

# **VOLUME 1 – CHAPTER 7**

## **CAPACITY BUILDING AND STAFF TRAINING (LIVELIHOODS)**

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## 7 CAPACITY BUILDING and STAFF TRAINING (Livelihoods)

In this chapter the various interventions for strengthening local institutions to adapt to the proposed development initiatives are described, with a focus on staff required for livelihood development. The activities include strengthening of facilities and the training of staff of key institutions that will be needed to implement the SDP such as the Resettlement Management Unit (RMU), District Resettlement Working Groups (DRWGs) and other government officials from within the provincial to district level administrations.

The issue of GoLs institutional capacity weakness, due to lack of capable manpower and resources is recognised by both the GoL and the IFI's. However, in the context of project implementation it is now clear that:

- i. relocation logistics and construction issues are the primary responsibility of NTPC and there is adequate consultant and personnel to hire as needed;
- ii. resettlement planning is the joint responsibility of the NTPC and the RMU, and NTPC does and will continue to engage experts as required;
- iii. financial and procurement is the primary responsibility of NTPC and adequate consultants and personnel can be hired as needed;
- iv. participation and consultation is the responsibility of the RMU, and its recent staffing and work in this sector suggest that it can adequately carry out these functions, especially with NTPC support; and.
- v. the technical support function required at the District level is considered to be the main weakness

### 7.1 CAPACITY

Capacity, and capacity building, relates to two general issues;

- (a) human resource capacity - staffing requirements and training; and
- (b) physical and logistical capacity

#### 7.1.1 Staffing Assumptions

A comparison of the current compared to the future (although temporary) requirement for staff working with the Nakai DAFO is presented in Table 7-1 below. The full details for all districts of Khammouane Province are presented in Annex 7-3. These numbers of staff required are based on the assumption that NTPC provides considerable TA, as detailed in Chapter 6. However, it should be noted that of current staff in Nakai District, no more than half would or could be seconded full time to work with the NT2 Project.

**Table 7-1: Nakai District Agriculture Office Staff**

DAFO Unit	Current staff <sup>1</sup>	Required staff
Cropping	4	15 (not incl. reservoir)
Livestock & fishery	5	
Forestry	10	8
Irrigation	3	3
Community Development	2	15

Obviously, a considerable number of more staff will have to be either recruited or seconded to address livelihoods extension over the five year construction and resettlement period. On the assumption the inter-District secondment will be limited, the current GoL shortfall will be overcome largely by the recruitment of recent graduates from University or similar institutions.

It is important to note however, the build up in staff levels will be gradual, not all at Financial Close. As discussed in Chapters 6 in Volume 1, and then 12 to 14 and 16 in Volume 2, the main staff requirements

<sup>1</sup> Approximately only half of the current staff will be available for full time work on the NT2 project.

during early transition will relate to extension on wet season upland agriculture, irrigated agriculture for three villages, livestock and forestry. To ensure the timely recruitment, it may be necessary for NTPC to employ the designated personnel on behalf of GoL, as an interim measure to overcome any delays in civil service recruitment procedures.

For the XBF and Project Lands, the main requirement for staff is again for livelihood or extension development staff, working in the District Resettlement Working Groups (DRWG's). The project requirements for GOL personnel are set out in Chapter 6. The required staff for each District will normally be 6 with 7 required for Khamkerd and 9 for Mahaxai District. For the six Districts Working Groups the total overall requirement will be 39 staff. In the first year 12 staff will be required for three Districts. In the second year 11 staff will be required. In the third year 6 will be required. Subsequently the full staff complement will grow to 33 over the six Districts as 6 positions end after 2 ½ years.

Consequently total GOL staff required for Nakai, the XBF and Project Lands totals about 98 staff, either seconded or recruited, made up of 21 RMU, 38 (Nakai) and 39 for XBF and Project Lands. At present, the RMU has already recruited 9 staff and there are 12 already seconded from Nakai District permanently, and regular secondments from the other districts on an as needs basis..

### **7.1.2 Physical - Logistical Capacity**

The Nakai DAFO is critically short of equipment and the NT2 Project will supply the necessary equipment as well as improved mobility to enable the staff to work on the plateau more effectively. The DAFO building, although relatively recently constructed, does not have sufficient space to accommodate the additional staff who will be assigned to work on the plateau, and also has no training facilities and very little accommodation for staff. The Project will provide funds for an expansion of the present building to provide at least 8 additional offices, a small laboratory facility, a training hall and library and improvements to the existing staff house.

In addition, office equipment will be provided comprising basic office furniture including office tables, chairs, filing cabinets and bookcases together with additional furnishings for the Training Hall. Computers, photocopier and telecommunications will be installed and the laboratory will be provided with basic equipment and glassware and cold storage. The laboratory will be used for soil testing, the performance of simple germination testing of seed samples, examination of the plant samples for pest and disease attack. It can also be used for the analysis of faecal samples for buffalo and cattle.

The mobility of the staff will be improved by the purchase of a total of 4WD vehicles and motorcycles. A full schedule of buildings and equipment to be constructed or purchased is presented in the detailed program budgets, which are summarised in Chapter 18, Volume 2.

## **7.2 TRAINING OBJECTIVES**

The objective of these interventions is to enhance the capacity within the GoL to improve their planning processes, their ability to manage the resettlement process and in the longer term to improve service delivery to all the resettled villagers and those affected by downstream impacts. An improved capacity for resettlement will also benefit future development projects in Lao PDR where there has been little institutional experience in managing resettlement on past projects.

It is considered that if the interim employment by NTPC is implemented, adequate training for an average of 16 staff per year over the five years is achievable within NTPC's training budget with additional support in Technical Assistance from the ADB for its Capacity Building and Training Support Stage 2 project.

## **7.3 PREVIOUS TRAINING ACTIVITIES**

There have already been some preliminary training activities conducted:

- In late January 1997 a two day workshop was conducted in Thakhek with 20 participants including concerned institutions, from provincial and district level, as well as NTEC resettlement staff and private consultants. The objective of the workshop was to the participants to acquire an understanding of the processes, procedures, and principles required to implement and monitor the

RAP. The workshop also included a needs assessment for further the identification of further training.

- In April 1997, a two day workshop with 25 participants was conducted in Thakhek on Participative and Consultative Procedures for staff from DRWGs. This training included a four-day village reconnaissance to apply the techniques learned during which the participants also conducted consultation sessions in the villages. Many of the participants had already received this type of training, but this was the first opportunity to apply it in practice.
- In May 1997 a study tour for the RMU was conducted to two reservoir resettlement projects in China which improved the understanding of the universal nature of the challenges faced in resettlement.
- In April 1998 a two day workshop was held in Thakhek for members of the PCPP team, to prepare them for the second round of village consultations. The aim was to review the experiences from earlier PCPP work and to prepare material from the Draft RAP for village discussion.
- In 2002, the RMU and the RO undertook a study tour to review the resettlement process and other issues related to the Houay Ho Hydropower project, in southern Lao.
- In August 2003 a one day consultation took place with the staff of the DAFO in Nakai to identify their training and equipment needs as well as defining the needs for additional staffing to directly support agricultural extension activities.

#### **7.4 ASSESSMENT OF STAFF TRAINING NEEDS**

During the resettlement process the RMU and DRWGs will play important roles. In order to strengthen their institutional capacity, a training program will be needed for the staff. The staff deployed in RMU will largely comprise staff detailed from provincial offices and training will be needed in order to develop:

- A clear understanding of the resettlement policies for NT2 and the entitlements of the affected people.
- Knowledge of steps and skills required in developing and implementing the RAP and the resettlement regulations.
- The basic capacity to organize DRWGs, and VRCs to carry out the resettlement implementation activities.
- The management skills for allocating resettlement tasks and funds, and carrying out effective supervision and monitoring.

At present the institutional capacity at the district level in Lao PDR is constrained by a combination of limited physical resources, manpower and skills. However, as the main actors in supporting the resettlement, the districts will be directly responsible for the conduct of the detailed implementation activities in the affected villages. Thus, it will be essential to carry out a training and capacity building programme to ensure the success of the resettlement programme as a whole.

The formulation of the technical training program should be based upon a Training Needs Assessment (TNA) conducted once the first batch of AEWs, LEWs and VIAs has been recruited. This should provide a broad indication of the technical training needs that relate to the proposed crop and livestock development programs that are to be supported for the resettled households. A brief TNA was conducted in August 2003 for all existing staff of the DAFO (see Table 7-2).

**Table 7-2: Summary of Nakai District DAFO Staff Self-Assessment of Training Needs<sup>2</sup>.**

Technical Training		Methodological Training	
High Priority	Lower Priority	High Priority	Lower Priority
<ul style="list-style-type: none"> <li>• Agro-forestry</li> <li>• Soil &amp; Water Conservation</li> <li>• Composting and Organic Fertiliser Production</li> <li>• Irrigated Upland Crop Production</li> <li>• Plant Propagation and Nursery Management</li> <li>• Post Harvest Technologies for Fruit &amp; Vegetables</li> </ul>	<ul style="list-style-type: none"> <li>• Seed Production Technology</li> <li>• IPM/Farmer Field Schools</li> <li>• Livestock Husbandry</li> <li>• Animal Health Care</li> <li>• Forage Production</li> </ul>	<ul style="list-style-type: none"> <li>• Farm Investment Analysis</li> </ul>	<ul style="list-style-type: none"> <li>• Extension Methodologies</li> <li>• On farm trials and demonstrations</li> <li>• Community Organising</li> <li>• Monitoring &amp; Evaluation</li> <li>• Computer Literacy</li> <li>• English Language Skills</li> </ul>

Three approaches are proposed in order to achieve a level of institutional capacity that can support the tasks that will be required of the government staff seconded to work on the project. Notice that the focus is more on technical training rather than methodological.

Training Workshops will focus on the resettlement policies and regulations for NT2 and the process of resettlement planning. The Policy Workshops, some of which have already taken place, will focus on the further development of the detailed resettlement policies and regulations for NT2, and also the process of resettlement planning.

Study Tours will be conducted that focus on visiting locations where resettlement is in various stages in both China and Thailand. The aim will be to enable staff and government officials to develop an understanding of the resettlement policy issues and the aims of the implementation strategy of the Nakai RAP, and the XBF and Project Lands Framework.

Technical Training Capacity and confidence building activities through the support of the NTPC/RO. TAs and external trainers working together with government staff to enhance their skills during key periods of the implementation schedule by putting ideas into practice through an on-the-job training programme. This applies especially to developing the skills for facilitating the PCPP activities.

## 7.5 TRAINING WORKSHOPS FOR PROJECT STAFF

A series of workshops for project orientation will be conducted through which most district and village officials will acquire a clear understanding of the NT2 Resettlement Policy objectives, the detailed resettlement program and well-defined resettlement entitlements, and to develop the skills of the RMU and DRWG staff further. During the initial workshop conducted in 1997 feedback was obtained on the most important training needs and these have been used in the development of the proposed training program (see Table 7-3).

The initial training workshops which comprise orientations followed by skills development in management and finance and accounting are targeted at the staff of the RMU and NTPC/RO staff together with the DRWG managers (see Table 7-4 and Table 7-5). Then training will be targeted at the relevant DRWG staff and will take place over the 18 month period post-FC. This training will have to be conducted in each district in the case of Orientation Workshops and then through batches of relevant staff from each of the DRWGs in the case of the other workshops in order to ensure that the numbers of participants at individual workshops does not exceed 20.

Initial training workshops will be targeted at the staff of the RMU and NTPC/RO and they will in turn be responsible for some aspects of training to the DRWG staff. This basic approach of training of trainers has

<sup>2</sup> Details of the results of the TNA are a summary of previous trainings attended are presented in Annex 7-1 and Annex 7-2, respectively.

the objective of all seconded and at least DRWG’s personnel understanding the structure and organisation of the project and the required procedures for resettlement planning, relocation of villages and livelihood extension activities.

**Table 7-3: Overview of Training Activities for Resettlement Staff**

	Participants					
	DRWG managers	DRWG staff	VRC reps	RC members	RMU staff	NTPC / RO staff
Management Skills Development Training (1)						
Finance and Accounting Training (1)						
English Language Proficiency Training (18)						
Community Participation Workshops (3)						
Monitoring & MIS Training (1)						
Computer Literacy Training (12)						

Note: Number in parenthesis indicate the number of workshop/trainings

**Table 7-4: Orientation Workshops – For DRWG ‘s**

Objective	Target Group	Expert Input	Training Content	Follow Up
<b>Orientation Workshops (1)</b>				
To familiarise all staff of the Project with the contents and issues of the RAP to ensure efficient and effective implementation	DWRG Managers RC members RMU staff NTPC/RO staff	National govt and Project staff and consultants who were involved in drafting RAP and are familiar with WB policy.	(i) Project features and impacts; (ii) RAP in context of national and regional development; (iii) Planning in terms of socio-economic status, natural resource use, livelihoods and social services; (iv) Organisational framework and roles and responsibilities; (v) Criteria for site selection; (vi) Key aspects of livelihood model and forest development; (vii) Overview of social services and infrastructure improvements.	NTPC/RO is responsible for the physical aspects of the resettlement villages and it will be essential to coordinate with the GoL who are responsible for the actual relocation. There will be a high degree of mutual dependence and also constant follow up on how the RAP activities have been understood and how effectively the institutional arrangements are functioning to facilitate actions on the part of the government agencies and organizations.
<b>District Workshops (7)</b>				
To familiarise district level staff with the contents and issues of the RAP to ensure efficient and effective implementation	All DRWG staff VRC Representatives	RMU and NTPC/RO staff	(i) Project features and impacts; (ii) Planning in terms of socio-economic status, natural resource use, livelihoods and social services; (iii) Organisational framework and roles and responsibilities; (v) Criteria for site selection; (v) Key aspects of livelihood model and forest development; (vi) Overview of social services and infrastructure improvements.	Monitoring of the implementation of the RAP by the RMU will also provide a clear indication of the level of understanding of the process by the DRWG staff and the need for further training and orientation.
<b>Social Issues Workshops</b>				
Familiarizing government staff with all the key social issues, ethnic awareness, mitigation measures and monitoring concerns.	DRWG Managers and staff VRC representatives RC members RMU staff NTPC/RO staff	Social experts (local consultants or NGOs) specializing in rural development, health, education and community development concerns in order to enhance government knowledge capacity of the resettlement staff.	(i) Overview of social concerns in the NT2 Project and RAP recommended approaches; (ii) Health concerns, overview of regional challenges, completed initiatives, planned mitigation measures and monitoring; (iii) Education concerns, overview of regional challenges, completed initiatives, planned mitigation measures and monitoring; (iv) Gender sensitive approaches and monitoring; (v) Community development strategies; and (vi) Identification of NGO involvement and possible roles to supplement government capacity	Social concerns for the resettlement are wide ranging and specific workshops may need to be devised. Monitoring of health, education and other aspects will be ongoing and regular appraisals of social aspects by the NTPC staff and social experts and evaluators will determine whether more workshops or the degree of on-the-job training that is needed to meet project objectives.

**Table 7-5: Management, Administrative and Financial Training for RMU staff, DRWG Managers and staff, VRCs, RC members, and NTPC/RO staff.**

Objective	Target Group	Expert Input	Training Content	Follow Up
<b>Management Skills Development Training</b>				
To improve management skills for enhanced implementation of resettlement related activities	DRWG Managers RC members RMU staff NTPC/RO staff	Local Management Consultant	Basic skills including (i) organisational management; (ii) scheduling and work planning; (iii) availability of information and co-operation; (iv) Team management; and (v) Reporting	During start up phase of the RAP, NTPC will interact closely with RMU and other GOL agencies. RO will be responsible for monitoring RMU management performance and identifying further training support to ensure acceptable management skills.
<b>Finance and Accounting Training</b>				
To improve finance and accounting skills of those managing resettlement and development activities so that proper records of expenditure and budget control are maintained for maximum accountability.	DRWG Managers RMU and NTPC/RO staff (accountable for financial matters)	Local TAs and Project staff who have experience of working on large infrastructure projects in Lao.	Strengthening basic accounting and accounting skills in conjunction with computer literacy and the use of Excel. Developing skills in (i) budget layout and schedules; (ii) record keeping for disbursements; (iii) methods of establishing accountability; and (iv) contract arrangements.	RM of NTPC/RO will interact with the RFMU and other GOL agencies regarding financial issues and records of expenditure. RM will be responsible for monitoring these aspects through discussions and an examination of the records, and to assess whether any follow-up activities are necessary to achieve an acceptable level of accounting skills.
<b>English Language Proficiency Training</b>				
English language capability is limited amongst district and provincial staff and on-going training will be provided to develop basic English language skills	DRWG Managers and staff RMU staff	Enrolment in existing local English Language classes together with hire of language trainers	Training will focus on initially developing basic skills in spoken English followed by increased writing and reading ability.	This will be an on-going training activity over at least a here year period to provide amply opportunity for hired and seconded staff to have the opportunity to develop their language skills.
<b>Community Participation Workshops</b>				
To ensure that the Public Consultation and Participation Process is internalized and that consultation teams receive additional training and knowledge about methods, reporting and culturally sensitive techniques.	DRWG Managers and staff VRC representatives RC members RMU staff NTPC/RO staff	PCPP Advisor hired to conduct the training and provide additional support during the detailed planning in Pilot Village	(i) Review of consultation approaches, advantages and disadvantages of methodologies; (iii) 'Informed' consultations within the framework of the NT2 Project; (iv) Analysis of consultations and input into decision-making processes; (v) Improvements in communication and culturally sensitive approaches with ethnic minorities.	Consultation is ongoing and a number of government staff, including those in RMU and LWU are already familiar with main aspects. The consultation process is central to the resettlement and integrated into the RAP. Follow-up on the consultation process will be continuous and review of the effectiveness of the consultations by the PCPP Advisor will identify further training needs
<b>Monitoring and MIS Training</b>				
To ensure that internal monitoring and MIS are well designed and utilised efficiently, documentation regularly updated and problems in implementation can be addressed promptly.	DRWG staff RC members RMU staff	RM with input from monitoring specialists and trained govt staff	(i) Overview of monitoring needs and req'ment for M&E; (ii) use of monitoring indicators; (iii) Monitoring methods and techniques; (iv) preparation of data and MIS outlines; (v) detection of problems, verification of data quality and analysis of findings; (vi) organisational aspects.	Regular monitoring reports will be evaluated by the RM and the NTPC, the quality of M&E will be constantly under scrutiny. If reports from governments agencies are not adequate for Project management further workshops and on-the-job training will be needed.
<b>Computer Literacy Training</b>				
Provision of computers to DRWGs will necessitate training to develop computer literacy and for selected staff advanced training on computer applies.	DRWG Managers and staff RMU staff NTPC/RO staff	Enrolment in local computer schools and hire of trainers to provide direct hands-on-training	After initial training on basic operation of computer the focus should be on hands on training supported by trainers who provide regular training support over a period of two years.	Staff that show interest in developing computer skills further could be selected for further training in formal computer schools. The aim should be to have at least two well trained personnel in each DRWG.

## **7.6 TECHNICAL TRAINING PROGRAMS AGRICULTURE AND LIVESTOCK**

In order to enable the field extension staff, who are hired to work in the VEOs, to provide effective support to the resettled households there will be a need for substantial technical training support. The task of providing this training and subsequent technical assistance in the field will be the responsibility of the Subject Matter Coordinators who are assigned from the PAFO to the RMU supported by local TAs who are hired by the NTPC/RO.

The Technical Training of the DRWG staff will be largely conducted through practical learning in the field rather than through classroom teaching. This is the main justification for deploying a substantial corps of technical specialists in the RMU as well as the NTPC/RO. Much of the training will be done in the field. It is assumed that there will be no immediate need for technical training support for the seconded provincial staff but they will be enabled to join Cross Visits within the province or Study Tours to other provinces or countries.

A technical training program will be funded for the contractual staff approximately half of whom are expected to be new graduates. The training program may also encompass existing staff from the DAFO based upon the needs identified from the TNA. No formal technical training will be provided for the SMSs but they will be enabled to participate in cross visits to other sites that may be organised for farmers and field extension workers.

The proposed technical training in support of Agricultural and Livestock Development will comprise the follow training activities<sup>3</sup>:

- **Facilitation Skills for Participatory Extension Approaches** - To develop the skills of the DRWG extension staff and RMU SMSs to enable them to promote farmer-led extension methodologies.
- **Organisation of on-farm trials and demonstrations** - To develop the skills of the extension staff in planning, organising and managing a program of on-farm trials and demonstrations focussing on upland crops and irrigated paddy production.
- **Technical Training on Paddy Production** - To equip the extension staff on Nakai plateau with enhanced knowledge of irrigated paddy production including improved production technology.
- **Integrated Upland Farming Systems** - Basic introduction to upland cropping based upon the WFSs emphasising the integration of crop, livestock and fisheries production.
- **Technical Skills Development** (based upon TNAs) - A range of additional technical training will be provided based upon the results of the TNAs.
- **Trainers Training for Farmer Field Schools** - To enable the RMU SMSs and the district extension staff to improve their knowledge of FFS approaches and to develop modules for the main upland crops that feature in the WFSs.
- **Livestock Disease Diagnosis** - To improve the disease diagnosis capability of the LEWs to enable them to provide support to the VLAs who are trained to work in each village.
- **Marketing Assistance** - Basic training in marketing strategies that can be applied to the situation in Nakai to assist resettled villagers in finding markets for their products.

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<sup>3</sup> See Table 7-6 for detailed listing of Agriculture and Livestock Staff Training Program.



**Table 7-6: Technical Training on Agriculture and Livestock for RMU and DRWG staff**

Objective	Target Group	Expert Input	Training Content	Follow Up
<b>Facilitation Skills for Participatory Extension Approaches</b>				
Development of the skills of the DRWG extension staff and RMU SMSs to enable them to promote farmer-led extension methodologies.	AEWs / LEWs / VIAs DRWG Managers RMU staff	NTPC/RO international and local TAs	(i) Introduction to participatory approaches and the concept of farmer led extension methodologies; (ii) Identification of farmers leaders; (iii) Communication and facilitation skills development; (iv) Farmer involvement in monitoring technology adoption rates.	Extension staff will be required to work in close collaboration with farmers in the formulation and implementation of the extension program. The feedback from the farmers and the accomplishment each year will provide indicators of the success of the approach and the need for further training.
<b>Organisation of on-farm trials</b>				
To develop the skills of the extension staff in planning, organising and managing a program of on-farm trials and demonstrations focussing on upland crops and irrigated paddy production.	AEWs RMU staff	NTPC/RO international and local TAs	(i) Basic principles of on-farm trials including selection of site and design of layouts; (ii) Procedures for calculation of inputs requirements; (iii) The field establishment of on-farm trials; (iv) Conduct of field days and yield sampling at harvest; (v) Simple analytical techniques for on-farm trial data; (vi) Reporting results	Much of the training will be through on-the-job training provided by trainers in collaboration with the RMU staff to the field extension workers. The progress of the on-farm trials program during the first year will provide an indication of the need for further training.
<b>Technical Training on Paddy production</b>				
Extension staff on the Nakai plateau are not well versed in the cultivation of paddy rice and the training will be designed to equip them with basic knowledge on paddy rice cultivation.	AEWs	RMU staff NTPC/RO international and local TAs	(i) Paddy seed selection and variety suitability; (ii) Land suitability and soil preparation; (iii) Balanced Fertilisation Strategies; (iv) Integrated Pest Management for Paddy rice; (v) Post-harvest practices.	Technical skills will be developed through the practical experience of working with farmers in promoting irrigated paddy production. Further training needs should be addressed simply through additional practical on-the-job training by the RMU staff.
<b>Integrated Upland Farming Systems</b>				
Basic introduction to upland cropping based upon the whole farm scenarios emphasising the integration of crop, livestock and fisheries production	AEWs / LEWs/ VIAs	RMU staff NTPC/RO international and local TAs	(i) Description of whole farm scenarios and calculation of labour profiles; (ii) Choice of suitable varieties; (iii) Soil management and cultural practices on the terraced farm lots; (iv) Use of compost and organic fertiliser materials; (v) Post harvest practices.	Technical skills will be developed through the practical experience of working with farmers in promoting integrated upland farming systems. Further training needs should be addressed simply through additional practical on-the-job training by the RMU staff.
<b>Technical Skills Development Training (based upon TNAs)</b>				
A range of additional technical training will be required based upon the TNAs that are conducted.	AEWs / LEWs / VIAs	RMU staff NTPC/RO international and local TAs	Course content will be dependent on the technical subject matter, but there will continue to a focus on practical hands-on training.	Technical skills will be developed through the practical experience of working with farmers in promoting improved production technologies. Further training needs should be addressed simply through additional practical on-the-job training by the RMU staff.
<b>Trainers Training for Farmer Field Schools</b>				
In order to apply the principles of FFS in the conduct of farmer training there will be a need to train the RMU staff and district extension staff in the approach. Training	RMU staff AEWs / LEWs	National IPM experts NTPC/RO international and local TAs	(i) Basic principles of FFS as applied to paddy rice; (ii) Modifications of the approach for use in upland crop based farming systems; (iii) Facilitation skills for extension staff; (iv) Training of farmers as FFS leaders.	Application of the FFS approach to the upland crops using new modules that are appropriate for these crops will necessarily require preliminary testing in the field. Furthermore developing skills to manage FFSs can only be gained by hands-on

Objective	Target Group	Expert Input	Training Content	Follow Up
will include the development of appropriate FFS modules for upland cropping.				experience. The FFS approach will be modified so that it does not entail the rigid weekly training sessions in the field but simply a predetermined sequence of trainings to coincide with critical growth periods and cultural practices.
<b>Livestock Disease Diagnosis</b>				
To enable the LEWs to provide support to the VLAs who are trained to work in each village their own skills in disease diagnosis must be developed.	LEWs	National Veterinary experts (EU project) NTPC/RO international and local TAs	(i) Symptoms of the most significant diseases of the main livestock types; (ii) Disease treatment including vaccination and drug administration; (iii) Procedures for monitoring disease incidence; (iv) Criteria for the selection of VLAs; (v) Provision of support to a VLA network.	Project should identify resources persons from EU Project that is strengthening veterinary services in Lao and make use of the training materials that have been developed for VLAs. Extent of support provided to VLAs will be a reflection of the adequacy of the training provided and the need for further training support.
<b>Marketing Assistance</b>				
Basic training in marketing strategies that can be applied to the situation in Nakai to assist resettled villagers in finding markets for their products.	AEWs/LEWs RMU staff	National experts from MAF, and selected traders assisted by NTPC/RO international and local TAs	(i) Review of existing marketing linkages from Nakai to main urban centres and identification of weaknesses; (ii) Main marketing opportunities within the proposed whole farm scenarios; (iii) Strategies for promoting products from Nakai; (iv) Establishment of market information systems.	Strengthening the market linkages for the resettled villages to enable them to sell their surplus produce will be essential. The success of the efforts to improve marketing will be apparent from the effectiveness of the market linkages that are promoted. Training will be supplemented by the conduct of Market For a to invite traders to visit Nakai.

## 7.7 TECHNICAL TRAINING ON FISHERIES

In the case of Fisheries a training program on technical issues as well as community development will be supported<sup>4</sup>:

- **Reservoir Fisheries and Fish Biology** - To provide district staff with some basic knowledge on the hydrology and ecology of reservoirs and an overview on aquatic-biodata.
- **Catch Monitoring and Applied Fisheries** - To develop the skills of the district staff to monitor fish catches in order to verify the magnitude of the livelihood derived from fisheries and the sustainability of the reservoir fish population.
- **Fish Disease Identification and Control** - To develop further the skills of the district staff in the identification of fish diseases.
- **Surveillance, Patrolling and Enforcement** - To provide training on law enforcement to the appropriate authorities in the aquatic environment to supplement previous training provided for terrestrial activities.
- **Community Development and Participatory Approaches** - To train district fisheries staff in the basis of community development to enable them to identify village fisher leaders who can be trained to manage the fisher groups in each village.

<sup>4</sup> See Table 7-7 for detailed listing of Fisheries Technical Staff Training.

Table 7-7: Technical Training on Fisheries for RMU and DRWG staff

Objective	Target Group	Expert Input	Training Content	Follow Up
<b>Reservoir Fisheries and Fish Biology</b>				
Trainees have little or no previous knowledge on reservoir fisheries and aquatic ecology	DRWG and RMU Fisheries staff	International TA supported by NTPC/RO local TAs	(i) Hydrology and ecology of reservoir and overview on aquatic-biodata; (ii) The Ichthyology of endemic fish; (iii) Ecological requirements of local fish; (iv) fish reproduction and nursing grounds; (v) introduction of exotic species; (vi) Observation and reporting of fish diseases and algal bloom.	DRWG Fisheries staff will apply their knowledge and make use of a field identification manual that will be presented during the course. The need for follow up will be identified through the quality of the reports that they produce on the status of the reservoir fisheries.
<b>Catch Monitoring and Applied Fisheries Research</b>				
Developing the skills of the DRWG Fisheries staff to monitor fish catches in order to verify the magnitude of the livelihood derived from fisheries and the sustainability of the reservoir fish population	DRWG and RMU Fisheries staff	International TA supported by NTPC/RO local TAs	(i) Fishing methods in reservoir; (ii) Stock development in the reservoir; (iii) Rationale of catch assessment, field survey and measuring techniques; (iv) Methodologies of catch assessment, data collection, compilation and analysis.	Level of skills will be measured through the quality of the reports produced by the DRWG Fisheries staff on the fish catches and the projected fish populations. Additional training needs will be identified through assessment of the data quality produced.
<b>Fish Disease Identification and Control</b>				
Development of further skills in the identification of fish diseases targeting RMU Fisheries staff and selected DRWG staff	RMU Fisheries staff and selected DRWG Fisheries staff	International TA supported by NTPC/RO local TAs	(i) Fish food consumption and safety requirements; (ii) Fish spoil and consumption risks; (iii) Health risks related to handling and consumption of affected fish; (iv) Main fish diseases encountered in indigenous fish species; (v) Treatment of fish diseases in culture ponds; (vi) Fish disease control and mitigation measures in reservoir; (vii) fish disease survey methods and data collection.	Further training may be required for RMU seconded staff but should be targeted at those that show interest in further development of disease identification skills.
<b>Surveillance, Patrolling and Enforcement</b>				
Providing training on law enforcement in the aquatic environment to supplement previous trainings provided for terrestrial activities	Law Enforcement Units (Police) and Village Militia, together with selected RMU Fisheries staff	International TA supported by NTPC/RO local TAs and local experts on Aquatic Law Enforcement	(i) Rationale for fisheries regulations and enforcement; (ii) zonation of the reservoir; (iii) fisheries surveillance methods and practical requirements; (iv) risk awareness and mitigation in reservoir patrolling; (v) conflict resolution; (vi) control of fishing licences and boat registration permits; (vii) methods of inspection of fishing gear.	Effective control of the fishery resources will ensure the long term sustainability of the livelihoods of the resettled villagers. Law enforcement agencies will be required to provide regular monitoring reports to the RMU and this will determine the level of capability and the need for additional training
<b>Community Development for Fisher Groups</b>				
Training of DRWG fisheries staff in the basics of community development to enable them to identify village fisher leaders who can be trained to manage the fisher groups in each village	DRWG Fisheries Extension staff	NTPC/RO local TA assisted by RMU staff	(i) Principles of participatory consultation and communication; (ii) Background on co-management concepts for reservoir management; (iii) Facilitation of fisher group formation; (iv) Criteria for selection of fisher leaders; (v) Rights and entitlements of fisher groups; (vi) Tasks of fish group leaders; (vii) Leadership skills development; (viii) Conflict resolution; (ix) Awareness raising and gender sensitivity.	DRWG Fisheries Extension staff will be tasked with the identification of leaders and facilitating the formation of fisher groups in each village. The need for further training will be apparent from the progress that they make with this task.

## **7.8 TECHNICAL TRAINING ON FORESTRY**

Implementation of the Nakai Plateau Village Forestry Program will require building up of capacity of both forestry staff (Nakai District Forestry Unit staff and NTEC forestry staff) and villagers (VFC officers and work team members). The following illustrates how capacity building will be done through training and immediate application of knowledge and skills obtained from training.

### **Training approach**

A multi-stage, modular, learning-by-doing training system, which had been extensively applied in providing over 12,000 person-days of training of provincial and district staff and villagers by FOMACOP, will be adapted in training staff and villagers at the Nakai Plateau. Training will be multi-stage involving training of staff followed by training of villagers. Training will be modular, and knowledge and skills learned for a given module will be immediately applied in actual practice by villagers under staff supervision (learning-by-doing) before another module is learned.

Training will consist of the following three stages:

### **Stage 1 – Training of district forestry staff**

Held at the Nakai District Forestry Headquarters.

A participatory forestry expert conducts the training assisted by NTEC staff during organizing and conducting.

Selected Nakai District forestry staff members are the participants.

The entire set of topics for capacity building is introduced subset-by-subset in successive training sessions. A subset of topics covers 1-3 modules.

Field application of a subset is done before training moves to the next subset. In this way learning is reinforced by immediate practice.

Modules are selected for a particular training session such that they can be covered in 4-5 training-days (for example: a module on forest inventory + a module on VFC organizing).

### **Stage 2 – Training of village teams**

Training is conducted in the villages, or villagers are asked to go to Nakai District Forestry Headquarters for training. If conducted in the villages, training is first organized at a lead village as a practicum for the training of district forestry staff.

Nakai District forestry staff conducts the training assisted by NTEC staff during organizing and conducting. The participatory forestry expert supervises the training at the lead village.

Village teams are the participants. A team may be a VFC or a forestry work team (e.g. forest inventory team).

The same topics as in Stage 1 are covered but simplified (e.g. more techniques/ procedures, less concepts), so that villagers could absorb the lessons well, and addressed to the appropriate team (e.g. VFC for administrative topics, forestry work team for forestry work topics).

### **Stage 3 - Application in actual operations by the village teams**

Lessons learned in Stage 2 are immediately applied by the village teams under forestry staff supervision for the first day or two.

After the forestry staff trainers leave the village, the village teams continue the work by themselves. For example, the VFC conducts further meetings; the forest inventory teams complete the forest inventory.

At the end of the forestry operation, the village work team together with the supervising staff prepares a report for monitoring purposes.

### **Forestry Training topics**

The following lists illustrate the topics that will be introduced during training. The list may be incomplete and will be further developed as implementation of the training program proceeds.

#### VFC/VFA administration

- Organizing the village for forestry administration and forestry operations
- Conducting an election of officers,
- Conducting committee meetings, and conducting village assembly meetings
- Recording minutes of meetings
- Preparing reports of meetings and forestry operations
- Budgeting, Bookkeeping, and Internal audit of financial transactions by VFC and work teams
- Simplified personnel management system
- Procurement
- Simplified inventory management
- Internal monitoring and control

#### Forest management, harvesting, and utilization operations

- Land-use mapping and Land-use planning
- Forest inventory for management planning, and division of the forest area into annual coupes
- High conservation value forest assessment
- Forest management system for different forest types and resources
- Long-term forest management planning
- Pre-harvest inventory, and Annual forest operational planning
- Timber scaling and grading
- Preparing for forest harvesting, and Control of forest harvesting
- Post-harvest assessment
- Forest regeneration by natural means and by tree planting, and Forest stand improvement
- Nursery and plantation operations
- Conservation of high forest values
- Forest protection from fire, man, and other agents
- Forest products utilization
- Primary, secondary, and tertiary processing of forest products

#### **Training schedule**

NTPCs staff and the Nakai District forestry officers will prepare a training schedule taking into account the seasons in the year, operational requirements, and synchronization with NT2 project development. The above topics will be combined into modules, the modules combined into subsets for introduction in a sequence of training sessions, and the training sessions scheduled in stages as indicated above so that all topics are eventually covered. This would take about three years after which training will be mainly refresher courses.

#### **Training resources**

Since training is immediately followed by application in actual practice, preparation and procurement of resources will ensure the requirements of both the training sessions and actual operations.

#### **Training venues**

The Nakai District Forestry Headquarters provide a suitable venue for the training of forestry staff, as well as for occasional training of villagers (e.g. VFC members). At the village, the village temple or a large house (usually belonging to the village chief or a VFC member) should be requested to serve as training venue.

#### **Equipment and tools**

Adequate set of equipment and tools will be provided to the staff and village teams during training. Moreover, it should be kept in mind when preparing for training that equipment and tools provided to

village teams will be used further in actual operations. Mobile white boards combined as a poster stands will be provided to each team of trainers, and visual aids for training sessions will be produced beforehand, but also during the actual conduct of the training.

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**Annex 7-1: Summary of Training Needs Assessment -2003**

TOPICS/AREAS OF CONCERNS	LEVEL OF KNOWLEDGE			NEED FOR FURTHER TRAINING		
	Good	Little	None	High	Med	Low
<b>I. TECHNICAL SKILLS</b>						
A. Irrigated Upland Crop Production	2	12	7	11	4	0
B. Soil and Water Conservation	4	15	2	14	5	0
C. Plant Propagation and Nursery Management	10	10	2	11	6	0
D. Seed Production Technology	9	13	0	9	5	1
E. Composting and Organic Fertilizer Production	6	11	2	12	6	0
F. Agro-Forestry	5	18	2	15	4	1
G. Integrated Pest Management/ Farmer Field Schools	3	8	5	8	8	0
H. Post-harvest technologies for fruit crops and vegetables	4	10	4	10	5	0
I. Livestock Husbandry	2	14	2	8	4	0
J. Animal Health Care	0	12	5	5	6	1
K. Forage Production	1	13	4	5	5	1
L. Forestry	0	5	0	0	1	0
<b>II. METHODOLOGIES</b>						
A. Extension Methodologies	3	0	0	0	0	1
B. Establishment of on-farm trials and demonstrations	6	1	1	0	0	0
C. Farm Investment Analysis	1	0	0	0	3	1
D. Community Organizing	0	0	0	0	0	1
E. Monitoring and Impact Evaluation	2	0	0	0	0	1
F. Computer Skills	0	0	0	0	1	0
G. English Language Skills	0	0	0	0	1	0

**Annex 7-2: Summary of Training Attended**

<b>Name</b>	<b>Training Title</b>	<b>Conducted By</b>	<b>Place</b>	<b>Year</b>
Mr Inthasone Sysouvong	- Hilly Land Agricultural Technology (HALT) - Communication and Coordination - Analysing Village Level Needs and Cooperative Planning - Cooperative Evaluation	- IBSRAM and Jica	- Vientiane	1999
		- DVDPCP	- Thakek	2002
		- EDC	- NDSPA	2002
		- DVDPCP/DANASEA Consulting	- Thakek	2003
Ms Khonesavanh	- Village Forest Community Organisation (including Forest Inventory and Management)	- NTEC II	- Nakai Namtheun Conservation Area	2003
Mr Vanhmala	- Nakai Nam Theun National Conservation Area - Conservation Promotion - Mapping and GPS - Village Forest Community Organisation - Wood Grading and Classifying	- Mr John Backer	- Forest Conservation Office	1998
		- Mr Hoy	- Forest Conservation Office	1998
		- Mr Soukhatha	- Forest Conservation Office	2002
		- NTEC II	- Forest Conservation Office	2003
		- DAFO	- DAFO	2002
Mr Khaophone Temsoulivanh	- Village Forest Community Organisation. - Orchard Management	- NTECT II	- Forest Conservation office	2003
		- Upper land project	- Ban Teuk's field work	2003
Mr Bounthavy Sengsouvanhna	- Village Forest Community Organisation - Training of Trainers	- NTEC II	- Forest Conservation Off	2003
		- NTEC II	- NTEC II office	2003
Mr Chanhthaso Syvanhpheng	- Communication and Coordination	- Upper land development and conservation project	- District agriculture office	2002
Mr Outhai Latsathanh	- Village Forest Community Organisation - Agro-forestry	- NTEC II	- Forest Conservation Office	2003
		- School of Forestry	- School of Forestry	1999
Mr Khamsay Vilavong	- Forestry Tree Seeds (Grain cultivation method) - Forestry Tree Seeds (Grain cultivation method) - Village Forest Community Organisation - Wood grading	- PAFO	- Tha Khet	2002
		- PAFO	- Tha Khet	2003
		- Nakai district NTEC II	- Nakai Num Theun conservation area	2003
		- PAFO	- Tha Khet	2002
Mr Khamphanh Keopaseuth	- Cooperative planning of utilisation of NTFPs - Water Animal, Wildlife, Forestry Resources - Agriculture (cultivation) - Project Preparation	- ULDCP	- Forest Conservation Office	2002
		- ULDCP	- Forest Conservation Office	2001
		- ULDCP	- Forest Conservation Office	2001
		- ULDCP	- Forest Conservation Office	2001



Name	Training Title	Conducted By	Place	Year
	- Communication and Coordination - Village Forest Community Organisation	- ULDCP - NTEC II	- Forest Conservation Office - Forest Conservation Office	2002 2003
Mr Bounpone Kaiyarath	- Fruit tree - Agriculture (Rice seed harvest ) - Forest and land allocation planning	- MAF - Lao-IRRI project - JBC project	-Hat Dokkeo station - Na Phork centre - PAFO	1999 1999 1999
Mr Bounta Amphavong	- Wood grading - Herbs	- Provincial Forestry Section - Timber plant No 4	- PAFO - Forest Conservation Office	
Mr Bouakeo Soulivong	- Forest Survey Panning - Village Forestry Survey and Planning - Land, Forest Supervision and Utilisation - GPS Training	- Central Survey Office - NTEC II - JICA - NTEC II	- Khammouane province - Nakai district - Vientiane district - NTEC office	2002 2003 1994 2003
Mr Sene	- Survey Training - Village Forestry Community Organisation - Forest survey	- NTEC II	- Forest Conservation Office	2003
Mr Khuvanh Latchachack	- Training of Field Evaluation	- Profs Khamphet and Bounleung	- Thakek	2003
Ms Naly Leugchanhthalat	- Training of trainees - The use and the supervision of the irrigation system - Gender role and responsibilities - Livestock and fishery - Communication and coordination - The production of organic water and fertilizer - Training of trainees	- PAFO - CARE - JCV - JCV - ULDCP - ULDCP -ULDCP	- PAFO - PAFO - PWU - PAFO - DAFO - DAFO - Nakai Plateau Resort	1999 1999 2000 2001 2002 2002 2003
Mr Khamvang Kylaivanh	- The use of herbs in pest control  - Organic Fertiliser in the rice growing. - Communication and Coordination	- Vocational School of agriculture, Phin district, Savannaket province - CIDSE project - ULDCP	- Vocational School of agriculture, Phin district, Savannaket province - Agro-forestry office - Nakai District	2000  2000 2002
Mr Bouala Singvongphachanh	- Communication and Coordination - Survey of NTFPs	- ULDCP - ULDCP	- DAFO - Forest Conservation Office	2002 2001
Mr Chomkeo Phaboliboun	- Production of Organic Fertiliser - Training of Trainers	- NTEC II - NTEC II	- Nongboua fertiliser demonstration site - Nakai district	2003 2003
Mr Mysai Singnavong	- Cooperative Conservation Promotion Techniques - Communication and Coordination	- Forest protection Centre - ULDCP	- Nakai district - Nakai district	1998 2002

Name	Training Title	Conducted By	Place	Year
	- Training of trainees	- NTEC II	- Nakai district	2003
Mr Fongsamouth Phommachanh	- Wood grading - Village Forestry Community Organisation - Production of Organic Fertiliser - Agriculture (RP) - Livestock Production and Veterinary (RP) - Agronomy (RP) - Computer Literacy	- PAFO - NTEC II - NTEC II - NTEC II - NTEC II - NTEC II - Department of Forestry	- DAFO - Forest Conservation Office - Nongboua fertiliser demonstration site - North Nakai centre - North Nakai centre - North Nakai centre - Department of Forestry	2002 2003 2003 2002 2003 2003 1999
Mr Phannoulath Khamvipat	- Village Community Forestry Organisation	- NTEC II	- Forest Conservation Office	2003
Mr Bounthom Vanhnalath	- Food for Work Project	- WFO.	- Department and Social Welfare Savannakhet province	2001
Mr Keo Kengchai	- Operating and maintenance of Vang Vieng Phi Irrigation Pump - PRA, RRA and conservation - water animal and wildlife conservation.	- ULDCP - ULDCP - ULDCP	- Xe Bang Fai office - Forest Conservation Office - Forest Conservation Office	2000
MR Sacksythong Thummachack	- Training of trainees	- NTEC II	- NTEC office, Nakai district	2003
Mr Sysomphone Southichack	- Wood Grading - Wood Survey - Use of GPS	- Division of Provincial forestry - NTEC II - NTEC II	- Division of Provincial Forestry - Forest Conservation Office - NTEC II	2003 2003 2003
Mr Linthong Malasy	- Training of Trainers	- NTEC II	- NTEC II office, Nakai district	2003
Ms Douanmala	None	None	None	-
Mr Lianphet Phetphilanone	None	None	None	-
Ms Khamkong Phakuanmany	None	None	None	-
Mr Theu Thavisouk	None	None	None	-
Mr Keophoumin	None	None	None	-
Mr Bouaphane Saysengthong	None	None	None	-
Mr Souliga Satry	None	None	None	-
Mr Khanthaly Saiyavongsa	None	None	None	-

**Annex 7-3: Agricultural and Forestry Provincial Staff list, Khammouane Province 2002 - 2003**

**Division of Agriculture**

Item	Name	Education		Position
		Level	Type	
<b>I. Provincial Office</b>				
1	Mr Khamsing Ounkheua	Basic		
2	Mr Khamphanh Phengthonma	Basic		
3	Mr Banthao Banchongkiet	Middle		
4	Mrs Thongdy Ornsaly	Basic		
5	Mr Somphonh Xaygnaseng	Middle		
6	Mr Bounkeuth Dalasouk	Advance		Chief Division
7	Mr chanthalay Souvannalath	Advance		
8	Mrs Soudy Thaknouvong	Middle		
9	Mss Lamkeo Sou amphonh	Middle		Deputy Chief Division
10	Mr KhatombounhVonglatana	Basic		
11	Mr Phethsamay Phabolibounh	Advance		
12	Mr Soeul Xaygnapagna	Middle		
13	Mrs Ammala Sengsouliga	Advance		
14	Mrs Horm orn h sithipanh	Middle		
15	Mr Keolakhonh Philabouth	Middle		
16	Mrs Khamperth vonglatana	Basic		
17	Mr Chanthai Keomany	Middle		
18	Mrs Malayphonh Sengsouvana	Middle		
19	Mr Phouva Lathachak	Middle		
20	Mr Khamkhai Xaygnavong	Advance		
21	Mr Chanthabouh silignakhoth	Middle		
22	Mrs Bouhou Mahathilath	Middle		
23	Mrs Vilak keophady	Middle		
24	Mr Keovilay Khounboulom	Bashlor		
25	Mr Khemthomg thephakanh	Middle		
<b>II Thakhek District</b>				
1	Mr Savay Keomany			Chief Division
2	MrSimouang Phakousonh			
3	Mr Oudomxay Lathamonty	Middle		
4	Mrs Nangchay Lathamonty	Middle		
5	Mr Khounma Phommachanh	Middle		
6	Mr Phethsisay Manalath	Middle		

Item	Name	Education		Position
		Level	Type	
7	Mr Ornkeo Homsombath	Middle		
8	Mrs Bouavanh Sisouphonh	Basic		
9	Mrs Thonphet Ninthalath	Basic		
<b>III Nongbok District</b>				
1	Mr Khamsing servixay	Middle		
2	Mr Khamphouthonh	Middle		
3	Mr Khamphanh Ketthavong	Middle		
4	Mrs Youanta Souvannasonh	Basic		
5	Mrs Senh Seuad davong	Middle		
6	Mrs Seum Sengviengxay	Middle		
7	Mrs Leuanlay Keovilaypohonh	Middle		
8	Mr Bountian Phetsavard	Middle		
9	Mr Souksavanh souvannalath	Middle		
10	Mr Bounthai Vorajak	Middle		
11	Mrs Lasamy Sisomxay	Basic		
12	Mrs Naly Lasajak	Middle		
<b>IV Mahaxai District</b>				
1	Mr Vilaythong Chathavisouk	Middle		
2	Mr Bounsay Phasisombounh	Basic		
3	Mrs Chanthong Linthavong	Basic		
4	Mrs Mrnh Phongpagna	Basic		
5	Mr Keophouxay Keosavang	Middle		
<b>V Hinboun District</b>				
1	Mr Duangdy Phouthasengkeo	Middle		
2	Mr Vanthaligna Sindala	Advance		
3	Mr Seng alounh Hormsombath	Middle		
4	Mr Kham Siphachanh	Basic		
5	Mrs Khinnalanh Sisoulath	Middle		
6	Mrs Phousy Xaygnalath	Middle		
7	Mr Sinouanma inthalth	Middle		
8	Mrs Sisouphanh Keovongsa	Middle		
9	Mrs Bousalong Vimanthong	Middle		
<b>VI. Gnommalart District</b>				
1	Mr KhioKham Kormchinovong	Basic		
2	Mr Thongsa Soutmixay	Middle		Deputy Chief Division
3	Mr Khamsi Sosayvongsa	Basic		
4	Mr Phady Vienhsana	Basic		

Item	Name	Education		Position
		Level	Type	
5	Mr Soulignah Chanthavong	Middle		
6	Mrs Moutsy Khamphaseng	Middle		
7	Mr Khamphanh Lorvanxay			
<b>VII Boualapha District</b>				
1	Mr Souckianh Bouphangmuang	Middle		
2	Mr Bounmy Xaysavanh	Middle		
3	Mr Phayvanh Phonsitho	Advance		
4	Mr Bousathian Soulignapangna	Middle		
<b>VIII. Nakai District</b>				
1	Mr Bouakeo Soulivong	Middle		
2	Mr Inthasonh Sisouvang	Middle		Chief Division
3	Mr Bounponh Kaignalath	Middle		
4	Mss Naly Leuangchanthalath	Middle		
5	Mr Chormkeo	Middle		
<b>IX. Xe Bangfai District</b>				
1	Mr Rongxay Vongsabouth	Middle		
2	Mr Phangma Senhthavong	Middle		
3	Mr Ornta Vilavong	Middle		
4	Mr Sisomphonh Innoula	Middle		
<b>X. Xaybouathong District</b>				
1	Mr Phouthonh Phanpaseuth	Middle		
2	Mr Khambornh Sonnalinh	Middle		
3	Mrs Bouathong Sisaleo	Middle		

**Division of Livestock and Fishery**

Item	Name	Education		Position
		Level	Type	
<b>I. Provincial Office</b>				
1	Mr Khamthone Vongphachan	Middle	Fishery	Chief Division
2	Mr Bounned Manatham	Middle	Fishery	Deputy Chief Division
3	Mr Keoviengkhone Sihavong	Advance	Veterinary	Deputy Chief Division
4	Mr Kee Sisouvang	Advance	Fishery	Km4 Fish Pond Leader
5	Mrs Keovanh Phangthonvma	Middle	Live stock	Technician
6	Mr Kinnaly Sisouvanh	Middle	Veterinary	Technician
7	Mrs Souk Sihavong	Middle	Livestock	Technician
8	Mr Phoukanh Sengsouldeth	Middle	Livestock	Technician
9	Mr Khamphanh Vilaysak	Middle	Livestock	Technician

Item	Name	Education		Position
		Level	Type	
10	Mr Sisomphonh Phanhgnalak	Middle	Livestock	Technician
11	Mrs Philavanh Sengdala	Middle	Livestock	Technician
12	Mr Saisamonh	Middle	Livestock	Technician
13	Mr Bouavanh Dalasouk	Middle	Livestock	Technician
14	Mr Aloonvanh Phuangmalay	Middle	Livestock	Technician
15	Mrs Vilaysonh Singnavong	Middle	Fishery	Technician
16	Mrs Sisavang	Middle	Fishery	Technician
17	Mr Souksakhonh Panivong	Middle	Fishery	Technician
18	Mrs Lampou Xaisanaphomma	Middle	Livestock	Technician
19	Mrs On ouma Sisavang	Basic	Fishery	Technician
<b>II. Thakhek District</b>				
20	Mr Sivily Vongsomphou	Advance	Livestock	Team Leader
21	Mrs Pagnongxay Vilaysak	Middle	Livestock	Assit Team Leader
22	Mr Kalasinh Southiphong	Middle	Livestock	Technician
23	Mrs Khamphouvi Phiasoulinh	Middle	Livestock	Technician
24	Mrs Lommany	Middle	Fishery	Technician
25	Mr Xaygnasith Sengpha athith	Middle	Livestock	Technician
26	Mr Khamdeng Bouakhilivanh	Basic	Livestock	Technician
27	Mr Ar Inthalath	Basic	Livestock	Technician
28	Mr Somsanouk Souvandala	Basic	Fishery	Technician
<b>III. Mahaxai District</b>				
29	Mr Phongsavanh Thany	Middle	Livestock	Team Leader
30	Mr Sangvarnh Sengpha athith	Middle	Livestock	Assist Team Leader
31	Mrs Baisanh Thongsavath	Middle	Livestock	Technician
32	Mr Douangchanh Southivong	Basic	Livestock	Technician
33	Mr Mai xaykosy	Basic	Livestock	Technician
34	Mrs Khanthaly Phothinh	Basic	Livestock	Technician
35	Mrs Chanthong Linthavong	Basic	Livestock	Technician
36	Mr Siphonh Bounthavong	Basic	Livestock	Technician
<b>IV Nongbok District</b>				
37	Mr Siphonh Xayavongsa	Middle	Livestock	Team Leader
38	Mr Khonphachan Chanthavong	Basic	Livestock	Assist Team Leader
39	Mr Lathsadavanh Seuatvongsa	Middle	Livestock	Technician
40	Mr Phouvang Sengduanh	Middle	Livestock	Technician
41	Mr Nawdy Seng Alounh	Middle	Livestock	Technician
42	Mrs Khampheng Xaygnavongsa	Middle	Livestock	Technician
43	Mrs Vivarnh Lormsengvilay	Middle	Livestock	Technician

Item	Name	Education		Position
		Level	Type	
44	Mrs Thongpheth Ninthalath	Basic	Livestock	Technician
45	Mr Phonh	Basic	Livestock	Technician
46	Mr Bounnam Chommanivong	Basic	Livestock	Technician

V. **Hinboun District**

47	Mr Homma Sibounhuang	Middle	Livestock	Team Leader
48	Mr Khamsoulizay Sengsouligna	Middle	Livestock	Assist Team Leader
49	Mr Khamvang Inthala	Advance	Livestock	Technician
50	Mrs Southisa Inthalangsy	Middle	Livestock	Technician
51	Mr Kethmany Xaysomphou	Middle	Fishery	Technician
52	Mrs Ngonkham Phomakesonh	Basic	Livestock	Technician
53	Mr Lathsamay Kitsati	Basic	Livestock	Technician
54	Mr Bouma Phouthasengkeo	Basic	Livestock	Technician

VI. **Gnommalart District**

55	Mr Bouthavy Phonsavath	Basic	Livestock	Team Leader
56	Mrs Khampheng Lennalath	Basic	Livestock	Assist Team Leader
57	Mrs Thongparn Thamavong	Middle	Livestock	Technician
58	Mr Keota Phommavanh	Basic	Livestock	Technician
59	Mr Thongpheo Keovixay	Basic	Livestock	Technician
60	Mr Thitsady Vongsopha	Middle	Livestock	Contract Employee

VII. **Boualapha District**

61	Mr Bounvang Xaygnasith	Middle	Livestock	Team Leader
62	Mr Khamhou Vongphachanh	Middle	Livestock	Assist Team Leader
63	Mr Khampou Bouthsaly	Middle	Livestock	Technician
64	Mr Bounpheng Xaysana	Middle	Livestock	Technician
65	Mr Phonsavanh	Middle	Livestock	Technician
66	Mr Keobanthai	Middle	Fishery	Contract Employee
67	Mrs Khammounh	Middle	Fishery	Contract Employee

VIII. **Nakai District**

68	Mr Sombath Pangnasith	Advance	Livestock	Team Leader
69	Mr Meexay sengthavong	Basic	Livestock	Assist Team Leader
70	Mr Somleou Phoboupha	Advance	Livestock	Technician
71	Mr Phorkhuanh Oudomsak	Middle	Livestock	Contract Employee
72	Mr Sanh	Middle	Livestock	Contract Employee

IX. **Xe Bangfai District**

73	Mr Vanxay Phaophongsavath	Middle	Livestock	Team Leader
74	Mrs Sengvilay Lasajark	Middle	Livestock	Assist Team leader
75	Mr Phetsomphonh Xaysanasy	Basic	Livestock	Technician

Item	Name	Education		Position
		Level	Type	
76	Mr Bounmy Xaypangna	Basic	Livestock	Technician
77	Mrs Bounsong Khamvongsa	Basic	Livestock	Technician
78	Mr Khanxay	Middle	Livestock	Contract Employee

X.

79	Mr Khampoei Phommavongsa	Middle	Livestock	Team Leader
80	Mr Viengkphonh Phengdala	Middle	Veterinary	Assist Team Leader
81	Mrs Chita Chitamart	Middle	Livestock	Technician
82	Mrs Khamphang	Middle	Livestock	Technician
83	Mr Bouapha Phomsavath	Middle	Livestock	Contract Employee

**Division of Irrigation**

Item	Name	Education		Position
		Level	Type	
<b>I. Provincial Office</b>				
1	Mr Khambong Phouvong	Basic		Mechanic
2	Mr Bounma Pansalivong	Basic		Mechanic
3	Mr Sengdeuanh Vongsaigna	Advance		
4	Mrs Viengkhorn senhbounh-	Basic		Cashier
5	Mr Vilayhong Khounnavong	Advance		
6	Mr Kongchay Saykosy	Advance		
7	Mr Korlakanh Saygnavong	Basic		Mechanic
8	Mr Khanthalangsy	Advance		Chief Division
9	Mr Sounthonh Liemthavixay	Advance		Deputy Chief Division
10	Mr Chormphet Charnpheng	Bachelor		Deputy Chief Division
11	Mrs Khambay Chanthavong	Middle		
12	Mr Chaykham saygnavong	Advance		
13	Mr Khamchanh Mounnavong	Basic		Electrician
14	Mrr Khanthaly Singpadith	Basic		
15	Mr Kittavong Souvannasing	Advance		
16	Mr Souphy Chanthavixay	Middle		
17	Mr Chanthapagna Phengthalansy	Advance		
18	Mr Bandit Vilamonh	Advance		
19	Mr Siliphonh Khounnolath	Advance		
20	Mr Hongsa Phalivong	Middle		
21	Mr Detsakda Manikhham	Advance		
22	Mr Duangchay Khotsouvanh	Advance		Mechanic
23	Mr Bounnong Sounilavong	Advance		

		Education		
Item	Name	Level	Type	Position
24	Mrs Ammala Saynavong	Advance		
<b>Thakhek District</b>				
1	Mr Vongvilay Keosangvarnh	Basic		
2	Mr Souvannajak Keochanthala	Advance		Deputy Chief Division
3	Mrs Bang ornh Saygnasith	Middle		
4	Mr Souphasorn Chanthavisouk	Basic		
5	Mr Sengnuansy Sisouvanh	Advance		
<b>Mahaxai District</b>				
1	Mr Bounounh Saygnalayh	Advance		Deputy Chief Division
2	Mr Khuanta Hormbousavong	Middle		
<b>Nongbok District</b>				
1	Mr Khamphoumy Phommaxay	Advance		
2	Mr Khamsenh Phommavong	Advance		Deputy Chief Division
3	Mr Southnh Inthapangno	Basic		
<b>Hinboun District</b>				
1	Mr Thongmy Latsavong	Middle		
2	Mr Nouthak Deeduangphanh	Middle		Chief Division
3	Khamthanh Sihalatsavong	Middle		
1	Mr Khamphouvanh saygnalat	Middle		
2	Mr Nouthong Saygnalath	Middle		
3	Mr Phomma Chanthavong	Advance		
4	Mr Sisavart Sivixay	Advance		
<b>Boualapha District</b>				
1	Mr Sounita Khottavong	Middle		
<b>Nakai District</b>				
1	Mr Souliga Satee	Basic		
2	Mr Keokenchay Keo onkhay	Advance		
3	Mr Bounthom Vnnalath	Advance		
<b>Xe Bangfai District</b>				
1	Mr Thongphoun Bounthavong	Middle		
2	Mr Sornsi Soulisak	Basic		
3	Mr Sisa art Sayphosy	Basic		
4	Mr Keomanivong Sisouvanh	Middle		
5	Mr Choumsi Saynavong	Middle		
6	Mr Gnortpathana Ketchanh	Advance		
7	Mrr Lisabet Thammavong	Middle		

		Education		
Item	Name	Level	Type	Position
1	Mr Vongsa Phommavong	Advance		Deputy Chief
2	Mr Bounna Duangsy	Middle		
3	Mr Samnieng Sittisak	Middle		

**Division of Forestry**

		Education		
Item	Name	Level	Type	Position
<b>I. Provincial Office</b>				
1	Mrs Khamchanh Silipangnounh	Basic		
2	Mrs Phoutsady Xaygnajak	Basic		
3	Mr Saykham Senhmany	Middle		
4	Mr Alouinh Vangviengthong	Middle		
5	Mr Lamphanh Kommadam	Advance		
6	Mr Khamlek Senhlasan	Middle		
7	Mr Viengsavanh Phomasarnh	Advance		
8	Mr Sounthonh Phommajak	Middle		
9	Mr Sisouk Keohanam	Middle		
10	Mrs Duangta Phasomphit	Middle		
11	Mr Phonsy Phasomphit	Middle		
12	Mrs Bouleung Xaygnaphonh	Basic		
13	Mr Kongkeo Sommanohak			Driver
14	Mr Soukatha Vannalath	Advance		
15	Mr Phouvieng Mahaphom	Middle		
16	Mrs Kae Mottaphanit	Basic		
17	Mr Bounthavy Phengpheng	Middle		
18	Mr Bouthavy Sisombath	Advance		Chief Division
19	Mrs Phouthong Inthanogsak	Basic		
20	Mr Hongsa Vongvichith	Middle		
21	Mr Phouvanh Sihalath	Advance		
22	Mr linh Phommajak	Basic		
23	Mr Khamphay Xaylavanh	Middle		
24	Mrs Siviengxay Mixay	Advance		
25	Mrs Lamphonh Xaypangna	Middle		
26	Mr Phaibounh Malakoul	Advance		
27	Mr Bounkham Phuang oudom	Advance		
28	Mrs Vanida Lattanamongkhoun	Middle		

		Education		
Item	Name	Level	Type	Position
29	Mrs Phonsavanh Khotsayam	Middle		
30	Mr Keophouthonh Inthalath	Advance		
31	Mrs Bounsaleum Namathao	Advance		
32	Mr Hormkham Xaykosiphinit	Advance		
33	Mr Sisommay Simanivong	Advance		
34	Mr Viengkakhonh Novang	Basic		
35	Mr Khamkeo Lathagnot	Advance		
36	Mr Siphanh Chanthavong	Advance		
37	Mr Kamseng Sengthongnalin	Advance		
38	Mr Soukanh Khamvongsa	Middle		
39	Mrs Saysamonh Phomphithak	Middle		
40	Mr Sompharnh Khenxayavong	Middle		
41	Mrs Langma Sisombat	Middle		
42	Mr Daovornh Phanthalath	Advance		
43	Mr Bouthavy Soudala	Middle		
44	Mr Anousorn Senchanthixay	Middle		
45	Mr Volada Chanthavong	Middle		
46	Mr Boun oum Vilaysornh	Middle		
47	Mr Somphonh Phitgnathornh	Middle		
48	Mr Phetlakhonh Oudonh	Middle		
49	Mr Phaymany Phimmasarnh	Middle		
50	Mr Sonphet Simoukda	Middle		
51	Mr Khamphoui Chanthonh			Cashier
52	Mr Kathor Sisoukalath	Basic		
53	Mr Somlor Vonglamphanh	Bachelor		
54	Mrs Boualy Xaygnaphoum	Middle		
55	Mr Thepsouvanh Xaykosy	Advance		
56	Mr Lamngeunh Phanthavong	Middle		
57	Mr Bounpheng Xaygnasinh	Advance		
58	Mrs Keokasonh Simoukda	Middle		
59	Mrs Sengsavanh Phannamvong	Advance		
60	Mr Phoxay Phanthamath	Middle		
61	Mr Xaypangna Thammavong	Middle		
62	Mr Sinnasonh Sengchantavong	Advance		
63	Mr Sila Chanthavong	Bachelor		
64	Mr Tiangkham Linthasornh	Middle		
65	Mrs Inpeng Phommajak	Middle		

		Education		
Item	Name	Level	Type	Position
66	Mrs Phetsamay Khennavong	Middle		
67	Mr Vilayvornh Norsouvanh	Middle		
68	Mr Intong Vongvilay	Bachelor		
69	Mr Xaysana Xaygnavong	Middle		
70	Mr Bouchanh Xaypangna	Bachelor		Deputy Chief Division
71	Mrs Sengkeo vongsomphou	Middle		
72	Mr Chansamout Inthavong	Basic		
73	Mr Laddavanh Phimmasarnh	Middle		
74	Mr Soukanh Inthanouhak	Bachelor		
75	Mr Phayvanh Thammavongsa	Bachelor		
76	Mr Hassadt Khotasa	Middle		
77	Mr Bounthang Souvannahong	Middle		
78	Mr Khamphanh Orndala	Advance		
79	Mrs Phetsamay vongmany	Middle		
80	Mr Phetsamonh Oudorn	Middle		
81	Mr Santisouk Phommaseng	Advance		
82	Mr Bounkeut Keohavong	Middle		
83	Mr Bandith Namsok	Middle		
84	Mr Sithidet Phouthavong	Middle		
85	Mr Saysamonh Phommanivanh	Middle		
86	Mrr Vongvaenh Phengpheng	Advance		
87	Mr Souky Thammavong	Bachelor		
88	Mr Khammanh Sorpaseuth	Advance		
89	Mr Bouthavy Vannabouathong	Middle		
90	Mr Kaikongkeo	Middle		
91	Mr Vilavong khuengboua	Middle		
92	Mr Khampark kaignalath	Middle		
93	Mr Anoupark Vanthaqnovong	Middle		
94	Mr Phouthavong Lasaphong	Middle		
95	Mss Tongbang Xaygnavong	Middle		
96	Mrs Phouthavong khongsavat	Middle		
97	Mr Khamparnh Aphaignavong	Advance		
98	Mr Phetlamphonh Akkavong	Middle		
99	Mr Bouthieng Manichanh	Middle		
100	Mr Boumy Xaygnaphoum	Middle		
101	Mr Phanmaichornh Mahathat	Middle		

Item	Name	Education		Position
		Level	Type	
<b>Thakhek District</b>				
1	Mr Bouddy Lormany	Basic		
2	Mr Lassamy vongxaynalath	Middle		
3	Mr Venh Bannavong	Middle		
4	Mr Soulithonh Oubonpaseuth	Middle		
5	Mrs Manivanh Soukbandith	Advance		
6	Mrs Chormthong Ponthalith	Middle		
7	Mr Vixay Pangnaqvichith	Advance		
8	Mr Thongpanh Phonmalay	Middle		
9	Mrs Souphaphonh Nanthalath	Middle		
10	Mr Thanoudeth Chanthasenh	Middle		
11	Mrs Som Phit amphornh	Middle		
12	Mr Soulaphonh Boudchaleun	Middle		
13	Mrs Vilakounh Xayakoummanh	Middle		
14	Mr Lassamy Sihalath	Advance		
15	Mr Oupekha Vorlaphom	Middle		
16	Mr Thanousorn Hormsisombat	Bachelor		
<b>III. Nongbok District</b>				
1	Mrs Phoukkek Signavong	Middle		
2	Mr Sithan Thepsoulinthonh	Advance		
3	Mr Sornphet Soulivong	Middle		
4	Mr Phornsavanh Dalasouk	Middle		
5	Mr Kouangthnog Kommaket	Middle		
<b>IV Mahaxai District</b>				
1	Mrs Thongkham Phimmajak	Advance		
2	Mr Somsanouk Manoutsatham	Advance		
3	Mr Phomma Somphavanh	Middle		Chief Division
4	Mr Hongkham Insixiengmay	Middle		
5	Mr Sisouphanh Oulamanivong	Middle		
6	Mr Soukthavy Souvannasanh	Middle		
7	Mr Kalouna Vongvoladeth	Avance		
8	Mr Khamsay Vongsakda	Middle		
9	Mr Kongthong Phommavonsa	Middle		
10	Mr Bouluamma Phommamaxay	Middle		
11	Mr Thounta Tanthaphengxay	Middle		
12	Mr Oudorn Nuanphaly	Middle		
13	Mr Bouthong Inthasieng	Middle		

Item	Name	Education		Position
		Level	Type	
14	Mr Boungnong Xaynalath	Middle		
15	Mr Kornkeo Khanthanorm	Advance		
16	Mr Oukham Lattanananh	Middle		
17	Mr Manotham Siempaseuth	Middle		
<b>V Hinboun District</b>				
1	Mr Keo oudornh Thamavong	Middle		
2	Mr Keuthmy Xaygnasornh	Middle		
3	Mr Douangchay Khanthondy	Middle		
4	Mr Vonsavath Insixiengmay	Middle		
5	Mr Davorn Phomphakdy	Middle		
6	Mr Bouporn Chanthalath	Advance		
7	Mr Keovongma Dalasouk	Middle		
8	Mr Siengphet Vilayphonh	Advance		
9	Mr Phornkeo Chanthapangna	Advance		
10	Mrs Vanida kittolath	Middle		
11	Mr Silakhorn Chanthavong	Middle		
12	Mr Bouthavy Dinsavarth	Middle		
13	Mr Khounvilay Kiattikounh	Basic		
<b>VI. Gnommalat District</b>				
1	Mr Khamsay Hormsombath	Middle		
2	Mr Sisongkharm	Middle		
3	Mr Bounhong Sipasruth	Middle		
4	Mr Kay Khamthip	Advance		
5	Mr Khampee Xaygnajark	Basic		
6	Mr Teangorn Keodala	Middle		
7	Mr Phet outhai Detsombounh	Middle		
8	Mr Bounthieng Phakphonsavat	Middle		
9	Mr Souksady Keoborlakot	Middle		
10	Mr Khamphuan Dalapheth	Middle		
11	Mr Vorlajark Ounvilayhong	Middle		
12	Mr Phengsavat Maisana	Advance		
13	Mr Khemphet Phoudchanthon	Middle		
14	Mr Karnkeo Phommaseng	Middle		
<b>VII Boualapha District</b>				
1	Mr Saly Xaygnavong	Advance		
2	Mr Bouthivy Louang oudom	Advance		
3	Mr Korlakot Soulignavong	Middle		



Item	Name	Education		Position
		Level	Type	
4	Mr Khambay Louangphaxay	Bachelor		
5	Mr Phaylot Senchanthixay	Basic		
6	Mr Lamphong Xaysombounh	Advance		

VIII. **Nakai District**

1	Mr Senh Sornmixay	Basic		
2	Mr Bouala Singvongphachanh	Basic		
3	Mr Sisomphonh Southijak	Middle		
4	Mr Bounta Amphavong	Middle		
5	Mr Khanthaly Xaynavongsa	Middle		
6	Mr Keophouminh Muangvong	Middle		
7	Mr Bouthavy Sengsouvana	Middle		
8	Mr Outhai Latsathanh	Middle		
9	Mr Khamsai Vilavong	Middle		
10	Mr Forngsamout	Bachelor		

IX. **Xe Bangfai District**

1	Mr Orlavanh Sengdalavong	Advance		
2	Mr Soutchay Thavisap	Middle		
3	Mr Mina Sengsouk	Middle		
4	Mr Keovongvinh Bounnakhian	Middle		
5	Mr Khammorn Phomphithak	Advance		Deputy Chief Division
6	Mr Simornh Khamsakjaqueunh	Middle		
7	Mr Boukeuth Sisoulath	Middle		
8	Mr Navongsy Phommavoharn	Middle		
9	Mr Bounthanh Inthala	Middle		
10	Mr Vanna Dalasouk	Basic		
11	Mrs Keovongma Lounpasa	Middle		
12	Mr Bounlorng Thepvongssa	Middle		
13	Mrs Chansy Phetsounthornh	Basic		
14	Mr Inthanong Sornboulom	Bachelor		
15	Mr Somlak Phommajark	Middle		
16	Mr Sakdavong Chanthavixay	Middle		

X. **Xaybouathong District**

1	Mr Somchit Lattanasinh	Middle		
2	Mr Sisonxay Khounnolath	Middle		
3	Mr Bounthai Senghavanh	Middle		
4	Mr Khamseng Siornta	Advance		
5	Mr Keo Mahaxay	Middle		

Item	Name	Education		Position
		Level	Type	
6	Mr Vixaigna Nammathep	Middle		
7	Mr Saleumxay Sakpaseuth	Middle		
8	Mrr Vilyouk Khamvonsa	Middle		
9	Mr Sornxay Phomduangsy	Middle		
10	Mr Keovida Gnimjem	Middle		
11	Mr Sisa art Sisouphalath	Bachelor		
12	Mr Sakdard Inthasorn	Middle		
13	Mr Sipaseut Khamsoukthavong	Middle		
14	Mr Vangdala Senhnilaphay	Middle		
15	Mr Khoummy Kongmany	Middle		
16	Mr Somlit Leutvilaiseng	Middle		
17	Mrs Simsana Pachantha	Middle		

Division of Extension and Facilities

Item	Name	Education		Position
		Level	Type	
<b>Cabinet</b>				
1	Mr Phomma Phanthalansy	Master		
2	Mr Vyiengkham Xaygnaphonh	Bachelor		
3	Mr Keolakhonh Fonglasamy	Advance	Forestry	
4	Mr Bounngong Soulgnavong	Middle	Irrigation	
<b>Administration</b>				
1	Mr Chaykham Xaynavong	Advance	Irrigation	
2	Mrs Duangta Khasomphit	Middle	Forestry	
3	Mrs Parnkham Souvannasao			Computer
4	Mr SouliKhanh Kongla	Basic		Cash Desk
5	Mr Khamphoui Chanthonh	Basic		Cash Desk
<b>Specialists</b>				
1	Mr Souphi Chanthavixay	Middle	Irrigation	Trainer
2	Mrr Ammala Sengsouliga	Advance	Agriculture	Trainer
3	Mr Boumy Vongxaygnalath	Middle	Live stock	Trainer
4	Mr Thanousornh Hornsombat		Forestry	Trainer
5	Mr Khamphanh Phengthongma			Trainer
6	Mr Somphornh Xaygnaseng			Trainer
7	Mr Banthao Banchongkiat		Agriculture	Trainer
8	Mr Viphot Xaynavong			Trainer
9	Mr Xaysana Xaynavong			Trainer

Item	Name	Education		Position
		Level	Type	
1	Mr Sengdouanh Vongsagna			
2	Mrs Phonvilay Ladda			
1	Mr Khambay Louangphaxay	Advance	Forestry	
2	Mr Phouvanh Sihalath	Advance	Forestry	
3	Mr Hatsady Khoasa	Middle	Forestry	
4	Mr Saysamornh Soulidet			Cash Desk
5	Mr Chansamout Sinthavong			Computer
6	Mrlinh Phommajark			Cash Desk
7	Mrs Khamchanh Silipangnoun			
8	Mrs Phoutsady Xaygnajark			
9	Mrs Bounleung Xaygnaphornh			Nurse
10	Mr Kongkeo Simmanohark			Driver
11	Mr Alounh Vangviengthong	Basic		
12	Mr Davornh Phannalath	Middle	Forestry	
13	Mr Boumy Xaygnaphoum			
1	Mr Souli Thammavong	Advance	Forestry	
2	Mr Keovilay Khounboulom	Bachelor	Agriculture	
3	Mr Tiengkham Sinthasornh	Middle	Forestry	
4	Mr Inpeng Forngvichith	Middle	Live stock	
1	Mr Douanchay Khotsouvong	Advance	Mechanic	
2	MrKhambong Phouvong	Basic	Mechanic	
3	Mr Saysamornh Khammasornh	Basic	Mechanic	
4	Mr Bouma Parnsanouvong	Basic	Mechanic	