

## (Annex-I)

### Terms & Conditions for Empanelment of training partners/Agencies.

Damodar Valley Corporation (DVC) was established in the year 1948 for the holistic development of the Damodar Valley area spread across 24,235 square km in the States of Jharkhand and West Bengal. The business activities of DVC are primarily Generation, Transmission & Distribution of power, mining, water resources management, and soil conservation. The core business is well integrated with the CSR policies aimed at creating long-term socio-economic development of the valley. DVC is committed to generating reliable power at competitive prices in a sustainable manner by optimising the use of multiple energy sources with innovative eco-friendly technologies thereby contributing to the growth of the nation.

From its present installed capacity of over 6700 MW from Thermal, Hydel and Renewable sources and associated distribution systems, DVC is steering ahead to be an integrated power major and targets to become a 16 GW+ Corporation by 2030. In view of the extensive and diversified growth plan for capacity addition, DVC looks forward to enhancing the knowledge, competencies and leadership skills of its human resources.

Training activities in DVC is guided the Training Policy (covering around 5300 employees) having the objectives of integrating organizational needs with employees' aspirations for learning and development. Accordingly, DVC identifies the training needs, conducts various types of training, carries out evaluation, and measures its effectiveness. The design and delivery of training programmes also encompasses engagement of training consultants/ vendors.

Training Partners will be empanelled as per the requirements of DVC. Organizations, Institutes, Universities, Colleges, Societies, Firms, Companies and Individuals in the domain of Training/Learning & Development will be eligible to apply for empanelment.

### Categories of training to be conducted in DVC (not exhaustive)

1. Specialised Training in the existing and emerging areas of the Power Sector  
(executives and non-executives)
2. Induction/Orientation/Onboarding
3. Executive Development Programmes
4. Mid-career Training Programmes
5. Management Development Programmes
6. Leadership Training
7. Training of Trainers
8. Assessment & Development Centres
9. Outbound Training
10. Training on RTI, POSH Act etc.
11. Safety Training
12. Training on legal, environmental and statutory compliances
13. Automation & Technology applications (AR/VR/AI)
14. Simulator
15. CSR training
16. Water & Dam Management

### General Terms of Empanelment

1. The empanelment shall be valid for period of 3 years from date of empanelment.
2. DVC shall have the right to extend the empanelment by another 1 year and for the agencies consenting to.
3. DVC shall obtain feedback regarding performance of the training partner for all programs.
4. DVC shall have the right to de-empanel any entity owing to poor performance with a notice of 30 days.

5. Empanelled partners can de-empanel themselves with a notice of 30 days.
6. Empanelment of any agency does not confer upon any obligation on part of DVC to issue any work order on the entity/agency/training partner or confer any right of engagement. The engagement will be based on training needs of DVC from time to time.
7. There shall be no obligation on part of DVC to engage only amongst training partners that are empanelled and hence may also engage agencies that are not empanelled for training purposes.

### Eligibility

1. Indian Organizations, Institutes, Universities, Colleges, Societies, Firms, Companies and Individuals specialised in the domain of learning and development/capacity building.
2. The training partner needs to impart training primarily in English. However, for certain programmes and employee levels, training medium shall be Hindi and/or Bengali in addition to English.
3. The training partner should have been active and operational in the domain of training for at least last 3 financial years.
4. The training partner should have conducted training in organizations having at least 500 employees.
5. Application received for empanelment for conducting skill training shall be scrutinized as per the parameters indicated in Evaluation Criteria (Table 1 & 2). Only those training entities will be considered for empanelment which/who obtains minimum 60 marks (out of 100).
6. The training partner should not have been blacklisted/debarred by any State Government/Central Government/PSUs or any Govt. organisation.
7. The training partner should have a valid PAN/TAN & GST registration. Individual training partners should have at least a valid PAN.