



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

This assignment is Virtual and should be done by an American volunteer.

Please contact maria.figueroa@crs.org to express interest

Summary Information	
Assignment code	ET247
Country	Ethiopia
Country Project	Livestock
Host Organization	Salale University
Assignment Title	Curriculum for Workforce Development
Assignment Preferred Dates	Virtual, as soon as possible
Assignment Objectives	Provide technical supports for matching and aligning university education curriculums to <ol style="list-style-type: none"> a. Satisfy to skills demand in the labor market b. Improve education quality for addressing economic and social problems of the country c. Enhancing entrepreneurial skills of graduates specially the youth trainees
Desired Volunteer' Skill/Expertise	<ul style="list-style-type: none"> • Experience in curriculum development, curriculum reviews focusing on addressing youth unemployment, and shortage of skills in the labour market • Experience of design trainings curriculums for special short-term trainings, career development programs and matching university trainings to skills demand in the jobs market
Type of Volunteer Assistance	Organizational Development (O)
Type of Value Chain Activity	Information and Input Support Services (S)
PERSUAP Classification	Type 3

A. BACKGROUND

CRS Farmer-to-Farmer (F2F) Program is a USAID funded 5-year program (July 2018 – June 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 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.

Ethiopia has increased its focus and investments in education in recent years. The number of universities in Ethiopia increased rapidly from two in the 1990s to 44 in 2016, and total enrolment on undergraduate degree programs grew from 420,387 in 2009 to 778,766 in 2016 (FDRE/Ministry of Education 2017). The country has also invested heavily in technical and vocational training (TVET) increasing the number of TVET students from 5,264 in 1999 to 271,389 in 2014. However, the quality of higher education in creating competitive graduates has been highlighted as a major problem and the general root of the problem stems from the expansion and dynamism of the Ethiopian higher education system.

The World Bank estimates that about 600,000 individuals enter the Ethiopian labor force every year. However, the economy is not generating enough jobs for this large number. This “imbalance between the increase in the supply of and demand for workers” will create increasing and long-lasting unemployment for Ethiopian youth. Rising unemployment is especially true for university and college graduates. Ethiopia has one of the highest rates of graduate youth unemployment in East Africa (Addis Standard 2017).

Salale university is located in Fiche town in central Ethiopia. The town of Fitcha is located about 114KM from the capital Addis Ababa towards the north along Addis Ababa to Bahir Dar road. Fitcha is situated in the highland, an elevation between 2,738 and 2,782 meters above sea level and latitude and longitude of 9°48'N 38°44'E respectively. Due to this elevation, the climate tends to be more temperate. The university is relatively new and started its operation in 2017. It has 5 colleges with 30 undergraduate programs. One of the largest colleges in this university is the College of Agriculture and Natural Resource. This college has seven departments; Horticulture, Plant science, Animal science, Agricultural Economics, Natural resource management, Water resource and irrigation management and Rural development and agricultural extension. Selale University has been actively engaged in teaching-learning processes, conducting problem-solving researches and providing demand-based community services to the community.

B. ISSUE DESCRIPTION

Over the last two decades, there has been a rapid expansion of the Ethiopian HE system reaching out to the broad strata of society. Growth has been explosive both in terms of the number of universities operating within the system and the number of students enrolled in the HE institutions. But graduates from HE institutions are lately being affected by a rising incidence of unemployment. Evidence from a 2013 survey showed that the unemployed working-age population in Ethiopia was 1,981,165, with an unemployment rate of 4.5% (CSA 2014).

One of the main challenges the education is the students and graduates are not well trained and equipped in the universities and their gap between the quality of education being delivered and the requirements of the labor market. According to a World Bank report, 14% of the unemployed youth in Ethiopia are currently graduates of post-secondary institutions. So, with this regard the current educational system and the corresponding curriculum and implementation endeavors need support. Quality education is not being delivered to students and the universities are not creating competitive graduates and the gaps are largely caused by poor design of the higher education curriculum. The problem led to inadequately educated workforce. Thus, addressing these gaps will determine the success of the education system in general and the students.

In recent years it has become very challenging for new graduate with a university degree and college diploma to find job in Ethiopia party because of few job opportunities created by public and private

sector compared to the number of graduates. Low level of skills match to the competency needed in the jobs also plays significant role for graduate to get a job. Graduate lack basic survival and entrepreneurial skills. The country’s education systems focuses more on providing the hard science skills but limited attention soft, problem solving and entrepreneurial skills that are required for graduates to survive in job market either as an employee or self-employed.

Providing technical supports to new and growing universities like Salale can make a difference and that why this SOW is initiated

C. OBJECTIVES OF THE ASSIGNMENT

The main objective of the assignment is to give volunteer assistance on delivery of quality education and how to develop workforce that is competitive and skillfully.

And the specific objective of the assignment includes

- Train the staffs on the delivery of quality education that create competitive graduates
- Investigating key challenges facing academics in relation to the curriculum.
- Share experiences to host staff from the developed world.

D. ANTICIPATED RESULTS FROM THE ASSIGNMENT

After F2F volunteer support the following outcomes are anticipated

- New insights gained for addressing the gap in skills provide by education institutions and what is needed in the job like market problem solving, and entrepreneurial skills
- Quality education delivered

E. HOST CONTRIBUTION

- The host is committed to create a schedule with the volunteer for the virtual assignment
- The host will be available for virtual meetings and remote communications

F. ASSIGNMENT DELIVERABLES

The major anticipated outputs of this assignment include, but not limited to:

- Training materials shared to the host on curriculum reviews and quality improvement process
- 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.

G. SCHEDULE OF VOLUNTEER ACTIVITIES

Day	Activity
Day 1	<ul style="list-style-type: none"> • Introduction with CRS F2F staffs and briefing with virtual platform (to be confirmed before the meeting) • General orientation and briefing about the program
Day 2	<ul style="list-style-type: none"> • Introduction to the host by means of virtual platforms (to be confirmed before the meeting) • 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). • Discuss anticipated outcomes and work plan
Day 3-15	<ul style="list-style-type: none"> • Conduct the virtual assignment

Day	Activity
Day 16	<ul style="list-style-type: none"> Conduct virtual debriefing session

H. DESIRABLE VOLUNTEER SKILLS

The volunteer will have the following skills, qualifications and competencies:

- Extensive knowledge and experience in creating review curriculums for university
- Experience in remote assistance to education instructions in developing countries
- Good communicator and interpersonal skills
- Ability to train staff virtually and flexibility to accommodate various views

I. KEY CONTACTS

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3. Host Organization

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