



RESCAP Weekly Progress in OCTOBER 2014

RESCAP stands for “Rural Extension Service Capacity Advancement Project through PaViDIA Approach”

Extension Service in Action!

Department of Agriculture, Ministry of Agriculture and Livestock

E-Mail: RESCAP2010@gmail.com, Tel: (260) 0978774247



(No. 245/ 16th October 2014)

Date	Main Activities in This Week (■ HQ, ■ Northern ■ Lusaka)	News around
13 Mon	<ul style="list-style-type: none"> ■ Preparation for In-Service Training in Ndola ■ Meeting with FoDiS-R (ZARI) ■ Meeting on Nutrition Programme 	<p style="text-align: center;"><i>In-Service Training for all Extension Officers in Chilanga District</i></p> <p>As we reported in the last week’s progress news, In-Service Training for Extension officer for 2014/2015 season has started nationwide. One of such training has been conducted for extension officers for Chilanga District. A total of twenty-three (23) extension officers have been attending the three day in-service training programme. It is worthwhile to note that the participants are not only Agriculture Assistants, but also all other District officers who are providing extension services to small scale famers such as District Marketing Development Officer, Livestock Officer, Fisheries Technical Officer, Veterinary Assistants, and Aquaculture Assistants. Training was conducted by those District officers who attended Training of Trainers (ToTs) with support and advice of Master Trainers and Principal Agriculture Officer of Lusaka Province. The aim of institutionalization of this in-service training is to provide necessary practical extension delivery skills and knowledge and planning skills (e.g. facilitation skills and lesson plan preparation) for all extension officers regardless of sub-sectors under the Ministry of Agriculture and Livestock. The last day of the course was specifically offered to those Agriculture Assistants whose Extension Service Plan included promotion of rice production and theory and practical lesson was offered by ZARI staff, Mr. Ndjobu.</p>
14 Tue	<ul style="list-style-type: none"> ■ Preparation for In-Service Training in Ndola ■ ■ Preparation for In-Service Training for Chilanga District ■ Meeting with counterparts 	
15 Wed	<ul style="list-style-type: none"> ■ ■ In-Service Training for Chilanga District ■ Meeting with counterparts 	
16 Thu	<ul style="list-style-type: none"> ■ ■ In-Service Training for Chilanga District 	
17 Fri	<ul style="list-style-type: none"> ■ ■ ■ RESCAP Advisors meeting 	
<i>Upcoming Events/ Activities</i>		<i>This Week's Picture</i>
<ul style="list-style-type: none"> ➤ In-Service Training roll out for 10 Provinces(October 2014) ➤ Management Training Workshops for Principals of Farmer Training Centres (FTCs) 13 - 14 October at Masaiti FI, 16-17 October at Kasama FI, 27 - 28 October at Katopola FI and 3 -4 Nobeber at Namushakende FI ➤ National Extension Service Providers Forum (Nov TBC) 		<div style="display: flex; align-items: center;">  <div> <p>Mr. JICA Extension Advisor in Zambia!</p> <p>A well known JICA expert in MAL, Mr. Goichi Sasaki, RESCAP Extension Advisor, is standing in front of the office of another JICA Agriculture sector Project, FoDiS-R at ZARI, Mt. Makulu. Although the RESCAP will be terminated in the middle of December this year in accordance with the original agreement between MAL and JICA, Mr. Sasaki will remain as a JICA expert under the FoDiS-R Project to assist ZARI/MAL counterparts in improving the quality of extension service in rice production for 2014/2015 season with his rich experiences in practical extension delivery advice.</p> </div> </div>

History of the Master Trainers

RESCAP

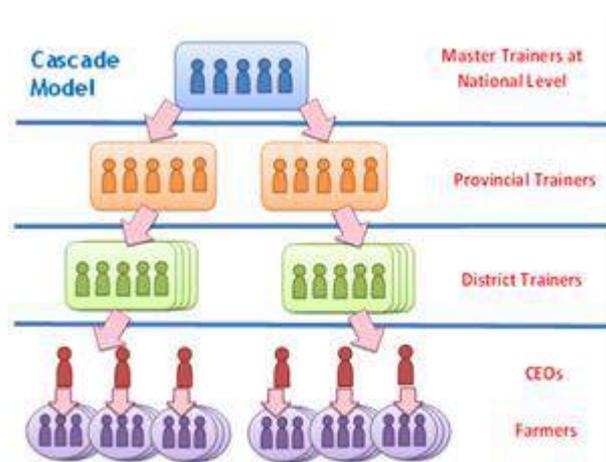
On 12th September 2014, the 45 officers including three (3) officers from each province were officially appointed as Master Trainers of the Ministry of the Agriculture and Livestock by Permanent Secretary, Mr. Julius Shawa.

The responsibility of the master trainers includes the followings among other things:

1. Develop and Design appropriate training modules for various category of staff in the Ministry.
2. Regularly update the training modules developed to make them relevant with the emerging agricultural issues.
3. Plan training programmes and develop monitoring categories
4. Conduct regular training of provincial and district staff once resources are available.
5. Monitor and Evaluate the effectiveness of the trainings conducted in collaboration with the Training Unit of the Ministry.
6. Spearhead the induction training of newly recruited staff in the Ministry.

Background of the Master Trainer

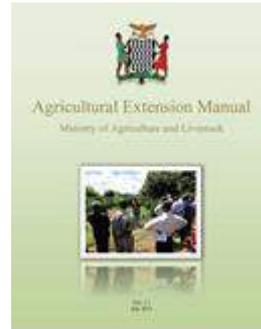
The concept of Master Trainer was proposed at the RESCAP Project Management Committee Meeting in February 2012. After the approval by the committee, a total of 18 officers from Provincial and District Offices was invited for the 1st Master Trainer's workshop held in June 2012. Initially, its activities consisted of the establishment of the cascade system by Training of Trainer(ToT) and In-Service Training(IST) and the development of manuals and materials. Since this cascade model may require fewer resources compared to intensive training systems at national level, the introduction of this model could be justified under present conditions.



Development of Manuals and Materials

The 2nd Master Trainer's workshop was held in Kabwe for two weeks in July 2012. The aim of this workshop was the development of the manuals and materials for ToT and IST. Editing of the first manuals/materials

developed at the Workshop continued over the next 12 months by the Master Trainers. As a result, the Training Resource Guide and Extension Manual were finally printed out and distributed in March 2014.



(Extension Manual)



(Training Resource Guide)

Training of Trainer and Induction Training

The 3rd Master Trainer's workshop was conducted in Monze for five days for the rehearsal of ToT which was planned for Lusaka, Western and Northern Provinces in September 2012.

After the completion of ToT for three pilot Provinces, the Master Trainers were assigned for the Induction Training for newly recruited field officers in 2013. More than 300 new field staffs were employed by the Ministry including more than 200 Camp Extension Officers. The 4th Master Trainers' workshop for preparation of the Induction Training was held in February 2013 and the series of the Induction Training were conducted from March to June in 2013. Although the Induction Training had not been conducted over a decade until this time, thanks to the efforts of experienced master trainers, they were able to train more than 300 staff nationwide in a short period of 3 months.

ToT and IST roll out

The Department of Agriculture decided to roll out the ToT and IST nationwide with RESCAP financial and technical support in 2014. A series of in-service training were required to link the District Extension Strategy which was developed in the SAO's management workshop by each District to the needs of training. Finally, ToTs were conducted in all the provinces except the three pilot provinces in June 2014. Currently, the In-Service Training for extension officers is being conducted in the six provinces where the proposal for IST was approved by the Ministry HQ.

Today's Laugh

