



## **Technical Proposal signed between IICA and TVET Council**

### **Project Title: IICA Youth Farm Programme**

#### **1. Time frame and venue**

July 01 – December 31, 2019 – Barbados

#### **2. Background-Rationale**

Up until the 1980s agriculture was the main driver of the Barbadian economy. From that time to now, agriculture has declined drastically in its importance to GDP, contributing approximately only 3% to the Barbadian economy. Parallel with the transformation from the plantation economy was the increasing perception that agriculture was the link to our history of slavery. This perception, coupled with the gradual fall in commodity prices of traditional plantation crops, led to the general feeling that agriculture was hard work with little reward. Consequently children were discouraged by parents, teachers and mentors from agriculture pursuits. Agriculture was even used as a means of punishment for wayward youth.

Over the past decade, there has been an increasing focus on Food & Nutrition Security and on the importance of agriculture in contributing to the reduction in Chronic Non-Communicable Diseases (CNCDs). There has also been a concerted effort to change the negative perceptions about agriculture, particularly among the youth. Several secondary schools in Barbados now offer Agriculture at the CSEC level, with the push toward N/CVQ qualification now being seen as an important step to re-engage those students who may have been marginalized by the formal education system.

In support of inculcating a positive view of agriculture among our youth, the IICA Barbados Delegation introduced an annual (since 2012) Youth Farm Summer Programme for the benefit of secondary school students. The aim is to teach young people about good agricultural principles and business management skills, organic agriculture, protected agriculture and sustainable farming as a means of strengthening national food security. Through this programme, we propose to use the power of real-life learning experiences as a means of guiding young people towards a career in agriculture. The Youth Farm initiative is intended to help them to appreciate agriculture as a sustainable source of income and as a pathway for becoming independent businessmen/women. To date over 100 students have graduated with an NVQ in Amenity Horticulture and in 2016 IICA introduced two new qualifications: the NVQ in Livestock Rearing Level 1 and the CVQ Crop Production Level 1. Ten candidates successfully gained certification for each programme in 2016. In 2018, we introduced the CVQ in Aquaculture Grow Out Operations Level 1 to stimulate youth interest in the fisheries sector.

With the mandate to develop standards and qualifications for Barbados' technical and vocational education and training system the Technical and Vocational Education (TVET) Council was established as an act of Parliament (Act, 1993-11 of the Laws of Barbados). Given their expertise and experience in improving Barbados' competitiveness through development of its workforce, TVET has become a very strong ally to IICA since the programme began in 2012.

TVET has provided grant funding (for up to 75% of IICA's Youth Farm budget) under the Employment & Training Fund (ETF) since the inception of the Youth Farm Programme, and has also developed Industry Standards and Curricula, provided certified Assessors and facilitated



certification of the students. Having approved IICA Barbados as a TVET Training Centre, the TVET Council also works closely with the Delegation to train and certify Assessors, give approval for IICA Assessors and Trainers and conduct visits of External Verifiers for N/CVQ courses.

### **3. Objectives**

#### **3.1. General**

- To expose Secondary school students to the practical and business skills necessary to compete as an agricultural entrepreneur.

#### **3.2. Specific objectives**

- To train 30 secondary school students in sustainable, resilient crop and livestock production, and land-based fish farming
- To assess 30 students based on the N/CVQ Level 1 standards for Livestock Rearing, Crop Production, and Aquaculture Grow Out Operations, respectively

### **4. Importance of the proposed event**

To ensure that the agricultural sector has young, trained men and women to assist in the contribution of the sector by way of labour or entrepreneurship.

### **5. Outcomes**

- 10 NVQ graduates in Livestock Rearing (Level 1)
- 10 CVQ graduates in Crop Production (Level 1)
- 10 CVQ graduates in Aquaculture Grow Out Operations (Level 1)

### **6. Methodology**

The Youth Farm programme will be delivered to three distinct groups over an 8-week period. One group will have training and instruction in Crop Production - Level 1, another group will focus on Animal Rearing – Level 1, and the final will work with land-based Fish farming. Each group will have approximately 70 hours of theoretical instruction and 90 hours of practical exposure, respectively. On the penultimate week of the programme students from the respective courses will showcase and sell what was produced over the summer. During the last week of the programme, all of the students in the programme will come together for the agribusiness week where they will learn some of the softer entrepreneurial skills (e.g. writing business plans, preparing for interviews, marketing and sales)

The students will be assessed by a team of assessors appointed by IICA. These assessments will be done in blocks according to the N/CVQ standards and will run concurrently with the teaching and practical instructions.

#### **6.1 Participants**

The Youth Farm 2019 Summer programme will cater to 30 students from 14 Barbados secondary schools.

#### **6.2. Official language**

The course will be conducted in English

### 6.3. Proposed agenda

The Schedule for Youth Farm 2019 is provided below:

#### YOUTH FARM PROGRAMME 2019 – CROP PRODUCTION 1 STUDENT SCHEDULE

Week	Monday	Tuesday	Wednesday	Thursday	Friday
<b>1</b> 1 <sup>st</sup> - 5 <sup>th</sup> July 2019	1 <sup>st</sup> July Welcome and introduction to CVQ Level 1 Crop Production	2 <sup>nd</sup> July Module 1: Basic Requirements and Occupational Health and Safety Considerations for the Agriculture Industry	3 <sup>rd</sup> July Module 2: Preparing For and Planting a Crop - Preparing the land for planting	4 <sup>th</sup> July Module 2: Preparing For and Planting a Crop - Preparing the land for planting	5 <sup>th</sup> July Module 2: Preparing For and Planting a Crop - Establish plants, plant a crop by hand
<b>2</b> 8 <sup>th</sup> - 12 <sup>th</sup> July 2019	8 <sup>th</sup> July Module 2: Sustainable Crop Production Techniques - Vegetable and root crops	9 <sup>th</sup> July Module 2: Sustainable Crop Production Techniques - Pulses, grains & condiments	10 <sup>th</sup> July Module 2: Sustainable Crop Production Techniques - Hydroponics	11 <sup>th</sup> July Module 2: Sustainable Crop Production Techniques - Data entry and retrieval	12 <sup>th</sup> July Module 2: Sustainable Crop Production Techniques - Plant propagation
<b>3</b> 15 <sup>th</sup> - 19 <sup>th</sup> July 2019	15 <sup>th</sup> July Module 3: Crop Protection and Maintenance - Soils and composting	16 <sup>th</sup> July Module 3: Crop Protection and Maintenance - Weeding and irrigation	17 <sup>th</sup> July Module 3: Crop Protection and Maintenance - Integrated pest management	18 <sup>th</sup> July DAY RELEASE WITH EMPLOYER	19 <sup>th</sup> July DAY RELEASE WITH EMPLOYER
<b>4</b> 22 <sup>nd</sup> - 26 <sup>th</sup> July 2019	22 <sup>nd</sup> July Module 4: Landscape Establishment & Maintenance - Plant Propagation I	23 <sup>rd</sup> July Module 4: Landscape Establishment & Maintenance - Plant Propagation II	24 <sup>th</sup> July Module 4: Landscape Establishment & Maintenance - Plant Propagation II	25 <sup>th</sup> July DAY RELEASE WITH EMPLOYER	26 <sup>th</sup> July DAY RELEASE WITH EMPLOYER
<b>5</b> 29 <sup>th</sup> Jul - 2 <sup>nd</sup> Aug 2019	29 <sup>th</sup> July DAY RELEASE WITH EMPLOYER	30 <sup>th</sup> July DAY RELEASE WITH EMPLOYER	31 <sup>st</sup> July DAY RELEASE WITH EMPLOYER	1 <sup>st</sup> Aug EMANCIPATION DAY	2 <sup>nd</sup> Aug DAY RELEASE WITH EMPLOYER
<b>6</b> 5 <sup>th</sup> - 9 <sup>th</sup> Aug 2019	5 <sup>th</sup> Aug KADOOMENT DAY	6 <sup>th</sup> Aug Module 5: Processing, Packaging and Sale of Agro-Products	7 <sup>th</sup> Aug Module 5: Processing, Packaging and Sale of Agro-Products	8 <sup>th</sup> Aug Module 5: Processing, Packaging and Sale of Agro-Products	9 <sup>th</sup> Aug LIVESTOCK REARING 1 OPEN DAY
<b>7</b> 12 <sup>th</sup> - 16 <sup>th</sup> Aug 2019	12 <sup>th</sup> Aug Crop Production Level 1 Review: Portfolio building and assessments	13 <sup>th</sup> Aug Crop Production Level 1 Review: Portfolio building and assessments	14 <sup>th</sup> Aug Crop Production Level 1 Review: Portfolio building and assessments	15 <sup>th</sup> Aug Crop Production Level 1 Review: Portfolio building and assessments	16 <sup>th</sup> Aug AQUACULTURE 1 OPEN DAY
<b>8</b> 19 <sup>th</sup> - 23 <sup>rd</sup> Aug 2019	19 <sup>th</sup> Aug Crop Production Level 1 Review: Portfolio building and assessments	20 <sup>th</sup> Aug Crop Production Level 1 Review: Portfolio building and assessments	21 <sup>st</sup> Aug Crop Production Level 1 Review: Portfolio building and assessments	22 <sup>nd</sup> Aug Crop Production Level 1 Review: Portfolio building and assessments	23 <sup>rd</sup> Aug CROP PRODUCTION 1 OPEN DAY

#### YOUTH FARM PROGRAMME 2019 – LIVESTOCK REARING 1 STUDENT SCHEDULE

<b>1</b> 1 <sup>st</sup> - 5 <sup>th</sup> July 2019	1 <sup>st</sup> July Welcome and Introduction to NVQ Level 1 Livestock Rearing	2 <sup>nd</sup> July Module 1: Animal Husbandry I - Sanitation & Hygiene in farm operations	3 <sup>rd</sup> July Module 1: Animal Husbandry I - livestock anatomy and classification (sheep)	4 <sup>th</sup> July Module 1: Animal Husbandry I - livestock anatomy and classification (sheep)	5 <sup>th</sup> July Module 1: Animal Husbandry I - livestock anatomy and classification (dairy cattle)
<b>2</b> 8 <sup>th</sup> - 12 <sup>th</sup> July 2019	8 <sup>th</sup> July Module 1: Animal Husbandry I - livestock anatomy and classification (dairy cattle)	9 <sup>th</sup> July Module 1: Animal Husbandry I - livestock anatomy and classification (pigs)	10 <sup>th</sup> July Module 1: Animal Husbandry I - livestock anatomy and classification (pigs)	11 <sup>th</sup> July Module 1: Animal Husbandry I - livestock anatomy and classification (poultry)	12 <sup>th</sup> July Module 1: Animal Husbandry I - livestock anatomy and classification (poultry)
<b>3</b> 15 <sup>th</sup> - 19 <sup>th</sup> July 2019	15 <sup>th</sup> July Module 2: Animal Health & Nutrition - housing requirements for livestock	16 <sup>th</sup> July Module 2: Animal Health & Nutrition - livestock feeding	17 <sup>th</sup> July Module 2: Animal Health & Nutrition - livestock feeding	18 <sup>th</sup> July DAY RELEASE WITH EMPLOYER	19 <sup>th</sup> July DAY RELEASE WITH EMPLOYER
<b>4</b> 22 <sup>nd</sup> - 26 <sup>th</sup> July 2019	22 <sup>nd</sup> July Module 2: Animal Health & Nutrition - livestock feeding	23 <sup>rd</sup> July Module 2: Animal Health & Nutrition - Disease control	24 <sup>th</sup> July Module 2: Animal Health & Nutrition - Disease control	25 <sup>th</sup> July DAY RELEASE WITH EMPLOYER	26 <sup>th</sup> July DAY RELEASE WITH EMPLOYER
<b>5</b> 29 <sup>th</sup> Jul - 2 <sup>nd</sup> Aug 2019	29 <sup>th</sup> July DAY RELEASE WITH EMPLOYER	30 <sup>th</sup> July DAY RELEASE WITH EMPLOYER	31 <sup>st</sup> Jul DAY RELEASE WITH EMPLOYER	1 Aug EMANCIPATION DAY	2 Aug DAY RELEASE WITH EMPLOYER
<b>6</b> 5 <sup>th</sup> - 9 <sup>th</sup> Aug 2019	5 <sup>th</sup> Aug KADOOMENT DAY	6 Aug Module 2: Animal Health & Nutrition - Breeding & selection	7 Aug Module 2: Animal Health & Nutrition - Breeding & selection	8 Aug Module 2: Animal Health & Nutrition - Breeding & selection	9 Aug LIVESTOCK REARING 1 OPEN DAY
<b>7</b> 12 <sup>th</sup> - 16 <sup>th</sup> Aug 2019	12 Aug Module 3: Livestock Management - preparing livestock & products for market	13 Aug Module 3: Livestock Management - preparing livestock & products for market	14 Aug Module 3: Livestock Management - preparing livestock & products for market	15 Aug Module 3: Livestock Management - preparing livestock & products for market	16 Aug AQUACULTURE 1 OPEN DAY
<b>8</b> 19 <sup>th</sup> - 23 <sup>rd</sup> Aug 2019	19 Aug Livestock Rearing Level 1 Review: Portfolio building and assessments	20 Aug Livestock Rearing Level 1 Review: Portfolio building and assessments	21 Aug Livestock Rearing Level 1 Review: Portfolio building and assessments	22 Aug Livestock Rearing Level 1 Review: Portfolio building and assessments	23 Aug CROP PRODUCTION 1 OPEN DAY

## YOUTH FARM PROGRAMME 2019 – AQUACULTURE 1 STUDENT SCHEDULE

Week	Monday	Tuesday	Wednesday	Thursday	Friday
<b>1</b> 1 <sup>st</sup> - 5 <sup>th</sup> July 2019	1 July Welcome and introduction to CVQ Aquaculture Grow Out Operations	2 July Module 1: Introduction to land based fish husbandry	3 July Module 1: Introduction to land based fish husbandry	4 July Module 1: Growing fish and plants together: aquaponics farming	5 July Module 1: Growing fish and plants together: aquaponics farming
<b>2</b> 8 <sup>th</sup> - 12 <sup>th</sup> July 2019	8 July Module 1: Growing fish and plants together: aquaponics farming	9 July Module 1: Sanitation and hygiene in fish farming operations	10 July Module 1: Sanitation and hygiene in fish farming operations	11 July Module 1: Fish aquaculture and plant hydroponic system components	12 July Module 1: Fish aquaculture and plant hydroponic system components
<b>3</b> 15 <sup>th</sup> - 19 <sup>th</sup> July 2019	15 July Module 1: Setting up an integrated system: aquaculture and hydroponics	16 July Module 1: Setting up an integrated system: aquaculture and hydroponics	17 July Module 1: Setting up an integrated system: aquaculture and hydroponics	18 July DAY RELEASE WITH EMPLOYER	19 July DAY RELEASE WITH EMPLOYER
<b>4</b> 22 <sup>nd</sup> - 26 <sup>th</sup> July 2019	22 July Module 1: Equipment use and maintenance	23 July Module 2: Fish biology and fish health management	24 July Module 2: Fish biology and fish health management	25 July DAY RELEASE WITH EMPLOYER	26 July DAY RELEASE WITH EMPLOYER
<b>5</b> 29 <sup>th</sup> Jul - 2 <sup>nd</sup> Aug 2019	29 July DAY RELEASE WITH EMPLOYER	30 July DAY RELEASE WITH EMPLOYER	31 July DAY RELEASE WITH EMPLOYER	1 Aug <b>EMANCIPATION DAY</b>	2 Aug DAY RELEASE WITH EMPLOYER
<b>6</b> 5 <sup>th</sup> - 9 <sup>th</sup> Aug 2019	5 Aug <b>KADO MENT DAY</b>	6 Aug Module 2: managing water quality for fish farming	7 Aug Module 2: Aquaponics plant culture	8 Aug Module 2: Aquaponics plant culture	9 Aug <b>LIVESTOCK REARING 1 OPEN DAY</b>
<b>7</b> 12 <sup>th</sup> - 16 <sup>th</sup> Aug 2019	12 Aug Module 2: Fish and plant nutrition and growth	13 Aug Module 2: Fish and plant nutrition and growth	14 Aug Module 2: recordkeeping and stock management	15 Aug Module 2: harvest and transportation of fish and produce	16 Aug <b>AQUACULTURE 1 OPEN DAY</b>
<b>8</b> 19 <sup>th</sup> - 23 <sup>rd</sup> Aug 2019	19 Aug Aquaculture Grow Out Operations Level 1: Portfolio building and assessments	20 Aug Aquaculture Grow Out Operations Level 1: Portfolio building and assessments	21 Aug Aquaculture Grow Out Operations Level 1: Portfolio building and assessments	22 Aug Aquaculture Grow Out Operations Level 1: Portfolio building and assessments	23 Aug <b>CROP PRODUCTION 1 OPEN DAY</b>

### 7 Budget

Required from TVET Council: \$49,725 BDS (estimated exchange rate 1 USD = 1.99 BDS)  
IICA's contribution: \$10,000 BDS (in cash), and \$8,000 BDS (in kind)

Item	Resources (in BDS\$)		Overall Total cost
	IICA	Requested from TVET	
<b>1. Personnel *</b>			
IICA team (Damien Hinds, Roxanne Waithe, Rudolph Hippolyte, Sharon Trotman, Noor Denner, Marcia Husbands, Sylvia Charles-Dolcy, Ena Harvey) in kind	8,000.00		
Sub total	8,000.00	0	8,000.00
<b>2. Delivery of All 3 courses**</b>			
Training	6,000.00	30,375.00	
Assessments	4,000.00	19,350.00	
Sub total	10,000.00	49,725.00	59,725.00
<b>3. Training materials **</b>			
Portfolio building materials	-		
Sub total	-		
<b>Grand Total</b>	<b>18,000.00</b>	<b>49,725.00</b>	<b>67,725.00</b>
Participation (%)	27	73	100

\*in kind

\*\* in cash



## **7.1 Budget Agreement**

IICA will administer the resources transferred by TVET in adherence with IICA's rules and its administrative and accounting procedures, for the implementation of the activities called for in the present document.

The financial resources transferred to IICA are to be credited to the bank account facilitated by IICA and will be held in the currency of the transfer.

### Conditions of payment

For the implementation of the project, TVET shall make a financial contribution of BDS\$49,725 (forty nine thousand seven hundred and twenty five Barbados dollars) in two payments before the execution, one each for assessment and training.

The costs involved in financing the actions of the technical cooperation project will be financed with the resources of TVET, in accordance with the detailed budget and the timetable of activities.

Expenditures incurred in financial operations, taxes and as a result of exchange rate differences that may occur will be absorbed by the budget of this project.

## **8. Other Terms and Conditions**

### Mechanism for coordination and decision making

In order to ensure the smooth provision and successful conclusion of the cooperation called for in the present Technical Cooperation Document, the Parties designate a Technical Officer on behalf of TVET and the IICA Representative, on behalf of IICA, who will be responsible for planning and monitoring the project.

### Amendments

Amendments to this document must be mutually agreed, and shall be made in writing through an exchange of official correspondence at any time, during the period of validity of this technical proposal.

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### Reports

IICA will prepare a final report (technical and financial) that will be submitted on September 30<sup>th</sup>. TVET will approve it before December 31<sup>st</sup> in accordance with the timeline. This approval will constitute the definitive conclusion of the contractual relationship between the Parties and will prevent either from taking further legal action or from making further legal claims.

### Resolution of Disputes

Any disagreement that may arise as to the interpretation of the present Agreement shall be resolved by mutual agreement between the Parties. In the event the dispute is not resolved, the Parties agree to submit, unconditionally and irrevocably, to the procedures and decision of arbitration panel comprising three arbitrators, designated as follows: one arbitrator named and financed individually by each of the Parties, and a third appointed jointly and financed equally by the Parties. All costs related to the operation of the Panel are to be financed equally by the Parties. It is understood that the arbitration panel shall decide all matters of procedure for cases



in which the Parties do not agree. The decision of the arbitration panel shall be final and binding on the Parties.

Privileges and Immunities

Nothing conferred in the present document, or related to same, is to be considered an express or tacit renunciation of the immunities and privileges, exonerations and benefits enjoyed by IICA and its personnel in accordance with international law, treaties or international agreements or the national legislation of its Member States.

Reciprocity

Each Party agrees to acknowledge the contributions of the others to the implementation of the activities agreed upon, in publications, reports, informational material, messages and other means used for disseminating information on these activities. Any document bearing the name or logotype of IICA which is to be published as part of a special project, joint project, research project or any other activity, must comply with IICA's rules and regulations governing publications.

Anti-fraud and anti-corruption policy

IICA has mechanisms for the prevention, detection, reporting, denunciation, and sanctioning of fraud and corruption as an integral part of its good practices of governance and administration. Consistent with its code of ethics and values, and the laws in force in the countries in which it operates, IICA maintains a policy of zero tolerance with regard to fraud and corruption. This policy applies both to the Institute's personnel and to the individuals and legal entities with which it comes into contact in its different activities.

Timeline

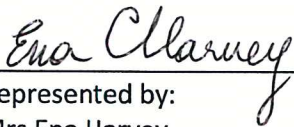
- Event Date: July 1 – December 31, 2019
- Effective legal instrument: July 1, 2019
- Scheduled date for delivery of financial and technical report: September 30, 2019
- Maximum date for settlement of the agreement: December 31, 2019
- Date of termination of the legal instrument: December 31, 2019


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Having duly read and understood the content and scope of the present agreement, the two parties ratify and sign duplicate copies.

InterAmerican Institute for  
Cooperation on Agriculture

TVET Council

  
\_\_\_\_\_  
Represented by:  
Mrs Ena Harvey  
**Representative**  
**IICA Barbados**  
Date: *July 01, 2019*

  
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*for* Represented by:  
Henderson Eastmond  
**Executive Director**  
Date: *26/July/2019*