

## **Consultancy Assignments**

Bankers Institute of Rural Development (BIRD) undertakes consultancy assignments on various subjects related to the field of Agriculture and Rural Development , Microfinance, Financial Inclusion, Information and Communication Technology Solutions, Human Resources Development/ Management, Impact Evaluation, Training Needs Assessment, Evaluation of various Government Sponsored Programmes, Core Banking Solutions in RRBs and Cooperative Banks, etc. BIRD also undertakes consultancy in planning and conducting Recruitment Tests for Cooperative bank and RRBs, Setting up of Training Centres, etc.

Out clients include various Ministries/Departments of GOI, State Governments, Commercial Banks, RRBs, Cooperative Banks, etc. During the year ended 31 March 2011, BIRD has undertaken five consultancy assignments. The Highlights of these assignments are as under:

### **1. Impact Evaluation Study of PNB Farmers Training Centre (PNBFTCs):**

The terms of reference of the Study assigned to BIRD by the Punjab National Bank Farmers Welfare Trust (PNBFWT), New Delhi are as under:

- (i) to evaluate the progress of FTCs in relation to its achievement of goals/objectives and whether these could have been achieved more effectively;
- (ii) to study the level of adoption of technology inputs engagement of the Trainees after completing the training course at PNB FTCs; and
- (iii) to assess the level of incremental income during post training period over the pre training period.

A total of 600 farmers who attended training at three selected FTCs (200 farmers each at Neemrana in Rajasthan, Vidisha in MP and Shamshernagar in Punjab) either for farm or for non- farm sector activities /skill development during 2008-09 & 2009-10 were interviewed for assessing the impact of the training programmes.

### **2. 'Prerna' programme in Allahabad U.P.Gramin Bank:**

Allahabad U.P.Gramin Bank had assigned a consultancy project for implementing " Prerna" - a motivational programme, in the bank. The assignment involved conducting 54 training programmes aimed at attitude building of its entire staff to enable them to cope with the changing environment.

### **3. ICT based Financial Inclusion for Allahabad U.P.Gramin Bank:**

An agreement has been signed between BIRD and “ Allahabad Uttar Pradesh Gramin Bank (AUPGB), Banda, Uttar Pradesh” for providing consultancy support to the bank on “ICT based Financial Inclusion” in the three districts of Hamirpur, Bahraich and Sravasti. The objective of the consultancy is to design a smart card based integrated financial inclusion solution having IVRS (regional Language) features for performing banking operation in bilingual mode with CAPEX/OPEX model. It would be the Business Correspondent (BC) based solution covering various aspects such as hosting of FI server, Managing risks, Compliance with applicable KYC, data security etc. As a part of the assignment, BIRD will prepare” Request for Proposal (RFP) for the bank and will play an advisory role in technically evaluating the various solutions.

### **4. CBS in Arunachal Pradesh State Cooperative Apex Bank Limited:**

BIRD has entered into an agreement with The Arunachal Pradesh State Cooperative Apex Bank Limited, (APSCABL) for providing technical consultancy to the bank for establishing the Core Banking Solution and to assist the bank in operationalising the CBS in all its branches. The key components of the consultancy include selection of suitable software for CBS, selection of related hardware and V-SET connectivity, identifying the specifications for the “Data Centre” and “Disaster Recovery Sites” for data security, proposing other delivery channels which can also be added after implementing the CBS, etc. As a part of the assignment, BIRD will be preparing a “Project Report” and “Request for Proposal (RFP)” for evaluating the vendors on technical and commercial ground. BIRD will play the advisory role and monitor the entire project for two years after successful implementation of CBS in the bank.

### **5. HR Policy for District Central Cooperative Bank (DCCB), Kolhapur,**

District Central Cooperative Bank, Kolhapur (Maharashtra) has assigned a consultancy project for designing HR Policy for the bank on all aspects of human resource management like staffing, recruitment, promotion, placement, training, etc.