

TRAINING PROGRAMME FOR ENVIRONMENTAL REGULATORS (2016 – 2017)



**Centre for Science
and Environment**



जहाँ है हरियाली ।
वहाँ है खुशहाली ॥

**Ministry of Environment,
Forest and Climate Change**



**Central Pollution
Control Board**

THE NEXT STEP

India is experiencing an economic boom, with investors eyeing it as a growth opportunity. But this boom and economic development propelled by rapid industrialisation and urbanisation is having a fallout – it is straining the environment, generating pollution, compounding the nation's health problems and forcing people to ask whether this is the development paradigm that suits the country.

In such a scenario, to ensure environmental sustainability, different stakeholders will have to play their roles effectively; regulatory institutions are one such stakeholder. Regulatory institutions such as the State and Central Pollution Control Boards (PCBs) are entrusted to protect the natural environment from degradation by ensuring implementation of environmental regulations. The capacity constraints of these institutions need to be identified and addressed, so that effective compliance, monitoring and enforcement can be warranted. Their role, naturally, will expand with the changing nature of environmental problems.

Centre for Science and Environment (CSE), in collaboration with the Union Ministry of Environment, Forest and Climate Change (MoEFCC) and the Central Pollution Control Board (CPCB), has been working to help Indian environmental regulators in their expanded role – through state-of-the-art training programmes for building their capacity. Starting from December, 2010 till May 2015, CSE has conducted 16-one week advanced training programmes and 8-one month National Minimum programmes. A total of 521 officials has been trained over this period.

The programme has seen wide coverage in terms of participation from various states across the country; however there are few states like Maharashtra, Madhya Pradesh, Andhra Pradesh have set up examples by nominating maximum number of participants, which is followed by Tamil Nadu, Rajasthan, Gujarat, Odisha. North-eastern states like Assam, Meghalaya, Sikkim, Nagaland were also there in the nomination list. Following the successful completion of the first phase of the collaboration, the three partners have embarked on the second phase of this capacity building initiative.

These training programmes are tailor-made for officials of the PCBs and other environmental regulatory agencies. The programmes are designed to bridge the knowledge gap on relevant topics – including those that may emerge in the coming years. This year, CSE is offering five two-week foundation and five one-week specialised courses.

As part of this programme, CSE had initiated international exposure visits to developed countries for the trainees, to understand their pollution control and management systems. These visits will be organised this year as well.

Eligibility

CSE is offering one-week specialised training programme as well as two-week foundation course this year.

- One-Week Specialised Training Programme: Officials with more than five years of work experience.
- Two-Week Foundation Training Programme: Newly recruited officials or officials with one to five years of work experience.

Note: Equal participation of male and female participants is encouraged.

Training Calendar/Bulletin for 2016 – 17

Date & Month	Name of the Course	Type of the Course	Duration
18th – 29th July'16	How to prepare Air Quality Management Plan	Foundation Course	2 week
8th – 12th Aug'16	Continuous Emission Monitoring System	Specialisation Course	1 week
19th – 30th Sep'16	Compliance, Monitoring and Enforcement	Foundation Course	2 week
5th – 16th Dec'16	How to prepare Water Quality Management Plan	Foundation Course	2 week
9th – 13th Jan'17	Preparing Consent and Inspection checklist	Specialisation Course	1 week
6th – 10th Feb'17	Cummilative Impact Assessment and Critically Polluted Area	Specialisation Course	1 week
13th–24th Feb' 17	Waste Management: Policies, Issues, Challenges and Way Forward	Specialization Course	2 week
10th - 14th April'17	Data Management: Collection, Collation and Analysis of Environmental Data	Specialisation Course	1 week
17th – 28th July'17	Compliance, Monitoring and Enforcement	Foundation Course	2 week
15th – 26th Oct'16	Best Practices in Environmental Governance	Exposure visit to Sweden including session in India	2 week

Structure of the Programme

The training programmes conducted by CSE are a mix of lectures, field visits, class exercises and group discussions. All the programmes are designed around teaching as well as self-learning. Depending on the type and duration of the programme, the major components are:

- **Classroom activities:** Lectures, group discussions, role-playing, assignments and exercises. Lectures are conducted by experts from CSE as well as by external resource person hand-picked by CSE for different sessions. Interactive sessions are organised with practitioners and policy-makers.
- **Specially designed field visits** to industries, landfill sites, TSDF sites, CETPs/STPs, proposed project sites, etc. Participants are taken to the site to conduct hands-on exercises on inspection, monitoring, compliance assurance and audit.
- **Laboratory activities:** Sampling, monitoring and measurement, Exposure to various sampling, monitoring and measurement instruments, including hands-on exercises.
- **Industrial interaction:** Understanding compliance mechanism, self-monitoring and reporting mechanism etc.
- **Governmental interaction:** Interactions with the MoEF&CC, CPCB, SPCBs, Planning Commission etc. to understand the policies and procedures of the government.

What will be the outcome of the training programme?

After undergoing these trainings, the participants will have:

- Increased understanding of the environmental challenges faced by the country and the role and responsibility of SPCBs in addressing those challenges.
- Increased theoretical and practical knowledge about inspection, monitoring, compliance and enforcement actions.
- Increased theoretical and practical knowledge about the best practices in various areas and how to achieve them.
- Better and improved communication skills.
- Increased capacity to integrate social and environmental issues in the decision-making process.
- Increased knowledge, experience and ability to review and make decisions based on multi-disciplinary approaches.
- Increased knowledge and ability to enhance public participation and transparency, thus strengthening the democratic process in the country.

Course Duration	Two Week Foundation Programme
Date	18th – 29th July 2016
Title	Air Quality Management Plan (AQMP)
Potential Stake holders	State and Central Pollution Control Boards, State and Regional Transport Authorities

Module 1: Need for Air Quality Management Plan

- Issues
- Impact of Air Pollution on Health
- Steps to be undertaken

Expected Learning: The module will develop basic understanding on need of “Air Quality Management Plan” and its importance.

Module 2: Rationale for Air Quality Criteria & Emission Standard

- What Air Act Says
- Legal and Institutional framework
- Roles and Responsibilities of Pollution Control Board Officers
- Consent Procedure (CTE/CTO)

Expected Learning: The regulators will learn the logical basis for setting air quality criteria and standards. Regulator will get an idea about their specific roles and responsibilities as mentioned in the Act.

Module 3: Meteorology and Air Quality Monitoring Network

- Air quality monitoring network design
- Data management and validation
- Air quality index
- Suggest qualitative description of air quality in a particular region

Expected Learning: The regulators will learn how the air quality monitoring can help in developing an action plan for an area considering the meteorological condition, objective, existing and future monitoring scenario including parameters, method and frequency of measurements and other relevant aspects.

Module 4: Pollution Sources and Source Inventorization

- Identification of air polluting sources
- Emission factor and quantification of pollution load generation from an area
- Ranking of location and prioritizing action plan

Expected Learning: Importance of inventorization and source apportionment study for developing an action plan.

Module 5: Urban Air Quality and Mobility

- Emerging concerns in Air Quality
- Vehicular pollution
- Mobility crunch

Expected Learning: Understanding the challenges of clean air and urban mobility. The risks and threats of growth and the strategies for combating air pollution and mobility issues.

Module 6: Developing Air Quality Management Plan for a City

- Point and non point-sources
- Identification of different stake holders
- Granting consent to establish to air polluting industry

Expected Learning: Step wise approach for developing a successful air quality management plan. Regulators will have an understanding on which conditions an upcoming air polluting industry should be given consent to establish/operate.

Module 7: Exposure Visit, Work Exercise/ Group Discussion/Presentations

- Exposure visit to a plant/ Continuous air quality monitoring station.
- Work exercise/ Group discussion/ Presentations

Expected Learning: The guided industrial visit will provide practical exposure and hands on experience to the participant. The module will also enable them to understand, debate and discuss different aspects involved in planning which are important for developing an action plan.

Course Duration	One Week Specialized Programme
Date	8th – 12th August 2016
Title	Continuous Emission Monitoring System (CEMS)
Potential Stake holders	State and Central Pollution Control Boards

Module 1: Continuous Emission Monitoring System (CEMS) and its Importance

- About CEMS and its need in India
- Initiatives for CEMS implementation in India
- Implementation and learnings of pilot scale Emission Trading Scheme in India
- Challenges in CEMS implementation and ways of improvement

Expected Learning: The module will develop basic understanding of “Real Time Monitoring or Continuous Emission Monitoring System” and its importance. Regulators will have a clear picture of status of CEMS implementation, its challenges in India and experiences from Gujarat, Tamil Nadu and Maharashtra.

Module 2: Experiences of CEMS in other Countries

- CEMS framework in Europe/Germany
- CEMS framework in US and its importance
- Experiences of CEMS in Global South such as in South Africa, Indonesia
- Role of CEMS in improvement in environmental governance in implementing countries

Expected Learning: The regulators will learn the best practices in CEMS that have been adopted around the world. Regulators will get ideas about the different CEMS regime around the world and how these have helped them to improve environmental governance.

Module 3: Operation & Maintenance of CEMS

- Understanding of CEMS equipment selection and installation
- Performance check and certification of equipment
- Equipment calibration and maintenance
- Data collection, transfer

Expected Learning: The module will make regulators conversant with the operation and maintenance practices of CEMS. The regulators will develop technical knowledge of CEMS operation which will be helpful in successful implementation and regulation of CEMS.

Module 4: Data Acquisition and Compliance Check

- Understanding of data acquisition system and challenges
- Compliance mechanism for CEMS adopted in Europe and US
- Compliance strategy for India

Expected Learning: The module will develop understanding of the compliance mechanism adopted for CEMS in developed countries. The regulators will become conversant with the technical aspects and challenges of credible data transmission. The information will help the regulator in strengthening compliance monitoring and implementation.

Module 5: Exposure Visit, Work Exercise/ Group Discussion/Presentations

- Exposure visit to a plant
- Work exercise/Group discussion/Presentations

Expected Learning: The guided industrial visit will provide practical exposure and hands on experience of the CEMS. The module will also enable them to understand, debate and discuss different aspects on CEMS which are important for skill building.

Course Duration	Two Week Foundation Programme
Date	19th – 30th September 2016 / 17th – 28th July 2017
Title	Compliance, Monitoring and Enforcement (CME)
Potential Stake holders	State and Central Pollution Control Boards

Module 1: Environmental Jurisprudence

- Key Environment policies, acts, rules, notifications, regulations and standards (Water Act 1974, Air Act 1981 and EP Act 1986)
- Role of National Green Tribunals (NGT), environmental courts and Public Interest Litigation (PIL)

Expected Learning: The role and power of environment regulators defined under different acts and rules. The expanding role of environmental regulators with the changing nature of environmental governance. Understanding process and procedures for evidence collection and filling cases. Role of judiciary, PILs, environmental courts and tribunals and important cases on environment and the response of the judiciary to them.

Module 2: Environmental Standards

- Ambient air quality and water standards
- Emission standards for air and water polluting industries

Expected Learning: Knowledge of the various environmental standards, their rationale and how they are developed.

Module 3: Monitoring, Compliance and Enforcement

- Monitoring and Inspection – processes and procedures
- Compliance Assurance and Administrative actions including noting and drafting
- Self-monitoring, self-recordkeeping and self reporting, including the tools and techniques for data verification

Expected Learning: Elucidates various administrative tools to perform monitoring and inspection for ensuring compliance. Developing tools and techniques for verification of self-monitored data.

Module 4: Pollution Monitoring Techniques and Instrumentation

- Water and air quality monitoring and its challenges- techniques, sampling protocol, calibration of instruments, Quality Assurance/Quality Control procedures
- On-line and Continuous monitoring systems

Expected Learning: Knowledge of existing monitoring techniques and procedures. Visit to laboratory and air quality monitoring station to get a hands-on experience of various pollution monitoring techniques, instrumentation, data generation and its analysis.

Module 5: Environmental Governance in Sweden

- Environmental Rules and Regulations in Sweden
- Inspection and Monitoring Protocol
- Permit Granting Procedure

Expected Learning: Understanding the environmental governance rules and regulations followed in Sweden. The inspection and monitoring procedures followed by them and the permit granting procedure.

Module 6: Consent Management

- Concept of consent management
- Drafting, evaluating and processing of consent applications

Expected Learning: Using science and engineering while writing and reviewing consent application. Techniques useful for reviewing consent application.

Module 7: Tour

Exposure visit to show case the best practice being followed on certain specific issues within the country

Expected Learning: The guided industrial visit will provide practical exposure and hands on experience.

Course Duration	Two Week Training Programme
Date	15th – 26th October 2016
Title	Best Practices in Environmental Governance
Potential Stake holders	CSE will select participants from previous trainings based upon their performance, interaction and participation in class exercise, group activities and field visits.

The two-week training programme will include a workshop in India to acquaint the participants with the issues, challenges and reforms required for improving the environment management system and governance in India. In the second phase of the programme, participants will visit Sweden to know about its environment management practices industries including hazardous and e-waste management, process and protocol for inspection and monitoring and alternate regulatory systems being followed there.

Workshop in India

- Waste Management – Why are we failing?
- Urban air quality – Where lies the problem?
- Wastewater treatment and management – Need to reinvent?
- Industrial pollution – What is the solution?

Expected Learning: By the end of the workshop participants are expected to have a clear idea of the major environmental issues India is grappling with, and what best can be done to resolve the challenges. The workshop will consist of lectures by experts followed by group discussion among the participants.

Training in Sweden

- Understanding environmental regulation system in Sweden and the EU
- Inspection and monitoring procedures
- Environmental management in Industries
- Municipal solid and hazardous waste management
- Field visits and workshops

Expected Learning: Understanding how environmental governance works in Sweden and learning the Swedish ways of inspection and monitoring of industries. By the end of the programme participants will be able to draw analogies and brainstorm on how the best practices in environment management can be executed in Indian context.

Course Duration	Two Week Foundation Programme
Date	5th – 16th December 2016
Title	Water Quality Management Plan (WQMP)
Potential Stake holders	State and Central Pollution Control Boards, Jal Boards, Urban local Bodies and Public Health Engineering Department

Module 1: Need for Water Quality Management Plan

- Issues
- Impact of Water Pollution on Health
- Economic aspect associated with water quality conservation

Expected Learning: The module will develop basic understanding on need of “Water Quality Management Plan” and its importance.

Module 2: Legislative Aspects of Water Quality Management

- What Water Act Says
- Legal and Institutional framework
- Roles and Responsibilities of environmental regulators
- Consent Procedure (CTE/CTO)

Expected Learning: The regulators will learn about the logical basis for the course of setting water quality criteria and standards.

Module 3: Water Quality Monitoring Network

- Water Quality Index
- Method to lay down water quality monitoring network
- Data Management and Data Validation

Expected Learning: Introducing the environmental challenges in controlling river pollution and regional wastewater management plan to prevent and control river pollution.

Module 4: Pollution Sources & Source Inventorization

- Identification of water polluting sources
- Emission factor and quantification of pollution load generation from an area
- Ranking and prioritizing action plan

Expected Learning: Importance of inventorization and source identification for developing an action plan.

Module 5: Water Conservation

- Rain water harvesting and ground water recharge
- Bio remediation
- Scope of Decentralised Waste Water Treatment Technology

Expected Learning: Regulators will have an understanding on different methods of water conservation.

Module 6: Developing Water Quality Management Plan

- Identifying sources of water pollution
- Identification of different stake holders
- Granting consent to establish to water intensive industry

Expected Learning: Step wise approach for developing a successful water quality management plan.

Module 7: Exposure visit, Work exercise/ Group discussion/Presentations

- Exposure visit to a plant
- Work exercise/ Group discussion/ Presentations

Expected Learning: The module will also enable them to understand, debate and discuss different aspects involved during planning phase.

Course Duration	One Week Specialized Programme
Date	6th – 10th February 2017
Title	Cumulative Impact Assessment and Comprehensive Environmental Pollution Index
Potential Stake holders	State and Central Pollution Control Board, SEIAA, SEAC, Department of Environment of State and MoEFCC.

Module 1: Cumulative Impact Assessment (CIA) Module

- CIA & Environmental Governance
- Difference between CIA, EIA and SIA
- CIA Framework

Expected learning: To understand the relevance of CIA in India. The module will provide the participants a clear understanding on CIA framework and difference between CIA, EIA and SIA.

Module 2: Critically Polluted Areas (CPAs) Based on Comprehensive Environmental Pollution Index (CEPI)

- CEPI – calculation, benefits and limitations
- CPAs as defined by CEPI
- Key environmental pollution challenges in CPAs

Expected learning: The rationale behind CEPI for recognizing the CPAs and its advantages and limitations. To identify the pressing issues of air quality management in CPAs for further strategization.

Module 3: Standards and Monitoring

Air, water and land standards used to calculate CEPI and the overall standards' implementation in the CPA
Monitoring of CPAs – environmental monitoring and action plan implementation monitoring

Expected learning: To understand the challenges associated with enforcement of the standards. In-depth coverage of environmental monitoring and the monitoring required for the action plan implementation.

Module 4: Action Plan for CPAs

- Power Sector
- Mining, Metallurgical and Chemical Clusters
- Urban Areas

Expected learning: Understanding the challenges in controlling industrial air, water and land pollution in CPAs and developing an area specific plan for reducing them. Suggest strategy for environmental pollution prevention and control using different mitigation tools and techniques.

Course Duration	Two Week Foundation Programme
Date	13th – 24th February 2017
Title	Waste Management: Policies, Issues, Challenges and Way Forward
Potential Stake holders	State and Central Pollution Control Boards, Urban Local Bodies

Module 1: Legal and Institutional Framework on Waste Management

- National standards and guidelines for waste management
- Basel Convention and other international framework for waste management
- Introduction to Bio-medical waste rules and E-waste rules
- Roles and responsibilities of regulatory authorities

Expected learning: National and International regulatory framework applicable for waste management, characterization and classification of waste and the functions of regulatory agencies.

Module 2: Municipal Solid Waste Management (MSW)

- Status of compliance of MSW Rules
- Implementation and Challenges
- Success stories from India: A case study

Expected learning: Understanding the status of compliance of MSW rules. What are the challenges in implementation of MSW Rule. Some success stories from India.

Module 3: Bio Medical Waste Management (BMW)

- Status of compliance of BMW Rules
- Implementation and Challenges
- Success stories from India: A case study

Expected learning: Understanding the status of compliance of BMW rules. What are the challenges in implementation of BMW Rule. Some success stories from India.

Module 4: E-Waste Management

- Status of compliance of E-Waste Rules
- Why management of E-Waste is important.
- Extended producers responsibility (EPR)

Expected learning: Understanding the status of compliance of E-Waste rules. What are the challenges in implementation of E-Waste Rule. Basic aspect of EPR and its benefits. Best practices being followed in India and abroad.

Module 6: Inspection, Monitoring and Compliance of Waste Facilities

- Granting authorization to waste facilities
- Inspection, monitoring and compliance of waste facilities

Expected learning: Understanding the inspection process and procedure for ensuring compliance during design, construction and operational phase.

Module 7: Strategies for Waste Management

- Waste management in industries – case studies
- Recycle, reuse and recovery technology – case studies
- Remediation techniques for contaminated sites

Expected learning: Understanding various management options based on principles of recycle, reuse and recovery.

Module 8: Field Visits

- Visit to TSDF and Waste to Energy Plant

Expected learning: The participants will have more clarity on the practical aspects of waste management after the visit. A one to one interaction with practitioners and regulators will provide more preciseness to the issue.

Course Duration	One Week Specialized Programme
Date	10th – 14th April 2017
Title	Data Management: Collection, Collation and Analysis of Environmental Data
Potential Stake holders	State and Central Pollution Control Board, District level administration of Public Health Engineering Department

Module 1: Making Data Meaningful

- What is Data?
- Objective of Data Presentation
- Good and Bad data presentation style

Expected learning: The mandate of regulators under different Environmental Acts and Rules will be made clear. How the number and statistics can be used for clarity without ambiguity. Different approaches of presenting the collected data with some good and bad examples.

Module 2: On Average On Spread – Frequency Distribution and Statistical Parameters

- Frequency, Group frequency, Histogram and Percentile values
- Central tendency and Spread

Expected learning: The participants will get an understanding on different statistical parameters such as concept of average, frequency and standard deviation, when and where to use these parameters. How these statistical tools can be used for interpolation.

Module 3: Fault finding, Capturing Rare Events, Probability and its Distribution

- Concept of Probability
- Probability distribution
- Forecasting on exceeding standard and accidents

Expected learning: Understanding the concept of probability, probability distribution and how it can be used for forecasting the events of exceeding of standards and accidents.

Module 4: ANOVA-Analysis of Variance

- Sources of Variability
- What is ANOVA and its application

Expected learning: Understanding the concept of variability and null hypothesis and capacity to take decision based on the results of both the parameter.

Module 5: Relationship of Variable

- Covariance & Correlation
- Regression of Variables

Expected learning: Understanding the concept of covariance and correlation and regression.

Module 6: Time Series – (Forecasting Techniques)

- Moving Average
- Exponential Smoothing

Expected learning: Understanding on various techniques to forecast the trend on environmental quality parameters.

Module 7: Class Exercise/Group Work

- Group presentation / Exercise

Expected learning: Class Exercise and group presentation will be part of all the modules.

Note: Participants for this programme are requested to bring their scientific calculators.

Photo Feature

Ms. Sunita Narain, Director General, CSE interacting with the participants during a training programme



Group Photograph of the Compliance, Monitoring and Enforcement Programme – February 1–27, 2015



CPCB officials explaining participants about National Ambient Air Quality Management Plan



Participants at Moti Bhag decentralized waste management facility – December 7-18, 2015



Participants at CSEs Pollution Monitoring Lab during a Training on Pollution Monitoring Equipments



Mr. Chandra Bhushan, Deputy Director General, CSE during a feedback session of a programme



Participants observing Continuous Emission Monitoring System



Participants during class exercise and group work from different training programmes



Participants at REVAC e-waste recycling unit in Norway – October 1-17, 2015



Waste Management: Policies, Issues, Challenges and Way Forward Programme held at Guwahati, Assam – May 4-8, 2015

FEEDBACK FROM PARTICIPANTS

Feedback received from the participants of different training programmes, time to time.

Bilal Ahmad Khan

Assistant environmental engineer, Jammu & Kashmir SPCB.

“The training has really helped me a lot and worked as a torch to me in day to today life and updated my knowledge, it has helped me to explore my inherent abilities. Such training programmes works as energy capsule and the techniques shown are really applicable in the field.”

Varun Narayanan G

Assistant environmental engineer, Kerala State Pollution Control Board.

“The training programme has helped me personally to improve the routine inspection activities, monitoring and mitigation measures back in my home state. These programmes not only help in knowledge enrichment but also help in drawing out successful action plans on the basis of practices in developed countries like Norway/Sweden.”

P. Vijayalakshmi

Environmental Scientist, Tamil Nadu State Pollution Control Board.

“The knowledge gained during the programme has helped me a lot in my daily routine work, which I am very proud of. I would love to attend more such training programmes, if an opportunity is given to me.”

Jeherul Islam

Assistant Environmental Engineer, Pollution Control Board, Assam.

“The training programmes are designed and structured in such a way that it helps in daily office works. For new recruits like me the

training helps a lot in understanding the different provision of acts and rules and its implementation technique, information about best available practices to curb pollution and industrial site visit are the excellent content that CSE included in the training programme.”

Subhadarshini Das

Deputy Environmental Engineer, Odisha State Pollution Control Board.

For any programme to be successful it becomes very important that it is well structured and contents are relevant to the participants, CSE scores full marks in that.

Sanjiv Vaijanapurkar

Deputy environmental engineer, Gujarat Pollution Control Board.

“CSE’s training programmes are well-planned and conducted in an organised manner. The faculty, resource persons/experts imparting training were quite well connected with the respective area/subjects/topics. The training programme was devised in such a manner that it maintained good balance to cater to experienced participants as well as newcomers.

Payal Pancholi

Junior Scientific Officer, Rajasthan State Pollution Control Board.

The training programme has made me more confident and strengthened my capacities for routine inspection and monitoring. My knowledge especially in field of inspection of CETPs and pollution control mitigation measures of thermal power plant, cement plant, STPs, etc. has been enhanced during the course of the training programme.

FEEDBACK FROM EXTERNAL EXPERTS

Dr. B. Sengupta

Former Member Secretary, Central Pollution Control Board

The course content, faculty chosen and interaction with participants of the training programme was very good and appropriate. Based upon my interaction with few of the participants of the training programme, it was observed that they look up to the training programmes conducted by CSE as a platform to interact with participants from different parts of the country.

Ylva Reinhard

Programme Officer, Swedish Environmental Protection Agency (SEPA).

It was a pleasure for us to conduct the training with such ambitious, interested and eager participants. My

impression is that the training is very relevant for the participants and covers issues that they directly can put into practice. The training is contributing to a broad capacity development of the SPCBs. As far as the organization of the event and the structure of the training content are concerned CSE did their homework very well.

Sushil Vegde

Sr. Environmental Engineer, Gujarat Pollution Control Board

The GPCB as a whole is satisfied with the training conducted by CSE. The officers who have attended the training programmes have benefited due to the coverage of the training subjects. They have shown their willingness to get nominated for such trainings in future, as it helps them to enhance their technical & management skills.



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