



## *NBSC Newsletter (April – June 2020)*

राष्ट्रीय बैंक स्टाफ महाविद्यालय

National Bank Staff College

*“Shaping Minds to Excel”*

### **1. Training programmes conducted during the quarter, April – June:**

NBSC conducted 19 training programmes during the quarter. In view of countrywide COVID 19 lockdown, NBSC conducted all the above training programmes through Cisco WebEx. The training programmes were redesigned to fit the mode of online training so that maximum inputs could be passed onto the participants. Even though there were initial challenges with respect to adaptability and infrastructural constraints, the same could be ironed out expeditiously. Some of the important programmes conducted during the quarter were as under:

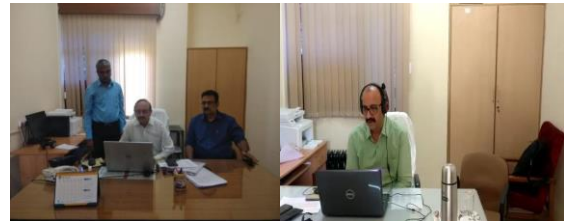
#### **1.1 Pilot Training Programme on Basic Project Finance Thro’ CISCO WebEx : 21-22 April 2020**

The programme was a ‘pilot initiative’, being the first in-house virtual training programme through Webex mode in the wake of limitations posed by COVID 19. The programme was suitably redesigned to conform to the requirements of distance learning. Participants felt that it was an effective learning experience because of its short and interactive nature i.e. ‘Micro learning’ for optimal absorption. This not only helped them to understand the learning quickly but also made the programme more manageable and effective. The participants were interactively engaged through chat and share features for better connect to the sessions. Immediate feedback of the participants for a session could be integrated in this learning experience through poll and rating features. More than 90% of the participants rated the Cisco WebEx model as also the ease of

learning using the model as “good to excellent”. Further, 87% of the participants rated the audio and video qualities as “good to excellent”.

This pilot initiative was a huge success and has paved the way for using the CISCO WebEx portal for conduct of full-fledged Web based training programmes in future. The existing training programmes have also been realigned & redesigned, facilitating migration to an Online Learning Management Platform.

DIT, HO and their team were partners of NBSC in this initiative and guided the FMs on usage of different features of WebEx Platform.



#### **1.2 “Programme on Investment Portfolio and Risk Management”: 30 April – 01 May 2020**

This was an advance programme intended to give detailed insights on investment and risk management aspects of supervision. Apart from avenues and exposure norms for investments for our Supervised Entities (SEs), the programme covered, in details, financial market infrastructure and market instruments, where investments are done by SEs. Session on Asset Liability Management (ALM) and Risk management in banks covered various kinds of risk environment under which the banks are operating and the measures and tools to mitigate/minimise such risks. The programme

ended with inputs in various areas of investment portfolio including case exercise on valuation, exposure norms, internal checks and control, etc.

### **1.3 “Evaluation Program of Direct Recruit Officers: Three programmes conducted during 4 to 13 June 2020**

Evaluation of 52 Direct Recruit Officers who had undergone Phase II (RO desk training), Phase III (DDM Exposure Training) and Phase IV (Rural Immersion Program) was taken up during the above period. In this programme, DRs made their presentations through CISCO Webex mode on all the above three phases, based on which their evaluation was done.

### **1.4 “Programme on business development and sustainability of OFPOs and Cluster based projects”: 18-19 June 2020**

The programme covered various concepts on the business development and sustainability of Off-Farm Producers Companies. The important inputs delivered were i) Producers Organisations Concept and Formation process, Legal and statutory requirements, Governance issues ii) Concept of Cluster; Promoting OFPOs in activity clusters and business problem differentiation depending upon the nature of the product. iii) Marketing of products; Linking OFPOs with larger / niche markets iv) NABARD interventions and Concerns including Covid-19 shocks v) Head Office expectations; measures/ RO actions.

### **1.5 “Basic Programme on Agri. Start-ups”: 29-30 June 2020**

The programme provided inputs on i) Start Up concept & Scalable Business model ii) Concept of Innovative

Disruption iii) Start Ups life Cycle iv) Agri. value chain and Emerging trends in Agri. Tech in India v) Players in the Agri-Startup Eco-system and role of NABARD vi) Case Discussions.

### **1.6 “Basic Programme on Supervision”: Three sub-programmes between 4<sup>th</sup> and 20<sup>th</sup> May 2020**

These programmes were conducted in three phases covering all the important aspects of Bank Supervision viz.

- (I) Examination of other liabilities / assets and scrutiny of inspection statements
- (II) Scrutiny of compliance, management and ICS
- (III) Scrutiny of investment / loans and advances and estimation of erosion in ENSURE IO statement.

## **2. Academic Advisory and Syllabus Committee (AASC) meeting:**

The newly constituted Academic Advisory and Syllabus Committee (AASC) met through Video Conference on 30th April 2020 to discuss and finalise the Academic calendar of Training activities of NBSC for 2020-21. The meeting was chaired by Shri Jiji Mammen, CGM, DOR, HO, Mumbai and attended by other members of the Committee. Shri. S V Sardesai, Principal, Shri S K Dora, Vice Principal, Faculty Members and senior officers from NBSC and HRMD, HO also participated in the meeting. During the meeting, important developments during 2019-20 was reviewed and the proposed Academic calendar of programmes was presented and approved in-principle by the AASC. A total of 70 programme titles were approved for the academic year 2020-21. The detailed programme calendar has been prepared based on the feedback of the online TNA exercise

conducted by NBSC. Further, the programme calendar would be reviewed on quarterly basis keeping in view the travel restrictions and the need for conducting the programmes in online mode.

### 3. Training Needs Assessment (TNA) – 2020-21

NBSC has been successfully conducting the TNA exercise for the last two years. This has resulted in a shift from supply based to demand based approach in conduct of training programmes. The TNA module for the year 2020-21 was rolled out on 15<sup>th</sup> May 2020 for all the 1933 Grade A, B & C officers. Of the total no. of officers, 94.5% of them submitted their TNA.

### 4. NBSC-BIRD Study Circle:

During the quarter, Shri Sunil Kaushik, FM made a presentation on “Floods – An opportunity for Rural Prosperity”. It dwelled on an idea to create business opportunity through investment for avoidance of floods, which at the same time can ensure rural prosperity.

### 5. NBSC Quiz – 2020-21

Considering the overwhelming response received from staff members during 2019, NBSC re-launched NabQuiz 2.0 in a new avatar. The first Quiz contest was conducted on 24th June 2020. Theme for the first NabQuiz was ‘Important concepts and terminologies in Indian Agriculture’. The core objective of the NBSC quiz is to encourage our staff to develop reading habits, acquire knowledge & skill in the areas relevant to NABARD. NabQuiz shall be conducted every month on pre-announced date for officers in all grades and other staff of NABARD, including DDMs. Appreciation letters shall be issued to top five winners of monthly quiz. At the

end of the year, an officer/staff participating in maximum number of quizzes and having an aggregate score of more than 50% will be issued a special Appreciation Letter.

### 6. “NBSC-in-Voice”

LIVE

NBSC has always explored innovative means for capacity building of our officers. In view of the ongoing pandemic, NBSC has come up with a new outreach programme viz., ‘NBSC-in-Voice’. ‘NBSC-in-Voice’ is a private channel in the social networking App ‘Telegram’. Periodic podcasts will be posted on this channel, preferably on a monthly basis. The objectives of ‘NBSC-in-Voice’ is to update our officers on contemporary national and international issues of relevance. ‘NBSC-in-Voice’ went live on 05 June 2020 with the first podcast on the occasion of World Environment Day.

### 7. NBSC upgrades Nabscholar, the e-learning platform with new features

In the recent past, NBSC has taken multifarious initiatives to improve training experience and make learning more interesting, effective and user-friendly. In order to realign the training pedagogy to meet the challenges posed by COVID-19 pandemic, NabScholar, the e-learning platform of NBSC has been upgraded with new features. The portal, which is accessible through the NBSC website, has the following important features.

- 10 new e-lessons have been added and 55 existing e-lessons have been updated. Accordingly, a total of 65 e-lessons on 12 thematic areas covering climate change, rural non-farm sector, RIDF, investment credit, KCC, tribal communities and wadi, financial inclusion, balance sheet and ratio analysis, etc. are available on NabScholar.

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- Each thematic area constitutes a Group of e-lessons with reference reading material for extended learning.
- A pool of questions has also been created for each theme to test the level of understanding developed by the officers.

## **8. World Environment Day**

The world environment day was celebrated on 5th June, 2020 in NBSC by organising different activities. The day's celebrations started with tree plantation in the campus by Shri S. V. Sardesai, Principal. Podcast **NBSC-in-Voice**, was also launched on this day. It involved podcasting high quality knowledge-based inputs on bio-diversity, by leveraging Telegram, a social media platform. This was followed up by a quiz on "Environment" conducted in Hindi for all officers and staff members. Dr. Ram Boojh, a noted personality in the field of environment, delivered a talk on 'Celebrating Biodiversity' as a part of 'NBSC lecture series' initiative which was telecasted to all units of NABARD through VC. He talked about the environmental vandalism and consequential threat of extinction to one million species. He stressed that through Nature Based Solutions, economy and ecology can co-exist harmoniously and prosper symbiotically, provided humankind respect nature and protect the biodiversity.



**Tree Plantation by Principal, NBSC**



**Hindi Quiz on 'Environment'**



**Felicitation of Guest Speaker  
Shri Ram Boojh by Principal, NBSC**