



**BANGLADESH POWER MANAGEMENT INSTITUTE**

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**TRAINING PLAN**  
**2022-2023**

Version 1.0  
*Effective Date: 01/07/2022*

**BANGLADESH POWER MANAGEMENT INSTITUTE**

Power Division  
Ministry of Power, Energy and Mineral Resources

## Version History

This training plan has been prepared through collecting information on training needs of different Power Sector Organizations (PSOs) and reviewing the existing training programs offered by the PSOs by BPMI. A quick requirement analysis on training needs has done by BPMI through conducting a workshop, several Focused Group Discussions (FGD), KII with the focal points officers and sector experts, and the opinion collected from the participants took part in different training program from different PSOs during last three years. The first rapid TNA was carried out by BPMI in 2019.

BPMI will impart the training program both in person at its Purbachal Campus and using virtual platform during 2022-23 training year. Due to volatility, uncertainty, and rapid technological change, BPMI will adopt a blended approach in conducting training. BPMI will be responsible for design, develop, distribute, maintain, monitor, control and track the training schedule as incorporated in this plan. This plan is flexible and may be revised the existing version if situation arrives.

Version #	Implemented By	Revision Date	Approved By	Approval Date	Status	Effective Date
1.0	Training Wing	Original	21 <sup>st</sup> Board Meeting	11/10/2022	Version-1.0	01/07/2022
2.0						

Photograph

**Md. Habibur Rahman**  
Secretary  
Power Division  
and  
Chairman, Board of Governors  
Bangladesh Power Management  
Institute

**Message from Chairman**

I am delighted to know that Bangladesh Power Management Institute (BPMI) is going to publish an Annual Training Plan (ATP) for the FY 2022-23 to meet the mandate of providing quality training for the professionals working with different utilities under Power Division. I am pleased to learn that BPMI is committed to equip the existing power sector professionals with advanced knowledge and skills to accomplish their assigned responsibilities in an effective and professional manner.

I strongly believe that a never ending journey of learning and development leads an organisation towards zenith of extreme successes. I do endorse that the virtue of any organisation neither resides in the organisational structure, nor in the policies and procedures, rather the virtue of the organisation resides in the people that it produces. I am sure that this Training plan is self-guided and aligned with the mission of BPMI.

On behalf of the Board of Governors, I express my heartfelt thanks to BPMI's management team who have prepared this training calendar. I hope BPMI will continue to impart training with the expectations of Power Sector Organization's needs for training enhance the professionals with latest skill, knowledge and technologies on power generation, transmission and distribution and its management.

I wish a great success of this training plan.

Md. Habibur Rahman

**Message from Rector**  
Bangladesh Power Management Institute

I am glad to announce that Training wing of Bangladesh Power Management Institute is going to publish the Training Calendar for the FY 2022-23. Bangladesh Power Management Institute came into being with a view to become an international standard institution for providing appropriate training to develop manpower, working in the power sector, capable of providing uninterrupted and quality electricity supply. From the very beginning, the BPMI has been playing a pivotal role for advancement of professionalism, skills and knowledge for the engineers and officers working in public and private organizations and companies of the power sector. It's my pleasure to know that the BPMI has organized 69 nos. of training programmes including four workshops/Webinars, through which 2,607 officers of power sector during last financial year. In 2021-2022 having a lot of limitations in terms of pedagogical/andragogical challenges and also physical facilities BPMI has achieved the target incorporated in the APA. It is important to mention here that, these training courses would not be successful without the all out cooperation and support of Power Division and organizations and companies under it . I am expressing my sincere gratitude to Secretary, Power Division, heads of the organizations and companies and also all the members Board of Governors of BPMI.

We know that well-trained and skilled manpower is the most important element at every stage for running the power system smoothly. Faster advancement of technology in every spheres making the electricity supply industry more and more sophisticated, which requires skilled engineers, supervisors, technicians, and managers to manage the industry. The growing concern over environmental degradation and depletion of the conventional energy sources has made the task more challenging. The technical knowledge acquired from engineering universities, colleges, polytechnics, industrial training institutes and other technical institutions need supplementing with applied engineering and managerial skills. These skills are to be regularly updated to cope with the ever progressing and rapidly advancing technologies, which are being introduced in the power sector where the speed of obsolescence often overtakes the pace of acquisition of a particular skill.

The target under APA 2022-2023 of providing training for 1594 persons of different disciplines such as Engineering, General Management, Financial and operations Management and Information and Communication Technology, a comprehensive training plan has been prepared. I hope that BPMI will be able to conduct the training programs as scheduled in this training calendar with the help of its competent and experienced faculties and trainers. I wish every success of this training programme.

Md. Mohsin Chowdhury

Member Directing Staff (MDS)  
FORWORD

People have no limit to knowing about technology, as it is an on-going and up-grading media. It shall open the doors to wider aspect of life and training is one of the major sources to achieve the said target. Training is no more limited within the small circle of a classrooms, boards and lectures. It has increased its sphere to a much larger one. The age of the information technology introduced a new lens for training and the model on which they are built.

The training wing of BPMI has prepared this training calendar for the financial year 2022-2023. This calendar contains the major courses under four major categories such as Engineering, General Management, Financial and operations Management and Information and communication technology. Besides, some other courses have incorporated in this calendar upon request of different Power Sector Organizations (PSOs).

As a new institute and with very limited physical resources, BPMI has been trying to prepare training curriculum and conduct training program maintaining an international standard. Finally, I would like to thank all the officers and employees associated with preparation of annual training calendar for the year 2022-2023. I wish it's success.

Md. Golam Rabbani

**Preamble**  
**Director, Training, BPMI**

The main objective of electricity industry is to achieve customer satisfaction through generation, transmission and distribution of reliable electricity of the right quality and quantity at an affordable cost and supply to the consumers efficiently whenever and wherever required. This involves planning, design, engineering, procurement, handling and storing, construction, commissioning, operation and maintenance of power plants, equipment, transmission and distribution, sale of energy and collection of revenue, management of personnel and finance etc., each a critical task in its own right.

Trained work force is required at every stage of the above-mentioned tasks. Fast advancement of technology is making every sphere of the electricity supply industry more and more sophisticated, requiring especially skilled engineers, supervisors, artisans, and managers to manage the industry. The growing concern over environmental degradation and depletion of the conventional energy sources has made the task more challenging. The technical knowledge acquired from engineering colleges, polytechnics, industrial training institutes and other technical institutions needs to be supplemented with applied engineering and managerial skills. These skills should be updated regularly to cope with the ever progressing and rapidly advancing technologies being introduced in the power sector where the speed of obsolescence often overtakes the pace of acquisition of a particular skill due to the introduction of more sophisticated technology and automation.

We know that Human Resources are the most important of all resources in Bangladesh like other democratic countries. To achieve the Vision 2041, Power sector's employees could play a pivotal role in transforming the country digital. It is recognized that training is a set of activities that provides the opportunity to acquire and improve job related skills. This applies both to the initial training of an employee and to upgrading or improving someone's skills to meet changing job requirements.

The courses are divided into five major categories: Engineering, General Management, Financial and Operations Management, Information and Communication Technologies and Foundation Training Courses. FTC is designed for the newly recruited engineers/officers of different PSOs. Officers/engineers of all levels will be offered for training under these five categories. BPMI intends to conduct one FTC batches in 2022-23 training year. BPMI is planning to impart 49 training courses and two workshop/webinars with a target to train 1594 participants during 2022-2023 financial year.

I am delighted to furnish the second Training Plan of BPMI for the power sector executives. I strongly believe that this training plan will make a real impact on the existing performance of the professionals working under different PSAs.



Mohammad Rafiqul Islam

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## Background of Establishing BPMI

Power industry is a multi-disciplinary, highly capital-intensive industry. Human element is the most vital input of this sector. Well-trained and skilled manpower is required at every stage for running the power -system smoothly. Faster advancement of technology in every sphere is making the electricity sector progressively sophisticated, which requires skilled engineers, supervisors, technicians, and managers to manage the industry. The technical knowledge acquired from universities, colleges, polytechnics and other institutions needs supplementing with applied engineering and managerial skills. These skills are to be regularly updated to cope with the ever progressing and rapidly advancing technologies, which are being introduced in the any organization where the speed of obsolescence often overtakes the pace of acquisition of a particular skill.

The BPMI's mandate is to promote, facilitate, and guide the development and upgrading the skills and competences in order to enhance the productivity, competitiveness and employability of the power sector workforce. This will be achieved through a strong and dynamic Technical, Vocational, Financial and Management Education and Training system

At present, BPMI is in a nascent stage of development and commencing its activities in a very limited scale with limited hired manpower from the utilities under Power Division. But the main training complex will be set up at Keranigonj on the bank of Dhaleshawri River in 25 acres of land. The proposed complex will be energy efficient and environment friendly with all modern amenities and facilities of training.

## **Vision**

Develop an international standard institution for providing appropriate training in developing manpower capable of providing quality electricity supply.

## **Mission**

To provide quality training to build a sufficiently skilled and dedicated workforce for balanced and integrated development of the power generation, transmission and distribution sectors.

## **Core Values**

### **Excellence**

We strive for excellence in instruction and services by upholding high academic and professional standards, providing a quality educational environment, and continuously seeking improvement in all aspects of our work.



### **Innovation**

We pursue excellence in teaching and learning through encouragement and support of creativity, experimentation, imagination, originality, entrepreneurial spirit and visionary leadership.

### **Integrity**

We strive to demonstrate high standards of ethical conduct and to celebrate honesty, openness, and trust as keys to our relationships.

### **Respect**

We recognize and value the uniqueness, diversity, and dignity of every individual.

## **Aims & Objectives of the Institute**

The aims and objectives to be pursued by BPMI are -

- 1) To become a leading organization with 'State of the Art Facilities', resources and reputable faculty to provide international standard training on human resources engaged in power generation, transmission, distribution and related organizations in Bangladesh and may also expand its activities beyond Bangladesh;
- 2) To function as a National Organization for training and human resource development in the field of power generation, transmission, distribution, management, renewable energy, energy efficiency and act as an apex body of coordinating training programs for all of the power sector utilities under Power Division and engaged in capacity development to the officers working in different utilities and also to the officers in different Ministries, Divisions and Department of the Government and any private organization ;
- 3) To prepare human resource development plan catering the future need and assist the Government in its implementation and upon requisition from the Government also assist the utilities of power sector in preparing their training policy and its revision;
- 4) To initiate, conduct and coordinate Research & Development (R&D) studies in the field of Operation, Maintenance and Management of power generation, transmission & distribution system, collect information and maintain documentation of power generation related industry, and with a view to cater the present and future requirements of the industry;
- 5) To introduce certificate and professional degree courses like diploma, under-graduate and master's degree program in the field of power generation, transmission, distribution, renewable energy and power management and to this end, obtain affiliation from appropriate authority and may also enter upon agreement with any university or academic or professional institution in home and abroad for specific training programs,

- demonstration, assignments, preparation of training material, technical guidance or certificate course programs, post graduate degree with joint collaboration;
- 6) To establish, maintain and manage training facilities like laboratories, workshops, experimental transmission lines, power bank, sub-station and other facilities to enhance practical knowledge required for maintenance and to ensure quality of goods, works and services in power sector establish all facilities of testing lab up to the standard of an accredited laboratory;
  - 7) To facilitate specialized training on specialized equipment, tools, IT based software/hardware etc., in association with the producer, developer or any trainer from home or abroad and also conduct specialized and tailor-made training programs, courses and certifications;
  - 8) To carry out the objectives of the Institute, employ, engage, manage and maintain nationally and internationally recognized fellows, experts, lecturers, consultants, trainers, etc. be it local or expatriate Bangladeshi expert, on the faculty, full-time, part-time or on ad-hoc or contract basis so as to develop the organization as an intellectual organization and be a 'technical advisory organ' of Power Division and assist power sector utilities in conducting different impact studies like, environment, social, economic issues and provide consultancy services and advisory support to the Government on any aspect related to technology, engineering and management in power sector;
  - 9) To arrange on-site training and e-learning training programs through country-wide networking to accommodate large number of people under training and to develop sustainable training modules catering to enhance the capacity at individual and institutional level;
  - 10) To take necessary steps to involve local and expatriate Bangladeshi expert in providing training, sharing of knowledge, research and studies in power sector;
  - 11) To take over the management of other institutions in Power Sector on such terms as the Board thinks fit proper and manage such institution;
  - 12) To undertake detailed research on skill-set and human resource development programs, curriculums, courses etc., considering local and international trends, identify skill gaps and technology including taking steps to prepare catalogue of types of skills, range and depth of skills to facilitate choice to individuals, and accordingly customize curriculums and modules of training aimed at optimization of human resources and skill set in power generation, distribution and associated industry;
  - 13) To work with global consultants, Sector Associations as well as experts from national and international agencies associated with research and development, training, skill development, course accreditation or other required specializations in the Sector;
  - 14) To enter upon any arrangements with any Government(s) or authorities or any other person, that may seem conducive to the objects of the Society and collaborate with various associations in the Sector or otherwise by suitable means (memorandum of understanding, collaboration agreements, partnering arrangements and others) for course content development, arrangement of apprenticeships within the Sector;

- 15) To accept grants, donations, assistance from local and foreign public bodies, corporations, companies, persons, trusts or foundations for the purposes of the Society and to manage efficient, effective and permissible fund flow and fund utilization in consonance with the objects stated herein and to borrow any money from any organisation including banks and financial institutions and to create mortgage over the properties owned by the Society and to issue guarantee in favor of third party for the borrowing of any company owned by the Society;
- 16) To organize and participate in seminars, workshop, symposium, conferences, fairs at national and international level and compile, collate, edit and publish technical reports and papers related to the objects of the Society;
- 17) To purchase, take on lease or in exchange, hire or otherwise acquire any movable or immovable property, and in particular any land, building, workshops, factories, laboratories, machinery, plant apparatus, appliances, trades, trademarks, licenses, permits, intellectual property rights (IPRs), and any rights or privileges necessary or convenient for the purpose of meeting the objects of the Society and to mortgage;
- 18) To construct, erect, develop, improve, or alter and keep in repair any building acquired or used by or for the Society and to pull down or demolish or dispose off any building not so required or for renovation and reconstruction and to maintain, deal with, manage, control and administer the same;
- 19) To establish, support, or aid in the establishment of associations, institutions, funds and trusts or limited liability companies and carry out commercial activities as may be required in furtherance of the objects of the Society;
- 20) To invest in any commercial undertaking as a shareholder and to promote any company and subscribe shares in any company for augmenting the income of the Society or to invest its fund in the stock market and private undertakings;
- 21) To appoint legal and technical advisers (not being members), bankers for the Society and to pay the necessary expenses for the same; and
- 22) To perform such other functions as may be prescribed by Rules, Board or by the Government, from time to time and to generally do all such other lawful things as may be incidental to or conducive to the attainment of the above objects.

## Introduction

Since the technological and economic environment has undergone a sea change and there is an urgent need to have a Training Plan for BPMI containing a formal affirmation of the commitment to training and spelling out, in broad terms, the objectives, strategy, content and modalities followed in the field of training.

The need for professional training is obvious, not just train the new recruits but, more importantly, train the existing trainers and managers to enhance their skills and techniques needed to build an environment in which new recruits can grow and prosper long term. Staff training and development is an important part of managing human resources even in small non-profit organizations with limited resources.

Trained manpower is required at every stage of the above-mentioned tasks. Fast advancement of technology is making every sphere of the electricity supply more and more sophisticated, requiring especially skilled engineers, supervisors, artisans, and managers to manage the program. The technical knowledge acquired from engineering colleges, polytechnics, and other technical institutions needs to be supplemented with applied engineering and managerial skills. These skills are to be regularly updated to cope with the ever progressing and rapidly advancing technologies being introduced in the power sector where the speed of obsolescence often overtakes the pace of acquisition of a particular skill due to the introduction of more sophisticated technology and automation.

This training calendar has been prepared to embrace the upcoming challenges that have to be resolved with appropriate knowledge, skills and attitude of the Power sector professionals. To simplify and ease to manage the operations, whole program is divided into four categories such as Engineering, General Management, Financial & operations management and Information and communication technology. Three sections are assigned to implement the training program during the year (2020-2021) in accordance with the training plan.

## Purpose

This Training Plan establishes procedures to plan, develop, implement, and maintain the BPMI's training program and curriculum. The following major objectives have been established for this plan:

- Impart professional training to the Engineers/Officers working under Power Sector Agencies (PSAs) maintaining international standard as per the requirements of the proposed Power Sector Training Policy (PSTP);
- Keep up-to-date and enhance professional knowledge and skills for better performance of individuals and organizations;
- To engage learners in learning process that lead to a higher knowledge transfer value, and result in employees using their new knowledge in their day-to-day job behavior;

- Institutionalize learning opportunities that supplement work experience;
- Integrate organizational and individual developmental needs;
- Enable employees to keep abreast with the latest knowledge and skills and enable them to undertake current and future responsibilities in a more effective manner;
- Provide linkages across the utilities through knowledge sharing among the professionals;
- Provide linkages of training activity with overall Human Resource function;

### Planning Principles

This training plan is characterized by six key principles – learner-centered, inclusion sensitive, actionable, experiential, active, and measurable. These principles underlie training design and delivery.

- a. **Learner-Centered:** A learner-centered training is an environment that pays careful attention to the knowledge, skills, attitudes, and beliefs that participants individually bring to the space. This starts with the consideration of the participant’s context, knowledge and abilities – the Training Needs Assessment- which informs the design and delivery process as well as the approach to evaluation.
- b. **Inclusion Sensitive:** Inclusion sensitive trainings acknowledge that diverse participants bring different experiences and perspectives to a training that can enrich the training experience for all. Differentiated approaches to training design and delivery ensure inclusion along locally relevant dimensions, from selection processes to evaluation questions. BPMI follows inclusion sensitivity principles that build trust and safety among diverse participants, fostering conditions for all participants to contribute and engage in all training activities.
- c. **Actionable:** Actionable trainings focus on knowledge, skills, and attitudes that have a practical utility and will help participants make an impact. Assessing the needs of participants before design allows for training content that is directly linked to realistic actions that participants can do post-training performance at their workplaces.
- d. **Experiential:** Experiential learning is “learning by doing.” Experiential Learning Theory (ELT) is a holistic, cyclical process that emphasizes that effective learning occurs when direct experience is tied to personal reflection, opportunities to make relevant connections to the experience, and the ability to demonstrate the appropriate use of the knowledge or skill.
- e. **Active:** A form of experiential learning, active training enables a participant to engage with training content in an interactive manner. EL extends beyond “learning by doing” and uses formal training components to shape and support the participants’ learning processes. Activities are designed so that the participants acquire knowledge, skills, and attitudes rather than simply receiving them.

- f. **Measurable:** Measurable trainings use learning objectives to develop appropriate evaluation plans and techniques that help extract learning that can be applied to training design and delivery. In the design process, the careful development of learning objectives that identify the knowledge, skills, or attitudes that will be gained by participants, allow for clarity in the measurement of training's success. Formative and summative assessments help the organization strengthen its trainings to be effective at providing skills that lead to positive impact for participants worldwide.

### Assumptions

To ensure a high learning outcome from training programs that lead to actual change among the trainees, the Plan is guided by following assumptions that transfer the learners' experience into consideration. The applicability of the plan is predicated on:

- a. **Problem-Centered:** Learning is promoted when learners acquire skill in the context of real-world problems.
- b. **Activation:** Learning is promoted when learners activate existing knowledge and skills as a foundation for new skill.
- c. **Demonstration:** Learning is promoted when learners observe a demonstration of the skill they are working to acquire.
- d. **Application:** Learning is promoted when learners apply their newly acquired skill to solve problems.
- e. **Integration:** Learning is promoted when learners reflect on and discuss their newly acquired skill.

### Constraints

As BPMI's main campus is under construction and it will take long time to completely become functional. BPMI plans to impart training programme in a rented building at Purbachal with a small team comprising few training professional from different discipline and electric utilities. Until the BPMI's main campus fully functional, following constraints to be faced:

- i. Lack of adequate full time manpower;
- ii. May difficult to ensure presence of adequate number of external resource persons at Purbachal;
- iii. All training modules are not well designed and validated;

- iv. Transport facilities are not adequate.
- v. Skill level/competency based hands on field-based trainings may not be possible to conduct during pandemic situation.

### Training Concerns

Training programs would focus on RACA:

- a. **Responsiveness:** to the challenging realistic needs and expectations of the fellow learners and organizational and technological developments.
- b. **Awareness:** of technological, economic and social developments.
- c. **Commitment:** to ethical values and concept of partnership and participative decision-making.
- d. **Accountability:** to ensure high performance in every professional field and cost effective methods of delivery.

### Types of Training:

BPMI will impart different types of training, which includes both soft and hard skill program as follows:

1. Foundation Training
2. Technical Training
3. On-the-Job Training
4. Workshop/Webinar/Seminars.
5. Off –the-Job Training
6. Engineering training
7. General Management training
8. Financial and operations management training; and
9. Information and communication technology training.

## **Roles & Responsibilities**

BPMI has allocated the roles and responsibilities of the training staffs considering the effectiveness of training program as follows:

- ▣ Training course Adviser:
- ▣ Training Course Co-adviser:
- ▣ Training Course Director:
- ▣ Training Course Coordinator:
- ▣ Assistant Training Course Coordinator:
- ▣ Training Course helpers:
- ▣ Internal Resource Persons/Trainers:
- ▣ External Resource Persons/Trainers:



## List of the BPMI's Training Courses

### Engineering

Sl no	Name of the Courses
<b>Engineering Training</b>	
1	Smart prepayment Metering System and Smart Grid
2	Design, Construction, Maintenance and Testing of Power Transmission and Distribution Line
3	Design, Operation, maintenance and Protection of Electrical Substation
4	Power System Protection
5	Design, Manufacturing and Testing of Transformer (DMTT)
6	Basic Training on Smart Pre-payment Metering System (for SAE/JAM)
7	Basic Training on GIS Mapping and SCADA
8	Substation Automation System (SAS)
9	Training on Load Flow Analysis Software (CYME/etap/Power Factory)
10	Refresher Course on Smart prepayment Metering System and Smart Grid
11	Refresher Course on Smart prepayment Metering System (For SAE)
<b>Power Generation</b>	
12	Design and implementation of Solar Power Plant
13	Training on IPP, PPA and Negotiation Issues of Power Sector

## General Management and HR Training

Sl no	Name of the Courses
1	Foundation Training Course (FTC) for Power Sector Officers/Engineers -4 <sup>th</sup> batch
2	Leadership Development Program for Power Sector Organizations- 23 <sup>rd</sup> Batch
3	Leadership Development Program for Power Sector Organizations- 24 <sup>th</sup> Batch
4	Human Resource Management (Basic)- 2 <sup>nd</sup> Batch
5	Customer Service Excellence for Distribution Utilities (CSE4DUs)
6	Advanced Course on Management Development (ACMD)- 1 <sup>st</sup> Batch
7	Advanced Training of Trainers (AToT)-1 <sup>st</sup> batch
8	Leadership Development Program for Power Sector Organizations- 25 <sup>th</sup> Batch
9	Critical Thinking and Decision Making for Senior Executives- 1 <sup>st</sup> Batch
10	Foundation Training Course (FTC) 5 <sup>th</sup> Batch
11	Executive Coaching and Mentoring for Senior Executives
12	Data Driven Decision Making (D3M)
13	Internal Auditor course on Occupational Health, Safety Management System (OHS-MS)- ISO 45001, ISO 9001:2018, ISO 14001:2018
14	Total Quality Management (TQM)
15	Leadership Development Program for Power Sector Organizations- 26 <sup>th</sup> Batch
16	Negotiation Strategies for Business Success
17	Training on IPP, PPA and Negotiation Issues of Power Sector

## Financial and Operations Management


Sl. no	Name of the Courses
<b>Director (Training) Wing</b>	
1	International Financial Reporting Standards (IFRS)- 1 <sup>st</sup> Batch
2	Refresher Course on Project Formulation, Implementation, Monitoring and Evaluation (rPIME)- 1 <sup>st</sup> Batch
3	Project Management Professional (PMP) Certification Course
4	Company Act & Share listing of Power Sector Utilities
5	International Procurement and Supply Chain Management (IPSCM)-1 <sup>st</sup> Batch
6	Public Procurement for Power Sector
7	Audit and Financial Management-8 <sup>th</sup> Batch
8	International Financial Reporting Standards (IFRS)- 2 <sup>nd</sup> Batch
9	Advanced Asset Management using digital technology and International Standard (ISO-14051, 55001)-1 <sup>st</sup> Batch
10	Project Formulation, Implementation, Monitoring & Evaluation (PIME)- 6 <sup>th</sup> Batch

### Information & Communication Technology

Sl no	Name of the Courses
1	Training on Oracle Database 19C Administrator Certified Professional
2	Certified Ethical Hacker (CEH) version-11
3	Red Hat Certified Virtualization Administrator –RH-318 (RHCVA)
4	IT Training for non-IT Professionals
5	Basic Training on ICT Management for Power Sector
6	Website/Mobile Application Development & Security Issues- 1 <sup>st</sup> Batch
7	Vmware Vsphere
8	Advanced Graphics Design, Animation, Multimedia and Video Editing- 1 <sup>st</sup> Batch
9	Advanced Training on Programmable Logic Controller (PLC) & Micro-Controller- 1 <sup>st</sup> Batch

*NB: In addition to above schedule BPMI may arrange on demand training for the utilities and other organizations.*

**\*\* Two (02) workshop/Webinars to be conducted during the upcoming FY- 2022-23 on contemporary issues.**



**Training Calendar for the year  
2022-2023**

**Training Calendar for General Management Training**  
**Period: July 2022 - June 2023**

**Engineering Training**

**Power Transmission and Distribution**

Sl. No.	Planned Date		Duration (Days)	Course Name	Participants	Venue
	From	To				
1	31-Jul-22	23-Aug-22	15	Smart prepayment Metering System and Smart Grid	40	BPMI/ Virtual
2	28-Aug-22	20-Sep-22	18	Design, Construction, Maintenance and Testing of Power Transmission and Distribution Line	40	BPMI/ Virtual
3	26-Sep-22	17-Oct-22	14	Design, Operation, maintenance and Protection of Electrical Substation	40	BPMI/ Virtual
4	23-Oct-22	10-Nov-22	15	Power System Protection	30	BPMI/ Virtual
5	15-Nov-22	30-Nov-22	12	Design, Manufacturing and Testing of Transformer (DMTT)	35	BPMI/ Virtual
6	5-Feb-23	26-Feb-23	15	Basic Training on Smart Pre-payment Metering System (for SAE/JAM)	35	BPMI/ Virtual
7	1-Mar-23	21-Mar-23	15	Basic Training on GIS Mapping and SCADA	35	BPMI/ Virtual
8	27-Mar-23	10-Apr-23	11	Substation Automation System (SAS)	30	BPMI/ Virtual
9	16-Apr-23	26-Apr-23	9	Load Flow Analysis Software (CYME/etap/Power Factory)	35	BPMI/ Virtual
10	4-Sep-22	15-Sep-22	8	Refresher Course on Smart prepayment Metering System and Smart Grid	40	BPMI/ Virtual
11	6-Oct-22	17-Oct-22	7	Refresher Course on Smart prepayment Metering System	40	BPMI/

				(For SAE)		Virtual
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**Power Generation**

Sl. No.	Planned Date		Duration (Days)	Course Name	Participants	Venue
	From	To				
12	3-Jan-23	2-Feb-23	23	Design and implementation of Solar Power Plant	40	BPMI/ Virtual
13	25-Oct-22	8-Nov-22	11	Training on IPP, PPA and Negotiation Issues of Power Sector	40	BPMI/ Virtual

**Information & Communication Technology**

Sl. No.	Planned Date		Duration (Days)	Course Name	Participants	Venue
	From	To				
1	26-Jul-22	19-Sep-22	37	Training on Oracle Database 19C Administrator Certified Professional	22	BPMI/Virtual
2	25-Sep-22	20-Oct-22	18	Certified Ethical Hacker (CEH) version-11	22	BPMI/Virtual
3	13-Nov-22	05-Jan-23	15	Red Hat Certified Virtualization Administrator –RH-318 (RHCVA)	22	BPMI/Virtual
4	22-Jan-23	30-Jan-23	7	IT Training for non-IT Professionals	35	BPMI/Virtual
5	30-Apr-23	18-May-22	15	Basic Training on ICT Management for Power Sector	30	BPMI/Virtual
6	1-Feb-23	18-Feb-23	15	Website/Mobile Application Development & Security Issues- 1 <sup>st</sup> Batch	30 (AE-XEN)	BPMI/Virtual
7	27-Mar-23	18-Apr-23	20	Vmware Vsphere	30 (AE-XEN)	BPMI/Virtual

8	16-May-23	29-May-23	12	Advanced Graphics Design, Animation, Multimedia and Video Editing- 1 <sup>st</sup> Batch	30 (AE-XEN)	BPMI/Virtual
9	30-May-23	12-Jun-23	12	Advanced Training on Programmable Logic Controller (PLC) & Micro-Controller- 1 <sup>st</sup> Batch	30 (AE-XEN)	BPMI/Virtual

### General Management Training

Sl. No.	Planned Date		Duration (Days)	Course Name	Participants	Venue
	From	To				
1	10-05-2022	31-07-2022	60	Foundation Training Course (FTC) for Power Sector Officers/Engineers -4 <sup>th</sup> batch	32 Newly recruited AE/AM	Phyigital
2	03-07-2022	17-08-2022	12	Leadership Development Program for Power Sector Organizations- 23 <sup>rd</sup> Batch	46 Senior and Mid-level Officers/Engineers of PSOs	Phyigital
3	25-08-2022	24-09-2022	12	Leadership Development Program for Power Sector Organizations- 24 <sup>th</sup> Batch	39 For BREB Officers	Phyigital
4	04-09-22	29-09-2022	15	Human Resource Management (Basic)- 2 <sup>nd</sup> Batch	31 HR/Admin professionals	Phyigital
5	01-11-2022	09-11-2022	7	Customer Service Excellence for Distribution Utilities (CSE4DUs)	30 Officers of DISCOMs	Phyigital
6	06-11-2022	18-12-2022	31	Advanced Course on Management Development (ACMD)- 1 <sup>st</sup> Batch	30 AM/DM/DGM/A D/DD/AE/SDE/X EN	Phyigital
7	20-11-	28-11-	7	Advanced Training of Trainers	30	Phyigital

	2022	2022		(AToT)-1 <sup>st</sup> batch	Training & Development Professionals	
8	04-12-2022	29-12-2022	12	Leadership Development Program for Power Sector Organizations- 25 <sup>th</sup> Batch	40 Senior and Mid-level Officers/ Engineers of PSOs	Virtual
9	11-12-2022	15-12-2022	5	Critical Thinking and Decision Making for Senior Executives- 1 <sup>st</sup> Batch	30 Senior Officers of PSOs	Phygital
10	01-01-2023	30-03-2023	60	Foundation Training Course (FTC) 5 <sup>th</sup> Batch	35 Newly recruited AE/AM/AD of different PSOs	Phygital mostly in-person
11	15-01-2023	19-01-2023	10	Executive Coaching and Mentoring for Senior Executives	30 Senior Officers of PSOs	In person
12	05-02-2023	16-02-2023	10	Data Driven Decision Making (D3M)	30 Mid/ Upper Mid- Senior Officers	Phygital
13	01-03-2023	14-03-2023	10	Internal Auditor course on Occupational Health, Safety Management System (OHS-MS)- ISO 45001, ISO 9001:2018, ISO 14001:2018	30 MR, AMR/ ISO implementation related officers of the PSOs	Phygital Week end program
14	16-04-2023	27-04-2023	10	Total Quality Management (TQM)	35 Upper Mid-Senior Officers of BREB	Phygital Evening Course
15	01-05-2023	24-05-2023	12	Leadership Development Program for Power Sector Organizations- 26 <sup>th</sup> Batch	40 Senior and Mid-level Officers/ Engineers of PSOs	Virtual



16	04-06-2023	08-06-2023	5	Negotiation Strategies for Business Success	30 Upper Mid-Senior Officers of BREB	In person
17	25-Oct-22	8-Nov-22	11	Training on IPP, PPA and Negotiation Issues of Power Sector	30 Procurement Professionals of PSOs	In person

*In addition to above schedule BPMI may arrange on demand training for the utilities and other organizations.*

### Financial & Operations Management Training

Sl No	Planned date		Duration (days)	Course Name	Participants	Venue
	From	To				
1	07-08-2022	23-08-2022	10	International Financial Reporting Standards (IFRS)- 1 <sup>st</sup> Batch	32 Accounts & Finance executives	Phygital
2	18-09-2022	25-09-2022	07	Refresher Course on Project Formulation, Implementation, Monitoring and Evaluation (rPIME)- 1 <sup>st</sup> Batch	27 Participants From Basic PIME courses	Phygital
3	10-10-2022	08-11-2022	8	Project Management Professional (PMP) Certification Course	30 PD/DPD/APD/AM/DM/AD/DD	Virtual Evening course
4	16-Oct-22	27-Oct-22	10	Company Act & Share listing of Power Sector Utilities	31 Officers of PSOs	Phygital
5	16-10-2022	07-11-2022	15	International Procurement and Supply Chain Management (IPSCM)-1 <sup>st</sup> Batch	30 PSCM	Phygital

					professionals	
6	4-Dec-22	29-Dec-22	19	Public Procurement for Power Sector	35 Procurement Professionals	Phygital
7	12-02-2023	23-02-2023	10	Audit and Financial Management-8 <sup>th</sup> Batch	30 Accounts & Finance executives	Phygital
8	12-03-2023	23-03-2023	10	International Financial Reporting Standards (IFRS)- 2 <sup>nd</sup> Batch	30 Accounts & Finance executives	Phygital
9	07-05-2023	15-05-2023	10	Advanced Asset Management using digital technology and International Standard (ISO-14051, 55001)-1 <sup>st</sup> Batch	30 Accounts/Finance/Asset Managers	Phygital
10	04-06-2023	22-06-2023	15	Project Formulation, Implementation, Monitoring & Evaluation (PIME)-6 <sup>th</sup> Batch	30 PD/DPD/DGM /DD/Director/XEN/AE	Phygital

*In addition to above schedule BPMI may arrange on demand training for the utilities and other organizations.*

### Aggregate Training Plan by training hours for FY-2022-2023

Courses by Category	Total no. of Batches	Total no of Trainees
General Management	16	35 x 16 =560
Foundation Training Course	01	1x 35 =35
Engineering	13	35 x 13 = 455
Financial & Operations Management	10	32 x 10 = 320
ICT	09	25 x 09 = 225
Workshops/Webinars	2	60 x 2 = 120
<b>Only Training</b>	<b>49</b>	<b>1595</b>
<b>Total training incld. Workshop:</b>	<b>51</b>	<b>1,715</b>

***N.B.** All the dates mentioned in schedule against each training course are planned tentative. The BPMI authority may change the schedule & inform the concerned authority if required.*

**BPMI Training Plan for the year 2022-23**

SI #	No of Participants	Training Title	July				August				September			
			W1	W2	W3	W4	W1	W2	W3	W4	W1	W2	W3	W4
1	32	Foundation Training Course (FTC) -4th batch												
2	46	Leadership Development Program for Power Sector Organizations - 23rd Batch												
3	22	Training on Oracle Database 19C Administrator Certified Professional												
4	40	Smart prepayment Metering System and Smart Grid												
5	32	International Financial Reporting Standards (IFRS)- 1st Batch												
6	40	Design, Operation, maintenance and Protection of Electrical Substation												
7	40	Leadership Development Program for Power Sector Organizations- 24th Batch												
8	31	Human Resource Management (Basic)- 2nd Batch												
9	40	Design, Construction, Maintenance and Testing of Power Transmission and Distribution Line												
10	40	Refresher Course on Smart prepayment Metering System and Smart Grid												
11	40	Refresher Course on Smart prepayment Metering System (For SAE)												
12	46	Refresher Course on Project Formulation, Implementation, Monitoring and Evaluation (rPIME)- 1st Batch												
13	22	Certified Ethical Hacker (CEH) version-11												

**BPMI Training Plan for the year 2022-23**

SI #	No of Trainees	Training Title	October				November				December			
			W1	W2	W3	W4	W1	W2	W3	W4	W1	W2	W3	W4
13	22	Certified Ethical Hacker (CEH) version-11	Yellow	Yellow	Yellow	Yellow								
14	30	Project Management Professional (PMP) Certification Course			Brown	Brown	Brown	Brown						
15	30	International Procurement and Supply Chain Management (IPSCM)-1st Batch				Gold	Gold	Gold	Gold	Gold				
16	31	Company Act & Share listing of Power Sector Utilities				Light Orange								
17	30	Power System Protection				Light Blue	Light Blue	Light Blue						
18	30	Training on IPP, PPA and Negotiation Issues of Power Sector				Light Orange	Light Orange							
19	30	Design, Construction, Maintenance and Testing of Power Transmission and Distribution Line					Light Green	Light Green						
20	30	Customer Service Excellence for Distribution Utilities (CSE4DUs)					Yellow	Yellow						
21	35	Public Procurement for Power Sector					Gold	Gold	Gold	Gold				
22	30	Advanced Course on Management Development (ACMD)- 1st Batch						Blue	Blue	Blue	Blue	Blue	Blue	
23	22	Red Hat Certified Virtualization Administrator – RH-318 (RHCVA)							Yellow	Yellow	Yellow	Yellow	Yellow	Yellow
24	35	Design, Manufacturing and Testing of Transformer (DMTT)							Light Blue	Light Blue				
25	30	Advanced Training of Trainers (AToT)-1st batch									Light Green	Light Green		
26	40	Leadership Development Program for Power Sector Organizations- 25th Batch									Light Blue	Light Blue	Light Blue	Light Blue
27	30	Critical Thinking and Decision Making for Senior Executives- 1st Batch											Light Orange	

**BPMI Training Plan for the year 2022-23**

SI #	No of Trainees	Training Title	January				February				March			
			W1	W2	W3	W4	W1	W2	W3	W4	W1	W2	W3	W4
28	35	Design and implementation of Solar Power Plant												
29	35	Foundation Training Course (FTC) 5th Batch												
30	30	Executive Coaching and Mentoring for Senior Executives												
31	35	IT Training for non-IT Professionals												
32	35	Basic Training on Smart Pre-payment Metering System (for SAE/JAM)												
33	30	Website/Mobile Application Development & Security Issues- 1st Batch												
34	30	Data Driven Decision Making (D3M)												
35	30	International Financial Reporting Standards (IFRS)- 2nd Batch												
36	30	Audit and Financial Management-8th Batch												
37	35	Basic Training on GIS Mapping and SCADA												
38	30	Internal Auditor course on Occupational Health, Safety Management System (OHS-MS)- ISO 45001, ISO 9001:2018, ISO 14001:2018												
39	35	Substation Automation System (SAS)												

**BPMI Training Plan for the year 2022-23**

SI #	No of Trainees	Training Title	April				May				June			
			W1	W2	W3	W4	W1	W2	W3	W4	W1	W2	W3	W4
39	35	Substation Automation System (SAS)												
40	30	Vmware Vsphere												
41	35	Training on Load Flow Analysis Software (CYME/etap/Power Factory)												
42	36	Total Quality Management (TQM)												
43	30	Basic Training on ICT Management for Power Sector												
44	40	Leadership Development Program for Power Sector Organizations- 26th Batch												
45	30	Advanced Asset Management using digital technology and International Standard (ISO-14051, 55001)-1st Batch												
46	30	Advanced Graphics Design, Animation, Multimedia and Video Editing- 1st Batch												
47	30	Advanced Training on Programmable Logic Controller (PLC) & Micro-Controller- 1st Batch												
48	30	Negotiation Strategies for Business Success												
49	30	Project Formulation, Implementation, Monitoring & Evaluation (PIME)- 6th Batch												

### Completed and Proposed Training Courses as percentage of related courses

Sl No	Name of Training Course	Training status against proposed courses for 2022-23 (May 2018 to June 2022)			Proposed Training (July 2022 to June 2023)	
		No of Batches	No of Participant	% of Trained officers in respect to total related officers	Batches	No of Participant
1	Smart prepayment Metering System and Smart Grid	14	677	7.00	1	40
2	Refresher Course on Smart prepayment Metering System and Smart Grid	2	52	0.54	1	40
3	Basic Training on Smart prepayment Metering System (for SAE/JAM)	2	84	0.87	1	40
4	Refresher Course on Smart prepayment Metering System (For SAE)	-	-	-	1	30
5	Design, Construction, Maintenance and Testing of Power Transmission and Distribution Line/ Distribution & Transmission Line	17	746	7.71	1	35
6	Design, Operation, maintenance and Protection of Electrical Substation / Operation & Maintenance of Electrical Substation	6	211	2.18	1	35
7	Power System Protection	6	203	2.10	1	35
8	Design, Manufacturing and Testing of Transformer (DMTT)	5	170	1.76	1	30
9	Basic Training on GIS Mapping and SCADA/ Fundamentals of GIS & SCADA	7	237	2.45	1	35
10	Substation Automation System (SAS)	1	28	0.29	1	40



11	Training on Load Flow Analysis Software (CYME/etap/Power Factory)	-	-	-	1	40
12	Design and implementation of Solar Power Plant	4	117	1.21	1	40
13	Training on IPP, PPA and Negotiation Issues of Power Sector	-	-	-	1	40
14	Training on Oracle Database 19C Administrator Certified Professional	1	21	0.22	1	22
15	Certified Ethical Hacker (CEH) version-11	1	22	0.23	1	22
16	Red Hat Certified Virtualization Administrator –RH-318 (RHCVA)	-	-	-	1	22
17	IT Training for non-IT Professionals	-	-	-	1	34
18	Basic Training on ICT Management for Power Sector	3	94	0.97	1	30
19	Website/Mobile Application Development & Security Issues- 1 <sup>st</sup> Batch	-	-	-	1	28
20	Vmware Vsphere	-	-	-	1	30
21	Advanced Graphics Design, Animation, Multimedia and Video Editing- 1 <sup>st</sup> Batch	-	-	-	1	30
22	Advanced Training on Programmable Logic Controller (PLC) & Micro-Controller- 1 <sup>st</sup> Batch	-	-	-	1	30
23	Foundation Training Course (FTC) for Power Sector Officers/Engineers -4 <sup>th</sup> batch/ 5th batch	3	142		2	66
24	Leadership Development Program for Power Sector Organizations- 23 <sup>rd</sup> 24th/ 25th/ 26th Batch	22	1087	9.45	4	160

25	Human Resource Management (Basic)- 2 <sup>nd</sup> Batch	1	50	6.20	1	31
26	Customer Service Excellence for Distribution Utilities (CSE4DUs)	-	-	-	1	30
27	Advanced Course on Management Development (ACMD)- 1 <sup>st</sup> Batch	-	-	-	1	30
28	Advanced Training of Trainers (AToT)-1 <sup>st</sup> batch	-	-	-	1	30
29	Critical Thinking and Decision Making for Senior Executives- 1 <sup>st</sup> Batch	-	-	-	1	30
30	Executive Coaching and Mentoring for Senior Executives	-	-	-	1	30
31	Data Driven Decision Making (D3M)	-	-	-	1	30
32	Internal Auditor course on Occupational Health, Safety Management System (OHS-MS)- ISO 45001, ISO 9001:2018, ISO 14001:2018	-	-	-	1	30
33	Total Quality Management (TQM)	-	-	-	1	35
34	Negotiation Strategies for Business Success	-	-	-	1	30
35	Training on IPP, PPA and Negotiation Issues of Power Sector	-	-	-	1	30
36	International Financial Reporting Standards (IFRS)- 1 <sup>st</sup> Batch/International Financial Reporting Standards (IFRS)- 2nd Batch	-	-	-	2	62
37	Refresher Course on Project Formulation, Implementation, Monitoring and Evaluation (rPIME)- 1 <sup>st</sup> Batch	-	-	-	1	27
38	Project Management	-	-	-	1	30

	Professional (PMP) Certification Course					
39	Company Act & Share listing of Power Sector Utilities	1	40	3.93	1	30
40	International Procurement and Supply Chain Management (IPSCM)-1 <sup>st</sup> Batch	-	-	-	1	30
41	Public Procurement for Power Sector	4	136	1.41	1	35
42	Audit and Financial Management-8 <sup>th</sup> Batch	7	385	37.82	1	30
43	Advanced Asset Management using digital technology and International Standard (ISO-14051, 55001)-1 <sup>st</sup> Batch	-	-	-	1	30
44	Project Formulation, Implementation, Monitoring & Evaluation (PIME)- 6th Batch	5	198	2.05	1	30
	<b>Total</b>	<b>112</b>	<b>4700</b>		<b>49</b>	<b>1594</b>

**N.B. Logic against the Proposed Training:**

Courses have been selected based on participants/PSO's request/opinion and need based workshop held on June 2022.

**APPENDIX- A: Workshop Minutes of Rapid TNA  
for future training**

## BPMI কর্তৃক আয়োজিত ওয়ার্কশপ অনুষ্ঠানের প্রতিবেদন।

### বিষয়: Future Training Needs for Power Sector Organizations

তারিখ: ১৮ ই জুন, ২০২২ শনিবার

সময়: সকাল ৯:৩০ টা হতে ৫:০০ টা পর্যন্ত

স্থানঃ বিদ্যুৎ ভবন (১৫ তলা) বিজয় হল, ১ আব্দুল গণি রোড, ঢাকা-১০০০

#### প্রধান অতিথি

এ. টি. এম. মোস্তফা কামাল, অতিরিক্ত সচিব, নবায়নযোগ্য জ্বালানি, বিদ্যুৎ বিভাগ

#### বিশেষ অতিথি

#### সভাপতি

জনাব মোঃ গোলাম রাব্বানী, এমডিএস (প্রশাসন ও অর্থ), বিপিএমআই

#### মূল প্রবন্ধ উপস্থাপক

১) ডঃ মোঃ শরীয়াতউল্লাহ, চেয়ারম্যান ও বিভাগীয় প্রধান, ডিপার্টমেন্ট অফ অর্গানাইজেশন, স্ট্র্যাটেজি এন্ড লিডারশীপ, ঢাকা বিশ্ববিদ্যালয়

২) আবু দাউদ খান, ব্যবস্থাপনা পরিচালক ও সিইও, Enroute, International Ltd., and Vice President BASIS

#### মূল প্রবন্ধের বিষয়

### 1) Planning for the Future of Learning & Development

### 2) Training Requirement in Modern Age

#### অংশগ্রহণকারী

বিদ্যুৎ বিভাগের আওতাধীন বিদ্যুৎ উৎপাদন, সঞ্চালন ও বিতরণ কোম্পানিসমূহের উর্ধ্বতন / মধ্যম পর্যায়ের কর্মকর্তাবৃন্দ, এ সকল প্রতিষ্ঠানের প্রশিক্ষণ ও মানব সম্পদ দপ্তরের কর্মকর্তাবৃন্দ এবং বিপিএমআই-এর কর্মকর্তাবৃন্দ।

**ওয়েবিনারের সঞ্চালক:** জনাব মোঃ রফিকুল ইসলাম, পরিচালক (প্রশিক্ষণ), বিপিএমআই।

**ওয়েবিনারের উপস্থাপক:** জনাব মোঃ রহমত উল্লাহ, উপ-পরিচালক (প্রশিক্ষণ), বিপিএমআই।

ওয়েবিনারের শুরুতে সালে বাংলাদেশের স্বাধীনতার সুবর্ণজয়ন্তী ও মুজিব বর্ষ উদযাপন উপলক্ষে ১৯৭৫ সালে শহীদ হাজার বছরের শ্রেষ্ঠ বাঙালি জাতির জনক বঙ্গবন্ধু শেখ মুজিবুর রহমান ও তার পরিবারবর্গ, ১৯৭১ সালে মুক্তিযুদ্ধে শহীদ মুক্তিযোদ্ধা ও আত্মত্যাগী সাধারণ মানুষকে গভীর শ্রদ্ধাভরে স্মরণ করা হয়।

#### প্রধান অতিথির বক্তব্য

এ. টি. এম. মোস্তফা কামাল, অতিরিক্ত সচিব, নবায়নযোগ্য জ্বালানি, বিদ্যুৎ বিভাগ, তাঁর বক্তব্যে বলেন, প্রচলিত ধারণা হচ্ছে অটোমেশনের সাথে সাথে জনবলের প্রয়োজনীয়তা হ্রাস পাবে, কিন্তু এ ধারণা সঠিক নয়। ভবিষ্যতে মানবসম্পদের চাহিদা থাকবে কিন্তু সেই মানবসম্পদের জন্য প্রয়োজনীয় দক্ষতার পরিবর্তন হবে। একই ধারাবাহিকতায় বিদ্যুৎ খাতেও স্কিল আপগ্রেডেশন ও নতুন স্কিল উন্নয়নের কোন বিকল্প নেই। এক্ষেত্রে বিপিএমআই এর এই ওয়ার্কশপ আয়োজন অত্যন্ত সময়োপযোগী ও কার্যকর হবে বলে তিনি আশা প্রকাশ করেন। তিনি বলেন বিদ্যুৎ খাতে ডিজিটলাইজেশন ও অটোমেশন প্রযুক্তি প্রতিনিয়ত আপগ্রেড হচ্ছে আমাদেরকেও সে সকল জ্ঞান ও দক্ষতা অর্জনে আপডেটেড থাকতে হবে। এছাড়া প্রযুক্তির সাথে সংশ্লিষ্ট কুঁকিসমূহ যেমন সাইবার সিকিউরিটি, হ্যাকিং এ সকল বিষয়েও সচেতন থাকতে হবে। এর মাধ্যমেই বিদ্যুৎ খাতে রূপকল্প ২০৪১ অর্জনের পথে আমরা সঠিক স্ট্র্যাটেজি নিয়ে এগিয়ে যেতে পারব। তিনি সকল ইউটিলিটির অংশগ্রহণকারী কর্মকর্তাদের স্বতঃস্ফূর্তভাবে এই ওয়ার্কশপে অংশগ্রহণ ও মত প্রদানের নির্দেশনা দেন এবং ওয়ার্কশপের সার্বিক সাফল্য কামনা করে তার বক্তব্য শেষ করেন।

#### ১ম মূল প্রবন্ধের সারসংক্ষেপ

ওয়েবিনারের মূল প্রবন্ধ উপস্থাপক ডঃ মোঃ শরীয়াতউল্লাহ, চেয়ারম্যান ও বিভাগীয় প্রধান, ডিপার্টমেন্ট অফ অর্গানাইজেশন, স্ট্র্যাটেজি এন্ড লিডারশীপ, ঢাকা বিশ্ববিদ্যালয় একটি প্রেজেন্টেশন উপস্থাপন করেন। তিনি উল্লেখ করেন ভবিষ্যৎ পৃথিবীতে বিভিন্ন ইন্ডাস্ট্রিতে প্রয়োজনীয় দক্ষতা ও কাজের ধরণ দ্রুত পরিবর্তিত হচ্ছে। ইন্ডাস্ট্রি ৪ এ বেশীরাংশ দক্ষতাই হবে অটোমেশন ও কৃত্তিম বুদ্ধিমত্তা নির্ভর। এর সাথে তাল মিলিয়ে সরকারী ও বেসরকারি পর্যায়ে পলিসি প্রনয়ণ করতে হবে ও মাঠপর্যায়ে তার বাস্তবায়নের উদ্যোগ নিতে হবে। নতুন দক্ষতা অর্জন করতে হলে আমাদের প্রশিক্ষণ কার্যক্রমকে ও টেলে সাজাতে হবে। বাস্তবভিত্তিক প্রশিক্ষণ ও কার্যকর হাতে কলমে শিখন এর উপর আরও জোর দিতে হবে।

একইসাথে প্রশিক্ষক ও প্রশিক্ষার্থীদের মাইন্ডসেট ও পরিবর্তন করতে হবে। সবশেষে তিনি উল্লেখ করেন ভবিষ্যৎ প্রশিক্ষণ এর পদ্ধতিসমূহ হতে পারে নিম্নরূপঃ

- Virtual learning
- Personalized learning (AI as a digital learning assistant)
- Self-paced learning
- Social Learning
- Cross-team learning
- Micro learning
- Gamification

সবশেষে, তার প্রেজেন্টেশন হতে নিম্নবর্ণিত সুপারিশ সমূহ উঠে আসে

১) প্রতিষ্ঠানের উন্নতির জন্য নিরবিচ্ছিন্নভাবে স্কিল আপগ্রেডেশন ও নতুন স্কিল উন্নয়নের কার্যক্রম চালু রাখতে হবে।

২) একই সাথে যথার্থ উন্নয়ন পরিকল্পনা করতে হবে এবং প্রত্যাশিত উন্নয়নের জন্য কর্মীদের বর্তমান দক্ষতা ও দক্ষতার ঘাটতি সঠিকভাবে নিরূপণ করে তার জন্য প্রশিক্ষণ ডিজাইন করতে হবে।

৩) ভবিষ্যৎ প্রশিক্ষণ ও উন্নয়নের স্লোগান হতে পারে

- Learn, Unlearn, Relearn
- Lifelong Learning

## ২য় মূল প্রবন্ধের সারসংক্ষেপ

ওয়েবিনারের আরেকজন মূল প্রবন্ধ উপস্থাপক আবু দাউদ খান, ব্যবস্থাপনা পরিচালক ও সিইও, Enroute, International Ltd., and Vice President BASIS তার বক্তব্যে উল্লেখ করেন, বর্তমানে বিদ্যুৎ সেক্টরে অভাবনীয় অগ্রগতি সাধিত হয়েছে। কিন্তু উন্নত বিশ্বের সাথে তাল মিলিয়ে চলতে হলে আরও অনেক পথ পাড়ি দিতে হবে। আধুনিক অর্থনীতিতে কর্পোরেট সেক্টরে ওয়ার্ক কালচার ধীরে ধীরে সর্বত্র ছড়িয়ে পড়ছে এবং আমাদের দেশেও কর্মক্ষেত্রে সেগুলো ভবিষ্যতে চালু হবে। তাই বিদ্যুৎ খাতে সফলতার ধারা অব্যাহত রাখতে হলে সাফল্যের পিছনে নিয়ামক সমূহ রিসার্চ ও স্টাডি করে বের করতে হবে এবং তা সকল প্রতিষ্ঠানে ছড়িয়ে দেয়ার চেষ্টা করতে হবে। একই সাথে সকল লেভেলের কর্মীদের জন্য প্রয়োজন অনুসারে আইটি প্রশিক্ষণ চালু করতে হবে এবং তা চলমান রাখতে হবে কারণ ভবিষ্যৎ কাজসমূহ বেশীরভাগই হবে আইটি নির্ভর। সামগ্রিকভাবে রাষ্ট্রীয়, সামাজিক, পারিবারিক ও ব্যক্তিগত পর্যায়ে উৎকর্ষ সাধনের জন্য প্রতিনিয়ত আধুনিক জ্ঞান অর্জনের আগ্রহ ও সে অনুযায়ী সঠিক পন্থায় কার্যকর প্রশিক্ষণ ও দক্ষতা উন্নয়নের কোন বিকল্প নেই

## ওয়ার্কশপের কার্যক্রম

ইতিপূর্বে বিপিএমআই বিভিন্ন প্রতিষ্ঠানের প্রশিক্ষণ চাহিদা জানতে চেয়ে বিভিন্ন প্রতিষ্ঠানে পত্র প্রেরণ করা হয়েছিল। তার উত্তরে, CPGCBL, RPCL, B-R Powergen, EGCB, NWPGL এসকল প্রতিষ্ঠান তাদের প্রশিক্ষণ চাহিদার তালিকা প্রেরণ করে যা সংযুক্তি – ১ এ দেয়া হয়েছে।

ওয়ার্কসপে আগত ৪১ জন অংশগ্রহণকারী কর্মকর্তাকে ৩ টি গ্রুপে বিভক্ত করে তাদের ভবিষ্যৎ প্রশিক্ষণ চাহিদা নিরূপণ সম্পর্কে আলোচনা করে ফাইন্ডিংস সমূহ তালিকাবদ্ধ করা ও ৩ টি গ্রুপে আলাদাভাবে প্রেজেন্ট করার এসাইনমেন্ট দেয়া হয়।

## Group presentation

### Topics of Group Discussion

#### Group-1 :

Training Needs for Generation Companies

#### Group 2:

Training Needs for Transmission Company

#### Group 3:

Training Needs for Distribution Companies

Generation Companies, Transmission Company এবং Distribution Companies তাদের পৃথক পৃথক কারিগরী প্রশিক্ষণ চাহিদা নিরূপণ করে। একই সাথে তাদের General Management, Financial Management ও Information Technology প্রশিক্ষণের কিছু চাহিদাও তুলে ধরেন।

উক্ত চাহিদাসমূহের সারাংশ নিম্নে দেয়া হলঃ

### Technical Training Needs from Generation Companies

- 1) **Hands on** (Live on Site) Training on O&M of GT, ST, HRSG & GBC
- 2) **Hands on** (Live on Site) Training on Installation, Commissioning & Maintenance of Generator, Motor and other Rotating Machines
- 3) Advanced Training on Instrumentation & Distributed Control System
- 4) Advanced Training on Emergency Situation Handling (i.e. Black Out) of Power Plant Operation with Root Cause Study & Analysis on Operational Incident (Case Study on Emergency Handling / Trouble Shooting)
- 5) O & M of Water Treatment Plant
- 6) Renewable Energy and its Application
- 7) Troubleshooting of Power Transformer Fault & Protection System
- 8) Industrial Hazard & Safety
- 9) Power Plant Project Management
- 10) Pre-Feasibility / Feasibility Study on Site & Technology Selection.
- 11) Energy Procurement / Trade / Market
- 11) Simulation Software
- 12) Generation Planning Software
- 13) Co-Generation Technologies (Combined Generation & Heating)

### Technical Training Needs from Transmission Companies

- 1) O & M of Gas Insulated Switchgear (GIS) Substation
- 2) O & M of HVDC Substation
- 3) Advanced Training on Power System Protection (**i.e.** on Design, O&M of Relay, Breaker & Switchgear System)
- 4) Condition Based Monitoring of Substation Equipment  
(ie. Specialized Training on Dissolved Gas Analysis, TanD, Partial Discharge etc.)
- 5) Software Based Study of
  - a) Network Modelling
  - b) Fault Analysis
  - c) Electro-Magnetic Transient Analysis (EMTA)
  - d) System Reliability & Stability Study
- 6) Grid Integration of Renewable Energy
- 7) Grid Integration & O&M of Energy Storage System
- 8) Smart Grid Technologies

### Technical Training Needs from Distribution Companies

- 1) **Advanced Distribution Management System (ADMS) including**

SCADA + SAS (Substation Automation System) + GIS (Geographical Info System) + OMS  
(Outage Management System)

- 2) Distribution Planning Software
- 3) Design, Installation, O&M of Underground / Submarine Cable
- 4) Distributed Energy Resource Management (DERM)
- 5) Grid Integration of Renewable Energy
- 6) Grid Integration & O&M of Energy Storage System
- 7) Remote Surveillance of Distribution Network & Modern Fault Detection Techniques in OH / UG Lines (Fault Passage Indicator)
- 8) Project Planning & Management
- 9) Civil Estimation (Weather Resilient Structure)

### **General Management**

1. Succession Planning & Retention Strategy for Employees
2. Balance Scorecard & HR Dashboard
3. ISO / OHSAS / Internal Audit Training as per IMS / HRM
4. Training Planning, Management, Implementation & Employee Development
5. KPI Based Performance Management & APA
6. Competency Mapping
7. Strategic Planning / Thinking & Creative Problem Solving
8. Effective Communication Skill
9. Total Quality Management (TQM)
10. Advance HR Management
11. Performance Management
12. NIS
13. Corporate Governance
14. DPS
15. English Language Course
16. Project Planning & Management
17. CRM (Customer Relationship Management)
18. Store Management & Inventory Control
19. Tender Document, Specification & Contract Management

### **Information Technologies**

- 1) Cyber Security & Ethical Hacking
- 2) Big Data & Cloud Computing
- 3) Cyber Security, IOT, AI & Machine Learning



- 4) Enterprise Resource Planning (ERP)
- 5) ICT Audit

## Financial

- 1) Financial & Corporate Reporting (IFRS, IAS) Standards
- 2) Advance Financial Modelling (Forecasting)
- 3) Foreign Exchange Role & Import Policy
- 4) Insurance Policy
- 5) Finance Act (Tax VAT Duties)
- 6) Power Purchase Agreement (Basic & Advance)
- 7) Public Procurement & EGP
- 8) Valuation of Asset
- 9) Accounting Principles & Internal Audit
- 11) Banking, L/C, Customs and Shipping Procedure
- 12) IT, VAT & Customs

### উপসংহার

উক্ত ওয়েবিনারের সমাপনী অনুষ্ঠানের প্রধান অতিথি, মোঃ নিজাম উদ্দিন, অতিরিক্ত সচিব (প্রশাসন), বিপিএমআই বলেন, সরকার ঘোষিত ভিশন ২০৪১ উন্নত বাংলাদেশ বিনির্মাণে একটি উন্নত বিদ্যুৎ খাত অত্যন্ত প্রয়োজন। আর এটি তখনই সম্ভবপর হবে যখন আধুনিক ও যুগোপযুগী প্রশিক্ষণের মাধ্যমে বিদ্যুৎ সেক্টরে দক্ষ মানবসম্পদ তৈরি হবে। তিনি বিদ্যুৎ সেক্টরের ইউটিলিটি সমূহের জন্য আধুনিক ও সমন্বয়যোগী প্রশিক্ষণ চাহিদা নিরূপনের জন্য নিয়মিত বিরতিতে এ ধরনের ওয়ার্কশপ আয়োজনের উপর গুরুত্বারোপ করেন। অনুষ্ঠানের সভাপতি বিপিএমআই এর এমডিএস ও বিদ্যুৎ বিভাগের যুগ্ম সচিব মোঃ গোলাম রাব্বানী বলেন বিদ্যুৎ খাতের উৎকর্ষ সাধনে প্রতিনিয়ত প্রশিক্ষণ ও দক্ষতা উন্নয়নের কোন বিকল্প নেই। বিদ্যুৎ বিভাগের এপেক্স ট্রেনিং ইনস্টিটিউট হিসেবে বিপিএমআই তার প্রতিষ্ঠালগ্ন থেকে আধুনিক ও যুগোপযোগী প্রশিক্ষণ, সেমিনার, ওয়ার্কশপের আয়োজনের বিষয়ে সর্বদা সচেতন রয়েছে। বিদ্যুৎ খাতের প্রতিষ্ঠানসমূহের প্রশিক্ষণ চাহিদা নিরূপনের জন্য এই ওয়ার্কশপটি আয়োজন অত্যন্ত গুরুত্বপূর্ণ উল্লেখ করে এর উপর ভিত্তি করে বিপিএমআই এর ভবিষ্যত প্রশিক্ষণসমূহ পরিকল্পনা ও ডিজাইন করা হবে মর্মে তিনি উল্লেখ করেন। ওয়ার্কশপের সঞ্চালক বিপিএমআই এর পরিচালক (প্রশিক্ষণ) মোঃ রফিকুল ইসলাম ওয়ার্কশপটি অত্যন্ত প্রাণবন্ত ও স্বতঃস্ফূর্ত ছিল বলে মন্তব্য করেন। এই ওয়ার্কশপের ফাইন্ডিংস এর আলোকে ভবিষ্যতে বিদ্যুৎ সেক্টরের জন্য প্রশিক্ষণ চাহিদা নিরূপণ আরও সহজ ও কার্যকর হবে মর্মে তিনি মত প্রকাশ করেন। পরিশেষে ওয়ার্কশপে স্বতঃস্ফূর্তভাবে অংশগ্রহণের মাধ্যমে ওয়ার্কশপ সফল করার জন্য তিনি অংশগ্রহণকারী কর্মকর্তাদের এবং ওয়ার্কশপ আয়োজনের সাথে জড়িত সকলের প্রতি আন্তরিক ধন্যবাদ ও কৃতজ্ঞতা জ্ঞাপন করে তার বক্তব্য শেষ করেন।

## APPENDIX B: REFERENCES

The following table summarizes the documents referenced in this document.

Document Name and Version	Description	Location
BANGLADESH POWER MANAGEMENT INSTITUTE (BPMI): TRAINING PLAN VERSION-01	Training Plan for 2022-23	Training Wing, BPMI, BPMI Library and website