

**Farmer-to-Farmer East Africa**

**Volunteer Assignment Scope of Work**

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| **Summary Information** |
| Assignment Code | ET-102 |
| Country | Ethiopia |
| Country Project | Livestock Production and Sector Support |
| Host Organization | Kombolcha Agricultural, Technical and Vocational Education and Training (ATVET) College |
| Assignment Title | Improved (Intensive)Dairy Husbandry & Management |
| Assignment preferred dates | Nov 2017 - June 2018  |
| Objective assignment | * Educate/train and advise students of animal science department and staff working in the college dairy farm.
* Develop ToT guidelines or manual/ hand out on intensive dairy cattle husbandry and management
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| Desired volunteer skill/expertise | * Graduate knowledge/skills and experience in dairy husbandry and management activities.
* Experiences in dairy farms, in agricultural institutes (Universities and Colleges) & Research Institutes undertaking animal production researches.
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1. ***BACKGROUND***

The Farmer-to-Farmer (F2F) East Africa program leverages US volunteer’s expertise to assist smallholder farmers and small scale processors in East Africa to improve their business practices through volunteer assignments conducted with host organizations. Through F2F intervention, CRS will improve the livelihoods and nutritional status of significant numbers of low income households by: i) broadening their participation in established commodity value chains as producers and service providers; ii) strengthening community resilience to shocks such as droughts that adversely affect livelihoods; and iii) preserving/enhancing natural resources upon which most rural communities depend. CRS will also increase the American public’s understanding of international development programs and foster increased cross-cultural understanding between host countries and US volunteers.

Most farmers in Ethiopia are smallholder farmers whose average land holding is less than a hectare per household[[1]](#footnote-1). These farmers are either organized in a cooperatives or individually striving to lead their livelihoods in mixed agricultural production system, which mainly constitute the crop and livestock sectors. From the crop production sector, grain crops production is the most important integral component of agriculture and food security in Ethiopia. Livestock play role in the agricultural sector as sources of power for draught activities, as suppliers of daily nutrient requirement for the family, as an asset in accumulation of capital and last but not least as a prestige for their owners in the community.

Development Agents (DAs) are the major ones in supporting the large base (85%) of the smallholder farmers of the Ethiopian agriculture. Limited flows of the agricultural knowledge/skills and technologies in all aspects of agriculture including improved dairy husbandry and management to the large domains of the farming communities are critical. Therefore, increasing the volume and quality of the skilled man power of candidate DAs in improved dairy husbandry and management, and improving the efficiency and quality of the learning and teaching environment in ATVET colleges such as the Kombolcha ATVET would be paramount.

Such intervention to improve the quality of the candidate DAs is in compliment to the decision made by the government in establishing good number of Agricultural, Technical and Vocational Education and Training (ATVET) colleges in different parts of the country. In terms of teaching modality, most ATVET colleges pursue modular coursing system where subsequent courses are arranged one after the other in which next course will be open after completion of the former course; one course lasts after a period of 20-30 days.

Kombolcha ATVET College is one of the several ATVET colleges established in Ethiopia. The objective of the College is teaching agricultural students and producing technically equipped personnel. These agricultural students of the colleges are therefore, candidates DAs. The candidate DAs after graduation in Bachelor science degree level, will join their respective offices in the regional Bureaus of Agriculture of the Ministry of Agriculture, and will be assigned at kebele[[2]](#footnote-2) levels to work for the grassroots’ farming communities. DAs are also responsible to administer certain agricultural institutions in the kebeles such as Farmers Training Centers (FTCs) and extension support with regard to animal husbandry and management.

1. ***ISSUE DESCRIPTION***

Ethiopia is endowed with large livestock population ranking first in Africa and tenth in the world. Despite of this huge resource, its contribution to the county’s GDP remains low. This is because of low production and productivity of animals. The main reasons for low productivity include: inadequate feed supply, prevalence of economically important diseases and traditional and backward animal husbandry practices specifically in rural areas. Therefore, to deal with these problems the country has been implementing different strategies among which few to mention include: introducing improved forage species, crossbreeding with exotic breeds, disease prevention and control measures and routine technical support in the livestock sub-sector.

The Kombolcha ATVET College pursues three interrelated pillars education/training/community support services. Under the education and community service pillars, the College is requesting volunteer assistance in intensive dairy cattle husbandry. The College identified limited skills and knowledge on intensive dairy cattle husbandry and management with instructors, students and surrounding community. The volunteer specialist will train the targeted staff and students, then the students after completion of their training, will train and give technical advice to the smallholder farmers in urban, peri-urban and rural areas with special emphasis on intensive dairy cattle husbandry and management.

1. **OBJECTIVES OF THE ASSIGNMENT**

The objective of this particular volunteer assignment is to train and/or technically assist the targeted beneficiaries on intensive dairy cattle husbandry and management for improved milk production. The assignment is scheduled to educate and/or transfer intensive dairy cattle husbandry and management knowledge and skills to college instructors, staff working in the college dairy farm and students in the department of Animal Sciences in Kombolcha ATVET College. The modality will be in the form of lecturing, advising, workshop, seminar or whatever modalities and sessions that the college and the volunteer feel better way of learning process. The volunteer jointly with the target students and lecturers can also plan to visit private or government intensive dairy cattle farms in nearby areas.

The beneficiaries or attendees of this assignment will be expected to be more than 70 Animal science students, 15 department staff (animal production and animal health lecturers and assistant lecturers) and more than 10 staff working in the college dairy farm.

Anticipated training topics include but are not limited to the following;

* Introduction about improved (intensive) dairy cattle husbandry and management;
* Site selection requirements for intensive dairy cattle farm establishment,
* Housing requirement for dairy cattle;
* Feeds and feeding of dairy cattle (Including use of software for ration formulation, specifically for department lecturers),

If time permits, the volunteer may provide assistance on the below areas:

* Breeding dairy cattle;
* Raising calves and heifers for replacement;
* Milking techniques and procedures during milking;
* Processing and storage of milk & milk products;
* Biosecurity issues in dairy farm;

**Host contribution** – The Kombolcha ATVET College will select and determine the number of staff and students prior to lecturing hours, the College will provide the volunteer with the course topics and outlines where the volunteer will integrate into her/his prior prepared training and advising materials from overseas. The college will also ensure that the necessary class rooms and local training aids and other teaching materials are in place. The host will also provide the volunteer with guesthouse and facilitate the volunteer for meal services. The college will also assign a focal person who can guide and facilitate the volunteer specialist during the assignment period. The host will also provide office space and office furniture as well as vehicle if any travel is required during the assignment duration. Fuel and any other essential costs of this assignment incurred for the volunteer can be reimbursed against receipts and financial procedure of CRS.

1. **ANTICIPATED RESULTS FROM THE ASSIGNMENT**

It is anticipated that the volunteer will transfer up-to-dated technologies and overseas’ experience to the junior Animal science and animal health lecturers and students/candidate DAs in a forms of lecture, workshop, seminars, and/or practical means including lab and fieldworks.

The anticipated deliverables that can be accomplished by the volunteer includes:

* Initial presentation done (outlines of topics of the course, plan, approach, etc.),
* If time permits, dairy cattle husbandry and management training modules or handouts prepared and submitted
* Reports with recommendation submitted;
* Presentation to CRS staff and/or USAID;
* Outreach events conducted in the US.
1. **SCHEDULE OF VOLUNTEER ACTIVITIES IN ETHIOPIA**

| **Day** | **Activity** |
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| Day 1  | Arrival in Addis. The volunteer will be met at Bole Airport by CRS’s client hotel Churchill (churchillhotel@ethionet.et; phone # 0111111212). The volunteer will locate the Churchill hotel kiosk and receive their pre-arranged transport.  |
| Day 2 | * Briefing meeting at CRS office with CRS F2F staff, briefing on logistics and itinerary of the trip and discuss anticipated outcomes and work plan;
* Meet with Ministry of Agriculture (General Manager Office of the ATVET colleges) for introduction and expectations
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| Day 3 | * Travel to Kombolcha College (380 km to the North-East of Addis Ababa, 40 minute air flight)
* Setup with guesthouse and other logistics
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| Days 4 | * First hand briefing on outlines of topics of the course, plan, approach, etc, and adjust the topics as required.
* Work planning and discussion with the staff of the College
* Acquainted with the existing curriculum and course topics of the department and the instructing modalities of the College through integrating volunteer prepared course and lesson plans.
* Prepare course/training and plan with the local associate of the college to proceed with the assignment (lecturing, seminar, workshops, advising, etc.)
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| Day 5-7 | Conduct the assignment according to an agreed schedules and modality of lecturing, advising, seminar, etc.  |
| **Day 8** | **Rest day** |
| Days 9-14 | Continue conducting the assignment (training/academic and practical) |
| **Days 15** | **Rest day** |
| Day 16-1724 | Continue conducting the assignment (training/academic and practical) |
| Day18 | * Wrap up sessions that emphasize key concepts of the assignment: the college evaluates the assignment and discusses final report recommendations with the volunteer.
* Group presentation to the host in the presence of CRS F2F staff
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| Day 19 | Travel back to Addis Ababa  |
| Day 20 | * Debriefing at CRS office with USAID Mission and CRS staffs.
* Submit all reports, return logistic items and complete all required activities
* Depart for USA (**evening hours**)
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| TBD | Conduct outreach activity when back in the US |

1. **DESIRABLE VOLUNTEERS SKILLS**
* Advanced degree graduate (preferably PhD holder) in animal production, or related fields and experience in education/research or advisory on improved (intensive) dairy cattle husbandry and management activities.
* Demonstrative experience in agricultural education/learning institutes and/or universities in the US and/or other African agricultural universities,
* Ability and preparedness to use relevant teaching aids and audiovisuals,
* Demonstrated experience in advisory, research and laboratory work, emphasizing dairy cattle production.
* Good communicator and interpersonal skills
1. **ACCOMMODATION AND OTHER IN-COUNTRY LOGISTICS**
* Before travelling to the host at the assignment place, the volunteer will stay in Addis Ababa at one of the CRS’s client hotels that will be booked and confirmed before the arrival date.
* In Addis Ababa, the hotel usually has rooms that include services such as airport pickup and drop-off, breakfast, wireless internet, etc.
* The hotel or CRS will arrange a vehicle for short travel from the hotel to CRS and vice versa while in Addis Ababa.
* All required materials will be prepared ahead of time and will be provided to the volunteer. CRS Ethiopia will provide the volunteer with a laptop computer, local internet dongle (modem/EVDO) and mobile phone with charged local SIM-card.
* Any other required logistics and facilities can also be requested by the volunteer during her/his stay in Addis Ababa.
* CRS will arrange transport service and accompany the volunteer to the place of assignment.
* During her/his assignment period, the volunteer will be booked and stay in the guesthouse of the College or nearby CRS’s client hotel in the town.
* CRS Ethiopia will cover the lodging bills against receipts.
* CRS HQ will provide the volunteer with a per-diem advance to cater meals.
* CRS Ethiopia will also reimburse the volunteer with laundry costs against receipts. Before departing from Ethiopia, the volunteer will also liquidate if s/he received any advances in Ethiopia.
* For more information, please refer to country information that will be provided.
1. **RECOMMENDED ASSIGNMENT PREPARATIONS**
* Although CRS F2F has developed such hinting SOW, the volunteer can fine-tune through her/his professional qualifications to successfully carry out this knowledge and skill transfer.
* The assignment site is in dry highland areas and malaria may not be prevalence, having precautions in taking pills or vaccination for malaria and (maybe also for cholera) upon recommendations by her/his doctors/health professionals in US is advisable.
* Prior to travel, the volunteer is advised to prepare necessary training and demonstration aids and written handouts. Softcopies of the handouts and any other paper materials can be printed for immediate use at the CRS office in Addis Ababa on request by the volunteer;
* If the volunteer requires use of simple training aids like flip charts, markers or tapes/he should make the request and collect from the CRS office in Addis Ababa prior to travel to the assignment place.
* Translation of handouts to local languages can be done in the locality of the assignment, if required.
* Depending on the meeting places and availability of electric power and LCD projector, the volunteer may use a laptop and projector for power point presentations.
1. **KEY CONTACTS**

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1. *Paul Dorosh and Shahidur. 2012. “Food and Agriculture in Ethiopia.” Progress and policy challenge*  [↑](#footnote-ref-1)
2. *Kebele is the lowest administrative structure of Ethiopia, below district or woreda level.* [↑](#footnote-ref-2)