

**Farmer-to-Farmer East Africa**

**Volunteer Assignment Scope of Work**

**NOTE: SCOPE OF WORK AWAITING FINAL EDITS**

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| **Summary Information** | |
| Assignment Code | ET47 |
| Country | Ethiopia |
| Country Project | Grain Crops Production and Sector Support |
| Host Organization | Ardayta Agricultural, Technical and Vocational Education and Training (ATVET) College |
| Host Partner | Ministry of Agriculture, Office of ETVET colleges |
| Assignment Title | Soil fertility management training |
| Assignment preferred dates | Late September – October 2015 |
| Objective assignment | * Train students on soil fertility management practices and principles * Develop TOT guidelines on soil fertility management |
| Desired volunteer skill/expertise | * Graduate knowledge/skills and experience in soil science and soil fertility management * Experiences in agricultural learning institutes, especially in farmers’ cooperatives schools |

1. **BACKGROUND**

The Agricultural, Technical and Vocational Education and Training (ATVET) colleges train development agents (DAs) to work in Farmer Training Centers (FTCs) to enhance the knowledge base and skills of farmers and thereby provide the institutional framework for increasing the efficacy of agricultural extension services in Ethiopia. ATVETs seek to produce mid-level, skilled, and competent agricultural DAs who will then teach farmers at FTCs. The ATVET colleges provide a three-year diploma program in one of five disciplines: Animal Science, Animal Heath, Agricultural Cooperatives Development, Natural Resources, and Plant Science. All ATVETs offer Animal Science, Natural Resources, and Plant Science.

Farmers’ cooperatives in Ethiopia work with members’ smallholder farmers to improve the productivity and competitiveness of key agricultural sectors to improve farmers’ incomes and ensure greater food security in the country. Cooperation is an age-old tradition that runs through the fabric of Ethiopian society. For centuries, the spirit of self-help has been an integral part of farming communities. However, despite the existence of many agricultural cooperatives in Ethiopia, smallholder farmers continue to be under served, exploited and marginalized. These aggravate the country’s food and nutrition insecurity situation.

Most farmers in Ethiopia are smallholder farmers whose average land holding is less than a hectare per household[[1]](#footnote-1). These farmers are either organized in a cooperatives or individually striving to lead their livelihoods in mixed agricultural production system, which mainly constitute the crop and livestock sectors. From the crop production sector, grain crops production is the most important integral component of agriculture and food security in Ethiopia. Low innovation of agricultural mechanization technologies could also be emanated from the lower service of mechanization itself and the fragmented system of cultivation. If services to smallholder farmers are available, technologies would be innovated better where farmers’ cooperatives are better option for service delivery than individualism.

The human elements of agriculture and cooperative development are linked with low number and quality skills of the human resources serving the smallholders farmers. Development Agents (DAs) and Cooperative Agents (CAs) are the major ones in supporting the large base (85%) of the smallholder farmers of the Ethiopian agriculture. Limited flows of the agricultural knowledge/skills and technologies in all aspects of agriculture including soil fertility management to the large domains of the farming communities are critical. Therefore, increasing the volume and quality of the skilled man power of candidate CAs in soil fertility management of agricultural crops, and improving the efficiency and quality of the learning and teaching environment in ATVET colleges such as the Ardayta ATVET would be paramount.

Such intervention to improve the quality of the candidate CAs is in compliment to the decision made by the government in establishing good number of Agricultural, Technical and Vocational Education and Training (ATVET) colleges in different parts of the country. In terms of teaching modality, most ATVET colleges pursue modular coursing system where subsequent courses are arranged one after the other in which next course will be open after completion of the former course; one course lasts after a period of 20-30 days.

ATVETs train development agents (DAs) to work in Farmer Training Centers (FTCs) to enhance the knowledge base and skills of farmers and thereby provide the institutional framework for increasing the efficacy of agricultural extension services. ATVETs seek to produce mid-level, skilled, and competent agricultural DAs who will then teach farmers at FTCs and are also recruited by the regional Bureaus of Agriculture of the Ministry of Agriculture and assigned at kebele[[2]](#footnote-2) and/or cooperative levels to work for the grassroots’ farming communities. The ATVET colleges provide a three-year diploma program in one of five disciplines: Animal Science, Animal Heath, Agricultural Cooperatives Development, Natural Resources, and Plant Science. All ATVETs offer Animal Science, Natural Resources, and Plant Science. Ardayta ATVET College is one of the several ATVET colleges.

1. **ISSUE DESCRIPTION**

Soil fertility management, limited use of agricultural inputs and low knowledge on soil fertility management principles and practices contribute to yields that are lower than would otherwise be expected.

Many parts of Ethiopia faces a wide set of soil fertility issues that require approaches that go beyond the application of fertilizers. Core constraints include top soil erosion; acidity affected soils, significantly depleted organic matter due to widespread use of biomass as fuel, depleted macro and micro-nutrients, depletion of soil physical properties and limited intercropping practices. Weak linkage between research and extension also inhibit the adaptation and adoption of improved practices by smallholder farmers.

The Ardayta ATVET College pursues three interrelated pillars: education/training; farmers’ cooperative assessment and on-farm demonstration; and farming community service. Under the education and community service pillars, the College has requested volunteer assistance in soil fertility improvement. The College identified limited skills and knowledge on integrated soil fertility management as contributing significantly to the low yields among other challenges accruing from organic matter depletion and soil erosion. The volunteer specialist will train the targeted staff, intern students and adjacent smallholder farmers on fertility management techniques and practices.

1. **OBJECTIVES OF THE ASSIGNMENT**

The objective of this particular volunteer assignment is to train and technically assist the targeted beneficiaries on integrated soil fertility management techniques for improved and sustainable production of crops. The assignment main aim is to transfer skills and knowledge on soil fertility management to junior local instructors and cooperative students/candidate CAs of Ardayta ATVET College. This will be conducted in form of lectures, practical demonstrations, workshops, seminar and any other method that volunteer and the college determine to be the best suited for this purpose. The volunteer jointly with the target students and lecturers can also plan to visit at least one nearby farmers’ cooperative to observe and practically discuss about soil fertility and management issues with member farmers.

The beneficiaries of this assignment will be expected to be more than 100 cooperative students and more than ten junior cooperative lecturers of the college. If time permits, adjacent farmers will be visited for training and technical assistances on soil fertility management.

Anticipated training topics include but are not limited to the following;

* Importance of soil and the bases of soil science,
* Factors influencing soil fertility and its management,
* Organic manures, natural and chemical fertilizers,
* Nutrient requirements for agricultural crops,
* Nutrient deficiency symptoms and suitable corrective measures,
* Timing of manure and fertilizer applications,
* Soil and water conservation measures,
* Compost preparation and recommended application, etc.

**Host contribution** – The Ardayta ATVET College will select and determine the attendances of the said junior lecturers and cooperative students/candidate cooperative agents. Prior to lecturing hours, the College will provide the volunteer with the course topics and outlines where the volunteer will integrate into her/his prior prepared training and advising materials from overseas. The college will also ensure that the necessary class rooms and local training aids and other teaching materials are in place. The host will also provide the volunteer with guesthouse (subsidized fee) and facilitate the volunteer for meal services. The college will also assign a focal person who can guide and facilitate the volunteer specialist during the assignment period. The host will also provide office space and office furniture as well as vehicle if any travel is required during the assignment duration. Fuel and any other essential costs of this assignment incurred for the volunteer can be reimbursed against receipts and financial procedure of CRS.

1. **ANTICIPATED RESULTS FROM THE ASSIGNMENT**

It is anticipated that the volunteer transferred up-to-dated technologies and overseas’ experience to the junior cooperative lecturers and students/candidate CAs in a forms of lecture, workshop, seminars, and/or practical means including lab and fieldworks.

The anticipated deliverables that can be accomplished by the volunteers can also include:

* Initial presentation done (outlines of topics of the course, plan, approach, etc),
* Soil fertility management training modules or handouts prepared and submitted
* Reports with recommendation submitted
* Outreach activity conducted at the end of the assignment
* Presentation to CRS staff and USAID;
* Outreach events conducted in the US.

1. **SCHEDULE OF VOLUNTEER ACTIVITIES IN ETHIOPIA**

**SCHEDULE MUST BE NO MORE THAN 20 DAYS DUE TO CURRENT VISA ISSUES.**

| **Day** | **Activity** |
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| Day 1 | Arrival into Ethiopia. The volunteer will be met by a hotel pick CRS’s client hotel with a placard bearing “**CRS logo and volunteer name”**. |
| Day 2 | * Briefing meeting at CRS office with CRS F2F staff, briefing on logistics and itinerary of the trip and discuss anticipated outcomes and work plan; * Meet with Ministry of Agriculture (General Manager Office of the ATVET colleges) for introduction and expectations |
| Day 3 | * Travel to Ardayta College (290 km to the south-east of Addis Ababa) * Setup with guesthouse and other logistics |
| Days 4 | * First hand briefing on outlines of topics of the course, plan, approach, etc, and adjust the topics as required. * Work planning discussion with the staff of the College * Acquainted with the existing curriculum and course topics of the department and the instructing modalities of the College through integrating volunteer prepared course and lesson plans. * Prepare course/training and plan with the local associate of the college to proceed with the assignment (lecturing, seminar, workshops, advising, etc) |
| Day 5-7 | Conduct the assignment according to an agreed schedules and modality of lecturing, advising, seminar, etc |
| **Day 8** | **Rest day** |
| Days 9-14 | Continue conducting the assignment (training/academic and practical) |
| **Days 15** | **Rest day** |
| Day 16-21 | Continue conducting the assignment (training/academic and practical) |
| **Day 22** | **Rest day** |
| Day 23-24 | Continue conducting the assignment (training/academic and practical) |
| Day 25 | * Wrap up sessions that emphasize key concepts of the assignment: the college evaluates the assignment and discusses final report recommendations with the volunteer. * Group presentation to the host in the presence of CRS F2F staff |
| Day 26 | Travel back to Addis Ababa |
| Day 27 | * Debriefing at CRS office with USAID Mission and CRS staffs. * Submit all reports, return logistic items and complete all required activities * Depart for USA (**evening hours**) |
| TBD | Conduct outreach activity when back in the US |

1. **DESIRABLE VOLUNTEERS SKILLS**

* Graduate in soil science or soil fertility management, or related fields and experience in educating or advising on cooperative agents of farmers’ cooperative organizations
* Demonstrative experience in agricultural education/learning institutes and/or universities in the US and/or other African agricultural universities,
* Ability and preparedness to use relevant teaching aids and audiovisuals,
* Demonstrated experience in advisory, research and laboratory work, emphasizing agribusiness development and farmers’ organizations (cooperatives)
* Good communicator and interpersonal skills

1. **ACCOMMODATION AND OTHER IN-COUNTRY LOGISTICS**

* Before travelling to the host at the assignment place, the volunteer will stay in Addis Ababa at one of the CRS’s client hotels that will be booked and confirmed before the arrival date.
* In Addis Ababa, the hotel usually has 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 will be provided to the volunteer. CRS Ethiopia will provide the volunteer with a laptop computer, local internet dongle (modem/EVDO) and mobile phone with 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 arrange transport service and accompany the volunteer to the place of assignment.
* During her/his assignment period, the volunteer will be booked and stay in the guesthouse of the host.
* CRS Ethiopia will cover the lodging bills against receipts.
* CRS HQ will provide the volunteer with a per-diem advance to cater meals.
* CRS Ethiopia will also reimburse the volunteer with laundry costs against receipts. Before departing from Ethiopia, the volunteer will also liquidate if s/he received any advances in Ethiopia.
* For more information, please refer to country information that will be provided.

1. **RECOMMENDED ASSIGNMENT PREPARATIONS**

* Prior to travel, the volunteer will be advised to prepare necessary training and demonstrating aids and written handouts. Softcopies of the handouts and any other paper materials can be printed for immediate use at either offices of CRS or Care Ethiopia in Addis Ababa on request by the volunteer.
* If the volunteer requires use of simple training aids like flip charts, markers, masking tapes, etc, s/he should make the request and collect from either office at Addis Ababa prior to travel to the assignment place.
* Translation of handouts to local languages can be done in the locality of the assignment, if shortly required. Depending on the meeting places, the volunteer may use a laptop and projector for power point presentations.

1. **KEY CONTACTS**

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1. *Paul Dorosh and Shahidur. 2012. “Food and Agriculture in Ethiopia.” Progress and policy challenge*  [↑](#footnote-ref-1)
2. *Kebele is the lowest administrative structure of Ethiopia, below district or woreda level.* [↑](#footnote-ref-2)