

REPORT ON WORK IN ZIMBABWE
By Peter Mills
CropLife Africa Middle East
27-October-2003 to 31-October-2003

PURPOSE

- **Training:** delivery of a 5 day course on Responsible Use of Pesticides, consisting of Part 1: Revision and Refocus on the principles of ToT and Part 2: Pesticide Technical training.
- **Training materials:** discuss and hand over latest training materials to all participants.

ACTIVITIES

This was set up as the Pilot Project for all future CropLife Africa Middle East Training of Trainer programs. This was Part 3 of a three part Training of Trainers course. The first two parts were run and managed by Qpartnership of Harare, during which the participants were given very detailed training in Training Needs Analysis and other aspects of Training the Trainer.

This report covers only Part 3, conducted by Peter Mills of CropLife Africa Middle East.

Monday, 27-October-2003

08h00: Day 1: **ToT training**

17h30: end of Day 1

Overnight: Harare - home

Tuesday, 28-October-2003

08h00: Day 2: **ToT training**

17h30: end of Day 2

Overnight: Harare - home

Wednesday, 29-October-2003

08h00: Day 3: **ToT Training and Technical training**

17h30: end of Day 3

Overnight: Harare - home

Thursday, 30-October-2003

08h00: Day 4: **Technical training**

17h30: end of Day 4

Overnight: Harare - home

Friday, 31-October-2003

08h00: Day 5: **Technical training**

14h30: end of Day 5

Overnight: Harare - home

PARTICIPANTS

Initially 23 participants were chosen, based on an internal recruitment campaign by CropLife Zimbabwe. Several pulled out at the last minute (two private fertiliser pesticide dealers, two from government - AREX, two exporters, one NGO) resulting in 18 attending Study School 1 and 2, and 15 attending Study School 3 (3 participants will attend Study School 3 of the next course). The participants for Study School 3 were:

- Steve Manonge, Bayer (industry)
- Devilious Jamela, Agricura (industry)
- Judith Kwaramba, Agriculture, Research & Extension Services (AREX) (government)
- George Dube, Coopers (industry)
- Farai Mukucha, Windmill (industry)
- Thompson Mukahlera, Windmill (industry)
- Wellington Ncube, Syngenta (industry)
- Dr. Busi Sibanda, Kettex (exporter)
- Walter Dirorimwe, ZFC (industry)
- Dzingo Mafuadze, ZFC (industry)
- Takemore Chagomoka, AEAAZ (export growers association)
- Maxwell Masunda, AREX (government)
- Elias Kansembe, NRDC-ZEGA Training Trust, Zambia (training college)
- Isaac Nkhungulu, NRDC-ZEGA Training Trust, Zambia (training college)
- William Zirebwa, Hortico (exporter)

COURSE CONTENT & DATES

Study Schools 1 and 2 were two parts of a full-on Training of Trainers course, while Study School 3 covered a Revision and Refocusing on the principles of ToT as well as Pesticide Technical Training.

Study School 1 (01-September-2003 to 05-September-2003)

Conducted by the contracted training agency, Q Partnership.

Introduction; Overview; Training versus Education; Trainer's Role and Values; The Learning Process; The Training Cycle; Training Needs Analysis; Training Objectives; Measuring Performance; Objective Writing; Writing Training Material; Sequencing and Links; Lesson Planning and Preparation; Lesson Checklist; Training

Methodologies; Evaluating Training and Follow-up; Principles of Adult Learning; Why Adults Learn; Learner Demographics.

Assignment: Conduct a Training Needs Analysis and Report (to be handed in at start of Study School 2).

Study School 2 (29-September-2003 to 03-October-2003)

Conducted by the contracted training agency, Q Partnership.

Feedback on assignments; General Overview; Development of Lesson Plans; Communication Preferences; Experiential and Accelerated Learning Techniques; Presentation and Facilitation Skills; Participants Presentations & Feedback; Training Administration; Assignment Distribution.

Presentation and explanation to all participants of all available CropLife training materials (Peter Mills).

Assignment: Prepare a Lesson Plan and Lesson on Pesticide issue (for presentation at Study School 3).

Study School 3 (27-October-2003 to 31-October-2003)

Conducted by Peter Mills.

Part 1 - Revision and Refocus on ToT

Planning & Design; S/D/F Model; Setting up the Session; Approaches to Training; Circle of Competence; Learning Theory; Key Processing Styles; Brain Power; Key Learning Styles; Facilitating; Performance; Body Language; Feedback; Audio Visual Support; Flip Tips; Preparation; Spot Checks; Evaluation; Follow up.

Part 2 - Pesticide Technical Training

PPE; Storage; Calibration; Disposal-Preparation; Disposal-Incineration; Disposal-Burial; Poisoning; Purchasing; IPM; Sprayers; Transportation; Post-Harvest.

Presentations.

COURSE AND PARTICIPANT ASSESSMENT

The total course was divided into two parts:

1. Training of Trainers (conducted by Q Partnership)

2. Pesticide Technical Training (further subdivided into two parts, conducted by Peter Mills).

Participants were studying for two certificates. For Study Schools 1 and 2, a full report will be submitted by Q Partnership, the contracted training agency. For Study School 3, conducted by Peter Mills, the course and participants were assessed using the following:

A. REACTION

Two "Evaluation Questionnaires" were given at the end of Day 2: Revision and Refocus on ToT, and again at the end of Day 5: Pesticide Technical Training. Originals and summaries have been handed to Graeme McPhail of CropLife Zimbabwe (Cell: +263-91-206970). The results of these two questionnaires, were that the learners rated the course and content at an average of 4.414 and 4.511 out of a possible 5. Comments on the questionnaires showed a general appreciation of the course with comments such as: "useful", "very useful", "fantastic", "great", "brilliant", "just in time", "eye opener", "fire lighter", "excellent", "worthwhile", "incredible". Suggestions for improvements have been noted and will be incorporated into future courses. These included a need to have the course as a residential course, extension of the time (not enough time), a better ratio of participative to directive approaches by the facilitator.

B. LEARNING

This was assessed using written tests (pre-course test and post-course test) and evaluation of their lessons, prepared between Study Schools 2 and 3.

1. Pre-Test on Part 1 - Revision & Refocus on ToT.
2. Post-Test on Part 1 - Revision & Refocus on ToT.
3. Pre-Test on Part 2 - Pesticide Technical Training.
4. Post-Test on Part 2 - Pesticide Technical Training.
5. Presentations, which were assessed by Peter Mills and their peers.

Having pre- and post-tests, achieves two goals: assesses how much learning has taken place between the start and end of the course; provides facilitator and employer a measure of performance.

Presentations were prepared and delivered according to the ToT sequencing, and these were evaluated by Peter Mills and all participants, using an evaluation check list.

The final assessment to achieve a "Certificate of Competence", was based on Post-Test (ToT) results (25%), Post-Test (Technical) results (25%), Presentation of the Lesson (50%). Results in the following table. Pass mark was 60%.

NAME	POST-TEST (ToT) (25%)	POST-TEST (Tech) (25%)	LESSON (50%)	FINAL RESULT
TAKEMORE CHAGOMOKA	76.1%	100.0%	80.0%	84%
GEORGE DUBE	59.7%	80.4%	62.0%	66%
JUDITH KWARAMBA	67.6%	98.2%	74.0%	78%
MAXWELL MASUNDA	71.6%	98.2%	80.3%	83%
DEVILIOUS JAMELA	63.1%	91.1%	73.3%	75%
FARAI MUKUCHA	87.5%	96.4%	81.1%	87%
THOMPSON MUKAHLERA	70.5%	91.1%	61.9%	71%
ELIAS KANSEMBE	77.3%	88.4%	85.5%	84%
WILLIAM ZIREBWA	80.1%	96.4%	68.7%	78%
ISAAC NKHUNGULU	69.9%	92.9%	83.7%	83%
Dr. BUSI SIBANDA	91.5%	100.0%	87.8%	92%
STEVE MANONGE	69.3%	92.9%	84.2%	83%
DZINGO MAFUADZE				
WALTER DIRORIMWE	73.3%	91.1%	71.6%	77%
WILLINGTON NCUBE	71.0%	93.8%	70.9%	77%
AVERAGE	73.5%	93.6%	76.1%	79.8%

All fourteen participants who finished the Study School 3 (one departed half way through due to a death in the family), have achieved a "Certificate of Competence", issued by CropLife Zimbabwe.

A photograph of all successful participants is attached.

CONCLUSION

Trainers, full-time and part-time, from all sectors participated, including two from Zambia. Industry was well represented, as well as private sector (exporters), government and growers associations.

A very important and useful exercise, providing the basis for future Training of Trainer courses. A lot of work has gone into these courses, which now just needs honing.

CropLife Zimbabwe, now need to follow up. All employers now need to be contacted, and informed of the success or otherwise of the participants in the Training of Trainers course (by Q Partnership) and the Technical Training course (by Peter Mills). They need to be reminded of the need to keep records of all training to be submitted to CropLife Zimbabwe to be used for publicity purposes. Participants have been told of this requirement, and have asked for official approaches from CropLife Zimbabwe to their employers to ensure follow through. In my opinion, an incredibly successful exercise.

Future trainings will now be reduced to an intensive five-day course, the first part being on the basic principles of Training of Trainers, based on several courses attended by Peter Mills (Maccauveli, OTD, Derek Mullen) and reference materials from John Townsend. The second part will consist of lessons presented by participants on technical issues. This will become the standard.

Peter Mills
31-October-2003



Back row: Devilious Jamela (Agricura); Farai Mukucha, Windmill; Steve Manonge, Bayer; Walter Dirorimwe, ZFC; Wellington Ncube, Syngenta; Thompson Mukahlera, Windmill; Dr. Busi Sibanda, Kettex

Front row: Maxwell Masunda, AREX; William Zirebwa, Hortico; Takemore Chagomoka, AEAAZ; Judith Kwaramba, AREX; George Dube, Coopers; Elias Kansembe, NRDC-ZEGA Training Trust, Zambia; Isaac Nkhungulu, NRDC-ZEGA Training Trust, Zambia