

Community Resource Person (CRPs) -

Community Resource Person (CRP): Community Resource Person will be the front line worker of project and will be service delivery point for end beneficiaries at gram panchayat level. She will be a young to middle age literate/educated female & preferably from same village.

Backend Support to CRP

1. Update on agriculture knowledge and best practices
2. Update on & best practices and new techniques in Water conservation
3. onsite technical support in Video dissemination
4. Updated & season wise relevant Video films
5. App enabled mobile phone for uploading field data ,real time MIS, analysis& data based decision making
6. Functional FRC with updated info on availability of product and services
7. services
8. Trainings on different aspects & Regular learning tools
9. Tech tools for aggregation of input and service demand and produce aggregation
10. Update on govt. schemes & required process to avail benefits from govt. schemes

CRP

Major Task of CRP –

1. Community mobilization.
2. Collectivize farmers in producer groups (PGs).
3. Orientation & field training of farmers on improved practices through meetings, field day, video dissemination etc.
4. Crop planning of farmers.
5. Water budgeting through technology tools
6. Provide on field support to farmers in adoption of practices and trouble shooting
7. Monitoring of farmers crops at field.
8. Establishment of demonstration fields.
9. App based data collection.
10. Popularize FRC services among farmers& Link farmers to FRCs
11. Facilitate farmers in input & output aggregation.
12. Orientation of farmers on different govt. schemes.
13. Facilitate farmers for linkage with govt. scheme.
14. Coordination with other service providers in village.
15. Orientation of water management committee of village.

Training, Knowledge & Skill required

1. Communication, Analytical & Articulation skills
2. Training skills
3. Project perspective and objectives
4. Crop specific knowledge and skills on best practices
5. Knowledge and updated info on Govt. scheme
6. Water budgeting & crop planning
7. Video dissemination & equipment handling
8. Producer group function (Farmers collectives & their function)
9. Operating mobile based MIS and other app

CRPs Recruitment plan:

Year - 1 (9 month)	<ul style="list-style-type: none">• 175 CRPs will be appointed for 7 month in 1st year• 2 month will spent in selection process after start of project
Year -2 (12 Months)	<ul style="list-style-type: none">• Another 125 CRPs will be appointed for 12 months.• Selection process start in end of first year.
Year -3 to Year -5 (36 months)	<ul style="list-style-type: none">• All 300 CRPs will continue.

Recruitment of CRP

Selection or identification criteria

1. A women candidate age between 20 to 35 Years.
2. Candidate should be from progressive farmer's family with at least 1 to 2.5 acre land and interested in agriculture work.
3. Should be literate (at least intermediate) and expert in debate and communication.
4. Should have the knowledge of local context regarding agriculture and water.
5. Good image and social acceptance in their village.

Process of selection/identification

1. Scrutiny of candidate based on passing above criteria of identification
2. Selection of final CRP on the basis of interview

Probation/field test

Selected CRP will be on the probation of 15 Days with field test Induction training/orientation.

Induction training will be organize for CRP to get intimate about the project and orient them on their role and responsibility

Retention strategy of CRP

1. Provide carrier progression opportunity to CRPs as a FRC franchise/Sales partner.
2. Make them feel honored through recognition and rewards.
3. Take on priority to best CRPs & promote them on better position.
4. Periodically interaction with family member of CRP during the field visits.
5. Provide periodically trainings & refresher training and make close coordination with CRPs.
6. Formation of grievance redressal committee for CRPs.

Proposed Plan: Capacity building of 300 CRPs -

Knowledge & Skill required to CRPs	Relevance	Frequency	Year -1	Year-2	Year-3	Year -4	Year-5
Project perspective	To provide clarity on vision and objectives of project, time frame to bring positive changes in farmer's life situation and role of CRPs in this journey.	One time (Residential training)	3 Days for 175 CRP	3 Days for 125 new CRP	-	-	-
Communication, Analytical & Articulation	These skills help will CRPs in communication with farmers & other stake holders for mobilization.	One time (Residential training)	3 Days for 175 CRP	3 Days for 125 new CRP	-	-	-
Producer group function (Farmers collectives & their function)	This training helps to collectivize farmers in producer group & their operations.	One time (Residential training)	3 Days for 175 CRP	3 Days for 125 new CRP	-	-	-
Water Management Committee (WMC) & its function	This training helps to CRPs to motivate WMC members for active function of WMC.	One time (Residential training)	2 Days for 175 CRP	2 Days for 125 new CRP	-	-	-
Video dissemination & equipment handling	This training helps them to operate pico – projector, care & handling of pico projector and skill how they disseminate video to farmers for better impact of film.	Multi - time (Residential training)	4 Days for 175 CRP	4 Days for 125 new CRP 3 Days refresher for 175 old CRP	3 Days refresher for 300 CRP	3 Days refresher for 300 CRP	3 Days refresher for 300 CRP
Training on use and application of various tech tools	This training helps to operate various mobile based apps for data collection & clarity about different function of app.	One time (Residential training)	3 Days for 175 CRP	3 Days for 125 new CRP	-	-	-
Aggregation & distribution operation and FRC services	This training helps them to establish aggregation & distribution model in their village with farmers.	Multi - time (Residential training) +	4 Days for 175 CRP	4 Days for 125 new CRP 3 Days refresher for	3 Days refresher for 300 CRP	-	-

		Exposure visit	Exposure of selected 50 CRPs	175 old CRP Exposure of selected 50 CRPs	Exposure of selected 50 CRPs		
Govt. scheme & their provisions	Helps to understand requirement of scheme & linkage of farmers with scheme	One time (Residential training)	2 Days for 175 CRP	2 Days for 125 new CRP	-	2 Days refresher for 300 CRP	-
Water budgeting & crop planning	Helps to facilitate farmers in preparation of water budget & crop plan	Multi - time (Residential training) + Exposure visit	4 Days for 175 CRP Exposure of selected 50 CRPs	4 Days for 125 new CRP 3 Days refresher for 175 old CRP Exposure of selected 50 CRPs	3 Days refresher for 300 CRP	-	-
Crop specific knowledge & best practices	Helps to provide support to farmers for adoption of improved practices	Multi - time (Residential training) + Exposure visit	8 Days (4 days rabi + 4 days kharif) for 175 CRP	8 (4+4) Days for 125 new CRP 6(3+3) Days refresher for 175 old CRP	6(3+3) Days refresher for 300 CRP	6(3+3) Days refresher for 300 CRP	6(3+3) Days refresher for 300 CRP

Proposed learning tools for CRPs:

1. VTI - Create course wares for imparting training through virtual training platform for mobile based learning, conduct test & score marks/grade for continuous self learning, refresher and assessment of learning for certification.
2. Course wares, Videos & FAQ - app enable and mobile based.
3. Package of Practices & FAQ will be app enable and mobile based.
4. Create image based disease & pest library for diagnostic and advisory

Certification & refresher program for CRPs:

1. VTI - Use virtual training institute for certification after qualifying certain courses & also refresher courses time to time.
2. Explore other web based plate form for this purpose.

Career path for CRPs:

