

Diploma in Coffee Estate Management



Jointly Offered By



कॉफी बोर्ड
COFFEE BOARD
Government of India
Ministry of Commerce & Industry

Central Coffee Research Institute (CCRI)
Coffee Board

IIPM 

भारतीय बागान प्रबन्ध संस्थान बेंगलुरु
**Indian Institute of Plantation
Management Bengaluru**

An Autonomous Organization of the Ministry of
Commerce & Industry

About the Organizing Institutions



1.1. Central Coffee Research Institute (CCRI), Coffee Board of India



The Central Coffee Research Institute (CCRI), established under the Coffee Board of India, serves as the premier national institute dedicated to coffee research, education, and extension in India. Located in the heart of India's coffee-growing region at Chikkamagaluru, CCRI has played a pivotal role in transforming Indian coffee cultivation through scientific innovations, improved varieties, sustainable production technologies, and capacity building of stakeholders.

Since its inception, CCRI has been instrumental in strengthening India's position in global coffee production by addressing challenges related to productivity, pests and diseases, soil health, climate variability, post-harvest management, and quality enhancement.

Vision

To be a centre of excellence in coffee education, research, and skill development, fostering sustainable, profitable, and globally competitive coffee estates in India.

Mission

- To impart comprehensive, practice-oriented training in coffee estate management
- To develop skilled coffee professionals capable of managing modern plantations
- To promote sustainable, climate-resilient, and economically viable coffee production systems
- To bridge research innovations and field-level adoption in coffee estates

1.2. Indian Institute of Plantation Management Bangalore (IIPMB)



The Indian Institute of Plantation Management Bangalore (IIPMB) was established in November 1993 by the Ministry of Commerce & Industry, Government of India, as an autonomous institution of higher learning dedicated to the development of the plantation and agribusiness sectors. Over the years, the Institute has emerged as a nationally recognized centre for education, training, research, and capacity building in plantation management, agribusiness, and allied domains. Since its inception, IIPMB has worked closely with plantation industries and various Commodity Boards of India to strengthen the agri-plantation ecosystem through structured academic programmes, applied research, and industry-oriented interventions. The Institute integrates management, technology, analytics, and policy perspectives to address contemporary challenges in the plantation sector, including sustainability, value chain efficiency, market competitiveness, governance, and digital transformation.

IIPMB periodically undertakes multidisciplinary studies and research projects that contribute to evidence-based decision-making and policy support for sectoral development. The Institute has also been actively engaged in designing and delivering need-based, short-duration capacity-building and training programmes for diverse stakeholders in the agri-plantation sector. These include planters, corporate managers, executives of planter associations, small and medium entrepreneurs, officials and scientists of Commodity Boards, officers of Ministries of the Government of India, and officials of State development departments.

With its strong academic foundation and industry linkage, IIPMB continues to play a pivotal role in developing professionally competent and future-ready leaders for the plantation sector through its programmes that combine managerial excellence, technological awareness, and sector-specific expertise.

About the Programme



The Diploma in Coffee Estate Management (DCEM) is a two-year intensive professional diploma programme designed to create technically proficient, managerially capable, and industry-ready coffee estate professionals. The programme is jointly delivered by the Central Coffee Research Institute (CCRI)—India's premier coffee research institution—and the Indian Institute of Plantation Management Bangalore (IIPMB), a national-level institute specialising in plantation management, agribusiness, and capacity building.

DCEM integrates coffee science, estate operations, and plantation management to address the evolving challenges of the coffee sector, including productivity, sustainability, labour management, market dynamics, and professional governance.

2.1. Objectives of the Programme

The Diploma in Coffee Estate Management (DCEM) is designed to create competent coffee estate managers with strong technical, managerial, and practical skills. The program integrates scientific knowledge with hands-on field exposure to address real-world challenges in coffee plantations.

The key objectives of DCEM are to

- Develop comprehensive understanding of coffee cultivation, processing, and quality management
- Equip participants with plantation management and business decision-making skills
- Build capabilities in labour management, financial planning, and estate operations
- Prepare professionals for leadership roles in coffee estates and allied organisations
- Promote sustainable, climate-resilient, and economically viable coffee production systems

2.2. Course Highlights

- Conducted by India's premier coffee research institute in collaboration with Indian Institute of Plantation Management, a premier national level institute.
- Industry-oriented curriculum aligned with plantation needs
- Strong emphasis on practical training and field exposure
- Coverage of the complete coffee production cycle – nursery to cup
- Training by experienced scientists and subject-matter specialists
- Focus on sustainable, organic, and climate-smart coffee practices
- Exposure to quality management, marketing, and estate branding
- Balanced integration of science + management
- Designed to meet current and future needs of the coffee sector

2.3. Programme Duration & Structure

- Duration : Two Academic Year (24 Months)
- Programme Structure:
 - Classroom Instruction & Practical Training at CCRI
 - Management & Business Modules delivered by IIPMB
 - Field Exposure & Estate Internship

Indicative Time Distribution

Component	Duration
Technical & Scientific Modules (CCRI)	14 months
Management & Business Modules (IIPMB)	6 months
Field Attachment / Internship	4 months

Course Details

Name of the course	Diploma Course in Coffee Estate Management (DCEM)
Course duration	Two years
First Year	Theory and Practical Classes at CCRI and at Bengaluru – Exposing to Coffee Quality lab /marketing unit/AIC – Café centre/ Curing units/Roasting network
Second Year	TECs/Regional Stations/Private estatesto have hands-on experience/ internship
Education qualification	12 th and equivalent (Preferably Science degree background)
Age limit	18–35 years (relaxation of 5 years for SC/ST candidates)
Course fee	₹25,000/- per candidate (₹20,000/- for SC/ST candidates). Payment can be made in two installments
Stipend	₹6,000/month- for the candidates belong to economically weaker section (as per the GOI guidelines) and SC/ST candidates. 2 nd year: ₹10,000/month- to all the candidates. *In case candidates are undergoing internship at private estate the particular estate will pay the internship amount
Accommodation	Free at CCRI and Regional Coffee Research Stations only
No of trainees	Max of 10 candidates

2.4. Programme Delivery Model

The course shall be jointly delivered by CCRI and IIPMB based on their respective domains of expertise and institutional responsibilities, without being restricted solely to the components listed below.

CCRI Responsibilities

- Delivery of all technical and scientific modules
- Practical training, field demonstrations, and laboratory exposure
- Evaluation of technical competencies

IIPMB Responsibilities

- Delivery of plantation management, business, and governance modules
- Use of case studies, simulations, and applied learning methods
- Support in assessment design and academic structuring

Modes of Delivery

- Classroom lectures
- Practical demonstrations
- Case discussions and group work
- Field visits and estate attachment
- Guest lectures from industry experts



2.5. Programme Curriculum

Program Structure and Credits

The DCEM is structured into four trimesters, covering core disciplines essential for comprehensive coffee estate management. The Curriculum of the DCEM is designed with the help of educational administrators, faculty from various academic institutions/organizations. The academic faculty for contact classes will be drawn from various sources viz., Central and State Universities, Research Organizations, IIPMB and other Public and Private Organizations. An essentially a skill development endeavor, the programme comprises of eight courses as detailed below:

First Trimester

A. Technical & Scientific Modules (CCRI)

Subject	Course No	Title	Credits
Introductory course	CGEN-101	Introduction to the role of a Coffee Estate Manager History and current status of coffee industry in India	1+0
Agronomy	CAGR-101	Raising coffee seedlings in nursery Soil & agro climatic requirement of coffee Field planting and aftercare Coffee bush management	1+1
Plant Breeding and Genetics	CPBG-101	Coffee plant and its characteristics Development of coffee varieties in India	1+0
Plant Pathology	CPAT-101	Coffee diseases and their management	1+1

Total Credits 4+2 (6)

B. Management & Business Modules (IIPMB)

Subject	Course No	Title	Credits
Coffee Estate Management	CEM-101	• Role of the Professional Coffee Estate Manager • Responsibilities and decision-making in plantations • Professional ethics and accountability	1
Plantation Operations & Labour Management	CPLM-101	• Workforce planning and productivity • Labour laws and compliance in plantations • Welfare, safety, and industrial relations	2

Total Credits 03

Second Trimester

A. Technical & Scientific Modules (CCRI)

Subject	Course No	Title	Credits
Farm Management	CFRM-101	Coffee farm management	0+1
Agronomy	CAGR-102	Weed management in coffee plantations Recycling of organic residues Organic coffee Production	1+1
Plant Breeding and Genetics	CPBG-102	Vegetative propagation methods in Coffee	0+1
Plant Pathology	CCPH-101	Coffee Physiology, abiotic stresses, and shade management	1+1
Entomology	CENT-101	Coffee insect pests and their management	1+1

Total Credits 3+5 (8)



B. Management & Business Modules (IIPMB)

Subject	Course No	Title	Credits
Coffee Estate Management	CEM-102	- Traditional vs modern plantation models - Estate diversification strategies - Smallholder vs large estate perspectives	1
Financial Management for Coffee Estates	CFMCE-101	- Cost structures and budgeting - Cash flow and working capital management - Financial viability of coffee estates	2

Total Credits 03

Third Trimester

A. Technical & Scientific Modules (CCRI)

Subject	Course No	Title	Credits
Farm Management	CFRM-102	Effective Farm and labour Management for Enhanced Coffee Production	0+1
Agronomy	CAGR-103	Mechanization in coffee plantations Equipment/machinery maintenance in plantations	1+1
Soil Science and Agricultural Chemistry	CSAC-101	Soil testing and soil acidity management Nutrient management in coffee plantations	1+1
Plant Breeding and Genetics	CPBG-103	Seed propagation techniques	0+1
Post Harvest Technology	CPHT-101	Good harvesting practices On-farm post-harvest processing Secondary processing of coffee	1+1
Entomology and Plant Pathology	CPPC-101	Plant protection chemicals and bioformulations	1+0

Total Credits 4+5 (9)

B. Management & Business Modules (IIPMB)

Subject	Course No	Title	Credits
Coffee Marketing & Value Chain Management	CCMV-101	- Domestic and international coffee markets - Price discovery and auction mechanisms - Branding and origin-based marketing	1
Governance, Administration & Communication	CFMCE-101	- Government procedures and documentation - Report writing and official correspondence - Presentation and stakeholder communication skills	2

Total Credits 04

Fourth Trimester

A. Technical & Scientific Modules (CCRI)

Subject	Course No	Title	Credits
Agronomy	CAGR-104	Irrigation management in coffee plantations Intercropping, Multi-cropping, and Crop Diversification Practices in Indian Coffee Plantations.	1+1
Coffee Quality	CQM-101	Coffee Quality Management	2+1
Economics and Marketing	CAEC-101	Budgeting and financial management in coffee plantations Coffee market study Coffee Estate Branding and Business models	2+1

Total Credits 5+3 (8)
Cumulative credits 31



B. Management & Business Modules (IIPMB)

Subject	Course No	Title	Credits
Sustainability, ESG & Certification	CSEC-101	• Sustainability frameworks in plantations • ESG compliance and reporting basics • Certification systems and traceability	2

Total Credits 02
Cumulative credits 49

2.6. Credit System

The programme follows a credit-based system

Component	Duration
CCRI Technical Modules	31
IIPMB Management Modules	12
Internship / Field Attachment	6
Total Credits	49

2.7. Career Opportunities

Graduates of DCEM can pursue careers as

- Coffee Estate Managers / Supervisors
- Plantation Entrepreneurs
- Quality & Processing Managers
- Marketing and Trading Professionals
- Consultants in Coffee Production and Sustainability

Evaluation & Examination System



3.1. Assessment Components

- Continuous Internal Assessment (CIA)
- Practical / Field-based Evaluation
- End-Module / End-Term Examinations
- Internship Report & Viva Voce

3.2. Weightage (Indicative)

Component	Duration
Continuous Assessment	40%
End-Term Examination	40%
Internship & Viva	20%

- Minimum **50% marks** required to pass each module
- Attendance requirement: **Minimum 75%**

3.3. Internship / Field Attachment

- **Mandatory estate internship / field attachment during the final phase**
- **Internship at:**
 - 1.Private coffee estates
 - 2.CCRI / Coffee Board field stations
- **Evaluation based on:**
 - 1.Internship report
 - 2.Supervisor assessment
 - 3.Viva voce

3.4. Eligibility & Intake

- Educational Qualification: 12th Grade or 2nd PUC (Preferably degree holders)
- Age Limit: As notified by Coffee Board (with applicable relaxations)
- Intake Capacity: As notified (limited seats to ensure quality training)

3.5. List of Enclosures

The following is the List of Enclosures to be submitted (self-attested) along with the Admission Application for registration. Candidates applying through the online mode shall upload soft copies of the prescribed documents, whereas candidates applying through the offline mode shall submit hard copies of the documents by post along with the application form.

- Secondary School Certificate (SSC) or Matriculation (date of birth proof).
- Intermediate / Higher Secondary Education / 10 + 2
- Degree (if completed) Certificates
- Experience (if any) Certificates from current or former employer
- SC / ST / EWS / OBC Certificate (wherever applicable)
- Photos four nos. (put inside an envelope / cover)
- Proof of fee payment



How to Apply



Application form can be downloaded from the website: <https://coffeeboard.gov.in>. and duly filled application along with relevant documents should reach the **Director of Research, Central Coffee Research Institute, Coffee Research Station - 577117, Chikkamagaluru District, Karnataka** Statesuperscribing **"Application for Diploma in Coffee Estate Management"** on or before the due date as per the notification.

4.1. Criteria of Selection of candidates for admission

Admissions are made strictly on the basis of merit, i.e., academic record and professional experience. On receiving and scrutinizing the applications, the list of shortlisted candidates will undergo an examination and interview. Students who do not furnish full information and proof by attaching self-attested photocopies of certificates, mark sheets and service certificates (clearly showing the number of years of service about their academic / professional record) are liable to be rejected.

Verification of all the original certificates / marks certificates / experience certificates will be done at the time of examination and interview. The students, are, therefore, required to bring their original certificates when they attend examination and interview.

The Admission Committee will be the final authority to decide the number of candidates to be admitted. Selected candidates will be notified and instructed to report to the Director of Research CCRI, CRS, Chikkamagaluru for admission.

4.2. Admission

The candidates selected for admission will be intimated by post / mail individually and also through email (address, if provided). The list of selected candidates will also be displayed on the notice board at the CCRI / website of Coffee Board of India.

Selected students have to fill the acceptance form and pay the fees through online within the stipulated date and should report at CCRI.



4.4. Enrolment/ID number

After the admission, students will be informed of their enrolment/ID number which will also be displayed on their ID Cards. This enrolment number will continue for a maximum period of two years. The same number will be used as the examination roll number of the student. The enrolment number changes, if readmission is given for the same programme.

4.5. Enrolment/ID number

After the admission, ID Cards indicating the student's name, ID number, date of birth, & date of admission will be issued.

4.6. Program Schedule

The programme is spread over four trimesters and field exposure/internship in two years. Those, who are not in a position to complete all the courses at a stretch, can defer a term or a part thereof (i.e. certain courses), provided they complete the Programme within a total period of two years, including the year in which the students are enrolled.

STUDENT SUPPORT SERVICES



5.1. Learning Resources

Physical and Electronic form of resource materials

Printed textbooks like Coffee Guide

Laboratory equipment

Charts, maps, and models

Library : Reference books

5.2. Classroom and practical Sessions

Classroom, practical sessions and examination will be conducted at CCRI, and different centers decided by the competent authority. The students are required to attend classroom sessions at designated centers at their own expense under intimation to the Programme Coordinator. The detailed address of the centre will be communicated to the concern student by the Programme Coordinator. Requests for exemption from attending the Classroom / practical sessions work will not be entertained.

5.3. Certification

- Successful candidates will be awarded the **Diploma in Coffee Estate Management (DCEM)**
- The diploma will be jointly issued / endorsed by:
 - Central Coffee Research Institute (CCRI), Coffee Board of India
 - Indian Institute of Plantation Management Bangalore (IIPMB) (Academic Collaboration)

Accommodation will be provided at CCRI and Regional Coffee Research Stations only for free after getting the admission to the program.

Fee Structure and Payment of Fee



Students admitted to this Diploma in Coffee Estate Management (DCEM) course have to pay programme fee of INR 25,000 in two equal installments. By the prescribed date mentioned in the admission offer letter. However, sponsoring organizations have to deposit full fees at the time of registration of their candidates.

6.1. Mode of Payment

The payment can be made through NEFT / RTGS. The details of the bank account for this purpose are given below:

Name of Account: Central Coffee Research Institute

Account No: 41121734075

Name of bank: State Bank of India

Address: Balehonnur

IFSC: SBIN0040800

MICR: 577002125

After making payment through NEFT/RTGS the student shall send photocopy of UTR details through email to ***nodalofficertrainingccri@gmail.com***

6.2. Delayed Payment

If the student fails to pay the 2nd installment fee by the due date with or without late payment, mailing of second Semester course material (soft copy) will be withheld. However, in exceptional cases, the CCRI may permit students to continue their studies by paying the second semester fee for the next session and attending contact sessions subject to payment of the following deferment fee by which they can complete course requirements up to two years from the date of admission / registration / enrolment, which stands as base year.



Evaluation



The evaluation system is designed to test the student's progress systematically through internal assessment as well as trimester – end examinations. Internal assessment for 40% of total marks will be through assignments/MCQs and compulsory contact classes. Performance of the students will also be accessed through a term-end examination (Theory & Practical) with 60% of total marks at the end of each trimester. A student should score a minimum of 30 marks out of 60 in term-end examinations.

7.1. Internal Assessment

Internal Assessment will be done through evaluation of assignments in the form of Examination for each course which will be administered by the CCRI during all the four trimesters. Assignments will be evaluated for 30% of the total marks.

7.2. Trimester – End Examinations

Performance will be assessed through a semester-end examination at the end of each semester to be conducted at the centre, which will have a weightage of 60% (60 marks). Student should score at least 30 marks out of 60. Only those students who satisfactorily complete contact sessions and completing assignments before the stipulated date will be eligible to take the term-end examinations.

7.3. Results

The final results for the Programme are determined on the basis of (a) Attendance in contact classes (b) internal assessment (Assignments/MCQs) and (c) performance in the end-term examination, in the ratio 10:30:60. The final result in each course will thus be calculated.

Test Type	Duration
Contact classes Counseling	10%
Internal Assessment (Assignments/MCQs)	30%
Trimester-end Examination – Theory	40%
Trimester-end Examination – Practical	20%

7.4. Re-examination

A student is declared passed only if he / she secures a minimum of 40% marks in all (internal assessment/MCQs, contact classes, and term-end examinations put together) provided that he / she secures a minimum of 40% marks at the term-end examinations. Students with less than 40% marks may appear for re-examination in the course concerned in the next term-end examination. Candidates failing in any course / paper have to pay Rs.500/- per course / paper to appear in the re-examination.

7.5. Grading

Successful students will be awarded divisions on the basis of the average marks obtained by them, as follows:

First Division with Distinction	85% and above
First Division	60% and above but below 85%
Second Division	50% and above but below 60%

7.6. Memorandum of Marks

Marks memos would be issued to students on completion of examination. But Provisional certificate-cum-memorandum of marks would be issued only after a student completes all the course requirements. In normal cases, they would be sent these documents at the end of the academic year.

7.7. Final Diploma Certificate

The CCRI and IIPMB jointly will issue the Diploma Certificate, after satisfactory completion of programme requirements on payment of Rs.500/-.

7.8. Duplicate Diploma / Certificate

All certificates and diplomas, including marks memo will be issued only once. If lost, the students can request the Programme Coordinator for a duplicate on payment of Rs.500/- through a D.D. drawn in favour of Central Coffee Research Institute payable at Balehonnur. However, duplicate of the Final Diploma Certificate will be issued only after producing necessary police inquiry certificate through a demand draft of Rs.500/-


