

# iiAgAP

Train, Mentor & Inspire



## 3<sup>rd</sup> Cohort REPORT

The Agribusiness Apprenticeship Program (AgAP) is organized by Michigan Fellows Agribusiness Initiative (MFAI) with support from the US Department of State Bureau of Education and Cultural Exchanges.

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# Abbreviations and Acronyms

<b>A2N-U</b>	Africa 2000 Network Uganda
<b>AAP</b>	Alliance for African Partnerships
<b>ACC</b>	American Cultural Center
<b>AEF</b>	Alumni Engagement Funding
<b>AgAP</b>	Agribusiness Apprenticeship Program
<b>CBO</b>	Community Based-Organization
<b>CEO</b>	Chief Executive Officer
<b>DoS</b>	Department of State
<b>EIWYU</b>	Empowerment Initiative for Women and Youth Uganda
<b>I&amp;M</b>	Investors and Media Breakfast meeting
<b>MFAI</b>	Michigan Fellows Agribusiness Initiative
<b>MoM</b>	Minds on the Move
<b>MSU</b>	Michigan State University
<b>MUF</b>	Miss Uganda Foundation
<b>MUK</b>	Makerere University
<b>NGO</b>	Non-Government Organization
<b>PFP</b>	Professional Fellows Program
<b>SLAU</b>	St Lawrence University
<b>TEF</b>	Tonny Elumelu Foundation
<b>WUR</b>	Wageningen University and Research
<b>YALI</b>	Young Africans Leaders Initiative



# Executive summary

The 3rd Agribusiness Apprenticeship Program (AgAP) cohort is yet again another milestone in our history. Michigan Fellows Agribusiness Initiative (MFAI) and partners have been able to train and mentor 10 additional youth in agribusiness, entrepreneurship and innovations. This achievement brings the total number of apprentices trained since 2020 to 30. While the previous cohorts only recruited youth from within youth, the 3rd cohort was exceptional. MFAI in an effort to make the AgAP more inclusive and diverse, redesigned the program to accommodate youth from all East African countries, provided they are residents in Uganda at the time of the training. Persons with physical disabilities were also prioritized in the solicitation message. More than 100 applications were received with representation from 6 countries that are Kenya, Tanzania, Rwanda, South Sudan, Burundi and Uganda.

The new AgAP program design featured the inclusion of a new competitive and innovative recruitment format, the minds on the move tours, and the investors' breakfast. All this was accomplished while adhering to the COVID 19 restrictions and guidelines. In the 3rd cohort, applicants were reviewed by independent reviewers who shortlisted 40 applicants. The shortlisted applicants were engaged via email and scheduled for interviews with the mentors. Unlike the conversation interviews, the AgAP format extended autonomy to the applicants to choose their own mentors provided that the mentors were impressed with the applicants' pitch during the interviews. The applicants were able to know whether or not they were selected for the program at the end of the interview.

The participation from both Michigan State University (MSU) and local experts from the private sector always add value and experience to the program. The experts included academicians, researchers, entrepreneurs, and service organizations' leaders

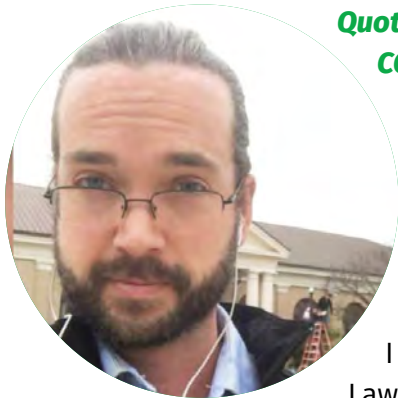
from a wide range of disciplines. The experts conducted both in person and hybrid training, one on none discussions, where they were able to share experiences, teach and encourage the apprentices in their work. The apprentices have since enrolled in the mentorship class. Since the end of the 3rd cohort training we have made tremendous progress with each one of the apprentices. Among registered gains are that five of the mentees have been supported to complete an e-course on food systems at Wageningen University and Research (WUR), three have enrolled in additional training programs such as the Tonny Elumelu Foundation (TEF), and others continue to engage in grant writing and seek out opportunities for further academic and professional growth.

The 3<sup>rd</sup> cohort couldn't have been achieved without the support of the American people through the US Department of State (DoS). We appreciate the financial support through the Alumni engagement Fund (AEF) under the auspice of the Michigan State University Alliance for African Partnerships (AAP).

We also acknowledge the in-kind contributions from partners especially St Lawrence University (SLAU) which offered us space and utilities including availing their minibus to transport the crew and apprentices in the outdoor engagement, African 2000 Network Uganda (A2N), Empowerment Initiative for Women and Youth Uganda (EIWYU), Makerere University (Mak) and Miss Uganda foundation (MUF).

The collective efforts from all professional program Alumni, partners, and stakeholders including the media, investors' community, US Mission Kampala staff remains a clear reminder of how much can be accomplished when people from different walks of life, professions, social status, religious backgrounds, ethnicity come together.

# Keynote address



**Quote** *“One thing that COVID 19 has taught us is the importance of resilience.”* **Derek Tobias**

It's great to see everyone again.

I want to thank St Lawrence University for hosting the AgAP. Thanks

to MFAI for organizing the program, devoting considerable amount of time and effort to put this together. Thanks to Carly Van Orman at the Public Diplomacy section. I want to give credit to the US Department of State (DoS). MFAI is all part of a US DoS program that allowed the PFP fellows to travel to the US. I am thrilled to be part of all this, yet again.

Today is the commencement of the AgAP fellows and the start of you being part of a much larger network. This day marks the first step in a journey where you will be able to use some of the skills and knowledge attained during the program or even before that. It could have been great to be around in person on this day, but due to the COVID 19 pandemic, it's sad that I can't. Nevertheless, it's also good that we can engage virtually, and travel online.

One thing that COVID 19 has taught us is the importance of resilience. And the importance of finding ways to go about what we used to do easily- today being among them. When you go back to your communities, it's important to ask yourselves, how can we be innovative, how can we change the status quo and be enablers of that change? A lot has to do with what you have already developed. I was fortunate to sit in during the interviews and glad to learn of what you (apprentices) are working on. You came

into this program very qualified.

One thing I want you to focus on as you are going out is; Relationships. One way to really amplify this is to have a network. Stay in touch with your mentors, and trainers. These relationships are really important. You need to know that as we continue building resilience against obstacles, our networks and communities actually bring us a lot of strength. For instance, one of the mentors in the 3rd cohort was an apprentice themselves. I also speak to you as a testament of these relationships. I am able to stay awake at 4am in the morning because I value this relationship. The relationships make our work better as well as advance the work MFAI is doing. I encourage you to make use of these relationships.

Congratulations, you have accomplished a lot. Whenever you take part in such a program, you really take a lot of time and effort. I think you have taken a big step. Nothing is easy to accomplish especially during these days of COVID 19. Today is a big accomplishment. I really hope you have benefited from the program and stay engaged. I once heard that “Leadership is having an opinion about the future”. You have all demonstrated that leadership by applying for the AgAP, taken part in the training, and now you can go out and be those agents of change.

## **Congratulations**

### **Derek Tobias**

*This article is transcribed from Derek Tobias' keynote address during the commencement day- with a few modifications to match the style, and format of the report.*





*One of the external experts Ms Ronah Musiima training on strategy and project management.*



# Guest speaker

***“ ..as people embrace agriculture, finding those techniques, the value addition, safe environmental practices, high yields, that will make you economically competitive is important” Carly Van Orman***

Probably everyone knows how youthful a country Uganda is. What that means is that you are a young country and will continue to be a young country for some time based on the most recent statistics that show 80% of population below 35 years. Therefore, you don't have a lot of older people to generate wealth and leave wealth to the youth. What that means is that your generation is going to take care of itself and to other people who will come after. You will have to find some job opportunities. Yet, Uganda is not among those countries where there are many job opportunities. Yes, Uganda has been cited as the most entrepreneurial country of the world.

The government of Uganda often states that agriculture is the solution. It appears to be that this is the best opportunity. Therefore, as people embrace agriculture, finding those techniques, the value addition, safe environmental practices, high yields, that will make you economically competitive is important. I have friends in the US, who whenever they find something in Uganda, they send me a screenshot. Just a while ago I had people send me screenshots of Ugandan coffee. These opportunities will hopefully continue to increase.

When you are in Kampala, pass by the American cultural center (ACC). You are welcome to come and check out some books, movies and use the space if you have a community engagement initiative. As you think about your leadership,

I encourage you to join the Young Africans Leaders Initiative (YALI) network.



YALI constitutes three facets that are; the YALI Mandela Washington fellows, the YALI network and the YALI Regional Leadership Center. I encourage the apprentices to sign-up for the YALI Mandela Washington fellows' program. It is an incredibly competitive process where Agri-entrepreneurs from Uganda are well represented. I also recommend that apprentices join the YALI Network to access information and attend classes on leadership, social entrepreneurship and professional development.

I Congratulate the apprentices upon completing the AgAP program and commend MFAI for investing the time in growing the network. The US Mission in Kampala is happy to connect with each one of you in days to come. I wish all the apprentices' success in their innovative ideas.

***Congratulations!***

***Carly Van Orman***

***This article is an extract from Carly Van Orman's presentation on the commencement day.***

# Message from the Project coordinator



***“I have no doubt in my mind, how much this means to all the apprentices and every participant in the AgAP” Musiima Raymond***

It's my great honor to congratulate the 3rd AgAP apprentices upon the successful completion of the training. Like many who came before you, I am confident that you are ready to go out and make the agribusiness world better! It has been an incredible journey with you all. I and all the mentors have equally learnt a lot from your work. The AgAP is another step further into what you all set out to accomplish even before you were accepted into the program. Congratulations to all of you and good luck in your work and the mentorship classes.

The AgAP remains a great accomplishment and unique opportunity for early-stage agribusiness entrepreneurs to learn, be mentored and inspired. The 3rd cohort was exceptional in some many ways. Not only in the quality of ideas but also in the diversity of apprentices. We were honored to have more than five countries represented during the application stage, and having at least two nationality represented in the final selection was a remarkable achievement. In the 3rd cohort we set out to include representation and participation of persons with disabilities and youth across East Africa provided at the time of the training, they were residents in Uganda. The rethinking of the AgAP recruitment process has greatly improved the way we see each other irrespective of our many differences.

I have no doubt in my mind, how much this means to all the apprentices and every participant in the AgAP. MFAI aspires to champion the agribusiness education cause in East Africa. This 3rd cohort is evidence to this vision. However, the training couldn't have been possible without the resilience of the AgAP mentors, the financial support from the US Department of State (DoS) through the alumni engagement funds, the commitment of our partners among others St Lawrence University the hosts, the US mission in Kampala, the dedication of our friends at Michigan

state University and the Alliance for African Partnerships (AAP). Time and again, our success in the AgAP has and remains anchored on the “shoulders” of these stakeholders. We owe every success to everyone that has played a part as a trainer, mobilizer, guest speaker, investor, keynote speaker, in-house attendants, and the media.

Notwithstanding the challenges caused by COVID 19, I am alive to the reality ahead specifically as it relates to the sustainability of the program. Since its inception at the US embassy in 2020, the AgAP is a free program for the apprentices and allows in each cohort the participation of 10 youth from across East Africa. The one-week in-house program allows youth to travel from their homes and reside at a designated residence for the entire period. The youth are supported with all utilities and accorded transport refund to and from their homes. This is coupled with all outdoor experiences such as cultural visits, inspiration tours (Minds on the Move), farm-based learning and recreation tours. While this creates a memorable experience for the apprentices, it is also a huge financial obligation to the organizers, partners and friends of MFAI. Whereas we remain committed to training more and more young people through the AgAP, we also continue to grapple with the funding question. Notwithstanding that we are making necessary efforts towards raising the much-needed finances such as seeking funds through grants, crowd fundraising, and increasing in-kind contributions from our partners. I remain very optimistic that we will be hosting yet again another cohort of the AgAP in December 2021- which will be our 4th AgAP.

**Cheers to you all as you enjoy reading this 3rd AgAP cohort report 2021.**

**Musiima Raymond**





*One of the semi-finalists attends an in-person interview. In attendance are the AgAP mentors.*

## The New AgAP format

The MFAI coordination team redesigned the AgAP program to provide for more diversity, inclusion and innovation. The main intention was to improve the experience of all the participants, make every stage more interactive, competitive and inspiring. The strategy was achieved through revision of the recruitment approach, inclusion of the Minds on the move tour, the investors breakfast on the commencement day while maintaining both the cultural visits and recreational tour. The programming timeframe was also revised to provide for a weekend in between the training where all out of class activities were scheduled. The revision was informed by the feedback from the post evaluation data in the 2nd cohort and experiences from the coordination team. Furthermore, the changes were also influenced by COVID 19 checks and balances. The coordination team felt the need to limit daily out-door engagements during the weekly days as these were constraining and risked

exposure to COVID 19. The new format was an incredible success as attested to by the 3rd cohort apprentices.

Our format was sensitive to COVID 19 restrictions and regulations from the Ministry of Health in Uganda. The team adopted a four-part approach that ensured the safety of all participating individuals, (i) messaging (ii) provision of health supporting aids (iii) strict monitoring (iv) free access family and care incase of emergencies. In the messaging; MFAI coordination team maintained COVID 19 guidance information to all IEC materials such as fliers, posters, emails, and on social media. Participants were encouraged to wear masks during the interviews for those that attended the in-person sessions, sanitize, and maintain physical distances. Apprentices were asked whether they had any pre-medical conditions that required medical attention throughout their stay.

MFAI provided apprentices with masks, handwashing utilities, and immunity boosters such as vitamin C and zinc. Apprentices were encouraged to periodically check their body temperature. Meals also contained organic, nutritious foods such as vegetables, and participants were encouraged to engage in sporting activities such as swimming at the place of residence. Additionally, Strict measures were maintained on movements. Apprentices were discouraged from making unannounced movements. Mentors maintained a periodic count of all the apprentices to ensure everyone was in the know of where every person was. Apprentices were encouraged to be their 'brother's keepers' and

also keep informed on their roommates whereabouts at all times. Apprentices were allowed to engage with their immediate family members incase of any emergencies provided the family , next of kin contacts were made available to the mentors. There was also Strick adherence to social distancing through out the activities that required public engagements such as the out-door and commencement day celebration including the luncheon.



***Above: Sam Kiggundu a Mentor in the AgAP poses for a photo with Piloya Innocent one of the PFP alumni after her training session.***

***Below: The finalists attend an inception session on arrival for the AgAP training.***



# Highlights



**Above:** Apprentices at Ndere Cultural center during the Minds on the move tour.



**Next right:** Apprentices having lunch with their host Mr Mbaziira Robert at his home in Kulambiro-Kampala



**Next below:** Apprentices and mentors pose for a photo at the Ndere Cultural Center.



**Below:** Apprentices and their mentor during a breakaway session to brainstorm on their agribusiness ideas.



# 3<sup>rd</sup> AgAP Program outlook

## Recruitment Process

The AgAP adopted a new recruitment procedure that provides for the prioritization of women, and persons with disabilities involved in agribusiness venture across the entire value chain. It opened doors for youth across East Africa provided that at the time of the training, these youth were residing in Uganda. MFAI received 101 applications from six nationalities. The applications were received on the MFAI official email attached to the program and then transferred to a team of independent reviewers. The reviewers were able to shortlist 40 apprentices who were requested to respond to a digital utility check within a designated period of time. 25 applicants successful made it to the interview stage. The interviews were both in person and virtual for applicants that were not in Kampala. The in-person interviews were held at the MFAI magic office in Kamwokya.

The design of the interviews was innovative. It allowed applicants to access information about mentors prior to their interview session. Each applicant was given a specific schedule to be interviewed. The new interview format allowed applicants to pitch their ideas and get selected immediately if the mentors were impressed by the applicant's idea. The new interview design stirred excitement, interaction and an even distribution of power.

*The 3rd Cohort finalists pose for a photo with Dr Christopher Kyeswa the CEO at Africa 2000 Network after his presentation during the In-class sessions..*







## In class sessions

At the beginning of the training, apprentices attend in class sessions where Professional Fellows Program (PFP) alumni, experts from the private sector, academicians and staff from MSU train. Apprentices in the previous cohorts were also invited to train during the in-class sessions. The sessions are both in person and hybrid. The sessions are highly intense and interactive to provide for shared learning and knowledge exchanges. The trainers use videos, photos, group tasks, questionnaires to relay their experiences and knowledge to the apprentices. At the end of every session, the apprentices take a group photo with each trainer, sharing light moments and one on one interactions with the trainer. The trainers are purposively selected from a wide range of disciplines and professional backgrounds to give the apprentices a holistic experience of agribusiness, management, learn best practices and inspire new creative ways of doing work.



Above right: Apprentices attending a virtual session during the inclass sessions-**Next:** Oliver Nabiryo a Co-Director at MFAI and PFP alum from Michigan State University trains -**Next** Mr Mabira Simon the Public Relations Officer at St Lawrence University welcomes the participants to SLAU. **Below:** Apprentices pose with Ms Oliver Nabiryo after her presentation.



# Cultural Tours



*In pictures, apprentices touring the Lubiri palace in Kampala.*



## Agri-Cultural Tours

We add a flair of cultural sensitivity to the program. Apprentices are treated to an inception agr-cultural visit to the Lubiri palace. The visit is a guided tour that allows the apprentices to learn about the Buganda kingdom, kings, and cultural practices. Due to its strategic place in Ugandan history, the apprentices all learn about the political history of the kingdom and its contribution to Uganda. The political history of the Lubiru enables the apprentices to practically see and learn of the death chambers of totalitarian regimes such as that of Idi Amin. There are many overlaps between culture and agribusiness. Culture greatly influences the choices of agribusiness ventures, the roles of different genders within agriculture, the distribution and ownership of natural resources. The use of language to identify, relate and co-exist within the agriculture space can neither be underestimated. Apprentices benefit from this experience as they learn how people in Buganda have conducted their daily lives since time immemorial. Such exposure inspires new ways of thinking, relationships and help demystify cultural stereotypes that often threaten gains within agribusiness workspaces.



***Apprentices and mentors pose for a group photo outside the Lubiri palace after the agri-cultural tour.***



Joseph Male the CEO at Avail Fruits of Faith farm provides practical lessons to the apprentices at his farm in Magere.

# Farm-based learning Experiences

Apprentices visited avail fruits of faith farm where they were practically trained on various agronomic practices. The exposure enabled apprentices to practically see and learn how different vegetable varieties are grown, how to setup a green house and utilize climate-smart technologies such as ground and pumped water irrigation, optimal utilization of small spaces to increase yields and financial benefit. The apprentices were able ask questions, get new contacts as related to their various project ideas and agribusiness ventures.

The team also visited an urban aquaculture farm in Kanyanya. Apprentices were able to practically learn how different fish varies are grown for income, maximizing small spaces and resources such as swamp water to grow fish, and learn different nutritional compositions derived from fish consumption. The team was encouraged to invest in aquaculture as there is growing market and demand for fish despite that limitedness in supply.



Apprentices and mentors during the farm day-Next: a light moment for apprentices-Last: The team departs SLAU for the field activities.





*In pictures, apprentices during the farm-based learning sessions.*





# MiNDs ON THE MOVE

*The apprentices, mentors and the Mbaziiras pose for a light moment at the Mbaziira's residence in Kulambiro.*



MoM has become our signature inclusion within the AgAP. MoM builds upon the three pillars of the program that are train, mentor and inspire. In order to inspire the youth, the organizers seek out successful people within the community- who host the team at their homes for meaningful engagements. For this cohort, the team visited Mr. and Mrs. Mbaziira Robert, Sandra and their family. Robert is a prominent lawyer with enormous learning from Europe and the USA. The apprentices were able to learn life principles such as the discipline of shopping, saving and ways in which to raise capital for their ideas. The take home was the humility exemplified by Robert and his entire family. The apprentices were also allowed to take a house tour around Robert's house, and were later treated to a luxurious luncheon.

Like previous cohorts, the apprentices attended a recreation tour at Ndere cultural center. The team was entertained by the Ndere troop and treated to an early evening dinner.



*Mr. Mbaziira Robert talks to the apprentices and mentors about life principles, values needed to be successful- Next: Ndere Cultural troupe entertains the apprentices.*





*Dr. Christopher Kyeswa the CEO at Africa 2000 Network Uganda trains the apprentices during the in-class session.*



# Apprentices' A-xperiences

**M**y name is Kakungulu Brenda Asasira, an alumnus of AgAP third cohort. Prior to this apprenticeship program, I was just a graduate of agribusiness from Makerere University, but I didn't really know how the real agribusiness world. Attending this agribusiness apprenticeship program opened my eyes to the real business world works, not just the theoretical view I had from school. I learnt a lot of new things from all the mentors, presentors and my fellow apprentices. The minds on the move experience gave me the opportunity to interact with successful people who have made it big through agribusiness, thus inspiring me to even work harder and work smarter so that I can also be like them. From all the knowledge, advice and hands on practice I got from AgAP, I have managed to grow my company, Bris Agro Safaris from just an idea that has turned into a fully operating business entity. I will continue to seek for advice from all the AgAP mentors and connections to further grow my business and also help out other young agripreneurs to achieve their goals.



I also got a chance to make some really good friends from the program. The CEO of Miss Uganda Foundation, Miss Brenda Nanyonjo really inspired me when she talked about beauty with the purpose program that is entirely agribusiness based. The agrotourism tours were another eye opener because visiting successful agribusiness and agrotourism centers gave me an insight of what such enterprises.

Another exciting thing about the program is networking with elites from Michigan fellows. I got to learn lots of stuff from the US experts. I cannot wait to meet some of them especially those that promised to come to Uganda. In other words it was a very great learning and networking experience and I am glad I participated.

**Kakungulu Brenda Asasira**

**3<sup>rd</sup> Cohort alum CEO and Founder Bris Agri Safaris**



In January 2021, I applied for the Agribusiness Apprenticeship program and after a series of interviews, I was fortunate to be selected as a finalist. On the 4th of May 2021, I reported for the residential program and was given an opportunity to receive both practical and virtual trainings from a team of well-read and experienced people. I was able to learn more about the fundamentals of developing and scaling up agribusiness ventures, pitching and finding funding for our Agri innovations and, building sustainable social and professional networks among others.



Throughout the training, each apprentice was attached to a mentor for professional and career development. I was able to continuously receive feedback from my mentor about our performance. This helped us to streamline our Agri innovations to business and, also fully utilize our potential. I learned that it is important to define my ideal customer profile as this helps me to focus your sales and marketing to the right people. I was availed an opportunity to meet and interact with different stakeholders in the agribusiness space such as exporters, among other actors in the agriculture value chain.

We were engaged in a wide range of practical activities such as preparing presentations of our Agri innovations, pitching, farm-based learning, field visits, Cultural festivals, co-curricular activities such as swimming. These activities were life transforming and as the days progressed, my skills and knowledge greatly began to improve.

It has been astounding, taking part of the Agribusiness Apprenticeship program. The experience has been eye opening and enjoyable. Many thanks to the dedicated and coordinated mentors who organized a series of inspiring events and activities such as Minds on the Move and above all, made the network a growing and living platform where opinions, knowledge and experiences were created and shared.

**Asiimwe Dorcus**  
**3rd cohort alum Co-founder Farm Kiosk**

# Mentors

## Team Sharks



Being a mentor in the AgAP is one of the greatest honors of my life. I revere this opportunity a lot because I am not a professional agriculturalist who always learns more about agriculture from the mentees than I can even offer in this specific discipline. The mentorship experience is very humbling. The 3rd Cohort was even more humbling because the applicants who later became my mentees had to make a choice between alternative mentors. I want to thank and congratulate the 'sharks' who chose me as their mentor. I hope that our interactions added value to yourself and the agribusiness ventures you set out to accomplish.

Having been selected for the AgAP training and mentorship is one way to validate that you are not only qualified but that you are also doing exceptional work in the agribusiness space. Your agribusiness entrepreneurship journey started way before the AgAP. The program is only another building stone to a bigger, brighter and promising destination. I hope that you can carry with you the lessons, experience, contacts and relationships you have managed to build in the program. These relationships will be very critical to your success moving forward.

Looking back at the training, every day was special in so many different ways. Its always wished that we prolong the number of days, moments and memories. I equally feel this way because working with each one of you has always superseded my imaginations. You brought so much resilience, passion, and hope.

I want to congratulate each one of you for your time, effort and commitment to your dream. I wish you nothing more than great success in your agribusiness journey.

### **Congratulations!**

**Musiima Raymond**  
**Mentor team shark**





# Mentors

## Team Cheetah

I would like to congratulate the apprentices who graduated in the 3rd AgAP training and also to express my appreciation to Michigan Fellows Agribusiness Initiative (MFAI) and St Lawrence University and everyone involved in the Agribusiness Apprenticeship Program who has strived to make the program such a success. Your dedication and commitment have truly paid off and I hope that all of you will continue to support this wonderful program for many years to come.

Apprenticees, as you prepare to move on to the next stage in your lives I encourage you to reflect upon your experiences in the AgAP program and consider how you can best utilize this valuable training experience in the future. You have had the opportunity to gain knowledge and skills that you would not have been able to acquire in other trainings and I believe that this experience has helped you grow. You are now in the perfect position to give back and serve as leaders and innovators in your local communities and countries.

Uganda's agriculture is in a tough situation due to the COVID 19 pandemic and there is still a long road ahead. But rather than simply restore the affected areas, the focus throughout Uganda has turned to reconstruction and developing even better systems of agriculture. To accomplish these forward-looking goals, Uganda needs people like all of you to take on an active role, not just in your areas, but wherever you go.

It is our sincerest hope that you will continue to pursue lifelong learning, even while you demonstrate the skills you have learned during the training, to keep up with this competitive and ever-changing world.

**Congratulations and good luck**

**Kiggundu Samuel**  
**Mentor team Cheetah**



# Mentors

## Team Jaguar



It is always a great honor for me to take part in the AgAP. Like the ones before, the 3rd AgAP was a period to unlearn, relearn and upskilling for me. I had the privilege to interact, meet and learn from other trainers, the apprentices, partners and all who participated. This privilege always comes with new perspective and obtaining great ideas.

The AgAP continuously shows me how much ability, potential and possibilities there are of creating a desired world. Hearing the brilliant ideas and visions of the apprentices always challenge me to step back and gain perspective on my own aspirations. As a mentor I look forward to working with the mentees, offer the technical, moral support for their professional and career growth as needed.

I cannot thank enough MSU through AAP, the MFAI team, partners, all who made the 3rd AgAP a possibility and more so opening it up to all youths in East Africa. With professional capacity building platforms like the AgAP, the future is bright. I congratulate the apprentices on successfully completing the training. I believe, if lessons learnt are applied miles will be covered in your agricultural projects. I wish you all the best in what you set out to do.

**Congratulations.**  
**Marion Namukose**  
**Mentor Team Jaguar**



# Mentors

## Team Ostrich



Knowing that ideas and solutions can come from anyone, anywhere in the world, it's imperative to equip young people with better skills for employment, entrepreneurship and innovation, so as to increase the engagement and participation of young people in the development processes of their countries. Therefore, giving young people the opportunity to develop their ideas with constant mentorship, supervision and guidance promotes creativity and innovation amongst the participants. Through the AgAP training and mentorship, we are able to invest in future leaders, and social innovators who are determined and willing to disrupt the status quo by tackling the world's toughest problems, so as to make it a better place for everyone to live in.

Using inclusive and interactive discussions like the "Minds on the Move" initiative that was adapted during the AgAP3 training to empower young people, it helps to steer positive change in the participants' homes, schools and communities because young people get to learn and share experience from those expertise who have made it despite all the challenges. By doing this, we create a situation where everybody wins and probably feel free to help those in their communities succeed as well in their fields of interest.

### **Congratulations**

**Harriet Penrod Apili**

**Mentor team ostrich**





## Commencement day

Unlike the usual commencement day celebrations, the 3rd AgAP cohort marked a new version of the celebration. We managed to conduct the first investors and media (I&M) breakfast meeting. During this session, members of the investment community including private business persons, academicians and the media were invited to interact with the apprentices. The apprentices presented their agribusiness ideas and responded to questions from the audience. The main objective of the I&M is to shine a light on the apprentices' ideas to create links that attract potential investment and collaborations. The session is also intended to build confidence among the apprentices before members of the media, showcasing their communication skills and ability to well represent themselves and agribusinesses.

Following the I&M session, apprentices were awarded their certificates of apprenticeship. This is a norm within the program where every apprentice, in the presence of their mentor and investment partners receives their certificate. At the end of the award ceremony, all members were treated to a luncheon at Paul Pope memorial hotel.



*Top: An apprentice receives her certificate of completion from Ms Brenda Nanyonjo the CEO Miss Uganda Foundation. Below Ms Leticia Nakimuli the Dean of Business at SLAU hands over a certificate to an apprentice, Leticia Mugerwa the CEO of EIYW in attendance. Last: The team during the closing luncheon at Pope Paul Memorial Hotel.*

# Participants

<b>PFP Alumni</b>	<b>Occupation</b>	<b>Gender</b>
Oliver Nabiryo	Program officer - Crop productivity Enhancement at Sasakawa Global 2000 Uganda	Female
Piloya Innocent	Founder and CEO, Dero She Capital.	Female
Awuzu Eudine	Accountant	Female
Apili Harriet Penrod	Founder of Hartoma AgriFarm ventures	Female
Musiima Raymond	Senior Partner at Excellence Associates	Male
Samuel Kiggundu	Operations Director of Bagonvu Elderly Women's Foundation	Male
Clarena Amatha	CEO and Founder, Transform	Female
<b>AgAP alumni</b>		
Jean-Paul Nageri	Founder and C.E.O of Sio Valley Technologies	Male
<b>Experts from Uganda</b>		
Dr Kyeswa Christopher	CEO Africa 2000 Network Uganda	Male
Ronah Musiima	Project coordinator Proteria/Young Africa works/Mastercard.	Female
Leticia Mugerwa	CEO EIWYU	Female
Brenda Nanyonjo	CEO Miss Uganda	Female
<b>USA experts</b>		
Dr Wynne Wright	MSU professor the College of Agriculture and Natural Resources and College of Social Science	Female
Dr Choti Damaris	Assistant to the Director Student & Alumni Engagement	Female
Peter Lemmer	EVP & Chief Legal Counsel	Male
<b>Guest Speakers</b>		
Derek Tobias	Program Manager Alliance for African Partnership, Michigan State University.	Male
Carly Van Orman	Cultural Affairs Officer US Mission Kampala	Female
Mabira Simon Peter	Dean of Students SLAU	Male
<b>Apprentices in the 3<sup>rd</sup> Cohort</b>		
Aidah Babirye	CEO LYFA	Female
Asianzu Joan	Founder Jovec Initiative	Female
Asiimwe Dorcus	Co-Founder Farm Kioski	Female
Sempala Blasio	CEO Tunda Fresh Uganda limited	Male
Wajala Fred	Founder KuKu tech	Male
Kayegi Brenda	CEO Nutrip	Female
Kakungulu Brenda	Founder and CEO Bris Agro Safaris	Female
Kwagala Phoebe	CEO Kwagala Coffee	Female
Daka Anthony	CEO VerMinure	Male
Fidelis Oswald Msigwa	CEO Agritech Farm Enterprises	Male



