

VOLUNTEER EXPERT SCOPE OF WORK

Dairy Hoof Trimming Training to Selected Large and Mid-size Farms in Sri Lanka

Location of Assignment: Sri Lanka, with likely travel to provinces of the country

Proposed Level of Effort: 1 Month (approx.)

Anticipated Start Date: TBD - 2020 (tentative)

Anticipated End Date: TBD - 2020

Objectives of the Assignment

IESC seeks an international Volunteer Expert to provide hands-on technical training to farm managers and farm hands in Sri Lanka on dairy cow hoof trimming, including its economic importance.

Background

International Executive Service Corps (IESC) is implementing a U.S. Department of Agriculture (USDA) Food for Progress funded project in Sri Lanka. The four and a half-year Market-Oriented Dairy (MOD) Project supports farmers and enterprises to meet the increased demand for dairy and aims to catalyze sustainable growth in Sri Lanka's dairy sector. The project will increase productivity and expand the trade of milk and milk products in Sri Lanka. In partnership with the private and public sector, the project will increase milk production of participating farmers and farms to 83,400 metric tons by 2022—an average annual growth of 18 percent, for a life of project growth of 127 percent. The project will ensure 80 percent of beneficiary farmers are earning a price premium due to milk quality.

In meeting MOD's target of increasing milk production to almost 84,000 MT during a short period of just four years, it is imperative that the project considers a portfolio of beneficiaries ranging from 5,400 small farmers as well as large farms in the country. Therefore, at the request of several large farms, MOD is proposing to provide technical assistance and training on hoof trimming to a targeted number of large farms. In doing so, MOD will also conduct a general one-day training to a broader group of technicians in Sri Lanka presently involved in hoof trimming.

Approach

The Volunteer Expert will visit each selected large farm to assess their current approach and management of dairy cow hoof trimming as well as current staff skill level in conducting hoof trimming. Based on findings, the Volunteer Expert will develop and administer a one-day general training program for large farm managers as well as Department of Animal Production and Health officials and private practitioners engaged in cow hoof trimming.

After conducting the general training, the Volunteer Expert will work on several of the selected farms to conduct hands-on hoof trimming training to farm hands. Days spent on a farm will vary based on the number of animals on the farm.

Potential training participants may vary from individuals with some hoof trimming experience to others with no experience. However, all participants will have experience working on a farm managing/handling animals.

Required hoof trimming equipment and training materials may or may not be available in Sri Lanka. Therefore, the Volunteer Expert should provide a list of needed hoof trimming equipment well ahead of time to MOD so that the project can check on availability of these items. In the event that the required training equipment is not available in Sri Lanka, it is recommended that the Volunteer Expert brings these items.

Problem Statement

Recently, several large and mid-scale dairy farms (varying from 50 to 2,000 animals) have been established in Sri Lanka. These farms are comprised of only imported animals (Jersey Friesian crosses) brought to Sri Lanka from Australia and New Zealand. All of them are intensively managed.

Managing such large animals under intensive management systems in the country is a new practice. Thus, most managers and farm-hands lack the required skills. Hoof trimming has been identified as an important aspect of animal management in which training is needed. The functional life of dairy cows can be extended through proper hoof trimming and claw care. When cows have properly trimmed hooves, they are generally healthier and happier which leads to higher milk production. In addition, it will result in a reduction of lameness and will prevent laminitis and foot rot.

Training Topics

The Volunteer Expert should cover the following topics in their training in addition to addressing any prevalent issues identified during initial farm assessments. Class-room training during the general training session will be no more than six to seven hours. Training will be conducted in English with translation assistance provided in local languages as needed.

- Incidence and economic losses due to lameness
- Anatomy of the foot and development of hoof horn
- Biomechanics of weight bearing and hoof overgrowth
- Hoof trimming – Biomechanical basis for hoof trimming
- Protocols for hoof trimming
- Laminitis, sole ulcers, and related diseases
- Corrective trimming techniques
- Tool safety and sharpening
- Introducing basics of developing a hoof management program on-farm
- Live cow trimming sessions (as applicable when training conducted on farms)

Tasks

The Volunteer Expert will complete the following tasks during his/her assignment:

- Conduct skills assessment of farm hands on hoof trimming and management. This will be done on few selected farms intending to participate in the initiative
- Based on findings, develop an appropriate training program – a brief hand-out and power point presentation

- Conduct a general training program covering suggested topics for Government as well as private sector staff engaged hoof trimming. This will be generally in a classroom setting
- Conduct hands-on on farm training and demonstration of hoof trimming including developing a hoof trimming management program for selected farms (no more than five) Length of stay on each farm will vary based on the number of animals but should not be more than three days
- Brief MOD on progress, outcomes and next steps-Power Point Presentation

Illustrative Assignment Schedule

Following is an illustrative schedule which may change based on specific farm requirements.

Date/Time Period	Activity
Week One - Day 1	Brief with MOD Project Staff
Week One - Day 2	Travel to Farm(s)
Week One - Day 3 – Day 5	Meeting with farm management and conducting farm assessment
Week One - Day 6	Fine tune training based on the assessment findings
Week One – Day 7	Rest Day
Week Two – Day 1	Fine tune training based on the assessment findings
Week Two – Day 2	Conduct a General Training Program for interested stakeholders – (one full day) approx. 20 – 25 participants
Week Two	Conduct Hands-on training – farms 1 and 2
Week Three	Conduct Hands-on training – farms 3 and 4
Week Four	Conduct Hands-on training – farm 5
Week Four – Day 5	Debrief MOD team on progress and suggested next steps
Week Four - Day 6	Rest Day
Week Four – Day 7	Depart Sri Lanka

Deliverables

The Volunteer Expert will submit the following deliverables:

- Power Point Presentation for training
- Brief hand-out covering all topics indicated above, including hoof trimming protocols
- Brief assessment report for each farm with recommendations on how to introduce a hoof trimming and management program
- A progress report of each hoof trimming training including attendance sheets
- A brief report on the assignment including observations on skills gaps, trainings conducted, numbers trained, and recommendations.

Reporting Relationship

The Volunteer Expert will report to the Project Director and work closely with Deputy Project Director, Productivity Specialist, and other MOD Project team members as appropriate.

Administration and Logistics

The MOD Project Office in Colombo will provide hotel accommodation for the volunteer when in Colombo. All accommodation including meals will be provided by the respective farm partner when the volunteer is on the farm as well as during work related travel in and around the farm. The volunteer will spend an average of about two days on each farm.

Given the prevailing environment due to the COVID-19 pandemic where we are not sure when Sri Lankan travel restrictions on international travel will be removed, MOD is flexible on the proposed start date of this assignment. It is anticipated that the Volunteer Expert will be in-country for about a month.

Expert Volunteer Qualifications

The Hoof Trimming Volunteer Expert will have the following skills and qualifications:

- Over 10 years of hands-on dairy farm management experience including hoof trimming
- Undergraduate university degree in an animal science preferred
- Training skills, including skills in participatory training in group settings specifically on hoof trimming
- Good understanding of hoof horn related animal health issues and related economic losses to farm owners
- Self-motivated, proactive, detail-oriented, mature, professional team player, who is a strong people person and communicator, with good inter-personal skills
- Ability to address issues, challenges, questions, and concerns in a professional, respectful, logical, and timely manner
- Ability to work effectively in cross-cultural contexts; prior experience working overseas—especially in South Asia—is helpful.