

Training Planner 2012-13

Human Resource Development



National Dairy Development Board



Programmes at NDDB, Anand	Target Participants	Programme slots for 2012-13			
		Apr to Jun 12	July to Sep 12	Oct to Dec 12	Jan to Mar 13
Board Orientation Programme for Cooperatives <i>Duration: 3 days</i>	Board of Directors of Milk Unions	27-29 June	4-6 July 11-13 July 18-20 July 25-27 July 8-10 Aug 22-24 Aug 5-7 Sep 26-28 Sep	3-5 Oct 17-19 Oct 31 Oct-2 Nov 7-9 Nov 12-14 Dec 19-21 Dec	2-5 Jan 16-18 Jan 30 Jan-1 Feb 13-15 Feb 20-22 Feb 6-8 Mar 13-15 Mar 20-22 Mar
Business Appreciation Programme for Procurement Personnel of Milk Unions <i>Duration: 5 days</i>	Procurement Personnel of Milk Unions	7-11 May 18-22 June	9-13 July 23-27 July 30 July-3 Aug 10-13 Sep 24-28 Sep	8-12 Oct 29 Oct-2 Nov 19-23 Nov 10-14 Dec	7-11 Jan 21-25 Jan
Farmers Orientation Programme for Cooperatives <i>Duration: 2 days</i>	Milk Producers from Dairy Cooperatives	Two programmes a week- Mon-Tue and Thu-Fri on all working days			
Producers Orientation Programme for NGCs <i>Duration: 3 days (including 1 day travel time)</i>	Milk Producers from New Generation Cooperatives	As per request received			

Booking of slot is on first-cum-first serve basis and is subject to availability.

Training programmes at NDDB, Anand by Human Resource Development-Coops Group

NDDB offers training/orientation to milk producers, Board of Directors and procurement personnel of dairy cooperatives. Training is also imparted to the milk producers affiliated to New Generation Cooperatives.

The training modules focus on the functioning of village-level dairy institutions as viable, vibrant and sustainable entities which provide reasonable and remunerative returns to milk producers. The emphasis is on good governance and professional management at all levels of the value chain of the milk business.

- Training programmes include lecture sessions, games, field visits, demonstrations, educational films, interaction with milk producers and institutions.
- Custom-made modules in subjects/areas related to cooperative dairying are also offered on request. These are tailor-made to suit specific training needs, keeping in view the current situation in the dairy sector.
- Training/orientation programmes are also organised on request, for government and non-government organisations in India and abroad, for dairy development in a larger perspective.



Programmes

I Board Orientation Programme for Cooperatives	
Participants	Elected directors of milk unions
Programme objectives	<p>To enable participants:</p> <ul style="list-style-type: none"> • Identify the challenges, including the growing competition, being faced by dairy cooperatives and formulate strategies to counter them. • Comprehend their roles and responsibilities and participate actively in board meetings for making policies to facilitate growth of their milk union to meet the long term objectives. • Recognise the importance of values in an economic enterprise and importance of good governance and professional management. • Identify the strengths and weaknesses of their milk union and formulate strategies to run their business profitably.
Focus area	<ul style="list-style-type: none"> • Better business by the milk union through good governance and a professional approach.
Brief description of course content	<p>Challenges faced by dairy cooperatives and strategies to overcome them. National Dairy Plan. Assessment of performance of the milk union. SWOT analysis. Importance of value-based institutions, vision and mission statement. Long-term objectives. Roles and responsibilities. Board-management relations. Trends in productivity enhancement in relation to NDP. Ration Balancing Programme. Quality assurance. Participation of women in dairy cooperatives. Relevant field visits like dairy cooperative, dairy plant, Analytical laboratory, etc.</p>
II Business appreciation programme for Procurement Personnel of Milk Unions	
Participants	Milk procurement personnel - field supervisors and managers
Programme objectives	<p>To enable participants:</p> <ul style="list-style-type: none"> • Work as effective and efficient facilitators. • Achieve the desired key targets related to milk procurement and institutional development and facilitate member participation. • Exhibit a high professional commitment and initiative for development of cooperative milk business. • Understand the present scenario and developments in cooperative dairying and appreciate the need for cooperatives to be competitive.



Focus area	<ul style="list-style-type: none">• Improve coverage and procurement• Improve quality of milk raw milk at milk reception dock
Brief description of course content	Challenges faced by dairy cooperatives and strategies to overcome them. National Dairy Plan. Strategies to increase milk procurement – ‘depth’ and ‘spread’ concept. Recent trends in milk marketing. Importance of MIS. Standard operational costs in milk business. Quality assurance. Modern concepts in productivity enhancement. Achievement motivation. Importance of communication in extension. Importance of capacity building. Enhancing participation of women in dairy cooperatives. Relevant field visits like dairy cooperative, dairy plant, Analytical laboratory, etc.
III Farmers Orientation Programme for Cooperatives	
Participants	Milk producers/MCM/DCS chairpersons
Programme objectives	To enable participants: Appreciate the need for fair and transparent milk procurement operations, trained DCS staff and proactive management committee members. Appreciate the value of member involvement and participation of women members at the DCS level for efficient operations. Recognise the importance of proper breeding, feeding, health care and management of animals to enhance milk production. Explain the clean milk production practices at farm and DCS levels.
Focus area	Improve coverage and procurement. Improve raw milk quality. Increase animal productivity through proper breeding, nutrition and health management practices. Enhance participation of women at the DCS level.
Brief description of course content	Brief about dairy cooperatives and role of NDDB. Animal health and productivity. Feed and fodder aspects. Clean milk production. Role of women in dairy cooperatives. Educational films. Relevant field visits like dairy cooperative, dairy plant, fodder farm, cattle feed factory, etc.



IV Producers Orientation Programme for NGCs	
Participants	Milk producers from NGCs
Programme objectives	To enable participants: Identify the salient features of New Generation Cooperatives. Appreciate the importance of proper animal management, feeding and breeding to increase milk production. Understand the importance of clean milk production at milk producer and BMC level and the practices therein. Recognise the need for member involvement and participation of women members at the MPP level.
Focus area	Improve coverage and procurement. Improve quality of milk till the RMRD level through NGCs.
Brief description of course content	NGC milk procurement system – concept of <i>Sahayak</i> and concept of <i>Sanyojak</i> . Fairness and transparency. Payment systems – directly to bank accounts of producers and bank's business correspondent model. Credit linkages. Grievance redressal. Prerequisites for promoting a Producer Company. Convergence of animal health, breeding and nutrition activities. Clean milk production. Role of women in dairy cooperatives. Relevant visits like MPI (NGC field area), cattle feed plant, fodder demonstration farm, dairy plant, etc.



Training charges per participant* (₹)

Particulars	Duration	Target Participants	Batch size	Tuition fee	Lodging	Board	Local conveyance	Travel, board & lodging for NGC field visit	Total fees	Service tax on fees @ 12.36%	Fees payable per participant
Board Orientation Programme for Cooperatives	3 days	Board of Directors of Milk Unions	Min. 8; Max. 15	900	750	816	300	Nil	2766	341.88	3108
Business Appreciation Programme for Procurement Personnel of Milk Unions	5 days	Field Supervisors	Min. 12; Max. 25	1000	800	1120	250	Nil	3170	391.81	3562
		Managers and above		1500	800	1120	500	Nil	3920	484.51	4405
Farmers Orientation Programme for Cooperatives	2 days	By NDDB bus	Min. 22; Max. 33	170	90	333	80	Nil	673	83.18	757
		Bus hired by client	Min. 20; Max. 48	170	90	333	Nil	Nil	593	73.29	667
Producers Orientation Programme for NGCs	3 days[^]	Milk Producers from NGCs	Min. 20; Max. 48	170	45	166.5	80	1092	1553.5	57.10	1612

*Subject to change without notice. Charges effective at the time of training would be applicable.

[^]Includes a day's visit to NGC field locations.



Training fees should be remitted in advance through Demand Draft, drawn in favour of 'National Dairy Development Board', payable at Anand, along with a covering letter mentioning the details of participants.

To avail a slot for the programmes, kindly contact:
 Deputy Head (Trng & Dev)
 National Dairy Development Board
 Anand 388 001
 Phone: (02692) 226349

For further information, please contact:

Region	Contact Persons	Phone & Email
North & West	Shri S B Padhiar, Manager (HRD)	(02692) 226137 padhiar@nddb.coop
East & South	Ms Anindita Baidya, Manager (HRD)	(02692)226133 abaidya@nddb.coop

Kindly note:

All trainees are requested to bring their photo-identity cards.

Smoking, Chewing of tobacco and consumption of alcohol is strictly prohibited inside NDDB premises.



Demonstration of Ration Balancing Programme



Visit to Microbiological Lab (at CALF)



Farmers visiting fodder demonstration lab



A lecture session in progress

National Dairy Development Board

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