



TRAINING REPORT ON ASSET SALT APPROACH FOR CASH CROP FARMERS

7/24/2019

Families and communities undertake self-initiatives through the SALT approach



ACTIVITY REPORT

Project:

Promoting income generation for cash crop farmers through gender transformative practices, self-initiatives, and business development

Project Code:

Activity:

1. Orientation Meetings with Communities
2. Support communities to develop action plans on SALT approach
3. Training of Trainers (ToT) for SEND/SL program staff
4. Training of Trainer (Community Facilitators – CFs) on ASSET-SALT methodology

Activity period/date:

May through July, 2019

Activity Objective/s *(why the activity)*:

- Self-reliance through cash crops production

Result Area *(from proposal)*:

- Families and communities undertake self-initiatives through the SALT approach

Indicator *(from proposal)*:

- Evidence of communities developing their own action plans after the SALT approach and are taking action to address challenges
- Evidence that community action that result in alternative sources of livelihood and income generation

Number of people reach *(Participants)*

Table 1 Direct Beneficiaries

Total	M	F	PWD	Children
1917	560	1357		

Table 2 Indirect Beneficiaries

Total	M	F	PWD	Children
27	13	14		



Brief Activity Narration *(Describe the activity undertaken during the reporting period: What happened? What was particularly positive? Which difficulties?):*

Orientation Meetings with Communities and support communities to develop action plans on SALT approach

EXECUTIVE SUMMARY:

This report provides progress of activities implemented so far. It focuses on the orientation of staff, orientation meeting with stakeholders and communities, training of community facilitators on the SALT approach and supported the rollout of the SALT trainings to cash crop farmers supported by Solidaridad in 12 Chiefdoms in Kailahun and Kenema districts for the first phase.

A total of 1,917 Farmers (1,357 Male and 560 Female) from 44 communities across 12 chiefdoms benefited from the project benefited from all activities combined to enable them mobilize owned resources for investment in business and in agriculture for self-reliance.

During this reporting period, activities centered on orientation on the project content and approaches and also on the ASSET/SALT approach. The SALT approach is used to change the mind-set of communities and propel them to look at the glass as being half full and helping them to gain a fresh understanding of existing problems and opportunities to resolve them.

The activities lasted for two days per community, and the following participated from all the 44 targeted communities (cash crop farmers, town chiefs, youth leaders, mammy queens, religious leaders).

1,917	Men and women who are Cash crop farmers, community facilitators (CFs) and other community stakeholders benefited from two days meeting on project orientations and the ToT training roll out on ASSET/SALT methodology in their respective communities and developed their own action plans to take self-initiatives to address challenges affecting communities hygiene, agriculture, resources mobilization and utilization to enhance their cash crops interventions
	Men and women who are cash crop farmers, CFs, and other community stakeholders are now aware of the kind of assets that exist in their families and communities and are tapping on those assets to build enhance self-reliance through cash crops activities.
	Men and women who are cash crop farmers, CFs, and other community stakeholders now commit themselves in appreciating the local resources and strengths of people at community towards resolving their own challenges through their own initiatives, lobbying, networking and follow up to get results to address their community challenges.
	Men and women who are cash crop farmers, CFs, and other community stakeholders are now better equipped to utilize resource investments from Solidaridad to enhance their livelihoods and save income from supported provided to repay loans as required through the understanding of different resources available through the rollout of the ASSET SALT methodology



Men and women who are cash crop farmers, CFs, and other community stakeholders now have knowledge in drawing/setting their dreams and how to prioritize their dreams and do an action plan around their dreams

Objectives of the training

The project orientation and ASSET SALT trainings had the following objectives:

- Familiarize/refresh participants' knowledge about the ASSET/SALT approach at the community level to support resource mobilization and investment towards women economic empowerment and self-reliance through cash crop farming
- Highlight the importance of SALT methodology and income generation as women or as families and/or cash crop farmers
- Educate participants about the various ASSETs that can be mobilized locally and eternally for every development in a community or family
- Acquired skills in developing communities own action plans using the SALT methodology
- Educated participants on how to mobilize the communities or cash crop farmers in developing their dreams and how to save resources for investment in actualizing their dreams
- To build ownership and partnership for sustainability

Training structure

The project contents, approaches and its objectives were introduced to the targeted produce buyers and communities with education on the role and responsibilities of the CFs and the community's involvement in implementing the project implemented by SEND and with financial resources from Solidaridad.

ASSET SALT methodology was used to change the mind-set of communities and propel them to look at the glass as being half full and helping them to gain a fresh understanding of existing problems and opportunities to resolve them.

Instead of imposing projects on the community or creating something new, the CFs who had received ASSEST/SALT methodology training from SEND/SL during their rollout training, stimulated communities' awareness on their available resources. The trainings also helped the cash crop farmers in nurturing their available assets through their self-initiatives. And strengthened the life competence of farmers as the SALT method asks crucial questions: Who are we as farmers? Where are we now with respect to a certain life topic? Where do we want to be? How can we get there? And how to formulate a community dream that can be realized with in a manageable period of time.

In addressing these questions, the CFs helped the farmers by using the historical calendar to explore who they are and which assets and strengths they had in the past and present. They initiated a mapping of their communities to see the assets at a glance. With an additional social mapping, farmers analysed how specific they are affected by poor farming methods or lack of knowledge of prices, which risks exist, which social groups are important for strengthening best farming practices. Jointly they discussed and prioritized factors promoting and endangering cash crops production such as behaviour, cultural



rights or social rules. With all this information the farmers were able to shape their dreams of what kind of community they want to live in, and where they find themselves on the path towards these dreams as they prioritized their dreams on the low and high hanging tree using stones. Their prioritized areas on the tree were used to develop an action plan for their community/cash crop farming. This aspect of the training was meant to increase the awareness of the cash crop farmers on the impact of generating income disparity and how it affects the growth and development of families, communities and cash crop farming activities, and to encourage joint resources mobilization and utilization and how the knowledge gained can be cascaded to other cash crop farmers in their communities and how the cash crop farmers will fully understand the challenges they face and the available options and solutions, as they take self-initiatives to mitigate livelihood and income generation challenges for their farming activities. See community/farmers' action plan attached.

Expectations of the participants

The following were the summarized expectations of the participants.

- Financial support
- Gain knowledge on business
- Self-help and development
- To gain new knowledge on cash crop farming
- Incentive for CFs

Training of Trainers (ToT) for SEND staff

Twenty-seven (27) staff of SEND/SL from various programs including field staff project officers and program heads of 13 male and 14 female received a six (6) days ToT on ASSET-SALT methodology. The training was organized by GIZ one of the donor partners to SEND/SL at the GIZ hall, Aberdeen road in Freetown from Monday 20th May to 26th May 2019 with two female facilitators from Germany.

The purpose of the training was to capacitate SEND staff on ASSET-SALT methodology which they will use the skills in their various project implementations in engaging the project targeted communities, as the ASSET-SALT approach is used to change the mind-set of communities and propel themselves to look at the glass as being half full and helping them to gain a fresh understanding of existing problems and opportunities to resolve them. Communities often are not aware of their own strengths, i.e. their assets, and therefore struggle to respond to challenges; the ASSET-SALT training will stimulate communities' awareness of available resources, and help them nurture their assets that are already there through self-initiatives. This community stimulation and counselling process strengthens community life competence.

During the six (6) days training, Group work, plenary sessions, practical exercise followed by community visitations on ASSET-SALT approach, reflection meetings and energizers formed part of the training sessions. At the end of the training, participants were certificated.

Training of Trainer (Community Facilitators – CFs) on ASSET-SALT methodology

54 selected Community Facilitators (CFs) received a two days Training of Trainers (ToT) on ASSET SALT methodology in 15 Chiefdoms in three districts Kenema, Kono and Kailahun. The training was organized at



4 different clustered training centers (2 centers for Kailahun and 2 for Kenema districts) and 2 days per center starting 6th through 13th June, 2019. The following participated in the two days training sessions in each of the training centers (town chiefs, youth leaders, mammy queens, religious leaders, ward counsellors). The training focuses on ASSET SALT methodology in each location with the CFs who were the participants. Through the use of the SALT methodology, participants were educated on ASSET SALT methodology. This aspect of the training was meant to increase the awareness of the cash crop farmers on the impact of generating income disparity and how it affects the growth and development of families, communities and cash crop farming activities, and to encourage joint resources mobilization and utilization, and how the CFs will use the knowledge in cascading the training to the cash crop farmers in their various communities and how the cash crop farmers will fully understand the challenges they face and the available options and solutions, they take self-initiatives to mitigate livelihood and income generation challenges for their farming. Simulation exercises were done by giving participants a chance to facilitate training sessions that were earlier facilitated by trainers.

Objectives of the training

The ASSET SALT trainings had the following objectives:

- Familiarize/refresh participants' knowledge about the ASSET SALT at the community level to support resource mobilization and investment toward women economic empowerment and self-reliance through cash crop farming
- Highlight the importance of SALT methodology and income generation as women or as a family and/or cash crop farmers
- Educate participants about the various ASSETs that can be mobilized locally and eternally for every development in a community or family
- Acquired skills in developing communities own action plans after the SALT approach
- Educated participants on how to mobilize the communities or cash crop farmers in developing their dreams and how to save resources for investment in actualizing their dreams

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Men and women who are Cash crop farmers, community facilitators (CFs) and other community stakeholders benefited from two days meeting on project orientations and the ToT training roll out on ASSET/SALT methodology in their respective communities and developed their own action plans to take self-initiatives to address challenges affecting communities hygiene, agriculture, resources mobilization and utilization to enhance their cash crops interventions

Men and women who are cash crop farmers, CFs, and other community stakeholders are now aware of the kind of assets that exist in their families and communities and are tapping on those assets to build enhance self-reliance through cash crops activities.

Men and women who are cash crop farmers, CFs, and other community stakeholders now commit themselves in appreciating the local resources and strengths of people at community towards resolving their own challenges through their own initiatives, lobbying, networking and follow up to get results to address their community challenges.

Men and women who are cash crop farmers, CFs, and other community stakeholders are now better equipped to utilize resource investments from Solidaridad to enhance their livelihoods and save



income from supported provided to repay loans as required through the understanding of different resources available through the rollout of the ASSET SALT methodology

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Training evaluation by participants

Activity	Grades				
	0	1	2	3	4
	poor	Better	Good	V. good	excellent
Time management				√	√
Participants participation					√
Language use				√	√
Module contents					√
Training venue			√		√
Number of participants per center				√	
Food				√	
Facilitation skills					√

Output/Outcome:

- Train cash crop farmers on the ASSET SALT methodology
- Participants understood the two kind of ASSETs available with them in their communities
- Participants developed action plans as guiding tools for their commitment in addressing issues identified as challenge
- Participants gained knowledge on the project implementations in their communities
- Participants had better understanding of the roles and responsibilities of a community facilitator
- The training help to resolve an existing conflict that has been between the farmers and the community stakeholders in Gendema one of the targeted communities in 12 chiefdom, kenema district
- SEND staff gets a better and clear understanding on the ASSET-SALT approach and incorporating the approach into our different project implementations
- Staff implementing the Solidaridad project to be well familiar with the concept of the SALT approach in training community facilitators for the successful implementation of the project.
- Community Facilitators have been trained on the SALT methodology

Challenge(s):

1. Farmer list from produce partners were more than what the project budgeted for from the proposal
2. High expectations from stakeholders who were invited in the training for their role in the communities
3. It was difficult for the staff to locate or identified the actual farmers for Trandin-SL as they did not submit list of their farmers and communities in their operational areas

Lessons Learned:

- There was a very good turnout of participants for the training due to the high level of



collaboration between SEND staff, Solidaridad staff and the partner staff (like SLPMC, FT. SAAD, Randlyn Holdings) and joint activity planning.

- High expectations from the participants based on the participations during the training session [say Solidaridad to provide them their needs for cash crop activities]
- High dependency syndrome from the participants this was evidence during their prioritizations using the low and high hanging fruit as a tool for ASSET SALT methodology. The SALT approach is the best way to help them towards self-reliance

Recommendation/s:

- It is recommended that, Solidaridad recruitment for CFs should be inclusive to ensure that more women and PWDS are equally beneficiaries and facilitators
- It is recommended that both the Community Facilitators and the Cash Crop Farmers have the training at the same time, this will help a lot in terms of monitoring and follow up visit
- An ongoing stimulation activity for the CFs on their roles and facilitation skills
- Community facilitation should be done in team of two persons male and female, this will help in addressing every social concerns from the community/families



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Figure 1 Kortuhun farmers after the last day of the ASSET SAI.T training roll out



Figure 2 farmers at Tomaju community prioritizing their dreams on the high and low hanging fruit tree



Figure 3 Female Farmers at Luawa Baoma mapping out their available asset/resources in their community



Figure 4 Baaka community farmers in training session



Figure 5 presentation on community asset mapping in Leobengu community Kissi Tongi chiefdom



Figure 6 Participant on community mapping in Bunumbu training center



Figure 7 Participants prioritizing their dreams on the Low and High hanging fruit tree in Bendu Mameima training center



Figure 8 Program Officer for Solidaridad addressing participants during the training in bendu mameima training center



Figure 9 Morie Sam on Stimulation as CF



Figure 20 Staff ToT on ASSET SALT methodology in Freetown



Figure 11 staff receiving certificate on the ASSET SALT training in Freetown



Figure 12 Staff ToT training in progress