



COT Meeting: 25/2/21

CILT India – Proposed Restoration of Education Role and Functions

Moving Forward ‘Ways of Working’ on Education

This document set out the proposed ‘Ways of Working’ with CILT India on education as agreed at IESC 28/1/21 and documented for engagement with CILT India and presentation at the CoT meeting

Context for the CoT

The position currently before the Council of Trustees is to restore the education authority within India and formally lift the current conditions applied as a result of audit processes carried out during 2017-18.

However, in the spirit of cooperation and providing the correct structures, processes and governance we have identified some key ‘ways of working’ which are genuinely designed to put in place practical ways to help CILT India develop and grow.

The following areas are not conditional but designed to allow easy day to day collaborative working between CILT India and CILT International, given the opportunities presented by the education market.

Ways of Working

Therefore, the following specific areas have been identified as areas for strong collaborative working and action, particularly over the next 12 months:

Set up of a CILT India Education Committee

- Setting up, with immediate effect, an Education Committee to deal with processes, accreditation, training partners and course development
- The Education Committee will include the International Education Lead (Jon Harris) as a member.
- Regular contact between the India Education Champion and the International Education Lead (Jon Harris) at least monthly. Note we have already Veni Mathur, Vinod Asthana and Ragini Yechury as core members nominated and are ready to engage. CILT India are warmly invited to extend membership of the group to cover other professionals in the education and learning sector
- Through the CILT India Education Committee, CILT International is given visibility of the education marketing strategy. This will help ensure that there is no confusion arising

between the presentation of CPD programmes and International qualifications, and that the international standards are being applied to all. This is to avoid risks of devaluing the status of 'certificates and diplomas' in the Indian environment.

- The International Education Lead will also regularly liaise with training providers based in the South India Project on a monthly basis, so there is parallel cooperation taking place to develop the India education market.

Promotion and Implementation by CILT India of core International courses

- CILT India will work with CILT International to promote the core CILT education courses through training partners such as Certificate, Diploma and Advanced Diploma levels as a minimum.
- CILT International will continue to lead on the accreditation process of all new training providers including the scrutiny process, with CILT India able to carry out the visit, reporting and evidence gathering locally. There should also be visibility of the training providers and universities being nominated at an early stage and visibility of pricing and end customer sales levels. This process needs to be in place for a period of year and reviewed once a number of centre approvals have been granted.
- Registration and Certification of students should be via CILT International channels as is the current practice in South India.
- CILT International would lead on the moderation and assessment processes for any new training providers providing a full support service for a minimum of one year but working very closely with the local education team to assess their performance in this area to look at options for centralised assessment-setting and marking. This is then subject to review in April 2022.

CPD and Short Courses

- Note that for short courses and other CPD programmes developed by CILT India, CILT International would need visibility of syllabus and content. This process allows International to benchmark any assessed and non-assessed programmes against our global standards.
- Approval of CPD and short courses to be carried out locally but with input and advice from CILT International.

Wider marketing and sales

- Full cooperation with the proposed UK Government Virtual Trade Mission to India to ensure that the correct partners are attracted. (awaiting decision from UK Dept of Trade to see if this goes ahead). This will be led by UK Trade and CILT International.

Monitoring of success

- The above areas will be regularly monitored in an open and transparent way to ensure that the processes, behaviours and outcomes are met.

- Any areas needing help and support from International can be quickly flagged and action upon.
- Should there be any key issues or failures to implement the requirements then the matters can be re-raised through the IESC and CoT mechanisms as necessary.

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