



**SKILL COUNCIL for
MINING SECTOR**
Honing India's Mining Skill

ANNUAL REPORT 2024-25

Promoted by



**Federation of Indian
Mineral Industries**



OUR VISIONARIES

“Skill development of the new generation is a national need and is the foundation of Aatmnirbhar Bharat”



Shri Narendra Modi
Hon'ble Prime Minister Of India



Shri Jayant Chaudhary
Minister of State (IC) for Ministry of Skill Development and Entrepreneurship , Government of India

**REPORT OF THE PROCEEDINGS OF
THE GOVERNING BOARD
FOR THE
FINANCIAL YEAR 2024-2025**

In pursuance of Clause (a) of Article 26 (A) of the Articles of Association, the Skill Council for Mining Sector has pleasure in presenting to the 12th Annual General Meeting, the proceedings of their meeting, being report of the work done by them, and also a Statement of Accounts of the Council for the financial year 2024-25 duly certified by the Council's auditors.



**(NAVNEET KUMAR)
COO & OFFICIATING CHIEF
EXECUTIVE OFFICER-SCMS**



**(PANKAJ KUMAR SATIJA)
CHAIRMAN-SCMS and
EXECUTIVE IN CHARGE, FAMD,
TATA STEEL LTD.**

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Message from the Chairman



It is with great pleasure that I present the Annual Report of the Skill Council for Mining Sector (SCMS) for the financial year 2024–2025. This year has been both impactful and rewarding, marked by significant progress across key focus areas including trust-building with funding authorities, rollout of employment-linked skilling programs, execution of a comprehensive Skill Gap Assessment Survey, revision of Qualification Packs (Qps), and sustained outreach to the mining community through insightful webinars.

I am delighted to share the following key highlights and achievements from the past fiscal year:

MOU with DMFT, Kalahandi (Odisha): On 25th September 2024, SCMS signed an MOU to implement a Short-Term Training project for 300 youth in mining job roles. As of 31st July 2025, 297 candidates have been certified, with 67 placed and placement efforts ongoing for the remaining.

Accreditation of Centres of Excellence (CoEs): For the first time, since its inception, SCMS accredited two CoEs in the mining sector:

- Group Vocational Training Centre (GVTC), Gare Palma, Jindal Power Limited
- Voltas Skill Development and Operator Training Institute, managed by Credo Centre of Excellence (a subsidiary of Voltas Limited, a TATA Enterprise)

Recognition of Prior Learning (RPL): SCMS successfully conducted RPL programs for contractual and in-house employees of JSW, MECL, Hindalco, and the Fomento Group.

Skill Gap Assessment Survey – DBL Pachhwara Coal Mine Pvt. Ltd.: Conducted in September 2024, the survey covered 358 households and 483 individuals in Jharkhand. The final report was submitted to DBL for planning skill development initiatives for the affected population.

National Skill Gap Study (2025–2030): In collaboration with the Ministry of Mines, SCMS has launched a comprehensive study covering all sub-sectors of mining, including exploration, extraction, processing, allied services, and urban mining.

MOU with LSI Engineering and Consultants Ltd.: This partnership aims to assess skill gaps across various roles in the mining industry and propose targeted development initiatives.

Webinars and Outreach: As per the Governing Board's guidance, SCMS conducted three webinars during the fiscal year, receiving enthusiastic participation from stakeholders.

Training Achievements:

- RPL Training: 1,738 candidates
- Short-Term Training: 4,106 candidates
- Certification Rate: 92%
- Cumulative Training Since Inception: 1,99,526 candidates (81% certified)

Trainer and Assessor Certifications: By the end of FY 2024–25, SCMS had certified 427 Trainers/Master Trainers and 248 Assessors/Master Assessors.

In closing, I extend heartfelt thanks to the Governing Board, Ministry of Mines, MSDE, NSDC, NCVET, and our industry partners for their continued support and valuable contributions to SCMS's mission.



(Pankaj Kumar Satija)
Chairman,
Skill Council for Mining Sector and
Executive In- Charge, Ferro Alloys
& Minerals Division, Tata Steel Ltd.

GLIMPSES OF KEY ACTIVITIES DURING 2024-25

MOU with DMFT-Kalahandi



Skill Council for Mining Sector (SCMS) has signed an MOU with DMFT Kalahandi (Odisha) on 25th September, 2024 for NSQF-aligned and placement linked training program in the mining sector. The MOU was signed by Shri Ajit Kumar Uttaray, District Skill Development-cum-Employment Officer, Kalahandi and Shri Navneet Kumar, COO & Officiating CEO, SCMS in the presence of Shri Sachin Pawar (IAS), Collector & DM, Kalahandi.

Skill Development Projects

NLC India Ltd. Reskilling and Upskilling Program



Classroom Training at NLCIL



RPL assessment of employees of NLC India Ltd. at Learning and Development Centre, NLCIL, Tamil Nadu

MOIL Ltd. Reskilling and Upskilling Program for Regular & Contractual Workforce



Glimpses of Training at MOIL



Assessment at MOIL

JSW-RPL Training



Classroom training in the job role of Mining Mate, Excavator & Dumper/ Tipper Operator at JSW



Assessment on Dumper/ Tipper Operator at JSW

Hindalco–Skill Assessment



Glimpses of Skill Assessment of pilot project for the workforce of Hindalco Industries (Aditya Birla Group) in the job role of Kamgar & Assistant-Open Cast Mines.

RPL Training Program for Fomento Group



Training & Assessment at Fomento Group

MECL-RPL Training



Teaching Use of Hand Tools



Classroom Training



Illustrating Safe Working on Ore Drill Machine



Demonstrating Lifting Tools

NLCIL Talabira (Odisha) CSR Project



The employment-linked training program for 20 Dumper/Tipper Operator candidates, targeting PAPs of NLCIL in Sambalpur and Jharsuguda, was inaugurated on 17th December 2024. Shri Cheruku Dayanand, CGM (Mines), NLCIL, graced the event as the Chief Guest, along with other NLCIL officials and local leaders, Smt. Rinki Singh, Sarpanch, Malda Gram Panchayat and Shri Khageswar Naik, Sarpanch, Patrapali Gram Panchayat.

CCL CSR Skill Development Project



Practical Training in the job role of Loader Operator (Mining)



Viva Assessment of Loader Operator (Mining)



Practical Assessment of Loader Operator (Mining)

Odisha Skill Development Authority-(OSDA) Short-term Training Project (STT)



Smt. Rashmita Panda (IAS) Nodal Officer, Director & CEO of OSDA and Smt. P. Anvesha Reddy (IAS), Collector & DM, Jajpur, visited the training centre and interacted with candidates & training management team



Classroom Training of HEMM Mechanic



Classroom Training of Mine Welder



Glimpses of Assessment



Campus Placement Drive

Almora Magnesite



Training at Almora Magnesite in the job role of Rig-Mounted Drill operator

DMFT–Kalahandi, Odisha- Short-term Training Project (STT)



Glimpses of Inauguration of training centre by Shri Sachin Pawar, (IAS) Collector & District Magistrate & Shri Ajit Kumar Uttaray (District Skill Development-cum-Employment Officer).
Shri Sachin Pawar inspected the centre & interacted with the candidates.



Glimpses of Training



Glimpses of Assessment

DMFT–Bokaro Short-term Training Project (STT)



Glimpses of Inauguration of DMFT Bokaro Centre on 29th September, 2024 by Shri Raj Kumar Sharma, District Planning Officer, Bokaro and Shri Mukesh Machhua, SDO, Bermo, Bokaro. The dignitaries inspected the Centre and interacted with the candidates and the trainers.

Mining Skills on Wheels



SCMS in partnership with PANTISS Foundation, has launched 'Mining Skills on Wheels' on 23rd February, 2025 in Kalahandi, Odisha. The program was officially flagged off by Shri Sachin Pawar (IAS), Collector & District Magistrate, Kalahandi. This initiative aims to enhance mobilization efforts and raise awareness among the targeted groups, strengthening skill development in the mining sector.

Conferences & Events

Interaction with NCC CADETS on the opportunities through Skilling



SCMS addressing NCC cadets on the opportunities available to youths in the Mining Sector during 'Skill Workshop' organized by NCC headquarters on 9th September 2024 at Cariappa Parade Ground, Delhi Cantt. Further, the team SCMS was honored with a recognition from Colonel Lumba, Deputy Camp Commandant of the All India Thal Sainik Camp (Army Wing), in appreciation of their contributions.

16th India Coal Summit



Shri Navneet Kumar, COO & Officiating CEO-SCMS participated as a panelist at the 16th India Coal Summit on 19th September 2024, organized by the Indian Chamber of Commerce. He shared insights on “Environmental Impact, Renewable energy Transition and Technological Innovations”. The summit also featured an address by Guest of Honour, Smt. Rupinder Brar (IAS), Additional Secretary, Ministry of Coal, GoI, along with other key industry leaders.

Geology Seminar - STONA 2025



Shri Navneet Kumar, COO & Officiating CEO-SCMS, participated in the STONA event held in Bangalore on 13th February, 2025 organized by Federation of Indian Granite and Stones Industries. He was a panelist in the discussion on “Skilling & Use of technology for Safe & Sustainable Mining” and gave a presentation on “Importance of NSQF, NCrF and NEP in the Skilling Ecosystem in the Mining Industry”.

Conclave on Creating Future-Ready Manpower for the Mining Sector



PHD Chamber of Commerce and Industry (PHDCCI), in collaboration with SCMS, organized a Conclave on "Creating Future-Ready Manpower for the Mining Sector" on 21st March 2025 at PHD House, New Delhi. The event was honored by Shri Satish Chandra Dubey, Hon'ble Minister of State for Coal & Mines, GoI, along with PHDCCI officials and key industry leaders including Shri Pankaj Satija, Chairman-SCMS & Executive In Charge, Ferro Alloys Mineral Division, Tata Steel Ltd.

Meet Skill Champion

From Orphan to International Success: The Remarkable Journey of Karim from Odisha

In the picturesque state of Odisha, India, a tale of resilience and ambition is unfolding. Karim, a young orphan from Angul, has transformed his life through determination and the support of dedicated programs aimed at fostering skills and employment opportunities. His story is a testament to the power of education, vocational training, and global opportunities.

Karim's early life was marked by adversity. Growing up as an orphan, he faced numerous challenges but never let his circumstances define his future. Despite the hardships, Karim remained steadfast in his pursuit of education, understanding its importance as a stepping stone towards a better life.



Recognizing his potential, Karim joined the Skill Development program organized by the Skill Council for Mining Sector (SCMS) under the District Mineral Foundation Trust (DMFT) in Angul. This initiative was a game-changer for him, offering structured training and the opportunity to gain practical skills tailored for the mining sector. His dedication and hard work paid off when he secured a position with Lucky Minerals Pvt. Ltd., a company working under TATA Steel Ltd. at Meramandli, Odisha, post certification by SCMS.

Karim's journey took a remarkable turn when he was selected for employment in Japan, an opportunity made possible through an initiative by the Odisha Government. Out of 180 candidates who participated in the rigorous selection process conducted by a Japanese delegation and an HR firm, Karim was among the 30 chosen for this prestigious opportunity. This selection is not just a personal achievement for Karim but also a significant milestone that underscores the quality of training provided by SCMS.

Shri Pankaj Satija, the Executive IC, FAMD, TATA Steel Ltd., and Chairman of SCMS, expressed his enthusiasm for this achievement. He emphasized the commitment of SCMS to not only meet the domestic demands of the mining sector but also to prepare skilled professionals for the global market. "SCMS shall put more efforts to create skilled manpower for the mining sector who are competent for the global demands as well," he remarked. Shri Navneet Kumar, COO & Officiating CEO-SCMS, personally talked to Karim and congratulated him on his selection.

Karim's success story is a powerful illustration of how targeted skill development programs can open doors to global opportunities. It highlights the importance of such initiatives in providing a platform for individuals from challenging backgrounds to achieve their dreams. For Karim, this journey is far from over. As Karim embarks on this new chapter, his story serves as an inspiration, reminding us of the transformative power of education, skill development, and international cooperation. The Odisha Government's initiative, along with the efforts of organizations like SCMS and TATA Steel Ltd., is paving the way for more success stories like Karim's, shaping the future of skilled manpower on a global scale.

4. Overview of the Mining Sector

India is well endowed with natural resources, particularly minerals, which serve as raw material for many industries, paving a path for rapid industrialization and infrastructural development. This, in turn, will facilitate the economy's ascent to a path of sustained growth and a five trillion-dollar economy.

The history of mineral extraction in India dates back to the days of the Harappa civilization. The wide availability of minerals in the form of abundant rich reserves and the eco-geological conditions make it very conducive for the growth and development of the mining sector in India.

Owing to reforms such as Make in India Campaign, Smart Cities, Rural Electrification, and a focus on building renewable energy projects under the National Electricity Policy as well as the rise in infrastructure development. Minerals are valuable natural resources that are finite and non-renewable.

Mining is a major economic activity which contributes significantly to the economy of India. The sector provides the basic raw materials required by several manufacturing and infrastructure industries in the country. It is considered as the backbone of the manufacturing sector, be it steel, cement, power, high-tech ceramics for spacecraft, energy efficient equipment for combating climate change, smart phones, TVs, etc. Raw materials such as iron, limestone, bauxite, chrome, manganese, rare earth elements are mined for to support these various crucial sectors of the economy. Therefore, it is believed that 'Make in India', will be boosted by 'Mining in India'.

India produces as many as 95 minerals which including 4 fuel, 3 atomic, 10 metallic and 23 non-metallic minerals and 55 minor minerals (including building and other materials). There continues to be a huge demand for minerals in view of the rapid urbanization and growth in the manufacturing sector in India. India occupies a dominant position in the production of many minerals across the globe. The broad categories of minerals produced in India are as follows:

1. **Fuel Minerals** - Fuel minerals are primarily useful for their calorific value; it is comprising of Coal, Lignite, Petroleum and Natural Gas.
2. **Metallic Minerals** - Metallic minerals are those minerals that can be melted to make new products. It includes 10 minerals in total comprising of Iron Ore, Zinc, Chromite, Silver, Manganese, Bauxite, Copper, Gold, Lead and Tin.
3. **Non-metallic Minerals** - Non-metallic minerals are minerals that are not able to create new products after melting and are usually sedimentary rocks. It includes 23 minerals which comprises Limestone, Mica, Gypsum, Dolomite, Asbestos etc.
4. **Minor minerals** - It includes 55 minerals in total and comprises minerals like building stones, gravel, ordinary clay, ordinary sand, limestone used for lime burning, boulders, kankar, murum, brick earth, bentonite, road metal, slate, marble, stones used for making household utensils etc. In contrast to major minerals, the regulatory and administrative jurisdiction of minor minerals generally falls under the purview of state governments

As per the first advance estimates national income for 2024-25 released by the National Statistical Office, Ministry of Statistics and Program Implementation, the 1st Advance Estimates of Gross Value Added (GVA)

of mining and quarrying sector during 2024-25 at 2011-12 prices is Rs 3,47,271 crore, which shows a growth of 2.9% as compared to Provisional Estimates of GVA during 2023-24 at Rs 3,37,623 crore. The mining sector contributes nearly 2.21% to India's GDP.

Indian mining industry is characterized by a large number of small operational mines. The number of mines which reported mineral production (excluding atomic, fuel, and minor minerals) in India was 1,426 in 2023-24 as against 1,457 in the previous year. Out of 1,426 reporting mines, most of the mines reported are in Madhya Pradesh followed by Gujarat, Karnataka, Odisha, Andhra Pradesh, Chhattisgarh, Tamil Nadu, Rajasthan, and Maharashtra. The numbers of reporting mines along with Area-wise distribution of Mining Leases all over India pertaining to all minerals excluding fuel, atomic and minor minerals is given in below table.

Number of Reporting Mines

Sector	2023-24	2024-25 (P)
All Minerals*	2046	1973
Metallic Minerals	799	772
Non-Metallic Minerals	1247	1201

(*Excluding atomic minerals, fuel mineral and minor minerals. (P): Provisional)

Area Wise Distribution of Mining Lease (Other than Atomic, Hydro Carbons Energy and Minor Minerals) (as on 31/03/2022)

Frequency (Hectare)	No. of Leases	Lease area (Hectare)
0 to 2	368	477.95
>2 to 5	809	3135.74
>5 to 10	353	2594.36
>10 to 20	319	4661.15
>20 to 50	388	12680.12
>50 to 100	231	16707.48
>100 to 200	182	26016.43
>200 to 500	197	64146.87
Above 500	160	151936.44
Total	3007	282356.54

(Source: Ministry of Mines Annual Report 2024-25)

Percentage Share of States of Estimated Mineral Production 2024-25 (excluding fuel and atomic minerals, and minor minerals)

States	2024-25 (in %)
Odisha	43.49
Rajasthan	16.26
Chhattisgarh	13.69
Karnataka	12.42
Maharashtra	4.76
Jharkhand	3.26
Madhya Pradesh	2.78
Andhra Pradesh	1.04
Others	2.30

(Source: Ministry of Mines Annual Report 2024-25)

5. Skill Ecosystem

The skill development ecosystem in India is complex, large and diverse, providing varied levels of skills across an extremely heterogeneous population. Skill development in India can be broadly segmented into Education and Vocational Training. Our National Skill Mission is chaired by the Hon'ble Prime Minister, Shri Narendra Modi.

India is one of the youngest nations in the world with over 62% of the population in the working age group and about 54% of the population below 25 years of age. This highlights the need to enhance the skills of the available workforce to improve their employability and contribution to the economic growth of the country.

The Skill Mission launched by the Prime Minister on 15 July 2015, has gathered tremendous steam under the guidance of Minister for Skill Development and Entrepreneurship and Minister of State, MSDE. For the first time since India's independence, a Ministry of Skill Development & Entrepreneurship (MSDE) has been formed to focus on enhancing employability of the youth through skill development.

The National Skill Development Mission

The National Skill Development Mission was launched by the Hon'ble Prime Minister on 15.07.2015 on World Youth Skills Day. The Mission has been developed to create convergence across sectors and States in terms of skill training activities. Further, to achieve the vision of 'Skilled India', the National Skill Development Mission would not only consolidate and coordinate skilling efforts, but also expedite decision making across sectors to achieve skilling at scale with speed and standards.

It will be implemented through a streamlined institutional mechanism driven by Ministry of Skill Development and Entrepreneurship (MSDE). Key institutional mechanisms for achieving the objectives of the Mission have been divided into three tiers, which will consist of a Governing Council for policy guidance at apex level, a Steering Committee, and a Mission Directorate (along with an Executive Committee) as the executive arm of the Mission. Mission Directorate will be supported by three other institutions: National Skill Development Agency (NSDA), National Skill Development Corporation (NSDC), and Directorate General of Training (DGT) – all of which will have horizontal linkages with Mission Directorate to facilitate smooth functioning of the national institutional mechanism

National Skills Qualification Framework

The National Skills Qualification Framework (NSQF) is an outcome and competency-based framework which organizes qualifications according to a series of levels of knowledge, skills, aptitude, and responsibility defined in terms of learning outcomes which the learner must acquire through formal, non-formal or informal learning which may comprise of academics, vocational education, training & skilling and experiential learning including relevant experience and proficiency/ professional levels acquired, subject to assessment. Thus, the NSQF is a skills quality assurance framework.

The key objectives and features of National Skill Qualification Framework are:

- Provide for integrating and creditizing vocational education, training and skill learning in various

dimensions of academics, skilling and experiential learning including relevant experience and proficiency/ professional levels acquired, subject to assessment.

- Clearly prescribe the desired competency levels in terms of knowledge, skills, aptitude, responsibility and learning outcomes expected after undergoing the course/ qualification while assigning a pre-defined NSQF/ NCrF level to the same.
- Facilitate assigning of credit levels across vocational education/ skilling including that in school and higher education, based on the cumulative numbers of hours/ years of learning.
- Creditization of every type and hour of learning subject to its assessment.
- Establish academic equivalence between vocational & general education while enabling mobility within & between them.
- Enable multi-disciplinarity, multiple entry-multiple exit (ME-ME) and progression pathways within and between school education, higher education, technical education, vocational education, training & skilling, and the job markets.
- Provide flexibility for students/ learners to choose their learning trajectories and career choices, including option for mid-way course correction.
- Recognize learning through close partnership with industry and employers through internships apprenticeships and on the job training across all sectors.
- Provide for Recognition of Prior Learning (RPL) through a credible assessment process.
- Thus, NSQF enables and promotes lifelong learning and skill development.

NCrF: The Engine of India's Skilling and Learning Revolution

The National Credit Framework (NCrF) is a transformative initiative under NEP (National Education Policy, 2020), designed to unify academic education with skilling, vocational training, and lifelong learning. By integrating the NSQF (National Skill Qualification Framework) and recognizing credits from both formal and informal learning, NCrF builds a flexible, inclusive, and learner-centric system. It enables seamless movement across education and skill ecosystems, making it a key driver in shaping a skilled, future-ready India.

The National Education Policy (NEP) 2020 emphasizes integrating vocational education into the mainstream, and the National Skills Qualification Framework (NSQF) provides a structure to facilitate this integration. Essentially, NEP 2020 envisions a system where vocational training is not treated as separate from general education, and NSQF provides the levels and standards for vocational skills, allowing for a more structured and recognized pathway for students.

This article explores how NCrF is not just a policy reform, but a bold leap toward creating a skilled, adaptable, and future-ready India-where every citizen has the opportunity to learn, skill, reskill, and upskill at every stage of life.

About the National Credit Framework (NCrF)

The National Credit Framework (NCrF) is an innovative education initiative by the Government of India aimed at creating a flexible and integrated learning ecosystem. It brings together formal education, vocational training, skill development, and experiential learning into a single, credit-based system.

NCrF enables learners to earn credits for different types of learning—whether classroom-based, skill-based, or informal—and transfer these credits across institutions and education levels. This framework is closely linked with the National Skills Qualifications Framework (NSQF) to ensure consistent recognition of skills nationwide.

Anchored in the National Education Policy (NEP) 2020, NCrF supports lifelong learning by making education more accessible, inclusive, and adaptable to individual needs. It is designed to build a skilled, adaptable workforce that can thrive in a rapidly changing economy.

How NCrF and NSQF work together

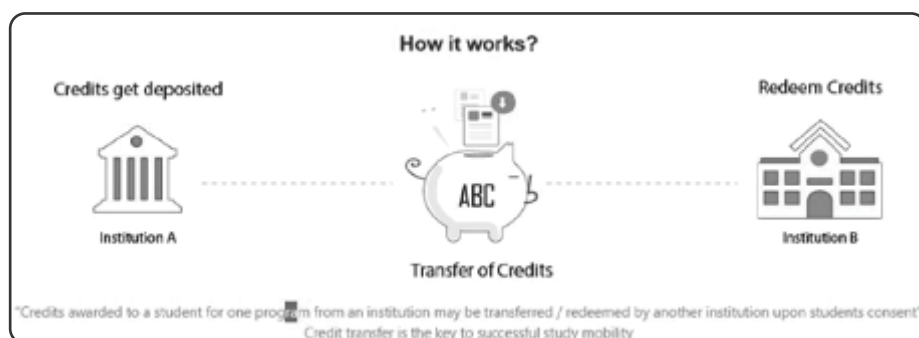
1. The NSQF provides the foundation by clearly defining skill levels and learning outcomes, which serve as benchmarks within the NCrF.
2. The NCrF uses the NSQF levels to assign and validate credits, ensuring that skills and knowledge gained outside traditional classrooms (like vocational training or apprenticeships) are credited properly.
3. This integration enables a flexible, learner-centric education system, allowing individuals to move seamlessly between formal education and skill training pathways.
4. Together, they promote lifelong learning, skill recognition, and mobility within India's education and workforce development landscape.

About Academic Bank of Credits

The Academic Bank of Credits (ABC) is a digital platform introduced by the Government of India to facilitate the storage, accumulation, and transfer of academic and skill credits earned by learners from different educational institutions and training providers.

Operationalization and Integration of NCrF and NSQF through Academic Bank of Credits (ABC)

The Academic Bank of Credits (ABC) is a central digital repository that plays a pivotal role in the practical implementation and integration of the National Credit Framework (NCrF) and the National Skills Qualifications Framework (NSQF). It facilitates the seamless recognition, storage, and transfer of learning credits across academic, vocational, and skill-based education streams.



Credit transfer is a process that allows students to move academic credits earned at one institution (Institution A) to another institution (Institution B), where those credits can count toward a new program or degree. It is a key mechanism that supports academic mobility-the ability of students to continue their education across different institutions, regions, or even countries.

(Source: www.abc.gov.in)

How the Process Works

1. Earning Credits at Institution A

- a) A student enrolls in courses at Institution A (such as a college/university/Awarding Bodies/SSC's).
- b) Upon successful completion of each course or module, the student is awarded academic credits.
- c) These credits reflect the student's achievement in terms of learning outcomes and time spent.

2. Deciding to Transfer

- a) The student chooses to pursue further education or continue studies at a different institution (Institution B).
- b) Reasons may include:
 - i. Changing location
 - ii. Specializing in a new field
 - iii. Moving to a higher-ranked institution
 - iv. Seeking flexible/continuous learning opportunities

3. Initiating the Credit Transfer

The student applies for credit transfer to Institution B. This usually involves:

- a) Providing an official transcript from Institution A
- b) Submitting course descriptions, syllabi, and learning outcomes to demonstrate equivalence

4. Credit Evaluation by Institution B

- a) Institution B reviews the student's submitted documentation.
- b) The academic office (Registrar, Dean, or Academic Board) assesses whether the credits earned at Institution A align with:
 - i. The curriculum of Institution B
 - ii. Accreditation standards
 - iii. Learning outcomes and course content
- c) The review may result in partial credit transfer.

5. Redeeming Credits at Institution B

- Once approved, the credits are formally recorded in the student's academic record at Institution B.
- The student does not need to repeat equivalent courses.
- These transferred credits contribute to the completion of the new degree or program.

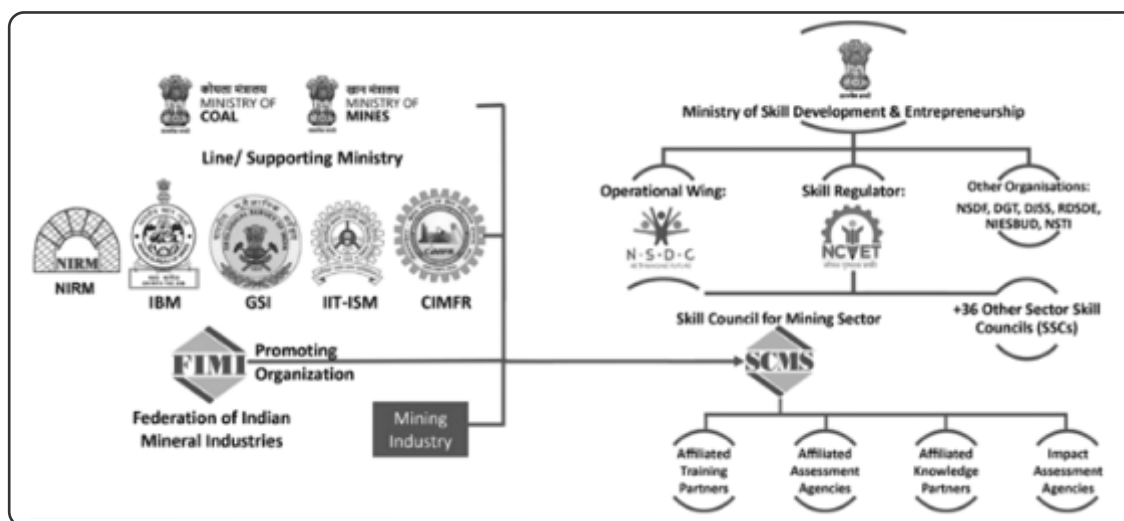
Benefits of NCrF

- Leverage **diverse practical experience**.
- Gain **formal academic recognition** through credit transfer.
- Save **time and money** on academic programs.
- Progress toward **higher qualifications and leadership roles** without discontinuing the existing job.

Conclusion

In conclusion, leveraging the NSQF credit transfer process for India's experienced mining workforce can transform informal, on-the-job learning into valuable academic progress. Through coordinated efforts between Sector Skill Councils, DGMS, and academic institutions, multi-skilled mining workmen can seamlessly transition into formal diploma and degree programs via Recognition of Prior Learning (RPL) and the Academic Bank of Credits (ABC) framework. This not only enhances individual career opportunities but also strengthens the overall capability and safety standards of the Indian mining sector, fully aligning with the goals of Skill India and the National Education Policy (NEP) 2020.

The Ministry is responsible for co-ordination of all Skill Development efforts across the country, removal of disconnect between demand and supply of skilled manpower, building the vocational and technical training framework, skill up-gradation, building of new skills and innovative thinking not only for existing jobs but also jobs that are to be created. The Ministry aims to skill on a large scale with speed and high standards in order to achieve its vision of a 'Skilled India'. It is aided in these initiatives by its functional arms –National Council for Vocational Education and Training (NCVT), National Skill Development Corporation (NSDC), National Skill Development Fund (NSDF) and 36 Sector Skill Councils (SSCs). The Ministry is also working with the existing network of skill development centers, universities, and other alliances in the field. Below figure explains the overall skill ecosystem:



6. Skill Council for Mining Sector at a Glance

Skill Council for Mining Sector (SCMS) promoted by Federation of Indian Mineral Industries (FIMI), supported by Ministry of Mines and Ministry of Coal, is an apex organization to train, assess and certify the fresh youths and existing mine workers under National Skills Qualifications Framework (NSQF) aligned mining job roles so as to meet the skilled workforce requirements of the mining industry. SCMS was setup in December, 2013 by National Skill Development Corporation (NSDC) and notified as an authorized non-statutory certifying agency by Ministry of Skill Development and Entrepreneurship (MSDE) on 17th March, 2015 for mining workforce in India.

SCMS is a registered company under Section 8 of Companies Act, 2013 and has been issued 80G certificate and 12AA certificate under Income Tax Act, 1961 in October, 2015. This allows SCMS to undertake training projects under Corporate Social Responsibility (CSR) for the various mining companies.

Further, SCMS has been accorded the status of an “**Awarding Body**” by 'the National Council of Vocational Education and Training' (NCVET) under the aegis of MSDE.

The Ministry of Skill Development and Entrepreneurship (MSDE) vide its Order No. MSDE-01/(3)/2018-AP(PMU) dated 12th September, 2018 appointed CEO-SCMS as Joint Apprenticeship Advisor to MSDE for Optional Trades and delegated the related powers.

The core activity of SCMS is to formulate the Qualification Files (QFs) and National Occupational Standards (NOSs) benchmarked with national and international standards in both opencast and underground mines i.e. development of competency standards for different job roles aligned to National Skills Qualifications Framework (NSQF) notified by Government of India in December, 2013 to integrate general and vocational system of education and training. It is a competency based framework that organizes all qualifications across ten levels and outcomes obtained through formal, non-formal or informal learning.

The activities of the SCMS are managed by its Governing Board headed by the Chairman. The Board comprises sector related industry members, government nominees, academia and nominee Director from NSDC.

Vision

To promote market-relevant skill development & vocational education at global standards in the mining sphere by enabling job opportunities in sync with aspirations of India's youth so as to bridge gap between demand & supply with inclusive growth and to support the mantra of “Aatmanirbhar Bharat” contributing towards making India the Skill Capital of the world.

Mission

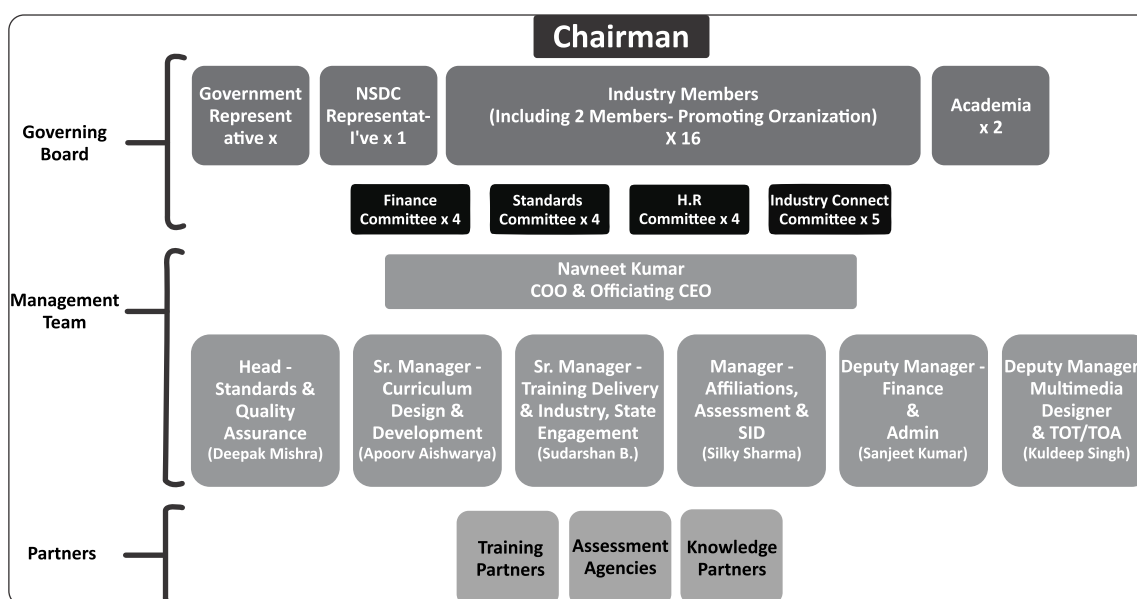
1. To establish a robust mechanism to facilitate and strengthen skilling ecosystem across mining sector.
2. To provide skilled workforce in alignment with technological advancements and fulfil the demand supply gaps.

3. To create and promote “Centre of Excellence” (CoE) through Public-Private Partnership (PPP) models and to collaborate with global expertise for cross national learning and placement.

Objectives

1. To develop Qualification Files (QFs) and National Occupational Standards (NOSs) aligned to the needs of the mining industry based on the Skill Gap Analysis/ reports and industry demands.
2. To lay emphasis on Safety, Productivity, Quality Assurance, Mechanization & Waste management.
3. To work closely with industry, stake holders and Government/statutory bodies to maintain robust Labor Market Information System (LMIS).
4. To create a pool of certified trainers, assessors, and training providers across India.
5. To act as a catalyst to spread awareness about the potential employment opportunities and inclusive growth in the mining sector.

SCMS Current Organogram



6.1 The composition of the Governing Board for the year 2024-25:

Industry Representation

Chairman

1. Shri Pankaj Kumar Satija, Executive In-charge, Ferro Alloys & Minerals Division, Tata Steel Ltd.

Members

2. Dr. Deependra Singh, CMD, IREL (India) Limited
3. Shri Pankaj Kumar Sharma, CEO & Whole Time Director, FACOR, Vedanta Ltd.
4. Col. Harmit Sethi, Executive Director & Group Head – Corporate Affairs & Incubation, Dalmia Bharat Group
5. Shri Umesh Mahato, President & Head of Mining Services, Essel Mining Ltd. (MP & Chhattisgarh cluster)

6. Shri Manoj Kumar Sharma, Group Head - IR, Group HR, Cement Business Adani Enterprises Ltd
7. Dr. Rajani Kanta Dash, HoD-HRD – Coal India Limited
8. Shri Suprabhat Sarkar, COO- Teknomin Construction Ltd.
9. Shri Sandeep B Narade, VP & Head-Mining Business Unit, Indian Metals & Ferro Alloys Ltd
10. Shri Bijesh Kumar Jha, President (Mines), HINDALCO Industries Ltd.
11. Shri Madhusudhana K., CEO, MSPL
12. Shri Saravanabhavan. A. KR, GM & Unit Head/Learning & Devl. Center NLC India Ltd.
13. Shri Ramkumar Kulandaivel, Asst. Vice President, Lloyds Metals and Energy Limited
14. Shri Om Prakash, President & CEO (Mining Business), Jindal Power Limited
15. Shri Ravi Remy, General Manager - Skill Development & Governance, Adani Enterprises Ltd
16. Shri B.K Bhatia, Additional Secretary General, FIMI

Government Representation

17. Shri Shakil Alam, Economic Advisor, Ministry of Mines
18. Smt. Santosh Aggarwal, Deputy Director General- Ministry of Coal
19. Shri Maneesh Khar, Deputy Director General, DGCO- Geological Survey of India
20. Dr. Sripad R. Naik, Director (Additional Charge), NIRM, MoM
21. Shri B. L. Gurjar, Controller of Mines, Indian Bureau of Mines

Academia Representation

22. Dr. Dheeraj Kumar, Deputy Director, IIT-ISM, Dhanbad
23. Dr. Sanjay Kumar Roy, Chief Scientist, CSIR-CIMFR

NSDC Representation

24. Shri Mohit Mathur, Nominee Director, NSDC (till 11th October 2024)
25. Shri Ranjan Kumar Mohapatra, Nominee Director, NSDC (since 11th October 2024)

Convener

26. Shri Pramod Tyagi, Secretary General, FIMI

Chief Executive Officer

27. Shri Sanjay Sharma (till 14th August 2024)

COO & Officiating Chief Executive Officer

28. Shri Navneet Kumar

During the FY 2024-25, the following Governing Board & Annual General Meetings were held:

1. 43rd Governing Board Meeting on 26th April, 2024
2. 44th Governing Board Meeting on 19th July, 2024
3. 45th Governing Board Meeting on 14th November, 2024
4. 46th Governing Board Meeting on 24th February, 2025
5. 11th Annual General Meeting on 19th July, 2024

6.2 Composition of the Sub-Committees for the year 2024-25:

The Governing Board has constituted below mentioned Sub-committees to overlook the day to day functioning of SCMS and advice as and when required. The brief of the committee for the financial year 2024-25 is as under:

1. **Finance** – Shri Sandeep B Narade (Chairman), Shri Suprabhat Sarkar, Shri Manoj Kumar Sharma, COO & Officiating CEO-SCMS
2. **Standards** – Shri Akshaydeep Mathur (Chairman), Shri Suprabhat Sarkar, Shri Sandeep Narade, COO & Officiating CEO-SCMS
3. **HR** - Shri Manoj Kumar Sharma (Chairman), Prof. Dheeraj Kumar, Shri Saravanabhavan. A. KR, COO & Officiating CEO-SCMS
4. **Industry Connect** - Shri R L Mohanty (Chairman), Shri Madhusudan Paliwal, Shri Bijesh Kumar Jha, Shri Akshay Deep Mathur, COO & Officiating CEO-SCMS

During the FY 2024-25, the following Sub-Committees Meetings were held:

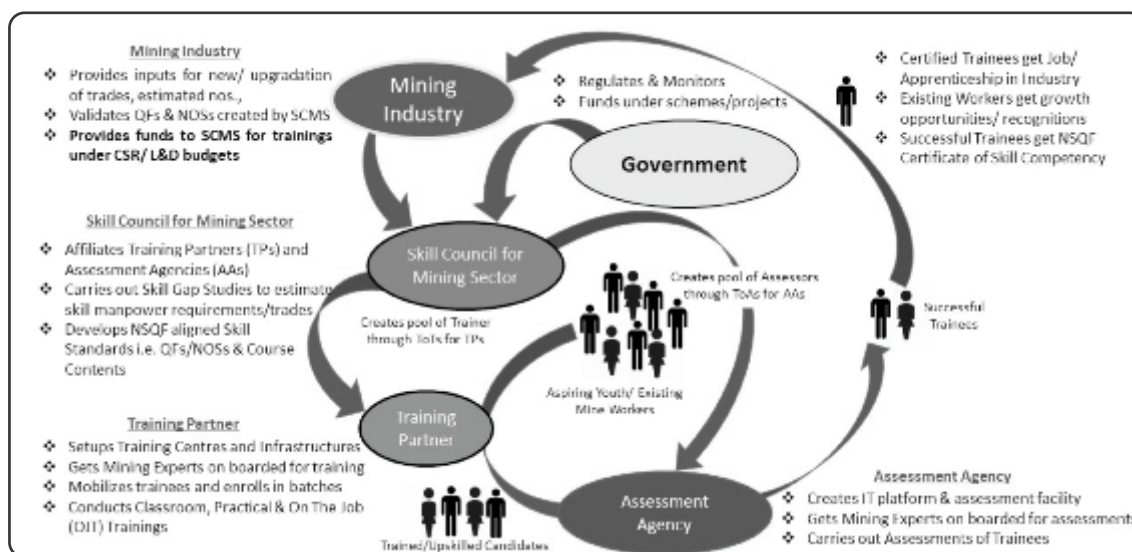
1. 4th Finance Sub-Committee Meeting on 15th February, 2025
2. 9th Standards Sub-Committee Meeting on 19th February, 2025
3. 4th HR Sub-Committee Meeting on 6th March, 2025

7. Operating Model of SCMS

As India moves progressively towards becoming a global knowledge economy, it must meet the aspirations of youth and aim towards skilling them with the best possible standards. The formulation and launch of Guidelines for Accreditation, Affiliation, and Continuous Monitoring of Training Centres in year 2016 was the initial step in this direction.

Training initiative of SCMS is not just to ensure availability of certified workers to improve standards of productivity and safety but also to guide and assess the infrastructure and training capability of Training Centers to provide quality skill training. SCMS has 15 Training Partners and 10 Assessment Agencies. It has carried out a series of Training of Trainers/ Master Trainers and Training of Assessors/ Master Assessors programs and created a large pool of 345 Trainer/ Master Trainer certifications & 84 Assessors/ Master Assessors certifications during the year 2024-25.

SCMS Operating Model



The image shows a sample Certificate for Recognition of Prior Learning (RPL) issued by the Skill Council for Mining Sector. The certificate is in Hindi and English. It includes the following details:

- Header:** Skill Council for Mining Sector, Recognized by NCVET.
- Recipient:** A person whose name and photo are on the certificate.
- Job Role:** The job role for which the RPL is being issued.
- Assessment:** The assessment was conducted by an Assessment Agency (AA) on a specific date.
- Result:** The candidate has successfully cleared the assessment and is eligible for the RPL.
- Signature:** The certificate is signed by the Head of the Assessment Agency.
- Stamp:** The Skill Council for Mining Sector stamp is present.

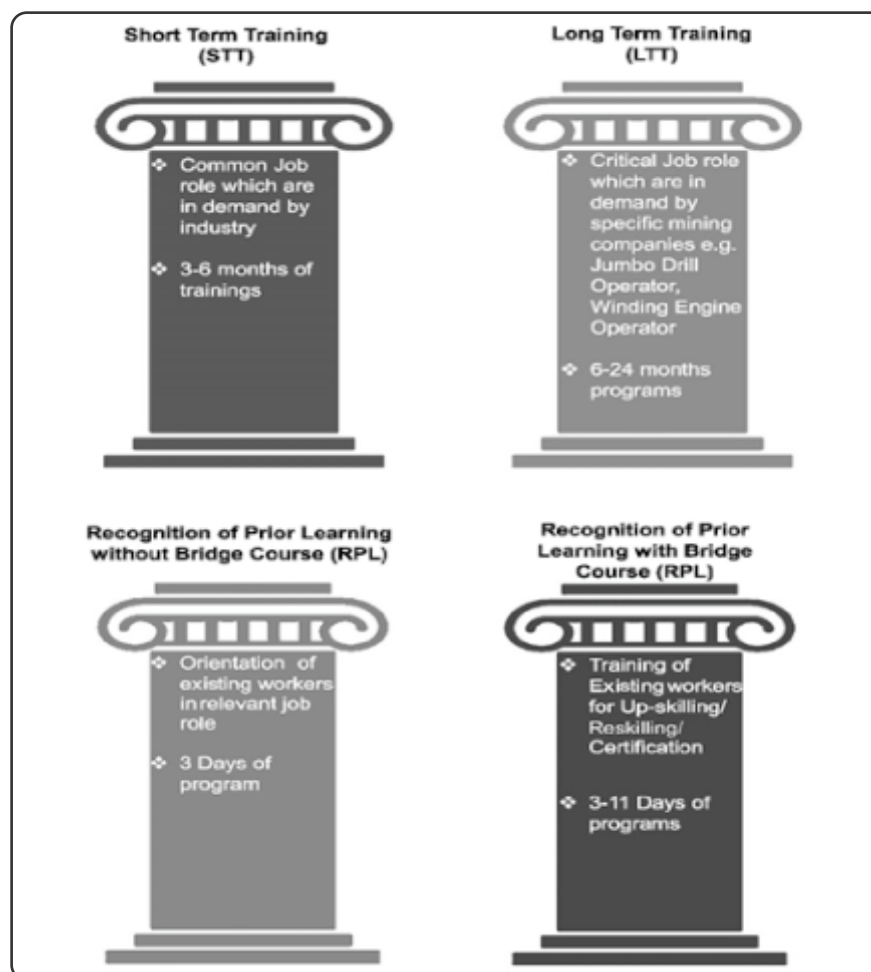
SCMS Engagement with Industry and Government:

SCMS is working closely with the Industry and the Government on multiple projects for Skill Development.

- 1. Industry Funded Projects:** Under this, SCMS is working on refresher training & upskilling certification of existing workforce in the industry as per NSQF Levels. The industries currently engaged with are MOIL, NLCIL, DMFT, TATA Steel Ltd., IREL, JSW, MECL, Fomento group, Hindalco, Hutti Gold Mines and CCL. SCMS is also engaging directly with the industry, both PSUs and Private Sector for imparting refresher training to their existing workforce. The imparting higher proficiency, recognition of existing skills and Govt. certification is making skill development aspirational for the mining workforce and providing value to the industry in the long term.
- 2. Government Funded Projects:** Under the Government funded projects SCMS is working on PMKVY, DDUKK & SANKALP project of Central Government. Under PMKVY 4.0 RPL existing workers in the unorganised sector have been upskilled and certified.

Types of training:

Skill Council for Mining sector, usually through its accredited training partners, conducts trainings on competencies aligned with NSQF Levels. Currently, four types of trainings have been designed as per the requirement of the industry and also to achieve the targets as per the Skill India Mission.



8. Performance as Per Annual Business Plan (2024-25)

In line with the guidelines issued under Transit SSC 2.0, the Annual Business Plan (ABP) along with its achievement for the FY 2024-25 is as under:

Sr.	Activities, Sub-activity & Measure	Wt.	Tgt.	Ach.
1	Training & Assessments	54	FY 24-25	
1.01	Industry Funded	8	3450	2701
1.02	PMKVY Trainings in OJT linked job roles (Assessed Nos.)	8	2000	2253
1.03	PMKVY Assessment TAT (<15 days from training)	6	80%	80%
1.04	Education Institutions - School (Assessed Nos.)	3	N.A	N.A
1.05	Education Institutions - Colleges/Univ. (Assessed Nos.)	3	N.A	N.A
1.06	Backward/ Aspirational districts/ Border areas/ NER/ Island Territories/ Tribal districts (Assessed Nos.)	5	690	1767
1.07	Informal/Traditional/Future Skills/Level 4+ (Assessed Nos.)	5	115	5808
1.08	Trainings in Entrepreneurship job roles (Assessed Nos.)	6	N.A	N.A
1.09	Revision of Job roles due in current FY (Nos. revised)	4	15	39
1.10	Training of Trainers (No. of QPs with Trainers)	3	43	30
1.11	Training of Assessors (No. of QPs with Assessors)	3	43	27
2	Content	6		
2.01	Digital content created (No. of QPs)	3	4	25
2.02	Content Conversion in >2 regional languages (No. of QPs)	3	4	2
3	Job Aggregation	10		
3.01	Job Aggregation (Nos.)	3	2600	4278
3.02	Placement Facilitation (% Placed) - YTD	7	70%	3.485
4	Apprenticeships	10		
4.01	Contracts (No. of Contracts Aligned)	5	5000	583
4.02	Assessments (% of Assessments Completed) - YTD	5	50%	66%
5	Governance compliances	10		
5.01	SSC Transit 2.0 Parameters (21 parameters)	10	21	15
6	Financials	10		
6.01	Govt. and Private Revenue Ratio	10	50:50	12:88

9. Key Activities & Achievements

During the FY 2024-25, SCMS kept the key focus areas as industry engagement, revision of Qualification Packs (QPs), Webinar, and empanelment of quality Trainers & Assessors through organizing multiple TOTs and TOAs across the mining states of India. Multiple Projects of Skill Development, both Industry Funded (NLCIL, MOIL, DMFT etc.) & Government Funded viz. PMKVY4.0, DDUKK, SANKALP have been implemented / are in process of implementation in line with Skill India Mission of the Government of India.

9.1 Training and Assessments

During FY 2024-25, SCMS has imparted RPL training to 1738 candidates and Short-Term Training to 4106 candidates where 92% stand certified. Overall, since inception and till 31st March 2025, SCMS has trained 1,99,526 candidates out of which 81% are certified.

A. Government funded Project

A.1 Pradhan Mantri Kaushal Vikas Yojna 4.0

PMKVY (Pradhan Mantri Kaushal Vikas Yojana) 4.0 the flagship scheme of the Ministry of Skill Development & Entrepreneurship was launched for the period 2022-26, wherein SCMS has been allocated a target of 2500 RPL numbers in Phase-1. This program was to be executed directly by the mining associations/ mining industries for their employees including contract employees. SCMS got 537 employees/contract labours trained out of which 442 are certified in the job role of Dumper/Tipper Operator, Assistant Mine Surveyor, Mine Electrician, Mining Mate & Mine Mechanic/ Fitter. Additionally, 2,213 individuals were certified under PMKVY-STT, Special project & PMKVY-SHI (Skill Hub Initiative) program.

A.2 Deen Dayal Upadhyay Kaushal Kendra (DDUKK)

SCMS has carried out a Short-Term Training program in FY 2024-25 for 210 candidates under Deen Dayal Upadhyay Kaushal Kendra (DDUKK), Jharkhand Bokaro in the trade of Mechanic/Fitter with Mosaic Workskills Pvt. Ltd.

A.3 Skill Acquisition and Knowledge Awareness for Livelihood Promotion (SANKALP)

SCMS entered into an MOU with the Singrauli District Administration and Government ITI, Singrauli, Madhya Pradesh on 4th May, 2023 for the execution of the SANKALP (Skill Acquisition and Knowledge Awareness for Livelihood Promotion) Scheme of the Ministry of Skill Development and Entrepreneurship, Government of India. Under this MoU, 510 local unemployed candidates of the Singrauli district had to be trained and certified in job roles of Dumper/Tipper Operator, Mine Mechanic/Fitter, Mine Welder, HEMM Mechanic and Mine Electrician.

A tripartite MOU has been signed on 27th February 2024 (executed in May 2024) between Govt. ITI, Singrauli, NCL and SCMS, where NCL has agreed to provide paid apprenticeships to 510 certified candidates under NAPS. Another MoU has been signed between NCL and Govt. ITI, Singrauli, on 10th July 2024, where NCL had agreed to funding the procurement

(on rental basis) of a tipper for providing hands-on training to the 120 dumper/tipper candidates.

Total 453 candidates are successfully certified out of which 321 candidates were placed across various companies including NCL as apprentices/employees.

B. Industry Funded Training Project

B.1 MECL–RPL Training

A pilot project of 2+1-day RPL training-cum-certification program was launched for 18 regular and contractual workmen of Mineral Exploration and Consultancy Limited (MECL) in Nagpur, Maharashtra, on 22nd July, 2024. The program, conducted under the guidance of the Ministry of Mines, Government of India, aimed to upskill MECL employees in the roles of Mine Mechanic/Fitter and Mine Electrician, while also incorporating essential soft skills training. The training program was inaugurated by Shri Indra Dev Narayan, Chairman-cum-Managing Director of MECL, in the presence of senior officers from the HR Department. The program has been successfully completed.

B.2 Almora Magnesite

SCMS received a work order from Almora Magnesite in July, 2024. The training commenced from 5th July, 2024 and was completed on 4th October, 2024. Total duration of the training program was 3 months. Almora Magnesite limited shortlisted four persons from nearby villages to be skilled as Rig-Mounted Drill operators.

The training program was meticulously designed and imparted on comprehensive knowledge and hands-on skills related to wagon drilling techniques. Trainees have gained insights into the latest advancements in drilling technologies and safety protocols and also ensured they are equipped to perform their duties with utmost proficiency and safety.

B.3 MOIL Up-skilling and certification (RPL)

SCMS has successfully completed a project for RPL/ reskilling/ upskilling training program for both regular and contractual workforce of MOIL Ltd. at various mining locations in Maharashtra and Madhya Pradesh. As on 31st March, 2025, SCMS has trained & assessed 552 candidates out of which 549 have been certified in various mining job roles. The program has been planned with 2 days of soft skills-cum-domain skills training followed by assessment on the third day.

B.4 Central Coalfields Ltd. Short-term Training Project (STT)

SCMS signed an MOU with Central Coalfields Limited, Ranchi on 4th November, 2023 with the support from District Collectorate, Chatra for a Short-Term training project for 60 local candidates/PAPs of CCL in the Chatra District of Jharkhand under their CSR initiative to make them employable in the job role of Loader Operator - Mining. This was a residential program with 3/4-month duration. The project was facilitated by the Deputy Commissioner of Chatra District. All 60 candidates are successfully certified out of which 42 candidates have been placed so far.

B.5 NUA Odisha Short-term Training Project (STT)

SCMS signed an MOU with Odisha Skill Development Authority (OSDA) on 21st December, 2023 for short term skilling project covering 120 candidates (60 candidates in HEMM Mechanic and 60 candidates in Mine Welder job role) under Nutana Unnata Abhilasha (NUA) Odisha scheme which aims to empower Odisha's youth with continuous skilling, reskilling, and upskilling opportunity.

Training for 3 batches (52 candidates) in HEMM Mechanic has been completed. The convocation for the completed batches was organized on 3rd November, 2024. Due to lack of response and non-release of payment(s) against deliverables, SCMS has surrendered the project.

B.6 NLC India Ltd. Upskilling and Certification (RPL)

SCMS accomplished the RPL/reskilling/upskilling training program successfully for regular/contractual workforces awarded by NLC India Limited in July, 2024. The training program was planned with two days of soft skills and domain training followed by assessment on the third day, whereby out of 240 trained candidates in the job roles of Bulldozer Operator, Driver Special Utility Vehicle, Dumper/Tipper Operator, Mine Electrician, Mine Welder, Excavator Operator, Mine Mechanic/Fitter and Mining Rescuer, 349 candidates were certified.

Following this, in January 2025, SCMS received another work order from NLC India Ltd. to conduct training for 30 regular/contractual workforces in the job role of Pump Operator. All 30 participants have successfully completed the training & received their certifications.

B.7 DMFT– Kalahandi, Odisha Short-term Training Project (STT)

SCMS signed an MOU with DMFT Kalahandi, Odisha on 25th September, 2024 for a residential Short Term Training (STT) Skill Development Project for 300 fresh youth of the district in various mining job roles. The centre was inaugurated on 12th November, 2024 by Shri Sachin Pawar, (IAS) Collector & District Magistrate. Other official present in the ceremony were Shri Ajit Kumar Uttaray, District skill development employment officer.

As on 31st July 2025, 297 candidates have been certified out of which 67 candidates have been placed so far and placement activities for remaining candidates are ongoing.

B.8 DMFT–Bokaro Short-term Training Project (STT)

SCMS has signed an MOU with DMFT, Bokaro, Jharkhand to train 360 candidates in the trades of Mine Electrician, HEMM Mechanic, Mine Welder, Dumper/Tipper Operator, Excavator Operator and Loader Operator.

This is a residential program for a period of 3-4 months exclusively for the unemployed youth of Bokaro district. So far, 47 candidates have been certified in the job role of Mine Electrician.

B.9 Short-Term Training Program of Nettur Technical Training Foundation

Nettur Technical Training Foundation conducted training under Mining Job Roles approved for IREL (India) Ltd. A total of 122 candidates have been trained and out of which 113

candidates have been certified on the job roles of Electrician (Mineral Sands), Mechanic - Fitter (Mineral Sands), Mineral Processing Technician & Instrumentation Technician (Mineral Sands) in Ganjam, Odisha during the year 2024-25.

B.10 IREL (India) Ltd. Employee Assessment

IREL carries out training of its workforce through its own trainers, certified by SCMS. However, assessment and certifications are carried out by SCMS. During FY 2024-25, SCMS has certified 22 employees of IREL on the job roles of Mine Electrician, Mechanic/ Fitter and Mineral Processing Operator.

B.11 Hindalco–RPL Training

SCMS received a Work Order from HINDALCO (Aditya Birla group) for non-NSQF aligned assessment and certification for 64 regular and contractual workmen of HINDALCO Bagru Mines in Lohardaga district of Jharkhand. The assessment conducted in August 2024, covered 56 candidates in the trades of Kamgar and Assistant Open Cast Mines. The project has been successfully completed.

B.12 NLC India Limited (Odisha) CSR Project

SCMS received a work order on 5th November, 2024 for employment linked short term training and certification of 20 candidates in the trade of Dumper/Tipper Operator. The project targets at PAPs of NLCIL in and around the mines area/s in Sambalpur and Jharsuguda district of Odisha. Formal inauguration of the program was done on 17th December 2024. Shri Cheruku Dayanand, CGM (Mines), NLCIL, graced the event as the Chief Guest. Other dignitaries present in the ceremony were Shri Gotte Ramesh, General Manager, NLCIL, Shri Subrata Kumar Biswal, DGM (HR), NLCIL, Smt. Rinki Singh, Sarpanch, Malda Gram Panchayat and Shri Khageswar Naik, Sarpanch, Patrapali Gram Panchayat.

The training includes simulator and VR trainings. However, 50 hours of practice on actual equipment is also planned during the session. Currently, mobilisation & registration of HMV license holders is in process. 19 candidates have been registered so far.

B.13 JSW–RPL Training

SCMS successfully conducted a Recognition of Prior Learning (RPL) training program for both contractual and in-house employees of JSW at the JSW Vocational Training Centre in the OPJ Centre, located in Toranagallu, Ballari District, Karnataka. The training took place over a span of three days, in December, 2024. This RPL training program was structured to include two days of practical and theoretical training, followed by one day of assessment. The focus of the training was on Mining Mate/Sirdar, Dumper/Tipper Operator, and Excavator Operator trades. A total of 20 candidates were awarded with NSQF certification in their respective job roles.

B.14 RPL Training Program for Fomento Group

SCMS awarded work order from HOPL & ILPL (Fomento Group) at VESCO Mines, Ballari, Karnataka to conduct a RPL training program of 180 regular/contractual workforces of HOPL & ILPL. As on 31st March, 2025, the training & assessment for the first 2 batches of 70 candidates have been completed in NSQF aligned job roles.

B.15 RPL Training Program for Hutti Gold Mines

SCMS received similar work order from Hutti Gold Mines Company Ltd, Raichur, Karnataka in January, 2025 to conduct a RPL training program for 120 regular/contractual workforces of Hutti Gold Mines.

9.2 Training of Trainer (ToT) & Training of Assessor (ToA)

One of the key objectives of SCMS is to create a pool of competent, NSQF certified trainers and assessors across mining states on mining job roles for successful and effective execution of the skill development programs. To ensure this, SCMS regularly organizes 'Training of Trainers' (TOT) and 'Training of Assessors' (TOA) programs. A ten-day program is organized by SCMS for the industry experts who wish to become trainer or assessor under Skill India Initiative. The trainer or assessor certificates issued under Skill India are valid for the period of two years. To keep the pool ready throughout, SCMS needs to again assess these certified trainers and assessors after expiry and recertify for another period of two years through a one-day TOT/TOA program.

SCMS had carried out multiple TOT/ TOA programs for trainers and assessors during the financial year 2024-25, on the job roles like Bulldozer Operator, Dumper/ Tipper Operator, Loader Operator (Mining), HEMM Mechanic, Mine Mechanic/Fitter, Mine Electrician, Mine Welder etc. A special program was also held for Thriveni Sainik & IIT-ISM, Dhanbad. In total of 79 trainer certifications were awarded.

With all the above programs, as on 31st March 2025, SCMS has 427 Trainers/ Master Trainers certifications and 248 Assessors/ Master Assessors certifications.

9.3 Development of Qualification Packs, Curriculum and Content

During the financial year 2024-25, SCMS got the NSQC approval for its 4 numbers of new Qualification Files of mining and now these Qualifications are available on Skill India Digital Hub (SIDH) as well as on National Qualification Register (NQR). SCMS has submitted 15 revised Qualification Files for existing mining job roles to NCVET for NSQC Approval.

SCMS has initiated upgrading the Qualification file of HEMM Electrician by incorporating NOS related to Electric Vehicles and also developing Participant Handbooks in English for 7 job roles and Facilitator Guide in English for 9 job roles of mining.

9.4 Apprenticeships

SCMS has also developed the NAPS Apprenticeship Curriculum for 46 optional trades, i.e., Mine Welder, Mine Electrician, HEMM Mechanic, Dumper/Tipper Operator, Compressor Operator, Bulldozer Operator, Assistant Mine Surveyor, Loader Operator (Mining), Loader Operator (Underground), Mining Mate/Sirdar (Opencast), Winding Operator (U/g Coal), Mineral Processing Operator (Tailing), Mineral Processing Operator (Beneficiation), Pump Operator - Mining (Opencast), Pump Operator - Mining (U/g Coal), Pump Operator - Mining (U/g Metal), Winding Operator (U/g Metal), etc. During the year 2024–25, SCMS engaged a total of 583 apprentices by generating contracts.

9.5 Demand Aggregation

SCMS had received/compiled the manpower requirements of 4,278 during the financial year 2024–25 from various CPSUs, SPSUs, and private companies, etc. The same were uploaded on the NSDC JobX website.

9.6 New Affiliations

1. Training / Assessment Partners

Maharana Pratap Shikshan Samiti has been affiliated with SCMS as Training Partner in the FY 2024-25.

Maharana Pratap Shikshan Samiti Balaghat (MP) also known as Satpuda Group is a society registered on 15th December, 1998 at the office of Assistant Registrar Firms and Society, Jabalpur under the Madhya Pradesh Society Registration Act 1973.

Satpuda Group is known for quality technical education with latest training systems in Central India since its inception. In its 22 years of journey, the group established 15 ITI, a CBSE affiliated school, a college of education and a Polytechnic college in 10 different locations of Madhya Pradesh. Satpuda Group is the largest & most respected Educational group in Central India trained over 12,000+ youths in various disciplines, strong alumni of 12000+. Currently there are 4000 students enrolled in its 18 institutions.

2. Other Collaborations

I. MOU with IG Drones (a unit of InventGrid India Pvt. Ltd.)

SCMS signed a non-financial MoU with IG Drones, a unit of InventGrid India, Gurgaon (Haryana) on 24th August, 2024 with the objective to enhance cooperation between SCMS and IG Drones to promote skill development for the betterment of the industry by creating a long term mutually rewarding partnership between IG Drones and SCMS. The scope of the agreement covers –

- a. Conducting joint training and certification of the candidates on '**Drone Survey Compliance Management in Mining**', '**Drone Survey Analyst**' and '**Drone Surveyor (Mining)**', NOSs/ Micro-credentials.
- b. Alignment of proposed courses with NSQF by SCMS
- c. IG Drones shall support SCMS in gaining required number of industry validations for submission to NCVET.

II. MOU with Jharkhand Skill Development Mission and Society (JSDMS)

SCMS signed a non-financial MOU with Jharkhand Skill Development Mission and Society (JSDMS) on 30th September, 2024 covering following areas of collaborations -

- a. Regular Assessment and Certification of Candidates, providing SSC approved curriculum and training tools, centre inspection etc. under the different sub-schemes of JSDMS.
- b. Identification and inclusion of new trades from the sector that have potential to generate employment for youths of the state.
- c. Provision of sector wise demand and supply assessment of employment opportunity in and around the state.

The scope includes identifying opportunities of developing **Centres of Excellence** in Mining with support from SCMS.

III. MOU with LSI Engineering and Consultants Limited

SCMS has signed a MOU with LSI Engineering and Consultants Limited to cover skill gap assessments in the mining industry. The actual skill gap of workmen, supervisors, executives, etc. shall be assessed and related skill development initiatives shall be proposed to the mining organizations.

IV. Accreditation of Centres of Excellence (CoEs)

SCMS has accredited two Centres of Excellence (CoEs) in the mining sector. The first CoE accreditation has been given to Group Vocational Training Centre (GVTC), Gare Palma, Jindal Power Limited, while the second has been given to Voltas Skill Development and Operator Training Institute of Universal MEP Projects (a 100% wholly owned subsidiary of Voltas Limited, a TATA Enterprise), managed by Credo Centre of Excellence.

9.7 Other Key Activities

SCMS has conducted following webinars during last fiscal:

Date	Subject	Speaker	Participants
04.05.24	Unlock the future of mines with digitization	Shri Mohit Sahu, Co-Founder and Director of Minocular	145
27.07.24	Achieving Zero Harm Operation: Integrating Sustainable Mining Practices with Mineral Production Growth	Shri. Muthumari M, Head Mines, FACOR (A Subsidiary of Vedanta Limited)	100
22.10.24	Modern Instruments and Advanced Technology for the Data Acquisition, Processing, Planning, and Design in Mining and Allied Industries	Dr. Sunil Kumar, Professor, IIT (ISM), Dhanbad	75

10. Representation of SCMS in Various Forums

Other Seminars & Workshops

Sr. No.	Name of Event	Organization	Representative from SCMS	Remarks
1	Consultative Session with SSC Chairman on 19th May, 2024	Ministry of Skill Development and Entrepreneurship (MSDE)	Shri Arunava Roychowdhury, Advisor- Corporate Communication, IREL (India) Ltd. along with Shri Sudarshan Bellamkondi from SCMS attended the session.	The following points were discussed during the session 1. Role Enhancement of SSCs in Skilled Manpower Management 2. Role of SSCs in developing effective Industry aligned QPs 3. Implementation of CoEs 4. Diversification of SSC Revenues 5. Trainer & Assessor Ecosystem 6. Engagement with Unorganized & Gig Economy Sectors 7. Maintaining Relevance at the State Level 8. Building and Utilizing Labour Market Information Systems 9. Enhancing Adoption and Use of SIDH
2	Webinar on “Revolutionizing Skill Development: India's Sector Skills Councils” on 28th May, 2024	ILO, Geneva	Shri Sanjay Sharma-CEO & Shri Navneet Kumar-COO from SCMS attended the webinar in online mode.	The key speakers were Shri. Atul K Tiwari (IAS), Secretary, MSDE, Shri Vedmani Tiwari, CEO, NSDC, Shri. Samuel Amegayibor (CEO, REDA, GHANA), Dr. Khalid Alshahrani, GM SSC, MHRSD, Kingdom of Saudi Arabi and Ms. Shobhana Sosale, Sr. Education Specialist, World Bank.
3	Workshop on Coal Matrix for Indian Metals Industry focusing on Coal Gasification and Coal (Coking & Thermal) availability for Indian Metals on 28th June, 2024	Federation of Indian Chambers of Commerce and Industry (FICCI)	Shri Sanjay Sharma, CEO-SCMS along with Shri Apoorv, Manager-Content Development and Shri Sudarshan, Head Placement & Industry Interaction attended the workshop.	Shri Pankaj Kumar Satija, Co-Chair, FICCI Mining Committee and Executive-in-Charge, Ferro Alloys & Minerals Division, Tata Steel Ltd. & Chairman-SCMS moderated a session on “Importance of Coal Gasification and Coal (Coking & Thermal) availability for Indian Metals Industry”.

4	Launch of Modified Skill Loan Scheme on 25th July, 2024	National Skill Development Corporation (NSDC)	Shri Apoorv Aishwarya, Sr. Manager Curriculum Design & Development, SCMS attended the event.	<p>The event featured the Hon'ble Union Minister of State (Independent Charge) for Skill Development and Entrepreneurship, Shri Jayant Chaudhary, who graced the occasion with his presence. The Modified Skill Loan Scheme introduces three significant changes:</p> <ul style="list-style-type: none"> • Maximum Loan Limit has been increased from Rs. 1.5 lakh to Rs. 7.5 lakh.; • Lending network has been broadened and NBFCs, MFIs, etc. have also been incorporated.; • Enhanced access to skill courses: Non-NSQF courses by entities on-boarded on MSDE's Skill India Digital Hub (SIDH) platform are also eligible under this scheme..
5	58th Annual General Meeting of Federation of Indian Mineral Industries (FIMI) on 18th September, 2024	Federation of Indian Mineral Industries (FIMI)	SCMS attended the 58 th AGM of FIMI, which is the promoting body of SCMS. FIMI had also invited officials from the Ministry of Skill Development and Entrepreneurship (MSDE), GoI, for interactions with the representatives from the mining industry. Shri. Sunil Ranjan, Director-PMKVY, MSDE, gave a presentation on Pradhan Mantri Kaushal Vikas Yojana 4.0 during the AGM. Shri. Navneet Kumar, COO-SCMS, delivered a vote of thanks.	
6	16th India Coal Summit on 19th September, 2024	Indian Chamber of Commerce	Shri Navneet Kumar, COO-SCMS, attended the summit as a panelist.	The summit witnessed the welcome address by Shri. Pankaj Satija, Executive I/C, FAMD, TATA Steel Ltd., Shri. Kapil Dhagat, Head-Mining, JSPL, Shri. Animesh Jain, CEO-NTPC Mining Ltd., address by Guest of Honour, Smt. Rupinder Brar (IAS), Additional Secretary, Ministry of Coal, GoI. COO-SCMS presented and spoke on the topic 'Environmental Impact, Renewable energy Transition and technological Innovations'.
7	Jharkhand Skill Conclave on 30th September, 2024	Jharkhand Skill Development Mission	The event was graced by Shri Hemant Soren, Hon'ble Chief Minister. Hon'ble CM distributed 20,000 job offers to the placed candidates of the Mukhaymantri Sarthi Yojana. As a part of the Skill Conclave, MOUs were signed	

			between Jharkhand Skill Development Mission and 17 Sector Skill Councils.	
8	Mining Skills Roundtable on 25th October, 2024	Western Australia Government	Shri Navneet Kumar, COO-SCMS, attended the roundtable as a speaker.	
9	Capacity Building Workshop on the SIDH Functionalities on 12th November, 2024	National Skill Development Corporation (NSDC)	Shri Apoorv Aishwarya, Sr. Manager-Curriculum Design & Development, SCMS, attended the workshop.	The purpose of the workshop was to showcase the new features of the QP-NOS Builder on the SIDH platform.
10	11th CII Global Summit on Skill Development 2024 on 10th December, 2024	Confederation of Indian Industry (CII)	Shri Apoorv Aishwarya, Sr. Manager-Curriculum Design and Development, SCMS attended the conference on “Building Resilient Skilled Talent Pool: Driving Industry Growth”.	The event featured key addresses by Shri Mansukh Mandaviya, Hon'ble Minister for Labour and Employment, and Youth Affairs & Sports, Government of India, as well as Shri Jayant Chaudhary, Hon'ble Minister of State (I/C) for Skill Development and Entrepreneurship and Minister of State for Education, Government of India. The conference witnessed the launch of 12th edition of the CII-Wheelbox India Skills Report 2025 and 6th edition of the India Decoding Jobs Report 2025.
11	NSDC International Academy Inauguration on 6th February, 2025	National Skill Development Corporation (NSDC)	Shri Navneet Kumar COO & Officiating CEO-SCMS attended the inauguration event.	Shri Jayant Chaudhary, Hon'ble Minister of State (I/C) for Skill Development and Entrepreneurship, inaugurated the NSDC International Academy. It features advanced labs, AI and VR facilities, and residential accommodations for 500 students. During the event, Shri Jayant Chaudhary flagged off 11 candidates heading to Germany and emphasized the government's commitment to skill development.
12	Geology Seminar - STONA 2025 on 13th February, 2025	Federation of Indian Granite and Stones Industries	Shri Navneet Kumar, COO & Officiating CEO-SCMS, participated in the STONA event as a panelist and gave a presentation on “Importance of NSQF, NCrF and NEP in the Skilling Ecosystem in the Mining Industry”.	

11. Baseline Survey and Skill Gap Assessment

DBL Pachhwara Coal Mine Pvt. Ltd. in the Pakur District of Jharkhand

In September 2024, SCMS was once again entrusted with the responsibility of conducting a Skill Gap Need Assessment Survey for DBL Pachhwara Coal Mine Pvt. Ltd., located in the Pakur district of Jharkhand. The assignment originally targeted approximately 250 households; however, the scope was successfully extended to cover 358 households and 483 individuals, ensuring a more comprehensive understanding of the local skill landscape.

SCMS efficiently executed the field survey, data compilation, analysis, and report preparation. final report has been submitted to DBL for further processing and planning of appropriate skill development projects for the PAPs of the affected area.

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

Ministry of Mines and Skill Council for Mining Sector have jointly initiated the Skill Gap Study for the Indian mining sector for the period 2025-30 and develop a Skill Plan for mining sector based on the findings of the study. A Project Evaluation Committee (PEC) was formed comprising of representatives from Ministry of Mines, Federation of Indian Mineral Industries, Skill Council for Mining Sector and few mining organizations for finalizing the RFP and identifying a competent agency. The suggestion on scope of the study received from the members and Ministry of Skill Development and Entrepreneurship were incorporated in the RFP document.

The RFP notice was published in The Economic Times newspaper (Pan India Circulation) on 5th of February 2025 and was uploaded on SCMS & Ministry of Mines websites. After due-diligence in the RFP process, Deloitte Touché Tohmatsu India LLP was declared as the final successful bidder and the contract for the work was awarded. Post preliminary preparations the field survey activity shall start from the month of August 2025.

This study shall cover all sub-sectors of mining including Prospecting & Exploration, Mineral Extraction of Fuel, Metallic/Non-metallic, Critical/Strategic, Atomic, Minor & Deep Sea Minerals, Processing & Beneficiation and Coal washeries, Associated Services with Environment, Health & Safety, Engineering and Allied services, Ancillary activities supporting mining transportation and storage, Urban Mining etc.

Inputs from major stakeholders like Ministry of Mines, Ministry of Coal, Ministry of Steel, Ministry of Labour and Employment, major Govt. departments like IBM, GSI, DGMS, DMGs, Department of Atomic Energy (DAE), major industries and industry associations in coal, metal, cement, minor minerals, major educational and research institutes like CSIR-CIMFR, IIT-ISM Dhanbad, IIT-Kharagpur, NIRM, etc. shall be taken.

Alignments/reference with various National Missions/Policies related to mining and missions/policies that may affect employment in mining (like National Green Hydrogen Mission, India Semi-Conductor Mission, AI Mission, Solar Mission, etc.) shall be taken into account while compiling and forecasting the results.

Statement of Accounts:

The Statement of Income & Expenditure and Balance Sheet for the year 2024-25 as audited by
M/s Arun Prakash Panj Rath & Associates, are attached to the Report.

SKILL COUNCIL FOR MINING SECTOR

(A Company Limited by Shares)

Reg. Off: - B-311, Okhla Industrial Area, Phase-I, New Delhi - 110020

CIN: - U14290DL2013NPL261671

Ph. No.:011-43520828 E-Mail: scms@skillcms.in

DIRECTORS REPORT

To The Members **Skill Council For Mining Sector**
B-311, OKHLA INDUSTRIAL AREA, PHASE-I, NEW DELHI- 110020

Your Directors have pleasure in presenting herewith their **12th Annual Report** together with Audited Financial Statements of Accounts on the business and operation of the Company for the year ended on **31st March, 2025**.

1. **FINANCIAL SUMMARY OF THE COMPANY:-** The company's financial performance during the year 2024-25 as compared to previous year 2023-24 is summarised below:-

	Current Year (2024-25)	Previous Year (2023-24)
Total Income	3,20,44,333.30	5,73,44,046.38
Total Expenditure	3,73,67,470.50	6,32,42,447.36
Profit/(Loss) before tax	(53,23,137.30)	(59,81,401.08)
Tax Expenses	-	-
Profit/(Loss) after tax	(53,23,137.30)	(59,81,401.08)

FINANCIAL HIGHLIGHTS:-During year under review company has earned more revenue. We are hopeful of generating more revenue during next year.

2. **DIVIDEND:-**

The Company being Section 8 Company, it is prohibited from declaration or payment of any dividend and hence the reporting under this clause is not applicable.

3. **RESERVES:-**

The company has incurred excess expenditure over its income hence all the losses have been transferred under the head of Reserve and Surplus.

4. **BRIEF DESCRIPTION OF THE COMPANY'S WORKING DURING THE YEAR:-**

Our Company, follows all the necessary applicable ethical considerations and best sustainability business model under the current legal framework of the country, is leading strategically thus continuously growing its business operations as desired. All its functions are holistically benefitting all the involved stakeholders without jeopardizing the interests of one at the cost of other. The company's operations are running to achieve the desirable economic ends with all the socially acceptable means. This is very much in consonance with the current business needs of the company and operational efficiency along with future growth.

5. **CHANGE IN THE NATURE OF BUSINESS, IF ANY:-**

There was no change in the Nature of the Business during the period under review

6. **MATERIAL CHANGES AND COMMITMENTS, IF ANY, AFFECTING THE FINANCIAL POSITION OF THE COMPANY WHICH HAVE OCCURRED BETWEEN THE END OF THE FINANCIAL YEAR OF THE COMPANY TO WHICH THE FINANCIAL STATEMENTS RELATE AND THE DATE OF THE REPORT:-**

No Material changes and commitments affecting the financial position of the Company occurred between the ends of the Financial Year to which these Financial Statements relate on the date of this report.

7. **DETAILS OF SIGNIFICANT AND MATERIAL ORDERS PASSED BY THE REGULATORS OR COURTS OR TRIBUNALS IMPACTING THE GOING CONCERN STATUS AND COMPANY'S OPERATIONS IN FUTURE:-**

There Were No Significant and Material Orders passed by the regulators Or Courts or Tribunals Impacting the Going Concern Status And Company's Operations In Future Details In Respect Of Adequacy of Internal Financial Controls with Reference to the Financial Statements.

8. **DETAILS OF SUBSIDIARY/JOINT VENTURES/ASSOCIATE COMPANIES:-**

The Company does not have any Subsidiary/Joint Venture/Associate Company.

9. **DEPOSITS:-**

The Company has neither accepted nor renewed any Deposits during the year under review.

10. **STATUTORY AUDITORS:-**

M/s ARUN PRAKASH PANJRAH AND ASSOCIATES. Chartered Accountant, New Delhi have completed a tenure of five years and are hereby re-appointed as statutory Auditors of the company for a period of 5 years from the end of this AGM. In this regard, the Company has received a certificate to the effect that their Re-appointment if made would fulfill the criteria and the provisions of section 139 and 141 of the Companies Act, 2013 read with Companies (Audit and Auditors) Rules, 2014.

11. **AUDITORS' REPORT:-**

There are no qualifications or adverse remarks in the Statutory Auditors' Report which require any explanation from the Board of Directors.

12. **AUDIT COMMITTEE:-**

As per Section 177 of the Companies Act, 2013 and Rule 6 and 7 of Companies (Meetings of Board and its Powers) Rules, 2014 constitution of Audit Committee is not applicable to our Company.

13. **SHARE CAPITAL:-**

The company has a paid up share capital of Rs 1,00,000/-.

14. **DECLARATION OF INDEPENDENT DIRECTORS:-**

The provisions of Section 149 pertaining to the Appointment of Independent Directors do not apply to our Company

15. **REPORT ON CORPORATE GOVERNANCE:** Not Applicable

16. **COST AUDIT:** Not Applicable

17. **SECRETARIAL AUDIT REPORT:** Not Applicable

18. **INTERNAL AUDIT & CONTROLS:** Not Applicable

19. **EXTRACT OF THE ANNUAL RETURN:-**

The extract of the annual return in Form No: MGT- 9 shall form part of the Board's report. **(Annexure A)**

20. **CORPORATE SOCIAL RESPONSIBILITY INITIATIVES:** Not Applicable

21. PARTICULARS REGARDING CONSERVATION OF ENERGY, TECHNOLOGY ABSORPTION:-

Pursuant to section 134 of the Companies Act, 2013 read with the Companies (Accounts) Rules, 2014. Information as per section 134 of the Companies Act, 2013 read with the Companies (Accounts) Rules, 2014 are not applicable on company.

22. FOREIGN EXCHANGE EARNINGS / OUTGO:-

The information pertaining to Foreign Exchange Earnings and outgo as required under Section 134(3)(m) of the Companies Act, 2013 read with Rule 8(3) of the Companies (Accounts) Rules, 2014 is furnished hereunder:

- i) The Foreign Exchange earned during the year is Rs. Nil
- ii) The Foreign Exchange outgo during the year is Rs. Nil

23. DIRECTORS:-

Details of directorship as on 31.03.2025

S.No	Name	Designation
1	Pankaj Kumar Satija	Director
2	Pramod Kumar Tyagi	Director
3	Deependra Singh	Director
4	Pankaj Kumar Sharma	Director
5	Ranjan Kumar Mohapatra	Director

There were no changes in the Directorship of the Company during the period under review.

24. NUMBER OF MEETINGS OF THE BOARD OF DIRECTORS:-

A calendar of Meetings is prepared and circulated in advance to the Directors. During the year 4 Board Meetings were held ended **March 31, 2025**. The intervening gap between the Meetings was within the period prescribed under the Companies Act, 2013.

25. ESTABLISHMENT OF VIGIL MECHANISM (section 177 (10)):- Not Applicable

26. NOMINATION AND REMUNERATION COMMITTEE (Section 178 (1) & (3)):- Not Applicable

27. PARTICULARS OF LOANS, GUARANTEES OR INVESTMENTS UNDER SECTION 186:-

Details of Loans, Guarantees and Investments covered under the provisions of Section 186 of the Companies Act, 2013 are given in the notes to the Financial Statements.

28. PARTICULARS OF CONTRACTS OR ARRANGEMENTS WITH RELATED PARTIES UNDER SECTION 188:-

During the year, the Company has entered into transactions with related parties as defined under Section 2(76) of the Companies Act, 2013 which were in the ordinary course of business and on arm's length basis and in accordance with the provisions of the Companies Act, 2013, and there were no transactions with related parties which qualify as material transactions. The details of the related party transactions as required under Accounting Standard -18 are set out in Notes to the financial statements forming part of this Financial Statements.

The Disclosure required in **Form AOC-2** pursuant to Section 134 (3)(h) read with Rule 8(2) of the Companies (Accounts) Rules, 2014 is enclosed.

29. DIRECTORS RESPONSIBILITY STATEMENT:-

To the best of their knowledge and belief and according to the information and explanations obtained, in terms of section 134 of The Companies Act, 2013, your directors state that :-

- a) In the preparation of the annual accounts for financial year ended **31st March, 2025**, the applicable accounting standards have been followed and there is no material departures from the same;
- b) The Directors have selected such accounting policies and applied them consistently and made judgments and estimates that are reasonable and prudent so as to give true and fair view of the state of affairs of the Company at the end of the financial year and of the profit of the Company for that year;

- c) The Directors have taken proper and sufficient care for the maintenance of adequate accounting records in accordance with the provisions of the Act for safeguarding the assets of the Company and for preventing and detecting fraud and other irregularities;
- d) The Directors have prepared the annual accounts for the financial year ended **31st March, 2025** on a going concern basis.
- e) The directors, in the case of a listed company, had laid down internal financial controls to be followed by the company and that such internal financial controls are adequate and were operating effectively.
- f) The directors had devised proper systems to ensure compliance with the provisions of all applicable laws and that such system were adequate and operating effectively.

30. THE DETAILS IN RESPECT OF INTERNAL FINANCIAL CONTROL SYSTEM

The Company has in place adequate internal financial controls with reference to financial statements. During the year under review, such controls were tested and no reportable material weaknesses in the design or operation were observed.

31. BUSINESS RESPONSIBILITY REPORTING:- Not applicable

32. DISCLOSURES UNDER SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION & REDRESSAL) ACT, 2013

The Company is committed to provide a safe and conducive work environment to its employees. During the year under review, no case of sexual harassment was reported.

33. INVESTOR EDUCATION PROTECTION FUND:- - There was no amount which was required to be transferred under IEPF.

34. ACKNOWLEDGMENT:-

The Board of Directors would like to express sincere thanks for the co-operation and advice received from Central and State Governments and Banks. The Board also place on record its appreciation for the enthusiastic co-operation, hard work and dedication of all the employees to vendors, customers, business associates and all concerned without which it would not have been possible to achieve all round progress and growth of the Company.

Thankful to the Member to continue their patronage

**For and on Behalf of
Skill Council For Mining Sector**

**Sd/-
Pankaj Kumar Sharma
Director
Din No.: 10213819**

**Sd/-
Pankaj Kumar Satija
Director
Din No.: 06689554**

**8th August 2025
New Delhi**

Form No. MGT – 9
EXTRACT OF ANNUAL RETURN
As On The Financial Year Ended On 31st March, 2025

Pursuant to Section 92 (3) of the Companies Act, 2013 and Rule 12 (1) of the Companies
(Management and Administration) Rules, 2014)

I. REGISTRATION & OTHER DETAILS:

1.	CIN	U14290DL2013NPL261671
2.	Registration Date	06/12/2013
3.	Name of the Company	Skill Council For Mining Sector
4.	Category/Sub-category of the Company	Company limited by Shares/ Sec 8 Company
5.	Address of the Registered office & contact details	FIMI HOUSE, B-311, Okhla Industrial Area, Phase-1, New Delhi-110020 (INDIA)
6.	Whether listed company	No
7.	Name, Address & contact details of the Registrar & Transfer Agent, if any.	N.A.

II. PRINCIPAL BUSINESS ACTIVITIES OF THE COMPANY (All the business activities contributing 10 % or more of the total turnover of the company shall be stated)

S. No.	Name and Description of main products / services	NIC Code of the Product/service	% to total turnover of the company
1	Skill Development Activities	439	100%

III. PARTICULARS OF HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES

Sr. No.	Name and address of the Company	CIN/GLN/ Registration No.	Holding/ Subsidiary /Associate	% of Shares held	Applicable Section
1.	FEDERATION OF INDIAN MINERAL INDUSTRIES	U74899DK1969NPL005064	HOLDING	100%	2(46)

IV. SHARE HOLDING PATTERN (Equity Share Capital Breakup as percentage of Total Equity)

i) Category-Wise Share Holding

Category of Shareholders	No. of Shares held at the beginning of the year				No. of Shares held at the end of the year				%Change during the year
	Demat	Physical	Total	% of Total Shares	Demat	Physical	Total	% of Total Shares	

(1) Indian									
Individual/ HUF	-	1	1	0.01	-	1	1	0.01	-
Central Government	-	-	-	-	-	-	-	-	-
State Government	-	-	-	-	-	-	-	-	-
Bodies Corporate	-	9999	9999	99.99	-	9999	9999	99.99	-
Banks / FI	-	-	-	-	-	-	-	-	-
Any other	-	-	-	-	-	-	-	-	-
Sub Total (A)(1)	-	10000	10000	100	-	10000	10000	100	-
(2) Foreign	-	-	-	-	-	-	-	-	-
NRI	-	-	-	-	-	-	-	-	-
Other Individual	-	-	-	-	-	-	-	-	-
Bodies Corporate	-	-	-	-	-	-	-	-	-
Banks	-	-	-	-	-	-	-	-	-
Any other	-	-	-	-	-	-	-	-	-
Sub Total (A) (2)	-	-	-	-	-	-	-	-	-
Total shareholding of Promoter (A) = (A)(1) + (A)(2)	-	0	-	-	-	-	0	-	-
B. Public Shareholding									
Institutional	-	-	-	-	-	-	-	-	-
Mutual Fund	-	-	-	-	-	-	-	-	-
Banks /FI	-	-	-	-	-	-	-	-	-
Central Govt.	-	-	-	-	-	-	-	-	-

State Govt.	-	-	-	-	-	-	-	-	-
Venture Capital Fund	-	-	-	-	-	-	-	-	-
Insurance Co.	-	-	-	-	-	-	-	-	-
FII's	-	-	-	-	-	-	-	-	-
Foreign Venture Capital Fund	-	-	-	-	-	-	-	-	-
Others	-	-	-	-	-	-	-	-	-
Sub Total (B)(1)	-	-	-	-	-	-	-	-	-
2. Non-Institutional	-	-	-	-	-	-	-	-	-
a. Bodies Corporate	-	-	-	-	-	-	-	-	-
i) Indian	-	-	-	-	-	-	-	-	-
ii) Overseas	-	-	-	-	-	-	-	-	-
b. Individual	-	-	-	-	-	-	-	-	-
i. Individual shareholders holding nominal share capital upto Rs. 1 lakh	-	-	-	-	-	-	-	-	-
ii. Individual shareholders holding nominal share capital upto Rs. 1 Lakh	-	-	-	-	-	-	-	-	-
C. Others	-	-	-	-	-	-	-	-	-
Sub Total (B) (2)	-	-	-	-	-	-	-	-	-
C. Shares held by Custodian for GDRs & ADRs	-	-	-	-	-	-	-	-	-
GRAND TOTAL (A+B+C)	-	10000	10000	100	-	10000	10000	100	-

ii) Shareholding of Promoters:

S. No.	Shareholder's Name	Shareholding at the beginning of the year			Shareholding at the end of the year			
		No. of Shares	% of total Shares of the Co.	% of Shares Pledged/ encumbered to total shares	No. of Shares	% of total Shares of the Co.	% of Shares Pledged / encumbered to total shares	
1.	Federation of Indian Mineral Industries	9999	99.99	-	9999	99.9	-	-
2.	Pramod Kumar Tyagi	1	0.01	-	1	0.01	-	-

iii) Change in Promoters' Shareholding: -N.A.

Sr. No.		Shareholding at the beginning of the year		Cumulative Shareholding during the year	
		No. of shares	% of total shares of the Co.	No. of shares	% of total shares of the company
	At the beginning of the year	-	-	-	-
	Date wise Increase / Decrease in Promoters Shareholding during the year specifying the reasons for increase / decrease (e.g. allotment / transfer / bonus/ sweat Equity etc.)	-	-	-	-
	At the End of the Year.	-	-	-	-

iv) **Shareholding Pattern of top Ten Shareholders (other than Directors, Promoters and Holders of GDRs and ADRs: - N.A.**

Sr. No.	Name of the Shareholder	Shareholding at the beginning of the Year		Cumulative Shareholding during the Year	
		No. of Shares	% of total Shares of the Company	No. of Shares	% of total Shares of the Company
	For Each of the Top 10 Shareholders				
	At the beginning of the year	-	-	-	-
	Date wise Increase / Decrease in Shareholding during the Year specifying the reasons for increase / decrease (e.g. allotment/transfer/bonus/Sweat Equity etc.)	-	-	-	-
	At the End of the year (or on the date of separation, if separated during the year)	-	-	-	-

v) **Shareholding of Directors and Key Managerial Personnel:-**

Sr. No.		Shareholding at the beginning of the year		Cumulative Shareholding during the year	
		No. of Shares	% of total Shares of the Company	No. of Shares	% of total Shares of the Company
	For Each of the Directors and KMP				
1.	Pramod Kumar Tyagi				
	At the beginning of the year	1	0.01	1	0.01
	Date wise Increase / Decrease in Shareholding during the year specifying the reasons for increase / decrease (e.g. allotment / transfer / bonus/ sweat equity etc)	-	-	-	-
	At the End of the year	1	0.01	1	0.01

V. INDEBTEDNESS

Indebtedness of the Company including Interest outstanding/accrued but not due for Payment

	Secured Loans excluding deposits	Unsecured Loans	Deposits	Total Indebtedness
Indebtedness at the beginning of the financial year				
i. Principal Amount	-	-	-	-
ii. Int. due but not paid	-	-	-	-
iii. Interest accrued but not due	-	-	-	-
Total (i + ii + iii)	-	-	-	-
Change in Indebtedness during the Financial Year				
. Addition	-	-	-	-
. Reduction	-	-	-	-
Net Change	-	-	-	-
Indebtedness at the end of the financial year				
i. Principal Amount	-	-	-	-
ii. Int. due but not paid	-	-	-	-
iii. Interest accrued but not due	-	-	-	-
Total (i + ii + iii)	-	-	-	-

VI. REMUNERATION OF DIRECTORS AND KEY MANAGERIAL PERSONNEL

(A). Remuneration to Managing Director, Whole-time Directors and/or Manager:-

Sr. No.	Particulars of Remuneration	Name of MD/WTD/ Manager*			Total Amount
1.	Gross salary (a) Salary as per provisions contained in section 17(1) of the Income-tax Act, 1961 (b) Value of perquisites u/s 17(2) Income-tax Act, 1961 (c) Profits in lieu of salary under section 17(3) Income-tax Act, 1961	-	-	-	-
2.	Stock Option	-	-	-	-
3.	Sweat Equity	-	-	-	-
4.	Commission – as % of profit - other, specify	-	-	-	-
5.	Other, please specify	-	-	-	-
	Total (A)				
	Ceiling as per the Act	N.A on Private Limited Companies			

* Remuneration paid to Executive Directors as there is No MD and WTD in the Company

B. Remuneration to other Directors:-

Sr. No.	Particulars of Remuneration	Name of Director			Total Amount
1.	1. Independent Directors <ul style="list-style-type: none"> ● Fee for attending Board Committee Meetings ● Commission ● Others, please specify 	-	-	-	-
	Total (1)	-	-	-	-
2.	2. Other Non-Executive Directors <ul style="list-style-type: none"> ● Fee for attending Board Committee Meetings ● Commission ● Others, please specify [Remuneration] 	-	-	-	-
	Total (2)	-	-	-	-
	Total (B)=(1+2)				
	Overall Ceiling as per the Act	N.A.	N.A.	N.A.	N.A.

C. Remuneration to key managerial personnel other than MD/Manager/WTd:-

Details are as follows:-

Sr. No.	Particulars of Remuneration	Name of MD/WTd/ Manager			Total Amount
1.	Gross salary (a) Salary as per provisions contained in section 17(1) of the Income-tax Act, 1961 (b) Value of perquisites u/s 17(2) Income-tax Act, 1961 (c) Profits in lieu of salary under Section 17(3) Income-tax Act, 1961	-	-	-	-
2.	Stock Option	-	-	-	-
3.	Sweat Equity	-	-	-	-
4.	Commission – as % of profit - other, specify	-	-	-	-
5.	Other, Variable pay	-	-	-	-
	Total	0.00			0.00

VII. PENALTIES / PUNISHMENT/ COMPOUNDING OF OFFENCES: -

Type	Section of the Companies Act, 1956	Brief Description	Details of penalty / punishment/Compounding fees imposed	Authority (RD/NCLT Court/CLB)	Appeal made, if any (give details)
A. COMPANY					
Penalty	-	-	-	-	-
Punishment	-	-	-	-	-
Compounding	-	-	-	-	-
B. MANAGING DIRECTOR					
Penalty	-	-	-	-	-
Punishment	-	-	-	-	-
Compounding	-	-	-	-	-
C. DIRECTOR					
Penalty	-	-	-	-	-
Punishment	-	-	-	-	-
Compounding	-	-	-	-	-
D. COMPANY SECRETARY					
Penalty	-	-	-	-	-
Punishment	-	-	-	-	-
Compounding	-	-	-	-	-

For and on Behalf of
Skill Council For Mining Sector

Sd/-
Pankaj Kumar Sharma
Director
Din No.: 10213819

Sd/-
Pankaj Kumar Satija
Director
Din No.: 06689554

8th August 2025
New Delhi

SKILL COUNCIL FOR MINING SECTOR

ACCOUNTING POLICIES AND NOTES ON ACCOUNTS

A. ACCOUNTING POLICIES

1. **Financial Statement**

The Financial Statement have been prepared based on historical cost convention and based on the provision of Companies Act, 2013, as amended by Companies Amendment Bill 2016.

2. **Fixed Assets**

Fixed Assets are stated at cost of acquisition or construction less specifies grants received.

3. **Depreciation**

Depreciation on Property, Plant and Equipment is provided using Written Down Value

Method and is charged to the Statement of Income & Expenditure as per the requirement of Schedule II of the Act.

In respect of additions to fixed assets during the year, depreciation is considered on pro-rata basis from the date such assets are put to use.

4. **Revenue Recognition**

All revenue is accounted for on accrual basis and revenue received in advance is carried forward.

Further Training Fees which shall become due on Placement Targets is recognized on achievement of the said targets and is booked in the year in which it becomes receivable.

5. Previous Year Figures have been regrouped & rearranged where necessary.

NOTES TO ACCOUNTS

1. The Council is adopting accrual system of accounting in respect of revenue received.

1.1 No Provision for taxation has been made in the accounts as the Council Claims to be exempt from Income Tax.

2. Payment and provision for employees includes the following:

Particulars	2024-25 (Rs.)	2023-24 (Rs.)
Leave Encashment:	0	2,20,150/-
Ex-gratia:	Nil	Nil
Gratuity:	SCMS has created a LIC Gratuity Scheme for the Payment of gratuity to its employees at the time of retirement or superannuation. The accrued liability towards gratuity payment is ascertained on the basis of actuarial valuation.	

3. In the opinion of the Governing Board, current assets, loans and advances have a value on realization in the ordinary course of business at least equal to the amount at which they are stated in the Balance Sheet.

4. Auditors remuneration

Particulars	2024-25 (Rs.)	2023-24 (Rs.)
Audit Fee	80,000/-	80,000/-
Total	80,000/-	80,000/-

Sd/-
Pankaj Kumar Sharma
(Director)
DIN :-10213819

Sd/-
Pankaj Kumar Satija
(Director)
DIN:- 06689554

For ARUN PRAKASH PANJRATH AND ASSOCIATES
Chartered Accountants
FRN:- 006963N

Sd/-
CA Aruneesh Panjra
Partner (Membership No. 559636)
Date: 08th August 2025
UDIN: 25559636BMILVX2600
Place: New Delhi

SKILL COUNCIL FOR MINING SECTOR (A COMPANY LIMITED BY SHARES) REGD.OFF. : B-311, OKHLA INDUSTRIAL AREA, PHASE-I, NEW DELHI- 110020 BALANCE SHEET AS AT 31st MARCH 2025			
in ₹ Rs.Thousands			
Particulars	Note	As at 31/03/2025	As at 31/03/2024
EQUITY AND LIABILITIES			
Shareholders' funds			
Share Capital	1.1	100.00	100.00
Reserves and surplus	1.2	28,815.08	35,009.36
Money received against share warrants			
		28,915.08	35,109.36
Share application money pending allotment		-	-
Non-current liabilities			
Long-term borrowings		-	-
Deferred tax liabilities (Net)		-	-
Other Long term liabilities		-	-
Long-term provisions		-	-
Current liabilities			
Short-term borrowings		-	-
Trade payables	1.3	1,046.99	2,617.88
Total outstanding dues of micro enterprises and small enterprises		-	-
Total outstanding dues of creditors other than micro enterprises and small enterprises		-	-
Other current liabilities	1.4	1,258.69	992.99
Short-term provisions	1.5	80.00	80.00
		2,385.68	3,690.87
TOTAL		31,300.75	38,800.23
ASSETS			
Non-current assets			
Property, Plant and Equipment and Intangible Assets			
Property, Plant and Equipment		-	-
Tangible assets	1.6	148.15	165.45
Capital work-in-progress		-	-
Intangible assets under development		-	-
		148.15	165.45
Non-current investments		-	-
Deferred tax assets (net)		-	-
Long-term loans and advances		-	-
Other non-current assets		-	-
Current assets			
Current investments		-	-
Inventories		-	-
Trade receivables	1.7	2,742.00	2,736.21
Cash and cash equivalents	1.8	26,425.44	27,064.05
Short-term loans and advances	1.9	1,480.77	8,499.50
Other current assets	2.0	504.40	335.02
		31,152.61	38,634.78
TOTAL		31,300.75	38,800.23

In terms of our attached report of even date
For ARUN PRAKASH PANJRATH AND ASSOCIATES
CHARTERED ACCOUNTANTS
FRN : 006963N

FOR SKILL COUNCIL FOR MINING SECTOR

Sd/-
Aruneesh Panjrath
(Partner)
M. No. : 559636
Date :- 08th August 2025
Place :- New Delhi
UDIN :- 25559636BMILVX2600

Sd/-
Pankaj Kumar Sharma
Director
Din No.: 10213819

Sd/-
Pankaj Kumar Satija
Director
Din No.: 06689554

SKILL COUNCIL FOR MINING SECTOR (A COMPANY LIMITED BY SHARES) REGD.OFF. : B-311, OKHLA INDUSTRIAL AREA, PHASE-I, NEW DELHI- 110020			
PROFIT & LOSS ACCOUNT AS AT 31st MARCH 2025			
in ₹ Rs.Thousands			
Particulars	Note	As at 31/03/2025	As at 31/03/2024
Revenue from operations	2.1	28,658.99	55,630.21
Other income	2.2	3,385.34	1,713.83
Total Revenue		32,044.33	57,344.05
Expenses			
Cost of materials consumed			
Purchases of Stock-in-Trade			
Changes in inventories of finished goods work-in-progress and Stock-in-Trade			
Employee benefits expense	2.3	11,447.96	12,364.56
Finance costs	2.4	1.44	3.35
Depreciation and amortization expense	1.6	102.80	95.76
Other expenses	2.5	25,815.27	50,778.78
Total expenses		37,367.47	63,242.45
Profit before exceptional, extraordinary and prior period items and tax		(5,323.14)	(5,898.40)
Exceptional items			
Loss on Sale of Fixed Asset			
Profit before extraordinary and prior period items and tax		(5,323.14)	(5,898.40)
Extraordinary Items			
Profit before prior period items and tax		(5,323.14)	(5,898.40)
Prior Period Items			
Profit before tax		(5,323.14)	(5,898.40)
Tax expense:			
Current tax			
Deferred tax			
Profit/(loss) for the period from continuing operations		(5,323.14)	(5,898.40)
Profit/(loss) from discontinuing operations			
Tax expense of discontinuing operations			
Profit/(loss) from Discontinuing operations (after tax)			
Profit/(loss) for the period		(5,323.14)	(5,898.40)
Earnings per equity share:			
Basic			
Diluted			

In terms of our attached report of even date
For ARUN PRAKASH PANJRATH AND ASSOCIATES
CHARTERED ACCOUNTANTS
FRN : 006963N

FOR SKILL COUNCIL FOR MINING SECTOR

Sd/-
Aruneesh Panjrath
(Partner)
M. No. : 559636
Date :- 8th August 2025
Place : New Delhi
UDIN :- 25559636BMILVX2600

Sd/-
Pankaj Kumar Sharma
Director
Din No.: 10213819

Sd/-
Pankaj Kumar Satija
Director
Din No.: 06689554

SKILL COUNCIL FOR MINING SECTOR
CASH FLOW STATEMENT FOR THE YEAR ENDED MARCH 31, 2025

		in ₹ Rs.Thousands	
Particulars	As at 31/03/2025	As at 31/03/2024	
A. CASH FLOW FROM OPERATING ACTIVITIES			
Net profit before tax and extraordinary items	(5,323.14)	(5,898.40)	
Adjustments for:			
Depreciation and amortisation expense	17.30	95.76	
(Profit) / Loss on sale of fixed assets			
Interest Income	(1,845.65)	(1,713.83)	
Prior Period Tax Demand w/off	-	5,907.37	
Fund Utilisation	(871.15)		
Tax Expense			
Operating profit / (loss) before working capital changes	(8,022.63)	(1,609.10)	
Changes in working capital:			
Increase / (Decrease) in trade payable	(1,570.89)	1,506.37	
Increase / (Decrease) in short term borrowing	-		
Increase / (Decrease) in provisions		(14.40)	
Increase / (Decrease) in deferred tax liabilities	-		
(Increase) / Decrease in deferred tax Assets			
Increase / (Decrease) in other current liabilities	265.70	442.33	
(Increase) / Decrease in short term loan and advances	7,018.73	(7,580.77)	
(Increase) / Decrease in trade receivables	(5.79)	(2,575.99)	
(Increase) / Decrease in inventories		-	
(Increase) / Decrease in other current assets	(169.38)	(258.87)	
	5,538.37	(8,481.32)	
CASH FLOW FROM / (USED IN) OPERATING ACTIVITIES	(2,484.26)	(10,090.43)	
Less: Taxes paid			
NET CASH FLOW FROM / (USED IN) OPERATING ACTIVITIES	(2,484.26)	(10,090.43)	
B. CASH FLOW FROM INVESTING ACTIVITIES			
Purchase of tangible / intangible assets		-	
Sale of tangible / intangible assets			
(Increase) / Decrease in long term loan and advances	-	31.00	
(Profit)/Loss on redemption of investments			
Investment in fixed deposits	-	-	
Dividend/ bank interest received	-	-	
NET CASH FLOW FROM / (USED IN) INVESTING ACTIVITIES	-	31.00	
C. CASH FLOW FROM FINANCING ACTIVITIES			
Interest Income	1,845.65	1,713.83	
Increase/(Decrease) in Long-Term Borrowing	-	-	
NET CASH FLOW FROM / (USED IN) FINANCING ACTIVITIES	1,845.65	1,713.83	
NET INCREASE / (DECREASE) IN CASH & CASH EQUIVALENTS (A+B+C)	(638.61)	(8,345.59)	
Cash and Cash equivalents at beginning period (Refer Note 14)	27,064.05	35,409.64	
Cash and Cash equivalents at end of period (Refer Note 14)	26,425.44	27,064.05	
D. Cash and Cash equivalents comprise of			
Cash on hand	32.73	40.55	
Balances with banks			
In current accounts	26,392.71	27,023.49	
Total	26,425.44	27,064.05	

This Cash Flow Statement has been prepared as per "Indirect Method" as prescribed by Accounting Standard -3 (revised) "Cash Flow Statements"

Significant accounting policies

Notes referred to above form an integral part of the Financial Statements.

As per our report of even date

For ARUN PRAKASH PANJRATH & ASSOCIATES

Chartered Accountants

FRN:- 006963N

**For & On Behalf of the Board of Directors of
SKILL COUNCIL FOR MINING SECTOR**

Sd/-

Aruneesh Panjrath

M.No.: 559636

Date :- 8th August 2025

Place : New Delhi

UDIN :- 25559636BMILVX2600

Sd/-

Pankaj Kumar Sharma

Director

Din No.: 10213819

Sd/-

Pankaj Kumar Satija

Director

Din No.: 06689554

SKILL COUNCIL FOR MINING SECTOR

Notes forming part of the financial statements

Note 1 Share capital

(Rs. in Thousands)

Particulars	As at 31 March, 2025		As at 31 March, 2024	
	Number of	Amount	Number of	Amount
(a) Authorised Equity shares of Rs.10 each with voting	10	100.00	10	100.00
(b) Issued Equity shares of Rs.10 each with voting	10	100.00	10	100.00
(c) Subscribed and fully paid up Equity shares of Rs.10 each with voting	10	100.00	10	100.00
Total	10	100.00	10	100.00

The Company has only Equity Share capital . The Equity Shares has been further bifurcated in to Authorised , Issued , Subscribed and Paid Equity capital.

Particulars					
Notes:					
(i) Reconciliation of the number of shares and amount outstanding at the beginning and at the end of the reporting period: 31.03.2025					
Details of Equity Shares separately for Issued, Subscribed and fully paid up and Subscribed but not fully paid up, as applicable.					
Particulars	Opening Balance	Fresh issue	Bonus	others i.e.Esop/Conversion/ Buy Back	Closing Balance
Equity shares with voting rights					
Year ended 31 March, 2024					
- Number of shares	10	-	-	-	10
- Amount (Rs. 10/- per share)	10	-	-	-	10
Year ended 31 March, 2025					
- Number of shares	10	-	-	-	10
- Amount (Rs. 10/- per share)	10	-	-	-	10

Particulars				
(ii) Details of shares held by each shareholder holding more than 5% shares:				
Class of shares/ Name of shareholder	As at 31 March, 2025		As at 31 March, 2024	
	Number of shares held	% holding in that class of shares	Number of shares held	% holding in that class of shares
Equity shares with voting rights				
Federation of Indian Mineral Industries	9999	99.99%	9999	99.99%
Pramod Kumar Tyagi	1	0.01%	1	0.01%

1.2 Reserves and surplus

(Rs. in Thousands)

Particulars	As at 31 March, 2025	As at 31 March, 2024
	Amount (Rs.)	Amount (Rs.)
(c) NSDC Fund		
Opening balance	24,398.71	24,398.71
Add : Premium on shares issued during the year	-	-
Less : Utilised during the year	(871.15)	-
Closing balance	23,527.56	24,398.71
Promoter/Industry Contribution		
Opening Balance	6,200.00	6,200.00
Add: During the year	-	-
	6,200.00	6,200.00
(i) Surplus / (Deficit) in Statement of Profit and Loss		
Opening balance	4,410.65	4,401.69
Add: Profit / (Loss) for the year	(5,323.14)	(5,898.40)
Add: Prv. Year Tax Demand Resolved		5,907.37
Less: Deffered Tax Assests	-	-
Closing balance	(912.48)	4,410.65
Total	28,815.08	35,009.36

1.3. Trade payables

Particulars	As at 31 March, 2025	As at 31 March, 2024
	Amount (Rs.)	Amount (Rs.)
Trade payables:		
Trade payables:	1,046.99	2,617.88
	-	
Total	1,046.99	2,617.88

as at 31/03/2025

Particulars	Outstanding for following periods from due date of payment				Not Due	Total
	Less than 1 year	1-2 years	2-3 years	More than 3 years		
(i) MSME	0.00	0.00	0.00	0.00	0.00	0.00
(ii) Others						
AISECT	191.25	0.00	0.00	0.00	0.00	191.25
Alpine Soft IT Solution Pvt Ltd	1.01	0.00	0.00	0.00	0.00	1.01
Assest Author Pvt Ltd	12.69	0.00	0.00	0.00	0.00	12.69
India Skills Pvt Ltd	32.83	0.00	0.00	0.00	0.00	32.83
Kreonz Ads Pvt Ltd	51.84	0.00	0.00	0.00	0.00	51.84
Navriti Technologistics Pvt Ltd	68.04	0.00	0.00	0.00	0.00	68.04
Pantiss Foundation	634.74	0.00	0.00	0.00	0.00	634.74
SP Institute of Workforce Development P	12.96	0.00	0.00	0.00	0.00	12.96
Trendsetters Skill Assessment Pvt Ltd	41.31	0.00	0.00	0.00	0.00	41.31
(iii) Disputed dues - MSME	0	0.00	0.00	0.00	0.00	0
(iv) Disputed dues - Others	0	0.00	0.00	0.00	0.00	0

1.4. Other current liabilities

(Rs. in Thousands)

Particulars	As at 31 March, 2025	As at 31 March, 2024
	Amount (Rs.)	Amount (Rs.)
(1) Other payables	-	-
(i) Statutory remittances	638.86	992.99
(2) Advances from Customer (HZL	619.83	-
Total	1,258.69	992.99
	As at 31 March, 2025	As at 31 March, 2024
<u>Statutory Remittance</u>		
	<u>Amount (Rs.)</u>	<u>Amount (Rs.)</u>
Statutory Liabilities (TDS Payable)	268.69	888.39
GST Payable	370.17	104.60
	638.86	992.99
1.5. Short-term provisions		
Particulars	As at 31 March, 2025	As at 31 March, 2024
	Amount (Rs.)	Amount (Rs.)
(a) Provision for employee benefits:		
(i) Provision for bonus	-	-
(ii) Provision for Leave in cashment	-	-
(iii) Provision for gratuity (net)	-	-
(Refer Note 30.4.b)	-	-
(b) Provision - Others:		
(i) Provision for Audit Fee	80.00	80.00
	-	-
Proposed Dividend	-	-
Tax on Proposed dividend	-	-
Total	80.00	80.00

1.6. Fixed assets

		(Rs. in Thousands)												
		Fixed Assets							Net Block					
		Rate of Dep.	Gross Block					Accumulated Depreciation			Net Block			
			Balance as at 1st April 2024	Additions	Sale During the year	Acquired through business combinations	Revaluations/ (Impairments)	Balance as at 31st March 2025	Balance as at 1st April 2024	Depreciation charges for the year	Adjustment due to revaluations	Loss on sale	Balance as at 31st March 2025	Balance as at 31st March 2025
a	Tangible Assets													
	CAR	31.23 %	1,635.18	-	-	-	-	1,635.18	1,550.02	26.60		-		85.16
	COMPUTER	63.16 %	1,470.71	85.50	-	-	-	1,556.21	1,449.44	60.93	-	-		21.27
	OFFICE EQUIPMENTS	25.89 %	262.85	-	-	-	-	262.85	203.83	15.28	-	-		59.02
	Total		3,368.74	-	-	-	-	3,454.24	3,203.29	102.80	-	-		165.45
b	Intangible Assets													
	Goodwill													
	Brands / trademarks													
	Computer software													
c	Mastheads and publishing titles													
	Mining rights													
	Copyrights, and patents and other intellectual property rights,													
	Total		-		-	-	-	-	-	-	-	-	-	-
d	Capital Work In Progress													
	Total													
	Intangible assets under													
	Total		3,368.74		-	-	-	3,454.24	3,203.29	102.80	-	-	-	3,306.09
														148.15

Depreciation Chart as per Companies Act as on 31 March, 2025

S.No	Particulars	Rate of Depr.	W D V 1.4.2024	Addition upto 30.09.2024	Addition after 30.09.2024	Adjustment during the year	Total	Depreciation during the year	W D V 31.3.2025
1	Car	15.00%	123.84	-	-	-	123.84	19.00	104.84
2	Computer	40.00%	57.74	85.50	-	-	143.24	57.00	86.24
3	Office Equipment	15.00%	79.63	-	-	-	79.63	12.00	67.63
	Total (Rs.)		261.21	-	-	-	346.71	88.00	258.71

1.7 Trade receivables

(Rs. in Thousands)

Particulars	As at 31 March, 2025	As at 31 March, 2024
	Amount (Rs.)	Amount (Rs.)
Trade Receivable		
Secured, considered good	-	-
Unsecured, considered good	2,742.00	2,736.21
Doubtful	-	-
	2,742.00	2,736.21

Ageing Schedule as at 31/03/2025

Particulars	Outstanding for following periods from due date of payment				More than 3 years	Total
	Less than 6 months	6 months - 1 year	1-2 years	2-3 years		
(i) Undisputed Trade receivables - considered good	2,742.00					
(ii) Undisputed Trade Receivables - considered doubtful						
(iii) Disputed Trade Receivables considered good						
(iv) Disputed Trade Receivables considered doubtful						

Ageing Schedule as at 31/03/2024

Particulars	Outstanding for following periods from due date of payment				More than 3 years	Total
	Less than 6 months	6 months - 1 year	1-2 years	2-3 years		
(i) Undisputed Trade receivables - considered good	2,736.21					
(ii) Undisputed Trade Receivables - considered doubtful						
(iii) Disputed Trade Receivables considered good						
(iv) Disputed Trade Receivables considered doubtful						

1.8 Cash and cash equivalents

(Rs. in Thousands)

Particulars	As at 31 March, 2025	As at 31 March, 2024
	Amount (Rs.)	Amount (Rs.)
(a) Cash in hand	32.73	40.55
	32.73	40.55
(b) Fixed deposit	25,000.00	23,000.00
	25,000.00	23,000.00
(c) Balances with Bank		
State Bank Of India -Main A/c	524.24	3,774.16
State Bank Of India -Project A/c	868.47	249.34
	1,392.71	4,023.49
	26,425.44	27,064.05

1.9 Short-term loans and advances

Particulars	As at 31 March, 2025	As at 31 March, 2024
	Amount (Rs.)	Amount (Rs.)
(a) Loans and advances to employees		
Secured, considered good	-	-
Unsecured, considered good	-	-
Doubtful	-	-
Less: Provision for doubtful loans and	-	-
(b) Prepaid expenses - Unsecured, considered good	27.97	22.00
(c) Balances with government authorities	-	-
Unsecured, considered good	-	-
(i) Balance with Statutory	1,439.88	8,450.78
(d) Others - Advances	-	-
Secured, considered good	-	-
Unsecured, considered good	12.93	26.73
Doubtful	-	-
Less: Provision for other doubtful loans and advances	-	-
Total	1,480.77	8,499.50
Note 10.C		
(i) Balance with Statutory Authorities	<u>As at 31 March, 2025</u>	<u>As at 31 March, 2024</u>
	<u>Amount (Rs.)</u>	<u>Amount (Rs.)</u>
Tds Assets	1,439.88	8,450.78
	1,439.88	8,450.78
Note 10.D		
(i) Other Advances	<u>As at 31 March, 2025</u>	<u>As at 31 March, 2024</u>
	<u>Amount (Rs.)</u>	<u>Amount (Rs.)</u>
GST Not in 2B	12.93	26.73
	12.93	26.73
2.0 Other Current Assets		
Particulars	As at 31 March, 2025	As at 31 March, 2024
	Amount (Rs.)	Amount (Rs.)
Accrued Interest	548.73	19.38
Stamp in Hand	0.67	5.00
Security Deposit	(45.00)	5.00
	-	-
	504.40	29.38

2.1 Revenue from operations

(Rs. in Thousands)

Particulars	As at 31 March, 2025	As at 31 March, 2024
	Amount (Rs.)	Amount (Rs.)
Sale of Services comprises		
Assesments Fees	1,843.40	1,034.64
Affiliation Fees	270.00	210.00
TOT/TOA Fee	216.50	539.44
Central Approval	18.00	42.00
Training Fees - RPL	310.40	242.41
Project Fee	25,892.49	53,415.48
Misc. Income	108.20	146.25
		-
	28,658.99	55,630.21

2.2 Other income

Particulars	As at 31 March, 2025	As at 31 March, 2024
	Amount (Rs.)	Amount (Rs.)
Other operating revenues comprise		
Interest On Fixed Deposits	1,845.65	1,713.83
Interest On Income Tax Refund	1,539.69	-
	3,385.34	1,713.83

2.3 Employee benefits expense

Particulars	As at 31 March, 2025	As at 31 March, 2024
	Amount (Rs.)	Amount (Rs.)
Salaries & wages		
salaries and wages	10,959.06	12,145.00
Contributions to Medical & Other Expenses		
Medical expenses	408.95	127.34
Staff welfare expenses	79.85	92.22
Staff Gratuity Preimium	0.09	-
	11,447.96	12,364.56

2.4 Finance costs

Particulars	As at 31 March, 2025	As at 31 March, 2024
	Amount (Rs.)	Amount (Rs.)
Other borrowing cost		
Bank Charges	1.44	3.35
	1.44	3.35

2.5 Other expenses

(Rs. in Thousands)

Particulars	As at 31 March, 2025	As at 31 March, 2024
	Amount (Rs.)	Amount (Rs.)
Other Expenses		
Professional Charges	42.33	131.50
Assesment Charges	1,682.91	1,571.74
TOT/TOA Charges	149.32	538.32
Insurance charges	7.87	17.60
Travelling & Conveyance Expense	433.05	677.27
Telephone Expenses	100.83	118.84
Computer Repair & Maintenance	63.22	63.70
Office Rent	2,083.70	2,150.02
Annual Maintenance Charges (Contract)	130.88	171.55
Meeting Expenses	75.92	76.77
Vehicle Repair & Maintenance Expenses	168.83	223.73
Advertisement Charges	61.90	-
Postage & Courier	40.07	21.52
Printing & Stationery	347.19	9.76
Content & Project Expenses	20,126.20	44,693.06
Training Expenses RPL	207.11	147.22
Bad Debts w/off	0.00	86.19
Fee to auditors (Refer Note (i) below)	93.92	80.00
	25,815.27	50,778.78

In terms of our attached report of even date
For ARUN PRAKASH PANJRATH AND ASSOCIATES
FRN : 006963N

FOR SKILL COUNCIL FOR MINING SECTOR

Sd/-
Aruneesh Panjrath
(Partner)
M. No. : 559636
Date :- 8th August 2025
Place :- New Delhi
UDIN :- 25559636BMILVX2600

Sd/-
Pankaj Kumar Sharma
Director
Din No.: 10213819

Sd/-
Pankaj Kumar Satija
Director
Din No.: 06689554

Note 24 : Disclosure as required by Para 20 of Accounting Standard-AS 18 "Related Parties" of the Companies (Accounting Standard) Rules, 2006:-
CIN : U14290DL2013NPL261671

Names of related parties and description of relation Relevant Para of the CARO 2020 - 3(xiii)

Sr. No.	Name	Relation
1	Pramod Kumar Tyagi	Director
2	Federation of Indian Mineral Industries	Subsidiary

Transactions with related parties for the year ended March 31, 2025

Sr. No.	Particulars	Salary	Rent
		2024-25	2024-25
1	Pramod Kumar Tyagi	-	-
2	Federation of Indian Mineral Industries	-	2,083.70
	Total		2,083.70

A. GOVERNING BOARD MEMBERS (2025-2026)

INDUSTRY REPRESENTATION

Chairman

1. Shri. Pankaj Kumar Satija, Executive In-charge, Ferro Alloys & Minerals Division, Tata Steel Ltd.

Members

2. Dr. Deependra Singh, CMD, IREL (India) Limited
3. Shri Pankaj Kumar Sharma, CEO & Whole Time Director, FACOR, Vedanta Ltd.
4. Shri Bijesh Kumar Jha, President (Mines), HINDALCO Industries Ltd.
5. Col. Harmit Sethi, Executive Director & Group Head – Corporate Affairs & Incubation, Dalmia Bharat Group
6. Shri Umesh Mahato, President & Head of Mining Services, Essel Mining Ltd. (MP & Chhattisgarh cluster)
7. Shri Manoj Kumar Sharma, Group Head - IR, Group HR, Cement Business Adani Enterprises Ltd
8. Shri O.P. Mishra, Executive Director (Community Development), Coal India Limited
9. Shri Sandeep B Narade, VP & Head-Mining Business Unit, Indian Metals & Ferro Alloys Ltd
10. Shri Saravanabhavan. A. KR, GM & Unit Head/Learning & Devl. Center NLC India Ltd.
11. Shri Ramkumar Kulandaivel, Asst. Vice President, Lloyds Metals and Energy Ltd.
12. Shri Madhusudhana K., CEO, MSPL
13. Shri Suprabhat Sarkar, COO- Teknomin Construction Ltd.
14. Shri Om Prakash, President & CEO (Mining Business), Jindal Power Limited
15. Shri Ravi Remy, General Manager - Skill Development & Governance Adani Enterprises Ltd
16. Shri B.K Bhatia, Director General, FIMI

Government Representation

17. Shri Shakil Alam, Economic Advisor, Ministry of Mines
18. Smt. Santosh, Deputy Director General, Ministry of Coal
19. Shri Maneesh Khar, Deputy Director General, DGCO-Geological Survey of India
20. Dr. Sripad R. Naik, Director (Additional Charge), NIRM, MoM
21. Shri B. L. Gurjar, Controller of Mines, Indian Bureau of Mines

Academia Representation

22. Dr. Dheeraj Kumar, Dy. Director, IIT-ISM, Dhanbad
23. Dr. Sanjay Kumar Roy, Chief Scientist, CSIR-CIMFR

NSDC Representation

24. Shri Ranjan Kumar Mohapatra, Nominee Director, NSDC (till 30th June, 2025), Fresh Nomination Awaited

Convener

25. Nomination Awaited, FIMI

COO & Officiating Chief Executive Officer

26. Shri Navneet Kumar

B. Sub-Committees Members (2025-26)

1. **Finance** – Shri Sandeep B Narade (Chairman), Shri Suprabhat Sarkar, Shri Manoj Kumar Sharma, COO & Officiating CEO-SCMS
2. **Standards** – Shri Akshaydeep Mathur (Chairman), Shri Suprabhat Sarkar, Shri Sandeep Narade, COO & Officiating CEO-SCMS
3. **HR** - Shri Manoj Kumar Sharma (Chairman), Prof. Dheeraj Kumar, Shri Saravanabhavan. A. KR, COO & Officiating CEO-SCMS
4. **Industry Connect** - Shri R L Mohanty (Chairman), Shri Madhusudan Paliwal, Shri Bijesh Kumar Jha, Shri Akshay Deep Mathur, COO & Officiating CEO-SCMS

Active Affiliates (in alphabetical order)

Training Partners

1. Bhushilp Mines & Minerals Pvt. Ltd., Nagpur, Maharashtra
2. CUATCREST Academy Private Limited, Burari, New Delhi
3. GHH India Mining & Tunnelling Equipment Pvt. Ltd., Noida, Uttar Pradesh
4. Indian Institute of Skill Development Pvt. Ltd (IISD), Gurgaon, Haryana
5. IREL (India) Limited, Kollam, Kerala
6. Jan Kalyan Samiti Bikramganj (JKSB), Bihar
7. Isotect Innovation Pvt. Ltd., Hisar, Haryana
8. Maharana Pratap Shikshan Samiti, Balaghat, Madhya Pradesh
9. Mahendra Skills Training & Development Pvt. Ltd.
10. Mosaic Network (India) Pvt. Ltd., Indore, Madhya Pradesh
11. Nettur Technical Training Foundation (NTTF), Bangalore, Karnataka
12. PANTISS Foundation, Khordha, Odisha
13. Satpuda Multipurpose Education Society, Bhandara, Maharashtra
14. Thriveni Earthmovers Pvt. Ltd., Keonjhar, Odisha
15. Vivekanand Polytechnic, Bhandara, Maharashtra

Assessment Agencies duly approved by NCVET

1. Asset Author Pvt. Ltd., Noida, Uttar Pradesh
2. Brisk Mind Pvt. Ltd., Noida, Uttar Pradesh
3. Demorgia Consulting Services Pvt. Ltd., Noida Uttar Pradesh
4. India Skills Pvt. Ltd., Delhi
5. IRIS Corporate Solutions Pvt. Ltd, Gurgaon, Haryana
6. Kreonz ADS Private Limited
7. Navriti Technologies Pvt. Ltd.
8. Skill Mantra Edutech Consulting India Pvt. Ltd., Indore, Madhya Pradesh
9. SP Institute of Workforce Development (SPIWD), Noida, Uttar Pradesh
10. Trendsetters Skill Assessors Pvt. Ltd., Gurgaon, Haryana

Qualification Files(QF's) with SCMS

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

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

Notes

Notes

Skill Council for Mining Sector

Chairmen - Past and Present

1. Shri H.M. Nerurkar (Tata Steel Ltd.)	2013-2017
2. Shri Sunil Duggal (Hindustan Zinc Ltd.)	2017-2018
3. Dr. N.K. Nanda (NMDC Ltd.)	2018-2019
4. Shri P.K. Satpathy (NMDC Ltd.)	2019-2021
5. Shri Arvind Singhal (Wolkem India Ltd.)	2021-2022
6. Shri Pankaj Kumar Satija (Tata Steel Ltd.)	2022-Till Date

Conveners – Past and Present

1. Shri R.K Sharma (FIMI)	2013-2021
2. Shri Pramod Tyagi (FIMI)	2021-2025

Chief Executive Officers – Past and Present

1. Shri L.P. Sonkar	2013-2015
2. Shri A.K. Bhandari	2015-2017
3. Shri Ravindra Singh (COO)	2017-2020
4. Shri Sanjay Sharma	2020-2024
5. Shri Navneet Kumar (COO & Officiating CEO)	2024-Till Date



SKILL COUNCIL FOR MINING SECTOR

FIMI HOUSE, B-311, Okhla Industrial Area, Phase-1, New Delhi - 110020

Email : scms@skillcms.in; Website : www.skillcms.in

Ph no : 011-43520828 ; Fax No. : 011-45643254

