

# PTC PLUS

Learning by doing

Year 2, issue 1 - 2018

Sharing  
knowledge

Trainer2trainer

The Barneveld  
experience of...

Jenny Hornilla

Being a trainer  
is a great job

Interview Hermans Voortman

**Education**  
can change  
the world



**AERES**  
TRAINING CENTRE  
INTERNATIONAL



# Aeres Training Centre International

## Course overview 2018 – 2019



"In our programmes we offer the latest technology in poultry, pigs, feed, dairy cattle and milk processing"

Courses Poultry	Training dates	Academic application deadline	Duration
* Poultry farm manager	26 November 2018 – 21 December 2018 25 November 2019 – 20 December 2019	9 July 2018 <sup>2)</sup> 8 July 2019	1 month
* Poultry production technology	4 February 2019 – 1 March 2019 3 February 2020 – 28 February 2020	19 October 2018 9 July 2019	1 month
* Incubation and (broiler) parent stock management	7 January 2019 – 1 February 2019 6 January 2020 – 31 January 2020	9 July 2018 <sup>2)</sup> 8 July 2019	1 month
* Applied poultry management	27 August 2018 – 23 November 2018 26 August 2019 – 22 November 2019	23 March 2018 <sup>1)</sup> 22 March 2019	3 months
* International diploma poultry husbandry	27 August 2018 – 1 March 2019 26 August 2019 – 28 February 2020	23 March 2018 <sup>1)</sup> 22 March 2019	6 months
* International diploma poultry husbandry & animal feed	27 August 2018 – 31 May 2019 26 August 2019 – 29 May 2020	23 March 2018 <sup>1)</sup> 22 March 2019	9 months

Courses Pigs	Training dates	Academic application deadline	Duration
* Pig farm manager	26 November 2018 – 21 December 2018 25 November 2019 – 20 December 2019	9 July 2018 <sup>2)</sup> 8 July 2019	1 month
* Pig production technology	4 February 2019 – 1 March 2019 3 February 2020 – 28 February 2020	19 October 2018 9 July 2019	1 month
* Pig breeding & artificial insemination	7 January 2019 – 1 February 2019 6 January 2020 – 31 January 2020	9 July 2018 <sup>2)</sup> 8 July 2019	1 month
* Applied pig management	27 August 2018 – 23 November 2018 26 August 2019 – 22 November 2019	23 March 2018 <sup>1)</sup> 22 March 2019	3 months
* International diploma pig husbandry	27 August 2018 – 1 March 2019 26 August 2019 – 1 March 2020	23 March 2018 <sup>1)</sup> 22 March 2019	6 months
* International diploma pig husbandry & animal feed	27 August 2018 – 31 May 2019 26 August 2019 – 29 May 2020	23 March 2018 <sup>1)</sup> 22 March 2019	9 months

Courses Feed	Training dates	Academic application deadline	Duration
* Product quality & food safety	6 June – 4 July 2019	19 October 2018	1 month
* International diploma animal feed	4 March 2019 – 31 May 2019	19 October 2018	3 months
* Training & extension	6 June – 4 July 2019	19 October 2018	1 month

Courses Dairy	Training dates	Academic application deadline	Duration
* Dairy farming and entrepreneurship	3 September – 23 November 2018 4 March 2019 – 24 May 2019	23 March 2018 19 October 2018	3 months
* Dairy cattle nutrition, forage production and conservation	3 September – 28 September 2018 4 March – 29 March 2019	23 March 2018 19 October 2018	1 month
* Breeding, reproduction management, AI and pregnancy diagnosis	1 October – 26 October 2018 1 April – 26 April 2019	23 March 2018 19 October 2018	1 month
* Dairy farm management, economics and housing of dairy cattle	29 October 2018– 23 November 2018 29 April 2019 – 24 May 2019	23 March 2018 19 October 2018	1 month
* Milk processing and entrepreneurship	3 September 2018 – 23 November 2018 4 March 2019 – 24 May 2019	23 March 2018 19 October 2018	3 months

1) In case alternative funding (other than OKP, MSP or StuNed) can be arranged, applications are welcome until 1 June 2018  
2) Deadline for **MSP** (MENA Scholarship Programme) is 23 March 2018.

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International education is about people. Aeres Training Centre International offers training, shares knowledge about poultry, pigs and feed. But actually we do much more than that. Here at our training centre in Barneveld, providing knowledge is our main goal but we make things personal. We listen to the stories of our students, offer individual guidance and advice. In the interview on page 26 Elinor Driessen (Nuffic) calls ours international students 'Change agents'. She says: "The stories of the international students touch me. People told me how they missed their family back home, how much they liked staying in the Netherlands. They spoke of Sinterklaas, of Dutch herring and of the farms and cities they visited. They

told me what they learned in Barneveld and what they want to achieve." We are a leading international training centre with several training sites in the Netherlands. Our training programmes offer excellent and practical education that can be applied right away in any future or current workplace. We have an experienced staff, our modules are recognized by the Dutch Ministry of Economic affairs and beyond. But we always keep in mind that we work with people: that is what it's all about.

Bas Emmerik  
Manager

**DISCLAIMER**  
Although this publication has been compiled with the utmost care, we accept no liability for any inaccuracies. The prices mentioned in this publication pertain expressly to the current training year. For courses and trainings that start in 2017- 2018, varying prices may apply. Additionally, course days may also differ in the new curriculum year. All payments and transactions are subject to our terms and conditions.

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A group of people, likely students and a trainer, are gathered around a table, focused on a task. They are wearing blue scrubs, green hairnets, and face masks. One person is using a pair of scissors to cut into the skin of a chicken, which is lying on a blue and green patterned cloth. The background shows a woven bamboo wall and a person in a plaid shirt standing behind the group.

“We taught  
our students  
how to make  
an educational  
programme, how  
to prepare their  
lessons.”

Trainer2trainer

# SHARING *knowledge*

In 2017 Helmich van Rees from Aeres Training Centre International (Aeres TCI) helped train a group of sales employees in Myanmar. The most important goal of this trainer2trainer programme was that those sales employees themselves, would become trainers. The brand new trainers will teach local Myanmar farmers about broiler production. Sharing knowledge; that is the intention.





**Helmich van Rees**  
Trainer Aeres Training  
Centre International

# The best way to sell your products, is by *sharing your knowledge* and by *being honest*.

People that sell certain products are often specialists in their field. They know a lot about the products they offer; they are specialists. So why could they not be trainers? Helmich van Rees: "In the Netherlands it is very common that sales employees also have an educational/extension task within the company they work for. If for instance you sell feed for poultry, you know a lot, not only about the nutritional needs of those animals, but often also about other managerial aspects of broiler farming. The training we supplied in Myanmar was based on these facts: we wanted to train sales employees to become trainers."

## Teaching material

Helmich was one of the trainers of this project in Myanmar. "Part of my role was composing and writing a manual", he says. "In this manual about broiler farming the goal was to describe every aspect of the job. After that we composed three training modules – each of two weeks – in which all technical information had to be discussed. Together with our partners we developed the learning material that was used to train the people. For me the time I spent in Myanmar was a great experience. Also because during the training I met an employee from De Heus that I worked with years ago in Colombia. We lost sight of each other, he lives in China nowadays and it was really great to see him again. Our colleagues from Aeres Hogeschool in Dronten carried out the next modules."

## More than having the knowledge

Helmich: "The whole program consisted of two parts. First: teaching the sales employees everything about broiler production and second: Teaching them how to become a trainer. Because being a trainer is

more than having the knowledge. To be a trainer you should know how to transfer information to become knowledge for the farmers. We taught our students how to make an educational programme, how to prepare their lessons. They had to work on their teaching qualities. Last December, when the training programme was almost finished, the sales employees, working together with two or three sales-colleagues, had compiled training programmes for farmers, on three locations in the country. They invited farmers to come to those locations and subsequently conducted a three-days practical training programme for the Myanmar broiler farmers. We assessed the skills of the new trainers by judging their training programme, their way of communicating with the farmers, their teaching qualities and the way they conducted practicals. Sometimes the people we trained found it difficult to be a teacher. It is not always easy for instance to tell someone who has been a farmer for twenty years, what you know about his business. To do that, you have to show some self-confidence. That is an important part of the things we wanted to provide our students with during this project."

## Honesty is the best policy

Of course: sales employees want to sell their products and sometimes educating farmers takes more time then selling them broiler feed. Helmich: "But the best way to sell your products, is by sharing your knowledge and by being honest. If you can supply your customers with knowledge rather than just with a sales pitch, you will gain the trust of your customer. In the long run that is much more important than sales figures. Good to know: if you can supply your customers with knowledge, sales figures will rise. But even more important: by sharing your knowledge the level of knowledge in your region or country could rise. Sharing knowledge can lead to huge improvements and honesty is always the best policy."



## The participating organizations:

The Trainer2Trainer project was powered by Sustainable and Affordable Poultry for All (SAPA). [www.sapaproject.org](http://www.sapaproject.org).

- **The Dutch State service for entrepreneurs (RVO)**
- **De Heus**  
De Heus is a Dutch company that supplies animal feed. The Heus has locations all over the world, also in Myanmar.  
[www.deheus.com](http://www.deheus.com)
- **Belgabroed**  
A Belgium company specialized in the production of high quality day old chicks, day old layers and hatching eggs.  
[www.belgabroed.be](http://www.belgabroed.be)
- **Aeres Hogeschool Dronten**  
[www.aereshogeschool.nl](http://www.aereshogeschool.nl)
- **Aeres Training Centre International Barneveld**  
[www.aerestrainingcentre.com](http://www.aerestrainingcentre.com)

## Example: resting in the dark

An example of what the newborn trainers in Myanmar taught the local farmers are some facts about the growth of broilers. Helmich: "The faster a broiler grows, the sooner you can sell it and therefore the less, very expensive, feed it takes. So a quick growth is important. In the Netherlands we are very concerned with animal welfare and e.g. must provide at least six hours darkness per day. In countries like Myanmar people do not (yet) think that way. If you want a broiler to grow fast, you have to think of aspects that make him grow: feed. We know that a chicken only eats when it is light. In the dark he stops eating. Many farmers therefore choose to keep their broilers in a situation where the lights are on for 24 hours. Scientific research however, proved that it is better for the chickens to be in the dark for about four hours. They grow faster when their body gets the time to relax. So the most positive situation for growth is 20 hours in the light, while feed is provided. And four hours resting in the dark, without eating."

## Example: small babies, big broilers

Helmich: "Most farmers prefer to buy large day-old-broiler-chicks. The general thought is that a baby chicken with a weight of 42 grams will grow up to be a bigger broiler than a baby of 38 grams. This, however, is not always the truth. Research has taught us that the quality of the chicks is more important than their weight. We know that chicks from parents that are relatively young chickens, are smaller than chicks from older chickens. But: chicks from young chickens may need a slightly higher environment temperature initially. But they show more vitality and: they grow faster. So it is even rarely true that the heaviest chick is the best buy."



# LITTLE LADY between all the big guys

She is quite a little lady between all the big guys in the Aeres TCI-feed production mill. But Jenny Hornilla (35) is not as small as she might seem. She has great ambitions, big plans and huge prosperities. Jenny has stayed in Barneveld for seven months now and in two months time she will be flying back home. Filled with joy to reunite with her family in the Philippines. Filled with knowledge about pig husbandry skills, technology, and the proper use of feed. Knowledge that she will share with colleagues and farmers back home.

Jenny will stay in Barneveld for nine months. She has studied Pig husbandry and is now working on the programme Feed. Jenny studied Agriculture at the University of the Philippines and works at the International Training Centre on Pig husbandry as a trainer. She teaches Pig Husbandry (ITCPH) and related disciplines in a training centre that was once – till 1985 – a Dutch government project to the Philippines. The development of ITCPH was together with trainers from PTC+ (now Aeres TCI). The centre now is celebrating 33 years of existence under Philippine government's Department of Agriculture. The centre trains a wide range of clientele: from the academe, private industries, local government offices and various organizations. It caters to the needs of local livestock farmers and livestock extension workers to be trained in pig husbandry.

#### Nine months is a long time

Her stay in the Netherlands is Jenny's first time abroad. "Although I really like it here: missing your family makes it sometimes hard. We keep close contact, we skype a lot. Nine months it is a long time, but it gets easier with a

stable internet connection. Contacting loved-ones back home on a daily basis is not a challenge. Off course I am really looking forward to returning back home. Luckily my fellow students and the trainers in Barneveld understand that. I really did make friends here, my fellow students are great and the trainers at Aeres TCI are the best. They make my stay an unforgettable experience."

#### Things she likes in the Netherlands

When we ask her about things that she likes in the Netherlands, Jenny says: "This is a beautiful country, completely different from the Philippines. An important similarity is your hospitality. Just like back home, locals here welcome you with a smile and greetings. If you smile and greet them, they smile and greet back to you. Furthermore I really like the change of seasons in the Netherlands. I experienced fall, winter, spring and summer here, I have seen snow and have felt it. When I came here in August, it was summer and approximately 30 degrees. I had brought mainly winter clothes and I remember thinking why: until fall and winter came. Last winter we had a lot of snow in Barneveld and it was colder than I ever thought was possible. I really did not know that the difference between summer and winter

"An important similarity is your *hospitality*. Just like back home, locals here welcome you with a smile and greetings."

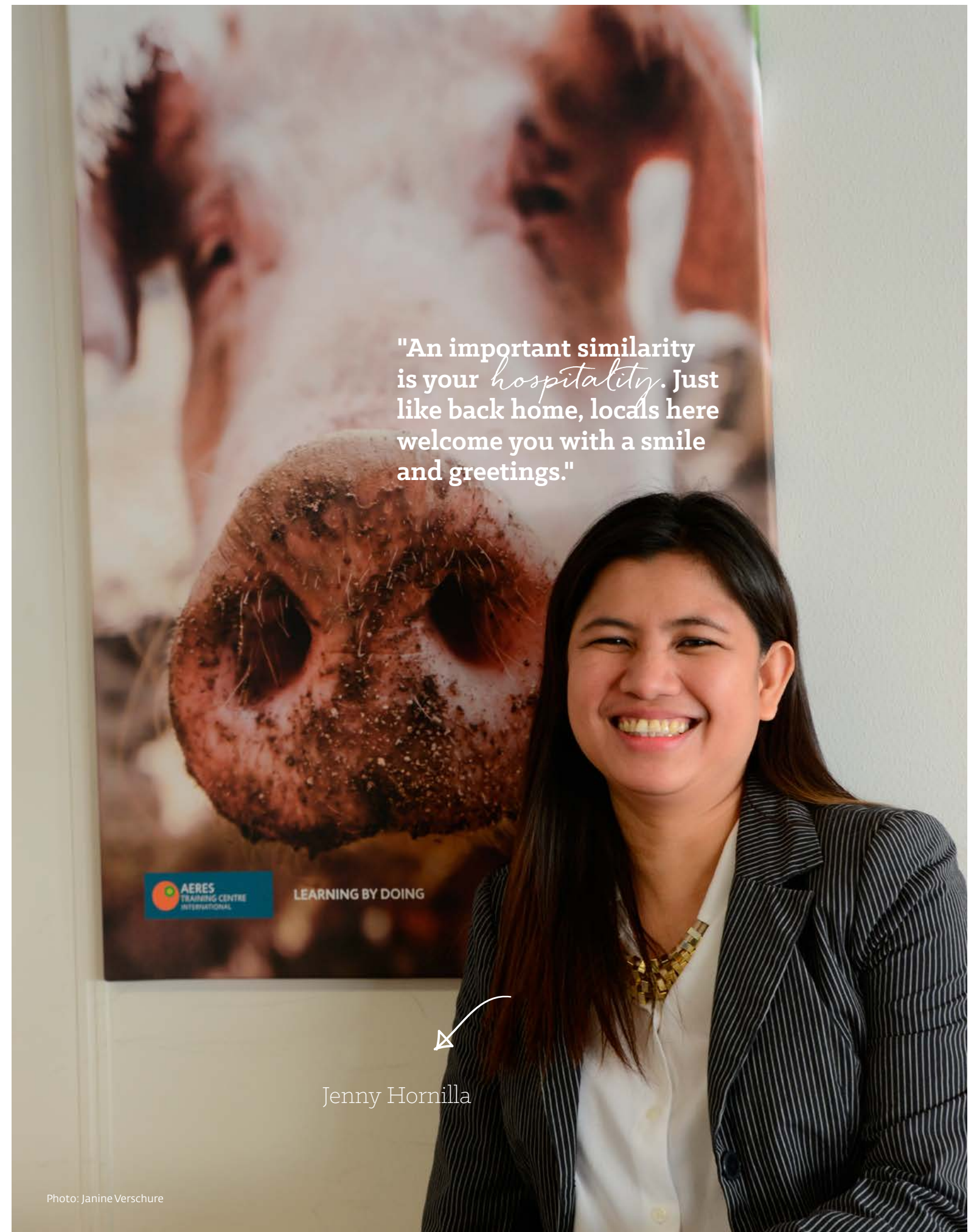


Photo: Janine Verschure





"I'm listing down the things I am going to miss about the Netherlands and my whole nine months experience as a whole."

could be so huge. In my country we don't have much difference between summer and winter. We only have a dry and wet season where temperature reaches 38 degrees during dry season. In the Netherlands there is much more diversity."

#### Bikes and Sinterklaas

Jenny's answer to our question: "What was the strangest thing you saw in the Netherlands?" comes without any hesitation: "Sinterklaas", she says. "I saw him at the shopping street in Barneveld. First I thought it was Santa Claus but it was only the end of November. He had those strange black guys with him, wearing colourful clothes. Later I heard that I saw Sinterklaas. He is a saint that visits the Dutch children before Christmas, to celebrate his birthday on December 6th. To do that, he brings gifts and candy for all the Dutch kids."

Another thing that surprised Jenny is the amount of bikes on the Dutch roads. "Everyone rides a bike here", she says. "You see bikes everywhere. Biking is easy in the Netherlands because there are hardly any hills and no mountains, and cyclists are well protected here."

#### Exceptional measures

Jenny tells that the difference between pig husbandry in the Netherlands and The Philippines is impressive. "We visited farms here, among which some conventional and a biological farm. The conventional farms give importance to the welfare of the animals. They practice antibiotic reduction under Integrated Chain Control (IKB in Dutch) protocols. Pig farming back home uses a lot of medicines. The conventional farm in the Netherlands had automated technology to keep the work efficient. At the biological farm they provide the utmost welfare of the animals. Off course back home we take measures to prevent the livestock falling ill. I was used, for instance, to disinfect my shoes and hands before entering a farm. But at one farm we visited, the procedures were

very strict. We did not only have to take shower, but also we were not allowed to wear our own underwear under the overalls, during the visit. That really surprised me. You can enter a hospital without having any problems, but if you want to enter a pig farm, you have to take a shower and leave your underwear behind. That was strange to me. Later on the trainers told us that this is – also for the Netherlands – hard to understand."

"You can enter a hospital without having any problems, but if you want to enter a pig farm, you have to take a shower and leave your **underwear** behind."

#### If a man can do it...

At Aeres TCI more men than women are trained. At the training centre where Jenny works, back home in The Philippines, the amount of women employed exceeds the amount of men. Jenny: "Of the 35 employees in our office, 63 per cent is female. The male employment is only 37 per cent. My boss is a woman, the second in rank is also a female. In my country it is very common that women work. Philippine women are very productive and men and women are equal. In the Philippines we say: 'If a man can do it, a woman can too'. Just like it is in the Netherlands."

#### No spoon-feeding

Jenny tells that the Dutch way of working appeals to her: "In the Philippines we tend to spot a problem, and than act. Here in Barneveld you learn to be more proactive. Our trainers teach us to think analytically,

to look, think and than act. If there is a problem, the trainer asks us not only to think about solving it, but also he lets you think about how to prevent the problem in the future. At Aeres TCI the trainers do not spoon-feed you. They ask a question but do not give you the answers right away. You have to find them by yourself. The trainer will tell you where to look, but not what you should see. That, you have to figure out for yourself. You learn to analyze, evaluate and discuss your options. Another aspect of the Barneveld way of thinking that I really would like to implement back home, is prevention. Back home we are often focused on therapeutically treatment: fixing problems. Here in Barneveld you learn to anticipate, to think ahead. The trainers teach you to prevent instead of fix. That way of thinking is something that I really want to take home with me."

#### One of the best

Jenny: "Off course I am looking forward to going back home. It is a 24-hour-flight and I started counting days. But also I'm listing down the things I am going to miss about the Netherlands and my whole nine months experience as a whole. During my stay I visited Paris in France, Cologne in Germany, Brussels and Bruges in Belgium, and Lucerne and Zurich in Switzerland. Those were organized trips over the weekend with my friends. Going to places around Netherlands were made possible through my contact family here. The historical buildings were very beautiful and the canals were a delight to see. I think the Netherlands is one of the best of the European countries in terms of organization and beautiful landscape."

#### Things to take back home

There are quite a few things that Jenny learned at Aeres TCI that she wants to implement in her work back home. Jenny: "Technology. It would be great if we could implement some of the technological developments that I saw in the Netherlands. I would like to update the technology concepts and introduce some animal production technologies (automated use) to become more efficient." Another important item is how to handle the use of antibiotics. Jenny: "The human medical field back home is starting to do some restrictions on the use of antibiotics. The reduction of antibiotics prevents resistance to antibiotics: an important issue. Back home antibiotics are given to livestock – but also to people – to prevent problems. I think it would be good to reduce that. Last but not least I want to adopt the 'learning by doing' motto of Aeres TCI. Back home we do a lot of training, so I want to include a skills competence list. So that my students not only have the knowledge, but also the skills. Back home trainers and teachers are often focused on the theoretical side of learning. The learning by doing-method does not only teach you the required knowledge, but also gives you the skills."

#### Leave a mark rather than a scar

Jenny: "With all the things I learned here at Aeres TCI I can reach out to other people, so my knowledge has a multiplier effect. That is a good thing. I am a religious person and I like the idea that I can share. Here at Aeres TCI I went to bible study every Sunday. It was really good to experience how that unites people with different backgrounds. Even without going to church or school you learn a lot here in Barneveld. The students talk, share and hang out together, and that teaches you a lot; more than I could imagine beforehand. Off course there are differences but learning to accept each other's differences is a very important aspect of live. Being nice to each other, leaving a mark rather than a scar. That is also what you learn here at Aeres TCI."

## 10 tips from Jenny

1. Leave a **mark** rather than a scar.
2. Do not view a problem as a problem but **treat it as a challenge** to enhance one's ability in problem solving.
3. **Adopt the principle:** look, think then act. It is more analytical this way.
4. **Learning by doing** works better than learning (only) by reading or listening.
5. Use a **proactive** approach of solving challenges. Think ahead. Not only when challenges arise.
6. Trainers **should not spoon feed** the students. Students should think and find answers themselves.
7. A teacher should tell you **where to look**, but not what to see.
8. There is **no separate task between man and woman**. Women should be given equal opportunities to do the exact practical work that men do.
9. **Own your mistakes**. Trainers at Aeres TCI say: 'Don't point finger to anybody here. If it is your mistake, own it and learn from it.'
10. **Time consciousness!** At Aeres TCI you have to give a chocolate treat if you are late.





"Learning by doing is much better and more effective than learning by reading."

## Interview

Hermans Voortman

# Being a trainer is a *great* job

Quite a few years ago – when Hermans Voortman left secondary school – he sometimes dreamt of being a gym teacher. But also he was very interested in the agricultural industry. Finally, training pig husbandry won the battle from physical education. “When you are a PE-teacher, you sometimes have to work with unmotivated people, for instance at high school”, Hermans says. “Being a trainer at Aeres Training Centre International (Aeres TCI) means working with people that are anxious to learn. That is why being a trainer here is a great job.

**Hermans Voortman**  
Trainer Aeres Training  
Centre International







Hermans: "When I came to work here in Barneveld in 1992, I primarily trained Dutch students. I developed an information centre about livestock farming. Related to environment issues and spatial planning. Gradually the focus changed more and more to international students. This was a development that I really liked. The different backgrounds of

the people we meet here, the stories they tell, their eagerness to learn; that is why I love being a trainer."

#### Interesting and challenging

All those different backgrounds and stories of the students at Aeres TCI, make the work very interesting. But off course also sometimes challenging. Hermans: "The cultures of our students are very different. We have people here from all over the world and even after twenty years that is an aspect of my job that I enjoy. Some people even stay here for nine months. That is a long time in which our trainers work closely together with the students. They learn from us – off course; that's what they are here for – but we also learn from them. From the stories they tell about their back-home situation, from everything they experience and run into here in the Netherlands."

#### Back Home Improvement Plan

Hermans is the initiator of the Back Home Improvement Plan of Aeres TCI. Hermans: "BHIP means that our students need to implement everything they learn here in their back home situation. So that a large group of people can benefit from

the practical trainings we offer. Before the students come to Barneveld, they visit a local farm in their own country. They make an inventory of the situation of that farm, of the 'points to improve' at the place. Here at Aeres TCI they present their collected data. They explain to their fellow students and the trainers the situation at the local farm and present the specific data of their own country. Together we discuss the problems and possibilities. Each student writes a BHIP for his local farm. Discussing each other's BHIP is very educational, students learn to speak in public, communicate, explain their problems and help others. After several months of studying in the Netherlands they take their knowledge and skills back home and they are going to work with it. That is what our trainings are based on."

#### Learning by doing

Hermans: "A very important part of each BHIP is that our students visit their local farm back home before they come to the Netherlands. They study the situation there, collect data, and talk face to face with the local farmer. Most of the students we welcome here are not farmers. They work for instance for governmental or educational institutions, but if you work in the agricultural industry you should know how a farm looks, feels and even smells. Having our students analyzing the situation at their back-home-farm, but also visiting farms in the Netherlands, working at local farms here in Barneveld, makes the learning process much more effective. Learning by doing is much better and more effective than learning by reading. What we try to teach our students is first to analyze a situation, than think about it and make a plan. The third step is to act. Sometimes people see, get

overenthusiastic and act, without analyzing the situation. They tend to forget to make a good action plan. Our goal is not only to marshal a situation but also to prevent that situation from occurring in the future. In many countries for instance veterinary treatment is provided to cure an animal. Our training is more focused on prevention."

#### Antibiotics

Hermans says that his students are sometimes surprised by the Dutch health care system. "In most countries where our students come from, you go to the doctor and he gives you medication that will cure your cold or your infection. In the Netherlands you go to the doctor, and he sends you home to see if you will come over it without medication. Here the tendency is to see if your body will cure things by itself. Only when that is not the case, the doctor will prescribe for instance antibiotics. We show restraint giving antibiotics to our livestock, and our doctors show restraint prescribing antibiotics or other medication to their patients. That is why our students sometimes go to a Dutch doctor with the wrong expectations and come back a bit disappointed."



#### Going abroad

A nice aspect of his work as a trainer, Hermans says, is the fact that from time to time he has to travel to the countries his students come from. "I don't 'have to'", Hermans says. "I may! Earlier I told you that for our students it is good to know how to a farm looks, feels and even smells, but the same goes for me. For me as a trainer it is good to experience some of the countries where

my students come from, live and work. Feeling and seeing the situation at local farms, the climate in a country, the different cultures; that is not only a great experience, it is also very educational for me as a trainer. After visiting a country, I can apply the things I saw and learned abroad, in my lessons."

#### Local government officials

Hermans: "In the Netherlands local governments are concerned with animal husbandry in their town. Here at Aeres TCI we sometimes train groups of local government officials. Those are the people that issue building permits for farms or other licenses; they are responsible for the regulatory enforcement. Government officers know the law, they are educated and know everything about rules and regulations. But they do not always know the heart and soul of animal husbandry. That, we can teach them. In a seven days training programme we explain to them the facts of animal husbandry. We visit farms and show people that usually work from paper, what the consequences of their rules and regulations are for people that work with livestock."

"A very important part of each BHIP is that our students visit their local farm back home before they come to the Netherlands."

#### Nuffic

Most people that come to study at Aeres TCI have qualified for a scholarship. A minority of the students is able to pay for the training independently. Aeres TCI is a partner of Nuffic. Nuffic is the Dutch organization for internationalization in education; it provides scholarships. Hermans: "Regularly the embassy of a country decides whether or not residents can follow an education with us, and which training applies. For instance food security is an important subject these days, in which a growing number of institutions in several countries is interested."

#### Nice and interesting people

Hermans works more than forty years at the practical training center. During over 25 years of being a trainer in Barneveld, he met many nice and interesting people from all over the world. "Off course it is not always easy to say goodbye to the students, at the end of a training period, but you know that's part of the deal. We try to make their stay as nice and interesting as possible. I realize that their stay is very long. So when possible we try to organize some activities. I am a soccer fan, Feijenoord is my favorite team. If possible I take the group of students to a soccer game. We arrange transportation; the students only have to pay for their ticket. For many people this is a very special experience. Also we have chicken parties here at Aeres TCI. At a chicken party our students prepare a dish with chicken, or sometimes with pork, the way it is served in their home country. Each chicken party is a sensational experience, also for your taste buds."

#### Success stories

Hermans: "We expect feedback from the students after they return. For us this is also a kind of mirror. It is nice to hear their success stories but also the challenges they face. We realize that their home situation has not changed during their stay in Barneveld. Of course it is nice to stay in contact with each individual participant. From time to time we get emails in which people tell us how they have been doing. Often with pictures or stories of how they implement what they have learned with us, in their home situation. It is very nice to read those stories. If for instance someone tells us how he is now successful in improving a pig farm or in making feed for his animals, it makes us proud. Because we know that if your livestock is well managed, healthy and well fed, you get the best results and products."

For more information about our trainers check our website [www.aerestrainingcentre.com](http://www.aerestrainingcentre.com)



Interview  
Adrian Reyes

# Already missing the Netherlands... *and stroopwafels*

When we speak Adrian M. Reyes, he is just starting to get used to being back in The Philippines. Two months ago he returned home after a six months stay at Aeres Training Centre International in Barneveld. “Off course it is great to be back home but I already miss the Netherlands, and in particular stroopwafels.”

**A**drian: “Stroopwafels are typically Dutch. It is a cookie, a waffle with syrup. I really love them but you can only buy them in the Netherlands. During our introduction in Barneveld we tasted some examples of specific Dutch food. Like stroopwafels and also ‘haring’. Haring is herring; the Dutch eat it raw and salty. That I did not like.”

## Average day

Back home Adrian is farm manager at a pig farm where approximately 850 pigs are kept. He is responsible for 56 employees. When we ask him what an average day looks like at his work, Adrian says: “At our pig farm we have a weekly system, on each day we have a specific program. One day we breed, the next we transfer sows and piglets. On Friday for instance we do heat detection. So each day we have a certain activity, this makes it easy to plan your time. I start every day at about 8 o’clock. I overlook the activities at the farm and do some administrative work in the morning. We have 56 people working here, off course it takes quite a lot of time to manage them. If there are any problems; technical, personal or with the livestock, people tell me and I try to solve them.”

## From Barneveld to Paris

Adrian studied Pig Husbandry in Barneveld. He is one of the students that was able to follow an education at Aeres Training Centre International without having to apply for a scholarship. His employer paid for his education, including his allowance during his stay in the Netherlands for six months.

“I am already starting to miss the Netherlands”, Adrian says. “I left in March and therefore I did not get a chance to see the tulips. That is a pity, I would have loved to travel to the Keukenhof and visit the flower fields.”

During his stay in Barneveld Adrian visited among others the Dutch city’s Amsterdam, Utrecht and Amersfoort. Adrian: “Furthermore I went to Vierlingsbeek where my uncle lives. I had a chance to see Paris and aside from that shopping in Barneveld was also a nice experience. I learned a lot, saw a lot and experienced a lot. Looking back at my stay I can only say that it was great.”

## Weight and back fat

When we ask Adrian if he can give us some examples of specific things he learned at Aeres TCI, that he has implemented back home, he says: “I’ve only been back for two months, so I did not yet institute







many changes. But one of the things I learned that is really important for a farm like ours, is to implement a fat test on a sow before breeding. At the farm where I work we have 850 sows and too often they returned to heat. Now we are using a new method that I learned in the Netherlands. First you weight the sow, her bodyweight should be approximately 140 kilograms. Besides that we perform a back fat measurement. Before breeding the back fat of the sow should be approximately 14 to 18 millimetres."

**Looking for simple solutions**

Adrian tells that during his study at Aeres TCI he visited several Dutch farms. "Often it surprised me that for instance 500 pigs were kept, by one man, his wife and maybe one part-time employee. Here we work with 56 people at a farm where 850 pigs are kept. The rate of pregnant sows at our farm is low in comparison with farms in the Netherlands. I presumed that human mistakes could be the reason that our sows often returned to heat. Heat detection is not always easy. In the past we used artificial insemination but now we returned to natural breeding. I want to eliminate the chance that sows return to heat because one of our employees did not do his job properly. We have been doing this for a couple of weeks now and I hope natural breeding will diminish the amount of sows returning to heat. But at this moment it is too soon to say whether or not it has some effect. That is what they teach you at Aeres TCI: looking for simple solutions and start building from there."

**Empty**

When Adrian came to the Netherlands, after a long flight, he was looking forward to seeing the school, the animals, the campus, the feed mill, the people. Adrian: "But when we first visited the premises at Aeres TCI everything was empty; there where no people there. That was quite shocking but it turned out that we arrived during a holiday, two days before the start of the school. That quiet first impression changed rapidly when school started again."

**Communication**

During his training in Barneveld, Adrian stayed in close contact with his employer. "Communication with the farm owner is essential during the training", he says. "I made it a point to analyze all the weaknesses of the company so that during my training I could identify the cause and immediately implement changes that would solve the problem. Specific examples are changes in timing of insemination and our breeding

program, adjustments in farrowing facilities and implementation of a new feeding schedule. Other modifications are still under trial. Recording of changes is very important. To keep track of improvements we want to measure the effect of the implemented changes. With this information we calculate the impact on both technical and financial results. Recording and analysing also were subjects in the training. Looking back studying in Barneveld was really a great experience. I am still in close

contact with Hermans Voortman, one of my trainers. Only this week, we discussed by e-mail the changes I implemented back home. Even after finishing my education, I am still learning from Aeres TCI. I returned to The Philippines with lots of knowledge, off course about pig husbandry but also about people, different cultures and about the Netherlands."

**About the Netherlands**

"It is cold in the Netherlands", Adrian says. "Compared to The Philippines where in summer it can be 42 degrees, it is never hot in the Netherlands. When the temperature is 20 degrees Dutch people wear t-shirts, while I would still consider it chilly. Furthermore the Dutch are very prompt. Back home when you make an appointment at 10.00 o'clock, it could just as well be 10.15 but in the Netherlands people come on time. This morning for instance, we had an appointment that you would call me at 08.00 and you did call at exactly 8 o'clock. If you where Philippine, I would

have had to wait for maybe 10 or 15 minutes. When we came to Barneveld we had an introduction where they told us some specific things of the Dutch culture so I already knew that the Dutch are direct. In the Philippines when you say 'no' it could be partially 'yes', but in the Netherlands 'yes' is 'yes' and 'no' is 'no'. In The Philippines you must learn that 'no' is not always 'no' and you should for instance take someone's body language into consideration."

**Food**

Next to stroopwafels and haring, Adrian noticed some other specific things about Dutch food: "The Dutch are very health-conscious. Dutch people like healthy food, non fat and they like to eat quickly. The majority from our class came from Africa. African people are used to cooking a meal for lunchtime. Dutch people take a sandwich; they don't cook a meal but lunch efficiently. The Dutch are not used to very spicy food. Especially the African people like to use peppers and other spices, while the Dutch prefer a more 'natural' taste. When there is too much chilli in a dish, they cannot eat it. From time to time we had a 'chicken party': people cooked a dish from their own country with chicken or sometimes pork. We gathered, tasted the various dishes and had a drink together. Those chicken party's were really nice."

**That is what they  
teach you at Aeres TCI:  
Looking for simple  
solutions and start  
building from there.**





# How have you been doing?

We meet Johnson Basangwa one day before he exchanges the cold and dark Dutch winterdays for the warm sun of his homeland: Uganda. Off course Johnson is anxious to go back to his family and celebrate the holidays at home. “But I really enjoyed my stay in Barneveld”, he says. “Many things I learned here, can be implemented at my business at home.”

**T**hat ‘business at home’ is called Jeka Poultry Farm in the east of Uganda, not far from the capital city Kampala. Johnson built his company together with his wife and they work side by side. At the Jeka Poultry Farm 23 people are employed. In this middle size farm Johnson and his wife have approximately 20.000 layers. “Off course it was not easy to leave my family and my business,” Johnson says, “but I know what I’m doing it for. Education and development will always be important if you want to run a company.”

#### One of the best farmers in Uganda

Johnson attended the training ‘Manager Poultry Farm’ at Aeres Training Centre International. He stayed in the Netherlands for one month and this was not his first stay abroad. “I have visited many exhibitions, for example in France but also in China”, he says. “In 2016 I was in the Netherlands because I was elected one of the best farmers of Uganda. I collected my price at The Hague and I also took the opportunity to visit poultry farms for example in Boxmeer and Rotterdam.”

This winter Johnson went to the Netherlands especially for the education Poultry Farm Manager. “It took me one month”, says Johnson. “The things I learned will certainly be implemented back home, at Jeka Poultry Farm.”

#### The importance of planning

One of the things that Johnson certainly will implement back home is production planning. “At my farm in Uganda there was no special attention for planning”, he says. “At least: not in the way I learned

in Barneveld. I learned that with a production planning throughout the whole year, for instance of the stock at our farm, you can have a more effective production. If you can keep the production of the layers throughout the year as stabile as possible, you will gain in the end. It will take a lot of calculating, but it pays out eventually.”

#### Too cold to really enjoy

If we ask him what was his biggest surprise during his recent stay in the Netherlands, Johnson does not speak about the food, his fellow students or the Dutch farms he visited. “Snow” he says. “It was very cold when I was in Barneveld and we had one week of snow. That white world was a beautiful sight but I must say that – for me personally – it was too cold to really enjoy it.”

#### Technology

Johnson tells that the biggest difference between the way of working in the Netherlands compared to Uganda is the use of technology. “People in the Netherlands communicate in the same way as we do in Uganda”, he says. “The way the students talk to each other, and the way the teachers

communicate with the students is respectful and based on similarity, just like in Uganda. But in the Netherlands everybody uses computers, tablets and apps on phones. In Uganda most people write, with a pen on a piece of paper. If you go to school in Uganda, the teacher writes on a blackboard. In Barneveld they use computers and the most modern education methods. Off course that is much more easy and effective. At my farm we have an automatic drinking system for the chickens, but we still feed by hand. It would be nice if we could change that in the future. An automatic feeding system is more effective.”

## Remarkable

Johnson Basangwa did not need a scholarship to study at Aeres Training Centre International. His company Jeka Poultry Farm was able to pay for the education.

Johnson Basangwa





# Diploma in the pocket!

“Dear Alumni”, wrote trainer Helmich van Rees in the e-mail that accompanied these pictures of all the people that graduated at Aeres TCI on May 31<sup>st</sup>. “By now, most of you reached home already and I sure hope you had a pleasant trip home. You probably told your family about the tough life at Aeres TCI maybe and the weird customs of the Dutch. We haven’t forgotten about you and we will be in touch as we are very curious to find out what the tangible results of the training programme at Aeres TCI prove to be. But that is for later, for now, I attached two pictures that I took on the graduation day.

“The graduation this year was again a memorable bitter sweet event.”



Of the graduating participants some had studied Poultry Production for the last six months, others had studied Pig Production for the same period in Barneveld and yet others came straight from their home countries to join these existing groups for another three months. All together they studied most aspects of compound feed production. Despite the diverse background, a joined group feeling was quickly established. The evaluation showed that especially very important topics like feed formulations and the practical work in the feed mill were highly appreciated.

## Memorable bitter sweet event

“The graduation this year was again a memorable bitter sweet event” says trainer Helmich van Rees. “With impressive speeches from guests, but also from participants. After happily sharing drinks and a meal together however, the inevitable moments of saying goodbye closed that day. We sure hope all are able to apply the knowledge and skills they gained in Barneveld for their benefit and for the people they work with. And, we hope to meet again, wherever in the world.”

## Enthusiasm

His colleague, trainer Hermans Voortman says: “Once again we trained a group of great persons. They worked very hard but there was also room for a little bit of fun and entertainment. The atmosphere was very nice, people arranged chicken parties and due to the fact that we had a guitar player in the group and one of the students played the saxophone, there was never a dull moment. But also at times when there was real work to be done, everybody was very enthusiastic. The enthusiasm the graduates show on the above picture, is exactly the same as we experienced during the training. We wish every single one of those people all the best and hope to see them next time.”

## Back Home Improvement Plan / Pilot project

The Back Home Improvement Plan (BHIP) is an assignment in which students create an improvement plan for their situation back home. In the Aeres TCI programmes they write a proposal on how they are going to handle found problems (challenges) at the local pig or poultry farm they visited before coming to the Netherlands. They present their BHIP before they go home and the best one wins an award. The Pilot Project is a proposal for formulating a quality feed with local available feed together with a feed mill in which the feed can be made.

This year the BHIP awards went to:

### WPSA Award Poultry

Tagaynesh Alemayoh Gebremichael (TG) Ethiopia

### PUM Award Pigs

Jenny Hornilla, The Phillipines

### Cargill Award feed

Augustina Ogochukwu Ezekwesli Nigeria

### Outstanding diploma's (averages rates higher than an 8):

Jenny Hornila and Augustina Ogochukwu Ezekwesli



# Masterclass Access2Finance

A brand new training will be launched at Aeres Training Centre International. Together with Advance Consulting – a Dutch company specialized in the world of impact financing – Aeres TCI has developed this masterclass. Access2Finance will lead to the preparation and presentation of a bankable business proposal.

The Masterclass Access2Finance is intended for (financial) managers and trainers / advisors of medium-sized companies, active in the livestock sector in emerging economies. These could be livestock production companies, food processors, feed companies and others active in the livestock input supply and services sector.

### Bankable business plan

Innovations and development of companies in the livestock sector are slowed down due to the fact that the financial and economic aspects of the technical and operational improvements are not adequately addressed. Investments in new facilities and production improvements require a thorough assessment of the financial viability and economic feasibility before these can be approved and implemented. Attracting loans and/or equity for businesses in the livestock sector requires a detailed understanding of the markets, economic, financial and operational aspects of the proposed investments. Investors require a bankable business plan before they can endorse the funding.

### Main subjects

Access2Finance was initiated and realised in association with Advance Consulting ([advanceconsulting.nl](http://advanceconsulting.nl)). This day masterclass will cover theoretical and practical elements so that the participants will gain new knowledge and the skills for the application in practice. The main subjects that will be covered include:

- Assessing strengths and weaknesses in the financial and operation performance of livestock sector companies;
- Setting objectives for investments in innovations and business improvements;
- Operational and resource planning;
- Determining investment requirements and economic and financial feasibility (NPV, IRR, ROI);
- Preparation and presentation of a bankable business proposal.



### Knowledge in two weeks

We asked Bas Emmerik, manager at Aeres TCI, how the idea for this masterclass was born. "It is not always easy to obtain funding and we all know that investments in innovations or business improvement is not possible without proper resources. Preparing a bankable business proposal requires knowledge, and that is what this masterclass offers: in only two weeks."

After this masterclass participants will be able to write a complete business plan, which meets the requirements of The World Bank. Bas: "Part of the students participate because they want to learn how to write a proper business plan, others have concrete action plans. Thanks to this training they can immediately file their plan with their bank."

### Learning by doing

The trainings that Aeres TCI offers fall within the scope 'learning by doing'. Each Aeres TCI-education focuses on the student and has a practical approach where the student does not just learn from books, but also by doing; by developing practical skills. Of course the motto 'learning by doing' also applies to the masterclass Access2finance. Bas: "During this education you are busy making your own bankable proposal. That surely is an example of 'learning by doing'."

### Key to success

The Masterclass Access2finance was primarily developed for companies active in the livestock sector but the target group exceeds the agricultural industry. Bas: "In principle this education fits everyone working in a medium-sized company in an emerging economy, who needs access to finance. Also if for instance you work in the pharmaceutical industry, this masterclass could be you key to success."



## Training centre for Husbandry Emission Reduction

Last year the Training centre for Husbandry Emission Reduction (PEV) was initiated. PEV is a project that is being housed under the Poultry Expertise Centre in Barneveld. PEV is implementing pilots in practical poultry housing units with promising and innovative emission reducing techniques. Important aspects of these selected techniques are: they are affordable, applicable in new and existing poultry housing units and a contribution in improving indoor climate. Jan Workam is the project manager of PEV.

In December 2016 the Manifest 'Healthy living environment husbandry' was presented<sup>1)</sup>. In this document the development of emission reducing techniques was established to stimulate and accelerate this process. Promising techniques can be applied in environmental permits rapidly. A lot has been accomplished in a year's time: PEV was founded, suppliers have been assessed, based on a selection (of ten techniques) and since November 2017 the first measurements (pilots) in poultry housing units have been recorded.

### Execution of the pilots

The execution of the pilots is being performed by PEV in cooperation with Aeres education Group, Wageningen Livestock Research, suppliers

and poultry farmers. Aside from the practical results from the Manifest, changes in management according to the Manifest 2017 have led to extra emission reduction measures in dozens of permits. Resulting in an average of thirty percent emission reduction. The Ministry of I&W (previous I&M) has agreed with the methods and intent of the PEV pilots and is willing to have these results assessed by TAP (Technical Advice Pool). After a positive advice from TAP, the technique with a certain reduction percentage will be presented to the Minister of I&W to qualify for the national emission list for husbandry. The recorded reduction will be corrected by TAP with a 'safety margin' (because of a restricted measurement protocol) and presented to the Minister.

The technique might be included on the national emission list if TAP, after applying this 'safety margin', notes that the minimal amount is set on ten percent reduction. The national emission list will be revised several times a year. With this commitment the results of the PEV pilots will gain a national significance.

Among the ten selected results two techniques were preliminary examined because there was insufficient knowledge of the processing principle. For these two techniques indicative measurements were agreed upon. Thanks to these actions the project is well on schedule. On the website of PEV: [www.praktijkcentrumemissiereductie.nl](http://www.praktijkcentrumemissiereductie.nl) you can find more detailed information about the centre, the intent of the pilots and the participating suppliers.

1) The Manifest partners are: the municipalities Barneveld, Ede, Scherpenzeel en Renswoude, province Gelderland, WUR, PEC, NVP, ITO Gelderse Vallei, Regio FoodValley, NVV regio midden, NMV and AJK.



Elinor Driesen  
(Nuffic)

# “International education can change the world”

Nuffic is the Dutch organization for internationalization in education. By providing scholarships to international students and offering educational institutions the possibility to strengthen their capacity, Nuffic makes education come together. We spoke with Elinor Driesen-Rottinghuis, communication manager at Nuffic. She was present at the graduation day of Nuffic's Orange Knowledge scholarship students at Aeres Training Centre International and she was impressed. Impressed by the way we enable our students to gain international knowledge and expand their limits, but above all by the personal stories of our students.

It was really nice to speak with the international students”, Elinor says. “Their personal stories touched me. People told me how they missed their family back home, how much they liked staying in the Netherlands. They spoke of Sinterklaas, of Dutch herring and of the farms and cities they visited. They told me what they learned in Barneveld and what they want to achieve. One of the women I spoke with, called the graduates ‘change agents’ in her farewell speech. She told me that education at Aeres TCI not only changed her view at the world, it prepared her to really make a change back home. That is what the Orange Knowledge Programme stands for; that is what Aeres TCI stands for. That is what we are proud of.”

## Orange Knowledge

The Orange Knowledge Programme is the successor to the Netherlands Fellowship Programmes (NFP) and the Netherlands Initiative for Capacity development in Higher Education (NICHE). Elinor: “Already since 1952 Nuffic supports global development, by enabling international students to follow an education in the Netherlands and by funding projects between Dutch and international educational institutions – to build their knowledge and skills, so that education in these countries improves. This new Orange Knowledge Programme combines all these instruments into one integrated approach, focused on what countries need and how it meets the local labour markets best. This enables us to work much even more effective. In the five year programme we collaborate closely with the Ministry of Foreign Affairs of the Netherlands who funds this programme, as part of our government's development policy.”

## Four themes, four components

The Orange Knowledge Programme is focused on four themes:

1. Food&nutrition security,
2. Water, energy and climate.
3. Sexual and reproductive health and rights.
4. Security and the rule of law.

And it consists of four instruments:

- Individual scholarships for mid-career professionals.
- Tailor-made Group trainings.
- Institutional partnerships between knowledge institutions (18 focus-countries)
- Alumni activities

In total, 52 countries will participate in the Orange Knowledge Programme.

## Participating countries

Afghanistan • Albania • Armenia • Bangladesh • Benin • Bhutan • Bolivia • Burkina Faso • Burundi • Cambodia • Colombia • Congo (DRC) • Cuba • Egypt • Ethiopia • Georgia • Ghana • Guatemala • Guinea • India • Indonesia • Jordan • Kenya • Lebanon • Liberia • Macedonia • Mali • Mozambique • Myanmar • Nepal • Nicaragua • Nigeria • Pakistan • Palestinian Territories • Peru • Philippines • Rwanda • Senegal • Sierra Leone • Somalia • South Africa • South Sudan • Sri Lanka • Sudan • Surinam • Tanzania • Thailand • Uganda • Vietnam • Yemen • Zambia • Zimbabwe.

(List of countries is subject to change. Check the Nuffic-website for latest overview.)

## Sustainable change

Nuffic makes it possible for international students to study abroad with a scholarship. A total amount of 185 million Euro's is available for the programme. Elinor: “Thanks to the Orange Knowledge Programme we can enable countries to develop. Sharing knowledge, teaching people, helping them to make a change. Developing education and teaching people is so much more sustainable than just giving money.” Elinor tells us that Nuffic cooperates with local stakeholders and embassies. “We regularly visit the participating countries to hear and see which developments we might be able to accelerate. Our Dutch partners, like educational institutions as Aeres TCI, are indispensable. For Nuffic; for the Orange Knowledge Programme, and for the internationalization of education.

## Change agents

Elinor: “Thanks to this programme, thanks to the Dutch government, thanks to educational institutions like Aeres TCI we can create a sustainable change, from which we all grow. The international students learn from us, but we also learn from them. I learned a lot at the graduation day at Aeres TCI! The things I heard that day in Barneveld, the personal stories of the students, the personal contact between the trainers and the students at Barneveld. Trainers telling me how valuable these trainings are for them, not only in terms of exchanging knowledge, but also in opening their world, bringing them to new insights, and meeting inspiring and dedicated people. It pushes their performance forward in many ways. They would miss the students, students saying they will miss the Netherlands, stroopwafels, riding a bicycle, the friendships they built during their stay in Barneveld. These people were about to go home, to be reunited with their families, but also to share their knowledge, to implement changes back home. I really admire the determination of those people. I spoke with men and women that where parted from their children for nine months, women coming a long way by studying hard, fighting for equal rights, men determined to make a change back home although they missed their family.

## Be proud and tell about it

In her speech that graduation day in Barneveld, Elinor said to the international students: “Your journey seems to be ending here today, but it is the start of a whole new one tomorrow. Once you're back you can start implementing your newly achieved expertise and change your future. It was a great opportunity to be here, but it also took a lot of courage and endurance. And you made it! Be proud and tell us about it.” Elinor: “Those people had an impressive and educational experience in the Netherlands, they learned so much more than about pigs, poultry and feed. I hope they will be proud sharing their personal change stories. Off course you can think of the bigger plan: changing the world by international education. But we should always remember that even a big plan starts with a small change. With the personal stories of all those great change agents in Barneveld.”

## Facebook and Twitter

#orangeknowledge  
@nufficglobaldevelopment



# Meeting The Agro Industries 2018

## *Building sustainable relations*

**For the second year in a row, in May, Aeres Training Centre International organized 'Meeting the Agro'. Meeting the Agro is exactly what the name suggests: an event that gives international students the opportunity to meet Dutch companies in the agro business. This type of 'speed dating' works both ways: the students as well as the companies benefit from it.**

Meeting companies and more important: the people that work there. Maybe building a future proof business relationship, expand your limits and your knowledge and sometimes even finding a job: that is what Meeting the Agro can mean for the international students that visit this event. "This year Meeting the Agro was not organised for just the students of Aeres TCI", says Eline Theunissen from Aeres Training Centre International. "We also invited students from Wageningen University & Research. We were honoured to welcome approximately fifty students from twenty nationalities."

### Third issue in 2019

Besides the students, also Dutch companies introduced themselves at Meeting the Agro. All these companies are – off course – internationally orientated. For them this event is a perfect opportunity to promote their business and products and talk about their expertise, future plans, novelties, experience and vision. Eline: "Nuffic, the Dutch organization for internationalization in education (the organization that provides scholarships, also see the article on page 22 – Ed.) was also present at Meeting the Agro. Communication manager Elinor Driesen-Rottinghuis gave an impressive speech on global development. This second Meeting the Agro event was very successful and we will surely organize a third issue, in spring 2019."

We were honoured to welcome approximately fifty students from twenty nationalities.

## The Aeres TCI-partners that were present at Meeting the Agro:

### Jansen Poultry Equipment

Jansen Poultry Equipment develops, engineers and produces quality poultry systems for the breeder, layer and broiler sector. They believe that optimal production is highly influenced by behaviour, habits and health of the animals. To provide these needs, constant innovation and optimization is necessary. Product development is realized in collaboration with poultry experts and technical developers.

### Hotraco

Hotraco Agri is a global organisation that develops innovative farm house automation systems for the poultry- and pig sector, primarily focussing on the creation and maintenance of an optimal farm house climate. They are specialists in developing and producing customised automation computers and -systems that regulate the entire farm house automation. Including climate regulation and -management, feed- and water regulation, animal weighing, egg production and fire security.

### Impex

Impex Barneveld has developed from pioneer to eminent global supplier of water regulation systems and the other supplies for poultry- and pig husbandry. To maintain this global, eminent position and provide solutions for

growing needs, now and in the future, Impex is continuously innovating and optimizing products and service, in which quality, convenience and efficiency are crucial aspects.

### Van Den Brink Montage

Van den Brink Montage supplies excellent solutions for housing projects in different sectors such as industry and agriculture. They provide services for contractors, project developers, governments, farmers and private individuals. Within the agricultural sector and the non-residential construction they have excellent references.

### Heering Holland

Heering is an internationally operating company, which has specialized in the development of innovative and sustainable transport solutions for the agricultural sector since 1865. The company has earned its position as one of the world's leading manufacturers of day old chick transport through decades of research into the biological and physiological aspects of birds in transit. Driven by quality improvement, they work closely with breeding companies, academic and research institutions to consistently pursue extensive biological and technical research.

### Hendrix Genetics (ISA)

Hendrix Genetics is a multi-species animal breeding, genetics and technology company. Hendrix Genetics is passionate about animal breeding. They have breeding programs in turkeys, layers, guinea fowl, swine, salmon and trout. Focussing on innovative, sustainable solutions, together with the entire animal protein value chain. They aim to produce

animals that thrive under all conditions. And strive to create value from breeding through to the consumer.

### Verbeek Hatchery Holland

Verbeek Hatchery Holland supplies hatching eggs, day old chicks (DOC) and pullets to poultry farmers in the Netherlands and abroad. As partner to the poultry farmer, Verbeek stays close to its poultry roots. Verbeek's choice of hen breeds is based on the best genetic potential. Impassioned Verbeek teams work together with poultry farmers on sustainable veterinary and business management. The emphasis will always be on animal health, laws and legislation, food safety and hygiene, as implemented throughout the Verbeek organisation.

### Roodbond

Roodbont Agricultural Publishers believes that great content is the key to better business. They deliver unique knowledge to farmers and their business partners worldwide. Their well-grounded knowledge helps farmers to focus on their farm management. By obtaining access to the best practical knowledge, farmers can keep improving their farming methods. Better farming methods lead to better meat, better dairy and better crops: a better quality of life.

### I grow chicken

I grow chicken is a software company that converts data to information, so farmers can understand what's happening in their farm housing and how to respond efficaciously. By continuously collecting data, analysing and comparing information, companies are able to anticipate and perform targeted interventions for a more profitable management.





# Jansen Poultry Equipment



## Information and contact

For more information on Jansen Poultry Equipment: [www.jpe.org](http://www.jpe.org)

For more information on Poultry Expertise Centre: [www.poultryexpertisecentre.com](http://www.poultryexpertisecentre.com)

## Jansen Poultry Equipment

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Jansen Poultry Equipment was founded in 1986 by Mr A. H. Jansen, mechanical engineer by trade, after he developed the automatic and most sought-after laying nest. This laying nest was to resolve the problems his father had at his poultry farm: collecting eggs manually took too much time and had to be done carefully to avoid cracking the shells. By constructing a conveyor belt behind the roll-away laying nest the eggs are collected automatically. Nowadays the company offers a wide range of poultry systems and has grown to become a flourishing international company operating in more than 60 countries. The headquarters are in the Netherlands.

## Vision

The vision of Jansen Poultry Equipment has not changed over the past 30 years. Optimal production results are inextricably tied to the behaviour, habits and health of the animals. New systems are developed with optimal utilization of the knowledge of poultry and technology available within the company. Product development goes hand in hand with research, education and intensive collaboration between poultry specialists and technical developers. Innovation is one of the main pillars the company is built on.

## Innovation

Our ultimate goal is to provide customers with systems that will allow them to obtain optimal

production results. We constantly develop new, better and more efficient systems and solutions for our customers to ease and improve the production process. Personal advice and support before, during and after the purchase of poultry systems are also an integral part of our approach.

## Quality

Systems from Jansen Poultry Equipment are known for their quality and reliability. The entire process, from development to final product, is carried out in house. This enables us to tailor to the customer's wishes and keep a close eye on the quality of the products. Another important aspect of providing top quality is the use of only the best materials and durable, reliable constructions.

## Education and research

To support the education of students and young professionals regarding poultry knowledge Jansen Poultry Equipment has built two systems in the Poultry Innovation Lab of the Poultry Expertise Centre in Barneveld: BroMaxx® (broilers) and Comfortz® (aviary system). Giving students, young professionals and researchers, the opportunity to learn and observe first-hand how to achieve the best production results with broilers and laying hens.

# Application checklist

## Choose your programme and check the requirements

### Requirements for admission

- A diploma and/or B.Sc. degree in the desired field of study.
- Working experience (3 years or more) in the desired field of study.
- It is essential to speak, read and write English well (send results of a language test: TOEFL score of 550 (paper-based), (79-80 internet-based), or 213 (computerbased) and 6 for IELTS). Such a test must be added to the application in case English is not the first language in your country.
- Willingness to work in group assignments and perform manual work during the programme.
- You will need approval of your employer.

### Apply with your own financial means or funding by sponsor?

If you are paying for the programme independently, the requirements differ from the requirements for scholarships. Besides that you can apply up to two months prior to the start of the programme. Please send an email to [office.atc.international@aeres.nl](mailto:office.atc.international@aeres.nl) before you start application.

### Information about fellowships

Check out the various scholarships. Start looking into fellowships right away, as many of them have early deadlines. Check to see which fellowship you might be eligible for:

- Netherlands Fellowship Programmes
- MENA Scholarship Programme
- StuNed Scholarship programme

Take note of important application deadlines and submit your application. Start the admission process for your study programme by

completing the Aeres Training Centre International application form and supplying the requested documents; email those to [office.atc.international@aeres.nl](mailto:office.atc.international@aeres.nl)

### Apply online for a fellowship

Follow the link in the provisional admission email to start your online fellowship application. You will have to digitize and upload a number of documents in ATLAS, so that your application will be valid:

- Motivation document; distinguish yourself with a well-written personal motivation (minimum 50 and maximum 1000 characters per question).
- What is the issue or problem you wish to address in your country?
- How will this course enable you to address this issue?
- How will you address this issue concerning your position within your organisation?

### Employer statement and implementation plan

- Copy of a valid passport.
- A government statement (obligatory for a number of countries).

**NOTE:** incomplete applications are not taken into consideration.

### What comes next?

We review your application form, and inform you by email whether you are eligible. When you are eligible we will send you a provisional admission email with a link to ATLAS, the online registration program of Nuffic. Follow the link in the provisional admission email to start your online fellowship application. Use that to apply for a NFP or MSP fellowship. Should you be eligible for StuNed, you will receive an email with further information about this scholarship.

Fill in the application form to apply for a programme.



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