

**ANNUAL PERFORMANCE OF HRD DIVISION FOR THE YEAR 2023-24**

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. The "CIL Executive Learning & Development Policy" for unlocking the potential of human capital across the Organization which will help in building critical Organizational capabilities required for achieving corporate plans is being followed at CMPDIL.

As per the policy , a training cycle in an organization would be of 4 years for each executive, commencing from 2023-24 . All executive will have to undergo mandatory training of 90 training hours in a training cycle .

Accordingly , Training Need Assessment has been done for the executives of CMPDIL to get trained in a block period of 4 years from FY 2023-24 to 2026-27.

During the year 2023-24, the total ONLINE / OFFLINE Training/Conference /Seminar/Workshop conducted has been summarized below :-

<b>No. of Programs</b>	<b>Training Days</b>	<b>No. of Participants</b>	<b>Training Man-days</b>
<b>206</b>	<b>970</b>	<b>1610</b>	<b>5049</b>

Out of the above trainings , the details of the trainings organized under Learning & Development Policy are as follows:

<b>No. of Programs</b>	<b>Training Days</b>	<b>No. of Participants</b>	<b>Training Man-days</b>
<b>161</b>	<b>598</b>	<b>1048</b>	<b>3125</b>

**Trainings are being conducted in-house at STC, IICM and also in external institutes :-**

**TRAINING AT STAFF TRAINING COLLEGE (STC)**

In-house training for 1130 *employees have been conducted both ONLINE & OFFLINE* on different technical & non-technical subjects .A few of critical training imparted are as below :-

1. Minex software for (geology)

2. TLS software.
3. Contract mangement -procurement of goods ,work & services .
4. ISO 9001:2015 and documented arrangement of cmpdil
5. Auto CAD software.
6. Carlson software.
7. Coal sector executives on mine closure portal.
8. VTOL fixed wing drone (aarav\_enx6mc).
9. Procurement through GeM
- 10.Maptek Vulcan– 3d Mine Planning Software
- 11.Program on GST
- 12.ABMS, ISO 37001 & 2016
- 13.Office culture, behavioral & communication skill for non-executives.
- 14.Awareness training program on internal auditing skill in management system-iso 9001:2015 (QMS)
- 15.Cyber hygiene and security

### **TRAINING AT IICM**

During the FY 2023-24, 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 **2023-24 total 113 executives has undergone** Online/ offline trainings at IICM.

### **TRAINING IN CENTRE OF EXCELLENCE**

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 **367 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:-

- NRSC HYDERABAD
- ESCI HYDERABAD
- VNIT NAGPUR
- IIT KANPUR
- ISM DHANBAD
- NPTI, BADARPUR
- IICA NEW DELHI.
- BHU VARANASI
- NIT ROURKELA
- EPTRI, HYDERABAD
- FICCI NEW DELHI

- IDT , DEHRADUN
- ASCI, HYDERABAD
- NITS, NOIDA
- IIM, LUCKNOW
- XLRI , JAMSHEDPUR
- RGNWTRI , RAIPUR.
- SATYAKIRAN SCHOOL OF NDT, NEW DELHI

### **INTERNSHIP TRAINING AT CMPDIL**

Summer & winter internship / industrial training to the students of various institutions are being imparted by HRD Division at different regional institutes of CMPDIL and HQ. Total **105 numbers** of students have been imparted training at CMPDIL during 2023-24. The students have undergone Trainings / Project works for 4-6 weeks in their respective fields.

### **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 3903 as on 31<sup>st</sup> March '2023*). CMPDIL has engaged **166 apprentice's which is 4.5% of total manpower**. This includes **115** Diploma Holders & **45** Degree Holders & **06** 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 2023-24. The brief is given below:-

Nos of Apprentices engaged				
Engg. Graduate	Non-Engg Graduate	Diploma	Fresher	Total
<b>41</b>	<b>4</b>	<b>115</b>	<b>6</b>	<b>166</b>

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