



**Farmer to Farmer
Volunteer Assignment Scope of Work**

Summary Information	
Assignment Code	ET223
Country	Ethiopia
Country Project	Livestock country Project
Host Organization	Elemtu Integrated Milk Industry Share Company
Assignment Title	Dairy Products Development
Assignment preferred dates	TBD
Objectives of the assignment	<ul style="list-style-type: none"> • Provide technical assistance to train staff on product development and quality management focusing on pasteurised milk, cheese, yogurt and butter
Desired volunteer skill/expertise	Advanced knowledge and experience on Product Development in the dairy sector, specifically pasteurized milk, cheese and yogurt
Type of Volunteer Assistance	Technology Transfer (T)
Type of Value Chain Activity	On Farm production (F)
PERSUAP Classification ¹	Type 2

A. BACKGROUND

CRS Farmer-to-Farmer (F2F) Program is a USAID funded 5-year program (from 2018 – 2023) that will provide technical assistance from United States (U.S) volunteers to farmers, farmer groups (cooperatives and associations), agribusinesses and other agriculture sector institutions. The program objectives are to facilitate economic growth within targeted agriculture sub-sectors, enhance sub-sector inclusiveness to expand participation to a broader

¹ USAID precisely classifies PERSUAP in four categories; **PERSUAP Type I** assignments directly related to pesticides recommendations, **Type II** as assignments with indirectly related with pesticides, **Type III** assignments related to curriculum review and designing, business plan development and strategies development and **Type IV** as assignments associated with other USAID projects and collaborators.

range of individuals and communities and to increase the American public's understanding of international development issues and US international development programs. Volunteers, recruited from all States and the District of Columbia, are individuals who have domestic careers, farms and agribusinesses, or are retirees who want to participate in development efforts. F2F program will assist in agriculture development, commodity value chain competitiveness and firm upgrading by providing technical assistance to introduce new technologies, innovations and development of local capacity for more productive, profitable, sustainable and equitable agriculture systems.

Agriculture is the main determinant for Ethiopian economy, and livestock is a crucial component of the rural economy and the livelihood of the survival farmers. The livestock subsector plays an essential role as basis of food, income, services and foreign exchange to the Ethiopian economy and gives to 12% and 33% of the total and agricultural GDP, respectively, and accounts for 12–15% of the total export earnings. The livestock population census shows that Ethiopia has about 52.13 million heads of cattle, 24.2 million sheep, and 22.61 million goats. Despite its huge population, the livestock subsector in the country is less productive in general, and compared to its potential, the direct contribution to the national economy is limited. Consequently, the national milk production and the overall milk consumption in Ethiopia are very low, even compared with other least developed African countries.

A 2010 analysis by Land O'Lakes (LOL)¹ projected that urban and peri-urban demand for milk and milk products will increase dramatically through 2020, and beyond. This demand was estimated to increase by 37% (low estimate) to 148% (high estimate, with nationwide consumption per capita of 27 liters). While many Ethiopians consume milk, they do not always use it as a staple food. They often regularly consume milk products, such as butter (*kibe*), yogurt and cottage cheese (*ayib*). Most milk, approximately 95.31%, is consumed and processed at home, while only 4.69% is supplied to formal and informal markets.

The major locally marketable milk products include:

- *Fresh milk, which is produced by either small holder farmers or modern dairy farms, is the main product available in the market.*
- *Sour milk ("ergo" in Amharic) used as a soured milk. Soured milk keeps longer than raw milk, so this process is useful for storing milk during fasting days.*
- *Sour milk churned to make butter.*
- *Curd (defatted sour milk), by-product of butter churning. Called "ayib" in Amharic, this product is similar to cottage cheese. Ghee (heated butter).*
- *Processed dairy products including pasteurized milk, ultra-high temperature processed (UHT) milk, butter, various cheeses and yogurts.*

The underlying causes which are responsible for poor productivity of livestock in Ethiopia are so numerous but the prevailing animal diseases; poor management system and poor genetic potential of the animals are recognized to be among the major constraints.

¹ USAID (2013) Agricultural Growth Project - Livestock Market Development. Value Chain Analysis for Ethiopia. Available at: <https://www.usaid.gov/sites/default/files/documents/1860/AGP-LMD%20Value%20Chain%20Analysis.pdf>

Dairy is among high priority sectors for livelihoods and nutrition security by government and development partners (like USAID's Feed the Future Initiative). However, there are several major challenges in the dairy sector and industries. In Ethiopia dairying is nearly always part of the subsistence, smallholder mixed crop and livestock farming. These non-commercial subsistence farms represent among the 83.9% of the population and are responsible for the major part of 98% of the total milk produced and 75% of commercial liquid milk production.

According to studies, local animals raised in this system generally have low performance with low milk yields, long age of first calving and long calving intervals. In Ethiopia, traditionally processed milk products are generally reported to be of substandard quality mainly due to inadequate dairy infrastructure such as refrigeration facility, absence of clean water and limited knowledge of the hygienic handling of milk and milk products.

Elemtu Integrated Milk Industry Share Company is an indigenous company established in October 2009 and legally registered in January 2010 in Addis Ababa. The Company has been established to operate in the livestock value chain to particularly contribute to improved milk market access in the dairy industry. Founders of the company envisage improving livestock production, processing and marketing situation around Addis Ababa through supply of livestock inputs, processing livestock products by using improved technologies, and through effective management and efficient marketing system.

B. ISSUE DESCRIPTION

Although the livestock population is large, the available livestock subsector in Ethiopia is small in production in general, and compared to its potential, the direct contribution it makes to the national economy is insufficient. The dairy sector is currently unable to meet the increasing demand for milk and other dairy products for its increasing population.

Elemtu Integrated Milk Industry is an indigenous company established in January 2010. The company has its headquarter in Addis Ababa and manages its milk processing and marketing activities mainly from its office located at factory site, in Kaso-Wasarbi Kebele of Sululta Town. The major products of the plant are pasteurized milk, yoghurt, 'ayib'- type of local cheese, and butter which are registered under the brand name "Harme"

Elemtu has conducted business plan assessment and has identified key areas of improvement. These include, limitation in capacity and availability of skilled man power especially lack of experienced man power in key operational areas, such as in product development as well as lack of standard operational manuals and tools. Accordingly, this technical assistance will be focused on these areas.

Based on the consumer-oriented approach, the host would like to enhance its product development and quality control processes and design value-added dairy products that best fit consumer needs and values.

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OBJECTIVES OF THE ASSIGNMENT

The main objective of this assignment is to give training to staff on new products formulation and improving existing processing lines particularly pasteurized milk, soft and hard cheeses, different yoghurts, cooking and table butter etc.

In addition, to these suggested topics, the F2F volunteer specialist will be given an opportunity to physically assess the knowledge and skill gaps of beneficiaries in a joint discussion during introductory meetings. and comprehensively develop training topics for fruitful intervention. This will be done during the early stages of the assignment. The target beneficiaries or audience of this training and technical assistance will be about 10 people.

C. HOST CONTRIBUTION

The Host, Elementu Integrated milk Industry will select participants to attend trainings. The host will also assign key personnel to work closely and facilitate the volunteer in his/her overall works including translation to the local language and to assist the volunteer during trainings. The host will arrange transportation and venue as required. CRS F2F Ethiopia will organize the volunteer's hotel arrangements (lodging) and ensure all required facilities are appropriate. CRS will cover lodging costs against receipts and provide per-diem advances for meals.

D. ANTICIPATED RESULTS FROM THE ASSIGNMENT

It is anticipated that this volunteer's technical assistance will contribute to improved knowledge and skills of the host (Elementu Integrated Milk Industry) staff. The volunteer will transfer up-to-date knowledge and understanding of dairy product development approaches, techniques and tools.

As lack of technically skilled and qualified human resource has been identified as one of key challenges, building staff capacity in these areas is expected to greatly enhance current and future performance of the organization.

E. DELIVERABLES

Deliverables by the volunteer includes:

- A hands on guiding manuals in developing and processing dairy products
- A record of people involved in training
- Volunteer final report due BEFORE departure
- Group presentation with local stakeholders at the end of the assignment

- Outreach activity press release or a media event back in US

F. SCHEDULE OF VOLUNTEER ACTIVITIES IN ETHIOPIA (DRAFT)

Day	Activity
Day 1	Arrival in Addis at Bole Airport, the volunteer will be met by a CRS's client hotel Eliana Hotel (mail: reservation@elianahotel.com +251 111 262603). The volunteer will locate the hotel booth inside the airport and receive their pre-arranged transport
Day 2	Rest Day (Sunday)
Day 3	<ul style="list-style-type: none"> • Take prearranged CRS vehicle or client taxi to CRS office (CRS working days are Monday to Friday from 8:00AM to 5:00 PM East Africa Time) • Welcoming by CRS, and briefing meeting on security, general orientation, logistic and reporting formats. • Discuss anticipated outcomes and work plan • Travel to the assignment site (Sululta town, 31km outside of Addis Ababa). • S/he will be introduced with the host and will be accommodated. If time permits, general orientation with the host will be pursued.
Day 4	<ul style="list-style-type: none"> • Further assess skill and training gaps through visiting and discussing with the smallholder farmers, milk collectors and Elemtu Integrated milk industry staffs. • Based on information gathered and gaps identified, enrich the prepared training materials incorporating hands-on practices.
Day 5-8	Provide training and advice for the smallholder farmers, milk collectors and Elemtu Integrated milk industry staffs.
Day 9	Rest Day (Sunday)
Day 10-12	<ul style="list-style-type: none"> • Continue provision of trainings and technical assistances • Field level advice to smallholder farmers, milk collectors and Elemtu Integrated milk industry staffs
Day 13	Briefing / Exit meeting with the host in the presence of CRS staff Volunteer travels back to Addis Ababa
Day 14	<ul style="list-style-type: none"> • Debriefing with CRS staff and/or USAID Mission • Finalize reimbursement expenditures and liquidations (if any) with finance. • Finalizes his/her reporting and submit training M&E forms to CRS F2F staff. And depart for USA
TBD	Outreach event when back in the USA

G. DESIRABLE VOLUNTEERS SKILLS

The volunteer is expected to have the following qualifications and competencies:

- Advanced and extensive practical knowledge and experience on dairy products formulation, development and processing.
- Experience in milk processing and handling training materials development.
- Experience in adult training and technical assistance in milk processing plants and record keeping
- Good interpersonal and communication skills including analytical skills

- Respect the cultural and religious norms of the rural people.

H. ACCOMMODATION AND OTHER IN-COUNTRY LOGISTICS

- Before travelling to the assignment place, Sululta town, the volunteer will stay in Addis Ababa at one of the CRS's client hotels, Eliana Hotel (mail: reservation@elianahotel.com |+251 111 262603). For any inconvenience, please call at [0912091962](tel:0912091962), Lidia - F2F Program officer.
- In Addis Ababa, the hotel usually has rooms that include services such as airport pickup and drop-off, breakfast, wireless internet, etc.
- The hotel shuttle or CRS will arrange a vehicle for short travel from the hotel to CRS office and vice versa in Addis Ababa.
- While in the field, the volunteer will stay at a hotel in Sululta town. (usually the hotel has breakfast and wireless internet). The accommodation details will be confirmed prior to the volunteer's arrival in country.
- CRS Ethiopia will arrange hotel accommodations and cover the lodging bills against receipts.
- CRS HQ will provide the volunteer with a per-diem advance to cater meals and incidences.
- Before departing from Ethiopia, the volunteer will liquidate any advances received in Ethiopia.
- For more information, please refer to country information that will be provided

I. RECOMMENDED ASSIGNMENT PREPARATIONS

- The volunteer can fine-tune the Scope of Work based on her/his professional qualifications to successfully carry out this Hygienic Milk Production and handling.
- Generally, Ethiopia is under the tropical zone, where malaria may be a problem. Therefore, the volunteer is advised to take pills or vaccination for malaria and (maybe also for cholera) as per medical recommendations by her/his doctors/health professionals in US before departing from US.
- Prior to travel, the volunteer is advised to prepare necessary training materials and demonstration aids and written handouts. Soft copies of the handouts and any other paper materials can be printed for at the CRS office in Addis Ababa on request by the volunteer
- If the volunteer requires use of training aids like flip charts, markers and tape, s/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 the local language can be done in the locality of the assignment, if require.
- Depending on the meeting places and availability of electricity and LCD projector, the volunteer may use a laptop and projector for Power Point presentations.
- The weather at Sululta town is relatively cold so that the volunteer is advised to bring sweater.

J. KEY CONTACTS

To express interest in this assignment, please email the CRS Baltimore contact listed below. To find out additional information about the host, issue description or field conditions, please email the country contact provided below, copying the CRS Baltimore contact.

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Host Organization	
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