Consortium Research Program on Dryland Systems
ICARDA-NCARE Technical Meeting
Tifilah-Salamieh Action Site

Working Group
Capacity Development

Amman, Jordan
21-22 September 2014

Capacity Development through…

CGIAR has adopted a **systems thinking approach** to capacity development.
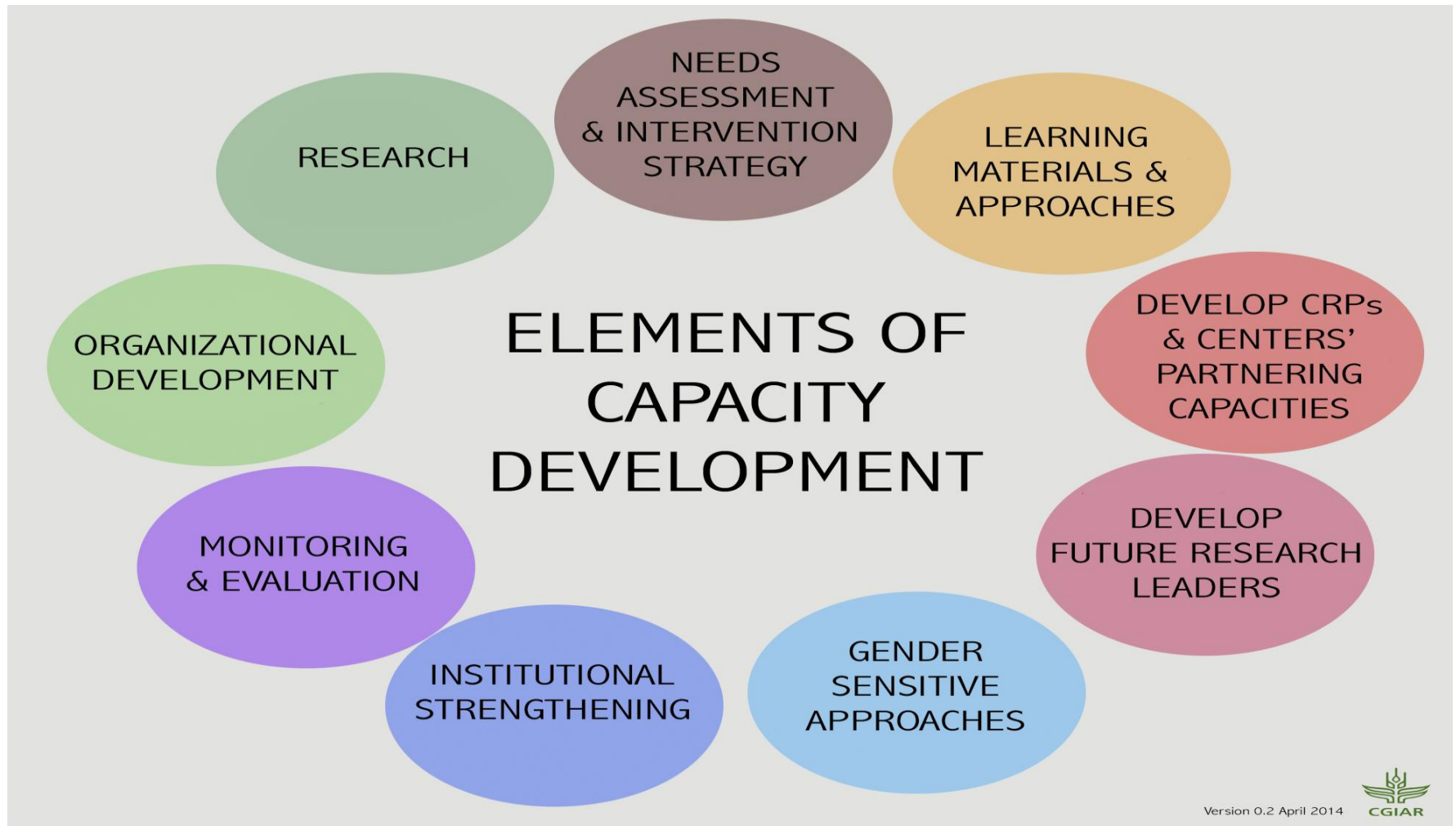
The main innovation from this is that emphasis is placed upon **defining the system as a whole**, which is made up of interacting parts.

It is also about **recognizing complexity** and knowing that one cannot always predict outcomes so have to have **the capacity to learn and adapt along their impact pathways**.
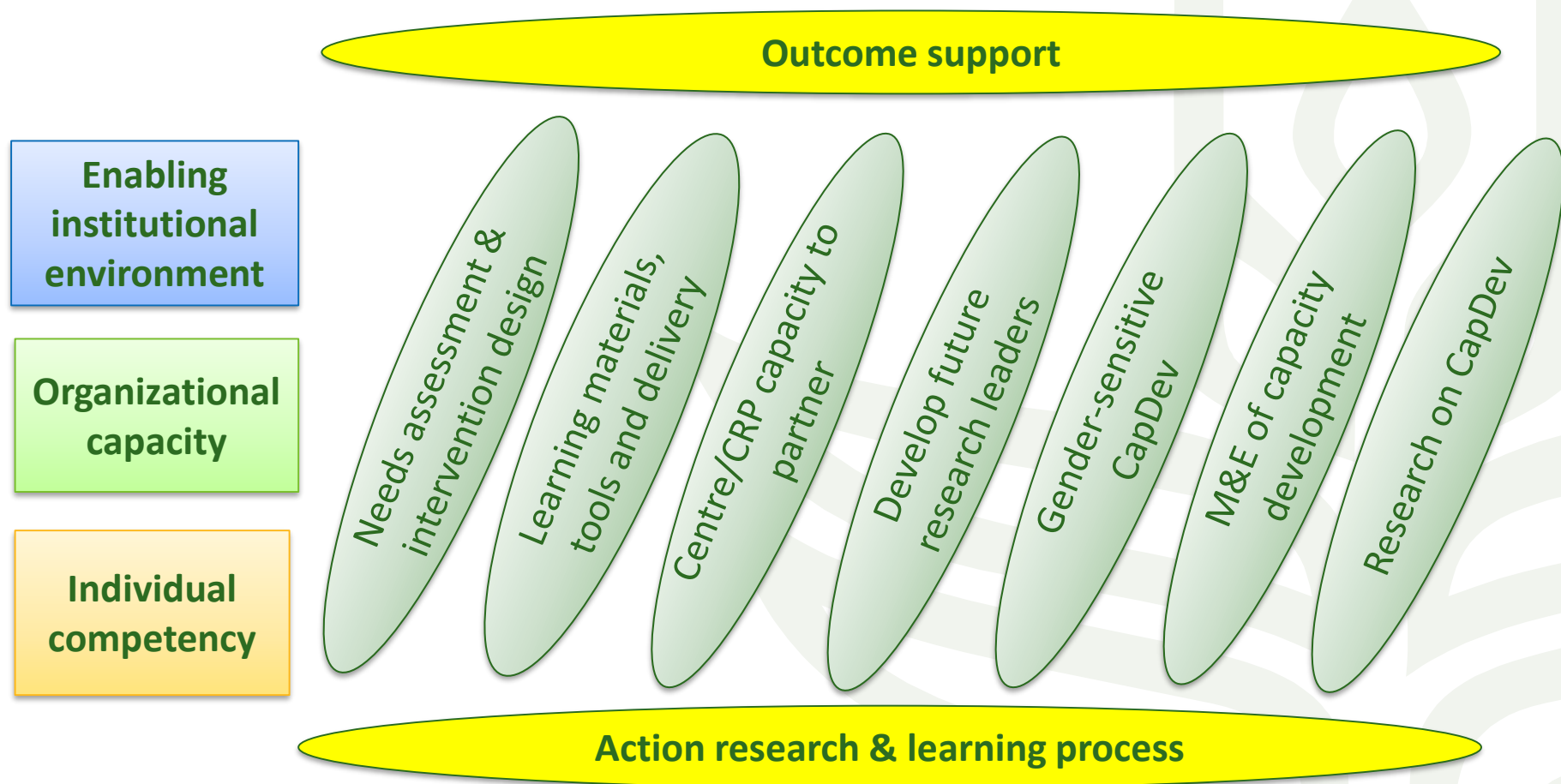
Capacity development is hence a **multifaceted process, combining elements across several dimensions**, which can be adapted to the particular setting of each CRP.

The guidelines developed by the CGIAR CapDev Community of Practice propose **nine key elements of capacity development**

Capacity Development through…

Key Elements
Capacity Development

Outcome support

Enabling institutional environment

Organizational capacity

Individual competency

Needs assessment & intervention design

Learning materials, tools and delivery

Centre/CRP capacity to partner

Develop future research leaders

Gender-sensitive CapDev

M&E of capacity development

Research on CapDev

Action research & learning process

Consortium

CGIAR

Community Approach & Community Action Plans
for sustainable use of natural resources & improving livelihoods

Biodiversity and Germplasm

- **Weed control under Conservation Agriculture – CRP DS**
- Agricultural Machinery development (for CA)
- Ornamental and medicinal plants
- Leaf miner control (wheat and barley)

Forage, rangeland and livestock workgroup meeting

- Food and feed legume management in rotation with cereals
- Milk analysis in Jordan
- Experimental design and statistical analysis

Policy, Gender and socio economics

- **Experimentation on extension methodologies : variable communications methods**
- **Monitoring and evaluation for the future projects**
- **Promoting public private partnership**
- **Strengthening the manpower of NCARE socioeconomic group**

Natural Resources Management

- Spring water resources management
- Farming management techniques: small hill lakes, deficit irrigation, soil conservation techniques
- Identification of additional water resources for re-use of vegetative water: olive oil plant - OMW
- Implementation of improved techniques for grey-water treatment

Green: Thematic Research topics for Cap Dev Individual Improvement
Blue: Institutional development (engage into multi stakeholders dialogue) and Organizational Development (development of CRP DS partners to move to R4D process)

Jordan CRP DS Action Site into A4D Capacity Development Needs

General Common

Sharing our respective bilateral projects directly funded to Jordan or to ICARDA and linked/mapped to CRP DS: To use the fund received under CGIAR CRP DS for financing added values activities not yet already financed under bilateral projects and focusing on Integration Approach – CRP DS is a Program not a Project.

Main questions to Open the Debate

- **What are the Internal Capacity Needs in order to ensure Agricultural Research 4 Development - to engage with Multi-stakeholders – to attract additional funds?**

Such as Project Management –Monitoring and Evaluation - Needs Assessment

- Impact Assessment – Reporting methodologies - Innovation platforms for Agricultural Research for Development - Multi-Stakeholders Engagement and Partnerships

- Training on ICT Tools to be used and trained on in order to be served for Research 4 Development, such as database management and analysis, online community based Dialogue: google groups, Common Communication tools: website, blogs, and so on.

- **Common Cap Dev Activities to be developed amongst CRP DS partners for ensuring partnering and targeting a multi stakeholders approach**

Such as a CRP DS Fellowship Exchange Program, CRP DS Staff Exchange Program, CRP DS Youth in Agriculture Exchange Program, CRP DS Summer University, Common CRP DS shared training modules development: online and traditional trainings format using the added value from other CRP DS CGIAR Centers - NARS but also partnering with other CRP's, ARI's – Universities – Private sectors, NGO's – Regional and International organizations.

Suggestion: Establishing a CRP DS Cap Dev Community in order to lead CRP DS Cap Dev.

Jordan CRP DS Action Site into A4D
SUMMARY WORKING GROUP Capacity Development Results

COMMUNITY LEVEL Cap Dev ACTIONS:

In order to identify **Capacity Development Needs** at the Community Level the working group members indicating the **lack of COORDINTATION and INTEGRATION with the different Stakeholders**

A/ Establishment of a ***Multi Stakeholders Community of Practice at the Community Level*** for
- ➢ Sharing information's
- ➢ Identifying needs
- ➢ Including additional Partners
- ➢ Planning
- ➢ Reporting

The Community should meet ***two times a year*** for

1/ Sharing and Planning Meeting (Developing a Common Action Plan for CRP DS at the Community level)

2/ Reporting Meeting

NOTE: *Main purpose of the Community of Practice is to avoid same activities to be funded under CRP DS and on the same time under other source of funding, extending partnerships and identifying the gaps where CRP DS can then bring an added value.*

Jordan CRP DS Action Site into A4D
SUMMARY WORKING GROUP Capacity Development Results

IMMEDIATE ACTION NEEDED

➢ **Establishing a TASK FORCE in order to convene the first meeting has been identified: 1 person from ARMP2 + ICARDA + NCARE**

The **Task Force** will have to:

- Identify the different stakeholders to be invited
- Collecting (in advance) information's from the different stakeholders on the different activities that they are conducting
- Developing a Basic Needs Assessment Survey to be conducted in advance in order to identify gaps in their activities
- Based on the information's collected and the Needs Assessment survey results developed a Working Paper to be shared in advance with the different stakeholders invited.
- Developed an Communication Paper on CRP DS dedicated to the decision makers level : Need to making known the existence of CRP DS Program amongst all stakeholders

Time for the first meeting : **November 2014**.

Objective of the meeting: Developing a clear Action Plan on Cap Dev Activities at the Community Level to be conducted under CRP DS:

- **Short term Action Plan for 2015** and
- Long term Action Plan 2016-2018

B/ Workshop for **Adapting CGIAR Monitoring and Evaluation Strategy at the Community level/Action site (Reporting process, impact assessment)**

Timeline: 2016

C/ **At the Innovation Platform level**

- Need to identify a **FACILITATOR** for Jordan and to develop a clear ToR

- Training on **Innovation Platform for the different Facilitators selected for the different Action sites in CRP DS**.

Timeline: 2015

D/ **Training on System Approach** for Innovation platforms Facilitators – Researchers – Extensions under **ToT (Training of Trainers)** format so they can then themselves trained the other stakeholders

*Note: Developing **Knowledge Box System Approach** to be used by the trainers for local communities*

Timeline: 2015

E/ **Study tours for Local Community Action Sites** to other CRP DS Actions Sites : Sharing experiences and being part of a System Approach

Timeline: 2016

Jordan CRP DS Action Site into A4D
WORKING GROUP Capacity Development Results

At the RESEARCH and EXTENSION level

A/ CROSS CUTTING Trainings

➢ **ToT GENDER training course**

<u>To Researchers and Extension staffs</u> in view of training them on what is the meaning of Gender and how Gender issues can be integrated into activities and to Agriculture for Development

Regional level

Timeline: 2015

<u>To Local Communities</u> to be conducted by the Researchers and Extensions staffs

➢ **Gender Workshop** to disseminate survey results to target stakeholders

Jordan Level

Timeline: 2015

➢ **Gender Regional Workshop** to exchange best practices across CRP DS and involvement of Researchers, Extension staffs but also other stakeholders such as Policy makers, donors

Regional level

Timeline 2016

➢ **ToT Training on GIS for Extension staffs** : HOW GIS Results can be a useful tools for Farmers

Timeline: 2016

➢ Training course on **OPEN ACCESS**

Regional level

Timeline: 2015

➢ Training on **How to work with Communities : Participative Approach**

Timeline: 2016

➢ Training on **Monitoring and Evaluation** based on CGIAR Strategy for Monitoring and Evaluation

Timeline: 2016

➢ Training on **Scientific Reporting**

Under bilateral projects

Jordan CRP DS Action Site into A4D
WORKING GROUP Capacity Development Results

At the RESEARCH and EXTENSION level

B/ RESEARCH TOPICS Training courses

➢ ToT Training on **Conservation Agriculture – Weed Control and Pest Management**

Regional level

Timeline: 2015

➢ ToT Training on **Safety of Animal production – derived products**

Jordan level

Timeline: 2016

➢ ToT Training on **Integrated Crop Livestock System Approach**

Regional level

Timeline: 2015

➢ Training on **Natural Resource Management** (special emphasis on water) and using the project targeting Farmers under IFAD-ARMP2

Regional level

Timeline: 2015

➢ ToT Training for Researchers on **Design and Statistical Data analysis at farm fields level: How to analyse results from demonstration plots**

Regional level

Bilateral for 2015

➢ On the Job Training for Extension **on Design and Statistical Data analysis at farm fields level: How to analyse results from demonstration plots**

National level

Timeline: 2016