

**Analysis of the Traditional Irrigation Improvement Programme (TIP) Training
Programme for all Participants
By
Concepta Cadogan
Master in Co-operative Organisation, Food Marketing and Rural Development
University College Cork, Ireland, 2000**

This research is an analysis of the Traditional Irrigation Improvement Programme (TIP), Training Programmes for all its participants since TIP's inception in Tanzania in 1988. The research discusses the impact of TIP training policies on all participants and also examines if these policies have incorporated innovations identified by its main beneficiaries i.e. the farmers, into its training policies. The research presents an overview of what has been achieved with regards training in TIP, what people feel about it and what has been its effect. The dominant research strategy and the main research tool employed in this research was the case study. In this case study experiences have been drawn from the real life experiences and observations of the people who have benefited from TIP training. The case study approach involves watching people in their own territory and interacting with them in their own language. The "territory" that I chose were five villages within two TIP districts, Mwangi and Arumeru, along with the District and Co-ordination Office of TIP. To help construct validity and reliability of the case study it was found to be appropriate to use multiple sources of evidence. Information was collected through interviews with local farmers and members of TIP district staff. Information gathered from interviews was reinforced by observation and checked through documentary analysis. A number of findings, conclusions and recommendations were made. Analysis of data indicated that training programmes have had different impacts on a number of groups. The programme main beneficiaries, i.e. the local farmers say training has helped them acquire many new skills and has created awareness in many new areas. They feel that TIP training has educated them. However, district staff seemed less satisfied. Although they have received training it has been short and insufficient. TIP in its broadest sense seems to be supporting all TIP activities at all levels. TIP has been busy with training in all different areas however it cannot be overlooked that TIP seems to have undermined the staff training issue. A number of recommendations have been made. Staff training needs are high and a recommendation is for TIP to invest in a "need-based crash training programme", for all staff. New knowledge is best reinforced by regular practice. TIP needs to provide refresher courses for both farmers and staff. The programme to date has had a degree of success in training for all participants. The extent of this success is discussed throughout the research.