



ANNUAL REPORT 2018-19



**SKILL COUNCIL for
MINING SECTOR**

==== Honing India's Mining Skill

(Promoted by Federation of Indian Mineral Industries)





SKILL COUNCIL FOR MINING SECTOR

Annual Report 2018-19



SKILL COUNCIL FOR MINING SECTOR

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Message from the Chairman



It is my pleasure to present the Annual Report of Skill Council for Mining Sector (SCMS) for the year 2018-2019.

The year 2018-19 has been very progressive for SCMS. The key focus areas for SCMS for the year have been placements of trained manpower and improving the assessment process. I appreciate SCMS for achieving 83% placement record in fresh skilling, including government and industry funded training Programme. The number of Rozgar Melas organised by SCMS throughout the mining areas of the country has been a remarkable step. The complete videography of the assessment process and sharing of the sample question banks for public view will certainly bring more quality in SCMS skilling ecosystem.

The improved participation of industry for conducting upskilling and RPL Programme through SCMS proves that the quality of training and assessment fulfills the industry training needs. However, to uplift the complete mining sector, special attention is required for the unorganized sector through incremental share of the government funded schemes.

SCMS collaboration with Original Equipment Manufacturer (OEM) to launch “Unnat Kushalata Ki Aur” training program with extended On the Job Training (OJT) facilities at their sites will definitely serve the requirement of skilled workforce for the mining sector. This program is a good example for other OEMs to come forward and start similar Programme.

Another welcome step of SCMS is to revisit the “Human Resource and Skill Requirement Study for Indian Mining Sector” for next six years and broad basing it with inclusion of ancillary activities and minor minerals sector. This will help SCMS to prepare more industry aligned strategies to take care of the demand and supply gaps of skilled workforce in mining industry.

I am glad that SCMS is actively supporting DGMS to prepare accreditation guidelines for VTCs under draft MVTR-2018.

I also take this opportunity to thank all the stakeholders including Ministry of Mines, Ministry of Coal, Ministry of Skill Development and Entrepreneurship, members of Governing Board, NSDC, Industry Members and other stakeholders for their continued suggestions and support to SCMS.

A handwritten signature in blue ink, appearing to read 'Nanda', with a horizontal line underneath.

(Dr. NARENDRA KUMAR NANDA)
CHAIRMAN
SKILL COUNCIL FOR MINING SECTOR

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**REPORT OF THE PROCEEDINGS OF
THE GOVERNING BOARD
FOR THE
FINANCIAL YEAR 2018-2019**

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 6th 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 2018-2019 duly certified by the Council's auditors.



**(RAVINDRA SINGH)
CHIEF OPERATING OFFICER**



**(R. K. SHARMA)
MEMBER – GOVERNING BOARD**



Narendra Modi
Prime Minister

**“We are creating a workforce
which will fulfill the human
resource requirement of
industry in India and overseas”**



Dr. Mahendra Nath Pandey Minister of Skill Development and Entrepreneurship (MSDE)

Dr. Mahendra Nath Pandey, an Indian politician who has been a Member of Lok Sabha for Chandauli since 2014, was appointed as Cabinet minister for Skill Development and Entrepreneurship, Government of India on 30th May, 2019.

In his opening statement as Minister of MSDE, he said that “India has a large young population and Government would want to ensure that they are properly skilled in the sectors that they are working in. The ministry would also ensure that after skilling they have various employment opportunities which are not temporary”.

Dr. Mahendra Nath Pandey was a Member of Legislative Assembly in 1991 and 1996 UP elections and also held the post in State Ministry between 1998 to 2000 and 2000 to 2002. Dr. Pandey won from Chandauli district of Uttar Pradesh in 2014. He has also served as Union Minister of State for Ministry of Human Resource Development between 2016 and 2017 in the Narendra Modi government. He is currently also a member of Bharatiya Janata Party and is the president of the party’s Uttar Pradesh unit.



Shri Raj Kumar Singh, Minister of State in Ministry of Skill Development and Entrepreneurship

Shri Raj Kumar Singh assumed office as Minister of State, Skill Development and Entrepreneurship. He is also a member of the Indian Parliament since May, 2014. Mr. Singh is a 1975 batch Bihar cadre Indian administrative service officer and former Home Secretary of India. On 3rd September, 2017 he was appointed as the Minister of Power in Prime Minister Narendra Modi’s cabinet. In May 2019, Mr. Singh was appointed as Minister of State of the Ministry of Power, Minister of State (independent charge) of the Ministry of New and Renewable Energy and Minister of State in the Ministry of Skill Development and Entrepreneurship, Government of India.

1. Introduction

Skill Council for Mining Sector (SCMS) promoted by Federation Indian Mineral Industries (FIMI) and supported by Ministry of Mines is a body approved by National Skill Development Corporation (NSDC) under Ministry of Skill Development and Entrepreneurship (MSDE) and was set up under section 25 of the Companies Act 2013.

The core activity of SCMS is to formulate the National Occupational Standard (NOS) for different job roles aligned to National Skills Qualifications Framework (NSQF) notified by Government of India, in December, 2013.

Ministry of Skill Development and Entrepreneurship (MSDE) in its notification dated 17th March 2015 has authorized SCMS as a non-statutory agency for certifying the mining workforce in India. MSDE in its notification dated 17th March, 2015 has authorized SCMS as a non – statutory certification agency.

SCMS is a registered company under section 25 of companies' act 2013 and have been issued 80G certificate under income tax act 1961 in October, 2015. This allows SCMS to undertake training under Cooperate Social Responsibility (CSR) projects for various companies.

Vision

“Skill Council for Mining Sector will ensure and promote skill development and vocational education in the mining sector in accordance with the guidelines of MSDE and directives of National Skill Development Corporation and contribute to human capital development of the nation to achieve inclusive growth.”

Objectives

- a) Development of Occupational Standards and conduct Skill Gap Study
- b) SCMS plans to up-skill and train approximately 4.50 lakhs people for mining industries including 50,000 new inductees to make them employable within a period of 10 years
- c) Develop Qualification Packs (QPs) and National Occupational Standards (NOSs) aligned to the needs of the mining industry and statutory requirements
- d) Initiate skill cataloguing for the mining industry
- e) Work with industry stake holders, Government Agencies and NSDC to set up a Labor Market Information System (LMIS)
- f) Identify and create a pool of certified trainers and assessors, and training providers across India
- g) Set up Centre of Excellence

2. Overview of the Mining Sector

India is endowed with a variety of minerals with the mining sector playing a critical and catalytic role in the overall development of the country's economy. Being one of the core sectors of the economy, mining provides basic raw material and drives many important industries like power generation (thermal), iron and steel, cement, fertilizers, precious and semi-precious metals/stones, glass and ceramics, amongst others.

Over the last 8 years, unfazed by challenges, India has retained its position amongst the top 10 global producers of many minerals, the value generated by exports has also increased over the years and the country is proactively reforming the sector¹.

India produces as many as 95 minerals which include 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 multiplier effect of minerals processed into metals on downstream industrialization is a phenomenon that cannot be over emphasized. On the other hand, India's strategic location enables convenient exports. The geological setup of India is akin in many ways to that of resource rich countries like Australia, South Africa, etc. Out of a total land area of 3.2875 million sq. km, Geological Survey of India (GSI) has identified 0.571 million sq. km. as Obvious Geological Potential (OGP) area for minerals in India.

India is poised to become the fifth largest manufacturing country in the world by the end of year 2020², thus, driven by growth in manufacturing, infrastructure development and automotive production, domestic demand for minerals is also likely to rise.

Policy reforms such as the Mines and Minerals (Development and Regulation) Act Amendment in 2015 and 2016, privatisation of coal, transparency in auctions, 100% Foreign Direct Investment (FDI), amongst others are enhancing the competitiveness of the sector and enabling higher investments. The published National Mineral Policy 2019 is expected to significantly reform the sector by introducing strengthened regulatory framework to limit leakages, encourage use of advanced mining technologies across the value chain, adopt international best practices including in the area of human resource development and holistic long term export promotion. It is expected that implementation of the policy will enable 200%

¹ Domestic policy around regulations, challenges related to sustainability, non-acceptance of UNFC by international players, ban on iron ore exports in 2012 and cancellation of 204 coal-mining permits in 2014, have further contributed to the inertia in the sector.

² India Manufacturing Barometer- Standing Strong, PwC India and FICCI, 2017

increase in production of Mineral Conservation and Development Rules minerals, leading to a 50% reduction in trade deficit³.

The number of mines which reported mineral production (excluding atomic, fuel and minor minerals) in India was 1,531 in 2017-18, out of which 230 were located in Tamil Nadu, followed by Madhya Pradesh (197) Gujarat (191), Karnataka (142), Odisha (132), Andhra Pradesh (129), Chhattisgarh (112), Goa (87), Rajasthan (85), Maharashtra (75) and Jharkhand (58). The 10 States together accounted for 94 % of the total number of mines in the country in 2017-18.

Employment trends in mining sector in India:

1. Mining Industry employs 0.5% of India's workforce. This includes employment in the public/ private establishments.
2. Mining industry has a greater proportion of people (~80%) in younger age group (25-44 years) as compared to the overall employment across all sectors (about 57%) in similar age group.
3. Of the total workforce employed in the sector majority of the mine workers (65%) are engaged in fuel minerals followed by metallic (19%) and non-metallic and minor minerals (16%).⁴
4. In the next decade, as the existing workforce continues to age, the majority of younger people are anticipated to take higher level of responsibilities in the respective mining occupations. This should demand industry's attention on up skilling/ re-skilling of existing labour force for higher level job roles.

Human resources employed in mining sector and incremental projected demand:

Niti Aayog⁵ has articulated that, to accelerate the growth of the mining sector from 3% in 2017-18 to 14%, with an average growth of 8.5% during 2018-23. The report also sets the objective to increase the job contribution (direct, associated and indirect) from the current 10 million (2 million in coal and major metals and 8 million in minor minerals) to 15 million in 2022-23.

With the sector moving towards the deep seated mining, deep drilling and extraction of metals from low grade ores, mine closure processes and sustainable mining, it would require greater

³ National Mineral Policy 2019

⁴ Statistics of mines in India: Vol I and II, DGMS (2015)

⁵ Strategy for New India @75, December 2019

use of innovative practices and technology. With technological advancements, the skill set of the existing mining employees would require sufficient skill up-gradation and would also open employment opportunities for many in this area.

Major occupational engagements in mining operations are excavation, loading, hauling and mechanical services both for open cast and underground mines.

The Incremental Human Resource demand⁶ by prominent sub-sectors (in '000), 2017–2022 is as below:

S. No.	Sub-Sector	% Incremental Demand 2014-22
01.	Prospecting and Exploration	2.7%
02.	Mineral Extraction	77.4%
2.1	Fuel minerals	
2.2	Metallic Minerals	
2.3	Non-Metallic Minerals	
2.4	Minor Minerals/Dimensional Stones	
03.	Associated Services	18.6%
04.	Mineral Processing and Beneficiation	1.3%

To meet the ever rising demand of technically skilled human resources, networking with national and international agencies in promoting collaborative approach, evolving a long term human resource planning for the mining sector and establishing linkages between academia and industry are a few important steps in moving forward.

Skill Council for Mining Sector through PricewaterhouseCoopers (PwC) is revisiting the “Human Resource and Skill Requirement Study for Indian Mining Sector” to provide a 6-year outlook (2019-25) and broad basing it to cover ancillary activities in the periphery of the mines including the minor mineral sector.

⁶ ‘Human Resource and Skill Requirements Study for Indian Mining Sector’ conducted by Deloitte in 2016

3. Skill Ecosystem

Skill India is an initiative of the Government of India which has been launched to empower the youth of the country with skill sets which make them more employable and more productive in their work environment. National Skill Mission is chaired by the Hon'ble Prime Minister, Shri Narendra Modi.

On May 31, 2019, Dr. Mahendra Nath Pandey was appointed as Minister of Skill Development and Entrepreneurship. In his views “India has a large young population and Government would want to ensure that they are properly skilled in the sectors that they are working in”. “The ministry would also ensure that after skilling they have various employment opportunities which are not temporary”.

Shri Raj Kumar Singh assumed office as Minister of State in the Ministry of Skill Development and Entrepreneurship, Government of India on the same day.

India is a country with 65% of its youth in the working age group. If ever there is a way to reap this demographic advantage, it has to be through skill development of the youth so that they add not only to their personal growth, but to the country's economic growth as well.

To integrate general and vocational system of education and training, the National Skill Qualification Framework (NSQF) was notified on 27th December 2013. NSQF is a competency based framework that organizes all qualifications across ten levels, defined in terms of learning outcomes obtained through formal, non-formal or informal learning. Each level representing a different level of complexity, knowledge and autonomy required to demonstrate the competence commensurate for that level. It is a quality assurance framework. Recognition of Prior Learning (RPL) is an important associated function.

Director General, National Skill Development Agency (NSDA) where the NSQF is anchored vide letter dated 4th January, 2018 addressed to the various ministries brought to notice that the NSQF notification also incorporates the following in the implementation schedule:

- All training by the Government bodies have to be NSQF compliant, all government funded training and educational institutions shall define eligibility criteria for admission to various courses in terms of NSQF levels.
- The recruitment rules of the Government of India and the Public Sector Enterprises of the Central Government shall be amended to define eligibility criteria for all the positions in terms of NSQF levels by December, 2018.

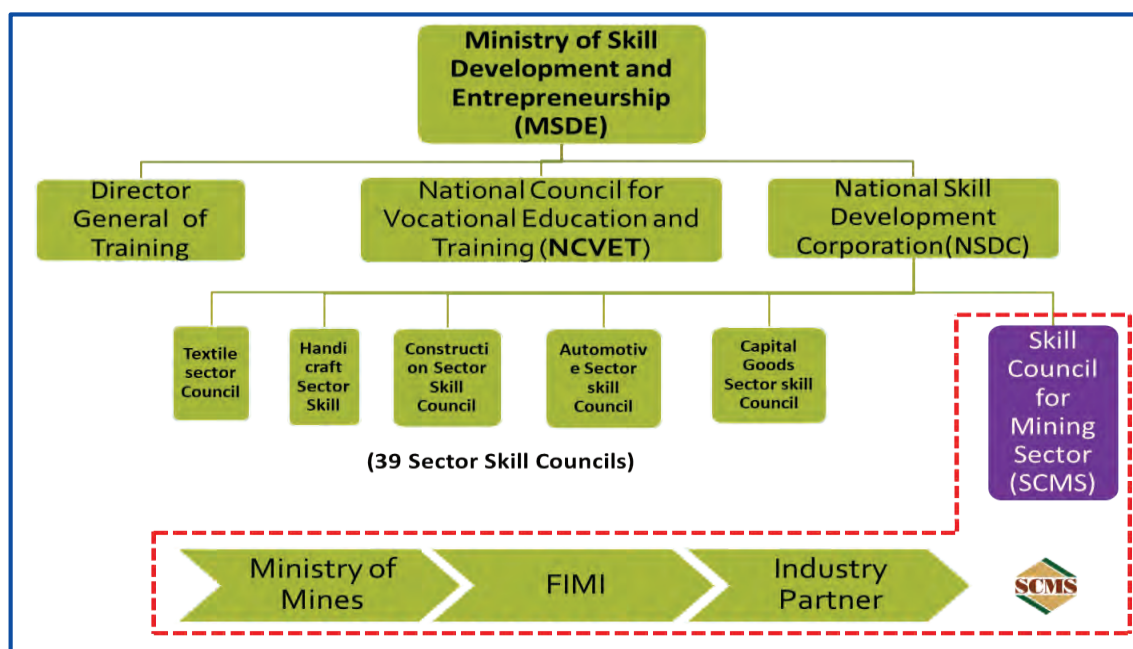
National Skill Development and Entrepreneurship Policy, 2015 was launched on 15th July. It provides an umbrella framework for Skilling activities carried out within the country and align them with common standards linking skilling with demand centers. The Policy aims at –

- Raising the quality of training and making it industry relevant
- Building the base of certified trainers and assessors, and improving the quality of training delivery
- Government plans to promote employment of certified manpower in the country

The skill ecosystem in India, is seeing some great reforms and policy interventions which is reinvigorating and re-energizing the country's workforce today; and is preparing the youth for job and growth opportunities in the international market. The Hon'ble Prime Minister's flagship scheme, Pradhan Mantri Kaushal Vikas Yojana (PMKVY) alone, has till date seen close to 50 lakh people get skilled and prepared for a new successful India. 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 National Policy on Skill Development and Entrepreneurship, 2015 laid out Skill India Mission, and envisaged the creation of Sector Skill Councils (SSCs) by NSDC. The Priority sectors have been identified based on the skill gap analysis and respective Sector Skill Councils have been created.

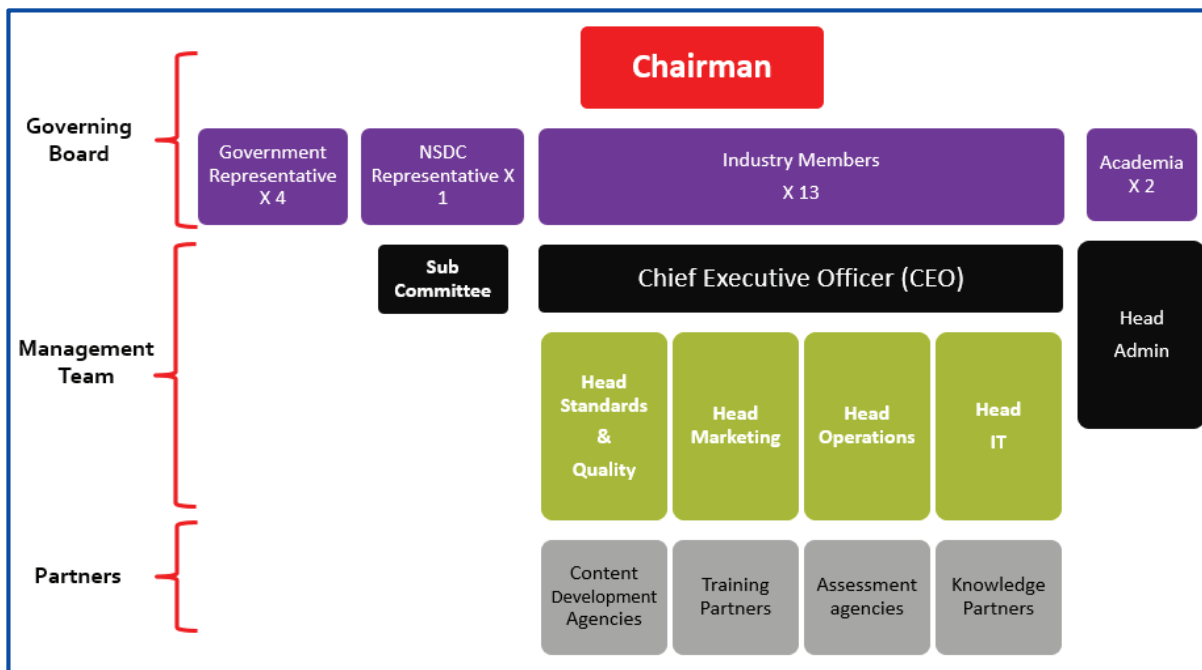
The Ministry aims to skill on a large scale with speed and high standards in order to achieve its vision of a 'Skilled India'. Below figure explains the structure of related organisations:



4. Organization Setup and Operating Model

Skill Council for Mining Sector (SCMS) promoted by FIMI and supported by Ministry of Mines is the apex body to train and meet the requirement of skilled workforce for the mining industry in PPP mode. SCMS is registered company under section 8 of companies' act 2013. The affairs of the SCMS are managed by the Governing Board Comprising Industry Members, Government Nominees and from Academia and NSDC. The Governing Board is headed by the Chairman duly elected by the Governing Board members. As per SSC ver. 2.0, SCMS has a full time CEO/COO and management team comprising of Head-Standards and Quality, Head-Training and Certifications, Head-IT (Information Technology) and SDMS (Skill Development Management System), Head-Content and Curriculum, Head-Placements and Industry Engagements etc.

SCMS ORGANOGRAM:



Change of Board Members during the FY 2018-19:

1. NLC India Limited (NLCIL) vide letter No. GM/LandD/SCMS-GBM/2019 dated 31st Jan, 2019 has nominated Shri S. Shanmuga Sundaram, General Manager, Learning and Development as a Governing Board Member of SCMS to represent NLC India Limited.
2. After superannuation of Mr. A K Gupta, Deputy Dir. General, DGCO, Geological Survey of India, Mr. M Chandra Das joined SCMS Governing Board as Board Member.
3. Mr. Ravindra Singh was promoted as Chief Operating Officer on 25th May, 2018. He was earlier holding the responsibilities of Head-Quality and Standards.

The composition of the Governing Board for the year 2018-19 is as follows:

Chairman

- | | |
|-------------------|------------------------|
| 1. Mr. N.K. Nanda | Director, NMDC Limited |
|-------------------|------------------------|

Members

- | | |
|------------------------------|--|
| 2. Mr. Arvind Singhal | Managing Director - Wolkem India Limited |
| 3. Mr. V.P. Goel | CEO - Adani Enterprises Limited |
| 4. Mr. Abhijit Chattopadhyay | Vice President - ACC Limited |
| 5. Mr. R P Srivastava | Director (Per and IR) - Coal India Ltd. |
| 6. Mr. Sandeep Tula | Exe. Director (PandA) - NMDC Ltd. |
| 7. Mr. B.K. Thakur | Director (HR) - NALCO |
| 8. Mr. Siddharth Rungta | Director - Rungta Mines Limited |
| 9. Mr. S Shanmuga Sundaram | GM (Learning & Development)-Neyveli Lignite Corp. Ltd. |
| 10. Mr. Pankaj K Satija | Chief RA - Tata Steel Limited |
| 11. Mr. H. M Nerurkar | Former Managing Director, Tata Steel Ltd. |
| 12. Mr. Sunil Duggal | CEO and Whole-time Director, Hindustan Zinc Limited |
| 13. Ms. Yashika Singh | Rio Tinto India Private Ltd. |
| 14. Mr. Pramod Tyagi | Additional Secretary General, FIMI |

Government Representation

- | | |
|--------------------------|---|
| 15. Dr. K. Rajeswara Rao | Add. Sec.-Min. of Mines and Contr. Gen-IBM |
| 16. Mr. Alok Chandra | Economic Advisor, Ministry of Mines |
| 17. Mr. Animesh Bharti | Economic Advisor, Ministry of Coal |
| 18. Mr. M Chandra Das | Deputy Dir. General, DGCO, Geological Survey of India |

Academia Representation

- | | |
|------------------------------|---|
| 19. Prof. S. Bhattacharya | Indian School of Mines |
| 20. Mr. P.K. Singh, Director | Central Institute of Mining and Fuel Research |

NSDC Representation

- | | |
|------------------------|--|
| 21. Mr. R Mukundan | MD, Tata Chemicals Limited (NSDC Nominee Director) |
| 22. Mr. Arun K Chandel | SSC Governance, National Skill Development Corp. |

Convener

- | | |
|--------------------|-------------------------|
| 23. Mr. R.K Sharma | Secretary General, FIMI |
|--------------------|-------------------------|

Chief Operating Officer

- | | |
|------------------------|--|
| 24. Mr. Ravindra Singh | Chief Operating Officer, Skill Council for Mining Sector |
|------------------------|--|

The 21st Governing Board meeting held at FIMI House, New Delhi on 24th September, 2019



Steering Committee:

The Governing Board constituted a Steering Committee headed by Mr. Uma Shanker, Sr. V.P, Adani Enterprises to overlook the day to day functioning of SCMS and also to advice on the rationalization /creation of QPs & NOSs. The members of the committee include:

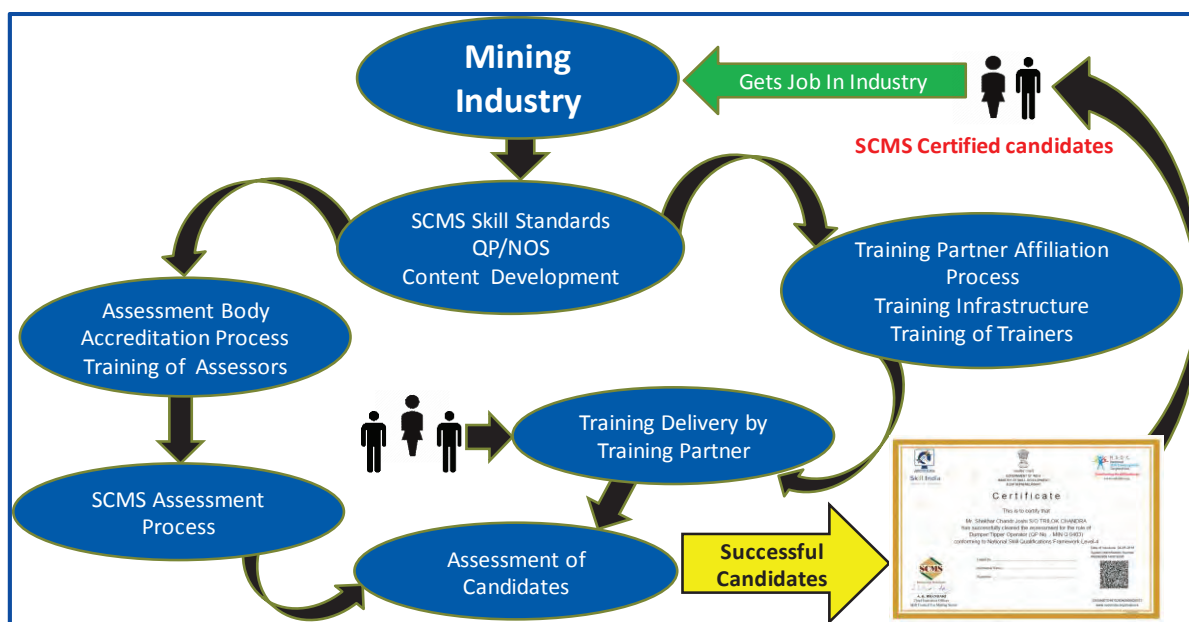
1. Mr. Uma Shankar, Chairman Steering Committee and Sr. V.P, Adani Enterprises Limited
2. Mr. R.K. Sharma, Secretary General, FIMI
3. Mr. Arvind Singhal, MD, Wolkem India Ltd. – Industry Representation
4. Mr. M Chandra Das, DDG - Geological Survey of India – Government Representation
5. Mr. Ravindra Singh, COO-SCMS

A meeting of the steering committee was held on 2nd November, 2018 at FIMI House, New Delhi.

SCMS Operating Model:

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 Centres to provide quality skill training. SCMS has 25 Active training partners and 14 assessment agencies. It has carried out a series of Training of Trainers (TOT) and Training of Assessors (TOA) Programme and created a pool of 201 Trainers, 22 Master

Trainers and 121 Assessors. SCMS has facilitated establishment of 12 Centres under PMKVY 2.0 and 35 industry sponsored Training Centres for skill development in the mining sector. SCMS operating model is best explained in figure below:



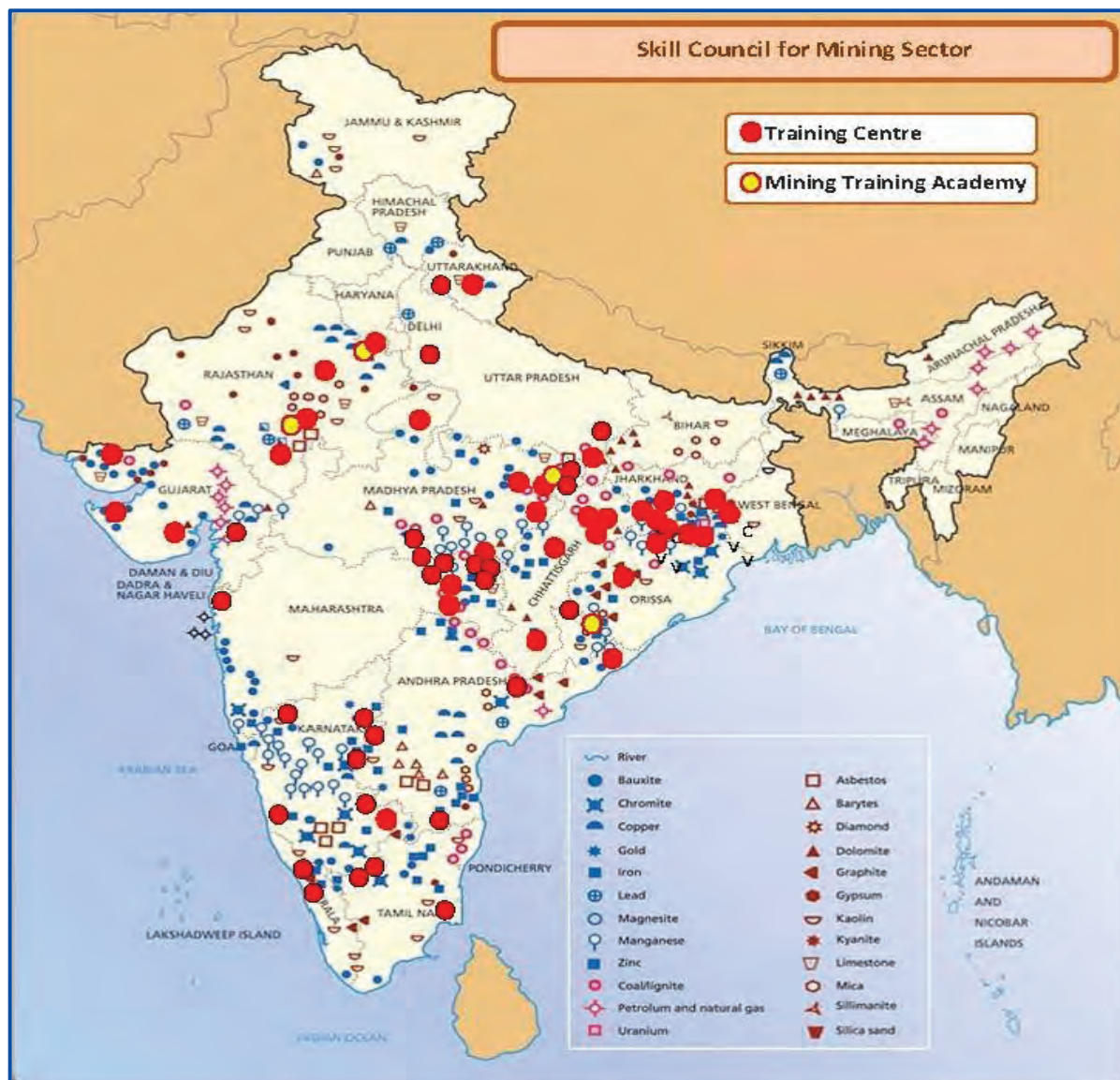
Types of Training:

Skill Council for Mining sector through its accredited training partners conduct skills 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. The below figure explains the types of training offered by SCMS:

Recognition of Prior Learning (With & without Bridge Course)	Short Term Training	Long Term Training	National Apprenticeship Scheme (NAPS)
FOR IN SERVICE WORKERS – Refresher trainings and up skilling on newer technologies <ul style="list-style-type: none"> ❖ Orientation of existing workers with latest technology / Health & Safety in relevant job role ❖ Training of existing workers for up skilling/certification 	FOR FRESH TRAINEES-Ancillary & Low Technology Trades <ul style="list-style-type: none"> ❖ Common Job role which are in demand from mining industry ❖ 3 to 4 months training 	FOR FRESH TRAINEES – High Technology Trades <ul style="list-style-type: none"> ❖ Critical Job roles which are in demand for a specific mining company <ul style="list-style-type: none"> ○ Jumbo Drill Operator ○ Winding Engine Operator ○ Assistant Mine Surveyor ❖ 6 to 18 months training 	This would enable the candidates trained under PMKVY to undertake apprenticeship in industrial units of repute, leading to a better career pathway

SCMS Presence - Active Training Centres across all schemes (Pan India):

Total 92 Training Centres are operating across India with training offerings in mining trades:



The list of active Training Partners and Assessment Agencies is attached as Annexure-2

SCMS recommended RPL training for mining sector:

The RPL in mining sector is aimed towards formalizing the learnings which the candidate has picked up while working on the job in operations and maintenance. The main focus of RPL is to have a special emphasis on occupational health and safety, and familiarization with NSQF Guidelines and levels. This will be covered through 40 hours of refresher and familiarization program followed by assessment (5+1 days).

In the earlier round of RPL Programme at various subsidiary location of CIL, wherein (1+1) i.e. 2 days of RPL Programme were conducted, we received the feedback from trainees and VT officer from a number of locations and subsidiaries, to increase the duration of RPL Programme to increase the learning and familiarization. SCMS also feels that such Programme of 2 days may not meet the desired outcome of RPL and suggests the 6 days' program proposed above.

Further, unlike sectors like food processing, tourism and hospitality, apparel, etc. which have a number of job roles in which the candidate if trained and certified, can also become an entrepreneur, in mining sector this opportunity is practically nil. Given the procedures and cost involved the chances of the certified candidate becoming a mine entrepreneur are very low. Further, the cost of equipment's involved, significantly lowers the chances of the certified worker to become an entrepreneur. Thus the certified candidates will always work in the mines, with the certification becoming a tool for better health and safety standards being followed by an individual and incremental productivity leading to higher wages.

For undertaking Recognition of Prior Learning (RPL) of unskilled and semiskilled workers and certification of the contract workers, a 40 to 80 hours training module is designed as per requirement of a job role. Since the job roles are of NSQF level 1 to 4, the mix of training will be, class room (30%) and on the job training (70%).

SCMS engagement with industry and government:

SCMS works closely with the Industry and the Government on various Skill Development Projects on mining trades, mentioned as below:

1. **NSDF-NSDC Funded Projects:** Under NSDF-NSDC projects, industries sponsor the trainings via National Skill Development Fund. Currently NALCO, HCL and NMDC are funding the RPL and fresh training under this funding mechanism.
2. **Industry Funded Projects:** Under this, SCMS ties up directly with industry and rolls up the required training Programme. For the high technology and statutory trades, SCMS is working with the industry like HZL, HCL and METSO for long term trainings involving extensive "on the job trainings".
3. **Government Funded Projects:** Under the Government funded projects SCMS is working on PMKVY project of Central Government and DDUGKY project of the State Governments. Under PMKVY-2 RPL existing workers in the unorganised sector have been upskilled and certified. SCMS has distributed safety kits under PMKVY-2 RPL project to all the qualifying candidates, which has been extremely beneficial for the workers from unorganised sector, most of whom have received such kits for first time in their lives.

5. Annual Business Plan 2018-19

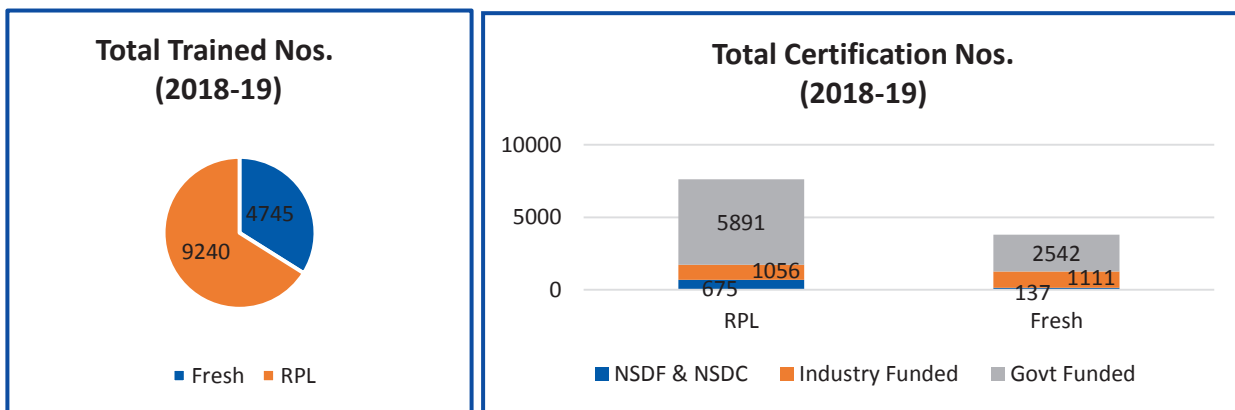
In line with guidelines issued under Transit SSC 2.0, each Sector Skill Council is required to create an Annual Business Plan (ABP) in consultation with NSDC / MSDE. The ABP for SCMS along with target achievements is shared as below:

S. No.	Performance Parameter	Plan 2018-19	Achievement 2018-19
SSC Governance			
1.	GC Meetings	4	4
2.	State Offices established	2	1
3.	Newsletters released	12	12
4.	News Items/Articles Published in Print Media	12	12
5.	No. of Facebook/Twitter Posts	120	168
6.	Number of personnel added (Main Office)	2	2
Industry Connect			
7.	Exhibitions Participated	12	12
8.	Industry Members Added	100	36
Assessments and Certifications			
9.	Certification in PMKVY – STT	4,000	2,137
10.	Certification in PMKVY – RPL	6,000	5,891
11.	Certification in PMKVY – Special Projects	0	0
12.	Certifications in other GoI Schemes	300	34
13.	Certifications in State Government Schemes	1,500	371
14.	Certifications in Non-Govt. Funded Programme	3,000	2,979
Placements			
15.	Number of Jobs Aggregated	8,000	4,691
16.	Companies Connected for Demand Aggregation	26	26
17.	Job Melas Participated	12	23
18.	Candidates Placed	4,500	3,898
Apprenticeship Trainings			
19.	NAPS Curriculum Created	0	4
20.	Companies aligned (NAPS)	10	5
21.	Apprentices aligned	2,500	0
Training of Trainers and Training of Assessors			
22.	Trainer Certified	80	44
23.	Assessor Certified	60	92
Standards, Curriculum and Content			
24.	New QPs Added	6	0
25.	Model Curriculum Created	36	21
26.	Content Created (Trainee)	16	1
27.	Trainer-Manuals Created	16	0
28.	Online Content Created	16	1

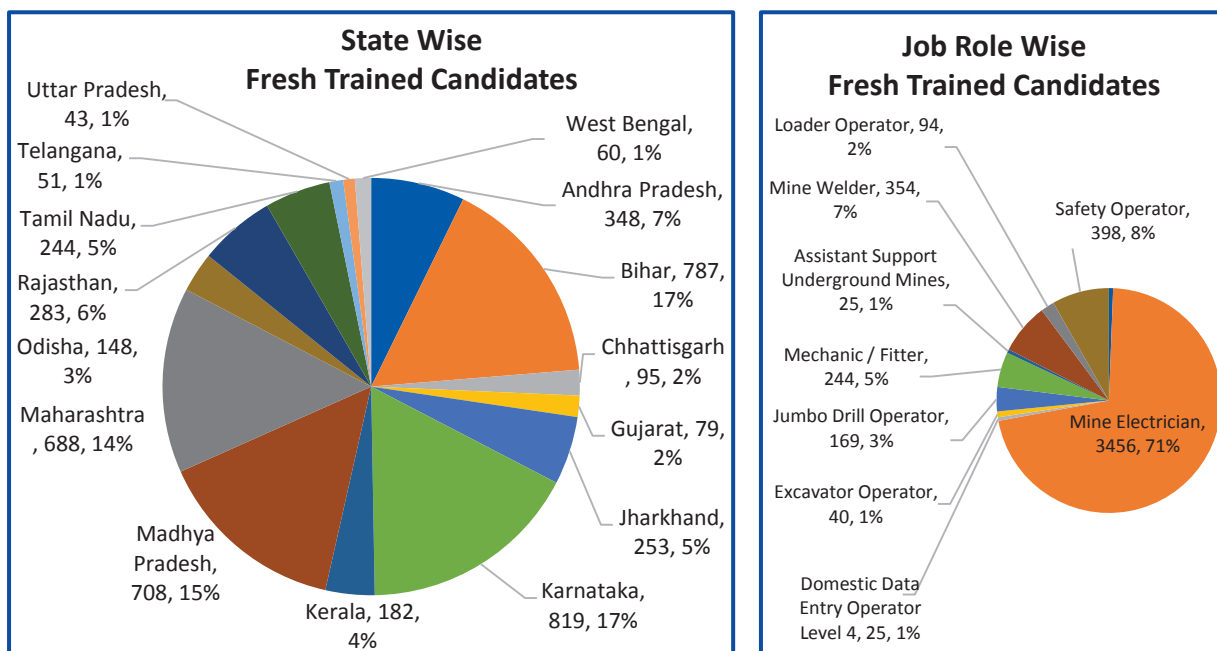
6. Achievements and Progress : 2018-19

A. Training, Certifications and Placements:

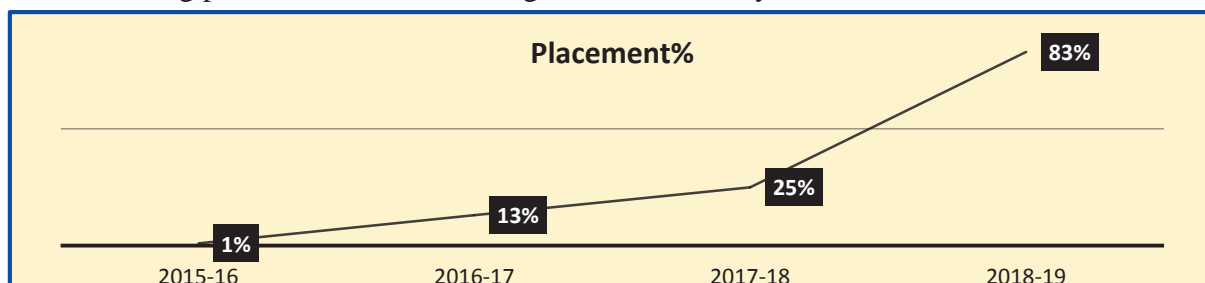
During the year 2018-19 the key focus areas SCMS has been engaged with were alignment to NSDC SKILL INDIA PORTAL, new process guidelines, affiliation of training partners, empanelment of quality trainers and assessors, outreach to states and industry for unfurling skill training and placement requirements; Rozgar Mela and industry engagements. Multiple projects of skill development, both Industry funded (NALCO, HCL, NMDC, METSO etc.) and government funded viz. PMKVY, DDUGKY, have been implemented during the year. The details of the skill trainings conducted, certifications carried out and placements offered to the trained candidates are mentioned as per below charts:



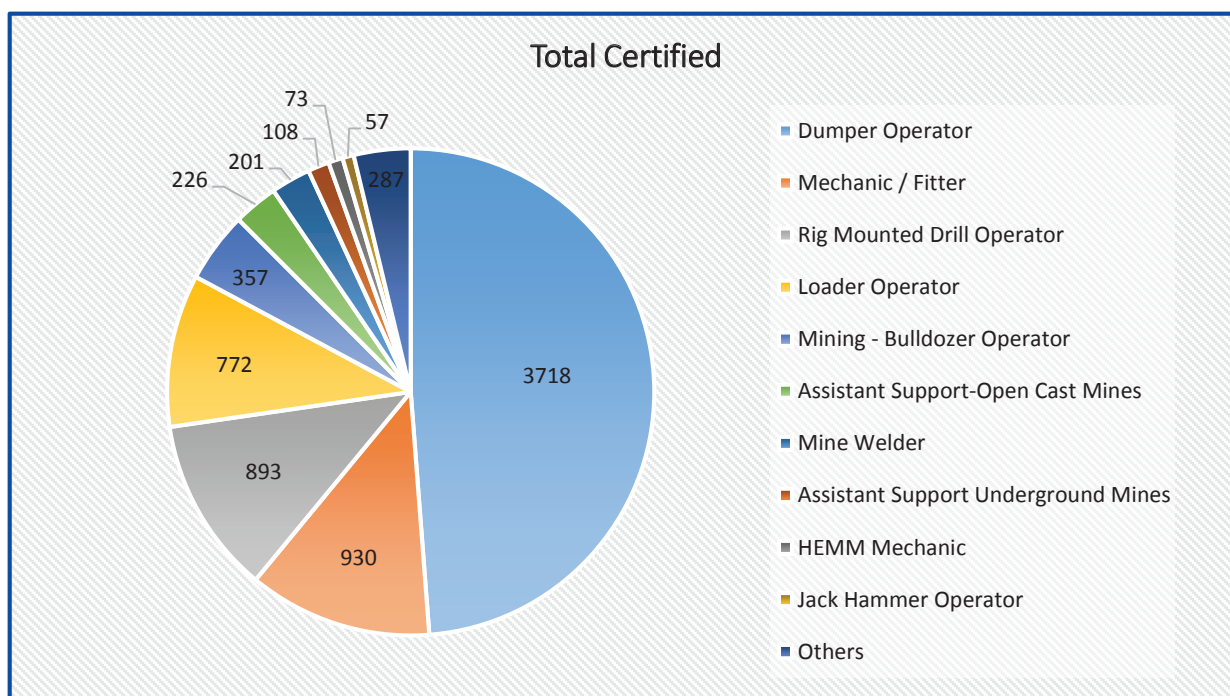
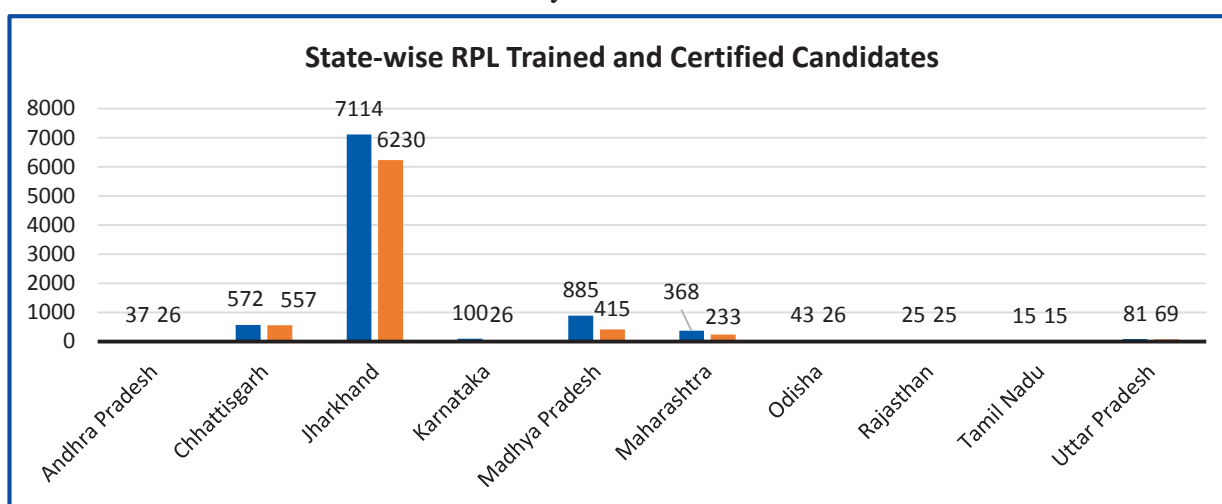
State and job role wise details of **fresh candidates trained during the year 2018-19** are displayed in below chart:



With special focus on placements this year, SCMS has been able to register a record increment in the placement% of fresh certified candidates. During the year 2018-19, SCMS could achieve an outstanding performance of 83% as against 25% in the year 2017-18:



Charts below represent the performance on RPL (Recognition to Prior Learnings) i.e. certification of in-service workers for the year 2018-19:



i. Progress on NSDC-NSDF projects:

As part of MOU signed under NSDC-NSDF project with mining companies like National Aluminium Companies Limited (NALCO), Hindustan Copper Limited (HCL), SCMS is implementing the projects through its associated training partners. The project wise progress for the year 2018-19 is indicated as below:

Up-skilling and Certification (RPL) during 2018-19:

Project Name	Training location	Job Roles	Up-skilling and Certification (RPL)
NALCO	Koraput, Odisha	Assistant Support-Open Cast Mines	22
NMDC	Dantewara, Chhattisgarh Bellary, Karnataka	Mechanic/Fitter	557 26
HCL	Singhbhum, Jharkhand Khetri, Rajasthan	Timberman Mechanic Fitter	45 25
Total Certification			675

Short Term Training (STT) during 2018-19:

Project Name	Training location	Job Roles	Short Term Trainings (STT)
HCL	Singhbhum, Jharkhand Balaghat, Madhya Pradesh Khetri, Rajasthan	Mine Electrician, Assistant Support Under Ground Mines, Mechanic/Fitter, Loader Operator Domestic Data Entry Operator	137
Total Certification			137

ii. Progress on industry funded Programme:

I. Long term projects (6 months to 2 years) –

a. Hindustan Copper Limited (HCL): SCMS and HCL have carried out training Programme in the trade of Assistant Mines Surveyor. Post successful, completion this program, SCMS and HCL are now planning to train candidates in the trade of Winding Engine Drivers at Khetri Copper Complex. Towards this, a MOU was signed on 29th January, 2019 between HCL, Khetri Copper Complex and Skill Council for Mining Sector. The MOU was signed by Mr. Ravindra Singh, COO, SCMS and Mr. Smarajit Dey, GM, KCC Unit in presence of Mr. S K Mishra, AGM, HR and K P Bisoi, AGM, HR.

The duration of training program is 14 months comprising of theory and on-the-job training (12 months) at Khetri Copper Complex. The candidates successfully completing the training program will be able to appear for the statutory DGMS Winding Engine Driver examination.



Exchange of MoU between Skill Council for Mining Sector and Hindustan Copper Ltd.

More than 1,000 candidates across Rajasthan applied for the program. 498 candidates appeared for the written examination and 69 candidates were shortlisted for medical examination. The batch was inaugurated by Mr. S Dey, Unit Head- KCC in presence of Mr. Ravindra Singh, COO-SCMS on 26th March 2019. Presently the batch is undergoing VTC training.



Inauguration Ceremony

As per the old MOU of Assistant Mine Surveyor Program, the OJT training for the first batch was completed in April, 2019 and the students are thereafter preparing to appear for statutory examination conducted by DGMS.

b. Hindustan Zinc Limited (HZL): Hindustan Zinc Mining Academy', has been set-up in collaboration with Skill Council for Mining Sector and training partner Indian Institute of Skill Development Pvt Ltd for various highly technical job roles like Jumbo Drill Operator, Winding Engine operator etc. For Jumbo Drill Operators Hindustan Zinc has set-up

3-D simulator, which is a virtual reality hi-tech device used in Hindustan Zinc to train operators in heavy machinery. The 3-D simulators are cost-effective, safe, and efficient methods for training all concepts and skills, from controls familiarization to procedure compliance. Simulation training maximizes productivity and increases workforce efficiency.

SCMS organized various placement drives for these students. Till march 31st 2019, 229 out of 241 passed out students got jobs with an average package of Rs. 30,000 per month. Various mining contract and MDOs have come together to employ these trained youths and use them for their different operations. These candidates have been recruited by companies like SK Khetan, BGE Mining Pvt. Ltd., SMSL, Aravali Construction Company, Teknomin Construction Limited, UTM Engineering Pvt. Ltd., AAC Mining Executors India Pvt. Ltd.

As per the feedback from the employers and industry the ongoing training for the Jumbo Drill Operator (JDO) is now made more practical oriented with extensive on the job training at mine sites by increasing the course duration from 18 months to 24 months. This program is receiving an unprecedented response with more than 7,000 application received for 120 seats for the batch currently in trainings. This clearly demonstrate that the skills training in India are now becoming aspirational.

The assessment process is made more elaborative by covering all critical activities of jumbo drill operations including assessment on ancillary activities associated with the drilling operations like roof bolting, electrical cabling, wire meshing, air and water hose extension, equipment basic maintenance etc. The duration for these extensive assessments have also been increased from 6-7 days to 15-16 days for a batch of approx. 90 trainees.



Assessments at Hindustan Zinc Mining Academy for JDO trainees

c. METSO INDIA (P) LTD.: A memorandum of understanding (MoU) has been signed between Skill Council for Mining Sector (SCMS) and Metso India Pvt. Ltd on 17th December, 2018 by Mr. Kamal Pahuja, Sr. Vice President, Metso India and Mr. Ravindra Singh, COO, SCMS. An inauguration ceremony was organised at The Westin Gurgaon,

MG Road, Gurugram for announcing the introduction of the program “Unnat-Kushalta Ki Aur”. The principle objective of the program is enhancing technical skills of Indian youth for employability and ensuring easy availability of skilled workforce in ore processing industry.

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



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



**Mr. R K Sharma,
Secretary General FIMI**

The program was graced by Col A. K Chandel, Head, SSC Governances, NSDC as chief guest and Mr. R.K Sharma, Secretary General, FIMI (Federation of Indian Mineral Industries) as guest of honor. With a congratulatory note, Mr. R K Sharma, Secretary General, FIMI (Federation of Indian Mineral Industries) said, “we are ready to extend all possible support from FIMI, SCMS to support this noble initiative of Metso.”



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

Col A. K Chandel, Head, SSC Governances, NSDC stated that “Methodology of CSR has changed. Now, it is not only limited to just creating a facility, but also ensuring the optimum utilization of it. It should be well constructed and should be in reach of deserving candidates.” Mr. Pavan Seth, Vice president, Metso concluded the ceremony and expressed his strong commitment to drive this program, and make all possible efforts to take this to the next level. Other distinguished guest from mining fraternity like Mr. S. Bhatti, General Manger - Coal India Limited, Mr. Deepak Gupta, Director-FEMENTO, Mr. Uma Shankar, Sr. V P-Adani Enterprises Limited, etc. were present at the auspicious occasion.

Online applications were invited for the entrance test and a total no. of 816 candidates applied, out of which 507 eligible candidates were called for the selection process on 31st January, 2019 at Siddhi Vinayak College, Alwar (Raj.). Total 181 candidates appeared for written test and 120 were shortlisted for interview, post which 64 candidates were selected for the medical examination.



Candidates during Entrance Test (Written and Interview)

The batch started on 12th Feb, 2019. The candidates have completed their two months of classroom training on 12th April, 2019 and are continuing 4 months on-the-job training at crusher site near Kotputli.

II. Short term projects (1 to 3 months):

a. International Center of Excellence in Mining and Automation (iCEM):

Project Name	Training Location	Job Roles	Short Term Training
iCEM	Kutch and Bhavnagar – Gujarat	Loader Operator Excavator Operator	73
Total Certification			73

b. Manganese Ore India Limited (MOIL): MOIL has commenced its first short-term training with SCMS in the trades of Mining Mate. The batch consist of 30 candidates having underground experience of more than 3 years and are aspirational for appearing in Mining mate examination conducted by DGMS. The training started on 6th March, 2019 and got over on 8th April, 2019. All the 30 candidates cleared the SCMS assessment and are ready to appear for DGMS examination.

III. Industry funded - Upskilling, refresher cum certification - URC (RPL):

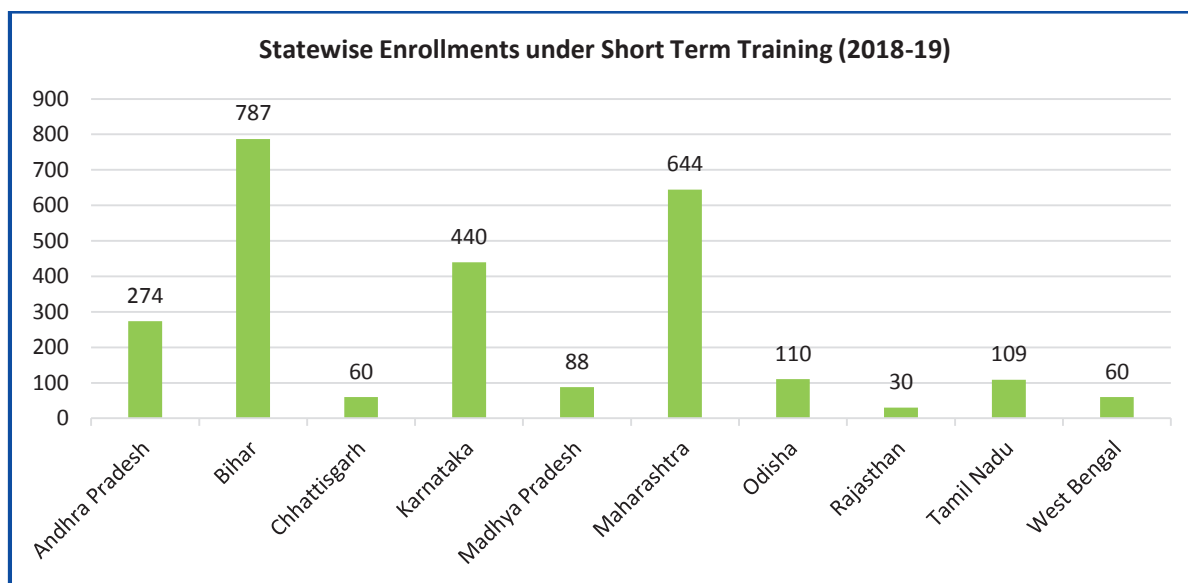
With regular interactions with industries and support of FIMI, the up-skilling and certification under RPL and short term trainings were conducted through SCMS's training partners and at different centres. The progress of these skills training is detailed as below:

Project Name	Location	Job Roles	RPL
NCL (Northern Coal Limited)	Singrauli, (Madhya Pradesh) Sonbhadra, Uttar Pradesh	Dumper Operator, Excavator Operator, Mechanic/Fitter, Mine Electrician, Mine Welder, HEMM Mechanic, Mining Mate, Rig Mounted Drill Operator, Grader Operator, Safety Operator, SDL and LHD Operator	291
			69
Thriveni Earth Movers (P) Ltd.	East Singhbhum, (Jharkhand)	Dumper Operator	257
		Excavator Operator	45
		Rig Mounted Drill Operator	18
MOIL (Manganese Ore India Limited)	Balaghat	Assistant Support-Open Cast Mines Assistant Support-Under Ground Mines	124
	Bhandara, (Maharashtra)	Assistant Support-Open Cast Mines Assistant Support-Under Ground Mines HEMM Mechanic, Mine Electrician	175
	Nagpur, Maharashtra	Assistant Support-Opencast Mines Assistant support-Under Ground Mines	58
Total Certification			1,037

iii. Progress on government funded projects:

I. Pradhan Mantri Kaushal Vikas Yojna (PMKVY) 2.0 -:

a) PMKVY 2.0 – Short Term Training: Under PMKVY-2.0, NSDC allocated a target of 3,010 candidates for Short Term Training (STT) at approved Centres to SCMS in the year 2018-19. SCMS enrolled 2,602 candidates out of which 2,137 have been certified:



SCMS conducted regular inspection at training Centres and inspecting the training centres as per defined monitoring guidelines including checking of biometric attendance of candidates and trainers, tele-verification of trainees, surprise visits, etc.

b) PMKVY- 2.0 RPL: Under PMKVY 2.0 RPL Projects, 7,008 mine workers in Sasaram district in Bihar, Hazaribagh district in Jharkhand and Gwalior district in Madhya Pradesh, have been mobilized. SCMS has completed projects through its affiliated training partners and 5865 mine workers have been certified till 31st March, 2019.

In March, 2019 SCMS launched its RPL Type-IV project under “Best in Class Employer” category in collaboration with Thriveni Earth Movers for their 2,487 in-service workers on 17 Job roles at their four units. Till 31st March, 84 in-service workers were enrolled for the above program and out of which 26 were certified.

The status of progress on the RPL projects is as below:

Name of PIAs	Type	Approved State	Target	Enrolled	Certified
Jan Kalyan Samiti	Type-2	Jharkhand	6,708	6,708	5,865
Thriveni Earthmovers	Type-4	Odisha, Andhra Pradesh, Jharkhand, Tamil Nadu	2,467	84	26
Total			8,175	6,792	5,891

II. Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY):

Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDUGKY) is the skilling and placement initiative of the Ministry of Rural Development (MoRD). DDUGKY is a part of the National Rural Livelihood Mission (NRLM), tasked with the dual objectives of adding diversity to the incomes of rural poor families and cater to the career aspirations of rural youth. DDUGKY is uniquely focused on rural youth between the ages of 18 and 35 years from poor families.

SBA Education Society, Raipur, Chhattisgarh is imparting training to 34 candidates in Mechanic /Fitter job role under DDUGKY program.

B. Qualification Packs and Model Curriculum:

National Skill Development Agency (NSDA) organized 21st Meeting of National Skills Qualification Committee (NSQC) on 3rd August, 2018 at NSDA under the Chairmanship of Dr. K P Krishnan, Chairman NSDA and Secretary Ministry of Skill Development and Entrepreneurship.

Skill Council for Mining Sector presented 5 qualification packs (QPs) for approval to National Skill Qualification Committee (NSQC). Team from Mining Sector comprised of Dr. Athira Babu, Director, Ministry of Mines, Dr. Ramesh Kumar, DGMS and Mr. Ravindra Singh, COO SCMS. All five QPs are approved and are now registered on National Qualification Register. The list of five approved QPs are as follows:

S. No.	Name of Qualification Pack (QP)	QP Code	NSQF Level
01.	Assistant Support Underground Mines	MIN/Q0213	2
02.	Assistant Support Open Cast Mines	MIN/Q0211	2
03.	Jack Hammer Operator	MIN/Q0212	4
04.	Mine Driller (Exploration)	MIN/Q0101	4
05.	Surface Miner Operator	MIN/Q0210	4

SCMS has a total of 41 QPs. The balance 36 QPs are as follows:

S. No.	Name Of Qualification Pack	QP Code	NSQF Level
1.	Assistant Mine Surveyor	MIN/Q0426	4
2.	Banksman	MIN/Q0414	4
3.	Bulldozer Operator	MIN/Q0205	4
4.	Compressor Operator	MIN/Q0415	4
5.	Dewatering Pump Operator	MIN/Q0411	4
6.	Dumper/Tipper Operator	MIN/Q0403	4
7.	Explosives Handler	MIN/Q0204	3
8.	Fireman	MIN/Q0439	4
9.	Gas Detector	MIN/Q0412	4
10.	Grader Operator	MIN/Q0430	4
11.	Haulage Operator	MIN/Q0413	4
12.	HEMM Mechanic	MIN/Q0433	4
13.	Jumbo Drill Operator	MIN/Q0432	4
14.	Loader Operator	MIN/Q0208	4

S. No.	Name Of Qualification Pack	QP Code	NSQF Level
15.	Longwall Operator	MIN/Q0440	4
16.	Mazdoor / Helper	MIN/Q0201	1
17.	Mechanic / Fitter	MIN/Q0304	3
18.	Mechatronics In Charge	MIN/Q0438	4
19.	Mine Electrician	MIN/Q0416	4
20.	Mine Machinist	MIN/Q0424	4
21.	Mine Welder	MIN/Q0423	4
22.	Mining Mate	MIN/Q0427	5
23.	Mining Shot Firer/Blaster	MIN/Q0428	4
24.	Ore Processing Operator	MIN/Q0434	5
25.	Reclamation Supervisor	MIN/Q0436	4
26.	Rig Mounted Drill Operator	MIN/Q0202	4
27.	Roof Bolter	MIN/Q0417	4
28.	Sampler	MIN/Q0418	3
29.	Side Discharge Loader (SDL) and Load Haul Dump (LHD) Operator	MIN/Q0422	4
30.	Strata Monitoring Operator	MIN/Q0435	4
31.	Timberman	MIN/Q0419	3
32.	Track Layer Operator	MIN/Q0431	4
33.	Ventilation Adequacy Checker/Fan Operator	MIN/Q0421	4
34.	Winding Engine Operator	MIN/Q0420	4
35.	Wire saw Operator	MIN/Q0203	4
36.	Safety Operator	MIN/Q0437	4

Model Curriculums: SCMS has developed 19 Model curriculums for following QPs

1. Assistant Support-Underground Mines 2. Assistant Support-Opencast Mines 3. Bulldozer Operator 4. Dumper/Tipper Operator 5. Explosives Handler 6. HEMM Mechanic 7. Jack Hammer Operator 8. Loader Operator 9. Mechanic/Fitter 10. Mechatronics In-Charge	11. Mine Electrician 12. Mine Mazdoor/Helper 13. Mine Welder 14. Mine Machinist 15. Rig Mounted Drill Operator 16. Sampler 17. Shot Firer/Blaster 18. Surface Miner 19. Wire saw Operator
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All QPs and Model Curriculums are also available on SCMS website i.e. www.skillsms.in

C. Content development:

SCMS have been developing Participant Handbooks (PH) and Facilitator Guides (FG) in many languages as per requirement with the help of industry experts. These Participant Handbooks are available in multi languages i.e. Hindi, English, Oriya, Gujarati and Kannada etc. The following job roles PH and FG are currently available:

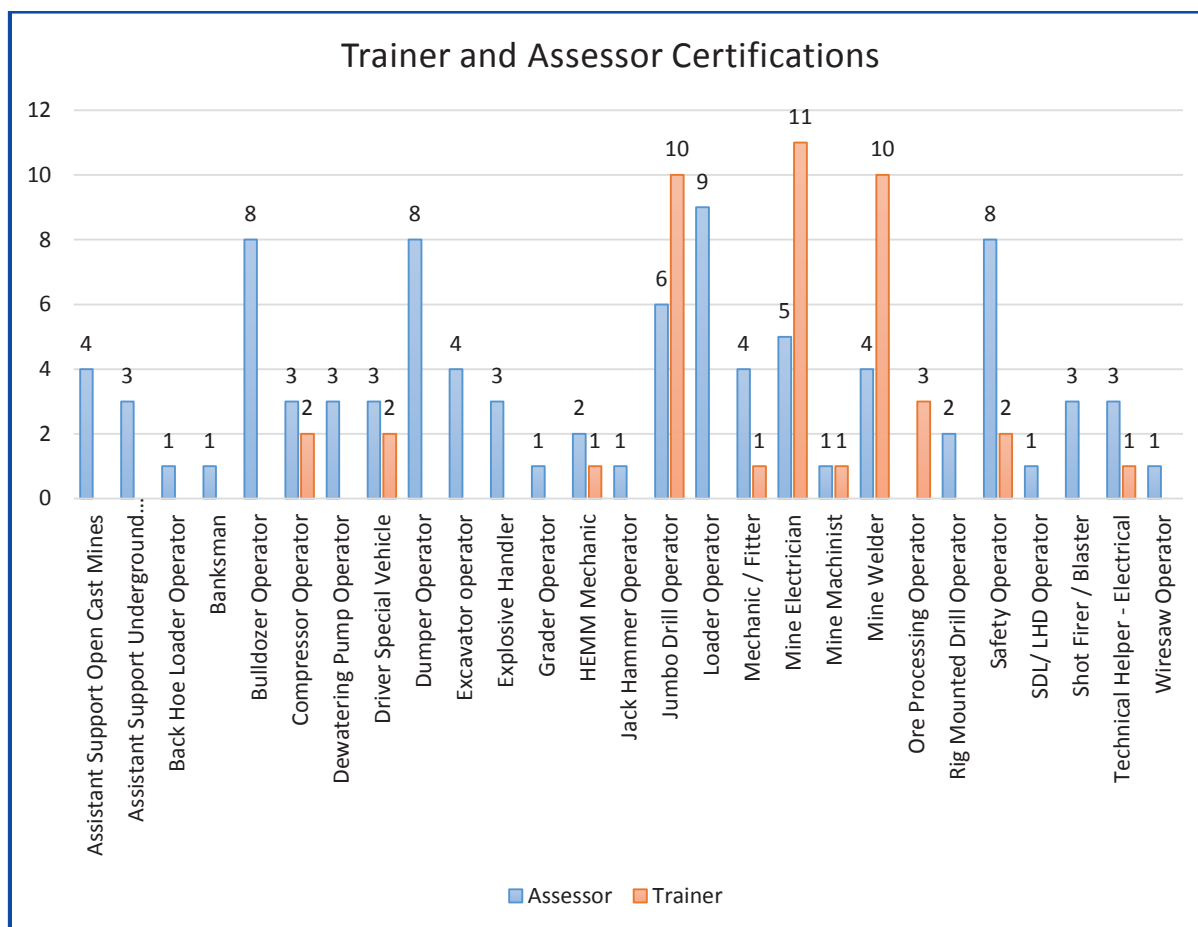
S. No.	Job role	English	Hindi	Gujarati	Kannada	Oriya
01.	Assistant Support-Open cast	√				
02.	Bulldozer Operator	√	√	√	√	√
03.	Explosive Handler	√				
04.	HEMM Mechanic	√	√	√	√	√
05.	Jackhammer Operator	√	√			
06.	Loader Operator	√	√	√	√	√
07.	Mechanic/fitter	√	√	√	√	√
08.	Mie Electrician	√	√	√	√	√
09.	Mine Welder	√	√	√	√	√
10.	Safety Operator	√	√	√	√	√
11.	Sampler	√				
12.	Shot firer/Blaster	√	√	√	√	√
13.	Wire saw Operator	√	√	√	√	√

SCMS has a tie-up with Excel Book House for publishing and distribution of Participant Handbooks and Facilitator Guides, so that the interested training partners and candidates can get required learning resources.

Kaushal Mart is a platform that aggregates skilling resources and bridges for the demand and supply gap. This is the online skilling resource market place. In this online platform/portal, interested person can easily access and find any learning resource for training. All the PH and FGs of SCMS are available in Kaushal Mart.

D. Training of Trainers (ToT) and Training of Assessors (ToA):

SCMS on its way to the next phase of training evolution where its focus is progressively shifting towards high technology trades to meet the requirements of Industry. Towards this SCMS has been continuously working on creating a pool of trainers, assessors, master trainers and master assessors. Trainer and assessor certifications during FY 2018-19 on total 19 job roles are detailed as below:



1. Training of Trainer (ToT) program

SCMS in the year 2018-19 has added 44 trainer certifications to the prior pool of 395 certifications through organizing three Training of Trainer Programme conducted for various job roles like Dumper operator, Bulldozer operator, Excavator operator, Mine welder, HEMM mechanic, Mine electrician, Jumbo drill operator etc.



ToT at Skill Council for Mining Sector

2. Training of Assessor (ToA) program:

SCMS also added 92 Assessor Certifications through 4 'Training of Assessors' Programme conducted at R K Sharma Auditorium, FIMI House, New Delhi for various job roles like Jumbo Drill Operator, Shot Firer Blaster, Dumper Operator, Bulldozer Operator, Excavator Operator, Mine Welder, HEMM Mechanic, Mine Electrician, etc.



ToA at Skill Council for Mining Sector

3. Training of Master Trainers (ToMT) and Training of Master Assessors (TOMA):

To conduct ToT and ToA Programme, SCMS needs master trainers and master assessors who can do these Programme and create required nos. of trainers and assessors for skill trainings.

In line with the above requirement of creating master trainers and master assessors, SCMS organized a four-day training and orientation program starting from 4th September, 2018 to 7th September, 2018 for existing experienced and qualified trainers, assessors and industry experts at R K Sharma Auditorium, FIMI House, New Delhi. A group of such twenty shortlisted



ToMT at Skill Council for Mining Sector

industry experts, existing trainers and assessors were invited to attend the program based on their experience, skillset and expertise on various job roles. On the last day all the participants were made to sit through a vigorous assessment process to get themselves qualified as master trainer or master assessor. Mr. Pankaj Satija, Chief Regulatory Affairs from Tata Steel Ltd., Mr. G S Bhatti, GM-Mining from Coal India, Mr. Jagdish Joshi, Chief Manager-Mining from Hindustan Copper Ltd. and Mr. A. K. Bhandari, Chairman NOS Committee from SCMS were the member of assessment panel along with Mr. Ravindra Singh, COO SCMS.

The average experience of participants was around 35 years and many of them were retired from mining companies viz Coal India Limited, Hindustan Zinc Limited, MOIL Limited etc.



ToMA at Skill Council for Mining Sector

These certified experts have become the part of core group of master resources for SCMS and shall be used for various other important activities like preparation of question banks, curriculum, content, qualification packs, participation in skill workshops and seminars as SCMS experts, execute training and assessments on various job roles as per industry demand along with the core objective of carrying out ToT and ToA Programme.

E. Skill Exhibition and Rozgar Mela

In this year SCMS focused on providing placement to candidates who have been trained under mining job roles and succeeded in placement of 83 % for its trained candidates. Moving a step ahead SCMS has been proactive in organizing Skill Exhibition and Rozgar Mela across 10 states. The purpose to organize Mining Skill Exhibitions and Rozgar Melas is to make youth aware about the Skill Ecosystem, processes and skill standard in mining industries, various training opportunities available in mining industries and employment opportunities for trained candidates under various government skill program.

SCMS has organized 5 standalone Rozgar Melas including two major Rozgar Melas. SCMS also actively participated in 18 Rozgar Melas organized by National Skill Development Corporation (NSDC) and its project implementation partners.

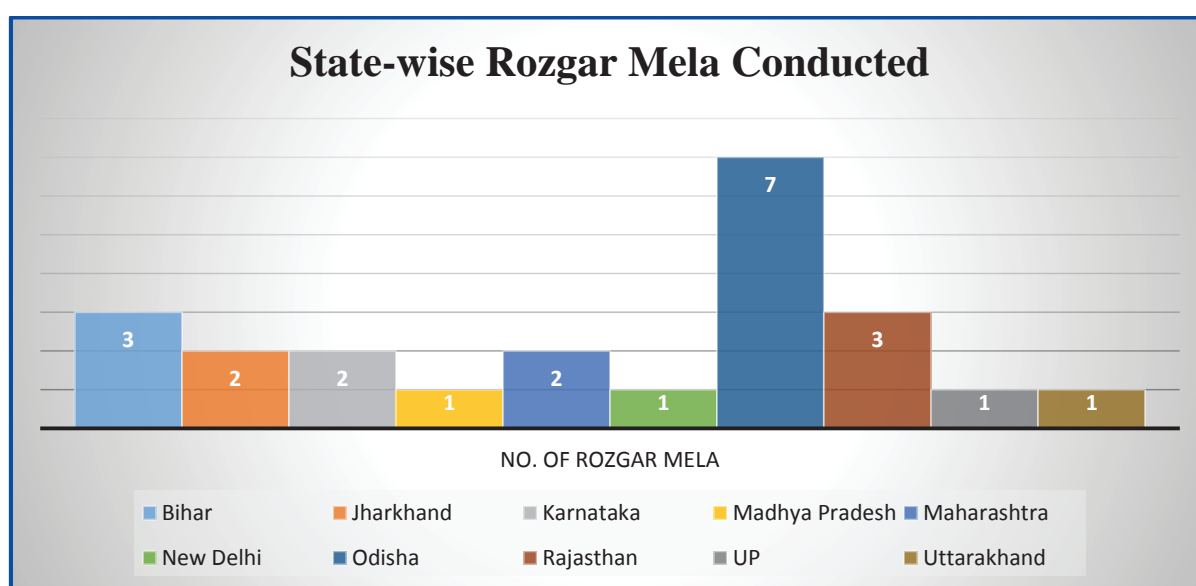
Various mining companies like TATA Steel Ltd., NALCO Ltd. Thriveni Earth Movers Ltd. SMSL Ltd, Balasor Alloys Ltd and pay rolling / Manpower contractor organization like Team Lease Ltd., Calibehr Business Support Services Private Limited., Altum Staffing & Marketing Solutions Pvt. Ltd. etc. supported SCMS in Skill Exhibition cum Rozgar Mela across various location.

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

A total of 5823 candidates registered during Rozgar Mela and out of that 1897 candidates shortlisted by participating employers. Rozgar Mela was organized at the prominent location to facilitate easier access to candidates, so that maximum youths from the region can avail this employment opportunity and better their career.

The impact of Rozgar Mela as follows:

- Career counseling: Many candidates were not aware of how to choose right jobs for them and candidates were given counseling on their professional career.
- Resume Making Skill: Most candidates came without resume and also they were not aware of making resume. Candidates were taught to write resume.
- Training opportunities: Many candidates were not aware of any training opportunities available near their local area. Those candidates were explained about training opportunities and registered them with participating training partners.



- **Gain Industry Insight:** An advantage of meeting employers face-to-face is that candidates can clear their queries on the spot. Candidates can gain insight on different career paths, and the skills and qualifications needed for certain positions.
- **Confidence Building:** This is a great chance for an informal meet-and-greet. Career fairs tend to be more relaxed than an office interview and even the most introvert candidates learn skills during Rozgarmela. Interacting with company representatives offers a learning curve in a more relaxed setting outside a critical one-on-one.

SCMS carried out following Job Mela in year 2018-19:

S. No.	Date	Location	State	No. of Registered Candidates	No. of Shortlisted Candidates
1	5 th May 18	Bhubaneswar	Odisha	9	6
2	5 th May 18	Jajpur	Odisha	54	33
3	18 th June 18	Gwalior	Madhya Pradesh	156	111
4	25 th June 18	Sikar	Rajasthan	80	45
5	21 st – 23 rd Sept 18	Balasore	Odisha	310	84
6	25 th Sep 18	Ranchi	Jharkhand	60	7
7	28 th -30 th Sept 18	Bikaner	Rajasthan	300	70
8	26 th -28 th Oct 18	Lucknow	UP	110	26
9	27 th Oct 18	Gopalganj	Bihar	650	180
10	31 st Oct 18	Bellary	Karnataka	340	210
11	21 st – 23 rd Nov. 18	Keonhjar	Odisha	280	57
12	24 th – 25 th Nov. 18	Mumbai	Maharashtra	84	45
13	4 th - 6 th Dec 18	Patna	Bihar	140	56
14	14 th -16 th Dec 18	Bhagalpur	Bihar	92	30
15	21 st Dec 18	Koraput	Odisha	1000	450
16	20 th Jan 19	Mumbai	Maharashtra	32	10
17	30 th Jan 19	Bhilwara	Rajasthan	510	161
18	9 th Feb 19	Belgaum	Karnataka	52	20
19	18 th -19 th Feb 19	Berhampur	Odisha	415	105
20	22 nd Feb 19	Jajpur	Odisha	1000	142
21	24 th Feb 19	New Delhi	New Delhi	55	29
22	28 th Feb 19	Almora	Uttarakhand	39	08
23	1 st March 19	Ranchi	Jharkhand	55	12
Total				5823	1897

I. High Impact Rozgar Melas Organised by SCMS

A. Placement Drive/ Rozgar Mela at Koraput, Odisha

Skill Council for Mining Sector (SCMS) organized Rozgar Mela on 21st December, 2018 in Koraput, Odisha. This was done as a part of reach out program for Aspirational district by SCMS. Rozgar Mela was organized in the Town Hall, Koraput.

A pavilion exhibiting mining in Odisha and activities of NALCO in Koraput was set up by NALCO. The display was appreciated by Shri K. Sudarshan Chakravarthy, IAS, District Magistrate at Koraput. 14 companies from various sectors like Mining, Retail, BFSI, Hospitality, Manufacturing, etc. participated in the Rozgar Mela and short listed candidates.

M/S Mahaveer Technocrats Pvt. Ltd., M/S Nirupama Mining (NMTPL) (The contractor companies working with NALCO) along with employers from various sectors like Burger King, TeamLease Services Ltd, Bajaj Allianz Life Insurance, Lumax Industries, Sumeet Group, Spectrum (paytm / Bharat pay), Calibehr Business Support Services, Quality Austria, participated in the Rozgar Mela. A total of 1,000 candidates registered in Rozgar Mela out of which 450 candidates were shortlisted for job roles like Customer Service Executive, Sales Executive, HMV operator, Wiring Harness Machine Operator, Relationship Executive, Marketing Executive, etc.



Candidate at the Rozgar Mela



NALCO pavilion at Koraput Rozgar Mela

B. Placement Drive/ Rozgar Mela at Jajpur, Odisha

Skill Council for Mining Sector (SCMS) organized Rozgar Mela on 22nd February, 2019 at Jajpur, Odisha at Pradhan Mantri Kaushal Kendra (PMKK), Jajpur, Odisha.

Beauty and Wellness Sector Skill Council also participated in the Rozgar Mela along with SCMS. Event was supported by SCMS's training Partner Siksha Trust. Eminent film actor Mr. Mihir Kumar Das was the chief guest and inaugurated the event with other dignitaries. 22 companies from various sectors like Mining, Beauty and Wellness, BPO, Retail, BFSI, Manufacturing, etc. participated in the Rozgar Mela and shortlisted candidates for its organization.

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

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



Exhibition by Balasore Alloys Ltd.



Candidate Interview

II. Other Standalone Rozgar Mela organized by SCMS

Placement Drive at Ranchi, Jharkhand

Skill Council for Mining Sector (SCMS) organized Rozgar Mela on 25th September, 2018 in Ranchi, Jharkhand along with training partner Bhola Institutional Trust and placement agency Demorgia Consulting Services Pvt. Ltd. Mobilisation for eligible candidates was done by the training partner from Ranchi and neighboring locations. Advance Rubber Technologies, Manesar, Gurgaon and Big Basket, Delhi were the participating employers mobilized by Demorgia Consulting Services. Candidates were interviewed for Data Entry Operator, Packers

and Rubber Processing Machine Operators. Out of 60 candidates who appeared for interview, seven candidates were shortlisted and offered jobs.

Placment Drive/ Rozgar Mela at Gopalganj, Bihar

Skill Council for Mining Sector (SCMS) organized Rozgar Mela on 27th October, 2018 in Gopalganj, Bihar with its training partner Jan kalyan Samiti Bikramganj. Job fair was organized in Ambedkar Bhawan of the City. The event was inaugurated by Shri Janak Ram, Member of Parliament, Gopalganj, Bihar in media presence.

More than 600 candidates registered for interview with various industries. 10 organizations participated in the Rozgar Mela to provide job opportunities to youth. There were nearly 1,000 job openings in trades like Fitter, Mechanic, welder, turner, etc. Total 180 were candidates shortlisted for various jobs by different companies.

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

Placement Drive/ Rozgar Mela at Bhilwara, Rajasthan

Skill Council for Mining Sector (SCMS) organized Rozgar Mela on 30th January, 2019 in Bhilwara, Rajasthan. Rozgar Mela was organized at Kushwah Colony of Gulabpura, Bhilwara. CSR team of Hindustan Zinc Limited actively supported SCMS in the event. Event was facilitated by SCMS's training Partner Indian Institute of Skill Development (IISD).



Glimpses of Bhilwara, Rajasthan Rozgar Mela

Ten Companies from various sectors like Mining, BPO, Retail, BFSI, Agriculture, Manufacturing, etc. participated in the Rozgar Mela and shortlisted candidates for its organization. Companies like AAC Mining Executors, TeamLease Services Ltd, Calibehr

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

III. SCMS Participation in Rozgar Melas and Skill Exhibition organised by NSDC

Skills Exhibition and Placement Drive at Kallinganagar, Jajpur and Bhubaneswar, Odisha

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

Skills Exhibition and Placement Drive at Balasore, Odisha

Skill Council for Mining Sector (SCMS) participated in Skill Exhibition cum Rozgar Mela Drive from 21st - 23rd September 2018 in Balasore, Odisha, organized by NSDC. It was a big opportunity for youth of Balasore and neighboring locations to connect with more than 50 employers. Exhibition stall by SCMS witnessed more than 3500 visitors in three days which included aspiring youth, their parents, Industry representatives, Skill Development and Training organisations, Government bodies etc.

M/S MINDA SAI Ltd, Chennai and Natchi Apparel, Tamil Nadu represented SCMS in Rozgar Mela and interviewed 310 candidates for various job profiles like Mechanic Fitter, Mine Welder and Mine Electrician. A total of eighty-four candidates were shortlisted and offered jobs.

Skill Exhibition and Placement Drive at Bikaner, Rajasthan

Skill Council for Mining Sector (SCMS) participated in Exhibition cum Rozgar Mela drive from 28th – 30th September, 2018 in Bikaner, Rajasthan organized by NSDC. It was an opportunity for youths of Bikaner and neighboring locations to connect with more than 50 employers. Hindustan Zinc Mining Academy (HZMA) also participated in SCMS's exhibition and explained visitors about the various courses offered to the youths of Rajasthan. More than 400 candidates registered with Mining Academy to pursue the courses under above

Programme. Shree Krishna Industrial Recruitment Pvt. Ltd, Bawal, Haryana represented SCMS in Rozgar Mela. 300 candidates were interviewed for jobs like Mechanic Fitter, Mine Welder and Mine Electrician. A total of seventy candidates were shortlisted and offered jobs.

Placement Drive/ Rozgar Mela at Lucknow, Uttar Pradesh

Skill Council for Mining Sector (SCMS) participated in Exhibition cum Rozgar Mela organized by National Skill Development council (NSDC) from 26th–28th October, 2018 in Lucknow, Uttar Pradesh. Honorable Union Minister of Home Affairs Shri Rajnath Singh inaugurated the 3 day Rozgar Mela in Lucknow, where more than 50 employers participated to provide job opportunities to the youth.

Tikona Infinet Ltd. represented SCMS in Rozgar Mela. 110 candidates appeared for the job interviews and out of that 26 candidates were offered jobs of Marketing Executive with salary of Rs 10,000 per month.

Placement Drive/ Rozgar Mela at Bellary, Karnataka

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

Mr. Sitaram Kemmannu, State engagement officer-southern state, Skill Council for Mining Sector (SCMS) inaugurated the Rozgar Mela along with HR Managers from various industries. More than 340 candidates registered for participating in interviews for various industries. 9 organizations were present to provide job opportunities to the youth. In total 210 candidates were selected/shortlisted in trades like Technician Maintenance, Material management, Electrician, Retail Sales, Guest Relationship Associate, etc.

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

Skills Exhibition at Keonjhar, Odisha (November, 2018)

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

SCMS exhibition stall witnessed more than 1,000 visitors in three days. SCMS has splendid display of three instrument categories: 1. Mine Safety Instruments, 2. Mine Survey Instruments and 3. Mine Mechanical Services Instruments

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

Placement Drive/ Rozgar Mela at Keonjhar, Odisha

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

Rozgar Mela was organized at oldest mining school of Odisha - **Orissa School of Mining Engineering, Keonjhar.**

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

Thriveni Earth Movers Pvt. Ltd., S.N. Mohanty, Minda Sai Ltd, Calibehr Business support services Pvt. Ltd. and Yuva Shakti Foundation represented SCMS in Rozgar Mela. Total 315 candidates appeared for the job interviews in these companies out of which 50 candidates were offered jobs in various job roles like, HEMM-Welder, HEMM-Turner, HMTV operator, Wiring Harness Machine Operator, Sales Executive, etc. Maximum salary of Rs 18,000 was offered by Thriveni Earth Movers Pvt. Ltd. for HMTV operator.

Placement Drive/ Rozgar Mela at Mumbai, Maharashtra

Skill Council for Mining Sector (SCMS) participated in Exhibition cum Rozgar Mela from 24th–25th November, 2018 in Mumbai, Maharashtra, organized by National Skill Development Corporation (NSDC). Dr. Kirti Somaiya, Hon’ble member of Parliament (Lok Sabha) Mumbai North-East inaugurated the two days Rozgar Mela in Mumbai, where more than 50 employers participated to provide job opportunities to the youths.

Catalyst Management services, Coffee Day Global Ltd. (Café Coffee Day) and Calibehr Business support services Pvt. Ltd. represented SCMS in Rozgar Mela. Total 84 candidates appeared for the job interviews and out of that 39 candidates were offered jobs in various job roles like customer service executive, sales executive, tele sales executive with salary of Rs. 12,000 per month.

Placement Drive/ Rozgar Mela at Patna, Bihar

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



Placement Drive / Rozgar Mela at Patna

Rozgar Mela was organized at famous Patliputra Ground, Patliputra Colony, Patna, Bihar. More than 40 companies from various sectors like Mining, Retail, BFSI, Hospitality, Construction, Manufacturing, etc. participated in the Rozgar Mela to hire candidates. Calibehr Business support services Pvt. Ltd. and Altum Staffing & Marketing Solutions Pvt. Ltd. represented SCMS in Rozgar Mela. Total 140 candidates appeared for the job interviews out of which 47 candidates were offered jobs in job roles like relationship executive SBI-card and Customer care executive.

Placement Drive/ Rozgar Mela at Bhagalpur, Bihar

Skill Council for Mining Sector (SCMS) participated in Exhibition cum Rozgar Mela from 14th–16th December, 2018 at Bhagalpur, Bihar organized by National Skill Development Corporation (NSDC). Shri Nitish Kumar Hon'ble Chief Minister of Bihar inaugurated the three days Rozgar Mela in Bhagalpur, where more than 40 employers participated to provide job opportunities to the youths. Calibehr Business support services Pvt. Ltd. represented SCMS in Rozgar Mela. Total 95 candidates appeared for the job interviews and 30 candidates were shortlisted for various job roles like customer service executive, sales executive for SBI –Card and Hitachi Payments.

Placement Drive/ Rozgar Mela at Mumbai, Maharashtra

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

Corporation (NSDC). Rozgar Mela was organized at Oxford School, Near Shivaji Talao, Bhandup West, Mumbai, Maharashtra. More than 40 companies from various sectors like Retail, BFSI, Hospitality, Beauty and Wellness, Construction, plumbing etc. participated in the Rozgar Mela to hire candidates. Team Lease Services Ltd. represented SCMS in Rozgar Mela. Total 35 candidates appeared for the job interviews and out of which 10 candidates were shortlisted for job roles like relationship executive and Field Executive for E-wallet industry.



Glimpses of Mumbai, Maharashtra Rozgar Mela

Placement Drive/ Rozgar Mela at Belgaum, Karnataka (February 2019)

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



Glimpses of Belgaum, Karnataka Rozgar Mela

40 companies from various sectors like Retail, BFSI, Hospitality, Beauty and Wellness, Construction, plumbing etc. participated in the Rozgar Mela to hire candidates. Dalmia cement (Bharat) Ltd. and Team Lease Services Ltd. represented SCMS in Rozgar Mela. Total 52 candidates appeared for the job interviews and out of which 19 candidates were shortlisted for job roles like Mine Electrician, HEMM operator, Computer Operator, Relationship Executive and Field Executive for E-wallet industry.



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

Placement Drive/ Rozgar Mela at Berhampur, Odisha

Skill Council for Mining Sector (SCMS) participated in Rozgar Mela on 18th and 19th February, 2019 at Berhampur, Odisha organized by National Skill Development Corporation (NSDC). Rozgar Mela was organized at **Khallikote (Autonomous) College, Berhampur, Odisha**. More than 50 companies from various sectors like Retail, BFSI, Hospitality, Beauty and Wellness, construction, plumbing etc. participated in the Rozgar Mela to hire candidates.



Skill Council for Mining Sector participated in Skill Exhibition at Berhampur, Odisha

SCMS displayed PPE (Personal Protection Equipment) during exhibition. **PPE is equipment that protects the user against health or safety risks at work. It includes items such as safety helmets, gloves, eye protection, high-visibility clothing, safety footwear, safety harnesses, first aid kit and etc.** Tarini Education Trust, training partner of SCMS supported SCMS in setting-up of Exhibition stall. Exhibition was highly appreciated by all participant and NSDC member.

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



Glimpses of Berhampur, Odisha Rozgar Mela

Placement Drive/ Rozgar Mela at Delhi

Skill Council for Mining Sector (SCMS) participated in New Delhi Rozgar Mela conducted on 24th February, 2019 in New Delhi organized by National Skill Development Corporation (NSDC). Rozgar Mela was organized at **Shivaji College Ring Road, Shivaji Enclave, Raja Garden, New Delhi**. More than 40 companies from various sectors like Retail, BFSI, Hospitality, IT/ITes, Beauty and Wellness, construction, Plumbing etc. participated in the Rozgar Mela to hire candidates.

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

F. NALCO Centre of Excellence

A MOU has been signed on 23rd October, 2017 between Skill Council for Mining Sector and NALCO to prepare a detailed project report for establishing the Centre of Excellence. The draft DPR was submitted to NALCO in March, 2018.

Discussions regarding the same were held during the SCMS visits in September and October, 2018. During the visit, the building proposed by NALCO for housing the Skill Excellence Training Centre was inspected and the various points regarding the required infrastructure, etc. were discussed. Basis this discussion, the infrastructure cost component of the proposed Skill Excellence Training Centre under NCEM was revised. The revised plan, including the revised costing was presented to the NALCO Board on 10th October, 2018 by Mr. Singh.

The NALCO Board led by Dr. Tapan Chand, CMD, NALCO appreciated the presentation and it was agreed that the skill development vertical in the NALCO Centre of Excellence will function under an independent structure and the proposed location is an ITI in or around Damanjodi / Koraput.

The identification of the ITI to house the COE is being done by NALCO.

7. SCMS Quality Initiatives : 2018-19

A. ISO certification:

In its continuous efforts to improve quality, SCMS has voluntarily chosen to implement Quality Management System. In this regard Deutsch Quality Systems (India) Pvt. Ltd (DQS) had conducted an audits and found that SCMS implements and maintains a Quality Management System with scope of “Creation of occupational map, building qualification pack (QP) including their associated national occupational standard (NOS) for upskilling, training, assessment and certification as per NSQF guidelines for mining sector”.

DQS in its report declared that, it finds SCMS to be ISO 9001: 2015 compliant and issued the certificate to SCMS on 26th August, 2018.



ISO Certificate of Skill Council for Mining Sector

To keep a continual focus on adherence of the processes applicable at each role/ position in every department, SCMS also carries out a minimum of two internal audits every year. These audits are carried on the cross functional basis between the team members.

To retain the certification SCMS needs to get the audit done by the external agency once every year. Next external audit is due in the month of August, 2019.

B. Monitoring visits:

SCMS has a policy of monitoring all its skill development projects by carrying out regular monitoring visits to the Training Centres. SCMS monitoring visits cover all projects, both government and non-government funded, including PMKK and SMART Training Centres.

The visit and complete monitoring activity is being executed directly by SCMS officials only. These visits are focused around reviewing available training infrastructure, training delivery quality and post training impact. The key findings and improvement suggestions are then shared with training partners for implementation, which is further reviewed at a later stage to check for compliance.



Monitoring Visit of Hindustan Zinc Mining Academy

During the year 2018-19 following monitoring visits were carried out by SCMS:

S. No.	Training Centre	Project Name	Visit Date	Job Role
01.	Railmagra HZMA Centre	Hindustan Zinc	09-08-18	Jumbo Drill Operator
02.	Gulabpura HZMA Centre		08-08-18	
03.	Zawar HZMA Centre		07-08-18	
04.	Railmagra HZMA Centre	Hindustan Zinc	24-10-18	Jumbo Drill Operator
05.	Gulabpura HZMA Centre		25-10-18	
06.	Zawar HZMA Centre		25-09-18	
07.	Railmagra HZMA Centre	Hindustan Zinc	24-05-18	Jumbo Drill Operator
08.	Gulabpura HZMA Centre		22-05-18	
09.	Zawar HZMA Centre		23-05-18	
10.	Gurgaon Centre	METSO	19-03-19	Ore Processing Operator

C. Assessments guidelines:

In its continuous endeavor to improve quality in all aspects of skill trainings, SCMS, on 14th August, 2018 released a new set of guidelines for assessment agencies for carrying out the assessments. The new process included following key points to be adhered by all the assessment agencies for an assessment of a training batch:

1. Mandatory video and audio recording of the complete viva and demo session with clear voice capture of the conversation between the assessor and trainees for all the trainees of the batch.
2. Transition to complete ONLINE assessments i.e. including Theory, viva and practical demonstrations.
3. Minimum 7 days prior to assessment date, an intimation mail from assessment agency to training partner on the equipment list, process of assessment, documents required for verifications etc.
4. Aadhaar (any other Government Identity in case of North East) based physical verification of the trainees before start of the assessments.

To ensure this, SCMS has linked release of payments with submission of CD/ DVD containing the complete video of the assessment process along with scan copies of all the related documents of the batch.



Field visit to Assessment Agency by SCMS for re-affiliation

SCMS also carried out field visits to assessment agencies and evaluated them on the eligibility criteria for the Empanelment of assessment agencies released by NSDC in the month of October, 2018. The process included two stages of evaluation. ‘Application and Desktop evaluation’ as first stage and ‘Field Visit’ and verifications as second stage. The new SOP criteria included evaluation on parameters like overall experience, sectoral experience,

candidates assessed, assessment methodology, affiliations with other government organisations and SSCs, geographic presence, mode of assessment, monitoring mechanism, subject matter experts and assessors available, team size and ISO certifications.

D. Sample question banks:

To bring more transparency in assessment process, SCMS has developed and uploaded 29 sample question banks on its website. For every job role at least 50 questions aligned to Performance Criteria (PCs) as per respective Qualification Packs (QPs) have been put up. This will facilitate trainees and trainers to have a look and feel of the type of questions asked during assessments. This also supports new assessors to understand the question paper preparation process, format and criteria.

The 29 QPs are uploaded on SCMS website (<http://skillcms.in/knowledge-bank-sample-question-bank>) for public view.

The list of question papers currently made available on SCMS website are mentioned in the table below:

S. No.	Job role	Sr. No.	Job role
01.	Assistant Support Underground Mines	16.	SDL & LHD Operator
02.	Assistant Support Open Cast Mines	17.	Shot Firer/ Blaster
03.	Banksman	18.	Winding-Engine-Operator
04.	Compressor Operator	19.	HEMM-Mechanic
05.	Dewatering Pump Operator	20.	Fireman
06.	Dumper Operator	21.	Loader-Operator
07.	Explosive Handler	22.	Mining Mate
08.	Gas Detector	23.	Rig mounted Drill-operator
09.	Haulage Operator	24.	Roof Bolter
10.	Jack Hammer Operator	25.	Sampler
11.	Jumbo Drill Operator	26.	Strata Monitoring Operator
12.	Mechanic Fitter	27.	Timberman
13.	Mine Electrician	28.	Track layer Operator
14.	Mine Welder	29.	Ventilation-Adequacy Checker
15.	Safety Operator		

E. Annual Magazine:

SCMS took an initiative of compiling all the news events and activities published in the monthly newsletters during the year and consolidate them in the form of an Annual Magazine published in the month of January every year.

The first edition of Annual Magazine was published in January, 2019 covering all the activities of SCMS for 2018. The initiative was very well appreciated by all the stakeholders.

The Annual Magazine is also made available on the SCMS website. The following is the link for same: <http://skillcms.in/news-magazines>

8. Skill Gap Study:

Human Resource and Skill Requirement Study for Indian Mining Sector (2019-2025):

Skill Council for Mining Sector had conducted a “Human Resource and Skill Requirement Study for Indian Mining Sector” in 2015-2016. The study was based on NSSO report 2011-12 and aligned with National Industry Classification 2008. After discussions with honorable Minister of Skill Development, SCMS decided to revisit the study which would cover ancillary activities in the periphery of the mines including the minor mineral sector; and factor in the legislative policy changes for predicting future work action.

The RFP for the revised study was published on NSDC, SCMS websites and in various Newspapers on 29th January, 2019. Total six proposals from various organisations were screened and evaluated by the Project Evaluation Committee (PEC) comprising of member representatives from Coal India, Tata Steel, FIMI and SCMS. On recommendation of PEC the board approved the awarding of contract to PricewaterhouseCoopers Private Limited (PwC). SCMS signed the MOU with PwC on 30th March, 2019.

To monitor and guide the study, a Project Steering Committee (PSC) chaired by Shri Alok Chandra, Economic Advisor – Ministry of Mines along with representative from Ministry of Coal, members from mining industry (metal and coal) and regional associations was formed by the board.



MOU signing with PricewaterhouseCoopers for conducting “Human Resource and Skill Requirement Study for Mining Sector (2019-25)

9. SCMS Participation in Drafting MVTR-2018:

During the last financial year SCMS was invited to a workshop conducted by Directorate General of Mines Safety (DGMS) on 21-22 March, 2018 to take input from Stakeholders on amendment of Mines Vocational Training Rule, 1966.

During this workshop, SCMS briefed about the Skill Eco-system in India, including functioning of Skill Council for Mining Sector and importance of National Skill Qualification Framework (NSQF) and its implementation schedule given in NSQF guidelines. It was pointed out that NSQF is a competency based framework, which defines LEVELS in term of knowledge, skills and aptitude. The Members observed the best practices undertaken by SCMS like development of competency standards (QP/NOS, Curriculum etc.), industry involvement, training delivery mechanism like accreditation of training centres, assessment mechanism, training of trainers and assessors etc. DGMS proposed the aspect for amendments in MVTR like, inclusion of basic training for everyone working in mines including operators, supervisors, managers, engineers, etc., a broad training Scheme to be submitted by Mine Management, and improving training standards by enhancing training infrastructure, instructor quality, improved Modules of training and qualified assessments



Meeting at DGMS on drafting MVTR-2018

Further to this, SCMS had a meeting with Mr. Ramesh Kumar, DDG-Northern Zone, Ghaziabad on 13th February, 2019. The meeting was to develop guidelines for Accreditation of Vocational Training Centres (VTCs) and to define the trainer and instructor eligibility criteria with respect to education qualification and experience. SCMS has delivered the draft guideline for accreditation of VTCs containing accreditation standards, registration process, centre accreditation process, validity of accreditation etc. to DGMS. SCMS has proposed the concept of star rating of VTCs to recognise the best VTCs in the country. These guidelines will acknowledge use of existing training centres outside the mining lease for delivering VTC training. This will also increase the number of good VTCs and improve the quality of training at VTCs.

10. Workshops, Seminars and Meetings:

1. Workshop on Skill Excellence in mining sector, Ranchi (April, 2018):

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

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

2. Consultative workshop on Employability and Entrepreneurship module (April, 2018):

SCMS participated in consultative workshop on Employability and Entrepreneurship module under PMKVY on 18th April, 2018 at NSDC. Member from Ministry of Skill Development and Entrepreneurship, NSDC, Wadwani Foundation, training partners, assessment bodies, British Council and SSC members participated in this workshop. The objective of meeting was to enhance the curriculum for the Employability and Entrepreneurship skills. In addition to strengthening the part-topics covered presently on life-skills, digital and financial literacy, English language skills are also taken-up.

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

The new curriculum may be based on variants based on logical grouping of job roles.

- (i) Possible grouping parameters for arriving at variants proposed were: Entry qualification of job role, NSQF level, sector/ sector type, customer facing and non-customer facing, and perhaps geographical-region of candidates.
- (ii) Content should be comprehensive and should include advanced levels also, in case a trainee wants to learn more.

3. Workshop on National Apprentices Promotional Scheme with CCL (May, 2018):

Skill Council for Mining Sector and Central Coalfield Limited jointly organized a workshop on National Apprentices Promotional Scheme (NAPS) on 11th May, 2018, at CCL head

quarter. The workshop was attended by GM (HRD) and 14 different area training officers along with respective vocational officers. Mr. Bikram Sahu, Head Content development represented SCMS. During the workshop the guidelines and advantages of NAPS were deliberated upon.

4. Meeting with Odisha Mining Corporation Limited (May, 2018):

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

5. Workshop on Vocational Education and Training (IGVET) under the Indo-German Programme (May, 2018):

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

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

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

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

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

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



7. Industry Connect workshop, Jharkhand (June, 2018):

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

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

8. Meeting at Ministry of Mines (June, 2018):

Mr. Ravindra Singh, COO SCMS met Shri Alok Chandra, IES, Economic Advisor, and Director, Smt. Athira S. Babu, Ministry of Mines and updated them on activities of SCMS. Details regarding the training infrastructure, QPs and NOSs on which the training activities happen, details of Industry Sponsored Programme, etc. were shared. The highlights of SCMS flagship program with Hindustan Zinc Mining Academy were discussed. The Skill

Excellence Centre at Hindustan Copper Limited and plans for the Centre of Excellence planned at NALCO were also discussed.

9. Meeting with National Mineral Exploration Trust (NMET) (July, 2018):

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

10. GIZ-NSDC-CII Roadshow (July, 2018):

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



The aim of the roadshow was to:

1. Enhance awareness about State and Central Level Skill Initiatives with special focus on apprenticeship
2. Gather inputs about the current availability of skilled manpower at cluster level for the apprenticeship Programme
3. Share best practices, both international and from associations

4. Support the industry associations in proactively taking up the issues concerning roll out of the apprenticeship Programme

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

11. NSDA-SCMS stakeholder meeting for qualification pack validation (July, 2018):

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

12. Consultation meeting for de-duplication for mining qualification files (July, 2018):

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

13. 21st Meeting of National Skills Qualification Committee (August, 2018):

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

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

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

14. NSDC - All Hands Meet (August, 2018):

An All Hands Meet (AHM), the forum for review of skill development activities between NSDC and SSCs was organised across 8th and 9th of August, 2018. The AHM largely focused on the issues related to the management of skilling activities by the SSCs under the given mandate, New reforms in assessment and certifications process including on-line assessment, migration of MES courses to SSCs for A and C, other ministries schemes in Skilling, close group interaction with NSDC SEOs for deep dive into State Skill Missions, National Apprenticeship Programme, projects under PMKVY and other important issues like android based e-book reader, bilingual contents/trainees handbook were also discussed.

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

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

15. Participation at Bengaluru and Chennai "Skill Connect Workshop" (August, 2018):

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

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

16. Workshop on Development and Revision of QPs and Nos (August, 2018):

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

17. NSDA meeting with Sector Skill Councils (September, 2018):

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

18. MINING MAZMA (September, 2018):

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

During the convention, 27 technical papers covering policy issues, investors perspective, exploration strategies and role of technology for efficient and safe mining operations were presented. The State Governments of Chhattisgarh, Jharkhand, Karnataka, Madhya Pradesh, Maharashtra, Odisha, and Rajasthan highlighted the investment opportunities in mineral exploration and mining in their respective states. SCMS actively participated in the event showcasing the Skill Development activities in Mining Sector in India. SCMS was supported by Nettur Technical Training Foundation (NTTF) and Skill Mantra for showcasing the activities of the Council.



The Convention provided a platform for investors, policy makers, mining companies and technologists both from India and abroad for exchange of ideas and sharing the developments in the mineral sector. The Convention was attended by 400 delegates and 85 exhibitors from across the globe. Trade show attracted more than 2,000 footfalls.

19. Participation at Hyderabad, Telangana “Skill Connect Workshop” (September, 2018):

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

The aim of the road show was to:

- Gather inputs about the current availability of skilled manpower at cluster level
- Enhance awareness about state and central level skill initiatives
- Share best practices both international and from other associations
- Support the industry associations in taking up the issues related to the skill training

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

20. SCMS visit to NALCO NRTC and presentation to Board (October, 2018):

A Team from SCMS led by Mr. Ravindra Singh, COO, SCMS, visited NALCO Research and Training Centre to finalize the setting up of Skill Excellence Training Centre under the proposed NALCO Centre of Excellence in Mining (NCEM) on 9th October, 2018. Mr. Subrat Kar, GM RandD, NALCO and Mr. Sambit Parida, AGM HandA, NALCO facilitated the visit.

During the visit the building proposed by NALCO for housing the Skill Excellence Training Centre was inspected and the various points regarding the required infrastructure, etc. were discussed. Basis this discussion, the infrastructure cost component of the proposed Skill Excellence Training Centre under NCEM was revised.

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

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

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

22. Meeting with MOIL Limited (October, 2018):

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



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

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

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

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

24. Steering Committee Meeting (November, 2018):

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

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

Mr. Ravindra Singh, COO, SCMS welcomed all the members and briefed them that while undertaking its training Programme SCMS is also taking into consideration the safety parameters, socio economic factors and environmental aspects from training view point. The main agenda of the meeting was deliberation over the following RFP documents by the committee members –

- (i) To conduct Version 2.0 of “Human Resources and Skill Requirement Study in Mining Sector” for FY 2019-2025
- (ii) Developing 9 new QPs
- (iii) Development of course content for 15 job roles

25. Workshop on revision and development of QPs/ NOSs (November, 2018):

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

Brainstorming on Occupational Map (OM) and addition of new job roles resulted in changes and realignments of Mining Sub-sectors and realignment of various Job roles as per the NSQF levels. Three separate health and safety NOS which cover all aspects of DGMS mandatory basic training were specially developed during this workshop.



Meeting of NSDC & SCMS representatives along with Mining Subject Matter Experts

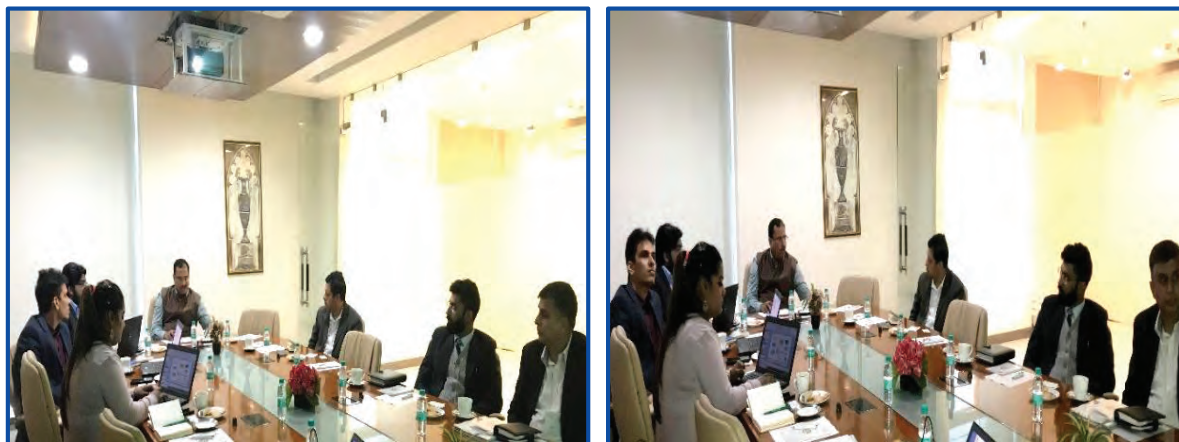
26. Meeting with Karnataka Skill Development Authority (December, 2018):

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

27. Meeting with NSDC, Caterpillar India (P) Ltd., training partner (December, 2018):

On 7th December, 2018, a workshop was conducted at FIMI House, Delhi with representative from NSDC, Caterpillar India Private Limited, training partner and SCMS. Caterpillar India

Private Limited expressed the desire to associate with NSDC and SCMS to roll-out a training program for local youth of Odisha and Rajasthan in the trade of backhoe loader.



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

28. Workshop on Augmented Reality and Virtual Reality at NSDC (December, 2018):

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

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



Glimpses of workshop on AR and VR at NSDC

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

29. Meeting with Economic Advisor- Ministry of Coal (December, 2018):

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

30. 2nd meeting of Common Norms - Sub Committee (January, 2019):

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

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

31. Participation in Global Skill Summit 2019, Ranchi, Jharkhand (January, 2019):

Government of Jharkhand has hosted “Global Skill Summit 2019” on 10th January, 2019 for strengthening skilling, employability and industrial development in Jharkhand.

In its endeavor to promote employability and entrepreneurship among its youth and to provide a focused platform to the concerned stakeholders from industry, government and key international trade representatives, the Government of Jharkhand (GoJ) organized this initiative. To ensure greater convergence of stakeholders, GoJ’s Jharkhand Skill Development

Mission Society (JSDMS) organized its flagship Programme, “Global Skill Summit 2019” on 10th January, 2019 at Birsa Munda Athletic Stadium, Khelgaon, Ranchi, Jharkhand.

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



Mr. Ravindra Singh, COO, SCMS attended the event. The mega event also witnessed a parallel Skill Exhibition at the venue by various Sector Skill Council (SSC) and various training partners.

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

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

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

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

Honorable Chief Minister of Jharkhand, Shri. Raghubar Das visited the SCMS's stall and appreciated the exhibition set-up. Exhibition was highly appreciated by all participants. SCMS's stall got media coverage in Times of India.



Glimpses of Global Skill Summit 2019, Ranchi, Jharkhand

32. Workshop on New Portal for Rozgar Mela at NSDC (January, 2019):

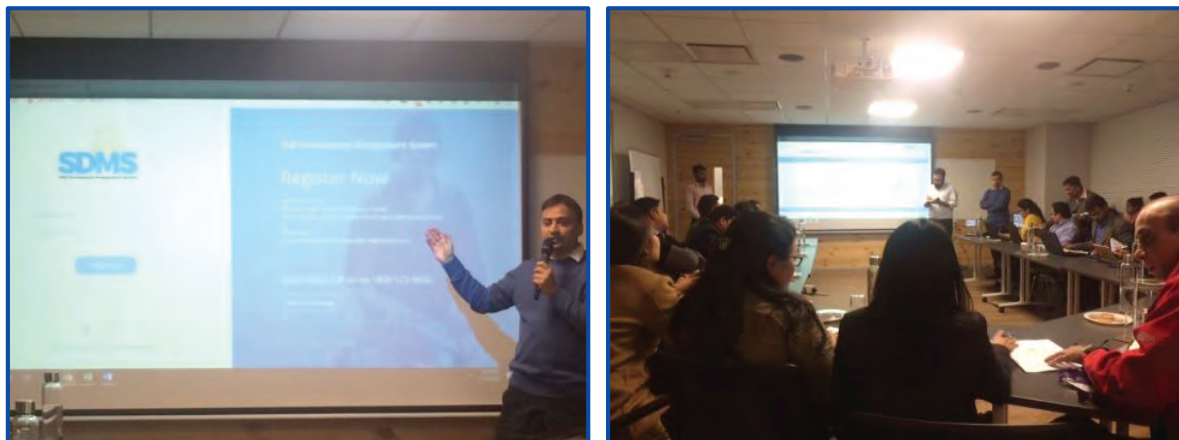
SCMS participated in a workshop organised by NSDC on 7th January, 2019 at NSDC, on the new application portal for Rozgar Mela. This enabled centralized Rozgar Mela calendar creation, employer registration, job vacancy creation, Training Centre, SSC and employer's allocation, candidate self-registrations for Rozgar Mela, update "post Rozgar Mela" details, update hiring details and upload /download offer letters.



Glimpses of workshop at NSDC

33. Workshop on New Portal for Training of Trainers (ToT) at NSDC (January 2019):

SCMS participated a workshop organised by NSDC on 14th January, 2019 at NSDC, on the new application portal for Training of Trainers (ToT). The session was organised to clarify and explain the use of new portal in terms of SSC batch creation, SSC batch assignment to training centre, master trainer and assessment agency, SSC applicants and batch approval, SSC reschedule and cancellation request approval, training request, SSC mark sheet approval, SSC certificate generation and certificate approval process.



Glimpses of workshop at NSDC

34. PMKK review meeting (February, 2019):

Skill Council for Mining Sector participated in the third Pradhan Mantri Kaushal Kendra (PMKK) review meeting, organised by NSDC on 4th February, 2019 in Jacaranda

Hall, India Habitat Centre, New Delhi. The meeting was organised primarily to review the performance of PMKKs with respect to enrolment and placement, SMART accreditation and affiliation, AEBAS compliance, trainee handbook, assessment and pass percentage, ToT. Mr. Deepak Mishra, Head ToT and ToA, SCMS participated in the review meeting.



PMKK review meeting at India Habitat Centre

35. FICCI Skill Committee meeting 2019 (February, 2019):

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

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

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



FICCI Skill Committee Meeting

36. 9th World PetroCoal Congress 2019 New Delhi, India (February, 2019):

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

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



Mr. Ravindra Singh, COO-SCMS at 9th World PetroCoal Congress Meet

37. 1st meeting of the Expert Committee for Geospatial Sector (February, 2019):

The Geospatial industry comprises of government organizations, private companies, non-profit organizations, and academic and research institutions that develop, manufacture, research and employ geospatial technology. They are involved in gathering, storing, processing, integrating, managing, mapping, analysing and distributing data tied to a location on Earth.

Geospatial Technologies include Geographic Information System (GIS)/Spatial Analytics, Global Navigation Satellite System (GNSS) and Positioning, Earth Observation, and Scanning, Remote Sensing, Computer-aided design. **Geospatial Disciplines** includes Surveying, Geodesy, Mapping, Cartography, Remote Sensing, Geographic information science etc.

To discuss the skilling opportunities in Geospatial sector an Expert Committee has been set up by the Ministry of Skill Development and Entrepreneurship (MSDE), under the chairmanship of Surveyor General of India wherein CEO SCMS has been invited to be a part of this Committee. The first meeting of the Expert Committee was held on 18th February, 2019 at the office of Surveyor General of India, Dehradun.

The committee deliberated on a number of issues with key discussions hinging around the terms of reference of the committee: Identify the emerging job roles in the geospatial space keeping in mind the existing job roles in the various Sector Skill Councils (SSCs) in the short-term training space and the existing training Programme in the long-term training space. Based

on the job role design appropriate courses in both short term and long duration training, covering PMKKs, ITIs and polytechnics. The Committee could also look at the available Government of India Specialized training institutions like IISM etc. for this activity. Robust mechanism for assessment and certification and the linking of professional practice licensing to certification.



During Expert Committee Meeting for Geospatial Sector

Various sub groups have been identified for working on identified subjects. Mr. Ravindra Singh, COO SCMS participated in the discussions and shared the views of the SCMS and importance of Geospatial Surveys in mining sector.

38. Meeting with Manganese Ore India Limited (February, 2019):

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

39. Meeting with National Institute of Miners' Health (NIMH) (February, 2019):

National Institute of Miners' Health (NIMH), an autonomous Institute under Ministry of Mines, Government of India, conducts applied research in occupational health and hygiene and specializes in providing technical support services to mining and mineral based Industry

with special reference to metalliferous sector and endeavors for safe mines and healthy miners through research and development.

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

40. Meeting with Western Coalfield Limited (February, 2019):

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

41. Meeting with BGR Mining and Infra Pvt. Ltd. (February, 2019):

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

42. Workshop on NexGen SDMS at NSDC (March, 2019):

Skill Council for Mining Sector (SCMS) participated in a workshop organised by National Skill Development Corporation (NSDC) on 18th March, 2019 at NSDC, on the key thematic modules in NexGen SDMS (New SDMS Portal). The session was organised to clarify and explain the use of new portal in terms of SSC batch creation, SSC batch assignment to Training Centre, SSC applicants and batch approval, SSC reschedule and cancellation request approval, training request, SSC mark sheet approval, SSC certificate generation and certificate approval process, batch assignment to assessment agency, result validation and cancellation, rescheduling,

change request of assessment date and assessment agency and affiliation and accreditation of Training Centre. The workshop was attended by representatives from a number of SSCs.

43. New Training Project Initiated with HCL, Khetri (February, 2019):

A Memorandum of Understanding (MoU) was signed on 29th January, 2019 between Skill Council for Mining Sector (SCMS) and Hindustan Copper Ltd, Khetri Copper Complex for enhancing technical skills of Indian youth.

This new training project in the trade of Winding Engine Operator/Driver has begun with selection process initiated by calling in for application through advertisement and mobilisation of youth from the local community. The advertisement was released for the invitation of interested applicants, on 20th February, 2019 in Rajasthan edition of Dainik Bhaskar News Paper. A mobilization Team consist of four members by Indian Institute of Skill Development(IISD), which approached door to door for awareness of this project at adopted villages under CSR by HCL, Khetri. More than 500 application received till 1st March, 2019 and many more are expected to be received.

44. Meeting with Neyveli Lignite Corporation (February, 2019):

Neyveli Lignite Corporation (NLC) is planning on rolling out trainings aligned with NSQF guidelines and towards this would like to work with SCMS. A workshop on this was organised at the Learning and Development Centre NLC on 27th February, 2019. The meeting was attended by the various officers from the VTCs and the Officers from the mines of NLC. The meeting was chaired by Mr. S Shanmugsundaram, General Manager LandD, NLC. Mr. Ravindra Singh COO, SCMS and Mr. Bikram Sahoo Head Curriculum, Content Development



participated in the workshop. Mr. Ravindra Singh shared the complete Skill Development ecosystem in India with the participants and highlighted the importance of NSQF notification and its guidelines. The discussions were moderated by Dr. Vishnu Kumar, DGM LandD.

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

45. Meeting with Chairman cum Managing Director, Coal India Limited (February, 2019):

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

46. 2nd meeting of the Expert Committee for Geospatial Sector (March, 2019):

To discuss the skilling opportunities in Geospatial sector an Expert Committee has been set up by the Ministry of Skill Development and Entrepreneurship (MSDE), under the Chairmanship of Surveyor General of India wherein CEO SCMS has been invited to be a part of this Committee. The Second meeting of the Expert Committee was held on 25th March, 2019 at the office of Surveyor General of India, Dehradun.

Surveyor General of India on records appreciated the support extended by SCMS to Survey of India (SOI) on development of their QP/ NOS. The committee deliberated on the NOSs developed by the Association of Geospatial Industries. NSDC Standards Team represented by Ms Rakhee Gorewal shared the technical inputs that go into creation of QP/NOS for a particular Job Role.

47. Khetri Copper Complex Inauguration of Winding Engine Driver Program (March, 2019):

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

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

11. Overseas Meetings & Collaborations:

1. Meeting with QSEC (*Queensland Skills and Education Consortium*) - (April, 2018):

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

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

2. Meeting with Commissioner for Government of Western Australia (April, 2018):

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

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

3. SCMS Meeting with Hon Kate Jones (November, 2018):

SCMS was invited by Her Excellency Ms. Harinder Sidhu to attend a reception in honour of The Honourable Kate Jones, Queensland Minister for Innovation and Tourism Industry Development, Minister for the Commonwealth Games, and Ministerial Champion for International Education. Minister Jones is on an official visit to India to further build on the growing ties between Queensland and India in innovation, tourism and education.

Mr. Ravindra Singh, COO, SCMS shared the objectives and achievements of SCMS with the Minister and also updated her on SCMS's engagement with Queensland for skill development activities, particularly the association with Queensland Skill and Education Consortium (QSEC). The Hon'ble Minister found the SCMS proposal on developing skill training Programme with global standards of productivity and safety in partnership with QSEC and in

particular with TAFE Queensland very apt in view of India emerging as a global source of skilled human resources and promised to facilitate discussions with TAFE Queensland to further this initiative.

4. Visit of Queensland Government's Resources Investment Commissioner (Feb, 2019):

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



Queensland Government's Resources Investment Commissioner visited FIMI House

12. Challenges and Way Forward:

One of the major challenges in the country is public perception on skilling, which is viewed as the last option meant for those who have not been able to progress or have opted out of the formal education system. This has to change.

Despite presence of large network of institutions providing basic education and training in geo-sciences, and other mining related courses, seemingly investment in knowledge creation and development of expertise and up-gradation of skills of manpower has remained a challenging task. This involves corrective action by training of manpower in key technical traits, institutional strengthening and development of institutions, curriculum development, training of trainers, faculty development etc.

70% of the mining workforce is involved in small with area < 50 hectares and are mostly unorganised mines. The Skill Development for the large and organised mining sector has to be on a different path as compared to the unorganised sector. These mines do not have basic infrastructure / capital to conduct training at their own.

Going forward the proposed action plan is:

- (i) SCMS with help of FIMI will approach and engage with all the mining industries for rolling out industry funded trainings both under CSR and Training budgets to upskill and certify the existing workforce in the mining industry. For fresh candidates on “in demand job roles” extended training linked with “on the job trainings” to be rolled out with the industry support through CSR Funds.
- (ii) The industry is showing an increasing trend of using high capacity machines. SCMS will engage with OEM Companies to roll out trainings in Operations and Maintenance of such equipment's.
- (iii) Revision/ rationalisation of existing QPs with optional NOS and elective NOSs to facilitate specialization and wider coverage of skill sets to fulfil the need for multiskill operators as per latest trend in industry.
- (iv) SCMS will expand its engagements with overseas skills providers to align the existing Programme with global best practices.
- (v) Setting up of Centres of Excellence with industry partnership.
- (vi) Broaden the activities of SCMS to include training Programme beyond technical training to include safety and behavioural training for mining sector (change in attitude has a large role to play in enhancement of productivity and safety).
- (vii) Create digital based learning content including games, animated videos to improve the learning outcomes.

For unorganised sector the focus should be on health and safety including distribution of safety kits and behavioural skills with components of technical training. Such program should be rolled out under Government funded scheme.

Statement of Accounts:

The Statement of Income and Expenditure and Balance Sheet for the year 2018-19 as audited by M/s. S. P. Marwaha and Co., 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.:011-26814596; E-Mail: scms@skillcms.in

DIRECTORS' REPORT

To,

The Members,

Your Directors have pleasure in presenting their 6th Annual Report on the business and operations of the Company and the accounts for the Financial Year ended March 31, 2019.

1. Financial summary or highlights/ Performance of the Company

The directors of the company present the following working results:

	Current Year (2018-19)	Previous Year (2017-18)
Total Income	2,46,10,496.00	4,79,30,004.00
Total Expenditure	2,32,39,192.46	4,03,29,938.75
Profit/(Loss) before tax	13,71,303.54	76,00,065.25
Tax Expenses	-	-
Profit/(Loss) after tax	13,71,303.54	76,00,065.25

2. State of the company's affairs

Your Company is engaged in the activities towards skill development in the mining sector in India. This year the company's performance is satisfactory. Your directors foresee a bright future of the company.

3. Change in Nature of Business

During the year there was no change in the nature of business of the company.

4. Number of meetings of the Board of Directors

The Board of Directors met 4 times during the year to discuss various matters of concern.

5. Directors' Responsibility Statement

Pursuant to clause (c) of sub-section (3) of Section 134 of the Companies Act, 2013, your directors' confirm the following –

- (a) That in the preparation of the annual accounts, the applicable accounting standards had been followed along with proper explanation relating to material departures;
- (b) That the directors had selected such accounting policies and applied them consistently and made judgments and estimates that are reasonable and prudent so as to give a true and fair view of the state of affairs of the company at the end of the financial year and of the profit and loss of the company for that period;
- (c) That the directors had taken proper and sufficient care for the maintenance of adequate accounting records in accordance with the provisions of this Act for safeguarding the assets of the company and for preventing and detecting fraud and other irregularities;
- (d) That the directors had prepared the annual accounts on a going concern basis;
- (e) That the Company being unlisted, sub clause (e) of section 134(5) of the Companies Act, 2013 pertaining to laying down internal financial controls is not applicable to the company; and
- (f) That the directors had devised proper systems to ensure compliance with the provisions of all applicable laws and that such systems were adequate and operating effectively.

6. Statutory Auditor

The Auditors, M/s S. P. Marwaha and Co, Chartered Accountants [Firm Registration No. 000229N] were appointed as statutory auditors to hold office for a term of five years from conclusion of first annual general meeting till the conclusion of the sixth annual general meeting subject to ratification by members at every subsequent annual general meeting. The appointment of M/s S. P. Marwaha and Co will be placed before the members at this annual general meeting for ratification.

The Company has received letter from auditor that their re-appointment, if made, would be within the limits prescribed limits U/Sec. 141 (3) (g) of the Companies Act, 2013 and they are not disqualified for re-appointment.

7. Explanation/ Comment on Auditor's reports

M/s. S.P. MARWAHA and Co., Chartered Accountants [Firm Registration No. 000229N] was appointed as Statutory Auditor for the company who conducted the audit for the financial year 2018-2019 and submitted his report which has been attached with this report. The Notes on the Financial Statements refer to the report are self-explanatory and do not call for any further comments.

8. Particulars of Loans, Guarantees or Investments under Section 186

Company has not made any transaction under section 186 of the Companies Act, 2013.

9. Related Party Transaction

All contracts/arrangements/transaction entered by the company during the financial year with related parties were on arms length basis, in the ordinary course of business and were in compliance with the applicable provisions of the Act Accordingly, the disclosure of Related Party Transactions as required under Section 134(3)(h) of the Companies Act, 2013 in Form AOC-2 is not applicable.

10. Amount proposes to carry to any reserves

No amount has been proposed to be transferred by the Board to the general reserve.

11. Dividend

Directors of the company are not recommending any dividend for the financial year 31.03.2019.

12. Material changes and commitments (from the end of financial year to the date of Directors Report)

There are no material changes and commitments affecting the financial position of the company between the end of the financial year to which balance sheet relates and the date of Directors report.

13. Conservation of energy, technology absorption and foreign exchange earnings and outgo

A. CONSERVATION OF ENERGY

The Company has always been conscious of the need for conservation of energy and has been sensitive in making progress towards this front. The energy conservation measures have been implemented at all the areas of offices where it is feasible and special efforts are being put on undertaking specific energy conservation methods given below thereby minimizing energy consumption and economize the energy bills.

- Installation of energy efficient LED Lights
- Installation of Star rated AC's and other Electronic Equipments
- Usage of Natural Light for Illumination wherever possible
- Developing the work culture for Switching OFF unwanted lights
- Fresh air blower replaced by Air circular fan

B. TECHNOLOGY ABSORPTION

It is always the Company's endeavour to adopt latest technology, methods and mechanics.

RESEARCH and DEVELOPMENT

The Expenditure incurred on RandD is Nil. The future plan of action of your Company is to concentrate its focus on Research and Development activities associated with the Company's business.

C. FOREIGN EXCHANGE EARNINGS AND OUTGO

The Foreign Exchange earned in actual inflow during the year is NIL and Foreign Exchange outgo during the year in actual outflow is NIL. CIF value of imports is NIL.

14. Risk Management Policy

There is adequate system of risk management to identify (operational; financial; strategic and regulatory) elements of risk and deal with them. The Board takes responsibility for the overall process of risk management in the Organization through grabbing business opportunities approach aligned with the Company's main objects.

15. Corporate Social Responsibility

As the Company does not fall under any of the criteria (Profit, Turnover, Net worth) hence provisions of Section 135 of Companies Act, 2013 is not applicable so as forming of Corporate Social Responsibility Committee is not applicable on the company as per section 135(1) of Companies Act, 2013.

16. Details of directors or key managerial personnel who were appointed or have resigned during the year

There is no change in directors or key managerial personnel during the year.

17. Deposits

No Deposit has been made by the company under section 73 of the Companies Act, 2013.

18. Significant and Material Orders Passed by the Regulators or Courts or Tribunal

There are no significant material orders passed by the Regulators or Courts or Tribunal which would impact the going concern status of the Company and its future operations.

However, Members attention is drawn to the Statement on Contingent Liabilities, commitments in the notes forming part of the Financial Statements.

19. Disclosures under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

The Company has zero tolerance for sexual harassment at workplace and has adopted a Policy on Prevention, Prohibition and Redressal of sexual harassment at workplace in line with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 and the Rules thereunder for prevention and redressal of Complaints of sexual harassment at workplace. Further Company is committed to providing equal opportunities without regard to their race, caste, sex, religion, colour, nationality, disability etc. (permanent, temporary, contractual and trainees) as well as any women visiting the Company's premises or women service providers are covered under this policy. All employees are treated with dignity with a view to maintain a work environment free from Sexual harassment whether physical, verbal or psychological.

During Fiscal 2019 there were no complaints received or pending for disposal.

Note:- Company being a closely held private limited Company the provisions of Independent Directors, KMP, Composition of Committee viz. Audit / Nomination/Remuneration Committee and vigil Mechanism is not applicable to our Company hence disclosure on this front is not required. Further there is no amount pending on account of Unpaid/ unclaimed dividend during any of the previous financial years.

Acknowledgements

Your Directors thank the Shareholders, Customers, Vendors, various Government Department and business associates for their confidence in the Company and look forward to their continued support. Your Directors acknowledge with gratitude the co-operation and assistance extended by employees at all levels, which has continued to be our major strength.

By order of the Board of Directors Skill Council for Mining Sector

Sd/-

R.K. SHARMA
Director
DIN: 00164387
Add: E-201,
Greater Kailash-II
New Delhi-110048

Sd/-

NARENDRA KUMAR NANDA
Director
DIN: 02455894
Add: Flat No. 702, Aparna Aura
Apartments, Film Nagar Extn.
Shahi Hyderabad- 500096

Date: 26/06/2019
Place: New Delhi

Attachment:-

(1) Extract of Annual Report [MGT – 9]

FORM NO. MGT 9
EXTRACT OF ANNUAL RETURN
As on financial year ended on 31.03.2019

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

I. REGISTRATION and 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/Indian Non-Govt. company
5.	Address of the Registered office and contact details	B-311, Okhla Industrial Area, Phase-I, New Delhi-110020
6.	Whether listed company	NO
7.	Name, Address and contact details of the Registrar and 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	Holding/ Subsidiary/ Associate	% of Shares Held	Applicable Section
1.	FEDERATION OF INDIAN MINERAL INDUSTRIES	U74899DL1969NPL005064	Holding	99.99	2(46)

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

A. Category-wise Share Holding

Category of Shareholders	No. of Shares held at the beginning of the year[As on 01-04-2018]				No. of Shares held at the end of the year[As on 31-03-2019]				% Change during the year
	Demat	Physical	Total	% of Total Shares	Demat	Physical	Total	% of Total Shares	
A. Promoters									
(1) Indian									
a) Individual/ HUF	-	1	1	0.01	-	1	1	0.01	0
b) Central Govt	-	-	0	0	-	-	0	0	0
c) State Govt(s)	-	-	0	0	-	-	0	0	0
d) Bodies Corp.	-	9,999	9,999	99.99	-	9,999	9,999	99.99	0
e) Banks / FI	-	-	0	0	-	-	0	0	0
f) Any other	-	-	0	0	-	-	0	0	0
Sub Total (A)(1)	-	10,000	10,000	100.00	-	10,000	10,000	100.00	0
(2) Foreign									
a) NRIs- Individuals	-	-	0	0	-	-	0	0	0
b) Other Individuals	-	-	0	0	-	-	0	0	0
c) Bodies Corp.	-	-	0	0	-	-	0	0	0
d) Banks / FI	-	-	0	0	-	0	0	0	0
e) Any other	-	-	0	0	-	0	0	0	0
Sub Total (A)(2)	-	-	0	0	-	0	0	0	0
Total shareholding of Promoter (A)=(A)(1)+(A)(2)		10,000	10,000	100.00	-	10,000	10,000	100.00	0
B. Public Shareholding	-	-	-	-	-	-	-	-	-
1. Institutions	-	-	0	0	-	-	0	0	0
a) Mutual Funds	-	-	0	0	-	-	0	0	0
b) Banks / FI	-	-	0	0	-	-	0	0	0

Category of Shareholders	No. of Shares held at the beginning of the year[As on 01-04-2018]				No. of Shares held at the end of the year[As on 31-03-2019]				% Change during the year
	Demat	Physical	Total	% of Total Shares	Demat	Physical	Total	% of Total Shares	
c) Central Govt	-	-	0	0	-	-	0	0	0
d) State Govt(s)	-	-	0	0	-	-	0	0	0
e) Venture Capital Funds	-	-	0	0	-	-	0	0	0
f) Insurance Companies	-	-	0	0	-	-	0	0	0
g) FIIs	-	-	0	0	-	-	0	0	0
h) Foreign Venture Capital Funds	-	-	0	0	-	-	0	0	0
i) Others (specify)	-	-	0	0	-	-	0	0	0
Sub-total (B)(1):-	-	-	0	0	-	-	0	0	0
2. Non-Institutions	-	-	-	-	-	-	-	-	-
a) Bodies Corp.	-	-	0	0	-	-	0	0	0
i) Indian	-	-	0	0	-	-	0	0	0
ii) Overseas	-	-	0	0	-	-	0	0	0
b) Individuals	-	-	0	0	-	-	0	0	0
i) Individual shareholders holding nominal share capital upto Rs. 1 lakh	-	-	0	0	-	-	0	0	0
ii) Individual shareholders holding nominal share capital in excess of Rs 1 lakh	-	-	0	0	-	-	0	0	0
c) Others (specify)	-	-	0	0	-	-	0	0	0
Non Resident Indians	-	-	0	0	-	-	0	0	0
Overseas Corporate Bodies	-	-	0	0	-	-	0	0	0

Category of Shareholders	No. of Shares held at the beginning of the year[As on 01-04-2018]				No. of Shares held at the end of the year[As on 31-03-2019]				% Change during the year
	Demat	Physical	Total	% of Total Shares	Demat	Physical	Total	% of Total Shares	
Foreign Nationals	-	-	0	0	-	-	0	0	0
Clearing Members	-	-	0	0	-	-	0	0	0
Trusts	-	-	0	0	-	-	0	0	0
Foreign Bodies - D R	-	-	0	0	-	-	0	0	0
Sub-total (B)(2):-	-	-	0	0	-	-	0	0	0
Total Public Shareholding (B)=(B)(1)+(B)(2)	-	-	0	0	-	-	0	0	0
C. Shares held by Custodian for GDRs and ADRs	-	-	0	0	-	-	0	0	0
Grand Total (A+B+C)	-	10,000	10,000	100.00	-	10,000	10,000	100.00	0

B) Shareholding of Promoter-

S. No.	Shareholder's Name	Shareholding at the beginning of the year			Shareholding at the end of the year			% change in shareholding during the year
		No. of Shares	% of total Shares of the company	% of Shares Pledged / encumbered to total shares	No. of Shares	% of total Shares of the company	% of Shares Pledged / encumbered to total shares	
1	Federation of India Mineral Industries	9,999	99.99	-	9,999	99.99	-	-
2	Raj Kumar Sharma	1	0.01	-	1	0.01	-	-

C) Change in Promoters' Shareholding -

S. No.	Particulars	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
1.					
	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				

D) Shareholding Pattern of top ten Shareholders:

(Other than Directors, Promoters and Holders of GDRs and ADRs):

S. No.	For Each of the Top 10 Shareholders	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
1.					
	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				
2.					
	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				

E) Shareholding of Directors and Key Managerial Personnel:

S. No.	Shareholding of each Directors and each Key Managerial Personnel	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
1.	RAJ KUMAR SHARMA				
	At the beginning of the year	1	0.01	1	0.01
	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	1	0.01	1	0.01
2.	ARVIND SINGHAL				
	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	-	-	-	-
3.	HEMANT MADHUSUDHAN NERURKAR				
	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	-	-	-	-
4.	NARENDRA KUMAR NANDA				
	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	-	-	-	-
5.	SIDDHARTH RUNGTA				
	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	-	-	-	-
6.	SUNIL DUGGAL				
	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	-	-	-	-

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) Interest 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) Interest 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:

S.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 - others, specify...	-	-	-	-	-
5	Others, please specify	-	-	-	-	-
	Total (A)	-	-	-	-	-
	Ceiling as per the Act	-	-	-	-	-

B. Remuneration to other directors

S.No.	Particulars of Remuneration	Name of Directors				Total Amount
		-----	----	----	---	
1	Independent Directors					
	Fee for attending board committee meetings	-	-	-	-	-
	Commission	-	-	-	-	-
	Others, please specify	-	-	-	-	-
	Total (1)	-	-	-	-	-

S.No.	Particulars of Remuneration	Name of Directors				Total Amount
2	Other Non-Executive Directors	-	-	-	-	-
	Fee for attending board committee meetings	-	-	-	-	-
	Commission	-	-	-	-	-
	Others, please specify	-	-	-	-	-
	Total (2)	-	-	-	-	-
	Total (B)=(1+2)					
	Total Managerial Remuneration					
	Overall Ceiling as per the Act					

C. REMUNERATION TO KEY MANAGERIAL PERSONNEL OTHER THAN MD/MANAGER/WTD

S.No.	Particulars of Remuneration	Key Managerial Personnel			
		CEO	CS	CFO	Total
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				
	others, specify...				
5	Others, please specify				
	Total				

VII. PENALTIES / PUNISHMENT/ COMPOUNDING OF OFFENCES: NIL

Type	Section of the Companies Act	Brief Description	Details of Penalty / Punishment/ Compounding fees imposed	Authority [RD / NCLT/ COURT]	Appeal made, if any (give Details)
A. COMPANY					
Penalty	-	-	-	-	-
Punishment	-	-	-	-	-
Compounding	-	-	-	-	-
B. DIRECTORS					
Penalty	-	-	-	-	-
Punishment	-	-	-	-	-
Compounding	-	-	-	-	-
C. OTHER OFFICERS IN DEFAULT					
Penalty	-	-	-	-	-
Punishment	-	-	-	-	-
Compounding	-	-	-	-	-

For SKILL COUNCIL FOR MINING SECTOR

Date:26/06/2019
Place: New Delhi

Sd/-
R.K. SHARMA
Director
DIN: 00164387
Add: E-201,
Greater Kailash-II
New Delhi-110048

Sd/-
NARENDRA KUMAR NANDA
Director
DIN: 02455894
Add: Flat No. 702, Aparna Aura
Apartments, Film Nagar Extn.,
Shai Hyderabad-500096

SKILL COUNCIL FOR MINING SECTOR

(A Company Limited by Shares)

Note 16: NOTES TO THE ACCOUNTS FORMING PART OF THE BALANCE SHEET AS AT 31ST MARCH, 2019

1. SIGNIFICANT ACCOUNTING POLICIES:-

A. ACCOUNTING CONCEPTS:-

The financial statements are prepared under historical cost convention on accrual basis and comply with the Accounting Standards specified under section 133 of the Companies Act, 2013 read with Rule 7 of The Companies (Accounts) Rules, 2014 and the relevant provisions thereof. The accounting policies not referred to otherwise are consistent with generally accepted accounting principles.

B. FIXED ASSETS:-

Fixed assets are stated at cost of acquisition or construction, purchase price and direct attributable costs less depreciation.

C. REVENUE RECOGNITION:-

Company is engaged in development of skill competency standards and qualifications in mining sector. Revenue of the company is recognized by “Completed Service Contract Method” as mentioned in Accounting Standard-9 (AS-9) “Revenue Recognition” under Companies (Accounting Standards) Rules, 2006. Accordingly, revenue from a service contract is recognized after completion of service concerned and also primary obligation of the company has been fulfilled and there are no uncertainties on ultimate collection.

D. DEPRECIATION:-

Depreciation on fixed assets is charged pro-rata on written down value method.

E. GOVERNMENT GRANTS/ INDUSTRY CONTRIBUTIONS

Government Grants and Industry Contributions are recognized when there is reasonable assurance that the conditions attached to them will be complied and grant/subsidy will be received.

DISCLOSURES

1. The company is promoted by Federation of Indian Mineral Industries (FIMI).

2. Auditors Remuneration:

	2018-19	2017-18
Audit Fees :		
- Statutory Audit	60,000.00	60,000.00
- Other Capacity	-	-
	60,000.00	60,000.00

3. No provision for tax has been made as company is availing exemptions under Section 12A of Income Tax Act, 1961.

4. All the operations of the company are considered as a single business segment for the purpose of Accounting Standard 17, 'Segment Reporting'(AS17)), issued by the Institute of Chartered Accountants of India.

5. The company has no contingent liabilities or contract remaining to be executed on capital account.

6. Accounting for Taxes on Income is as under:

Current Deferred Tax Liability/(Assets):- Deferred Tax is not considered as the income of the company is not taxable as it enjoys tax exemption u/s 12A.

7. The company is a Small and Medium Sized Company (SMC) as defined in General Instructions in respect of Accounting Standards notified under companies Act, 2013. Accordingly, the company has complied with the Accounting Standards as applicable to Small and Medium Sized Company.

8. Previous year's figures have been re-grouped, rearranged to make them comparable with figures of current year, wherever considered necessary.

As per our report of even date annexed For and on behalf of Board of Directors

For **S.P. MARWAHA and Co.**

Chartered Accountants

ASHUTOSH SAXENA
Partner
Membership No. : 086358
Firm Registration No. : 000229N

Place : New Delhi
Date :

R.K. SHARMA
Director
Din No. 00164387
Address :- E-201,
Greater Kailash - II,
New Delhi-110048
Place : New Delhi
Date :

NARENDRA KUMAR NANDA
Director
Din No. 02455894
Address : Flat No. 702, Aparna
Aura Apartments, Film Nagar
Extn. Shai Hyderabad-500096

SKILL COUNCIL FOR MINING SECTOR (A Company Limited by Shares) BALANCE SHEET AS AT 31st MARCH, 2019						
	PARTICULARS	Note No.	AS ON 31st MARCH, 2019		AS ON 31st MARCH, 2018	
			Rs.	Rs.	Rs.	Rs.
I.	EQUITY AND LIABILITIES					
1.	Shareholder's funds					
	(a) Share Capital	1	100,000.00		100,000.00	
	(b) Reserves and Surplus	2	62,975,774.15		64,046,900.61	
				63,075,774.15		64,146,900.61
2.	Current Liabilities					
	(a) Trade payables	3	12,407,833.00		9,264,605.00	
	(b) Other current liabilities	4	616,590.00		803,810.95	
	(c) Short Term Provisions	5	302,436.00		1,392,218.00	
				13,326,859.00		11,460,633.95
	TOTAL			76,402,633.15		75,607,534.56
II	ASSETS					
1.	Non-current assets					
	(a) Fixed assets					
	(i) Tangible assets	6	883,963.00		952,028.00	
	(b) Deferred tax assets	7	52,230.00		52,230.00	
				936,193.00		1,004,258.00
2.	Current assets					
	(a) Trade Receivable	8	4,597,311.50		8,686,993.50	
	(b) Cash and Cash equivalents	9	61,325,319.65		57,972,153.06	
	(c) Short-term loans and advances	10	9,204,321.00		6,664,513.00	
	(d) Other current assets	11	339,488.00		1,279,617.00	
				75,466,440.15		74,603,276.56
	TOTAL			76,402,633.15		75,607,534.56
	Significant accounting policies and notes to accounts	16				
The accompanying notes are integral part of the financial statements.						
As per our report of even date annexed For S.P. MARWAHA & Co. Chartered Accountants			For and on behalf of Board of Directors			
Sd/- ASHUTOSH SAXENA Partner Membership No. : 086358 Firm Registration No. : 000229N			Sd/- R.K. SHARMA Director Din No. 00164387 Address :- E-201, Greater Kailash - II, New Delhi-110048			
Place : New Delhi Date : 26th June 2019			Sd/- Narendra Kumar Nanda Director Din No. 02455894 Address : Flat No. 702, Aparna Aura Apartments, Film Nagar Extn. Shai Hyderabad-500096			
Place : New Delhi Date : 26th June 2019			Place : New Delhi Date : 26th June 2019			

SKILL COUNCIL FOR MINING SECTOR (A Company Limited by Shares) INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31st MARCH, 2019						
	PARTICULARS	Note No.	For the year ended 31st MARCH, 2019		For the year ended 31st MARCH, 2018	
			Rs.	Rs.	Rs.	Rs.
I	Revenue from operations	12	21,036,153.00		45,258,366.00	
II	Other Income	13	3,574,343.00		2,671,638.00	
III	Total Revenue (I + II)			24,610,496.00		47,930,004.00
IV	Expenses					
	Employee benefits expense	14	9,845,644.00		13,297,731.00	
	Depreciation and amortization expense		572,764.00		638,854.00	
	Other expense	15	12,820,784.46		26,393,353.75	
	Total Expense			23,239,192.46		40,329,938.75
V	Surplus/(Deficit) before tax (III-IV)			1,371,303.54		7,600,065.25
VI	Tax expense:					
	(1) Current tax		-		-	
	(2) Deferred tax		-		-	
VII	Surplus/(Deficit) for the period (V-VI)			1,371,303.54		7,600,065.25
VIII	Earnings per equity share:					
	Basic/Diluted			137.13		760.01
	Significant accounting policies and notes to accounts	16				
The accompanying notes are integral part of the financial statements.						
As per our report of even date annexed For S.P. MARWAHA & Co. Chartered Accountants			For and on behalf of Board of Directors			
Sd/- ASHUTOSH SAXENA Partner Membership No. : 086358 Firm Registration No. : 000229N Place : New Delhi Date : 26th June 2019			Sd/- R.K. SHARMA Director Din No. 00164387 Address :- E-201, Greater Kailash - II, New Delhi-110048 Place : New Delhi Date : 26th June 2019			
			Sd/- Narendra Kumar Nanda Director Din No. 02455894 Address : Flat No. 702, Aparna Aura Apartments, Film Nagar Extn. Shai Hyderabad-500096			

SKILL COUNCIL FOR MINING SECTOR

(A Company Limited by Shares)

CASH FLOW STATEMENT AS AT 31.03.2019

SL.N.	Particulars	As at 31.03.2019	As at 31.03.2018
A)	CASH FLOW FROM OPERATING ACTIVITIES		
	Profit before exceptional , extraordinary items and Tax	1,371,303.54	7,600,065.25
	Adjustment for :		
	Funds received during the year	-	-
	Depreciation on Fixed Assets	572,764.00	638,854.00
	Provision for Gratuity & Leave Salary	(1,089,782.00)	457,784.00
	Interest Income	(3,574,343.00)	(2,671,638.00)
	Operating profit before working capital changes	(2,720,057.46)	6,025,065.25
	(Increase)/Decrease in Debtors	4,089,682.00	19,683,730.50
	(Increase)/Decrease in Loans & Advances	(2,539,808.00)	(2,746,208.00)
	(Increase)/Decrease in Other Current Assets	940,129.00	(1,027,531.00)
	Increase/(Decrease) in Trade Payables	3,143,228.00	(6,802,551.00)
	Increase/(Decrease) in Other Current Liabilities	(187,220.95)	(1,155,026.05)
	Cash generated from operations	2,725,952.59	13,977,479.70
	Income tax Paid	-	-
	Net Cash flow from operating activities	2,725,952.59	13,977,479.70
B)	CASH FLOW FROM INVESTING ACTIVITIES		
	Purchase of Fixed Assets	(504,699.00)	(47,500.00)
	Profit on sale of Fixed Assets	-	-
	Interest Income	3,574,343.00	2,671,638.00
	Net Cash flow from investing activities	3,069,644.00	2,624,138.00
C)	CASH FLOW FROM FINANCING ACTIVITIES		
	Finance Cost	-	-
	Loan taken	-	-
	Promoter/ Industry Contribution	-	17,500,000.00
	Utilization of Promoter/ Industry Contribution	(2,442,430.00)	(3,482,596.00)
	Issue of Equity Share Capital	-	-
	Net Cash flow from financing activities	(2,442,430.00)	14,017,404.00
	NET INCREASE /(DECREASE) IN CASH AND CASH EQUIVALENTS(A+B)	3,353,166.59	30,619,021.70
	Opening Balance of Cash & Cash equivalent	57,972,153.06	27,353,131.36
	Closing Balance of Cash & Cash equivalent	61,325,319.65	57,972,153.06
D)	Cash and cash equivalents as per Balance Sheet	61,325,319.65	57,972,153.06
	* Comprises:		
	(a) Cash in hand	75,356.00	63,679.00
	(b) Balances with banks		
	(i) In current accounts	8,249,963.65	2,908,474.06
	(ii) In deposit accounts with original maturity of less than 3 months	53,000,000.00	55,000,000.00
	(iii) In earmarked accounts	-	-
	(iv) Other Bank Balances	-	-
	Notes		
	1. Previous years figures have been regrouped/ rearranged wherever considered necessary.		
	2. Figure in bracket represent Cash Outflow.		

The accompanying notes are integral part of the financial statements.

As per our report of even date annexed
For **S.P. MARWAHA & Co.**
Chartered Accountants

For and on behalf of Board of Directors

Sd/-
ASHUTOSH SAXENA
Partner
Membership No. : 086358
Firm Registration No. : 000229N

Sd/-
R.K. SHARMA
Director
Din No. 00164387
Address :- E-201, Greater Kailash - II,
New Delhi-110048

Sd/-
Narendra Kumar Nanda
Director
Din No. 02455894
Address : Flat No. 702, Aparna
Aura Apartments, Film Nagar Extn.
Shai Hyderabad-500096

Place : New Delhi
Date : 26th June 2019

Place : New Delhi
Date : 26th June 2019

SKILL COUNCIL FOR MINING SECTOR
NOTES FORMING PART OF THE FINANCIAL STATEMENTS

1. SHARE CAPITAL

Particulars	As at 31st March, 2019	As at 31st March, 2018
Authorised Share Capital 10,000 Equity shares @ Rs. 10 each	100,000.00	100,000.00
Total	100,000.00	100,000.00
Issued, Subscribed & Paid-up Share Capital 10,000 Equity shares @ Rs. 10 each	100,000.00	100,000.00
Total	100,000.00	100,000.00

1.1) SHARE OUTSTANDING

Shares outstanding	As at 31st March, 2019		As at 31st March, 2018	
	No. of Shares held	Amount	No. of Shares held	Amount
Shares outstanding at the beginning of the year	10,000.00	100,000.00	10,000.00	100,000.00
Shares Issued during the year	-	-	-	-
Shares outstanding at the end of the year	10,000.00	100,000.00	10,000.00	100,000.00

1.2) SHAREHOLDER(S) HOLDING MORE THAN 5% SHARES

Shareholder(s) holding more than 5% shares	As at 31st March, 2019		As at 31st March, 2018	
	No. of Shares held	% of Holding	No. of Shares held	% of Holding
Federation of Indian Mineral Industries	9,999.00	99.99%	9,999	99.99%

1.3) TERMS/RIGHTS ATTACHED TO EQUITY SHARES

The company has only one class issued, subscribed and fully paid up shares referred to as Equity shares having a par value of Rs. 10 each. Each equity shareholder is entitled to one vote per share.

2. RESERVES & SURPLUS

Particulars	As at 31st March, 2019		As at 31st March, 2018	
NSDC FUND				
Balance at the Beginning of the Year	31,177,063.61		17,159,659.61	
Addition during the year	-		17,500,000.00	
	31,177,063.61		34,659,659.61	
Utilisation during the year	2,442,430.00		3,482,596.00	
		28,734,633.61		31,177,063.61
PROMOTOR/INDUSTRY CONTRIBUTION				
Balance at the Beginning of the Year	6,200,000.00		6,200,000.00	
Addition during the year	-		-	
		6,200,000.00		6,200,000.00
II. Surplus/ (Deficit) in the Statement of Income and Expenditure				
Balance as per last Financial statements	26,669,837.00		19,069,771.75	
Surplus/(Deficit) for the year	1,371,303.54		7,600,065.25	
Net deficit in the statement of income and expenditure		28,041,140.54		26,669,837.00
Total (I+II)		62,975,774.15		64,046,900.61

SKILL COUNCIL FOR MINING SECTOR
NOTES FORMING PART OF THE FINANCIAL STATEMENTS

3. TRADE PAYABLES

Particulars	As at 31st March, 2019	As at 31st March, 2018
Sundry Creditor for services	2,942,800.00	7,973,551.00
Advance from service receivers	9,465,033.00	1,291,054.00
Total	12,407,833.00	9,264,605.00

4. OTHER CURRENT LIABILITIES

Particulars	As at 31st March, 2019	As at 31st March, 2018
Statutory Liabilities	550,699.00	735,548.00
Other Liabilities	65,891.00	68,262.95
Total	616,590.00	803,810.95

5. Short Term Provisions

Particulars	As at 31st March, 2019	As at 31st March, 2018
Provision for Leave Encashment	302,436.00	1,392,218.00
Total	302,436.00	1,392,218.00

7. DEFERRED ASSETS (NET)

Particulars	As at 31st March, 2019	As at 31st March, 2018
Opening Balance	52,230.00	52,230.00
Total	52,230.00	52,230.00

8. Trade Receivable

Particulars	As at 31st March, 2019	As at 31st March, 2018
Debts Outstanding for a period exceeding six months		
Unsecured Considered Good	562,800.00	889,000.00
Others		
Unsecured Considered Good	4,034,511.50	7,797,993.50
Total	4,597,311.50	8,686,993.50

9 CASH AND CASH EQUIVALENTS

Particulars	As at 31st March, 2019	As at 31st March, 2018
Cash in Hand	75,356.00	63,679.00
Balance with Bank:-		
SBI-SCMS Current A/c. March 2019 March 2018		
SBI-SCMS Projects A/c. 23,24,409.65 11,55,251.56		
<u>59,25,554.00</u> <u>17,53,222.50</u>	8,249,963.65	2,908,474.06
Other Bank Balances		
Fixed Deposit with Bank	53,000,000.00	55,000,000.00
Total	61,325,319.65	57,972,153.06

10. SHORT TERM LOANS & ADVANCES

Particulars	As at 31st March, 2019	As at 31st March, 2018
Balance with Statutory Authorities	9,204,321.00	6,664,513.00
Total	9,204,321.00	6,664,513.00

SKILL COUNCIL FOR MINING SECTOR
NOTES FORMING PART OF THE FINANCIAL STATEMENTS

11. OTHER CURRENT ASSETS

Particulars	As at 31st March, 2019	As at 31st March, 2018
Accrued Interest	290,320.00	1,244,000.00
Prepaid Insurance	14,884.00	9,054.00
Stamp in Hand	28,084.00	20,363.00
Security Deposit	6,200.00	6,200.00
Total	339,488.00	1,279,617.00

12. REVENUE FROM OPERATION

Particulars	As at 31st March, 2019	As at 31st March, 2018
Revenue from rendering of services	21,036,153.00	45,258,366.00
Total	21,036,153.00	45,258,366.00

13. OTHER INCOME

Particulars	As at 31st March, 2019	As at 31st March, 2018
Interest Income on - Fixed Deposits with Banks	3,574,343.00	2,671,638.00
Total	3,574,343.00	2,671,638.00

14. EMPLOYEE BENEFIT EXPENSES

Particulars	As at 31st March, 2019	As at 31st March, 2018
Staff Salary	9,461,362.00	11,610,209.00
Medical Expenses	107,500.00	235,974.00
Staff Gratuity Expenses	276,782.00	644,798.00
Staff Leave Encashment Expenses	-	806,750.00
Total	9,845,644.00	13,297,731.00

15. OTHER EXPENSES

Particulars	As at 31st March, 2019	As at 31st March, 2018
Assessment Charges	7,692,107.00	13,167,828.00
TOT/ TOA Expenses	766,284.00	2,244,506.00
Audit Fees	70,800.00	70,800.00
Bank Charges	4,483.50	3,082.80
Conveyance	28,574.00	15,936.00
Office Rent	1,416,000.00	-
Annual Maintenance Charges	91,385.00	114,335.00
Training Exps.	-	5,794,620.00
General Expenses	7,815.00	5,387.50
Insurance Charges	30,493.00	37,525.00
Interest on TDS	3,000.00	12,795.00
Meeting Expenses	172,933.00	162,898.00
Computer R&M	57,909.00	68,063.00
Website Exps	9,844.96	35,400.00
Postage and Courier	86,753.00	57,511.00
Printing and Stationery	631,921.00	237,923.00
Professional Charges	141,330.00	41,800.00
Rates & Taxes	28,100.00	17,600.00
Project Exps	-	1,986,532.00
Telephone Expenses	63,095.00	116,437.45
Traveling Expenses	932,061.00	1,701,557.00
Vehicle R/M	403,365.00	324,940.00
Workshop Expenses	182,531.00	175,877.00
Total	12,820,784.46	26,393,353.75

SKILL COUNCIL FOR MINING SECTOR
NOTES FORMING PART OF THE FINANCIAL STATEMENTS

NOTE-6 FIXED ASSETS

S. No.	Particulars	Original Cost upto 01/04/18	Addition during the year	Sale during the year	Original Cost upto 31/03/19	Total Dep. As on 01/04/18	Dep. During the year	Dep. Written Back on Disp/Adj.	Total Dep. As on 31/03/19	Net Block as on 31/03/18	Net Block as on 31/03/19
1	Car	1,720,183.00	-	-	1,720,183.00	1,047,084.00	211,198.00	-	1,258,282.00	673,099.00	461,901.00
2	Computer	900,805.00	424,095.00	-	1,324,900.00	736,814.00	330,344.00	-	1,067,158.00	163,991.00	257,742.00
3	Office Equipments	182,244.00	80,604.00	-	262,848.00	67,306.00	31,222.00	-	98,528.00	114,938.00	164,320.00
	GRAND TOTAL	2,803,232.00	504,699.00	-	3,307,931.00	1,851,204.00	572,764.00	-	2,423,968.00	952,028.00	883,963.00
	Previous Year	2,755,732.00	47,500.00	-	2,803,232.00	1,212,350.00	638,854.00	197,211.00	1,653,993.00	1,543,382.00	1,149,239.00

GOVERNING BOARD (2019-20)

INDUSTRY REPRESENTATION

Chairman

1. Dr. N. K. Nanda, Director, NMDC Limited

Members

1. Mr. R. P. Srivastava, Director (Personnel and IR), Coal India Limited.
2. Representative - Rio Tinto India Pvt. Ltd.
3. Representative - NMDC Limited
4. Mr. B.K. Thakur, Director (HR), NALCO Ltd.
5. Mr. Vinay Prakash Goel, CEO, Adani Enterprises Limited
6. Mr. Pankaj Kumar Satija, Chief-RA, Tata Steel Limited
7. Mr. S Shanmuga Sundaram, GM (LandD), Neyveli Lignite Corporation Ltd.
8. Mr. Siddharth Rungta, Director, Rungta Mines Limited
9. Mr. Abhijeet Chattopadhyay, Vice President, ACC Limited
10. Mr. Arvind Singhal, Managing Director, Wolkem India Limited
11. Mr. Sunil Duggal, CEO and Whole-time Director, Hindustan Zinc Limited
12. Mr. Pramod Tyagi, Additional Secretary General, FIMI
13. Mr. H. M. Nerurkar, Former Managing Director, Tata Steel Ltd. (Permanent Invitee)

Government Representation

1. Mr. Alok Chandra, Economic Advisor, Ministry of Mines
2. Mr. Animesh Bharti, Economic Advisor, Ministry of Coal
3. Dr. K Rajeswara Rao, Add. Sec.-Min. of Mines and Contoller General, IBM
4. Mr. M. Chandra Das, DDG-DGCO, Geological Survey of India

Academia Representation

1. Prof. Sumanta Bhattacharya, Indian School of Mines
2. Mr. P.K. Singh, Director, CIMFR

NSDC Representation

1. Mr. R. Mukundan, MD, Tata Chemicals Ltd. (NSDC Nominee Director)
2. Mr. Arun Kumar Chandel, SSC Governance, National Skill Development Corporation

Convener

Mr. R.K Sharma, Secretary General, FIMI

Chief Operating Officer

Mr. Ravindra Singh

Active Affiliates**A. Training Partners**

01. Ambuja Cement Foundation (ACF)
02. Anand Mine Tools Private Limited
03. Bhola Institutional Trust, Jharkhand
04. Bombay Minerals Ltd. (Ashapura)
05. Government Polytechnic, Koderma
06. Gram Tarang Employability Training Services Pvt. Ltd.
07. Indian Institute of Higher Education and Research Centre, Dwarka, New Delhi
08. Indian Institute of Skill Development Pvt. Ltd (IISD)
09. Indian Rare Earths Limited
10. International Center of Excellence in Mining Safety and Automation (iCEM)
11. Jan Kalyan Samiti Bikramganj
12. Mosaic Network (India) Pvt. Ltd.
13. Multi Skill Development Centre Barkakana, CCL, Ramgarh Jharkhand
14. Nettur Technical Training Foundation (NTTF)
15. Rastriya Kaushali Sansthan
16. Sasan Power Ltd. (Reliance)
17. SBA Education Society
18. Sekh Allauddin Memorial Trust
19. Skill Development Institute Bhuvneshwar (SDI)
20. Skill Development Institute Kochi (SDI)
21. Skill Development Institute Visakhapatnam (SDI)
22. Shri Ram Skills Development
23. Thriveni Earthmovers Pvt. Ltd
24. AISECT (All India Society for Educational and Computer Technology)
25. Skill Root Edu-Tech Consulting (P) Ltd.

B. Assessment Agencies

01. Ansh Global Private Limited
02. Asset Author Pvt. Ltd.
03. Bluestone Solutions Pvt. Ltd.
04. Brisk Mind Pvt. Ltd.
05. Demorgia Consulting Services Pvt. Ltd.
06. Eduworld Consultants Pvt. Ltd
07. India Skills Pvt. Ltd.
08. Navriti Technologies Pvt. Ltd
09. Samhit Assessments and Research Foundation
10. Shri Guru Hargovind Society, Bhopal
11. Skill Mantra Edutech Consulting India Pvt. Ltd
12. SP Institute of Workforce Development (SPIWD)
13. Trendsetters Skill Assessors Pvt. Ltd
14. Maharashtra State Council of Vocational Training



SKILL COUNCIL FOR MINING SECTOR

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