

# Zambia Dairy

produced by the

ZAMBIA DAIRY TRANSFORMATION PROGRAMME (ZDTP)

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## 'Many hands make light work' – future of Zambian dairy industry demands team approach

**By Marnix Sanderse,  
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As the ZDTP winds down for a December 2023 finish, we are busier than ever putting the final efforts into embedding everything the programme has achieved since 2017.

Our reporting shows us we have reached 91 per cent of all dairy farming areas in Zambia through training and awareness activities.

This is thanks to our Champions of Change and

Master Farmers on the ground, who are picking up the torch and carrying it forward on behalf of the ZDTP and the wider industry itself. It is also gratifying to see industry players, both at a centralised and decentralised level, showing interest in adopting the business models, tools and platforms the ZDTP has proven to be effective. For example, the Dairy Association of Zambia (DAZ) has shown interest in replicating the commercial cooperative extension pilot at eight additional cooperatives, GIZ has adopted the Farm4Profit process and senior staff at the Ministry of Fisheries and Livestock (MFL) are also keen to adopt the tool in MFL's internal Management Information System (MIS) as a necessary basis for effective extension support. Other stakeholders (including financial institutions) are interested in the data itself.

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*Just as making this drum of silage requires teamwork, so does a thriving dairy industry.*

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In the coming few months, we will be rolling out a survey to gather views from all dairy stakeholders who interacted with ZDTP over the past 7 years. Embedding business models, tools and platforms introduced by the ZDTP into the wider dairy industry requires a formidable team effort by key local dairy stakeholders. It requires buy-in to the adoption of sustainable practices and processes without ZDTP involvement or encouragement. Our team has been actively collaborating with key local dairy stakeholders at central and field level as the ZDTP programme gradually phases out. We appreciate the positive initial responses from MFL and DAZ as permanent actors in the industry. We consider both organisations to be critical change agents to realising a sustainable transformation of the dairy sector. As the heading of this newsletter suggests, the more actors working on this as a team, the easier it becomes to make a difference in the lives of smallholder and emergent farmers across the country and into the future.

## **YouTube channel boasts more than 300 subscribers**

Our channel on YouTube (<https://www.youtube.com/@zambiadairy>) now boasts more than 50 videos in English, Nyanja, Bemba and Tonga and more than 300 subscribers. The latest videos to be added are 'Making a silage pit', 'Making hay', 'Making stover silage' and a tutorial on Artificial Insemination in Bemba.

## **Farewell to Wesley, Jacob and Linda**

We said farewell to three important ZDTP staff members, Wesley Chilambe, Jacob Nkhoma and Linda Moono, at the end of June. Below, Wesley, Jacob and Linda reflect on their ZDTP journeys. We also hear from Programme Director Angus Davidson about the significant contributions all three staff members made.

### **WESLEY CHILAMBE**

Wesley Chilambe's role as a ZDTP Extension Officer from 2018 to 2023 was to disseminate information on dairy farming through organised trainings, both on farms and at Milk Collection Centres (MCCs), also linking farmers to necessary dairy farming inputs, support with real time monitoring (RTM) data collection and providing RTM feedback. To carry out these activities effectively, Wesley said he used several guidelines to aid him: Having a good plan, utilising good communication (using reminders and feedback follow-ups), exercising patience and showing compassion and self-discipline. Wesley said his leadership and communications skills improved greatly under the ZDTP, especially after attending the 'Training of Trainers' (ToT) sessions. ZDTP Programme Director Angus Davidson said Wesley's hands-on approach was invaluable for engaging with farmers. "His familiarity with the local community and history of working with cattle allowed him to develop rapport with farmers quickly, ensuring that any farm extension advice he provided was both highly applicable and timely," Angus said. "Fortunately, Wesley is remaining in the Luanshya area and will continue to provide animal husbandry and farm extension advice to local smallholder farmers." Wesley said it had been incredibly rewarding to gain mental and physical strength through the role, interacting with different personalities and learning from the people he worked with. Working under the ZDTP had also provided him with resources to build his dream house. Wesley said he planned to continue with veterinary, dairy and AI extension services, using all the knowledge and skills he had acquired while working under the ZDTP.



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## JACOB NKHOMA

Jacob Nkhoma was a Driver for the ZDTP from 2017 to 2023, operating mainly in Lusaka, Central Province and the Copperbelt. Jacob provided a key link between the office and the field, also carrying out various other duties such as ensuring field team members were supplied with any equipment they needed, so they could concentrate on spending most of their time working with farmers. Jacob said he acquired a lot of knowledge, skills and experience through his role with the ZDTP, not only in administrative issues, but also interpersonal skills from interacting with extension officers and various farmers. For example, while working with farmers on silage making demonstrations, he became interested in the practice, which he said he hoped to continue on his own farm one day, having made the decision to venture into cattle and goat farming. ZDTP Programme Director Angus Davidson said Jacob was the programme’s “quiet achiever”, who played “a crucial role in ensuring field activities were delivered in a timely, trustworthy and safe manner”. Jacob compared his experience of working under the ZDTP to be “as nurturing as a mother’s love to her children” and said he would dearly miss the trainers, AI experts, extension officers and productive farmers he worked with in the field. He said he planned to spread the knowledge he had gained through the ZDTP with other farmers and keep learning along his own journey as a farmer.



## LINDA MOONO

Linda Moono’s role as a ZDTP Extension Officer from 2019 to 2023 involved delivering field extension services through training, mentoring and supporting farmers to improve their dairy farming business. Working closely with Field Extension Manager Kelvin Mulusa and the programme’s Market Systems Development Officer, Linda also made a significant contribution to supporting farmer uptake of improved business and management practices across the Zambian dairy industry. Key to this was facilitating effective collaboration with other partners on issues relating to programme field activities, including the likes of MFL, GIZ, DAZ, Adra Zambia, SNV and World Vision. Linda said the work she had done with the “wonderful” ZDTP team had “transformed her life”, especially the support focused on how to effectively transfer knowledge and skills to farmers. She said it was rewarding to gain new skills from exposure to different working environments, cultures and subject matter, for example livestock production within dairy farming businesses. “The interaction between farmers and different organisations was also quite interesting and I learnt a lot from them and shared different experiences with them.” Linda now believes confidence is a key stepping stone in acquiring knowledge and has plans to elevate her dairy career on her own, drawing on the knowledge and tools she has gained. ZDTP Programme Director Angus Davidson said Linda made a “very significant” contribution towards the success of the ZDTP, combining her “fantastic” work ethic with extensive technical and business knowledge to deliver impactful on-farm advice and training to numerous smallholder farmers. “Having recently completed a Bachelor’s in Agribusiness Management, and now considering undertaking postgraduate education, Linda has much to offer the wider Zambian agricultural sector.”



## DairyLearn update

The development phase for the online platform <https://primeskills.online> is nearing completion following a redesign of some resources and field testing. The online module for the TOT course has been field tested by selected Champions of Change (CoC). Testers included CoC who were formally-employed by organisations within the dairy industry, “so they are part and parcel of the initiative”, said ZDTP Field Extension Manager Kelvin Mulusa. “It’s important to get feedback from a cross section of players so that the final product or service resonates well with key industry players.” Learner feedback on content, connectivity, accessibility and usability revealed that the system would work best when a mentor was available to interact with learners. The second course, which provides learning resources for farm advisers, dairy farmers themselves and aspiring farmers, is now also ready for field testing.

## Seed Co collaboration

Seed company Seed Co recently reached out to the ZDTP to coordinate silage making training in Southern Province, linked to their improved maize varieties for quality silage. This resulted in a collaborative training targeting farmers from Mbabala Dairy Cooperative and Mungaila Dairy Cooperative. Seed Co and ZDTP also visited Namwala Central MCC to provide information. Linda Moono, the ZDTP Extension Officer, who represented ZDTP in this collaboration, said the main agenda for the training was to share information and train farmers on seed varieties which were good for silage making. For silage, farmers were more interested in the bulk of the leaves and not the maize cobs and Seed Co had such varieties, she said. Seed Co is a pan-African seed company that develops certified seed species including hybrid maize, wheat, soya bean, beans, rice, potatoes, sorghum, cotton and vegetables. A total of 83 farmers were trained in the ZDTP – Seed Co collaboration.

## Launch, uptake and sustainability of the Farm4Profit tool

The official launch of the Farm4Profit (F4P) tool was in July 2023. This was when Quarter 2, 2023 reports were disseminated to farmers who had been on-boarded. GIZ has now also adopted the F4P process, on-boarding and training dairy farmers in its use, with mentoring support from the ZDTP. In addition to this, senior staff at MFL plan to adopt the F4P tool for use in the organisation’s internal Management Information System, as well as reporting structures, as a necessary basis for effective extension support. F4P will also be used as a data collection tool for MFL’s periodic livestock survey. A tutorial on how to use the tool was held with MFL officers during the last quarter (pictured right). Finally, we have been working on a sustainable business model for F4P, one that can be adopted by one or more permanent industry players following the end of the ZDTP. The goal is for the application to run on income streams from within the industry rather than depending on ZDTP support. We hope to have a solution to share by the next newsletter.



*Kelvin Mulusa, ZDTP-E Field Extension Manager (left), leading a tutorial on the F4P tool in the presence of ZDTP-E intern Ndabezitha Gumbo and senior staff of MFL HQ and the Enhanced Smallholder Livestock Investment Programme (E-SLIP).*

### **Key data from F4P show positive trends**

*Key data from F4P for the first quarter of 2023 show an average milk price of ZMW 8.0 per litre for grade B quality (most farmers supplied grade B), with an average gross profit margin of ZMW 4.5 per litre. Also, in the first quarter of 2023 a majority of 67% (two-thirds) of smallholders made a profit, which is a higher share than the 61% recorded in 2022.*





*Image: A chopper demonstration in Choma District in Southern Province; part of a wider training session on silage making, milk quality / reproduction, animal health and management in Mbabala.*

The head of field training for the ZDTP is pleased to see he and other programme staff have essentially done themselves out of a job by successfully training others within the Zambian dairy industry to take on their responsibilities. Kelvin Mulusa, Field Training Manager, says the ZDTP has been developing a community of practice comprising Champions of Change to ensure sustainability of interventions when the programme finishes at the end of this year. The approach appears to be going well, with Champions of Change (CoC) independently training 1879 of the 3121 dairy farmers trained through ZDTP-influenced activities over a six-month period from January 2023 to June 2023. The remainder were trained by ZDTP Regional Extension Officers (some with support from CoC), who have now finished up with the programme. “It is important that communities sustain the gains that ZDTP has made, through other people stepping up and sharing advice and holding demonstrations,” says Kelvin. “This includes staff from the more permanent players such as the Ministry of Fisheries and Livestock and the Dairy Association of Zambia.”

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Mwango Chanda



Wankie Miyoba

The final months of the programme will be used to ensure more CoCs are equipped with knowledge and skills to train others, Kelvin says.

“We also anticipate that CoC / ToT trainings will continue after the ZDTP ends, so that more farmers can benefit.

“In addition, the knowledge hubs we have created across Zambia’s dairy-producing areas are being well stocked with useful information and material.”

Kelvin says CoCs are also now reaching new communities, which the ZDTP has not yet worked with. “Going forward, the CoC are in a perfect position to bridge the knowledge gap amongst the dairy farmers and carry the Zambian dairy industry successfully into the future.”

Mwango Chanda, an MFL veterinary assistant in Luanshya, has been a CoC for two years. During this time, she has trained farmers in livestock management, milk density, feed formulation and milk parlour structures.

Mwango says her approach to training farmers has changed since becoming a member of the CoC community. “I have more knowledge about dairy [farming] and it has also helped me with networking with other Champions of Change.”

Mwango believes the CoC community has what it takes to carry on once the ZDTP ends in December 2023, “because we have the knowledge to continue sharing with our office and farmers”.

Wankie Miyoba, a farm advisor with Adra Zambia in Choma, says he has gained a lot since becoming a CoC 2021. His public speaking and time management have improved and he is better able to choose appropriate subject matter for farmers during trainings.

Wankie says he now also sees the value in following up with farmers after trainings to make sure they are practicing what they have been taught. He thinks the CoC community will be able to sustain momentum following the end of the ZDTP; however, “I do think there is need for training more field staff, especially in Southern Province”.