

New Extensionist Learning Kit Modules and Competencies Required

Module Title	Competencies Required: Extension Professionals Should be Able to...	Module Contents
1. Introduction to the New Extensionist	<ul style="list-style-type: none"> Explain why and how your role as an extension agent has changed Be clearer about the additional knowledge and skills (or competencies) that will help improve your advisory services in the changed landscape 	<ul style="list-style-type: none"> Rationale for the New Extensionist in the context of agricultural innovation systems Going more deeply into the new extensionist capacities
2. Extension Approaches and Tools	<ul style="list-style-type: none"> Make informed decisions on the appropriate approaches and tools to fit local conditions in response to changing context 	<ul style="list-style-type: none"> Extension within innovation and development major extension approaches and tools (with emphasis on the changing role of extension)
3. Agricultural Extension Programme Management	<ul style="list-style-type: none"> Have increased confidence in planning and managing extension programmes Have increased competence to organise and departmentalise extension organisation for effective programme planning Apply different tools in extension programme planning management Apply different management theories for effective personnel management in extension organisations. Design processes and methods of motivating staff within extension organisations Apply management information systems tools and techniques within an extension organisation Conduct monitoring, evaluation and learning within the organisation 	<ul style="list-style-type: none"> Meaning, process, basis/theories, and practice of extension management Management strategies under extension organisations/approaches Leadership and motivation Extension programmes and programme planning Managing organisational change and conflict resolution Involvement of farmers and programme planning tools Work group dynamics and creativity Time management Human resource management Coordination and control in agricultural extension management Management information systems Monitoring, evaluation, and learning within organisations
4. Professional Ethics	<ul style="list-style-type: none"> Apply values and good principles such as honesty, respect, accountability inclusion, transparency, and 	<ul style="list-style-type: none"> Why ethics is part of the extension profession Core values of the national strategies and

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	integrity <ul style="list-style-type: none"> Recognise extension as a science and a profession 	organisational culture <ul style="list-style-type: none"> Basic knowledge of professionally-accepted standards, values guiding principles such as honesty, respect, accountability, inclusion, reliability, transparency, integrity
5. Adult Learning for Behavioural Change	<ul style="list-style-type: none"> Recognise the basics of behaviour change and the role of extension professionals in influencing that change Employ appropriate knowledge for facilitating learning in trainings in the agricultural innovation system context Design trainings that will meet the client's learning needs Increase your ability to assess learning upon completion of trainings 	<ul style="list-style-type: none"> Understanding behaviour change (through the diffusion of innovations theory) Facilitating learning for behaviour change Training design for behaviour change Evaluating your educational program
6. Basic Knowledge Management and Extension	<ul style="list-style-type: none"> Recognise different types of knowledge and foster different flows of knowledge within an agricultural innovation system Have a different repertoire of intermediary roles to manage knowledge flows in a way appropriate to the particular situation Be able to design an appropriate mix of tools and media that can assist in managing the desired knowledge flows 	<ul style="list-style-type: none"> Different types of knowledge (including innovation as a process of collective learning and knowledge exchange) Different communication models and the intermediary role of the extensionist Media and tools in support of knowledge management
7. Introduction to Facilitation for Development	<ul style="list-style-type: none"> Recognise the importance of facilitation for change and the core competencies require in the practice of extension profession Employ appropriate methods of facilitating change in individuals, groups, and organisations Have increased confidence in designing processes to facilitate innovation platforms and other multi-stakeholder engagements 	<ul style="list-style-type: none"> The relevance of facilitation for development in the context of agricultural innovation systems Facilitating change in individuals, groups, and organisations Facilitating operational level multi-stakeholder engagements Brokering strategic partnerships and networking

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8. Community Mobilisation	<ul style="list-style-type: none"> • Explain the importance of community mobilisation for successful extension professional practice • Explain implications of culture and diversity, including gender and youth • Employ appropriate approaches of facilitating community mobilisation • Increase your confidence in designing processes to facilitate community mobilisation that involve women and youth • Conduct livelihoods assets assessment • Explain leadership principles and leadership development 	<ul style="list-style-type: none"> • Culture and diversity, including gender and youth • Livelihoods assets assessment • Managing with problem solving and decision making approaches • Leadership development • Resource mobilisation
9. Farmer Organisational (FO) Development	<ul style="list-style-type: none"> • Explain different formations and functions of FOs as well as the appropriate services each of the categories is expected to provide to farmers • Advise FOs on how they can ensure sustainability of their organisations. • Explain or define theory, models, and types of groups and organisations • Explain how the policy environment and "rules of the game" influence organisations 	<ul style="list-style-type: none"> • Definition and differentiated mandate of farmers' organizations • Prerequisites for successful FOs • Sustainability of farmers' organizations • Functions of farmers' organizations • Effects of policy environment and "rules of the game" on farmers' organisations
10. The Role of Extension in Value Chains	<ul style="list-style-type: none"> • Explain basic concepts and tools for value chain approaches • Link farmers to market (input and output markets) • Analyse consumer preferences • Respond to standards certification and regulatory systems 	<ul style="list-style-type: none"> • Why extension should deal with value chains and why farmers should be linked to value chains • Basic concepts and tools in value chains and markets and how to analyse this • Value chain intermediary types and roles • Collective action for enhanced market access • Standards and certification • Value Chain Upgrading strategies • The use of ICTs in value chain services
11. Agricultural Entrepreneurship	<ul style="list-style-type: none"> • Increase their confidence in discussing key concepts within agri-entrepreneurial methods • Practice identifying and defining your clients. • Experience applying tools to assess the business skills of your clients • Experience applying methods to help clients describe 	<ul style="list-style-type: none"> • Introduction to ideas on agri-entrepreneurship • Evaluating key skills needed to run a business • Identifying markets, mapping resources, and business planning • Financial management, sales, and risk assessment • Record keeping

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	their business opportunity <ul style="list-style-type: none"> • Develop a first level outline of the target business for a selected client/group within a target area 	<ul style="list-style-type: none"> • Building your business and managing relationships
12. Gender in Extension and Advisory Services	<ul style="list-style-type: none"> • Explain what gender means where you live and work • Recognise gender differences in rural livelihoods. • Use a gender lens to examine the situation where you work • Demonstrate how you could engage different clients in new ways through extension and rural advisory services by identifying entry points and opportunities 	<ul style="list-style-type: none"> • Key concepts in gender, gender roles, and gender mainstreaming; gender-sensitive approaches, gender audits • Engagement, opportunities, and entry points for working with women (including power relations and positionality, finding entry points, working in groups, and self-awareness or self-reflection)
13. Risk Management and Adaptation in Extension and Advisory Services (EAS)	<ul style="list-style-type: none"> • Understand the concept of risk, uncertainty, resilience and adaptation. • Able to map, analyse, and evaluation risk and adaptation • Discuss the obstacles and opportunities arising from risk and adaptation planning • Understand the impact of climate change and climate-induced extreme events • Basic understanding of climate change and variability • Understand the role of EAS in risk assessment and adaptation planning • Use risk management and adaptation tools 	<ul style="list-style-type: none"> • Introduction to risk and risk management (including uncertainty, risk perception and human behaviour, risk identification, measuring, analysis and evaluation) • Understanding adaptation in the context of climate change (including climate science, climate change and agriculture, climate change and socio-economics, and climate change and health) • The role of EAS in adaptation and risk management (including mitigating risks and uncertainty, climate and market forecasting) • Tools for assessing risk and identifying adaptation strategies (including adaptation & risk management tools, resilience tools, climate and socio-economic forecasting tools and data collection and visualisation tools).