Human Resources Development for Agriculture Research for Development

Working Group 5
HRD for Agricultural Research Development

Why HRD?
• Challenges to meet the globally competitive markets
• Agriculture is more knowledge intensive

Needs
• New skills, use of new ICTs
• Partnership skills
What is needed?

- New skills to generate, manage and use effectively information now being more easily available globally especially in use of new ICTs
- New skills to support the more diverse and specific information, knowledge, skills and technological needs of agricultural users. These include soft skills like communication especially through use of ICTs and partnership skills
- New skills to effectively use biotechnology, nanotechnology, material and space science with conventional disciplines (agronomy, plant breeding, soil science) to advance agricultural technology generation and innovation that impacts on development
Scope

• To generate new information and knowledge we now need new skill sets at various levels in all supporting and involved in the agricultural production system, value addition and market chains. These include (as examples):
  – Scientists/Researchers and Research Managers
  – Extension/Knowledge intermediaries
  – Teachers
  – New Farmer Entrepreneurs
  – Agri-business Entrepreneurs
  – Farmers

• Hands on exposure/Learning
How to Generate this HR

• Formal Education
  – Basic
  – Secondary
  – Vocational
  – Tertiary/University
  – Post Qualification

• Informal Education
  – Face to Face
  – Distance Mode
    • Conventional
    • Use New ICT
Points discussed

• Training with special emphasis on farm women
• Develop para-scientists
• Training of rural youths
• Total transformation of the University system
• Transformation of the extension system
Points Discussed

• Identifying the right resource person and build-up core of training personnels for skill development
• Course on Agriculture at secondary school level
• Training modules for different target groups
Points Discussed

- Hands on Exposure
- Pilot Plants as training base
- Paradox in Education – Skill development to cater to the strength of the persons
- Strategic planning
- Encourage innovation
- Encourage young brains
Points Discussed

- Remunerative jobs for Agic. graduates
- Rewarding systems
- Reintroduce the traditional knowledge of agriculture at university level
- Institutional arrangement to utilize the skills
Points Discussed

• Need based training analysis
• Soft skills development-Partnership management, Livelihood analysis
Recommendations

• Change in the Education and Learning Systems
  – From Education to Learning
  – Strategic planning
  – Integrate Research, Extension and Education

• Change in Institutions
  – Changes in Schools and Universities Statutes, Curriculum, Structures, Infrastructure –
  – Total Transformation/Adaptation

• Processes
  – From Teaching to include Life Long Learning process
    • Use of Technology Mediated Learning Approaches
    • Teaching Process to enable new opportunities
    • Participatory approaches
    • Learning from farmers / practioners
Thank You
Why Human Resource Development?

• Because of challenges such as need to be globally competitive in markets, conserving natural resources in agriculture produce safe foods etc, agriculture is increasingly becoming more knowledge intensive.

• The new knowledge intensive agriculture needs new information, knowledge and skills

• To generate new information and knowledge we now need new skill sets at various levels