

MANAGE NYPDP Diary No. 101

April 2026



National Young Professionals Development Program (NYPDP)

MANAGE-University Alliance for Advancing Agricultural Extension and Advisory Services

Reflections That Cultivate Tomorrow's Agricultural Extension



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Participated in the MANAGE-NYPDP at MANAGE Hyderabad during December 22-27, 2025.

 [Sanskruiti Hamand](#)

Introduction

The National Young Professionals Development Programme (NYPDP) was conducted at the National Institute of Agricultural Extension Management (MANAGE)–CAEIRA, Hyderabad, from 22nd to 27th December 2025. The programme aimed to strengthen the professional competencies of young extension professionals by exposing them to emerging trends, career opportunities, digital innovations, research methodologies, and policy engagement in Agricultural Extension.

The programme was coordinated by Dr. Sandipamu Rahalya (MANAGE Fellow) under the leadership of Dr. Saravanan Raj, Director (Agricultural Extension), MANAGE, ensuring effective planning, execution, and learning outcomes.

The National Young Professionals Development Programme (NYPDP) at MANAGE was not merely a five-day training programme, it was a deeply reflective journey that reshaped my understanding of agricultural extension and my role within it.

When I arrived at MANAGE, I carried aspirations, uncertainties, and a growing curiosity about the subject and how my work could create meaningful change beyond academic and institutional boundaries. As the days passed, the programme gently but firmly nudged me to rethink my priorities—not in terms of jobs or designations, but in terms of purpose, contribution, and long-term impact.

Programme Objectives

- To explore the scope and untapped global opportunities in Agricultural Extension
- To identify emerging job opportunities and future career pathways
- To understand essential skills and competencies required for next-generation extension professionals
- To enhance capacity in digital tools, research methods, policy engagement, and innovation systems

Key Learnings

Theme: New Competencies and Job Opportunities in Agricultural Extension

Day 1

The programme commenced with an inaugural session and introduced participants to MANAGE's vision, legacy, and national impact, followed by an overview of NYPDP as a launch pad for future extension professionals.

The Inaugural Address was delivered by Dr. Saravanan Raj, Director (Agricultural Extension) MANAGE, emphasizing the evolving role of extension professionals in a rapidly changing agricultural ecosystem.

Dr. Saravanan Raj, Director (Agricultural Extension), MANAGE, delivered a keynote session on emerging competencies and job opportunities, highlighting the importance of adaptability, interdisciplinary knowledge, and stakeholder engagement.



They asked us what is Extension Education according to your point of view in a raw format. This activity helped us to build up self-confidence. Exposure to subject- and course-wise global opportunities gave me a clear and hopeful perspective about my future in extension. It helped me understand that beyond technical knowledge, the real strength lies in developing strong communication and interpersonal skills.

Group exercises and participant presentations focused on understanding the changing identity of Agricultural Extension, reinforcing the idea that perspective shapes progress.



Group Presentation Topic : Challenges and Opportunities in Extension Facility



The day concluded with interaction with NYPDP alumni, fostering inspiration and networking.

Day 2

Theme: ICTs & Digital Competencies for Agricultural Extension

Day 2 emphasized digital transformation and next-generation extension methods. Sessions led by Dr. Saravanan Raj and Dr. Sandipamu Raahalya highlighted emerging research priorities, ICT tools, and digital competencies essential for future extension professionals

The “Extension Marketplace” activity transformed theoretical concepts into practical learning through collaboration and innovation. Interaction with MANAGE interns provided valuable insights into real-world extension challenges and on-ground experiences.

The day reinforced that meaningful professional growth often occurs beyond classrooms—through experience, dialogue, and exposure.



Day 3

Theme: Monitoring & Evaluation, Research Techniques, Gender and Organic Farming

Day 3 marked a shift towards research methodologies and evaluation frameworks.

Dr. Parmveer Singh (University of Saskatchewan, Canada) introduced the Delphi Technique, enhancing understanding of expert consensus-building in research. Dr. Paramveer Singh explained the Delphi Technique in detail, which helped us understand how to collect quality, reliable, valid, and descriptive data in social science research.

Dr. P. V. K. Sasidhar (IGNOU, New Delhi) delivered insightful sessions on Monitoring, Evaluation, and Impact Assessment, simplifying complex frameworks into practical applications

A Focus Group Discussion (FGD) demonstration provided hands-on experience in qualitative research methods. Sessions by Dr. Mahesh Chander (IVRI) on entrepreneurship, gender equality, and organic farming emphasized inclusive extension approaches and the value of persistence and dedication in professional excellence. We made a report on that FGD demonstration.

**Focus Group Discussion on
“Process Skills and Competencies Gaps in Undergraduate Agricultural Extension Curriculum in India”**

Date: 24/12/2025, Focus Group: Students of Extension

Venue: Norman Borlaug Hall, MANAGE, Hyderabad, Participants: 16

Report prepared by :

1. Mr. Rajan Dhanapal, M.Sc. Agricultural Extension Education, SKUAST-Kashmir, Jammu & Kashmir,
2. Ms. Sanskruti Mukundrao Hamand, M.Sc. Agricultural Extension Education, DBSKKV, Dapoli, Maharashtra.

Questions asked :

- 1) What are you hearing among your fellow professionals and/or from people in the agriculture science community about Agricultural Extension?
- 2) What has been your own experience with respect to Agricultural Extension? Are you involved in developing extension curriculum, teaching extension courses, extension research, hiring extension workers, supervising extension workers or developing extension programs or policies?
- 3) How effective are our Agricultural Extension programs in addressing the needs of the changing agricultural systems? What are one/two things that Agricultural Extension is doing particularly well in your university, state or region?
- 4) If you could come up with three major recommendations to improve Agricultural Extension services and program delivery, what would they be?
- 5) What are three critical job skills or core competencies required of Agricultural Extension workers in the changing agricultural development context?

- 6) Does our undergraduate Agricultural Extension curriculum effectively train students on the above job skills core competencies?
- 7) What are the gaps that need to be filled in terms of the current curriculum in existence?
- 8) What changes or modifications might you recommend with respect to the Agricultural Extension curriculum? Are there courses we are not reaching that we should consider including extension curriculum? What courses or contents are outdated that we should consider dropping?
- 9) Do you have suggestions for others we should be including as we continue to seek inputs and advice on how to improve our curriculum?
- 10) Who are they? What should we be asking them?
- 11) Are there any final comments?

Day 4

Theme: Development Sector Opportunities & Qualitative Research Methods

The morning session revisited key learnings through “Insights from the Previous Days”, led by Dr. Saravanan Raj and Dr. Sandipamu Raahalya, allowing participants to reflect on individual and collective learning journeys.

Dr. Sreeram Vishnumoorthy (Kerala Agricultural University) introduced Social Network Analysis and Textometry, demonstrating innovative qualitative research tools for behavioural and extension research.

The day concluded with a visit to the Statue of Equality (Ramanuja), adding cultural and philosophical depth to the learning experience.

Day 5

Theme: Agri-Innovation, Incubation & Policy Engagement

The final day focused on reflection, innovation, and future pathways.

Sessions on digital innovations, incubation, and agri-startups by Dr. Saravanan Raj highlighted the role of incubation centres in fostering rural entrepreneurship.



Dr. Rasheed Sulaiman V (CRISP) emphasized the importance of policy engagement, encouraging participants to bridge research, practice, and policymaking.

Experience sharing by NYPDP alumna Ms. Muskan Rana provided practical motivation and real-world perspectives. The programme concluded with certificate distribution, commitment cards, feedback sessions, and action planning, capturing the essence of learning, collaboration, and transformation.

Peer Interactions and Networking

In the first session, Dr. Saravanan Raj encouraged us to express our thoughts openly and highlighted the importance of communication, a message he emphasized throughout the training. The participation of multi-lingual colleagues created an appreciation for a diverse learning environment.

Cultural, social, and ideological differences strengthened our sense of unity in diversity. It was clearly conveyed that effective communication is the key to successful extension outreach.

Overall Reflection

The NYPDP served as a holistic platform for capacity building, professional networking, and personal growth. The programme strengthened participants' understanding of:

Emerging roles and competencies in Agricultural Extension, Digital and qualitative research tools, Development sector engagement.



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