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Impact of skill development trainings for boosting up the new entrepreneurs in Punjab India

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Abstract

Krishi Vigyan Kendra designs different kinds of training courses for the farmers/ farm women/rural youth. A study was conducted to assess the impact of youth oriented skill development programmes on adoption level of various enterprises in Bathinda district of Punjab. Different vocational trainings programmes for four enterprises were imparted by the KVK, Bathinda i.e. bee keeping, poultry farming, mushroom cultivation, value addition & processing. The data was collected and analysed from 474 trainees with the help of well structured interview schedule cum questionnaire. The results of the study revealed that 207 farmers (43.67%) establish their own enterprise after acquiring the training. Vocational trainings played an important role in developing the skills among the rural youths and also benefiting them for income generation. Skill development training programmes very useful to the rural youth to earn their livelihood through subsidiary occupations and improve agriculture income with the supplementation of this income.

Keywords: Impact, rural youth training, value addition, bee keeping, mushroom cultivation, Poultry

Introduction

There are continuous increases in the migration of rural youth to urban areas. In order to create interest and confidence among rural youth in agriculture, there is a need to make agriculture more profitable. Retaining youth in agriculture and making agriculture more profitable are thus, big challenges. 'The difference in basic amenities, communication, health and education facilities between villages and urban areas also attracts the youth towards cities. On the other hand, small land holdings are on the rise which poses challenge to food security for increasing population. Thus, it was felt to bring a comprehensive model for the development of rural youth in general and agricultural youth in particular. The Indian Council of Agriculture Research (ICAR) introduced an advanced project by establishing Krishi Vigyan Kendras (KVK's) in the country for imparting vocational training to farmers, farm women, rural youth and its field level extension functionaries during fifth five Year plan (Chawla *et al.* 2014) [2]. KVK's are acting as an information hub to the farmers, farm women and rural youth through vocational trainings (Jana H 2015) [5]. The two main components of these training courses are the "skill training" and "need based training". It provides initial training and continuing professional development to each individual and also helps to develop knowledge, skill and attitude about a particular form of employment among its trainees (Harvey 2016) [3]. These vocational training courses help in income generation and establishing an enterprise to its trainees. It also provides flexible working hours according to the needs of young farmers, which helps to up-scaling the technical skills of the rural youth of the country. Youth plays vital role in meaningfully transforming Agriculture in India.

In Punjab, the unemployed rural-youth was educated approximately 54% of the total youth. Due to small land holdings, they are reluctant to adopt conventional farming because of hard physical labour and fetches very low returns. There is option to adopting subsidiary occupations as like dairy farming, poultry, beekeeping, mushroom cultivation, plants and nursery preparation and food processing & value addition of farm produce etc. for upgrade the socio-economic status of the marginal and small farmers along with conventional farming and also generate self-employment to the rural youth. Thus, realizing the importance of rural youth in agricultural development especially from the point of view of food security of the country, ICAR has initiated a program on "Attracting and Retaining Youth in Agriculture (ARYA). Under this scheme, special efforts are taken to attract the rural youth under the age of 35 years in agriculture so that the increase in the migration of rural youth towards cities is controlled. The main objectives of this project (ARYA): To attract and empower the Youth in Rural Areas to take up various Agriculture, allied and service sector enterprises for sustainable income and gainful employment in selected districts; To enable the Farm Youth to establish net work

groups to take up resource and capital intensive activities like processing, value addition and marketing; and To demonstrate functional linkage with different institutions and stakeholders for convergence of opportunities available under various schemes/ program for sustainable development of youth.

In this concern, KVK Bathinda organises trainings under ARYA project: Beekeeping, mushroom cultivation & processing, poultry farming, Value addition & processing for giving technical guidance/practical to the rural youth of this region. This project helps especially to the landless, small & marginal land holding farmers and also up-scaling status of the rural women for making different value addition products. In this regards, KVK Bathinda mainly focus on vocational training along with many exposure visits at progressive growers with respect to interest of trainees in particular subsidiary occupation. In order to stimulate economic growth of resource poor household, poultry birds of dual purpose breeds were also distributed among the small and marginal farmers in rural areas of Bathinda district (Palwinder *et al.* 2020) [8].

The prime aim of this study to notify the overall adoption status of various practices/technologies imparted during various training programme organized by the training centre. The findings of the study will throw light on the impact of the

training in terms of adoption status of practices imparted under various training courses. Findings of the study will serve as a feedback for the administrators, extension scientists and trainers of the Krishi Vigyan Kendra's for to rectifying the weakness and shortcomings in planning and organization of future training programme.

Materials and Methods

The present study was conducted on the trainees from all over the Punjab who attended the specialized trainings on four enterprises at Krishi Vigyan Kendra Bathinda from three conjunctive years: 2017-18, 2018-19 and 2019-2020. The data were collected personally from 474 trainees who had attended the vocational training on various allied occupation through previously developed interview schedule and questionnaire basis. To ascertain the adoption level of management practices by the farmers before and after the training, adoption scale was provided with the list of technologies adopted by the farmers to tick on, thereby indicating the adoption level. The impact of vocational training courses was assessed in terms of adoption status of the training course after receiving training from KVK. Data was analyzed with both descriptive and inferential statistics. The basic data of respondents is given in the Table 1.

Table 1: Basic data and adoption percentage of respondents.

Year	No. of Training programs	No. of rural youth trained	No. of youth established units	Adoption (%)
2017-18	4	140	68	48.6
2018-19	4	160	65	40.6
2019-20	4	174	74	42.5
Total	12	474	207	43.7

Results and Discussion

Socioeconomic characteristics

In this study data presented in Table 2 shows the size of unit, education level, land holding, occupation and annual income from four enterprises. Majority (73.5%) of the entrepreneurs had age group between 31-40 years which was followed by the age group of more than 40 years (20.3%), while 7.5 percent of respondents belonged to age upto 20 years. It is obvious from the data that greater part of the respondents, who were between age group of 31-40 years, had maximum adoption percentage. The study indicated that larger part (79%) of the respondents in Bathinda district were male, which indicated that adoption of poultry farming among rural women is low but in case of value addition & processing adoption of women is 92%. Among the respondents educational status of 48.9 percent was matriculation followed by upto middle school (34.8%), senior secondary (16.7%), and graduate (5.9%). Similar findings were reported by (Nath

et al., 2012). It is also revealed from Table 2 that majority (53.5%) of the respondents belonged to unemployed youth. 35.8 percent respondents were farmers/farm women followed labourers (6.4%). It is obtained from the study that the major source of finance was from their personal savings. Majority (70.3%) of the respondents supported this view. Role of money lenders or villagers is only 20.7 percent followed by financial institution (9%). About 54.8 percent of the respondents obtained an annual income upto Rs 10,000 per month and 32.8 percent obtained Rs 10,001-15,000. While, 12.4 percent of the respondents obtained income of more than Rs 15,000 form their business per annum. If farmers increase production by adopting new technologies, they can increase their profit and income per year. The level of income realized from the venture even at small scale, may be the reason why farmers attended the training in order to learn new and more techniques that may enhance productivity.

Table 2: Distribution of respondent based on socioeconomic characteristics of the enterprisers

Parameters		Bee Keeping (%)	Value addition & Processing (%)	Mushroom Cultivation (%)	Poultry Farming	Over all (%)
Unit size	Small	56.1	54	65	53.9	57.3
	Medium	34.1	34	30	42.1	35.1
	large	9.8	12	5	3.9	7.7
Age	Upto 20	7.3	10	10	2.6	7.5
	31 to 40	73.2	68	72.5	80.3	73.5
	>40	19.5	22	22.5	17.1	20.3
Gender	Male	76	92	71	77	79
	Female	24	8	29	23	21
Educational status	Upto Middle	26.8	34	40	38.2	34.8
	Matriculation	46.3	42	60	47.4	48.9
	Senior secondary	17.1	18	20	11.8	16.7

	Graduate & above	9.8	6	5	2.6	5.9
Land holding (acres)	Upto 2	46.3	54	52.5	47.4	50.1
	02 to 05	41.5	34	37.5	43.4	39.1
	>05	12.2	12	10	9.2	10.9
Occupation	Unemployed youth	51.2	54	57.5	51.3	53.5
	Ex-service man/retired person	4.9	6	5	3.9	5
	Farmers/far women	36.6	32	32.5	42.1	35.8
	Labourers	7.3	8	7.5	2.6	6.4
Source of finance	Personal saving	65	68	75	73	70.3
	Money lenders	24	22	17	20	20.7
	Financial institution	11	10	8	7	9
Total Income (Rs. / month)	Upto 10,000	51.2	50	60	57.9	54.8
	10,001 to 15,000	31.7	30	30	39.5	32.8
	> 15,000	17.1	20	10	2.6	12.4

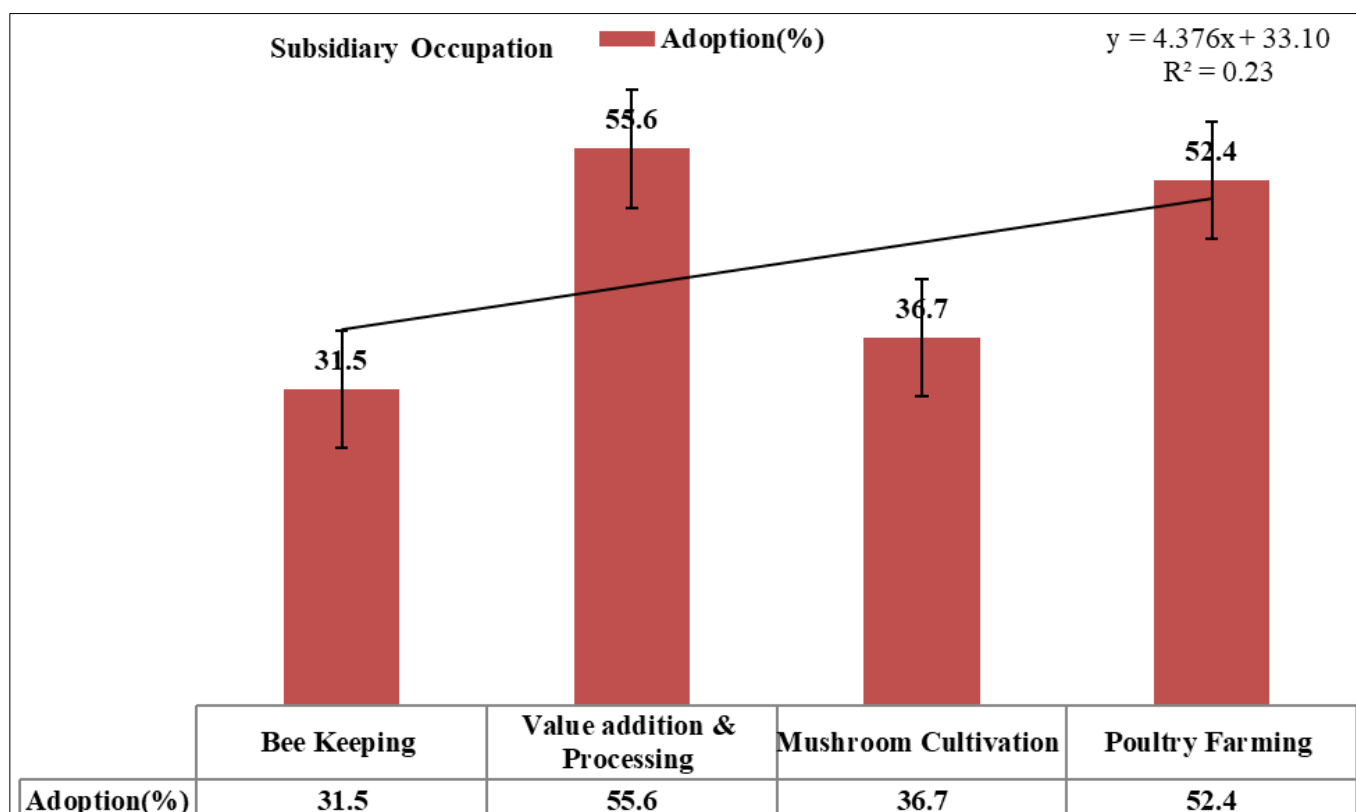


Fig 1: Enterprise-wise adoption

From the figure 1 it is clear that maximum adoption is in case of value addition & processing is (55.6%) followed by poultry farming (52.4). Adoption percentage in mushroom cultivation and bee keeping is 36.7% and 31.5% respectively and showed

linearly in equation with adjutant ($R^2=0.23$). Figure 2 show the percentage share of different enterprises in total adoption and it is clear that share of poultry farming is maximum (37%) as compared to other enterprises.

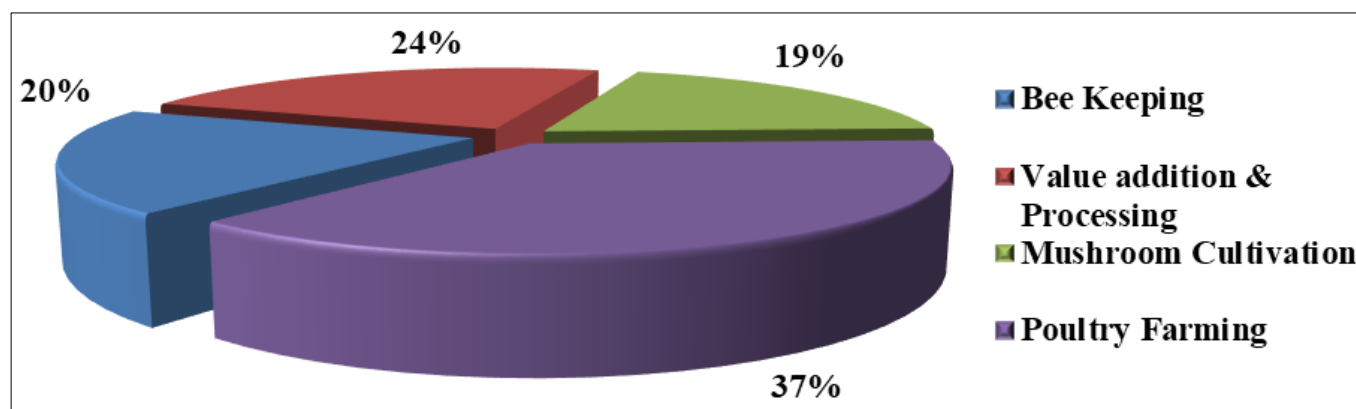


Fig 2: Share of different enterprises in total adoption

Table 3: Reason for starting of new enterprise by trainees.

Reason for starting of new enterprise	Bee Keeping (%)	Value addition & Processing (%)	Mushroom Cultivation (%)	Poultry Farming (%)	Overall (%)
Inherited tradition	12.2	16.0	10.0	6.6	10.6
Additional income	36.6	34.0	45.0	77.6	52.7
Self employment	29.3	38.0	32.5	11.8	25.6
Availability of loan	22.0	12.0	12.5	3.9	11.1

Overall 52.7 per cent trainees establish their own enterprise to get additional income, 11.1 per cent trainees started mainly due to loan obtained from bank, 10.6 per cent adopted due to

inherited tradition where as remaining 25.6 per cent trainees became entrepreneurs for self employment (Table 3).

Table 4: Distribution of the respondents according to skill improvement

S. No.	Particulars	To great extent (%)	To some extent (%)	No improvement (%)
1	Skill improvement through Training	44	37	19
2	Satisfaction from skill improvement	46	42	12

Table 5: Distribution of Entrepreneurs based on their knowledge level

Knowledge level	Frequency	
	Pre Training (%)	Post Training (%)
Low (upto 13.4 score)	72	2
Moderate (>13.4 to 19.5 score)	25	24
High (>19.6 score)	3	74

Table 6: Distribution of the respondents according to financial benefits

Particulars	To great extent (%)	To some extent (%)	No improvement (%)
Improvement in Financial status	46	40	14
Satisfaction from Financial status	45	39	16

Skill improvement

Improvement in skills shows another level of training impact as skill is a relatively permanent change in behaviour of trainees. As for as skill improvement is concerned, the data presented in Table 4 indicates that 37 percent respondents agreed for skill improvement for some extent whereas 44% perceived great improvement in their skills through training. As for as the satisfaction from skill improvement is concerned 46% respondents were satisfied from skill improvement to great extent and 42% satisfied to some extent. About 19% of respondents completely denied the skill improvement through training.

Knowledge level

The data regarding knowledge level of respondents revealed that 72%, 25% and 3% farmers belonged to low, moderate and high level knowledge category before training, respectively (Table 5). However, 74% ($P < 0.01$) farmers possessed high level knowledge after training which indicated that skill development trainings were effective in improving their knowledge. The results were in conformity with Hundal *et al.* (2016) [4] who reported that knowledge level of farmers increased significantly after training. Ashraf *et al.* (2012) [1] and Singh and Jadoun (2013) also reported significant improvement in the knowledge level of the participants after the training.

Financial benefit

Financial benefit of beneficiaries is an ultimate objective of any vocational training programme. The data on responses regarding financial benefits through training has been presented in table. It indicates that 46 per cent respondents accepted great improvement in financial status after training programme followed by 40% who agreed for improvement in financial status to some extent (Table 6). About 39% of

respondents were satisfied with financial gain from training to some extent. About 16% were not satisfied from improvement in their financial status after programme.

Conclusion

From the present study, it is concluded that the training programmes have a tremendous impact on the adoption level of various enterprises by rural youth. It is notified that adoption rate was maximum reported in poultry and value addition & processing as compared to beekeeping and mushroom cultivation due to ease in practise at field level at large scale This study also shows that the skill development training programmes are very useful for the rural youth as it brings more and more farmers under the umbrella of new skill training programmes to meet out day to day expenditures from the subsidiary occupation, while not depending solely on agriculture.

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