

ANNUAL PERFORMANCE OF HRD DIVISION FOR THE YEAR 2024-25

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 2024-25, the total ONLINE / OFFLINE Training/Conference /Seminar/Workshop conducted has been summarized below :-

Total Programs of CMPDIL Conducted-

No. of Programs	Training Days	No. of Participants	Training Man-days
201	874	1367	4575

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

L&D Programs of Executives conducted -

Type of TRG	No. of Programs	Training Days	No. of Participants	Training Man-days
STC	32	68	580	1159
EXT	65	355	231	1256
IICM	59	317	165	1324
Total	156	740	976	3739

TRAINING AT STAFF TRAINING COLLEGE (STC)

In-house trainings conducted during FY 2024-25 for total **829** employees both ONLINE & OFFLINE mode on different technical & non-technical subjects . A few of critical programs imparted to our employees are as below :-

1. TRAINING ON MS EXCEL.
2. TRAINING ON LEICA DGPS & SOFTWARE.
3. PHYSICAL/ ONSITE TRAINING OF CARLSON SOFTWARE
4. TRAINING PROGRAMME ON GEOLOGICAL REPORT PREPARATION.
5. TRAINING ON VULCAN SOFTWARE.
6. TRAINING ON NEWLY SUPPLIED UAA & SOFTWARE
7. TRAINING PROGRAMME ON PROCUREMENT OF GOODS/EQUIPMENT'S IN RESPECT TO PROVISION FOR MSME, PROVISION FOR SC/ST & WOMEN, EVALUATION & CONSIDERATION OF BIDS.
8. TRAINING ON SC, ST & OBC ROSTER.
9. TRAINING ON PREPARATION PROJECT COSTING REPORT FOR FINANCE EXECUTIVES.
10. TRAINING PROGRAMME ON CIVIL MAINTENANCE CONTRACTS.
11. TRAINING PROGRAMME ON PROCUREMENT OF GOOD, PLANT MACHINERY & EQUIPMENT.
12. REFRESHER TRAINING PROGRAM ON NOISE SURVEY FOR SAMPLING ASSISTANT POSTED AT ENV. AND ENGAGED IN REM & BASE LINE WORK.
13. WORKSHOP ON CSR
14. WORKSHOP FOR CIVIL ENGINEERS.
15. WORKSHOP ON ENVIRONMENT IMPACT ASSESSMENT (EIA) FOR CMPDIL BY NABET-QCI.
16. ISO 9001:2015 AND DOCUMENTED ARRANGEMENT OF CMPDIL
17. ABMS, ISO 37001 & 2016
18. OFFICE CULTURE, BEHAVIORAL & COMMUNICATION SKILL FOR NON-EXECUTIVES.
19. AWARENESS PROGRAM ON INTERNAL AUDITING SKILL IN MANAGEMENT SYSTEM- ISO 9001:2015 (QMS)
20. CYBER HYGIENE AND SECURITY

TRAINING AT IICM

During the FY 2024-25, a large number of junior, senior and middle level executives nominated for training at IICM as per IICM's annual calendar. Nominations are being done based on training need assessment & HRIS platform. During the year **2024-25 total 183 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 **355 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:-

- IIT ISM Dhanbad
- IIM Lucknow
- CBRI Roorkee
- ASCI Hyderabad.
- IIT Bombay
- IIM Vishakhapatnam
- IIM Ranchi
- IIRS Dehradun
- NITS, NOIDA

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 **237 numbers** of students have been imparted training at CMPDIL during 2024-25. The students have undergone Trainings / Project works for 4-6 weeks in their respective fields.

Apprentices Training as per Apprentice Act 1961

Apprenticeship Training: As per the Apprentice Act 1961, CMPDIL has to achieve minimum 2.5% target of average manpower of CMPDIL including contractor workers. CMPDIL has engaged 161 apprentice's which is 4.04% This includes 113 Diploma Holders & 48 Degree Holders in various disciplines viz. mechanical, civil, computer science, electrical Engg, Chemical , Electronics etc. and are placed in different RI's & HQ of CMPDIL for FY 2024-25.

Online learning platform- iGoT

iGOT Karmayogi is an online learning platform being developed as an integral part of the Digital India stack for capacity building of all government employees. It is an Integrated Government Online Training digital platform under the Ministry of Human Resources and Development (MHRD). The platform will provide 'anytime-anywhere-any device' learning to train around the employees to achieve ambitious vision for their career.

Along with above training programs, employees are also encouraged to undergo programs over iGoT platform.

The summarized data of iGoT wrt to CMPDIL MDO is as follows: -

Total number of courses completed by EXECUTIVE employees as of 31.03.2025: 8358

Total number of courses completed by NON-EXECUTIVE employees as of 31.03.2025:-2532