

Evaluation of Training Programmes conducted by NSO, India

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Training Programmes

Long Term Trainings

- Probationary Training (105 weeks) of ISS Recruits
- Induction training (six weeks) for officers
- Induction training for Subordinate Statistical Officers

Short Term Trainings (Few Weeks)

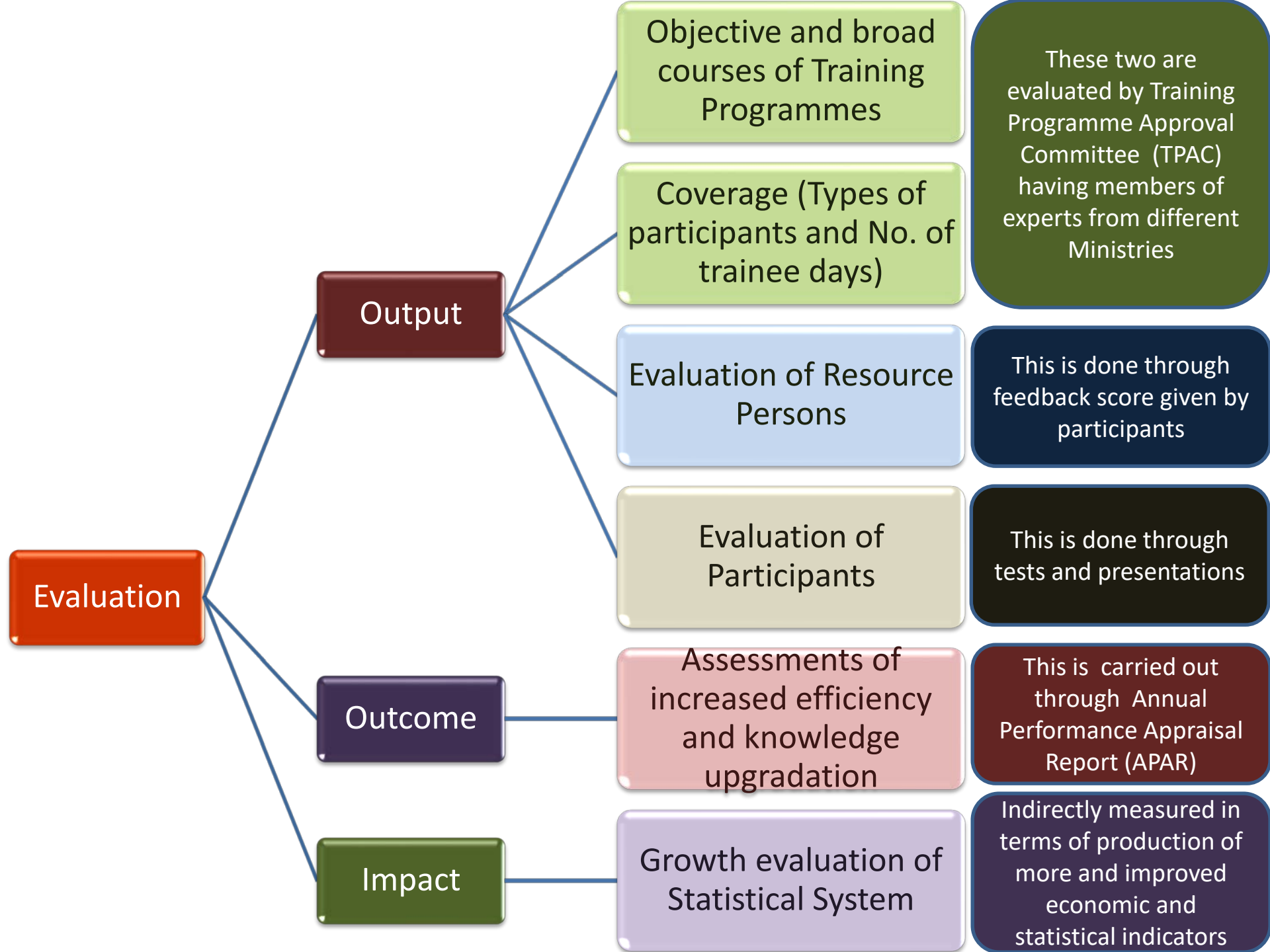
- Mandatory Training of In-service officers
- Domain Specific Training Programmes
- Demand Based Training Programme
- Training of International participants

Specialized Training Programme

- Cohort Based Training Programme
[A cohort of officers is selected who are trained on Machine Learning in the first stage; AI Big data etc. in the second stage ; and on core area of official statistics in the final stage.]

Awareness Programme/ Seminars (one/two days)

- Awareness Campaign for university students
- Seminars and workshops on research topics
- Panel discussions



Before beginning of a reference year, TPAC meets and discusses the plan (including types , objective, broad courses and target participants of training programmes) for the entire year and finalize list of training programmes.

It monitors the progress and conduct reviews to make suitable changes or improvements in trainings, if required.

To evaluate resource persons, feedback is taken on following parameters:

- Fulfillment of objective
- Rating of structure and organization of the course
- Score on training being interactive

Participants are assessed before starting of training

After training, written examinations , dissertations, presentations and oral assessments are carried out (depending upon types of training programmes).

Every officer has to submit self appraisal, in APAR form, about his/her work done during the year. APAR form has information about training received. Reporting officers assess the performance of officer, which measures the outcome of training received.

Issues Faced in Evaluation

- Difficult to quantify whether training met the intended objective
- Feedback by participants are biased towards background of resource persons
- Contradictory opinion of participants

Suggestion

- A detailed questionnaire to evaluate the courses and objective of training may be prepared for scoring
- Questions of feedback form may be assigned different weights to overcome the situation of contradictory opinion and remove some biases.

Thank You