

# PEACE CORPS/SENEGAL



<p style="text-align: center;"><b>AGRICULTURE SECTOR</b> <b>URBAN AND PERI-URBAN AGRICULTURE PROJECT</b></p>
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Project Plan  
685-EN-01

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## Executive Summary

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Throughout Senegal's history, its urban centers have grown substantially as the traditionally rural agrarian Senegal has decreased in size. Colonialism followed by independence combined with poor climatic conditions for agriculture production has led many to Senegal's urban centers and abroad in search of jobs, creating rapid urban growth and an increased decline in domestic agriculture production.

In recent years, increased commodity costs worldwide, Senegal's reliance on food imports and a decline in domestic agriculture production has threatened Senegal and West Africa's urban and peri-urban communities to face food insecurity. There is a growing need for individuals and families to produce their own food.

In collaboration with the Ministry of Agriculture, PC/Senegal has implemented the Urban Agriculture Project to promote sustainable food security at the local levels. The program is designed to work with Senegal's urban and peri-urban communities in promoting, developing, and increasing their technical expertise in micro-gardening, improved traditional gardening, field crop extension, ornamentals, fruit trees, and poultry raising. These projects focus on nutrition, income generation, food security and empowerment.

In order to meet project objectives many strategies have been developed. Through the use of demonstration sites, urban food growing technologies are demonstrated, adaptive research is conducted and they provide a locale for technical training. By creating farmer and grower networks, technical and resource exchanges are created. Growers are connected with suppliers and markets. Pilot farmers, growers, and raisers are utilized to extend successful local technologies. Working with farmers, improved seed varieties and farming practices are extended. To successfully extend urban and peri-urban agriculture, PCVs work with individuals, community groups, governmental organizations, NGOs, schools, and hospitals.

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## Acronyms

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AA	Assignment Area
ANCAR	Agence Nationale de Conseil Agricole et Rural
APCD	Associate Peace Corps Director
CDH	Centre pour le Développement de l'Horticulture
CPW	Counterpart Workshop
DIG	Development in Gardening
DoD	US - Department of Defense
DRDR	Direction Régional du Développement Rural
FAO	Food and Agriculture Organization
GOANA	Grande Offensive Agricole pour la Nourriture et l'Abondance
GOS	Government of Senegal
GSD	Grands Domaines du Sénégal
HCN	Host Country National
IAGU	Institut Africain de Gestion Urbaine
ICE	Information Collection and Exchange
IRSV	Inspection Régionale des Services Vétérinaires
ISRA	Institut Sénégalais de Recherches Agricoles
IST	In-Service Training
NGO	Nongovernmental Organization
PACA	Participatory Analysis for Community Action
PC	Peace Corps
PCT	Peace Corps Trainee
PCV	Peace Corps Volunteer
PDM	Project Design and Management
PST	Pre-Service Training
SDDR	Service Départemental du Développement Rural
SPA	Special Project Assistance
SPFS	Special Program for Food Security
TDA	Trainee Directed Activity
TDE	Training Design and Evaluation
UAG	Urban Agriculture
USAID	United States Agency for International Development
VAST	Volunteer Activities Support and Training Program

## **Part 1: Project Background**

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### **A. How this project was developed:**

Through discussions with partners from the Ministry of Agriculture and CDH in 2004, PC/Senegal proposed to build upon its capacities and those of the other organizations in rural and sustainable development to develop a urban agriculture including peri-urban (20-30 km at the urban fringe) project. This would enable PC/Senegal to assist the GOS to achieve food security, combat malnutrition and alleviate poverty through the provision of a large variety of agricultural products. In addition, urban agriculture would help restore the environment through the recycling of urban organic waste into useful products, create employment opportunities, more especially for women, and generate income.

In order to design the project, PC/Senegal organized a workshop attended by representatives of the Department of Horticulture, Regional Directors or their representatives of DRDR from the regions of Louga, Saint-Louis, Fatick, Tambacounda and Thiès, Coordinator of the micro-gardening project, a representative of IAGU and two PCVs from PC/Senegal's sustainable and community development project. Several participants came with a document as well as knowledge on the situation of urban agriculture in their respective areas. By the end of the workshop, participants developed the vision, goals, objectives and the monitoring and evaluation framework. Also, participants defined the area of implementation of the project as well as cities priority list by region in relation with extension needs and the existence or not of other organizations doing similar activities. The initial project plan was written by APCD Famara Massaly and shared with workshop participants.

### **B. Situation Analysis:**

#### **Relevant historical background**

Traditionally, Senegal has been a rural agrarian nation, occupied by farmers and migratory herders. Within the past half century, agrarian Senegal has begun to change. The number of those holding agricultural jobs in Senegal has declined slightly since 1960; roughly 70% of jobs in Senegal today are in the agricultural sector. Local economies' dependency on agriculture is large, yet its impact on the national economy is dwindling, currently representing only 15% of the GDP.

Agriculture's shrinking market share in Senegal has been in the works for decades, being caused by climatic changes and urban growth.

Climatic conditions in Senegal have historically been regulated by a rainy season of 3 – 4 months followed by a dry season of 8 – 9 months. Since the late 1960s, throughout Sahelian Africa, a series of droughts has severely affected this balance. The average rainfall has declined by 30% to 50% throughout Senegal.

The decline in average rainfall may or may not be permanent, but its effect on the environment in the past 50 years have become a challenge to the dietary and

economic needs of thousands of agrarian communities throughout Senegal and West Africa. Because much of the Senegalese population's income is based heavily on agriculture (peanuts, millet, sorghum, rice, cotton, manioc, sugar cane, and beans) the growing climatic upheaval has had a traumatic effect. The entire natural resource base has been constrained, hindering Senegal's once fertile agriculture production capacity. In 2007, the production of all the main staple grains was down 26% from the previous year.

The urban creation and development in Senegal began in the 15<sup>th</sup> century as a result of European powers developing trading posts in West Africa followed by France's aggressive colonial expansion in the 1850s. Since Senegal gained independence in 1960 from France, the total population has nearly quadrupled to 12.5 million people. The urban population has amassed to 42% of the total population. This rate continues to grow as the rural agricultural workforce becomes more greatly challenged. More individuals are leaving their rural communities in search of work elsewhere. This rural exodus contributes to Senegal's urban growth rate surpassing the total population's average growth rate.

As a result of Senegal's burst in urbanism, neighborhoods in urban areas have felt the change; multiplying, expanding, and becoming denser. In the larger urban areas, construction is being forced to go vertical, eliminating green spaces and infrastructures are being stretched past their limits.

The combination of unpredictable climatic change and growing rates of urbanism has begun to be problematic. The agrarian ways of rural Senegal have not migrated to the urban areas at the same rates. The majority of vegetables must be brought in from rural Senegal because local supply cannot meet the growing urban needs. The strain on the agriculture sector is growing as agriculture producers are shrinking. While urban and peri-urban agriculture production exists, it is not growing at fast enough rates to meet the demands of the urban communities in which they service.

Also, vegetable and staple costs have not favored Senegal and West Africa in recent years. The decline in domestic agriculture production and a heavy reliance on commodity imports has led to higher prices at local markets. Cooking oil, vegetables, milk, meat and fruit have all experienced price increases. Despite government distributions, elimination of taxes and import duties, imported broken rice, utilized and favored heavily in Senegal, was 20% more expensive in 2008 than 2007. What was deemed a food crisis in 2008, led to violent protests and outrage throughout West Africa.

The increase in costs has made it more difficult for households to access the food they need. With growing urban poverty rates, the ability of many to adequately eat nutritious meals is limited. As a result, approximately 2.1 million Senegalese face food insecurity, which has raised governmental and international concern.

### **Current activities and players addressing the issue and their successes**

The GOS, from 2003 to 2006, attempted to improve food security through an increase of local production, initiated several large scale extension programs focusing on one crop per year. Through its implementation agency, farmers

received seed and fertilizers on credit. The corn and cassava programs, initiated in 2003 and 2004 respectively had mitigated results for several reasons, including poor seed quality, extension of varieties that were not adapted to the environment, late distribution of fertilizers, drought in some areas and a lack of organized commercialization channels.

ANCAR, the GOS's rural and peri-urban agriculture extension service, created in 1999, has been promoting gardening in peri-urban areas throughout Senegal where water is readily available. They train farmers in improved gardening practices and pest management. Due to the limited number of extension agents, one for about 90 villages, local access to the service is hampered.

In 2008, the GOS announced GOANA, an agricultural program designed to make Senegal self sufficient in food by 2015. The main focus is on rice production, but it also aims to increase the output of maize, manioc, millet, sorghum, fonio, milk, and meat. In the short term, GOANA aims at decreasing the negative impact of food supply shortages and the explosion of cereal and commodity prices in the world market on the Senegalese population. Six months after its beginning, GOANA's objective was to multiply by 1.5 to 10 the production of major grain foods and raise horticulture production from 570,000 to 720,000 tons through the supply of fertilizers and seed at subsidized costs. After one year of implementation, field crop and horticulture production increased but the objectives were not met.

The Micro-Garden Project in Dakar was established in 1999 by the Department of Horticulture through the technical and financial assistance of the FAO. It provided technical trainings and introduced new technologies for out-of-land horticultural production in yards, on rooftops and vacant places. The project expanded in 2001 to other regional capitals throughout Senegal as a result of a SPFS of the FAO.

In 2004, the scope of the Micro-Garden Project became more defined with its main objective to participate in poverty reduction by providing fresh vegetables to poor families, thereby improving their food supply and nutrition. It also promoted income generation through the sale of production surplus. To consolidate the Micro-Garden Project and provide a greater focus on improving food security in Dakar, an additional two-year program was implemented in 2006 between the municipalities of Dakar and Milan, Italy.

The Micro-Garden Project facilitates access to urban and peri-urban horticultural production for city-dwellers who do not have access to farmland because of urban land pressures. The project mobilizes human resources in the fields of administration and research, and promotes the use of agricultural wastes such as peanut shells and rice chaff as substratum, which are derived from national agricultural production and are readily accessible and affordable to poor people. The project also contributes to the improvement of the living environment, both by recycling agricultural waste and by greening houses in Dakar and other regional capitals. The micro-gardening technologies promoted by the project have been adopted across all social sectors: poor, wealthy, men, women, young, old and physically handicapped. According to this program's managers, more than 4,000 families throughout Senegal have been trained in micro-garden technology.

After several years of implementation, the Micro-Garden Project has brought mixed results. Several women's groups no longer participate in the project because of their inability to sustain it. At times, community micro-garden production was not large enough to generate sufficient income. In addition, the discontinuation of subsidies, limited supplies such as liquid fertilizers, difficulties to repair tables and the relative cost of fertilizers per unit produce has constrained success. In 2007, the number of beneficiaries was 350 with a total annual production of 42 tons of vegetables.

In 2008, the Micro-Garden Project began to stray away from focusing on community micro-gardens and began to focus on individual home gardens for low-income women. The focus remained on providing relatively expensive tables, unattainable by most. Providing a small number per woman (4) and the difficulty to maintain them after two years continues to compromise the project's sustainability. The Micro-Garden Project formed in every major city a women's group aimed at supplying growers with needed urban agriculture inputs, which continues to hinder the project's sustainability.

Following the Micro-Garden Project, several NGOs including AQUADEV in Louga, ENDA, and Oxfam have extended urban food production technology to women's groups in their zones of intervention.

Although climatic conditions are favorable, ornamental plant production is still marginal in Senegal and limited to cities such as Dakar, Thies, Mbour and Saint-Louis. Most ornamental plant production plots are developed based on a model implemented by some private farmers. Currently, there is not a specific extension program for ornamental plants, but former employees of these private farms often create their own small plots after acquiring basic knowledge and skills.

### **Explanation of why this issue was selected**

All Senegalese have been affected by the long coming food crisis that now exists. Food prices have become less affordable to an already cash strapped population. As individuals migrate toward urban centers, adequate micro and macro countermeasures are not in place to meet the growing food needs of these urban areas. Low cost home gardens allowing for personal vegetable production are a rarity and peri-urban farming has been stretched thin due to poor practices, lack of knowledge and skills, decreasing precipitation, and growing urban areas.

### **C. Summary statement of project opportunity and Peace Corps niche in addressing the issue**

The agriculture sector is a major component of PC/Senegal. PCVs working under the urban agriculture project are well placed in Senegal's urban communities, working with individuals and groups in the urban and peripheral areas. Micro-gardening agents have been devoted to installing expensive home gardens but done little in the teaching of maintenance and low cost alternative. Also, farmers living in urban and peri-urban areas have been left out by agriculture extension agents. Therefore, a small number of individuals have been able to start home gardens and improve their traditional gardening practices with the assistance of the GOS but many projects have failed due to material deterioration and the lack of knowledge on

low-cost, alternative techniques and material maintenance. Regarding field crops farmers are facing lower yields due to a combination of factors such as poor field management practices, drought, poor seed quality, the lack of seed, etc

Urban Agriculture PCVs' mission has been to work towards the increased standards of living for beneficiaries, improved food security, income generation, and the creation of jobs. This mission not only creates an opportunity to those with no agriculture experience but a re-opportunity to former Senegalese farmers and gardeners whom have relocated to urban environments. To this effect, PCVs focus on the applied teachings and practices of:

- Micro-gardening
- Improved traditional gardening
- Field crop extension
- Ornamentals
- Fruit trees
- Small poultry raising

## Part 2: Project Description

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### **A. Project Framework:**

**Project Purpose:** The urban agriculture project will result in increased standards of living for beneficiaries, improved food security, additional household income generated particularly by women and elderly people, and more jobs for youth in particular.

### **Goal 1:**

Communities will improve their food security through intensification and the supply of healthy urban and peri-urban produces.

### **Objectives for Goal 1:**

Activities	Desired Change	Long Term Impact
Objective 1.1		Communities will improve their food security through intensification and the supply of healthy urban and peri-urban produces.
By the year 2013, PCVs and their counterparts will train 500 urban growers of targeted cities in urban farming techniques, project design and substratum making.	As a result, 10 % of them will develop the knowledge and skills enabling them to become successful growers while transferring those skills to other gardeners.	
Objective 1.2		
By the end of the project, PCVs and their counterparts will train 100 organization leaders on produce scheme management techniques in order to obtain a sustainable market share.	As a result, organized distribution schemes will be developed amongst identified suppliers and buyers.	
Objective 1.3		
By the end of the project, PCVs, counterparts and their partners will conduct adaptive research in the fields of variety adaptation and the use of organic pesticides.	As a result, one technical manual will be developed, one improved variety will be adapted per crop and one substratum made of material locally available will be developed.	

### **Sentence Form:**

**Objective 1.1:** By the year 2013, PCVs and their counterparts will train 500 urban growers of targeted cities in urban farming techniques, project design and substratum making. As a result, 10 % of them will develop the knowledge and skills enabling them to become successful growers while transferring those skills to other gardeners.

**Objective 1.2:** By the end of the project, PCVs and their counterparts will train 100 organization leaders on produce scheme management techniques in order to obtain a sustainable market share. As a result, organized distribution schemes will be developed amongst identified suppliers and buyers.

**Objective 1.3:** By the end of the project, PCVs, counterparts and their partners will conduct adaptive research in the fields of variety adaptation and the use of organic pesticides. As a result, one technical manual will be developed, one improved variety will be adapted per crop and one substratum made of material locally available will be developed.

**Goal 2:**

By the end of the year 2013, beneficiaries will produce fruits and ornamental plants in quantity and quality to cover their nutritional and aesthetic needs and generate income.

**Objectives for Goal 2:**

Activities	Desired Change	Long Term Impact
Objective 2.1		By the end of the year 2013, beneficiaries will produce fruits and ornamental plants in quantity and quality to cover their nutritional and aesthetic needs and generate income.
By the year 2013, PCVs and their counterparts will train 1000 individual growers on fruit trees and ornamental plant production.	As a result, at least 100 of them will adopt these techniques.	
Objective 2.2		
By the year 2013, PCVs, counterparts and individual growers will expose at least 150 targeted individuals to appropriate fruit trees and ornamental plant production techniques.	As a result, at least 5% of them will increase fruit and flower production and generate income.	
Objective 2.3		
By the year 2013, PCVs, counterparts and individual growers will organize in every target city at least two training sessions on organizational capacity development.	As a result, this will create a favorable environment for the emergence of producers and distributors organization at the local level.	

**Sentence Form:**

**Objective 2.1:** By the year 2013, PCVs and their counterparts will train 1000 individual growers on fruit trees and ornamental plant production. As a result, at least 100 of them will adopt those techniques.

**Objective 2.2:** By the year 2013, PCVs, counterparts and individual growers will expose at least 150 targeted individuals to appropriate fruit trees and ornamental plant production techniques. As a result, at least 5 % of them will increase fruit and flower production and generate income.

**Objective 2.3:** By the year 2013, PCVs, counterparts and individual growers will organize in every target city at least two training sessions on organizational capacity development. As a result, this will create a favorable environment for the emergence of producers and distributors organization at the local level.

**Goal 3:**

By the end of the project, communities from targeted cities will improve their protein needs.

**Objectives for Goal 3:**

Activities	Desired Change	Long Term Impact
Objective 3.1		By the end of the project, communities from targeted cities will improve their protein needs.
By the end of the year 2010, PCVs and their counterparts will implement surveys.	As a result, urban agriculture baseline data will be developed.	
Objective 3.2		
By the end of the year 2013, PCVs and their counterparts will train at least 40 people per year in animal production techniques including health, habitat and nutrition.	As a result, 4 of them will adopt these practices.	
Objective 3.3		
By the year 2013, 10% of targeted individuals will introduce improved roosters.	As a result, they will obtain a 40% average increase in weight and an average production of 12 – 15 eggs/hen.	
Objective 3.4		
By the year 2013, 5% of targeted households will engage in raising one animal specie (chicken, goose, Guinea fowl, duck, etc).	As a result, their sources of protein will diversify and generate income.	

**Sentence Form:**

**Objective 3.1:** By the end of the year 2010, PCVs and their counterparts will implement surveys. As a result, urban agriculture baseline data will be developed.

**Objective 3.2:** By the year 2013, PCVs and their counterparts will train at least 40 people per year in animal production techniques including health, habitat, nutrition, enabling 4 of them to adopt these practices.

**Objective 3.3:** By the year 2013, 10% of targeted individuals will introduce improved roosters. As a result, they will obtain a 40% average increase in weight and an average production of 12-15 eggs/hens.

**Objective 3.4:** By the year 2013, 5% of targeted households will engage in raising one animal specie (chicken, goose, Guinea fowl, duck, etc). As a result, their sources of protein will diversify and generate income.

## **B. Project Strategy Statements:**

### **Where will the project be implemented?**

The project will be implemented in Senegal's urban and peri-urban areas where a need for urban agriculture extension activities is identified and where safety and security conditions are appropriate for PC/Senegal's standards.

### **What number of Volunteers and what skills and interests will Volunteers need to implement the project?**

This project will be utilizing AA 117 PCVs generally having a background in biology, ecology, and/or agriculture OR in specific cases AA 110 or AA 115 PCVs.

### **Who will be the Volunteers' community partners and supervisors?**

PC/Senegal's Urban Agriculture Volunteers are officially attached to the Department of Agriculture and Department of Horticulture under the Ministry of Agriculture, Rural Water Supply, and Food Security. Local ministry representatives are PCVs' supervisors and local agriculture extension agents are the counterparts.

In addition to the Departments of Agriculture and Horticulture, PCVs partner with agriculture agents, staff of NGOs, and other government micro-gardening projects. To date, PCVs have collaborated with:

- DIG
- FHI
- DoD
- GOS: Micro-Garden Program
- ISRA
- USAID/Washington (VAST Program)
- USAID/Senegal (SPA Program)

## What resources will be needed to achieve project goals?

Description	Support needed	Time frame	Potential sources
PCVs Training	1. Funds for training costs	Throughout project	PC/Senegal
	2. Funds to cover participation of counterparts and community partners in PSTs and ISTs	August of each year throughout project	PC/Washington (Center) PC/Senegal GOS
	3. Training sites	Throughout project	
Locally organized training events and project related conferences	1. Funds for per diem of participants	Throughout project	PC/Washington (Center) PC/Senegal USAID (SPA)
Visual Aids, manuals and other materials	1. Funds for purchase or reproduction of field developed material	Throughout project	PC/Washington (Center, ICE) PC/Senegal Local NGOs
	2. Translation services	Throughout project	
Materials for Agriculture Education kits	1. In kind or funds to cover cost	Throughout project	Local NGOs PC/Washington (Center, ICE) Private donors
Housing and utilities	1. Lodging or funds to cover rental cost	Throughout project	PC/Senegal GOS Local communities
Mountain bikes	1. 12 bikes per year total	Throughout project	PC/Senegal
PCV support	1. Vehicle	Throughout project	PC/Senegal

### **C. Project Criteria:**

#### **1. Increases local capacity.**

Urban Agriculture PCVs spend considerable portions of their time promoting awareness and conducting local level trainings targeting individuals, counterparts and groups. The objective is that these individuals, counterparts, and groups learn to master urban gardening techniques from alternative containers to pest identification in order to become resources for their community in the field of urban agriculture extension.

## **2. Strives to address expressed needs to those with limited access to resources and opportunities.**

The project focuses on the use of alternative resources that are either free or come at a low cost to construct micro-gardens. These resources are locally available and dependant on each site. Without Urban Agriculture PCV's assistance, individuals, counterparts and groups are not able to acquire the needed knowledge to establish their own sustainable micro-gardens or improve their crop performance.

Extend improved varieties along with improved farming practices to assist low-income farmers to improve their crop performance.

## **3. Seeks sustainable results that complement other development efforts.**

This project seeks sustainable results by assisting the GOS in its efforts to combat malnutrition and poverty through the extension of sustainable and locally available urban agriculture technologies. In the course of their service, Urban Agriculture PCVs will develop their counterpart's, co-workers' and community members' technical and managerial capacities. Long-term integrated program approach ensures that urban-based counterparts will be trained in different areas of interest to their community. They will be exposed to all the appropriate technical innovations diffused by the sector. In addition, they will be trained in participatory project design, management and monitoring as well as the mobilization of external resources. The combination of these actions will work toward lasting solutions.

## **4. Has local participants as partners in developing, implementing, and assessing the project.**

PCVs will first train their host country national counterparts. Then, along with them, they will assist and train individuals, local gardeners, community groups (men's association, women's association and mixed-gender associations), NGO professionals, community leaders and decision makers, teachers, and community individuals to develop and strengthen their technical management capabilities. Also, through participatory evaluation meetings, participants will contribute to improving our approach to communities' interests. The main products of the project will be increased access to information, training, knowledge and skills about food production, income generating opportunities and urban waste recycling, which will result in an improvement in their living standards.

## **5. Considers gender relationships and promotes women's participation to increase their status and opportunities.**

In every urban site individual woman as well as women's groups will represent an important target group for urban agriculture. Because women are generally responsible for maintaining households in Senegal, having skills and knowledge in home gardening and small poultry raising provides a new source of income and nutrition for them. Also, by linking successful urban gardeners, men and women, utilizing them as urban agriculture extension agents within the community, increases their status.

## **6. Place Volunteers at the local level where needs occur.**

Subsequent droughts over the past two decades have led several farmers to leave their villages and migrate to cities in order to find a job. The demographic growth combined with rural migration increased urbanization at a rate by far superior to the capacity of the GOS and the limited availability of jobs offered by corporations and local businesses. As most of them are unemployed they get their livelihood out of farming. They have a minimum access to information, employment opportunities and social services. Most of them do not work during the dry season, which represents seven to nine months depending upon the regions. Therefore, poverty has significantly increased in Senegalese cities in the last decade. The project will focus on needy communities with a good focus on women, elders and young farmers who are at great risk of being left out of the overall development process. PCVs will be placed in urban centers where a need for such extension activities exists and are identified in collaboration with Ministry representatives and other partner organizations.

## **7. Does not displace qualified and available local workers with Volunteers.**

At the community level, often there are neither trained nor experienced agriculture technicians in the field of urban agriculture. If they do exist, their job consist more of supervising than conducting extension activities. While the Urban Agriculture PCVs will be helping the communities meet their needs for trained manpower and technology transfer, they will be also be training counterparts, pilot farmers, individuals and groups on how to take over this responsibility in the future. PCVs are requested by the Departments of Agriculture and Horticulture to assist, complement and cooperate with local technical resources. Thus they never take the place of HCNs. The training of local gardeners is now an important component of the project.

## **8. Uses the types and numbers of Volunteers that are consistent with available applicants.**

Thus far, recruitment has been able to adequately obtain the AAs and skills clusters requested.

## **9. Has local Peace Corps staff and resources to train and support Volunteers to complete their assignments successfully.**

PC/Senegal has technical resources to support projects and Urban Agriculture PCVs. In addition, PC/Senegal has use of Center funding, NGO support and USAID supplemented local resources.

The APCD/Agriculture, who is an experienced agronomist and a specialist in seed technology, is responsible for the project development and support. An experienced training team is available as well as a local part-time technical trainer. PC/Senegal provides trainees with an eight-week community based PST, focusing on language, cross-cultural and introductory technical training, followed by a week IST and at least three yearly sector summits. The IST focuses on technical training supplemented with additional language training. Host country counterparts and ministry officials are usually invited to take part at training events. The micro-gardening program has a

pool of expertise that is presented during PST and IST. The Programming and Training units provide technical and counseling support as needed, and conduct periodic site visits. There is not an extra demand on PC/Senegal resources or personnel.

#### **10. Has host agencies and communities as partners who can support the project and the Volunteers.**

This project has the support of the GOS. The departments of Horticulture and Agriculture and the Micro-gardening program are very supportive of the project. At the local level, communities perceive the project as a source of improved farming techniques that would significantly contribute to food production in urban and peri-urban environments. Despite their limited resources, host agencies assist in identifying beneficiaries, land for demonstration gardens, and source of local knowledge for PCVs.

### **C. Project Feasibility:**

#### **1. Socio-cultural feasibility**

There are no major socio-cultural aspects affecting negatively project feasibility. Throughout PC/Senegal's history, male and female PCVs have worked with both Senegalese men and women with few cultural problems. Urban Agriculture PCVs' proficiency in local languages and cross-cultural understanding allow for potential collaboration between PC/Senegal and Senegal's urban and peri-urban population.

#### **2. Organizational feasibility**

Senegalese cities have been encouraged by the GOS to form community groups to participate in development activities. It is common for every neighborhood to have both a women's group and a youth soccer and culture association. These groups vary tremendously in their ability and motivation to undertake development activities. PCVs are encouraged to carefully assess groups' abilities to work effectively together before embarking on group projects.

Recently there has been recognition by many development agencies (as well as the GOS) of the limitations of working exclusively with groups. More and more projects are working with both individuals and groups, rather than exclusively with groups. As a mean to improve such a situation, the project aims at increasing community members' capacity to work together through the networking of local farmers/gardeners and the training of their leaders in the facilitation of local meetings and elicitation of participation.

Limitations exist on the GOS's ability to undertake urban agriculture development work, limiting the possibility for PCVs to constantly work in tandem with their counterparts. These limitations include:

- Few urban agriculture extension agents. Those that exist are spread out very thin.
- Limited and inconsistent funding.

- Limitations in knowledge and skills.
- Methods not necessarily conducive to the needs of Senegal.

### 3. Political feasibility

Since PC/Senegal's inception, the GOS has been very supportive both at the local and ministerial levels.

Security concerns during 1990 necessitated the removal of PCVs from the Ziguinchor Region and the Sedhiou department in the Kolda region in southern Senegal. Both Peace Corps and Embassy officials monitored carefully the situation. The decision has been made to not continue programming in this region for the foreseeable future. Still continued turmoil, civil unrest in the Ziguinchor region prohibits the placement PCVs in the cities of Bignona, Sedhiou, and Oussouye. As the situation has significantly improved around the city of Ziguinchor, PC/Senegal may reopen the city for urban agriculture.

Currently, there are no other major concerns regarding political feasibility with respect to Peace Corps programming in Senegal but PC/Senegal's Safety and Security coordinator monitors any situation in Senegal that may affect PCVs.

### 4. Environmental feasibility

The project is designed to have a positive impact on Senegal's environment. PCV efforts to promote environmentally sound crop management practices with emphasis on waste recycling, fruit trees and ornamental plants promotion in cities will significantly benefit the environment.

High salinity levels in the groundwater of Fatick and Kaolack diminishes the rate of success in urban gardening in those urban centers.

### 5. Financial feasibility

Financial feasibility is assured by various funding mechanisms available to PCVs carrying out their projects. These are:

- I. **Center Funding**
- II. **GOS** - The agriculture services are able to support PCV work on a limited basis.
- III. **Donor projects** - PCVs working in areas of donor assistance projects have been successful in gaining access to donor resources to support their work. Examples in Senegal of PCV-donor agency collaboration include: USAID (SPA), Family Health International, Counterpart International, Plan International and World Vision.
- IV. **Peace Corps Partnership** - PCVs are familiar with the process and mechanism of getting a funding through Peace Corps Partnership Program for the benefit of their communities.

### 6. Technical feasibility

PC/Senegal's grass-root approach ensures that local resources (both technical and material) are used almost exclusively in project implementation. Contact with other development agencies, ISRA, NGOs, counterparts and local gardeners ensure that technical approaches are sound and up to date. Furthermore, on-farm demonstrations and demonstration gardens enable extension themes to be tested by selected farmers/gardeners prior to being promoted on a large scale.

Also, Urban Agriculture PCVs receive rigorous training at PST and IST, followed by trainings throughout the year to ensure they are technically sound and knowledgeable of the most current urban agriculture technologies and ideas.

## 7. Managerial feasibility

Coordination of PCV placements within the Agriculture sector and PC/Senegal ensures follow-up, standardized record keeping, on-call support, and frequent site visits which provide good managerial support to the project and Urban Agriculture PCVs.

### E. Monitoring and Evaluation Plan:

<b>Goal 1:</b>	Communities will improve their food security through intensification and the supply of healthy urban and peri-urban produces.
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<b>Objective 1.1</b>		
<b>Activity</b>	<b>Desired Change</b>	
By the year 2013, PCVs and their counterparts will train 500 urban growers of targeted cities in urban farming techniques, project design and substratum making.	As a result, 10% of them will develop the knowledge and skills enabling them to become successful growers while transferring those skills to other gardeners.	
<b>What information do we need?</b>	<b>What are our M&amp;E questions? (for this objective)</b>	<ol style="list-style-type: none"> <li>1. Number of counterparts and pilot growers trained</li> <li>2. Number pilot growers and counterparts who engaged in training other growers</li> <li>3. Number of functional demonstration sites</li> <li>4. Number of growers who successfully engaged field crop growing</li> <li>5. Number of individuals who are successfully engaged in vegetable production</li> </ol>
	<b>What are our indicators of change?</b>	<ol style="list-style-type: none"> <li>1. Number pilot growers and counterparts who engaged in training other growers</li> <li>2. Number of functional demonstration sites</li> <li>3. Number of farmers who</li> </ol>

		<p>successfully engaged field crop growing</p> <p>4. Number of individuals who are successfully engaged in vegetable production</p>
<b>How will we find out?</b>	<b>What data collection methods will we use?</b>	<p>1. Surveys</p> <p>2. Interviews</p> <p>3. Field visits</p>
	<b>Who will collect the data and when?</b>	<p>1. PCVs</p> <p>2. APCD</p> <p>3. Ag Agents</p> <p>When: Quarterly</p>
<b>What will we do with the information?</b>	<b>Who will use the information and how?</b>	<p>1. Peace Corps</p> <p>2. Ministry of Agriculture</p> <p>3. Mayor's office</p> <p>4. Producers</p>
	<b>How will the information be disseminated?</b>	<p>1. Reports</p> <p>2. Project Reviews</p>

<b>Objective 1.2</b>		
<b>Activity</b>	<b>Desired Change</b>	
By the end of the project, PCVs and their counterparts will train 100 organization leaders on produce scheme management techniques in order to obtain a sustainable market share.	As a result, organized distribution schemes will be developed amongst identified suppliers and buyers.	
<b>What information do we need?</b>	<b>What are our M&amp;E questions? (for this objective)</b>	<p>1. Number of leaders trained</p> <p>2. Number of produces with an organized commercial channel</p> <p>3. Number of distributors for each produce</p> <p>4. Number of consumers knowing a given logo/label</p>
	<b>What are our indicators of change?</b>	<p>1. Number of leaders trained</p> <p>2. Number of produces with an organized channel</p> <p>3. Number of distributors for each produce</p> <p>4. Number of consumers knowing a given logo/label</p>
<b>How will we find out?</b>	<b>What data collection methods will we use?</b>	<p>1. Surveys</p> <p>2. Interviews</p> <p>3. Reports</p>
	<b>Who will collect the data and when?</b>	<p>1. PCVs</p> <p>2. APCD</p> <p>3. Ag agents</p>

		When: Quarterly
<b>What will we do with the information?</b>	<b>Who will use the information and how?</b>	1. Peace Corps 2. Ministry of Agriculture 3. Producers
	<b>How will the information be disseminated?</b>	1. Reports 2. Project reviews

<b>Objective 1.3</b>		
<b>Activity</b>	<b>Desired Change</b>	
By the end of the project, PCVs, counterparts and their partners will conduct adaptive research in the fields of variety adaptation and the use of organic pesticides.	As a result, one technical manual will be developed, one improved variety will be adapted per crop and one substratum made of material locally available will be developed.	
<b>What information do we need?</b>	<b>What are our M&amp;E questions? (for this objective)</b>	1. Number of varieties adapted and extended to farmers 2. Number of producers using organic pest control 3. Number of manuals developed
	<b>What are our indicators of change?</b>	1. Number of varieties adapted and extended to farmers 2. Number of producers using organic pest control 3. Number of manuals developed
<b>How will we find out?</b>	<b>What data collection methods will we use?</b>	1. Surveys 2. Interviews 3. Reports
	<b>Who will collect the data and when?</b>	1. PCVs 2. APCD 3. Ag agents  When: Every six months
<b>What will we do with the information?</b>	<b>Who will use the information and how?</b>	1. Peace Corps 2. Ministry of Agriculture 3. Mayor's office 4. Producers
	<b>How will the information be disseminated?</b>	1. Reports 2. Project reviews 3. Web page

<b>Goal 2:</b>	By the end of the year 2013, beneficiaries will produce fruits and ornamental plants in quantity and quality to cover their nutritional and aesthetic needs and generate income.
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<b>Objective 2.1</b>		
<b>Activity</b>	<b>Desired Change</b>	
By the year 2013, PCVs and their counterparts will train 1000 individual growers on fruit trees and ornamental plant production.	As a result, at least 100 of them will adopt those techniques.	
<b>What information do we need?</b>	<b>What are our M&amp;E questions? (for this objective)</b>	<ol style="list-style-type: none"> <li>1. Individual growers selection criteria</li> <li>2. Number of people trained</li> <li>3. Quality of the training</li> <li>4. Number of people who adopted new technologies</li> </ol>
	<b>What are our indicators of change?</b>	<ol style="list-style-type: none"> <li>1. Number of people trained</li> <li>2. Number of people who adopted new technologies</li> </ol>
<b>How will we find out?</b>	<b>What data collection methods will we use?</b>	<ol style="list-style-type: none"> <li>1. Observation</li> <li>2. Interviews</li> <li>3. Reports</li> </ol>
	<b>Who will collect the data and when?</b>	<ol style="list-style-type: none"> <li>1. PCVs</li> <li>2. Counterparts</li> <li>3. DRDR</li> <li>4. APCD</li> </ol> <p>When: Quarterly</p>
<b>What will we do with the information?</b>	<b>Who will use the information and how?</b>	<ol style="list-style-type: none"> <li>1. DRDR</li> <li>2. Peace Corps</li> <li>3. Eaux et Forets</li> <li>4. Direction of Horticulture</li> <li>5. NGOs</li> <li>6. Urban Agriculture Network</li> </ol>
	<b>How will the information be disseminated?</b>	<ol style="list-style-type: none"> <li>1. Quarterly/Annual Reports</li> <li>2. Peace Corps project review</li> <li>3. Steering committee</li> <li>4. CDs/Internet</li> </ol>

<b>Objective 2.2</b>		
<b>Activity</b>	<b>Desired Change</b>	
By the year 2013, PCVs, counterparts and individual growers will expose at least 150 targeted individuals to appropriate fruit trees and ornamental plant production techniques.	As a result, at least 5% of them will increase fruit and flower production and generate income.	
<b>What information do we need?</b>	<b>What are our M&amp;E questions? (for this objective)</b>	<ol style="list-style-type: none"> <li>1. Number of people reached</li> <li>2. Number of people engaged in fruit tree plantation</li> <li>3. Number of people engaged in ornamental plant production</li> </ol>

		<ol style="list-style-type: none"> <li>4. Quality of flowers or ornamental plants produced</li> <li>5. Number of fruit trees planted by specie</li> <li>6. Average income generated from these activities</li> </ol>
	<b>What are our indicators of change?</b>	<ol style="list-style-type: none"> <li>1. Average number of fruit trees per household</li> <li>2. Number of people who adopted improved techniques</li> <li>3. Number of people engaged in ornamental plant production</li> <li>4. Quantity of flowers or ornamental plants produced</li> <li>5. Number of fruit trees planted by specie</li> <li>6. Average income generated from these activities</li> </ol>
<b>How will we find out?</b>	<b>What data collection methods will we use?</b>	<ol style="list-style-type: none"> <li>1. Observation</li> <li>2. Interviews</li> <li>3. Reports</li> </ol>
	<b>Who will collect the data and when?</b>	<ol style="list-style-type: none"> <li>1. PCVs</li> <li>2. Counterparts</li> <li>3. DRDR</li> <li>4. APCD</li> </ol> <p>When: Quarterly</p>
<b>What will we do with the information?</b>	<b>Who will use the information and how?</b>	<ol style="list-style-type: none"> <li>1. DRDR</li> <li>2. Peace Corps</li> <li>3. Eaux et Forets</li> <li>4. Direction of Horticulture</li> <li>5. NGOs</li> <li>6. Urban Agriculture Network</li> </ol>
	<b>How will the information be disseminated?</b>	<ol style="list-style-type: none"> <li>1. Quarterly/Annual Reports</li> <li>2. Peace Corps project review</li> <li>3. Steering committee</li> <li>4. CDs/Internet</li> </ol>

<b>Objective 2.3</b>		
<b>Activity</b>	<b>Desired Change</b>	
By the year 2013, PCVs, counterparts and individual growers will organize in every target city at least two training sessions on organizational capacity development.	As a result, this will create a favorable environment for the emergence of producers and distributors organization at the local level.	
<b>What information do we need?</b>	<b>What are our M&amp;E questions? (for this objective)</b>	<ol style="list-style-type: none"> <li>1. Number of training sessions organized per city</li> <li>2. Number of participants</li> <li>3. Number of organizations</li> </ol>

		<ul style="list-style-type: none"> <li>4. Quality of training</li> <li>5. Number of organizations created</li> </ul>
	<b>What are our indicators of change?</b>	<ul style="list-style-type: none"> <li>1. Number of training sessions organized per city</li> <li>2. Number of participants</li> <li>3. Number of organizations</li> <li>4. Quality of training</li> <li>5. Number of organizations created</li> </ul>
<b>How will we find out?</b>	<b>What data collection methods will we use?</b>	<ul style="list-style-type: none"> <li>1. Observation</li> <li>2. Interviews</li> <li>3. Reports</li> </ul>
	<b>Who will collect the data and when?</b>	<ul style="list-style-type: none"> <li>1. PCVs</li> <li>2. Counterparts</li> <li>3. DRDR</li> <li>4. APCD</li> </ul> <p>When: Quarterly</p>
<b>What will we do with the information?</b>	<b>Who will use the information and how?</b>	<ul style="list-style-type: none"> <li>1. DRDR</li> <li>2. Peace Corps</li> <li>3. Eaux et Forets</li> <li>4. Directions of Horticulture</li> <li>5. Urban Agriculture Network</li> </ul>
	<b>How will the information be disseminated?</b>	<ul style="list-style-type: none"> <li>1. Quarterly/Annual reports</li> <li>2. Peace Corps project review</li> <li>3. CD/Internet</li> <li>4. Steering committee</li> </ul>

<b>Goal 3:</b>	By the end of the project, communities from targeted cities will improve their protein needs.
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<b>Objective 3.1</b>		
<b>Activity</b>	<b>Desired Change</b>	
By the end of the year 2010, PCVs and their counterparts will implement surveys.	As a result, urban agriculture baseline data will be developed.	
<b>What information do we need?</b>	<b>What are our M&amp;E questions? (for this objective)</b>	<ol style="list-style-type: none"> <li>1. Participants involved in the elaboration of the questionnaire</li> <li>2. Was the sample representative</li> <li>3. Was the survey implemented</li> <li>4. Baseline information availability</li> <li>5. Was the report elaborated</li> </ol>
	<b>What are our indicators of change?</b>	<ol style="list-style-type: none"> <li>1. Number of reports</li> <li>2. Number of databases developed</li> </ol>
<b>How will we find out?</b>	<b>What data collection methods will we use?</b>	<ol style="list-style-type: none"> <li>1. Observation</li> <li>2. Interviews</li> <li>3. Reports</li> </ol>
	<b>Who will collect the data and when?</b>	<ol style="list-style-type: none"> <li>1. PCVs</li> <li>2. Counterparts</li> <li>3. DRDR</li> <li>4. APCD</li> </ol> <p>When: 2004 / 2009 / 2013</p>
<b>What will we do with the information?</b>	<b>Who will use the information and how?</b>	<ol style="list-style-type: none"> <li>1. DRDR</li> <li>2. Peace Corps</li> <li>3. Eaux et Forêts</li> <li>4. Direction of Horticulture</li> <li>5. Mayor's office</li> <li>6. NGOs</li> <li>7. Urban Agriculture Network</li> </ol>
	<b>How will the information be disseminated?</b>	<ol style="list-style-type: none"> <li>1. Quarterly/Annual Reports</li> <li>2. Mid-term workshop</li> <li>3. Mid-term evaluation</li> <li>4. Peace Corps project review</li> <li>5. CD/Internet</li> <li>6. Steering committee</li> </ol>

<b>Objective 3.2</b>		
<b>Activity</b>	<b>Desired Change</b>	
By the end of the year 2006, PCVs and their counterparts will train at least 40 people per year in animal production techniques including health, habitat and nutrition.	As a result, 4 of them will adopt these practices.	
<b>What information do</b>	<b>What are our M&amp;E</b>	1. Number of training sessions

<b>we need?</b>	<b>questions? (for this objective)</b>	<ul style="list-style-type: none"> <li>1. organized per city</li> <li>2. Number of participants/topics</li> <li>3. Number of organizations</li> <li>4. Quality of training</li> <li>5. Number of people using these techniques</li> <li>6. Average number of visits to beneficiaries</li> </ul>
	<b>What are our indicators of change?</b>	<ul style="list-style-type: none"> <li>1. Number of training sessions organized per city</li> <li>2. Number of participants/topics</li> <li>3. Number of organizations</li> <li>4. Quality of training</li> <li>5. Number of people using these techniques</li> <li>6. Average number of visits to beneficiaries</li> <li>7. Mortality rate</li> </ul>
<b>How will we find out?</b>	<b>What data collection methods will we use?</b>	<ul style="list-style-type: none"> <li>1. Observation</li> <li>2. Interviews</li> <li>3. Reports</li> </ul>
	<b>Who will collect the data and when?</b>	<ul style="list-style-type: none"> <li>1. PCVs</li> <li>2. Counterparts</li> <li>3. DRDR</li> <li>4. IRSV</li> <li>5. APCD</li> </ul> <p>When: Quarterly</p>
<b>What will we do with the information?</b>	<b>Who will use the information and how?</b>	<ul style="list-style-type: none"> <li>1. DRDR</li> <li>2. Peace Corps</li> <li>3. IRSV</li> <li>4. NGOs</li> <li>5. Urban Agriculture Network</li> </ul>
	<b>How will the information be disseminated?</b>	<ul style="list-style-type: none"> <li>1. Quarterly/Annual reports</li> <li>2. Peace Corps project review</li> <li>3. CD/Internet</li> <li>4. Steering committee</li> </ul>

<b>Objective 3.3</b>		
<b>Activity</b>		<b>Desired Change</b>
By the year 2013, 10% of targeted individuals will introduce improved roosters.		As a result, they will obtain a 40% average increase in weight and an average production of 12 - 15 eggs/hens.
<b>What information do we need?</b>	<b>What are our M&amp;E questions? (for this objective)</b>	<ul style="list-style-type: none"> <li>1. Number and capacity of suppliers</li> <li>2. Number of people who introduced a rooster</li> <li>3. Number of hens</li> </ul>

		<ul style="list-style-type: none"> <li>4. Average chicken weight</li> <li>5. Mortality rate</li> <li>6. Number of roosters sold at the market</li> <li>7. Number of people trained by beneficiaries</li> </ul>
	<b>What are our indicators of change?</b>	<ul style="list-style-type: none"> <li>1. Average number of eggs/hen</li> <li>2. Average chicken weight</li> <li>3. Mortality rate</li> <li>4. Direct and secondary adoption rate</li> </ul>
<b>How will we find out?</b>	<b>What data collections methods will we use?</b>	<ul style="list-style-type: none"> <li>1. Observation</li> <li>2. Interviews</li> <li>3. Reports</li> </ul>
	<b>Who will collect the data and when?</b>	<ul style="list-style-type: none"> <li>1. PCVs</li> <li>2. Counterparts</li> <li>3. IRSV</li> <li>4. DRDR</li> <li>5. APCD</li> </ul> <p>When: Quarterly</p>
<b>What will we do with the information?</b>	<b>Who will use the information and how?</b>	<ul style="list-style-type: none"> <li>1. DRDR</li> <li>2. Peace Corps</li> <li>3. Eaux et Forets</li> <li>4. Direction of Horticulture</li> <li>5. Mayor's office</li> <li>6. NGOs</li> <li>7. Urban Agriculture Network</li> </ul>
	<b>How will the information be disseminated?</b>	<ul style="list-style-type: none"> <li>1. Quarterly/Annual reports</li> <li>2. Mid-term workshop</li> <li>3. Mid-term evaluation</li> <li>4. Peace Corps project review</li> <li>5. CD/Internet</li> <li>6. Steering committee</li> </ul>

<b>Objective 3.4</b>		
<b>Activity</b>	<b>Desired Change</b>	
By the year 2013, 5% of targeted households will engage in raising one animal specie (chicken, goose, Guinea fowl, duck, etc).	As a result, their sources of protein will diversify and generate income.	
<b>What information do we need?</b>	<b>What are our M&amp;E questions? (for this objective)</b>	<ul style="list-style-type: none"> <li>1. Number of participating families</li> <li>2. Number of new species</li> <li>3. Number of individuals/specie</li> <li>4. Average income/family</li> <li>5. Number of animals self-consumed</li> </ul>
	<b>What are our</b>	<ul style="list-style-type: none"> <li>1. Number of participating</li> </ul>

	<b>indicators of change?</b>	families 2. Number of new species 3. Number of individuals/specie 4. Average income/family 5. Number of animals self-consumed
<b>How will we find out?</b>	<b>What data collection methods will we use?</b>	1. Observation 2. Interviews 3. Reports
	<b>Who will collect the data and when?</b>	1. PCVs 2. Counterparts 3. IRSV 4. DRDR 5. APCD  When: Quarterly
<b>What will we do with the information?</b>	<b>Who will use the information and how?</b>	1. DRDR 2. Peace Corps 3. IRSV 4. Mayor's office 5. NGOs 6. Urban Agriculture
	<b>How will the information be disseminated?</b>	1. Quarterly/Annual reports 2. Peace Corps project review 3. CD/Internet 4. Steering committee

## Part 3: Project Management

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### A. Volunteer Task Analysis:

**Goal 1:** Communities will improve their food security through intensification and the supply of healthy urban and peri-urban produces.

**Objective 1.1:** By the year 2013, PCVs and their counterparts will train 500 urban growers of targeted cities in urban farming techniques, project design and substratum making. As a result, 10 % of them will develop the knowledge and skills enabling them to become successful growers while transferring those skills to other gardeners.

Tasks for Volunteers and community partners:

- Task 1:** Learn about the strengths and weaknesses of local gardening. Explore gardening methods, locations, field characteristics, crop varieties, division and management of labor, investments, and previous experiences. Do not overlook local varieties and out-of-season vegetables. How do people defend against pest infestation and plant disease? Where do they get, select and store seeds? What type of substratum do they use? How do they maintain and improve the soil of their fields? (*Tools: questionnaire provided by APCD; shadowing of producers; labor, field and community asset maps; field, seed and variety histories; community project histories, reports from previous PCVs, meetings with local partners, visits to local markets.*)
- Task 2:** Identify opportunities with individual growers and existing groups of vegetable growers. With the help of your questionnaire, you will be able to identify: What they value in their gardens; plot productivity, crop diversity, access to water, income, and/or nutrition. What the value in vegetable varieties; hardiness, novelty, size, nutrition, seed availability, and/or market demand. What they see as the opportunities to improve local gardening. Are these goals realistic and sustainable? (*Tools: the information gathered in task one above and the pair-wise ranking tool/problem tree.*)
- Task 3:** Identify local resources to draw upon, such as successful vegetable growers, gardens, or varieties in your site or surrounding areas. What land, water sources, fertilizer, tool, and seed sources are available in your site and surrounding areas? What makes them successful? (*Tools: the information gathered in tasks one and two above, as well as the same tools applied to new questions.*)
- Task 4:** Identify the most innovative and successful vegetable growers in your community. Have them validate constraints that were identified in tasks 2 and 3. Work with your counterpart to identify one successful grower you will work with.
- Task 5:** With your counterpart, organize a training of local growers in urban farming techniques and substratum making.

- Task 6:** Conduct a post-training monitoring activity. Visit growers who attended the training, identify those who are practicing what they learned and those who are interested but not yet trying. Encourage the later ones to try with your assistance. (*Tools: interview growers who participated in the training.*)
- Task 7:** Identify the innovative methods or varieties you intend to introduce. Be sure to consider methods and varieties used by successful growers in your area, as well as those being promoted by research stations, the government, and non-governmental partners. (Consider: seeds, spacing, fertilizers, thinning and weeding, composting, crop rotation, etc.)
- Task 8:** Identify volunteer growers and test plots. Test plots will be developed as well in the demonstration garden with the assistance of the local grower.
- Task 9:** Test the germination rates of any new or different types of seed to be included in the test plot.
- Task 10:** Develop a protocol for testing the new practices and/or varieties. Is the process simple and clear for everyone? What data will be collected? What will be counted or measured? How will everyone know whether it succeeded or failed? (*Tools: case histories of local experience and experimentation; guidance from your technical advisor and APCD; your technical manual.*)
- Task 11:** Design and implement demo plots. A simple experiment that will contrast the check (what they currently do) and the new practice.
- Task 12:** Organize an open field day aiming at explaining the demonstration test to other growers in the community. Encourage people to visit. Invite successful and volunteer growers, and explain the test.
- Task 13:** Monitor and record the results.
- Task 14:** Assess the results of the trial plots and discuss potential for the incorporation of innovations as they are (adopt) or modified in their farming practices (adapt).
- Task 15:** Communicate the findings of trial. How do people in your community learn? Where do they go for information? What do they consider a reliable source? (*Possible methods: grower to grower visits, demonstration plots, grower field days, communication with government and partner extension agents, etc.*)
- Task 16:** Identify individuals who have adopted/adapted, or plan to adopt/adapt, the varieties(s) and/or practice(s) introduced. Identify, visit, and record other instances of innovative adoption. (*Tools: interviews with successful and volunteer growers. Are there other adopters?*)

**Objective 1.2:** By the end of the project, PCVs and their counterparts will train 100 organization leaders on produce scheme management techniques in order to obtain a sustainable market share. As a result, organized distribution schemes will be developed amongst identified suppliers and buyers.

Tasks for Volunteers and community partners:

- Task 1:** Learn about the strengths and challenges of local grower organizations. Where are products sold? How do sellers attract customers and clients? Who makes decisions about what food to buy? When do growers reinvest profit? What is individually owned, by men and women? What claims do families have on profit? *(Tools: questionnaire on grower groups and organizations provided by your APCD; community resource map; shadowing of local craftspeople; accompanying producers to local markets; market surveys and interviews; seasonal produce availability calendars; histories of previous efforts; reports from previous PCVs, meetings with local partners working on micro-enterprise and credit in your area.)*
- Task 2:** Identify opportunities with an existing group of vegetable producers. What is their experience? What, where, and when is the greatest demand for what they produce? How do they store, preserve, or transform their produce? *(Tools: same as above, with some different questions; and the pair-wise ranking tool.)*
- Task 3:** Identify and explore resources to draw upon, such as successful local efforts in storing, preserving or transforming produce, high commercial value crops that could technically be grown in their area and novel transportation options. How have other micro-entrepreneurs overcome challenges? *(Tools: the information gathered in steps one and two above, as well as the same tools applied to new questions.)*
- Task 4:** Identify the most innovative and successful micro-entrepreneurs (vegetable distributor) or groups in your community, and leader-entrepreneurs. Work with your counterpart to identify leader entrepreneurs you will work with.
- Task 5:** Identify promising new approaches to adding value and marketing of vegetable produce. Be sure to consider methods and varieties used by your leader entrepreneur and other successful entrepreneurs in your area, as well as those being promoted by research stations, the government, and non-governmental partners. Consider improved storage, preservation, and processing of produce, as well as improvements in marketing. *(Tools: problem tree; visioning; pair-wise analysis.)*
- Task 6:** Develop a business plan for implementing the strategy you have chosen. Clarify roles in the process. Who will do what? Where will financing come from? How will records be kept? What initial investment will be necessary? Who will manage the capital? Where will it be kept? How will prices be set? What percent will be reinvested? Is the plan open and realistic? Will it continue without you? *(Tools: case histories of local experience and experimentation; guidance from your technical advisor and APCD; your technical manual.)*
- Task 7:** Implement the activity with your leader entrepreneur.
- Task 8:** Train other distributors and grower organization leaders: working with your counterpart and the leader entrepreneur, explain your effort to other producers in the community. If it involves building something, or a specific activity, encourage people to visit. Invite your leader entrepreneur to explain what you are doing to others.

- Task 9:** Monitor and record the results.
- Task 10:** Assess the results of the activity and discuss potential for sustainability of the method. Could other producers adopt the same methods? What is necessary to keep it going?
- Task 11:** Develop ways to communicate the findings of your effort. How do people in your community learn? Where do they go for information? What do they consider a reliable source?
- Task 12:** Identify entrepreneurs who plan to adopt/adapt, or have adopted/adopted the methods you introduced. Identify, visit, and record other instances of innovation adoption. (*Tools: interviews with leader producers.*)
- Task 13:** Develop a quality label for the produce.

**Objective 1.3:** By the end of the project, PCVs, counterparts and their partners will conduct adaptive research in the fields of variety adaptation and the use of organic pesticides. As a result, one technical manual will be developed, one improved variety will be adapted per crop and one substratum made of material locally available will be developed.

Tasks for Volunteers and community partners:

- Task 1:** In light of the information collected in tasks 1 to 3 objective 1.1, work with your counterpart to identify desired characteristics that their varieties do not possess, simple improving gardening techniques that could be of interest to your farmers, as well as pest issues and high commercial value crops that could technically be grown in their area.
- Task 2:** Identify varieties that could bring one or several desired characteristics, organic pest control techniques and any interesting high commercial value crops that could technically be grown in your area. Seek your APCD's assistance and research information from other Urban Agriculture PCVs, local research institutions, NGOs, other successful gardeners, etc.
- Task 3:** Test germination rates of any new or different types of seed to be included in the test.
- Task 4:** Develop a protocol for testing the new practices and/or varieties or crop. Is the process simple and clear for everyone? What data will be collected, what will be counted or measured; how will everyone know whether it succeeded or failed? (*Tools: case histories of local experience and experimentation; guidance from your technical advisor and APCD; your technical manual.*)
- Task 5:** Design and implement demo plots. A simple experiment that will contrast the check (what they currently do) and the new practice.
- Task 6:** Organize an open field day aiming at explaining the demonstration test to other farmers in the community. Encourage people to visit. Invite your leader and volunteer farmers to explain the test.
- Task 7:** Monitor and record the results.
- Task 8:** Assess the results of the trial plots and discuss potential for the incorporation of innovations as they are (adopt) or modified in their farming practices (adapt).

**Task 9:** Communicate the findings of your trial. How do people in your community learn? Where do they go for information? What do they consider a reliable source? (*Possible methods: grower to grower visits, demonstration plots, grower field days, communication with government and partner extension agents, etc.*)

**Task 10:** Identify individuals who have adopted/adapted, or plan to adopt/adapt, the varieties(s) and/or practice(s) introduced. Identify, visit, and record other instances of innovation adoption. (*Tools: interviews with successful and volunteer growers. Are there other adopters?*)

**Goal 2:**

By the end of the year 2013, beneficiaries will produce fruits and ornamental plants in quantity and quality to cover their nutritional and aesthetic needs and generate income.

**Objective 2.1:** By the year 2013, PCVs and their counterparts will train 1000 individual growers on fruit trees and ornamental plant production. As a result, at least 100 of them will adopt those techniques.

Tasks for Volunteers and community partners:

**Task 1:** Learn about the successes in ornamental plants production, local fruit tree cultivation, as well as the constraints. Map local planted fruit trees and ornamental plant nurseries. Who planted or nurtured the tree? Who owns the land? Who can eat the fruit? When? Who can sell it? What other uses are made of the tree? Map tree planting or nurturing efforts that have failed. What went wrong? Identify sources of trees and information about taking care of trees. Where have seeds, plants, and scions come from? How do people defend against pest infestation and plant disease? How do they select, and store seeds? How do they prepare the land they plant trees on? Who knows about trees? Don't overlook local varieties and out-of season fruit. (*Tools: questionnaire provided by your APCD; seed and variety histories; community project histories, reports from previous PCVs, meetings with local partners, visits to some compounds, observation while walking through the city, visits to local markets.*)

**Task 2:** Identify opportunities with individuals or groups interested in cultivating or grafting fruit trees and ornamental plants. What they value in various fruit tree types; early maturation, diversity, hardiness, increased productivity, smaller size of trees, marketability, nutrition, taste, secondary benefits in addition to fruit, novelty, and/or seed availability. What do they see as the opportunities to improve fruit tree cultivation? Are these goals realistic and sustainable? Same questions apply to ornamental plants. (*Tools: the information gathered in step one above, and the pair-wise ranking tool.*)

**Task 3:** Identify local resources to draw upon, such as successful, ornamental gardens, orchard and tree owners, and improved varieties in the city or nearby villages. What land, water sources, fertilizer, tool, fencing, scion and seed sources are available in your city and nearby

villages? *(Tools: the information gathered in steps one and two above, as well as the same tools applied to new questions.)*

- Task 4:** Identify the most interested, innovative and successful tree and ornamental plants growers in your community. Work with your counterpart to identify at least one successful grower you will work with. If there isn't any ornamental plant grower, find a successful tree grower who is interested in ornamental plant nursery development.
- Task 5:** Identify the innovative method or variety you intend to introduce. Be sure to consider methods and varieties used by successful growers in your area, as well as those being promoted by research stations, the government, and non-governmental partners.
- Task 6:** Develop a plan for training on tree nursery development, ornamental plant nursery management, production or grafting of new tree types. Is the process simple and clear for everyone? Are responsibilities clear? Will the trees be protected and watered as needed. Who will own them, and profit from the fruit? Will it be easy to get and plant or graft more? The same questions apply for ornamentals.
- Task 7:** What data will be collected, what will be counted or measured, how will you know whether it succeeded or failed? *(Tools: case histories of local experience and experimentation; guidance from your technical advisor and APCD; your technical manual.)*
- Task 8:** Identify those who are interested in implementing the skills that they just acquired.
- Task 9:** Procure, graft, produce and/or plant their trees and/or ornamental plants.
- Task 10:** Explain the demonstration to other growers in the community. Encourage people to visit. Invite successful growers to explain the demonstration.
- Task 11:** Monitor and record the results.
- Task 12:** Assess the results of the trial trees and discuss potential for the incorporation of innovations as they are or modified in their growing practices.
- Task 13:** Communicate the findings of your trial. How do people in your community learn? Where do they go for information? What do they consider a reliable source? *(Possible methods: grower to grower visits, demonstration plots, grower field days, communication with government and partner extension agents, etc.)*
- Task 14:** Identify who plans to adopt/adapt, or has adopted/adapted the varieties(s) and/or practice(s) introduced. Identify, visit, and record other instances of innovation adoption or adaptation. Identify and visit new plant nurseries. Record sales from new tree nurseries. *(Tools: interviews with interviews with successful and volunteer growers. Are there other adopters?)*

**Objective 2.2:** By the year 2013, PCVs, counterparts and individual growers will expose at least 150 targeted individuals to appropriate fruit trees and ornamental plant production techniques. As a result, at least 5 % of them will increase fruit and flower production and generate income.

Tasks for Volunteers and community partners:

Using the information collected from tasks 1 - 3, objective 2.1, Goal 2

- Task 1:** Sensitize community members as to the benefit of fruit trees and ornamental plants; and identify the most interested individuals in fruit trees and/or ornamental plants. Implement an information program aiming at raising their awareness of the existence of initial suppliers in their community.
- Task 2:** Provide advice on type of trees and ornamentals to plant according to the available space and basic skills for their out planting and maintenance.
- Task 3:** Identify those who are interested in implementing the skills that they just acquired.
- Task 4:** Procure, graft, produce and/or plant their trees and/or ornamental plants.
- Task 5:** Monitor and record the results.
- Task 6:** Communicate the findings of your trial. How do people in your community learn? Where do they go for information? What do they consider a reliable source? (*Possible methods: grower to grower visits, demonstration plots, grower field days, communication with government and partner extension agents, etc.*)
- Task 7:** Identify who plans to adopt/adapt, or has adopted/adapted the varieties(s) and/or practice(s) introduced. Identify, visit, and record other instances of innovation adoption or adaptation. Identify and visit new plant nurseries. Record sales from new tree nurseries. (*Tools: interviews with interviews with successful and volunteer growers. Are there other adopters?*)

**Objective 2.3:** By the year 2013, PCVs, counterparts and individual growers will organize in every target city at least two training sessions on organizational capacity development. As a result, this will create a favorable environment for the emergence of producers and distributors organization at the local level.

Tasks for Volunteers and community partners:

- Task 1:** Learn about existing grower organizations in your community. Who are they? How are they organized? Goals and objectives? Who are their leaders? Successful examples of producers and distributors organizations? Use the survey on organizations developed by your APCD.
- Task 2:** Identify opportunities for a producers and distributors organization at the local level. Can they be organized? What could be realistic goals and objectives for such organization? What would success look like? (*Tools: same as above, with some different questions; and the pairwise ranking tool.*)
- Task 3:** If your activity involves creating an organization or group, visit other successful groups in the area with your counterpart or a successful growing partner. Explore other groups in the city and the area. Can you roughly diagram responsibilities in the process? How are decisions made? Discuss group formation and management with

other PCVs, your technical advisor, and your counterpart. Identify specific examples and explore their histories. What works? What is best done individually; what works best with groups?

- Task 4:** Raise producers and distributors awareness regarding the need for such organization.
- Task 5:** Develop a plan for implementing the strategy you have chosen. Clarify roles: Who will maintain records? Who will manage the capital? Where will it be kept? How will prices be set? What percent will be reinvested? Is the plan open and realistic? Discuss what will be recorded and how will you know you have succeeded. Does your group need to be officially recognized? (*Tools: case histories of local experience and experimentation; guidance from your technical advisor and APCD; your technical manual.*)
- Task 6:** Implement the activity with successful grower partners and groups.
- Task 7:** Monitor and record the results.
- Task 8:** Assess the results of the activity and discuss potential for sustainability of the method. Could other growers adopt the same methods? Could the group be expanded?
- Task 9:** Work with your counterpart and successful grower partners to develop ways to communicate the findings of your effort.

**Goal 3:**

By the end of the project, communities from targeted cities will improve their protein needs.

**Objective 3.1:** By the end of the year 2010, PCVs and their counterparts will implement surveys. As a result, urban agriculture baseline data will be developed.

Tasks for Volunteers and community partners:

- Task 1:** Identify opportunities with individual growers and existing groups that raise small poultry. With the help of your questionnaire, you will be able to identify: What they value in their small poultry raising activity; animal productivity, animal diversity, access to water, income, and/or nutrition. What they value in poultry breeds; fast growing, novelty, size, nutrition, breed availability, and/or market demand. What do they see as the opportunities to improve local small poultry raising? Are these goals realistic and sustainable?
- Task 2:** Identify local resources to draw upon, such as successful small poultry raisers, farms, or breeds in your site and surrounding areas. What land, water sources, feed, tool, and breed sources are available in your site and surrounding areas? What makes them successful? (*Tools: the information gathered in steps one and two above, as well as the same tools applied to new questions.*)
- Task 3:** With your counterpart and key informants, identify the most innovative and successful small poultry raisers in your community. Have them validate constraints that were identified in tasks 2 and 3. Work with your counterpart to identify one leader raiser you will work with.

**Task 4:** Input data, analyze it and elaborate a report on the status of small poultry raising in your area.

**Objective 3.2:** By the year 2013, PCVs and their counterparts will train at least 40 people per year in animal production techniques including health, habitat, nutrition, enabling 4 of them to adopt these practices.

Tasks for Volunteers and community partners:

**Task 1:** Identify people who are interesting in small poultry raising and organize a training on animal production techniques including health, habitat, nutrition.

**Task 2:** Conduct a post-training monitoring activity. Visit individuals who attended the training, identify those who are practicing what they learned and those who are interested but not yet trying. Encourage the later ones to try with your assistance. (Interview of participants at the training) Record results in your site journal.

**Task 3:** Identify individuals who have adopted/adapted, or plan to adopt/adapt, the varieties(s) and/or practice(s) introduced. Identify, visit, and record other instances of innovation adoption. (*Tools: interviews with counterparts and successful raising partners. Are there other adopters?*)

**Objective 3.3:** By the year 2013, 10% of targeted individuals will introduce improved roosters. As a result, they will obtain a 40% average increase in weight and an average production of 12-15 eggs/hens.

Tasks for Volunteers and community partners:

**Task 1:** Identify the most innovative and successful poultry raisers in your community. Identify successful leaders you will work with.

**Task 2:** Identify the innovative method or breed you intend to introduce. Be sure to consider methods and breed used by successful farmers in your area, as well as those being promoted by research stations, the government, and non-governmental partners. (Consider: Race, Breeds, Cost, Availability, Population density, feed, habitat, health, etc.)

**Task 3:** Identify volunteer raisers and places to experiment.

**Task 4:** Develop a protocol for testing the new practices and/or breed. Is the process simple and clear for everyone? What data will be collected, what will be counted or measured; how will everyone know whether it succeeded or failed? (*Tools: case histories of local experience and experimentation; guidance from your technical advisor and APCD; technical manual*)

**Task 5:** Implement city-based demonstrations with successful and volunteer raisers.

**Task 6:** Explain the demonstration test to other members of the community. Encourage people to visit. Invite successful and volunteer raisers to explain the test.

**Task 7:** Monitor and record the results.

- Task 8:** Assess the results of the trial plots and discuss potential for the incorporation of innovations as they are or modified in their raising practices.
- Task 9:** Communicate the findings of your trial. How do people in your community learn? Where do they go for information? What do they consider a reliable source? (*Possible methods: raiser to raiser visits, demonstration plots, raiser field days, communication with government and partner extension agents, etc.*)
- Task 10:** Connect raisers with local credit/loan agencies and with suppliers.
- Task 11:** Identify individuals who have adopted/adapted, or plan to adopt/adapt, the breeds and/or practice(s) introduced. Identify, visit, and record other instances of innovation adoption. (*Tools: interviews with counterparts and successful raising partners. Are there other adopters?*)

**Objective 3.4:** By the year 2013, 5% of targeted households will engage in raising one animal specie (chicken, goose, Guinea fowl, duck, etc) enabling them to diversify their sources of protein and generate income.

Tasks for Volunteers and community partners:

- Task 1:** Identify the most innovative and successful poultry raisers in your community. Work with your counterpart to identify one successful raiser you will work with.
- Task 2:** Identify the innovative method or breed you intend to introduce. Be sure to consider methods and breed used by successful raisers in your area, as well as those being promoted by research stations, the government, and non-governmental partners. (Consider: race, breeds, population density, feed, habitat, health, etc.)
- Task 3:** Identify volunteer raisers and places to experiment.
- Task 4:** Develop a protocol for testing the new practices and/or breed. Is the process simple and clear for everyone? What data will be collected, what will be counted or measured; how will everyone know whether it succeeded or failed? (*Tools: case histories of local experience and experimentation; guidance from your technical advisor and APCD; your technical manual.*)
- Task 5:** Implement city-based demonstrations with successful and volunteer raisers.
- Task 6:** Explain the demonstration test to other members of the community. Encourage people to visit. Invite successful and volunteer raisers to explain the test.
- Task 7:** Monitor and record the results.
- Task 8:** Assess the results of the trial plots and discuss potential for the incorporation of innovations as they are or modified in their raising practices.
- Task 9:** Communicate the findings of your trial. How do people in your community learn? Where do they go for information? What do they consider a reliable source? (*Possible methods: raiser to raiser visits, demonstration plots, raiser field days, communication with government and partner extension agents, etc.*)

**Task 10:** Identify individuals who have adopted/adapted, or plan to adopt/adapt, the breeds and/or practice(s) introduced. Identify, visit, and record other instances of innovation adoption. (*Tools: interviews with successful and volunteer raisers. Are there other adopters?*)

## **B. Implications for Training:**

The implementation of this project requires PCVs who are technically competent, professionally and socially integrated in their community, can assess and mobilize their community, transfer skills, and assist their community in project design and management.

Since 2008, using the TDE model, PC/Senegal began implementing a three phase training approach composed of: an eight week community based PST, a two month extended site discovery stressing community entry skills, and a three week IST. In 2009, the three week IST was broken down into an eight day IST, followed by three yearly sector summits of approximately three or four days each. These summits are organized in a manner that knowledge and skills can be honed just prior to needing them in the field.

Overall, the training is organized in a fashion that PCTs then PCVs will develop the following training competencies, which are a reflection of knowledge, skills and associated attitude:

## **Training Competencies:**

### **Core Competencies**

#### **Core Competency 1: Integrate professionally and socially**

Respect of cultural norms and practices: By the end of week one, PCTs will be able to: eat and drink appropriately according to Senegalese etiquette; greet different people appropriately based on their gender, age, social/religious status; cite the three major religions in Senegal; list the five pillars of Islam; cite culturally appropriate behavior towards Islam and animism; list at least three religious ceremonies in Senegal; list at least five objects important in Senegalese culture vs. American culture.

Knowledge of personal safety strategy: By the end of the first week of PST, PCTs will be able to cite the six elements of personal safety paradigm and identify strategies for strengthening personal capacities to perform each of the six strategies.

Each PCT will cite ten elements of a personal safety strategy based on vulnerabilities linked to their personal characteristics and behaviors such as race, age, sexual orientation, gender, personal attributes, personality, religion, etc.

By the end of the first week of PST, PCTs will be able to identify the safe and dangerous areas around Thiès and the TTC according to criteria provided to them and list three behaviors for reducing vulnerabilities.

Knowledge of rules & regulations: By the end of PST, each PCT will list at least five safety policies contained in the post's PCV handbook and explain how the policies promote PCV safety.

By the end of PST, PCTs will identify one local law regarding sexual orientation, drug use, rape, and age of consent, and explain how they are bound by the law.

Before the end of PST, each PCT will demonstrate appropriate behaviour and local language skills when dealing with security forces.

Knowledge of responsibilities in EAP basics: By the end of the second week of PST, each PCT will be able to correctly define the five stages of the EAP and list the contents of an emergency bag a PCV would prepare to take during a consolidation and/or evacuation, without any assistance.

Ability to adapt to the communities (patience, tolerance and creativity): At the end of week two, PCTs will be able to explain at least two Senegalese values and how they relate to behaviours; by the end of PST, PCTs will be able to explain at least ten Senegalese values and how they relate to behaviours.

By the end of week two, PCTs will have developed at least five relevant strategies to adapt to a new culture.

Cope with unwanted attention: By the end of week four, each PCT will utilize one culturally appropriate strategy during a simulation for declining unwanted offers of food, drink, accompaniment home, assistance, etc.

By the end of week four, each PCT will verbally describe at least two strategies they might use to reduce the risk of each type of unwanted attention.

Understanding and response to assaults & crime risks: By the end of week four, PCTs will simulate appropriate strategies to reduce the likelihood of being a victim of the top five threats to PCVs and describe how to respond if they are victim of each of the top five security incidents.

Knowledge and ability to understand different styles of communication: By the end of week four, trainees will list at least five techniques of indirect communication and be able to recognize at least five hidden messages and respond to them appropriately.

Mastery of project plan: By the end of week two, PCTs will be able to list purpose, goals, and objectives of their project plan, as well as at least three tasks to meet each objective

Knowledge of Senegal's administrative structure: By the end of week two, PCTs will be able to describe the administrative organization of Senegal (region, department, arrondissement, commune rurale) and how their collaborating ministries fit into that organizational structure.

Interaction with people at all levels: By the end of PST, PCTs will be able to apply proper protocol in order to interact with people at all levels, including authorities, officials, villagers, chiefs, etc.

Ability to continue the learning process: By the end of PST, each PCT will identify at least two strategies to continue their learning process.

Safety strategies for site entry: At the end of their first week of homestays, each PCT will identify housing aspects that meet and do not meet PC/Senegal's minimum safety and security standards.

At the end of their first week of homestays, PCTs will complete a community map with clear directions to their homestays.

At the end of their first week of homestay, each PCT will submit a community map that correctly identifies among other items local resources, physical landmarks, communication and transportation infrastructure.

Demonstrate knowledge and ability to report timely and accurately: By the end of week two of PST, each PCT will be able to identify what constitutes a reportable incident and give at least four reasons why incident reporting is important.

By the end of week two, each PCT will be able to complete correctly a post incident reporting form.

By the end of PST, each PCT will be able, during a simulation, to report a security incident to police using local language based on the incident reporting form.

By the end of week two of PST, each PCT will correctly describe PCV responsibilities in incident reporting.

Develop personal transportation safety strategy: By the end of week four of PST, PCTs will be able to list at least three safety-related transportation risks and correctly explain post's transportation policy.

Working effectively with counterparts: By the end of the CPW, PCTs and counterparts will be able to identify each other's roles and responsibilities.

## **Core Competency 2: Assess and mobilize communities**

PACA skills and tools: By the end of week four of PST, each PCT will be able to list five PACA tools and three PACA skills.

By the end of PST, each PCT will practice at least three PACA tools involving at least two PACA skills.

Sensitivity to gender and age issues: At the beginning of IST, each PCV will describe at least three gender/age issues as well as their impact on their community and will propose at least one strategy to address each issue.

Understanding gender issues/relations and culturally predetermined roles: After processing the TDA in their neighborhood, each PCT will be able to list four culturally predetermined gender roles and discuss at least four relevant gender issues associated with these roles.

Understand the group dynamics theory: By the end of IST, PCTs will be able to list at least three group development stages as well as three activities that development workers could implement to help the group.

Public speaking: By the end of the CPW, each PCT will demonstrate effective public speaking skills according to guidelines provided, through the introduction of at least one session in the language of his/her workplace.

Effective communication: During CPW, each PCT will use language in which they will work to develop an action plan.

Strategies to engage with individuals: By the end of PST, each PCT will be able to establish good working relationship with their counterparts by using one or a combination of strategies to engage with individuals.

Strategies to encourage community participation: By the end of PST, PCTs will list at least three strategies to encourage community participation.

Community analysis: Before IST, each PCV will conduct a community analysis and needs assessment in their community using PACA tools.

Facilitate group meetings: By the end of IST, each PCV will cite at least five good and five bad meeting facilitation techniques according to effective facilitation guidelines.

Ability to apply PACA at community level: By the end of IST, each PCV will develop a sequence of tasks in order to prepare and implement PACA in their community, based on their primary assignment.

Conduct participatory needs assessments: By the end of IST, each PCV will participate in a village PACA and present a report on the activity, according to the trainer's defined format.

### **Core Competency 3: Transfer Skills**

Knowledge of teaching theories & methods (andragogy, pedagogy): PCVs will be able to explain adult education theory and the difference between adult education (andragogy) and pedagogy.

PCVs will be able to cite five non-formal adult education techniques and discuss the advantages and disadvantages of each one.

Design and implement session plans: PCTs will be able to design a 15-minute sector-specific session, including objectives, materials, timeframe, steps, methodology, and means to evaluate, using at least one of the non-formal adult education techniques covered in previous sessions, and indicating an appropriate audience and setting according to results of seasonal and daily calendar research in their communities.

Design of training workshops: PCVs will be able to design a training workshop that includes definition of overall objectives, sequencing of sessions, timeline, location, audience, and icebreakers/energizers.

#### **Core Competency 4: Support Community Designed & Managed Projects (design and manage community projects)**

Knowledge of characteristics of successful projects: At the end of the PDM workshop, each PCV will be able to cite at least 5 major characteristics of successful projects

Identify and inventory existing potential resources: Before IST, PCVs will make up a complete map of existing potential resources (wells, fields, orchards, etc) at their sites using PACA tools.

Formulate vision, goals, and objectives: By the end of the PDM workshop, each PCV, in collaboration with their counterpart, will be able to write a vision, goals and objectives for their community project according to PDM guidelines.

Identify and select best strategies: By the end of the PDM training, PCVs will select the best strategy among different options according to PDM criteria.

Elaborate action plans & identify tasks: By the end of the PDM training, each PCV will develop an action plan with a clear list of sequenced and time-lined activities.

Facilitate definition of roles & responsibilities: In collaboration with counterparts, PCVs will define roles and responsibilities for each project member.

Elaborate a budget project: Using PDM costing categories, PCVs and counterparts will elaborate a budget taking into consideration all identified tasks.

Develop a monitoring and evaluation plan: After developing the action plan, PCVs will define a monitoring and evaluation plan according to PDM criteria.

Write a project document: By the end of the PDM training, each PCV in collaboration with his/her counterpart will write a project proposal according to steps defined in the PDM manual.

Seek and negotiate funding: Using the list provided, PCVs will be able to cite three different funding sources appropriate to their community's project.

## **Sector Competencies**

### **Sector Competency 1: Promote urban food security**

Tree Nursery Care: Given a space and materials during PST, every PCT will create and maintain a ten-tree nursery, then as a group, transplant at least fifty seedlings.

Garden design and technology: Using available reference materials and site visit experience, every trainee shall design and present a 50 m<sup>2</sup> demonstration garden that incorporates at least two techniques each for water-saving, soil fertility improvement, space-saving, as well as a regular pest control regime.

Data collection and analysis: Provided with demonstration plots planted two weeks prior to PCTs arrival at the TTC and technical guidelines, each PCT will observe one such plot on visits to the TTC, collecting and analyzing data on at least five variables, and integrating this information into a report explaining the crop's performance.

Demo plots design and implementation: During the community based training using provided materials, each PCT shall create and implement a single-variable demonstration of an assigned technical improvement, then discuss the technology clearly in a local language during the CPW.

Seed quality and plant population density: Given a batch of seed and technical information, each PCT shall conduct seed germination and vigour testing, and use the results to recommend planting guidelines appropriate for seeding method that will ensure proper plant population density.

Assessing needs: Prior to IST, taking into account eco-climatic information provided during PST, a survey of his site and the resources (including NGOs) available there, each PCV will assess his community's needs for urban agriculture technology, identifying at least three appropriate gardening, fruit tree/ornamental, small animal husbandry, or field crop technologies.

Small animal husbandry: With information provided during IST and site visits, each PCV will evaluate small animal husbandry production observed in Thiès, recommend at least two improvements for such activity, and describe the type of habitat appropriate for each technique.

Identifying and working with pilot farmers: Using information provided in PST and IST, and practice gained during the first two months of service, PCVs will

each identify at least three pilot farmers and together propose at least two strategies for how to work with them.

Design and implement adaptive research: Given a need to adapt appropriate technologies to specific problems, provided technical information presented in training, each PCV shall design a simple test to contrast at least two technical solutions for viability, to be implemented in collaboration with local gardeners at site.

## **Sector Competency 2: Promote urban quality of living**

Nutrition: Using observations made in the first two months at site and provided technical information; each PCV will describe common nutritional deficiencies at their site, and then incorporate at least one agricultural solution for each into their extension strategy.

Fruit tree and gardening promotion: During IST, given technical information and the observations made during their first two months at site, PCVs will create a strategy guide for advising households to adopt small fruit trees and gardens.

Sanitation and waste management: With information provided during IST and observations made at site, PCVs will recommend at least one strategy for improving each issue of sanitation and waste management identified at their sites.

Ornamental nurseries: Using information provided during IST, site visits, and the results of PCVs' needs assessments, PCVs will create an action plan for increasing local ornamental plant nurseries' technical and commercial capacity.

## **Sector Competency 3: Build organizational capacities of work partners**

Organizational capacity development: With observations made in the first two months and needs assessment, each PCV will inventory growers, suppliers, and distributors (GSD) at their site, describing the type of connections that exist between them and their strengths and weaknesses, and then propose a strategy to develop their organization.

Technical extension: By the end of the IST, using each PCV's assessment of GSD associations' strengths and weaknesses, PCVs will develop a training strategy for strengthening GSD associations' technical capacities.

Group Empowerment: Given the information provided in training and observations made at site, PCVs will formulate at least one strategy to enable GSD associations to drive local urban agriculture development.

Microfinance institutions and their use: Given observations made in the first two months at site and IST sessions, each PCV will list the microfinance institutions active at his site and the conditions for loan eligibility, and then

together propose a strategy to connect GSD associations with these institutions.

**C. Collaboration with other Organizations:**

Agency	Description of Agency Partner	Type of Collaboration
Agriculture Department, Ministry of Agriculture (Dakar and regional level)	Host-country agency partner responsible for the project at the national level	<ul style="list-style-type: none"> <li>• Provide technical support to the project</li> <li>• Assist in project design, implementation and assessment</li> <li>• Support PCV project activities</li> <li>• Participate in site placement</li> </ul>
USAID	US Government development organization	<ul style="list-style-type: none"> <li>• Small Project Assistance (SPA)</li> </ul>
Micro-gardening program	Department of Horticulture’s program aiming at extending micro-gardening in urban areas with a focus on women.	<ul style="list-style-type: none"> <li>• Provide technical support to the project</li> <li>• Support PCV project activities</li> <li>• Participate in training</li> </ul>
ISRA (Dakar, Bambey)	This department is part of the Ministry of Agriculture, animal husbandry and hydraulic, it’s main focus is Research	<ul style="list-style-type: none"> <li>• Provide technical support to PCVs as needed</li> <li>• Develop new field crop and rice varieties as well as improved farming practices</li> <li>• Supply PCVs with educational materials</li> </ul>

## Signatures

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Approved:

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Famara Massaly  
APCD/Agriculture  
PC/Senegal

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Date

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Chris Hedrick  
Country Director  
PC/Senegal

\_\_\_\_\_  
Date