

# AGRIBUSINESS APPRENTICESHIP PROGRAM (AgAP)



## January 2020 REPORT

*Organized by Michigan Fellows Agribusiness Initiative Uganda (MFAI – U)  
Sponsored by Michigan State University (MSU) Alumni Fellows of the Advancing of Young  
Women Agribusiness Entrepreneurs and Innovators Program  
Held at American Cultural Center and US Mission Kampala  
Dates 20<sup>th</sup>-23<sup>rd</sup> January 2020*

# Abbreviations and Acronyms



<b>A2N-U</b>	African 2000 Network Uganda
<b>AgAP</b>	Agribusiness Apprenticeship Program.
<b>AgAP</b>	Alliance for African Partnership
<b>ACC</b>	American Cultural Center
<b>CBO</b>	Community Based-Organization
<b>CEO</b>	Chief Executive Officer
<b>KYu</b>	Kyambogo University
<b>MFAI</b>	Michigan Fellows Agribusiness Initiative
<b>MSU</b>	Michigan State University
<b>MUK</b>	Makerere University
<b>NGO</b>	Non-Government Organization





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*One of the apprentices pitching her project*





## Message from Michigan Fellows Agribusiness Initiative Uganda (MFAI-UG) Team Leader.

Michigan Fellows Agribusiness Initiative Uganda (MFAI-Ug) is an Organisation led by fellows from all cohorts of the Advancing Young Women in Agribusiness Entrepreneurs and Innovators hosted by Michigan University and funded by the US states Department with the objective of providing Ag. Innovative solutions to women and Youth in Agribusiness.

One of the initiatives that the Organisation has embarked on is providing Apprenticeship to youth under the Agribusiness Apprenticeship Program (AgAP) which is a platform where Alumni share their learned experience from the United states (US) with youth and also provide mentorship in various areas of Agribusiness. The content of this report is more than informative dossier of what transpired during the AgAP2020, they reflect the positive change MFAI has purposed to create for the women in agriculture in Uganda. After graduation, the apprentices are enrolled in the MFAI mentorship program where each or in groups the apprentice is attached to an MSU alumnus fellows who offers professional guidance and entrepreneurial support.

MFAI released its first AgAP cohort of 10 Apprentices for the year 2020 in January after

a successful training and exposure visits to various farms. This was made possible with joint collaboration and funding from all the fellows and supporting friends Sean Lawrie from Michigan State University (MSU) and Peter Lemmer from Greenstone-Michigan (sincere gratitude) and Its with great pleasure that I congratulate MFAI, the ten pioneer apprentices upon this milestone.

I am grateful to the US Mission Kampala, the American cultural center (ACC), Kyambogo University (KYu), Avail fruits of Faith, the MFAI steering committee, facilitators from African 2000 Network and Empowerment initiative for women and youth Uganda for the efforts that made the AgAP a success.

On behalf of MFAI, I express sincere gratitude to the United States Department of State, MSU and AgAP for the Advancing Young women in agribusiness, entrepreneurship and innovators fellowship in the United States. There could have been no AgAP if young women and men had not been given the opportunity to professionally study and better their skills in the United states since 2018. We look forward to the next cohort August 2020.

### **Congratulations!**

**Oliver Nabiryo**  
MFAI team leader  
Spring cohort 2018



# Message from The Program Coordinator

The AgAP2020 could not have been possible without the commitment and zeal from MFAI members. Looking back on all the achievements we have been able to attain, it's with great pleasure that I thank all MSU Alumni that spared their time and resources to make the AgAP a success. To Marion Namukose, Samuel Kiggudu, Martha Mukisa, Penrod Harriet and Oliver Nabiryo, I couldn't have asked for a better coordination team- To Dr. Christopher Kyeswa, the CEO of Africa 2000 Network Uganda, and Leticia Mugerwa the CEO at Empowerment initiative for women and youth Uganda, your experience and knowledge continues to inspire all of us till now. I am very grateful to Dr. Harriet Kebirungi for the efforts towards making our field visit to Kyambogo University possible. I can't thank Sean Lawrie and Peter Lemmer enough for your financial contribution towards the AgAP.

For all that it is worth, I extend my appreciation to Dorothy Ngalombi, Ann Nambi at the US Mission in Kampala for availing us space at the American Cultural Center where the AgAP in-class sessions were held. To the people at the ACC- Linda Nakayiwa and Phiona Mukisa for your help for our coordination team can never go

unstated. It's my pleasure to also thank the US cultural officer Carly Van Orman for sparing time to grace our graduation ceremony at the US embassy in Kampala. I am equally indebted to appreciate all the apprentices for the time and commitment to the AgAP. We all learnt a lot from you and the work you are doing in your communities in Uganda as well.

The AgAP2020 is an indication to how much the MSU Alumni fellows can accomplish together. It's my hope that the AgAP will inspire a new culture and create a sense of community among MSU Ugandan alumni fellows past, present and future to use the AgAP as a platform where we collectively share lessons, experiences and knowledge from the United States and how these exposures have influenced our work here in Uganda. I am inspired by the feedback from all the AgAP2020 January apprentices. I believe that we shall continually support your carrier development, professional and business growth through our MFAI mentorship program.

Thank you all

**Raymond Musiima**  
Programs Coordinator MFAI  
Spring cohort 2019



# Executive summary

The Agribusiness Apprenticeship Program, (AgAP) was a four days' program from 20th to 23rd January 2020, organized and implemented by the Michigan Fellows Agribusiness Initiative Uganda (MFAI – U) with the aim of having participants learn from the Michigan State University (MSU) alumni fellows and each other so as to provide for an increase in efficacy and collaboration in women empowerment, agribusiness, innovation and entrepreneurship. Twenty participants were nominated for the AgAP however, only ten apprentices, majority being women i.e. nine women and one man, from different NGOs, CBOs, and University students were selected by the MFAI steering committee to participate in the AgAP2020.

The program included two days of in class sessions at the American Cultural Center, one day in the field at Kyambogo University Farm and Avail Fruits of Faith Farm, and a certification ceremony finale held at the US Embassy in Kampala on the last day. The training focused on sharing lessons and experiences learnt in the United States with respect to agribusiness development, Agri financing, project management, innovation, women empowerment and entrepreneurship. Five MSU alumni fellows and two guests, were able to facilitate in the AgAP. The US mission Kampala Cultural officer Carly Van Orman graced the graduation day and awarded certificates to the AgAP apprentices.

The AgAP cost approximately \$1,540, Ugx 5,651,800 Five million, six hundred, fifty-one thousand, eight hundred shillings. The funds were raised from contributions from the MFAI members and in-kind funds from Sean Lawrie and Peter Lemmer. The funds were used to cater for all meals, field transportation, graduation luncheon, documentation, and the field farm payment. The AgAP was implemented on low-cost budget. The budget didn't provide for Per diem allowances for participants, alumni or guest facilitators. Credit to the apprentices who self-funded their transport to and from the ACC for the first two days of the AgAP.

The Apprentices were able to learn from the MSU Alumni fellows' exposures in the US and how those exposures have influenced their work after returning to Uganda since 2018. After the AgAP, the apprentices were enrolled in the MFAI mentorship program where the apprentices are attached to specific alumni for mentorship in career growth, professional and business growth.

The AgAP has not only enabled MFAI to grow its network of young women in agribusiness but has also made it possible to build new professional relationships among fellows, the private sector, and the US Mission in Kampala. The long term expected gain for the AgAP is to create a community of professional young women agronomists, institutions, entrepreneurs and innovators critical to inspire women break barriers, and create positive change in Uganda.



## Background

The AgAP was inspired by the need of MFAI members to work together, leverage individual skills and create collective synergy critical in bringing about positive change for young women in agriculture in Uganda. The idea of the AgAP is to bring all past, present and future MSU Alumni fellows together firstly to build new professional relationships and secondly to create a uniform platform where members can share their lessons learnt, experience, knowledge and skills with young women in agriculture who may never get the same opportunity to travel to the US for the US state Department program at MSU on Advancing young women in agribusiness, entrepreneurship and innovation.

MFAI – U, is a network consisting of 11 Ugandans who participated in the “Advancing of Young Women Agribusiness Entrepreneurs and innovators Fellowship Program”, a U.S. Department of State funded program that has been administered by Michigan State University (MSU) since 2018. The network brings together exceptionally gifted young women and men who are passionate about improving livelihoods by advancing agribusiness, especially women in Uganda. The Network members represent the entire agricultural value chain in Uganda including the private sector, non-government organizations, institutions of higher education and the Uganda government. Members meet periodically to share knowledge with each other and collectively strategize on ways they can continue to build capacity in Agri entrepreneurship, Agri food system innovation and issues of women economic empowerment in Uganda.



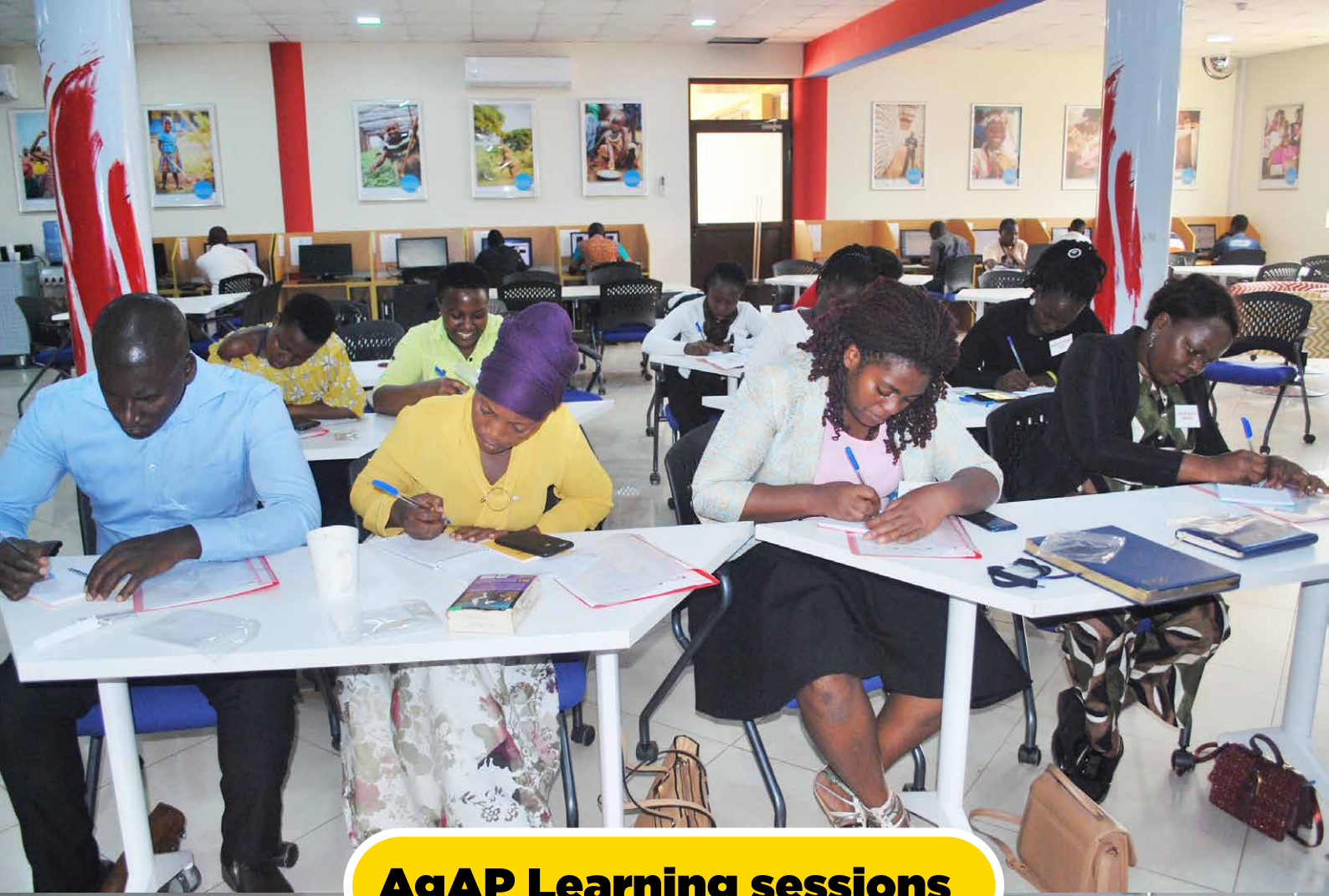
# Objectives

The main objective of the AgAP Is to inspire, train and upgrade the skills of young women in agribusiness to build their carriers, businesses and grow professionally. MFAI believes that through shared experiences and learning, the apprentices will be inspired to work more creatively, and productively. The AgAP is intended to spark imagination and best agribusiness practices that are critical to strengthening Uganda's competitiveness for sustainable wealth creation, employment, and inclusive growth and SDGs goals to end poverty, Good health and wellbeing, and gender equality.

## The AgAP, further aims at the following







**AgAP Learning sessions**





# The Agribusiness Apprenticeship Program (AgAP) Outlook

The AgAP2020 took place from 20<sup>th</sup> to 23<sup>rd</sup> January 2020 at the American cultural center and US Mission in Kampala. The four days, AgAP provided for two days of in class session, a field day and a graduation day as shown below;

## In Class Sessions

20th and 21st January were days for in class sessions, the apprentices learned about the importance of corporations, organized structures, and investing in basic processing processes in agribusiness.

On the 20th January 2020, Two Alumni fellows, i.e. Martha Mukisa and Harriet Penrod both from the fall cohort 2018 shared their experiences and knowledge. The fellows used both power point presentations and videos to showcase their exposure in Michigan and Washington DC in the United states. The apprentices were engaged in a back away session where fellows, Musiima Raymond Spring Cohort 2019 and Marion Namukose Spring cohort 2018 shared about pitching. Dr Christopher Kyeswa the CEO at A2N Uganda facilitated in the afternoon session sharing knowledge about innovation, challenges in agribusiness and interventions.

On the 21st January 2020, Two alumni fellows shared i.e. Marion Namukose spring cohort 2018 and Samuel Kigundu fall cohort 2018. The fellows used both power point presentations and videos to showcase their exposure in Michigan and Washington DC in the United states. Leticia Mugerwa (PhD)

CEO Empowerment Initiative for Women and Youth Uganda, facilitated in the afternoon expounding on gender issues, women empowerment, Challenges of women in agribusiness, and inequality. There was an open discussion on how young women both in urban and rural villages can be empowered.

The apprentices learned about the works of the MSU alumni fellows and their experiences while in the United States. The MSU alumni facilitators discussed reasons and tips as to why they think they were chosen for the Advancing of Young Women Agribusiness Entrepreneurs and Innovators Fellowship Program at MSU, what they learnt from MSU and the internship placements while in the USA, and how the exposure at MSU has positively impacted them, their work and social networks. There were continuous discussions in between the presentations. The apprentices took keen interest and understanding the implications of the MSU program on the individual works of the MSU alumni Fellows. Time was allocated for discussions concerning grant writing, pitching, and, presenting what had been discussed.



# MSU Alumni fellows and external facilitators share experiences





## Field Trip

The field day was conducted on 22nd January 2020. Two field sites were visited that is Kyambogo University (KYu) farm and Avail fruits of faith farm in Magere. During the field visit, the apprentices were able to integrated the class room knowledge into the agricultural practice. At KYu the team was hosted by Kakuru Joseph the farm manager who shared knowledge about chicken, goats, and cattle raring. The team managed to practically see and learn how modern farming is done and value addition ideas.

The second site that was visited was Avail fruits of faith farm in Magere along Gayaza road owned by a Mr.Male Joseph. He shared on how to profit from seedling production, Kitchen gardens and basically horticulture. The farm practically illustrated how each process on the farm is an income stream, and he noted that "the shorter the process, the quicker the money". He also explained the need for knowing the target market and investing in high quality seeds for high quality marketable crops.





# Graduation

The graduation day was held on the 23rd January 2020 at the US Mission kampala. The graduation was graced by the cultural affairs officer Carly Van Orman who awarded the apprentices certificates and then officially closed the AgAP. The team there after headed for the luncheon at capital kitchen in Kampala.





## **AgAP Financing**

The AgAP cost approximately \$1,540, Ugx 5,651,800 Five million, six hundred, fifty-one thousand, eight hundred shillings. The funds were raised from contributions from the MFAI members and in-kind funds from Sean Lawrie and Peter Lemmer. The funds were used to cater for all meals, field transportation, graduation luncheon, documentation, and the field farm payment. The AgAP was implemented on low-cost budget. Credit to the apprentices who self-funded their transport to and from the ACC for the first two days of the AgAP. All participants i.e. apprentices, MFAI team, and guest facilitators self-funded their transport fares to and from the ACC for the first two days. There were no reimbursements for participants.

## **Future Prospect**

The AgAP will have two cohorts every year that is January and August respectively. Efforts are to be made to have a formal arrangement with the American Cultural center to provide for the AgAP annual program and schedule. There is hope of seeking funding for the AgAP to provide for more apprentices, reimbursements and allowances for all facilitators.

## **Mentorship**

The most profound question MFAI as answered is, "After the AgAP, what's next?" MFAI has put together a six months mentorship program where the apprentices are attached to mentors with similar projects, carrier paths, and professions for carrier development, profession guidance and business growth. Through this mentorship, MFAI is able to also share different, professional, study opportunities with the apprentices through a joint WhatsApp platform. In addition, the apprentices are able to ask questions, raise concerns and also contributes positively to the growth of the AgAP. At the end of the mentorship, MFAI will be in position to award one or two apprentices with the MFAI success story award. The selected apprentice/mentee will be requested to share his or her story with the new cohort (August 2020).







**FIELD VISIT**



*At fruits of faith farm in Magere Village*





**FIELD  
VISIT**



**Kyambogo University  
Study Farm**



# Evaluation of the AgAP

The apprentices were asked to fill in apprenticeship workshop evaluation forms on the third day of the program. The feedback from the apprentices about the AgAP is in the attachment of this report.

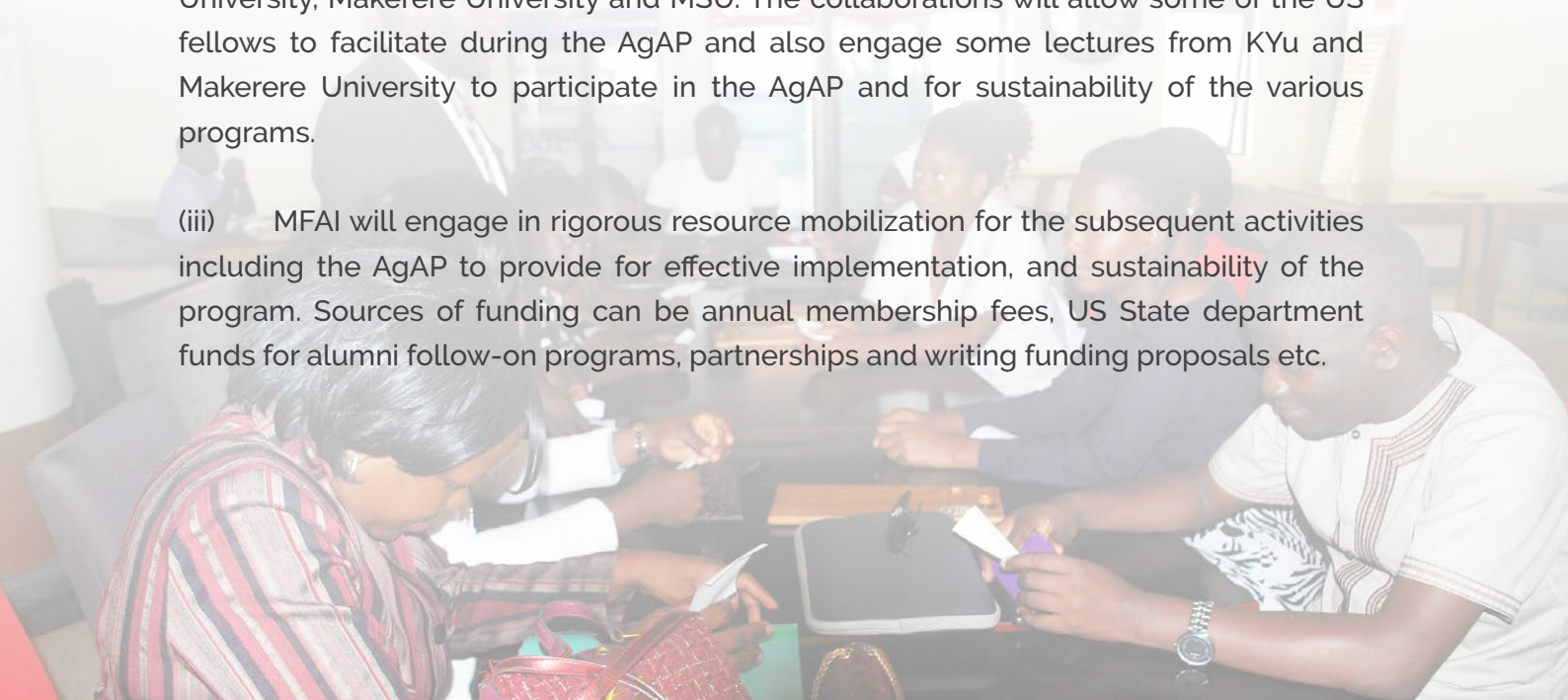
## Gaps and Interventions

### GAPs

- (i) The field sites visited were academic and independent farms and not for the fellows.
- (ii) Limited funding of the program

### Interventions/ Recommendations

- (i) It is important to engage the MFAI members to host the apprentices at their own or organization sites so that the apprentices can practical learn how the MSU Alumni have managed to use their knowledge and skills learnt from MSU.
- (ii) There is need for more collaborations with stakeholders like Kyambogo University, Makerere University and MSU. The collaborations will allow some of the US fellows to facilitate during the AgAP and also engage some lectures from KYu and Makerere University to participate in the AgAP and for sustainability of the various programs.
- (iii) MFAI will engage in rigorous resource mobilization for the subsequent activities including the AgAP to provide for effective implementation, and sustainability of the program. Sources of funding can be annual membership fees, US State department funds for alumni follow-on programs, partnerships and writing funding proposals etc.



# Annex 1: List of Participants In AgAP

## MSU alumni Fellows

No	Name	Occupation	sex
1	Harriet Apili	Social Entrepreneur	female
2	Mukisa Martha	Animal Husbandry Officer, Kalungu district	female
3	Kigundu Samuel	Director of operations, Bagonvu Elderly Women's Foundation	male
4	Raymond Musiima	Excellence Associates CEO	male
5	Namukose Marion	Co-Owner, Director Eika Farm. Kaliro district	female
6	Oliver Nabiryo	Sasakawa Global 2000 Uganda	female

## Apprentices

1.	Ninsiima Immaculate	Administrator Cell Action Network (CAN)	Female
2.	Kaija Mercy	Student Kampala international University	Female
3.	Jackline Rebecca Wananda	Projects Manager Fostering Liberty of Women (FLOW)	Female
4.	Hanifa Nakalema	Social entrepreneur	Female
5.	Okilan Grace	Social entrepreneur	Female
6.	Nakalanzi Rhita	Project coordinator Wakisa Development Initiative	Female
7.	Narula Esther Ruth	Field staff Community consortium Uganda (CCU)	Female
8.	Harriet Naiga	Agro-processing engineer	Female
9.	Ssekubulwa Cyprian	Horticulture crop growing, and passion fruit juice processing	Male
10.	Namanda Racheal	Entrepreneurship - Poultry farming (Broilers, layers, kuroilers and locals)	Female
<b>Guest facilitators</b>			
1.	Dr. Christopher Kyeswa	CEO Africa 2000 Network (A2N) Uganda	Male
3.	Leticia Mugerwa (Phd)	CEO Empowerment initiative for women and youth Uganda	Female
1.	David Ssenyungure	Freelancer photographer	Male



# Annex 2: Evaluation of the AgAP-Apprentices' Feedback.

## STATISTICS

		The objectives of the apprenticeship were clearly defined	Participation and interaction was encouraged	The topics covered were relevant to me	The content was organized and easy to follow	The materials distributed were helpful	This training experience will be useful in my work	My expectations for the program were met	The presenters were easy to understand
N	Valid	10	10	10	10	10	10	10	10
	Missing	0	0	0	0	0	0	0	0

1. The objectives of the apprenticeship were clearly defined

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	10	100.0	100.0	100.0

2. Participation and interaction was encouraged

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	10	100.0	100.0	100.0

3. The topics covered were relevant to me

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Somewhat agree	1	10.0	10.0	10.0
	Strongly agree	9	90.0	90.0	100.0
	Total	10	100.0	100.0	

4. The content was organized and easy to follow

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	10	100.0	100.0	100.0

5. The materials distributed were helpful

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Somewhat agree	1	10.0	10.0	10.0
	Strongly agree	9	90.0	90.0	100.0
	Total	10	100.0	100.0	

6. The presenters were easy to understand

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Somewhat agree	1	10.0	10.0	10.0
	Strongly agree	9	90.0	90.0	100.0
	Total	10	100.0	100.0	

7. What strategies/techniques of this training did you find to be most useful?

The apprentices indicated the following;

- (i) Shared learning
- (ii) Inspiration from experiences of the Michigan State University (MSU)
- (iii) pitching strategy was very important and relevant to me. The techniques/ ideas given were enormously useful.
- (iv) Testimonies of the alumni were very inspiring too.
- (v) Having the class and the field visit were very useful.
- (vi) The breakaway session was very informative.
- (vii) Invitation of guest facilitators was useful.
- (viii) Bringing empowered people to have a word or share with us and taking us to the field was more practical so I found that most useful.
- (ix) Active participation by all the participants and trainers giving opportunity to participants share what they know.
- (x) They were all useful especially the pitching part which helps in acquiring resource mobilization

8. Would you consider all the components of this training useful?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	YES	10	100.0	100.0	100.0

3. Will you be able to implement the training in your area using the information provided at this workshop? If no, what additional information/materials are needed?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	YES	10	100.0	100.0	100.0



9. What other training topics would you suggest as follow up to the apprenticeship?

The apprentices' responses indicated that;

- (i) Budgeting and resource mobilization.
- (ii) Monitoring and Evaluation.
- (iii) Proposal writing
- (iv) Mentorship
- (v) Enterprise selection and business planning.
- (vi) Farm planning.
- (vii) Post-harvest handling.

10. Do you have any suggestions and ideas that will assist us in future apprenticeship programs on the topic of agribusiness?

The apprentices suggested the following;

- (i) That the apprenticeship program to be conducted at least three times a year.
- (ii) More business skills
- (iii) more field visits
- (iv) More breakaway sessions where members can discuss in small groups.
- (v) more people are invited from deep villages so that they can be able to reach others.
- (vi) Share documentaries of some case studies.
- (vii) How to keep members on how best to pitch their ideas.
- (viii) Besides facilitators sharing their learnt skills, strong emphasis should be how they transform in to other members.
- (ix) Increase on the number of participants to give them an opportunity to acquire such diverse knowledge.
- (x) Facilitate the participants by giving them some little allowances (for) to cater for transport.
- (xi) Visit some of the members of the AgAP and see how it has helped them practicing in their areas of work.
- (xii) Visit of the Alumni farms.



**Report Compiled by:**

Marion Namukose (Spring cohort 2018)

Deputy Program Coordinator.





# AGRIBUSINESS APPRENTICESHIP PROGRAM (AAP)



LETICIA MUGERWA (PHD)

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Designed by:



**OLI  
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WE DO IT RIGHT

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