

A REPORT ON THE THIRD PHASE OF;

MANAGEMENT SKILLS TRAINING FOR VETERINARY STAFFS FROM

THE GREATER HORN OF AFRICA

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Nairobi, Kenya

1. INTRODUCTION

The African Union Intrafrican Bureau for Animal Resources (AU-IBAR), and Intergovernmental Authority Development (IGAD) with financial support from United States Agency for International Development (USAID), with the framework of Standard Methods and Procedures in Animal health (SMP-AH) project has organized a “training Programme in Management Skills for Veterinary Staff from the Greater Horn of Africa”.

The SMP-AH project aims to support coordination and harmonization of the control of trade related trans boundary animal diseases in GHOA and is implemented in Ethiopia, Djibouti, Kenya, Somalia, South Sudan , Tanzania and Uganda.

The training has been given in three phases. The first phase was given from September 20-November 08/2015. In first session the training includes topics such as negotiation, influencing and persuasion skills, performance management, management and leadership, finance for non-finance and managing donor funds.

The second phase have been a work site practical assignment that requires to exercise and come up with solutions for the work site problems as per the first phase training, contributes towards the development of Personal Action Plan (PAP) and Departmental Action Plan (DAP) respective country in their Ministries on the topics that has been given in the first training session. it was from November 8 up to December 9, 2015.

The third phase of the training that was held from January 10-February 20/2016 that was modular courses focused on; development of personal and individual work plan, *Training for Trainers (ToT)*, *project development and management*, *designing and setting training program*, *team training and teaching*, *proposal writing*, *Monitoring and Evaluation*, *project implementation*, *risk in project and adult learning*, *budgeting for trainings*, *Data analysis/SPSS & MS-Project*, *adult training principles*, *Evaluation of trainings* were some of the topics covered.

Apart from class room based training we had a field visit learning approaches some of them are listed below;

Visit during the Training Program

1. Tassells Dairy Farm



Figure 1:1 AU-IBAR trainee visiting the Tassells Dairy Farm

The training program has also scheduled a study visit to Tassells Dairy Farm which is a modern livestock farm in Ruiru, Kiambu County located 26km North of Nairobi. It is run by Moses and his wife, a young and very business oriented couple. The structure, which costs KSh50 million (which is around 10.89 million ETB), will include automation and mechanization of dairy farming. Today there are 400 dairy cows on the zero grazing system. The farm has a properly constructed house, fed a well-nourished fodder (Dry matter and concentrate) which are richer in nutrient content and a constant supply of clean water.



Figure 1:2 Ultra-Modern livestock dairy farm

The young farmer took KSh50, 000 (10,891ETB) savings plus a KSh100, 000 (21,782ETB) loan from Equity bank and started off the dairy farming venture in 2001. The cows produce between 6,000 and 12,000 litres of milk per day depending on their stages of development. They have an average milk yield ranging between 15-25 l/ cow, depending on their stage. It also has eight bulls although the farmer prefers Artificial Insemination (AI).

The farm has employed six young men who are in charge of various sections in the farm and 14 casuals who come depending on the workload. The milk produced at the farm is sold in schools and restaurants within the town. They also sell dairy cows at between KSh 200,000 and KSh 300,000 (around 43,564-65,346 ETB)

The farm has an ultra-modern structure that has a mechanized milking parlor, a milk processing zone, a laboratory and display unit for processed products.



Figure 1:3 High quality yoghurt and milk products

The farm sells three tons of manure every week at KSh20, 000. The farm is now in the process of establishing a biogas plant which will use the wastes to produce energy for farm use.

2. Kenya Animal Genetic Resources Center (KAGRC)



Figure 1:4 AU-IBAR management skills trainee visiting the Kenya Animal Genetic Resources Center

The second study visit was the Kenya Animal Genetic Resources Center (KAGRC) 15km from the city center, Lower kabete, Nairobi. The Kenya Animal Genetic Resources Centre (KAGRC)

formerly Central Artificial Insemination Station (CAIS) was established in 1946 with the objective of controlling animal breeding diseases, and improving on animal genetics, basically cattle. The mandate of KAGRC is to produce, preserve, and conserve animal genetic material (semen embryo, tissues and live animals) and rear breeding bulls for provision of high quality disease free semen to meet the national demand and for export.

It has a land capacity of about 358Acres, 124 bulls in the center. The breeds of bulls that are found at the center include Friesian, Ayrshire, Jersey, Guernsey, Sahiwal and Boran.



Figure 1:5 Different breeds of bulls found at the KAGRC

Semen is produced in accordance with Internationally Accepted Standards (OIE regulations). All semen produced is properly labeled and examined for viability before being distributed. A 0.5ml straw of deep frozen semen produced at KAGRC contains at least 25million spermatozoa of which 50% and above are in progressive motility.



Figure 1:6 Bulls during semen collection

The center serves as reference laboratory for certification, testing of semen, embryos, and related livestock reproductive materials, for purposes of exportation and importation; develop and produce chemicals, media and laboratory products for use in the production of animal Germ Plasm either alone or in collaboration with other institutions; provide information to livestock farmers on the suitability and effectiveness of animal breeding products, provide training and consultancy services on animal resource conservation procedures, semen, in-vitro embryo production and transfer, and related technology transfer.

3. LESSON LEARNT FROM THE FIELD VISIT

The livestock industry contributes to the Kenyan economy (entire national GDP, 10%) and overall socio-economic development in the country. In agriculture the livestock sub-sector contributes to just below 50% of the total agricultural GDP and about 30% of the marketed agricultural products. Which shows the potential is great.

From the visit of the latest ultra-modern dairy farm the success behind is keeping quality breeds other than Holstein Friesian (HF) and improving them; disease control, quality feeds and adequate supply of water are also vital issues. It is important to collect grass from areas free of parasites and include mineral supplements in the animals' diet. And most importantly regular deworming and schedule vaccination time.

And the other lesson learnt from the visit of the KAGRC was in order to develop and promote optimum productivity of national livestock population is through provision of high quality disease free animal germplasm and related breeding services. KAGRC is therefore play a leading role in improving the productivity and competitiveness of Kenya's livestock products through

provision of high quality genetic material for local and export consumption which is believed to address the needs of the livestock industry in the country and the region. And the National Artificial Insemination Center in Ethiopia can act as a benchmark and collaborate with this center to advance the Animal genetic resources in our country in the near future. The organizational structure by which this center will be accountable is also matters to the success of the institution, it is under the veterinary services at the ministry level.

4. The way forward

- Prepare a serious training that could fills a gap on management skills for both federal and regional veterinary staffs on relevant topics to be delivered phase by phase.
- Sharing Kenyan experience on dairy farming and livestock exhibition for the respective staffs.