

11. Human Resource Development

The Human Resource Development Unit of NIOS aims at developing effective manpower resources for Open Schooling. In-service training of the staff both at the headquarters and at the study centres is crucial for the effective functioning of the Open Schooling System. The Human Resource Development (HRD) programme of the National Institute of Open Schooling (NIOS) emphasizes that nurturing the personnel associated with open schooling is as important as nurturing the learners of open schools.

- **International Centre for Training in Open Schooling (ICTOS)**

After informal discussions and consultations, an International Centre for Training in Open Schooling (ICTOS) was established in the National Institute of Open Schooling (NIOS), India.

- **Objective of ICTOS**

- To identify the training needs of personnel involved in open schooling programmes in the member countries of the Commonwealth of Learning (COL).
- To organize need based training programmes for personnel working in Open Schooling Organisations/Institutions in the COL member countries.
- To offer, on request, consultancy services in Open Schooling.
- To develop and maintain data base on various aspects of Open Schooling.
- To perform any other task as the situation may warrant.

- **Course Transaction and Delivery**

This certificate and diploma courses in open schooling will consist mainly of print media supported by audio and video-cassettes. A few contact sessions will be arranged at NIOS Headquarters and its Regional Centres. Two-way communication will also be made available through telephone, Internet and regular mail. Internal assessment will also be done. The trainees will have to attend a workshop in order to have face-to-face learning sessions. These sessions will be utilized for practical assignments

- **Course Structure**

Level	Certificate in Open Schooling (COS)	Advance Certificate in Open Schooling (ACOS)	Diploma in Open Schooling (DOS)
Nature:	<i>Basic</i>	<i>Advanced</i>	<i>Advanced with hands-on</i>
Credits*:	14 credits	7 credits	7 credits
Duration:	6 months	3 months	3 months
Eligibility:	Graduate	COS completion	ACOS completion
Fee	US\$ 500/Rs.1000	US\$300/Rs.750	US\$ 200/Rs.750

***1 credit = 30 learner study hours**

As regards Training Package, 11 Modules have been identified for Certificate, Advanced and Diploma Courses in Open Schooling. The following modules have already been prepared.

1. Concept and Philosophy of Open Schooling
2. Curriculum and Course Development
3. Student Support Services
4. Media in Open Schooling
5. Evaluation Techniques Open Schooling

The following modules are under preparation for Advanced Certificate Course in Open Schooling

- **Core Module (compulsory)**

1. Multimedia Approach-Information & Communication Technology (ICT)
2. Open Basic Education
3. Open Vocational Education

- **Optional Module (any one of them)**

1. On Demand Examination
2. Statistical Methods and Research Methodology
3. Planning, Management and Finance under Open Schooling

◆ **Publications**

- A brochure about the International Centre for Training in Open Schooling (ICTOS) was reprinted
- 4 Module were Reviewed and printed:
 - Concept and Philosophy of Open Schooling
 - Curriculum and Course Development
 - Student Support Services
 - Media in Open Schooling

◆ **Other publications include**

- Assignments for Certificate Course in Open Schooling
- Evaluation Techniques in Open Schooling

◆ **Under Publication**

- The Report of the Institute for Educators from Bangladesh, Ghana, Nigeria, Pakistan and Sri Lanka organised by NIOS from 11 to 22 September, 2005 is being printed.

◆ **Activities for the year 2006-07**

- Preparation of the remaining course material for Certificate and Diploma Courses in Open Schooling.
- Advertisement for inviting application forms enrolling Certificate and Diploma Courses in Open Schooling.
- Launching of certificate and diploma courses in open schooling
- Enrolments of the Certificate and Diploma courses for national and international level persons working with open schooling system and those who want to work with open schooling system.
- Enrolment of the Certificate and Diploma course for NIOS faculty (Academic Officers and above).
- Arrangement of Resource Persons for conducting face-to-face workshops.
- To organise need based training programmes for personnel working in Open Schooling Organizations/Institutions in the COL and UNESCO member countries.
- To offer, on request, consultancy services in Open Schooling.