

## **National Facilitators Development Program (NFDP), MANAGE during 2021-22 at MANAGE**

Agricultural Extension plays a pivotal role in sharing information and advisories on latest technologies, market related information and emerging concepts with the farmers to make agriculture sustainable which results in better standard of living for the farm families. The scope for improving Agricultural extension involves research, training and handholding with the purpose of bringing about improvements in extension systems. A network of Facilitators who are competent and committed officers drawn from different organizations would serve as harbinger for improving the extension through their services.

MANAGE has been developing the practicing Agricultural Extension functionaries and Scientists as National Facilitators for Agricultural Extension Management. These Facilitators continue to remain with their respective parent organizations and provide their services for a short specified period whenever need arises to respective state Governments and MANAGE.

Operational Definition of Facilitators: For the present Project, Facilitator can be defined as a person who enables groups to perform effectively and produce high quality results with synergy by being a catalyst and encourages them to contribute best thinking for inclusive solutions and build sustainable decisions.

### **1. Objectives of the program**

- (a) To equip the participants with Managerial Skills so that they can play key role in Agricultural Development
- (b) To orient the participants about the latest emerging themes of Agricultural Extension
- (c) To create a network of Facilitators as Trainers and Resource Persons to augment the requirement of Master Trainers at National level and in the States and UTs.

### **2. What services facilitators can offer**

Facilitators are of great value for many of the Agricultural development works. Some of them are listed below:

1. They can play effective role in conducting training programs of various themes.
2. They can help in research activities like selection of sample villages and the respondents, selection of enumerators and getting the data collected from the field, etc

3. Will be of great help in organizing big events like state/national level Krishi Exhibitions
4. When in crisis in organizing any event and immediate results are required to be submitted to the government, they can be of help.
5. For review of Schemes on particular decided dates
6. For conducting examination of courses like DAESI, PGDAEM, etc

A major advantage of this program is that each state will have a team of three to four trained facilitators, who would assist/involve in capacity building programs in the State and any other short duration projects of urgent nature.

National Facilitators may be helpful in various activities of MANAGE in various states in monitoring of flagship programs of MoA&FW, Government of India like AC&ABC, DAESI, PGDAEM, STRY, etc. They may be paid token honorarium by MANAGE when they work for MANAGE assignments.

The officials who are nominated for this program get exposure to other states in addition to national perspective. They can help the central and their respective state government in organizing projects of different nature as per the need.

Keeping these points in view, MANAGE proposes to develop an army of 100 Facilitators during 2021-22 drawing enthusiastic individuals both from public and private sectors.

### **3. Who can attend the programs**

Committed, competent, interested, willing professionals may be nominated for the program from the enlisted organizations

- Officers from Agriculture and Line Departments
- Faculty members from SAMETIs/EEIs
- Scientists from SAUs and ICAR organizations
- Executives from Private organizations involved in Agricultural Development
- Executives from NGOs involved in Agricultural Development
- Agripreneurs/Budding entrepreneurs who have established startups in agriculture
- Executives of FPO
- Freelance consultants/individuals from agricultural discipline who are aspiring to become facilitators

#### **4 Eligibility criteria for the applicants:**

- a) Age : Between 35 – 62 years.
- b) Experience : Minimum of 10 years.
- c) Educational Qualifications: Masters Degree in Agricultural and Allied disciplines

#### **5. Design of the program**

The program may be of six days duration. The first half is dedicated to developing managerial skills and the second half for orientation on Programs and Schemes implemented by Government, emerging themes of Agricultural Development and Facilitation Skills.

#### **6. Methodology of conducting the program**

The training program is designed to be highly participatory, trainee-centered, activity based and focus on self-learning to enable the participants for effective functioning as team members and team leaders in their respective organizations.

Most of the learning is inductive where the trainer enables the participants to derive lessons out of what actually happened during the tasks and how the lessons apply to real life work situations. A team of resource persons / trainers would conduct the program.

A blend of different Participatory methodologies including group exercises, role-plays, case discussions, and films shows will be used for the learning process.

#### **7. Scrutiny of Nominations**

Preliminary screening is done to shortlist the nominations based on selected criteria. The shortlisted candidates only will be invited for the training program.

#### **8. Selection procedure**

During the training program, the participants are trained in Managerial Skills, Participatory Training Methods, Facilitation Skills, and emerging themes of Agricultural Development. Based on the assessment of their Performance using selection criteria, the participants are short-listed.

## **9. Continuous collaboration with selected facilitators**

Annual refresher program will be conducted to orient the facilitators on various relevant topics. Previous experiences proved that National facilitators working in different states acquired both task and process skills and were a valuable resource to their respective organizations by being contemporary in nature. Serving as a Facilitator will be part time role while remaining in their current roles and jobs. Their potential will be developed to play multiple roles and assist both their respective organizations and the MANAGE. They can be developed as a resource pool who involve in capacity development of Agriculture Extension functionaries in their respective states.

## **10. Course fee, Boarding and Lodging**

There is no course fee for the program. The boarding and lodging to the participating officers will be provided by MANAGE free of cost. However, the TA and DA of the nominated Officers, including local transport, are to be borne by your Department/Organization.

## **11. Dates of Training Programs**

A total of four programs will be conducted during 2021-22. The slots of the programs will be informed once the dates are finalized. Tentatively, the programs may be held during January – February 2022.

**Those who applied earlier this year need not apply again**

## **12. Last date is extended up to 22 November 2021**

The nominations may be sent to  
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