



First Draft Training Report Momentum Women in Farming Initiative

Group 1



17 June 2022

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Executive summary

The Momentum Metropolitan Foundation, in partnership with Agri SA Enterprises (Pty) Ltd (specialists in the agriculture industry and rural development), initiated and launched the Women in Farming Initiative Programme.

This initiative is on a mission to enhance the skills of young female farmers to enable and empower them to better feed their families and create jobs for their communities.

The objective of the Momentum Metropolitan Women in Farming Initiative is 3-fold.

- To create knowledge-based economies within the rural areas of South Africa.
- To stimulate, encourage and support emerging entrepreneurs (financial, technical, and mental support).
- To address the socio-economic problems faced by young females in agriculture.

On appointing Agri SA Enterprises (Pty) Ltd as a development agency, the Momentum Life objective was broadened to “creating life-changing experiences for the youth.”

The program offered was scheduled according to, and in line with NQF 4 Level Unit Standards in Business Management and Horticulture, within the National Certificate: Plant Production, NQF 4.

The methodology followed for implementation was based on a systematic procedure of advertising within the parameters set by Metropolitan, screening of applications, and making a shortlist of candidates who were individually contacted and interviewed before being notified of the successful outcome.

The offering of the program was initiated through the implementation of an efficiency driver program based on a mental wellness program. This program had by far the biggest positive outcome on the participants as summarized in this report.

The Mentorship program was implemented through the offering of a business planning and management module, supported by a module on leadership and basic bookkeeping. The offering of the qualifications was done through traditional classroom presentations and assessments.

The focus of agricultural technical training was on the Horticultural production of vegetables, avocados, and permaculture principles. Poultry production was offered with a focus on both egg production as well as broiler chicken production.

A highlight of the mentorship will be the offering of a competition where the participants had the opportunity to present and pitch their business cases through PowerPoint presentations to a Momentum-identified panel of judges, who awarded cash prizes to the winners and runners-up.

Some challenges in this pilot project were identified that centred more around the non-conducive training facilities, which include toilet and sanitation facilities for women.

Agri-enterprises and the International Agricultural Academy for Africa believe to have met all the obligations and outcomes of the project to Metropolitan Life.

1. Objectives

The objective of the project is considered to be part of the Momentum Metropolitan Foundations' social responsibility in exposing disadvantaged young women who are involved in self-employment agricultural projects to a mentorship development and capacitating approach by introducing them to principles and tools never seen nor considered before.

On appointing Agri Enterprises (Pty) Ltd as a development agency, this objective was further broadened to also "create a life-changing experience for the women."

The expected outcome of this first round of implementation was to train 30 young women from the KwaZulu Natal Province. The participants were selected through a vetting process of advertising, screening, and interviewing.

2. Accredited unit standards and course-specific outcomes

Course name: Agricultural Mentorship on Business Skills, Leadership, Poultry production and Horticulture

Related Unit standards:

SAQA ID	Unit Standard Title	NQF Level	Credits
116291	Agricultural Business Planning	4	3
116684	Agricultural marketing	4	3
116319	Farm Budget and Information systems	4	3
116321	Agricultural management	4	3
116301	Pest, disease, and weed control	4	3
116279	Permaculture site designs	4	7
116311	Soil fertility and plant nutrition	4	3
Total Credit count			25

3. Specific Curriculum followed

The following curriculum was followed during the timeframes as provided

Week 1: Induction and profiling of Collective Shapers (Participants)

The objective of the induction and profiling program was to introduce certain "Efficiency Drivers", that were identified and developed into a professional Mentorship program over many decades.

These Efficiency drivers are:

- Mental Wellness
- Business and project development skills
- Basic financial management skills
- Leadership skills
- Technical skills (Poultry- and Horticulture production)

Week 1: Mental Wellness Training:

The Nature of Thought is a Mental Wellness training program that turns the tide on a devastating misunderstanding of how life works. We introduce a new understanding of the mind that exposes the powerful, yet the invisible link between what we think and how we feel, and why we behave the way we do. All problems begin in the mind, and so do all solutions...

Evaluation and feedback from the individual learners

Each participant also gave written feedback on her understanding and impact of the mental wellness program.

References

Annexure A: Mental Wellness Feedback Report Group 1

Week 2 and 3: Agri-business training

The Agri-business week was presented as a 10-day contact session.

Introduction to the business development program

- The objectives of this youth development program
- Introduction to economics, institutions, and development
 - Economic development
 - The learning processes
 - Factors influencing learning
 - The steps in the learning process
- Problems and need for project development towards entrepreneurship and self-employment in South Africa
- The principles of self-employment
- The concept of continuous growth and development
- The Core-values of achievement
- The importance of the family unit
- The changing of attitudes
- How to adopt new technology and practices
- Related sciences

Project planning

- What is project planning
- Why project planning
- The principles of project planning
- Other organizations and their participation
- Procedures for project planning
- Surveys, data collection, and other procedures to be used

How to conduct professional meetings

- Introduction
- Notice
- Chairperson
- Secretary
- Members
- Agenda
- Conduct a meeting

Public appearance and speech

- The speech as a form of public speaking
- Presentations

Business Institutions

- Introduction – setting up a business
- Legal entities
 - Agricultural co-operative structures
 - Company structures
 - Partnerships
 - Trusts
 - Registration of legal entities
- Management of Legal Entities
 - Directors and powers of directors
 - Running a legal entity
 - Legislation and Acts
 - Shares/membership
 - Voting rights
 - Winding-up
- Buying and Selling
 - Passing of ownership
 - Passing of risk
 - Restriction of prices
 - Extension credit to customers
 - Stolen goods

Introduction to Business Planning

- Maybe starting your own business
- What is a business?
- The four different kinds of businesses
- What makes an entrepreneur?
- Step 1: Formulation of ideas
- Step 2: Planning your business
- Step 3: Financial planning
- Step 4: Writing a business plan & Budget
- Step 5: Promoting your business
- Record-keeping systems

My bank and I

- How to choose your bank
- Maintain good records and relations
- Getting a loan

Introduction to farm management

- Introduction
- How should I manage my farm?

- Objectives of the farm business
- The farm management framework
- Plan to achieve objectives
- Implement objective plans
- Control activities according to plans
- The continues process
- The fields of decision making
 - The production function
 - The marketing function
 - The financial function
 - The personnel function
 - The external environment

Basic bookkeeping

- Introduction to basic bookkeeping
- What is a business and what is bookkeeping?
- Credit buying and selling
- Understanding the Balance Sheet
- Recording transactions on a mixed farming system.
 - Cash purchases
 - Invoice
 - Payment requisition
 - Cash withdrawal requisition
 - Cash purchases journal
 - Inventory /stock list
 - Bank register (Cashbook)
 - Petty cash register
 - Credit purchases
 - Invoice
 - Creditors control journal
 - Inventory / Stock register
 - Cash sales
 - Invoice
 - Receipt
 - Cash sale journal
 - Inventory /stock list
 - Deposit slip
 - Bank register (Cashbook)
 - Credit sales
 - Invoice
 - Debtors control register
 - Inventory / stock register

- Personnel wage register
 - Daily attendance
 - Wage register
- Stock inventory
 - Stock in- and out control register per enterprise

Situation Leadership

The objective of the leadership development course is to provide the learner with a new understanding of leadership and to help them understand the current realities of Leadership Development, by developing their knowledge on topics such as:

- The 10 principles as guidance to successful supervision, leadership, and management
 - Maintain and enhance – self-image – values and dreams
 - Focus on behaviour that leads to achievements of goals, not personalities, like the person's character, traits, and attitude
 - Use reinforcement techniques to shape acceptable behaviour
 - Intensive / Active listening
 - Set an action plan – Specific goals and determine the progress constantly
 - Personal feedback
 - Communication and the basics of negotiations
 - Focus on the following management principles (POLC)
 - Time discipline
 - Basic budgeting
- 8 – behaviour patterns that you will encounter in the work environment
 - How to familiarise a new member with the group
 - How to give an assignment
 - How to give acknowledgement and show appreciation
 - How to handle a disappointed and complaining employee
 - How to handle incorrect conduct, actions, and behaviour
 - How to handle an under-achiever
 - How to deal with conflict between employees and yourself
 - How to deal with resistance to change in the workplace
- The Leaders' current realities in practice
 - Your Genetic Code
 - Your current reality as a leader
 - Your amazing Intelligent System
 - As leaders, we have everything we need
 - Can someone, something create a feeling with me as a leader?
 - All about Thought
 - Separate Realities (Leaders vs Followers)
 - What is a leader?
 - The 3 Principles
 - The Role of Leaders' "State of Mind"

- Stress: The Source and the Solution
- Influence, Motivation & Zero-Pressure Persuasion
- The Leadership Delusion
- Your unwanted Thought-Feelings
- Your identity (Who I am as a leader)

Week 4: Poultry production training

- Introduction to poultry production
 - Introduction to poultry farming
 - Classification of poultry breeds
 - What to select for in poultry
- Anatomy and Physiology of poultry
 - Integument
 - Skeletal system
 - Muscular system
 - Respiratory system
 - Digestive system
 - Urinary system
 - Circulatory system
 - Nervous system
 - Immune system
 - Reproductive system
- Poultry housing
 - Introduction
 - Housing systems
 - Different houses for different purposes
 - House design
 - House layout
 - Floor space
 - Housing equipment
 - Temperature and ventilation
 - Lighting
 - Preparation of the poultry house
- Poultry management and record-keeping
 - Introduction
 - Buildings
 - Feeding
 - Handling of eggs in egg production
 - Looking after day-old chicks
 - Waste products
 - Litter management
 - Mortalities and culls
 - Weighing of birds

- Thermal stress procedures
- Bird behaviour
- Emergency procedures
- Preparation for catching
- Daily inspections
- Beak trimming
- Toe-nail trimming
- Control of pests
- The Feeding of Broilers and Layers
 - Introduction
 - Poultry feeds
 - Energy requirements
 - Protein requirements
 - Mineral requirements
 - Vitamin requirements
 - Water requirements
 - Feed concentrates
 - Feeding rations
 - Types of feed
 - Food hoppers
 - How much feed do chickens need
 - Feed storage
 - Cannibalism
- Health management and disease control in poultry
 - Maintain health management
 - Vaccinations
 - Viral diseases
 - Bacterial diseases
 - Parasitic diseases
- Biosecurity
 - Introduction
 - The biosecurity programme
 - Poor biosecurity
 - Cleaning out and resting the poultry house
 - Management practices
- Record keeping in poultry farming
 - Record keeping
 - Important records
 - How to keep records
 - Broiler record sheet
 - Egg production graph
 - Workplans
 - Budgets
- Broiler keeping as a business
 - Things to consider before starting

- Can I make money?
- Feasibility study and market survey
- Feasibility questionnaire
- Market survey questionnaire
- Selling broilers
- First budget
- Testing the market
- Business choices
- Egg production as a business
 - Things to consider before starting with eggs production
 - Production planning
 - Market survey
 - Production costs and profits
 - Pricing and sales policy

Week 5: Horticulture Training (Permaculture)

Course Objective and outcome

The objective of the vegetable and crop production course was to provide the participant with the theoretical and practical skills required to sustainably produce vegetables and fruits as a viable business.

The following units were included:

Preface: Current realities of poverty in South Africa

- Definitions of concepts used in the agronomy and horticultural environment
- Introduction to soil
 - Soil formation
 - The importance of soil
 - Soil constituents
 - Soil types and properties
 - Soil texture
 - Soil structure
 - Soil PH
 - Factors affecting soil acidity
 - The importance of clay percentage
 - Soil fertility
- Plant nutrition and fertilisation
 - Plant nutrition
 - Macro-elements in plant nutrition
 - Inorganic fertilizers
 - Compound fertilizers
 - Topdressing fertilizers
 - N- Nitrogen
 - P- Phosphorus
 - K -Potassium
 - Micronutrients

- Principles of Conservation Agriculture
 - Conservation agriculture
 - Inoculation with Ecoveld Bontera products
 - Organic fertilizers
 - Making organic fertilizer
- Permaculture?
 - What is permaculture
 - Ethical principles of permaculture
 - The role of the community
 - An informal trade economy
 - Using nature as a renewable energy source
- Permaculture principles for vegetable production
 - Garden tools and layout
 - Effective planning and using of energy
 - Recycle, Reduce, Re-use and Repurpose
 - The use of biological resources
 - Energy recovery
 - Water recycling and the use of greywater
 - Water harvesting
- Successful vegetable production
 - Germinating your seed
 - Transplanting your seedlings
 - Planning and land preparation
 - Pest and disease control
 - Spraying and dusting for disease control
 - Non-parasitic disorders
 - Natural pets and disease control
 - Growing cycles of different vegetables
 - Harvest store, and process your vegetables
 - How to store your harvest
- Avocado production
 - Introduction
 - Description and growth habits of avocados
 - Cultivars
 - Climatic requirements
 - Soil requirements
 - Cultivation practices
 - Irrigation
 - Pests and diseases
 - Other cultivation practices
 - Harvesting
 - Post-harvest handling
 - Production schedule
 - Utilization

Week 6: Online training and Assessments

During week 6, the participants were allowed to complete their assignment on a detailed real-life business plan, to be presented as a business canvas.

The business plans were collected on Friday, 24 June 2012, for final assessment and recommendation regarding the best candidates.

4. Participants

The following participants completed the Collective Shapers program.

Group 1

No	Full names and Surname	ID Number	C	NYC
1	Nomzamo Mkhize	910903 1450 083		X
2	Xoliswa Zuma	020322 0777 080		X
3	Banele Mabaso	971029 0757 082		X
4	Emmaculate Khanyisile Zulu	870821 1095 088		X
5	Cebisile Nene Gumede	920103 0631 084		X
6	Youlanda Luyanda Gwamanda	031024 0696 081	To hand in POE for Business Planing	
7	Nozipho Beryl Dladla	890524 0911 083		X
8	Nqobile Ndlovu	980805 0706 081		X
9	Phumla Anitha Mkhize	960903 1133 084		X
10	Patricia Betty Gous	960929 0576 080		X
11	Zinhle Nqobile Hlongwa	951030 0503 082		X
12	Sthandiwe Snethemba Buthelezi	000619 1053 088		X
13	Noluthando Zamambo Mhkize	990217 1148 081		X
14	Siyethaba Aphelele Ntuli	930713 0898 083		X
15	Zamakhanya Maria Makhanya	920512 0919 085		X
16	Xola Ntombikhona Sibisi	950216 0430 084		X
17	Pinky Mahaye	861128 0944 089		X
18	Nondumiso Ngubane	930205 0793 083		X
19	Bongeka Khethiwe Khanyile	010824 1033 084		X
20	Nomfundo Nokubonga Makhanya	030907 0351 080		X
21	Nontokozo Cebile Mdletshe	960204 0346 086		X
22	Phumelele Charmain Zama	970528 0261 087		X
23	Minenhle Mbuyazi	960219 0560 080		X
24	Vicky Nkonyeni	971108 0499 083	Did not submit BP and POE	
25	Sizakele Pretty Khumalo	950412 1269 080		X
26	Nomakhwezi Zuma	010701 0440 082		X
27	Zinhle Happiness Ngubane	900410 0510 083		X
28	Sinethemba Bekwa	931212 1138 085	Drop out	
29	Samkelisiwe Spumelele Zondi	040603 0920 085	Drop out	
30	Roshelle Maharaj	020824 1145 084	Drop out	

Note: The participants who were not found Competent in the assessments were allowed to appeal for re-assessment. No appeals were received, and the participants were only issued certificates acknowledging attendance in the program.

*C – Competent

*NYC – Not Yet Competent

5. Evaluation report

The basic methodology of Kirkpatrick's 4 levels of evaluation to determine the effectiveness of the training program, was adjusted and followed.

This includes the four levels of evaluation being.

1. **Reaction** – to measure the degree how favourable the trainees reacted to the training
2. **Learning** – to measure the degree of increased knowledge and skills obtained
3. **Behaviour** – to establish if the trainees have applied what they were taught during training
4. **Results** – to establish how the course content impacted the project's vision and goals

Methodology

Data was collected through means of anonymous completion of the following feedback reports, by each learner, as well as the respective facilitators.

The following 1 – 5 scale for evaluation was used, where 1 = Very poor / Totally disagree, and 5 = Very Good / Totally agree.

Data collection

Data was collected through the following questionnaires

1. The use of evaluation questionnaires
 - a) Learner Pre-Training Evaluation
 - b) Learner Post Training Evaluation
2. Learner written feedback reports
3. Facilitators report

5.1 Evaluation outcomes

The following is a reflection of the questionnaires completed per category of the training program.

5.1.1 Pre-training expectations

a) Agri-business management

Question	Feedback
Why are you attending this training?	<ul style="list-style-type: none"> • I want to learn more • To gain skills • To sharpen existing skills • To have a successful business • Learn how to start a business • To learn more about bookkeeping
What are your expectations regarding the training?	<ul style="list-style-type: none"> • I want to improve myself • To become an entrepreneur • How to sell products • How to do business with big companies • To learn from others
What is your expectation regarding the training facility?	<ul style="list-style-type: none"> • Should be conducive to training • Must be safe • A place to do practical • Good facilitators • Clean toilets • Good food and clean water • Warm and suitable venue conducive to training
What topics would you like to learn about during the training?	<ul style="list-style-type: none"> • To grow my business • It should have an existing garden • How to treat people • How to become independent • How to protect my crops • Different sectors in agriculture • Animal Health • Recordkeeping • Marketing • Enough space • About leadership • Financial statements • Budgeting
Is this the first time you are attending training on this topic?	Yes: 24 No: 4
Are you currently employed?	Yes: 3 No: 25

b) Basic Bookkeeping

Question	Feedback
Why are you attending this training?	<ul style="list-style-type: none"> • Learning about business as a whole
What are your expectations regarding the training?	<ul style="list-style-type: none"> • About bookkeeping programs
What is your expectation regarding the training facility?	<ul style="list-style-type: none"> • As the same facilities were utilized no new comments were made, except that the situation should be addressed
What topics would you like to learn about during the training?	<ul style="list-style-type: none"> • Invoicing • Finance • More about the business canvas • Accounting skills • Reading financial statements • Cash flow • How to budget • How to save money • Balance sheets • What business books I should read • Inventories
Is this the first time you are attending training on this topic?	<p>Yes: 24 No: 4</p>
Are you currently employed?	<p>Yes: 3 No: 25</p>

c) Leadership

Question	Feedback
Why are you attending this training?	<ul style="list-style-type: none"> • As this is part of the whole course no additional reasons have been provided
What are your expectations regarding the training?	<ul style="list-style-type: none"> • How to get funds for my business • To become a better leader • Getting to know my strength and weakness
What is your expectation regarding the training facility?	<ul style="list-style-type: none"> • As the same facilities were utilized no new comments were made, except that the situation should be addressed
What topics would you like to learn about during the training?	<ul style="list-style-type: none"> • More about productivity • To become an independent woman • To become a better leader • Management process • Time management • Leadership qualities • Communication skills • Dealing with different people •
Is this the first time you are attending training on this topic?	Yes: 24 No: 4
Are you currently employed?	Yes: 3 No: 25

d) Horticulture

Question	Feedback
Why are you attending this training?	<ul style="list-style-type: none"> As this is part of the whole course no additional reasons have been provided
What are your expectations regarding the training?	<ul style="list-style-type: none"> A lot of practical inputs
What is your expectation regarding the training facility?	<ul style="list-style-type: none"> As the same facilities were utilized no new comments were made, except that the situation should be addressed
What topics would you like to learn about during the training?	<ul style="list-style-type: none"> About food security To grow vegetables in my backyard Definition of Horticulture About fertilizers and plant nutrition About soil structure, types of soils Seedlings Regenerative agriculture Field preparation Pesticides
Is this the first time you are attending training on this topic?	Yes: 24 No: 4
Are you currently employed?	Yes: 3 No: 25

e) Poultry

Question	Feedback
Why are you attending this training?	<ul style="list-style-type: none"> As this is part of the whole course no additional reasons have been provided
What are your expectations regarding the training?	<ul style="list-style-type: none"> To learn all about poultry production
What is your expectation regarding the training facility?	<ul style="list-style-type: none"> As the same facilities were utilized, no new comments were made, except that the situation should be addressed
What topics would you like to learn about during the training?	<ul style="list-style-type: none"> Poultry keeping as a business
Is this the first time you are attending training on this topic?	Yes: 24 No: 4
Are you currently employed?	Yes: 3 No: 25

5.1.2. Learner Post Training evaluation per category

Presented as % of the opinion of the majority of the students who felt that the answer is worth a 4-5 (on a scale where 1 = Very poor / Totally disagree, and 5 = Very Good / Totally agree).

Question	Part 1: Mental Wellness	Part 2: Agri-Business Management	Part 3: Basic Bookkeeping	Part 4: Leadership	Part 5: Horticulture	Part 6 Poultry
Did you feel the training was worth your while?	96%	87%	90%	96%	100%	58%
Was the training well organized and presented?	100%	100%	96%	100%	100%	34%
Can you apply what you learned to your job?	96%	100%	96%	96%	100%	58%
Did you feel the training outline was well structured?	92%	100%	96%	96%	100%	65%
Was the facilitator friendly and well prepared?	100%	96%	93%	100%	100%	51%
Did the facilitator explain the content in a way that you could understand?	96%	93%	96%	100%	100%	35%
Were the assessments helpful? (Did you learn anything after completing the assessment?)	NA	96%	100%	100%	100%	70%
Were the training facilities up to standard?	59%	61%	61%	61%		45%
Were you happy with the quality of the content?	100%	90%	96%	100%	100%	45%
Was the training material relevant and in line with modern industry practices?	100%	100%	96%	93%	100%	70%
Was the training material user-friendly?	96%	93%	93%	96%	100%	70%

Was the content practically demonstrated?	96%	90%	96%	96%	100%	77%
What part of the training do you think needs to be improved?	<ul style="list-style-type: none"> • Training facility • Toilet facility • Language • Last lesson • Video of sheep • Food & water 	<ul style="list-style-type: none"> • Training facility • Need for computers • Need for SHE bins • Food • Toilet facility 	<ul style="list-style-type: none"> • Poor training Facility • Food setup • The pace of training is too fast • More practical • Language 	<ul style="list-style-type: none"> • Better observation of COVID 	<ul style="list-style-type: none"> • Training facility • Food & water • Sanitation 	<ul style="list-style-type: none"> • Content too complicated • Presentation skills • More practical • Poor training facility

5.1.3 Facilitator feedback report per Category

Part 1: Mental wellness

Question	Answer					Remarks
	1	2	3	4	5	
How prepared and motivated to attend the training were the learners?				X		Most of them came across as excited and ready, but also (and obviously so) not sure of what exactly was coming.
From what you can notice, how skilled are the learners on this topic?	X					What makes this specific training different is that no student is skilled in this. That is also why a pre-evaluation wasn't done, as no one knew the subject matter.
Was the training instruction clear on what is expected from you?					X	Yes. I was briefed on it very specifically and well in advance.
Was the training preparation in order and did you receive all the necessary equipment and materials?					X	From i3A's side, yes absolutely. From the training facility itself, not so much. A lot of things had to be moved around first, as well as plans made to cover up windows in order to create a backdrop for the projector to project against, seeing as their TV that was supposed to be used got stolen the previous week.
Were the learners punctual and did they keep to the training schedule?					X	I mostly had no problems with them, yes.
Did the learners participate well and provided inputs?					X	Most of them did yes, although at the end of the training a few said they didn't understand everything (language), although before, and a lot during the training I reminded them that they can stop me at any time if they don't

						understand something and that we have not only one, but two translators sitting in and ready to assist.
Were you satisfied with the travel arrangements?					X	Yes.
Were you satisfied with your accommodation?					X	Very nice, yes.
Was the training facility up to standard?	X					No. The room was too small to properly accommodate that many people, plus proper movement for the facilitator, especially whilst adhering to Covid protocols. Ventilation was poor. There was not enough space to bring in tables (had we done that, I would have had absolutely no moving room or a proper place to set up and some of the students would not have been able to see me/presentation).
Did the facility provide enough clean water and toilet facilities?		X				They provided cooldrinks and flavoured water during breaks to drink, but as far as water for washing hands go, etc., I know of nothing, except for the bathroom the facilitator was allowed to use. There was only one portaloos available for 30 students. This is not acceptable.
Was the training facility big enough to host the group?	X					The facility provided was a room of 6x6 meters to accommodate 30 students. No space for proper covid regulations, and that is without putting tables in. With tables and chairs in, there would still not be enough space to adhere to covid protocols, but also then the facilitator would have no space to properly set up and/or move around. One just cannot fit in tables and chairs for that many students and then try and fit in a facilitator there as well, not in that room, no.
Were you satisfied with the content and layout of the training manuals?					X	As always, yes.
General Recommendations:	<ul style="list-style-type: none"> • We could only start at 09:00 (08:30 earliest) and finish no later than 15:00. Given an hour lunch, that left us with effectively 5 hours per day for teaching, and that is without breaks. Their travel arrangements (taxi) were the problem here. For my course specifically, I would've liked at least an hour more per day. This was especially a problem on the last day when it came to the final Q&A and the feedback reports, as everyone was in a hurry to not miss the taxi. • I would also suggest that all issues regarding facilities, etc. be sorted out between management and not necessarily involve the facilitator, especially not to be the middle man. • It is very time-consuming taking time away from students, and it's quite frankly awkward as it has nothing to do with the facilitator as such. • The facilitator should be able to just go and present and teach, the rest is supposed to be sorted out between management and organizers. 					

Part 2 – 4: Agribusiness concepts / Basic bookkeeping / Leadership

Question s	Answers					Remarks
	1	2	3	4	5	
How prepared and motivated to attend the training were the learners?				X		Most of them were really excited for the training to start. Others came across as more worried
From what you can notice, how skilled are the learners on this topic?				X		With some of the topics, they were familiar but with other topics not
Was the training instruction clear on what is expected from you?					X	Absolutely – I was clearly informed about all training requirements
Was the training preparation in order and did you receive all the necessary equipment and materials?					X	I arrived well prepared for the training and I was issued with all the required training equipment.
Were the learners punctual and did they keep to training schedule?					X	I did not experience any challenges. There were some learners absent on some days
Did the learners participate well and provided inputs?					X	All learners participated with enthusiasm and cooperated well
Were you satisfied with the travel arrangements?					X	Satisfied – thank you!
Were you satisfied with your accommodation?				X		My accommodation was great. Very clean and comfortable
Was the training facility up to standard?	X					NO, NO, No!!! It was absolutely not on standard. <ul style="list-style-type: none"> • The tent was too light to utilize a power point projector • After the rain too muddy • Venue too small to host 30 students • No ventilation
Did the facility provide enough clean water and toilet facilities?		X				NO – only one toilet for 30 learners
Was the training facility big enough to host the group?	X					NO
Were you satisfied with the content and layout of the training manuals?					X	Yes – very professional
General Recommendations	1) The time3 schedule should be revisited – as facilitator I lose a lot of training time					

	2) If a tent is considered again please ensure that it is conducive to utilize a power point presentation (light problem – not dark enough)
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Part 5: Horticulture

Question s	Answers					Remarks
	1	2	3	4	5	
How prepared and motivated to attend the training were the learners?					X	The learners were very motivated as I started to present
From what you can notice, how skilled are the learners on this topic?			X			There was much room for learning more about the subject
Was the training instruction clear on what is expected from you?					X	As usual – the instruction and arrangements were very clear
Was the training preparation in order and did you receive all the necessary equipment and materials?					X	100% in order
Were the learners punctual and did they keep to the training schedule?					X	I was very satisfied with them arriving on time and keeping to the schedule
Did the learners participate well and provided inputs?					X	I was impressed with their enthusiasm and participation
Were you satisfied with the travel arrangements?					X	Perfect
Were you satisfied with your accommodation?					X	Very good and comfortable
Was the training facility up to standard?		X				Not on standard – it requires huge improvement
Did the facility provide enough clean water and toilet facilities?	X					No – this situation its unacceptable - one toilet for 30 women!!! The food provided was according to my opinion not up to standard
Was the training facility big enough to host the group?		X				No!!! Also, not conducive for training and power point presentations
Were you satisfied with the content and layout of the training manuals?					X	Very professional, good lay out and quality content
General Recommendations	The training venue needs to be given serious attention. Quality training cannot be provided under such poor conditions					

Part 6: Poultry

Question s	Answers					Remarks
	1	2	3	4	5	
How prepared and motivated to attend the training were the learners?			X			The learners appeared to be motivated as they attended very well.
From what you can notice, how skilled are the learners on this topic?	X					The learners did not have any skills in poultry production
Was the training instruction clear on what is expected from you?				X		Yes, although I expected the training to be provided in a conducive venue where I could at least use the PowerPoint slides to present.
Was the training preparation in order and did you receive all the necessary equipment and materials?					X	Yes, all was well prepared
Were the learners punctual and did they keep to the training schedule?					X	Classes were well attended
Did the learners participate well and provided inputs?				X		Yes, especially pon the practica demonstration part
Were you satisfied with the travel arrangements?					X	All fine
Were you satisfied with your accommodation?					X	All fine
Was the training facility up to standard?	X					No, initially I had to present in a tent where I could not use the PowerPoint Slides and projector. We later moved to a corrugated iron structure where I could use the projector.
Did the facility provide enough clean water and toilet facilities?	X					No, only one toilet for the 30 learners and myself as a facilitator and other staff members.
Was the training facility big enough to host the group?		X				Not at all.
Were you satisfied with the content and layout of the training manuals?				X		The scientific content of the manual was maybe too high for the learners as the first exposure to poultry production.
General Recommendations	The students were not with the training manual. It was too large and the vocabulary too high. The training was more theoretical-based.					

6. Academic /Assessment results

Reference

Annexure B: Individual assessment report of participants (To be provided on completion of the business plans)

7. Critical discussion and recommendations

- The training venue is not conducive to presenting professional training. This includes the size of the classroom provided, lighting, ventilation, space for furniture, and biosecurity regarding Covid-19 regulations.
- There are not enough toilet facilities to host 30 females, concerning only one toilet and the fact that the women had to go into the bushes to relieve themselves.
- No She-bins to accommodate the sanitation needs of the women.
- The meals provided can improve drastically as it is not provided with a balanced diet.
- Although the transport arrangements were non-negotiable, some learners believed that the training hours per day were too short.
- The poultry production module will be reviewed for group 2 and a Zulu-speaking facilitator will be appointed.
- The appointment and use of two different training facilitation institutions is a challenge and not recommended for future contracts.

8. Conclusion

Agri Enterprises (Pty) Ltd, and the International Agricultural Academy for Africa (Pty) Ltd, through this report, believe to have reached all the outcomes of the contract with the Momentum Metropolitan Foundation.

We sincerely hope that the Momentum Marketing and Management teams were satisfied with our service delivered and that we will have through this contract a long and sustainable business relationship in the future towards the development of more Women in Agriculture.



Johann Stassen

Director: Academics

12 July 2022



Annexure A: Feedback Report on Mental Wellness Training

GROUP 1: 11 – 13 MAY 2022

1. INTRODUCTION

- Part 1 of the Umgibe Women in Farming Program was presented over 3 days as Entry Point to the Parts to follow (The Business Development and Agricultural Training).
- Please find a summary of the feedback on questions that the students were required to answer after completion of the workshop.

2. ABOUT THE CONTENT AND PACE OF THE 3-DAY WORKSHOP

The students responded as follows:

- The majority of the students (28) indicated that the content was presented at just the right length; One student indicated that it was too long.
- 4 students indicated that they experience difficulties with the language (English) that the workshop presented.
- The majority of the students (27) indicated that the pace was just right, while two (2) students indicated that it was too fast.

3. INSIGHTS GAINED

Below are some of the insights gained by students after having completed the workshop:

- It was to stop trying to fix my unwanted thoughts! – sometimes holding on does more damage than letting go.
- We should stop labelling ourselves and others.
- Feelings are just thoughts. It is up to me whether I choose to entertain my thoughts or not.
- I have finally understood that some things really do not matter, and I've realised that it's just a thought, it's not who I really am.
- What touched me most is the insight of understanding. Very often I would get into unnecessary fights or arguments with people simply because I did not give myself time to sit and realise that I may see the same picture with someone, but the way we view it is not the same.
- My insight was about how powerful and courageous I actually am and that I don't need to depend on anyone for that.
- To respond, rather than to react.
- If people understand how life really works, they will come up with better solutions.
- I have found a new way of raising my kids, and hopefully, they will also raise their kids in the same way.

- The understanding that feelings and emotions come from our thoughts and that they only live in the present and can never tell the future.
- Each and every time you want to achieve something, know who you are. Don't allow the misunderstanding (outside-in world) to destroy your future.
- Difficulties and stress never come from the outside, but only ever from your own thinking.
- No matter how hard a situation may seem, you have a choice to entertain or let go of the bad or good thoughts about it.
- Everything you do is either empowered or limited by your state of mind.
- That I have been living my life backwards – it is not something or someone out there that is making me angry, but only ever my own thoughts about what's taking place.

4. WHERE SHOULD GOVERNMENT/NGO'S/BUSINESS/FARMERS DIRECT THE POINT OF ENTRY OF THEIR INTERVENTION TOWARDS WHEN COMMUNITIES FACE SERIOUS CHALLENGES?

During the first session of the programme, **the majority** of students indicated that the **Entry Point** should be focused on where the **NEEDS** and **DEMANDS** are the highest.

After the final session of the programme, students responded as follows to the same question:

- **WHERE THE NEEDS AND DEMANDS SEEMS TO BE THE GREATEST: 1x**
- **WHERE SOCIAL PROBLEMS ARE HIGHEST: 0**
- **WHERE PEOPLE ARE IN MENTAL DISTRESS: 26**

5. MOTIVATE YOUR CHOICE OF ENTRY POINT

The majority of women indicated that the Entry Point of any future project intervention should be focused on people's Mental Wellness first, because:

- Everything starts with your mental wellness – how you actually understand certain things; how you misinterpret or misunderstand something. Mental wellness is the root of all problems and issues.
- The government should look at the **root** (mental wellness) of the problem people face and not at the **symptoms** (needs and demands, social problems, etc.)
- If we realize that we have innate mental wellness already inside of us, we will be ready to face any challenges coming our way.
- This will allow people to take responsibility for their own lives and situations because this will create a fundamental change in their attitudes and this will enable them to get creative and resourceful which will increase performance and production overall, thus creating hope for a better future where we will prevent fires in time.
- Addressing mental wellness first for me would be exactly the same as directly attending to the core or root of social problems and the need for demands in our communities.
- Understanding mental well-being gives us a foundation for a healthy approach to life and allows us to deal with **the cause** of any problem.
- If you deal with your mental wellness first, you will get an understanding and a solution to solve problems without any violence, etc.

- When you deal with the root of the problem (mental wellness), that means that you won't have to try and fix the things that have already been damaged (symptoms).

6. HOW COULD YOUR NEW UNDERSTANDING OF THE "INSIDE-OUT" PARADIGM BE HELPFUL?

This is how the students responded:

A) In my personal life

- I will handle my relationships better.
- It will boost my confidence.
- I will become more forgiving
- I will feel more secure
- I will experience better health because of less stress
- I will not allow unwanted feelings to control me
- I will not attach my well-being to something or someone
- Other peoples' opinions of me will not affect who I am
- I will experience more peace of mind
- I don't need to hold grudges, I can just forgive and move on
- I won't limit myself to anything
- It gives me more room to try new things and explore new avenues in life because I have all the necessary equipment within me to be successful
- I will be more grateful

B) In your business life

- No one and nothing will make me feel like my business will not reach the heights that I want to take it to.
- My business will become more productive.
- My workers will be happier and more productive.
- My sales will go up.
- We will experience less conflict.
- Will be able to come up with wiser solutions for a sustainable business.
- I will be less judgemental when my employees experience problems.
- Will be able to solve problems so that the business can work.
- I will have better relationships with all stakeholders.
- A peaceful, non-toxic business environment, as I will be teaching my employees about this (inside-out paradigm).
- That I will not give up because there is still hope.
- This will help me better structure my business.
- Generation of new business ideas.

7. WOULD YOU RECOMMEND THE GARCIAS FOR AFRICA PROGRAM TO OTHER AUDIENCES?

27 Students responded that **they will recommend** the program. Below are some of the reasons they provided:

- It could give so much hope to our communities.
- Because this programme really helped me to change fundamentally. I strongly believe it can help others who didn't get the opportunity to attend.
- People out there, poor and rich – this training program can better your lives.
- Because many people out there are still living in “the box” narrative. People do not know the truth about themselves. This eye-opener programme needs to touch and change more lost lives out there so our world can become a better place for everyone.
- If we have programs like this in our community we will be living in a peaceful community, with fewer drugs, gender-based violence and a high rate of crime.
- It not only teaches you about life, but you grow as a person, and you see light in other things.
- It is very impactful. I believe it can change someone as it did change ME. I wish the whole continent can be taught about this.
- It is a great programme which teaches you a lot about your innate wellbeing and it gives us an insight on how we should really go about in life.
- The world would be so much better if this is how we all live (inside-out). We will not lose our loved ones to suicide if they all understood that IT IS JUST A THOUGHT.
- It is a very informative program that each individual needs especially in farming. I believe that it would change many people's lives. We could create a new, changed generation in our country.
- Because it has helped me to heal from my scars from the past – it, therefore, could help others as well.
- I honestly thank you so much for this opportunity. I can see a big change in my mind - I see a different person.

8. YOUR PERSONAL EXPERIENCE: THE IMPACT THE PROGRAM HAD ON YOU PERSONALLY

This is how some of the women responded:

- Honestly, I had a very good and amazing experience because I've been struggling with depression, anxiety and not having my mental processes in a stable condition for like 5/6 years now, but after this training, I have realised the prison I put myself in was really unnecessary because as you think, so shall you become. So I've been thinking that I am depressed, and emotionally tired and I became exactly that, but now I am absolutely free from that prison. In my business, we have been struggling with my business partner to actually understand the separate realities and we end up being so frustrated and end up fighting. But now I have a better understanding of the power of the mind and that all we are is peace, love and wisdom. I do wish he can attend the same course but with the knowledge and a book I hope I will be able to explain what I learnt to him so that we can both understand – **Nontoko**

- As an individual, I have come to know my true natural capabilities and abilities. I have discovered a new world within me that I never knew even existed. It's like a new person has been born out of me, a new ball of energy and enthusiasm. It is however saddening that I had to wait this long (32 years) to get to understand the real, true me, and the true meaning behind living and understanding life. For so long I have been basing my well-being on others (family and friends), not realising that it's the worst thing I could ever do to myself. I am now self-sufficient and dependable on no one but myself because I am all I need by the way. The mental-wellbeing that I have come to know about will definitely do me well in my business as well because I will be running it with my full capability, and I will be in the right head space – **Nosipho Dladla**
- I've learned that others' feelings can't have an impact on my life unless I entertain them. Garcias has even helped me to see the real world. Also, even if you are not educated you don't have to crack your head about it, just relax, because it is through how life really works that you get to live a better life – **Samkelisive**
- The impact of attending the Garcias program was very positive because I was able to view myself in a way that I have never before, and this program will serve as guidance for me and how to run my business successfully – **Zinhle**
- It really helped me because I always let people create a feeling in me and that would cause me to react in a certain way, which is not good. After this program, I know that I should not let them, because I create my own feelings – **Roshelle**
- It was positive because I have learned new things and now, I'm able to differentiate between when I'm living on the logic (inside-out) or false logic track (outside-in). As for my business, it will help me to see ways to make my business big without depending on others. I can work alone without waiting for any funding – **ZM**
- I am truly grateful to have attended these sessions. If I could, I would definitely spread this gospel to everyone. I will definitely share with whomever I can reach – **Minenhle**
- Garcias has made everything easy for me. It taught me that I am worth more and that I am a very confident person. I am not only confident, but I am capable of being who I want to be without paying attention to what others think of me. So, I would proudly say Garcias is what I needed just to get a reminder of who I really am – **Youlanda**
- I had struggles with letting go of some things that have caused me pain, so I was living with a thorn, but now I am free – **Zinhle Hlongwa**
- This program really helped me, and I wish God keeps them strong so that they can help others too. For our business, we gained a lot of information that we didn't know about and helped to get away from the anger that I had – **Nqobile Ndlovu**
- I no longer feel insecure and self-pity, thinking that I am being bullied or that I am a victim – **Xola Sibisi**

End