

Draft Capacity building and training plan for Community Cadres, BMMU, DMMU and SMMU

Community Cadres (Including Cluster Coordinators, CRPs & Book keepers):

All selected Community Cadres will undergo two days orientation on NRLM-Concept & principles, 5 days training to NRO on SHG-concept & management under NRLM and at least 2 week's Exposure visit to NROs in phase manner for developing understanding on the Context and practice of SHGs development & management, Social mobilisation & community institution building.

The community cadres especially Cluster Coordinators and CRPs will also be supported to develop facilitator's skills for capacity enhancement of SHGs, VO formation and women from poorest community (including skills to facilitate training of SHG members, training of book keepers etc.).

For Community Resource Persons (CRPs)

| Area of Training | No. of days | To be conducted by | Outcomes |
|---|-------------|--|---|
| Orientation Workshop on NRLM-concept and framework | 2 days | SRLM | To develop understanding on the NRLM principles, concept and implementation framework |
| Residential training on SHG Concept/ Management and its nurturing. | 5 days | National Resource Pool or Resource Organisation e.g.: OMPLIS/SERP/BRLP/RGMVP | Understand about the social mobilisation and SHG formation and nurturing processes. |
| Exposure visit for developing understanding on Social mobilisation & institution building | 15days | OMPLIS/SERP/BRLP/RGMVP | To learn about the best practices related to processes involved in Social mobilisation and institution building |
| TOT of CRPs on three days SHG members training | 2 days | Core team/ SRLM/ DMMU | To develop facilitators skills to conduct three days SHG members training on SHG management. |
| TOT of CRPs on Institution building & strengthening SHGs (including RF management & MCP) | 4days | Core team/ SRLM | To develop skills on developing VOs and extending support to SHGs/ VOs in RF management & MCP. |

For SHGs:

| Area of Training | No. of days | To be conducted by | Outcomes |
|--|-------------|--------------------|--|
| Training of SHG members on SHG management | 3 days | CRPs/ DMMU | To develop understanding of SHG members on SHG management |
| Training of SHG members on RF management & MCP | 4 days | CRPs/ DMMU | To develop understanding of SHG members on RF management & MCP |

For Book keepers:

| Area of Training | No. of days | To be conducted by | Outcomes |
|--|-------------|----------------------|---|
| Orientation Workshop on NRLM-concept and framework | 2 days | SRLM | To develop clarity on the NRLM principles, concept and implementation framework |
| Training of Book keepers | 5 days | Core team/ SRLM/BMMU | To develop skills on SHG record management and facilitate CRPs. |

| | | | |
|----------------------------------|-------|-----------------|--|
| Exposure visit for VO management | 6days | SERP/BRLP/RGMVP | The VOs Elected representatives will learn about the management practices involved in VO management. |
|----------------------------------|-------|-----------------|--|

For Community members

| Area of Training | No. of days | To be conducted by | Outcomes |
|--------------------------------------|-------------|-----------------------|--|
| Training of Community members on PIP | 3 days | Core team/ SRLM/ DMMU | To develop skills of PIP team to conduct Participatory Identification of Poor (PIP) in their respective Gram Panchayats. |
| Exposure visit for VO management | 6days | SERP/BRLP/RGMVP | The VOs Elected representatives will learn about the management practices involved in VO management. |

BMMU Induction and Capacity Building Plan:

| Area of Training | No. of days | To be conducted by | Outcomes |
|---|-------------|--|---|
| Core Principles of the NRLM: Values, Mission, Vision, Objectives and Components | 2 Days | Core team/ SRLM | Acquainted about the NRLM framework |
| Residential training on SHG Concept/ Management and its nurturing. | 3days | Core Team, National Resource Pool or Resource Organisation | Understand dynamics of poverty, SHG formation and nurturing processes etc |
| Exposure visit for developing understanding on Social mobilisation & institution building | 15days | OMPLIS/SERP/ BRLP/ RGMVP | To learn about the best practices related to processes involved in Social mobilisation and institution building |
| Training on Micro Credit Plan (MCP) | 2days | Core team/ SRLM | To develop skills on developing MCPs to Cluster Coordinators/ CRPs/ Book keepers in RF management & developing MCP. |
| Training on MIS | 7 days | Core team/ SPM-MIS | The block level personnel involved in managing MIS will learn about on-line data entry on progress indicators. |

For DMMU staff:

| Area of Training | No. of days | To be conducted by | Outcomes |
|---|-------------|-------------------------|---|
| Core Principles of the NRLM: Values, Mission, Vision, Objectives and Components | 2 Days | Core team/ SRLM | Acquainted about the NRLM framework |
| Exposure visit for developing understanding on Social mobilisation & institution building | 15days | OMPLIS/SERP/ BRLP/RGMVP | To learn about the best practices related to processes involved in Social mobilisation and institution building |
| Training on Micro Credit Plan (MCP) | 2days | Core team/ SRLM | To develop skills on developing MCPs to Cluster Coordinators/ CRPs/ Book keepers in RF management & developing MCP. |

| | | | |
|--|-------|--------------------|--|
| Training on Participatory Identification of Poor (PIP) | 3days | Core team/ SRLM | To develop skills on the participatory Identification of Poor (PIP) to Cluster Coordinators/ CRPs/ Book keepers in RF management & developing MCP. |
|--|-------|--------------------|--|

For SMMU staff:

| Area of Training | No. of days | To be conducted by | Outcomes |
|---|-------------|------------------------|---|
| Core Principles of the NRLM: Values, Mission, Vision, Objectives and Components | 2 Days | Core team/ SRLM | Acquainted about the NRLM framework |
| Exposure visit for developing understanding on Social mobilisation & institution building | 15days | OMPLIS/SERP/BRLP/RGMVP | To learn about the best practices related to processes involved in Social mobilisation and institution building |

For Banks staff:

| Area of Training | No. of days | To be conducted by | Outcomes |
|---|-------------|------------------------|--|
| Core Principles of the NRLM: Values, Mission, Vision, Objectives and Components | 2 Days | Core team/ SRLM | Acquainted about the NRLM framework |
| Exposure visit for SHG concept, functioning and components | 5 days | OMPLIS/SERP/BRLP/RGMVP | To learn about the processes involved in strengthening CBOs through Financial inclusion & bank linkages. |
| Training on MCP | 3 days | Core team | To enhance knowledge |
| Exposure visit for Strengthening CBOs through Financial inclusion & Bank linkages | 3days | OMPLIS/SERP/BRLP/RGMVP | To learn about the processes involved in strengthening CBOs through Financial inclusion & bank linkages. |

State level Training Workshop for NRLM up scaling

| Area of Training | No. of days | To be conducted by | Outcomes |
|---|-------------|-------------------------|---|
| Workshop on NRLM principles and expanding partnerships | 2 days | Core team/SMMU/ NMMU | To develop knowledge about NRLM principles and develop CBOs on NRLM principles. |
| Workshop on strengthening CBOs for financial inclusion under NRLM | 2 days | Core team | To enhance sharing among partners on strengthening CBOs for financial inclusion under NRLM. |

Note:

1. The evaluation of training at every level is mandatory.
2. There should be a gap of at least one month between 1st and 2nd round of training i.e. between two training courses.
3. The evaluation of training courses be made in terms of the outcomes of training i.e. at the performance level.
4. Suggestions are invited.