ROUND TABLE MEETING
ON SUSTAINABLE PALM OIL
RSPO Smallholder Academy Objectives

Objectives

Improving SH Livelihoods
Step-by-step improvement of SH (group) agricultural, environmental, social, and business practices

Understand and answer SH needs across geographies
Develop existing and new training capacity of organizations across sectors and geographies

SH Needs

SH Strategy Obj 1: “Improve SH Livelihoods”

SH Strategy Obj 1.4.1: “Prioritize SH needs and build capacity to address gaps”

Ecosystem needs

SH Strategy Obj 2: “Increase number of SHs in RSPO system”

SH Strategy Obj 1.2.1: “Map & assess existing capacity building services & initiatives”

Tools
Social Franchise System

Social Franchisor

- RSPO Smallholder Academy

Social Franchise: 'Academy-in-a-Box'

- Curriculum & Training of Trainers (ToT)

Social Franchisees: Academy Partners

- NGOs
- Collection Points
- SH Coops & Associations
- Mills & Growers
- Retailers
- (Local) Government
- University
- Others

Participants / Clients

- Smallholder Farmers
Social Franchise: Academy-in-a-Box

The RSPO SH Academy Package

<table>
<thead>
<tr>
<th>What?</th>
<th>For Whom?</th>
<th>Topics?</th>
<th>How does it work?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Compiled &amp; edited curriculum - Content Partners</td>
<td>Smallholders</td>
<td>Social/ Labour</td>
<td>Learner-centric</td>
</tr>
<tr>
<td></td>
<td>SH Group Managers</td>
<td>Environment</td>
<td>Global, but contextualized</td>
</tr>
<tr>
<td></td>
<td>Supporting Organizations</td>
<td>Agribusiness</td>
<td>Step-by-Step (&quot;Phase-in&quot;)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>FinEd &amp; leadership</td>
<td>Low cost, low threshold</td>
</tr>
<tr>
<td></td>
<td></td>
<td>RSPO Certification</td>
<td>Cross-sectoral</td>
</tr>
</tbody>
</table>
### Academy Tools & Delivery

#### Program Development Guide
- Focus on Program Design and Mt.
- Delivery: Self-study

#### GM Training Guide
- Facilitators: GMs/Extension Officers
- Learner: GMs/Extension Officers
- Delivery: Master Training 5-8 days

#### GM Reference Manual
- Focus on Guided self-study Complementing MT

#### SH Training Curriculum
- Facilitators: GM Trainers/coaches
- Learners: GMs/Extension Officers
- Delivery: (Guided) self-study Complementing MT

#### SH Handouts
- Focus on In-person training over time
- Delivery: Complementary to SH training
Ensuring Relevance

Curriculum Development Committee (Oct 2017 – Launch)

• Proforest, Setara Jambi, SNV, Solidaridad, Unilever, Wageningen University

Academy Pilots (Mar-Dec 2018)

• Ghana (Solidaridad)
• Malaysia, Sabah (PACOS Trust, UMS)
• Testing Curriculum & Social Franchise Process

Ongoing survey for periodic improvement (tentative) (Q2 2019 - onwards)

• Ongoing feedback & revision
Thank You