Overview of Capacity Development at ILRI

*Iddo Dror*

*Head of Capacity Development*

*ILRI Capacity Development Week, 14-17 December 2015*
Short overview of Capacity Development at ILRI (partial list) - The ‘speed dating’ 30 minute version...

- Recap: CapDev in the ILRI Strategy
- CapDev in the context of the CGIAR
- Why a ‘CapDev Week’? What’s new?
- Presentations in the CapDev Week
- CapDev at ILRI ≠ CapDev Unit
- Fellowships & IFIS – a snapshot
- Instructional Design – the theory and an applied example (FEAST)
- Learning Management System (LMS), and other recent tech applications
- ICT4Ag – potential and an example from the mNutrition project
- Research on CapDev
- Innovation Systems work
- Opportunities
ILRI’s Vision and mission

ILRI envisions a world where all people have access to enough food and livelihood options to fulfill their potential.

ILRI’s mission is to improve food and nutritional security and to reduce poverty in developing countries through research for efficient, safe and sustainable use of livestock: “Ensuring better lives through livestock”.

Get the science right

- Secure sustainable and appropriate funding
- Influence decision-makers
- Grow capacity
- Ensure ILRI is fit for purpose

Partners
Why a ‘CapDev’ week? What’s new and exciting?

• Actually, a lot isn’t *that* new – but perhaps not everyone is up to speed... But we *do* have some new stuff to share!
• A Facelift to the CapDev sections of the ILRI website
• First wave of online / blended courses (FEAST, Innovation Platforms, mNutrition, etc.) live
• Launch of a ‘CapDev Brief’ series - 8 briefs launched today and many more will follow
• Presentations throughout this week from many programs / colleagues (as CapDev at ILRI goes far beyond the CapDev unit)

There’s lots going on, and lots to be excited about CapDev at ILRI.
Presentations throughout CapDev Week

- Fun-packed week with eight presentations throughout the week from different colleagues - join in Nairobi, Addis or via WebEx.

<table>
<thead>
<tr>
<th>Day</th>
<th>Date</th>
<th>Presentation</th>
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</table>
| Day 1 - 14 December | 11.30-12.10  | Iddo Dror  
Overview of ILRI CapDev and its Mandate |
|              | 12.10 - 12.30 | Joyce Maru  
ILRI Graduate Fellowship  
& ILRI Fellowship Information System |
| Day 2 - 15 December | 11.30-12.00  | Edwin Kang’ethe  
Mobile Learning – key focus on mNutrition |
|              | 12.00-12.30  | Annet Mulema  
Gender & CapDev |
| Day 3 - 16 December | 11.30-12.00  | Brenda Wandera/IBLI  
KLIP Initiative |
|              | 12.00-12.30  | Deborah Wyburn  
Instructional Design with focus on work on FEAST |
| Day 4 - 17 December | 11.30-12.00  | Wellington Ekaya  
CapDev at the BecA-ILRI Hub |
|              | 12.00-12.30  | Mamusha Lemma Woldegiorgis  
CapDev within LIVES project |
• An initial mapping shows that most of the staff working on CapDev are not in the CapDev Unit.

• Lots going on, and lots of opportunities for better collaboration across the institute.

• How can we make the whole larger than sum of the parts!?
Capacity Development at the CGIAR and CRPII

- Renewed focus and interest in CapDev in the SRF, and CRPII
- CapDev IDO / Sub-IDOs
- Dedicated section in the CRPII full proposals
- CGIAR CapDev Framework and its elements of CapDev (June 2015)
- CapDev Indicators for the CRPII (November 2015)
- Plans for an enhanced CapDev CoP 2017-2019
- ILRI playing an active role in the CapDev CoP and these processes – recognized for its leadership in CapDev.
## Fellowships at ILRI (Jan 2013 - November 2015) - Excluding Interns

<table>
<thead>
<tr>
<th>Description</th>
<th>Count</th>
<th>Percentage</th>
</tr>
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<tbody>
<tr>
<td>Total over period</td>
<td>430</td>
<td></td>
</tr>
<tr>
<td>Average per year</td>
<td>143</td>
<td></td>
</tr>
<tr>
<td>FTE over period</td>
<td>278</td>
<td></td>
</tr>
<tr>
<td>FTE per year</td>
<td>92.6</td>
<td></td>
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### Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Female</td>
<td>167</td>
<td>39%</td>
</tr>
<tr>
<td>Total Male</td>
<td>263</td>
<td>61%</td>
</tr>
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### By Program of Study

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<thead>
<tr>
<th>Program</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>PhD</td>
<td>99</td>
<td>23%</td>
</tr>
<tr>
<td>MSc</td>
<td>149</td>
<td>35%</td>
</tr>
<tr>
<td>Research Fellows</td>
<td>182</td>
<td>42%</td>
</tr>
</tbody>
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### Breakdown by Programs

<table>
<thead>
<tr>
<th>Program</th>
<th>Count</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>BecA-ILRI Hub</td>
<td>188</td>
<td>44%</td>
</tr>
<tr>
<td>Lives</td>
<td>71</td>
<td>17%</td>
</tr>
<tr>
<td>Animal Biosciences</td>
<td>39</td>
<td>9%</td>
</tr>
<tr>
<td>Livestock Systems and Environment</td>
<td>45</td>
<td>10%</td>
</tr>
<tr>
<td>Food Safety and Zoonoses</td>
<td>25</td>
<td>6%</td>
</tr>
<tr>
<td>Biotechnology</td>
<td>14</td>
<td>3%</td>
</tr>
<tr>
<td>Livelihoods Gender and Impact</td>
<td>44</td>
<td>10%</td>
</tr>
<tr>
<td>Policy Trade and Value Chains</td>
<td>4</td>
<td>1%</td>
</tr>
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</table>
• An OCS (One Corporate System) - compatible graduate fellowship information system (IFIS) was launched in October 2015 and aims to improve the internal management of processes relating to graduate fellows and interns.

• Captures the whole graduate fellowship business process from recruitment through to how the CapDev Unit manages alumni relations.
Applying instructional design and developing blended-learning materials - the theory...

- Instructional design is a form of applied educational psychology that takes a systematic approach to helping learners rapidly acquire and retain new skills, knowledge and attitudes in furtherance of an organization’s strategic goals.

- Instructional designers work with subject matter experts to identify key skills and knowledge required for successful performance of task, then set about designing, developing and implementing learning experiences to help participants master those skills and concepts.
Applying instructional design and developing blended-learning materials - the FEAST example

- The Feed Assessment Tool (FEAST) is a systematic method to assess local feed resource availability and use. It helps in the design of intervention strategies that will optimize feed utilization and animal production.
- We have launched a new learning initiative to reach a wider audience with improved training, available both in the classroom and online.
- We introduce new media and technologies to support the learning experience.
- Tested in the field, launched in May 2015.
- Joint development with CRP Humidtropics & Livestock and Fish
FEAST Improved materials: Presentations, FGD guide and Questionnaire

Self-Guided e-Learning Course

- 12 lessons
- 60 videos (3+ hours)
- 5 interactive scenarios related to key skills
- Over 200 review and assessment questions
  - Multiple selection
  - Drag / drop
  - Hotspot
  - Word bank

Blended Experience

- Use of e-Learning in classroom
- Rich interactive activities
- Standard video presentations for software tutorials
- Computer-based assessments and results tracking
Learning Management System (LMS) overview & main features

• Detailed & frustrating review of a fragmented LMS market – ended (happily) with a partnership with Sonata Learning.

• All ‘core LMS’ functionalities - plus:
  • Simple, clean, intuitive user interface
  • “Blended first” approach to delivery
  • Integration of social learning
  • Branding and sub-portals
  • Ability to scale with the growth of ILRI programs
  • A unique approach to grading
  • Reporting features

Check it out on http://learning.ilri.org/ - first wave of courses is live!
LMS on a stick – the Sonata offline player
A ‘game-changer’ for poor connectivity environments

- Portable e-Learning and Data Collection Apps
  - Data collection utility
  - Full e-Learning course

- Run from USB drive on any Microsoft Windows computer (XP or later), no installation required

- Every record (data collected, training results) stamped with a unique ID for upload to central website
ICT4Ag – mNutrition example

• Improve the health of 1 million mothers in 10 countries over 5 years
• ILRI leading work on training, quality assurance, business support.
• A range of research and implementation outputs emerging – many applicable to other ILRI ‘m’ projects
Snapshot of Mobile Projects at ILRI – (partial list)

ICT4Ag is part of the solution.

- Gamified m-learning for Livestock Insurance
- Mobile phone-based diagnostics
- mNutrition / mPig
- Mobile Data Systems for Sustainable Livestock Genetics
- Leveraging Mobile Technology to Match Research Priorities to Farmer Needs
Research on CapDev: IBLI Gamification Example

- Experimental design looking at effects of tradition training, mobile training, cash incentives and gamification incentives

- Cutting edge research, with direct implications for implementation of IBLI and its partners (including GoK)

- Lots of insights from ‘wave 1’ – looking ahead to ‘wave 2’. Read more here: http://www.slideshare.net/ILRI/ibli-gfia-drordec2015
Innovation Systems / Platforms Work

• Both research aspects (e.g. forthcoming publication on mature innovation platforms) and implementation (e.g. blended learning course with IITA, WUR, ICRAF, FARA etc.)

• Increasing focus on ‘capacity to innovate’ with its 2 sub-IDOs
Online / Blended course on Understanding, Facilitating and Monitoring Agricultural Innovation Processes

- Planned and piloted as blended learning program
- Inputs from 2014 workshops (ILRI/WUR/IITA) plus additional inputs from FARA, CIAT, Africa Rising Program, ILRI CKM Unit
- 6 online modules produced and launched on a Learning Management System (LMS).
- Modules piloted by 14 participants from the Humidtropics CRP in the Mekong - 9 participants successfully completed modules and attended workshop to pilot face-to-face component
- Feedback from FGDs verify utility of blended approach
- Additional 7 modules planned for launch in 2016, along with lessons plans and teaching notes, and an ‘offline player’ mode to make the materials more accessible even in areas without reliable internet access.
- Potential to become the flagship resource across the CGIAR and beyond for those applying innovations platforms
Opportunities

• **How many in this room aware of all that’s been presented?**

• CapDev can enhance many exciting projects across the institute - let’s create those synergies!

• There is a real opportunity for cross-learning and applying emerging best practices across the institute – as well as raising the profile of CapDev across the institute – where the whole will certainly be more than the sum of its parts.
better lives through livestock

ilri.org