

Engineers Without Borders Canada

Experiences building the capacity of extension
institutions in Burkina Faso and Ghana

Neuchâtel Initiative meeting, Assisi
September 18 – 22, 2009



Outline

1. Who is Engineers Without Borders Canada?
2. Experiences from Burkina Faso
3. Experiences from Ghana
4. Main Issues preventing extension from being more relevant, effective and efficient



Who is EWB

- **In Canada: a Network of 20,000** - passionate young Canadians
 - Public awareness and advocacy
- **In Africa: 6 teams who develop organisational capacity**
 - Invest in change agents to innovate and deliver on programs
- **Financial Independence**



CEF (ASFF) in Burkina Faso

- 2005-07 : Searched for appropriate role
 - Distributed partnerships in french west africa
- 2007-08 : Focus on AAS
 - Partner consultation
 - Identified CEF approach and POs
- Since 2008 : piloting approaches to capacity development
 - 2 types of partners : new and experienced with CEF



CEF (ASFF) in Burkina Faso

- With FOs setting up a CEF service
 - Strategic planning
 - Developing tools and process
 - Staff training
 - M&E systems
- What we learned
 - Skills building and leadership development can go very far when done properly



CEF (ASFF) in Burkina Faso

- With FOs practicing CEF
 - Skills survey and coaching services for extension and union leadership
 - Change behaviors around communicating results
 - Built capacity for M&E
- Learning
 1. Staff lack opportunity and means to professionalize
 2. Management practice needs to improve to make #1 possible
 3. We revealed a strong demand for capacity development and now have to answer it



CEF (ASFF) in Burkina Faso

- Scale up extension staff professionalization and develop management skills of union leaders
 - Distributed coaching services
 - Burkinabè staff
 - Leadership center
- Develop specific partnerships with other sectors (micro finance, market information)
 - Change extension staff role perception to facilitator in a multi-dimensional system
 - Bring institutions and farmer unions together to develop appropriate integrated solutions

EWB in Ghana

- Ministry of Food and Agriculture
- Working with MoFA change agents to learn and design, test, pilot and scale-up initiatives that address:
 - Farmer First approach in extension
 - Market oriented extension

Farmer Group Curriculum

- Issue: Farmer Groups are not working for farmers.
- Innovation: Curriculum for field staff to help them strengthen farmer groups.
- Status: Piloted with 70 farmer groups and 30 field staff.
- Learning: Field staff need **motivation**.



Eat Ghana Rice Campaign

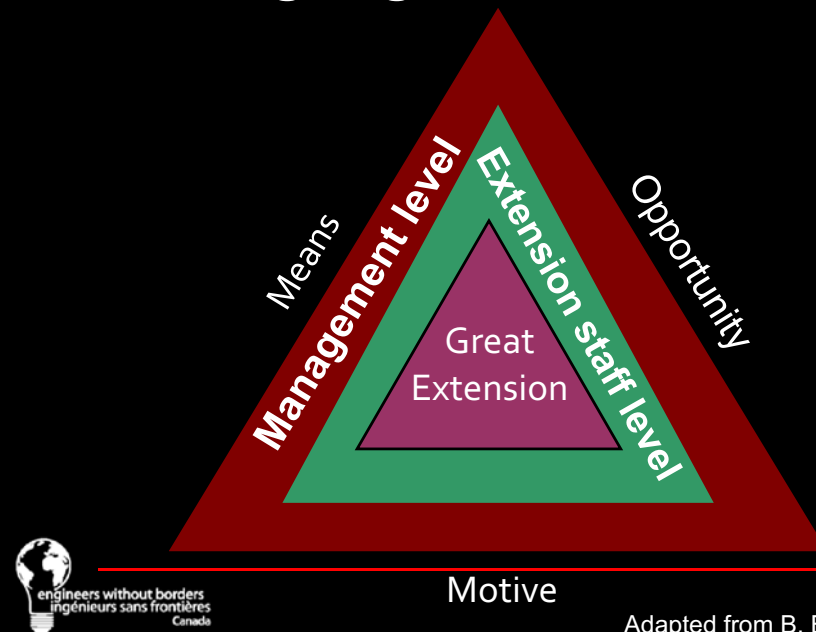
- Issue: Poor market for local rice.
- Innovation: Marketing campaign to promote consumption of local rice.
- Status: Piloted in Tamale and currently scaled up nationally.
- Learning: MoFA needs the **means** to innovate.



EWB-MoFA partnership addition

- Developing the institutional environment for learning
 1. Field staff and District Performance Based incentives
 2. Field staff refresher courses
 3. District Director Leadership program

Learning organisations



Thank you!

We are looking forward to hearing
about your experiences !

