



## **Project Progress Report 2009**

NPT-ETH-239/260



## PROGRESS REPORT 2009

The Hague/Jimma,  
March, 2010

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**ENDORSEMENT OF THE PROJECT PROGRESS REPORT 2009**

This report on the progress of the NPT project “Capacity building for Sustainable Development of Horticulture in Ethiopia, NPT-ETH/239/260” in the year 2009 is compiled on the project mission and meeting reports and consultations between Jimma University-College of Agriculture and Veterinary Medicine-Department of Horticulture, LEI Wageningen UR and the Dutch consortium partners, PTC+ and WU-ECS.

Jimma University College of Agriculture and Veterinary Medicine and the Dutch consortium partners approve the report.

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On behalf of LEI Wageningen UR, The Netherlands

Name:.....

Place:..... Date:.....Signature:.....

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On behalf Jimma University College of Agriculture and Veterinary Medicine (JUCAVM);  
Department of Horticulture

Name:.....

Place:..... Date:.....Signature:.....



## **1 INTRODUCTION**

This report provides an overview of the project activities and results thereof in 2009. After a brief description of the project progress, the progress is described for each working package following the logical framework used in all former management reports.

## 2 SUMMARY OF PROJECT PROGRESS AND ADJUSTMENTS

### *Inception phase*

The project started officially October 1, 2007. During the inception phase, a detailed working plan was elaborated in consultation with the project partners and other stakeholders and approved by NUFFIC in April 2008. In the meantime the project team had already started preparatory activities for curriculum development and investments in new facilities in order to ensure a timely start of the revised MSc curriculum in the first semester of the academic year 2008/2009.

### *Staff development*

In 2008 and 2009 three Training of Trainers courses were implemented in the Netherlands for staff of JUCAVM, EHPEA and EHDA. 24 participants in total attended one of the trainings.

In March 2009 two administrative staff of JUCAVM visited the Netherlands for training.

Four staff members of JUCAVM started their PhD program in the Netherlands. Sadly, one PHD candidate disappeared. This means the project will continue with three PHD candidates.

**Comment [Sabine1]:** Peter, hebben er nu al 3 of pas 2 trainings plaatsgevonden?

### *MSc Course in Horticulture*

The revised MSc curriculum was first implemented in the academic year of 2008/2009 with 19 students enrolled. A new revision was done in 2009 based on the discussion with the sector and a labour market analysis.

In 2009 a beginning was made with the revision of the courses in the MSc. For the development of appropriate and relevant teaching material, the possibility will be explored to introduce a buddy system in which experts from PTC+ and Wageningen UR will jointly develop new training material.

The JUCAVM internship coordinator and the EHPEA practical training coordinator have been asked to formulate an action plan for the MSc internship program. Agreements have been made on the financial support of female MSc students.

In addition, master classes will be organized by visiting experts and a more intensive MSc thesis research guidance by Wageningen University staff is planned.

**Comment [Sabine2]:** Peter kun jij dit updaten?

### *BSc Course in Horticulture*

Although the by JUCAVM revised curriculum was endorsed by the national authorities, the BSc curriculum is still under revision. It still needs to be upgraded in terms of the principles of competence-based education. In 2009 the Dutch and Ethiopian staff worked on up-grading the course material.

The labour market analysis and needs assessment was updated, expanded and focused on the BSc-graduates. An occupational profile for the BSc-graduate will be developed, based on the one which is available for the MSc-graduate. Since it is likely more BSc-graduates will be employed by farms, the labour analysis and occupational profiles will focus on this sector. An experienced BSc course coordinator of Wageningen University will be requested to periodically review the BSc curriculum and course development process.

**Comment [Sabine3]:** Martin/Dine kunnen jullie de status van deze onderwerpen aanvullen?

### *Practical short courses*

Due to communication problems with the coordinator of the short courses program at EPHEA little progress was achieved in the short courses development. The project will instead provide additional support to the establishment of the HPTC, the short courses program of this new institution and training and backstopping of its staff employed by the Ethiopian Horticultural Development Agency. It is the ambition of all stakeholders in the sector to arrive at an integration of capacity building activities of the HPTC, EHPEA and JUCAVM.

**Comment [Sabine4]:** Martin/Dine kunnen jullie dit stukje updaten?

### *Investments in facilities and equipment*

Preparatory work for the construction of a new greenhouse at JUCAVM and the renovation of available facilities started during the inception phase. Based on a detailed needs assessment and consultations with JUCAVM the greenhouse the new greenhouse was officially opened on the 31<sup>st</sup> of October 2009.

### *Horticultural Practical Training Centre*

At the start of the project, the project team provided the authorities concerned with a list of basic requirements and proposed outline for the physical infrastructure of the HPTC. The establishment of the Ethiopian Horticultural Development Agency in the second half of 2008 provided the necessary institutional basis for the project team to continue working on a business plan for the HPTC and

related activities. A group of future trainers of the HPTC in establishment will participate in a ToT in the Netherlands in March 2009.

**Comment [Sabine5]:** Dave kun jij aanvullen hoe de stand van zaken nu is.

#### Gender project component

In the reporting period a provisional plan for mainstreaming gender aspects in the project was formulated. Based on this the PMC decided to make available within the NUFFIC budget 5 MSc scholarships for female students for 2009 and another 5 for 2010. Scholarships will be based on a 50% contribution of the living expenses by the candidate. In the coming period the other components of the plan will be elaborated jointly by the Ethiopian and Dutch gender coordinators in the team.

**Comment [Sabine6]:** Peter hefet deze plaatsgehad?

**Comment [Sabine7]:** Dine zou je dit willen updaten?

#### Organization, Communication and Cooperation

During the first project year, the joint project management developed a well-functioning way for communication and collaboration, through regular visits of the Dutch project manager to Jimma as well as intensive telephone and e-mail contact. In 2008 the Dutch project staff visited Ethiopia about 15 times, in 2009 the Dutch team-members visited the project on about 18 occasions from a couple of days to multiple weeks. In addition, the Dutch team met regularly in the Netherlands to discuss project progress.

In order to institutionalize the involvement of the major stakeholders in the project, the Project Management Committee (PMC) decided in its meeting in January 2009, to install a Project Advisory Committee, which meets once a year in Ethiopia. The proposed members of the PAC are:

- Mr Tshegay Abebe (Executive Director EHPEA)
- Mr Haileselassie Tekie, Director General Ethiopian Horticultural Development Agency
- Mr Kaba Urgessa (President Jimma University)
- Mr Westenbrink (Agricultural counsellor Royal Netherlands Embassy)
- Mr Nico de Groot (Department Head LEI Wageningen UR)
- Mr Fikre Lemassa Ocho (Dean Horticultural Department JUCAVM and Project Manager)
- Mr Dave Boselie (Project Manager, Team leader of research division at LEI-WUR)

**Comment [Sabine8]:** Dave is dit ondertussen geformaliseerd?

**Comment [Sabine9]:** Fikre, is this list correct or have changes taken place?

In addition the PMC decided to meet twice a year and to broaden its membership. Location of the meetings will be decided by the members and combined as much as possible with other project activities. Members are:

- Mr Fikre Lemassa (Project Manager JUCAVM)
- Mr Dave Boselie (Project Manager LEI-WUR)
- Mr Deribew Belew (Curriculum and Short courses coordinator JUCAVM)
- Mr Ben van den Brink or Mr Peter van Oene (PTC+)

In July 2008, the first project Newsletter was published. In 2009 an additional newsletter on the achievements in the last year was developed.

In 2009 the website <http://ethiopia.hortitraining.org/> was updated regularly through the Dutch team. It is the intention to transfer the website management to JUCAVM in the course of 2010.

### 3 SUSTAINABILITY

The project aims to achieve sustainable results. For that purpose Wageningen UR, PTC+ and JUCAVM, have developed the project in close consultation with the Ethiopian Horticultural Producers and Exporters Association (EHPEA), representing the horticulture industry in Ethiopia and public institutions, such as the Ministry of Trade and Industry (MoTI), Ministry of Agriculture and Rural Development (MoARD) and the Ethiopian Horticultural Development Agency (EHDA). These stakeholders are regularly consulted on the project progress and planning in order to achieve an innovative education system that serves the needs of the flower industry in Ethiopia. The aforementioned establishment of Project Advisory Committee, in which the major stakeholders are represented, will also contribute to a sustainable development of the project.

In order to meet the demand of the dynamic horticultural industry, the labour analysis and needs assessment that forms the basis for the revised competence based curricula, will be reviewed on a regular basis. Important in this respect is the collaboration between JUCAVM and EHPEA to arrange internships on commercial farms for all horticulture students.

At the start of the project, the project activities with respect to the development of a Horticultural Practical Training Centre were uncertain, but the establishment of the Ethiopian Horticultural Development Agency in the second half of 2008 provided the necessary institutional basis for this project component.

Sustainability of project results is facilitated through personal and working linkages between the project and the activities in the framework of the Horticulture Partnership between East Africa and the Netherlands (WSSD projects).

Table 4.1 Sustainability barometer project NPT-ETH-239/260

Institutional sustainability		Level of achievement *		
Indicators				
1.1	Strategic Plan (Developed, Approved and Implemented)	D		
1.2	Research Plan (Developed, Approved and Implemented)	D,A,I		
1.3	Policies & procedures (Developed, Approved and Implemented)	D		
1.4	Commitment (top) management	+		
1.5	Management capacity of department/unit in which the project is executed	+		
2.	Staff retention/mobility figures in department/unit in which the project is executed:			
2.1	Total no. of staff	26		
2.2	No. of staff who left for employment elsewhere during the year	-		
2.3	No. of current vacancies	2		
2.4	Bonding agreements, continuation of payment of staff on study leave	BA, CA		
3.1	Percentage of staff involved in project implementation	40.3%		
3.2	Project activities integrated into regular tasks of project staff	+		
3.3	Initiative for writing project plan, progress reports, budgets, etc	Both		
Technical sustainability		Level of achievement *		
Indicators				
4.	User rates of computers, equipment, etc.	50 %		
5.	Staff mobility figures of technical staff in department/unit:			
5.1	No. of qualified technical staff	2		
5.2	No. of technical staff who left for employment elsewhere during the year	-		
5.3	No. of technical staff newly employed during the year	-		
5.4	No. of current vacancies for technical staff	2		
Academic sustainability		Level of achievement *		
Indicators				
6.	Curriculum/modules (Developed, Approved and Implemented)			
	BSc curriculum	D		
	MSc curriculum	D,A,I		
7.	Student enrolment trend (for new or improved courses)	2007	2008	2009**
	BSc curriculum			

**Comment [Sabine10]:** Dave moet dit geherformuleerd worden?

**Comment [Sabine11]:** Dave, zijn we al door naar een volgende fase?

**Comment [Sabine12]:** Dave ?

**Comment [Sabine13]:** Fikre could you please comment on line 2.1 to 5.4.? Please also see the full list of staff in the appendix

**Comment [Sabine14]:** Martin / Dine kan hier al A,I achter?

**Comment [Sabine15]:** Wie weet het beste de werkelijk getallen voor 2009 en de vooruitzichten voor 2010 voor al deze regels?

	MSc curriculum		7	19
8.	Academic staffing situation trend (related to qualification level):	2007	2008	2009**
	- PhD	2	4	4
	- MSc	10	12	9
9.1	(External) relations with entities outside the university exist		+	
9.2	(Internal) relations with entities inside the university exist		+	
		2007	2008	2009**
9.3	Publication trend (number of publications)			
9.4	Participation in seminars, conferences, etc (number of seminars etc.)			5
	<b>Financial sustainability</b>			
	<b>Indicators</b>		<b>Level of achievement *</b>	
10.1	Strategic/financial plan for use, maintenance and replacement of equipment and software (Developed, Approved and Implemented)		D,A,I	
10.2	Adequate and sufficient financial staff available		+L	
11.1	Competitive salary level in comparison with external market		+/-	
11.2	Reliable transfer of monthly salary		+	
12.	Sufficient funds for operation and maintenance reserved in yearly budget		-	
13.	Market study executed		Yes	
14.	Business plan (Developed, Approved and Implemented)		D,A,I	
		2007	2008	2009**
15.1	Third party funds generated (Euro's)			
15.2	Prospects for continued donor support			+

**Comment [Sabine16]:** Fikre could you please comment on lines 10.2 to 12 and lines 15.1 en 15.2?

#### 4 PROJECT PROGRESS 2009 FOLLOWING THE LOGICAL FRAMEWORK

Objective:	Target for the whole project period	Achievements in reporting period	Explanation on deviations
<b>Overall objective</b>			
To contribute to the development of an Ethiopian horticulture industry to be profitable, sustainable, dynamic, reputable and compliant with national and international markets and legal requirements, by realising a sufficient supply of educated and practically trained staff for all required levels in the horticulture industry	<ul style="list-style-type: none"> <li>Increased production of flowers, vegetables and fruits</li> <li>Increased export of flowers, vegetables and fruits</li> <li>Improved quality of flowers</li> <li>Increased number of GlobalGap certified companies</li> </ul>	<ul style="list-style-type: none"> <li>Three PhDs candidates started their research in Wageningen</li> <li>Revised MSc and BSc curricula</li> <li>Launch of new greenhouse at JUCAVM</li> <li>Business plan HPTC formulated</li> </ul>	<ul style="list-style-type: none"> <li>The horticultural sector in Ethiopia experiences difficult times, because of fierce competition and a decreasing demand caused by the global economic crisis.</li> </ul>
<b>Specific objective 1</b>			
<b>WP1 Staff development</b> Academic and supporting staff at JUCAVM and HPTC trained to function successfully in their respective fields of work	<ul style="list-style-type: none"> <li>Staff of JUCAVM and HPTC are delivering innovative competence-based and practically oriented training programmes</li> <li>Four PhD candidates selected, preparing the study program</li> <li>15 staff trained in the Netherlands</li> <li>On the job training and consultations</li> </ul>	<ul style="list-style-type: none"> <li>On the job training during visits from the Dutch project team</li> <li>Three PhDs started their research in the Netherlands</li> </ul>	<ul style="list-style-type: none"> <li>One PhD candidate left without notice during his stay in the Netherlands</li> </ul>
<b>Result 1.1 Staff of JUCAVM successfully followed PhD programs</b>			
Activity 1.1.1 Selecting candidates for participation in PhD programmes	D1.1.1 Four candidates selected for PhD programmes, of whom at least 1 female candidate	<ul style="list-style-type: none"> <li>Achieved in 2008</li> </ul>	
Activity 1.1.2 Selected candidates following PhD programmes	D1.1.2 Four candidates following a PhD programme	<ul style="list-style-type: none"> <li>One candidate is started PhD study at the beginning on 2009.</li> <li>Three other PhD candidates, one female, formulated their proposal in cooperation with their Dutch supervisors in the second halve of 2009.</li> </ul>	<ul style="list-style-type: none"> <li>One PhD candidate left without notice during his stay in the Netherlands</li> </ul>
<b>Result 1.2 Academic staff of JUCAVM and HPTC successfully trained</b>			

Objective:	Target for the whole project period	Achievements in reporting period	Explanation on deviations
Activity 1.2.1 Selecting candidate-trainers for participation ToT programme	D1.2.1 Sixteen candidates selected for ToT; 8 from JUCAVM and 8 from EHPEA of whom at least 4 female candidates.	<ul style="list-style-type: none"> <li>Achieved in 2008</li> </ul>	<ul style="list-style-type: none"> <li>an extra ToT has been planned in March/April, for ten future trainers of the HPTC in establishment</li> </ul>
Activity 1.2.2 Implementing ToT programme in the Netherlands	D1.2.2a Training programme and materials D1.2.2b Sixteen Ethiopian trainers trained	<ul style="list-style-type: none"> <li>Achieved in 2008</li> </ul>	
Activity 1.2.3 Further training and coaching of trainers in Ethiopia	D1.2.3 A group of minimal sixteen competent trainers	<ul style="list-style-type: none"> <li>Training on the job</li> <li>Trained staff of JUCAVM involved in developing and implementing short practical courses</li> </ul>	<ul style="list-style-type: none"> <li>The project team will continue training through on-the-job training of JUCAVM staff</li> </ul>
<b>Result 1.3 Administrative staff trained for project relevant administrative tasks.</b>			
Activity 1.3.1 Training and coaching of administrative staff of JUCAVM	D1.3.1 Two administrative staff of JUCAVM trained and coached	<ul style="list-style-type: none"> <li>Administrative staff of JUCAVM have been trained during a visit to the Netherlands in March</li> </ul>	<ul style="list-style-type: none"> <li>The staff will get further coaching during missions and by e-mail</li> </ul>
<b>Result 1.4 Maintenance staff of JUCAVM and HPTC trained</b>			
Activity 1.4.1 Training of technical staff of JUCAVM and HPTC	D1.4.1 Four technical staff of JUCAVM and HPTC trained	<ul style="list-style-type: none"> <li>Follow-up training on-the-job of technical during construction and renovation of facilities</li> </ul>	<ul style="list-style-type: none"> <li>Two out of four trained technical staff left, there are now two vacancies</li> </ul>
<b>Specific objective 2:</b>			
<b>WP2 Curriculum development</b> Competence based curricula developed for undergraduate and postgraduate education in commercial horticulture at JUCAVM, as well as for Diploma/Certificate course curricula and practically oriented short courses to be delivered by the HPTC.	<ul style="list-style-type: none"> <li>All curricula developed, implemented and certified by the Ethiopian authorities by the end of the project</li> <li>Students enrolled in the various courses, starting in 2008</li> </ul>	<ul style="list-style-type: none"> <li>The MSc curriculum in Horticulture has been revised by JUCAVM with assistance of the Dutch team</li> <li>19 students participated in the MSc course in 2009</li> </ul>	
<b>Result 2.1 Labour market analysis and training needs assessment concluded.</b>			

Comment [Sabine17]: Ben/peter?

Comment [Sabine18]: Ben/Peter, klopt dit?

Objective:	Target for the whole project period	Achievements in reporting period	Explanation on deviations
Activity 2.1.1 Labour market analysis and needs assessment	D2.1.a Labour market analysis completed, with specific analysis on female job opportunities D2.1.b Overview of job competence needs D2.1.c Occupational profiles D2.1.d Preparatory workshop on curriculum development with stakeholders	<ul style="list-style-type: none"> <li>Labour market analysis updated in 2009</li> <li>Needs assessment updated in 2009</li> <li>Specification of occupation profiles developed for BSc and MSc graduates</li> <li>Approval of occupational profiles during stakeholdermeeting</li> </ul>	<ul style="list-style-type: none"> <li>Regular updating the labour analysis and needs assessment as well as the occupational profiles for MSc and BSc graduates in horticulture will be done in the remaining project period.</li> </ul>
Activity 2.1.2 Gender needs assessment	D2.2 Gender aspect incorporated in curriculum and course material D2.3 Staff trained for actively involving females in the classroom D2.4 Financial support of female MSc students	<ul style="list-style-type: none"> <li>2009: Needs assessment</li> <li>Agreements on financial support of female MSc students</li> </ul>	<ul style="list-style-type: none"> <li>New activity included in 2009</li> </ul>
<b>Result 2.2 A plan for practical short courses programme developed and approved.</b>			
Activity 2.2.1 Designing practical short courses programme	D2.2.1 Practical short courses programme and at least two new short courses developed	<ul style="list-style-type: none"> <li>Short courses developed</li> </ul>	
Activity 2.2.2 Implementation, evaluation and revision of practical short courses programme	D2.2.2a Evaluation reports regarding the practical short courses programme D2.2.2b Revised short courses programme approved	<ul style="list-style-type: none"> <li>Short courses evaluated</li> </ul>	
<b>Result 2.3 Certificate course curriculum developed, implemented and approved.</b>			
Activity 2.3.1 Designing certificate course curriculum	D2.3.1 Certificate course curriculum	<ul style="list-style-type: none"> <li>Certificate course developed</li> </ul>	
Activity 2.3.2 Implementation,	D2.3.2a Mid- and end-term evaluation	<ul style="list-style-type: none"> <li>Certificate curriculum evaluated</li> </ul>	

**Comment [Sabine19]:** Dine, kun jij dit nog aanvullen?

**Comment [Sabine20]:** Martin /Dine graag aanvullen

**Comment [Sabine21]:** Martin /Dine kunnen jullie dit aanvullen?

**Comment [Sabine22]:** Martin /Dine is heir iets aan gedaan het afgelopen jaar? Of zijn er nog onduidelijkheden over het mandaat van JUCAVM in deze?

Objective:	Target for the whole project period	Achievements in reporting period	Explanation on deviations
evaluation and revision of certificate course curriculum	reports regarding the certificate course curriculum D2.3.2b Revised certificate course curriculum approved		
<b>Result 2.4 Diploma course curriculum developed, implemented and approved.</b>			
Activity 2.4.1 Designing diploma course curriculum	D2.4.1 Diploma course curriculum		<ul style="list-style-type: none"> <li>Development of diploma development depends on mandate of JUCAVM</li> </ul>
Activity 2.4.2 Implementation, evaluation and revision of diploma program	D2.4.2a Mid- and end-term evaluation reports regarding the diploma course curriculum D2.4.2b Revised diploma course curriculum approved		
<b>Result 2.5 Under-graduate curriculum (BSc) developed, implemented and approved.</b>			
Activity 2.5.1 Designing under-graduate curriculum (BSc)	D2.5.1 Under-graduate curriculum (BSc)	<ul style="list-style-type: none"> <li>Started with a new revision of the BSc curriculum with assistance of the Dutch project team</li> </ul>	
Activity 2.5.2 Implementation, evaluation and revision of under-graduate curriculum	D2.5.2a Mid- and end-term evaluation reports regarding the under-graduate curriculum D2.5.2b Revised under-graduate curriculum approved	<ul style="list-style-type: none"> <li>Evaluation procedures developed for usage by the JUCAVM team</li> </ul>	
<b>Result 2.6 Post-graduate curriculum (MSc) developed, implemented and approved.</b>			
Activity 2.6.1 Designing post-graduate curriculum (MSc)	D2.6.1 Post-graduate curriculum (MSc)	<ul style="list-style-type: none"> <li>MSc curriculum has been finalized</li> </ul>	
Activity 2.6.2 Implementation, evaluation and revision of post-graduate curriculum	D2.6.2a Mid- and end-term evaluation reports regarding the post-graduate curriculum D2.6.2b Revised curriculum post-graduate curriculum approved	<ul style="list-style-type: none"> <li>End-term evaluation of the MSc curriculum including whether the curriculum meets international standards</li> </ul>	

**Comment [Sabine23]:** Martin /Dine graag aanvullen

**Comment [Sabine24]:** Martin /Dine of is dit al klaar?

**Comment [Sabine25]:** Martin /Dine Hebben deze plaatsgevonden in 2009?

Objective:	Target for the whole project period	Achievements in reporting period	Explanation on deviations
<b>Result 2.7 Curriculum quality management guidelines formulated.</b>			
Activity 2.7.1 Formulating curriculum quality management guidelines	D2.7.1 Curriculum quality management guidelines available	<ul style="list-style-type: none"> <li>A workshop and further follow-up was held on implementing a curriculum quality management system with feedback and revision loops.</li> </ul>	
<b>Specific objective 3:</b>			
<b>WP3 Course Development</b> Education and training methodologies, courses and course materials developed, implemented and approved.	<ul style="list-style-type: none"> <li>Complete set of courses ready before 2011</li> <li>All course materials ready before 2011</li> </ul>	<ul style="list-style-type: none"> <li>Over the period July 2007-June 2008, EHPEA provided 68 practical courses.</li> <li>Courses and course material for MSc Curriculum Horticulture largely ready</li> </ul>	
<b>Result 3.1 Plan of actions for course development formulated</b>			
Activity 3.1.1 Developing plan of actions for course development	D3.1.1 Approved plan of actions for course development	<ul style="list-style-type: none"> <li>Achieved in 2008</li> </ul>	
<b>Result 3.2 Courses and course materials for practical short courses programme</b>			
Activity 3.2.1 Developing courses and course materials for practical short courses program	D3.2.1 Courses and course materials for practical short courses programme ready	<ul style="list-style-type: none"> <li>Under responsibility of EHPEA practical courses for more people at different locations were organised</li> </ul>	
Activity 3.2.2 Implementation, evaluation and revision of practical short courses programme	D3.2.2a Number of participants in practical short courses programme D3.2.2b Evaluation reports regarding the practical short courses D3.2.2c Revised courses and course material for the short courses ready	<ul style="list-style-type: none"> <li>In the period July 2007-June 2008, about 870 people participated in the short courses provided by EHPEA</li> <li>Short courses evaluated</li> </ul>	
<b>Result 3.3 Courses and course</b>			

**Comment [Sabine26]:** Heeft dit plaatsgevonden?

**Comment [Sabine27]:** Ben/Peter graag updaten

**Comment [Sabine28]:** Ben/Peter is dit gebeurd?

**Comment [Sabine29]:** Update?

Objective:	Target for the whole project period	Achievements in reporting period	Explanation on deviations
<b>materials for the certificate course curriculum</b>			
Activity 3.3.1 Developing courses and course materials for certificate course curriculum			<ul style="list-style-type: none"> <li>• Development of certificate courses depends on mandate of JUCAVM</li> </ul>
Activity 3.3.2 Implementation, evaluation and revision of certificate course curriculum	D3.3.2a Number of participants in the certificate course curriculum. D3.3.2b Evaluation reports regarding the certificate course curriculum. D3.3.2c Revised courses and course material for the certificate course curriculum ready	<ul style="list-style-type: none"> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Development of certificate courses depends on mandate of JUCAVM</li> </ul>
<b>Result 3.4 Courses and course materials for the diploma course curriculum</b>			
Activity 3.4.1 Developing courses and course materials for diploma course curriculum	D3.4.1 Courses and course materials for diploma course curriculum ready	<ul style="list-style-type: none"> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Development of diploma courses depends on mandate of JUCAVM</li> </ul>
Activity 3.4.2 Implementation, evaluation and revision of diploma course curriculum	D3.4.2a Number of participants in diploma course curriculum D3.4.2b Evaluation reports regarding the diploma program D3.4.2c Revised courses and course material for the diploma course curriculum ready	<ul style="list-style-type: none"> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Development of diploma courses depends on mandate of JUCAVM</li> </ul>
<b>Result 3.5 Courses and course materials for the under-graduate curriculum (BSc)</b>			
Activity 3.5.1 Developing courses and course materials for the under-graduate curriculum	D3.5.1 Courses and course materials for the under-graduate curriculum ready	<ul style="list-style-type: none"> <li>• Developed courses</li> <li>• Developed coursematerial</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>

**Comment [Sabine30]:** Is hier al iets gebeurd/gaat hier ngo iets gebeuren?

**Comment [Sabine31]:** Klopt dit, want bij 2.3 staat dat certificate courses al ontwikkeld zijn

Objective:	Target for the whole project period	Achievements in reporting period	Explanation on deviations
Activity 3.5.2 Implementation, evaluation and revision of the under-graduate curriculum	D3.5.2a Number of students enrolled in under-graduate curriculum D3.5.2b Evaluation reports regarding the under-graduate curriculum D3.5.2c Revised courses and course material for the under-graduate curriculum ready	<ul style="list-style-type: none"> <li>Courses started in October 2009</li> </ul>	<ul style="list-style-type: none"> <li>Evaluation in 2010</li> <li>Revision in 2010</li> </ul>
<b>Result 3.6 Courses and course materials for the post-graduate curriculum (MSc)</b>			
Activity 3.6.1 Developing courses and course materials for the post-graduate curriculum (MSc)	D3.6.1 Courses and course materials for the post-graduate curriculum ready	<ul style="list-style-type: none"> <li>Courses and course material for MSc Curriculum Horticulture ready</li> <li>First start with contacts for buddy system for further development of specific topics</li> </ul>	
Activity 3.6.2 Implementation, evaluation and revision of post-graduate curriculum	D3.6.2a Number of students enrolled in post-graduate curriculum D3.6.2b Evaluation reports regarding post-graduate program D3.6.2c Revised courses and course materials for the post-graduate curriculum ready.	<ul style="list-style-type: none"> <li>19 Students started the new MSc Curriculum Horticulture in September 2009</li> </ul>	<ul style="list-style-type: none"> <li>Evaluation in 2010</li> <li>Revision in 2010</li> </ul>
<b>Result 3.7 Contribution to HPTC courses</b>			<ul style="list-style-type: none"> <li>HPTC development on hold till institutional arrangement are finalized</li> </ul>
Activity 3.7.1 Contribution to data collection and analysis	D3.7.1a Data collection system operational D3.7.1b Reports with results of analyses ready		
Activity 3.7.2 Developing practical crop management training courses	D3.7.2a Courses and course materials for management course ready D3.7.2b Number of participants in the management course D3.7.2b Evaluation reports regarding the management course D3.7.2c Revised courses and course material for the management course		

**Comment [Sabine32]:** Ben/P eter weet je hoeveel leerlingen?

**Comment [Sabine33]:** Ben/P eter klopt dit als de bullet ervoor states dat het materiaal al klaar is?

**Comment [Sabine34]:** Ben/p eter is hier al iets aan gedaan in 2009?

Objective:	Target for the whole project period	Achievements in reporting period	Explanation on deviations
<b>Specific objective 4:</b>			
<b>WP4 Strengthening Applied Research Agenda</b> Applied research agenda for commercial horticulture at JUCAVM strengthened.	<ul style="list-style-type: none"> <li>Innovative demand-driven research agenda 2008 – 2013 formulated and approved by stakeholders</li> <li>Applied research modules included in the various training programs</li> </ul>		<ul style="list-style-type: none"> <li>Review of research modules planned for 2010</li> </ul>
<b>Result 4.1 Framework a demand driven research agenda at JUCAVM approved</b>			
Activity 4.1.1 Developing guidelines for the development of a sector oriented research	D4.1.1 Institutional framework for a demand driven research guidance process at JUCAVM	<ul style="list-style-type: none"> <li>Consultation meeting held with major stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>Further development planned for 2010</li> </ul>
<b>Result 4.2 Applied research modules integrated in curricula at JUCAVM</b>			
Activity 4.2.1 Integration of applied research modules in the curricula of JUCAVM	D4.2.1a JUCAVM research agenda reviewed and up-dated D4.2.1b Research modules integrated into the curricula of JUCAVM		<ul style="list-style-type: none"> <li>Review of the research component in the 2<sup>nd</sup> year of the MSc programme.</li> </ul>
<b>Specific objective 5:</b>			
<b>WP 5 Upgrading facilities and equipment</b> Facilities at JUCAVM and HPTC upgraded to enable education and training courses in a 'protected learning environment.	<ul style="list-style-type: none"> <li>State-of-the-art facilities and equipment operational at JUCAVM and HPTC</li> </ul>	<ul style="list-style-type: none"> <li>Launch of new greenhouse at JUCAVM</li> </ul>	<ul style="list-style-type: none"> <li>HPTC development on hold till institutional arrangement are finalized</li> </ul>
<b>Result 5.1 Facilities and equipment at JUCAVM available and operational</b>			
Activity 5.1.1 Investment needs assessment for JUCAVM	D5.1.1 List of required facilities and equipment for JUCAVM	<ul style="list-style-type: none"> <li>Achieved in 2008</li> </ul>	
Activity 5.1.2 Concluding contracts on facilities and equipment for JUCAVM	D5.1.2a Detailed quotations of required facilities and equipment for JUCAVM D5.1.2b Contracts with Ethiopian suppliers	<ul style="list-style-type: none"> <li>Achieved in 2008, some facilities are still pending like ICT equipment depending on the budget after the installation of the greenhouse</li> </ul>	
Activity 5.1.3 Constructing facilities and	D5.1.3a Greenhouse and other facilities	<ul style="list-style-type: none"> <li>Launch of the greenhouse in October</li> </ul>	

**Comment [Sabine35]:** Dave kun jij kijken of de ontwikkelingen in kolom 3 en 4 kloppen?

Objective:	Target for the whole project period	Achievements in reporting period	Explanation on deviations
installing equipment for JUCAVM	at JUCAVM constructed and operational D5.1.3b Other equipment and material at JUCAVM available	2009	
<b>Result 5.2 Facilities and equipment at HPTC available and operational</b>			
Activity 5.2.1 Investment needs assessment for HPTC	D5.2.1a List of required facilities and equipment for HPTC	<ul style="list-style-type: none"> <li>List of required facilities at HPTC Melkassa made</li> </ul>	
Activity 5.2.2 Concluding contracts on facilities and equipment for HPTC	D5.2.2a Detailed specifications of required facilities and equipment for HPTC D5.2.2b Contracts with Ethiopian suppliers	<ul style="list-style-type: none"> <li>Inventory of facilities for the HPTC in consultation with EHDA</li> </ul>	<ul style="list-style-type: none"> <li>HPTC development on hold till institutional arrangement are finalized</li> </ul>
Activity 5.2.3 Constructing facilities and installing equipment for HPTC	D5.2.3a Greenhouse and other facilities at HPTC constructed and operational D5.2.3b Other equipment and material at HPTC available		
<b>Specific objective 6:</b>			
<b>WP6 Community Based Education and Training</b>	<ul style="list-style-type: none"> <li>Trained staff for CBET</li> <li>Community based pilot projects running</li> <li>Workshops, trainings and seminars</li> </ul>	<ul style="list-style-type: none"> <li>Needs assessment for community based activities</li> </ul>	
<b>Result 6.1 Staff of JUCAVM capable to implement community based activities</b>			
Activity 6.1.1 Needs assessment for community based activities	D6.1.1 Assessment report	<ul style="list-style-type: none"> <li>Needs assessment for community based activities</li> </ul>	
Activity 6.1.2 Training of staff in community based education and training approaches	D6.1.2 Staff selected and trained for community based activities	<ul style="list-style-type: none"> <li>Evaluated community based education</li> </ul>	
<b>Result 6.2 Community based activities prepared and implemented</b>			
Activity 6.2.1 Preparation and	D6.2.1a Programme for community	<ul style="list-style-type: none"> <li>JUCAVM implements community</li> </ul>	<ul style="list-style-type: none"> <li>Programme will be revised in 2010</li> </ul>

**Comment [Sabine36]:** Kunnen we hier iets zetten over date r nog irrigatie fertigation and een cold room is of word aangelegd?

**Comment [Sabine37]:** Olga klopt alles zo of kun je nog aanvullen/aanpassen?

**Comment [Sabine38]:** Was staff trained for community based education?

Objective:	Target for the whole project period	Achievements in reporting period	Explanation on deviations
implementation of community based activities	based activities at JUCAVM D6.2.1b Workshops, trainings and seminars	based education	
<b>Specific objective 7:</b>			
<b>WP7 Institutional development</b> ▪ Sustainable institutional setting for capacity building program realised.	<ul style="list-style-type: none"> <li>Formulating basic requirements for building the physical infrastructure for the HPTC;</li> <li>Providing assistance in the development of the financial sustainable business plan for the HPTC;</li> <li>Realisation of a structure for regular revision of developed curricula according to the developments and needs of the industry</li> </ul>	<ul style="list-style-type: none"> <li>List of basic requirements achieved in 2008</li> <li>Contribution to the feasibility study for the HPTC in consultation with Ethiopian Horticultural Development Agency (EHDA)</li> </ul>	
<b>Result 7.1 Basic requirements and business plan for the HPTC</b>			
Activity 7.1.1 Formulating basic requirements for HPTC	D7.1.1 List basic requirements	<ul style="list-style-type: none"> <li>Achieved in 2008</li> </ul>	
Activity 7.1.2 Providing assistance in business plan of HPTC	D7.1.2 Assistance and advice in formulating a business plan for HPTC	<ul style="list-style-type: none"> <li>Business plan formulated</li> <li>First discussion about external advisory services for HPTC</li> </ul>	
<b>Result 7.2 Structure for regular revision of curricula</b>			
Activity 7.2.1 Realising structure for regular revision of curricula	D7.2.1 Structure for regular revision of curricula established		<ul style="list-style-type: none"> <li>HPTC development on hold till institutional arrangement are finalized</li> </ul>
<b>Specific objective 8:</b>			
<b>Project management</b> Project objectives met and sustainable results achieved	<ul style="list-style-type: none"> <li>Planned course programmes at JUCAVM and HPTC running on a regular basis</li> <li>Regular consultations between various stakeholders on up-dating the course programs</li> </ul>	<ul style="list-style-type: none"> <li>Regular consultations among project partners</li> <li>Improving internal and external communication and collaboration</li> <li>Updating website and publishing papers and news letters</li> </ul>	
<b>Result 8.1 Project implemented and concluded according to plan</b>			
Activity 8.1.1 Internal project	D8.1.1a Updated project plan (annual)	<ul style="list-style-type: none"> <li>Planning report 2010 approved</li> </ul>	

**Comment [Sabine39]:** Dave; Opmerking over uitloop?

Objective:	Target for the whole project period	Achievements in reporting period	Explanation on deviations
coordination and communication	D8.1.1b Communication protocol		
Activity 8.1.2 External communication	D 8.1.2a Annual progress report and final report D 8.1.2b Articles, reports and conference papers D 8.1.2c Website operational	<ul style="list-style-type: none"> <li>• Newsletter No 2 published</li> <li>• Website established</li> <li>• Present at Hortifair March in Addis Ababa</li> </ul>	<ul style="list-style-type: none"> <li>• More Newsletters in 2010</li> <li>• Updating website in 2010</li> <li>• Paper for education conference in October 2009</li> </ul>
Activity 8.1.3 Financial control	D8.1.3a Financial administrative system D8.1.3b Annual monitoring reports	<ul style="list-style-type: none"> <li>• Financial administrative system operational</li> <li>• Regularly monitoring during project meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Regular monitoring budget during project meetings</li> </ul>

**Comment [Sabine40]:** Is deze gemaakt?

## 5 OVERVIEW OF MISSIONS AND EVENTS 2009

Date	Location	Activities	Results	Involved Dutch experts
Jan 19 – feb 2	Ethiopia	WP7 Institutional development <ul style="list-style-type: none"> <li>• Feasibility study HPTC</li> </ul> WP5 Upgrading facilities and equipment <ul style="list-style-type: none"> <li>• Investment support</li> </ul>	<ul style="list-style-type: none"> <li>• HPTC business plan</li> <li>• Contracts with suppliers</li> </ul>	Andre de Jager (WUR-LEI), Peter van Oene (PTC+)
Jan 20	Ethiopia	WP8 Project management <ul style="list-style-type: none"> <li>• Project management committee meeting (PMC)</li> </ul>	<ul style="list-style-type: none"> <li>• Increased communication and coordination of project</li> </ul>	Fikre Lemmessa (JUCAVM), Adugna Debela (JUCAVM). Andre de Jager (WUR-LEI), Peter van Oene (PTC+)
Jan 19 – feb 2	Ethiopia	WP3 Course development <ul style="list-style-type: none"> <li>• MSc support</li> </ul>	<ul style="list-style-type: none"> <li>• MSc course material finalized in 2009</li> </ul>	Werner de Leeuw (PTC+)
Feb 9	Netherlands	WP8 Project management <ul style="list-style-type: none"> <li>▪ Co-ordinating meetings of Dutch expert team</li> </ul>	<ul style="list-style-type: none"> <li>▪ Well prepared project activities and missions to Ethiopia</li> </ul>	Dutch project team
Feb 23 – Feb 28	Ethiopia	WP7 Institutional development <ul style="list-style-type: none"> <li>• Feasibility study HPTC</li> </ul>	<ul style="list-style-type: none"> <li>• HPTC business plan</li> </ul>	Andre de Jager (WUR-LEI), Peter van Oene (PTC+)
Mrt 9	Netherlands	WP1 Staff development <ul style="list-style-type: none"> <li>• Training JUCAVM administrative staff</li> </ul>	<ul style="list-style-type: none"> <li>• Improved administrative skills</li> </ul>	Ben Kamphuis
Apr 20	Ethiopia	WP3 Course development <ul style="list-style-type: none"> <li>• MSc support</li> <li>• Practical course development</li> </ul>	<ul style="list-style-type: none"> <li>• Translation of the curriculum into Teaching Guides/trainings materials for the MSc courses</li> <li>• Coaching on implementation of practical trainings for MSc.</li> </ul>	Arjan Ruijsenaars (PTC+)
April 20 – Jun 1	Ethiopia	WP2 Curriculum development <ul style="list-style-type: none"> <li>• labour market and needs analysis</li> <li>• analyse the BSc</li> <li>• Community-Based-Edu. (CBE) component BSc</li> </ul>	<ul style="list-style-type: none"> <li>• Labour analyses report</li> <li>• Evaluation of BSc</li> <li>• Evaluation of CBE</li> </ul>	Leonoor Akkermans (WUR-ECS), Martin Mulder (WUR-ECS)
Apr 27	Netherlands	WP8 Project management <ul style="list-style-type: none"> <li>▪ Co-ordinating meetings of Dutch expert team</li> </ul>	<ul style="list-style-type: none"> <li>▪ Well prepared project activities and missions to Ethiopia</li> </ul>	Dutch project team
Jun 13-Jun 21	Ethiopia	WP5 Upgrading facilities and equipment <ul style="list-style-type: none"> <li>• Investment support</li> </ul> WP3 Course development <ul style="list-style-type: none"> <li>• Presentation on "Greenhouse Soil Fertilization and Monitoring".</li> <li>• Coaching on implementation of practical trainings for MSc.</li> </ul>	<ul style="list-style-type: none"> <li>• Contract and contracts for facilities</li> <li>• MSc course material finalized in 2009</li> <li>• Translation of the curriculum into Teaching Guides/trainings materials for the MSc courses</li> </ul>	Cees de Kreij (PTC+)
Jun 13 –Jul 23	Ethiopia	WP5 Upgrading facilities and equipment <ul style="list-style-type: none"> <li>• Follow-up on (plans for) the execution of phase 1 in</li> </ul>	<ul style="list-style-type: none"> <li>• Revised plan of implementation with regard to required facilities and/or equipment.</li> </ul>	Werner de Leeuw (PTC+)

		<ul style="list-style-type: none"> <li>upgrading the facilities</li> <li>development of field plots for cultivation of vegetables.</li> <li>To identify the most suitable location for greenhouse and related structures/facilities HPTC</li> </ul>	<ul style="list-style-type: none"> <li>A base document for proper planning–budgeting with regard to the necessary investments in hardware at HPTC</li> </ul>	
Jun 29	Netherlands	WP8 Project management <ul style="list-style-type: none"> <li>Co-ordinating meetings of Dutch expert team</li> </ul>	<ul style="list-style-type: none"> <li>Well prepared project activities and missions to Ethiopia</li> </ul>	Dutch project team
Sept 10	Netherlands	WP8 Project management <ul style="list-style-type: none"> <li>Co-ordinating meetings of Dutch expert team</li> </ul>	<ul style="list-style-type: none"> <li>Well prepared project activities and missions to Ethiopia</li> </ul>	Dutch project team
Oct 5- Oct 19	Ethiopia	WP5 Upgrading facilities and equipment <ul style="list-style-type: none"> <li>Follow-up on (plans for) the execution of phase 2 in upgrading the facilities.</li> </ul> WP3 Course development <ul style="list-style-type: none"> <li>Follow-up on development course materials MSc</li> <li>Start development course materials BSc</li> <li>Cultivation support</li> </ul>	<ul style="list-style-type: none"> <li>List with inventory of available teaching materials</li> <li>Planning for course development BSc</li> </ul>	Peter van Oene (PTC+)
Oct 26 – 31 Oct	Ethiopia	WP5 Upgrading facilities and equipment <ul style="list-style-type: none"> <li>Follow-up on (plans for) the execution of phase 2 in upgrading the facilities.</li> </ul> WP3 Course development <ul style="list-style-type: none"> <li>BSc support</li> </ul>	<ul style="list-style-type: none"> <li>Action plan for further steps WP5</li> </ul>	<del>Ben van den Brink (PTC+)</del>
Oct 26 – 31 Oct	Ethiopia	WP2 Curriculum development <ul style="list-style-type: none"> <li>Workshop Competence-Based Education and Teaching Methods</li> <li>Curriculum evaluation</li> </ul>	<ul style="list-style-type: none"> <li>Curriculum evaluation</li> </ul>	<del>Martin Mulder (WUR-ECS)</del>
Oct 30	Ethiopia	WP8 Project management <ul style="list-style-type: none"> <li>Project management committee meeting (PMC)</li> </ul>	<ul style="list-style-type: none"> <li>Increased communication and coordination of project</li> </ul>	Augna Debele (JUCAVM), Derbew Belew (JUCAVM), André de Jager (WUR-LEI), Ben van den Brink (PTC+), Dave Boselie (WUR-LEI)
Oct 31	Ethiopia	WP5 Upgrading facilities and equipment <ul style="list-style-type: none"> <li>Official Launch greenhouse at JUCAVM</li> </ul>	<ul style="list-style-type: none"> <li>Greenhouse in official use</li> </ul>	Augna Debele (JUCAVM), Derbew Belew (JUCAVM), André de Jager (WUR-LEI), Ben van den Brink (PTC+), Dave Boselie (WUR-LEI) and more
Nov 10 – Nov 18	Ethiopia	WP3 Course development <ul style="list-style-type: none"> <li>Completing training material for all the short course modules and evaluation with stakeholders</li> <li>Completing overview of training material for the diploma course in Floriculture</li> </ul> WP5 Upgrading facilities and equipment <ul style="list-style-type: none"> <li>Follow-up on finalising investment activities where necessary</li> </ul>	<ul style="list-style-type: none"> <li>Update list training materials</li> <li>Concept Job description Farm manager</li> </ul>	Peter van Oene (PTC+)
Nov 16 – Nov 23	Ethiopia	WP8 Project management <ul style="list-style-type: none"> <li>Last meeting before change in project manager</li> </ul>	<ul style="list-style-type: none"> <li>Increased communication and coordination of project</li> </ul>	Andre de Jager (LEI-WUR)

**Comment [Sabine41]:** Klopt deze regel?

**Comment [Sabine42]:** Klopt deze regel

			▪	
Dec 7- Dec 18	Ethiopia	<p>WP3 Course development</p> <ul style="list-style-type: none"> <li>▪ Completing training material for all the short course modules and evaluation with stakeholders</li> <li>▪ Completing overview of training material for the diploma course in Floriculture</li> </ul> <p>WP5 Upgrading facilities and equipment</p> <ul style="list-style-type: none"> <li>▪ Follow-up on finalising investment activities where necessary</li> </ul>	<ul style="list-style-type: none"> <li>▪ Short course complete and evaluated</li> </ul>	Peter van Oene (PTC+)
Dec 8 – Dec 18	Ethiopia	<p>WP3 Course development</p> <ul style="list-style-type: none"> <li>▪ Coaching on implementation of practical trainings for BSc and MSc.</li> <li>▪ Coaching on the development of the teaching materials for BSc and MSc.</li> <li>▪ Refreshment course on Training of Trainers program for new staff.</li> <li>▪ Master class on Post harvest, topic on request.</li> </ul> <p>WP5 Upgrading facilities and equipment</p> <ul style="list-style-type: none"> <li>▪ Follow-up on finalising investment activities where necessary</li> </ul>	<ul style="list-style-type: none"> <li>▪ Update of trainings material:</li> <li>▪ The presentation on Teaching Styles was followed by 25 teachers.</li> </ul>	Arjan Ruijssenaar (PTC+)
Dec 1	Netherlands	<p>WP8 Project management</p> <ul style="list-style-type: none"> <li>▪ Co-ordinating meetings of Dutch expert team</li> </ul>	<ul style="list-style-type: none"> <li>▪ Well prepared project activities and missions to Ethiopia</li> </ul>	Dutch project team

## APPENDIX 1 PROJECT STAFF AND RESPONSIBILITIES

No.	Name	Institute	Tasks/responsibilities	Output No.
1.	Dave Boselie	LEI	Dutch project manager Co-ordinator working package 4, 7, and 8	WP1- WP8
2.	Sabine Hiller	LEI	Assistant project manager	WP1- WP8
3.	Olga van der Valk	LEI	Co-ordinator working package 6	WP6
Out *)	André de Jager	LEI	Dutch project manager Co-ordinator working package 4, 7, and 8	WP1- WP8
Out	Ben Kamphuis	LEI	Assistant project manager Co-ordinator working package 6	WP1-WP8
Out	Myrtille Danse	LEI	Supply chain management Good agricultural practices	WP1, WP3
Out	Rolien Wiersinga	LEI	Supply chain management	WP3, WP7
Out	Glenn Humphries		Long term Training co-ordinator in Ethiopia	WP1 – WP8
4.	Ben van den Brink	PTC+	Co-ordinator working package 1 and 3 Development of practical training centre Practical course development	WP1, WP3
5.	Peter van Oene	PTC+	Co-ordinator working package 5 Construction and upgrading facilities Practical course development: - farm management, communication - mechanisation	WP3, WP5
6.	Arjan Ruissenaars	PTC+	Practical course development: - post harvesting handling - greenhouse control	WP 3
7.	Werner de Leeuw	PTC+	Construction and upgrading facilities Practical course development: - crop science, open field production - quality management	WP3
8.	Herman Eijkelboom	PTC+	Practical course development: - quality management	WP 3
9.	Ben van Onna	PTC+	Practical course development: - climate control - plant physiology	WP3
10.	Cees de Kreij	PTC+	Practical course development: - irrigation & fertigation - crop protection	WP3
Out	Aad van den Bosch	PTC+	Practical course development: - supply chain management - cooling and storage	WP3
Out	Jan van der Sanden	PTC+	Practical course development: - crop science, open field production	WP3
Out	Rene van Geneijgen	PTC+	Practical course development : - water and fertiliser management	WP3
Out	Marc van Stokkum	PTC+	Construction and upgrading facilities Practical course development: - crop protection - greenhouse construction	WP3, WP5
Out	Ingo Cramer	PTC+	Practical course development: - quality management	WP 3
Out	Jules Pattiapon	PTC+	Practical course development: - crop science, open field production	WP3
11.	Martin Mulder	ECS	Co-ordinator working package 2 Curriculum development - design, development and evaluation	WP2, WP4, WP7
12.	Dine Brinkman	ECS	Curriculum development: - design, development and evaluation - gender and HIV/AIDS mainstreaming	WP2
13.	Annemarie Westendorp	Van Hall Larenstein	Curriculum development: - design, development and evaluation - gender and HIV/AIDS mainstreaming	WP2

	Judit Hümmels	ECS	Curriculum development: - occupation and competence profiles	WP2
	Judith Gulikers	ECS	Curriculum development: - competence-assessment methodology	WP2
Out	Corine van der Heide	ECS	Curriculum development: - design, development and evaluation	WP2
Out	Doris Muhwezi Kakuru	ECS	- Gender and HIV/AIDS mainstreaming - Gender and HIV/AIDS mainstreaming	WP1-WP7
Out	John Belt	WI	Institutional development	WP7
Out	Jan Brouwers	WI	Institutional development	WP7

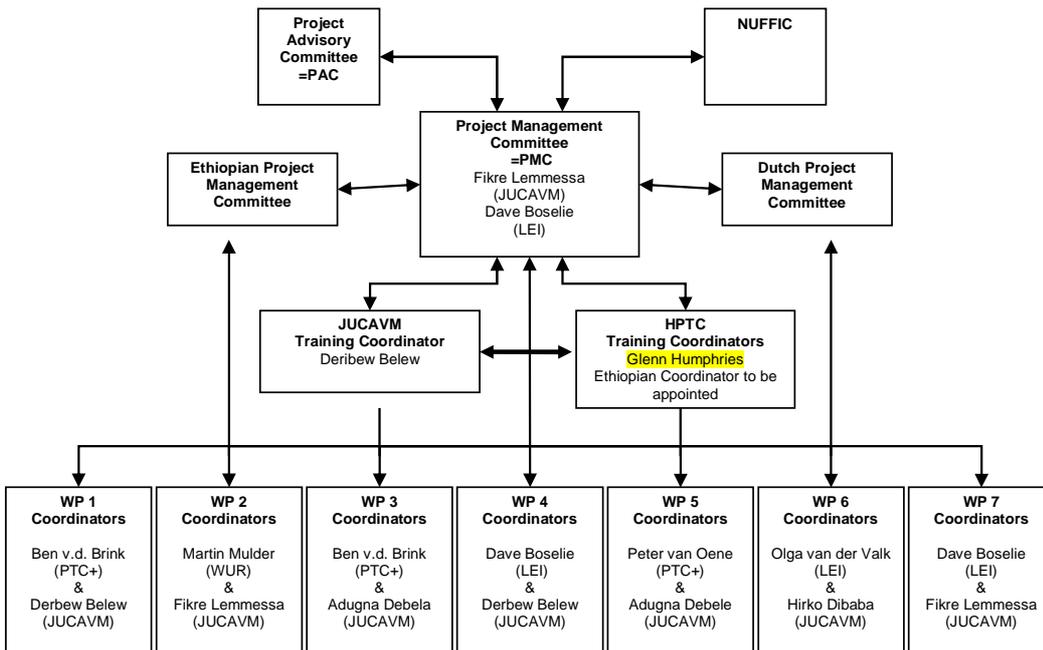
\*) The staff indicated with "Out" are not involved in the project anymore, because of end of project activities, leaving the organization or internal changes in functions

**Ethiopian Staff**

No.	Name	Institute	Tasks/responsibilities	Output No.
1.	Mr Fikre Lemassa Ocho	JUCAVM	Dean Horticultural Department JUCAVM Ethiopian project manager Co-ordinator working package 2, 7 and 8	WP1 - WP8
2.	Mr Derbew Belew	JUCAVM	JUCAVM, training coordinator Coordinator working package 1 and 4	WP1, WP4
3.	Mr Adugna Debela	JUCAVM	Coordinator working package 3 and 5 Project administration	WP3, WP5 WP8
4.	Mr Hirko Dibaba	JUCAVM	Coordinator working package 6	WP 6
5.	Mr Usman Rahmeto	JUCAVM	Project financial administration	WP8
6.	Mr Dhuguma Adugna	JUCAVM	Advisor to Project Management PHD candidate Wageningen UR	

**Comment [Sabine43]:** Ben/Peter: Zijn al deze mensen nog betrokken?

**Diagram of project organization at the end of 2010**



**Comment [Sabine44]:** Ben/Peter: Glen is geen onderdeel meer van het project; is zij door iemand vervangen?

## APPENDIX 2 LIST OF STAFF FOLLOWING PROJECT FUNDED EDUCATION

### Training of Trainers in the Netherlands, March 3 – April 11, 2008

From JUCAVM:

- Mr Fikre Lemessa Ocho
- Mr Derbew Belew Yohannes
- Mr Weyessa Garedew Terefe
- MsTigist Nardos Tadesse
- Mr Beira Hailu Meressa

From EHPEA:

- Ms Liya Girma Abebe
- Mr Abiy Hailu Sahle

### Training of Trainers in the Netherlands, November 3 – December 12, 2008

From JUCAVM:

- Mr Adugna Debela Bote
- Mr Mohammed Ahmed Yisehak
- Mr Haftay Gebreyesus Gebereziher
- Mr Zecharias Shumeta Nedjo
- Mr Hirko Dibaba Kanke
- Mr Melkamu Dumessa Kanno

From EHPEA:

- Ms Rutta Firdissa Duressa,
- Ms Mahdere Zekarias Shimels

### Training of Trainers HPTC & EHPEA Staff

### Training of administrative staff, March 2009

From JUCAVM:

- Mr Osman Rhameta Bottolla
- Ms Aynabeba Bogale Kitaw

### PhD scholar ships

Four staff members of JUCAVM have been selected for a PhD program in the Netherlands.

- Mr Duguma Adugna Debele started his research on innovation in the first half year of 2009 at Wageningen University;
- Mr Yosef Kebede Aliko started his research on Integrated Pest Management at Wageningen University at the beginning June 2009. He however disappeared at the end of the year. See appendix 3 for more details;
- Mr Ambecha Olika;
- Ms Biructawit Bekele: biotechnology.

**Comment [Sabine45]:** Ben/P eter kunnen jullie dit stukje aanvullen met wie er aanwezig waren bij deze training? Of heeft ere en training plaatsgevonden in 2007 die niet in de lijst staat?

**Comment [Sabine46]:** Wie weet hier de Status van?

**Comment [Sabine47]:** Wie weet hier de Status van?

## APPENDIX 3 FACT SHEETS DISAPPEARANCE PHD CANDIDATE

### FACT SHEET JUCAVM

Mr. Yosef Kebede was a faculty member of JUCAVM (since September 2006) who has been teaching Agricultural Entomology and Introduction to Statistics and also working as Registrar of the college till his leave for the study. With the interest the college has to support the Ethiopian Floriculture sectors in IPM, the individual was selected by JUCAVM for the Nuffic project PhD training in IPM.

Fact sheet:

- Mr. Yosef was selected by JUCAVM for the PhD training in IPM
- Elings met Yosef to check the candidacy of Yosef in June in Ethiopia
- Eefje Den Belder contacted Prof. van Huis to supervise the candidate
- Prof van Huis declined the request because he wanted the student to work only in Holland under his supervision (did not support the sandwich program)
- Den Belder and Ellings communicated another supervisor, Prof. Leo Marcelis for the supervision and he accepted the supervision with the right of go/no go after some months and to work his research in "Cultivation of Healthy Crop in Ethiopia" realizing the importance of the research in Ethiopia
- During the HortiFlora in Ethiopia, Addis Ababa, on March 26 2009, Mr. Yosef and Elings met and further discussed on the issue
- Mr. Yosef got an invitation letter from WUR for his PhD study
- Department endorsed his PhD study in WUR
- June 4, 2009 Jimma University wrote a letter to Royal Embassy of The Netherlands so that he is issued visa for the study confirming that he will be given study leave for the PhD study and will be given a position equivalent to the level he attains upon return
- Abiding agreement signed between Yosef and Jimma University
- Yosef left for WUR for the PhD study
- There were some e-mail communications relating to his work at WUR which were showing good progress relating courses he is taking and proposal development
- December 18, 2009 Fikre heard the information from Anne that Mr. Yosef is missing the mail was written on December 15, but Fikre was on travel and got late )
- December 18 Fikre communicated Anne if his whereabouts is known
- Fikre tried to know whether his family and friends have heard that Yosef is missed or not. But he found out that they have no any information and were thinking that he is at WUR at the time. I.e they did not have any idea at all about his disappearance.
- Fikre got an information from Duguma that he is somewhere in western Europe but specific place or country is not known
- Fikre informed his family that he is missing and if they are aware of that (it is found to be strange to them)
- January 11, 2009 JUCAM wrote an official letter that his salary should be terminated and his family to be evacuated from the college residence
- His salary terminated and his family evacuated the college residence

*Fikre Lemessa*  
January 29, 2010

### FACT SHEET WAGENINGEN UNIVERSITY

Yosef Kebede Aliko was a PhD student with Wageningen University and Research Centre. His promotor was prof. dr. ir. Leo Marcelis (Horticultural Supply Chains, and Wageningen UR Greenhouse Horticulture), and his daily supervisors were dr. ir. Eefje den Belder (Plant Research International) and dr. ir. Anne Elings (Wageningen UR Greenhouse Horticulture). Since Friday December 11th, 2009, he has not been seen.

This is a fact sheet of relevant events:

- The Nuffic NPT programme 'Capacity Building for Sustainable Development in Ethiopia' allowed for a number of students from the Department of Horticulture of Jimma University

College of Agriculture and Veterinary Medicine (JUCAVM) to receive their PhD training at Wageningen UR.

- One of the chosen subjects was on integrated pest management (IPM).
- The selection of the candidate was the responsibility of JUCAVM. As Wageningen UR carries the final responsibility for the quality of a PhD, the right of a go / no-go evaluation after the first phase in The Netherlands was explicitly maintained.
- Elings met with the proposed candidate during a trip to Ethiopia in June 2008, and decided to support his candidacy.
- Den Belder & Elings first requested prof. Arnold van Huis of the Laboratory of Entomology in 2008. Prof. van Huis, however, declined for reasons that mostly had to do with the difficult supervision of PhD students conducting their experimental work in their home country.
- Towards the end of 2008, den Belder & Elings requested prof. Leo Marcelis. Marcelis agreed, on a few conditions, two of which were that the subject would also incorporate crop management. and that the right of a go / no-go would be made explicit (see above). It should be noted that the subject was selected from the perspective of Ethiopia's horticulture, and not from the perspective of an on-going research project at WUR. This underlines the willingness of WUR to invest in the primary interests of the Ethiopian candidate.
- Elings met again with Aliko on March 26<sup>th</sup>, 2009, during the HortiFlora in Addis Abeba and discussed the new situation.
- An invitation letter was sent to Aliko on April 16<sup>th</sup>, 2009.
- WUR arranged for a 6-month visa with the IND, which was granted on May 13<sup>th</sup>, 2009 (or a few days ahead of this date). This was preferred above a 3-month visa to be arranged by Aliko with the Netherlands Embassy in Addis Abeba, as this was considered a too short period of time. Also, a health insurance was arranged.
- Flights were booked, and a room at the Bornsesteeg apartment building was arranged, by Elings for Aliko.
- Aliko arrived to Wageningen on June 24<sup>th</sup>, and was scheduled to depart on December 22<sup>nd</sup> to Ethiopia.
- Aliko worked from that moment onwards on his PhD proposal, followed courses, and participated in various meetings and social events of Wageningen UR.
- Each Wednesday, a 2-hour meeting was held between Aliko and his supervisors Den Belder and Elings. Also much other support was provided. It should be noted that the Nuffic-budget is, realistically, not sufficient to cover the associated costs. Supervisory hours were therefore booked on the Ethiopia IPM project.
- Each 3<sup>rd</sup> Wednesday, a 1-hour meeting between Aliko and his promotor Marcelis, in the presence of his supervisors Den Belder and Elings was held.
- Aliko participated in a MSc/PhD discussion group on modelling guided by Dr ir W.v.d. Werf (crop Ecology) and L. Hemerik (Biometris) since the end of September and each 3<sup>rd</sup> Monday a 1-hour meeting with v.d. Werf, Den Belder and Elings was held.
- As time proceeded, it became clear that Aliko possessed in potential the capacity to conduct a PhD research. However, he had to come a long way, and had difficulties in various aspects of his work. This was communicated with Aliko at various moments. Substantial efforts were made to support him and help him move on.
- A go / no-go meeting was planned for Monday, December 14<sup>th</sup>, 2009.
- Anticipating a possible extension of Aliko's stay, the procedure for visa extension was started by WUR, and options for air ticket re-scheduling were investigated.
- Monday 14<sup>th</sup>:
  - Aliko did not show up at the go / no-go meeting, and neither did at other meetings that day.
  - Various phone calls were made and email messages were sent.
  - At the end of the day, Elings passed by the Bornsesteeg apartment to check his presence there. There was no response to ringing the door bell.
  - It was reported that Aliko had returned on Friday 11<sup>th</sup> the portable PC that he had been using to work at his room in the evening.
  - Den Belder sought contact with Mr. Dhuguma, the previous dean of JUCAVM, and now in Wageningen for his own PhD. He launched a search within the Ethiopian social network. He felt very concerned and responsible.

- Tuesday 15<sup>th</sup>:
  - o Den Belder checked whether the Plant Science Group knows any procedure in case of a missing person (check with international affairs P. Krop and Personnel staff). The answer was negative, so we acted in good faith.
  - o Dhuguma reported that Aliko had not been seen since Friday 11<sup>th</sup>.
  - o Den Belder informed Mr. Westenbrink, agricultural council in Addis Abeba.
  - o The caretaker was called and requested to check the room. He did so and informed that the room seemed undisturbed, and that the bed seemed not slept on.
  - o The portable PC was checked for its content: all personal files had been removed by Aliko.
  - o ICT reported that Aliko had last made use of his work email on Friday 11<sup>th</sup>.
  - o Fikre Lemassa (dean of JUCAVM) was informed with cc. to Andre de Jager and others.
  - o The police was informed towards the end of the day that Aliko was missing.
  - o At the meeting of the Agrosystems group the missing of Aliko was announced.
- Wednesday 16<sup>st</sup>:
  - o Elings was invited by the police to report Aliko as missing person, which he did. Forms were filled out, a description was given, etc. Consequently, Aliko's name was added to the list of missing persons in the Schengen region, and known to Interpol. A body resembling Aliko had not been found up to that moment. From the police perspective, a crime had not been committed. Also, Aliko is an adult man who is free to travel. Therefore, an active search was not launched.
- Thursday 17<sup>th</sup>:
  - o At the Christmas meeting of Wageningen UR Greenhouse Horticulture, the missing of Aliko was announced to the personnel.
  - o Personnel Officer (Ms. Wondergem-Bakker) concluded that 'Vanuit 'goed werkgeverschap' is in ieder geval gedaan kon worden'
- Friday 18<sup>th</sup>:
  - o A response came from Fikre Lemessa, who had been travelling. Also Dhuguma had been in contact with Lemessa.
  - o (approximately 15:00) Dhuguma called Elings and den Belder to inform that Aliko had been reported alive, somewhere in Western Europe. He could not provide any further information.
  - o Den Belder and Elings informed all other relevant persons.
- January 4<sup>th</sup>, 2010:
  - o Elings sent to IND the form 'Afmelding vreemdeling met verkorte MIVV-procedure en EG-richtlijn 2005/71 procedure'
  - o Den Belder cleared Aliko's bureau at Radix. All literature and important books had been left.
- January 5<sup>th</sup>:
  - o Elings cleared Aliko's room at Bornsesteeg, depositing all goods at the trash containers (apart from a few expensive books). The room was still very full, including many clothes and a number of bags and a suitcase. It seems that Aliko has left very lightly packed.
  - o The desk-top PC was checked for its content: all personal files had been removed by Aliko (just as in case of the portable PC)
  - o Aliko's computer account was terminated.
- January 6<sup>th</sup>:
  - o Room rent was terminated by January 25<sup>th</sup>.

If necessary, we are most willing to support this account with documents and emails.

*Eefje den Belder, Anne Elings  
January 2009.*

**APPENDIX 4 OVERVIEW OF JUCAVM TEACHING STAFF**

	Teaching staff	Course
1.	Mr. Olalekan Sakariyawo	Advanced post-harvest physiology of horticultural crops
2.	Mr. Adugna Debela Bote	
3.	Mrs. Bizuayehu	Floriculture
4.	Mrs. Bizuayehu	Greenhouse horticulture production and management
5.	Mr. Yehenne	Advanced biometry
6.	Mr. Yonas	
7.	Dr. Sentayehu Alamerew	Genetics and breeding of horticultural crops
8.	Ms. Biructawit Bekele	
9.	Mr. Amsalu Nebiyu	Advanced spice and herbs production and processing
10.	Mr. Derbew Belew	Advanced tropical fruits
11.	Mr. Derbew Belew	Advanced sub tropical and temperate fruits
12.	Mr. Haftay Gebreyesus	Practices of Plant propagation
13.	Mr. Derbew Belew	
14.	Mr. Ato Kebede Negussu	Marketing Management
15.	Mr. Yonas Fantaye	
16.	Mr. Fikre Lemessa	Integrated pest management of horticultural crops
17.	Mr. Weyessa Garedeu Terefe	Advanced coffee production and processing
18.	Mr. Adugna Debela Bote	Advanced Tea Production and processing
19.	Dr. Kassahun Bante	Plant Biotechnology
20.	Ms. Biructawit Bekele	
21.	Mr. Haftay Gebreyesus	Landscape Design
22.	Mr. Fikadu Mitiku	Entrepreneurship and Agribusiness Development
23.	Mr. Tefera Tadesse	Training and Communication Skills Development
24.	Dr. Tsega Sime	Advanced Plant Nutrition
25.	Mr. Abraham Bantirgu	
26.	Dr Derbew Belew	Vegetable Crops Production and Management
27.	Mr. Ambecha Olika	
28.	Mr. Hirko Dibaba	Community Based Education
29.	Mr. Zekarias Shumetu	Human Resource Management

**Comment [Sabine48]:** Fikre; could you please update this list?

## **APPENDIX 5 STATEMENT OF EXPENSES**

Separately

## **APPENDIX 6 AUDIT REPORT**

Separately



## Participating Institutes

## Contacts



<http://www.lei.wur.nl>

*Mr. Dave Boselie (Project manager)*  
*Mrs. Sabine Hiller (Assistant project manager)*

Agricultural Economics Research Institute (WUR-LEI)  
P.O. Box 29703  
2502 LS the Hague, The Netherlands  
Phone: +31 70 3358278  
Fax: +31 70 3615624  
E-mail: [dave.boselie@wur.nl](mailto:dave.boselie@wur.nl)  
[sabine.hiller@wur.nl](mailto:sabine.hiller@wur.nl)



<http://www.ju.edu.et/jucavm/index.php>

*Mr Fikre Lemessa Ocho (Project manager)*

Jimma University College of Agriculture and Veterinary  
Medicine (JUCAVM); Department of Horticulture  
P.O. Box 307  
Jimma, Ethiopia  
Phone: + 251 047 1110144  
Fax: + 251 047 1110934  
E-mail: [lemessaf@yahoo.com](mailto:lemessaf@yahoo.com)



<http://www.ptcplus.com>

*Mr. Ben van den Brink (WP1/5 coordinator)*  
*Mr. Peter van Oene (WP3 coordinator)*

Practical Training Centre (PTC+)  
P.O. Box 64  
3770 AB Barneveld  
The Netherlands  
Phone: +31 342 406500  
Fax: +31 342 406501  
E-mail: [b.vdbrink@ptcplus.com](mailto:b.vdbrink@ptcplus.com)  
[p.vanoene@ptcplus.com](mailto:p.vanoene@ptcplus.com)



<http://www.ecs.wur.nl>

*Mr. Martin Mulder (WP2 coordinator)*

Education and Competence Studies Group (WUR-ECS)  
PO Box 8130  
6700 EW Wageningen  
The Netherlands  
Phone: +31 317 484316  
Fax: +31 317 484573  
E-mail: [martin.mulder@wur.nl](mailto:martin.mulder@wur.nl)