

AgroMentoring

Concept note



Background

Despite the huge arable land in rural areas coupled with the opportunities that the agriculture sector presents in these areas, rural young people continue to migrate to urban areas in pursuit of non-existing jobs. Rural young people are the future of food security, yet in Ghana, few rural young people see a future for themselves in agriculture or rural areas. According to Ghana's Ministry of Food and Agriculture, the average age of a farmer is 55. The capacity of rural young people to contribute to rural development and transformation remain largely untapped and their potential unrecognized. The potential costs of failing to provide opportunities for young people are enormous, in terms of forgone prospects for local agriculture development.

Rural farmers are a great resource to leverage in encouraging young people into agriculture. Mentoring is a proven approach to drive rich learning and development for both local farmers (mentors) and rural young people (mentees). This relationship encourages information and experience sharing for both rural farmers and rural young people. It also fosters a relationship between rural farmers and rural young people for local agriculture development. Despite the fact that this relationship provides huge prospects for local agriculture development, there is no agricultural mentorship program for young people in rural senior high schools in Ghana.

AgroMentoring is an initiative under the School Farms program of Reach Out to Future Leaders Movement (ROFLM) which seeks to match rural young people to rural farmers for the purpose of knowledge and information sharing, experiential learning and develop interest of rural young people in agriculture. AgroMentoring is a four (4) weeks community-based, non-residential agricultural mentoring initiative.

Goals

1. Inspire young people as future agripreneurs.
2. Foster rural farmers–rural young people relationship for knowledge and information sharing
3. Give young people hands-on experience in agriculture for experiential learning
4. Create a network of rural farmers and rural young people for local agriculture development.

Action plan

Participants in the pilot phase will be students from the School Farms' three project schools. Subsequent ones will involve interested students from other schools.

s/n	Activity	Description	Responsibility	Timeline	Remarks
	Student Application	- Students must apply to participate in the mentoring initiative by completing an application and submit it to ROFLM for consideration. - The application is designed to provide opportunities for mentorship in all sectors of the agriculture value chain i.e. production (livestock, poultry, crops, aquaculture), harvesting, processing, packaging, marketing and sales.	ROFLM		
	Application Screening	Submitted applications are assessed in accordance with the goals and values of AgroMentoring.	ROFLM		
	Mentor Recruitment	Base on the application/demand of our applicants, local agribpreneurs (mentors) will be identified, selected and recruited.	ROFLM		
	Mentee selection	Successful applicants are selected and contacted.	ROFLM		
	Mentee-Mentor matching	Base on the mentees choice of sector for mentoring, they will be matched with a local agribpreneur.	ROFLM		
	Orientation	- One week for Orientation: - Two (2) days for mentees - One (1) day for mentors 1 day for mentees and mentors introduction, developing mentoring agreement and action plan.	ROFLM, Teachers, MoFA, Local assembly.		
	Field placement	Mentees will spend three weeks with their host agribusiness/agribpreneurs	ROFLM, MoFA		

	Reporting	• ROFLM is committed to measuring its AgroMentoring initiative. At the mid-point of the program and at the end, mentees and mentors will be asked to evaluate the program. Their input will help make any necessary adjustments to ensure the program remains effective. A competency assessment tool will be used at the start and end of the mentoring relationship to assess the impact of the mentorship. • Periodic survey and field supervision will be contacted to ensure the initiative is meeting its goals. • Field report will be submitted by the mentees. This will enable us assess the mentoring initiative.	ROFLM, Mentees, Mentors, MoFA and Local Assembly		

