

**MPTF OFFICE GENERIC FINALPROGRAMME¹ NARRATIVE REPORT
REPORTING PERIOD: FROM April 2016 - TO December 2018**

Programme Title & Project Number	Country, Locality(s), Priority Area(s) / Strategic Results²
<ul style="list-style-type: none"> • Programme Title: Engaging Youth in Samoa in Organic Farming and Menus: A Farm to Table Value Chain Approach • Programme Number (if applicable) • MPTF Office Project Reference Number:³ 00096912 	<p><i>Country/Region: Samoa</i></p> <hr/> <p><i>Priority area/ strategic results</i></p> <p><i>The Joint Programme is in perfect alignment with the national priorities of the SDS 2012 – 2016 (organic agriculture development and youth employment promotion), the UNDAF 2013-17 and SRPD 2013-17 for the Pacific region (development of opportunities for youth and women as a marginalized group). The programme also contributes to addressing the Framework for Action on Food Security in the Pacific 2011- 2015 (Strengthen the capacity of farmers to improve food quality (including organic agriculture) and safety through incentives and training partnerships). Finally, the programme addresses the Pacific Organic and Ethical Trade Committee (POET Com) Pacific Strategic Plan (Increasing farmer knowledge through next generation awareness and extension/communication capacity development).</i></p> <p><i>Pacific Youth and Agriculture Strategy:</i></p> <p><i>2.1 Develop and strengthen youth oriented agricultural extension services</i></p> <p><i>3.2 Strengthen and support informal and non-formal training and learning in agriculture.</i></p> <p><i>Framework for Action on Food Security in the Pacific 2011- 2015, specifically:</i></p> <p><i>Theme 2 Strategy 4: Strengthen the capacity of farmers to improve food quality (including organic agriculture) and safety through incentives and training partnerships.</i></p> <p><i>Theme 2 Strategy 6: Promote sustainable management of land, freshwater, agro biodiversity and marine resources.</i></p> <p><i>Pacific Organic and Ethical Trade Committee (POET Com) Pacific Strategic Plan objectives:</i></p> <p><i>3.1. Increasing farmer knowledge through next generation awareness and extension/communication capacity development.</i></p>

Priority Area 1 of the Strategy for the Development of Samoa 2012 – 2016: 'private sector-led growth and employment creation'.

Participating Organization(s)

Organizations that have received direct funding from the MPTF Office under this programme

- Women In Business Development Incorporated (WIBDI)

Implementing Partners

National counterparts (government, private, NGOs & others) and other International Organizations

- Women In Business Development Incorporated (WIBDI)

Programme/Project Cost (US\$)

Total approved budget as per project document: 1 000 000 USD

MPTF /JP Contribution⁴:

- *by Agency (if applicable)*
- SDGF
- EIF
- UNDP MCO
- Agency Contribution
- *by Agency (if applicable)*
- 500 000 USD from SDGF
- 436 000USD from Aid for Trade / Enhanced Integrated Framework (EIF)
- 74 000 UNDP Samoa MCO TRAC

Government Contribution
(if applicable)

Other Contributions (donors)
(if applicable)

TOTAL:

Programme Assessment/Review/Mid-Term Eval.

Evaluation Completed

Yes No Date: 31 October 2017

Evaluation Report - Attached

Yes No Date: July 2018 (Dr. Komi Gratias GLIGBE report)

Programme Duration

Overall Duration 33 months

Start Date⁵ 01 April 2016

Original End Date⁶ 30 September 2018

Actual End date⁷ 31 December 2018

Have agency(ies) operationally closed the Programme in its(their) system? Yes No
Expected Financial Closure date⁸: 31, December 2018

Report Submitted By

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ABBREVIATIONS AND ACRONYMS

IFAD	International Fund for Agricultural Development
MAF	Ministry of Agriculture and Fisheries
MCO	Multi-Country Office
MWCSD	Ministry of Women Community and Social Development
NASAA	National Association for Sustainable Agriculture, Australia
NUS	National University of Samoa
NKF	Samoa National Kidney Foundation
OWA	Organic Warriors Academy
POET COM	Pacific Organic and Ethical Trade Community
SROS	Samoa Research Organisation of Samoa
SFFI	Samoa Federated Farmers Incorporated
SBEC	Small Business Enterprise Centre
SFA	Samoa Farmers Association
SNYC	Samoa National Youth Council
SVS	Samoa Victim Support Group
UNDP	United Nations Development Programme
WIBDI	Women in Business Development Incorporated

EXECUTIVE SUMMARY

After the two years of implementation period, a total number of 574 youth, 1027 farmers, one civil servant, 137 children, 30 businesses, 61 NGOs, a regional institution (POET Com) benefited directly from the project.

In terms of training WIBDI exceeded the target of the 500 youth anticipated by the Project, six months before the end of the planned timeframe, but also the organization hired 21 OWA graduates, including 2 co-trainers from each preceding trainings to assist the head-trainer and OWA team during the following trainings. By doing this, the organization assisted them in building their capacity and confidence and also allowed for knowledge-sharing. WIBDI continues with training of OWA graduates by accessing alternative funding for a 'follow up' process of graduates.

A total number of 61 NGOs benefited from the project's activities. For instance, the Samoa Victim Support Group is an NGO working with victims of sexual assaults that WIBDI supported by training its young girls and offering them an ongoing forum to sell their products. At the end of the project's cycle, 1027 farmers are organically certified and supply WIBDI with organic baskets. This demonstrates an increase of 36% of the organization's portfolio, compared to 656 farmers certified five years earlier before the beginning of the project, as per the WIBDI 2012-2013 Annual report.

Because of the contribution of organic produce to people's health, WIBDI began a partnership with the Samoa National Kidney Foundation (NKF) and the National University (NUS) School of Medicine to conduct an awareness session for villagers on the benefits of eating local organically grown food. During that session, NKF staff and final year students of the NUS School of Medicine have tested participants blood pressure and sugar levels and those showing high levels were referred to the hospital for further tests. This activity is an example of an unintended positive impact of the project and was also attended by final year medical students of the Otago Medical School in New Zealand.

In addition to the farmers, an unplanned group non-planned initially as project direct beneficiaries, was created. WIBDI also included children and elderly people into the new concept of organic farming process "Farm to Table" as a total and inclusive social change process. At the end of the project's cycle, a total of 137 children (54% females and 46% males) were reported as having participated in activities pertaining to the implementation process. In the Samoan culture, the elders of the village would always support or "tapua'i"

any event which benefitted the village. This group began with their support and requested that they also be part of the training.

The experience and the quality of the human and social capital of the programme leading national implementation partner explains the attainment of all outputs and outcomes identified in the programme design. By bringing the training sessions to the villages and by accepting all family members who wish to take part alongside the youth, WIBDI has made the project an effective tool for social change in Samoa, built a greater sensitivity to climate change and resilience. There is need to maintain that inclusiveness of the project since it strengthens the social link and contributes to its broader vulgarization in the island.

In March 2018 WIBDI launched the Agri-tourism “Farm to Table App” (for android smart phones) at their organic night market during the fair organised in collaboration with the Samoa Tourism Authority and in the presence of the Minister of Agriculture and Fisheries, Lopao’o Natanielu Mua.

I. Purpose

The ‘Engaging Youth in Samoa in Organic Farming and Menus: A Farm to Table Value Chain Approach’ joint programme (the Joint Programme) is responding directly to the strategic objectives of the Government of Samoa to “re-invigorate agriculture”, “to support the development of organic products and the ‘Organic Samoa’ brand”, and to “support and promote niche export and high value added products such as organic products for export” (ref: Strategy for the Development of Samoa 2012 – 2016 Priority Area 1 Key Outcomes 2 and 3). In addition, the Joint Programme is assisting the Government of Samoa in its priority to tackle the increasing concerns of youth unemployment and the negative impact of this on the social and economic development of Samoa.

The main objectives and expected outcomes of the programme are as follow:

- Create employment opportunities for youth in organic agriculture through a value chain approach utilizing public private partnerships within the key economic sectors of agriculture and tourism.
- Enable scaled-up engagement by youth in organic farming to be sustained on commercial viable basis through the development of a value-added processing facility that provides skills training, knowledge transfer and employment for youth.
- Strengthen the institutional capacity of the local organizations, including the Samoa National Youth Council to effectively meet the needs of youth seeking information and employment within the organic agricultural sector.
- Share information and knowledge from Samoa across the Pacific region to facilitate synergies that will result in increased employment opportunities for youth within organic agriculture value chains.
- Alignment with Samoa's strategic framework and UNDP's Millenium SDG framework.

II. Assessment of Programme Results

i. Narrative reporting on results:

OUTCOME 1: Youth in Samoa gain new livelihood opportunities from jobs and small businesses in the Farm-to-Table organic agriculture value chain.

While new livelihoods opportunities were introduced to the unemployed youth, there was little interest from the young people in agriculture as a career path. There were more individuals interested in the value addition processes and WIBDI believes that much more work is required to achieve all the targets/outcomes of the project. WIBDI will continue to pursue this in accessing further funding from other sources to continue to work with the graduates of the Organic Warriors Academy and other groups. This project will be added to

the follow up procedure of all WIBDI projects and will continue to improve on the outcomes while maintaining the sustainability and successes of the Programme.

OUTPUT 1: Skills training in organic production, certification and processing creates employment for youth within the organic agriculture farm to table value chain.

The project registered a significant increase of the youth trained from the end of quarter 2 to the end of quarter 3 while the number of trained farmers registered a substantial increase at the end of the second quarter. This shows a gain in popularity of the project among farmers during the second quarter of its cycle and six months later among the youth. The increase of the involvement of the farmers as family entrepreneurs may be a trigger for youth motivation to become more involved in the project since the social capital in Samoa is fundamentally built upon the family values transmission process. This also shows the importance of knowing and understanding the culture and the learning process of people when introducing any training into a culturally sensitive system.

Within the two years period of the project duration, 574 youth have been trained through the Organic Warriors Academy (OWA) structure and 267 (45.6%) among them were females.

Organic Warriors Academy targeted young people to solve the dual problem of insufficient manpower for family-run organic farms, and large numbers of unemployed youth. The Academy equipped youth with the knowledge and skills to cultivate and manage their lands as profitable businesses. The training focuses on organic farming practices and climate change but it also has a strong emphasis on business planning and budgeting. While climate change was of much interest to the participants, the participants will only be able to fully understand the business planning and budgeting when they are fully involved in a regular business activity. There was not sufficient time to get to this stage in most instances, which makes the WIBDI ‘follow up’ program an integral part of this output becoming a reality in the future.

At the end of the first quarter of the project’s cycle (ending 01 November 2016), 41% of the young beneficiaries were females compared to 59 % males. A total 66 out of 85 young farmers (77 %) graduated from WIBDI organic farming training under the SDGs-Fund Joint Programme. In comparison, at the end of quarter 2, there were more females (58 %) graduated from the OWA than males (42 %) for a cohort of 89 students. Thus, the second quarter of the project (ending 01 May 2017) has helped in closing the gender gap in terms of participant numbers from two village trainings.

The 3rd quarter of the project’s cycle (ending 01 November 2017) is revealed as the period of cruising speed of the project’s performance. During this period, 159 female students (47 % of that cohort) were graduated, compared to 181 male students (53 %) graduating during the same period. These are the youth from the cumulative 523 who were the direct beneficiaries of the Organic Warriors Training.

This period marks the period of maturity of the project. Indeed, not only did WIBDI exceed the target of the 500 youth anticipated by the Project six months before the end of the planned timeframe, but also the organization has hired at that time 21 OWA graduates, including 2 co-trainers from each preceding trainings to assist the head-trainer and OWA team during the following trainings. By doing this, the organization assisted them in building their capacity and confidence and also allowed for knowledge sharing. It also enabled the opportunity for WIBDI to utilize the interest of the Rotary Club of Kenmore in Brisbane, Australia and organize a scholarship for one of the top female students. While this opportunity was not successful, due to the non-involvement of the local Samoa Rotary Club, WIBDI has taken it further and organized a second scholarship, which is being decided from the group of OWA graduates involved in the WIBDI “follow up” program. This is an example of a direct contribution and a quick impact delivery from the project regarding the youth employment strategy of the Government of Samoa.

During the third quarter of the project, the Village Women's Committees were involved with the OWA training in 11 villages by cooking meals and many of them attended the organic training as well as the medical sessions.

As per the fourth and last quarter of the project (ending 01 May 2018), 21 female students (35%) versus 39 male students (65%), were the direct young beneficiaries of the "Farm to Table" Joint Programme. These are the OWA graduates participating in WIBDI training for the two villages of Lepea and Satitua. The project's last cohort of graduates raises the number of direct beneficiaries to 574, an increase of 15% compared to the originally planned target.

Children/younger members are recorded on baseline data collected from OWA as being members of the participants families. Also in all villages, the older men and women sat in all trainings and contributed actively as if they were participants. A total of 1028 Older Members of the Community were reported to be reached by the project's activities.

OUTPUT 2: Strengthened capacity of local organizations to meet and sustain demand for organic produce and products on a commercially viable basis (Different from OUTPUT listed in the Theory of Change in the Final Evaluation Report)

A total number of 30 business owners (cafes, restaurants and hotels) are identified as direct participants to the "Farm to Table" value-chain approach. The private sector players were 14 participants during the 2nd quarter, 10 in the 3rd quarter and 6 in the 4th quarter to join the project as local markets that use WIBDI's "Farm to Table" supply. Among them, some are now confirmed as key markets that WIBDI supply direct products to. These are the following: CCK factory, Nonu Samoa Ltd, Nourish Café, Insel Fehmarn Hotel, Paddles Restaurant, Home Café Restaurant, Whisk Dining Room, and C1 Espresso, Ethique, Living Koko, Ola Pacifica, which are export markets and companies which believe in Sustainable Sourcing and Fair Trade.

Three companies are registered through WIBDI's Organic license delivered by with the National Association for Sustainable Agriculture, Australia (NASAA). Further, processors of Noni juice, noni fruit and vanilla licensed by WIBDI are also supporting local growers by purchasing the organic fruits grown on their certified farms.

OUTPUT 3: Communication technology enables improved data collection, more accurate information and enriched transfer and retention of knowledge on organic farming and its potential for youth employment.

The work on Output 3 was mostly dependent on IFAD funds which therefore lead to the delay in the execution of some of the programme due to the final approval required to transfer funds to WIBDI to implement activities together with local partners. Other activities covered in this Output were integrated into WIBDI's regular processes.

Qualitative assessment:

Key partners were UNDP, The Ministry of Women Community and Social Development (MWCSO), MAF, POETCom., SBEC, SFA, SNYC.

IFAD was originally in the design phase to provide assistance for the Project, however the Organisation pulled out of the project and returned the allocated funds back to SDGF which lead to the delay of proposed activities included in the last disbursement of funds. Therefore the project activities assigned for the IFAD support funds had caused a delay of the process which, included the implementation of the last activities. The impacts on the

activities covered in the extension period from October to December 2018 was not reflected on the evaluation done earlier due to prior extension granted after the final evaluation had been completed.

Other national programmes and projects such as Support for Community Based Youth with Savaii Koko, Strengthening Capacity of Youth in livelihood in agriculture with SROS, SFFI, and MAF contributed to the achievement of results, supporting activities targeting the youth members of Samoa.

Of the key partners, WIBDI was able to work closely with MAF, SNYC and POETCom. MWCSD were part of the project beginning but became involved in other aspects of the project so there was little coordination and planning done together. WIBDI learned that this process was not helpful as there were overlaps in the process, which affected activities negatively.

ii) Indicator Based Performance Assessment:

Using the **Programme Results Framework from the Project Document / AWP**s - provide details of the achievement of indicators at both the output and outcome level in the table below. Where it has not been possible to collect data on indicators, clear explanation should be given explaining why.

	<u>Achieved</u> Indicator Targets	Reasons for Variance with Planned Target (if any)	Source of Verification
Outcome 1 Youth in Samoa gain new livelihood opportunities from jobs and small businesses in the Farm-to-Table organic agriculture value chain.	500 YOUTHS TRAINED IN THE PROGRAM	REPORT REASONS FOR VARIANCE	REPORT WHERE IT WAS CONTAINED
Output 1.1 Skills training in organic production, certification and processing creates employment for youth within the organic agriculture Farm-to-Table value chain. Indicators Number of youth engaging in organic agriculture farm to table value chains and number of KM products developed Baseline There are currently 60 farmers engaged in organic agriculture value chains through WIBDI (Samoa) supplying organic products to 23 outlets both domestically and internationally.	Activity Result 1.1.1 500 young farmers trained in organic agriculture production and processing techniques	A total of 574 youth members were directly involved and became part of the farm to table project once the program was held in the villages.	Reported in the Quarterly Reports and Final Evaluation Report on Farm to Table Project conducted by Dr Komi Gligbe.
	Activity Result 1.1.2 350 young farmers gain official organic certification	Not all youth members attending the program had participated in the organic certification process due to the unavailability of members during WIBDI's follow-up visits to collect data and record baseline information on each youth member's households and crops available on farm required for the value-chain process.	

	<p>Activity Result 1.1.3 Establish an organic agriculture processing facility for market-based skills training for youth in production of value-added organic products to meet demand within the Farm-to-Table value chain.</p>	<p>Two organic agriculture processing centres were established for skills training of youth, one on Upolu and the other smaller facility on Savaii island. The WIBDI EIF Agri-Processing Facility provided an additional learning center for youth members to get trained on several value-added commodities such as the following productions:</p> <ul style="list-style-type: none"> -virgin coconut oil -dehydrated bananas -fetau oil -insect repellent -coconut soaps -planting, propagating, harvesting and sorting of fresh produce to meet quality standards -understanding organic agriculture benefits and the use of natural and available resources for composting to produce better quality produce -processing of cocoa and coffee -processing of dehydrated tea components for C1 Espresso -packaging of final goods for local markets <p>On Savaii, the WIBDI office houses a small area which produces dried tea products for export to an organic market in NZ, as well as production of jams and chutneys. Youth have access to this facility as well as the organic</p>	
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		plant nursery at Tafua village for 'ongoing' training of Tafua youth as well as youth of other organically certified villages.	
	<p>Activity Result 1.1.4 Domestic and international Farm-to-Table value chains are identified and accessed to create employment for youth in Samoa.</p>	<p>A number of youth members were hired by WIBDI in Upolu and Savaii offices to assist trainers with the training component of the project in villages. Other youth members were hired to work in different divisions of the Organisation (Farming, Production, Financials, Field Visits, Marketing, Packaging/Packing and Delivery). One youth member participated in a Chamber of Commerce Youth Co-Lab workshop pitching an innovative idea in front of competitors and judges. Another youth graduate of the Organic Warriors Academy was issued a scholarship by The Rotary Club of Kenmore, Australia to understudy Agricultural studies at tertiary level in USP Alafua</p>	<p>This Activity was reported in the Quarterly monthly reports.</p>
<p>Output 2.1 Strengthened capacity of local organisation to meet and sustain increased market demand for organic produce on a commercially viable basis.</p>	<p>Activity Result 2.1.1 Organisational Capacity Needs Assessment identifies inputs and strategy to enable smooth transition from donor dependent NGO to commercially viable social enterprise</p>	<p>WIBDI is currently in transition phase to become a social enterprise. The unavailability of the Social Enterprise Framework is also delaying the full transition alongside the availability of funds.</p>	

<p>Indicators Local NGO full transition to viable social enterprise.</p> <p>Baseline Long standing and successful NGO is not operationally sustainable on an independent and commercial basis.</p>	<p>Activity Result 2.1.2 Technical training on social enterprise business tools develops skills, knowledge and capacity that result legal compliant and commercially viable social enterprise.</p>	<p>WIBDI has been involved in several trainings and workshops with Impact Investors coming in to assist Organisations like WIBDI to be more Investment Ready. A workshop in Fiji followed by national consultations and major workshops where investors travelled into Samoa to look for potential markets and discuss opportunities and problems. WIBDI products have caught the interest of many potential markets but the funding support required to get WIBDI ready and scaling up of production is not available.</p>	
<p>Output 3.1 Communication technology enables improved data collection, more accurate information and enriched transfer and retention of knowledge on organic farming and its potential for youth employment.</p> <p>Indicators Range of verifiable statistics from database. Number and range of Knowledge Management products. Results from surveys of youth attitudes to agriculture sector employment and organic farming.</p>	<p>Activity Result 3.1.1 A database of organic farmers has functionality for GIS and mobile app technology to improve accuracy of information</p>	<p>There were two Mobile apps for this particular project. One app is called the "<i>Farm to Table App</i>" whereby the markets are able to order goods on line and WIBDI will collect the information and source goods ordered and delivered on time to the markets. This also serves as a tourist app where tourists can find organic farmers that sell organic produce from their homes.</p> <p>The second mobile App is called the "<i>Farm Wallet App</i>" whereby WIBDI can send information instantly to farmers and at the same time, farmers are able to view their account</p>	<p>The report on the Farm to table App was made available in the previous Quarterly Monthly Report.</p>

<p>Baseline Zero technologically enabled database on organic farming. No system of knowledge management on organic agriculture; knowledge products of a random / ad hoc nature; weak south-south exchange of knowledge. Trend of declining numbers of youth in Samoa seeking employment in agriculture sector because of negative perceptions.</p>		information, savings and orders on this app.	
	<p>Activity Result 3.1.2 A national campaign targets the negative perception by youth of employment within agricultural sector.</p>	<p>WIBDI created multiple videos and success stories featuring the OWA graduates which have been shared online and reshared/retweeted by many individuals gaining access to social media sites.</p> <p>WIBDI and SNYC also created a Road show to create awareness prior to the OWA training taken out to Western Part of Upolu Island.</p>	<p>This Activity was reported in the Quarterly monthly reports.</p>
	<p>Activity Result 3.1.3 Knowledge management products influence policy and practices in Samoa and across the Pacific region.</p>	<p>WIBDI has been a strong advocate for organics for many years and has influenced a number of policies in Samoa the most important being the creation of the Samoa Organic Advisory Committee. Across the Pacific, WIBDI has shared best practice in organics with NGOs in Fiji, Tonga, Niue, Cook Islands, Tokelau countries in the Northern Pacific and the most recent, in Solomon Islands where the first organically certified island was created. All learning from WIBDI projects including this important UNDP project is shared with our regional partners. WIBDI shares information and working towards sharing markets with them bearing in</p>	

		<p>mind that Pacific Island countries are small and quantities of products from most smaller islands will be small as well, so working together and sharing information has been WIBDI's goal for many years.</p>	
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iii. Evaluation, Best Practices and Lessons Learned

- Report on any assessments, evaluations or studies undertaken relating to the programme and how they were used during implementation. Has there been a final project evaluation and what are the key findings? Provide reasons if no programme evaluation has been done yet?

A final project evaluation was conducted and presented by an Independent Evaluator Consultant (Dr. Komi Gratias Gligbe). Attachment: The Final Report in the "Evaluation of the SDGs Trust Fund: Farm to Table Project with Women in Business Development".

- Explain challenges such as delays in programme implementation, and the nature of the constraints such as management arrangements, human resources etc. What actions were taken to mitigate these challenges? How did such challenges and actions impact on the overall achievement of results? Have any of the risks identified during the project design materialized or were there unidentified risks that came up?

One of the main challenges was due to the delay in the release of funds directly to the implementing agency which often came months later after activities were implemented as it required local relevant Government Ministry's involvement in signing off the Agreements. After several consultations between the relevant partners, UNDP assisted WIBDI by signing a Micro-Capital Agreement. This agreement had allowed UNDP to directly disburse funds after consultations and submission of detailed information to secure and finalise approval for the release of funds as requested urgently by WIBDI.

The Other challenge is the late approval granted for the use and transfer of allocated IFAD funds to WIBDI to implement the relevant activities. This has only been provided in the last trimester of 2018, which offered limited time to provide qualitative results and impact towards the last activities. However, the application of South-South Learning through the use of IFAD funds had demonstrated a successful project not only for the farmers and youth members, but to Samoa overall as many people received trainings on bee-keeping following the availability of financial support that enabled an experienced bee-keeper to share knowledge and train as many local counterparts in Upolu and Savaii Islands of Samoa.

- Report key lessons learned and best practices that would facilitate future programme design and implementation, including issues related to management arrangements, human resources, resources, etc. Please also include experiences of failure, which often are the richest source of lessons learned.

iv. A Specific Story (Optional)

- This could be a success or human story. It does not have to be a success story – often the most interesting and useful lessons learned are from experiences that have not worked. The point is to highlight a concrete example with a story that has been important to your Programme.
 - In ¼ to ½ a page, provide details on a specific achievement or lesson learned of the Programme. Attachment of supporting documents, including photos with captions, news items etc, is strongly encouraged. The MPTF Office will select stories and photos to feature in the Consolidated Annual Report, the GATEWAY and the MPTF Office Newsletter.
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Problem / Challenge faced: Describe the specific problem or challenge faced by the subject of your story (this could be a problem experienced by an individual, community or government).

Graduates of the Organic Warriors Academy were already graduates of a school system geared to jobs in offices and careers which had no relationship to farming. Give the fact that farming was all that vulnerable families had to earn them a regular income, it seemed important that this fact be taken into consideration and perhaps have some of the projects begin at school level.

Programme Interventions: How was the problem or challenged addressed through the Programme interventions?

WIBDI has brought the regular follow up program into this project and has applied to other sources for funding of a follow up program so that OWA graduates showing some interest in farming, can be included in a program that continues to work with them on improving on the skills learned during the training, and offering further 'on the job' training and support into beginning a new farming activity and taking it to the next level of actually earning a regular income. This process requires a lot more time and learning and becoming involved in the WIBDI organic marketing programme.

Result (if applicable): Describe the observable *change* that occurred so far as a result of the Programme interventions. For example, how did community lives change or how was the government better able to deal with the initial problem?

There will be changes in the lives of the people in the community but any issues around how the lives changed and how the problem was dealt with, will continue to be an issue until more time and funding is available to ensure that the processes are taken to the next stage and the 'next stage' utilized to learn the planning, budgeting and marketing processes.

Lessons Learned: What did you (and/or other partners) learn from this situation that has helped inform and/or improve Programme (or other) interventions?

- The importance of taking the training programs into the villages and delivering the program in a culturally sensitive manner.
- Recognising that sustainable change occurs slowly and requires a 'long term' commitment on both sides as well as additional funding.
- Recognising the important fact of needing markets and finding markets with businesses/people that believe in sustainable sourcing and growing their businesses in a way that grows everyone along the value chain.
- Recognising the important fact that 'ongoing' funding is important and securing this funding BEFORE the conclusion of the actual project.