



Annex 4.6. University Of Zambia RTP – Dr M. Mwala



Strengthening Participatory Plant Breeding and Seed Systems to Improve Productivity and Incomes of Smallholder Farmers in the SADC region

A Joint Training Project:
Hosted at University of Zambia




Presentation Format

- Introduction
 - Rationale for intervention
 - Description of Project
 - Partners
 - Objectives and Deliverables
- Achievements/accomplishments to date
- Issues/challenges
- Way Forward



Project's Role in Economic Growth and Poverty alleviation in SADC

- The Place of Capacity Building interventions




Why Postgraduate training?

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            graph TD
            HRD([Human Resource Development]) --> HS[HEALTH]
            HRD --> AG[AGRIC]
            HRD --> ED[EDUC]
            HRD --> OT[OTHERS]
            SS[Strategic Sectors] --> HS
            SS --> AG
            SS --> ED
            SS --> OT
            HS --> ED2[Economic Development:  
Smallholder Farmers participating in the economies of the respective SADC countries]
            AG --> ED2
            ED --> ED2
            OT --> ED2
            ED2 --> LC[Livelihood of citizenry]
            
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- Sources: RIDSP, MDGs, FARA, CAADP



Current Human Resource Status in Agriculture

- **Weak Human Resource Base due to:**
 - Brain drain
 - **Inadequate Staffing** (numbers and quality)
 - Skewed HR base (more >50 year olds than younger ones)
 - Unjustified few women professionals (ca. 10%)




The Project

- **Capacity building in agriculture**
 - Plant breeding and Seed Systems
 - SADC citizens




Partners in the Project

- University of Zambia: Lusaka. Zambia
- Africa University: Mutare. Zimbabwe
- Zambia National Farmers' Union
- HODI (NGO): Lusaka. Zambia
- RUFORUM: Consortium of 12 Universities in East and Southern Africa. Secretariat in Kampala. Uganda.




Objectives

- Overall Objective:
 - To **strengthen human resource capacities in plant breeding and seed systems** to support improved productivity and incomes of smallholder farmers in the SADC region
- Specific objectives:
 1. To **recruit and nurture** **research and extension** that enhance multi-stakeholder participation in university-based graduate training programmes and research in the SADC region
 2. To **review, up-date and share** **curriculum and training modules** for graduates and stakeholders in the area of crop improvement and seed systems
 3. To **strengthen human resource capacities** to support small holder agriculture and private sector
 4. To **review and propose policy options** for strengthening seed systems and joint graduate training programmes in the SADC region
 5. To **enhance knowledge management and sharing and collaboration** between and across SADC institutions




Deliverables (Expected Outputs)

- Output 1 **Management, institutional arrangements and policies** for enhancing quality of graduate students training **developed, strengthened and promoted**
- Output 2 **Curriculum and training modules** for graduate students and key stakeholders in the area of crop improvement and seed systems up-dated, strengthened and shared
- Output 3 **Human resource capacities and competencies** for crop improvement and seed systems **developed, strengthened and deployed**
- Output 4 Methodologies, approaches and technologies for enhancing graduate training, crop improvement and seed production innovations **documented, shared, disseminated and scale**




Achievements/results to date



Output 1: Management, institutional arrangements and policies for enhancing quality of graduate students training **developed, strengthened and promoted**

- Partners' roles and responsibilities were spelt out and shared, underpinned by Project documents:
 - **University of Zambia:** coordination and hosting training activities
 - **Africa University:** Inputting in the module development and e-learning activities
 - **Zambia National Farmers' Union:** Inputting in practical training and delivery of modules
 - **HODI:** Inputting in practical training and delivery of modules
 - **RUFORUM:** Backstop and solicit for leverage resources.



Output 1: Management, institutional arrangements and policies for enhancing quality of graduate students training **developed, strengthened and promoted**

- Planning and review meetings/consultations have been held guiding the implementation of the Project leading to:
 - Regional ownership
- A baseline study used in:
 - Development of the new curriculum:
 - Provided sound basis of development of programme
 - Responsive to the current/felt needs of stakeholder while policy studies are on-going
 - Development of the modules

Output 2 Curriculum and training modules for graduate students and key stakeholders in the area of crop improvement and seed systems *up-dated, strengthened and shared*



- A new curriculum on Plant Breeding and Seed Systems has been developed and is being implemented
 - Development involved ALL partners and highly consultative
- Module development is on-going

Features of the New Programme



Focus Area	Research, Skill Exchange	Plant Breeding	Seed Systems	Plant Management
Courses (credit bearing)	Biostatistics	Plant Breeding Methods	Seed systems	Plant Physiology
	Research	Molecular Genetics and Biotechnology	Agribusiness Management	Integrated Pest Management
	Seminar	Biometrical genetics	Project Planning and Management	
		Plant Propagation		
Electives				

Features of the New Programme



- Delivery mode
 - Lectures and practicals
 - Include input from private sector for relevance
- Research
 - Attachments to public and private sector
 - Include input from private sector for hands-on experience

Output 3 Human resource capacities and competencies for crop improvement and seed systems *developed, strengthened and deployed*



- Programme advertised- websites, post/email
 - 56 applicants – Angola, Mozambique, Malawi, Tanzania, Zambia and Zambia
- A total of twelve students (3 females and 9 males) from SADC enrolled:
 - Tanzania (2 M + 1 F)
 - Zambia (4 M + 2 F)
 - Zimbabwe (3 M)
- Gone through first semester courses and examined

Challenges



- Staffing (complementarity)
 - Attrition
 - Molecular Genetics and Biotechnology
 - Seed Systems
- Supportive infrastructure (labs, library, computers)
 - Availability and quality (for Biotec.)
- Financing
 - Capacity to mobilize (marketing)
 - Endowment through Gov't
- Involvement of the Francophone/Lusophone countries and BSL

Lessons Learnt



- The University **MUST** own the project
 - Programme development should be seen as Institutional development step (not a response to chances!)
 - All relevant levels of administration and staff should be involved
- Initial preparatory and design work is critical for effective delivery, continuity and sustainability of the training programme:
 - Make time to plan in the project
 - Ensure
 - Involve ALL partners clearly stating their roles and responsibilities= wide consultations



Lessons learnt...

- Always have reserve lists of candidates
- Additional load – need for recognition
- Sustainability through integration
- Scholarships not ENOUGH! Resources required for supportive factors:
 - Labs
 - Computers
 - etc.



Take Home Message

- **Involve all partners at all stages for...**
 - Ownership
 - Objectivity
 - Relevance
 - Transparency
- **Plan to Plan**
 - Time
 - Resources
 - others



Way Forward

- Increased liaison with ICART Programme on Project management issues for enhanced efficiency in implementation
- Consideration of Project Management skills capacity building for the Project staff