

MAZIWA ZAIDI II: REPORT ON THE INCUBATION OF THE 'AGRI-ENTREPRENEURSHIP, TECHNOLOGY UPTAKE AND INCLUSIVE DAIRY DEVELOPMENT IN TANZANIA'

A Report on Training, Mentoring & Coaching + Initiation into Commercial ECF Immunization, Kilimanjaro and Tanga Regions,

October – November 2021



Location: Tanga and Kilimanjaro Regions

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Acknowledgement

This report is an outcome of consultation and collaboration with key stake holders and colleagues interested in the control of the deadliest of Tick- and Tick-borne diseases who are bent to see that small holder livestock keepers and dairy industry productivity increases.

We wish to thank Drs. Amos Omore – country representative –ILRI Dar es Salaam and Henry Kiara -Senior Consultant- ILRI Nairobi for their technical advice and support. We also would like to thank Mr. Godfrey Ngoteya the ILRI Field coordinator for his untiring support throughout the course of the consultancy period.

We would also like to acknowledge the cooperation received from the agripreneurs who attended the Maziwa Zaidi bootcamp ECF training and the small holder livestock keepers who contributed to having our six mentored APs get initiated into their first commercial ECF vaccination.

Furthermore, we wish to acknowledge the support given by the Registrar of the **Veterinary Council of Tanzania** for certifying the trained agripreneurs

Dr. H.E. Mbville

Ronheam International Co. Ltd. -Tanzania

Abbreviations and Acronyms

AI	Artificial Insemination
APs	Agripreneurs
ECF	East Coast Fever
ILRI	International Livestock Research Institute
ITM	Infection and Treatment Method
TALIRI	Tanzania Livestock Research Organization
TTBD	Tick- and tick-borne diseases
VCT	Veterinary Council of Tanzania

Executive Summary

Maziwa Zaidi II under the project name 'Agri-entrepreneurship, technology uptake and inclusive dairy development in Tanzania; aims to catalyze uptake of four dairy innovation packages namely East Coast fever vaccination, Artificial insemination Brachiaria grass (or other forage options) and manure management.

Maziwa Zaidi program phase II (2019-2021) has after incubation stage started to put into use the prioritized dairy innovative technologies; in particular ECF vaccination

A group of 21 APs from Tanga and Kilimanjaro region were carefully selected to participate in further training following the bootcamp which was held in August/September, 2021.

Ronheam conducted a 4 day training in the assigned regions of Kilimanjaro and Tanga . The training package included two days theoretical training and a two day practical training where each AP got a chance to vaccinate calves. The training followed the official Ministry of Livestock and Fisheries Veterinary of Tanzania Training Manual on vaccination against East Coast fever for veterinarians and veterinary paraprofessionals in Tanzania. The trainees were encouraged to **incorporate AI as part of bundled services** that they offer.

Out of the 21 trained APs three participants from each region who had shown a higher level of interest and enthusiasm in commercial ECF vaccination were selected for mentoring and coaching. This was a one-on-one approach where Dr. Mbville carefully guided them into making their first commercial order which culminated into being initiated into doing ECF vaccination commercially, putting into practice the knowledge and skills received during the training.

Having completed the assignment it was observed that there is still a need for more APs fill the technology gap in the field and to invest in the ECF business and bundling.

Overall, 21 trainees have been certified as ECF vaccinators by Ronheam but the Veterinary Council of Tanzania has issued identification card only to 16 trainees as 2 vaccinators did not attend accredited colleges and 3 vaccinators had not paid up the VCT enrollment/enlistment /retention fees expecting to do so before the end of November, 2021.

Background

Maziwa Zaidi partners in association with the CGIAR Research Program (CRP) on Livestock have identified integrated intervention packages to be tested and delivered as part of a project on *'Agri-entrepreneurship, technology uptake and inclusive dairy development in Tanzania.'*

The aim of the project is to **catalyze** enhanced uptake of '[proven](#)' dairy technology packages **that improve the livelihoods of smallholders and contribute to environmental sustainability** in Tanzania.

The hypothesis is that interventions involving empowered and appropriately skilled Agri-entrepreneurs offer a promising avenue for enhanced uptake of profitable dairy technologies and services leading to increased smallholder competitiveness, household income and consumption of safe milk.

Market system approaches applied are those in which capacitated agribusinesses enhance uptake of dairy technology packages, facilitating the inclusion of women- and youth-led dairy agribusinesses.

More competitive and efficient agribusinesses are expected to emerge after incubation and mentorship leading to more competitive smallholder dairy farmers enterprises through the prioritized dairy technologies. These technology packages that deliver more impacts on productivity, incomes and consumption of safe milk will be scaled up.

The prioritized **technical products** for delivery packages that are to be profitably leveraged by agribusiness targeting small holder producers include **East Coast fever (ECF) vaccine, Artificial Insemination (AI) and Brachiaria grass** (or other forage options).

Agripreneurs with basic requirements in animal health training who expressed interest in follow-up training on technical aspects of ECF immunization were selected. The trainees were encouraged to incorporate AI as part of bundled services that they offer. Pre-selected animal health government extension staff in their localities were invited to the technical training sessions.

Objectives

- i. Prepare trainees in ECF vaccination business and bundling with other business activities.
- ii. Certification of APs on ECF vaccination commercial delivery agent
- iii. Initiation of mentored APs into commercial ECF vaccinators

Activities and Training Method

Activities included:

- 1) Preparation of a list of trainees based on their expression of interest during the boot camp training in Tanga and Kilimanjaro regions. In liaison with ILRI project staff we ensured the list has the following characteristics
 - a) gender equity
 - b) geographical distribution (covering Kilimanjaro and Tanga)
 - c) business establishment (including young entrepreneurs and well-established ones)
 - d) capacity to bundle ECF vaccination with AI
- 2) Preparation and use of a program for training based on the approved ECF immunization training manual.
- 3) Carrying out practical ECF immunization as part of the training
- 4) Get the trainees certified as ECF vaccinators by the Registrar of the Veterinary Council of Tanzania
- 5) Mentoring of three agripreneurs per region (who were part of the boot camp above) in ECF immunization their initiation into their first commercial ECF immunization (total of six).

All the activities 1 to 5 were successfully carried out in consultation with ILRI project staff and supervisor.

Delivery of Training and Outcomes

The Training Process

The training took place at Bomang'ombe (Kilimanjaro) and Korogwe (Tanga) from 11th to 14th October, 2021 and 16th to 19th October, 2021 respectively. The approved "Ministry of Livestock and Fisheries Veterinary of Tanzania Training manual on vaccination against East Coast fever for veterinarians and veterinary paraprofessionals in Tanzania" was used to guide us throughout the training. Annex program...

Theoretical ECF Vaccination Training

The First two days of the bootcamp were used for theoretical ECF Vaccination training. The training was conducted in an interactive and participatory manner, the presenters used thirty percent of their allocated presentation time for Questions, Comments and group discussions

Day 1: After registering for Day 1 each of the trainees introduced himself/herself telling the rest in the past five years where he/she was doing with regard to agribusiness or otherwise, what motivated them to do what they are doing and what they expect out of this training? All of them had their different stories to tell but regarding the outcome after the training they expect to use the technology to be obtained and gained at the workshop for furthering and perfecting their businesses, and using different complementary bundling options to increase their profits.



Theoretical training in session

The topics covered included:

- Setting of ground rules
- Preview from Last Maziwa Zaidi II Bootcamp on ECF and Areas needing more emphasis-interactive discussion
- Background and Historical Perspectives -Tick- and Tick-Borne **Diseases and their vectors**
- Current Status of Tick- & Tick-Borne Diseases in Tanzania
- Economic and Social Impacts of TTBD
- VCT – ECF Vaccination and the Law VCT
- Doing ECF Vaccination Business
- Exercises on synergy -Doing ECF Business alone and + AI

Day 2: Started with registration followed by a recap on issues in Day 1: The trainees remembered and understood well what was covered in Day 1 and what Day 2 had in stock.

The topics covered in Day2 included:

- **ECF – The Disease**
 - Aetiology
 - Transmission
 - Clinical Signs
 - Diagnosis/Differential Diagnosis
 - Prophylaxis and Control
- **THE VACCINE I**
 - The Development of ECF Vaccine
 - Prophylactic and Commercial Advantages of the Vaccine
 - Advocacy Message for Farmers – why they need to vaccinate
- **THE VACCINE II**
 - Vaccine Presentation/Package
 - How the Vaccine is Re-constituted
 - Handling of the Vaccine – Cold Chain

Record Keeping

ECF Vaccination Exercise in Tanzania (Theory) (tips and tricks)

- Formation of Vaccination Teams

A video on ECF showing the whole vaccination process and benefits of the vaccine to the livestock keeper and the vaccinator, was projected to the class. Also a clip by Dr Henry Kiara narrating the benefits of ECF was also shown to help the trainees grasp any missing points during the workshop. After discussion and evaluation of day two the trainees were allowed to go and contemplate on the practical exercise awaiting them the following day.



A show case of some of the equipment and products used for ECF Vaccination



Frozen Diluent in a cool box

Day 3 and Day 4:

The theoretical training was followed by a two days practical ECF vaccination exercise whereby each of the four districts (Hai, and Siha in Kilimanjaro and Korogwe and Muheza in Tanga) vaccinated **Eighty calves**.

Practical ECF Vaccination Training:

The practical training began using trainee group/teams created in day2. Each group of eight vaccinated five calves before allowing another group to do the same. Each trainee played a different role in each group. The group rotation ensured that each participant played a different role in each of the different groups thus by the time the 80 calves per day were vaccinated each one of the trainees has done and repeated at least 5 times for each for the eight tasks. Annex vaccination teams' formation

Each participant had at least eight chance to hands on skills for the eight deeds required to complete the ECF ITM immunization process for each calf during the practical session (Annex 6 Team formation) Ministry of Livestock and Fisheries Veterinary of Tanzania's Training manual on vaccination against east Coast fever for veterinarians and veterinary paraprofessionals in Tanzania". The complete booklet of the Ministry of Livestock and Fisheries Veterinary of Tanzania's Training manual on vaccination against East Coast Fever for veterinarians and veterinary paraprofessionals in Tanzania" were given to each participant to keep and use.

It is important to note that all the participants did perform the tasks diligently and enthusiastically and there was team work and cooperation and a spirit of helping one another throughout the practical vaccination exercise despite walking through steep terrain and narrow corridors to get the next small holder dairy calf to vaccinate.



Vaccine reconstitution



Temperature taking



vaccine administration into a calf



Moving on steep terrain to the next vaccination site



Weighing the calf using a weigh band



Vaccine administration



Healthy and Happy Vaccinated Herd

Certification of The Trainees by VCT As ECF Vaccinators

Ronheam has trained and certified 21 vaccinators however VCT was only able to certify 16 APs. This was out of the control of Ronheam as VCT has the final word. The reason was that three Aps could not pay VCT fees for retention and or enlistment/enrolment and two Aps their credentials were not recognized by VCT.

Outcome of ECF ITM Training in Tanga and Kilimanjaro

There was an air of satisfaction and wanting to have more animals to vaccinate by the time the 2 straws got finished on time. At this point I commended the APs and declared to them that they were now ready to do ECF vaccination on a commercial basis charging each animal according to calculated expenses adding a margin as taught in the theory class.

For livestock keepers complaining that ECF vaccine is expensive; these should be sensitized and taught and assured into understanding the following major benefit of ECF vaccination:

Impress the livestock keeper with the following assurance: The benefits of ECF vaccination apart from faster growing calves, once in a lifetime vaccination and reduced use of acaricide thus saving on expenses and also reduced environmental pollution; there is the assurance part on getting the expected income from the animal:

“Say you have a female calf vaccinate; the expected income from the calf in 5 years of her ever increasing productive life (First calving 27 months, average milk production 12 litres per day per 7 months per year for 5 years (assuming every year will produce a calf) at 1000 T Shillings per litre is over TZS 12.6 Million. Thus over 12.6 million Tsh is what you are protecting by using only 17,000 TZs to vaccinate your animal against ECF.”

During the practical ECF vaccination exercises and while conversing with the APs challenges in each prospective Aps earmarked for M&C were identified and interventions planned for M & C period in order for the Aps to perfect and master the ECF vaccination skills and procedures and be able to successfully embark on their first commercial ECF ITM Immunization exercise.

A total of total of six Aps i.e., three agripreneurs in Kilimanjaro and 3 agripreneurs in Tanga regions -who were part of the boot camp above in ECF immunization and initiating them into their first commercial ECF immunization). The main emphasis during mentoring was productive performance; for a long-term endeavor.

Activity Plan for Mentoring and Coaching started on 21st October, 2021 and ended on 12th November, 2021

Sn	AP's Name	Location	REMOTE FOLLOW-UP (Direct Phone calls/Whatsapp group)					Travel to Tanga	PHYSICAL MENTORING & COACHING IN TANGA					Travel to Moshi	PHYSICAL MENTORING & COACHING IN KILIMANJARO							Departure	
			OCTOBER										NOVEMBER										
			Thur	Fri	Sat	Sun	Mon	Thu	Fri	Sat	Sun	Mon	Tue	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Sat	
			21	22	23	24	25	28	29	30	31	1	2	4	5	6	7	8	9	10	11	13	
1	Arufani Mshana	Korogwe																					
2	Elibariki Melekizedeck	Muheza																					
3	Maria N. Mahu	Muheza																					
4	Travelling																						
5	Elineema Kalalu	Siba																					
6	Emmanuel Munisi	Hai																					
7	Innocent Urassa	Hai																					
8	Departure																						

Mentoring & Coaching Activities in Kilimanjaro and Tanga Regions

The following are the activities covered during the Mentoring and Coaching session for each of the 6 APs:

Day1: Agreement on the roles and responsibilities as follows:

- Embarked on laying down guidelines for the Mentoring & Coaching relationship which includes meeting frequency and location.
- Managing vaccination time (the reconstituted Vaccine must be used within 6 hours)
- Cold Chain Maintenance
- Getting the numbers (1 straw is 40 doses)
- Cash collection in advance to avoid debts
- Active listening
- Feedback from livestock keepers of vaccinated animals
- Creating Goodwill
- Extension Marketing model to get the business numbers
- Confidence Building
- Team Building

Day2: First physical M & C meeting -:

- More focus and effort to do the right procedures
- Cold Chain Maintenance
- Cash collection in advance to avoid debts
- Feedback from livestock keepers of vaccinated animals
- Creating Goodwill
- Agent or Extension Marketing to get the business numbers
- Confidence Building
- Team Building

- Discussion on desired outcomes for the relationship.
- Established the basic goals and objectives that we will be working towards, which included following broad goals:
- Increasing the speed at which the mentee learns their role and achieves competency in ECF and AI bundling
- Reducing stress and preventing burnout
- improving the mentee's motivation and business satisfaction
- Increasing the chances that the mentee will stay and grow with the plan long-term
- Discuss areas as per the Lean Canvas plan which is based on vaccination and treatment. Will link with partners in bundling AI and these services.
- Plunge into Commercial ECF Vaccination + Bundling with other income generating activities

Day3: Second Physical meeting

- More focus and effort to do the right procedures
- Cold Chain Maintenance
- Cash collection in advance to avoid debts
- Feedback from livestock keepers of vaccinated animals
- Creating Goodwill
- Agent or Extension Marketing to get the business numbers
- Confidence Building
- Team Building



M& C at Gararagua Kilimanjaro



M&C Muheza Tanga



AP at his small business facility

Outcome of the Mentoring & Coaching

The 6 APs performed at different levels with Tanga outshining Kilimanjaro in that 120 cattle were vaccinated commercially by the Tanga APs while 40 cattle were vaccinated commercially by Kilimanjaro APs. All the six Aps have benefited from the mentoring and coaching in that they now have targets to reach and facilities to install. They are all motivated to reach the set goals signed between them and the mentor.

From the sample agreements, you will note that each AP is to bundle the ECF business with other synergistic income generating activities such as animal health services, AI and inputs supply. For those Aps who are not knowledgeable on AI matters they plan to partner with agripreneurs with AO technical knowledge. They all are keen to increase their knowledge in business administration and financial matters.

As this is an ongoing activity, the APs targets for the next one year are shown in the matrix below.

Targets given to each according to the agreement signed between the mentor and mentored in their respective geographical locations.



Mr. Mshana one of mentees vaccinating a calf after post mentoring

TARGET VACCINATIONS

Region	District and activity wards	Name of AP	Immediate target (November)	Short Term target (3Months)	Medium Term target (six months)	Long Term Target (one year +)
Tanga	Korogwe(Kwagunda, Mnyuzi, Hale wards)	Arufani Mshana	80 calves vaccinated	120 calves to be vaccinated	Set up a veterinary facility company with bundling options in ECF+AI+ Agro inputs and Feed and forages)	Expand to a fully blown facility to encompass ECF,AI, Animal Health, Advisory and Inputs services
	Muheza (Kicheba, Masuguru, Mbaramo, Masimani, Genge and Ubembe wards)	Maria Mahu	20 Calves	240		
	Muheza	Melkizedek Azael	20 calves	120	Enrol in AI course and start bundling AI	
Kilimanjaro	Siha	Elineema Munisi	27 calves		Register his own facility and bundle with AI partner	
	Hai (machame mashariki, M. Magharibi, M Kaskazini	Innocent Urassa	5 calves			
	Hai	Emanuel Munisi	8 calves			

After the completion of the training process, the list of participants together with their credentials were sent to the office of the Registrar of Veterinary Council of Tanzania (VCT) for verification of their enlistment and enrolment status.

Upon checking in their records, the VCT realized that the status of 20 out of 21 participants were in breach of the VCT enlistment/enrolment conditions. 19 APs had repairable breeches which ranged from non-payment of retention fees to not having been enlisted or enrolled after acquiring their animal health certificates; while 2 had irreparable breaches ranging from having only academic transcripts and NO animal health certificate to having animal health certificates from institutions NOT recognized by VTC.

After a thorough coordination effort by Ronheam through up and down communication between VCT and the APs finally 16 APs certificates of completion of ECF ITM training were signed and submitted to the Registrar of VCT for countersignature and issuance of the ECF Immunization ID cards.

List of ECF vaccination Trainees and their status with VCT

S.No.	Name of Trainee AP	VPA no.	COMMENTS
1	Conjesta Renatus Pastory	Approved by VCT	
2	Maria Niima Mahu	VPA-148	
3	Innocent Emanuel Urassa	Approved by VCT	
4	Arufani Selemeni Mshana	VPP-1526	
5	Nathaniel Yusto Mng'hani	Approved by VCT	
6	Elineema Kalalu	VPA-420	
7	Edward Sempindu Mgya	VPA-138	
8	Eric J. Mntambo	VPA-388	
9	Gaudence Philemon Ndosi	Approved by VCT	
10	Godbless Sangito Kaaya	VPA-999	The only one whose status was ok at the start of the training
11	Happiness Hipolile Massawe	VPP-1465	
12	Jonathan Danson Mnzava	Approved by VCT	Pending Enlistment fees payment
13	Joseph Epafras Temu	Approved by VCT	
14	Juma A. Magoma	Approved by VCT	
15	Mfundo Omary Ally	Approved by VCT	
16	France Kimario Godfrey	Approved by VCT	
17	Gift Obedi Ayo	VPA-1785	
18	Emanuel Fuataeli Munisi	Not yet	INSTITUTION NOT RECOGNIZED BY VCT
19	David R. Saba	VPP/VPA	Pending Retention Fees payment
20	Elibariki Melkizedek	None	Pending enlistment fees payment
21	Elisante Ufoo Swai	Not yet	INSTITUTION NOT RECOGNIZED BY VCT

Challenges

- Financial encumbrances on the part of the APs to pay the veterinary Council fees when due has caused much time to be spent assisting them, liaising and connecting them to VCT to resolve issues. .
See attachment on APs status before and after the training.
- APs negligence led them to practice without having their legal status (VCT) observed
- Some livestock keepers still think the vaccine is expensive.

Conclusion

All the three objectives were met:

On Preparing trainees in ECF business and bundling with other business activities the six APs is a success as the APs have began bundling implementation; The 4 days training and the mentoring and Coaching achieved its objectives as shown by a good number of the trainees certified successfully (except for two whose institutions they attended animal health course are currently not recognized by VCT). Talks are ongoing to have them on going between the Folk college and VCT.

Mentoring and Coaching has been a success as participants have been successfully initiated into ECF vaccination on commercial basis and mutually agreed targets have been set for short, medium and long term. All participants chose the Extension Marketing model as their preferred sales marketing model. All continuing trainees are processing through official channels the registration of facilities. Participants felt they have achieved more from the training and M&C than what they expected at the beginning of the training – this is a positive sign that we are on track with our plans and objectives have been achieved.

Recommendation

- This particular exercise of having APs trained and mentored on the priority dairy technologies should be extended into other dairy farming regions of Tanzania.
- The mentoring exercise should be ongoing so as to ensure the short-, medium- and long-term targets successes once achieved are upheld.
- There should be regular reporting (feedback from the Aps on bundling of priority services and product/ success and failures.
- ECF delivery should be encouraged as it is extremely beneficial; and environmentally friendly- reducing the use of acaricides.
- Balancing cost with speed during vaccination, one to two assistants can be used in actual field situations and more than one task can be done by one person.
- All ECF vaccinators should strictly follow the vaccination guidelines and ethical standards, and the regulatory authorities MUST penalize defaulters

ANNEX 1

Training Program

TRAINING PROGRAMME FOR THE ECF WORKSHOP – KILIMANJARO (11th to 14th October, 2021)

TIME	Total Minutes	ACTIVITY	RESPONSIBLE
		DAY ONE 11th October	
08:00 – 08:30	30	Arrival /Registration of Participants	ALL
08:30 - 09:15	15	Self-Introduction and Expectations	ALL
09:15 - 09:25	10	Welcome Note	ILRI
09:25 - 09:35	10		RONHEAM
09:35 - 09:45	10		AP REPRESENTATIVE
09:45 – 09:55	10	Ministry of Livestock Official/Guest of Honor	VCT
09:55 – 10:25	30	P1. Ground Rules	ILRI/RONHEAM
10:25 –11:25	60	P2. Preview from Last Maziwa Zaidi II Bootcamp on ECF and Areas needing more emphasis-interactive discussion -	ILRI/RONHEAM
11:25 – 11:55	30	Group Photo, Coffee and Health Break	ALL
11:55 – 12:55	60	P3. Background and Historical Perspectives -Tick- and Tick-Borne Diseases and their vectors	ILRI/RONHEAM
12:55 – 13:25	30	P4. Current Status of Tick- & Tick-Borne Diseases	ILRI/RONHEAM
13:25 - 13: 55	30	P5. Economic and Social Impacts of TTBD	ILRI/RONHEAM
13:55 - 14: 35	40	Lunch Break	ALL
14:35 – 15:05	30	P6. VCT – ECF Vaccination and the Law VCT	VCT
14:05 – 15:35	30	P7a. Doing ECF Vaccination Business	ILRI/RONHEAM
15:35 – 17:00	85	P7b. Exercises on synergy -Doing ECF Business alone and + AI	ILRI/RONHEAM
		DAY TWO 12 th October	
08:30 – 09:00	30	Arrival and Registration	ALL
09:00 - 10:00	60	Recap on Day 1	ALL

10:00 – 11:30	30	P8.ECF – The Disease Etiology Transmission Clinical Signs Diagnosis/Differential Diagnosis Prophylaxis and Control	ILRI/RONHEAM
11:30 – 12:00	30	TEA/COFFEE BREAK	ALL
12:30 – 13:30	60	P9.THE VACCINE I The Development of ECF Vaccine Prophylactic and Commercial Advantages of the Vaccine Advocacy Message for Farmers – why they need to vaccinate	ILRI/RONHEAM
13:30 – 14:10	40	LUNCH BREAK	ALL
14:10 – 15:10	60	P10. THE VACCINE II Vaccine Presentation/Package How the Vaccine is Re-constituted Handling of the Vaccine – Cold Chain Record Keeping ECF Vaccination Exercise in Tanzania (Theory) (tips and tricks) P11. Formation of Vaccination Teams	ILRI/RONHEAM
15:10 – 16:30	80	Plenary Discussions + Video on ECF	ILRI/RONHEAM
16.30 – 17.00	30	Evaluation of Day Two & Closure	ILRI/RONHEAM
		DAY THREE 13th October	
07:00 – 16:00	540 (9 Hrs)	FIELD TRIP – Practical ECF Vaccination 80 CALVES (Hands on approach via the 8 steps on ITM Process and the Dos and Do nots) SIHA District Council	ILRI/RONHEAM
		DAY FOUR 14th October	

Note: For All Presentation timed the presenter will allow 30% of his time for Questions + Comments from Aps and Discussion

TRAINING PROGRAMME FOR THE ECF WORKSHOP – TANGA (16th to 19th October, 2021)

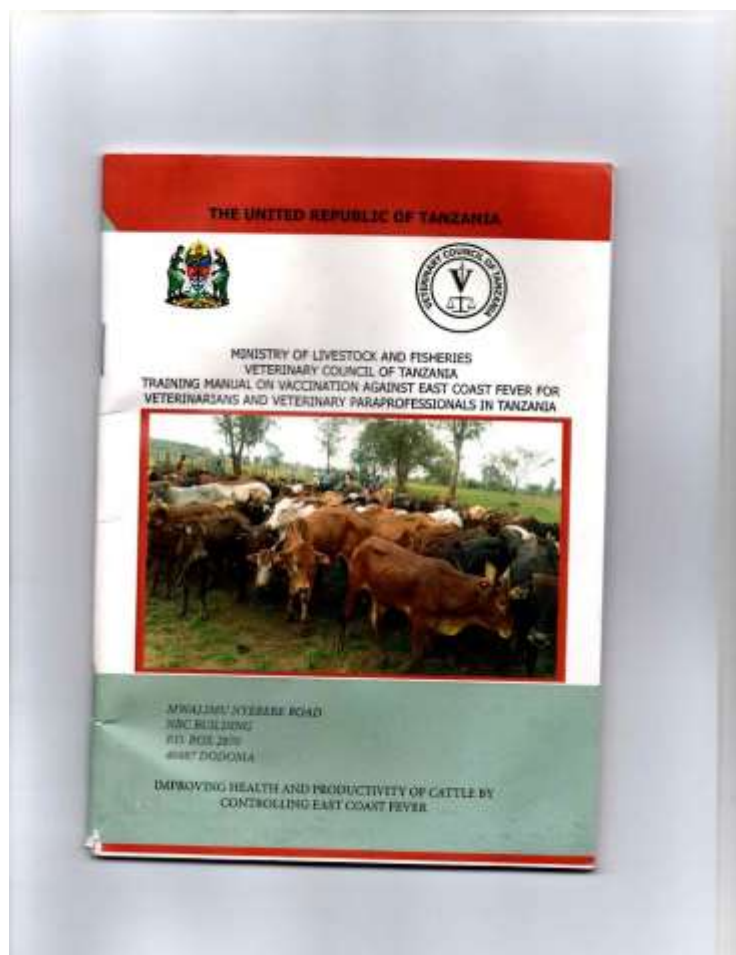
TIME	Total Minutes	ACTIVITY	RESPONSIBLE
		DAY ONE 16th October	
08:00 – 08:30	30	Arrival /Registration of Participants	ALL
08:30 - 09:15	15	Self-Introduction and Expectations	ALL
09:15 - 09:25	10	Welcome Note	ILRI
09:25 - 09:35	10		RONHEAM
09:35 - 09:45	10		AP REPRESENTATIVE
09:45 – 09:55	10	Ministry of Livestock Official/Guest of Honor	VCT
09:55 – 10:25	30	P1. Ground Rules	ILRI/RONHEAM
10:25 –11:25	60	P2. Preview from Last Maziwa Zaidi II Bootcamp on ECF and Areas needing more emphasis-interactive discussion -	ILRI/RONHEAM
11:25 – 11:55	30	Group Photo, Coffee and Health Break	ALL
11:55 – 12:55	60	P3. Background and Historical Perspectives -Tick- and Tick-Borne Diseases and their vectors	ILRI/RONHEAM
12:55 – 13:25	30	P4. Current Status of Tick- & Tick-Borne Diseases	ILRI/RONHEAM
13:25 - 13: 55	30	P5. Economic and Social Impacts of TTBD	ILRI/RONHEAM
13:55 - 14: 35	40	Lunch Break	ALL
14:35 – 15:05	30	P6. VCT – ECF Vaccination and the Law VCT	VCT
14:05 – 15:35	30	P7a. Doing ECF Vaccination Business	ILRI/RONHEAM
15:35 – 17:00	85	P7b. Exercises on synergy -Doing ECF Business alone and + AI	ILRI/RONHEAM
		DAY TWO 17 th October	
08:30 – 09:00	30	Arrival and Registration	ALL
09:00 - 10:00	60	Recap on Day 1	ALL
10:00 – 11:30	30	P8.ECF – The Disease Etiology Transmission Clinical Signs Diagnosis/Differential Diagnosis Prophylaxis and Control	ILRI/RONHEAM

11:30 – 12:00	30	TEA/COFFEE BREAK	ALL
12:30 – 13:30	60	P9.THE VACCINE I The Development of ECF Vaccine Prophylactic and Commercial Advantages of the Vaccine Advocacy Message for Farmers – why they need to vaccinate	ILRI/RONHEAM
13:30 – 14:10	40	LUNCH BREAK	ALL
14:10 – 15:10	60	P10. THE VACCINE II Vaccine Presentation/Package How the Vaccine is Re-constituted Handling of the Vaccine – Cold Chain Record Keeping ECF Vaccination Exercise in Tanzania (Theory) (tips and tricks) P11. Formation of Vaccination Teams	ILRI/RONHEAM
15:10 – 16:30	80	Plenary Discussions + Video on ECF	ILRI/RONHEAM
16.30 – 17.00	30	Evaluation of Day Two & Closure	ILRI/RONHEAM
		DAY THREE 18th October	
07:00 – 16:00	540 (9 Hrs)	FIELD TRIP – Practical ECF Vaccination 80 CALVES (Hands on approach via the 8 steps on ITM Process and the Dos and Do nots) Korogwe District 40 calves/ Korogwe town council 40 Calves)	ILRI/RONHEAM
		DAY FOUR 19th October	
07.00 – 16:00	540 (9 Hrs)	FIELD TRIP – Practical ECF Vaccination 80 CALVES (Hands on approach via the 8 steps on ITM Process and the Dos and Do nots) (Muheza District)	ILRI/RONHEAM

Note: For All Presentation the presenter will allow 30% of his time for Questions + Comments from Aps and Discussions

ANNEX 2

Approved manual for ECF Vaccination Training



ANNEX 3

Participants

List of paraprofessionals and paraprofessional assistants who successfully completed ECF Vaccination (ITM) Training at Bomang'ombe-Kilimanjaro Region 11th to 14th October, 2021

S.No.	Name	Ward
1	David Saba	Hai Dc
2	Conjesta Pastory	Siha Dc
3	Gaudence Ndosu	Hai Dc
4	Elisante Ufoo Swai	Hai Dc
5	France Godfrey Kimario	Hai
6	Emanuel Munisi	Siha Dc
7	Nathaniel Yusto	Hai
8	Happiness Massawe	Siha
9	Joseph Temu	Siha
10	Innocent Urassa	Hai Dc
11	Elineema Kalalu	Siha

List of paraprofessionals and paraprofessional assistants who successfully completed ECF Vaccination (ITM) Training at Korogwe-Tanga region

(16th to 19th October, 2021)

Sn	Name	District
1	Arulfani S. Mshana	Korogwe D.C.
2	Elibariki Melkizedek Azaeli	Muheza DC
3	Jonathan Danson Mnzava	Muheza DC
4	Mfundo Omary Ally	Korogwe D.C.
5	Juma A. Magoma	Muheza D.C.
6	Maria N. Mahu	Muheza DC
7	Erick J. Mntambo	Korogwe TC
8	Gift Obed	Muheza DC
9	Godbless Sangito Kaaya	Korogwe DC
10	Edward Sempindu Mgaya	Muheza D.C

ANNEX 4

List of APs on Mentoring and Coaching

Region	Name	District	Target wards
Tanga	Arufani Mshana	Korogwe	Kwagunda, Mnyuzi, and Hale.
	Elibariki Mekiedek	Muheza	Mlingano, Ngomeni, Mkuzi, Amani, Kibanda, Mkuzi and Kilulu
	Maria Mahu	Muheza	Kicheba, Masuguru, Mbaramo, Masimani, Genge and Ubembe
Kilimanjaro	Elineema Kalalu	Siha	Gararagua and neighbouring areas
	Emanuel Munisi	Hai	Masama, Machame mashariki, Rundugai, Sanya station, kwa wasomali and Kware
	Innocent Urassa	Hai	Machame Mashariki, Machame Kaskazini, Machame Magharibi, Kibosho Magharibi, and Kikavu

Annex 5

Sample of Agreements



Confirmation of activities during the 3 days Mentoring & Coaching (M&C) period and areas of Agreement

This is to confirm that we have completed three days of M & C in ECF vaccination and initiation into the mentee's first commercial ECF infection and Treatment Method (ITM) of immunization.

Background information

A rapport between Henry and Elneema Kalalu on a relationship of mentor and mentee was established during the four days (11th to 14th, October, 2021 at which two days were spent on theoretical ECF ITM training and the other two days were on practical ECF ITM immunization during which time Elneema Kalalu was earmarked for mentoring and coaching.

Activities covered during the Mentoring and Coaching session:

Day1: Agreement on the roles and responsibilities as follows:

- Embarked on laying down guidelines for the Mentoring & Coaching relationship which includes meeting frequency and location.
- Managing vaccination time (the reconstituted Vaccine must be used within 6 hours)
- Cold Chain Maintenance
- Getting the numbers (1 straw is 40 doses)
- Cash collection in advance to avoid debts
- Active listening
- Feedback from livestock keepers of vaccinated animals
- Creating Goodwill
- Agent or Extension Marketing to get the business numbers
- Confidence Building
- Team Building

Day2: First physical M & C meeting

- More focus and effort to do the right procedures
- Cold Chain Maintenance
- Cash collection in advance to avoid debts
- Feedback from livestock keepers of vaccinated animals
- Creating Goodwill
- Agent or Extension Marketing to get the business numbers
- Confidence Building
- Team Building
- Discussion on desired outcomes for the relationship.
- Established the basic goals and objectives that we will be working towards, which included following broad goals:



Confirmation of activities during the 3 days Mentoring & Coaching (M&C) period and areas of Agreement

This is to confirm that we have completed three days of M & C in ECF vaccination and initiation into the mentee's first commercial ECF Infection and Treatment Method (ITM) of Immunization.

Background information

A rapport between Henry and Elineema Kalalu on a relationship of mentor and mentee was established during the four days (11th to 14th, October, 2021 at which two days were spent on theoretical ECF ITM training and the other two days were on practical ECF ITM immunization during which time Elineema Kalalu was earmarked for mentoring and coaching.

Activities covered during the Mentoring and Coaching session:

Day1: Agreement on the roles and responsibilities as follows:

- Embarked on laying down guidelines for the Mentoring & Coaching relationship which includes meeting frequency and location.
- Managing vaccination time (the reconstituted Vaccine must be used within 6 hours)
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- Getting the numbers (1 straw is 40 doses)
- Cash collection in advance to avoid debts
- Active listening
- Feedback from livestock keepers of vaccinated animals
- Creating Goodwill
- Agent or Extension Marketing to get the business numbers
- Confidence Building
- Team Building

Day2: First physical M & C meeting

- More focus and effort to do the right procedures
- Cold Chain Maintenance
- Cash collection in advance to avoid debts
- Feedback from livestock keepers of vaccinated animals
- Creating Goodwill
- Agent or Extension Marketing to get the business numbers
- Confidence Building
- Team Building
- Discussion on desired outcomes for the relationship.
- Established the basic goals and objectives that we will be working towards, which included following broad goals:

- Increasing the speed at which the mentee learns their role and achieves competency in ECF and AI bundling.
- Reducing stress and preventing burnout
- Improving the mentee's motivation and business satisfaction
- Increasing the chances that the mentee will stay and grow with the plan long-term
- Discuss areas as per the Lean Canvas plan
- Plunge into Commercial ECF Vaccination + Bundling with other income generating activities


Day3: Second Physical meeting

- More focus and effort to do the right procedures
- Cold Chain Maintenance
- Cash collection in advance to avoid debts
- Feedback from livestock keepers of vaccinated animals
- Creating Goodwill
- Agent or Extension Marketing to get the business numbers
- Confidence Building
- Team Building

Targets set

- The Mentee to use influential people and government officials (Councillors, Village/Ward chairpersons and influential farmers) to push a campaign on ECF vaccination in the areas where he thinks he can get more customers.
- Apart from the use of leaders and influential people, the mentee is also looking forward to moving door to door to sensitize about ECF and recruit customers
- The mentee has already vaccinated 40 calves commercially early in November, 2021 and he is looking forward to vaccinate 40 Calves every month for the next three months while he is consolidating his marketing plans.
- Basic ECF Immunization toolbox costs about 1.4 million Tzs. However, the mentee already has the cool box, refrigerator and other basic equipment except for the liquid nitrogen container which he is planning to purchase in March next year (2022).
- Mentee to enrol for the AI refresher course early on May 2022. This is the time that he thinks will be more convenient for him.
- In the future, the mentee is planning to partner with other service providers to establish the facility for the provision of ECF and other livestock services. The mentor has agreed to support in early steps to accomplish registration.

Mentor: As mentor, I agree to provide support and encouragement to my mentee, provide feedback on my mentee's progress, and meet with Elineema Kalalu regularly

Name of Mentor: Dr. Henry Mbwile
Signature of Mentor: 
Date: 8th Nov 2021

Mentee: As mentee, I am responsible for seeking out opportunities and experiences to enhance my learning, communicating regularly with my mentor and reviewing my progress regularly.

Name of Mentee: Elineema Kalalu
Signature of Mentee: 
Date: 8.11.2021
Name of Witness: GABRIEL NGOSIYA
Signature of Witness: 
Date: 8.11.2021

Confirmation of activities during the 3 days Mentoring & Coaching (M&C) period and areas of Agreement

This is to confirm that we have completed three days of M & C in ECF vaccination and initiation into the mentee's first commercial ECF Infection and Treatment Method (ITM) of immunization.

Background information

A rapport between Henry and ArufaniMshanaon a relationship of mentor and mentee was established during the four days (16th-19th, October 2021) at which two days were spent on theoretical ECF ITM training and the other two days were on practical ECF ITM immunization during which time ArufaniMshanawas earmarked for mentoring and coaching.

Activities covered during the Mentoring and Coaching session:

Day1: Agreement on the roles and responsibilities as follows:

- Embarked on laying down guidelines for the Mentoring & Coaching relationship which includes meeting frequency and location.
- Managing vaccination time (the reconstituted Vaccine must be used within 6 hours)
- Cold Chain Maintenance
- Getting the numbers (1 straw is 40 doses)
- Cash collection in advance to avoid debts
- Active listening
- Feedback from livestock keepers of vaccinated animals
- Creating Goodwill
- Agent or Extension Marketing to get the business numbers
- Confidence Building
- Team Building

Day2: First physical M& C meeting :-

- More focus and effort to do the right procedures
- Cold Chain Maintenance
- Cash collection in advance to avoid debts
- Feedback from livestock keepers of vaccinated animals
- Creating Goodwill
- Agent or Extension Marketing to get the business numbers
- Confidence Building
- Team Building
- Discussion on desired outcomes for the relationship.
- Established the basic goals and objectives that we will be working towards, which included following broad goals:

- Increasing the speed at which the mentee learns their role and achieves competency in ECF and AI bundling
- Reducing stress and preventing burnout
- Improving the mentee's motivation and business satisfaction
- Increasing the chances that the mentee will stay and grow with the plan long-term
- Discuss areas as per the Lean Canvas plan
- Plunge into Commercial ECF Vaccination + Bundling with other income generating activities

Day3: Second Physical meeting

- More focus and effort to do the right procedures
- Cold Chain Maintenance
- Cash collection in advance to avoid debts
- Feedback from livestock keepers of vaccinated animals
- Creating Goodwill
- Agent or Extension Marketing to get the business numbers
- Confidence Building
- Team Building

Targets set

- The mentee has already vaccinated 80 calves soon after the ECF session.
- The mentee is already implementing the extension model where he has recruited 3 extension officers from 3 wards of Kwagunda, Mnyuzi, and Hale. He is also in partnership with the ECF technician (Eric Mntambo, trained by Maziwa Zaidi) who is more active in Korogwe Mji.
- The mentee has already embarked on awareness creation program where he is collaborating with the livestock department in Korogwe Dc and he is planning to use that platform as a form of market sensitization for ECF immunization.
- The mentee is envisaging to vaccinate at least 40 calves commercially every month. Therefore, if this will be achieved, around 120 or more Calves will have been vaccinated within the next three months.
- The mentee is aiming to establish the physical facility for ECF, AI, Animal Health, Advisory and Animal Health Inputs services as of July 2022.

- Basic ECF Immunization toolbox costs about 1.4 million Tzs. However, the mentee is an active AI practitioner so he already has the basic equipments for ECF Vaccination.

Mentor: As mentor, I agree to provide support and encouragement to my mentee, provide feedback on my mentee's progress, and meet with ArufaniMshana regularly

Name of Mentor: Dr. Henry Mbville

Signature of Mentor:



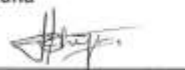
Date:

20th October 2021

Mentee: As mentee, I am responsible for seeking out opportunities and experiences to enhance my learning, communicating regularly with my mentor and reviewing my progress regularly.

Name of Mentee: ArufaniMshana

Signature of Mentee:



Date:

30/10/2021

Name of Witness:

ArufaniMshana

Signature of Witness:



Date:

30/10/21