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Building Career through National Cadet Corps (NCC)

Lt. (Dr.) Seema Kaushik

Associate NCC Officer (ANO) – 7 Delhi Girls Bn. NCC & Assistant Professor, Physical Education, Lakshmibai College, University of Delhi

Ms. Neeva Singh

Girl Cadet Instructor (GCI) - 1 Delhi Girls Bn. NCC, Ministry of Defence, GOI, New Delhi

Abstract

National Cadet Corps (NCC), the largest uniformed youth organization has carved a niche for itself as a unique organization in the nation building and grooming of youth in our country. The qualities imbibed during their association with the NCC enable them to contribute positively and effectively irrespective of the profession that they may subsequently choose. Hence, the present paper makes an attempt to explore the probable options of building a career through NCC. The literature was collected from the secondary sources including websites of NCC and Indian Army, NCC handbooks and magazines etc. along with the verbal discussions with concerned officers of the NCC. After critical examination, the collected information was presented to provide information on the options available for building career through NCC. The options for career development through NCC can be summarized as : (a) Relaxation for Employment in Armed Forces (Army, Navy, Air Force and Coast Guard); (b) Relaxation for Employment in Para Military Forces (CISF, CRPF, BSF, ITBP, SSB); (c) Employment within NCC (WTLO, ANO, GCI and CGI); and (d) Employment by State Governments (Civil Defence, Home Guards and State Police).

Keywords: *National Cadet Corps (NCC)*

Introduction

National Cadet Corps (NCC) is a Tri-Services Organization comprising the Army, Navy and Air Force, engaged in grooming the youth 'The Leaders of Tomorrow' into disciplined and patriotic citizens. The National Cadet Corps (NCC) of India is the largest voluntary uniformed youth organization in the world which enrolls cadets from high schools, colleges and universities all over India. The Cadets are given basic military training in small arms and parades. The officers and cadets have no liability for active military service once they complete their course but are given preference over normal candidates during selections based on the achievements in the corps.

The genesis of the NCC can be traced back to the First World War when the Britishers created the University Corps as the second line of defence and to have a large pool of trained youth available for employment into the Armed Forces. After independence the present day NCC under the Ministry of Defence came into existence on 16 Apr 1948 through NCC act XXXI, 1948. NCC was formally inaugurated on 15 Jul 1948 as soon as the schools and colleges reopened after summer vacation. The Girls Division of the NCC was started in Jul 1949. In 1950, Air Wing was added on April 1st with one Air squadron each at Bombay and Kolkata. The Naval Wing of the NCC was raised in Jul 1952, thus completing the true representation of all services in the Corps. Presently, NCC has approximately 13 lakhs cadets under its fold.

History shows that over the years the NCC has groomed many a youth into leaders of repute

and eminence in all fields of life, whose deeds are worth emulating. The pioneers being Netaji Subash Chandra Bose, Air Marshal Subroto Mukherji, former Chief of the Air Staff; General T N Raina , former Chief of the Army Staff ; Marshal of the Air Force Arjan Singh, Sahara Shri Subroto Roy, Jaya Bachchan and many more.

Training in NCC instills qualities like unity, patriotism, discipline, team spirit, esprit-de-corps, leadership, self-confidence and promotes overall personality development. NCC gives a tremendous opportunity to one and all for betterment, irrespective of caste, creed, religion, or economic status. The training activities of NCC can be broadly classified as under :

1. Institutional Training Camps and Attachment Training : This training is mostly carried out in schools and colleges by the cadets. In addition, depending upon the type of wing, basic knowledge of that service is imparted to the cadets e.g. gliding and power flying for Air wing cadets and boat pulling and sailing for Naval Wing cadets.

2. Camp Training: Camp training constitutes the most important part of NCC. Every cadet in the NCC is expected to attend at least two camps during one's tenure to complete the Training Syllabi.

a. **Annual Training Camp (ATC)**: These camps are held within the state under the aegis of respective NCC Directorates. The camps are of 12 days duration for senior boys/ girls and 10 days duration of junior boys/ girls.

b. **Centrally Organised Camps (COC) :** These camps are of an all India nature and are planned by HQ DGNCC in consultation with the Directorates nominated to conduct them. Selected cadets, as per the vacancies allotted to each Directorate, participate in these camps. The centrally organized camps are : Leadership Camps (Basic and Advance); Thal Sainik Camps (TSC); Vayu Sainik Camp (VSC); Nau Sainik Camps (NSC); Rock Climbing Camps; National Integration Camps (NIC); Republic Day Camp (RDC) and Prime Minister's (PM's) Rally.

3. Attachment Training (Services/ Units): NCC Army Wing cadets are given an opportunity to live and work in regular service units in the form of attachment training. Every year a large number of officers and cadets including women officers and Senior Wing girl cadets get attached to various units of the Army for duration of two weeks. The attachment can be with Indian Military Academy (IMA) and/or Officers Training Academy (OTA).

4. Naval Wing Activities: During sea training, naval subjects like Seamanship, Navigation, Communication, Ship Modeling Gunnery, Damage Control, and Ship Safety are taught to cadets. Swimming, Scuba Diving, Kayaking and Wind Surfing are other interesting activities.

5. Air Wing Activities: Gliding, Microlite Flying, Aero-modeling and attachment training with Air Force Stations/ Establishments are the main activities taught to NCC cadets.

6. Social Service and Community Development Activities: NCC has adopted community development activities with the aim of imbibing in NCC cadets, quality of selfless service to the community, dignity of labour, importance of self help, need to protect the environment and to assist weaker sections of society in their upliftment. Some of the major activities undertaken by these cadets are tree plantation, blood donation, visit to old age homes, adult education, "*shramdaan*", disaster relief, AIDS and cancer awareness programmes etc.

7. Youth Exchange Programme (YEP) : The aim of YEP is a country-to-country exchange of cadets belonging to NCC/equivalent Govt. Youth Organizations of friendly countries and participation in NCC activities of the host country to create an increased awareness among participants and appreciation of each other's socio-economic and cultural activities.

8. Adventure Training and Sports: NCC takes part in Subroto Cup Football Tournament, Jawahar Lal Nehru Hockey Cup Tournament and

Mavlankar Shooting Championship on regular basis. Other than this, NCC cadets are given a chance to participate in adventure activities like Mountaineering, Trekking and Cycle/ Motorcycle expeditions, Para Sailing, Para trooping Courses, Slithering, Desert Safaris and White water Rafting.

The literature suggests that besides inculcating the spirit of unity and discipline amongst young cadets, the NCC through its multifarious innovative training curriculum during various camps inculcates the traits and qualities of resourcefulness, positive thinking, moral courage and humaneness. It has groomed many a youth into leaders of repute and eminence, whose deeds are a source of inspiration for one and all.

However, it is observed that the students at schools and college level mostly join NCC because of their fascination for the uniform without knowing the opportunities available for building a career through NCC. Hence, the present paper makes an attempt to explore the probable options of building a career through NCC.

Method

Keeping in view the nature of the study, the literature was collected from the secondary sources including websites of NCC and Indian Army, NCC handbooks and magazines etc. The information was also collected through verbal discussions with the concerned officers of the NCC.

Analysis

The collected information has been critically examined, discussed and presented to provide information on the options available for building career through NCC.

Results

The options for career development through NCC can be summarized as:

- Relaxation for Employment in Armed Forces
- Relaxation for Employment in Para Military Forces
- Employment within NCC
- Relaxation for Employment in State Government services

The cadets, however, can also be benefitted by getting various scholarships; awards, trophies and certificates as well as the opportunity to participate in Youth Exchange Programme.

Training forms the backbone of the NCC. This gives not only shape and form to the corps but controls all the sensitive and vital nerves of the organization. A tremendous amount has been achieved by the corps through its well regulated system of intensive training which includes Basic, Advance and Specialized training, with major stress being laid on training camps. The training in the NCC is conducted through a three-tier system of training staff, consisting of Regular Officers, Whole Time Lady Officers, Associate NCC Officers (ANOs), Junior Commissioned Officers (JCOs), Non-Commissioned Officers (NCOs) and their equivalents from the Navy and the Air Force as Permanent Instructor Staff, Girl Cadet Instructors (GCIs), Civil Gliding Instructors (CGIs), Ship Modeling Instructors (SMIs) and Aero Modeling Instructors (AMIs).

The NCC has been organized into three wings i.e. Army, Navy and Air Force, and hence, is staffed by personnel drawn from three Services in the following manner:

1. Regular officers drawn from the three Services: The NCC Directorates are headed by Service Officers of the rank of Brigadier and equivalent, Group Headquarters are headed by Service Officers of the rank of Colonel and equivalent and Units are headed by Service Officers of the rank of Colonel (TS)/ Lieutenant Colonel/ Major and equivalent. They are responsible for proper training, planning and execution of NCC activities.

2. Whole Time Lady Officers (WLTO): WLTOs are commissioned partly through departmental channel and partly through UPSC in a phased manner.

3. Associate NCC Officers (ANO): ANOs are the teachers or lecturers in the respective schools or colleges, who volunteer to serve in the NCC. They

are responsible for training and administration of the NCC sub-units attached to their schools/ colleges and for the overall discipline of cadets placed under their charge. They are paid an honorarium for their service by the State Government. They are granted commission in NCC on a part time basis.

4. Girl Cadet Instructors (GCI): GCIs look after the administration in the Girl's battalions and also perform escort duties for Girl Cadets during camps and adventure activities. In order to give them better promotional avenues, the cadre has been restructured into three grades viz. Grade-I, II and III.

5. Permanent Instructional (PI) Staff: PI staff for the NCC consists of Junior Commissioned Officers (JCOs) and Non-commissioned Officers (NCOs) of the Armed Forces are posted on tenure basis on Extra Regimental Employment.

6. Civilian Gliding Instructors (CGI): CGIs are posted to NCC Air Wing Squadrons. Their primary task is to train the NCC cadets in flying.

The State-Wise Incentives are given below:

S. No.	State	Incentive in Employment	Incentive in Academics
1.	Andhra Pradesh	Preference is given to NCC 'B'/'C' certificate holders for recruitment in Police Service and for recruitment in Transport Department	• One seat is reserved for admission to various degree and diploma courses and 5% seats for LLB Courses in Osmania University • Seats are reserved in Govt. Polytechnics and PG Degree/ Diploma Courses • 1% of total seat in course of study reserved in Engineering Colleges • 0.25% of seats are reserved for admission into Medical Courses
2.	Bihar & Jharkhand	Bonus marks are given to NCC 'B' and 'C' Certificate holders for recruitment in the Police and Forest Department	• Bonus marks are awarded to NCC Certificate holders for admission in various courses in the Universities of Patna, Ranchi, Mithila and Bhagalpur
3.	J & K	10% or one post, whichever is higher, reserved in non-gazetted service in Police, Home Guars, Forest and Excise Department for NCC 'C' Certificate holders. Similar reservations are for Girl Cadets in Police and as nurses, receptionists and telephone operators	
4.	Karnataka & Goa		10% seats in Medical, 5 in Non-allopathic, 50 in Engineering, 10 in Technical, 8 in B.Ed., 3 in Post Graduation and 47 in Polytechnics for outstanding NCC Cadets

S. No.	State	Incentive in Employment	Incentive in Academics
5.	Kerala & Lakshdweep		• Reservation of seats in Engineering Colleges, Polytechnics, Ayurveda College,Medical Colleges and B.Sc. Nursing • Bonus marks for Pre-Degree Courses, Degree Courses, Post Graduate Courses, B.Ed. Courses and Teachers Training Course • Weightage Marks for admission to higher studies
6.	Madhya Pradesh	Preference is given to 'C' certificate holders for recruitment in all state jobs	• Preference is given for admission to the postgraduate/ professional/ degree college • 10 Marks being added to final marks to NCC cadets selected for participation in Republic Day Camp
7.	Maharashtra		• University of Mumbai gives maximum of 10 grace marks to NCC cadets appearing at various degree examinations • 2% marks are given to NCC cadets of Maharashtra University • 3 marks are given for admission in medical colleges • 10 seats are reserved in Engineering colleges for NCC cadets representing State in the All-India competition • Weightage of 4 marks for admission in ITI
8.	NER-Assam	Preference is given to NCC 'B'/'C' certificate holders for recruitment to Police Service and Govt. Jobs	• Two seats are reserved for being NCC cadets for admission in diploma & certificate courses in engineering and technology • One seat each in Assam Engineering College and Jorhat Engineering College, Jorhat
9. 10. 11.	Arunachal Pradesh Manipur Meghalaya	• Preference in recruitment to the State Police Service • Reservation of 10% posts in the Police Department • Posts of women constable and women Hawaldar are reserved for girl cadets	Relaxation of 5% marks for admission to educational institutions including technical institution under State Govt.

S. No.	State	Incentive in Employment	Incentive in Academics
12.	Nagaland	Preference to NCC 'B' and 'C' certificate holders in the matter of recruitment to the State Police Force	Relaxation of 5% marks for admission to educational institutions including technical institution under State Govt.
13.	Tripura	Preference to NCC 'B' and 'C' certificate holders in the matter of recruitment to the State Police service and Government jobs	
14.	Orissa	Preference for recruitment to the State Police Force	Additional weightage of marks over and above the aggregate marks obtained for admission in various colleges
15.	Haryana	Preference for recruitment in Home Guard Department and State Police Force	
16.	H.P.		Weightage for admission to various courses of study in Himachal Pradesh University
17.	Punjab		Weightage of marks given for admission in various courses in State Govt. Polytechnics, Colleges and Universities
18.	Rajasthan	Preference in the recruitment to the State Police Force	Weightage of marks is given by the University of Rajasthan for the purpose of admission to various courses of the University
19.	TN and Andaman Niccobar	• Tamil Nadu Public Commission while selecting candidates to the post of Civil Services, takes into consideration the NCC Certificates possessed by the candidate • Out of 12 marks for the oral test in the B.T. and P.G. Assistant recruitment/ appointment in Tamil nadu, ½ mark is awarded for NCC activities	One seat reserved in Under Graduate Course in each college and one seat in any Post Graduate Course and Polytechnic, where NCC Scheme is available
20.	Pondicherry	Preference for selection to various posts in all Departments of Pondicherry especially in Police	A weightage of 2% of marks for B.A./ B.Sc./ B.Com. course
21.	Uttar Pradesh	Preference to NCC cadets in recruitment to the service in State Government 8% posts are reserved in State Government for part time NCC officers and NCC cadets who become disabled during the course of training	Bonus marks/ weightage by various Universities for admission in various Degree, B.Ed. and Post Graduation courses

S. No.	State	Incentive in Employment	Incentive in Academics
22.	Uttaranchal		One seat in each branch in Kumaon Engineering College, GB Pant Engineering College and Govt. Polytechnics and two seats each in Kumaon University and Garhwal University for B.Ed.
23.	West Bengal & Sikkim	Weightage being given for enrolment in Police. 20% weightage is given to NCC cadets for recruitment in Home Guard	

In the case of states like Delhi, Gujarat, Dadra Nagar Haveli, Chhattisgarh and Mizoram, incentives in the form of concessions for employment, education are not being given. However, other incentives like scholarships and cash awards are being given in these States.

At central level, the following provisions are available :

Army

1. National Cadet Corps `C' Certificate holders will be required to compete in UPSC Examination for grant of commission in the Army through IMA and OTS. However, 32 vacancies in every regular course of IMA are reserved for National Cadet Corps `C' Certificate holders who have passed UPSC entrance examination and have also been declared successful by the Service Selection Board.

2. The point to note is that from amongst the National Cadet Corps, Cadets who have passed UPSC Examination and the SSB, 32 cadets will be selected to undergo training at the IMA irrespective of the position in the general merit list, i.e. 64 vacancies in a year.

3. NCC `C' Certificate holders with minimum `B' Grade are exempted from appearing in Written Examination conducted by UPSC for SSC (Non-Tech) Course of OTA Madras through NCC Special Entry Scheme. There are 50 vacancies reserved for one course. Total vacancies are 100 per year.

4. (a) The candidates who are NCC 'C' Certificate holders seeking enrolment for Sol(GD) are exempted from Part-I of the written examination and will be placed at the top of the merit list. But, as far as Sol Clk/SKT/Tech/NA are concerned, they will not be exempted from Pt-I of the written exam, but 10% bonus marks will be awarded of the total marks earned in the written exam for overall placement in the merit list.

(b) As far as NCC 'A' and "B' Certificate holders are concerned, the percentage of bonus marks will be awarded as under with a view to improve the candidates overall order of merit: - (i) Soldier GD Category. 8% bonus marks for NCC 'B' certificate holders and 5% bonus marks for NCC 'A' Certificate holders will be awarded on the basis of the total marks scored by a candidate in physical and written examination. (ii) Soldier Tech/ NA/ SKT/ Clk. Bonus marks as per percentage given in para 3 (b) (i) above will be based on the total marks scored by a candidate in the written examination only.

NOTE:- It is clarified that if a candidate is both a son of an ex-servicemen/servicemen and a NCC Certificate holder, he is entitled to only one type of concession.

Navy

1. Upto 6 vacancies per course for grant of commission in the Navy are reserved for selection of eligible National Cadet Corps Cadets as special entry cadets, provided they are in possession of `C' Certificate of Naval Wing, have passed BSc (Physics & Maths) or BE, are 19 to 24 years of age and are deemed fit to undergo training in Naval Academy, Goa by the Service Selection Board. Such candidates are exempted from appearing in the Combined Defence Services Examination conducted by the UPSC.

2. Weightage of following additional marks is given to National Cadet Corps certificate holders for recruitment in the Navy : -

Direct Entry :

Sailor (MER) Artificer Apprentices

Diploma Holder: (i) Certificate `A' 2 (ii) Certificate `B' 4 (iii) Certificate `C' 6

Note: Proportionate reduction in weightage marks depending on marks for each category.

Air Force

1. Flying Branch (Pilot) (Pre-Flying Training): 10% of vacancies for direct entry for Pilots courses are reserved for NCC 'C' certificate holders. They are not (R) not processed through UPSC entrance exam.

2. Other Branches: 10% of vacancies are reserved in each branch for NCC `C' certificate holders. They are not (R) not processed through UPSC entrance exam.

3. Following are the changes in educational qualifications for commissioning in various branches in IAF : (i) Flying Branch - Any graduate (should have done Physics during Plus 2 Stage); (ii) Ground Duties Branch – 1st Division in graduation. The branch is allotted centrally by the IAF.

4. AIR FORCE (Airman): The marks as given below are added to selection Test marks of the qualified candidates possessing NCC Certificates:- 'C' Certificate ……. 5 marks; 'B' Certificate ……. 4 marks; 'A' Certificate …….. 3 marks; 'A' Certificate Part I & II …….. 3 marks; 'A' Certificate Part I only ……. 2 marks

Coast Guard

The weightage for selection of officers and recruitment of Enrolled Personnel in accordance with the Coast Guard are as follows:-

OFFICER : (a) `C' Certificate – 15 points; (b) `B' Certificate – 10 points; (c) `A' Certificate – 05 points

ENROLLED PERSONEL : (a) PART-I `A' 05 points; (b) PART-II `A' 03

NCC Cadets are also taken on cruise onboard as and when Coast Guard ship visits neighbouring countries.

Border Security Force

For appointment as Sepoys/Constables: The following additional marks are given to the National Cadet Corps certificate holders for recruitment in Border Security Force:-

(a) `A I" only – 2; (b) `A I' & `A II' – 4; (c) `B' Certificate – 6; (d) `C' Certificate - 10

For appointment in Officer Cadre: The following additional marks are given to the National Cadet Corps certificate holders for recruitment in Border Security Force:-

(a) `A I" only – 2; (b) `A I' & `A II' – 4; (c) `B' Certificate – 6; (d) `C' Certificate – 10

Central Reserve Police

For recruitment to gazetted posts, i.e., for Company Commander, Quartermasters and Dy. SPs, the minimum prescribed qualification is either a first class Bachelor's Degree or a second class Bachelor's Degree. However, candidates having a third class Bachelor's Degree and holding `B' or `C' certificate of National Cadet Corps are also considered eligible for these posts.

Central Industrial Security Force

Preference is given to 'B' & 'C' certificate holders for recruitment in the rank of Constable as given as: - (i) 'B' Certificate ---- 1 Mark; (ii) 'C' Certificate ---- 3 Marks

Indo Tibetian Border Police

Possession of NCC 'B'/'C' certificates has been given as a desirable qualification for filling up the post of Assistant Commandant(General Duty)/ Sub Inspectors (General Duty) under direct recruitment method.

Conclusion

The youth of Independent India are extremely fortunate to have such an organization existing in the country which devotes vast amount of financial and physical resources towards their personality development, and thus is indeed a nursery for grooming of future leaders in various walks of life.

The NCC offers relaxation in the selection criteria for employment in various armed forces, para-military forces as well as state government jobs; provides opportunities to work for NCC either in the form of GCI aspirants. The teachers of various schools and colleges can also have the opportunities to be associated with any of the three wings- army, navy and air of NCC and guide cadets. It is imperative that the today's youth be made aware about these opportunities available to them in order to help them to explore the options and make the correct career decision.

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