



USAID
FROM THE AMERICAN PEOPLE



To express interest in this assignment please email maria.figueroa@crs.org

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

Summary Information	
Assignment code	ET236
Country	Ethiopia
Country Project	Crops
Host Organization	Selam Hawassa Business Group – Technical and Vocational College
Assignment Title	Products Quality Improvement(Small Scale Threshers)
Preferred Dates	February- June
Assignment Objectives	<p>The specific objective of this assignment is to:</p> <ul style="list-style-type: none"> • Provide technical assistance to the host on designing low cost threshers • Train 30 technical staff on thresher production and assembly skills • Advise the host on market-led thresher design. • Provide onsite technical assistance to the host on production and quality management mechanisms
Desired Volunteer’ Skill/Expertise	<ul style="list-style-type: none"> • Private enterprise management experience in metal works (livestock and agriculture-related manufacturing tools e.g. threshers, shellers, mixers) • Background in agricultural and mechanical engineering; • Experience in providing technical assistance in developing countries. • Familiarity with adult learning principles.
Type of Volunteer Assistance	Technology Transfer = T
Type of Value Chain Activity	On Farm
PERSUAP Classification	Type III

A. BACKGROUND

CRS Farmer -to-Farmer program (F2F) is a USAID funded program that will be implemented for five years (2019- 2023) with a primary goal of reducing hunger, malnutrition, and poverty across six countries: Benin, East Timor, Ethiopia, Nepal, Rwanda and Uganda. The program aims at

achieving this goal through advancing inclusive and sustainable agriculture led growth aimed at generating sustainable, broad-based economic growth in the agricultural sector. The program's secondary goal is to increase US public understanding of international development issues and programs and share the knowledge back in the US. To achieve its goals, F2F program provides volunteer technical assistance to farmers and farmer groups (associations and cooperatives), private agribusinesses, agriculture education institutions in developing countries like Ethiopia to address host identified technical needs in selected agricultural value chains. F2F volunteers are pooled from a broad range of US agricultural expertise, from private farmers with varied experience, University professors, bankers/certified accountants, animal health and nutrition specialists, soil scientists, agronomists who support local host organizations. F2F program introduces innovation and develops local organizations capacity for more productive, profitable, sustainable and equitable agricultural systems while providing an opportunity for people-to-people interactions within the agricultural sector. In Ethiopia, F2F program focuses technical interventions in the livestock and grain value chains.

Despite the introduction of labor saving and improved production technologies, subsistence farming generally prevails in Ethiopia, and processing at the family level dominates. Most farmers and agro-processors still use old and traditional tools and techniques. One of the constraints is the lack of capacity for small holder farmers and processors to invest in machinery, in combination with land and labor input that facilitates farming and postharvest operations¹. Most of the farmers cultivate small fragmented farms, which discourages investments in agricultural mechanization in the country.

Developing machinery for post-production activities that requires minimum investment so that it can be built and purchased locally smallholder farmer is very important. Small scale manual/motorized machineries have a big role in facilitating value addition and marketing of products as well as in agro-processing enterprise development.

Selam Hawassa Technical and Vocational Training (TVET) College was established in 2007 by the group of three young Ethiopians and Mr. David Roschli, the founder of SELAM DAVID ROESCLI TVET. The Facebook page of the TVET provides some additional information: <https://www.facebook.com/pg/WWW.selamawassa.org/posts/>. The college has two business lines from which it generates its revenue. Provision of training services and producing machines like crop threshers (pre and post harvesting machineries), different renewable products and milk handling equipment. Selam TVET is a certified college located in Hawassa city and providing training for disadvantaged youth who live in Hawassa and its surroundings. The College is granted full accreditation from South Nations Nationalities and Peoples Regional TVET Bureau to students train in:

- General Metal Fabrication and Assembly level III,
- Building Electrical Installation Level IV and
- Hotel Kitchen operation level II Program since 2011 G.C

The college's objective is to create competent, motivated and innovative workforce in Ethiopia contributing to poverty reduction and socio-economic transformation through facilitating demand-driven, high quality technical and vocational training. The college's metal fabrication and assembly unit teaches students and produces (small scale, light manufacturing) a range of products including post-harvest machineries and dairy equipment for local market.

Hosts' products include animal feed mixer, butter churner, milk containers, biogas stove, rice polisher, grinding mill, grain cleaner, maize sheller, multi-crop thresher, ground nut decorticator and others for small holder farmers and cooperatives. Example of the products are shown below.



Figure-1 Crop threshers manufactured by the host

The target beneficiaries of this technical assistance will be the general metal fabrication and assembly division of the host, because there is a great need to improve the overall design and performance of the machines produced and sold.



Figure 2 Manual maize sheller

B. ISSUE DESCRIPTION

During a joint problem analysis with the host, the main challenge identified was poor quality of threshers, and other machines they produce. Quality issues with manufactured products were due to lack/shortcoming of quality control mechanisms and low skills and knowledge of staff to design and execute product features required by the market. The host staff also have skill gap on how to control product quality during production. For example, some of the threshers failed before their useful life. Poor welding quality and because of this sometimes the products breakdown easily. Other challenges the host has faced include, thresher quality measurement,

resource management and failing to meet delivery time of products. The host doesn't have good quality control mechanism. This has resulted low quality products as well as impact on reputation, customer satisfaction sales and income of the host. Related challenges include failure to deliver on time (low productivity), due to poor quality and/or marketing.

Therefore, supporting the host in the above areas will help deliver quality products and improve production efficiency, which will boost its performance as well as competence in the market.

C. OBJECTIVES OF THE ASSIGNMENT

The purpose of this assignment is to improve the quality of threshers manufactured/assembled/ by the hostthere by contribute to increased productivity.

The specific objectives include:

- Provide technical assistance to the host on designing low cost threshers
- Train30 technical staff on thresher production andquality assuring skills
- Advice the host on market-led and thresher design and sales.
- Provide onsite technical assistance to the host on production and quality management mechanisms

D. ANTICIPATED RESULTS FROM THE ASSIGNMENT

As a result of the volunteer assistance, it is anticipated that sales will increase because of the improved design features and product quality.

It is expected that about 30 participants will attend the sessions.

- Production improvement and quality control mechanisms reviewed /developed
- Good quality products are manufactured and assembled
- Improved efficiency
- Customer satisfactionincrease demand and sales of products.

E. HOST CONTRIBUTION

The host has committed to mobilize the staff, stakeholders, students, and local farmers to receive the volunteer's technical and practical assistance. The host will also avail key personnel to work closely with the volunteer, assisting her/him during training and practical demonstration sessions, ensuring translation to the local language and advising on the culture of the area. CRS will cover lodging costs against receipts and other related costs. In coordination with the host and the volunteer, CRS will also arrange and pay for transport services for daily use.

F. ASSIGNMENT DELIVERABLES

The anticipated deliverables that shouldbe accomplished by the volunteers include:

- Training materials in appropriate formats in collaboration with the host and training participants
- Training lists with people trained

- Volunteer end of assignment report with recommendations to the host organization action plan and recommendations to CRS
- Conduct a final debriefing (PowerPoint presentation) with the host organization (plus key stakeholders) and CRS/USAID
- Conduct outreach events upon return to the US

G. SCHEDULE OF VOLUNTEER ACTIVITIES IN ETHIOPIA

Day	Activity
Day 1	Arrival in Addis at Bole Airport. The volunteer will be met by CRS’s client hotel Eliana Hotel (https://www.booking.com/hotel/et/eliana .; Phone: +25111 126 2600).The volunteer will locate the hotel kiosk and use pre-arranged shuttle
Day 2	Rest Day (Sunday)
Day 3	<ul style="list-style-type: none"> • Take hotel shuttle to come 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, MEAL (attendance sheet, reporting and PPT templates), and logistic. • Discuss anticipated outcomes and work plan • Car travel to the assignment site (Awassa town, 280 km outside of Addis Ababa). S/he will be introduced to the host and accommodated in Awassa town. • General orientation with the host, first-hand briefing on the main objectives and modality of the assignment and adjustment of the agenda for the coming days (work planning session).
Day 4	<ul style="list-style-type: none"> • Conduct further assessment of skills and knowledge gaps with training participants • Based on information gathered and gaps identified, enrich the prepared training materials incorporating hands-on practices. • Develop 10 days (2 weeks training) curriculum covering key knowledge and skills Gaps
Day 5-19	Train participants on appropriate subjects including
Day 20	<ul style="list-style-type: none"> • Briefing / exit meeting with the host in the presence of CRS staff • Volunteer travels back to Addis Ababa
Day 15	<ul style="list-style-type: none"> • Debriefing with CRS staff and/or USAID Mission • Finalize reimbursement expenditures and liquidations (if any) with finance. • Submit volunteer reports, training attendance sheet, assignment report, PPT presentation and any reference materials to CRS F2F team. • Depart for USA
TBD	Outreach event when back in the USA

H. DESIRABLE VOLUNTEER SKILLS

The desired skills of the volunteer will include a background and experience in one or more of the following:

- Business Management experience in the context of agriculture/livestock related manufacturing and metal works (mandatory) for e.g. threshers, feed mixers, cleaners, shellers etc.
- Academic background and technical experience in agricultural / metal engineering
- The volunteer should also possess experience in providing technical assistance to enterprises in a developing country context including Africa.
- Well familiar with participatory approaches and adult learning.

I. ACCOMMODATION AND ANOTHER IN-COUNTRY LOGISTICS

- Before travelling to the assignment place, the volunteer will stay in Addis Ababa at one of the CRS's client hotels, Eliana or another hotel that will be booked and confirmed before the volunteer arrival date. The hotel will have 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 provided to the volunteer. CRS Ethiopia will provide the volunteer with a laptop computer (if s/he needs), local internet dongle and mobile phone with a 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 provide a vehicle and accompany the volunteer to the place of assignment.
- During the assignment period, the volunteer will stay at Lewi Hotel, Awassa town.
- 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 incidentals.
- CRS Ethiopia will also reimburse the volunteer with laundry costs against receipts.
- For more information, please refer to country information that will be provided.

J. 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.
- 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 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.
- 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.

K. KEY CONTACTS

CRS Baltimore	CRS East Africa Regional Office
<p>Maria Figueroa Recruitment Manager EA Farmer to Farmer Program 228 W. Lexington Street Baltimore, MD 21201; 410-951-7366 Email: maria.figueroa@crs.org</p>	
CRS Ethiopia:	
<p>Lidia Retta, Project officer, CRS Ethiopia Office, P. O. Box 6592 Addis Ababa, Ethiopia Phone +251-11-278-8800, Mobile: +251-912-091962 Email: lidia.retta@crs.org</p>	
<p>Haile Dolango, F2F Program Manager CRS Ethiopia Office, P. O. Box 6592; Addis Ababa, Ethiopia Phone: +251-112-788800, Mobile: +251-912-665684 Email: haile.dolango@crs.org</p>	
Host Organization	
<p>Mr Mereed Mengesha Manager - Selam Business Group – Selam Technical and Vocational College Tel: +251 935408433 Email: selambg@ethionet.et</p>	<p>Mr Temesgen S. Dean - Selam Technical and Vocational College Tel: +251 916125642 Email: bichus520@gmail.com</p>