

**Farmer to Farmer**

**Volunteer Assignment Scope of Work (SOW)**

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| **Summary Information** |
| **Assignment Code** | **ET209** |
| Country | Ethiopia |
| Country Project | Crop (Grain and Horticulture) |
| Host Organization | Kombolcha Agricultural, Technical and Vocational Education and Training (ATVET) College |
| Assignment Title | Improved Beef Cattle Husbandry and Management Practices |
| Assignment preferred dates | Mid-June- Mid-August, 2019 |
| Objectives of the assignment | Train students of animal science department and staff on:* Improved beef cattle husbandry and management practices.
* Develop training of trainers (ToT) guidelines or manual/handout on improved beef cattle husbandry and management.
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| Desired volunteer skill/expertise | * Demonstrated knowledge and experience in beef cattle husbandry and management.
* Experience in developing training materials on beef cattle husbandry and management.
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| Type of Volunteer Assistance | * Technology Transfer (T)
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| Type of Value Chain Activity | * Information and Input Support Services (S)
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| PERSUAP Classification | Type 2 |

1. **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.

Development Agents (DAs) support the large base (85%) of smallholder farmers in the Ethiopian agricultural sector. Smallholder farming communities experience limited flow of agricultural knowledge, skills and technologies. This disparity has shown to be critical- there is a need to increase the number of well-trained DAs so that smallholder farmers can receive proper training and advice on improved practices and management.

The objective of ATVET Colleges in Ethiopia is teaching agricultural students and producing technically equipped personnel to serve as DAs. After graduating at either the Diploma or Bachelor of Science degree level, DAs join their respective offices in the regional Bureaus of Agriculture and Natural Resource. These offices are under the Ministry of Agriculture and Natural Resource. DAs are usually assigned at kebele[[1]](#footnote-1) level to work for the grassroots farming communities. DAs are responsible for demonstrating modern agricultural practices at Farmers Training Centers (FTCs) which are found at kebele level. In each kebele, 3-5 DAs are assigned with the overall responsibility of addressing agriculture issues through the following ways: problem identification and analysis, on-farm research and extension linkage, technological demonstrations, innovations of modern agricultural techniques, training of smallholder farmers and their cooperatives, project implementation at kebele levels, and data collection. DAs are also responsible for supporting farmers’ institutions such as farmers’ cooperatives (primary cooperatives and their unions) and the integration of community-based organizations (CBOs).

Kombolcha ATVET College is in Kombolcha, Amhara regional state. It is one of the many ATVET colleges in the country and pursues three interrelated pillars: education/training, research, and community support services. Under the education program, the College trains students in plant science, animal science, irrigation, cooperative, and natural resource management. The College’s curriculum ensures that 70% of class time is devoted to practicum and 30% for theoretical aspect. The College has a farm about 12km from the main campus that is used for production and practical demonstration purposes. The College mostly receives students directly from grade 10 and trains them to be DAs. The College also receives experienced DAs that are upgrading their Diploma to degree level. Graduates from ATVET colleges are expected to play significant role in modernizing Ethiopian agriculture; however, there are capacity and technical skill gaps at the College level that prevent them from providing the expected quality education and services to their students. Among the gaps, the College identified limited skills and knowledge on beef cattle husbandry and management.

1. **ISSUE DESCRIPTION**

Ethiopia is endowed with large livestock population ranking first in Africa and tenth in the world. Despite this huge resource, livestock contribution to the country’s GDP remains low. This is because of low production and productivity of the animal. The main reasons for low productivity include: inadequate feed supply, prevalence of economically important diseases and traditional and backward animal husbandry practices specifically in rural areas. Therefore, to deal with these problems, the country has been implementing different strategies which include: introducing improved forage species, crossbreeding with exotic breeds, disease prevention and control measures and routine technical support in the livestock sub-sector.

Kombolcha ATVET College has 10-12 beef cattle of the local breed that are used for classroom practicum purposes. Annually they acquire the 10-12 oxen at the local market after the plowing season. The College’s current management practices include: no grazing, purchased feed, and 3-4 month fattening period. These practices need improvement because the cattle are not gaining fat quickly, they are still relatively thin after 3-4 months. The College is concerned because these are the current practices students are learning and will soon cascade to farmers. The students need to learn improved practices so that they can provide farmers with the best methods. The College also wants to learn more beef cattle commercial operations strategies- there is a push in Ethiopia to turn beef cattle into commercial enterprises. Knowledge in such subject will be beneficial not to just students and staff, but to surrounding farmers supported by the College.

Kombolcha ATVET College pursues three interrelated pillars: education/training, research and community support services. Under the education and community service pillars, the College is requesting volunteer assistance in improved beef husbandry. The College identified limited skills and knowledge on improved beef cattle husbandry and management with instructors, students, and surrounding community. The volunteer specialist will train the targeted staff and students. Then the students, after completion of their training, will train and give technical advice to smallholder farmers in urban, peri-urban and rural areas with special emphasis on improved beef cattle husbandry and management.

1. **OBJECTIVES OF THE ASSIGNMENT**

Development agents and beef producers need to continually incorporate new information and adopt new technology to effectively manage production. Therefore, the general objective of this volunteer assignment is for staff and students to acquire a better understanding on improved beef cattle husbandry and management activities currently under practice. In addition to basic husbandry and management practices, the College wants this assignment to also cover value addition, feed formulation management software, and commercial operations strategies. Both staff who are working in the college beef farm and students will update their theoretical knowledge and skills and in turn convey these ideas to the wider community in rural areas. The specific objective of the assignment includes:

* Train 45 students of animal science department and 12 staff working in the college beef farm on improved beef cattle husbandry and management.
* Introduce beef cattle commercial operations strategies and advise on current feed formulation software at the College.
* Develop training of trainers (ToT) guidelines or manual/handout on improved beef cattle husbandry and management.
* Train on forage and nutrition management, calf management, body condition scoring and proper stocking rate
1. **HOST CONTRIBUTION**

The host, Kombolcha ATVET College, will select and mobilize staff and students to be trained. It will also avail key personnel to work closely with the volunteer at all times to ensure translation to the local language (Amharic) 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.

1. **ANTICIPATED RESULTS FROM THE ASSIGNMENT**

The volunteer training will lead the college staff and students into understanding of improved beef cattle husbandry and management practices. The volunteer will contribute to the following:

* 45 students of the animal science department and 12 staff trained on improved beef cattle husbandry and management.
* ToT or manual/handout developed for the animal science department for future use.
* Increased weight of the College’s livestock.
* 45 students of the animal science department cascade information learned to farmers in rural areas.
* Farmers in surrounding rural areas increase their knowledge on improved beef cattle husbandry and management.
1. **DELIVERABLES**
* Initial presentation is completed (outlines, activities, plans, approach, etc.)
* Volunteer final report having feasible recommendations due before departure
* Group presentation with local stakeholders at the end of the assignment.
* Presentation to CRS staff and/or USAID
* Outreach activity press release or a media event upon return to the US
1. **SCHEDULE OF VOLUNTEER ACTIVITIES IN ETHIOPIA (DRAFT)**

| **Day** | **Activity** |
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| Day 1 | Arrival in Addis at Bole Airport. The volunteer will be met by CRS’s client hotel Saro Maria Hotel (mail: reservation@saromariahotel.com; [Phone](https://www.google.com/search?rlz=1C1GGRV_enET751ET751&q=saro-maria+hotel+phone&sa=X&ved=0ahUKEwie4JH0gNfWAhXFOBoKHS8rB1sQ6BMIwwEwEA): +251 11 667 2167).The volunteer will locate the hotel kiosk and use pre-arranged shuttle |
| **Day 2** | **Rest Day (Sunday)** |
| Day 3 | * Take CRS cars or pre-arranged taxi 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
* Travel (local flight) to the assignment site Kombolcha, Amhara region and accommodated at CRS client hotel or at the college guesthouse
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| Day 4 | * S/he will be introduced with the host. And general orientation will be pursued.
* Further assess skill and training gaps through visiting and discussing with students and faculty
* Based on information gathered and gaps identified, enrich the prepared training materials incorporating hands-on practices.
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| Day 5-8 | Provide training and advice for students and faculty |
| **Day 9** | **Rest Day (Sunday)** |
| Day 10-13 | Continue provision of trainings and technical assistances to students and faculty  |
| Day 14 | * Briefing / exit meeting with the host in the presence of CRS staff
* Volunteer travels back to Addis Ababa (in the afternoon flight)
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| Day 15 | * Debriefing with CRS staff and/or USAID Mission
* Finalize reimbursement expenditures and liquidations (if any) with finance.
* Submit attendance sheet, assignment report, PPT presentation and any reference materials to CRS F2F team.
* Depart for USA
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| TBD | Outreach event when back in the USA |

1. **DESIRABLE VOLUNTEERS SKILLS**

The volunteer will have the following qualifications and competencies:

* Extensive practical experience in beef cattle husbandry and management.
* Experience in beef cattle husbandry and management curriculum development and developing training materials.
* Demonstrative experience in agricultural education/learning institutes and/or universities in the US and/or other African agricultural universities
* Experience in providing training to adults, community development workers or members of a community-based organization
* Good communication and interpersonal skills
* Willing to work under Ethiopian context
1. **ACCOMMODATION AND OTHER IN-COUNTRY LOGISTICS**
* Up on arrival, the volunteer will stay in Addis Ababa at Saro-Maria hotels (mail: reservation@saromariahotel.com; [Phone](https://www.google.com/search?rlz=1C1GGRV_enET751ET751&q=saro-maria+hotel+phone&sa=X&ved=0ahUKEwie4JH0gNfWAhXFOBoKHS8rB1sQ6BMIwwEwEA): +251 11 667 2167), or another CRS client hotel that will be booked and confirmed in advance. The hotel usually has rooms that include services such as airport pickup and drop-off, breakfast, 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. For any inconvenience, please call at 0911-718450, Biruk - F2F program manager.
* While in the field, the volunteer will stay at Kombolcha Sunny Side hotel (the hotel has breakfast and wireless internet). 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 (if any).
* For more information, please refer to country information that will be provided
1. **RECOMMENDED ASSIGNMENT PREPARATIONS**
* The target trainees are College students and staffs who hold mid-level diploma and first degree. Although CRS F2F together with the host has developed such hinting SOW, the volunteer can fine-tune through her/his professional qualifications to successfully carryout the assignment.
* Prior to travel, the volunteer is advised to prepare necessary training materials/handouts and demonstration aids, power point presentation. Electronic copies of the handouts and any other paper materials can be printed for immediate use at the CRS office in Addis Ababa. Translation of handouts to local languages can be done in the locality of the assignment, if needed.
* If required, simple training aids like flip charts, markers or tapes can be collected from the CRS office in Addis Ababa prior to travel to the assignment place. The volunteer can use a laptop and projector for power point presentations.
* F2F program recommends that the volunteer may read about ATVET system in Ethiopia
* The training will be conducted at the college compound and at the college farm.
* 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. The afternoon temperature of Kombolcha is warm year-round.
1. **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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| **CRS Baltimore** |
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1. Kebele: town/village [↑](#footnote-ref-1)