

ANNUAL PERFORMANCE OF HRD DIVISION FOR THE YEAR 2022-23

During the year 2022-23, ONLINE / OFFLINE Training/Conference /Seminar/Workshop has been conducted . The summarized statement is as below :-

Programs	No.of Participants	No. of Programs	Training days	Training Man-days
Internal	1276	47	170	4363
External	703	140	786	3810
IICM	123	36	233	690
Total	2102	223	1189	8863

TRAINING AT STAFF TRAINING COLLEGE (STC)

Training & Development is an integral part of employee's growth. Therefore in CMPDIL an attempt are being made to ensure that their holistic development continues throughout the years. In-house training in this regard for **1276 employees have been conducted both ONLINE & OFFLINE** on different technical & non-technical subjects .A few of critical training imparted are as below :-

1. MINEX TRAINING (GEOLOGIST)
2. TRAINING ON MATLAB
3. TRAINING OF CED EXECUTIVES IN CONCEPT OF RESERVOIR SIMULATION FOR COAL BED METHANE.
4. PROGRAM ON PREPARATION OF PROJECT REPORTS IN MDO MODE IN CMPDIL FOR CIL & NON- CIL
5. TRAINING ON USE OF ROCSCIENCE SOFTWARE MODULE
6. ARC-GIS SOFTWARE TO PROCESS MAPS, RELATED TO HYDROGEOLOGICAL STUDY & REPORTS
7. UDAAN -A LEADERSHIP RETREAT.
8. TRAINING ON E-OFFICE /FILE MANAGEMENT & COMPANY RULES /REGULATION FOR NEWLY PROMOTED NON-EXECUTIVE FOR THEIR SKILL UPGRADATION
9. PROGRAM ON INTERNAL AUDITING SKILL MANAGEMENT SYSTEM ISO 9001: 2015 (QMS)
10. PROGRAM ON CONTRACT MANAGEMENT.
11. MINE CLOUSER-PRESENT STATUS AND EMERGING GLOBAL TRENDS.
12. . TRAINING ON SC ST & OBC PROVISION.

TRAINING AT IICM

During the FY 2022-23, HRD Division nominated large number of senior and middle level executives for training at IICM as per IICM's annual calendar. Nominations are being done based on training need assessment & HRIS platform. During the year **2022-23 total 123 executives has undergone** Online/ offline trainings at IICM.

EXTERNAL TRAINING

Round the year executives has been sent to different reputed organizations /institutions for attending Training, Conference, Workshop, Conclave and Symposium etc. related to technical/ managerial skill up gradation and to be at par with the latest technical developments. This year **703 nos.** of executives and non-executives have attended ONLINE/ OFFLINE programs from different places in India.

Names of some institutes where our employees attended programs are as under:-

- National Institute of Training for Standardization Bureau of Indian Standards, Noida
- ISNT, New Delhi
- QCI, Jaipur.
- ICFRE, Dehradun
- ONGC, Dehradun
- ASCI, Hyderabad
- NITS, Noida
- IIM, Kolkata
- IIM, Indore
- IIM, Lucknow
- XLRI, Jamshedpur
- CGWB, Training wing Raipur
- MIT, Anna University, Chennai
- ISNT, Jamshedpur, Chapter etc.
- RGWTRI, Raipur.
- National Institute of Technology, Nagpur
- GSI Field Training Institute, Jaipur

INTERNSHIP TRAINING AT CMPDIL

Summer & winter internship training to the students of various institutions are being imparted by HRD Division at different regional institutes of CMPDIL and HQ. Total **130 numbers** of students have been trained at CMPDIL during 2022-

23. The students have undergone these Trainings / Project works for 4-6 weeks in their respective fields. After completion of training / Project and on submission of their project reports, certificates for successful completion are being issued . The Institutions approached for training are :-

- VIT VELLORE,
- BHU VARANASI,
- BIT RANCHI,
- IIT(ISM) DHANBAD,
- XISS RANCHI ,
- IIT BHUBANESHWAR ,
- KIIT BHUBANESHWAR,
- CHANKAYANATIONALLAW UNIVERSITY PATNA,
- IIT KHARAGPUR,
- NIT ROURKELA ETC.

Apprentices Training as per Apprentice Act 1961

As per the Apprentice Act 1961 , CMPDIL has to achieve minimum 2.5% target of average manpower of CMPDIL including contractor workers (*i.e 4029 as on 31stMarch '2022*). CMPDIL has engaged **142 apprentices which is 3.52%** This includes **95** Diploma Holders & **40** Degree Holders & **07** Fresher in various disciplines viz. mechanical, civil, computer science, electrical Engg, Chemical , mining etc. and are placed in different RI's & HQ of CMPDIL for FY 2022-23.

CMPDIL has been registered as Basic Trainer Provider (BTP) for providing training to Fresher Apprentices. For FY 2022-23 , 07 fresher apprentices has been engaged at CMPDIL HQ .

Training in Centre of Excellence

In continuation to the Talent Management & Career Progression , CMPDIL maintained its potential by imparting at least 1 week training to its executives in Centre of Excellence within India like- IITS, IIMs, NITS, ISNT, NPC,ICAI, IIRS, GSI etc. CMPDIL imparted training to **229 executives in center of Excellence i.e. (25.7% of total executive manpower of 892) during the FY 2022-23.**

SPECIAL ACHIEVEMENTS WITH SPECIAL PROGRAMS

1. 3 DAYS PROGRAM ON MINE CLOUSER-PRESENT STATUS AND EMERGING GLOBAL TRENDS HAS BEEN ORGANISED FOR ALL SUBSIDIARIES OF CIL . THE PROGRAM WAS EXCLUSIVELY DESIGNED FOR PRACTICING ENVIRONMENT PROFESSIONAL SO AS TO MEET THE CHALLENGES OF MAINTAING THE ECO-SYSTEM AROUND THE ZONE OF MINING ACTIVITIES.
2. A BASIC COURSE ON DRILLING FLUID TECHNOLOGY AT ONGC DEHRADUN FOR 75 CMPDIL FIELD PERSONNEL (BOTH EXECUTIVES & NON-EXECUTIVES) WHO NEEDS TO BE EXPOSED TO SOME SCIENTIFIC TECHNIQUES TO REDUCE THE NON-PRODUCTIVE TIME DURING DRILLING

OPERATION BY USING SUITABLE MUD CHEMICALS AND CONTROLLED DRILLING OPERATIONAL PARAMETERS.

3. UDAAN : A LEADERSHIP RETREAT – TWO DAYS INDOOR/OUTDOOR CUSTOMISED PROGRAM HAS BEEN ORGANISED IN THE VICINITY OF CMPDIL FOR ALL RDS /GMS & HODS FACING WITH A RAPID RATE OF INCREASING CHANGES, DISRUPTION, AND MARKET COMPETITION.