

WHY IN-SERVICE TRAINING IS IMPORTANT

Every extension service be it private or Government recognises the need for a systematic inservice training for its extension staff.

2. Many extension personal are recruited to service with some technical knowledge and some times with none at all. Therefore the need to training them is essential.
3. Extension personal may have had adequate technical training at sometime in his career. They may with the passage of time forget much of it and the need to once again remind them of what they once knew is important.
4. Technology keeps changing, much what we learn becomes outdated in the future, extension workers need to keep intellectually and professionally more and more competent through out their career.
5. Important consideration when drawing up such a programme are :-
 - (a) Content of such training.
 - (b) Frequency.
 - (c) Quality of the trainers.
6. Very effective training occurs when the participants are at different levels of technical competence, the technically qualified group can contribute latest technical information and the others (though with more field experience) can provide a check as to whether it is being put into a form that farmers can understand.

7. In extension teaching information and training in skills must be transmitted through appropriate teaching methods.

8. Good in-service training does not separate gaining knowledge and understanding from planning how to use it.

9. Learning is most effective when it occurs just before it can be used. Teaching will reinforce the learning process.

10. In-service usually run refresher courses, addition of new materials is secondary or incidental.

11. An in-service can run its courses on different subject matter for different lengths of time, some may only be for few days, others for few weeks and some others for a few months.

12. A Trainer should regularly visit the field worker, go around meet them and study field problems as often as possible.

13. As far as possible in-service training should be done by persons in and out of field positions.

14. What should be avoided is the institutionalization of in-service training, conducted by a separate training staff who divert the realities of the actual field extension problems by working without enthusiasm or relevance.

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