



NEWSLETTER

International capacity building project for Bukura
Agricultural College's dairy and horticulture programs
(NICHE/KEN/124)



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Introduction

By Carel Jaspers - Director Q-Point BV



The project "Capacity building for improving dairy and horticulture programmes to meet the requirements of the labour market and to contribute

to food security and the commercialization of the sector" (NICHE/KEN/124), is now in third implementation year. Our congratulations for Dr. Beatrice Osumbah, with her Doctoral degree in Educational Administration and Management. BAC successfully introduced the revised courses in horticulture and dairy and a new course on value chain management will be introduced shortly. The last few months, there was a lot of attention paid to the linkage with the private sector, which already resulted in more internship places and new joint projects.

I hope you enjoy reading.

Carel Jaspers, director Q-Point

Content

• Introduction	1
• Training institution of choice in practical agricultural sciences	1
• Linkage training at Bukura college	2
• The niche project: an eye opener in several areas	4
• Exposure visit of the Dairy team in Kenya	6
• Exposure tour in Naivasha, Nakuru and Eldoret	7
• Gender	8
• Putting equality into quality control and quality management	9
• Lack of knowledge is lack of wealth	10
• Exposure visits BAC staff in Kenya	11
• Linkage Training and Exposure visits (Dairy Sector)	12
• Problem Based Learning	14
• Graduation of Dr. Beatrice Osumba	15
• Streetview of Kenya	15
• Partners	11
• Requesting organization	11
• Donor	11
• Colophon	11

Training institution of choice in practical agricultural sciences

By Dr. Beatrice Osumbah - Deputy Principal of Burkura Agricultural College



Niche is now in its third year of implementation. There have been numerous learning points for me, as I co-ordinate

implementation of about 49 activities with one main objective: that "*Graduates of Bukura, from dairy and horticulture training programmes meet the requirements of the labour market, contribute to food security and the commercialization of the sector, including value addition, quality improvement and extension services, and show*

entrepreneurial, gender sensitive and life skills." A grand vision indeed!

Previously, the College relied on consultants to develop and review her curricula. Now the project has profoundly built the capacity of staff not only in curriculum development, but also in its implementation using superior student centred approaches. This enables BAC to be able to do consultancies in the area of curriculum development especially for middle-level-skill-focused institutions.

Secondly, after the training in marketing and communication, staff were so clear on individual areas of implementing skills acquired such as in students' academic trips and tours, where in the past, certain objectives have failed to be met by the visited organizations, due to approaches used by the College. Thirdly, a major outcome after training in proposal writing, the College has received funding from GIZ and is hoping to get more following submission of three proposals. In addition the college hopes to get funding from Applied Research Fund after submitting a proposal which has passed the first stage of evaluation. This will not only widen the revenue base for the College, but also sharpen ability for developing winning proposals in staff. Fourthly, the gender agenda is beginning to take shape in the College especially in the Curricula and after reviewing and engendering our QMS procedures, courtesy of the project.

If we uphold the focus, increase the tempo and exploit our potential, BAC will for sure be the 'training institution of choice in practical agricultural sciences.'

Lastly, this is our year of making collaborations and project team, in charge

of this result area has hit the road running. So far 26 members of staff had one week exposure visit in the domains of horticulture and dairy and all of them have this one short post visit sentence to make: "This has been an eye opener". My prayer is that we will not close our eyes thereafter.



BAC staff during review of Certificate Curriculum.

As I conclude, one of the most challenging decisions during project implementation is to have all the 130 BAC staff experience the project first hand. However, the College Principal, whose is the project director, has always wisely helped out. If we uphold the focus, increase the tempo and exploit our potential, BAC will for sure be the 'training institution of choice in practical agricultural sciences.'

Linkage training at Bukura college

By Alma Ruting – trainer Q-Point BV



In June 2014 Alma Ruting, trainer of Q-Point, organized in collaboration with BAC a 5 days linkage training in Kenya for 10 staff members of Bukura

College. The training was organized with the aim to enhance networking capacity and linkage with the private sector to better collaborate with relevant stakeholders in service delivery in the future. Besides linkage strategies and

networking content, Alma Ruting, on request of the participants also organized a short session on GLOBALG.A.P., from here professional experience with GLOBALG.A.P. implementation in the horticulture sector.

Presentations and interactive sessions were organized to look into communication skills/practices, networking strategies and mapping of relevant chain actors (in dairy, and

horticulture). Such indoor activities, were combined with field visits to companies and organizations.

The trainees visited Canken International Ltd. This international operating company exports fruit and vegetables to the Middle East, United Kingdom and Belgium. The director Alred Ronoh Chepkiza of Canken was very interested and willing to collaborate with Bukura college and specifically indicated that he would like to become a guest lecturer of the College. He sees a great potential in several special vegetables, however to have others with him on this is more challenging, maybe BAC can play a role in this?



Wilsam Dairy Farm.

A second visit was organized at Wilsam Dairy Farm. A fast growing farm that practices both animal husbandry and crop farming. Also here the director, Mr. Willy, expressed his willingness to collaborate, in training development and student attachments. The farm aims to be a model farm and already trains and informs other farmers who are in need for information and advice.

Besides the two company visits Mr. Langat from SNV, Netherlands Development Organization, to present and elaborate on the latest developments in the dairy sector in Kenya.



Presentation of SNV, Mr. Joseph Langat.

From this presentation some interactive sessions followed to determine the role of BAC in the value chain, how they can assist in the development of the sector and how they can best connect, adapt and stay up to date on the sector developments. Linkage means a systematic approach to connect to different groups of stakeholders in the sector. BAC developed a long term strategy based on a SWOT analysis. Also a short term plan for follow-up visits by BAC staff to connect to various companies has been formulated together with a monitoring method to be used after company visits, to monitor the follow-up actions.



Visit to Equator flowers.



Packing hall of Equator flowers.



Storage of flowers in refrigerator.



Different ingredients for dairy feed.



Inspection of the corn silage.

The niche project: an eye opener in several areas

By Kamau Ngure - lecturer Agricultural economics, head marketing unit



The niche project has been an eye opener for me in several areas.

Value chain

In September 2013 I was member of team that underwent training in value chain analysis and development, gender mainstreaming in value chains and food safety, quality and certification that took place in Adama, Ethiopia.

The training equipped me with necessary skills to identify and map actors, analyse and develop various agricultural value chains. The training also gave insights on how analyse gender roles and gender equity in value chain and to incorporate

gender mainstreaming in curricula implementation.

In addition we acquired knowledge and skills on GLOBALG.A.P. and other certifications that are required for export markets of agricultural produce. Literature materials and other training materials on the three areas were also provided.

As result of the project, Lecturers are able to train students on aspects of value chain mapping by assisting students identify the various actors of animal and crop products value chains. Students are therefore able to appreciate the effects of the actors on product quality, price and quantity supplied in the market.

Lecturers are also able to incorporate issues regarding gender mainstreaming, environmental management, food safety and certification in various value chains.

Private sector linkage

In June 2014 I was involved in training on linking BAC with the private sector. During the training we were able to visit some private sector firms in dairy and horticulture.

The training was crucial for me as a marketer since it provided insights on how to establish contacts and networks with private firms in areas of student placement for attachment, student's tours, staff exchange programs, research and graduate employment.



Private Sector linkage training, Eldoret.

The labour needs assessment earlier conducted showed disconnect between what BAC was offering and requirements in the field. This training therefore provided avenues on how to constantly connect the training at BAC and labour needs.



Exposure visit at New KCC Eldoret, Kenya.

The visits undertaken to private firms also provided insights on new technologies on production, processing and marketing of dairy products and horticultural products.



Exposure visit at Canken International Ltd Eldoret, Kenya.



Exposure visit at Equator Flowers, Sian Roses, Eldoret Kenya.

Exposure visit of the Dairy team in Kenya

By Paul K. Njogu - Head of Section: Basic Science



An exposure visit for 13 members of staff from the College was organized. It was composed of mostly of members from Animal Science section and representatives from other sections. The dates of exposure were between 14th and 18th July 2014. The Overall objective of the visit was to ensure that training at BAC remains relevant to labour market needs by:

- Exposing staff to value addition in milk and latest technology in dairy sector;
- Explore potential collaboration with the labour sector for:
 - Academic tours
 - Student attachment
 - Staff exchange
 - Research in Dairy
 - BAC graduate employment
 - Curriculum review
 - Guest speakers

The team also used the opportunity to market the College where many brochures which had been printed were distributed. The team visited two institutions in Naivasha, four in Nakuru and four in Eldoret and its environ.



BAC College Librarian Mrs. Caren Okwara receiving training from Literature Country Director of East Africa Dairy Development Mr. Egesa, Eldoret.

Out of this institutions 2 were middle level training Institutions (Dairy training Institute and Baraka Agricultural College), 3 were Universities (Egerton, Baraton & University of Eldoret), 1 was a Research station (Beef Research Station), 2 were dairy farms (Sanctuary dairy Farm and Kenana Dairy farm), one was a farmers dairy company (Kabiyet Dairies) and one was a Nongovernmental organization promoting dairy productivity (East African Dairy Development) in Kenya.



Members of the Dairy team viewing a Hydroponic equipment for fodder growing at Dairy training Institute, Naivasha.

In all this institutions the team was exposed to the latest technologies in Dairy, e.g hydroponic Dairy feed growing, feed formulations, value addition, utilization of livestock wastes to generate biogas and manure. The team made use of their communication and negotiation skills acquired during a workshop organized by NICHE in June, 2014 and facilitated by Q-Point Consultant, Alma Ruting.



Inside the Milk processing plant visited at Egerton University.

Many of the institutions indicated their willingness to allow BAC students to visit, be attached, be involved in curriculum review as well as guest speakers and collaborative research with the research Institution and Universities. Some Institutions also availed research reports on dairy and other literature which shall be used by the staff in their training.

There was a lot of exchange of ideas between the team and the Institutions visited which I do believe will go along way in enhancing our training capacity as a College and as we embark on value addition of milk.



Floating dome biogas generation facility at Baraka Agricultural College.

The coordinating team will make a followup on the issues discussed during the exposure visit in order to promote linkages and research with the private sector and Institutions of higher learning.



Balloon with biogas at Baraka Agricultural College generated from livestock and human waste.

Exposure tour in Naivasha, Nakuru and Eldoret

By Bertha Mating' Kakai - Lecturer at Bukura Agricultural College Kenya



I was privileged to be part of the Horticultural Team that went for an exposure tour in Naivasha, Nakuru and Eldoret.

We were taken to Gorge farm, Oserian Development Company, KARI Njoro, Njoro Canning, Eldoret Airport-

KEPHIS, ASAI farm-Zena Roses, Mace Feeds and Kiluka Farm.

The farms that we visited provided the prospect to understand organic farming techniques, farmers' science behind these technologies, different methods to renovate ecology and farm ecosystem.



Part of Horticultural Team at Gorge Farm.



Strawberries

The rich exposure to all issues relating to Horticultural farming and global business is expected to give immense returns to the students, staff and the college at large. In addition, the staff from various sections returned with rich experience from visits to industry as well as sightseeing in this extremely beautiful country.



Cauliflower

I am indeed extremely humbled to have been given this opportunity by Bukura Agricultural college under the NICHE Programme. May God bless us all.

Gender

By Josephine Wasaba – Gender mainstreaming secretary

Gender is a socio-cultural concept on the roles and responsibilities of men and women, boys and girls. Integrating gender in any organization is key to its development and success. Bukura Agricultural College embraces gender equity.

Gender mainstreaming stepped- up with the support of NICHE in various ways namely: capacity building of the staff in the top management, gender committee and the middle level staff.

The management is now sensitive and responsive in recruitment, appointments and promotions. Fairness and equity is also observed. The other staffs are committed in sensitizing the students and observing gender equality in organizing practical groups. A major milestone is the recent engendering of the Quality Management System and the Dairy and Horticulture Curriculums. Thanks to the gender Q-Point consultant. Olivia Ansenk and NUFFIC Organization.

Putting equality into quality control and quality management

By Olivia Ansenk – trainer Q-Point BV



Olivia Ansenk, trainer of Q-Point, together with Dr. Beatrice Osumbah co-trainer and Deputy Principal of Bakura College and Mr. Charles

Kenyanito Head of the Quality Management System of the College organized a workshop to engender and review the Quality Management System of the College from 16 to 20 June 2014.

Envisioned outputs of the workshop were:

- A quality management system that mainstreams gender equality;
- Capacity building in ways to incorporate gender as an integral issue in the quality management system;
- Lean/fewer quality management system procedures.



The group consisting of 11 Heads of Departments and Representatives of the College in various domains HRM, Dean of Students, finance/auditing, procurement, linkage and extension, QM, teaching, Gender Committee.

The most important learning points during this training indicated by the participants, were:

- **“Gendering and renewing QMS documents,**
- **incorporating gender in quality management system documents,**
- **learning about quality procedures in depth,**
- **principle of gender mainstreaming.”**

The work mode of group discussions and plenary presentations with feedback sessions was very much appreciated by the group. To have time to go through all relevant QM documentation together and discuss practice and best practices among key staff members was very much needed to fine-tune the QM system and aspirations.

The working spirit of the participants contributed to a successful workshop, all procedures have been reviewed and gender equity has been mainstreamed throughout the relevant procedures as a quality factor.

Quality management and gender mainstreaming, both are based on the notion that organizations that internally reflect the diversity and complexity of their external environment can deliver more adjusted products and services. Gender mainstreaming was perceived as a process model for promoting flexible management (integrating diversity), involvement of all and transparency.

Lack of knowledge is lack of wealth

By Imelda Akhonya - project accountant



Lack of knowledge is lack of wealth. Bukura Agricultural College has the potential to reach many people and contribute positively to their

economic growth. But the objective has for many years been hampered by inadequate funds on viable projects. Collaboration with NUFFIC has made us realize our economic and social pillar by improving the prosperity of the College and the Country. Capacity building in dairy and horticulture since November 2011 has seen our staff prove their ability in transforming lives. As the project accountant, I have had the exposure to international knowledge on financial skills such as financial regulations , management and reporting for donor funds which I am now putting down to material. With the sensitization in dairy and horticulture, Bukura College is set to be a centre of attention in milk production, heifer multiplication and modern horticulture. These are key areas which the Kenyan government is considering in alleviating poverty and our institution will be a centre stop in realization of these objectives.



Carel and Imelda during a planning session.

As an institution, we are set to reap a lot of economical gain as well as support the community in alleviating poverty. With proper management, the 750,000 Euros investment will transform lives of people in Kakamega County and Kenya as a Country at large.



Beatrice and Imelda during a planning session.

I appreciate the 4 year collaboration which will result to be a lifetime engagement due to the impact associated to the project. So far we have received 238,260 Euros that has been utilized in trainings and updating teaching facilities. I thank our donors for finding it fit to collaborate with Bukura College and look forward to more fruitful partnership for the benefit of the institution, and community at large.

Exposure visits BAC staff in Kenya

By John Suge - Head of Agriculture and animal science department



Exposure visits by Bukura Agricultural College Staff is one of the crucial activities related to the establishment of the structural partnerships with the Dairy and Horticulture sector in Kenya. Prior the Exposure visits training on linkage with private sector was organized at Eldoret, Kenya facilitated by Alma Ruting from Q-point involving 10 BAC staff from both Dairy and Horticulture.

The training objective was to upgrade the skills and knowledge of the participants for initiating and obtaining contact with private sector so as to have better understanding regarding the labour market needs in Kenya, staff exchange (train staff in an organization), increase places of internships/attachment for students, increase places for student academic tours etc as part of the structural partnerships to be established during the exposure visits.



Visit to Canken export company.



Visit to Wilsam dairies.

At the end of the training the participants had refreshed their knowledge in Dairy and Horticulture sector in Kenya, additional insight in labour and research needs of private sector and obtained skills in networking, communication, marketing and negotiation.



Visit to Equator flowers.

After the training the college was able to successfully organize exposure visit of two groups of staff (Dairy and Horticulture). Each group visited ten (10) organizations within a week. The organization visited represented all players in the dairy and Horticulture value chain. Follow up will be done to formalize the collaborations.

Linkage Training and Exposure Visits (Kenya Dairy Sector)

By Kefa Osolo Nyende - Lecturer Animal science, Head of Basic and Applied Science Department



Ten members of Bukura Agricultural College (BAC) staff were trained on Linkage to Private sector for five days at the Sirikwa Hotel. The training provided important insights in the Dairy and Horticulture sectors. The trainer, Alma Ruting, got it right by making the presentation thorough but in a language that was easy to follow.



A dairy unit at University of Eastern Africa, Baraton.

Training impact

During the training BAC staff were refreshed on communication skills; quality and food safety systems; process of contacting collaborators; analysis of Dairy and Horticulture sectors in Kenya; and making of effective communication plan. To put this theory in practice, the participants visited four places: New KCC, Wilsam Dairies, Canken International limited and Equator Flower Farm. All these contacts agreed to collaborate with BAC on student attachment/internship; staff exchange and curriculum review if formal contacts could be done. The trained members were to be very instrumental during the Exposure visits that followed.

They formed two groups of five each to lead the Horticulture and Dairy exposure visits respectively.

**Power point:
practice practice practice!!!**

Exposure Visits (Dairy)

A team of 13 BAC staff visited 10 places in 5 days. Namely:

- 3 Universities: Egerton, Eldoret, and Baraton;
- 2 colleges: Dairy Training Institute(DTI) and Baraka;
- 2 privately owned farms: Kenana Farms Ltd and Erskine Enterprises Ltd;
- 1 NGO: East Africa Dairy Development/Heifer International;
- 1 Research institution: KARI Lanet; and 1 Farmers' group owned company: Kabiyet Dairies

Power points:

- **Breeding is about the observables that reflect the non-observables;**
- **One can learn all important new things in one day;**
- **Management contributes more than 80% of milk yield;**
- **There is power in collective action;**
- **No one method can apply in all situations in all places.....!!**

Special lessons include: simple techniques of improved dairy management; value addition, the power of coming together in investment, availability of opportunities for collaboration in the areas of training and research.



Milk cooling unit at Kabiye Dairies.



Milk Sieve in the reception area at Kabiye dairies.



Demonstration of milk quality assessment at Kabiye Dairies.



Management Effluent from dairy shed for biogas production at Baraka College.



Energy saving biogas fueled cookers at Baraka College.



Forage research demonstration farm at KARI- Lanet.



Simplified milk processing technique at DTI, Naivasha.



Dairy Feed Mixing Tunnel and Fermentation Tanks, Wilsam Dairies.

Problem Based Learning

By Edwin Nyukuri - Class representative Animal Production and Health Management Y1Class



I am the class representative of 1st Year Animal Production and Health Management Class. PBL (Problem Based Learning) is a new Teaching/Learning approach which has started in earnest with our class.

My experience with use of PBL is that students were able to learn a lot from each other and put in practice what they learnt because there was full participation and engagement of the mind and other senses. In addition, students could look for information, express what they understood during discussions and listen to each other's opinions which improved our confidence and communication skills. There was proper understanding of the course syllabus since all the aspects of the syllabus are discussed widely.

Another learning approach which made a great impact during our last semester was International Exchange of Information between students of HAS Den Bosch and BAC. The three areas of study were poultry, dairy and pig production. I and five other students from BAC together with 6 students from HAS were in the pig production group. The exchange of academic information was great experience, and in addition I feel we widened out social contacts as we compared students' lives in Netherlands and the Kenyan situation.

The exchange of academic information was great experience!

Graduation of Dr. Beatrice Osumba

By Dr. Beatrice Osumba - Deputy Principal of Burkura Agricultural College



One of my major personal achievements this year is the attainment of my Doctoral degree in Educational Administration and

Management. This has been one long, lonely, demanding but finally greatly rewarding "eagle's journey". My sincere gratitude goes to Q-point BV and in a bigger way to Carel Jaspers for financial and social support as I pursued this highest level in academia. Carel, there was no time you emailed, phone called or

skyped without asking about the progress in the "journey". I am forever grateful.



Beatrice and her supervisors.

Streetview of Kenya

By Alma Ruting – trainer Q-Point BV



Partners



Q-Point BV
Naaldwijk



HAS Den Bosch



Radboud Universiteit
Nijmegen



DLV Plant
Wageningen



Egerton University

Requesting organisation



Bukura Agricultural College

Donor



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Colophon

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