

**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 |