

## TOT Training Report

Country: Malawi

City: Lilongwe

Date of training: 21 – 25 June 2010

Venue: MIM Lilongwe

### **1. Description of activities:**

The training consisted of three parts:

1.1 Theory and practice on training and facilitation skills for adult learners including individual presentations by participants covering the following topics:

- Preparation of a training program
- Adult learning
- Training methods & approaches
- Training aids
- Group dynamics
- Facilitation skills
- Evaluation
- Follow-up

1.2 Responsible Use of Pesticides: “From shop shelf to field”:

- The basics of scouting
- Buying pesticides
- Transporting of pesticides to the farm
- Storing of pesticides on the farm
- Preparing for spray: Equipment, PPE and external factors
- Preparing to spray: Measuring, Mixing & Pesticide Spills
- Working in the field with pesticides
- After working in the field: Leftovers, cleaning of equipment and the personal hygiene
- Empty container management
- Health & safety including basic first aid procedures

1.3 Workshop by participants and organizers, facilitated by the master trainer where the following questions were addressed:

- Why do we need to train? Identify key training needs
- What do we need to train? Identify the key focus areas
- When will we do it? Personal commitment by new trainers how they will carry out the training

1.4 Duration of each part:

- Training & facilitation skills: 3½ days
- Responsible use of pesticides: ½ day
- Workshop: ½ day

## **2. Participants:**

A total of 14 participants (All male) attended the program. It was a mix of participants from the private as well as public sectors.

See name list with results at end of report

## **3. Program feedback:**

The knowledge of the participants was evaluated as follows:

- Written test of 90 minutes: Pass mark: 50%
- Individual presentations: Pass mark 50%
- Open book assignment to see if participants were able to use the information received to plan and execute a training session. Pass mark: 50%
- All 14 participants received certificates of competence.

Average percentage of test:	78%
Average percentage of presentations:	68%
Average percentage of assignments:	60%

The results were very good. Please see attached report with detailed results

## **4. Hand outs:**

All participants received the following handouts:

- Hard copy of hand outs for all sessions
- Electronic file with all reports, session handouts as well as technical archive of responsible use information, pictures, posters and specifications (CropLife & FAO)
- Training toolbox (Electronic file) with a variety template to assist trainers in the field

## **5. Course evaluation by participants:**

Feedback from the participants was very positive and included:

- A very professionally presented training course
- Far above from what was expected
- Very useful and results will be seen following the training
- Training was good and presented in a professional manner
- A real motivation to go out and use this training in the field

## **6. Venue, food and logistics:**

The venue was good. It was a well-planned and well-organized training course. The effort and dedication of the CropLife Malawi team was fantastic. Thank you CropLife Malawi

## **7. Master trainer comments:**

It was one of my better training courses. What a great group of people! Their commitment, dedication, support, discipline and time management were absolute fantastic. I am sure that this team will take CropLife Malawi's stewardship program to new heights.

### **8. Closing ceremony:**

An official closing ceremony was held. It was officially closed by Dr Andrew Daudi, the Permanent Secretary of the Ministry of Agriculture. The press was present during the closing ceremony. Dr Andrew Daudi also handed over the certificates. The key notes from Dr Daudi's speech were:

- For too long we in Malawi attended workshops and training and kept quiet afterwards
- It is time to carry the message forward and share with fellow Malawians our skills and knowledge.

### **9. Next step:**

Each trainer will now go out and include training in their day to day activities

Every training held will be reported to CropLife Malawi.

CropLife Malawi will support and motivate these trainers to achieve the level of commitment set.

A full IPM training course for the same group is highly recommended

### **10. Pictures:**

Group picture will be forwarded by CropLife Malawi to the Regional Coordinator for East & Southern Africa

### **11. Documents attached:**

- Participant's list
- Final results of evaluation

I thank CropLife Africa Middle East for the opportunity to work in Malawi. It was a wonderful experience.

Signed:

HJ Louw

Master Trainer

Date: 25<sup>th</sup> June 2010

