

Agribusiness Facility for Africa Master Trainer / 2nd Expert Talk

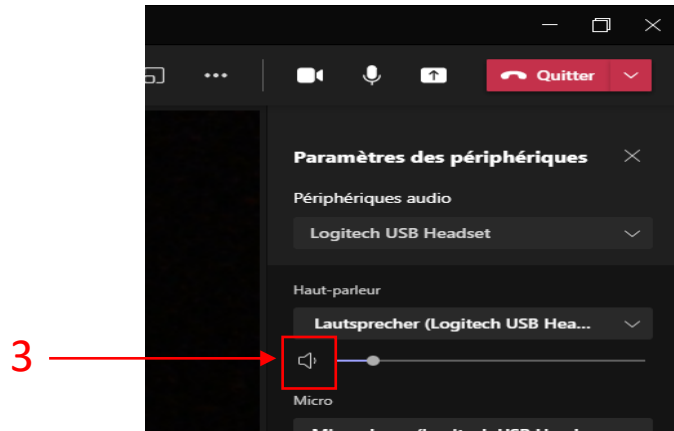
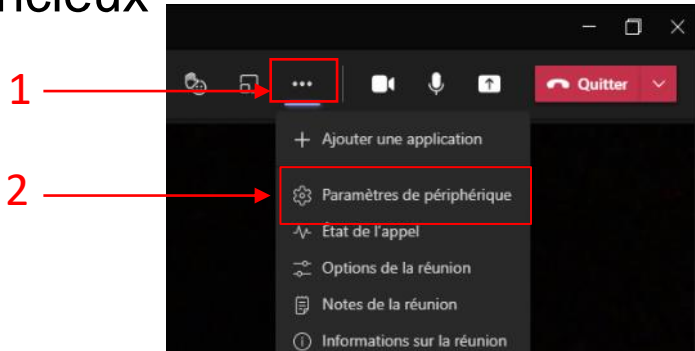
Online agribusiness training? – (How) does it work?





Traduction

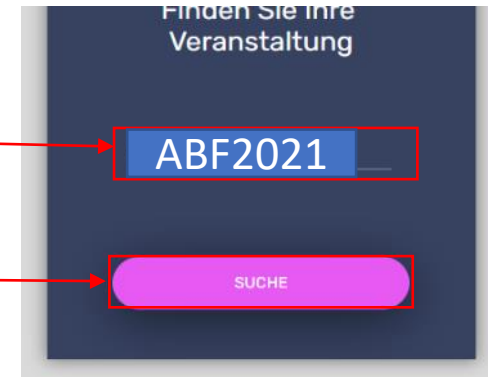
Étape 1 : Mettre MS Teams sur silencieux



Étape 2 : Ouvrir interactio

1. Cliquer sur le lien dans le chat

2. Entrez le mot de passe
ABF2021



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Online training – which picture represents you? / Quelle photo vous représente ?

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Agenda

- 1 Warm-up
- 2 Welcome, objective & agenda
- 3 ABF and online trainings
- 4 Experience of a face-to-face and an online Master Trainer (Jude Kum Kawzu)
- 5 Potentials, success factors of online training (Dr. Bernard Agbo & Dr. Annemarie Matthes)
- 6 Discussion
- 7 Outlook & Closing

- 1 Préchauffage
- 2 Bienvenue, objectif & agenda
- 3 ABF et formations en ligne
- 4 Expériences d'un Maître formateur (Jude Kum Kawzu)
- 5 Potentiels & facteurs de succès de formations en ligne (Dr. Bernard Agbo & Dr. Annemarie Matthes)
- 6 Discussion
- 7 Perspectives et clôture

1 Training of Trainers in 2018/19



2 Training of trainers & teachers in 2020/21*



*~ 1472 hrs = 184 working days collectively spent in online trainings by ABF team

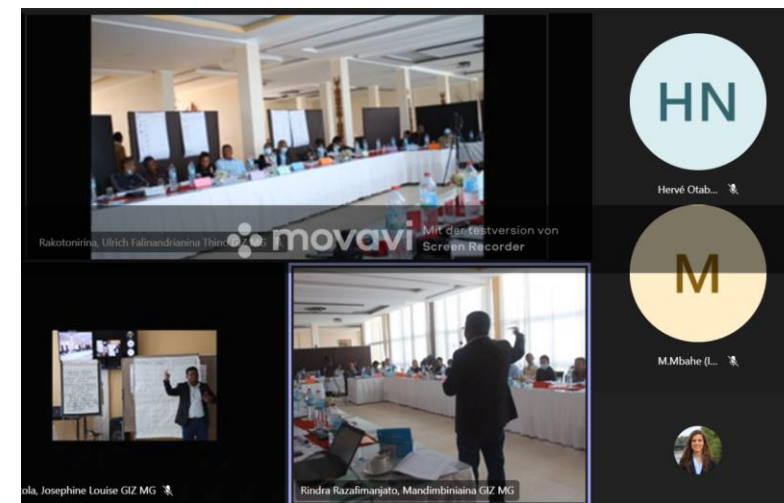


From analogue to online trainings

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- **Face-to-face training** in rural zones – where target group learners are >1.5 million farmers trained FBS
- **Centralized** face-to-face training: e.g. ToT learners come to a central venue → approx. 7000 CBS trainees
- **Hybrid**: learners come to classroom plus online trainer intervention & supervision → FBS ToT Madagascar, planned: FBS Pilot training in Vietnam,
- Complete **online „classroom“ trainings** – learners and trainer individually connected to online training classroom → FBS ToT Algeria, ... particularly under pandemic restrictions
- **eLearning** / self-paced and self-tutored learning via an e-learning platform → Agribusiness e-Academy, Course 1 Agriculture as a business
- **Blended learning** – combination of the above e.g FBS training of farmers & using FBSInnova to continue and apply learnings, GAP training on site plus WhatsApp → WhatsGAP 3D animation videos

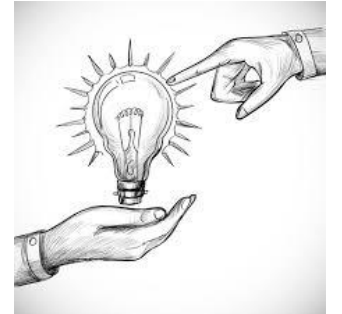
Online training topics/ target group

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- Online FBS Training of trainers (ToT) – participants from Algeria
- Cooperative Business School (CBS) Master training programme (EN + FR)
- **ATVET** upgrading loops 1-4 (so far) with **teachers/trainers**
- Simulation sessions (FBS ToT, ATVET) **trainers/teachers**
- **Supervision of ToT** „à la distance“



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Online training: (How) does it work? The experience of a face-to-face online Master Trainer



JUDE KUM KAWZU

Certified Farmer Business School Master Trainer
Ing. Agro-socio-economiste

1 Experience from online FBS ToT

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3 Carrying out a Training of Trainers online with participants:

- 4
- 5 ■ With computers, laptops, smartphones, tablets
 - 6 ■ Without displacement from one's office or home
 - 7 ■ Without direct face-to-face contact between the facilitator and the trainees neither the trainees with one another

In what context do we carry out online ToT?

Online trainings are carried out in contexts that do not allow persons to move and have face-to-face contact like:

- The recent global health crisis(COVID-19 pandemic, the Ebola virus, flu etc),
- Socio-political crisis or civil strife.

What are the key differences in the online FBS ToTs vs. face-to-face format?

Online trainings need:

- very high level of stable internet connection to all the participants for it to be effective.
- much more time /days of preparation than presence trainings,
- mobilisation of more expertise, concentration and resource persons
- higher level of concentration both from trainer and from participants
- more dexterity of the trainer to assure participation
- didactical tools to be adapted (adaptation of role plays and need that the participants in the play should be in the same place)
- additional days of simulations in presence after an online training

Preparation is key 😊 for a successful online ToT

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- High quality computers (laptop with a good battery and/or PC) with large screens. Two for trainers and one each for participants
 - Acquire very performant internet connection modems,
 - Sufficient internet data volume(to be on the safe side, provide sim-cards from different internet service providers),
 - A steady flow of electricity with a standby automatic generator for double assurance,
 - Prepare a good number of online adapted ice-breakers, energizers
 - Prepare consise/focused training materials and online tools to facilitate knowledge and skills transfer
 - Introduce online voting apps like mentimeter to get feedback

Rules with online trainings



- Net time allocated for training has to be limited for conducive learning (not more than 6 hrs/day)
- Frequent breaks need to be built in the programme
- Check-in with participants, to see they are on-board (being logged-in does not ensure their presence)
- Using cameras is ideal, however almost impossible due to unstable internet connection

1 Online trainings from a strategic perspective

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- 180° shift in certain situations : COVID-restrictions and political situation limiting travel

This triggered change of our project strategy

→ seeing online training as opportunity

→ stakeholders from different countries brought together in cost-efficient way (e.g. CBS MTP, ATVET institutions from 8 countries)

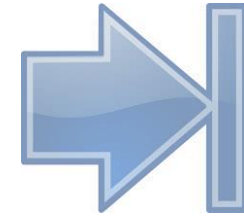


Success factors

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- ☀ **Internet access (funding!), computers and relevant software are preconditions** (what happens if no internet /smartphone /device available) - Leave-no-one behind principle cannot be applied
 - ☀ **Strong intrinsic learner motivation, attention & concentration**
 - ☀ **Time and room** for online learning
 - ☀ **Digital literacy** of participants & implementing partners
 - ☀ Training materials for interactive online delivery
 - ☀ **NO lecturing by teachers:** language, didactic and tools for interacting with & among learners

Outcomes and impacts

- ✓ Start / continue implementation of trainings even when no alternatives (lockdown)
- ✓ **Networking:** Participants from different countries can get together without travelling
- ✓ Overhaul of training materials to be in line with new trends
- ✓ Many experts can be included -> easier to bring them all together
- ✓ Learning and becoming better by doing
- ✓ Cost-efficient trainings



Knowledge, Skills, Attitudes

Limits of online training

- Analogue / face-to-face training of MSME in agriculture and agro-processing cannot be replaced
 - ← Electricity and Internet access in rural zones
 - ← Social interaction is needed to unlock learners' group potentials for action after training
 - ← Monitoring learning progress during the training is a challenge (particularly if connection do not allow use of camera, body language, non-verbal communication ...)
 - Blended formats for continued learning (e.g. WhatsApp – WhatsGAP, FBSInnova, Agribusiness eAcademy)
- New and complex topics require didactical methods and skilled trainers'
 - Upgrading of (Master) trainers for online training is needed



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How to enhance & assess quality & success of online trainings?

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- **Learners' self-assessment** before and after online training
 - Use **feedback sheet**, icons & chat functions to gain your learners' insights directly,
 - During training: Small tests, guestimates, quizzes to assess learners' knowledge and skills on the go
 - After Teachers' upgrading Use peer learning & simulations to consolidate trainers' didactic and thematic skills
 - "Traceability" of trainees to assess use of knowledge, skills & attitudes acquired (agribusiness models,
 - On this basis (i) estimate / assess return on investment (ROI) in training and
(ii) develop business models
 - Broader dissemination via social learning cascades & Networking: former learners become facilitators/trainers

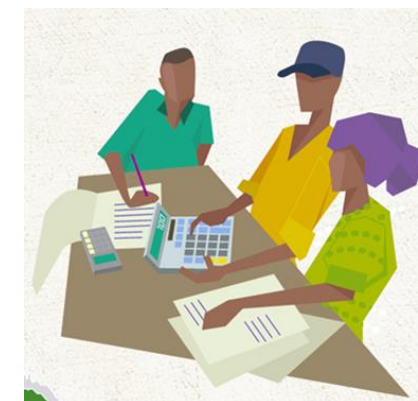


1 Lessons learnt from strategic perspective

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- Training materials require overhaul before each online training
- **Experimenting → WORKS** – interactive sessions
- Simulations
- After online (and face-to-face) training → Creation of group of learners (e.g. WhatsApp group for continued exchange)
- Blended formats online classroom + eLearning work but we need to see how effective they are when it come to apply learnings (knowledge, skills/tools and attitudes)

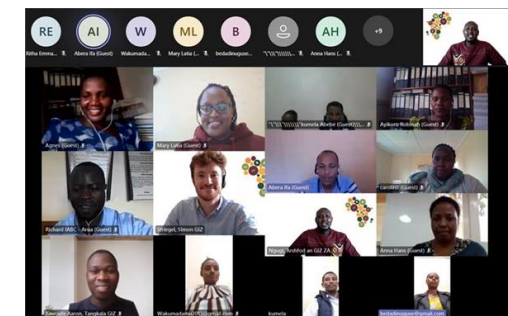
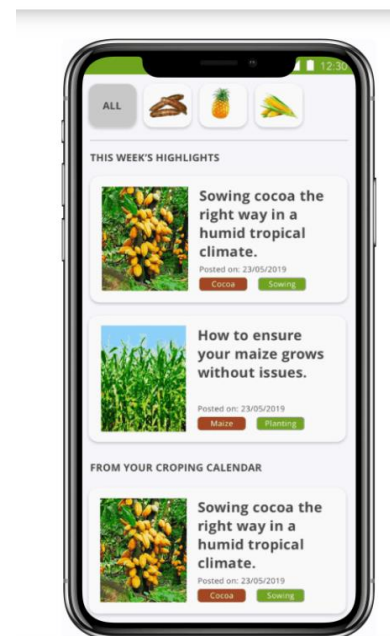
Discussion

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- How many persons have you trained online?
- Score the importance of online training:
 - 0= not at all
 - 1= somewhat
 - 2= very important
- Who is interested to learn more about online training?
- What would you need to do online training?



Collected online/web-based training formats

- 3D Animations /WhatsApp WhatsGAP
- FBSInnova
- Online FBS ToT& simulation sessions
- Hybrid formats for supervision
- CBS Master training programme
- Virtual upgrading sessions
- 3D Animation-based eLearning courses
- Agribusiness e-Academy



1 Outlook for upcoming master trainer talks

- 2 ■ Fasten seat belt: Cooperative Business School 2.0 Youth taking off in Africa – 27th October 2021
- 3 ■ Attachez vos ceintures: Décollage imminent de l'Ecole d'Entrepreneuriat Coopératif en Afrique – 27 octobre 2021

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7 What would YOU be interested to exchange or to learn about?

→ *Use chat or email us the topics!*

Sur quoi seriez-VOUS intéressé à échanger ou d'apprendre plus?

→ *Utilisez le chat ou envoyez-nous les sujets par e-mail !*

Please
use the
Chat

