

CAPACITY BUILDING OF EXTENSION PERSONNELS (TRAINING & EXPOSURE VISIT)

Background:

The Agriculture Sector in India occupies the centre stage to promote inclusive growth, enhance rural income and sustain food and nutritional security. To spur growth in this sector Government of India intends to follow massive Agricultural Production, reduction in wastage of produce, credit support to farmers and a thrust to the food processing sector. Indeed, Agriculture continues to be a way of life in our Country, it provides employment to around 60% of the work force and contributes almost 18% to our Gross Domestic Products (GDP). With more than 6 lakh villages, home to million of farmers and farm workers, it is very difficult to visualize a prosperous India without Agriculture and Rural Development. Empowerment of our farmers is important for our progress, for inclusive growth and for food security. In this context, we need to look at Agricultural Strategies that maximize productivity and generate income and employment for the rural population. This task can be accomplished by strengthening the capacity building of Agricultural Extension Personnel through allocation of funds to this sector. This initiative will be an integral part of the flagship Programme. As our country is heading towards a second green revolution with the active involvement of Garm Krushak Mancha and Farm Families, we need to address the challenges of the Agriculture Sectors through comprehensive and co-ordinated efforts for improving farm production and productivity, better utilization of Agricultural inputs, proper marketing infrastructure and support, stepping up investment in Agriculture with due emphasis on environmental concerns and efficient food management. The all out development belongs to the farmers, the Agriculturist, the entrepreneur and the investor.

Orissa is an Agrarian State. Almost 70% population of the state are dependant on Agriculture. The Agriculture sector contributes only about 26% of the Gross State Domestic Product (GSDP) with more than 70% population dependence resulting in low per capita income in the farm sector. Consequently, there is a large disparity between the per capita income in farm sector and the non-farms. Therefore, it is essential to deal with those issues which affect the income level of farmers. Considering the high growth of GDP in the recent past a major reorientation in Agriculture Extension envisaging to focus more in economic well being of the farmers in addition to boost production. Accelerated public investment and private investments are needed to facilitate Agricultural Development, It is quite distressing that the farmers feel at the lowest rung in the social hierarchy. It will be an important task to bring back the glory and self respect of the farming community. There is no policy tool that can achieve this directly. A wholesome policy framework for the benefit of the farmers of the state is now brought out with a focus more on the economic well being of the farmers, rather than just on production and growth. The serious gaps in yield potential and the technology transfer provide an opportunity to the state to increase production and productivity substantially. Scientific Agricultural Technology interventions developed at the research station to the farm, for the over all benefit of the farming community. This noble activity facilitates in bridging the identified technological gaps existing with the farmers. The major function of extension is accomplished through dissemination of farm information, training of farmers and extension functionaries, educating the farmers through field activities such as demonstration, field visit, field days, farm advisory service, exposure visit and capacity building of extension personnel etc. The farming community can avail the services of the extension machinery to get the solutions to their farming problems and to increase their economic status

As a component of capacity building, training & exposure visits have assumed greater significance in recent times. Training of agricultural extension professionals has emerged as an important intervention to improve their competencies, Capacity

building and increase in productivity with a purpose to accelerate the rate of agricultural development.

Keeping these in view, it is proposed to organize Capacity Building Training for various extension personnel i. e. like ADAs/JDAs/ DDAs/ DAOs/ SMSs/ AAOs/ AAEs/ LAOs/ LDs/ AOs/ VAWs. The Department of Agriculture is having a work force of 146 Group-A Officers, 1150 Group-B Officers & 3650 Group-C Extension Personnel who need to be thoroughly trained through capacity building on different Latest Agricultural Technologies in phased manner.

Objectives:

- To enhance the performance level of various actors involved in Extension setup for better management of Agricultural Technology System.
- To adopt new technologies for increasing crop production and productivity.
- To share their experience with other farmers regarding technology adoption.

Specific Objectives:

- ❖ To improve the techno- managerial skills of the extension professionals.
- ❖ To improve knowledge, attitude and practice of extension professionals on the management skills like planning, communication, motivation, leadership, time management etc.
- ❖ To enable the extension functionaries for effective and efficient dissemination of technology to the farming community.
- ❖ To redefine the role and responsibilities of the Agriculture Extension Machinery by suitably up-scaling the up-to-date technical knowhow of the field extension set up
- ❖ To enhance the sustainable net income of the farmer by taking all the enterprises on the farm into consideration, integrating them and treating the whole farm as one unit.

Strategy:

It is proposed to train up ADAs/ JDAs/ DDAs/ DAOs/ SMSs/ AAOs/ AAEs/ LAOs/ LDs/ AOs/ VAWs. per year on various aspects like crop production, Natural Resource Management, Farm Mechanization, Extension management, Value Addition, Entrepreneurship Development, Agri- Business Management, Public Private Partnership, Recent Technological Advancement in Rice Production, Efficient Water Management, Awareness on Latest Farm Machineries, boosting groundnut production, management of problematic soil, Market Led Extension, Strengthening Agricultural Marketing System, Developing Commercial & Business Oriented Mind set towards the Agricultural Operations, Adopting IPM with special reference to Quality Control of Bio Pesticides etc. These training would be conducted at premier Training Institutes like MANAGE, Hyderabad, University of Agricultural Sciences, Bangalore (Karnatak), CSWCR&TI, Dehradun, CFMT&TI, Budni (MP), Ch. Charan Singh National Institute of Agricultural Marketing, Jaipore (Rajasthan), Punjab Agricultural University, Ludhiana, CSSRI, Karnal (Haryana), NERFMT&TI, Sonitpur (Assam), DGR, Junagadh for master trainers and imparting those trainings to the grass root field functionaries like Agriculture Overseers/ VAWs/ LVAWs/ Contractual VAW/ LVAWs at IMAGE, Bhubaneswar/ Minor Irrigation & Water Use, Bhubaneswar & 3 RITEs.

Projected Outcome:

The trained extension personnel from outside the state training Institute will render technical training to the grass root extension functionaries on different latest technical aspects relating to Agriculture. The grass root field functionaries so trained will create a substantial base at the farming community for yield optimization and enhancement of net farm income.

Operational Guidelines of “Capacity Building- cum- Exposure Visit of Agricultural Extension Personnel to be conducted outside the state training institutes.

- ❖ The Department of Agriculture, Govt. of Orissa, is interested in capacity building of their officers to efficiently undertake the implementation of state sector scheme “Capacity Building-cum-Exposure Visit of Agricultural Extension Personnel (Group ‘A’ & ‘B’) For this purpose, some apex national institutes have been identified where Agriculture Department, Govt. of Orissa would like to send their officers for advance training in better management, principles and practices in the field of Agricultural Extension on various key areas of training and exposure visit as agreed upon by them.
- ❖ The Directorate of Agriculture, Govt. of Orissa will request the training institutes as well as Director of Agriculture of concerned states to specifically organize training programmes of 4 day and exposure visit of 4 days duration in their respective states for a batch of 20 participants each to cover the key areas.
- ❖ The schedule for the programmes as well as the mode of expenditure for each course of 8 days duration for 20 nos. of participants should be mutually agreed upon and be decided by the faculty of training institutes & Director of Agriculture & Food Production, Orissa, Department of Agriculture, Govt. Of Orissa, Bhubaneswar.
- ❖ The Establishment Officer-IV of D.A.&F.P (O) Bhubaneswar will advance the projected amount per batch tentatively provisioned for the host institute in shape of Demand Draft in favour of the competent authority from time to time and the host institute will complete all the training programmes by a mutually agreed deadline and the training institute will furnish the Utilization Certificate in prescribed format and refund back surplus funds if any, from training programmes.
- ❖ Each Training-cum-Exposure Visit will be of 8 days duration (5+3) excluding journey days unless otherwise indicated by the training institute.
- ❖ In each Training Programme, 20 nos. of participants in the category of Group ‘A’ & ‘B’ officers will be nominated and trained.
- ❖ The entire training schedule & allotted slots as agreed upon will be communicated to all concerned officers by the DA & FP(O) .
- ❖ Under the scheme “Capacity Building-cum-Exposure Visit of Agricultural Extension Personnel (Group ‘A’ & ‘B’) one of the officers as approved by DA&FP(O). will lead the team and others will assist him.
- ❖ The team leader of the batch of officers will lead the team to the selected training institute and the exposure visit.
- ❖ He should receive the advance amount in shape of bearer’s cheque from Establishment Officer-IV O/o DA&FP(O) Bhubaneswar as applicable for the training-cum exposure visit at the host institute/state only towards the expenditure of TA/ DA/ Train

tickets / Accommodation/ Conveyance and other contingencies of the participating officers.

- ❖ He is requested to purchase rail tickets sufficiently ahead as per the eligibility of the participating officers after contacting all nominated officers of his team.
- ❖ He should ensure 100% attendance in his batch & any substitution on medical ground only may be done sufficiently ahead of the journey with prior approval of DA&FP(O).
- ❖ He should disburse the DA/TA to the participants as per latest OTA Rules during the training / journey period.
- ❖ The to & fro bus/ rail fare of the participants from their respective head quarters to Bhubaneswar may be reimbursed on production of original tickets/ proof towards the mileage.
- ❖ After completion of the training programme the Team Leader will furnish the paid vouchers and list of officers attended in duplicate to the Directorate within fifteen days of date of completion of training for necessary adjustment of the advance amount received by him and refund back surplus amount if any to Establishment Officer-IV O/o DA&FP(O) Bhubaneswar.
- ❖ He should submit a brief technical report on the training course and Exposure Visit for appraisal of the higher authority (both soft & hard Copies) within fifteen days of completion of training-which is mandatory.
- ❖ He shall take necessary steps to maintain proper discipline and cordial atmosphere among the participating officers during the journey as well as training and exposure visit period.
- ❖ He shall contact and coordinate the participating officers as and when needed up to completion of the training programme for smooth execution of the scheme.
- ❖ The Incidental Charges (@1% of Project Cost) tentatively estimated in the project may be utilized towards computer peripherals, Installation of a Software for preparation of a database on the project implementation, installation of one STD telephone connection in Training Section to facilitate monitoring the Capacity Building Training-cum-Exposure visit at outside State Training Institutes as and when needed. This should be utilized after due approval by DA &FP (O).

Operational Guidelines of “Capacity Building-cum-Exposure Visit of Agricultural Extension Personnel to be conducted at inside the state training institute.

- ❖ Each Training will be of 5 days duration.
- ❖ In each Training Programme meant for Group-C” 20 nos. of participants in the category of Agril. Overseers / V.A.W.s / L.V.A.Ws (Both regular & Contractual) will be trained.
- ❖ In each Training Programme meant for Group-B’ 20 nos. of participants in the category of SMSs/ AAOs/ LAOs/ LDs/ AAEs will be trained.
- ❖ The entire training schedule & allotted Range wise slots should be prepared by the training institute & be communicated to the concerned DDAs for facilitation of nomination in time.
- ❖ The concerned D.D.As are to send the nominated participants to the training institute as per their schedule received under intimation to the Directorate.
- ❖ Overlapping of the participants in the training programmes against the same course for the second time should be avoided strictly while nominating.
- ❖ Priority should be given to the field extension personnel who have not undergone any refresher’s training previously.
- ❖ Top most emphasis should be given to nominate the recently engaged contractual VAWs / LVAWs to enable them to be tuned with latest technology as well as different flagship Programmes launched by the Department.
- ❖ The detailed course module along with the resource persons and time schedule are to be prepared by the Training Institute in consultation with CRR/OUAT/ Directorate/IMAGE and be intimated to this Directorate for approval of DA&FP(O).
- ❖ For need based topics outsourcing of resource persons from Agriculture & Allied sectors should be given preference to update the technical knowhow of field functionaries.
- ❖ The Course curricula & mode of imparting training should preferably be in Oriya only for Group-C officials so as to enable the trainees to make the farmer aware of the technologies in their respective areas.
- ❖ Pre evaluation test as well as post evaluation test of the trainees should be conducted on the very first day and last day of the training by the training institute and an abstract on evaluation should be sent to the undersigned for preparation of project completion report at this level.
- ❖ The hard copies of the courses should be prepared by the host training institute and distributed to the trainees in the form of a book-let during the training programme.
- ❖ The technical field visit is mandatory for all trainees and should preferably be arranged on the second day/third day so as to see advancements innovations in hi-tech agriculture after which an assignment should be submitted by the trainees on splitting

them into five separate groups. The said assignment is to be collected & evaluated on the eve of closing hour.

- ❖ The HQ Officers of the Department should be provided with time slot for appraising the trainees on Govt. initiatives & latest Agricultural schemes in operation as resource personnel.
- ❖ Funds should be placed with the concerned Training Institutes for the purpose by the Establishment Officer-IV, O/o DA&FP(O) in shape of Bank Draft.
- ❖ Batch wise/ Course wise Progress Report and utilization certificate of funds sanctioned should be submitted to the Directorate soon after completion of each training programme through Fax or e-mail. Any deviation to this will be viewed seriously.
- ❖ At the end of training Programme of each batch a copy of the reading material, documented soft copy & Photographs should be sent to the Directorate by the training Institute immediately to facilitate preparation of project completion report.
- ❖ Proper steps should be taken by the host training institute/DDOs for ensuring 100% attendance in each batch of training failing which disciplinary action will be initiated against the defaulting field functionaries/concerned DDOs after getting report from the training Institute. Report on attendance of each batch of training should positively be communicated to the Directorate on the very first day of training (i.e. by 3.00 P.M.) through e-mail or FAX.

Guidelines to be followed by the Team Leader during the training under the Scheme “Capacity Building of Extension Personnel (Group ‘A & B’) .

- ❖ Under the scheme “Capacity Building of Extension Personnel (Group ‘A & B’) , one of the senior level officers will lead the team approved by DA&FP(O).
- ❖ The team leader of the batch of 20 nos. of officers will lead the team to the selected training institute.
- ❖ He should receive the advance amount as applicable for the training at the approved institute only towards the expenditure of TA/ DA and other contingencies of the participating officers from Director, IMAGE, Bhubaneswar.
- ❖ He is requested to purchase rail tickets sufficiently ahead as per the eligibility of the participating officers.
- ❖ He should disburse the DA to the participants as per OTA Rule during the training period.
- ❖ The to & fro bus/ rail fare of the participants from their respective head quarters to Bhubaneswar may be reimbursed on production of original tickets/ proof towards the mileage.
- ❖ After completion of the training programme the Team Leader will furnish the utilization certificate to the Director, IMAGE within fifteen days of date of completion of training for necessary adjustment of the advance amount received by him with a copy to this Directorate.
- ❖ He should submit a brief technical report on the training course for appraisal of the higher authority (both soft & hard Copies) within fifteen days of completion of training.
- ❖ He shall take necessary steps to maintain proper discipline and cordial atmosphere among the participating officers during the journey as well as training period.
- ❖ He shall contact and coordinate the participating officers as and when needed up to completion of the training programme for smooth execution of the scheme.