

Outline of the 4-day Programme:								
Time / Day	Sat 13 Oct		Sun 14 Oct		Mon 15 Oct		Tues 16 Oct	
	What?	How?	What?	How?	What?	How?	What?	How?
8-10	Introduction & purpose	Piti & Davies	Water conservation & custody of catchment	Mai Shumba @ Kwaedza	Travel to Rusitu (2.5 hours)		Grassroots resource mngmnt	Tsinakwadi & learning group
10.30 – 13:00	How to deliver a training session: define a top, make use of a training site, to design practical sessions.	Put topic into context; relate local example to own situation. Put into practice.	Bio-diversity in small intensive systems	R. Mazoyo and his wife @ Mabasa Village	Tropical garden & orchard design	Hordhera @ Musariketa Village	Integrating small livestock	Bande & learning group
13:00	Lunch							

14:00 – 16:30	Soil fertility, farmer research & IPM	Mai Mandega @ Batana Village	Indigenous healing	Mai Rupiya @ CELUCT	Conservation farming	Mareni @ Chikwizi Village	Integrated low rainfall area farming	Piti @ Chaseyama
Evening	CELUCT Training Centre		CELUCT Training Centre		Tsuru @ Nyanyadzi		Depart	

Outcomes

10 farmers have received training for this particular program. They had already participated in CELUCT/Tsuru programs so this was a case of increasing their capacity, rather than starting from ground zero. The facilitators were very impressed with the level of knowledge and enthusiasm amongst the farmers to share their experiences and skills. Facilitators also developed their skills.

The organizations who are involved in this program have increased their collaboration with each other through these 4 days. Discussion was had throughout the workshops, in terms of what worked, what didn't work and who will be responsible for different aspects of the training.

Exchange visits were also enabled through the movement from farm to farm – we had enough space in the vehicles to allow some people to come with us when we went to the next site. This did not have an impact on spending but further increased the beneficiaries of the ToT program.

Learning

Translation is key in providing training for an international audience. We practiced this throughout the 4-days, however, we realized that it will be essential to assign someone to be dedicated to this role. It is also likely that there will need to be 3-way translation. This needs to be included in the budget. The cost of this is being explored.

Catering is also a vital element of the programme. We emphasized the importance of providing food that is grown on the farms, and relying as little as possible on bought in provisions. This helps to connect participants to the land and values the work done by the farmers.

We would like to assign the task of logistics to a dedicated person when we run the longer programme. This role would include dealing with catering, accommodation needs, transport etc. They also need to be able to go ahead of the group to let the sites know that the group is on its way – this can be fairly sensitive so this person will need to be very in tune with the programme. The importance of this emerged during the training, when arriving at Mr Hordhera's homestead, it turned out that he was at funeral, despite having been consulted as to the time of our arrival. Julius needed to speak to the chief in order for Mr Hordhera to have permission to leave the funeral in order to present to the group. This was very sensitive.

Next steps

Each trainer will need to be assisted with the preparation of learning materials for their specific topics.

The 2-days of training to incorporate peace building, culture and mindfulness as well as indigenous knowledge systems will be carried out in the next few months. The timings of this still need to be agreed but will be early 2013.

Additional on-site training will be given to the farmers who participated in this workshop. Practicing their sessions will increase their confidence. This will be carried out as part of the core work of CELUCT, TSURO and PORET, with each taking responsibility for the farmers living in their project areas.

Detailed feedback will be given to each of the participants.

A full proposal is being developed amongst the participating organizations for the international training program to be held in 2013.