Local Assignment: Ugandan or East African volunteer to be paired with virtual supporting American volunteer.

Potential volunteers from Uganda or East Africa should email George.ntibarikure@crs.org and maria.nakayiza@crs.org to express interest.
American volunteers wishing to support virtually should email maria.figueroa@crs.org

CRS Farmer to Farmer Program
Volunteer Assignment Scope of Work

Summary Information	
Assignment Code	**UG242**
Country	Uganda
Country Project	Livestock Country Project
Host Organization	Balawoli Kyebaja Tobona Dairy Cooperative Society Ltd
Assignment Title	Farm Planning and Management
Assignment preferred dates	Flexible
Objectives of the assignment	To equip farmers with proper farm management and planning techniques from farm infrastructural layout, and proper pasture planning for whole year-round production and improved farm productivity.
Desired volunteer skill/expertise	•Specialized expertise in dairy management/production systems •Wide experience with small holder dairy production systems in developing countries, infrastructural design and layout for farms is very important •Hands-on practical experience in training, extension and emphasis on adult facilitation skills
Type of Volunteer Assistance	Technology Transfer (T)
Type of Value Chain Activity	On Farm Production (F)
PERSUAP Classification	Type III

A. Background

CRS Farmer -to-Farmer program (F2F) is a USAID funded five-year (2019- 2023) program currently in its 2nd year of implementation 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 Uganda to address host identified technical needs in selected agricultural value chains. F2F volunteers are pooled from abroad 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 organisations F2F program introduces innovation and develops local organisations capacity for more productive, profitable, sustainable and equitable agricultural systems while providing an opportunity for people- to-people interactions within the agricultural sector. In Uganda F2F program focuses its technical interventions in the livestock and agribusiness value chains

Livestock accounts for 53% of the agriculture capital stock and contributes 30% to agricultural GDP and contributing about 18% to overall agricultural GDP. The subsector provides opportunities for income generation, employment creation and improved food and nutrition security to households across the different production systems and along different value chains (such as meat, eggs, dairy, live animals and hides). It is projected that the demand for livestock products will increase substantially over the next 25 years, however the demand will supersede supply. About 5 million households in Uganda own livestock. The major livestock species in Uganda are; cattle (15 million), sheep (4million), goats (12.5million), pigs (3.6 million), and poultry (42 million). According to the ASSP 2016/2020, the sector is prioritizing the following livestock products over the medium term: Dairy/milk, Beef, Pork, Mutton, Goat, Poultry, Honey, Silk and Hides and Skins. Beef, dairy cattle, and poultry have been identified as strategic agricultural commodities for the country that are to receive increased investment for accelerated production. The sector targets to produce 3.35 billion liters of milk annually and its products worth approximately USD 49.673 million by 2020. Thirty three percent (33%) of the marketed milk in Uganda is processed whereas sixty seven percent (67%) is marketed raw, providing opportunities for further investment in dairy processing.

In Uganda, there are predominantly two livestock production systems; the traditional system and the improved systems[1]. The traditional system, characterized by minimal inputs and correspondingly small outputs, depends on natural grazing and local breeds. Improved systems, on the other hand, involve some

[1] Within these general types the five grazing methods have been documented namely i) Communal /pastoral system ii) Tethering iii) Enclosed ranching iv) Fenced dairy farms and v) Zero grazing See, for example, Country pasture/forage resources profile-Uganda (Mwebaze, 1999).

investment such as fencing, pasture and grassland improvement, provision of water and breed upgrading. Livestock production systems and management practices are dictated by the degree of dependence of the household on livestock products for income, cultural values, food supply, and crop agriculture practiced in association with livestock under traditional and non-traditional practices. development of forage resources in the country is continually being done by the national livestock research organisations however, adoption of improved forage varieties by small holder dairy farmers is still very low which has partly contributed to the persistent low milk yields. However, there are opportunities to improve; livestock production continues to grow at a rate of 4% per annum according to statistics in response to increasing demand for milk and meat in the local market[2]. A higher rate of growth is envisaged as the government continues to pursue its policies of modernizing and commercializing agriculture. The targeting of high-potential areas as a basis for resource allocation, by both government and private investors, has led to the rapid increase in output and the integration of the livestock sub-sector into the cash economy, especially for dairy and beef related enterprises.

Balawoli Kyebaja Tobona is a member owned dairy cooperative dating back to 1960 started through the government initiative of cooperative development; and a member of Busoga dairy cooperative union. The cooperative had slowed down its activities due to organizational related challenges, however given its potential to create great impact with in the community it was revived in 2014 with support from East Africa Dairy Development (EADD) project implemented by Heifer International, the project closed in 2018 but the cooperative continues with its operations. The cooperative is governed by an eight-member board, has a team of management staff responsible for day-to-day operations, and a total membership of 795 members out of which 35% are female. The organization has three milk cooling centers located in different districts (two with in Kamuli as the main branch where all milk from members is bulked and chilled before transportation to the other centres, and Jinja), with total cooler capacity of 7000 liters of milk. Currently the cooperative operates under capacity collecting 2,200 liters of milk per day and sell an average of 300 of liters four times a week. The host is engaged in yoghurt processing – 500 Liters is processed per week and sold with in surrounding communities.

B. Issue Description

Despite the noticeable progress in the development of the livestock sector and dairy sub sector, there are several limitations deterring progress. These setbacks include, among others: increasing degradation of grazing areas due to poor grazing practices (like over-grazing); inadequate production of improved pastures and short supply of good livestock feeds; inadequate knowledge on improved livestock/dairy herd management practices to prevent high morbidity and mortality levels within the individual herd; coupled with poorly planned farm structures and activities to effectively and efficiently plan and coordinate livestock productivities. Farm planning is an important component of any farm activity whether

[2] The demand for milk in Uganda comes from households, schools, hospitals, catering institutions, food and dairy processing plants. By 2001 the dairy sector in Uganda was reported to contribute about 20% to the food processing industry, which itself contributed about 4.3% to the national GDP (http://www.ugandainvest.com/livestock.pdf).

crop or livestock, it facilitates local farmers to adopt crops/livestock and technologies appropriate to their problems, needs and programs in a bid for farmers to improve their farms. Farm layout therefore becomes an important component particularly working with farmers to assess different farm activities such as: sequencing and seasonality of planning from proper timing for establishing pastures, farm structure layout; setting up critical structures and appropriate locations e.g. water access points, paddocks, establishing tree shades, animal resting areas, milking places etc. All these activities should be designed and discussed in a participatory manner incorporating farm visits to allow for farmers to relate and design their individual farm layouts based on scale of production, and available resources.

Balawoli dairy cooperative society members continue to experience low milk yields currently at 3-5 Litres and 12 litres per day from indigenous and cross breeds respectively which is below the expected yield potential of the dairy animals. Majority of members have between 5 - 10 heads of cattle most as cross breeds, 50% use AI while 50% use bulls, most farmers practice zero grazing methods while about 1% are pastoralists, the common form of feed supplementation is using hay and silage though still limited among farmers. Average land ownership is varied with about 50% of the farmers owning 10 acres. Farmers tend to keep a large herd of animals without or limited consideration to the number of animals per acre of land and consideration for other farm structures and activities as all this plays a role in improving animal productivity. This therefore formed the basis for this volunteer technical assistance to equip members of Balawoli cooperative with farm planning and management skills to help them better plan and manage their land and limited resources.

C. Objectives of the Assignment

The main objective of this volunteer assignment is to equip farmers with best practices in farm planning and management. Best practices in farm layout, planning farm activities to improve farm productivity throughout the year is desirous in local setting available resources.

Specific objectives include:

1. Visits to selected farms (Large, medium and small) to assess farm activities, current layouts and identify problems associated with the layout
2. Discuss the findings and plan to conduct the trainings using a participatory approach. The volunteer should design tools/training techniques to allow for individual farmers to come up with layouts that are adaptable to their capabilities, situations and objectives for their farm. Work with the participants to develop short, medium- and long-term plans for implementation of their designs/lay out.
3. Share various alternatives for improvements, these could be based on ideal models developed by farmers themselves, research findings, farms visited during the farm visits and practices found useful elsewhere

The requested volunteer technical assistance targets the small holder dairy farmers who subscribe Balawoli dairy cooperative. The volunteer will provide training at two levels:

Level 1: Training of Trainers (TOT). Dynamic individuals from different dairy interest groups will be selected to participate in the ToT training – receiving a more in-depth training and there after cascading them to groups not reached by the volunteer. Subcounty staff will also be encouraged to participate in the training sessions.

Level 2: A total of 150 dairy farmers will be trained in above mentioned topics to equip them with farm planning and management skills. The farmers will be divided into manageable groups to allow easy learning and interaction.

The target audiences for this training will be drawn from both the host dairy farmers and local government lead farmers. The audience will mostly be comprised of illiterate to semi-illiterate farmers, the volunteer should design materials bearing that he/she will train through a local translator. The materials should be delivered using a participatory approach.

Host contribution –Balawoli dairy cooperative will mobilize farmers, dynamic individuals as ToTs and potential resource persons to the trainings to be conducted by the volunteer. The dairy cooperative will also avail key personnel to work closely with the volunteer, during the preparations and actual trainings, to ensure that key staff are trained to backstop TOTs who will continue training other members even after the assignment is completed.

D. ANTICIPATED RESULTS FROM THE ASSIGNMENT

With the adoption of better farm planning and management techniques, small holder livestock farmers should be in position to maximize available resources for improved dairy productivity, through reduced inefficiencies such as time taken to move to different far structures, proper seasonality planning and sequencing of grazing paddocks etc.

The anticipated deliverables include:

- Trainings conducted, and people trained
- Field trip report and expense report
- Training manual/guide developed
- Debriefing with USAID and in country group presentations during or after assignment

E. Schedule of Volunteer Activities in Uganda

The volunteer will be expected to spend 2.5- 3 weeks in country, with a strong preference for the longer duration.

Activity
Arrival at Uganda Entebbe Airport. Pick up by Fairway Hotel shuttle to Kampala and check in at

Fairway Hotel. **NB:** In case the volunteer encounters any difficulty, please request for assistance from Airport Staff to call George on 0772 472103 or Maria on 0783922882.
At 9.00 am, the volunteer is greeted at the hotel by CRS staff and thereafter proceed to CRS office for introductions and briefings including host brief, logistics and expectations and anticipated outcomes. Hand-outs will be prepared at CRS offices. In the afternoon: Travel to Kamuli district to commence the assignment.
In the morning, F2F team introduces the volunteer to the Balawoli dairy cooperative management. And board Together with CRS and board members, the volunteer will review and finalise the action -plan. The action plan should include group presentations to be done after the assignment This is followed by a familiarization tour of cooperative premises, facilities In the afternoon, the volunteer together with the manager and extension coordinator will visit selected dairy farms for an initial assessment and familiarization with existing on farm practices to help inform trainings. The volunteer will visit at least five farms (small, medium and large-scale farms) with in close vicinities.
Commencement of the course: Volunteer introduces the course (objectives, planned content, schedule) and gathers and discusses participants' expectations with a view of harmonizing these with the initial plans. Agree with the participants on the final training program, venue and time as well as the code of conduct (rules and norms) for the course. Recap of the relevance of the assignment to the participants emphasizing the importance of attending the full course for full benefits from the package.
Training of ToTs from selected diary interest groups, the volunteer will spend 2- 3 days as appropriate to cover more in-depth trainings as these will be responsible for follow up with groups trained and reach groups not trained by the volunteer.
Overview of farm planning and management practices and address specific objectives 1- 3 above for each of the selected farmer groups. Trainings will be conducted for two half days for each of the selected farmer groups. The volunteer will reach at least five farmer groups based on the actual volunteer availability. There should be a strong emphasis on participatory approaches during the training sessions.
Summing up the assignment and emphasize take-home practical tips; participants evaluate the training; volunteer solicits participants' input into assignment final report recommendations.
The cooperative management evaluates the assignment and together with the Volunteer discusses assignment final report recommendations and develop an action plan.
Volunteer travels back to Kampala
Volunteer Debrief with USAID Mission and CRS staff

Submit the Trip Report (TR) and other deliverables and discuss any pending issues with relevant CRS staff.
Depart for USA

F. ACCOMMODATION AND OTHER IN-COUNTRY LOGISTICS

In Kampala, the volunteer will stay at Fairway Hotel & Spa (www.fairwayhotel.co.ug). In Kamuli, the volunteer will stay at Century Hotel which is within the town. The volunteer will work accompanied by cooperative staff in rural areas where groups are located.

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

G. RECOMMENDED ASSIGNMENT PREPARATIONS

The volunteer should prepare materials for hand out which can be printed at CRS office in Kampala before commencement of the assignment. Flip charts, markers, masking tapes can be obtained at CRS offices in case the volunteer wishes to make some illustrations.

CRS strongly recommends that the volunteer becomes familiar with Uganda's agriculture sector plans and priorities, the livestock production and management systems in Ugandan. Details on weather, security and appropriate clothing are included in the country visitor's information pack.

H. 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.

CRS Baltimore
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