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ONE HEALTH WORKFORCE
Next Generation



One Health Workforce Competency Domains

A competency framework is a means by which institutions communicate the subject matter expertise that is required, valued, recognized, and rewarded within specific professional or occupational roles. Competencies define the knowledge, skills, and attributes needed for people to be successful within a profession or organization and can be organized into a competency framework that becomes an outline for learning development.

The organizational containers by which competencies are grouped are known as Domains. Domains represent the most salient topical categories for learning opportunities, and as such must be descriptive, inclusive, and reflective of both the persistent and emerging skills and applications within a field. For the One Health Workforce Academies, a set of twenty Domains were updated through multiple stages of research, stakeholder input, and technical review. Built off of a decade of curriculum development by the African One Health University Network (AFROHUN) and the Southeast Asia One Health University Networks (SEAOHUN), this updated set of Domains was informed by an extensive process of resource mapping, a Delphi Panel, a stakeholder survey, and technical review by members of the cross-objective Working Group of the USAID funded One Health Workforce - Next Generation project.^{1,2,3}

TECHNICAL DOMAINS

- One Health Principles & Concepts
- Ecosystem Health & Climate Change
- Food Systems & Agriculture
- Toxicology
- Infectious Disease Fundamentals & Management
- Epidemiology & Surveillance
- Outbreak Investigation & Response
- Social Sciences
- Gender & Empowerment
- Culture, Beliefs, Values, & Ethics
- Behavior Change
- Risk Assessment

FUNCTIONAL DOMAINS

- Research & Evaluation
- Collaboration & Partnerships
- Communications & Informatics
- Policy & Advocacy
- Systems Thinking
- Leadership & Teamwork
- Implementation Sciences
- Management

Listed in a logical sequence for scaffolding content and skill development, the Domains are divided into two groups: Technical and Functional. Technical Domains include competencies related to the acquisition and application of discipline-specific principles and procedures essential to One Health interventions. Complementing the Technical Domains, Functional Domains include competencies that enhance organizational and individual effectiveness and maximize the overall impact of One Health interventions.^{1,4}

The Domains will be used to guide the refinement and organization of competencies and as such, will establish a framework for the development of curricula and evaluation strategies associated with the One Health Workforce Academies. The Domains will be periodically reviewed by OHWA collaborators and updated as necessary to reflect emerging educational needs and advances in One Health research and implementation.



OHWA

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