

# Improving and Institutionalizing the “Everything you Ever Wanted to Know About Sweetpotato” Course: Round Two Experience

**4TH Annual Technical Meeting for the SASHA Project and the  
Sweetpotato for Profit and Health Initiative (SPHI)**

*7-9 October 2013, Kumasi, Ghana*

# Outline



- **Introduction**



- **Improving and institutionalizing TOT course on sweetpotato**

- What were we trying to achieve?
- How have we done it?
- What has worked / not worked well?
- What would we have done differently for better results?
  - (Pillars of capacity building – host institutions, Manual, Adult learning methodology, institutional partnerships)



- **Why did we succeed?**

- **Conclusion**

# Introduction

## Two broad objectives of RAC:

- 1: Advocacy to increase investment in OFSP and stimulate policy change in favor of food-based approaches to VAD (led by **HKI**)
2. Build capacity to implement OFSP projects (led by **CIP**)

One of the key capacity building activities – ***“Everything You Ever Wanted to Know About Sweetpotato”***

# What were we trying to achieve?

## “Everything You Ever Wanted to Know About Sweetpotato” course

- The overall aim of the **10-day** training course is *to build the capacity of implementing agencies to implement technically strong cost-effective interventions that drive uptake of OFSP*
- Ensure participants understand key aspects of sweetpotato value chain
- Trainers expected to train others (**5 day course or shorter**)

# How have we done it?

- 10-day course is based on **adult learning methodology**, combining lectures, case studies, experiential learning exercises, learning-by-doing, practicals, visits to field, market and supermarket

**Round 1:** led by CIP / HKI staff, backstopped by national facilitators – Stepped down by TOT graduates **(2012)**

**Round 2:** Led by national facilitators, backstopped by CIP / HKI staff – Stepped down by TOT graduates **(2013)**

**Round 3:** Led by national facilitators - CIP / HKI staff observe and step in only if necessary – Step-down by TOT graduates **(2014)**

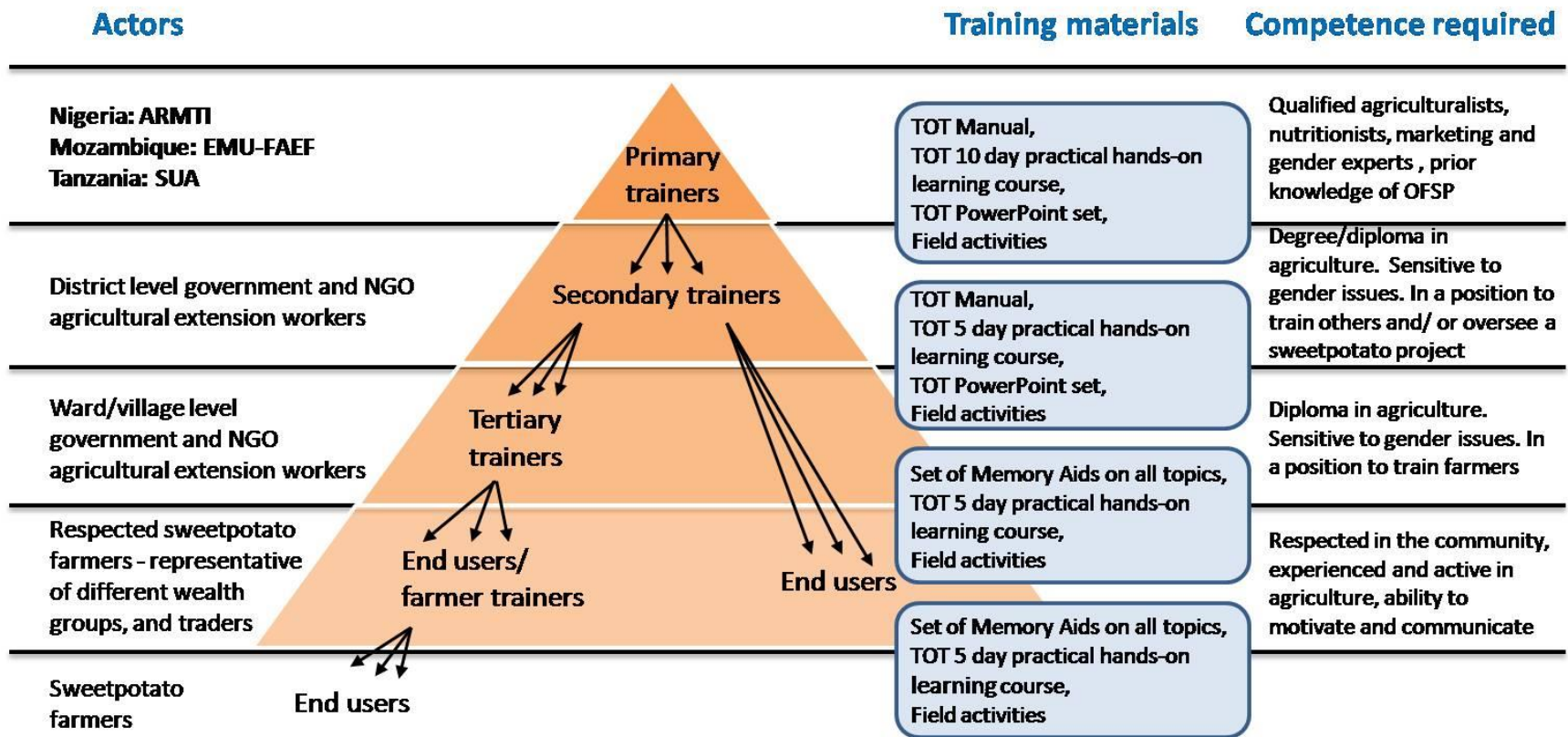
**National host institution continues** running courses beyond the life of RAC

## ... How have we done it?

- Different types of target audiences:
  - Primary facilitators (host institution identified facilitators in each country – 5 day pre-training)
  - Secondary facilitators (district level agricultural and nutrition extension, NGO, private sector) – 10 day training
  - Tertiary facilitators (field level extension and NGO staff) – 5 day (or less) step-down training
  - End users (sweetpotato farmers - female and male, poor and medium wealth) - some become farmer trainers

Focus of RAC - **primary and secondary trainers**, who step down the training within their programmes / projects / institutions

# ... How have we done it?



Overview of the RAC project's training pyramid

## ... How have we done it?

- Developed a training of trainers manual (2012 / **revised manual and Power Point (2013)**)
- RAC carried out an **assessment of institutes** and identified national host institutions – based on set criteria
- Conducted **5 day pre-training** workshop



# ... How have we done it?

## Course Institutionalization

- 5 day pre-training, demonstration farm, irrigation
- **Participants – RAC sponsored and privately sponsored**
- Course is **hosted by a national institution** which is expected to carry on the training beyond RAC:
  - Eduardo Mondlane University
  - Sokoine University of Agriculture
  - Agricultural and Rural Management Training Institute
- **Language of instruction**



# What has worked well / not worked well – TOT manual?

Everything You Ever Wanted to  
Know about Sweetpotato



RAC ToT Manual June 2013

## Worked well

- **Participatory approach** (multidisciplinary team and consultant to harmonize)
- **Reflections sheet** - ToT revision
- Development of **Power Points**
- **3 Languages** (English, Portuguese, Swahili)

## Not worked well

- Project design underestimation of **time and resources, coordination and effort** needed for developing and revising, a holistic learning module (2012-2013)

# What has worked well / not worked well – Pre-training?

- **6** Pre-training workshops conducted (**round 1 and round 2**)
- **39** national counterparts equipped (**27 in round 1** and **additional 12 in round 2**)

## Worked well

- Revised TOT manual and Power Points
- 5-day pre-training workshop – equipped trainers with adult learning techniques, facilitation and communication skills
- Mentorship and peer assist yielded well trained cadre of facilitators

## Not worked well

- Timing of pre-training – back-to-back with 10-day training



# What has worked well / not worked well – 10 day training?

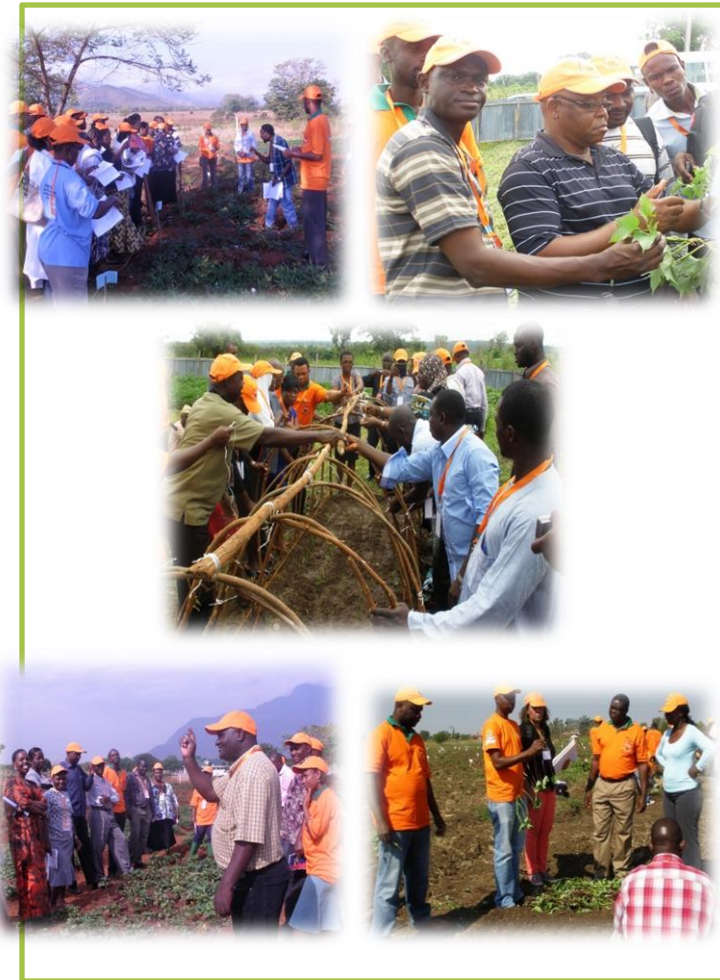
**146** individuals from public, NGO, private sector institutions have the capacity to offer training (**74 round 1** and **72 in round 2**)

## Worked well

- Adult learning methodology
- Good leadership and coordination at host institutions in some countries
- Strengthening of national institutional capacities (demo farm, irrigation) and human talent to ensure sustainability
- Teamwork and commitment (facilitators and participants)

## Not worked well

- Variations in content on Power Points during round 1 in the 3 countries
- Quality of the trainers – in some countries the national experts lacked experience and specialized skills
- Course duration - getting female participants in some countries



# What has worked well / not worked well – Step-down courses?

14 step-down courses conducted (**13 round 1** and **1 in round 2**)  
865 tertiary trainers trained (**757 in round 1** and **108 in round 2**)

## Worked well

- Flexibility to conduct the course in 5 or fewer days in response to participants' needs

## Not worked well

- Few secondary facilitators have stepped-down training (linked to resources)

# What would we have done differently for better results?

- Hold **pre-training** workshop long before the 10-day training - recess period
- Develop a **simplified training manual for the 5-day course** (step-down)
- Include **“Seed money”** for stepping-down courses

# Why did we succeed?

- **Choosing host institutions wisely** – ARMTI, SUA, UEM
- **Broad coverage** – “Everything” – value chain approach attracted diverse institutional interest (agriculture, nutrition, health), which is necessary for sustainability
- **Training methodology** (practical, enjoyable, captivating)
- **Institutional partnerships** and approach of “take lead – take off” helped:
  - build institutions
  - Develop institutional mechanisms to deliver on their own

# Conclusion

- **Partnerships** with universities / training institutions with an interest in OFSP - sustainability
- **Good leadership** and **supportive management** (host institution) responsive to human resource policies and practices ensures ownership and sustainability
- **Strengthening institutional capacities** (demonstration farm, irrigation, pre-training) and human talent to ensure an effective and sustainable training programme
- Implementing the training using the **revised TOT manual** and **Power Points** helped to improve the quality of instruction, curriculum and standardize the training materials
- **Peer assist and mentoring** of national experts, and networking strengthens national capacities
- **Teamwork and commitment** (facilitators and participants) are critical to successful training courses
- **'Seed money'** needed to step-down courses



# Thank you for your attention !

