

**174<sup>th</sup> BOARD FOR INTERNATIONAL FOOD AND AGRICULTURAL DEVELOPMENT (BIFAD)**

**Public Meeting**

**Building an Evidence Base on Rural Youth Employment and Livelihoods**

**Ronald Reagan Building North Tower**

**8th Floor, 1300 Pennsylvania Ave., NW**

**Washington, DC 20004**

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**BOARD MEMBERS:**

Dr. Mark E. Keenum, Chair

Dr. Brady J. Deaton  
Dr. Gebisa Ejeta  
Dr. Waded Cruzado

Mr. Richard L. Lackey  
Dr. Pamela K. Anderson  
Hon. James M. Ash

**Welcome**

**Brady Deaton, Chancellor Emeritus, University of Missouri and Acting BIFAD Chair**

Dr. Deaton opened the meeting by greeting the audience and commenting briefly on the day's agenda. He reflected on his time as BIFAD Chair since 2011 before introducing the Administrator of USAID, Ambassador Mark Green. Ambassador Green took the podium and began by welcoming the newly appointed BIFAD Chairman Mark Keenum and BIFAD Member Richard Lackey, as well as thanking the outgoing BIFAD members, Dr. Cary Fowler and Chancellor Harold Martin for their service to BIFAD. He stressed the importance of BIFAD's leadership and engagement with the U.S. academic community to address food insecurity and food opportunity. He then spoke of the history of USAID, dating back to President Harry S. Truman's inaugural address. Ambassador Green made a connection between USAID and the mission of BIFAD. Ambassador Green touched on accomplishments such as the Feed the Future Initiative, and challenges such as overpopulation in under-developed countries and ensuring tools and initiatives are up to date. He implored BIFAD to dig deep and ask "crucial questions" to foster real, global change. He concluded his remarks by introducing and calling upon Dr. Mark Keenum, the new BIFAD Chair.

Dr. Keenum thanked Ambassador Green for his remarks and his overall career in development. He touched on the important role that BIFAD plays in addressing critical issues for the world and the future. Dr. Keenum reflected on his time at the US Department of Agriculture and work with its international development programs. Dr. Keenum took some time to allow his BIFAD colleagues to introduce

themselves to the audience. Following these remarks, Dr. Keenum thanked Ambassador Green for asking BIFAD to address issues such as resilience and youth engagement in agriculture. Dr. Keenum singled out Dr. Clara Cohen as the liaison between BIFAD and the agency, and as someone who helps ensure that the provisions of the Federal Advisory Committee Act are met regarding BIFAD operations. He concluded his remarks by introducing Dr. Louise Fox, USAID Chief Economist, to begin the next presentation.

## A Conceptual Framework on Youth and Agricultural Transformation

**Introduction: Louise Fox, Chief Economist, USAID**

**Presenter: David Tschirley, Michigan State University**

Dr. Fox greeted the audience and gave a brief background on her career as a labor economist. She went on to highlight the importance of youth development and employment, and how it has been on the agenda for over 20 years. She placed the important topic on the spectrum of global human development, specifically the transition of youth from dependence to independence. Dr. Fox spoke of improvements in health combined with slow fertility rate decline leading to the production of “young” nations, especially in Sub-Saharan Africa, which has in turn led to many development challenges. Although a common narrative is that idle youth in urban areas is a problem, in sub-Saharan Africa and South Asia, the majority of youth live in rural areas. She stressed that USAID, in implementing the Global Food Security Strategy, is now asking questions about youth inclusion and support to youth in making the journey from dependence to independence, especially on the economic side. Although data by age group haven’t been collected and analyzed in the past, as the monitoring and evaluation program of the Global Food Security Strategy moves forward, it will collect age-disaggregated data and begin to resolve answers to these questions. She concluded her remarks by touching on the agenda’s goal to examine things known and unknown to the research community regarding global agriculture and youth, and to focus on wise programming. Dr. Fox introduced Professor David Tschirley from Michigan State University to present the conceptual framework.

Dr. Tschirley thanked Dr. Fox for her remarks. He framed the topic in the context of structural transformation taking place across the developing world, the related diet transformation, and rapid technological change—all of which condition the opportunity set in which youth are operating. The answers to the questions “Why focus on youth now?” and “Why focus on rural youth now?” emerge from that framing. He planned to conclude his presentation by presenting a typology of rural youth opportunity. The basic idea of the presentation was the structural transformation of economies in the context of rapid technological change. This transformation, he explained, is the movement of labor, following consumer demand, out of farming and food into other sectors of the economy. It is both a consequence and contributor of productivity growth. Growth and poverty reduction are very slow without these transformations taking place. New paths to transformation exist for countries that were not early industrializers.

Transformation in an era of rapid technological change encompasses structural, agriculture, and dietary changes. A common biological basis drives these robust and inter-related patterns of change. This basis is as follows: people can only eat so much food, people may be hard-wired to crave energy-dense foods (carbohydrates, fats, sugars) and salt, and sophisticated capitalist economic systems take advantage of these characteristics. As productivity rises, consumption patterns change: first increasing quantity and then quality of food. Africa and South Asia are in the transition from people consuming more food to consuming better food. Economic activity follows this change in consumer demand off the farm and progressively out of the agrifood system.

Engel's Law and Bennett's Law govern these shifts. Engel's Law states that as income goes up, a declining marginal share of income goes into food. We buy more manufactured projects and eventually more services. Bennett's Law talks about the increasing move away from staple foods towards perishable foods and processed foods and more value-added food. The transition to better food presents opportunities but also massive challenges for small-holder farmers (SHF) and rural small and micro enterprises (SME). These are the foundation of economic activity in rural areas within certain countries. Services and attributes increasingly become embedded in food are not always easy to produce. The foods increasingly delivered in a timely way, with reliability and safety. Food science and branding are opportunities but also challenges. These are increasingly being felt in Africa; the transition is already very advanced in Latin America and Asia.

A major dynamic of change includes intelligent automation and employment de-industrialization. This specifically refers to a constant improvement of precision and the massive logarithmic growth in big data and digital revolution combined to create intelligent systems. Global trade spreads impacts of these processes on the amount and type of labor demanded and skills demanded, and it impacts the pathways open to late transformers. Massive advancements have been made as recently as the past two years, and they are likely to accelerate. This matters to low-income countries because formal manufacturing employment is no longer the conveyor belt it once was. African labor coming off farms now goes largely into self-employed services. A key implication is that there are new skills needed in workers to combine with technology. African educational systems are increasingly unprepared for this shift.

The second major dynamic of change explained by Dr. Tschirley is the globalization of information, aspirations, and values. The current communications revolution coupled with global trade has effects on diet transformations (which happen much earlier and at lower levels of income), rural youths' work and political aspirations, and gender roles. For those with web access, cutting-edge technical information is nearly always free. This often facilitates an entrepreneurial response, but the extent to which rural youth will respond is lower and varies across and within countries.

Another major dynamic of change is the blurring of lines between rural and urban environments. Part of this stems from the communications revolution as well as rising rural population densities, rapidly growing secondary cities, and improved physical/virtual infrastructure. Changes in spatial distribution and the gradient of opportunity factor into changes in mobility. Seasonal migration is much larger now with an increased ease in commuting. A virtual connection to urban ideas and markets allows for improved blending of rural and urban environments.

Diet change and nutrition transition are also a dynamic of change. This was not on the radar in Asia and Africa 20 years ago but is now a major health issue in Latin American countries. It is rapidly becoming an issue in some Asian countries and Africa. Previous youth cohorts were not exposed to this.

Undernutrition, though declining, persists in certain areas of the world while obesity is on the rise in other nations. There is also a simultaneous persistence of micro-nutrient deficiency. This is referred to as the triple burden of malnutrition.

Dr. Tschirley spoke of climate change and stress on natural resources. The key point here is that the risks and impacts of climate change are likely to be substantially higher in Africa and areas of South Asia. There are increasingly frequent and intense shocks that directly affect farming through impacts on productive potential and indirectly through their impacts on infrastructure. Others affect livelihoods and food security through changes in prices of staple goods. Though less understood and more difficult to model, there are effects off the farm through infrastructure, prices, and water scarcity. The impacts are likely most significant in Africa and South Asia especially for those in the early stages of rural and diet transformations and least capable of investments needed to avoid or mitigate.

Dr. Tschirley then asked the question, “Why focus on rural youth now?” The youth bulge is unprecedented in Africa. In the rest of the world, youth populations are falling. Youth population as a share of the population is falling. Labor shortages are already setting in in Asia and Central America, but they are a long way off in Africa. The pace of change is extremely rapid resulting from the spread of digital technology and global trade spreading effects everywhere. The hope for a typology is to place youth and their families in rural opportunity space (a look at what they might be doing currently), place them in rural and ag transformation space (a look at what they are doing), characterize youth and their families within some combination of those spaces (education, assets, specifics of economic engagement), and finally draw generalized inferences regarding opportunities and challenges.

Dr. Tschirley stated that youth need generic economic constraints to be overcome. In other words, the challenges for youth are the same challenges that non-youth face. They need to have a positive policy environment, they need to operate in a functional institutional environment, and they need a physical environment to support them. We need to find out what additional steps can address cognitive, experiential, and other deficits to allow youth to make a transition into independence. Following his speech, Dr. Tschirley and Dr. Fox fielded questions and comments from the audience.

## MasterCard Foundation Invisible Lives Project

### **Presenter: Tricia Williams, MasterCard Foundation**

Ms. Williams began her presentation by showing a brief video on the work and research she conducts. The video illustrated the desire of rural youth to move into more entrepreneurial endeavors through MasterCard’s Invisible Lives Project. Ms. Williams gave a brief background of the MasterCard Foundation, which was founded in 2006 and is based in Toronto, Canada. MasterCard Foundation’s main efforts are focused on the youth employment challenge in Africa, specifically the significant gap between the number of young people seeking work and the limited employment opportunities available

to them.

The objective of the research study was to learn about youth day-to-day livelihoods and the varying access to economic opportunities by young men and women in different regions, in order to address how best to design interventions for engaging young people. The study was youth-centric, engaging youth data enumerators ages 18-24. There was a low drop-out rate because the research was meaningful to the participants. Youth researchers interviewed study participants.

The participants were self-selected and screened based on levels of availability and comfort discussing personal issues. The total number of participants was 246 with the average age 21 years old. These youth had not been involved in any formal development projects. The findings showed extremely diverse livelihoods among the participants and the centrality of agricultural production to rural young people's livelihoods. Young people faced considerable difficulty in finding activities that generated income. A key finding was that many young people had financial obligations to their families and households. System-wide interventions were key in reaching young people at scale.

The aim of MasterCard's Young Africa Works Strategy is to improve the quality of education and vocational training to equip young people with the skills employers need, leverage technology to connect employers and job seekers, and enable entrepreneurs and small businesses to expand through access to financial services. The approach is to design county-specific strategies, empower young women, work with more African organizations, use technology to drive impact and scale, and share more evidence-based knowledge and innovation.

Ms. Williams took a few questions from the audience before a break.

## Framing the Evidence Base on Rural Youth Employment and Livelihoods

**Presenter: Louise Fox, Chief Economist, USAID**

Following the break, Dr. Keenum reconvened the meeting and introduced Dr. Louise Fox for her presentation. Dr. Fox's presentation sought to examine, "What is the evidence on rural youth livelihoods and effective interventions?" She began speaking about the economic transformation removing informal jobs. This means moving production out of households and into firms. Economic development seeks to move production away from independent, home-based work and into modern enterprises. Countries become richer when more firms are created.

Dr. Fox moved to explaining the youth employment problem. Employment and earnings opportunities depend on the extent of transformation and location, but these are not usually youth specific. A transition from economic dependence to independence is a youth problem as is the entry into stable and productive employment. In rural areas, there are usually household farms and businesses which lead to limited opportunities for nonfarm wage employment. The transition from economic dependence to independence is different among men and women in that young females are far less likely to work for

someone outside their own family. This heavily depends on domestic burdens or responsibilities. The goal is to make this transition efficient and effective.

Dr. Fox then gave a brief explanation of the economic principle of supply and demand to explain the labor market diagnosis of people who want to work and are currently working. These people who want to work but cannot do not go on unemployment as many Americans do. They often stay unemployed if their family can support them. They also often return to household production, working in rural areas. Interventions require theories of change and key assumptions.

On the supply-side, the theory of change is the need to improve youth characteristics for increased employment. The assumption is that entry-level vacancies exist, but youth lack the skills needed to get them. In the business-climate, the theory of change here is to increase demand for youth labor, factors outside of the control of youth. The assumption is that there are barriers to firm entry and growth limits jobs and opportunities available.

The impact evaluation research shows that most evaluated programs take place in urban areas and that technical and vocational training (TVT) is the most common intervention. Wage employment is the most common desired outcome even when employment transformation is slow. The success of training is limited at best. The results ultimately suggest that understanding youth needs and progression towards employment is missing/not informing program design. There is a need to increase firm entry to increase labor demand. Finance and management support helps.

Dr. Fox ended her presentation by posing research questions the audience should consider moving forward. These questions were, “When do we need youth targeted programs?” “What should be the objective?” and “What should be the content?” After highlighting these questions, Dr. Fox answered some questions from the audience.

## Youth Perspectives: Challenges and Opportunities in the Agricultural and Food Sectors

**Moderator: Michael McCabe, USAID Youth Coordinator**

**Panelist: Ignatius Ahumuza, Art Planet Academy (Uganda)**

**Panelist: Patricia Gichinga, Producer, Don’t Lose the Plot (Kenya)**

Dr. Keenum called the meeting back to order and introduced the moderator, Michael McCabe, and panelists, Mr. Ignatius Ahumuza and Ms. Patricia Gichinga. Mr. McCabe introduced the panelists. Ms. Gichinga showed a short video on her Don’t Lose the Plot program. The goal of this program was to use media and entertainment to promote productivity and income among youth in rural/agricultural areas. Ms. Gichinga measures the impact of this approach by collecting a pool of TV viewers and polling them before the broadcast of the show, asking the viewers what they watch, remember, and identify with in the program. This process is then repeated following the broadcast of their show.

Ms. Gichinga explained that they have an average of 3 million household viewers per week for a period of three months for one of her shows. Because this was during the growing season, people could replicate what they saw in the programs in real time. On radio, Ms. Gichinga's program averages 1.2 million listeners.

Mr. McCabe then asked Mr. Ahumuza to speak about his Art Planet Academy initiative. This program develops innovation and changes how people look at and practice agriculture. They achieve this through a three-phased curriculum: experiential learning and business development of specific enterprises, enterprise-specific training and the establishment of home-agricultural enterprises, and the replication of this enterprise into the home, which creates employment for the participant and others. This initiative extends to 22 primary schools, 20 secondary schools, and 2 universities. Last year, their budget was one thousand dollars, but this year they will be reaching 100 schools with a budget of ten thousand dollars.

Some changes in the Art Planet Academy are immense savings for schools and an increase in average salaries per household. Those in the program have actually gone on to establish economically viable enterprises. Mr. Ahumuza's own background in agriculture helped him develop more efficient methods for agricultural enterprises. He viewed the struggles of his father as the role model for how to make agriculture profitable. Ms. Gichinga's experience has been in media, beginning with radio, and the study of halting declining audiences. She found that agricultural stories resonated the most with viewers and listeners. People displayed eager interest in learning more about what had been covered. Through this, Ms. Gichinga and her team began developing content targeted at fostering youth agricultural interventions.

Regarding challenges in connecting young people to rural areas, Ms. Gichinga identified access to land as the biggest obstacle. Many youths are in urban areas and do not have access to land to begin an agricultural enterprise. To combat this, Ms. Gichinga's group spoke to parents and grandparents of these youths to stop them from giving away land. The argument was to have youths lease the land from their family members. Accessing knowledge was another challenge. To engage the youth educationally, they had to utilize the social media and communication platforms most frequently used by the youth population. The panel concluded by answering a few, brief audience questions.

## Youth Productivity: Technology, Mechanization, and Global Value Chains

**Moderator: Aslihan Arslan, Research and Impact Assessment Division, International Fund for Agricultural Development**

**Presenter: Dr. Tom Reardon, Michigan State University**

**Respondent: Dr. Loraine Ronchi, World Bank**

Dr. Keenum introduced the moderator, Dr. Aslihan Arslan, of the session. Dr. Arslan opened up by

introducing the speakers, Dr. Tom Reardon and Dr. Loraine Ronchi. Dr. Reardon began by highlighting his main message that food systems are rapidly transforming in Asia and Africa. Transformation is pulled by rapid urbanization and rapid diet change, and it is facilitated by policy liberalization and public infrastructure investment. This transformation has been fed by a series of investments by large retailers and processes (modern revolution) and millions of SMEs along supply chains (quiet revolution).

The path of transformation is similar in Asia and Africa; however, Asia is somewhat ahead of Africa. This path actually somewhat mirrors the evolution of the US food system. What is happening in Asia and Africa is happening 3-5 times faster than what occurred in the United States. These present major opportunities for youth employment. Transformation occurs in three stages: traditional, transitional, and modern. The biggest youth job opportunities are in the transition stage, in which most of Africa and South Asia are and will be for the next two decades. The biggest challenges for youth jobs are found in the traditional and modern transformation stages.

The traditional stage presents a drought for youth employment. The food supply chains are short and local. There are few jobs generated off farms in commerce and transport. There is little “value added” post-farm gate. Only a few jobs exist in processing, street food preparation, and vending. Technology is traditional, and it takes a lot of low-paid/own-labor to grow and process food. A lot of young women spend their time pounding grain, therefore postponing their dreams.

The transition stage is a boom for youth employment. Here, food supply chains are long and reach burgeoning cities. Fifty percent to 75 percent of food now goes to cities. There are also many jobs off-farm in commerce, transport, handling, and storage. Some cases are “overnight revolutions” such as the Taj Mahal area in India resulting from an explosion of small-medium enterprises. Urban and rural diets have changed, skyrocketing demand for labor-intensive horticulture and livestock products. Youths are now “following the money.” In northern Nigeria, young women are involved in poultry farming, handling, and retail. In Bangladesh, fish farming has grown 15 times what it used to be in 20 years. There is now 2 times more employment per hectare than rice and a payoff that is 5 times larger. Off-farm is now more labor-intensive, high-value product farming. The labor market is tightened, and wages begin to increase. Farmers young and old begin switching towards mechanization. There’s been a spread of milling enterprises and other time-liberating technologies and products. This frees young women to start rural and urban food preparation enterprises. The transition stage food system is growing value-added jobs and opportunities. The comparison here is that of the United States in the 1950s and 1960s.

The modern stage is challenging due to skyrocketing challenges for unskilled youth workers. Supermarkets and large processing firms compete intensely with SMEs. Mechanization and automation all along the supply chain reduce the demand for low-skill labor. Quality requirements rise and “would be” entrepreneurs must invest to “make the grade.” The requirements in skills and investments rise sharply. This model applies to present-day United States and Thailand. Dr. Reardon concluded by assessing how job opportunities rise sharply and then tighten through traditional, transitional, and modern stages of food system transformation. The chances for inclusive growth in youth employment depend on meeting different challenges faced by youth at each stage.

Dr. Ronchi took the stage to respond to Dr. Reardon's presentation as well as give further analysis. She spoke about extending and applying the youth employment lens to other bodies of known or evolving research in private sector development. One area this could be applied to is in spatial solutions. She also advocated for linking what is known about SMEs and entrepreneurship to the proposal lens for jobs. Following her response, she joined Tom Reardon in answering some quick questions from members of the audience.

## Gender and Rural Youth Employment and Livelihoods

**Moderator: Dr. Catherine Cozzarelli, Bureau for Policy, Planning, and Learning, USAID**

**Presenter: Dr. Agnes Quisumbing, IFPRI**

**Respondent: Dr. Sarah Baird, The George Washington University**

Dr. Keenum called the meeting back to order and introduced the next item on the agenda. The moderator, Dr. Catherine Cozzarelli began by thanking the audience and briefly touching on the session's topic, global gender gaps. She then introduced the speaker, Dr. Agnes Quisumbing, and the respondent, Dr. Sarah Baird. Dr. Quisumbing began by highlighting the great change that occurs for men and women when transitioning into adulthood. She spoke of the importance for young women to keep doors open rather than have them closed by others. Rural youths are unlikely to be the primary decision makers in their households and this differs by gender. Across regions there are more female youths who are now married, compared to their male counterparts. Some young women are married as early as age 15-17, but married rates increase sharply between 18-24 years of age. In most regions, there is a larger proportion of male youths that are attending secondary school. Gender gaps in the median years of schooling favor males, but this is not always true everywhere.

A larger proportion of male youths are employed while many female youths are not in school, employed, or in training. This number does not take females' reproductive roles into account, and there are large regional variations. Most rural female youths who work on farms tend to work for family members. Those working off-farm tend to work for someone else, except in Sub-Saharan Africa where they are actually often self-employed.

A much higher proportion of male youths' own land than females whether solely or jointly. From data obtained, Dr. Quisumbing explained that young rural women are more likely to be married and have children than men of the same age. They will also have lower endowments of physical and human capital than young men resulting from lower investments in health and education of girls. Also, young rural women are more likely to be subjected to gender-based constraints on their time and mobility. Female youth programming needs to recognize where a young woman is in her life stage as well as recognize the totality of a woman's life. Female youth programming needs to be different for married female youth, especially those with children.

The key messages Dr. Quisumbing left were that marriage, childbearing, and gender norms surrounding the transition to adulthood shape the opportunities and constraints for youth. This creates a vast difference between young men and women. Further work will review interventions that have focused on rural youth and identify what has worked, with a particular focus on considering what has worked for young men and women. The limited evidence on gendered impacts of interventions may stem from gaps in programming for young men and young women, possibly arising from the failure to consider gender difference in transitions to adulthood. Thus, there is a failure to intentionally design interventions that take them into account.

Dr. Baird began her response by elaborating on some themes mentioned in Dr. Quisumbing's presentation. The first thing she highlighted was the hold that gender takes during adolescence and the vulnerability of the adolescent brain. Girls' worlds tend to shrink while boys' worlds expand. She explored what types of programs are effective depending on the kind of transition youths are going through. She brought up the Sustainable Development Goals, specifically, decent work and economic growth by 2030 for all young women and men. Another goal is to recognize and value unpaid care and domestic work through the provision of public services, infrastructure, and social protection policies. The promotion of shared responsibility within the household and the family needs to be nationally promoted within countries.

One challenge she mentioned is the entirety of time use, not just employment. Increased employment and education at the expense of sleep and leisure may not be an optimal outcome. Many of these rural populations are extremely busy as it is. Another challenge in the youth employment space is the different directions that people use to try and tackle the problem. She advocated collaboration in confronting youth employment issues. Following her response, Dr. Baird joined Dr. Quisumbing in answering a few short audience questions.

## Research, Learning and USAID Programming: The Role of U.S. University Research Partners in Generating Evidence

**Moderator: Rob Bertram, Chief Scientist, Bureau for Food Security**

**Presenter: Florence Kondylis, World Bank**

Dr. Keenum reconvened the group and introduced the moderator, Dr. Rob Bertram, for the next panel. Dr. Bertram made a brief opening remark about the topic at hand before introducing Dr. Florence Kondylis for her presentation. She began her talk on the use of impact evaluation to enhance development impact with an illustrative example from Ghana about the use of randomized control trial (RCT) approaches in increasing environmental services by 68 percent with the same budget.

She discussed a case study being done with University of California, Berkeley, in Rwanda, in which there is an ambitious learning agenda to transform agriculture, including understanding the constraints and returns to technology adoption, the use and sustainability of irrigation, road connectivity and market access, and land management and optimal farm size. Randomization approaches were used to estimate the effects of irrigation and demonstrated that irrigation enabled a switch from subsistence to high-

value agricultural production, intensification of production, job creation, and a doubling of farming household income. RCTs were used to test the effectiveness of input subsidies in stimulating high-value horticulture production and found that they had no effect. Without randomization, a useless intervention might have been scaled up. She further discussed how Impact Evaluation (IE) could help the youth employment research agenda, underscoring that nested constraints can be unbundled using RCTs. In addition, she noted the need to measure employment spillovers of large investments such as roads and irrigation and the need to use large enough sampling frames in order to not miss these spillover effects. She highlighted the importance of land markets and land rights as part of the solution. She called for broader consideration of data sources beyond national statistical institutes, including the use of revenue authority data to capture firm and individual networks and economic space transactions; to map value chains and job creation across space; and to overlay this with large infrastructure projects. Experimentation on the gender and youth dimensions of extension programs can also help the youth employment research agenda. Dr. Kondylis fielded some questions and comments from the crowd.

## Public Comment Period (in person and via Livestream)

### **Moderator: Dr. Brady Deaton, Chancellor Emeritus, University of Missouri and Acting BIFAD Chair**

Dr. Keenum began the public comment period by bringing up other BIFAD board members to the stage. The first commenter praised the meeting as being the best one ever held by the organization. Following that comment, one woman highlighted the lack of voice in female farmers around the world. She also expressed a desire to find models to make sure women farmers are given a voice.

Another commenter followed up on the topic of collaboration between the organization and the actual youth population in the world. The speaker proposed holding a future meeting in Africa. One gentleman followed up by reminding the audience to never underestimate the power of the educator. A gentleman from Africa spoke of the need to invest in other cultures to foster developments. By integrating other practices, he argued, rural youth can take massive strides forward in their own lives.

After these comments from the audience, Dr. Keenum suggested the group look at online questions submitted. Dr. Brady Deaton answered the question of how BIFAD engages with students and people around the world. He spoke of how BIFAD members participate in regional meetings around the world as well as in universities around the world to speak directly to students. They also work to include students in a serious dialogue about agricultural topics. Mr. Richard Lackey spoke about the success of the franchise model in sourcing supply chains and integrating employment. He advised investing in proven models and replicating them. He also highlighted the importance of experiential learning in education.

Dr. Waded Cruzado brought up the earlier comment about giving women farmers a voice. She spoke of a prior experience with a woman farmer in Cambodia who was using farming as a mechanism to improve their lives and leave behind the hardships they had been experiencing. She made the point that it was the private sector that made it possible to develop women-led enterprises. The mechanisms are in place, they just need to be utilized. Dr. Pamela K. Anderson mentioned her excitement over the

agenda because of the progress that was articulated throughout the day. She was enthusiastic about transition being a reality on the horizon. Another reflection she made was the lack of discussion over the role of government and policy-level interventions. She thanked all the presenters for their work during the day.

Hon. Jim Ash recapped some of the topics he heard throughout the day, specifically, modeling and mentoring. He then touched on the topic of franchising that was mentioned earlier and gave his support of that model. On the topic of government, he also stressed that it was an important subject to cover. Dr. Keenum followed up by speaking about the role of USAID around the world. He made a point to highlight the importance for the government to be aware and supportive of the work being done around the world by the organization. Dr. Louise Fox then took the stage and gave a brief recap of the day's presentations.

She began her remarks by praising the BIFAD/USAID collaboration and shared some takeaways from the day, beginning with "the power of young people." She highlighted three points, which illustrated this takeaway:

First, young people can and do exercise leadership, they want to be engaged, and they often do not feel listened to. This is a political, social, and normative issue, and it is something that demands attention. Youth want to transform agriculture.

The second takeaway was that research policy and programming needs to unpack youth in terms of location, gender, and skills. Youth should still be learning, but there is an uncertainty over what, how, and where they should be educated. There should be an intent to disrupt the "legacy players' approaches." It is also crucial to make sure that everybody benefits, and to understand that research can contribute to learning about youth constraints and opportunities in a different context.

She closed by making the point of needing multiple kinds of research and expressing personal desires to engage their two youth entrepreneurs in research and followed it up by saying she'd like to do an impact evaluation on Ignatius Ahumuza's schools.

The meeting concluded with Dr. Keenum expressing his thanks to the speakers, participants, Board members, USAID, and APLU.