



Capacity Building of Extension Personnel

DR. S. K. SINGH

TEACHING ASSOCIATE

DEPARTMENT OF

AGRICULTURAL EXTENSION

C. S. A. U. A. & T KANPUR

Capacity building



- Capacity building can be defined as “ activity which strengthen the knowledge, skills and behaviour of individual and improve institutional structures and process such as the organization can effectively meet its mission and goals in a sustainable way”
- Capacity building is a process of building capabilities in individuals, groups, institutions, organizations and societies at the local, national and international level to more effectively prepare for and respond to developments in the field of agriculture and allied aspects in a sustainable manner.
- It is a process of enhancing the capabilities of individual / human being.



- ▶ It is measured in terms of “performance”
- ▶ Performance = f [(Knowledge) (Attitude) (Skill)]
- ▶ It depends on knowledge, attitude & skill about task.

Different approaches of capacity building:

- ▶ 1. Training
- ▶ 2. Exposure
- ▶ 3. Education

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- ▶ Training is one of the components of capacity building.
- ▶ **Meaning of training:**
- ▶ Training means to educate a person so as to be fitted, qualified and proficient in doing some job.

DEFINITION OF TRAINING

- ▶ Training is a process of acquisition of New Skills, Attitudes and Knowledge in the Context of Preparing for entry into a vocation or improving ones productivity in an organization or enterprise.

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- ▶ Lynton and Pareek (1967) “Training is a process by which the desire knowledge, attitude, skills and ideas are inculcated, fostered and reinforced in an organism.”

Types of training given to extension personnel

- ▶ **This is of broadly two types:**
- ▶ 1. Pre-service Training
- ▶ 2. In-Service Training

- ▶ **Pre-service Training:** It is a process through which the individuals are made ready to enter a certain kind professional job, as in agriculture, Horticulture etc. This is the professional degree / diploma - as a prerequisite to his appointment.
- ▶ **In-Service Training:** It is meant for in-service candidates who are on the job.
- ▶ It promotes the professional growth of individuals.
- ▶ In-service training is a **problem centered, learner oriented and time-bound series of activities**, which provide the opportunity to develop a sense of purpose, broaden perception of the participants and increase their capacity to gain knowledge and mastery of techniques.

In-Service training are of different types

- ▶ **Orientation Training/Induction training:** Training is given immediately after employment to introduce the new entrant to the job. e.g. ARS, Assistant Agriculture Officer or Agriculture Officer or ADA.
- ▶ **Foundation training:** This training is provided at an early stage of service life.

- ▶ **Maintenance or refresher training:** This training is offered to update and maintain the specialized subject matter knowledge of the incumbents.
- ▶ **On the job training:** This is periodical or ad hoc training on the job, and is generally provided by the superior officer or specialists to the subordinate field staff.
- ▶ **Career or Development training:** This type of training is designed to upgrade the knowledge, skills and ability of employees to help them assume greater responsibility in higher positions.

Training Centers/Institutions for farmers

- ▶ 1. District Agril. Training Centers (DATCs)
- ▶ 2. Krishi Vignan Kendras (KVKs)
- ▶ 3. State Agricultural Universities (SAUs)
- ▶ 4. ICAR Institutes

