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SKILL COUNCIL FOR MINING SECTOR

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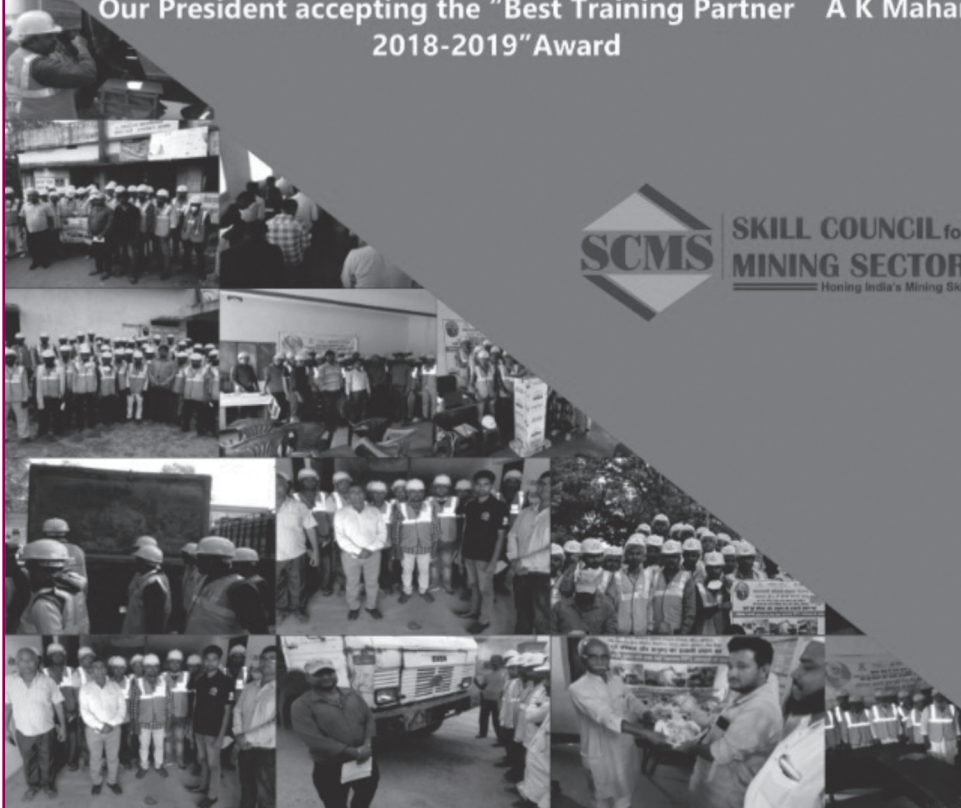
SKILL COUNCIL for MINING SECTOR
Honing India's Mining Skills



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ALLIED INDUSTRY

Steel price rise hits construction industry hard

The rise in prices of steel has hit the construction industry hard. Expenditure on steel constitutes about 15% of any construction project. In projects such as construction of bridges, it goes up to 20% to 25%. Stability in prices of steels is an important factor in signing government or private projects. But, the way in which steel prices are moving upward in recent months has come a rude shock to the builders and contractors.

Though the prices are going up constantly in recent years, the period from June to December has seen sharp increase. The retail price of a tonne of steel (medium ranged brands) was quoted as Rs.64,000 in Tiruchi in the first week of January. It was Rs.42,000 in June. The price has gone up by Rs.22,000 within 6 months and almost doubled in a year.

The rate of steels marketed by top rated steel companies was hovering around Rs.69,000 a tonne in retail markets in Tiruchi. It was around Rs.49,000 in June. A builder in Tiruchi, who bought 50 tonne of steel at Rs.52,000 a tonne on December 30, had to pay Rs.64,000 a tonne on January 5, a rise of Rs.12,000 within a week.

“It is unprecedented. It has dealt a severe blow to the builders and contractors irrespective of the volume of projects,” I. Shajahan, president, Confederation of Real Estate Developers Associations of India, Tiruchi.

Ravichandran, a leading flat promoter in Tiruchi, said that the builders were bewildered on completing the agreed projects. Except a few well-established builders and contractors, others were in perilous situation as they could not complete the projects with the agreed rates.

“We consider the sharp increase in prices as a double blow to the construction industry, which is still struggling to come to terms due to the impact of COVID-19. Dealers predict that the prices of steel are likely to go up further in the weeks to come,” Mr. Ravichandran said. Mr. Shajahan said that there had been no clarity on the reasons that led to the price rise. It had been taken to the notices of the Central and State governments. They should take steps to stabilise the price immediately, he said.

(The Hindu, Chennai – 10 January, 2021)

GENERAL

Skill development important for giving entrepreneurs confidence: Goyal

Union minister for railways, consumer affairs, commerce and industry, Piyush Goyal on 15th January, 2021 Friday said that skill development will play an important role to give confidence to young entrepreneurs to surge through failures. Goyal added that today's young generation have an immense entrepreneurial streak, as they look to be job creators instead of job seekers.

“Skill development is another area which will play a very important role in fostering the entrepreneurial spirit of giving confidence to other entrepreneurs. I'm sure if we can build that confidence then failure should not be looked down upon. Failure is only a stepping stone to success. To be able to really get more and more of it, youngsters should experiment with their ideas to see what more can be done to expand their horizon and the frontiers of their engagement,” said Goyal, who was speaking at Startup India's international summit, Prarambh, 2021, hosted by the department for promotion of industry and internal trade (DPIIT), ministry of commerce and industry, government of India.

Goyal added that Prime Minister Narendra Modi might have started the startup story in India five years ago with the launch of the Startup India initiative. However, the journey is still at a nascent stage with close to 41,000 startups registered with the commerce department, and many more in the offing in different parts of the country. The minister also invited startups from neighbouring South Asian countries to come together and collaborate.

"We invite startups from other countries in the neighbourhood in South Asia to engage with our startups in India [...] We see huge potential in this collaboration, because we will see new ideas prospering. We'll see young minds, working together collectively and collaboratively coming up with new ideas, new innovations and new inventions, taking research and development to the very next level," added Goyal.

Along with this the minister also appealed to Indian investors to look at investment opportunities in new-age companies which are a part of Bay of Bengal Initiative for Multi-Sectoral Technical and Economic Cooperation (BIMSTEC) countries. "Today, I would like to encourage Indian capital and Indian investors to look at the larger region, our neighboring countries, and work towards creating engagement through investments, mentorship and support to startups within the BIMSTEC region. This way we can truly demonstrate to the world, our joint and collective commitment, and our efforts to make a strong startup ecosystem," added Goyal.

BIMSTEC countries include Bangladesh, Bhutan, India, Nepal, Myanmar, Thailand and Sri Lanka.

During the launch of the event, several representatives and union ministers of these countries provided their keynote. Speaking at the occasion and giving examples of technology innovation was also Union minister of civil aviation, housing and urban affairs, Hardeep Singh Puri, who added that the ministries have been leveraging drone technology to improve surveillance as well as experiment deliveries of medicines and essentials, especially during disaster management.

"Today, there are over 130 startups in the domain of drones. This is another area where we are keen to support our startups, as drones can not only be used for surveillance, but also for delivering supplies during disaster management delivery of medicines. Based on my experience with civil aviation and housing, drones are being used today to monitor projects on a real time basis to give us precise real time information on a host of activities," added Puri. Puri added that the progress made in the area of drones and applied technology will position India not just as a regional but also global leader in terms of drones the country will be flying.

(Livemint.com – 15 January, 2021)

Govt to roll out phase 3 of national skill mission today

After considerable delay due to the coronavirus outbreak, the third phase of the nationwide skill mission kicks off on 15th January, 2021 Friday, aiming to train 800,000 people in localized, demand-driven skills. The government has set aside Rs.950 crore for this phase of Pradhan Mantri Kaushal Vikas Yojana (PMKVY), which will go live in all but five states and Union territories including West Bengal, where either election-related rules or lockdown restrictions are in place.

"Covid-19 has delayed the roll-out by several months; what we are now doing is day one execution schedule. The planning and back-end work is over with support from state and district administrations," Praveen Kumar, secretary, skill development and entrepreneurship said.

Training will be executed across 600 districts by 729 Pradhan Mantri Kaushal Kendras, hundreds of empaneled training centres, private partners of National Skill Development Corp., and more than 200 industrial training institutes (ITIs). This time, the focus is on demand-driven skills instead of supply-driven as in the last six years. The first phase of PMKV was introduced in 2015, and the second phase in 2016, which ran its course by 31 March 2020.

However, the mission will need to wait for the next finance commission report to be tabled in Parliament and government's acceptance of it "to expand its time frame beyond one year ending 31 March 2021". "Generally, skills mission has a longer time frame and higher allocation. The last skills mission (PMKVY-2) had a Rs.12,000 crore budget for four years. But till the time the 15th Finance Commission report is tabled in the Parliament and government announces its acceptance and table its action plan, it will be tough for this to expand," a government official said, when asked why the third phase is being rolled out at the fag end of the fiscal year with effectively two and half months left for execution.

Effectively, the target to achieve one year of work in the limited time will lead to non-achievement of the skill training goals and make way for a clear rollover of the scheme to next financial year. "It's a possibility, but we have to wait for that. There is a possibility of higher allocation. The government may also announce expansion of it as a three- to four-year scheme in the next financial year," the official cited above said on condition of anonymity.

The structure of PMKVY-3 has undergone considerable changes, with district administrations playing a bigger role in deciding training demand, job matching and quality monitoring, unlike the previous centralized model when everything was controlled from Delhi.

Among the many reforms proposed, district-level planning and execution has been made the fundamental instrument of implementation process, the skills ministry wrote to district collectors in 2020, Mint reported on 23 November, citing official letters. District administrations will have the power to flag demand-driven skills for deployment in local factories, play a role in jobs matching and jobs mapping, assess demand for jobs linked to training programmes and have the power to monitor outcome.

(Livemint.com – 15 January, 2021)

FLASHES FROM OVERSEAS

Skills reform trial to fast-track more Australian mining jobs

The mining skills qualifications reform trial project announced today by the Morrison Government will help more workers get faster access to qualifications for employment in Australia's world-leading minerals industry. Making more people job-ready for a rewarding career in Australian mining requires more relevant and contemporary qualifications and training providers who can deliver these qualifications to meet changing industry and worker expectations.

The trial – linked to the digital transformation, apprenticeships and attraction and retention project hubs announced late last year as part of the industry-led Mining Skills Organisation Pilot (MSOP) – will explore how qualifications can be simplified through a less prescriptive approach and how better advice can be provided to training providers. The MSOP is being delivered by the MCA and partners across the mining industry with support from the Australian Government.

Industry leadership will be provided through MSOP's involvement in the trial to ensure activities better meet industry needs and provide confidence to industry that there is a pipeline of appropriately-skilled people to fill the jobs created by mining to support Australia's economic recovery.

This is another big step in achieving a more responsive and flexible Vocational Education and Training (VET) system in Australia to deliver positive outcomes for industry and workers. With increasing technology adoption, workers are right to expect that VET sector qualifications will make them job-ready or allow them to move between jobs in the mining industry.

Industry needs greater confidence that VET qualifications will remain relevant as the nature of work changes. An efficient, contemporary and focused vocational education and training sector is critical to supporting further job creation by Australia's minerals sector. With over one-third of the 240,000-strong mining workforce holding a Certificate III or IV qualification, improving qualification reform models is crucial for the industry.

(minerals.org.au – 20 January, 2021)

GLEANINGS FROM

MINISTRY OF SKILL DEVELOPMENT & ENTREPRENEURSHIP

Making skilling more participative: Praveen Kumar, Secretary, Ministry of Skill Development and Entrepreneurship

What is the scope and remit of PMKVY 3.0?

With an aim to empower the country's youth and continue the journey of the Skill India Mission in building India as the skill capital of the world, the MSDE is all set to launch the third phase of its flagship scheme—PMKVY 3.0 in January 2021. Incorporating the learning set from PMKVY 1.0 and PMKVY 2.0, PMKVY 3.0 will be implemented in a more decentralised structure with greater responsibilities and support from states/UTs and districts. District Skill Committees (DSCs) under the guidance of State Skill Development Missions (SSDM) shall play a key role in addressing the skill gap and assessing demand at the district level. The new scheme will be more trainee- and learner-centric, addressing the ambitions of aspirational Bharat.

The scheme aims to benefit over 8 lakh candidates in FY21 with a budget of Rs 948.9 crore. The scheme will have two components—the central component to be implemented by the National Skill Development Corporation (NSDC), Directorate General of Training (DGT) and other agencies of central ministries, and a state component to be implemented by State Skill Development Missions (SSDMs)/respective departments of states/UTs. Skill training will be imparted under three categories, pan-India: Short-Term Training (STT), Recognition of Prior Learning (RPL), and Special Project (SP).

Is the government planning to pivot its programmes to addressing the tech skill gap?

Initiatives have already been taken to incorporate new-age technology training into both short-term and long-term training. This will be further strengthened and emphasised. Under PMKVY 3.0, job roles pertaining to skills of the future will be a key focus. Keeping in mind the uncertainty created by the pandemic, it is critical to focus on upgrading the skills of the youth and supporting them in acquiring new skill-sets. Therefore, the government will focus on skill development in job roles that will help the youth in smooth adoption of digital technology and make them relevant in the digital age. Building talent in areas such as artificial intelligence, data science and the Internet of Things will remain a priority.

There have been talks of a skills university, but skill education at elementary level has not taken off. How do you plan to address this?

Vocationalisation of secondary education has been the focus of the Ministry of Education, and, in partnership with skill ministry, institutions such as Sector Skill Councils (SSCs), around 10 lakh students get trained in around 10,000 schools in 55 job roles. However, it has been felt that this needs to be improved and expanded. Towards this end, the National Education Policy, 2020, targets phase-wise integration of vocational education programmes into mainstream education in all education institutions by exposing

vocational subjects in middle and secondary school for smooth integration into higher education. It further sets a target of having at least 50% of learners exposed to vocational education through school and higher education system by 2025. One of the things being considered is to take the formal school students through four years of skill training from 9th to 12th, with each year focusing on one level of skilling on a particular job role. This way, by the time the student passes out the 12th, she will be a certified skilled person in that job role. Initially, ITIs will act as the hub for skill training, with neighbouring schools functioning as spokes. This hub-and-spoke model will be piloted in some states. This will be supplemented by experiential vocational learning from Class 6 to 8. The NEP provides that every student will take a fun course, during Grades 6-8, that gives a survey and hands-on experience of a sampling of important vocational crafts, such as carpentry, electric work, metalwork, gardening, etc, as decided by states and local communities and as mapped by local skilling needs. Our partners under the Skill India Mission plan will collaborate with schools for providing psychometric testing along with counseling in schools. Few of the assessment agencies working in the skill ecosystem have tech-enabled psychometric tools that can be explored. For setting up of labs, specifications can be made available through SSCs and training partners (TPs) can support in actual setting up of labs.

The private sector has been doing well to formalise skilling in certain sectors like health. How can the government take this forward?

While the edifice of short-term skilling system stands on public-private sector partnership, even the long-term training system has seen increasing partnership with the private sector. SSCs are entirely private sector bodies. The government role is limited to providing the regulatory structure and funding under specific schemes. In long-term training system also, majority of ITIs are being run by the private sector. The ministry is encouraging partnership with specific ITIs, with part of training being taken up in the industry itself. We have tied up with IT majors such as Microsoft, Accenture and Adobe to strengthen skilling. The pandemic has highlighted the need for skilled healthcare workers. In that context, we will partner with the private sector to increase our talent pool.

PMKVY 2.0 was criticised by the parliamentary panel for not meeting targets, and not addressing skill gaps. How do you plan to address this in PMKVY 3.0?

PMKVY 2.0 was launched in 2016 with an aim to train 1 crore youth by the end of 2020. As on November 30, more than 90 lakh candidates have been trained/oriented under various components of PMKVY 2.0 and the scheme is still in progress. Under PMKVY 2.0 (2016-20), the MSDE has achieved CAGR of 152% with the help of optimal capacity utilisation of training infrastructure and easing operational constraints. PMKVY 3.0 will reflect a paradigm shift in the implementation of short-term training, with the adoption of a more decentralised approach. The scheme envisages working closely with state and district machinery through SSDMs and DSCs.

(The Financial Express, New Delhi – 11 January, 2021)

Ministry of skill development and entrepreneurship to kick-start training in 600 districts

Ministry of skills development and entrepreneurship will soon kick-start skills training in 600 districts across all states barring four from January 15 under the new Pradhan Mantri Kaushal Vikas Yojana-3.0. A senior government official told ET that four states including Himachal Pradesh, Chattisgarh and West Bengal, however have not granted permission for skills training either due to Covid related local restriction of local elections. The scheme, which will be rolled out for the current financial year, will however see a significant spillover as the training requires a minimum of three months. The current fiscal will end on March 31, 2021. The scheme envisages training of 8 lakh candidates over next three months with an expected outlay of over Rs 900 crore.

The third phase of PMKVY (PMKVY-III) will focus on strengthening district skill committees to identify and cater to local skilling needs. "After the successful implementation of PMKVY 1 & 2 schemes, the government will soon launch PMKVY-3 scheme," skills development minister MahendraNath Pandey said at a Ficci event on Tuesday. The government had launched the PMKVY scheme in 2015 and revamped it in 2016 to impart skills to 1 crore persons by 2020 at an allocation of Rs 12,000 crore. However, the targets were nearly achieved with just Rs 7000 crore with large scale certification under the recognition of prior learning component of the scheme.

(The Economic Times, New Delhi – 12 January, 2021)

PMKVY 3.0 launched, District Skill Committees to play big role in demand driven skilling

In a bid to empower India's youth with employable skills, the Ministry of Skill Development and Entrepreneurship (MSDE) today launched Pradhan Mantri Kaushal Vikas Yojana (PMKVY) 3.0, in nearly 600 districts making 300+ skill courses available to the youth, making skill development more demand-driven and decentralised in its approach. Dr. Mahendra Nath Pandey, Hon'ble Union Minister, MSDE launched the third edition of PMKVY in a virtual ceremony along with Shri RK Singh, Hon'ble Minister of State, MSDE. Aimed at supporting the local economy, PMKVY 3.0 has been designed to keep pace with changing demands, both at the global and local levels.

Launched in 717 districts, 28 States/eight UTs, PMKVY 3.0 marks yet another step towards 'Atmanirbhar Bharat'. PMKVY 3.0 will be implemented in a more decentralized structure with greater responsibilities and support from States/UTs and Districts. District Skill Committees (DSCs), under the guidance of State Skill Development Missions (SSDM), shall play a key role in addressing the skill gap and assessing demand at the district level. The new scheme will be more trainee- and learner-centric addressing the ambitions of aspirational Bharat.

PMKVY 2.0 has been instrumental in bolstering the skilling ecosystem and with PMKVY 3.0, skill development will usher in a new paradigm with focus on demand-driven skill development, digital technology and Industry 4.0 skills. The Government's growth agenda is guided by 'Aatmanirbhar Bharat' and 'Vocal for Local' vision. Keeping this in mind, PMKVY 3.0 is a progressive step towards achieving the vision by establishing increased connect at state, district and block level. PMKVY 2.0 broadened the skill development with inclusion of Recognition of Prior Learning (RPL) and focus on training. With the advent of PMKVY 3.0, the focus is on bridging the demand-supply gap by promoting skill development in areas of new-age and Industry 4.0 job roles. While the National Educational Policy puts focus on vocational training for a holistic growth and increased employability, PMKVY 3.0 role will be a propagator of vocational education at an early level for youth to capitalize on industry-linked opportunities

Dr. Mahendra Nath Pandey, Hon'ble Minister of Skill Development & Entrepreneurship, said, "Prime Minister's vision of "Vocal for local and Atmanirbhar Bharat can only be achieved by furthering the skilling ecosystem to the district level. As a young nation, we're poised to seize the opportunities that will make India the Skill Capital of the World. By taking the bottom-up approach to training, PMKVY 3.0 will identify job roles that have demand at the local level and skill the youth, linking them to these opportunities." "The increased role of district administrations and MPs in mentoring and monitoring the training programs under the schemes will bring in greater local connect. PMKVY 3.0 will encourage healthy competition between states by making available increased allocation to those states that perform better," he added.

Shri RK Singh, Union Minister of State (I/C) Ministry of Power, Ministry of New and Renewable Energy and Minister of State, MSDE, said, "Skilling is not an objective but a necessary prerequisite for the

economic growth of the country. We need to move with speed and scale if we have to fulfil the vision of making India the skill capital of the world and from there, the industrial capital of the world.”

The launch saw participation of various Members of Parliament and Skill Development Ministers from six states. Candidates from Pradhan Mantri Kaushal Kendras (PMKKS) in Meerut, Uttar Pradesh; Satna, Madhya Pradesh; Meethapur, Badarpur; Cuttack, Odisha; South Delhi also interacted with the ministers, and shared inspirational experiences of how skill training has transformed their lives and taken them closer to fulfilling their aspirations. In a freewheeling discussion, candidates spoke about additional courses they felt the need to train in their respective centres. Both ministers assured candidates and heads of PMKK centres that they would be provided the additional courses that will help them cater to local demand. Amid messages congratulating MSDE for the success of PMKVY 1.0 and 2.0, ‘vocal for local’ emerged as a recurring theme, as all MPs and PMKK centres spoke about the need to build a local talent pool that can cater to industry demands.

The event was graced by the august presence of Dr. Mahendra Nath Pandey, Hon’ble Union Minister, MSDE, Shri RK Singh, Union Minister of State (I/C) Ministry of Power, Ministry of New and Renewable Energy and Minister of State, MSDE, Shri. Praveen Kumar, Secretary, MSDE, Shri Atul Kumar Tiwari, Additional Secretary, MSDE and Dr. Manish Kumar, MD and CEO, National Skill Development Corporation (NSDC). Shri AM Naik, Chairman, NSDC and Group Chairman, L&T also remotely addressed the event, highlighting the efforts made by NSDC in accelerating the skilling ecosystem and announced the launch of L&T Skill Trainers Academy Mumbai.

Members of Parliament from eight constituencies across the country interacted with Dr. Mahendra Nath Pandey and Shri RK Singh to talk about skill development efforts in their states and welcomed the third phase of PMKVY. Additionally, State Skill Ministers from six states- Gujarat, Odisha, Assam, Haryana, Uttar Pradesh and Karnataka- extended their best wishes to the program.

(Skill Reporter, New Delhi – 15 January, 2021)

SKILLS IN PARLIAMENT

Rajya Sabha Unstarred Question No. 633 answered on 05.02.2021

Skill Development Camps

633. Shri Vijay Pal Singh Tomar:

Lt.Gen. (DR.) D. P. Vats (RETD.):

Will the Minister Skill Development and Entrepreneurship be pleased to state:

- (a)** whether the Ministry has any plan to start short-term courses by organising skill development camps with the help of local administration in various districts of the country, including Haryana and Uttar Pradesh; ;
- (b)** if so, the details thereof; and
- (c)** if not, whether the Ministry would consider organising such camps?

Answer

Minister of State in the Ministry of Skill Development and Entrepreneurship (Shri R. K. Singh)

(a) to (c) Under Skill India Mission, Ministry is implementing its flagship scheme Pradhan Mantri Kaushal Vikas Yojana (PMKVY) to impart skill development training to prospective youth of the country through short term training (STT) courses and Recognition of Prior Learning (RPL). STT is being imparted to school/college dropouts/ unemployed youth at accredited and affiliated Training Centres (TCs). Under RPL, individuals with prior learning experience or skills are assessed and certified. It aims to align the competencies of the unregulated workforce of the country to the National Skills Qualification Framework (NSQF).

Orientation of candidates under RPL component of PMKVY (2016-20) is being implemented through five types of projects namely RPL Camps, RPL at Employer's Premises, RPL centres, Best-in-Class Employer and Demand Aggregator Portal. RPL in Camp mode is suitable where a certain group / cluster of candidates with particular skill sets are concentrated. These candidates are provided with a mandatory orientation of 12 hours. Under RPL Camps, as on 02.02.2021, 22,86,610 candidates have been oriented across the country including 39,717 candidates in State of Haryana and 2,79,342 Candidates in State of Uttar Pradesh.

Further, based on the learning from implementation of Pradhan Mantri Kaushal Vikas Yojana (PMKVY) 1.0 (2015-16) and 2.0 (2016-20), the Ministry has launched the third phase of PMKVY i.e. PMKVY 3.0 (2020-21) on 15.01.2021 with an objective to train 8 lakh candidates with an outlay of Rs. 948.90 Cr. PMKVY 3.0 encourages and promotes skill development throughout the country including State of Haryana and Uttar Pradesh to address the industry needs, meet the market demands, and impart skills in services and in the newage job roles. Also, under the scheme, role of the District Skill Committees (DSCs) has been increased for addressing the skill gap and assessing demand at the district level. Among various roles, DSC has been entrusted with the mobilization of candidate through camps for training under scheme. Under PMKVY 3.0, a target of 85,000 candidates has been allocated in RPL – Type I (RPL Camp/Centres).

(Rajya Sabha, New Delhi – 5 February, 2021)

SCMS IN ACTION

29th Meeting of the Governing Board of Skill Council for Mining Sector

The 29th Governing Board meeting of the Skill Council for Mining Sector was held at FIMI House on 19th January, 2021 through Video Conferencing. The meeting was Chaired by Shri P K Satpathy, Director(Production)- NMDC Ltd and Chairman SCMS. During opening remarks, the chairman acknowledged that technology has succeeded over many challenges and barriers due to global pandemic followed by slump in overall economy. New concepts like “Work from home, local to global, Atmanirbhar Bharat, new normal, social distancing etc. have emerged and each one of us have gracefully adopted and embraced all new changes and we can see the increase in production in all sectors in coming days.

The Chairman complemented all PSC members for completing the “Human Resource and Skill Requirement in Mining Sector in India 2019-2025” by PwC and urged all industries members to assist SCMS in implementing the actionable points. The chairman informed the board about the launch of third phase of PMKVY 3.0 by MSDE which aims to benefit over 8 lakh candidates in FY21 under Short-Term

Training (STT), Recognition of Prior Learning (RPL), and Special Project (SP). He appealed and requested all GB members to extend all support in completing the target assigned to our SCMS.

After the opening remarks, Sanjay Sharma, CEO-SCMS convened the meeting as per the agenda.



Glimpses of Governing Board of Skill Council for Mining Sector

MOIL RPL Training

MOIL Limited, as part of their CSR initiative “Sashaktikaran- Sthaniya Yuva” have partnered with Skill Council for Mining Sector for rolling out a skill development program for the youth of Nagpur, Bhandara and Balaghat districts. The mobilization was initiated with publishing the advertisement newspapers. The mobilization drive was done to widen the program reach in the above areas. The mobilization team conducted extensive mobilization drives in the villages close to MOIL mines along with the MOIL officers. The program received an overwhelming response from the local population. The joint team of MOIL, SCMS and IISD reviewed the applications and selected 92 candidates.

The training center was established at Central India Institute of Engineering, Lonara Nagpur. Due to covid-19, centre has been closed from 20th March, 2020 to 30th Nov, 2020 as per guidelines of centre Govt. The training centre has once again opened as per the State Government guidelines & training has been started from 5th Dec, 2020 at centre. Our first batch of mine electrician has been started from 05th Dec, 2020 & training will be completed in 05th Apr-2021. and 2nd batch of mechanic/fitter also has been started from 25th Jan, 2021 & same training will be completed in 25th May, 2021.

Each training will be conducted for a period of 4 months. After the completion of assessment, we will have placed the candidates in companies. Tentative placement date of mine electrician batch will be 20th Apr, 2021 & for the mechanic/fitter is 10th Jun, 2021.



Glimpses of Training at MOIL

Training of Master Trainers (TOMT) & Master Assessors (TOMA)

SCMS has a key mandate to create a pool of Trainers and Assessors for successful and effective execution of skill development programs. SCMS organizes Training of Trainers (TOT) and Training of Assessors (TOA) programs to meet these requirements. However, to carry out these TOT and TOA programs, SCMS needs to create Master Trainers and Master Assessors through Master Trainer (TOMT) and Master Assessor (TOMA) Programs. In line with the above requirement of creating Master Trainers and Master Assessors, SCMS organized a four-day training and orientation program starting from 16th December, 2020 to 19th December, 2020 for existing experienced and qualified Trainers, Assessors and Industry experts in online mode. A group of such twenty shortlisted industry experts, existing Trainers and Assessors were invited to attend the program based on their experience, skillset and expertise on various job roles. On the last day all the participants were made to sit through a vigorous assessment process to get themselves qualified as Master Trainer or Master Assessor. Mr. Ganshyam Wangneo, Mr. Bikram Sahoo' from SCMS were the member of assessment panel.

The average experience of participant was around 35 years and many of them were retired from mining companies like CIL, HZL, MOIL and etc. These certified experts have become the part of Core Group of Master Resources for SCMS and shall contribute for various other important activities like preparation of Question Banks, Curriculum, Content, Qualification Packs, participation in skill workshops and seminars as SCMS experts, execute training and assessments on various job roles as per industry demand along with the core objective of carrying out TOT and TOA programs.

SCMS welcomes following participants to the SCMS family as SCMS Expert Team Member:



List of Certified Master Trainers/Assessors scheduled on 16th December to 19th December, 2020



**Ajit Kumar
Gayasen**

Diploma in mining

35 years in Coal Mining

Track Layer Operator
Timber man
Sampler
Mining Mate
Mining Shot Firer or Blaster
Explosives Handler
Assistant Support-UG Mines
Assistant Support-OC Mines



**Bghawandas
Neekhra**

Diploma in Mining &
Mine Surveying

*27 years in Western Coalfields
Limited (WCL)*

Assistant Support-O/C Mines
Assistant Support-U/G Mines
Dewatering Pump Operator
Gas Detector
Mining Mate
Mining Shot Firer or Blaster
Roof Bolter
Timber man
Ventilation Adequacy Checker



**Jagdish
Joshi**

BE Mining

39 Years in HZL

Mining Mate
Mining Shot Firer or Blaster
Timber man
Ventilation Adequacy Checker
Jack Hammer Operator
Rig Mounted Drill Operator
Dewatering Pump Operator
Fireman
Explosives Handler
Loader Operator



**Rabindra
Kumar Sharma**

B. tech (Mining)

35 Years in Coal Mining

Assistant Support-O/C Mines
Assistant Support-U/G Mines
Dumper/Tipper Operator
Mechatronics In Charge
Mining Mate
Roof Bolter
Explosives Handler



**Laxman
Gurlu**

Surveyor's Certificate
of Competency-DGMS

37 Years in RSMM Limited

Compressor Operator
Dumper/Tipper Operator
Mechanic/Fitter
Mine Welder
Mazdoor/Helper
Bulldozer Operator



Gopal Sah

Bsc Eng. Mechanical

25 Years in Coal India Limited

Excavator Operator
Dumper/Tipper Operator
Backhoe Loader Operator
HEMM Mechanic
Loader Operator
Mechanic/Fitter



**Kalyan
Basu**

B.E. (Mining)

*25 years in Bharat Aluminum
Co. Ltd*

Assistant Support-O/C Mines
Grader Operator
Mazdoor/Helper
Mining Mate
Mining Shot Firer or Blaster



**Mahendra
Kumar Mathur**

Diploma in mechanical engineering

37 Years in RSMM Limited

Compressor Operator
Dumper/Tipper Operator
Mechanic/Fitter
Mine Welder
Mazdoor/Helper
Bulldozer Operator



**Rohini Prasad
Vishwkarma**

Diploma in Mechanical Engineering
Diploma in Electrical Engineering

*34 years in Western Coalfields
Limited (WCL)*

Mazdoor/Helper
Dewatering Pump Operator
Haulage Operator



NCL SCMS MINING SKILL CENTER

SCMS and Northern Coalfields Ltd are moving together to achieve the target of training and providing jobs to 480 local youth in the trades of Data Entry Operator, Mine Electrician, Mine Welder and HEMM Mechanic. We received a total of 39,397 online applications, out of which 3,578 were female applications. Currently, 369 male and 94 female candidates are undergoing training in different trades. Total 143 candidates (24 female candidates) are in Mine electrician, 108 candidates (12 female candidates) are in Mine Welding, 140 candidates (58 female candidates) are in Data Entry Operator and 72 candidates are in HEMM Mechanic trade. Both of the execution partners are doing a tremendous job on the field to make it happen.

The classes for Data Entry Operator and Mine Electrician are running successfully at C.E.T.I. campus, NCL, Singrauli since 30th November. The classes and labs are equipped with face recognition attendance system, 24*7 camera surveillance, firefighting measures, high speed internet connection and all other instruments required for smooth delivery of the training.

The month of January proved to be a stepping stone as it brought many new developments.

T Shirts, Caps, domain books, notebooks, tools and kits. etc were distributed among the candidates. All four trades are now running simultaneously. HEMM mechanic trade has started at VTC Jhingurda, Singrauli.

It was a great honour for SCMS to welcome Shri P.K. Sinha, Chairman and Managing Director of NCL, and Shri Bimlendu Kumar, Director (Personnel) in an interaction event. The event was organised by

Shri Dinesh Mishra, G.M. (H.R.D.), C.E.T.I, N.C.L. and SCMS. Shri P.K. Sinha and Shri Bimlendu Kumar had a one-to-one interaction with the candidates and the trainers. They shared their views and expertise with the whole team.



NCL Management has come forward to extend all required support to retain trainees and sustain the training program. He gave a great feedback and wished for the successful completion of the training and motivated the candidates to maintain discipline in life.

Shri Bimlendu Kumar, Director (Personnel) shared the vision of a Mining Skill Academy (Centre of Excellence) for NCL which will train over 1,500 candidates every year in association with SCMS. This center will be developed at CMPDI building of NCL.

Trainers and Candidates got a chance to visit International Conference on Opencast Mining Technology & Sustainability, organised by NCL. Candidates got a glimpse of the future of Mining Industry in India. NCL also organised a delegate visit to the skill center who questioned the candidates about their learnings and shared their own filed experience too.



Republic Day celebration took place at NCL Mining Skill Center. Shri Dinesh Mishra did the flag hoisting. He appraised the on-going skill development programme. SCMS got a special mention in the official message by the CMD. DP praised SCMS in his speech after hoisting the flag.

Deepak Mishra, (Head – Training of Trainers and Assessors, Accreditation & Affiliations, SCMS) visited the center for a review on 28-29 January, 2021. He also took an interaction cum grooming session of the entire team. He did a detailed review of the training center (CETI and Jhingurda) in terms of quality of

training, quality of training delivery, overall class and lab set-up, candidates' satisfaction and inclusion, candidates' residential condition, etc. He also had meetings with Shri Dinesh Mishra, (G.M., H.R.D.) and Shri Bimlendu Kumar, Director (Personnel) to get their feedback regarding the project and thanked them for the support being provided from NCL.



Interaction cum grooming session

SPECIAL FEATURES

**Enaex and Indimin apply digital platforms
to explosives delivery at Centinela**

The optimisation of resources and improving efficiency in mining operations is the great challenge of innovation in the sector. In order to take on this challenge, Indimin, a Chilean start-up and creator of a leading digital assistant for mining (Smart Mining Coach), and Enaex, the global explosives major, the leading company in blasting services in Chile and the third largest producer of ammonium nitrate in the world, have executed a digital platform to facilitate the management of Antofagasta Minerals' Centinela copper mine Mobile Manufacturing Unit (MMU) explosives trucks.

Enaex Bright® is the digital platform that, thanks to its two Fleet and Production Management modules, will facilitate the monitoring of explosives loading and manage digital information that will allow blasting results to be optimised, in addition to instantly handling accurate and detailed information that contributes to making timely decisions with the MMU trucks online.

“Our digital transformation strategy continues to advance steadily. For Enaex, this first stage together with Centinela and Indimin, marks an important step that differentiates us when it comes to delivering greater efficiency to our customers,” highlights Renato Ramirez, Enaex's Digital Transformation Manager. To increase productivity and safety in the drilling process and achieve efficient blasting, Bright gives the status of MMU trucks online; monitors key indicators; summarises the most important variables by pit; provides transparency and accuracy of data; and is concerned with the formalisation of resources and certainty in their allocation. Enaex states: “For the first time, thanks to Enaex Bright, there will be a total visibility of what is happening in our operations and the possibility to access in real time relevant indicators such as truck availability, effective utilisation and operational losses in one click.”

“With a friendly interface to which logged in users will have access, information on the mine, the total fleet and the main performance indicators of the fleet can be reviewed,” explains Alvaro Diaz, Co-Founder and

CEO of Indimin, highlighting that “has It has been an intense and very satisfactory process of creation that, we trust, will have very good results.” Enaex Bright’s Production and Fleet Management modules are fully integrated with the Smart Mining Coach platform for Drilling and Blasting developed by Indimin, favouring interoperability. In this way, digital innovation for Mining 4.0 is further developed and being applied in Centinela, thanks to Indimin’s experience in platforms and Artificial Intelligence and Enaex’s 100 years of experience and trajectory in the explosives market.

(im-mining.com – 19 January, 2021)

How to map skill development needs across functions

Business success, today, more often than not is a direct outcome of an organization’s ability to unlock human potential to define and deliver new outcomes. The fluid and uncertain outlook for businesses is here to stay, and navigating these uncertainties demands focused attention on the core driver of performance i.e. people. Strategic skill development for organizational success is closely linked to employee development at an individual, team and organizational level.

The ‘new normal’ gave rise to new business needs, which in turn demanded new-age skills – from remote team management, personal time management amidst blurring work-life priorities, agility and resilience. The rise of remote working makes it imperative for employees to go above and beyond to perform their jobs well. Training needs identification & training need analysis has been a core process in driving organizational learning, but with the current landscape, there’s a need to reboot the process in view of the agile business shifts.

Skills mapping is a systematic approach to measuring, identifying and developing valuable skills within an organization. Today, the core objective of skills-mapping is to cultivate the skills for future readiness and success.

The skill mapping process

1. Build a competency framework: Understanding what skills high performers apply on-the-job and to what degree, is imperative to understanding the skill gap. A competency framework with varied proficiency levels will emerge based on which employees can be assessed. Interviewing high performers and their managers on how they manage to excel at their jobs is a great way to start building a competency framework.

2. Skill-gap evaluation: Ask the relevant questions such as, “What are skills employees need to succeed in their current roles?”, and use tools such as interviews, surveys, manager feedback, performance review data, self-assessments to arrive at a skills inventory. Also, plan detailed business discussions to understand the organization’s strategic goals, and to question what future skills may be required to achieve these goals.

3. Communication & learning plan development: Communicating the skill gaps to employees must be done with the help of managers. Skill gaps should be intricately linked with the learning offerings so as to create effective and aligned ‘learning journeys’ for employees.

Skill mapping for the future

While traditional approaches to skill mapping continue to be relevant, keeping in mind the dynamic shifts in jobs and the potential of workers, some new paradigms in skill mapping are important to note.

- **Re-alignment with employee capability:** The past year required organizations to do ‘on-the-go’ workforce planning, with real-time decisions to redeploy employees based on the needs of the business. This is when employee capability, interest, and passion were re-examined. Organizations that align their

employees interest/ capability will be able to quickly and effectively activate their workforce around emerging business priorities. Skill mapping exercises, now more than ever before, need to move beyond an objective exercise and it must factor in 'employee choice and aspiration'.

• **A 'talent marketplace' approach:** Consumerization of skills is the way ahead to bridge the demand-supply gap on a near real-time basis. A talent marketplace approach can help align skill or job roles that are gaining prominence to employees. It can help improve awareness of workforce skills and capabilities that the organization needs. L&D should invest in designing and deploying such marketplaces to activate talent mobility.

• **Self-driven employee:** While L&D has traditionally been the custodian of skill-mapping, a number of external changes are also enabling employees to proactively take on the skill development initiatives. By recognizing and rewarding employees who're identifying opportunities for growth and work towards building the relevant skills early-on, companies can stay ahead of the curve.

• **Data-driven strategy:** L&D must build an organization-wide, real time skill view. This will bind together and formalize all relevant skilling initiatives, enable better learning decisions, and build business alignment. Leadership must invest in the latest emerging technologies (including AI and big data based platforms) to make skills-planning more intuitive and real-time.

A well designed skill development map is one that balances the business needs, the L&D function, and the employee. There is a compelling need to go beyond mere traditional workforce planning methodologies like competency frameworks, static job descriptions, and linear career paths. The new era of skills mapping is a lot more about coaching and conversations at an employee, team, function and leadership level. Moving away from a top-down leadership mandate, to a more democratic and collaborative skill-building model is the way to continuously address skill-deficiency. Skill planning is an ongoing effort and calls for assessing and reassessing the skill milieu in alignment with the ever-changing business needs and employee aspirations.

(peoplematters.in –27 January, 2021)




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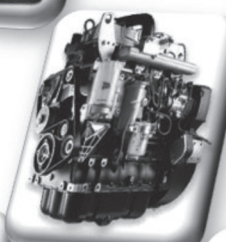


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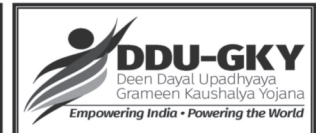
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- Chhattisgarh State Skill Development Authority (CSSDA) for assessments in the state of Chhattisgarh
- Skill Council for Mining Sector (SCMS) for PAN India assessments
- Healthcare Sector Skill Council (HSSC) for PAN India assessments
- Power Sector Skill Council (PSSC) for PAN India assessments
- Retailers Association's Skill Council of India (RASCI) for PAN India assessments
- Management & Entrepreneurship and Professional Skills Council (MEPSC) for PAN India assessments
- Apparel Made Ups and Home Furnishing Sector Skill Council (AMH SSC) for PAN India assessments

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The company is young in experience but under dynamic leadership of senior management and untiring efforts of its team, our affiliations has risen to nineteen Sector Skill Councils and Ministry of textiles. We are the best assessment agency for Security Skills and second best assessment agency for Rubber Skill Development council. We have successfully completed five lakh assessments PAN India in last six years. With the dynamic team, we envision scalable growth in skill environment and be the most reputed and credible skill assessment company in India. The company has been awarded as Runner up in awards for assessment agency by SCMS for 2018-19.

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