



टीएचडीसी इंडिया लिमिटेड
THDC INDIA LIMITED
Schedule-A Mini Ratna PSU

No. THDCIL/RKSH/HRD/73

Date: 30-05-2023

CIRCULAR

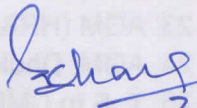
Sub: Annual Training & Learning Calendar 2023-24

The Training and Learning Calendar for the year 2023-24 approved by Competent Authority is enclosed herewith for circulation and same shall also be available on THDCIL website <http://thdc.co.in>

As per Annual Action Plan, a total of 4000 training Mandays shall be achieved , out of which 3000 Training Mandays shall be imparted for Training of *Executives* and balance 1000 Mandays shall be dedicated for Training of *Non Executives* .

The planned HRD Interventions for the year 2023-24 are to be implemented by way of organizing dedicated Training programs for the Executives as well as for Non Executives besides External floated Nominations to Reputed agencies/ Premier Training Institutes .

Cooperation from all concerned is earnestly solicited.


30/5/2023
(S . K. Sharma)
Addl. Gen. Manager (HRD)

Distribution : As per List overleaf

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Distribution List:

1. ED(TC, PSP & AP) , Tehri
2. ED (Technical), Rishikesh
3. ED (Finance) ,Tehri.
4. ED (Project), Khurja
5. CGM (HR & A), Rishikesh
6. OSD, VPHEP
7. CGM (NCR office), Ghaziabad
8. CGM (Amelia Coal Mine) Singrauli
9. CGM(OMS/ MPS), Rishikesh
10. CGM (APP),
11. CGM (O&M), Tehri
12. CGM, CMD Sectt
13. GM (Rehab & Land Assets) Dehradun
14. GM (IT/ Vigilance/ BD Cell/Commercial / EMD /Procurement / G&G/), Rishikesh
15. GM (In-charge), CMD Sectt, Rishikesh
16. GM (Uttarakhand Hydro Venture), Dehradun.
17. GM(Project), Koteshwar
18. GM/ CEO), TUSCO. Lucknow
19. GM (Civil & HM / E&C), Pipalkoti
20. GM (Planning),Tehri /Ghaziabad
21. GM (Mechanical), Tehri
22. GM (Electrical), Khurja
23. AGM (HR&A), Tehri
24. AGM, Dhukwan
25. T. S to CMD, Rishikesh
26. T.S to Director (Fin. ./ Pers.), Rishikesh
27. CMO(In-charge), Tehri / , Rishikesh
28. DGM (HR&A), Pipalkoti
29. Sr. Manager(HR&A), Khurja/Sr. Manager(HR&A), Amelia/Sr. Manager(HR&A),NCR
30. Company Secretary, Rishikesh



ANNUAL TRAINING & LEARNING CALENDAR (2023-24)

TRAINING PROGRAMS AT A GLANCE

S.N	NAME OF PROGRAM	QUARTER	TARGET GROUP	NO. OF PARTICIPANTS	NO. OF DAYS	MANDAYS	PROF. FEES (Approx)	TENTATIVE AGENCY & INSTITUTION
1	CAPABILITY DEVELOPMENT PROGRAM FOR LEADERSHIP ROLES	I	E-6 & E-7	100	3	300	5,00,000	ASCI/REPUTED INSTITUTIONS
2	RECORD MANAGEMENT SYSTEM	I	E-2 TO E-5	30	2	60	1,00,000	NATIONAL ARCHIVES OF INDIA, DELHI/ INDIVIDUAL EXPERT
3	E-PROCUREMENT OF GOODS & SERVICES AND RELATED GFR RULE (OPEN PROGRAM)	I	E-2 TO E-7	30	2	60	1,50,000	NATIONAL PRODUCTIVITY COUNCIL/ISTM/ASCI/REPUTED INSTITUTION/INDIVIDUAL EXPERT
4	AMP FOR FUTURE ENERGY LEADERS (OFF CAMPUS)	I	E-8	25	10	250	35,00,000	ASCI/ IIM/ MDI/ REPUTED INSTITUTION
5	MOTIVATIONAL PROGRAM- TOGETHER LETS MAKE A BLISSFUL SOCIETY	I	E-5 TO E-7	25	3	75	1,50,000	NECTOR FACTOR /REPUTED AGENCY
6	EMPOWERING SAFETY FOR SUSTAINABLE GROWTH	I	E-3 TO E-7	20	2	40	1,25,000	THE INSITUTION OF ENGINEERS, NEW DELHI / SAFETY CIRCLE PVT LTD/NATIONAL SAFETY COUNCIL
7	CYBER SECURITY ISSUES/ CHALLENGES IN POWER SECTOR	I	E-3 TO E-7	30	1	30	1,50,000	IIT, KANPUR/IIT, DELHI/ CERT- In/STQC/TCS/ INDIVIDUAL EXPERT
8	STAAD PRO	I	E-3 TO E-6	20	3	60	1,50,000	CADD CENTRE, DEHRADUN/ DELHI / REPUTED AGENCY
9	PSP -CONCEPT & POLICY FRAMEWORK (OPEN PROGRAM)	I	E-3 TO E-7	25	3	75	1,00,000	INHOUSE FACULTIES /INDIVIDUAL EXPERTS

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S.N	NAME OF PROGRAM	QUARTER	TARGET GROUP	NO. OF PARTICIPANTS	NO. OF DAYS	MANDAYS	PROF. FEES (Approx)	TENTATIVE AGENCY & INSTITUTION
10	FINANCIAL MODELLING FOR PROJECT FINANCING	II	E-3 TO E-7	25	3	75	1,00,000	NIFM /NSB,NOIDA/ASCI/INDIVIDUAL EXPERTS-SH. PRAMOD SINHA(PFC)
11	POWER TRADING & COMMERCIAL ASPECTS INCLUDING CROSS BORDER POWER TRADING (OPEN PROGRAM)	II	E-3 TO E-8	25	2	50	1,00,000	NSB/IEX,DELHI/ NPTI/ INDIVIDUAL EXPERTS-SH. K. S BANDHOPADHYAYA EX-ED,NTPC / CBIP
12	STRATEGIC HRM (OPEN PROGRAM)	II	E-3 TO E-8	25	2	50	1,00,000	MS. TANUSHREE CHAKRABORTY /ASCI/ IIM /REPUTED INSTITUTION
13	MANAGERIAL EXCELLENCE-A CROSS FUNCTIONAL APPROACH (OPEN PROGRAM) <i>As per Training Need Identification through Competency Mapping</i>	II	E- 7 TO E-8	30	3	90	2,50,000	IIM/ STYRAX CONSULTANTS / ASCI/ BIMTECH/ RAPID LEARNING SYSTEM/NOBLE HOUSE CONSULTING/ INDIVIDUAL EXPERT
14	ENERGY STORAGE, HYBRID & ROUND THE CLOCK POWER (OPEN PROGRAM)	II	E-3 TO E-8	25	2	50	1,00,000	NPTI /IIT-R/ESCI/FIRST SOLAR/CBIP /REPUTED INSTITUTION/INDIVIDUAL EXPERTS
15	DUE DILIGENCE IN ACQUISITION & MERGER OF NEW HPP	II	E--3 TO E-7	30	2	60	1,50,000	IIT/REPUTED TRAINING INSTITUTION
16	REGULATORY FRAMEWORK & STATUTORY CLEARANCE FOR DEVELOPMENT OF HYDRO PROJECTS	II	E--3 TO E-7	30	2	60	1,50,000	CBIP/REPUTED AGENCY
17	RTI ACT (OPEN PROGRAM)	II	E-4 TO E-6	20	3	60	1,50,000	EXCEL ENGINEERS & CONSULTANTS , DELHI/ INDIVIDUAL EXPERTS/ REPUTED INSTITUTION
18	ISO - 9001:2015(QMS), ISO14001:2015 (EMS) & 18001:2007(OHAS)- 2 BATCHES	II	E-3 TO E-6	40	3	120	1,50,000	MAC LEAD CERTIFICATIONS,NOIDA / QMSCL/ESCI/INDIVIDUAL EXPERTS

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S.N	NAME OF PROGRAM	QUARTER	TARGET GROUP	NO. OF PARTICIPANTS	NO. OF DAYS	MANDAYS	PROF. FEES (Approx)	TENTATIVE AGENCY & INSTITUTION
19	BEHAVIOUR BASED SAFETY FOR MINING	II	Mix of Exec & Non Exec	25	2	50	1,00,000	RAPID LEARNING SYSTEM ,KOLKATA/ NPTI/ INDIVIDUAL EXPERTS
20	ENVIRONMENT, SOCIAL & GOVERNANCE- THDCIL PERSPECTIVE (OPEN PROGRAM)	III	E-3 TO E-8	25	2	50	1,00,000	NSB/ ASCI/ RAPID LEARNING SYSTEM /REPUTED INSTITUTION
21	FUEL MANAGEMENT FOR THERMAL POWER PLANT	III	E-3 TO E-8	20	2	40	1,00,000	NSB/ESCI/CBIP/ INDIVIDUAL EXPERTS
22	GENDER SENSITISATION & POSH	III	E-3 TO E-6	30	2	60	1,00,000	TRANSFORMAVENS TRAINING & CONSULING ,MUMBAI/ SACHI SAHELI/ INDIVIDUAL EXPERTS
23	HYDROGEN & FUEL CELL:FUEL OF THE FUTURE (OPEN PROGRAM)	III	E-3 TO E-6	25	2	50	75,000	NSB/ NPTI/ESCI/REPUTED INSTITUTION
24	PREVENTIVE VIGILANCE & DISCIPLINARY PROCEEDINGS	III	E-3 TO E-7	30	2	60	1,00,000	EXCEL CONSULTANTS/O.P. JINDAL UNIVERSITY/IN-HOUSE FACULTIES
25	O&M OF THERMAL POWER PLANT MANAGEMENT	III	E-3 TO E-6	25	3	75	4,00,000	NPTI/REPUTED TRAINING AGENCY
26	LEADERSHIP LESSONS THROUGH BHAGWAD GITA - MOTIVATIONAL PROGRAM (OPEN PROGRAM)	III	E-3 TO E-6	30	2	60	1,50,000	PROF SUNIL MAHESHWARI,IIM-A/NSB/THINK INC/RAPID LEARNING SYSTEM,KOLKATA/INDIVIDUAL EXPERTS
27	ISSUES & CHALLENGES OF ASH HANDING SYSTEM	IV	E-3 TO E-6	30	2	60	1,00,000	ESCI/NSB/PMI/REPUTED INSTITUTION

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S.N	NAME OF PROGRAM	QUARTER	TARGET GROUP	NO. OF PARTICIPANTS	NO. OF DAYS	MANDAYS	PROF. FEES (Approx)	TENTATIVE AGENCY & INSTITUTION
28	OCCUPATIONAL HEALTH & SAFETY REGULATIONS & ACCIDENT INVESTIGATIONS & REPORTING (OPEN PROGRAM)	IV	E-3 TO E-6	30	2	60	1,50,000	NATIONAL SAFETY COUNCIL/SAFETY CIRCLE PVT LTD /NPTI/IIT-R/ INDIVIDUAL EXPERTS
29	ART OF PERSUASIVE COMMUNICATION (OPEN PROGRAM)	IV	E--3 TO E-7	30	2	60	1,00,000	RAPID LEARNING SYSTEM,KOLKATA/ STYRAX CONSULTANTS/ MDI/ NOBLE HOUSE CONSULTING/INDIVIDUAL EXPERTS
30	CONTRACT MANAGEMENT	IV	E--3 TO E-7	30	2	60	1,00,000	ASCI/CBIP/REPUTED INSTITUTIONS
31	TBM OPERATION INCL. SITE VISIT	IV	E--3 TO E-7	30	2	60	1,00,000	CBIP/REPUTED INSTITUTION
32	IT IN ENEGY SECTOR	IV	E-3 TO E-6	30	2	60	1,50,000	ASCI/ESCI/ REPUTED INSTITUTION
33	HR FOR NON HR	IV	E-3 TO E-5	25	2	50	2,00,000	ASCI/STYARX CONSULTANTS/NOBLE HOUSE CONSULTING/ RAPID LEARNING SYSTEM
34	FINANCE FOR NON FINANCE	IV	E-3 TO E-5	30	2	60	2,00,000	NSB/NIFM/ASCI /INDIVIDUAL EXPERTS
35	BRIDGE-IT -ALL RELATIONS (OPEN PROGRAM)	IV	E-3 to E-6	25	3	75	1,50,000	DR. TANUSREE CHAKRABORTY,ASCI/ NOBLE HOUSE CONSULTING/ RAPID LEARNING SYSTEM/REPUTED INSTITUTION

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TRAINING PROGRAMS AT A GLANCE

S.N	NAME OF PROGRAM	QUARTER	TARGET GROUP	NO. OF PARTICIPANTS	NO. OF DAYS	MANDAYS	PROF. FEES (Approx)	TENTATIVE AGENCY & INSTITUTION
36	REGULATORY FRAMEWORK & OPERATION OF POWER STATION	IV	E-3 TO E-6	30	2	60	1,50,000	NPTI/CBIP/REPUTED INSTITUTION
37	LEADERS MEET(OFF CAMPUS)	IV	GM & ABOVE	20	3	60	75,00,000	KNOWLEDGE SHARING
38	SUPERANNUATION PLANNING	IV	EXECUTIVES	30	2	60	1,50,000	NOBLE HOUSE CONSULTING/RAPID LEARNING SYSTEM/REPUTED INSTITUTION
TOTAL TRAINING MANDAYS FOR EXECUTIVES						2735	1,62,00,000	
B - NON EXECUTIVES (RKSH/NCR/VPHEP/KHURJA)								
1	EMPLOYEE DEVELOPMENT PROGRAM	I	WORKMEN & SUPR	16	5	80	80,000	INHOUSE FACULTIES
2	SUPERVISORY DEVELOPMENT PROGRAM (02 BATCHES)	1	WORKMEN & SUPR	50	3	150	1,50,000	INHOUSE FACULTIES
3	MOTIVATIONAL PROGRAM-LETS REONFIGURE - NAYI DISHAYEIN , NAYI SOCH	II	WORKMEN & SUPR	35	2	70	1,50,000	THINK INC, DELHI/RAPID LEARNING SYSTEM/NOBLE HOUSE PVT LTD/INDIVIDUAL EXPERTS
4	CSR & SUSTAINBLITY (02 BATCHES)	II	WORKMEN & SUPR	35	2	70	50,000	INHOUSE FACULTIES
5	WOMEN EMPOWERMENT PROGRAM	IV	WORKMEN & SUPR	35	2	70	1,00,000	TRANSFORMAVENS TRAINING & CONSULING ,MUMBAI/ SACHI SAHELI/INDIVIDUAL EXPERTS
TOTAL MANDAYS (RKSH/NCR/VPHEP/ KHURJA)						440	5,30,000	

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S.N	NAME OF PROGRAM	QUARTER	TARGET GROUP	NO. OF PARTICIPANTS	NO. OF DAYS	MANDAYS	PROF. FEES (Approx)	TENTATIVE AGENCY & INSTITUTION
TEHRI POWER COMPLEX								
1	ONSITE EMERGENCY PLAN PREPAREDNESS	I	WORKMEN & SUPR	30	3	90	1,00,000	INSTITUTION OF ENGINEERS/NPTI/SAFETY CIRCLE PVT LTD/ INDIVIDUAL EXPERTS
2	MOTIVATIONAL PROGRAM-POWER OF RESPONSIBILITY	II	WORKMEN & SUPR	35	2	70	1,00,000	THINK INC, DELHI/RAPID LEARNING SYSTEM/NOBLE HOUSE PVT LTD
3	MEASURES RELATING TO SAFETY & ELECTRICAL SUPPLY	II	WORKMEN & SUPR	30	3	90	1,00,000	INSTITUTION OF ENGINEERS/ NPTI/SAFETY CIRCLE PVT LTD
4	CONTROL & INSTRUMENTATION IN POWER STATION	III	WORKMEN & SUPR	30	3	90	1,00,000	NPTI/CBIP/ESCI/REPUTED INSTITUTION
5	BEST O&M PRACTICES	III	WORKMEN & SUPR	30	3	90	1,50,000	NPTI/REPUTED INSTITUTION/ INDIVIDUAL EXPERTS
6	PERSONAL PROTECTIVE EQUIPMENTS & EPR	IV	WORKMEN & SUPR	30	2	60	1,00,000	NATIONAL SAFETY COUNCIL /INSTITUTION OF ENGINEERS,NEW DELHI/SAFETY CIRCLE PVT LTD
7	WOMEN EMPOWERMENT PROGRAM	IV	WORKMEN & SUPR	35	2	70	1,00,000	TRANSFORMAVENS TRAINING & CONSULTING ,MUMBAI/ SACHI SAHELI/ INDIVIDUAL EXPERTS
TEHRI POWER COMPLEX (NON EXECUTIVES)						560	7,50,000	
TOTAL MANDAYS THRU DEDICATED PROGRAMS FOR EXECUTIVES (A)						2735	1,62,00,000	
TOTAL MANDAYS FOR NON EXECUTIVES (B)						1000	12,80,000	

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ANNUAL TRAINING & LEARNING CALENDAR (2023-24)

TRAINING PROGRAMS AT A GLANCE

S.N	NAME OF PROGRAM	QUARTER	TARGET GROUP	NO. OF PARTICIPANTS	NO. OF DAYS	MANDAYS	PROF. FEES (Approx)	TENTATIVE AGENCY & INSTITUTION
	TOTAL MANDAYS THROUGH EXTERNAL NOMINATIONS (C)					700	50,00,000	
	TOTAL MANDAYS FOR THE TRAINING CALENDAR FOR THE YEAR 2023-24 (A+B+C)					4435	2,24,80,000	

NOTE: PROGRAM TITLE /AGENCY & MANDAYS MENTIONED IN THE CALENDAR ARE INDICATIVE AND MAY CHANGE AS PER REQUIREMENT

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