

# National Colloquium on Cooperative Training

## PROCEEDING WITH RECOMMENDATIONS

21<sup>st</sup> March – 22<sup>nd</sup> March, 2015

**Venue :**

Regional Institute of Cooperative Management, 67, Padmanabhanagar,  
P.B. No.7085, Banashankari 2<sup>nd</sup> Stage, Bengaluru-560070



## NATIONAL COUNCIL FOR COOPERATIVE TRAINING

3, Siri, Institutional Area, August Kranti Marg  
New Delhi – 110016

Phones : 26861753, 26861007, 26861150, 26861737, 26512062 (Direct)

Fax : 011-26522545, Email : ncct2006@hotmail.com

Website : [www.ncct.ac.in](http://www.ncct.ac.in)

**National Colloquium on Cooperative Training held 21-22<sup>nd</sup> March, 2015 at  
Regional Institute of Cooperative Management, Bengaluru.**

**Proceedings with Recommendations**

The National Colloquium on Cooperative Training was organized by the National Council for Cooperative Training, New Delhi on 21-22<sup>nd</sup> March, 2015 at the Cooperative Community Centre of Regional Institute of Cooperative Management (RICM), Bengaluru. The Colloquium was the second in the series organized by National Council for Cooperative Training, New Delhi which was attended by about 100 participants representing various Cooperative Training institutions including Vaikunth Mehta National Institute of Cooperative Management (VAMNICOM), Regional Institutes of Cooperative Management (RICM), Institutes of Cooperative Management (ICM), Agriculture Cooperative Staff Training Institutes (ACSTI), Junior Cooperative Training Centres (JCTC), Resource Persons, Cooperators and the officials, C-PEC BIRD, GIZ Rural Financial Institutions Programme (GIZ-RFIP), Cooperators, Officials and Master Trainers etc. The main objective of the two day Colloquium was to deliberate on the issues for enhancing the performance of the trainers of the Cooperative Training Institutions to ensure that training needs of the target group are taken care by them effectively. The two day event was co-sponsored by National Cooperative Union of India Cooperative Education Fund, GIZ Rural Financial Institutions Programme (GIZ-RFIP), New Delhi, Bank of India (BOI), New Delhi & C-PEC BIRD, Lucknow.

The Colloquium was inaugurated by Shri Mohanbhai Kalyanjibhai Kundariya,



Hon'ble Minister of State for Agriculture, Government of India at Cooperative Community Centre of Regional Institute of Cooperative Management, Bengaluru on 21<sup>st</sup> March, 2015 at 10.30 a.m. by lighting the lamp. Dr. Chandra Pal Singh Yadav

MP (Rajya Sabha), Chairman, NCCT presided over the inaugural function. Shri G.T. Devegowda, MLA, Chairman, Karnataka State Cooperative Federation Ltd., Dr. B.S. Vishwanathan, Chairman, RICM, Bengaluru and Smt. Leela Devi R. Prasad, eminent women Cooperator and former State Minister graced the occasion as the Guests of Honour.



Shri Mohan Kumar Mishra, Secretary, NCCT while welcoming Shri Mohanbhai Kalyanjibhai Kundariya, Hon'ble Minister of State for Agriculture, Chairman, NCCT, Dr. Chandra Pal Singh Yadav, Guests of Honour, participants, distinguished invitees,

highlighted the important role of NCCT in resurgence of the cooperatives, professionalization of the system as well as the functionaries. He further emphasized the need to strengthen all CTIs so that they play a meaningful role in revamping the training system so as to offer quality training programmes across the country. He mentioned that the three-tier structure of the cooperative training i.e. VAMNICOM at the National level, RICMs, ICMs and ACSTIs at the State levels and JCTCS at the grass root level has been functioning to offer the training and educational programmes for different target levels of the cooperative personnel. He highlighted that the objective of the colloquium was to build up a platform by the NCCT so that it can be a PAN INDIA training organization. In spite of the limitations of the fund as well as infrastructure, the units of the NCCT have been performing at their best level to offer the programmes as per the demand of the user organizations. He expressed his gratitude to the Hon'ble Minister of State for Agriculture, Shri Mohanbhai Kalyanjibhai Kundariya for inaugurating the event in spite of his busy schedule and described him as a humble Minister with a strong vision to transform the rural India. He further elaborated that his experience as a Minister of Rural Development in Gujarat would be helpful for the country as a whole in his new position as Union Minister of State for Agriculture, Government of India. Shri Mohan Kumar Mishra highlighted the gist of the technical sessions to be conducted during the two days event and also said that this colloquium is a platform of idea sharing

for the trainers of cooperative training institutions who have come all the way from different parts of the country representing various cooperative training institutions.

Shri G.T. Devegowda, MLA, Chairman, Karnataka State Cooperative Federation Ltd., Dr. B.S. Vishwanathan, Chairman, RICM, Bangalore felicitated the dignitaries on the dais on behalf of the host State. Shri G.T. Devegowda, MLA, Chairman, Karnataka State Cooperative Federation



Ltd., while addressing the participants emphasized the need for change and improvement in the training methods of the CTIs for imparting effective training to the cooperative personnel.



The Hon'ble Minister of State for Agriculture, Shri Mohanbhai Kalyanjibhai Kundariya in his inaugural address highlighted the need for improved training techniques so as to bring transformation in the economic status of farmers in the country. He said that

cooperative model is the only way through which to the farming community can get remunerated price, better livelihood and increased income. He extended his Ugadi New Year Greetings and stated that the cooperative sector is the heart and soul of the farmers, and the farmers not only get fertilizers, seeds, pesticides and loan for farming but also get valuable guidance from the cooperative movement.

Shri Kundariya further speaking on the occasion said that the recent untimely rains have caused havoc to the farmers but Government has not compensated them due to Old Crop Insurance Act but the government is going to compensate these



losses after changing/amending this Old Crop Insurance Policy. He informed that the Central Government is considering providing average price of last five years to farmers if market rates are down. Shri Kundaria further added that he is closely associated with agriculture sector and also with cooperative sector. He highlighted that the need of the hour is for the cooperative sector to take a lead for the welfare of the farmers. He informed the gathering that all concerned Ministers of the Central Govt. are visiting those areas/states which were affected by the untimely rains and after receiving the reports from all States, the Central Government will decide further remedial measures. He conveyed his hearty congratulations to Dr. Chandra Pal Singh Yadav, MP (Rajya Sabha) on being re-elected as President of National Cooperative Union of India and assured full cooperation in his endeavours for reforming the cooperative training structure in the country.



Dr. Chandra Pal Singh Yadav, MP (Rajya Sabha), Chairman, NCCT while delivering his presidential address welcomed Hon'ble Minister of State for Agriculture, Govt. of India for his kind presence on this occasion besides his busy schedule and gracing the

occasion as the Chief Guest. He further extended gratitude to the Hon'ble Minister and said that this shows Hon'ble Minister's kind attachment towards cooperatives. He further said that Shri Mohanbhai Kalyanjibhai Kundariya is closely associated with District Cooperative Central Bank, Rajkot where agriculture credit is available to the farmers at 1% percent interest rate and is also available at 0% interest in case of natural calamity. He also said that the two days Colloquium will provide an effective action blue print to implement the policies and programmes envisaged by respected Prime Minister, Shri Narendra Modi who truly believed in '**Sabka Saath Sabka Vikas**'.

Dr. Chandra Pal Singh further said that the NCCT is working for Human Resource Development of Cooperatives through its 20 institutes by organizing Diploma Courses, Short Term Courses & Long Term Courses. He also pointed out

that the cooperative training institutions are not getting adequate policy support from state governments for human resource development in the cooperative sector. He elaborated that the employees of VAMNICOM, RICMs/ICMs working under the umbrella of National Council for Cooperative Training are not getting salaries equivalent to University Pay scales and they also don't have similar service conditions.

He raised an important issue confronted by the cooperative training institutes in their training activities by imposition of service tax by the government, and in this regard, he appealed to the Hon'ble Minister, Shri Mohanbhai Kalyanjibhai Kundariya to use his good offices to meet the Finance Minister of India to request for exemption of service and income tax from cooperatives. He hoped that during the two days Colloquium all the matters concerning education and training would be discussed and concrete solutions may emerge as reflected in the recommendations. He suggested to include the subject of Cooperation in the curriculum of school and college education and requested the Hon'ble Minister of State for Agriculture Shri Mohanbhai Kalyanjibhai Kundariya to initiate necessary steps for this. He called for full support from the Government of India for strengthening the cooperative training institutions under NCCT including infrastructure development.

The vote of thanks to the Hon'ble Chief Guest, President, Guests of Honour, dignitaries on the Dias, delegates, invitees was proposed by Shri B. Vasant Naik, Director, RICM, Bengaluru.



The first Technical Session was conducted by Dr. Dinesh, DG, NCCT on the topic: "An overview of Cooperative Training for Cooperative Personnel." In this session Dr. Dinesh highlighted the concepts to training, training development and education alongwith key attributes of training and education. He covered different aspects such as Training Organizational Environment, Opportunities and Challenges for Training, Factors Determining

Human Performance and Performance Model. The important aspects for a systematic approach to training like requirement of training need analysis for designing the programme, choosing of appropriate training methods along with evaluation of training were also highlighted briefly.



The second Technical Session was conducted by Shri R. Krishnamurthy, Consultant, GIZ on the topic: “Need for Strategic alliance between NCCT supported Training Institutes (RICMs/ICMs) and State Cooperatives supported Training Institutes (ACSTIs), Systematic approach to training

and Capacity Building for Cooperatives.” In his presentation Shri Krishnamurthy covered the topics such as need for a holistic approach to HRD Planning and Management, Systematic approach to training, Principles and conditions of Adult Learning, Designing Programme objectives etc. In his presentation Shri Krishnamurthy also highlighted the need for strategic alliance amongst NCCT, RICMs/ICMs, ACSTI, CTIs in training activities including resource sharing, infrastructure sharing etc. He emphasized that RICMs/ICMs and CTIs should emerge as profit centres and build up their own corpus for future needs.

The third Technical Session was conducted by Prof. Dr. Nanditesh Niley of Indian Society for Training and Development, Delhi on the topic: “Training needs assessment by cooperative training institutions-A systematic approach.” In his session Dr.



Niley discussed about the Training Need Assessment and its process. Various issues related to TNA such as organizational analysis, task analysis and personal analysis were covered in his presentation with live exercises.





The fourth and fifth Technical Sessions were conducted by Prof. B. Thyagraj of Indian Society for Training and Development, Bengaluru on the topics: “Designing and Conduction of Training Programmes for effective training and Feedback & Evaluation of Training.” Prof.

Thyagraj in his session covered the aspects of training process, facts about training programmes, employee training, different training methods and evaluation of training processes.

The Sixth technical Session was conducted by Shri A.C. Diwakar, JRCS, Government of Karnataka on the topic: “Diversification of Training in vocational and skill development field by cooperative training institutions.” Shri Diwakar covered various issues of



Vision 2020 which includes 100% primary literacy and vocational training. In his address he discussed about the requirement of vocational training in the cooperative training institutions and also provided a list of vocational training courses run by City & Guilds, U.K. He also emphasized on certification and standardization as well as faculty training with industrial participation by CTIs involved in vocational training.

Later, Shri Mohan Kumar Mishra invited the participants for experience sharing and asked them to give their valuable feedback about the programme. He expressed his hope that they might have gained useful knowledge about various aspects of training which will further help them in improving their efficiency in conducting training programmes. Earlier, Shri Mohan Kumar Mishra, Secretary,



NCCT felicitated Shri Ramakrishna Regulagedda, Senior Programme Manger, GIZ and Ms. Shikha, DGM, C-PEC BIRD for extending the support and cooperation to the NCCT in conduction of National Colloquium successfully.



While summing up Dr. Dinesh, DG, NCCT appealed to all participants to implement the knowledge gained from this Colloquium in their respective organizations. The colloquium ended with vote of thanks proposed by Dr. N. Ranjana Devi, Director

(Programme), NCCT who summed up the two days colloquium, recommendations and other information.

**The following are the recommendations of the National colloquium on Cooperative Training:**

1. Service Tax has been imposed to the CTIs by the Government which has put extra burden on the cooperatives. Hence, it was recommended that cooperative training institutions should be exempted from the income tax by the government.
2. The subject of Cooperative should be included in the curriculum of school and college level to create more awareness amongst the students about the cooperative movement and its functioning.
3. Due to lack of systematic training need assessment, most of the cooperative training institutes cannot plan need based training programme. Hence, it

was decided to follow systematic training need assessment so as to enable these institutions to design training programmes as per the need of the participants. The CTI should use improved training techniques while organizing the training programmes.

4. Since majority of the participants are in-service and adults, different training methods should be used for the CTIs for effective training.
5. There should be strategic alliance amongst NCCT units VAMNICOM/RICMs/ICMs/ACSTI/JCTCs in training activities in the areas of resource sharing such as development of faculty, preparing training material and revamping of infrastructure etc.
6. The need for introducing vocational training was strongly felt by the colloquium so as to provide skill-based and practical oriented courses to help the participants in income generation and self employment.