 

**Farmer to Farmer East Africa**

**Volunteer Assignment Scope of Work**

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| **Summary Information** | |
| Country | Kenya |
| Assignment Code | KE93 |
| Country Project | Dairy Country Project |
| Host Organization | Lessos Farmers’ Cooperative Society Limited |
| Type of volunteer assistance | Technology transfer (T) |
| Type of value chain activity | Extension services (S) |
| Assignment Title | Dairy calf management training for Lessos Company staff and farmers |
| Assignment preferred dates | April – June 2018 |
| Assignment objective | To equip Lessos dairy company staff and farmers with knowledge and skills on dairy calf management with a goal of increasing profitability of the enterprise |
| Desired volunteer skills/ expertise | Dairy calf management |

1. **BACKGROUND**

Lessos Farmers’ Cooperative Society was formed in November 1962 under the Co-operatives Societies Act of the Laws of Kenya (Reg. No: CS/920). It is a farmer own co-operative located in Nandi County, Nandi Hill Constituency, and Ol’lessos Division Koilot Location. This was because farmers wanted an avenue to market their produce. At the same time most of these farmers had taken, bought, land on loan and wanted a cooperative that would enable them pay up their loans. The Cooperative grew steadily and by the early 1980s, they were competing with Githunguri Cooperative; with Githunguri selling 20,000 liters a day, while Lessos sold 15,000 liters a day. This was the time when the government was giving financial and technical support to the cooperatives.

By the 90s, government changed their policies and cooperatives did not receive the much support they were getting before. This was also the era of liberalization and the cooperatives no longer had monopoly over the farmers’ produce. It was also at this point that KCC collapsed in 1999 and Lessos lost ksh.7.6 Million that belonged to the farmers. It was at this point that Lessos collapsed. Between 1999 and 2003, there were attempt to revive Lessos but the operations were on and off.

With the encouragement and motivation of the farmers through government efforts to revitalize the dairy sector generally in Kenya, Lessos Cooperative was also revived in the process. However, it took 5 years to win the farmer’s confidence. In 2008, Lessos Cooperative started registering farmers. The participation by the youth who are mainly elites shows continuity in dairy farming as well as potential for a strengthened board in future.

By 2009, farmers wanted a cooler, and the Board of directors approached the Ministry of Agriculture and was given a 2.0million grant through the Njaa Marufuku programme (NMK). Currently LFCSL handles 8,000 liters of milk per day and have a total membership of 2,750 farmers who pool together their resources and market through the Co-operative

The vision of the cooperative is to be a center of excellence in provision of dairy services in Nandi County and its mission is to improve the household income through provision of quality and sustainable dairy services to farmers in Nandi County and its environs. The main activities of LFCSL includes milk procurement, bulking, chilling and marketing; Agro-vet, AI and AHA services (Quality semen-progeny tested, ECF vaccination, and other health issues) training and financial services (advances, loans).

1. **ISSUE DESCRIPTION**

Most of the Lessos Farmers’ Cooperative Society dairy farmers lack the necessary knowledge and skills on appropriate calf and heifer management. In Nandi County, calves in most smallholder dairy farms are not performing well. Most farmers do not have enough knowledge and skills on proper dairy calf feeding regimes. Apart from that, farmers aim to optimize income by selling more milk and calves are, therefore, underfed. This is more serious in bull calves, resulting to lack of bulls in smallholder farms. Proper nutrition is fundamental for calf growth and for the general profitability of calf rearing enterprises. In young stock, a good nutritional strategy optimizes rumen development and growth while minimizing stress and disease

Successful calf raising operations are typically found within dairy farms that exhibit knowledge on balanced and regular feeding of calves and sanitation within the entire farm premise. Consequently, Lessos dairy company has requested CRS F2F for volunteer technical assistance to guide staff and farmers on calf management techniques. Therefore, the purpose of the assignment is to equip Lessos staff and farmers with knowledge and skills to enable them make calf rearing a profitable enterprise. It is anticipated that farmers will learn how to match modern calf rearing principles to locally available resources. The outcome of this assignment is expected to guide further technical assistance to the company through selected dairy farmer volunteers who play a leading role in extension and dissemination of any new information or skills to the members.

1. **OBJECTIVES OF THE ASSIGNMENT**

The main aim of this assignment is to equip Lessos dairy company staff and farmers with knowledge and skills on dairy calf management with a goal of increasing profitability of both individual households and the company. During the assignment, the CRS F2F volunteer will;

* Visit selected dairy farmers and observe their calf management practices
* Review Lessos staff and farmers’ knowledge and skills on dairy calf management
* Train affiliated dairy cooperatives’ Staff and farmers on best dairy calf management practices
* Conduct training for selected dairy farmer volunteers on dairy calf hygiene
* Facilitate farmers on development of dairy calf feeding and weaning guideline
* Provide on spot recommendations on best dairy calf feeding practices
* Identify gaps for future F2F volunteer training that will lead to the improvement of the company and households especially in realizing increased income and nutrition

**Host contribution** – Lessos has committed to mobilize dairy farmers and farmer volunteers to attend the training at various villages. The company will also avail key personnel to work closely with the volunteer, during the preparations and actual trainings, to ensure that key staff are trained and will continue training farmers on calf management techniques after the assignment is completed.

1. **ANTICIPATED RESULTS FROM THE ASSIGNMENT**

The anticipated deliverables from the volunteer assignment include:

* Trainings conducted and people trained
* Calf rearing and weaning guideline
* Presentation on best practices of dairy calf management to Lessos company representatives and key stakeholders
* Debriefing with USAID and in country group presentations after assignment
* Field trip report
* Outreach activity, a press release and a media event back in US

1. **TENTATIVE SCHEDULE OF VOLUNTEER ACTIVITIES IN KENYA**

***Note: All Sundays will be rest days; and in some cases both Saturday and Sunday***

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| Day | Activity |
| Day 1 | Leave US |
| Day 2 | Upon arrival, you will be picked by a cab driver from Europcar company. The driver will have a placard bearing **CRS logo** & **your name** and will drive you to The **Zehneria Portico** 10 Karuna Road, Westlands | P.O. Box 66249-0800 | Nairobi | Visit us at: [www. zehneriahotel.com](http://zehneriahotel.com/); Telephone: +254 731617469/264 | Mobile: +254 733988813 | Email:[reservation@zehneriahotel.com](mailto:reservations@zehneriahotel.com) |
| Day 3 | Briefing meeting at CRS offices with CRS F2F staff and become fully briefed on logistics and itinerary of trip. Discuss anticipated outcomes and work plan, prepare any handouts |
| Day 4 | Travel to Kapsabet |
| Day 5 | Introduction of the volunteer by CRS staff to Lessos management  Review the main objectives of the assignment and adjust the agenda for the coming days.  Courtesy call at the Nandi county office |
| Day 6 | Review Lessos staff and members’ knowledge and skills on dairy calf management and Develop training materials and schedule |
| Day 7 | Day off |
| Day 8 – 13 | Conduct training for Lessos dairy company Staff and farmers on best calf management practices |
| Day 14 | Day off |
| Day 15& 16 | Facilitate training of selected farmers on hygiene and post weaning management for dairy calves |
| Day 17 | Facilitate selected farmers on development of dairy calf feeding and weaning guideline |
| Day 18 | Provide recommendation to Lessos on dairy calf management |
| Day 19 | PowerPoint Presentation of best practices on dairy calf management |
| Day20 | Exit meeting between Lessos management, CRS F2F and Nandi county -Department of livestock  Travel to Nairobi |
| Day 21 | Debriefing at CRS office with USAID Mission and CRS staff  Complete Trip Report (TR)  Volunteer departs for USA |

# DESIRABLE VOLUNTEER SKILLS

The volunteer must have the following qualifications and competencies:

* Minimum of 10 years or more work experience in dairy calf management
* Experience working with dairy farmers companies and or cooperatives
* Excellent hands-on training skills to an adult audience is necessary
* Understanding of the farmers’ cooperatives would be an added advantage
* Sufficiently physically fit to be able to endure multiple visits to a variety of locations, while providing technical assistance;

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

While in Nairobi, the volunteer will stay at The **Zehneria Portico** 10 Karuna Road, Westlands | P.O. Box 66249-0800 | Nairobi |Website: [www. zehneriahotel.com](http://zehneriahotel.com/); Telephone: +254 731617469/264 | Mobile: +254 733988813 | Email:[reservation@zehneriahotel.com](mailto:reservations@zehneriahotel.com) or any other hotel identified by CRS and communicated to the volunteer prior to arrival. While in Lessos, the volunteer will stay at Eden Spring hotel P.O Box 33-30300 in Kapsabet town. Telephone; +254 713449 449; Email: [info@edenspringshotel.com](mailto:info@edenspringshotel.com) Website: [www.edenspringhotel.com](http://www.edenspringhotel.com)

CRS will pay for hotel accommodation, and provide volunteer with per diems to cater for meals and other incidentals. The volunteer may get an advance which has to be cleared before departing Kenya. For more information, please refer to country information that will be provided.

**G. RECOMMENDED ASSIGNMENT PREPARATIONS**

* CRS-F2F designs assignments with the assumption of some pre-departure preparation by the volunteer. Actual preparation time will vary based on the experience of the volunteer, as well as informational or training resources the volunteer has readily available. CRS relies on the volunteer to assess the tasks outlined in this SOW and to make his or her own judgment about how much and what kind of preparation is needed prior to arriving in Kenya.
* The volunteer should prepare materials for hand out which can be printed at CRS office in Nairobi before commencement of the assignment. Flip charts, markers, masking tapes can be obtained at CRS offices. Depending on the training venue the volunteer may use a laptop and projector for power point presentations. But if the training venue is in the community, it will be difficult to use PowerPoint.
* CRS strongly recommends that the volunteer become familiar with CRS programs in Kenya, the livestock project description, other information in the briefing pack before arrival to Kenya

1. **Key Contacts**

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| **CRS Baltimore** | **CRS EA. Regional Office** |
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| **Host Contacts** | |
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