

Provisional Workshop Training Plan for the Introduction of Bio-Plant and Pro-Plant in Ethiopia in Year 1 Only

The Topic of Training

How to Use the Liquid, 100% Organic Bio-fertilisers, Bio-Plant and Pro-Plant, and How to Farm Organically and Regeneratively.

Note: This model, which has been made for other countries, will be adapted to suit the needs of training farmers in Ethiopia.

Ideal Training Venue and Requirements

1. A cool and quiet meeting room with a sound system.
2. An LCD projector and screen, if possible.
3. Lunch and a coffee break in the morning and afternoon.
4. A handout for each participant.

Stage 1: Training of Country Agent's Trainers by Peter McAlpine, Artemis & Angel Co. Ltd.

- The Country Agent has (6) Trainers.
- Before travelling to Ethiopia, training will be carried out online from Thailand.
- When Peter McAlpine travels to Conakry, he will spend several days preparing the Country Agent's Trainers to conduct and assist training throughout Ethiopia.

Stage 2: Training of Province-Level Trainers by Artemis & Angel Co. Ltd.

- There are (8) provinces. One of the provinces will be chosen to start with in order to prepare the Country Agent's Trainers to train on their own.
- Two groups of Province-Level Trainers will be chosen by the government from each province to become Trainers in their province. Ideally, they will be experienced trainers.
- They will attend a one-day workshop. (We do not expect that the participants will be able to attend a two-day workshop.) The first group will be trained by Peter McAlpine. The second group will be trained mostly by the Country Agent's Trainers with assistance from Peter McAlpine.

Stage 3 – The Province-Level Trainers Prepare to Train Their Assistants

- Each Province-Level Trainer will choose their Assistant Trainers and prepare to train them. The preparation includes studying the training materials which they will use, and becoming very familiar with them.
- **Note:** The Assistant Trainers they choose will train Area-Trainers. Each Area Trainer will be assigned an Area in the province for which they are responsible. The Area Trainers may wish to train their own Assistant Trainers to help them to train the farmers in their assigned Area.

Stage 4: Training of Province-Level Trainers by Artemis & Angel Co. Ltd.

- The Country Agent's Trainers will train Province-Level Trainers chosen by the government from each of the other 7 provinces one by one as in Stage 2.

- One or two groups of Trainers will be chosen from each province to become Province-Level Trainers in their own province.
- They will attend a one-day workshop.

Stage 5 – Province-Level Trainers Train Their Province-Level Assistants

- The Province-Level Trainers trained in Stage 4 will choose their own Assistant Trainers and train them. Ideally, they will be experienced trainers.
- Their preparation for the training includes studying the training materials which they will use, and becoming very familiar with them.
- **Note:** These Assistant Trainers are going to train Area-Trainers in their province who will train the farmers, most probably with their own Assistant Trainers.
- This process will be carried out in each province.
- A member of the Country Agent’s team will be present at the beginning when this Stage is carried out in each province.

Stage 6 – Province-Level Assistant Trainers Start to Train the Area-Level Trainers

- The Province-Level Assistant Trainers will choose (with assistance from the government) and train Area Trainers in their province.
- The workshop could be one day in duration or stretched out over several sessions until the workshop content has been trained.
- This process will be carried out in each province.
- A member of the Country Agent’s team will be present at the beginning when this Stage is carried out in each province.

Stage 7 – Area-Level Trainers Train Farmers in their Area

- The Area-Level Trainers will train farmers in their Area after preparing themselves to do so. The preparation includes studying the training materials which they will use, and becoming very familiar with them.
- The workshop could be one day in duration or stretched out over several sessions until the workshop content has been trained.
- Because there are many Areas, the process will take several months to complete.
- This process will be carried out in each province.
- A member of the Country Agent’s team will be present at the beginning when this Stage is carried out in each province.

Stage 8 – Feedback Sessions

- The Country Agent will meet with the Province-Level Trainers, their Province-Level Assistants, and the Area Assistants either online or in person to discuss any problems that the Trainers faced or answer any questions they could not answer.
- The Country Agent’s team members will contact Peter McAlpine for help with any questions they could not answer.