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SKILL COUNCIL FOR MINING SECTOR

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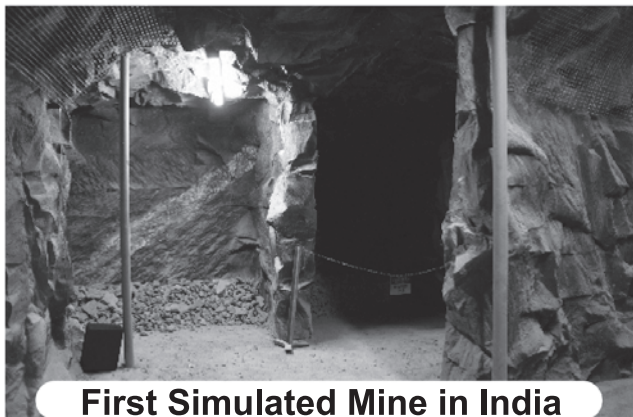
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Wish You A Very Happy and Prosperous New Year

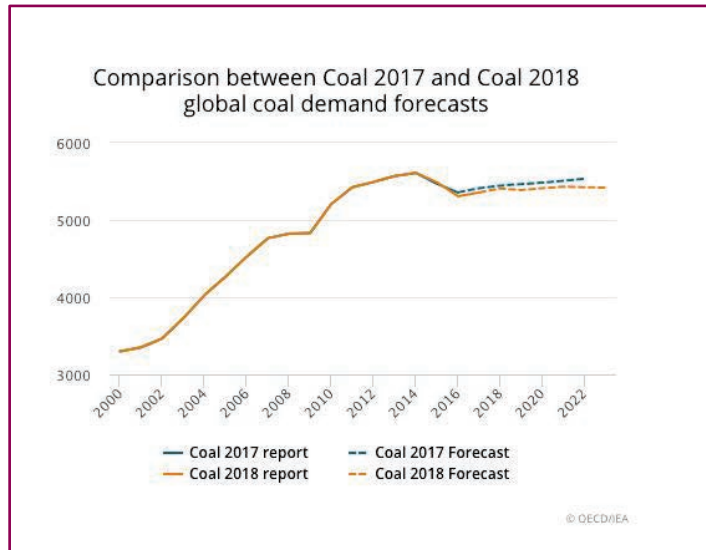
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MINING

Coal demand seen steady through 2023 thanks to India and China — IEA

After two years of decline and despite growing pressure from environmentalists, coal consumption is expanding, driven by “strong” fuel burning in China and India, the latest report from the International Energy Agency (IEA) shows. According to the Paris-based body, coal consumption will rise by an average of 0.2% a year from 5,355 million tonnes of coal equivalent (Mtce) in 2017 to 5,418 Mtce in 2023. This is because falling demand in western Europe and North America is likely to be offset by increased demand in a host of Asian countries, including China, India, Indonesia and Vietnam, the report reads.

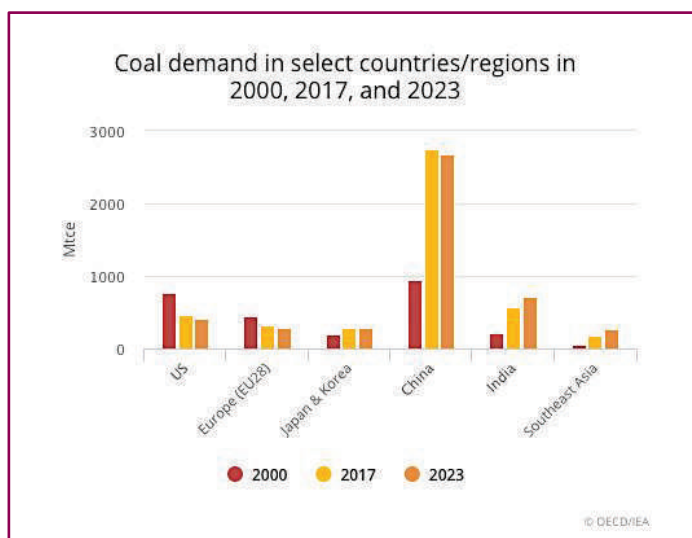
“Despite significant media attention being given to divestments and moves away from coal, market trends are proving resistant to change,” states the report.



IEA — Coal 2018 Report

In a growing number of countries, the agency says, the elimination of coal-fired generation is a key climate policy goal. In others, coal remains the preferred source of electricity and is seen as abundant and affordable.

While coal remains the second-largest global source of primary energy, behind oil, the IEA says cheap, cleaner-burning natural gas and renewable energy sources continue to eat into coal's share of the global energy mix. By 2023, it expects coal to provide 25% of the world's energy, down from 27% currently.



IEA — Coal 2018 Report

Miners, however, should brace for another period of slow growth as current high prices for coal are not leading to investments in new mines. The IEA attributes that to local opposition and policies aimed at combating climate change creating uncertainty about future demand.

"Banks, insurance companies, hedge funds, utilities and other operators in advanced economies are exiting the coal business," the agency says. "In many parts of the world, growing opposition to coal projects has provided strong disincentives for investors."

The IEA's forecast comes days after nearly 200 countries agreed to rules for implementing a landmark climate deal aimed at curbing emissions from fossil fuels. **(Mining.com – 20 December, 2018)**

Bechtel opens mining innovation center in Chile

American engineering company Bechtel, ranked #11 on Forbes' America's private company list for 2018, announced this week that it opened the Bechtel Mining & Metals Innovation Center in Chile with the goal of developing new technologies that boost productivity, promote environmental sustainability and improve worker safety for the copper industry.

In a press release, Bechtel said that the center, located in Santiago, is the result of an initiative that begun three years ago with the idea of leveraging the company's construction expertise and copper concentrator design to achieve greater efficiencies in mining projects.

The company stated the innovations already developed will enable a step change in construction productivity to deliver safe, high-quality projects faster, at lower cost and reduced risk, and that these innovations are now available to the copper industry.

According to Bechtel, one of the main focuses of the unit will be on developing new mechanisms that improve product recovery and decrease water and power consumption. If properly applied, the technologies are expected to reduce miners' operational costs.

In Chile, the Virginia-based firm was in charge of BHP's (ASX: BHP) Escondida mine water desalination plant. The 2,500-l/s plant was finished at a cost of \$3.4 million. It included two 42 pipelines to transport seawater 3,200 meters above sea level from the Port of Antofagasta, four high-pressure pumping stations, a reservoir at the mine and high-voltage electricity infrastructure to operate the system. Escondida is the world's largest copper mine. **(Mining.com – 20 December, 2018)**

ALLIED INDUSTRY

Scotgold ready to break rock at Scotland's first commercial gold mine

Scotgold Resources (LON: SGZ), the company aiming at opening Scotland's first commercial gold and silver mine, said that it was ready to start rock-breaking in the new year after receiving the green light.

The company, which completed 19 permitting conditions and other related obligations for its Cononish project, near Tyndrum, said the Loch Lomond and the Trossachs National Park Planning Authority (NPA) have authorized to begin mine development.

"We are delighted to have reached this point and are looking forward to a very exciting 2019, bringing the Cononish Project into production," chief executive Richard Gray said in the statement.

Cononish produced first gold in August 2016 following the launch of an ore processing trial and the plan is now to build a large-scale operation.

Scotgold Resources will reopen an old mine shaft and move 170,000 tonnes of rock, along with the mineral ore.

The company, which received initial approval in February, envisions an underground mine with an initial production capacity of 23,500 ounces of gold annually, for up to 17 years.

As many as 52 jobs could be created during production, and the firm has offered nearly £500,000 (about \$695K) in payments to support the local community of Tyndrum. The small village is currently a local tourist destination, known mostly for being at a junction of major transport routes.

First gold production is expected by the end of 2019. The company expects to process around 3,000 tonnes of ore per month in the first phase, which will double in phase two.

A feasibility study last year estimated Cononish can generate between £67 million and £100 million in earnings over the mine life.

Scotgold's shares skyrocketed on the news, closing 11.5% higher at 37.90p.

(Mining.com – 19 December, 2018)

GENERAL

Asian Development Bank (ADB) to provide \$85 mn loan for skill development in Odisha

The Asian Development Bank (ADB) said it will provide a \$85 million loan to improve skill development eco-system in Odisha and establish an advanced skill training centre at Bhubaneswar.

The project will help over 1.5 lakh people learn skills in priority sectors, including manufacturing, construction and services for formal employment, ADB said.

The World Skill Centre (WSC) at Bhubaneswar will deliver eight training courses for 13,000 full-time students, provide training for 5,000 teachers, and train 1,000 assessors.

It will improve the overall eco-system of skill development in Odisha by providing integrated services through an entrepreneurship incubation centre, a career counselling and placement centre, a curriculum design and development centre, and education technology deployment centre, ADB added.

“These important functions of WSC will support a network of Government ITIs and develop skills and capacity of polytechnics, college of engineering, and other private skilling centres,” it added.

ADB will also administer a \$2 million technical assistance grant from the Japan Fund for Poverty Reduction, financed by the Government of Japan, that will support capacity development activities under the project. In 2017, ADB operations totalled \$32.2 billion, including \$11.9 billion in co-financing.

(The Hindu BusinessLine, New Delhi – 3 December, 2018)

Jharkhand Skill Development Mission Society held a road show in Bengaluru to connect youth with jobs

Jharkhand Skill Development Mission Society held a road show in Bengaluru in a bid to provide jobs to maximum number of trained youths from State during the Global Skill Summit proposed to be held in State on National Yuva Diwas scheduled on January 12. Two MoUs related to training 10 to 12 thousands youths in a year with Connect India and for training 10,000 women for employment was signed on the occasion.

Addressing the gathering State's Chief Secretary Sudhir Tripathi said that presently there was demand for skilled human resources while pointing out that PM Narendra Modi has started skill development program across the country. "In Jharkhand State government has framed a skill policy to prepare skilled manpower of youths," the CS said. Detailing on skill development programmes of State Government, he said administration hopes that in coming years the migration from state is of skilled youths looking for better jobs.

Secretary Higher and Technical Education Rajesh Kumar Sharma said there has been unprecedented change in work culture after the arrival of automation, artificial intelligence, mechanic learning, 3D printing and internet of things. The government is also trying to development infrastructure in this regard.

(SkillIndia.Info, New Delhi – 4 December, 2018)

FLASHES OVERSEAS

Jharkhand Skill Development Mission organized Road Show in Dubai, state youth will now have better footprints in GCC countries

In a bid to attract reputed firms to provide jobs to the youth of the State ahead of the Global Skill Summit 2019 scheduled in January 2019, the Jharkhand Skill Development Mission Society (JSDMS) organized Industry Road Show in Dubai UAE on December 16 and 17. After Bangalore and Delhi the road show held in Dubai is to attract famed companies in the field of retail, hospitality and infrastructure.

The Road show is based on developing an employers' network for generating aspirational and gainful employment. Also, it will help to put a strong foundation for skill development in the State and prepare a blueprint for new employment opportunities' parameters. Attempts are being made to contact recruiting companies in UAE to participate in the event.

Jharkhand Chief Minister Raghubar Das on Sunday said the state government is focusing on using new modes and means of training which can empower the youth to gainfully migrate to Dubai and other GCC countries.

"The state has started various skill development programmes which meet the global standards of training and assessment. Jharkhand is also focusing on using new modes and means of training which can empower today's youth to gainfully migrate to Dubai and other Gulf Cooperation Council (GCC) countries," Das said in Dubai, according to an official release.

Das invited all the industry leaders to participate in Jharkhand Global Skills Summit 2019 scheduled in January for signing MoUs on various projects, the release said.

The delegation included senior government officials of Jharkhand government and Jharkhand Skill Development Mission Society (JSDMS).

The broad objective of this visit is to understand how the state of Jharkhand can work towards creating an ecosystem demand led skilling and training. The deliberations will broadly explore the mechanism for capturing the UAE demand, training of states workforce for UAE high demand sectors, facilitating the ethical migration of eligible migrant workers, the release said.

A conference was organised Sunday which was attended by Indian Ambassador to UAE, Navdeep Suri.

Speaking on the occasion, Suri said, “Relations have improved manifold between India and UAE in the 4-5 years. Jharkhand could be one of the leading destinations for UAE recruitments as state has taken various progressive initiatives.”

HRD Minister of UAE government Nashir Bin Thali Al Hamli will also take part in the event and present his views on global scenario of skill development. CM Raghubar Das will establish direct connect with recruiters, industrial partners and skill development experts during the programme. He will also present his views on Global Skill Summit and the emerging scenario of skill development in Jharkhand during the event.

Secretary of Higher, Technical and Skill Development department, Rajesh Kumar Sharma said that the cultural setup and the ambience of UAE is conducive for people of the State. He said that UAE can become a natural place for skill development training for the youths of the State. The Road Show will be a unique programme in UAE, he said.

During the two-day event the representatives of government of Jharkhand will also visit prominent industrial places like ICCA, Dubai, Masdar Future City. The JSDMS will also provide a view on Vision of Skill Development in Jharkhand.

(Skill Reporter, New Delhi – 17 December, 2018)

MINISTRY OF SKILL DEVELOPMENT & ENTREPRENEURSHIP

Three ministries to join hands to train graduates, create jobs next year

In some really good news for humanities and non-technical graduates, the government is planning a mammoth jobs programme. The big push for this may have come from the upcoming Lok Sabha elections, where job creation is inevitably going to be a prominent issue. So, three key ministries – Ministry of Human Resource Development (HRD), Ministry of Skill Development and Entrepreneurship and Ministry of Labour and Employment are joining forces to train undergraduate students and generate jobs for them, starting in 2019. This programme will take in students across private and public higher education institutes.

Top officials and ministers of the ministries held a meeting last week to draw up a plan for the programme, which will be jointly launched in the next few weeks. The plan is to start implementation next year, a report in The Economic Times mentioned. Targeting a million students in the 2019-20 academic session, the aim is to bring in an ‘integrated apprenticeship programme’ into effect and improve employability of more than 8 million students clearing their graduation course.

Three areas of focus will be adding apprenticeship-based, end-of-degree programmes and linking them with higher education institutes, and restructuring the Bachelor’s programme in vocational courses to add the apprenticeship module. All higher educational institutes will also be integrated with the National Career Service portal.

As mentioned in the daily, a six- to 10-month apprenticeship and on-the-job training with prospective employers along with stipends will be lined up for final year students. The government will contribute 25% of the stipend, up to Rs 1,500 per month. The rest of the stipend will be backed by the Rs 10,000-crore corpus of the National Apprenticeship Scheme that has mostly remained unused.

The National Career Service portal will be linked with the Ministry of Skill Development and Entrepreneurship that will display a dashboard with the student’s qualifications, eligibility and their

apprenticeship and employment status. There will also be a waitlist that will get updated once the students find employment.
(Skill Reporter, New Delhi – 17 December, 2018)

SKILL INDIA IN PARLIAMENT

Rajya Sabha Unstarred Question No. 308 answered on 12.12.2018

Achievements of Skill India scheme

308. Shri Vijay Pal Singh Tomar:

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

- (a) achievements made by Government through "Skill India" scheme in various districts of the country including Uttar Pradesh so far;
- (b) the number of persons who have benefited from the said scheme, in various States; and
- (c) inspite of efforts made by Government to achieve hundred per cent target in this field, whether there are complaints among youth about this scheme?

Answer

**Minister of State in the Ministry of Skill Development and Entrepreneurship
(Shri Anantkumar Hegde)**

- (a) & (b) Under Skill India Mission, Ministry of Skill Development and Entrepreneurship is implementing a flagship scheme known as Pradhan Mantri Kaushal Vikas Yojana (PMKVY) on pan-India basis.

PMKVY has two components known as Centrally Sponsored Centrally Managed (CSCM) being implemented by National Skill Development Corporation (NSDC) and Centrally Sponsored State Managed (CSSM) being implemented by State Skill Development Missions of the States/ UTs popularly known as State- Engagement Component of PMKVY (2016-20).

Under Centrally Sponsored Centrally Managed (CSCM) component of PMKVY 2016-20, as on 30.11.2018, 32.99 lakh (appx.) candidates have been trained (23.18 lakh STT + 9.08 lakh RPL + 0.71 Special Project) under STT, RPL and Special Project in the country including State of Uttar Pradesh.

Further, under CSSM component of PMKVY 2016-20, 25% of the funds and corresponding physical targets of PMKVY 2016-20 has been allocated to the States for the implementation of scheme through State Skill Development Missions. Under this component, after evaluation of proposal received from 36 State/UTs, Ministry has given in-principle approval of a total target of 20.15 lakh candidates and corresponding financial allocation of Rs. 3,047 Cr. for FY 2016-20. Under this component, as on 06.12.2018, 1,92,079 candidates have been enrolled across 34 States/UTs.

(c) PMKVY and its empanelled training centres are being monitored effectively through various methodologies including IT interventions and measures namely; self-audit reporting, call validations, surprise visits and monitoring through the Skills Development Management System (SDMS), SMART, AEBAS, social media platform, etc.

Under the scheme, PMKVY Monitoring Committee review and formulate framework on the critical cases related to monitoring issues of the stakeholders. Also, the Committee has formulated penalty grid (approved by Steering Committee for PMKVY) for taking action against erring / non-compliant training centres / stakeholders. Based on the penalty grid, National Skill Development Corporation (NSDC), implementing agency of PMKVY under MSDE, has suspended training centers for noncompliance of PMKVY guidelines on multiple parameters and periodically publish the list on PMKVY official website. **(Rajya Sabha, New Delhi – 12 December, 2018)**

Rajya Sabha Unstarred Question No. 1106 answered on 19.12.2018

Skill development programme and job opportunities

1106. Shri Sanjay Seth:

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

- (a) whether it is a fact that those receiving training under skill development programme are also finding it difficult to get a job;
- (b) if so, the reasons therefor; and
- (c) if not, the number of persons who have received training under the skill development programme since its inception to till date number of persons who were able to secure employment following this training, the details thereof?

Answer

**Minister of State in the Ministry of Skill Development and Entrepreneurship
(Shri Anantkumar Hegde)**

(a) to (c) Under Skill India Mission, Ministry of Skill Development and Entrepreneurship is implementing a flagship scheme known as Pradhan Mantri Kaushal Vikas Yojana (PMKVY) with an objective to provide skilling to one crore people under Short Term Training (STT), Recognition of Prior Learning (RPL) and Special Project (SP) across the country for four years i.e. 2016-2020. Training under PMKVY 2016-20 is being imparted in National Skill Qualification Framework (NSQF) aligned Job Roles.

Under Skilling eco-system, Ministry is promoting employer participation in order to facilitate placement of the trained candidates under various sectors. Further, employers are actively participating as training partner/centre in training- cum- placement activities of the candidates. Also, scheme incentivises Training Centers (TCs) for facilitating placement of the trained candidates. TCs are mandated to organize Placement / Rozgar Melas every six months with support from the Sector Skill Councils (SSCs) and to ensure participation of local industry. Additionally, post placement support of Rs. 1450 per month per trainee is applicable for special group (women candidates and persons with disability) and special areas for 2 or 3-month post training depending on placement within or outside the district of the domicile of the candidate.

Under the PMKVY 2016-20 scheme, as on 30.11.2018, 33.93 lakh (appx.) candidates have been trained under STT (24.13 lakh), RPL (9.08 lakh) and Special Project (0.72 lakh) across the country in various sector. PMKVY 2016-20 scheme has mandatory provisions for placement tracking. The placement data is reported within 90 days of certification of trained candidates on the Skill

Development Management System (SDMS). As per data reported on SDMS, as on 30.11.2018, 20.18 lakh candidates have been certified under Short Term Training of PMKVY 2016-20. The number of candidates certified under Short Term Training of PMKVY 90 days prior i.e. 31.08.2018 is 18.42 lakh. Out of these candidates, as on 30.11.2018, 10.09 lakh candidates have been reported placed in various sectors across the country. The State wise details of the candidates certified (as on 31.08.2018) and reported placed (as on 30.11.2018) under STT of PMKVY 2016-20 is given at Annexure.

State-wise details of candidates certified (as on 31.08.2018) and reported placed (as on 30.11.2018) under STT of PMKVY 2016-20 is given below:

S. No. State/UT Certified Reported Placed

1. Andhra Pradesh	60,631	41,414
2. Arunachal Pradesh	312	139
3. Assam	30,114	14,258
4. Bihar	84,763	39,959
5. Chandigarh	3,217	1,864
6. Chhattisgarh	27,367	11,548
7. Dadra and Nagar Haveli	429	352
8. Daman and Diu	247	236
9. Delhi	87,033	46,537
10. Goa	753	630
11. Gujarat	31,841	16,093
12. Haryana	1,64,499	96,375
13. Himachal Pradesh	18,664	9,543
14. Jammu and Kashmir	45,520	27,831
15. Jharkhand	21,535	11,049
16. Karnataka	40,326	17,550
17. Kerala	23,060	9,378
18. Madhya Pradesh	1,78,744	98,971
19. Maharashtra	56,644	22,835
20. Manipur	2,159	865
21. Meghalaya	2,841	1,912
22. Mizoram	56	55
23. Nagaland	1,683	919
24. Odisha	51,000	29,531
25. Puducherry	4,326	1,943
26. Punjab	1,03,595	56,846
27. Rajasthan	1,86,008	95,991
28. Sikkim	676	79
29. Tamil Nadu	1,12,980	73,231
30. Telangana	82,689	57,509
31. Tripura	6,973	3,857
32. Uttar Pradesh	2,97,489	1,58,053
33. Uttarakhand	31,945	15,617
34. West Bengal	82,254	46,668
Grand Total	18,42,373	10,09,638

(Rajya Sabha, New Delhi – 19 December, 2018)

Lok Sabha Unstarred Question No. 2214 answered on 24.12.2018

Skill Development Programme

2214. Shri Dinesh Trivedi:

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

- (a) the number of youth who have been skilled and employed from 2016 under the skill development programme;
- (b) the details regarding the number of youth from socially and economically marginalized sections, religious minorities, differently abled people, women and transgenders given formal training and employment opportunities under the skill development programme; and
- (c) whether the Government is taking any steps to emphasise on developing skills that lead to sustainable development, if so, the details thereof and if not, the reasons therefor?

Answer

**Minister of State in the Ministry of Skill Development and Entrepreneurship
(Shri Anantkumar Hegde)**

- (a) Under Skill India Mission, Ministry of Skill Development and Entrepreneurship through National Skill Development Corporation (NSDC) is implementing a flagship scheme Pradhan Mantri Kaushal Vikas Yojana (PMKVY) 2016-20 with an objective to impart skill training to 1 crore prospective youth pan India for four years with a budgetary outlay of Rs. 12,000 crore.

As on 30.11.2018, under the PMKVY 2016-20 scheme, 33.93 lakh (appx.) candidates have been trained under Short Term Training (STT) (24.13 lakh), Recognition of Prior Learning (RPL) (9.08 lakh) and Special Project (0.72 lakh) across the country in various sectors. PMKVY 2016-20 scheme has mandatory provisions for placement tracking. The placement data is reported within 90 days of certification of trained candidates on the Skill Development Management System (SDMS). As per data reported on SDMS, as on 30.11.2018, 20.18 lakh candidates have been certified under STT of PMKVY 2016-20. The number of candidates certified under STT of PMKVY 90 days prior i.e. 31.08.2018 is 18.42 lakh. Out of these candidates, as on 30.11.2018, 10.09 lakh candidates have been reported placed in various sectors across the country.

- (b) PMKVY 2016-20 scheme is for all sections of the society including youth from socially and economically marginalized sections, religious minorities, differently abled people, women and transgenders. However, there are some special provisions for the candidates belonging to special groups (women candidates and persons with disability) and special areas (Left Wing Extremism worst affected districts, Jammu & Kashmir, North-East Region (8 States), Lakshadweep, Himachal Pradesh, Uttarakhand, and Andaman & Nicobar Islands) under the scheme.
- (c) PMKVY 2016-20 is being implemented on pan-India basis with an objective to provide skilling / upskilling to prospective youth. Under the scheme, training is being imparted in NSQF aligned job roles which are developed by Sector Skill Councils – an industry led body. Ministry is also promoting participation of employers for placement of trained candidates in order to make them employable for sustainable livelihood.

(Lok Sabha, New Delhi – 24 December, 2018)

Lok Sabha Unstarred Question No. 2356 answered on 26.12.2018

Skill Development in the Coal Sector

2356. Shrimati Supriya Sule:
Dr. Heena Vijaykumar Gavit:
Shri Satav Rajeev:
Dr. J. Jayavardhan:
Shri P.R. Sundaram:
Shri Dhananjay Mahadik:
Shri Mohite Patil Vijaysinh Shankarrao:

Will the Minister of Coal be pleased to state:

- (a) whether the Government has launched any scheme for skill development in the coal sector;
- (b) if so, the details of the areas likely to be covered along with the efforts being made by the Government to create sufficient manpower with requisite skill in the coal sector;
- (c) whether Coal India Limited has entered into any MoU to provide skill training;
- (d) if so, the number of persons who have been provided skill training so far;
- (e) the achievement made from the date of launching of the scheme; and
- (f) the other steps taken by the Government to skill all the persons engaged in coal sector?

Answer

Minister of Coal and Railways
(Shri Piyush Goyal)

(a) to (c): A Tripartite MoU has been signed between National Skill Development Fund (NSDF), National Skill Development Corporation (NSDC) and Coal India Limited (CIL) on 3rd May 2015 to provide training and undertake Recognition of Prior Learning to around 2.7 lakh person over a period of 2 years as per National Skill Qualification Framework in CIL's operational areas and neighboring regions. The target groups include 1,00,000 existing employees, 70,000 contract workers, 70,000 project affected persons and 30,000 students of Class 9 to 12. Broad areas of activities are Recognition of Prior Learning (RPL), Skill Training and Certification for employees and Contractors' Workers, Fresh Skilling for Youth and Women in Operational Areas, National Vocational Educational Qualification Framework in Schools and Infrastructure Augmentation. Further, a Pilot Project has been launched in all Subsidiaries of CIL on 15th July 2016 for training in various Trades, in which 10 days training is given to selected candidates followed by 1 day of assessment and certification. The project is being regulated by Skill Council for Mining Sector (SCMS) through Training Partners. Overall coordination is handled by NSDC & CIL along with its Subsidiary Single Point of Contacts (SPOC's).

(d) & (e): Number of persons trained and achievement made under the pilot project is summarized below:

Activity	Training imparted
Recognition of Prior Learning of employees.	39953
Training and Certification for Contract workers.	4700
Fresh Skilling of PAPs	1968 (706 placed)

(f): During the year 2017-18, a total of 1,07,943 employees of CIL and its subsidiaries have been trained, out of which 18,373 were executives and 89,570 non-executives. These training programs include in-house training, training in other reputed institutes outside the company and training abroad. Apart from its own employees, CIL also organizes basic and refresher skill development trainings for the contractors' workers working in its command area. 39,768 contractors' workers were imparted skill development trainings in Vocational Training Institutes of subsidiaries of CIL during 2017-18 as per requirement of the Mines Vocational Training Rules.

(Lok Sabha, New Delhi – 26 December, 2018)

NATIONAL SKILL DEVELOPMENT CORPORATION

Shortage of skill development centers is a challenge, says NSDC CEO Manish Kumar

“Shortage of training centres is a matter of worry for the National Skill Development Corporation. We need to train at least 2 crore people every year, but right now we're training only 1.05 crore. We need to double our capacity and for that cooperation from all the stakeholders is needed,” said Manish Kumar, NSDC Managing Director and CEO.

He added that there are around 15,000 skill training centres in the country right now, which are inadequate for India's size.

Currently, there are 15,079 NSDC training centres, out of which 7,655 are running grant-based programmes under the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) and 6,918 are running fee-based training programmes. The remaining 506 (one in each district) are multi-skill Pradhan Mantri Kaushal Kendras.

Even when skilled, the unwillingness of people to move out of their area of residence for jobs is another challenge, said Kumar.

“So now we have also started counselling people which is a not really skilling but a softer approach that can help them in taking the right direction. Through this, our focus is to assist people as to how they should look at their jobs and get have better understanding of it,” he added.

Power, transport and logistics, and construction are some high employment generating sectors, according to NSDC.

(Skill Reporter, New Delhi – 9 December, 2018)

NSDC sets up 55 skill training centres for People with Disabilities: Manish Kumar

In a world where improving vocational training and employment for People with Disability (PwD) is critical for enhancing their life's quality, the need for affirmative action is of paramount importance. Nearly 74% of PwDs are non-workers or marginal workers in India, according to Census 2011. India has 2.68 crore PwDs (56% male and 44% female); nearly 50% of the total PwD population in India (1.34 crores) are in the employable age of 15-59 years, but most of them are under-utilised.

World Bank study estimates that excluding people with disability from the economy translates into a foregone GDP of 5-7%. Consequently, the Sector Skill Council for PwDs (SCPwD) under the National Skill Development Corporation (NSDC) is aligned with the PMKVY (Pradhan Mantri Kaushal Vikas Yojana) 2016-2020 scheme, to run courses for the specially-abled,” says Manish Kumar, MD and CEO, NSDC.

The courses of 3 to 4 months' duration, blend theory and practical learning to address the skill gap along with soft skill sessions on communication, grooming, and presentation. They have been a part of PMKVY since 2016, however, to address the low uptake, dedicated PwD centres were sanctioned since March 2018. Presently, over 9000 PwD candidates have been trained under PMKVY, out of which 5000 have been placed. Over 55 PwD training centres have been set up with a target to train 14,520 candidates across the country.

The training is in varied job roles such as F&B steward, retail sales associate, domestic data entry operator, to name a few. "It is imperative to reduce, and ultimately remove barriers, for a more inclusive skills ecosystem," says Kumar, while referring to assistive aids such as braille and computer screen readers and sign language interpreters at many of the training centres. They are also awarded 'points' for PwD-friendly ramps, separate washrooms, lifts and wheelchairs.

Over 20 states including J&K, Delhi, Chhattisgarh, Uttarakhand, Maharashtra have provisions for residential facility for PwD candidates close to their training centres which accounts for the less than 10% dropout rate as it removes their reliance on public transport and need for attendants.

While each job role requires minimum education qualification as entry requirement, SCPwD can be flexible with the norms since the education status of PwDs is very low," Kumar says. The training centre's placement cell organises counselling sessions for trainees and exposure visits to employer locations for hands-on experience as part of on-job-training (OJT). The cells are also mandated to organise placement drives /Rozgar Melas as a platform for potential employers to focus on PwD inclusion. Going forward, NSDC is empanelling specialised placement agencies to scale-up placements for PwD candidates across India.

(Skill Reporter, New Delhi – 11 December, 2018)

SCMS IN INDUSTRY

Affiliation of Training Partners & Assessment Agencies

As per new SOP on affiliation process of assessment agencies, released by National Skill Development Corporation (NSDC) on 9th October, 2018 all the SSCs were mandated to re-validate all the existing assessment agencies on the evaluation matrix provided in SOP document. As per the evaluation matrix, each agency shall be evaluated against 13 critical parameters like Assessment Experience, Use of Technology, Geographic Spread, Quality Processes and other capability parameters. The Agencies qualifying more than 60% scores shall continue to be affiliated with SSCs whereas agencies between 40% to 60% shall be given 3 months' time frame to come up to the required levels.

The process includes submission of filled application forms by Assessment Agencies followed by a detailed desktop evaluation on the standard matrix and a field visit on the Agency office to verify the credentials provided. Post successful validation of the credentials, the agency is affiliated with respective SSC.

Out of current 16 Assessment Agencies, the desktop process for 5 and field visit for 1 agency has been completed. The remaining agencies are in the process of submitting the applications, getting their desktop evaluation and field visit validations being done. The activity should get completed by the end of current financial year.

Field Visit for Skill Mantra, an assessment agency with SCMS was completed on 13th December, 2018 and the agency was successfully on boarded again with SCMS as affiliated Assessment Agency.



Glimpses of field visit at Skill Mantra

Workshop on AR and VR at NSDC

A consultative workshop was organised at NSDC on Augmented Reality and Virtual Reality (AR/VR) learning resources on 19th December, 2018.

The concepts of AR/VR in a simplified manner were introduced at the workshop along with their applicability as an instructional tool in specific high-impact areas. Several benefits of this technology came to the forum, such as immersive and experiential learning, better retention, heuristic approach, real time assessment, long-term cost benefits etc. Specific focus was on how to take the immersive solutions to scale. Business models and investment options were discussed.

Two organizations, Simulanis and Veative presented the current skilling-products with specific examples of implementation. Mr. Ranjit Madan, the CEO of Life Sciences SSC, also shared his experiences with respect to the adoption of this technology in skilling in the pharma-manufacturing domain.

AR/VR received a positive response from all the SSC-stakeholders present in the workshop and most of the SSCs felt that diligent scoping in their respective domains may lead them to areas where this could be a game-changer, while acknowledging the challenges involved. Generic NOSs used in sector-QPs were voted unanimously as possible early-adopters across sectors for AR-VR enabled instructional content.



Glimpses of workshop on AR and VR at NSDC

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 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 Patna

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 which 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 Chakravathy, IAS, District Magistrate at Koraput.

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

Companies like Burger King, TeamLease Services Ltd, Bajaj Allianz Life Insurance, Lumax Industries, 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.



Candidate at the Rozgar Mela



NALCO pavilion at Koraput Rozgar Mela



Media Coverage in local newspaper

Meeting with Karnataka Skill Development Authority

A team lead by Mr. Ravindra Singh, COO, Skill Council for Mining Sector (SCMS) had a meeting with Chairman Dr Anup K Pujari along with Honorable Member of Karnataka Skill Development Authority (KSDA) Prof. (Dr.) S S Mantha on 6th December 2018, Karnataka Bhawan. Mr. Singh apprised KSDA about activities of SCMS and shared the details of industry led training program being conducted by SCMS.

Meeting with NSDC, Caterpillar India Private Limited, training partner and SCMS

On 7th December, 2018, a workshop was conducted at FIMI House, Delhi with representative from NSDC, Caterpillar India Private Limited, training partner and SCMS. Caterpillar India Private Limited expressed the desire to associate with NSDC and SCMS to roll-out a training program for local youth of Odisha and Rajasthan in the trade of backhoe loader.



Meeting of NSDC, Caterpillar India Private Limited, and SCMS representative

Meeting with Economic advisor- Ministry of Coal

Mr. Ravindra Singh, COO, Skill Council for Mining Sector (SCMS) met Shri Animesh Bharati, Economic advisor- Ministry of Coal on 31st December, 2018 at Ministry of Coal and updated him on the activities of the council and shared the details of proposed RFP on Revision of the Skill Gap Study. The inclusion of the Coal sector in this study was highlighted and he requested Ministry of Coal to nominate a person for the Project Steering Committee for the Skill Gap Study. Mr. Bharti assured that Ministry of Coal will nominate someone for the project steering committee for skill gap study.

During discussion, Mr. Bharti insisted that SCMS should take-up the training with CIL on priority and Ministry of Coal will extend all its support. A Meeting on this will shortly be call by Ministry of Coal inviting all the stakeholders.

Metso and Skill Council for Mining Sector join hands to implement ‘Unnat – kushalta ki aur’

A Memorandum of Understanding (MoU) has been signed between Skill Council for Mining Sector (SCMS) and Metso India Pvt. Ltd on 17th December, 2018 by Mr. Kamal Pahuja, Sr. Vice President, Metso India and Mr. Ravindra Singh, COO, SCMS. An inauguration ceremony was organised at The Westin Gurgaon, MG Road, Gurugram for announcing the introduction of the program “Unnat- kushalta ki aur”. The principle objective of enhancing technical skills of Indian youth to build employability and ensure easy



Exchange of MoU between Skill Council for Mining Sector & Metso India Pvt Ltd.

During the inauguration ceremony Mr. Kamal Pahuja Sr. Vice President, Metso India shared that “We are delighted to partner with SCMS for this initiative, envisioned to enhance employability skills of Indian youth through focused technical education. With this step, we wish to impact the society, yet again, in a positive way.”

The program was graced by Col A. K Chandel, Head, SSC Governance, NSDC as chief guest and Mr. R.K Sharma, Secretary General, FIMI (Federation of Indian Mineral Industries) as guest of honor.

With a congratulatory note, Mr. R K Sharma, Secretary General, FIMI (Federation of Indian Mineral Industries) said, “we are ready to extend all possible support from FIMI, SCMS to support this noble initiative of Metso.”



Mr. R K Sharma, Secretary General, FIMI



Col A. K Chandel, Head, SSC
Governance, NSDC

Col A. K Chandel, Head, SSC Governances, NSDC stated that “Methodology of CSR has changed. Now, it is not only limited to just creating a facility, but also ensuring the optimum utilization of it. It should be well constructed and should be in reach of deserving candidates.”

Mr. Pavan Seth, Vice president, Metso concluded the ceremony and expressed his strong commitment to drive this program, and make all possible efforts to take this to the next level. Other distinguished guest from mining fraternity like

Mr. G.S. Bhatti, General Manager - Coal India Limited, Mr. Deepak Gupta, Director-FEMENTO, Mr. Uma Shankar, Sr. V P-Adani Enterprises Limited, etc. were present at the auspicious occasion.

The duration of training is 6 months and will cover classroom, OJT at Metso factory premises and field training at crushing plants. The pilot batch will start from 5th February, 2019 at Alwar.

Apprenticeship in India- Importance and Necessity

Globally, apprenticeship has been recognized as one of the most efficient ways to develop skilled manpower by utilizing the infrastructure and training facilities available in the establishments. This is because, apprenticeship training not only provides an optimum balance between theory [classroom training] and hands-on experience; it updates the apprentice's skills and knowledge of various workplace related codes, safety rules and regulations, procedures, proper use of tools, troubleshooting, team work and communication skills. The apprenticeship programme in India formally started with the promulgation of the Apprentices Act 1961.

However, even after more than 5 decades since then, we still have a long way to go in adopting apprenticeship as an effective method for skilling as compared to other developed countries. Till now, the annual apprenticeship engagement has been about 4 lakhs per annum. Hence an effective apprenticeship programme is very significant for India as a tool for development of quality manpower for the industry and as an effective means for enabling livelihood for the youth. Today India is the youngest nation in the world and by 2030, 1 in every 5 youth in the world would be Indian. Around 65% population of India is below 35 providing India an opportunity to supply workforce to the ageing societies which are experiencing serious non-availability of skilled workforce. India is also among the fastest growing economies of the world today. These factors necessitate skilling Indian youth in consonance with the requirements of domestic economy as well as international standards with increased focus on quality apprenticeships both at the lower and the higher level. This has brought back to the fore the significance of Apprenticeships in India. Keeping this in mind the Government of India has brought about comprehensive reforms in the Apprenticeship Act in 2014 & the Apprenticeship Rules in 2015 to make apprenticeship more industry friendly.

Some of the key reforms include:

- Removal of prescriptive, quota based apprenticeship norms and the introduction of a flexible need-based band of 2.5% to 10% of total manpower
- Introduction of Optional Trades under the apprenticeship programme, which shall be designed by industry. This will train the youth to become industry ready with workplace relevant competencies and meet its requirements for a skilled workforce.
- Bringing the service industry under the apprenticeship umbrella
- Besides ITIs, linking short term trainings to the apprenticeship programme

The Government of India had also launched the National Apprenticeship Promotion Scheme (NAPS) in August 2016, to promote the apprenticeship programme in India by introducing a package of financial incentive to establishments engaging in apprenticeship. This package is specially intended to support and promote apprenticeship in the MSME segment for enhancing its productivity and competitiveness as well as capacity building.

The financial benefit has two components:

- I. Reimbursement of 25% of prescribed stipend, subject to a maximum of INR 1,500 per month per apprentice
- II. Reimbursement for cost of basic training, up to INR 7,500 per apprentice for a maximum period of 3 months/500 hours.

As per the new framework the Apprenticeship scheme is now anchored in the Ministry of Skill Development and Entrepreneurship (MSDE) at the national level. As per guidelines issued by MSDE on 20th/ 22nd February, 2018 and 16th May, 2018, a new implementation structure has been put in place for administering apprenticeship in India. Under this structure, the Directorate General of Training (DGT) will continue to be responsible for apprenticeship training in Designated Trades and the National Skill Development Corporation (NSDC) has been made responsible for apprenticeship training in Optional Trades. While the DGT will be supported by the RDATs for the implementation of the programme for the Designated Trades, the NSDC is to be supported by Sector Skill Councils (SSC) and Industry Chambers in case of Optional Trades. Additionally, in the states, the State Skill Development missions (SSDMs) will be expected to take the responsibility of implementing NAPS at a state level in case of Optional Trades with the help of SSCs and the Industry chambers at the state level especially focusing on meeting the state specific skilling requirement. Similarly, with respect to Designated Trades, the State Apprenticeship Advisor (SAA) will implement apprenticeship programme at State level.

Trades /Courses under the Apprenticeship act

There are two categories of trades defined under the Apprenticeship act 1961 as amended from time to time those notified by the Govt. referred to as "Designated Trades" and the others which are not included in the notified list of the Designated Trades but opted as a Trade/Course to be run under the apprenticeship Act by an establishment. These are referred to as "Optional Trades".

Rationale behind introducing "Optional Trade"

Optional trades have been introduced under the Apprentices Act, 1961 to allow employers to create their own courses/trades for providing training to apprentices. The concept of "Optional Trade" was introduced to give more flexibility to establishment to create courses as per their requirements in the manufacturing, services, trade or any other sector. This has also opened up opportunities to non-engineering graduates in fields such as B.A, B.Com., B.Sc., (including those pursuing such courses) and 10+2 pass outs from social sciences/commerce or those who have completed NSQF aligned short terms courses, and fresh apprentices from among those who are class V pass & above to enroll under apprenticeship training programmes and become industry ready.

NSDC has posted on the apprenticeship portal more than 2000 Qualification Packs designed by Industry experts/Sector Skill Councils(SSCs) across sectors including manufacturing & services which are pre-approved in the short term course format and most of which are NSQF aligned. The Industry can use these QPs also to design an apprenticeship curriculum for their establishment. Use of approved QP will enable easy alignment of the optional trade chosen with NSQF.

The employer could choose to run an Optional Trade under the Apprenticeship Training Programme in any one of the following modes: -

- a) Embedded mode- In this mode the QP contain both the basic training and OJT as part of qualification. The basic training can either be delivered by the industry at its shop floor or can be delivered by a Training Provider(TP) and the OJT will need to be delivered by the industry.
- b) Top up mode- -an establishment can pair two QPs which it feels are compatible and 3 run them under the Apprenticeship programme. Under this scenario it will be required to design the Apprenticeship Course in such a manner that the first QP will be treated as Block I (basic training/class room training/lab component) of the Apprenticeship Programme & the second QP will be treated as Block II (by running it on-the-job/shop floor training mode).

The NSDC has, after discussions with the SSCs, identified 100 embedded and 49 Paired courses which it felt were relevant for running under the apprenticeship programme from out of the 2000 plus QPs. The details are available on the portal. More such courses will be added in phases.

Appointment of all SSC CEOs as Joint Apprenticeship Advisors and delegation of related powers was done vide office order MSDE-01/(3)/2018-AP(PMU) dated 12th September, 2018 of MSDE. SSCs were asked to identify needs in their sector and prepare optional trades for implementation of apprenticeship. Presently SCMS has prepared

- i. Dumper Operator
- ii. Bulldozer Operator
- iii. Mine Machinist
- iv. Blaster/ Shot Firer

SCMS has the full authority to approve the training center and prepare new optional trades as per industry needs to roll out apprentices training. **(Mr. Bikram Kumar Sahu)**

Training Program

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, Skill Council for Mining Sector (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.

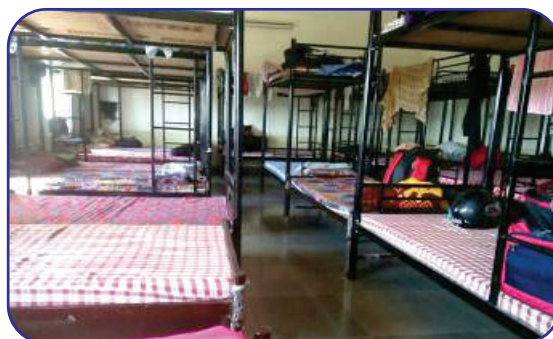


SCMS-HZMA Campus at ALVDTI, Railmagra, Raj.

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.

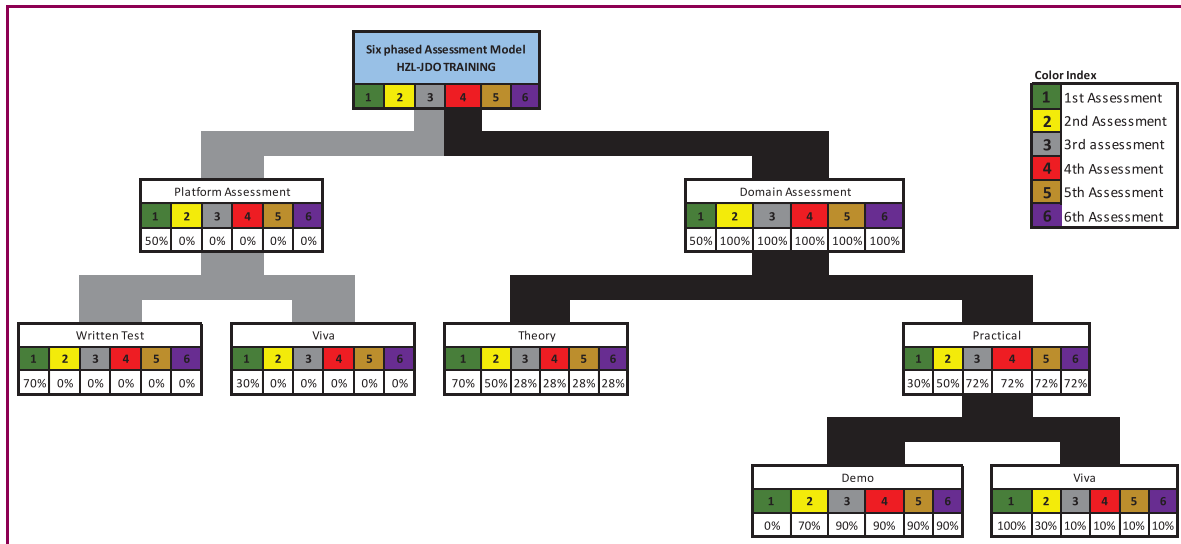
The trainees carry a log book / diary to capture the learnings on a daily basis when they go for the OJT.

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 18 months 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.

The candidates' basis their attendance- min 90% and monthly test score- min 70%, are given monthly stipend starting from Rs. 2000 in first month and going up to Rs. 4000 from month 10 onwards. Further,

the candidates are paid additional Variable Component from months 7 through 18 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.

Program Monitoring

SCMS carries out the program monitoring on a periodic basis to evaluate the program outcomes and all the deliverables and submits a report to the Project Steering Committee of HZMA.

The program was rolled out from 3rd October, 2016 and the first batch of 108 candidates under SCMS - HZMA program, completed their 12 months of training and underwent their Final Certification assessments over October 2017 and December 2017.

The second batch of JDO training with SCMS was launched on 2nd May, 2017. This program saw unprecedented response with more than 3000 applications received and the 3rd batch saw more than 5000 applicants showing interest in the program for 100 seats in each batch.

Campus Selection

The Campus selection activity was held at Zawar location where 7 mining contractors conducted interviews for selecting candidates on 24-25 October, 2017. The Campus placement drive was repeated on 10th November, 2017, where 75 JDO candidates were given pre-placement offers pending their final assessment. Subsequent interviews resulted in total 108 out of 108 placements with 107 candidates joining work w.e.f. February 2018 onwards.

The average salaries offered were 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 to application ratio of 1:50 makes this program one of the most aspirational skill development program in India.

Convocation Ceremony

The convocation ceremony for the students graduating from this program was held on 24th January, 2018 at Yashad 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.

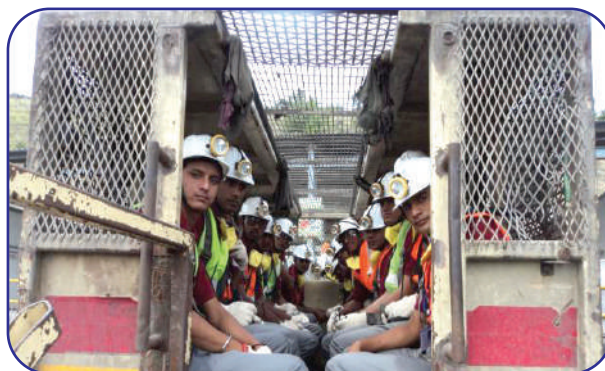
1. Industry Support: The largest and the most critical factor was the belief by Hindustan Zinc Limited (HZL) in the training process. HZL readily made available Simulators and Jumbo Drills at the mines and actual mine faces for the extensive on the job training. This had an impact on the production cycles 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 enforced 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.

Success Stories

Success Stories of the candidate trained under Fee-based / PMKVY/ PMKK

❖ HZMA (Hindustan Zinc Mining Academy) Success Story - Manish Kumar Sen

A celebratory procession was flowing through the village of Dhanop, Rajasthan. The atmosphere was festive.



The event was organized by the villagers to honor the achievement of one of its favorite sons; Manish Kumar Sen. He had landed a training stint with the Hindustan Zinc Mining Academy – a feat which many in the village consider as “Mushkil hi nahi, na mumkin hai.” For Manish Kumar it surely was an impossible dream. His father ran a small barber shop and his mother worked as a laborer. His financial condition compelled him to work as a waiter at a restaurant during night while he was pursuing his Diploma. A chance to glance at a newspaper ad for the 'Jumbo Drill Operator program' run by Hindustan Zinc & Indian Institute of Skill Development proved to be a turning point in his life. He joined the Mining Academy in July 2014. 'The academic rigor at the training centre provided me with the theoretical knowledge and the practical exposure needed to have a successful career in mining' says Manish Kumar. He feels that the soft skills training, the English language courses and the grooming sessions delivered at the centre gave him the confidence that he can perform in a challenging environment. The encouragement provided by the faculty and HZL executives instilled in him the sense of independence needed to solve problems by himself.

On completion of the training program, he was selected by Mining Associates Pvt. Ltd (MAPL) during the Campus Placement Drive organized by the HZL Academy. His salary of Rs.22, 000/- per month was a huge boost to the financial position of his family. This was followed by stint at Barminto as Mining Forman. He is currently working with Transnational Drilling and Mining Associates Pvt. Ltd (TDMA) as Mining Forman and drawing a salary of Rs. 55,000/- per month and his 'kutchra' house has become 'pucca'. He aims to become a Mining Manager in 5-6 years and his family is planning to open a marble unit. Manish credits his success to training he received at the academy and encourages the youth to enroll for the program. According to him, the 'Jumbo Drill Operator program' is “Bhagwan ka diya hua ashirwad.”

❖ Excelus Learning Solution Success Story - Veerbhadra

Mr. Veerbhadra came to know about the Skill Development Program towards uplifting the socio-economic status of Indian youth under the scheme of Pradhan Mantri Kaushal Kendra. He joined Mine Electrician course at Excelus Learning Solution, Yadgir and completed his training successfully. Now he got placed in Gabriel India Limited, and earning Rs. 15000/- per month, and satisfied with his job. Veerbhadra gives credit his success to PMKK Yadgir Centre Now he is independent and supporting his family financially and have a confidence to achieve his dreams.



❖ Nettur Technical Training Foundation Success Story – Suraj Soren



Mr. Suraj Soren is from a remote area of district East Singhbhum, Jharkhand. His brother works as a, daily wager farmer and he has to support a family of 3 members. Mr. Suraj Soren have joined Mechanic Fitter course at HCL, Ghatsila under CSR scheme and successfully completed his one-month Fresh Skilling training, which is conducted by NTTF. He is now placed in Ace Designers Pvt. Ltd Company and earning Rs 11,970/- per month. Mr. Suraj Soren helping his family financially.

SCMS Highlights: 2018

SCMS participates in Skill Summit 2018, Momentum Jharkhand (January, 2018)

To showcase the skill systems, processes, products, services and skill standard in Jharkhand, **Skill Summit-2018** was held on 12th January, 2018 the National Youth Day and Birth Anniversary of Swami Vivekananda, at Tana Bhagat Stadium, Khelgaon, Ranchi with more than 25,000 candidates from the state receiving job offer letters. SCMS had mobilized employers for recruitment during the rozgar mela to support the mission 25K of the state.



On the sidelines of the main summit, a Skill Exhibition was also held. Skill Council for Mining Sector (SCMS) participated in Skills Exhibition and was supported by Noamundi Iron Ore Mines of Tata Steel Limited.

Job Fair and Skill Exhibition at Bellary, Karnataka (January, 2018)

National Skill Development Corporation (NSDC) had organized a Job Fair and Skill Exhibition on 20th January, 2018 at Bellary, Karnataka. The job fair was driven by Hon'ble Minister of State, Ministry of Skill Development & Entrepreneurship Mr. Anantkumar Hegde.

Skill Council for Mining Sector had participated in the event through mobilizing potential employers of the region. SCMS's training partner, NTTF had put-up a stall during the event.



MSPL Limited, Hospat based company had shortlisted 31 candidates for job in different jobs roles.

Hon'ble Minister of State, Ministry of Skill Development & Entrepreneurship Mr. Anantkumar Hegde

Qualification Registration Committee (QRC) Meeting (January, 2018)

Skill Council for Mining Sector (SCMS), in consultation with industry and support of Subject Matter Experts (SMEs) has revised 37 Qualification Packs developed earlier during 2014-2015. The 37 QPs are now revised and rationalised in 30 QPs which were submitted to Qualification Registration Committee (QRC) of NSDC for their approval. QRC Committee in its meeting held on 17th January, 2018, discussed and approved five QPs (listed below) with minor modifications.

1. Assistant Mine Surveyor – Level 4
2. Driver Special Vehicle – Level 4
3. Sampler – Level 3
4. HEMM Mechanics Level -4 and
5. Rig Mounted Drill Operator Level -4

Workshop at NALCO for setting-up Centre of Excellence (January, 2018)

SCMS has signed an MOU with NALCO for preparing the DPR of Centre of Excellence in Mining being setup by NALCO. A workshop was held at Damanjodi on 10th January, 2018 which was attended by senior officers.



Mr. B K Thakur, Director (HR) NALCO initiated the discussions and stated that the outcome of the workshop will determine the shape size and nature of the planned COE. He further stated that the trainings at the COE should address the skill requirements for mining of bauxite and new coal mines planned in the state by NALCO.

Skill Council for Mining Sector (SCMS) made presentation on Skill eco-system, NSQF, key drivers to skill development in mining sector, and outline of NALCO COE in Mining. During the discussions inputs were received from members present in the meeting. Mr. Roy, Director (P&T) and Mr. V Balasubramanyam, Director (Production) joined in discussions through video conference.

Outcomes of the workshop:

Training will be initiated at NRTC, Bhubaneswar where a portion of the cafeteria will be partitioned for conversion into classroom, lab and installation of simulators. The OJT for the trainees will be held at Damanjodi. The training curriculum and plan to customised to the requirements of local mining conditions aligned to the NSQF guidelines. A separate building will be constructed for housing the NALCO – Centre of Excellence in Mining at Bhubaneswar in due course.



The shape and size of the building will be finalised basis the activities planned and the selection of trades and numbers to be trained each year. NALCO to share the projected human resource requirement for next 3 years with trade-wise numbers for each year, both for NALCO's bauxite and coal mines to be opened in near future.

Job Fair and Skill Exhibition at Ahmedabad, Gujarat (February, 2018)

National Skill Development Corporation (NSDC) had organized a Job Fair on 16th February, 2018 at Ahmedabad, Gujarat. Hon'ble MP Shri Paresh Rawal Ji was the Chief Guest along with Shri Bhupendra singh Chudasma Ji, Hon'ble Education Minister, Gujarat.

Skill Council for Mining Sector had participated in the event through mobilizing potential employers of the region. SCMS's placement consultant J&V Human Resources Services Pvt. Ltd had shortlisted 25 candidates for different jobs roles.

QRC Meeting (February, 2018)

Skill Council for Mining Sector (SCMS), in consultation with industry and support of Subject Matter Experts (SMEs) has revised 37 Qualification Packs developed earlier during 2014-2015. The 37 QPs are now revised and rationalized in 30 QPs which were submitted to Qualification Registration Committee (QRC) of NSDC for their approval. QRC Committee in its meeting held on 16th February, 2018, discussed and approved five QPs with minor modifications. Approved QPs name as given below:

1. Banksman – Level 4
2. Mine Welder– Level 4
3. Jumbo Drill Operator– Level 4
4. Ore Processing Operator -4 and
5. Reclamation Supervisor - Level -4

19th Meeting of the Governing Board of SCMS (March, 2018)

19th meeting of the Governing Board of Skill Council for Mining Sector (SCMS) was held on 9th March, 2018 at New Delhi under the Chairmanship of Mr. Sunil Duggal, CEO & Whole Time Director,

Hindustan Zinc Limited. During the meeting various decision were taken on implementation plan for National Apprenticeship Promotional Schemes (NAPS), Recognition of Prior Learning – Type 4, Demand aggregation, conducting of workshops for increase in industry connect, creation of pool of trainers and assessors etc.

Once again the attention of the members were drawn to the letter of NSDA of 4th January, 2018 to provide information regarding alignment of qualification to NSQF. It is mandatory for the al trainings to be NSQF compliance by December, 2018.

QRC Meeting (March, 2018)

Out of the 30 revised QPs submitted to Qualification Registration Committee (QRC) of NSDC for their approval, 5 QPs were presented and discussed during its meeting held on 8th March, 2018. The QRC approved them with minor modification/suggestions. The name of approved QPs are

1. Compressor Operator – Level 4
2. Roof Bolter – Level 4
3. Mechanic/Fitter – Level 3
4. SDL/LHD Operator -4 and
5. Winding Engine Operator - Level 4

The remaining QPs will be presented and discussed in subsequent QRC meetings.

Workshop for “Amendment of Mines Vocational Training Rules, 1966” (March, 2018)

A workshop was conducted by Directorate General of Mines Safety (DGMS) on 21-22 March, 2018 to discuss the concerns of Stakeholders for amendment of Mines Vocational Training Rule, 1966. The workshop was attended by Officials of DGMS, SCMS, Tata Steel Limited, Coal India Limited, and Singareni Collieries Company Limited.

DG, DGMS shared the guiding principle for revising the MVTR. The training modules should be designed so that the trainee acquires knowledge of legal provisions and rights, operations, safety aspects, working environment w.r.t self and others, emergency protocols and first aid procedures. He requested to all the participants to deliberate on these aspects.

The participants appreciated the efforts of DGMS as this is the needs of hour in view of the change mining scenario in the country. The objective of amendments in MVTR are inclusion of basic training for everyone including operators, supervisors, managers, engineers, etc., and improving training standards by enhancing training infrastructure, instructor quality, improved Modules of training and assessments. Training Scheme to be submitted by Mines Management. It is proposed to set-up a board to oversee implementation of trainings.

SCMS, elucidated the Skill Eco-system in India, including functioning of Skill Council for Mining Sector and importance of National Skill Qualification Framework (NSQF) and its implementation schedule. It was pointed out that NSQF is a competency based framework, which defines LEVELS in term of knowledge, skills and aptitude.

The Members appreciated the best practices undertaken by SCMS like development of competency standards (QP/NOS, Curriculum etc.), industry involvement, training delivery mechanism like accreditation of training centers, assessment and certification mechanism, training of trainers and assessors etc., and suggested these to be considered while amending the MVTR.

The broad training components and outcomes are listed below:

S. No.	Training Components	Training Outcomes		
		Knowledge	Skills	Performance
1.	LEGAL Framework			
	- Provisions	Y		
	- Rights	Y		
2.	Operations	Y	Y	Y
3.	Maintenance / Energy Isolation	Y	Y	Y
4.	Safety Aspects			
	- Safety Management Plan	Y	Y	Y
	- Behaviour	Y	Y	Y
5.	Working Environment			
	- Self	Y	Y	Y
	- Others	Y	Y	Y
6.	Emergency Preparedness	Y	Y	Y
7.	Fire Fighting	Y	Y	Y
8.	First Aid	Y	Y	Y

Workshop on Skill Excellence in Mining Sector, Ranchi (April, 2018)

A workshop on skill development in mining sector was organized on 12th April 2018 at Ranchi by Jharkhand Skill Development Mission Society. The workshop was chaired by Shri Sudhir Tripathi, Chief Secretary, Jharkhand, the other dignitaries included A K Singh, Secretary DHTE & SD, Dr. Sunil Kumar Barnwal, Secretary, Industries, Mines & Geology and Ravi Rajan, Mission director-JSDM.

Shri A K Bhandari, CEO, SCMS participated and made a presentation of current scenario of skilling in mining sector with special reference to Jharkhand. The other speakers include Mr. Chris Kroehn, TAFE & QSEC Australia, CCL, BCCL, ISM. The deliberation included stepping up skill development for the mining sector in the state & setting up of a Center of Excellence in Mining.

Meeting with QSEC (Queensland Skills & Education Consortium) - (April, 2018)

Under the umbrella MOU between SCMS and QSEC, a follow-up meeting was held with Mr. Sam Freeman from QSEC and Mr. Chris Kroehn, TAFE- Queensland at SCMS office on 13th April 2018. The following points were discussed during the meeting

1. QSEC will complete the training partner affiliation with SCMS within two months
2. QSEC will introduce RPM global as subject matter expert for opencast mines.
3. Alignment of SCMS occupational standards with Australian standards- SCMS expressed that the cost component worked out by QSEC is at the higher side and the same is to be brought down or some other modal is to be adapted.
4. TAFE also agreed to work as knowledge partner with SCMS in NALCO Project.
5. SCMS and TAFE will also partner to conduct productivity analysis of workers and identify skill gaps.

Meeting with Peter Baldwin, Commissioner for Government of Western Australia (April, 2018)

Shri A K Bhandari, CEO, SCMS met Mr. Peter Baldwin, Commissioner for Government of Western Australia at New Delhi on 16th April, 2018.

Western Australia is a major mining state using advanced technology and equipment's in their mining operation. Discussion were held on the possible areas of co-operation of skill development with TAFE, Western Australia including Training of trainers, alignment of occupational standards, productivity analysis of the workforce, dual certification and etc.

Consultative workshop on Employability and Entrepreneurship Module (April, 2018)

SCMS participated in consultative Workshop on Employability and Entrepreneurship module under PMKVY on 18th April, 2018 at NSDC. Member from Ministry of skill development & entrepreneurship, NSDC, Wadwani foundation, training partners, assessment bodies, British council and SSC member participated in this workshop. The objective of meeting is to enhance the curriculum for the Employability and Entrepreneurship skills. In addition to strengthening the part-topics covered presently on life-skills, digital and financial literacy, English language skills are also taken-up.

The workshop began with a context setting discussion which was followed by a team discussion where all the participants present were divided into 3 teams to discuss on English, Employability & Entrepreneurship respectively. The major points discussed are:

- i. The new curriculum may be based on variants based on logical grouping of job roles.
- ii. Possible grouping parameters for arriving at variants proposed were: Entry qualification of Job role, NSQF level, Sector/Sector type, Customer facing and non-Customer facing, and perhaps geographical-region of candidates.
- iii. Content should be comprehensive and should include advanced levels also, in case a trainee wants to learn more. The additional content is for self-study.

Workshop on Vocational Education and Training (IGVET) under the Indo-German programme (May, 2018)

In the recent past, the importance of Vocational Education Training (VET) has grown manifolds in the Indian context, especially owing its rich demographic dividend. Given the ever-changing industry dynamics and future job markets, it is critical to integrate on-the-job training and lifelong learning into the VET curriculum. The aim is to ensure that graduates are job-ready yet adaptable to the changing skills requirements.

Internationally, majority developed countries have adopted the Dual Vocational Education and Training (VET) program in order to bridge the gap between the increasing need for theoretical knowledge and real-world application of these skills – and German Dual (VET) is one of the most revered case studies.

The IGVET, applies cluster based approach for promoting cooperative workplace-based VET in India. The project draws its inspiration from the German Dual VET model, which is one of the most successful VET model across the globe. With an intention of generating a deeper understanding of this model and especially with intention of appreciating those elements which can be easily replicated and adopted in Indian VET system, IGVET has contracted a German expert who would share insights on the German Dual VET model and support in creating a deeper understanding on the same.

With an aim to enhance awareness and draw greater Industry participation, the Confederation of Indian Industry (CII) has joined hands with the Indo-German programme on Vocational Education and Training (IGVET) and organized a workshop with IGVET German Experts to get a deeper understanding of the Dual (VET) Model. Mr. Bikram Sahu from SCMS and 14 other sector skill council along with NSDC representative participated in a workshop on 2nd May, 2018 at CII, Udyog Vihar, Phase IV, Gurugram, Haryana.

Workshop on National Apprentices Promotional scheme(NAPS) with Central Coalfield Limited (May, 2018)

Skill Council for Mining Sector and Central Coalfield Limited jointly organized a workshop on National Apprentices Promotional scheme (NAPS) on 11th May 2018, at CCL head quarter. The workshop was attended by GM (HRD) and 14 different area training officers along with respective vocational officers. Mr. Bikram Sahu, Head Content development represented SCMS. During the workshop the guidelines and advantages of NAPS were deliberated upon.

Skills Exhibition and Placement drive (May, 2018)

Skill Council for Mining Sector (SCMS) organized a placement drive on 5th May, 2018 coinciding to Gram Swaraj Abhiyan- Aajeevika and Kaushal Vikas Mela at Kallanganagar, Jajpur, Odisha and also participated in skills exhibition and Placement drive, organized by NSDC at Kordha Stadium, Bhubaneswar, Odisha. It has invited 5 employer companies who have registered 63 candidates for jobs of Fitter, Mechanic, Welder and Electrician. Out of 63 candidates registered, 33 have been offered job letter during the day.

Meeting with Odisha Mining Corporation Limited (May, 2018)

A team consisting Mr. Ravindra Singh, COO, and Mr. Bikram Sahu, Head Content Development - SCMS met Dr. Santanu Rath, Director Personnel and P C Mahapatro, GM HRD on 30th May 2018 at OMC office, Bhubaneswar regarding rolling out Upskilling, Refresher and Certification training program for OMC in-service workers. The meeting was very fruitful and it was decided to start a pilot batch at Daitari mines in next month and then roll out a structured training calendar to cover other participants.

Participation in Sustainable Mining Summit organized by Federation of Indian Mineral Industries (May, 2018)

Mr. Ravindra Singh, COO SCMS participated in the Sustainable Mining Summit organized by Federation of Indian Mineral Industries from 31st May-1st June 2018 at Bhubaneswar. The summit was attended by more than 100 delegates throughout the mining fraternity including NALCO, NMDC, OMC, EZMA, Essel Mining and many more. Mr. Singh presented his paper on Skill Development in Mining Sector. The presentation focused on National Apprentices Promotional Scheme and recognition to prior learning.



Industry Connect Workshop, Jharkhand (June, 2018)

Jharkhand Skill Development Mission Society (JSDMS) and Jamshedpur Industrial Area Development Authority (JIDA) conducted an Industry Connect Workshop at Dhanbad on 29th June, 2018. A large number of industries from region participated in the workshop. Anjaneyulu Dodde, IAS Deputy Commissioner, Dhanbad stated that it is difficult for candidates to go out of the state at a salary of Rs. 10,000/- and requested industry to set up new units in the region and also asked the existing industry to support the placement initiative.

Mr. Ravindra Singh, COO SCMS participated in the workshop. Other dignitaries present were Mr. A K Singh-CMD BCCL, Mr. D K Singh-Director BIT Sindri, Dr. Rajeev Shekhar-Director IIT-ISM, Dhanbad and Mr. Amar Jha- CEO JSDMS.

20th Meeting of the Governing Board of SCMS (June, 2018)

20th Meeting of the Governing Board of SCMS was held on 25th June, 2018 at New Delhi under the Chairmanship of Mr. Sunil Duggal, CEO & Whole Time Director, Hindustan Zinc Limited. In his opening remarks Shri Duggal briefed about the discussions with Honorable Minister of Skill Development & Entrepreneurship during the review meeting held on 24th April, 2018. The Minister emphasized on the need for updating the Skill Gap Study and broaden its spectrum to cover the complete mining fraternity.

Meeting at Ministry of Mines (June, 2018)

Mr. Ravindra Singh, COO SCMS and Mr. Deepak Mishra met Shri Alok Chandra, IES, Economic Advisor, and Director, Smt. Athira S. Babu, Ministry of Mines and updated them on activities of SCMS. Details regarding the training infrastructure, QPs and NOSs on which the training activities happen, details of Industry Sponsored programs, etc. were shared. The highlights of SCMS flagship program with Hindustan Zinc Mining Academy were discussed. The Skill Excellence Centre at Hindustan Copper Limited and plans for the Centre of Excellence planned at NALCO were also discussed.

NSDA-SCMS Stakeholder Meeting for Qualification Pack Validation (July, 2018)

National Skill Development Agency (NSDA) had called a stakeholder meeting for qualification pack validation at its office on 3rd July, 2018. Industry representative from Tata Steel Ltd, Coal India Ltd, MOIL, Phosphorus Limited along with representative from NSDC, DGET, and SCMS participated in the meeting. Five new proposed qualification packs (QPs) were discussed and validated.

Consultation meeting for De-Duplication for Mining Qualification files (July, 2018)

Duplication of qualifications is a challenge being faced in NSQF alignment of qualification uploaded on National qualification register(NQR). In this regard, NSDA had conducted a Consultation meeting for De-Duplication of Mining Qualification files with experts from Mining sector on 3rd July, 2018 at its office. Representative from Tata Steel Ltd, Coal India Ltd, MOIL, Phosphorus Limited, NSDC, DGET, and SCMS participated in the meeting and provided their valuable comments.

Meeting with National Mineral Exploration Trust (NMET) and Skill Council for Mining Sector (July, 2018)

A meeting with National Mineral Exploration Trust (NMET) was held at FIMI House on 23rd July, 2018 to discuss the “Capacity building in Mining Sector especially for the exploration sub-sector”. Mr. Pradeep Singh, Director, NMET, Ministry of Mines attended the meeting with Mr. Ravindra Singh, COO, SCMS and Mr. Bikram Sahu, SCMS.

GIZ-NSDC-CII Roadshow (July, 2018)

The **Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH**, the **National Skills Development Corporation (NSDC)** and the **Confederation of Indian Industries (CII)** have joined efforts to effectively engage with these stakeholders across India and drive greater participation towards the Skill India agenda through a Road Show series, with a special focus on apprenticeship which is clearly emerging as one important path to bridge the skill gap in the industry and make our youth industry ready.



The aim of the roadshow is to:

- Enhance awareness about State & Central Level Skill Initiatives with special focus on apprenticeship
- Gather inputs about the current availability of skilled manpower at cluster level for the apprenticeship programme
- Share best practices, both international and from associations
- Support the industry associations in proactively taking up the issues concerning roll out of the apprenticeship programme

The Road Show will travel over 22 locations across India covering various regional and sectoral clusters. The Hon'ble Minister of Skill Development and Entrepreneurship, Shri Dharmendra Pradhan, launched the 'Road Show' on the 30th July, 2018 at Le Meridian, New Delhi. Mr. Ravindra Singh, COO, SCMS participated in the event attended by a large number of Industry Partners and Skill Councils.

New Chairman of Skill Council for Mining Sector (August, 2018)

Dr. Narendra Kumar Nanda Director (Technical) NMDC Limited took over as chairman of Governing Board of Skill Council for Mining Sector w.e.f 13.08.2018.



Dr. Nanda is an alumni of Indian School of Mines (ISM), and obtained his B. Tech. and M. Tech. degree from ISM in the year of 1982 and 2000 respectively. He also obtained a Ph.D. in Mineral Processing from Sri Krishnadevaraya University, Bellary.

He joined NMDC in 1989 and became Director (Technical) of NMDC. He has 30 years of experience in the mining industry in various capacity and specializes in mine operation, mine development, production & maintenance oriented activities. He was responsible for project planning and execution, mineral processing, mineral exploration and development and in diversification activities including construction of Steel Plant. He is Director in the Joint Venture Company of NMDC in Legacy Iron Ore Ltd, Australia and Serving as Vice-Chairman, KOPANO Iron Ore Co. Ltd., South Africa (A JV Company of NMDC).

He is member in Board of Mining Examinations under the Ministry of Labour. He has presented number of technical papers in National and International Conference, and has published and authored a book titled “Application of Technology for Sustainable Mining”.

He also served as Chairman cum Managing Director (In-charge) of NMDC from 1.1.2012 to 25.05.2012.

21st Meeting of National Skills Qualification Committee (NSQC) - (August, 2018)

National Skill Development Agency (NSDA) organised 21st Meeting of National Skills Qualification Committee (NSQC) on 3rd August, 2018 at NSDA under the Chairmanship of Dr. K P Krishnan, Chairman NSDA and Secretary Ministry of Skill Development & Entrepreneurship. Apart from discussing a large number of issues pertaining to Skill Development, NSQC also approved a number of Qualification Packs (QPs) and National Occupational Standards (NOSs) for various trades across sectors.

Skill Council for Mining Sector presented 5 QPs for approval to NSQC. 4 QPs were approved post discussions and for 1 QP additional entry level qualification were requested by Director General for Training (DGT), which has now been vetted by DGT and sent to NSDA for record.

Team from Mining Sector comprised of, Dr. Athira Babu, Director, Ministry of Mines, Dr. Ramesh Kumar, Directorate General of Mines Safety (DGMS) and Mr. Ravindra Singh, COO SCMS. Prior to this meeting Mr. Ravindra Singh met Dr. Babu and Dr. Kumar and briefed them on the NSQC process and the 5 QPs of SCMS presented for approval.

NSDC- All Hands Meet (August, 2018)

An All Hands Meet, the forum for review of skill development activities between NSDC and SSCs was organised across 8th and 9th of August, 2018. The AHM largely focused on the issues related to the Management of skilling activities by the SSCs under the given mandate, New Reforms in Assessment & Certifications process including On-line assessment, Migration of MES Courses to SSCs for A & C, Other Ministries Schemes in Skilling, Close group interaction with NSDC SEOs for deep dive into State Skill missions, National Apprenticeship programme, Project under PMKVY and other important issues like android based ebook reader, bilingual contents/trainees handbook would also be discussed.

Mr. Rajesh Agrawal, Joint Secretary Ministry of Skill Development and Entrepreneurship emphasised that SSCs should increase their focus on the Best in Class Employer – RPL Type 4 and promotion of Apprenticeship among the industries in their respective sectors. A series of workshop is being organised jointly by NSDA, CII and GIZ across the country and SSCs should endeavour to bring companies from their sector to participate in these workshops.

He also iterated the need to improve the quality of assessments and the new mechanism for empanelment of quality Assessment Agencies was shared by NSDC.

Workshop on Development and Revision of QPs & NOSs (August, 2018)

A workshop was conducted on 24th August, 2018 for developing new health and safety NOs and revising of 35 existing QPs. The workshop was chaired by Ravindra Singh, COO, SCMS with Subject matter experts are from various industry domain. Prashant Srivastava, SME- Coal Mining, Ganshyam Wangneo, SME-Mechanical, Ashim Kumar, SME- Electrical attended the workshop.

Participation at Bengaluru and Chennai- "Skill Connect Workshop" (August, 2018)

The Government of India & the State Governments have in the recent past, designed many schemes to create an industry-friendly skills ecosystem. The amendments brought about in the Apprenticeship Act & Rules is one such major initiative which concerns the Industry directly. It has been felt that these initiatives need to percolate to Industry for their participation.

Skill Council for Mining Sector has actively participated in two skill connect workshops scheduled at Bengaluru and Chennai on 27th August and 28th August respectively. Mr. Ravindra Singh, COO, SCMS and Mr. Sitaram Kemmannu, State engagement officer- southern Region along with 15 industry member from NMDC, MEL Mines, Vedanta group, ERM mines and Laxmi minerals participated in the workshops.

MINING MAZMA (September, 2018)

Mining Exploration Convention and Trade Show MINING MAZMA 2018 was organised from 13th to 15th September, 2018 at Bengaluru by Federation of Indian Mineral Industries (FIMI), the apex body representing mining industries in India. The Convention and Trade Show was inaugurated and addressed by Shri Haribhai Parthibhai Chaudhary, Hon'ble Minister of State for Coal and Mines.

During the Convention, 27 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,

Jharkhand,
Karnataka,

Madhya Pradesh, Maharashtra, Odisha, and Rajasthan highlighted the investment opportunities in mineral exploration and mining in their respective states. SCMS actively participated in the event showcasing the Skill Development activities in Mining Sector in India. SCMS was supported by Nettur Technical Training Foundation (NTTF) and Skill Mantra for showcasing the activities of the Council.



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 400 delegates and 85 exhibitors from across the globe. Trade show attracted more than 2000 footfalls.

NSDA Meeting with Sector Skill Councils (September, 2018)

A meeting was organised by National Skill Development Agency (NSDA) under Chairpersonship of Ms. Sunita Sanghi, Senior Adviser, MoSDE & DG- NSDA, at Kaushal Bhawan, New Delhi on 24th September, 2018. The agenda of the meeting was to review the compliance of the Qualifications with NSQF and their usage. The various issues related to the programs being rolled out by the various states and any other point coming up during the discussions. All the Sector Skill Councils were invited to participate in this half day discussions. SCMS was represented by Mr. Ravindra Singh, COO. He shared that out of 45 Qualifications approved by NSDA, training and certification has been done for 38 qualifications and the remaining qualifications will also see their usage in the current year.

Participation at Hyderabad, Telangana – “Skill Connect Workshop” (September, 2018)

The Government of India & the State Governments have in the recent past, designed many schemes to create an industry-friendly skills ecosystem. The amendments brought about in the Apprenticeship Act & Rules is one such major initiative which concerns the Industry directly. It has been felt that these initiatives need to percolate to Industry for their participation. Given the background, the NSDC has joined hands with CII, & GIZ to engage with the Industry & its Chambers/ Associations with an aim to greater participation from their side towards the Skill India agenda through Road Shows covering all States focused on Apprenticeship. The road shows are expected to be attended by the Leading Industry representatives from the State/Region, officials from the MSDE, NSDC, DGT (including RDATS), State Skill Development Mission & State Apprenticeship Advisors, Local industry associations and cluster leads, Sector Skill Councils & Training Partners and Principals from leading Higher Education Institutions.

The aim of the road show is to:

- Gather inputs about the current availability of skilled manpower at cluster level
- Enhance awareness about State & Central Level Skill Initiatives
- Share best practices both international and from other associations
- Support the industry associations in proactively taking up the issues related to the skill training

Skill Council for Mining Sector has actively participated in two skill connect workshops scheduled at the ITC Kakatiya, Begumpet Road, 6 -3 -1187, Greenlands Rd, Teachers Colony, Hyderabad, Telangana on 18th September, 2018. Mr. Sitaram Kemmannu, State engagement officer- Southern Region along with Mr. Nilay Sharma, Atul Singh and Van Bihari Mohanto from National Mineral Development Corporation Limited participated in the workshop.

5th Annual General Meeting of Skill Council for Mining Sector (September, 2018)

The 5th Annual General Meeting of the Skill Council for Mining Sector was held at FIMI House on 24th September, 2018. The meeting was chaired by Shri N K Nanda, Chairman, SCMS and Director Technical, NMDC Limited. 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 2018.



Annual General Meeting

Annual General MeetingThe Following Directors of Governing Board have resigned in last 1 year on account of superannuation or change in role in their respective organization or due to personal reasons:

1. Mr. R R Mishra – CMD, Western Coalfields – representing CIL
2. Mr. Vijay Iyer – Managing Director – Rio Tinto India Pvt. Ltd.
3. Mr. H S Rathore – Vice President, ACC Limited

The new appointees are:

1. Mr. R P Srivastava – Director (Personnel & IR), CIL
2. Ms. Yashika Singh – Principal Advisor, Rio Tinto India Pvt. Ltd.
3. Mr. Abhijit Chattopadhyay, Vice President, ACC Limited

21st Meeting of the Governing Board of Skill Council for Mining Sector (September, 2018)

The 21st Meeting of the Governing Board of Skill Council for Mining Sector was held at FIMI House on 24th September, 2018. The meeting was chaired by Shri N K Nanda, Chairman, SCMS and Director Technical, NMDC Limited.

The Chairman appraised that the industry is now increasingly appreciative of the role being played by SCMS. The work plan for next 3 years was discussed and further it was decided to update the skill gap study report for upcoming demand job roles. Mr. Ramesh Kumar, DDG, DGMS also appreciated the efforts of SCMS in skilling workforce for mining sector. He also invited SCMS to be part of team who were developing the training modules of amended VTC-2017 rules.

Skills Exhibition and Placement Drive at Balasore, Odisha (September, 2018)

Skill Council for Mining Sector (SCMS) participated in Exhibition cum Rozgar mela Drive from 21st - 23rd September, 2018 in Balasore, Odisha, organized by NSDC. It was a big opportunity for youth of Balasore and neighboring locations to connect with more than 50 employers. Exhibition stall by SCMS witnessed more than 3500 visitors in three days which included aspiring youth, their parents, Industry representatives, Skill Development and Training organisations, Government bodies etc. SCMS experts explained them about career opportunities available in mining sectors, various job roles which can be opted for necessary trainings and contact details of Training Partners for registrations on these courses.

M/S MINDA SAI Ltd, Chennai and Natchi Apparel, Tamil Nadu represented SCMS in Rozgar mela and interviewed 310 candidates for various job profiles like Mechanic Fitter, Mine Welder and Mine Electrician. No. of 84 candidates have been shortlisted and offered job out of 310 candidates who appeared for interview.

Skill Exhibition and Placement Drive at Bikaner, Rajasthan (September, 2018)

Skill Council for Mining Sector (SCMS) participated in Exhibition cum Rozgar Mela drive from 28th – 30th September, 2018 in Bikaner, Rajasthan organized by NSDC. It was an opportunity for youths of Bikaner and neighboring locations to connect with more than 50 employers. Exhibition stall by SCMS witnessed more than 1500 visitors in three days which included aspiring youth, their parents, Industry representatives, Skill Development and Training organisations, Government bodies etc. SCMS experts explained them about career opportunities available in mining sectors, various job roles which can be opted for necessary trainings and contact details of Training Partners for registrations on these courses.

Hindustan Zinc Mining Academy (HZMA) also participated in SCMS's exhibition and explained visitors about the various courses offered to the youths of Rajasthan. More than 400 candidates registered with Mining Academy to pursue the courses under above programs. Shree Krishna Industrial Recruitment Pvt. Ltd, Bawal, Haryana represented SCMS in Rozgar mela. 300 candidates were interviewed for jobs like Mechanic Fitter, Mine Welder and Mine Electrician. No. of 70 candidates have been shortlisted and offered job out of 300 candidates who appeared for interview.

Placement Drive at Ranchi, Jharkhand (September, 2018)

Skill Council for Mining Sector (SCMS) organized Rozgar mela on 25th September' 18 in Ranchi, Jharkhand along with training partner Bhola Institutional Trust and placement agency Demorgia Consulting Services Pvt. Ltd. Mobilisation for eligible candidates was done by the training partner from Ranchi and neighboring locations. Advance Rubber Technologies, Manesar, Gurgaon and Big Basket, Delhi were the participating employers mobilized by Demorgia Consulting Services. Candidates were interviewed for Data Entry Operator, Packers and Rubber Processing Machine Operators. No. of 7 candidates have been shortlisted and offered job out of 60 candidates who appeared for interview.

Workshop on “Infrastructure required for Setting up Skill Excellence Center for Mining Sector” (October, 2018)

A workshop on “Infrastructure required for Setting up Skill Excellence Center for Mining Sector” was conducted on 8th October, 2018 at Centurion University. The main agenda of the workshop was to list down the infrastructure & equipment required for setting-up a training center for Dumper Operator, Mining Mate & HEMM Mining-Mechanic trades. The Dr. Amiya Singh, Dean, SoVET-CUTM, Mr. Kulsrestha, DDMS-DGMS(retired), Mr. Hamant Date, Dy. Manager, Ashok Leyland ltd, Mr. K Sekar- SCMS and many more senior members from Centurion university participated in the workshop.

SCMS Visit to NALCO NRTC and Presentation to Board (October, 2018)

A Team from SCMS led by Mr. Ravindra Singh, COO, SCMS, visited NALCO Research and Training Centre to finalize the setting up of Skill Excellence Training Centre under the proposed NALCO Centre of Excellence in Mining (NCEM) on 9th October, 2018. Mr. Subrat Kar, GM R&D, NALCO and Mr. Sambit Parida, AGM H&A, NALCO facilitated the visit. During the visit the building proposed by NALCO for housing the Skill Excellence Training Centre was inspected and the various points regarding the required infrastructure, etc. were discussed. Basis this discussion, the infrastructure cost component of the proposed Skill Excellence Training Centre under NCEM was revised.

The revised plan, including the revised costing was presented to the NALCO Board on 10th October, 2018 by Mr. Ravindra Singh and Mr. Bikram Sahu from SCMS. The NALCO Board led by Dr. Tapan Chand, CMD, NALCO appreciated the presentation and it was agreed that the Skill Development vertical in the NALCO Centre of Excellence will function under and independent structure.

Meeting with Khetri Copper Complex, Hindustan Copper Limited (October, 2018)

On 16th October, 2018 Mr. Ravindra Singh, COO, SCMS and Mr. Bikram Sahu met Mr. R K Sah, ED, KCC to discuss the future plan to roll-out the next batch at Skill Excellence Center. Mr. Sah briefed that there is acute shortage of Winding Engine Operators at all underground metal mines. Presently KCC requires 8 Winding Engine Operator and would like to start a batch from December, 2018.

Meeting with MOIL Limited (October, 2018)

Mr. Ravindra Singh, COO, SCMS and Mr. Bikram Sahu visited MOIL Headquarter, Nagpur and met Ms. Ujwala Abhyankar, Sr. Manager-Personnel and N. Pagnis, DGM (Pers). Currently MOIL is conducting a 3 days training followed by assessment for certification under RPL. It was suggested that MOIL should go for five days upskilling and refresher training program for all its employees. Shri D.S. Shome, Director (Production & Planning) & Shri Venkatapathi Raju, ED (Personnel), also appreciated the proposed program.

Placement Drive/ Rozgarmela at Gopalganj, Bihar (October, 2018)

Skill Council for Mining Sector (SCMS) organized Rozgarmela on 27th October 2018 in Gopalganj, Bihar with its training implementation partner Jan kalyan Samiti Bikramganj. Job fair was organized in famous Ambedkar Bhawan of the City to maximize candidates' participation in Rozgarmela for interviews, so that maximum number of youths from the region can avail the opportunity.

The event was inaugurated by Shri Janak Ram, Member of Parliament, Gopalganj, Bihar in media presence.

Counselling camp was also organized for the candidates to make them aware of the interview process, job opportunities, career path, existing job market scenario, etc.

More than 600 candidates registered for participating in interview for various industries. 10 organizations participated in the Rozgarmela to provide job opportunities to youth. There were nearly 1000 job openings in trades like Fitter, Mechanic, welder, turner, etc. Total 180 were candidates shortlisted for various jobs by different companies.

Candidates were hired for organization like Minda Sai Ltd. Omax Autos Ltd, Aisin Automotive Pvt. Ltd, Airtel, SBI card, for retail sales by organization like Calibehr Business Support Services Pvt. Ltd and Yuva Shakti Foundation.

Placement Drive/ Rozgarmela at Lucknow, Uttar Pradesh (October, 2018)

Skill Council for Mining Sector (SCMS) participated in Exhibition cum Rozgarmela organized by National Skill Development Council (NSDC) from 26th–28th October, 2018 in Lucknow, Uttar Pradesh.

Honorable Union Minister of Home Affairs Shri Rajnath Singh inaugurated the 3 day Rozgarmela in Lucknow, where more than 50 employers participated to provide job opportunities to the youth.

Counselling camp was also organized for helping candidates to make them aware of interview process, job opportunities, career path, existing job market scenario, etc.

Tikona Infonet Ltd. represented SCMS in Rozgarmela. 110 candidates appeared for the job interviews and out of which 26 candidates were offered jobs of Marketing Executive with salary of Rs 10000 per month.

Placement Drive/ Rozgarmela at Bellary, Karnataka (October, 2018)

Skill Council for Mining Sector (SCMS) participated in Rozgarmela Drive on 31st October, 2018 in Bellary, Karnataka, which was organized by its training implementation partner Excelus Learning Solutions. Rozgarmela was organized in Pradhan Mantri Kaushal Kendra (PMKK), Bellary.

Mr. Sitaram Kemmannu, State engagement officer-southern state, Skill Council for Mining Sector (SCMS) inaugurated the Rozgarmela along with HR Managers from various industries.

More than 340 candidates registered for participating in interviews for various industries. 9 organizations were present to provide job opportunities to the youth. In total 210 candidates were selected/shortlisted in trades like Technician Maintenance, Material management, Electrician, Retail Sales, Guest Relationship Associate, etc.

The companies which selected the candidates are MSPL Ltd. Reliance Trends, Reliance Digital, Burger King, SLR Metaliks Ltd., Skandhanshi Infra Projects Pvt. Ltd, etc.

Meeting with Maharashtra State Skill Development Mission (October, 2018)

SCMS had a meeting with Maharashtra State Skill Development Mission at its Regional Office at Nagpur on 26th October, 2018. Mr. Ravindra Singh, COO, SCMS shared his views on the requirements of training youths from Nagpur, Bhandara and Chandrapur on mining trades as the region is a major mining cluster of Maharashtra. Mr. Shailesh Bhagat, Asst. director, MSSDM also acknowledged the same and promised to initiate skilling activities in this area.



Steering Committee Meeting (November, 2018)

The 1st Steering Committee Meeting for the FY 18-19 was held at 11:30 AM on Friday, the 2nd November, 2018 at FIMI House, New Delhi, under the Chairmanship of Mr. Uma Shankar, Chairman-Steering Committee and Sr. Vice President, Adani Enterprises Limited.

Mr. R K Sharma, Secretary General, (FIMI), Mr. Pramod Tyagi, CEO (PTPL) & Additional Secretary General (FIMI), Mr. A. K. Bhandari, Advisor (FIMI), Mr. B.K. Bhatia Joint Secretary General (FIMI), Mr. Ravindra Singh, COO (SCMS) were present in the meeting.

Mr. Ravindra Singh, COO, SCMS welcomed all the members and briefed them that while undertaking its training programs SCMS is also taking into consideration the safety parameters, socio economic factors and environmental aspects from training view point.

The main agenda of the meeting was deliberation over the following RFP documents by the committee members.

- I. To conduct Version 2.0 of “Human Resources and Skill Requirement Study in Mining Sector” for FY 2018-2025**
- II. Developing 9 new QPs**
- III. Development of course content for 15 job roles**

SCMS plans to roll out the RFPs for the above work post necessary approvals.

Workshop on Revision and Development of QPs / NOSs (November, 2018)

A five-day workshop on revision of QPs and development of health and safety NOSs was organised from 12th to 16th November, 2018. The workshop was chaired by Mr. Ravindra Singh, COO, SCMS. Mr. Prashant Srivastava, SME for Coal Mining, Mr Ganshyam Wangneo, SME for Mechanical, K Sekar, SME for Electrical were invited as industry expert to participate in the workshop. Ms. Rakhee Gorewal from NSDC participated in the workshop and gave valuable inputs on various QPs and NOSs.

Brainstorming on Occupational Map (OM) and addition of new job roles resulted in changes and realignments of Mining Sub-sectors and realignment of various Job roles as per the NSQF Levels.

Three separate health and safety NOS which cover all aspects of DGMS mandatory basic training were specially developed during this workshop.



Meeting of NSDC and SCMS representatives along with Subject Matter Experts from mining sector

Skills Exhibition at Keonjhar, Odisha (November, 2018)

Skill Council for Mining Sector (SCMS) participated in Skill Exhibition from 21st to 23rd November, 2018 at Keonjhar, Odisha organized by National Skill Development Corporation (NSDC).

SCMS exhibition stall witnessed more than 1000 visitors in three days and they cleared their queries. The visitors explained about career opportunities in mining sectors and what are the different job roles in which they can start their career after getting training and certificate from SCMS. The training partner details were also shared with the visitor to take training in future.

SCMS has splendid display of three instrument categories: 1. Mine Safety Instruments, 2. Mine Survey Instruments and 3. Mine Mechanical Services Instruments

SCMS showcasing mine survey equipments ranging from “**Ancient mine-survey equipments**” to latest “**Laser survey**” equipments which demonstrated the history of evolution of Mining Survey equipment. The reason behind displaying of Mine Safety Instrument is that mine safety is important area for all mines and we wanted to convey the same information to visitors at our stall. The display at SCMS Stall was lauded by all.

Tata Steel supported SCMS in setting of Exhibition stall. Exhibition was highly appreciated by all participant.

Placement Drive/ Rozgarmela at Keonjhar, Odisha (November, 2018)

Skill Council for Mining Sector (SCMS) played a major role in Exhibition cum Rozgarmela from 21st to 23rd November, 2018 in Keonjhar, Odisha organized by National Skill Development Corporation (NSDC).

Rozgarmela was organized at oldest mining school of Odisha - **Orissa School of Mining Engineering, Keonjhar**. The purpose of the mela was to enable maximum number of youths from the region avail this employment opportunity and better their career. Along with Rozgarmela, counselling camp was also conducted at the venue for candidates to make them aware of resume writing, interview process, job opportunities, career growth path, etc.

More than 30 companies from various sectors like Mining, Retail, BFSI, Hospitality, Construction, Manufacturing, etc. participated in the Rozgarmela and hired candidates.

Thriveni Earth Movers Pvt. Ltd., S.N. Mohanty, Minda Sai Ltd, Calibehr Business support services Pvt. Ltd. and Yuva Shakti Foundation represented SCMS in Rozgarmela. Total 315 candidates appeared for the job interviews in these companies out of which 50 candidates were offered jobs in various job roles like, HEMM-Welder, HEMM-Turner, HMV operator, Wiring Harness Machine Operator, Sales Executive, etc. Maximum salary of Rs 18000 was offered by Thriveni Earth Movers Pvt. Ltd. for HMV operator.

Placement Drive/ Rozgarmela at Mumbai, Maharashtra (November, 2018)

Skill Council for Mining Sector (SCMS) participated in Exhibition cum Rozgarmela from 24th to 25th November, 2018 in Mumbai, Maharashtra, organized by National Skill Development Corporation (NSDC).

Dr. Kirti Somaiya, Hon’ble member of Parliament (Lok Sabha) Mumbai North-East inaugurated the two days Rozgarmela in Mumbai, where more than 50 employers participated to provide job opportunities to the youth.

Along with Rozgarmela counselling camp was also conducted at the venue for candidates to make them aware of resume writing, interview process, job opportunities, career path growth, etc.

Catalyst Management services, Coffee Day Global Ltd. (Café Coffee Day) and Calibehr Business support services Pvt. Ltd. represented SCMS in Rozgarmela. Total 84 candidates appeared for the job interviews and out of which 39 candidates were offered jobs in various job roles like customer service executive, sales executive, tele sales executive with salary of Rs. 12000 per month.

SCMS Meeting with Hon Kate Jones (November, 2018)

SCMS was invited by Her Excellency Ms. Harinder Sidhu to attend a reception in honour of The Honourable Kate Jones, Queensland Minister for Innovation and Tourism Industry Development, Minister for the Commonwealth Games, and Ministerial Champion for International Education. Minister Jones is on

an official visit to India to further build on the growing ties between Queensland and India in innovation, tourism and education.

Mr. Ravindra Singh, COO, SCMS shared the objectives and achievements of SCMS with the Minister and also updated her on SCMS's engagement with Queensland for skill development activities, particularly the association with Queensland Skill and Education Consortium (QSEC). The Hon'ble Minister found the SCMS proposal on developing skill training programs with global standards of productivity and safety in partnership with QSEC and in particular with TAFE Queensland very apt in view of India emerging as a global source of skilled human resources and promised to facilitate discussions with TAFE Queensland to further this initiative.

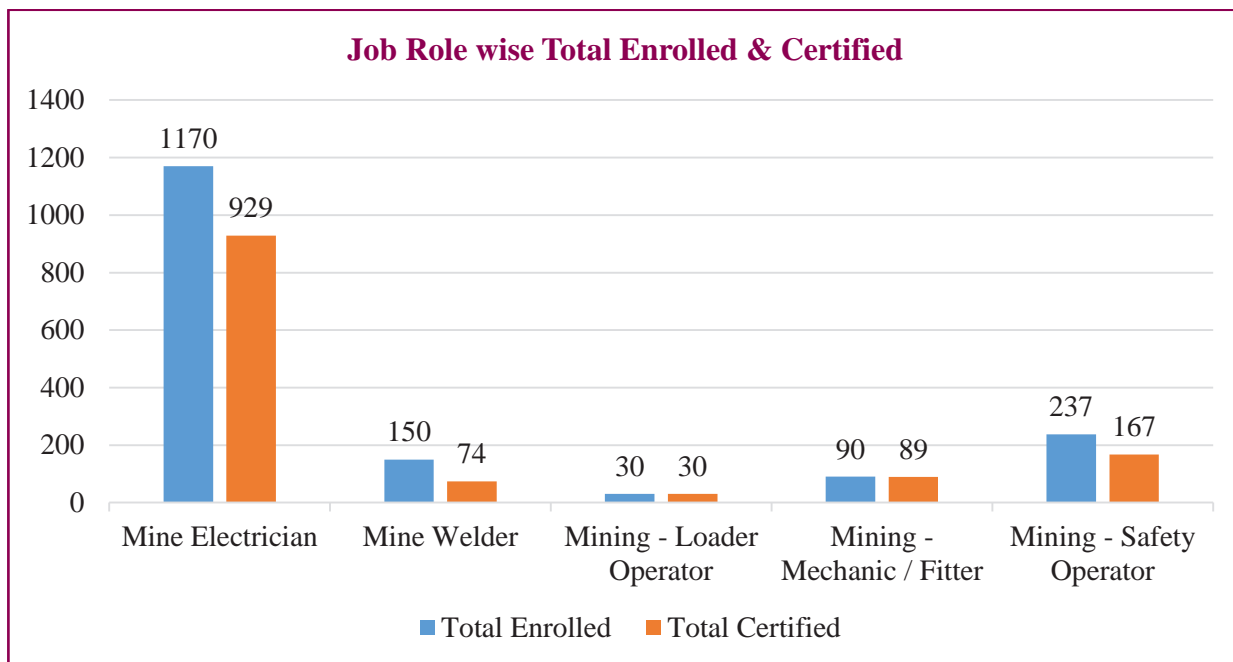
SCMS Progress

PMKVY-2.0 Trainings

Short Term Trainings (STT)

(as on 4th Jan, 2019)

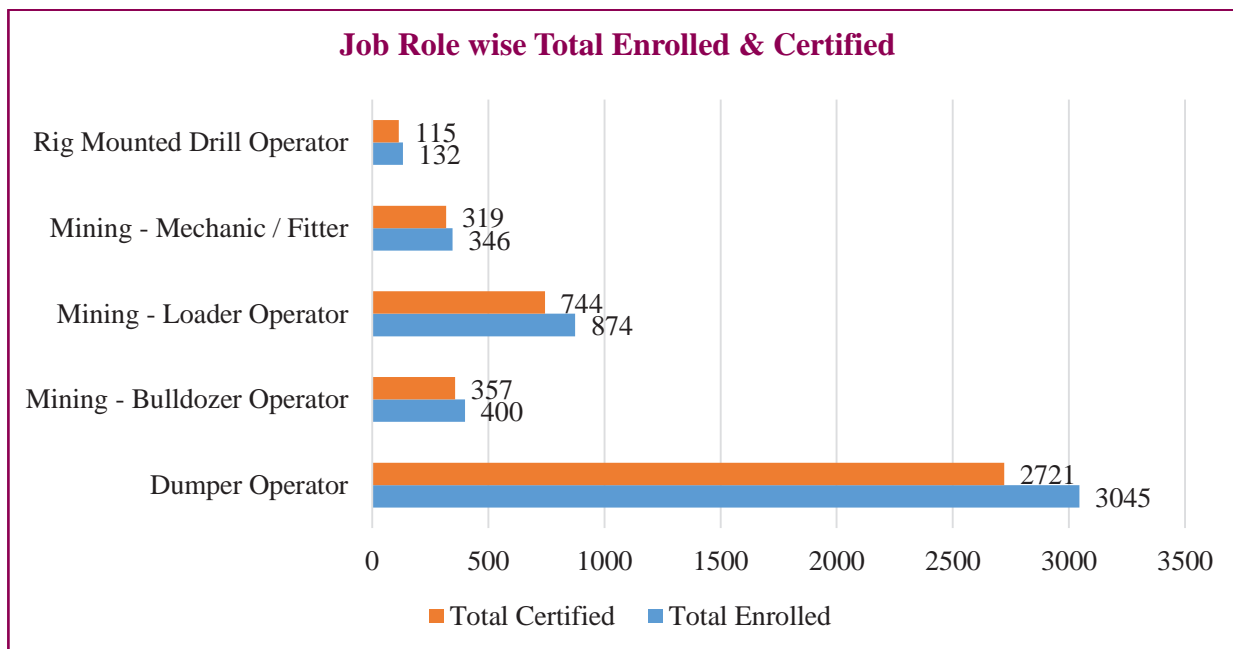
Name of Training Partner	Total Enrolled	Total Certified
Ashpra Skills Private Limited	120	51
Exceluslearning Solutions	644	493
Gramin Vikash Samiti	60	50
Haji Ramjan Khan Samaj Kalyan Evam Shiksha Prasar Samiti	58	43
Indian Institute of Higher Education & Research Trust	30	24
Jan Kalyan Samiti Bikramganj	487	405
Mosaic Network Pvt Ltd	60	53
Shri Ram Skills Development Pvt. Ltd.	30	30
Skill Development Institute Visakhapatnam	18	15
SynchroServe Global Solutions Private Limited	110	69
Vibekananda Skill Development Training Centre	60	56
Grand Total	1677	1289



PMKVY-2.0 RPL

(as on 4th Jan, 2019)

Name of Training Partner	Total Enrolled	Total Certified
Jan Kalyan Samiti Bikramganj	4797	4256
Grand Total	4797	4256

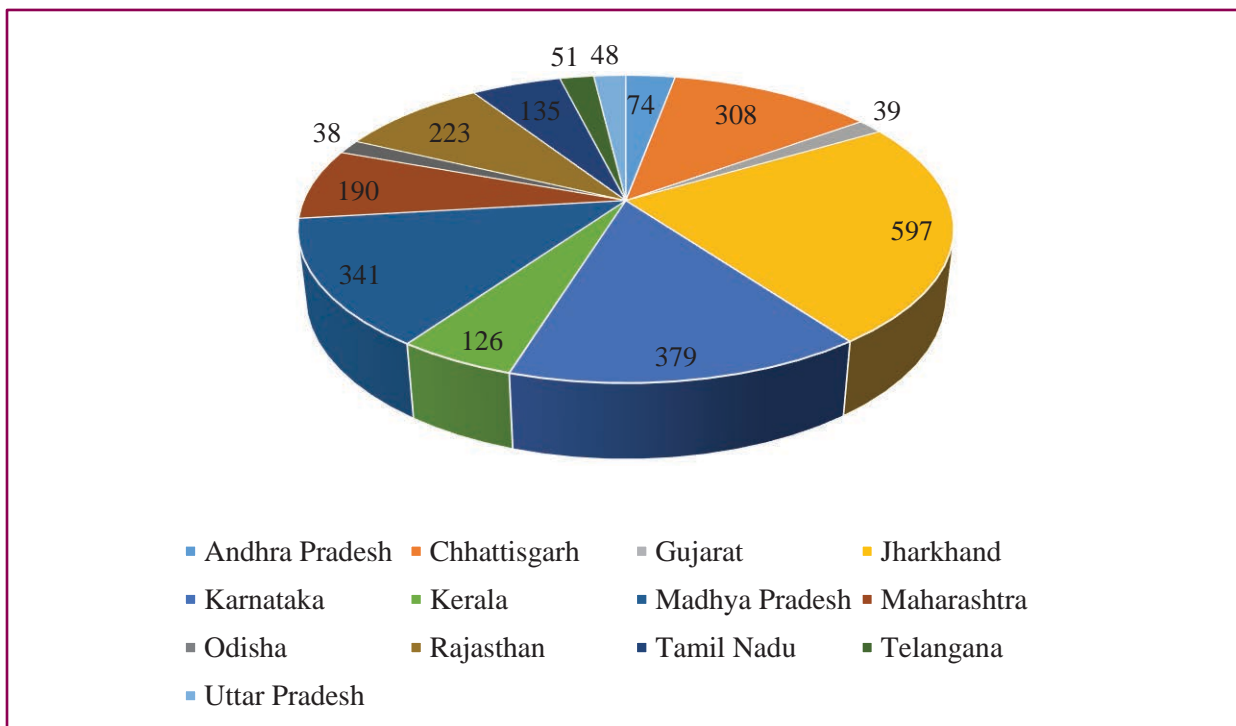


Industry Funded Trainings

(as on 4th Jan, 2019)

Name of Training Partner	Total Enrolled	Total Certified
Indian Institute of Skill Development Pvt Ltd(IISD)	504	237
International Center of Excellence in Mining Safety & Automation (iCEM)	39	39
Mosaic Network (India) Pvt. Ltd	254	251
Multi Skill Development Centre	49	40
Nettur Technical Training Foundation (NTTF)	1284	994
Sekh Allauddin Memorial Trust	51	31
Skill Development Institute Visakhapatnam	74	61
Thriveni Earthmovers Pvt Ltd	294	292
Grand Total	2549	1945

State wise total Enrollments under Industry Funded Trainings



SPECIAL FEATURES

Strategy for New India @ 75: Skill Development

Objectives:

For harnessing the demographic advantage that it enjoys, India needs to build the capacity and infrastructure for skilling/reskilling/up-skilling existing and new entrants to the labour force. The goals to be met until 2022-23 are as follows:

- Increase the proportion of formally skilled labour from the current 5.4 percent of India's workforce to at least 15 percent.
- Ensure inclusivity and reduce divisions based on gender, location, organized/unorganized, etc.
- India's skill development infrastructure should be brought on par with global standards by.
 - Developing internationally compliant National Occupation Standards (NOS) and the Qualification Packs (QP) that define a job role.
 - Making all training compliant with the National Skills Qualification Framework (NSQF).
 - Anticipating future skill needs to adapt skill development courses.
- Skill development should be made an integral part of the secondary school curriculum.

Current Situation: According to the National Policy for Skill Development and Entrepreneurship, more than 54 percent of India's population is below 25 years of age and 62 per cent of India's population is aged between 15 and 59 years. This demographic dividend is expected to last for the next 25 years. With most of the developed world experiencing an aging population, India has the opportunity to supply skilled labour globally and become the world's skill capital. However, the demographic advantage might turn into a demographic disaster if the skills sets of both new entrants and the existing workforce do not match industry requirements. Recognizing the challenge, the Government of India has launched many initiatives to equip fresh entrants with relevant skills and to upgrade the skills of the existing workforce.



A dedicated Ministry of Skill Development and Entrepreneurship (MSDE) was set up in 2014 to implement the National Skill Development Mission, which envisions skilling at scale with speed and standards. On July 15, 2015, on the first ever World Youth Skills Day, the Honourable Prime Minister launched the Skill India scheme.

To improve the relevance and quality of courses offered by industrial training institutes (ITIs), polytechnics and private training providers, sector skill councils (SSCs) have been involved in curriculum up-gradation/preparation, and in the assessment and certification process. Courses are being aligned to the

National Skills Qualifications Framework (NSQF). Recognition of prior learning (RPL) has been introduced to ensure certification of and bridge training for the existing work force. The year-end review 2017 released by MSDE suggests that government initiatives are gathering pace. Until 2017, 2.5 crore candidates have been skilled under the ministry's programmes since its inception. This includes 40.5 lakh candidates trained under the Pradhan Mantri Kaushal Vikas Yojana (PMKVY), and 74 lakh candidates under fee based training programmes run by National Skill Development Corporation (NSDC).

Constraints:

The National Skill Development Policy estimates that only 5.4 per cent of the workforce in India has undergone formal skill training as compared to 68 percent in the UK, 75 percent in Germany and 96 per cent in South Korea. The India Skill Report 2018 states that only 47 percent of those coming out of higher educational institutions are employable. Given that 83 per cent of the workforce is engaged in the unorganized sector with limited training facilities, upgrading of skills, both in manufacturing and services sectors remains a challenge.

The major challenges to skill development are the following:

- Mapping skill requirements sector-wise and geographically.
- Making vocational training an aspirational choice.
- Involving industry for improved quality and relevance – scaling up the apprenticeship programme.
- Integrating the informal sector into the skill development ecosystem.
- Putting in place an effective, internationally recognized assessment and certification system.

Way Forward:

1. Mapping skill requirements for a demand driven skill development ecosystem

- Skill development plans and strategies should be developed by geography and sector by mapping the availability of infrastructure and on the basis of assessing skill requirements both at the national and state levels. Talukas/districts should be required to provide the information required for such mapping.
- Industry stakeholders must be incentivized to provide data on their skill requirements on an ongoing basis, which could be used as input for the skill requirement assessment made at different levels.
- Regular labour market studies should be conducted and published by the MSDE in collaboration with the SSCs. These studies should capture changes in industry requirements to assess the skill sets required and introduce changes in training curricula.
- Create vocational training innovation centres for systematic research and conducting longitudinal studies on improving vocational education.

2. Improving training delivery and quality

- Capacities of teacher training institutes need to be upgraded to ensure the availability of qualified trainers. It is also important to provide for cross learning by teachers and industry experts through industry-institute linkages.
- A single regulatory body with branches in all states should be set up to lay down minimum standards for all players in the skilling system like training providers, assessors, etc., and to issue NSQF aligned certificates.
- To address the requirement of skilled workers in the unorganized sector, scaling up RPL is required under the PMKVY, using bridge training, apprenticeship, dual training, work based learning and advanced courses.

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- In addition to scaling RPL, there should be a focus on the identification of transferable skills. This can be done by developing a skill/trade matrix; and highlighting the overlap of skills across different trades, such as information and communication technology (ICT), knowledge of languages, etc. The most common transferable skills across the board should be made part of the basic skill development curriculum.

3. Vocational education in secondary schools

- As recommended by the Sub-Group of Chief Ministers on Skill Development, vocational education may be initiated from class VIII. The report pointed out that lessons could be drawn from the “The Himachal Pradesh Payment of Skill Development Allowance to Educated Unemployed Persons Scheme, 2013.” This has provided for an allowance starting from INR 1,000 per month for students who have at least passed VIII standard. This will help children get acquainted with formal vocational courses and apprenticeship training. Provisions for credit transfers into higher education could also be considered.
- Participation by private schools should be incentivized with lower interest rates on loans to expand training facilities.

4. Apprenticeship programmes

- Active advocacy is needed to create awareness about recent amendments in the Apprenticeship Act, 1961, and about the National Apprenticeship Promotion Scheme (NAPS) among different stakeholders.
- The claim process for reimbursement, through which companies get appropriate refund for funds spent on stipends under the NAPS, needs to be streamlined.
- Facilitate the integration of the micro, small & medium enterprises (MSME) sector into the apprenticeship system by linking it to MUDRA scheme.

5. Skilling

- Mainstreaming skill development with education through a system for academic equivalence to ITI’s qualifications. This would provide ITI candidates option to attain academic qualification as well.
- An Overseas Employment Promotion Agency should be set up at the national level under the Ministry of External Affairs. Apart from working with the MSDE to train and certify Indian workers keen on overseas employment, in line with international standards, it could also support pre-departure orientation training (PDOT), including language and soft skills training modules. This agency could help in identifying potential partners and streamlining efforts of India international skill centers.
- Publicize role models/micro entrepreneurs who have benefitted from vocational training courses.

6. Funding

- Alternative financial sources such as Corporate Social Responsibility (CSR) funds, Compensatory Afforestation Fund Management and Planning Authority (CAMPA) funds, Building & Construction Workers’ Cess, Members of Parliament Local Area Development (MPLAD) Fund, Mahatama Gandhi National Rural Employment Guarantee Act (MGNREGA), etc., should be tapped to expand the skill programme and contribute to national skill development fund.

7. Strengthening SSCs

- SSCs should be clustered and based on occupations/functions with respect to job standards/QPs across domains. New technologies could also be considered as a criterion for clustering. This would ensure convergence in efforts of different SSCs.
- It is recommended that job roles of SSCs having horizontal applicability across sectors should be integrated and customized to a sector's requirements.

8. Monitoring and evaluation

- Since skilling is dynamic, it is necessary to monitor programmes regularly. Hence, it is necessary to develop state level indicators, such as placement rates, which help monitoring whether demand requirements are being addressed, and the impact of various government schemes.
- NSDC may get into partnerships with private jobs counseling agencies for helping newly skilled persons with soft skills and adapting to local conditions.

(Niti Aayog, New Delhi – 19 December, 2018)

The Role of AI and Machine Learning

The field of machine learning and artificial intelligence (ML/AI) is rapidly evolving today and slowly beginning to reshape the mining sector. With the mining machinery becoming larger and equipment more sophisticated, the sector can gain immensely from these advanced technologies in terms of operational efficiency and ramping down costs. The cost of down time is one factor which brings down the efficiency of the machine and increases the production cost. Which is not favorable in this competitive field.

The purpose of Data driven predictable control monitoring of the equipment is the recent solution to overcome this in the mining industry and it is developing very fast.

What is machine learning/artificial intelligence?

ML/AI is a field of computer study that deals with the creation of intelligent machines that work and react like humans. It covers a wide spectrum from speech recognition and visual perception up to language translations and decision-making, which normally require human intelligence. ML algorithms and AI is considered the next step for digital mine transformation. AI can be successfully leveraged at different stages of mining to identify and unlock potential use cases. From the prospecting and exploration stage to the actual mining process, AI and analytics can be used in multiple ways. These are used to analyse data for Preventive Maintenance, actual Performance of the Machine and suggest methods to improve overall performance of the equipment. These data help in comparing the performance of identical machines to detect and improve the performance. ML /AI is used in every stage of Mining activity presently in developed countries. Days are not far these will be part of our Mining system soon.

Top 4 reasons for choosing ML/AI

1. **Get real-time data** – Retrieved by AI instruments that are installed onto drill rigs, real-time data aids in accelerating timelines for multiple mining stages and decision-making intelligence. Remote sensing data is used for rock-face identification and soil classification, while satellite imagery, aerial photography, geophysical maps, and drone-based monitoring are used to predict mineral prospectively, or the locations of potential ores.

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2. **Go eco-friendly** – Tracking systems and devices with wireless communications can monitor ecological parameters like ground water, temperature, and subterranean ventilation changes to help assess the impact of mining activities. Remote sensing technologies, e.g., satellite imagery, can monitor environmental changes and predict changes in erosion, wildlife habitats, topsoil redistribution, and vegetation.
 3. **Reduce mining risks** – Ensure mining personnel safety with automated and tele-operated drilling mechanisms. ML-based predictive algorithms can warn operators and maintenance crews hours in advance of downtimes in critical equipment or potential pressure spikes in pumps. It can also assess ore fragmentation in underground and open-pit mines in less than a minute, compared to hours of manual processing by geotechnical engineers. Augment this with ML techniques, and you get a system that can analyse risks associated with mine sludge deposits. The system can detect condition of mine strata (Roof /Side /movement of adjacent rocks and predict roof fall /side fall /inundation. This will improve safety standards and bring in a safe working environment underground.
 4. **Simplify mining operations** – Robotic devices powered by AI can perform a wide range of tasks, including drilling, blasting, loading, hauling, ore sampling, and rescuing trapped miners. Presently in developed countries robots are used for iron ore sampling, while autonomous load-haul-dump vehicles are used in underground diamond mines in Australia. Robots work in an enclosed area in iron ore sample stations, aided by in-feed and out-feed conveyors, bucket and tray storage racks, ovens, and weigh scales. The technology also allows operators to control a drill from a remote location without entering hazardous areas.

Summing up the future

The rapidly evolving field of AI and robotics can certainly simplify the complex mining tasks of extraction and processing. The transformation that AI can bring in the mining industry is immense, and its adoption can improve productivity and cost savings. This is coming up in a larger scale in the mining industry with improved computer technology. Data generation to implementation of the data to improve performance with safety is the future of our mining industry.

Why Machine learning and Artificial Intelligence in Mining Industry

The biggest question of the last few decade was whether Computer technology can be effectively used in Mining Industry to improve safety and productivity.

The answer is definitely it can be used to a great advantage in our Mining Industry from exploration to evacuation of ore from exploration to evacuation.

According to a recent white paper by *World Economic Forum*, compared to other industries, especially customer-facing ones, the mining and metals sector is considered to have lower levels of digital utilization. The utilization of Digital data for mining industry is fast developing and many developed countries could improve their safety and productivity standards by investing a reasonable cost. Improved safety and productivity standards have improved ROI of the organizations to a great extent.

A recent article by TechEmergence noted that the nature of the industry means mining companies are focused on any way to improve productivity, safety and efficiency. So it is not surprising that some mining companies are becoming very eager about exploring artificial intelligence, machine learning, and autonomous equipment to find ways to improve safety and productivity in each stage of mining activity. Autonomous equipment and smart equipment have been well tested and are being rapidly expanded to new mine operations. Many of the biggest mining companies in the developed countries have been significantly growing autonomous haulers fleets for a few years which is a strong proof that they are applications which provide a positive return on investment.

Mining is relatively unique in that it requires big capital investments in extremely expensive pieces of large equipment, and a main way to be competitive is to focus on efficiency. This will bring in ML/AI in the industry. **(Mr. Krishnaswamy Sekar)**



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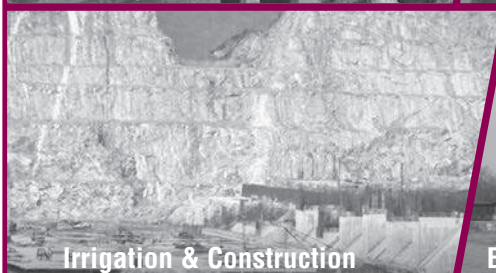
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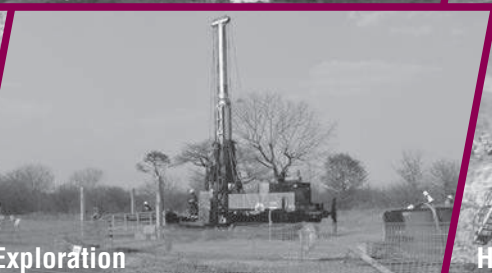
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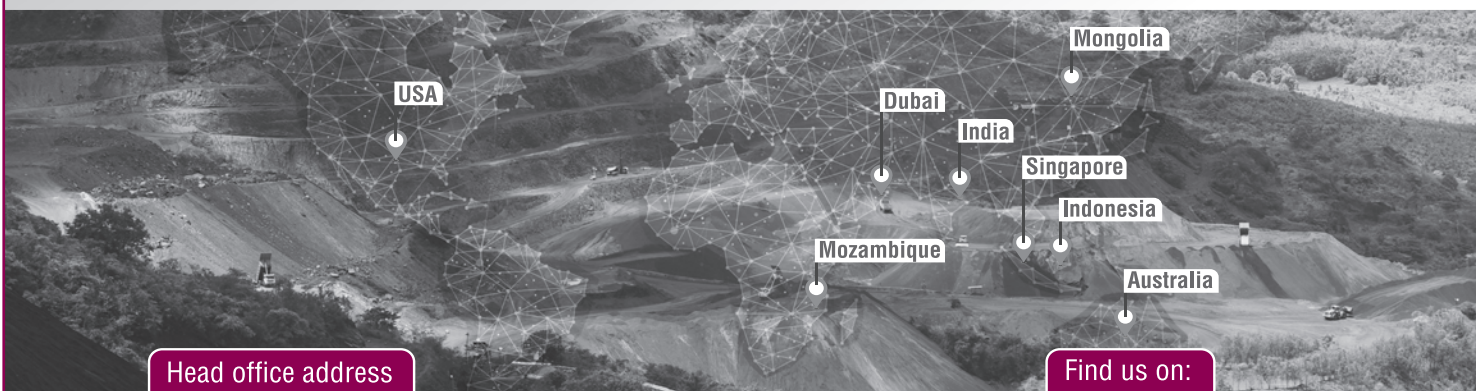
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