

Centre:5 KVK Sandhiyur , Salem

**Report on Capacity Building Programme for Management and EDP
for FPOs of Krishnagiri District**

Introduction

The State Govt. has taken special initiative to empower the members of Farmer Producer Organization (FPO) formed under Tamil Nadu Small Farmers' Agribusiness Consortium (TSFAC) as a strengthening measure and thereby ensuring viability of such farmers organization in long run. The Agribusiness Directorate functioning under TNAU has taken this novel vision and shouldered the responsibility in hand with the State Department of Agri Business & Marketing at State level. The directorate has identified few TNAU centres as nodal centres for providing capacity building trainings for these FPOs in a phased manner. In this line, the KVK Salem serves as one of the nodal institute for providing capacity building centre for training the Chief Executive Officers (CEOs) and Board of Directors (BDs) of FPOs functioning in Krishnagiri District. KVK Salem and State Department of Agricultural Marketing & Certification of Krishnagiri District jointly organized the third phase of capacity building programme with three days EDP training and three days Management Training for three batches. Each batch covering 40 participants from Krishnagiri district. The entire capacity building programmes benefitted 120 members of representing eight FPOs functioning in Krishnagiri District.

Batch-I: Entrepreneurship Development Programme

Three days Entrepreneurship Development Training was organized from 02.11.2023 to 04.11.2023. The Day and session wise topics covered under Entrepreneurship Development Programme are as detailed below.

Day-I, Forenoon Session	:	Seed Farming as Enterprise for FPOs
Resource Person	:	Dr.R.Jegathambal, Professor (SST) & Programme Coordinator, KVK, Salem

Dr.R.Jegathambal, Professor (SST) and programme Coordinator, KVK, Salem explained the quality seed production technologies and seed farming in agricultural and horticultural crops as an enterprise opportunity for getting sustainable returns. The technical session was more focused on ways and means to start seed production and processing as a business venture for the FPOs. The seed farm licensing, various class of seed production and economics of seed farming was detailed during the technical session. The participants were taken to the seed processing unit to demonstrate the series of activities taken-up in the seed processing centre starting from cleaning to bagging with seed certification label.

Day-I, Afternoon Session	:	Entrepreneurship through Value addition & Processing
Resource Person	:	Dr.G.Malathi, Assoc. Professor (Hort.), KVK, Salem

The technical session on “Entrepreneurship through Value addition & Processing” was handled by Dr.G.Malathi, Associate Professor (Horticulture), KVK, Salem. The participants were given technological insight on enterprising through value addition and processing in fruits, vegetables and millets. The trainees were briefed on Ready to Serve (RTS) and Ready to eat (RTE) product preparation.

The trainees were taken to the food processing cum baking unit to provided hands on trainings on preparation of millet cookies. The trainees were also demonstrated on various operational procedures in handling the machineries used for dough making, steaming, baking and packing.

Day-II, Forenoon Session	:	Entrepreneurship through Organic Input Production
Resource Person	:	Dr.P.Kalaiselvi, Assoc. Professor (ENS), KVK, Salem

In recent past the inclination towards natural farming is gaining momentum among the farmers, wherein the need for organic inputs will be inevitable, thus the participants were sensitized on starting organic input production enterprising in near future due to the forecasted demand for such organic inputs. Dr.P.Kalaiselvi, Associate Professor (Environmental Science), of KVK Salem handled the session on “Entrepreneurship through Organic Input Production”.

The technical session was on production of organic inputs viz. 3-G extract, Pacnchagavya, 5-G Extract, Bio-decomposers & Bio pest repellents were delivered. An exclusive session for hands on training on preparation of panchagavya and 3G extract was organised for participants to learn the skill in preparing the organic inputs by themselves.

Day-II, Afternoon Session	:	Entrepreneurship through conversion of farm waste to wealth
Resource Person	:	Dr.N.Chandrasekaran, Professor (SS&AC), KVK, Salem

In-order to sensitize the trainees on significance of enhancing soil health through farm waste recycling, a technical session on “Entrepreneurship through conversion of farm

waste to wealth” was organized on the second day of the EDP training. The session was handled by Dr.N.Chandrasekaran, Professor (Soil Science & Agricultural Chemistry), KVK, Salem.

The session was on commercial production vermicompost, earthworm production, coir pith compost and in-situ composting technologies. The trainees were given insight on preparation of enriched farm yard manure for lowering the input cost and enhancing soil health. The trainees were also taught on the significance of soil and water sample analysis and judicious use of soil test based fertilizer application.

Day-III, Forenoon Session	:	Entrepreneurship through Agro Based Ventures- Mushroom, Apiary, Production of Bio Agents
Resource Person	:	Dr.M.Ravi, Assoc. Professor (Agrl. Ento.), KVK, Salem

To encourage the FPOs to start agro based allied enterprises, a session on “Entrepreneurship through Agro Based Enterprising – Mushroom, Apiary, Production of Bio Agents” was organized on the third day of the EDP training programme. The session was handled by Dr.M.Ravi, Associate Professor (Agricultural Entomology), KVK, Salem.

The trainees were briefed on mushroom production, bee-keeping and production of bio-control agents cum predators. A separate hands on training on spawn and mushroom bed preparation, preparation of value added products from honey. The trainees were also exposed to different methods of bio-agent and parasitoid production.

Day-III, Afternoon Session	:	<ul style="list-style-type: none"> • Climate Smart Farming & Weather Based Advisories • Collective Farming and Contract Farming
Resource Person	:	Dr.C.Prathiba, Subject Matter Specialist (Agromet) Tmt.Gayathiri, Farm Manager, KVK, Salem

In-order to sensitize the trainees on the weather based farming, an exclusive session on “Climate Smart Farming & Weather Based Advisories” was organised on the last day of the Entrepreneurship Development Training. The trainees were exposed to basic

weather parameters and the measuring gadgets installed in the automatic weather station at KVK farm. The concept of weather based farming and cropping system were taught to the trainees. The technical session was handled by Dr.C.Prathiba, Subject Matter Specialist (Agromet).

Beside this, the session on “Collective Farming and Contract Farming” was also covered through team-teaching. The trainees were session briefed on the significance of collective farming and contract farming for sustainable returns. The session was handled by Tmt.Gayathiri, Farm Manager, KVK, Salem. As a part of the last day of training, the trainees were also provided demonstration on farm machineries and implements used for drudgery reduction for saving labour cost and time.

Batch-I: Management Training Programme

Three days Management Training Programme was organized from 06.11.2023 to 08.11.2023 for the FPOs of Krishnagiri district. The Day and session wise topics covered under Management Training Programme are as detailed below.

Day-I, Forenoon Session	:	Book Keeping and Accounts
Resource Person	:	Tmt.B.Sivarani, CEO, Sri Veerapandi Kalanjiya Jeevidham Producer Company, Salem

Tmt.B.Sivarani, CEO, Sri Veerapandi Kalanjiya Jeevidham Producer Company, Salem handled a session on Book keeping and accounts. The trainees were briefed on accounting system and basic records to be maintained for efficient functioning of Farmer Producer Company. The basic record maintenance and statutory compliances of FPC in which Statutory registers, cash book, account maintenance, annual ROC filing, share allotment, Penalty clause, debentures and audit statement etc., was briefed to the participants. The session was a combined activity of deliberation and interaction. The trainees raised queries and the solution cum reply was given by Tmt.B.Sivarani considering the real time situation.

Day-I, Afternoon Session	:	<ul style="list-style-type: none"> • Data Base Management & Online Trading Strategies • Group Management & Activity for FPOs
Resource Person	:	Th.Sivaramanmt, Progm. Asst. (Computer), KVK, Salem Th.G.Senthilnathan, Progm. Asst. (Tech.), KVK, Salem

In order to sensitize the trainees on digital based data base management viz., digitization of FPC members, basic records, financial records, and online marketing strategies for FPC products. The trainees were provided insight on online trading websites, and android

based mobile apps for buying and selling of FPC products. The trainees were also briefed on eNAM for bulk sale of cereals and pulses without the intervening of middlemen and to get profitable returns directly. The trainees were given hands on training on use of computer for preparing database and financial statements.

As a part of the session, the trainees were briefed on the group management aspects and a group activity was organised for the participants. The group activity was to emphasis the significance of group cohesiveness and joint decision making. The trainees were exposed to group discussion and group task for understanding the importance of group shared role responsibilities. The participants were asked to mimic as group leader, convenor and group supervisor and the individuals were asked to do the role play activity for simulating right decision-making process.

Day-II, Forenoon Session	:	Marketing Support and Avenues for FPO Products
Resource Person	:	Dr.V.Balasubramanian , DD (Agribusiness), Salem

Dr.V.Balasubramanian, Deputy Director (Agri Business), State Department of Agriculture and Farmers Welfare, Salem handled the forenoon session on “Marketing Support and Avenues for FPO Products”, highlighted various initiatives, channels and marketing-oriented support extended by the State Govt. in promotion of FPO products. A brief on various welfare schemes rolled-out by agribusiness department was shared during the session.

Apart from this, the State and Central Government Schemes and Policies and created awareness in relation to FPOs establishment and proper maintenance of FPOs to BODs and CEOs and members of FPOs were also sensitized to the participants. A formal interaction session was also organised between the official and trainees to broadly discuss the price fixation, marketing avenues and support extended by the Govt. for FPC products.

Day-II, Afternoon Session	:	Livestock Production and Management
Resource Person	:	Dr.R.Gopi, Assistant Professor, VUTRC, Salem

During the afternoon session the topic on “livestock production and management” was organized for the trainees to know the scientific way of livestock management. The session was handled by Dr.R.Gopi, Assistant Professor, VUTRC, TANUVAS, Salem. The participants were briefed on various livestock based business plan and ventures suitable for Krishnagiri district. The trainees interacted with the veterinary doctor and got insight on management of exto & endo parasite, clean milk production, different breeds of goat, sheep, calf management and vaccination schedule for cattle and poultry birds.

Day-II, Afternoon Session	:	Farm Management Skills & Labour Management
Resource Person	:	Tmt.Gayathri, Farm Manager, KVK, Salem

Tmt.Gayathri, Farm Manager, KVK, Salem handled the session on “Farm Management Skills and Labour Management” to sensitize the trainees on significance of manpower in effective agro based production system. The trainees were also briefed on Agroforestry based farming system and economic agroforestry models for sustainable income generation.

The farm manager shared the ways and means for farm labour management and drudgery reducing farm implements for cost and time effective farming. The trainees were taken to the Farm Machinery and Implement Demo unit maintained at KVK, Salem to have insight on new farm implements and machineries for drudgery reduction and time saving during peak production season.

Day-III, Forenoon Session	:	Food Safety and Food Quality Standards
Resource Person	:	Mr.P.Arokiya Prabhu, Food Safety Officer, Salem

A session on “Food Safety and Quality Standards ” was organized on the last day of management training programme. The session was handled by Mr.P.Arokiya Prabhu, Food Safety Officer, Salem. He briefed various food safety standards and certification procedures for FPO products. The contents like FSSAI, AGMARK, NABL and procedures for enrolling the products for quality certification. A virtual demonstration on registration in the website was showed by the food safety officer during the training session.

The trainees interacted with the Food Safety Officer on how to get license for FPC products and safety certification. A video show on online registration for FSSAI certification was screened to the trainees. During the session, the Food Safety Officer sensitized the trainees on food adulteration and ways to raise online complaints on adulterated food items.

Day-III, Afternoon Session	:	<ul style="list-style-type: none"> • Book Keeping and Company Accounts & Laws • Branding, Packing and Price Fixation for FPO Products
Resource Person	:	Th.K.Illayaraja, Chartered Account & Auditor

A session on “Book Keeping and Company Accounts & Laws and followed by this another session on “Branding, Packing and Price Fixation for FPO Products” was organized on the final day of Management Training Programme. Both the sessions were handled by “Mr.K.Illayaraja, Chartered Accountant and Auditor. During the session important aspects like Book keeping, Memorandum of Association (MoA), Articles of Association (AoA), Resolution and quorum, Concept of FPC’s under companies Act. He also briefed the roles and responsibilities of CEOs and the Board of Directors.

Followed by the first half of afternoon session, the second half of session covered the following topics Preparation of Bankable Projects, Handling of grants & loans, Projecting cash flows Forward & Backward Linkages, Issues & challenges, Price fixation strategies for FPCs products, Export potential for FPOs products and Export procedure. He further explained the basics of evolving effective good business plan with the available resources and manpower.

Day-III : Feedback and Valedictory Session

On the final day of Management Training Programme, the participants were asked to give feedback on EDP and Management Training organized at KVK, Salem. The filled-in feedback forms were collected from the participants for compilation. Finally the official vote of thanks was given by Dr.R.Jegethambal, Programme Coordinator, KVK, Salem.






























