

Tracer Study: Farm Business Training Program



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Rural Development Training Centre, Zhemgang

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Executive Summary

Since 2004, RDTC has been providing Farm Business Training on commodities like vegetable, fruit, mushroom, piggery, poultry and dairy farming to early school leavers and rural youth interested in taking up farm enterprise. This support was provided to address the employment issue and mitigate rural urban migration of young men and women. The project is implemented as a joint RGoB, Helvetas Swiss Inter-cooperation venture.

From 2007 till 2013 alone, RDTC trained a total of over 1000 youth.

At present, RDTC is implementing its farm business training through 2 modalities:

- **The Farm Business Management training program:** a shorter 3 weeks program that provides training to rural youth and early school leavers.
- **The Certificate course on horticulture:** a 6 months horticulture course focusing on vegetable, fruit and floriculture, business planning and farm economics followed by internship abroad. This is a new program and started this year only.

The present Tracer Study was designed to provide information about the relevance and effectiveness of RDTC farm business training. Through questionnaire interviews with sample of 188 program beneficiaries' between 2010-2012 was conducted to evaluate effectiveness and relevance of training content and delivery and recommend for future programming.

Of the 188 respondents, 69% were male and 31% were female. 96% of the interviewed are still residing in the villages while 4 % are residing in district towns and cities. Before attending the training at RDTC, 53 % were self-employed, 14 % was wage employed whereas 28% were unemployed.

Out of the 188 respondents who received training from RDTC between 2010 and 2012, the majority 30% have received training on dairy farming and vegetables production while the least 2% have received piggery training.

At least 60% of the respondents have reported to have started commercial farming back in the villages after the training while 40% have not been able to start due to limited funds, inadequate entrepreneurial skills, limited access to market and other constraints related to the inputs and other production resources. Nevertheless, the skills of those who were unable to initiate anything reported that they have applied in the already existing farm and shared with neighbors and relatives.

Among those who started the farm, some 61% have initiated agriculture farm which includes vegetables, fruits, mushrooms and other crops production while 39% have ventured into backyard livestock farming such as dairy, poultry and piggery.

The main reasons cited for signing up for the course included the desire to improve one's skills, & knowledge without having to pay. In terms of logistics, over 50% have reported to have faced difficulties in coming to RDTC and going back home due to transportation, family commitments and logistical constraints while on transit among which 73% reported transportation and insufficient travel allowance as main constraints in attending training at RDTC.

The vast majority of trainees interviewed were strongly positive about the course, including 80-90% answering that they were “satisfied” or “very satisfied.” As for training classrooms and overall infrastructure, feedback was positive, with the exception of ratings for equipment for practical training, which some students reported lack of computer access or insufficient heating in the dormitory and safety gear for farm work. Responses were largely favorable regarding the training duration, with just 17% deeming it too short. In addition, at least 60% of respondents indicated that they would choose the same school and training again, as well as recommend the training and/or training provider to others.

The main strengths of the course were identified as being the cooperative & committed course trainers (11% of respondents), relevant practical (11%), infrastructure and classroom facilities. When asked if they acquired competency to at-least start the trained enterprise 87% reported “yes” among which 60 % have reported to have started some farming enterprise. Those who did not do mentioned lack of fund, lack of inputs, irrigation, wildlife, market, domestic issue as key constraints.

Based on the study’s findings, RDTC’s Farm Business Training course is deemed to be effective means to promote economic empowerment among Bhutanese’s youths if other support services are in place. Given the limited opportunities for wage employment through external employers, interventions to facilitate the creation and expansion of micro and small enterprise development are a logical way to address the livelihood need of the youth.

In terms of more participation from farther Dzongkhags there is need to either link transit facilities or else have a RDTC east or west campus; effort to construct youth hostels in strategic location or link with such facilities existing would encourage more participation.

The vast majority of feedback provided by participants in the Tracer Study was extremely positive. Despite the overall high level of satisfaction among beneficiaries, the findings suggested several ways in which the program might be improved. Some of the suggestions provided were:

- Some are grateful to RDTC for providing training which was thought to be moving in positive direction.
- Some of them thought that it was good to get regular feedback from the graduates of RDTC
- Back home, materials for poultry and dairy shed construction were unaffordable
- It is not always possible to start new ventures due to lack of required materials at the sources (eg. seeds/seedlings).
- Eligibility for accommodation of just one day prior to start of the training was a problem for the ones arriving two to three days earlier at the RDTC
- Because of mixed enterprise farming practices at community level, the provision for multi-knowledge farming practices is recommended.
- Trainers should rather explain during the theoretical classes.
- More practical lessons included.
- Some of them were not happy with the cooks at RDTC for not cooking properly

I. Introduction

The present Tracer Study was designed to provide information about the relevance and effectiveness of RDTC farm business training to its target group. RDTC has been providing training to young women and men, mostly school leavers with a range of farm related enterprise development..

Through questionnaire interviews with 188 program beneficiaries, extensive data was obtained on the current situation of beneficiaries and their livelihood or other employment. The present report reviews these self-reported findings and provides recommendations for adjusting current and future programming in order to increase its impact.

A. Background

The Rural Development Training Institute (RDTC), Zhemgang started imparting short training courses on farming business practices for the prospective youth since its inception in 2004. As of date, the RDTC has provided the training for about 1000 in areas of vegetable, fruit, mushroom, poultry, dairy and piggery farming both from interim center at Lobesa and from present campus at Zhemgang from 2007 after the completion of present infrastructure through Helvetas Swiss Inter-cooperation. This training program was initiated to address the employment issue as well as mitigate rural urban migration. So far RDTC has not been able to measure the impacts attributed to rural livelihood by such trainings. It was therefore, felt very necessary to conduct the survey to understand the effectiveness and quality of the training provided so that future training program could be reviewed. It was also following the directives from 12th Management Board Meeting.

RDTC's primary training program for developing entrepreneurship capacity among beneficiaries is the short duration Farm Business Training, which is mainly targeted at early schools leavers above class VI and interested to take up farming. The course consists of 3 weeks classroom cum farm based learning with 30:70 ratio theory to practical. Trainees are also taken on field visit to other farms and government research & development centres. Besides, the course also contains introduction to farm economics, book and record keeping. Interaction with credit provider like Bhutan Development Bank is also conducted.

B. Objective of the survey

The objective of the survey was to determine the following to improve the service of the RDTC.

- Relevance of the current training modules/contents
- Utilisation of skills and knowledge gained
- Understand the training needs of clients/rural youth

II. Methodology, Limitations and Profile of Beneficiaries Interviewed

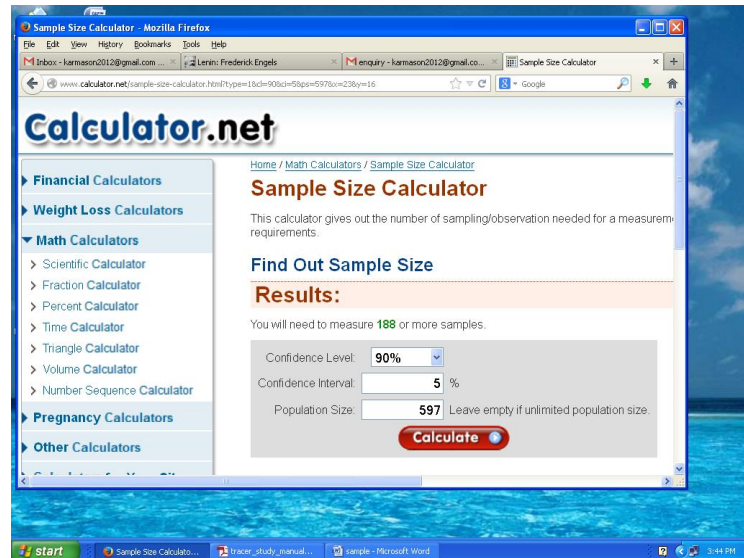
A. Design and survey materials

Sample size of 188 was selected through simple random method from the population size of 597 trainees from the batch between 2010-12; Questionnaire survey was introduced; Each questionnaire took approximately 30 minutes.

Sample calculator was used from population of 597 with 90 % confidence level.

The survey itself was adapted from a toolkit 3 created by Helvetas for evaluating Vocational Education and Training (VET) programs. It was modified to reflect the specific features of RDTC's training program and consisted of 29 questions divided into thematic areas/sections segregated as:

- Profile of trainees
- Retrospective evaluation of training
- Transition to employment/competency level



All questionnaire survey was conducted in person, primarily at the nearest geog centre of the respondent in order to reduce the burden on the interviewee and increase the participation rate. Interviews were conducted by one of instructor aided by respective geog RNR officials.

B. Data compilation and analysis

The survey data was entered in MS Excel spreadsheet and exported to MS Access for cleaning and validation. Data tabulation was also done in MS Access and exported back to MS Excel for analyses and preparation of graphical presentation. No data estimation was effected as the analyses had to be based on the number of total respondents and not the sample. A list of interviewees is included in the appendices of this report. It is also includes several case studies or success stories (see Appendix B) about specific beneficiaries in order to provide a more personal sense of how the projects have helped to impact individual lives.

C. Limitations of the survey

Suggestion on the content and delivery of the training program was generic. The questionnaire survey was not enough to provoke suggestions or recommendation on content and delivery part which means in future survey, more robust and participatory methodology/tools should be used. Similarly, this survey was little broad in a sense we took target sample of trained in farm business as a whole but could have clustered based on trainees from agro-ecological zones and qualification categorization and also based on training

type. This would have given the focused result as per commodity but then it would have been very difficult to get the preference for commodities

D. Profile of RDTTC trainees surveyed

A total of 188 people who were surveyed were 69% males and 31% females. Some 96% of them are still living in the villages with only 2% living in Dzongkhag towns and 3% in the cities (fig. 1). As for the educational attainment (fig. 2), the degree completed candidates represented 1%, Community to Higher Secondary 49% and Non-formal Education 28%. The candidates with no education at all accounted for 23 % although the course was originally designed primarily for class viii and above.

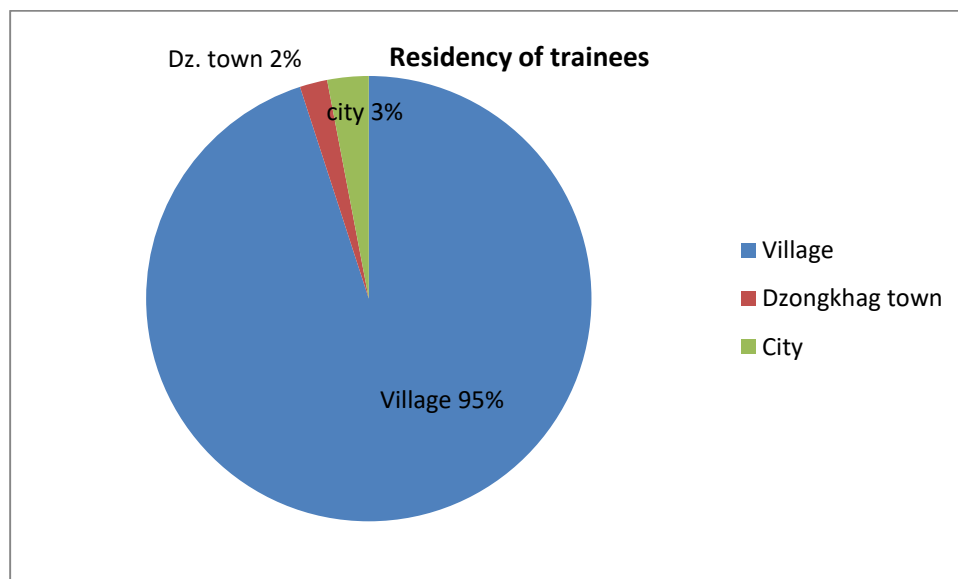


Fig. 1: Residency

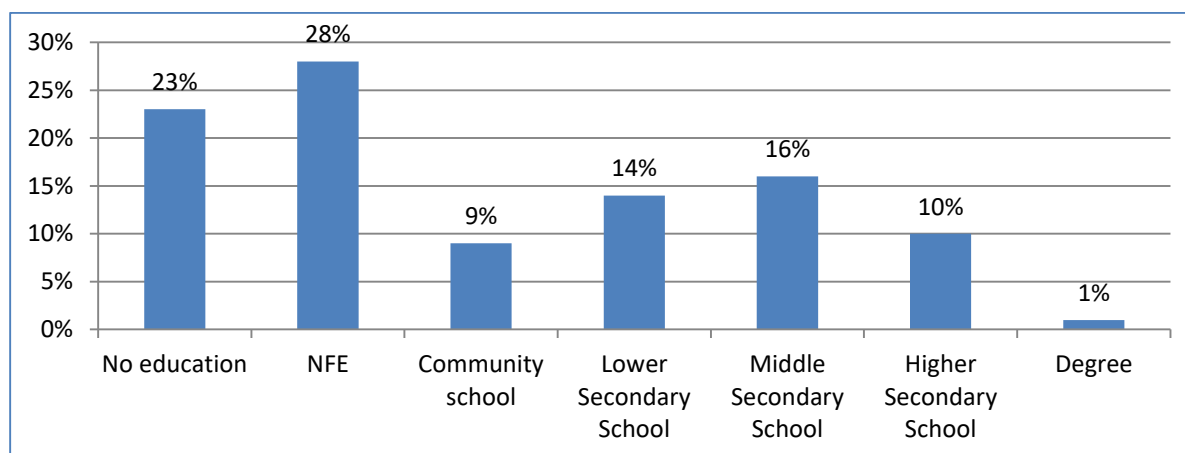


Fig. 2: Educational attainment

Before attending the training at the RDTTC, it was reported that (Figure 3) at least 53% were self-employed, 14% wage-employed, 6% was either undergoing training or studying in institutions and schools; and 28% were unemployed.

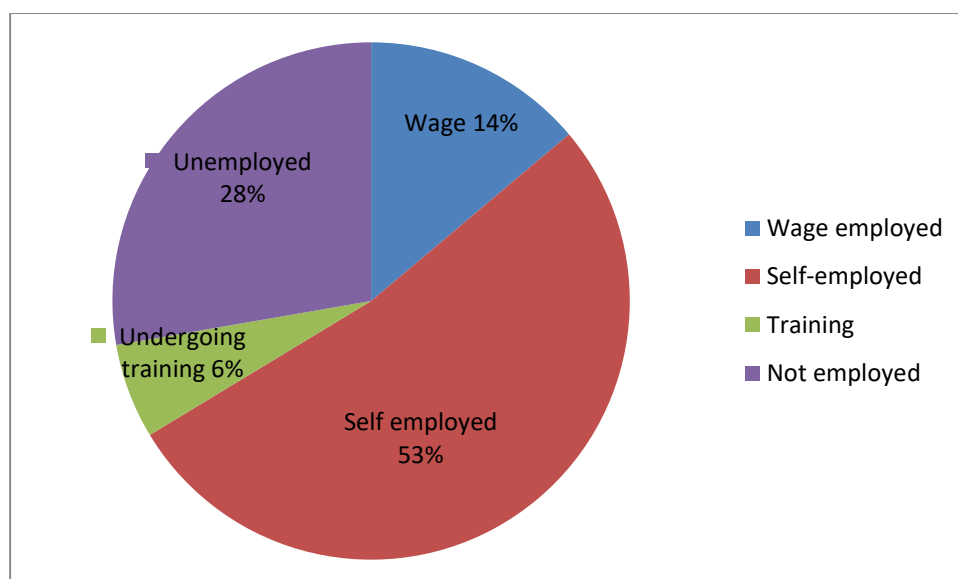


Fig.3 Employment situation

The general self-employment was in following areas:

Areas	%
General farming	25
Livestock farming (dairy and poultry)	10
Driving vehicle	3
Employed in military services	1
Employed in private sector	9
Religious	1
Private business	4
Studying	8
Teaching	1
Mixed farming (Vegetable, dairy and piggery)	38%

Table 1: Areas of self employment

III. Findings

A. Training Program

Asked how they got to know about the training programs at the RDTC, 60% responded that they knew it from RNR staff, 32% from geog tshogpas, 3% from friends and families, 2% from news such as radio, newspaper, posters and television (Figure 4).

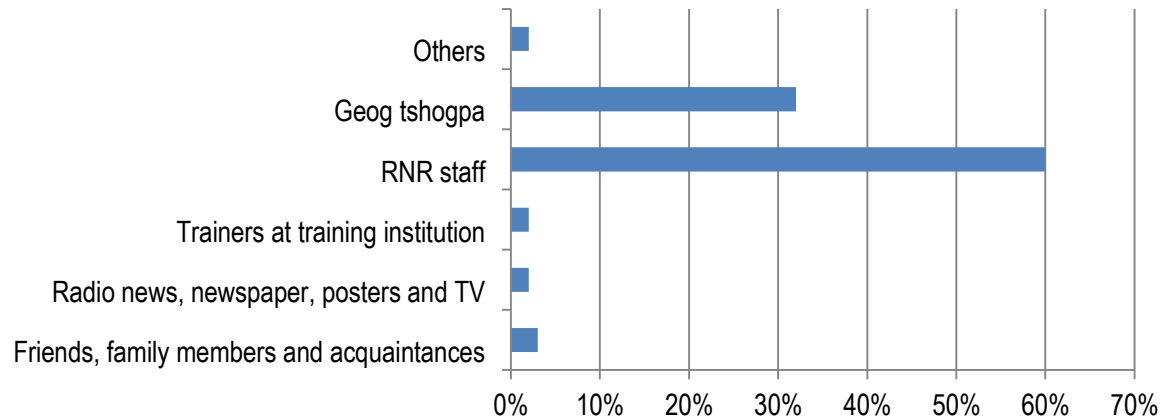


Fig 4: Source of information on training programs at RDTC

The interviewee were asked to rate the importance of their reasons in choosing to attend training at the RDTC. Among the seven reasons (Table 2) that were rated; interviewee rated “improve knowledge” , “free of cost” ; “ improve scope of income” as reasons for choosing to attend training at RDTC.

As for the relevancy of their current job to the training courses received at the RDTC, at least 76% reported having relevance while 24% reported having no significant relevance.

Reasons	Not at all important	Not important	Moderately important	Important	Very important
Training centre close by	3%	2%	2%	4%	2%
Training provided at free of cost	1%	1%	0%	3%	8%
Improve self employment	0%	0%	1%	7%	6%
Improve knowledge	0%	0%	0%	5%	9%
Improve income	0%	0%	1%	6%	7%
Nominated	1%	1%	1%	4%	7%
Availability-friends/relatives	2%	2%	2%	4%	3%
Overall	8%	8%	9%	33%	41%

Table 2: Rating of reasons for choosing to attend training at RDTC

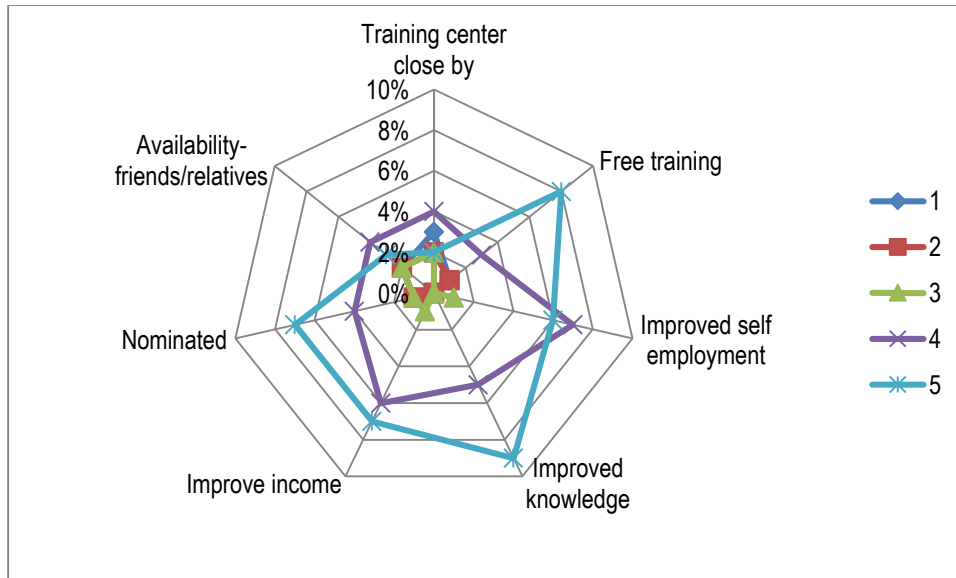


Fig. 5: Reasons for attending training

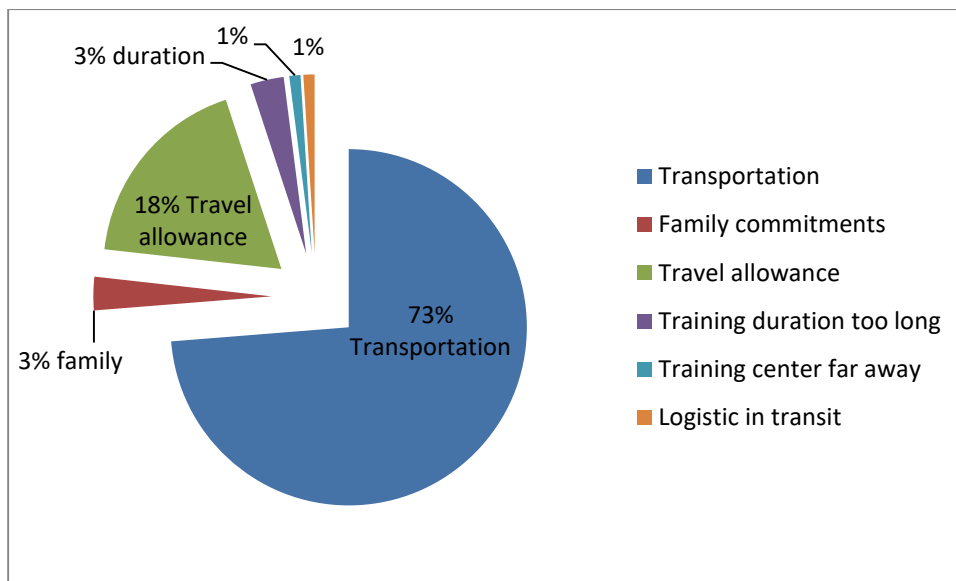


Fig. 6: Difficulties faced in coming to RDTC and going back home

However, those who reported to have faced difficulties in coming to RDTC and going back home were related to transportation (73%), followed by insufficient travel allowance (18%).

B. Retrospective Evaluation of the Training Program

Content and delivery

Respondents were also asked to rate, on a scale of 1 to 5, four aspects of the training content and delivery, as well as 5 aspects of the facility at RDTC.

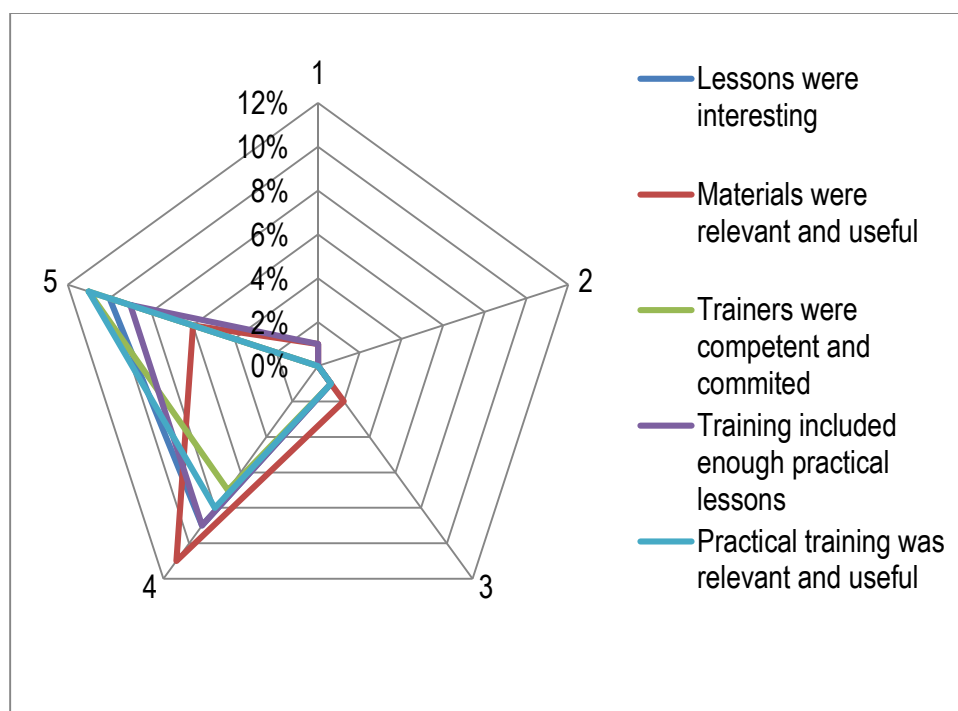


Fig: 7. Ratings on content and delivery

The graphs show that trainees strongly supported ratings of 4 to 5 for the statements that “practical training were relevant,” “The training materials were relevant and useful,” and “lessons were interesting.”

Type of offers	Strongly disagree	Disagree	Undecided	Agree	Strongly agree
Lessons were interesting	0%	0%	1%	9%	10%
Materials were relevant and useful	1%	0%	2%	11%	6%
Trainers were competent and committed	0%	0%	1%	7%	11%
Training included enough practical lessons	1%	0%	1%	9%	9%
Practical training was relevant and useful	0%	0%	1%	8%	11%
Overall	2%	1%	6%	44%	47%

Table 3: Rating of content and delivery

Satisfaction of the overall training program

Generally (Figure 5), except for just 2% with 1% each rated for “not satisfied at all” to “not satisfied” all the rest of 98% respondents have expressed their satisfaction with 7% moderately satisfied, 42% satisfied and 49% very satisfied, over overall training courses provided to them at the RDTC. This is further substantiated by Table 3 which reveals that more than 90% of the respondents have confirmed their agreement over the qualities of materials, resourcefulness and commitments of trainers; adequacy and practicality of the lessons offered at the RDTC.

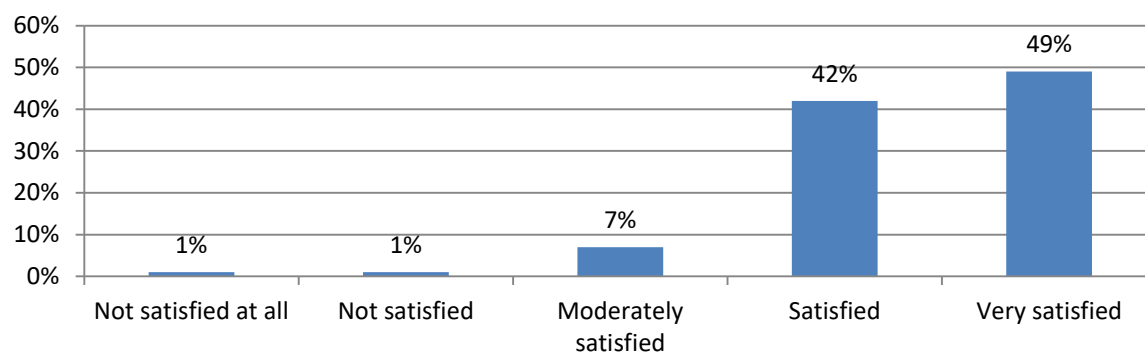


Fig. 8: Rating of satisfaction of the training

Rating of study conditions and facilities at RDTC

In the similar manner, at least 48% rated for “very good” and 33% rated for “good” of their experiences over certain conditions made available to them during the training at RDTC (Table 4).

Conditions	Very poor	Poor	Fair	Good	Very good
1.Class rooms	0%	0%	1%	7%	12%
2.Equipments	0%	0%	3%	8%	8%
3.Safety	3%	5%	2%	5%	4%
4.Accommodation	1%	0%	2%	6%	11%
5.Infrastructure	1%	0%	0%	6%	13%
Overall	5%	5%	9%	33%	48%

Table 4: Rating of conditions experienced at RDTC

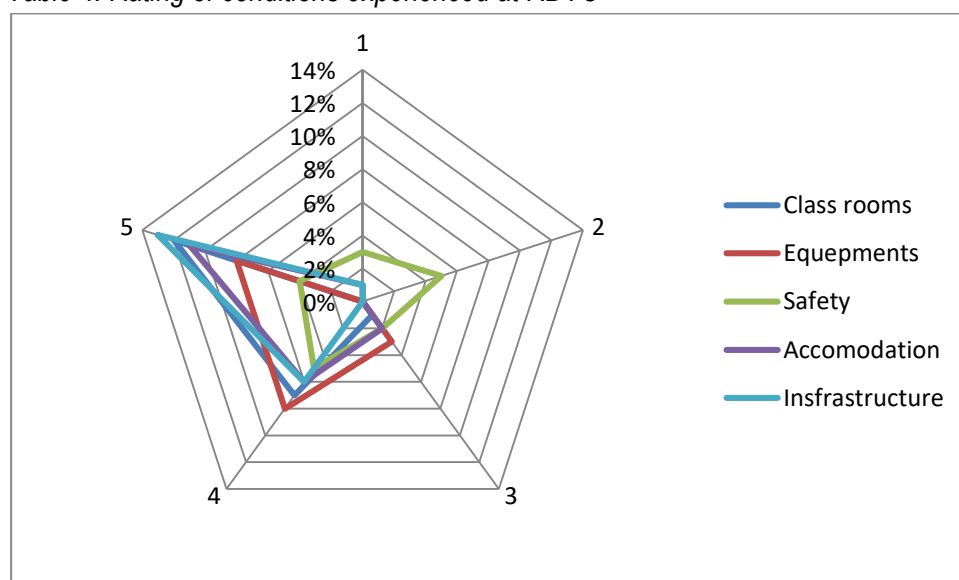


Fig.9: Ratings of conditions & facilities

Rating on the duration of the training

On the training duration front, over 80% have reported that the duration allocated was ideal while 17% felt it was too short and 2% felt too long.

Strengths of the program

Some of the comment on strength of the course

- Field trip was organized with theory & practical
- Equipment and machineries like milking machine and power tiller could be used
- Good infrastructure and serene learning atmosphere
- Instructor and staff were supportive and cooperative
- Participants from various dzongkhags could interact and make friends

Weakness of the program

Some comment on weaknesses of the course

- Center too far & journey long
- Poor library and computer facility
- Low TA/DA
- No games and other program after classes
- Climate not good
- Digging ground is a toiling job

Suggested improvement

Some comments on improving training program

- Long duration required than present
- Training on cardamom, pest/disease, beekeeping, mushroom, pasture management, bio-gas, farm machinery, fruits, organic pesticide, seed production, field crops, feed mgt, spawn production, asparagus; rodent control, forest nursery, fishery, coffee, hazelnut, AI, milk processing & ice-cream. Organic farming, DOC management, disease management of animals, floriculture.
- More Audio-video related teaching aids.
- Agriculture related library and computer facilities

C. Impact on competency level or Transition to self employment

87 % reported that they are at-least competent enough to start the farm after getting trained but while asking if they had actually started, 60 % mentioned “yes”¹ while 40 % said “no”. 60 % still reported to have continued operating farms. The reasons cited for not able to start were:

¹ RDTC semi-commercial farm defined as:

- Piggery: above 10 piglets with proper housing , engage seasonal & outside labour
- Dairy: above 5 improved breeds with improved pasture & seasonal labour
- Poultry: above 100 birds with proper housing & feeding, engage seasonal labour
- Vegetable: more than 1 langdo, use improve variety, off season cultivation, use of technology like poly-tunnel , engage seasonal labour
- Fruits: more than 1 acre, use of improved varieties ,grafted and budded, training & pruning and engage seasonal labour
- Mushroom: more than 600 billets;or straw mushroom with sheds, engage seasonal labour

Reasons	percent
Difficult to get fund	48%
Lack of entrepreneurial skills	23%
Inadequate market conditions	09%
Location of business not ideal	20%
Others	01%

Table 5: Reasons for not starting farm business

Problems encountered while applying skills and knowledge

88 % reported they faced problem which included:

- Labour
- No input in time: Day Old Chick, seeds, spawns, feed,
- Irrigation
- Land
- Wildlife
- Market
- Domestic issue
- Equipment/machineries

D. Relation between training and work (relevance to present work)

The aggregated figures of Table 2 show that some 25% have rated “practical skills” and another 25% considered “theoretical skills” as “somewhat important” to “very important”. The ‘entrepreneurial’ was rated by 21% and “accounting” by 18% as “somewhat important” to “very important” skills received at RDTC. However, the “entrepreneurial” and “calculation” were rated as “not at all important to “not important” skills by 12% of the respondents.

Subjects	Not at all important	Not important	Somewhat important	Important	Very important
Practical	0%	0%	2%	10%	13%
Theoretical	0%	1%	4%	11%	9%
Entrepreneurial	1%	4%	6%	9%	6%
Accounting	2%	4%	3%	7%	8%
Overall	3%	9%	15%	37%	36%

Table 2: Rating of skills acquired from the training

E. General comments and suggestions from the respondents

The general perceptions and suggestions reported by the respondents are presented in the form of the following bullets.

- Some are grateful to RDTC for providing training which was thought to be moving in positive direction. Some of them thought that it was good to get feedback from the graduates of RDTC
- Some of them were not happy with the cooks at RDTC for not cooking properly.
- Back home, materials for poultry & dairy shed construction were unaffordable. It is not always possible to start new ventures due to lack of required inputs at the sources (eg. seeds/seedlings).
- Eligibility for accommodation of just one day prior to start of the training was a problem for the ones arriving two to three days earlier at the RDTC.
- Because of mixed enterprise farming practices at community level, the provision for multi-knowledge farming practices is recommended. Trainers should explain more during theoretical classes.
- The trainings should have more duration on practicals

IV. Conclusions and Recommendations

The vast majority of feedback provided by participants in the Tracer Study was extremely positive, indicating both satisfaction with RDTCs FBT course and with the results of utilizing the skills and knowledge gained in starting up farms and share knowledge and skills with neighbours. One of the most frequent observations noted by program participants was the great diversity among trainees, in terms of age, place of residence, and educational and farming background. In many ways, diversity can be an asset to a work or training setting, as it often provides an environment of shared learning from each other. However, given the intensive nature of the material covered it is perhaps less than ideal to have individuals at vastly different levels of qualification and experience and also past trainings.

1. Offer separate courses for start-up youth and already farming youth

Given the significantly different needs of would-be and existing youth farmers, attempts will have to be made to select and offer separate courses for these two groups. Slower less experienced trainees often took up an inordinate amount of the trainer's time and attention, and that this slowed down the entire course. It may be, of course, that holding separate courses for potential and existing entrepreneurs is not feasible from a financial or logistical perspective. In this case, however, it would still seem reasonable, at a minimum, to make certain training sessions optional for experienced entrepreneurs. Other options could be to offer a separate training that is shorter and more targeted to existing entrepreneurs.

2. Ensure sports and IT facilities

The weakness noted by trainees was about above facilities. Given the land terrain wherever possible sports facilities like futsal, tennis and gym will have to be constructed. Other sports facilities on sharing mechanism with other institutions especially high schools may need to be worked out. In terms of IT facilities a computer lab may need to be established. Other option would be to link with Ministry of Information and Communication in setting up "HOLE IN THE WALL" internet facility in the campus. Both of the above facilities would require adequate budget for operation which may need to be provided.

3. Training Content

In general, Tracer Study trainees were highly positive about the content of the FBT, both in terms of the material and the way it was delivered. The curriculum was designed to be delivered in an interactive, participatory manner, with class based theory, field based practical and study visit. Nevertheless, there are several areas in which the curriculum and its implementation could be improved like duration, new topics etc.

4. Strengthen practical content of training

Despite overall positive ratings given to the practical nature of the curriculum, suggestion by beneficiaries is that real-life examples be increasingly used in the course. Case studies and examples used from the types of micro and small farm businesses most frequently operated by beneficiaries could be of more practical use.

5. Provide transit facilities: in order to encourage participation from far off dzongkhags a transit hostel or tie up with youth hostels may need to be initiated. Government in future may need to establish youth hostel in every district head quarters. For RDTC, in major towns like Gelephu, P/ling and S/Jongkhar old RNR structures could be used for RDTC trainee hostel.

6. Start internship and mentorship program

Ideally, a mentorship program would facilitate the development of an relationship between mentor and mentee and informal methods of interaction as a business is developed.

7. Support services

Training will only be effective if support services are in place. Therefore the provision of this may need to be looked at. Also Area Development Project and Dzongkhags who have similar support may need to coordinate and consolidate such program targeted at youth.

Appendix 1 : Questionnaire

Graduate Questionnaire

Student Code/Name: _____

Year (pass out): _____

A Training/Studies

A 1 In which field did you receive training? Please choose only **one** answer.

- ☐ Poultry
- ☐ Dairy
- ☐ Piggery
- ☐ Vegetable
- ☐ Fruits
- ☐ Mushroom

A 2 Where do you currently live?

The interviewer has to categorize the given answer into one of the three options below.

- ☐ Village ☐ Dzongkhag Town City ☐

#City=Thimphu/Puntsholing/Paro/Gelephu/Samdrupjongkhar

A 3 What did you do before you attended training at RDTC?

Please choose only one answer. In case the graduate had several different occupations, choose the most important category.

- ☐ Wage employed (At what.....)
- ☐ Self-employed (At what.....)
- ☐ In education or professional training (At what
- ☐ Without employment (including household work, raising children, unable to work, illness, etc.)

A 4 How important were the following reasons for your decision to attend training at RDTC? The scale of answers ranges between: 1 = not at all important; 2 = not important; 3 = moderately important; 4 = important; 5 = very important.

Please read scale of answers out loud. For this type of question, a print out of the answer scale can be used as an auxiliary tool. If one of the reasons listed below does not apply to the respondent, please check "not at all important".

not at all important					very important	
1	2	3	4	5		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		Training centre is close to home of parents or other relatives
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		Free training
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		Improve my chances to find (self-) employment
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		Improve knowledge and skill of my trade
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		Improve my income
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		Send by Dzongkhag/gewog officials/projects
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		Friends, relatives studying at the same training institution
Other important reason, please specify _____						

Give some examples from A 5b.

A 5b If yes, which was the most important difficulty? Please choose only one answer.

Please choose only **one** answer.

17

☐ ☐ ☐ ☐ ☐ My practical training was relevant and useful

B 1.3 How do you rate the study conditions you experienced at your training centre? Scale of answers ranges between: 1 = very poor; 2 = poor; 3 = fair; 4 = good; 5 = very good.

Please read scale of answers out loud.

very poor 1 2 3 4 5 very good

☐ ☐ ☐ ☐ ☐ Class rooms/training halls (size, light & noise condition, location, temperature)

☐ ☐ ☐ ☐ ☐ Equipment, tools, machinery for practical training

☐ ☐ ☐ ☐ ☐ Safety conditions during practical training (safety standards, protection gear e.g. helmet, protection glasses, study shoes, ear muffs etc., where appropriate)

☐ ☐ ☐ ☐ ☐ Accommodation and food

☐ ☐ ☐ ☐ ☐ Infrastructure of training institution overall

B 1.4 The total duration of the training/studies was... please choose only one answer.

☐ too long

☐ too short

ideal ☐

If you found it too long or too short, please specify why.....

B 1.5 Looking back, would you...

...choose the same training again?

☐ yes

☐ no

...recommend this training programme and training centre to friend or family member? yes

☐ no

☐

If you would not recommend this course and training centre to others, please specify why.....

B 3 Strenghts and weaknesses /suggested improvements

B 3.1 what did you like about your training and what did you dislike?

Strengths (what I liked): 1. _____

2. _____

3. _____

Weaknesses

(What I disliked): 1. _____

2. _____

3. _____

B 3.2 Which key improvements or changes do you suggest?

Suggested improvements or changes e.g to training methods, courses offered, etc:

B 3.4 What new training programme do you like to learn that is applicable.

.....

B 3.5 What new training content do you like to learn in the existing training programme.

.....

C Transition to Self-employment /Competency to start

C 1 What is your employment situation?

- ☐ Self-employed (please specify.....)
- ☐ Wage employed (specify.....)
- ☐ Without employment (household work, raising children, unable to work, illness, etc.....)

C 2 Are you competent enough to start your own farm in the training you attended?

- ☐ Yes
- ☐ No

If no, Why?.....

C 3 Did you start semi-commercial farm after attending the training?

- ☐ Yes

If yes, what?.....

- ☐ No

If no, Why?

- ☐ Difficulty to get funding
- ☐ Lack of entrepreneurial skills
- ☐ Inadequate market conditions (high competition, low demand)
- ☐ Location of business not ideal
- ☐ Other (specify.....)

(Semi-commercial farm)

Piggery: above 10 pig lets with proper housing, engage seasonal labour

Dairy: above 5 improved breeds with improve pasture engage seasonal labour,

Poultry: above 100 birds with proper housing and feeding facilities, engage seasonal labour

Vegetable: more than 1 langdo, use of improve varieties, off-season cultivation, use of technology like poly-tunnel, engage seasonal labour

Fruits: more than 1 acre, use of improve varieties, grafted and budded, training and pruning, engage seasonal labour

Mushroom: more than 600 billets or start straw mushroom with proper shed, engage seasonal labour

C 4 Are you still operating the farm?

- ☐ Yes
- ☐ No

If no, Why?.....

C 5 In case if you have not started semi-commercial farm how did you apply knowledge and skills that you acquired at RDTC?

- ☐ In your existing farm
☐ Share with neighbours/relatives
☐ Others.....

C 6 Did you face problem any in applying knowledge and skills acquired

- ☐ No
☐ Yes (specify.....)

D income from primary and secondary activities

D 1 What are your main agriculture source of income? (Multiple response possible maximum 3 answers)

Piggery
Poultry
Dairy
Vegetable
Fruits
Mushroom
Others

D 2 What is your monthly income from the above source

D 3 Did you acquired any of the following items recently?

Multiple response possible maximum 6 answers

- ☐ Motorcycle/bicycle
☐ Land
☐ Animals
☐ Television/computer
☐ Tools and machinery
☐ Improvement of your house (tin roof, furniture, household appliances,etc.)
☐ Education for children
☐ Any Other.....

E relationship between training and work

This section applies to both, employed and self-employed (including graduates working on their own, family farm).

E 1 Is your present job related to your training at RDTC?

- ☐ Yes ☐ No

E 2a How important are the qualifications and skills you acquired during your training course/studies for your present job? Scale of answers ranges between: 1 = not at all important; 2 = not important; 3 = somewhat important; 4 = important; 5 = very important.

Please read scale of answers out loud.

not important
at all
1 2 3 4 5
very
important

☐ ☐ ☐ ☐ ☐

Practical skills acquired during the training

- | | | | | | |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|---|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Theoretical skills acquired during the training |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Entrepreneurial skills (how to run a business and to treat customers, marketing, marketing) |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Calculation/accounting |

E Biographical data

E 1 what is your (permanent) contact address?

Village _____ Gewog _____
dzongkhag _____
Phone No. _____
Email _____

E 2 Gender *Do not ask !*

- ☐ Male ☐ Female

E 3 what is the highest level of education you attained prior to your studies/training?

Please choose only one answer.

- | | |
|---|---|
| <input type="checkbox"/> Never been to school | Lower <input type="checkbox"/> secondary |
| <input type="checkbox"/> NFE | <input type="checkbox"/> Middle Secondary |
| <input type="checkbox"/> Community School | Higher <input type="checkbox"/> secondary |
| <input type="checkbox"/> Degree | Other <input type="checkbox"/> |

Thank You!

Interviewer: _____

Place/date: _____

Comments:

Appendix 2: Some of trainees met during the field survey

Some of trainees met during the field survey who have received support from various agencies like Dzongkhag, central programs and projects; shown here as an example of many more who are & could be running similar enterprises.

Yeshoda Devi, Sarphang started her farm in 2013 with 1000 birds and a loan of Nu. 100,000.00 availed from the Bhutan Development Bank Limited. She gets her Day-old-chicks from the government farm in Hilley, sarphang at a cost of Nu. 28 each. The detail of her investment and returns is shown below:

Eggs production per day: 3 cartoons ($3 \times 210 = 630$)

Price per cartoon: Nu. 1250/- (total earning will be $3 \times 1250 =$ Nu.3750)

Medical services: provided by the Geog Livestock officer

Feed costs: Nu. 84,600.00 per month, feeding twice a day (50 kgs each time for the 1000 birds).

Water: 600 litres per day is used up.

Total income per month: Nu. **112,500.00.**

Her monthly net profit is Nu. 27,900.00 (excluding the labour charges)

She says one challenge of running a poultry farm is the marketing problem. With more number of livestock

producers taking up commercial poultry farming, the market is getting saturated with supply exceeding the demand. The rising costs of feed are also a constraint with no means of local feed supplement. But despite these common marketing problems, the numbers of poultry producers keep rising steadily. The promise of quick returns and a steady source of livelihood encourage more farmers to take it up.



Tashi Strawberry Garden Jigmiling, Dungmithang, Bumthang.

The strawberry plantation was started in the year 2013 and marketing by 2005. The first income of Nu. 15,000/- was earned from sale to AmanKora, Bumthang. Slowly, market grew with the products sold to other resorts within the dzongkhag. By the end of 2006, the earnings increased to about Nu. 90,000/-. Customer base gradually increased to even the local people around and market remained steady up to 2011. The business venture grew successful



overtime with steady income of Nu. 200,000/- to Nu.250,000/- annually.

From 2011, she started selling her strawberry products to the royal family, which increased her earning further more. Her annual income rose up to Nu.300,000 to Nu. 400,000. She received strawberry jam processing training funded by the royal grandmother.

Today the duo works extensively in their strawberry plantation fields and is quite successful in the business of supplying fresh organic strawberries and processed

strawberry products. There isn't much of competition in the business and so they don't face any marketing problems.



Mrs. Kinley Wangmo from Buli, Zhemgang is a progressive vegetable producer, engaged in production of varieties of vegetables. She gets the seeds from the geog Extension office. She operates her semi-commercial farm on an area of one langdo. Her family members are also engaged in the production, thereby cutting off the hefty labour charges of farming. Amongst the varieties of vegetables she produces, carrot and broccoli are more preferred and she supplies the bulk of her produce to the local vegetable vendors in Zhemgang town. Her current constraint is the location of her farm being away from the main town. Vegetables having perishable nature get spoiled during



transportation causing some loss. Her seasonal income varies between Nu. 10,000- to 15,000. She feels her current business is a good enough source of her family's livelihood and has plans to expand in the future. She feels the need of having a green house and a good irrigation system to expand her business.

Appendix 3: List of Trainees interviewed

Sample List of Participants (Bumthang dzongkhag)

Sl.No.	Name	ID card No.	Village	Geog	Dzongkhag	Subject
1	Sonam Rinchen		Jalekhar	Chokhor	Bumthang	Vegetable
2	Nar Bdr. Mongar		Bebzure	Tang	Bumthang	Vegetable
3	Pema Yangchen		Tamzhing	Chokhor	Bumthang	Vegetable
4	Dawa Zangmo		Buli	Chumey	Bumthang	Vegetable
5	Tshering Pelden		Wangdicholing	Chokhor	Bumthang	Vegetable
6	Ugyen Lhaden		Tamzhing	Chokhor	Bumthang	Vegetable
7	Tshering Peldhen		Jampay Lhaknag	Chokhor	Bumthang	Vegetable Production

Sample List of Participants (Chukha dzongkhag)

Sl.No.	Name	ID card No.	Village	Geog	Dzongkhag	Subject
8	Durga Bdr.Mongar	10205000562	Drangaybug	Darla	Chukha	Dairy
9	Ambar Sing Mongar	10205002218	Nimgang	Darla	Chukha	Dairy
10	Nar Bdr.Chettri	10205002540	Rinchetshe	Darla	Chukha	Dairy
11	Tandin Namgay	12004000735	Drangaybug	Darla	Chukha	Dairy
12	Jogman Ghalley	10211003707	Rimtey	P/ling	Chhukha	Dairy
13	Chandra Man Ghalley	10211002987	Rimtey	P/ling	Chhukha	Dairy
14	Hemlal Chetteri	10205000511	dangribo	Drala	Chhukha	Dairy
15	Udash Tamang	10201002468	Alley	Samphely	Chhukha	Dairy
16	Lok Bdr.Ghallay	10201002160	Pekashay	Samphely	Chhukha	Dairy
17	Kamal Bhadur.Rai	10211001286	Damdara	P/ling	Chhukha	Dairy
18	Padam Bdr Ghalley		Ramitey	P/Ling	Chukha	Dairy
19	Lhaden	10203001828	Chungkha	Bongo	Chukha	Poultry
20	Arjun Rai	3020500113	Gamana	Darla	Chukha	Poultry
21	Dhan Bdr. Gahley		Ramtey	P/ling	Chukha	Poultry
22	Tapan Kumar Raika		Bhaeh Tala	Tala	Chukha	Poultry

Sample List of Participants (Dagana dzongkhag)

Sl.No.	Name	ID card No.	Village	Geog	Dzongkhag	Subject
23	Bishnu Maya		Goshi	Goshi	Dagana	Vegetable
24	Dhan Bdr. Ghising		Bagaythang	Khebisa	Dagana	Piggery
25	Dorji Tshering		Gompa	Lajab	Dagana	Vegetable
26	Dorji	10305002228	Nyindukha	Kana	Dagana	Dairy
27	Budhal Subba		Tashithang	Gesarling	Dagana	Vegetable
28	Jig Bdr.Ghising		Tashithang	Gesarling	Dagana	Vegetable
29	Passang Wangmo	10305002986	Tanaji	Kana	Dagana	Dairy
30	Kharkasing powrel	10305000644	Gangzap	Kana	Dagana	Dairy
31	Rinzin Gem	10302000290	Lower Pangna	Dujagang	Dagana	Dairy
32	Govendha Thapa		Tsangkha	Tsangkha	Dagana	Dairy

33	Deo Kumar Rai		Tsangkha	Tsangkha		Diary
34	Ganesh Subba		Tashithang	Gesarling	Dagana	vegetable
35	Suk Bdr.Subbha	10309001270	Norbuzinkhar	Tshendagang	Dagana	Dairy
36	Changlu	10712001445	Goshi	Goshi	Dagana	Dairy
37	Jasma waibalama	10304002095	Middle Goshi	Goshi	Dagana	Dairy
38	Dhan Bdr. Waiba		Tashiding	TAshiding	Dagana	Fruits
39	Tek Bhadur Rai	10307000874	Shipa	Laja	Dagana	Dairy

Sample List of Participants (Haa dzongkhag)

Sl.No.	Name	ID card No.	Village	Geog	Dzongkhag	Subject
40	Kipchu Tshering	10502000883	Kana	Issue	Haa	Dairy
41	Purna Maya Rai		Sayjong	Gakily	Haa	Mushroom

Sample List of Participants (Lhuntse dzongkhag)

Sl.No.	Name	ID card No.	Village	Geog	Dzongkhag	Subject
42	Tshagayla		Khachaling	Mimbi	Lhuntshe	Mushroom
43	Sonam Choden		Ladrong	Jarey	Lhuntshe	Mushroom
44	Sangay Wangmo		Ladrong	Jarey	Lhuntshe	Mushroom

Sample List of Participants (Mongar dzongkhag)

Sl.No.	Name	ID card No.	Village	Geog	Dzongkhag	Subject
45	Karma Dupchu	10709002748	Takchu	Monger	Monger	Mushroom
46	Jigme Choden		Barpang	Monger	Monger	Mushroom
47	Kinga Wangmo		Barpang	Monger	Monger	Mushroom
48	Deki Choden		Barpang	Monger	Monger	Mushroom
49	Dorji Tshomo		Barpang	Monger	Monger	Mushroom
50	Nichu		Barpang	Monger	Monger	Mushroom
51	Nidup Dorji		Narang	Narang	Mongar	Mushroom

Sample List of Participants (Pemagatshel dzongkhag)

Sl.No.	Name	ID card No.	Village	Geog	Dzongkhag	Subject
52	Drupchu Zangmo		Tomi	Dungmin	Pemagatshel	Vegetable
53	Jigme Dorji	11106001533	Gashri	Norbugang	Pemagatshel	Mushroom
54	Dawa Rinchen	11106001192	Dezama	Chokhorling	Pemagatshel	Mushroom
55	Choney Dorji	10905002179	Gongpasingma	Zobel	Pemagatshel	Mushroom
56	Pema Cheki	11106001821	Gasheri	Norbugang	Pemagatshel	Mushroom
57	Sonam Dorji	11106003248	Menchu	Norbugang	Pemagatshel	Mushroom
58	Choney Dorji	11106001770	Gasheri	Norbugang	Pemagatshel	Mushroom
59	Kuenga Tshewang	11101000391	Bapta	Dechheling	P/Gatshel	Dairy
60	Domtu	10905002860	Nangkor	Shumar	P/Gatshel	Dairy
61	Kelzang Tshering	10904003557	Lt-Lobzang	Yajur	Pemagatshel	Poultry

Sample List of Participants (Punakha dzongkhag)

Sl.No.	Name	ID card No.	Village	Geog	Dzongkhag	Subject
62	Kinzang Wangmo		Tangu	Talo	Punakha	Vegetable
63	Kencho Lham	11008001503	Lunakha	Talo	Punakha	Dairy
64	Tshering Pem		Lunakha	Talo	Punakha	Dairy
65	Pema		Dongkokha	Talo	Punakha	Dairy
66	Tshering Peldon		Norbugang	Talo	Punakha	Dairy
67	Lhaden Wangmo		Norbugang	Talo	Punakha	Vegetable
68	Kencho Zam		Dongkokha	Talo	Punakha	Dairy

Sample List of Participants (Tsirang dzongkhag)

Sl.No.	Name	ID card No.	Village	Geog	Dzongkhag	Subject
69	Karna Bdr. Tamang		Toed sang	Barshong	Tsirang	Vegetable
70	Karma Wangchuk		Sunkosh	Rangthangling	Tsirang	Vegetable
71	Deo Bdr. Mongar		Dekiling	Semjong	Tsirang	Poultry
72	Tek Bdr. Mongar		Sunkosh	Rangthangling	Tsirang	Vegetable
73	Gouriman Mongar		Dzomling	Shemjong	Tsirang	Poultry
74	Lal Bdr. Mongar		Tashiling	Shemjong	Tsirang	Vegetable
75	Pema Dorji		Dokorcholing	Kikorthang	Tsirang	Mushroom
76	Tularam Subba		Dzomling	Semjong	Tsirang	Poultry
77	Sangay Drakpa		Sentapsa	Tsirangtoe	Tsirang	Piggery
78	Rinchen Lhamo		Nevery	Rangthangling	Tsirang	Vegetable
79	Purna Bdr.		Tashilingmead	Shemjong	Tsirang	Vegetable
80	Damber Singh Kapchaki		Tashilingtoe	Shemjong	Tsirang	Vegetable
81	Thagi Maya		Tashilingmead	Shemjong	Tsirang	Vegetable
82	Man Bdr. Saru		Tashiling Tead	Shemjong	Tsirang	Vegetable
83	Chatra Pati Rai		Thakhorling	Patsaling	Tsirang	Vegetable
84	Nima Tamang		Thakhorling	Patsaling	Tsirang	Vegetable
85	Pasang Tamang		Thakhorling	Patsaling	Tsirang	Vegetable
86	Lhakpa Tshering		Thakhorling	Patsaling	Tsirang	Vegetable
87	Dawa Karma		Nemaysa	Rangthangling	Tsirang	Vegetable
88	Mindu Sherpa		Nemaysa	Rangthangling	Tsirang	Vegetable
89	Tshering Peday		Dekiling	Kikhorthang	Tsirang	Mushroom
90	Nar Bdr. Neopanay		Pemathang	Gosaling	Tsirang	Vegetable
91	Sangay Lhamo	11805000509	Kikorthang	Kikorthang	Tsirang	Mushroom
92	Phurba	11403000069	Kikorthang	Kikorthang	Tsirang	Mushroom
93	Changa Lhamo	11805001977	Kikorthang	Kikorthang	Tsirang	Mushroom
94	Sarku Sherpa	11802000353	Patashaling	Patashaling	Tsirang	Mushroom
95	Passing Sherpa	11802000342	Patashaling	Patashaling	Tsirang	Mushroom
96	Pema Tshering Sherpa	11802000385	Patashaling	Patashaling	Tsirang	Mushroom
97	Gopi Sharpani	11802000360	Patashaling	Patashaling	Tsirang	Mushroom
98	Shanti Ram Powdel	31805000027	Tashiyangzor	Kikorthang	Tsirang	Mushroom

Sample List of Participants (Zhemgang dzongkhag)

Sl.No.	Name	ID card No.	Village	Geog	Dzongkhag	Subject
99	Yeshey Tobgay		Goling	Nangkor	Zhemgang	Vegetable
100	Sonam Dorji		Nangla	Nangla	Zhemgang	Vegetable
101	Sangay Thinley		Nangla	Nangla	Zhemgang	Vegetable
102	Kinley Dorji		Nangla	Nangla	Zhemgang	Vegetable
103	Loday Geltshen		Digala	Bardo	Zhemgang	Poultry
104	Nimden Lhamo		Buli	Nangkor	Zhemgang	Vegetable
105	Rinchen Khandu		Langdurbi	Bardo	Zhemgang	Poultry
106	Pema Yangchen		Buli	Nangkor	Zhemgang	Vegetable
107	Tshewang Gyeltshen		Zurphel	Trong	Zhemgang	Vegetable
108	Pelzang		Tsheldang	Nangkor	Zhemgang	Vegetable
109	Nima sangay		Goling	Nangkor	Zhemgang	Vegetable
110	Rinzin Wangmo	1200800163	Trong	Trong	Zhemgang	Mushroom
111	Sonam Choden		Buli	Nangkor	Zhemgang	Vegetable
112	Leki Chozang	12001002955	Panbang	Nangla	Zhemgang	Fruits
113	Tshering Wangchuk		Bjoka	Bjoka	Zhemgang	Vegetable
114	Sangay Wangdi	12005001992	Marangdut	Ngala	Zhemgang	Fruits
115	Nimden Lhamo	12004000625	Buli	Nangkor	Zhemgang	Fruits
116	Gyempo Lhamo	12004000099	Buli	Nangkor	Zhemgang	Fruits
117	Kunzang Lhamo		Tsaidang	Nagnkor	Zhemgang	Fruits
118	Tshewang Penjor	12004003712	Nyakhar	Nangkor	Zhemgang	Fruits
119	Kinzang	12008003082	Zurephel	Trong	Zhemgang	Fruits
120	Sonam Norzin		Zurephel	Trong	Zhemgang	Fruits
121	Sangay	12008000254	Dangkhar	Trong	Zhemgang	Dairy
122	Rinchen Lham	12008000486	Dangkhar	Trong	Zhemgang	Dairy
123	Kesang Choephel	12007000315	Shingkhar	Shingkhar	Zhemgang	Dairy
124	Tshering wangdi	1200700063	Radhi	Shingkhar	Zhemgang	Dairy
125	Karma Cheda	12007002990	Wamling	Shingkhar	Zhemgang	Dairy
126	Yeshi lham	12008000217	Dangkhar	Trong	Zhemgang	Dairy
127	Karma Ghaley	12008002069	Trong	Trong	Zhemgang	Dairy
128	Jigme Lhamo	12002002636	Trong	Trong	Zhemgang	Dairy
129	Sherab Zangmo		Trong	Trong	Zhemgang	Dairy
130	Kelzang Tharchen		Chungar zam	phangkhar	Zhemgang	Poultry
131	Kinley Wangmo		Tali	Nangkor	Zhemgang	Vegetable
132	Dorji Zimchung		Goshing	Goshing	Zhemgang	Fruit
133	Deachen Chioden		Kikhar	Nangkor	Zhemgang	Vegetable
134	Lham Dorji		Panbang	Nangla	Zhemgang	Vegetable
135	Leki Kencho		Kaktong	Nangla	Zhemgang	Fruits

Sample List of Participants (Trongsa dzongkhag)

Sl.No.	Name	ID card No.	Village	Geog	Dzongkhag	Subject
136	Rinzin Wangchuk		Pangzor	Langthel	Trongsa	Vegetable
137	Singay Wangmo		jangbi	Langthel	Trongsa	Vegetable
138	Tshewang Pelden		Tsahngkhu	Tangbi	Trongsa	Vegetable
139	Tshewang Choden		Tsahngkhu	Tangbi	Trongsa	Vegetable
140	Kezang Phuntsho	11703000503	Balang	Langthel	Trongsa	Fruits
141	Garchung		Balang	Langthel	Trongsa	Fruits
142	Sangay Pem	11705001873	Tshungkhu	Jangbi	Trongsa	Fruits
143	Pema Choden		Baling	Langlaey	Trongsa	Dairy
144	Sangay Dema		Baling	Langthel	Trongsa	Vegetable
145	Karzom		Jangbi	Langhtel	Trongsa	Vegetable
146	Sangayla		Wangling	Langhtel	Trongsa	Vegetable
147	Chimmi Tshering		Baling Langthel	Langhtel	Trongsa	Vegetable

Sample List of Participants (Samtse dzongkhag)

Sl.No.	Name	ID card No.	Village	Geog	D/khag	Subject
148	Yeshi Dema		Bukey "B"	Samtse	Samtse	Vegetable
149	Pema Dorji		Ugyentshe	Ugyentshe	Samtse	Poultry
150	Dhan Bdr.Rai	11203002289	Dungtoe	Dungtoe	Samtse	Poultry
151	Yash Kumar Sharma	21216000037	Birchgoan	Tendru	Samtse	Dairy
152	Nar Bdr.Bishwa	21209000436	Namgaycholing	Namgaycholing	Samtse	Dairy
153	Devi Prashad Sharma	21216002431	Khentong	Tendru	Samtse	Dairy
154	Robin Subbha	21203000313	Ghitya	Chargari	Samtse	Dairy
155	Pema Wangda	11208002216	Sonarkhar	Yoeseltshe	Samtse	Dairy
156	Madhan Kumar Ghalley	11202001349	Jagatar	Pemaling	Samtse	Dairy
157	Jit Bdr. Rai		Chathakgang	Samtse	Samtse	Poultry
158	Chencho Dorji, ,	12001001505	Pakha	Samtse	Samtse	Dairy
159	Purna Sing Rai	11213002762	Chathakgang	Samtse	Samtse	Dairy
160	Chandra Prasad Mishra	11206003126	Dangreybookha	Dophuchen	Samtse	Dairy
161	Ran Bdr Rai		Pagaley	Samtse	Samtse	Poultry
162	Onchen Lepcha		Nangladang	Changmari	Samtse	Poultry
163	Jam Tshering		Satakha	Dophuchen	Samtse	Poultry
164	June Maya Limbu		Boriboty	Denchukha	Samtse	Poultry
165	Nar Bdr. Rai		Sangacholing	Sangacholing	Samtse	Piggery
166	Chandra Kumar Subba		Amallay	Samtse	Samtse	Poultry
167	Pancha Man Rai		Tintaley	Sangacholing	Samtse	Piggery

Sample List of Participants (Samdrup Jongkhar dzongkhag)

Sl.No.	Name	ID card No.	Village	Geog	Dzongkhag	Subject
168	Ashok Kr Gurung	11109000050	Phuntshothang	Phuntshothang	S/Jongkhar	Mushroom
169	Dorji Gyeltshen		Khoyer	Gomdar	S/Jongkhar	Poultry
170	Ugyen Duba		Amching	Gomdar	S/Jongkhar	Poultry
171	Tshewang Dorji		Sarzore	Lauri	S/Jongkhar	Poultry
172	Younten Dorji		Wangphu	Wangphu	S/Jongkhar	
173	Sonam Dorji		Menjung	Sirthi	S/Jongkhar	poultry

Sample List of Participants (Tashigang dzongkhag)

Sl.No.	Name	ID card No.	Village	Geog	Dzongkhag	Subject
174	Sonam Choden	11502002226	Bidung	Bdung	Tashigang	Mushroom
175	Chimi Yuden	11505001381	Brekha	Khaling	Tashigang	Mushroom
176	Dechen Dema		Pogpalung	Khaling	Trashingang	Mushroom
177	Rinchen Chopel		Menthung	Kanglung	Trashingang	Mushroom
178	Galey Wangmo		Menthung	Kanglung	Trashingang	Mushroom
179	Sonam Yezer		Mangthang	Kanglung	Trashingang	Mushroom

Sample List of Participants (Thimphu dzongkhag)

Sl.No.	Name	ID card No.	Village	Geog	Dzongkhag	Subject
180	Chimi Pem	11010001648	Jungshina	Thim-throm	Thimphu	Mushroom

Sample List of Participants (Paro, dzongkhag)

Sl.No.	Name	ID card No.	Village	Geog	Dzongkhag	Subject
181	Tshering	11010001648	Satsham Choten	Tsento	Paro	Mushroom
182	Pema Thinley		Wangi	Tsento	Paro	Poultry
183	Chencho		Nyamjei	Tsento	Paro	Poultry
184	Tshering Nidup		Zhengo	Shaba	PAro	Dairy
185	wangmo		Lholing	Shaba	Paro	Dairy
186	Lotey Tshering		Lholing	Shaba	Paro	Dairy

Sample List of Participants (Wangdue dzongkhag)

Sl.No.	Name	ID card No.	Village	Geog	D/khag	Subject
187	Ugyen Tshering	11902001342	Khotokha	Bjena	Wangdue	Dairy
188	Sonam Dorji	11906001112	Masikha	Tshogom	Wangdue	Dairy
189	Namgay Dem	11906001173	Pangsho	Tshogom	Wangdue	Dairy
190	Tshering Wangchuk	11909000321	Khujula	Nahi	Wangdue	Dairy
191	Pem Choeden	11901001185	Harochu	Adha	Wangdi	Dairy
192	Lemo,	11913002328	Alu	Lebesa	Wangdi	Dairy
193	Tshewang Lham	11906000169	Gaselo	Tshogom	Wangdue	Dairy
194	Penjor		Japhu Goenpa	Ruebesa	Wangdue	Dairy

Sample List of Participants (Sarpang dzongkhag)

Sl.No.	Name	ID card No.	Village	Geog	D/khag	Subject
195	Santa Bir Subba	1131300797	Thoemba	Singe	Sarpang	Poultry
196	Ganja Blr Mongar		Zomlingthang	Gelephing	S/Pang	Poultry
197	Diliram Rai	11307001618	Sanguri	Gakiling	Sarpang	Poultry
198	Kar Singh Monger	11308001551	Pelrithang	Gelephu	Sarpang	Poultry
199	Kamal Rai	11307001760	Getemkha	Gakiling	S/Pang	Poultry
200	Dadi Ram Saberi	11308003743	Zomlingthang	Gelephing	S/Pang	Poultry
201	Yesudha Devi Ghallay		Chokerling	Dekeling	Sarpang	Poultry
202	Kamal Tamang	11311000149	Norbugang	Sampangkha	Sarpang	Dairy
203	Garja Man Rai	11307001400	Getamkha	Gakiling	Sarpang	Dairy
204	Krishna Bdr.Rai	11307001780	Getamkha	Gakiling	Sarpang	Dairy
205	Bikram Rai	11307001777	Gangtemkha	Gakaling	Sarpang	Dairy
206	Kharka Raj Ghallay		Chorkhorling	Dekiling	Sarpang	Dairy
207	Tshering Tenzin		Yueling	Churzergang		Dairy