



National Training Programs

ABSTRACT

National Training Programs (NTP) is a mega capacity building and HRD initiative project which was aimed at providing need based skill development training of C & D category employees working with Power Distribution Companies/Departments.

RECL

RECIPMT, Hyderabad

NATIONAL TRAINING PROGRAMME FOR C & D EMPLOYEES

UNDER DDUGJY, SPONSORED BY MOP, GOI

National Training Programs (NTP) is a mega capacity building and HRD initiative project which was aimed at providing need based skill development training of C & D category employees working with Power Distribution Companies/Departments in the country under RGGVY (Now got subsumed into DDUGJY). Ministry of Power (MoP), Government of India has approved training of 75,000 C&D Employees across the country from 2009 -12 during XIth plan period, against which 76,793 C&D employees were trained.

During XIIth plan, MOP has approved to continue to train 1, 25,000 C&D Employees on the basis of positive feedback given by utilities about the benefits of training and on the recommendations made in impact assessment study report submitted by M/s Deloitte. 1, 28,002 C&D employees were trained against the target of 1, 25,000 during the period 2012-17.

- During the year 2017-18, MoP has approved training of 25,000 C&D Employees, against which 25,000 C&D employees were trained.
- During the year 2018-19, MoP has approved training of 20,000 C&D Employees, against which 16,077 C&D employees were trained.

REC Institute of Management and Training (RECIPMT), training institute of REC Ltd is the nodal agency for coordination and implementation of the NTP for C&D Employees across the country. MOAs are entered with the State Power Utilities/Distribution Companies and their training institutions for conducting the above training Programs. State Power Utilities/Distribution Companies source the participants for the training Programs at their respective institutes.

Objectives:

The objectives are: (i) To identify major categories of C&D categories of employees and design training Programs suitable for improving their skills, (ii) To develop the reference material, organise Training of Trainers (ToT) Programs, other instruments and educational aids necessary to conduct these training Programs and (iii) To empanel the power utilities as well as independent training institutions at State and District level to deliver the training Programs

RECIPMT entered into MOAs with power distribution companies/departments and their training institutes empanelling them for conduct of trainings and MoP extends partial financial support to them through RECIPMT/REC towards successful conduct of training of their C&D employees. As approved by MOP, the utilities are reimbursed the training expenses @Rs.1500/- per participant per day towards course fee plus Rs. 600/- per participant per training towards course material.

Seven (7) Modules of Training of C&D Employees from XIIth Plan onwards

The 7 modules of training with duration conducted from XIIth plan are:

1. Linemen Training (4 days)
2. Energy Metering, Billing (2 days)
3. Energy Metering, Billing (3 days)
4. Financial Management, Stores Accounting and Office Administration (3 days)
5. Safety, Accident prevention and Disaster Management (2 days)
6. O&M of Distribution Transformers, Prevention of Failures and Repairs (3 days)
7. Upgradation of IT/ Computer Skills (3 days)

The reference material of the modules was designed and developed suitable to the requirement of target audience and also being translated by the utilities into vernacular languages for better understanding by the participants. Primarily, Training of Trainers (ToT) Programs are conducted to train the empanelled training institute faculty who in turn organise training Programs in local language.

As on March, 2019, training of 2, 49,081 C&D Employees is completed since April 2009 of XIth plan period and the period-wise achievement of training is in table below.

| Type of Training | Achievement (in Nos.) | | | | |
|------------------------------------|-----------------------|-----------------|---------------|---------------|-----------------|
| | (2009-12) | (2012-17) | (2017-18) | (2018-19) | Total |
| C & D employees Trained | 76,793 | 1,28,002 | 28,235 | 16,077 | 2,49,107 |

National Training Programs for C&D employees Zone-Wise, Utility-wise

| Zone | Utility | 2009-12 | 2012-17 | 2017-18 | 2018-19 | Total |
|----------------------|---------|---------|---------|---------|---------|-------|
| Southern Zone | | | | | | |
| 1 | TSSPDCL | 3,357 | 4,790 | 537 | 708 | 9,392 |
| 2 | TSNPDCL | 1,483 | 2,917 | 1,351 | 1,175 | 6,926 |
| 3 | APSPDCL | 2,800 | 5,609 | 882 | 467 | 9,758 |
| 4 | APEPDCL | 1,127 | 3,751 | 716 | 303 | 5,897 |
| 5 | BESCOM | 1,442 | 1,662 | - | - | 3,104 |

| | | | | | | |
|--------------------------|--------------|---------------|---------------|---------------|--------------|-----------------|
| 6 | HESCOM | 2,947 | 1,830 | 373 | 204 | 5,354 |
| 7 | MESCOM | 2,043 | 1,236 | 276 | 377 | 3,932 |
| 8 | GESCOM | 2,129 | 1,472 | 538 | - | 4,139 |
| 9 | CESCL | 4,338 | 2,421 | 735 | 331 | 7,825 |
| 10 | TANGEDCO | 12,095 | 16,648 | 2,400 | 1,500 | 32,643 |
| 11 | KSEB | 5,778 | 11,840 | 2,747 | 989 | 21,354 |
| 12 | Puducherry | 120 | - | - | - | 120 |
| 13 | Lakshadweep | - | - | 45 | - | 45 |
| | Total | 39,659 | 54,176 | 10,600 | 6,054 | 1,10,489 |
| Northern Zone | | - | - | - | - | - |
| 13 | AVVNL | 430 | 5,396 | 525 | 800 | 7,151 |
| 14 | JVVNL | 850 | 3,600 | 850 | 1,525 | 6,825 |
| 15 | HPSEB | 647 | 2,458 | 400 | 299 | 3,804 |
| 16 | PSPCL | 2,695 | 11,393 | 2,749 | 994 | 17,831 |
| 17 | J&K | 271 | 815 | 1,053 | 1,156 | 3,295 |
| 18 | DHBNL | 610 | 1,095 | 931 | 346 | 2,982 |
| 19 | UHBNL | 517 | 1,044 | 439 | - | 2,000 |
| 21 | JDVVNL | 142 | 986 | 452 | 1,100 | 2,680 |
| | Total | 6,162 | 26,787 | 7,399 | 6,194 | 46,568 |
| East Central Zone | | - | - | - | - | - |
| 22 | BSEB(NBPDCL) | 538 | 358 | - | - | 896 |
| 23 | UPPCL | 334 | 37 | - | - | 371 |
| 24 | DVVNL | - | 100 | 40 | - | 140 |
| 25 | PoVVNL | - | - | - | - | - |
| 26 | PaVVNL | - | - | - | - | - |
| 27 | MVVNL | - | - | - | - | - |
| 28 | UPCL | 466 | - | 1,448 | - | 1,914 |

| | | | | | | |
|---------------------|-------------------|---------------|-----------------|---------------|---------------|-----------------|
| 29 | JSEB | 30 | - | - | - | 30 |
| | Total | 1,368 | 495 | 1,488 | - | 3,351 |
| Eastern Zone | | | - | - | - | - |
| 30 | MeECL | 990 | 644 | - | 235 | 1,869 |
| 31 | SIKKIM | 146 | 275 | - | - | 421 |
| 32 | TSECL | 400 | 126 | - | - | 526 |
| 33 | APDCL | 2,614 | 2,592 | 25 | - | 5,231 |
| 34 | CESU | 1,995 | 2,016 | 125 | - | 4,136 |
| 35 | SOUTHCO | 353 | 103 | 200 | - | 656 |
| 36 | WESCO | 324 | 616 | 25 | - | 965 |
| 37 | NESCO | 711 | 889 | - | - | 1,600 |
| 38 | WBSEDCL | 1,156 | 1,395 | - | - | 2,551 |
| 39 | Arunachal Pradesh | 275 | - | - | - | 275 |
| 40 | Nagaland | 150 | - | - | - | 150 |
| | Total | 9,114 | 8,656 | 375 | 235 | 18,380 |
| Western Zone | | | - | - | - | - |
| 41 | MSEDCL | 9,509 | 12,591 | 3,010 | 1,049 | 26,159 |
| 42 | MPMKVVCL | 1,710 | 7,562 | 1,804 | 1,010 | 12,086 |
| 43 | MPPoKVVCL | 2,260 | 5,001 | 669 | 88 | 8,018 |
| 44 | MPPaKVVCL | 853 | 3,597 | 750 | 375 | 5,575 |
| 45 | CSPDCL | 1,994 | 3,906 | 739 | 404 | 7,043 |
| 46 | GETRI | 4,164 | 5,231 | 1,401 | 642 | 11,438 |
| | Total | 20,490 | 37,888 | 8,373 | 3,568 | 70,319 |
| Total | | 76,793 | 1,28,002 | 28,235 | 16,077 | 2,49,107 |