

**Central Academy for State Forest Service,  
Dehradun**

**In-service Training Improvement Plan (ITIP)  
On  
General Refresher Course**

**Background**

The General Refresher Course (GRC) is one of the main courses which are conducted regularly as a part of in-service training, since last 15-20 years in all the training institutions under DFE. Under the JICA project, for “Capacity Building of State Forest Training Institutions and SFS Colleges’, an exercise to improve on the existing modules on GRC & other theme based workshops, is being carried out. These improved modules called as In-service Training Improvement Plan (ITIP) are being developed by the Project team. Following is draft ITIP for General Refresher Course (GRC).

**Highlights from DAITMS Conference (14-15 Dec. 2010)**

Following are the main suggestions emerged from DAITMS Conference with regard to GRC-

- Factors hindering the participation need to be addressed.
- Training design – 11 working days- 77 sessions of 45 minutes each
- Out of 77 sessions-
  - 14 sessions- field visits (2 in no)
  - 63 sessions - class rooms
- Out of these 63 classroom sessions,-
  - 21 sessions - Environment
  - 21 sessions - Forestry

- 14 sessions - Wildlife
- 7 sessions - General management.
- 6 sessions – Contemporary issues
- Feedback system –two methods
  - module feedback system – within 2-3days of session
  - post feedback system
- Eco-tourism services, Media management and de-stressing issues are also one of the important parts of modules.
- General refresher course may be related to general things like; General management activities, HR activities
- Mix of practitioners and academicians as resource persons is very much required.
- 3 panel discussions and 2 case studies sessions may also be included.

## **Proposed ITIP (In-service Training Improvement Plan)**

### **Objective**

*“To update & upgrade the knowledge & skill of the in- service State Forest Officers and appraise them of the contemporary forestry issues in the field of forestry, biodiversity and wildlife, primarily for the SFS Officers recently inducted as ACFs on promotion.”*

### **Design and Nomination**

The proposed General Refresher Course (GRC) is designed for the participants who are inducted in ACF level from the level of Range Forest Officer within last 3-4 years. Keeping this in mind, GRC will be an orientation course to

meet the requirement of promoted officers by providing inputs on contemporary issues as well as for change in job profile..

The course is of two weeks duration and includes various topics/subjects/ issues to be covered with help of lecture sessions, practical exposure, field visits, hands-on etc.

Nomination will specify the target group in the request letters written to States.

## **Structure & Content**

General Refresher Course will be general in nature, having no specific theme, instead covering relevant & contemporary topics suiting the role & responsibilities of SFS Officers.

The course will provide knowledge & skill from broader areas of Basic & Applied Forestry, Biodiversity & Wildlife, Acts & Rules, General management, recent tools & techniques, contemporary issues etc.

Course format will be module based allotting proportionate time /days for a particular theme, as follows-

<b>Module</b>	<b>Days allotted</b>
Forestry & wildlife	2
Legal issues	2
Tools & techniques	3
Contemporary issues	2
General management	1
Field visit	1
Total	11

## **Areas & Topics**

- a. Forestry & wildlife issues- PA management, Ecotourism NRM, NTFP management, Wildlife conflict etc
- b. Legal Issues -FCA, FRA, IFA etc
- c. Tools & Techniques- GIS, RS, MIS, GPS, Wildlife Forensics, etc
- d. Contemporary issues- EIA, Climate change, Forest certification, IPR etc
- e. Gen Management - HRM, MIS etc

## **Methodology**

- Course kit may include-
  - Articles on relevant / burning issues
  - Case studies / success stories from field.
  - Few important standard formats
  - Latest information on GPS, other equipments etc.
- The emphasis will be on orientation of the participants for the changed role and responsibility.
- More group activities, discussions & presentation by participants will be ensured to achieve greater participation & better reception.
- Personality development and general management will also be major component to make the course more meaningful and fruitful.
- Case studies & panel discussions will provide a broader platform to participants who are expected to play a role on higher level, now onwards.
- Field visit will be theme based, for eg. Watershed management / community participation / depot management etc.

**Proposed ITIP (In-service Training Improvement Plan) – Time Schedule**  
**GENERAL REFRESHER COURSE**

<b>1<sup>st</sup> Week Time table</b>					
<b>Day</b>	<b>Module</b>	<b>Session I 0930-1100 hrs</b>	<b>Session II 1130-1300 hrs</b>	<b>Session III 1400-1530 hrs</b>	<b>Session IV 1600-1730 hrs</b>
<b>1</b>	<b>Forestry &amp; Wildlife issues</b>	<b>Inauguration &amp; Expectation of Participants</b>	<b>Changing perspectives &amp; Challenges in NRM</b>	<b>PA Management &amp; conservation (Case Study)</b>	<b>Group formation &amp; Allotment of topics</b>
<b>2</b>		<b>Effective Working Plan Writing</b>	<b>Human Animal Interface – (Case Study)</b>	<b>Ecotourism – Balancing nature scenario</b>	<b><u>Panel Discussion</u> – Vision for Forestry 2020</b>
<b>3</b>	<b>Legal issues</b>	<b>Implementation of schemes e.g. Green India MNERGA etc.</b>	<b>Seizure &amp; Confiscation procedure</b>	<b>FCA- An analysis (Case study)</b>	<b><u>Panel Discussion -</u> Implementation of FRA 2006</b>
<b>4</b>		<b>Investigation procedure in wildlife cases</b>	<b>IPR issues in Forestry</b>	<b>International conventions</b>	<b><u>Panel Discussion</u> New provisions of WL (P) Act 1972</b>
<b>5</b>	<b>Gen mgmt</b>	<b>Stress management</b>	<b>Interpersonal &amp; communication skills</b>	<b>Conflict resolution-Group activity</b>	
<b>6</b>		<b>Field Visit (Theme based)</b>			
<b>2<sup>nd</sup> Week Time table</b>					
<b>7</b>	<b>Tools &amp; techniques</b>	<b>Basic Computer Applications – ppt./ word doc/ excel</b>		<b>Role of GIS &amp; RS in Forestry &amp; Use of GPS</b>	
<b>8</b>		<b>Bird/ Plant identification techniques</b>	<b>Advance Nursery Management Techniques</b>	<b>Visit to WL forensics</b>	
<b>9</b>	<b>Contemporary Issues</b>	<b>Livelihood issues in NRM e.g. NTPF Management</b>	<b>SFM &amp; Forest Certification</b>	<b>New Initiatives in Water conservation</b>	<b>Media Interface (Role Play)</b>
<b>10</b>		<b>E- Governance</b>	<b>Emerging environmental issues e.g. Climate change, CDM etc.</b>	<b>Environmental Degradation &amp; Judicial intervention</b>	<b>Payment for ecosystem services</b>
<b>11</b>	<b>-</b>	<b>Presentation by participants</b>			<b>FEEDBACK &amp; VALEDICTORY</b>

## **ABSTARCT-**

2. TOTAL SESSIONS-**44** (90 Min each)
  - a. CLASSROOM SESSIONS- ( 2970Min)
    - i. LECTUTE SESSIONS-16
    - ii. PANEL DISCUSSION /CASE STUDY- 6
    - iii. HANDS ON - 4
    - iv. GROUP ACTIVITY -8
  - b. FIELD VISITS- ( Min)
    - i. FIELD TOUR- 4
    - ii. LOCAL VISIT -5
  - c. INAGURAL & VALEDICTORY SESSION -2

**By**  
**Nidhi Srivastava**  
**Lecturer, CASFoS,**  
**Dehradun**