



# NEWSLETTER



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

Q-Point BV, The Netherlands, | [www.q-point-bv.nl](http://www.q-point-bv.nl), E [info@q-point-bv.nl](mailto:info@q-point-bv.nl), T 0031 174 282888

## Preface

By **Carel Jaspers, Director Q-Point BV**



The project "Capacity building for improving dairy and horticulture programmes to meet the requirements of the labor market and to contribute to food security and the commercialization of the sector" (NICHE/KEN/124), is now in the last phase of implementation. It was very nice to work with the very enthusiastic staff and management of BAC. We achieved a lot together. I was a pleasure to work with you all.

I hope you enjoy reading.

Carel Jaspers, director Q-Point

## Content

• Preface	1
• Follow-up workshop for Party As	1
• NICHE workshop	2
• Opening dairy processing plant	4
• Short impression of seminar on Value Chain Management Ethiopia attended by management team BAC	5
• Short impression Seminar on Risk assessment and follow up training on Change Management	6
• Short impression visit KMDP consultants to Bukura Dairy Farm	8
• Partners	9
• Requesting organization	9
• Donor	9
• Colophon	9

## Follow-up workshop for Party As

By **Mrs. Dr. Beatrice Osumbah-Gode, Deputy Principal of Bukura Agricultural College**



With preparations starting about one month earlier, Bukura was thrilled to host the annual event following a similar one held in Egerton University in December 2014. For Bukura the project comes to an end in December 2016 after one year budget free extension. With the aim of strengthening the community of NICHE practitioners through sharing of knowledge and experiences of project implementation, and updating knowledge about the achievements of the NICHE Programme, all the 14 institutions implementing the Niche project projects in Kenya were represented by one staff.

For me the recommendations made in the meeting were really forward looking, especially inclusion of the academic regulatory bodies (Commission for University Education and Technical and

Vocational Education and Training Authority) in future meetings, creation of Whatsapp Niche project platform and sharing of best project management practices. The Whatsapp platform has really kept us in quick touch including advertising activities.

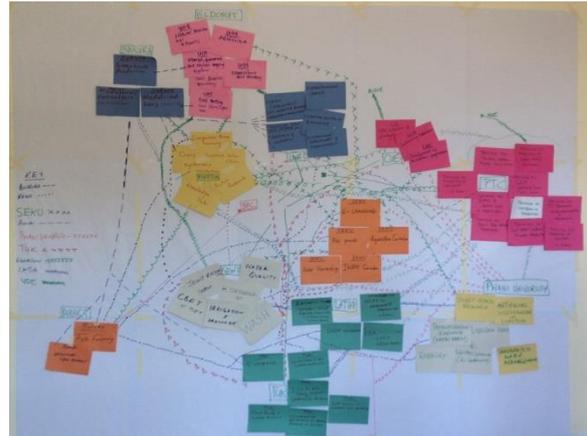
**For institutions starting the Niche project, it is quite a growth learning experience. Our advice as institution completing the project is at your disposal.**

However, the icing of the 'workshop cake' was when Jeroen led us in identifying 3 - 4 training activities we were good at as institutions and using the map of Kenya to link up with institutions of similar strengths as well as for out sourcing areas of need.

The participants consulted and were really active in identifying their locations in the map and their input in the project.



*Jeroen light enough to climb on a stool and pin participants work as the participants consult, work and guide him.*



*At the end of the exercise, Kenya in my view, was a one small mesh and linked up Country.*

## NICHE workshop

**By Jeroen van der Zalm, Consultant programme coördinator EP Nuffic**



A NICHE Kenya follow-up workshop was organised, in collaboration with Bukura Agricultural College, for Kenyan project coordinators to strengthen the community of NICHE practitioners for sharing knowledge and experiences of project implementation and to generate practical ideas to sustain the projects' achievements.

The Kenyan partners highly appreciated the presentations of best practices, the sharing of experiences and lessons learned in project implementation, and the mapping of linking possibilities between NICHE projects during the sustainability session.

This workshop followed on the workshop held in 2014 in Egerton University.

The workshop showed that NICHE College respond in the planning and implementation of their education and training programmes to the needs and demands in the labour market; The NICHE organisations have developed operational partnerships with institutional stakeholders and private to a varying degree and with varying stakeholders and to a varying degree of operations.

Besides all NICHE College have engaged in structural changes by institutionalising gender in the organisations, in the curricula and in staff through the development and implementation of gender plans, strategies, units, sensitisation campaigns and gender mainstreaming in curricula. Staff training opportunities were provided to men and women, albeit that the total number of women benefitting from PhD and MSc is still a bit lower than the number of men in some NICHE College.



*Sharing knowledge and experiences.*

Some of the conclusions and recommendations for NICHE project implementers:

- Stay updated about the activities of the Embassy through their website: <http://nlembassykenya.akvoapp.org/en/projects>
- Intensify the reflection through project implementation and annual reporting on what gender mainstreaming in curricula and education implies.

Examples:

- Encourage companies to hire female students;
- Realistic division of tasks for men/women in practical education;
- Use women as examples for research and teaching;
- Place women in positions with responsibility;
- Relate gender to content: f.e. course on "gender and water management", "gender on..." etc;
- Create equal opportunities at the level of education – management – infrastructure;
- Engage higher management in gender mainstreaming through training, sensitization, recruitment.
- Include (CUE and) TVETA in future NICHE activities and workshops.

- Create a platform for sharing best practices.
- Connect the gender focal persons of all projects through exchange of contact details.
- Give follow-up to the mapping session of collaboration possibilities (last session of workshop).
- Liaise and engage with LIWA, report on the progress and achievements of links established in annual reports.
- Agree on follow-up after training offered by the Project.
- Invest ample time in agreeing on roles and responsibilities for project activities and agree on MoUs and well specified ToR for each expert misión.
- Involve senior management in the planning and implementation process right from the start and seek their support and input in a pro-active or timely manner during Project implementation.
- Invest in reflections on the project achievements in perspective of the longer term programme outcomes for NICHE Kenya.



*Participants of the NICHE Programme, all the 14 institutions implementing the Niche project projects in Kenya were represented by one staff.*

## Opening dairy processing plant

By Carel Jaspers, Director Q-Point BV



In March 2016, there was an official launch of the dairy processing plant at Bukura Agricultural training College.

This plant will benefit farmers from Kakamega, Bungoma and Siaya counties as a research center, a market for the locals and at the same time a plant for training students. The dairy processing building was financed by the German GIZ organization and the processing equipment by the Niche project.



*Dairy processing equipment.*



*Dairy processing plant.*



*Modern dairy processing facility.*



*Our project's equipment waiting for the building to be finished.*



*GIZ project information board.*

## Short impression of seminar on Value Chain Management Ethiopia attended by management team BAC

On the 2nd and 3rd of December 2015 a closing seminar on Value Chain Management was jointly organized by Q-Point and Jimma University in Adama. This was a closing seminar for the EP-Nuffic / Niche project "Supporting the development of Commercial Agriculture Programs at four Ethiopian universities (ETH 019)". Mrs. dr. Beatrice Osumba, Deputy Principal, and John Suge, Head of Agriculture and animal science department, both of Bukura Agriculture College Kenya, were two of the participants from an university from abroad.



*Enthusiastic and interested audience.*

### **By Dr. Beatrice Osumbah, Deputy Principal of Bukura Agricultural College.**



The value chain management seminar was a well-organized workshop. The planning was well done with constant and open communication. These ensured a seamless flow of activities and ideas. The program was comprehensive, yet time management was good as the program was followed to the end. The venue was appropriate as it was quiet and the accommodation facilities were modest. Inclusion of PhD and MSc candidates in the program to present their work was a good platform not only to get input for improving their theses, but also to help the candidates concretize the research themes.

However, involvement of local farmers as components of the PhD and MSc programs in the value chains could improve adoption of the innovations by the farmers and improve food security. In addition, if the candidates are supervised by a blend of foreign and local experts, technology and innovations transfer will be faster.

Inclusion of other East African Countries was a good idea for one-on-one sharing. For Bukura College there was linkage benefit forged with Agarfa ATEVT College in the area of curriculum development. Bukura is planning to develop a Diploma Course in Irrigation. Agarfa College had developed one which Bukura gave its input, and is planning to use this curriculum as it develops one. Now the two colleges are in communication and in this many other areas could be identified.



*Questions from the audience.*

## By John Suge, Head of Agriculture and animal science department



I wish to say that the seminar was a culmination of the project Agribizz (niche eth-019) activities organized by Q-Point and Jimma University. The project supported the

development of commercial agricultural programmes at twelve Ethiopian Universities. The participants were drawn from Ethiopian Universities, Netherlands, Belgium, Kenya, Rwanda and Mozambique.

The project in collaboration with Universities in Netherlands, Belgium and Ethiopian Universities trained University Staff at undergraduate, Masters and PHD levels. The project also developed value chain curriculum and made several investments/teaching facilities in the Universities.

It is important to note that collaboration between Universities in the region is quite relevant so as to improve on quality of

training in the Universities both locally and internationally. However, such for collaborations to have more impact on the general Economy and be relevant to all stakeholders, they should;

- Involve farmers in development of curricula, research and extension.
- Incorporate the lecturers from the local Universities in supervision and management of student research projects.
- Involve local consultants in the implementation of the projects so as to infuse local ideas and develop better solutions relevant to the region.
- Stage platform where the universities and other chain actors in the region can be able to share in terms of curriculum development, research and training.
- Establish joint programmes between local and Netherlands and other EU Universities so as to capacity build lectures in the local Universities.

## Short impression Seminar on Risk assessment and follow up training on Change Management

### By Victor Volkers, senior consultant Q-Point



In line of the capacity building target of our project, trainings were given to three groups in February 2016. The first group consisted of the top management of Bukura College. The topic was to zoom in on risk assessment and mitigation. For the training the team focused on the farm as a practical example for the risk management training.

For the trainer it was great to have the old students back at the seminar in order to exchange all experiences since the first management training cycle that started in 2012.



*The group started an animated analyses.*

The group started an animated analyses of all the risks that could interfere with the day to day work on the farm. The risks were categorized in and subsequently assessed on likelihood and impact, and the day was finalized with a list of priorities based on the score of the risk assessment.

The follow-up training on this subject is planned to take place in August 2016.

The second day workshop served the purpose to (re)accommodate the groups of HOD and HOS in change management, since a number of positions was changed in the last years. Still it was good to be able to see a number of "old" familiar faces. We had a dialogue about the present status of management in BAC. We concluded that BAC is standing for a major challenge in the near future and were glad we could help the attendees with the basics of change management and implementation.



*Presentation of the dialogue results on "Who moved my cheese".*

The use of the two books: "Who moved my cheese", (Blanchard) and "Our iceberg is melting" that the group read previous to the workshop, proved very useful and enabled us by using both book's metaphors to

critically in a "save way", look how BAC's is dealing with changes, improvements and their implementation.

The afternoon program was used for further team building by playing the feedback game (Gerrikens et al). The feedback game provides a good instrument to discuss each other's core qualities, thus experiencing the power of good feedback and increasing the team's free space.



*Three subgroups are increasing their free space by giving feedback on personal core qualities.*



## Short impression visit KMDP consultants to Bukura Dairy Farm

By Victor Volkens, senior consultant Q-Point

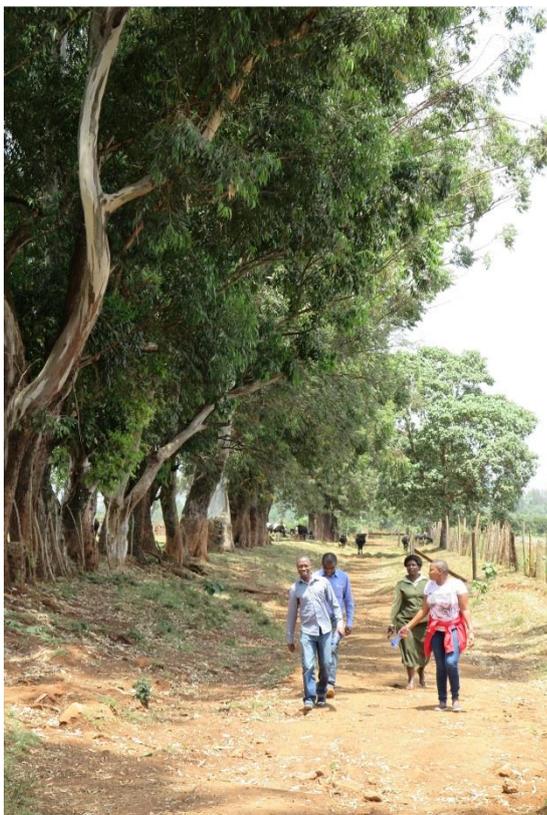


On Friday February 26<sup>th</sup> people from SNV Eldoret came for a visit to Bukura college, via me as intermediary or liaison because of our project RVO Kenya Dairy.

SNV is the executioner of the Dutch Embassy financed project Kenya Market Driven Dairy Project (KMDP).



*Rosalyne Ambani talking to Mr. Joseph Langat Kipkoech of SNV.*



*Rosalyne Ambani with the Victor Kipkoech (representative of Uniform Agri, Christine Korir (SNV & MDC), Julius Kosgei (SNV & MDC).*

It was in this role that we could connect BAC with SNV and a young team of the new consortium "Management Dairy Consultants" (MDC).

Since SNV is in charge of KMDP it is wise to keep Bukura informed and link them to this project for future cooperation and staying in touch with Dutch Dairy initiatives. The consultants of the MDC, which can be seen as a spinoff of the KMDP project but surely also by the input delivered by Q-Point in the Dutch financed RVO project for Practical Dairy Training Centers (PDTC's), will perform a quick scan on the dairy farm of Bukura in the near future.



*BAC's Dairy herd.*

The first scan has been made in April this year.

## Partners



**Q-Point BV**  
Naaldwijk



**HAS Den Bosch**



**Radboud Universiteit**  
Nijmegen



**DLV Plant**  
Wageningen



**Egerton University**

## Requesting organisation



**Bukura Agricultural College**

## Donor

This project is financed by MINBUZA through EP-Nuffic (Netherlands organization by international cooperation in higher education).



## Colophon

**This newsletter is created by**

**Q-Point B.V.**

The Netherlands

T +31 317 49 15 81

F +31 317 49 14 41

E [info@q-point-bv.nl](mailto:info@q-point-bv.nl)

I [www.q-point-bv.nl](http://www.q-point-bv.nl)



Q-Point is certified  
to ISO 9001:2015