

To express interest in this assignment, email: Maria Figueroa at maria.figueroa@crs.org



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

Summary Information	
Assignment Code	UG259
Country	Uganda
Country Project	Livestock Country Project
Host Organization	Kamuli District Farmers Association (KDFA)
Assignment Title	Animal Nutrition
Assignment preferred dates	April-May, 2021
Objectives of the assignment	Provide a refresher training to animal health community workers in Kamuli district in animal nutrition as a basis of improving animal production and productivity in Kamuli district.
Desired volunteer skill/expertise	This assignment will be accomplished through pairing a US volunteer with a local volunteer both having: <ul style="list-style-type: none"> • Specialized expertise in dairy nutrition • Formal qualifications in livestock production/management or Pasture Agronomy and Animal nutrition or Dairy management • Wide experience with small holder dairy production systems in developing countries is desirable
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 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 Uganda, F2F program focuses its technical interventions in the livestock and agribusiness value chains.

Kamuli District Farmers Association (KDFA) founded in 1992 in greater Kamuli district is a membership organization affiliated to Uganda National Farmers' Federation (UNFFE) and the Kamuli NGO forum. The organization is legally registered under Kamuli district local government and UNFFE with a total membership of 3,840 (1840 female, 2000 males, and 901 youth) members spread all over the district in the 13 sub counties and municipality, registered in 90 Rural Producing Groups (RPGs). The association acts as an umbrella organization for all farmers in Kamuli district and offers various services to members including agriculture extension trainings, through collaboration with private sector actors to set up demonstration sites, dissemination of market information and market linkages, and offer maize shelling services to the community.

B. Issue Description

Broadly, there are two livestock production systems in Uganda namely: the traditional system and the Intensive/semi-intensive systems with a high degree of well- integrated crop and livestock. The traditional system, characterized by minimal inputs and correspondingly small outputs, depends on natural grazing and local breeds. Intensive and semi-intensive systems on the other hand, involve some 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.

Forage resources in Uganda range from the traditional system, where extensive natural grasslands support semi-nomadic pastoralist and unfenced communal grazing, to the intensive/semi-intensive system, where the farm perimeter is fenced with paddocks of natural or planted grasses. This fencing helps to control tick-borne diseases while also enabling better pasture management. Commercial ranching is based on extensive grazing and is so far the cheapest system of beef production. There is also a growing interest in intensive and semi-intensive beef and dairy cattle production, in which improved breeds (i.e. exotic and cross breeds) are mostly kept under intensive management on small and medium sized farms under zero grazing. Additionally, it is now common to combine crop and livestock production whereby the two enterprises complement each other. In fact, mixed farming is the most common smallholder dairy system in the southwest, central, and southeastern regions.

Despite the noticeable progress in the development of the livestock sector and the dairy subsector in the country, these are still faced with several limitations. 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; inadequate feeding due to shortage of quality and quantity of fodder particularly during the dry season; lack of access to high quality seed and vegetative planting material and the high cost of production in the intensive systems resulting in low returns. These limitations are exacerbated by the widespread low literacy levels among most livestock farmers which hinders the adoption of improved technologies. The sector is further constrained by the poor market outlets for milk (due to a poor rural road network and near absence of rural electrification). Livestock members are constantly struggling with these challenges which has resulted in persistently low animal productivity, and the still existent poor perception among farmers about modern technologies such as feed supplementation rather than a reliance on open grazing, lack of knowledge on the nutrition value of various pastures as part of feeding, fodder preparation and preservation for dry season feeding.

Many small holder farmers lack knowledge of improved feeding practices as most herds graze freely on unimproved pastures with little supplemental feeding. This has been worsened by the low extension staff to farmer ratio with almost negligible livestock extension service reaching the small holder livestock farmer. This leads to low productivity and low-income earnings for livestock farmers. Nearly 85% of the lush pasture that grows during the rainy season goes to waste at the onset of the dry period since there is minimal preservation. The dry seasons have become consistently longer in the last few years due to effects of climate change. Smallholder producers also lack knowledge of dry season feeding and animals are left to overgraze, which contributes to soil erosion, land degradation and loss of valuable natural species.

Over 85% of small holder livestock farmers live in the rural areas with an extension agent to farmer ratio of 1:5,000. Many animal health experts reside in the urban centers. The F2F program can strengthen the capacity of extension system by providing trainings to district Community Animal Health Workers (CAHWs) and para-vets in disease recognition, reporting and the provision of basic animal health care

services, proper animal care and management at district administrative units to support local government veterinary extension officers.

Therefore, KDFA is seeking for F2F volunteer technical support provision of refresher trainings to district veterinary extension personnel in areas of best practices in managing animal as one of the bases to enhance animal productivity.

C. Objectives of the Assignment

The main objective of this assignment is to provide a refresher training to animal extension workers from both the local government and other development partners on animal nutrition through feed supplementation, fodder and pasture management for dry season feeding to achieve improved animal productivity.

Specific assignment objectives include:

- To teach animal extension workers how to establish pastures for making hay/silage
- To train animal extension workers on proper hay/silage making and preservation techniques for dry season feeding
- To train animal extension workers how effectively they can use crop residues to feed their animals at different stages (Calves, Heifers, lactating animals and pregnant cows or dry cows)
- Teach animal extension workers about feed supplementation
- To train animal extension workers dairy farmers on feed ration formulation, and how to effectively apply recommended feeding and watering regimes with emphasis on dry season feeding
- Develop a manual for best practices in dairy nutrition

Target audience:

The anticipated participants for this training are the subcounty animal extension workers, TOTs, and interested representatives from the different animal farmer groups. Members of various sub county local government staff are also expected to attend the training. Trainings are usually conducted in centralized venues which will be agreed upon by the host, putting in consideration reduced transport costs for the participants. The venues vary from host office, cooling center, classrooms, local church, and the town council hall or under the tree, depending on accessibility.

Host contribution – KDFA will work with Kamuli district local government to mobilize all animal extension workers for the refresher training. KDFA 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.

Working relationship between US volunteer and local volunteer

Both the US and local volunteers review the scope of work and understand the assignment objectives. During the first connection call, the two volunteers are virtually introduced by a member from the Uganda

F2F team, jointly they agree on modalities/approaches of executing the assignment, including the frequency of check in calls.

Next, the US volunteer pre-designs a step-by-step approach with appropriate tools/templates that are discussed and finalized with input from the Local volunteer. The Local volunteer executes each step, shares results, and together they determine how to execute the next step, adjusting the tools/templates as required. The Local volunteer should be willing to listen to and accept input/guidance from the US counterpart who is off site and share decision making.

On site, the local volunteer will capture a snapshot of the host situation on ground in line with the assignment and building on the scope of work information and share this with the US counterpart. The US volunteer reviews relevant data/observation/information collected by local volunteer, clarifies findings through email/skype/zoom or WhatsApp, together they determine appropriate/needed/doable intervention(s). US volunteer revises interventions steps accordingly and submits to local volunteer and the intervention plan is discussed and finalized. The assignment commences with local volunteer taking lead on ground following the agreed intervention plan and with an agreed periodic check-in for the entire duration of the assignment. Based on emerging ground situation, the local volunteer together with the US volunteer will develop materials/tools/templates to address the host needs being careful not to divulge from the scope of work objectives and deliverables.

Whenever possible, the local volunteer should use the most suitable communication platform (Zoom/WhatsApp/Skype) with the US counterpart to directly engage with key members of the host organizations (Board and management/company owners) on assignment related discussion and evaluation of progress. This collaboration is expected to continue throughout the assignment period and update the host country and HQ recruiter of the progress.

Reporting is jointly done using the provided templates and submitted to CRS. Both US volunteer and local volunteer will be invited for a debrief meeting with USAID local mission. This will mark the end of the joint assignment. However, as always, both volunteers are encouraged to keep in touch with the host and where necessary post assignment. The field office or HQ office can offer any support for the follow up that may be needed.

D. ANTICIPATED RESULTS FROM THE ASSIGNMENT

The refresher training will help improve herd nutrition skills that will increase productivity, incomes, and wellbeing of the farmers in terms of health.

1. Better pasture management practices among the dairy farmers
2. Increased ability by dairy farmers to cope with feed shortages during the dry season
3. Increased adoption of improved (dairy) nutrition practices among dairy farmers
4. Overall increased performance of livestock during the dry season

The anticipated deliverables include:

- Trainings conducted and people trained

- Training guidelines/manual developed
- Debriefing with USAID and in country group presentations after assignment
- Field trip report and expense report

E. Schedule of Volunteer Activities in Uganda

Day	Activity
Day 1	Travel from home to CRS office for introductions and briefings including host brief, logistics and expectations and anticipated outcomes. Any necessary hand-outs will be prepared at CRS offices.
Day 2	Travel to Kamuli district to commence the assignment. In the afternoon, CRS introduces the volunteer to KDFA management team. Together with CRS and the management, the volunteer will review and finalise the work-plan. The action plan should include group presentations to be done after the assignment.
Days 3-13	Refresher training to local district extension animal workers in their sub counties (at least 4) with ToTs.
Day 14-17	Train the staff and local district animal extension workers
Day 18	Wrap up the meetings with representatives from the different groups trained, the board and management of KDFA, discuss the report and final recommendations
Day 19	Debriefing at CRS office with USAID Mission and CRS staff. Volunteer will finalize his/her reporting at CRS office and fill out all necessary M&E forms as well finalize advances and expenditures with finance.
Day 20	Depart for home
TBD	Outreach event in the home area

F. ACCOMMODATION AND OTHER IN-COUNTRY LOGISTICS

In Kamuli, the volunteer will stay at Century Hotels Ltd which is located within Kamuli town.

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 for home.

Host contribution – KDFA has committed to do translation and to mobilize the members to the trainings to be conducted by the volunteer. KDFA personnel will work closely with the volunteer, during the preparations and actual trainings, to ensure that key staff are trained and will continue training other farmers even after the assignment is completed. The host will cost share with CRS on volunteer field transport.

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 oil seeds subsector, production, and management systems in Uganda. 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.

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