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Sokoine University Graduate Entrepreneurs Cooperative



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TRAINING REPORT ON IMPLEMENTATION OF UNDP EMPOWERMENT ACTIVITIES FOR THE KIGOMA JOINT PROGRAMME (KJP-II) PROJECT

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Table of Contents	
List of Abbreviations	iv
Executive Summary	v
1.0 Background of the assignment:	vi
1.1 The objective of the Training:	vi
1.2 Scope of the training:	vi
2.0 The Training	vi
2.1 Training Approach and Methodology	viii
2.2 Participants Selection & Recruitment	ix
Table 1: Group categorization of trainees according to their Ward.	ix
Chart 1: Graph Presentation of the youth participation from their respective wards.	ix
2.3 The Outcome of the training	x
2.3.1 The Training of Trainers (ToT)	x
2.3.2 The Step-Down Training	x
3.0 Training Monitoring & Evaluation	x
4.0 Lesson Learnt, Recommendation & Way Forward	x
5.0 Annex	i
5.1 Training Program-ToT Training	i
5.2 Training Program-Step Down Training	iv
5.3 List of Training Participants	i

List of Abbreviations

AMCOS-Agricultural Market Cooperative Society

DAICO- District Agriculture Irrigation Cooperative Office

GAP- Good Agricultural Practices

KJP-II Project -Kigoma Joint Programme-II Project

LGAs-Local Government Authorities

UNDP-United Nations Development Programme

SUGECO- Sokoine University Graduate Entrepreneurs Cooperative

ToT-Training of Trainers

Executive Summary

Youth and Women Empowerment for Inclusive Economic Growth in Tanzania through the Kigoma Joint Programme (KJP-II) Project in Kibondo and Kasulu is an initiative supported by the United Nations Development Programme UNDP Tanzania Office and contracted SUGECO to undertake this assignment in alignment with the UNDP core values of empowerment, inclusion, and engagement components.

In the implementation, SUGECO focused on two major components for effectively engaging and empowering youth and women groups, 1) Economic participation – offering farming technical skills, building life skills, financial literacy, and business development skills to increase their employment and entrepreneurship potential in agricultural and agribusiness value chain activities; and 2) Leadership – strengthening their ability to serve in leadership roles in their communities and local government. It is anticipated that the proposed economic and leadership activities will build the confidence, knowledge, and skills of women resulting in their increased participation in agribusiness ventures and engagement in local government elections (October 2024) as voters, and as possible Village Council leadership contestants.

In this regard, SUGECO in collaboration with the UNDP conducted hands-on Training of Trainers (ToT) focusing on the best facilitation skills and technical fields such as agribusiness, marketing, and good agricultural practices (GAP), crop nutrition, integrated pest management, post-harvest handling, and adding value to project crops, using relevant facilitation techniques and integrated issues into the step-down training programs for 10 (1 Female and 9 Males) extension officers, followed by the step-down training of 400 (155 males and 245 females) on the commercial production of project crops i.e improved maize seeds (Yellow Maize Tri-Hybrid 368), improved cassava cuttings (TARICASS 4), and high-iron-rich beans (TARIBEAN 6) to individual and group farmers from the Kasulu and Kibondo Districts respectively. Furthermore, a total of 10 extension farmers, 200 farmers, and 10 AMCOS leaders were trained in leadership, governance, and business negotiation skills to have a transformative mindset to enhance their effectiveness in leading farmers, improving their decision-making process, and taking leadership positions at different levels in their communities.

This training is built in a hands-on capacity on Good Agricultural Practices (GAP) with an entrepreneurial mindset on the agribusiness and marketing skills of the farm to produce quality and quantitative high-value crops for the identified ready market. It imparted innovative, relative, and modern hands-on skills to open other agribusiness opportunities for youth and women's employability in Kigoma Region.

Participatory methodologies were used to enhance a successful delivery of facilitation understanding, and engagement in the training such as the use of an adult learning facilitation approach which includes a paired introduction, group discussion, presentations, questions & answers, brainstorming, sharing, and the use of energizers and plays like songs, case stories, appreciations to further increase interaction and networking among the participants.

Training evaluation was conducted and the trainees strongly agreed that the training methods used were participatory, effective, relevant, and delivered on time. They wrote what went well on their daily recaps, shared, and expressed their views and opinions, and also did a general training evaluation.

SUGECO recommends continuing to offer technical backstopping, mentoring, and coaching to the trainees, to follow up on the practicing of what they have learned as part of implementing their developed post-training action plans, the establishment of the seed farms for multiplication, and sustainability of the seeds supplied to the farmers. Moreover attaching youth and women farmers in farms for scaling and employability opportunities in the agribusiness sector.

1.0 Background of the assignment:

Youth and Women Empowerment for Inclusive Economic Growth in Tanzania through the Kigoma Joint Programme (KJP-II) Project in Kibondo and Kasulu is an initiative supported by the United Nations Development Programme UNDP Tanzania Office and contracted SUGECO to undertake this assignment in alignment with the UNDP core values of empowerment, inclusion, and engagement components. The initiative aimed to support the UNDP effort to empower youth and women economically. In alignment with UNDP core values of empowerment, inclusion, and engagement, SUGECO will focus on two key components for the proposed intervention to effectively engage and empower youth and women, 1) economic participation – offering farming technical skills, building life skills, financial literacy, and business development skills to increase their employment and entrepreneurship potential in agricultural and agribusiness value chain activities; and 2) leadership – strengthening their ability to serve in leadership roles in their communities and local government. It is anticipated that the proposed economic and leadership activities will build the confidence, knowledge, and skills of women resulting in their increased participation in agribusiness ventures and engagement in local government elections (October 2024) as voters, and as possible Village Council leadership contestants. This assignment was conducted between 12th November to 1st December 2023

1.1 The objective of the Training:

The overall objective of the training was to bridge the agribusiness skills gap and create employability among the youth and women farmers in Kasulu and Kibondo making them embark on the commercial production of project crops with an entrepreneurial and a business mindset, reflecting the potential in the border market as described in the Market Assessment Report.

1.2 Scope of the training:

To achieve the objectives of the training, the SUGECO trainers concentrated on the areas that were identified during the Situational Analysis conducted by the UNDP & SUGECO team, Baseline, and Market Need Assessment that was conducted and performed effectively. The following were identified as the required tasks:

- a) Training of 10 extension officers at a village level on the best facilitation skills and technical fields such as agribusiness, marketing, good agricultural practices (GAP), crop nutrition, integrated pest management, post-harvest handling, and adding value to project crops, using relevant facilitation techniques
- b) Training 400 farmers (women and youth) in the commercial production of project crops i.e improved maize seeds (Yellow Maize Tri-Hybrid 368), improved cassava cuttings (TARICASS 4), and high-iron-rich beans (TARIBEAN 6) to individual and group farmers.
- c) Entrepreneurship and Mindset transformation to help them have positive minds and see opportunities in focus project crops, advocating for it and training others on the specific agricultural value chain.
- d) The development of an Action Plan for follow-up by SUGECO as part of post-training mentoring and coaching for skills development.
- e) Commercialization of maize seeds (Yellow Maize Tri-Hybrid 368), improved cassava cuttings (TARICASS 4), and high-iron-rich beans (TARIBEAN 6) i.e scaling up production with the use of advanced and user-friendly technology using champion farmers as an agent of change in their community.

2.0 The Training

The training component was conducted in phases as explained below:

a) ToT Training

The Training of Trainers (ToT) was held at the Community Social Hall of the Kibondo District Council from November 12 to 18, 2023. As a part of the Kigoma Joint Programme (KJP-II) Project, the UNDP sponsored it. The objective of the training was to provide ten extension officers (one female and nine male) and two project focal leaders (one male and one female) from both project areas with an update on their knowledge, impart hands-on

skills, enhance their ability to use an adult learning approach and facilitate the skills necessary to deliver step-down agricultural training in formal and informal settings. The training included sessions on the commercial production of cassava, high-iron, and zinc beans (also known as sugar beans), and provitamin A maize.

The subject matter experts (ToT) deliberated on various approaches for training extension officers in technical fields such as agribusiness, marketing, good agricultural practices (GAP), crop nutrition, integrated pest management, post-harvest handling, and adding value to project crops, using relevant facilitation techniques. Furthermore, the training addressed the integration of intersecting issues into step-down training programs. They also got a chance to conduct both practice sessions on the developed demonstration farms in the Nyaruhaza Primary School.



Figure 1: Practical sessions during the Training of Trainer (ToT) program.

b) Step-Down Training

SUGECO conducted five (5) days of on-site training (27th -1st Dec 2023) for 400 (155 Males and 245 Females) farmers in the Kasulu and Kibondo districts on commercial production of project crops i.e improved maize seeds (Yellow Maize Tri-Hybrid 368), improved cassava cuttings (TARICASS 4), and high-iron-rich beans (TARIBEAN 6) to individual and group farmers. This training is built-in hands-on capacity on Good Agricultural Practices (GAP) to produce the specific project crops with an entrepreneurial mindset on the agribusiness and marketing skills of the farm to produce quality and quantity demand as identified in the market assessment. It imparted creative, innovative, financial literacy skills, and business development skills to increase their employability and entrepreneurial opportunities in their agricultural value chain activities. Furthermore, trainees were exposed to technical and hands-on in the following components:

a) Market Need Assessment Component

This assessment aimed to comprehend the market requirements for project crops i.e improved maize seeds (Yellow Maize Tri-Hybrid 368), improved cassava cuttings (TARICASS 4), and high-iron-rich beans (TARIBEAN 6) in the Kigoma Region. The data collected helped SUGECO to tailor the training program and delivery modality to reflect the market demand that is centered on specific value chains. Moreover identifying potential buyers of the fresh produce and value-added products and understanding their demand of the market. As part of the training youths were fully engaged in undertaking this assignment and findings were shared.

b) Agribusiness and Entrepreneurship Component

Entrepreneurship, Business, and Mindset sessions were important components of the training to transform the minds of farmers towards valuing agriculture as a business and not only production for consumption. From the pre-assessment feedback, about 80% of participants consider it as subsistence and not for business. The majority of the participants thought that agriculture is for the poor people and elders in the villages and is less considered

the best option for the young generation. Thus, imparting agribusiness skills featured with mindset transformation sessions, marketing, and business sessions. This has built in their interpersonal skills, negotiation skills, record-keeping, and financial literacy.

c) Technical Component – Commercial Production using the GAPs

Trainees were imparted hands-on skills in the commercial production of specific project crops according to the market demand and the crops selected from the market worth mentioning were cassava, maize, and beans, and integrated with horticulture value chains. In the delivery of this technical component, trainees were taken through the general GAPs and later the specifics of each crop from the nursery establishments to the harvesting phase, pest management, and post-harvest management. This enabled the group to build up hands-on skills in farm management of the crops even after the training. They also got a chance to conduct both practice sessions on the developed demonstration farms in their respective training site in the villages.

d) Agricultural Technology Component

To achieve the training objective trainees were taken through the agricultural technologies, whereby they planted cassava cuttings, maize, and bean seeds using the simplified techniques in the open fields. All related hands-on activities were integrated with the training session as part of experience sharing. Lastly, trainees shared some learnings from every technical session.

c) Training on Leadership, Governance, and Business Negotiation

SUGECO conducted three (3) days long training to extension officers, champion farmers, and Agricultural Market Cooperative Society (AMCOS) leaders. The training aimed to cultivate advanced leadership skills and a transformative mindset to improve their effectiveness in leading farmers and the decision-making process. In addition, participants had built-in capacity in networking, team building, marketing, business negotiation, resource mobilization, and gender issues being the center of the discussion. The training was designed from the findings obtained from the need assessment conducted on the farmer's groups in both Kasulu and Kibondo Districts. Moreover, awareness was raised among women farmers to take part in leadership positions at different community levels and within LGA structures. A total of 10 extension farmers, 200 farmers, and 10 AMCOS Leaders were directly reached out in this component.



Figure 2: Training methodology featured both in-class and hands-on sessions

2.1 Training Approach and Methodology

To ensure the effective delivery of the program, the training program was taught in Swahili and delivered using a participatory adult learning approach, case studies, and real farm fieldwork focusing on 80% practical sessions and 20% theories during class sessions. During class sessions, facilitators used formal presentations and applied several approaches to make the trainees actively involved and give them chances to ask questions, share their knowledge and

experiences, end-day evaluations, daily recap sessions, and participate in real hands-on practices. At large participants have been exposed to detailed sessions on the horticultural agribusiness sub-sector.

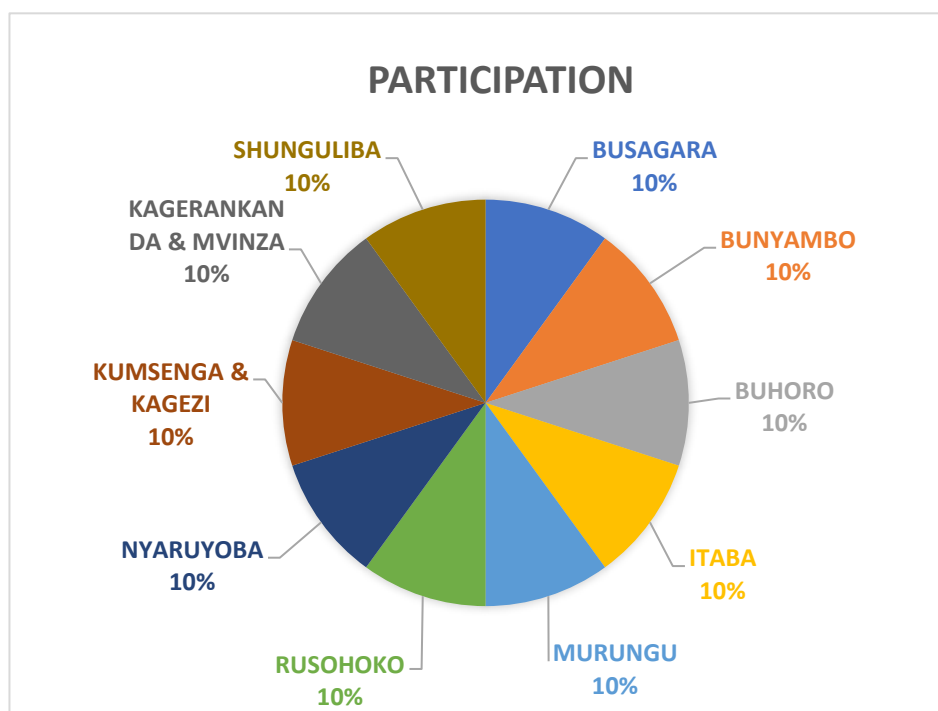
2.2 Participants Selection & Recruitment

Identification and selection of trainees were done by SUGECO in collaboration with the District Agricultural Irrigation and Cooperative Office (DAICO) office in both Kasulu and Kibondo Districts and a total of number 525(200 Male and 325 Female) applications were received during the selections SUGECO based on the *Farmers Selection Criteria Guidance Tool from the project whereby 400(155 Male and 245 Female) youth were selected to sign up for the training.* The selected farmers were coming from wards that were agreed upon at the stakeholders' meeting in the Project Inception. The training reached out to 400 (155 Male and 245 Female) youth farmers. Furthermore, the youth's first preference for the specific course was considered during the selection process. This process was effective and below is the number of the trained beneficiaries:

Table 1: Group categorization of trainees according to their Ward.

S/No	WARD	SEX		TOTAL
		MALE	FEMALE	
1	BUSAGARA	15	25	40
2	BUNYAMBO	16	24	40
3	BUHORO	20	20	40
4	ITABA	11	29	40
5	MURUNGU	20	20	40
6	RUSOHOKO	13	27	40
7	NYARUYOBA	15	25	40
8	KUMSENGA & KAGEZI	16	24	40
9	KAGERANKANDA & MVINZA	14	26	40
10	SHUNGULIBA	15	25	40
TOTAL		155	245	400

Chart 1: Graph Presentation of the youth participation from their respective wards.



2.3 The Outcome of the training

2.3.1 The Training of Trainers (ToT)

As a result of this TOT, four accomplishments were achieved:

- i. Adult learning techniques were imparted to ten extension officers from Kasulu (3) and Kibondo DC (7) (one female and nine male) to facilitate the commercial and technical production of cassava, high iron, and zinc beans (commonly referred to as sugar beans), and provitamin A maize for smallholder farmers in grassroots communities.
- ii. A total of twelve extension officers (ten male and two female) were provided with the trainer's guide and the TOT manual as reference materials during their step-down training.
- iii. Provision of knowledge and skills necessary to facilitate a range of well-planned hands-on sessions regarding agricultural primary production, value addition, agricultural technology, agricultural marketing, and agribusiness.
- iv. Some in-depth practical sessions were held, covering topics such as market intelligence, agricultural preparations, and GAP steps and practices. Furthermore, instruction was provided on program preparation, cost analysis, and the development of action plans for both individuals and groups.

2.3.2 The Step-Down Training

As a result of this step-down training, the following were attained:

- i. 400 (155 Male and 245 Female) farmers were equipped with Good Agricultural Practices (GAP) to produce the specific project crops with an entrepreneurial mindset on the agribusiness and marketing skills of the farm to produce quality and quantity demand as identified in the market assessment. It imparted creative, innovative, financial literacy skills, and business development skills to increase their employability and entrepreneurial opportunities in their agricultural value chain activities.
- ii. Development of an Action Plan for follow-up by SUGECO as part of Mentoring and Coaching the trainees.
- iii. Interaction and networking among farmers from different localities helped them to share their experience in the agribusiness value chains considering they all came from the same region.
- iv. They got a chance to familiarize themselves with the project partners worth mentioning SUGECO, UNDP, LGAs, and other opportunities in both Kibondo and Kasulu District Council.
- v. Awareness was created to open bank accounting with financial institutions, register with the National Identification Authority (NIDA), and others were linked with Registration Insolvency and Trusteeship Agency (RITA) to access their birth certificates to comply as a citizen of Tanzania.
- vi. They got a chance to form a champion farmer group for post-training technical backstopping.

3.0 Training Monitoring & Evaluation

Daily morning recaps were conducted to check participants' uptake and understanding of lessons on the previous day. This included clarification on issues addressed during the end-day evaluation before the beginning of the day's sessions. Participants at the end of every training session were asked to write several things that went well and those that they thought needed improvement, not only that but also participants were given opportunities to speak out and share their opinions and suggestions during the training. Trainees also got a chance to show their skills during the outdoor activities in different tasks provided.

4.0 Lesson Learnt, Recommendation & Way Forward

- a) More than the hands-on GAP training, farmers need more facilitation in acquiring improved seeds, advanced technology in production, processing, and value addition, market linkages, and networking opportunities for productivity and efficiency in the agribusiness sector.

- b) These training are in high demand because in most cases the trainees showed up more than those who were called to the training.
- c) The trainees also need more knowledge and skills in the value addition of the specific project crops to create diversification, and market demand, and increase the sustainability of their Agri-enterprises in the Kigoma region.
- d) The trainees are ready to impart hands-on skills to other youths who did not have an opportunity to attend this training.
- e) Emphasis on youth and women farmer groups formation for experiencing and networking to tap opportunities in LGA i.e., zero-interest loans to scale their business, cost-benefit sharing, and market accessibilities of their farm produce.
- f) Farmers should be exposed to agricultural technologies for the adaptation and implementation of their agricultural projects aligning with the specific value chain.
- g) Kigoma Joint Project (KJP-II) to have more certified aggregation centers for crop collection to meet the the required market demand.
- h) Attachment of youth farmers to different farms for more practices, inclusivity, employability, income generation, and sustainability.

5.0 Annex

5.1 Training Program-ToT Training

MAFUNZO KWA WAKUFUNZI (TOT) KUWAWEZESHA KUTOA MAFUNZO YA UJUZI KWA VIJANA ,WANAWAKE NA WAJASIRIAMALI KILIMO. MAHALI:KIBONDO-KIGOMA Tarehe:14-18 Novemba 2023					
SIKU	MUDA	MAFUNZO KWA NADHARIA	MAFUNZO KWA VITENDO/MAJADILIANO	MHUSIKA MKUU	
SIKU YA KWANZA					
1	02:00-02:30 Asubuhi	Kupokea washiriki kwenye kituo cha mafunzo	Washiriki Kujisajili kwenye mafunzo	Wote	
	02:30-02:50Asubuhi	Kujitambulisha na matarajio yao		SUGECO	
	02:50-03:10 Asubuhi	Sheria za darasa na uongozi		SUGECO	
	03:10-03:20Asubuhi	Kuhusu SUGECO na Mradi wa KJP		SUGECO & UNDP	
	03:20-04:00Asubuhi	Participant Training Capability Assessment)	Kufanya Tathmini ya kina ya uwezo wa uwezesaji wa mafunzo kwa kila mshiriki	SUGECO	
	04:00-04:30 Asubuhi	CHAI			Wote
	04:30-05:30Asubuhi	Utoaji wa Mafunzo yenye Mafanikio(Uwezesaji na muundo wa mafunzo yenye mafanikio)		SUGECO	
	05:30-06:30 Mchana	Kujenga Timu	Mazoezi ya vitendo ya kujenga timu	SUGECO	
	06:30-07:30 Mchana	Kuchangamsha darasa	Mbinu za kuchangamsha darasa (namna ya kulifanya darasa kuwa hai)	SUGECO	
	07:30-08:30 Mchana	CHAKULA CHA MCHANA			Wote
	08:30-09:30 Alasiri	Maandalizi kabla ya mafunzo	Mahitaji muhimu ya kuandaa kabla ya kutoa mafunzo kwa wakulima.	SUGECO	
	09:30-10:00 Jioni	Tathmini ya siku	Mambo muhimu ya kuzingatia	Washiriki	
10:00-10:30Jioni	Kikao cha tathimini cha siku cha wakufunzi		SUGECO		
SIKU YA PILI					
UWEZESHAJI MAHIRI KWENYE KILIMO BIAHARA					
2	02:00-02:30 Asubuhi	Kumbushio la masomo ya siku iliyopita		Washiriki	
	02:30-03:00Asubuhi	Utoaji wa Mafunzo kwa mbinu shirikishi			
	03:00-04:00 Asubuhi	Sifa za Mwezesaji mahiri	Je unafahamu sifa za mwezesaji mahiri?	SUGECO	
	04:00-04:30 Asubuhi	CHAI			Wote

	04:30-05:30 Asubuhi	Namna ya Utoaji Mafunzo kwa Vitendo-Uzalishaji	Usiaji wa Mbegu	SUGECO
	05:30-06:30 Mchana	Kupangilia Mada za Mafunzo	Kupanga mada za kozi ya kilimo biashara kwa vitendo	SUGECO
	06:30-07:30 Mchana		Uwasilishaji kwa vikundi	Washiriki
	07:30-08:30 Mchana	CHAKULA CHA MCHANA		Wote
	08:30-10:00 Alasiri	Mada mtambuka katika uwezeshaji Mafunzo	Majadiliano: Kwa nini ni muhimu mada hizi kuwepo? (Mf. Mafunzo ya Afya, Lishe, Jinsia, Vijana na Dunia ya Leo, Elimu ya Ujasiriamali)	SUGECO
			Mawasilisho kwa vikundi	Washiriki
	10:00-10:30 Jioni	Tathmini ya siku		Washiriki
	10:30-11:00 Jioni	Kikao cha tathimini cha siku cha wakufunzi		SUGECO
SIKU YA TATU				
3	02:00-02:30 Asubuhi	Kumbushio la masomo ya siku iliyopita		Washiriki
	02:30-03:00 Asubuhi	Namna ya Utoaji Mafunzo kwa Vitendo-Teknolojia ya Kilimo	Utoaji wa mafunzo ya teknolojia mbalimbali za kilimo kwa vitendo	SUGECO
	03:00-04:00 Asubuhi	Mawasiliano wakati wa Utoaji wa Mafunzo	Mnyororo wa Thamani wa Mawasiliano	SUGECO
	04:00-04:30 Asubuhi	CHAI		Wote
	04:30-05:30 Asubuhi	Dhana ya uongezaji wa Thamani katika Mazao ya Kilimo	Uwezeshaji wa Uongezaji thamani ya mazao	SUGECO
	05:30-06:30 Mchana	Kujenga uwezo wa kutoa Mafunzo ya Ujuzi wa Masoko	Majadiliano : Nitawezaje kuuza nilichofundishwa kuzalisha ?	SUGECO
	06:30-07:30 Mchana	Ziara ya Sokoni	Kutembelea soko la karibu	Washiriki
		Mrejesho kutoka Sokoni	Majadiliano	Washiriki
	07:30-08:30 Mchana	CHAKULA CHA MCHANA		Wote
	08:30-10:30 Jioni	Namna rahisi ya kuwapatia ujuzi wa Masoko katika uwezeshaji	Namna ya kuuza bidhaa ulizozalisha.	Washiriki
10:30-11:00 Jioni	Kikao cha tathimini cha siku cha wakufunzi		SUGECO	
SIKU YA NNE				
4	02:00-02:30 Asubuhi	Kumbushio la masomo ya siku iliyopita		Washiriki
	02:30-03:30 Asubuhi	Namna ya kuandaa mafunzo yenye ubora na gharama nafuu		SUGECO
	03:30-04:00 Asubuhi	Kuuza Ujuzi wa uwezeshaji kama Bidhaa	Kwa kiasi gani tunafahamu tasnia ya uwezeshaji wa kutoa ujuzi kwenye sekta isiyo rasmi ni biashara kubwa ya huduma?	SUGECO

	04:00-04:30 Asubuhi	CHAI		Wote
	04:30-05:30 Asubuhi	Uwezesaji wa kutufikisha kuwa na ujuzi wa Kilimo Biashara	Upi ni uelewa wa Pamoja wa Kiuwezesaji juu ya Kilimo Biashara?-Mtazamo hasi katika Kilimo	SUGECO
	05:30-06:30 Mchana	Jinsi ya kuwezesha ujuzi wa ujasiriamali katika kilimo na biashara ya kilimo kwa vijana na wanawake	Bangua Bongo: Uelewa wa Pamoja Juu ya Dhana ya Ujasiriamali	SUGECO
	06:30-07:30 Mchana	Fursa zilizopo kwenye minyororo ya thamani ya mazao ya mradi		SUGECO
	07:30-08:30 Mchana	CHAKULA CHA MCHANA		Wote
	08:30-10:00 Alasiri	Jaribio la Uwezesaji kwa Vitendo	Vikundi vitaundwa na mada zitatolewa na uwasilishaji utafanyika kwa dakika 15	SUGECO
	10:00-10:30 Jioni	Tathmini ya siku		Washiriki
	10:30-11:00 Jioni	Kikao cha tathmini cha siku cha wakufunzi		SUGECO
SIKU YA TANO				
5	02:00-02:30 Asubuhi	Kumbushio la masomo ya siku iliyopita		Washiriki
	02:30-03:30 Asubuhi	Elimu ya Utunzaji wa Fedha		SUGECO
	03:30-04:30 Asubuhi	Uwezesaji wa mada za kuweka na kukopa fedha katika ngazi ya vikundi		SUGECO
	04:30-05:00 Asubuhi	CHAI		Wote
	05:00-06:00 Mchana	Uendeleu wa Mafunzo kupitia Mpango wa Utekelezaji	Kuunda Mpango wa Utekelezaji kwa vitendo	SUGECO
	06:00-07:00 Mchana	Utaratibu wa Utekelezaji Mafunzo chini ya mradi wa KJP-II		SUGECO & UNDP
	07:00-07:30 Mchana	Maswali & Majibu		Washiriki
	07:30-08:30 Mchana	CHAKULA CHA MCHANA		Wote
	08:30-09:30 Alasiri	Majadiliano Huru na Majumuisho	Kushirikishana	Washiriki
	09:30-09:45 Alasiri	Tathmini ya Mafunzo		Wote
	09:45-10:00 Jioni	Kugawa Vyeti		SUGECO & UNDP
	10:00 Jioni	Kufunga Mafunzo		Wote

5.2 Training Program-Step Down Training

MAFUNZO YA UZALISHAJI WA MAHINDI,MIHOGO & MAHARAGE KIBIASHARA KWA VIKUNDI VYA WAKULIMA KASULU & KIBONDO KWA UFADHILI WA SHIRIKA LA UNDP					
MAHALI:KASULU & KIBONDO					
SIKU	MUDA	MAFUNZO KWA NADHARIA	MAFUNZO KWA VITENDO	MHUSIKA MKUU	
SIKU YA KWANZA YA MAFUNZO					
1	2:00-2:30 Asubuhi	Kupokea washiriki kwenye kituo cha mafunzo		Wote	
	2:30-3:00 Asubuhi	Kujitambulisha na matarajio ya washiriki		Washiriki	
	3:00-3:30Asubuhi	Neno la Ukaribisho		Mwezeshaji & UNDP	
	3:30-4:30Asubuhi	Dhana ya kilimo Biashara	Tutafikiaje tija na ufanisi katika Kilimo	Mwezeshaji-Afisa Kilimo	
	4:30-5:00Asubuhi	CHAI			Wote
	5:00-6:00Mchana	Kubadili Mtazamo katika Kilimo Biashara	Mjadala: Je kuna tofauti gani kati ya kilimo biashara na kilimo mazoea ?	Mwezeshaji-Afisa Kilimo	
	6:00-7:00Mchana	Ujasiriamali ,Elimu ya masoko na fursa za kibiashara katika kilimo cha mazao ya bustani.	Mjadala: Kuzalisha mazao kwa kuzingatia tija na ufanisi. -Dhana ya Anzia sokoni	Mwezeshaji-Afisa Kilimo	
	7:00-8:00Mchana	Elimu ya Afya	Mjadala: Je afya bora ina mchango gani katika kilimo biashara?	Mwezeshaji-Afisa Kilimo	
	8:00-8:45Mchana	CHAKULA CHA MCHANA			Wote
	8:45 -9:30 Mchana	Elimu ya Uchaguzi wa Zao	Kazi ya Vitendo : Ziara kuelekea Sokoni kwa ajili ya utafiti wa zao husika.	Mwezeshaji-Afisa Kilimo	
	9:30-10:00Jioni	Majumuisho na Tathmini ya Siku na Kufunga		Washiriki	
SIKU YA PILI YA MAFUNZO					
2	1:30-2:00 Asubuhi	Kuwasili na Kujiandikisha		Washiriki	
	2:00-2:30 Asubuhi	Kumbushio ya siku iliyopita	Zoezi la kumbushio ya siku iliyopita kwa njia tofauti	Mwezeshaji-Afisa Kilimo	
	2:30-3:30Asubuhi	Mrejesho kutoka Sokoni	Kwa Vikundi:Mawasilisho ya mrejesho kutoka sokoni	Mwezeshaji-Afisa Kilimo	
	3:30-4:30Asubuhi	Utambuzi wa Gharama za Uwekezaji katika kilimo bishara	Kazi ya vikundi: Kutambua gharama za uzalishaji wa zao husika	Mwezeshaji-Afisa Kilimo	
	4:30-5:00Asubuhi	CHAI			Wote
	5:00-6:00 Mchana	Udadisi wa Shamba	Kazi kwa vikundi: Kutambua eneo sahihi kwa ajili ya uzalishaji wa zao husika la mradi	Mwezeshaji-Afisa Kilimo	
	6:00-7:00Mchana	Mandalizi ya shamba-l	Nadharia (Dakika 30)-Hatua bora za kuandaa shamba	Mwezeshaji-Afisa Kilimo	
	7:00-8:00Mchana	Mfumo wa Umwagiliaji	Nadharia (Dakika 30)	Mwezeshaji-Afisa Kilimo	

			Vitendo shambani-saa 1 kutengeneza mfumo wa	Mwezes haji-Afisa Kilimo
	8:00-9:00Mchana	CHAKULA CHA MCHANA		Wote
	9:00-9:30 Jioni	Maswali na Majibu	Majadiliano: Ufungaji mfumo wa umwagiliaji kwa matone kwa vitendo	Mwezes haji-Afisa Kilimo
	10:00Jioni	Tathimini ya siku na Kufunga		Wote
SIKU YA TATU YA MAFUNZO				
3	1:30-2:00 Asubuhi	Kuwasili na Kujiandikisha		Washiriki
	2:00-2:30 Asubuhi	Kumbushio ya siku iliyopita	Zoezi la kumbushio ya siku iliyopita kwa njia tofauti	Washiriki
	2:30-4:30Asubuhi	Maandalizi ya Kitalu	Nadharia-Dakika 40 Kazi kwa Vikundi: Kuandaa vitalu kwa vitendo	Washiriki
	4:30-5:00Asubuhi	CHAI		Wote
	5:00-5:45Asubuhi	Kuotesha Magugu kabla ya kupanda	Majadiliano: Faida za kuotesha magugu	Mwezes haji-Afisa Kilimo
	5:45-6:30Mchana	Elimu ya Wigo hai	Majadiliano: Faida za kuwa na wigo hai katika kilimo biashara	Mwezes haji-Afisa Kilimo
	6:30-8:00 Mchana	Kupanda na Kupandikiza Miche	Nadharia-Dakika 40 Kazi ya Vikundi: Kupandikiza miche kwa vitendo	Mwezes haji-Afisa Kilimo
	8:00-9:00Mchana	CHAKULA CHA MCHANA		Wote
	9:00-9:30 Alasiri	Maswali na Majibu	Maswali na Majibu : Kupanda na Kupandikiza	Mwezes haji-Afisa Kilimo
	9:30-10:00Jioni	Tathimini ya siku na Kufunga		Wote
SIKU YA NNE YA MAFUNZO				
4	1:30-2:00 Asubuhi	Kuwasili na Kujiandikisha		Washiriki
	2:00-2:30 Asubuhi	Kumbushio ya siku iliyopita	Zoezi la kumbushio ya siku iliyopita kwa njia tofauti	Washiriki
	2:30-4:30Asubuhi	Lishe ya Mimea	Kazi ya Vikundi: Ufahamu wa aina za mbolea na matumzi yake	Mwezes haji-Afisa Kilimo
	4:30-5:00Asubuhi	CHAI		Wote
	5:00-7:00 Mchana	Mbinu Shirikishi za kupambana na viaribifu vya mazao	Majadiliano: Ufahamu wa magonjwa,wadudu na viharibifu vya mazao	Mwezes haji-Afisa Kilimo
	7:00-8:00Mchana	Uvunaji salama wa mazao ya kilimo biashara	Kazi kwa Vitendo: Uvunaji wa Mazao kwa vitendo	Mwezes haji-Afisa Kilimo
	8:00-9:00 Alasiri	CHAKULA CHA MCHANA		Wote
	9:00-9:30Alasiri	Utunzaji wa Mazao baada ya kuvuna	Nadharia: Dakika 45	Mwezes haji-Afisa Kilimo

	9:30-10:00Jioni		Kazi kwa Vikundi: Mbinu bora za utunzaji wa mazao baada ya kuvuna	Mwezes haji-Afisa Kilimo	
	10:00Jioni	Tathimini ya siku na Kufunga		Wote	
SIKU YA TANO YA MAFUNZO					
5	1:30-2:00 Asubuhi	Kuwasili na Kujiandikisha		Washiriki	
	2:00-2:30 Asubuhi	Kumbushio ya siku iliyopita	Zoezi la kumbushio ya siku iliyopita kwa njia tofauti	Washiriki	
	2:30-4:30Asubuhi	Utunzaji Kumbukumbu katika Mradi	Nadharia: Dakika 45		Mwezes haji-Afisa Kilimo
			Majadiliano: Je wajua Mali Bila Daftari Hupotea Bila Habari?		Mwezes haji-Afisa Kilimo
	4:30-5:00Asubuhi	CHAI			Wote
	5:00-6:00 Mchana	Elimu ya Fedha na Uwekaji Akiba		Mwezes haji-Afisa Kilimo	
	6:00-7:00 Mchana	Usimamizi wa rasilimali katika vikundi	Mjadala: Mbinu mbalimbali za usimamizi na utunzaji wa rasilimali za vikundi		Mwezes haji-Afisa Kilimo
	7:00-7:30Mchana	Elimu ya Mpango Utekelezaji	Kwa Vikundi: Watengeneza Mpango utekelezaji bada ya mafunzo		Mwezes haji-Afisa Kilimo
	7:30-8:30 Mchana	CHAKULA CHA MCHANA			Wote
	8:30-9:00 Jioni	Majumuisho ya mafunzo		Mwezes haji-Afisa Kilimo	
	9:00-9:30Alasiri	Kutoa Vyeti		Washiriki	
9:30-10:00Jioni	Neno la Shukrani na Kuagana		Wote		

5.3 List of Training Participants

This is shared in a separate document.