

**REPORT ON TRAINING-OF-TRAINERS
IN ANTANANARIVO, MADAGASCAR
8-12 OCTOBER 2007**

CropLife Africa Middle East sponsored a five day Training-of-Trainers course for 14 participants from various stakeholders, including members of agrochemical industry, Ministry of Agriculture, NGOs and research. The course was organized by the national association CropLife Madagascar and facilitated in French by Manon Dohmen and Raphael Vogelsperger from IFDC.

The purpose of the program is to build capacity of (future) trainers and includes training facilitation skills, use of different training methods and training aids, and adult learning.

The five day course consisted of two parts; the first three days concentrating on training and facilitation skills, and the last two days on the implementation of the theory during practical session prepared by all participants.



Pict.. 1 : Participants proudly showing their certificates.

CONTENT OF THE COURSE :

Part 1: Training and facilitation skills	Part 2	
	Individual sessions	Practical sessions
Introduction	Personal protective equipment	Group presentation
Planning and design	Store organization	Performance presentation
S/D/F training module	Disposal – preparation	Lesson plans
Setting up the session	Sprayers	Lesson presentation
Approaches to training	Spraying nozzles	
Circle of competence	First aid	
Learning theory	Transport	
Key processing styles	Handling of spillage	
Brain power	Reading of label	
Key learning styles	Types of pesticides	
Facilitation and questioning		
Performance		
Body language		
Feedback		
Training materials		
Use of flip-sheets		
Use of PowerPoint		

ASSESSMENT:

Each participant had to prepare a 20-minute lesson for Thursday and Friday. Participants were assessed by the two facilitators and all other participants on their presentations skills, use of training methods and materials, and ability to transfer knowledge. Besides, each participant had to do a written test. All results are taken into account for the overall assessment. To obtain a certificate of competence the participant had to pass the practical test (individual session) and the written test with either 50 percent or more. Those not passing the 50 percent were given a certificate of attendance. Eleven participants received a certificate of competence, and three participants received a certificate of attendance.



Pict. 2 : Outside for a session on how to use a sprayer facilitated by Tolojanahary Ramanarivosoa

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EVALUATION :

Each participant was asked to fill in an evaluation forms to evaluate the training program.

In general participants appreciated the different training methods and aids used which made the sessions lively, varied and involved all participants. During the theoretical part the explanation on the SDF model (a model to structure a training session) was highly valued, because it provides participants with a framework for their presentations. Also the practical part was appreciated by most participants. They wrote that it was very useful and that they specifically learned how to put what they had learned into practice. Some complained that the preparation time was too short.

Both facilitators received very positive comments. It was mentioned that they are professional, knowledgeable, with a sense of humor and never showed any tiredness. However, some participants wrote that both did not have any knowledge on the local culture and customs.

Other remarks were made about the title of the workshops. According to some participants the title suggests a technical workshop, while the main focus is not on technical aspect. Besides, almost all participants thought the program was very loaded and intensive. They proposed to add at least one more day to the program to spread the workload.

Organisation of the workshop by CropLife Madagascar was professional.

CLOSING CEREMONY :

The closing ceremony was performed by the Minister of Agriculture, Hon. Marius Ratolojanahary after speeches of Rivo Andriamanalina, Chairman of CropLife Madagascar, Solofo Raberahona representing the participants and Raphael Vogelsperger representing IFDC. He signed all certificates and handed them out to all participants. Also other stakeholders, including the Secretary General of the Ministry of Agriculture, Directors of Ministry of Agriculture, Environment, Scientific Research, representative of International organizations, Chairman of several associations and private companies, Heads of Agricultural projects attended the closing ceremony.

After the ceremony, CropLife Madagascar invited all participants and attendants for a cocktail.

MEDIA – COMMUNICATION :

Several medias including 2 major TV channels (MBS and TV Plus), 3 newspapers and 2 major radio channels covered the closing ceremony. The workshop was on TV morning and evening news of MBS (n°1 TV channel in term of coverage) for 3 days and on TV evening news of TV Plus for 2 days.

This is the first time a training of trainers was organised in this region of the world. Media coverage is important to consolidate CropLife Madagascar image as a reliable partner in the field of agriculture and chemicals in general.

WHAT AFTER THE WORKSHOP ? :

CropLife Madagascar initiated the study of a possible IFDC project in Madagascar in cooperation with the Ministry of Agriculture possibly in the field of capacity building on fertilizers and pesticides.

All participants have been given training materials and training report template. CropLife Madagascar will follow up the course and make sure all participants will conduct training and report on it.

Cooperation between CropLife Madagascar and the Ministry of Agriculture will continue with the relaunch of pesticides training program on national radio broadcasting.



Pict. 3 : Raphael conducting a lesson



Pict. 4 : Lucie Raharison shows the other participants how to clean up a spillage of pesticides.



Pict. 4 : The Minister of Agriculture gives his closing remarks.



Pict 5 : Rivo Andriamanalina, Chairman of CropLife Madagascar interviewed by journalists



Pict 6 : Manon and Raphael discussing with the Minister
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Photo Gallery



Many exercises and fun games during the theoretical part of the course



Practical sessions:

Upper left: An excellent session by Solofo Raberahona on how to organize the pesticide store. Middle right: Session by Rakotoasombola Daniela on how to wear protective equipment . Upper right : Ronhlad Rakotomalala on how to calibrate a sprayer Down left: Lucie Raharison shows the other participants how to clean up a spillage of pesticides. Down right: A session on why to wear protective clothing by Mirana Ramanapanoharana.



Closing ceremony :

Left : Speech by the Minister. Middle : hand over of certificate to a participant. Right : view of the cocktail after the ceremony

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LIST OF PARTICIPANTS

Nb	Name	Firstname	Poste	Structure	Activity
1	RAKOTOASIMBOLA	Daniela	Pesticide controller and trainer	Division de la Phytopharmacie et du Contrôle des Pesticides	Ministry of Agriculture
2	RASOANIRINA	Lalao Perline Edmée	Laboratory fellow	Division de la Phytopharmacie et du Contrôle des Pesticides	Ministry of Agriculture
3	RAHARISON	Lucie	Agronomist	FIAVAMA	CropLife Member
4	RAVELOSON	André	Head of plant protection research	VERAMA	Management and plantation of cashew nut
5	ANDRIANASOLO	Harivelo	Agronomist	PROCHIMAD	CropLife Member
6	RAMANARIVOSOA	Tolojanahary	Technical fellow	D1 Oils	Management and plantation of cashew nut jatropa
7	RABERAHONA	Solofo	Training consultant	Voarisoa Observatoire	Environmental NGO
8	RAMANANPANO HARANA	Mirana	Head of information system, quality and communication	Centre National de Commercialisation du Café	Management and plantation coffee
9	TOVONKERY	Rollandson	Head of training service	Centre National Antiacridien	Locust control
10	FARA HANITRINIAINA	Jean de la Croix	Trainer and technical fellow	ONG TAFA	Training and technical support organisation
11	ANDRIANAIVO RAVOAVY	Niainaharijaona	Training consultant	Ets Rabemanantsoa	Public health company
12	RAKOTOMALALA	Ronhald	Agronomist	AGRIVET	CropLife Member
13	RAZAFINIARY	Velosoa	In vitro crops responsible and trainer	CTHA	Technical assistance and training, horticulture
14	RAVELOMANANTSOA	Njaka	Agronomist & trainer	VALY AGRI DEVELOPPEMENT	Technical assistance and training