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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	ET308			
Country:	Ethiopia			
Country Project:	Agribusiness Development			
Host Organization:	Jimma Farmers Multipurpose Agricultural Cooperative Union			
Partner:	USAID Feed the Future: Transforming Agriculture, Implemented by RTI			
Assignment Title:	Branding of Jimma Coffee			
Objectives of the assignment:	<ul style="list-style-type: none"> To support Jimma Farmers’ Multipurpose Agricultural Cooperative Union in certifying Jimma coffee as a specialty coffee brand. To support Jimma coffee’s entry into the international market. 			
Assignment preferred dates:	Flexible			
Desired volunteer expertise:	<ul style="list-style-type: none"> Extensive experience in branding and marketing of coffee in the international market. Familiarity with the current international rules, regulations, and dynamics of coffee marketing. Qualification in international marketing, economics, agri-business, or related fields. 			
Type of Volunteer Assistance:	E Business/Enterprise Development			
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)	Youth Female (15-29)
	8	2	-	-

Host Information

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 completion of baseline & capacity development plan data collection:	06/06/2024
Date of host agreement signing:	20/05/2025
No. of previous assignments:	None
Recommendations given (Total):	(2018-23): N/A (new host)
Recommendations applied (Total):	None
Name of ToT trainee (if already identified)	Zeman Abameche: Head of budget and planning

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?	Women have limited access to resources and play a limited role in the supply segments of the coffee value chain. Women are mainly engaged in post-production activities such as picking of coffee, sorting, and cleaning. The two women participating in training will acquire skills in coffee marketing and build their confidence to improve their income from coffee marketing.
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?	There are no observable barriers to men participating in the coffee value chain in the assignment area.
2.1 How does the assignment contribute to increasing the capacities of women?	The assignment will educate women on the branding and marketing of good quality coffee for the export market. This will support them in acquiring better income by supplying good quality coffee to the

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

	cooperative that meets international standards.
2.2 How does the assignment contribute to increasing the capacities of men?	The assignment will educate men on the branding and marketing of requirements for producing good quality coffee for the export market. This will support them in acquiring better income from selling good quality coffee that meets the international standard.
3.2 How does the assignment motivate women to participate?	Interested women who are management staff will have access to participate in the training. The host will post the advertisements in locations where women can easily see them.
3.3 How does the assignment motivate men to participate?	Interested men who are management staff of the cooperative union will get access to participate in the training. The host will post the advertisement in a place where men can easily see it.
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?	The technical support will be conducted in the host's office which will give direct access to women staff to participate. A convenient timing for the training will be agreed upon by the host and women participating in the training.
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.	The technical support will be conducted in host's office which will give direct access to men staff to participate. The convenient timing for the training will be agreed between the host and men participating in the training.
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 major barriers to youth participation are lack of resources including land and capital, limited access to credit and lack of knowledge and skills in coffee production

	and marketing. No female youth will be trained in this assignment.
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 same as above
2.1 How does the assignment contribute to increasing the capacities of female youth?	No female youth will be trained in this assignment.
2.2 How does the assignment contribute to increasing the capacities of male youth?	Same as 2.1
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?	The marketing and branding of coffee is mainly the responsibility of the management of the cooperative union. Female youth are not part of the management of the cooperative union, as a result they will not be part of the 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?	Same as 3.1
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?	Yes, coffee trees are shade lovers, they grow under bigger trees to produce good quality coffee beans. This assignment will encourage the cooperative union to supply high quality coffee from the protected wild forests of Jimma areas. This is in line with new European Union (EU) Regulation on deforestation-free products.

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 Ethiopia 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, strengthening market systems (market information, linkages, infrastructure), building the capacity of agribusinesses and cooperatives, and strengthening research extension advisory service. CRS has identified maize, wheat, teff, coffee, beans, milk, beef, and poultry as commodities to be supported under the agribusiness development country project. The Nutrition country project provides technical support on nutrition-sensitive agriculture, crop and livestock production diversification, nutrition awareness, food processing techniques, recipe preparation, and organizational development. CRS F2F's working geographic zones in Ethiopia are Oromia, Amhara, Addis Ababa, SNNP, Sidama and Tigray. 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

Jimma Farmers Multipurpose Agricultural Cooperative Union was established in 2004. It has 222 primary cooperatives under the union, with a total membership of 144,923 farmers (12% female). The union is primarily a coffee farmers coop that produces and exports specialty standard washed coffee. In addition to coffee production, processing, and marketing, the union provides the following goods and services to its members:

- Supply of agricultural inputs such as fertilizers, pesticides, and seed for various crops.
- Production and distribution of seedlings of coffee, tea, and shade trees.

- Mechanization services including tractor ploughing, combine harvesting of wheat and barley, threshing, maize shelling, and rice husking services.
- A one-stop shop for selling horticultural seeds, agro-chemicals, and veterinary drugs.
- Animal feed processing.

The head office of the union is located at Oromia Regional State, Jimma Zone, Jimma Town, approximately 352km from the capital city Addis Ababa, while the export office is located in Addis Ababa. The altitude in the area ranges from 1800 to 2300m, with a temperature range of 54 to 75 degrees Fahrenheit. The annual rainfall is between 1700 to 2200mm, creating optimal conditions for high-quality coffee cultivation.

B. ISSUE DESCRIPTION

Jimma Farmers Multipurpose Agricultural Cooperative Union produces and exports specialty, standard, washed organic coffee grown in the dense coffee rainforests of Southwest Ethiopia. The union holds certifications from Fair Trade an Organic and Cafe Practice and exports approximately 625kg of washed coffee per year to the international market, with major destinations including Germany, Switzerland, the United Kingdom, and Belgium. The primary variant of coffee exported is *Limmu*.

The most widely available variant of coffee in the union’s surrounding area is “Jimma”. However, this variant is not yet well-branded or marketed in the international market. The union began an effort to brand “Jimma” coffee by submitting an application to the Coffee and Marketing Authority of Ethiopia. However, the union has been unable to obtain certification for branding Jimma coffee, either locally or internationally due to lack of knowledge and skills in specialty coffee branding and an inadequate marketing strategy for promoting specialty coffee. In addition, the Jimma coffee was not officially tested whether it fulfils the standard of specialty coffee or not. The annual export volume of the union is currently well below its full potential.

Thus, technical assistance from a F2F volunteer is being sought to brand Jimma coffee and increase its market penetration into the international market.

C. OBJECTIVES OF THE ASSIGNMENT

The objective of this assignment is to support the union in branding Jimma coffee as a certified speciality coffee and improve its international market penetration.

Specific objectives include:

- Creating guidelines for naming the product and designing the logo that will appear on all the packaging and marketing materials such as websites, ads, and visual promotions.
- Cost efficient packages and labelling techniques.
- Identifying potential marketing opportunities and distribution channels.
- Training on marketing plan development.

D. HOST CONTRIBUTION

Jimma Farmers Multipurpose Agricultural Cooperative Union will mobilize its staff to attend the trainings conducted by the volunteer. Additionally, the host will assign at least one key personnel to work closely with the volunteer and to be trained under a Training-of-Trainer (TOT) model, during preparations for the trainings and

throughout their implementation. This collaboration will ensure that the key staff can subsequently 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:

- The cooperative is implementing a successful marketing strategy because of the training
- Improved export volume of specialty coffee
- Improved collaboration with coffee market actors

F. DELIVERABLES

The anticipated deliverables accomplished by the volunteer include:

1. Volunteer’s final report with recommendations (due before departure from Ethiopia).
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. The final business marketing strategy plan written by the host

G. DRAFT SCHEDULE OF VOLUNTEER ACTIVITIES IN COUNTRY

Days	Activity
Day 1	<ul style="list-style-type: none"> • Arrival at Addis Ababa Bole International Airport (ABB); pick-up by Inter Luxury hotel shuttle. • Check-in at Inter Luxury Hotel, Addis Ababa. <p>NB: If you encounter any difficulties, please request assistance from airport staff to call Tatek Woldu (on WhatsApp or phone) at +251 911873970 or Lidia Retta at +251 912091962.</p>
Day 2	<ul style="list-style-type: none"> • Rest day in Addis Ababa
Day 3	<ul style="list-style-type: none"> • At 7:30am, the volunteer will be picked up at the hotel by a CRS driver 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 Jimma accompanied by the F2F team members to start the assignment.
Day 4	<ul style="list-style-type: none"> • Welcome and introduction to the Jimma Farmers Multipurpose Agricultural Cooperative Union team. • Discussion of the SOW objectives and training plans.

Day 5 - 16	<ul style="list-style-type: none"> The volunteer carries out the training, working directly with the host organization.
Day 17	<ul style="list-style-type: none"> Debrief/exit meeting with the host in the presence of CRS staff.
Day 18	<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. 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.

H. DESIRABLE VOLUNTEERS SKILLS

- Qualified in agribusiness, marketing, agricultural economics, business administration or related fields.
- Extensive experience in branding and marketing of coffee in the international market.
- Familiarity with the current international rules, regulations, and dynamics of coffee marketing.
- Ability to adapt to working conditions in developing countries.
- Strong communication and interpersonal skills.
- Good adult facilitation skills.
- Respect for the cultural and religious norms of rural people.

I. ACCOMMODATION AND ANOTHER IN-COUNTRY LOGISTICS

- The volunteer will stay in **Addis Ababa** at one of CRS's client hotels, **Inter Luxury Hotel** (<https://interluxuryhotel.com/>) or another hotel that 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.
- For the duration of the assignment, the volunteer will be booked into **Dololo Hotel** located in **Jimma** to be confirmed prior to the volunteer's arrival. CRS Ethiopia 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 will be prepared ahead of time and will be provided to the volunteer.
- CRS Ethiopia 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 assignment location.
- Security information will be provided by the CRS Ethiopia security focal person at the CRS Addis Ababa 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 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 in advance and obtain the materials from the CRS office.
- Handouts can be translated into the local language in the locality of the assignment, if required.
- Depending on the training locations and availability of electric power and LCD projector, the volunteer may use a laptop and projector for PowerPoint presentations. This information will be provided during the volunteer and team connection call.

Training Participant demographics

- 2 of the trainees are women and most of the participants have bachelor's and master's Degree.

Roads and transportation

Travel from Addis Ababa to Jimma will be by plane. When traveling from Dololo Hotel to the Jimma Farmers Multipurpose Agricultural Cooperative Union's office, only part of the road is paved with asphalt.

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 (pg. 8) 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 **Jimma**; however, we ask volunteers to remain vigilant and scan their surroundings. Traveling early in the morning and late afternoon is not advisable. Aim to conclude daily activities between 8:00 am and 5:00 pm.

Communication:

- Due to potential power outages in Jimma, 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 Ethiopian business environment and culture values trust and forging meaningful relationships. We encourage you to accept any invitations from host staff or training participants to informal gatherings such as lunches, wedding parties, and cultural ceremonies to nurture personal relationships with them.
- Due to the value placed on social hierarchy, the highest-ranking person usually makes the decisions.
- Ethiopia takes a flexible approach to adhering to schedules and deadlines. When working with people, it's advisable to reinforce the importance of meeting agreed-upon deadlines and how that may affect the outcome of the assignment.

Weather and climate

- Casual and comfortable clothes are the key when travelling in Ethiopia. The wet summer season of June, July and August is when you can expect heavy rainfall, and we advise you to pack a lightweight waterproof jacket and an umbrella. Average temperatures range from 57-82 °F.

Recommended reading

CRS recommends that volunteers become familiar with [CRS programming in Ethiopia](#), and the [Agribusiness](#) or [Nutrition](#) Country F2F Project descriptions.

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 Manager 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	
Name: Abdulaziz Mohamed Position: Deputy Manager Phone number: +251 917013353/+251 986000085 Email address: abdimame.am@gmail.com	Name: Zeman Abameche Position: Planning Department Head Phone number: +251 913620886 Email address: zenanmecha9@gmail.com

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?

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?