

ANNUAL PERFORMANCE OF HRD DIVISION FOR THE YEAR 2025-26

Training and Development constitute a vital pillar of employee growth and organizational effectiveness. At CMPDIL, concerted efforts are being undertaken to ensure the continuous and holistic development of employees throughout their careers. The “CIL Executive Learning & Development Policy” is being systematically implemented to unlock the full potential of human capital across the organization. This structured approach aims to build critical organizational capabilities essential for achieving long-term corporate objectives and strategic goals.

As per the policy, each executive is required to complete a structured training cycle of four years, commencing from FY 2023–24. During this cycle, every executive is mandated to undergo a minimum of 90 hours of training.

Accordingly, a comprehensive Training Needs Assessment (TNA) has been conducted for CMPDIL executives to identify and align their training requirements over the four-year block period from FY 2023–24 to 2026–27.

During the year 2025-26, the total ONLINE / OFFLINE Training/Conference /Seminar/Workshop conducted has been summarized below :-

Training Programs Conducted by HRD department:

Programs	Target Programs	Actual programs	Target Participants	Actual participants
In-house program	46	63	730	1531
External Program	-	112	-	392
IICM program	-	66	-	218
Total		241		2141

In-house training programmes : are regularly conducted to enhance technical competencies, including emerging areas such as Artificial Intelligence and digital transformation, along with managerial and behavioural skills. These programmes are designed for junior, middle, and senior-level employees across CMPDI Headquarters and its Regional Institutes, ensuring comprehensive capability development aligned with organizational needs..

Rashtriya Karmyogi program- Around 1000 employees (Executives and Non-Executives) of CMPDIL successfully underwent a one-day in-house training programme under the Rashtriya Karmayogi Programme , A Large Jan Sewa Program – A way to behavioral change under the directives of Capacity Building Commission.

FLAGSHIP PROGRAMS AT IN-HOUSE (STC) :

1. Training on LEICA DGPS & software.
2. Physical/ onsite training of CARLSON software
3. Training programme on geological report preparation.
4. Training on VULCAN software.
5. Program on MINEX software for mine planners.
6. ARC GIS pro./ enterprises software.
7. Training program on TLS AND SOP.
8. Workshop on understanding artificial intelligence & it's application in business
9. Training on operational planning & closure-suitable mine planning progressive rehabilitation, mines closure planning, environmental impact assessment.
10. Training program on aquatic ecology and plankton analysis with the use of microscope at environment laboratory
11. Training programme on CMPF claims, transfer policy & sensitive post rotation for executive of CMPDIL.
12. Training program on ABHYUDAYA: the evolution of India's labour regulatory framework.

EXTERNAL TRAINING PROGRAMES AT VARIOUS CENTRE OF EXCELLENCE

Throughout the year, executives are deputed to reputed organizations and institutions to participate in training programs, conferences, workshops, conclaves, and symposiums aimed at enhancing their technical and managerial competencies and keeping them abreast of the latest developments in their respective fields. During the current year, a total of 163 executives and non-executives have attended both online and offline programmes across various locations in India. These programmes were conducted by premier institutions such as IIT (ISM) Dhanbad, IIT Bombay, IIT Mumbai, IIM Lucknow, IIM Ranchi, IIM Mumbai, IIM Visakhapatnam, CBRI Roorkee, ASCI Hyderabad, IIRS Dehradun, NITS Noida, and ONGC Dehradun.

EXTERNAL TRAINING AT CIL APEX TRAINING CENTER - IICM

During FY 2025–26, a significant number of junior, middle, and senior-level executives were nominated for training programmes at IICM in accordance with its annual training calendar. Nominations were made based on the outcomes of the Training Needs Assessment (TNA) and through the HRIS platform. In total, 171 executives participated in both online and offline training programmes conducted at IICM during the year.

APPRENTICES TRAINING :

In compliance with the Apprentices Act, 1961, CMPDIL is required to engage apprentices equivalent to a minimum of 2.5% of its average manpower strength, including contractor workers—translating to an approximate target of 100 apprentices. Exceeding this mandate, CMPDIL has engaged a total of 206 apprentices, representing 4.83% of the workforce. This cohort comprises 115 diploma holders, 49 engineering graduates, and 42 non-engineering graduates, all of whom have been deployed across various Regional Institutes (RIs) and Headquarters for FY 2026–27

INTERNSHIP TRAINING :

The HRD Division of CMPDIL facilitates structured summer and winter internship programmes, along with industrial training opportunities, for students from diverse academic institutions. These engagements are conducted across CMPDIL Headquarters and its Regional Institutes located in various states. During FY 2025–26, a total of 212 students were imparted internship training, wherein they undertook structured learning and project assignments for a duration of 4–6 weeks in their respective disciplines, enabling practical exposure and industry-oriented skill development.

iGOT KARMAYOGI

iGot Karmyogi is a flagship digital learning platform developed under the Government of India’s capacity-building initiative as part of the Digital India framework. It serves as an Integrated Government Online Training (iGOT) portal, enabling continuous learning and competency development for government employees through an “anytime, anywhere, any device” approach. The platform offers a wide range of curated courses aimed at enhancing functional, behavioural, and domain-specific skills, thereby supporting employees in achieving their professional and career objectives.

In addition to conventional training programmes, CMPDIL actively encourages its employees to leverage the iGOT platform for self-paced learning and continuous upskilling. The level of engagement on the platform reflects a strong learning culture within the organization. As of 31.03.2026, executive employees have completed a total of 14,722 courses, while non-executive employees have completed 3,849 courses on the iGOT platform, demonstrating substantial participation in the Government of India’s capacity-building initiative. A majority of employees have completed at least one course, and during a special drive, a significant number of employees also undertook courses on Artificial Intelligence, further strengthening their digital competencies.