

## **Annual Report on Training and Development for the F.Y. 2024 - 25**

Employees are a company's biggest asset, and investing in talent is crucial for sustainable business growth and success. Training and Development programs provide the perfect opportunity to expand the knowledge base within an organization, and most importantly, great learning experiences make for a happier, more productive workforce. Comprehensive employee training is vitally important to the success of a competitive workforce. No matter the industry, filling the gaps in our employees' professional knowledge is essential to keeping them productive and fulfilled.

Understanding the value of expanding our employees' skills and knowledge for better performance and motivation, CVPPL never lags behind to make an investment in the continuous upgradation and learning for its employees. During the Financial Year 2024-25, employees had been nominated to 40 different Training Programmes / Conferences / Webinars / sessions, etc. including Technical / Non-Technical and Behavioural Programs organised at internal as well as external forums. Skill upgradation Programs on PRIMAVERA and AUTOCAD were organised through recognised CADD Centre to acquaint our employees with the latest technologies and innovations in the respective software's. Training Programs on the topics, viz., River modelling and Inflow Forecasting System for Hydro Power Projects, Insurance Policies, Procedures & Best Practices specific to Hydroelectric Projects, Geophysical Techniques for Trenchless Technology Installation, Use and Management of FIDIC Conditions of Contract, Public Procurement, Cyber Security, Environment Regulations, Transformer Protection, etc. were also imparted through specialised Trainers / Agencies.

Statutory-oriented Programs on POSH Act,2013, Regulatory Compliances under Labour Laws were organised in-house, besides nomination of employees were made to various workshops organised on Labour Laws to update them on statutory compliances. A rejuvenating Workshop on Health & Stress Management was also organised at the Projects to refresh the mind of the employees and address their health concerns. 10<sup>th</sup> International Yoga Day on 21.06.2024, was also celebrated with great enthusiasm and active participation of employees.

High appreciation and satisfactory feedback were received from employees regarding the effectiveness of above listed programs.

**Training Programme on “Best Lifestyle Practices for better Management” at Pakal Dul HEP, Kishtwar**







**Program on “Influencing others with Communication Skills” at Kiru HEP, Kishtwar**







**Training Programme on “PRIMAVERA” at CADD Centre, Jammu**



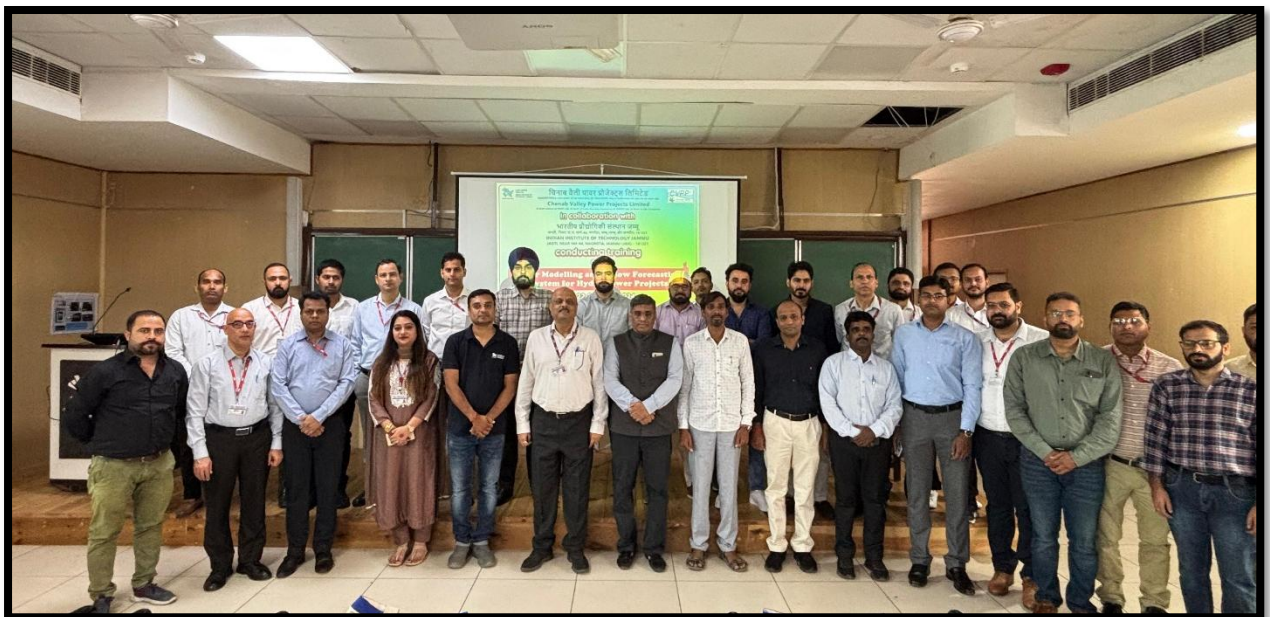


**Training Programme on “GeM Portal” at Corporate Office, Jammu**





**Training Program on “River modelling and Inflow Forecasting System for Hydro Power Projects” at IIT, Jammu**





**Training Programme on “Health & Stress Management” at Kwar HEP,  
Kishtwar**



**Awareness Programme on “Cyber Security” at Corporate Office,  
Jammu**





**Training Programme on “Organizational Belongingness: Visioning the Future: thereof” at Corporate Office, Jammu**







**Training Programme on “Insurance Policies, Procedures & Best Practices specific to Hydroelectric Projects” at Corporate Office, Jammu**



**Program on “Regulatory Compliances under Labour Laws” at Corporate Office, Jammu**





**Awareness Program on “Sexual Harassment” at Corporate Office, Jammu**







## HoD & HOP Meet





**Training Programme on “Stress & Health Management” at Pakal Dul  
HEP, Kishtwar**



## Training Programme on “Team Building” at Kiru HEP, Kishtwar







## **10<sup>th</sup> International Yoga Day**



