

CREATION OF ACADEMIC RESOURCE POOL FOR VAMNICOM/RICMs/ICMs

1. PREAMBLE

The National Council for Cooperative Training (NCCT) is a registered society created under Societies Registration Act 1860 by the Ministry of Cooperation of the Government of India. It has been mandated to organize, direct, monitor and evaluate cooperative training all over the country through its 20 training institutions (hereinafter called 'training units'). Its primary aim is to develop and implement need based training initiatives for fostering robust human resource development in cooperative sector and other stake holders of the cooperative movement. It is also pioneering in research to address critical issues for shaping growth and sustainability of cooperative sector. In addition to these basic duties, various training units of NCCT have been running a number of professional courses successfully which attract youth for their career development and employability.

The New Education Policy (NEP) 2020 emphasized integrating vocational education, general education and strengthening the industry, academia collaboration. As such the training units of NCCT offers professional courses and other courses to encourage the participants to visit various types of cooperative and acquire knowledge about cooperatives and its management.

2. NEED FOR ACADEMIC RESOURCE POOL IN NCCT

NCCT being responsible for organization training programs for development and capacity building of manpower in cooperative sector and its other stakeholders throughout the country recognizes establishment of Academic Resource Pool (ARP) to address critical gaps and enhances the standardized and effective cooperative training programs nationwide. Following are some key reasons highlighting the need for a pool of ARP in NCCT.

- (i) **Expertise Gap:** Non filling of vacancies inter alia in academic cadre of NCCT created shortage of faculty. There is limited domain expertise among the existing faculty members which has been creating hindrance in imparting training in various domain and enhance the standard of professional courses being run by the training units of NCCT.
- (ii) **Subject Specialization:** The existing regular faculty are not only limited in number but have their limited subject specialization. ARP will be utilized to handle the specialization which is not available within the organization.
- (iii) **Quality Assurance:** It is understood that ARP will ensure standardized, high quality training sessions across diverse subjects relevant to MBA, HDCM and other Diploma courses.
- (iv) **Continuity of Experts:** Creation of pool of ARP will ensure continuity of experts on variety of subject which will be easily available to training units of NCCT.
- (v) **Target Audience:** Training programs cater to a diverse group with varying qualifications, requiring ARP with subject knowledge and pedagogical skills suited to different lecture profiles.

As such for the above reasons, ARP can play a crucial role in augmentation of NCCT's training capabilities and pioneering the professional courses by filling the expertise gap, ensuring consistent quality and meeting the varied subject needs of the cooperative sector and professional programs.

3. OBJECTIVES

- A. To fill the faculty gap in the training units of NCCT
- B. To enhance the quality of courses and enable the training units of NCCT to work with experts in the field of cooperatives and allied sectors
- C. To pool the experts in various functional areas of cooperatives and allied sectors.
- D. To encourage the experts in the field of cooperatives and other areas of management to associate with the training units of NCCT in teaching, training, research and consultancy.

4. ENGAGEMENT OF ARP

The engagement of ARP is planned based on their educational qualification, industry experiences and other expertise they bring in to the activities of NCCT. As such the ARP are classified into three categories: A, B, and C. Any person from teaching/research organization of State, Central Govt. Institutions/Universities or PSUs or officials from State/Central Cooperative and allied departments, who is add value to the academic/training/research activities to the VAMNICOM/RICMs/ICMs can be considered for ARP. Based on the classification the ARP will be engaged depending on the professional courses, HDCM, other Diplomas and Short Term Programmes by the VAMNICOM/RICMs/ICMs. The below table indicates the category and criteria to classify them.

Category A	<ul style="list-style-type: none">• Highly experienced professionals with extensive expertise in their respective fields, particularly in cooperative management.• Shall be a faculty/industry expert, working/retired or a renowned person, with or without a Post Graduate having rich experience from academia/industry
Category B	<ul style="list-style-type: none">• Mid-level professionals with considerable experience and a solid track record in educational institutions/cooperative organisations/research fields, with a focus on cooperative and allied sector expertise.• Should possess relevant academic qualifications or industrial experience relevant to the particular course/subject of the training programme.
Category C	<ul style="list-style-type: none">• Professionals/Experts having moderate experience and fundamental knowledge in cooperative and allied sectors.• Should possess relevant academic qualifications or industrial experience relevant to the particular course/subject of the training programme.

E. GUIDELINES FOR UTILIZING ACADEMIC RESOURCE POOL (ARP) EXPERTS

1. The services of the proposed experts from Academic Resource Pool (ARP) will be utilised only by those Institutes where in-house expertise is not available.
2. The nearest available resource person from ARP will be hired by the institutes so as to save the travelling cost.
3. The review of the performance of the Resource Persons shall be done every 6 months, based on the feedback received from the participants. Accordingly their continuation will be decided for further period. The report in this regard should be put up in EC every six months.
4. After every 6 months, the executive council will be informed about the number of resource persons hired /utilised and expenditure incurred for payment of honorarium.

F. FINANCIAL IMPLICATION FOR ARP

The implementation of the National Resource Persons (ARP) scheme includes the following financial implications at the NCCT (National Council for Cooperative Training) and RICM/ICM (Regional Institute of Cooperative Management/Institute of Cooperative Management) levels. The revised payment structure for honorariums for Short Term Programmes (STP) and Long Term Programmes under the ARP scheme are detailed below:

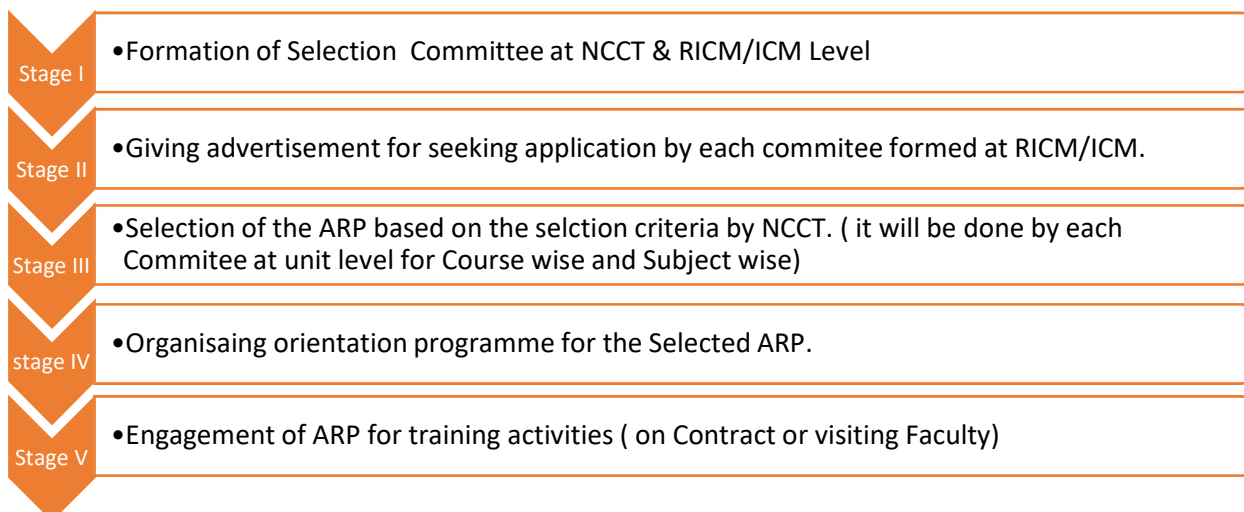
Revised Honorarium Fixed As per Category			
Course Type	Category- A	Category- B	Category- C
Short Term Programme (STP) (for 1 Session i.e 90 Min)	Rs.1200	Rs.1000	Rs.800
Long Term (HDCM/Sectoral diploma/ Professional Courses/ Collaborative courses ((Per subject for 30 sessions)	Rs. 30000/-	Rs.25000/-	Rs. 20000/-
For those Guest Faculties who are handling session in the long term, other Sectoral diplomas and DGR programmes the respective institute will provide nominal accommodation facilities at free of cost and provide working lunch only.			

By specifying the honorarium structure for both short-term and long-term programs, this framework ensures fair and standardized compensation for ARP, aligning with the goals and budgetary constraints of the NCCT and RICM/ICM.

G. PERIOD OF EMPANELLEMENT OF ACADEMIC RESOURCE POOL

Once a person is empanelled as an ARP in NCCT, the selection will be valid for three years subject to the condition of the review of performance in every six month based on the feedback from the participants. Further, the empanelment may be done a fresh upto the age of 72 years. Thus, the maximum age for the ARP is not exceeding 75 years.

H. ACTION PLAN FOR SELECTION OF ARP



I. FORMATION OF SELECTION COMMITTEE

The ARP selection committee will be formed at two levels, one at NCCT Head office for organising National level seminars/workshops/symposiums and on the other hand, each RICM / ICM will form a Section Committee at their level. The details of both committees are given below.

Level	Constituted by/at	For Category	Members Composition	Remarks
National Level	NCCT	A	I. <u>CHAIRPERSON</u> Director, VAMNICOM, Pune. II. <u>MEMBERS</u> 1. An External expert in the concerned subject. (at National Level) 2. Secretary, NCCT 3. Director NCCT (Member Convener)	The External Expert will be nominated by the Secretary NCCT in consultation with the Director, VAMNICOM
RICM/ICM Level	By Each RICM/ICM	B & C	III. <u>CHAIRPERSON</u> I. Registrar of Cooperative Societies/His Representative Not below the Rank of Additional Registrar IV. <u>MEMBERS</u> (i) Director of Concerned RICMs/ICMs (ii) External Subject Expert (iii)Deputy Director/Sr. Faculty (Member Convener)	External Subject Expert will be identified by the Director and Deputy Director of the concerned RICMs/ICMs

J. CLASSIFICATION OF PROGRAMMES

The programmes conducted in VAMNICOM/RICMs/ICMs are broadly classified into seven categories:

1. **Professional Courses** (MBA, PGDCBM, PGDCBM-ABM & BBA)
2. **HDCM** (Higher Diploma in Cooperative Management, Regular/Correspondence)
3. **Sectoral Diplomas** (Dairy, Handloom, Industrial, and other Cooperative Sectors)
4. **Collaborative Programmes** (WDRA, DGR, ICMAI, etc.)
5. **Short-Term Programmes (STP)** (1 to 5 days duration)
6. **Development Sector Initiatives** (FPO, CSC, initiatives by MoC and other Ministries)
7. **Other Government Programmes** (Need-based programs based on requirements)

This comprehensive approach ensures that ARP possess the necessary qualifications and practical insights to contribute meaningfully to both long-term and short-term programs, thereby fostering growth and innovation within the cooperative management domain.

K. ELIGIBILITY CRITERIA AND PARAMETERS

The eligibility criteria for ARP is framed based on the type of the programmes conducted in VAMNICOM/RICMs/ICMs such as Professional Programmes, HDCM, Sectoral Diplomas, and Short Term Programmes etc. The experts from academia and cooperatives who is contributed for the development of cooperatives and allied sectors such as rural development and agri-business and for the functional areas of management. The below table prescribes eligibility criteria and parameters for various categories and various courses offered by the training units.

1. PROFESSIONAL COURSES (MBA, PGDCBM, PGDCM-ABM & BBA)

Academic Indicators	Minimum Eligibility		
	Category 'A'	Category 'B'	Category 'C'
Teaching Experience (in Years)	15 Years & above.	10-15 Years.	5-10 Years.
For Industry Exp: Worked in Higher positions in any organisation	More than 15 years	5-10 years	1-4years
Educational Qualification For Teaching PG Ph.D	Management / Commerce / Finance / HR / Marketing with Ph.D. (Retd. HOD's / Prof. / Top level executives of institutions / Department. Professionals (CA/CMA)	Management / Commerce / Finance / HR / Marketing with (Ph.D desirable) (Retd. Associates Prof. / Middle level executives of institutions / Department. Professionals (Income Tax and GST Practitioners).	Management / Commerce / Finance / HR / Marketing with (Retd. Assist. Prof. / Master trainers in specific domain. Executives retd. From Institutions and department.Regular resource person in an educational institution for handling subjects.Executives retd. From Institution and department.
For Industry Experience	Any UG	Any UG	Any UG

2. HIGHER DIPLOMA IN COOPERATIVE MANAGEMENT (HDCM) (REGULAR/CORRESPONDENCE)

Academic Indicators	Minimum Eligibility		
	Category 'A'	Category 'B'	Category 'C'
Total work experience (in Years) in the field of Cooperatives/Colleges, teaching cooperatives and other subjects	10-15 Years.	5-10 Years.	3-5 Years.
Total work experience in Training as Trainer (in Years) out of the total work experience	Retd. Sr. Officer in cooperative department / institutions / Trainer in ICMs / ACSTI / JTCS Years – 8	Retd. Middle level Officer in cooperative department / institutions / Trainer in ICMs / ACSTI / JTCS Years – 5	Retd. Jr. level Officer in cooperative department / institutions / Trainer in ICMs / ACSTI / JTCS Years – 2
Educational Qualification Graduate Post Graduate Ph.D	Cooperation / Cooperative Management / Management / Commerce / Finance / HR / Marketing and allied subjects	Cooperation / Cooperative Management / Management / Commerce / Finance / HR / Marketing and allied subjects	Cooperation / Cooperative Management / Management / Commerce / Finance / HR / Marketing and allied subjects

3. SECTORAL DIPLOMAS (DAIRY, HANDLOOM, INDUSTRIAL, AND OTHER COOPERATIVE SECTORS)

Academic Indicators	Minimum Eligibility		
	Category 'A'	Category 'B'	Category 'C'
Total work experience (in Years)	5-10 Years.	5-8 Years.	3-5 Years.
Work experience in the sector (in Years) out of the total work experience	Retd. Sr. Officer in cooperative department / institutions / Trainer in ICMs / ACSTI / JTCS and other sector based training institutes Years – 5	Retd. Middle level Officer in cooperative department / institutions / Trainer in ICMs / ACSTI / JTCS other sector based training institutes Years – 3	Retd. Jr. level Officer in cooperative department / institutions / Trainer in ICMs / ACSTI / JTCS other sector based training institutes Years – 2
Educational Qualification Graduation Post Graduation	Cooperation / Cooperative Management / Management / Commerce / Finance / HR / Marketing and allied subjects	Cooperation / Cooperative Management / Management / Commerce / Finance / HR / Marketing and allied subjects	Cooperation / Cooperative Management / Management / Commerce / Finance / HR / Marketing and allied subjects

4. COLLABORATIVE PROGRAMMES (WDRA, DGR, ICMAI, etc.)

Academic Indicators	Minimum Eligibility		
	Category 'A'	Category 'B'	Category 'C'
Total work experience (in Years)	10 Years and Above. (Retd. Assist. Prof. / Master trainers in specific domain. Executives retd. From Institutions and department. Regular resource person in an educational institution for handling subjects. Executives retd. From Institution and department.	10-8 Years.	8-5 Years.
Total work experience in Training as a Trainer (in Years)	5 Yrs.	Years – 3	Years – 2
Educational Qualification Graduation Post Graduation	Management / Commerce / Finance / HR / Marketing	Cooperation / Cooperative Management / Management / Commerce / Finance / HR / Marketing and allied subjects	Cooperation / Cooperative Management / Management / Commerce / Finance / HR / Marketing and allied subjects

5. SHORT-TERM PROGRAMMES (STP) (1 TO 5 DAYS DURATION)

Academic Indicators	Minimum Eligibility		
	Category 'A'	Category 'B'	Category 'C'
Total work experience (in Years) in the field of cooperatives/Colleges, teaching cooperatives and other subjects	10-15 Years.	5-10 Years.	3-5 Years.
Total work experience in Training as Trainer (in Years) out of the total work experience	Retd. Sr. Officer in cooperative department / institutions / Trainer in ICMs / ACSTI / JTCS Years – 8	Retd. Middle level Officer in cooperative department / institutions / Trainer in ICMs / ACSTI / JTCS Years – 5	Retd. Jr. level Officer in cooperative department / institutions / Trainer in ICMs / ACSTI / JTCS Years – 2
Educational Qualification Graduate Post Graduate Ph.D	Cooperation / Cooperative Management / Management / Commerce / Finance / HR / Marketing and allied subjects	Cooperation / Cooperative Management / Management / Commerce / Finance / HR / Marketing and allied subjects	Cooperation / Cooperative Management / Management / Commerce / Finance / HR / Marketing and allied subjects

6. DEVELOPMENT SECTOR INITIATIVES (SHG/JLG/FPO/CSC/INITIATIVES BY MOC AND OTHER MINISTRIES)

Academic Indicators	Minimum Eligibility		
	Category 'A'	Category 'B'	Category 'C'
Total work experience (in Years)	8 Years.	5 Years.	3 Years.
Total work experience in SHG / JLG / FPO / FPC (in Years).	Served as Sr. Officer in Forming and Monitoring the SHG / JLG / FPO / FPC. Years – 8	Served as Middle Officer in Forming and Monitoring the SHG / JLG / FPO / FPC. Years – 5	Served as Jr. Officer in Forming and Monitoring the SHG / JLG / FPO / FPC. Years – 3
Educational Qualification Graduate Post Graduate Ph.D	Graduate in any discipline.	Graduate in any discipline.	SSC Passed or Graduate in discipline.

7. OTHER GOVERNMENT PROGRAMMES (NEED-BASED PROGRAMS BASED ON REQUIREMENTS)

Academic Indicators	Minimum Eligibility		
	Category 'A'	Category 'B'	Category 'C'
Total work experience (in Years)	8 Years.	5 Years.	3 Years.
Total work experience in the concerned department / Sector (in Years).	Served as Sr. Officer in the concerned department / sector Years – 8	Served as Middle Officer in the concerned department / sector Years – 5	Served as Jr. Officer in the concerned department / sector Years – 3
Total work experience in Training as Trainer (in Years).	Master trainer in the concerned department / sector Years – 5	Master trainer in the concerned department / sector Years – 3	Master trainer in the concerned department / sector Years – 2
Educational Qualification Graduate Post Graduate Ph.D	Graduate in any discipline.	Graduate in any discipline.	SSC Passed or Graduate in discipline.

ASSESSMENT INDICATORS AND WEIGHTAGE FOR SELECTION OF EXPERT FOR ARP

The selection of experts for Academic Resource Pool (ARP) requires a robust and transparent assessment process. To ensure that the most qualified and suitable candidates are chosen, a comprehensive set of assessment indicators and corresponding weightage has been developed. These indicators are designed to evaluate various aspects of a candidate's expertise, experience, and potential contribution to the cooperative management programs. By assigning specific

weightage to each indicator, the selection process aims to objectively measure and rank candidates, ensuring that only those with the highest qualifications and most relevant experience are selected. This approach not only upholds the standards of excellence expected of ARP but also enhances the overall effectiveness and impact of the programs conducted by the training units of NCCT.

1. PROFESSIONAL COURSES (MBA, PGDCBM, PGDCM-ABM & BBA)

Sl.No	Assessment indicators for all categories (A, B and C)	Weightag
1	Educational Qualification: Post Graduation (for Teaching) 80% and above -25% 60% to 79% -20% 55% to 59% -15% Professional Qualification Ph.D -10% Any other professional qualifications-5%	25% 15%
2.	Industry Experience Above 10 years 30% 5-10 Years 20% 3-5Years 10%	30%
3	Presentation during the Interview	10%
4	Interview	20%
	Total	100%

2. HIGHER DIPLOMA IN COOPERATIVE MANAGEMENT (HDCM) (REGULAR/CORRESPONDENCE)

Sl.No	Assessment indicators for all categories (A, B and C)	Weightage
1	Educational Qualification: Post Graduation (for Teaching) 80% and above -25% 60% to 79% -20% 55% to 59% -15% UG -10% Any other professional qualifications-5%	25% 15%
2.	Industry Experience Above 10 years 30% 5-10 Years 20% 3-5Years 10%	30%
3	Presentation during the Interview	10%
4	Interview	20%
	Total	100%

3. SECTORAL DIPLOMAS (DAIRY, HANDLOOM, INDUSTRIAL, AND OTHER COOPERATIVE SECTORS)

Sl.No	Assessment indicators for all categories (A, B and C)	Weightage
1	Educational Qualification: Post Graduation (for Teaching)	25%
	80% and above -25% 60% to 79% -20% 55% to 59% -15% UG -10% Any other professional qualifications-5%	
2.	Industry Experience	30%
	Above 10 years 30%	
	5-10 Years 20% 3-5Years 10%	
3	Presentation during the Interview	10%
4	Interview	20%
	Total	100%

4. SHORT TERM PROGRAMMES (STP)

Sl. No	Assessment indicators for all Categories	Weightage
1	Total work experience (in Years)	25%
	Above 10 years 25%	
	5-10 Years 20%	
	3- 5 Years 15%	
2	Work experience in the sector (in Years) out of the total work experience	20%
	More than 5 Years 20%	
	3-5 Years 15%	
	2-3 Years 10%	
3	Total work experience in Training as a Trainer (in Years)	20%
	More than 5 Years 20%	
	3-5 Years 15%	
	2-3 Years 10%	
4	Educational Qualification	15%
	Graduation 10% Post Graduation 15%	
5	Presentation during the Interview	10%
6	Interview	10%
	Total	100%

5. DEVELOPMENT SECTOR INITIATIVES (SHG/JLG/FPO/CSC/INITIATIVES BY MOC AND OTHER MINISTRIES)

Sl. No	Assessment indicators for all Categories	Weightage
1	Total work experience (in Years) Above 15 years 30% 10-15 Years 25% 5-10 Years 20% 3- 5 Years 15%	30%
2	Work experience in SHG/JLG/FPO/FPC (in Years) 10-15 Years 25% 5-10 Years 20% 3- 5 Years 15%	25%
4	Educational Qualification Graduation 10% Post Graduation 20% Ph.D 20%	40%
5	Presentation during the Interview	10%
6	Interview	10%
	Total	100%

6. RESEARCH AND CONSULTANCY

Sl.No	Assessment indicators for all Categories	Weightage
1	Educational Qualification Post-Graduation 20% Ph.D 20%	40%
2	Total work experience (in Years) Above 15 years 20% 10-15 Years 15% 5-10 Years 10% 3- 5 Years 5%	20%
3	No. of Research and Consultancy Assignments undertaken Less than 5 5% 6 to 10 15% above 10 20%	20%
4	Presentation during the Interview	10%
5	Interview	10%
	Total	100%

L. ROLE AND RESPONSIBILITIES OF ARP:

- i. Academic Resource Expert should deliver lectures as per the institutional policy of VAMNICOM/RICMs/ICMs.
- ii. Involve in the development of courses and curriculum designing for the training programmes.
- iii. Conduct Workshop/Seminars/Special lecturers jointly in collaboration with regular faculty members of the institution.
- iv. Carryout research projects or consultancy services in collaboration with regular faculty members
- v. Actively participate in departmental committees, student network, and collaboration with industry.

M. CONCLUSION:

Due to a prolonged period without new faculty recruitment, the current situation at NCCT has become challenging. Presently, only 40% of the required human capital is functioning as faculty across various units. Additionally, many faculty members are reaching the age of superannuation each year at VAMNICOM, RICMs, and ICMs. This significant reduction in faculty strength is impacting the quality and continuity of education and training programs.

Given this critical shortage, there is an urgent need to engage experts from the Academic Resource Pool (ARP). By doing so, we can ensure that the educational and training needs of our institutes are met despite the existing faculty shortfall. Engaging ARP experts will help maintain high standards of instruction and support the ongoing development of our academic programs.
