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FROM THE AMERICAN PEOPLE

**innovATE**

## The role of innovATE in complementing agricultural extension capacity building efforts for food security in sub-Saharan Africa



**Agricultural Extension and Food Security in Africa workshop, Ohio State University**

Dr. Tom Hammett, Director (Virginia Tech), Dr. Tom Gill, (Penn State), Dr. Kristal Jones (Penn State)



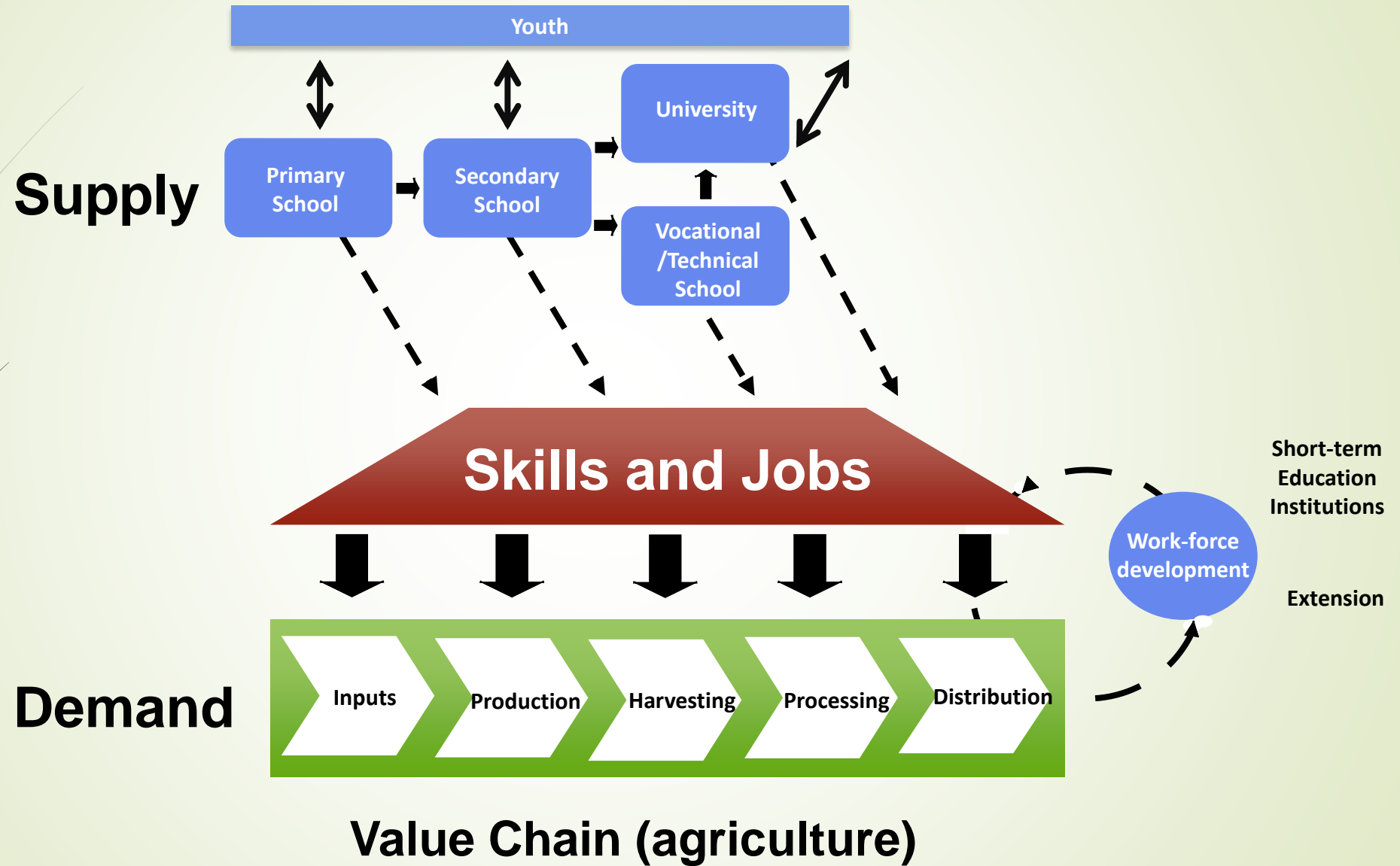
# Purpose and Scope of innovATE

- PURPOSE: Strengthen agricultural training and education systems to improve the performance of the agricultural sector
- SCOPE: Strengthen the **full range of institutions** that **train and educate** agricultural professionals in:
  - Primary and Secondary schools
  - Higher Education Institutions
  - Vocational & Technical schools
  - Out of School Youth
  - Workforce Development
  - Extension agencies

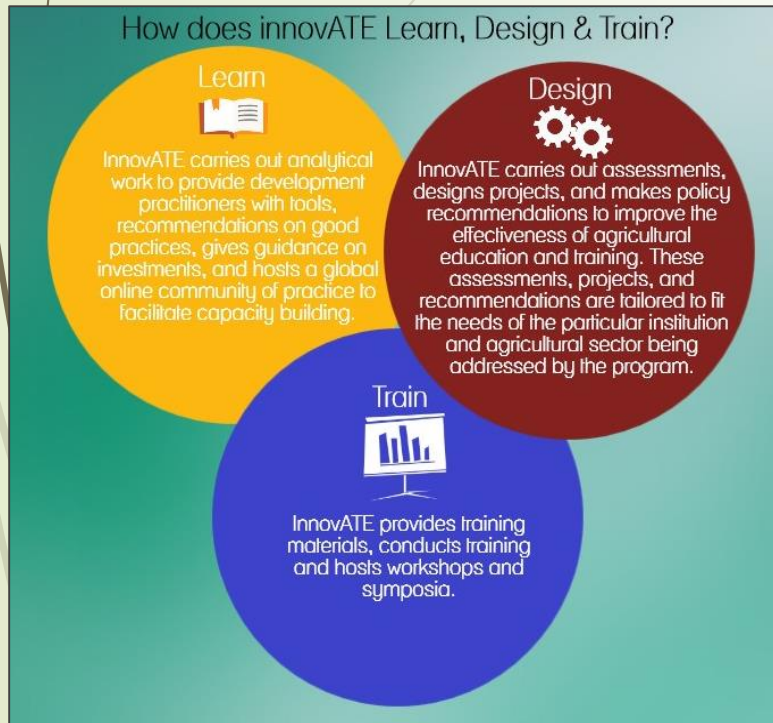
# The Challenge

- **INSTITUTIONAL CAPACITY:** Public institutions with agricultural programming are weak  
(e.g. curricula, infrastructure, administrative capacity)
- **HUMAN CAPACITY:** Agricultural sector in less developed and emerging economies, including public and private institutions, needs skilled employees  
(e.g. appropriate skillsets, degree programs, research and extension training)

# Meeting Training and Capacity Gaps



# How can innovATE address this challenge and strengthen the human and institutional capital base?



- Assess the gap between current and projected workforce demand and AET supply
- Provide recommendations for AET interventions and support best/good practice development
- Work alongside missions in implementation activities
- Train USAID and other development practitioners in methods to build AET capacity

# How is innovATE structured?



# Who is innovATE?

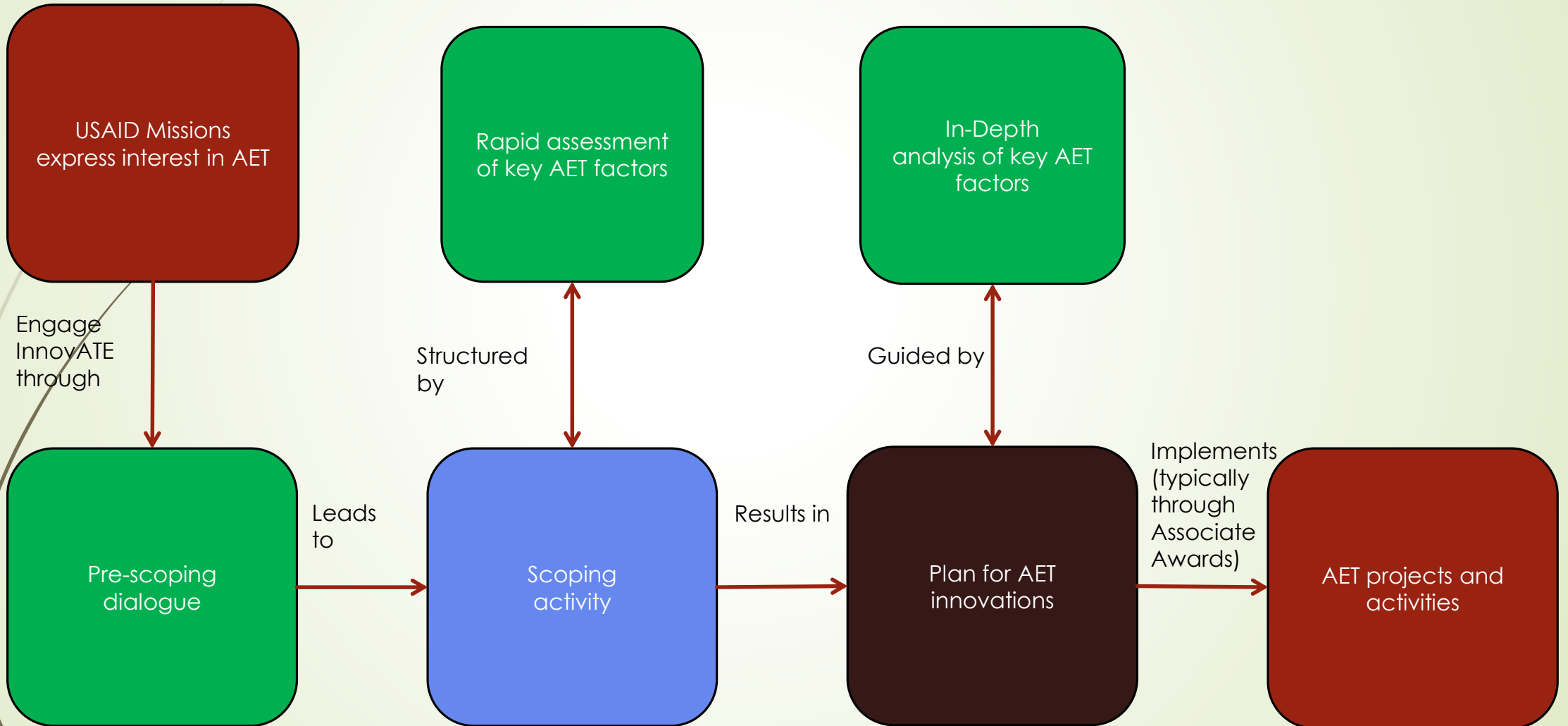
The program is implemented by a consortium of US universities:

Virginia Tech with:

- Tuskegee University
- Penn State University
- University of Florida



# How does innovATE work?





# Where and on what does innovATE work?

Country assessments completed or underway	Thematic studies completed or underway	Trainings and workshops held
Armenia (Apr 2013)	ATVET	<b>Integrating gender into agricultural and nutrition education (Senegal)</b>
<b>Uganda</b> (Nov 2013)	Gender and AET	Workforce development
Cambodia (Jan 2014)	AET in post-conflict settings	<b>Faculty development in post-conflict settings (South Sudan)</b>
Nicaragua (Apr 2014)	AET and Muslim women	<b>RUFORUM gender workshop (Mozambique)</b>
Honduras (Aug 2014)		
<b>DR Congo</b> (Aug 2014)		
*Entries in <b>bold</b> will be discussed in this presentation		



# What are some broad lessons we are learning?

- System approach needed
  - a “pipeline” that includes: recruiting, retention, mentoring (career, academic) alumni
  - Gender increasingly addressed
- Workforce development through soft skills is equally important as technical skill capacity building
- HICD in AET and extension needs to be demand driven
- Opportunities to increase capacity in extension services are significant

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and



# Senegal: Symposium on strategies for integrating gender into agriculture and nutrition curriculum



- Purpose: Share experiences and model ideas for including gender in AET curriculum and establish stakeholder networks
- Good practices identified:
  - Use a value chain approach to understand challenges to incorporating gender at all levels
  - Identify context-specific gender needs and opportunities
- Key takeaway: Expand gender from being “women” to being an analytical tool to highlight exclusion and marginalization



# Democratic Republic of Congo – Example of a scoping assessment

- Set of standardized tools (adapt to the situation)
- Background reading and discussions with USAID; determine focus
- Identify widest range of stakeholders possible; meetings/interviews
- Identify two or three leading questions (vary depending stakeholder)
- Listen and document responses; listen better as pieces start to connect
- Discuss with team every night or more frequently
- Watch for object of study emerge and evolve
- Adjust questions
- Write a report from a simple outline
- Provide a list of potential next steps that lead objectives of USAID



# Uganda: InnovATE Scoping Trip

Department of Agribusiness and Natural Resource Economics (DANRE), Makerere University

- ▶ Purpose: Design strategy for enhancing DANRE programs; improve food production forecasting for better policy and management

Recommended next steps:

- ▶ Strengthen linkages with agribusiness stakeholders
  - ▶ Establish internship coordinator and build networks
- ▶ Enhance and upgrade agribusiness and policy curricula
  - ▶ Conduct institutional self-assessment and tracer study of graduates
- ▶ Introduce scholarship of teaching and learning approaches
  - ▶ Build capacity of faculty to enhance student's entrepreneurial and interpersonal skills

# South Sudan: Post-Conflict Workshop in Uganda (led by Tom Hammett)



- Purpose: Build AET networks in Africa, and reflect on challenges and lessons learned in post-conflict situations
- Stakeholders: USAID, InnovATE, RHEA, Team Africa
- Best Practices identified:
  - Set long- and short-term strategic plans
  - Create incentives to attract qualified and committed staff
  - Focus on regional and international partnership to achieve goals
  - Establish an advisory board with transparency
  - Provide faculty exchange opportunities - between universities within the region

# Regional Universities Forum for Capacity Building in Agriculture (RUFORUM) - Side Event on Gender

led by Emily Van Houweling



- ▶ Purpose: To develop good practices for addressing gender issues and encouraging women in the agricultural sciences
- ▶ Key recommendations and needs voiced by participants:
  - ▶ Develop a mentoring program, which is important for encouraging next generation
  - ▶ Networking opportunities and exchange programs with other institutions should be developed
  - ▶ Find ways to inform secondary school students of opportunities in agriculture



# Regional Universities Forum on Capacity Building in Agriculture (RUFORUM) Side Event – led by Tom Hammett

- ▶ Purpose: To share experiences with professional societies and how they can enhance professions in AET
- ▶ Key results of participant survey:
  - ▶ Networking between institutions, sharing research results and encouraging professional development are all beneficial services of societies
  - ▶ Key constraints to success include a lack of strong leadership, lack of funding, lack of commitment of members, and lack of support from institutions
  - ▶ Needs identified were linkages with private sector and donors, increasing awareness of the societies, developing criteria for excellence, and providing training resources

# How can you connect to innovATE?

AET Community of Practice

[www.innovate-community.oired.vt.edu](http://www.innovate-community.oired.vt.edu)

- Online network of agricultural development professionals
- Collaborative discussion spaces for AET and agriculture
- Gender increasingly addressed
- Global training events database
- French and Spanish discussion pages
- Discussion space for extension?

The infographic is divided into two main sections. The top section, on a grey background, features three green circular icons: 'Discuss' (two speech bubbles), 'Connect' (two interlocking rings), and 'Collaborate' (two hands shaking). The bottom section, on a green background, is titled 'Ways to Connect' and lists 'Features of the InnovATE Community'. It includes a call to action 'Register today!' with a green arrow icon, and three activity icons: a tree for 'Participate in discussions "Under the Mango Tree"', a stack of books for 'Share and access resources', and a pencil for 'Browse opportunities in the training database'.

Join us in collaborating to improve the productivity of the agricultural workforce at all levels, through education and training.

**Register today!**

**Ways to Connect**  
Features of the InnovATE Community

- Participate in discussions "Under the Mango Tree"
- Share and access resources
- Browse opportunities in the training database



# More information

To see in-depth results of these and other activities, visit the InnovATE website at:

[www.oired.vt.edu/innovate](http://www.oired.vt.edu/innovate)

Thank you to Ohio State University and the Center for African Studies for allowing us to present, and to our sponsors and University partners.



# innovATE

Innovation for Agricultural Training and Education



**USAID**  
FROM THE AMERICAN PEOPLE

**VirginiaTech**  
*Invent the Future*



**UF** UNIVERSITY of  
**FLORIDA**  
*The Foundation for The Gator Nation*

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