



ANNUAL TRAINING & LEARNING CALENDAR (2026-27)

TRAINING PROGRAMS AT A GLANCE

S.N	NAME OF PROGRAM	QUARTER	TARGET GROUP	NO. OF PARTICIPANTS	NO. OF DAYS	MANDAYS	TENTATIVE AGENCY & INSTITUTION
(I) Internal programs to be Conducted at HRD Centre, Rishikesh							
1	Campus To Corporate (Orientation Program For New Recruits)	I	ET & JET	50	4	200	MIX OF INTERNAL & EXTERNAL FACULTY
2	Project Management, Planning & Monitoring	I	E- 3 TO E-6	40	3	120	ESCI/ASCI/ISTM/ WISDOM MART ,DELHI / REPUTED INSTITUTION
3	Awareness Program On Antibribery Management System To Improve Governance	I	E-0 TO E-5	50	1	50	ALLIED BOSTON PVT LTD , DELHI / MACLEAD CERTIFICATIONS PVT LTD/ REPUTED INSTITUTION/ INDIVIDUAL EXPERTS
4	Basic Life Saving Skills And Disaster Management	I	E-3 to E-6	20	3	60	SRM Next Gen, Safety Circle, Individual Expert
5	Commercials Aspects Of Power Generation Covering All New Regulations	II	E-3 TO E-7	30	3	90	CBIP/ASCI/ESCI/NPTI/IIT-R/REPUTED INSTITUTION/INDIVIDUAL EXPERT
6	Dam Safety And Risk Assessment Training/Safety Management	II	E-3 TO E-5	30	2	60	CBIP/ASCI/NPTI/IIT-R/NIDM/COPA FOUNDATION, DELHI/INDIVIDUAL EXPERT
7	Preventive Vigilance & Disciplinary Proceedings (Vigilance Awareness)	II	E-0 TO E-5	40	2	80	ISTM/ LIFE TRANFORMATION ACADEMY/SIERD,DELHI/ INDIVIDUAL EXPERTS/REPUTED INSTITUTION



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8	Leadership Program -Managing Young Managers/Genz	II	E-5 to E-8	30	3	90	ASCI/IMS GHAZIABAD/ IIM/MDI/SHRM/INDIVIDUAL EXPERTS /REPUTED INSTITUTION
9	Financial & Accounting Standards	II	E-0 TO E-6	30	2	60	IIM/IMS GHAZIABAD/REPUTED INSTITUTION
10	Gender Sensitisation & Posh Act	III	E-2 TO E-5	35	1	35	ISTM/ RAPID LEARNING SYSTEM,KOLKATA/INDIVIDUAL EXPERT/REPUTED INSTITUTION
11	Ancient And Modern Techniques Of Leadership	III	E-5 TO E-8	35	3	105	IMS GHAZIABAD/ISTM/ ESCI/ IIM/RAPID LEARNING SYSTEM PVT LTD /INDIVIDUAL EXPERTS/REPUTED INSTITUTIONS
12	Procurement Through Gem And Contract Management	III	E-0 TO E-7	25	3	75	ESCI/IICA.DELHI/ASCI/INDIVIDUAL EXPERTS/REPUTED INSTITUTION
13	Finance For Non Finance	III	E-0 TO E-5	25	3	75	NSB /IIM/ASCI/NIFM /REPUTED INSTITUTION/INDIVIDUAL EXPERT
14	Planning For Superannuation (Retire To Re-Attire)	III	EXECUTIVES	30	2	60	MLDC,DELHI/ ISTM/MIX OF INDIVIDUAL EXPERTS
15	Ai Powered Financial Planning And Analysis	III	E-3 to E-6	40	2	80	IIM/IT/ASCI/Individual Expert/Reputed Institution



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16	Cerc Regulations Including Tariff Regulations	III	E-3 TO E-6	30	2	60	CBIP/ESCI/ ASCI/ INDIVIDUAL EXPERTS/ REPUTED INSTITUTION
17	Cyber Security-Best Practices For Managers	III	E-0 TO E-6	30	1	30	ISTM/ESCI/ ASCI/ INDIVIDUAL EXPERTS/ REPUTED INSTITUTION
18	Iso Auditors Course	III	E-3 TO E-5	30	3	90	QIS MANAGEMENT CONSULTANTS/MACLEAD CERTIFICATIONS PVT LTD/ INDIVIDUAL EXPERTS/REPUTED INSTITUTION
19	Boost Your Productivity With Ai	IV	E-0 TO E-6	30	2	60	IMS GHAZIABAD/ISTM/ ESCI/INDIVIDUAL EXPERTS/REPUTED INSTITUTIONS
20	Advanced Analysis Using Ms Excel	IV	E-0 TO E-6	30	2	60	ISTM/CHAMP EXCEL,DELHI/INDIVIDUAL EXPERT/REPUTED INSTITUTION
21	Mastering The New Labour Codes	IV	E-2 TO E-7	30	2	60	V.V GIRI NATIONAL LABOUR INSTITUTE /IMS GHAZIABAD /ASCI / REPUTED INSTITUTIONS/ INDIVIDUAL EXPERT
22	Reservation In Services For Sc/St/Obc Pwbd	IV	E-2 TO E-7	30	2	60	ISTM/SIERD/REPUTED INSTITUTION/ INDIVIDUAL EXPERT



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23	Ethics & Values In Public Governance	IV	E-5 TO E-6	30	2	60	ISTM/ASCI/ESCI/LIFE TRANSFORMATION ACADEMY/ INDIVIDUAL EXPERT / REPUTED INSTITUTION
24	Awareness Program On Information Security Management System -02 Batches	IV	E-2 to E-6	70	1	70	MACLEAD CERTIFICATIONS PVT LTD/ INDIVIDUAL EXPERTS/REPUTED INSTITUTION
25	Program on Auto Cad & Staad Pro	IV	E-3 to E-6	15	3	45	CAD CENTRE/BENTLEY/REPUTED INSTITUTION
26	Advanced Techniques For The Geological /Geotechnical Investigations Of The Landslides	IV	E-3 to E-7	15	3	45	GSII/ NIRM/ IIT-ROORKEE/REPUTED INSTITUTION
27	Using Ai To Improve Human Resource Practices	IV	E-2 to E-6	30	2	60	IIM/IIT/ASCI/Individual Expert/Reputed Institution
28	ESG And Sustainability Reporting	IV	E-3 to E-6	30	2	60	IIM/IIT/ASCI/Individual Expert/Reputed Institution
29	Pump Storage Plants- Policy And Concepts Framework	IV	E-2 to E-6	30	3	90	IIT/ASCI/NSB/Individual Expert/Reputed Institution



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30	Csr & Stakeholder Management	IV	E-0 to E-6	25	2	50	IIM/IIT/ASCI/Individual Expert/Reputed Institution
31	Awareness Program on Whistle Blower Policy	IV	E-0 to E-7	35	1	35	Individual Expert/Reputed Institution
					Total	2175	



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(II) External programs to be organised at other Institutes or Location							
1	Strategic Leadership (International Program)	I	E-5 & ABOVE	10	3	30	IIM/ASCI/SHRM/IIPA/IMS/MDI/REPUTED INSTITUTION
2	Capability Development Program	II	E-6 TO E-8	25	3	75	IIM/ASCI/MDI,GURGAON/IIPA/ISTM/SHRM /REPUTED INSTITUTION
3	Shaktipath- Women Empowerment Program	II	E-0 TO E-7	30	3	90	IMS GHAZIABAD/IIPA, DELHI /IIM/REPUTED INSTITUTION OR AGENCY
4	Faculty Development Program	III	E-5 TO E-7	25	3	75	IIM/ ASCI/ ESCI/ISTD/ISTM/REPUTED INSTITUTION OR AGENCY
5	Vigilance Meet	IV	E-2 TO E-7	25	3	75	EXPERT FACULTY
6	Communication And Negotiation Skills	IV	E-2 to E-7	35	2	70	IIM/IIT/ASCI/Individual Expert/Reputed Institution
					Total	415	
	TOTAL TRAINING MANDAYS FOR EXECUTIVES THROUGH DEDICATED PROGRAMS(INTERNAL + EXTERNAL) (A) = (I) + (II)					2590	



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S.N	NAME OF PROGRAM	QUARTER	TARGET GROUP	NO. OF PARTICIPANTS	NO. OF DAYS	MANDAYS	TENTATIVE AGENCY & INSTITUTION
B - NON EXECUTIVES (RKSH/NCR/VPHEP/KHURJA)							
1	SAFETY AWARENESS & EMERGENCY PREPAREDNESS	I	WORKMEN & SUPR	35	3	105	NATIONAL SAFETY COUNCIL /NPTI/ COPA FOUNDATION / SAFETY CIRCLE PVT LTD /INDIVIDUAL EXPERT
2	EMPLOYEE/ SUPERVISORY DEVELOPMENT PROGRAM	I	WORKMEN & SUPR	35	3	105	JUST HR CONSULTANTS/ POWER SECTOR SKILL COUNCIL/MIX OF INHOUSE FACULTIES & EXTERNAL FACULTY
3	AWARENESS PROGRAM ON ANTIBRIBERY MANAGEMENT SYSTEM	I	WORKMEN & SUPR	50	1	50	ALLIED BOSTON PVT LTD /MACLEAD CERTIFICATIONS PVT LTD/ REPUTED INSTITUTION/ INDIVIDUAL EXPERTS
4	OFFICE ADMINISTRATION FOR SECREATRIAL STAFF	II	WORKMEN & SUPR	35	2	70	ISTM/SIERD/ RAPID LEARNING SYSTEM/ SIERD/REPUTED INSTITUTION
5	MOTIVATIONAL PROGRAM	II	WORKMEN & SUPR	35	2	70	THINK INC, DELHI/MIND MANAGEMENT / RAPID LEARNING SYSTEM,KOLKATA/ INDIVIDUAL EXPERTS
6	CSR & SUSTAINABILITY (02 BATCHES)	III	WORKMEN & SUPR	35	2	70	INHOUSE FACULTIES
7	WOMEN EMPOWERMENT PROGRAM	IV	WORKMEN & SUPR	35	2	70	HR CONSULTANTS/ ISTM /INDIVIDUAL EXPERTS
TOTAL MANDAYS (RKSH/NCR/VPHEP/ KHURJA)						540	



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	TEHRI POWER COMPLEX						
1	ROLE & CHALLENGES OF UNION MEMBERS	I	WORKMEN & SUPR	30	2	60	V.V GIRI NATIONAL LABOUR INSTITUTE /IMS GHAZIABAD / ISTM/INDIVIDUAL EXPERT/REPUTED INSTITUTION
2	BEHAVIOUR BASED SAFETY	I	WORKMEN & SUPR	35	2	70	NSC/ INDIVIDUAL EXPERTS/REPUTED INSTITUTION
3	RETIREMENT PLANNING	I	WORKMEN & SUPR	35	1	35	MLDC,DELHI/SYSTEMATIC INSTITUTE OF ECONOMIC RESEARCH & DEVELOPMENT ,NEW DELHI/ RAPID LEARNING SYSTEM / INDIVIDUAL EXPERTS
4	ELECTRICAL/FIRE /ROAD/HEIGHT RELATED SAFETY AWARENESS PROGRAM	I	WORKMEN & SUPR	35	2	70	INSTITUTION OF ENGINEERS/ COPA FOUNDATION , DELHI / NPTI/SAFETY CIRCLE PVT LTD
5	GENDER SENSITISATION & POSH ACT	II	WORKMEN & SUPR	35	2	70	ISTM/INHOUSE FACULTY /INDIVIDUAL EXPERTS /REPUTED INSTITUTIONS
6	TEAM BUILDING & GROUP DYNAMICS	II	WORKMEN & SUPR	35	2	70	HR CONSULTANTS ,CHANDIGARH /SYSTEMATIC INSTITUTE OF ECONOMIC RESEARCH & DEVELOPMENT / RAPID LEARNING SYSTEM /ISTM / INDIVIDUAL EXPERTS



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7	EMPLOYEE DEVELOPMENT PROGRAM	II	WORKMEN & SUPR	35	3	105	MIX OF INHOUSE FACULTIES & EXTERNAL FACULTY
8	RECORD MANAGEMENT	II	WORKMEN & SUPR	30	2	60	NAI, DELHI
9	AWARENESS PROGRAM ON ANTIBRIBERY MANAGEMENT SYSTEM TO IMPROVE GOVERNANCE)	III	WORKMEN & SUPR	50	1	50	ALLIED BOSTON PVT LTD / MACLEAD CERTIFICATIONS PVT LTD/ REPUTED INSTITUTION/ INDIVIDUAL EXPERTS
10	MOTIVATIONAL PROGRAM	III	WORKMEN & SUPR	35	2	70	NECTOR FACTOR , DELHI / THINK INC, DELHI/ RAPID LEARNING SYSTEM/ NOBLE HOUSE PVT LTD, DE:HI / INDIVIDUAL EXPERTS
11	WOMEN EMPOWERMENT PROGRAM	IV	WORKMEN & SUPR	30	2	60	RAPID LEARNING SYSTEM / IIPA/HR CONSULANTS, CHANDIGARH /REPUTED INSTITUTIONS/ INDIVIDUAL EXPERTS
	TEHRI POWER COMPLEX (NON EXECUTIVES)					720	
	TOTAL MANDAYS THRU DEDICATED PROGRAMS FOR EXECUTIVES (A)					2590	
	TOTAL MANDAYS FOR NON EXECUTIVES (B)					1260	
	TOTAL MANDAYS THROUGH EXTERNAL NOMINATIONS (C)					1000	
	MANDAYS PROPOSED TO BE ACHIVED THROUGH OPEN HOUSE TRAINING MANDAYS (D)					600	
	TOTAL MANDAYS FOR THE TRAINING CALENDAR FOR THE YEAR 2025-26 (A+B+C+D)					5450	

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