

Training

Capacity building is an action plan to give compulsory training and skill to all extension workers and farmers to upgrade them. It also includes effective system of rewards and incentives for the extension functionaries.

Training is the education to person so as to become proficient, qualified and fitted for doing the skills. Training is the process of acquiring specific skills to perform a job better.

TRAINING PROCESS

Training has been conceived as a process of three phases, viz. pre-training, training and post-training.

Pre-training

This is preparatory phase prior to actual training. It involves planning of training. The considerations like date and place of training, providing teaching aids and required facilities at the place of training etc. are important aspects of preparation for training. A training organisation has to assess individual need for training and decide appropriate course content as well as methods. Arrangements to select participants, inform about course details and make necessary preparation are completed during this phase.

Training

The actual implementation of training is done in this phase according to plan drawn before. There are many different activities executed simultaneously like reception of trainees, lodging and boarding, organisation of instruction, field trip and monitoring. Due care needs to be taken to create a relaxed atmosphere for the participants to interact freely and practice new skills. The group interactive exercise and methods of training like buzz group, workshop, role-play and simulation games increase the participation of trainees. A good rapport with participants, personal attention and feedback ensure interests and enthusiasm of participants.

Post-training

Training does not really end with a course. Post-training test, measurement of impact and follow-up of participants at work place are important elements of good training. Good organisations prepare report and put efforts to bring improvements in training on the basis of evaluation.

TYPES OF TRAINING

According to different stages in the career span of extension personnel, there are mainly three types of training viz. pre-service, induction and in-service training.

Pre-service training

As the name indicates, this is a type of training conducted prior to entry in the job. Thus, this is a type of professional training which prepares a person for job. It includes university or college education after which a person is considered eligible for a job. There is direct link

between the curriculum of pre-service training and nature of job to be performed. This is a professional degree or diploma a person has got as a prerequisite to the appointment.

Induction training

This is a training given to the staff after their selection for the post. This training is given soon after appointment in order to familiarise him with the philosophy of organisation, procedure of day-to-day work and code of conduct. This is quite practical and related with particular job position. Good induction training is helpful in reducing initial stress about performance and acquainting the binding with resources and skills required to perform effectively.

In-service training

It includes all type of training during the service span of a person in the organization. It is aimed to fill specific gaps at different points of time in career. This covers refreshers courses, overseas training, training for acquiring professional qualifications, workshops, seminars etc. In-service training should ideally be practical-focused, research-based and need-based. This training is essential to fill the gaps in their previous trainings, update their subject matter and to equip themselves to plan and execute the programme more effectively.

TRAINING TO EXTENSION PERSONNEL

Extension personnel are vital link between research organisations and farmers. Agricultural development today calls for well trained extension personnel who can keep pace with changes. In India, there is tremendous change in economy policy, technologies and even extension programmes. Training is important to help the extension personnel to meet the challenges education faces now than ever. The regional imbalance in agricultural production, vast majority of small and marginal farmers, large track of diverse risk-prone areas and above all, fragile natural resource demand extension service with sensitivity for the poor and marginalized. At the same time, there is need for value added products of high quality export. Greater focus of training is on the following areas.

1. Assessing farmer's needs and skills.
2. Distinguishing different dimensions of training such as awareness, knowledge, skills and using appropriate channels and methods for each.
3. Use of information technology for improving the quality and accelerating the transfer and exchange of information.
4. Organizing training programmes on system based and sustainable technologies such as IPM and IPNM.
5. Organizing training and taking initiatives for capacity building of farmers towards agricultural marketing.

These trainings will be largely conducted through the FTCs (Farmers training centres) and KVKs located in their area.

FARMERS TRAINING

Farmers training is non-formal instructional activity to equip farmers, housewives, village youths or fisherman to improve their abilities to produce better or take informed decisions. Farmers training are not a casual activity. It is a systematic and pre planned affair. The content of farmers training is depends on analysis of needs and preference. While, production technologies constitute major theme of training for farmers, some community related themes may also been included like community health care, social forestry, social organisation, management of youth clubs. Besides, a new wave of thinking is emerging about need of including self and group skills viz. self-awareness, decision making, team work etc. for the farmers. After all, farmers have to deal with life and he needs skills to operate in ever-changing world. Such courses will support the attempt to develop human resources in the rural areas. Following points should be considered for arranging farmers training.

1. Training should be timely and need based: Training to farmers should be organized timely considering season, crops and contingent conditions. Secondly, organization of training based on immediate needs of farmers is the most important consideration.
2. Content should be simplified: Highly technical contents are beyond the understanding of the farmers. It is therefore necessary to simplify the subject matter so far as possible.
3. Venue of the training should provide practical experience: The venue of the training should be such that farmers get opportunity to see standing crop, operations with some machine and implements and should be able to participate in demonstrations such as application of fertilizers, use of plant protection etc.
4. Duration of the training should be short: As farmers do not find much time and they can not stay weeks together outside their village. The training organizers should therefore take care to arrange short duration training of few days to a week or so.
5. Training should be practical oriented: Farmers are least interested in theory. Practical oriented and participatory approach is necessary to organize training for farmers.
6. Use of visuals and audio-visuals are necessary: Indian farmers in general are illiterate and low educated. Use of visual and audio-visuals is therefore necessary to make training more effective.
7. Follow-up is needed: Extension agency should keep liaison with trained farmers to see their response to the technology learnt in training. Their difficulties in use of technology and helping them for getting necessary inputs are required.

RURAL YOUTH TRAINING

The youths of today are the citizens of tomorrow. The progress of nation depends to a large extent on well trained youth. Youth has been defined by different authors as persons in the age group 15 to 35 years. Youth forms nearly one-third of the total population of India. Rural

youth constitutes over two and half times of the size of urban youth. Many youth are unable to reach their potential because of poverty and associated hunger and poor health. Also, education and training is often of poor quality and is irrelevant and inappropriate for the needs of rural youth and of the labour market. So although many youth today are more educated than their parent's generation, they often do not possess employable skills.

FARM WOMEN TRAINING

Women farmers usually have been neglected in extension efforts. With the changing scenario the farm women trainings are being organized in the following areas.

1. Training of women in decision making in agriculture and rural development activities.
2. Training of women farmers on agricultural marketing, particularly with respect to post harvest processing, on farm value addition and market requirements and demands.