



**USAID**  
FROM THE AMERICAN PEOPLE



**Volunteer Name: Elon Gilbert**

**Country: Ethiopia**

**Country project: Grain Crops Production and  
Sector Support**

**Host: Ardayta Agricultural, Technical and  
Vocational Education and Training (ATVET)  
College**

**Venue: Ardaita, Oromia Region**

**Audience: Instuctors and students**

**Number of people: 350**

**Date: May 13-23, 2016**



# **1. Assignment Objectives as in SOW**

Transfer agribusiness knowledge and skills to junior local instructors and cooperative students/candidate cas of Ardayta ATVET college.

**Stimulate creative thinking about how to improve ardaita**

# ARDAITA STUDENTS AND DORMITORY



## **2. Achievement of the assignment objectives**

- Training conducted for 35 Ardaita instructors in project preparation and SMART skills.
- Delivered lecture to +/- 300 2<sup>nd</sup> year students summarizing the training.
- Attended classes and provided feed back.
- Visited local Cooperative Union with Ardaita instructors.
- Provided documents and links related to assignment.

# ARDAITA CLASS



### **3. Recommendations to the host with regards to the assignment**

- Measures to improve practical content of training:
  - Review and selectively incorporate SMART skills into training for students and client organizations.
  - Finalize one or more of the instructor team concept notes for submission to potential funder.
  - Identify and support internships, consultancies and research projects for instructors that provide practical experience.

### **3. Recommendations to the host with regards to the assignment**

- Measures to improve training generally:
  - Reduce instructor time spent presenting basic info (e.g. definitions) on black boards by making more use of ppt/pictures/video/flip charts; examples (e.g. coffee grading standards); and student participation (e.g. role play)
  - Reduce class sizes to no more than 25 by dividing classes and using videos for some of the material.
  - Critically assess current use of a mixture of english and local languages in classes and develop program for learning english.



## **4. Anticipated Impact**

- Practical experience of instructors increased
- Time spent on routine teaching reduced (more reliance of visual aids, video)
- Practical content and overall quality of training improved.
- Student and instructor satisfaction increased
- Reputation of College as Centre of Excellence in training for Coops enhanced.



## 5. Recommended future volunteer Assistance

- Assistance should compliment the efforts of other projects (e.g. NICHE)
- Assignments should include identifying useful linkages to organizations and projects than can provide complimentary support.
- Assistance should on balance create capacity rather than just increasing the burdens on existing staff.
- ASSISTANCE SHOULD FEATURE PRACTICAL EXPERIENCES FOR INSTRUCTORS AND STUDENTS – NOT JUST LECTURES.

## **6. Recommendations to other non-host stakeholders**

Ardaita stakeholders generally, notably ATA, should provide the College with the support needed to:

- Enable instructors and students to gain practical experience.
- Improve and maintain infrastructure.

# Action plan for host recommendations

| Recommendation   | Specific Action  | Responsible person                           | By when    |
|--|--|--|------------|
| 1. Incorporate Smart Skills  | Form instructor team to review and recommend actions   | Academic VC/Instructor                       | July 2016  |
| 2. Develop Concept Notes   | Select/develop concept note(s) submit for funding  | Academic Vice Dean/Practical training Depart | Aug 2016   |
| 3. Identify And Support Practical exposures for instructors  | Find opportunities   |  | Aug 2016   |
| 4. More use of visual aids (video); More examples; More student participation                            | Create Simulation Lab to collect A/V Materials and incorporate into teaching; Digital Green (Elon) | Academic V Dean; Simulation Lab (Belay)      | Sept 2016  |
| 5. Reduce class sizes to no more than 25 by dividing classes and using videos for some of the material.  | Try e/ one class Very difficult to do because slow learners will feel badly.                       | Academic V Dean;                             | Oct 2016   |
| 6. Assess current use of english and local languages in classes and develop program for learning english | Find TESL sources in ET. Simply ways of testing students   | Meseret/CRS                                  | July, 2016 |

## **7. How can CRS improve future volunteer experience**

- Provide additional information on context (e.g. Arvaita Strategic Plan and NICHE inception report, ATA reports)
- Provide info on CRS programs and other projects that relate to assignments
- Encourage/facilitate continuing contacts between hosts and volunteers following assignments.

# ARDAITA INSTRUCTORS



***Thank You!***