHA). Presentation of accreditation requirements was made to NCHE and subsequent revisions were made to meet various NCHE requirements. AFROHUN awaits approval and accreditation of the AOHA from the NCHE. This will bolster the regional and in-country workforce, contributing to the JEE human resources technical area.

Students: The “Next Generation” Health Workforce

In collaboration with the CoVAB, AFROHUN Uganda participated in a seminar series to sensitize students about OH. AFROHUN Uganda presented opportunities that exist in OH and encouraged students to join SOHICs. The seminar was attended by over 77 students that were undergoing training in laboratory science, veterinary medicine, and animal production.

In addition, the Makerere University Veterinary Student's Association, organized a group of 26 students for the World Rabies Day Celebration Outreach in Gomba during which they conducted several activities including raising awareness about the dangers of rabies and promoting responsible pet ownership among community members. The students also carried out school outreach programs in different schools around the Kampala metropolitan area and Gomba to sensitize the primary students about how rabies can be spread, controlled, and prevented. Over 500 pupils were also sensitized on pet care and welfare. During the events, the students provided essential veterinary services to the local community, carrying out spay and neuter surgeries in Gomba district, and aiding in the administration of deworming injections and tablets to dogs and cats respectively, improving their overall health and quality of life.



UG 2: Makerere University's 2nd-Year Bachelor of Veterinary Medicine student enlightens primary pupils in Kampala about Rabies transmission and prevention, gearing up for the upcoming World Rabies Day celebration. Photo Source: AFROHUN Uganda



UG 3: 5th-Year Bachelor of Veterinary Medicine student discussing dog vaccination with a pet owner during the World Rabies Day celebration. Photo Source: AFROHUN Uganda

Veterinary professionals also provided pet owners with personalized advice on pet care, nutrition, and general health, and safely vaccinated pets for Rabies to protect the animals and humans from this deadly disease. Approximately 150 pet owners received guidance on pet welfare to enhance the well-being of their animals through the intervention. Students also had opportunities to improve their surgical and risk communication and community engagement skills.



UG 4: Makerere University Students of Bachelor of Veterinary Medicine of YR 5 carryout spays and neuter surgeries in Gomba district. . Photo Source: AFROHUN Uganda



UG 5: Makerere University's 5th-Year Bachelor of Veterinary Medicine students carrying out spays and neuter surgeries in Gomba district ahead of celebration of the World Rabies Day. Photo Source: AFROHUN Uganda

ZOONOTIC DISEASE & SURVEILLANCE

Response to zoonotic diseases (P5.2) & Event verification and investigation (D2.2)

In collaboration with the Public Health Emergency Operations Centre (PHEOC) of the Ministry of Health, AFROHUN Uganda supported epidemiologists based at the PHEOC, the district surveillance focal, the District Veterinary officer of Kween, and five MPH graduate students to participate in disease response.

"I knew little about surveillance, response, detection and prevention but now, undertaking this training has enabled me to learn in-depth concepts of epidemiology and disease prevention. I feel competent, I have oriented my teams on what I was taught, I am fully equipped to take lead in outbreak investigation, implement public health actions and make evidence-based recommendations and conclusions accordingly."

-Milly Akullu, graduate student from Lira University

The response involved an active case search, developing line lists and situation reports for follow up by the Regional Public Health Emergency Operation Centre. Following a notification from the Regional PHEOC that two sub counties in

Kween district had reported sudden livestock deaths, AFROHUN Uganda worked in collaboration with the district and sub-county teams to collect specimens from suspected case-patients and tissue from the carcasses and referred them to the National Animal Disease Diagnostics and Epidemiology Centre for testing and disease outbreak confirmation. The trained graduate students, the district team and the Regional PHEOC in Mbale district, investigated the anthrax outbreak, identified the causes and scope of the outbreak, instituted control measures, and most importantly made recommendations that will be followed up on an ongoing basis.

Sanitary animal production practices (P5.3)

During the investigation of anthrax in Kween district (see above), AFROHUN Uganda sensitized cattle keepers from West Pokot (Kenya) and Kween on the dangers of slaughtering animals that died suddenly. Anthrax has been endemic in the area since 2018. Cattle keepers were also sensitized on safe disposal practices by the response team, who also encouraged the district and affected subcounty leadership to continuously monitor sudden livestock deaths and dispose them off safely.

Risk Communication and Community Engagement (RCCE)

Community Engagement (R5.3)

As reported under "Students the Next Generation Health Workforce" AFROHUN Uganda supported 5th year Bachelor of Veterinary Medicine students to carry out Rabies outreach programs in various schools around Kampala metropolitan area and Gomba District.

During the investigation of anthrax in Kween district (see above), the team also engaged communities via interviews to understand the cultural drivers into occurrence of anthrax, such as perceptions and myths around slaughter and consumption of meat from dead carcasses, among others. Using findings from the interviews, the team instituted control measures and made safety recommendations to the community.

SUCCESS STORY



Kickstarting careers with the AFROHUN One Health Fellowship: Martha's journey

Due to its proximity to the Congo Tropical Rain Forest Basin, Uganda is vulnerable to emerging and re-emerging epidemics such as Ebola, Marburg, Rift Valley fever, and Anthrax. To enhance its preparedness and response to infectious disease threats, Uganda joined the GHSA to contribute to epidemic response efforts. However, a significant challenge lies in the need for a highly skilled and innovative workforce capable of collaborating across sectors and engaging in interdisciplinary partnerships to achieve Global Health Security.

With funding from USAID under OHW-NG project, AFROHUN Uganda has made contributions to strengthening the existing workforce at national and sub-national level. This initiative supported the training of professionals drawn from various disciplines and backgrounds to form a highly competent workforce dedicated to enhancing global health security. Among them was Martha Dorcus Nalweyiso, a trained wildlife officer from the CoVAB selected for the One Health fellowship, under the Uganda One Health Institute in 2020. She participated in the One Health theoretical principles training and was later placed at the Infectious Disease Institute (IDI) where she gained practical experience and volunteered as a duty officer supporting the Incident Management Team under the Ugandan MoH. Martha's role at IDI enhanced her skills in coordinating the COVID-19 response, conducting outbreak investigations, and understanding of Incident Management Team (IMT) operations. She gained valuable experience in responding to COVID-19, including Home Based Care for COVID-19 patients and coordination of the Oxygen Task Force. She was eventually assigned as the Partner Engagement Officer coordinating partners supporting the COVID-19 response, leading to her contractual employment with IDI.

Martha's journey continued as she spent one

and a half years with IDI before transitioning to a role supporting the Director of Public Health as a technical officer. This position has exposed her to the Public Health space across the seven departments, including Community Health, Environment Health, Communicable Disease and Control, Non-Communicable Diseases Prevention and Control, Integrated Epidemiology Surveillance and Public Health Emergencies (IES&PHE), Reproductive and Child Health and National Health Laboratory and Diagnostic Services (NHLDS). In this position, she had the opportunity to participate in the response to the 2022 Sudan Ebola Virus Disease Outbreak in Mubende district, where she was involved in contact tracing and contributed to the development and district-level roll-out of the National Community Health Strategy (NCHS). As part of this, she trained health workers during the roll-out of the third edition of Integrated Disease Surveillance and Response.



UG 6: Martha Nalweyiso training health workers during the sub-national roll out of the National Community Health Strategy in Rubanda district. Photo Source: AFROHUN Uganda

Since the Director of Public Health doubles as the National COVID-19 Vaccination Commander, this helped Martha to secure involvement in the roll-out

of the National COVID-19 vaccination campaigns. Leveraging her experiences, she participated in the 2022 COVID-19 Recovery for Routine Immunization Fellowship by WHO and Sabin Vaccine Institute. Martha's outstanding performance in the fellowship earned her a grant of \$10,000 to implement her project that focused on identifying and reducing immunization gaps regarding catch-up and missed vaccinations among the Batwa community in Kabale and Kisoro districts. Notably, she was later selected as a keynote speaker during the launch of the same fellowship in 2023.



UG 7: Martha Dorcas Nalweyiso (centre), a keynote speaker during the launch of the COVID-19 recovery for routine immunisation fellowship for 2023. Photo Source: AFROHUN Uganda.

Martha testifies that, *“Reflecting on how far I have come, I can confidently say that the One Health Fellowship re-directed and reshaped my career path. Based on several experiences and exposures within the Directorate, I enrolled for a master’s in public health to improve my deliverables within my scope of work since I was not from a Public Health background. I will forever be indebted to this fellowship. I believe that I am now very competent in prevention, detection and response to emerging and re-emerging pandemic threats.”*



ONE HEALTH CHAMPION



Edwinah Atusingwize

Job Title

Research Associate

Professional Credentials

Bachelor of Environmental Health Sciences (BEHS), MPH

Role within the OHW-NG Project

Technical support for the development and publication of scientific manuscripts and a mentor within the Student One Health Innovation club (SOHIC).

Affiliation

Makerere University School of Public Health



“It is important to prioritize publication of One Health work in different spaces – impact stories, blogs, manuscripts, briefs, etc. These are key products in showing processes, progresses and impact of One Health approach while highlighting what is possible and the 'hows' through the lens of different AFROHUN activities in different countries and context. This is critical in advancing OH knowledge and practice both locally and globally.”



INDIVIDUAL'S IMPACT

Edwinah has been instrumental in the implementation of the Makerere University SOHIC activities since 2016. She was a student mentor for the SOHIC and supported ten (10) outbreak investigations and emergency response, developed and published a manuscript titled “Application of one health approach in training at Makerere University: experiences from the one health workforce project in Uganda.” She also supported the Ugandan OHI in the delivery

of the gender and risk management module, as well as the supervision of the graduate fellows, and student field attachments. Edwinah is passionate about advancing the knowledge management aspects of OH activities in the country through supporting students and research activities. Her support of the different AFROHUN activities through manuscript writing and article publications in peer reviewed journals is very much appreciated.

UG 8: Uganda's OH Champion - Edwinah Atusingwize. Photo source: AFROHUN Uganda

ACTIVITY UPDATES AND PERFORMANCE MONITORING



OBJECTIVE 1: TRAINING AND EMPOWERMENT

AFROHUN Uganda in collaboration with the Secretariat, organized their first virtual Communities of Practice (vCOP) held on 31 January 2023, with over 88 participants drawn from several countries across Africa and globally (Other UG 1). Participants appreciated the timely interventions taken to contain the Ebola Virus Disease Outbreak (EVD) in Uganda and were engaged in technical presentations

on Ebola virus disease, and a case study on the outbreak response efforts. The ECHO model encourages peer-to-peer learning through shared knowledge and application of that knowledge using real-world case studies. This event successfully launched AFROHUN's 2023 vCOP series on Emerging Infectious Diseases.

AFROHUN Uganda team members attended a training to onboard senior epidemiologists to take lead

in EVD organized by Ministry of Health with support from World Health Organization from 2-4 November 2022.

Additionally, AFROHUN Uganda held a seminar series about the chapter and student opportunities for the CoVAB at Makerere University. The seminar was attended by over 100 students resulting in increased interest in AFROHUN Uganda trainings and SOHICs.



OBJECTIVE 2: ASSESSMENT AND TRACKING

Since 2016, AFROHUN Uganda, under the Uganda OHI has built capacity among pre-service cadre in infectious disease management using a OH approach. The course with multiples modules covers several areas including Managing Antimicrobial Resistance, Leadership in Infectious Disease Management, One Health Concepts, Biorisk Management, Community Engagement, Gender and One Health, Outbreak Investigation and Emergency Response among others. Over eight hundred (800) graduates from four universities (MUST, Uganda Christian University, Makerere University and Lira University) representing different backgrounds were trained and later absorbed in different sectors including the Ministries of Health and Agriculture and academia.

To evaluate the Uganda OHI (UG Activity 2.1.2), AFROHUN sought institutional approval from the Makerere University School of Social Sciences ahead of activity implementation, and thereafter collected data using various data collection methods. The team conducted key informant interviews with the employers of OHI alumni and implementers of the OHI, and shared a semi structured questionnaire with alumni trained under the institute from 2016-2022. An evaluation report has been prepared and shared with the country office. Report findings informed identification of priority activities for Year 5 aimed at building capacity among in-service cadres in Infectious Disease Management. This course aims to equip frontline workers with skills and competencies

to prevent, detect and respond to emerging and re-emerging pandemic threats. Dissemination of the study findings is also planned to take place in Year 5 during the dissemination of OHW-NG products at country level.

Uganda's Joint External Evaluation Human Resource D3.1 (An up-to date multi-sectoral workforce strategy in place) score is currently at a 3 out of 5. However, only one governmental sector (MoH) has a workforce strategy in place (i.e. the public health workforce strategy). To ensure that a strategy is developed for the animal sector, AFROHUN Uganda worked in collaboration with Food and Agriculture organization (FAO), and MAAIF to develop a workforce and recruitment plan for the trained workforce with support from CoVAB and other key stakeholders (UG Activity 2.1.3). A meeting was convened on 26th July 2023 with the Commissioner for Animal Health during which a draft concept detailing objectives and data collection tool were prepared. This was followed by a needs assessment for the animal sector workforce strategy specifying job satisfaction levels, job design and appropriateness, and projected five-year workforce needs, current workforce numbers in the animal sector, and workforce gaps. Recommendations included conducting a high level all partners meeting to address workforce gaps, and benchmarking the MoH workforce strategy to inform the development of animal health workforce strategy.



OBJECTIVE 3: ORGANIZATIONAL SUSTAINABILITY

Effective prediction, prevention and response to emerging threats requires a strong workforce that is technically competent and innovative with a great potential to collaborate across sectors and engage in interdisciplinary partnerships. AFROHUN Uganda contributed to the need for readily available competent work force through a training of 16 graduate students from four universities in basic principles of epidemiology, outbreak investigation and emergency response using a OH approach. These were drawn from various disciplines including, animal health, Environmental health, public health and planning (UG Activity 3.3.2). See details above.

AFROHUN Uganda submitted proposals to calls for applications from the International Development Research Centre (IDRC) on Future Work, the Spencer Foundation on research in education, and the North American Aerospace Defense Command (NORAD) on combating food insecurity and climate change through civil society. Proposals were developed jointly with different partners

including Private Sector Foundation Uganda, Government of Uganda, Science Technology and Innovations, among others (UG Activity 3.3.1). During a write shop held in September 2023, AFROHUN Uganda also developed a proposal to the European Union on strengthening social and societal preparedness and response to zoonotic diseases in East Africa. The write shop brought on board stakeholders from Amref Health Africa, Lira University, Uganda Christian University, Makerere University, and MUST. As a result, AFROHUN Uganda was awarded a grant from the Government of Uganda, Ministry of Science, Technology and Innovations to innovate a re-usable sanitary wear for salt miners in Kasese district, Western Uganda which will be implemented with other partners including the Uganda Industrial Research Institute, Kasese district among others.

Performance Dashboard



6

COMPLETED WORK
PLAN ACTIVITIES
FOR YEAR 4



5

INDICATOR 1.4
PRODUCTS
DEVELOPED



2

INDICATOR 2.1
UNIVERSITIES USING COMPETENCY-
BASED ASSESSMENTS/TOOLKIT



4¹

INDICATOR 3.2
NEW PARTNERSHIPS
DEVELOPED



1

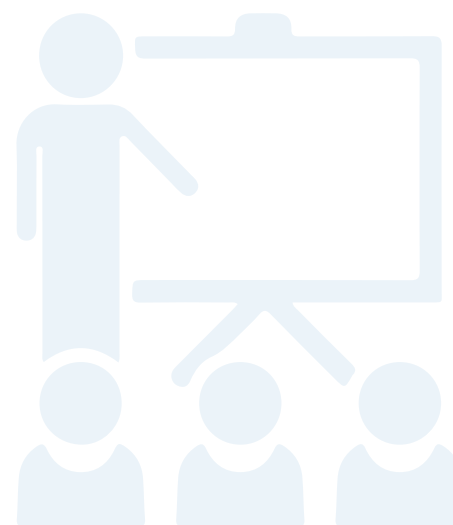
INDICATOR G2
GENDER ACTIVITIES

¹ Partnerships developed were developed with eRabies_Eliminate Rabies by 2023, CSL MEL consultants, Mbale Public Health Emergency Operations Centre and PSFU- Private sector foundation Uganda.

OHW-NG Monitoring & Evaluation Indicator Table

Number of individuals trained

Total trained		16
Gender	Female	7
	Male	9
	Unknown	
Participant Type	Professional (govt)	1
	Professional (private sector firms)	
	Faculty	
	Student (undergraduate)	
	Student (graduate)	15
	Student (other)	
	NGO staff	
	Community Member	
	Unknown	



Number of mentored Student One Health Innovation Clubs (SOHICs)

SOHICs	SOHIC Faculty Mentors	SOHICs Participants	Participants by gender		
			Female	Male	Unknown
2	7	754	544	240	

Evidence of Changes Made Improving Gender Balance & Impact of Gender Balance

Total leadership positions	6
Women in decision making positions	3

Number of identified Active Gender Champions & Gender Experts

Active Gender Champions & Gender Experts	2
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LESSONS LEARNED

Resilience as a key success factor in Resource mobilization efforts

Background The Challenge

AFROHUN Uganda aims at mobilizing additional resources to drive the OH agenda, and sustain the operations of the country office.

AFROHUN Uganda has engaged several faculty and stakeholders for the past four years to mobilize resources. This was done through grant writing where a team is convened for several days, and where personnel work based on their expertise for full write-up. AFROHUN Uganda tightened its writing skills and explored numerous funders who are interested towards making a contribution to the network.

Lessons Learned

AFROHUN Uganda has learned the value of stakeholder engagement and involvement in grant writing as this brings on board key and varied organizational strengths that add value to proposals.

There is no guarantee that every grant you develop will be funded, but rather continuous development of grant proposals can eventually yield one that is fundable.

AFROHUN Uganda obtained a grant from the Ministry of Science, Technology and Innovations aimed at designing an innovative reusable sanitary pad for salt miners in Katwe-Kabatooro town council and a second one where AFROHUN Uganda is leading curriculum development under the WHO-TDR grant awarded to COVAB aimed at Strengthening surveillance of Leishmaniasis in Karamoja region using a one health approach.

Anthrax Investigation in Kween: Need for psychosocial support

Background

Upon completing a theoretical training in epidemiology and outbreak investigation, AFROHUN Uganda selected and supported five multidisciplinary students drawn from public health, environmental health, animal health, and planning to participate in investigating anthrax in Kween district, Eastern Uganda.

The Challenge

The anthrax outbreaks in Kween are affecting impoverished minorities with limited psychosocial support. Additionally, the outbreaks have been happening year after year leading to high morbidity rates. Following investigations carried out by the students, it was noted that there were several issues related to psychosocial support along with other needs such as access to post exposure prophylaxis. The team recognized that they were not technically competent to adequately address these challenges.

Lessons Learned

AFROHUN Uganda noted the importance of ensuring that the multidisciplinary team includes social scientists that can competently handle the psychological, social, and community aspects of disease outbreaks and as part of intervention planning.

NEXT STEPS

- In Year 5, AFROHUN Uganda will emphasize activities that promote GHS by contributing to JEE technical areas in Human Resource and RCCE. Specifically, we plan to focus on workforce development during a public health event, with Rift Valley Fever and brucellosis as select zoonotic diseases for engagement with in-service professional in veterinary health, and medical and public health.
- In addition, AFROHUN Uganda will focus on working with the animal sector to develop a workforce strategy aimed at addressing work force gaps at both national and sub-national levels.





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