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# SKILLING IN MINING

October 2025

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Volume XII



## News Update (July - September 2025)



### SKILL COUNCIL FOR MINING SECTOR

(Promoted by Federation of Indian Mineral Industries)

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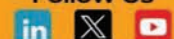


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### Recognition of Thriveni Sainik Mining Pvt. Ltd. VTC as CoE

Skill Council for Mining Sector (SCMS) has recognized Thriveni Sainik Mining Pvt. Ltd. (TSMPL's) Vocational Training Centre (VTC) as Centre of Excellence (CoE) of SCMS on 21<sup>st</sup> July 2025. This landmark recognition was awarded to the VTC at Langatu village, Barkagaon in Hazaribagh Jharkhand.

Through this MOU, employees trained at VTC will now have their skills aligned with the National Skills Qualification Framework (NSQF). This ensures nationally recognized certifications, helping workers gain valuable credits toward higher qualifications and career advancement. This development marks a new chapter in mining workforce development, where industry and training institutions work hand-in-hand to create a more skilled and future-ready workforce.



**Shri Navneet Kumar, COO-SCMS, presented the Certificate of Recognition for Centre of Excellence to Shri Amritanshu Prasad of Thriveni Sainik Mining Pvt. Ltd. for their VTC**

### MOU with Distil Education & Technology for apprenticeship promotion

Skill Council for Mining Sector (SCMS) and Distil Education & Technology Pvt. Ltd. (DETPL) signed a strategic MOU on 23<sup>rd</sup> July 2025 to strengthen implementation of the National Apprenticeship Promotion Scheme (NAPS) in the mining industry. The MOU was signed by Shri Navneet Kumar, COO & Officiating CEO, SCMS, and Shri Shashank Gupta, Business Head, DETPL, in the presence of Shri Sudarshan Bellamkondi (SCMS) and Shri Shubham Tiwari (DETPL).

This collaboration will enable end-to-end support for apprenticeship programs ranging from industry onboarding to candidate registration and stipend facilitation helping build a skilled workforce for the mining sector.



**MOU signing between SCMS & Distil Education & Technology**

### **Webinar on “Apprenticeship Awareness for the Mining Industry”**

Skill Council for Mining Sector (SCMS) organized a webinar titled “Apprenticeship Awareness for the Mining Industry” on 2<sup>nd</sup> August 2025, with the aim of increasing awareness and understanding of the National Apprenticeship Promotion Scheme (NAPS) and its relevance to the mining sector. This initiative aligns with the Government of India’s broader agenda to promote skill development through structured apprenticeship programs, thereby bridging the gap between industry requirements and the available workforce. The webinar featured Shri Nishant Raghav, Business Head at Distil Education & Technology Pvt. Ltd., as the keynote speaker.

Shri Raghav delivered a comprehensive and engaging presentation that focused on the objectives, implementation process, and incentives associated with NAPS, while also addressing common challenges faced by industries and academic institutions in adopting the scheme. His talk emphasized how apprenticeships serve as a vital link between theoretical learning and practical application, ultimately leading to enhanced employability for youth and a skilled talent pool for employers.

The webinar attracted significant interest, with over 250 registrations from stakeholders across the mining ecosystem, including representatives from mining companies, educational institutions, training providers, and policymakers out of which 50+ participants were present, actively engaged in discussions, shared experiences, and seeking clarifications regarding NAPS. The interactive nature of the session added value to the participants' understanding and helped promote dialogue around collaborative efforts between industry and academia. SCMS extends its sincere gratitude to all participants for their enthusiastic involvement, and especially to Shri Raghav for his valuable insights, which contributed to making the webinar an informative and impactful platform for knowledge sharing and capacity building in the mining sector.





Shri. Nishant Raghav from DETPL deliberating a session

### 48<sup>th</sup> Meeting of the Governing Board of Skill Council for Mining Sector

The 48<sup>th</sup> meeting of the Governing Board of Skill Council for Mining Sector (SCMS) was held on 27<sup>th</sup> August 2025 at FIMI House, New Delhi which was chaired by Shri Pankaj Kumar Satija, Chairman-SCMS.

In the opening remarks, Shri Pankaj Kumar Satija, Chairman-SCMS, welcomed Shri Praveer Pankaj, Director, DGCO, GSI who attended the governing board meeting of SCMS on behalf of Shri Maneesh Khar, Dy. Director General, DGCO, GSI & a GB Member of SCMS.

The Governing Board meeting concluded successfully with some suggestions from the members.



48<sup>th</sup> GB meeting in progress

### 12<sup>th</sup> Annual General Meeting of Skill Council for Mining Sector

The 12<sup>th</sup> Annual General Meeting of the Skill Council for Mining Sector (SCMS) was held on 27<sup>th</sup> August 2025 at FIMI House, New Delhi. Shri Pankaj Kumar Satija, Chairman-SCMS steered the meeting.

The AGM discussed and approved the Annual Report, Appointment of Auditors, Audited Balance Sheet and Income and Expenditure Statement of the Skill Council for Mining Sector for the year 2024-2025.

### **MOU with Aantrishti Human Development Solutions Pvt. Ltd.**

Skill Council for Mining Sector (SCMS) and Aantrishti Human Development Solutions Pvt. Ltd. have entered into an “exclusive” MOU on 17<sup>th</sup> September 2025 to promote tech-enabled Film Based Training Methodology (FBTM) for the mining industry.

The agreement was signed by Shri Navneet Kumar, COO & Officiating CEO, SCMS, and Shri Nitin Khanna, MD & CEO, Aantrishti, in the presence of Shri Apoorv Aishwarya, Sr. Manager-Curriculum Design & Development, SCMS. Through this collaboration, SCMS’s subject matter expertise and robust skilling ecosystem will be seamlessly integrated with Aantrishti’s innovative Large Impact Field Training (LIFT) and proprietary Film-Based Training Methodology (FBTM) solutions.

The joint effort aims to deliver highly effective, customized training programs at scale-helping build a skilled, future-ready workforce for the mining sector.



**MOU signing between SCMS & Aantrishti Human Development Solutions Pvt. Ltd.**



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## MINING & EXPLORATION

### Coal gasification to be a game-changer, driving self-reliance, clean energy

Coal will remain vital, and through gasification it would provide environmentally responsible energy to the country, said Smt. Rupinder Brar, Additional Secretary, Ministry of Coal. She was addressing a Roadshow on Coal Gasification – Surface and Underground Technologies organised by the Ministry of Coal in partnership with FICCI in Mumbai on 12<sup>th</sup> September 2025.

“The Ministry is committed to building a robust ecosystem through the government’s ₹8,500 crore Coal Gasification Incentive Scheme, investor-friendly policies, and streamlined clearances, emphasising the Ministry’s focus on building a robust ecosystem for sustainable mining and energy security,” she added.

“India’s coal story is unprecedented; we crossed 1 billion tonnes of domestic production for the first time last year. With nearly 400 billion tonnes of reserves, including 40% that lies deep and untapped, technologies like coal gasification will ensure this resource drives growth while keeping sustainability at the core,” she said.

“This is testament to our growing energy security and self-reliance as we march towards becoming the world’s third-largest economy by 2028,” she added.

Stating that gasification allows India to tap unmineable coal and convert it into value-added products, cutting import dependence in oil, gas, fertilizers, and petrochemicals, she said with policy support and financial backing, government was making coal gasification a scalable, responsible solution.

“As India moves from the fourth to the third-largest economy by 2028, gasification will be a game-changer, driving self-reliance, clean energy, and new industries,” she added.

Tuhin Mukherjee, Mentor, FICCI Mining Committee, while speaking at the event said, “Coal remains the world’s main source of power, providing a quarter of our primary energy and more than 40% of our electricity, and through gasification it can be harnessed in a cleaner, more transformative way.”

He added, “With abundant reserves of over 389 billion tonnes, coal gasification offers India a pathway to reduce import dependence, produce methanol, fertilizers, and clean fuels, and move towards self-reliance while ensuring sustainable utilisation of our resources.”

The roadshow witnessed participation from senior government officials, industry leaders, investors, and stakeholders from the chemical, petrochemical, oil & gas, steel, aluminium, power, coal, and allied sectors.

It provided a platform to discuss India’s coal gasification roadmap, opportunities for private sector participation, indigenous technology development, and policy provisions to enable the country to achieve its target of 100 million tonnes of coal gasification by 2030.

**(The Hindu, New Delhi – 12 September, 2025)**

## GENERAL

### **Min moots skill development CoE for mining, logistics, critical minerals**

Union education minister Shri Dharmendra Pradhan on 5<sup>th</sup> August 2025 held a meeting in New Delhi to discuss the establishment of a proposed Centre of Excellence (CoE) in Odisha for skill development in mining, logistics and critical minerals.

The meeting was attended by Union Minister of State (I/C) for Skill Development and Entrepreneurship Shri Jayant Singh Chaudhary and Odisha Skill Development and Industries Minister Shri Sampad Swain. Shri Dharmendra Pradhan said, "The mining sector in Odisha has immense potential to fuel economic growth and generate large-scale employment. The proposed Centre of Excellence will bridge the skill gaps and provide world-class training opportunities in line with global standards."

He also said the initiative would help develop skilled manpower in mining and critical minerals, positioning Odisha as a global skill hub. "For the first time in India, such a Centre of Excellence will be set up to offer industry-relevant skills, helping our youth lead not just in India but globally," Pradhan added.

The Union minister also pointed out that a National Skill Training Institute (NSTI) has already been established in Bhubaneswar to strengthen the state's skill development ecosystem. He called for enhanced collaboration between the state's skill development and technical education department and Skill India Mission to prepare the next generation for emerging opportunities.

**(The Times of India, New Delhi – 5 August, 2025)**

### **Govt. clears ₹1,500 crore plan to extract critical minerals from battery waste**

In a bid to reduce India's dependence on critical minerals, the Union cabinet on 3<sup>rd</sup> September 2025 approved a ₹1,500 crore scheme to promote recycling of battery waste and e-waste for the extraction of key minerals. Many strategic sectors of India faced disruptions when top importer China had halted supply of rare earth magnets earlier this year. The development was a reminder of the risks of overdependence on a single source for minerals vital to electronics, renewable energy and electric mobility, an official statement said.

The scheme, which will run for six years till fiscal year 2031 (FY31), is part of the National Critical Mineral Mission and it seeks to build a domestic recycling ecosystem to ensure near-term security in the supply chain, the release said. The incentives include a 20% capital subsidy on plant and machinery for projects that commence production within the stipulated timeframe and an operational subsidy tied to incremental sales. The operational support will be provided in tranches 40% in the second year and 60% in the fifth year-on meeting specific sales thresholds.

The scheme caps subsidy ceilings at ₹50 crore for large companies and ₹25 crore for smaller entities, including start-ups, with a third of the total outlay reserved for the latter. Mint had reported on 6 June that the mines ministry was finalizing an incentive scheme for recycling critical minerals used in manufacturing. The minerals under consideration for recycling include neodymium, dysprosium, terbium, and samarium.



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“This decision is a crucial step towards strengthening supply chain resilience, advancing sustainability, and achieving self-reliance in critical minerals,” minister of heavy industries and steel H.D. Kumaraswamy was quoted as saying in the statement. “It will incentivise both large recyclers and start-ups while ensuring sustainable supply chains for lithium-ion batteries and other critical minerals essential for EVs (electric vehicles), storage solutions, and emerging technologies. The move complements our push for EV adoption, PLI (production-linked incentive) schemes, and future-ready industries, linking recycling with resource efficiency and the green mobility revolution,” Kumaraswamy said.

The government expects the scheme to add 270 kilo tonnes of annual recycling capacity, producing nearly 40 kilo tonnes of critical minerals such as lithium, cobalt and nickel each year. The scheme is projected to attract about ₹8,000 crore in investment and create close to 70,000 direct and indirect jobs. Industry analysts said the cabinet’s decision underlined India’s strategy of diversifying critical mineral sources, with recycling seen as a faster route compared to exploration and mining projects that carry long gestation periods.

“This is a pragmatic step. By recycling used batteries, e-waste and catalytic converters, India can generate a dependable domestic pool of critical minerals, insulating itself from sudden global supply shocks,” said a senior executive with a leading battery maker. Experts also said the move comes at a time when several advanced economies, including the US, EU and Japan, are stepping up efforts to reduce their reliance on China, which controls more than 60% of global rare earth production and a large share of the refining capacity. For India, recycling offers not just a hedge against external risks but also a way to manage its growing e-waste challenge, they said.

While the new scheme may not eliminate import dependency in the short term, policymakers see it as an important step in building resilience until domestic mining operations and overseas mineral asset acquisitions become operational. The scheme will create 70,000 jobs, attract ₹8,000 crore investment, and advance India’s circular economy in line with Mission LiFE, said G. Kishan Reddy, minister of coal and mines.

"The incentive scheme is indeed a big push towards building and strengthening a circular economy for the critical minerals industry. The focus on recycling of lithium-ion batteries and e-waste, indicates clear focus on securing resources for a sustainable future and recognises recyclers and critical metal refiners like us, as partners in national strategy," said Shubham Vishvakarma, founder and chief of Process Engineering at Metastable Materials. “For innovators in this space, this scheme by the government provides a clear roadmap to scale, modernize, and diversify capacity while also creating green jobs and reducing India's dependence on imports,” he added.

(Livemint.com – 3 September, 2025)

### **Govt. plans skill based curriculum for class 11 & 12: will this finally align education with employability?**

The Government of India is planning to introduce a skill based curriculum for students of Class 11 and 12, aligning with the recommendations of the National Education Policy (NEP) 2020, according to Union Education Minister Shri Dharmendra Pradhan. Speaking at an event held at the Indian Institute of Technology (IIT) Madras, the Minister said the initiative aims to shift the focus of education from being degree-oriented to competence-based learning. Shri Pradhan highlighted that the inclusion of skill based education is a key element of the NEP 2020 and that the Ministry of Education is actively working towards making it a formal part of the senior secondary curriculum. As reported by the PTI, he stated, “We are on the job to introduce skill based curriculum of Class 11 and 12.”

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### **Move in line with NEP 2020 recommendations**

According to Shri Pradhan, one of the primary recommendations of the NEP 2020 is to move away from the conventional certificate and degree-driven system and instead focus on skill development. “Prime Minister Narendra Modi rightly said we need degree and certification but we need to make the students competent also,” the Minister was quoted as saying by the PTI on X.

The initiative to introduce skill based learning is not limited to senior secondary classes. The Ministry is also exploring the possibility of implementing skill based subjects from Class 6 onwards. Pradhan said that while skill based education had previously been optional and selective, it would now be integrated formally into the school curriculum as a subject.

### **Curriculum changes to begin at foundational levels**

Shri Pradhan further elaborated that the new approach would bring a paradigm shift in the country's learning methodology. As reported by the PTI, he said the earlier system focused primarily on degrees, but the new model under NEP 2020 encourages skill development from an early stage. “Previously, skill based learning was optional. Skill based education was selective. But henceforth skill will be a formal part of education as a subject,” the Minister was quoted as saying by the PTI during his speech at the Dakshinapatha Summit 2025 held at IIT Madras.

### **Event held at IIT Madras highlights education reforms**

The announcement was made during the Dakshinapatha Summit 2025 at IIT Madras, where discussions centred around future educational strategies under the NEP 2020. Shri Pradhan’s remarks reinforced the Government’s commitment to integrating vocational and skill based education into mainstream schooling, particularly at higher secondary levels. **(The Times of India, New Delhi – 21 September, 2025)**

## **GLEANINGS FROM**

## **MINISTRY OF SKILL DEVELOPMENT & ENTREPRENEURSHIP**

### **New skills policy will be transformative for India’s youth: Jayant Chaudhary**

The ministry of skills development and entrepreneurship is adopting a multi-pronged approach including development of global skills taxonomy, creating a national registry of skills and developing a new overarching policy to guide India’s skilling mission over the next one decade, Shri Jayant Chaudhary, minister of state for skills development and entrepreneurship (independent charge) said.

“Just as the National Education Policy (NEP) has been a game changer for the education sector, the upcoming National Skill Development and Entrepreneurship Policy will be equally transformative for India’s workforce. It will redefine the way we skill, upskill, and reskill our people preparing them to thrive and lead in an increasingly dynamic global economy,” talking about the impending skill policy, Minister said.



He also spoke about the ₹60,000 crore ITI Revamp Scheme approved by the Cabinet, which will include ₹10,000 crore from CSR contributions. “We want to move beyond funding – we want the industry to shape the curriculum, certification, and training standards. This is how we create employable youth and make ITIs future-ready,” he said.

(The Economic Times, New Delhi – 15 July, 2025)

## SKILLS IN PARLIAMENT

### Rajya Sabha Unstarred Question No. 447 answered on 23.07.2025

#### Skill Development for Women

**447. Smt. Sagarika Ghose:**

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

- (a) the steps being taken to ensure skill development for women and whether they are being brought in line with market demands;
- (b) in what manner the industry bodies are being onboarded to ensure that skill development for women keeps apace with the needs of industry;
- (c) how skill development for women is being dovetailed with safe and secure public transport and workspaces; and
- (d) how much attention is being paid for quality control of trainers

#### Answer

**The Minister of State (Independent Charge) in the Ministry of  
Skill Development and Entrepreneurship  
(Shri Jayant Chaudhary)**

**(a) & (b)** Under the Skill India Mission (SIM), the Ministry of Skill Development and Entrepreneurship (MSDE) delivers skill, re-skill and up-skill training through an extensive network of skill development centres under various schemes, viz. Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Jan Sikhshan Sansthan (JSS), National Apprenticeship Promotion Scheme (NAPS) and Craftsman Training Scheme (CTS) through Industrial Training Institutes (ITIs), to all the sections of the society, including women, across the country. The SIM aims at enabling youth of India to get future ready and equipped with industry relevant skills.

To encourage participation of women in skill development programs, special provisions have been made for meeting expenditure on conveyance and boarding & lodging as well as post placement support. Further, PMKVY 4.0 prioritizes and provides special focus to projects that emphasize women as primary beneficiaries. Training programs in sectors like Electronics, Retail, Healthcare, Beauty & Wellness, Handicrafts and Apparel are structured to attract higher participation from women. Projects are designed to

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align with local skill demands, creating opportunities for women to participate and benefit from skill development schemes. This inclusive approach ensures significant representation and benefit for women in skill training programs across the country. Under JSS Scheme, the focus is being given to women and other vulnerable sections. Women constitute more than 80% of beneficiaries under JSS scheme. Also, there are 19 National Skill Training Institutes (NSTI) and more than 300 ITIs exclusively for women. Government of India approved 30% reservation of seats for women candidates in all ITIs (Govt. & Private) in all courses and these seats could be filled based on the general reservation policy of each respective State/UTs.

MSDE in collaboration with MoWCD has launched a joint initiative named NAVYA – Nurturing Aspirations through Vocational Training for Young Adolescent Girls. NAVYA is a pilot initiative aimed at equipping adolescent girls aged 16-18 years with a minimum qualification of class 10, with vocational training mainly in non-traditional job-roles. Further, MSDE in collaboration with the Women Entrepreneurship Platform of NITI Aayog, launched the Swavalambini - a Women Entrepreneurship Programme in February 2025 in the North Eastern States of Assam, Meghalaya, Mizoram and also in Uttar Pradesh and Telangana. The programme aims to cultivate an entrepreneurial mindset among female students through Entrepreneurship Awareness Training (EAP) and Entrepreneurship Development Programme (EDP). National Institute for Entrepreneurship and Small Business Development (NIESBUD), Noida and Indian Institute of Entrepreneurship (IIE), Guwahati, under aegis of MSDE are the implementing agencies for the program.

To ensure the skills imparted to all, including women candidates, through its various scheme are aligned with the current industry requirements, MSDE has taken the following specific steps:

- (i) National Council for Vocational Education and Training (NCVET) has approved 8693 qualifications as per the industry requirements, out of which 2266 qualifications are valid and active, and 6427 qualifications are archived for being not relevant.
- (ii) 36 Sector Skill Councils (SSCs) have been set up which to identify the skill development needs of respective sectors as well as to determine skill competency standards. MSDE provides support to training providers that collaborate and align skill courses with industry demand.
- (iii) Director General of Training (DGT) under aegis of MSDE is implementing Flexi MoU Scheme and Dual System of Training (DST) with industry partners. These provide training to ITI students in industrial environment as per their requirements.
- (iv) DGT has signed MoU with IT Tech companies like IBM, CISCO, Future Skill Rights Network, Amazon Web Services (AWS) and Microsoft to ensure industry linkages for the institutes at the state and regional levels under CSR initiatives. These partnerships facilitate the provision of technical and professional skills training in modern technologies.
- (v) Indian Institute of Skills (IIS) established at Ahmedabad and Mumbai, in Public Private Partnership (PPP) Mode, provide training to create industry-ready workforce for Industry 4.0, equipped with cutting-edge technology and hands-on training.
- (vi) National Skill Development Corporation under the aegis of MSDE has partnered with several international organizations such as AWS, Microsoft, Intel, Redhat, Pearson VUE, Boston Consulting Group (BCG), Cisco Networking Academy for providing digital courses.



**(c):** Implementing agencies are encouraged to set up training centres in proximity to residential areas, especially in semi-urban and rural areas. Support is extended for safe transportation through conveyance support, and flexible training hours. Centres are required to maintain safe and inclusive environment as per scheme guidelines. To ensure the safety of women, training under JSS is provided at locations close to doorsteps of the beneficiaries.

**(d):** Recognising the quality of trainers is the key for the overall success of vocational education and training, National Council for Vocational Education and Training (NCVET) has notified the Guidelines for Training of Trainers (ToT).

Under PMKVY, the quality of trainers is ensured through development of the Trainer's Qualification Packs and mandatory certification under the ToT programs. The refresher training, TOT (Training of Trainers) programs, and performance monitoring are regularly undertaken to ensure effective delivery of training.

Under the Apprentices Act, 1961 and its Rules, employers are required to place qualified person(s) as instructional staff for imparting basic training, related instructions and practical training.

To ensure the quality of trainers, a person having qualification and experience as per the model curriculum of the respective job roles are selected as resource person/trainers for imparting skill training in JSS Scheme. Preference is given to locally available resource persons and they are paid honorarium on an hourly basis.

Director General of Training (DGT) under the aegis of MSDE is also implementing Craft Instructor Training Scheme (CITS) through network of National Skill Training Institutes (NSTIs) and Institute of Training of Trainers (IToTs) across the country. Under CITS, comprehensive training in both hands-on skills and training methodology is provided to the instructor trainees to make them conversant with techniques of transferring hands-on skills and train skilled manpower for the industry.

**(Rajya Sabha, New Delhi – 23 July, 2025)**

## **Rajya Sabha Unstarred Question No. 1168 answered on 30.07.2025**

### **Certifications, Empanelment and Recognition for Training Agencies**

**1168. Smt. Sumitra Balmik:**

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

- (a)** the details of certification/recognition/empanelment mandatory for training and skill development agencies for applying for any scheme under Government, the details thereof;
- (b)** the various short-term, mid-term and long-term skill development initiatives and schemes being run by the Ministry; and
- (c)** whether Government plans to upgrade ITIs through PPP investment?

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## Answer

### **The Minister of State (Independent Charge) in the Ministry of Skill Development and Entrepreneurship (Shri Jayant Chaudhary)**

**(a) & (b)** Under the Government of India's Skill India Mission (SIM), the Ministry of Skill Development and Entrepreneurship (MSDE) delivers skill, re-skill and up-skill training through an extensive network of skill development centres / institutes under various schemes, viz. Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Jan Sikhshan Sansthan (JSS), National Apprenticeship Promotion Scheme (NAPS) and Craftsman Training Scheme (CTS) through Industrial Training Institutes (ITIs), to all the sections of the society across the country. The SIM aims at enabling youth of India to get future ready, equipped with industry relevant skills. National Council for Vocational Education and Training (NCVET) has been set up as an overarching regulator establishing regulations and standards to ensure quality in the Technical and Vocational Education and Training (TVET) space. NCVET recognises and regulates the Awarding Bodies (ABs) and Assessment Agencies (AAs) that are instrumental in developing a highly skilled workforce to meet industry demands. Skill India Digital Hub (SIDH) is envisioned as the digital public infrastructure for skilling, education, employment, and entrepreneurship in the country. SIDH offers recognized certifications, enabling learners to gain credentials that enhance their career progression. All Awarding Bodies recognized by NCVET are mandatorily registered on the Skill India Digital Hub (SIDH), where all certifications are processed.

**(c):** Union Cabinet has approved the National Scheme for Upgradation of Industrial Training Institutes (ITIs) and setting up of National Centres of Excellence (NCoEs) for skilling, at an estimated cost of Rs 60,000 Cr (Central Share: Rs 30,000 Cr, State Share: Rs 20,000 Cr, and Industry Share: Rs 10,000 Cr). The scheme aims to upgrade 1,000 Government ITIs under a hub-and-spoke arrangement with industry-aligned courses and to upgrade five (05) National Skill Training Institutes (NSTIs).

**(d):** Recognising the quality of trainers is the key for the overall success of vocational education and training, National Council for Vocational Education and Training (NCVET) has notified the Guidelines for Training of Trainers (ToT).

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Under the Apprentices Act, 1961 and its Rules, employers are required to place qualified person(s) as instructional staff for imparting basic training, related instructions and practical training.

To ensure the quality of trainers, a person having qualification and experience as per the model curriculum of the respective job roles are selected as resource person/trainers for imparting skill training in JSS Scheme. Preference is given to locally available resource persons and they are paid honorarium on an hourly basis.

Director General of Training (DGT) under the aegis of MSDE is also implementing Craft Instructor Training Scheme (CITS) through network of National Skill Training Institutes (NSTIs) and Institute of Training of Trainers (IToTs) across the country. Under CITS, comprehensive training in both hands-on skills and training methodology is provided to the instructor trainees to make them conversant with techniques of transferring hands-on skills and train skilled manpower for the industry.

**(Rajya Sabha, New Delhi – 30 July, 2025)**



## SCMS IN ACTION

### 10<sup>th</sup> Anniversary Celebration of the Skill India Mission - "Bharat SkillNXT"

Ministry of Skill Development and Entrepreneurship (MSDE) organized “Bharat SkillNXT” event on 22<sup>nd</sup> July 2025 at Bharat Mandapam, New Delhi on the occasion of 10th anniversary celebration of Skill India Mission. Shri Navneet Kumar, COO, SCMS participated in the event.

“In the next six months, India’s school-going population could make a powerful global statement-that we are home to the world’s largest network of young learners who are not just being introduced to AI, but actively using and applying it. This is the future we are building-bold, tech-savvy, and ready to lead,” said, minister of state for Skill Development and Entrepreneurship (MSDE), Shri Jayant Chaudhary. The event celebrated the mission’s achievements and unveiled a futuristic roadmap for India’s skilling ecosystem.

“Skill India journey has shown us that skilling is not a fallback; it is the foundation. Whether it’s veterans retraining, rural women discovering entrepreneurship, or young students embracing AI, every story reaffirms that India’s future lies in recognizing talent, restoring dignity to work, and creating opportunity through skill. Initiatives like SOAR-integrating AI from the school level-signal India’s ambition to not only embrace technology but to lead in it. As we move towards Viksit Bharat 2047, it is clear that India will not become a developed nation by chance-but by design. And at the heart of that design is our people-skilled, confident, and future-ready,” Shri Chaudhary further added.

On the occasion, several key initiatives aimed at shaping the future of India’s skilling landscape were launched. These included the IndiaSkills 2025-2026 Operational Guidelines and Registration Portal, SOAR (Skilling for AI Readiness), NCVET’s Kaushal Verse Digital Enterprise Portal, Assessment Agencies and Awarding Body Guidelines, and the All New Apprenticeship Training Portal. Reports and handbooks released included the India Semiconductor Workforce Strategy, Skill Impact Bond Report, Decentralized Planning Book, and the JSS Employability Skills Trainer Handbook.

Minister of State for Commerce and Industry and Electronics & IT, Shri Jitin Prasada, said, “As we mark the 10th anniversary of the Skill India Mission, it is clear that skilling is not just a priority-it is the remote that holds the key to India’s transformation. Under the visionary leadership of Prime Minister Narendra Modi ji, we are witnessing a generational shift in how we prepare our youth-empowering them to compete, contribute, and lead not just in India, but globally. From integrating AI education at the school level through SOAR, to ensuring our youth are job-ready or enterprise-ready, we are investing in skills that change lives. Skilling today is about readiness for global mobility, cyber security, climate resilience, and digital productivity. With initiatives like FTAs, semiconductor manufacturing, and AI summits, India is on the move. And as we continue this journey from action to impact, it is our shared responsibility to ensure that every young Indian, armed with talent and training, has a level playing field and a world of opportunity.”

Minister of State for Education, Dr. Sukanta Majumdar said, “Today, we are celebrating a powerful shift in India’s educational philosophy where skills and knowledge go hand in hand, where every form of learning counts, and where every learner is empowered to thrive. Guided by the vision of our Hon’ble Prime Minister, the National Education Policy 2020 has mainstreamed vocational education and placed skills at the heart of India’s educational journey. With the National Credit Framework and initiatives like SOAR and AI-integrated learning from school level, we are building true choice, mobility, and opportunity into our system.

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From rural heartlands to technology hubs, we are seeing a generation of learners especially our daughters rising with confidence, creativity and curiosity. This is not just about preparing youth for employment; it is about preparing them for life. Together with MSDE, the Ministry of Education, states, academia and industry we are building a Kaushal Bharat for a Vikshit Bharat.”

The event also witnessed the exchange of multiple high-impact MoUs that reaffirmed the government’s commitment to public-private and international collaborations. Notable among these was the MoU between MSDE and the Government of the French Republic.

After signing the MoU, HE Thierry Mathou, Ambassador of France, said, “Rooted in mutual respect and people-to-people exchanges, Indo-French partnership in the field of vocational education and skill development reflects a shared vision for the future. Today’s MoU is not merely a document, it is a bridge between two nations committed to empowering youth, building resilient economies, and promoting social mobility through skill-based learning. As India moves forward to train millions under the Skill India Mission, and France continues to advance its ambitious training policies, our collaboration opens up new frontiers. From joint curricula to Centres of Excellence, from talent exchange to innovation-led training, we are laying the foundation of a future-ready workforce. This partnership reflects our conviction that skills are not just tools for employment they are instruments of dignity, progress, and global harmony.”

Other MoUs included partnerships between NSTI Bangalore and SLN Technology under the DST scheme, NSTI Mumbai and ICICI Foundation for rural incubation, and a series of Flexi MoUs between RDSDEs and prominent industry and academic institutions, including Dixon Technologies, Microsoft, HCL, Apollo MedSkills, and premier institutions like IIT Patna, IIIT Una, RRU Gandhi Nagar, IIT Hyderabad, and NIT Agartala under PMKVY’s institutional strengthening strategy.

During the event, candidates from the National Apprenticeship Promotion Scheme (NAPS), National Institute for Entrepreneurship and Small Business Development (NIESBUD), JSS, PM Vishwakarma, Skill Impact Bond, and Indian Institute of Entrepreneurship (IIE) shared their experiences, showcasing the tangible on-ground impact of MSDE schemes. This was followed by the felicitation of high-achieving candidates from these flagship schemes. Six best-performing ITIs were also honored, highlighting excellence in vocational training delivery.

The event was also graced by Shri Ambika G L Valmiki, MP, Ananthapur, Andhra Pradesh, Shri Vikramjit Singh Sahney, Rajya Sabha MP, Punjab, and Shri Rajit Punhani, Secretary, MSDE. It also marked the presence of senior policymakers, industry leaders, sectoral experts, and beneficiaries from across the country.

MSDE officially launched *IndiaSkills 2025-2026*, marking the opening of the national registration window for candidates aspiring to represent India at global skill competitions. Alongside, the operational guidelines for *IndiaSkills 2025* were released, providing a clear framework for the conduct of district, state, and national-level competitions.

The MSDE also launched a national level initiative SOAR (Skilling for AI Readiness) aimed at embedding AI awareness and foundational skills among school students (Classes 6–12) and building AI literacy among educators. The programme seeks to bridge the digital divide by ensuring equitable access to AI education across geographies, thereby supporting the national agenda of inclusive, future-ready skilling. SOAR comprises three progressive 15-hour modules for students-AI to be Aware, AI to Acquire, and AI to Aspire and one independent 45-hour module for teachers titled AI for Educators. The program introduces concepts such as AI basics, generative AI, AI in daily life, programming fundamentals, ethics, cybersecurity and future career opportunities.



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The minister also announced the Skill Impact Bond (SIB) India's first, and the world's largest, outcomes-based development impact bond for skilling and employment. Led by the MSDE through the NSDC, SIB has mobilised \$14.4 million to transform how skilling is financed, with a clear focus on employment outcomes.

The National Council for Vocational Education and Training (NCVET) operationalized its advanced Digital Enterprise Portal (DEP), officially named *KaushalVerse*. This state-of-the-art platform has been developed to streamline and democratize the core regulatory functions of NCVET, ensuring efficient, transparent, and responsive service delivery in the skill ecosystem.

NCVET also launched the Revised Comprehensive Guidelines for the Recognition and Regulation of Assessment Agencies – 2025. These guidelines mark a significant step forward ensuring standardized, transparent, and outcome-based assessment across the country.

NCVET also launched the revised 'Guidelines for the Recognition and Regulation of Awarding Bodies', (2025), to align with the evolving education and employment ecosystem and NEP 2020 and the National Credit Framework (NCrF). These guidelines accentuate the integration of vocational education into mainstream systems, promoting flexible, multidisciplinary learning pathways.

The minister also launched a book titled "Transforming Skill Development through Decentralized Planning", developed under the SANKALP programme. The book presents a comprehensive account of how District Skill Development Plans (DSDPs) crafted by District Skill Committees across India have shifted the paradigm from top-down policy to grassroots-led skill planning. NCVET along with MSDE announced a strategy report aimed to align India's workforce capabilities with the evolving demands of the global semiconductor value chain. The report identifies skilling requirements across the semiconductor value chain, including design, fabrication, Assembly Testing Marking and Packaging (ATMP), and ancillary services.

The Minister also launched the 60-hour Employability Skills Handbook for the Jan Shikshan Sansthan (JSS) clientele. Specifically designed for non-literates, neo-literates, and school dropouts, this customized handbook equips learners with foundational skills essential for self and wage employment. Developed in collaboration with IM1B, the handbook covers practical modules including communication, digital and financial literacy, customer service, entrepreneurship, and career readiness.

The revamped Apprenticeship Training (AT) Portal, was also launched featuring a significantly enhanced User Interface and User Experience (UI/UX). The upgraded portal is designed to make the apprenticeship life cycle right from registration and on boarding to certification simpler, faster, and more intuitive for all stakeholders, including employers, apprentices, and training providers.



Glimpses from the event

**Skill Council for Mining Sector Initiates Skill Gap Study (2025-30) for the Indian mining sector in collaboration with Ministry of Mines**

The Ministry of Mines in collaboration with SCMS has planned to conduct the Skill Gap Study (2025-30) and prepare a Skill Plan (2025-30) basis same for the Indian Mining Sector. M/s Deloitte Touché Tohmatsu India LLP has been finalized as a Consultant for this assignment by SCMS post an RFP process. An MOU between SCMS and Deloitte, was signed for the study project with an effective start date of 16<sup>th</sup> May 2025. While drafting RFP, SCMS incorporated the suggestions on Skill Gap Study received from MSDE through their email dated 5<sup>th</sup> May 2025. However, later SCMS also advised Deloitte to include possible suggestions received from MSDE in form of NCAER report.

The first stakeholders meeting was done on 3<sup>rd</sup> July 2025 at the office of The Economic Advisor, Ministry of Mines, GoI. As per the inputs received during the meeting, the category wise bifurcation of the total sample size was decided. Later with inputs from SCMS, the name wise sample size list for the survey was prepared by Deloitte and submitted to the stakeholders (MoM & SCMS) in the form of 'Inception Report' during the review meeting held on 28<sup>th</sup> July, 2025 at the office of EA-Mines. Deloitte also made a presentation to SCMS on the IT backbone to choose and finalize the best suited platform option for the study. SCMS has also requested MoM to authorize SCMS and Deloitte for the study and survey purposes by releasing letters/advisories in this regard to concerned stakeholders.

The EA-Mines has also advised SCMS to constitute a Steering Committee for reviewing the questionnaire and other important technical aspects of the study. The consultant (Deloitte) is currently preparing the IT backbone & draft questionnaires for all types of the categories. SCMS aims to complete the study by December 2025.



## 6<sup>th</sup> ICC Mining Summit

On 23<sup>rd</sup> August 2025, the 6th ICC Mining Summit was a key event in the mining sector, held at Chanakya BNR in Ranchi, Jharkhand. This summit gathered industry leaders, policymakers, experts, and stakeholders from the mining and mineral sectors like MECON, JSW, Adani, Thriveni Sainik, CCL, CMPDI, JSL, etc. The summit is part of a series organized by the Indian Chamber of Commerce (ICC), a prominent business chamber in India.

The theme of the 6th ICC Mining Summit centered on sustainable mining practices, technological advancements, and enhancing the productivity of the mining sector in India. There was a focus on how the industry could adapt to challenges such as environmental concerns, regulatory compliance, and the adoption of green mining technologies. Key sessions and discussions happened in the areas of Sustainable Mining, Technological Advancements, Policy and Regulatory structure, Mining workforce, Skill Development, etc.

Shri Navneet Kumar, COO, SCMS attended the event as a speaker and delivered valuable insights on topics related to sustainability, Skill Development and Productivity within the mining sector.



**Shri Navneet Kumar, COO, SCMS was felicitated at the event**



**Group photograph of dignitaries in the panel**

## National Teacher's Awards 2025

On 5<sup>th</sup> September 2025, the National Teachers' Awards ceremony was held at Vigyan Bhawan, New Delhi, marking Teachers' Day and honoring 82 exceptional educators from across India. Hon'ble President of India Smt. Droupadi Murmu conferred the prestigious awards to 45 school teachers and 37 faculty members from higher education institutions and polytechnics. These educators were recognized for their innovative teaching methods and transformative contributions to education.

The National Teachers' Awards aim to celebrate the unique contributions of teachers and recognize those who have significantly improved the quality of education and enriched the lives of their students. The ceremony serves as a testament to the dedication and hard work of educators who play a pivotal role in shaping the future of the nation.

Shri Navneet Kumar attended the award ceremony at the invitation of MSDE.



**Hon'ble President of India Smt. Droupadi Murmu presenting awards to Teachers**

### NCC Skill Manthan Workshop

Skill Council for Mining Sector (SCMS) participated in NCC Skill Manthan Workshop organised by NCC on 9<sup>th</sup> September 2025 at Cariappa Parade Ground, Delhi Cantonment. SCMS interacted with nearly 700+ NCC Cadets at the Skill Workshop.

The session focused on creating awareness about the various job opportunities and career prospects available in the Mining Industry. The cadets actively participated and gained valuable insights into future career pathways.

Shri Apoorv Aishwarya, Sr. Manager-Curriculum Design & Development, Shri Kuldeep Singh, Deputy Manager Multimedia Designer & TOT/TOA and Shri Sanjeet Kumar, Deputy Manager Finance & Admin from SCMS participated in an event and were felicitated by senior Army officials of NCC. The event also witnessed participation from several Sector Skill Councils (SSCs), making it a collaborative and impactful initiative.



**Glimpses from the event**

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### 17<sup>th</sup> India Coal Summit

The 17<sup>th</sup> India Coal Summit, organized by the Indian Chamber of Commerce (ICC) on 11<sup>th</sup> September 2025 at Le Méridien, New Delhi, convened key policymakers, industry leaders, and technical experts to deliberate on the evolving landscape of India's coal sector. Centered around the theme "Future of India's Coal Market: Balancing Production Growth, Clean Technology Adoption, and Logistics Challenges," the summit addressed pressing issues facing the coal value chain amid India's growing energy demands and climate commitments. The event provided a high-impact platform for strategic discussions on achieving energy security while embracing environmental responsibility.

Distinguished dignitaries such as Shri Rajnath Ram (Advisor, Energy, NITI Aayog), Shri Pankaj Satija (Chairman, ICC National Expert Committee on Minerals & Metals), and Shri Vivek Bhatia (MD & CEO, Thyssenkrupp Industries India) led thought-provoking sessions on clean coal technologies, supply chain resilience, and coal's evolving role in India's energy transition. Key focus areas included increasing domestic coal production, reducing import dependency, leveraging carbon-reducing technologies, and decongesting coal logistics infrastructure to meet rising demand from power and industrial sectors.

Shri Navneet Kumar, representing the Skill Council for Mining Sector, participated as a panelist in the session titled "Logistics Bottlenecks Amid India's Coal Production Surge." He highlighted the importance of developing current and future modes of coal transport-spanning rail, road, and inland waterways, including hybrid systems, with a clear emphasis on sustainability and operational efficiency. Shri Navneet also underscored the pivotal role of skilled manpower in ensuring the safe and timely movement of coal and elaborated on how the Skill Council for Mining Sector can contribute by fostering talent development, workforce upskilling, and promoting best practices in coal logistics and transport management.

### FIMI's Managing Committee Meeting

Managing Committee Meeting of Federation of Indian Mineral Industries (FIMI) was organized on 18<sup>th</sup> September 2025 at Hotel Eros, New Delhi. Shri Navneet Kumar, COO & Officiating CEO-SCMS, attended the meeting and shared updates/ highlights of SCMS to the esteemed members of the committee.

### MoL&E Committee on Mines Registration and Safety Reforms

A committee has been constituted by the Ministry of Labour and Employment (MoL&E) to examine and suggest ways for mandatory registration of all mines with DGMS to ensure safety of mines and compliance of the statutory provisions concerning safety and welfare of mine workers by mine owner vide Ministry's Order No. Z-16025/40/2025-ISH.II(e-163567) dated 27.06.2025.

The committee has been entrusted to suggest ways to ensure registration of all mines with DGMS, to integrate state government's portal for granting mines lease, with Shram Suvidha Portal, or to develop a new portal/common platform with state government, to examine the need/possibility of the amendment of Mines Act and/or related Rules and Regulations thereunder to make it mandatory for all mine owners to register their mines with DGMS before starting operations, etc.



The committee is being chaired by Shri Niraj Kumar, Deputy Director General, North Zone, DGMS. Other notable members in the committee are from MoL&E, State DMGs, IBM, GMDC, JSW Steel, FIMI, FIGSI, FEMMI, FoMAR, and SCMS.

Shri Navneet Kumar, COO & Officiating CEO, SCMS is a member in the committee.

The committee convened its 3<sup>rd</sup> meeting on 26<sup>th</sup> September 2025 and the committee discussed on the draft/interim report and submitted their recommendations.

### MOU with District Mineral Foundation Trust, Keonjhar

Skill Council for Mining Sector (SCMS) signed an MOU with District Mineral Foundation Trust, Keonjhar (Odisha) on 31<sup>st</sup> May 2025 for a “Short term Training” project covering 720 local candidates/PAPs in the trades of Mine Electrician, Mine Welder, HEMM Mechanic, HEMM Electrician, Hydra Crane Operator, Dumper/Tipper Operator, Loader Operator, Excavator Operator and Upskilling/Reskilling of 500 existing mine’s workers in their related trades through RPL (Recognition of Prior Learnings) program. So far, RPL training of 190 candidates have been completed in various mining trades.



**Glimpses of Practical Training in the job role of Dumper/ Tipper Operator**

### MOU with District Mineral Foundation Trust, Jajpur

SCMS signed another MOU with District Mineral Foundation Trust, Jajpur (Odisha) on 31<sup>st</sup> May 2025 for a “Short Term Training” project covering 360 local candidates/PAPs, along with a pilot Recognition of Prior Learning (RPL)/Upskilling program targeting 500 existing workers from the district. The MOU was signed by Ms. P. Anvesha Reddy (IAS), Collector and Mining Trustee, DMF Jajpur, Odisha and Shri Navneet Kumar, COO & Officiating CEO-SCMS.

Currently Short Term training of 4 batches with 30 candidates each in HEMM Electrician, Excavator Operator and HEMM Mechanic trade have been initiated.



**Glimpses of Classroom & Practical Training**

### MOIL RPL Program

In June 2025, SCMS was awarded an RPL project by MOIL Limited for reskilling/upskilling of 600 regular/contractual workforce of MOIL and their contractors for their various mining locations in Maharashtra and Madhya Pradesh.

Against this Work Order, 555 candidates have been trained and assessed till 30<sup>th</sup> September 2025. The program has been planned with 2 days of soft skills-cum-domain skills training followed by assessment on the third day.





## DMFT Kalahandi, Odisha

SCMS signed an MoU with DMFT Kalahandi, Odisha on 25<sup>th</sup> September 2024 for a residential Short Term Training (STT) Skill Development Project for 300 fresh youth of the district in various mining job roles of Mine Welder, HEMM Mechanic, Dumper/Tipper Operator and Excavator Operator. Training & Assessment of all 300 number of target candidates have been completed and 297 trainees have been certified. Currently placement activities are in progress. So far, placement target of 70% has been over achieved with 217 successfully placed trainees.

## Training of Trainers and Training of Assessors Programs

SCMS holds a key mandate to establish and maintain a qualified pool of trainers and assessors across all mining states, with the objective of ensuring effective implementation of skill development initiatives in various mining-related job roles. In alignment with this mandate, SCMS regularly conducts structured capacity-building programs, including Training of Master Trainers (ToMT), Training of Master Assessors (ToMA), Training of Trainers (ToT), and Training of Assessors (ToA). The certifications awarded through these programs are valid for a period of two years and are subject to renewal thereafter.

On behalf of Skill Council for Mining Sector, following training program was coordinated by Mr. Kuldeep Singh, Deputy Manager – Multimedia Designer & ToT/ToA, along with a distinguished panel of master trainers. The master trainers included Dr. Yogesh Verma, an expert in platform skills with over 20 years of teaching experience; Mr. Krishnaswamy Sekar, a domain trainer with more than 38 years of experience in the mining industry and retired from Tata Steel; and Prof. S. C. Vishwakarma, a veteran with over 40 years of mining industry experience and retired from Coal India.

### 1. ToMT and TOMA Program

To create a pool of qualified trainers and assessors, it is essential to have Master Trainers and Master Assessors who can evaluate them across different job roles. Master Trainers and Master Assessors are highly experienced professionals with extensive knowledge, having worked in various industries.

In this regard, a batch was conducted on 5<sup>th</sup> August 2025, covering all job roles under SCMS. For this batch, 5 Master Trainers and 5 Master Assessors successfully applied and got certified.

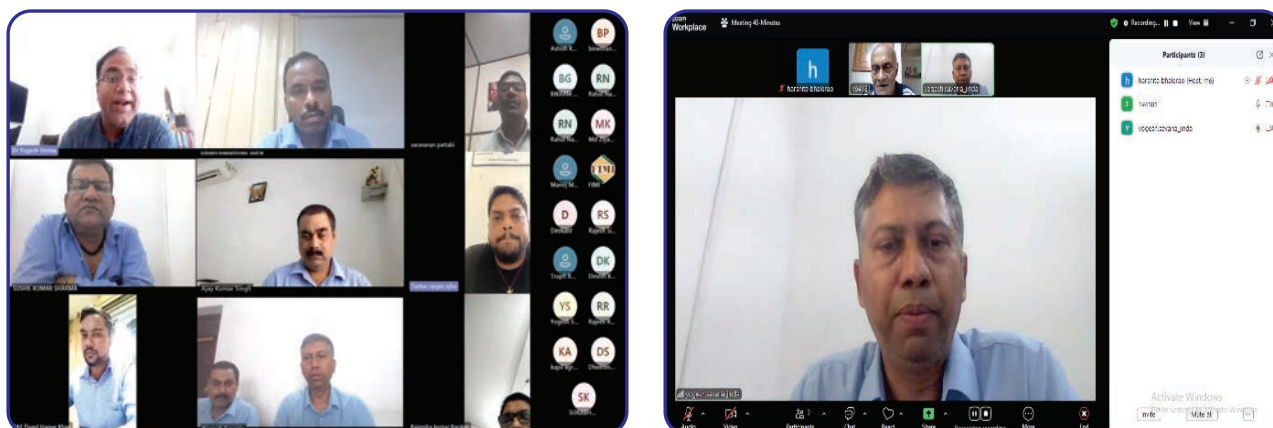
### 2. TOT Program for Jindal Power Limited

SCMS has successfully completed a special Training of Trainers program for 6 trainers from Jindal Power Limited. The training focused on job roles like Excavator Operator, Dumper/Tipper Operator, Bulldozer Operator, Loader Operator (Mining) HEMM Mechanic and Mine Electrician. The program was held from 26<sup>th</sup> August to 5<sup>th</sup> September 2025 and aimed to improve participant's skills, knowledge, and ability to train others as per industry standards.

During the ten-day training, the participants underwent in focused sessions to improve both their technical knowledge and teaching skills. The program covered modern training methods, interactive ways of learning, and how to assess trainees effectively. This was done to make sure the trainers are well-prepared to deliver high-quality training in their specific job roles.







### 3. TOT Program for Thriveni Earthmovers and Infra Pvt. Ltd.

SCMS conducted a Training of Trainers program for Thriveni Earthmovers and Infra Private Limited, held from 10<sup>th</sup> September to 19<sup>th</sup> September 2025. The program included 16 participants, comprising 12 new trainers and 4 existing trainers in different job roles, who came together to enhance their skills and strengthen their capabilities as professional trainers.

This intensive ten-day program covered a wide range of 10 job roles, including Dumper/Tipper Operator, Excavator Operator, Rig-Mounted Drill Operator, Bulldozer Operator, Grader Machine Operator, Backhoe Loader Operator, HEMM Mechanic, Loader Operator (Mining), HEMM Electrician and Mine Electrician.

In total, out of 16 trainers, 13 successfully passed the program and received their certificates.

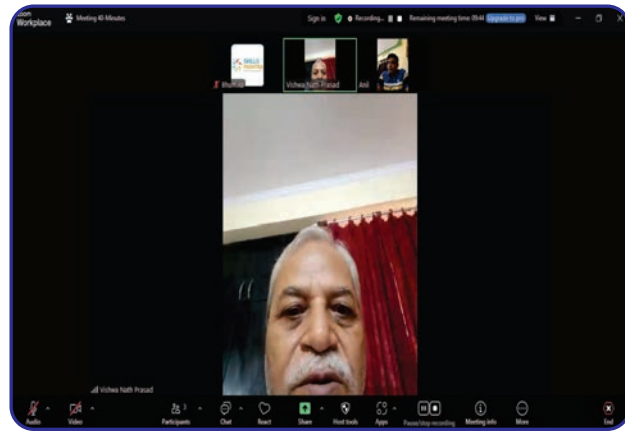
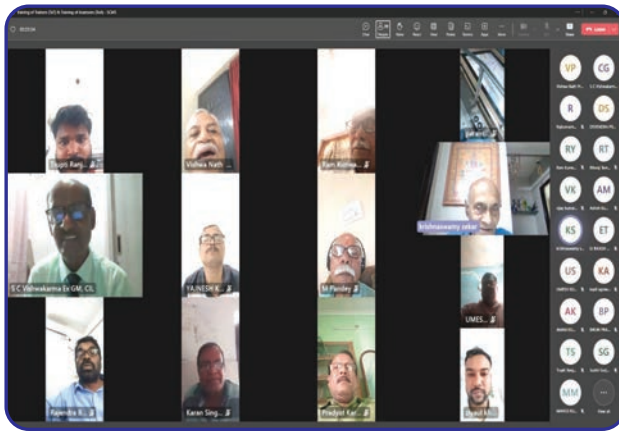


### 4. TOA Program for existing and new Assessors

During Quarter 2 of FY 2025–26, SCMS successfully conducted multiple ToA programs across various mining job roles which have been revised, including Helper-Open Cast Mines, Helper-Underground Mines, Mine Foreman/Overman, Bulldozer Operator, Dumper/Tipper Operator, Grader Machine Operator, Loader Operator (Mining), Mine Shotfirer/Blaster, Assistant-Mine Surveyor and many more.

A total of 41 assessors took part in this ToA program across various job roles, and 137 certifications were successfully completed.

Here are a few highlights from the training session:



## WHAT WE OFFER

**TEXTUAL CONTENT**

QP & MC Development and Rationalisation, Participant Handbook, Apprenticeship Curriculum, Facilitator Guide, Self Learning Modules (SLM), etc.

**DIGITAL CONTENT**

2D Animations, White Board Animations, Graphical Interventions, SCROM, Chroma & Process Shoot, Voice Over and more.

**LOGO, BANNER & MAGAZINE DESIGNING**

**TOT & CORPORATE TRAINING PROGRAMME**

**TRANSLATION SERVICES**

**DIGITAL MARKETING**

**LEARNING MANAGEMENT SYSTEM (LMS)**

**EXPENCE MANAGEMENT SYSTEM**

**ERP SOLUTIONS**

**Orion SoftTech & ContentGrill**  
Where Thoughts Transform Into Reality  
ISO Certified - 27001:2013 & 9001:2015

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**Sector Skill Council**

**Others**

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**YOU IMPROVE THEIR TODAY.  
THEY IMPROVE  
YOUR TOMORROW.**

Create a job-ready workforce for your organisation through National Apprenticeship Promotion Scheme (NAPS).

## Employment Through Apprenticeship

### Employment Through Apprenticeship

Apprenticeship combines classroom training with on-the-job training that enables learners to acquire the right employability skills. It is a globally accepted way of training potential employees on the shop floor/ office premises

### What is Apprenticeship



### What is Apprenticeship

Establishment Eligibility and Norms

| Employee Strength | Eligibility  |
|-------------------|--------------|
| 0-3               | Not eligible |
| 4-29              | Optional     |
| >30               | Mandatory    |

### Why Should you Engage Apprentices?

- Productivity and motivation level is higher in apprentices compared to regular employees.
- Return on Investment (R.O.I.) is positive.
- Cost of fresh recruitment goes down as shop floor training covered in the program.
- Studies reveal that attrition is lower in the case of apprentices compared to regular employees, hence cost of re-hiring goes down.
- No obligation to hire the apprentice post-training.
- Apprentices not treated as workers; ESI/EPF exempted.
- Apprenticeship spent by companies over and above the mandatory legal requirement qualify under CSR (as per clarification issued by MCA).
- Financial benefits introduced by Govt under National Apprenticeship Promotion Scheme (NAPS).

### Financial Incentives for Establishment (Under NAPS)

- Sharing of cost of Basic Training up to INR 7,500 for 500 hours
- Sharing of 25% of prescribed stipend/ cost, subject to a maximum at INR 1500 per month per apprentice

### Minimum Prescribed stipend to be paid

- The law gives companies the flexibility to implement the apprenticeship program
- The bandwidth of apprentices to be employed (2.5-15%)
- Flexibility to design apprenticeship course
- Duration of Training (6-12 months)
- Apprenticeships now open to both manufacturing and service sector
- Companies can engage students from both technical and non-technical sectors (including dropouts from formal education system)

- ★ The MSDE has made the National Skill Development Corporation and Sector Skill Councils responsible for apprenticeship training under "Optional Trades".
- ★ The apprentices who seek apprenticeship under optional trades are required to undertake basic training for 4 weeks whereas NSQF-certified candidates are exempted from Basic Training.

**Come and join the apprenticeship program**  
Over 1000 ready to go apprenticeship courses available across Indian Mining Companies  
For more details visit [www.apprenticeship.gov.in](http://www.apprenticeship.gov.in)  
For any specific queries please contact at: [scms@skillcms.in](mailto:scms@skillcms.in), 011-26814594





## Qualification Files(QF's) with SCMS

| S.No.                                | Name of Qualification/Job role                    | QP Code       | NSQF Level | Total Hours   |
|--------------------------------------|---|---------------|------------|---|
| 1                                    | Mining Supervisor (Mineral Sands)                 | MIN/Q1805     | 5.5        | 540 Hours   |
| 2                                    | Mine Foreman/Overman                              | MIN/Q1207     | 5.5        | 750 Hours   |
| 3                                    | Mining Mate/Sirdar                                | MIN/Q1204     | 5          | 600 Hours   |
| 4                                    | Electrician (Mineral Sands)                       | MIN/Q3104     | 4.5        | 450 Hours   |
| 5                                    | Instrumentation Technician (Mineral Sands)        | MIN/Q3302     | 4.5        |   |
| 6                                    | Heavy Earth Moving Machinery (HEMM) Mechanic      | MIN/Q3202     | 4          |   |
| 7                                    | Assistant-Mine Surveyor                           | MIN/Q1103     | 4          | 480 Hours   |
| 8                                    | Jumbo Drill Operator                              | MIN/Q1203     | 4          |   |
| 9                                    | Mine Electrician                                  | MIN/Q3101     | 4          | 420 Hours; Additional 60 hours for Optional NOS                               |
| 10                                   | Mine Welder                                       | MIN/Q3201     | 4          | 480 Hours; Additional 30 hours for Optional NOS                               |
| 11                                   | Mineral Processing Operator                       | MIN/Q4101     | 4          | 420 Hours; Additional 60 hours for Optional NOS                               |
| 12                                   | Driver Special Utility Vehicle                    | MIN/Q1301     | 4          | 480 Hours; Additional 60 Hours for Optional NOS                               |
| 13                                   | Heavy Earth Moving Machinery (HEMM) Electrician   | MIN/Q3102     | 4          | 510 Hours   |
| 14                                   | Dredge and Ore Processing Operator                | MIN/Q1803     | 4          | 450 Hours   |
| 15                                   | Mineral Processing Technician                     | MIN/Q1804     | 4          |   |
| 16                                   | Rare Earths Extraction Plant Operator             | MIN/Q1806     | 4          | 420 Hours   |
| 17                                   | Pump Operator-Mining                              | MIN/Q3205     | 4          | 510 Hours   |
| 18                                   | Rig-Mounted Drill Operator                        | MIN/Q1205     | 4          |   |
| 19                                   | Compressor Operator                               | MIN/Q3204     | 4          | 540 Hours   |
| 20                                   | Loader Operator - Underground                     | MIN/Q1504     | 4          |   |
| 21                                   | Mine Shotfirer/Blaster                            | MIN/Q1302     | 4          |   |
| 22                                   | Winding Operator                                  | MIN/Q1503     | 4          |   |
| 23                                   | Bulldozer Operator                                | MIN/Q1401     | 3          | 390 Hours   |
| 24                                   | Dumper/Tipper Operator                            | MIN/Q1402     | 3          |   |
| 25                                   | Jack Hammer Operator                              | MIN/Q1202     | 3          |   |
| 26                                   | Loader Operator (Mining)                          | MIN/Q1403     | 3          |   |
| 27                                   | Wire Saw Operator                                 | MIN/Q1201     | 3          |   |
| 28                                   | Mine Mechanic/Fitter                              | MIN/Q3203     | 3          | 390 Hours; Additional 60 hours for Optional NOS                               |
| 29                                   | Mining Rescuer                                    | MIN/ N1701    | 3          | 420 Hours   |
| 30                                   | Coal Bed Methane (CBM) Extraction Operator        | MIN/Q1605     | 3          |   |
| 31                                   | Grader Machine Operator                           | MIN/Q1405     | 3          |   |
| 32                                   | Mechanic -Fitter (Mineral Sands)                  | MIN/Q3211     | 3          | 360 Hours   |
| 33                                   | Low Profile Dump Truck (LPDT) Operator            | MIN/Q1506     | 3          | 390 Hours   |
| 34                                   | Slurry Pump Operator (Mines)                      | MIN/Q3207     | 3          |   |
| 35                                   | Drill Operator {Down-the-hole/Long Hole (DTH/LH)} | MIN/Q1206     | 3          |   |
| 36                                   | Helper-Open Cast Mines                            | MIN/Q1101     | 2          | 240 Hours; Additional 30 Hours for Optional NOS                               |
| 37                                   | Helper-Underground Mines                          | MIN/Q1102     | 2          | 240 Hours; Additional 30 Hours for Optional NOS                               |
| 38                                   | Kamgar (Mining)                                   | MIN/Q0502     | 1          | 210 Hours   |
| Can be Available on industry Demand* |   |               |            |   |
| 39                                   | Longwall Operator                                 | MIN/Q1603     | 5          | *These job roles will be revived and can be made available on industry demand |
| 40                                   | Reclamation Supervisor                            | MIN/Q1703     | 5          |   |
| 41                                   | Bellman cum Banksman                              | MIN/Q1501     | 4          |   |
| 42                                   | Strata Monitoring Personnel                       | MIN/Q1704     | 4          |   |
| 43                                   | Surface Miner Operator                            | MIN/Q1404     | 4          |   |
| 44                                   | Track Layer Personnel                             | MIN/Q1502     | 4          |   |
| 45                                   | Gas Detector                                      | MIN/Q1702     | 4          |   |
| 46                                   | Haulage Operator                                  | MIN/Q1505     | 4          |   |
| 47                                   | Mechatronics Incharge                             | MIN/Q3301     | 4          |   |
| 48                                   | Mine Driller (Exploration)                        | MIN/Q0601     | 4          |   |
| 49                                   | Mine Roof Bolter                                  | MIN/Q1601     | 4          |   |
| 50                                   | Roof Support Personnel                            | MIN/Q1604     | 4          |   |
| 51                                   | Mine Machinist                                    | MIN/Q3206     | 4          |   |
| 52                                   | Ventilation Checker cum Fan Operator              | MIN/Q1602     | 4          |   |
| 53                                   | Mine Sampler                                      | MIN/Q0501     | 3          |   |
| 54                                   | Explosives Handler                                | MIN/Q1303     | 3          |   |
| List of Adopted QFs                  |   |               |            |   |
| 55                                   | Backhoe Loader Operator                           | MIN/IES/Q0101 | 4          | 420 Hours   |
| 56                                   | Excavator Operator                                | MIN/IES/Q0103 | 4          |   |
| 57                                   | Hydra Crane Operator                              | MIN/IES/Q0108 | 4          |   |
| 58                                   | Crawler Crane Operator                            | MIN/IES/Q0110 | 4          |   |
| 59                                   | Mechanic-Belt Conveyor                            | MIN/ISC/Q0904 | 3          | 480 Hours (from Iron and Steel SSC)   |

\* are customized Qualifications files primarily developed for IREL (India) Limited



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# RARE EARTH ELEMENTS

## CATALYSING ENERGY TRANSITION



**IREL (India) Limited**  
(Formerly Indian Rare Earths Ltd)  
A Govt. of India Undertaking  
A Miniratna-I Company

**200K+**  
Employment generation

**10K+**  
CSR beneficiaries

**1.5K+**  
Industries supported  
in the value chain

**1K+**  
Families rehabilitated

**1.5K+**  
Acres of Green belt  
developed

### INDUSTRIES CATERED

AEROSPACE | CONSTRUCTION | COSMETICS & SKIN-CARE | CHEMICALS | DEFENCE | ELECTRIC VEHICLES | ELECTRONICS  
GLASS & CERAMICS | GREEN ENERGY | GUIDANCE & CONTROL SYSTEM | HEALTH CARE | LASER | METAL & ALLOYS | NUCLEAR POWER  
PAINTS & COATING | PETRO CHEMICALS | PRECISION CASTING | PROSTHETICS | REFRACTORIES & FOUNDRIES | TELECOMMUNICATION



### CORPORATE OFFICE:

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# TRANSFORMING FUTURE THROUGH SKILLING

Transforming lives across India, we have successfully skilled over 1,45,000 individuals at various locations.

Maharashtra >80,000 | Odisha >30,000 | Jharkhand >22,000 | Andhra Pradesh >13,000



**Making Women job-ready through LMV & HEMM Skilling at Surjagarh Iron Ore Mines and Pakri Barwadih Coal Mines**

**126 trained, 62 undergoing training**



More than 3000 PAPs have undergone Simulator Training at our Jharkhand project.



Over 1700 local youth trained in Mechanic, Computer Operator, Technician job roles in the 2024 and employed at Surjagarh Mines.



2019 people trained through Thriveni and Lloyds Security Training Academy.



Over 2400 people trained in behavioral aspects for effective performance at workplace.



Empowering Tribal Youth through fully sponsored Mining and allied courses education program at Curtin University, Australia.



**SKILLING FOR PROGRESS, EMPOWERING COMMUNITIES**