

Implementation Guidelines

HUMAN RESOURCE DEVELOPMENT

Objectives:

Providing appropriate trainings to the farmers for adoption of high yielding varieties of crops and farming systems and also to sensitize on post harvest management.

To familiarize the farmers about the production practices being followed by progressive farmers.

NON-NEGOTIABLES WHILE CONDUCTING TRAINING PROGRAMME AND EXPOSURE VISITS TO THE FARMERS

A) Trainings to the farmers:

1. The districts have to identify the training needs of the horticulture farmers in the district keeping in view, the horticulture profile, productivity pattern, incidence of pest, post harvest practices and other such relevant issues. Based on the training needs, the ADH in consultation with field functionaries should prepare training calendar which is district specific. The calendar will contain mandal-wise crop-wise training schedule. Training programmes conducted without preparing the training calendar will not be eligible for drawing assistance from MIDH funds.
2. The farmers / beneficiaries identified under MIDH will invariably be covered under HRD program. Especially, farmers identified for Rejuvenation, INM/IPM, Organic farming and belonging to SC/ST & small and marginal farmers shall be covered under HRD Program without fail.
3. As the training programs can be conducted by Govt. as well as reputed private and NGO sector, the ADH shall identify resource persons including retired personnel of Horticulture dept., KVK's, progressive farmers and empanel them and their services can be used by paying honorarium.
4. Providing written literature in Telugu on the training subject to the trainees is a must. **If training is conducted without giving the written literature, it will not be considered as training for getting assistance.**
5. The village level trainings, conducted by the AD(H) shall have field orientation and half-a - day field visit shall be arranged in the relevant field.
6. Using of audio visual equipment should be promoted and shown to the farmers .
7. Feedback of the farmers on the usefulness of the training shall be obtained in specially designed feedback forms or in a register along with the signatures of the participants.
8. Documentation like photograph shall be taken for each training program. Press publicity should be given on these training programs.
9. The ADH should visit maximum number of training programmes as far as possible as this will give an opportunity to interact with farmers and get feedback on horticultural issues.
10. A register has to be mentioned in token of the farmers attended.

i) Within the Districts:

1. Training programme should be of One day duration .selection of beneficiaries shall be primarily be from the beneficiaries of various schemes being implemented by the Department.
2. It should be ensured that, the trainings conducted in a month should invariably cover **17.10 % SC farmers, 5.33 % ST farmers** and **33% women** beneficiaries / farmers
3. The one day training on farm should be held at village/Mandal level and cluster basis in progressive farmers field to show the relevant technology
4. The expenditure per training should not exceed Rs.25,000/-per training per a batch of 25 farmers (component wise indicative cost is given below).
5. Vide publicity of the programme to be given in local news papers and programme to be documented in coordination with divisional/ Mandal PRO and photographs of local newspaper / video clippings to be send to MIDH at the end of the month.
6. Suitable resource person should be identified for impacting training based on the subject. The resource person must be either scientist from DAATT centre or from near by Agriculture/Horticulture resource station.
7. Trainings under this component are to be organized by district officers subjected to approval of action plan by MIDH and after specific release of funds from MIDH.

Component wise assistance for One Day training programmes with in the districts 2016-17

Sino	Component	Assiatance @ Rs. 25,000 per training a batch of 25 farmers
1	Study material @ Rs.100/-	2500
2	Honorarium to (2) resource person	5000
3	Expenditure on food @ Rs.200/-	5000
4	Banner & other Miscellaneous Contingent expenditure including public addressing systems, Shamiyana, chairs. etc	7500
5	Documentation	5000
	Total	25,000

Training to farmers Within the State:

- 1) Training programme should be of two day duration and should focus on crop management during flowering, fruiting and pest & disease management.
- 2) It should be ensured that, the trainings conducted in a month should invariably cover 17.10% **SC farmers**, 5.333 % **ST farmers** and 33% **women** beneficiaries / farmers
- 3) The Training programme should be held within the state. A field visit of the farmers should be organized to the neighbouring districts to educate the farmers on latest technologies adopted. The expenditure per training should not exceed Rs. 50,000/- per batch of 25 farmers (component wise indicative cost given below)
- 4) Programme to be documented in coordination with divisional / mandal PRO and photographs of local news paper/ video clippings to be sent to MIDH at the end of the month along with progress report including banner.
- 5) Suitable resource persons should be identified for imparting training based on the Subject. The resource person must be either Scientists from DAATT Centre or from nearby Agriculture /Horticulture research stations of ANGRAU or Dr. YSRHU.

COMPONENT WISE ASSISTANCE FOR 2 DAY TRAINING PROGRAMMES WITHIN THE STATE - 2015-16

S.No	Component	Assistance @ Rs.50,000/- per training a batch of 25 farmers
1	Study material (Reading and writing material , CDs) @ Rs.200/-	5,000/-
2	Honorarium to faculty members / resource persons.	10,000/-
3	Expenditure on food @Rs.250/- per day	12,500/-
4	Travelling expenses as per actual	10,000/-
5	Miscellaneous, contingent exp.	12,500/-
	Total	50,000/-

B) . Exposure visit to the farmers:

1. In order to familiarize the farmer about the production practices being followed within the State and in other states, exposure visits can be organized.
2. The districts have to identify the interested areas for which the district is intending to sponsor the farmers and these areas will emerge as training needs assessed by the district.
3. The ADH should identify the places/ states where the suggested areas are being successfully practiced and coordinate with the institutions / agencies and fix tentative dates.

Exposure Visit of Farmers Outside State:

1. Exposure Visits to farmers outside the State can be organized by the district officers to the states where precision farming, Hi-tech floriculture, Organic farming, Processing Industries and Hi-tech farming are highly successful and can be emulated by the farmers of our state. And also to places where latest Post harvest technologies are adopted and market facilities are created.
2. It should be ensured that, the exposure visits should invariably cover **17.10 % SC farmers, 5.333 % ST farmers** and **33% women** beneficiaries / farmers
3. The eligible expenditure per farmer per day is Rs.1000/- (Rupees Thousand only) and limited to 6 days stay outside state (including Travel). The travel expenses will be based on actual bus/train fare.
4. This is a project based component. Before organizing the visit, specific proposals should be sent by district officers indicating the tentative tour programme, place of exposure visit, list of identified farmers and purpose of exposure visit and prior permission has to be obtained. The same will be submitted for approval of SLEC.
5. Programme to be documented. The team should record interviews with the successful farmers. A compendium should be submitted to the office along with expenditure statement, photographs and CDs. It is mandatory for the team to interact with the officials of Horticulture / Agriculture Department and obtain their observations.