

Agriculture Cooperative Staff Training Institute (ACSTI) :

Capacity building of Human Resources of Primary Agricultural Cooperative Societies, District Central Cooperative Banks and Odisha State Cooperative Bank through quality and need based training so as to make them organizationally vibrant, efficient and financially strong on a sustainable basis so that they can dispense rural credit for the growth and development of rural people as well as rural areas.

Agricultural Cooperative Staff Training Institute, Bhubaneswar established in 1985 is OSCB's own training institute for the three tier Short Term Cooperative Credit Structure (STCCS) in the State of Odisha. It has been playing a catalytic role to improve financial literacy of employees of Cooperative Banking Sector in Odisha.

As the Apex Short Term Cooperative Credit Institution, OSCB owes the responsibility of institutional development of Primary Agricultural Cooperative Societies, DCCBs through training and capacity building. The Institute caters to the training needs of the functionaries in the field of Economics, Finance, Project Appraisal, Behavioural Science, Banking Law and Practice, Cooperative Laws and Practice, Management and Organisational Development etc.

Over the years, ACSTI has developed expertise in imparting and facilitating quality training and conducting on-location programmes. The training methodology used by the Institute is participatory case-study based and field oriented. It also undertakes specialised courses and open up its courses even to non-officials e.g. Board of Directors of PACS and CCBs.

In order to create a cadre of professionally competent CCS Staff / Management and to tone-up the training delivery system, "Centre for Professional Excellence in Cooperatives" (C-PEC) has been established in BIRD with the concerted efforts made by NABARD and BIRD involving GTZ of Germany and Government of India. Accordingly, OSCB and ACSTI have been enrolled Institutional Membership with C-PEC. ACSTI has been accredited with C-PEC assuring itself as acceptable institutional quality and improving the standards of performance to move ahead in pursuit of excellence. Registrar, Cooperative Societies, Odisha prescribed HRD policy for DCCB in its Staff Service Rule for payment of special increments in the time scale of their pay from the month in which the result of the examination is declared for certificate in C-PEC, JAIIB, CAIIB, Cost Accountancy and Chartered Accountancy. As per accreditation parameters to create professionalism in the staff and management of Cooperative credit system, a 6 month distance learning certificate course "Certified Trainer for Financial Cooperatives" CTFC has been introduced by C-PEC to provide specific proficiency inputs in training delivery design and evaluation as NABARD,

Mumbai, in its SOFTCOB policy made it compulsory for all the faculty members of ACSTI to undergo CTFC course.

Accordingly, all faculty members of ACSTI are C-PEC certified trainers after coming out successful in the said course.

As regards membership with C-PEC, 15 nos. of CCB and 867 PACS of Odisha have already been enrolled to get membership privileges extended by C-PEC i.e. facilities for building professional competence among the staff through development of a process of distance learning / e-learning examinations and certification. Accordingly, the distance learning courses on Certified Professional in Cooperative Banking Level - I and Level - II for all the existing employees of member CCBs and Certified PACS Secretary (CPS) for all the existing employees of PACS are introduced by C-PEC. Translation of study kits of the CPS course meant for PACS employees into Odia is in process. ACSTI is taking steps to conduct new / customized programme basing on TNA.

It has also adopted the policies formulated by C-PEC for preparation of training programme, design, coverage and contents quality, study kits / reading material for training programmes to be conducted at ACSTI after duly approved by C-PEC, BIRD, Lucknow.