ग्रिड-इंडिया
GRID-INDIA

HRD
ACTION PLAN

FY 2023 -24

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TNA APPROACH 2023-24

In a knowledge based organisation like GRID-INDIA, it is important to not only keep abreast of the latest knowledge and skills, it is also imperative to be prepared for future challenges and anticipate requirement.

Individualised learning journeys that align to organisational goals are important to build a diversified set of skills knowledge and behaviours. The structured learning programmes must align to employees' career advancement as well as bridge the gaps between the present skills, knowledge and behaviours to what is required to meet future challenges.

Learning is at the base for achieving our goals, targets and fulfilling our mission and vision. GRID-INDIA has a robust structure Learning & Development Mechanism, which caters to all employees and evolves as they progress through the organization.

The employees at different levels have to complete their mandatory 7 Mandays of annual training through four components – 1. Functional Program, 2. Behavioural Program, 3. External Conference/Seminar and 4. Online Certification Program. These programs could either be the calendar programs or other external programs throughout the year. The programs listed on TNA Portal have been included in HRD Calendar for FY:2023-24. The mandatory training requirements for the employees at different levels has been outlined below:

Sl. No	Levels	Functional (Part of TNA)	Behavioural/Non Functional (Part of TNA)	External conference/ seminar (Not a Part of TNA)	Online Certification (External) (Not a Part of TNA)
1	E8 and Above	1 Day	2 Days	1 National/ International level conference	1 Certification Programme
2	E6 & E7	1 Day	2 Days	1 National/ International level conference	1 Certification Programme
3	E2-E5	2 Days	2 Days	-	1 Certification Programme
4	Supervisors	2 Days	2 Days	-	1 Certification Programme
5	Workmen	2 Days	2 Days	-	1 Certification Programme

List of Programs 2023-24

Program Code	Programme Name	Level	No. of Days	Responsibility Center	Dates	No. of Batches
SO 01	Basics of Power Electronics and Inverter based generation sources	Supervisors, E2-E8	3	NERLDC	11-13 Oct, 2023	1
SO 02	Resource adequacy-Intra day, Week Ahead, Month Ahead & Year Ahead	E2-E8	3	SRLDC	17-19 Jan, 2024	1
SO 03	Demand & RE Forecasting	E2-E8	2	WRLDC	27-28 July, 2023	1
SO 04	Power System Protection and System Protection Schemes (Protection of Line, Transformer, Generator, HVDC etc.)	E2-E8	3	NRLDC	19-21 June, 2023	1
SO 05	Reactive Power Management	E2-E8	2	NERLDC	5-7 Feb, 2024	1
SO 06	Frequency Control and Dimensioning of Reserves and Performance evaluation(Primary Response Testing, AGC, Tertiary Control)	E2-E6	2	ERLDC	3-4 July, 2023	1
SO 07	Basics of Power System Studies on PSSE & Python Programme for PSSE & OPF	E2-E6, Supervisor	3	WRLDC	8-10 Nov, 2023	1
SO 08	Transfer Capability Assessment for reliable system operation	E2-E6, Supervisor	2	SRLDC	11-12 March, 2024	1
SO 09	Meteorology for System Operators & Load and RE Forecasting	E2-E6, Supervisor	2	NRLDC	22-23 Jan, 2024	1
SO 10	Power system Dynamic Modelling & stability study, PSCAD and MATLAB	Supervisor, E2-E6	3	ERLDC	4-6 Dec, 2023	1

Program Code	Programme Name	Level	No. of Days	Responsibility Center	Dates	No. of Batches
SO 11	Synchro Phasors Application and PMU data Analysis	E2-E6, Supervisor	2	NERLDC	14-15 March, 2024	1
SO 12	Despatcher Training Simulator	E2-E8	2	All Regions	TBA	5
MO 01	Electricity Market & Economics	E2-E8, Supervisors	3	NERLDC	12-14 July, 2023	1
MO 02	Resource Adequacy & Energy Storage Systems	E2-E8	2	NERLDC	20-21 Nov, 2023	1
MO 03	Ancillary Services and Imbalance Management	E2-E6, Supervisors	2	SRLDC	8-9 June, 2023	1
MO 04	Power System Optimisation and Economic Despatch	E2-E8	2	NRLDC	4-5 March, 2024	1
MO 05	Open Access Administration	E2-E6, Supervisors	2	WRLDC	12-13 Feb, 2024	1
MO 06	Metering Philosophy & Settlement of Accounts	E2-E6, Supervisors	2	SRLDC	14-15 Dec, 2023	1
MO 07	Power System Transmission Pricing	E2-E6, Supervisors	2	ERLDC	10-11 Aug, 2023	1
SCADA_IT 01	Basics of SCADA Systems	E2-E8, Supervisor, Workman	3 Days	NERLDC	26-28 June, 2023	1
SCADA_IT 02	Basics of Network Administration, Information Security and Cyber Crisis Management	E2-E8, Supervisor	3 Days	ERLDC	29-31 May, 2023	1
SCADA_IT 03	Advance Module on SCADA & EMS	E2-E8	3 Days	WRLDC	8-10 Jan, 2024	1
SCADA_IT 04	Advanced MS Excel	E2-E8, Supervisor, Workman	3 Days	NRLDC	2-4 August, 2023	1
SCADA_IT 05	Scheduling and Forecasting Applications in Renewable Energy Management Centres	E2-E8, Supervisor	2 Days	SRLDC	20-21 July, 2023	1

Program Code	Programme Name	Level	No. of Days	Responsibility Center	Dates	No. of Batches
SCADA_IT 06	Energy Management System Applications for Load Despatch Centres, Database modeling and display building	E2-E8	3 Days	NRLDC	27-29 Nov, 2023	1
RE 01	Renewable Energy Sources & Grid Integration	E2-E8 , Supervisor, Workman	2 Days	CC	TBA	1
RE 02	Renewable Energy Certificate Mechanism	E2-E8 , Supervisor	2 Days	CC	1st week of May	1
C&M 01	Contracts Management	E2-E8 , Supervisor, Workman	3 Days	WRLDC	14-16 June, 2023	1
C&M 02	Public Procurement and GeM	E2-E8 , Supervisor, Workman	2 Days	ERLDC	21-22 Sept, 2023	1
FIN 01	Basic Finance for Non-Finance persons	E2-E8, Supervisors, Workmen	2 Days	ERLDC	29-30 Jan, 2024	1
FIN 02	RLDC Fee & Charges and Direct Tax Laws	E2-E8, Supervisors	2 Days	SRLDC	5-6 Oct, 2023	1
HR 01	Rajbhasha Karyashala	E2-E8, Supervisor, Workmen	1 Day	All Regions	TBA	24
HR 02	Reservation Policy for SC/ST/OBC/EWS	E2-E8, Supervisor, Workmen	2 Days	NERLDC	28-29 August, 2023	1
HR 03	Labour Law Reforms with Focus on Contract labour Management	E2-E8, Supervisor	3 Days	SRLDC	25-26 Sept, 2023	1
GEN 01	Sexual Harassment of women at workplace (Prevention, Prohibition & Redressal) Act & Workplace Demographics: Gender Diversity	E2-E8, Supervisors, Workmen	2 Days	CC	26-27 Feb, 2024	1

Program Code	Programme Name	Level	No. of Days	Responsibility Center	Dates	No. of Batches
GEN 02	उत्कृष्टता : Training the Trainer using Lego Serious Play	E2-E7	2 Days	CC	TBA	5
GEN 03	Awareness Program on Integrated Management System (IMS)	E2-E8, Supervisors, Workmen	2 Days	CC	TBA	1
GEN 04	Internal Auditor Training	E2-E8, Supervisors, Workmen	2 Days	CC	TBA	1
GEN 05	Next Innings: नवआयाम (for the employees superannuating in years 2023 and 2024)	E2-E8, Supervisors, Workmen	3 Days	CC	5-7 June, 2023	1
GEN 06	Vigilance Awareness Program	E2-E8 , Supervisor, Workman	2 Days	All Regions	TBA	5
GEN 07	Empowering Decision Making with Data Analytics	E3-E8	3 Days	CC	24-26 May, 2023	1
GEN 08	Data Visualization and Story-Telling	E2-E8	3 Days	CC	16-18 Oct, 2023	1
BEH 01	Team Building: Experiential Learning Workshop : इंद्रधनुष	E2-E8	3 Days	CC , CC, ERLDC	21-23 Nov, 2023; 6-8 Feb, 2024; 4-6 Oct, 2023	3
BEH 02	Team Building: Experiential Learning Workshop: उत्कर्ष	Supervisor, Workman	3 Days	NRLDC	12-14 Sept, 2023	1
BEH 03	Communication – The Crucial Skills /Influencing through the Power of Communication	E4-E5; E6-E7	2 Days	CC	TBA	2
BEH 04	Creativity, Critical Thinking & Innovation	E2-E8 , Supervisor	2 Days	WRLDC	30-31 Aug,2023	1
HEAL 01	Happiness Strategy for Employees	E2-E8, Supervisor	3 Days	NRLDC	21-23 Feb, 2024	1

Program Code	Programme Name	Level	No. of Days	Responsibility Center	Dates	No. of Batches
HEAL 02	Healthy living: Yoga, Nutrition & Sleep: संजीवनी	E2-E8, Supervisor, Workman	2 Days	WRLDC	4-8 Sept, 2023	1
HEAL 03	Mental Health Program: Stress, Anxiety & Fatigue: तपस	E2-E8, Supervisor, Workman	3 Days	CC	23-25 Aug, 2023	1
LEAD 01	Leading for Organisational Impact	E7-E9	3 Days	CC	TBA	1
LEAD 02	Lead 4 Success	E7-E9	3 Days	CC	TBA	1
LEAD 03	Empowering Women Leadership	E7-E9	3 Days	CC	TBA	1
GMP 01	General Management Program	E8-E9	5 days	CC	TBA	1
GMP 02	General Management Program	E6-E7	5 days	CC	TBA	1

SYSTEM OPERATION

SO 01: Basics of Power Electronics and Inverter based generation sources

Area	:	System Operation
Prog. Director	:	SO Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	3 Days
Level	:	E2-E8, Supervisors
Date(s)	:	11-13 Oct, 2023
Responsibility Centre(s)	:	NERLDC
Objective	:	To develop a fundamental understanding of power electronics and understand the basics of inverter-based generation.
Contents	:	Introduction to power electronics; Introduction to inverter-based generation; Power electronics devices; Inverter topologies; Control techniques for power electronics; Control techniques for inverter-based generation; Design and implementation of power electronics circuits; Grid integration of renewable energy systems; case studies of successful renewable energy projects; Future trends in power electronics and renewable energy systems.

SO 02: Resource adequacy-Intra day, Week Ahead, Month Ahead & Year Ahead

Area	:	System Operation
Prog. Director	:	SO Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	3 Days
Level	:	E2-E8
Date(s)	:	17-19 Jan, 2024
Responsibility Centre(s)	:	SRLDC
Objective	:	The training program aims to provide an overview of the various concepts and terminologies related to resource adequacy planning.
Contents	:	Introduction to Resource Adequacy Planning; Intra-Day Resource Adequacy Planning; Week Ahead Resource Adequacy Planning; Month Ahead Resource Adequacy Planning; Year Ahead Resource Adequacy Planning; Renewable Energy and Resource Adequacy; Regulatory Framework and Resource Adequacy; Economic and Financial Considerations; case studies and best practices related to resource adequacy planning.

SO 03: Demand & RE Forecasting

Area	:	System Operation
Prog. Director	:	SO Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	2 Days
Level	:	E2-E8
Date(s)	:	27-28 July, 2023
Responsibility Centre(s)	:	WRLDC
Objective	:	The training program aims to provide a basic understanding of the principles of demand and renewable energy forecasting, including the various techniques used for forecasting.
Contents	:	Introduction to Demand Forecasting; Data Sources and Analysis Techniques; Forecasting Techniques; Renewable Energy Forecasting; Uncertainty and Risk Management; Best Practices and Case Studies; Forecasting Tools; Forecasting in Practice.

SO 04: Power System Protection and System Protection Schemes

Area	:	System Operation
Prog. Director	:	SO Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	3 Days
Level	:	E2-E8
Date(s)	:	19-21 June, 2023
Responsibility Centre(s)	:	NRLDC
Objective	:	To make the participants understand the basics of power system protection and its elements along with the design and implementation philosophies.
Contents	:	Basics of line; bus bar; transformer; reactor protection; Protection coordination; Basics of system protection schemes and its design; System protection schemes in India; Advanced Power System protection schemes.

SO 05: Reactive Power Management

Area	:	System Operation
Prog. Director	:	SO Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	2 Days
Level	:	E2-E8
Date(s)	:	5-7 Feb, 2024
Responsibility Centre(s)	:	NERLDC
Objective	:	It will make the participants understand the reactive power requirement in the system and also the management with the help of various technologies like AVRs and FACTs.
Contents	:	Basics of reactive power and its importance in system operation; Basic techniques for reactive power management; Concept of FACT Devices: STATCOM, SVC etc.

SO 06: Frequency Control And Dimensioning Of Reserves And Performance Evaluation (Primary Response Testing, AGC, Tertiary Control)

Area	:	System Operation
Prog. Director	:	SO Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	2 Days
Level	:	E2-E6
Date(s)	:	3-4 July, 2023
Responsibility Centre(s)	:	ERLDC
Objective	:	Participants will get to know about the various frequency control methods and reserve assessment techniques along with the practices for the 'performance evaluation' of frequency control. Participants will also be introduced to the worldwide practices for the frequency control and reserve monitoring & control.
Contents	:	Primary, Secondary and Tertiary Control; Frequency response characteristics and its assessment; Reserves assessment and its importance in system operation; Regulatory provisions regarding frequency control and reserves; International practices / standards for frequency control and reserves; Worldwide practices for frequency control and reserve monitoring.

SO 07: Basics Of Power System Studies On PSSE & Python Programme For PSSE & OPF

Area	:	System Operation
Prog. Director	:	SO Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	3 Days
Level	:	E2-E6, Supervisors
Date(s)	:	8-10 Nov, 2023
Responsibility Centre(s)	:	WRLDC
Objective	:	To make participants familiar of steady state, dynamic and short circuit studies in PSSE; Automation in simulation and report generation in PSSE through python.
Contents	:	Basic of power system modelling; Familiarisation with PSSE; Steady state, dynamic and short circuit studies; Python for automation in PSSE; Operation of power electronic devices (Thyristors, IGBTs etc.) with various controls, application of PE devices (Rectifier, inverters, Photovoltaic modules, HVDC etc.) in Power Systems.

SO 08: Transfer Capability Assessment For Reliable System Operation

Area	:	System Operation
Prog. Director	:	SO Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	2 Days
Level	:	E2-E6, Supervisor
Date(s)	:	11-12 March, 2024
Responsibility Centre(s)	:	SRLDC
Objective	:	Participants will be able to assess the reliable transfer capability limits for inter and intra-regional flows and also learn about the sensitivity analysis of system parameters through simulation.
Contents	:	Transfer Capability Assessment and Congestion Management; P-V & Q-V curves.

SO 09: Meteorology for System Operators & Load and RE Forecasting

Area	:	System Operation
Prog. Director	:	SO Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	2Days
Level	:	E2-E6, Supervisor
Date(s)	:	22-23 Jan, 2024
Responsibility Centre(s)	:	NRLDC
Objective	:	Participants will be able to understand the importance of weather parameters into load and RE forecasting. Various forecasting techniques and application of AI shall also be learnt.
Contents	:	Use of weather portal and understanding of weather based phenomenon, Statistical techniques of forecasting; Forecasting based on Artificial Intelligence; Basics of demand forecasting and experience in India.

SO 10: Power system Dynamic Modelling & stability study, PSCAD and MATLAB

Area	:	System Operation
Prog. Director	:	SO Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	3 Days
Level	:	E2-E6, Supervisor
Date(s)	:	4-6 Dec, 2023
Responsibility Centre(s)	:	ERLDC
Objective	:	To make the participant understand about the power system dynamic modelling and stability study, the basic analysis of PSCAD along with modelling and system level studies, MATLAB/Simulink.
Contents	:	Excitation; turbine-governor; renewable generation model parameters representation and stability study; Familiarisation with PSCAD software; Modelling electrical devices in PSCAD; AC and DC system analysis; Switching transients and harmonic analysis; Interface with PSSE and MATLAB; User-defined models and libraries; TOV, TRV, Capacitor switching; Ferro resonance; SSR etc. studies in PSCAD; Familiarisation with MATLAB and its library; Use of MATLAB in power system operation; Modelling electrical power systems in Simulink / Simscape; Statistical methods in MATLAB; Data analysis and visualisation in MATLAB; Optimisation techniques in MATLAB.

SO 11: Synchro Phasors Application and PMU data Analysis

Area	:	System Operation
Prog. Director	:	SO Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	2 Days
Level	:	E2-E6, Supervisor
Date(s)	:	14-15 March, 2024
Responsibility Centre(s)	:	NERLDC
Objective	:	Participants will be made aware of the synchrophasor technology and application for system monitoring and analysis through post event data analytics.
Contents	:	Fundamentals of PMU; Signatures for faults and other grid incidences; Basic of data analytics and methodologies; Application of PMU data and data analytics for system analysis.

SO 12: Despatcher Training Simulator

Area	:	System Operation
Prog. Director	:	SO Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	6
Duration	:	2 Days
Level	:	E2-E8
Date(s)	:	TBA
Responsibility Centre(s)	:	All Regions
Objective	:	Participants will be able to practise the Normal and Emergency Operation and Power Systems, Active and Reactive Power Control and Advanced Applications using Despatcher Training Simulator (DTS).
Contents	:	Despatcher Training Simulator Overview, MMI Controls; Frequency Controls; Voltage Controls, SCADA Operations; Transaction Scheduling, Islanding and Re-synchronisation; Prevention of System Occurrences; System Restoration.

MARKET OPERATION

MO 1 : Electricity Market & Economics

Area	:	Market Operation
Prog. Director	:	MO Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	3 Days
Level	:	E2-E8, Supervisors
Date(s)	:	12-14 July 2023
Responsibility Centre(s)	:	NERLDC
Objective	:	To familiarize participants with the principles of Financial Products in Electricity Market.
Contents	:	Electricity Markets Pricing: Electricity price basics, Market Clearing price (MCP), Zonal and locational MCPs. : Basic concepts, needs & products, Electricity Derivatives, Comparison with Commodity & Currency market, Whole sale and Retail Electricity Market, Power exchange operations (IEX, PXI, HPX) and products (DAM, GDAM, RTM and Term Ahead), Role of system operators, Future development, International practices.

MO 2 :Resource Adequacy & Energy Storage Systems

Area	:	Market Operation
Prog. Director	:	MO Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	2 Days
Level	:	E2-E8
Date(s)	:	20-21 November 2023
Responsibility Centre(s)	:	NERLDC
Objective	:	To familiarize participants with the energy storage systems, and to have the latest technology, market conditions and issues clearly explained. Energy markets in relation to energy storage, the role of storage in providing flexibility to solve intermittency issues in the grid, business models, performance indicators, warranties, safety, risks and risk mitigation are covered.
Contents	:	Resource Adequacy Planning and Reserve Estimation, Best National and International Practises, Methodology, Technology and Human Resource Requirement, CAPEX & long term planning, Financing support, Risk management, Optimal Generation Mix, Reserves, Battery energy storage, Green Hydrogen and Future, International practices Energy Storage options (like BESS, Pumped Storage, Flywheel etc) and experiences from the other countries, Electric Vehicle

MO 3: Ancillary Services and Imbalance Management

Area	:	Market Operation
Prog. Director	:	MO Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	2 Days
Level	:	E2-E6, Supervisors
Date(s)	:	8-9 June 2023
Responsibility Centre(s)	:	SRLDC
Objective	:	To familiarise participants with the concepts of ancillary services market
Contents	:	Ancillary Services: Classifications and definitions, Market for AS, AS management in various markets, RRAS & AGC, SANTULAN Report, Voltage Control AS, Black Start AS, Coordinated real time dispatch through balancing mechanism.

MO 4 :Power System Optimisation and Economic Despatch

Area	:	Market Operation
Prog. Director	:	MO Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	2 Days
Level	:	E2-E8
Date(s)	:	4-5 March 2023
Responsibility Centre(s)	:	NRLDC
Objective	:	To familiarize participants with the theoretical concepts of optimization and application of optimization in different areas of power system
Contents	:	Optimization techniques & tools, Optimal power flow, Security ConstriantEcomomicDesptach , SCUC concept, MBED concept

MO5: Open Access Administration

Area	:	Market Operation
Prog. Director	:	MO Representative
Prog. Co-ordinator	:	HR Representative
No. of Program (s)	:	1
Duration	:	2 Days
Level	:	E2-E6, Supervisors
Date(s)	:	12-13 February 2024
Responsibility Centre(s)	:	WRLDC
Objective	:	To familiarise participants with various aspects related to Open Access and transactions.
Contents	:	Connectivity, Long term & Medium term access with states perspectives. GNA (General Network Access) and TGNA, NOAR, Green Open Access Rule, Payment Security Mechanism, Electricity (Late Payment Surcharge and Related Matters) Rules, 2022, , STOA, Exchange, Banking etc

MO 6: Metering Philosophy & Settlement of Accounts

Area	:	Market Operation
Prog. Director	:	MO Representative
Prog. Co-ordinator	:	HR Representative
No. of Program (s)	:	1
Duration	:	2 Days
Level	:	E2-E6, Supervisors
Date(s)	:	14-15 December 2023
Responsibility Centre(s)	:	SRLDC
Objective	:	To familiarise participants with the fundamentals ofmetering andsettlements system and existing practices in India.
Contents	:	SAMAST, Metering, Automated Meter Reading, 5 Min Metering, REA, Energy Accounting - Reactive energy charge, Congestion charge, REA and PSDF Account, Pool accounts, RTA/RTDA, Ancillary service settlement etc

MO 7: Power System Transmission Pricing

Area	:	Market Operation
Prog. Director	:	MO Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	2 Days
Level	:	E2-E6, Supervisors
Date(s)	:	10-11August 2023
Responsibility Centre(s)	:	ERLDC
Objective	:	To help participants to understand various aspects related to Transmission Pricing.
Contents	:	POC Tariff philosophy, Sharing of Transmission Charges and losses Regulation, Transmission Account, Transmission Deviation Account, International Experience etc.

SCADA

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IT

SCADA & IT 01 : Basics of SCADA Systems

Area	:	**SCADA and IT**
Prog. Director	:	SCADA Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	3 Days
Level	:	E2-E8, Supervisors, Workman
Date(s)	:	26-28June 2023
Responsibility Centre(s)	:	NERLDC
Objective	:	To familiarise the participants with the fundamentals of SCADA System and help the participants to understand the use of OT in System Operation.
Contents	:	Fundamentals of SCADA System; RTU Basics/Data Acquisition Principles, SCADA Features, Alarm and Quality Flags Open Access Gateway Overview (ICCP); Introduction to Historian System , DTS Overview-Hands on Training; PMU Overview; Substation Automation. Real-time Applications used in Grid Monitoring; SCADA and Communication Network Overview;; Introduction to EMS applications, Regulatory framework for communication system

SCADA & IT 02: Basics of Network Administration and Information Security and Cyber Crisis Management

Area	:	**SCADA and IT**
Prog. Director	:	SCADA Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	3 Days
Level	:	E2-E8, Supervisors
Date(s)	:	29-31May 2023
Responsibility Centre(s)	:	ERLDC
Objective	:	To help participants to understand issues related to network Administration, knowledge of Windows server and various types of Network devices. To give an understanding of the issues related to cyber security and how security of IT system can be ensured.
Contents	:	Introduction to WS 2019; Configuring the Windows Server 2019 Environment; Managing WS 2019 Network Services; Intro to AD and Account Management; Configuring, Managing, and Troubleshooting Resource Access; Overview of Networking; Types of LAN Card & Configuration; Cabling of Communication Channels; Networking Devices Handling; Configuring Hubs, Switches, Routers, Bridges; Configuring and using SAN and NAS; Types of physical servers, their installation and configuration. Introduction to Threat and Need for Crisis Planning; Cyber Incident Response Life Cycle; Type of Threats and their Detection Techniques (DoS, DDoS etc.); Vulnerability Assessment and Threat Mitigation; Network Vulnerability Scanning; VAPT Report Generation and Threat Mitigation; Cryptography and Ciphers; Introduction to SIEM & working of Security Operation Centre. Network Hardening & other features related to Cyber Security Cyber Security Implementation Guidelines & Frameworks; Security Implementation Techniques; Advanced Implementation Techniques; Security Assessment Tools .

SCADA & IT 03 : Advance Module on SCADA & EMS

Area	:	**SCADA and IT**
Prog. Director	:	SCADA Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	3 Days
Level	:	E2-E8
Date(s)	:	8-10 January 2023
Responsibility Centre(s)	:	WRLDC
Objective	:	To help participants to understand advance techniques of SCADA & EMS.
Contents	:	Basic of SCADA & Cyber Security, Historian principals and Data Exchange over OPC and other web services, Use of Big Data Analysis using SCADA & PMU data, EMS applications Overview like, State Estimator, OPF, Short circuit Analysis, SCADA database modelling including RTU & ICCP database modelling, Database modelling concept for EMS & AGC applications, Introduction to DSA , Introduction to communication system used for Power System .

SCADA & IT 04: Basic MS Office, Advanced MS Excel

Area	:	**SCADA and IT**
Prog. Director	:	SCADA Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	3 Days
Level	:	E2-E8, Supervisor, Workmen
Date(s)	:	2-4 August 2023
Responsibility Centre(s)	:	NRLDC
Objective	:	To help the participants to understand and demonstrate advanced skills related to Microsoft Excel, so that day to day work is carried out efficiently using the IT infrastructure. To equip the participants with the basic skills related to Microsoft Office applications,to help them to carry out their day to work day efficiently, using the IT infrastructure
Contents	:	Introduction to MS Excel Basic Steps; Formatting / Conditional Formatting, Working with Formulas. Working with Data, Sort, and Filter etc.; Visual Basic for Applications in Excel Macros and the Visual Basic Editor; Working with Macros with reference to existing applications used in Grid-India; Decision making tool like solver in Excel; Functions, XML, Code & Add-Ins; Using conditional statements; Making Tables & Charts using Excel; Using dynamic charting tools; Linking macro with charting tools; More using VBA; Using ActiveX controls & Form controls & other Developer tools. Introduction to MS Office; Introduction to MS Word; Formatting / Conditional Formatting; Working with Formulas in Word; Introduction to MS Excel Basics; MS Excel Formatting / Conditional Formatting, Working with Formulas; Introduction to Presentation skills & requirements; Working with Power Point - Basic steps; DB Concept; Introduction to MS Access.

SCADA & IT 05: Scheduling and Forecasting Applications in Renewable Energy Management Centres

Area	:	**SCADA and IT**
Prog. Director	:	SCADA Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	2 Days
Level	:	E2-E8, Supervisor
Date(s)	:	20-21July 2023
Responsibility Centre(s)	:	SRLDC
Objective	:	To familiarise the participants with the fundamentals of Scheduling and Forecasting Application of REMC.
Contents	:	Fundamentals of REMC SCADA System; Fundamentals of Forecasting and their Operation;; REMC SCADA Features and Database –Modelling;; Usage of Artificial Intelligence & machine learning in Power System, Introduction to Weather forecasting features , Open Access Gateway Overview (ICCP); Application of REMC; Introduction to REMC Scheduling application , Working of REConnect Forecasting application and their use: Hands on Training.

SCADA & IT 06:Energy Management System Applications for Load Despatch Centres and Database modeling and display building

Area	:	**SCADA and IT**
Prog. Director	:	SCADA Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	3 Days
Level	:	E2-E8
Date(s)	:	27-29November 2023
Responsibility Centre(s)	:	NRLDC
Objective	:	To help the participants understand Energy Management System Applications for Load Despatch Centres and Database modeling and display building.
Contents	:	Sessions on Use of EMS applications for Grid Operators, Network Applications Database, Generation Applications Database, State Estimation, Real Time Contingency Analysis, Power flow Studies, Optimization studies, Automatic Generation Control, Economic Dispatch, Unit Commitment, Short Circuit Analysis, Dynamic Security Assessment, Dispatcher training Simulator. Sessions on Modeling of SCADA Database, Modeling of Network-related Database, Modeling of Generation-related Database, Creation of single-line diagrams/ Geographical/ tabular displays, Displays improving Situational Awareness, Shift from User Interface to User Experience, Uniform Naming Convention, Display Building Guidelines

REC

RE 01: Renewable Energy Sources & Grid Integration, challenges and operational constraints in system

Area	:	Renewable Energy
Prog. Director	:	RE Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	2 Days
Level	:	E2-E8, Supervisor, Workmen
Date(s)	:	TBA
Responsibility Centre(s)	:	CC
Objective	:	To help the participants understand issues and challenges pertaining to RE Integration and operation.
Contents	:	Issues and challenges pertaining to integration of Renewable Energy; Technical and operational imperatives: Overview of FTC Procedure & Data Requirement during FTC; REC mechanism and implications; Regulatory Framework; Commercial mechanisms for integration; Roadmap ahead.; Various RE techniques (PV Solar, WTG, biomass etc.): Overview of Hybrid RE generating plants .Overview of layout of various RE Plants. Energy storage System & recent trends in energy storage system; Operational aspects of Wind and PV Solar generation; Stability issues and challenges in integration: Challenges - Low SCR, System Intertia, RE curtailment, Control of bidirectional flow of HVDC Lack of Power system restoration services especially in high RE complexes; protection philosophy in RE regime; Various operational constraints in high RE scenarios: Large & sudden variation/loss of RE generation

RE 02: Renewable Energy Certificate Mechanism

Area	:	Renewable Energy
Prog. Director	:	RE Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	2 Days
Level	:	E2-E8 , Supervisor
Date(s)	:	1st week of May
Responsibility Centre(s)	:	CC
Objective	:	To help the participants understand issues related to REC Mechanism.
Contents	:	Overview of regulatory framework; Management of REC registry; Analysis of accreditation; Registration and issuance of RECs; Technology-wise analysis of RE projects; REC market design; Trading of RECs on power exchanges; Impact of the REC mechanism.

C&M

C&M 01: Effective Contract & Store Management

Area	:	Contracts & Materials
Prog. Director	:	C&M Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	3 Days
Level	:	E2-E8 , Supervisor, Workman
Date(s)	:	14-16 June, 2023
Responsibility Centre(s)	:	WRLDC
Objective	:	To help participants to understand new methods and practices in Contract Management for faster execution, centralization, accessibility, visibility and automation
Contents	:	Administrative approval; Process of award; Bidding documents; Methods of procurement (E-Procurement, GEM, Open, Limited & Single Tender); Evaluation of bids; Submission of evaluation report; Letter of Award; Case studies; CVC guidelines for contracts.

C&M 02:PUBLIC PROCUREMENT & GEM

Area	:	Contracts & Materials
Prog. Director	:	C&M Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	2 Day
Level	:	E2-E8, Supervisor,Workmen
Date(s)	:	21-22 Sept, 2023
Responsibility Centre(s)	:	ERLDC
Objective	:	To help participants understand Public Procurement laws along with subtle nuances of procurement, especially with regard to compliance to CDA rules and statutory compliances.
Contents	:	Laws related to Public Procurement relevant to legal enactment pertaining to contract, taxes and duties

FINANCE

FIN 01: Basic Finance for Non-Finance Persons

Area	:	Finance
Prog. Director	:	Finance Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	2 days
Level	:	E2-E8, Supervisor, Workman
Date(s)	:	29-30 Jan, 2024
Responsibility Centre(s)	:	ERLDC
Objective	:	The program aims to impart basic knowledge of finance, GST and its implication on GRID-INDIA to the employees
Contents	:	Personal Finance, Personal Taxation, understanding Financial results, Investments and returns, Applicability of GST, necessity of GST, applicability on GRID-INDIA and its implications

FIN 02: RLDC Fee & Charges and Direct Tax Laws

Area	:	Finance
Prog. Director	:	Finance Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	2days
Level	:	E2-E8, Supervisor
Date(s)	:	5-6 Oct, 2023
Responsibility Centre(s)	:	SRLDC
Objective	:	The program aims at imparting basic knowledge of RLDC fee & charges, True up and its impact on GRID-INDIA Financial result and understanding the requirement and importance of Internal Audit, Physical Verification, its implications, and support to Management/ organization.
Contents	:	CERC Norms, Estimated expenditure in petitions, Annual budget, and actual expenditure. Impact of True up on financial results. Requirement and function of Internal Audit as per Companies Act and support to organization.

HR

HR 01: Rajbhasha Karyashala

Area	:	Human Resources
Prog. Director	:	Rajbhasha Representative
Prog. Co-ordinator	:	Rajbhasha Representative
No. of Program (s)	:	1 in each quarter at each office
Duration	:	1 Day
Level	:	E2-E8, Supervisor, Workman
Date(s)	:	Quarterly – All offices
Responsibility Centre(s)	:	All Regions
Objective	:	To provide the participants practical exercises on usage of Hindi for better implementation of Rajbhasha.
Contents	:	Statutory requirement of Rajbhasha usage in official functioning, Checklist of activities to be undertaken for Rajbhasha implementation, Exercise in Hindi writing skills.

HR 02: Reservation Policy for SC/ST/OBC/EWS

Area	:	Human Resources
Prog. Director	:	HRD Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	2 Days
Level	:	E2-E8, Supervisor, Workman
Date(s)	:	28-29 August, 2023
Responsibility Centre(s)	:	NERLDC
Objective	:	To apprise the participants with the latest provisions of the Reservation Policy and evolve strategies for smooth and proper implementation of these policies.
Contents	:	Reservations for persons belonging to SC, ST, OBC and EWS categories and those with disabilities; Preparation and operation of Reservation Registers and Roosters; Reservation in promotions Verification of caste claims; Roles and functions of Liaison Officers; Role of National Commission for SC, ST.

HR 03: Labour Law Reforms with Focus on Contract labour Management

Area	:	Human Resources
Prog. Director	:	HRD Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	3 Days
Level	:	E2-E8, Supervisor
Date(s)	:	25-26 Sept, 2023
Responsibility Centre(s)	:	SRLDC
Objective	:	To help the participants understand various labour legislation and its provisions applicable to GRID-INDIA to achieve higher employee satisfaction with minimum HR issues.
Contents	:	Overview of Industrial DisputesAct; Minimum Wages Act; Right to Information Act; Workmen Compensation Act; Gratuity Act; Provident Fund Act; Maternity Benefit Act; Payment of Bonus Act; Payment of Gratuity Act; Contract Labor Act.

BEHAVIORAL

BEH 01 : इंद्रधनुष – Team Building: Experiential Learning Workshop

Area	:	Behavioral
Prog. Director	:	HRD Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	3 Days
Level	:	E2-E8
Date(s)	:	4-6 Oct, 2023; 21-23 Nov, 2023; 6-8 Feb, 2024
Responsibility Centre(s)	:	ERLDC; CC; CC
Objective	:	The intent of the program is to help participants to learn basics of working in teams through various team building exercises.
Contents	:	How to interact and communicate with each other; Importance of trust, communication, transparency; Learning the value of team through various outdoor Team building and experiential activities.

BEH 02 : Team Building: Experiential Learning Workshop: उत्कर्ष

Area	:	Behavioral
Prog. Director	:	HRD Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	3 Days
Level	:	Supervisor, Workman
Date(s)	:	12-14 Sept, 2023
Responsibility Centre(s)	:	NRLDC
Objective	:	To help the participants to understand the nuances of improved inter-personal relationships & team work, improve work efficiency, positive attitude & disposition, rejuvenation and relaxation.
Contents	:	Interactive processes; Games and discussion aimed at improving life skills; Better response to work and life situations; Achieving higher productivity, efficiency & commitment; Improving team work; Management of emotions & dealing with negativity.

BEH 03 : Communication – The Crucial Skills /Influencing through the Power of Communication

Area	:	Behavioral
Prog. Director	:	HRD Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	2
Duration	:	2 Days
Level	:	E4-E5; E6-E7
Date(s)	:	TBA
Responsibility Centre(s)	:	CC
Objective	:	The workshop will encourage participants to: upgrade their communication skills and Identify steps to improve skills to listen, speak, persuade, email, and text; Describe positive communication with coworkers; Identify a plan of meaningful communication in one's own work environment
Contents	:	Understand the importance of communication types ; The Complexity of Communication; Communication Styles; The Importance and Role of Body Language; Skills for Connecting with Others; Strategies for Speaking Effectively; Tools for Persuading Others; Phone Etiquette; Making Email Work for self and recipients; Social Media and the Workplace.

BEH 04 : Creativity, Critical Thinking & Innovation

Area	:	Behavioral
Prog. Director	:	HRD Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	2 Days
Level	:	E2-E8 , Supervisor
Date(s)	:	30-31 Aug,2023
Responsibility Centre(s)	:	WRLDC
Objective	:	To help participants to be able to generate creative ideas with enhanced understanding of problems and provide structured approach to generate better solutions.
Contents	:	Using Creativity and Problem solving techniques in Control Centre Scenarios; How to promote innovation and lateral thinking amongst System Operators; Developing personal creativity; Selecting the best decision given the specific situation; Applying processes to assess work issues and problems; Transforming creativity into practical business solutions; Profiling Thinking type.

LEADERSHIP

LEAD 01: Leading for Organizational Impact

Area	:	Leadership
Prog. Director	:	HRD Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	3 Days
Level	:	E8-E9
Date(s)	:	TBA
Responsibility Centre(s)	:	CC
Objective	:	To help participants learn to be organizationally agile with strategy, people, processes, and systems across the organization.
Contents	:	- How to balance tactical concerns with strategic thinking and acting - Ways to navigate the organization as leadership responsibilities increase - How to work more effectively across boundaries to build strategic ties and gain new perspectives - Tools to develop a deeper self-awareness to leverage leadership and boost personal resilience - Ability to identify the behaviours required to inspire others and align people to organizational outcomes - Creating systemic strategies and structures to address organizational talent needs

LEAD 02: Lead 4 Success

Area	:	Leadership
Prog. Director	:	HRD Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	3 Days
Level	:	E8-E9
Date(s)	:	TBA
Responsibility Centre(s)	:	CC
Objective	:	The program is an attempt to help leaders move from average to high performance by developing the four fundamental skills that successful leaders at any level need to master.
Contents	:	- Learning Fundamental 4 Skills: self-awareness, learning agility, influence, and communication - Understanding and enhancing the leadership brand, - Delivering effective feedback, - Developing political organizational savvy - Listening actively within the context of a real-life leadership challenge. - Using the principles of self-awareness to make conscious decisions - Identifying opportunities for growth through learning agility behaviors of seeking, sense-making, internalizing, and applying - Increasing leadership influence by building trust and leveraging networks to lead others in your chosen direction

LEAD 03: उत्थान- Empowering Women Leadership

Area	:	Leadership
Prog. Director	:	HRD Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	2 Days
Level	:	E6-E9
Date(s)	:	
Responsibility Centre(s)	:	CC
Objective	:	The program will help participants in building leadership identity, voice, presence and confidence to lead adaptively and strategically.
Contents	:	Leading Self, Others and Organization; Women and Life balance; Situational leadership, unconscious and Ego defense mechanisms; Cultural orientation, leveraging diversity; Empowering and mobilizing for self and others; Creating a learning environment of trust and safety; Strengthening capacity to manage conflict, have courageous conversations and initiate new conversations; Focusing on self-care, resilience and integration of aspects of life; Becoming Emotionally Intelligent

GENERAL MANAGEMENT PROGRAM

GMP 01

Area	:	General Management Program
Prog. Director	:	HRD Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	5 Days
Level	:	E8-E9
Date(s)	:	TBA
Responsibility Centre(s)	:	CC
Objective	:	The program will help participants learn about skills and capabilities that will enable them to grow into Senior Management and Leadership positions and the program provides critical skills for strategic thinking, strategy development and implementation.
Contents	:	Definition of a leader, leader vs boss, Leadership styles, Self-Awareness – SWOT Analysis, Critical skills for strategic thinking, strategy development and implementation, Identify problems using logic, judgment and data, Be a risk taker, Work and Performance Management, Latest management evaluation with practice and applied research.

GMP 02

Area	:	General Management Program
Prog. Director	:	HRD Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	5 Days
Level	:	E6-E7
Date(s)	:	TBA
Responsibility Centre(s)	:	CC
Objective	:	To equip participants with skills and capabilities, that will enable them to move a level higher in the Leadership pyramid and the program provides critical skills for strategic thinking, strategy development and implementation.
Contents	:	Definition of a leader, leader vs boss, Leadership styles, Self-Awareness – SWOT Analysis, Critical skills for strategic thinking, strategy development and implementation, Identify problems using logic, judgment and data, Be a risk taker, Work and Performance Management, Latest management evaluation with practice and applied research.

HEALTH

HEAL 01: Happiness Strategy for Employees

Area	:	Health
Prog. Director	:	HRD Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	3 Days
Level	:	E2-E8, Supervisor
Date(s)	:	21-23 Feb, 2024
Responsibility Centre(s)	:	NRLDC
Objective	:	This programme seeks to familiarize the participants with happiness and various tools, techniques and strategies to be and stay happy in any situation in life.
Contents	:	Understand happiness; Various tools and techniques of happiness; Develop strategies for the overall happiness of individuals and organizations; Limitations of looking for happiness in the wrong way.

HEAL 02: संजीवनी - Lifestyle Management through Yoga & Nutrition

Area	:	Health
Prog. Director	:	HRD Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	2 Days
Level	:	E2-E8 , Supervisor, Workman
Date(s)	:	4-8 Sept, 2023
Responsibility Centre(s)	:	WRLDC
Objective	:	The participants will inherent introspective and calm positive attitudes & disposition for rejuvenation, relaxation and sleep.
Contents	:	Short and medium Yoga sequences for daily practice; Asanas, Pranayama, Body Detox; Various meditation techniques; Stress management; Yoga practice for a continued healthy lifestyle; Stress relieving and lifestyle management through yoga; tips for good sleep and benefits of peaceful sleep; yoga for treating insomnia; food habits for inducing sleep.

HEAL 03 Mental Health Program: Stress, Anxiety & Fatigue: तपस

Area	:	Health
Prog. Director	:	HRD Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	3 Days
Level	:	E2-E8, Supervisor, Workman
Date(s)	:	23-25 Aug, 2023
Responsibility Centre(s)	:	CC
Objective	:	After attending the program, the participants shall be able to understand the principles of positive psychology that fuels discovering and practicing lasting happiness and helps in mental detox.
Contents	:	Stress and its sign; way to control anxiety, stress and fatigue; Yogic affirmation for happy living; Stress management; longevity through stress free life .

GENERAL

GEN 01: Sexual Harassment of women at workplace (Prevention, Prohibition & Redressal) Act & Workplace Demographics: Gender Diversity

Area	:	General
Prog. Director	:	HRD Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	2 Days
Level	:	E2-E8, Supervisors, Workmen
Date(s)	:	26-27 Feb, 2024
Responsibility Centre(s)	:	CC
Objective	:	To equip the participants with the knowledge on the subject to prevent sexual harassment and develop in them professional competence for implementation of the statute. To enhance knowledge of participants resulting in an increased level of appreciation for diversity and become familiar with workplace diversity. To learn how diversity issues impact us in our daily interaction and in the workplace.
Contents	:	Gender Issues; Gender Discrimination at workplace; Law related to Sexual Harassment; Related judicial pronouncements; Provisions of the Act; Constitution of Internal Complaints Committee (ICC); Third party harassment; Role of the employer; Preventive policies (organization); Changing workforce dynamics in the 21 Century and its impact on productivity; Need for workforce diversity & sensitization towards it.

GEN 02: उत्कृष्टता: Training of Trainer using Lego Serious Play

Area	:	General
Prog. Director	:	HRD Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	5
Duration	:	2 Days
Level	:	E2-E7
Date(s)	:	TBA
Responsibility Centre(s)	:	CC
Objective	:	To explain and demonstrate setting performance objectives through active involvement of learners with methodology of LEGO Serious Play and evaluate the same in a given learning environment.
Contents	:	Train and equip with the skills required for conducting training Programs; Promote an understanding of how trainees learn and develop; Explore relationship between process and content when planning; Guiding participants through meaningful reflection and discussion. Facilitating the extraction of insights and actionable outcomes.

GEN 03: Awareness Program On Integrated Management System (IMS)

Area	:	General
Prog. Director	:	HRD Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	6
Duration	:	2 Days
Level	:	E2-E8, Supervisors, Workmen
Date(s)	:	TBA
Responsibility Centre(s)	:	CC
Objective	:	To make participants aware of IMS Standards ISO 9001: 2015, ISO 14001:2015, ISO 45001:2018 and ISO 27001:2013. The participants shall also learn how to conduct Audit, prepare check list for Internal/ external Audit, Preparedness for Recertification/ Surveillance Audit, Prepare Auditees for continual improvement.
Contents	:	How to prepare IMS apex manual; Documentation, SOA, IMS policies and Procedures; Achieving objectives; Standard Operating Procedures; Operational Control Procedures (OCP); Business Continuity Plan (BCP); Environmental Legal Register; Health and Safety Legal Register; Environmental Aspect and Impact Assessment (EAIA); Hazard Identification and Risk Assessment (HIRA); Risk Acceptance Reduction of Threat (RART); ISMS; Cyber security; VAPT; Audit Plan etc.

GEN 04: Internal Auditor Training

Area	:	General
Prog. Director	:	HRD Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	2 Days
Level	:	E2-E8, Supervisors, Workmen
Date(s)	:	TBA
Responsibility Centre(s)	:	CC
Objective	:	In the continued endeavour to provide quality services to our valued stakeholders it was envisaged to create awareness and train employees to have standalone structure based on which each RLDC, NLDC and CC can review their continual improvement related to IMS.
Contents	:	Introductory session; Understanding the standards - ISO 9001: 2015 – Quality Management System, ISO 14001: 2015 – Environmental Management System, ISO 45001: 2018 – Occupational Health & Safety Management System, ISO 27001: 2013 – Information Security Management System ; Introduction to ISMS; Documentation requirement; Do & Check cycle; Audit Preparation.

GEN 05: Next Innings: नवआयाम

Area	:	General
Prog. Director	:	HRD Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	3 Days
Level	:	E2-E8 Superannuating employees and their spouse/dependent.
Date(s)	:	5-7June, 2023
Responsibility Centre(s)	:	CC
Objective	:	To help the participants understand and prepare themselves for a peaceful next innings.
Contents	:	How to keep oneself engage in meaningful life; Tips for post-retirement financial planning and financial management; Career after 60; promoting mental, physical, spiritual and emotional well-being of self and family.

GEN 06 : Work Ethics Preventive Vigilance and RTI Act, 2005

Area	:	**General**
Prog. Director	:	Dy. CVO
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	5
Duration	:	2 Days
Level	:	E2-E8, Supervisors, Workmen
Date(s)	:	TBA
Responsibility Centre(s)	:	NRLDC, NERLDC, ERLDC, SRLDC, WRLDC
Objective	:	To give an understanding of various provisions of CDA Rules. The participants will be familiarized with various procedures to plug the loop holes in the system and procedure. They will also learn about the points and places of corruption in different fields of work.
Contents	:	Knowledge about ethics in Governance; Disciplinary proceedings; Pro-active Vigilance; Preventive Vigilance; Punitive Vigilance; Predictive Vigilance; Participative Vigilance; Live case studies will be presented during the Program to provide participants with first hand instances of malpractices; Salient features of RTI Act; Examples of best practices of both within India and outside India on Preventive Vigilance,Group Discussions on Preventive Vigilance Measures.

GEN 07: Empowering Decision Making with Data Analytics

Area	:	General
Prog. Director	:	HRD Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	3 Days
Level	:	E3-E8
Date(s)	:	24-26 May, 2023
Responsibility Centre(s)	:	CC
Objective	:	To equip participants with the knowledge and skills required to effectively analyze data and make informed decisions. The training program aims to provide a comprehensive understanding of data analytics, including data collection, cleaning, transformation, analysis, and visualization.
Contents	:	Data Analysis and Power Industry; Basic Statistics; Introduction to R; Probability; Regression Analysis; Time Series and Forecasting; Decision Making and Business Analytics; Statistical Learning

GEN 08: Data Visualization and Story Telling

Area	:	General
Prog. Director	:	HRD Representative
Prog. Co-ordinator	:	HRD Representative
No. of Program (s)	:	1
Duration	:	3 Days
Level	:	E2-E8
Date(s)	:	16-18 Oct, 2023
Responsibility Centre(s)	:	CC
Objective	:	To equip participants with the skills and knowledge to effectively communicate insights and trends from data to a variety of audiences using visual tools and storytelling techniques.
Contents	:	Introduction to Data Visualization; Data Cleaning and Preparation; Data Visualization Tools; Data Storytelling; Design Principles; Interactive Visualizations; Data Ethics.

Region Wise Program Schedule

Corporate Centre

Program Code	Programme Name	Level	No. of Days	Responsibility Center	Dates
RE 02	Renewable Energy Certificate Mechanism	E2-E8 ,Supervisor	2 Days	CC	1st week of May
GEN 07	Empowering Decision Making with Data Analytics	E3-E8	3 Days	CC	24-26 May, 2023
GEN 05	Next Innings: नव आयाम (for the employees superannuating in years 2023 and 2024)	E2-E8, Supervisors, Workmen	3 Days	CC	5-7 June, 2023
HEAL 03	Mental Health Program: Stress,Anxiety & Fatigue: तपस	E2-E8, Supervisor, Workman	3 Days	CC	23-25 Aug, 2023
GEN 08	Data Visualization and Story-Telling	E2-E8	3 Days	CC	16-18 Oct, 2023
BEH 01	Team Building: Experiential Learning Workshop : इंद्रं धनुष	E2-E8	3 Days	CC	21-23 Nov, 2023; 6-8 Feb, 2024
GEN 01	Sexual Harassment of women at workplace (Prevention, Prohibition & Redressal) Act & Workplace Demographics: Gender Diversity	E2-E8,Supervisors, Workmen	2 Days	CC	26-27 Feb, 2024
RE 01	Renewable Energy Sources & Grid Integration	E2-E8 ,Supervisor, Workman	2 Days	CC	TBA
GEN 02	उत्कृष्टता : Training the Trainer using Lego Serious Play	E2-E7	2 Days	CC	TBA
GEN 04	Internal Auditor Training	E2-E8,Supervisors, Workmen	2 Days	CC	TBA
BEH 03	Communication – The Crucial Skills/Influencing through the Power of Communication	E4-E5; E6-E7	2 Days	CC	TBA

Corporate Centre

Program Code	Programme Name	Level	No. of Days	Responsibility Center	Dates
LEAD 01	Leading for Organisational Impact	E7-E9	3 Days	CC	TBA
LEAD 02	Lead 4 Success	E7-E9	3 Days	CC	TBA
LEAD 03	Empowering Women Leadership	E7-E9	3 Days	CC	TBA
GMP 01	General Management	E8-E9	5 days	CC	TBA
HR 01	Rajbhasha Karyashala	E2-E8,Supervisor, Workmen	1 Day	All Regions	TBA
GEN 03	Awareness Program on Integrated Management System (IMS)	E2-E8,Supervisors, Workmen	2 Days	CC	TBA
GMP 02	General Management Program	E6-E7	5 days	CC	TBA

NRLDC

Program Code	Programme Name	Level	No. of Days	Responsibility Center	Dates
SO 04	Power System Protection and System Protection Schemes (Protection of Line Transformer, Generator, HVDC etc.)	E2-E8	3	NRLDC	19-21 Jun,2023
SCADA_IT 04	Advanced MS Excel	E2-E8 ,Supervisor, Workman	3 Days	NRLDC	2-4 Aug,2023
SCADA_IT 06	Energy Management System Applications for Load Despatch Centres, Database modeling and display building	E2-E8	3 Days	NRLDC	27-29 Nov,2023
HEAL 01	Happiness Strategy for Employees	E2-E8,Supervisor	3 Days	NRLDC	21-23 Feb,2024
SO 09	Meteorology for System Operators & Load and RE Forecasting	E2-E6,Supervisor	2	NRLDC	22-23 Jan,2024
MO 04	Power System Optimisation and Economic Despatch	E2-E8	2	NRLDC	4-5 Mar,2024
SO 12	Despatcher Training Simulator	E2-E8	2	All Regions	TBA
HR 01	Rajbhasha Karyashala	E2-E8,Supervisor, Workmen	1 Day	All Regions	TBA
GEN 06	Vigilance Awareness Program	E2-E8 ,Supervisor, Workman	2 Days	All Regions	TBA
BEH 02	Team Building: Experiential Learning Workshop:उत्कर्ष	Supervisor, Workman	3 Days	NRLDC	12-14 Sept, 2023

WRLDC

Program Code	Programme Name	Level	No. of Days	Responsibility Center	Dates
C&M 01	Contracts Management	E2-E8 ,Supervisor, Workman	3 Days	WRLDC	14-16 June,2023
SO 03	Demand & RE Forecasting	E2-E8	2	WRLDC	27-28 July,2023
BEH 04	Creativity, Critical Thinking & Innovation	E2-E8 ,Supervisor	2 Days	WRLDC	30-31 Aug,2023
HEAL 02	Healthy living: Yoga, Nutrition & Sleep: संजीवनी	E2-E8,Supervisor , Workman	2 Days	WRLDC	4-8 Sept,2023
SO 07	Basics of Power System Studies on PSSE & Python Programme for PSSE& OPF	E2-E6,Supervisor	3	WRLDC	8-10 Nov,2023
MO 05	Open Access Administration	E2-E6,Supervisor s	2	WRLDC	12-13 Feb,2024
SCADA_I T 03	Advance Module on SCADA & EMS	E2-E8	3 Days	WRLDC	8-10 Jan,2024
SO 12	Despatcher Training Simulator	E2-E8	2	All Regions	TBA
HR 01	Rajbhasha Karyashala	E2-E8,Supervisor , Workmen	1 Day	All Regions	TBA
GEN 06	Vigilance Awareness Program	E2-E8 ,Supervisor, Workman	2 Days	All Regions	TBA

SRLDC

Program Code	Programme Name	Level	No. of Days	Responsibility Center	Dates
SCADA_IT 05	Scheduling and Forecasting Applications in Renewable Energy Management Centres	E2-E8 ,Supervisor	2 Days	SRLDC	20-21 July,2023
HR 03	Labour Law Reforms with Focus on Contract labour Management	E2-E8,Supervisor	3 Days	SRLDC	25-26 Sept,2023
FIN 02	RLDC Fee & Charges and Direct Tax Laws	E2-E8,Supervisors	2 Days	SRLDC	5-6 Oct,2023
MO 06	Metering Philosophy & Settlement of Accounts	E2-E6,Supervisors	2	SRLDC	14-15 Dec,2023
MO 03	Ancillary Services and Imbalance Management	E2-E6,Supervisors	2	SRLDC	8-9 June,2023
SO 08	Transfer Capability Assessment for reliable system operation	E2-E6,Supervisor	2	SRLDC	11-12 March,2024
SO 02	Resource adequacy- Intra day, Week Ahead, Month Ahead& Year Ahead	E2-E8	3	SRLDC	17-19 Jan,2024
SO 12	Despatcher Training Simulator	E2-E8	2	All Regions	TBA
HR 01	Rajbhasha Karyashala	E2-E8,Supervisor, Workmen	1 Day	All Regions	TBA
GEN 06	Vigilance Awareness Program	E2-E8 ,Supervisor, Workman	2 Days	All Regions	TBA

ERLDC

Program Code	Programme Name	Level	No. of Days	Responsibility Center	Dates
SCADA_IT 02	Basics of Network Administration, Information Security and Cyber Crisis Management	E2-E8 ,Supervisor	3 Days	ERLDC	29-31 May, 2023
SO 06	Frequency Control and Dimensioning of Reserves and Performance evaluation(Primary Response Testing, AGC, Tertiary Control)	E2-E6	2	ERLDC	3-4 July, 2023
MO 07	Power System Transmission Pricing	E2-E6,Supervisors	2	ERLDC	10-11 Aug, 2023
C&M 02	Public Procurement and GeM	E2-E8 ,Supervisor, Workman	2 Days	ERLDC	21-22 Sept, 2023
BEH 01	Team Building: Experiential Learning Workshop : इद्रं धनुष	E2-E8	3 Days	ERLDC	4-6 Oct, 2023
SO 10	Power system Dynamic Modelling & stability study, PSCAD and MATLAB	Supervisor, E2-E6	3	ERLDC	4-6 Dec, 2023
FIN 01	Basic Finance for Non-Finance persons	E2-E8,Supervisors, Workmen	2 Days	ERLDC	29-30 Jan, 2024
SO 12	Despatcher Training Simulator	E2-E8	2	All Regions	TBA
HR 01	Rajbhasha Karyashala	E2-E8,Supervisor, Workmen	1 Day	All Regions	TBA
GEN 06	Vigilance Awareness Program	E2-E8 ,Supervisor, Workman	2 Days	All Regions	TBA

NERLDC

Program Code	Programme Name	Level	No. of Days	Responsibility Center	Dates
SCADA_IT 01	Basics of SCADA Systems	E2-E8 ,Supervisor, Workman	3 Days	NERLDC	26-28 Jun,2023
MO 01	Electricity Market &Economics	E2-E8,Supervisors	3	NERLDC	12-14 Jul,2023
HR 02	Reservation Policy for SC/ST/OBC/EWS	E2-E8,Supervisor, Workmen	2 Days	NERLDC	28-29 Aug,2023
SO 01	Basics of Power Electronics and Inverter based generation sources	Supervisors, E2-E8	3	NERLDC	11-13 Oct,2023
MO 02	Resource Adequacy & Energy Storage Systems	E2-E8	2	NERLDC	20-21 Nov,2023
SO 11	Synchro Phasors Application and PMU data Analysis	E2-E6,Supervisor	2	NERLDC	14-15 Mar,2024
SO 05	Reactive Power Management	E2-E8	2	NERLDC	5-7 Feb,2024
SO 12	Despatcher Training Simulator	E2-E8	2	All Regions	TBA
HR 01	Rajbhasha Karyashala	E2-E8,Supervisor, Workmen	1 Day	All Regions	TBA
GEN 06	Vigilance Awareness Program	E2-E8 ,Supervisor, Workman	2 Days	All Regions	TBA

List of Online Courses for FY 2023-24

* Employee and HRD Coordinator at RLDC/CC may ensure that the course applied by the employee under the Scheme for Undertaking Online Course is not available through Coursera Subscription.

** Online Courses applied under the Scheme for Undertaking Online Course should not exceed time investment of more than 80 hours and cost investment of ₹ 80,000 in any case.

List of Online Courses for FY 2023-24

System Operation

SN	Course Name	Institute	Duration	Hours	Link to details	Fees	Recommended for levels	Remarks
1	Technology of Intelligent and Integrated Energy Systems	edX	6 weeks	4-6 hours per week 36 hours maximum	https://www.edx.org/course/intelligent-integrated-energy-systems-1?index=product&queryID=61310aab725c6d478038b741a6fbaf9d&position=1&results_level=second-level-results&search_index=product&term=energy+storage&campaign=Technology+of+Intelligent+and+Integrated+Energy+Systems&source=edX&product_category=course&placement_url=https%3A%2F%2Fwww.edx.org%2Fsearch	₹ 12,230.00	E1-E8	
2	Discover Solar Energy and Learn to Deploy a PV System	edX	3 months	4 - 6 hours per week 60 hours minimum	https://www.edx.org/professional-certificate/delftx-solar-energy?index=product	₹ 44,186.00	E1-E8	
3	Smart Grids: Modeling	edX	6 Weeks	4 - 6 hours per week 36 hours Maximum	https://www.edx.org/course/smart-grids-modeling?index=product	₹ 10,609.00	E1-E8	
4	Professional Certificate in Smart Grids Integration and Modeling	edX	3 months	4 - 6 hours per week 60 hours minimum	https://www.edx.org/professional-certificate/delftx-smart-grids-integration-and-modeling?index=product&queryID=f254c5464beef0e833a65da58de6e64b&position=1	₹ 18,750.00	E1-E8	
5	Incorporating Renewable Energy in Electricity Grids	edX	6 weeks	2–5 hours per week 30 hours maximum	https://www.edx.org/course/incorporating-renewable-energy-in-electricity-gr-2?index=product&queryID=52c3c240504a582432df6dc40a3390c7&position=4&results_level=second-level-results&search_index=product&term=electrical&campaign=Incorporating+Renewable+Energy+in+Electricity+Grids&source=edX&product_category=course&placement_url=https%3A%2F%2Fwww.edx.org%2Fsearch	₹ 4,022	E1-E8	

SN	Course Name	Institute	Duration	Hours	Link to details	Fees	Recommended for levels	Remarks
6	Electric Cars: Technology	edX	5 weeks	4–5 hours per week 25 hours maximum	https://www.edx.org/course/electric-cars-technology?index=product&queryID=133995a3e858d49a82c0aa532fbeee35&position=4&results_level=second-level-results&search_index=product&term=electrical&campaign=Electric+Cars%3A+Technology&source=edX&product_category=course&placement_url=https%3A%2F%2Fwww.edx.org%2Fsearch	₹ 8,126	E1-E8	
7	The Economics of Energy Transition	edX	03 months	4 - 6 hours per week 60 hours minimum	https://www.edx.org/professional-certificate/delftx-the-economics-of-energy-transition	₹ 18,089.00	E1-E8	
8	Mathematical Optimization for Engineers	edX	8 weeks	6–8 hours per week 64 hours maximum	Mathematical Optimization for Engineers	edX	₹ 8,078.00	E1-E8	
9	Data Science: Visualization	edX	8 weeks	1–2 hours per week 16 hours maximum	Data Science: Visualization	edX	₹ 12,158.00	E1-E8, Supervisors	
10	Introduction to Data Science with Python	edX	8 weeks	3–4 hours per week 32 hours maximum	Introduction to Data Science with Python	edX	₹ 16,238.00	E1-E8, Supervisors	
11	PSS/E - Basic Training	Power Projects Training	60 hours	60 hours	https://www.powerprojectstraining.com/courses/psse-basics	₹ 23,600.00	E1-E8	
12	PSS/E - Advanced Training	Power Projects Training	60 hours	60 hours	https://www.powerprojectstraining.com/courses/psse-advanced	₹ 35,400.00	E1-E8	

SN	Course Name	Institute	Duration	Hours	Link to details	Fees	Recommended for levels	Remarks
					Market Operation			
1	Energy Markets of Today	edX	5 weeks	4–6 hours per week 30 hours maximum	https://www.edx.org/course/the-energy-transition-part-1-the-european-energy-m	₹ 10,609.00	E2-E7	
2	Game Theory	Coursera	4 weeks	Approx. 17 hours to complete	https://www.coursera.org/learn/game-theory-1	Available through Grid-India Coursera Subscription	E2-E7	May be done on payment basis if not available through Coursera Subscription
3	Game Theory II: Advanced Applications	Coursera	4 weeks	Approx. 16 hours to complete	https://www.coursera.org/lecture/game-theory-2/4-7-more-advanced-auctions-VX8Xk	Available through Grid-India Coursera Subscription	E2-E7	May be done on payment basis if not available through Coursera Subscription
4	Power Sector Regulation: Theory and Practice	CER-IITK	25 Hours	25 Hours	https://cer.iitk.ac.in/index.php/OnlineLearningTool/Landing_Page_category2/?id=1	₹ 35000 + 18% GST	E2-E7	
5	Power Market Economics and Operation	CER-IITK	25 Hours	25 Hours	https://cer.iitk.ac.in/index.php/OnlineLearningTool/Landing_Page_category3/?id=2	₹ 36000 + 18% GST	E2-E7	
6	Renewable Energy: Economics, Policy and Regulation	CER-IITK	25 Hours	25 Hours	https://cer.iitk.ac.in/index.php/OnlineLearningTool/Landing_Page_category4/?id=3	₹ 36000 + 18% GST	E2-E7	

SN	Course Name	Institute	Duration	Hours	Link to details	Fees	Recommended for levels	Remarks
7	Introduction to Law on Electricity	IIT Kharagpur through Swayam Portal	8 weeks	Hours not mentioned	https://onlinecourses.nptel.ac.in/noc22_lw03/preview	₹ 1000	E2-E7	
8	Scheduling & Despatch	Coursera	2 weeks	Hours not mentioned	https://www.coursera.org/lecture/electricity/ideal-economic-dispatch-Ksare	Available through Grid-India Coursera Subscription	E2-E7	May be done on payment basis if not available through Coursera Subscription
9	Digitalization of Intelligent and Integrated Energy Systems	Delft University of Technology	6 weeks	5 - 6 hours per week 36 hours maximum	https://online-learning.tudelft.nl/courses/digitalisation-of-intelligent-and-integrated-energy-systems/	$149	E2-E7	
10	Professional Certificate of Competency in Big Data and Analytics in Electricity Grids	EIT Engineering Institute of Technology, Australia	3 months	Hours not mentioned	https://www.eit.edu.au/courses/professional-certificate-of-competency-in-big-data-and-analytics-in-electricity-grids/	$890.00	E3-E7	
11	Visualizing Data with Python	edX	5 weeks	2–4 hours per week 20 hours maximum	https://www.edx.org/course/visualizing-data-with-python?index=product	₹8,093	E2-E7	
12	Visualizing Data with R	edX	4 weeks	1–2 hours per week 8 hours maximum	https://www.edx.org/course/visualizing-data-with-r?index=product	₹8,093	E2-E7	
13	Statistical Thinking for Data Science and Analytics	edX	5 weeks	7–10 hours per week 50 hours maximum	https://www.edx.org/course/statistical-thinking-for-data-science-and-analytic?index=product	₹8,093	E2-E7	

SN	Course Name	Institute	Duration	Hours	Link to details	Fees	Recommended for levels	Remarks
14	Fundamentals of Data Visualization	Coursera	Flexible deadlines	Approx. 14 hours	https://in.coursera.org/learn/fundamentals-of-data-visualization	Available through Grid-India Coursera Subscription	E2-E7	May be done on payment basis if not available through Coursera Subscription
15	Electric Vehicles – Mobility meets the Power System	The Florence School of Regulation (F SR)	5 weeks	4 hours a week 20 hours	https://fsr.eui.eu/course/electric-vehicles/	550 €	E3-E7	
16	Energy Storage	The Renewable Energy Institute	Up to 3 months	Hours not mentioned	https://www.renewableinstitute.org/training/energy-storage-course/	£540	E3-E7	
17	Introductory Course on Transformer Models and Generative Artificial Intelligence Tools	The India Smart Grid Forum (ISGF)	Up to 3 months	Hours not mentioned	https://indiasmartgrid.org/online-trainings-program	₹ 5900	E2-E7	
18	Electric Mobility & Charging Infrastructure	The India Smart Grid Forum (ISGF)	Up to 3 months	Hours not mentioned	https://indiasmartgrid.org/online-trainings-program	₹ 5900	E2-E7	
19	Advanced Metering Infrastructure (AMI)	The India Smart Grid Forum (ISGF)	Up to 3 months	Hours not mentioned	https://indiasmartgrid.org/online-trainings-program	₹ 5900	E2-E7	
20	Blockchain For Energy And Utilities	The India Smart Grid Forum (ISGF)	Up to 3 months	Hours not mentioned	https://indiasmartgrid.org/online-trainings-program	₹ 5900	E2-E7	

SN	Course Name	Institute	Duration	Hours	Link to details	Fees	Recommended for levels	Remarks
					IT			
1	CEHv12 (Certified Ethical Hacker) Certification Program	EC-Council	6 months	Hours not mentioned	https://www.eccouncil.org/train-certify/certified-ethical-hacker-ceh/	$500	E3 - E8	
2	CCISO (Certified Chief Information Security Officer) Certification Program	EC-Council	Subscription Based	Hours not mentioned	https://www.eccouncil.org/train-certify/certified-chief-information-security-officer-cciso/	$829	E6 - E8	
3	Learn React	Udacity	2 months	5-10 hrs per week	https://www.udacity.com/course/react-nanodegree--nd019	Rs. 38838	E3 - E8	
4	Implementing And Administering Networking Devices	Cisco	6 months	Hours not mentioned	https://learningnetworkstore.cisco.com/on-demand-e-learning/implementing-and-administering-cisco-solutions-ccna-v1.0/ELT-CCNA-V1-023587.html	$800	E3 - E8	

SN	Course Name	Institute	Duration	Hours	Link to details	Fees	Recommended for levels	Remarks
					Human Resources			
1	Strategic Human Resource Management	IIM Ahmedabad	6 weeks	Hours not mentioned	https://online.iima.ac.in/course/course-v1:IIMA+HRM101x+1/	Free	All Employees	
2	Corporate Trainer and Facilitator Certification	Protouchpro Services Private Limited	2 weeks (4 days) on weekends Sat/Sun – 9:30 AM to 5 PM	7.5 hours per day 30 hours	https://www.protouchpro.com/course/corporate-trainer-and-facilitator-certification/	₹ 35,400	E4 - E8	
3	Train The Trainer – Posh	Protouchpro Services Private Limited	20 hours	20 hours	https://www.protouchpro.com/course/train-the-trainer-posh-certificate-programme/	₹ 23,600	E4 - E8	Can also be done by ICC Members
4	HR Metrics & Dashboarding	Academy to Innovate HR	3 hours/ week to finish in 10 weeks	30 hours	https://www.aihr.com/courses/hr-metrics-reporting/#syllabus	₹ 39,500	E3 - E8	Online Self-paced
5	Organizational Development	Academy to Innovate HR	3 hours/ week to finish in 10 weeks	30 hours	https://www.aihr.com/courses/organizational-development-certification/	₹ 39,500	E3 - E8	Online Self-paced
6	The Human Resources Certification Program	Udemy	32 hours	32 hours	https://www.udemy.com/course/the-human-resources-certification-program-hrci-phpsphr/	₹ 3,199	Supervisors and Executives upto E6	
7	Performance Management and Compensation Management in HRM	Udemy	18 hours	18 hours	https://www.udemy.com/course/performance-management-and-compensation-management-in-hrm/	₹ 3,199	Supervisors and Executives upto E6	

SN	Course Name	Institute	Duration	Hours	Link to details	Fees	Recommended for levels	Remarks
					Finance			
1	Certificate Course on Indian Accounting Standards Ind AS	ICAI	32 hours	32 hours	https://www.icai.org/post.html?post_id=3562&c_id=266	₹ 24,780	E3 - E8	
2	Certificate Course On GST	ICSI	Five days classes and report presentation.	15-20 hours	https://www.icsi.edu/media/webmodules/30082022_GST10.pdf	Members of ICSI: ₹ 7,500/- Plus GST For Others: ₹ 15,000/- plus GST	E3 - E8	Eligibility: • Members of ICSI • Graduation in any stream from a recognized university
3	Certificate Course on TDS (Direct Tax)	ICMAI	15-20 hours of training, once a week 2 hrs sessions	15-20 hours	https://icmai.in/upload/Taxation/CC_TDS_5th_Batch.pdf	₹ 11,000 +18% GST ₹ 9,000 + 18% GST (For CMA Members, CMA Final Passed Candidates and CMA Final pursuing Students)	E3 - E8	

SN	Course Name	Institute	Duration	Hours	Link to details	Fees	Recommended for levels	Remarks
4	Certificate Course on Return Filling (Income Tax)	ICMAI	30 Hours	30 Hours	https://icmai.in/upload/Taxation/CC_ITR_5th_Batch.pdf	₹ 11,000 +18% GST ₹ 9,000 + 18% GST (For CMA Members, CMA Final Passed Candidates and CMA Final pursuing Students)	E3 - E8	
5	Advanced Course On Income Tax Assessment And Appeal	ICMAI	30 Hours	30 Hours	https://icmai.in/upload/Taxation/AC_IT_AA.pdf	₹ 12,000 + 18% GST	E3 - E8	Eligibility: 1. The members of the ICAI 2. Other Professionals (CS, CA, MBA, M.Com, Lawyers) 3. Executives from Industries and Tax Practitioners
6	Level 2 - Advanced Upgrade your Skills	Taxmann	30 Hours	30 Hours	https://www.taxmann.com/academy/courses/tax-and-accounts-professional/advanced	₹ 35,000+ 18%GST	E3 - E8	

SN	Course Name	Institute	Duration	Hours	Link to details	Fees	Recommended for levels	Remarks
					Company Secretary			
1	Crash Course on CSR Impact Assessment for ICSI Members	ICSI	5 Days	10 hours	https://www.icsi.edu/closed-courses/	₹3000 + GST	E2 - E8	Approx. 5 Sessions of 2 hours
2	Crash Course on Dividend and IEPF for ICSI Members	ICSI	5 Days	10 hours	https://www.icsi.edu/closed-courses/	₹3000 + GST	E2 - E8	Approx. 5 Sessions of 2 hours
3	Crash Course on Labour Laws for ICSI Members	ICSI	5 Days	10 hours	https://www.icsi.edu/closed-courses/	₹3000 + GST	E2- E8	Approx. 5 Sessions of 2 hours
4	Crash Course on Securities Laws for ICSI Members	ICSI	5 Days	10 hours	https://www.icsi.edu/closed-courses/	₹3000 + GST	E2 - E8	Approx. 5 Sessions of 2 hours
5	Crash Course on Intellectual Property Rights for ICSI Members	ICSI	Approx. 5 Sessions of 2 hours each	10 hours	https://www.icsi.edu/closed-courses/	₹3000 + GST	E2 - E8	
6	Online proficiency for Independent Directors	IICA	3 Days	Hours not mentioned	https://iica.nic.in/cid_databank.aspx	₹25000 + GST	E6- E8	
7	Certificate Course on Corporate Restructuring	ICSI		Hours not mentioned	https://www.icsi.edu/previous-batches/	₹15000 + GST for others ₹7500 + GST for members of ICSI	E2 - E8	

SN	Course Name	Institute	Duration	Hours	Link to details	Fees	Recommended for levels	Remarks
8	Certificate Course on Security Laws	ICSI	Approx. 10 weeks	15-20 Hours	https://www.icsi.edu/previous-batches/	₹15000 + GST for others ₹7500 + GST for members of ICSI	E2 - E8	
9	Certificate Course on POSH	ICSI	Approx. 10 weeks	15-20 Hours	https://www.icsi.edu/previous-batches/	₹20000 + GST for others ₹10000 + GST for members of ICSI	E2 - E8	
10	Certificate Course on Independent Director	ICSI	Approx. 10 weeks	15-20 Hours	https://www.icsi.edu/previous-batches/	₹15000 + GST for others ₹7500 + GST for members of ICSI	E2 - E8	
11	Certificate Course on Certified CSR Professional	ICSI	Approx. 10 weeks	15-20 Hours	https://www.icsi.edu/previous-batches/	₹12000 + GST for others ₹6500 + GST for members of ICSI	E2- E8	

SN	Course Name	Institute	Duration	Hours	Link to details	Fees	Recommended for levels	Remarks
					Rajbhasha			
1	हिंदी प्रशिक्षण	राजभाषा विभाग - गृह मंत्रालय	Self-paced	Hours not mentioned	http://lilappp.rb-aai.in/#!	Free	All employees	
					PR			
1	Graphic Design Masterclass	Udemy	29 hours	29 hours	https://www.udemy.com/course/graphic-design-masterclass-everything-you-need-to-know/	₹ 3,699	PR Executives	
					Law			
1	Certificate in Human Rights	Devi Ahilya Vishwavidyalaya, Indore	6 Months	Hours not mentioned	https://www.careers360.com/university/devi-ahilya-vishwavidyalaya-indore/certificate-in-human-rights-certification-course	₹ 12611	Law Deptt. Executives	
2	Certificate Course on "Interplay of Law and Technology"	Gujrat National University	9hrs	9 hours	https://gnlu.ac.in/Centre-for-Law-and-Technology/News/Online+Short-Term+(1+Credit)+Certificate+Course+on+%22Interplay+of+Law+and+Technology%22+(23-25+June%2C+2023).+Last+date+of+registration%3A+18%252f06%252f2023	₹ 1180	Law Deptt. Executives	
3	Justice	Harvard University, Cambridge	12 Weeks	Hours not mentioned	https://www.careers360.com/university/harvard-university-cambridge/justice-certification-course	Free	Law Deptt. Executives	

SN	Course Name	Institute	Duration	Hours	Link to details	Fees	Recommended for levels	Remarks
				General				
1	Inner Engineering Online	Isha Foundation	Total 7 sessions of 2.5 hours	17.5 hours	[Inner Engineering - Offered by Sadhguru](#)	₹3500/- english sessions ₹1500 for Hindi sessions	Open for all	
2	The Science of Happiness at Work	University of California, Berkeley	3 months ; 1-2 hours per week	30 hours	https://www.edx.org/professional-certificate/berkeleyx-science-of-happiness-at-work	₹ 48,835	All Employees	
3	Mindfulness-Based Stress Reduction	Mindful Leaders	8 weeks	-	https://www.mindfulleader.org/mbsr-training#simplero-section-1648903811727	$796	E4-E8	
4	Business Management: Financial Accounting for Non-Financial Roles	The Open University	10 weeks	-	https://www.futurelearn.com/microcredentials/business-management-financial-accounting-for-non-financial-roles	₹ 47,564	E4-E8	
5	Mentoring and Coaching in Professional Learning	The Open University	12 weeks	-	https://www.futurelearn.com/microcredentials/mentoring-coaching-professional-learning	₹ 57,329	E4-E8	
6	Mindfulness and Resilience to Stress at Work	edX	4 weeks; 1-2 hrs per week	8 hours maximum	https://www.edx.org/course/mindfulness-and-resilience-to-stress-at-work?webview=false&campaign=Mindfulness+and+Resilience+to+Stress+at+Work&source=edx&product_category=course&placement_url=https%3A%2F%2Fwww.edx.org%2Flearn%2Fpersonal-development	₹ 16,278	All Employees	
7	Learning Through Play	Federation University	11 weeks	-	https://www.futurelearn.com/microcredentials/learning-through-play	₹ 49,154	All Employees	
8	Business Writing Techniques	DoaneX	4 weeks; 5-8 hrs per week	32 hours maximum	https://www.edx.org/course/business-writing-techniques?index=product&search_index=product&webview=false&campaign=Business+Writing+Techniques&source=edX&product_category=course&placement_url=https%3A%2F%2Fwww.edx.org%2Flearn%2Fbusiness-communications	₹ 12,188	All Employees	

"THE CAPACITY TO LEARN IS A GIFT; THE ABILITY TO LEARN IS A SKILL; THE WILLINGNESS TO LEARN IS A CHOICE." - BRIAN HERBERT

HRD Action Plan 23-24