

Financial Literacy and Entrepreneurial Skills Development for Sheep Fattening Stakeholders

Training Workshop



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Addis Ababa, Ethiopia.**

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Executive Summary

The International Center for Agricultural Research in collaboration with Ethiopian National Agricultural centers in Menz, Bonga and Doyogena have been engaging youth in collective entrepreneurship via formation of sheep fattening youth groups and cooperatives. Training components on entrepreneurial skills development (ESD) and financial literacy (FL) have been incorporated into the ongoing sheep fattening training programs. Cooperative formation and management (as compared to group formation) is challenging because of low literate levels of the youth, particularly women-only youth groups. Continuous training in tandem with the low literacy levels is vital. Coordination committees, comprising stakeholders of the sheep value chain, organized as Community of Practice (CoP) have partnered with ICARDA to improve vertical and lateral engagements by facilitating the navigation of emerging issues and steer the inclusive youth groups towards market-oriented sheep fattening. Icarda has over the past years periodically organized for trainings on ESD and FL to CoP members to inculcate an entrepreneurship mindset as well as strengthened their knowledge and skills for dissemination of innovations to the emerging entrepreneurs. A total of 45 CoP members (41 male/5 female) across the project sites of Bonga, Menz and Doyogena participated in the trainings over a period of three (3) days.

Training Objectives

The objective of this ESD training was to enable trainees to;

- Strengthen entrepreneurship skill and knowledge among participants to develop entrepreneurial mindset in their working structure.
- Grasp basic business skills to support market-oriented sheep fattening cooperatives.
- Enhance their financial literacy knowledge to help them equip youth cooperative with financial skill and abilities.
- Inculcate team building and communication skills among participants to facilitate better coordination of CoP platforms.

Training Material

Training manuals developed by ICARDA were used for the trainings.

- ESD manuals available in 3 languages:
 - English <https://hdl.handle.net/20.500.11766/12542>
 - Amharic <https://hdl.handle.net/20.500.11766/12543>
 - Keficho <https://hdl.handle.net/20.500.11766/12544>
- A financial literacy manual is available in English. <https://dx.doi.org/20.500.11766/66828>

Training Methods

Process oriented action learning methods were used to facilitate the transfer of entrepreneurial knowledge and information on financial literacy as well as the development of attitudes, skills and

abilities of the trainees. In addition, the trainers used problem solving, group discussions and simulations to support the learning process.

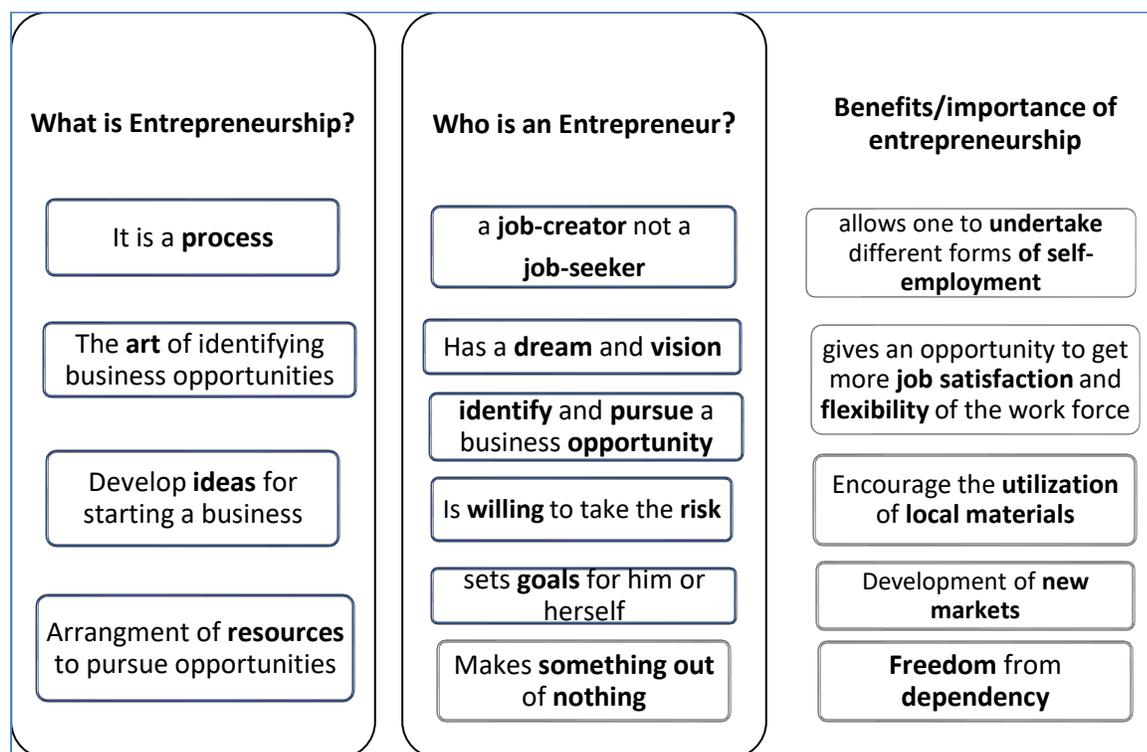
Trainees Profile

The participants in the training came from different organizations working in different sectors and positions. Researchers from National Agricultural Research Centers, Zonal and District Livestock office heads and experts, Enterprise and Cooperative Development officers and experts, Gender and Communication experts, and representatives from Technical Vocational Education and Training and Micro-Finance Institutions and representatives from youth cooperatives. The list of participants is presented in Annex Table 1.

Training Topics

Day 1:

To investigate whether the participants had an entrepreneurial mindset prior to the training, several questions were asked:



Day 2

After understanding the concepts of entrepreneurship, the training covered various ESD topics. The most important topics covered are presented below:

Topics discussed	Discussion Questions
1. The success mindset	
▪ Attitude	What do we mean by attitude? How can we change our attitude? What is vision? What is change and how can we achieve it?
▪ Vision	
▪ Change	
2. Mindset of successful entrepreneurs	
▪ Goal setting & Planning	What is the purpose of goal setting and planning?
▪ Opportunity seeking	What opportunities exist in our locality? What are the characters of a persistent and committed person? How can we improve our self-confidence? How to become a risk taker? How to gather information? How to utilize information properly?
▪ Persistence & Commitment	
▪ Self-confidence	
▪ Risk taking	
▪ Quality assurance & Information gathering	
3. Business administration skills	
▪ Starting new business & its challenges	What is business? What to consider in starting a new business? What challenges we might face in starting a business? What is the need to work in teams? Why it is important? How to develop a business plan? What is the importance of business planning? What is time and time management? Why it is important to manage our time? What are the techniques for proper time management?
▪ Teamwork	
▪ Business planning	
▪ Financial recording	
▪ Time Management	

Day 3

On the third day, the participants were taught the basic concept of financial literacy and its basic building blocks. The main topics were as follows:

Topics discussed	Discussion Questions
1. Introduction to Financial Literacy	What is financial literacy? What is the importance of financial literacy?
2. Personal Budgeting & Planning	What do we mean by financial plan/goal? What is the importance of setting a financial plan? What is budgeting and its importance?
3. Saving	What is saving? What is the importance of saving? How to make a saving plan?

Doyogena site

Venue: Doyogena District Administrative Office, Doyogena

Training dates: 28-30 December 2021

SN	Name	Sex M/F	Position/Organization
1	Temesgen Alemu	M	Doyogena District Livestock and Fisheries Office Head
2	Tesfaye Abiso	M	Areka ARC - Nutrition Researcher
3	Tesfaye Hadaro	M	Doyogena District Livestock office - small Ruminant Expert
4	Degefe Anebo	M	Doyogena District Rural Job creation Office - Team Leader
5	Degefe Darago	M	Doyogena District Cooperative Devt. -Training Expert
6	Markos Obola	M	Doyogena District Cooperative Devt. - Team Leader
7	Yidnekachew Alemayehu	M	Areka ARC - Nutrition Researcher
8	Mohammed Bikamo	M	Areka ARC - Socioeconomics Reasearcher
9	Tucho Tumato	M	Areka ARC - Socioeconomics Reasearcher
10	Zekarias Bayisa	M	Areka ARC - Socioeconomics Reasearcher
11	Tamerat Neramo	M	Cooperative Development - Kebele expert
12	Mubarek Bebisho	M	Cooperative Development - Kebele expert
13	Zelege Orobe	M	Cooperative Development - Kebele expert
14	Alemayehu Dorebo	M	Forage Development Expert
15	Feleke Dubicho	M	Cooperative Office Head
16	Tesfanesh Temesgen	F	Cooperative Development - Kebele expert
17	Ermeto Debelo	M	Livestock office
18	Solome Tadesse	F	Resource Person -ESD
19	Dagnew Gesesse	M	Resource Person - Financial Literacy

Menz site

Venue: Getva Hotel Meeting Hall, Debre Berhan

Training dates: 19-21 December 2021

SN	Name	Sex M/F	Position/Organization
1	Shewfera Gebre	M	Menz Mama District Cooperative Devt. Office - Head
2	Marta Yirga	F	Menz Mama District Women, Children & Youth Affairs - Head
3	Derash Delelegn	M	Menz Mama District Livestock Office - Representative
4	Tibebu Tefera	M	Menz Mama District Amhara Credit & Saving Institution - Manager
5	Bekele Debay	M	Menz Mama District Technical and Vocational Education and Training
6	Getachere Chewaye	M	Menz Gera District Livestock and Fisheries Office - Team Leader
7	Zinabu Altaw	M	Menz Gera District Cooperative Devt. Office - Head
8	Biru Yeshidenber	M	Menz Gera Dist. Technical and Vocational Education and Training
9	Solomon Hailu	M	Menz Gera District Women, Children & Youth Affairs - Expert

10	Fiseha Alemayehu	M	Menz Gera District Amhara Credit & Saving Institution - Manager
11	Asfaw Bisrat	M	Debre-Berhan ARC - Assistant Researcher
12	Leulseged Alemayehu	M	Debre-Berhan ARC - Feeds & Nutrition Researcher
13	Solome Tadesse	F	Resource Person -ESD
14	Dagnew Gesesse	M	Resource Person - Financial Literacy

Further Reading

Ephrem N. and Wamatu J. 2021. Financial literacy for smallholder sheep fattening farmers - Training manual. International Center for Agricultural Research in the Dry Areas (ICARDA), Addis Ababa, Ethiopia: ICARDA.

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CoP training on Entrepreneurship skills and Financial literacy. Photo credit ICARDA/Nahom Ephrem

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Wamatu