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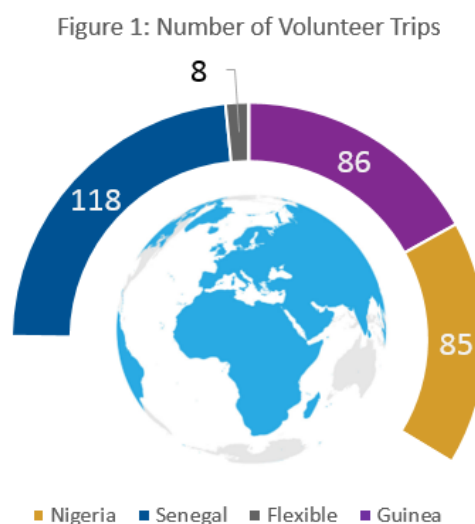
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## I. Executive Summary/Overall Summary of Implementation Experience

Winrock International received a Leader with Associate cooperative agreement from USAID to implement the John Ogonowski and Doug Bereuter Farmer-to-Farmer (F2F) Program for Agriculture Education and Training (AET) from September 30, 2013, to September 29, 2018. In five years, F2F volunteers completed 289 trips to the core countries of **Guinea, Nigeria, and Senegal** and 8 flexible trips in Mali and Rwanda.

The F2F for AET program realized the Feed the Future goal of sustainably reduced poverty and hunger and F2F goals of strengthened agriculture institutions, and increased agricultural productivity and profitability through two objectives:

- Strengthen AET delivery at certificate-/diploma-level AET institutions by strengthening institutional capability to mobilize resources, link with public and private sector initiatives, recruit and retain qualified faculty and students, and continually adapt curricula to changing labor market needs (the **Formal AET Country Projects** in three core countries).
- Strengthen AET delivery by informal AET institutions by building the capacity of cooperatives, NGOs, and private sector entities to recognize the importance of, and mobilize resources for, AET to clients, members, and employees (the **Informal AET Country Projects** in three core countries).



Volunteer assistance employed four essential strategies across all three core countries, generating significant results in strengthening AET delivery:

- 1) **Organizational strengthening**, which included self-assessment and evaluation; strategic planning; reorganization/restructuring of missions, staffing, units/departments and management committees; gender mainstreaming; and policy and standard operating procedures development.
- 2) **Establishment/strengthening of external relationships**, which included establishing peer networks/platforms for resource and information sharing as well as joint advocacy and public relations campaign delivery; building capacity for identifying, negotiating, and implementing partnerships with agriculture stakeholders; building capacity for resource mobilization and fundraising; and strengthening outreach and service delivery to end-users of AET (farmers, farmer-based organizations, and agribusinesses).
- 3) **Improving the relevance of AET for end-users, particularly women and youth, by expanding the offerings of appropriate agricultural technologies and training**, for example on apiculture, aquaculture, horticulture, aviculture, agro-ecology/natural resource management, integrated pest management (IPM), micro-gardening, farm management, agriculture mechanization, and entrepreneurship.
- 4) **Improving pedagogy and the overall quality of teaching methods**, including the expansion of practical learning opportunities and internships, interactive/participatory learning, competency- or outcome-based approaches, integration of information and communications technologies (ICT), and integration of workforce readiness and lifeskills into curricula.

The program worked with local organizations to help improve the efficiency and effectiveness of AET delivery, ensure AET was responding to agriculture sector needs, increase interest of youth in entering AET, and ensure that formal and informal AET institutions are addressing the gaps in public extension delivery found in all three core countries. F2F for AET supported USAID Feed the Future and host government strategies in each country, including improved agriculture productivity and linkages between AET and the private sector (Guinea), increased agriculture productivity and jobs, poverty reduction, and increased domestic food production (Nigeria), and to position AET institutions to promote agriculture as a driver of economic growth (Senegal).

## Summary of F2F for AET Results & Impacts



**297**

Volunteer Trips



**64%**

AET Institutional Improvement  
Plans Implemented



**357**

New or Improved  
Products and Services



**\$14,217,460**

Value of  
Resources Mobilized by Host

In five years, the program achieved the following notable results and impacts:

- Volunteer training of trainers (TOT) introduced **new training curricula** on agriculture technologies and improved practices for 12,346 (34% women) staff of formal and informal AET institutions, who went on to train 2,232,625 smallholders and entrepreneurs<sup>1</sup>. Both hosts and their member/client groups used these technologies to improve management of 322,835 hectares of land, increase annual sales by \$69,055,145, and increase annual net income by \$25,771,549.
- Hosts adopted 1,202 (64%) volunteer recommendations to **strengthen organizational management and operations**, improve training quality, expand training curricula, and develop external relationships with agriculture stakeholders. This is a significant achievement, considering that a) the vast majority of recommendations (91%) were organization developmental in nature without immediate economic incentives for the hosts; and b) 54 hosts (44%) were state-run entities, which have notable bureaucratic barriers to organizational change.
- Formal AET institutions (including universities, vocational training centers, and polytechnics) expressed **institutional transformational change** in terms of strategic planning and self-assessment, external relationships (with other AET institutions, private sector actors, government agencies and farmers), and modern pedagogy (including student experiential learning). For most formal hosts, these practices and concepts introduced by volunteers were entirely new.
- With F2F's focus on capacity building for partnership development and fundraising and drawing on their newly articulated action plans, **hosts mobilized \$14,217,460** in additional resources to further improve or expand their AET programs and organizational development.
- F2F helped establish functioning **networks of AET institutions** in Guinea and Nigeria. In Guinea, this network has been successful in advocating for improved policies and implementing collaborative activities to support improved AET across the country. While the network is still nascent in Nigeria, it has paved a good foundation for future success.
- Many informal AET hosts did not fully understand and/or embrace their role in AET for their membership prior to F2F for AET, and offered training and services to members/member groups

<sup>1</sup> This includes members/owners, employees, clients, and additional "spread effect"

in an informal and irregular way. Not only has F2F assistance supported these hosts to shift their perception of themselves toward member-serving entities and restructure in order to do so, but F2F TOTs also supported the **expansion of relevant and appropriate technical training and services** for members, leading to immediate economic benefits for hosts and their members.

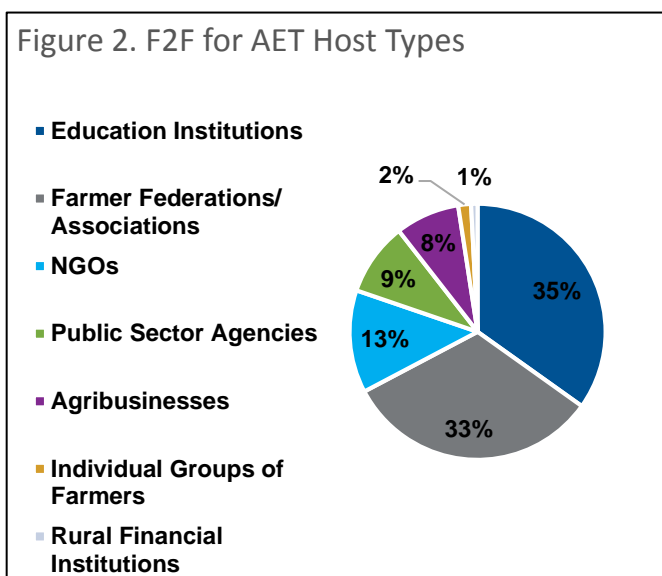
- Sharing technical information and volunteer recommendations prepared by F2F volunteers within host countries to maximize impacts and successes was an important feature of F2F for AET. Simultaneously, it was a central focus to promote awareness about the good work of USAID and the American people among U.S. and international audiences. As a result of outreach efforts, F2F information was **shared with millions<sup>2</sup> of individuals** in the U.S. and abroad. Some volunteers furthered the relationships with their hosts beyond the timeframe of their assignment, through Memorandums of Understanding between their U.S. universities and their host(s), and through joint engagement in abstracts and presentations at U.S. conferences. At least 25 volunteers donated books, equipment, and other materials to support their hosts.

This report summarizes activities, results, and impacts for the life of program (September 30, 2013, through September 29, 2018). An analysis of results against program performance and impact indicators is included in Section II. Program activities and impacts for each Country F2F Project are summarized in Section III. Standard F2F Performance and Impact Indicator Data Tables and Custom Indicators are provided in Annex 1. Assignment summaries are presented in Annex 2, host summaries in Annex 3, and success stories in Annex 4. A brief description of each associate award is provided in Annex 5 and Associate Award Tables are included in Annex 6. Lastly, PERSUAP Reporting Tables and confirmation of compliance with requirements for M&E, recruitment reference checks, and PERSUAP provisions are provided in Annexes 7 and 8.

## II. Summary and Analysis of Data on Performance and Impact Indicators

### Major Inputs and Outputs

F2F volunteers directly assisted 12,346 individuals (34% women) in Guinea, Nigeria, Senegal, Mali, and Rwanda. Volunteers supported 123 host organizations (see **Figure 2**), including public and private education institutions, farmer federations/associations, NGOs, public sector technical agencies, agribusinesses, and two AET stakeholder platforms initiated and launched by F2F hosts themselves. **Table 1** on the following page summarizes F2F for AET's, major inputs and outputs by year, country and country F2F project.



<sup>2</sup> Based on field records, media subscriber information, and volunteer surveys, F2F staff and volunteers reached a potential 6,326,084 individuals through presentations, articles, and other media in the U.S. and core countries, plus 10,500,000 listeners of radio programs that have broadcasted F2F information.

**Table 1. Major Inputs and Outputs**

Country	Country F2F Project	Year	Volunteer Assignments			Volunteer Days	# Persons Assisted	# Volunteer Recommendations	Host Contributions
			Male	Female	Total				
Guinea	Formal AET	YR1	1	0	1	16	7	3	\$1,750
		YR2	1	2	3	47	27	14	\$3,827
		YR3	4	5	9	143	352	93	\$9,740
		YR4	8	5	13	229	414	224	\$16,578
		YR5	4	7	11	198	165	73	\$8,918
		<b>LOP</b>	<b>18</b>	<b>19</b>	<b>37</b>	<b>633</b>	<b>965</b>	<b>407</b>	<b>\$40,813</b>
	Informal AET	YR1	7	2	9	162	216	51	\$16,465
		YR2	4	4	8	157	194	40	\$9,902
		YR3	11	2	13	228	521	78	\$33,414
		YR4	9	3	12	193	281	67	\$17,884
		YR5	6	0	6	97	151	26	\$4,903
		<b>LOP</b>	<b>37</b>	<b>11</b>	<b>48</b>	<b>837</b>	<b>1,363</b>	<b>262</b>	<b>\$82,568</b>
Flexible	<b>LOP</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>26</b>	<b>46</b>	<b>3</b>	<b>0</b>	
Nigeria	Formal AET	YR1	4	0	4	110	691	55	\$15,281
		YR2	10	4	14	255	1646	131	\$21,393
		YR3	10	3	13	237	594	74	\$24,219
		YR4	7	6	13	302	831	64	\$10,414
		YR5	4	3	7	126	424	56	\$1,201
		<b>LOP</b>	<b>35</b>	<b>16</b>	<b>51</b>	<b>1,030</b>	<b>4,186</b>	<b>380</b>	<b>\$72,508</b>
	Informal AET	YR1	4	1	5	97	268	44	\$15,720
		YR2	7	1	8	135	444	37	\$6,125
		YR3	6	1	7	121	470	38	\$17,806
		YR4	6	4	10	169	650	54	\$5,464
		YR5	2	2	4	71	223	21	\$1,524
<b>LOP</b>	<b>25</b>	<b>9</b>	<b>34</b>	<b>593</b>	<b>2,055</b>	<b>194</b>	<b>\$46,639</b>		
Senegal	Formal AET	YR1							
		YR2	8	2	10	161	143	39	\$2,543
		YR3	8	6	14	238	231	72	\$8,672
		YR4	10	6	16	309	455	108	\$3,269
		YR5	8	5	13	302	240	51	\$3,137
		<b>LOP</b>	<b>34</b>	<b>19</b>	<b>53</b>	<b>1,010</b>	<b>1,069</b>	<b>270</b>	<b>\$17,621</b>

Country	Country F2F Project	Year	Volunteer Assignments			Volunteer Days	# Persons Assisted	# Volunteer Recommendations	Host Contributions
			Male	Female	Total				
Senegal	Informal AET	YR1							
		YR2	10	2	12	203	393	38	\$8,704
		YR3	19	2	21	460	447	103	\$39,151
		YR4	8	10	18	299	534	77	\$12,632
		YR5	11	3	14	235	658	67	\$20,491
		<b>LOP</b>	<b>48</b>	<b>17</b>	<b>65</b>	<b>1,197</b>	<b>2,032</b>	<b>285</b>	<b>\$80,978</b>
Flexible Countries	--	YR1							
		YR2	4	0	4	94	382	24	\$17,112
		YR3	1	1	2	42	79	11	\$0
		YR4	2	0	2	41	102	37	\$1,286
		YR5	1	0	1	16	67	12	\$320
		<b>LOP</b>	<b>7</b>	<b>1</b>	<b>8</b>	<b>193</b>	<b>630</b>	<b>84</b>	<b>\$18,718</b>
<b>F2F for AET Total</b>			<b>205</b>	<b>92</b>	<b>297</b>	<b>5,519</b>	<b>12,346</b>	<b>1,885</b>	<b>\$359,845</b>

Based on funding availability, Winrock started working in Nigeria and Guinea at the beginning of Year 1, followed by Senegal at the end of Year 1. By the end of the program, F2F for AET completed 297 volunteer trips totaling 5,519 volunteer days (valued at nearly \$2,593,930 million). During the first two years of the program, the Ebola Virus Disease plagued several West African countries, causing a travel ban and residual difficulties in finding volunteers who were willing to travel to the region. Nevertheless, despite these challenges and despite the fact that Winrock received 97% of the original life of project funding obligation, F2F for AET completed 99% of the targeted volunteer trips. Winrock employed cost saving measures (e.g., shared offices with other projects in Nigeria and Guinea and a push for higher host contributions) to stretch the budget; devaluation of local currencies also contributed. Hosts contributed nearly \$360,000 to support F2F assignments, exceeding the program's original target of \$334,000.

Thirty-one percent (31%) of volunteers were women and 27% were first-time volunteers. To recruit new volunteers, F2F staff conducted visits to U.S. colleges and universities and conducted outreach to relevant U.S. AET networks including the Association for Agriculture Education, the Association for International Agriculture and Extension Education, the InnovATE Community of Practice, and the American Association of Pesticide Safety Educators. Winrock also leveraged strategic partnerships, for example with Thunderbird School of International Management and the Clinton School for Public Service, to identify and appoint experienced faculty and students as new volunteers. The Ebola crisis across West Africa, as well as the emergence of Boko Haram in Nigeria, contributed towards a lower percentage of new volunteers, based on negative portrayal in the U.S. media and in U.S. Department of State travel advisories, which made new volunteers reluctant to travel to this area of the world.

F2F for AET far exceeded original targets for persons directly assisted (achieving 12,346 against a target of 5,205). Since this was the first time that F2F built an entire program around an AET

strategy, Winrock initially underestimated how many faculty, school administrators, and students would be able to participate in a single assignment. While some assignments did have lower than average participants, as expected (e.g., assignments working with a few faculty on institutional assessments or curriculum development), F2F field staff employed multiple strategies to increase the number of direct beneficiaries on other assignments. This included: a) inviting representatives from other stakeholders to participate in larger group trainings, b) designing assignments to include consultations with relevant stakeholders – including clients of AET hosts – either before or after the volunteer’s formal training, and c) targeting larger Informal AET hosts (federations, unions, and NGOs with a large client base), which were able to bring together greater numbers of training participants.

Volunteers provided 1,885 major recommendations to improve the efficiency, effectiveness, and quality of AET delivery; expand and enhance the technical training offerings of the host; strengthen external relationships, resource mobilization, and partnership development strategies; strengthen relationships with the end-users of AET to ensure relevance and continuous improvement of AET offerings; and strengthen host organizational structures and management. Assignments were split between organizational development topics (91%) and technology transfer TOTs (9%).

## Major Outcomes and Impacts

F2F for AET hosts achieved strong outcomes and impacts, as demonstrated in **Table 2**.

**Table 2. Major Outcomes and Impacts**

Country	Country F2F Project	Total beneficiaries <sup>3</sup>	# of recommendations adopted	Increased annual gross sales	Increased net annual income	# of new & improved products/services	# of hectares under improved management
Guinea	Formal AET	6,053	250	\$21,662	\$9,699	53	338
	Informal AET	768,350	203	\$2,737,370	(\$816,820)	75	12,663
Nigeria	Formal AET	40,594	261	\$28,272	\$17,155	38	225
	Informal AET	965,449	160	\$66,053,373	\$27,276,482	64	24,866
Senegal	Formal AET	5,310	124	\$162,665	\$58,636	44	24
	Informal AET	51,513	179	\$85,923	\$162,672	70	7,912
Flexible Countries	---	3,175	25	(\$34,120)	(\$936,275)	13	276,602
<b>F2F for AET Total</b>		<b>1,840,444</b>	<b>1,202</b>	<b>\$69,055,145</b>	<b>\$26,707,824</b>	<b>357</b>	<b>322,630</b>

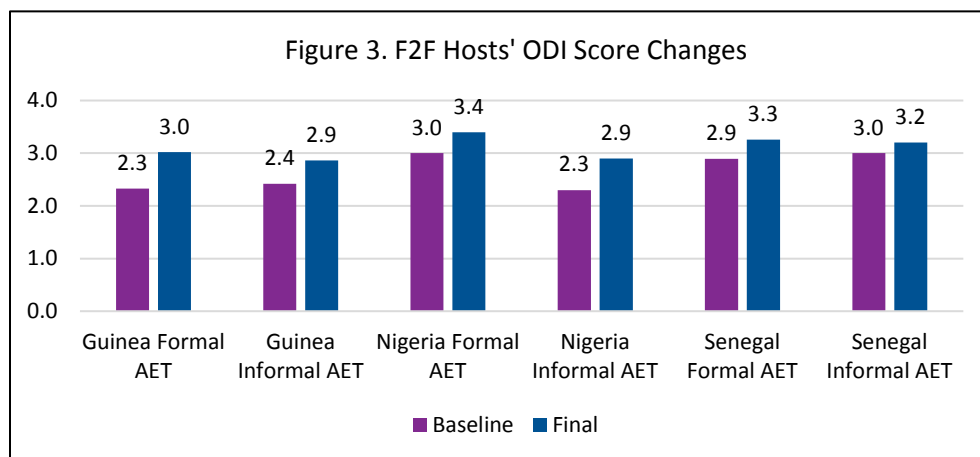
<sup>3</sup> Totals do not include Family Members



Although sales and net income was not a focus of the Formal AET Country Projects, as most hosts were state-funded agencies, modest increases were nonetheless experienced through the development of income-generating services for the community, or increased enrollment of students. Informal AET hosts experienced income and sales increases as a result of TOT on improved agricultural technologies and practices. Some Informal AET hosts also experienced an increase in the payment of dues resulting from F2F organizational development assignments and the hosts' increased capacity to replicate volunteer trainings on demand-driven topics. Despite increases in sales after implementing volunteer recommendations, hosts in Guinea experienced decreased incomes due to increased input and fuel prices and as a result of losses experienced during the Ebola crisis.

F2F hosts adopted 1,202 out of 1,885 recommendations, reflecting a 64% adoption rate over the five-year program. Hosts showed the most progress in adopting simple organizational development recommendations such as setting up pedagogy improvement committees, developing job descriptions and performance management systems, or visiting a target number of secondary schools in a year for recruitment purposes, as well as simple, low-cost technologies or improved production and postharvest practices which enabled immediate returns, particularly in apiculture, soil fertility management, poultry feed production, and post-harvest handling and processing. Many recommendations not yet adopted are in progress, i.e., the host had taken actions toward achieving the recommendation but had not yet realized the goal. Other recommendations not yet adopted are organizational development improvements requiring external collaboration, additional resources, or a longer timeframe to implement; this is not surprising given the nature of organizational change and necessity to engage different levels of bureaucracy within Formal AET institutions in particular. In a few cases, it was clear in impact surveys that the host wanted further support to understand how to best fulfil the intention of the recommendation.

The focus on organizational development recommendations had an impact on hosts' Organizational Development Index (ODI) scores from baseline assessments to impact surveys (see **Figure 3**). This is particularly true of Formal AET hosts, since more emphasis was given to foundational organizational support for those types of hosts. However, a lesson learned for Winrock was that the ODI is not completely compatible with Formal AET hosts, and as a result, F2F staff and volunteers developed an updated AET assessment tool in Year 5, which can be used on future AET programs.



Perhaps most notably for AET, hosts introduced 344 new and improved products and services – including new curricula, courses, training programs, and experiential learning opportunities for students and farmer members/clients. The impact of these new activities stretches beyond the circle

of direct beneficiaries. F2F hosts and beneficiaries replicated training and shared information directly with more than 343,000 individuals outside of the host's main beneficiary group over the five-year period, in addition to the 1.8 million members/owners, employees, clients, and suppliers who also benefitted directly or indirectly from F2F activities. F2F staff also shared information and published materials (including training guides, handouts, instructional DVDs, and success stories –translated into local languages) with relevant stakeholders in each country.

Examples of host-level impacts, as well as specific program strategies and activities for each Country F2F Project, are included in Section III, below.

### III. Country F2F Project Activities & Accomplishments



#### Guinea

F2F for AET implemented two Country Projects in Guinea – Formal AET and Informal AET – to support USAID's goals to promote economic development and improve governance and delivery of more responsive, quality services. F2F was also a part of USAID/Guinea's Feed the Future strategy to improve productivity in Guinea's agricultural sector by strengthening the intersection between education and private sector actors (a particular focus of the F2F Formal AET Country Project) and facilitating the transfer of high-quality agricultural information and enhanced technologies (the focus of the Informal AET Country Project).

Peace Corps was an F2F Country Partner for both Formal and Informal AET Country Projects. Peace Corps volunteers and hosts participated in F2F trainings, and included F2F hosts in their annual partner fairs to facilitate exchange and resource sharing.

By the end of the program, Guinea F2F completed 86 volunteer trips (35% by women) in support of formal and informal agriculture education and training. F2F for AET covered all of Guinea's eight administrative divisions. Several overarching strategies enabled the program's success in Guinea:

- Supporting appropriate technologies and value chains to boost incomes for Guinea's smallholder farmers, including beekeeping, poultry, integrated pest management (IPM), composting, and drip irrigation.
- Focusing on external relationship/partnership building for resource sharing.
- Identifying partners and apex hosts – such as farmers unions and extension providers – which have a large farmer client base.
- Increased organizational efficiency and stability through targeted organizational development support in strategic planning, financial management, fundraising and leadership development.

F2F Guinea engaged several local media outlets to increase awareness of the program in country. For example, F2F information was shared on National Radio (reaching a potential 10 million

households), Radio Bambou FM and other rural radio stations in Kindia and Faranah (reaching a potential 700,000 listeners), and Fasso TV (reaching up to 750,000 households).

The main implementation challenge for F2F in Guinea was the Ebola Virus Disease outbreak during the first two years of implementation, which slowed all development projects down, particularly weakened recruitment efforts and had negative impacts on the sales and growth trajectories of hosts.

In July 2018, the F2F team in Guinea hosted a learning event in Kindia for F2F for AET hosts (including education institutions, producer groups, government agencies, and agribusinesses), with the participation of USAID/Guinea and other donors, and chaired by the Minister of Technical Education, Vocational Training, Employment, and Labor. Hosts discussed the successes with institutional assessments and action plans and the F2F TOT approach (noting that the cascading of training has occurred as intended), and described the success of the focus on gender mainstreaming, specifically the issue of sexual harassment. Host also noted challenges such as translation/interpretation of non-French speaking volunteers, and that some resist institutional change (for example, it can take time to come to consensus on strategy documents, mission and goals). Feedback from the event will be integrated into Winrock's strategy for the new West Africa F2F Program, starting in October 2018. The event was covered by local media AgronewsGuinee.com.

## FORMAL AET



The Guinea Formal AET Project built the institutional and technical capacity of ten formal AET institutions: nine education institutions and the Guinean Agriculture Institutions Network (GAIN). Thirty-seven (37) F2F volunteers provided training and assistance worth \$297,510 to ten hosts who in turn contributed \$40,813 toward assignments.

The Formal AET Country Project worked alongside the Agriculture Education and Market Improvement Program (AEMIP) F2F Associate Award, also implemented by Winrock, which was focused on

building the capacity of the country's only agriculture university, *L'Institut Supérieur Agronomique Valéry Giscard d'Estaing de Faranah (ISAV/F)*, particularly to initiate and support the AET stakeholders' group, GAIN. In the initial years of the project, AEMIP cost-shared some of the costs to bring GAIN stakeholders together for training, and supported ISAV/F in implementing institutional assessments of the F2F Formal AET hosts. F2F also collaborated with the USAID Strengthening Market-Led Agriculture Research Technology and Education (SMARTE), and Strengthening Agriculture Value Chains and Youth (SAVY) projects, which train and place private sector extension agents throughout Guinea. These agents were recruited through Formal AET hosts and attended F2F TOTs as a part of their training program.

A vital partnership with the U.S. Peace Corps provided a resident long-term volunteer at one of the F2F hosts for organizational development strengthening. Another F2F country partner included the Project of Improvement of Training and Integration in Agricultural and Mining Sectors (PAFISAM) funded by the French Development Agency (AFD), which provided funding and technical assistance to the four agriculture schools - *Ecoles Nationales D'agriculture Et D'elevage (ENAEs)*. The World

Bank's West Africa Agricultural Productivity Program (WAAPP) was also an F2F Country Partner, supplementing ENAEs with inputs and equipment.

To improve human and institutional capacity, the F2F for AET strategy centered around 1) conducting an initial institutional assessment to identify strengths, weaknesses, opportunities and threats; 2) developing a multi-year strategic plan (including a specific plan for F2F support); 3) implementing the F2F volunteer assignments outlined in the strategic plans; and 4) supporting GAIN in advocating and seeking resources and partnerships for additional support to further AET in country. Specific F2F technical assistance focused on the following areas:

- Establishing strong relationships among formal AET stakeholders to facilitate information/resource sharing and cooperation, particularly through the establishment and capacity building of GAIN.
- Technical curricula expansion and enhancements on cross-cutting technologies that affect a large swathe of farmers across Guinea, including integrated pest management (IPM), drip irrigation, poultry production, and information and communications technologies (ICT).
- Technical TOT and assistance/training on student assessment/program planning, improved pedagogy, and improved experiential learning and student opportunities for internships/apprencships. These areas were introduced across almost all the hosts supported, depending on what year the host joined F2F.
- Increased management and faculty accountability for delivering quality agricultural education, and improving the public profile of AET institutions within Guinea. This included targeted support on gender issues including gender mainstreaming in curricula development, student recruitment, retention and services, and prevention and response to sexual harassment.

### *Impacts and results*

F2F volunteers directly assisted 965 faculty, administrators, trainers, and students (28% women) within Formal AET institutions. To both improve student experiential learning as well as to ensure the relevance of AET to agriculture stakeholders, Formal AET hosts established and delivered 53 new services and products and provided direct services and training to more than 6,050 agriculture stakeholders (farmers and business people). Specific examples of impacts are included below:

#### ***Expanded and enhanced curricula***

- *Center for Post Primary Professional Training, Macenta (CAFPPP-Macenta), ENAE-Boffa, ENAE-Tolo, and ENAE-Macenta* improved their entire poultry program based on F2F TOT on poultry production, and added new courses in poultry feed manufacturing and poultry marketing.
- *ENAE-Macenta* added a new course on IPM using F2F TOT materials, which includes bringing in guest lecturers from ANPROCA and the National Agency for the Protection of Plants and Stored Goods (SNPVDS).
- After participating in a F2F assignment, *ENAE-Tolo* added new non-academic support programs for women students, including fish farming, training on personal development and job search techniques, and additional job placement support.

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*"The volunteer trainings have improved the level of education we're providing at CAFPPP. When we began, we didn't have teaching materials. Thanks to Winrock F2F, we added structure and have been better able to set up our program."*

**Saa Ceci Kounduno**, Director, CAFPPP

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- As a result of a the pedagogy training by a F2F volunteer, *FaBIK* began offering its program in local languages, rather than just in French, which has broadened the recruitment pool of students for the start-up college, and also increased the quality of learning.
- *ISAV/F* added gender modules to three of its core courses: soil conservation, project design and entrepreneurship as a result of the “Gender and Value Chains” F2F assignment. The school has also integrated public speaking into courses, and trained students how to use IT applications to make presentations as a result of the F2F “School Marketing and Presentation Tools” assignment.
- The *Higher Institute of Veterinary Medicine Sciences (ISSMV)* added a new course on public communication skills and now conducts annual student competitions on oral communication for all departments for individual student and group presentations. They also adopted, institution-wide, the Borich Model of needs assessment for program planning, as introduced by a F2F volunteer.

### ***Appropriate technology promotion and training***

- At the recommendation of a volunteer, *CAFPPP-Macenta* began offering advisory services, thus far reaching 136 farmers throughout the growing season, to improve success rates with farmers using new varieties of seeds provided by the school. Previously, the school simply provided the seeds with no advisory services at all. They also started training the community on IPM, to which they attribute a year with no community member deaths due to pesticide poisoning (which they say is unusual for the community).
- As encouraged during F2F TOT, *ENAE-Boffa* developed a new course on IPM that integrated community members into training. This included starting a service whereby the school offers a monetary incentive to the community if they bring their used pesticide containers to the school for proper disposal, at which time they are given advice on how to use natural resource pest management. Over 300 farmers have participated to date. The school has observed significant behavior change on pesticide use among area farmers.
- *ENAE-Tolo* developed a comprehensive community education program on IPM that includes radio programming, community meetings and an door-to-door campaign to sensitize local farmers on the safe use of pesticides. At least 100 community members have been reached through the meetings and household visits.

*“In the past, our ENAE did not practice and never taught integrated pest management, but with the F2F training, the school uses natural alternatives and safe methods to eliminate pests. We now know the basic procedures for the handling of chemicals and this is taught to the students, and the surrounding communities are also sensitized.”*

Director of Studies, **Mr. Seny Faciné Camara**  
ENAE-Boffa

### ***Internship and apprenticeship programs improvement***

- *CAFPPP-Macenta* increased their employer-partners for internship placements from three partners to 12 partners, following volunteer recommendations on structuring a committee and approach for outreach. Likewise, *ENAE De Bordo, Kankan* launched a technical consultative group with internship host organizations, including the Federation of Horticulture Unions in Upper Guinea, National Farmers Confederation of Guinea, Federation of Union and Coops of Yam Producers, and Cooperative of Agriculture Producers of Guinea to provide new internship opportunities for students.
- Based on a specific volunteer recommendation, *ISSMV* established an internship committee and database of internship partners and opportunities, resulting in new partnerships with employers such as Department Laboratory at the Office of Quality Control at Conakry Airport, and the

Autonomous Port of Conakry. The committee also tracks students interested in placement, those placed, and those returned.

- After F2F assignment(s), ISAV/F instituted an internship fair where potential intern hosts come and meet the school/students. Two days of discussion are facilitated between potential employers, students, and administration to structure potential internships and desired outcomes for all. Last year 95 students were placed in internships based on this fair.
- ENAE-Boffa initiated a comprehensive evaluation system for student internships that included the employer's assessment of the student's workforce readiness, technical skills, and professional behaviors. Where gaps are identified, the school identifies areas in the curricula where those gaps can be addressed. These best practices are shared with other GAIN members.

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*"[F2F assistance] improved the internships for students – all the internship directors from the ag schools united and agreed on a common model for practical training."*

**El Hadj Mamadou Dian Diallo**, Professor  
Researcher/External Relation University  
Cooperation, ISAV/F

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### ***Faculty/management development and accountability***

- Before F2F support, CAFPPP-Macenta management was not transparent with faculty on management plans and decisions. It is now the norm that strategic planning includes shared decision-making with faculty. As a result of F2F volunteer recommendations, the Center formed a committee for program planning that collects inputs from students, teachers, farmer organizations, and community members. There are now monthly "reflective staff meetings" to share information, resources, and recent developments.
- ENAE-Boffa instituted ongoing student evaluations of faculty as well as a senior faculty/new faculty mentoring and performance evaluation system. Mentoring continues until the senior faculty mentor feels comfortable that the new staff are strong/confident enough to be on their own, typically after two academic years. The school also conducts a new three-month training/orientation for new professors towards the beginning of their tenure.
- Ecole Nationale des Agents Techniques des Eaux et Forêts (ENATEF) now proactively submits three reports annually for the General Inspector: one at the opening of classes, a second in the middle of the school year, and the third at the end of the year. They also tailored the teacher evaluation forms shared by ISAV/F. Students assess the performance of their teachers, the Director analyzes and presents the results to the General Director, and then a session is held with the teacher. Teachers also conduct a self-evaluation during the process.
- After a F2F training, ISSMV realized they had to address the problem with sexual harassment on campus. They responded by setting up a committee of four members for sexual harassment prevention. The committee mandate has now evolved to also include a program for students to sensitize youth in primary and secondary schools about sexual harassment.
- Before the F2F project, there were no women Directors at ENAE-Tolo. Since the F2F Leadership for Change training, as well as the F2F gender and value chains, and gender mainstreaming assignments, one of the female faculty members who participated in the F2F assignments was promoted to a Director.

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*"Before the F2F assistance, sexual harassment was in the school, but no one was talking about it."*

**Doctor Saran Camara**, President of Sexual  
Harassment Committee, ISSMV

*"The evaluation system we learned is an innovation. The best inspector is the students, after all."*

**Mathos Kpogomou**, Director of Works,  
ENAE-Boffa

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The school also strengthened its Gender Committee to ensure equal treatment of faculty and students both in and out of the classroom.

### ***AET network-building***

- All formal AET hosts mentioned the benefits of the numerous school-to-school exchanges and information and resource-sharing initiated through the establishment of *GAIN*. Through early organizational development F2F assignments, *GAIN* formed strong relationships and a management structure. The network has gained recognition and membership since inception of not only formal institutions, but also of a variety of other public and private agriculture stakeholders. In addition to the benefits of shared resources, *GAIN* as a group also conducted an informal labor market survey of AET graduates (complementing a formal labor market study conducted by AEMIP), to understand how to improve education quality and curriculum relevance as well as strengthen relationships with employers. Through *GAIN*, the two agriculture university hosts managed by the Ministry of Higher Education and the mid-level technical institution hosts managed by the Ministry of Employment, Vocational Training and Technical Education are collaborating for the first time in their organizational histories. *GAIN* was also able to begin implementing independent activities. The network organized a training workshop for all member institution internship directors so that they share experiences on establishing minimum requirements and standards for internships and how to improve internship programs. *GAIN* also offered micro grants to three members to implement practical student trainings on pesticide use and establishing nurseries. (See *GAIN* success story in Annex 4.)
- Added to the F2F program only in 2017, *Ferme agro et Biologique de Kondoya ou Fatima Bintou Kondoya (FaBIK)*, the newly-established first private agriculture college in Guinea, was invited to join *GAIN* and quickly came to understand the benefits of the exchange. They formed a close mentoring relationship with other *GAIN* members to support *FaBIK*'s program elaboration and to help them understand how to structure their leadership team, engagement/selection of the board of directors, and faculty recruitment practices. *FaBIK* also incorporated curricula shared by *GAIN* members into their programs.
- *ENAE-Boffa* entered into new partnerships with four entities: the National Program Supporting Actors in the Agriculture Industry (PNAFA), which provides inputs for the school to disseminate to area farmers; Opportunities Industrialization Centre International, which provided additional technical trainings for students; the Guinea Alumina Corporation (GAC), whereby GAC supports the school to train local youth in agriculture to start their own farms; and the Center of Studies for International Cooperation, which referred youth and farmers to the school for training and services.
- *ENAE-Macenta* has a partnership with PAFISAM to build teachers' capacity and improve the learning equipment. PAFISAM has provided a long-term resident French junior technical assistant, full review of curricula, and some infrastructure improvements. The school also developed a new partnership with the Emergency Project for Acceleration of Agricultural Production (funded by the World Bank), which provided training materials, 2,500 chicks, and

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*"Before the F2F trainings, we thought of the other ag schools as our competitor and we were suspicious. Since the training, we realized they are similar to us and it is to our benefit to share knowledge with them. This has been helpful in recognizing our weaknesses and improving our school."*

**Mme Hadja**, Founder, *FaBIK*

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*"Our schools [ENAE's] have been left on the sideline for too long, now with the creation of GAIN, we have a chance to revive our institutions and pursue our goal to educate professional agricultural and livestock management students that can create agribusiness enterprise and serve the country."*

**Mr. Dougo Maxim Guilavogui**, *ENAE-Bordo*

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poultry feed for the school's hands-on poultry program. And finally, the United Nations Development Programme provided the school with small equipment and vehicles.

### *Recommendations for future F2F projects*

- Through F2F and AEMIP support, GAIN has achieved success in proof of concept - all members agree in the value of this network and platform. However, it is lacking its own identity that is required for sustainability. *F2F assistance under F2F West Africa should continue to deliver assistance through GAIN as possible, but two tailored assignments should be dedicated to GAIN management committees on topics of coalition-led campaign management; and policy and budget advocacy.*
- While there were some important impacts on appropriate technology promotion as noted above, in several cases the introduction of new technologies could not take off, due to institutional funding constraints for purchasing needed equipment. This was particularly true for drip irrigation; the only significant success here was at ISAV/F and was mostly attributed to the fact that AEMIP was able to procure the equipment (and thus was not included as an F2F result). This was also a challenge for specific poultry technology, particularly the recommendation to install breeder, hatchery, and brooding equipment, which could not be followed at most institutions due to funding constraints. *Future assignments of a technical nature must more carefully consider that AET institutions in Guinea are extremely funding-constrained and struggle to procure even very simple technologies needed to apply technical training.*
- Again considering the funding constraints of AET institutions in Guinea, *more and different types of support for forming partnerships and/or resource mobilization are needed, as this aspect of F2F assistance did not take off in a significant way in Guinea.*

## INFORMAL AET



Over the five-year program, F2F for AET supported 49 (includes one flexible assignment) volunteer trips with 24 Informal AET hosts including large farmer-serving NGOs, federations, unions, and associations. Volunteers provided support valued at \$405,610 to hosts who in turn contributed \$82,568 toward the cost of assignments.

The Informal AET Country Project engaged closely with National Agency to Promote Rural Life and Agriculture (ANPROCA), as both a partner and an F2F host. As a partner, ANPROCA

helped to disseminate TOTs to additional populations. Other partners included the National Programme to Support Agricultural Value Chain Actors (PNAFA), funded by the International Fund for Agricultural Development (IFAD), and Trias (a Belgian NGO), who provided provided resources to host organizations to supplement F2F assistance. Peace Corps also incorporated Informal AET hosts into their partner fairs to facilitate partnerships and resource sharing.

The F2F strategy for Informal AET was focused on building recognition and capacity among large apex federations, cooperatives, NGOs, and private sector entities of their role in, importance of, and



the need to mobilize resources for AET and related services for their clients, members, and employees so that Guinea can achieve broad dissemination of modern agriculture technologies.

Volunteer assistance focused on needs that cross-cut many of the Informal AET hosts:

- Providing TOT to build technical capacity in areas such as beekeeping, IPM, food preservation, and business skills, including crop planning and record-keeping.
- Supporting organizational development to increase hosts' value to members by streamlining goals and plans, strengthening financial management and transparency, structuring extension and other service delivery, improving outreach and inclusion of women, and expanding services (new and improved trainings, aggregated marketing, transportation, information dissemination).
- Increasing host resources by increasing the collection of member dues and forming useful external partnerships with government, education institutions, NGOs, and other value chain actors.

F2F assignments related to apiculture, poultry production and safe pesticide use were often of interest to local media and agriculture stakeholders. National and rural radio and television stations, such as Radio Local Mamou, Radio Espace Guinee, Radio Television Guineenne, Lynx FM, Faso TV and Radio, GUI 151, Africa 24 regularly covered volunteer closing ceremonies at the hosts' site. One of these stations that covered numerous assignments, Radio Espace Guinee, has a listenership of three million nationwide. Assignments were also covered on Agricaguinee.com several times, with 5,000 views per day on average.

### *Impacts and results*

Informal AET hosts in Guinea adopted 203 (76%) volunteer recommendations to adopt and disseminate appropriate technologies efficiently and effectively, improve the relationship with their membership/clientele, and to strengthen PPPs within and across value chains. With the F2F focus on partnership development, hosts secured an additional \$1,144,206 in cash or in kind resources to support host organizational mandates and plans. Volunteers directly assisted 1,409 (29% women) management and extension staff, who were trained in organizational strengthening and/or the delivery of 75 new or improved technical training and services that were delivered to over 807,300 members, clients, and other community members. Informal AET hosts experienced an increase in sales by \$2,717,147, which is significant considering that markets faced near collapse during the Ebola outbreak over the first two years of the project. Examples of specific host impacts are detailed below.

#### ***Improved management and organizational structure***

- With volunteer support, the ANPROCA conducted outreach with their farmer-based organizations (FBOs) on ANPROCA's bylaws and expanded their services to informal farmer organizations. They also helped organize FBOs into a formal federation. They now structure service delivery to FBOs by value chain to improve product quality and marketing assistance. This has helped FBOs to coordinate, where before each individually tried to work all along the value chain, now they work together using each other's strengths along value chain functions.
- The *Union of Cashew Producers of Boke (UPAB)* began offering a number of new services for their 1,646 members as a result of the F2F assistance. This included training on

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*"The trainings have improved my method of work by introducing new practices/methods. I learned how to do needs assessments and how to help operations figure out their own strategy. As a trainer, it helped me improve my training skills."*

**Aboubacar Sidy Bah**, Director of Rural Development, ANPROCA

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established cashew grading systems (quality, size, moisture), off-season production of ginger, and providing ongoing advisory services through farm visits; negotiating sales with buyers as a group; offering trucking transport to members; and formalizing the union with an office and regular meetings for members. Another 4,432 non-members have also been reached with these trainings and/or services. UPAB attributes the increase of its sale price per kilo from \$0.77 to \$1.66 to these changes. UPAB is now considered a resource partner for the MOA's the Presidential Initiative to Promote Cashew Nut Production in Guinea.

- The *Cooperative of Peanut Butter, Shea Nut Butter and Honey Producers (CAPROKAM)* introduced regular meetings at its six locations with cooperative leaders and members to disseminate information on organizational decisions and financial information, market and price information, inventories, as well as for collective problem-solving. COPROKAM also now posts this type of information on public boards in these locations.
- *Honey Producers Microenterprise of Ley Miro* improved its image among member groups and others with improved democratic governance and transparency, increased numbers of women in leadership positions, and the provision of training that improved the groups' quality of honey and initiated the production of byproducts from beeswax. This increased the members' compliance to paying dues, and attracted new groups to request partnership.

#### ***Appropriate technology promotion and training***

- *ANPROCA* extension agents have used information provided by F2F volunteers to introduce new trainings for FBOs in crop season planning and record-keeping, IPM, composting, intensive planting, and post-harvest handling, reaching over 16,500 farmers directly and an estimated 750,000 through their twice a week radio extension program.
- After translating the volunteer training on food handling, sanitation, and preservation into French and local languages, the *Vegetable Producers Microenterprise of Boulliwel* trained its six groups (224 members) on production of solar dryers, as well as drying of mangos, cassava leaves, onions and tomatoes for storage and sale across a year. Member groups have trained other members and started selling the solar dryers to non-members and training them as well. The Microenterprise is also testing the dryers for use on other products.
- *CAPROKAM* replicated volunteer training on organizational development topics (e.g., financial management and accounting), as well as technical training in product improvement (size of soap, conservation, packaging) and marketing to all of its 4,094 farmer group members. This has resulted in increased sales of small soaps to local hotels in Dabola and at local markets, and enabled the Cooperative to secure a new contract from 2017 to 2022 with a European company, OKA Cosmetics, which will more than double their annual sales for 2018. Overall, CAPROKAM central operations tripled their sales over the course of the F2F program, from \$20,258 to \$70,080.
- After F2F TOT on beekeeping, the *Beekeepers Federation in Guinea (FAPI)* replicated the training with its 32 groups (827 producers) on the use of Kenyan hives, better top bars, and using oil bowls to prevent ants, and how to make beekeeping suits, as well as how to produce soap, candles, and body cream from beeswax. With these technical improvements, in

*"In the past, we ate mango only three months in the year. But since the F2F assistance, we have learnt proper food handling and sanitation, making solar food dryers and how to package it. Through this knowledge, we are now drying the mango, cassava leaves, onions and tomatoes and eat them at any time during the year."*

**Monsieur Oumar Bailo Diallo**, President,  
Vegetable Producers Microenterprise of  
Boulliwel

addition to organizational development support, FAPI began to negotiate a new contract with pre-payment, to allow FAPI to purchase outputs from its groups (rather than paying them after sales), and sell with a small commission for FAPI. Sales have increased from \$42,173 to \$93,693 in just two years.

- *Federation of Horticulture Union in Upper Guinea Kankan (FUMA-HG)* replicated F2F training to its 21,500 members on IPM, drip irrigation, and planting fruit trees as natural fences around gardens and as extra income. At a volunteer’s suggestion, agents used a demonstration plot to show how drip irrigation and raised beds could increase the size of a head of cabbage from 0.6 kg to 2.5kg, making the investment of the Chapin Bucket Drip System pay for itself quickly.
- After a F2F volunteer recommended income diversification activities during flood season, the *Union of Farmers Associations of Soumabalako (UGAS)* started promoting the production of rice, ginger, pepper and onion among its 3,100 members. This included providing inputs with the support of a partnership with PNAFA/IFAD, and securing a sales contract with a Moroccan company, International Ouwal – SA du Morocco. This helped UGAS increase sales from \$331,128 to \$806,667.

### ***Strengthened relationships with stakeholders***

- As recommended by F2F volunteers, *ANPROCA* established or strengthened relationships with specific departments in the Ministry of Agriculture (Research, Crop Protection, Statistics), F2F’s Formal AET institutions, the Peace Corps, FAO, and local NGOs such as Association for Economic Production in Kindia. Partnership activities include information/research sharing, organizational development support, internship placement/practical research partnerships, and resource sharing.
- With F2F support on strategic planning and grant-writing, the *Guinean Network for Animal Traction-Integrated Development (RGTA-DI)* secured four new grants to support its work: 1) from the Cooperation Technique Belge (CTB) for a project called Agricultural Development of Kindia and Mamou (DAKMA); 2) with Guinee 44 for horticulture value chain development; 3) with Trias to provide training in animal traction; and 4) with FAO to implement a Natural Resource Management Project in Fouta region.
- Following the recommendation of a F2F volunteer to look externally for effective partnerships, the *Regional Federation of Palm Oil and Rubber Producers (FEREPAH)* established partnerships with several public and private organizations: the French organization Gret to support palm oil value chain strengthening; AFD to support hevea production; and SNPVDS to provide additional training and technical assistance.
- After a F2F assignment on “Agriculture Enterprise Development” which strengthened their financial management and organizational structure, *UPAB* secured a grant from the US Embassy to establish a cashew nursery. In its first year of establishment, the nursery sold 42,000 cashew plants. This contributed to an increase of sales from \$408,048 in the first year of F2F for AET to \$806,120 in 2018.

“Before the F2F volunteer arrived, our organization was in the process of breaking up. Now, we have a good relationship with the US Embassy and Guinea Almina Corporation.”

**Elhadj Hassane Diallo**, Vice-President,  
UPAB

## Recommendations for future F2F projects

- *F2F assistance on technical topics, particularly on value chains topics affecting multiple hosts should ideally be delivered through ANPROCA for efficiency purposes.* ANPROCA has the mandate and capacity to step-down the training to hosts. This will not only strengthen ANPROCA's organizational capacity and profile/relevance to farmer groups, but will also allow F2F assistance to focus more on organizational development.
- *Organizational development should be prioritized for individual F2F host assignments.* Broad organizational capacity issues are barriers to fully developing the more specific AET program potential for most of these hosts. Capacity support should include strategic planning, organizational and membership structure, financial management and resource mobilization, fundraising, and training plan and other service delivery plan development.
- *As with the Formal AET Country Project, the introduction of new technologies must carefully consider hosts' resource constraints.* Drip irrigation technology was not widely adopted to those hosts to whom it was introduced, as they and their members did not have the ability to acquire the equipment.
- *The cross-pollination with Formal AET hosts and Informal AET hosts should be strengthened by encouraging Informal AET hosts to join GAIN.* There was some collaboration and cooperation under F2F for AET. For example, Informal hosts attended trainings or demonstrations at Formal hosts, or some Formal hosts placing interns at Informal hosts. These exchanges should be strengthened and formalized for mutual benefit, which would most easily be facilitated through GAIN membership. This may also help Informal hosts to better internalize their role as AET institutions as related to their organizational capacity as noted above.

## Nigeria

In Nigeria, F2F for AET was designed to support USAID/Nigeria's strategic priorities for poverty reduction, improved agricultural productivity and jobs, and building the skills of smallholder farmers and associations, as well as the Government of Nigeria's (GON) agricultural transformation agenda aimed at repositioning agriculture to drive the Nigerian economy, increase domestic food production, and ensure food security. The F2F approach to strengthening AET proved responsive to both the USAID and GON, with the Formal AET Country Project supporting more long-term goals by strengthening the institutions that produce future technicians for improved agricultural productivity and agricultural transformation, and the Informal AET Country Project supporting the immediate goals of building the skills of smallholder farmers and associations, and increasing domestic food production.

F2F for AET supported 85 volunteer trips to Nigeria (29% by women), within the two Country F2F Projects. F2F support covered five of six geopolitical zones of Nigeria (the northeast zone was not covered due to ongoing insecurity).

Capacity-building strategies across both Formal and Informal AET Country Projects included:

- Introducing appropriate technologies that have significant productivity impacts, such as sack gardening, beekeeping, and soil conservation.

- Strengthening the efficiency and effectiveness of extension service delivery mechanisms. This included delivering TOTs using high-quality volunteer training materials that could be immediately reproduced for trainees to use in future trainings.
- Building networks and partnerships among agriculture stakeholders for information sharing, collaborative research and projects, and resource leveraging.
- Organizational development: record-keeping/financial management, data collection/monitoring and evaluation, fundraising/proposal writing, member/alumni relationships, strategic planning, and leadership development.

The Nigeria F2F country team engaged several media outlets to spread information about the program. F2F assignments on organizational development topics as well as technical topics such as aquaculture, microfinance were covered in national newspapers such as the *Nigerian Tribune*, *The Punch*, *Concord Newspaper*, *The Chronicles*, and *Abuja Digest Weekly* – collectively reaching over 600,000 subscribers. Footage from an F2F assignment was televised on the Cross River State Broadcasting Corporation (viewership of 600,000 farm households), and Ahmadu Bello University (ABU) Radio (300,000 farming household listeners) interviewed a volunteer and broadcasted a week-long program in Hausa language sponsored by host Samaru College of Agriculture on safe pesticide use as well as an interactive broadcast with farmers and a volunteer. Other volunteer assignments were covered by Anambra State Radio (150,000 listeners). Furthermore, F2F volunteers presented topics from their assignments at a event organized by the Nigerian Export Processing Zone Authority in Abuja and at the 2017 conference of the National Association of Heads of Colleges of Technology and Agriculture. F2F staff presented at the launch of the Farmer-to-Finance Mutual Fund inaugurated by the Vice President of Nigeria; the F2F Country Director was later asked to serve on the Fund’s Management Committee.

The main implementation challenges for Nigeria also cross-cut the two Country Projects. Insecurity in the northeastern zone slowed down the recruitment of new volunteers, despite that F2F for AET was not operating in that zone. In addition, at the end of FY17, the Nigerian Embassy began requiring in-person fingerprinting for visas which have proven very difficult and costly for volunteer mobilization.

## FORMAL AET



Over the five-year program, F2F for AET supported 51 volunteer trips with ten hosts - nine Formal AET institutions plus the apex body formed for these institutions, the Network for Agricultural Technical Education of Nigeria (NATEN). Volunteer support was valued at \$484,100, with hosts contributing another \$72,508 toward assignments.

To improve human and institutional capacity for hosts, the F2F for AET strategy centered around 1) conducting an initial volunteer-institutional leadership collaborative institutional assessment to identify strengths, weaknesses, opportunities and threats (SWOT); 2) developing a multi-year

strategic plan (including a specific plan for F2F support); and 3) implementing the F2F volunteer assignments outlined in the strategic plan. Through a collaboration facilitated by F2F staff, the Formal AET Country Project hosts engaged closely with the National Board for Technical Education (NBTE), the regulatory agency for the mid-level tertiary institutions, to ensure that program and curricula additions, adjustments, and standards that hosts implemented as a result of F2F assistance were expeditiously processed and approved.

Common needs across the nine educational institutional hosts emerged in the institutional assessments, many of which focused on external relationships and outreach, something these institutions had not done strategically before F2F support. Key areas that proved well-suited for F2F for AET volunteers included:

- Enhancing existing or develop new curricula. Several institutions focused on entrepreneurship or agriculture mechanization.
- Improving pedagogy/instructional methods and technologies.
- Developing public-private partnerships (PPP) and networks with agriculture stakeholders – particularly private sector actors – specifically to advance research, improve the relevance of curricula to market needs, create internships and graduate job placements, attract investment and donations, and conduct mutually beneficial development projects.
- Developing capacity for fundraising, particularly proposal/grant writing, to further support improvements and expansion of AET.
- Establishing community outreach programs both to offer relevant technologies and services to active farmers (also serving as feedback to test the relevance of curricula), as well as for recruitment of future students among secondary schools. Community outreach efforts were often focused on women and youth, and were linked in some cases to Informal AET hosts.
- Improving outreach to graduates, to leverage their experiences and networks.
- Strengthening and/or establishing e-libraries to expand learning resources available to faculty and students and facilitate resource sharing among AET institutions.

Volunteers also supported the Formal AET hosts to conceptualize and register NATEN as the tenth host, an apex body registered as a non-profit that is self-governing with membership open to all AET institutions falling under NBTE regulatory guidance. The network was initiated in 2017, with primary goals to 1) support conducive learning environments that will enhance the recultivation of agricultural culture throughout Nigeria; and 2) foster partnerships among AET institutions and agriculture stakeholders to conduct outreach to youth on the importance of agriculture professions.

### *Impacts and results*

Formal AET hosts in Nigeria adopted 261 (69%) volunteer recommendations to strengthen partnerships and resource mobilization, develop external relationships with agriculture stakeholders, improve training quality, expand training curricula, and strengthen organizational management and operations. With the F2F focus on partnership development, hosts secure an additional \$1,964,761 in cash or in kind resources to support the implementation of their AET institutional development plans associated with the F2F institutional assessments. Volunteers directly assisted 4,186 (34% women) management staff and faculty, who were trained in improved teaching methods and/or the delivery of new or improved technical curricula. To both

improve student experiential learning as well as to ensure the relevance of AET to agriculture stakeholders, formal AET hosts established and delivered 38 new services and products and provided direct services and training to 45,360 agriculture stakeholders (farmers and business people). Specific examples of host impacts are detailed as follows.

### ***Adoption of modern pedagogical methods/instructional technologies***

- *Federal College of Agriculture, Ishiagu (FCAI)* established a Student Rural Extension Outreach Project, which has engaged 175 students to work with rural farmers in host communities, which provides students on opportunity to practice on-the-ground practical learning and problem-solving, while simultaneously strengthening the college’s relationship with the community.
- After participating in F2F training, the *Center for Entrepreneurship Development and Vocational Studies (CEDVS)* at the Federal Polytechnic Ado-Ekiti introduced a mandate that programs integrate critical thinking into lesson design and teaching, and some courses are now using a new e-learning platform. Students also receive course outlines and materials ahead of time to enrich their learning experience.
- *Enugu State College of Agriculture (ESCA)* now uses its ExPoly Community Relations Program as a platform for experiential learning for students. Three hundred of the school’s students interact with the 98 clients of the ExPoly program as trainers and service providers, to give them real-world technical experience and practice in communication and relations with community members and other agriculture stakeholders such as input suppliers and retailers.
- Prompted by F2F recommendations, *Samaru College of Agriculture (SCA)* instructors are now using the institution’s existing multi-media projectors for the first time, and demand has increased to the point where new projectors needed to be procured. Faculty have also integrated group work and presentations, guest speakers from agriculture stakeholders, and leveraged partnerships to establish demonstrate plots for experiential learning. SCA also intensified its community service program by sending students out into the community to identify problems and troubleshoot them as practical learning exercises.

*“The support from F2F has changed the way the faculty interact with the students at all levels and how lectures are delivered. The support has brought more fun into teaching and instruction; this has made the students become more interested in learning, classes are now more interactive. For instance, now we give them the next topic to be discuss ahead of time; this allows them to read/study ahead of the class which makes them more prepared for the class and with questions which also benefits and challenges their colleagues.”*

**Mrs. Sola Adesola**, Head, Event Management Unit, CEDVS

### ***Expanded and enhanced curricula***

- In its twenty-three years of existence prior to F2F engagement, *Osun State Polytechnic, Iree (OsPoly)* did not have a Department of Agriculture. Following the F2F institutional assessment which provided an AET development and action plan, and as a result of follow-up visits of F2F volunteers, the institution received the approval of the NBTE to establish its Department of Agriculture Technology. The new department now has students and will graduate its first cohort of National Diploma (ND) graduates in 2019.

- As a part of the F2F institutional assessment recommendations, *Ahmadu Bello University College of Agriculture and Animal Science (ABU-CAAS)* introduced a new Fisheries and Aquaculture course, and substantially modified its existing courses on Pasture and Range Management. Materials from these courses were adapted from an F2F assignment delivered to another AET host but shared through the NATEN platform.
- *ESCA* developed a new Agriculture Mechanization course, as recommended as a part of the F2F-facilitated institutional assessment.
- *Oyo State College of Agriculture, Igboora (OYSCAI)* developed new a curriculum for Agriculture Business Enterprise, after the F2F institutional assessment volunteer recommended that they revise curricula toward more industry-relevant standards and to attract better-qualified students.
- After completing the F2F-facilitated institutional assessment and follow up supports, *SCA* revised its curricula to integrate life skills, business communication skills, and extension delivery skills. *SCA* has taken steps to review course syllabi in its in-class and laboratory exercises. *SCA* has also incorporated experiential teaching methods and learning by doing type of activity in its in-class teaching. This involves faculty assigning tasks to students in groups and demand that they present their findings, etc., before the class and as a group and insist that all members of the group speak during the presentation. These practices were introduced introduced by F2F volunteers.

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*"The training has widened our scope in so many ways. For instance, the training on pasture and range management gave us enough content that we had to modify our curricula because we realized after the training the need to develop a curriculum that addressed some of the key issues touched by the volunteer."*

**Dr. Mohammed**, Deputy provost ABU-CAAS

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### ***Meaningful community outreach***

- *OsPoly* is now considered the Center of Excellence for farmer training by the Osun State Ministry of Agriculture. OSPI created the "OSPoly Farmer-to-Farmer Program" that offers fee-based comprehensive training in beekeeping, as well tractor services, input supply, and advisory services and a land leasing programs for community farmers (123 to date). The F2F institutional assessment assignment recommended that the school offer farmer to farmer skill and competency certificate courses such as safety management of farm operations, beekeeping, soil conservation and land management.
- *CEDVS* is now offering tractor services, training in the production of aflatoxin-free maize, aggregation/marketing of aflatoxin-free maize – thus far for 523 community members, as well as entrepreneurship training for 175 National Youth Service Corps members. These services emanated from a) the partnership with IITA mentioned above, itself resulting from the F2F focus on PPP development and b) an F2F assignment focused on establishing and managing a business incubation center at *CEDVS*.'
- After participating in a F2F assignment on "Promoting 'Dual Credit' and 'Concurrent Enrolment' in Agricultural Programs for Senior Secondary Students," *FCAI* established a secondary school outreach effort to provide tours of the school presenting the benefits and opportunities of agriculture education, while collecting data on students awareness, interest and perceptions about agriculture. *FCAI* directly attributes a recent 16% increase in enrollment to this new effort.



- Resulting from a F2F recommendation to establish a youth program, ESCA established the ExPoly Community Relations Program to bring graduates and other youth in the community into agriculture by training them in different agricultural value chains as well as providing land, inputs and services. ESCA also started a program for secondary school tours of the college, during which they conduct surveys on secondary students' attitudes and perceptions on agriculture education and professions to inform their recruitment efforts.
- After a F2F volunteer recommended that the school develop farmer-based one week workshops and short courses as a way to increase the relevance of AET and increase student experiential learning, OYSCAI started a weekend program to train youth and women in fish and cassava production; agricultural business, management, marketing; and value-addition. They also developed a Specialist Certificate in tractor use and maintenance as a two-week course for the general community. OYSCAI established an alumni association, created an active Facebook page, and conduct outreach visits to at least five secondary schools annually to promote agriculture education and professions.
- SCA developed English- and Hausa-language radio programs on pesticide use based on an F2F TOT on developing a syllabi for safe pesticide use and certification courses. Leveraging its partnership with the National Agricultural Extension Research Liaison Services Radio and the Samaru FM Radio, SCA has reached an estimated 100,000 farmers with these messages, as well as developed a fee-based pesticide safety certificate course. The agriculture engineering department also partnered with community farmers to design and test rice, wheat and multi-grain threshers.

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*"As mandated by the Network for Agricultural Technical Education of Nigeria (NATEN) to make agriculture glamorous and attractive to Nigerian youth (MAGANY), we have established the ESPoly Community Relations Program. The program works to bring youths in the community and in Enugu State into agriculture, train them in different agricultural value chains as well as provide them with land, input and services. Some of the youths are graduates from the college who are willing to take this opportunity."*

**Dr. Ajibo Ejike**, Deputy Rector, ESCA

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### ***Substantive partnerships***

Formal AET hosts participated in a F2F training (delivered centrally through NATEN) on the identification, negotiation, implementation and evaluation of Public-Private Partnerships (PPPs). Hosts attributed the following partnerships to that F2F training and associated volunteer recommendations:

- CEDVS formed a partnership with the International Institute for Tropical Agriculture for the production of aflatoxin free maize. CEDVS is now considered a Center of Excellence for aflatoxin-free maize training for farmers, and this service provides a revenue source for the institution.
- SCA partnered with the National Animal Production Institute to establish a shared pasture farm with classes taught by faculty and experts who exchange ideas on instructional techniques and research. SCA also partnered with Jubaili Nigeria, Ltd. to set up a demonstration plot for the promotion of high-yield maize, rice and cowpea varieties. In addition, a partnership with the World Bank's Commercial Agriculture Development Project was established for SCA to provide two-week certificate courses to youth in Kaduna State in fish production, processing, and marketing.

- *OYSCAI* developed two community project partnerships as a result of the F2F institutional assessment: as an implementing partner of the World Bank/GON Fadama III project; and to provide training to the community in partnership with the State Government of Oyo State. *OYSCAI* also established a Partnership, Collaboration and Donation Committee among faculty and private sector collaborators. To date, this committee has successfully developed an internship and graduate job placements program.

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*“Collaboration with stakeholders has increased opportunities for student internship and employment, it has helped in campus infrastructural development and upgrade, improve teaching and learning, etc. What is key here is that the F2F support got us started in partnership development and collaboration with our stakeholders. These have helped in developing the agricultural in the state.”*

**Dr. Okunlola Ariyo**, Dean, Department of Crop Production *OYSCAI*

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### ***Successful resource mobilization***

Related to the F2F PPP training mentioned above, as well as F2F trainings on grant proposal writing and fundraising, Formal AET hosts were able to secure external funding and resources such as:

- *CEDVS* successfully acquired a grant of 300 million Naira from the Tertiary Education Trust Fund (TETFund) to build an entrepreneurship center, a major step toward positioning itself as a Center of Excellence for agriculture entrepreneurship training in Nigeria. Thus far, *CEDVS* has trained five institutions in the entrepreneurship program, using the training capacity built and materials provided by the F2F volunteer: the Crown Polytechnic Ado Ekiti, Oke-Ogun Polytechnic Oke-Ogun, Federal Polytechnic Ofa, Affe Babalola University Ado-Ekiti, and the Ekiti State Polytechnic.
- *FCAI* secured a donation from Rexus ICT to construct and fully equip its new e-library. They also raised money for construction of a 200-bed hostel and an apiary.
- Faculty at *OsPoly* secured 19 PhD research grants in two years from TETFund. Prior to this, only two grants had ever been awarded in the institution’s history. (See Success Story, Annex 4.) Also, the Osun State government awarded OSPI a solar-powered irrigation system for its newly-established Herbarium and Herbal Farm, tractors to provide services to the community, and also agreed to rehabilitate the road to the campus farm.
- *OYSCAI* secured a \$250,000 donation to build a 300-seat lecture complex from an anonymous donor.
- *SCA* developed a infrastructure improvement plan (including a fundraising strategy) to upgrade the online learning environment. A new ICT facility was fully equipped to house the e-library with a donation from Kaduna State University.

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*“With guidance from F2F volunteers, the college was able to finalize its strategic plan (which came with a revenue-raising plan and platform statement) which enabled college management to identify priority areas, resource requirements, and strategies for mobilizing resources. A top priority was to replace decaying and obsolete equipment and infrastructure to provide a more productive learning environment for students. In pursuit of this goal, the host initiated MOUs with relevant private and public-sector stakeholders located in and around Kaduna State, elsewhere in Nigeria and outside of Nigeria. These engagements yielded in-kind and in-cash donations – ranging from computers, construction and improvement of on-campus facilities.”*

**Abdullahi Namakka**, Ph.D., Provost and **Egbenya Shaibu-Imodagbe**, Ph.D., Director of Entrepreneurship, *SCA*

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### *Significant upgrading of digital platforms*

F2F supported an assignment on “Creating a Website/E-Library Platform to Integrate NATEN-member Colleges Libraries” with Formal AET hosts, which generated several tangible results:

- *OYSCAI* established its e-library using the LIBGUIDE platform; collated existing content from faculty, students, and F2F volunteers, and generated new content; secured computers for a computer lab designated for students; and provided refresher training for library staff in copyright laws and open access publishing.
- With support from an additional F2F volunteer, *ESCA* set up an e-library as a way of making the college more modern and attractive, and to ease access to information and materials for learning and research for students and faculty. The e-library has proven to also draw in community members and outside collaborators and partners.
- *OsPoly* published its first Library Policy Handbook and improved its library administration and management. The school added ESBCOhost research databases software, integrated use of the e-library into coursework, and introduced a Library Day to orient the campus community to the library and its resources. These upgrades increased average daily visits to the library from 20 in 2015 to 350 in 2018.

*“The F2F support helped strengthen our capacity revive the culture of using the library and the culture of research and reading among our students.”*

**Mr. Yunus Atayase**, Librarian, *OsPoly*

### *Recommendations for future F2F projects*

- *Utilize NATEN as a volunteer assistance delivery platform.* There are common needs across institutions, thus NATEN could serve as an efficient and effective way to provide assistance, as was seen in Guinea. Furthermore, NATEN itself needs significant support to become sustainable, and using it in this way will help to strengthen individual member relationships and the network overall.
- *Provide additional organizational development support to NATEN*, particularly on how to build resource-mobilizing partnerships for sustaining the network, and managing network-based projects and campaigns.
- *Focus support on institutional gender mainstreaming issues within hosts, and how to increase interest in agriculture among secondary school girls during outreach campaigns.* While many of community outreach activities under F2F for AET had a focus on women and youth, there was little focus in Nigeria on addressing gender issues within the AET institutions themselves – both among faculty and management, as well as among students.
- *Provide leadership development/coaching, through both volunteers and staff, to the institutions that are lagging behind on key areas of partnerships and resource mobilization*, as so many other results and impacts (particularly education quality) emanate from these areas. These hosts include ABU-CAAS, ESCA and OSPI.
- *For new hosts, Winrock recommends even more emphasis on the initial institutional assessment process and strategic planning.* Several hosts mentioned how this effort in and of itself was transformational, which was also evidenced by the high rate of recommendation adoption from the institutional assessment assignments specifically.
- We also recommend that *assistance on developing partnerships and community outreach are early interventions*, as these proved to have multiplier effects for other institutional advancements for many of the hosts under F2F for AET.

## INFORMAL AET



Over the five-year program, F2F for AET supported 34 volunteer trips with 23 Informal AET hosts including private farming ventures, microfinance apex organizations, state Agricultural Development Programs (ADPs), and cooperatives. Volunteers provided support valued at \$278,710, with hosts contributing an additional \$46,639 toward assignments.

The F2F strategy for Informal AET was to build recognition and capacity among cooperatives, NGOs and private sector entities of their role in, importance of, and the need to mobilize resources for, AET for their clients, members and employees. Support also targeted some of the state ADPs, particularly in states where F2F was not supporting a Formal AET host. Host selection criteria included targeting those with high proportions of women and youth members.

Volunteer assistance focused on needs that cross-cut many of the Informal AET hosts:

- Developing PPPs and networks with agriculture stakeholders – specifically to improve the relevance of training to farmer/member needs, mobilize resources, implement joint development projects, and develop business linkages both for hosts and members.
- Updating training materials and methods to be more participatory and interactive.
- TOTs introducing new and appropriate agricultural technologies and practices, such as vegetable sacks, aquaculture practices, seed and grain production and quality improvements, and pest control.
- Improving communication and overall relationships with members/clients.
- Strengthening the hosts' overall institutional management/organizational development so that they are more sustainable and better equipped to deliver demand-driven training and services to their members and/or clients.

### *Impacts and results*

Informal AET hosts in Nigeria adopted 160 (80%) volunteer recommendations to adopt and disseminate appropriate technologies efficiently and effectively, improve the relationship with their membership/clientele, and to strengthen PPPs. With the F2F focus on partnership development, hosts secure an additional \$8,341,031 in cash or in kind resources to support host organizational mandates and plans. Volunteers directly trained 2,055 (36% women) management and extension staff, who in turn provided new or improved technical training to 1,172,200 members, clients, and other community members. After implementing volunteer recommendations and replicating F2F training on improved agricultural practices and technologies, Informal AET hosts experienced an increase in net income by \$66,074,873.

### ***Appropriate technology promotion and replication of training***

- Staff of *Awakening Nigeria for Agro-Allied International (ANAAI)* received F2F TOT on sack gardening, compost production, and related nutrition elements. ANAAI then replicated the

training for over 700 members. ANAAI said the training was well-received and increased their credibility among their members.

- *Nehemiah Foundation International (NFI)* promoted new soil fertility practices among its 6,000 members that were introduced by a volunteer, including no burning, zero tilling, mixed cropping, and composting.
- After F2F recommended training their farmers to recognize certified vs. non-certified seeds, *Romarey Ventures* restructured its annual farmers' field day to include this training. The host also appeared on a number of radio and television programs to share information on certified seeds. Romarey also followed another volunteer recommendation to have farmers diversify their crops in the off-season to manage soil fertility - introducing tomato and pepper crops for their outgrowers. These actions benefitted their 172 outgrowers, who also shared the knowledge with another 1,200 farmers. Overall, the company realized a twofold increase in net income over the course of F2F assistance, from \$911,391 to \$1,908,400.
- *Fishouse Consulting Ltd* replicated F2F TOT on water quality management and hand sexing, as well as overall elements of tilapia production, to over 1,200 farmers, some traveling from other states for the training based on reputation. This was an entirely new type of fish production for the firm, which previously focused on catfish. These changes contributed to an 85% increase in net income, from \$47,857 to \$89,000.

*"One huge difference this has made is that we are currently producing seeds to bridge the gap in seed supply; not only in Plateau State but in other states in the middle belt and the northeast, resulting in more local farmers expanding their farms using improved farming methods and improved/certified seeds."*

**Nathaniel Longmut**, MD CEO, Romarey Ventures

### ***Increased efficiency and effectiveness of training delivery***

- *Cross River State Agricultural Development Program (CRADP)* extension agents adapted and utilized several templates provided by a F2F volunteer. These included, among others, a Farmer Visitation Form that the farmer completes, and an Extension Agent Visitation Form. The volunteer training included role plays on how to work with farmers to complete these forms, and encourage family members (especially younger children in school for those farmers who are illiterate) to assist. Extension agents reported that these role plays and the engagement of children had considerable positive impacts in improving farmer recordkeeping, which ultimately allowed CRADP to produce a Farm Product Directory.
- *Ifedawapo Co-operative Society (ICS)* replicated F2F volunteer training on record keeping and basic accounting (money, crops, yields, costs, banking norms), tailored for the shea butter subsector, to all of their members, who are various shea cooperatives throughout Oyo State, representing over 1000 shea producers.
- The *National Agricultural Seed Council (NASC)* used a volunteer-produced training manual to train over 250 extension agents – women and youth – in seed production and the sale and servicing of certified seeds.

*"The F2F support has helped build a pool of facilitators for us. The extension agents that attended the training have adopted the participatory learning method used by the volunteer and have become huge resources. Our facilitators have a good understanding of the local language and have been able to train new and existing members. As we expand to other localities in the state, the EAs remain our primary source of trainers who will go to all the local governments to train the women's groups using the information, manual/power points used and provided by the volunteer."*

**Mobola Sagoe**, Partner/CEO Shea Origin

- *NFI* utilized F2F TOT on record-keeping, soil test analysis, soil conservation, and farm design and management to conduct a sensitization campaign for its 6,000 farmers, as well as for more in-depth training to over 2,200 farmers.

### ***Improved communications/relationships with members/clients***

- *Cross River State Youth in Agriculture (CRSYIA)* is now utilizing community mapping, taught by the F2F volunteer, as a method of engaging with communities and members/potential new members. The organization has also started sharing its work plans, financial information, and training materials with all members. A WhatsApp platform has also been established for sharing information with members.

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*“On the leadership side, we were taught to align our objective to the objectives of donors as well as what we need to do as a group to win the trust of existing and potential members of the group.”*

**Chief Ayoito Ededem**, President, CRSYIA

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- *Romarey Ventures* introduced a more structured and purposeful farmer visit program, from their previous practice of one annual visit. The company now holds three monitoring visits each growing season: 1st visit after planning – to ensure the buffer zones are kept; 2nd visit when tussled (rogueing), to ensure removal of anything that is off from that variety; 3rd visit before harvest to determine if seeds are certified or not.
- After a volunteer recommended the formation of a cooperative of fish processors, *Fisheries Society of Nigeria (FISON)* initiated a cooperative of 3,645 members that covered the entire catfish value chain, with sub-groups for growers and processors/smokers. The cooperative serves as a platform to promote Hazard Analysis and Critical Control Points (HAACP) procedures, promote business linkages, consolidate input supply orders, and aggregate product for marketing.

### ***New or strengthened public-private partnerships***

- The *Association Of Non-Bank Microfinance Institutions of Nigeria (ANMFIN)* strengthened its relationship and received an increase in funding as a result of restructuring recommended by an F2F volunteer from its primary funder under two projects: The Rural Finance Institution Building Programme (RUFIN) supplied expert consultants in performance measurement and development of human resources, board governance, code of conduct, and ethics policies. The Nigeria Incentive-Based Risk Sharing System for Agricultural Lending (NIRSAL) provided the guarantee for ANMFIN members to leverage the Micro, Small and Medium Enterprise Development Fund of the Central Bank of Nigeria.
- As a direct result of a volunteer recommendation, *NFI* formed two new partnerships. Dangote Rice Mill supplied 210 tons of rice seed and absorbed the outputs of 3000 farmers; Live Above Poverty Microfinance Bank provided maize and soybean seeds, and fertilizer to *NFI* farmers.
- *Romarey Ventures* was encouraged by F2F staff to invite the International Fund for Agricultural Development to participate in a F2F TOT, after which a partnership was formed that has thus far resulted in the rehabilitation of a feeder road to a cluster of 100 outgrowers in Plateau State, as well as the construction of a dam.

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*“The trainings we received from the F2F volunteers taught us how to better channel funds to more productive areas. The mutual fund management frameworks developed and presented to us by the duo showed us how to source for funds from partners. We now have a better understanding and knowledge of management of mutual funds and loan rating. The farmer to finance mutual fund we just launched is looking positive because of the assistance from F2Fvolunteers.”*

**Regina Alabi**, Ag. Executive Secretary, ANMFIN

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- *Shea Origin Ltd.*, with vastly improved financial and operational management capacity supported by F2F volunteers, expanded its existing marketing channels by over 40%, including 11 more hotels in its hotel clientele category and a new partnership with Jumia – a top Nigerian online marketing company which will market the host’s products on its online mall.

### *Recommendations for future F2F projects*

- *Focus on assignments that build in-house capacity for the process of training curriculum and materials development and member service improvements.* Such assignments should also reinforce the importance of partnership development (perhaps with a stronger emphasis of linking to Formal AET institutions, state ADPs, or donor projects) to identify the technical expertise needed to provide the technical inputs for new training development. Additionally, F2F could invite select heads of key Informal AET hosts to attend agriculture technologies-focused TOTs offered to Formal AET hosts, as Informal hosts have proven ability to replicate the training to other staff not in attendance. This would also have the added benefit of improving linkages between Formal and Informal AET.
- *Focus on assignments for apex organizations that operate within specific value chains such as associations or private ventures on how to conduct value chain assessments in order to identify priority AET needs, as well as other member/client service needs* for short, medium and long-term training plan development.
- *Some hosts began to see benefits in payment of overdue members fees, or new people becoming interested in becoming members, clients, or outgrowers as a result of the successful trainings offered by the hosts. Some assistance should be designed to help hosts exploit these benefits with marketing of their AET services both to individuals and to organizations and development projects (particularly state government, as several formal and informal hosts have had successes leveraging resources) as revenue-generating centers to make training programs self-sustaining.*
- *Successful F2F for AET assignments that encouraged private sector enterprises to embed AET into their relationships with outgrowers should be replicated and expanded due to their scale of impact.* The assignments with Babban Gona exemplified the potential of private sector-led AET for improved production (with yields of its outgrowers rising from 3.5 to 6 tons of maize per hectare), improved land management practices (14,120 hectares), and an increase in the overall business by tripling the number of its outgrowers from 3,000 to 9,000. At a smaller scale but at similar proportions, Romarey Ventures’ baseline outreach to outgrowers was 136 but eventually reached 1,200 farmers with the new practices introduced by F2F, and the company experienced a doubling of its net income during F2F’s support.

## **Senegal**

In Senegal, F2F for AET was designed to support USAID/Senegal’s Feed the Future focus on strengthening higher education and agricultural research institutions and promoting agriculture as a driver for economic growth, as well as the Government of Senegal’s (GOS) National Strategy for Rural and Agricultural Education and its National Agriculture Investment Plan. The F2F approach to strengthening AET directly responds to both USAID/Senegal and GOS priorities by highlighting capacity building through the Formal AET Country Project and Informal AET Country Project as well as the critical linkages between the two types of hosts to provide farmers with the technologies and services they need for improved productivity and increased income.

Launched in the second year of the program (FY2015), F2F for AET supported 117 volunteer trips (31% by women) to Senegal, within the two Country F2F Projects. F2F support covered 11 of 14 of the country's geographic regions.

Both Country Projects involved collaboration with the USAID/Senegal Education and Research in Agriculture (ERA) project to supplement financial support to hosts, the Bureau de Formation Professionnelle Agricole (BFPA) and Bureau de la Formation en Elevage (BFE) to advise on strategy and host selection, and the Agence Nationale pour l'Aquaculture to advise on strategy and host site visits with private farmers.

Capacity-building strategies across both Formal and Informal AET Country Projects included:

- Introducing appropriate technologies that have significant productivity impacts, particularly in horticulture and aquaculture.
- Building networks and partnerships among agriculture stakeholders for information sharing, collaborative research and projects, and resource leveraging.
- Organizational development: record-keeping/financial management, data collection/monitoring and evaluation, fundraising/proposal writing, member/alumni relationships, strategic planning and leadership development.
- Encouraging linkages between Formal and Informal AET hosts.
- Targeting sub-sectors that have a high proportion of women workers (e.g., processing), and targeting hosts with high numbers of women members.

The main implementation challenges for Senegal was a later start (in Year 2 due to a limited Year 1 budget), and system of AET in Senegal where there are many smaller mid-level Formal AET institutions with smaller number of faculty and students, thus more hosts had to be targeted to reach similar levels of beneficiaries compared to the other core countries.

## FORMAL AET



F2F for AET supported 53 volunteer trips with 18 Formal AET institutions, over four years. Volunteers provided support valued at \$483,630 to hosts who in turn contributed \$17,621 toward the cost of assignments.

F2F volunteer assistance for Formal AET hosts focused on the following types of activities:

- Increasing hosts' capacity for using the competency-based approach (CBA) model for teaching and learning, as had been recently mandated by the Ministry of Vocational Training, Learning and Handicrafts.
- Strengthening curricula and providing TOT in areas such as aquaculture, horticulture, micro-gardening, drip irrigation, and fruit tree production.
- Emphasizing the strategic advantages of partnerships with public agencies, private sector entities, and communities.



- Promoting income-generating activities on campus for both enhanced student practical learning opportunities as well as institutional profit-making.
- Supporting the development of digital profiles such as websites, Facebook pages, and WhatsApp groups to improve institutional visibility.

### *Impacts and results*

Volunteers directly assisted 1,087 (35% women) management staff and faculty, who were trained in improved teaching methods and/or the delivery of new or improved technical curricula. With the F2F focus on partnership development, hosts secured an additional \$2,406,490 in cash or in kind resources to support the implementation of their AET institutional development plans associated with the F2F institutional assessments. To both improve student experiential learning as well as to ensure the relevance of AET to agriculture stakeholders, Formal AET hosts established and delivered 44 new services and products and provided direct services and training to over 6,100 agriculture stakeholders (farmers and business people). Specific examples of host impacts are detailed below.

### ***Leveraged funding from F2F institutional assessments and action plans***

- As a priority that emerged from the F2F institutional assessment and action plan, the *Horticulture Initiation Center of Mbao (CIH-Mbao)* began income-generating projects on campus for student learning (both for production and business management skills) and institutional profit-making. The Center is currently producing and selling peppers and onions and plans to expand to maize, millet, and black bean in the next growing season. Students are now also managing the poultry enterprise, previously managed only by faculty. As a result, the center experienced a net income increase from \$760 annually in FY2015 to \$4,535 in FY18 (this is outside academic funding for operations from government and student fees).
- The *National Training Center for Fisheries and Aquaculture Technicians (NTCFAT)* secured \$278,200 of funding from the Ministry of Fisheries for laboratory equipment and installation of two new aquaculture ponds as a result of the F2F-facilitated institutional assessment and development of a five year action plan, which was submitted to the Ministry.
- As a result of the volunteer-facilitated institutional assessment and strategic plan development, the *Center for Vocational Training in Family and Social Economy of Kolda (CFPEFS-Kolda)* activated unused campus land to develop a horticulture garden to both enhance student practical learning as well as to generate income for the school. Banana and vegetable production has provided income from both fresh product and catering sales of the center. The institutional assessment and strategic plan also supported the development of a new partnership with 3FPT to launch a training improvement program valued at \$110,000.
- *Horticulture Initiation Center of Saint Louis (CIH-St. Louis)* used its F2F-facilitated institutional assessment and action plan to access funding from the Korean International Cooperation Agency (\$1.6 million) as well as 3FPT (\$118,181) to help them expand their facilities and curricula as well as complete the development of their two-year agriculture Certificate of Professional Aptitude (CPA) that they initiated with F2F support.

*"The institutional assessment made very interesting actions happen - the Ministry was convinced by the plan. Now we are implementing actions and recommendations step-by-step and we really see the results."*

**Mr. Birame Yabsa Ndiaye**, Internships Manager, NTCFAT

*"I think that the institutional assessment was of most benefit, because now we have clear vision and mission to develop our center. This enabled involvement of all stakeholders to move ahead. The technical report and recommendation provided by the volunteer was used to define our new training-insertion program and implementation of main actions."*

**Fatou Ba Gomis**, Director, CFPEFS-Kolda

- The *Vocational Training Center of Birkelane (CFP-Birkelane)* utilized the F2F institutional assessment and action plan to secure a 3FPT grant of \$69,000. Additionally, with advice from a F2F volunteer about increasing the income-generating activities on campus, the school's profits have more than doubled from \$5,473 to \$12,625.

### ***Expanded and enhanced curricula***

- *CIH-Mbao* added an entire certificate program on horticulture based on assistance and materials provided by a F2F volunteer. The Ministry of Agriculture has authorized the program for a two-year Certificate of Professional Aptitude (CPA), and the program has been delivered to students for two years thus far.
- *CIH-St. Louis* used F2F TOTs to add new courses for students and women's groups in agriculture mechanization, drip irrigation, bio-security, poultry production, horticulture production, and weed control. They have also integrated business management, math, and English language courses throughout their curricula based on employer demands. These new courses have been delivered to 60 students and 24 community members thus far.
- *Vocational Training Center of Djilor (CFP-Djilor)* added new courses in micro-gardening, fruit production, ornamental plants production, and farming in saline soil offered to both students and community members using materials introduced through F2F TOTs.
- *NTCFAT* improved their fisheries program with new courses in public communications and business management, and enhanced the fish products technology course, including incorporating standards for US, European Union and Japanese markets. The host now incorporates practical learning by having students conduct training among fishermen on the new techniques and standards introduced by F2F volunteers. These changes have been delivered to 130 students to date.
- As a result of F2F training, the *Regional Vocational Education and Training Center of Fatick (CRETf-Fatick)* reoriented its horticulture and livestock curricula, including adding a new horticulture demonstration field and strengthened interships, secured through new partnerships with private enterprises.
- *Foundiougne Vocational Training Center (FVTC)* introduced new short-course trainings in food packaging and processing, dairy processing, and fish and seafood processing that was delivered to 140 students and 30 community-based women's group members thus far, using materials provided by F2F volunteers.
- *Vocational Training Center of Birkelane (CFP-Birkelane)* introduced new curricula on micro-gardening with five demonstration plots, as well as a new course on drip irrigation (with demonstration plot pending under a current negotiation for land purchase). Trainings have been delivered to students and 70 community members thus far.
- *Vocational Training Center of Nguekhokh (CFP-Nguekhokh)* was able to expand their horticulture curricula as a result of F2F TOT on micro-gardening and fruit tree production. This has increased their outputs of vegetables enough to start selling them for income. The Center has also initiated an entirely new income-generating activity producing mint.

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*"The F2F program really improved our AET capacity in very important topics like product conservation and packaging, aquaculture, dairy product processing and strategic planning. The aquaculture information was used to develop a training-Insertion program for youth fund by 3FPT. This was a direct result from F2F assistance."*

**Mme Helene Kassoka**, Director, FVTC

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### ***Compliance to the government-mandated adoption of the Competency-Based Approach (CBA)***

- F2F assignments introducing the CBA to teaching and learning were delivered to two-thirds of the Formal AET hosts in Senegal, to support the GOS mandated reforms in this area. The approach was unfamiliar to most trainees, and in most cases was well-received as having potential transformational impacts on how programs will be delivered and received hereafter. Recommendations from assignments related to CBA were widely adopted, with all but two of the host having completed the full integration of this approach throughout their curricula to date.

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*“CBA training was very important for us and the teachers, because the Ministry will require CBA in all centers next academic year. In our case we are already trained by a F2F volunteer; participants will be coaching others.”*

**Mme Oumy Sene Thiam**, Director, CETF-Velingara

*“We benefited a lot from F2F assistance, one of the most important assignments for me was the CBA approach in agriculture training. Now we are using the CBA for students exams and evaluations and this let us better appreciate their levels. F2F volunteer left with us all materials and deliverables of their trainings. This made replication easy because we only need to review materials and update related to the specific needs of the students’ level.”*

**M. Diedhiou**, Agriculture Teacher

*“We were provided the course on Competency-Based Approach based on the decision to move to CBA approach from the Ministry of Vocational Training. F2F assistance allowed us to effectively implement it with the tools and materials provided by the volunteer.”*

**Mme Ndour**, Director of CFP Bargny

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### ***Internship and apprenticeship programs improvement***

After participating in F2F training, *Professional Training Centre of Bargny (CFP-Bargny)*, *CRETf-Fatick*, *CIH-St. Louis*, and the *Women’s Technical Education Center of Velingara (CETF-Velingara)* each increased their outreach and communications with private sector partners, which increased the number of internships and job placement rates for graduates. Outreach included strategies such as student exchanges and site visits, employer surveys of needs, “open house” days on campus for employers, creating online presence (see below), and entering formal agreements on internship expectations.

### ***Significant upgrades for digital outreach***

As a result of F2F assistance, *CETF-Velingara*, *CFP-Bargny*, *CFP-Birkelane*, *CFP- Djilor*, *Kaffrine Vocational Training Center (CFP-Kaffrine)* *CIH-St. Louis*, *CRETf-Fatick*, *FVTC*, and *NCFAT* all developed school websites and/or Facebook pages to support the institutions’ visibility for community outreach for recruitment, program delivery, and public accountability purposes.

### ***Recommendations for future F2F projects***

- *Institutional assessments and action plan development should be the first F2F assignments that should take place with Formal AET hosts.* In Senegal, these assessments took place in the third year of support, due to delayed start-up and attempts to coordinate with the USAID ERA project on this step. This delayed the very positive and emanating impacts of this process itself, and thus hosts made more modest organizational development progress (for example in the areas of partnerships and community outreach) than seen in Guinea and Nigeria.
- *Support the strengthening of an AET stakeholder network in Senegal similar to GAIN and NATEN in Guinea and Nigeria.* Such a platform would initially require group formation

support from F2F volunteers. The early objectives for this network could be to share experiences with institutionalizing the CBA, accessing the 3FPT program funding, as well as developing, implementing and updating action plans/strategic plans while also conducting trainings on these interventions for new hosts. A new “AET Provider Network” was established in 2015 by the Director of the Office of Agriculture Vocational Training at the Ministry of Agriculture, which would be the logical place for F2F West Africa to focus this effort.

- *F2F volunteers should support those hosts who have not yet accessed 3FPT funds to do so.* Strong institutional assessments and implementation of actions plans are the key areas of support for accessing the 3FPT funds. This program supports the strengthening of technical training programs, which would allow future F2F assignments to focus assistance on non-technical organizational development and partnerships to maximize the impacts of both 3FPT and F2F.
- *Strengthen the focus on host capacity to develop formal PPPs.* Many hosts began making substantive contacts with public agencies and private sector entities under F2F for AET. Future assistance should focus on stepping up these relationships to more formal partnerships with clear objectives, timelines, expected outcomes and contribution commitments from each partner.
- *Strengthen the focus on host-community outreach.* While hosts do already provide trainings and advisory services to area farmers as a matter of course, and increased these efforts under F2F for AET with the introduction of new training courses, the outreach remains unstructured. F2F assistance should support hosts to link community programming to continuous curriculum improvement and student practical learning.
- *Support hosts to develop student recruitment campaigns.* Some hosts experienced modest increased enrollment from relatively small visibility efforts such as their website development and increased demonstrations established under F2F support. Structured outreach campaigns for secondary school students, particular girls may yield significant increases in enrollment.

## INFORMAL AET



F2F for AET supported 64 volunteer trips with 22 Informal AET hosts, including NGOs, cooperatives, and associations, in four years. Volunteers provided support valued at \$553,660 to hosts who in turn contributed \$80,978 toward the costs of assignments. In addition to partners mentioned previously, the Informal AET project also collaborated with Peace Corps, which provided organic fields for demonstrations during F2F assignments.

F2F volunteer assignments aimed to build technical skills, introduce new technologies, and strengthen organizational capacity of Informal AET hosts to build recognition and capacity among cooperatives, NGOs and private sector entities of their role in, importance of, and the need to mobilize resources for, AET for their clients, members and employees. Host selection criteria included targeting those with high proportions of women and youth members.

Specific volunteer assistance focused on:

- TOT to introduce new and appropriate agricultural technologies, particularly in Good Agricultural Practices (GAP), agro-ecology, horticulture production, aquaculture production, beekeeping, and food processing.
- Strengthening the hosts' overall institutional management/organizational development, particularly on organizational mission statements, structure, and leadership development.
- Partnership development.
- Expanding reach to women and youth in agriculture.

### *Impacts and results*

Informal AET hosts in Senegal adopted 179 (59%) volunteer recommendations to adopt and disseminate appropriate technologies efficiently and effectively, improve the relationship with their membership/clientele, and to strengthen PPPs within and across value chains. With the F2F focus on partnership development, hosts secured an additional \$228,250 in cash or in kind resources to support host organizational mandates and plans. Volunteers directly assisted 2,014 (42% women) management and extension staff, who were trained in organizational strengthening and/or the delivery of 70 new or improved technical training and services that were delivered to more than 128,700 members, clients, and other community members. Informal AET hosts experienced an increase in sales by \$85,923.

### *New and improved training and services offered to members/clients*

- *CONCEPT St. Louis* replicated the F2F TOT on business planning among their 22 women's groups (228 members) and also adopted a volunteer's recommendation to survey the groups' other training needs, which led to the development of other new training courses in social entrepreneurship, financial management, administrative management, and loan management. *CONCEPT* also disseminated the risk management tools to groups for managing loans provided by an F2F volunteer, and upgraded its business coaching services.

*"The most interesting thing is that F2F program leaves us with training materials we can use for replication. In addition, volunteers have relevant expertise and pedagogical skills with participatory methods to make the training understandable"*  
**Mme Aissatou Sall**, North Coordinator of *CONCEPT*
- The *International Center for Practical Training in Mboro-Beekeeping Division (CIFOP-Beekeeping)* replicated training in improved beekeeping among 8,427 beekeeping community members. The training which included specific modules on parasite and disease management and harvesting and processing of by-products. The Center's successful application of improved beekeeping has led to a partnership with Grande Cote Operation-Zircon, whereby CIFOR will train their staff and help them construct the proper beekeeping infrastructure.

*"F2F volunteers have very much benefitted our type of cooperative training and extension activities for farmers. The materials we received are very useful and make facilitators job easy."*  
**Alassane Ka**, Database Manager, EGABI
- The *Alliance of the Integrated Masses for the Development of Women's Entrepreneurship Network (AMIDEF)* improved its enterprise trainings in soapmaking, tamarin syrup production, and fruit and vegetable production, and have added a new leadership and management training

*"Something very important is that USAID F2F allowed us to become real trainers with skills and materials and this made all the results happen, because we were able to train others with the same level of information."*  
**Bineta Ba**, Women's Representative, UML-Mboro

course to their offerings as a result of F2F assistance. The organization has thus far been able to provide these trainings to 250 members in three locations in Mbao, Gossas, and Louga.

- *Birkelane Associations Agreement (EGABI)* is now offering training to its 1,331 members on Good Agriculture Practices (GAP), encompassing areas such as soil management, IPM, environmental management and composting, as well as a new course on business planning including a particular focus on the importance of market assessments.
- *Coastline Vegetable Producers Union of Mboro (UML-Mboro)* has replicated F2F training on agro-ecology, onion production, natural production and protection of crops, and seed production. Staff estimate that recommendations related to natural production and protection of crops (eliminating chemical pesticide use in favor of using a neem leaves/soap formula) and composting and mulching practices have been adopted by an estimated 70-80% of their 1,220 farmers to date.
- The *Coalition of Women Against Illegal Immigration (COFLEC)* has introduced new offerings for its 132 members on organic soapmaking, cereals production and processing, and fruits and vegetables canning, using materials provided by F2F volunteers. The organization has also replicated leadership and management training for its group leaders across the country.
- *Cooperative Network of Peasant and Pastoral Organizations of Senegal (RESOPP)* started new training programs for its nine satellite groups on seeds and cereals processing and storage, beekeeping and agro-ecology. Trainings have thus far reached 2,400 farmer members.
- The *Management Committee of the Pond of Peulhgua* is replicating F2F training on GAP among its members, including topics on seed saving methods, compost and manure tea fertilizer use, drip irrigation, crop rotation and natural crop protection. Likewise, the *Producers Association of the Gambia River Valley (APROVAG)* replicated F2F TOT on agro-ecology, natural resource management, organizational capacity development, and composting among their 12 economic interest groups (924 members).
- The *National Agency for Aquaculture (ANA)* now offers training on fish production, including topics on feed production, fish farm management, and fingerling cross-breeding, and improved trainings on ponds technical design and fingerling transport, using materials provided by F2F volunteers. The agency is also offering new services to clients, including sale of improved feed and first generation Heterobranchis fingerlings, and improved pond construction services. Thus far, these new services have been delivered to 110 new clients. The improved curriculum led to a collaboration with the formal vocational training center in Podor, where ANA developed their new fish farming curriculum.
- The *Womens Group of Koulouck* is now offering improved training in natural crop protection, composting, water conservation, and other GAP practices which have been widely adopted by members and shared with another 180 farmers in the community. Members have started to experience decreased input costs (pesticides and fuel for water pumps), and access to new markets (new retailers interested in their outputs because they store longer), which has resulted in a 17% increase in profits thus far.

### ***Organizational restructuring to more efficiently and effectively deliver AET***

- *CONCEPT-St. Louis* has incorporated the F2F-introduced practice of conducting training needs assessments and training impact surveys among its supply groups. The organization also organized 114 Villagers Association for Saving and Loans (AVEC) groups into 11 Federations (FAVEC) to streamline training and technology dissemination.
- As suggested in volunteer recommendations, *COFLEC* adopted an organizational structure to allow them to register with the Chamber of Commerce, established standard operating procedures

for each operating unit of the organization, established a financial management and record-keeping system, and set up a committee for member conflict resolution and arbitration.

- *Development and Textile Fibers Company (SODEFITEX)* established a new Training and Innovation Office, and Monitoring and Evaluation Office as a result of F2F leadership and management training. The company has also incorporated the practice of conducting training needs assessments and impact surveys among its supply groups.
- *APROVAG* has significantly improved the participation of women in its trainings and created an M&E position as a result of F2F recommendations. The organization also has a newly-developed action plan with goals and timelines that are displayed where all members can view it.
- *PROGRES-Lait* is implementing the F2F volunteer's recommendation to restructure to include an umbrella cooperative for the five satellite cooperatives, with paid staff with formal job descriptions. This umbrella cooperative, when fully achieved (anticipated December 2018), will not only serve a coordinating role, but also be a milk collection center for the satellite cooperatives, and a more formal platform for AET delivery and technology dissemination. *PROGRES-Lait* has also thus far replicated the organizational development training for three of the five satellite cooperatives.

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*"The organizational capacity development training really benefitted all technical staff, members and the board office. Now communication, decision making, conflict resolution, leadership, meetings and SWOT analysis are understood by all. I think that this is the most important result because any cooperative can't go head without active members and operational board office."*

**Issa Mbengue**, President of APROVAG

*"The training we received on organizational capacity development was very beneficial. We used the template of bylaws to define a model for our current and future cooperatives. Now we established internal rules with standard operating procedures, roles and responsibilities of the board office. This support allowed us to finish writing all requirements for government administration. Now all farmers know the purpose, products and services of a cooperative, also most important they understand what is the role of members for success."*

**Mr. Abdou Ndour**, Chief of South Antenna

### ***Leveraging the technical expertise gained for new funded partnerships***

- *AMIDEF* secured \$18,000 in funding from the Rapid Entrepreneurship Direction (DER) fund to continue to replicate the new training offerings that came from F2F TOT; this will enable the organization to reach additional groups countrywide.
- *EGABI* established two new partnerships with the Copewol program and Association Sénégalaise pour la Promotion du Développement par la Base (ASPRODEB), which provide funds (\$48,000) and agriculture raw materials (NPK 6-20-10 fertilizer) for *EGABI*'s training and extension activities for farmers. F2F support in GAP gave *EGABI* more visibility, which attracted the interest of these partners.
- As a result of the F2F TOT on agro-ecology, *RESOPP* secured and is implementing two grants for agro-ecology training from Belgian NGO Gembloux Development Aid (ADG) for \$65,000, and Canadian NGO Carrefour International for \$101,800.
- *COFLEC* directly attributes three new partnerships to the leadership and management training provided by F2F. The organization was able to secure loans from the Agriculture Credit Bank of Senegal (CNCAS), was funded by the International Association Mobilizing for Equality

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*"The fact that our first training was on Leadership triggered our awareness of formalizing everything and become effective and efficient leaders."*

**Mme Diouf**, Director of COFLEC

(AIME), a French NGO for \$11,440 for facilities improvement, and AMIDEF for joint purchasing of raw materials.

### *Recommendations for future F2F projects*

- *The cross-pollination with Formal AET hosts and Informal AET hosts should be strengthened by encouraging Informal hosts to join any AET stakeholder platform that may be established or strengthened under F2F West Africa.* There was some collaboration and cooperation under F2F for AET, for example, Informal AET hosts partnered with student researchers to conduct research onsite of the informal host. These exchanges should be strengthened and formalized for mutual benefit, which would most easily be facilitated through an AET stakeholder group, as recommended under the Formal AET Country Project.
- *Organizational development support should include more emphasis on fundraising and income generation.* In many cases, Informal AET hosts have momentum in these areas from F2F support, but need additional support to maximize efforts toward sustainability.
- *More emphasis on entrepreneurship and farming as a business is needed.* These topics were introduced as a part of some technical trainings and a few stand-alone trainings under F2F for AET, but in several cases hosts struggled to internalize key concepts and/or getting their trained members to adopt them.
- *F2F support should improve the formalization of AET functions within hosts.* In many cases, hosts do this work, but previously hadn't viewed it as a core mandate. F2F for AET helped them to understand this function, and begin to restructure their organization to make training delivery more efficient and effective. The next step is to work with hosts on identifying sustainable financing for training, training strategy/plans development, improving training pedagogy, training management, marketing/pricing of training, and training M&E.

## **Flexible Assignments in Non-Core Countries**

### **MALI**

F2F for AET supported 7 flexible volunteer trips (8 scopes of work) with 14 hosts in Mali, including AET institutions, private enterprises, and FBOs, collaborating closely with Winrock's Sasakawa Africa Fund for Extension Education (SAFE) project. Volunteers directly assisted 551 agriculture professionals to improve skills in AET delivery, vegetable post-harvest management, small ruminant production, integrated fish and vegetable farming, and agribusiness staffing and staff management, agriculture marketing and packaging. These professionals in turn reached an additional 4,178 farmers and agribusiness people.

### *Impacts and results*

- The *University of Segou* and *Centres d'Apprentissage Agricole (CAA) of Samanko* have adopted or made significant progress in adopting all of the F2F volunteer's recommendations from an assignment related to improved pedagogy and use of modern teaching methods and tools. They now host annual faculty workshops (where SWOT analyses are conducted); faculty development plans are now in place; faculty access to new teaching and learning reference materials has been increased; and new laboratory equipment has been procured. The University also established a



Center for Academic Development, and CAA of Samanko is watching this pilot exercise for lessons learned and best practices before establishing their own.

- To improve employee motivation and productivity, *Faso Kaba Seed Company* implemented a profit-sharing scheme recommended by a F2F volunteer. The company also restructured the management and administration team, implemented employee safety measures, and changed its logo and packaging to increase sales.

## RWANDA

In Rwanda, F2F for AET supported 2 flexible volunteer trips to support Winrock's U.S. Department of Labor project, the Rwanda Education Alternatives for Children in Tea-Growing Areas (REACH-T) and its partner the Federation Rwandaise des Cooperatives de Theiculteurs. Assignments focused on communications and partnership activities, and marketing capacity development. Volunteers directly assisted 79 people (13% women).

## IV. Lessons Learned

Implementing an AET-focused F2F program brought forth many lessons learned about how far volunteer assistance can take Formal AET hosts who are notably resource-constrained, insulated (in terms of external relationships and partnerships), and saddled (both in real and perceived/attitudinal terms) with government bureaucratic mandates. For Informal AET hosts, a challenge was shifting their mindset to seeing themselves as part of AET and an AIS system, although they had informally been doing the work in most cases since organizational inception. Some of the most salient lessons learned from F2F for AET include:

- 1) *F2F volunteer-facilitated institutional assessments/action planning were foundational, and had multiplier effects.* In most cases, hosts suggested they were a first for their institution/organization, and proved transformational. Many improvements and innovations, many self-initiated, emanated from this intervention. Assessments were not universally conducted for Informal AET hosts, but based on the types of volunteer recommendations for these hosts related to organizational development, they should be.
- 2) It will also be beneficial to *make the assessments more uniform according to the type of organization (formal AET institution, government agency, or other agriculture sector actor).* At the end of the F2F AET program, Winrock staff engaged volunteers to develop an updated assessment tool for use on future programs. Uniformity will facilitate the exchange of best practices and mentoring/coaching relationships between existing and new hosts. It will also serve as a communication tool for F2F staff when forging collaborations and linkages with other donors, for example.
- 3) While the F2F Organizational Development Index ODI was able to highlight some tangible host improvements, *this tool was not ideal for capturing the capacity building efforts within AET institutions (particularly Formal AET schools).* A more targeted tool, capturing elements relevant for education institutions and the F2F program's overall AET strategy, would provide a more comprehensive measure of institutional change. As related to point # 2

above, Winrock F2F staff worked with volunteers to develop an updated institutional assessment tool to be used in the future in place of the ODI for AET hosts.

- 4) *The focus on external relationship strengthening was foundational, and had multiplier effects.* For both Formal and Informal AET hosts, but especially for Formal hosts, the focus on partnership building, community outreach, and network building improved the quality of the hosts' AET offerings; increased visibility of the host among government, donor, private sector, local and international NGOs and potential students as a go-to technical expert and resource; facilitated information and resource-sharing among peer organizations; and led to funded PPPs. However, success in this area was not universal -- the partnership capacity building had no effect on a few hosts. The new West Africa F2F Program should explore the reasons for this during initial host assessments.
- 5) *Because of their multiplier effects, the sequencing of assistance, starting with institutional assessments and partnerships, is key.* While many hosts may be eager to start with technical topics, or organizational development topics such as grant writing, it is critical to focus efforts on the foundational assignments first.
- 6) *Multi-host platforms (GAIN in Guinea and NATEN in Nigeria) have significant benefits, but require substantial initial volunteer support and sustained F2F staff support.* The primary challenge is facilitating the platform's own identity, and resource mobilization for modest operational budgets (travel and meeting costs and simple campaigns). To help address these challenges, the networks should be broadened to include Formal and Informal AET hosts, as well as other stakeholders, and continue to serve as volunteer assistance delivery platforms.
- 7) *Both Formal and Informal hosts organically delivered AET to the community before F2F, but needed assistance to understand their formal role and benefit in doing this, and to significantly expand it.* In most cases, Formal AET hosts didn't see the role of students in this practice, or the relationship between this practice and curricula improvement. F2F for AET was successful in shifting the institutional mindset in this regard. However for Informal AET hosts, more work is needed. Hosts still seem more pre-occupied with their own sales and technical practices in terms of F2F assistance, with delivery of AET and services to their members as secondary (we observed this in the self-reported impacts of numerous hosts). In many cases, they still view their member groups as "separate" from themselves organizationally (as seen in how they report how they cascaded training and shared F2F materials in their impact surveys). They also lack capacity in planning and managing training at a professional level, and tracking the results of their training programs.
- 8) *All three country programs benefitted significantly from other government or donor initiatives, who were able to provide material or financial support.* In Guinea, this included the Peace Corps and the USAID AEMIP cooperation. In Nigeria, hosts received a lot of complementary support from State Ministries of Agriculture. In Senegal, the 3FPT initiative supported many hosts, and the F2F support also harmonized with new government mandates in using the Competency-Based Approach to teaching and learning. It will be important for Country Directors on future programs to be deliberate and strategic early on to open up

similar relationships broadly under F2F West Africa so hosts can seek these opportunities and linkages specifically.

- 9) *When volunteers recommended that hosts seek specific partnerships, most hosts attempted to do it, and were likely to succeed.* Partnerships will not happen organically for institutions that are historically insulated. But when volunteers explicitly recommended an exchange visit to a specific institution, or a partnership to purchase raw materials in bulk with such and such company, or a step-down training to a peer organization across town, hosts tended to do it and the partnership grew from there.
- 10) *On technical training topics, a host's interest may not match its ability to follow-through to apply training.* This was particularly true on technologies requiring equipment investments including drip irrigation, poultry breeders/hatchers, and GPS equipment. In the future, F2F staff must carefully evaluate the realism of whether the host has or can acquire the necessary equipment before or immediately after the F2F TOT.
- 11) *One of the volunteer contributions most valued by hosts was the high quality training materials.* These were almost always mentioned in impact surveys, particularly how easy it was to adapt and reproduce to step-down training and share with other organizations. In many cases, future donors asked to see the materials as part of the hosts' grant proposals as evidence that the host was ready to implement grant activities. Future F2F programs should continue its emphasis on high quality materials, and where possible, have volunteers share additional reference materials when possible.
- 12) *Hosts need targeted assistance in monitoring and evaluation as a part of organizational development.* Mosts hosts do not have sufficient capacity to collect the kind of data and prepare the type of reports needed for international funders such as research networks and universities, donors, multinational corporations with corporate social responsibility programs or foundations, and international NGOs. This will prove to be a barrier in resource mobilization as capacity grows in other areas. As an example of this, F2F found it challenging to get hosts, particularly Informal AET hosts, to clearly express the direct and indirect beneficiaries of the trainings they delivered after F2F TOTs. They often do not have systems of tracking this information, and also do not clearly distinguish between their own organizational members/member groups and other community members or groups. Because of this, we purport that the number of people trained by these hosts as a direct result of the F2F TOTs, as well as spread effect, is significantly under-reported.

Winrock International - F2F for Agriculture Education and Training  
Farmer-to-Farmer Program Standard Indicator Reporting Tables

Table 1: Volunteer and Assignment Data

Assignment (Trip)/Number	Name	Sex	State of Residence	Occupation Category	Race/Ethnicity	Prior F2F Service	Number of Scopes of Work	Type of Volunteer	Type of Commodity Chain Activities	Country	Country F2F Project	Scope of Work Start Date	Scope of Work End Date	Number of Volunteer Days Completed	Value of Volunteer Time Leveraged on Assignment (U.S.\$)	Estimated Value of Host Contribution (U.S.\$)	Number of Persons Trained			Number of Persons			Number of Volunteer Recommendations					Host(s)				
																	Male	Female	Total	Male	Female	Total	Economic	Organizational	Environmental	Financial	Total					
<b>Fiscal Year 2014</b>																																
W-W-1	Mamadou Thiam	M	MD	P	B/N	Y	1	E	S	Guinea	Informal AET	3/22/2014	3/26/2014	5	\$2,350	\$0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Farmers Supporting Network (SARA); Guinean Network for Animal Traction – Integrated Development (RGTA-DI)	
W-W-2	Edward Doherty	M	HI	T	W/N	Y	1	O	S	Nigeria	Informal AET	3/23/2014	4/20/2014	29	\$13,630	\$6,495	18	11	29	32	25	57	0	10	0	0	0	10	0	0	10	Association Of Non-Bank Microfinance Institutions Of Nigeria (ANMFIN); National Association Of Microfinance Banks (NAMB)
W-W-3	Robert Cooperider	M	OR	T	W/N	Y	1	E	M	Nigeria	Informal AET	5/17/2014	6/1/2014	16	\$7,520	\$372	7	2	9	11	3	14	7	1	0	0	8	0	0	8	Kaliber Ventures Limited	
W-W-4	David Eding	M	WA	P	W/N	Y	1	O	S	Guinea	Informal AET	5/18/2014	6/7/2014	21	\$9,870	\$7,504	9	1	10	9	1	10	0	11	0	0	0	11	0	0	11	National Confederation of Farmers Organization of Guinea (CNOP/G)
W-W-5	Scott Haskell	M	CA	E	W/N	Y	1	O	S	Nigeria	Formal AET	5/19/2014	6/18/2014	31	\$14,570	\$5,276	100	25	125	201	139	340	0	19	0	0	19	0	0	19	Ovo State College of Agriculture	
W-W-6	Robert Albrecht	M	WI	P	W/N	Y	1	E	M	Guinea	Informal AET	5/31/2014	6/22/2014	23	\$10,810	\$964	17	4	21	17	4	21	0	2	0	0	2	0	0	2	Association Nationale Des Aviculteurs De Guinee (ANAVIG); Union Nationale Des Aviculteurs (UNAG)	
W-W-7	Mary Albrecht	F	WI	P	W/N	Y	1	O	M	Guinea	Informal AET	5/31/2014	6/22/2014	23	\$10,810	\$1,529	28	6	34	28	6	34	0	6	0	0	6	0	0	6	Association Nationale Des Aviculteurs De Guinee (ANAVIG); Union Nationale Des Aviculteurs (UNAG)	
W-W-8	Mathew Baker, Jr.	M	TX	E	W/N	N	1	E	S	Nigeria	Formal AET	6/7/2014	7/5/2014	29	\$13,630	\$3,209	48	9	57	69	17	86	0	11	0	0	11	0	0	11	Center for Entrepreneurship and Vocational Studies, Federal Polytechnic, Ado-Ekiti	
W-W-9	Edith Shannon	F	AZ	P	W/N	Y	1	O	S	Guinea	Informal AET	6/26/2014	7/16/2014	21	\$9,870	\$1,039	21	7	28	21	7	28	0	6	0	0	6	0	0	6	Union of Farmers Association of Soumbalako (UGAS)	
W-W-10	Kristofer Fricke	M	CA	F	W/N	Y	1	E	P	Guinea	Informal AET	6/26/2014	7/17/2014	22	\$10,340	\$1,025	14	10	24	36	22	58	5	0	0	0	5	0	0	5	Beekeepers Federation in Guinea (FAPI Guinea)	
W-W-11	Molly Ames	F	NY	E	W/N	Y	1	T	S	Nigeria	Informal AET	7/1/2014	7/17/2014	17	\$7,990	\$6,553	88	37	125	88	37	125	0	6	0	0	6	0	0	6	Cross River State Agricultural Development Program (CRADP)	
W-W-12	Christopher Laughton	M	MA	C	D	Y	1	E	M	Guinea	Informal AET	7/5/2014	7/20/2014	16	\$7,520	\$326	14	0	14	14	0	14	1	4	0	0	5	0	0	5	Union of Cashew Producers of Boké (UPAB)	
W-W-13	Mamadou Thiam	M	MD	P	B/N	Y	1	E	S	Guinea	Informal AET	7/12/2014	7/27/2014	16	\$7,520	\$2,178	21	5	26	21	5	26	0	12	0	0	12	0	0	12	Guinean Network for Animal Traction – Integrated Development (RGTA-DI); Farmers Supporting Network (SARA)	
W-W-14	John Ellerman	M	WI	C	W/N	Y	1	O	S	Guinea	Formal AET	7/14/2014	7/29/2014	16	\$7,520	\$1,750	7	0	7	7	0	7	0	3	0	0	3	0	0	3	AET Stakeholders Group	
W-W-15	Gerald Skiles	M	OR	F	W/N	Y	1	E	M	Guinea	Informal AET	7/15/2014	7/29/2014	15	\$7,050	\$1,900	20	5	25	20	5	25	0	4	0	0	4	0	0	4	Federation of Farmers' Organizations of Low Guinea (FOP-BG)	
W-W-16	James Hafer	M	MT	E	W/N	N	1	O	S	Nigeria	Formal AET	7/12/2014	8/9/2014	29	\$13,630	\$4,853	0	0	0	52	96	148	0	12	0	0	12	0	0	12	Enugu State College of Agriculture	
W-W-17	John Groninger	M	IL	E	W/N	N	1	O	S	Nigeria	Formal AET	7/29/2014	8/18/2014	21	\$9,870	\$1,943	10	2	12	79	38	117	0	13	0	0	13	0	0	13	Samaru College of Agriculture, Zaria, Kaduna State	
W-W-18	Robert Bonnet	M	MD	T	W/N	Y	1	T	S	Nigeria	Informal AET	8/1/2014	8/19/2014	19	\$8,930	\$2,300	22	5	27	30	13	43	0	0	0	0	6	0	0	6	Hasal Micro Finance Bank Limited	
W-W-19	John Lindquist	M	NE	E	W/N	Y	1	T	F	Nigeria	Informal AET	9/2/2014	9/17/2014	16	\$7,520	\$0	28	1	29	28	1	29	12	0	2	0	14	0	0	14	Babban Gona; Farmers Under Babban Gona	
<b>Counts:</b>						<b>19</b>	<b>19</b>	<b>19</b>	<b>19</b>	<b>19</b>	<b>19</b>	<b>19</b>	<b>19</b>	<b>19</b>	<b>19</b>	<b>\$180,950</b>	<b>\$49,216</b>	<b>472</b>	<b>130</b>	<b>602</b>	<b>763</b>	<b>419</b>	<b>1,182</b>	<b>25</b>	<b>120</b>	<b>2</b>	<b>6</b>	<b>153</b>	<b>21</b>			
<b>Fiscal Year 2015</b>																																
W-W-20	Matilde Paino D'Urzo	F	IN	E	W/N	Y	1	O	S	Senegal	Formal AET	1/14/2015	1/31/2015	18	\$8,460	\$1,550	18	0	18	23	1	24	0	5	0	0	5	0	0	5	Horticulture Vocational Training Center (CFPH)	
W-W-21	John Moulton	M	PA	T	W/N	Y	1	T	P	Nigeria	Informal AET	1/27/2015	2/13/2015	18	\$8,460	\$0	5	1	6	5	1	6	0	3	0	0	3	0	0	3	Babban Gona	
W-W-22a	Michael Lowery	M	CO	P	W/N	Y	2	E	S	Nigeria	Informal AET	1/30/2015	2/13/2015	15	\$7,050	\$1,759	72	25	97	72	25	97	0	0	0	0	4	0	0	4	Association Of Non-Bank Microfinance Institutions Of Nigeria (ANMFIN)	
W-W-23	Jonathan Moyle	M	MD	E	W/N	Y	1	O	S	Senegal	Formal AET	2/6/2015	2/18/2015	13	\$6,110	\$134	1	0	1	7	0	7	0	4	0	0	4	0	0	4	Horticulture Vocational Training Center (CFPH)	
W-W-24	Hannah Schrum	F	NC	P	W/N	Y	1	T	S	Guinea	Informal AET	2/7/2015	2/20/2015	14	\$6,580	\$728	7	10	17	13	12	25	0	4	0	0	4	0	0	4	Federation of Horticulture Union in Upper Guinea Kankan (FUMA-HG)	
W-W-25	Edgar Levi	M	AR	T	W/N	Y	1	T	F	Senegal	Informal AET	2/9/2015	2/25/2015	17	\$7,990	\$490	9	5	14	43	5	48	0	3	0	0	3	0	0	3	International Center for Practical Training in Mboro (CIFOP)-Beekeeping Division	
W-W-22b	Michael Lowery									Mali	Flexible	2/14/2015	3/4/2015	19	\$8,930	\$4,220	73	28	101	73	28	101	0	2	0	0	2	0	0	2	Sasakawa Africa Fund for Extension Education (SAFE)-Mali	
W-W-26	Chris Igodan	M	OH	E	B/N	N	1	O	S	Nigeria	Formal AET	2/20/2015	3/13/2015	22	\$10,340	\$840	35	4	39	35	4	39	0	7	0	0	7	0	0	7	Federal College of Agriculture, Ishiagu	
W-W-27	William Zimmerman	M	MO	T	W/N	Y	1	O	S	Nigeria	Formal AET	2/20/2015	3/14/2015	23	\$10,810	\$4,305	2	2	4	405	276	681	0	30	0	0	30	0	0	30	Osun State Polytechnic, Iree	
W-W-28	Edward Doherty	M	HI	T	W/N	Y	1	O	S	Mali	Flexible	2/27/2015	3/15/2015	17	\$7,990	\$1,700	26	26	52	41	29	70	2	6	0	0	8	0	0	8	Danaya Cereals Bamako; Faso Kaba	
W-W-29	Michael Swan	M	WA	T	W/N	Y	1	T	S	Mali	Flexible	3/4/2015	3/25/2015	22	\$10,340	\$3,112	57	4	61	57	4	61	0	8	0	0	8	0	0	8	Agricultural Learning Center (CAA) of Samanko; Rural Polytechnic Institute for Training and Applied Research (IPR/IFRA) of Katibougou; University of Ségo	
W-W-30	Mamadou Thiam	M	MD	P	B/N	Y	1	E	P	Guinea	Informal AET	3/20/2015	4/5/2015	17	\$7,990	\$941	18	17	35	18	17	35	0	2	0	0	2	0	0	2	Union of Farmers Association of Soumbalako (UGAS)	
W-W-31	Robert Bond	M	NC	T	W/N	Y	1	E	S	Mali	Flexible	3/25/2015	4/12/2015	19	\$8,930	\$4,930	64	24	88	64	39	103	0	3	0	0	3	0	0	3	Sasakawa Africa Fund for Extension Education (SAFE)-Mali	
W-W-32	Edward Doherty	M	HI	T	W/N	Y	1	E	S	Senegal	Informal AET	4/18/2015	4/30/2015	13	\$6,110	\$205	5	16	21	5	17	22	0	3	0	0	3	0	0	3	Platform of Senegalese Agribusiness Professionals Organizations (POPAS)	
W-W-33	Joseph Sullivan	M	OK	T	W/N	Y	1	T	F	Senegal	Informal AET	4/17/2015	5/3/2015	17	\$7,990	\$60	9	0	9	14	0	14	4	1	0	0	5	0	0	5	National Agency for Aquaculture (ANA)	
W-W-34	Leslie Cosgrove	F	PA	N	W/N	Y	1	O	S	Nigeria	Informal AET	4/19/2015	5/5/2015	17	\$7,990	\$1,403	5	2	7	75	33	108	0	5	0	0	5	0	0	5	Association Of Non-Bank Microfinance Institutions of Nigeria (ANMFIN)	
W-W-35	Clifford Wener	M	IL	T	W/N	Y	1	O	S	Senegal	Informal AET	4/23/2015	5/8/2015	16	\$7,520	\$185	4	13	17	7	49	56	0	2	0	0	2	0	0	2	Platform of Senegalese Agribusiness Professionals Organizations (POPAS)	

Assignment (Trip) Number	Name	Sex	State of Residence	Occupation Category	Race/Ethnicity	Prior F2F Service	Number of Scopes of Work	Type of Volunteer	Type of Commodity Chain Activities	Country	Country F2F Project	Scope of Work Start Date	Scope of Work End Date	Number of Volunteer Days Completed	Value of Volunteer Time Leveraged on Assignment (U.S.\$)	Estimated Value of Host Contribution (U.S.\$)	Number of Persons Trained			Number of Persons			Number of Volunteer Recommendations				Host(s)				
																	Male	Female	Total	Male	Female	Total	Economic	Organizational	Environmental	Financial		Total			
W-W-36	Robert Gallagher	M	SC	P	W/N	Y	1	A	S	Nigeria	Informal AET	4/30/2015	5/17/2015	18	\$8,460	\$1,870	30	8	38	30	8	38	0	4	0	0	0	4	Romarey Ventures		
W-W-37	Joseph Molnar	M	AL	E	W/N	N	1	A	S	Senegal	Informal AET	5/15/2015	5/24/2015	10	\$4,700	\$0	6	0	6	8	0	8	0	0	0	0	0	0	4	Winrock International Farmer-to-Farmer for Agricultural Education and Training Program	
W-W-38	Ilan Bar	M	FL	P	W/N	Y	1	T	S	Senegal	Formal AET	5/7/2015	5/25/2015	19	\$8,930	\$320	8	4	12	9	4	13	0	5	0	0	0	5	Horticulture Initiation Center of Saint Louis		
W-W-39	Mathew Baker, Jr.	M	TX	E	W/N	Y	1	O	S	Nigeria	Formal AET	5/16/2015	5/30/2015	15	\$7,050	\$2,149	5	1	6	21	4	25	0	4	0	0	0	4	Center for Entrepreneurship and Vocational Studies, Federal Polytechnic, Ado-Ekiti		
W-W-40	Martin Havlovic	M	WI	E	W/N	Y	1	E	S	Mali	Flexible	5/15/2015	5/31/2015	17	\$7,990	\$3,150	41	6	47	41	6	47	3	0	0	0	0	3	Sasakawa Africa Fund for Extension Education (SAFE)-Mali		
W-W-41	David Wagner	M	AZ	P	W/N	Y	1	O	S	Nigeria	Informal AET	5/22/2015	6/6/2015	16	\$7,520	\$160	33	18	51	33	18	51	0	4	0	0	0	4	Pan African Society for Rural Development Sustenance and Social Protection (PASRUDESS)		
W-W-42	Florence Wagner	F	AZ	T	W/N	Y	1	O	S	Nigeria	Formal AET	5/22/2015	6/6/2015	16	\$7,520	\$2,263	62	13	75	62	22	84	0	3	0	0	0	3	Center for Entrepreneurship and Vocational Studies, Federal Polytechnic, Ado-Ekiti		
W-W-43	Mary Albrecht	F	WI	P	W/N	Y	1	O	S	Senegal	Informal AET	5/27/2015	6/11/2015	16	\$7,520	\$30	6	2	8	11	5	16	0	3	0	0	0	3	Higher Institute of Business and Rural Networks (ISMRR)		
W-W-44	Robert Albrecht	M	WI	P	W/N	Y	1	T	F	Senegal	Informal AET	5/27/2015	6/11/2015	16	\$7,520	\$270	9	0	9	15	0	15	0	3	0	0	0	3	National Agency for Aquaculture (ANA)		
W-W-45	Chad McEvoy	M	NY	P	W/N	Y	1	O	S	Senegal	Formal AET	5/31/2015	6/14/2015	15	\$7,050	\$140	2	0	2	2	0	2	0	3	0	0	0	3	Horticulture Vocational Training Center (CFPH)		
W-W-46	Richard Edwards	M	TX	C	W/N	Y	1	E	S	Senegal	Informal AET	6/9/2015	6/24/2015	16	\$7,520	\$1,350	4	21	25	6	27	33	0	2	0	0	0	2	Platform of Senegalese Agribusiness Professionals Organizations (POPAS)		
W-W-47	David Eding	M	WA	T	W/N	Y	1	T	S	Guinea	Formal AET	6/11/2015	6/26/2015	16	\$7,520	\$783	7	0	7	7	0	7	0	5	0	0	0	5	AET Stakeholders Group		
W-W-48	Ross Penhalegon	M	OR	T	W/N	Y	1	T	F	Senegal	Formal AET	6/20/2015	7/3/2015	14	\$6,580	\$30	9	3	12	9	3	12	0	3	0	0	0	3	Horticulture Initiation Center of Saint Louis		
W-W-49	David Wagner	M	AZ	P	W/N	Y	1	E	S	Senegal	Informal AET	6/19/2015	7/5/2015	17	\$7,990	\$780	4	27	31	8	84	92	0	2	0	0	0	2	Platform of Senegalese Agribusiness Professionals Organizations (POPAS)		
W-W-50	Daniel Herman	M	FL	E	W/N	Y	1	T	S	Senegal	Formal AET	6/20/2015	7/5/2015	16	\$7,520	\$120	7	0	7	10	1	11	0	6	0	0	0	6	National Training Center for Fisheries and Aquaculture Technicians		
W-W-51	Molly Ames	F	NY	E	W/N	Y	1	E	S	Senegal	Formal AET	6/26/2015	7/12/2015	17	\$7,990	\$15	5	10	15	6	10	16	0	1	0	0	0	1	Horticulture Initiation Center of Mbao		
W-W-52	Mary Albrecht	F	WI	P	W/N	Y	1	O	M	Guinea	Informal AET	6/27/2015	7/15/2015	19	\$8,930	\$420	18	5	23	18	5	23	0	12	0	0	0	12	Association Nationale Des Aviculteurs De Guinee (ANAVIG); Union Nationale Des Aviculteurs (UNAG)		
W-W-53*	Robert Albrecht	M	WI	P	W/N	Y	1	O	M	Guinea	Informal AET	6/27/2015	7/15/2015	19	\$8,930																
W-W-54	Justine Britten	F	UT	S	W/N	N	1	O	S	Nigeria	Formal AET	7/3/2015	7/19/2015	17	\$7,990	\$1,500	13	5	18	23	6	29	0	19	0	0	0	19	Umuebe Farms & Farms College		
W-W-55*	Dale ZoBell	M	UT	E	W/N	N	1	O	S	Nigeria	Formal AET	7/3/2015	7/19/2015	17	\$7,990																
W-W-56a	Leslie Cosgrove	F	PA	N	W/N	Y	2	O	S	Nigeria	Formal AET	7/4/2015	7/20/2015	17	\$7,990	\$4,018	24	22	46	24	22	46	0	4	0	0	0	0	4	Osun State Polytechnic, Iree	
W-W-57	Timothy Coolong	M	KY	E	W/N	Y	1	T	F	Senegal	Formal AET	7/12/2015	7/26/2015	15	\$7,050	\$18	0	0	0	11	19	30	0	7	0	0	0	7	Horticulture Initiation Center of Mbao		
W-W-56b	Leslie Cosgrove									Nigeria	Formal AET	7/21/2015	7/28/2015	8	\$3,760	\$1,289	35	9	44	35	9	44	0	5	0	0	0	5	Center for Entrepreneurship and Vocational Studies, Federal Polytechnic, Ado-Ekiti		
W-W-58	Edith Shannon	F	AZ	P	W/N	Y	1	E	S	Guinea	Formal AET	7/18/2015	7/29/2015	12	\$5,640	\$1,522	8	1	9	8	1	9	0	5	0	0	0	5	AET Stakeholders Group		
W-W-59	Nkongolo Kalala	M	KY	E	B/N	N	1	E	M	Nigeria	Informal AET	7/24/2015	8/9/2015	17	\$7,990	\$80	30	2	32	30	2	32	0	8	0	0	0	8	Babban Gona		
W-W-60	Terry Gipson	M	OK	E	W/N	Y	1	T	F	Senegal	Informal AET	7/24/2015	8/10/2015	18	\$8,460	\$5,064	18	4	22	23	5	28	0	3	0	0	0	3	National Agency for Insertion and Development of Agriculture (ANIDA)		
W-W-61a	Lloyd Ziegler	M	OK	F	W/N	Y	2	E	P	Guinea	Informal AET	7/27/2015	8/10/2015	15	\$7,050	\$619	22	6	28	22	6	28	0	4	0	0	0	4	Honey Producers Microenterprise of Ley Miro		
W-W-62	Ronald Presley	M	TX	E	W/N	N	1	O	S	Nigeria	Formal AET	7/24/2015	8/12/2015	20	\$9,400	\$570	10	4	14	305	185	490	0	21	0	0	0	21	Center for Entrepreneurship and Vocational Studies, Federal Polytechnic, Ado-Ekiti; Engu State College of Agriculture; Federal College of Agriculture, Ishiagu; Osun State Polytechnic, Iree; Oyo State College of Agriculture; Samaru College of Agriculture, Zaria, Kaduna State;		
W-W-63	Barbara Pietuch	F	MO	P	W/N	Y	1	O	S	Guinea	Formal AET	7/25/2015	8/12/2015	19	\$8,930	\$1,522	9	2	11	9	2	11	0	4	0	0	0	4	Umuebe Farms & Farms College		
W-W-64	Michael Lowery	M	CO	P	W/N	Y	1	O	S	Nigeria	Formal AET	7/29/2015	8/15/2015	18	\$8,460	\$495	44	28	72	44	28	72	0	5	0	0	0	5	Samaru College of Agriculture, Zaria, Kaduna State		
W-W-65	Joseph Orban	M	LA	E	B/N	Y	1	T	S	Senegal	Formal AET	7/31/2015	8/15/2015	16	\$7,520	\$56	5	3	8	6	3	9	0	2	0	0	0	2	Horticulture Initiation Center of Saint Louis		
W-W-61b	Lloyd Ziegler									Guinea	Informal AET	8/11/2015	8/23/2015	13	\$6,110	\$197	21	6	27	21	6	27	0	7	0	0	0	7	Communal Union Of Niali Beekeepers		
W-W-66	Rick Griebenow	M	KY	E	W/N	N	1	O	S	Nigeria	Formal AET	8/9/2015	8/24/2015	16	\$7,520	\$180	27	8	35	27	8	35	0	18	0	0	0	18	Ahmadu Bello University-College of Agriculture and Animal Science		
W-W-67*	David Lawver	M	TX	E	W/N	N	1	O	S	Nigeria	Formal AET	8/9/2015	8/24/2015	16	\$7,520																
W-W-68	John Moulton	M	PA	T	W/N	Y	1	T	S	Nigeria	Informal AET	8/14/2015	8/31/2015	18	\$8,460	\$80	15	1	16	15	1	16	0	4	0	0	0	4	Babban Gona		
W-W-69	Karen Ververica	F	AL	E	W/N	Y	1	T	F	Senegal	Informal AET	8/22/2015	9/5/2015	15	\$7,050	\$270	13	4	17	19	4	23	0	12	0	0	0	12	National Agency for Aquaculture (ANA)		
W-W-70	Onesimus Oteno	M	AL	E	B/N	N	1	T	S	Senegal	Formal AET	8/20/2015	9/6/2015	18	\$8,460	\$160	9	4	13	15	4	19	0	3	0	0	0	3	Horticulture Initiation Center of Saint Louis		
W-W-71	John Ellerman	M	OH	T	W/N	Y	1	O	S	Nigeria	Formal AET	8/21/2015	9/6/2015	17	\$7,990	\$970	15	8	23	15	8	23	0	2	0	0	0	2	Oyo State College of Agriculture		
W-W-72	Cynthia (Cindy) Fake	F	CA	E	W/N	Y	1	T	S	Guinea	Informal AET	8/22/2015	9/7/2015	17	\$7,990	\$2,587	14	4	18	14	4	18	0	5	0	0	0	5	National Agency Counsel to Promote Rural life and Agriculture (ANPROCA)		
W-W-73	Sandra McDonald	F	CO	P	W/N	N	1	O	S	Guinea	Informal AET	8/23/2015	9/13/2015	22	\$10,340	\$0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Winrock International Farmer-to-Farmer for Agricultural Education and Training program
W-W-74	Kristofer Fricke	M	CA	F	W/N	Y	1	E	S	Guinea	Informal AET	8/24/2015	9/13/2015	21	\$9,870	\$4,410	30	8	38	30	8	38	0	6	0	0	0	6	Beekeepers Federation in Guinea (FAPI Guinea)		
W-W-75	Joseph Sullivan	M	OK	T	W/N	Y	1	T	F	Nigeria	Informal AET	9/2/2015	9/17/2015	16	\$7,520	\$773	5	91	96	5	91	96	0	5	0	0	0	5	Nigeria Co-Operative Women Alliance (NICOWA)		
W-W-76	Leslie Cosgrove	F	PA	N	W/N	Y	1	O	S	Nigeria	Formal AET	9/12/2015	9/28/2015	17	\$7,990	\$120	34	8	42	34	8	42	0	7	0	0	0	7	Federal College of Agriculture, Ishiagu		
W-W-77	William Zimmerman	M	MO	T	W/N	Y	1	O	S	Nigeria	Formal AET	9/13/2015	9/28/2015	16	\$7,520	\$2,694	31	5	36	31	5	36	0	6	0	0	0	6	Osun State Polytechnic, Iree		

Assignment (Trip) Number	Name	Sex	State of Residence	Occupation Category	Race/Ethnicity	Prior F2F Service	Number of Scopes of Work	Type of Volunteer	Type of Commodity Chain Activities	Country	Country F2F Project	Scope of Work Start Date	Scope of Work End Date	Number of Volunteer Days Completed	Value of Volunteer Time Leveraged on Assignment (U.S.\$)	Estimated Value of Host Contribution (U.S.\$)	Number of Persons Trained			Number of Persons			Number of Volunteer Recommendations				Host(s)						
																	Male	Female	Total	Male	Female	Total	Economic	Organizational	Environmental	Financial		Total					
W-W-78	James Spradley	M	AR	E	W/N	N	1	A	S	Senegal	Informal AET	8/30/2015	9/30/2015	32	\$15,040	\$0	0	0	0	34	4	38	0	0	0	0	0	0	0	0	0	0	Winrock International Farmer-to-Farmer for Agricultural Education and Training Program
<b>Fiscal Year 2016</b>		<b>Counts:</b>	<b>59</b>	<b>59</b>	<b>59</b>	<b>59</b>	<b>59</b>	<b>59</b>	<b>59</b>	<b>62</b>	<b>62</b>			<b>Totals:</b>	<b>1,052</b>	<b>\$494,440</b>	<b>\$69,606</b>	<b>1,098</b>	<b>528</b>	<b>1,626</b>	<b>2,053</b>	<b>1,176</b>	<b>3,229</b>	<b>9</b>	<b>310</b>	<b>0</b>	<b>4</b>	<b>323</b>		<b>38</b>			
W-W-79	Yael Spira	F	DC	E	W/N	N	1	O	S	Rwanda	Flexible	9/2/2015	10/1/2015	30	\$14,100	\$0	15	6	21	16	6	22	0	6	0	0	0	0	0	0	6	Rwanda Education Alternatives for Children in Tea-growing Areas (REACH-T) Project	
W-W-80	Erica Cummings	F	VT	E	W/N	N	1	T	F	Senegal	Informal AET	9/27/2015	10/15/2015	19	\$8,930	\$160	11	15	26	12	16	28	9	2	0	0	0	0	11	Higher Institute of Business and Rural Networks (ISMRR); Management Committee of the Pond of Peulhgua; Womens Group of Koulouck			
W-W-81	Istvan Keri	M	CA	T	W/N	Y	1	T	S	Senegal	Informal AET	10/9/2015	10/26/2015	18	\$8,460	\$464	8	0	8	26	0	26	0	4	0	0	0	0	4	National Agency for Insertion and Development of Agriculture (ANIDA)			
W-W-82	Richard Edwards	M	TX	C	W/N	Y	2	O	S	Senegal	Informal AET	10/17/2015	11/6/2015	21	\$9,870	\$3,399	10	0	10	14	24	38	0	6	0	0	0	0	6	Coalition of Women Against Illegal Immigration (COFLEC); National Agency for Insertion and Development of Agriculture (ANIDA)			
W-W-83	Mary Edwards	F	TX	T	W/N	Y	1	O	S	Senegal	Formal AET	10/17/2015	11/6/2015	21	\$9,870	\$280	7	2	9	16	2	18	0	10	0	0	0	10	Horticulture Initiation Center of Mbao; National Training Center for Fisheries and Aquaculture Technicians				
W-W-84	Brian Doyle	M	MN	T	W/N	Y	1	O	S	Nigeria	Formal AET	10/23/2015	11/9/2015	18	\$8,460	\$2,810	6	1	7	23	7	30	0	4	0	0	0	4	Osun State Polytechnic, Iree				
W-W-85	Roger Engstrom	M	IA	T	W/N	Y	1	T	F	Senegal	Formal AET	10/31/2015	11/22/2015	23	\$10,810	\$5,940	28	3	31	35	5	40	0	8	0	0	0	8	Horticulture Initiation Center of Saint Louis; National Agency for Insertion and Development of Agriculture (ANIDA)				
W-W-86	Colin Agnew	M	AZ	S	W/N	N	1	O	S	Senegal	Informal AET	10/23/2015	11/29/2015	38	\$17,860	\$0	10	3	13	31	7	38	0	19	0	0	0	19	Coalition of Women Against Illegal Immigration (COFLEC); International Center for Practical Training of Mboro (CIFOP); National Training Center for Fisheries and Aquaculture Technicians; Platform of Senegalese Agribusiness Professionals Organizations (POPAS)				
W-W-87*	William Barnes	M	AZ	S	W/N	N	1	O	S	Senegal	Informal AET	10/23/2015	11/29/2015	38	\$17,860	\$0	10	3	13	31	7	38	0	19	0	0	0	19	Coalition of Women Against Illegal Immigration (COFLEC); International Center for Practical Training of Mboro (CIFOP); National Training Center for Fisheries and Aquaculture Technicians; Platform of Senegalese Agribusiness Professionals Organizations (POPAS)				
W-W-88	Johnson Ndi	M	MA	N	B/H	Y	1	E	S	Guinea	Informal AET	11/16/2015	12/2/2015	17	\$7,990	\$1,512	21	3	24	21	3	24	0	10	0	0	0	10	Guinean Association for the Development of Private Enterprise; Guinean Network for Animal Traction – Integrated Development (RGTA-DI)				
W-W-89	Maria Alfaro-Barajas	F	CA	E	W/H	N	1	O	S	Nigeria	Informal AET	11/20/2015	12/10/2015	21	\$9,870	\$0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Winrock International Farmer-to-Farmer for Agricultural Education and Training program	
W-W-90	Stephen Strobach	M	OA	N	W/N	Y	1	O	S	Senegal	Informal AET	11/28/2015	12/16/2015	19	\$8,930	\$0	2	4	6	6	6	12	0	8	0	0	0	8	International Center for Practical Training of Mboro (CIFOP); National Agency for Aquaculture (ANA); National Agency for Insertion and Development of Agriculture (ANIDA); Platform of Senegalese Agribusiness Professionals Organizations (POPAS)				
W-W-91	Aaron Cohen	M	DC	G	D	N	1	O	S	Nigeria	Formal AET	12/2/2015	12/17/2015	16	\$7,520	\$290	28	8	36	29	8	37	0	5	0	0	0	5	Enugu State College of Agriculture				
W-W-92	Steven Kovach	M	AL	T	W/N	Y	1	T	S	Senegal	Informal AET	12/1/2015	12/21/2015	21	\$9,870	\$5,812	15	1	16	15	1	16	0	5	0	0	0	5	National Agency for the Promotion of Youth Employment (ANPEJ)				
W-W-93	Robert Gallagher	M	SC	P	W/N	Y	1	T	S	Senegal	Formal AET	12/3/2015	12/21/2015	19	\$8,930	\$140	5	0	5	16	2	18	0	4	0	0	0	4	International Center for Practical Training of Mboro (CIFOP)				
W-W-94	Beth Miller	F	AR	E	W/H	Y	1	O	S	Guinea	Formal AET	12/7/2015	12/23/2015	17	\$7,990	\$90	12	4	16	12	4	16	0	4	0	0	0	4	Institut des Sciences Agronomiques et Veterinaires de Faranah (ISAV/F)				
W-W-95	Jeffrey Westendorp	M	MI	C	W/N	N	1	O	S	Guinea	Informal AET	12/12/2015	12/26/2015	15	\$7,050	\$1,698	18	3	21	18	3	21	4	2	0	0	0	6	Regional Federation of Palm Oil and Rubber Producers				
W-W-96**	Biraguitcha Anwone	M	NA	G	B/N	N	1	E	S	Guinea	Informal AET	1/15/2016	1/28/2016	14	\$6,580	\$546	0	63	63	0	63	63	0	5	0	0	0	5	Association of Women Producers of Sheanut Butter of Kasamba				
W-W-97	Clifford Wener	M	IL	T	W/N	Y	1	T	P	Nigeria	Informal AET	1/15/2016	1/31/2016	17	\$7,990	\$3,520	46	0	46	46	0	46	4	4	0	0	0	8	Kafur Apex Fadama Users Association				
W-W-98	Ralph Bucca	M	MD	T	W/N	Y	1	T	P	Guinea	Informal AET	1/30/2016	2/17/2016	19	\$8,930	\$297	13	9	22	13	9	22	2	4	0	0	0	6	Vegetable Producers Microenterprise of Boulliwel (Mamou)				
W-W-99	Anais Troadec	F	AR	C	W/N	Y	1	O	S	Guinea	Formal AET	1/30/2016	2/17/2016	19	\$8,930	\$3,272	9	12	21	122	141	263	0	6	0	0	0	6	AET Stakeholders Group				
W-W-100	Leslie Cosgrove	F	PA	N	W/N	Y	1	O	S	Nigeria	Formal AET	2/7/2016	2/21/2016	15	\$7,050	\$5,287	29	6	35	29	6	35	0	21	0	0	0	21	Ahmadu Bello University-College of Agriculture and Animal Science; Center for Entrepreneurship and Vocational Studies, Federal Polytechnic, Ado-Ekiti; Enugu State College of Agriculture; Federal College of Agriculture, Ishiagu; Osun State Polytechnic, Iree; Oyo State College of Agriculture; Samaru College of Agriculture, Zaria, Kaduna State				
W-W-101*	Chris Igodan	M	OH	E	B/N	Y	1	O	S	Nigeria	Formal AET	2/7/2016	2/21/2016	15	\$7,050	\$0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	National Agency for Insertion and Development of Agriculture (ANIDA)	
W-W-102	Mariana Kind	F	FL	P	W/N	N	1	T	S	Senegal	Informal AET	2/8/2016	2/22/2016	15	\$7,050	\$2,469	14	1	15	16	2	18	0	2	0	0	0	2	National Agency for Insertion and Development of Agriculture (ANIDA)				

Assignment (Trip) Number	Name	Sex	State of Residence	Occupation Category	Race/Ethnicity	Prior F2F Service	Number of Scopes of Work	Type of Volunteer	Type of Commodity Chain Activities	Country	Country F2F Project	Scope of Work Start Date	Scope of Work End Date	Number of Volunteer Days Completed	Value of Volunteer Time Leveraged on Assignment (U.S.\$)	Estimated Value of Host Contribution (U.S.\$)	Number of Persons Trained			Number of Persons			Number of Volunteer Recommendations					Host(s)		
																	Male	Female	Total	Male	Female	Total	Economic	Organizational	Environmental	Financial	Total			
W-W-103	Tara Comstock-Green	F	DC	P	W/N	N	1	O	S	Guinea	Informal AET	2/20/2016	3/5/2016	15	\$7,050	\$1,366	19	5	24	19	5	24	0	10	0	0	0	10	Guinean Association for the Development of Private Enterprise; Guinean Network for Animal Tractor – Integrated Development (RGTA-DI)	
W-W-104	Dale ZoBell	M	ID	T	W/N	Y	1	O	S	Senegal	Formal AET	3/11/2016	3/23/2016	13	\$6,110	\$0	0	0	0	34	10	44	2	14	0	0	0	16	Horticulture Initiation Center of Saint Louis; Horticulture Vocational Training Center (CFPH); National Training Center for Fisheries and Aquaculture Technicians	
W-W-105*	Victor Nyekel	M	PA	E	B/N	Y	1	O	S	Senegal	Formal AET	3/5/2016	3/24/2016	20	\$9,400															
W-W-106*	Nicole Webster	F	PA	E	B/N	N	1	O	S	Senegal	Formal AET	3/5/2016	3/24/2016	20	\$9,400															
W-W-107	Anna Snider	F	NY	E	W/N	Y	1	O	S	Senegal	Formal AET	3/6/2016	3/26/2016	21	\$9,870	\$521	9	7	16	10	10	20	0	8	0	0	0	8	Horticulture Initiation Center of Saint Louis; Professional Training Centre (CFP)	
W-W-108	LeMieux Karsa	M	MN	P	B/N	Y	1	O	S	Guinea	Formal AET	3/12/2016	3/27/2016	16	\$7,520	\$826	15	1	16	15	1	16	0	5	0	0	5	AET Stakeholders Group		
W-W-109	Steven Kovach	M	AL	T	W/N	Y	1	T	S	Senegal	Informal AET	3/28/2016	4/11/2016	15	\$7,050	\$6,980	17	1	18	21	1	22	0	5	0	0	5	National Agency for the Promotion of Youth Employment (ANPEJ)		
W-W-110	Paul Wojtkowski	M	MA	P	W/N	Y	1	T	F	Senegal	Informal AET	4/9/2016	4/25/2016	17	\$7,990	\$270	11	3	14	25	3	28	0	3	0	0	3	Coastline Vegetable Producers Union (UML) of Mboro		
W-W-111	Michael Lowery	M	CO	P	W/N	Y	1	E	S	Nigeria	Formal AET	4/16/2016	5/2/2016	17	\$7,990	\$187	73	23	96	73	23	96	0	5	0	0	5	Ahmadu Bello University-College of Agriculture and Animal Science		
W-W-112	Mary Edwards	F	TX	T	W/N	Y	1	O	S	Guinea	Formal AET	4/21/2016	5/4/2016	14	\$6,580	\$2,200	9	0	9	9	0	9	0	32	0	0	32	Ecole Nationale D'agriculture Et D'elevage (ENAE) De Bordo, Kankan; Ecole Nationale D'agriculture Et D'elevage (ENAE) De Koba, Boffa; Ecole Nationale D'agriculture Et D'elevage (ENAE) De Macenta; Ecole Nationale D'agriculture Et D'elevage (ENAE) De Tolo; Ecole Nationale des Agents Techniques des Eaux et Forets (ENATEF); General Inspection of Vocational Training; Higher Institute of Veterinary Medicine Sciences (ISSMV-Dalaba); Institut des Sciences Agronomiques et Veterinaires de Faranah (ISAV/F)		
W-W-113	Richard Edwards	M	TX	C	W/N	Y	1	O	S	Guinea	Formal AET	4/21/2016	5/4/2016	14	\$6,580	\$1,660	6	0	6	6	0	6	0	2	0	0	2	AET Stakeholders Group		
W-W-114	Leonard Obaldo	M	HI	T	As	Y	1	T	F	Senegal	Informal AET	4/23/2016	5/8/2016	16	\$7,520	\$4,816	16	5	21	16	5	21	6	3	0	0	9	Cooperative Network of Peasant and Pastoral Organizations of Senegal (RESOPP)		
W-W-115	Dilip Nandwani	M	TN	E	As	Y	1	T	S	Nigeria	Informal AET	4/28/2016	5/12/2016	15	\$7,050	\$5,240	87	42	129	87	42	129	0	5	0	0	5	Cross River State Agricultural Development Program (CRADP)		
W-W-116	Douglas Isanhart	M	AR	E	W/N	Y	1	E	S	Senegal	Informal AET	4/30/2016	5/17/2016	18	\$8,460	\$140	9	8	17	11	17	28	0	2	0	0	2	CONCEPT		
W-W-117	Leslie Cosgrove	F	PA	N	W/N	Y	1	O	S	Nigeria	Formal AET	4/30/2016	5/23/2016	24	\$11,280	\$4,800	6	2	8	6	2	8	0	8	0	0	8	Network of Agricultural Technical Education in Nigeria (NATEN)		
W-W-118*	Chris Igodan	M	OH	E	B/N	Y	1	O	S	Nigeria	Formal AET	4/30/2016	5/23/2016	24	\$11,280															
W-W-119	Paul Koch	M	MD	P	D	N	1	C	S	Nigeria	Informal AET	5/14/2016	5/30/2016	17	\$7,990	\$1,900	11	0	11	15	0	15	1	0	2	0	3	Romarey Ventures		
W-W-120	David Lavin	M	FL	T	W/N	Y	1	E	S	Senegal	Informal AET	5/16/2016	5/30/2016	15	\$7,050	\$3,280	12	6	18	15	6	21	0	6	0	0	6	National Agency for Insertion and Development of Agriculture (ANIDA); National Agency for the Promotion of Youth Employment (ANPEJ)		
W-W-121	Paul Hepperly	M	TN	T	W/N	Y	1	T	P	Guinea	Informal AET	5/15/2016	6/5/2016	22	\$10,340	\$861	114	37	151	114	37	151	7	2	0	0	9	Federation of Union and Coops of Yam Producers of Kankan (FUCYS-G)		
W-W-122	Ronald Presley	M	TX	E	W/N	Y	1	O	S	Senegal	Formal AET	5/20/2016	6/6/2016	18	\$8,460	\$723	10	13	23	15	15	30	0	4	0	0	4	Professional Training Centre (CFP) of Bargny; Regional Vocational Education and Training Center (CRET) of Fatick		
W-W-123	James Conley	M	CO	T	W/N	Y	1	T	S	Nigeria	Informal AET	5/28/2016	6/13/2016	17	\$7,990	\$2,322	55	5	60	55	5	60	0	8	0	0	8	Katsina Agriculture and Rural Development Authority (KTARDA)		
W-W-124	Robert Albrecht	M	WI	P	W/N	Y	1	T	S	Guinea	Formal AET	6/1/2016	6/16/2016	16	\$7,520	\$582	16	2	18	16	2	18	0	24	0	0	0	24	Center for Post Primary Professional Training (CFPPP); Ecole Nationale D'agriculture Et D'elevage (ENAE) De Bordo, Kankan; Ecole Nationale D'agriculture Et D'elevage (ENAE) De Koba, Boffa; Ecole Nationale D'agriculture Et D'elevage (ENAE) De Macenta; Ecole Nationale D'agriculture Et D'elevage (ENAE) De Tolo; Higher Institute of Veterinary Medicine Sciences (ISSMV-Dalaba)	





Assignment (Trip) Number	Name	Sex	State of Residence	Occupation Category	Race/Ethnicity	Prior F2F Service	Number of Scopes of Work	Type of Volunteer	Type of Commodity Chain Activities	Country	Country F2F Project	Scope of Work Start Date	Scope of Work End Date	Number of Volunteer Days Completed	Value of Volunteer Time Leveraged on Assignment (U.S.\$)	Estimated Value of Host Contribution (U.S.\$)	Number of Persons Trained			Number of Persons			Number of Volunteer Recommendations					Host(s)
																	Male	Female	Total	Male	Female	Total	Economic	Organizational	Environmental	Financial	Total	
W-W-155	Johnson Ndi	M	MA	N	B/H	Y	1	O	S	Guinea	Informal AET	9/16/2016	9/30/2016	15	\$7,050	\$8,392	23	9	32	23	9	32	0	5	0	0	5	National Agency Counsel to Promote Rural life and Agriculture (ANPROCA)
W-W-156	Joel Ransom	M	ND	E	W/N	Y	1	T	P	Senegal	Informal AET	9/16/2016	9/30/2016	15	\$7,050	\$40	0	0	0	4	25	29	0	4	0	0	4	CONCEPT
<b>Counts:</b>		<b>78</b>	<b>78</b>	<b>78</b>	<b>78</b>	<b>78</b>	<b>74</b>	<b>78</b>	<b>78</b>	<b>78</b>	<b>78</b>	<b>Totals:</b>		<b>1,469</b>	<b>\$690,430</b>	<b>\$133,002</b>	<b>1,528</b>	<b>549</b>	<b>2,077</b>	<b>1,907</b>	<b>787</b>	<b>2,694</b>	<b>40</b>	<b>427</b>	<b>2</b>	<b>0</b>	<b>469</b>	<b>68</b>
<b>Fiscal Year 2017</b>																												
W-W-157	Hector Valenzuela	M	HI	E	W/H	Y	1	T	F	Senegal	Informal AET	10/2/2016	10/18/2016	17	\$7,990	\$2,929	17	2	19	18	8	26	0	4	0	0	4	Cooperative Network of Peasant and Pastoral Organizations of Senegal (RESOPP)
W-W-158	Anna Snider	F	OA	E	W/N	Y	1	T	S	Nigeria	Informal AET	10/14/2016	10/30/2016	17	\$7,990	\$1,197	125	81	206	125	81	206	1	3	0	0	4	Cross River State Agricultural Development Program (CRADP)
W-W-159	Gerald Skiles	M	OR	F	W/N	Y	1	E	M	Guinea	Informal AET	10/29/2016	11/13/2016	16	\$7,520	\$355	8	6	14	8	6	14	1	4	0	0	5	Cooperative of Peanut Butter, Shea Nut Butter and Honey Producer-CAPROKAM
W-W-160	Cherry Skiles	F	OR	N	W/N	Y	1	O	S	Guinea	Informal AET	10/29/2016	11/13/2016	16	\$7,520	\$441	21	8	29	27	10	37	0	5	0	0	5	Union of Farmers Association of Soumabalako (UGAS)
W-W-161	Edgar Levi	M	AR	T	W/N	Y	1	T	F	Senegal	Informal AET	10/29/2016	11/14/2016	17	\$7,990	\$1,113	22	4	26	24	5	29	4	3	0	0	7	Cooperative Network of Peasant and Pastoral Organizations of Senegal (RESOPP)
W-W-162	James Shattuck	M	CA	G	W/N	N	1	O	S	Guinea	Formal AET	11/5/2016	11/18/2016	14	\$6,580	\$493	12	0	12	12	0	12	0	38	0	0	38	Center for Post Primary Professional Training (CFPPP); Ecole Nationale D'agriculture Et D'elevage (ENAE) De Bordo, Kankan; Ecole Nationale D'agriculture Et D'elevage (ENAE) De Koba, Boffa; Ecole Nationale D'agriculture Et D'elevage (ENAE) De Macenta; Ecole Nationale D'agriculture Et D'elevage (ENAE) De Tolo; Higher Institute of Veterinary Medicine Sciences (ISSMV-Dalaba)
W-W-163	Roger Hanagriff	M	TX	E	W/N	N	1	T	S	Guinea	Formal AET	11/9/2016	11/23/2016	15	\$7,050	\$2,023	13	0	13	13	0	13	0	28	0	0	28	Center for Post Primary Professional Training (CFPPP); Ecole Nationale D'agriculture Et D'elevage (ENAE) De Bordo, Kankan; Ecole Nationale D'agriculture Et D'elevage (ENAE) De Koba, Boffa; Ecole Nationale D'agriculture Et D'elevage (ENAE) De Macenta; Ecole Nationale D'agriculture Et D'elevage (ENAE) De Tolo; Ecole Nationale des Agents Techniques des Eaux et Forets (ENATEF); Higher Institute of Veterinary Medicine Sciences (ISSMV-Dalaba)
W-W-164	Michael Lauer	M	IA	P	W/N	Y	1	T	S	Nigeria	Informal AET	11/19/2016	12/3/2016	15	\$7,050	\$320	17	6	23	17	6	23	0	6	0	0	6	National Agricultural Seed Council (NASC) of Nigeria
W-W-165	Dale ZoBell	M	ID	T	W/N	Y	1	O	S	Nigeria	Formal AET	11/19/2016	12/3/2016	15	\$7,050	\$180	68	20	88	68	20	88	0	4	0	0	4	Federal College of Agriculture, Ibiagu
W-W-166	Anais Troadec	F	AR	C	W/N	Y	1	O	S	Guinea	Formal AET	11/26/2016	12/14/2016	19	\$8,930	\$4,245	10	16	26	10	16	26	0	6	0	0	6	AET Stakeholders Group
W-W-167	Matilde Paino D'Urzo	F	IN	E	W/N	Y	1	T	F	Senegal	Informal AET	12/3/2016	12/17/2016	15	\$7,050	\$717	16	6	22	25	8	33	0	7	0	0	7	Coastline Vegetable Producers Union (UML) of Mboro
W-W-168	Mark Cain	M	AR	F	W/N	Y	1	T	S	Senegal	Formal AET	12/3/2016	12/19/2016	17	\$7,990	\$408	12	1	13	13	5	18	0	5	0	0	5	Horticulture Initiative Center of Ziguinchor (CIH ZIG)
W-W-169	Joseph Sullivan	M	OK	T	W/N	Y	1	T	S	Nigeria	Informal AET	12/3/2016	12/19/2016	17	\$7,990	\$56	19	10	29	19	10	29	4	1	0	0	5	Fishouse Consulting Limited
W-W-170	Julie Albrecht	F	NE	E	W/N	Y	1	T	P	Senegal	Informal AET	12/8/2016	12/22/2016	15	\$7,050	\$183	0	11	11	0	17	17	2	2	0	0	4	Coalition of Women Against Illegal Immigration (COFLEC)
W-W-171	Bernard Randrianarisoa	M	NY	P	B/H	N	1	T	S	Senegal	Formal AET	12/8/2016	12/23/2016	16	\$7,520	\$251	9	10	19	10	15	25	0	5	0	0	5	Vocational Training Center of Diilor
W-W-172	Monica Norley	F	OA	C	W/N	N	1	O	S	Senegal	Informal AET	1/2/2017	1/16/2017	15	\$7,050	\$195	7	12	19	9	14	23	0	5	0	0	5	Coalition of Women Against Illegal Immigration (COFLEC)
W-W-173	Maurice Dawson	M	MO	E	B/N	Y	1	T	S	Senegal	Formal AET	1/2/2017	1/17/2017	16	\$7,520	\$126	5	2	7	6	3	9	0	2	0	0	2	Horticulture Initiation Center of Saint Louis
W-W-174	Billve Foster	F	TN	E	W/N	N	1	O	S	Guinea	Formal AET	1/7/2017	1/21/2017	15	\$7,050	\$1,128	16	2	18	16	2	18	0	32	0	0	32	Center for Post Primary Professional Training (CFPPP); Ecole Nationale D'agriculture Et D'elevage (ENAE) De Bordo, Kankan; Ecole Nationale D'agriculture Et D'elevage (ENAE) De Koba, Boffa; Ecole Nationale D'agriculture Et D'elevage (ENAE) De Macenta; Ecole Nationale D'agriculture Et D'elevage (ENAE) De Tolo; Ecole Nationale des Agents Techniques des Eaux et Forets (ENATEF); Higher Institute of Veterinary Medicine Sciences (ISSMV-Dalaba); Institut des Sciences Agronomiques et Veterinaires de Faranah (ISAV/F)
W-W-175	David Wilson	M	IN	P	W/N	N	1	T	S	Nigeria	Formal AET	1/4/2017	1/22/2017	19	\$8,930	\$800	20	1	21	20	1	21	0	4	0	0	4	Samaru College of Agriculture, Zaria, Kaduna State
W-W-176	Matthew Mccue	M	CA	F	W/N	Y	1	T	S	Senegal	Formal AET	1/10/2017	1/25/2017	16	\$7,520	\$137	7	2	9	15	5	20	0	4	0	0	4	International Center for Practical Training of Mboro (CIFOP)
W-W-177b	David Eding									Nigeria	Formal AET	1/21/2017	1/28/2017	8	\$3,760	\$88	95	51	146	95	51	146	0	3	0	0	3	Samaru College of Agriculture, Zaria, Kaduna State
W-W-178	Abdul Razak Zakaria	M	NJ	N	B/N	Y	1	O	S	Guinea	Informal AET	1/21/2017	2/4/2017	15	\$7,050	\$626	7	4	11	7	4	11	0	5	0	0	5	Cooperative of Peanut Butter, Shea Nut Butter and Honey Producer-CAPROKAM



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																	Male	Female	Total	Male	Female	Total	Economic	Organizational	Environmental	Financial	Total		
W-W-207	Donald Emery	M	NM	T	W/N	Y	1	O	S	Guinea	Formal AET	5/27/2017	6/10/2017	15	\$7,050	\$969	11	2	13	11	2	13	0	6	0	0	1	7	Integrated Farm - FaBiK
W-W-208	Douglas Isanhart	M	AR	E	W/N	Y	1	E	M	Mali	Flexible	5/23/2017	6/11/2017	20	\$9,400	\$1,286	25	24	49	25	24	49	24	0	0	0	0	24	Agricultural Learning Center (CAA) of Samanko; Association of Persons with Disability Lujuraton of Molodo; Multi-Actors Value Chains Platforms (MAVCP) of Niena; Rural Polytechnic Institute for Training and Applied Research (IPR/IFRA) of Katibougou
W-W-209	Hugh Thomforde	M	TN	T	W/N	Y	1	T	S	Senegal	Formal AET	6/1/2017	6/17/2017	17	\$7,990	\$204	4	2	6	9	3	12	1	2	0	0	3	Foundiougne Vocational Training Center (FVTC)	
W-W-223b	Caroline Dunlap									Nigeria	Formal AET	5/27/2017	6/18/2017	23	\$10,810	\$700	31	9	40	41	9	50	0	6	0	0	6	Network of Agricultural Technical Education in Nigeria (NATEN)	
W-W-210	Bernard Randrianarisoa	M	NY	P	B/H	Y	1	O	S	Senegal	Formal AET	6/6/2017	6/21/2017	16	\$7,520	\$320	25	13	38	27	15	42	0	8	0	0	8	Vocational Training Center (CFP) of Birkelane; Vocational Training Center (CFP) of Neuekhokh	
W-W-211	Monica Norfey	F	OA	C	W/N	N	1	O	S	Senegal	Informal AET	6/7/2017	6/22/2017	16	\$7,520	\$282	0	23	23	1	26	27	0	4	0	0	4	Coalition of Women Against Illegal Immigration (COFLEC)	
W-W-212	Robert Owen	M	OA	P	W/N	N	1	O	S	Nigeria	Formal AET	5/31/2017	6/24/2017	25	\$11,750	\$1,920	19	8	27	19	8	27	3	6	0	0	9	Umuebe Farms & Farms College	
W-W-213	Omar Salih	M	MO	S	W/N	N	1	O	S	Guinea	Formal AET	6/10/2017	6/25/2017	16	\$7,520	\$637	16	1	17	16	1	17	0	24	0	0	24	Center for Post Primary Professional Training (CFPPP); Ecole Nationale D'agriculture Et D'elevage (ENAE) De Bordo, Kankan; Ecole Nationale D'agriculture Et D'elevage (ENAE) De Koba, Boffa; Ecole Nationale D'agriculture Et D'elevage (ENAE) De Macenta; Ecole Nationale D'agriculture Et D'elevage (ENAE) De Tolo; Ecole Nationale des Agents Techniques des Eaux et Forets (ENATEF); Higher Institute of Veterinary Medicine Sciences (ISSMV-Dalaba); Institut des Sciences Agronomiques et Veterinaires de Faranah (ISAV/F)	
W-W-214	Damon Walker	M	MO	S	B/N	N	1	O	S	Guinea	Informal AET	6/10/2017	6/25/2017	16	\$7,520	\$1,053	12	8	20	12	8	20	0	4	0	0	4	National Agency Counsel to Promote Rural life and Agriculture (ANPROCA)	
W-W-215	Dale ZoBell	M	ID	T	W/N	Y	1	O	S	Guinea	Formal AET	6/10/2017	6/25/2017	16	\$7,520	\$2,117	0	0	0	80	21	101	0	4	0	0	4	Higher Institute of Veterinary Medicine Sciences (ISSMV-Dalaba)	
W-W-216	John Ellerman	M	OH	T	W/N	Y	1	O	S	Senegal	Formal AET	6/11/2017	6/28/2017	18	\$8,460	\$429	10	3	13	11	3	14	0	3	0	0	3	Agricultural Technical High School Emile Badiane of Bignonon (LTAEB)	
W-W-217	Abdul Razak Zakaria	M	CA	N	B/N	Y	1	O	S	Guinea	Formal AET	6/17/2017	7/2/2017	16	\$7,520	\$898	11	1	12	11	1	12	0	5	0	0	5	Integrated Farm - FaBiK	
W-W-223c	Caroline Dunlap									Guinea	Formal AET	6/19/2017	7/7/2017	19	\$8,930	\$621	1	0	1	57	20	77	0	5	0	0	5	Ecole Nationale D'agriculture Et D'elevage (ENAE) De Koba, Boffa	
W-W-218	Cecilia Suarez	F	FL	E	B/H	N	1	O	S	Senegal	Formal AET	6/10/2017	7/9/2017	30	\$14,100	\$0	0	0	0	28	27	55	0	14	0	0	14	Foundiougne Vocational Training Center (FVTC); Regional Vocational Education and Training Center (CRET) of Fatick; Vocational Training Center (CFP) of Birkelane; Vocational Training Center of Djilor	
W-W-219	Anna Snider	F	OA	E	W/N	Y	1	O	F	Nigeria	Informal AET	6/24/2017	7/9/2017	16	\$7,520	\$300	19	20	39	45	44	89	1	3	1	0	5	Awakening Nigeria for Agro-Allied International (ANAAD)	
W-W-220	Karen Wynne	F	AL	P	W/N	Y	1	T	S	Senegal	Formal AET	6/27/2017	7/12/2017	16	\$7,520	\$384	15	0	15	19	0	19	2	6	0	0	8	Horticulture Initiative Center of Ziguinchor (CIH ZIG); National Training Center for Agricultural Technicians and Agricultural Engineering (CNFTAGR)	
W-W-221	N'Bouke Eko	M	VT	S	B/N	Y	1	O	S	Guinea	Informal AET	7/8/2017	7/23/2017	16	\$7,520	\$1,516	22	2	24	22	2	24	0	6	0	0	6	Federation of Fruits Growers of Lower Guinea (FEPAF-BG)	
W-W-222	Suzanne Ondrus	F	OH	E	W/N	N	1	O	S	Guinea	Informal AET	7/8/2017	7/23/2017	16	\$7,520	\$743	15	1	16	15	1	16	0	12	0	0	12	Guinean Association for the Development of Private Enterprise; Guinean Network for Animal Traction-Integrated Development (RGTA-DI); Technical Assistance and Cooperation - Assistance Technique et Cooperation (ATC)	
W-W-223a	Caroline Dunlap	F	AR	S	W/N	N	3	O	S	Senegal	Formal AET	7/8/2017	7/30/2017	23	\$10,810	\$278	9	4	13	10	4	14	0	7	0	0	7	Professional Training Centre (CFP); Vocational Training Center of Djilor	
W-W-224	Patricia Rayas-Duarte	F	OK	E	D	N	1	T	P	Senegal	Informal AET	7/15/2017	7/30/2017	16	\$7,520	\$200	1	20	21	1	25	26	0	2	0	0	2	Coalition of Women Against Illegal Immigration (COFLEC)	
W-W-225	Diane Suhler	F	MO	E	W/N	Y	1	O	M	Nigeria	Informal AET	7/15/2017	7/30/2017	16	\$7,520	\$729	1	2	3	2	2	4	0	6	0	0	6	Shea Origin Limited	
W-W-226	Ashley Moss	F	MO	S	B/H	N	1	O	S	Senegal	Formal AET	7/15/2017	8/2/2017	19	\$8,930	\$186	4	1	5	5	1	6	0	6	0	0	6	Agricultural Technical High School Emile Badiane of Bignonon (LTAEB); Horticulture Initiative Center of Ziguinchor (CIH ZIG)	

Assignment (Trip) Number	Name	Sex	State of Residence	Occupation Category	Race/Ethnicity	Prior F2F Service	Number of Scopes of Work	Type of Volunteer	Type of Commodity Chain Activities	Country	Country F2F Project	Scope of Work Start Date	Scope of Work End Date	Number of Volunteer Days Completed	Value of Volunteer Time Leveraged on Assignment (U.S.\$)	Estimated Value of Host Contribution (U.S.\$)	Number of Persons Trained			Number of Persons			Number of Volunteer Recommendations					Host(s)	
																	Male	Female	Total	Male	Female	Total	Economic	Organizational	Environmental	Financial	Total		
W-W-227	Erin McConnell	F	CA	E	W/N	N	1	O	S	Guinea	Formal AET	7/22/2017	8/6/2017	16	\$7,520	\$433	48	13	61	48	13	61	0	23	0	0	23	Center for Post Primary Professional Training (CFPPP); Ecole Nationale D'agriculture Et D'elevage (ENAE) De Bordo, Kankan; Ecole Nationale D'agriculture Et D'elevage (ENAE) De Koba, Boffa; Ecole Nationale D'agriculture Et D'elevage (ENAE) De Macenta; Ecole Nationale D'agriculture Et D'elevage (ENAE) De Tolo; Institut des Sciences Agronomiques et Veterinaires de Faranah (ISAV/F)	
W-W-228	William Marshall	M	NC	E	W/N	N	1	O	S	Guinea	Informal AET	7/29/2017	8/13/2017	16	\$7,520	\$2,313	22	7	29	27	7	34	0	3	1	0	4	National Agency for the Protection of Plants and Stored Goods (Service Nationale de la Protection des Vegetaux et Denrees Stockees) (SNPVD)	
W-W-229	Julie Albrecht	F	NE	E	W/N	Y	1	O	S	Guinea	Informal AET	7/29/2017	8/14/2017	17	\$7,990	\$761	19	9	28	19	9	28	0	5	0	0	5	Federation of Horticulture Union in Upper Guinea Kankan (FUMA-HG)	
W-W-230	Anna Snider	F	OA	E	W/N	Y	1	O	S	Senegal	Informal AET	7/30/2017	8/15/2017	17	\$7,990	\$495	11	0	11	27	2	29	0	5	0	0	5	Producers Association of the Gambia River Valley (APROVAG)	
W-W-231	Jolene Warnke-Roszal	F	MT	E	W/N	N	1	T	S	Nigeria	Formal AET	8/10/2017	8/26/2017	17	\$7,990	\$700	55	3	58	55	3	58	1	2	1	0	4	Samaru College of Agriculture, Zaria, Kaduna State	
W-W-232	Harvey Pine	M	NH	E	W/N	Y	1	T	F	Senegal	Informal AET	8/12/2017	8/27/2017	16	\$7,520	\$914	23	10	33	27	10	37	0	2	0	0	2	Community Agricultural Areas Program (PRODAC)	
W-W-233	Joanna King	F	TX	P	W/N	N	1	E	S	Senegal	Informal AET	8/12/2017	8/29/2017	18	\$8,460	\$573	6	8	14	11	50	61	0	2	0	0	2	Birkelane Associations Agreement (EGABI)	
W-W-234	Jessica Byassee	F	KY	N	W/N	N	1	O	S	Senegal	Informal AET	8/19/2017	9/4/2017	17	\$7,990	\$280	10	4	14	13	4	17	0	6	0	0	6	Producers Association of the Gambia River Valley (APROVAG)	
W-W-235	Rachel An	F	MD	S	As	N	1	E	S	Nigeria	Formal AET	8/19/2017	9/24/2017	37	\$17,390	\$1,440	52	55	107	71	57	128	0	6	0	0	6	Center for Entrepreneurship and Vocational Studies, Federal Polytechnic, Ado-Ekiti	
W-W-236*	Craig Pearson	M	AZ	S	W/N	N	1	E	S	Nigeria	Formal AET	8/19/2017	9/24/2017	37	\$17,390														
W-W-237	Rachel Schattman	F	VT	F	W/N	N	1	T	F	Senegal	Informal AET	9/10/2017	9/25/2017	16	\$7,520	\$90	19	3	22	37	5	42	0	8	0	0	8	Coastline Vegetable Producers Union (UML) of Mboro	
W-W-238	Hugh Thomforde	M	TN	T	W/N	Y	1	T	S	Nigeria	Informal AET	9/12/2017	9/29/2017	18	\$8,460	\$62	34	9	43	34	9	43	1	4	0	0	5	Fishouse Consulting Limited	
W-W-239	Tyler Anselm	M	CA	P	W/N	N	1	T	S	Nigeria	Formal AET	9/8/2017	9/30/2017	23	\$10,810	750	19	1	20	19	1	20	0	5	0	0	5	Samaru College of Agriculture, Zaria, Kaduna State	
W-W-240	Andrew Lohof	M	OA	P	W/N	Y	1	O	S	Senegal	Informal AET	9/14/2017	9/30/2017	17	\$7,990	\$504	14	1	15	15	1	16	0	3	0	0	3	Development and Textile Fibers Company (SODEFITEX)	
<b>Counts:</b>		<b>84</b>	<b>84</b>	<b>84</b>	<b>84</b>	<b>84</b>	<b>85</b>	<b>84</b>	<b>84</b>	<b>89</b>	<b>89</b>	<b>Totals:</b>		<b>1,542</b>	<b>\$724,740</b>	<b>67,527</b>	<b>1,722</b>	<b>811</b>	<b>2,533</b>	<b>2,164</b>	<b>1,103</b>	<b>3,267</b>	<b>66</b>	<b>552</b>	<b>12</b>	<b>1</b>	<b>631</b>	<b>69</b>	
<b>Fiscal Year 2018</b>																													
W-W-241	Lynne Simpson-Scott	F	OK	E	B/N	N	1	T	S	Nigeria	Formal AET	9/22/2017	10/9/2017	18	\$8,460	\$160	2	3	5	8	5	13	0	21	0	0	21	Center for Entrepreneurship and Vocational Studies, Federal Polytechnic, Ado-Ekiti; Enugu State College of Agriculture; Federal College of Agriculture, Ishiagu; Network of Agricultural Technical Education in Nigeria (NATEN); Osun State Polytechnic, Iree; Oyo State College of Agriculture	
W-W-242	Ricardo Victoria	M	FL	P	W/H	N	1	T	F	Senegal	Informal AET	10/1/2017	10/17/2017	17	\$7,990	\$255	31	48	79	62	50	112	0	6	0	0	6	Producers Association of the Gambia River Valley (APROVAG)	
W-W-243	Felix Isuk	M	MD	P	B/N	Y	1	O	S	Guinea	Informal AET	10/7/2017	10/23/2017	17	\$7,990	\$760	18	11	29	18	11	29	0	8	0	0	8	Association Nationale Des Aviculteurs De Guinee (ANAVIG); Union Nationale Des Aviculteurs (UNAG)	
W-W-244	Daniel Herman	M	VA	E	W/N	Y	1	T	P	Senegal	Formal AET	10/14/2017	10/31/2017	18	\$8,460	\$125	1	4	5	5	12	17	0	2	0	0	2	Foundiougne Vocational Training Center (FVTC)	
W-W-245	Caroline Kolins	F	WA	N	W/N	N	1	O	S	Guinea	Formal AET	10/28/2017	11/14/2017	18	\$8,460	\$1,117	14	3	17	14	3	17	0	4	0	0	4	Center for Post Primary Professional Training (CFPPP)	
W-W-246	Clifford Wener	M	IL	T	W/N	Y	1	T	M	Senegal	Formal AET	11/4/2017	11/21/2017	18	\$8,460	\$225	3	5	8	5	7	12	0	3	0	0	3	Foundiougne Vocational Training Center (FVTC)	
W-W-247	Suzanne Ondrus	F	OH	E	W/N	Y	1	O	S	Guinea	Formal AET	11/10/2017	11/26/2017	17	\$7,990	\$1,227	31	5	36	31	5	36	0	6	0	0	6	Higher Institute of Veterinary Medicine Sciences (ISSMV-Dalaba)	
W-W-248	Mary Albrecht	F	WI	P	W/N	Y	1	O	S	Guinea	Formal AET	11/25/2017	12/12/2017	18	\$8,460	\$1,055	21	8	29	21	8	29	0	3	0	0	3	Center for Post Primary Professional Training (CFPPP)	
W-W-249	John Arnold	M	CA	T	W/N	Y	1	T	S	Senegal	Formal AET	12/1/2017	12/15/2017	15	\$7,050	\$441	12	0	12	18	0	18	0	6	0	0	6	Horticulture Initiative Center of Ziguinchor (CH ZIG); National Training Center for Agricultural Technicians and Agricultural Engineering (CNFTAGR)	
W-W-250	Monica Norley	F	OA	C	W/N	Y	1	T	P	Senegal	Informal AET	11/26/2017	12/16/2017	21	\$9,870	\$1,110	0	41	41	0	53	53	2	9	0	0	11	Alliance of the Integrated Masses for the Development of Women's Entrepreneurship Network (AMIDEF); Coalition of Women Against Illegal Immigration (COFLEC)	
W-W-251	Sean Mulla	M	MT	G	W/N	N	1	T	F	Senegal	Formal AET	12/2/2017	12/18/2017	17	\$7,990	\$187	19	12	31	23	12	35	0	6	0	0	6	Vocational Training Center (CFP) of Nguexkhkh Union of Farmers Association of Soumabalako (UGAS)	
W-W-252	Steven Kovach	M	AZ	T	W/N	Y	1	T	S	Guinea	Informal AET	1/1/2018	1/16/2018	16	\$7,520	\$779	30	8	38	30	8	38	0	2	0	0	2		

Assignment (Trip) Number	Name	Sex	State of Residence	Occupation Category	Race/Ethnicity	Prior F2F Service	Number of Scopes of Work	Type of Volunteer	Type of Commodity Chain Activities	Country	Country F2F Project	Scope of Work Start Date	Scope of Work End Date	Number of Volunteer Days Completed	Value of Volunteer Time Leveraged on Assignment (U.S.\$)	Estimated Value of Host Contribution (U.S.\$)	Number of Persons Trained			Number of Persons			Number of Volunteer Recommendations					Host(s)	
																	Male	Female	Total	Male	Female	Total	Economic	Organizational	Environmental	Financial	Total		
W-W-253	Felix Isuk	M	MD	P	B/N	Y	1	E	F	Senegal	Informal AET	1/1/2018	1/17/2018	17	\$7,990	\$2,621	10	0	10	19	3	22	2	3	0	0	0	5	National Federation of actors of the Senegal Local Milk Sector (FENAFILS)
W-W-254	Brian Boman	M	FL	E	W/N	Y	1	T	S	Senegal	Formal AET	1/6/2018	1/21/2018	16	\$7,520	\$525	28	4	32	36	7	43	0	7	0	0	0	7	Horticulture Initiative Center of Ziguinchor (CIH ZIG); National Training Center for Agricultural Technicians and Agricultural Engineering (CNFTAGR); Vocational Training Center (CFP) of Birkelane
W-W-255	Daniel Miller	M	OA	T	W/N	Y	1	O	S	Guinea	Formal AET	1/8/2018	1/23/2018	16	\$7,520	\$642	10	2	12	10	2	12	0	5	0	0	0	5	Center for Post Primary Professional Training (CFPPP)
W-W-256	Robert Weinberg	M	NC	T	W/N	Y	1	O	S	Guinea	Informal AET	1/11/2018	1/26/2018	16	\$7,520	\$792	14	6	20	14	6	20	0	4	0	0	0	4	Federation of Fruits Growers of Lower Guinea (FEPAF-BG)
W-W-257	Paunita Jones	F	FL	E	B/N	N	1	O	S	Senegal	Formal AET	1/27/2018	2/11/2018	16	\$7,520	\$227	8	10	18	10	10	20	0	2	0	0	0	2	Kalfrine vocational training center (CFP of Kalfrine)
W-W-258	Gerard Veley	M	OR	F	W/N	Y	1	E	S	Guinea	Informal AET	1/27/2018	2/11/2018	16	\$7,520	\$922	15	12	27	15	12	27	1	4	0	0	0	5	Beekkeepers Federation in Guinea (FAPI Guinea)
W-W-259	David Prigel	M	MO	P	W/N	Y	1	T	P	Senegal	Informal AET	1/27/2018	2/13/2018	18	\$8,460	\$1,900	9	5	14	14	5	19	0	5	0	0	0	5	PROGRES-Lait
W-W-260	Edward Doherty	M	CO	T	W/N	Y	1	O	S	Nigeria	Informal AET	2/1/2018	2/17/2018	17	\$7,990	\$910	14	7	21	14	7	21	0	5	0	0	0	5	Association Of Non-Bank Microfinance Institutions of Nigeria (ANMFN)
W-W-261	Charles (Chuck) Mitchell	M	OA	F	W/N	Y	1	T	S	Senegal	Informal AET	2/10/2018	2/24/2018	15	\$7,050	\$465	21	7	28	66	16	82	0	6	0	0	0	6	Producers Association of the Gambia River Valley (APROVAG)
W-W-262	Teresa Morris	F	MO	G	W/N	N	1	O	S	Nigeria	Informal AET	2/8/2018	2/26/2018	19	\$8,930	\$192	40	13	53	43	22	65	0	5	0	0	0	5	Nehemiah Foundation International
W-W-263	Edward Doherty	M	CO	T	W/N	Y	1	E	S	Senegal	Informal AET	2/24/2018	3/10/2018	15	\$7,050	\$736	9	2	11	15	2	17	0	3	0	0	0	3	National Federation of actors of the Senegal Local Milk Sector (FENAFILS)
W-W-264	Ronald Presley	M	TX	E	W/N	Y	1	O	S	Guinea	Informal AET	3/2/2018	3/16/2018	15	\$7,050	\$758	18	3	21	18	3	21	0	3	0	0	0	3	Federation of Fruits Growers of Lower Guinea (FEPAF-BG)
W-W-265	William Batchelor	M	AL	E	W/N	N	1	T	S	Senegal	Informal AET	3/2/2018	3/17/2018	16	\$7,520	\$1,026	27	12	39	27	12	39	0	4	0	0	0	4	Community Agricultural Areas Program (PRODAC)
W-W-266	Johnson Ndi	M	MA	N	B/N	Y	1	O	S	Guinea	Formal AET	3/3/2018	3/18/2018	16	\$7,520	\$876	17	3	20	17	3	20	0	4	0	0	0	4	Higher Institute of Veterinary Medicine Sciences (ISSMV-Dalaba)
W-W-267	Felix Isuk	M	MD	P	B/N	Y	1	O	S	Nigeria	Informal AET	3/5/2018	3/21/2018	17	\$7,990	\$317	5	7	12	5	7	12	1	6	0	0	0	7	Association Of Non-Bank Microfinance Institutions of Nigeria (ANMFN)
W-W-268	David Pearce	M	ND	C	W/N	Y	1	T	F	Nigeria	Formal AET	3/8/2018	3/22/2018	15	\$7,050	\$90	89	36	125	89	36	125	0	11	0	0	0	11	Association of Coconut Processors of Nigeria (ASCOPNG); Center for Entrepreneurship and Vocational Studies, Federal Polytechnic, Ado-Ekiti
W-W-269	Jolene Warnke-Roszal	F	MT	E	W/N	Y	1	T	S	Nigeria	Formal AET	3/15/2018	3/31/2018	17	\$7,990	\$120	13	6	19	49	6	55	0	6	0	0	0	6	Samaru College of Agriculture, Zaria, Kaduna State
W-W-270	Leslie Cosgrove	F	PA	P	W/N	Y	1	O	S	Nigeria	Informal AET	3/29/2018	4/15/2018	18	\$8,460	\$105	42	32	74	43	82	125	0	4	0	0	0	4	Cross River State Youth in Agriculture (CRSYIA)
W-W-271	Chloe Crocker	F	OK	N	W/N	Y	1	O	S	Senegal	Formal AET	4/5/2018	4/22/2018	18	\$8,460	\$308	13	1	14	13	2	15	0	6	0	0	0	6	Horticulture Initiation Center of Mbaoc; Horticulture Initiation Center of Saint Louis
W-W-272	Jonathan Deenik	M	HI	E	W/N	Y	1	T	S	Senegal	Formal AET	4/5/2018	4/22/2018	18	\$8,460	\$241	9	5	14	16	9	25	0	4	0	0	0	4	Vocational Training Center of Djilor
W-W-273	Bryan Cole	M	MI	P	W/N	Y	1	E	S	Senegal	Informal AET	4/14/2018	4/30/2018	17	\$7,990	\$1,957	19	3	22	24	9	33	0	4	0	0	0	4	PROGRES-Lait
W-W-274	Calvin Covington	M	NC	C	W/N	Y	1	O	S	Senegal	Informal AET	4/14/2018	4/30/2018	17	\$7,990	\$1,424	13	6	19	22	10	32	0	5	0	0	0	5	PROGRES-Lait
W-W-275	Amadou Diop	M	PA	N	B/N	Y	1	O	S	Guinea	Formal AET	4/14/2018	4/30/2018	17	\$7,990	\$1,128	9	1	10	9	1	10	0	24	0	0	0	24	Ecole Nationale des Agents Techniques des Eaux et Forets (ENATEF)
W-W-276	Caroline Dunlap	F	N/A	S	W/N	Y	1	O	S	Senegal	Formal AET	4/14/2018	4/30/2018	17	\$7,990	\$276	10	8	18	14	11	25	1	3	0	0	0	4	Vocational Training Center (CFP) of Birkelane
W-W-277	Clifford Wener	M	IL	T	W/N	Y	1	T	P	Guinea	Informal AET	4/14/2018	4/30/2018	17	\$7,990	\$892	13	3	16	13	3	16	0	4	0	0	0	4	Technical Assistance and Cooperation – Assistance Technique et Cooperation (ATC)
W-W-278	Edward Perry	M	VA	P	W/N	N	1	E	S	Guinea	Flexible	4/6/2018	5/1/2018	26	\$12,220	\$0	36	10	46	36	10	46	0	3	0	0	0	3	Strengthening Market-Led Agricultural Research, Technology, and Education (SMARTE)
W-W-279	Chris Igodan	M	OH	E	B/N	Y	1	O	S	Nigeria	Formal AET	4/10/2018	5/5/2018	26	\$12,220	\$275	54	30	84	54	30	84	0	10	0	0	0	10	Federal Capital College of Education, Zuba, Abuja
W-W-280	Sharadchandra Marahatta	M	HI	E	AS	Y	1	T	S	Senegal	Formal AET	5/4/2018	5/20/2018	17	\$7,990	\$400	10	6	16	14	6	20	0	3	0	0	0	3	Vocational Training Center (CFP) of Nguerkhokh
W-W-281	Matilde Paino D'Urzo	F	IN	E	W/N	Y	1	T	F	Senegal	Informal AET	5/5/2018	5/20/2018	16	\$7,520	\$854	8	6	14	73	85	158	0	3	0	0	0	3	Birkelane Associations Agreement (EGABI)
W-W-282	Julie Albrecht	F	NE	E	W/N	Y	1	T	P	Senegal	Informal AET	5/4/2018	5/21/2018	18	\$8,460	\$1,000	0	16	16	2	17	19	0	6	0	0	0	6	Alliance of the Integrated Masses for the Development of Women's Entrepreneurship Network (AMIDEF); Coalition of Women Against Illegal Immigration (COFLEC)
W-W-283	Margaret (Peg) Gronemeyer	F	IL	E	W/N	N	1	O	S	Guinea	Formal AET	5/5/2018	5/21/2018	17	\$7,990	\$889	15	2	17	15	2	17	0	4	0	0	0	4	Ecole Nationale des Agents Techniques des Eaux et Forets (ENATEF)
W-W-284	Onesimus Otieno	M	AL	E	B/N	Y	1	O	S	Nigeria	Formal AET	5/5/2018	5/21/2018	17	\$7,990	\$430	45	12	57	58	46	104	0	3	0	0	0	3	Center for Entrepreneurship and Vocational Studies, Federal Polytechnic, Ado-Ekiti

Assignment (Trip) Number	Name	Sex	State of Residence	Occupation Category	Race/Ethnicity	Prior F2F Service	Number of Scopes of Work	Type of Volunteer	Type of Commodity Chain Activities	Country	Country F2F Project	Scope of Work Start Date	Scope of Work End Date	Number of Volunteer Days Completed	Value of Volunteer Time Leveraged on Assignment (U.S.\$)	Estimated Value of Host Contribution (U.S.\$)	Number of Persons Trained			Number of Persons			Number of Volunteer Recommendations					Host(s)			
																	Male	Female	Total	Male	Female	Total	Economic	Organizational	Environmental	Financial	Total				
W-W-285	Joseph McFadden	M	NJ	T	W/N	Y	1	O	S	Guinea	Formal AET	5/6/2018	5/21/2018	16	\$7,520	\$952	13	3	16	13	3	16	0	5	0	0	0	5	Center for Post Primary Professional Training (CFPPP)		
W-W-286	Patrick McGeeney	M	AR	G	W/N	N	1	T	S	Nigeria	Formal AET	5/12/2018	5/27/2018	16	\$7,520	\$126	32	11	43	32	11	43	0	5	0	0	0	5	Samaru College of Agriculture, Zaria, Kaduna State		
W-W-287	Damon Walker	M	MO	S	B/N	Y	1	O	S	Senegal	Formal AET	5/22/2018	6/3/2018	13	\$6,110	\$182	7	3	10	7	3	10	0	8	0	0	0	8	Kaffrine Vocational Training Center (CFP of Kaffrine); Vocational Training Center (CFP) of Birkelane		
W-W-288	Usha Palaniswamy	F	NY	E	AS	Y	1	O	S	Guinea	Formal AET	5/21/2018	6/4/2018	15	\$7,050	\$1,032	8	0	8	8	0	8	0	18	0	0	0	18	Center for Post Primary Professional Training (CFPPP); Ecole Nationale D'agriculture Et D'elevage (ENAE) De Bordo, Kankan; Ecole Nationale D'agriculture Et D'elevage (ENAE) De Koba, Boffa; Ecole Nationale D'agriculture Et D'elevage (ENAE) De Macenta; Ecole Nationale D'agriculture Et D'elevage (ENAE) De Tolo; Ecole Nationale des Agents Techniques des Eaux et Forets (ENATEF)		
W-W-289	Annette Fay	F	CT	N	W/N	Y	1	A	S	Guinea	Formal AET	5/11/2018	6/10/2018	31	\$14,570	\$0	0	0	0	0	0	0	0	0	0	0	0	0	0	Winrock International Farmer-to-Farmer for Agricultural Education and Training program	
W-W-290	Dale ZoBell	M	ID	E	W/N	Y	1	E	F	Senegal	Informal AET	6/16/2018	6/30/2018	15	\$7,050	\$760	11	3	14	11	5	16	0	3	0	0	3	National Federation of Actors of the Senegal Local Milk Sector (FENAFILS)			
W-W-291	Kenton Ayers	M	GA	T	W/N	Y	1	O	S	Senegal	Informal AET	6/15/2018	7/1/2018	17	\$7,990	\$6,107	11	2	13	15	19	34	0	2	0	0	2	National Agency for the House of Tools (ANAMO)			
W-W-292	Richard Edwards	M	TX	C	W/N	Y	1	O	S	Senegal	Informal AET	6/16/2018	7/1/2018	16	\$7,520	\$276	0	17	17	1	21	22	0	4	0	0	4	Alliance of the Integrated Masses for the Development of Women's Entrepreneurship Network (AMIDEF)			
W-W-293	Jennifer Kushner	F	WI	E	W/N	Y	1	O	S	Nigeria	Formal AET	6/16/2018	7/2/2018	17	\$7,990	\$0	0	0	0	0	0	0	0	0	0	0	0	0	0	Winrock International Farmer-to-Farmer for Agricultural Education and Training Program	
W-W-294a	Kathleen Colverson									Guinea	Formal AET	6/28/2018	7/4/2018	7	\$3,290	\$0	0	0	0	0	0	0	0	0	0	0	0	0	0	Winrock International Farmer-to-Farmer for Agricultural Education and Training Program	
W-W-294b	Kathleen Colverson	F	FL	P	W/N	Y	2	A	S	Senegal	Formal AET	7/5/2018	7/12/2018	8	\$3,760	\$0	0	0	0	0	0	0	0	0	0	0	0	0	0	Winrock International Farmer-to-Farmer for Agricultural Education and Training Program	
W-W-295	Cecilia Suarez	F	FL	E	B/H	Y	1	O	S	Guinea	Formal AET	7/8/2018	7/17/2018	10	\$4,700	\$0	0	0	0	0	0	0	0	0	0	0	0	0	0	Winrock International Farmer-to-Farmer for Agricultural Education and Training Program	
W-W-296	Daniel Miller	M	OA	T	W/N	Y	1	O	F	Mali	Flexible	7/6/2018	7/21/2018	16	\$7,520	\$320	51	16	67	51	16	67	0	12	0	0	12	Bougouni Farmers' Cooperative; Jekalo Farmers' Cooperative of Katibougou; Jigifa Farmers' Cooperative of Solla-Bougouda; Kie Sokoro Farmers' Association			
W-W-297	Andra Williams	F	CA	S	B/N	N	1	A	S	Senegal	Formal AET	4/14/2018	8/2/2018	111	\$52,170	\$0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Winrock International Farmer-to-Farmer for Agricultural Education and Training Program
	<b>Counts:</b>		57	57	57	57	57	58	57	57	58			<b>Totals:</b>	<b>1,071</b>	<b>\$503,370</b>	<b>\$40,494</b>	<b>958</b>	<b>479</b>	<b>1437</b>	<b>1240</b>	<b>734</b>	<b>1974</b>	<b>7</b>	<b>302</b>	<b>0</b>	<b>0</b>	<b>309</b>	<b>49</b>		

\*two or more volunteers worked on the same SOW; assignment details noted in one volunteer record only

\*\*AOR approved fielding a non-US volunteer to the program in Guinea. The volunteer is a Humphrey Fellow.

Winrock International -F2F for Agriculture Education and Training																	
Farmer-to-Farmer Program Standard Indicator Reporting Tables																	
Table 2: Host Data (Baseline)																	
Host	Country	Country F2F Project	Date of Baseline Assessment	Host Gender	Institution Type	Potential Beneficiaries					Economic Indicators			Environmental Indicator	Financial Services Indicators		Organizational Indicator
						Members/Owners	Employees	Clients & Suppliers	Family Members	Total	Area of Potential Production Influence (ha)	Annual Gross Sales (Revenue) (US\$)	Annual Net Income (US\$)	Area Potentially under Improved Environmental/Natural Resource Management (ha)	Annual Value of Rural/Agricultural Lending (US\$)	Number of Rural/Agricultural Loans Issued Annually	ODI Rating
<b>Fiscal Year 2014</b>																	
AET Stakeholders Group	Guinea	Formal AET	7/14/2014	M	E	6	0	0	24	30	0	\$0	\$0	0	\$0	0	0.5
Association Nationale Des Aviculteurs De Guinee (ANAVIG)	Guinea	Informal AET	2/6/2014	M	C	66	290	580	3,744	4,680	0	\$3,227,459	\$968,238	0	\$0	0	1.0
Beekeepers Federation in Guinea (FAPI Guinea)	Guinea	Informal AET	7/3/2014	J	C	5,300	9	2	21,244	26,555	2,650	\$875,915	\$650,000	0	\$0	0	3.3
Farmers Supporting Network (SARA)	Guinea	Informal AET	9/2/2014	F	N	49	22	3,882	15,812	19,765	0	\$0	\$0	0	\$0	0	2.6
Federation of Farmers' Organizations of Low Guinea (FOP-BG)	Guinea	Informal AET	9/5/2014	F	C	30,714	30	1	122,980	153,725	7,500	\$8,142	\$1,124	0	\$0	0	2.6
Guinean Network for Animal Traction – Integrated Development (RGTA-DI)	Guinea	Informal AET	7/23/2014	M	N	69	42	22	532	665	5,661	\$0	\$0	0	\$0	0	3.3
National Confederation of Farmers Organization of Guinea (CNOP/G)	Guinea	Informal AET	2/4/2014	J	C	676,900	113	0	2,708,052	3,385,065	0	\$0	\$0	0	\$0	0	2.7
Union Nationale Des Aviculteurs (UNAG)	Guinea	Informal AET	2/5/2014	M	C	152	256	30	1,752	2,190	0	\$5,453,292	\$1,635,988	0	\$0	0	2.0
Union of Cashew Producers of Boké (UPAB)	Guinea	Informal AET	7/9/2014	M	C	2,500	0	1	10,004	12,505	42	\$408,048	\$292,967	0	\$0	0	1.5
Union of Farmers Association of Soumabalako (UGAS)	Guinea	Informal AET	7/4/2014	M	C	3,213	5	8	12,904	16,130	8,000	\$331,128	\$33,113	0	\$0	0	2.6
Center for Entrepreneurship and Vocational Studies, Federal Polytechnic, Ado-Ekiti	Nigeria	Formal AET	6/30/2014	M	E	1	75	8,101	32,708	40,885	0	\$0	\$0	0	\$0	0	3.3
Enugu State College of Agriculture	Nigeria	Formal AET	8/4/2014	N/A	E	1	210	400	2,444	3,055	0	\$0	\$0	0	\$0	0	3.1
Oyo State College of Agriculture	Nigeria	Formal AET	6/10/2014	N/A	E	0	373	1,225	6,392	7,990	0	\$0	\$0	0	\$0	0	3.1
Samaru College of Agriculture, Zaria, Kaduna State	Nigeria	Formal AET	8/14/2014	N/A	E	1	220	715	3,744	4,680	0	\$0	\$0	0	\$0	0	3.2
Association Of Non-Bank Microfinance Institutions Of Nigeria (ANMFIN)	Nigeria	Informal AET	4/20/2014	J	C	3000	14	0	12,056	15070	0	\$122,300	\$0	0	\$0	0	2.3
Babban Gona	Nigeria	Informal AET	2/11/2014	M	P	2	29	3	136	170	0	***	***	0	\$0	0	3.3
Cross River State Agricultural Development Program (CRADP)	Nigeria	Informal AET	7/16/2014	N/A	E	0	400	50,030	201,720	252,150	0	\$0	\$0	0	\$0	0	2.8
Farmers Under Babban Gona	Nigeria	Informal AET	2/11/2014	J	F	0	0	0	0	0	0	0	0	0	0	0	0
Hasal Micro Finance Bank Limited	Nigeria	Informal AET	8/15/2014	M	R	19	325	71,000	285,376	356,720	0	\$5,125,000	\$978,114	0	\$1,300,000	2,695	3.6
Kaliber Ventures Limited	Nigeria	Informal AET	3/10/2014	J	P	1	6	105	448	560	0	\$57,595	\$13,247	0	\$0	0	2.3

						Potential Beneficiaries					Economic Indicators			Environmental Indicator	Financial Services Indicators		Organizational Indicator
Host	Country	Country F2F Project	Date of Baseline Assessment	Host Gender	Institution Type	Members/Owners	Employees	Clients & Suppliers	Family Members	Total	Area of Potential Production Influence (ha)	Annual Gross Sales (Revenue) (US\$)	Annual Net Income (US\$)	Area Potentially under Improved Environmental/Natural Resource Management (ha)	Annual Value of Rural/Agricultural Lending (US\$)	Number of Rural/Agricultural Loans Issued Annually	ODI Rating
National Association Of Microfinance Banks (NAMB) Count:	Nigeria	Informal AET	2/20/2014	M	C	817	13	0	3,320	4150	0	\$253,165	\$0	0	\$0	0	2.9
<b>Fiscal Year 2015</b>	<b>21</b>	<b>21</b>	<b>Total:</b>			<b>722,811</b>	<b>2,432</b>	<b>136,105</b>	<b>3,445,392</b>	<b>4,306,740</b>	<b>23,853</b>	<b>\$15,862,044</b>	<b>\$4,572,791</b>	<b>-</b>	<b>\$1,300,000</b>	<b>2695</b>	<b>2.5</b>
Communal Union Of Niali Beekeepers	Guinea	Informal AET	8/9/2015	J	C	97	97	5	796	995	0	\$4,000	\$2,000	0	\$0	0	2.8
Federation of Horticulture Union in Upper Guinea Kankan (FUMA-HG)	Guinea	Informal AET	2/12/2015	F	C	23,842	6	5	95,412	119,265	0	\$17,793	\$12,046	0	\$0	0	2.6
Honey Producers Microenterprise of Ley Miro	Guinea	Informal AET	7/30/2015	J	P	97	0	2	396	495	0	\$672	\$60	0	\$0	0	2.7
National Agency Counsel to Promote Rural life and Agriculture (ANPROCA)	Guinea	Informal AET	9/2/2015	N/A	G	0	859	100,000	403,436	504,295	0	\$0	\$0	0	\$0	0	3.4
Agricultural Learning Center (CAA) of Samanko	Mali	Flexible	3/31/2015	N/A	E	0	22	1,810	7,328	9,160	0	\$2,800	\$250	0	\$0	0	2.3
Danaya Cereals Bamako	Mali	Flexible	3/31/2015	F	P	1	27	600	2,512	3,140	0	\$300,000	\$135,000	0	\$0	0	2.8
Faso Kaba	Mali	Flexible	3/12/2015	F	P	1	25	500	2,104	2,630	270,000	\$540,000	\$135,000	0	\$0	0	3.2
Rural Polytechnic Institute for Training and Applied Research (IPR/IFRA) of Katibougou	Mali	Flexible	3/31/2015	N/A	E	0	165	2,500	10,660	13,325	0	\$6,200	\$1,250	0	\$0	0	2.9
Sasakawa Africa Fund for Extension Education (SAFE)-Mali	Mali	Flexible	3/31/2015	N/A	N	0	2	500	2,008	2,510	0	\$0	\$0	0	\$0	0	3.8
University of Ségou	Mali	Flexible	3/31/2015	N/A	E	0	40	397	1,748	2,185	0	\$0	\$0	0	\$0	0	2.7
Ahmadu Bello University-College of Agriculture and Animal Science	Nigeria	Formal AET	8/20/2015	N/A	E	1	210	437	2,592	3,240	248	\$0	\$0	0	\$0	0	3.3
Federal College of Agriculture, Ishiagu	Nigeria	Formal AET	3/10/2015	N/A	E	0	561	3,008	14,276	17,845	0	\$0	\$0	100	\$0	0	2.4
Osun State Polytechnic, Iree	Nigeria	Formal AET	3/10/2015	N/A	E	0	236	11,200	45,744	57,180	0	\$0	\$0	0	\$0	0	3.0
Nigeria Co-Operative Women Alliance (NICOWA)	Nigeria	Informal AET	9/4/2015	F	C	2,400	600	125	12,500	15,625	300	\$420,000	\$192,000	0	\$0	0	2.6
Pan African Society for Rural Development Sustenance and Social Protection (PASRUDESS)	Nigeria	Informal AET	6/16/2015	M	N	1	5	375	1,524	1,905	200	\$0	\$0	0	\$0	0	2.7
Romarey Ventures	Nigeria	Informal AET	10/15/2014	M	P	1	12	136	596	745	600	\$2,886,075	\$911,391	0	\$0	0	1.7
Umuebe Farms & Farms College	Nigeria	Formal AET	3/6/2015	M	E	1	38	60	396	495	38	\$0	\$0	0	\$0	0	2.5
Horticulture Initiation Center of Mbao	Senegal	Formal AET	7/13/2015	N/A	E	0	2	18	80	100	0	\$760	\$760	0	\$0	0	2.4
Horticulture Initiation Center of Saint Louis	Senegal	Formal AET	3/13/2015	M	E	0	6	54	240	300	1	\$5,248	\$1,925	0	\$0	0	3.3
Horticulture Vocational Training Center (CFPH)	Senegal	Formal AET	12/5/2014	M	E	0	16	182	792	990	0	\$30,400	\$790	0	\$0	0	3.5



						Potential Beneficiaries					Economic Indicators			Environmental Indicator	Financial Services Indicators		Organizational Indicator
Host	Country	Country F2F Project	Date of Baseline Assessment	Host Gender	Institution Type	Members/Owners	Employees	Clients & Suppliers	Family Members	Total	Area of Potential Production Influence (ha)	Annual Gross Sales (Revenue) (US\$)	Annual Net Income (US\$)	Area Potentially under Improved Environmental/Natural Resource Management (ha)	Annual Value of Rural/Agricultural Lending (US\$)	Number of Rural/Agricultural Loans Issued Annually	ODI Rating
National Training Center for Fisheries and Aquaculture Technicians	Senegal	Formal AET	7/9/2015	N/A	E	0	50	100	600	750	1	\$36,100	\$0	0	\$0	0	3.1
Higher Institute of Business and Rural Networks (ISMRR)	Senegal	Informal AET	5/21/2015	M	E	0	3	100	412	515	0	\$36,000	\$10,600	0	\$0	0	2.5
International Center for Practical Training in Mboro (CIFOP)-Beekeeping Division	Senegal	Informal AET	12/5/2014	N/A	N	164	29	0	772	965	10	\$14,798	\$5,398	0	\$0	0	3.5
National Agency for Aquaculture (ANA)	Senegal	Informal AET	4/28/2015	N/A	G	0	61	0	244	305	1,973	\$0	\$0	0	\$0	0	3.2
National Agency for Insertion and Development of Agriculture (ANIDA)	Senegal	Informal AET	9/2/2015	N/A	G	0	74	2,162	8,944	11,180	1,690	\$0	\$0	0	\$0	0	3.0
Platform of Senegalese Agribusiness Professionals Organizations (POPAS)	Senegal	Informal AET	4/24/2015	F	C	2,001	0	0	8,004	10,005	0	\$18,112	\$1,712	0	\$0	0	2.5
<b>Count:</b>	<b>26</b>	<b>26</b>	<b>Total:</b>			<b>28,607</b>	<b>3,146</b>	<b>124,276</b>	<b>624,116</b>	<b>780,145</b>	<b>275,061</b>	<b>\$4,318,958</b>	<b>\$1,410,182</b>	<b>100</b>	<b>\$0</b>	<b>0</b>	<b>2.9</b>
<b>Fiscal Year 2016</b>																	
Center for Post Primary Professional Training (CFPPP)	Guinea	Formal AET	9/5/2016	N/A	E	0	14	57	284	355	0	\$6,444	\$2,244	0	\$0	0	3.2
Ecole Nationale D'agriculture Et D'eleavage (ENAE) De Bordo, Kankan	Guinea	Formal AET	9/5/2016	N/A	E	0	45	305	1,400	1,750	200	\$4,395	\$32	0	\$0	0	2.6
Ecole Nationale D'agriculture Et D'eleavage (ENAE) De Koba, Boffa	Guinea	Formal AET	9/16/2016	N/A	E	0	24	255	1,116	1,395	14	\$20,930	\$7,025	0	\$0	0	2.2
Ecole Nationale D'agriculture Et D'eleavage (ENAE) De Macenta	Guinea	Formal AET	9/5/2016	N/A	E	0	28	210	952	1,190	500	\$1,626	-\$86	0	\$0	0	2.6
Ecole Nationale D'agriculture Et D'eleavage (ENAE) De Tolo	Guinea	Formal AET	9/22/2016	N/A	E	0	40	185	900	1,125	125	\$43,216	\$6,198	0	\$0	0	2.1
Ecole Nationale des Agents Techniques des Eaux et Forets (ENATEF)	Guinea	Formal AET	9/23/2016	N/A	E	0	51	57	432	540	150	\$2,308	\$280	0	\$0	0	2.3
Higher Institute of Veterinary Medicine Sciences (ISSMV-Dalaba)	Guinea	Formal AET	8/3/2016	N/A	E	0	59	1,474	6,132	7,665	3	\$0	\$0	0	\$0	0	2.9
Institut des Sciences Agronomiques et Veterinaries de Faranah (ISAV/F)	Guinea	Formal AET	11/27/2015	N/A	E	0	116	1,500	6,464	8,080	0	\$0	\$0	0	\$0	0	3.7
Association of Women Producers of Sheanut Butter of Kasamba	Guinea	Informal AET	1/23/2016	F	C	61	0	1	248	310	0	\$6,541	\$2,426	0	\$0	0	2.3
Federation of Union and Coops of Yam Producers of Kankan (FUCYS-G)	Guinea	Informal AET	1/22/2016	J	C	6,496	10	3	26,036	32,545	5,654	\$0	\$0	0	\$0	0	2.7

Host	Country	Country F2F Project	Date of Baseline Assessment	Host Gender	Institution Type	Potential Beneficiaries					Economic Indicators			Environmental Indicator	Financial Services Indicators		Organizational Indicator
						Members/Owners	Employees	Clients & Suppliers	Family Members	Total	Area of Potential Production Influence (ha)	Annual Gross Sales (Revenue) (US\$)	Annual Net Income (US\$)	Area Potentially under Improved Environmental/Natural Resource Management (ha)	Annual Value of Rural/Agricultural Lending (US\$)	Number of Rural/Agricultural Loans Issued Annually	ODI Rating
General Inspection of Vocational Training	Guinea	Informal AET	6/29/2016	N/A	G	0	19	50	276	345	0	\$0	\$0	0	\$0	0	2.9
Guinean Association for the Development of Private Enterprise	Guinea	Informal AET	11/17/2015	J	C	64	14	2,225	9,212	11,515	0	\$8,446	\$0	0	\$0	0	3.3
Regional Federation of Palm Oil and Rubber Producers	Guinea	Informal AET	12/12/2015	J	C	8,052	12	1	32,260	40,325	0	\$104,114	\$172	0	\$0	0	2.8
Vegetable Producers Microenterprise of Boulliwel (Mamou)	Guinea	Informal AET	2/15/2016	J	P	224	0	1	900	1,125	50	\$17,151	\$15,388	0	\$0	0	2.2
Network of Agricultural Technical Education in Nigeria (NATEN)*	Nigeria	Formal AET	5/13/2016	N/A	N	0	0	0	0	0	0	\$0	\$0	0	\$0	0	0.0
Fisheries Society of Nigeria (FISON)	Nigeria	Informal AET	9/19/2016	N/A	N	0	4	3,645	14,596	18,245	0	\$63,972	\$2,629	0	\$0	0	3.1
Forward Rite Foundation (FRF)	Nigeria	Informal AET	7/11/2016	F	N	350	0	0	1,400	1,750	0	\$3,125	\$0	0	\$0	0	1.5
Kafur Apex Fadama Users Association	Nigeria	Informal AET	1/26/2016	M	C	1,200	0	20	4,880	6,100	1,200	\$10,800,000	\$3,600,072	0	\$0	0	1.3
Katsina Agriculture and Rural Development Authority (KTARDA)	Nigeria	Informal AET	6/9/2016	N/A	G	0	266	800,000	3,201,064	4,001,330	0	\$0	\$0	0	\$0	0	2.7
Federation Rwandaise des Cooperatives de Theiculteurs (FERWACOTHE) **	Rwanda	Flexible	9/12/2016	J	C	44,779	8	0	179,148	223,935	0	\$42,000,000	\$10,747,960	0	\$0	0	0.0
Rwanda Education Alternatives for Children in Tea-growing Areas (REACH-T) Project	Rwanda	Flexible	8/26/2015	N/A	N	0	27	3,334	13,444	16,805	0	\$0	\$0	0	\$0	0	3.8
Center for Vocational Training in Family and Social Economy (CFPEFS) of Kolda	Senegal	Formal AET	7/16/2016	N/A	E	0	31	212	972	1,215	0	\$8,215	\$880	0	\$0	0	1.7
Office of Vocational Agriculture Education	Senegal	Formal AET	8/2/2016	N/A	E	0	49	951	4,000	5,000	0	\$0	\$0	0	\$0	0	3.5
Professional Training Centre (CFP)	Senegal	Formal AET	3/24/2016	N/A	E	0	60	357	1,668	2,085	0	\$63,500	\$3,900	0	\$0	0	3.1
Professional Training Centre (CFP) of Bargny	Senegal	Formal AET	8/2/2016	F	E	0	64	385	1,796	2,245	0	\$22,250	\$800	0	\$0	0	3.0
Regional Vocational Education and Training Center (CRETf) of Fatick	Senegal	Formal AET	8/12/2016	F	E	0	102	327	1,716	2,145	1	\$11,650	\$790	0	\$0	0	2.6
Womens Technical Education Center (CETf) of Velingara	Senegal	Formal AET	7/16/2016	F	E	0	30	300	1,320	1,650	0	\$14,300	\$586	0	\$0	0	2.5
Coalition of Women Against Illegal Immigration (COFLEC)	Senegal	Informal AET	11/11/2015	F	C	922	13	100	4,140	5,175	0	\$23,000	\$6,600	0	\$0	0	1.4
Coastline Vegetable Producers Union (UML) of Mboro	Senegal	Informal AET	4/22/2016	M	C	4,300	5	17,200	86,020	107,525	6,450	\$27,200	\$19,350	0	\$0	0	3.0

						Potential Beneficiaries					Economic Indicators			Environmental Indicator	Financial Services Indicators		Organizational Indicator
Host	Country	Country F2F Project	Date of Baseline Assessment	Host Gender	Institution Type	Members/Owners	Employees	Clients & Suppliers	Family Members	Total	Area of Potential Production Influence (ha)	Annual Gross Sales (Revenue) (US\$)	Annual Net Income (US\$)	Area Potentially under Improved Environmental/Natural Resource Management (ha)	Annual Value of Rural/Agricultural Lending (US\$)	Number of Rural/Agricultural Loans Issued Annually	ODI Rating
CONCEPT	Senegal	Informal AET	6/5/2016	N/A	Z	0	34	12,262	49,184	61,480	0	\$0	\$0	0	\$0	0	3.4
Cooperative Network of Peasant and Pastoral Organizations of Senegal (RESOPP)	Senegal	Informal AET	5/26/2016	M	C	35,000	50	20,000	220,200	275,250	10,500	\$750,000	\$580,000	0	\$1,200,000	10,000	3.5
International Center for Practical Training of Mboro (CIFOP)	Senegal	Informal AET	3/31/2016	N/A	E	0	12	80	368	460	4	\$17,600	\$5,200	0	\$0	0	3.5
Management Committee of the Pond of Peulhqua	Senegal	Informal AET	10/5/2015	M	C	25	0	800	3,300	4,125	10	\$2,330	\$1,430	0	\$0	0	0.9
National Agency for the Promotion of Youth Employment (ANPEJ)	Senegal	Informal AET	11/11/2015	N/A	G	0	58	24,933	99,964	124,955	379	\$0	\$0	0	\$0	0	3.1
Womens Group of Koulouck	Senegal	Informal AET	9/30/2015	F	C	50	0	808	3,432	4,290	16	\$1,000	\$700	0	\$0	0	1.8
<b>Count:</b>	<b>35</b>	<b>35</b>	<b>Total:</b>			<b>101,523</b>	<b>1,245</b>	<b>892,038</b>	<b>3,979,224</b>	<b>4,974,030</b>	<b>25,256</b>	<b>\$54,023,313</b>	<b>\$15,004,576</b>	<b>0</b>	<b>\$1,200,000</b>	<b>10,000</b>	<b>2.6</b>
<b>Fiscal Year 2017</b>																	
Integrated Farm - FaBiK	Guinea	Formal AET	2/24/2017	F	E	1	5	6	48	60	40	\$0	\$0	0	\$0	0	1.2
Cooperative of Peanut Butter, Shea Nut Butter and Honey Producer-CAPROKAM	Guinea	Informal AET	11/5/2016	J	C	3,873	1	4	15,512	19,390	2,000	\$20,258	\$1,687	0	\$0	0	2.0
Federation of Fruits Growers of Lower Guinea (FEPAF-BG)	Guinea	Informal AET	6/9/2017	M	C	1,052	5	1	4,232	5,290	3,302	\$14,239	\$5,290	0	\$0	0	1.9
National Agency for the Protection of Plants and Stored Goods (Service Nationale de la Protection des Vegetaux et Denrees Stockees) (SNPVDS)	Guinea	Informal AET	2/16/2017	N/A	G	0	175	10,500	42,700	53,375	16,608	\$0	\$0	0	\$0	0	2.2
Technical Assistance and Cooperation – Assistance Technique et Cooperation (ATC)	Guinea	Informal AET	6/8/2017	J	N	35	25	4,123	16,732	20,915	0	\$0	\$0	0	\$0	0	2.6
Association of Persons with Disability Lujuration of Molodo	Mali	Flexible	7/17/2017	J	C	15	20	30	260	325	80	\$146,000	\$58,400	100	\$0	0	2.8
Boubacar Diallo Fish Farm Enterprise	Mali	Flexible	7/17/2017	M	P	1	35	500	2,144	2,680	200	\$8,406,000	\$3,782,700	50	\$0	0	3.4
Multi-Actors Value Chains Platforms (MAVCP) of Niena	Mali	Flexible	7/17/2017	J	C	559	3	40	2,408	3,010	220	\$357,500	\$268,125	25	\$34,000	2	2.4
National Union of Blinds (UMAV)	Mali	Flexible	7/17/2017	J	C	12	2	5	76	95	1	\$250	\$50	1	\$0	0	3.4
Awakening Nigeria for Agro-Allied International (ANAAD)	Nigeria	Informal AET	3/25/2017	J	N	150	6	156	1,248	1,560	5	\$540,000	\$216,000	0	\$0	0	2.3
Fishouse Consulting Limited	Nigeria	Informal AET	12/7/2016	M	P	4	12	530	2,184	2,730	4	\$120,000	\$47,857	0	\$0	0	2.8
Ifedawapo Co-operative Society	Nigeria	Informal AET	3/30/2017	F	C	150	15	600	3,060	3,825	4	\$35,000	\$18,000	0	\$0	0	2.2
National Agricultural Seed Council (NASC) of Nigeria	Nigeria	Informal AET	1/12/2017	N/A	G	1	356	207	2,256	2,820	0	\$0	\$0	0	\$0	0	3.1
Nigerian Institute for Trypanosomiasis and Onchocerciasis Research (NITOR)	Nigeria	Informal AET	3/27/2017	N/A	G	1	865	0	3,464	4,330	0	\$0	\$0	0	\$0	0	3.1

						Potential Beneficiaries					Economic Indicators			Environmental Indicator	Financial Services Indicators		Organizational Indicator
Host	Country	Country F2F Project	Date of Baseline Assessment	Host Gender	Institution Type	Members/Owners	Employees	Clients & Suppliers	Family Members	Total	Area of Potential Production Influence (ha)	Annual Gross Sales (Revenue) (US\$)	Annual Net Income (US\$)	Area Potentially under Improved Environmental/Natural Resource Management (ha)	Annual Value of Rural/Agricultural Lending (US\$)	Number of Rural/Agricultural Loans Issued Annually	ODI Rating
Shea Origin Limited	Nigeria	Informal AET	7/27/2017	F	F	5	16	15	144	180	0	\$63,258	\$1,548	0	\$0	0	2.6
Agricultural Technical High School Emile Badiane of Bignona (LTAEB)	Senegal	Formal AET	9/11/2017	J	E	0	38	217	1,020	1,275	6	\$9,470	\$2,153	0	\$0	0	3.3
Foundiougne Vocational Training Center (FVTC)	Senegal	Formal AET	3/31/2017	N/A	E	0	33	112	580	725	0	\$7,349	\$300	0	\$0	0	2.8
Horticulture Initiative Center of Ziguinchor (CIH ZIG)	Senegal	Formal AET	1/18/2017	N/A	E	0	3	38	164	205	0	\$6,381	\$687	0	\$0	0	2.3
National Training Center for Agricultural Technicians and Agricultural Engineering (CNFTAGR)	Senegal	Formal AET	8/31/2017	M	E	0	27	118	580	725	12	\$114,050	\$4,877	0	\$0	0	2.9
Vocational Training Center (CFP) of Birkelane	Senegal	Formal AET	8/28/2017	M	E	0	25	640	2,660	3,325	1	\$27,636	\$5,473	0	\$0	0	3.3
Vocational Training Center (CFP) of Nguekhokh	Senegal	Formal AET	9/11/2017	M	E	0	32	281	1,252	1,565	0	\$18,430	\$2,765	0	\$0	0	2.8
Vocational Training Center of Djilor	Senegal	Formal AET	12/15/2016	N/A	E	0	14	981	3,980	4,975	2	\$4,545	\$532	0	\$0	0	3.1
Birkelane Associations Agreement (EGABI)	Senegal	Informal AET	8/24/2017	J	C	1,273	15	122	5,640	7,050	300	\$211,382	\$53,658	0	\$52,032	66	3.1
Community Agricultural Areas Program (PRODAC)	Senegal	Informal AET	9/30/2017	N/A	G	0	73	12,106	48,716	60,895	1,054	\$1,898,710	\$695,310	0	\$0	0	3.5
Development and Textile Fibers Company (SODEFITEX)	Senegal	Informal AET	9/29/2017	M	P	0	647	17	2,656	3,320	22,000	\$16,118,400	\$183,409	0	\$3,863,800	1,200	3.7
Feed the Future Naatal Mbay Project	Senegal	Informal AET	8/16/2017	N/A	N	0	49	150	796	995	0	\$0	\$0	0	\$0	0	3.4
Producers Association of the Gambia River Valley (APROVAG)	Senegal	Informal AET	8/12/2017	M	C	924	122	16,700	70,984	88,730	144	\$1,138,200	\$317,068	0	\$228,400	986	3.3
<b>Count:</b>	<b>27</b>	<b>27</b>	<b>Total:</b>			<b>8,056.00</b>	<b>2,619</b>	<b>48,199.00</b>	<b>235,496.00</b>	<b>294,370.00</b>	<b>45,983.00</b>	<b>\$29,257,058</b>	<b>\$5,665,889</b>	<b>176</b>	<b>\$4,178,232</b>	<b>2,254</b>	<b>2.8</b>
<b>Fiscal Year 2018</b>																	
Strengthening Market-Led Agricultural Research, Technology, and Education (SMARTE)	Guinea	Informal AET	5/31/2018	N/A	N	0	119	21	560	700	0	\$0	\$0	0	\$0	0	**
Bougouni Farmers' Cooperative	Mali	Informal AET	7/13/2018	J	C	70	0	35	420	525	125	\$37,000	\$11,100	0	\$0	0	**
Jekafo Farmers' Cooperative of Katibougou	Mali	Informal AET	7/11/2018	J	C	40	1	200	964	1205	78	\$29,600	\$7,400	0	\$0	0	**
Jigifa Farmers' Cooperative of Solla-Bougouda	Mali	Informal AET	7/14/2018	J	C	40	0	75	460	575	5	\$18,500	\$1,850	0	\$0	0	**
Kle Sokoro Farmers' Association	Mali	Informal AET	7/13/2018	J	C	25	0	15	160	200	10	\$12,500	\$625	0	\$0	0	**
Federal Capital College of Education, Zuba, Abuja	Nigeria	Formal AET	4/30/2018	N/A	E	0	421	4,657	20,312	25,390	0	\$0	\$0	0	\$0	0	3.0
Association of Coconut Processors of Nigeria (ASCOPNG)	Nigeria	Informal AET	3/31/2018	J	C	33	0	1,320	5,412	6,765	0	\$240,310	\$120,155	0	\$0	0	2.2

Host	Country	Country F2F Project	Date of Baseline Assessment	Host Gender	Institution Type	Potential Beneficiaries					Economic Indicators			Environmental Indicator	Financial Services Indicators		Organizational Indicator
						Members/Owners	Employees	Clients & Suppliers	Family Members	Total	Area of Potential Production Influence (ha)	Annual Gross Sales (Revenue) (US\$)	Annual Net Income (US\$)	Area Potentially under Improved Environmental/Natural Resource Management (ha)	Annual Value of Rural/Agricultural Lending (US\$)	Number of Rural/Agricultural Loans Issued Annually	ODI Rating
Cross River State Youth in Agriculture (CRSYIA)	Nigeria	Informal AET	4/12/2018	J	C	832	0	75	3,628	4,535	1,248	\$1,015,040	\$456,768	0	\$0	0	1.5
Nehemiah Foundation International	Nigeria	Informal AET	2/22/2018	M	N	3	16	3,000	12,076	15,095	10	\$33,000	\$0	0	\$0	0	1.6
Kaffrine Vocational Training Center (CFP of Kaffrine)	Senegal	Formal AET	2/7/2018	N/A	E	0	19	102	484	605	0	\$11,352	\$548	0	\$0	0	2.9
Alliance of the Integrated Masses for the Development of Women's Entrepreneurship Network (AMIDEF)	Senegal	Informal AET	1/19/2018	F	C	25053	0	1,200	105,012	131,265	16	\$5,400	\$1,474	0	\$16,216	5	3.2
National Agency for the House of Tools (ANAMO)	Senegal	Informal AET	6/28/2018	N/A	G	0	80	360	1,760	2,200	1	\$0	\$0	0	\$0	0	3.1
National Federation of Actors of the Senegal Local Milk Sector (FENAFILS)	Senegal	Informal AET	3/15/2018	M	C	84	0	3,000	12,336	15,420	0	\$0	\$0	0	\$0	0	2.4
PROGRES-Lait	Senegal	Informal AET	3/14/2018	N/A	N	0	13	6,000	24,052	30,065	0	\$0	\$0	0	\$0	0	3.5
<b>Count:</b>	<b>14</b>	<b>14</b>	<b>Total:</b>			<b>26,180</b>	<b>669</b>	<b>20,060</b>	<b>187,636</b>	<b>234,545</b>	<b>1,493</b>	<b>\$1,402,702</b>	<b>\$599,920</b>	<b>0</b>	<b>\$16,216</b>	<b>5</b>	<b>2.6</b>
* This is a newly formed organization, made up of a group of existing F2F hosts. Members are already counted within the individual hosts that they represent. The other indicators are zero since they do have any formal activities yet.																	
** ODI was not collected for this host																	
*** Per discussions with USAID/Nigeria, sales & income data will be reported by USAID/Nigeria Feed the Future program																	

Winrock International - F2F for Agriculture Education and Training																														
Farmer-to-Farmer Program Standard Indicator Reporting Tables																														
Table 3: Host Data (Outcomes/Impacts)																														
Host	Country	Country F2F Project	Date of Impact Assessment	Host Gender	Institution Type	Actual Beneficiaries					Economic Impacts			Environmental Impacts	Financial Services Impacts			Organizational Impacts			Number of Volunteer Recommendations Made					Number of Volunteer Recommendations Adopted				
						Members/Owners	Employees	Clients & Suppliers	Family Members	Total	Area under Improved Production Technology (ha)	Annual Gross Sales (Revenue) (US\$)	Annual Net Income (US\$)	Area under Improved Environmental/ Natural Resource Management (ha)	Annual Value of Rural/ Agricultural Lending (US\$)	Number of Rural/ Agricultural Loans Issued Annually	ODI Rating	Number of New or Improved Products and/or Services	Value of Resources Mobilized by Host (US\$)	Economic	Organizational	Environmental	Financial	Total	Economic	Organizational	Environmental	Financial	Total	
<b>Fiscal Year 2014</b>																														
AET Stakeholders Group	Guinea	Formal AET	12/19/2017	M	E					36	45	0	\$3,298	\$3,059	0	\$0	0	3.3	3	\$0	0	38	0	0	38	0	30	0	0	30
Association Nationale Des Aviculteurs De Guinee (ANAVIG)	Guinea	Informal AET	8/20/2018	M	C	66	256	495	3	268	4,085	0	\$3,913,000	\$655,320	0	\$0	0	2.4	3	\$0	0	14	0	0	14	0	3	0	3	
Beekkeepers Federation in Guinea (FAPU Guinea)	Guinea	Informal AET	2/14/2018	J	C	827	6	2	3,340	4,175	46	0	\$93,693	\$30,815	0	\$0	0	3.5	6	\$58,421	6	12	0	0	18	6	10	0	16	
*Farmers Supporting Network (SARA)	Guinea	Informal AET	9/2/2014	F	N	49	22	3,882	2	15,812	19,765	0	\$0	\$0	0	\$0	0	2.6	0	\$0	0	6	0	0	6	0	0	0	0	
Federation of Farmers Organizations of Low Guinea (FOP-BG)	Guinea	Informal AET	8/17/2018	F	C	19,123	28	2	76,612	95,765	5,000	0	\$127,638	\$92,178	0	\$0	0	2.8	1	\$164,706	0	4	0	0	4	0	4	0	4	
Guinean Network for Animal Traction-Integrated Development (RGTA-DI)	Guinea	Informal AET	1/25/2018	M	N	69	26	50	80	725	1,127	0	\$0	\$0	0	\$0	0	3.8	7	\$128,000	3	24	0	0	27	2	19	0	21	
National Confederation of Farmers Organization of Guinea (CNOP/G)	Guinea	Informal AET	9/18/2018	J	C	679,900	65	0	2,719,860	3,399,825	0	0	\$0	\$0	0	\$0	0	3.1	1	\$0	0	11	0	0	11	0	11	0	11	
Union Nationale Des Aviculteurs (UNAG)	Guinea	Informal AET	8/19/2018	M	C	152	325	35	2,048	2,560	0	0	\$6,916,000	\$1,158,240	0	\$0	0	2.7	3	\$0	0	14	0	0	14	0	6	0	6	
Union of Cashew Producers of Boke (UPAB)	Guinea	Informal AET	12/22/2017	M	C	1,646	4,432	2	24,320	30,400	212	0	\$806,120	\$471,644	0	\$0	0	3.2	4	\$0	5	7	0	0	12	5	6	0	11	
Union of Farmers Association of Soumailako (UGAS)	Guinea	Informal AET	2/21/2018	M	C	3,104	7	29	12,660	15,700	253	0	\$806,667	\$240,000	1	\$0	0	3.5	9	\$913	0	15	0	0	15	0	15	0	15	
Center for Entrepreneurship and Vocational Studies, Federal Polytechnic, Ado-Ekiti	Nigeria	Formal AET	6/14/2018	M	E	0	80	11,335	45,660	57,075	210	0	\$0	\$0	0	\$0	0	3.8	9	\$1,048,951	0	62	0	0	62	0	45	0	45	
Enugu State College of Agriculture	Nigeria	Formal AET	2/21/2018	N/A	E	0	215	704	3,676	4,595	0	0	\$0	\$0	0	\$0	0	3.4	5	\$28,993	0	30	0	0	30	0	22	0	22	
Oyo State College of Agriculture	Nigeria	Formal AET	2/8/2018	N/A	E	0	396	2,355	11,004	13,755	0	0	\$2,772	\$0	0	\$0	0	3.8	3	\$364,000	0	37	0	0	37	0	24	0	24	
Samaru College of Agriculture, Zaria, Kaduna State	Nigeria	Formal AET	4/24/2018	N/A	E	0	325	1,118	5,772	7,215	0	0	\$0	\$0	0	\$0	0	3.7	3	\$84,000	1	54	1	0	56	1	41	0	42	
Association Of Non-Bank Microfinance Institutions of Nigeria (ANMFIN)	Nigeria	Informal AET	6/6/2018	J	C	4,125	36	0	16,644	20,805	0	0	\$159,167	\$0	0	\$0	0	3.5	5	\$3,993,333	1	21	0	4	26	0	19	0	3	
Babban Gona	Nigeria	Informal AET	4/27/2018	M	C	2	753	12,029	51,136	63,920	14,120	0	0	***	***	0	\$0	0	3.8	7	\$1,250,000	9	22	0	0	32	9	21	1	0
Cross River State Agricultural Development Program (CRADP)	Nigeria	Informal AET	1/10/2018	N/A	G	0	267	50,207	201,896	252,770	0	0	\$0	\$0	0	\$0	0	3.5	5	\$0	1	14	0	0	15	0	12	0	12	
Farmers Under Babban Gona	Nigeria	Informal AET	2/11/2014	J	F	0	0	0	0	0	0	0	\$0	\$0	0	\$0	0	0.0	0	\$0	6	0	1	0	7	0	0	0	0	
*Hasal Micro Finance Bank Limited	Nigeria	Informal AET	11/18/2015	M	R	19	58	2,904	11,924	14,905	0	0	\$5,651,000	\$1,148,685	0	\$1,600,000	2,862	3.6	3	\$0	0	6	0	0	6	0	6	0	6	
*Kaliber Ventures Limited	Nigeria	Informal AET	4/13/2016	J	P	1	6	809	3,264	4,080	0	0	\$30,246	\$10,500	8,000	\$0	0	2.6	4	\$0	7	1	0	0	8	5	0	0	5	
National Association Of Microfinance Banks (NAMB)	Nigeria	Informal AET	12/13/2017	M	C	1	4,064	12	1	4,068	5,085	0	0	\$305,533	\$0	12,000	\$0	0	3.8	6	\$258,700	0	5	0	0	5	0	4	0	4
Conat:	21	21	Total:			7,004	7,315	85,959	3,213,480	4,016,850	20,968	0	18,815,134	3,810,441	8,031	\$1,600,000	2,862	3.2	87	\$7,380,017	39	391	3	10	443	28	292	1	9	330
<b>Fiscal Year 2015</b>																														
Communal Union Of Niabi Beekkeepers	Guinea	Informal AET	2/25/2018	N/A	C	129	0	8	548	685	0	0	\$4,154	\$1,385	2	\$0	0	3.0	2	\$0	0	7	0	0	7	0	4	0	4	
Federation of Horticulture Union in Upper Guinea Kankon (FUMA-HG)	Guinea	Informal AET	2/16/2018	F	C	21,500	16	42	86,232	107,790	0	0	\$97,712	\$7,712	215	\$47,589	47	3.3	5	\$0	0	18	3	0	18	0	13	3	0	16
Honey Producers Microenterprise of Ley Miro	Guinea	Informal AET	12/18/2017	J	P	143	0	2	80	725	4	0	\$4,311	\$2,327	0	\$2,000	95	3.0	3	\$0	0	8	0	0	8	0	8	0	8	
National Agency Counsel to Promote Rural life and Agriculture (ANPROCA)	Guinea	Informal AET	5/31/2018	N/A	G	0	502	16,500	68,008	85,010	0	0	\$0	\$0	30	\$0	0	3.3	5	\$514,349	1	23	0	0	24	1	18	0	19	
Agricultural Learning Center (CAA) of Samanko	Mali	Flexible	9/22/2018	N/A	E	0	22	175	788	800	0	0	\$2,800	\$250	0	\$0	0	2.3	3	\$0	9	2	0	0	11	3	1	0	4	
Danava Cereals Bamako	Mali	Flexible	9/27/2018	F	P	1	30	10	164	205	0	0	\$300,000	\$135,000	0	\$0	0	2.8	1	\$131,698	1	3	0	0	4	1	1	0	2	
Easo Kaba	Mali	Flexible	9/27/2018	F	P	1	125	350	1,904	2,380	275,000	0	\$540,000	\$135,000	0	\$0	0	3.2	1	\$0	1	3	0	0	4	1	1	0	2	
Rural Polytechnic Institute for Training and Applied Research (IPR/IFRA) of Kaitoukou	Mali	Flexible	9/26/2018	N/A	E	0	45	500	2,180	2,725	0	0	\$6,200	\$1,250	0	\$0	0	2.9	1	\$0	6	3	0	0	9	0	2	0	2	
**Sasakawa Africa Fund for Extension Education (SAFE)-Mali	Mali	Flexible	3/31/2015	N/A	N	0	2	500	2,008	2,510	0	0	\$0	\$0	0	\$0	0	3.8	0	\$0	3	5	0	0	8	0	0	0	0	
University of Segou	Mali	Flexible	9/18/2018	N/A	E	0	40	500	2,160	2,700	0	0	\$0	\$0	0	\$0	0	2.7	3	\$0	1	3	0	0	4	0	3	0	3	
Ahmadu Bello University-College of Agriculture and Animal Science	Nigeria	Formal AET	1/16/2018	N/A	E	0	210	521	2,924	3,655	0	0	\$0	\$0	0	\$0	0	3.5	5	\$0	0	34	0	0	34	0	26	0	26	
Federal College of Agriculture, Ishaiga	Nigeria	Formal AET	2/21/2018	N/A	E	0	733	3,500	16,932	21,165	0	0	\$0	\$0	0	\$0	0	3.3	5	\$426,667	0	26	0	0	26	0	25	0	25	
Oson State Polytechnic, Iree	Nigeria	Formal AET	6/13/2018	N/A	E	0	480	13,535	56,060	70,075	0	0	\$0	\$0	3	\$0	0	3.7	5	\$12,150	0	60	0	0	60	0	44	0	44	
*Nigeria Co-Operative Women Alliance (NICOWA)	Nigeria	Informal AET	3/22/2016	F	C	2,400	600	125	12,500	15,625	300	0	\$420,000	\$192,000	0	\$0	0	2.6	0	\$0	0	5	0	0	5	0	0	0	0	
Pan African Society for Rural Development Sustainment and Social Protection (PASRUDESS)	Nigeria	Informal AET	2/6/2018	M	N	2	6	512	2,080	2,600	0	0	\$11,700	\$0	0	\$0	0	3.0	4	\$38,833	0	4	0	0	4	0	4	0	4	
(Romary Ventures)	Nigeria	Informal AET	11/30/2017	M	P	1	12	172	740	925	1,161	0	\$4,918,200	\$1,908,400	0	\$0	0	2.7	4	\$12,000	1	4	2	0	7	1	4	1	6	
Umuebe Farms & Farms College	Nigeria	Formal AET	2/20/2018	M	E	0	77	147	896	1,120	2	0	\$21,500	\$13,822	0	\$0	0	3.1	2	\$0	3	28	0	0	31	3	4	0	7	
Horticulture Initiation Center of Mbao	Senegal	Formal AET	8/29/2018	N/A	E	0	8	75	332	415	1	0	\$8,795	\$4,535	0	\$0	0	3.1	2	\$10,354	0	20	0	0	20	0	14	0	14	
Horticulture Initiation Center of Saint Louis	Senegal	Formal AET	7/24/2018	M	E	0	11	84	380	475	1	0	\$28,304	\$5,418	0	\$0	0	3.6	7	\$1,748,180	0	30	0	0	30	0	24	0	24	
Horticulture Vocational Training Center (CPHV)	Senegal	Formal AET	9/24/2018	M	E	0	19	231	1,000	1,250	0	0	\$52,880	\$5,288	0	\$0	0	3.6	2	\$0	2	19	0	0	21	1	6	0	7	
National Training Center for Fisheries and Aquaculture Technicians	Senegal	Formal AET	5/28/2018	N/A	E	0	53	130	732	915	1	0	\$52,700	\$0	0	\$0	0	3.5	5	\$278,200	0	23	0	0	23	0	14	0	14	
*Higher Institute of Business and Rural Networks (ISMRR)	Senegal	Informal AET	3/10/2016	M	E	0	2	11	52	65	0	0	\$6,000	\$800	0	\$0	0	2.2	1	\$0	0	5	0	0	5	0	0	0	0	
International Center for Practical Training in Mboro (CIFOP)-Beekkeeping Division	Senegal	Informal AET	6/23/2018	N/A	N	323	29	8,427	35,116	43,895	10	0	\$24,172	\$10,877	0	\$0	0	3.5	3	\$0</										



<b>Winrock International -F2F for Agriculture Education and Training</b>						
<b>Farmer-to-Farmer Program Standard Indicator Reporting Tables</b>						
<b>Table 4: Outreach and Leverage</b>						
<b>Implementing Partner Name</b>	<b>Fiscal Year</b>	<b>Number of Press Releases</b>	<b>Number of Media Events</b>	<b>Number of Group Presentations</b>	<b>Total Number of Outreach Activities</b>	<b>Value of Resources Leveraged by Grantee and Volunteers in the U.S. (U.S.\$)</b>
Winrock -F2F for AET	FY14	8	111	5	124	\$5,903
Winrock -F2F for AET	FY15	2	65	30	97	\$89,061
Winrock -F2F for AET	FY16	1	126	22	149	\$96,061
Winrock -F2F for AET	FY17	14	174	23	211	\$151,068
Winrock -F2F for AET	FY18	1	115	7	123	\$109,278
<b>Total To-Date:</b>		<b>26</b>	<b>591</b>	<b>87</b>	<b>704</b>	<b>\$451,371</b>



Table 5: Custom Indicators					
Country	Country F2F Project	Percentage of Youth Trained	Percentage of Youth Assisted	Number of AET institutional improvement plans developed and formalized	Number of AET institutional improvement plans implemented
<b>Fiscal Year 2014</b>					
Guinea	Formal AET	0%	0%	0	0
Guinea	Informal AET	34%	32%	N/A	N/A
Nigeria	Formal AET	14%	23%	0	0
Nigeria	Informal AET	21%	20%	N/A	N/A
<b>Fiscal Year 2015</b>					
Guinea	Formal AET	4%	4%	5	0
Guinea	Informal AET	27%	29%	N/A	N/A
Mali	Flexible	9%	9%	N/A	N/A
Nigeria	Formal AET	7%	60%	6	0
Nigeria	Informal AET	17%	15%	N/A	0
Senegal	Formal AET	36%	24%	0	0
Senegal	Informal AET	32%	21%	N/A	N/A
<b>Fiscal Year 2016</b>					
Guinea	Formal AET	30%	8%	0	0
Guinea	Informal AET	33%	33%	N/A	N/A
Nigeria	Formal AET	24%	23%	2	0
Nigeria	Informal AET	8%	8%	N/A	N/A
Rwanda	Flexible	12%	8%	N/A	N/A
Senegal	Formal AET	25%	23%	3	0
Senegal	Informal AET	29%	17%	N/A	0
<b>Fiscal Year 2017</b>					
Guinea	Formal AET	50%	66%	2	0
Guinea	Informal AET	37%	37%	N/A	N/A
Mali	Flexible	29%	29%	N/A	N/A
Nigeria	Formal AET	33%	32%	0	0
Nigeria	Informal AET	25%	25%	N/A	N/A
Senegal	Formal AET	28%	44%	9	0
Senegal	Informal AET	18%	15%	N/A	N/A
<b>Fiscal Year 2018</b>					
Guinea	Flexible	57%	57%	N/A	N/A
Guinea	Formal AET	41%	41%	0	5
Guinea	Informal AET	52%	52%	N/A	N/A
Mali	Flexible	54%	54%	N/A	N/A
Nigeria	Formal AET	30%	28%	1	7
Nigeria	Informal AET	19%	14%	N/A	N/A
Senegal	Formal AET	31%	29%	0	6
Senegal	Informal AET	17%	17%	N/A	N/A
<b>Total To-Date:</b>		<b>24%</b>	<b>31%</b>	<b>28</b>	<b>18</b>

### **Indicator Definitions**

**% of youth trained:** this is a subset of persons trained, counted as the % of persons trained that are classified as youth, as defined by the government of the host country. In Nigeria and Senegal, this is 18-30 year olds; in Guinea, this is 18-35 year olds.

**% of youth assisted:** this is a subset of persons assisted, counted as the % of persons assisted that are classified as youth, as defined by the government of the host country. In Nigeria and Senegal, this is 18-30 year olds; in Guinea, this is 18-35 year olds.

**# of AET institutional improvement plans developed and formalized:** this is intended to measure commitment on the part of Formal AET hosts to investing in their own organizational improvements. As of midterm, we will measure this indicator as # of plans developed for and approved by hosts. \*note: in previous reporting years, we reported sub-plans within a larger institutional plan as an individual improvement plan. We have corrected this at midterm to record no more than one plan per host.

**# of AET institutional improvement plans implemented:** this is a subset of the # of institutional improvement plans developed and formalized, and will measure the # of improvement plans that have demonstrated 50% or more adoption of volunteer recommendations. We anticipate that we may not see impacts against this indicator until Year 5 of the program.

# Annex 2: Volunteer Assignment Summaries

(April 1 – Sept 30, 2018)

## A. GUINEA

### FORMAL AET

#### **Amadou Diop, April 14-30, 2018, Mamou**

*Host Organizations: Center for Post Primary Professional Training (CFPPP); Ecole Nationale des Agents Techniques des Eaux et Forets (ENATEF); Ecole Nationale D'agriculture Et D'elevage (ENAE) De Tolo; Ecole Nationale D'agriculture Et D'elevage (ENAE) De Macenta; Ecole Nationale D'agriculture Et D'elevage (ENAE) De Koba, Boffa; Ecole Nationale D'agriculture Et D'elevage (ENAE) De Bordo, Kankan*



*Group discussion between Volunteer and Participants*

The assignment's objective was to train participants on effective techniques for conducting monitoring and evaluation, including the best use of tools and methodologies that the schools could leverage to measure their impact on students in terms of employment, income, food security, enterprise development, and new agricultural techniques. The volunteer provided clear concepts and simple tools that allowed each participant to be able to monitor and evaluate training impacts on students and communities. The training emphasized that M&E is not only for seeing results and impact but also for revealing areas for improvement. After giving a brief presentation on the concept and principles of M&E, group discussions covered the application of M&E on education systems, data collection and elaboration of questionnaires, logical frameworks, and collection, analysis and diffusion of results.

#### **Peg Gronemeyer, May 5-21, 2018, Mamou**

*Host Organization: Ecole Nationale des Agents Techniques des Eaux et Forets (ENATEF)*

This assignment was a training-of-trainers (TOT) on effective use of GPS in data collection, analysis, and map production. The volunteer encouraged the participants to actively learn by working in groups and having them teach and help each other through different problems. After presenting to the class, the participants then decided to copy and collate each group's set of instructions to create a communal "help" document to be used in subsequent trainings. The topics included in the training were GPS and GIS requirements, common problems with data reporting, and coordinate reference systems (CRS), which are critical to understanding GPS and GIS data. The participants were also shown how to do data collection using the GPS in the field and were sent out to collect some data on their own. These coordinates were downloaded onto the computer, and the groups created maps using Google Earth and QGIS (an open source, free software). The volunteer also developed how-to documents to use in trainings moving forward.

#### **Joseph McFadden, May 6-21, 2018, Macenta**

*Host Organization: Center for Post Primary Professional Training (CFPPP)*

The objective of this assignment was to train CFPPP's teachers and administrative staff in better financial resource management and effective recordkeeping. The volunteer provided training on simple tools to facilitate financial calculations, account reconciliation, ledger management, sales and consignment account management. The training also reflected on the notion of 'Farming as a Business' and cost/benefits analysis versus traditional subsistence method of production. The participants appreciated the approach the volunteer used to teach and his ability to easily transfer knowledge to them, including the use of Cash Books, Debtor Books, Single-Entry System (Journal), Double Entry System. Seven record keeping tools were set-up during the training, and participants got the opportunity to start implementation of those tools

in order to improve their accounting system and to collect and analyze information on production, inventory, and sales.

**Annette Fay, May 11-June 10, 2018, Conakry**

*Host Organization: Winrock International Farmer to Farmer for Agricultural Education and Training Program*  
This focus of this assignment was to assist the F2F AET program with its final impact assessments. The volunteer worked with home office and field staff to document outcomes and impacts by analyzing existing project documents and collecting data in the field. The volunteer met with 3 Formal AET (ENAE Koba, ISAV-Faranah, CAFPPP-Macenta) and 4 Informal AET (FEPAF-BG-Fabik, SNPV-DS, ANPROCA) hosts to document and discuss impacts. A participatory approach was used during the interviews, and the volunteer was able to continue to support field staff on impact surveys after she left.

**Usha Palaniswamy, May 21-June 4, 2018, Mamou**

*Host Organizations: Center for Post Primary Professional Training (CFPPP); Ecole Nationale des Agents Techniques des Eaux et Forets (ENATEF); Ecole Nationale D'agriculture Et D'elevage (ENAE) De Tolo; Ecole Nationale D'agriculture Et D'elevage (ENAE) De Macenta; Ecole Nationale D'agriculture Et D'elevage (ENAE) De Koba, Boffa; Ecole Nationale D'agriculture Et D'elevage (ENAE) De Bordo, Kankan*  
This assignment's objective was to enhance the hosts' faculty's ability to better educate students in modern agricultural practices and agribusinesses. The volunteer designed a TOT workshop, including hands-on exercises. Topics included curriculum development, course sequencing, syllabus creation, innovations in pedagogy, classroom management, and student engagement and retention. The volunteer also discussed cognition and learning theories, inquiry-based and problem-based learning and inter-curricular facilitation. Each day included a presentation and then breakout group exercises so that participants could apply what they had learned. Each participant will then carry this training back to their respective institutions to disseminate the concepts learned.

*"Before the Farmer-to-Farmer assistance, sexual harassment was in the school but no one was talking about it. But since the training on gender mainstreaming and sexual harassment a gender committee was established to prevent and fight against sexual harassment"  
-- Dr. Saran Camara, president of gender committee ISSMV-Dalaba.*

**Kathleen Colverson, June 28-July 4, 2018, Conakry**

*Host Organization: Winrock International Farmer to Farmer for Agricultural Education and Training Program*  
The purpose of this assignment was to assist the F2F AET Program to analyze challenges and opportunities related to gender and social inclusion. The analysis included the results and impacts from previously supported F2F hosts, as well as what issues remained that can be addressed in future F2F program(s). The volunteer made recommendations for potential future volunteer assignment topics and parameters that should be incorporated to ensure strong integration of impacts on women and disadvantaged populations. In addition, the volunteer developed and delivered short trainings for two hosts (ISSMV and ENATEF) that requested gender and

sexual harassment training.

**Cecilia Suarez, July 8-17, 2018, Conakry**

*Host Organization: Winrock International Farmer to Farmer for Agricultural Education and Training Program*  
This assignment's goal was to facilitate the final in-country host learning event on AET successes, challenges, and lessons learned. As an AET practitioner in the US, the volunteer worked with the field staff to develop guiding questions and workshop sessions to enable the team to draw out important themes, best practices, success factors, and ongoing challenges which can inform future F2F program(s). The volunteer also facilitated panel discussions and breakout sessions with the various host organizations in attendance. Feedback from the learning event is incorporated in the F2F for AET Final Report.

**INFORMAL AET**

**Clifford Wener, April 14-30, 2018, Kindia**

*Technical Assistance and Cooperation – Assistance Technique et Cooperation (ATC)*  
This assignment was a TOT on techniques for post-harvest management of fruits and vegetables. The volunteer used a participatory method in his lectures on the science and technology for fruit and vegetable

preservation for a group of ATC trainers. Specific training topics included criteria for food selection, equipment sanitation, enemies of food quality, and different types of food preservation. The volunteer and participants also went to the market together to look at produce that would meet the quality of standards needed for canning. The volunteer then did demonstrations on canning and solar drying that will help the trainers teach rural producers how to lengthen the time of food availability during the off-season.

## **FLEXIBLE**

### **Edward Perry, April 6-May 1, 2018, Kindia, Mamou, and Faranah**

*Host Organization: Strengthening Market-Led Agricultural research, Technology and Education (SMARTE)*

The purpose of this assignment was to identify appropriate marketing and distribution strategies products and technologies being used by the SMARTE program's field interns (AVENIRs). These included pestles, tube wells, rice hullers, plastic mulch, elevated nurseries, Mobipompe and air dryers. The volunteer met with 50 (26 youth) SMARTE beneficiaries, including manufacturers, input producers, input suppliers, and AVENIRs to better understand the current situation of marketing and distribution-related activities. The volunteer helped develop marketing and distributing strategies to use going forward. This was a Type 4 PERSUAP assignment, but did not have any specific activities related to pest control.

## **B. NIGERIA**

### **FORMAL AET**



*Volunteer tours college with faculty members*

### **Chris Igodan, April 10-May 5, 2018, Abuja**

*Host Organization: Federal Capital College of Education, Zuba, Abuja*

The objective was to assess the host institution and make recommendations that would enable the college to position itself as the best agricultural education department in the country. The volunteer sought and met with several stakeholders, including college management, team of deans and heads of departments as well as the student body (84 people, 30 women). The volunteer provided the host with an audit of institutional needs, challenges and success stories as it relates to overall college life of FCT-COE, Zuba. The volunteer provided his findings and an improvement plan for relevant stakeholders to use.

### **Onesimus Otieno, May 5-21, 2018, Ado Ekiti**

*Host Organization: Center for Entrepreneurship and Vocational Studies, Federal Polytechnic, Ado-Ekiti*

The assignment's focus was to help the host improve its capacity around its eLearning platform. The volunteer delivered a hands-on workshop to train participants in creative ways to leverage the eLearning platform. By the end of the training, 90% of the participants (104 people, 46 women) had already uploaded their curricula and other content onto the platform. While in country, the volunteer was also asked by the F2F staff to give a training on critical thinking for effective decision making. This training was given to the beneficiaries at Association of Coconut Processors of Nigeria, Box Office Incubators, and the African Women Entrepreneurship Program.

### **Patrick McGeeney, May 12-27, 2018, Zaria Kaduna**

*Host Organization: Samaru College of Agriculture, Zaria, Kaduna State*

The purpose of this assignment was to work with the host to develop media content and design an outreach campaign centered on safe pesticide use. This was a Type 2 PERSUAP assignment, but the volunteer did not recommend any specific pesticides. The volunteer worked with the host to create, test and refine two-dozen relevant messages to help communicate to the larger community the risk involved in handling chemical pesticides and the safety measures that can be taken to reduce the risk. Radio was chosen as the most cost-effective method of disseminating these messages, so the volunteer assisted the host in

coming up with short dialogues and dramatizations of the relevant messages to increase the impact of the outreach campaign. At the F2F country director's request, the volunteer also provided a short training to F2F staff on social media and conducting outreach efforts through platforms like Facebook and Twitter.

**Jennifer Kushner, June 16-July 2, 2018, Abuja, Kaduna, Jos, Ado-Ekiti**

*Host Organization: Winrock International Farmer to Farmer for Agricultural Education and Training Program*

The assignment's objective was to assist the F2F AET Program in reviewing its templates for institutional assessments and action planning to refine the effectiveness for future programing. The volunteer, an AET expert herself, analyzed AET indicators and previously conducted institutional assessments and conducted interviews with hosts and field staff. Based on the information collected, the volunteer developed a draft organizational capacity assessment tool/index for formal and informal AET hosts. This tool will be further adapted and used in Winrock's upcoming West Africa F2F Program and will be shared with other F2F implementers.

**INFORMAL AET**

*"The training in partnership development, resource mobilization and grant proposal writing was full of information for us, things we thought we knew but never did. The volunteer was able to carry everyone along despite the fact that her English (American) is different from ours (British/Nigerian) yet she was able to communicate to our understanding."  
-- Ify Ekoh, Secretary, CRYSIA*

**Leslie Cosgrove, March 29-April 15, 2018, Ibom State**

*Host Organization: Cross River State Youth in Agriculture (CRSYIA)*

The purpose of this assignment was to increase the host's capacity related to leadership and development. The volunteer conducted a training on topics of business development, partnership development, resource mobilization and grant proposal writing. In addition, the volunteer also conducted a one-day lecture on resource mobilization for the Future of Growth Micro Finance Bank. The 125 participants (82 women) now have a better understanding of what a Cooperative is meant to be, their shared responsibilities, and what the Cooperative's responsibilities are to its members

**C. SENEGAL**

**FORMAL AET**

**Chloe Crocker, April 4-22, 2018, Saint Louis, Dakar, and Ziguinchor**

*Host Organization: Horticulture Initiation Center of Mbao; Horticulture Initiation Center of Saint Louis*

The objective of the assignment was to conduct training on how to establish school-based enterprise systems. The volunteer provided lectures and hands-on activities to the Centers' staff and trainers on experiential learning, incorporating entrepreneurship as a part of competency-based education, resource identification, market research, financial management and record keeping, student management, and marketing; all elements in establishing a school-based enterprise. The volunteer also gave each participant a training handbook with templates of record keeping, along with other information and links to resources online to be used in future trainings and to empower their students to become skilled business leaders.

**Jonathan Deenik, April 5-22, 2018, Djilor**

*Host Organization: Vocational Training Center of Djilor (CFP Djilor)*

The assignment's goal was to train CFP trainers on crop production in a high salt content soil. The volunteer went on field visits to better understand the context and take soil samples. The volunteer then delivered a training session to the Center's teachers and a few farmers from Djilor and Keur Soce villages. The soil science-based training included topics such as soil salinity and acidity, soil's physical properties and different ways to analyze and measure pH and salinity. The volunteer conducted demonstrations on soil sample collecting and analysis with the 25 participants (including 9 women), which provided participants with hands-on learning. The volunteer then helped the group create training manuals to be used in training farmers moving forward.

**Caroline Dunlap, April 14-30, 2018, Birkelane**

*Host Organization: Vocational Training Center (CFP) of Birkelane*

The objective of this assignment was to support the CFP Birkelane internship program design and management. The volunteer interviewed faculty and administrators from CFP Birkelane, who were asked to describe their current practices for building and maintaining relationships with employers, helping students to find internships, supporting students and employers during internships, evaluating interns and hosts, and overall documentation. Feedback was used to develop a training module to address these topics. As concepts and tools were introduced, attendees provided their feedback and described what elements of the training could be incorporated into their procedures. Additional topics of discussion included financing and means for the school to generate revenue to provide small loans to students.

**Andra Williams, April 14-Aug 2, 2018, Dakar**

*Host Organization: Winrock International Farmer to Farmer for Agricultural Education and Training Program*

On this longer-term assignment, the Volunteer assisted the F2F for AET Program with its final year impact assessments, working with field staff to document outcomes and impacts by collecting and synthesizing data in the field.

**Sharadchandra Marahatta, May 4-20, 2018, Nguekokh**

*Host Organization: Vocational Training Center (CFP) of Nguekhokh*

This was a PERSUAP Type 2 assignment; the volunteer did not recommend any specific pesticides. This TOT assignment introduced improved curriculum development and new techniques in fruit tree production. The volunteer trained CFP of Nguekhokh faculty on plant nutrition, plant protection, plant propagation, and integrated pest management. The volunteer also visited three of the Centers farms provided an assessment with recommendations for improvement. Faculty will integrate the volunteer training materials into current curriculum to train students and community farmers.



*Volunteer demonstrating how to identify pests during field training*

**Damon Walker, May 22-June 3, 2018, Birkelane and Kaffrine**

*Host Organizations: Vocational Training Center (CFP) of Birkelane; Kaffrine Vocational Training Center (CFP of Kaffrine)*

The objective of the assignment was to train staff and teachers on website and database development and management, both for the purposes of increasing the schools' visibility and for monitoring graduates. The volunteer provided training and technical assistance to staff within the institutions who are responsible for collecting and analyzing data and managing the database on WordPress. The volunteer developed two WordPress sites; one each for [CFP of Birkelane](#) and [CFP of Kaffrine](#). The volunteer also provided training on data collection and how to sort and export this data. He made recommendations to ensure the website is updated on a regular basis.

**Kathleen Colverson, July 5-12, 2018, Dakar**

*Host Organization: Winrock International Farmer to Farmer for Agricultural Education and Training Program*

The volunteer interviewed former Winrock International hosts to review impacts of previous Winrock F2F trainings and determine future trainings that could strengthen the groups related to gender sensitivity and particularly benefit women and youth. The volunteer also provided training on Gender Integration to Winrock F2F staff and provided simple facilitation techniques and tools for understanding how and why to integrate gender issues into their work. The staff training included a brief discussion around sexual harassment and how to recognize it. Materials from the USAID INGENAES project were translated into French and served as the basis for these trainings. All materials were provided to host participants and F2F staff in a jump drive for future use.

## **INFORMAL AET**

### **Bryan Cole, April 14-30, 2018, Tatki**

*Host Organization: PROGRES-Lait*

Under the assignment, the volunteer supported the improvement of PROGRES-Lait's entrepreneurship and their capacity to deliver extension services. The volunteer visited local stockbreeders, the local milk market, and milk processing units to learn more about the hosts' operating environment. Based on these visits and discussions, the volunteer adapted his training on entrepreneurship and business planning, business ideas and organizational structure, marketing and sales, financial management of cooperatives and operations, and leadership development. As a result of this assignment, stockbreeder leaders and staff trained by the volunteer can now disseminate new practices, techniques, and knowledge to the targeted stockbreeder cooperative members.

### **Calvin Covington, April 14-30, 2018, Dagana**

*Host Organization: PROGRES-Lait*

The objective of the assignment was to train livestock breeders and staff and provide them with guidelines on the organization of members/breeders, operational management, and leadership. After meeting with the host, it was determined that priority should be given to organization training, specifically training on cooperatives. Thus, the volunteer's training included: what are cooperatives and how do they function and operate, their bylaws, and the duties and responsibilities of Bureau members. In addition, the volunteer developed a series of PowerPoint presentations tailored to the host needs, which the host can use for future training.



*Volunteer demonstrates proper techniques for value added food products.*

### **Julie Albrecht, May 4-21, 2018, Dakar**

*Host Organizations: Coalition of Women Against Illegal Immigration (COFLEC); Alliance of the Integrated Masses for the Development of Women's Entrepreneurship Network (AMIDEF)*

During this assignment, the volunteer assessed AMIDEF's fruit processing practices and provided TOT to improve their current methods. During her time in country, the volunteer also provided a follow-up training for COFLEC members. She discussed basic canning and drying principles of jam and candied fruit production, demonstrated use of some common equipment used in the U.S, and provided a visual training manual. She recommended that the trainees practice the canning and drying process, and teach these techniques to others, as a way to solidify their knowledge. As a result of this assignment, the hosts

will now be able to train its members on how to produce value-added products so that they can increase their household income.

### **Matilde Paino, May 5-20, 2018, Birkelane**

*Host Organization: Birkelane Association Agreement (EGABI)*

This was a PERSUAP Type 2 assignment; the volunteer did not recommend any specific pesticides. The objective of the assignment was to train EGABI on Good Agriculture Practices (GAP) with attention on groundnut, a major crop in the area. Focusing on GAP, the volunteer covered topics such as soil health and management, conservation, sustainable agriculture, and composting. The volunteer training sessions combined interviews, classroom, and practical field work. She recommended various actions to ensure improved production to processing. Training participants will replicate the training with farmers groups.

### **Kenton Ayers, June 15- July 1, 2018, Dakar**

*Host Organization: National Agency for the House of Tools (ANAMO)*

The assignment focused on building the capacity of ANAMO staff to effectively coach and provide business development services to young entrepreneurs in the agriculture sector. The volunteer conducted an

extensive industry evaluation of stakeholders and then conducted interactive hands-on training to ANAMO staff on how to effectively engage youth, coaching and facilitation methodologies, elements of entrepreneurship; shared examples on how to implement a business plan, conduct budgeting, and how to determine market opportunities. Participants performed a step-by-step analysis of each activity in entrepreneurship coaching. The ANAMO trainers plan to use the coaching guide developed by the volunteer to coach youth entrepreneurs.

#### **Dale ZoBell, June 16-30, 2018, Linguere**

*Host Organization: National Federation of Actors of the Senegal Local Milk Sector (FENAFILS)*

The objective of the assignment was to train stockbreeder leaders on cow nutrition techniques for increased and improved milk production using locally available products. The volunteer provided lectures and conducted hands-on practical exercises to provide participants with both knowledge and practice in dairy cow nutrition. Specific training topics included nutrition, animal management, supplementation, and economics. With this new information, FENAFILS hopes to increase milk production and net income, and will disseminate new practices, techniques and knowledge gained from this assignment.

#### **Richard Edwards, June 16-July 1, 2018, Dakar**

*Host Organization: Alliance of the Integrated Masses for the Development of Women's Entrepreneurship Network (AMIDEF)*

The goal of this assignment was to train cooperative members on leadership and partnership development. After visits to member organizations and discussions with AMIDEF's leaders, the volunteer developed a training program which addressed the specific needs of the organization's structure and business skills of individual members. The volunteer also taught the cooperative how to evaluate potential new partners and how to accurately measure the profitability of current endeavors. This training will enable AMIDEF's members to apply new leadership and partnership skills to increase their ability to engage more partners to support their activities.

### **D. FLEXIBLE COUNTRIES**

#### **Daniel Miller, July 6-21, 2018, Katilbougou Village, Bougouni Village, Solla-Bougouda, Toula and Kle Sokoro, Mali**

*Host Organizations: Jigifa Farmers' Cooperative of Solla-Bougouda; Kle Sokoro Farmers' Association; Jekafo Farmers' Cooperative of Katibougou; Bougouni Farmers' Cooperative*

The assignment objective was to provide advanced small ruminant production training while performing a short assessment of strengths and needs. The volunteer worked with four host organizations (67 people; 36 youths) to identify problems related to the health and production of their small ruminants. The volunteer discovered that one of the leading causes of death to young animals was parasitic infections. Over the course of his assignment, he taught the hosts how to identify, prevent and treat these infections. The hosts will provide ongoing support to community members regarding preventative health management and breeding to ensure progress.



*Volunteer using technology for a training session in field*



# Annex 3: Host Summaries

## Guinea

### **Host Organization: AET Stakeholders Group (Guinean Agriculture Institutions Network (GAIN))**

**Host Type:** Public and Private Education Institutions

**Host Background:** The AET Stakeholders Group was officially formalized in July 2014 and consists of eight AET institutions<sup>1</sup> in Guinea. The institutions worked together to improved delivery of training and technical services to a multitude of clients across the Guinean agriculture sector.

**Assignments:** Public-Private Partnership (PPP) for AET Rapid Assessment; GAIN “Best and Brightest” AET Promotional Campaign Support; Gender Mainstreaming; Improving Guinean Agriculture Institute Network (GAIN) Business Skills and Management; Informal Labor Market Study for the Guinean Agricultural Sector; Mobilization and Management of Vocational Schools Material and Financial Resources; Strengthening Organizational and Communication Capacities of AET Stakeholders’ Group; Leadership for Change Training

**Impact Results:** Through early organizational development F2F assignments, GAIN formed strong relationships and a management structure. The network has gained recognition and membership since the inception of not only formal institutions but also of other public and private agriculture stakeholders. In addition to the benefits of shared resources, GAIN as a group also conducted an informal labor market survey of AET graduates (complementing a formal labor market study conducted by the USAID-funded Agriculture Education and Market Improvement Program (AEMIP), implemented by Winrock), to understand how to improve education quality and curriculum relevance as well as strengthen relationships with employers. Through GAIN, the two agriculture university hosts managed by the Ministry of Higher Education and the mid-level technical institution hosts managed by the Ministry of Employment, Vocational Training, and Technical Education are collaborating for the first time in their organizational histories. GAIN was also able to begin implementing independent activities. The network organized a training workshop for all member institution internship directors so that they share experiences on establishing minimum requirements and standards for internships and how to improve internship programs. GAIN also offered micro-grants to three members to implement practical student trainings on pesticide use and establishing nurseries. GAIN’s ODI has increased from 0.45 at baseline to 3.3, demonstrating how this organization has been strengthened via volunteer technical assistance.

### **Host Organization: Association Nationale Des Aviculteurs De Guinee (ANAVIG)**

**Host Type:** Cooperatives and Associations

**Host Background:** The National Association of Poultry Farmers of Guinea (ANAVIG) was created in 2010 to strengthen the technical and organizational capacities of its members. It is comprised of poultry farmers and a poultry processor. The Board members are currently providing technical assistance and training to members employees, and other producers in the surrounding area on poultry enterprise creation and management. This host received volunteer technical assistance from the predecessor F2F for Food Security project.

**Assignments:** Organizational Capacity Building; TOT on Financial Management and Record Keeping; Improving Competitiveness through Appropriate Marketing; TOT on Improving Poultry Enterprise Creation and Management

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<sup>1</sup> This is composed of Institut Supérieur Agronomique et Vétérinaire (ISAV/F), Ecoles Nationales D'agriculture Et D'élevage (ENAEs-Kankan, Koba, Macenta, and Tolo), Centre Accademique de Formation Professionnelle Post Primaire de Macenta (CAFPPP), and Ecole Nationale des Techniciens des Eaux et Forets (ENATEF), FaBiK

**Impact Results:** ANAVIG participated in four trainings targeting the improvement of their poultry operations and products and was able to improve their management, strengthen their relationship with stakeholders, and improve the quality of poultry products. These accomplishments have led to an increase in annual sales and new services to their members including the supply of corn and dried fish, feed production, cooperative mindset, marketing of their products and assistance in case of social events. Furthermore, this host is now providing training and extension services to its members.

**Host Organization: Association of Women Producers of Sheanut Butter of Kasamba**

**Host Type:** Cooperatives and Associations

**Host Background:** The Association of Women Producers of Sheanut Butter of Kasamba (*Groupement de Productrices de Beurre de Karite de Kansaba*, GPKK) also known as Benkadi, consists of community members that are working together, training each other, and standardizing production process, to increase production, expand the market, and generate more income. The association produces commercial shea nut butter for consumption and as raw material to make soap and other cosmetics.

**Assignments:** Producer Association Strengthening for Bendaki

**Impact Results:** Major impacts of volunteer assignments included improvement in packaging and diversification of economic activities, such as peanut farming and gardening. Unfortunately, after F2F assistance, the host's economic activity started to sink because their main income generating activity was no longer profitable due to lack of equipment for processing shea nuts into shea butter. To address this issue, the host has developed a plan to acquire the equipment that is necessary to grow their activities.

**Host Organization: Beekeepers Federation in Guinea (FAPI Guinea)**

**Host Type:** Cooperatives and Associations

**Host Background:** Beekeepers Federation in Guinea (FAPI Guinea), is composed of 25 structured unions of beekeeper groups, 127 individual groups, and 3 artisans groups (woodworkers, ironworkers, and tailors) who make a variety of beekeeping equipment. FAPI is committed to contributing to food security achievement, improved nutrition, and income generation through the conversion of traditional beekeeping into small businesses. FAPI also has built a relationship with the National School of Forestry Technicians (ENATEF) (active AET F2F host) to engage graduate students for field research and to share the experience with them.

**Assignments:** Conversion of Traditional Beekeeping into Farming as a Business; TOT on Improved Techniques for Honey Extraction and Processing; Honey and Beeswax Commercialization and Value Chain Approach

**Impact Results:** FAPI now is able to produce quality honey and has developed new products such as wax, candles, soap, body cream, and bee suits. FAPI also is in the process of replacing all traditional hives with more modern hives, Kenyan Top Bar Hives, introduced by a F2F volunteer. The Federation has replaced over 150 hives. 827 members have been taught how to manage hives and process honey; of these, 116 were directly trained by the volunteer and then used the F2F materials to train the rest of their group's members. As a result of their progress, FAPI was able to secure assistance from the US Embassy, European Union, and FAO to obtain more recommended Kenyan hives, rubber boots, bee smokers, and uniforms for the group.

**Host organization: Center for Post Primary Professional Training (CFPPP)**

**Host Type:** Public and Private Education Institutions

**Host Background:** Center for Post Primary Professional Training (CFPPP) is a formal AET Institution in Guinea, a member of GAIN, and one of the main school for education in the areas of agriculture and natural resource management in Guinea. It was created in 2009. CFPPP's training programs focus on 3 sectors: gardening, nursery, and poultry. The center is planning to add 2 sectors in the coming years: aquaculture

and pig farming. The school underwent an institutional assessment in May 2017 and developed a strategic plan for five years.

**Assignments:** Financial Management and Recordkeeping for Agriculture Schools; Learner-Centered Training; Institutional Assessment and Action Plan Development; TOT on Entrepreneurship in Agricultural Sector; Drip Irrigation and Water Management; School Marketing and Presentation Tools; Poultry Management Curriculum Enhancement; Poultry Feed Curriculum Enhancement; Improving Pedagogy and Teaching Capacity; Financial Resource Mobilization; Pesticide Safety Curriculum Improvement; TOT in Computer Information Systems & Information Technology in Agriculture Schools; TOT in Effective Teaching Techniques; Improvement of School Administration; Techniques for Evaluation of Training Impacts

**Impact Results:** CFPPP has improved the frequency of exchange with other agricultural schools and increased information sharing. They have improved their poultry courses and poultry marketing course. They have gained an improved understanding of the dangers related to pesticides which they not only shared with their students but also with the surrounding community. Just by increasing awareness among their community members of the danger of pesticides and passing on the specific teachings of the F2F volunteer, they have observed a reduction in their community of accidental death caused by pesticide exposure or consumption. The school has begun to adopt a more adaptive approach to program and lesson planning thanks to the trainings on needs assessment and self-evaluation. CFPPP now has its own cyber café and this will enable students to conduct research online instead of being limited by available books. They are also in the process of acquiring a drip irrigation kit, which will allow students of market gardening to learn firsthand how this method works. Finally, they have improved their ability to seek out funding and increased the number of partnerships since the previous survey. Overall, the school has improved both in terms of organizational development and in terms of specific agricultural skills.

**Host organization: Communal Union of Niali Beekeepers**

**Host Type:** Cooperatives and Associations

**Host Background:** Communal Union of Niali Beekeepers is formed of three groups of apiaries located in and around the village of Nialeyah: Kola, Hawa, and Fassaly Mara beekeeping groups. The groups train together and sell their products as a group to access bigger markets. They use the same production equipment (the Kenyan Top Bar Hives, traditional hives, etc.) and interchange their expertise and technologies to reach the next level of production.

**Assignments:** Honey Production and Market Research

**Impact Results:** The Communal Union of Niali Beekeepers has improved the production of their products including, skin body lotion, soap from wax, and the use of propolis for medicine. Before F2F assistance, the host used traditional methods to harvest honey. Now, all members use Kenyan Top Bar Hives, and sales have increased because the host is now producing better quality honey which, in turn, has allowed the host to increase their prices. With the extra profit, the host built their own honey processing house, where members come to learn how to produce a good quality of honey.

**Host organization: Cooperative of Peanut Butter, Shea Nut Butter, and Honey Producer (CAPROKAM)**

**Host Type:** Cooperatives and Associations

**Host Background:** Formed in 2009, the cooperative's objective is to develop marketable products and a label that can be recognized on an international platform. The cooperative also standardizes area producer's processes to gain access to larger markets and to regularize and increase the revenue of the smallholders.

**Assignments:** TOT on Financial Management and Record Keeping; Product Branding and Marketing

**Impact Results:** CAPROKAM introduced regular meetings at its six locations with cooperative leaders and members to disseminate information on organizational decisions and financial information, market and price

information, inventories, as well as for collective problem-solving. COPROKAM also now posts this type of information on public boards in these locations. COPROKAM also has reconstructed operating procedures attributable to the improvement of their accounting and reporting system. COPROKAM has also improved their product branding and marketing strategy, allowing better visibility of the cooperative and its products.

**Host organization: Ecole Nationale D'agriculture Et D'elevage (ENAE) De Bordo, Kankan**

**Host Type:** Public and Private Education Institutions

**Host Background:** The four-certificate level offers a 3-year program course with a track in agriculture and offered at two levels: 1) students who enter having completed secondary education (who will graduate from “B” training as a technician, who serve as a technical controller, or assistant to a public extension agent) and 2) those who have completed junior secondary school (who will graduate from “A” training as a 2nd assistant). ENAE Bordo boards its students and has at least some facilities for practical learning (such as farm plots, livestock facilities, storage facilities, and transport). The institution also offers tracks in environmental management and rural engineering. This institution is a member of GAIN.

**Assignments:** Drip Irrigation and Water Management; School Marketing and Presentation Tools; Poultry Management Curriculum Enhancement; Poultry Feed Curriculum Enhancement; Improving Pedagogy and Teaching Capacity; Pesticide Safety Curriculum Improvement; Performance Monitoring and Evaluation Training; TOT in Computer Information Systems & Information Technology in Agriculture Schools; TOT in Effective Teaching Techniques; Improvement of School Administration; Techniques for Evaluation of Training Impacts

**Impact Results:** After F2F trainings, the school has improved lesson planning while also strengthening the roles and responsibility of professors and staff. The school has placed an emphasis on providing students with the opportunity to evaluate their professors and the course content before grades are released. Students now have the capabilities to do internships with partnerships that were formed as a result of a recommendation from a F2F volunteer. Newer resources such as a drip irrigation system are now accessible to train students and improved curriculum on pesticides and poultry have been introduced. Professors have been begun to use media as a tool for outreach to farmers.

**Host organization: Ecole Nationale D'agriculture Et D'elevage (ENAE) De Koba, Boffa**

**Host Type:** Public and Private Education Institutions

**Host Background:** Ecole Nationale D'agriculture Et D'elevage (ENAE) De Koba, Boffa is a vocational training center founded in 2004 following a request from the regional farmers' organizations in lower Guinea. ENAE Koba offers a 3-year program course with a track in agriculture and offered at two levels of technicians and technical controllers. ENAE Koba's mission is to train competent and competitive technicians who will be able to take over producers to ensure adequate and sustainable production in the country. They have a double role in training and community service. This institution is a member of GAIN.

**Assignments:** TOT in Effective Teaching Techniques; Drip Irrigation and Water Management; School Marketing and Presentation Tools; Internship Program Reinforcement; Performance Monitoring and Evaluation Training; Improvement of Pedagogy and Teaching Capacity; Techniques for Evaluation of Training Impacts,; Pesticide Safety Curriculum Improvement; Poultry Management Curriculum Enhancement; Poultry Feed Curriculum Enhancement; TOT in Computer Information Systems & Information Technology in Agriculture Schools; Improvement of School Administration

**Impact Results:** This host has benefited from the eleven assignments since F2F started working with them. They have improved the way they evaluate professors so now they receive more feedback. They now support new professors and set them up with a buddy instead of throwing them immediately into the classroom. They have increased their partnerships and they exchange both information and lessons learned with other agricultural training schools. Their poultry practices have improved thanks to the poultry-focused trainings – this is also reflected in the increased sales in the past year. The pesticides training encouraged them to teach not only students but nearby farmers on the danger of pesticides and they have observed a real change in people no longer using pesticide receptacles to store food products. Learning to

conduct needs assessments have enabled them to be more reflective and to adapt their curriculum where appropriate. They have also improved their evaluation system of students who conduct internships and apply feedback from evaluation of their students to their own curriculum. They learned to 'sell their school' through the marketing training and are extremely proud of their new logo, and stand-up flyer.

**Host organization: Ecole Nationale D'agriculture Et D'elevage (ENAE) De Macenta**

**Host Type:** Public and Private Education Institutions

**Host Background:** Ecole Nationale D'agriculture Et D'elevage (ENAE) De Macenta is a four-certificate level institution and is a part of the ENAE system with three other schools. The institution offers a 3-year program course with a track in agriculture and offered at two levels of technicians and technical controllers. ENAE's mission is to train competent and competitive technicians who will be able to take over producers to ensure adequate and sustainable production in the country. The four institutions board their students and have at least some facilities for practical learning (such as farm plots, livestock facilities, storage facilities, and transport). The four institutions also offer tracks in environmental management and rural engineering. This institution is a member of GAIN.

**Assignments:** TOT in Effective Teaching Techniques; Drip Irrigation and Water Management; School Marketing and Presentation Tools; Performance Monitoring and Evaluation Training; Improvement of Pedagogy and Teaching Capacity; Techniques for Evaluation of Training Impacts; Pesticide Safety Curriculum Improvement; Poultry Management Curriculum Enhancement; Poultry Feed Curriculum Enhancement; TOT in Computer Information Systems & Information Technology in Agriculture Schools; Improvement of School Administration

**Impact Results:** ENAE-Macenta improved their poultry program based on F2F TOT on poultry production and added new courses in poultry feed manufacturing and poultry marketing. The host also was able to improve 20.35 ha of land by adopting a volunteer's IPM practices. In addition, the host added a new course on IPM using F2F TOT materials, which includes bringing in guest lecturers from ANPROCA and the National Agency for the Protection of Plants and Stored Goods. ENAE-Macenta has also developed a partnership with PAFISAM to build teachers' capacity and improve the learning equipment. PAFISAM has provided a long-term resident French junior technical assistant, full review of curricula, and some infrastructure improvements. The school also developed a new partnership with the Emergency Project for Acceleration of Agricultural Production (funded by the World Bank), which provided training materials, 2,500 chicks, and poultry feed for the school's hands-on poultry program. The United Nations Development Programme also provided the school with small equipment and vehicles.

**Host organization: Ecole Nationale D'agriculture Et D'elevage (ENAE) De Tolo**

**Host Type:** Public and Private Education Institutions

**Host Background:** Ecole Nationale D'agriculture Et D'elevage (ENAE) De Tolo is a four-certificate level institution and has a collective annual enrollment of approximately 800 students, which is approximately 60% of enrollment capacity. The institutions offer a 3-year program course with a track in agriculture and offered at two levels of technicians and technical controllers. ENAE's mission is to train competent and competitive technicians who will be able to take over producers to ensure adequate and sustainable production in the country. The four institutions board their students and have at least some facilities for practical learning (such as farm plots, livestock facilities, storage facilities, and transport). The four institutions also offer tracks in environmental management and rural engineering. This institution is a member of GAIN.

**Assignments:** TOT in Effective Teaching Techniques, Drip Irrigation and Water Management, School Marketing and Presentation Tools, Performance Monitoring and Evaluation Training for ENAEs and ENATEF Staff, Improving Pedagogy and Teaching Capacity for ENAE Faculty, Techniques for Evaluation of Training Impacts, Pesticide Safety Curriculum Improvement, Poultry Management Curriculum Enhancement, Poultry Feed Curriculum Enhancement, TOT in Computer Information Systems & Information Technology in Agriculture Schools, Improving School Administration,

**Impact Results:** In the past, students traveled from Tolo to Mamou city about (20 km) to get help from a cyber café agent when they needed a word document, or results in the calculation in excel. Now as a result of F2F training, students and teachers now understood how to create documents in Word, enter result calculation in Excel, and make a presentation in PowerPoint. In addition, as a result of F2F TOT on poultry production, the school added new courses in poultry feed manufacturing and poultry marketing. Poultry-related income generating activities on the campus have increased, with sales growing from \$6,198 to \$10,254.

**Host organization: Ecole Nationale des Agents Techniques des Eaux et Forets (ENATEF)**

**Host Type:** Public and Private Education Institutions

**Host Background:** Ecole Nationale des Agents Techniques des Eaux et Forets (ENATEF) was founded in 1991, with the financial support of Switzerland. During the school year 2013, curricula such as forestry courses were attended by 254 students including 15 women. The curriculum was developed in 1991 and revised in 1994 and include courses in General Agriculture, Botany, Forestry Ecology, Silviculture, and Forest Protection. ENATEF strives to bring their programs up to date with modern agriculture curriculum and to prepare for a future of food security, less poverty, and a stimulating rural economy.

**Assignments:** TOT in Effective Teaching Techniques; School Marketing and Presentation Tools, Performance Monitoring and Evaluation Training for ENAEs and ENATEF Staff; Improving Pedagogy and Teaching Capacity for ENAE Faculty Techniques for Evaluation of Training Impacts; Pesticide Safety Curriculum Improvement; Conversion of Traditional Beekeeping into Farming as a Business in Timbi-Madina, Pita; TOT in Computer Information Systems & Information Technology in Agriculture Schools; TOT on GPS Positioning System, Improving School Administration

**Impact Results:** ENATEF staff have participated in seven F2F for AET trainings, and this has helped them improve capacity in several ways. Adopting 17 of 21 (81%) recommendations, ENATEF has been able to clearly define roles and responsibilities of each teacher and adopted ISAV/F evaluation forms for student and self-evaluation. They have also improved their school administration and pedagogy of following courses: Ecology, Extension, Accounting, Forest engineering, and Topography. Along with creating a computer room and providing new books at the library, these changes have led to ENATEF developing new partnerships.

**Host organization: Farmers Supporting Network (SARA)**

**Host Type:** Non-Profit, Public Interest NGOs

**Host Background:** Farmers Supporting Network (SARA) is was created in 1998 to build the capacity of women family farms to increase their productions and improving access to markets. SARA is making much effort in women alphabetization, decision making to motivate women in agricultural enterprises development. The main sub-sectors targeted by SARA supported organization are; rice, horticulture, peanut, and palm oil.

**Assignments:** TOT in Agricultural Farm Management

**Impact Results:** Impact survey was not conducted; the organization is no longer operational.

**Host organization: Federation of Farmers Organizations of Low Guinea (FOP-BG)**

**Host Type:** Cooperatives and Associations

**Host Background:** The Federation of Farmers Organizations of Low Guinea (FOP-BG) was created in 2001. It advocates and supports the interest of its members by joining efforts and means together to overcome common constraints and improve their access to input, equipment, and funding. They provided services such as representation, advocacy, input supply, credit, equipment, marketing, and partnership development to members of various farmer organizations in 8 prefectures in low Guinea.

**Assignments:** Marketing Capacity Building

**Impact Results:** FOP-BG has successfully diversified its customers and created new markets following F2F training. The training provided the FOP-BG technical team with appropriate tools and skills to identify business opportunities and undertake a profitable marketing. The knowledge gained throughout the F2F training led them to define the business ethics and models that determined the success of FOP-BG. FOP-BG uses market information and information from members, clients, or other stakeholders, to determine the organization's activities. FOP-BG also trained their members on how to produce and sale together and has established a network called in local language "Bora Male" mangrove swamp rice. Now all rice value chain actors are involved in this network. In addition, the host now advertises through local radio about their available product.

**Host organization: Federation of Fruits Growers of Lower Guinea (FEPAF-BG)**

**Host Type:** Cooperatives and Associations

**Host Background:** Federation of Fruits Growers of Lower Guinea (FEPAF-BG), created in January 2017, has the mission to coordinate, guide and support the professional activities of growers through the increase of fruit production to improve the supply of quality products. FEPAF-BG also ensures the defense of the interests of its members and negotiates the conditions to favor their socio-economic development. The Federation is planning to train members, to provide input, equipment and to commercialize members' products and defend their interest.

**Assignments:** Marketing of Agricultural Products; TOT on Financial Management and Record Keeping, Organizational Capacity Building

**Impact Results:** FEPAF is a relatively young host organization with F2F (baseline date June 2017). FEPAF improved their organizational structure, and at least one of the cooperatives in their federation has made progress in filling vital positions to improve performance. They Federation has met the goal of introducing a reward system and begin distributing loans, motopumps, and fertilizer. They introduced production data sheets to their member organizations and, according to their strategy, have been focusing on improving their production quality. FEPAF has also identified a name for one of its key products (Fremasogué) and is in the process of identifying a logo. The Federation has also been more outgoing in their publicity since the trainings. At baseline, FEPAF-BG reported \$14,239 in annual sales; they reported \$202,832 in annual sales during the final impact survey, mostly from the sales of fruit. This is attributed to F2F assistance in providing the members with the skills to manage their finances and understand their expenses. Annual income increased by \$93,000.

**Host organization: Federation of Horticulture Union in Upper Guinea Kankan (FUMA-HG)**

**Host Type:** Cooperatives and Associations

**Host Background:** The Federation of Horticulture Union in Upper Guinea (FUMA-HG) Kankan was founded in 2006 to improve incomes of members by building the capacity of members to experiment and master appropriate low-cost irrigation systems to improve horticulture production and productivity. Their production is focused on shallots and eggplant and provides 70% of income to members. FUMA-HG is composed of 31 farmers' unions including 426 associations with 23,452 producers (21,132 women).

**Assignments:** Drip Irrigation Training; TOT on Post-Harvest Management for Fruits and Vegetables; Pesticide Safety in Agriculture

**Impact Results:** FUMA made a significant effort to adopt 15 recommendations out of 18; three were partially adopted. FUMA-HG now provides training on and consultation on IPM, recordkeeping, and how to construct solar dryers to members by disseminating and replicating F2F volunteer trainings. FUMA has also taught their members drip irrigation techniques using recycled water bottles and plastic bucket and barrels, and has also started to provide its members with loans for fertilizer and herbicides. These actions have helped boost production and members' sales.

**Host organization: Federation of Union and Coops of Yam Producers of Kankan (FUCPIS-G)**

**Host Type:** Cooperatives and Associations

**Host Background:** The Federation of Union and Coops Yam Producers of Kankan/Guinea (FUCPIS-G) was established in 2011 from the foundation of a Union created since 2002. Since 2011 FUCPIS-G has an operational and action plan in which revitalization and competitiveness remain the main visions.

**Assignments:** Value Addition to Yam Production through Appropriate Harvest Post-Harvest Handling and Processing

**Impact Results:** After F2F assistance, about 33% of members have noticed that the vegetative power of the seeds has increased. The sizes of the tubers have also improved. Though not all farmers have adopted this technique to date, they all agree on its importance. For the majority of the farmer members, applying this technique requires slow work. However, those who applied the technique noticed that it reduced the waste of arable land, increased the number of mounds and the number of tubers, and facilitated the maintenance of the land. Additional members have been trained on crop management and storage techniques using volunteer training materials.

**Host organization: General Inspection of Vocational Training**

**Host Type:** Public Sector (government) Agencies

**Host Background:** The General Inspection is a department within the Ministry of Education in charge of following the completion of the vocational training policy. It watches over the implementation of the rules and regulations of the ministry. They also monitor and evaluate teachers and training performance. The General Inspection has three divisions, pedagogical supervision, management control, and research and development.

**Assignments:** Performance Monitoring and Evaluation Training

**Impact Results:** The General Inspection of Vocational Training learned from a F2F volunteer how to develop and identify key segments of the workforce and develop appropriate evaluation metrics for administrators, teachers and other staff based upon their roles, responsibilities and desired outputs. The agency has improved its communication with directors of school institutions and now gives clear instructions on information needed and deadlines. The F2F participants wrote a report about the training and debriefed their colleagues to ensure that the learning extended beyond them.

**Host organization: Guinean Association for the Development of Private Enterprise**

**Host Type:** Cooperatives and Associations

**Host Background:** Guinean Association for the Development of Private Enterprise (Association Guineenne pour le Developpement de l'Entrprise Privee – AGUIDEP) was created in 1997. The objective of the AGUIDEP is to fight against poverty through the promotion of entrepreneurship. In its effort to improve its capacities and help develop the entrepreneurship in the rural communities and growth of the organization, AGUIDEP prepares training materials and directly affect the production and efficiency of the agricultural development in and around Kindia. AGUIDEP has a strategic plan (2014-2020) developed with the support of US Peace Corps Volunteers. AGUIDEP collaborates with following partners: TRIAS, CTB (Belgium), IFC, European Union, USAID, OIM, Foundation Rio Tinto, World Bank, Guinee 44, FAO and Guinean Government. AGUIDEP works also with private farmers, producer group, union, and federations in Lower Guinea (Dubreka, Forecariah, Kindia, Boffa, and Boké) Upper Guinea (Dabola, Kouroussa, and Dinguiraye) and Central Guinea (Dalaba, Mamou, Pita, and Labe) Forest region (Beyla).

**Assignments:** Business Development and Grant Proposal Writing; TOT in Gender Mainstreaming; Capacity Building on Fundraising

**Impact Results:** F2F training has enabled the host to better understand how to mobilize internal resources and has improved gender awareness. The host is now conducting research before responding to buyers



and clients about opportunities. The host developed a mobilization plan to create transparency in management, conduct regular meetings, and increase their revenue. In addition, the host is now mobilizing support to women in leadership positions, increasing training of women entrepreneurs from 10% to 30%.

**Host organization: Guinean Network for Animal Traction-Integrated Development (RGTA-DI)**

**Host Type:** Non-Profit, Public Interest NGOs

**Host Background:** The Guinean Network for Animal Traction – Integrated Development (RGTA-DI) is was created in 1991. It supports farmer organizations increase their incomes by improving crop production (rice, peanut, and corn) while using animal traction and the integration of agriculture and livestock. The objectives of the RGTA are building the capacity of farmer’s organizations to ensure food security, income generation through the promotion of animal traction and environment protection. In addition, RGTA -DI is organizing producers and training them for sustainability. The main sub-sectors targeted by RGTA-DI activities are rice, horticulture, peanut and integration of agriculture and livestock. RGTA-DI works also with private farmers, groups of producers, unions, and federations in Lower Guinea (Dubreka, Coyah, Forecariah, Kindia, Boffa and Boké) Upper Guinea (Dabola and Dinguiraye) and Central Guinea (Dalaba).

**Assignments:** TOT in Agricultural Farm Management; TOT on Business Planning and Grant Proposal Writing; TOT in Gender Mainstreaming; Capacity Building on Fundraising

**Impact Results:** F2F volunteers helped enhanced RGTA-DI knowledge and increase the Network’s capacity to better serve its beneficiaries and increase household incomes. RGTA-DI has deepened its vision and role as an extension service provider because of F2F; for example, by becoming more active in field visits, hands-on training, and recordkeeping. RGTA-DI held training sessions for its beneficiaries to introduce farming as a business and simplified accounting. Now farmers are able to take ownership of their production and can provide detailed information about their activity, revenue, expenses, and market analysis information. After demonstrating key improvements, RGTA-DI has also been able to diversify its funders and won new grants to fund their work. Resulting from F2F grant proposal writing training and assistance, RGTA-DI mobilized \$128,000 in new funds from various new partners.

**Host organization: Higher Institute of Veterinary Medicine Sciences (ISSMV-Dalaba)**

**Host Type:** Public and Private Education Institutions

**Host Background:** Higher Institute of Veterinary Medicine Sciences (ISSMV-Dalaba) was created by the Guinean Government in 2004. The ISSMV is a public higher scientific education institute with management autonomy. The Institute has three missions: training, research, and expertise, advice & development. Enrolment requires a minimum level of GED. Since its creation, ISSMV has made significant progress in areas of infrastructure, student’s enrollment, equipment for faculties. The administration is composed of 52 staff including support staff and part-time workers, all employed by the institute. This institution is a member of GAIN.

**Assignments:** Financial Resource Mobilization; Harassment Prevention and Professional Ethics Training; School Marketing and Presentation Tools; Poultry Management Curriculum Enhancement; Poultry Feed Curriculum Enhancement; Improving Pedagogy and Teaching Capacity; Pesticide Safety Curriculum Improvement; Performance Monitoring and Evaluation Training; TOT in Computer Information Systems & Information Technology in Agriculture Schools; Institutional Assessment and Action Plan Development; Improving School Administration

**Impact Results:** F2F assistance enabled the Higher Institute of Veterinary Medicine Sciences (ISSMV) to add a new course on public communication skills and now conducts annual student competitions on oral communication for all departments for the individual student and group presentations. The organization also adopted, institution-wide, the Borich Model of needs assessment for program planning, as introduced by a F2F volunteer. In addition, after a F2F training, ISSMV realized they had to address the problem with sexual harassment on campus. They responded by setting up a committee of four members for sexual harassment prevention. The committee mandate has now evolved to also include a program for students to sensitize youth in primary and secondary schools about sexual harassment. Furthermore, based on a

specific volunteer recommendation, ISSMV also established an internship committee and database of internship partners and opportunities, resulting in new partnerships with employers such as Department Laboratory at the Office of Quality Control at Conakry Airport, and the Autonomous Port of Conakry. The committee also tracks students interested in placement, those placed, and those returned. ODI scores show an increase from 2.9 to 3.2 due specifically to improvements in governance and human resource management.

**Host organization: Honey Producers Microenterprise of Ley Miro**

**Host Type:** Other Private Enterprises

**Host Background:** The microenterprise of Ley Miro has 95 members (44 female). It is managed by an elected executive bureau, is comprised of six solidarity groups, each managed by an elected management committee. Stock inventory and financial resources are declared to members including those for saving, for sharing and renewing the stock. Mobilized resources include participant fees, selling of products, fines, and penalties. Their weakness resides mainly in the processing of the by-products (wax, pollen) and marketing since they can only extract honey at this point.

**Assignments:** Improving Extraction, Processing, and Marketing of Honey and Beeswax Products; Business Management and Record Keeping

**Impact Results:** Honey Producers Microenterprise of Ley Miro improved its image among member groups and others with improved democratic governance and transparency, increased numbers of women in leadership positions, and the provision of training that improved the groups' quality of honey and initiated the production of byproducts from beeswax. This increased the members' compliance to paying dues and attracted new groups to request partnership. Trained group members were able to train others on improved bee colony multiplication techniques. The microenterprise's annual income and sales nearly doubled.

**Host organization: Institut des Sciences Agronomiques et Veterinaires de Faranah (ISAV/F)**

**Host Type:** Public and Private Education Institutions

**Host Background:** Institut des Sciences Agronomiques et Veterinaires de Faranah (ISAV/F), created in 1976, is one of three institutions that form the basis of institutionalized agricultural and livestock management, forestry, and watershed study in Guinea. ISSAV has a faculty of 115 full-time teaching and research staff to support a 4-year academic program in seven departments (agronomy, animal science, agricultural engineering, rural economy, extension, water and forestry, and agroforestry) for a total student body of approximately 1600 (21% women). ISAV/F is a member of GAIN. The USAID-funded Agriculture Education and Market Improvement (AEMIP) Program, implemented by Winrock International, focused its support on ISAV/F and increasing their capacity as an AET provider in Guinea.

**Assignments:** Gender & Value Chains Training, Drip Irrigation and Water Management, School Marketing and Presentation Tools, Performance Monitoring and Evaluation Training for ENAEs and ENATEF Staff, TOT in Computer Information Systems & Information Technology in Agriculture Schools, Improving School Administration

**Impact Results:** ISAV/F/F benefitted from six F2F assignments in this phase of F2F, plus a long partnership under the AEMIP project. After F2F assistance, ISAV/F added gender modules to three of its core courses, soil conservation, project design, and entrepreneurship, ISAV/F has also integrated public speaking into courses and trained students how to use IT applications to make presentations. ISAV/F has increased the number of internships, improved their evaluation forms, increased their school marketing, and increased their knowledge sharing with their peers. The school also began teaching drip irrigation to students.

**Host organization: Integrated Farm - FaBiK**

**Host Type:** Public and Private Education Institutions

**Host Background:** FaBiK is a private enterprise association focusing on the agricultural production of pineapple, palm oil, seasonal fruits, and vegetable, to rearing small ruminant (sheep and goats) and rabbits,

chickens (local breed and egg producers Rhode Island Red). FaBiK serves as an incubation facility for agro-entrepreneurs from the *Service Civique d'Aide au Développement* (Civic Service for the Development). FaBiK has hosted Peace Corps volunteers. As an enterprise, FaBiK grows 36 hectares of palm oil trees, producing 12 ton of palm oil per year on average, and 3-5 tons of seasonal fruits and vegetables per year on 86 ha of land. FaBiK has exported pineapples to Morocco and has developed solar fruits and vegetable drying stands to produce up to a ton. FaBiK is operated by a board of directors of 15 members (including 4 women). Employees and board members meet regularly as to review activity deadlines and progress with production. FaBiK obtained its registration as a private agricultural training school from the Vocational Training Ministry on January 2017.

**Assignments:** Business Planning for Integrated Farm & Agricultural Training Center, School Marketing and Presentation Tools, Organizational Development Training for Agricultural School, TOT on Financial Management & Recordkeeping

**Impact Results:** FaBiK joined the GAIN network to increase its access to information and knowledge sharing within the AET sector in Guinea. Following volunteer technical assistance, FaBiK established an action plan and identified staff to execute it, finalized its business plan, created a Facebook page, and is now reaching audiences widely via promotion on the TV channel Africa 24. The organization has also begun teaching in local languages instead of just in French. FaBiK recruited administrative staff to keep records, and as such, has increased transparency. All of these changes were suggested to them through the F2F recommendations and trainings, which helped increase their ODI score from 1.2 to 2.0.

**Host organization: National Agency Counsel to Promote Rural life and Agriculture (ANPROCA)**

**Host Type:** Public Sector (government) Agencies

**Host Background:** ANPROCA is a department under the Ministry of Agriculture responsible for the development of the rural agricultural economy. ANPROCA's trainers teach organizational structure and management, the development of common rural projects, the introduction of new techniques and technologies to improve the agricultural process. ANPROCA also helps spread knowledge about the national programs focused on developing rural communities, improving the lives of locals and reducing rural exodus.

**Assignments:** TOT on Organizational Development; Improvement of Extension Services; TOT in Computer Information Systems for Extension Agents; Improvement of Extension Services for ANPROCA; TOT in Best Practices for Pesticide Safety

**Impact Results:** With volunteer support, ANPROCA improved its support to farmer-based organizations (FBOs) by helping them to form a federation and improve their business planning. ANPROCA also supported them to improve product consistency. The organization has formalized its ability to receive students who want to work with them and improve their practical skills, and it has developed a relationship with Peace Corps and benefitted from an additional training through this relationship. ANPROCA extension agents have used information provided by F2F volunteers to introduce new trainings for FBOs in crop season planning and record-keeping, IPM, composting, intensive planting, and post-harvest handling, reaching over 16,500 farmers directly and an estimated 750,000 through their twice a week radio extension program.

**Host organization: National Agency for the Protection of Plants and Stored Goods (Service Nationale de la Protection des Vegetaux et Denrees Stockees) (SNPVDS)**

**Host Type:** Public Sector (government) Agencies

**Host Background:** The National Agency for the Protection of Plants and Stored Goods (Service Nationale de la Protection des Vegetaux et Denrees Stockees) (SNPVDS) is a department of the Ministry of Agriculture in charge of all pesticide tests and registration in Guinea. It is comprised of the National Plant Protection Laboratory and field agents throughout the country to the smallest denomination of government structure. The agency is funded by department budget and other donor funds like the World Bank, FAO, UNDP, European Union, USAID, etc. and functions as a government entity with an executive board, regular

full-time government employees, contractors, professors, field agents and auxiliaries to serve as pest management and plant protection agents in the country.

**Assignments:** Best Practices in Pesticide Use and Testing, Safe Use of Pesticides in Horticulture and Market Farming of Vegetables

**Impact Results:** The SNPVDS adopted all nine recommendations following two volunteer assignments. They credit the F2F program with teaching them a more efficient method of identifying new harmful insects and diseases and they also credit the training by inspiring them to be more rigorous in their enforcement of pesticide laws. Using F2F information, the agency also began to teach farmers to apply pesticides at non-traditional times and they have reinforced their alert system regarding new diseases. SNPVDS has continued to share the materials from the F2F trainings with farmers and has switched to giving trainings at more convenient locations for participants. Since making this change, the agency has been reaching greater numbers of people.

**Host organization: National Confederation of Farmers Organization of Guinea (CNOP/G)**

**Host Type:** Cooperatives and Associations

**Host Background:** As a national-based farmers organization, the CNOPG has two main roles: (1) represent all farmers' organization in Guinea and (2) serve as a consultative partner regarding all agricultural development issues in Guinea. CNOPG is responsible for collection, analysis, interpretation, and dissemination of agricultural data, which is critical for the designing planning, implementation and follows up of agricultural projects. Data includes information about association members (disaggregated by gender), the area covered for different crops, yields, production rates, inputs, sales/revenues, etc.

**Assignments:** Support for the Establishment of Agricultural Statistics & Market Information Systems with the National Confederation of Farmers Organization of Guinea

**Impact Results:** The F2F training strengthened CNOPG by providing skills and knowledge that they can replicate with members and farmers, particularly related to the development of business plans based on marketing strategies and a model for collecting data on the price of agricultural products in different markets. CNOPG has implemented new marketing system models and trained 45 young entrepreneurs for collecting agricultural information with the information provided by the volunteer.

**Host organization: Regional Federation of Palm Oil and Rubber Producers (FEREPAH)**

**Host Type:** Cooperatives and Associations

**Host Background:** FEREPAG has the objective to standardize production, access better markets, and develop a better value chain to sustain the production and develop a network of palm oil and rubber producers. FEREPAG provides extension services and is dedicated to improving agriculture in Forest Guinea. In its efforts to unite palm oil and rubber producers, the Federation is looking to enhance their organization to provide more technical services to its members and family farms. Currently, the federation supports its members with extension services, production standardization, and help to acquire quality inputs (seeds, seedlings, fertilizer, and other equipment) to sustain agricultural production, especially in palm oil and rubber production.

**Assignments:** Partnership and Business TOT

**Impact Results:** The F2F program has reinforced the capacity of FEREPAG to set up a better internal organization by reinforcing teamwork, synergies within groups, defining the roles & responsibilities of each stakeholder, increasing the frequency of meetings, and improve techniques of soil fertility for the seedling.

**Host organization: Strengthening Market-Led Agricultural Research, Technology, and Education (SMARTE)**

**Host Type:** Non-Profit, Public Interest NGOs

**Host Background:** USAID's Strengthening Market-Led Agricultural Research, Technology, and Education (SMARTE), implemented by Winrock, has the primary goal to build sustainable systems for providing demand-driven information and hasten technology adoption to transform Guinea's agricultural sector through the Feed the Future Guinea Agricultural Services Initiative. Over the project timeline, SMARTE will improve market-system actors' ability to make informed business decisions based upon economic incentives that will result in increased productivity, incomes, youth and women's employment, and improved livelihoods and nutrition. SMARTE has three project components: (1) Agricultural Education and Training (AET), (2) Extension and Advisory Services (EAS), and (3) Research and Development (R&D). SMARTE is introducing technologies including elevated nurseries, mobipompes, improved pineapple suckers, improved rice seed, dryers, plastic mulch, tube wells, impact rice hullers, improved pestles, and improved rice par-boilers. SMARTE has some variation in the source of technologies ranging from importation, local large-scale manufactured and local small-scale manufacture. Commercialization efforts in the past have focused on introducing technologies through AVENIR (Apprenticeship, Extension, Entrepreneurship, and Rural Innovation).

**Assignments:** Technology Commercialization Strategies

**Impact Results:** Impact survey not conducted. The assignment was completed in May 2018. For results regarding technology commercialization, please refer to SMARTE's annual report.

**Host organization: Technical Assistance and Cooperation – Assistance Technique et Cooperation (ATC)**

**Host Type:** Non-Profit, Public Interest NGOs

**Host Background:** The mission of ATC is to participate actively alongside all actors in sustainable and participatory development through the promotion of CBOs and the development of rural enterprises. The global objective is to contribute to the fight against poverty and self-employment of young people and women. Its work focuses on input supply, adapted equipment, processing of agricultural products, marketing, income generating activities, marketing, and education and training. The NGO is governed by an Executive Board (9 members including 4 women). It has 15 employees. ATC is supporting 8 farmers' organization, comprised of 4123 members (including 2950 women). ATC is collaborating with following partners: TRIAS, CTB, DGD (Belgium), European Union, and UNDP.

**Assignments:** TOT on Post-Harvest Management for Fruits and Vegetables; Business Development and Grant Proposal Writing

**Impact Results:** F2F supported the host's ability to provide agriculture education and training, by training farmers groups in food preservation and by using accessible technology, like a solar dryer. After participating in F2F training, the host developed a relationship with the micro-enterprise of Bouliwel to purchase five solar dryers that will enable them to train the farmers. Furthermore, training on proposal writing enabled the organization to draft and win a proposal worth \$8,318 from the UNDP. F2F training has also enabled the host to provide improved services in food preservation and personal/equipment sanitation.

**Host organization: Union Nationale Des Aviculteurs (UNAG)**

**Host Type:** Cooperatives and Associations

**Host Background:** The National Union of Poultry Farmers of Guinea (UNAG) was created in 1996 to strengthen the technical and organizational capacities of its members and defend their interests. It is managed by an Executive Board, comprised of 25 people, which supports its members to access inputs, including supplying chicks, as well as providing technical advice and encouraging and facilitating members' services delivery. The Union members are operating as individual entrepreneurs hiring employees. UNAG

is composed of 15 specialized technicians, 98 poultry farmers, 15 poultry feed processors, 18 chicken and egg sellers, and 6 input suppliers.

**Assignments:** TOT on Improving Poultry Enterprise Creation and Management; Improvement of Competitiveness through Appropriate Marketing; TOT on Financial Management and Record Keeping; Organizational Capacity Building; Capacity Building on Poultry Health and Production

**Impact Results:** F2F support enabled UNAG to improve their operations from administrative/managerial and technical perspectives. On the administrative end, UNAG improved its operations, including clearly defining roles and responsibilities, improved financial reporting and records, and expanded its partnerships. On the technical side, F2F assistance built UNAG's capacity in poultry rearing, knowledge in biosecurity, and feed production. The host's sales increased from baseline and from the previous survey (which was lower than baseline at the time), and its ODI score increased from 2.0 to 2.7.

**Host organization: Union of Cashew Producers of Boke (UPAB)**

**Host Type:** Cooperatives and Associations

**Host Background:** The Union of Cashew Growers of Boké was established in the year 2000 to group together many producers that were struggling to survive the harsh market conditions. With the ambition to create a stronger business and elevate everyone's standard of production and income, the union put together an administrative structure formed of 10 members representing the groups of 143 smallholder farmers. They raise funds by collecting adhesion and membership fees and the members benefit by receiving training, increased capacity, a source of finance, a structured system, opportunity to sale as part of the group and receive higher returns on their investment.

**Assignments:** Value Chain Approach with Cashew Production; TOT on Agricultural Enterprise Development in Boka

**Impact Results:** UPAB began offering a number of new services for its 1,646 members as a result of the F2F assistance. This includes training on established cashew grading systems (quality, size, moisture), off-season production of ginger, and providing ongoing advisory services through farm visits; negotiating sales with buyers as a group; offering trucking transport to members; and formalizing the union with an office and regular meetings for members. UPAB trained an additional 4,432 non-members with these trainings and/or services. As a result of F2F assistance and the Union's subsequent improvements, UPAB secured a grant from the US Embassy to establish a cashew nursery. UPAB is now considered a resource partner for the MOA's the Presidential Initiative to Promote Cashew Nut Production in Guinea.

**Host organization: Union of Farmers Association of Soumbalako (UGAS)**

**Host Type:** Cooperatives and Associations

**Host Background:** The Union of Farmers Association of Soumbalako (UGAS) was created in January 1995 by a group of 18 farmers growing 10 ha of rice, corn, and horticulture (potatoes, tomatoes, cabbage, hot pepper, okra). Since January 2012, UGAS is composed of 55 associations gathering more than 3,000 producers including 1,332 women and 859 youth (<35 years). The UGAS members are owners of 246 ha of developed lands, where horticulture products mainly potatoes are grown (330 tons of potatoes in the dry season versus 150 tons in rainy season). UGAS provides their members with seed and fertilizer loans. UGAS also is promoting a youth component, mainly women, and has established a Youth Commission. The unions regularly receive young trainees from the national schools of agriculture, ENAEs and ISAV/F (current F2F hosts).

**Assignments:** Organizational Leadership and Communication; Organizational Capacity; Introduction to Drip Irrigation; Improvement of Business Skills

**Impact Results:** UGAS benefited from four F2F assignments. Subsequently, the Union developed an annual operation plan in which the representatives of organizations members are involved, and the organizational chart was revised and written local languages so that every member can read and

understand it. The roles and the responsibilities of the board, staff members, the president, administrators, and technical staff are now clearly defined. F2F training on organizational leadership and communication increased members' motivation, commitment, working together as a cohesive group, communication between each other, and willingness to pay membership dues. These improvements are reflected in the increased sales in the past year, as the group is working together more effectively.

UGAS has also increased their partnerships with local and International organizations. After a F2F volunteer recommended income diversification activities during flood season, UGAS started promoting the production of rice, ginger, pepper, and onion among its 3,100 members. This included providing inputs with the support of a partnership with PNAFA/IFAD, and securing a sales contract with a Moroccan company, International Ouwal – SA du Morocco. This helped UGAS increase sales from \$331,128 to \$806,667.

**Host organization: Vegetable Producers Microenterprise of Boulliwel (Mamou)**

**Host Type:** Other Private Enterprises

**Host Background:** The microenterprise vegetable producer of Boulliwel is located in the prefecture of Mamou. The microenterprises' main production crops are pepper, tomatoes, potatoes, eggplant, okra, avocado, mangoes, orange, cabbage, rice, and maize. The microenterprise is managed by an elected board of directors which is comprised of six solidarity groups. The groups are managed by their own committee. The main revenues of the microenterprise are member fees, sale of products, fines, and penalties from delinquent members.

**Assignments:** TOT on Fruits and Vegetable Conservation and Processing; Introduction to Drip Irrigation

**Impact Results:** After translating the volunteer training on food handling, sanitation, and preservation into French and local languages, the host trained its six groups (224 members) on the production of solar dryers, as well as drying of mangos, cassava leaves, onions and tomatoes for storage and sale across a year. Member groups have trained other members and started selling the solar dryers to non-members and training them as well. In addition, they are testing the dryers for use on other products. They have also developed a fundraising commission, where members are working together to raise money to purchase a drip irrigation kit.

## MALI

**Host organization: Agricultural Learning Center (CAA) of Samanko**

**Host Type:** Public and Private Education Institutions

**Host Background:** The CAA/Samanko is one of four vocational agricultural training centers in Mali. The center provides both theoretical and practical training, and it issues two-year Certificat d'Aptitude Professionnel Agricole (CAPA) and two-year Brevet de Technicien en Agriculture (BTA) degrees. Students are selected by direct application and must have a minimum of two years of field experience.

**Assignments:** Training on Effective Teaching; TOT on Agriculture Marketing and Packaging; TOT Integrated Profitable Fish and Vegetable Farming

**Impact Results:** CAA of Samanko has made significant progress in adopting all of the F2F volunteer's recommendations from an assignment related to improved pedagogy and use of modern teaching methods and tools. The Center now hosts annual faculty workshops (where SWOT analyses are conducted); faculty development plans are now in place; faculty access to new teaching and learning reference materials has increased, and new laboratory equipment has been procured.

**Host organization: Association of Persons with Disability Lujuraton of Molodo**

**Host Type:** Cooperatives and Associations

**Host Background:** The Association of Persons with Disability "Lujuraton" of Molodo was created in 2015 by people with motor disability in Molodo. Each member of Lujuraton possesses 3-10 hectares of rice land.

After harvest and process, the rice and onion are sold in situs with whole buyers or husked (rice) and exported in Niono or Bamako markets.

**Assignments:** TOT Integrated Profitable Fish and Vegetable Farming; TOT on Agriculture Marketing and Packaging

**Impact Results:** F2F assistance has improved the Association's branding and product quality of their products. The Association now has a printed stamp on all of their rice, with the name of the Association, the quality of rice, year of production, and the weight of the bag is printed on each rice bag for sale. The Association is now also producing Long Grain Rice (LGR) in addition to broken rice for two different markets. The selection of the variety of rice to farm and the quality of rice final product are produced according to customers' demands. The Association also has improved their fish farming by implementing volunteer recommendations.

**Host organization: Boubacar Diallo Fish Farm Enterprise**

**Host Type:** Other Private Enterprises

**Host Background:** Boubacar Diallo Fish Farm Enterprise was created in 2007 and is composed of 35 employees. The host produces fingerlings (Tilapia & Cat Fish), animal feed, and floating fish tray. In addition, the host acts as a fish farming school and provides training to 30 young people per year.

**Assignments:** TOT Integrated Profitable Fish and Vegetable Farming

**Impact Results:** Boubacar Diallo Fish Farm was able to improve 250 hectares after applying F2F volunteer techniques. Phytoplankton doesn't grow well in some ponds because of the poor fulfillment of some requirements as light, good balance of fish feed, clean water/renewal. However, after implementing the volunteer techniques, the host was able to measure growth in phytoplankton. The host was also introduced to floating fish meal by the volunteer, which has reduced putrefaction of the bottom of the fish ponds using previously non-floating food and causes changes in the pond biotope.

**Host organization: Bougouni Farmers' Cooperative**

**Host Type:** Cooperatives and Associations

**Host Background:** Bougouni Farmers' Cooperative was created in 2010 with the aim to organize fishermen and breeders to increase production and productivity to meet Bougouni and Sikasso markets high demands in terms of meat (protein) and milk. Bougouni Farmers' Cooperative members raise approximately 500 heads of small ruminants, some have cattle and some others are the owner of the fish pond. The cooperative members are training and advising farmers in the surrounding area, visiting their farms, and presenting and encouraging new methods.

**Assignments:** Small Rumen Production Capacity Building and Assessment

**Impact Results:** Impact survey was not conducted. This host was new in FY5 with a baseline date of July 2018.

**Host organization: Danaya Cereals Bamako**

**Host Type:** Other Private Enterprises

**Host Background:** Danaya Cereal is an agricultural product processing unit, established in 2004. The host objective is to process and market agricultural products, particularly cereals (millet, sorghum, maize, and fonio). The company brings to market several processed products, among which the most important are composite flour, millet flour, precooked fonio, and diouka (mixed fonio and cowpea). Danaya Cereals enterprise plays an important role in the development of the millet sorghum value chain.

**Assignments:** Capacity Building of Danaya Cereals Enterprise in Staffing and Staff Management



**Impact Results:** Following F2F volunteer recommendations, Danaya Cereals improved the quality of its products, created new products (Infant food), provided new services (training employees and other people), gained more trust and confidence (increase of production for new clients, new local, regional and International markets). In addition, staffing and staff management of Danaya Cereals is greatly improving, and the emphasis is henceforth put in human resources development as the key to growth and sustainable success as stressed by a F2F volunteer.

**Host organization: Faso Kaba**

**Host Type:** Other Private Enterprises

**Host Background:** Faso Kaba Seed Company is the lead in the production and marketing of improved seeds. Faso Kaba is collaborating with approximately 100 dealers of improved seeds trained and in place in the targeted communes. The staff provides training and technical assistance to its supplier farmers, to ensure quality and increase production.

**Assignments:** Capacity Building of Danaya Cereals Enterprise in Staffing and Staff Management

**Impact Results:** To improve employee motivation and productivity, Faso Kaba Seed Company implemented a profit-sharing scheme recommended by a F2F volunteer. The company also restructured the management and administration team, implemented employee safety measures, and changed its logo and packaging to increase sales. These organizational changes enabled Faso Kaba to improve and developed new partnerships including INJARO (funding), AGRA (Technical support), CORAF (Training Women & Youth), Africa rice (Improved new seeds), PASIPEP (Drilling, Truck of 10 Tons, Store building, husking machine).

**Host organization: Jekafo Farmers' Cooperative of Katibougou**

**Host Type:** Cooperatives and Associations

**Host Background:** The Jekafo cooperative (meaning collective decision making) has 40 members, and they desire to expand into joint marketing efforts. Farming is the main economic activity and all farmers involved in an integrated, semi-extensive crop (cereals, fruits, vegetables) and livestock (cattle, goats, and sheep) production. The cooperative members introduced improved local breeds to their flocks. There has been a significant success but also lost due to incompatible size between sires and smaller female local breeds

**Assignments:** Small Rumen Production Capacity Building and Assessment

**Impact Results:** Impact survey was not conducted. This host was new in FY5 with a baseline date of July 2018.

**Host organization: Multi-Actors Value Chains Platforms (MAVCP) of Niéna**

**Host Type:** Cooperatives and Associations

**Host Background:** MAVCP is a for-profit inter-professional organization created in 2014 through a partnership of twenty (20) entities gathering around 560 members including producers, transporters, buyers, sellers, processors, technical services, micro-finance institution, local radio all involved in the parboiled rice business. The main objectives of parboiled rice MAVCP of Niéna are the promotion of parboiled rice from growing to consumption nationwide and for export through a close partnership adding-value at each step and share profit.

**Assignments:** TOT on Agriculture Marketing and Packaging

**Impact Results:** After F2F assistance, MAVCP of Niéna was able to improve its branding and expand its product line to include two types of parboiled rice: brown parboiled rice processed with hot water, rich with vitamins and white parboiled rice processed with cold water. The host has also strengthened its relationship

with customers and partners to share and update information by conducting weekly market surveys from customers.

**Host organization: National Union of Blinds (UMAV)**

**Host Type:** Cooperatives and Associations

**Host Background:** The National Union of Blinds (UMAV) originates from the Association Malienne pour la Promotion Sociale des Aveugles which was established in 2014. It is a national association which is led by visually impaired people themselves -with some minor exceptions. The main goal of UMAV is to promote equal opportunity of visually impaired people compared to all citizens and to allow blind people to participate in socio-economic development and prevention against blindness.

**Assignments:** TOT Integrated Profitable Fish and Vegetable Farming

**Impact Results:** As a result of F2F assistance, UMAV is providing fish smoking service to members and other customers by producing good quality of smoked fish. F2F assistance provided UMAV knowledge and key requirements (Light, clean water well oxygenated, Temperature, Good Feed, Health, and adequate management) to succeed in fish farming with the wood fish tray, Chrokor Stove.

**Host organization: Rural Polytechnic Institute for Training and Applied Research (IPR/IFRA) of Katibougou**

**Host Type:** Public and Private Education Institutions

**Host Background:** The Rural Polytechnic Institute for Applied Research and Training (IPR / IFRA) of Katibougou is an institute of higher education and research in rural development sector was founded in 1897. The IPR / IFRA is responsible for initial training, continuing education, and support for the training of rural communities. The students come from mostly French-speaking countries of Africa, including Burkina Faso, Niger, Gabon, Côte d'Ivoire, Senegal, Mauritania, Chad, Benin, Togo, Central African Republic, Comoros Islands, etc.

**Assignments:** Training on Effective Teaching; TOT on Agriculture Marketing and Packaging

**Impact Results:** After F2F assistance, IPR/IFRA Katibougou teachers were able to improve their teaching skills by using various teaching methods to reach the whole audience. This training was also disseminated to other teachers.

**Host organization: Sasakawa Africa Fund for Extension Education (SAFE)-Mali**

**Host Type:** Non-Profit, Public Interest NGOs

**Host Background:** Sasakawa Africa Fund for Extension Education (SAFE) – a legally separate organization also funded by The Nippon Foundation – to provide leadership for building human resource capacity in agricultural extension. Their overall mission is to strengthen the capacity of agricultural education institutions in sub-Saharan Africa to play a more pivotal role in rural development by developing responsive, farmer-focused formal continuing education programs for mid-career agricultural and rural development workers who will provide leadership in developing agricultural extension systems that effectively and efficiently contribute to sustained growth and transformation of agriculture. The program helps universities to address the needs of a larger constituency to meet the emerging needs.

**Assignments:** Improving Farmers' Skills in Vegetables Post-Harvest Management; TOT to Improve Farmer Based Organization (FBO) Marketing Skills and Competitiveness; Capacity Building of Enterprise Centers and Value-Chain Multi-Actors Platforms in Agricultural Entrepreneurship

**Impact Results:** Impact survey not conducted. Results will be assessed as part of SAFE's monitoring and evaluation efforts.

**Host organization: University of Segou**

**Host Type:** Public and Private Education Institutions

**Host Background:** The University of Ségou was established in 2009 but began operations in January 2012. The goal of the University of Ségou is to bring to the population of the region varied academic training adapted to local opportunities. Its creation has been hailed by many Malians and seen as a major innovation in the policy of decentralization of education services. The University of Ségou has two main faculties: Faculty of Agriculture and veterinary medicine (FAMA) with three courses of study (PSA, HA, AE) and Faculty of Social Sciences (FASSO) with three courses of study (Sociology, Organizational Communication, Land development). The Vocational Training of the University Institute (IUFP) includes 5 courses study (Agricultural Machinery, Information Management, Directorate Secretariat, Catering, Finance-Accounting-Audit); the Faculty of Engineering and Science (FAGES) opened in 2015; and the Faculty of Health Sciences (FASSA) whose opening is scheduled for 2017.

**Assignments:** TOT Integrated Profitable Fish and Vegetable Farming; Training on Effective Teaching

**Impact Results:** The University of Segou made significant progress in adopting all of the F2F volunteer's recommendations related to improved pedagogy and use of modern teaching methods and tools. They now host annual faculty workshops (where SWOT analyses are conducted); faculty development plans are now in place; faculty access to new teaching and learning reference materials has been increased; and new laboratory equipment has been procured. The University also established a Center for Academic Development.

## Nigeria

**Host organization: Ahmadu Bello University-College of Agriculture and Animal Science**

**Host Type:** Public and Private Education Institutions

**Host Background:** The College of Agriculture and Animal Science, Kaduna (Formerly known as Livestock Training Centre, LSTC) was established in 1951 as Veterinary Training Centre of the Northern Nigeria Government, to train field assistants in livestock management. The College has a mandate to train and award diplomas at National Diploma (ND) and Higher National Diploma (HND) levels in Animal Health and Animal Production technology and Higher National Diploma in Pasture and Range Management. Consequently, the College runs a semester system usually starts the month of October and the session terminates in the month of August each year.

**Assignments:** Building Agricultural and Animal Sciences Faculty Pedagogical Skills; Institutional Assessment and Development of AET Improvement Plan – College of Agriculture and Animal Science, Mando, Kaduna State; Formal AET Colleges Decision Makers' Leadership Workshop; Assistance to Introduce and Run an Entrepreneurship Education Program/Establish an Entrepreneurship Development Center; Capacity Building in Business/Project Development and Grant Proposal Writing

**Impact Results:** As a part of the F2F institutional assessment recommendations, Ahmadu Bello University College of Agriculture introduced a new Fisheries and Aquaculture course, and substantially modified its existing courses on Pasture and Range Management. Materials from these courses were adapted from a F2F assignment delivered to another AET host but shared through the NATEN platform. F2F also assistance affected the host's ability to provide effective AET by improving the teaching methodology. The University, whose teaching methodologies were previously traditional without the use of teaching aids, has adopted a new teaching method using teaching aids and more participatory activities. Above all, the support made the host realize that, as teachers, they have a social contract with the students. This new approach has helped improve the school's ability to provide AET. The assignment also helped improve the host's relationship with the host communities; this has led to the host facilitating new trainings based on needs of members in the communities.

**Host organization: Association of Coconut Processors of Nigeria (ASCOPNG)**

**Host Type:** Cooperatives and Associations

**Host Background:** The Association of Coconut Processors of Nigeria (ASCOPNG) was recently formed to promote the coconut industry in Nigeria with the purpose of funding, ease of access to raw material, maintenance of a healthy relationship with regulatory bodies, identify, design and provide training in industry best-practices, quality control to its members, ensure a check on counterfeit and many other obvious reasons and benefits. In the medium term, the group plans to establish chapters and expand its activities to cover every state of Nigeria.

**Assignments:** TOT in Urban Vegetable Farming in Sacks

**Impact Results:** F2F support boosted the host's confidence to engage with critical stakeholders by improving its mission and vision. As recommended by a volunteer, the host now uses its monthly meetings as a platform to train and retrain its members on emerging issues and to reinforce the mission and vision. The Association provided a refresher training to selected areas (including mission and vision) of the sack/container farmer training provided by a F2F volunteer.

**Host organization: Association Of Non-Bank Microfinance Institutions of Nigeria (ANMFIN)**

**Host Type:** Cooperatives and Associations

**Host Background:** The Association of Non-Bank Microfinance Institutions of Nigeria is an apex institution that unites independent MFIs under a common umbrella to build credibility and promote the development of the microfinance sub-sector with a special focus on the informal sector in order to achieve financial inclusion. ANMFIN has over 8,000-member institutions spread across the 36 states of Nigeria, plus the Federal Capital Territory, serving close to four million poor and low-income families with financial and non-financial services.

**Assignments:** TOT in Grant Proposal Development; Institutional Capacity Assessment and Strategic Plan Development; Developing Frameworks to Support Farmer-to-Finance Mutual Fund Project; Capacity Strengthening to Implement Farmer-to-Finance Mutual Fund Project

**Impact Results:** ANMFIN strengthened its external relationships and received an increase in funding as a result of restructuring recommended by a F2F volunteer. The Rural Finance Institution Building Programme (RUFIN) supplied expert consultants in performance measurement and development of human resources, board governance, code of conduct, and ethics policies. The Nigeria Incentive-Based Risk Sharing System for Agricultural Lending (NIRSAL) provided the guarantee for ANMFIN members to leverage the Micro, Small and Medium Enterprise Development Fund of the Central Bank of Nigeria. Subsequent support and the host's adoption of F2F volunteers' recommendations ensured that identified gaps were either eliminated or managed. This positioned the host to take up opportunities, expand its membership and engage with and enjoy the confidence of multiple stakeholders as well as be able to provide AET, enjoy the confidence of existing and potential members and better serve its members and the microfinance sector.

**Host organization: Awakening Nigeria for Agro-Allied International (ANAAI)**

**Host Type:** Non-Profit, Public Interest NGOs

**Host Background:** Awakening Nigeria for Agro-Allied International (ANAAI) is a non-governmental, non-profit organization established in January 2015 under the laws of the government of Nigeria. ANAAI is dedicated to boosting of agricultural strengths of the people especially; rural farmers as well as empower the urban poor in order to enable them to feed their families thereby feeding the nation.

**Assignments:** Training in Developing Partnership, Resource Mobilization, and Grant Proposal Writing; TOT in Homestead Vegetable Gardening

**Impact Results:** The support built the capacity of ANAAI to be able to deliver tailored AET to its members and beneficiaries that it was not able to do previously. With the right partnerships, the ability to secure

funding and do community mapping and need assessment, the host has been able to improve its ability to provide AET not just to its client and members but to nonmembers as well. With the capacity building training on nutrition and vegetable production, the host is now able to reach out to more women especially in the rural areas. ANAAI also received F2F TOT on sack gardening, compost production, and related nutrition elements. ANAAI then replicated the training for over 700 members. ANAAI said the training was well-received and increased their credibility among their members.

**Host organization: Babban Gona**

**Host Type:** Other Private Enterprises

**Host Background:** Babban Gona (“Great Farm” in Hausa), is an agricultural franchise that is on a path to lift 5 million smallholder farmers out of poverty by 2030. The Babban Gona model overcomes the underlying structural problem facing smallholder farmers. By franchising smallholder farmer groups, called “Trust Groups”, Babban Gona is able to cost-effectively deliver agricultural technology and end-to-end services which increase yield and productivity, while simultaneously improving access to the market. Babban Gona provides franchise farmer groups with three critical services; access to low-cost capital, low cost and high-quality inputs and post-harvest marketing services to reduce post-harvest losses and capture price increases in the market.

**Assignments:** Training Youth Extension Agents in Seed Production and Quality Control; Training Youth Extension Agents in Seed Production and Quality Control; Developing Capacity in Agricultural Extension Services Delivery; TOT in Maize and Rice Production; TOT in Best Practice Long Term Grain Storage and Management; Building Agricultural Leadership and Communication Skills; TOT in Agricultural Produce Marketing and Market Development

**Impact Results:** F2F assistance has supported Babban Gona to realize its goal and objective of promoting best agricultural practices among Nigerian farmers using a multi-disciplinary approach, and in improving the livelihoods of rural farmers. The skills and knowledge passed across to the host by F2F volunteers have helped in reshaping the mindset of Babban Gona extension agents (EAs), and the training materials and recommendations provided by F2F volunteers has been incorporated into the training manual now used by the EAs. Babban Gona now has a more professionalized extension service delivery system with skilled EAs using up-to-date training manuals to deliver training to farmers. With the simplified and updated manual translated into the local language, trust group leaders who received training are mandated to step such training down to members of their groups. Babban Gona also exemplified the potential of private sector-led AET for improved production (with yields of its outgrowers rising from 3.5 to 6 tons of maize per hectare), improved land management practices (14,120 hectares), and an increase in the overall business by tripling the number of its outgrowers from 3,000 to 9,000.

**Host organization: Center for Entrepreneurship and Vocational Studies, Federal Polytechnic, Ado-Ekiti**

**Host Type:** Public and Private Education Institutions

**Host Background:** The Federal Polytechnic, Ado-Ekiti was established in January 1977 to provide technical and practical-oriented training to meet the manpower requirements for industrial, agricultural, commercial and economic development of Nigeria. This objective is fulfilled through the provision of full-time and part-time courses of instruction and training to students, research and consultancy services, conferences, seminars, and workshops.

**Assignments:** TOT in Urban Vegetable Farming in Sacks; Production of Catfish Fingerlings and Hatchery Management; Capacity Building in Grant Proposal Writing; Assessment of the Use and Effects of Outcome Assessment Data on Curriculum Improvement; Building Faculty Pedagogical Skills to Transition to Online Platform; Support CEDVS to Establish and Manage a Business Incubation Center; Formal AET Colleges Decision Makers’ Leadership Workshop; Strengthening Grant Proposal Development and Grant Sourcing Capacity; Integration of eLearning Platform into Curriculum and Instruction; Creating a Website/E-Library Platform to Integrate NATEN-member Colleges Libraries; Institutional Assessment and Development of AET Improvement Plan – Center for Entrepreneurship Development & Vocation Studies

TOT in Beekeeping and Apiary Management; Promoting 'Dual Credit' and 'Concurrent Enrolment' in Agricultural Programs for Senior Secondary Students; Building Faculty Pedagogical Skills at the Center for Entrepreneurship Development & Vocation Studies

**Impact Results:** After participating in F2F training, the Center for Entrepreneurship Development and Vocational Studies (CEDVS) at the Federal Polytechnic Ado-Ekiti introduced a mandate that programs integrate critical thinking into lesson design and teaching, and some courses are now using a new e-learning platform. Students also receive course outlines and materials ahead of time to enrich their learning experience. CEDVS is also now offering tractor services, training in the production of aflatoxin-free maize, aggregation/marketing of aflatoxin-free maize – thus far for 523 community members, as well as entrepreneurship training for 175 National Youth Service Corps members. These services emanated from a) the partnership with International Institute for Tropical Agriculture (IITA), itself resulting from the F2F focus on PPP development and b) a F2F assignment focused on establishing and managing a business incubation center at CEDVS. The Center is now considered a Center of Excellence for aflatoxin-free maize training for farmers, and this service provides a revenue source for the institution. CEDVS also successfully acquired a grant of 300 million Naira from the Tertiary Education Trust Fund (TETFund) to build an entrepreneurship center, a major step toward positioning itself as a Center of Excellence for agriculture entrepreneurship training in Nigeria. Thus far, CEDVS has trained five other mid-level institutions in the entrepreneurship program, using the training capacity built and materials provided by the F2F volunteer.

**Host organization: Cross River State Agricultural Development Program (CRADP)**

**Host Type:** Public Sector (government) Agencies

**Host Background:** The Cross River Agricultural Development Program (CRADP) was originally founded in 1985 by the World Bank. CRADP is vigorously refocusing the extension service delivery in the state. The focus is being shifted from extension officers working with individual farmers to extension officers working with cooperatives, groups, hence the need to build the capacity of the extension agents in cooperative extension service delivery. The Extension Agents are currently providing extension services on land cultivation, input sourcing, and application, advisory, record keeping.

**Assignments:** Capacity Building for Farm Product Guide/Directory Development; TOT in Managing Cooperatives and Cooperative Extension Service Delivery; TOT in Agricultural Extension Services Delivery & Extension Services Monitoring

**Impact Results:** CRADP extension agents adapted and utilized several templates provided by a F2F volunteer. These included, among others, a Farmer Visitation Form that the farmer completes, and an Extension Agent Visitation Form. The volunteer training included role plays on how to work with farmers to complete these forms and encourage family members (especially younger children in school for those farmers who are illiterate) to assist. Extension agents reported that the role plays and engagement of children had considerable positive impacts in improving farmer recordkeeping, which ultimately allowed CRADP to produce a Farm Product Directory.

**Host organization: Cross River State Youth in Agriculture (CRSYIA)**

**Host Type:** Cooperatives and Associations

**Host Background:** The Cross River State Youth in Agriculture (CRYSIA) was formed and registered with the government of Cross River State in 2014 with a vision to facilitate sustainable increase in food production thereby contribution to national and food security, through pragmatic involvement of youths in Agriculture and a mission to sensitize, mobilize, educate, motivate, empower, and active youths into various agricultural occupations.

**Assignments:** Training in Group Dynamics, Partnership Development and Resource Mobilization

**Impact Results:** The group received its first and only F2F volunteer in April 2018 – four months before the final impact assessment. Even though the training was conducted for the group when the planting season had commenced and farmers had returned to the farm, the leadership has been able to initiate activities

with potential partners, as well as set the stage for effective management of the group, including training of the members as recommended by the volunteer. The host has established contact and discussion for possible collaboration is ongoing with International Institute of Tropical Agriculture (IITA), the Cross-River State Carnival Planning Committee, the Association of Non-Bank Micro-Finance Institutions of Nigeria (ANMFIN), etc. CRSYIA is also utilizing community mapping, taught by a F2F volunteer, as a method of engaging with communities and members/potential new members. A WhatsApp platform was established for sharing information; the organization has started sharing its work plans, financial information, and training materials with all members.

**Host organization: Enugu State College of Agriculture**

**Host Type:** Public and Private Education Institutions

**Host Background:** The Enugu State College of Agriculture is a tertiary institution for the provision of courses of instruction, training, and research in academic and professional fields in agriculture. Unlike other Colleges of agriculture in the country, its agro-entrepreneurship focus makes it unique in Nigeria. The program is directed, right from the early stage of the College, to identify opportunities in agriculture, introduce them for positive and measurable changes and achieve practical results.

**Assignments:** Formal AET Colleges Decision Makers' Leadership Workshop; Building Faculty Pedagogical Skills to Effectively Deliver AET Curricula; Capacity Building in Grant Proposal; Creating a Website/E-Library Platform to Integrate NATEN-member Colleges Libraries; Institutional Assessment and Development of AET Improvement Plan; Promoting 'Dual Credit' and 'Concurrent Enrolment' in Agricultural Programs for Senior Secondary Students

**Impact Results:** Resulting from a F2F assistance and recommendations, ESCA established the ExPoly Community Relations Program to bring graduates and other youth in the community into agriculture by training them in different agricultural value chains as well as providing land, inputs, and services. ESCA also uses its ExPoly Community Relations Program as a platform for experiential learning for students. 300 of the school's students interact with the 98 clients of the ExPoly program as trainers and service providers, to give them real-world technical experience and practice in communication and relations with community members and other agriculture stakeholders such as input suppliers and retailers. ESCA also started a program for secondary school tours of the college, during which they conduct surveys on secondary students' attitudes and perceptions on agriculture education and professions to inform their recruitment efforts. ESCA developed a new Agriculture Mechanization course, as recommended as a part of the F2F-facilitated institutional assessment. With support from an additional F2F volunteer, ESCA set up an e-library as a way of making the college more modern and attractive, and to ease access to information and materials for learning and research for students and faculty. The e-library has proven to also draw in community members and outside collaborators and partners.

**Host organization: Federal Capital College of Education, Zuba, Abuja**

**Host Type:** Public and Private Education Institutions

**Host Background:** The Federal Capital College of Education was established to provide qualitative teacher education geared towards meeting the challenges facing the Nigerian Educational System especially in training teachers to teach at the Basic Education Level. Their mission is to provide for the teacher requirements for both the primary and post-primary schools within the Federal Capital Territory and its environs.

**Assignments:** Institutional Assessment and Development of AET Improvement Plan-Federal Capital College of Education, Zuba, Abuja

**Impact Results:** The Federal Capital College of Education, Zuba, Abuja received a volunteer in April 2018 to conduct an institutional assessment. The volunteer sought and met with several stakeholders, including college management, a team of deans and heads of departments as well as the student body (84 people, 30 women). The volunteer provided the host with an audit of institutional needs, challenges and success stories as it relates to overall college life of FCTCOE, Zuba. The volunteer provided his findings and an

improvement plan for relevant stakeholders to use. Following the assessment, the host implemented one of the volunteer's recommendations immediately, by allocating 10% hectares of land to the department of agricultural education to be used for research and demonstration. Before the arrival of the volunteer, all that the college was doing was teaching theory to the students without any emphasis at exposing students of the agricultural education department to farm practices.

**Host organization: Federal College of Agriculture, Ishiagu**

**Host Type:** Public and Private Education Institutions

**Host Background:** The Federal College of Agriculture, Ishiagu is the only Federal Government owned college of agriculture east of the Niger. The college was originally established in Umudike, Abia State by the government of the Eastern Region as a School of Agriculture in 1955. In 1972, the Federal Government took over the college as part of the complex known as Agricultural Research and Training Station

**Assignments:** Institutional Assessment and Development of AET Improvement Plan; Building Pedagogical Skills to Effectively Deliver AET Curricula; Formal AET Colleges Decision Makers' Leadership Workshop; Creating a Website/E-Library Platform to Integrate NATEN-member Colleges Libraries; Capacity Building in Grant Proposal Writing; Promoting 'Dual Credit' and 'Concurrent Enrolment' in Agricultural Programs for Senior Secondary Students

**Impact Results:** F2F support helped set the stage for the host to see the need to prioritize and refocus resources and energy in more student and academically-oriented projects. The initial assessment and the accompanying AET improvement plan was the game changer for the host. This set the stage for other supports such as the development of strategic planning, partnership and collaboration strategy which changed the rules and redefined the engagement with stakeholders. The F2F pedagogy training improved teaching and instruction methods and now better encourages learning on the part of the students. The college also established a Student Rural Extension Outreach Project, which has engaged 175 students to work with rural farmers in host communities, which provides students an opportunity to practice on-the-ground practical learning and problem-solving, while simultaneously strengthening the college's relationship with the community.

**Host organization: Fisheries Society of Nigeria (FISON)**

**Host Type:** Non-Profit, Public Interest NGOs

**Host Background:** FISON as a Non-Governmental Organization for the Fisheries Subsector is committed to promoting the contribution of fisheries to the Nigerian Economy, ensuring fish food security through sustainable investments and livelihood, and improving fisheries planning, research and development through advocacy and optimal utilization of the wealth and experience of its professional members. FISON members are categorized into fisheries professionals (2090) and corporations (138). It also has student membership drawn from all tertiary institutions.

**Assignments:** TOT in Fish Processing, Packaging and Marketing

**Impact Results:** F2F training helped reposition the host in the restructuring its cooperative to be able to create an opportunity for the members, and as well deliver training and other information vital to the growth of the aqua-culture sub-sector to members and clients. FISON incorporated the volunteer's materials into its own training materials, thereby having a robust training manual containing global practices in fish processing for training clients and customers. After a volunteer recommended the formation of a cooperative of fish processors, FISON initiated a cooperative of 3,645 members that covered the entire catfish value chain, with sub-groups for growers and processors/smokers. This newly structured cooperative has attracted more members to the host as host members can now see the importance of actively participating in planning and decision-making activities and in payment of dues. Likewise, FISON's ability and confidence to deliver training to clients and other fish processors has been enhanced, and the organization can now reach more clients with training and vital information in fish processing.



**Host organization: Fishouse Consulting Limited**

**Host Type:** Other Private Enterprises

**Host Background:** Fishouse Consults Limited is an emerging private sector extension service organization. The firm started as a fish production and gradually started producing its fingerling to feed its ponds and selling the surplus fingerlings, post-fingerlings and juveniles as well as brood stock, hormones, fry, feeds to fish farmers in and around Kaduna. Its experience covers large-scale commercial fish farming, smallholder production, the design of aquaculture-based industries, fish farm mechanization and appropriate technology for different scales of production.

**Assignments:** TOT in Fish Health and Disease Management; TOT in Modern Techniques of Monosex Tilapia Production

**Impact Results:** The F2F support improved knowledge amongst Fishouse staff and has enabled the company to train more farmers and to provide additional services. F2F support also enabled the host to institutionalize training in different segments of the Kaduna aquaculture value chain. The host replicated F2F TOT on water quality management and handsexing, as well as overall elements of tilapia production, to over 1,200 farmers, some traveling from other states for the training based on reputation. This was an entirely new type of fish production for the firm, which previously focused on catfish. These changes contributed to an 85% increase in net income, from \$47,857 to \$89,000. Fishouse is now recognized as a foremost trainer and consultant in aquaculture in Kaduna with clients in Niger State, the Federal Capital Territory and other parts of northern Nigeria.

**Host organization: Forward Rite Foundation (FRF)**

**Host Type:** Non-Profit, Public Interest NGOs

**Host Background:** Founded in 2016, FRF is a duly registered non-profit organization in Nigeria. FRF addresses the issue of low yield and also improve the income of its beneficiaries by improving their income through improving on their farming practices and also forming the beneficiaries who are mostly women (90%) into groups to be able to manage various programs set-up for them.

**Assignments:** Strengthening Women Association Leadership Capacity to Lead and Communicate

**Impact Results:** F2F support improved FRF leadership's ability to lead and provide meaningful direction. FRF improved the way it conducts meetings, thus becoming more result oriented. FRF also trained women leadership of affiliate groups in Rigasa, Chikun, Mando, Ungwa Rimi, and other areas using materials received from the F2F volunteer. Training in leadership and communication has now become part of the organization's regular training to new and existing members. The F2F training and the step-down training led to increased membership, giving FRF the opportunity to reach more women.

**Host organization: Hasal Micro Finance Bank Limited**

**Host Type:** Rural Financial Institutions

**Host Background:** HASAL Microfinance Bank Limited focuses on providing onward entrepreneurial training for customers on basic entrepreneurship skill as well as serve the in-house training needs.

**Assignments:** Capacity Building in Agricultural Credit Monitoring & Impact Assessment and Agricultural Extension Services Delivery

**Impact Results:** Impact Survey not conducted. The host's loan department is no longer operational.

**Host organization: Ifedawapo Co-operative Society**

**Host Type:** Cooperatives and Associations

**Host Background:** Ifedawapo Co-operative Society is the name given to the Co-operative Society in Saki. The Co-operative aims at empowering Women. It has a membership strength of 100 women, with 50 more

on standby that is willing to join the group for shea nuts processing into butter. Ifedawapo Cooperative Society is registered with the Shaki Local Government Area under the Oyo State Cooperatives Act.

**Assignments:** TOT on Association Formation and Management

**Impact Results:** F2F assistance provided Ifedawapo Co-operative Society with the right skills to lead, manage, and train the leadership of other cooperatives in cooperative management. The organization realized the importance of training for new and existing members as an important part of the original objectives with which the cooperative was set up in the first place. ICS replicated F2F volunteer training on record keeping and basic accounting (money, crops, yields, costs, banking norms), tailored for the shea butter subsector, to all of their members, who are various shea cooperatives throughout Oyo State, representing over 1000 shea producers. The organization also now knows how to and the importance of engaging with other groups and stakeholders – especially the government. The training and F2F assistance have given the host a new perspective and added value to host operations.

**Host organization: Kafur Apex Fadama Users Association**

**Host Type:** Cooperatives and Associations

**Host Background:** Kafur Apex Fadama Users Association was established in 2009 and is registered with the State Cooperative Agency. The Association main objective is to boost dry season farming and access good market. The Association is the apex association of 13 other subgroups.

**Assignments:** TOT in Harvesting, Processing and Preservation Methods for Tomatoes; Strengthening Association Capacity in Leadership, Communication and Record Keeping

**Impact Results:** F2F support helped improve the host's ability to meet membership needs including training, advisory, recordkeeping, partnership building, and market linkages and organizational development. Recordkeeping has helped the host to improve farming practices in areas such as budgeting and farm management. The Association also made improvements to production and more than doubled yields per hectare with the adoption of improved varieties.

**Host organization: Kaliber Ventures Limited**

**Host Type:** Other Private Enterprises

**Host Background:** Kaliber Ventures (KV) was incorporated in 1995 and deals with various trade-able products. The company has recently focused on the export of agricultural produce, solid minerals and allied products because of ready foreign markets while still exploring opportunities for other exportable products. The company is also into export consulting and training, helping other companies to grow in export business. KV also provides agricultural and trade education. The Agricultural Educational products and services provided by KV include the building of farmers' capacity in all areas of agronomy, value addition, and marketing, input sourcing, information on modern technology etc; other services include training on export business opportunities, providing highly educative export information for the public consumption.

**Assignments:** Post-Harvest Management and Marketing Strategies for Grains

**Impact Results:** Impact Survey not conducted; this host is no longer operational.

**Host organization: Katsina Agriculture and Rural Development Authority (KTARDA)**

**Host Type:** Public Sector (government) Agencies

**Host Background:** Katsina Agriculture and Rural Development Authority (KTARDA) is composed of 290 extension agents in the employment of the Katsina state government servicing over 145,000 (870,000 farmers) farming households.

**Assignments:** TOT in Extension Service Delivery and Master Training Skills

**Impact Results:** F2F assistance improved KTARDA's ability to train staff as well as provide farmer training and education to the farmers in the state. As recommended by a volunteer, the host is currently leveraging the Federal Government's NPOWER scheme to fill the extension service need in the state. The 425 NPOWER youths are posted to the local government areas and are attached and supervised by the existing EAs. The extension agents and the NPOWER youths are jointly training, advising and providing other support services to farmers across the state. To do this, the trainers rely among others on the materials and information used by the F2F volunteer in delivering TOT. Additionally, training has focused on building farmers' capacity and confidence to provide feedback that the host can rely on for quality decision making. To ensure effective input delivery to farmers, the host established a farmer one-stop shop in the capital. The EAs visit farmers field to determine the farmers needs based on the size, etc and issues the farmer a note which the farmer uses to visit the one-stop shop to purchase seeds, fertilizer, and other input. The host has also started the use of short messaging service (SMS) as a means of sharing information with the farmers and established a farmer helpline that enables farmers to call and speak to a master EA when the need arises.

**Host organization: National Agricultural Seed Council (NASC) of Nigeria**

**Host Type:** Public Sector (government) Agencies

**Host Background:** The National Agricultural Seeds Council (NASC) was established in 2007 as an Agency of the Federal Ministry of Agriculture and Rural Development in line with the provisions of the National Agricultural Seeds Act to regulate the seed industry. NASC's vision is to build a market-driven seed industry for the production and distribution of high quality improved planting materials that are available, accessible and affordable to all farmers.

**Assignments:** Development of Seed Production Training Module and Seed Manual

**Impact Results:** Within 12 months of receiving F2F support, the host was able to use the F2F training materials and their newly developed Nigeria Seed Industry Manual to replicate training with 250 persons (seed producers and seed certifiers).

**Host organization: National Association of Microfinance Banks (NAMB)**

**Host Type:** Cooperatives and Associations

**Host Background:** The National Association of Microfinance Banks (NAMB) is the apex body of all licensed Microfinance banks in Nigeria after the CBN harmonized intervention to strengthen the two existing associations in the sector: National Association of Microfinance Banks of Nigeria (NAMFBIN) and Association of Microfinance Banks in Nigeria (AMBIN) came into existence in 2009. NAMB mission is to stimulate innovative and sustainable financial services through effective and efficient Microfinance practices that guarantee financial inclusion and wealth creation for the economically active poor.

**Assignments:** Institutional Capacity Assessment and Strategic Plan Development for Microfinance Associations

**Impact Results:** F2F support enabled NAMB to better understand the microfinance sub-sector of the Nigerian financial sector. By implementing the volunteer's recommendations, NAMB refocused its attention to value proposition to members and made the Bank more productive and relevant to members and in the sector. The Central Bank of Nigeria (CBN) is now confident in NAMB and uses NAMB to disseminate information to rural farmers. In addition, working with the CBN and the African Development Bank (AFDB), the host signed an agreement with Inlaks Nigeria Limited which donated and installed computers and a server in the host headquarter offices as well as trained staff and members. The agreement also comes with locating two Inlaks-paid staff in NAMB to manage the system and continuous training. The host also has a software development agreement with Charms Access Limited. for software development. These enabled the host to it to launch a unified IT platform that is now servicing members and the sector. The host now also organizes a week-long program on microfinance to sensitize stakeholders and create more awareness in the sector.

**Host organization: Nehemiah Foundation International**

**Host Type:** Non-Profit, Public Interest NGOs

**Host Background:** Nehemiah Foundation International (NFI) was founded by Emmanuel Nehemiah and registered with the Corporate Affairs Commission. NFI is inspired by the virtue of reaching out to the less privileged and the downtrodden, the organization strives to bring transformation at the grassroots level through the promotion of agricultural activities and addressing other basic needs of the rural dwellers by boosting youth entrepreneurship; women, orphans, and widow's empowerment programs; promoting the establishment of cooperative societies and providing free legal services.

**Assignments:** Developing Curricula and TOT in Farm Administration and Management

**Impact Results:** F2F support enabled the host to launch an early sensitization campaign and training of farmers using the farm management manual and PowerPoint presentation provided by the F2F volunteer. NFI promoted new soil fertility practices among its 6,000 members that were introduced by a volunteer, including no burning, zero tilling, mixed cropping, and composting. Nehemiah Foundation estimated that in the first half of 2018, it received 10% net annual income from its operations. From January to June 2018, income was \$4,000. Within months of the F2F support, the host recorded a 100% surge in the number of cooperatives and farmers requesting to be part of the host's program. All 6,000 farmers paid an application registration fee of \$5 (covering all services including training and advisory, input delivery cost, etc.) and a memorandum of understanding (MOU) fee of \$1.67. From January to June 2018, the sales were \$40,000.

**Host organization: Network of Agricultural Technical Education in Nigeria (NATEN)**

**Host Type:** Non-Profit, Public Interest NGOs

**Host Background:** The Network for Agricultural Technical Education of Nigeria (NATEN) was formed in May 2016 by an initial group of seven mid-level colleges supported by the F2F program beginning in 2014. NATEN is an initial core group of colleges and polytechnics devoted to encouraging and supporting youth to enter into the agricultural industry somewhere along the value chain. Together with civil society, traditional and government leadership, communities, businesses, industry, and families, NATEN is prepared to facilitate community, region, and nation-led initiatives. By providing learning and hands-on environments that offer opportunities for small business and entrepreneur start-ups in farming and agribusiness, NATEN aims at championing the re-cultivation of the culture of agriculture in Nigeria.

**Assignments:** Supporting Network of Agricultural Colleges to Design a Student Internship Program; Developing a Pre-Network Launch Communications Campaign Strategy; Resource Mobilization and Grant Proposal Writing Training for Network of AET Colleges; Network Board Orientation and Group Dynamics Workshop; Creating a Website/E-Library Platform to Integrate NATEN-member Colleges Libraries; Formation of a Network Entity of Formal AET Institutions

**Impact Results:** Volunteers supported F2F AET Formal AET hosts to conceptualize and register NATEN, an apex body registered as a non-profit that is self-governing with membership open to all AET institutions falling under NBTE regulatory guidance. The Network now has a defined mission and clear plans for continuing current activities or for growth. NATEN has also constituted the NATEN Working Committee. The Committee comprises of officers drawn from member institution and with responsibility for academic planning, student affairs, general administration, Deputy Rectors, and revenue generations. In addition, F2F support has also enabled the network to develop a youth campaign document. The campaign document, in turn, has enabled the network to task member-institutions to engage with youths in their immediate communities and to design programs that would make agriculture attractive to them through its soon-to-be-launched flagship program – Making Agriculture Glamorous and Attractive to Nigerian Youths.

**Host organization: Nigeria Co-Operative Women Alliance (NICOWA)**

**Host Type:** Cooperatives and Associations

**Host Background:** The Nigeria Co-operative Women Alliance (NICOWA) is an all-female organization set up to assist women from all works of life to engage in productive ventures and attain self-reliance. NICOWA

was registered in 2009 to speak for all co-operative women in Nigeria to promote sustainable economic development and growth at the grassroots levels, among low incomes rural communities in Nigeria with recurring impact on alleviating poverty and creating opportunities for employment and wealth for women, youths and the physically challenged in the society.

**Assignments:** TOT in Catfish Fingerlings Production

**Impact Results:** Impact survey not conducted; this host is no longer operational.

**Host organization: Nigerian Institute for Trypanosomiasis and Onchocerciasis Research (NITOR)**

**Host Type:** Public Sector (government) Agencies

**Host Background:** The Nigerian Institute for Trypanosomiasis and Onchocerciasis Research (NITOR) started as the West African Institute for Trypanosomiasis Research (WAITR) in 1947. NITR is mandated to conduct research and develop appropriate technologies as well as processes to control and eliminate Trypanosomiasis and Onchocerciasis. The institute is currently collaborating with the University of Bremen (Germany), the International Fertilizer Development Center (IFDC), and the Foundation for Innovative New Diagnosis (FIND) Geneva (Switzerland), based NGO. Under the IFDC collaboration, NITOR is working to improve the production of dairy products for both domestic and industrial purposes.

**Assignments:** Capacity Building in Business/Project Development and Grant Proposal Writing

**Impact Results:** F2F assistance built the capacity of NITOR to successfully map and develop a strong network in the community that now forms an integral part of the host's engagement with the community it serves. Community mapping also enabled the host to identify segments of the value change that require strengthening. To engage the communities, the host trained a select group of staff drawn from each of its offices located in the 15 states where the host has researched stations. The staffs were trained to train cattle cooperatives to map their communities. The host estimated that it is now serving at least 500,000 (only 25 trained of this total) cattle farming families across Nigeria.

**Host organization: Osun State Polytechnic, Iree**

**Host Type:** Public and Private Education Institutions

**Host Background:** Osun State Polytechnic, Iree was established by Osun State Government in 1992. Though Osun State Polytechnic was established 22 years ago, the institution is at the beginning stages of setting up an agriculture faculty. The institution currently runs a total of 19 programs at the National Diploma (ND) level and 16 programs at the Higher National Diploma (HND) level. All these programs are fully accredited by the National Board for Technical Education (NBTE) - the regulatory body for all Polytechnics and Monotechnics in Nigeria.

**Assignments:** Creating a Website/E-Library Platform to Integrate NATEN-member Colleges Libraries; Building Faculty Pedagogical Skills; Capacity Building in Grant Proposal Writing; Capacity Building in Establishment and Management of Apiary and Beekeeping Program; Formation of a Network Entity of Formal AET Institutions; Institutional Assessment and Development of AET Improvement Plan; Library Reorganization and Informational Science Capacity Building; Promoting 'Dual Credit' and 'Concurrent Enrolment' in Agricultural Programs for Senior Secondary Students; Formal AET Colleges Decision Makers' Leadership Workshop; Formal AET Colleges Decision Makers' Leadership Workshop

**Impact Results:** In its twenty-three years of existence prior to F2F engagement, Osun State Polytechnic, Iree (OsPoly) did not have a Department of Agriculture. Following the F2F institutional assessment which provided an AET development and action plan, and as a result of follow-up visits of F2F volunteers, the institution received the approval of the NBTE to establish its Department of Agriculture Technology. The new department now has students and will graduate its first cohort of National Diploma (ND) graduates in 2019. OsPoly is also now considered the Center of Excellence for farmer training by the Osun State Ministry of Agriculture. OSPI created the "OSPoly Farmer-to-Farmer Program" that offers fee-based comprehensive training in beekeeping, as well tractor services, input supply, and advisory services and a land leasing

programs for community farmers (123 to date). The F2F institutional assessment assignment recommended that the school offer farmer to farmer skill and competency certificate courses such as safety management of farm operations, beekeeping, soil conservation, and land management. Faculty at OsPoly secured 19 Ph.D. research grants in two years from TETFund. Prior to this, only two grants had ever been awarded in the institution's history. Also, the Osun State government awarded OSPI a solar-powered irrigation system for its newly-established Herbarium and Herbal Farm, tractors to provide services to the community, and also agreed to rehabilitate the road to the campus farm. In addition, OsPoly published its first Library Policy Handbook and improved its library administration and management. The school added ESBCO host research databases software, integrated use of the e-library into coursework, and introduced a Library Day to orient the campus community to the library and its resources. These upgrades increased the average daily visits to the library from 20 in 2015 to 350 in 2018.

**Host organization: Oyo State College of Agriculture**

**Host Type:** Public and Private Education Institutions

**Host Background:** The Oyo State College of Agriculture, Igboora was established by the Oyo State Government in August 2006. The College started with a population of one hundred and twenty students (120) in five programs, leading to the award of National Diploma in Animal Health and Production Technology, Fisheries Technology, Agricultural, and Bio-Environmental Engineering Technology, Agricultural Technology, Home and Rural Economics Technology. The vision of the college is to become a leading center of excellence for agricultural training through training of youths who will be able to create jobs for themselves and others and become agents of food sufficiency. Above all the college trains the youths to be food and job providers.

**Assignments:** Creating a Website/E-Library Platform to Integrate NATEN-member Colleges Libraries; Institutional Assessment and Development of AET Improvement Plan; Formation of a Network Entity of Formal AET Institutions; AET Library and Informational Science Capacity Building, Promoting 'Dual Credit' and 'Concurrent Enrolment' in Agricultural Programs for Senior Secondary Students; Capacity Building in Grant Proposal Writing; Formal AET Colleges Decision Makers' Leadership Workshop

**Impact Results:** F2F assistance affected how Oyo State College of Agriculture, Igboora (OYSCAI) delivers on its mandate of raising skilled middle-level manpower through the provision of effective agricultural education and training. Support made the host realize the important role advisory partners drawn from industry play in delivering effective AET. After a F2F volunteer recommended that the host 'create an industry-based Advisory Board to foster Public-Private Partnerships at the program level and at the college level, the host constituted one by appointing leaders from the industries as members. The partnerships have provided or rather created enormous opportunities for the host students who seek placement for industry work experience. The support also enabled the host to secure grants from within and outside the country for the infrastructural development and upgrade. This effort at securing additional funding to complement the poor funding from the government has yielded positive results. It also led to the establishment of e-library. This initiative has provided students and faculty access to research materials and relevant resources vital to teaching and learning. OYSCAI also developed new curriculum for Agriculture Business Enterprise, after the F2F institutional assessment volunteer recommended that they revise curricula toward more industry-relevant standards and to attract better-qualified students.

**Host organization: Pan African Society for Rural Development Sustenance and Social Protection (PASRUDESS)**

**Host Type:** Non-Profit, Public Interest NGOs

**Host Background:** PASRUDESS is a nongovernmental organization in Nigeria working in the fields of Health, Agriculture, Rural Development, Youth and Women Empowerment and it is also an advocate for women and children's right. The organization is a continent-wide association of like minds and individual African citizens having professional backgrounds, committed not only to the development of the African continent but also the sustenance of same.

**Assignments:** Capacity Building in Agriculture Business and Action Plan Development

**Impact Results:** F2F intervention supported PASRUDESS' ability to train groups in business planning and recordkeeping as well as linking farmers to market.

**Host organization: Romarey Ventures**

**Host Type:** Other Private Enterprises

**Host Background:** Romarey Ventures founded in 1992 under the Companies and Allied Matters Decree 1990. The organization was incorporated with the key objective of conducting the agricultural business of production which includes crop, livestock, fishery, and forestry etc. It was also to carry out the business of high-quality seed production, processing, distribution and to offer consultancy in general agricultural production, acquisition, and hiring of agricultural machinery, agro-processing of food and other agricultural products.

**Assignments:** TOT in Seed Production and Quality Control; Assessment of Existing and Potential Water Sources for Sustainable Smallholder Agricultural Production

**Impact Results:** With the assistance of the F2F program, the host has been able to contribute to the development of agriculture and food sufficiency in northern Nigeria by making improved/certified seeds available to farmers. After F2F recommended training their farmers to recognize certified vs. non-certified seeds, Romarey Ventures restructured its annual farmers' field day to include this training. The host also appeared on a number of radio and television programs to share information on certified seeds. Romarey also followed another volunteer recommendation to have farmers diversify their crops in the off-season to manage soil fertility - introducing tomato and pepper crops for their outgrowers. These actions benefitted Romarey's 172 outgrowers, who also shared the knowledge with another 1,200 farmers. Overall, the company realized a twofold increase in net income over the course of F2F assistance, from \$911,391 to \$1,908,400. F2F interventions also helped the host in raising a crop of knowledgeable out-growers and farmers who now have a better understanding of certified seeds and soil management. The out-growers now play the role of extension agents in their various communities and have helped in disseminating useful information to more local farmers who ordinarily wouldn't have access to such information.

**Host organization: Samaru College of Agriculture, Zaria, Kaduna State**

**Host Type:** Public and Private Education Institutions

**Host Background:** Samaru College of Agriculture started in 1921, as an Agricultural Training Centre at Maigana. In that year, some farmers were selected and started training them at the Centre for improved husbandry practices for cotton and groundnut crops, which were the major exports and foreign exchange earnings for the country at that time. The Industrial Revolution in Europe coupled with the unprecedented high demands for these crops necessitated intensification of technical training for Field Overseers to assist the local farmers to adopt with the improved techniques of cotton and groundnut productions. The college depends on internally-generated income from the college farms and funding provided by the Federal Ministry of Education.

**Assignments:** Institutional Assessment and Development of AET Improvement Plan; Capacity Building in Grant Proposal Writing; Building Agricultural Leadership and Communication Skills; Strengthening the Capacity of Agricultural College in Fabrication of Multi Grain Thresher; Formation of a Network Entity of Formal AET Institutions; Formation of a Network Entity of Formal AET Institutions; Developing Training Syllabi for Pesticide Safety and Certification Course; Promoting 'Dual Credit' and 'Concurrent Enrolment' in Agricultural Programs for Senior Secondary Students; Developing a Curriculum for Integrated Pest Management Practices and Pesticide Safe Use and Application; Developing Materials for Pesticide Safety Awareness Campaign; Building Faculty Pedagogical Skills to Effectively Deliver AET Curricula; Formal AET Colleges Decision Makers' Leadership Workshop; Formal AET Colleges Decision Makers' Leadership Workshop; Post-Harvest Handling Equipment Design and Fabrication: Multi-Grain Thresher

**Impact Results:** After completing the F2F-facilitated institutional assessment and follow up supports, SCA revised its curricula to integrate life skills, business communication skills, and extension delivery skills. SCA

has since taken steps to review course syllabi in its in-class and laboratory exercises, and has incorporated experiential teaching methods and learning by doing the type of activity in its in-class teaching. In addition, prompted by F2F recommendations, SCA instructors are now using the institution's existing multi-media projectors for the first time, and demand has increased to the point where new projectors needed to be procured. Faculty now integrates group work and presentations, guest speakers from agriculture stakeholders, and leveraged partnerships to establish demonstration plots for experiential learning. SCA also intensified its community service program by sending students out into the community to identify problems and troubleshoot them as practical learning exercises. SCA developed English- and Hausa-language radio programs on pesticide use based on a F2F TOT on developing a syllabus for safe pesticide use and certification courses. Leveraging its partnership with the National Agricultural Extension Research Liaison Services Radio and the Samaru FM Radio, SCA has reached an estimated 100,000 farmers with these messages, as well as developed a fee-based pesticide safety certification course. The agriculture engineering department also partnered with community farmers to design and test rice, wheat, and multi-grain threshers. SCA partnered with the National Animal Production Institute to establish a shared pasture farm with classes taught by faculty and experts who exchange ideas on instructional techniques and research. SCA also partnered with Jubaili Nigeria, Ltd. to set up a demonstration plot for the promotion of high-yield maize, rice and cowpea varieties. In addition, a partnership with the World Bank's Commercial Agriculture Development Project was established for SCA to provide two-week certificate courses to youth in Kaduna State in fish production, processing, and marketing. SCA developed an infrastructure improvement plan (including a fundraising strategy) to upgrade the online learning environment. A new ICT facility was fully equipped to house the e-library with a donation from Kaduna State University.

**Host organization: Shea Origin Limited**

**Host Type:** Individual Private Farmers

**Host Background:** Shea Origin manufactures and produces wholly organic skin care products made from authentic locally produced Shea Butter. The company's focus is to manufacture finished products such as body butter, oils, lip balms and soaps with high shea content for the local and International cosmetic industry.

**Assignments:** Strategic Business Process Development and Management for an Agro-SME

**Impact Results:** Shea Origin Ltd., with vastly improved financial and operational management capacity supported by F2F volunteers, expanded its existing marketing channels by over 40%, including 11 more hotels in its hotel clientele category and a new partnership with Jumia – a top Nigerian online marketing company which will market the host's products on its online mall. The host now has a staffing plan with the staff having a clear job description. The templates developed by the volunteer for the host has made it easy for the host to keep records and make informed decisions and for product traceability. The organization noted that the training helped streamline operations and enabled them to increase production and introduce new products to the market (e.g., shea butter baby care products for babies).

**Host organization: Umuebe Farms & Farms College**

**Host Type:** Public and Private Education Institutions

**Host Background:** Founded in 2012, Umuebe Farms and Farms College is a conglomeration of integrated and automated agricultural farms and a center for agricultural training and education. Both the farm and college sit together to provide an integrated and total curricular of theory and hands-on field practical experiences for students. The institution, which is currently on the verge of attaining full accreditation from the national board for technical education NBTE, offers admission to candidates who have requisite cut-off marks in their unified tertiary matriculation examination and possess at least 5 credits in their O'level result. The institution presently has about twenty students.

**Assignments:** TOT in Stimulating Queen Bee Rearing in Queenless Colony and Honey Production, Promoting 'Dual Credit' and 'Concurrent Enrolment' in Agricultural Programs for Senior Secondary Students, Institutional Assessment and Curricula Review and Standardization, Institutional Assessment



and Curricula Review and Standardization, Formal AET Colleges Decision Makers' Leadership Workshop, Formal AET Colleges Decision Makers' Leadership Workshop,

**Impact Results:** The host is now training existing and potential women and youth beekeepers using information and materials provided by the F2F volunteer. After F2F training, they developed a training manual which has proven a very useful document; with the host relying on it for its training activities as well as sharing with participants and other stakeholders. The host also seems to have perfected and institutionalized training in queen bee rearing. The host's success in queen rearing and training has resulted in a collaboration with the Ebonyi State University for a research in queen bee rearing for colony multiplication using plastic queen cups. These techniques were taught by the F2F volunteer.

## Rwanda

**Host organization: Federation Rwandaise des Cooperatives de Theiculteurs (FERWACOTHE)**

**Host Type:** Cooperatives and Associations

**Host Background:** In Rwanda, the FERWACOTHE tea federation of cooperatives and its technical team is providing many services to members of various farmer organizations, including representation, advocacy, input supply, credit, equipment, marketing, and child labor prevention with smallholder farmers. FERWACOTHE represents Rwandan tea growers before state agencies and donors at the national and international level, while protecting the interest of its members and strengthening their capacity in tea cultivation. Among its domains of expertise are cooperative management; capacity-building for cooperatives, unions, technicians, and members; capacity-building for technicians and members of community savings and credit cooperatives (SACCOs); and enabling the provision of agricultural inputs.

**Assignments:** Project Communications and Partnership Activities Support, Marketing Capacity Building of the FERWACOTHE Federation of Tea Farmers' Organizations of Rwanda

**Impact Results:** Impact Survey was not conducted.

**Host organization: Rwanda Education Alternatives for Children in Tea-growing Areas (REACH-T) Project**

**Host Type:** Non-Profit, Public Interest NGOs

**Host Background:** The overall goal of the REACH-T program is to significantly reduce child labor in tea-growing areas of Rwanda through an integrated area-based approach. REACH-T strategic objectives are to improve access to quality education as a means to combat exploitive child labor in Rwanda.

**Assignments:** Project Communications and Partnership Activities Support; Marketing Capacity Building of the FERWACOTHE Federation of Tea Farmers' Organizations of Rwanda

**Impact Results:** Impact Survey was not conducted; the project is no longer in operation.

## Senegal

**Host organization: Agricultural Technical High School Emile Badiane of Bignona (LTAEB)**

**Host Type:** Public and Private Education Institutions

**Host Background:** LTAEB was founded in 1999 and enrolls high school students who have completed middle school diploma and completed the first half of high school (BFEM). In addition, LTAEB provides support to producers who wish to build their capacity on specific topics related to their activities. LTAEB has also developed technological courses organized around the preparation of three types of high school diplomas (baccalaureates) with the mission of "preparing senior managers in agriculture and rural development".

**Assignments:** TOT on Value Chain Concept and Principles for LTAEB; TOT on Website Management and Development of a Database for Monitoring Graduates; Management and Administrative Techniques for a Vocational Training Center

**Impact Results:** LTAEB implemented F2F volunteer recommendations to build the capacity of students to meet market demand by developing courses in value chain development, harvest extension techniques, and produce storage techniques. Students' capacity was also strengthened on updating the website; this also increased the visibility of the center.

**Host organization: Alliance of the Integrated Masses for the Development of Women's Entrepreneurship Network (AMIDEF)**

**Host Type:** Cooperatives and Associations

**Host Background:** Alliance of the Integrated Masses for the Development of Women's Entrepreneurship is a national network and currently has more than 15,000 members. AMIDEF was created to ensure the empowerment of women, and to reduce poverty through districts enterprises. AMIDEF achieves this through trainings in various areas and assisting its members in accessing funding for their enterprises.

**Assignments:** TOT on Leadership Skills and Partnership Development; TOT on Fruit and Vegetable Processing; TOT on Soap Production

**Impact Results:** As a result of F2F assistance, AMIDEF improved its enterprise trainings in soap making, tamarin syrup production, and fruit and vegetable production, and added a new leadership and management training course to their offerings. The organization has thus far been able to provide these trainings to 250 members in three locations in Mbao, Gossas, and Louga.

**Host organization: Birkelane Associations Agreement (EGABI)**

**Host Type:** Cooperatives and Associations

**Host Background:** Founded in 1986, Birkelane Associations Agreement (EGABI) is structured around the values of –union and solidarity - "together, action to succeed" and principles of organization from the localities - village, rural community, department. EGABI's main areas of intervention are agriculture, livestock, micro-credit, agricultural processing, cooperative organization, etc. EGABI composed of 4 committees and 36 sub-committees for a total of 1,213 members.

**Assignments:** TOT on Good Agricultural Practices for Farmers' Association; TOT on Business Plan Development for EGABI

**Impact Results:** EGABI now offers training – using F2F information -- to its 1,331 members on Good Agriculture Practices (GAP), encompassing areas such as soil management, IPM, environmental management and composting, as well as a new course on business planning including a particular focus on the importance of market assessments. EGABI established two new partnerships with the Copewol program and Association Sénégalaise pour la Promotion du Développement par la Base (ASPRODEB), which provide funds (\$48,000) and agricultural raw materials (NPK 6-20-10 fertilizer) for EGABI's training and extension activities for farmers. F2F support in GAP gave EGABI more visibility, which attracted the interest of these partners.

**Host organization: Center for Vocational Training in Family and Social Economy (CFPEFS) of Kolda**

**Host Type:** Public and Private Education Institutions

**Host Background:** Center for Vocational Training in Family and Social Economy (CFPEFS) of Kolda was created in 1983 and specializes in food and horticulture courses. The duration of training is 3 years. Students obtain either a CAP or a certificate at the end of training. Their objective is to guide students in obtaining a job or become an entrepreneur. Since 2013, 50 graduates are in the labor market accompanied by an insertion unit set up by the center.

**Assignments:** Institutional Assessment and Action Plan Development for AET Institutions; Assessment, Training, and Improvement of Horticulture Courses

**Impact Results:** As a result of the volunteer-facilitated institutional assessment and strategic plan development, CFPEFS-Kolda activated unused campus land to develop a horticulture garden to both enhance student practical learning as well as to generate income for the school. Banana and vegetable production has provided income from both fresh product and catering sales of the center. The institutional assessment and strategic plan also supported the development of a new partnership with 3FPT to launch a training improvement program valued at \$110,000.

**Host organization: Coalition of Women Against Illegal Immigration (COFLEC)**

**Host Type:** Cooperatives and Associations

**Host Background:** The Coalition of Women against Illegal Immigration (COFLEC) was created in 2007 and includes 375 members. The objectives of the organization are to raise women's awareness about illegal immigration, raise awareness and conduct advocacy work to strengthen the rights of women, young people, and children in vulnerable situations, develop and diversify income-generating activities and employment opportunities for women and youth and encourage greater access to formal and non-formal training for youth and women related to the development of small and medium-sized enterprises and entrepreneurship.

**Assignments:** TOT on Soap and Body Care Products Production; Assessment of COFLEC's Management Structure; TOT and Curriculum Development in Local Cereal Processing and Preservation; TOT on Soap Production; TOT on Fruit and Vegetable Processing; Public Private Partnership (PPP) Opportunities Analysis and Training; TOT on Leadership and Business Management for COFLEC

**Impact Results:** F2F assistance has enabled COFLEC to introduce new offerings for its 132 members on organic soapmaking, cereals production and processing, and fruits and vegetable canning, using materials provided by F2F volunteers. The organization has also replicated leadership and management training for its group leaders across the country. As suggested in volunteer recommendations, COFLEC adopted an organizational structure to allow them to register with the Chamber of Commerce, established standard operating procedures for each operating unit of the organization, established a financial management and record-keeping system, and set up a committee for member conflict resolution and arbitration. COFLEC was also able to develop three new partnerships attributed to the leadership and management training provided by F2F. As a result, the organization was able to secure loans from the Agriculture Credit Bank of Senegal (CNCAS), was funded by the International Association Mobilizing for Equality (AIME), a French NGO for \$11,440 for facilities improvement, and AMIDEF for joint purchasing of raw materials.

**Host organization: Coastline Vegetable Producers Union (UML) of Mboro**

**Host Type:** Cooperatives and Associations

**Host Background:** The Coastline Vegetable Producers Union (UML) of Mboro is federated cooperative that works diligently to promote the interests of its members to 80 functional mixed groups. The cooperative provides training and support on quality control, savings and credit, marketing, and agroecological farming techniques. The General Assembly including all members is the supreme body of the UML. It defines the action programs, determines new directions, deliberates on the reports on the management.

**Assignments:** TOT on Agroecological Farming Techniques for Vegetable Producers Union; TOT Vegetable Seed Production; TOT on Vegetable Production and Protection Techniques for FADEC

**Impact Results:** UML-Mboro has replicated F2F training on agro-ecology, onion production, natural production and protection of crops, and seed production. Staff estimate that recommendations related to natural production and protection of crops (eliminating chemical pesticide use in favor of using a neem leaves/soap formula) and composting and mulching practices have been adopted by an estimated 70-80% of their 1,220 farmers to date.

**Host organization: Community Agricultural Areas Program (PRODAC)**

**Host Type:** Public Sector (government) Agencies

**Host Background:** The Community Agricultural Areas Program (PRODAC) is one of the highest priorities of the State of Senegal for youth employment. The main objectives of the PRODAC are: massively create jobs in the agriculture sector; provide rural populations with conditions and an environment conducive to the development of profitable and profitable agricultural enterprises; provide targeted areas with infrastructure and equipment (wells, boreholes, irrigation systems, roads, electricity, packing centers, etc.) enabling the development of production, processing, and packaging of agricultural products; create favorable conditions for the installation of private investors in the production, processing and agricultural services sectors; inserting young graduates (and not graduates) in the agricultural trades to combat underemployment and unemployment in rural and urban areas; facilitate the emergence of development poles, organizing, in fact, a rational land use and national land-use planning based on the agro-ecological potentialities of the identified terroirs; and improve the living conditions of the populations concerned well within the next 5 years.

**Assignments:** TOT on Crop Yield Forecasting Methods and Tools; TOT on Techniques for improving Aquaculture Production

**Impact Results:** PRODAC implemented a F2F volunteer recommendation to deliver extension services to fish farmers by training and disseminating new practices, techniques, and knowledge gained from the volunteer assignment, incorporating volunteer training materials to improve fish farm production.

**Host organization: CONCEPT**

**Host Type:** Non-Profit, Public Interest NGOs

**Host Background:** CONCEPT seeks operational solutions to social and economic exclusion and test solutions. The goal of CONCEPT is to support women's group in all its segments: organization, technical capacity building, trade, access to markets and artisans funding, and improving conditions and learning content.

**Assignments:** TOT on Risk Management for Microfinance Institution (MFI); Best Practices and Dissemination Based on Local Knowledge; Social Entrepreneurship TOT; TOT on Business Plan Development

**Impact Results:** CONCEPT replicated the F2F TOT on business planning among their 22 women's groups (228 members) and also adopted a volunteer's recommendation to survey the groups' other training needs, which led to the development of other new training courses in social entrepreneurship, financial management, administrative management, and loan management. CONCEPT also disseminated the risk management tools to groups for managing loans provided by a F2F volunteer and upgraded its business coaching services. CONCEPT also incorporated the F2F-introduced practice of conducting training needs assessments and training impact surveys among its supply groups. The organization also organized 114 Villagers Association for Saving and Loans (AVEC) groups into 11 Federations (FAVEC) to streamline training and technology dissemination.

**Host organization: Cooperative Network of Peasant and Pastoral Organizations of Senegal (RESOPP)**

**Host Type:** Cooperatives and Associations

**Host Background:** The Cooperative Network of Peasant and Pastoral Organizations of Senegal (RESOPP) provides members with the following services: provision of inputs and equipment needed for productive activities, consumer goods (rice, millet, etc. ...); marketing of cereal production surpluses of members; close supervision and technical monitoring with hundred agricultural agents; training of producers on the techniques of production and development of agricultural products; provision of results of research on new technologies; supporting post-harvest operations with funding of processing units.

**Assignments:** Assessment and Training of Beekeeping Production; Vegetable Seed Production; TOT on Storage and Conservation of Cereal Grains and Seed; TOT on Agroecological Farming Techniques

**Impact Results:** RESOPP started new training programs for its nine satellite groups on seeds and cereals processing and storage, beekeeping and agro-ecology –using information provided by F2F volunteers. Trainings have thus far reached 2,400 farmer members. In addition, as a result of the F2F TOT on agro-ecology, RESOPP secured and is implementing two grants for agro-ecology training from Belgian NGO Gembloux Development Aid (ADG) for \$65,000, and Canadian NGO Carrefour International for \$101,800. RESOPP also replaced traditional beehives with more modern Kenyan Top Bar Hives, based on F2F volunteer training.

**Host organization: Development and Textile Fibers Company (SODEFITEX)**

**Host Type:** Other Private Enterprises

**Host Background:** The Society of Development and Textile Fibers (SODEFITEX) objective is to develop the cotton agro-industry through agricultural advice, training of cotton growers, a collection of cottonseed production, ginning and marketing of fiber and seed. Along with agro-industrial diversification and the execution of services contracts in support of rural development, carried out independently of the cotton activities by BAMTAARE ("Support Base for Methods and Techniques for Agriculture, Other Activities and the Environment") who is responsible for literacy, training and structuring of cotton producer organizations; other services in rural development. It offers its services to varied customers: State, producer organizations, development projects and private.

**Assignments:** TOT on Leadership and Management

**Impact Results:** SODEFITEX established two new offices: a Training and Innovation Office, and a Monitoring and Evaluation Office, as a result of F2F leadership and management training. The company has also incorporated the practice of conducting training needs assessments and impact surveys among its supply groups.

**Host organization: Feed the Future Naatal Mbay Project**

**Host Type:** Non-Profit, Public Interest NGOs

**Host Background:** The USAID project Naatal Mbay is a Feed the Future program in Senegal. Naatal Mbay has four main objectives related to key technical areas such as improving the productivity of basic cereals (irrigated rice, rain-fed rice, corn, and millet) and strengthening agricultural markets. They also strive to promote a policy environment that supports and facilitates the engagement of a vibrant private sector in the agricultural sector and develop local capacity as an essential condition for efficiency and sustainability. This project supports cereal value chains in the delta and the Senegal River valley, in the southern groundnut basin and in the Ziguinchor, Sedhiou and Kolda regions.

**Assignments:** TOT on Organizational Capacity Development for Local Farmer Organizations

**Impact Results:** Feed the Future Naatal Mbay Project applied volunteer recommendations and training materials to retrain board officers and stakeholders in St Louis and Ourossogui. During training sessions, in addition to budgeting and planning, simulation exercises were done on resources mobilization. Naatal Mbay Project's training facilitators also replicated the training in local languages.

**Host organization: Foundiougne Vocational Training Center (FVTC)**

**Host Type:** Public and Private Education Institutions

**Host Background:** The Foundiougne Vocational Training Center (FVTC) offers day and evening courses aimed to limit school wastage, integrate young people in the professional world, use the associated knowledge required for the exercise of business activities and provide training, micro enterprises, women's groups, and associations. The day course trainees combine practical training with academic courses while strengthening their skills through work placements from 1st to 3rd year with 02 levels for each job. FVTC

also organizes modular training in cooking, baking, local cereal processing, and fruits and vegetable preservation, fish processing, nutrition, dying, computer science, poultry, gardening for micro-enterprises and women's groups and associations in partnership with NGOs.

**Assignments:** Institutional Assessment and Action Plan Development; Curriculum Development and TOT in Processing and Preservation of Fish and Seafood Products; Curriculum Development and TOT in Packaging and Labeling of Perishable Goods; TOT and Curriculum Development in Processing and Packaging of Milk in Yogurt and Cheese; TOT and Curriculum Development for Aquaculture

**Impact Results:** F2F assistance improved the hosts AET capacity in product conservation and packaging, aquaculture, dairy product processing, and strategic planning. F2F aquaculture information was used to develop a Training Insertion Program for youth funded by 3FPT. In addition, the host used information in institutional assessment to develop a full strategic plan for the center and this allowed new a partnership. FVTC introduced new short-course training in food packaging and processing, dairy processing, and fish and seafood processing that was delivered to 140 students and 30 community-based women's group members thus far, using materials provided by F2F volunteers.

**Host organization: Higher Institute of Business and Rural Networks (ISMRR)**

**Host Type:** Public and Private Education Institutions

**Host Background:** The Higher Institute of Business and Rural Networks (ISMRR) is a private institution that delivers training to members/leaders of farmer's groups, as well as to young people who are engaged in or want to get involved in agricultural activities. ISMRR has an existing relationship with the two hosts and has already been providing training to both groups, on different production techniques.

**Assignments:** TOT on Water Use Efficiency to Improve Horticultural Production; Capacity Building on Entrepreneurship Coaching

**Impact Results:** Impact survey not conducted. The host is longer operational.

**Host organization: Horticulture Initiation Center of Mbao**

**Host Type:** Public and Private Education Institutions

**Host Background:** The Horticultural Initiation Center of Mbao was created in 1976 to train farmers on production techniques and improve livelihoods and household food security in the region of Dakar. The Center concentrates training on farming developers (generally gardeners) and landowners.

**Assignments:** Institutional Assessment and Action Plan Development; TOT to Support Modernization of Farm Activities; TOT on Competency-Based Approach; TOT on School-Based Enterprise System; Entrepreneurship TOT for Centre d' Initiation Horticole (CIH) Teachers and CIH-supported Women's Group

**Impact Results:** As a priority that emerged from the F2F institutional assessment and action plan, the Horticulture Initiation Center of Mbao (CIH-Mbao) began income-generating projects on campus for student learning (both for production and business management skills) and institutional profit-making. The Center is currently producing and selling peppers and onions and plans to expand to maize, millet, and black bean in the next growing season. Students are now also managing the poultry enterprise, previously managed only by faculty. As a result, the center experienced a net income increase from \$760 annually in FY15 to \$4,535 in FY18 (this is outside academic funding for operations from government and student fees). CIH-Mbao also added an entire certificate program on horticulture based on assistance and materials provided by a F2F volunteer. The Ministry of Agriculture has authorized the program for a two-year Certificate of Professional Aptitude (CPA), and the program has already been delivered to students for two years.

**Host organization: Horticulture Initiation Center of Saint Louis (CIH-St. Louis)**

**Host Type:** Public and Private Education Institutions

**Host Background:** The Horticulture Initiation Center of Saint Louis (CIH-St. Louis) was created in 1963 under the Ministry of Agriculture and Rural Equipment. CIH SL objectives are to provide training to youth

to facilitate their integration into the productive sector. Also, to provide training to horticulture professionals in order to enable them to meet the current demands of the agriculture sector (increased competitiveness) and, provide to small producers with practical knowledge and improved organizational capacities to enable them to be more efficient.

**Assignments:** TOT in Management Accounting Tools; Development of a Practical Training Module on Poultry Production; Support to Develop a Course on Mechanization and Operation of Farm Equipment; Training and Technology Transfer on Drip Irrigation Systems; Support to Develop a Manual on Grafting Techniques; Formal AET Rapid Institutional Assessment and Action Plan Development; Assessment, Training, and Improvement of Horticulture Courses; TOT on School-Based Enterprise System; Syllabus Development and Training on Weed Control

**Impact Results:** CIH-St. Louis used its F2F-facilitated institutional assessment and action plan to access funding from the Korean International Cooperation Agency (\$1.6 million) as well as 3FPT (\$118,181) to help them expand their facilities and curricula as well as complete the development of their two-year agriculture CPA that they initiated with F2F support. CIH-St. Louis also implemented volunteer recommendations on installing and maintaining drip irrigation, grafting tree techniques, prioritize and follow bio-security guidelines, developing a syllabus for class activities, weed control, and integrate business management, math, and English class to meet the growing needs of students and employers.

**Host organization: Horticulture Initiative Center of Ziguinchor (CIH ZIG)**

**Host Type:** Public and Private Education Institutions

**Host Background:** CIG ZIG was established in 1974 by the State Secretariat for Human Promotion to promote the integration of youth in production and encourage their self-employment in horticulture, fruit trees, ornamental plants, plant nurseries, and poultry. The Center is open to youth from 16 to 30 years old who want to follow the initiation in horticulture.

**Assignments:** Institutional Assessment and Action Plan Development for AET Institutions; TOT on the Use of GPS; Training and Technology Transfer on Drip Irrigation Systems; TOT and Curriculum Development on Modern Farm Management; TOT on Website Management and Development of a Database for Monitoring Graduates; TOT on Micro-Garden Systems

**Impact Results:** F2F enabled CIH ZIG to create partnerships and to secure funding and resources. The school also acquired land for demonstration plots for hands-on field practice. In addition, the staff at the Center have improved their pedagogy skills including utilization of test plots for a hands-on project into the curriculum of the advanced students, to supplement learning.

**Host organization: Horticulture Vocational Training Center (CFPH)**

**Host Type:** Public and Private Education Institutions

**Host Background:** The Horticultural Center of Cambérène's goal is to train young people in the field of horticulture, especially as the development of gardens and public green spaces increased in the Senegalese capital. The Center has the following bodies; board of education, the council of improvement, the council of the professors, the council of the classes, and the disciplinary committee. In 2014, they have 174 registered students (129 men and 45 women). The main subject matter is horticulture; courses are taught on plant protection, irrigation, soil, and fertilizers.

**Assignments:** TOT for the Horticulture Vocational Training Center; Institutional Assessment and Action Plan Development; Formal AET Rapid Institutional Assessment and Action Plan Development; Support for Establishment of a System to Track and Monitor Graduates; Development of a Practical Training Module on Poultry Production

**Impact Results:** The main results related to F2F are improved poultry courses and institutional assessment report they used to define a complete strategic plan for the center. The 19 trainers who participated in F2F training have gone on to use the new teaching practices and improved course materials to benefit 231

students. One of the recommendations was to create a website for use in conjunction with the newly created online surveys and email newsletter. The website is created and regularly updated, and the school has also started sending email newsletters and created an online survey to track graduates. The school also adopted a recommendation to implement follow-up testing to verify that the students and learning and retaining knowledge.

**Host organization: International Center for Practical Training in Mboro (CIFOP)-Beekeeping Division**

**Host Type:** Non-Profit, Public Interest NGOs

**Host Background:** The International Center for Practical Training (CIFOP) -Beekeeping Division is a part of the biggest community development project of the Association of the Boys and Girls Scouts of Senegal. Beekeeping promotion has been a priority of CIFOP since 2003. The division also has a partnership with Broederlijk Delen.

**Assignments:** Assessment and Improvement Plan Development

**Impact Results:** The host replicated F2F training in improved beekeeping among 8,427 beekeeping community members. The training included specific modules on parasite and disease management and harvesting and processing of by-products. The Center's successful application of improved beekeeping has led to a partnership with Grande Cote Operation-Zircon, whereby CIFOR will train their staff and help them construct the proper beekeeping infrastructure.

**Host organization: International Center for Practical Training of Mboro (CIFOP)**

**Host Type:** Public and Private Education Institutions

**Host Background:** International Center for Practical Training of Mboro (CIFOP) is the largest community development project of the Association of the Boys and Girls Scouts of Senegal. It was established in 1988 in partnership with the Association of Guides and Boy Scouts of Luxembourg. CIFOP has vast experience working in partnerships and youth exchanges. CIFOP's main mission is to contribute to the country's development. The organization achieves this through various means: fighting soil erosion, offering quality vocational training, helping towards social integration, and improving the population's living conditions. CIFOP's ambition is to train technicians and skilled workers, who will come out highly skilled and operational after the training.

**Assignments:** Public Private Partnership (PPP) Opportunities Analysis and Training; TOT on Safe and Sustainable Agriculture; TOT on Vegetable Production and Assistance in Relaunching of New Agricultural Course Work; TOT on Resource Mobilization for AET institutions; TOT and Assistance to Diversify Fruits Production; Training and Technology Transfer on Drip Irrigation Systems

**Impact Results:** F2F support enabled CIFOP to provide extensive training to its students, clients, and partners on IPM, drip irrigation, fruit production, and sustainable agriculture. CIFOP also adopted various F2F volunteer recommendations including building a collaborative relationship among all the interested parties in the region, like Peace Corps and the Rodale Institute International. In addition, the Center established many new partnerships relevant to AET activities with GCO (Grande Cote Operation-Zircon) on offering services and a new agro-ecology program with a Swiss vocational training center and Agrecol, using F2F volunteer materials and information.

**Host organization: Kaffrine Vocational Training Center (CFP of Kaffrine)**

**Host Type:** Public and Private Education Institutions

**Host Background:** Kaffrine Women's Technical Education Center was established in 1976 to train, coach and guide young girls and boys in their chosen profession. In addition to initial training, CFP also provides on-the-job training in the form of on-demand modules for further training. A center with adequate facilities and equipment with competent staff, CFP is offers an adapted training to the needs of the labor market. CFP is running its mission relying on transparent management with effective communication and a good insertion policy.



**Assignments:** Management and Administrative Techniques for a Vocational Training Center

**Impact Results:** As a result of F2F volunteer assistance, CFP of Kaffrine developed a school website and Facebook page to support the institutions' visibility for community outreach for recruitment, program delivery, and public accountability. CFP of Kaffrine is also integrating improved learning and administrative techniques and tools (taught by a F2F volunteer) when teaching students and training producers and women associations who wish to build their capacity on relative topics.

**Host organization: Management Committee of the Pond of Peulhgua**

**Host Type:** Cooperatives and Associations

**Host Background:** The Management Committee of the Pond was created in 2006, following the construction of the pond in the village of Peulhgua. Management Committee of the Pond of Peulhgua provides its members various services including informal training, support for field practices, partnerships formed with the external structures, and serves as an interface between the organization and the financial and government institutions.

**Assignments:** TOT on Water Use Efficiency to Improve Horticultural Production

**Impact Results:** The Management Committee of the Pond of Peulhgua is replicating F2F training on GAP among its members, including topics on seed saving methods, compost and manure tea fertilizer use, drip irrigation, crop rotation, and natural crop protection.

**Host organization: National Agency for Aquaculture (ANA)**

**Host Type:** Public Sector (government) Agencies

**Host Background:** The National Agency for Aquaculture (ANA) goal is to build a strategy around strong development priorities of sustainable fish farming expansion. This includes improving the fish farming process to be technically feasible with the use of accessible technologies (technical durability), economically profitable and generate wealth (economic durability), and socially fair benefiting a wide segment of the community (social durability).

**Assignments:** Support to Improve Aquaculture Production of the Aquaculture National Agency and Fish Farms, Assessment and Improvement of Fry Production, TOT on Resource Mobilization for AET institutions, Support for the Assessment and Improvement of the Nutritional Quality of Fish Food and Feeding Practices

**Impact Results:** ANA now offers training on fish production, including topics on feed production, fish farm management, and fingerling cross-breeding, and improved trainings on ponds technical design and fingerling transport, using materials provided by F2F volunteers. The agency is also offering new services to clients, including the sale of improved feed and first-generation Heterobranchis fingerlings, and improved pond construction services. Thus far, these new services have been delivered to 110 new clients. The improved curriculum led to a collaboration with the formal vocational training center in Podor, where ANA developed their new fish farming curriculum.

**Host organization: National Agency for Insertion and Development of Agriculture (ANIDA)**

**Host Type:** Public Sector (government) Agencies

**Host Background:** ANIDA promotes the development of modern, diversified agriculture, and has two main objectives. That is to ensure the creation and the development of modern integrated agricultural farms to promote long-sustainable jobs and tackle youth unemployment, poverty, rural exodus, and migration, and to support the initiatives in the agro-silvopastoral sector through assisting small farmers and developing Community Agricultural Domain to facilitate land access.

**Assignments:** TOT on Solar Energy Use in the Agricultural Sector: Installation and Maintenance; MS Project Software Training for ANIDA; TOT on Using and Maintaining Drip Irrigation Systems; Support to Develop a Course on Mechanization and Operation of Farm Equipment; TOT on Crop Yield Forecasting Methods and Tools; TOT on Resource Mobilization for AET institutions; Training on Value Chain Approaches for ANIDA's staff, Organizational Diagnosis and Operational Management of ANIDA Farmer Organizations; TOT on Goat Farm Management; TOT on Management and Use of Pesticide Molecules for Plant Protection; TOT on Administrative and Accounting techniques

**Impact Results:** F2F staff were unable to collect final impact data on this host.

**Host organization: National Agency for the House of Tools (ANAMO)**

**Host Type:** Public Sector (government) Agencies

**Host Background:** The National Agency of the House of Tools (ANAMO) created in 2011 with the mission to "make available to urban and rural populations, multifunctional resource centers able to provide young people with qualifications, enabling them to perform services capable of generating income. ANAMO has the following objectives; to provide youth with equipment and tools that can enhance the potential of their environment and improve their living environment and to offer youth the opportunity to perform services that can generate substantial income and train the maximum number of youth seeking skills and employment in the fight against underemployment and unemployment, decentralize training activities to neighborhoods and grassroots communities, implement multifaceted training spaces that can provide relevant responses to the demand for local goods and services, and contribute to the fight against illegal emigration by setting young people on their grounds.

**Assignments:** TOT on Entrepreneurship Coaching for ANAMO staff

**Impact Results:** The volunteer assignment took place in June 2018; therefore, it is too soon to assess impacts.

**Host organization: National Agency for the Promotion of Youth Employment (ANPEJ)**

**Host Type:** Public Sector (government) Agencies

**Host Background:** ANPEJ implements an integrated information system and monitoring of target groups in labor market, facilitates conditions for access to employment for youth and target groups, enhances the employability of youth and target groups, and facilitates access to financing for youth and target groups.

**Assignments:** Training and Curriculum Development on Using and Maintaining Drip Irrigation Systems; TOT in Drip Irrigation Systems Fertilization Techniques; TOT on Financial Negotiation and Partnership Development; Support ANPEJ to Establish and Manage Incubation Centers; TOT on Administrative and Accounting techniques

**Impact Results:** F2F assistance enabled ANPEJ to improve its Model of Management system for its Incubation Center. ANPEJ now integrates all stakeholders involved in the process and has developed a graduate database to inform graduates on job and internship opportunities. ANPEJ was also able to develop a business plan, loans service for Incubation's Center former graduates, and a new partnership with PAJER (Support Project for the Promotion of Rural Youth Entrepreneurship) as a result of information and tools provided by a F2F volunteer. This new partnership will allow ANPEJ to create up to 20,000 youth employment in agriculture value chain with AET activities.

**Host organization: National Federation of Actors of the Senegal Local Milk Sector (FENAFILS)**

**Host Type:** Cooperatives and Associations

**Host Background:** National Federation of Actors of the Senegal Local Milk Sector (FENAFILS) aims to promote the sustainable development of the dairy sector; to unite its members and to defend their interests; to represent them to the state, donors and development partners and to set up a framework for reflection

and proposals Solutions to the problems identified in the sector. FENAFILS is composed of actors in the local milk sector: producers, local fresh milk processors, collectors and distributors.

**Assignments:** Business Management of Livestock Production; TOT on Dairy Cow Nutrition; TOT Business Planning

**Impact Results:** After F2F trainings, FENAFILS trained farmers on how to keep daily records and provided them with tools to ensure successful business practices, including estimate daily sales volume, average inventory levels and assess production capacity and storage capacity for avoiding future stock outs or unavailable supply to maintain adequate inventory. FENAFILS also created a WhatsApp group and shared the volunteer training and tools with other members.

**Host organization: National Training Center for Agricultural Technicians and Agricultural Engineering (CNFTAGR)**

**Host Type:** Public and Private Education Institutions

**Host Background:** The National Training Center for Agricultural Technicians and Agricultural Engineering (CNFTAGR) in Ziguinchor, is a public secondary vocational agricultural technical and vocational education institution. It is a government-funded institution focused on meeting the goals of the State in agricultural and professional training. Its mission is to train rural producers, initial introductory training of agricultural technicians and providing expert advice at the request of the farm's organizations in the region. It is positioning itself to meet market demands and help its graduates successfully transition into employment after graduation.

**Assignments:** TOT on the Use of GPS; Training and Technology Transfer on Drip Irrigation Systems; TOT and Curriculum Development on Modern Farm Management

**Impact Results:** F2F supported CNFTAGR in establishing and managing an efficient farm management system. The Center adopted several volunteer recommendations, such as the development and use of a Farm Budget tool, test plots, and drip irrigation system, and the use of a syllabus for training. As a result, the Center was able to boost production yields and modernize working procedures. Water access and supply for field work was no longer a problem because of the newly settled drip irrigation system.

**Host organization: National Training Center for Fisheries and Aquaculture Technicians (NTCFAT)**

**Host Type:** Public and Private Education Institutions

**Host Background:** The National Training Center for Fisheries and Aquaculture Technicians (NTCFAT) is the main institution providing agriculture education and training (AET) to improve the quality of fishery and aquaculture human resources. The Center's objectives are to participate in the emergence of professional awareness of the sustainable exploitation of fisheries resources, promotion of fishery products, entrepreneurship, and co-management and meet the requirements of competitiveness, effectiveness, and efficiency of fishing enterprises.

**Assignments:** Assessment and Improvement Plan for the Production and Processing of Dried and Smoked Fish; Formal AET Rapid Institutional Assessment and Action Plan Development; Training of Trainers on Competency-Based Approach; Public Private Partnership (PPP) Opportunities Analysis and Training; Formal AET Rapid Institutional Assessment and Action Plan Development; Support for Establishment of a System to Track and Monitor Graduates

**Impact Results:** After F2F assistance, NTCFAT developed a website and graduate database. Future students now have access to the website and an online form for information request. This has increased the center's visibility and they have more candidates for the national admission exam. NTCFAT also secured \$278,200 of funding from the Ministry of Fisheries for laboratory equipment and installation of two new aquaculture ponds as a result of the F2F-facilitated institutional assessment and development of a five-year action plan, which was submitted to the Ministry.

**Host organization: Office of Vocational Agriculture Education (Bureau de la Formation Professionnelle Agricole)**

**Host Type:** Public and Private Education Institutions

**Host Background:** The Bureau was established in 2003 within the Ministry of Agriculture to encourage and coordinate policy on vocational training in agriculture and rural development. The Bureau is in charge of coordinating formal AET institutions within the country. As an important part of their mandate, the Bureau seeks to identify affordable hosting services and maintain a website to provide relevant information to the institutions. The BFPA, a team of 7 people, relies on a network consisting of two public agricultural training schools, 12 centers and 16 post-primary versatile centers for producer training (PSPC). BFPA has multiple computers and an internet connection.

**Assignments:** Assistance to the Office of Vocational Agriculture Education for the Establishment of a Functional Website

**Impact Results:** F2F supported Office of Vocational Agriculture Education in developing a website and social media platforms. The website, YouTube videos, and Facebook page has increased the visibility of the office.

**Host organization: Platform of Senegalese Agribusiness Professionals Organizations (POPAS)**

**Host Type:** Cooperatives and Associations

**Host Background:** POPAS is an interprofessional organization created in 2010. Within the Platform, the seven (7) sectors have the common denominator of all being involved in processing from the raw material to the consumers of products such as agriculture, fruits, vegetables, milk and derivatives, meat, poultry; fishery products, oilseeds. Professional organizations that compose POPAS are about 150 micro and small agribusinesses (AMS), including more than 2500 physical members.

**Assignments:** Public Private Partnership (PPP) Opportunities Analysis and Training; PPP Opportunities Analysis and Training; Best Practices and Dissemination Based on Local Knowledge; TOT on Marketing and Merchandising of Agricultural Products; TOT on Business Plan Development; TOT on Resource Mobilization for AET institutions; Training on Administrative and Accounting Techniques

**Impact Results:** F2F enabled POPAS to establish a new partnership with USAID/ERA to further its support and member services in five regions. POPAS is now replicating training on hygiene and quality practices, business planning, marketing, merchandising, administrative and accounting techniques, using training materials and tools provided by F2F volunteers. The organization also established partnerships with ENSA (National School of Agriculture), UGB University of St Louis, Assane Seck University of Ziguinchor, and GRAAS (Research Group on Agriculture and Agro-business in Senegal), after following F2F volunteer recommendations.

**Host organization: Producers Association of the Gambia River Valley (APROVAG)**

**Host Type:** Cooperatives and Associations

**Host Background:** Association of Producers of the Gambia River Valley (APROVAG) was created in 1988 following the declining support and the withdrawal of the African Office for Development and Cooperation (OFADEC in French) in partnership with the Canadian Catholic Organization for Development and Peace (OCCDP in French). APROVAG goal is to improve the living conditions of the farmers in the intervention zones of rural communities of Missirah, Dialacoto, and Nébabou.

**Assignments:** TOT on Organizational Capacity Development; TOT on Agroecological Farming Techniques for APROVAG; TOT on Participatory Monitoring and Evaluation; TOT on Natural Resource Management in Banana Production

**Impact Results:** APROVAG replicated F2F TOT on agro-ecology, natural resource management, organizational capacity development, and composting among their 12 economic interest groups (924

members). Before F2F training, most farmers were buying compost; now they produce and use their own compost. APROVAG has also significantly improved the participation of women in its trainings and created an M&E staff position as a result of F2F recommendations. The organization also has a newly-developed action plan with goals and timelines that are displayed where all members can view it.

**Host organization: Professional Training Centre (CFP)**

**Host Type:** Public and Private Education Institutions

**Host Background:** Established in 2003, the Professional Training Centre (CFP) is a public technical and vocational training attached to MFPAA (Ministry of Vocational Training Handicrafts and Learning). CFP offers a wider range of courses including fashion design, hairdressing, community health work, and horticulture.

**Assignments:** TOT on the Design and Management of Youth Internship Programs in Agriculture; Assessment, Training, and Improvement of Horticulture Courses

**Impact Results:** F2F assistance enabled CFP to improve its training programs. Before F2F's assistance, the horticultural courses were not harmonized; each teacher developed his own modules. With the assistance received from F2F, the horticulture department now has course materials that are shared between the teachers. This has enabled the teachers to increase the quality of the courses and even to increase the surface area of the application center for horticultural techniques. CFP also improved its internship program using the tools developed by a F2F volunteer.

**Host organization: Professional Training Centre (CFP) of Bargny**

**Host Type:** Public and Private Education Institutions

**Host Background:** The Professional Training Centre (CFP) of Bargny is a public technical and vocational training attached to MFPAA (Ministry of Vocational Training Handicrafts and Learning) created in 1972. CFP of Bargny focuses on eight areas: electricity, auto mechanics, metal works, chain drawing building, carpentry, sewing, agri-livestock, and craft. The Centre also provides ongoing training for CBOs (Community Based Organizations) and individual wishing to make capacity building and holders of the electrical CAP for training on solar energy for 6 months or modular training.

**Assignments:** Institutional Assessment and Action Plan Development; Assessment, Training, and Improvement of Horticulture Courses

**Impact Results:** F2F assistance allowed the host to effectively implement the government-mandated competency-based approach with tools and materials provided by a F2F volunteer. In addition, the F2F institutional assessment gave the host defined and updated a strategic plan with a vision for center development. Now all staff are involved in the development of the center with a task sharing system. CFP Bargny also increased its outreach and communications with private sector partners, which increased the number of internships and job placement rates for graduates. Outreach included strategies such as student exchanges and site visits, employer surveys of needs, "open house" days on campus for employers, and entering formal agreements on internship expectations. In addition, CFP Bargny developed school websites and Facebook page to support the institutions' visibility for community outreach for recruitment, program delivery, and public accountability purposes.

**Host organization: PROGRES-Lait**

**Host Type:** Non-Profit, Public Interest NGOs

**Host Background:** PROGRES-Lait is a program for access to productive energy services for the development of the milk value chain. This program, launched by ENDA ENERGIE and financed by the European Union, spans four years. It consists of making available to the stockbreeders in the villages mini-platforms and solar platforms for the conservation of milk, milling, welding and lighting in the four dairy catchment areas in Senegal, and in Mauritania. Its goal is to strengthen the local economy through access to energy services for the milk value chain.

**Assignments:** TOT on Entrepreneurship in the Milk Value-Chain; TOT on Organizational Capacity Development for Livestock Organizations; TOT on Dairy Hygiene and Quality Standards

**Impact Results:** Since the three F2F trainings, the host now has materials and the capacity to offer trainings to its clients on better Hygiene and quality standards, entrepreneurship and operation, and management of a cooperative. 13 participants were directly trained by F2F, and they have been able to replicate that training with 200 clients in the South. As a result, three of five cooperatives have now started formalizing their organization and reinvesting their assets to help with administrative and operating costs. The host plans to do more outreach and training in September during the rainy season. In addition, after a volunteer recommendation, the host established a new relationship with the Departmental Inspector of Livestock in St Louis for extension activities and replication of training.

**Host organization: Regional Vocational Education and Training Center (CRETf) of Fatick**

**Host Type:** Public and Private Education Institutions

**Host Background:** Under the supervision of MFPAA, CRETf Fatick is a public vocational training center whose mission is to provide quality training learners that meet the needs of the labor market with a dynamic partnership to facilitate their socio-economic integration. CRETf Fatick has adequate facilities for adapted training to labor market needs, based on a system of management and effective communication for successful integration of five areas of, participation, professionalization, entrepreneurship, pooling, and occupational integration.

**Assignments:** Institutional Assessment and Action Plan Development; Assessment, Training, and Improvement of Horticulture Courses

**Impact Results:** The host is now training with a Competency Base Approach (CBA) in Ag Livestock using the information and training of the F2F volunteer. The host has used this approach and the volunteers' materials to disseminate the information to 318 beneficiaries. To help in this endeavor, Center established a new partnership with a private business, which provided more than one hectare of land for horticulture practices and gave teachers access to livestock for demonstrations. At the end of this academic year, eight students from the Center will take the National Certification Exam for Horticulture and Livestock; this is a very positive and exciting accomplishment for the school's agriculture training program.

**Host organization: Vocational Training Center (CFP) of Birkelane**

**Host Type:** Public and Private Education Institutions

**Host Background:** The Center for Professional Training (CFP) of Birkelane was created in October 2010 with a mission to "ensure that learners have a good initial and continuous training perfectly adapted to the needs of the employers and to accompany them into professional life." The center offers 2 types of diplomas, one given by CFP to individuals with less than 2 years of secondary education and one given by the government with 3 years of secondary education. Both certificate levels require 3 years of studies administrative staff is composed of a director who leads the center, an accountant, an equipment and supplies manager, a secretary, and a field supervisor. There are 26 trainers and 148 trainees. The Birkelane MFC has the following areas of study: hairdressing, clothing/tailoring, food services, electrical installation, horticulture, computer skills (by modules).

**Assignments:** Institutional Assessment and Action Plan Development; TOT on Micro-Garden Systems; TOT on Website & Database Development and Management; Training and Technology Transfer on Drip Irrigation Systems; TOT on Designing and Managing an Internship Program

**Impact Results:** The host has implemented 7 out of the 13 volunteer's recommendations and replicated the volunteer trainings to farmers. This includes two new courses on micro-gardening and drip irrigation being taught to 222 students and farmers. The institutional assessment and website design assistance provided by volunteers enabled the Center to more effectively communicate with the community about events and opportunities. At the suggestion of a F2F volunteer to include the establishment of new

relationships in its action plan, the host established a new partnership to promote AET activities with the Youth Council of Birkelane.

**Host organization: Vocational Training Center (CFP) of Nguékokh**

**Host Type:** Public and Private Education Institutions

**Host Background:** In 1971, as part of a new orientation, the Government of Senegal had initiated a policy of re-education and training of young people in school. Thus, practical education centers, including CFP Nguékokh were created to meet this new policy. The new reform, initiated by the Ministry of Vocational Training, Learning and Handicrafts, CFP-Nguékokh has as missions to solve the problem of the non-qualification of young people, producing a skilled workforce responding to the needs of the labor market, and to help young Senegalese girls and boys to get a convenient job after graduation.

**Assignments:** TOT on Micro-Garden Systems; TOT and Curriculum Development on Fruit Trees for CFP Nguékokh; TOT and Curriculum Development on Vegetable Production

**Impact Results:** After F2F assistance, the host now has the ability to find, manage, and use new techniques on their plots of land to improve the production of horticulture and fruit trees. The volunteers provided relevant tools and skills in micro-gardening, vegetable production, pest control, record keeping, garden management, and fruit tree production. The Center is now training others using equipment and training materials provided by volunteers. As a result, students are now practicing organic techniques, diversifying their products, like growing mint, and learning to keep records. The host also established a partnership with the Women Group of Nguékokh and plans to disseminate F2F training to them.

**Host organization: Vocational Training Center of Djilor**

**Host Type:** Public and Private Education Institutions

**Host Background:** Due to high demand from the people of Djilor, the Vocational Training Centre (CFP) took shape in 2011 with financial support from NGO ACTIONAID via APROFES (Association for the Promotion of Women in Senegal). CFP-Djilor opened in April 2013. Its mission is to give young people a vocational education to meet the needs of the labor market and ensure the insertion and monitoring of learners. CFP-Djilor training aims to develop the skills needed to achieve and maintain a job and integrate young people in the professional world.

**Assignments:** Curriculum Development and TOT on Fruit Trees; Institutional Assessment and Action Plan Development, Fatick Region; TOT on the Design and Management of Youth Internship Programs in Agriculture; TOT on Crop Production in Soils with High Salt Content; Curriculum Development and TOT on Flowers and Ornamental Plants Production; TOT on Micro-Garden Systems

**Impact Results:** After receiving F2F training, CFP-Djilor is now offering four new courses, including micro-gardening, fruit production, ornamental plant production and farming in soil with high salt content. CFP-Djilor was also able to establish a new partnership with 3FPT, valued at \$25,450, which financed a training insertion program of poultry and horticulture for the center and another with the district council to support youth in horticulture training. In addition to reaching 296 people (half of them women), CFP-Djilor recently created its own Facebook page to increase outreach into the community. The student farmers of CFP-Djilor are now practicing composting, micro-gardening and natural pest control after the Center adopted several of the F2F volunteer's recommendations.

**Host organization: Women's Group of Koulouck**

**Host Type:** Cooperatives and Associations

**Host Background:** The Women's Group of Koulouck, formed in 1968, includes 50 women. The women's group main activities are farming collectively on 2 hectares of land. The Women's Group of Koulouck provides its member's services including informal training, support for field practices, partnerships formed with the external structures and serve as an interface between the organization and the financial and government institutions. The main crops are onions, tomatoes, eggplant, and hot pepper, which provides

crops from November through April. A well and tower operating on solar energy allow the farmers to water their 2 hectares, however, the availability of the water remains a constant constraint with water being available only in the morning.

**Assignments:** TOT on Water Use Efficiency to Improve Horticultural Production

**Impact Results:** The host was already practicing safe and sustainable farming before F2F assistance, but the F2F volunteer assistance provided them with new skills and techniques on organic farming like mulching, natural crop protection, compost, and drip irrigation. The women's group adopted 100% of the volunteer's recommendations. Most importantly, the F2F field staff gave them the French version of the training materials that they used as a guide for replication. The new skills and techniques combined with the materials really improved their ability to provide AET. This explains the results like improved farming practices and the 180 people they retrained after F2F assistance. Their new farming system even attracted some new partners like AGRECOL and created an opportunity for funding sources. Another result is that now wholesalers and clients have started to prefer their horticulture products because they can store them longer and this gives to the host a greater market advantage.

**Host organization: Women's Technical Education Center (CETF) of Velingara**

**Host Type:** Public and Private Education Institutions

**Host Background:** The CETF of Velingara was established in 1985 and has five departments: clothing, agri-farming, catering, hairdressing, and crafts. Between these departments, the Center has 130 trainees divided being trained by with 26 trainers, including ten women. The host had never undergone a strategic planning process or completed an Action Plan before F2F.

**Assignments:** Institutional Assessment and Action Plan Development for AET Institutions; Assessment, Training, and Improvement of Horticulture Courses

**Impact Results:** CETF of Velingara is working to create internship opportunities for students, following recommendations of a F2F volunteer. Prior to F2F, the Center had informal internships with no contracts and expectations. Now the school makes sure a formal contract or agreement is in place. In addition, the Center is also increasing its research and network of potential internship opportunities. To become more integrated within the community, the Center recently changed its name to the "Professional Training Center of Velingara", to make it clearer that the center is not just for women and to attract a larger number of people. The agro-husbandry volunteer training was very well received and appreciated, as the Center plans to start a full training program for the next school year. They have come up with a preliminary strategic plan and have started to engage with the community leaders about how best to implement the plan.



# Annex 4: Success Stories

## Farmer-to-Farmer Support Ends Years of Drought in Research Grant Funding in Nigeria Osun State Polytechnic, Iree Secures Grants for the First time in Seven Years

In twenty-three years of the existence of the Osun State Polytechnic, Iree, only two faculty were able to access a Nigeria Tertiary Education Trust Fund (TETFund) PhD research grant. Many faculty therefore became stagnated and discouraged, and as a result, the quality of teaching and instruction was negatively impacted. This stalemate impacted students' performance as well as the general progress of the institution. Student enrolment was stagnated at an average of 11,200 individuals, and the private sector was reluctant to employ the students for the mandatory Government of Nigeria Students Industrial Work Experience Scheme (SIWES). The government of the State of Osun also contemplated merging the institution with another in 2015 but suspended the idea when it heard of the collaboration with the USAID/Winrock Farmer-to-Farmer (F2F) Program.

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*"When I became the Rector of this great institution, I was the only PhD. Three years after, we were able to add two more. However, some three years after our contact with the USAID/ Winrock F2F, 26 faculty have received the TETFund PhD research grant and are pursuing their programs. The F2F support has made such a huge difference in our institution. This is one of my legacies to the institution as I retire in 2019."*

**Dr. J.O. Agboola, Rector**

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In the initial meeting with the F2F Program, the Rector of the institution, (Dr. Jacob Agboola) remarked "For 23 years of the existence of this great institution, we have not had any agriculture program; we want to start one and on a good footing; [this is the] reason why we need your support." In the first quarter of 2015, F2F fielded a U.S. volunteer to conduct an initial assessment of the institution and work with the school to develop an action plan. Under the guidance and support of the F2F program in the subsequent three years, the school worked methodically and faithfully to adopt various F2F volunteer recommendations. These efforts resulted in many improvements.

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*"For three years, several of my colleagues and I applied for the yearly TETFund PhD research grant and failed to get awarded. However, after [the F2F volunteer] trained us, we worked collaboratively to support ourselves to submit individual applications. To the amazement of all the applicants and the institution, all 11 applications were awarded. This was a turning point in the institution as yearly, many more of our colleagues have developed the confidence and have applied and been awarded."*

**Mrs. O. A. Olanrewaju**, Acting Head  
Department of Agricultural Technology

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One transformative change came after a F2F volunteer trained staff and faculty on project development, grant proposal writing, and strategic plan development. Inspired by the training, 11 faculty worked collaboratively to apply for a TETFund PhD research grants in 2016 and were all awarded. Another group of 8 (in 2017) and 7 (in 2018) applied using the now familiar F2F/OSPoly 'template' and were again all awarded. This has, in a short period, restored confidence in the faculty.

Other F2F volunteers trained and supported Osun State Polytechnic faculty with pedagogy and classroom management tools, library improvements and creation of an e-library platform, and secondary school outreach. As a result, faculty assessments and student evaluations have shown that faculty performance has improved in the areas of research, teaching and instruction, and the institution is back on track with faculty retention and quality faculty applying to join the services of the institution. Likewise, the institution has become more attractive to prospective students, as evidenced by a 21% surge in student enrolment (from 11,200 to 13,535 students).

## F2F Training-of-Trainers Builds Technical Skills and Empowers Lead Farmers

The Coastline Vegetable Producers Union (UML Mboro) serves 4,300 members in 80 mixed farmers groups across the western coast of Senegal (Niayes region), with a registered office in Mboro (Thiés region). Farmer members (mostly smallholders; 30% women) produce onion as their main crop, along with other vegetables such as tomato, eggplant, African eggplant, turnip, squash, etc. The Niayes area has many advantages suitable for horticulture production – such as favorable climatic conditions, fertile land, and large local markets. However, despite these opportunities, union members lack access to information on sustainable farming methods and good agriculture practices; in turn, the area faces high use of pesticides and chemical fertilizers and high production costs.

To address these challenges, the Union requested support from the USAID Farmer-to-Farmer Program. In April 2016 and September 2017, three American volunteers, Dr. Paul Wojtkowski – an agroforestry specialist/ag economist, horticulture specialist Matilde Paino D'Urzo, and farm owner Dr. Rachel Schattmann, provided Training-of-Trainers sessions on vegetable production and agro-ecological farming techniques. These trainings enabled members to build new skills and learn improved, sustainable agricultural practices like natural pest control using neem leaves-soap and fertilization with manure and compost tea.

These new skills and information motivated many farmers to use natural pest control methods instead of pesticides, as well as to integrate the use of compost, both of which have saved money. The Union estimates that more than 4,500 hectares are now managed using these improved practices.

The F2F training has also built confidence of Union members who now serve as lead farmers and replicate the training with others. Committed to sharing the knowledge with others – following Winrock's F2F strategy for informal agriculture education and training – the Union training participants each retrained at least 20 persons in their own mixed farmers group, reaching a total of 1,220 farmer members. The Union also shared training materials and information with 300 external farmers from Walo (North area) and in the district of Darou Khoudoss (Mboro). One Union member, Ms. Bineta Ba, notes *“Something very important is that USAID F2F allowed us to become real trainers with skills and materials and this made all results happen because we were able to train others in the same level of information. This year we produce at my farm with no chemical product and after harvesting, we have vegetable's with bigger size, better quality and conservable for a longer time.”*

The introduction of improved farming practices has translated into increased yields – and thus increased income – for members like Ba. *“Before using compost, I spent during each campaign 250 kg of fertilizers in 1/3 ha which costed at least \$120, and the yields were 60 bags of 55 Kg, equal to 9.9 T/ha. Now, with the use of compost and agro-ecological farming techniques, I spend only \$50 for 100 Kg of NPK, and the results are very different. The yield is 90 bags of 55 Kg for the 1/3 ha, equal to 14.9 T/ha. Now, I am very interested in working with only organic matter and agro-ecological farming techniques,”* she explains. Other farmers have noted similar returns.



With the new skills and knowledge gained from F2F assistance, the Union's role as a provider of strategic agricultural information and training for its members is reinforced. As a result of this success, the Union has also increased its services to now include loans, issuing \$21,818 in loans for 60 farmers for the first time, in 2018.

## Collaborating to Improve Agricultural Education in Guinea

In Guinea, there are two tiers of agricultural education. The *Institut Supérieur Agronomique et Vétérinaire* (ISAV/F), overseen by the Ministry of Higher Education, is the only university in the country that specializes in agricultural education and research. In addition, there are six regional institutes – *Ecoles Nationales D'agriculture Et D'élevage* (ENAEs), *Centre Accademique de Formation Professionnelle Post Primaire de Macenta* (CAFPPP), and *Ecole Nationale des Techniciens des Eaux et Forêts* (ENATEF) – under the Ministry of Professional Training that provide vocational training to agricultural technicians. Because they are managed by different ministries, in the past there was very limited collaboration among them. With the

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*"I'm happy that Winrock/F2F uses American volunteers to help agriculture institutions. The program is ambitious in working together with us to professionalize agriculture training. Partnerships with ISAV/F, the ENAEs, and ENATEF are important to progress agricultural development in the country."*

**Mr. Lansana Komara**, Minister of Technical Education, Vocational Training, Employment, and Labor

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support of the USAID Farmer-to-Farmer (F2F) program and the associated USAID Agriculture Education and Market Improvement Program (AEMIP), all six public institutes for agricultural training in Guinea came together to establish the Guinean Agricultural Institutions Network (*Reseau des Institutions d'Enseignement Agronomique de Guinée* --GAIN) in 2014. For the first time, GAIN created synergy between applied training for practitioners and advanced education in agricultural sciences.

GAIN's mission is to enhance the quality of agricultural training and ensure that training programs adequately address any skills gaps. The network has been formally registered with the government and is currently pursuing joint funding opportunities to support national-scale outreach and training activities.

Over five years, F2F volunteers provided training and assistance to GAIN on organizational development, leadership, gender sensitization, partnership development, proposal writing, marketing and communications, pedagogy, and information technology – in addition to addressing specific technical or institutional weaknesses within each individual school. GAIN has empowered the schools to act in concert to address systemic problems and advocate for more effective public policy. Since the network formed, GAIN members have worked together to:

- Conduct first-ever institutional assessments for GAIN members, providing the schools a framework for strategic planning and resource mobilization;
- Develop guidelines for institutional gender policies – which has increased dialog on gender issues and sexual harassment on campuses and led to promotion of women faculty and students in leadership positions;
- Conduct joint research on graduates' job placement and current employment opportunities in the agricultural sector – to help inform curriculum and program revisions;
- Lobby the Ministry of Professional Training to revise curriculum using a skills-based approach;
- Lobby the Ministry of Technical Education to revise the academic calendar of the national agriculture schools to match the timing of public budget allocations;
- Lobby to enable the best graduates of mid-level agriculture schools to enroll at ISAV/F with credit;
- Work collaboratively on design of a common model form internship programs;
- Create a shared database of agricultural practices in each region; and
- Share curricula amongst members, particularly with new AET institutions.

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*"Thanks to F2F, this is the first time that a woman has headed an ENAE!"*

**Ms. Mbalou Keita**, Director, ENAE Tolo

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With F2F support, GAIN developed a partnership plan for collaboration and expansion of network membership to include private training centers, local NGOs, and agribusinesses. GAIN members now have stronger relationships with community groups and farmers – to provide hands-on learning for students and to ensure that curriculum and programs directly address local needs. Each school has formalized at least one relationship with an external partner.

# Annex 5: Associate Award Summaries

Winrock implements one Associate Award under the F2F for Agriculture Education and Training LWA, and one Associate Award under Winrock's previous Caribbean Basin II LWA. Information about each Associate Award is listed below:

- i. **Country:** Guinea
- ii. **Project Title:** Agriculture Education and Market Improvement Program (AEMIP)
- iii. **LOP Budget:** \$7,510,000
- iv. **Obligated Amount:** \$2,807,600 (FY14); \$2,012,195 (FY15); \$2,437,857 (FY16)
- v. **Start Date:** May 30, 2013
- vi. **Completion Date:** April 28, 2018
- vii. **Objectives:** To build the capacity of agriculture education and training (AET) and research institutions in Guinea to respond to the growing needs of farms and agriculture enterprises in the face of shifting markets and climate change. AEMIP will facilitate the emergence of the *Institut Supérieur Agronomique Valéry Giscard d'Estaing de Faranah* (ISAVF) as a Center of Excellence that can attract and manage a sustainable funding base to support highly skilled faculty and innovation-driven learning. Part of this support will include strengthening the coordination between ISAVF and Guinea's four agriculture certificate training centers – the *École Nationale de l'Agriculture et Élevage* (ENAEs) in Boffa, Kankan, Macenta, and Tolo.
- viii. **Role of Volunteers:** AEMIP leverages the expertise of short- and long-term volunteers to provide technical assistance on organizational development and institutional strengthening, gender mainstreaming, climate change adaptation mainstreaming, university resource mobilization, curricula revision and development, labor market assessment, and student and faculty learning. To date, AEMIP has fielded 38 U.S., international, and local volunteers.
- ix. **Lessons learned with regards to use of volunteers:** Both long- and short-term volunteers have contributed towards AEMIP's accomplishments.

In May 2013, Winrock received an associate award from USAID/Guinea to implement the Guinea Agriculture Education and Market Improvement Program (AEMIP). This project was awarded under Winrock's previous F2F in the Caribbean Basin Leader with Associates Award. On January 15th, 2018, Winrock completed implementation of AEMIP. By the end of the project, AEMIP facilitated the exploration and/or development of 43 public-private partnerships; assisted ISAV/F to develop 57 new technical content modules and/or experiential learning tools; enabled over 4,375 faculty and students to benefit from new infrastructure and materials provided by AEMIP; implemented 44 innovation grants; and trained 12,123 individuals on global climate change topics and over 3,000 individuals on agriculture sector productivity or food security topics.

Please refer to Annex 6 for volunteer summary indicator tables. For more detailed information and cumulative results to date, please refer to the AEMIP FY2018 Annual Report.

- i. **Country:** Guinea
- ii. **Project Title:** Feed the Future Guinea Agricultural Services – Strengthening Market-Led Agricultural Research, Technology, and Education (SMARTE)
- iii. **LOP Budget:** \$13,000,000
- iv. **Obligated Amount:** \$2,843,350 (FY16), \$4,379,350 (FY17), \$5,126,056 (FY18)
- v. **Start Date:** 10/11/2016
- vi. **(Anticipated) Completion Date:** 10/10/2021
- vii. **Objective:** Strengthen the knowledge, information, and technology base for sustainable increases in agricultural production and profitability
- viii. **Role of Volunteers:** Over the life of project, Winrock expects to field 320 AVENIR agents as volunteers along with US and regional short-term volunteers to support stagiaires, AET institutions, extension providers, and researchers.
- ix. **Lessons learned with regards to use of volunteers:** U.S., regional, and local volunteers share valuable knowledge and transfer important technologies to increase agricultural production and improve livelihoods in rural Guinea.

SMARTE focuses on three key areas for developing the agricultural sector, increasing production, and improving on-farm livelihoods in Guinea: 1) agriculture education and training (AET); 2) extension and advisory services (EAS); and 3) research and development (R&D). During FY2017, the AET team led development and review of training modules and implementation of agribusiness curriculum for SMARTE's youth apprenticeship program (AVENIR) and fielded 49 AVENIR agents into nine-month apprenticeships with local agribusiness host organizations. Major accomplishments for AVENIR include: identification of 61 high potential host organizations (21 for Cohort 1 and 40 for Cohort 2) and signature of 21 MOUs to define the relationship between hosts, AVENIR and GAS. In collaboration with the R&D and EAS teams, AVENIR have successfully marketed raised bed vegetable seedling nurseries, pineapple sucker multiplication plots, and sale of five mobipompes to local producers. In addition, the EAS team partnered with SPRING, Digital Green and Farm Radio International (FRI) to leverage resources for production and communication of high quality extension materials to develop nutrition-sensitive agriculture and SBCC strategies into an integrated extension service.

During FY18, 50 AVENIR agents completed their service and supported post-harvest processing, input supply, and production services for beneficiaries in the horticulture and livestock value chains. Additionally, SMARTE worked with F2F to mobilize and field U.S. volunteer expert Ed Perry to assess and recommend improvements for marketing and distribution of previously introduced technologies. Mr. Perry identified important distribution partners, such as input supply shops, to develop marketing/distribution strategies.

Please refer to Annex 6 for volunteer summary indicator tables. For more detailed information and cumulative results to date, please refer to the SMARTE FY2018 Annual Report.

**Associate Award Reporting for Leader Award Annual Reports -- Guinea Agriculture Education and Market Improvement Program  
U.S. Volunteers**

	No. of Volunteers			Number of Volunteer Days Completed	Persons Directly Assisted			Persons Trained			Host Institutions							
	Male	Female	Total		Male	Female	Total	Male	Female	Total	C = Cooperatives and Associations	F = Individual Private Farmers	P = Other Private Enterprises	N = Non-Profit, Public Interest NGOs	E = Public and Private Education Institutions	R = Rural Financial Institutions	G = Public Sector Technical Agencies	Total
FY14	2	0	2	100	31	17	48	30	17	47	0	0	0	1	1	0	0	2
FY15	0	1	1	185	74	20	94	74	20	94	0	0	0	0	1	0	0	1
FY16	7	2	9	231	262	21	283	262	21	283	0	0	0	0	1	0	0	1
FY17	5	5	10	184	78	22	100	78	22	100	0	0	0	0	1	0	0	1
FY18	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>LOP Total</b>	<b>14</b>	<b>8</b>	<b>22</b>	<b>702</b>	<b>445</b>	<b>80</b>	<b>525</b>	<b>445</b>	<b>80</b>	<b>524</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>5</b>

**Local (Guinean) & International Volunteers**

	No. of Volunteers			Number of Volunteer Days Completed	Persons Directly Assisted			Persons Trained			Host Institutions							
	Male	Female	Total		Male	Female	Total	Male	Female	Total	C = Cooperatives and Associations	F = Individual Private Farmers	P = Other Private Enterprises	N = Non-Profit, Public Interest NGOs	E = Public and Private Education Institutions	R = Rural Financial Institutions	G = Public Sector Technical Agencies	Total
FY14	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FY15	7	0	7	70	19	4	23	19	4	23	0	0	0	0	6	0	0	6
FY16	5	1	6	152	37	0	37	37	0	37	0	0	0	0	1	0	0	1
FY17	2	1	3	106	82	13	95	82	13	95	0	0	0	0	1	0	0	1
FY18	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>LOP Total</b>	<b>14</b>	<b>2</b>	<b>16</b>	<b>328</b>	<b>138</b>	<b>17</b>	<b>155</b>	<b>138</b>	<b>17</b>	<b>155</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>8</b>

Associate Award Reporting for Leader Award Annual Reports -- Strengthening Market-Led Agricultural Research, Technology, and Education (SMARTE) Program U.S. Volunteers																		
	No. of Volunteers			Number of Volunteer Days Completed	Persons Directly Assisted			Persons Trained			Host Institutions							
	Male	Female	Total		Male	Female	Total	Male	Female	Total	C = Cooperatives and Associations	F = Individual Private Farmers	P = Other Private Enterprises	N = Non-Profit, Public Interest NGOs	E = Public and Private Education Institutions	R = Rural Financial Institutions	G = Public Sector Technical Agencies	Total
FY17	1	0	1	139	36	13	49	36	13	49				1				1
FY18	0	0	0	0	0	0	0	0	0	0								
<b>LOP Total</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>139</b>	<b>36</b>	<b>13</b>	<b>49</b>	<b>36</b>	<b>13</b>	<b>49</b>				<b>1</b>				<b>1</b>

Local (Guinean) & International Volunteers																		
	No. of Volunteers			Number of Volunteer Days Completed	Persons Directly Assisted			Persons Trained			Host Institutions							
	Male	Female	Total		Male	Female	Total	Male	Female	Total	C = Cooperatives and Associations	F = Individual Private Farmers	P = Other Private Enterprises	N = Non-Profit, Public Interest NGOs	E = Public and Private Education Institutions	R = Rural Financial Institutions	G = Public Sector Technical Agencies	Total
FY17*																		
FY18*	36	14	50	9,401							27		25					52
<b>LOP Total</b>	<b>36</b>	<b>14</b>	<b>50</b>	<b>9,401</b>							<b>27</b>		<b>25</b>					<b>52</b>

\*We will count the AVENIR agents as local volunteers at the time that they complete their service requirements

# Annex 7: PERSUAP Compliance

## I. PERSUAP Implementation Experience – F2F Assignments:

In FY18, F2F for AET has had experience in implementing the F2F PERSUAP, as reflected in the PERSUAP table below. This table lists all Type 1, 2, and relevant Type 4 volunteer SOWs that have been completed during the reporting period. Summaries of the volunteer assignments with a general description of activities with pesticides, key findings and recommendations on limitations/successes of F2F PERSUAP, and any recommendations to F2F for additional support needed to improve pest and pesticide management practices are found in Annex 2. All assignments not listed in this table are Type 3 assignments or Type 4 assignments that fall within the Type 3 category.

PERSUAP Reporting Table

Assignment (Trip) Number	Volunteer Name	Country	Country F2F Project	PERSUAP Assignment Type	Work Directly with USAID Mission or Mission-funded Project (Type 4) – Check for Yes	Training Syllabus Sent to F2F AOR/ Mission Environmental Officer (Type 1) – Check for Yes	Training Attended by USAID (Type 1) – Check for Yes
W-W-242	Ricardo Victoria	Senegal	Informal AET	T2	N/A	N/A	N/A
W-W-251	Sean Mulla	Guinea	Formal AET	T2	N/A	N/A	N/A
W-W-261	Charles (Chuck) Mitchell	Senegal	Informal AET	T2	N/A	N/A	N/A
W-W-269	Jolene Warnke-Roszel	Nigeria	Formal AET	T1	N/A	Yes	No
W-W-268	David Pearce	Nigeria	Formal AET	T2	N/A	N/A	N/A
W-W-278	Edward Perry	Guinea	Flexible	T4	N/A	N/A	N/A
W-W-280	Sharadchandra Marahatta	Senegal	Formal AET	T2	N/A	N/A	N/A
W-W-281	Matilde Paino D'Urzo	Senegal	Informal AET	T2	N/A	N/A	N/A
W-W-286	Patrick McGeeney	Nigeria	Formal AET	T2	N/A	N/A	N/A
<b>Counts:</b>	<b>9</b>			<b>9</b>		<b>1</b>	<b>1</b>

**Regional program, country program, or country project area assignments or SOWs in IPM and pesticide safer use:** The following volunteer SOWs in IPM and pesticide safer use were undertaken for the F2F regional program, country program, or country project area as a whole:

N/A; the country-specific pesticide safety assessments were completed during previous reporting periods.

W-W-269: This was a Type 1 PERSUAP assignment that involved discussion of pesticide safety where students would be directly handling pesticide containers; however, the volunteer did not make any



recommendations of pesticides or witness any poor pesticide use. The volunteer also developed curriculum for a Pesticide Safety Certification Course. The volunteer noted that pesticide safety is still lacking in the classroom and the community in Guinea and additional outreach is necessary to educate more individuals. Additional assignment information can be found in Annex 2.

**Needs for a PERSUAP amendment:**

N/A

## II. Certifications of Assignment and Office Compliance with PERSUAP Guidelines:

### A. PERSUAP Compliance – F2F Assignments

This certifies that all volunteers have received the F2F Environmental Brochure. For all PERSUAP Type 1, 2 and relevant Type 4 SOWs, and further certifies the following have been provided to and developed by the relevant volunteers:

	Type 1 SOWs	Type 2 SOWs
<b>Provided to Volunteer</b>	<ul style="list-style-type: none"> <li>· F2F PERSUAP with Attachments A - H</li> <li>· SUAP briefing with F2F field staff</li> <li>· Implementing Partner F2F PERSUAP Questionnaire</li> <li>· List of any IPM practices and any tools, forms, protocols, plans from previous volunteers</li> <li>· Host country list of approved pesticides</li> <li>· Approved pesticide list from any other applicable PERSUAPs</li> </ul>	<ul style="list-style-type: none"> <li>· F2F PERSUAP with Attachments B, C, F, H</li> <li>· SUAP briefing with F2F field staff</li> <li>· Implementing Partner F2F PERSUAP Questionnaire</li> <li>· List of IPM practices from previous volunteers</li> </ul>
<b>Developed/ Provided by Volunteer</b>	<ul style="list-style-type: none"> <li>· Syllabus for training event</li> <li>· Material Safety Data Sheets (filed in field office)</li> <li>· Any pesticides that the F2F program should be able to recommend/use which are included on an approved list</li> <li>· Limitations/successes of F2F PERSUAP</li> <li>· Recommendations for additional support on pesticide management practices</li> <li>· Recommendations/feedback on local IPM practices</li> <li>· Highly Toxic Pesticides (Attachment E)/poor pesticide practices witnessed</li> <li>· Tools, forms, protocols, plans for implementation of pesticide-related recommendations</li> </ul>	<ul style="list-style-type: none"> <li>· Limitations/successes of F2F PERSUAP</li> <li>· Recommendations for additional support on pesticide management practices</li> <li>· Recommendations/feedback on local IPM practices</li> </ul>

## B. PERSUAP Compliance – F2F Offices

This certifies that all F2F staff have reviewed the F2F Environmental Brochure for staff this fiscal year and that the following have been updated and kept on file:

	Home Office	Field Office
<b>Documents Updated and on File</b>	<ul style="list-style-type: none"> <li>· F2F Environmental Brochure for staff</li> <li>· PERSUAP with Attachments A-I</li> <li>· Any USAID Mission- or sector-wide PERSUAP(s) for relevant country/sector</li> </ul>	<ul style="list-style-type: none"> <li>· F2F Environmental Brochure for staff</li> <li>· PERSUAP with Attachments A-I</li> <li>· USAID Mission- or sector-wide PERSUAP(s) for relevant country/sector</li> <li>· Host country list of approved pesticides</li> <li>· Implementing partner F2F PERSUAP Questionnaire, with any volunteer additions</li> <li>· Material Safety Data Sheets for relevant pesticides</li> <li>· Tools, forms, protocols, plans developed by volunteers</li> </ul>

# Annex 8: M&E Certification, Recruitment Compliance, and PERSUAP Compliance

## I. M&E Certification:

Winrock International confirms that we have a) used established indicators and definitions; b) participated in regular (annual) workshops reviewing indicators and M&E systems; and c) trained field staff on indicators and data collection systems. The above-mentioned training sessions include extensive instruction in the collection and reporting of indicators.

## II. Recruitment Compliance:

This confirms that Winrock International does not engage in transactions with, or provide resources or support to, individuals and organizations associated with terrorism, including those individuals or entities that appear on the Specially Designated Nationals and Blocked Persons List maintained by the U.S. Treasury or the United Nations Security designation list. All potential volunteers are screened against these and other watch lists, and this provision is included in all sub-agreements, including sub-awards and contracts issued under the F2F award.

This also confirms that Winrock International carries out at least two reference checks on all potential first time F2F volunteers in addition to other required screening and carries out reference checks on all repeat F2F volunteers with regard to prior F2F assignments and additional external references, if no F2F assignments have been completed within the past 24 months.

This confirms that Winrock International immediately informs the USAID AOR of any negative F2F volunteer performance or behavior and provides information on such performance or behavior experiences to other F2F implementing organizations when contacted for reference checks on potential volunteers.

## III. Certifications of Assignment and Office Compliance with PERSUAP Guidelines:

### A. PERSUAP Compliance – F2F Assignments

This certifies that all volunteers have received the F2F Environmental Brochure. For all PERSUAP Type 1, 2 and relevant Type 4 SOWs, and further certifies the following have been provided to and developed by the relevant volunteers:

	Type 1 SOWs	Type 2 SOWs
<b>Provided to Volunteer</b>	<ul style="list-style-type: none"> <li>· F2F PERSUAP with Attachments A - H</li> <li>· SUAP briefing with F2F field staff</li> <li>· Implementing Partner F2F PERSUAP Questionnaire</li> <li>· List of any IPM practices and any tools, forms, protocols, plans from previous volunteers</li> <li>· Host country list of approved pesticides</li> <li>· Approved pesticide list from any other applicable PERSUAPs</li> </ul>	<ul style="list-style-type: none"> <li>· F2F PERSUAP with Attachments B, C, F, H</li> <li>· SUAP briefing with F2F field staff</li> <li>· Implementing Partner F2F PERSUAP Questionnaire</li> <li>· List of IPM practices from previous volunteers</li> </ul>

<b>Developed/ Provided by Volunteer</b>	<ul style="list-style-type: none"> <li>· Syllabus for training event</li> <li>· Material Safety Data Sheets (filed in field office)</li> <li>· Any pesticides that the F2F program should be able to recommend/use which are included on an approved list</li> <li>· Limitations/successes of F2F PERSUAP</li> <li>· Recommendations for additional support on pesticide management practices</li> <li>· Recommendations/feedback on local IPM practices</li> <li>· Highly Toxic Pesticides (Attachment E)/poor pesticide practices witnessed</li> <li>· Tools, forms, protocols, plans for implementation of pesticide-related recommendations</li> </ul>	<ul style="list-style-type: none"> <li>· Limitations/successes of F2F PERSUAP</li> <li>· Recommendations for additional support on pesticide management practices</li> <li>· Recommendations/feedback on local IPM practices</li> </ul>
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**B. PERSUAP Compliance – F2F Offices**

This certifies that all F2F staff have reviewed the F2F Environmental Brochure for staff this fiscal year and that the following have been updated and kept on file:

	Home Office	Field Office
<b>Documents Updated and on File</b>	<ul style="list-style-type: none"> <li>· F2F Environmental Brochure for staff</li> <li>· PERSUAP with Attachments A-I</li> <li>· Any USAID Mission- or sector-wide PERSUAP(s) for relevant country/sector</li> </ul>	<ul style="list-style-type: none"> <li>· F2F Environmental Brochure for staff</li> <li>· PERSUAP with Attachments A-I</li> <li>· USAID Mission- or sector-wide PERSUAP(s) for relevant country/sector</li> <li>· Host country list of approved pesticides</li> <li>· Implementing partner F2F PERSUAP Questionnaire, with any volunteer additions</li> <li>· Material Safety Data Sheets for relevant pesticides</li> <li>· Tools, forms, protocols, plans developed by volunteers</li> </ul>