

IMPLEMENTATION OF THE RECOMMENDATION OF THE WORKSHOP

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The broad recommendations of the Workshop have been dealt with by Dr. Prasad, FAO Consultant. In dealing with the implications of the recommendations, attempt has been made to avoid duplication. This is why the following treatment is very succinct and pointwise.

The recommendations could be grouped into two major areas on the basis of the benefits that are likely to accrue.

- (1) Vocational training (short courses) for farmers, youths, and other groups.
- (2) Technical manpower development within the department.

With a progressive agriculture, there will be a greater need to train larger numbers of farmers, youths and others in the next few years. The T & V. system of extension will no doubt help but if supported and supplemented by other activities, the impact is likely to be much greater and faster. This is where organised training through short courses at training centres and outside, mobile training programmes, supervised training using progressive/contact farmers and training by voluntary organisations all become very valuable. We have some resources already - the farm schools, cinema vans and so on. Some supporting facilities, staff and improvements could make a greater contribution.

In manpower development, the training institutions managed by the Education and Training Division provide nearly 90% of the technical manpower needs of this department. Weak institutions will obviously produce second-rate manpower. If quality is a major concern, obviously these institutions have to be considerably strengthened and improved by competent staff (trainers), adequate incentives should be provided to retain them, and supporting services provided.

In terms of implications of the recommendations, serious consideration has to be given to the following :

- (1) Initiating short duration practical training courses at training centres (farm schools) in the district - instead of one year course. Farmers, youths and any one who is interested in farming should be enabled to attend - age and educational qualifications should not be a barrier.
- (2) Payment of a daily allowance of Rs.5/- for meals per trainee attending short vocational training courses.
- (3) Providing better incentives to trainers on the following basis in order to retain good trainers.
 - (a) All inservice training centres) Monthly allowance
and Kundasale, F.M.T.C.staff) of Rs. 250/-.
At present only ISTI
trainers get Rs.150/-
monthly.
 - (b) All teaching staff at vocational agricultural training centres (districts) to be paid Rs.150/- per month as allowances. (At present only the F.M. in-charge gets Rs.75/- allowance.) Their work load fully justifies this extra allowances. Their counterparts in extension receive monthly subsistence and travelling allowances varying from Rs. 250/- to Rs.400/- monthly.
- (4) Trainers (not in A.I.Cadre) at district training centres/ farm schools should have better promotional prospects (into A.I.cadre) after about 10 years satisfactory service.
- (5) Officers (A.II.) who are trained abroad should, on return, serve for a minimum period of 4 years at an inservice training centre. This will result in better utilisation of the training received abroad.
- (6) Higher number of places should be made available to A.II.to enter the degree course at the University.

- (7) A Unit for training in pedagogy should be set up at Kundasale with qualified staff to train all other trainers at National, Regional and district levels and for extension S.M.OO.
- (8) Exchange of personnel from Research into training to be encouraged. 2 - 3 months release with a Rs. 250/- allowance for 2 - 3 research officers each year to teach at Kundasale.
- (9) A translation unit to be set up for translation and production of training materials (text books etc) in Sinhala and Tamil.
- (10) Each R.T.C. to develop at a small training materials production unit to assist the training centres and extension personnel in the region.
- (11) All cinema vans to be redesignated as Mobile Information and Training Units and used for planned mobile training courses.
- (12) Budgetary allocations to be increased to allow for these additional commitments.