

# Transformational Training Program: Empowering Communities Through Capacity Building

Farmers Pride International (FPI) is dedicated to creating a scalable and impactful capacity-building program that enhances agricultural productivity, community resilience, and socio-economic development. To achieve this, FPI has designed a multi-level training initiative targeting key stakeholders, with specific, measurable, achievable, relevant, and time-bound (SMART) objectives, clear identification methods, and structured pathways to success.

## SMART Objectives

1. **Train 600 Master Trainers per Country:** Within the next 12 months, FPI will train 600 master trainers in each country where it operates, focusing on government agricultural extension workers.
2. **Develop 8,000 Community-Based Facilitators:** Over the next 24 months, these master trainers will train 8,000 community-based facilitators who will directly engage with local farmers.
3. **Establish 13,400 Farmer Groups:** By the end of the third year, community-based facilitators will establish 13,400 farmer groups, covering nearly 400,000 households.
4. **Deliver Comprehensive Training:** Within 36 months, FPI aims to provide every participating household access to education on sexual and reproductive health (SRH), modern agricultural techniques, and sustainable farming practices.
5. **Measure Program Impact:** By year five, reduce the incidence of SRH-related challenges, such as teen pregnancies, in target areas by 30% and increase agricultural productivity by at least 20%.

## Identifying Beneficiaries and Stakeholders

FPI employs a systematic approach to identify beneficiaries and stakeholders, ensuring inclusivity and relevance:

- **Stakeholder Mapping:** Collaborate with local governments, agricultural ministries, and community organizations to identify and nominate suitable candidates for master trainers.
- **Needs Assessments:** Conduct community surveys and focus group discussions to understand the specific challenges faced by farming households and design targeted interventions.
- **Participant Selection Criteria:** Prioritize candidates with leadership potential, farming experience, or existing roles in extension services for training as master trainers and facilitators.
- **Community Involvement:** Engage community leaders, cooperatives, and farmer associations to ensure alignment with local priorities and cultural dynamics.

## Pathways to Success

1. **Cascading Training Model:**
  - Master trainers, once trained, will lead workshops and mentoring sessions for community-based facilitators.
  - Community-based facilitators will establish farmer field schools and outreach groups, fostering a participatory learning environment that addresses real-time challenges.
2. **Knowledge Integration:**
  - Training programs will integrate technical agricultural skills, SRH education, and entrepreneurship to address intersecting challenges of productivity, health, and empowerment.
  - Content will be delivered through interactive methods, such as demonstrations, role-playing, and peer discussions.
3. **Support Structures:**
  - Provide facilitators with ongoing support, including access to training materials, field tools, and a helpline for technical advice.
  - Establish feedback mechanisms, such as periodic assessments and community feedback sessions, to adapt the program to evolving needs.
4. **Leveraging Technology:**
  - Utilize digital tools, such as mobile apps and e-learning platforms, to enhance training delivery and monitor progress.
  - Facilitate remote training for facilitators in hard-to-reach areas using virtual platforms.
5. **Monitoring and Evaluation (M&E):**
  - Develop a robust M&E framework to track progress against SMART objectives.
  - Use performance metrics, such as the number of participants trained, households reached, and measurable community outcomes (e.g., reduced teen pregnancy rates).
  - Conduct mid-term and final evaluations to assess impact and guide future scaling efforts.
6. **Collaborative Partnerships:**
  - Partner with governments, NGOs, and international donors to secure funding, technical expertise, and policy support.
  - Engage private-sector actors to co-develop market linkages, supply chains, and access to technology for farmers.
7. **Sustainability Measures:**
  - Encourage farmer groups to form cooperatives or associations, creating self-sustaining models for training and market access.
  - Facilitate access to financial resources, such as microloans, to empower farmers economically and ensure long-term adoption of best practices.

## Conclusion

Through this SMART-driven, multi-level training program, FPI is poised to transform farming communities across its operational footprint. By equipping master trainers and community-based facilitators with the tools and knowledge to empower 400,000 households,

FPI is addressing critical challenges in agricultural productivity, SRH, and rural development. The program's pathways to success ensure a structured, inclusive, and sustainable approach that maximizes its impact, aligning with FPI's mission to build resilient and thriving farming communities.