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National
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Transforming the skill landscape

SKILL MINING

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SKILL COUNCIL FOR MINING SECTOR
(Promoted by Federation of Indian Mineral Industries)

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JAN KALYAN SAMITI BIKRAMGANJ

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Our overall goal is the empowerment of women and girls from poor and marginalized communities, leading to improvement in their lives and livelihoods.

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1. Comprehensive projects in health, education, livelihoods and disaster preparedness and response. Our Overall goal is the empowerment of women and girls from poor and marginalized communities leading to improvement in their lives and livelihoods.

JKSB has Presence in more than 10 states including North East with more than 40 training centers other than PMKVY for Education.



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



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



SKILL COUNCIL for MINING SECTOR
Training India's Mining BHL



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CONTENTS

<i>TITLES</i>	<i>PAGES</i>
Mining & Exploration	1
Allied Industry	3
General	3
Gleanings from:	
Ministry of Skill Development & Entrepreneurship	4
Skills India in Parliament	7
SCMS in Action	10
SCMS Highlights: 2019	3
SCMS Progress	52
SCMS Case Study	54
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MINING & EXPLORATION

Government plans big push to private coal mining, underground coal gasification, CBM

The government is planning to give a big push to private sector mining of coal, underground coal gasification and coal bed methane as it spent most of 2019 laying ground for diversification of the coal sector.

"This year (2019) we have been able to lay the ground for diversifying the coal sector... Now in the coming year, we are hopeful of diversifying the mining base of the country and inducting private capital, FDI.

"So we have to work out the terms and introduce private sector mining on very big terms...Coal Bed Methane (CBM), Underground Coal Gasification (UCG), Surface Gasification-- in very big terms," a top official at the coal ministry told PTI.

Stating that in 2019 the ground has been set up for CBM, UCG, he said the coal ministry has been able to firm up a business model and in the coming years some tangible steps would be seen on the ground in CBM, UCG and surface coal gasification of technology induction.

"The Prime Minister (Narendra Modi) has been of the view that the coal sector should induct technology, help to supply the gas sector needs of the country. Coal sector should adapt itself in such a way that it is not hit by the climate change considerations which are becoming every day concerns of the whole world," he explained.

UCG is a method of converting coal still in the ground to a combustible gas that can be used for various uses, including power generation.

CBM is a form of natural gas trapped in coal seams underground. Such gas can be extracted by drilling into the seam.

The government in 2019 liberalised foreign investment (FDI) norms in coal mining. For sale of coal, allowing 100 per cent FDI for coal mining activities including associated processing infrastructure, is expected to attract international players and create efficient and competitive coal market.

Stating that the coal sector had a single mindset of coal production from Coal India NSE 3.14 % Ltd, he said the sector has to be dynamic, respond to the challenges coming from non-fossil fuel component and answer the technology challenges.

Coal India accounts for over 80% of the domestic coal output.

Stating that 2019 has been a year of highs, lows, and again highs, he blamed the extended and heavy monsoon for the loss of output in July-October period of the ongoing fiscal.

The coal position now in the country was very comfortable and the Centre exuded hope that the imports of the fossil fuel in the country would be contained to 235 million tonne (MT) in FY'20.

"But July onwards there was a setback. Normally during monsoon every year there is a setback. But this year there was a little more setback. In Coal India there are 35 mines in which each mine has a production of more than four million tonne per year. So they are responsible for almost 75% of Coal India's production. So in those mining areas there is heavy rainfall. So rain is the enemy of the coal sector...This time rain was not only heavy but it continued till October. So we lost production," he explained.

Asserting that coal stocks at power plants today were double of what they were on the same date last year and the mines were also stocked much higher, he said he was looking at a comfortable coal position in coming quarters.

"And in the coming times we are also hopeful that the demand of the non-regulated sector is fulfilled to a large extent it is actually the biggest importer. Out of the total import the country does, 50 per cent import comes from the non-regulated sector.

These are captive power plants, cement, steel and others. Now that we have good stocking at power plants and coal mines, now we are in a position to give more coal to them," he explained.

"If I start giving them (coal) now, the reduction in imports may come in February or March. But the coal which we are producing now, its salutary effect will come in the domestic supply in the last quarter of this year and the first quarter of the next financial year. So we are looking at comfortable coal position in the coming quarters," he said.

The country produced 730.35 million tonne of coal in FY'19 while the imports were 235.24 MT.

Coal India produced 330.4 MT of coal in April-November 2019-20, registering a decline of 7.7% over 358.3 MT produced in the same period of the previous fiscal.

Debasish Mishra, Leader, Energy Resources and Industrials said, "After growing at a healthy rate of almost eight percent in FY'19 over the previous year, coal production in FY'20 has been dismal year till date with production contracting by more than 5%."

He is of the view that the extended monsoon, slowdown in economy leading to negative growth in electricity generation and overall poor performance by Coal India were the reasons for lower output.

"This may result in thermal coal imports touching almost 200 MT in FY20," he said.

On the policy front, the government has taken several steps in 2019, including auction of coal blocks and move towards further liberalising policy for attracting foreign investment in merchant coal mining, he said and added that "the government might carve out bigger blocks and lower upfront payment to make these attractive."

"Given the negative global outlook for coal as major contributor to global warming, several regulatory, land acquisition and law and order related challenges, it remains to be seen if large global mining majors will show interest in investing in India," he explained.

Vedanta Chairman Anil Agarwal said, "We expect the government to open more coal blocks for commercial mining...We are of the view that the measures to open India's mining sector will significantly raise its share in GDP from the current 3%, thereby boosting overall economic activity."

(The Economic Times, New Delhi – 26 December, 2019)

ALLIED INDUSTRY

India increasing steel production; net exporter this year: Dharmendra Pradhan

India has been consistently increasing domestic production of steel and is a net exporter in the current financial year, Union minister Dharmendra Pradhan said on 30th December, 2019.

He also said the total number of steel plants in the country stood at 977.

During the Question Hour, he said steel is a deregulated sector where market forces and commercial considerations decide construction and location of new steel plants.

He was responding to a query on whether the government proposes to set up new steel plants in Haryana.

According to him, India has become a net exporter of steel in the current year.

"The import of steel has increased marginally in the last three years from 7.23 million tonnes in 2016-17 to 7.83 million tonnes in 2018-19," he said.

Noting that domestic production has consistently increased regardless of such imports, Pradhan said in the current year, the country is a net exporter.

"To counter import of cheap steel, anti-dumping duties have been imposed on various grades of steel which were dumped into the country.

"Import of steel grades which are not manufactured in adequate quantity in the country is essential for supporting manufacturing sector," he noted.

Responding to supplementaries, the minister said there is plan to set up a green field steel plant by RINL in Visakhapatnam with an international player.

(Hindu Business Line – 30 December, 2019)

GENERAL

Government to launch PMKVY-3 after March 2020: Skills Minister

The government is planning to launch third phase of its flagship Pradhan Mantri Kaushal Vikas Yojana (PMKVY) in the next financial year, Minister of Skill Development and Entrepreneurship Mahendra Nath Pandey has said.

The government launched the PMKVY scheme in 2015 and revamped it in 2016 to impart skills to one crore persons by 2020. The revamped scheme, called PMKVY 2.0, moved to a grant-based model where the training and assessment cost would be directly reimbursed to training providers and assessment bodies in accordance with common norms. According to official data, over 69 lakh candidates have been trained across the country under the PMKVY till November 11.

On asked whether the ongoing scheme will see an extension as 30 per cent of the target is yet to be met, the minister told PTI: “We will be crossing 90 per cent of the target under the ongoing scheme...and as you know, training and skilling the youth are key objectives of the government. We will (also) be coming up with PMKVY-III.” The target under PMKVY-III, which he said will be launched after March 2020, will be bigger and cover larger aspects.

However, Shri Mahendra Nath Pandey did not share any figures for the new phase saying it will be shared when it is officially announced. The minister also urged public sector and private sector players to lay emphasis on apprenticeship programme.

“I assure all help from my ministry. They (companies) must go ahead and give, organise and promote Apprenticeship,” he said.

Shri Mahendra Nath Pandey also said that he and Minister of State for Skill Development and Entrepreneurship Shri R. K. Singh will meet chairman and managing directors of Central Public Sector Enterprises (CPSEs) across various sectors before the end of this month and ask them to increase the number of apprentices.

Recently, Shri R. K Singh said there are only 4 lakh apprentices in India, out of which 2 lakh are in central public sector enterprises. The number is significantly lower as compared to countries such as Japan where the number is 1 crore and China (2 crore). CPSEs have also been asked to triple the number of apprentice to six lakhs.

(Skill Reporter, New Delhi – 8 December, 2019)

GLEANINGS FROM

MINISTRY OF SKILL DEVELOPMENT & ENTREPRENEURSHIP

Over 6.9 million candidates trained under PMKVY till November: Parliament

Over 69 lakh candidates have been trained across the country under the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) till November 11, Parliament was informed on 2nd December, 2019.

Launched in 2015, PMKVY is the flagship outcome-based skill training scheme of Ministry of Skill Development and Entrepreneurship (MSDE) which aims to train 1 crore youth by 2020.

"Under PMKVY as on November 11, 2019, approximately 69.03 lakh, (of which) 38.01 lakh Short Term Training (STT) and 31.02 lakh Recognition of Prior Learning (RPL) candidates have been trained throughout country," Minister of State for Skill Development and Entrepreneurship R K Singh said in a reply to the Lok Sabha.

The MSDE, through the National Skill Development Corporation, promotes establishment of model and aspirational skill centres known as Pradhan Mantri Kaushal Kendras (PMKK) for imparting skill training in every district, the minister said in a separate reply.

Till the said period, 681 PMKKs have been established in the country as against the allocated 812 PMKKs across 707 districts, he said.

(Business Standard, New Delhi – 2 December, 2019)

Skills Development Minister Urges Central PSUs to increase participation in Apprenticeship programme

Dr. Mahendra Nath Pandey, Minister of Skill Development & Entrepreneurship (MSDE) urged Central Public Sector companies to significantly increase their participation in the government's apprenticeship program at a National Seminar held to spread awareness and participation in Apprenticeship Programme, today. The seminar was organised by MSDE in collaboration with the Standing Conference of Public Enterprises (SCOPE) and Department of Public Enterprises (DPE), with an aim of increasing participation in the government's apprenticeship scheme in the service sector by government-run companies. The meeting was graced by senior government officials including Shri. R. K. Singh, Hon'ble Minister of State, MSDE; Dr. K.P. Krishnan, Secretary, MSDE; among other dignitaries.

The ministry has taken several efforts to increase the number of apprentices hired by enterprises in the country. The aim is to fill the gap in supply and demand for skilled workforce and meet the aspirations of the Indian youth through gaining on-the-job training and securing better opportunities for employment. Most PSUs are hiring apprentices for technical and manufacturing job roles. However, the number of apprentices in the service sector is lagging behind. Senior executives of major PSUs, attending the event, were also urged to hire students who have cleared skill programmes under Pradhan Mantri Kaushal Vikas Yojana (PMKVY), a flagship scheme of MSDE implemented by National Skill Development Corporation (NSDC). The students of long-term programmes offered by technical colleges under the All India Council of Technical Education and Industrial Training Institutes run by the Directorate General of Training will also be hired as apprentices.

Detailing the benefits of the apprenticeship scheme, Dr. Mahendra Nath Pandey, Hon'ble Minister for Skill Development & Entrepreneurship, said, "Central Public Sector Undertakings (CPSUs) are instrumental in sustaining self-reliant economic growth and play a vital role in generating employment opportunities for skilled professionals. I strongly urge them to come forward, increase their engagement with apprentices and build their potential to be industry ready."

This together will lead to the success of the enterprises, apprentices and will lead to fulfilling the aspirations of New India. It is also my appeal to all the enterprises to give due respect to these young apprentices, treat them at par with their employees and recognise them as the torchbearers of the overall growth and progress."

Shri R.K. Singh, Hon'ble Minister of State for Skill Development & Entrepreneurship (MSDE), said, "We have a substantial proof of the positive impact apprentices create in the manufacturing and service industry. Countries like Germany and Japan have proven apprenticeship as an effective model improving links between industry and training institutions. Through such examples and by urging our CPSUs, we can create pathways for industrial development and contribute to India's economic growth. We want to strengthen the Indian apprenticeship system to impart formal training across sectors in order to rightly skill the youth and provide them opportunities for livelihood."

The government has brought significant reforms to the apprenticeship rules to drive greater participation in the program. These reforms include:

- Upper limit for engaging apprentices increased from 10% to 15%
- Size limit of an establishment with mandatory obligation to engage apprentices lowered from 40 to 30

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- Payment of stipend for 1st year has been fixed rather than linking it to minimum wages, 10% to 15% hike in stipend for 2nd and 3rd year to apprentice
 - Duration of apprenticeship training for Optional Trade can be from 6 months to 36 months
 - The industry has the option to design and implement their own Apprenticeship programs
 - Under NAPS, the establishments / industry can get reimbursement upto 25% of the stipend paid to the apprentices

PSUs are present in almost every sector and are significant contributors to the Indian economy, crucial to the employment generation. The top 100 PSUs in the country represent 20% of the total manpower and are utilizing 30% of the apprenticeship training potential. The priority sectors in almost 30 PSUs are Defence, Aerospace, Manufacturing, Service, Heavy industries & Chemicals and they engage 66% of the current total apprentices engagement. Central Public Sector Enterprises (CPSEs) under Ministry of Petroleum & Natural Gas (MoPNG) have engaged 10.21% of total workforce as apprentices which itself embarks the need to call upon other CPSUs and ancillary units working under them to come forward and work collaboratively with MSDE. Therefore, PSUs play a critical role in the success of the apprenticeship program being run by the MSDE. A few PSUs present at the seminar also shared their success stories of the candidates receiving apprenticeship training and successfully getting employed.

PSUs like Air India Transport, Andrew Yule, Artificial Limbs Manufacturing, BEL, BHEL, Housing & Urban Development Corporation and Madras Fertilizers have been engaging 15% of their total staff strength as apprentices which is more than the desirable limit.

The event also witnessed Memorandum of Understanding (MoU) signing between MSDE and Standing Conference of Public Enterprises (SCOPE), an apex body of Public Sector Enterprises, to further promote and expand apprenticeship training in CPSUs.

(Skill Reporter, New Delhi – 5 December, 2019)

Ministry of skill development and entrepreneurship to introduce skill vouchers

Ministry of skill development and entrepreneurship will soon introduce skill vouchers that would enable aspirants to undertake training of their choice and get their vouchers redeemed on the successful completion of the training. This would enable ITIs and other training providers to improve their quality of training and infrastructure to stay competitive.

“The ministry of skill development and enterprise is developing a skill vouchers program for micro, small and medium enterprises (MSME), as a provision model to enhance the delivery and quality of the programs,” the ministry said in a statement on 19th December, 2019. “Vouchers are expected to be provided to learners and entrepreneurs towards the training program they see most value in,” it said.

This is against the existing system where trainers and employers are subsidised to impart skills training and apprenticeship.

The move is in line with the government’s plan to shift from subsidy-based system to incentive-based Skill India mission. ET had first reported in March this year that skills development ministry is planning to issue skill vouchers or wallets to incentivise youth to undertake skills training of their choice.

The Ministry of Skill Development and Entrepreneurship (MSDE) is of the view that enough consolidation and upgradation has happened in the last four years under the Skill India Mission.

Less than 5% of India's workforce is formally skilled, compared to South Korea (96%), Japan (80%), Germany (75%), United Kingdom (68%) and the United States (52%), according to MSDE's annual report for 2015-16.

Prime Minister Narendra Modi had in 2015 launched the Skill India Mission with a vision to make India the 'skill capital' of the world. The aim is to impart skills training to 400 million people by 2022 through flagship schemes like Pradhan Mantri Rojgar Protsahan Yojana, Deen Dayal Upadhyaya Grameen Kaushalya Yojana and National Apprenticeship Promotion Scheme. However, just 25 million youth have been imparted skill training so far under various schemes of the ministry.

Reiterating its vision to create skilling on a large scale at speed with high standards to promote innovation-based, the ministry said it has put special emphasis on convergence, increased scale, meeting aspiration and improved quality.

According to the statement, one crore youth are being imparted skills training annually under various programs of the central government.

(The Economic Times, New Delhi – 19 December, 2019)

SKILLS IN PARLIAMENT

Rajya Sabha Unstarred Question No. 3038 answered on 13.12.2019

Assessment of Quality of Engagement and Employment Under Skill Development Programmes

3038. Shri R. K. Sinha:

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

- (a)** whether there is a policy of assessment of quality of engagement and employment received after various skill development programmes of Government; and
- (b)** if so, the feedback of such assessment?

Answer

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

(a) to (b) Common Norm notified by the Ministry of Skill Development and Entrepreneurship in 2015 defines the activities constituting 'Skill Development' in the country, skill development courses and their alignment with the National Skills Qualification Framework, broad input standards for training programmes and the outcomes expected from these programmes. The outcomes of skill training programmes have been defined in terms of placement achieved in wage and self-employment, both for fresh trainees as well as existing workers who have undergone Recognition of Prior Learning. Besides, the Common Norms Committee set up under the Chairmanship of Secretary, Ministry of Skill Development and Entrepreneurship brings about uniformity and standardisation among the skill development schemes of the Central Government.

It also provides for Third Party Assessment and Certification as well as post placement tracking mechanism.

Further, an Evaluation Study of Pradhan Mantri Kaushal Vikas Yojana (PMKVY 2.0) conducted by National Skill Development Corporation shows that individuals trained and certified under Short Term Training (STT) are 1.8 times more likely to get employed and there is increase in employment and average monthly income of skilled youth. Under Recognition of Prior Learning (RPL) certification, individuals have been benefitted in terms of increase in self-confidence, improvement in technical knowledge, soft-skills and average monthly income.

(Rajya Sabha, New Delhi – 13 December, 2019)

Lok Sabha Unstarred Question No. 3384 answered on 09.12.2019

Funds for Skill Development in Maharashtra

3384. Shri Krupal Balaji Tumane:

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

- (a) whether the Government is providing funds to Non-Governmental Organisations (NGOs) for setting up Skill Development Centres for youth in Maharashtra;
- (b) if so, the details thereof along with the funds sanctioned for non-Governmental organisations in Maharashtra during the current financial year, district-wise;
- (c) the number of youth who got training in the said centres during the last three years along with the names of the trades in which they have been trained and the number of students who got employment; and
- (d) the number of Non-Governmental Organisations selected for funding to open/ start Skill Development Centres in Maharashtra?

Answer

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

(a) to (d) Under Skill India Mission, Ministry of Skill Development and Entrepreneurship is implementing a flagship scheme called Pradhan Mantri Kaushal Vikas Yojana (PMKVY) 2016-20. PMKVY (2016-20) does not mandate the establishment of skill development centres, however, it enables large number of prospective youth to take up Short Term Training (STT) courses and Recognition of Prior Learning (RPL) through empanelled training centers (TCs), NGOs etc. throughout the country including State of Maharashtra. Under the scheme, empanelment of TCs is done through the process of accreditation and affiliation for respective job roles on digital platform known as SMART (Skill Management and Accreditation of Training Centres). As on 11.11.2019, 668 TCs have been empanelled under PMKVY 2016-20 in the State of Maharashtra.

Under PMKVY (2016-20), as on 11.11.2019, 6.04 lakh (appx.) (1.53 lakh STT + 4.51 lakh RPL) candidates have been trained / oriented in the State of Maharashtra. Under STT, as per data reported on SDMS (Skill Development Management System), 1.04 lakh candidates are certified. Out of these certified candidates, 0.42 lakh candidates have been reported to be placed in various sectors.

Additionally, the Ministry through National Skill Development Corporation (NSDC) promotes establishment of model and aspirational skill centres known as Pradhan Mantri Kaushal Kendra (PMKK) for imparting skill training in every district throughout the country. At present, skill training at PMKKs is being imparted under the PMKVY (2016-20). As on 11.11.2019, 50 PMKKs have been allocated; out of which, 41 PMKKs have been established in State of Maharashtra. The disbursed loan amount for the establishment of these PMKKs is Rs. 15.1 Cr.

(Lok Sabha, New Delhi – 9 December, 2019)

Lok Sabha Unstarred Question No. 3440 answered on 09.12.2019

Loan for Skill Development

3440. Shri Brijbhushan Sharan Singh:

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

- (a) whether the Government proposes to simplify the process of getting loan for skill development, especially for poor and backward people of the country; and
- (b) if so, the details thereof?

Answer

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

(a) & (b) The Government of India had launched Skill Loan Scheme on 15th July, 2015 to provide loan facility to aspirants wanting to do skill development courses aligned to National Skill Qualification Framework (NSQF). The Important features of the Scheme, inter-alia, are as follows:

- Any Indian National who has secured admission in a course run by Industrial Training Institutes (ITIs), Polytechnics or in a school recognised by Central or State Education Boards or in a college affiliated to recognised university, training partners affiliated to National Skill Development Corporation (NSDC) Sector Skill Councils, State Skill Mission, State Skill Corporation can avail loan for the purpose.
- No processing fee is charged by Banks.
- Amount of loan ranges from Rs. 5,000 to Rs.150, 000/- depending on the course; and has a repayment period of 3 to 7 years.
- Simple rate of interest @ 11% and 12% per annum is charged during the period of study.
- No minimum course duration.
- No specific restriction with regard to age.
- Risk of banks covered through Credit Guarantee Fund Scheme for Skill Development (CGFSSD)

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- Under the scheme of CGFSSD, interest rate to be charged by Member Lending Institution (MLI) should not be more than 1.5% per annum over Base Rate.
 - Borrower must enter into an agreement with National Credit Guarantee Trustee Company (NCGTC) for providing guarantee against default in repayment of the loan extended by lending institutions.
 - The fund shall provide guarantee cover to the extent of 75% of the amount in default.
 - The loan is sanctioned without any collateral security or third party guarantee.

(Lok Sabha, New Delhi – 9 December, 2019)

SCMS IN ACTION

Meeting with Industry Association

Taking a step ahead to implement Recognition to Prior Learning program under Pradhan Mantri Kaushal Vikas Yojana Skill Council for Mining Sector held a series of meetings with various mining industry association.

A meeting with Mining Engineering India Association: Rajasthan Chapter- Jaipur was held on 4th December, 2019. Mr. Anil Mathur and other member from MEAI along with training partners participated in the meeting. The second meeting was held at the office of Mining Engineering India Association: Rajasthan Chapter- Udaipur on 13th December, 2019. Dr. S S Rathore, Chairman, MEAI-Udaipur, Mr. A.K. Kothari, Mr. M K Mehta and a member of mine owners participated in the meeting. Representative from Jan Kalyan Samiti Bikramganj(JKSB), Mosaic and Indian Institute of Skill Development also participated in the meeting. For Odisha SCMS had a meeting with Mr. R L Mohanty, President - Eastern Zone Mining association at FIMI house on 24th December, 2019 along with representatives from Jan Kalyan Samiti Bikramganj, Gram Tarang Employability Training Services and Sekh Allaudin Memorial Trust.

The objective of the meeting was to prepare a road map to implement RPL-PMKVY in the respective mining location with support of various mining associations. All association have appreciated the initiative and extended their support on promoting and implantation of PMVY RPL project in their representative area.



SCMS Representatives during Meeting with Mining Engineering India Association

Recognition to Prior Learning(RPL) Training Program at NLC India

Two six days RPL programs for Mine Welder and Mine Electricians were conducted at NLC India Ltd at their Learning and Development Center from 9th December, 2019 to 16th December, 2019.

The RPL Mine welder course was attended by 30 participants. The course was inaugurated on 9th December, 2019 by Mr Shanmugasundaram, Chief General Manager L&DC and was attended by Mr I.Nedumaran, Mr K.Pandian and Mr T.K. Goswami . The Mine welder course was conducted in line with the National Occupational Standards and was very much appreciated by one and all on the concluding session on 14th December. The faculties were appreciated by the participants and Senior authorities for their efforts in conducting the course in a planned manner. The assessment was conducted on 14th December, 2019 and all the thirty participants appeared for the same.

The participants expressed their gratitude to the NLC management for arranging this course and requested for the same to be extended to all the employees of their organization. Mr Shanmugasundaram CGM assured the participants that this course will be extended to all the welders including the welders of their Thermal Power Plants.

The second batch in the trade of Mine Electricians started on 16th December, 2019 and was inaugurated by Mr. B.S. Sukumar, Chief General Manager, Electrical and was attended by Mr. K. Pandian and Mr T.K. Goswami. The course was attended by thirty participants. This course was conducted in line with the National Occupational Standards by IISD's faculty. The assessment of the participants was on 21st December, 2019 and all the thirty participants appeared for the same. The course concluded on 21st December, 2019 after the assessments and was attended by Mr T.K. Goswami and Mr. K. Pandian.

The participants appreciated the course and requested that this course to be extended to all the employees working on Electrical installations at their organization. Mr T.K. Goswami assured that this course will be extended to all the employees and advised the participants to share their knowledge gained with others to spread their knowledge further.

Both the courses were very well accepted and appreciated by the participants and they look forward to many more such programs in future.



Placement Drive/ Rozgar Mela at Surat, Gujarat

Skill Council for Mining Sector (SCMS) participated in Rozgar Mela at Surat, Gujarat organized by National Skill Development Corporation (NSDC) on 14th December, 2019.

Shri C. R. Patil Ji, Hon'ble Member of Parliament, Navsari & Chairperson, House Committee Lok Sabha graced the occasion as the Chief Guest.

Rozgar Mela was organized at **Nilgiri Ground, Near Nilgiri Circle, Devadh Road, Limbayat, Udhna, Surat (Gujarat)**. Along with Rozgar Mela counselling camp was also conducted at the venue to create awareness on resume writing, interview skill, job opportunities, career guidance, etc.

More than 40 companies from various sectors like BFSI, Power, IT/ITES, Manufacturing, Hospitality, Construction, Plumbing etc. participated in the Rozgar Mela to hire candidates. Randstad India Pvt Ltd and HMHR Solution represented SCMS in Rozgarmela to hire candidates for two Government Bank. Total 60 candidates were shortlisted for the position of Relationship Manager – Credit Card by two two participating employers.

HZMA (Hindustan Zinc Mining Academy) JDO Assessment

Skill Council for Mining Sector (SCMS), Hindustan Zinc Limited (HZL) and Indian Institute of Skill Development (IISD) signed a tri-partite agreement to implement a 24 months training program for creating a pool of day one job ready skilled workforce for mining industries in the job role of Jumbo Drill Operator (JDO). HZL is financially supporting this residential training program as a part of their CSR initiative.

In line with above SCMS carried out 8th and last course qualifying quarterly assessment of JDO-VI batch from 15th of December 2019 to 19th of December 2019 at S K Mines, Railmagra for 21 candidates. Due to high level of commitments by all the stakeholders to produce day one job ready skilled workforce meeting the global productivity benchmarks, a robust assessments mechanism is followed with practical demonstrations on equipment at both underground and surface levels. The extensive assessment process covers a maximum of 5-6 candidates' assessments per day by a panel of Assessors. The panel includes an Operator Assessor, a Supervisor Assessor and a JDO expert representative from HZL.



SCMS-HZMA Trainees during Assessment

All the 21 trainees qualified the assessments. The assessment included practical demonstration on Jumbo Drill covering both operational and maintenance aspect. A campus placement drive was also organised for these successful candidates on 30th December, 2019 and 15 candidates were offered jobs by 2 participating employers. Next drive to place the remaining candidates shall be planned in the month of January, 2020.

Training of Trainer (TOT)

Trainers 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 and consistency across all the programs conducted by the various trainers, the TOT programs have been designed for ten days, out of which six days are dedicated to platform trainings, two days are for domain orientation and one day each for domain and platform assessments. In order to create a pool of competent and certified Trainers across all mining states on various mining job roles for all the training programs, SCMS conducted a series of TOT programs.



Glimpses of Training during TOT Program

Following are the series of TOT programs conducted during the month of December, 2019 -

S. No.	Location	Date	No. of Participants	Total Certifications	Job Roles
01.	New Delhi, Delhi	28-11-19 to 07-12-19	47	94	Bulldozer Operator, Driver Special Vehicle
02.	Gurgaon, Haryana	02-12-19 to 11-12-19	10	10	Dumper/ Tipper Operator HEMM Mechanic
03.	Bhubaneswar, Odisha	09-12-19 to 18-12-19	23	10	Jack Hammer Operator Loader Operator
04.	Bhilwara, Rajasthan	11-12-19 to 20-12-19	15	09	Mechanic / Fitter Mine Electrician Mine Welder
05.	Railmagra, Rajasthan	12-12-19 to 21-12-19	12	13	Ore Processing Operator Wiresaw Operator
Total			107	136	Multiple Certifications



Glimpses of Training during TOT Program

Meeting of Hon'ble Minister of Skill Development and Entrepreneurship, Dr. Mahendra Nath Pandey with SSC Chairpersons and CEOs

A meeting was held under the Chairmanship of Hon'ble Minister of Skill Development and Entrepreneurship, Dr. Mahendra Nath Pandey at on 23rd December, 2019 at Taj Palace, Sardar Patel Marg, New Delhi to discuss the vision for the Sector as well as future plans in tandem with the Ministry Vision for 2025. Hon'ble Minister of State Skill Development and Entrepreneurship, Shri R K Singh, Secretary MoSDE, Dr. K P Krishnan, Joint Secreatay MoSDE, Shri K C Gupta and Ms Sunita Sanghi, Senior Advisor MoSDE were also present to share their views.



The meeting saw all the Chairpersons and CEOs of the various Sector Skill Councils (SSCs) sharing their views and suggesting the way forward in their respective sector. Mr. Ravindra Singh COO, SCMS updated the gathering on the initiatives taken in mining sector in the last few years.

SCMS Highlights: 2019

Participation of Skill Council for Mining Sector (SCMS) at Global Skill Summit 2019, Ranchi, Jharkhand

Government of Jharkhand has hosted "Global Skill Summit 2019" on 10th January, 2019 for Strengthening Skilling, Employability and Industrial Development in Jharkhand.

In its endeavor to promote employability and entrepreneurship among its youth and to provide a focused platform to the concerned stakeholders from industry, government and key international trade

representatives, the Government of Jharkhand (GoJ) organized this initiative. To ensure greater convergence of stakeholders, GoJ's Jharkhand Skill Development Mission Society (JSDMS) organized its flagship programme, "Global Skill Summit 2019" on 10th January, 2019 at Birsa Munda Athletic Stadium, Khelgaon, Ranchi, Jharkhand.

Hon'ble Governor of Jharkhand Smt. Draupadi Murmu, was the chief guest in this one-day Global Skill Summit, 2019 which was also attended by Honorable Chief Minister of Jharkhand Shri Raghubar Das. Shri Dharmendra Pradhan, Hon'ble Minister for Petroleum and Natural Gas, Skill Development and Entrepreneurship and other senior officials of Jharkhand Government, industry leaders, international representatives from 17 countries were also present at the occasion attended by a large number of skilled youth who got job offers.



Mr. Ravindra Singh, COO, SCMS attended the event.

The mega event also witnessed a parallel Skill Exhibition at the venue by various Sector Skill Council (SSC) and various training partners.

Skill Council for Mining Sector (SCMS) actively participated in the event and setup its stall in Skill Exhibition.

SCMS exhibition stall drew large nos. of visitors who were curious about the displayed equipment and cleared their queries. Visitors enquired about career opportunities in mining sector and various trades available with SCMS for training. Training Partners and Assessment Agencies also visited Stall and showed their interest to become partners with SCMS.

SCMS exhibited splendid display of two instrument categories: 1. Mine Survey Instruments and 2. Mine Mechanical Services Instruments. SCMS showcased mine survey equipments ranging from “**Ancient mine-survey equipments**” to latest “**Laser survey**” equipments demonstrating the history of evolution of Mining Survey equipment in India.

Tata Steel supported SCMS in setting of the Exhibition stall. Tata Steel officials Mr. Abhay Chaudhary, Sr. Manager (Training) and Mr. Priya Brata Mishra, Sr. Manager (Survey) along with other team members from Noamundi Mines, Jharkhand participated in Skill Exhibition and interacted with visitors at stall.

Honorable Chief Minister of Jharkhand, Shri. Raghubar Das visited the SCMS's Stall and appreciated the exhibition set-up.

Exhibition was highly appreciated by all participant. SCMS's stall got media coverage in Times of India.

22nd Governing Board Meeting of Skill Council for Mining Sector

The 22nd Meeting of the Governing Board(GB) of Skill Council for Mining Sector (SCMS) was held at FIMI House on 15th January, 2019. The meeting was chaired by Shri N K Nanda, Chairman, SCMS and Director Technical, NMDC Limited.

Mr. Alok Chandra, Economic Advisor - Ministry of Mines, Mr. Arvind Singhal, Managing Director Wolkem India Limited, Mr. Dominic Dungdung, Deputy Secretary, Ministry of Coal and other members participated in the meeting.

The Chairman welcomed the members to the 22nd GB meeting of SCMS. In his opening remarks, he stated that last quarter has seen an increased interface with the mining states like Jharkhand, Karnataka, Maharashtra, etc. The industry is also showing increased interest in long term sustained training programs. He specified the importance of placement and appreciated the efforts of SCMS on actively organizing and participating in the Job Fairs across India.



Governing Board Meeting

2nd meeting of Common Norms - Sub Committee

The 4th meeting of common norms Sub Committee was held under the chairmanship of Secretary, MSDE on 16th February, 2018, where it was discussed that whether basic courses of level 1 & 2 should be kept out of the purview of common norms. For detailed deliberations on the issue, it was decided to constitute a sub-committee under the chairmanship of Principal Secretary, Labour Resources Department cum CEO Bihar Skill Development Mission, Government of Bihar. The sub-committee was to also deliberate upon the issues related to RPL and bridge courses in case of common norms.

The 2nd meeting of Common Norms-Sub Committee was held at National Skill Development Corporation office on 31st January, 2019. The meeting was chaired by Dipak Kumar Singh, Principal Secretary, Labour Resources Department cum CEO Bihar Skill Development Mission, Government of Bihar. Representative from all SSC, NSDC, JSMD, NIFTEM, UPSDM, NSDA. Mr. Ravindra Singh, COO, SCMS participated in the meeting.

The recommendations of the Sub Committee will be released soon.

FICCI Skill Committee Meeting 2019

The first meeting of the year for FICCI Skill Committee was held on 7th February, 2019, at Federation House, FICCI, New Delhi. The committee is now chaired by **Mr Bijay Sahoo**, President-HR, Reliance Industries and Co-Chaired by **Ms Nivruti Rai**, Country Head, Intel and **Mr. Vikramjit Singh Sahney**, Chairman, Sun Group. **Mr. Mohandas Pai**, Chairman, Manipal Global Education, will be the **Honorary Advisor** for the committee. The committee deliberated on a number of topics and the following points were discussed in detail.

- Providing a platform for policy advocacy and influencing reforms pertinent to the industry needs
- Creating sustainable linkages between Industry and Skill Service Provider
- Facilitating networking and knowledge sharing between national and international partners
- Promoting collaborative ventures in academic exchanges, industry oriented research/ consultancy and value added services

Mr. Ravindra Singh, COO Skill Council for Mining Sector participated in the discussions and highlighted the challenges in skill development and apprenticeship programs in mining sector.



FICCI Skill Committee Meeting

Visit of Queensland Government's Resources Investment Commissioner

Ms. Caoilin Chestnutt, Queensland Government's (Australia) new Resources Investment Commissioner along with Mr. Gitesh Agarwal, TIQ's (Trade & Investment Queensland) Commissioner called on Mr. R.K. Sharma, Secretary General, FIMI on 20th February, 2019 with regard to seeking investments to Queensland, to secure new business opportunities across the industry's value chain. Mr. B.K. Bhatia, Joint Secretary General, FIMI, Mr. Ashis Dash, CEO, SMI and Mr. Ravindra Singh, COO, SCMS were also present during the meeting.



Queensland Government's Resources Investment Commissioner visited FIMI House

9th World PetroCoal Congress 2019 New Delhi, India

The 9th World PetroCoal Congress 2019 was held from 15-17 February, 2019 at New Delhi, India. Mr. Ravindra Singh, COO SCMS was invited for the Plenary Session on **“Skill Development & Talent Management in the Petro-Coal Sector”**. The PetroCoal Congress saw participation by a number of eminent Speaker from the Petroleum, Coal and Gas sector and a wide range of issues were discussed. The 3^{-day} event saw the release of Background Paper prepared by EMPI Institute and conferring of a number awards on various achievers from the Petro Coal and Gas sector.

During the Plenary session **“Skill Development & Talent Management in the Petro-Coal Sector”** Mr. Ravindra Singh took up the discussions on the impact of Industrial Revolution 4.0 and technological advancement on employment generation. The session was engaging and interactive with a number of members from audience participating in the discussions.

Meeting with Manganese Ore India Limited

A team from SCMS led by Mr. Ravindra Singh, COO, SCMS had a meeting with Ms. Usha Singh, Director (Human Resource) and other officials of Manganese Ore India Limited (MOIL) on 21st February, 2019 at MOIL headquarter, Nagpur. During the meeting its was envisaged that MOIL is planning to set-up it's a Centre of Excellence and plans to start the first batch of training in the trade of Mining Mate, with subsequently Mine blaster and other trades to follow. MOIL also agreed to adopt 5+1 days training program which is popularly known as Upskilling, Refresher and Certification(URC) program for its own employees.

Meeting with National Institute of Miners' Health (NIMH)

National Institute of Miners' Health (NIMH), an autonomous Institute under Ministry of Mines, Government of India, conducts applied research in occupational health and hygiene and specializes in providing technical support services to mining and mineral based Industry with special reference to metalliferous sector and endeavors for safe mines and healthy miners through research & development.

Mr. Ravindra Singh, COO, SCMS and Mr. Bikram Sahu, Head Content Development, SCMS had a meeting with Dr. Sarang Dhatrak, Assistant Director, NIMH at JNARDDC Campus, Nagpur on 22nd February 19. Dr. Dhatrak shared that there is a lack of awareness about occupational diseases among workers in unorganized sector like stone and small mine quarries. He strongly expressed his view about the need of training in this regards. SCMS informed that it is already working on this issue by providing basic personal protective equipment like hamlet, 2 sets of dust mask and an earplug to every candidate trained under PMKVY - SCMS umbrella.

Meeting with Western Coalfield Limited, a Subsidiary of Coal India Limited

To take-up the upskilling, refresher and certification program with WCL Mr. Ravindra Singh, COO, SCMS along with Mr. Bikram Sahu, visited WCL headquarter on 23rd February 19. During the visit the team met Mr. Nitin Saxena, Sr. Manager, HRD and Mr. Sriram Vemulakonda, GM, HRD and briefed about the URC training program. The details and training modalities were discussed in presence of Mr. Sanjay Kumar, Director Personnel, WCL.

Meeting with BGR Mining & Infra Pvt. Ltd.

To encompass all stakeholders in the mining eco-system, Skill Council for Mining Sector has started reaching out to large contractors of PSU and Large Private mining companies. In a step towards this SCMS held a meeting with BGR Mining & Infra Pvt. Ltd., one of the major contractor in opencast mining in both coal and metal sector. Mr. Y V Rao, CEO BD & SF, BGR Mining and Nikhil Kumar Aremanda, EA to Director, BGR Mining welcome the SCMS team led by Shri Ravindra Singh, COO, SCMS. During the meeting a brief on the silent points of NSQF notification and skill ecosystem was highlighted. Mr. Aremanda requested SCMS to design a training module on reducing the fuel consumption in their HEMM used at mines.

Meeting with Neyveli Lignite Corporation

Neyveli Lignite Corporation (NLC) is planning on rolling out trainings aligned with NSQF guidelines and towards this would like to work with SCMS. A workshop on this was organised at the Learning & Development Centre NLC on 27th February, 2019. The meeting was attended by the various officers from the VTCs and the Officers from the mines of NLC. The meeting was chaired by Mr. S Shanmugsundaram, General Manager L&D, NLC. Mr. Ravindra Singh COO, SCMS and Mr. Bikram Sahoo Head Curriculum, Content Development participated in the workshop. Mr. Ravindra Singh shared the complete Skill Development eco-system in India with the participants and highlighted the importance of NSQF notification and its guidelines. The discussions were moderated by Dr. Vishnu Kumar, DGM L&D.

Post the workshop, the L&D Team from NLC and SCMS called on Mr. Hemant Kumar ED (Mines), NLC and updated him on the discussions and the planned way forward.



Meeting with Chairman cum Managing Director, Coal India Limited

Mr. N K Nanda, Chairman SCMS and Director(Technical) NMDC Limited and Mr. Ravindra Singh, COO SCMS call on Mr. Anil Kumar Jha, CMD, Coal India Limited on 28th February, 2019 and updated him on the activities of Skill Council for Mining Sector. The details of the productivity linked long term training program under SCMS being conducted at Hindustan Zinc Mining Academy (HZMA) was shared by Mr. Ravindra Singh along with the pilot Upskill cum Refresher Training and Certification (URC) done at Northern Coalfields Limited (NCL). Mr. S K Singh, Chief Manager (Excavation and HRD), CIL also participated in the discussions.

Khetri Copper Complex Inauguration of Winding Engine Driver Program

Khetri Copper Complex (KCC) is now planning to train candidates in the Trade of Winding Engine Drivers at Khetri Copper Complex under their CSR Initiatives. Towards this, a MOU was signed on 29th January, 2019 between HCL, Khetri Copper Complex and Skill Council for Mining. The training of a batch of 30 candidates was inaugurated by Mr. Smarajit Dey, GM KCC and by Mr. Ravindra Singh, COO, SCMS in presence of Mr. S K Mishra, AGM, Hrd, K P Bisoi, AGM, HR and other Senior Officers of KCC on 26th March, 2019.

The proposed duration of training program is 14 months comprising of theory and on-the-job training (12 months) at Khetri Copper Complex. The candidates successfully completing the training program will be able to appear for the statutory DGMS Winding Engine Driver examination. This program will help create a pool of Winding Engine Drivers for the mining industry and is a much sought after resource.



Glimpses of Inauguration of Winding Engine Driver Program at Khetri Copper Complex

Sustainable Mining Summit 2019, Bhubaneswar

FIMI organized the Sustainable Mining Summit from 11th – 12th April, 2019 at Hotel Mayfair Lagoon, Bhubaneswar, Odisha. Shri Sunil Duggal, President, FIMI, delivered the Welcome Address. Shri Sanjeev Chopra, Principal Secretary, Ministry of Industries, Government of Odisha and Chairman, Odisha Mining Corporation Ltd., Bhubaneswar inaugurated the Summit and addressed the participants. Shri T K Chand, Chairman-cum-Managing Director, NALCO Ltd. was Guest of Honor and also addressed the participants. The Vote of Thanks was delivered by Shri R L Mohanty, Senior Vice-President, FIMI in the Opening Session. Shri Shantesh Gureddi, Vice-President, FIMI delivered the Valedictory Address. The Summit was attended by more than 135 delegates and 18 Technical Papers were presented during the Summit. Mr. Ravindra Singh, COO SCMS participated in the summit and presented a paper on Future of Mining Jobs in India.

Human Resource and Skill Requirement Study – 1st PSC Meeting

The first Project Steering Committee (PSC) meeting for project on “Human Resource and Skill Requirement Study in Mining Sector” was held on 15th April, 2019 at Skill Council for Mining Sector (SCMS) office, New Delhi. The PSC was chaired by Shri Alok Chandra, Economic Advisor, Ministry of Mines. Mr. G S Bhati (General Manager, Coal India Ltd.), Mr. Ankan Mitra (Head-RA, Tata Steel Ltd.), Mr. B K Bhatia (Joint secretary General, FIMI), were the other members present during the meeting. The key objectives of the meeting were to define the scope of engagement, set priorities and seek suggestion on the approach to the project.

The committee suggested that the boundary for ancillary activity should be limited to activities taking place around the periphery of mining site including dispatch of materials. It should cover industry trend for domestic and international mining sector including impact of new technologies coming in.

It was also suggested that information be taken from employers and other industry stakeholders on existing Qualification Packs and whether any modification with reference to new technologies or process is required in the exiting curriculum, further to explore the requirement of new QP in line with evolving technologies/process at the mines should also be captured.

The committee advised the inclusion of broad components of Mine Opening, Mine Closure, Mine Reclamation and Environmental & Forest clearances influencing requirement in the mining sector as a part of the study. It was also decided during the meeting that primary study to involve Ministry of Steel and State Labour and Employment departments; and capture information related to percentage population that needs to be re-skilled in organized industry segments. The impact of current environment policy on account of mobilization of manpower from one mining cluster to other to be considered in the study. The members suggested that the study should also include compliances to laws applicable to labor migration, DMF/CSR funds utilization on skill development, MDOs and large contractors involved in mining. The study is planned to be completed and final report to submitted to SCMS within six months.

Rajasthan Skills and Livelihood Development Corporation consultative workshop with Sector Skills Councils

Rajasthan Skills and Livelihood Development Corporation (RSLDC) organized a one-day meeting with all Sector Skill Councils at RSLDC, Head Office, Jaipur on 16th April, 2019.

The meeting was in line with RSLDCs plans to prepare the road map of FY 2019-2020, to improve quality of trainers, facilitation in placement and initiation of activities for promoting NAPS in the State. The meeting was Chaired by Mr. Naveen Jain, Chairman RSLDC and Secretary SEE, Government of Rajasthan. A number of stakeholders from the skill ecosystem were present in the meeting.

Mr. Ravindra Singh COO, SCMS shared the activities of the Council in Rajasthan particularly the projects with HZL and HCL, Khetrinagar. He also shared that the Rajasthan hosts a large number of minor mineral leases which employ about 2-3 lakhs persons and the rolling out of RPL for these workers will enable them to get a formal certificate in their respective trades and help create awareness on health and safety in mining operations.

HZMA (Hindustan Zinc Mining Academy) – Project Monitoring

SCMS has set up a separate cell for monitoring of the projects at ground. The cell members visit various training center under the project monitoring activity against agreed deliverables and quality measures. During the visit the quality of each pre-identified parameter is measured and compared with the benchmarks or standards defined at the inception of the project. Team also looks for any value add or suggestions to further improve the quality. Both NSDC and HZL have appreciated this quality effort of the SCMS.

SCMS carried out the monitoring activity for its HZMA project covering all its three centers from 22nd April, 2019 to 24th April, 2019.



The monitoring report has been prepared and shared with the respective stakeholders for taking necessary corrective actions to ensure adherence to the expected levels of standards.

23rd Governing Board Meeting of Skill Council for Mining Sector

The 23rd Meeting of the Governing Board of Skill Council for Mining Sector (SCMS) was held at FIMI House on 29th April, 2019. The meeting was chaired by Shri N K Nanda, Chairman, SCMS and Director Technical, NMDC Limited.

Mr. Alok Chandra, Economic Advisor - Ministry of Mines, Mr. Pushpender Gaur, Deputy COM, Indian Bureau of Mines, Mr. P K Singh, Director, Central Institute of Mining and Fuel Research and other Industry & NSDC representatives participated in the meeting.

The Chairman welcomed the members to the 22nd GB meeting of SCMS. In his opening remarks, he stated that the year 2018-19 has been very progressive for Skill Council for Mining Sector (SCMS). He further mentioned that SCMS is doing well in Jumbo Drill Operator training in Hindustan Zinc Mining Academy with an achievement of over 90% employment to the successful trainees. He also appreciated the SCMS's operational mechanism and new version of rules and responsibilities.



Meeting of Governing Board of SCMS

Visit of SCMS-Chairman to Hindustan Zinc Mining Academy (HZMA)

During the visit of Hon'ble Minister for Skill Development and Entrepreneurship at Hindustan Zinc Limited, Udaipur in June, 2016, the challenge of shortage of skilled workforce in the mining sector in India, especially underground mining, was discussed. In response to that challenge, and as part of its Corporate Social Responsibility, HZL decided to support the building of skilled HEMM and Jumbo Drill Operators in the country, especially Rajasthan. It was emphasized all such trainings should be aligned to National Skill Qualification Framework (NSQF) and certification done as per NSQF levels.

Under the same efforts, Skill Council for Mining Sector (SCMS) is running a 24 months Jumbo Drill Operator (JDO) training program with Hindustan Zinc Limited (HZL) and Indian Institute of Skill Development (IISD) for creating a pool of day one job ready, global benchmark, skilled and proficient workforce for mining industries. The program was rolled out in Oct 2016 at Hindustan Zinc Mining Academy, an institute created for this purpose only. HZL is financially supporting this residential training program as a part of their CSR initiative.

Candidates are sourced through advertisements in local newspapers, radio jingles and community mobilization campaign in Rajasthan. Approx. 120 candidates are chosen for each batch for this residential program involving soft skill training, St. Johns first aid training and LMV/ HMV training in the first three months. This is followed by theory classes and progressively moved onto the training on Jumbo Drill through simulators with increasing component of on the job training at workplace. The candidates are assessed by trainers on weekly and monthly basis and quarterly independent assessment are carried out by Skill Council for Mining Sector.

Two batches of Jumbo Drill Operators and one batch of Winding Engine Operator/ Bellman have been completed so far. All the batches saw a huge response from the industry with independent mining contractors participating in the campus placement. The placement percentage for these courses has been more than 98%. The salaries offered are in the range of 3,20,000 to 3,77,000 making this program one of the highest paying in the Skills Development eco-system in India and highest in mining sector. Basis the response to the first and second batch of training under SCMS, a third batch of JDO was planned, which started in Jan 2018 and had huge response with more than 7000 people applying for 120 seat, clearly showing that Skill Development Programs are progressive becoming aspirational.

To see the progress of current batch of Jumbo Drill Operator, Chairman-SCMS, Mr. Narendra Kumar Nanda along with COO-SCMS, Mr. Ravindra Singh visited the academy on 11th and 12th of June, 2019. Mr. Nanda and Mr. Singh met Mr. Sunil Duggal, CEO and Whole Time Director and Mr. Laxman Shekhawat, Director Operations to discuss the project and way forward on same. Mr. Nanda and Mr. Singh also met other Senior officials of HZL, Ms. Neelima Khetan - VP and Group Head CSR, Ms. Kavita Singh - Chief People Officer, Mr. BRS Reddy - Associate Vice President (Operations), Mr. Sanjay Sharma – AVP (HR and Strategic HR Project), Mr. Ravi Gupta - Head Skill Development.

Mr. Nanda and Mr. Singh also visited SK Mines at Dariba, Railmagra and reviewed the underground 'On the Job' trainings of the Jumbo Drill Operators in the current batch. The underground visit was facilitated by Mr. Rajeev Bora – IBU Head, Mr. Sanjay Sharma – Unit Head, Mr. Sanath Kumar – Mine Manager, and Mr. Chetan Singh – Associate Manager – Manager (Safety).

Post visit to underground mine visit, Mr. Nanda visited the Vocational Training Centre (VTC) to see the quality of training on Simulator. Mr. Nanda also visited the Rescue Training Lab and Mine gallery at the VTC premises.

During later part of the day Mr. Nanda visited Hindustan Zinc Mining Academy, Railmagra Centre, where he was shown the facilities available in Class Rooms and Hostel. He was also briefed about the SIMLOG trainings happening at Centre. Mr. Nanda saw the hostel and mess facilities and appreciated the cleanliness and hygiene of the premises.



Some Glimpses of SCMS-Chairman visit to Hindustan Zinc Mining Academy

This program was featured on National Television and saw coverage in 2 episodes of Hunnarbaaz 158 & Hunnarbaaz 159. Both the episodes were widely covered and appreciated by all.

HCL - Project Steering Committee Meeting

The 1st meeting of the Project Steering Committee (PSC) was held on 17th June, 2019 at Khetri Copper Complex (KCC), HCL, Khetri Nagar, Rajasthan. The meeting was chaired by Shri Smarajit Dey, GM, KCC Unit and in presence of Sh. Shree Kumar, GM, KCC, HCL, Sh. Ravindra Singh, COO, SCMS, Sh. G. D. Gupta, DGM, KCC, Sh. P. Bhattacharya, AGM, KCC, Sh. H. C. Dahiya, IISD and Sh. Mukesh Parihar, SCMS. The Chairman welcomed the PSC members and requested them to actively contribute in implementing the skill development training programs of HCL. IISD updated all members about the Winding Engine Operator/Driver training program that all 28 trainees have completed their Classroom training and have undergone vocational training. At present, the trainees are divided into two groups and have been sent to Kolihan and Khetri Mines for OJT. In addition, the trainees have been divided across three shifts for better hands-on experience on winding Engine operation.

Meeting with MOIL

After successfully completing RPL and short-term training program in last financial year, a meeting between Skill Council for Mining Sector (SCMS) & Manganese Ore India Limited (MOIL) at Moil Bhavan, Nagpur on 19th June, 2019. Smt. Usha Singh, Director (HR), MOIL, Shri. C.B. Atulkar, GM (Mines), MOIL, Smt.

Ujwala Abhyankar, Sr. Manager (HR), MOIL, Shri. Ravindra Singh, COO, SCMS and Shri. Mukesh Parihar, SCMS present in the meeting. During the discussion, Smt. Ujwala Abhyankar, Sr. manager (HR) appreciated the training done in last financial year under the flagship of SCMS. Moil has shown interest to initiate new training projects with SCMS in this financial year.

Governing Board Meeting of “Khananmitra Suraksha Samiti” of DGMS

Skill Council for Mining Sector was invited by Directorate General of Mines Safety (DGMS), western Zone to be a member in GB meeting of “Khananmitra Suraksha Samiti”. The 1st General Body Meeting of the “Khananmitra Suraksha Samiti” was held on 20th June, 2019 at MOIL auditorium, Nagpur. The meeting was chaired by Shri. R. Subramanian, DDG, Western zone. On behalf of SCMS, Mr. Ravindra Singh, COO participated and presented a paper on skill eco-system in India. He further explained that SCMS creates awareness on worksite Health & Safety by training workers in Health & safety NOSs for Surface working, Open Cast working, underground working. The meeting was attended by 110 industries members along with senior members of DGMS.

Post meeting, Shri. R. Subramanian, DDG, Western zone appreciated the effort of SCMS for improving the skilling in mining sector. He also invited and requested SCMS to present a live demonstration of **Safety Learning App** during the launching seminar of Khanan-Mitra App, which will be held on 19th July, 2019 at WCL, Sanstriti Bhawan, Nagpur.

Skill East Summit 2019

The Skill East Summit 2019 organized by Confederation of Indian Industry (CII) at Bhubaneswar, Odisha on 22nd June, 2019. It provided a definitive platform to discuss various aspects related to skill development. The theme of the summit “Future skills, Entrepreneurship and Networking” reflected in the core message from all the speakers and it helped in initiating a discussion around many critical issues in skilling present and future workforce in the eastern region. The presence of many industry members and active engagement with the participants showed that skilling for future and entrepreneurship needed deeper discussions and continuous interaction. Emphasising the fact that skill and knowledge are growth drivers, the speakers in the inaugural session delved into many issues such as scalability, quality and the need for inclusivity in various initiatives from the government and the private sector. With reference to the richness of Odisha in terms of human capital and natural resources such as iron ore and bauxite, the highlight on the state drew attention to how skilling can transform the mining industry. A presentation from ORMAS demonstrated their positive impact in transforming the lives of rural youth through DDU-GKY. CII Eastern Region has been playing a crucial role in impacting the evolving skills and entrepreneurship ecosystem in the region by facilitating dialogue among the industry members, the government, the academia and the vocational training partners. Some of the key points from the session:

- Economic activities in the region need skills and more trades to meet the diversity
- Quality of training needs to be improved and industry and academia have to work closely
- Fast changing technology demands continuous skilling in many job roles
- Being blessed with natural resources and a long coastline, Odisha should create new job opportunities for the youth through MSMEs
- Reduce migration by creating aspirational jobs for youth in their region
- Industry involvement and participation in supporting entrepreneurship and offering demand driven skill based training

Mr. Ravindra Singh, COO SCMS participated in the Session on ‘Skilling in Mining Sector’ as a Panelist at the Summit & shared the opportunities in Skill Development in Mining Sector and activities of SCMS.



Panelist During Session on ‘Skilling in Mining Sector’

24th Governing Board Meeting of Skill Council for Mining Sector

The 24th Meeting of the Governing Board of Skill Council for Mining Sector (SCMS) was held at FIMI House on 26th June, 2019. The meeting was chaired by Shri N K Nanda, Chairman, SCMS and Director, NMDC Limited.

Mr. M Chandra Das, DDG-DGCO, GSI, Mr. S Shanmuga Sundaram, GM Learning & Development Neyveli Lignite Corp. Ltd., Col. Arun Kumar Chandel, Head- SSC Governance, NSDC, Mr. T.R. Gupta, AVP-Corporate Affairs Hindustan Zinc Limited, Mr. Apoorv Shukla, Sr. Manager-RA, Tata Steel Ltd. and other Industry representatives participated in the meeting.

The Chairman welcomed the members to the 24th GB meeting of SCMS. In his opening remarks he welcomed Dr. Mahendra Nath Pandey taking charge as Cabinet Minister for Skill Development and Entrepreneurship (MSDE) and Shri. Raj Kumar Singh taking charge as Minister of State for Skill Development and Entrepreneurship.

Mr. Nanda further stated that there is a renewed focus of the New Government toward Skill Development and employment generation. Towards this Minister of Skill Development and Entrepreneurship (MSDE) is increasingly concentrating on broad basing the apprenticeship program. Mr. Nanda requested support of the Industry to facilitate apprenticeship which would increase employability of the workforce and create a skilled and experienced worker for the industry. Mr. Nanda informed board members that MSDE has appointed of CEO-SCMS as Joint Apprenticeship Advisors and delegated the related powers. Now, SCMS has the authority to approve the training center and prepare new optional trades as per industry requirement and to roll out apprentice trainings in the same.

After the opening remarks, chairman requested Mr. Ravindra Singh, COO-SCMS to take forward the meeting as per the agenda. Mr. Ravindra Singh, welcomed the board members to the meeting and presented the agenda.



Meeting of Governing Board of SCMS

Human Resource and Skill Requirement Study – 2nd PSC Meeting

The second Project Steering Committee (PSC) meeting for project on “Human Resource and Skill Requirement Study in Mining Sector” was held on 26th June, 2019 at Skill Council for Mining Sector (SCMS) office, New Delhi. The PSC was chaired by Shri Alok Chandra, Economic Advisor, Ministry of Mines. Mr. Akshaydeep Mathur, Secretary General, FMAR, Mr. D N Parida, CGM and Agent, Rungta Mines, Mr. Arun Kumar Chandel, Head SSC Governance, NSDC, Mr. Apoorv Sharma, Sr. Manager-RA, Tata Steel Ltd., Mr. B K Bhatia, Joint secretary General, FIMI, were the other members present during the meeting. The key objectives of the meeting were to review the progress of the project.

As part of the agenda, PwC briefed the committee about the progress of the project in terms of the deliverables achieved so far against the key milestones agreed as per MOU. The ‘Action Plan’ with Schedule and ‘Sampling Plan’, Industry Overview and Labor Market Trends and ‘Situation Analysis for Critical Success factors of SCMS’ documents were submitted by PwC before PSC for necessary review and approvals. The PSC reviewed and approved all the documents. However, PSC was of the opinion to elaborate the study coverage from 25 minor mineral clusters to all the 75 minor mineral clusters and asked PwC to submit a revised plan for covering same.

The study is planned to be completed and final report to submitted to SCMS within six months. The report shall also suggest the action plan for SCMS for 2019-20, 2020-21 & 2021-22.

Demonstration of “Khanan Suraksha” app based safety game developed by SCMS to DGMS

Digital Game Based Learning (DGBL) is emerging a strong learning tool for the trainee and towards this SCMS has developed a safety training game for the operator level workers. DDG West Zone invited to SCMS to the General Body Meeting of the Khananmitra Suraksha Samiti at Nagpur on 20th June, 2019. Post meeting and detailed discussions, DDG West Zone has requested SCMS to participate in their Seminar for Launching of the Khananmitra App and has asked SCMS to share the details of this Digital Game Based Learning App “**Khanan Suraksha**” and also to demonstrate the same to the audience.

SCMS participated in the launching event on 19th July 2019. The demo version of “**Khanan Suraksha**” safety app developed by SCMS was also shared at same platform. More than 180 mobile user downloaded the app and played the game. DGMS and the participating industry members has found this safety training app of SCMS to be an innovative means of expanding the safety training across the mining sector and is willing to support this initiative of SCMS.

At the end of seminar prizes were distributed to top scoring players of “Khanan Suraksha” app.



**Prize distribution to scoring Players
“Khanan Suraksha” App**

First-Aid Training Program for HCL Project

A MoU was signed on 29th January 2019 between Skill Council for Mining Sector and HCL, Khetri Copper Complex for training program in trade of Winding Engine Operator/Driver. The Duration of this training program is 14 months including classroom with respect mine vocational training and On-Job-Training. The Winding Engine Operator/Driver batch started on 26th March, 2019.

The all 28 trainees of Winding Engine Operator/Driver (WEOD) training program of Hindustan Copper Ltd, KCC are undergoing On-Job-Training in two groups at Kolihan and Khetri Mines. An emergency situation can arise anywhere at any movement, and having first aid training can mean the difference between life and death.



On 8th-9th July 2019, SCMS organized First-Aid training program with the help of Red Cross Society at Khetri Complex for Winding Engine Driver Operator batch. The First aid is the first assistance or treatment given to a casualty or a sick person for any injury or sudden illness before the arrival of an ambulance, with qualified paramedical or medical person or before arriving at a facility that can provide professional medical care. In this training, the candidates are trained to give First-Aid as per prescribed procedure. In this program, 26 candidates participated and they were awarded Certificates.

SCMS Visit - 53rd Annual General Meeting of Gujmin Industries Association

Mr. Ravindra Singh, COO SCMS was invited by Shri P N Rao, President Gujmin, to attend the 53rd Annual General Meeting of Gujmin Industries Association, Gujrat on 12th July, 2019 at Ahmedabad. The panel discussions during the meeting had eminent speakers from the Industry, Government Establishments and Academia. During the meeting a number of issues were deliberated. Mr. Ravindra Singh shared the activities of SCMS with the members present and requested the industry to support the skill development initiatives in Gujrat in terms of facilitating on the job training for the fresh candidates being training in the mining sector.

On the side lines Mr. Ravindra Singh and Mr. P N Rao also discussed the way forward for international Centre for Excellence in Mining – iCEM.

Unnat Kushalta ki aur - a CSR initiative of Metso India Pvt. Ltd

The Pilot batch under “Unnat Kuashalta Ki Aur-a Metso CSR initiative” training program was completed on 11th August 2019. The pilot batch was started with 34 trainees on 12th February 2019 in the trade of Ore Processing Operator. The training program was planned for 6 months in two segments i.e. 2 Months Classroom training at Gurugram and 4 Months On-The-Job Training at Crusher Sites near Neem Ka Thana, Rajasthan.

The program was completely residential to enable all round development. The training was delivered with helping a number of learning tools such as technical classroom session, group discussion, videos, simulation and on-site hands on training at multiple crusher site. Periodic monitoring and assessment was carried out by SCMS. Further, SCMS organized 2 Days First-Aid training program with the help of Red Cross Society. All candidates participating in the program were certified.

The final Assessment of batch was carried out by SCMS on 25th July, 2019. The assessment was conducted in two phases, i.e. practical and theory assessment at Neem-ka-Thana and all 34 candidates passed the assessment and were certified.

To facilitate the job opportunities to the certified candidates a placement drive was organized on 3rd August, 2019 at Indian Institute of Skill Development Pvt. Ltd., Gurugram. M/S PROPEL Industries Pvt. Ltd., M/S Shri Ram Stone & Crusher Pvt. Ltd., M/S Puspender Jain, M/S Virendra Singh Rajput Buildcon participated in the Job fair. Till date 29 candidates have been placed with an average salary of Rs 22,500/ Month. All 29 candidates have joined the respective companies.

SCMS & Metso are planning for the 2nd batch of Ore Processing Operator at Vijaywada, Andhra Pradesh.

Visit of High-Level IDAN Team (Investment and Development Authority of Nagaland), Government of Nagaland

A High-Level team from IDAN, Government of Nagaland headed by Mr. Alemtemshi Jamir, CEO (State Cabinet Minister level) visited FIMI office on 7th August, 2019 and had detailed deliberations with regard to exploring the possibility of exploration and mining prospects in the state of Nagaland and to have collaboration with FIMI for preparing a detailed mining scheme including legislation framework. On behalf of FIMI, the team was led by Mr. R.K Sharma, Secretary General, FIMI. Mr M L Majumdar, IAS (Retd.) besides Mr. Pramod Tyagi, Additional Secretary General, Mr. B.K. Bhatia, Joint Secretary General, FIMI, Mr. Ravindra Singh, COO, SCMS and Mr. Ashis Dash, CEO, SMI were also present in the meeting.

Meeting with Annamalai University

Annamalai University has approached Skill Council for Mining Sector to initiate B.Voc (Mining) and apprentices training. To discuss the same Dr. R. Malathi Director, Centre for Skill Development, Annamalai University and Dr J. Krishnan, Dy. Director, Centre for Skill Development visited SCMS office on 29th August 19. The meeting was very fruitful and it was decided Annamalai University will join hand with SCMS by becoming training partner and take-up the training.

The B.Voc program in mining will be jointly developed by SCMS and Annamalai University for roll out.



Representatives of SCMS and Annamalai University during discussion

Meeting with Labour Commissioner and Secretary, Dept. of Labour, Government of Rajasthan and RSLDC Rajasthan

A team led by Mr. Ravindra Singh, COO-SCMS had a meeting with Mr. Naveen Jain IAS, Labour Commissioner and Secretary, Dept. of Labour, Government of Rajasthan and Dr. Mukta Arora, DGM, Rajasthan Skill and Livelihoods Development Corporation(RSLDC) on 5th September, 2019. During the meeting Mr. Ravindra Singh briefed that SCMS is conducting a study “Human Resource & Skill Requirements Study for Indian Mining Sector” for the period 2019-2025 through PriceWaterhouseCoopers, and would like to involve the various stakeholders from Rajasthan, like RSLDC, Labour and Employment Department, etc. Mr. Jain suggested that the survey team should also interact with external stakeholders concerned with the miners’ health and take their inputs.

Further, SCMS also shared the impact report of RPL training conducted for unorganized sector in Rajasthan in the FY 2016-17. The report highlighted the positive outcome of the program, both from the perspective of the workers and the mine owners and the Secretary requested SCMS to submit a formal RPL proposal to RSLDC with a district wise details for increasing the reach of the program and its benefits across Rajasthan.

Kaushalacharya Samadar – 2019

On the occasion of Teacher’s Day on 5th September, which is celebrated as a mark of tribute to Dr. Sarvepalli Radhakrishnan on his birth anniversary, Ministry of Skill Development and Entrepreneurship (MSDE) organized “**Kaushalacharya Samadar 2019**”, on 5th September, 2019, an event to recognize and honor the contribution of trainers and experts across the skill ecosystem. Dr. Mahendra Nath Pandey, Hon’ble Minister of Skill Development and Entrepreneurship graced the occasion as the guest of honor.

The first edition of the “Kaushalacharya Samadar “was dedicated to the commitment and hard work of the trainers who trained Team India for Worldskills-2019 in Kazan, Russia. It was their persistent effort which made India proud at the biggest international platform for skills.

Mr. Ashish Kumar from SCMS participated in the event.



Presenting award to Trainer



Trainers who trained Team India for WorldSkills-2019

Mining, Exploration Convention & Trade Show Mining Mazma 2019

FIMI organized Mining Mazma 2019 (9th in its series) from 12th – 14th September, 2019 at Bengaluru International Exhibition Centre (BIEC), Bengaluru. The Convention and Trade Show was inaugurated and addressed by Shri Pralhad Joshi, Hon’ble Minister of Mines, Coal and Parliamentary Affairs. Shri C C Patil, Hon’ble Minister of Mines and Geology, Government of Karnataka was Special Guest and also addressed the participants. Shri Pradeep Jaiswal, Hon’ble Minister of Mines, Government of Madhya Pradesh chaired the session on “Technology and Environment Issues in Coal Sector”. Shri Anil Mukim, Secretary to the Government of India, Ministry of Mines chaired the session on “Presentation by (Indian) State Governments and Interactive Session – How to make Indian Mineral Industry Globally Competitive”. Shri Sunil Duggal, President, FIMI delivered the Welcome Address. The Vote of Thanks was delivered by Shri R L Mohanty, Vice President, FIMI.

The Trade Show also had an exclusive stall on the theme of Sustainability, which provided a glimpse into the pioneering sustainability activities undertaken by mining companies all over India, especially for the stakeholders outside the mining industry. The stall had 7 leading mining companies who exhibited the exemplary work done by them in the areas of environmental protection and waste management, reclamation of mined out areas, unique socio-economic development initiatives for the surrounding communities and how mining has been improving living standards for the local population, etc. The Sustainability stall was widely appreciated by dignitaries and visitors and provided an effective platform to project the good work done by mining industry and improve public perception of mining.

During the Convention, 31 technical papers covering policy issues, investors perspective, exploration strategies and role of technology for efficient and safe mining operations were presented. The State Governments of Chhattisgarh, Gujarat, Jharkhand, Karnataka, Madhya Pradesh, Odisha and Rajasthan highlighted the investment opportunities in mineral exploration and mining in their respective states. The Convention provided a platform for investors, policy makers, mining companies and technologists both from India and abroad for exchange of ideas and sharing the developments in the mineral sector. The Convention was attended by more than 500 delegates and 85 exhibitors from across the globe. Trade show attracted more than 2100 footfall.

Skill Council for Mining Sector(SCMS) actively participated in the event and was supported by Nettur Technical Training Foundation(NTTF) for showcasing the Skill Development activities in Mining Sector in India.



Glimpses of Mining Mazma2019



The Convention and Trade Show inaugurated by Shri Pralhad Joshi, Hon'ble Minister of Mines, Coal and Parliamentary Affairs



Shri Pralhad Joshi, Hon'ble Minister of Mines, Coal and Parliamentary Affairs visited SCMS stall at Mining Mazma 2019

Workshop for SSC CEOs at Central Staff Training and Research Institute, Kolkata

Central Staff Training and Research Institute (CSTARI), Kolkata is an organization under Ministry of Skill Development and Entrepreneurship (MSDE). CSTARI develops outcome based curricula aligned to NSQF for various flagship schemes of DGT. To enable the SSC-ecosystem to leverage CSTARI, a visit by SSC-CEOs to CSTARI-Kolkata was organised by NSDC to understand their capability and offerings, and leverage CSTARI in the development of QP-NOS and curriculum. The workshop showcased the Curriculum development process and highlighted the capability of CSTRI on leveraging the SSC – Subject Matter Expert (SME) ecosystem for rapid development of QPs/NOSs.

A presentation by National Instructional Media Institute(NIMI) showcased the content-development done by them with SSCs and how the same can be leveraged to fast track the curriculum and participant handbook creating and translation in standardized manner into various vernacular languages. The e-learning and virtual learning tools were also showcased by NIMI which were appreciated by the SSC CEOs.

The workshop was attended by a large number of CEOs from various SSCs. Mr. Ravindra Singh COO, SCMS participated in the workshop.

6th Annual General Meeting of Skill Council for Mining Sector

The 6th Annual General Meeting of the Skill Council for Mining Sector was held at FIMI House on 27th September, 2019. The meeting was Chaired by Shri N K Nanda, Chairman, SCMS. The AGM discussed and approved the Annual Report and adopted the Directors Report, Audited Balance Sheet and Income and Expenditure Statement of the Skill Council for Mining Sector for the year ended 31st March, 2019.



Annual General Meeting

25th Meeting of the Governing Board of Skill Council for Mining Sector

The 25th Meeting of the Governing Board of Skill Council for Mining Sector was held at FIMI House on 27th September, 2019. The meeting was chaired by Shri Narendra Kumar Nanda, Chairman, SCMS.

The Chairman appraised the board members that the year 2018-19 had been very progressive for Skill Council for Mining Sector (SCMS) in terms of conducting/participating 23 Rozgar Melas during the year and achieving 83% placement record in fresh skilling, adopting more transparent process of assessments by mandating complete videography of the assessment process and sharing the sample question banks for public view. Mr. Nanda highlighted about the impact study conducted by SCMS for RPL trainings carried out in un-organized mining sector of Rajasthan that the trainees have been benefitted from the program and received a salary increased in the range of 15%-30%. Mr. Nanda furthered informed the board members that SCMS is revisiting the “Human Resource and Skill Requirement for Indian Mining Sector (2019-25)” to broad basing it with inclusion of ancillary activities around mines and minor minerals sector.

After the opening remarks, Mr. Ravindra Singh, COO-SCMS took the meeting forward as per the agenda.



Governing Board Meeting

The First Award ceremony of Skill Council for Mining Sector

SCMS recently institutionalized the ‘SCMS Performance Awards’ to recognize the best practices, innovative approaches and excellent performances of Training Partners, Assessment Agencies, Trainers and Assessors in furthering the skill development efforts in mining sector.



**SCMS Performance Award Ceremony
2018-19**



**Shri N.K Nanda, Chairman, SCMS
welcoming Shri P. K. Sarkar, Ex-Director
General Mine Safety as Chief Guest**

In line with same the First Annual Performance Award Ceremony was organised by SCMS on 27th September, 2019 at R. K. Sharma Auditorium, FIMI House, Okhla, New Delhi for the outstanding performances of Training Partners, Assessment Agencies, Trainers and Assessors during the year 2018-19.



Shri P.K Sarkar while addressing the gathering

Shri P. K. Sarkar, Ex-Director General Mine Safety, the Chief Guest of the ceremony presented the awards to the recipients. Two top performers in the category of Training Partner, two top performers in the category of Assessment Agencies, top 10 performers in Trainer and top 10 performers in Assessor category were awarded during the ceremony. Shri Narendra Kumar Nanda, Director NMDC and Chairman-SCMS, Shri R K Sharma, Secretary General, FIMI were also present during the ceremony.

Jan Kalyan Samiti, Bikramganj won the **‘Best Training Partner Award’** whereas Mosaic Network (India) Limited won the runner-up award. In Assessment Agency category, Skill Mantra Edutech Consulting Services Pvt. Ltd. won the **‘Best Assessment Agency Award’** and Trendsetters won the runner-up award. Shri Arun Kumar Maharaj, Shri Suraj Kumar Pandey and Shri Bhagwan Das Neekhra stood at first, second and third position respectively in the Trainers category. In Assessor category Shri Bijaykant mishra, Shri Ram Kunwar Yadav and Shri Akash Pandole achieved the first, second and third position respectively.



Jan Kalyan Samiti receiving the award as Best Training Partner 2018-19



Skill Mantra Edutech Consulting Services Pvt. Ltd receiving the award as Best Assessment Agency 2018-19



Trainer & Assessor receiving the award

State Consultation workshop and Apprenticeship Pakhwara 2019

Apprenticeship has been recognized as an effective way for young people to make the transition from school & college to work whilst at the same time improving links between industry and training institutions. The National Apprenticeship Programme plays a large part in the task of up-skilling India's workforce, offering the opportunity to share costs among different parties (employers, individuals and the government) and to involve governments, employers and workers in partnership. Apprenticeship is a win-win situation both for Industry and youth in coming together to make this effective.

In view of this, Ministry of Skill Development and NSDC are jointly organizing the "Apprenticeship Pakhwara" from 30th September till 15th October, 2019.

A Program was held 30th September, 2019 at Pravasi Bharitya Kendra, Delhi where Shri Mahendra Nath Pandey, Hon'ble Minister for Skill Development and Entrepreneurship and Shri R k Singh, Minister of State MSDE inaugurated the Consultation Workshop for Hon'ble Ministers for Skill Development for the States and the Apprenticeship Pakhwara 2019.

A Large delegation from States across India, led by the Ministers for Skill Development or Senior Government Officials from the States, participated in the day long discussions. A number of new thoughts and suggestions were put forward and were noted by MSDE for deliberation and consideration.

A number MOUs for Third Party Aggregator for Apprenticeship were exchanged and a number of organisations were given recognition certificates for promoting Apprenticeship. Mr. Ravindra Singh, COO SCMS participated in the workshop.



Glimpses of Apprenticeship Pakhwara 2019

Winding Engine Operator/Driver Final Assessment at HCL, Khetri Nagar

An MOU was signed on 29th January 2019 between Hindustan Copper Ltd (HCL), Khetri Copper Complex and Skill Council for Mining for training program in trade of Winding Engine Operator/Driver. The program envisage enabling the candidates to achieve their statutory experience for appearing for the DGMS exam and imparting a through theoretical and practical knowledge.

After completing 6 months training by 28 trainees, the final Assessment was carried out by SCMS on 01st October, 2019. The assessment was conducted in two phases, the first one was practical assessment and theory assessment both are conducted at HCL, KCC training centre, Khetri Nagar, Jhunjhunu.

Presently, the trainees are continuing the On-job training at Kolihan and Khetri Mines. The trainees were split into three shifts for better hands on experience on winging Engine operation.



Winding Engine Operator/Driver Assessment at HCL

FIT INDIA Plogging Run – 2019

FIT INDIA movement has been launched by the Hon'ble Prime minister on 29th August, 2019. This movement involves behavioral changes, which is possible by making it a people's movement wherein every citizens gives time to himself/ herself for being physically active and fit.

The nation celebrated 150th birth anniversary of Mahatma Gandhi on 2nd October, 2019 and the “Plogging Run” was organized across country to pay tribute to the Father of the Nation. It is an unique combination of picking up litter while jogging. During this activity participant collected plastic garbage from places like homes, streets and open spaces while running.

Skill Council for Mining Sector organized FIT INDIA Plogging Run through its partners at 10 different locations across 4 states like Hurda -Bhilwara, Rajasthan, Ghadhi Chowk, -Koriya, Chhattisgarh, Baliyapur Road -Dhanbad, Jharkhand, Bada Ganpati -Indore, Madhya Pradesh, Marine Drive, Sonari -Jamshedpur, Jharkhand and etc.



FIT INDIA Plogging run by SCMS Training Partners

NSDC Workshop on Community of Practice

A Community of Practice (CoP) focused on the Indian Technical and Vocational Education and Training (TVET) system is being envisioned, with the goal of providing a platform to stakeholders and practitioners in the skills space to:

- Share and disseminate knowledge
- Learn from each other's systems, practices, experiences

-
- Engage with researchers, academia and think-tank's
 - Encourage new collaborative projects to deepen the knowledge pool on skills and facilitate the creation of institutional knowledge and capability
 - Explore various forms of collaboration

A CoP is typically defined as an informal group of practitioners that share knowledge on common development problems while pursuing joint solutions. It has also been described as a 'social construction of knowledge', with a focus on how a group of people organize to engage in the process of collective learning in a shared domain.

CoPs can stimulate learning, promote professional development, and facilitate sharing and dissemination of the type of knowledge that adds value to the work of individual members. They can also contribute to a more informed dialogue with decision-makers. CoPs utilize a complementary mix of tools and activities (such as workshops, meetings (which may be online), publications) to facilitate ongoing and sustained interaction among members.

Guiding principles that are integral for building and sustaining a successful CoP include the following, among others:

- Identifying a shared conceptual vision that has a clear purpose and at the same time, provides for evolution and growth
- Providing opportunities for sharing learnings and perspectives among members
- Facilitating collaboration among members



For building a CoP, a workshop, chaired by Dr. K P Krishnan, Secretary, Ministry of Skill Development and Entrepreneurship, was organised at NSDC on 10th October, 2019 to bring together select Knowledge Partners in the skills ecosystem in India. The objective was to brainstorm design and implementation processes of a CoP aimed at the TVET ecosystem in India. The workshop intended to:

- Provide an avenue for participants to deliberate on their role and expectation as a Knowledge Partner
- Provide a glimpse into some of the knowledge sharing activities that can be expected
- Assess various models of engagement and collaboration within the CoP network
- Generate consensus among participants on the need, and their commitment, to the CoP

While setting the context of the workshop, Dr. Krishnan stated that Skilling and Vocational Education has 3 characteristic elements:

- a) Skilling like basic education is characterised as merit good and thus calls for a good reason for public funding
- b) There exists a huge information asymmetry between skilling partners and job availability
- c) Skilling is a local good but market is national for employment leading to challenges of linkages

The workshop saw outlining of the CoP objectives, a number of participants expressing their views on the subject and sharing of a number of examples on best practices. Dr. Krishnan also stated that rather than creating a physical infrastructure for the CoP, the need was to create a network where Knowledge, Data and Experiences can be shared on a structure platform.

The meeting also established that a series of discussions on the subject is required and will be facilitated by NSDC every quarter with next meeting planned sometime over next 3 months. Mr. Ravindra Singh, COO SCMS, participated in the discussions.

Hindustan Zinc Mining Academy (HZMA) JDO Project Assessment

Skill Council for Mining Sector (SCMS) is running a 24 months Jumbo Drill Operator (JDO) training program for Hindustan Zinc Limited (HZL) with Indian Institute of Skill Development (IISD) for creating a pool of day one job ready skilled workforce for mining industries. HZL is financially supporting this residential training program as a part of their CSR initiative.

The 7th quarterly assessment of 86 trainees of JDO-VI was conducted between 13th to 23rd October, 2019 at the three Centres of Hindustan Zinc Mining Academy (HZMA). The extensive assessment process was carried out by 2 teams of Jumbo Drill experts from Skill Council and Hindustan Zinc. The teams included Operator Assessor, Supervisor Assessor and JDO Repair and Maintenance Experts from HZL. The result is expected to be declared by 1st week of November. As this assessment was a course qualifying assessment, the pass out trainees shall be declared to have completed the course and shall be awarded NSQF Certificate. Post certification the campus interviews shall be organised for providing placements to these pass out candidates. Various mining contractor companies shall be invited for the event. The same is expected to be organised in the month of November 2019.



SCMS-HZMA Trainees during Assessment

The candidates who do not qualify in this evaluation process shall continue to carry on with the more hands on practice on the equipment and shall re-appear for the assessment in the month of December, 2019.

Meeting with Madhya Pradesh Skill Development Mission

Mr. Ravindra Singh, COO SCMS met with the Shri Pramod Agrawal (IAS), Principal Secretary, Technical Education & Skill Development & Entrepreneurship, Government of Madhya Pradesh on 15th October, 2019 at Vallabh Bhawan, Bhopal. Mr. Singh shared the details of activities of SCMS and specifically updated Mr. Agrawal on long term training programs of SCMS carried out in partnership with Hindustan Zinc Limited and the impact study of the Upskilling & Certification under RPL Program carried out for the unorganised sector of mining in Rajasthan and for the in-service workers at Northern Coalfields Limited. Mr. Agrawal appreciated the work done for the unorganised sector in mining in Rajasthan and requested Mr. Singh to meet with Mr. Ashish Vashisht (IAS), Additional Secretary, Technical Education & Skill Development & Entrepreneurship, Government of Madhya Pradesh and update him on the RPL impact study.

Mr. Singh share with Mr. Vashisht the impact study details post which SCMS has been asked to submit a proposal for RPL training and certification program for unorganised mining sector in Madhya Pradesh.

Apprenticeship Pakhwada

The 15-day Apprenticeship Pakhwada, that saw State Governments and the industry come together for a commitment of 7 lakh apprentices in the current fiscal, ended in a grand closing ceremony in the capital today. Shri Nitin Gadkari, Hon'ble Minister of Road Transport and Highways and Micro, Small and Medium Enterprises was the Chief Guest of the closing ceremony along with Dr. Mahendra Nath Pandey, Hon'ble Minister of Skill Development and Entrepreneurship.

The number of apprentices will have almost doubled after the 15-day Pakhwada. In 2016, the Government had introduced comprehensive reforms to the Apprenticeship Act, 1961, a move that saw about 7.5 lakh apprentices engaged in a span of two-and-a-half years.

In the 15 days of the Pakhwada, the industry has committed to engage 4.5 lakh more apprentices with States committing another 2.5 lakh apprentices. MSDE pledged Rs. 560 crore to State Governments to promote demand-driven and industry-linked skill development and signed 22 MoUs with various states through Third Party Aggregators (TPAs).

As many as 6 PSUs including Bharat Heavy Electrical Limited (BHEL), Cochin Shipyard, Gas Authority of India Ltd (GAIL), Indian Tourism Development Corporation (ITDC), International Trade Promotion Organisation (ITPO), Rashtriya Ispat Nigam Ltd (RINL) committed to train about 35,000 apprentices. Additionally, Hindustan Petroleum Corporation Ltd (HPCL) signed an MoU with NSTI Mumbai to train solar technicians for sustainable energy sector.

Third-party aggregators (TPAs) and Sectors Skill Councils (SSCs) organized workshops and conferences, with the support of industry and state governments, across the country.

Addressing the gathering at the closing ceremony, Shri Nitin Gadkari, Hon'ble Minister of Road Transport and Highways and Micro, Small and Medium Enterprises, said it was important to build skilling capabilities for both urban and rural areas. "It is important to understand and map the demand for skilling programs in SME cluster associations in growth areas and industries, especially in the rural, agricultural and tribal areas of the country. The MSME sector has enormous scope for growth and a great need of skilled manpower for sericulture, horticulture, tribal arts and paintings, honey, bamboo, etc, sectors that have great potential of

becoming export strengths for the country. In fact, we need to reduce our dependence on imports and move towards growing skills in traditional skills that will inch us closer to realizing the ambition of creating a five-trillion-dollar economy.”

Lauding the initiative to launch the Pakhwada, he added, “Technology, innovation, research and skill go hand in hand and always bring great value. The Ministry of Micro, Small and Medium Enterprises will need all the support from the Skill Development Ministry in meeting the demand of its industries. Our efforts should be directed at converting knowledge and skill into wealth.”

Dr. Mahendra Nath Pandey, Hon’ble Minister of Skill Development and Entrepreneurship, said, ““Apprenticeship can provide hands-on training to candidates and provide a better industry exposure to help them gain confidence in a working environment. New job roles will need new skill sets and it is therefore important to inspire the youth to equip themselves with industry-relevant skill sets.”

“We are training all our energies in creating a demand-driven model that caters to both industry needs as well as the youth to enable them with the skills necessary for jobs of the future. Together we must all pledge to make apprenticeship a pathway for the creation of a strong and stable workforce, which is extremely important for India to become the five-trillion-dollar economy that we have set our sights on,” he added, emphasizing the Prime Minister’s vision of taking the country on the road to growth.

On September 30, 2019, Dr. Mahendra Nath Pandey, Hon’ble Minister of Skill Development and entrepreneurship, had launched the Apprenticeship Pakhwada in Delhi, announcing the need to promote awareness about apprenticeship training among establishments and employers across manufacturing and service sectors. Many significant reforms were announced including a stipend to apprentices between Rs. 5000 and Rs. 9000. The National Apprenticeship Programme plays an important role in upskilling India’s workforce, offering different parties the opportunity to share costs.

Strengthening the Skill India Mission, NSDC, under the aegis of the Ministry of Skill Development & Entrepreneurship has been collaborating with various stakeholders including industry, institutions, training providers and SSCs to empower and train youth with employable skills.

Mr. Ravindra Singh, COO, SCMS participated in the event.

Workshop on Industrial Minerals at MEAI

Mining Engineers’ Association of India (MEAI) Rajasthan Chapter-Jaipur had organized a National Workshop on "Industrial Minerals - Resources, Mining and Future Prospects" on Saturday, 19th October, 2019 at MEAI Mining Welfare Center Jaipur. In this workshop, on behalf of Skill council for Mining sector, Mr. Mukesh Parihar gave a presentation on “New initiatives on Apprenticeship Training”. As a part of the technical session, SCMS shared with the mining industries about latest amendment in apprenticeship act and rules and how they support in nation growth through apprenticeship program. At the end of the workshop, the Chairman of MEAI, Jaipur Mr. P. C. Benliwal appreciated SCMS for their effort on skill development in Mining Sector.



National Workshop on "Industrial Minerals - Resources, Mining and Future Prospects"

Mapping QP-NOS to NCO Codes Workshop

The National Occupational Standards (NOS) specify the standard of performance an individual must achieve when carrying out a function in the workplace, together with the knowledge and understanding they need to meet a standard consistently.

Each NOS defines one key function in a job role. Each NOS must be a concise and readable document, usually consisting of no more than five or six pages (some are only one or two). In their essential form, NOS describe functions, standards of performance and knowledge / understanding.

The NOS are laid down by employers (through their SSCs). A Qualification Pack (QP) is a set of NOS aligned to a job role. A QP is available for every job role in each industry sector. These drive both the creation of curriculum and assessments.

National Classification of Occupation (NCO) is a classification of occupations which describes and assigns codes to the various occupations in the country. These codes are reviewed and updated periodically to reflect developments in the labour market, particularly with the emergence of new occupations, as well as to align with changes in the international standard. These codes also help in promoting international comparability of statistical data relating to occupations. These occupational standards follow a scientific and hierarchical approach having major, minor and unit groups of classification which has evolved over the years to capture the structural changes in the employment market and current work practices and work environment.

The Directorate General of Employment, Ministry of Labour & Employment, Government of India is responsible for maintaining and updating the National Classification of Occupation in India aligned with the corresponding International Standard Classification of Occupations (ISCO) of ILO.

The current volume of NCO details out the job description of 3600 civilian occupations covering 52 sectors, as compared to the earlier series of NCO i.e. NCO -2004, which contained the job descriptions for 2945 occupations. The NCO-2015 has also been mapped with the National Industrial Classification (NIC) and Qualification Packs- National Occupational Standards (QP-NOS) to cater to the structural changes in the Labour market.

Ministry of Labour has conducted a workshop on mapping Qualification Packs and National Occupational Standards for all Sector Skill councils. The workshop was organized on 23rd Oct 2019 at National Skill Development Agency(NSDA).

Shri R K Chug, Chief consultant, NSDA welcome all the participants and members from ministry of Labour and facilitated the workshop. Dr. Sakshi Sharma, Psychologist made presentation on National Classification

of Occupations-2015 and Shri Biswajit Mohanty, Assistant Director, Ministry of Labour along with Dr. Aquib Javed, Joint Director, Ministry of Labour Steered sessions. Mr. Bikram Sahu and Mukesh Parihar from SCMS and other members from various SSCs participated in the meeting. The workshop was very interactive and emphasized on importance of aligning QP-NOS with NCO coding. Ms. Tanavi also took a session on methodology to adopted to complete the activity. She also highlighted the going forward it will be mandatory for every QP to map with NCO-2015 codes. All QP-NOS needs to be mapped to the NCO codes.

Smt. Sandhya Salwan, Director, NSDA concluded the workshop with vote of thanks.

HZMA (Hindustan Zinc Mining Academy) – JDO Project (Monitoring Visit)

Skill Council for Mining Sector (SCMS), in its endeavor to deliver quality trainings at all times across all projects, follows a robust mechanism of monitoring the operational performances of the projects. This is catered through regular visits of SCMS personnel and recording observations at Centres in terms of infrastructure availability, training process adherences and other facilities available as per the project norms and guidelines.

In accordance with same, SCMS team visited all the three Centres of Academy between 25th July, 2019 to 27th July, 2019 and carried out the monitoring activity. The monitoring report with areas of improvement was then shared with all the stakeholders for continuous improvement.

Placement Drive/ Rozgar Mela at Patna, Bihar

Skill Council for Mining Sector (SCMS) actively participated in Exhibition cum Rozgar Mela from 4th - 6th December, 2018 in Patna, Bihar organized by National Skill Development Corporation (NSDC).

Rozgar Mela was organized at famous Patliputra Ground, Patliputra Colony, Patna, Bihar, so that maximum number of youths from the region can avail the opportunity. Along with Rozgar Mela, counselling camp was also conducted at the venue for candidates to create awareness on resume writing, interview process, job opportunities, career growth path, etc.

More than 40 companies from various sectors like Mining, Retail, BFSI, Hospitality, Construction, Manufacturing, etc. participated in the Rozgar Mela to hire candidates.

Calibehr Business support services Pvt. Ltd. and Altum Staffing & Marketing Solutions Pvt. Ltd. represented SCMS in Rozgar Mela. Total 140 candidates appeared for the job interviews out of which 47 candidates were offered jobs in job roles like relationship executive SBI-card and Customer care executive.

Placement Drive/ Rozgar Mela at Bhagalpur, Bihar

Skill Council for Mining Sector (SCMS) participated in Exhibition cum Rozgar Mela from 14th- 16th December, 2018 at Bhagalpur, Bihar organized by National Skill Development Corporation (NSDC).

Shri Nitish Kumar Hon'ble Chief Minister of Bihar inaugurated the three days Rozgar Mela in Bhagalpur, where more than 40 employers participated to provide job opportunities to the youths.

Along with Rozgar Mela, counselling camp was also conducted at the venue for candidates to create awareness on resume writing, interview process, job opportunities, career growth path, etc.

Calibehr Business support services Pvt. Ltd. represented SCMS in Rozgar Mela. Total 95 candidates appeared for the job interviews and out of that 30 candidates were shortlisted for jobs in various job roles like customer service executive, sales executive for SBI –Card and Hitachi Payments.

Placement Drive/ Rozgar Mela at Koraput, Odisha

Skill Council for Mining Sector (SCMS) organized Rozgar Mela on 21st December, 2018 in Koraput, Odisha. Rozgar Mela was organized in the Town Hall, Koraput to facilitate easier access by the candidates. Along with Rozgar Mela, counselling camp was also conducted at the venue for candidates to create awareness on resume writing, interview process, job opportunities, career growth path, etc.

A pavilion exhibiting mining in Odisha and activities of NALCO in Koraput was set up by NALCO. The display was appreciated by Shri K. Sudarshan Chakravarthy, IAS, District Magistrate at Koraput.

14 companies from various sectors like Mining, Retail, BFSI, Hospitality, Manufacturing, etc. participated in the Rozgar Mela and short listed candidates.

Companies like Burger King, TeamLease Services Ltd, Bajaj Allianz Life Insurance, Lumax Industrires, Sumeet Group, Spectrum (paytm / Bharat pay), Calibehr Business Support Services, Quality Austriya, M/S Mahaveer Technocrats Pvt. Ltd., M/S Nirupama Mining (NMTPL) participated in the Rozgar Mela. More than 1000 candidates registered in Rozgar Mela out of which 450 candidates were shortlisted for job roles like Customer Service Executive, Sales Executive, HMV operator, Wiring Harness Machine Operator, Relationship Executive, Marketing Executive, etc.

Placement Drive/ Rozgar Mela at Mumbai, Maharashtra

Skill Council for Mining Sector (SCMS) participated in Skill Exhibition cum Rozgar Mela on 20th January, 2019 in Mumbai, Maharashtra, organized by National Skill Development Corporation (NSDC).

Rozgar Mela was organized at Oxford School, Near Shivaji Talao, Bhandup West, Mumbai, Maharashtra. Along with the Rozgar Mela, a counselling camp was also held at the venue to create awareness on resume writing, interview skill, job opportunities, career path, etc.

More than 40 companies from various sectors like Retail, BFSI, Hospitality, Beauty and Wellness, Construction, Plumbing etc. participated in the Rozgar Mela to hire candidates.

TeamLease Services Ltd. represented SCMS in Rozgar Mela. Total 35 candidates appeared for the job interviews and out of which 10 candidates were shortlisted for job roles like relationship executive and Field Executive for E-wallet industry.

Placement Drive/ Rozgar Mela at Bhilwara, Rajasthan

Skill Council for Mining Sector (SCMS) organized Rozgar Mela on 31st January, 2019 in Bhilwara, Rajasthan. Rozgar Mela was organized at Kushwah Colony of Gulabpura, Bhilwara to facilitate easier access by candidates, so that maximum youths from the region can avail this opportunity and can get a job. Along with the Rozgar Mela, counselling camp was also held at the venue to create awareness on resume writing, interview process, job opportunities, career growth path, etc.

CSR team of Hindustan Zinc Limited actively supported SCMS in the event. Event was facilitated by SCMS's training Partner Indian Institute of Skill Development (IISD).

Ten Companies from various sectors like Mining, BPO, Retail, BFSI, Agriculture, Manufacturing, etc. participated in the Rozgarmela and shortlisted candidates for its organization.

Companies like AAC Mining Executors, TeamLease Services Ltd, Calibehr Business support services, Easy Day (Future Group), Teleperformance, TDS placement and services Pvt Ltd., Yadav Measurements Pvt. Ltd, Jai Shree Bioplantech Pvt. Ltd., etc. participated in Rozgar Mela. More than 500 candidates registered during the Rozgar Mela out of which 161 candidates shortlisted for job roles like Jumbo Drill Operator, Customer Care Executive, Relationship Executive, Sales Executive, Agriculture Advisor, Field Executive, Machine Operator, etc.

Placement Drive/ Rozgar Mela at Belgaum, Karnataka

Skill Council for Mining Sector (SCMS) participated in Rozgar Mela on 9th February, 2019 at Belgaum, Karnataka organized by National Skill Development Corporation (NSDC).

Hon'ble Minister of State, MSDE Shri Anant Kumar Hegde inaugurated the event.

Rozgar Mela was organized at **Angadi Institute of Technology and Management, Savagaon Road, Belgaum, Karnataka**. Along with Rozgar Mela counselling camp was also conducted at the venue to create awareness on resume writing, interview skill, job opportunities, career guidance, etc.

More than 40 companies from various sectors like Retail, BFSI, Hospitality, Beauty and Wellness, Construction, Plumbing etc. participated in the Rozgar Mela to hire candidates.

Dalmia cement (Bharat) Ltd. and TeamLease Services Ltd. represented SCMS in Rozgar Mela. Total 52 candidates appeared for the job interviews and out of which 19 candidates were shortlisted for job roles like Mine Electrician, HEMM operator, Computer Operator, Relationship Executive and Field Executive for E-wallet industry.

Placement Drive/ Rozgar Mela at Berhampur, Odisha

Skill Council for Mining Sector (SCMS) participated in Rozgar Mela on 18th and 19th February, 2019 at Berhampur, Odisha organized by National Skill Development Corporation (NSDC).

Rozgar Mela was organized at **Khallikote (Autonomous) College, Berhampur, Odisha**. Along with Rozgar Mela a counselling camp was organised at the venue to create awareness on resume writing, interview skill, job opportunities, career guidance, etc.

More than 50 companies from various sectors like Retail, BFSI, Hospitality, Beauty and Wellness, construction, Plumbing etc. participated in the Rozgar Mela to hire candidates.

TeamLease Services Ltd., Reliable First, Aggarwal Associate, Bajaj Allianz and Burger King represented SCMS in Rozgar Mela. Total 415 candidates appeared for the job interviews and out of which 105 candidates were shortlisted for job roles like Team Member, Computer Operator, Relationship Executive, Financial Advisor and Field Executive for E-wallet industry.

Placement Drive/ Rozgar Mela at Jajpur, Odisha

Skill Council for Mining Sector (SCMS) organized Rozgar Mela on 22nd February, 2019 at **Jajpur, Odisha at Pradhan Mantri Kaushal Kendra (PMKK), Jajpur** to facilitate easier access to candidates, so that maximum youths from the region can avail this opportunity and can get a job. Along with Rozgar Mela,

counselling camp was also conducted at the venue to create awareness on resume writing, interview process, job opportunities, career growth path, etc.

Beauty and Wellness Sector Skill Council also participated in the Rozgar Mela along with SCMS. Event was supported by SCMS's training Partner Siksha Trust.

Eminent Ollywood film actor Mr. Mihir Kumar Das was the chief guest and inaugurated the event with other dignitaries.

22 companies from various sectors like Mining, Beauty and Wellness, BPO, Retail, BFSI, Manufacturing, etc. participated in the Rozgarmela and shortlisted candidates for its organization.

Companies like Balasore Alloys, Venketesh Engineering, Burger King, Aggarwal Associate, TeamLease Services Ltd, Relable First, Pentagon Switchgear, Vibrant Infocom Pvt. Ltd., VLCC, O2 Spa, SPIWD, IRIS etc. participated in Rozgar Mela. More than 1000 candidates registered in the Rozgar Mela and out of which 142 candidates shortlisted for job roles like HEMM Operator, Mine Electrician, welder, Data Entry Operator, Customer Care Executive, Relationship Executive, Beauty Therapist, Beautician, Hair Dresser, Sales Executive, Field Executive, Machine Operator, etc.

Placement Drive/ Rozgar Mela at Delhi

Skill Council for Mining Sector (SCMS) participated in New Delhi Rozgar Mela conducted on 24th February,2019 in New Delhi organized by National Skill Development Corporation (NSDC).

Rozgar Mela was organized at **Shivaji College Ring Road, Shivaji Enclave, Raja Garden, New Delhi.** Along with Rozgar Mela counselling camp was also conducted at the venue to create awareness on resume writing, interview skill, job opportunities, career guidance, etc.

More than 40 companies from various sectors like Retail, BFSI, Hospitality, IT/ITes, Beauty and Wellness, construction, Plumbing etc. participated in the Rozgar Mela to hire candidates.

Altum Staffing & Marketing Solutions Pvt. Ltd. and SMC Insurance represented SCMS in Rozgar Mela. Total 55 candidates appeared for the job interviews and out of which 29 candidates were shortlisted for job roles like Business Development Executive, Sales Executive and Tele caller.

Skill Exhibition

To showcase the Skill Ecosystem, processes, products, services and skill standard in mining industries, Skill Council for Mining Sector (SCMS) organized Skill Exhibition at three locations during month of February,2019. The purpose to organize mining exhibition is also to make youths aware about the various training opportunities available in mining industries and employment opportunities for trained candidates under various government skill program.

1. Skill Exhibition at Belgaum, Karnataka

Skill Council for Mining Sector (SCMS) organized skill Exhibition at Belgaum, Karnataka during Belgaum Rozgar Mela at Angadi Institute of Technology and Management, Savagaon Road, Belgaum on 9th February,2019. Hon'ble Minister of State, MSDE Shri Anant Kumar Hegde visited the SCMS stall, interacted with representative to understand various skilling initiative SCMS is taking to grow and spread skilling under mining industries.



**Hon'ble Minister of State, Shri Anant Kumar Hegde visited SCMS stall at
Belgaum, Karnataka Skill Exhibition**

2. Skill Exhibition at Berhampur, Odisha

Skill Council for Mining Sector (SCMS) organized Skill Exhibition at Berhampur Rozgar Mela on 18th and 19th February, 2019 at **Khallikote (Autonomous) College, Berhampur, Odisha** organized by National Skill Development Corporation (NSDC). SCMS exhibition stall witnessed more than 1000 visitors during two days' event and got exposure to various training initiative and instruments related with mining industries.

SCMS displayed PPE (Personal Protection Equipment) during exhibition. PPE is equipment that protects the user against health or safety risks at work. It includes items such as safety helmets, gloves, eye protection, high-visibility clothing, safety footwear, safety harnesses, first aid kit and etc.

Tarini Education Trust, training partner of SCMS supported SCMS in setting-up of Exhibition stall.

Exhibition was highly appreciated by all participant and NSDC member.

3. Skill Exhibition at Jajpur, Odisha

Skill Council for Mining Sector (SCMS) organized Skill Exhibition at Jajpur Rozgar Mela on 22nd February, 2019 at PMKK Jajpur, Odisha organized by SCMS. SCMS exhibition stall witnessed more than 700 visitors during one-day event and got exposure to various training initiative.

Balasore Alloys Ltd. displayed open cast "Mining Model" during exhibition. Participants were very curious to see the mining modal. Participants got insight into the functioning and look of a mining.

Chief guest Mr. Mihir Kumar Das, Ollywood film actor visited the exhibition stall and appreciated the set-up.

Placement Drive/ RozgarMela at Pradhan Mantri Kaushal Kendra (PMKK) Tiruppur, Tamil Nadu

Skill Council for Mining Sector (SCMS) conducted RozgarMela on 6th July, 2019 at Tiruppur, Tamil Nadu along with training partner Excelus Learning Solution.

RozgarMela was organized at **Pradhan Mantri Kaushal Kendra (PMKK) Tiruppur, Tamil Nadu**. Along with RozgarMela counselling camp was also conducted at the venue to create awareness on resume writing, interview skill, job opportunities, career guidance, etc.

Eight companies from various sectors like Mining, Retail, BFSI, IT/ITes, Apparel participated in the RozgarMela to hire candidates.

Total 168 candidates registered for job interviews and out of which 31 candidates were shortlisted for job roles like Electrician, Computer Operator, Relationship Executive, Customer Care Executive by participating employers.

The event was inaugurated by Shri K.N. Vijaya Kumar, MLA, Tiruppur along with other dignitaries.

Placement Drive/ Rozgar Mela at Bikaner, Rajasthan

Skill Council for Mining Sector (SCMS) participated in Bikaner Rozgar Mela at Bikaner, Rajasthan organized by National Skill Development Corporation (NSDC) on 12th and 13th October, 2019.

Dr. Mahendra Nath Pandey, Hon'ble Minister of Skill Development and Entrepreneurship graced the occasion as the Chief Guest.

Rozgar Mela was organized at **Seth Tolaram Bafna Academy, Nokha Road Gangashahar, Bikaner**. Along with Rozgar Mela counselling camp was also conducted at the venue to create awareness on resume writing, interview skill, job opportunities, career guidance, etc.

21 distinguish trainers from various fields like IT, Yoga, Entertainment was also felicitated through "Kaushalacharya Award" at the closing ceremony of the Rozgar Mela.

More than 100 companies from various sectors like Retail, BFSI, Manufacturing, Hospitality, Beauty and Wellness, Construction, Plumbing etc. participated in the Rozgar Mela to hire candidates. Lakshay Enterprises represented SCMS in Rozgar Mela. Total 55 candidates appeared for the job interviews and out of which 24 candidates were shortlisted for job roles like Fitter, Machinist, Welder.

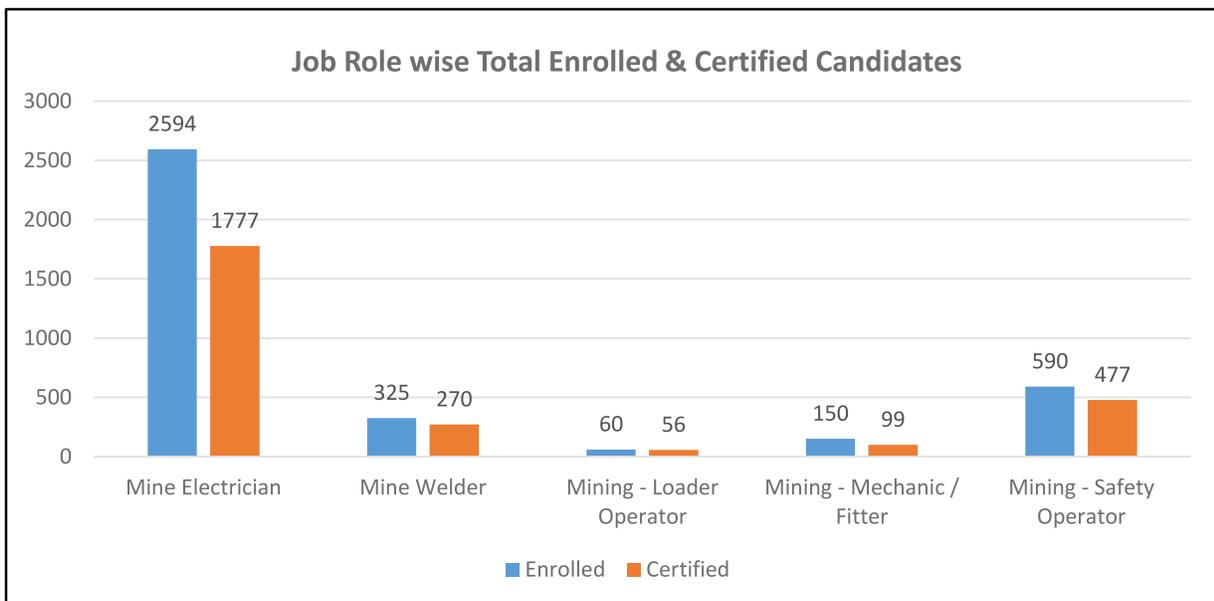
SCMS Progress

PMKVY-2.0 Trainings

Short Term Trainings (STT)

(as on 31st Dec, 2019)

Name of Training Partner	Total Enrolled	Total Certified
Ashpra Skills Private Limited	465	329
Burdwan A. P. C. Roy Kaushal Vikas Kendra	150	99
Exceluslearning Solutions	2374	1615
Shri Ram Skills Development Pvt. Ltd.	60	56
Siksha Trust	50	48
Sri Guru Trust	120	107
SynchroServe Global Solutions Private Limited	110	93
Tarini Education Trust	120	109
Tribal Education & Charitable Society	240	193
Ujjwal Bhavishya	30	30
Grand Total	3719	2679



PMKVY-2.0 RPL

(as on 31st Dec, 2019)

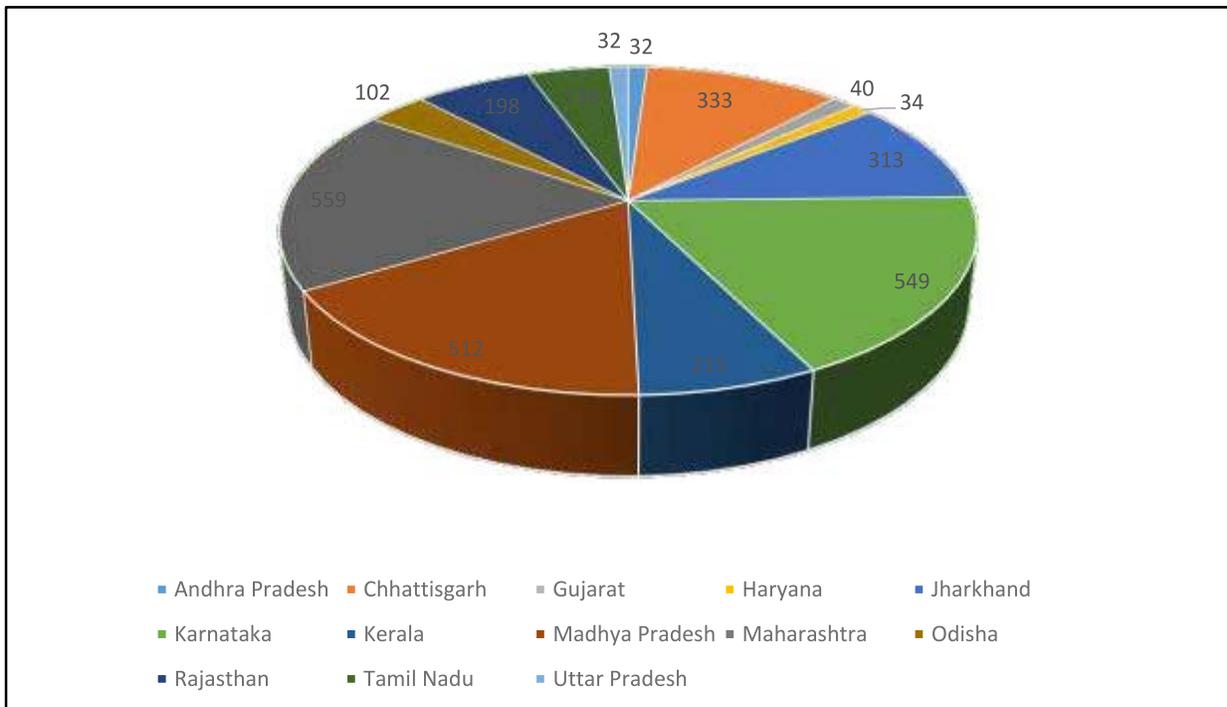
Name of Training Partner	Total Enrolled	Total Certified
Mosaic Network Pvt Ltd	600	140
Jan Kalyan Samiti Bikramganj	1834	1988
Grand Total	2434	2128

Industry Funded Trainings

(as on 31st Dec, 2019)

Name of Training Partner	Total Enrolled	Total Certified
Indian Institute of Skill Development Pvt Ltd(IISD)	1218	975
Indian Rare Earths Limited	68	58
International Center of Excellence in Mining Safety & Automation (iCEM)	40	34
Mosaic Network (India) Pvt. Ltd	99	177
Multi Skill Development Centre, Barkakana	39	35
Nettur Technical Training Foundation (NTTF)	1393	1253
SBA Education Society	69	67
Skill Development Institute Visakhapatnam	32	23
Thriveni Earthmovers Pvt Ltd	99	87
Grand Total	3057	2709

State wise total Enrollments under Industry Funded Trainings



SCMS Case Study

SCMS - Hindustan Zinc Limited (HZL) Training Program

Hindustan Zinc Limited (HZL) is Vedanta group company which is one of the world's largest producers of zinc and among leading global lead and silver producers. Sindesar Khurd mine of HZL is one of India's largest underground mine and very high capacity underground equipments are deployed here. The mining operations require specialised underground mining equipments and highly skilled manpower for some of the job roles, like Jumbo Operator, Long Hole Drilling Operator and LHD / LPDT Operator. As such HZL was constrained to import the required manpower from abroad.

MSDE & NSDC have on many occasions shown their concern for training and up-skilling of certain job roles of mining sector for which HZL is sourcing manpower from abroad for deployment in their underground mining operations. Keeping these concerns and requirement of skilled manpower for underground mining operations, SCMS has developed QPs and NOSs for the job roles like Jumbo Operator, SDL / LHD Operators, etc. in consultation with experts. SCMS has also identified its training partner IISD, Gurgaon to take the lead for training delivery.

During the visit of Shri Rajiv Pratap Rudy Former Minister of Skill Development and Entrepreneurship, at Hindustan Zinc Limited, Udaipur on 6th June, 2016, the challenge of shortage of skilled workforce in the mining sector in India, especially underground mining, was discussed. Hon'ble Minister had emphasised on the need to align all such trainings with formal certification in line with National Skill Qualification Framework (NSQF).

Following which, detailed discussions held between NSDC, HZL and SCMS in June and July 2016 has helped to identify the areas of cooperation between HZL and SCMS, and HZL has been able to identify job role of Jumbo Drill Operator (JDO) for training to replace overseas workers over a period of time.

Skill Council for Mining Sector (SCMS) and Hindustan Zinc Limited (HZL) have formalised an 18 months training plan for candidates to become proficient in Jumbo Drill Operation. Sustained discussions with Hindustan Zinc Limited led to the setting up of **Hindustan Zinc Mining Academy**. The program is rightfully called "YUVANTARAN" – transforming Youth.



SCMS-HZMA Campus at ALVDTI, Railmagra, Raj.

The program aims at mobilising youth from Rajasthan for the training through advertisements in print and audio (Radio) media. The shortlisted candidates are called for a multiple choice test on General Knowledge, Aptitude and basic English. The candidates qualifying the test are interviewed the same day in the post lunch session, where the detailed nature of the job that they can expect post qualifying the program is shared. The shortlisted candidates undergo an extensive medical fitness examination; this is on account of the job being in underground mines requiring high fitness level. A final merit list of selected candidates is prepared and the first 120 are called for the training.

HZL is financially supporting this 18-month residential training Jumbo Drill Operator training initiative and hope to build a strong pool of resources for India.

YUVANTARAN is a comprehensive training program where in the first 45 days of the programs, all the candidates are trained at one place with the aim of building general awareness on mining industry and soft skills including communication, time management and team work. During this time the candidates are trained for Light Motor Vehicle and Heavy Motor Vehicle license. The candidates are also trained and certified on St. John's First Aid Program.



SCMS – HZMA Trainee Dormitory

The training program is completely residential and the day schedule includes extracurricular activities like, running, PT, Yoga and meditation apart from team games like volley ball. The candidates have also undergone “Art of Living” program during their training.

Post this candidate move to their respective training centres (three) in proximity of the mine areas. In addition to the trainings in the job role as per NSQF guidelines, they also undergo the mandatory VTC trainings required under DGMS guidelines. The training is conducted in the classrooms and labs, followed with extensive training on simulators and equipments, first in simulated situations and then on the mine face.

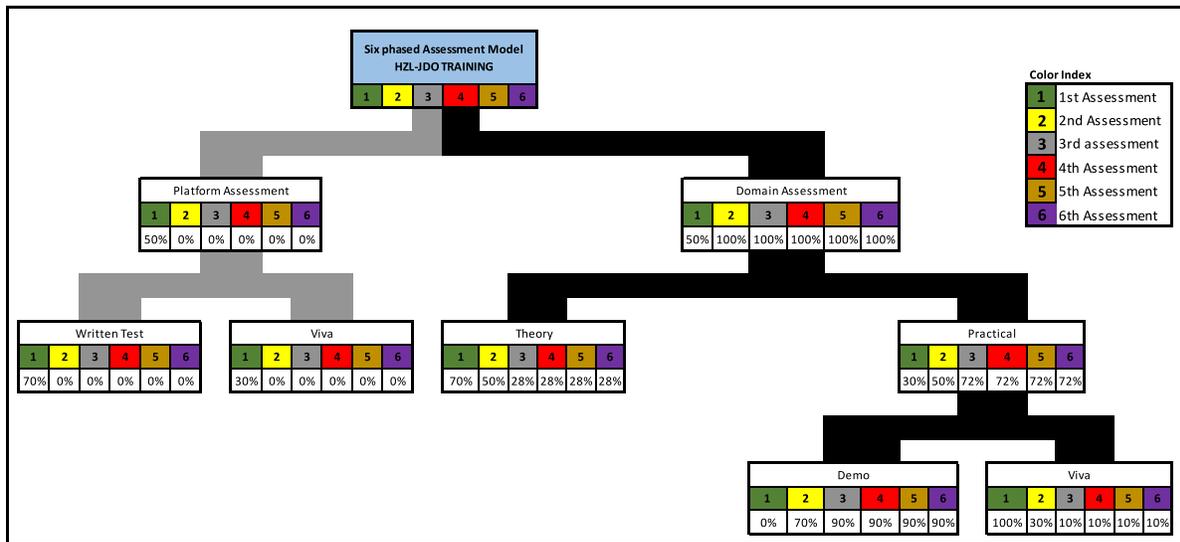
The trainees carry a log book / diary to capture the learnings on a daily basis when they go for the OJT.

The candidates undergo weekly and monthly assessment by the trainers and quarterly assessment by SCMS appointed independent assessment agency. The aim of these assessments is to keep a close track of learning and performance.

Assessment

This is one of the most critical aspects of the program. The assessment is not done at the end of the program, rather it is carried out weekly and monthly by the trainers and quarterly by an independent assessment agency.

Revised JDO Assessment Model



Assessment 1: is done for curriculum covered in the first quarter and mostly focusses on the basics of mining and soft skills.

Assessments 2-3: are done for curriculum covered in the quarter with incremental component of technical knowledge, operating the equipment, first on the surface then in the mine.



Assessments on surface and at the mines face

Assessments 4-6: are predominantly focused on production ability of the candidate at the mine face.

Thus the complexity of assessment increase over the quarters and the types of assessors also vary from soft skills assessors to supervisory assessors with higher technical knowledge for theory and operator level supervisors to assess the operations at the mine face monitored by the supervisors.

Since the complexity of the assessment increases so the does the duration and the cost. The first assessment can cover 25-30 candidates in a day whereas the 2-3 assessments can cover 12-15 candidates per day. The last assessments which monitor production capability covers 4-6 candidates per day.

Assessments 7-8: post pass out of 1st batch, as per the feedbacks received from employers the program duration was further increased from 18 months to 24 months to ensure better hands on practice on the equipment and meet the global standards of productivity levels.

The candidates' basis their attendance- min 90% and monthly test score- min 70%, are given monthly stipend starting from Rs. 5000 in first month and going up to Rs. 15000 in month 18 and onwards. Further, the candidates are paid additional Variable Component from month 7 through 24 ranging from Rs. 2000 for those scoring more than 70% in monthly tests and Rs. 3000 for those scoring above 90% and above in their monthly tests. The attempt here is to encourage participation in training and encourage learning.

Campus Selection

The Campus selection activity for the passing out batch is conducted by SCMS. Various mining contractors are invited to participate in the placement drive and conduct interviews for selecting candidates.

A Placement Brochure is prepared by SCMS with brief educational profile and Skill Performance score in final assessment, achieved by candidates. The brochure also contains information about the Hindustan Zinc Mining Academy and the skill development program. The brochure is circulated to all the mining contractors and prospective employers.

The employers conduct interviews for all the aspiring candidates and propose the job offer to the shortlisted candidates on the spot. The candidates are allowed to appear for interviews for multiple organisations and are allowed to choose and join the best and suitable, out of the offers made. This makes the activity more driven on the candidate's ability and choice than the employer's discretion.

So far, SCMS has been able to achieve and maintain an overall placement ratio of more than 90%. The 3rd batch got completed in the month of December 2019.

The average salaries offered during these placement drives are Rs. 30,000 per month with accommodation. This is one of the highest salaries offered among the skill development initiatives rolled in India. This along with the seat is to application ratio of 1:50 makes this program one of the most aspirational skill development program in India.

Convocation Ceremony

As SCMS strongly believes that the efforts put in by the trainees are no less than that of the engineering and college students, SCMS conducts a convocation ceremony for the trainees graduating from this program. The graduation ceremony for the first batch was held on 24th January 2018 at Yashad Bhawan Auditorium, Hindustan Zinc Limited, Udaipur.

Dr. K P Krishnan, Secretary Ministry of Skill Development and Entrepreneurship and Mr. Arun Kumar, Secretary, Ministry of Mines graced the occasion as Chief guest and Guest of Honor.



Some glimpses of the 1st Convocation Ceremony of SCMS – HZMA, 24th January, 2018

Productivity of the Candidates working in the mines over 6 months.

As shared by Mr. Sunil Duggal, CEO and Whole-time Director, Hindustan Zinc Limited – The productivity level of old Indian workers trained to operate the Jumbo Drills through learning to operate while working is average of 25-30 drill bit meters, while the productivity levels of the expat workers are 125-150 drill bit meters per day. The candidates from the 1st batch after 6 months into their operations are drilling on an average 60 to 75 drill bit meters with some candidates exceeding 100 drill bit meters per day.

Success Factors

This program is one of the most successful skill development initiatives which is one of its kind in India that amalgamates the innovative training process with extensive industry support. The program is helping create a workforce incrementally capable of displacing expat workers from Indian mines. This will help not

only in saving precious foreign exchange but also help develop India as the Skill Capital of the World where skilled mine workers can be sent overseas to meet the incremental global demand.

1. Industry Support: The largest and the most critical factor was the belief by Hindustan Zinc Limited (HZL) in the training process. HZL readily made available Simulators and Jumbo Drills at the mines and actual mine faces for the extensive on the job training. This had an impact on the production cycles during which trainees were undergoing their OJT but, the HZL Management kept faith in the program resulting in creating a workforce capable of delivering productivity at par with global workforce. The program is being contemplated to increase from 18 to 24 months with even more extensive OJT. HZL has now provided dedicated Jumbos at 4 mines and a dedicated high cost simulator only for HZMA. Further a low yield mine face is being earmarked exclusively for training with blasting and mucking support from the production teams.
2. Robust selection process: The selection was done through written test and personal interviews. The attempt was to identify a person who is really interested in joining the program and was medically fit. Many of the candidates scoring high in the written test were rejected as during the interview it was found they are appearing in other exams like Bank PO etc. and there was a strong chance of him leaving midway.
3. Residential Program: The residential nature of the program helped the candidates build strong team working ability and communication skills. The strict schedule enforces by the wardens (preferably retired subedar majors) helped build time management in the candidates. Daily PT, Yoga, Meditation, sports etc. helped build stamina and strength. This was further strengthened through a comprehensive diet plan for the candidates.



Trainees undergoing morning PT and playing evening games

4. Structured and detailed curriculum: The Curriculum was developed in consultation with the production team at the mines and inputs were also taken from the expat trainers and operators working at HZL mines.
5. Periodic assessments and Systematic Program Monitoring: The weekly, monthly and independent quarterly assessment helped track the candidates progress through the program. This was followed up with regular and systematic program monitoring with the reports being shared with all stakeholders for measuring outcomes and making improvements.
6. Stipend: Monthly stipend linked to attendance and performance in the assessments helped build a strong and motivated learning environment. This is important as the candidates are coming from the economically weaker section of society.
7. On the Job Training: This was the pivot for the entire program. Regimented learning in the classroom and labs were integrated with training on simulators and live equipments, first in the

workshop areas and then on the actual mine face. This helped build a string confidence in the candidates and their performance during assessment improved significantly on account of this OJT.



Trainees going down to the mine face



Trainees at the HZL UG mines

8. Trainers: Last but not the least, the success of the program was also on account of the team of qualified and dedicated trainers who worked extensively to produce some of the best in class miners.



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For more information about Scheme/Courses contact:

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Asset Author is an assessment agency formed to participate in National Skill mission; is catering to the vocational hard skills & soft skill segment. The company aims to provide assessment and certification services in almost all the skill sectors listed by the government.

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- Skill Council for Mining Sector (SCMS) for PAN India assessments
- Healthcare Sector Skill Council (HSSC) for PAN India assessments
- Power Sector Skill Council (PSSC) for PAN India assessments
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Trendsetters Skill Assessors Pvt. Ltd is an established "Skill Assessment" company. The inspiration & spirit behind the enterprise is to contribute in making India a Global but Quality Skill Capital by contributing through "Bench Marking the Skills". With dedicated, well-groomed and focused team of assessors, team leaders and coordinators, the company has progressed in following business activities

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

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