



Contents

Wrap-up Workshop for Sustainability of Capacity Development Activity 1

MoAI adopted JICA Model 1

Five Steps of JICA Model 2

Task Team Activity in Year 2013 2

3 Facilitators to support Task Teams 2

Wrap-up Workshop for Sustainability of Capacity Development Activity

Wrap-up Workshop: JICA Capacity Development Activities was held at Big Meeting Hall in the Ministry of Agriculture and Irrigation on 10th February 2014. Total 108 participants including Undersecretary and Director Generals and senior staff, attended the workshop. Participants shared the experience of the JICA Project and discussed how to sustain the capacity development activities after the termination of the Project in March 2014.

Time	Program
9:15	Opening The representative of CB working group Director General of ICI Chief Advisor of the JICA Project State Minister of MoAI
9:50	[Session 1] Sharing experiences Overview of the capacity development activities conducted by the JICA Project (JICA Team)
10:20	Task Team (Good practice): HSA, TTE, PAE, QCED Unit
10:50	Summary of the Session 1 Lessons learnt & Recommendation to the future
11:00	Break
11:30	[Session 2] Discussion (Chairperson: Director General of HSA) "What actions should be taken by the MoAI for development its human resources and the organizations?"
12:30	[Session 3] Conclusion (Chairperson: Director General of ICI) The Chairperson summarizes the discussion. He presents the concrete actions in coming year, which MoAI and each directorate will take.
13:00	Closing The Representative from JICA Sudan Office Undersecretary of MoAI



Opening remarks were made by Dr. Gafer Ahmad Abdallah (State Minister, MoAI, in the middle), Mr. Elamien Hassan Elamien (Director General, ICI, MoAI, the left) and Mr. Osamu Nakagaki (Chief Advisor, the JICA Project).



Closing remarks were made by Mr. Bahaa Eldin Mohamed Khamis (Undersecretary, MoAI) and Mr. Masahiro Shiomi (Project Formulation Advisor, JICA Sudan Office)



The 4 representatives from Task Teams shared their experience with the JICA Project. HSA, TTE, PAE and QCEDU from the left.



Dr. Hassan (National Consultant of the Project) explained the capacity development activities for 4 years.



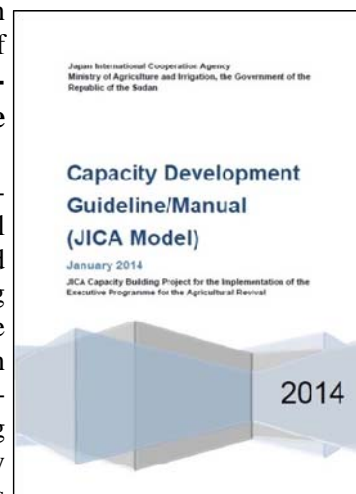
Ms. Suad Abdalla Ali (Representative of CB working group, PAE) made opening remark.



MoAI adopted JICA Model

The Capacity Building Project launched in March 2010 with 5 targeted directorates (ICI, TTE, PAE, HSA and TU). The Project and Capacity Building (CB) working group conducted training courses and Task Team activity. **Total 1,113 staff** of MoAI participated in the capacity development activities for 4 years. Through conducting the capacity development activities, the Project and CB working group accumulated their experiences and built up a model system of human resource development and organizational capacity development. **Capacity Development Guideline/Manual (JICA Model)** was compiled by the Project and CB working group.

Based on the discussion and recommendation of the workshop, **MoAI officially adopted the Guideline/Manual (JICA Model)** and issued decision obliging all MoAI directorates and units to prepare training plans of the ministry in the coming years based on JICA Capacity Development Manual. Training Unit will not approve any training plan which does not follow the JICA Manual.



The Arabic version of the Guideline/Manual is also available. Both Arabic and English version will be uploaded in the website of the Project from March 2014. You can refer it anytime/anywhere.



Training Unit (TU) issued a letter to all directorates/units in MoAI to prepare a training plan along the Guideline/Manual. TU is ready to provide technical support for the preparation of the plan.



The Chairperson of the Session 2, Dr. Badreldin Elshiekh (Director General of HSA, the left) and the Session 3, Mr. Elamien Hassan Elamien (the right).



Mr. Ibrahim Ahmed Abu Zied (Director General of TTE, Member of CB working group) gave his opinion.

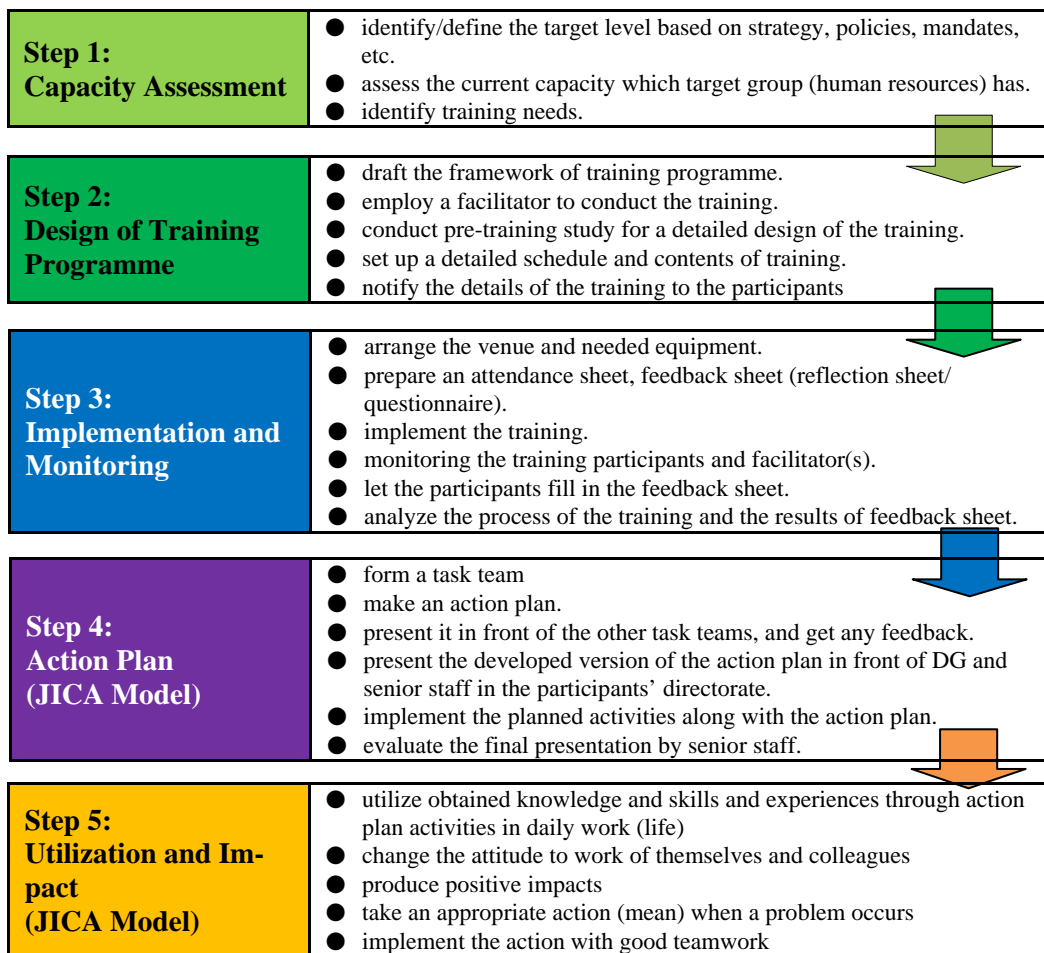


Dr. Hassan introduced "Capacity Development Guideline/ Manual (JICA Model)".



Total 16 participants delivered their opinions.

Five Steps of JICA Model



Task Team Activity in Year 2013

In year 2013 (the final year of 4 years' project), the Project formulated 15 Task Teams and provided OJT (On the Job Training) through the implementation of Action Plan of each Task Team instead of in-class training. Most of the Task Teams accomplished their action plan by December 2013 and presented their activity, lessons learnt and recommendation.

Directorate	Title of Action Plan
PAE	Formulate Policies to Achieve Security in Food Deficit Area
	Implementation of Strategic Management Concept in the PAE
	Promotion and Improvement of Agricultural Export Commodity Policies
TTE	Activation of the TTE TV Studio to Broadcast Agricultural TV Channel
	Reactivation of Extension Services
	Installation of Machinery Testing
	Enhancing Micro Finance Policy to Raise the Awareness of Small Farmers in Khartoum State
HSA	Quality Control in Mango Harvest
	Extraction and Analysis of Lemon Grass Oil and in the Local and International Marketing Promotion
	Development Work in Department Human Resources
	Control Preserving the Germ Plasm of Seed Plants at Botanical Garden
ICI+ MoAI	Establishment of MOAI Website in order to increase investment (ICI)
	To Organize International Quality Standards of Agricultural Products for Export (QCED Unit)
	To Strengthen the Coordination between WTO Accession Unit and other Departments related through Networking and Awareness of WTO Agreements related to Agricultural Sector (WTO Accession Unit)
	Activating Monitoring and Evaluation Process in the ICI (ICI)

3 PAE Task Teams



4 TTE Task Teams



4 HSA Task Teams



12 Task Teams presented their implementation, lessons learnt and recommendations.

	Comments from Task Teams
Lessons Learnt	<p>The most important lesson is that we can obtain (understand) the knowledge and skills after utilizing them into the daily work.</p> <p>Through the action plan, the Task Team member has developed their human network to other directorate, external organizations, states and/or private sector.</p> <p>It is possible to conduct activities using our own resources</p> <p>Even though small budget, it can make big achievements. Also we made up the difficulty by their confidence, commitment, transparency and teamwork spirit.</p> <p>Social/Cultural activity is very useful to enhance the communication among all staff (between different generations).</p> <p>Skilful member can work efficiently, leading others. Then they make positive impacts around them/her/him.</p> <p>It is necessary that all members have the strong commitment to the work, and that we get supports from the DG and seniors.</p>
Recommendations	<p>It would be better to share the experiences and solution (means) of who has different disciplines as agricultural research staff, community development agents and university staff.</p> <p>It would be better that federal staff, in cooperation with state staff, increases opportunities to involve field activities and understands the situation and the policy needs from the field level.</p> <p>The MoAI and the directorates having Task Team activities would be better to ensure the sustainability of capacity development activities.</p>



QCED Unit Task Team



3 Facilitators to support Task Teams

The Project employed 3 facilitators from September to October 2013. They were specialized on Policy Formulation, Strategic Management and Quality Control respectively. They provided practical advice for all of the Task Teams (unless accomplished or not) from a specialist point of view, such as: to review the action plans of Task Teams, to point out the contents to add, and to introduce some good examples.



Dr. Ali Abdel Azis Salih: Policy Formulation (in the middle) discussed with Task Team.



Ms. Safiya Eltahir Ibrahim: Strategic Management (1st from the left) discussed with Task Team members.



Dr. Hind Abd Elmonen Ahmed Elbashir: Quality Control (2nd from the right) organized a field trip for Task Team members.

Project office

Ministry of Agriculture & Irrigation
Jama'a street, Khartoum, Republic of Sudan

Phone: +249-902062117
+249-903983721

E-mail: nakagakiosamu@gmail.com
takeshi_matsuda@cdc-kobe.com

<http://www.jica.go.jp/sudan/English.index.html>