**Farmer-to-Farmer East Africa**

**Volunteer Assignment Scope of Work**

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| **Summary Information** | |
| Assignment code | ET 23 |
| Country | Ethiopia |
| Country Project | Horticultural Crops Production and Sector Support |
| Host Organization | Alage Agricultural, Technical and Vocational Education and Training (ATVET) College |
| Assignment Title | Dairy Farm Management |
| Assignment Preferred Dates | Nov 2017-June, 2018 |
| Assignment objectives | * Educate and advise on dairy farm management techniques * Share overseas’ experience and practically demonstrate dairy management to lecturers and students of Animal science and animal health departments |
| Desired Volunteer’ Skill/Expertise (two) | * Specialist with good practical experience in dairy production * Preferably experiences in teaching/providing training |

1. **BACKGROUND**

The Farmer-to-Farmer (F2F) East Africa program leverages US volunteer’s expertise to assist small holder 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 volunteer.

Livestock play a crucial economic role in Ethiopia. Ministry of Finance and Economic Development (MOFED) estimates place livestock’s contribution at about 25 percent of total agricultural GDP. If the value of ploughing services is included, the sector contributes up to 45 percent of agricultural GDP. At the national level, livestock is the source of industrial raw materials (milk, meat, hides and skins) and contributes about 45 percent to the agricultural GDP, 18.7 percent to the national GDP and 16–19 percent to the total foreign exchange earning of the country (MoA 2012)[[1]](#footnote-1). The Livestock Sector Analysis results shows there are about 11.4 million livestock producing households in Ethiopia in 2013 (CSA, 2013). The livelihoods of large numbers of food insecure households both in the highland and low land parts are based on livestock.

In general livestock are an important and integral part of farming systems in Ethiopia. Apart from being a source of high quality protein (meat, milk and eggs), they contribute to the economic welfare of the people by providing hides, skins, manure, power and traction for agricultural purposes, increasing the productivity of smallholdings. They are also a 'living savings bank' and serve as a financial reserve for periods of economic distress and crop failure. Increasing 'urbanization' and income growth are also changing food consumption patterns of people living in and around major cities, often leading to an increase in the consumption of livestock products.

However, the contribution of livestock to the rural economy in Ethiopia has not been commensurate with the number of animals or the extent of land resources available. The overall productivity is generally low mainly because the country in general is characterized by traditional production systems that rely on indigenous breeds and poor quality feeds and backward husbandry system. Therefore, there is an urgent need to improve livestock productivity to cater to the increasing demand.

Alage ATVET College is one of the several ATVET colleges established in Ethiopia. The main role of the Colleges are teaching agricultural students and producing technically equipped agricultural Development Agents (DAs). These agricultural students are candidate DAs. The candidate DAs after graduation in Diploma level will mostly recruited by the regional Bureaus of Agriculture bearing a job title, DA. Being stationed at kebele[[2]](#footnote-2) levels, the DAs will be assigned to work for the grassroots’ farming communities. Hence, improving livestock productivity and increasing farmers’ incomes are key to achieving food security and improved nutritional status at household level. Having these facts, Alage ATVET College requested CRS F2F program for volunteer assistance on dairy farm management.

1. **ISSUE DESCRIPTION**

The human elements of agricultural production constraints are linked with low number and quality skills of the development agents (DAs) who are assigned to support the large base (85%) of the smallholder farmers of the Ethiopian agriculture. Limited flows of the agricultural knowledge/skills and technologies to the large domains of the farming communities are critical. Therefore, increasing the volume and quality of the skilled man power in agriculture/livestock, and improving the efficiency and quality of the learning and teaching environment in agricultural colleges and other educational institutions of the country are 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.

Animal science and Animal health departments are among the eight departments operational in ATVET colleges. Alage ATVET college provide courses in under these two departments and also have its own dairy farm which is serving for demonstration and also as a means to earn money for the college by selling out the product of the cows like milk.

Low availability of good quality livestock feed is the most critical constraint limiting the productivity of the livestock subsector in Ethiopia. Where good quality feed is available, it is also very costly. As a result of poor feeding, the livestock does not reach its genetic potential, and take long to mature, all of which contribute to low productivity. Moreover, poor husbandry and marketing systems coupled with recurrent drought impacted the sector.

On average an improved breed cow at the college farm provides 8-10 liter of milk per day/cow. However, under farmers condition with local breed (most are Zebu breed), the mean milk production performance of cows is around 1.9 liters/cow per day over a lactation period of about 6 months (Ethiopian Livestock Master Plan, 2015-2020). The main challenges for low productivity of the sector are lack of knowledge and skill in dairy farm management, no effort to improve animal feeds and nutrition, and poor husbandry.

The dairy farm managers and instructors’ capacity to transfer practical knowledge and skill to the future candidate DA’s is limited. Filling out these gaps will help to create a modern dairy farm which can serve as a model farm where students can learn from it then transfer practice of the farm to the community after they graduate. Therefore, the college requested F2F program for volunteer specialist who can support instructors and students on dairy farm management.

1. **OBJECTIVES OF THE ASSIGNMENT**

The objective of this particular assignment is to educate and/or transfer modern dairy farm management techniques practically and theoretically to junior instructors and students from animal science and animal health departments of Alage ATVET College.

The volunteer may provide the training in the form of lecturing, advising, workshop, and seminar or whatever modalities and sessions that the college and the volunteer feel better way of learning process. In addition to such session/s, the volunteer specialist will use fieldworks to practically demonstrate the lessons and technologies on practical techniques of dairy farm management. Practical trainings could be given to staffs and students in the form of training of trainers.

The beneficiaries or attendees of this assignment will be expected to be more than 50 Animal science and animal health department students and about 10 junior instructors and farmer managers.

Although are subject to revision based on the course outlines of the college, some anticipated topics for education/technical assistances could be but are not limited to the following:

* Improved forage production
* Enhancement of the nutritional value of the available crop residue (crop residue treatment) and utilization
* Introduce forage varieties with their management techniques)
* Feed selection, preparation, management and feeding practice
* Dairy farm management

If time permits, the volunteer could assist on the following areas:

* Breed selection techniques
* Practicing pregnancy diagnosis
* Artificial Insemination
* Delivery assistance
* Disease control etc.

**Host contribution** – Alage ATVET College will select and determine the attendances of the said junior lecturers and Animal science and health students. The college will assign a focal person who can guide and facilitate the volunteer specialist during the assignment period. 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 assure 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 (with subsidized fee or freely) and facilitate the volunteer for meal services. The host will also provide office space and office furniture as well as vehicle if any travel is required during the assignment duration.

1. **DELIVERABLES FROM THE ASSIGNMENT**

It is anticipated that the volunteer transferred up-to-dated technologies and overseas’ experience to the junior animal science 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 volunteers can also include:

* Initial presentation done (outlines of topics of the course, plan, approach, etc),
* Reports with recommendation submitted;
* Presentation to CRS staff and 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](mailto: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 on logistics and itinerary of the trip and discuss anticipated outcomes and work plan; * Meet with Ministry of Agriculture (Director of Office of the ATVET colleges) for introduction and expectations |
| Day 3 | * Travel to Alage College (210 to the south of Addis Ababa) * Setup with guesthouse and other logistics |
| Days 4 | * First hand briefing on outlines of topics of the course, plan, approach, etc, and adjust the topics as required. * Work planning discussion with the staff of College * Acquainted with the existing curriculum and course topics of the department and the instructing modalities of the College through integrating volunteer prepared courses 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) |
| Day 5-7 | Conduct the assignment according to an agreed schedules and modality of lecturing, advising, seminar, etc. |
| **Day 8** | **Rest day** |
| Days 9-15 | Continue conducting the assignment (theoretical and practical) |
| **Days 16** | **Rest day** |
| Day 17 | * 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 |
| Day 18 | Travel back to Addis Ababa |
| Day 19 | * Debriefing at CRS office with USAID Mission and CRS staffs. * Submit all reports, return logistic items and complete all required activities |
| Day 20 | Depart for USA |
| TBD | Conduct outreach activity when back in the US |

1. **DESIRABLE VOLUNTEER SKILLS**

The volunteer will have the following qualifications and competencies:

* Specialist in Animal science preferably graduate level and practical education experiences in learning institutions
* Hands on (Practical) experience on dairy farm management
* Affinity with capacity strengthening and facilitation of trainings
* Sensitivity and adoption towards cultural differences and gender mainstreaming focusing women empowerment,
* Good communication, inter-personal and writing skills,

1. **ACCOMMODATION AND OTHER IN-COUNTRY LOGISTICS**

* Before travelling to the host (Alage ATVET College), the volunteer will stay in Addis Ababa at one of the CRS’s client hotels, (most probably Churchill hotel) 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 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 (if s/he needs), 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 vehicle and as well as will accompany the volunteer to the assignment site.
* During the assignment period, the volunteer will be booked at the host’s guesthouse in Alage ATVET College. The accommodation details will be confirmed prior to the volunteer arrival in country.
* CRS Ethiopia will pay for guesthouse or hotel accommodations and CRS HQ will provide the volunteer with per diem advance for meals and incidentals. CRS Ethiopia will also reimburse the volunteer with laundry costs against receipts.
* The volunteer will liquidate all advances received in Ethiopia before departure.
* 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 assignment.
* Although 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 upon request
* If the volunteer requires use of simple training aids like flip charts, markers or tape s/he should make the request and collect from the CRS office in Addis Ababa prior to travel to the assignment place.
* If required, translation of handouts to the local language 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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| **Host Organization** | | |
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1. Animal production vision and strategy for Ethiopia, Ministry of Agriculture and International Livestock Research Institute, February 2013 [↑](#footnote-ref-1)
2. *Kebele is the lowest administrative structure of Ethiopia, below district or woreda level.* [↑](#footnote-ref-2)