



USAID
FROM THE AMERICAN PEOPLE



FEED THE FUTURE
The U.S. Government's Global Hunger & Food Security Initiative

TRIP REPORT ON TRAINING OF TRAINERS IN AGRICULTURAL PRODUCT KNOWLEDGE

FEBRUARY 23, 2013

This report was produced for review by the United States Agency for International Development (USAID/Tanzania). It was prepared by Francis M. Shivonje and funded by the USAID Feed the Future NAFKA Staples Value Chain Activity, Contract Number AID-623-I-10-0001

TRIP REPORT ON TRAINING OF TRAINERS IN AGRICULTURAL PRODUCT KNOWLEDGE

DISCLAIMER

The author's views expressed in this report do not necessarily reflect the views of the United States Agency for International Development or the United States Government.

TRIP REPORT OVERVIEW

I was mandated to facilitate a Training of Trainers program for 20 participants on technical topics of fertilizer, seed, IPM and crop protection products. After the program I was required to write a report to be submitted to the COP and DCOP.

OBJECTIVE

- To facilitate a TOT for NAFKA Staples Value Chain Activity.

SCOPE OF WORK

- To equip trainers with knowledge and skills in technical product knowledge on seed, fertilizer and CPPs using agro-dealer training modules.
- To equip trainers with skills in adult facilitation in order for them to be able to independently facilitate an agro-dealer training effectively.
- To develop a training schedule for NAFKA agro-dealer trainings.

DELIVERABLES ASSOCIATED WITH TRIP

- 16 participants were trained on adult facilitation skills and product knowledge of seed, fertilizer and CPPs.
- A training plan for agro-dealer training was developed covering the NAFKA cluster agro-dealers and Village Based Agriculture Advisors.

SPECIFIC ACTIVITIES

TRAINING PROGRAM

- Day 1: Adult facilitation skills
- Day 2 : Fertilizer and manures
- Day 3 : Crop protection products
- Day 4 : Introduction to IPM and Seed product knowledge
- Day 5 : Individual/group mock training sessions and Agro-dealer training planning.

FINDINGS, CONCLUSIONS & RECOMMENDATIONS

DESCRIPTION OF TRAINING

- One of the objectives of NAFKA Staples Value Chain Activity is to train agro-input dealers in Kiteto, Kilombero and Mvomero. To form a pool of trainers that can facilitate the programs in the project area, it was decided to organize a training program for potential trainers.

- The training was officially opened and closed by NAFAKA DCOP Ms. Harriet Odembi. She explained the goals of NAFAKA and the importance of the training. She noted the gender imbalance in the team of participants. The COP NAFAKA, Lee Rosner paid a visit on the third day of training and talked to the participants.
- The adult facilitation skills module was facilitated by Josephine Kaiza, while the product knowledge modules were facilitated by Francis Shivonje supported by Filbert Mzee and Alfonse Temu.
- The approach to the training was participatory using electronic presentations on PowerPoint, hand written examples on flip sheets and colored cards, question and answer sessions, small group breakouts, some practical exercises and individual mock training sessions.
- 16 participants (15 male, 1 female) attended the training: 4 Commercial trainers, 5 District Coordinators from NAFAKA sub-contract, FIPS and 7 NAFAKA staff members.
- The potential trainers had over 5 years experience in agriculture and training while more than half of the NAFAKA staff and District Coordinators had some or no experience in training facilitation.
- In general the group dynamics were good and participants mingled during breaks. Although the group already had experience in training programs and some of them even followed a TOT course before, most topics were completely new to them. Because of that most participants were very motivated and participated actively.
- The participants were assigned topics to prepare and conduct a 10-minute mock training session on the last day of training. The individual sessions for the four Commercial trainers were very satisfactory. However the individual training sessions for a majority of the NAFAKA staff and the DCOs was more of a classroom lesson instead of a training session with not much interaction and too much information.
- Various input companies were invited in the course of the training to talk to the participants about their products. They included Yara, Mavuno, Greenbelt fertilizer companies, Seedco seed company, Money Maker International, Monsanto, Syngenta and Bytrade agrochemical companies.
- Participants were each provided with bound copies of product knowledge training modules and a copy of Ministry of Agriculture's recommended IPM practices for Tanzania.

EVALUATION OF PARTICIPANTS

- An evaluation form was administered to the participants on the last day of training for feedback on workshop content, facilitation methods, facilitators, venue, and way forward in improving future trainings.
- Many of the participants appreciated the training and indicated that all the modules were relevant to their daily engagement with farmers.
- As in most cases the participants indicated that time should be increased in order to include field exercises in future trainings.
- Most participants indicated that they would use the knowledge acquired for training agro-dealers, farmers and other stakeholders in their areas of work.
- They requested that future trainings should be held at venues outside Morogoro where most of the participants reside in order to reduce absentism and interruptions.
- The venue was rated as satisfactory to good.

CONCLUSIONS

- NAFKA project has a good pool of trainers it can use for agro dealer training programs from the four Commercial Trainers.
- A few of the NAFKA staff and DCOs have the potential to become good trainers with a lot of practice. At present they can only facilitate a training session with support from an experienced trainer.
- During agro-dealer trainings the training program should have enough time to allow for practical sessions for better understanding. This will also allow for better involvement of the input companies in the trainings. Each of the 3 product knowledge modules of seed, fertilizer and CPPs should be allocated 2 days on the training schedule.
- Simpler handouts should be developed for issuance to agro-dealers during trainings since the ones available are too detailed for that level.

ATTACHMENT 1: ATTENDANCE LIST

NAME	ORGANIZATION	GENDER
RICHARD JOHANNES	NAFAKA	MALE
FILBERT MZEE	NAFAKA	MALE
HELADIUS TESHA	NAFAKA	MALE
ALPHONSE TEMU	COMMERCIAL TRAINER	MALE
HENRY WEJA	NAFAKA	MALE
FRANK NJAWALA	NAFAKA	MALE
SEUTA LEKULUNGE	COMMERCIAL TRAINER	MALE
ISIKE ZUBERI	NAFAKA	MALE
MAJALIWA NDALUMVYE	NAFAKA	MALE
JAPHARI KASUSURA	NAFAKA	MALE
MNGALE ABEL	NAFAKA	MALE
GETRUDE MBURA	COMMERCIAL TRAINER	FEMALE
DATIUS DOMISIAN	NAFAKA	MALE
FREDRICK MUMBULI	COMMERCIAL TRAINER	MALE

ATTACHMENT 2: TRAINING PROGRAM

NAFAKA PRODUCT KNOWLEDGE TRAINING OF TRAINERS - Participatory Facilitation Methodology

TIME	ACTIVITY / SESSION	FACILATOR
DAY ONE 8.30- 9.00 A.M	<ul style="list-style-type: none"> Arrival of Participants Registration and Introductions Climate Setting 	Delegates
9.00 - 9.30 A.M	Introduction to NAFKA The NAFKA Agro-dealer Input Development Strategy	Martin Mason Heladius Tesha
9.30 - 11.00 A.M	INTRODUCTION To the Training of Trainers (TOT) Program	Francis Shivonje
11.00 - 11.30 A.M	TEA / COFFEE BREAK	
11.30 - 1.00 P.M	How to Start a Training Session Exploring Learning and Training Styles - How do we Learn? Communication Skills - The most Valuable Training Facilitation Skill	Josefynne Kaiza
1.00 - 2.00 P.M	LUNCH BREAK	
2.00 - 4.00 P.M	Experiential Learning Cycle - Using Experiential Learning in Designing Training Plan for Adult Training	Josefynne Kaiza
4.00 - 4.20 P.M	TEA / COFFEE BREAK	
4.20 - 5.00 P.M	Designing A Training Session - Managing Groups in Training	Josefynne Kaiza

	Closing a Training Session - Winding Things Up	
5.00 - 5.30 P.M	Summary	
DAY TWO		
8.30 - 9.00 A.M	Recap of Previous Day's Sessions	
9.00 - 9.30 A.M	A Quick Overview of the role of agro input dealers in the input market	Francis Shivonje
9.30 - 11.00 A.M	Introduction to plant nutrients and their sources Types of fertilizers and their composition (group work)	Francis Shivonje
11.00 - 11.30 A.M	TEA / COFFEE BREAK	
11.30 - 1.00 P.M	<ul style="list-style-type: none"> Mineral fertilizers Soil types and crop nutrient requirements Fertilizer rates, application methods, and timing Soil analysis practical exercise using actual NAFKA soil analysis results	Shivonje /Filbert
1.00 - 2.00 P.M	LUNCH BREAK	
2.00 - 3.30 P.M	<ul style="list-style-type: none"> Combining organic and mineral fertilizers (ISFM) Guidelines for handling and storage of fertilizers 	Shivonje
3.30 - 4.00 P.M	TEA / COFFEE BREAK	
4.00 - 5.00 P.M	Input Supply Companies - Yara, Export Trading, Greenbelt	Jo/Tesha
5.00 - 5.30 P.M	Summary & Departure	
DAY THREE		
8.30 - 9.00 A.M	Recap of Previous Day's Sessions by one participant	
9.00 - 9.30 A.M	Introduction to IPM	Filbert
9.30 - 11.00 A.M	<ul style="list-style-type: none"> Types of pesticides and uses Integrated Pest Management Practices for Tanzania Safe handling and first aid 	Shivonje/Filbert
11.00 - 11.30 A.M	TEA / COFFEE BREAK	
11.30 - 1.00 P.M	<ul style="list-style-type: none"> Calculating dosages and sprayer calibration Formulations Objectives of Using a Sprayer, Plant Coverage, Droplet Size, and Volume of Water 	Filbert.
1.00 - 2.00 P.M	LUNCH BREAK	
2.00 - 3.30 P.M	<ul style="list-style-type: none"> Why empty containers should not be re-used The correct cleaning and destruction of empty packages 	Shivonje
3.30 - 4.00 P.M	TEA / COFFEE BREAK	
4.00 - 5.00 P.M	<ul style="list-style-type: none"> Input supply companies presentation - Bytrade, Syngenta, Kickstart etc 	Jo/Tesha
5.00 - 5.30 P.M	Summary & Departure	
DAY FOUR		
8.30 - 9.00 A.M	Recap of Previous Day's Sessions	Shivonje F.
9.00 - 9.30 A.M	What is seed? Types of seeds	Shivonje F.
9.30 - 11.00 A.M	<ul style="list-style-type: none"> Plant Life Cycle Characteristics of Seeds 	Shivonje F
11.00 - 11.30 A.M	TEA / COFFEE BREAK	

11.30 - 1.00 P.M	<ul style="list-style-type: none"> • <i>General Guidelines for Handling and Storage of Treated Seed</i> • <i>How to recognize high quality Seeds versus Grains</i> 	Shivonje F./Filbert Mzee
1.00 - 2.00 P.M	LUNCH BREAK	
2.00 - 3.30 P.M	<ul style="list-style-type: none"> • <i>Proper construction of an Agri-Input Store</i> • <i>How to handle spills of agri inputs on the store floor</i> 	Filbert
3.30 - 4.00 P.M	TEA / COFFEE BREAK	
4.00 - 5.00 P.M	<i>Input Supply Companies presentations - Tanseed, Monsanto, Bytrade etc</i>	Tesha/Jo
5.00 - 5.30 P.M	Summary & Departure	
DAY FIVE		
8.30 - 9.00 A.M	<i>Recap of Previous Day's Sessions</i>	Shivonje F.
9.00 - 10.00 A.M	<i>Practical training by participants on the various topics</i>	ALL PARTICIPANTS
10.00 - 10.30 A.M	TEA / COFFEE BREAK	
10.40 - 11.30 A.M	<i>Practical training by participants on the various topics</i>	ALL PARTICIPANTS
11.30 - 1.00 P.M	<i>Planning and scheduling for Agro dealer Trainings</i>	Jo /Tesha/ Shivonje
1.00 - 2.00 P. M	<i>Close-out and vote of thanks</i>	

U.S. Agency for International Development

1300 Pennsylvania Avenue, NW

Washington, DC 20523

Tel: (202) 712-0000

Fax: (202) 216-3524

www.usaid.gov