BANGLADESH POWER MANAGEMENT INSTITUTE



TRAINING PLAN
2026-2027

BANGLADESH POWER MANAGEMENT INSTITUTE

Power Division

Ministry of Power, Energy and Mineral Resource

Background of the Training Plan

This Training Plan has been developed based on an assessment of the training needs of various Power Sector Organizations (PSOs), Current and Future Plan of Power Division and a review of the existing training programs offered by BPMI. To identify training requirements, Bangladesh Power Management Institute (BPMI) conducted a rapid training needs assessment through requirements of PSOs on written, workshops, Focus Group Discussions (FGDs), consultation with sector experts, and feedback collected from participants who attended various training programs organized by BPMI over the past few years.

The first rapid training needs identification initiative was undertaken by BPMI in 2019, while the most recent assessment was conducted in June 2026.

BPMI has been delivering its training programs through multiple modes, including in-person sessions at its Purbachal Campus and virtual learning platforms. In response to increasing volatility, uncertainty, and rapid technological advancements, BPMI will adopt a blended learning approach for the upcoming year. Furthermore, BPMI will design, develop, disseminate, maintain, monitor, control, and track the implementation of the training schedule incorporated in this Plan.

This Training Plan is flexible in nature and may be revised as necessary in response to emerging requirements and changing circumstances.

Version #	Implemented By	Revision Date	Approved By	Approval Date	Status	Effective Date
1.0	Training Wing	Original	29th Board Meeting	02/07/2026	Version-1.0	01/07/2026
2.0						



Mirana Mahrukh
Secretary, Power Division and
Chairman, Governing Body,
Bangladesh Power Management Institute (BPMI)

Message from the Chairman

I am delighted to know that Bangladesh Power Management Institute (BPMI) is publishing its Annual Training Plan (ATP) for FY 2026–2027 to address the training and development needs of professionals working in various utilities under the Power Division, as well as engineers and officers from the private utilities of power sector.

I am pleased to see BPMI's continued commitment to equipping professionals in the power sector with advanced knowledge, skills, and competencies, enabling them to perform their responsibilities more effectively and professionally.

I firmly believe that continuous Learning and Development (L&D) is a key driver of organizational excellence and sustainable success. The true strength of an organization lies not merely in its structure, policies, or procedures, but also in the quality of people it develops, nurtures, and empowers. I am confident that this Training Plan is well-structured, self-directed, and closely aligned with BPMI's mission and strategic objectives.

I also believe that the quality and effectiveness of foundation training programs will improve significantly with the establishment of residential facilities for participants at BPMI.

On behalf of the Governing Body of BPMI, I express my sincere appreciation to the BPMI management team for their dedicated efforts in preparing this comprehensive Training Plan. I hope that BPMI will continue to deliver training programs that are responsive to the evolving needs of sector professionals and incorporate the latest knowledge, skills, innovations, and emerging technologies.

I wish this Annual Training Plan every success.



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Mirana Mahrukh



Md. Sobur Hossain
Additional Secretary, Power Division
and Rector (Additional Charge),
Bangladesh Power Management Institute (BPMI)

Message from the Rector

I am pleased to announce that Bangladesh Power Management Institute (BPMI) is publishing the Annual Training Plan for FY 2026–2027.

Bangladesh Power Management Institute was established with the vision of becoming a well reputed center of excellence for developing competent and skilled human resources for the power sector. Its primary objective is to provide appropriate training and capacity-building opportunities for professionals working in the power sector to ensure the reliable, uninterrupted, and quality supply of electricity across the country.

Since its inception, BPMI has been playing a pivotal role in enhancing professionalism, technical expertise and managerial capabilities of engineers and officers serving in both public and private power sector organizations. During the last financial year, BPMI successfully organized 14 training programs, including two workshops/webinars, benefiting a total of 412 officers and professionals.

Learning from the past, BPMI has outlined a number of courses for the current fiscal year for enhancing the capabilities of the professionals of the power sector of the country. I hope it will help to achieve the strategic objectives of the power division.

It is important to acknowledge that the successful implementation of those training programs would not have been possible without the wholehearted support and cooperation of the Power Division and its affiliated organizations and companies. I would like to express my sincere gratitude to the Secretary of the Power Division, the heads of the power sector organizations and companies, and all members of the Governing Body of BPMI for their continuous guidance and support.

I am confident that BPMI, with its experienced faculty members, trainers, and resource persons, will successfully implement the training programs outlined in this Training Plan. I wish every success for the Annual Training Plan and its effective execution.

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Md. Sobur Hossain



Mohammed Sanaul Huq
Additional Secretary, Power Division and
Member Directing Staff (Additional Charge)
Bangladesh Power Management Institute (BPMI)

Message from the Member Directing Staff (MDS)

I am pleased to present the Annual Training Plan (ATP) of the Bangladesh Power Management Institute (BPMI) for the Fiscal Year 2026–2027. This plan reflects BPMI's continued commitment to developing a skilled, competent, and future-ready workforce for the power sector of Bangladesh.

The power sector is undergoing rapid transformation driven by technological advancements, digitalization, sustainability requirements, and evolving stakeholder expectations. To address these challenges and opportunities, continuous learning and professional development have become indispensable for engineers, managers, executives, and other professionals working across the sector.

The ATP 2026–27 has been designed based on the identified training and development needs of utilities under the Power Division, emerging industry trends, national priorities, and global best practices. The plan includes a comprehensive range of foundation, functional, managerial, leadership, technical, and specialized training programs aimed at enhancing professional knowledge, technical expertise, operational efficiency, and leadership capabilities.

In addition to regular training courses, BPMI will continue to organize workshops, seminars, webinars, and knowledge-sharing events on contemporary issues relevant to the power and energy sector. Specialized and customized training programs will also be conducted to meet the specific requirements of individual utilities and organizations.

I firmly believe that the successful implementation of this Annual Training Plan will contribute significantly to capacity building, institutional excellence, and the sustainable development of the power sector. I encourage all stakeholders to actively participate in and support these learning initiatives to maximize their benefits.

I express my sincere appreciation to the management of the Power Division, the Governing Body of BPMI, utility organizations, resource persons, and all concerned stakeholders for their valuable guidance and support in preparing this Annual Training Plan.

I wish every success to the implementation of the ATP 2026–27 and look forward to its meaningful contribution to the development of human resources in the power and energy sector.



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Mohammed Sanaul Huq



Md. Zahirul Islam
Director(Traing)
Bangladesh Power Management Institute (BPMI)

Preamble

The main objective of the power sector is to ensure customer satisfaction through the generation, transmission, and distribution of reliable electricity of the required quality and quantity at an affordable cost. This service must be delivered efficiently, whenever and wherever it is needed. Achieving this objective requires excellence in planning, design, engineering, procurement, logistics, construction, commissioning, operation, maintenance, energy sales, revenue collection, financial management, and human resource management, which is critical to the overall success of the power sector.

A competent and skilled workforce is essential at every stage of these activities. Rapid technological advancement continues to transform the electricity supply industry, making it increasingly sophisticated and complex. Consequently, there is a growing demand for highly skilled engineers, supervisors, technicians, artisans, and managers capable of effectively managing modern power systems and technologies.

At the same time, increasing concerns regarding environmental degradation, climate change, and the depletion of conventional energy resources have added new dimensions to the challenges faced by the sector. Therefore, the theoretical knowledge acquired through engineering colleges, polytechnics, industrial training institutes, and other educational institutions must be supplemented with practical engineering, operational, managerial, and leadership skills. These skills must be continuously updated to keep pace with technological innovations and automation, as technological obsolescence often occurs faster than the acquisition of new competencies.

Human resources constitute the most valuable asset of any organization. In Bangladesh, as in other progressive and democratic nations, skilled human capital is fundamental to achieving national development goals. Professionals working in the power sector must play a vital role in supporting the country's transformation into a knowledge-based and technologically advanced economy. Training and development provide opportunities for employees to acquire, enhance, and update the knowledge, skills, and competencies required for effective job performance and career growth.

BPMI offers a comprehensive range of training programs encompassing both technical (hard skills) and behavioral (soft skills) development to meet the diverse needs of power sector professionals in the following areas:

- Foundation Training
- Engineering and Technical
- ICT and Digital Transformation
- Renewable Energy and Sustainable Development
- Project Management and Procurement
- HRM and Behavioral Science
- Financial Management and Compliance

Foundation Training Courses (FTC) and Special Foundation Training Courses (SFTC) are specifically designed for newly recruited officers of various Power Sector Organizations (PSOs).

During the FY 2026–27 training year, BPMI plans to conduct three batches of Foundation Training Courses. Overall, BPMI aims to train approximately 780 participants through 26 training batches and enhance the knowledge of an additional around 250 participants through workshops and seminars focusing on contemporary issues and emerging challenges in the power sector.

It is my great pleasure to present the Annual Training Plan of BPMI for power sector professionals and executives. I firmly believe that the successful implementation of this Training Plan will contribute significantly to enhancing professional competence, operational effectiveness, and overall performance of personnel working in various Power Sector Agencies (PSAs) and Organizations (PSOs).



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Md. Zahirul Islam

Background of Establishing BPMI

The power sector is a multidisciplinary and highly capital-intensive industry where human resources constitute the most critical asset. Well-trained and skilled manpower is required at every stage to ensure the smooth and efficient operation of the power system. Rapid technological advancements across all spheres of the electricity industry have made the sector increasingly sophisticated, requiring competent engineers, supervisors, technicians, and managers to effectively manage modern power systems and technologies.

The theoretical knowledge acquired from universities, colleges, polytechnics, and other educational institutions must be complemented by practical engineering, managerial, and leadership skills. These competencies need to be continuously updated to keep pace with rapidly evolving technologies, as technological obsolescence often occurs faster than the acquisition of new skills.

The mandate of Bangladesh Power Management Institute (BPMI) is to promote, facilitate, and guide the development and enhancement of skills and competencies to improve the productivity, competitiveness, and employability of the power sector workforce. This objective is pursued through a dynamic and comprehensive system of technical, vocational, financial, managerial, and professional education and training.

Currently, BPMI is in a developmental phase and is conducting its activities on a limited scale with manpower temporarily deputed from various utilities under the Power Division. The Institute's permanent training complex is planned to be established on 25 acres of land at Keraniganj on the bank of the Dhaleshwari River. The proposed campus will be an energy-efficient and environmentally sustainable facility equipped with modern training infrastructure and amenities.

Vision

To develop an internationally recognized institution for providing quality training and developing competent manpower capable of ensuring reliable and sustainable electricity supply.

Mission

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

Core Values

Excellence

We strive for excellence in education, training, and services by maintaining high academic and professional standards, ensuring a quality learning environment, and continuously pursuing improvement in all aspects of our work.

Innovation

We promote creativity, experimentation, imagination, originality, entrepreneurship, and visionary leadership to enhance teaching, learning, and organizational development.

Integrity

We uphold the highest standards of ethical conduct and foster honesty, transparency, accountability, and trust in all our relationships and activities.

Respect

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

Introduction

The technological and economic environment of the power sector has undergone significant transformation over the years. Consequently, there is a compelling need for a comprehensive Training Plan that formally articulates BPMI's commitment to training and development and outlines its objectives, strategies, contents, and delivery methodologies.

Professional training is essential not only for newly recruited employees but also for existing professionals, trainers, and managers who require continuous development to enhance their knowledge, skills, and competencies. Human resource development remains a critical component of organizational success, even in institutions operating with limited resources.

A skilled workforce is required at every stage of power sector operations. Continuous technological advancement is making the electricity industry increasingly complex and sophisticated, demanding highly competent engineers, supervisors, technicians, artisans, and managers. Therefore, the technical knowledge acquired through formal education must be supplemented with practical engineering, operational, managerial, and leadership skills. These skills must be continuously updated to keep pace with rapidly evolving technologies and automation.

This Training Plan has been developed to address emerging challenges through the enhancement of knowledge, skills, and professional attitudes among power sector professionals. For effective management and implementation, the training programs have been categorized into seven broad areas:

- Foundation Training
- Engineering and Technical
- ICT and Digital Transformation
- Renewable Energy and Sustainable Development
- Project Management and Procurement
- HRM and Behavioral Science
- Financial Management and Compliance

Purpose of the Training Plan

This Training Plan establishes a structured framework for planning, developing, implementing, monitoring, and continuously improving BPMI's training programs and curricular. The key objectives of the Plan are:

- To provide internationally benchmarked professional training for engineers and officers working under Power Sector;
- To enhance and update professional knowledge, skills, and competencies for improved individual and organizational performance;

- To engage participants in meaningful learning experiences that facilitate knowledge transfer and practical application in the workplace;
- To institutionalize continuous learning opportunities that complement workplace experience;
- To integrate organizational and individual development needs;
- To enable employees to remain abreast of emerging technologies, knowledge, and best practices;
- To strengthen inter-organizational linkages through knowledge sharing and collaboration among power sector professionals; and
- To align training and development activities with broader human resource management objectives.
- Planning Principles

The BPMI Training Plan is guided by six fundamental principles that underpin the design, delivery, and evaluation of all training programs:

1. Learner-Centered

Training programs are designed around the needs, experiences, knowledge, and abilities of participants. Training Needs Assessments (TNAs) form the basis for programme design and evaluation.

2. Inclusion-Sensitive

Training programs recognize and value diversity among participants. Inclusive approaches ensure equitable participation and foster a safe, respectful, and collaborative learning environment.

3. Action-Oriented

Training focuses on practical knowledge, skills, and attitudes that participants can directly apply in their workplace to improve performance and organizational outcomes.

4. Experiential

Training emphasizes learning through experience, reflection, application, and continuous improvement, consistent with Experiential Learning Theory (ELT).

5. Active

Participants are actively engaged in interactive learning processes that encourage critical thinking, collaboration, problem-solving, and skill development.

6. Measurable

Clearly defined learning objectives and evaluation mechanisms are incorporated to assess learning outcomes and ensure continuous improvement of training effectiveness.

Assumptions

The Training Plan is based on the following key assumptions regarding adult learning and knowledge transfer:

Problem-Centered Learning – Learning is most effective when linked to real-life challenges and workplace issues.

Activation – New learning builds upon existing knowledge and experience.

Demonstration – Learning improves when participants observe practical demonstrations.

Application – Participants learn more effectively when they apply newly acquired skills.

Integration – Learning is reinforced through reflection, discussion, and workplace implementation.

Constraints

Until BPMI's permanent campus becomes fully operational, the Institute may face the following challenges:

Limited availability of full-time manpower;

Difficulty in ensuring the availability of an adequate number of external resource persons;

Incomplete development and validation of all training modules;

Inadequate transportation and logistical facilities; and

Constraints in conducting competency-based, hands-on field training during emergency or pandemic situations.

Training Concerns

BPMI training programs will focus on the following RACA principles:

Responsiveness

Addressing the evolving needs and expectations of learners while adapting to technological and organizational changes.

Awareness

Promoting awareness of technological, economic, environmental, and social developments relevant to the power sector.

Commitment

Encouraging ethical conduct, professional responsibility, teamwork, and participatory decision-making.

Accountability

Ensuring high performance, quality outcomes, and cost-effective training delivery.

Types of Training

BPMI will offer a comprehensive range of training programs encompassing both technical (hard skills) and behavioral (soft skills) development to meet the diverse needs of power sector professionals as follows.

1. Foundation Course
2. Engineering and Technical
3. ICT and Digital Transformation
4. Renewable Energy and Sustainable Development
5. Project Management and Procurement
6. HRM and Behavioral Science
7. Financial Management and Compliance

In addition to its regular training programs, BPMI organizes workshops, webinars, seminars, and knowledge-sharing events on contemporary issues and emerging trends in the power and energy sector each year. These events provide a platform for professionals, policymakers, academics, and industry experts to exchange ideas, share experiences, and discuss challenges and innovations relevant to the sector.

Furthermore, BPMI conducts specialized and customized training programs based on the specific requirements of Power Sector Organizations (PSOs), utilities, and other stakeholders. These tailor-made programs are designed to address unique organizational needs, enhance professional competencies, and support the achievement of strategic and operational objectives.

Roles and Responsibilities

To ensure the effective planning, implementation, monitoring, and evaluation of training programs, BPMI has assigned specific roles and responsibilities to its training personnel and stakeholders as outlined below:

Chief Training Course Adviser

The Chief Training Course Adviser shall:

- Provide overall guidance and strategic direction for the training programme.
- Approve the course design, objectives, and implementation plan.
- Advise on policy matters, quality standards, and training methodologies.
- Review training outcomes and provide recommendations for improvement.
- Facilitate coordination with senior management, Power Division, and relevant stakeholders when necessary.

Training Course Adviser

The Training Course Adviser shall:

- Assist the Chief Course Adviser in providing guidance and oversight.
- Support the review and monitoring of training activities.
- Ensure compliance with BPMI's training policies and standards.
- Perform the responsibilities of the Course Adviser in his/her absence.

Training Course Director

The Training Course Director shall:

- Serve as the overall head of the training program.
- Plan, organize, supervise, and monitor all training-related activities.
- Ensure effective implementation of the approved training schedule.
- Coordinate with resource persons, participants, and supporting staff.
- Oversee budget utilization and administrative arrangements.
- Prepare and submit training completion reports and recommendations.

Training Course Coordinator

The Training Course Coordinator shall:

- Coordinate the day-to-day implementation of the training programme.
- Communicate with participants, resource persons, and stakeholders.
- Prepare training schedules, session plans, and course materials.
- Ensure logistical arrangements, including venue, equipment, and training resources.
- Monitor attendance and participant engagement.
- Assist in conducting training evaluations and preparing reports.

Assistant Training Course Coordinator

The Assistant Training Course Coordinator shall:

- Support the Course Coordinator in carrying out training activities.
- Maintain participant records, attendance sheets, and training documentation.
- Assist in managing training logistics and administrative tasks.

- Coordinate participant registration and communication activities.
- Support the preparation of training reports and evaluation summaries.

Training Course Helpers

The Training Course Helpers shall:

- Provide administrative and logistical support during training programmes.
- Assist in the preparation of training venues and training materials.
- Support participant registration and distribution of training resources.
- Ensure the availability and proper functioning of training equipment and facilities.
- Perform other duties assigned by the Course Director or Coordinator.

Internal Resource Persons/Trainers

The Internal Resource Persons/Trainers shall:

- Develop and deliver training sessions within their areas of expertise.
- Prepare lesson plans, presentations, case studies, and training materials.
- Facilitate interactive learning and knowledge sharing.
- Conduct assessments, assignments, and practical exercises where applicable.
- Provide feedback on participant performance and course effectiveness.
- Contribute to the continuous improvement of training content and methodology.

External Resource Persons/Trainers

The External Resource Persons/Trainers shall:

- Deliver specialized sessions based on their professional expertise and experience.
- Share industry best practices, emerging trends, and practical insights.
- Develop and provide training materials as required.
- Participate in discussions, workshops, seminars, and panel sessions.
- Evaluate participant learning outcomes where applicable.
- Support BPMI in maintaining international standards and introducing innovative training approaches.

Roles and Responsibilities of Focal Points of Utilities

The Focal Points designated by the Power Sector Organizations (PSOs)/Utilities shall play a vital role in coordinating training and capacity development activities between BPMI and their respective organizations. Their key roles and responsibilities are as follows:

1. Training Needs Identification: Identify and assess the training and development needs of employees within their organization. Coordinate with relevant departments to collect and consolidate training requirements. Submit annual and periodic training needs to BPMI in a timely manner.

2. Nomination of Participants: Nominate suitable participants for training programs based on eligibility criteria, job requirements, and organizational priorities. Ensure that nominations are submitted within the stipulated timeframe. Verify the accuracy of participant information and supporting documents.

3. Coordination and Communication: Act as the primary liaison between BPMI and the respective utility.

Disseminate information regarding training schedules, course announcements, workshops, seminars, and webinars among employees. Maintain effective communication with BPMI regarding training-related matters.

4. Monitoring Participation: Ensure that nominated participants attend training programs regularly and punctually. Monitor participant attendance, engagement, and completion of assigned activities. Follow up with participants regarding training requirements and obligations.

5. Evaluation and Feedback: Collect feedback from participants on the relevance, quality, and effectiveness of training programs. Provide organizational feedback and recommendations to BPMI for continuous improvement of training programs. Assist BPMI in conducting post-training evaluations and impact assessments.

6. Record Keeping and Reporting: Maintain updated records of employees' training participation and training history. Monitor compliance with mandatory training requirements, where applicable. Submit periodic reports and training-related information as requested by BPMI.

7. Support for Training Impact Assessment: Facilitate the implementation of post-training action plans and workplace application of acquired knowledge and skills. Assist BPMI in assessing training effectiveness and organizational impact. Encourage supervisors and participants to share lessons learned and best practices.

8. Support for Institutional Capacity Development : Promote a culture of continuous learning and professional development within the organization. Encourage employees to participate in BPMI training programs and knowledge-sharing initiatives. Support the implementation of organizational human resource development and succession planning strategies.

9. Compliance and Accountability: Ensure adherence to BPMI training policies, procedures, and guidelines. Maintain transparency, fairness, and objectivity in participant selection and nomination

processes. Remain accountable for the timely execution of all training coordination activities assigned by the organization and BPMI.

10. Other Responsibilities: Participate in meetings, workshops, and consultations organized by BPMI regarding training and human resource development. Provide information, data, and recommendations for the preparation and revision of BPMI's Annual Training Plan. Perform any other training-related duties assigned by the respective utility or BPMI from time to time.

List of the BPMI's Training Courses

Category-I: Foundation Training

1.	Foundation Training Course(16th Batch)
2.	Foundation Training Course(17th Batch)
3.	Foundation Training Course(18th Batch)

Category-II: Engineering and Technical	
1.	Load Flow Analysis
2.	Operation & Maintenance of Combined Cycle(CCGT) Power Plant.
3.	Instrumentation & Control System in Power Station
4.	Automatic Generation Control (AGC) & Free Governor Mode of Operation (FGMO)
5.	Design, Manufacturing and Testing of Transformer (DMTT)
6.	Power System Protection
7.	Substation Automation System (SAS)

Category-III: ICT and Digital Transformation

1.	Cyber Security and e-Governance
2.	Artificial Intelligence (AI) and it's Application in Power Sector
3.	e-GP

Category-IV: Renewable Energy and Sustainable Development

1.	Design and Implementation of Solar Power Plant
2.	Rooftop Solar System and Net Energy Metering(NEM)

Category-V: Project Management and Procurement

1.	Contract Management & Negotiation
2.	Public Procurement for Power Sector Officials
3.	Project Formulation, Implementation, Monitoring and Evaluation (PIME)
4.	Coal Procurement & Coal Handling System

Category-VI: HRM and Behavioral Science

1.	Basic Management for Power Sector Officials
2.	Leadership and Organizational Transformation
3.	Occupational Safety and Health (OSH)
4.	Legal Issues for Power Sector Utilities
5.	Management for Effective Training and Development

Category-VII: Financial Management and Compliance

1.	VAT, Tax and Custom Duty
2.	Financial Management and Auditory Control

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

List of Proposed Workshop

1. Competency Framework Development and Competency Mapping
2. Training Need Assessment (TNA)

List of Proposed Seminar

1. Just Energy Transition (JET): Opportunities and Challenges in Developing a Skilled Workforce for Power Sector of Bangladesh.
2. Generation Diversity and Workplace Culture
3. Gender Equity and Women Empowerment in Workplace

Training Calendar for the FY 2026-2027

Training Calendar
Period: July 2026 - June 2027

Category-I: Foundation Training

Sl. No.	Planned Date From	To	Duration (Days)	Course Name	Participants	Level of Participants	Venue
1.	15-Aug-26	26-Oct-26	60	Foundation Training Course (16th Batch)	30	SAE /JAM/AE /AM	BPMI/ Physical
2.	01-Nov-26	11-Jan-27	60	Foundation Training Course(17th Batch)	30	SAE /JAM/AE /AM	BPMI/ Physical
3.	07-Feb-27	22-April-27	60	Foundation Training Course(18th Batch)	30	SAE /JAM/AE /AM	BPMI/ Physical

Category-II: Engineering & Technical

Sl. No.	Planned Date From	To	Duration (Days)	Course Name	Participants	Level of Participants	Venue
1.	22-Nov -26	03- Dec -26	10	Load Flow Analysis	30	AE to SE	BPMI/ Physical
2.	13-June-27	24-June-27	10	Operation & Maintenance of Combined Cycle (CCGT) Power Plant.	30	AE to XEN	BPMI/ Physical
3.	07- Feb -27	18-Feb -27	10	Instrumentation & Control System in Power Station	30	AE to XEN	BPMI/ Physical
4.	17-Jan-27	21-Jan-27	5	Automatic Generation Control (AGC) & Free Governor Mode of Operation	30	AE to XEN	BPMI/ Physical
5.	24-Jan -27	04- Feb -27	10	Design, Manufacturing and Testing of Transformer	30	AE to XEN	BPMI/ Physical
6.	01-Nov -26	12-Nov -26	10	Power System Protection	30	AE to XEN	BPMI/ Physical
7.	18-April -27	29-April -27	10	Substation Automation System (SAS)	30	AE to XEN	BPMI/ Physical

Category-III: ICT and Digital Transformation

Sl. No.	Planned Date		Duration (Days)	Course Name	Participants	Level of Participants	Venue
	From	To					
1.	20-Dec -26	24-Dec -26	5	Cyber Security and e-Governance	30	AE to XEN	BPMI/ Physical
2.	28-Feb -27	04- March -27	5	Artificial Intelligence (AI) and its Application in Power Sector	30	AE to XEN	BPMI/ Physical
3.	06-April-27	08-April-27	3	e-GP	30	AE to SE	BPMI/ Physical

Category- IV: Renewable Energy and Sustainable Development

Sl. No.	Planned Date		Duration (Days)	Course Name	Participants	Level of Participants	Venue
	From	To					
1.	28-June-26	14-Jul-26	13	Design and Implementation of Solar Power Plant	30	AE to XEN	BPMI/ Physical
2.	04-Oct -26	12-Oct -26	07	Rooftop Solar System and Net Energy Metering(NEM)	30	AE to XEN	BPMI/ Physical

Category-V: Project Management and Procurement

Sl No	Planned date		Duration (days)	Course Name	Participants	Level of Participants	Venue
	From	To					
1.	27-Sep -26	05-Oct -26	07	Contract Management & Negotiation	30	AE to XEN	BPMI/
2.	03-Jan-27	14-Jan-27	10	Public Procurement for Power Sector Officials	30	AE to SE	BPMI/ Physical
3.	21-March-27	01-April-27	10	Project Formulation, Implementation, Monitoring and Evaluation	30	AE to SE	BPMI/ Physical
4.	26- May -27	03 -Jun -2027	07	Coal Procurement & Coal Handling System	30	AE to XEN	BPMI/Physical

Category-VI: HRM and Behavioral Science

Sl. No.	Planned Date From	Planned Date To	Duration (Days)	Course Name	Participants	Level of Participants	Venue
1.	25- July-26	29-July-26	7	Basic Management for Power Sector Officials	30	AE/AM/JAM	BPMI/ Physical
2.	02-May-27	6-May-27	5	Leadership and Organizational Transformation	30	Senior Professionals	BPMI/ Physical
3.	06-June-27	10-June-27	5	Occupational Safety and Health (OSH)	30	AE to XEN	BPMI/ Physical
4.	06-Dec-26	10-Dec-26	5	Legal Issues for Power Sector Utilities	30	AE/AM/SDE/DM	BPMI/ Physical
5.	30-May -27	03-Jun -27	5	Management for Effective Training and Development	30	AM to Manager	BPMI/ Physical

Category-VII: Financial Management and Compliance

Sl No	Planned date From	Planned date To	Duration (days)	Course Name	Participants	Level of Participants	Venue
1.	01-Aug-26	06-Aug-26	5	VAT, Tax and Custom Duty	30	AD/AM to DD/Mana	BPMI/ Physical
2..	25-Oct-26	02-Nov-26	7	Financial Management and Auditory Control	30	Officers From Finance Division	BPMI/ Physical

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 2026-2027

Training Category	Total no. of Courses	Total no of Participants	Total Man-Days	Total Man-Hours
Foundation Training	3	03x 30 = 90	10530	84240
Engineering & Technical	7	07x 30 = 210		
ICT and Digital Transformation	3	03x30 = 90		
Renewable Energy and Sustainable Development	2	02x 30 = 60		
Project Management and Procurement	4	04x 30 = 120		
HRM and Behavioral Science	5	05x 30 = 150		
Financial Management and Compliance	2	02x 30 = 60		
Workshops/Seminars	5	5 x 50 = 250		
Only Training	**26**	**780**		
Total Programs including workshop/seminars:	**31**	**1030**		

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.*

Gantt chart

BPMI Training Plan for the FY 2026-27

Sl. #	No of Participants	Training Title	July				August				September			
			W1	W2	W3	W4	W1	W2	W3	W4	W1	W2	W3	W4
1.	30	Design and Implementation of Solar Power Plant												
2.	30	Basic Management for Power Sector Officials												
3.	30	VAT, Tax and Custom Duty												
4.	30	Foundation Training Course (16th Batch)												
5.	30	Contract Management & Negotiation												

Sl. #	No of Participants	Training Title	October				November				December			
			W1	W2	W3	W4	W1	W2	W3	W4	W1	W2	W3	W4
4.	30	Foundation Training Course (16th Batch)												
5.	30	Contract Management & Negotiation												
6.	30	Rooftop Solar System and Net Energy Metering(NEM)												
7.	30	Power System Protection												
8.	30	Load Flow Analysis												
09.	30	Financial Management and Auditory Control												
10.	30	Legal Issues for Power Sector Utilities												
11.	30	Cyber Security and e-Governance												
12.	30	Foundation Training Course(17th Batch)												

BPMI Training Plan for the FY 2026-27

Sl. #	No of Participants	Training Title	January				February				March			
			W1	W2	W3	W4	W1	W2	W3	W4	W1	W2	W3	W4
12.	30	Foundation Training Course(17th Batch)												
13.	30	Public Procurement for Power Sector Officials												
14.	30	Instrumentation & Control System in Power Station												
15.	30	Automatic Generation Control (AGC) & Free Governor Mode of Operation (FGMO)												
16.	30	Design, Manufacturing and Testing of Transformer												
17.	30	Artificial Intelligence (AI) and its Application in Power												
18.	30	Project Formulation, Implementation, Monitoring and Evaluation (PIME)												
19.	30	Foundation Training Course(18th Batch)												

	No of Trainees	Training Title	April				May				June			
			W1	W2	W3	W4	W1	W2	W3	W4	W1	W2	W3	W4
19.	30	Foundation Training Course(18th Batch)												
20.	30	Substation Automation System (SAS)												
21.	30	e-GP												
22.	30	Management for Effective Training and Development												
23.	30	Leadership and Organizational												
24.	30	Coal Procurement & Coal Handling System												
25.	30	Operation & Maintenance of Combined Cycle(CCGT) Power Plant.												
26.	30	Occupational Safety and Health (OSH)												

