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SKILL MINING

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SKILL COUNCIL FOR MINING SECTOR

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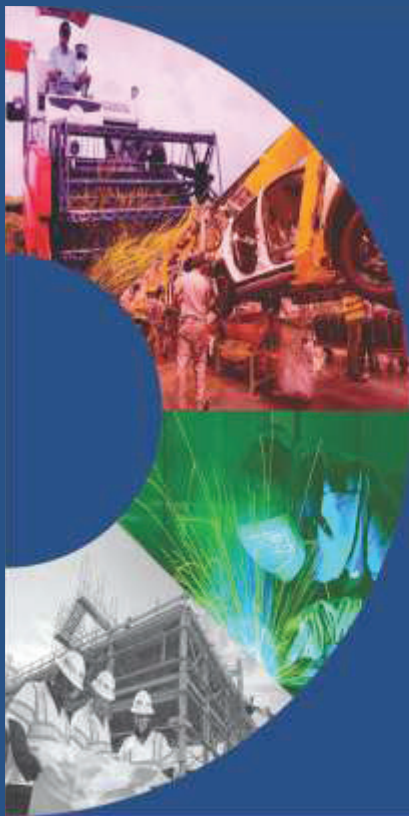
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Our President accepting the "Best Training Partner 2018-2019" Award



A K Maharaj our accepting the "Best Trainer 2018-2019" Award



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From The Desk of Chief Executive Officer,



Dear colleagues,

With season's greetings, I wish and pray everyone is safe, healthy and active.

I am pleased to inform that post recommencement of training effective 21st Sept 2020, we have got communication from NSDC informing release of hold on batches in Skill India Portal (PMKVY 2.0) to complete the training by November 27, 2020. With this news all the training partners and assessment agencies are aligned & briefed to commence the training & assessment. Though due to break in continuity due to COVID-19, it may not be feasible to reach /recall all the enrolled trainees however we are making all round efforts to reach out and achieve +75% of the target population (out of 17761 nos.)

Regarding update on our prestigious project with NCL-Singrauli to train 480 local youths in various mining trades, team at ground is busy in making all efforts to set up lab, reach out to community and counselling is commenced. Till date we have got **+30000** applicants enrolled. The applications are under review and we are committed to commence training from first week of December 2020.

The COVID phase has also given us an opportunity to think differently and find optimising use of digital technologies and many newer processes. In this direction we are into discussions with prospective knowledge partners to find out possibilities of immersive technologies such as 3D, Augmented Reality (AR) and Virtual Reality (VR) in the field of learning, training and skill development. These technologies can bring significant value in mining industries which have complex and sometimes logistically impossible needs to effectively train workforce without huge safety risks and financial impacts. Once our plans are materialized we shall be focusing in creating the right awareness, education and technology-dos & don'ts. Shall keep the community posted as we achieve some milestones.

Referring to the 'Human Resource and Skill Requirement Study for the Indian Mining Sector (2019-25)' carried out by PwC, the key findings state that the incremental human resource requirement over 2019-25 period has been estimated to be 0.27 million in core mining and 0.58 million in ancillary with maximum demand (43.7%) for people having diploma/ITI equivalent certificate. Considering the additional skilled manpower requirement over the next 5 years, there is significant scope for skill development and training in the mining sector. The survey also revealed that less than 10% of the workers reported to have received short-term or medium-term skill certification and more than 50% of the workers surveyed felt that they will need additional skilling for career growth. This reiterates the need for equipping the existing workforce with right skill sets as per industry requirements. Hence to cater to additional skilled manpower requirement and upskilling there would be need to enhance the number of higher education (such as ITIs, short term training providers) offering courses directly related to mining and also due to evolution of technology, trainings in new job roles, digital literacy and higher-level skills such as data analytics etc. will be required.

The above study has set a direction for SCMS to chalk out strategies for propelling the fresh skilling, upskilling, RPL certification programmes and offer apprenticeship opportunities for the prospective and existing workers. We are very sure to get guidance and all round support from all our industry partners and other stakeholders to reach the destination.

Once again with season's greetings,

Sanjay Sharma

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MINING & EXPLORATION

UK's first new deep coal mine in 30 years approved

Plans to build the U.K.'s first new deep coal mine in three decades were approved on 2nd October, 2020, in a move that threatens to undermine the government's pledge to net zero greenhouse gas emissions by mid-century. West Cumbria Mining's Woodhouse Colliery project, in north-west England, has faced steep opposition from environmental groups urging the government to intervene and block it. They claim the new coal mine would emit 8 million tonnes of carbon annually.

The planned mine is expected to produce as much as 3.1 million tonnes of metallurgical coal a year, mainly from under the seabed. Processed coal would then be transferred by underground conveyor to trains using a new loading facility and sidings. Woodhouse Colliery is scheduled to begin production in the second half of 2021, creating 500 jobs. It had originally been slated to run for 70 years, but West Cumbria Mining had to resubmit plans following a judicial review last year. Under the approved plans, it will close in 2049, one year before the country must have net zero emissions.

Most in the UK are skeptical about achieving the net zero target, according to a survey by the centre-right think tank Bright Blue published on 2nd October, 2020. The report found that 58% of the public believe that it is unlikely that the target will be achieved even by 2050. The UK is set to host the COP26 round of UN global climate talks in Glasgow, Scotland, in November 2021. The event is considered the most important climate negotiations since the Paris agreement in 2015. England's last operating deep coal mine, Kellingley, closed in 2015 and the country's last coal mine stopped operating this year.

(Mining.com, Canada – 9 October, 2020)

Government launches website to support R&D in coal sector

The government on 9th October, 2020 announced the launch of a website for entities involved in research and development (R&D) in the coal sector. The website, which has been designed and developed by Coal India subsidiary Central Mine Planning and Design Institute, was launched by Coal Secretary Anil Kumar Jain.

"The website will help in disseminating and promoting the knowledge and research work in the coal sector," Jain said. The website broadly displays the guidelines for implementing coal research projects with various forms, so that anybody can submit proposals in requisite manner. It also has lists and outcomes of complete projects and ongoing researches to have a transparency and avoid repetitive nature of projects.

It also showcases photos, videos and news clippings related to the coal and lignite sector, and various publications are also available on the website. The website also contains identified thrust areas for future coal research keeping in view the future needs of the nation. The coal ministry has been promoting R&D activities in coal and lignite sectors through its coal science and technology plan for improvement in

production, productivity, safety and protection of environment and ecology, among others. The coal ministry also provides funds to carry out research work on these subjects.

(Financial Express, New Delhi – 9 October, 2020)

ALLIED INDUSTRY

Finally, with business back on track, steel companies eye growth in retail segment

With businesses of most steel companies coming back to pre-Covid levels — after a short blip in April and May - companies are looking at both product basket expansion in retail as well as higher technology participation. “The market has adjusted to the new normal already and demand is picking up. Property prices have risen in urban and rural areas. Since June, steel prices have moved up Rs 6,000 a tonne. The sector has moved on,” said V R Sharma, managing director (MD) at Jindal Steel & Power. While the Covid-19 pandemic is setting a new normal for most industries across sectors, domestic primary steel producers too are adopting different ways to enhance focus on their retail business.

At Tata Steel, the company’s Agrico retail business division, which caters to agricultural implements, generates almost 60 new products every year. “We are retailing through around 20,000 hardware shops across the country and these are different from the 13,000 shops which are there already for steel products,” said Peeyush Gupta, vice-president of steel (marketing & sales) at Tata Steel. Tata Agrico, the oldest brand of the company that exists since 1925, is a profitable ~250-crore business division. Agrico has three divisions and the one with agri implements is the largest with a market share of close to 35 percent. “As we were spending time with consumers, we realised there is a market for tradesman tools, which is fragmented and organised. So, along with Agrico, we added the tradesman tools. The third piece, which we later added, was consumables so that a full spectrum of products, if offered, can be used by any household in a rural or a semi-urban setting,” said Gupta.

So today, Agrico comprises close to 60 per cent of agri tools with the balance 40 percent coming from other two blocks, consumables and tradesman tools. All products are steel based with most of the seeing steel coming from Tata Steel units. Other players, like Arcelormittal Nippon Steel India (erstwhile Essar Steel) and Sajjan Jindal-led JSW Steel, are currently engaged in chalking out a detailed penetration model for their retail businesses Hypermart and JSW Shoppe, respectively, which will also include bigger role for technology in the segment. “Plans are to have an e-platform for the Hypermart division along with assured last mile delivery and new products for customers,” said Rajan Dhar, chief marketing officer (CMO) at AM/NS India.

The company’s hypermart chain, which caters to retail and the medium-small and medium enterprise (MSME) segment, is currently offering a large flat products range to its customers. “Retail is an opportunity which will grow as India becomes more affluent, where requirements for strong houses or replacement of asbestos with superior products would take place. So at JSW Shoppe, we are currently working out solutions on retail, which will of course include online presence as well,” said Jayant Acharya, director

(commercial and marketing) at JSW Steel. In August, the company launched a new product, JSW Radiance, a steel colour-coated product range in high-gloss feature with multiple variants. “We have set up 16-hour helplines in order to cater to customers in a faster manner as part of our e-business in retail. With housing demand expected to go up, we are hoping that demand for our TMT bars will remain strong,” said Sharma. The Delhi-based long products steel producer is present in the retail category via JSPL Panther TMT bars. Though Jindal Steel has no plans to have additional capex, it wants to up utilisation for its retail segment from 180,000 tonne to 200,000 tonne. While most steel companies are laying thrust on increased usage of technology and chalking out plans for an e-platform, Tata Steel differs slightly on the view. It sees product response from retail shops being stronger in select categories.

“Out of the Rs 250 crore at Agrico, this year (FY21), I am planning to touch about ~1 crore (via the online route). That’s really small. Whereas, in the case of organised products like tubes, wires and rebars –which are sold through the Aashiyana (platform) – I have already reached about 10-12 percent through the e-commerce engines,” said Gupta. The company’s Agrico products are available on Flipkart as well as Amazon, while the Aashiyana platform is a home builder site that guarantees delivery in 72 hours, anywhere in the country. “In Agrico, word of mouth is a very important element (for marketing the products). So, we work with the local panchayats, we go to local huts and we understand from them what tool requirement changes are there and work around it,” added Gupta.

(Business Standard, New Delhi – 3 October, 2020)

Steel costlier than Covid level after firms hike prices by Rs 2,000 a tonne

Steel firms have raised prices by around Rs 2,000 a tonne from this month, taking them higher than the pre-Covid levels. Most companies have increased prices of flat steel by Rs 1,500-2,000 a tonne from October 1. The average price of hot rolled coil (HRC), a benchmark for flat steel prices, is now Rs 43,500 a tonne. This was Rs 39,000 a tonne back in March just before the lockdown. The increase was on the back of a pick-up in domestic demand. Ranjan Dhar, chief marketing officer, AMNS India, said, month-on-month, there is an improvement in domestic demand. “After the lockdown, the first segment to recover was rural and then non-infrastructure demand started picking up. Then, we saw an uptick in passenger vehicles and now commercial vehicle sales have improved 10-15 per cent,” he said.

According to a Motilal Oswal report, on a cumulative basis, steel mills have hiked prices by Rs 7,000-Rs 7,500 a tonne since July. “We believe robust demand in flat rolled steel is also driven by replenishing of inventories by end-users amid tight supply of HRC, even as inventories remain low in the system. Moreover, export commitments of domestic steel mills for October deliveries are likely to keep the supply situation tight in India,” it said. Production and consumption have been increasing since India entered the unlock phase. According to the data, production of crude steel and finished steel registered an increase of 5.1 per cent and 6.7 per cent, respectively, during August over July. However, on a year-on-year basis, production of crude and finished steel in August was lower by 4.2 per cent and 5.5 per cent, respectively. Consumption of finished steel in August registered an increase of 7.7 per cent month-on-month. Though prices are higher than pre-Covid levels, companies said international prices have increased much more since July. What may be a cause for concern is that prices have started softening in the international market. In September, prices in China dropped by 4 per cent. Exports, too, have tapered.

(Business Standard, Kolkata – 6 October, 2020)

GENERAL

Skill development is backbone of Atmanirbharta

Prime Minister Narendra Modi's Aatmanirbhar Bharat Abhiyaan was launched to support the Indian economy in fighting against Covid-19. But, the structural reforms in society can only be witnessed when skill development becomes the backbone of this ambitious programme. Skilling, up-skilling and re-skilling of India's youth, who is the workforce of the future, will play a crucial role in the success of the government's vision. Though skilling is the most important, it doesn't get the attention it deserves.

The current part of the flagship skill training scheme, Pradhan Mantri Kaushal Vikas Yojana (PMKVY 2016-2020) is about to conclude and has so far trained close to 73 lakh youth in the country and is hoping that it will open some new ventures for them. In the next phase of PMKVY, the government should shift its focus more to demand-driven skill development, digital technology and skills pertaining to Industry 4.0 so that the unemployment rate can be brought down. India is the second-most populous country in the world with the highest rate of unemployment at the moment. According to a survey conducted by the NSSO, in India, there is a lack of training facilities in as many as 20 high-growth industries such as logistics, healthcare, construction, hospitality and automobiles. India has roughly close to 5,500 public (ITI) and private (ITC) institutes as against 500,000 similar institutes in China. As against India's 4% formally trained vocational workers, a country like Korea has 96% of a vocationally trained workforce. Even relatively under-developed countries like Botswana had a surprisingly decent score of 22%.

Re-skilling the youth

The current pandemic has presented a grave situation. It shows how unskilled the Indian workforce is. We aren't prepared for the jobs of tomorrow. And, for the jobs of tomorrow, we need to upskill our workforce. Big industries need to expand their operations from big cities to small districts and villages and invest in upskilling and re-skilling the youth across rural India. This would be a giant leap towards the success of the Aatmanirbhar Bharat Abhiyaan. People working in the private sector should come forward and impart training and focus on being vocal for local products and services, empowering youth to drive local economic growth. The government has already taken the first step through the National Education Policy and it will be implemented by 2022. Implementing this in itself is very challenging. However, it can bring many changes in the current education system. The effect of this policy can actually be reaped decades from now. Meanwhile, the government needs to go ahead with the PPP model by investing in rudimentary, primary and advanced level of skill development training and by mapping industry needs. The government should also work on skill management information system, which will bring the entire skill ecosystem under a common web portal and work as an aggregator for demand and supply of skilled workforce.

Identifying skill is pivotal

Lots of ground needs to be covered in educating people in using different software and coding language. Education should simplify apprenticeship, which is the on-the-job model of skill training, so that industries

do not hesitate in absorbing apprentices and they do so enthusiastically. The person needs to identify an area of interest and seek guidance in areas that he or she might need improvement. A person might be inclined towards computer programming. He or she should seek programmes that will help him to achieve these dreams. If a person is interested in entrepreneurship, there are many schools available. Companies need to specify their preferences to students who are skilled over people who aren't and identify skills needed to excel. **(Deccanherald.com – 28 October, 2020)**

FLASHES FROM OVERSEAS

Australia invests in skills retainment during Covid

The Minerals Council of Australia (MCA) has welcomed an additional A\$1.2-billion investment by the federal government to support the employment of 1,00,000 new apprentices or trainees as part of its Covid-19 economic recovery plan. From October 5, businesses which take on a new Australian apprentice would be eligible for a 50% wage subsidy, regardless of geographic location, occupation, industry or business size, until the 1,00,000 cap is reached.

Prime Minister Scott Morrison said apprenticeships are an important pathway to get young people into jobs and to ensure there is a skills pipeline to meet the future needs of employers. “During this pandemic the federal government has been focused on supporting and creating jobs as well as identifying the skills we need in the economic rebuild. “Already 7,60,000 jobs that were either lost or reduced to zero hours as the Covid crisis hit have come back into our economy. We want to continue to recover what has been lost and get young people into work. “Whether it’s the manufacturing, housing and construction, arts or mining sectors - this new wage subsidy gives businesses certainty to hire and provides a career path to aspiring, young tradies,” Morrison said. Minister for Employment, Skills, Small and Family Business Michaelia Cash said the measure builds on the existing A\$2.8-billion Supporting Apprentices and Trainees wage subsidy that is helping employers to retain their apprentices and trainees.

“The Australian government has already invested significantly to ensure that apprentices are retained where possible and supported to re-engage if they lose their job,” Cash said. MCA CEO Tania Constable said that the subsidy would go a long way in helping companies employ young Australians seeking a career in apprenticeships and trades providing a pipeline of qualified skilled staff well into the future. “This announcement is welcome news for Australian mining regions, where the minerals industry is supporting jobs and regional economies. “Regional Australian communities need more support as the nation rebounds from the Covid-19 pandemic which has hit young Australians and their job prospects hard. In particular, the sector has sustained its backing for apprenticeships. The resources sector currently employs 8,836 apprentices and trainees,” Constable said.

She pointed to recent National Centre for Vocational Education Research figures, which show that while apprenticeships across all industries were down 11%, the mining industry only experienced a 1.41% decrease. “The broader Australian minerals industry aims to create more than 5,000 apprenticeships working in partnership with the Australian government through the Mining Skills Organisation Pilot. “The success of Australia’s resources sector – including its ability to meet strong export demand – depends on a highly skilled

workforce which is qualified and experienced in a range of scientific and environmental fields, professional occupations and trades.”
(MiningWeekly.com, Perth – 6 October, 2020)

GLEANINGS FROM

MINISTRY OF SKILL DEVELOPMENT & ENTREPRENEURSHIP

Skilling, Re-skilling, Up-skilling and Industry-Connect necessary for Vision of USD 5 trillion: Skills Minister

Dr. Mahendra Nath Pandey, Hon’ble Minister of Skill Development & Entrepreneurship, Government of India, on behalf of Hon’ble Prime Minister of India Shri Narendra Modi ji and his own goodself congratulated PHD Chamber on its 115th Annual Session. He praised the dynamic leadership of Hon’ble Prime Minister Shri Narendra Modi ji and appreciated the extensive measures undertaken in tough COVID-times. He said that Skill India is a concept that has been making a footprint both in and outside India. He said that all our ecosystem of education and skill departments in every state and district came together to contribute with their innovative ideas during the last 7 months under the COVID pandemic. He opined for skilling, re-skilling and up-skilling, skill training centres, industry connect skilling and industry demand skilling are important for achieving the vision of a USD 5 trillion economy and making India self-reliant, going forward.

Dr. Mahendra Nath Pandey mentioned about the importance of Atmanirbhar Skilled Employee Employer Mapping (ASEEM), a database to bridge the gap of demand and supply of skilled workforce across the sectors. With a vision to make India Skill capital of the world, the Ministry of Skill Development and Entrepreneurship has worked towards making more than 5 crore people skilled in the country since 2014-15. Also, the Ministry signed various MOUs on skill development with different countries, worked on recognition of Indian skilled youth in the world, amplified apprenticeship programme, among others. Dr. Pandey was affirmative that PHD Chamber could play a significant role in supporting the Ministry of Skill Development and Entrepreneurship and the Government has a whole, in achieving its Skilled India mission and overall vision of high economic trajectory and self-reliant India, going forward.

Shri Sanjay Aggarwal, Senior Vice President, PHD Chamber, in his presidential remarks said that the education and skill development holds a crucial place for supporting India in its journey towards being Atmanirbhar. At this juncture, the focus of the Centre and the States should be to work together to increase the public investment in Education sector to atleast reach 6% of GDP at the earliest. He also added that as compared to other developed and developing countries, India has a unique window of opportunity for another 20-25 years called the “demographic advantage”. This opportunity must be strategically perceived to achieve the Vision of Atmanirbhar Bharat.

Shri Aggarwal emphasized upon importance of digitalization and said that it will play a big role in reshaping education, access to skill development, imparting knowledge on technological advancements, among others, in the coming years. As part of the session, PHD Chamber launched the Coffee Table Book

to mark the completion of 115 years of PHDCCI. The Coffee Table book comprises of Chamber's achievements over the span of 115 years of existence.

Shri Pradeep Multani, Vice President, PHD Chamber, heartily thanked and expressed his sincere appreciation to Dr. Mahendra Nath Pandey ji, for his valuable time to join and share his valuable insights on the subject and giving us all the glimpse of the road ahead. He said that education with skill development should continue with a longer term vision. He opined that realising the true potential of India's young talent and polishing it further with skill upgradation will play an effective role in making India self-Reliant.

(Skill Reporter, New Delhi – 7 October, 2020)

PMKVY 3.0 to be launched soon, 948 crores allocated for skill development training till March 2021

The Ministry of Skill Development and Entrepreneurship is all set to launch the third phase of its flagship development scheme Pradhan Mantri Kaushal Vikas Yojana (PMKVY 3.0) by November for the financial year 2020-21. This is the successor to the earlier edition of PMKVY for 2016-2020 and envisages training 8 lakh candidates with an outlay of the ₹948.90 crore during 2020-21, according to an official. According to the ministry officials, this phase will focus on imparting skills related to healthcare, artificial intelligence, 3D printing, home delivery, sanitising and cleaning services and logistics — services that have become extremely important during the Covid pandemic. This scheme will see a paradigm change in how training is implemented and is a precursor of a much longer and bigger scheme, which is being conceptualised for implementation from next year.”

The District Skill Committees (DSCs) will be the focal point for implementation of the scheme which will handhold and provide funds. Under the revised structure, DSCs will do a district- level skill gap and demand assessment, mobilise and counsel candidates, form training batches, provide post-training support and handle grievance redressal, the official added.

DSCs will also support MSDE, State Skill Development Mission and National Skill Development Corporation in monitoring and supervision of training quality and placement verification process. Under the revised framework, candidates will have wider choices in terms of courses and training centres, said the official mentioned above. In total, five per cent of the scheme expenses has been earmarked to DSCs for awareness building, media, advertisements expenditure (2 percent), administrative expenditure (two percent) and post-placement expenses (one percent).

(Skill Reporter, New Delhi – 13 October, 2020)

Skills development ministry launches guidelines for awarding bodies and assessment under NCVET

The skills development ministry on October 27, 2020 issued guidelines for awarding bodies, which set the standards for various skill training, and assessment agencies, which evaluate learning outcomes, so as to improve and standardise processes of skilling and certification under Skill India Mission. These guidelines under the National Council for Vocational Education and Training (NCVET) will strengthen regulation of

bodies that certify a skilled candidate across sectors and help create a vibrant policy framework to transform the skilling network in the country, skills development minister Mahendra Nath Pandey said. “With this dynamic and outcome-focused document, we will be able to bring in positive reforms in both short term and long term skilling endeavours,” he said.

NCEVT will soon come up with a monitoring mechanism to ensure successful implementation of these guidelines, officials said. As per the guidelines, assessment agencies will be recognised under five categories – standard, dual, sectoral, geographical, and for vocational education in schools. An agency will be recognised for an initial period of three years and the recognition will be renewed for another two years based on its performance and adherence to the continuation criteria. Applying agencies should have three years of experience (inclusive of the year of application) and must have conducted at least 100,000 assessments in a year. The criteria, however, would be relaxed for government bodies and other institutions operating in niche areas.

In the past, most of the country's skill training needs were met through courses offered by the Industrial Training Institutes (ITIs) and under the Modular Employable Scheme (MES) regulated by NCVT. However, in the absence of adequate regulatory oversight, numerous stakeholders had been offering training programmes of varying standards with multiplicity in assessment and certification systems which are not comparable, with serious consequences for the vocational training system and thus the employability of the country's youth.

Consequently, the government had in 2018 set up skills regulator NCVET as a non-statutory regulatory authority under the skill development and entrepreneurship ministry. The erstwhile National Council for Vocational Training (NCVT) and National Skills Development Agency (NSDA) have been merged into NCVET.

(The Economic Times, New Delhi – 28 October, 2020)

SCMS IN ACTION

Training of Trainer (TOT)

Trainer is the corner stone for any successful training program. Thus, it is important to understand that a trainer should have two separate sets of skills and knowledge. First, they need to know the topic which they are teaching (Subject Matter Expertise) and second, they need to know how to transfer that information to the student (Instructional Expertise). Training is more than just simple sharing of knowledge. A trainer needs to know how to organize that knowledge, properly present it in a variety of formats thus adapting to students who have different learning styles and preferences and talk about the topic in a way that the students can understand and learn from. Trainer must also be able to design ways to authentically assess whether or not students have learned what he/she is trying to teach them and should be able to address different types of difficulties that students with special needs may have so that they can best assist them in learning the topics they are pursuing.

Train the Trainer programs help trainers assimilate these things, and more. The benefits may show up in unexpected ways, not only for the organization but for the trainer as well. The principle benefits of training the trainer can among many things be:

- Build self-confidence of the trainer by allowing them to take on a new or expanded role
- Help trainers feel comfortable managing tough topics
- Ensure the effective trainer communication related to key messages in the course material
- Present the training in context of the current eco-system and improve the relevancy of the topic
- Ensure trainer understands and utilizes interactive/experiential delivery techniques effectively

To ensure quality assurance throughout the programs conducted by the trainers, the TOT programs have been designed for ten days, out of which seven days are dedicated to platform trainings, one day is for domain orientation and one day each for domain and platform assessments.

In today's scenario of wide spread of the pandemic, COVID-19, SCMS is also taking utmost care and precautions in executing such programs by ensuring strict follow-ups of the social distancing hygiene guidelines issued by government of India. SCMS has also adopted the online mode for conduct of these programs.

Under its mandate to create a pool of competent and certified Trainers across all mining states on various mining job roles for all the training programs and current situation of pandemic spread, SCMS conducted a TOT program for the 8 trainers of IREL (India) Limited, a Central PSU under DAE, under PMO office.

The screenshot shows the Skills Mantra website interface. On the left, there are two video thumbnails for participants: 'RAJESH KUMAR LEFKA' and 'GANESH KANAR KANARINIG'. The main content area displays a 'Result Summary' table with the following data:

Sr.	Active	Enrollment No.	Candidate Name	Theory	Pract.
1.	●	II-24954	Aru Prathapalingam	✓	✓
2.	●	Tr-35296	Janakumar Pk	✗	✗
3.	●	II-24900	Jack Thomas	✗	✗
4.	●	Tr-35387	Imad Bin Muzayy	✗	✗
5.	●	Tr-35104	M.R. Govindan	✗	✓
6.	●	Tr-34027	P.M. Rajitha	✗	✓
7.	●	Tr-31254	Geetha Kumar Pillai	✗	✗
8.	●	II-22578	*Skullia Suba	✗	✗

In this online program the candidates participated from distant locations viz. Ernakulam & Kollam, Kerala, Ganjam, Odisha and Kanyakumari, Tamilnadu. The job roles opted were Mine Electrician, Mechanic Fitter and Ore Processing Operator. All the 8 candidates qualified the assessments and were certified as Trainers.

SCMS partners Northern Coalfield Ltd., Singrauli for Skill Development Project

SCMS signed an MOU with Northern Coalfield Limited on 20th July, 2020 to train 480 local youths in the job roles of Mine Electrician, Mine Welder, Mechanic Fitter and Data Entry Operator. SCMS identified two knowledge/execution partners for this skill development project and modalities were finalized with them to run the program.

During the last visit to NCL, Singrauli on 1st September, 2020 Sri Sanjay Sharma, CEO SCMS and Sri Bikram Sahu met the top officials of NCL, Shri P K Sinha, CMD and Shri Bimlendu Kumar, Director Personnel and explained them about the requirements of infrastructure, Training Delivery and launch plan for the program. They also visited the proposed training Centre and inspected the infrastructure available. It was decided that till the time the proposed infrastructure is made ready; the program may be initiated from the Central Excavation & Training Institute (CETI) of NCL. Following the same, the operations team from SCMS including members from both the partners visited NCL, Singrauli on 7th October, 2020 and started the launch preparations at CETI facility named as ‘NCL-SCMS Mining Skill Centre’ for the program.

The NCL-SCMS Mining Skill Center, at Singrauli, Madhya Pradesh was inaugurated by Shri P.K. Sinha, Chairman & Managing Director, Northern Coalfields Limited on 19th October, 2020. The event started with traditional puja at the new training building in the presence of Mr. Sinha and other dignitaries like Shri Aninday Sinha, Director (Technical Operations), Shri R.N Dubey, Director (Finance), Shri S.S. Sinha, Director (Technical Projects & Planning), Shri Dinesh Mishra, (G.M., HRD) and other General Managers and Head of Departments from NCL.

Shri Sinha inspected the ‘Data Entry Operator’ course lab and classroom and advised the official to take utmost care and safety precautions during training operations for the currently wide spreading pandemic, COVID-19. Shri Sinha also enquired about the phases of the project, benefits to the local youth, preference to Project Affected People and placement plans etc.

The team SCMS is committed to accomplish this mission of creating the Mining Skill Academy, which will be one of its kind. The main facility will have the capacity and resources to train and place almost 1500 trainees every year.





Glimpses of Inauguration of Mining Skill Center, at NCL-Singrauli, (MP) by Shri P.K. Sinha, Chairman & Managing Director, Northern Coalfields Ltd

Webinar on “Rejuvenating Skill Training in Mining Industries”

A first webinar on rejuvenating “Skill Training” in Mining Industries was organized by Skill Council for Mining Sector on 15th October, 2020.

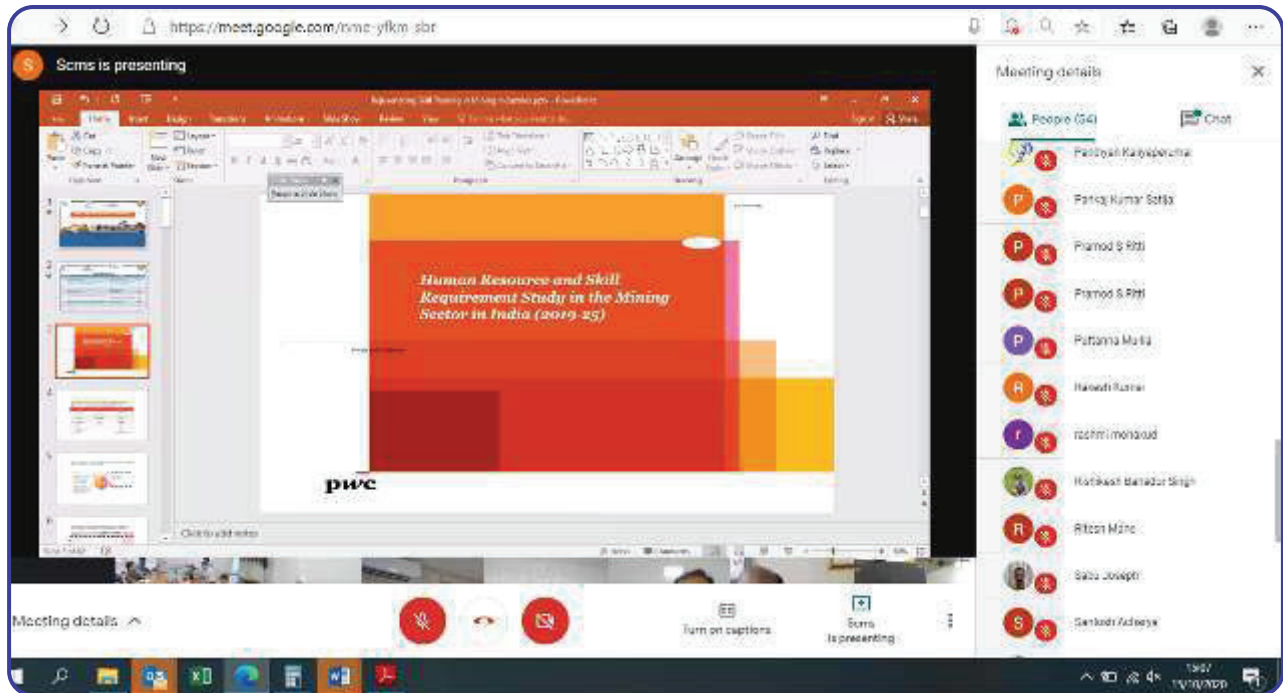
Webinar witnessed huge response from industries and during the meeting more than 74 participants attended the session. Few key industries partners were from TATA Steel, MOIL, JSW, NALCO, Thriveni Earth Movers Ltd, MSPL Ltd, IREL, HCL, METSO, CIL, Wolkem India Ltd. and most were the HR and training professionals.

Shri. Pramod Tyagi, Additional Secretary General FIMI, Shri B. K Bhatia Joint Secretary General FIMI, Shri. P N Rao, VP-Commercial, GHCL Limited, Ahmedabad and Mr Sitaram Kemmannu, SCMS consultant in Karnataka State also graced the deliberations.

During welcome address Shri Sanjay Sharma, CEO introduced key industry members, representatives and presenters on behalf of DGT, ASSEM, PwC. While setting context the CEO informed and shared that the last 2 quarters have been challenging in view of increased numbers of COVID cases at one side however due to phased unlocking, the economy and business is gradually returning to normalcy. Coming to the affairs of skilling and SCMS he informed that as per GOI Unlock Orders, skill training has been permitted and recommenced from 21st Sep 2020. With this good news, interactions were held with all training partners & assessment agencies and shared the guidelines as well as gauged their preparedness and everyone is now excited to join the journey of skilling. In addition to above, SCMS is also eagerly waiting for launch of PMKVY 3.0 with a wider coverage and focus on digital learning.

Glimpses of the webinar: -

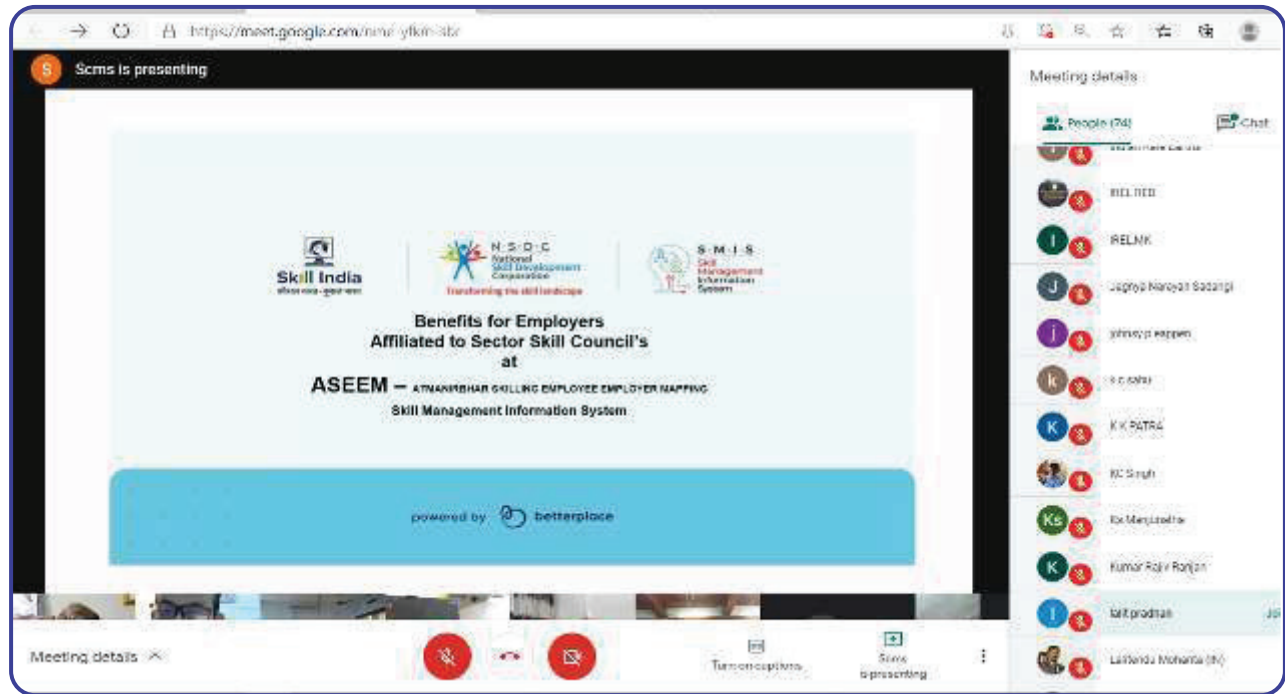
PwC report on “ Human Resource and Skill Requirement study” briefed by Ms. Garima and Ms. Bano from PwC



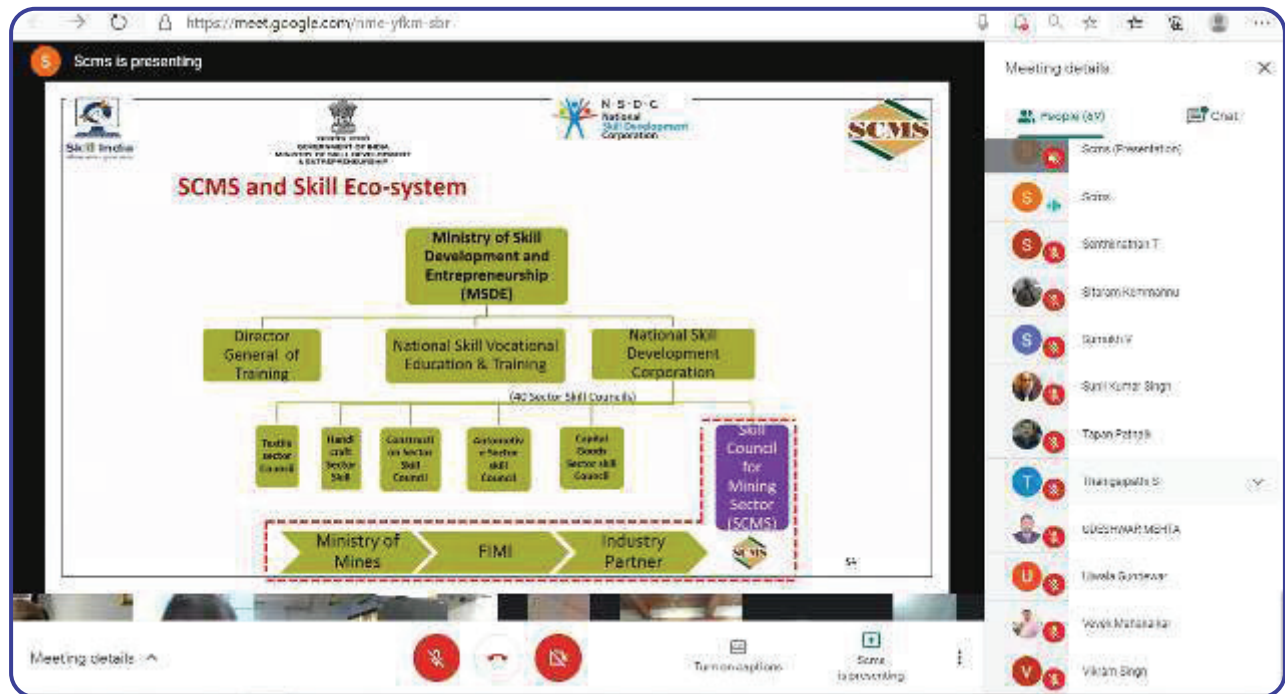
Apprenticeship PPT briefed by Mr. M C Kardam, ISDS, Director I/C & HOD, RDSDE –Chhattisgarh, DGT



ASEEM Portal briefed by Mr. Dwaipayan Mitra, From ASEEM Portal



SCMS profile and Skill Ecosystem briefed by Mr. Bikram Sahu, From SCMS



Participants during Webinar including Mr. P. N Rao and Mr Sitaram Kemmannu,



The webinar concluded with vote of thanks to all participants and with commitment that SCMS will organize similar webinars at frequent intervals for the benefits of industries and its employees.

Post the deliberations, a feedback was sought from participants for our own introspection, further improvement and decide frequency and topics to be covered. The outcome is as under: -.

S.No.	Session and Presenter	Average Marks (out of 5)
1	Session by Shri Dwaipayan Mitra of ASEEM Portal	4.5
2	Session by Shri M.C Kardam, ISDS, Director I/C & HOD, RDSDE – Chhattisgarh, DGT on APPRENTICESHIP, Flexi MoU and DST	4.5
3	Session by Shri Ashish Kumar (SCMS) ON Centre of Excellence	4.6
4	Session by Ms. Bano and Ms. Garima (PwC) on Skill Gap Report	4.5
5	How you will give overall rating on this initiative/webinar ?	4.8

Questions	Your comments on the duration of Webinar:
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For comments on duration of webinar, 71.4% participants are satisfied with 1 hour of duration, where 21.4% wants it to stretch upto two hours.

Questions	Please, specify any topic of your choice to be included in such webinars.
------------------	--

- Recent development in skill ecosystem
- How to organize training
- How to prepare Training Curriculum for Apprentice Training?
- If data pertaining to skill gaps in specific areas like coal mining, beach sand mining is given it will be more helpful to the specific industries

Questions	What should be the frequency of such webinars?
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In response to above, 57% participants recommended to be organized quarterly, 28% want it to be organized bi-monthly and 15% participants have suggested for monthly.

Questions	Your general comments on how to enhance skilling across mining industry.
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- App (Application) based exclusively for SCMS can be developed and can be implemented. Technology can be used and many will learn even from remote areas. It can be in Hindi and English.
- Imparting basic knowledge of mining across all the trades in it is.
- Adding a specific trade for mining in ITI.
- Six months' mandatory internship for Mining Engineers
- To launch PPP module/ cluster based CoE

SCMS has made note of these suggestions and will take it forward wherever feasible.

Compiled by: Mr. Ashish, Placement and Industry Engagement officer, SCMS on 2nd Nov. 2020

SCMS: Key Highlights

Date	Networking cum business exploratory meetings by CEO
1-Oct-20	Mr. Sanjay Sharma, CEO-SCMS, spoke to Mr. Krishna Prasad, VP FIGSI, Bangalore for skilling activities in Granite industries. As suggested further discussions are being scheduled with Ishwinder Singh, President Jaipur office.
6-Oct-20	Mr. Sanjay Sharma, CEO-SCMS, attended Technical review on SANKALP/ POSH project along with Bikram, Head Curriculum Design and Development, SCMS was technically qualified however we lost the bid on account of financial quote not being L1.
7-Oct-20	Had tele meeting with Mr. Mahapatra-NALCO for setting up CoE. Decision on location whether at HQ-Bhuvneshwar or at mine location- Daman Jodi is awaited from CMD.

8-Oct-20	Had virtual meeting with Gitesh Agrawal and Parthiban Jaykumar from Queensland Trade and Investment Commissioner, India (Bangalore) to explore collaboration for skilling in mining sector and support from them.
9-Oct-20	Attended Managing committee meeting of FIMI and shared the highlights/ progress/ upcoming project in pipeline with all members followed by AGM and prize distribution function on 14th Oct 2020.
12-13 Oct- 20	Had courtesy meeting with RP Srivastava Director HR CIL and SK Singh, GM HRD and GB member SCMS. Second half had meeting with Bikram Das, State Engagement officer for West Bengal, Jharkhand, Assam. Discussed possibilities for RPL in mining areas and thru CSR.
16-Oct-20	Along with Ashish, attended courtesy meeting with Shri Vishnu Charan Mallick, MD- RSLDC (Ex Udaipur collector), Mohd Kalam-SEO-NSDC and Shri Akshaydeep Mathur FMAR discussed and explored possibilities of neglected area for focused training.
20-Oct-20	Attended Virtual meeting on Apprenticeship (optional trades). Other participants were Jan Ebben (Germany), Mohan Reddy and Inakshi, Bikram.
22-23 Oct-20	Visited Udaipur along with Bikram and had business exploratory meeting with (a) Mr David & Awadesh of TDM- (Geology) business partner with HZL (b) Meeting with HZL-CEO, Ms. Kavita singh -CHRO, Mr.Reddy & Mr. Ravi Gupta. (c) Courtesy meeting with Mr. Arvind Singhal MD-Wolchem and GB member (d) Mr Mehta (Mining Engg association Udaipur) (e) Chamuda Construction (prospective training partner).
29- Oct- 20	Along with Bikram, visited office of DGMS-Ghaziabad, Met Dy Director SK Das.
31-Oct-20	Interacted Vipin Goyal, Director, Dijourn Solutions for use of AR/ VR/ Immersive technology in the training followed by a demo organized for team SCMS at FIMI office.

Voice of the Partner

Training Delivery during COVID-19

Dedication, hard work and an unremitting devotion bring success to you!

The Mining Sector offers a different pathway to the future growth of the Indian Economy, and we are proud to be associated with this sector. Conducting various training programs in diverse fields has helped Mosaic Work Skills Pvt. Ltd. to create a promising future for the youth of this country. Our training programs have empowered many lives by providing them with an enabling environment to grow and multiple opportunities for their choice of livelihood.

A core value of absolutely focus on skilling has made us circumstance ready. Our processes are iterative and are always prepared to adapt to the changes. One such dramatic change happened post the COVID-19 impact. It was a colossal shift for people and companies. Making sure that the batches which had been trained but were left a few steps away from achieving their dream, our team within no time prepared for the prevailing circumstances. With a blink of an eye, we were ready with the COVID-19 SOPs, and the training centres opened up their doors with compliance to all the government laid norms.

The unlock phase of COVID-19 enabled us to get the pending assessments and certifications done. On opening day, training centres got refurbished with the COVID-19 SOPs and posters to educate COVID-19 precautions. On each entry at the centre, a detailed register with the name, including contact details and body temperature registered through the infrared thermometer is maintained. A social distancing of 6 feet, wearing facemask always, washing hands frequently and ensuring no crowding a washroom are a few strict guidelines that our trainees and centre team make sure when the candidates visit the centre for assessments and certificate collection.

Mosaic Work Skills Pvt. Ltd. has embarked on a journey to train and make a difference in the lives of the future. Our success lies in the robust and full proof tracking and reporting mechanism that is the core engagement with our clients to ensure the quality of work. A new era in the world of training has just begun, and, we are ready to pace forward with these changing times.

Contributed by: - Saurabh Sethi, Managing Director, Mosaic Work Skills Pvt. Ltd.

SPECIAL FEATURE

New Digital era of skilling the workforce by unlocking the power of Immersive Technologies

Augmented Reality and Virtual Reality, more commonly known as AR/VR, are not new words for the world but their expansion over the years from gaming and entertainment to the Industry 4.0 revolution and the advent of Digital Transformation in various Industry sectors is bringing groundbreaking transformation in the fields of complex technical training, occupational hazards & safety and industrial operations.



AR and VR are described as Immersive Technologies in the today's world due to their ability to deeply immerse users in an experience, merging the boundaries of physical and digital worlds to change the way we interact with other humans, machines or things for bringing learning to life. Both AR and VR have great powers; their use depends on which industry problem or training scenario we are trying to find a solution for.

When it comes to challenging operations and performing them in dangerous environments, immersive technologies can play a critical role in ensuring safety while training. Technologies such as AR and VR simulate real-life situations, thus helping to avoid risk of training-related injuries and accidents. In comparison to traditional training modules, digitally simulated virtual training modules are experiences that can be easily repeated, thus reinforcing learning for trainees without being a financial drain on the organization.

There are several market case-studies for successful use of immersive technologies in industry sectors. A Power Generation company using VR based training simulation to repair electrical failure of switchgear at a power plant; An automotive company uses VR simulation to train users to perform procedures and operations to properly service, repair, and maintain a V6 engine, improving efficiency and increasing the safety by connecting to VR headsets; At a leading Energy company, VR and plant data is used to provide a quicker and safer way for workers to inspect equipment. It lowers the risk of technicians getting hurt and can be used to help pinpoint the area of failure.

The Skill Council of Mining Sector, a premier body of Mining industries in India under National Skill Development Corporation (NSDC), with progressive approach of 21st century and futuristic vision of its leadership is looking to drive development of world-class learning and training solutions using advanced immersive technologies to benefit upskilling of companies in the Mining industry of India. AR/VR is emerging as a potent force which is witnessing rapid adoption in various sectors like education, skill development and industry training. Mining, as an intricate domain, could immensely benefit from embracing AR/VR for highly immersive and experiential learning and training solutions, expediting skilling of the workforce.

Courtesy: Vipin Goyal, Managing Director, Dijourn Solutions

Recognition of Prior Learning (RPL) Credits: An Expected Game Changer in Indian Education System

Shri Raj Nehru Vice Chancellor Shri Vishwakarma Skill University, Mission Director – HSDM
Dr Vipin Khurana, Sr Consultant (Skill Credit Framework Cell) Shri Vishwakarma Skill University

Education has vigorous role to play in ‘Samagra Vikas’ of the citizen of any country. In India, while the gross enrolment ratio (GER) was 97.2 % at the Primary Level (ASER, 2018), it is less than 80 % at the secondary level and is yet to reach 60 % at the senior secondary. Further, GER is just 26.3 % at Higher Education Level (AISHE, 2019). Which means that there are millions of people who for many reasons could not pursue a higher or professional education, Instead, they entered labor market and started working. Perhaps millions still desire to have a degree or diploma to facilitate their progress and growth for a more rewarding future. Asymmetric information in the labour market is the other issue that is quite upsetting if the workers are not formally educated so that no employer has information regarding their productivity, or because the labor markets do not share information efficiently across regions. The prevalence of asymmetric information and other critical issues where experienced youngsters information and aspirations goes unchecked and untapped often leads to statistical discrimination in the labor market.

Recognition of prior Learning (RPL) largely refers to an assessment process used to evaluate a person's existing skill sets, knowledge, and experience gained either by formal, non-formal or informal learning. RPL tool can help working executives / dropouts who could not complete degree/ diplomas, to now earn Credits, complete certificate / diploma / degree in a short time and with lower fees. Shri Vishwakarma Skill University's (SVSU) is working on developing a RPL Credit Framework and policies towards assigning Credits / awarding diploma/ degree etc. to Recognize Prior Learning for the experience. RPL is expected

to strengthen vertical and horizontal mobility and to give the opportunity to the dropouts to complete their formal education. Globally, we studied 14 countries where RPL is in action since decades. Few studies claim that RPL exists since 1926 in form of ‘lifelong learning’, which was replaced as lifelong education (1960). Then later from 1972, onward, termed as Prior Learning Assessment (PLA) and was quite popular in Australia and Europe. Countries use following terms interchangeably for recognizing prior learnings and giving them exemption in academic credits while pursuing formal education:

<p>RCC - Recognition of current competences RNFIL - Recognition of non-formal and informal learning RVCC - Recognition, validation, and certification of competences VNFIL - Validation of non-formal and informal learning APEL - Assessment of prior experiential learning</p>	<p>APL - Assessment of prior learning PLAR - Prior learning assessment and recognition RAC - Recognition of acquired competences VAE - Validation des Acquis de l'Expérience RAS - Recognition of acquired skills RPL – Recognition of Prior Learning</p>
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All the countries studied have RPL aligned to Qualification frameworks as we have National Skill Qualification Framework (NSQF) in Skill Education in India and expected National Higher Education Qualification Framework (NHEQF) as per NEP 20. The best utility of RPL is that countries give exemption to credits earned under RPL for re-entry to formal education so that candidates do not have to re-do any of existing skills / learnings e.g. Upto 50% of credit of RPL can be exempted under vertical mobility in Australia, Upto 67% in United Kingdom & Malta and Upto 100 % in France. RPL promises to address the disconnect between education and life. In the absence of recognized qualifications, a large proportion of people face severe disadvantages in getting decent jobs, migrating to other regions, and accessing further education, even though they might have the necessary skills and knowledge. The RPL process can help these individuals acquire a formal qualification that matches their knowledge and skills, and thereby contribute to improving their employability, mobility, lifelong learning, social inclusion, self-esteem and also achieve 50 % skill education exposure by 2025.

Once the concept of RPL mapped NSQF Level Credits comes into action in India, there is going to be a great sense of appreciation of the Indian Education System by the Millions of working people who lack formal education. Their horizontal and vertical mobility while gaining credits under RPL, completing formal education and going back to the Industry will add to their productivity and positively influence the GDP of the country. The implementation of a proper Recognition of Prior Learning shall guarantee to be a win-win situation for everyone and shall change the face of India and the Indian Education system.



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