TRAINING WORKSHOP
FOR AGRIBUSINESS FIRMS
Reviewing, Applying, and Sharing
Ground Rules

- role of trainers is to facilitate learning
- draw on participant experience using participatory methods: question & answer, etc.
- respect punctuality and cell phones silent/off

* review workshop schedule and logistics
Workshop Goal

To enable participants to:

- **review** concepts,
- **apply** better practices, and
- **share** experience

of small-scale producer level training
Workshop Sessions

1) Training Content & Learning Objectives

2) Presentation Methods and Session Planning

3) Small Group Discussion and Presentations

4) Training Program Plans
SESSION 1:
Training Content & Learning Objectives
By the end of the session participants will be able to:

✓ describe relationship between a training goal and learning objectives

✓ describe importance of breaking training content down into smaller parts

✓ describe difference between a training component and training sessions
What is the difference between a goal and an objective (for training)?

- **Goal** = final destination at the end of the training
  - what skills, knowledge, attitude, or behavior should be acquired?

- **Objectives** = way to get to the final destination
  - which road/path to take to the final destination?
Example Training Goal: “farmers able to produce and supply organic chilies that meet our quality specifications”

Example Learning Objectives: “by the end of the session, participants will be able to:

1) explain differences between organic and conventional production practices;
2) describe organic chili production techniques;
3) list quality specifications for organic chilies; etc..

Descriptions for learning objectives should include “action” words

- action words: do; describe; list; explain; show; choose; compare
- non-action words: know; understand; appreciate; feel; be aware
What are other examples of Training Goals & Learning Objectives?

- In groups of 2-3 people:
  
  provide an example of an overall training goal and **learning objective(s)** to support that goal

- remember to use “action words” when describing learning objectives

- share example in plenary
Training Content

- Instructions must be broken down into specific pieces:
  - Directions to a location must be detailed and understood otherwise the traveler may get lost!
  - Recipes include ingredients and detailed steps needed to prepare a specific dish

- Training content must also be broken down into specific pieces
Breakdown of Teaching Content

Curriculum

Courses

Sessions/Lessons
Overall Company Need & Ways to Meet It

**Company Need**

Increase supply of Sunflower

**Ways for Company to meet Need**

- Train existing small-scale farmers to increase sunflower production
- Purchase from small-scale farmers in new areas
- Import sunflower from other countries
Breakdown Training Content: Example Training Program to Increase Sunflower Production

**Training Goal**: Train small-scale farmers to increase Sunflower production

**Training Components** *(courses)*
- Preparation
- Production
- Post-harvest

**Example Training Sessions** *(lessons)*
- Land Selection
- Land Preparation
- Seed Selection
- Plant Spacing
- Weeding
- Storage Techniques
- Packing & Transportation

**Learning Objectives** *(for each session)*
By the end of the session participants will be able to:

✓ describe relationship between a training goal and learning objectives

✓ describe importance of breaking training content down into smaller parts

✓ describe difference between a training component and training sessions