



e-Xcellerate Case Study



Managing Capacity Building at Rural Electrification Corporation

Rural Electrification Corporation Limited (REC), a NAVRATNA Central Public Sector Enterprise under Ministry of Power, was incorporated on July 25, 1969 under the Companies Act 1956. REC is a listed Public Sector Enterprise Government of India, with a net worth of Rs. 11,080 Crore as on 31.03.10. Its main objective is to finance and promote rural electrification projects all over the country. It provides financial assistance to State Electricity Boards, State Government Departments and Rural Electric Cooperatives for rural electrification projects as are sponsored by them.



The Need: Training of “Power workers”

Central Institute for Rural Electrification (CIRE) was established at Hyderabad in 1979 under the aegis of Rural Electrification Corporation Limited (A Government of India Enterprise) to cater to the training and development needs of engineers and managers of Power and Energy Sector and other organizations concerned with Power and Energy.

The Institute has organized 785 training programs and 16,213 officers from State Electricity Boards, Power Distribution Companies, Electricity Departments, Rural Electric Cooperatives, Banks, Regulatory Commissions, Power Utilities, Power Companies, Rural Development Agencies etc. participated in various programs.

Objectives of CIRE

- To design and conduct training programs in electricity transmission & distribution and encourage in adoption of innovative and cost effective modern technologies.
- To organize training programs in both conventional and non-conventional energy areas and also to conduct programs related to development of techno-managerial efficiency of power Utilities/industry.
- To organize tailor-made programs suitable to the needs of State Electricity Boards (SEBs), Distribution Companies, Rural Electric Cooperatives and other Power Utilities/Private Power Companies.

Training for Whom

Personnel from SEBs, Distribution Companies involved in the formulation and implementation of RE Projects and also O&M Officers of the power supply systems right from Junior Level to Senior Executives.



The Solution

Given the 70,000 employees of all levels to be trained all over the country, REC was convinced that the only way they could do it was through the use of Web and E-Learning technologies, deployed to deliver and manage the Training as well as the Franchisees delivering that training.

Thus, e-Xcellerate was selected and which would deliver the required functionality.

The e-Xcellerate training portal is for :

- (i) National Training program of C&D employees with online monitoring and management.
- (ii) National Franchisee Training Program with Online Monitoring and Management

e-Xcellerate delivers the following functionality

- Training delivery and management for approximately 75,000 Group of C&D employees from various power companies in the country and for approximately 40000 individual franchisees from various power companies
- Managing training for all the power distribution companies, (app. 100) , and around 300 empanelled training institutes
- A collaboration platform for distribution companies (utilities), C&D employees, Rural Electrification Corporation, its training institute CIRE at Hyderabad and other third party training providers
- The data captured and disseminated relates to training providers, utilities, training institutes, profile and data of trainees, their training feedback, claims raised by training providers, including its online processing, based on successful delivery of training programme.

The e-Xcellerate training Portal is technically robust and foolproof with all safety features preventing unauthorized access, use or retrieval of data .

General Features

- Executive dashboards for Ministry of Power, REC Officials (CMD, ED, GM, and DGM), and Utilities heads.
- Based on self-service
- Upgradeable / customizable to include other capacity building & HRD initiative/other features that may be introduced in future.
- Provides Content Management System (CMS)
- Designed to make it amenable to download/access all the relevant data of MIS on mobile phone, desktop, laptop, palmtop formatted for PDA.
- Multi Lingual Support



Modules

- Monitoring and Management of Training Venues ,Faculty/Instructors
- Authorization and Approval Workflow
- Bills/Invoices Generation
- Payment Processing at REC
- Online Question Bank Preparation
- Self-Testing/testing regarding course
- Survey Management
- Public Interface/Hindi Website
- E-Mail & SMS Alerts
- Complaint Management Systems
- Feed back window
- Multi-Language Support
- MIS Reports
- Computer Generated Letters
- Web Based Training

In addition, e-Xcellerate allows for creation of micro-sites akin to self service portals for utilities/Institutions providing training to C&D employees and Franchisees.