



RESCAP Weekly Progress in OCTOBER 2014

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

Extension Service in Action!

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Date	Main Activities in This Week (■ HQ, ■ Northern ■ Lusaka)	News around
20 Mon	■ ■ RESCAP Advisors meeting ■ Follow up on Extension Strategy in Chinsali District	<p style="text-align: center;"><i>The Government’s further commitment for the betterment of Extension Service</i></p> <p>We are pleased to know that the Government had announced its further commitment to strengthen the extension service delivery in its 2015 National Budget. In his delivery of the 2015 Budget at the National Assembly on the 10th October 2014, the Minister of Finance, Hon. Chikwanda announced the increase in the resource allocation for the provision of effective extension services that will equip our farmers with the technical knowledge and skill. He announced that additional 500 extension officers will be recruited with the provision of more motorcycle and extension kits. Construction and rehabilitation of Camp Houses will be expanded to provide better living and working environment for extension officers. For livestock sector, twenty-three (23) Livestock Extension Service Centres will be also be established to improve disease control.</p> <p>With the announced Government’s further commitment to improve the extension service delivery, the onus is now with all extension officers in the field, District, Provinces and at the MAL HQ to make sure that they will realize the improvement of professional extension delivery to needy farmers, hence realizing the improvement of production and productivity to meet growing market demand for food security and the improvement of nutrition. Let’s work harder for the improvement of extension services and the betterment of livelihood of farmers!</p>
21 Tue	■ ■ Support to Preparation of PaViDIA Annual Progress (Completion)Report ■ Follow up on Extension Strategy in Luwingu District	
22 Wed	■ Preparation for FTC Training for Group 3 ■ Meeting with C/Ps in Northern province	
23 Thu	■ ■ Preparation of Project Completion Report ■ Preparation for the backstopping in Northwestern and Copperbelt	
24 Fri	Independence Day	
<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) 27 - 28 October at Katopola FI and 3 -4 November at Namushakende FI ➤ National Extension Service Providers Forum (Nov TBC) 		 <p>Senior Agriculture Officer as “the Manager” of Extension Service</p> <p>Mr. Cornerius Zemba, a young and dedicated Senior Agriculture Officer (SAO) for Mungwi District in Northern Province is proudly standing in front of the display of report submission check list in his office which was introduced by the RESCAP to all SAOs throughout the country. He also put all individual files for reports submitted by his extension officers. It is important for SAO to supervise and understand the activities of each extension officer as the performance of officers determine that of the District collectively.</p>



Summary of the report on the management workshop for FTC

Martin Muyunda (Ph.D.)

A series of management training workshops have been organised targeting senior agricultural officers from districts with FTCs as well as the respective Officers-In-Charge of the FTCs with view to enable them understand their roles and responsibilities in the management of FTC, equip them with key concepts of Extension Management and avail them an opportunity for a common understanding on the standardized operational and administrative planning and extension implementation procedures.

This report highlights the salient issues arising from the training workshop at Masaiti FI for participants from Central, Copperbelt and North-western Provinces, and at Musa FI for participants from Luapula, Muchinga and Northern Provinces. The management training workshops took place between 13th and 17th October, 2014.

Workshop Work Scheme

The management training workshop was planned around four thematic areas which were inter alia:

- I. Presentation of individual FTC performance reports with view to give the participants a deeper insight into the deplorable FTC management situation and subsequent failure to operate as per expectation.
- II. Participatory generation of perceived roles of the institution, its Officers-in-Charge and those of Senior Agricultural Officer as overall supervisors, in order to determine the level of comprehension and provide guidance on the respective expected functions and responsibilities.
- III. Introduction to the concept of **Agripreneurship** so as to dramatize the importance of innovativeness in both the selection of FTC production and demonstration activities. Under the theme, participants had to generate own relevant gross margin budgets for selected commodities of economic importance and comparative advantage, and translated the various gross margins into a cash flow analysis that gave a short term (one year) portrait of the FTC's economic trajectory.
- IV. The action plan was designed to enable participants tabulate the specific practical moves that would translate into implementation of the first activity to resuscitate the FTC as reflected on the cash flow analysis. The theme included the mandatory use of the Agricultural Diary for Extension Officers (ADEOS) henceforth by the Officer-In-Charge and Farm Manager, and the important role of FTC steering committees in blazing successful trail for improved FTC management.

Methodology

Participants were availed the new FI/FTC reporting format for capturing and reporting their performance.

This was also an opportunity to identify areas not well understood in the format for further guidance during action planning. Small social interest group discussions were used



to tabulate the perceived roles of the FTCs, its

Officers-in-Charge and those of Senior Agricultural Officers as overall supervisors. The respective roles were consensually agreed through a system of acclamation during plenary presentations, with particular time set for further discussion on issues which generated disagreement.

In order to avail every district an opportunity to present and justify their FTC visions with minimum loss of workshop energy levels, a system of open market presentations was devised under which participants clustered around a seed facilitator and went from one district presentation to another while asking questions and providing guidance based on their experiences and technical knowledge. The principal facilitator helped to identify key



flaws on the various presentations and brought them to the attention of the presenters and the rest of participants. The worst and best district presentations would then be used for an open plenary discussion. Open market presentations were particularly used for presentations of gross margin budgets, cash flows and strategic first moves.

Observations

In both sessions (Masaiti and Musa FIs workshops) participants had a general idea of their expected administrative duties but generally mistakenly believed that training of farmers at FTCs is the sole responsibility of the Officer-In-Charge and Farm Manager. A clarification was made that theirs was a facilitative role in addition to commodity demonstrations, and that it is the District Subject Matter Specialists to do the actual training. For both sessions understanding of gross margin budgets and cash flows seemed to be a big challenge even among SAOs. Mutaba FTC under Masaiti district and Mkushi FTC clearly struggled to come up with bankable business plans during the Masaiti session, while Nchelenge and Kabompo FTCs equally had challenges in the Musa session.

Conclusion

For both management training sessions participants at the end of the workshops confessed that the training was an eye opener and were now able to tell whether their production ventures could be sustainable or not through gross margin budget generation. Socio-metric evaluations of both workshops indicated that all participants (100 %) in both sessions were happy with the workshop content and knowledge obtained from the training. A condition was made that FTC performance reports will be submitted monthly to the SAO and Quarterly to the National Headquarter with respective updated cash flow analyses. There is need to backstop the FTCs between December 2014 and January, 2015 to confirm actual operationalization of the cash flows and strategic moves which will be submitted to Headquarters by 15th November, 2014.