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FARMER TO FARMER
The USAID John Ogonowski and Doug Bereuter Farmer-to-Farmer Program



CRS Farmer-to-Farmer Program Assignment Scope of Work

To express interest in this assignment please email chi.olisemeka@crs.org

Summary Information				
Assignment SOW Code	UG-306			
Country:	Uganda			
Country Project:	Agribusiness Development			
Host Organization:	Kyeyo Farm Limited			
Partner:	European Union (for coffee production), Makerere University (for animal health management). Diversey (supplier of cleaning material based in Kenya).			
Assignment Title:	Poultry breeding			
Objectives of the assignment:	To provide training on the multiplication of parent stock and promote best hatchery management practices among the new team.			
Assignment preferred dates:	July 1, 2024			
Desired volunteer expertise:	<ul style="list-style-type: none"> • Poultry breeding expertise, experience in hatchery management for layer birds and general poultry farm management. • Hands-on skills in running poultry breeding operations is a must. 			
Type of Volunteer Assistance:	P Processing/Technology Transfer			
Type of CSA Activity	N Not applicable			
PERSUAP Classification ¹ :	III			
Approx. number of people to be trained ² :	Men (30+)	Women (30+)	Male Youth (15-29)	Female Youth (15-29)
	0	0	4	2

Host Information	
Date of completion of baseline & capacity development plan data collection:	May 8, 2024

¹ USAID precisely classifies PERSUAP in four categories: PERSUAP Type I assignments make recommendations on the use of specific pesticides; Type II assignments provide advice on the safe and effective use of pesticides; Type III assignments do not involve the use of pesticides in any way; and Type IV assignments are associated with other USAID projects and collaborators and are likely to be covered by those projects' PERSUAPs.

² CRS may invite non-host member participants to attend the training or invite volunteers to give a lecture or training session to a university or relevant professional association. Numbers to be confirmed.

Date of host agreement signing:	May 8, 2024
No. of previous assignments:	(2018-23): 3 assignments. <i>Assignment titles</i> <ul style="list-style-type: none"> • Poultry waste management • Cashew nut agronomy • Poultry feeding
Recommendations given (Total):	10
Recommendations applied (Total):	10
Name of ToT trainee (if already identified)	Gloria Kizza (head of the poultry unit) and Mike Reagan Keya (overall supervisor for dairy and poultry units)

Gender, youth and climate considerations ³	
Gender Sensitivity:	If yes, how? If no, why not?
1.1 Are there particular barriers to women’s participation in the value chain associated with this assignment topic? If so, how can the assignment address the particular barriers women face?	Yes, women have limited skills in poultry breeding and management. The assignment will provide the skills.
1.2 Are there particular barriers to men’s participation in the value chain associated with this assignment topic? If so, how can the assignment address the particular barriers men face?	Yes, men have limited skills in poultry breeding and management. The assignment will provide the skills.
2.1 How does the assignment contribute to increasing the capacities of women?	Through knowledge and skills provided by the volunteer, women’s capacities in parent stock breeding and hatchery management will be enhanced.
2.2 How does the assignment contribute to increasing the capacities of men?	Through knowledge and skills provided by the volunteer, men’s capacities in parent stock breeding and hatchery management will be enhanced.
3.1 How does the assignment motivate women to participate?	The host will inform heads of department about the training opportunity and invite and encourage women to participate in the

³ Refer to the annex section for the guidelines on answering the questions, along with examples.

	training. Prior to the assignment, women will be gathered to discuss the benefits of the training and how the training will ensure women have equal competitive advantage to men.
3.2 How does the assignment motivate men to participate?	The host will inform heads of department about the training opportunity and to invite and encourage men to participate in the training that will offer or improve their on-job skills. Prior to the assignment, women will be gathered to discuss the benefits of the training and how the training will ensure men have equal competitive advantage as women.
4.1 How have the assignment's logistics been organized in a way that facilitates women's participation? If no logistical arrangements have been made yet, how can they be organized to facilitate women's participation?	Transport and meals will be provided by the host. Daily routine work expectations will be relaxed to allow time for training. Also, flexibility in terms of start time and duration (hours) of training in case of any urgent issue that is work related to be addressed. The training venue will be at the workplace.
4.2 How have the assignment's logistics been organized in a way that facilitates men's participation? If no logistical arrangements have been made yet, how can they be organized to facilitate men's participation.	Transport and meals will be provided by the host. Daily routine work expectations will be relaxed to allow time for training. The training venue will be at the workplace.
Youth Empowerment:	
1.1 Are there particular barriers to female youth's participation in the value chain associated with this assignment? If there are, how can the assignment address the identified constraints of the female youth?	The main barrier to female youth's participation in the value chain is lack of skills, which the assignment is addressing.
1.2 Are there particular barriers to male youth's participation in the value chain associated with this assignment? If there are, how can the assignment address the identified constraints of the male youth?	The main barrier to male youth's participation in the value chain is lack of skills, which the assignment is addressing.
2.1 How does the assignment contribute to increasing the capacities of female youth?	Knowledge and skills from the volunteer assignment will go a long way to help female youth master their jobs at Kyeyo.

2.2 How does the assignment contribute to increasing the capacities of male youth?	Knowledge and skills from the volunteer assignment will go a long way to help male youth master their jobs at Kyeyo.
3.1 Are there particular barriers that might prevent female youth from participating in and benefiting from this assignment? How has the assignment been planned to remove those barriers?	There are no barriers to female youth that might prevent them from benefiting from the assignment training.
3.2 Are there particular barriers that might prevent male youth from participating in and benefiting from this assignment? How has the assignment been planned to remove those barriers?	There are no barriers to male youth that might prevent them from benefiting from the assignment training.
Climate Change	If yes, how? If no, why not?
Will the assignment address climate change? (Yes/No) If yes, please include this in the issues description. How does this assignment plan to address the issue of climate change?	No. The assignment focuses on poultry breeding and hatchery management.

A. BACKGROUND

1. Farmer-to-Farmer Program (F2F)

The CRS Farmer-to-Farmer program (F2F) is a five-year (2023-2028) USAID-funded program that provides technical assistance to farmers, farm groups, agribusinesses, and other agriculture sector institutions in developing and transitional countries to promote sustainable improvements in food security and agricultural processing, production, and marketing. The main goal of the program is to generate sustainable, broad-based economic growth in the agricultural sector through voluntary technical assistance. A secondary goal is to increase the U.S. public's understanding of international development issues and programs and international understanding of the U.S. and U.S. development programs.

F2F volunteers are pooled from a broad range of US agricultural expertise including private farmers, university professors, bankers/certified accountants, animal health and nutrition specialists, soil scientists, and agronomists who can provide technical assistance to the local host organizations. The program introduces new innovations and skills to develop local organizations' capacity to participate in more productive, profitable, sustainable, and equitable agricultural systems while providing an opportunity for people-to-people exchange within the agricultural sector.

When the COVID-19 global pandemic broke out, CRS F2F introduced a paired remote volunteer (PRV) model whereby a US volunteer who does not travel provides remote support to a local/national volunteer who carries out the assignment in person. This model is still used for up to 10% of assignments.

For the 2023-2028 round of F2F, CRS is taking a gender-sensitive approach to programming, which includes conducting a gender assessment of each host prior to initiating assignments. CRS is also asking each host to

identify at least one person to be a key trainee (under a Training of Trainer [ToT] model) for each assignment in the hope that this person will be able to replicate the training in the future. The volunteer report format will ask you to name the trainee (if there was one) and comment on their level of engagement.

The CRS F2F program in Uganda has identified Agribusiness Development and Nutrition as the topics of its assignments. These are known within F2F as 'Country F2F Projects.' The agribusiness development country project includes developing sustainable and resilient production systems (improved seed and other essential inputs, postharvest losses and value addition, climate change adaptation), and building the capacity of agribusinesses and cooperatives (business planning and management, market information, linkages, private sector engagement, entrepreneurship, organizational constraints). CRS has identified enterprises engaged in crop production, livestock, poultry, apiary, and aquaculture as areas to be supported under the agribusiness development project. The nutrition country project includes nutrition awareness, nutrition sensitive agriculture, product diversification, recipe preparation, safer uses and application of pesticides, food processing and preservation, and organizational constraints. CRS F2F's working geographic zones in Uganda are Buganda region, Acholi region, Ankole region, Busoga region and Bugisu region. Requests to work in other locations or on sub-sectors that fall outside of the two identified Country F2F Projects are sometimes considered but are seen as exceptions.

2. About the host organization

Kyeyo Farm is a private enterprise located 23 miles (37 km) west of Kampala in the vicinity of Kakiri. It is owned by Mrs. Lucy Mbonye. The farm was established in 2014 and sits on a total land area of 400 acres. The land is utilized for various farming activities, including pasture production for hay and silage. The farm has 243 improved (Friesian breed) dairy cows comprising 63 milking cows, 19 dry herds and the remainder being young stock, including calves. The farm also boasts a piggery, improved (hybrid) goats, ducks/geese, over 50,000 layer-birds, and 20,000 broiler parent stock.

The farm employs 181 workers in its poultry, dairy and piggery units. Milk production currently averages 19-22 liters per cow per day, totaling 800 liters daily. Milking is performed using automated milking equipment. The farm continues to grow steadily with the recent introduction of a battery cage system of poultry rearing to accommodate more birds and improve management.

Kyeyo Farm has established a poultry hatchery unit to produce day-old chicks. The hatchery has an operational capacity of 30,000 eggs per production shift, which helps to address their own supply issues while also supplying day old chicks to neighboring poultry farmers. Coupled with reduced transport costs for neighboring farms, demand for day-old chicks is exceeding supply.

CRF F2F sees Kyeyo Farm as significantly contributing to growth in the poultry subsector, specifically in raising both layer and broiler parent stock. This ensures the local availability of seed stock primarily to meet the farm's own needs and, secondarily, those of smallholder farmers within the locality, ensuring the availability of good quality chicks.

B. ISSUE DESCRIPTION

Despite its investment in hatchery operations, the farm is limited in its technical capacity to effectively manage the hatchery, particularly in raising parent stock to produce fertilized eggs that hatch into day old chicks. The staff lack the necessary skills to mate parent stock to produce fertile eggs that hatch to become the next generation of commercial laying hens. In addition, the farm's staff do not know how to operate the recently installed equipment.

As a result of the identified knowledge gaps, Kyeyo Farm is requesting F2F technical assistance to help train its staff on good hatchery management practices and how to care for delicate parent stock. Specific areas of technical assistance include – but are not limited to – general knowledge on hatchery management, egg selection, egg setting, and issues of biosecurity related to hatching.

Kyeyo Farm has designated four male youth and two female youth to be trained. Providing this technical assistance will contribute to addressing the constraints related to production such as inadequate access to improved seed stock and lack of knowledge and skills. CRS will seek to organize a short (half-day) training with another non-Kyeyo Farm group to increase the number of people benefiting from the volunteer's technical assistance.

C. OBJECTIVES OF THE ASSIGNMENT

The general objective of this volunteer assignment will be to provide knowledge and skills on how to raise broiler and layer parent stock which produce fertilized eggs. The specific objectives are as follows:

- Train hatchery staff in raising parent stock.
- Assess the challenges related to the entire hatchery operation.
- Provide possible solutions to the identified challenges.
- Develop simple standard operating procedures (SOP) that can be used as a guide to streamline operations and improve production efficiency.
- Train hatchery staff on the developed SOPs, and provide refresher training on equipment operation, trouble shooting, and biosecurity issues.

D. HOST CONTRIBUTION

The host will provide transportation back and forth between the volunteer's place of accommodation and the training site on a daily basis. The host will also provide office space for the volunteer during the assignment, training materials like stationary and any other practical material as required by the volunteer.

In addition, Kyeyo Farm identified Gloria Kizza and Ragan Mike Keya as personnel to work closely with the volunteer during preparations for the trainings and in the implementation of the trainings themselves to ensure that, as key staff, they can train other members of the organization after the assignment has been completed.

E. ANTICIPATED RESULTS FROM THE ASSIGNMENT

The anticipated outcomes of the assignment are:

- Kyeyo Farm is provided with a road map to address challenges in raising parent stock and promoting best practices in hatchery operations.
- Improved hatchery operations at Kyeyo Farm, contributing to increased production of day-old chicks for the farm’s own use and sale to other poultry farmers. (This will translate into increased sales and income for Kyeyo Farm and its clients.)
- A simple SOP guiding manual is developed to help to build Kyeyo farm’s capacity to carry on training the entire current and future staff, while also helping other organizations to address hatchery challenges.

F. DELIVERABLES

The anticipated deliverables accomplished by the volunteer include:

1. Volunteer’s final report with recommendations (due before departure from Uganda).
2. Group presentation with the host, local stakeholders, and the CRS F2F team at the end of the assignment.
3. A minimum of 3 volunteer outreach activities in the US and/or in-country using appropriate media (print, radio, TV, group presentations, social media, etc.)
4. A Standard Operating Procedures training guide or manual

G. DRAFT SCHEDULE OF VOLUNTEER ACTIVITIES IN COUNTRY

Days	Activity
Day 1	<ul style="list-style-type: none"> • Arrival at Entebbe International Airport (EBB); pick-up by Fairway Hotel shuttle. • Check-in at <u>Fairway Hotel</u>, Kampala. <p>NB: If you encounter any difficulties, please request assistance from airport staff to call George Ntibarikure (WhatsApp or phone) at 0772472103 or Robbinah Hakiza at 0772490897.</p>
Day 2	<ul style="list-style-type: none"> • Rest day in Kampala
Day 3	<ul style="list-style-type: none"> • At 8:00am, the volunteer will be picked up at the hotel by George Ntibarikure and taken to the CRS office for introductions and briefings. • The volunteer will be briefed by the F2F team about the host and discuss with the team the related logistics and anticipated outcomes of the assignment. • The volunteer may also prepare assignment-related materials while at the CRS office. • Following the briefing, the volunteer will travel to Wakiso accompanied by the F2F team members to start the assignment. • Welcome and introduction to the Kyeyo Farm team.
Day 4-14	<ul style="list-style-type: none"> • The volunteer carries out the training, working directly with the host organization.
Day 15	<ul style="list-style-type: none"> • Debrief/exit meeting with the host in the presence of CRS staff.
Day 16	<ul style="list-style-type: none"> • In-country/virtual debrief with CRS staff and/or USAID Mission. • Reimbursement of expenditure and liquidations (if any) with the finance department, as required.

	<ul style="list-style-type: none"> • Submission of volunteer reports, training attendance sheets, assignment reports, PPT presentations and any reference materials to the CRS F2F team. • The volunteer departs for the US.
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H. DESIRABLE VOLUNTEERS SKILLS

- Formal qualifications in poultry breeding
- Experience in training commercial poultry farmers in raising parent stock and best hatchery management practices.
- Experience in developing hatchery standard operating procedures.
- Ability to adapt to working conditions in developing countries.
- Strong communication and interpersonal skills.
- Good adult facilitation skills.
- Knowledge of gender and age issues as they relate to the volunteer’s assignment (preferred not required).

I. ACCOMMODATION AND ANOTHER IN-COUNTRY LOGISTICS

- For the duration of the assignment the volunteer will be booked into one of CRS’s client hotels, Fairway Hotel www.fairwayhotel.co.ug in Kampala. The hotel will be booked and confirmed before the volunteer’s arrival. The hotel includes services such as airport pickup and drop-off, breakfast, wireless internet, etc.
- CRS Uganda will cover the costs of lodging against receipts. CRS HQ will provide the volunteer with a per diem advance to cover meals and incidentals.
- All required materials such as reading materials, flip charts and markers will be prepared ahead of time and will be provided to the volunteer.
- CRS Uganda will provide the volunteer with a laptop computer (if s/he needs one), 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. CRS will provide a vehicle and accompany the volunteer to the location of the assignment.
- Security information will be provided by the CRS Uganda security focal person at the CRS Kampala office on Day 3.

J. ASSIGNMENT PREPARATION RECOMMENDATIONS

Training Materials and preparation

- While CRS F2F has crafted the SOW, the volunteer can enhance it further leveraging their professional expertise to effectively execute this assignment.
- Prior to the assignment, the volunteer is advised to prepare the necessary training and demonstration aids and written handouts. Soft copies of the handouts and any other paper materials can be printed for immediate use at the CRS office in Kampala on request by the volunteer.

- CRS will arrange a connection call between the volunteer and the host prior to the volunteer's departure from the US. At this point, all parties will review and confirm the objectives of the SOW.
- If the volunteer requires simple training aids like flip charts, markers, or tape s/he should make the request and obtain the materials from the CRS office in Kampala prior to traveling to the assignment site.
- Handouts can be translated into the local language in the locality of the assignment, if required.
- Depending on the training location and availability of electric power and an LCD projector, the volunteer may be able to use a laptop and projector for PowerPoint presentations.

Training Participant demographics

Kyeyo Farm currently employs 6 local staff in the hatchery unit, comprising 4 males and 2 females. All employees are youth, which is not by choice but rather by coincidence, and have all completed either a diploma or bachelor's degree, ensuring that literacy skills are not a concern.

Roads and transportation

From Fairway Hotel to Kyeyo Farm, part of the road is tarmac and the other section is marram, which can be dusty during the dry season or slippery in the rainy season.

Security and Health:

- Nearby hospitals and clinics are easily accessible if needed. Should assistance be required, we kindly ask volunteers to adhere to the CRS travel insurance process and consult the CRS F2F volunteer handbook for guidance on accessing medical care during the assignment.
- In case of emergencies, volunteers should contact the host focal point or the F2F country team for assistance.
- There are no major security issues in Kakiri; however, we ask volunteers to remain vigilant and be aware of their surroundings. Traveling early in the morning and late afternoon is not advisable. Aim to conclude daily activities between 8:00am and 5:00pm.

Communication:

Assignments Outside Kampala:

- Due to potential electricity instability in Kakiri, it's advisable to ensure that electronic devices are fully charged when power is available as the host may lack a generator.
- Internet access will be provided with varying speeds dependent on the cellphone internet package. Occasional electricity outages and weak internet and cellphone signals may be encountered.

Working Environment and Culture

- The Ugandan business environment and culture values trust and forging meaningful relationships. We encourage you to accept invitations from host staff or training participants to informal gatherings such as lunches, weddings, and cultural ceremonies to nurture personal relationships with them.
- Uganda takes a flexible approach to adhering to schedules and deadlines. When working with people, it's advisable to reinforce the importance of agreed-upon deadlines as delays may affect the overall assignment.

Weather and climate

- The average annual temperature in Kampala ranges from 68-79⁰F. During the wet summer season of April and May and September and October you can expect heavy rainfall, and we recommend you pack a lightweight waterproof jacket and an umbrella. For the assignment location, the warmest month is February (91⁰F) while the coldest month is June (55⁰F). Casual and comfortable clothes are the key when travelling in Uganda. Please visit www.accuweather.com to check the weather forecast closer to your travel dates for any unexpected changes and to pack accordingly.

Recommended reading

CRS recommends that volunteers become familiar with [CRS programming in Uganda](#), and the [Agribusiness Development](#) Country F2F Project description.

K. 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	
Chi Olisemeka Operations Specialist Farmer-to-Farmer Program 228 W. Lexington Street Baltimore, MD 21201 +1 410-951-7271 Email: chi.olisemeka@crs.org	
CRS Country Program	
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Host Organization	
Bob Nsaba Kabanza Director Phone number +256 778563399 Email: oglogbob@hotmail.com	Micheal Reagan Keya Supervisor Phone number +256 784781316

Annex

Gender Consideration Questions

1.1 Are there particular barriers to women’s participation in the value chain associated with this assignment topic? If so, how can the assignment address the particular barriers women face?

This question examines the unique constraints women may face in participating in the value chain as it relates to the assignment topic. It requires the F2F team to identify and state what those constraints are and explain how the assignment plans to address them. Consider the constraints on both the value chain and organizational levels.

Example: *A poultry farm in Ethiopia has requested a volunteer to assist with maintaining its poultry machines. As part of the training, key team members will learn how to maintain the machines. Are women usually involved in this activity, both within the Ethiopian poultry value chain as a whole and within the host organization specifically? What barriers typically deter women from pursuing this line of work if they want to? How can the assignment help break down these barriers to encourage more women to engage in poultry maintenance work if they wish to - initially within the host organization and potentially beyond?*

1.2 Are there particular barriers to men’s participation in the value chain associated with this assignment topic? If yes, how can the assignment address the particular constraints of men?

This question examines the unique constraints men may face in the value chain as it relates to the assignment topic. It requires the F2F team to identify and state what those constraints are and explain how the assignment plans to address them. Consider the constraints on both the value chain and organizational levels.

Example: *A Farmer-to-Farmer nutrition-related assignment will demonstrate how to prepare spinach so it retains its Vitamin A. Women in the community cook the food. Men prefer their spinach cooked in oil which dissolves the vitamin A. The volunteer will show the participants how to sauté spinach without oil.*

What barriers limit men from participating in the cooking demonstrations? How can the assignment help break down these barriers to encourage more men to participate in the assignment?

2.1 How does the assignment contribute to increasing the capacities of women?

This question focuses on how the assignment will contribute to the increased capacity (knowledge, skills) of women. State in what ways this assignment aims to increase the capacities of women.

2.1 How does the assignment contribute to increasing the capacities of men?

This question focuses on how the assignment will contribute to the increased capacity (knowledge, skills) of men. State in what ways this assignment aims to increase the capacities of men.

3.1 How does the assignment motivate women to participate?

This question focuses on the steps the F2F team and/or host organization plan to take or have taken to encourage and motivate women to attend the training sessions.

Is the topic relevant to women's lives? If not, how can it be tailored to be relevant? Are there special advertisements targeting women? Are advertisements posted at locations where women typically visit to ensure they are aware of the event? Are there any pre-assignment gatherings to discuss the benefits with women participants? If the host is an enterprise, what is the enterprise doing to include its women staff in the training?

3.2 How does the assignment motivate men to participate?

This question focuses on the steps the F2F team and/or host organization plan to take or have taken to encourage and motivate men to attend the training sessions

Is the topic relevant to men's lives? How can the team ensure that men recognize the benefit of the topic even if it's not typically of interest to them or their responsibility such as nutrition/food preparation assignments? Are there special advertisements targeted towards men? Are advertisements posted at locations where men visit? If the host is an enterprise, what is the enterprise doing to include its male staff in the training?

4.1 How have the assignment's logistics been organized in a way that facilitates women's participation? If no logistical arrangements have been made yet, how can they be organized to facilitate women's participation?

This question examines whether the F2F team and host organization have considered the specific logistical challenges faced by women. This differs from motivation, as it focuses on whether women can realistically attend once motivated. Considerations include:

- Are training hours scheduled when women typically have fewer household responsibilities?
- Are training hours such that women can safely return home afterwards?
- If training occurs during afterschool hours, are there areas for children to play safely while parents attend?
- Is the meeting venue situated in a safe area?
- Is the meeting location convenient in terms of proximity to participants' homes?
- Are there any travel restrictions that may pose challenges for women or young females attending?

4.2 How have the assignment's logistics been organized in a way that facilitates men's participation? If no logistical arrangements have been made yet, how can they be organized to facilitate men's participation.

This question examines whether the F2F team and host organization have considered the specific logistical challenges faced by men. This differs from motivation, as it focuses on whether women can realistically attend once motivated. Considerations include:

- Are training hours scheduled when men typically have fewer work-related responsibilities?
- The duration of the training; men tend to respond better to shorter trainings.
- Is the meeting location convenient in terms of proximity to participants' home or place of work?
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Youth Consideration Questions

The following questions are similar to the ones above; however, we ask that F2F team - *in consultation with the host* - analyze constraints and barrier specific to male youth and female youth.

1.1 Are there particular barriers to female youth's participation in the value chain associated with this assignment? If there are, how can the assignment address the identified constraints of the female youth?

This question examines the unique barriers that keep female youth (not women or male youth) from participating in the value chain associated with the assignment. Once some of the barriers have been identified, how can this assignment help remove those barriers?

1.2 Are there particular barriers to male youth's participation in the value chain associated with this assignment? How can the assignment address the particular constraints of the male youth?

This question examines the unique barriers that keep male youth (not men or female youth) from participating in the value chain associated with the assignment. Once some of the barriers have been identified, how can this assignment help remove those barriers?

2.1 How does the assignment contribute to increasing the capacities of female youth?

This question focuses on how the assignment will contribute to the increased capacity (knowledge, skills) of female youth. State in what ways this assignment aims to increase the capacities of female youth.

2.2 How does the assignment contribute to increasing the capacities of male youth?

This question focuses on how the assignment will contribute to the increased capacity (knowledge, skills) of male youth. State in what ways this assignment aims to increase the capacities of male youth.

3.1 Are there particular barriers that might prevent female youth from participating in and benefiting from this assignment? How has the assignment been planned to remove those barriers?

This question focuses on identifying barriers that may hinder female youth from fully engaging and benefiting from volunteer-led training sessions. Once barriers are identified, the team must address these constraints to ensure participation. Examples of barriers include:

- *Logistics*: Some young women may face restrictions on traveling alone to attend the trainings.
- *Active participation*: Some may feel uncomfortable expressing their thoughts and opinions in a setting where adult men and women, as well as young males, dominate the room.

3.2 Are there particular barriers that might prevent male youth from participating in and benefiting from this assignment? How has the assignment been planned to remove those barriers?

This question focuses on identifying barriers that may hinder male youth from fully engaging and benefiting from volunteer-led training sessions. Once barriers are identified, the team must address these constraints to ensure participation. Examples of barriers include:

- *Active participation*: Some male youth may feel uncomfortable expressing their thoughts and opinions in a setting where adult men and women dominate the room.

Climate Consideration

1.1 Will the assignment address climate change? (Yes/No) If yes, please include this in the issues description. How does this assignment plan to address the issue of climate change?