# **TRAINING REPORT: Business skills and entrepreneurship in Amhara, Oromia and Somali regions-2020**

| **Training title:** | **Business Skills and Entrepreneurship for Private Veterinary service providers** | | |
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| **Date of Training:** | * **Oromia session: 1st-3rd October 2020;** * **Amhara Session: 8th-10th October 2020;** * **Somali Session: 15th-17th October 2020** | **Time:** | **8:30 am-5:30 pm for each session** |
| **Training Organizer:** | **EVA-HEARD project** | **Location:** | **Adama, Bahir Dar and Jigjiga** |

## Training Objective

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| * Create awareness for private veterinary service providers about entrepreneurship in livestock sector; * Develop capacity (as part of CPD) of private veterinary practitioners on entrepreneurial mindset; developing business plan; interpersonal skill and leadership; business expansion and customer handling, profit-loss analysis, time management, conflict resolution, while responsibly serving the community along the livestock value chain, etc.; * Facilitate conducive (enabling) environment for enhancing public-private partnership dialogue in the livestock services delivery; * Enhance gender-responsive livestock development affairs in the livestock value chain; |

## Training Techniques

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| * Lecture sessions were delivered and discussed on core competencies, as indicated earlier. Based on regional context, the trainings were delivered in local language to better impart the subject matter and interact with the training participants; * Using Adult learning approach, group discussions and exercises; group games, individual assignments and presentations were organized to ensure better participation and experience sharing among the participants; * Pre-and post-training evaluations were conducted with the participants to assess the knowledge uptake, challenges and inspirations for future endeavours; |

1. **Main activities, Procedures and achievements–In brief**

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| 1. **Main Activities and procedures:** 2. **Mobilization of training participants:**   In close consultation with regional livestock Bureaus/Agencies and HEARD project component, the target group were carefully selected and the training setup was arranged while paying maximum attention to the health guidelines to mitigate the effects of COVID-19 pandemic;   1. **Selection of trainers:**   Through institutional communication and building upon experience from 2019, specialized senior experts (trainers) were selected from Colleges of Business and Economics (CBE) of Addis Ababa University (AAU), Bahir Dar and Jigjiga Universities. The trainers were earlier communicated to ensure for the preparation of quality training materials, so as to deliver organized, skill-oriented training;   1. **Training delivery:**   Theoretical lectures were delivered by trainers for three days, with a series of question-answer sessions, group works and presentations, game plays and panel discussions in between the lecture hours;   1. **Evaluation/assessment:**   In collaboration with trainers and regional partners, post-training evaluation was conducted to roughly predict how much the knowledge was imparted and the inspiration/motivation of the participants to enhance quality veterinary services in their respective areas.   1. **Achievements**: 2. **Participation:** It was planned to deliver the training to 150 private veterinary service providers in the three beneficiary regions. Accordingly, 141 participants took the training, with 94% achievement. The details are presented in the table below:  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | S/N | Region | Participants Planned | | | Actual (achievement) | | | |  | | Male | Female | Total | Male | Female | Total | % females | |  | Oromia | 35 | 15 | 50 | 36 | 13 | 49 (98%) | 86.7% | |  | Amhara | 35 | 15 | 50 | 35 | 15 | 50 (100%) | 100% | |  | Somali | 35 | 15 | 50 | 35 | 7 | 42 (84%) | 46.7 | |  | **Overall** | **105** | **45** | **150** | **106** | **35** | **141 (94%)** | **77.8%** |  1. **Gender inclusion:**   Among the training participants, 35 females participated in the training, with 77.8% achievement, which is better compared to those in 2019. The trained women also revealed their motivation to encourage other female fellows to enhance equitable use of livestock resources in their respective areas.   1. **Attitudinal changes for sound entrepreneurship:** Results of the post-training evaluation have roughly indicated that:    1. The trained veterinary practitioners (98.7%) have gained meaningful attitudinal changes in the development and expansion of sound entrepreneurship;    2. The trainees were motivated to follow scientific standards and interpersonal skills to analyze cost-benefit, financial records/statements, business management and forecasting business risks; 2. **Enhancing public-private partnership:**   The trained vet practitioners unanimously indicated their inspiration and commitment towards enhancing public-private partnership (PPP) in views to maximize the benefits along the supply and the demand sides of the livestock value chain.   1. **Promoting Professional Ethics and Code of conduct:**   The EVA-HEARD team has briefly created awareness on veterinary professional ethics and code of conduct, which is deemed extremely important in the delivery and governance of veterinary services. During discussion sessions, participants disclosed the persistence of complex problems, including the public service providing institutions, in veterinary drugs supply, application and administration/ monitoring. It was stressed that there should be additional multi-sectoral efforts to mitigate this complex challenge. On their part, the trainees have revealed their commitment and inspiration to engage in collaborative missions to fight against illegal drug sales, administration and containment of AMR.  For day-to-day reference, implementation and close monitoring, copies of the document were distributed to the participants, regional HEARD project implementers and livestock authorities.   1. **FAO guidelines to mitigate the impacts of COVID-19**   The EVA-HEARD team delivered brief awareness to the participants about the substantial impacts of COVID-19 on the livestock sector and animal health in particular since the outbreak of the pandemic in Ethiopia. Awareness was also created about the purposes and practical recommendations of the FAO guidelines to reduce the impacts of COVID-19 and thereby ensure continuity of the livestock supply chain and animal health. Potential roles of different actors along the value chains (including the private veterinary service providers) were also described during the briefing session.  For further reference and implementation while delivering their duties, the guidelines were copied and distributed to all the participants and regional HEARD project implementers. |

1. **Conclusion and Recommendation**

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| This training on business skills and entrepreneurship for private veterinary service providers in the three target regions was delivered with high-level professional expertise with strict adherence to the public health guidelines to mitigate the spread of COVID-19. The training addressed core competences of entrepreneurship mindset and interpersonal skills, focusing on agribusiness development and expansion through scientific standards and transformative leadership; serving the community with integrity and responsibility while inspiring to maximize personal profit; as well enhancing gender inclusiveness in all aspects of livestock resource utilization along the value chain. In view of this, the training is believed to have achieved the expected outcomes. |

1. **Annexes**
2. **Program Schedule**
3. **Constituencies and Training dates:**

* **Oromia Session:** 1st-3rd **October** (Thursday-Saturday) 2020 at Adama;
* **Amhara Session**: **8th-10th October** 2020 (Thursday-Saturday) at Bahir Dar;
* **Somali Session:** 15th-17th **October** 2020 (Thursday-Saturday) at Jigjiga;

1. **Workshop program (for All regions)**

* The timetable applies to all regions, except the date’s adjustment for each region, as indicated in **(A)** above.

# **Timetable for business skills and entrepreneurship training in Amhara, Oromia and Somali regions, 1st-17th October 2020**

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| --- | --- | --- | --- | --- |
| **Time** | **Activities/sessions** | | **Responsible/Facilitators** | **Remarks** |
| Day One | | | | |
| 8:30 to 9:00 am | Registration | | Participants |  |
| 9:00 to 9:15 am | Introduction of participants | | Participants: interactive session, managed by EVA |  |
| 9:15 to 9:20 am | Welcome and opening speech | | Heads or Deputy, Regional livestock Agencies/Bureaus |  |
| 9:20 to 9:30 am | Briefing on Key aspects of HEARD Project and purpose of training | | Dr. Fasil A. Coordinator, HEARD-EVA component |  |
| 9:30 to 10:10 am | **Training session I: Breaking Bondage** | | Trainers (Selected from Universities in each region) |  |
| 10:10 to 10:40 am | Health Break and Group Photos | | Participants, facilitated by EVA |  |
| 10:40 to 11:10 am | Discussions on Training session I | | Participants | EVA to moderate |
| 11:10 to 1:25 am | **Training Session II: How entrepreneurs behave** | |  |  |
| 11: 25 to 12:35 pm | Discussion, summary and conclusion on Session I and II | | Participants | EVA to moderate |
| 12:35 to 1:35 pm | Lunch Break | | Participants, facilitated by EVA |  |
| 1:35 to 2:40 pm | **Training session III: Entrepreneurial competencies /skills** | | Trainers |  |
| 2:40 to 3:30 pm | Discussions on Training session III | | Participants | EVA to moderate |
| 3:30 to 4:00 pm | Health Break | | Participants, facilitated by EVA |  |
| 4:00 to 5:00 pm | Discussion on Session III and Summary of Day One training | |  |  |
| **Day Two** | | | | |
| 8:30 to 9:30 am | **Training session IV: Entrepreneurial competencies...Continued** | Trainers | |  |
| 9:30 to 10:30 am | Discussion on Session IV | Participants | | EVA to moderate |
| 10:30 to 11:00 am | Health Break | Participants, facilitated by EVA | |  |
| 11:00 to 12:30 am | Discussions on Training session IV | Participants | | EVA to moderate |
| 12:30 to 1:30 pm | Lunch Break | Participants, facilitated by EVA | |  |
| 1:30 to 5:00 pm | Discussion, summary and conclusion of Training Session IV | Trainers and Participants, moderated by EVA | |  |
|  | **Day Three** | | |  |
| 8:30 to 10:20 am | **Training Session V: Business Plan Development and expansion** | Trainers | |  |
| 10:20 to 10:40 am | Health Break | Participants, facilitated by EVA | |  |
| 10:40 to 12:30 am | Discussion and Practical session on Training Session V | Trainers and Participants | | EVA to moderate |
| 12:30 to 1:30 am | Lunch Break | Participants, facilitated by EVA | |  |
| 1:30 to 3:00 pm | Discussion and Practical session on Session V (---continued) | Trainers and Participants | | EVA to moderate |
| 3:00 to 13:30 pm | Health Break | Participants, facilitated by EVA | |  |
| 3:30 to 4:20 pm | Discussion, summary and conclusion of Training Session V |  | |  |
| 4:20 to 4:50 pm | **Final discussion, conclusion/recommendation and closing** | Regional HEARD coordinators or voluntarily elected Elder | |  |

1. **Participant List**

* Sihine to share attendance for each session

1. **Training pictures**

* Group pics to be compiled for each session and attached here later

1. **List of training and visibility and communication materials distributed**

[..\..\Training Materials-Business Skills\Amhara-BHD](file:///C:\Users\Training%20Materials-Business%20Skills\Amhara-BHD)

[..\..\Training Materials-Business Skills\Oromia](file:///C:\Users\Training%20Materials-Business%20Skills\Oromia)

[..\..\Training Materials-Business Skills\Jigjiga](file:///C:\Users\Training%20Materials-Business%20Skills\Jigjiga)

[..\..\..\COVID-19 Impacts in livestock\FAO Guides to mitigate COVID19.pdf](file:///C:\COVID-19%20Impacts%20in%20livestock\FAO%20Guides%20to%20mitigate%20COVID19.pdf)

[..\..\..\Vet Code of Conduct EVA\_2015.pdf](file:///C:\Vet%20Code%20of%20Conduct%20EVA_2015.pdf)

* Banner to be attached here for all regions