

Training and Capacity-Building Programmes at ZIET

Kendriya Vidyalaya Sangathan (KVS) is committed to the continuous professional development of its personnel and to strengthening the quality of education and institutional functioning through systematic training and capacity building. The Zonal Institute of Education and Training (ZIET) serves as an important centre for this endeavour by organising a wide range of professional development programmes for the personnel of KVS and Atomic Energy Central Schools (AECS).

ZIET conducts **three-day and five-day workshops, induction programmes and other capacity-building initiatives** for staff belonging to different cadres. These programmes are designed to enhance professional competencies, update knowledge and skills, facilitate the sharing of best practices, and enable participants to respond effectively to the changing needs of the education sector.

Workshops

Workshops conducted at ZIET are broadly organised under two categories:

1. Master Trainer Workshops

Master Trainer Workshops are designed to prepare a pool of competent and resourceful **Master Trainers** who can further facilitate training and professional development programmes at the subsequent levels. These programmes focus on developing subject expertise, training skills, facilitation techniques, effective communication, collaborative learning and the use of innovative approaches and emerging technologies.

The Master Trainers, after undergoing intensive training at ZIET, play an important role in cascading the knowledge and skills acquired to personnel at the regional and institutional levels. Thus, these workshops contribute to creating a sustainable and multiplier-based training mechanism within KVS and AECS.

2. Saturation-Level Training Programmes

Saturation-level training programmes are aimed at ensuring that the learning and professional competencies covered through identified training initiatives reach the **entire target group of personnel**. These programmes provide participants with opportunities to update their knowledge, strengthen professional skills and adopt effective practices in their respective areas of work.

Such training programmes emphasise practical application, experiential learning, peer interaction, sharing of field-level experiences and reflection on professional practices. The objective is to ensure wider implementation of the knowledge and competencies developed through the training system.

Induction Programmes

ZIET also conducts **Induction Programmes for newly appointed personnel of KVS and AECS across different cadres**. These programmes provide new entrants with an understanding of

the organisational structure, vision, policies, procedures, professional responsibilities and institutional expectations.

The induction programmes are intended to facilitate a smooth transition into the organisation and help newly appointed employees develop the knowledge, attitudes, skills and professional competencies required to discharge their responsibilities effectively. They also provide an opportunity for participants to familiarise themselves with the ethos, values and educational objectives of KVS and AECS.

A Platform for Professional Learning

Through its workshops, induction programmes and other capacity-building initiatives, ZIET provides a dynamic platform for **continuous professional learning, collaboration and knowledge sharing**. The programmes incorporate contemporary educational practices, technology-enabled learning, innovative methodologies, experiential activities and opportunities for interaction among professionals from diverse institutions and regions.

ZIET's training initiatives therefore contribute not only to individual professional development but also to the strengthening of institutional capacity and the achievement of the broader educational goals of KVS and AECS.

Through continuous training, collaboration and professional growth, ZIET strives to build a competent, confident and future-ready workforce committed to excellence in education and institutional service.