

## Nominations

This is one of the programme in series of Trainer development programmes in rural development Sector. The first 40 received nominations will be confirmed for this programme and remaining nominations may be considered for subsequent programmes. There is no course fee for participants. However, free lodging and boarding facilities are provided. **The programme is offered through Residential mode for five days at SIRDPR Meghalaya, Shillong and the sponsoring State of the participants has to endorse the participant nomination and sponsor the Travel expenses (TA) to attend the programme.**

**Last date to receive nominations: March 10, 2025,**

**Nomination letters to be addressed to Course Director**

**Dr.T.Vijaya Kumar on or before the last date.**

### COURSE TEAM

**Dr.T.Vijaya Kumar**

Associate Professor &

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Phone: 7731007799 and Local coordinator SIRDPR, Meghalaya.

**ABOUT NIRD&PR:** The National Institute of Rural Development & Panchayati Raj (NIRD&PR), an autonomous organization under the Union Ministry of Rural Development, is a premier national Centre of Excellence. The North Eastern Regional Centre of the National Institute of Rural Development & Panchayati Raj (NIRD & PR-NERC) came into existence in July 1983 at Guwahati with the aim to orient its training and research activities to the specific needs and potentials of North Eastern States. The Centre is located at Jawaharnagar, Khanapara, adjacent to Assam Administrative Staff College and Veterinary College, Assam Agriculture University, Khanapara. It is at a distance of about 15 km from Guwahati Railway Station and Central ASTC Bus Stand and nearly 35 kms from Lokpriya Gopinath Bordoloi International Airport. The NERC is located at Jawaharnagar, Khanapara, Guwahati. Assam.



## **NIRDPR NERC OFF CAMPUS Regional Training Programme on**

**Advanced Training Methodology  
For Trainers of  
Rural Development and Panchayati Raj Departments  
(March 24-26, 2025)**

**At SIRDPR, Meghalaya, Shillong**



**North Eastern Regional Centre  
National Institute of Rural Development & Panchayati Raj  
(Ministry of Rural Development, Govt. of India)  
Khanapara, Guwahati, Assam-781022  
[www.nird.org.in](http://www.nird.org.in) / [nirdnerc.nic.in](http://nirdnerc.nic.in)**

## Need

The National Multidimensional Poverty Index Progress Review 2023 reports a significant decline in multidimensional poverty. The proportion of the population considered multidimensional poor decreased from 24.85% in 2015-16 to 14.96% in 2019-21, resulting in approximately 135 million individuals escaping poverty during this period. This progress indicates that India is on track to achieve Sustainable Development Goal Target 1.2, which aims to reduce poverty in all its forms by at least half by 2030.

The Government of India is committed to eliminating rural poverty by 2030 through a comprehensive approach that includes employment generation, rural infrastructure development, provision of basic amenities, and social security programmes. However, the success of these initiatives hinges on the capacity of development functionaries tasked with implementing them. Therefore, building the capacities of these functionaries through well-structured training programmes is paramount.

The effectiveness of any training programme largely depends on its design and the methodologies employed for its delivery. Rural development institutions, such as the State Institutes of Rural Development (SIRDs), Extension Training Centres (ETCs), Regional Institutes of Rural Development, and District Institutes of Rural Development, play a pivotal role in organizing periodic capacity-building programmes for officials in rural development and allied sectors. These institutions design training based on identified needs to ensure the effective implementation of government schemes.

The choice of methodologies for training specific subjects or sessions is critical to achieving the desired impact. Therefore, officials from rural development and Panchayati Raj institutions must continually update and refine their knowledge of training methods and techniques within the broader framework of advanced training methodologies.

Recognizing this need, a recent SIRD/ETC colloquium emphasized the importance of training on advanced methodologies for faculty members of SIRDs and ETCs. In response, the North East Regional

Centre (NERC) has proposed an **Advanced Training Methodology Programme** for faculty of SIRDs and ETCs and Master Trainers of RD and PR Departments. This programme aims to equip participants with cutting-edge knowledge and skills in training design, delivery techniques, and impact evaluation, ensuring that rural development and Panchayati Raj Training programmes achieve their intended outcomes effectively.

The objectives of the training programme are as follows:

### Objectives

- ✓ Enhance **Training Methodology Skills**: Equip participants with the skills
- ✓ And techniques necessary to design and deliver effective training programmes.
- ✓ Understand **Advanced Training Design**: Foster a deep understanding of advanced methodologies for structuring and designing impactful training programmes.
- ✓ Develop **Effective Trainer Competencies**: Orient participants on essential
- ✓ Skills, including soft skills, to enhance their effectiveness as trainers.
- ✓ Explore **Trends in Capacity Building**: Introduce participants to emerging trends, innovative approaches, and strategic frameworks in training and Capacity building for rural development.

### Contents

- ✓ **Instructional Design Principles**: Steps to create structured, learner-centric training sessions.
- ✓ **Interactive Techniques**: Strategies to foster engagement and participation.
- ✓ **Application of Learning Theories**: Insights into adult learning principles (Andragogy) and how they apply to rural development training.
- ✓ **Designing a Training Programme**: Key stages—needs assessment,
- ✓ Objective setting, content creation, and evaluation planning.
- ✓ **Tailored Soft Skills Development & Creating a conducive learning environment**. Handling diverse learner groups, including local leaders and rural participants

- ✓ Community-driven capacity building & Gamification and experiential learning.
- ✓ Integration of SDG goals into training and development.
- ✓ Strengthening partnerships for rural development initiatives.

#### **Master Trainer Role Development:**

- ✓ Mentorship skills for guiding future trainers.
- ✓ Strategies for cascading training benefits to community-level actors.

#### **Flagship Programme Integration:**

- ✓ Aligning training strategies with major initiatives like PMAY-G, MGNREGA, and NRLM.
- ✓ Best practices for implementing convergence models in rural programmes

#### **Practical Sessions:**

- ✓ Designing a sample training module.
- ✓ Case study discussions on successful rural development training programmes.

## **Target Participants**

#### **Faculty from:**

- State Institutes of Rural Development (SIRDs).
- Regional Institutes of Rural Development (RIRDs).
- Extension Training Centers (ETCs).
- District Institutes of Rural Development (DIRDs).
- Panchayati Raj Training Institutions.
- Master Trainers for flagship development programmes.

**(Representing the states of Arunachal Pradesh, Assam, Meghalaya and Sikkim)**

## **Programme Design and Approach**

The **Advanced Training Methodology Programme** is designed to be conducted by NIRDPR North East Regional Centre (NERC) in **off campus mode**. The programme aims to foster an engaging and interactive learning environment, enabling participants to actively contribute and apply the concepts discussed.

## **Interactive and Participatory Approach**

To ensure a dynamic and impactful learning experience, the programme will integrate the following methods:

#### **1. Question-Answer Sessions:**

- Providing opportunities for participants to seek clarifications and share insights.
- Encouraging an open dialogue to address specific challenges in training methodologies.

#### **2. Quizzes and Knowledge Checks:**

- Incorporating quizzes to assess understanding and reinforce critical concepts.
- Designing fun and competitive knowledge-sharing activities to promote learning.

#### **3. Collaborative Group Activities:**

- Engaging participants in team-based exercises such as module development and case discussions.
- Facilitating group brainstorming sessions to explore innovative training strategies.

#### **4. Practical Application:**

- Conducting role plays and simulations for hands-on practice of training delivery.
- Designing mock training sessions for participants to apply their learning in real-time.

#### **5. Case Studies and Best Practices:**

- Analyzing successful training initiatives to draw lessons and inspiration.
- Sharing region-specific examples to make the content relatable and actionable.

#### **6. Feedback and Reflection:**

- Creating spaces for participants to provide and receive constructive feedback.
- Encouraging reflective exercises to identify areas for improvement and growth.

**Duration: 3 Days March 24-26, 2025 at SIRDPR, Meghalaya Shillong**