



INDONESIA COLD CHAIN PROJECT

Postharvest Handling Training of Trainers-Indonesian Consultant

Terms of Reference

Title:	Fisheries Postharvest Technology “Training of Trainers” (TOT)
Organization:	Indonesia Cold Chain Project – Texas A&M University
Location:	Bali, Indonesia
Level of effort:	-One person with Fisheries Expertise -4 days of TOT program + 3 travel days -Various days during planning phases from headquarters location
Date:	April or Early May, 2004, some flexibility here

Project Background:

The United States Department of Agriculture funds the Indonesia Cold Chain Project through the prime contractor, Winrock International, and the two subcontractors, ACDI/VOCA and Texas A and M University. The purpose of the project is to establish linkages in the refrigerated chain of distribution from the point of production (farmer, fisherman, etc.) to the point of consumption (consumer, processor.) The geographic orientation of the project is Eastern Indonesia.

Texas A&M University was invited as a subcontractor of the project to a conduct economic and financial analysis related to refrigerated shipping systems, coordinate training and technology transfer activities in all aspects of post harvest handling of food products, and implement exchange programs with local universities and GOI agencies.

TOT Objectives:

The TOT program is designed to provide Indonesian faculty with the skills and expertise required to deliver an extension/training program at their own university. This program should be delivered in a format that would provide “turn key” training modules that faculty members can independently deliver to people in their community.

Referencing the specific language of the subcontract, Texas A&M University has been contracted “to provide training in Indonesia for local university staff and other project participants to broaden their knowledge in postharvest technology which will result in those trained university personnel training 160 participants through domestic workshops/seminars in their respective communities.” The program work plan indicates that “short course curriculum will be transferred from similar courses in the US vis-à-vis ‘train the trainer’ programs to be delivered by US trainers to Indonesian faculty members.” Most participants in the training provided by Indonesian universities will be small and medium scale entrepreneurs and farmers interested in post harvest-handling topics. The project will also assist with all aspects of developing sustainable short courses including logistics, marketing, and administration.

Two universities will participate in each cycle of curriculum development, and all three cycles will each span a five-month period consisting of five phases of activities.

Phase 1 – Assessment: Each of the first two universities will complete an assessment of their current capabilities in post harvest training and conduct an assessment to determine the training needs in their community.

Phase 2 – Train: Based upon the needs assessment and the review of the curriculum, a training plan will be developed and US experts will be identified to provide “train the trainer” courses for Indonesian faculty.

Phase 3 – Plan: At the conclusion of this phase, all training materials will be in their final formats and translated into Bahasa Indonesian. Concurrently, staff at the universities will be handling all administrative duties required to facilitate the training workshops

Phase 4 – Deliver: Approximately twenty participants per workshop will be facilitated by at least two faculty members at each university

Phase 5 – Evaluate: At the conclusion of the workshop, the faculty members will review their performance. Both consultant feedback and participant evaluations will be used with the assistance of the project leaders to improve the quality of the workshops.

Based upon the needs assessment and the review of the current university curriculum, training needs have been identified and provided below.

Training Needs:

Fisheries

The two commodities with the greatest potential related to cold storage development from Nusa Tenggara Timur and North Sulawesi are shrimp and fish. Challenges and training needs that were identified by a team of university personnel and private sector representatives during a training needs assessment of Manado and Kupang included:

1. Primary Challenges
 - a. Lack of quality because farmers, fishermen, and middlemen lack knowledge on how to handle the products properly after harvest.
 - b. Food processors do an adequate job handling the product, but suffer from lack of HACCP and ISO9000 conformity that results in lack of exports to American and European markets.
2. Training Needs:
 - a. Handling methods for fishery products (shrimp and fish) that includes:
 - Proper collection containers
 - Efficient and proper transportation system and methods
 - Design & use of ice and ice boxes for collection and transportation
 - Proper sanitation and hygiene during handling and processing
 - Sanitation and use of ice for storage
 - Access to buyers and knowledge of market prices for farmers
 - b. Quality control of product and processing that meets requirements for international trade

Requirements for TOT Consultant:

- U.S. citizen
- Expert in postharvest handling of fish and shrimp
- Experience in providing practical/extension training to farmers, entrepreneurs, etc.
- Experience with pedagogy, learning methods, and curriculum design for adult training
- Previous experience postharvest training programs
- Previous work in developing countries where resources and current technology is often limited

Primary Task of Postharvest Trainer of Trainer Consultant

- Understand the training needs in each community.
- Provide follow up assistance with Indonesian faculty during the planning phase
- Prepare training material and delivery methodology based on the training needs and project goals provided through this document and other resources.
- Select and prioritize topics to be presented based on the training needs mentioned above. Decide on the training schedule that would include how each topic will fit into a general agenda.
- Incorporate hands on activities and learning methodologies that capitalizes on competency based learning and avoids the overuse of lecture or stresses theory over application so that the training will serve as a model for the university faculty to use in their communities.
- Deliver a training of trainer seminar that will be replicated by the twelve faculty members from two universities in attendance at their own universities.
- Open for all questions and provide feedback regarding problems identified by participants during the training session or via e-mail following the training.

Compensation

- Roundtrip Economy Airfare to training locations will be provided by the project according to the “Fly America Act.”
- Lodging, meals, transportation and incidentals will be reimbursed on an actual cost basis according to Texas A&M University policies, but costs cannot exceed maximum per diem allowances allowed by the federal government (Foreign Per Diem Allowances).
- Honorarium of 400 USD per day will be paid for a maximum of 8 days (4 work days, 3 travel days, and 1 preparation day), totaling 3,200 USD.