

A: A CASE STUDY ON IDENTIFICATION OF VILLAGE  
RESOURCES AND TRAINING NEEDS OF FARMERS /  
FARM WOMEN

Vocational training programmes have not been given scientific treatment in most of the developing countries; Sri Lanka has not been an exception. Based on personal observations, it was realised that the trainers/teachers needed insight into organising and conducting training programmes and using appropriate methods to make the training courses skill-oriented and productive.

The first step involved is the identification of the village resources-both men and material-to be utilised for training purposes. Secondly, it is important to identify, as accurately as possible, the training needs of the farmers, farm women and young farmers. While several methods can be utilised and many times a combination of them for identifying training needs, the case method is the most exhaustive one and can be utilised as well for a bench mark survey for measuring the future progress.

In view of limited time available in the Workshop, a small group was constituted to make the village survey, and review a sample of farmers in order to know the village resources and the broad training needs of the farmers. The committee consisted of Mr. L.D.M.T.Dissanayake Mrs. M. Ekanayake, Mrs. Dissanayake, Mr. K.A.D.L.Nanayakkara and Mr. K.Sapumohotti.

The case study and the interview schedule developed by this committee may be seen at annex III. It may be noted that, this case study was an illustrative one to serve as a stimulus for discussion by the participants. The points which emerged out of discussions were :

- (1) On query as to the efficacy of the Questionnaire and the interview schedule, it was pointed out that these rough instruments, were used as a stimuli for discussion and developing insight into the process. The sample of farmers interviewed was also limited for the same reason.

(2) The number of devices used by the trainers for identifying the training needs of the farmers were discussed. It was also pointed out that keeping in view the particular setting and the convenience, the following methods have been used either individually or collectively for identifying training needs :

- (a) Participant observation
- (b) Group discussion
- (c) Questionnaire method
- (d) Interview schedule
- (e) Individual contact
- (f) Linkage with various organisations

**B: Organising a One-day Training Programme for farmers -  
An Illustrative Case:**

The vocational training programmes, by and large, have been taken very lightly. In many cases it is a question of giving or organising a few lectures with limited preparations and practical training to the farmers. In order to develop some understanding in this area, the same committee referred to earlier (Group which made the case study) developed four training programmes in 4 different subject matter areas for the training of the farmers. These 4 areas were : (1) Fertiliser use in rice, (2) Rearing of day-old chicks up to the point of lay, (3) Operation and maintenance of Knapsack sprayer, and (4) Nutrition for farm women.

For each of the course the respective teachers developed the title of the course, the objectives of the course, the course outline in terms of knowledge as well as skills, the lesson plan and the relevant training materials and aids. See annex IV & V.

A brief discussion that followed after presentation of the course designs brought the following points :

- (1) It was recognised that such exercises for the preparation of the training courses are important, but time consuming. However, once they are properly developed the same preparations could be utilised for several similar courses.

- (2) Such-preplanning puts the trainers to the real task. and thus they get more involved and better prepared.

C: Offering of the Illustrative Training Courses and Participants Observations:

The four training programmes for farmers and farm women were conducted where the Workshop participants were the observers. A few of their salient observations were :

(1) Rice cultivation:

The training needs have appropriately identified and the lesson plan developed on rice cultivation was found to be satisfactory. The actual basal dressing mixture which is available in the market was not presented for identification. It would have been better if the trainer expressed the amount of fertilizer in kilograms/per acre instead of pounds per acre as it is available in kilograms now in the market. The setting of the training programme was very good.

The lecture, the skill of communication, appropriateness of language and personalised treatment were very good. Discussion was excellent. It would have been better if the training programme was organised for a particular age group as young people were most receptive. Effectiveness of the methods and aids used were very satisfactory. Work-experience was provided. The trainer attempted to assess the course work by the reactions of the trainees. Interest in the trainees for more training was evident.

(2) Animal Husbandry:

General performance was satisfactory; preparation was good. Setting of the training programme was also satisfactory and subject was appropriate. The adoption of teaching methods and teaching aids needed improvement. Trainees participation and skill shown was not satisfactory. The participants suggested that trainer would benefit from training in pedagogy.

(3) Farm Machinery:

Approach to the subject and presentation was good; level of language used was a little high. It would have been much better if simpler terms were used and working of different parts of knapsack sprayer was demonstrated. When a lecture or a demonstration is in progress, only a model relevant to the lecture must be kept on the table. Other models should be brought to the table only when required. Showing diagram through epidioscope was good, but should have allowed more time for viewing. Trainees should not be allowed to crowd round the model when demonstration goes out.

The methods of calibration adopted by the trainer were too mathematical. Hence a simple method which could be practised by the ordinary farmers must be demonstrated. It was very important that farmers should know what precaution they should take when chemical spraying is done.

(4) Training in Nutrition:

Identification of training needs was appropriate and preparation of teaching materials and aids was good; it was observed that information given for one lecture was a little too much. Setting of the programme and conduct of the course was very good. Discussion and effectiveness of methods and aids used was also good. It would have been better if the trainees were given more time to gain the skill of selecting nutritive foods for a meal; and evaluate how much information they absorbed. Their attempt to arouse the interest of the trainer was very successful. An overall satisfaction was expressed by the trainees.

CLOSING SESSION