



# FINAL REPORT

## Youth Empowerment Program in the Coconut Industry

### Phase 01: Virtual Training Workshops



International Coconut Community



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## Introduction

The International Coconut Community (ICC) launched the **ICC Youth Empowerment Program 2025** as a strategic initiative to address the challenges and opportunities within the global coconut sector. This program is a collaborative effort between ICC and key partners, including the Non-Aligned Movement Centre for South-South Technical Cooperation (NAM-CSSTC), the Sustainable Coconut Partnership (SCP), private sector stakeholders, and DFAT - Australia. The initiative aims to foster the active participation of youth in the coconut industry by equipping them with essential technical skills, entrepreneurial knowledge, and leadership capabilities.

The coconut palm (*Cocos nucifera* L.), often referred to as the “Tree of Life,” is cultivated across approximately 12.25 million hectares in over 90 countries and consumed in more than 110 countries worldwide. Despite its vast economic potential, the coconut industry faces critical challenges such as stagnant production rates, rising global demand, complex market requirements, and low productivity among smallholders who account for nearly 95% of global coconut production. These challenges are exacerbated by the limited involvement of youth in the sector, a demographic that represents a dynamic force capable of driving innovation and sustainable growth.

Recognizing the transformative potential of youth, the ICC Youth Empowerment Program was designed to bridge the existing gap in the coconut sector by attracting, nurturing, and empowering young individuals. The program seeks to create an inclusive environment that fosters entrepreneurship, technological adoption, and sustainable practices, thereby contributing to the long-term resilience and competitiveness of the coconut industry.

## Background of the Program

The program aims to:

- Address barriers to youth participation in the coconut industry.
- Equip participants with essential skills for sustainable coconut farming, value addition, and entrepreneurship.
- Foster community development and economic resilience in coconut-growing regions.
- Promote environmental sustainability and climate-smart agricultural practices.



This initiative aligns with global sustainable development goals (SDGs), including:

- **SDG 1 & 2 (No Poverty & Zero Hunger):** Enhancing food security and income opportunities through sustainable coconut farming.
- **SDG 5 (Gender Equality):** Promoting equal opportunities for young women in the coconut sector.
- **SDG 8 (Decent Work & Economic Growth):** Creating employment opportunities across the coconut value chain.
- **SDG 12 (Responsible Consumption & Production):** Encouraging sustainable production and value-added product development.
- **SDG 13 (Climate Action):** Promoting climate-resilient agricultural practices.
- **SDG 15 (Life on Land):** Supporting biodiversity conservation in coconut-growing regions.

## Program Objectives

**The ICC Youth Empowerment Program is designed to achieve the following objectives:**

1. **Empower Youth with Knowledge and Skills:** Equip young individuals with a comprehensive set of technical knowledge, leadership abilities, and entrepreneurial skills necessary for meaningful engagement and active participation in the coconut industry. This includes technical training in sustainable farming practices, coconut processing, and value addition.
2. **Promote Sustainable Practices:** Foster an understanding of sustainable agricultural practices, environmental conservation, and climate resilience within the coconut sector. This objective aims to instill a strong commitment to sustainability, encouraging youth to adopt and advocate for environmentally friendly practices.
3. **Enhance Global Competitiveness:** Prepare youth to navigate the complexities of the global coconut market by emphasizing quality standards, trade regulations, and market access strategies. This includes training on international trade practices, export-import regulations, and global marketing trends.
4. **Foster Entrepreneurship and Innovation:** Encourage innovative thinking and business development through practical experiences, internships, and the creation of business development plans. This objective seeks to nurture entrepreneurial mindsets, enabling youth to develop sustainable business models within the coconut value chain.



5. **Strengthen Community Engagement and Development:** Promote community development initiatives that support the socio-economic growth of coconut-producing regions. This includes engaging youth in projects that enhance community well-being, infrastructure, and local economies, thereby fostering a sense of social responsibility and leadership.
6. **Facilitate Knowledge Transfer and Market Access:** Establish mechanisms for the seamless transfer of knowledge between experienced professionals and the younger generation. Additionally, the program aims to create opportunities for market access, networking, and exposure to industry platforms, supporting youth-led enterprises in gaining competitive market positions.

## **Program Structure**

The ICC Youth Empowerment Program is structured into three comprehensive phases, designed to provide a holistic learning experience that integrates theoretical knowledge, practical skills, and entrepreneurial development:

### **1. Phase 1: Virtual Workshops**

This phase focuses on building foundational knowledge through a series of interactive online workshops. The curriculum covers key areas such as the global coconut industry landscape, sustainability practices, coconut biology, value addition, quality standards, financial management, and digital marketing. The virtual workshops are designed to provide a strong theoretical background and prepare participants for practical applications in subsequent phases.

### **2. Phase 2: Practical Skill Development & Internships**

In this phase, participants engage in hands-on training through internships and practical skill development programs conducted at coconut farms, research institutes, and processing units. This phase emphasizes experiential learning, where participants apply theoretical knowledge in real-world settings. Activities include field visits, technical training on coconut processing technologies, equipment handling, and direct industry engagement with mentors and professionals in the coconut sector.

### **3. Phase 3: Business Development Plan (BDP) Creation & Evaluation**

The final phase focuses on fostering entrepreneurial skills through the development of comprehensive business plans. Participants identify real-world challenges and opportunities within the coconut sector, design innovative business models, and present their business development plans for peer review and expert evaluation. This phase aims to cultivate critical thinking, strategic planning, and business acumen, with the ICC providing support for the implementation of the best business plans through sponsorships and mentorship.



Each phase of the program is interconnected, ensuring a progressive learning experience that equips participants with the knowledge, skills, and confidence needed to thrive in the coconut industry and contribute to its sustainable development.

## **Implementation of Phase 1 – Virtual Workshops**

Phase 1 of the program focused on **virtual workshops** designed to provide foundational knowledge across key areas such as coconut biology, sustainable farming practices, value addition, business development, and market access. This phase served as the cornerstone for building the competencies required for subsequent phases, which will emphasize practical skill development through internships and the creation of business development plans.

The successful implementation of Phase 1 was made possible through the collaboration with NAM-CSSTC, which contributed **IDR 150,000,000** under the Memorandum of Agreement (MoA) signed on June 28, 2024. The MoA formalizes NAM-CSSTC's commitment to supporting the ICC Youth Empowerment Program, with funds specifically allocated for activities such as training, capacity-building, workshops, and community development initiatives. The financial support was transferred to ICC's designated account, with clear provisions for fund utilization, reporting, and accountability as outlined in the MoA. (Annex 01)

This partnership significantly supported the coordination, resource mobilization, and delivery of high-quality training sessions. The financial contribution enabled the engagement of resource persons, development of training materials, and management of the virtual platform infrastructure, setting the stage for the continued success of the program.

In this report, we present an overview of the activities conducted, the key achievements of Phase 1, financial contributions, and the way forward for the next phases of the ICC Youth Empowerment Program 2025.



## Selection of Candidates

The selection of candidates for the **ICC Youth Empowerment Program 2025** was a meticulously planned and executed process, ensuring that the most capable and committed individuals were chosen to participate. The selection process was guided by the criteria outlined in the **Selection Criteria for Youth Candidates**, which emphasized academic qualifications, professional experiences, passion for the coconut sector, and commitment to sustainable development.

### Call for Nominations

The ICC Secretariat issued formal communications to the National Liaison Officers (NLOs) of ICC member countries, inviting nominations of eligible candidates for the program. This call for candidates highlighted the program's objectives, the selection criteria, and the application process. NLOs played a pivotal role in identifying and nominating young individuals who demonstrated the potential to contribute meaningfully to the growth and sustainability of the coconut industry. (Annex 04)

### Selection Criteria

Candidates were evaluated based on the following key criteria: (Annex 02)

- **Age Requirement:** Applicants were required to be under 40 years old and citizens of ICC member countries.
- **Educational Background:** Preference was given to individuals with diplomas or equivalent qualifications in agriculture, agronomy, horticulture, agricultural economics, food science, or related fields. Candidates from diverse academic backgrounds with relevant experience in sustainable agriculture, rural development, or community engagement were also considered.
- **Demonstrated Interest:** Applicants needed to show a strong passion for the coconut sector through prior involvement in related projects, research, or industry events.
- **Commitment to Program Goals:** Candidates were expected to align with the program's objectives, demonstrating a clear vision for contributing to the coconut sector's development.
- **Motivation and Enthusiasm:** Applicants provided statements of purpose outlining their aspirations, motivations for joining the program, and plans for utilizing the knowledge gained.



- **Potential for Impact:** Candidates were assessed on their ability to create positive change within their communities and the broader coconut sector.
- **Diversity and Inclusivity:** Efforts were made to ensure diversity in gender, geographic representation, and socioeconomic backgrounds.
- **English Proficiency:** Proficiency in English was essential for effective participation in the program's activities.

## **Application Process**

Interested candidates submitted their applications using the standardized **Application Form for the Youth Empowerment Program** (Annex 03). The application form required detailed personal information, educational qualifications, professional experiences, and motivation statements. Additionally, applicants were encouraged to provide letters of recommendation to support their candidacy.

The applications were reviewed by a selection committee comprising representatives from the ICC Secretariat and partner organizations. The committee conducted a thorough evaluation based on the selection criteria, ensuring transparency, fairness, and merit-based selection.

## **Outcome of the Selection Process**

The selection process resulted in the enrollment of a diverse cohort of young professionals from various ICC member countries. These participants brought a wealth of experiences, perspectives, and enthusiasm to the program, contributing to a dynamic and enriching learning environment.

The selected candidates have shown remarkable dedication to the program's objectives, actively engaging in Phase 1 activities and demonstrating the potential to become future leaders and innovators within the coconut sector. (Annex 05)



## Analysis of the Candidate Profile

Table 01: Country Representations

Country	No of Applications Received
Cote d'Ivoire	01*
India	11
Indonesia	02
Malaysia	01
Philippines	02
PNG	10
Solomon Islands	01
Sri Lanka	04
Thailand	06
<b>Total</b>	<b>38*</b>

\*Not participated in the program

Figure 01: Classification of Candidates by Profession

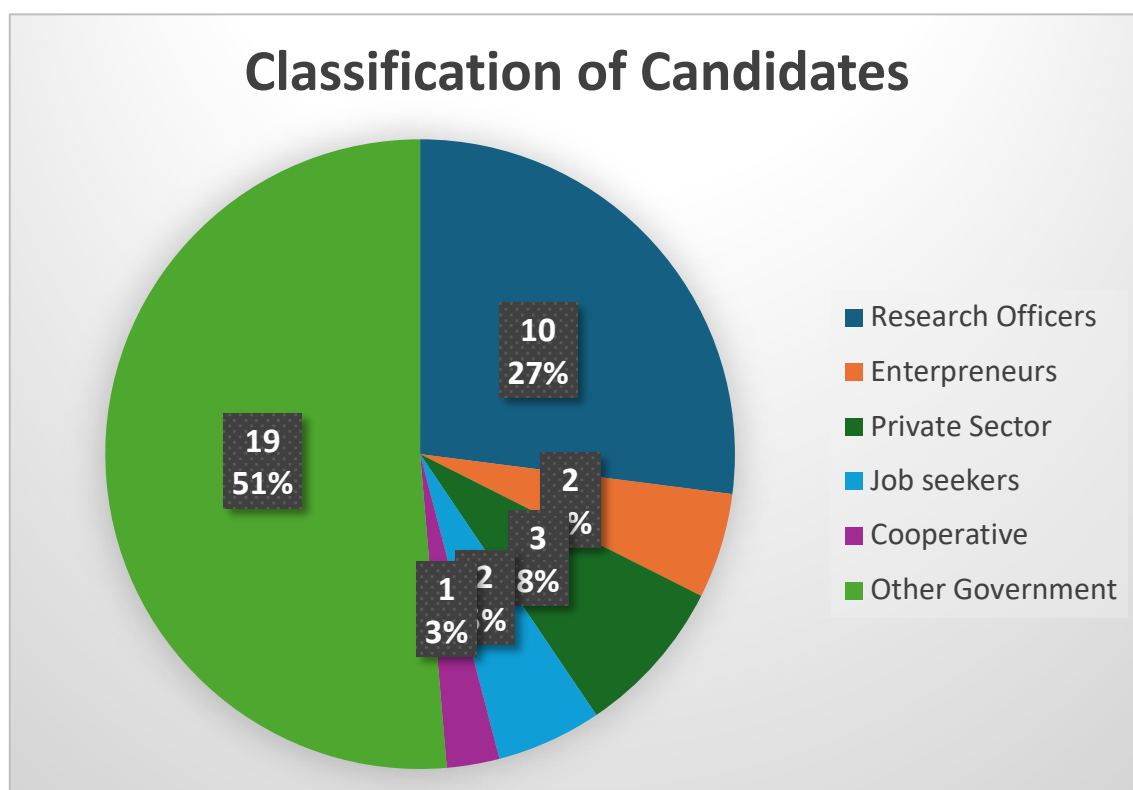




Figure 02: Classification of Candidates by Gender

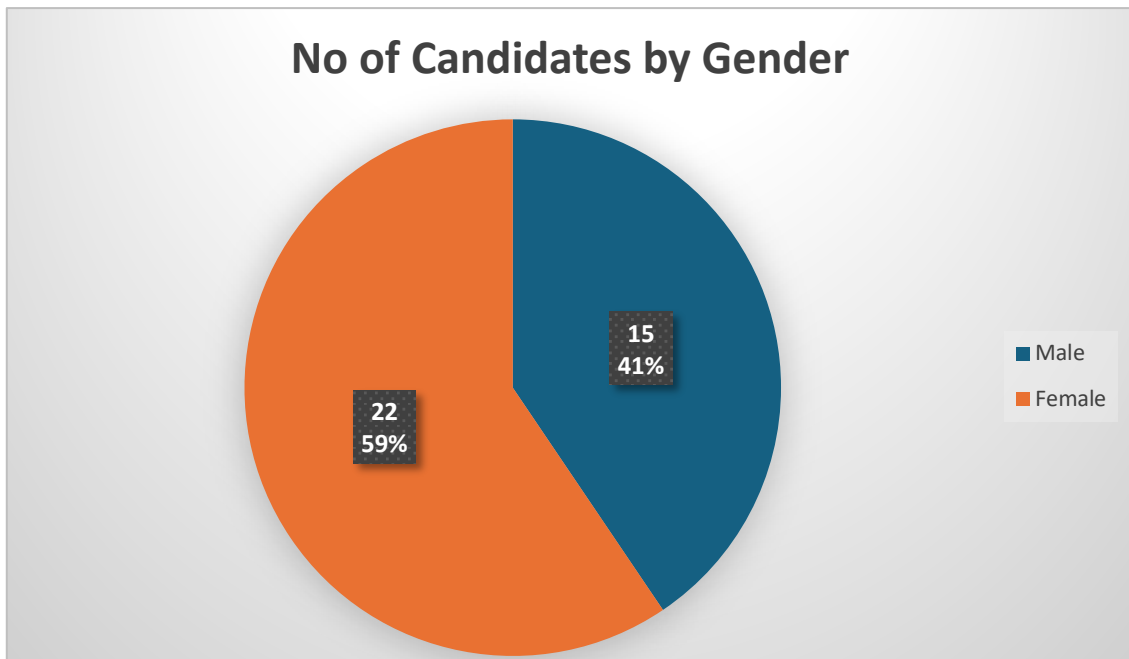
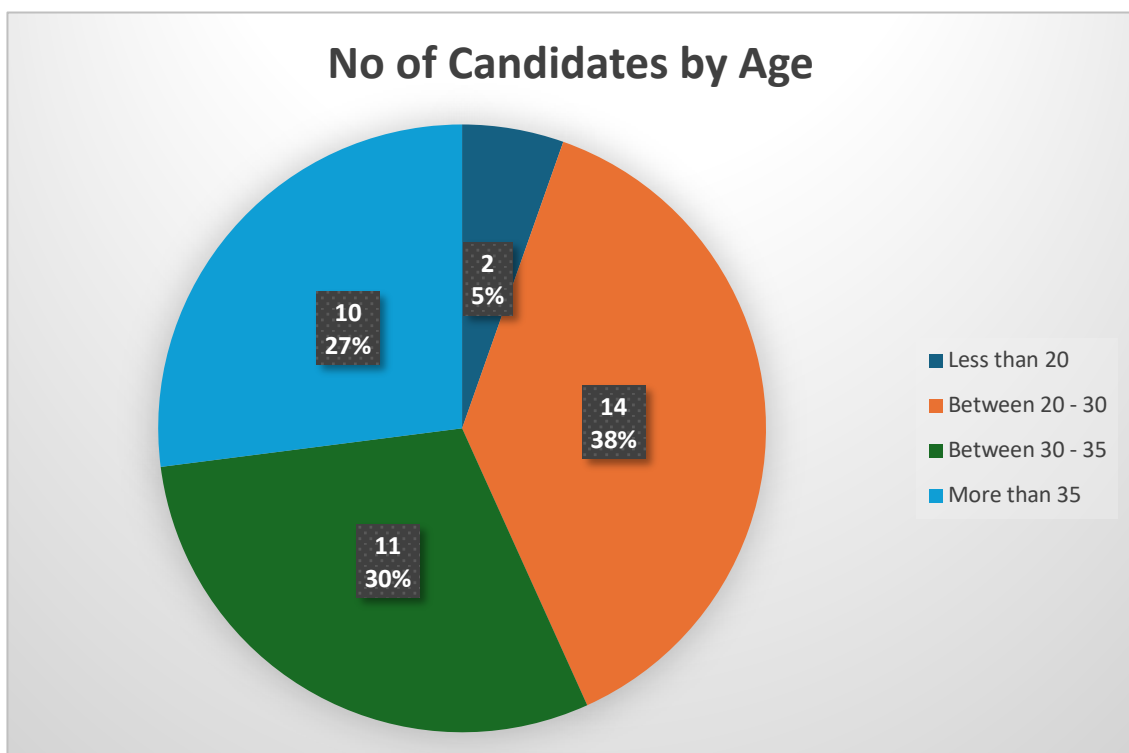


Figure 03: Classification of Candidates by Age





## Curriculum Development

The curriculum for the **ICC Youth Empowerment Program** was meticulously designed to provide a comprehensive learning experience that integrates technical knowledge, practical skills, and entrepreneurial development. The program's virtual workshops were structured into seven key modules, each focusing on critical areas relevant to the coconut sector.

The modules were developed based on the identified needs of the coconut industry, incorporating input from subject matter experts, research institutions, and industry stakeholders. This collaborative approach ensured that the curriculum was both relevant and forward-looking, addressing current challenges while preparing participants for future opportunities.

### Overview of Modules

#### 1. Introduction

- **Objective:** To provide an overview of the coconut industry, its global significance, and the importance of youth involvement.
- **Outcomes:** Participants gained a clear understanding of the program's goals, the current state of the coconut industry, and the potential for youth to contribute meaningfully to its future.

#### 2. Foundations of the Coconut Sector and Sustainable Farming Practices

- **Objective:** To educate youth on the origin, evolution, and sustainable farming practices of coconut, ensuring a strong foundation for future growth.
- **Outcomes:** Participants acquired knowledge of coconut's historical and botanical aspects, sustainable farming methods, environmental conservation, and strategies to adapt to climate change.

#### 3. Coconut Breeding Programs

- **Objective:** To educate youth on the genetic diversity and breeding programs essential for developing superior coconut varieties and maintaining industry resilience.
- **Outcomes:** Participants understood the significance of genetic diversity, conservation strategies, and advanced breeding techniques, including tissue culture.



#### 4. Sustainable Development Goals (SDGs) and the Coconut Industry

- **Objective:** To align the development of the coconut sector with global SDGs, emphasizing the role of coconut in biodiversity conservation, climate change adaptation, and sustainable development.
- **Outcomes:** Participants learned how to integrate SDG principles into coconut industry practices, promoting sustainability and environmental stewardship.

#### 5. Coconut Product Production: Raw Materials Sourcing, Downstream Processing Technologies, and Packaging

- **Objective:** To provide knowledge on coconut product production, processing technologies, value addition, and packaging to enhance market potential.
- **Outcomes:** Participants gained insights into product development, post-harvest handling, food safety standards, and sustainable packaging techniques.

#### 6. Business and Entrepreneurship

- **Objective:** To equip youth with essential business and entrepreneurship skills for successful coconut sector ventures.
- **Outcomes:** Participants developed competencies in business planning, financial management, investment strategies, ethical practices, and sustainable business growth.

#### 7. Trade and Market Access

- **Objective:** To familiarize youth with market trends, trade regulations, export-import requirements, and strategies for accessing local and international markets.
- **Outcomes:** Participants learned to navigate trade regulations, develop market strategies, and leverage digital marketing tools for coconut products.

A comprehensive, detailed curriculum is attached in **Annex 06**. All the Modules delivered are stored in the Google Drive as video files and participants can access the materials using the link: [https://drive.google.com/drive/folders/1WgNTeUZ6-Ais\\_Iqnj4WSpRcFnhv\\_szJ?usp=drive\\_link](https://drive.google.com/drive/folders/1WgNTeUZ6-Ais_Iqnj4WSpRcFnhv_szJ?usp=drive_link)



## Resource Speakers and Contributors

Each module featured distinguished resource speakers from leading research institutions, universities, and the private sector. Their expertise enriched the program with practical insights and real-world experiences, bridging the gap between academic knowledge and industry practices.

A list of Resource speakers with their details is attached as **Annex 07**.

## Inaugural Program

The Inaugural Ceremony of the International Training Course for Youth in the Coconut Industry, “Empowering the Future of Coconut Sector: A Youth-Led Transformation Program through Sustainable Partnerships”, organized by ICC in collaboration with various research institutes and private sectors, was successfully held at J.S. Luwansa Hotel, Jakarta, Indonesia 19<sup>th</sup> September 2024 in hybrid mode. Dignitaries such as government officers, partner organizations, private sectors, and sponsors attended the event. The program aims to empower the next generation to transform the industry through sustainable practices. The program will start with virtual training from September to November 2024, followed by face-to-face sessions in 2025, including an internship and market linkage program, with ICC funding select participants and projects.

In her welcome address, Dr. Jelfina C. Alouw, Director General, ICC, mentioned that the farming population is predominantly made up of older farmers with limited involvement of the younger generation. The training program is critical to ensuring the smooth transfer of knowledge, skills, and ownership of the industry to the next generation.

She also emphasized the importance of empowering youth to introduce innovative solutions for higher productivity, lower costs, and better market access. Young people are naturally curious and innovative, making them ideal candidates for transforming the coconut sector. Investing in youth now lays the groundwork for a strong and productive workforce in the future.

She encouraged participants to apply the lessons learned in real-world scenarios to become leaders, innovators, and change-makers in their communities. The program aims to cultivate an energetic, smart, and adaptable young generation passionate about transforming the coconut sector, with a focus on empowering youth to lead the industry's sustainable and resilient future.





Mrs. Sureka N. Attanayake, Director (Policy and Operations), Ministry of Agriculture & Plantation Industries, Sri Lanka, on behalf of Mr. Janaka Dharmakeerthi, Secretary Ministry of Agriculture and Plantation Industries, Sri Lanka/Chairman of ICC, emphasized the program's importance in transforming the coconut sector through sustainable partnerships. It highlights the role of youth in driving innovation, job creation, and sustainable development. Empowered youth can lead in adapting eco-friendly practices, fostering social inclusion, and promoting social change. The program aligns with the ICC's vision of a global, sustainable, resilient, inclusive, and profitable coconut sector. It encourages youth entrepreneurship, global engagement, and partnerships with research institutes, universities, private sector companies, and financial institutions to enhance the sector's competitiveness and long-term growth.

She mentioned that Youth are highlighted as driving forces and emphasized that the youth-led transformation of the coconut sector is a necessity, not just a possibility, and extends best wishes to all young participants in the new development program, encouraging continued investment in youth for prosperity and sustainability of the coconut industry.

Ms. Yenni Hernawati, Coordinator for International Commodity Organization, Directorate General of International Trade Negotiation, Ministry of Trade, on behalf of Mr. Djatmiko Bris Witjaksono, S.E., MSIE, Director General of International Trade Negotiation, Ministry of Trade, Indonesia/NLO Indonesia, emphasized Indonesia's potential in the industry and the critical role of youth in driving innovation and modern technology adoption. She



highlighted the importance of youth involvement in agriculture, which contributes significantly to global GDP, and encouraged them to see agriculture as a rewarding career. She expressed gratitude for the program, which equips young people with the tools to make an impact in the sector. She concluded by urging participants to embrace their pioneering role in shaping the industry's future.



H.E. Diar Nurbintoro, Director, NAM-CSSTC, underlined that the strong solidarity between NAMS-CSSTC and ICC has fostered ongoing collaboration, particularly in technical cooperation, over the past few years. The consistent contribution and participation of NAMS-CSTC and ICC in the development of the coconut sector through various training programs, webinars, and workshops reiterates the commitment to deeper collaboration between both organizations, emphasizing the foundation for full initiative support for the growth of the coconut sector.

Dr. Tristan Armstrong, Senior Program Manager, Australian High Commission, Department of Foreign Affairs and Trade, commended the ICC for their youth empowerment initiative focused on coconut cultivation in the Solomon Islands. He highlighted the importance of coconut as a fundamental crop and its role in soil stabilization and economic sustainability. Armstrong emphasized the need for youth engagement to revitalize the sector, noting the decline of old plantations and the loss of unique genetic varieties. He also praised the ICC's training and knowledge-sharing programs and expressed support for nominating youth leaders.

Mr. Gregory Bardies, Executive Director, SCP, shared slides on Sustainable Coconut Partnerships mission to catalyze sustainable coconut production through industry-wide best practices, described SCP's collaboration with ICC and other partners to support the program. Highlights the importance of collaboration and the potential to identify future



leaders and change-makers in the industry. He expressed excitement for the upcoming months and the opportunity to lead the coconut industry towards a sustainable future.



Also delivering remarks, NLO attended virtually, represented by Mr. Alan Aku, Managing Director, KOKONAS Industri Koporesen (KIK), NLO Papua New Guinea; Mr. Roel M. Rosales, Deputy Administrator, Field Services Branch, PCA, NLO Philippines; Dr. K.B. Hebbar, CPCRI, on behalf of Mr. Priya Ranjan IFoS, Joint Secretary, Mission for Integrated Development of Horticulture (MIDH), Department of Agriculture, Cooperation and Farmers Welfare, Ministry of Agriculture and Farmers Welfare, India/NLO India.

After a launching ceremony, marked with a countdown and playing video informing the program, Mr. Nuwan Chinthaka, Deputy Director General ICC, presented virtually the structure of the program and, Mr. Alit Pirmansah, Market and Statistics Director, ICC, delivered the vote of thanks.



## Key Achievements

The first phase of the **ICC Youth Empowerment Program 2025** yielded significant achievements, contributing to the personal and professional growth of participants while positively impacting ICC member countries, local communities, and the global coconut industry.

### Benefits to Participants – Direct Achievements

- **Enhanced Knowledge and Skills:** Participants acquired comprehensive knowledge on sustainable coconut farming, advanced processing technologies, entrepreneurship, and global market trends.
- **Increased Confidence:** Active engagement in discussions, Q&A sessions, and collaborative activities boosted participants' confidence to express ideas and pursue entrepreneurial initiatives.
- **Networking Opportunities:** Participants connected with industry experts, resource speakers, and peers from different countries, establishing networks that will support their professional journeys.

### Expected Impacts

- **Leadership Development:** The program fostered leadership qualities, critical thinking, and problem-solving skills, preparing participants to become future leaders in the coconut sector.

### Impact on ICC Member Countries

- **Capacity Building:** The program contributed to the development of a skilled workforce capable of driving innovation and growth in the coconut sector within member countries.
- **Youth Engagement:** By empowering youth, member countries benefited from fresh perspectives and innovative solutions to address sectoral challenges.
- **Support for National Development Goals:** The program aligned with national strategies focused on agricultural development, youth empowerment, and sustainable economic growth.
- **Enhanced Networking through NAM Member Countries:** Since NAM-CSSTC has more member countries than ICC, it will be an excellent opportunity for ICC to expand its membership



## Contributions to Local Communities

- **Community Development:** Participants are expected to apply the knowledge gained to initiate community-based projects, promoting sustainable agricultural practices and rural development.
- **Knowledge Dissemination:** Graduates of the program can act as change agents, sharing best practices with local farmers, cooperatives, and community groups.
- **Entrepreneurship Promotion:** Encouraging youth entrepreneurship leads to job creation and income-generating opportunities within coconut-growing communities.

## Impact on the Global Coconut Industry

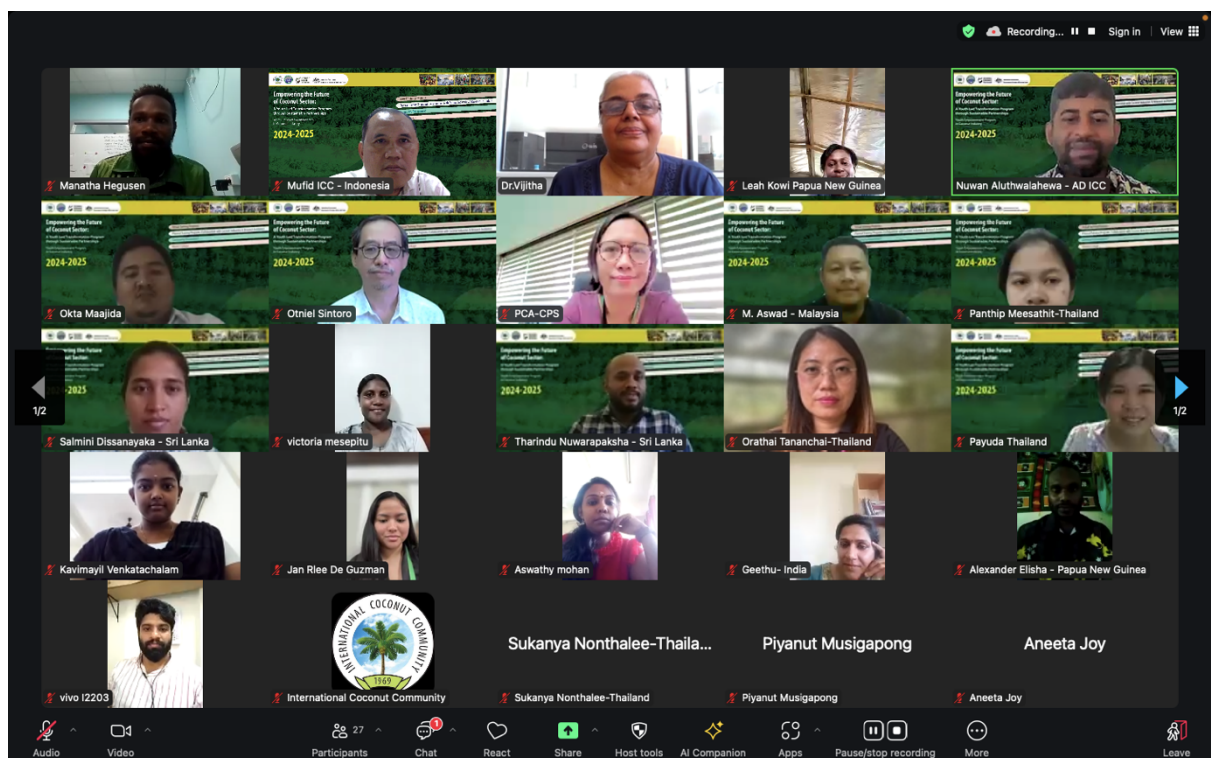
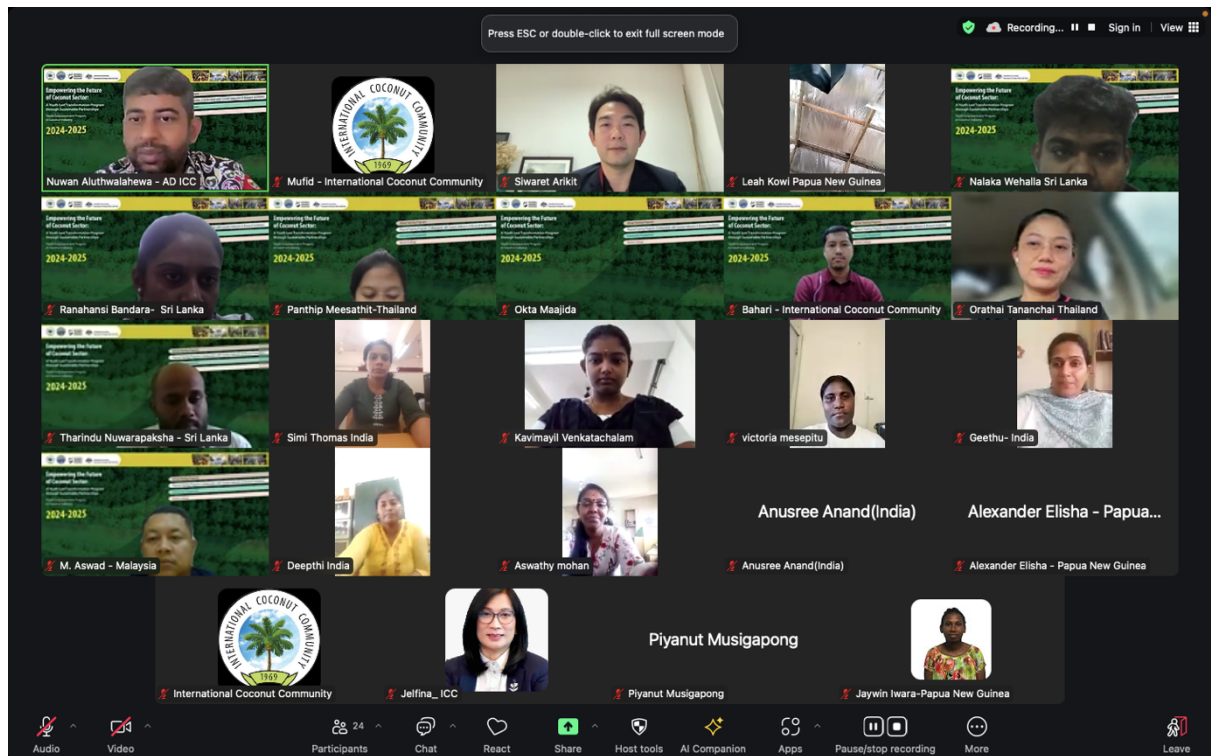
- **Strengthening the Value Chain:** The program's focus on value addition, trade, and marketing strategies will enhance the competitiveness of coconut products globally.
- **Promotion of Sustainability:** By integrating sustainable development goals, the program supports environmentally responsible practices across the coconut value chain.
- **Innovation and Research:** Exposure to new technologies and scientific research fosters innovation, contributing to the resilience and growth of the coconut industry.

## Active Participation and Engagement

- **High Attendance Rates:** The virtual workshops maintained consistently high attendance rates, reflecting participants' dedication and interest.
- **Interactive Sessions:** Participants actively engaged in discussions, posed insightful questions, and sought clarifications, creating a dynamic learning environment.
- **Collaborative Learning:** The program encouraged knowledge sharing and peer-to-peer learning, fostering a collaborative spirit among participants from diverse backgrounds.

These achievements underscore the program's success in fostering youth empowerment, supporting sustainable development, and strengthening the future of the coconut sector globally.







## Financial Report

The financial contribution from NAM-CSSTC (IDR 150,000,000) was utilized as follows:

- Payment of honorariums for resource speakers engaged in the Youth Empowerment Program, amounting to 19 disbursements of \$500 each, totalling IDR 149.829.500.
- Coverage of administrative 1 transfer fee, amounting to \$32,34 or IDR 504.730,38.
- Total expenditure is IDR 150.334.230,38.

It is noteworthy that the International Coconut Community (ICC) assumed responsibility for covering other associated costs, which were substantial, including but not limited to:

- Program coordination and management.
- Technical support for virtual platforms.
- Development of training materials and curriculum.
- The inaugural program
- Honorariums for ICC Secretariat staff involved in the program.

This comprehensive allocation of resources reflects the joint commitment of NAM-CSSTC and the ICC to the successful implementation and impact of the Youth Empowerment Program.

The breakdown of expenditures is detailed in the table below:



## Expenditure Breakdown Youth Empowerment Program

No	Date	Voucher Number	Budget	Description	USD	IDR		Payment Method
					Amount	1 USD Rate	Amount	
1	09/10/24	GVD-2024-10-04	Honorarium	Payment of Honorarium Inaugural Youth Empowerment 19 Sept 2024 Mr. Anjana Attapatu	500,00	15.607,00	7.803.500,00	Cash USD
2	09/10/24	GVD-2024-10-04	Contigencies	Transfer Fees Honorarium Inaugural Youth Empowerment 19 Sept 2024 Mr. Anjana Attapatu	32,34	15.607,00	504.730,38	Bank Fees
3	15/10/24	GVD-2024-10-17	Honorarium	Payment of Honorarium Resource Speaker Youth Empowerment Program in Coconut Industry Dr. Vijitha	500,00	15.555,00	7.777.500,00	Cash USD
4	08/11/24	GVR-2024-11-12	Honorarium	Payment of Honorarium RS Youth Empowerment In Coconut Industry Mr. Asep Mulyana	500,00	15.671,00	7.835.500,00	Transfer IDR
5	11/11/24	GVR-2024-11-14	Honorarium	Payment of Honorarium Resource Speaker Youth Empowerment Program in Coconut Industry Dr. Jerry Wungkaan	500,00	15.671,00	7.835.500,00	Transfer IDR
6	11/11/24	GVR-2024-11-18	Honorarium	Payment of Honorarium Resource Speaker Youth Empowerment Program in Coconut Industry Mr. Achmad Anas	500,00	15.660,00	7.830.000,00	Transfer IDR
7	11/11/24	GVR-2024-11-19	Honorarium	Payment of Honorarium Resource Speaker Youth Empowerment Program in Coconut Industry Mr. Ceppy Mangkubumi	500,00	15.660,00	7.830.000,00	Transfer IDR
8	11/11/24	GVR-2024-11-20	Honorarium	Payment of Honorarium Resource Speaker Youth Empowerment Program in Coconut Industry Ms. Lestiana Yuliandri	500,00	15.671,00	7.835.500,00	Transfer IDR
9	11/11/24	GVR-2024-11-21	Honorarium	Payment of Honorarium Resource Speaker Youth Empowerment Program in Coconut Industry Mr. Sashi Kumar	500,00	15.671,00	7.835.500,00	Transfer IDR
10	13/11/24	GVD-2024-11-04	Honorarium	Payment of Honorarium Resource Speaker Youth Empowerment Program in Coconut Industry Dr. Niral Vital	500,00	15.782,00	7.891.000,00	Transfer USD
11	13/11/24	GVD-2024-11-04	Honorarium	Payment of Honorarium Resource Speaker Youth Empowerment Program in Coconut Industry Dr. Siwaret Arikti	500,00	15.782,00	7.891.000,00	Transfer USD
12	13/11/24	GVD-2024-11-04	Honorarium	Payment of Honorarium Resource Speaker Youth Empowerment Program in Coconut Industry Dr. Balachandra Hebbbar	500,00	15.782,00	7.891.000,00	Transfer USD
13	13/11/24	GVD-2024-11-04	Honorarium	Payment of Honorarium Resource Speaker Youth Empowerment Program in Coconut Industry Dr. C Anandhamarakrisnan	500,00	15.782,00	7.891.000,00	Transfer USD
14	13/11/24	GVD-2024-11-04	Honorarium	Payment of Honorarium Resource Speaker Youth Empowerment Program in Coconut Industry Dr. Fabian Antonio M Dayrit	500,00	15.782,00	7.891.000,00	Transfer USD
15	15/11/24	GVD-2024-11-08	Honorarium	Payment of Honorarium Resource Speaker Youth Empowerment Program in Coconut Industry Ms. Sarapee Yuadyong	500,00	15.888,00	7.944.000,00	Transfer USD
16	16/11/24	GVD-2024-11-07	Honorarium	Payment of Honorarium Resource Speaker Youth Empowerment Program in Coconut Industry Mr. Alit Pirmansah	500,00	15.888,00	7.944.000,00	Cash USD
17	29/11/24	GVD-2024-11-24	Honorarium	Payment of Honorarium Resource Speaker Youth Empowerment Program in Coconut Industry Dr. Roy Devesa	500,00	15.856,00	7.928.000,00	Cash USD
18	17/12/24	GVD-2025-01-08	Honorarium	Payment of Honorarium Resource Speaker Youth Empowerment Program in Coconut Industry Mr. Tomas Medina	500,00	15.848,00	7.924.000,00	Cash USD
19	20/12/24	GVD-2024-12-12	Honorarium	Payment of Honorarium Resource Speaker Youth Empowerment Program in Coconut Industry Mr. Gowthaman	500,00	15.848,00	7.924.000,00	Transfer USD
20	15/01/25	GVD-2025-01-08	Honorarium	Payment of Honorarium Resource Speaker Youth Empowerment Program in Coconut Industry Mrs. Annisa Hapsari	500,00	16.255,00	8.127.500,00	Transfer IDR

**TOTAL      9.532,34                      150.334.230,38**



## Challenges and Lessons Learned

While the first phase of the **ICC Youth Empowerment Program 2025** achieved notable successes, it also presented several challenges that provided valuable lessons for future program implementations. Identifying these challenges and reflecting on the lessons learned is critical for improving subsequent phases.

### 5.1 Challenges

- **Connectivity Issues:** Participants from remote areas faced internet connectivity problems, which occasionally disrupted their ability to attend sessions or engage actively in discussions.
- **Time Zone Differences:** Coordinating sessions across multiple time zones posed scheduling challenges, affecting attendance and participation for some candidates.
- **Limited Interaction Opportunities:** Although the virtual format enabled broader participation, it limited face-to-face interactions, reducing the potential for deeper networking and hands-on activities.
- **Technical Difficulties:** Some technical issues, such as platform glitches and audio-visual disruptions, affected the smooth flow of sessions.
- **Language Barriers:** Despite English being the program's medium of instruction, varying levels of proficiency among participants created communication gaps during discussions.
- **Resource Constraints:** While the program benefited from strong partnerships, limited financial and human resources occasionally affected the depth and frequency of sessions.

### 5.2 Lessons Learned

- **Improved Technical Support:** Future programs should incorporate dedicated technical support teams to manage virtual platforms and address real-time issues effectively.
- **Flexible Scheduling:** Implementing flexible scheduling or offering recorded sessions can help accommodate participants from different time zones.
- **Enhanced Interactive Tools:** Utilizing interactive tools such as breakout rooms, polls, and group activities can foster greater engagement and peer-to-peer learning.
- **Pre-Session Orientation:** Providing orientation sessions on virtual platforms and communication tools can help participants navigate technical challenges more efficiently.



- **Language Support:** Offering language support, such as glossaries of key terms or bilingual materials, can enhance comprehension and participation.
- **Blended Learning Approach:** Combining virtual and physical interactions in future phases can balance the benefits of both formats, allowing for more comprehensive learning experiences.
- **Stronger Feedback Mechanisms:** Establishing continuous feedback channels can help identify challenges early and implement timely improvements during the program.

These lessons will guide the design and implementation of Phases 2 and 3, ensuring a more robust, inclusive, and impactful program that meets the diverse needs of participants and stakeholders.

## **Conclusion and Way Forward**

Building on the successes and lessons learned from Phase 1, the ICC Youth Empowerment Program 2025 will progress to Phase 2: Physical Skills Development and Internships and Phase 3: Final Evaluation—**Development of a Business Plan**. These phases are designed to provide hands-on experience, foster entrepreneurial thinking, and support sustainable business development within the coconut sector.

### **Phase 2: Physical Skills Development and Internships**

#### **Objective:**

Phase 2 aims to bridge the gap between theoretical knowledge gained during virtual workshops and practical application in real-world environments. This phase focuses on enhancing technical skills through internships in coconut research institutes or industries, based on participants' preferences.

#### **Key Components:**

- **Internship Placements:** Participants will be assigned to either coconut research institutes or coconut-related industries, depending on their area of interest, such as food-based products, non-food-based products, tissue culture, or specific product development.
- **Hands-On Training:** Practical exposure to advanced farming techniques, processing technologies, equipment handling, quality control, and sustainability practices.
- **Mentorship:** Guidance from industry leaders, researchers, and business professionals to support professional development.
- **Project Work:** Each participant will undertake a project related to their internship focus, culminating in a comprehensive report.



**Expected Outcomes:**

- Enhanced technical proficiency and industry-specific skills.
- Real-world experience in research, development, and industrial operations.
- Strengthened professional networks with industry experts and mentors.
- Development of leadership, problem-solving, and project management skills.

**Phase 3: Final Evaluation - Development of a Business Plan****Objective:**

Phase 3 focuses on nurturing entrepreneurship and strategic thinking by guiding participants in the development of business plans for coconut-related enterprises. This phase emphasizes the practical application of knowledge gained from previous phases.

**Key Components:**

- **Business Plan Development:** Training workshops on business model creation, strategic planning, financial forecasting, and marketing strategies.
- **Market Research:** Participants will conduct feasibility studies to identify opportunities and address challenges within the coconut sector.
- **Pitch Presentations:** Participants will present their business plans to a panel of experts, receiving constructive feedback to refine their proposals.
- **Evaluation and Sponsorship:** The best business plans will receive sponsorship from ICC for implementation, along with continued mentorship.

**Expected Outcomes:**

- Development of innovative, sustainable business models.
- Enhanced entrepreneurial skills, including strategic planning, financial management, and marketing.
- Confidence in pitching business ideas to investors and stakeholders.
- Increased potential for participants to launch successful coconut-based businesses, contributing to economic growth and sustainability.

These phases will further strengthen participants' capabilities, fostering a generation of young leaders equipped to drive innovation and sustainability in the global coconut sector.



**Memorandum of Agreement between ICC & NAM-CSSTC**

A copy of the Agreement has been attached separately for easy reference.



**Selection Criteria for Youth Candidates  
Youth Empowerment Program in Coconut Industry**

An Initiative by International Coconut Community in collaboration with the  
NAM-CSSTC, Sustainable Coconut Partnership and DFAT - Australia

**“Empowering the Future of Coconut Sector: A Youth-Led Transformation Program  
through Sustainable Partnerships”**

**1. Basic Qualifications:**

The candidate must be less than 40 years old and a citizen of an ICC member country or another country as requested by donors.

**2. Educational Qualification:**

Applicants with a diploma or equivalent qualification are preferred. Preference will be given to candidates with educational backgrounds or experience in agriculture or related fields such as agronomy, horticulture, agricultural economics, or food science. However, we encourage applications from individuals with diverse educational backgrounds and relevant experience in areas such as sustainable agriculture, rural development, environmental science, or community development. Applicants should demonstrate a strong interest in agricultural practices and a commitment to promoting sustainable food systems. Alternative qualifications or certifications in relevant fields will also be considered, provided they align with the objectives of the program. Our aim is to empower individuals with a range of backgrounds and experiences to contribute effectively to sustain coconut sector.

**3. Demonstrated Interest:**

Applicants should exhibit a genuine passion for the coconut industry and a clear commitment to its development. This can be evidenced by their involvement in coconut-related projects, initiatives, or organizations. Candidates who have initiated community-based coconut programs, conducted research on coconut-related topics, or participated in industry events to showcase their dedication to advancing the sector will be preferred.

**4. Commitment to Program Goals:**

Applicants should demonstrate alignment with the goals and objectives of the youth empowerment program as outlined by the International Coconut Community. This includes a commitment to actively engage in community development initiatives, promote entrepreneurship, and enhance the global competitiveness of the coconut



industry. Candidates who share the program's vision and are eager to contribute to its success will be prioritized.

#### **5. Motivation and Enthusiasm:**

The selection committee will assess candidates' motivation and enthusiasm for participating in the program. This can be demonstrated through the applicant's statement of purpose, where they articulate their reasons for joining the program, their career aspirations in the coconut sector, and how they plan to contribute to the industry's development. Additionally, Personal interviews may also provide insights into candidates' passion for the subject matter and their willingness to actively participate in program activities.

#### **6. Potential for Impact:**

Candidates will be evaluated based on their potential to make a positive impact in the coconut sector. This includes their ability to apply the knowledge and skills gained from the program to address real-world challenges and drive meaningful change within their communities or organizations. Applicants with innovative ideas, leadership potential, and a strong desire to create sustainable solutions will be highly regarded.

#### **7. Diversity and Inclusivity:**

Efforts will be made to ensure diversity and inclusivity among selected candidates, taking into account factors such as gender, geographical location, and socioeconomic background. By promoting diversity, the program aims to foster a rich learning environment where participants can exchange diverse perspectives, learn from each other's experiences, and collaborate effectively on shared goals.

#### **8. Capacity for Continuous Learning:**

The program seeks candidates who have a thirst for knowledge and a willingness to continuously learn and grow. This includes a commitment to participating in monitoring and evaluation activities to track program progress, reflect on personal development, and identify areas for improvement. Candidates who embrace a culture of lifelong learning and self-improvement are well-suited to thrive in the dynamic and evolving coconut sector.

#### **9. English Proficiency:**

Since the program will be conducted in English, proficiency in the language is essential for effective communication and participation. Applicants should possess adequate English language skills to comprehend program materials, engage in discussions, and present their ideas confidently. This ensures that all participants can fully benefit from the program's content and activities.



## **10. Recommendations:**

Nominations should be received through the member country's National Liaison Officer (NLO). Letters of recommendation from academic or professional references also welcome to support the applicant's suitability for the program. These recommendations provide insights into the applicant's character, work ethic, and potential for success in the program and endorse the applicant's qualifications and abilities, further strengthening their candidacy.





## Youth Empowerment Program in Coconut Industry

**“Empowering the Future of Coconut Sector: A Youth-Led Transformation Program through Sustainable Partnerships”**

---

### Application Form

#### Personel Information

01. Name in full (Block Letters):

.....

02. Address for correspondence:

.....

.....

03. Telephone number(s): (Country Code).....

(Office).....(Mobile).....

04. Email address (es):

.....

05. Sex..... 06. Date of Birth: ..... 07. Marital Status: .....

08. Highest education qualification & name of awarding institution:

.....

Field of Study: ..... Year of Graduation: .....

[Please attach scanned copy of documentary evidence.]

#### Professional Experiences

09. Details of current employer:

.....

.....

Title of current position: ..... Years in current position: .....



10. Details of previous (if available):

Company / Organization: .....

Position / Role: ..... Duration: .....

**Coconut Sector Experience (If available)**

11. Experience in Coconut Cultivation, Processing, Research, or Extension (if any):

Description of Role / Activities:

.....  
.....  
.....

**Language Proficiency:**

12. Proficiency in English: Fluent: Intermediate: Basic:

**Motivation and Interest:**

13. Briefly explain why you are interested in participating in the Youth Empowerment Program in the Coconut Sector (maximum 200 words):

.....  
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**Skills and Abilities:**

14. Describe any relevant skills, abilities, or knowledge that you possess that would contribute to your success in the program (maximum 200 words):

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**Community Engagement:**

15. Have you been involved in any community development initiatives or projects? If yes, please provide details (maximum 200 words):

.....  
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**Future Goals:**

**16.** How do you envision utilizing the skills and knowledge gained from this program to contribute to the development of the coconut sector in your community or region? (maximum 200 words):

.....  
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.....

**Declaration:**

I certify that the information provided in this application is true and accurate to the best of my knowledge. I understand that any false or misleading information may result in disqualification from the program.

.....

Date

.....

Signature of the Applicant

**Endorsement:**

I hereby nominate the above applicant for the Youth Empowerment Program.

.....

Date

.....

Signature of the NLO/ ANLO



A.40/198/2024.

02 July 2024.

**MR. PRIYA RANJAN IFoS**

Joint Secretary (Horticulture)  
Dep. of Agriculture, Cooperation & Farmers Welfare  
Ministry of Agriculture & Farmers Welfare  
National Liaison Officer (NLO) for ICC  
Krishi Bhawan, New Delhi  
India

Dear Secretary Priya Ranjan,

**Subject:** Requesting Nominations of Candidates for the ICC Youth Empowerment Program in the Coconut Industry

Greetings from the Secretariat of the International Coconut Community (ICC) in Jakarta, Indonesia.

International Coconut Community (ICC) is excited to announce the launch of the Youth Empowerment Program in the Coconut Industry, a transformative initiative aimed at equipping young individuals with the skills, knowledge, and opportunities necessary to drive innovation and sustainable development within the coconut sector.

This program, designed in collaboration with key partners, including the NAM-CSSTC, Sustainable Coconut Partnership, and Gatsby Africa, aims to foster entrepreneurship, enhance technical skills, and promote community engagement among the youth. It will span two years, from 2024 to 2025, and will include a comprehensive curriculum featuring workshops, internships, and skill development programs.

A detailed document outlining the Terms of Reference, Selection Criteria and Course Content is attached for your reference. We kindly request you to nominate candidates who meet these criteria and exhibit a strong potential to contribute to the coconut sector's growth and sustainability.



Please submit the names and relevant details of your nominees by 31<sup>st</sup> of July 2024, using the enclosed application form. We look forward to receiving your nominations and collaborating with you to empower the next generation of leaders in the coconut industry.

We thank you very much for your time and look forward to receiving a positive response and candidates for the youth empowerment program.



The International Coconut Community Secretariat avails itself of this opportunity to renew with the Ministry of Agriculture & Farmers Welfare, Government of India, the assurances of its highest consideration.

Sincerely,

The seal of the International Coconut Community is circular. It features a palm tree in the center. The words "INTERNATIONAL COCONUT COMMUNITY" are written in a circle around the palm tree. At the bottom of the circle, the year "1969" is inscribed.

**JELFINA C. ALOUW**  
Executive Director

**Copy furnished:**

**DR. PRABHAT KUMAR**, Horticulture Commissioner, Chief Executive Officer, Coconut Development Board, Ministry of Agriculture and Farmers Welfare, Department of Agriculture, Cooperation and Farmers Welfare, Government of India, Alternate NLO (ANLO) for ICC, Kera Bhawan, Kochi 682011, Kerala, India.



## List of Candidates Selected

No.	Name	Gender	Age	Country	Occupation	Institute
1	Kavimayil N. V.	F	20	India	Student	Nggos Colony, Salem Road, Namakkal, Tamilnadu
2	Mohammed Masood P	M	33	India	CDB Officer	Coconut Development Board, Kochi Kerala
3	Vincy Varghese	F	39	India	CDB Officer	Coconut Development Board, Kochi Kerala
4	Aswathy M.S.	F	33	India	CDB Officer	Coconut Development Board, Kochi Kerala
5	Geethu A.S.	F	35	India	CDB Officer	Coconut Development Board, Kochi Kerala
6	Surya Thankachan	M	32	India	CDB Officer	Coconut Development Board, Kochi Kerala
7	Simi Thomas	F	39	India	CDB Officer	Coconut Development Board, Kochi Kerala
8	Deepthi R	F	36	India	CDB Officer	Coconut Development Board, Kochi Kerala
9	Anusree Anand	M	28	India	CDB Officer	Coconut Development Board, Kochi Kerala
10	Aneetta Joy	F	35	India	CDB Officer	Coconut Development Board, Kochi Kerala
11	Monisha K M	F	28	India	CDB Officer	Coconut Development Board, Kochi Kerala
12	Okta Aulia Noor Maajida	M	36	Indonesia	Tissue Culture Technician	BSIP Tanaman Palma Ministry of Agriculture Indonesia
13	M. Santoso Budiwiyanto	M	40	Indonesia	Co-Founder	PT. Champion Food Indonesia



14	Muhammad Aswad bin Desa	M	37	Malaysia	Supervisor Cleansing	Radicare SDN. BHD.
15	Alexander Rupen Elisha	M	27	PNG	Self Employee/Entrepreneur	Coconut Resource Limited (under KIK)
16	Gibson Utme	M	31	PNG	Manager	Fullborn Cooperative Society
17	Hegusen Manatha	M	29	PNG	Supply & Quality Manager	Coconut Resource Limited (under KIK)
18	Ignatius Henry	M	26	PNG	Job Seeker	Beachelor in Sustainable Tropical Agriculture
19	Iwara Jaywine	M	28	PNG	Supply Officer	Coconut Resource Limited (under KIK)
20	Kemi Raphael	M	28	PNG	Coconut Development Officer	Kokonas Industri Koporesen
21	Leah Kowi	F	33	PNG	Assistant Coconut Dev. Officer	Kokonas Industri Koporesen
22	Michael Kevin	M	33	PNG	Quality Control Officer	Goodmand Fielders International
23	Salome Marmando	F	28	PNG	Assistant Product Development Officer	Kokonas Industri Koporesen
24	Tiut Romana	F	28	PNG	Cadet Extention Officer	Kokonas Industri Koporesen
25	Miss Victoria Meseputu	F	23	Solomon Islands	Asisstant Clerk	Jeviel Trading Enterprise
26	Bannek Gedara Ranahansi Rangadharee Bandara	F	30	Sri Lanka	Research Officer	Coconut Processing Research Division, Coconut Research Institute, Lunuwila
27	Tharindu Darshana Nuwarapaksha	M	29	Sri Lanka	Research Officer	Agronomy Division, Coconut Research Institute, Lunuwila
28	Dissanayake Mudiyanseelage Nuwandhya Salmini	F	30	Sri Lanka	Research Officer	Agronomy Division, Coconut Research Institute, Lunuwila
29	Wehallage Nalaka Kasunsiri	M	34	Sri Lanka	Regional Manager	Coconut Cultivation Board, Karandupone, Kegalle
30	Ma. Odessa Pacaul	F	36	Philippines	Corporate Planning Service	Philippines Coconut Authority
31	Jan Rlee J. De Guzman	F	34	Philippines	Project Evaluation Officer	Philippines Coconut Authority



<b>32</b>	Miss Orathi Tananchai	F	36	Thailand	Agricultural Researcher Spesialist	Chumphon Horticultural Research Center
<b>33</b>	Miss Chalita Dahan	F	36	Thailand	Agricultural Researcher Scientist	Chumphon Horticultural Research Center
<b>34</b>	Miss Panthip Meesathit	F	28	Thailand	Agricultural Researcher Scientist	Chumphon Horticultural Research Center
<b>35</b>	Miss Piyanut Musigapong,	F	31	Thailand	Agricultural Researcher Spesialist	Trag Horticultural Research Institute
<b>36</b>	Miss Sukanya Nonthalee	F	20	Thailand	Agricultural Researcher Scientist	Trag Horticultural Research Institute
<b>37</b>	Miss Payuda Salubsri	F	40	Thailand	Agricultural Researcher Scientist	Office of Agricultural Research & Development Region 5



## **Program Curriculum**

Detailed Curriculum is attached as a separate file for easy reference.



**List of Resource speakers**

1. Dr. Jelfina. C. Alouw, Director General, ICC
2. Mr. A.H.N.Chinthaka, Deputy Director General, ICC
3. Dr. Anjana Attapattu Acting Head (Agronomy Division), Coconut Research Institute, Sri Lanka
4. Dr. Vinayaka Hedge, Principal Scientist & Acting Head Division of Crop Protection, ICAR-Central Plantation Crop Research Institute, India
5. Dr. Niral Vittal, Head, Division of Crop Improvement, ICAR-Central Plantation Crop Research Institute, India
6. Dr. Siwaret Arikrit, Assistant Professor, Kasetsart University, Thailand
7. Dr. Vijitha Vidanarachchi, Head of Tissue Culture Division, Coconut Research Institute, Sri Lanka
8. Dr. K.B. Hebbar, Director, ICAR-Central Plantation Crop Research Institute, India
9. Dr. Fabian M. Dayrit Professor, Department of Chemistry, Ateneo de Manila University, Philippines
10. Dr. C. Anandhamarakhrisnan, Director, CSIR-National Institute for Interdisciplinary Science and Technology (CSIR-NIIST), India
11. Mr. Sasikumar K., Head of Commodities, International Business, Marico Middle East Fze.
12. Mr. Anas Ahmed, Direcotor Herba Bagoes, Indonesia
13. Mr. Jerry Wungkana, Researcher, National Research & Innovation Agency (BRIN), Indonesia
14. Ms. Sarapee Yadyong, Managing Director, Chiwadi Products Co. Ltd., Thailand



15. Mr. Cepi Mangkubumi, General Manager, PT. Agri Lestari Nusantara, Indonesia
16. Mr. S. K. Gautaman, National Coir Federation, India
17. Mr. Asep Mulyana, CEO, House of Charcoal, Indonesia
18. Ms. Lastiana Yulandari, Director, Aliet Green, Indonesia
19. Mr. Tomas B. Medina, President & CEO, Brand Exports, Philippines
20. Mr. Raam Mohan N.U, CEO, Umapathy Coconut Hybridization Centre, India
21. Mr. Alit Pirmansah, Market & Statistic Director, ICC
22. Ms. Annissa Hapsari, Trade Attache, Embassy of The Republic Indonesia in Netherlands
23. Mr. Roy T. Devesa, Deputy Administrator (Research and Development), Philippines Coconut Authority



**Annex 08****Attendance Report**

<b>No.</b>	<b>Name</b>	<b>Country</b>	<b>No of Sessions Attended</b>	<b>Percentage (Out of 25 Sessions)</b>
1	Kavimayil N. V.	India	22	88,00%
2	Simi Thomas	India	21	84,00%
3	Geethu A.S.	India	20	80,00%
4	Aswathy M.S.	India	18	72,00%
5	Deepthi R	India	17	68,00%
6	Vincy Varghese	India	15	60,00%
7	Aneetta Joy	India	13	52,00%
8	Mohammed Masood P	India	11	44,00%
9	Anusree Anand	India	8	32,00%
10	Monisha K M	India	5	20,00%
11	Surya Thankachan	India	4	16,00%
12	Okta Aulia Noor Maajida	Indonesia	21	84,00%
13	M. Santoso Budiwiyanto	Indonesia	1	4,00%
14	Muhammad Aswad bin Desa	Malaysia	22	88,00%
15	Ma. Odessa Pacaul	Philippines	8	32,00%
16	Jan Rlee J. De Guzman	Philippines	8	32,00%
17	Alexander Rupen Elisha	PNG	24	96,00%
18	Leah Kowi	PNG	18	72,00%
19	Hegusen Manatha	PNG	17	68,00%
20	Michael Kevin	PNG	8	32,00%
21	Iwara Jaywine	PNG	6	24,00%
22	Salome Marmando	PNG	4	16,00%
23	Kemi Raphael	PNG	2	8,00%
24	Victoria Mesepitu	Solomon Island	22	88,00%
25	Tharindu Darshana Nuwarapaksha	Sri Lanka	21	84,00%



26	Wehallage Nalaka Kasunsiri W.	Sri Lanka	18	72,00%
27	Dissanayaka Mudiyansele Nuwandhya Salmini	Sri Lanka	16	64,00%
28	Bannek Gedara Ranahansi Rangadharee Bandara	Sri Lanka	8	32,00%
29	Payuda Salubsri	Thailand	22	88,00%
30	Panthip Meesathit	Thailand	22	88,00%
31	Orathai Tananchai	Thailand	21	84,00%
32	Piyanut Musigapong,	Thailand	21	84,00%
33	Chalita Dahan	Thailand	20	80,00%
34	Sukanya Nonthalee	Thailand	11	44,00%



**Financial Transaction Attachments**

Detailed Financial Transactions are attached as a separate file for easy reference.





MEMORANDUM OF AGREEMENT  
BETWEEN

NON-ALIGNED MOVEMENT CENTRE FOR SOUTH-  
SOUTH TECHNICAL COOPERATION (NAM CSSTC)

AND

INTERNATIONAL COCONUT COMMUNITY (ICC)

ON

FINANCIAL SUPPORT FOR THE YOUTH  
EMPOWERMENT PROGRAM IN COCONUT INDUSTRY



**Ref:** No. 01/PK/NAMCSSTC/VI/2024  
No. 203/E.39-ICC/VII/2024

This Memorandum of Agreement (MoA) is entered into on this 28<sup>th</sup> of June, 2024, by and between:

**DIAR NURBINTORO**, in his capacity as the Director of Non-Aligned Movement, Centre for South-South Technical Cooperation (NAM - CSSTC), residing at NAM Centre Building, Jl. Rendani Kav. B-10 No. 6, Gunung Sahari Selatan, Kemayoran, Jakarta, hereinafter referred to as the **"First Party."**

**JELFINA C. ALOUW**, in her capacity as the Executive Director of International Coconut Community (ICC), residing at 8<sup>th</sup> Floor, BAPPEBTI Building, Jl. Kramat Raya No. 172, Kenari, Senen, Jakarta, Indonesia, hereinafter referred to as the **"Second Party."**

Both hereinafter referred to collectively as the **"Parties."**

#### **WHEREAS:**

1. The vision of the First Party is to strengthen national capacities and collective self-reliance of developing countries.
2. The vision of the Second Party is the Globally Sustainable, Resilient, Inclusive and highly Profitable Coconut Sector.
3. The First Party has committed to support the Youth Empowerment Program in Coconut Industry initiated by the Second Party with a financial contribution of IDR 150,000,000, as reflected in Note Verbale No. 65/NAMCSSTC/VI/2024 dated June 26, 2024.

NOW, THEREFORE, the Parties agree as follows:

#### **ARTICLE 1: OBJECTIVE AND PURPOSE**

The objective of this MoA is to formalize the commitment of the First Party to transfer funds to the Second Party to support the Youth Empowerment Program in Coconut Industry. The purpose is to outline the terms and conditions under which the funds will be transferred and utilized.



## **ARTICLE 2: AMOUNT AND PURPOSE OF FUNDS**

The First Party agrees to provide financial support amounting to IDR 150,000,000 to the Second Party. These funds are to be used exclusively for activities related to the Youth Empowerment Program outlined in the Terms of Reference for Youth Empowerment Program in Coconut Industry as the Attachment I, including but not limited to training, capacity-building, workshops, and community development initiatives.

## **ARTICLE 3: FUND TRANSFER MECHANISM**

1. The First Party will transfer the funds to the Second Party's designated bank account within 30 days of signing this MoA.
2. The details of the designated bank account of the Second Party are as follows:
  - Bank Name: BANK MANDIRI(Persero) Tbk.
  - Account Number: 124-0087000-247
  - Account Name: INTERNATIONAL COCONUT COMMUNITY
3. The Second Party will acknowledge receipt of the funds in writing to the First Party within five (5) business days of receiving the funds.

## **ARTICLE 4: UTILIZATION AND REPORTING**

1. The Second Party shall utilize the funds solely for the purposes outlined in Article 2.
2. The Second Party agrees to provide the First Party with periodic reports detailing the utilization of the funds, including but not limited to:
  - Financial Reports
  - Progress reports on program activities
  - Impact assessments
3. The reports shall be submitted on a quarterly basis, with the first report due three (3) months after the receipt of the funds.



## **ARTICLE 5: DURATION AND TERMINATION**

1. This MoA shall be effective upon signature by both Parties and shall remain in force until the completion of the Virtual Workshops of Youth Empowerment Program (Specified in the Terms of Reference in Annexure I) or until December 31, 2024, whichever comes first.
2. Either Party may terminate this MoA by giving three (3) months' written notice to the other Party. In the event of termination, the Second Party shall return any unutilized funds to the First Party.

## **ARTICLE 6: DISPUTE RESOLUTION**

Any disputes arising from or in connection with this MoA shall be resolved amicably through mutual consultation between the Parties. If a resolution cannot be reached, the dispute shall be settled through arbitration in accordance with the rules of Government of Indonesia.

## **ARTICLE 7: AMENDMENTS**

This agreement may be amended or modified only by a written instrument signed by a duly authorized representative of the Party.

## **ARTICLE 8: LANGUAGE**

1. This MoA shall be executed in English, and all communications and documentation related to this MoA shall be in English.
2. This agreement shall sign in 2 (two) original copies, each party shall receive 1 (one) original copy, all of which shall be equally valid and enforceable.



IN WITNESS WHEREOF, the Parties have executed this Memorandum of Agreement on the date first above written.

**First Party**

Non-Aligned Movement Centre for South-South Technical Cooperation

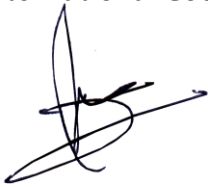


**DIAR NURBINTORO**

Director

**Second Party**

International Coconut Community



**JELFINA C. ALOUW**

Executive Director

**Witnesses:**

**1. Syafi Satya Sakti**

Assistant Director of Programs  
NAM - CSSTC



**2. A.H.N. Chinthaka**

Assistant Director  
International Coconut Community







# Youth Empowerment Program in Coconut Industry

**Empowering the Future of Coconut Sector: A Youth-Led  
Transformation Program through Sustainable  
Partnerships**



**Program Curriculum**

INTERNATIONAL COCONUT COMMUNITY



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## **Preface**

The International Coconut Community (ICC) is honoured to present this comprehensive curriculum for the ICC Youth Empowerment Program. This curriculum is a testament to ICC's commitment to nurturing the next generation of leaders, entrepreneurs, and professionals within the coconut sector. As a pivotal initiative under the ICC Secretariat, this program aims to bridge the gap between traditional agricultural practices and modern technological advancements, ensuring the sustainability and resilience of the global coconut industry.

This curriculum has been meticulously developed with the invaluable contributions from ICC member countries, represented by their National Liaison Officers (NLOs), whose support in approving and welcoming this initiative, as well as facilitating the selection of candidates, has been instrumental. We are profoundly grateful for the collaborative efforts of partner organizations, including the Sustainable Coconut Partnership (SCP), Gatsby Africa, and NAM-CSSTC, whose financial contributions have been pivotal in making this program a reality. Additionally, we acknowledge the expertise provided by coconut research institutes, universities, private sector stakeholders, resource persons, mentors, facilitators, and the dedicated resource speakers from research institutes, universities, and coconut industries who have enriched the curriculum with their knowledge and experience.

This curriculum is designed to foster a dynamic learning environment that promotes technical proficiency, entrepreneurial spirit, and sustainable development principles. It is our sincere hope that this program will inspire and empower young individuals to actively contribute to the growth, innovation, and sustainability of the coconut sector globally.



## **Acknowledgments**

The International Coconut Community (ICC) extends its deepest appreciation to the numerous individuals and organizations whose unwavering support and contributions have been fundamental in the development of this curriculum. We express our heartfelt gratitude to the National Liaison Officers (NLOs) of ICC member countries, whose endorsement and active participation in approving and supporting this initiative have been crucial. Their efforts in facilitating the nomination and selection of youth candidates have significantly enriched the program's diversity and inclusivity.

Our sincere thanks also go to the NAM-CSSTC, DFAT, Sustainable Coconut Partnership (SCP) and other partner organizations for their generous financial contributions and strategic support, which have been instrumental in the successful implementation of this program. We acknowledge the dedicated contributions of experts from coconut research institutes, universities, and private sector stakeholders who have shared their knowledge, expertise, and valuable insights, greatly enhancing the curriculum's content and relevance.

Furthermore, we extend special recognition to the resource speakers from research institutes, universities, and coconut industries whose invaluable contributions have significantly enriched the content of this curriculum. Their expertise and dedication in delivering high-quality training sessions will play a pivotal role in the successful implementation of this program.

We are also grateful to the resource persons, mentors, and facilitators whose commitment and dedication will ensure the effective delivery of this program. The ICC Secretariat acknowledges the collaborative spirit and hard work of all involved in shaping this comprehensive curriculum, which reflects our collective vision for a sustainable and prosperous coconut sector driven by empowered youth.



## Program Objectives

**The ICC Youth Empowerment Program is designed to achieve the following objectives:**

1. **Empower Youth with Knowledge and Skills:** Equip young individuals with a comprehensive set of technical knowledge, leadership abilities, and entrepreneurial skills necessary for meaningful engagement and active participation in the coconut industry. This includes technical training in sustainable farming practices, coconut processing, and value addition.
2. **Promote Sustainable Practices:** Foster an understanding of sustainable agricultural practices, environmental conservation, and climate resilience within the coconut sector. This objective aims to instill a strong commitment to sustainability, encouraging youth to adopt and advocate for environmentally friendly practices.
3. **Enhance Global Competitiveness:** Prepare youth to navigate the complexities of the global coconut market by emphasizing quality standards, trade regulations, and market access strategies. This includes training on international trade practices, export-import regulations, and global marketing trends.
4. **Foster Entrepreneurship and Innovation:** Encourage innovative thinking and business development through practical experiences, internships, and the creation of business development plans. This objective seeks to nurture entrepreneurial mindsets, enabling youth to develop sustainable business models within the coconut value chain.
5. **Strengthen Community Engagement and Development:** Promote community development initiatives that support the socio-economic growth of coconut-producing regions. This includes engaging youth in projects that enhance community well-being, infrastructure, and local economies, thereby fostering a sense of social responsibility and leadership.
6. **Facilitate Knowledge Transfer and Market Access:** Establish mechanisms for the seamless transfer of knowledge between experienced professionals and the younger generation. Additionally, the program aims to create opportunities for market access, networking, and exposure to industry platforms, supporting youth-led enterprises in gaining competitive market positions.



## **Summary of the Program Structure**

The ICC Youth Empowerment Program is structured into three comprehensive phases, designed to provide a holistic learning experience that integrates theoretical knowledge, practical skills, and entrepreneurial development:

### **1. Phase 1: Virtual Workshops**

This phase focuses on building foundational knowledge through a series of interactive online workshops. The curriculum covers key areas such as the global coconut industry landscape, sustainability practices, coconut biology, value addition, quality standards, financial management, and digital marketing. The virtual workshops are designed to provide a strong theoretical background and prepare participants for practical applications in subsequent phases.

### **2. Phase 2: Practical Skill Development & Internships**

In this phase, participants engage in hands-on training through internships and practical skill development programs conducted at coconut farms, research institutes, and processing units. This phase emphasizes experiential learning, where participants apply theoretical knowledge in real-world settings. Activities include field visits, technical training on coconut processing technologies, equipment handling, and direct industry engagement with mentors and professionals in the coconut sector.

### **3. Phase 3: Business Development Plan (BDP) Creation & Evaluation**

The final phase focuses on fostering entrepreneurial skills through the development of comprehensive business plans. Participants identify real-world challenges and opportunities within the coconut sector, design innovative business models, and present their business development plans for peer review and expert evaluation. This phase aims to cultivate critical thinking, strategic planning, and business acumen, with the ICC providing support for the implementation of the best business plans through sponsorships and mentorship.

Each phase of the program is interconnected, ensuring a progressive learning experience that equips participants with the knowledge, skills, and confidence needed to thrive in the coconut industry and contribute to its sustainable development.



## Summary of Module Structure

Each module in this curriculum is designed to build on foundational knowledge and progressively develop advanced competencies. The structure of each module includes:

- **Module Title and Duration:** Clearly defined topic with allocated time.
- **Learning Objectives:** Specific goals that participants are expected to achieve.
- **Content Outline:** Detailed topics covered within the module.
- **Teaching Methods:** Combination of lectures, case studies, group discussions, and practical activities.
- **Assessment:** Methods to evaluate participants' understanding, including quizzes, assignments, and presentations.

This structured approach ensures that each module contributes to the overarching goals of the program, providing a balanced mix of theoretical knowledge and practical skills.



## **Module 1: Introduction**

### **Session 1: Overview of the Global Coconut Industry**

#### **Objective:**

The primary objective of this session is to provide participants with a foundational understanding of the global coconut industry. This module will focus on the industry's historical development, current global significance, and economic impact. This session aims to introduce participants to the key contributions of the coconut industry to trade, rural development, and environmental sustainability while highlighting the need for innovation and long-term strategies for success. Another objective of this session is to discuss the challenges and opportunities in the coconut sector, focusing on youth involvement and leadership. This will provide insights into the critical role young professionals can play in addressing challenges such as climate change, market volatility, and an aging farming population. Participants will learn how innovation, sustainability, and collaboration can shape the future of the coconut industry, empowering youth to take active leadership roles in its development.

#### **Explanation:**

The session will give an overview of the coconut industry, starting with its global relevance and economic importance. Participants will gain insights into the industry's historical roots, geographical spread, and its significance in the economies of major producing countries. This session will also focus on the challenges and opportunities the coconut sector faces. It will highlight the significance of youth leadership in driving innovation, sustainability, and resilience in the industry.

#### **Topics Covered:**

1. Overview of the Global Coconut Industry
  - Historical development and global distribution of coconut farming
  - Key producing countries, industry statistics, and future outlook
2. Global Significance and Economic Impact
  - Contribution to international trade and rural economies
  - Role in poverty alleviation, rural development, and sustainable farming practices



### 3. Challenges in the Coconut Sector

- Impact of climate change, pests, diseases, and market instability
- Strategies for sustainable growth and resilience

### 4. Opportunities for Youth Involvement

- Role of youth in driving innovation and sustainability
- Entrepreneurship, leadership, and technology in the coconut sector

### Expected Outcomes:

- **Comprehensive Industry Knowledge:** Participants will develop a deep understanding of the coconut industry's historical development, global distribution, and its critical role in international trade, rural development, and environmental sustainability. This knowledge will serve as a strong foundation for participants pursuing careers in agriculture, agribusiness, and related fields.
- **Economic Insight and Strategic Thinking:** Participants will recognize the economic contributions of the coconut sector to local and global economies. This understanding will enable them to identify growth opportunities and develop strategies for sustainable development within the industry.
- **Problem-solving and Adaptability:** By exploring key trends, challenges, and opportunities, participants will enhance their problem-solving skills. They will be better equipped to address industry issues such as climate change, pest management, and market fluctuations, contributing to the sector's resilience.
- **Youth Leadership and Advocacy:** Participants will gain insights into how young professionals can drive positive change through leadership, innovation, and advocacy. This will inspire them to take active roles in their communities and within the coconut industry, fostering youth-led initiatives that promote sustainability and growth.
- **Career Readiness and Industry Engagement:** Armed with industry-specific knowledge and leadership skills, participants will be prepared to pursue diverse career paths in the coconut sector, including roles in research, policy-making, entrepreneurship, and international trade. Their contributions will help strengthen the coconut industry, making it more dynamic and inclusive.



## **Session 2: Introduction to the Youth Empowerment Program**

### **Objective:**

The objective of this session is to familiarize participants with the overall structure, specific objectives, and expected outcomes of the Youth Empowerment Program. By clearly outlining the program phases, activities, and opportunities, the session aims to ensure participants are well-prepared to engage fully in the program, contribute actively, and maximize the benefits of their participation.

### **Explanation:**

This session provides a comprehensive overview of the Youth Empowerment Program, designed to empower participants with the knowledge of how the program is structured and what it aims to achieve. Participants will gain insight into key activities, milestones, and their roles within the program. The session ensures that everyone understands the collaborative nature of the program, how it aligns with broader goals for youth in the coconut industry, and the support structures available throughout the journey.

### **Topics Covered:**

1. Overview of the Youth Empowerment Program
  - A brief history and rationale for the program
  - The role of youth in transforming the coconut sector
2. Program Structure
  - Detailed explanation of the program's phases and key activities (training modules, internships, project proposal submissions, and more)
  - Key partners and support mechanisms (collaboration with member countries, research institutes, and industries)
3. Participant Roles and Expectations
  - Responsibilities and expected contributions
  - Grouping participants based on interests and talents for collaborative projects



#### 4. Opportunities for Engagement

- Introduction to internships, mentorships, and entrepreneurship support available to participants
- Highlighting grants and potential start-up ventures for successful participants

#### **Expected Outcomes:**

- **Clear Understanding of Program Structure:** Participants will have a comprehensive grasp of the Youth Empowerment Program's phases, activities, and objectives. This understanding will help them navigate the program effectively and maximize their learning experiences.
- **Active Engagement and Contribution:** Participants will identify their roles and responsibilities within the program, fostering a sense of ownership and accountability. This will encourage active participation, collaboration, and leadership in various program activities.
- **Enhanced Career Opportunities:** Through exposure to internships, mentorships, and entrepreneurship support, participants will gain practical experience and industry connections. This will enhance their employability and open doors to career opportunities in the coconut sector and related industries.
- **Development of Leadership and Entrepreneurial Skills:** The program will equip participants with essential skills for leadership, project management, and business development. These competencies will empower them to initiate and manage projects, start their ventures, or take on leadership roles within organizations.
- **Long-Term Impact and Industry Contribution:** Participants will be motivated to apply their knowledge and skills beyond the program, contributing to the growth and sustainability of the coconut industry. Their initiatives and innovations will support economic development, environmental conservation, and community well-being in coconut-producing regions.



## **Module 2: Foundations of the Coconut Sector, Sustainable Farming Practices**

### **Session 1: Historical and Geographical Significance of Coconut Cultivation**

#### **Objective:**

The primary objective of this session is to equip young participants with essential knowledge about the historical development, global distribution, and geographical significance of coconut cultivation. This foundational understanding is crucial for recognizing the coconut's role in global economies, cultures, and ecosystems. Participants will explore the historical spread of coconut cultivation, influenced by environmental, cultural, and economic factors, and how this legacy shapes modern coconut farming practices.

#### **Explanation:**

This session delves into the evolution of coconut cultivation from its origins to its current global presence. Participants will learn about the environmental and social factors that influenced its distribution across different regions. The session will also cover the economic and cultural significance of coconut in various societies, highlighting its role in food security, livelihoods, and sustainable agriculture.

#### **Topics Covered:**

1. Origin, Evolution, and Distribution
  - Historical development and spread of coconut cultivation
  - Environmental and social factors influencing global distribution
  - Economic and cultural significance in different regions
2. Botanical Description
  - Detailed analysis of the coconut palm's biology
  - Physical characteristics, lifecycle, and ecological adaptations
  - Importance of botanical knowledge for cultivation and crop improvement
3. Land Preparation, Soil Management, Planting, and Water Conservation
  - Best practices for land preparation to optimize crop yield
  - Sustainable soil management techniques for enhancing fertility
  - Effective planting methods and water conservation strategies



### **Expected Outcomes:**

- **Historical and Geographical Context:** Participants will understand the historical roots and geographical spread of coconut cultivation, recognizing its impact on global agricultural systems.
- **Botanical Knowledge:** Participants will gain in-depth knowledge of coconut palm biology, enabling them to make informed decisions on cultivation, pest management, and crop improvement.
- **Practical Farming Skills:** Participants will acquire practical skills in land preparation, soil management, and water conservation, essential for promoting sustainable coconut farming practices.
- **Leadership in Sustainable Agriculture:** Equipped with foundational knowledge, participants will be prepared to lead initiatives that promote sustainable farming practices, environmental stewardship, and agricultural innovation in their communities.

### **Session 2: Advanced Sustainable Farming Techniques and Climate-Resilient Strategies**

#### **Objective:**

The primary objective of this session is to introduce young participants to advanced sustainable farming techniques and climate-resilient strategies tailored to the coconut sector. The session focuses on agroecology, organic farming principles, and precision farming technologies to optimize productivity while preserving environmental health. Participants will explore sustainable farming practices that support carbon offsetting and climate change mitigation.

#### **Explanation:**

This session covers the integration of ecological principles with agricultural practices to create productive, sustainable coconut farming systems. Participants will learn about organic farming methods, precision agriculture, and Good Agricultural Practices (GAP) that enhance efficiency and sustainability. The session also emphasizes climate change mitigation and adaptation strategies to build resilience in coconut farming.

#### **Topics Covered:**

1. **Agroecology and Organic Farming, GAP, and Precision Farming**
  - Principles of agroecology and its application in coconut farming
  - Organic farming techniques and benefits of organic certification
  - Implementation of Good Agricultural Practices (GAP) and precision farming technologies



## 2. Sustainable Farming Practices and Carbon Offset

- Techniques for carbon sequestration, such as agroforestry and no-till farming
- Role of renewable energy in sustainable coconut farming
- Strategies for reducing the environmental footprint of agricultural practices

## 3. Climate Change Mitigation and Adaptation

- Impact of climate change on coconut farming
- Mitigation strategies to reduce greenhouse gas emissions
- Adaptation techniques to enhance farm resilience and productivity

### Expected Outcomes:

- **Application of Agroecological and Organic Farming Techniques:** Participants will understand how to integrate ecological principles into coconut farming, enhancing sustainability and productivity.
- **Implementation of Precision Farming and GAP:** Participants will learn to apply data-driven approaches and best agricultural practices to optimize resource use and improve efficiency.
- **Climate Resilience:** Participants will develop strategies for climate change mitigation and adaptation, equipping them to address environmental challenges and build resilient farming systems.
- **Leadership in Sustainable Development:** Participants will be empowered to advocate for and implement sustainable farming practices that support environmental health and economic viability in the coconut sector.

## Session 3: Integrated Pest and Disease Management in Coconut Cultivation

### Objective:

The primary goal of this session is to familiarize participants with the latest developments in coconut pest and disease management. The session focuses on understanding common pests and diseases, early detection, and integrated management strategies to minimize crop losses and ensure sustainable coconut production.



**Explanation:**

Participants will learn about the major pests and diseases affecting coconut palms, including their symptoms, life cycles, and environmental factors that influence outbreaks. The session emphasizes Integrated Pest Management (IPM) and Integrated Disease Management (IDM) strategies, combining biological, cultural, mechanical, and chemical control methods to achieve sustainable pest and disease control.

**Topics Covered:****1. Common Pests and Diseases in Coconut Cultivation**

- Identification and classification of major pests and diseases
- Symptoms, life cycles, and environmental factors influencing outbreaks

**2. Integrated Pest and Disease Management (IPDM)**

- Principles of IPDM and sustainable control methods
- Biological control, cultural practices, mechanical interventions, and responsible pesticide use

**3. Climate Change and Emerging Threats**

- Impact of climate change on pest and disease dynamics
- Strategies for monitoring, early detection, and rapid response to emerging threats

**Expected Outcomes:**

- **Pest and Disease Identification:** Participants will be able to identify common coconut pests and diseases, recognize symptoms, and understand their life cycles.
- **Implementation of IPDM Strategies:** Participants will learn to apply integrated pest and disease management practices that reduce reliance on chemical pesticides and promote environmental sustainability.
- **Climate-Resilient Pest Management:** Participants will develop skills to anticipate and manage pest and disease risks exacerbated by climate change.
- **Leadership in Plant Health Management:** Participants will be prepared to lead community-based initiatives focused on sustainable pest and disease management, contributing to the resilience and productivity of coconut farming systems.



## **Module 3: Coconut Breeding Programs**

### **Session 1: Genetic Diversity and Germplasm Conservation in Coconut**

#### **Objective:**

The primary goal of this session is to expose young participants to the variability present in coconut and create awareness about the genetic diversity available for utilization in coconut improvement programs. This session provides an overview of important coconut populations worldwide and breeding approaches for developing coconut varieties, maintaining industry resilience, and enhancing planting material production.

#### **Explanation:**

Coconut (*Cocos nucifera* L.) is a monotypic species with no known wild relatives. Cultivated in about 90 countries, it sustains the livelihoods of millions, especially in ecologically fragile coastal regions. Ensuring coconut productivity is vital for both economic profitability and community livelihoods. This session explores genetic diversity, conservation strategies, the role of International Coconut Genebanks (ICGs), and conventional breeding programs to address grower needs and crop challenges.

#### **Topics Covered:**

##### **1. Introduction to Diversity in Coconut**

- Extent of variability in coconut populations
- Grouping of coconut palms and popular varieties

##### **2. Strategies for Germplasm Conservation**

- Conservation methods (in situ, ex situ, cryopreservation)
- Role of national genebanks and International Coconut Genebanks (ICGs)

##### **3. Germplasm Characterization and Cataloguing**

- Tools for characterization (morphological, biochemical, molecular markers)
- Development of coconut descriptors and trait-specific accessions

##### **4. Breeding and Varietal Development**

- Conventional breeding techniques for coconut
- Popular varieties and their characteristics



## 5. Planting Material Production

- Methods for producing quality planting material
- Importance of seed selection and nursery management

### Expected Outcomes:

- **Understanding Genetic Diversity:** Participants will appreciate the significance of genetic diversity in enhancing coconut productivity, resilience, and sustainability.
- **Germplasm Conservation Knowledge:** Participants will learn about conservation strategies, the role of ICGs, and methods for maintaining genetic resources.
- **Breeding Techniques:** Participants will understand traditional breeding methods, varietal development, and the importance of maintaining genetic purity.
- **Application in Local Contexts:** Participants will be able to identify coconut diversity in their regions and apply knowledge to improve local coconut production systems.
- **Leadership in Genetic Resource Management:** Equipped with this knowledge, participants can contribute to sustainable agricultural practices, conservation initiatives, and crop improvement programs.

## Session 2: Molecular Breeding and Biotechnology in Coconut

### Objective:

This session aims to provide participants with foundational knowledge and practical skills in molecular breeding and biotechnology. It focuses on the application of molecular biology, genomics, and advanced plant breeding techniques to enhance coconut productivity, sustainability, and resilience to climate change.

### Explanation:

Participants will explore molecular biology concepts, plant breeding strategies, and the use of genomic tools like marker-assisted selection (MAS) and genetic engineering. The session highlights real-world applications, including case studies of molecular breeding successes in coconut cultivation.



## **Topics Covered:**

### **1. Basic Plant Molecular Biology**

- Genetic structure of coconut
- Principles of molecular biology relevant to plant breeding

### **2. Genomic Tools in Plant Breeding**

- Marker-assisted selection (MAS) and its applications
- Genomic mapping, DNA fingerprinting, and bioinformatics tools

### **3. Successful Case Studies in Molecular Breeding**

- Real-world examples of coconut improvement through molecular breeding
- Insights into breeding for disease resistance, drought tolerance, and yield enhancement

## **Expected Outcomes:**

- **Molecular Biology Proficiency:** Participants will understand basic molecular biology principles and their relevance to plant breeding.
- **Application of Genomic Tools:** Participants will learn to apply genomic technologies for trait selection and crop improvement.
- **Innovation in Breeding Programs:** Participants will be inspired to integrate molecular techniques into conventional breeding programs, promoting sustainability and resilience.
- **Capacity Building:** Participants will gain confidence in using molecular tools for research, development, and conservation activities in the coconut sector.

## **Session 3: Introduction to Tissue Culture Technology in Coconut**

### **Objective:**

The objective of this session is to introduce participants to tissue culture technology in coconut. The session covers micropropagation techniques, embryo culture, and cryopreservation, highlighting their potential for crop improvement, germplasm conservation, and the propagation of rare coconut varieties.



**Explanation:**

Tissue culture offers an alternative to traditional breeding methods, enabling mass propagation of high-quality planting materials. This session discusses the principles of in vitro culture, techniques for propagating non-traditional coconut varieties (e.g., makapuno, kopyor), and the role of tissue culture in supporting gene banks and conservation efforts.

**Topics Covered:****1. Micropropagation Techniques in Coconut**

- Clonal propagation methods
- Practical applications and limitations

**2. Application of Embryo Culture Technology**

- Techniques for propagating rare coconut varieties
- Importance in conservation and genetic resource management

**3. In Vitro Germplasm Conservation**

- Cryopreservation techniques for long-term conservation
- Role in supporting gene banks and international germplasm exchange

**Expected Outcomes:**

- **Knowledge of Tissue Culture Techniques:** Participants will understand micropropagation, embryo culture, and cryopreservation methods for coconut.
- **Application in Conservation:** Participants will learn how tissue culture supports germplasm conservation and the propagation of rare varieties.
- **Innovation in Propagation:** Participants will explore the potential of tissue culture to diversify coconut products, enhance productivity, and support sustainable agricultural practices.
- **Leadership in Biotechnology:** Equipped with this knowledge, participants will be empowered to advocate for the adoption of tissue culture techniques in coconut breeding and conservation programs.



## **Module 4: Sustainable Development Goals and the Coconut Industry**

### **Session 1: The Role of the Coconut Sector in Achieving Sustainable Development Goals (SDGs)**

#### **Objective:**

The primary objective of this session is to create awareness among young participants about how the coconut sector contributes to sustainable development. Through the adoption of improved varieties, agro-techniques such as precision farming, regenerative agriculture, plant health management, and value addition, the coconut industry has significantly improved the livelihoods of farmers while promoting environmental sustainability. This session will explore how these practices align with the United Nations Sustainable Development Goals (SDGs), focusing on poverty reduction, food security, gender equality, climate action, and sustainable economic growth.

#### **Explanation:**

In this session, participants will learn about the actions taken within the coconut sector to end poverty, protect the planet, and improve the lives of coconut farmers and other stakeholders. Discussions will focus on the sector's role in poverty alleviation, food security, health promotion, gender equality, employment generation, sustainable production and consumption, climate action, and biodiversity conservation.

#### **Topics Covered:**

##### **1. Poverty Alleviation and Hunger Elimination**

- Case studies on sustainable cultivation practices and value addition for income improvement
- The role of scientific farming methods in reducing post-harvest losses and enhancing productivity

##### **2. Good Health and Well-being**

- Health benefits of coconut-based products as functional foods and therapeutic products
- The role of coconut products in promoting nutrition and wellness

##### **3. Gender Equality and Youth Empowerment**

- The role of women and youth in the coconut value chain
- Case studies of women-led coconut enterprises and youth-driven innovations



#### 4. Decent Work and Economic Growth

- Job creation opportunities within the coconut industry
- Skill development programs and entrepreneurship in coconut processing and marketing

#### 5. Sustainable Consumption and Production

- Utilizing every part of the coconut for zero-waste production
- Resource efficiency and sustainable product development

#### 6. Climate Action and Environmental Sustainability

- Coconut farming's role in climate change adaptation and mitigation
- Carbon sequestration, soil conservation, and coastal protection through coconut plantations

#### 7. Biodiversity and Ecological Services

- The role of coconut plantations in supporting biodiversity and ecosystem services
- Conservation of genetic resources and natural habitats

#### Expected Outcomes:

- **Understanding the Link Between Coconut and SDGs:** Participants will recognize how the coconut sector contributes to achieving the SDGs, particularly in poverty reduction, health, gender equality, and environmental sustainability.
- **Skills for Sustainable Farming:** Participants will gain knowledge of sustainable agricultural practices, including climate-smart techniques and resource-efficient production methods.
- **Empowerment Through Entrepreneurship:** Participants will be inspired to create business opportunities within the coconut sector, promoting inclusive economic growth and job creation.
- **Leadership in Climate Action:** Participants will learn about climate adaptation strategies and the role of coconut farming in carbon sequestration, enabling them to become advocates for environmental sustainability.
- **Promotion of Gender Equality:** Participants will understand the importance of gender equality in the coconut sector and be encouraged to support women-led initiatives and inclusive business models.



- **Contribution to Community Development:** Equipped with knowledge and skills, participants will actively contribute to the development of resilient, sustainable coconut-based communities.

## **Session 2: The Health Benefits of Coconut and Its Contribution to Well-being**

### **Objective:**

The primary objective of this session is to familiarize participants with the chemical nature of coconut oil, its physicochemical properties, and the fatty acid constituents that contribute to its numerous health benefits. The session will address scientific misconceptions about saturated fats and provide evidence-based insights into coconut oil's role as a functional food and therapeutic agent, supporting SDG 2 (Zero Hunger) and SDG 3 (Good Health and Well-being).

### **Explanation:**

Despite common misconceptions, coconut oil offers a range of health benefits, including antimicrobial, antiviral, and metabolic properties. This session will provide scientific evidence to counter myths about saturated fats, promote the health benefits of coconut-based products, and encourage their integration into daily nutrition for improved well-being.

### **Topics Covered:**

- 1. Basic Physicochemical Properties of Coconut Oil**
  - Chemical composition and fatty acid profile
  - Triglycerides and medium-chain fatty acids (MCFAs)
- 2. Health Properties of Coconut Oil and Its Components**
  - The role of lauric acid and other MCFAs in health promotion
  - Antimicrobial, antiviral, and metabolic health benefits
- 3. Coconut Oil and Heart Health**
  - Scientific evidence debunking myths about saturated fats
  - Coconut oil's role in cardiovascular health and metabolic function



#### 4. Coconut-Based Products and Their Nutritional Value

- Nutraceutical properties of coconut water, coconut flour, and coconut sugar
- Role in promoting balanced diets and combating malnutrition

#### 5. Coconut Oil as a Functional Food and Therapeutic Agent

- Traditional uses and modern applications in health and wellness
- Case studies on the therapeutic benefits of coconut oil

#### **Expected Outcomes:**

- **Scientific Understanding of Coconut Oil:** Participants will develop a comprehensive understanding of the chemical composition and health benefits of coconut oil.
- **Debunking Health Myths:** Participants will be equipped with evidence-based knowledge to counter common myths about saturated fats and promote coconut oil as a health-supportive food.
- **Health Advocacy:** Participants will become advocates for the health benefits of coconut products, encouraging their consumption for better nutrition and well-being.
- **Integration of Coconut in Healthy Diets:** Participants will learn how to incorporate coconut-based products into balanced diets, contributing to food security and improved public health.
- **Entrepreneurial Opportunities in Health Products:** Participants will identify business opportunities in developing and marketing health-focused coconut products, supporting both economic growth and public health initiatives.



## **Module 5: Coconut Product Production: Raw Materials Sourcing, Downstream Processing Technologies, and Packaging**

### **Session 1: Overview of Coconut Products and Value-Added Products & Post-Harvest Handling, Quality Control, Food Safety & Standards, Regulatory Frameworks, and Certifications**

#### **Objective:**

The objective of this session is to provide participants with a comprehensive understanding of the diverse range of coconut products, the value addition potential within the sector, and the critical aspects of post-harvest handling, quality control, food safety, regulatory standards, and certifications. This session aims to equip young entrepreneurs with the knowledge to produce high-quality coconut products that meet both local and global market demands.

#### **Explanation:**

Participants will gain insights into traditional and emerging coconut products, value addition opportunities, and processing techniques. The session will also cover the importance of post-harvest handling practices, quality control measures, food safety protocols, and regulatory frameworks to ensure product quality and safety. Participants will learn about certification processes that enhance marketability and competitiveness in the global coconut industry.

#### **Topics Covered:**

1. Overview of Coconut Products and Value-Added Products
  - Traditional coconut products: copra, coconut oil, desiccated coconut, coconut milk
  - Emerging products: coconut water, coconut sugar, coconut flour, coconut chips, coconut honey, and cosmetics
  - Technological innovations for coconut value addition
  - Market demand and global trends in coconut products



## 2. Post-Harvest Handling Practices

- Importance of proper post-harvest handling for quality maintenance
- Techniques to reduce post-harvest losses
- Best practices for harvesting, storage, and transportation

## 3. Quality Control and Assurance

- Quality parameters for coconut products
- Common quality issues: aflatoxin contamination, microbial spoilage, rancidity, and discoloration
- Implementing effective quality control measures

## 4. Food Safety and Standards

- International food safety standards (e.g., Codex Alimentarius, HACCP, ISO standards)
- National food safety regulations (FSSAI, BIS, USDA Organic Certification, etc.)
- Best practices for ensuring food safety in coconut processing

## 5. Regulatory Frameworks and Certifications

- Importance of regulatory compliance in local and international markets
- Certification requirements for export: organic certification, fair trade, GlobalGAP, etc.
- Traceability, labeling, and packaging regulations

### Expected Outcomes:

- **Comprehensive Product Knowledge:** Participants will gain an in-depth understanding of various coconut products, value-added opportunities, and technological innovations in the coconut industry.
- **Post-Harvest Handling Proficiency:** Participants will learn best practices for post-harvest handling, reducing losses, and maintaining product quality throughout the supply chain.
- **Quality Control and Food Safety Awareness:** Participants will understand the critical aspects of quality control, food safety standards, and the implementation of safety protocols to ensure high-quality products.



- **Regulatory Compliance and Certification Knowledge:** Participants will become familiar with regulatory requirements, certification processes, and international standards, enhancing their ability to access local and global markets.
- **Market Competitiveness:** Equipped with knowledge of value addition, quality control, and certifications, participants will be prepared to produce competitive coconut products that meet consumer demands.
- **Sustainability and Innovation:** Participants will be encouraged to adopt sustainable practices, explore innovative product development, and contribute to the growth of the coconut sector through high-quality, value-added products.

## **Session 2: Downstream Processing of Coconut Products**

### **Objective:**

The objective of this session is to provide participants with practical knowledge and technical insights into the downstream processing of various coconut-based products. This session covers processing technologies, equipment, raw material sourcing, and best practices for enhancing product quality, efficiency, and sustainability.

### **Explanation:**

Participants will explore the downstream production processes for key coconut products, from raw material preparation to final packaging. The session will highlight the importance of technological innovations, quality standards, and sustainable practices in product development.

### **Topics Covered:**

#### **1. White Copra and Edible Copra**

- Copra production techniques: sun drying, kiln drying, and mechanical drying
- Processing differences between black copra and white copra
- Sorting, grading, and packaging for local and export markets

#### **2. Virgin Coconut Oil (VCO) and Cooking Oil with By-products**

- Extraction methods: cold-pressed, fermentation, and expeller pressing
- Processing of by-products: coconut cake, skimmed milk, and coconut meal
- Quality control measures for oil purity and shelf-life



### **3. Nata de Coco**

- Fermentation techniques and production process
- Importance of microbial cultures and nutrient media
- Post-production handling and packaging for shelf stability

### **4. Coconut Sugar and Syrup**

- Tapping, collection, and processing of coconut sap
- Evaporation techniques for syrup and crystallization for sugar
- Quality control and storage practices

### **5. Cocofiber Production**

- Extraction of fiber from coconut husk using decorticating machines
- Processing into mats, ropes, brushes, and geotextiles
- Applications in agriculture, construction, and packaging

### **6. Cocopeat Processing**

- Processing methods for extracting and cleaning cocopeat
- Use in horticulture as a soil conditioner and growth medium
- Packaging and export standards for international markets

### **7. Shell-Based Charcoal and Briquette Production**

- Carbonization process of coconut shells for charcoal production
- Briquetting techniques for fuel efficiency and environmental sustainability
- Market potential for charcoal briquettes in energy and industrial sectors

### **8. Biofuel Production from Coconut By-products**

- Conversion technologies: transesterification for biodiesel
- Role of coconut oil as a renewable energy source
- Economic and environmental benefits of biofuel production

### **Expected Outcomes:**

- **Technical Proficiency:** Participants will develop technical skills in coconut product processing, from raw material sourcing to final packaging.



- **Quality Management:** Participants will understand quality control protocols and food safety standards required for domestic and export markets.
- **Sustainable Processing Practices:** Participants will learn eco-friendly production methods, waste reduction strategies, and resource-efficient technologies.
- **Entrepreneurial Insights:** Participants will gain practical knowledge to start or improve coconut-based businesses, focusing on value addition and product diversification.
- **Market Readiness:** Participants will be prepared to meet global market demands through the production of high-quality, sustainable coconut products.
- **Innovation and Business Growth:** Equipped with advanced processing knowledge, participants will be encouraged to innovate in product development, contributing to the growth and resilience of the coconut industry.



## **Module 6: Business and Entrepreneurship**

### **Session 1: Overview of Coconut Agribusiness & Business Planning and Development**

#### **Objective:**

The objective of this session is to introduce participants to the fundamentals of coconut agribusiness, highlighting the diverse opportunities within the sector. Additionally, the session aims to equip participants with the skills and knowledge required to develop effective business plans, fostering entrepreneurship and sustainable business practices within the coconut industry.

#### **Explanation:**

Participants will explore the broad landscape of coconut agribusiness, from primary production to value-added enterprises, and understand the key factors influencing business success in the coconut sector. The session will cover essential business planning components, including market analysis, financial forecasting, risk management, and strategy development, tailored specifically to coconut-based ventures.

#### **Topics Covered:**

##### **1. Overview of Coconut Agribusiness**

- Introduction to the coconut value chain: farming, processing, marketing, and distribution
- Key sectors in coconut agribusiness: food products, cosmetics, biofuels, coir, and handicrafts
- Emerging trends and market opportunities in the global coconut industry
- The role of sustainability and innovation in agribusiness growth

##### **2. Business Planning and Development**

- Importance of business planning for entrepreneurs
- Components of a business plan:
  - Executive summary
  - Company overview
  - Market analysis and competitive landscape



- Product and service offerings
- Marketing and sales strategies
- Operations plan
- Financial plan (budgeting, projections, funding requirements)
- Risk analysis and contingency planning
- Tools for effective business development: SWOT analysis, SMART goals, and strategic planning frameworks
- Case studies of successful coconut-based businesses

### **Expected Outcomes:**

- **Comprehensive Understanding of Coconut Agribusiness:** Participants will gain insights into the coconut industry's diverse opportunities, value chains, and market dynamics.
- **Business Planning Proficiency:** Participants will learn how to develop comprehensive business plans, including market analysis, financial forecasting, and risk management.
- **Entrepreneurial Skills Development:** Participants will acquire essential entrepreneurial skills such as critical thinking, problem-solving, strategic planning, and resource management.
- **Market and Industry Insights:** Participants will understand emerging trends, consumer demands, and strategies to position their businesses competitively in the global coconut market.
- **Financial Literacy:** Participants will develop basic financial management skills, enabling them to create budgets, forecast revenues, and manage business finances effectively.
- **Empowerment Through Entrepreneurship:** Equipped with practical knowledge and business planning skills, participants will be prepared to launch and manage successful coconut-based enterprises, contributing to economic growth and sustainable development within their communities.



## **Session 2: Financial Management, Investment Strategies, and Sustainable Business Growth**

### **Objective:**

The objective of this session is to provide participants with the financial knowledge and strategic insights necessary to manage, grow, and sustain coconut-based businesses. This session focuses on financial management principles, budgeting, accessing funding, regulatory compliance, ethical business practices, and innovative strategies for sustainable business development.

### **Explanation:**

Participants will learn about essential financial management practices, effective budgeting, and financial planning techniques tailored to agribusiness. The session will cover various funding sources, including traditional and non-traditional financing options, as well as strategies for maintaining business sustainability and growth through ethical practices and compliance with international standards.

### **Topics Covered:**

#### **1. Financial Management**

- Fundamentals of financial management for agribusiness
- Establishing financial models and corporate governance policies
- Creating finance, treasury, and audit systems aligned with international accounting standards

#### **2. Budgeting and Financial Planning**

- Importance of budgeting for business sustainability
- Cost control strategies and fund allocation
- Financial forecasting and determining capital requirements

#### **3. Accessing Funding and Investment**

- Sources of funding: equity, credit, government grants, angel investors, venture capitalists, crowdfunding
- Understanding investor expectations: innovative products, social impact, and financial returns
- Building investor-ready business proposals



#### 4. **Compliance with Local and International Standards**

- Regulatory requirements for food and non-food coconut products
- International certifications: GMP, HACCP, Halal, Kosher, Organic Certification, CO2 Neutral Certification
- Importance of compliance for market access and sustainability

#### 5. **Ethical Practices in Business**

- Core principles: honesty, integrity, transparency, accountability, and social responsibility
- Ethical leadership and sustainable business practices
- Promoting environmental and social consciousness in business operations

#### 6. **Innovative Nursery Development and Sustainable Business Growth**

- Role of innovation in agribusiness growth
- Strategies for developing sustainable and resilient business models
- Integrating sustainable practices in nursery development and supply chain management

#### **Expected Outcomes:**

- **Financial Literacy and Management Skills:** Participants will gain a strong foundation in financial management, budgeting, and financial planning, enabling them to manage resources effectively.
- **Access to Funding Opportunities:** Participants will understand various funding sources and how to secure investments for business growth.
- **Regulatory Compliance Awareness:** Participants will learn the importance of compliance with local and international standards, enhancing their ability to operate in global markets.
- **Ethical Business Practices:** Participants will be equipped with knowledge of ethical business practices, fostering integrity and social responsibility in their entrepreneurial ventures.
- **Sustainable Business Development:** Participants will acquire strategies for sustainable business growth, integrating innovation and environmental stewardship into their business models.



- **Leadership and Strategic Thinking:** Equipped with financial management and strategic planning skills, participants will be prepared to lead successful, sustainable businesses in the coconut sector.



## **Module 7: Trade and Market Access**

### **Session 1: Coconut Product Market Trends**

#### **Objective:**

The objective of this session is to provide participants with an in-depth understanding of current global trends in the coconut industry, including production, consumption, trade patterns, and emerging market opportunities. This session aims to equip young entrepreneurs with the knowledge needed to identify growth areas and make informed business decisions.

#### **Explanation:**

Participants will explore the global landscape of coconut product markets, focusing on production trends, export-import statistics, key markets, and the driving forces behind demand fluctuations. Emphasis will be placed on high-value coconut products, evolving consumer preferences, and sustainability trends influencing the industry.

#### **Topics Covered:**

##### **1. Global Production and Trade Trends**

- Historical overview of coconut production and its evolution
- Key coconut-producing countries and their global contributions
- Export-import trends and trade volumes

##### **2. Emerging Market Opportunities**

- Growth of high-value products: coconut water, virgin coconut oil, coconut sugar, desiccated coconut
- New product developments: coconut-based beverages, plant-based dairy alternatives, biofuels, and cosmetics
- Sustainability and organic trends driving market demand

##### **3. Consumer Preferences and Market Dynamics**

- Health and wellness trends boosting coconut product consumption
- Demand for natural, organic, and ethically sourced products
- The rise of plant-based diets and functional foods



#### 4. Regional Market Insights

- Major export destinations: USA, EU, China, Middle East
- Market-specific trends and consumer behaviour in Asia-Pacific, Europe, and North America
- Impact of global events (pandemics, climate change) on coconut trade

#### Expected Outcomes:

- **Global Market Awareness:** Participants will gain a comprehensive understanding of current market trends and emerging opportunities in the coconut industry.
- **Strategic Market Insights:** Participants will learn to identify high-demand products and target markets for their coconut-based businesses.
- **Consumer-Centric Approach:** Participants will understand evolving consumer preferences, enabling them to develop products that meet market demands.
- **Data-Driven Decision Making:** Equipped with global production and trade data, participants will make informed business decisions to enhance competitiveness.
- **Sustainability Awareness:** Participants will recognize the importance of sustainability trends in shaping the future of the coconut industry.

### Session 2: Trade Regulations, Requirements, and Export-Import Processes

#### Objective:

This session aims to familiarize participants with the regulatory frameworks governing international trade in coconut products. The session will cover key trade regulations, export-import requirements, and compliance protocols to facilitate smooth business operations.

#### Explanation:

Participants will explore the complexities of global trade, including legal frameworks, documentation processes, and international agreements affecting coconut product exports and imports. The session will highlight regulatory challenges and provide strategies for navigating these requirements effectively.



## **Topics Covered:**

### **1. Trade Regulations and Requirements**

- Overview of international trade laws and policies
- Key trade organizations: WTO, regional trade agreements, and their roles
- Tariff and non-tariff barriers

### **2. Export-Import Regulations**

- Documentation for export and import: invoices, certificates of origin, bills of lading, health certificates
- Customs procedures and clearance processes
- Import-export licensing and compliance requirements

### **3. Compliance with Trade Standards**

- Importance of adhering to international trade standards
- Risk management in international trade
- Strategies for minimizing trade-related disputes

## **Expected Outcomes:**

- **Regulatory Compliance:** Participants will gain knowledge of trade regulations and legal requirements, ensuring compliance in international transactions.
- **Export-Import Proficiency:** Participants will learn the export-import process, including documentation, customs procedures, and licensing requirements.
- **Risk Management Skills:** Participants will develop strategies for managing risks associated with international trade.
- **Enhanced Trade Competitiveness:** Equipped with regulatory knowledge, participants will be better positioned to expand their businesses globally.



## **Session 3: Quality Standards, Certifications, and Market Strategies**

### **Objective:**

This session aims to provide participants with the knowledge and skills necessary to meet international quality standards, obtain certifications, and develop effective marketing and branding strategies for coconut products.

### **Explanation:**

Participants will learn about various quality standards, certifications, and compliance protocols required for exporting coconut products. The session will also focus on branding, marketing strategies, and digital marketing tools to enhance market access and business growth.

### **Topics Covered:**

#### **1. Quality Standards and Certifications**

- International quality standards: GMP, HACCP, ISO, Halal, Kosher, Organic Certification
- Certification processes and requirements
- Importance of certifications in enhancing product credibility

#### **2. Navigating International Trade Agreements**

- Key trade agreements affecting the coconut industry
- Strategies for leveraging trade agreements to access new markets
- Understanding trade dispute resolution mechanisms

#### **3. Marketing and Branding Strategies**

- Principles of effective marketing and branding
- Brand development for coconut products: positioning, messaging, and identity creation
- Strategies for local and international marketing



#### 4. E-Commerce and Digital Marketing

- Role of e-commerce in expanding market reach
- Digital marketing tools and platforms for promoting coconut products
- Best practices for online business growth

#### **Expected Outcomes:**

- **Quality Compliance:** Participants will understand international quality standards and certification processes, enhancing product quality and credibility.
- **Trade Agreement Proficiency:** Participants will learn to navigate trade agreements, maximizing business opportunities in international markets.
- **Marketing and Branding Expertise:** Participants will acquire skills in brand development, marketing strategies, and customer engagement.
- **Digital Marketing Skills:** Participants will be equipped with e-commerce and digital marketing tools to promote their coconut-based businesses globally.
- **Business Growth and Competitiveness:** Participants will develop strategies for sustainable business growth, enhancing their competitiveness in the global coconut market.



## **Phase 2: Physical Skills Development and Internships**

### **Objective:**

The objective of Phase 2 is to provide participants with hands-on experience and practical knowledge in coconut farming, processing, research, and industry engagement. This phase aims to bridge the gap between theoretical learning and real-world applications, fostering technical proficiency, industry insights, and professional growth.

### **Explanation:**

Participants will undergo an internship or physical skills development program, which encompasses practical training either at coconut research institutes or coconut industries/MSMEs. The placement will be based on the participants' preferences and areas of interest, including food-based industries, non-food-based industries, tissue culture, and business development and marketing. This integrated approach ensures exposure to both scientific research environments and industrial practices, equipping participants with diverse skills relevant to the coconut sector.

### **Key Components:**

#### **1. Internship Placements (Research Institutes or Coconut Industries)**

- Participants will be assigned to either coconut research institutes or coconut-related industries based on their chosen focus areas.
- Areas of specialization include food-based products, non-food-based products, tissue culture, and specific product development.
- Hands-on training in advanced processing technologies, research methodologies, product development, and sustainable practices.

#### **2. Technical Skill Development**

- Exposure to modern farming techniques, climate-smart agriculture, and innovative processing technologies.
- Practical experience in machinery handling, equipment operation, quality control, food safety standards, and certification processes.
- Data collection, analysis, and reporting for both scientific research and business operations.



### 3. Industry and Research Engagement

- Active participation in day-to-day operations within the assigned institution or industry.
- Mentorship from industry leaders, researchers, and business professionals to guide career development and skill acquisition.
- Opportunities to attend conferences, workshops, and trade fairs for broader industry exposure.

### 4. Project Work and Reporting

- Each participant will be required to complete a project related to their area of focus during the internship.
- The project will culminate in a comprehensive report highlighting key learnings, practical experiences, and outcomes achieved.

### Expected Outcomes:

- **Technical Proficiency:** Participants will acquire hands-on skills in coconut farming, product processing, research methodologies, and quality management.
- **Industry and Research Readiness:** Participants will gain real-world experience in either scientific research environments or industry operations, preparing them for diverse career paths in the coconut sector.
- **Customized Learning Experience:** The program's flexibility allows participants to specialize in areas aligned with their interests and career goals.
- **Professional Networking:** Participants will build professional relationships with researchers, industry leaders, and business experts, enhancing their future career prospects.
- **Leadership and Problem-Solving Abilities:** Exposure to practical challenges will develop critical thinking, leadership, and problem-solving skills essential for professional growth.



## **Phase 3: Final Evaluation - Development of a Business Plan**

### **Objective:**

The objective of Phase 3 is to guide participants in developing comprehensive business plans for coconut sector initiatives. This phase focuses on applying the knowledge and skills acquired during the program to create viable business models, fostering entrepreneurship and innovation.

### **Explanation:**

Participants will identify problems or opportunities within the coconut sector and develop business plans addressing these areas. They will conduct market research, financial analysis, and strategic planning to formulate actionable business proposals. The plans will be presented for peer review and expert feedback, with the best proposals receiving partial support from ICC for implementation.

### **Key Components:**

#### **1. Business Plan Development Workshops**

- Training on business model development, strategic planning, and financial forecasting.
- Guidance on identifying market opportunities, customer segments, and value propositions.
- Hands-on sessions for drafting, reviewing, and refining business plans.

#### **2. Market Research and Feasibility Analysis**

- Conducting industry analysis, competitor benchmarking, and customer surveys.
- Assessing financial viability, resource requirements, and risk factors.
- Developing marketing strategies and operational plans.

#### **3. Pitch Preparation and Presentation**

- Coaching on effective business pitching techniques and presentation skills.
- Mock pitch sessions with constructive feedback from mentors and peers.
- Final business plan presentations to a panel of industry experts and potential investors.



#### 4. Evaluation and Feedback

- Criteria-based assessment focusing on innovation, feasibility, sustainability, and impact.
- Detailed feedback from evaluators to support continuous improvement.
- Selection of top business plans for ICC support and mentorship.

#### Expected Outcomes:

- **Entrepreneurial Mindset:** Participants will develop an entrepreneurial approach to problem-solving, opportunity identification, and business creation.
- **Business Planning Skills:** Participants will acquire expertise in business plan development, financial management, and strategic thinking.
- **Confidence and Presentation Skills:** Participants will enhance their public speaking, negotiation, and persuasion skills through pitch presentations.
- **Access to Funding Opportunities:** Top business plans will receive partial support from ICC, with opportunities for external funding and partnerships.
- **Sustainable Business Initiatives:** Participants will launch sustainable, impact-driven businesses contributing to the growth and resilience of the coconut sector.



**INTERNATIONAL COCONUT COMMUNITY**

8th Floor, BAPPEPBTI Building,  
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Jakarta, Indonesia

**Journal Voucher**

Voucher No. : **GVD-2024-10-04**  
Date : **9 Oct 2024**

Account No.	Account Name	Debit	Credit	Memo
7970-004	World Coconut Day	2.170	0	
7010 - 018	Youth Emp - ICC Budget	500	0	
1010-310	Mandiri (USD)	0	2.670	
7722-000	Bank Commissions	32.34	0	
1010-310	Mandiri (USD)	0	32.34	

Say : Two thousand seven hundred two and 34/100

**Debits : 2.702.34**  
**Credits : 2.702.34**

**Description**

Payment of DSA World Coconut Day 2024, Papua New Guinea and Honorarium Inaugural Youth Empowerment 19 Sept 2024 Mr. Anjana Attapatu

Prepared By

Reviewed By

Date:

Date:

Approved for  
Payment/Receipt

Director General ICC  
Date: 09/10/2024





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### DSA

**Dr. Anjana Atapattu**

**Payment for:**

**Inaugural Ceremony of the Youth Empowerment Programme**

**Date:**

**19/09/2024**

**Email :**

**[anjana\\_attapattu@gmail.com](mailto:anjana_attapattu@gmail.com)**

**Program date :**

**19/09/2024**

<b>Total DSA</b>	<b>USD</b>	<b>500.00</b>
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**Payment by**

**:**

Account Holder Name : ATAPATTU ARACHILAGE ANJANA JAYASANKA ATAPATTU

Address: Agronomy Division, Coconut Research Institute, Bandirippuwa Estate

City : Lunuwila

Zipcode: 61150

Country: Sri Lanka

Payment Bank Name: Commercial Bank of Ceylon, Wennappuwa Branch

IBAN / Account Number: 8011467928

BIC / SWIFT: CCEYLKLX

Prepared by:

Klaudio D. Hosang  
Adm & Finance Officer  
07/02/2025

Approved by:

DR. Jifina C. Alouw  
Executive Director



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t/transfer/clearing/collection form



PT Bank Mandiri (Persero) Tbk

tanggal date 9/10/2024

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☐ setoran deposit ☐ TT ☐ RTGS ☐ SKNBI ☐ Kliring-inkaso clearing-collection ☐ Bank Draft bank draft

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09-12405-0020602-02 USD 2,670.00 CR  
NO: CEK LA 742776 15,645.0000000 15,645.0000000  
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TANGGAL EFEKTIF 09/10/2024  
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PENGIRIM (wajib diisi)

applicant

NIK/ Paspor (WNA) NPWP (Perusahaan)  
ID number

Informasi pengirim  
applicant information

Status kependudukan  
resident status

Nama

name

Alamat & nomor telepon  
address & telephone number

☐ nasabah customer

☐ perorangan individual

☐ penduduk resident

☐ pemerintah government

☐ perusahaan company

☐ bukan penduduk non-resident

☐ cek/bilyet giro cheque

☐ nominal amount

☐ jumlah setoran/transfer/kliring/inkaso deposit/transfer/clearing/collection amount

☐ terbilang in words

☐ sumber dana transaksi source of fund

☐ biaya transaksi transaction fee

☐ biaya bank koresponden correspondent charge

☐ pengirim applicant

☐ penerima beneficiary

☐ lainnya others

☐ diisi apabila pembawa formulir bukan Pengirim filled out if the bearer of this form is not the applicant

☐ nama name

☐ alamat & nomor telepon address & telephone number

☐ NIK/ Paspor (WNA) ID number

☐ PT BMD/08 2023 RDP

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### DSA

**DR. VIJITHA VIDANARACHCHI**

**Payment for:**

**Resource Speaker Youth Empowerment Program**

*Date:*

**Email :**

**[vijitharma@yahoo.com](mailto:vijitharma@yahoo.com)**

**Program date :**

**09/10/2024**

<b>Total DSA</b>	<b>USD</b>	<b>500.00</b>
------------------	------------	---------------

**Payment by :**

**CASH**

Prepared by:

Klaudio D. Hosang  
Adm & Finance Officer  
07/02/2025

Approved by:

DR. Jelfina C. Alouw  
Executive Director





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Home Page: <http://www.coconutcommunity.org>

### OFFICIAL RECEIPT

Receipt Date : 15 Oct 2024  
Receipt No : ICC/YEP/2024/001  
Receipt From : International Coconut Community  
Amount : USD 500  
In Words : United States Dollar Five Hundred  
Payment For : Honorarium as Resource Speaker for Youth Empowerment Program  
(Virtual workshop)

Receipt By Dr. Vijitha

*Rehanaa Asmeh*

Date : 15/10/2024





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Home Page: <http://www.coconutcommunity.org>

### DSA

#### MR. ASEP MULYANA

*Payment for:*

**Resource Speaker Youth Empowerment Program**

*Date:*

07/11/2024

*Email :*

**[jembar@carbonbriquette.com](mailto:jembar@carbonbriquette.com)**

*Program date :*

**23/10/2024**

<b>Total DSA</b>	<b>USD</b>	<b>500.00</b>
------------------	------------	---------------

**Payment by :**

Account Holder Name: BANK MANDIRI

Account Holder Name : ASEP MULYANA

Account Number : 133011785201

Prepared by:

Klaudio D. Hosang  
Adm & Finance Officer  
06/02/2025

Approved by:

DR. Jelfina C. Alouw  
Executive Director



m-Transfer:  
BERHASIL  
08/11/2024 17:55:18

Ke Rekening Tujuan  
MANDIRI  
1330011785201  
ASEP MULYANA

NOMINAL TRANSFER Rp 7,833,000.00  
BIAYA Rp 2,500.00  
LAYANAN BI FAST  
BERITA HONOR RS YEP ICC  
TUJUAN TRANSAKSI Pemindahan Dana  
Ref 20241108CENAIDJA51044504690

Biaya Termasuk PPN (Bila ada)  
PT. BANK CENTRAL ASIA TBK.  
MENARA BCA - JAKARTA PUSAT  
NPWP : 0013084496091000





## INTERNATIONAL COCONUT COMMUNITY

8th Floor, BAPPEBTI Building, Jl. Kramat Raya No. 172, Central Jakarta 10430, Indonesia

P.O. Box. 1343, Jakarta 10013 Tel. No.: (62-21) 3100556 to 557

Fax. No.: (62-21) 3101007 E-mail: [icc@coconutcommunity.org](mailto:icc@coconutcommunity.org) or [apcc@indo.net.id](mailto:apcc@indo.net.id)

Home Page: <http://www.coconutcommunity.org>

### DSA

**MR. JERRY WUNGKANA**

**Payment for:**  
**Resource Speaker Youth Empowerment Program**

**Date:**  
**07/11/2024**

**Email :**  
**[jerry.wungkana.20@gmail.com](mailto:jerry.wungkana.20@gmail.com)**

**Program date :**  
**21/10/2024**

<b>Total DSA</b>	<b>USD</b>	<b>500.00</b>
------------------	------------	---------------

**Payment by :**  
Account Holder Name: BCA 0262202087 A/n Jerry Wungkana

Prepared by:

Klaudio D. Hosang  
Adm & Finance Officer  
06/02/2025

Approved by:

DR. Jelfina C. Alouw  
Executive Director





## INTERNET BANKING

**BUKTI TRANSAKSI TRANSFER DANA**

Tanggal : 11/11/2024  
Jam : 08:08:43  
Nomor Referensi : 4E7D18ED-743F-3A74-7146-472710196678  
Tujuan Transfer : 0262202087  
Nama Penerima : JERRY WUNGKANA  
Jumlah : Rp. 7.835.500,00  
Berita : Honor Resource Spe  
: Youth Emporwe  
Jenis Transfer : TRANSFER SEKARANG  
Nomor Urut : 009842  
Status : TRANSAKSI BERHASIL

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Home Page: <http://www.coconutcommunity.org>

### DSA

**MR. ANAS AHMAD**

**Payment for:**

**Resource Speaker Youth Empowerment Program**

**Date:**

**07/11/2024**

**Email :**

**[annas.ahm@gmail.com](mailto:annas.ahm@gmail.com)**

**Program date :**

**16/10/2024**

<b>Total DSA</b>	<b>USD</b>	<b>500.00</b>
------------------	------------	---------------

**Payment by :**

Account Holder Name: BCA 2301778459 an annas ahmad

Prepared by:

Klaudio D. Hosang  
Adm & Finance Officer  
06/02/2025

Approved by:

DR. Jelfina C. Alouw  
Executive Director





---

**BUKTI TRANSAKSI TRANSFER DANA**

Tanggal	: 11/11/2024
Jam	: 12:14:17
Nomor Referensi	: ECAD70C1-0423-168C-A0DB-3F1E9F33F714
Tujuan Transfer	: 2301778459
Nama Penerima	: ANNAS AHMAD SETIAWAN ST
Jumlah	: Rp. 7.830.000,00
Berita	: Honor Resource Spe
	: Youth Emporment
Jenis Transfer	: TRANSFER SEKARANG
Nomor Urut	: 009842
Status	: TRANSAKSI BERHASIL

---

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Home Page: <http://www.coconutcommunity.org>

### DSA

#### MR. CEPI MANGKUBUMI

**Payment for:**  
**Resource Speaker Youth Empowerment Program**

**Date:**  
**07/11/2024**

**Email :**  
**[cepi.mangkubumi@coirindonesia.com](mailto:cepi.mangkubumi@coirindonesia.com)**

**Program date :**  
**22/10/2024**

<b>Total DSA</b>	<b>USD</b>	<b>500.00</b>
------------------	------------	---------------

**Payment by :**

Account Holder Name: BANK MANDIRI  
Account Holder Name : CEPI MANGKUBUMI  
Account Number : 1330012807657

Prepared by:

Klaudio D. Hosang  
Adm & Finance Officer  
06/02/2025

Approved by:

DR. Jelfina C. Alouw  
Executive Director



m-Transfer:  
BERHASIL  
11/11/2024 12:23:25

Ke Rekening Tujuan  
MANDIRI  
1330012807657  
CEPI MANGKUBUMI

NOMINAL TRANSFER Rp 7,827,500.00  
BIAYA Rp 2,500.00  
LAYANAN BI FAST  
BERITA Honorarium RS YEP  
TUJUAN TRANSAKSI Pemindahan Dana  
Ref 20241111CENAJDJA51059658767

Biaya Termasuk PPN (Bila ada)  
PT. BANK CENTRAL ASIA TBK.  
MENARA BCA - JAKARTA PUSAT  
NPWP : 0013084496091000





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Home Page: <http://www.coconutcommunity.org>

### DSA

**Ms. Lastiana Yuliandari**

**Payment for:**

**Resource Speaker Youth Empowerment Program**

**Date:**

**11/11/2024**

**Email :**

**[lastiana@alietgreen.com](mailto:lastiana@alietgreen.com)**

**Program date :**

**04/11/2024**

<b>Total DSA</b>	<b>USD</b>	<b>500.00</b>
------------------	------------	---------------

**Payment by :**

Account Holder Name: BCA 037 349 6577 MG Lastiana Yuliandari Utami

Prepared by:

Klaudio D. Hosang  
Adm & Finance Officer  
06/02/2025

Approved by:

DR. Jelfina C. Alouw  
Executive Director





## INTERNET BANKING

**BUKTI TRANSAKSI TRANSFER DANA**

Tanggal : 11/11/2024  
Jam : 14:58:30  
Nomor Referensi : AEE548C9-B412-9A65-3BE3-7A69CBF49F95  
Tujuan Transfer : 0373496577  
Nama Penerima : MG LASTIANA YULIANDARI U  
Jumlah : Rp. 7.835.500,00  
Berita : Honor Resource Spe  
: Youth Empoerment  
Jenis Transfer : TRANSFER SEKARANG  
Nomor Urut : 009842  
Status : TRANSAKSI BERHASIL





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### DSA

**MR. SASIKUMAR K.**

**Payment for:**

**Resource Speaker Youth Empowerment Program**

**Date:**

**07/11/2024**

**Email :**

**[sasikumar.karanath@marico.com](mailto:sasikumar.karanath@marico.com)**

**Program date :**

**16/10/2024**

<b>Total DSA</b>	<b>USD</b>	<b>500.00</b>
------------------	------------	---------------

**Payment by :**

Bank Mandiri  
Karanath Sasikumar  
1040006767672

Prepared by:

Klaudio D. Hosang  
Adm & Finance Officer  
06/02/2025

Approved by:

DR. Jelfina C. Alouw  
Executive Director



**BUKTI TRANSAKSI TRANSFER DANA**

Tanggal : 11/11/2024  
Jam : 15:49:50  
Nomor Referensi : FD884134-0026-8FC2-2270-85F42236BB45  
Tujuan Transfer :  
Bank : MANDIRI  
Nomor Rekening : 1040006767672  
Nama Penerima : KARANATH SASIKUMAR  
Jumlah : Rp. 7.833.000,00  
Biaya : Rp. 2.500,00  
Berita : Honor Resource Spe  
: Youth Empowerment  
Tujuan Transaksi : Pemindahan Dana  
Layanan Transfer : BI FAST  
Jenis Transfer : TRANSFER SEKARANG  
Nomor Urut : 011705  
Status : TRANSAKSI BERHASIL

**Catatan:**

1. Dana akan efektif di rekening tujuan setelah pengiriman dana berhasil diteruskan oleh Bank Indonesia (BI) ke bank penerima. Lakukan pengecekan ke rekening tujuan untuk memastikan keberhasilan transfer dana.
2. Biaya Termasuk PPN (Bila ada)  
PT. BANK CENTRAL ASIA TBK.  
MENARA BCA - JAKARTA PUSAT  
NPWP : 0013084496091000









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Home Page: <http://www.coconutcommunity.org>

### DSA

#### DR. SIWARET ARIKIT

**Payment for:**

**Resource Speaker Youth Empowerment Program**

**Date:**

13/11/2024

**Email :**

**siwaret.a@ku.th**

**Program date :**

**08/10/2024**

<b>Total DSA</b>	<b>USD</b>	<b>500.00</b>
------------------	------------	---------------

**Payment by :**

Account Holder Name : Mr. SIWARET ARIKIT

Account Number : 7692630352

Bank Name and Address : Siam Commercial Public Company Limited and Kamphaeng Saen (K.U) Sub Branch 1 Moo 6, Malai Man Road, Kamphaeng Saen, Kasetsart University, Nakhon Pathom, 73140, Thailand

Swift Code : SICOTBHK

Prepared by:

Klaudio D. Hosang  
Adm & Finance Officer  
06/02/2025

Approved by:

DR. Jelfina C. Alouw  
Executive Director



setoran/transfer/kliring/inkaso  
deposit/transfer/clearing/collection form



Jika (to PT Bank Mandiri (Persero) Tbk) tanggal date  
ap dilakukan transaksi berikut please do this transaction:  
transaksi transaction ☐ setoran deposit ☐ TT ☐ RTGS ☐ SKNBI ☐ Kliring-inkaso clearing-collection ☐ Bank Draft bank draft

harap ditulis dengan huruf cetak please fill in with block letters

VALIDASI validation 12405 1240556 1240510 23 01 13/11/2024 10:52:45 AM 803  
124-00-1050483-6 INTERNATIONAL COCONU USD 500.00 DR  
09-12405-0020696-02 USD 500.00 CR  
NO: CEK LA 742791 15,780.0000000 15,780.0000000  
HONOR YOUTH EMPOWER  
TANGGAL EFEKTIF 13/11/2024  
99

PENERIMA (wajib diisi) beneficiary ☐ perorangan individual ☐ perusahaan company ☐ pemerintah government  
Status kependudukan resident status ☐ penduduk resident ☐ bukan penduduk non-resident  
Nama name SIWART ARIKIT  
Nomor rekening account number 7692620352  
Bank bank Siam Commercial Public Company  
Alamat & telp penerima beneficiary address & phone no Kampeng Saen.  
Jenis & Nomor Identitas ID type & number Shift code : SKOTBHK

TUJUAN TRANSAKSI purpose of transaction ☐ Tabungan / investasi savings / investment ☐ Pembayaran payment ☐ Biaya hidup personal expenses  
☐ Bisnis business purpose ☐ Pembelian barang / jasa purchase of goods/services ☐ Donasi / amal donation  
BERITA TRANSAKSI transaction remarks Honor Youth Empower

diisi oleh Bank filled out by the Bank

Jumlah transfer amount of transfer  
Komisi commission 12405 1240556 1240510 25 15 13/11/2024 10:55:12 AM 1417 0  
Biaya Pengiriman transfer fee 124-00-0664477-8 GNC IDR 460,005.75 DR  
Biaya koresponden correspondent charge 124-TRA IDR 460,005.75 CR  
Sub Total IDR 460,005.75 1.0000000 1.0000000 NO: CEK OT 000000  
Kurs rate BY TT  
TANGGAL EFEKTIF 13/11/2024 4111312405560000024  
Total - PNPL TRANSK TRANS

Pemohon dengan ini menyetujui syarat-syarat dan ketentuan yang tercantum di balik formulir aplikasi ini  
the applicant hereby accepts all terms and conditions stated on the reverse side of this transaction form

Pengesahan Bank bank authentication Tanda tangan pemohon applicant's signature  
Nama name

FFO 079 Lembar 1 : untuk Teller

PENGIRIM (wajib diisi) applicant ☐ nasabah customer  
NIK/ Paspor (WNA) / NPWP (Perusahaan) ID number  
Informasi pengirim applicant information ☐ perorangan individual ☐ pemerintah government  
Status kependudukan resident status ☐ penduduk resident ☐ bukan penduduk non-resident  
Nama name International Community  
Alamat & nomor telepon address & telephone number 021 3100556

METODE TRANSAKSI (wajib diisi) method of transaction ☐ tunai cash ☐ debet rekening: ☐ cek/bilyet giro cheque

Bank Tertarik drawee bank	No.cek/BG cheque number	Nominal amount

Jumlah setoran/transfer/kliring/inkaso deposit/transfer/clearing/collection amount USD 500

Terbilang in words lima ratus USD

SUMBER DANA TRANSAKSI (wajib diisi) source of fund ☐ Gaji / penghasilan salary / income ☐ Tabungan / hasil investasi savings / investment ☐ Warisan inheritance ☐ Dana pemerintah Government Funds  
☐ Hibah / hadiah Grants / gifts ☐ Penjualan aset sale of assets ☐ Hasil Usaha business proceed ☐ Sumbangan contribution

BIAYA TRANSAKSI transaction fee ☐ Tunai cash ☐ Debet rekening: ☐

Biaya bank koresponden correspondent charge ☐ Pengirim applicant ☐ Penerima beneficiary ☐ Lainnya others

diisi apabila pembawa formulir bukan Pengirim filled out if the bearer of this form is not the applicant

Nama name Suryanto  
Alamat & nomor telepon address & telephone number 021 3100556  
NIK/ Paspor (WNA) ID number 3174091803810004

PT.BMC/08.2023/RDPS





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Home Page: <http://www.coconutcommunity.org>

### DSA

**DR. K.B. HEBBAR**

**Payment for:**

**Resource Speaker Youth Empowerment Program**

**Date:**

**13/11/2024**

**Email :**

**[hebbbar.kb@icar.gov.in](mailto:hebbbar.kb@icar.gov.in)**

**Program date :**

**10/10/2024**

<b>Total DSA</b>	<b>USD</b>	<b>500.00</b>
------------------	------------	---------------

**Payment by :**

Account Holder Name: Dr. K. Balachandra Hebbbar

Account Number: 11072637079

Bank Name: State Bank of India

Bank Address: CPCRI Branch

Swift Code: SBININBB

Prepared by:

Klaudio D. Hosang  
Adm & Finance Officer

06/02/2025

Approved by:

DR. Jelfina C. Alouw  
Executive Director



mandiri (Persero) Tbk

tanggal date 13/11/24

di berikut please do this transaction:

setoran deposit ☐ TT ☐ RTGS ☐ SKNBI ☐ RTGS ☐ SKNBI ☐ Kliring-inkaso clearing-collection ☐ Bank Draft bank draft

Isi tulis dengan huruf cetak please fill in with block letters

VALIDASI  
validation

12405 1240556 1240510 20 19 13/11/2024 10:47:29 AM 8032  
124-00-1050483-6 INTERNATIONAL COOONU USD 500.00 DR  
09-12405-0020695-02 USD 500.00 CR  
NO: CEK LA 742790 15,780.0000000 15,780.0000000  
HONOR YOUTH EMPOWER  
TANGGAL EFEKTIF 13/11/2024  
99

PENERIMA (wajib diisi)  
beneficiary

☐ perorangan individual ☐ perusahaan company ☐ pemerintah government

Status kependudukan  
resident status

☐ penduduk resident ☐ bukan penduduk non-resident

Nama  
name

Dr. K. Balachandra Hebbar

Nomor rekening  
account number

11072639079

Bank  
bank

State Bank of India

Alamat & telp penerima  
beneficiary address & phone no

CPCR Branch

Jenis & Nomor Identitas  
ID type & number

Script Code : SBININBB

TUJUAN TRANSAKSI  
purpose of transaction  
(wajib diisi)

☐ Tabungan / investasi savings / investment ☐ Pembayaran payment ☐ Biaya hidup personal expenses

☐ Bisnis business purpose ☐ Pembelian barang / jasa purchase of goods/services ☐ Donasi / amal donation

BERITA TRANSAKSI  
transaction remarks

Honor Youth Empower

diisi oleh Bank filled out by the Bank

Jumlah transfer amount of transfer	
Komisi commission	12405 1240556 1240510 22 08 13/11/2024 10:50:14 AM 1417 0
Biaya Pengiriman	124-00-1050483-6 PENC IDR 460,005.75 DR
Biaya koresponden correspondent charge	032 TRA IDR 460,005.75 CR
Sub Total	IDR 460,005.75 1,0000000 1,0000000 NO: CEK OT 000000
Kurs rate	BY TT
Total	TANGGAL EFEKTIF 13/11/2024 4111312405560000021
	- PNPL TRANSK TRANS

Pemohon dengan ini menyetujui syarat dan ketentuan yang tercantum di balik formulir aplikasi ini  
the applicant hereby accepts the conditions stated on the reverse side of this transaction form

Pengesahan Bank bank's authorization	Tanda tangan pemohon applicant's signature
	Nama name

PENGIRIM (wajib diisi)  
applicant

☐ nasabah customer

NIK/ Paspor (WNA) / NPWP (Perusahaan)  
ID number

Informasi pengirim  
applicant information

☐ perorangan individual ☐ pemerintah government

Status kependudukan  
resident status

☐ penduduk resident ☐ bukan penduduk non-resident

Nama  
name

International Community

Alamat & nomor telepon  
address & telephone number

021-3100556

METODE TRANSAKSI (wajib diisi)  
method of transaction

☐ tunai cash ☐ debit rekening: ☐

☐ cek/bilyet giro cheque

Bank Tertarik drawee bank	No.cek/BG cheque number	Valuasi currency	Nominal amount

Jumlah setoran/transfer/kliring/inkaso  
deposit/transfer/clearing/collection amount

USD 500

Terbilang  
in words

Lima ratus USD

SUMBER DANA TRANSAKSI (wajib diisi)  
source of fund

☐ Gaji / penghasilan salary / income

☐ Tabungan / hasil investasi savings / investment

☐ Warisan inheritance

☐ Dana pemerintah Government Funds

☐ Hibah / hadiah Grants / gifts

☐ Penjualan aset sale of assets

☐ Hasil Usaha business proceed

☐ Sumbangan contribution

BIAYA TRANSAKSI  
transaction fee

☐ tunai cash ☐ Debit rekening: ☐

☐

Biaya bank koresponden correspondent charge

☐ Pengirim applicant ☐ Penerima beneficiary ☐ Lainnya others

13 11 2024

diisi apabila pembawa formulir bukan Pengirim filled out if the bearer of this form is not the applicant

Nama name	Suryanto
Alamat & nomor telepon address & telephone number	021-3100556
NIK/ Paspor (WNA) ID number	3174091808810004





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Fax. No.: (62-21) 3101007 E-mail: [icc@coconutcommunity.org](mailto:icc@coconutcommunity.org) or [apcc@indo.net.id](mailto:apcc@indo.net.id)

Home Page: <http://www.coconutcommunity.org>

### DSA

#### DR. ANANDHARAKRISHNAN

**Payment for:**

**Resource Speaker Youth Empowerment Program**

**Date:**

13/11/2024

**Email :**

**[anandharamakrishnan@iifpt.edu.in](mailto:anandharamakrishnan@iifpt.edu.in)**

**[director@iifpt.edu.in](mailto:director@iifpt.edu.in)**

**Program date :**

15/10/2024

<b>Total DSA</b>	<b>USD</b>	<b>500.00</b>
------------------	------------	---------------

**Payment by :**

Account Holder Name: C. Anandharamakrishnan

Account Number: 35776320144

Bank Name: State Bank of India

Bank Address: Karunthattangudi Branch, Near New Bus Stand, Thnjavur, Tamil Nadu, India

Swift Code: SBININBB464

Prepared by:

Klaudio D. Hosang  
Adm & Finance Officer  
06/02/2025

Approved by:

DR. Jelfina C. Alouw  
Executive Director









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Home Page: <http://www.coconutcommunity.org>

### DSA

#### DR. FABIAN M DAYRIT

**Payment for:**

**Resource Speaker Youth Empowerment Program**

**Date:**

13/11/2024

**Email :**

**[fdayrit@ateneo.edu](mailto:fdayrit@ateneo.edu)**

**Program date :**

**14/10/2024**

<b>Total DSA</b>	<b>USD</b>	<b>500.00</b>
------------------	------------	---------------

**Payment by :**

Account Holder Name: FABIAN ANTONIO M. DAYRIT

Account Number: 5895593085001336

Bank Name: Bank of Philippine Island

Bank Address: Loyola Katipunan Branch

Swift Code: BOIPHMM

Prepared by:

Klaudio D. Hosang  
Adm & Finance Officer  
06/02/2025

Approved by:

DR. Jelfina C. Alouw  
Executive Director



transfer/kliring/inkaso  
clearing/collection form

mandiri

Bank Mandiri (Persero) Tbk

tanggal date 13/11/24

an transaksi berikut please do this transaction:

setoran deposit RTGS rgs SKNBI sknbi Kliring-Inkaso clearing-collection Bank Draft bank draft

harap ditulis dengan huruf cetak please fill in with block letters

VALIDASI  
validation

12405 1240556 1240510 12 14 13/11/2024 10:25:47 AM 8032  
124-00-1050483-6 INTERNATIONAL 000000 USD 500.00 DR  
09-12405-0020693-02 USD 500.00 CR  
NO: CEK LA 742789 15,780.000000 15,780.000000  
HONOR YOUTH EMPOWERMENT  
TANGGAL EFEKTIF 13/11/2024  
99

PENERIMA (wajib diisi)  
beneficiary

Status kependudukan  
resident status

Nama  
name

Nomor rekening  
account number

Bank  
bank

Alamat & telp penerima  
beneficiary address & phone no

Jenis & Nomor Identitas  
ID type & number

perorangan individual perusahaan company pemerintah government  
penduduk resident bukan penduduk non-resident  
Fabian Antonio M. Dayrit  
5895593085001336  
Bank of Philippine Island  
10Jola Katipunan Branch  
SWIFT code: BOPIPHMM

TUJUAN TRANSAKSI  
purpose of transaction

(wajib diisi)

Tabungan / investasi savings / investment Pembayaran payment Biaya hidup personal expenses  
Bisnis business purpose Pembelian barang / jasa purchase of goods/services Donasi / amal donation

BERITA TRANSAKSI  
transaction remarks

Honor Youth Empowerment

diisi oleh Bank filled out by the Bank

Jumlah transfer amount of transfer  
Komisi commission 12405 1240556 1240510 14 18 13/11/2024 10:29:38 AM 1417 0  
Biaya Pengiriman 124-00-0664477-8 CNK IDR 460,005.75 DR  
032 TRA IDR 460,005.75 CR  
Biaya koresponden correspondent charge  
Sub Total BY TT  
Kurs rate TANGGAL EFEKTIF 13/11/2024 4111312405560000013  
Total PNPL TRANS

Pemohon dengan ini menyetujui syarat-syarat dan ketentuan yang tercantum di balik formulir aplikasi ini  
the applicant hereby accepts all terms and conditions stated on the reverse side of this transaction form

Pengesahan Bank bank's authentication Tanda tangan pemohon applicant's signature  
Nama name

PENGIRIM (wajib diisi)  
applicant

NIK/ Paspor (WNA) / NPWP (Perusahaan)  
ID number

Informasi pengirim  
applicant information

Status kependudukan  
resident status

Nama  
name

Alamat & nomor telepon  
address & telephone number

nasabah customer

perorangan individual

penduduk resident

International

021 2100 5000

nasabah customer

perorangan individual

penduduk resident

International

021 2100 5000

nasabah customer

perorangan individual

penduduk resident

International

021 2100 5000

nasabah customer

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International

021 2100 5000

nasabah customer

perorangan individual

penduduk resident

International

021 2100 5000

nasabah customer

perorangan individual

penduduk resident

International

021 2100 5000

METODE TRANSAKSI (wajib diisi)  
method of transaction

tunai cash debet rekening: cek/bilyet giro cheque

Bank Tertarik drawee bank No.cek/BG cheque number Valency Nominal amount

Jumlah setoran/transfer/kliring/inkaso  
deposit/transfer/clearing/collection amount USD 500

Terbilang in words lima ratus USD

SUMBER DANA TRANSAKSI (wajib diisi)  
source of fund

Gaji / penghasilan salary / income Tabungan / hasil investasi savings / investment Warisan inheritance Dana pemerintah Government Funds  
Hibah / hadiah Penjualan aset sale of assets Hasil Usaha business proceed Sumbangan contribution

BIAYA TRANSAKSI  
transaction fee

tunai cash Debet rekening: debit account:

Biaya bank koresponden correspondent charge

Pengirim applicant Penerima beneficiary Lainnya others

diisi apabila pembawa formulir bukan Pengirim filled out if the bearer of this form is not the applicant

Nama name  
Alamat & nomor telepon address & telephone number  
NIK/ Paspor (WNA) ID number



Executive Director ICC  
Date: 15/11/2024





## INTERNATIONAL COCONUT COMMUNITY

8th Floor, BAPPEBTI Building, Jl. Kramat Raya No. 172, Central Jakarta 10430, Indonesia

P.O. Box. 1343, Jakarta 10013 Tel. No.: (62-21) 3100556 to 557

Fax. No.: (62-21) 3101007 E-mail: [icc@coconutcommunity.org](mailto:icc@coconutcommunity.org) or [apcc@indo.net.id](mailto:apcc@indo.net.id)

Home Page: <http://www.coconutcommunity.org>

### HONORARIUM

**MS. SARAPE YUADYONG**

**Payment for:**

**Resource Speakr Youth Empowrment Program**

**Date:**

**15/11/2024**

**Email :**

**sarapee.chiwadi@gmail.com**

**Program date :**

**21/10/2024**

**Total HONORARIUM**

**USD**

**500.00**

**Payment by**

**Cash**

**Prepared by:**

**Klaudio D. Hosang**  
**Adm & Finance Officer**  
**15/11/2024**

**Approved by:**

**DR. Relfina C. Alouw**  
**Executive Director**





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Home Page: <http://www.coconutcommunity.org>

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### OFFICIAL RECEIPT

**Receipt Date** : 15/11/2024

**Receipt No** : R/ICCAFO/2024/XI/001

**Receipt From** : INTERNATIONAL COCONUT COMMUNITY

**Amount** : USD 500.00

**In Words** : Five Hundred USD

**Payment For** : Honorarium Resource Speakr Youth Empowrment Program In the Coconut Industry

**Receipt By**

Date : 21/11/2024  
MS. SARAPEE YUADYONG





## INTERNATIONAL COCONUT COMMUNITY

8th Floor, BAPPEBTI Building, Jl. Kramat Raya No. 172, Central Jakarta 10430, Indonesia

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Home Page: <http://www.coconutcommunity.org>

### HONORARIUM

**MR.ALIT PIRMANSAH**

**Payment for:**

**Resource Speaker Youth Empowerment Program In the Coconut Industry**

*Date:*

14/11/2024

**Email :**

**[alit@coconutcommunity.org](mailto:alit@coconutcommunity.org)**

**Program date :**

**11/11/2024**

**Total HONORARIUM**

**USD**

**500.00**

**Payment by**

**:**

**CASH**

Prepared by:

Klaudio D. Hosang  
Adm & Finance Officer  
15/11/2024

Approved by:

DR. Jelfina C. Alouw  
Executive Director





## INTERNET BANKING

**BUKTI TRANSAKSI TRANSFER DANA**

Tanggal : 15-11-2024  
Jam : 16:55:42  
Nomor Referensi : 4720D901-A3FF-18F9-921C-6F35CD7A4324  
Tujuan Transfer :  
Bank : MANDIRI  
Nomor Rekening : 1330027996784  
Nama Penerima : ALIT PIRMANSAH  
Jumlah : Rp. 7.932.500,00  
Biaya : Rp. 2.500,00  
Berita : Honor RS Youth EP  
: -  
Tujuan Transaksi : Pemindahan Dana  
Layanan Transfer : BI FAST  
Jenis Transfer : TRANSFER SEKARANG  
Nomor Urut : 011705  
Status : TRANSAKSI BERHASIL

**Catatan:**

1. Dana akan efektif di rekening tujuan setelah pengiriman dana berhasil diteruskan oleh Bank Indonesia (BI) ke bank penerima. Lakukan pengecekan ke rekening tujuan untuk memastikan keberhasilan transfer dana.
2. Biaya Termasuk PPN (Bila ada)  
PT. BANK CENTRAL ASIA TBK.  
MENARA BCA - JAKARTA PUSAT  
NPWP : 0013084496091000





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Home Page: <http://www.coconutcommunity.org>

### HONORARIUM

**MR. ROY DEVESA**

**Payment for:**

**Resource Speakr Youth Empowrment Program**

**Date:**

**23/11/2024**

**Email :**

**0**

**Program date :**

**00/01/1900**

<b>Total HONORARIUM</b>	<b>USD</b>	<b>500.00</b>
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**Payment by :**

Cash

Prepared by:

Klaudio D. Hosang  
Adm & Finance Officer  
13/12/2024

Approved by:

DR. Rifina C. Alouw  
Executive Director





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### OFFICIAL RECEIPT

**Receipt Date** : 24-11-2024

**Receipt No** : R/ICCAFO/2024/XI/025

**Receipt From** : INTERNATIONAL COCONUT COMMUNITY

**Amount** : USD 500.00

**In Words** : Five Hundred USD

**Payment For** : Honorarium Resource Speakr Youth Empowrment Program In the Coconut Industry

**Receipt By**

Date

MR. ROY DEVESEA



Executive Director ICC  
Date: 17/12/2024





## INTERNATIONAL COCONUT COMMUNITY

8th Floor, BAPPEBTI Building, Jl. Kramat Raya No. 172, Central Jakarta 10430, Indonesia

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Home Page: <http://www.coconutcommunity.org>

### HONORARIUM

**MR. THOMAS MEDINA**

**Payment for:**

**Resource Speakr Youth Empowrment Program**

**Date:**

**17/12/2024**

**Email :**

**[tommedina888@gmail.com](mailto:tommedina888@gmail.com)**

**Program date :**

**15/11/2024**

**Total HONORARIUM**

**USD**

**500.00**

**Payment by**

**Cash**

Prepared by:

Klaudio D. Hosang  
Adm & Finance Officer  
18/12/2024

Approved by:

DR. Jeffina C. Alouw  
Executive Director





## International Coconut Community

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### OFFICIAL RECEIPT

**Receipt Date** : 17/12/2024

**Receipt No** : R/ICCAFO/2024/XII/003

**Receipt From** : INTERNATIONAL COCONUT COMMUNITY

**Amount** : USD 500.00

**In Words** : Five Hundred USD

**Payment For** : Honorarium Resource Speakr Youth Empowrment Program In the Coconut Industry

**Receipt By**

Date

*Dec 18, 2024*

Mr. THOMAS MEDINA





INTERNATIONAL COCONUT COMMUNITY

8th Floor, BAPPEPBTI Building,  
Jl. Kramat Raya No. 172  
Jakarta, Indonesia

Journal Voucher

Voucher No. : **GVD-2024-12-12**  
Date : **20 Dec 2024**

Account No.	Account Name	Debit	Credit	Memo
7010 - 018	Youth Emp - ICC Budget	500	0	
1010-310	Mandiri (USD)	0	500	
7722-000	Bank Commissions	29	0	
1010-310	Mandiri (USD)	0	29	

Say : Five hundred twenty-nine

Debits : 529  
Credits : 529

Description  
Payment of Honorarium Resource Speaker Youth Empoerment Program in Coconut Industry  
Mr. Gowthaman

Prepared By  
  
Date:

Reviewed By  
  
Date:

Approved for  
Payment/Receipt  
  
Director General ICC  
Date: 20/12/2024





## INTERNATIONAL COCONUT COMMUNITY

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### DSA

**MR. S.K. GOWTHAMAN**

**Payment for:**

**Resource Speaker Youth Empowerment Program**

**Date:**

**07/11/2024**

**Email :**

**[coirskgowthaman@gmail.com](mailto:coirskgowthaman@gmail.com)**

**Program date :**

**22/10/2024**

**Total DSA**

**USD**

**500.00**

**Payment by :**

Account Holder Name: GOWTHAMAN S K

Account Number: 61392200071279

Bank Name: CAMARA BANK

Bank Address: NPT Branch Coimbatore, India

Swift Code: CNRBINBOXC

Prepared by:

Klaudio D. Hosang  
Adm & Finance Officer

07/02/2025

Approved by:

DR. Melina C. Alouw  
Executive Director



## Statement Advice

Posting Date : 20/12/2024 14:00:12  
Effective Date : 20/12/2024  
Transaction Ticket No : 24122012405540000072  
Debit Account No : 1240010504836 INTERNATIONAL COCONU  
Currency : USD  
Amount : 500.00  
Transaction Description : BG 742827-HONORARIUM RESOURCE SPEAKER 20742827 GOWTHAMAN SK CANARA BANK12405  
Reference No : -  
Cheque Number : 20742827  
Transaction Branch Code : 12405

Payment Detail 1 : /RFB/HONORARIUM RESOURCE SPEAKER  
Payment Detail 2 : -  
Payment Detail 3 : -  
Payment Detail 4 : -  
Ordering Bank : 00050000000  
Applicant Account Number : 1240010504836  
Applicant Name : INTERNATIONAL COCONUT COMMUNITY  
Applicant Address 1 : GEDUNG BAPPEBTI LANTAI 8  
Applicant Address 2 : JL. KRAMAT RAYA NO. 172 RT000 RW 00  
Applicant Address 3 : SENEN INDONESIA  
Beneficiary Bank : CANARA BANK  
Beneficiary Account Number : 61392200071279  
Beneficiary Name : GOWTHAMAN SK  
Beneficiary Address 1 : INDIA  
Beneficiary Address 2 : INDIA  
Beneficiary Address 3 : -  
Remittance Number : 0000912405002077602  
Customer Reference No : -





## INTERNET BANKING

**BUKTI TRANSAKSI TRANSFER DANA**

Tanggal : 15/01/2025  
Jam : 13:54:26  
Nomor Referensi : 7CA4AE57-AF8F-13EB-9C96-A79099A6A399  
Tujuan Transfer :  
Bank : BRI  
Nomor Rekening : 144401001437504  
Nama Penerima : ANNISA HAPSARI  
Jumlah : Rp. 8.127.500,00  
Biaya : Rp. 2.500,00  
Berita : Hon Resource Speak  
: Youth Empowerment  
Tujuan Transaksi : Pemindahan Dana  
Layanan Transfer : BI FAST  
Jenis Transfer : TRANSFER SEKARANG  
Nomor Urut : 011705  
Status : TRANSAKSI BERHASIL

**Catatan:**

1. Dana akan efektif di rekening tujuan setelah pengiriman dana berhasil diteruskan oleh Bank Indonesia (BI) ke bank penerima. Lakukan pengecekan ke rekening tujuan untuk memastikan keberhasilan transfer dana.
2. Biaya Termasuk PPN (Bila ada)  
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MENARA BCA - JAKARTA PUSAT  
NPWP : 0013084496091000