## *“When learning is purposeful, creativity blossoms. When creativity blossoms, thinking emanates. When thinking emanates, knowledge is fully lit.”*

## *-*[*A.P.J. Abdul Kalam*](http://www.goodreads.com/author/show/986042.A_P_J_Abdul_Kalam)*, (*[*Indomitable Spirit*](http://www.goodreads.com/work/quotes/2178455))

**ANNUAL TRAINING DIRECTIVE 2018-19**

**References**: (a) NCC Institutional Training Syllabus - 2013 issued vide HQ DG NCC letter No 4145/Syl/DGNCC/Trg A dated Jan 2013.

(b) Safety Instructions for Training Activities issued vide HQ DG NCC letter No 17812/Trek-2013/DGNCC/Trg (E) dated 24 Jun 13.

(c) Detailed Checklist for Conduct of Camps issued vide HQ DG NCC letter No 4180/COC/S&S/ DGNCC/Trg A dated 11 Sep 14

(d) Pamphlet on Planning and Conduct of Camps.

(e) Policy on Medical Cover during NCC Trg Activities issued vide HQ DGNCC letter No.4180/Med Policy/DGNCC/Trg A dated 18 Jul 14.

(f) Standard Operating Procedure for Selection of Officers, WTLOs and Cadets for Participating in Youth Exchange Programmes issued vide HQ DG NCC letter No 4406/102/DGNCC/1080 dated 21 Oct 13.

(g) Implementation Instructions : Hon’ble PM’s Directions forwarded vide letter No 4359/Trg Directive/DG NCC/Trg A dated 12 Mar 2018.

**Appendices:** A Implementation Instructions of Hon’ble PM’s Directions.

B Schedule of Centrally Organised Camps and Treks.

C Schedule of Attachment Training.

D Schedule of Programme of Naval Annual Technical Camps.

E Schedule of Mountaineering Courses.

F Schedule of Sports Events.

G Tentative Schedule of YEP 2018-19.

H Schedule of Courses at Naval Establishments.

J Schedule of Courses at 433 AF Station, Tambaram.

K Schedule of Courses at OTA, Kamptee.

L Schedule of Courses at OTA, Gwalior.

**GENERAL**

1. In its 70th year of glorious existence, the National Cadet Corps, the premier Youth Organisation of the country, remains more relevant than ever before. It has the onerous task of grooming the most precious resource of the country – the Youth. The clarion call given by the Hon’ble Prime Minister to reinvigorate the organisation and charter its course towards its Platinum Jubilee makes it imperative to re-dedicate ourselves to ensure that the cadets are guided and mentored to enable them to achieve their highest aspiration in line with the National goals.

2. The NCC owes its popularity among the youth primarily due to its military orientation of training, conducted in an environment conducive to development of discipline and giving a sense of purpose to all cadets. It therefore, becomes essential to keep the curriculum and training methodology contemporary and relevant to today’s youth. To this end, in the last training year the revision of training syllabus was carried out and revised Cadet/ANO Hand Books were issued to all State Dtes. The Pamphlet for planning and conduct of camps was also issued to ensure uniformity and transparency in conduct of camps.

**KEY RESULT AREAS**

3. With concerted efforts of one and all, we could achieve most of our targets set for 2017-18, however, certain aspects still need enhanced focus. While consolidating the strengths and achievements of the previous year, I would like you all to lay emphasis on following aspects in 2018-19:-

(a) Implementation of **‘Directions of Hon’ble PM’**.

(b) Strengthen Institutional Training.

(c) Ensure highest degree of transparency and probity in conduct of all camps.

(d) Enhance enrolment of girl cadets to minimum 33 percent.

(e) Leadership & Personality Development including communication skills.

(f) Undertake high impact, requirement specific & realistic projects/ programmes in adopted villages / slums.

(g) Each Group to attempt identification of talent and facilitate grooming of minimum two cadets for joining Armed Forces.

**CONDUCT OF TRAINING**

**Implementation of Directions of Hon’ble PM**

4. Hon’ble PM has given certain directions during my interaction with him on 19 Jan & PM Rally on 28 Jan 2018. I would like all Dtes to implement each point without any compromise / dilution. The broad contours of each point are elaborated in **Appendix A**.

**Institutional Training**

5.. Institutional training will remain the mainstay of our training and must be conducted in a pragmatic and ingenious manner. Drill and Weapon Training need enhanced focus and if conducted during school hours, will surely motivate even non NCC students. Newly posted PI staff and ANOs must be made aware of Training Hand Books prepared during 2017-18 and classes be conducted by them as per lesson plans given in these books.

**Camp Training**

6. Camps are the most exciting and meaningful part of training where in cadet gets first hand exposure to regimental way of life. A pamphlet on planning and conduct of Camps has been issued to all State NCC Dtes and the same should be followed diligently, so that the cadets accrue maximum benefit, while attending camps. Only second year JD/JW cadets and second/third year SD/SW cadets will attend camps including Centrally Organised Camps (COCs). Based on the feedback through various interactions, it has been seen that cadets enjoy staying in tents and same be encouraged at least for 72 hours, if not feasible for entire duration. Basic hygiene and safety issues must be looked into. For a smooth and meaningful conduct of the camps, a few guidelines must be adhered to :-

(a) No compromise on safety and security of the cadets.

(b) Preferably plan the camp in proximity to a Service Establishment.

(c) Examination schedules must be kept in mind while planning camps.

(d) Officers be earmarked to stay in the camp for entire duration and visits be planned by Group Commanders to all Annual Training Camps/Combined Annual Training Camps. ADsG/ DDsG must visit the COCs being conducted by Directorates.

(e) Intimate other State Directorates well in advance (preferably three months) about Nearest Railway Station (NRS) for Centrally Organised Camps. No change of date/location is acceptable.

(f) Financial probity is **NON NEGOTIABLE**.

(g) Cadets be encouraged to participate in planning and conduct of Camps wherever feasible.

7. **Centrally Organised Camps (COCs)**. The conduct of all COCs must encompass full range of activities. Focus must be on activities such as drill, sports, public speaking, national awareness etc. Cultural programmes while being planned, should not be the prime focus. The organized visits by the cadets to various locations of educational and entertainment value should be planned judiciously. Details of COCs are given as per **Appendix B**.

8. **Ek Bharat Shreshth Bharat Camps (EBSB Camps)**.

(a) **Pairing of State Dtes**.

(i) AP&Telagana Dte - Punjab, HP, Haryana & Chandigarh

(ii) Bihar & Jharkhand - North Eastern Region (NER)

(iii) Delhi Dte - West Bengal & Sikkim

(iv) Gujarat Dte - J&K Dte

(v) MP & Chhatisgarh Dte - TN, Puducherry, Andaman & Nicobar

(vi) Karnataka & Goa - Uttarakhand

(vii) Maharashtra - Kerala & Lakshadweep

(viii) Rajasthan - Odisha

(ix) Uttar Pradesh - NER

(b) **Methodology**.

(i) Existing NICs & SNICs would be re-named as EBSB Camps.

(ii) The schedule of the existing NICs / SNIC would be modified and re-structured.

(iii) While the guest State Dte should send 100 cadets for each camp, the host Dte should have 500 cadets (both girls and boys).

(iv) Award to a few cadets of Guest State could be considered for better learning.

(c) **Key Activities**. While Dtes are at liberty to add a few more realistic activities, some of the recommended activities to be undertaken during EBSB Camps are :-

(i) Identification, translation and dissemination of 10-15 most commonly used sentences. A small booklet could be prepared and distributed to cadets of Guest States.

(ii) Schedule should be prepared in a manner, that cadets are able to attend at least one festival of each other.

(iii) Learn minimum one folk song / dance.

(iv) Taste and learn about cuisine and food habits.

(v) Wear attire of paired States.

(vi) Both State Dte cadets to give presentation `State at Glance’ to include history, cultural heritage, customs and traditions, economy etc.

(vii) Educational tours to places of historical and tourist importance.

(viii) Screening of local movies, with cadets of host State assisting in translation.

(d) Change in pairing of States would be considered for next training year.

**Leadership & Personality Development**

9. This is one important aspect which needs maximum attention. The Leadership Development Programme has been refined. Relevant Case Studies have been added in the revised cadets’/ANOs’ Hand Books and the same should be discussed with the cadets holistically. Experts in the field/ prominent persons be invited to deliver talks on the subject.

10. Efforts should also be made to improve communication skills of cadets. Each cadet will be made to speak extempore, on any topic for five minutes, preferably in English, to a minimum audience of 20 cadets.

**Attachment Training**

11. In order to give first hand exposure of life in the Services, so as to motivate them to join the Armed Forces, every year the cadets are attached to various Service Units/ Establishments. While the formal sanction with Service HQ and promulgation of orders down to various Formations/ Establishments will be ensured by my staff at Delhi, I would like you all to liaise and coordinate the nuances at ground level.

12. Based on various inputs/ experience gained during last training year, following guidelines need to be adopted:-

(a) Timely coordination with local Formations/ Establishments.

(b) Flexibility in Training Schedule based on commitments of Service Establishments.

(c) Professional conduct and discipline of cadets & service personnel.

(d) Cadets for attachment with Indian Military Academy and Officers Training Academy to be properly screened and should preferably be potential SSB candidates.

13. Schedule of Attachment Training is attached as **Appendix C**.

14. **Affiliation with Service Formations/ Establishments**. Based on directions of Central Advisory Committee, all three Services have approved affiliation for tech, trg and adm support to all our units with nearest respective service Fmns/ Establishment. Dtes have been provided such details. Now it is on us to strengthen and make use of this affiliation.

**Induction into Armed Forces**

15. This is one of the most important aspects of NCC training. Maximum orientation of our training is military in nature, yet we have not achieved our targets in this field, especially induction of cadets to Armed Forces as officers. We have never been able to fully subscribe to vacancies in officer category reserved for NCC `C’ Certificate holders. We need to introspect and refine our procedures.

16. The first step in this direction would be identification of the right potential. Each Directorate must conduct screenings at their level (minimum two from each Group HQ) and detail such cadets for SSB Capsules at OTAs. Professional assistance, wherever required, would be facilitated by HQ DG NCC. Equally important for Directorate is to have repository of successful cadets in SSB, as a motivational factor.

**Conduct of Certificate Examination**

17. One of the main motivating factors for a student to join NCC is to obtain Certificate (A,B&C). Hence importance of Certificate Examination needs to be retained. A fine balance between quantity & quality must be ensured by Dtes.

18. NCC Cadet is a student first, hence he/ she appears in different professional / competitive examinations. Therefore, Directorates while planning conduct of Certificate examinations must keep in view the schedules of important competitive / professional / academic examinations of the cadets.

19. All Certificate Question Papers will be **Bi-Lingual (English & Hindi)**.

**Service Specific Training**

20. **Army Wing Training**. The following will be given emphasis:-

(a) All cadets must undergo **.22 Firing and basic Obstacle Course**.

(b) Short Range must conform to laid down specifications. Firing will be conducted by Officers and PI staff posted as per laid down instructions. **Accidents in firing are not acceptable**.

(c) Realistic training of **Field Craft and Battle Craft** must be conducted by PI Staff with innovative methods of training / competition to retain cadet’s interest.

21. **Naval Wing**. The following targets must be achieved in the training year:-

(a) Optimum utilisation and maximum number of cadets be trained on Whaler and Enterprise class Dingy.

(b) Each Directorate will conduct one Sailing Expedition as part of **Most Enterprising Naval Unit**. The proposal must be vetted and approved by HQ DGNCC for which it must reach the Training Directorate **one month in advance**. Coastal states will plan along the coast and riparian states will plan Riverine Expeditions.

(c) Optimum utilisation of available Kayaks and Wind Surfing Equipment, to expose maximum cadets to water sports activities.

(d) All State NCC Directorates are to liaise with respective Commands/ NOICs of Indian Navy for Scuba Diving exposure to maximum cadets.

(e) Maximum number of cadets must be trained in Yachting and Ship Modelling.

(f) Schedule of the Naval Annual Technical Camps is at **Appendix D**.

22. **Air Wing Training**. State Directorates need to plan for smooth induction of new Microlights alongwith development of associated infrastructure. Till such time, all Air NCC units get new Microlites, they must make all efforts to keep their existing Microlites operational. Air Force NCC units must ensure:-

(a) Optimal utilization of Microlites to ensure flying exposure to maximum cadets.

(b) Balance cadets must be exposed to simulated start-up procedures, taxing and shut down procedures and other flight checks.

(c) Dtes must ensure timely conversion/ currency of pilots posted with units.

(d) Maximum number of cadets must be trained in Aero Modelling.

23. **Equestrian Events**. R&V Units must make all efforts to participate in State & National Level Equestrian Championships. Our cadets have done well in the past and must continue to do so.

**Adventure Training**

24. **Mountaineering and Trekking**. Mountaineering and Trekking will continue to remain our primary adventure activity. Directorates must detail maximum cadets for Mountaineering Courses and ensure that only trained cadets are nominated for various expeditions. Directorate must motivate the physically fit officers to volunteer to undertake such adventure activities. Incentives for officers and cadets volunteering for Mountaineering and Sailing Expeditions and other major adventure activities need to be considered. The Inter-Directorate Adventure project if any, must be forwarded to HQ DG NCC for approval. Other central adventure activities planned this year will be :-

(a) NCC **Boys Expedition** to Mt Saifee (UK) in **Jun-Aug 18** & **NCC Girls Expedition** to Mt Swang-Rohini in **Apr-Jun 18**.

(b) **Mountaineering Courses.** The Schedule for Mountaineering Courses is at **Appendix E**.

25. **Para Sailing**. New Para Sails are in the process of being issued to all units. State Directorates will ensure optimum utilization to expose maximum cadets to Para Sailing activities. Each State Dte will create a Para Sailing Node within State. While I have directed my staff here to ensure maximum vacancies for us in Command Training Nodes, I would also like Dtes to be proactive in this regard.

26. **Sports**. NCC provides cadets an opportunity to participate in tournaments of national and international importance. Sportsmen with promise must be identified and encouraged to excel. NCC this year too will focus on three major disciplines of **Football, Hockey & Shooting**. Our performance during last year, especially in Hockey & Shooting, has not been satisfactory and needs to be corrected. Identifying the right talent, proper coaching & training and sense of commitment, could be the key words. Preference would be accorded through bonus marks in YEP selection to these sportsmen based on their performance. Schedule of Sports Events is at **Appendix F**.

**Social Service & Community Development**

27. In order to steer the cadets into becoming responsible citizens, it is essential to sensitise them to their responsibilities towards the society. **‘Swachh Bharat Mission’** and creating **‘Awareness on Digital Payment’** will be focal areas.

28. While the subject has been covered in detail in Hon’ble **`PM’s Directions’**, following guidelines need to be adhered to :-

(a) Cadets would not undertake any menial task.

(b) Cadets will not be tasked for any activity where their safety is at risk.

(c) Due to lack of inherent resource with NCC, all activities, whenever possible, will be coordinated with local administration/ NGOs.

(d) Emphasis should be on creating Awareness.

(e) Events planned must ensure participation of local population wherever possible.

(f) Synergy with other Youth Organisations wherever possible.

29. **Youth Exchange Programme (YEP)**. Participating in YEP is the ultimate dream of every NCC cadet. ADsG/DDsG must ensure that suitable cadets are selected and coached. While nominating the cadets for YEP, the Dtes must accord preference to cadets volunteering and participating in various adventure and sports activities. The tentative schedule of YEP for the year 2018-19 is at **Appendix G**.

**Miscellaneous**

30. **Training Areas**. Directorates must vigorously pursue speedy development of NCC cadets Training Areas with the respective State Governments. The requirement of Training Areas need to be practical and must be prioritized and phased to ensure that relevant financial sanctions from State Govt are accorded.

31. **Training of Trainers**. Quality of training to the cadets is directly proportional to the training and motivation of trainers. The following must be ensured: -

(a) PI Staff must undergo Orientation Cadre within three months of their arrival in units.

(b) ANOs must be detailed for PRCN/ Refresher training within prescribed timelines to avoid backlog. Units must maintain the record.

(c) Timely reporting to OTAs and detailment for various courses as per QR need no emphasis. This however, has been observed as a major weakness.

(d) The BPET / PPT and firing in respect of PI staff should be carried out regularly.

32. The schedule of courses for trainers is as follows: -

(a) Courses at Naval Establishments - **Appendix H**

(b) Courses at 433 AF Station, Tambaram - **Appendix J**

(c) Courses at OTA, Kamptee - **Appendix K**

(d) Courses at OTA, Gwalior - **Appendix L**

33. **Group Commanders Orientation Workshop**. An Orientation Workshop for newly posted Group Commanders will be conducted at HQ DG NCC in April 18 and a similar Workshop will be organised at Directorate level for all the newly posted Commanding Officers. This must be repeated after six months and continued with the same periodicity.

34. **Audit of Training**. State NCC Directorates will ensure that the audit of training will be done by one up HQ, to ensure that the training carried out by NCC cadets is as per policy and instructions on the subject.

**CONCLUSION**

35. This Directive is only a guideline for planning and execution of training during the current training year. I would like all officers and staff to use their imagination and ingenuity, to make training more meaningful and interesting. Cadets have a vast potential; we have to channelize this motivated force, with matching enthusiasm for the fulfillment of our goal and thus demands our total commitment. To conclude, the focus of training should be to inculcate amongst cadets zeal, enthusiasm and determination in all their endeavours, so as to make them responsible citizens of the future.

Station: New Delhi (PP Malhotra)

Lieutenant General

Director General NCC

Apr 2018

4359/Training Directive/DGNCC/Training A

**Appendix A**

(Refers to para 4 of HQ DGNCC leter No

4359/Trg Directive/DGNCC/Trg A dt Apr 18)

**IMPLEMENTATION INSTRUCTIONS : HON’BLE PM’S DIRECTIONS**

**Gen**

1. Hon’ble PM had given certain directions during his interaction with DG on 19 Jan & PM Rally on 28 Jan 2018. Comprehensive instructions have already been forwarded vide this HQ letter No 4359/Training Directive/DGNCC/Training A dated 12 Mar 2018. The broad contours of Implementation Plan are as given in succeeding paras and needs to be executed in letter and spirit.

2. **Point 1: Interaction with maximum Cadets**. Hon’ble PM has desired to interact with maximum cadets through Video Conferencing. Desirous cadets are required to forward their queries/ questions/ suggestions to PMO through all available means. In additions, Dtes will coordinate with Civil Administration and schools/ colleges for conduct of Video Conferencing.

3. **Point 2: Maha Swachhta Abhiyan**. NCC will plan various activities as elaborated in letter under reference to commemorate 150th Birth Anniversary of Mahatma Gandhi. The activities will be spread over 18 months commencing in Apr 2018 and culminating on 02 Oct 2019. The activities planed should be specific to local requirements and achievable within the available resources.

4. **Point 3: Cashless Transactions**. In order to spread transparency in all financial transactions, Hon’ble PM desired that NCC cadets should not only download and use available applications eg BHIM App, but should also motivate others to do so.

5. **Point 4 : Ek Bharat Shreshtha Bharat (EBSB)**. In order to promote National Integration, concept of EBSB Camps has been propagated by Hon’ble PM. Paired NCC Dtes will conduct these camps as per guidelines and approved schedule.

6. **Point 5 : Theme Based Programmes**. Hon’ble PM desired that all NCC Dtes, undertake requirement specific, three to four theme based programmes in their jurisdiction. A list of suggested themes issued by this HQ may be referred to.

7. **Point 6 : Foot Policing**. A group of NCC cadets from each NCC unit will move in uniform Pan India, on last Saturday of every month, displaying theme based placards through markets/ areas of respective Nagar Palika/ Maha Nagar Palika.

8. **Point 7 : Re-look at the Role of NCC**. Hon’ble PM desired that there is a need to introspect and align the role of NCC with National goals. All Dtes to analyse/ examine the Aim & Objectives of NCC and forward their views by 31 Jul 2018.

9. **Point 8 : Five Year Action Plan**. NCC has completed 70 years of its raising. Hon’ble PM desired that a comprehensive plan be prepared and executed, to showcase achievements on 75th Anniversary. Expansion Plan, enhancement of NCC Coverage, Implementation of Shekatkar Committee, Improvement of Training and Administrative Infrastructure etc are some of the likely issues forming part of the plan.

10. **Point 9 : Sensitise Cadets on Public Safety & National Security**. Cadets especially in border/ Coastal areas be sensitized on the subject in coordination with local police/ IB.

11. **Point 10 : Data Bank of NCC Cadets**. There is a need to create and maintain a data bank of ex-NCC cadets so as to leverage their experience and position for furthering the cause of the organisation. A beginning will be made from this Training Year itself.

**Conclusion**

12. NCC has always played an important role in Nation building which has been acknowledged by one and all. Growing Demand of NCC by schools/ colleges is testimony to this. With the faith of the Nation in the organisation, it becomes imperative that we must ensure that the directions given by the Hon’ble PM is implemented in letter and spirit.