



Call for Tender:

Training of Trainers (ToT) on climate-adapted coffee production and processing for selected Woredas of the Yayu ecoregion

For more than hundred and twenty years, NABU (The Nature and Biodiversity Conservation Union) has been promoting the interests of people and nature, drawing on its unwavering commitment, specialised know-how and the backing of 820,000 members and supporters. NABU is Germany's oldest and largest conservation NGO with its Headquarters based in the capital and 15 regional branch offices in almost every federal state of Germany. As ecosystems and species know no borders, NABU is committed to conservation also internationally, with geographical focus on Africa, Asia and Russia.

Since 2010 NABU is registered as international NGO in Ethiopia, and has since gained a wide-ranging experience in the implementation of projects in the country. Some of the core topics NABU is working on in Ethiopia are planning and establishment of UNESCO biosphere reserves, adaptation to climate change, reforestation and forest management, wetland management, sustainable regional development for livelihood improvement and capacity building at government and community level.

NABU and its partner ECFF are seeking an experienced expert or expert team to build up/ develop the capacities of experts, selected farmers and extension staff/ DA to become trainers (ToT) on improved and climate-adapted coffee cultivation, production and processing for increased production and quality.

Please send your offers electronically in English by 15 September 2021 to vacancy@NABU.de.

The submitted offers should not exceed 10 pages and should contain CV/s of the proposed expert/s.



APPENDIX A

Terms of Reference (ToR)

Training of Trainers (ToT) on climate-adapted coffee production and processing for selected Woredas of the Yayu ecoregion

“Empowering Communities – Coffee as a Model for Ecosystem-friendly Regional Development, Yayu Biosphere Reserve, Ethiopia”

Funded by the Federal Ministry for Economic Cooperation and Development (BMZ) and NABU

1. Background of the project

The Yayu ecoregion in south-western Ethiopia is located in the Ilu Abbabor and Bunno Bedele Zones of Oromia National Regional State and is one of the country's afro-montane forest areas that are home to wild populations of Arabica coffee (*Coffea arabica* L.). The ecoregion was declared a UNESCO Biosphere Reserve in 2010. The Yayu ecoregion is characterised by dense forests (mostly at least 40% forest cover), which extend over mountains (up to 2,500 m altitude), hills and valleys as well as on flat land that is well suited for agriculture.

NABU and ECFF are partnering for implementing the joint project 'Empowering Communities - Coffee as Model for Ecosystem-Friendly Regional Development' in four Woredas of the Yayu Coffee Forest Biosphere Reserve, Ilu Abbabor Zone. The target area comprises 12 Kebeles in the Woredas Hurumu, Alge-Sachi, Yayo and BiloNopha in Ilu Abbabor Zone.

Over 90% of the population live in rural areas from small-scale agriculture with field crops. The Yayu ecoregion is characterised by dense forests (mostly at least 40% forest cover), which extend over mountains (up to 2,500 m altitude), hills and valleys and offer little flat land suitable for agriculture. People have strong cultural links to coffee, forests and sustainable use of natural resources, but are increasingly losing these. The household income of the local communities is based on forest products (coffee, honey, spices), with coffee accounting for 70%. The project focuses primarily on disturbed/degraded forest areas to stabilise them; however, other landscape elements are also focused on for other components: undisturbed forest areas for sustainable use systems (e.g. PFM), agricultural land and communities (e.g. sustainable value chains, agroforestry systems).

The project aims at contributing for the Yayu ecoregion to become a socially and ecologically sustainable model coffee region in which the balance between development and nature conservation is maintained and lived. The project's outcome has therefore been defined as: Farmers, forest users, young people and state authorities in the kebeles Goljo, Haro, Wangegne, Chomoso, Mogu, Wayu, Geri, Hamuma, Wabo, Ageta, Burka-Kitabir and Ulmaya in 4 woredas of the Yayu Coffee Forest Biosphere Reserve use newly acquired capacities to implement sustainable development, improved and diversified income opportunities and the conservation of natural resources. To achieve this, the project is under implementation having different components:

- Component 1: Capacity building and improving living standards for coffee farmers, including training of actors in the coffee value chains, strengthening youth entrepreneurship in coffee and related economy, strengthening women's programme on local value chains.
- Component 2: Forest protection for income generation and climate adaptation, including development of local PFM structures/groups, strengthening agroforestry systems, and forest rehabilitation and reforestation.
- Component 3: Building and strengthening local structures, especially Strengthening the biosphere reserve.
- Component 4: Multiplication and learning, which includes exchange and learning, dissemination, and monitoring and evaluation.

There are a number of activities that are implemented under each component.

The Nature and Biodiversity Conservation Union (NABU) is an international non-governmental organization (NGO) operating in Ethiopia since 2010. NABU Ethiopia focuses on the long-term conservation of vital ecosystems and sustainable development, including the restoration of

damaged ecosystems and their ecosystem services, the sustainable use of natural resources and community-based management, e.g. of forests and wetlands, the establishment and strengthening of protected areas, improved agricultural practices and adaptation to climate change and biodiversity conservation. Jointly with the Ethiopian government and local communities, NABU turned two regions into UNESCO biosphere reserves.

Environment and Coffee Forest Forum (ECFF) is a local non-profit NGO founded in 2005. ECFF's mission is to reduce environmental degradation and help society and government to build a future where people live in harmony with nature, conserve biodiversity and promote sustainable and equitable use of renewable natural resources. ECFF focuses on issues such as coffee (conservation, sustainable production, value chains), climate change (mitigation, resilience), forests (conservation, use and restoration) and UNESCO biosphere reserves. ECFF has worked in the Yayu Coffee Forest Biosphere Reserve area for more than 15 years and has led the nomination process of the site as UNESCO Biosphere Reserve and implementation of many research and development projects.

2. Background of the assignment

Yayu region is known as coffee producing area and coffee experts confirm the area an enormous potential for coffee quality development. However, due to a lack of capacities, the Zone produces only 0.4-0.6 t/ha (2019) on average, while the national average is 0.72 t/ha. Currently, coffee is traded as "inferior" (Grade 5) and without origin labelling as "Jimma" (sun-dried) and "Limmu" (washed). An increase in yield up to 0.8 t/ha with a change in agronomic practice as well as a significant increase in quality and thus price e.g. through certification for the premium sector can be expected. However, coffee cooperatives lack capacities to increase production in general and in an ecosystem-friendly manner in particular. Also the knowledge to ensure consistent quality using sustainable cultivation methods adapted to climate change and to assess or develop new markets is missing. Coffee has shown to be highly sensitive to the impacts of climate change: Extreme temperatures and moisture stress are already affecting production and will restrict cultivation in the future, so there is an urgent need to adaptation methods and implementation of modern cultivation techniques.

3. Objective of the assignment

The **overall objective** is to raise the level of coffee quality and quantity answering to the challenges of a changing climate.

The **specific objective** is to build up/ develop the capacities of experts, farmers and extension staff/ DA to become trainers on improved and climate-adapted coffee cultivation, production and processing for increased production and quality.

The assignment contributes to the project's component 1 (*Capacity building and improvement of living standards for coffee farmers*) and to the indicator as follows: At least 3,000 coffee farmers* (~10% women) are applying new capacity to increase production to at least 0.5 t/ha using sustainable, environmentally friendly production and processing practices.

4. Specific tasks

The tasks comprise at least:

- (1) Design ToT training methodology and curriculum tailor cut to the specified core target groups (experts, extension workers/ DAs, farmers) and succeeding target group (farmers) (see below) and the specified topics (see below, for theory and practice).

The following topics need to be covered:

- Coffee propagation: land preparation for coffee nursery, coffee nursery management (sawing seeds, raising seedlings, nursery shade (agroforestry systems), nursery maintenance, seedling acclimatization), transplanting in the field, spacing in coffee planting;
- Agronomic and climate change induced practices for coffee trees: maintenance of young coffee plants, maintenance of mature coffee plants, weeding, soil fertility management, disease management, stumping, replacing (rejuvenation), pruning;
- Coffee agroforestry: shade tree management (species composition, selection, planting, thinning), role of shade trees in climate change adaptation, soil and water conservation, and economic and ecosystem benefits of shade trees, soil fertility/treatment;
- Certified coffee production for premium: importance of certification (environmental, social and economic benefits), coffee certification standards (Organic, Rainforest Alliance, GAP, Fair Trade, Bird Friendly), marketing certified coffee and maintaining certification;
- Pre- and post harvesting and processing: harvesting, sorting, dry coffee processing (drying coffee cherries in the sun and hulling);
- Post-harvest handling and quality: storage, coffee quality (raw coffee assessment, green coffee assessment, roasted coffee assessment, cupping), grading coffee (quality score and national coffee grading).
- Water and soil conservation in the full coffee value chain.
- Accounting of the zones of the Yuyu Biosphere Reserve (buffer/ development) in (organic) agricultural management practice.

All topics have to be tailored to the needs of small scale farmers who are harvesting coffee from different areas of managed forest and in garden settings. Accordingly a maximum degree of applicability to coffee harvested in protected areas (biosphere reserve buffer and transition zone) should be observed. Climate-change adaptation should be included as a cross-cutting issue in all topics covered. After the completion of the ToT courses the newly trained trainers need to be able and skilled to pass on the newly acquired knowledge to 3,000 coffee farmers (final target group). The consultant does technical backstopping and quality control during the delivery of the training to the wider community. In line with the Farmer Field Schools concept, demonstration plots will be set up for the training courses, most of which will be practical in nature. A detailed training plan will be drawn up together with the farmers on the basis of the agricultural calendar. These facts need to be featured in the ToT.

- a) Identify required training equipment and demonstration/example materials.
- b) Conduct at least six (6) ToT training workshops for 25 participants.
- c) Develop criteria for demonstration plots and implement selection together with NABU/ECCF.
- d) Document each of the training workshops including methodology, curriculum, used materials, agenda and lists of participants and participation/ evaluation scheme/ certificate.

The ToT training is aimed at the following target groups:

- Government experts in coffee agronomy and marketing (Zone/ Woreda level)
 - Agricultural extension staff (Kebele level)/ Development Agents (DA)
 - Selected, ToT qualified coffee farmers (selection jointly with NABU/ ECFF)
- (2) Provide supervision and technical backstopping of the trainings of farmers and follow-up of the climate-smart coffee production and processing practices by the trained farmers. The supervision and of training and follow-up of implementation shall be focus on selected topics:
- Farmers training sessions on harvesting and processing, and the follow-up of the practice by the trained farmers
 - Farmers training sessions on post-harvest handling (storage) and quality, and the follow-up of the practice by trained farmers. This will including cupping and preparing some elite farmers for Cup of Excellence competition or other similar event for market linkage
 - Follow up of the practice of certified coffee production by a group of farmers or cooperatives
 - Farmers training sessions on coffee agroforestry and follow-up of the practice by the trained farmers.
- (3) Preparation of illustrative training materials including posters in English and Oromifa in three volumes following the training modules.

Supervision of the farmers training shall be conducted during the 1st session of every training module, in order to provide feedbacks on the content and approach of the delivery of the training, including practical sessions.

The follow-up support shall be provided during the peak period of the different coffee production activities.

5. Requirements for expert(s)

It is expected that the Contractor(s) have both in-depth experience and expertise in all aspects of coffee cultivation and processing processes and as trainer(s) with a specific ability to carry out Trainings of Trainers (ToT). Moreover, practical work and training field expertise is required. The contractor(s) must show their experience and expertise through CVs of all proposed experts. A list of recently facilitated similar trainings must be provided.

It is expected that the Contractor has already training content ready at hand that needs only adaptation to the local context and the specific requirements of the trainees/ target groups.

6. Deliverables and timing

The time frame for the ToT workshops will cover up to 10 months, including harvesting and non-harvesting season, so that different groups of participants are able to join and different techniques can be shown in field visits during the trainings where applicable. The trainings topics have been preliminary planned as follows:

1. Harvesting and processing
October to November (training in November 2021)

2. Post-harvest handling and quality: storage, coffee quality, cupping, quality grading and transportation
December 2021 to January 2022 (training in January 2022)
3. Certified coffee production: certification standards, maintaining standards and marketing certified coffee
January to February (training in January 2022)
4. Coffee propagation: land preparation for coffee nursery, coffee nursery and seedlings management, transplanting in the field, spacing in coffee planting
February to March (training in March 2022)
5. Coffee agroforestry: shade trees management, species composition, selection, planting, thinning, benefits of shade trees (climate adaptation, soil and water conservation, etc.)
March- April (training in April 2022)
6. Coffee agronomic practices: young and mature coffee stand management, weeding, stumping, pruning, soil fertility management, disease and pest management etc.
May to June (training in June 2022)

The supervision and follow-up supports shall be provided for about 12 months after completion of the ToT.

#	Item	To be delivered by
1.	Submission of work plan for each of the training workshops including criculum/outline of the content of the training, required training equipment and demonstration/example materials	15 September 2021
2.	Submission training programme including methodology tailored to the target group	30 September 2021
3.	Facilitation of all training workshops including backstopping and quality control	Completd by 30 June 2022
4.	Submission of report on each of the training reports	10 days after the completion of each of the training workshops
5.	Submission of work plan for follow-up visits to coffee farmers (who were part of the ToT)	10 days after the completion of each of the training workshops
6.	Submission of draft training materials (manuals)	Before each training session
7.	Incorporation of expriences and local realities while delivering the training on	TBD

	the final training manual	
8.	Reports of field supervision of farmers training and follow up of the implementation of the improved practice	10 days after the field visits

7. Working Arrangements and Reporting

ToT trainings will be carried out in Afan Oromo; the reporting will be in English.

The Contractor shall closely consult with NABU Head Office Addis as well as Mettu Project Office and if required with NABU Headquarters Berlin. Direct contact persons at the NABU Head Office Addis is the Local Project Coordinator (Alemayehu Nigussie) and at Headquarters Berlin the Project Coordinator (Jonathan Boecker).

NABU will

- Select ToT participants,
- Cover all trainings costs,
- Provide vehicle and cover fuel cost for field trips, whenever required,
- Support and follow up the Contractor to implement the trainings on time

8. Duration and timing

The assignment shall start in October 2021 and end in August 2023. The ToT training is expected to be completed within 10 months, till August 2022. The supervision and follow up service shall be provided till end of August 2023. The duration of each individual workshop should be planned for 4-5 days including travel.

9. Contracting and payment

The ToR are part of the contract. The payment will be organized as stipulated in the contract.