



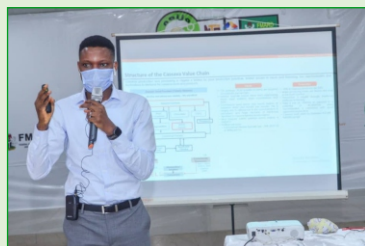
FEDERAL MINISTRY OF AGRICULTURE & RURAL DEVELOPMENT (FMARD) CAPACITY SUPPORT PROJECT: 2020- 2023

Project Background

The Federal Ministry of Agriculture and Rural Development (FMARD) Capacity Support Project is a three (3) year project designed to provide critical technical assistance to strengthen the capacity of the Ministry. The Federal Ministry of Agriculture & Rural Development (FMARD) Capacity Support Project is implemented by Sahel Consulting, with support from the Bill & Melinda Gates Foundation. This project is providing critical technical assistance to strengthen the capacity of the Federal Ministry of Agriculture and Rural Development (FMARD) to ensure the implementation of the Nigerian Government's Agricultural Development Strategy.

The project specifically provides:

- Support to embedded technical staff within FMARD.
- Funding and facilitation of targeted local, regional, and international training programs to build specific technical skills for the FMARD team, to build and ensure effective knowledge transfer across the Ministry.



Our Approach

● Project Governance Structure

To garner ownership and stewardship within FMARD, we engaged an active steering committee chaired by the permanent secretary. The committee continuously provide leadership and direction for activities within the ministry, and ensures alignment between the program objectives and the ministry's mandate.

● Monitoring, Evaluation and Learning

By leveraging ICT and media platforms we continue to track trained participants' progress within the ministry, share relevant information with them, receive and attend to feedback that helps participants to utilize the knowledge and skills gained in their day-to-day activities.

● Capacity Needs Assessment

In line with one of Sahel consulting's core value of being data driven firm, a participatory approach was adopted at the onset in conducting a comprehensive in-depth needs assessment exercise with over 1000 FMARD staff. The survey provided insight on the individual and institutional capacity development gaps in the ministry, and continues to inform the design of bespoke training programs for the ministry.

● Bespoke Training Programs

The project delivers relevant and impactful training sessions via a mix of instructional methods, up to date training resources and leverages on industry experts from private and public sectors. This approach ensures that the training activities reflect industry trends, technological advancements, and the changing socio-cultural environment.

● Knowledge Management

The project adopts a cascading training model that encourages every trained participant to conduct a step-down training for their colleagues within one week from completion of the training program.

In addition, the project supported the development of an e-learning portal on the FMARD website where all ministry staff can access relevant self-paced training courses.

PROJECT TARGETS AND ACHIEVEMENTS FOR 2021



Targets



Training

Conduct targeted technical trainings for 200 FMARD staff



International Study Tour

Organize one international study tour for FMARD staff



Knowledge Portal

Support the development of a functional easy to use e-learning portal



Knowledge Sharing and Culture

Ensure stepdown of all training programs with the FMARD and state offices.



Alumni Engagement

Establish continued alumni engagement for monitoring of project impact

Achievements



Training

A total of **211 staff**, across all FMARD departments and all state offices, were trained on technical courses such as Effective Communication and Policy Making, Best Approaches to Inclusive and Equitable Agriculture etc.



International Study Tour

Successfully organized a learning tour for FMARD staff in **Kigali, Rwanda**, on how the nation is deploying ICT for growth in its agriculture sector.



Knowledge Portal

Supported the development and population of an **e-learning portal**, where a broad range of relevant technical courses and resource materials are available to FMARD staff.



Knowledge Sharing and Culture

Facilitated **bi-monthly knowledge sharing sessions**, involving all cadre of officials in the federal and state ministries of agriculture, where critical matters are discussed and addressed and have achieve knowledge transfer to over **500 staff** within the ministry.



Alumni Engagement

Continued engagement of **training alumni** via **dedicated platforms** for easy and efficient post training monitoring and sharing of relevant information and resources.

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