



**SKILL COUNCIL_{for}
MINING SECTOR**
Honing India's Mining Skill

SOCIO-ECONOMIC IMPACT ASSESSMENT REPORT ON SKILL DEVELOPMENT PROGRAM IN MINING SECTOR

**SKILL DEVELOPMENT INITIATIVE FOR
UNEMPLOYED YOUTH AND MINING
WORKFORCE UNDER DMFT JAJPUR & SCMS**

JUNE 2026



CONTENTS

1	EXECUTIVE SUMMARY	1
1.1	Background, Coverage and Sample Profile	1
1.2	Key Outcome Highlights	2
1.3	Key Impact Highlights	2
1.4	Major Strengths	3
1.5	Areas for Improvement	3
1.6	Way Forward	4
2	INTRODUCTION AND BACKGROUND	4
2.1	Overview of the Mining Sector in Odisha	4
2.2	District Mineral Foundation Trust (DMFT).....	5
2.3	Skill Council for Mining Sector (SCMS)	5
2.4	Manpower Management Centre (MMC)	6
2.5	Mining Industry	6
2.6	Project Affected Persons (PAPs)	7
2.7	Rationale for Impact Assessment	8
2.8	Objectives of the Study	8
3	APPROACH & METHODOLOGY	9
3.1	Study Design	9
3.2	Sampling Framework	9
3.2.1	Beneficiary Groups	9
3.2.2	Stakeholder Groups	10
3.3	Data Collection Tools and Methods	11
3.3.1	Structured Questionnaires	11
3.3.2	Key Informant Interviews	11
3.3.3	Field Observations	12
3.3.4	Photo Documentation	12
3.3.5	Data Analysis and Interpretation	12
3.4	Ethical Considerations and Limitations	13

4	QUANTITATIVE ANALYSIS	13
4.1	Fresh Trainees	13
4.1.1	Social Back Ground Profile of Fresh Trainees	14
4.1.2	Economic Profile of families of Fresh Trainees	17
4.1.3	Program Awareness and Mobilization	18
4.1.4	Training Inputs and Quality	20
4.1.5	Learning Outcomes and Skill Improvement	22
4.1.6	Working Status Fresh Trainee	23
4.1.7	Job Satisfaction and Income Improvement	25
4.1.8	Societal Impact due to Employment	27
4.2	Existing Workers	31
4.2.1	Employment Profile and Industry Context	31
4.2.2	Motivation for Training Participation	34
4.2.3	Skill Upgradation and Productivity Outcomes	35
4.2.4	Employment Continuity and Workplace Support	37
4.2.5	Upskilling and job Promotion	37
4.2.6	Income Mobility and Career Progression	39
4.2.7	Job Satisfaction and Sustainability	40
4.2.8	Post Job Placement Societal Changes/Impact	41
5	QUALITATIVE ANALYSIS: STAKEHOLDER PERSPECTIVES	42
5.1	Industry Perspective	42
5.1.1	Industry Engagement and Absorption Capacity	42
5.1.2	Satisfaction with Skill Relevance	42
5.1.3	Productivity Observations	43
5.1.4	Gaps in Soft Skills and Technical Depth	43
5.1.5	Retention Challenges	43
5.1.6	Employer Support for Continuation and Sponsorship	44
5.1.7	Suggestions from Industry for Program Improvement	44
5.1.8	Emerging Workforce Demand Areas	44
5.2	Community & Gram Panchayat Perspective	45
5.2.1	Perceived Social Change and Employment Generation	46
5.2.2	Reduction in Distress Migration	47
5.2.3	Youth Engagement and Aspirational Change	47
5.2.4	Household Economic Stability and Village Prosperity	48

5.2.5	Social Status Shift and Community Perception	48
5.2.6	Summary of Key Perception Indicators	49
5.3	DMFT Perspective	49
5.3.1	Alignment with Local Development Goals	49
5.3.2	Impact on District Employment	50
5.3.3	Sustainability of Skill Interventions	50
5.3.4	Monitoring and Governance Observations	51
5.3.5	Key Gaps and Challenges	51
5.4	Case Studies	52
5.4.1	Employer Assessments - Existing Workers	52
5.5	Success Stories	54
5.5.1	Fresh Trainee Success Stories	54
5.5.2	Existing Worker Success Story	55
6	KEY FINDINGS, OUTCOMES AND STRATEGIC INTERPRETATION	57
6.1	Beneficiary Demographics and Inclusion Profile	58
6.2	Mobilization Effectiveness and Drivers of Enrolment	58
6.3	Training Quality and Trainee Satisfaction	59
6.4	Skill Acquisition, Confidence and Workplace Readiness	59
6.5	Placement Outcomes and Employability Impact	60
6.6	Programme Perception and Community Endorsement	61
6.7	Household-Level Socio-Economic and Community Impact	61
7	RECOMMENDATIONS	62
7.1	Training Effectiveness and Employment Outcome	62
7.2	Industry Relevance and Labour Market Alignment	63
7.3	Sustainability of Employment and Institutional Linkage	64
7.4	Household and Community-Level Impact	64
8	LIMITATIONS OF THE STUDY	65
9	ANNEXURES	67

LIST OF FIGURES

Figure 1: Trainee Feedback at Tomka Forest	1
Figure 2: Trainee Feedback at Sulia	2
Figure 3: Trainee Feedback at Sansailo	3
Figure 4: Trainee at Abhayapur	4
Figure 5: Trainee Feedback at Botalanda	4
Figure 6: MMC India Presence	6
Figure 7: Trainee Feedback at Lembo	7
Figure 8: Trainee Feedback at Mantira	7
Figure 9: Trainee Feedback at Bambilo	8
Figure 10: Trainee Feedback at Nizigarh	9
Figure 11: Trainee Feedback at Ransol	11
Figure 12: Trainee Feedback at Kalarangiata	12
Figure 13: Age Profile of Fresh Trainee	14
Figure 14: Educational Qualification of Fresh Trainee	15
Figure 15: Community Category of Fresh Trainee	16
Figure 16: Marital Status of Fresh Trainee	16
Figure 17: Family Occupation of Fresh Trainees	17
Figure 18: Pre-Training Occupation Status of Fresh Trainees	18
Figure 19: Training Entry and Mobilisation Pathways of Fresh Trainees	18
Figure 20: Reasons for Joining the Training Programme	19
Figure 21: Adequacy of Training Infrastructure	20
Figure 22: Satisfaction with Training Components - Fresh Trainees	20
Figure 23: Level of Satisfaction with Trainer Performance - Fresh Trainees	21
Figure 24: Training Contribution to Skill Improvement - Fresh Trainees	22

Figure 25: Willingness to Recommend the Training Programme to Others - Fresh Trainees	22
Figure 26: Working Status Fresh Trainee	23
Figure 27: Employment Location After Training - Surveyed Fresh Trainees	24
Figure 28: Job Satisfaction Fresh Trainees	25
Figure 29: Salary Distribution at Time of Placement - Fresh Trainees	26
Figure 30: Current Monthly Salary Distribution - Fresh Trainees	26
Figure 31: Primary Asset Distribution	28
Figure 32: Distribution of All Purchases	30
Figure 33: Age Distribution - Existing Workers	32
Figure 34: Educational Attainment-Existing Worker	33
Figure 35: Employment Status Before Training	34
Figure 36: Skill Upgradation Existing Workers (Post Training)	35
Figure 37: Relevance of Training to Current Job Role - Existing Workers	35
Figure 38: Reported Change in Work Productivity After Training - Existing Workers	36
Figure 39: Satisfaction with Employer Support During Training - Existing Workers	37
Figure 40: Training Contribution to Skill Enhancement - Existing Workers	37
Figure 41: Training Contribution to Promotion - Existing Workers	38
Figure 42: Salary Distribution Before & After Training - Existing Workers	39
Figure 43: Overall Job Satisfaction Levels - Existing Workers (Five-Point Likert Scale)	40
Figure 44: Perceived Improvement in Household and Social Well-being - Existing Workers	41
Figure 45: Gram Panchayat Sarpanch Feedback	45
Figure 46: Panchayat Sarpanch Feedback	47
Figure 47: MMC Survey Agency Team at DMFT office	50
Figure 48: Performance Level of Trained Workers - Industry Assessment	52
Figure 49: Adaptability to New Technology - Trained Workers	52
Figure 50: Retention Challenges - Trained Workers Beyond One Year	53

Figure 51: Productivity Level of Trained Workers - Industry Assessment	53
Figure 52: Industry Willingness to Co - invest in Worker Training	54

LIST OF TABLES

Table 1: Stakeholder Details	10
Table 2: Comparative Salary Distribution (%) Fresh Trainees	27
Table 3: Primary Asset Purchased (Single Highest Value Classification)	28
Table 4: All Purchases Reported (Multiple Responses)	29
Table 5: Comparative Salary Distribution (in %) of Existing Workers.....	39
Table 6: Perception Indicator	49

LIST OF ABBREVIATIONS

Abbreviation	Full Form
CSR	Corporate Social Responsibility
DMF	District Mineral Foundation
DMFT	District Mineral Foundation Trust
GP	Gram Panchayat
HEMM	Heavy Earth Moving Machinery
HR	Human Resources
INR	Indian Rupees
ITI	Industrial Training Institute
M&E	Monitoring and Evaluation
MMC	Manpower Management Centre
MoU	Memorandum of Understanding
NAPS	National Apprenticeship Promotion Scheme
NSQF	National Skills Qualifications Framework
OBC	Other Backward Class
PAP	Project Affected Persons
PPE	Personal Protective Equipment
PRI	Panchayati Raj Institutions
RPL	Recognition of Prior Learning
SC	Scheduled Caste
SCMS	Skill council for Mining Sector
ST	Scheduled Tribe
STT	Short Term Training
ToT	Training of Trainers

1. EXECUTIVE SUMMARY

1.1 Background, Coverage and Sample Profile

This report presents the findings of the Impact Assessment for a Skill Development and Training Program conducted by Skill Council for Mining Sector (SCMS) in mining trades for mining affected areas of Jajpur district with support and funding from DMFT-Jajpur. The assessment is based on a structured survey of a purposive sample of 104 Fresh Trainees and 164 Existing Workers from training batches, conducted for 2022-23. All findings expressed as percentages refer to this sample and should not be generalised as programme-level totals without reference to the full beneficiary population data maintained by SCMS. The study integrates quantitative survey data with qualitative inputs from industry representatives, community leaders, and district-level administrative stakeholders to ensure a comprehensive evaluation. Beneficiaries are drawn from mining-affected communities within the defined geographic radius of DMFT-Jajpur's operational mandate, consistent with the Programme's focus on Project Affected Persons (PAPs) - individuals and households directly or indirectly affected by mining operations and associated land-use changes in Jajpur district. A majority of participants belong to OBC and ST communities and have educational attainment below Class 10. Participation is predominantly male, with limited representation of women. Most beneficiaries are married and economically responsible for their households, underscoring the importance of income stability and employment continuity. Existing Workers largely fall within mid-career age groups, indicating the programme's relevance for workforce upskilling rather than only first-time job seekers.



Figure 1: Trainee Feedback at Tomka Forest

1.2 Key Outcome Highlights

The assessment indicates meaningful performance at the outcome level. A substantial majority of Fresh Trainees and Existing Workers reported measurable improvement in technical skills, practical competency, and safety awareness following training. Satisfaction levels regarding trainer effectiveness, instructional delivery, and trade relevance were generally high across both groups. Industry stakeholders rated trained candidates positively in terms of discipline, productivity, and workplace readiness. Among the surveyed sample, approximately 48.5% of Fresh Trainees secured placement after training, indicating moderate labour market absorption. Existing Workers reported enhanced productivity and skill utilisation in current roles. Incremental salary mobility is evident across both groups, suggesting gradual economic progression rather than immediate wage jumps.



Figure 2: Trainee Feedback at Sulia

1.3 Key Impact Highlights

Beyond immediate employment outcomes, the programme has generated early signs of household-level socio-economic improvement among the surveyed beneficiaries. Reported improvements include enhanced financial independence, greater participation in family decision-making, and improved social recognition within their communities' outcomes more directly attributable to Fresh Trainees who transitioned to new employment. For Existing Workers, impacts are reflected in workplace recognition, skill certification benefits, and incremental wage mobility. Post-placement asset acquisition including mobile phones and two-wheelers reflects tangible income utilisation and improved mobility. Community stakeholders observed enhanced youth confidence and growing aspiration toward skilled employment. There is perception-level evidence of reduced distress migration owing to local employment opportunities. Collectively, these indicators suggest that the intervention

contributes to livelihood stabilisation and gradual economic resilience in mining-affected households.

1.4 Major Strengths

The programme demonstrates strong alignment with industry requirements, as reflected in high relevance ratings and positive employer feedback. Training delivery was supported by competent instructors and practical exposure, leading to improved technical confidence and safety compliance. The initiative effectively targets socially and economically vulnerable populations, reinforcing its inclusive development orientation. Institutional coordination between training providers, industry, and district administration strengthens programme credibility and sustainability. Visible economic indicators such as asset creation and incremental wage progression further validate programme effectiveness.



Figure 3: Trainee Feedback at Sansailo

1.5 Areas for Improvement

Despite positive results, several structural gaps require attention. Female participation remains significantly low and requires targeted mobilisation strategies. Placement rates, while moderate, suggest scope for strengthening industry partnerships and structured job-matching mechanisms. Career progression pathways and advanced skill modules are not yet fully institutionalized, limiting long-term upward mobility for some beneficiaries. Retention variability in certain industrial contexts indicates the need for improved post-placement engagement. Monitoring systems would benefit from modernization through AI-based real-time data tracking, integrated dashboards, and structured longitudinal follow-up to strengthen accountability and evidence-based planning.

1.6 Way Forward

To strengthen long-term impact, the programme should evolve into a structured skill-to-employment ecosystem with stronger industry partnerships, placement-linked training, and advanced skill progression pathways. Greater focus is needed on women's participation through gender-responsive mobilisation and safer workplace access. Institutionalised post-placement support, retention tracking, and targeted assistance for not-placed candidates through counselling, alternative placements, and self-employment support are essential.



Figure 4: Trainee at Abhayapur

2. INTRODUCTION AND BACKGROUND

2.1 Overview of the Mining Sector in Odisha

Odisha is among India's most mineral-endowed states and plays a significant role in the national mining and metals economy. The state is a leading producer of iron ore, chromite, bauxite, manganese, and coal, supporting a broad network of mining operations, mineral-based industries, logistics, and ancillary services. Districts like Jajpur occupy a strategic position within this ecosystem due to the presence of mineral-processing units, industrial clusters, and transport corridors linked to mining activity. Employment generated by the mining sector in Jajpur is largely contractual in nature, characterised by limited job security, skill stagnation, and restricted upward mobility within mining and allied industries. A substantial share of the workforce is drawn from nearby rural, tribal, and economically vulnerable communities, for whom mining-related employment including direct mine work, mineral processing, equipment operation, and ancillary services represents a primary livelihood option. These structural characteristics underscore the importance of sustained, sector-specific skill



Figure 5: Trainee Feedback at Botalanda

development and workforce upgrading to improve productivity, safety, income stability, and long-term employability within the mining value chain.

2.2 District Mineral Foundation Trust (DMFT)

The District Mineral Foundation Trust (DMFT) was constituted to ensure that benefits derived from mining activities are equitably shared with communities affected by mining operations. In Odisha, DMFT has emerged as a critical institutional mechanism for translating mineral revenues into long-term social and economic development outcomes, with emphasis on livelihood enhancement, human capital development, and community resilience. In districts like Jajpur, DMFT-supported interventions have progressively shifted from short-term welfare measures toward outcome-oriented investments, particularly in skill development. Under this approach, DMFT-supported skill development initiatives are designed to:

1. Enhance employability of local youth from mining-affected areas,
2. Upgrade skills of existing workers engaged in mining and allied industries,
3. Reduce dependency on migrant labour by strengthening local workforce capacity,
4. Improve income stability and job continuity among contractual and semi-skilled workers.

Programmes are aligned with local industrial demand, safety requirements, and occupational standards relevant to the mining and mineral-based industries sector. Implementation is conducted in collaboration with sector-aligned institutions such as SCMS, ensuring that curricula, assessments, and certifications are industry-recognised and demand-driven.

2.3 Skill Council for Mining Sector (SCMS)

The skill development ecosystem in Odisha has evolved to address the dual challenge of meeting industry demand while enhancing employability among local youth and workers. Within this ecosystem, the SCMS initiative plays a pivotal role by focusing on industry-aligned, demand-driven skill training linked directly to employment opportunities in mining and allied sectors. SCMS programs are designed to cater to both fresh entrants to the labour market and existing workers already engaged in mining, industrial, and service-

sector roles. The mandate extends beyond initial training to include upskilling, reskilling, workplace readiness, and alignment with occupational standards relevant to the mining value chain. The approach emphasizes practical competencies, safety awareness, and job continuity, particularly for populations with limited formal education.

2.4 Manpower Management Centre (MMC)

Manpower Management Centre (MMC) was established in the year 1987. Over the past 38 years, MMC focusses on societal research, CSR impact assessment, market scan studies, and reviews of state/national programs (baseline, mid-line, end-line) and analytics. The organization boasts a robust and experienced Governing Board with extensive expertise across government, banking, public sector undertakings, and the private sector.



Figure 6: MMC India Presence

Leveraging its extensive experience in database collection and assimilation across various sectors, MMC has successfully implemented numerous projects nationwide, including recent initiatives in 25 states and 2 union territories, covering regions in the North, East, South, and West of India. SCMS had invited proposals through a closed net published RFP to conduct impact assessment study for two districts in Odisha i.e. Jajpur and Angul for which the contract was awarded to MMC through a tendering process. This study was conducted by MMC to ascertain effectiveness of the SCMS skilling project.

2.5 Mining Industry

The mining and mineral-based industries operating in Odisha increasingly require a workforce that is not only physically capable but also technically competent, safety-conscious, and adaptable to evolving operational standards. Industry stakeholders highlight persistent gaps in skill levels, particularly among workers with low formal education and limited access to structured training.

From an industry perspective, skill development initiatives such as SCMS-supported programs are critical for:

1. Enhancing worker productivity and operational efficiency.
2. Reducing workplace accidents and safety risks.
3. Improving retention and reducing dependency on migrant labour,
4. Creating a locally rooted and industry-ready workforce.



Figure 7: Trainee Feedback at Lembo

2.6 Project Affected Persons (PAPs)

For the purposes of this assessment, Project Affected Persons (PAPs) refer to individuals and households residing within the mining-affected areas of Jajpur district who are directly or indirectly impacted by mining operations, associated land use, environmental effects, or displacement. This includes communities within the geographic mandate of DMFT-Jajpur's operational radius, as defined under relevant statutory provisions. The SCMS skill development programme prioritises PAPs and their dependents as primary target beneficiaries, recognising that mining-linked economic disruption necessitates structured livelihood support and skill intervention.



Figure 8: Trainee Feedback at Mantira

The mining sector in Jajpur provides a complex employment environment where contractual and semi-skilled work dominates. Skill development interventions therefore serve not only as capacity-building tools but as mechanisms for improving employment quality and economic resilience among communities most directly affected by mining activity.

2.7 Rationale for Impact Assessment

The given the scale of investment under DMFT and the strategic importance of skill development in mining-affected districts, there is a clear need for systematic impact assessment. Beyond tracking outputs such as number of trainees trained or placed, it is essential to examine outcomes related to employment quality, income mobility, job satisfaction, and social empowerment.

This impact assessment seeks to evaluate whether SCMS-supported skill interventions are achieving their intended outcomes for different beneficiary groups and contributing meaningfully to inclusive development objectives in mining-affected regions.



Figure 9: Trainee Feedback at Bambilo

2.8 Objectives of the Study

The specific objectives of this study are to:

1. Assess the socio-economic profile of fresh trainees and existing workers participated in SCMS-supported programs.
2. Examine training relevance, quality, and alignment with industry requirements.
3. Evaluate employment outcomes, including placement, job continuity, and income mobility.
4. Analyze changes in worker productivity, skill confidence, and job satisfaction.
5. Document broader social and household-level impacts, including asset creation and social empowerment.
6. Provide evidence-based insights to inform policy, program design, and future DMFT-supported skill interventions.

3. APPROACH & METHODOLOGY

3.1 Study Design

The study adopted a mixed-methods evaluation design to assess the outcomes and early impacts of DMFT-supported skill development interventions implemented through SCMS-aligned programmes in Jajpur district. The design integrates quantitative analysis of structured survey data with qualitative insights drawn from stakeholder interactions and field observations. The assessment focuses on outcome-level and early impact-level changes specifically, technical skill competency, workplace confidence, training relevance, placement and employment status, salary progression, job satisfaction, and household-level social impacts.



Figure 10: Trainee Feedback at Nizigarh

3.2 Sampling Framework

This assessment is based on a purposive and stratified sample drawn from the 2022–23 training cohort. All findings expressed as percentages in this report are sample-based and reflect the characteristics of the surveyed group unless explicitly stated otherwise. Programme-level placement and outcome totals (i.e. figures for the full beneficiary population) are maintained separately by SCMS and DMFT and should be consulted for aggregate programme reporting. Where SCMS programme-level data is available, it is presented alongside sample findings for reference.

3.2.1 Beneficiary Groups

1. Fresh Trainees

A sample of 104 Fresh Trainees from the 2022–23 batch was drawn from individuals who completed SCMS-aligned training programmes under DMFT support. The sample included youth from mining-affected communities with limited prior work exposure, ensuring representation of first-time labour market entrants. Selection aimed to capture diversity across age, education level, and household economic background.

2. Existing Workers

A sample of 164 Existing Workers from the 2022–23 batch was drawn from individuals employed in mining and allied industries who underwent skill upgradation or Recognition of Prior Learning (RPL) interventions. The sample predominantly comprised contractual and semi-skilled workers, reflecting the workforce structure prevalent in the mining-influenced areas of Jajpur district. It is noted that RPL interventions differ from Short Term Training (STT) in scope, duration, and expected outcomes; findings for each group are therefore presented and interpreted separately where applicable.

3. Families of Beneficiaries

Household-level perspectives were gathered from 20 family members to understand changes in income stability, asset creation, and social standing.

3.2.2 Stakeholder Groups

Industry representatives, Gram Panchayat leaders, PRI members, DMFT officials, and district-level stakeholders were consulted through key informant interviews and structured surveys. Details are presented in [Table 1](#).

Table 1: Stakeholder Details

S. No.	Stakeholders Type	Name/ Description	Location	Data Collected
1	Project Funding Agency	District Mineral Foundation Trust	Jajpur	1
2	Beneficiary	Trainee	Jajpur	104 (Fresh Trainees) + 164 (Existing Workers)
3	Beneficiary Family	Head/ Any other adult of the family	Jajpur	20
4	Community Representatives	Gram Pradhan/ Block Pramukh/ Other	Jajpur	15

Explanation of Measurement Tools

Structured questionnaires for job satisfaction and training quality assessment used a five-point Likert scale, where 1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, and 5 = Strongly Agree. Results are reported as percentage distributions across these response categories. Aggregate "positive perception" is defined as the combined proportion of Agree and Strongly Agree responses. This method enables standardised comparison across beneficiary groups and training parameters.



Figure 11: Trainee Feedback at Ransol

3.3 Data Collection Tools and Methods

A combination of quantitative and qualitative data collection tools was deployed to ensure comprehensive coverage of programme processes and outcomes.

3.3.1 Structured Questionnaires

Structured questionnaires were administered to Fresh Trainees and Existing Workers.

The questionnaires captured information on:

1. Socio-demographic characteristics,
2. Training quality and experience,
3. Skill acquisition and utilisation,
4. Employment outcomes and income changes,
5. Job satisfaction and sustainability,
6. Social and household-level impacts.

The use of standardised instruments enabled comparability across beneficiary groups and facilitated systematic quantitative analysis.

3.3.2 Key Informant Interviews

Key Informant Interviews (KIIs) were conducted with industry representatives, community leaders, and DMFT officials. These interviews provided qualitative insights into:

1. Industry demand and skill relevance,
2. Employer perceptions of trained workers,
3. Community-level impacts and acceptance,
4. Implementation challenges and good practices.

KIIs were semi-structured, allowing respondents to elaborate on context-specific experiences and observations.

3.3.3 Field Observations

Field observations were undertaken at training centres, workplaces, and selected beneficiary households. Observations focused on:

1. Training infrastructure and delivery environment,
2. Workplace conditions and skill utilisation,
3. Interaction between trained workers and supervisors.

These observations helped validate survey responses and added contextual depth to the analysis.



Figure 12: Trainee Feedback at Kalarangiata

3.3.4 Photo Documentation

Photographic documentation was used as a supplementary qualitative tool to capture tangible evidence of programme outcomes.

This included images of:

1. Training sessions and facilities,
2. Workplace engagement of trained beneficiaries,
3. Post-placement asset acquisition (such as mobile phones, two-wheelers, and household improvements).

Photo documentation supported visual verification of reported outcomes and strengthened the credibility of impact narratives.

3.3.5 Data Analysis and Interpretation

Quantitative data were analysed using descriptive statistics, including percentages and frequency distributions, to identify patterns and trends across beneficiary groups. Qualitative data from interviews and observations were thematically analysed and used to contextualise and interpret quantitative findings.

Findings were interpreted through an outcome and impact lens, aligned with OECD-DAC dimensions of effectiveness, relevance, sustainability, and impact. This ensured that the

analysis remained focused on meaningful changes attributable to the skill development interventions.

3.4 Ethical Considerations and Limitations

Informed consent was obtained from all respondents. Participation was voluntary, and confidentiality was maintained. Findings are based on self-reported data and are subject to recall bias; however, triangulation across data sources mitigated this limitation. The sample is purposive rather than random; therefore, statistical inference to the full programme population should be made with caution. Findings are best interpreted as indicative of patterns and trends within the surveyed group.

The mixed-methods design provides a robust framework for understanding both measurable outcomes and contextual factors influencing beneficiary experiences. Clarity on the distinction between sample-based findings and programme-level totals is essential for responsible interpretation and stakeholder communication.

4. QUANTITATIVE ANALYSIS

All percentages in this chapter are derived from the surveyed sample (Fresh Trainees: n=104; Existing Workers: n=164) and represent sample-level findings. Programme-level totals should be sourced from SCMS administrative records. Fresh Trainees (STT) and Existing Workers (RPL) are analysed separately throughout this chapter given the distinct nature of their training interventions and expected outcomes.

4.1. Fresh Trainees

This section presents findings from the quantitative survey of 104 Fresh Trainees who completed the SCMS Skill Development Training Programme in Jajpur district during 2021–23. The analysis covers programme awareness, training quality, learning outcomes, placement status, and early socio-economic impact.

4.1.1 Social Back Ground Profile of Fresh Trainees

1. Age Profile

The age distribution is heavily concentrated in the 21–35 age range (83%), indicating that the program is effectively reaching the prime working-age population. The largest segment, 21–25 years (40%), reflects strong participation from early-career youth who are most adaptable to skill development and employment opportunities. The 31–35 group (27%) represents slightly more mature participants, likely seeking career stabilization or transition, which strengthens the program’s impact on sustained livelihoods.

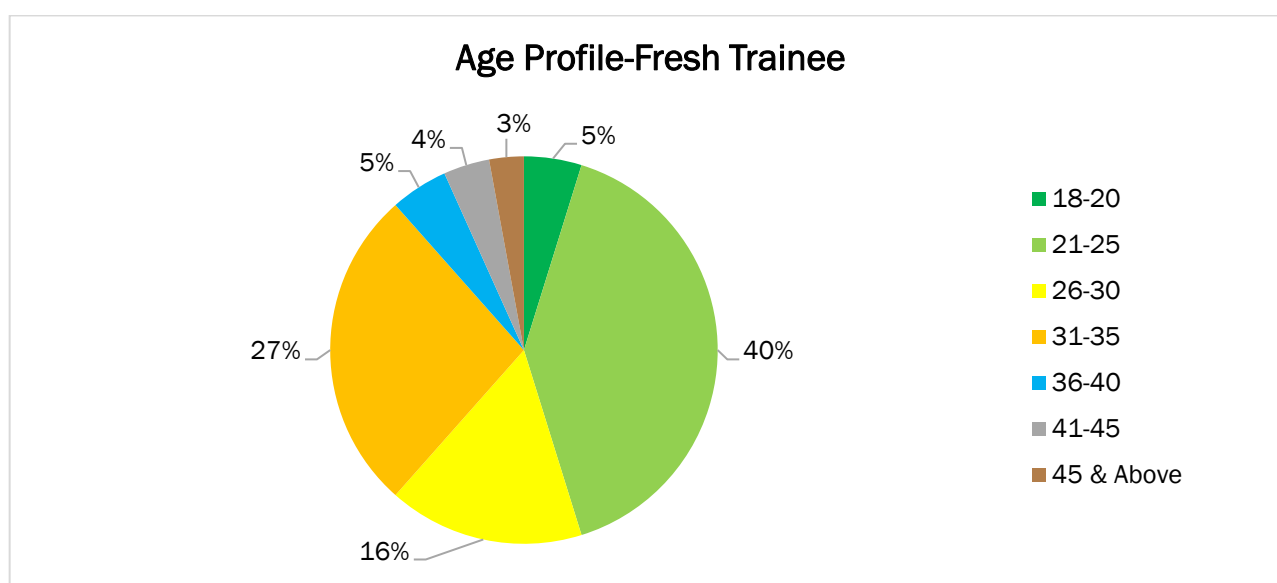


Figure 13: Age Profile of Fresh Trainee

Lower representation in younger (18–20) and older age groups (36+) suggests limited outreach or lower demand among these segments.

From an SCMS standpoint, the current pattern is optimal for maximizing employability outcomes, as it targets individuals with both learning capacity and immediate income needs, thereby enhancing the effectiveness of livelihood interventions.

2. Gender Composition

The pre-dominance of men in the sector reflects the traditionally male-dominated nature of mining, driven by historical employment patterns, physically demanding conditions,

remote work locations, and socio-cultural norms that have limited or no female participation in mining activities.

3. Educational Attainment

Among the surveyed sample, over 77% of Fresh Trainees have educational attainment at or below Class 10 whereas Class 10 pass students constitute approximately 12% confirming the programme's reach among educationally underserved groups.

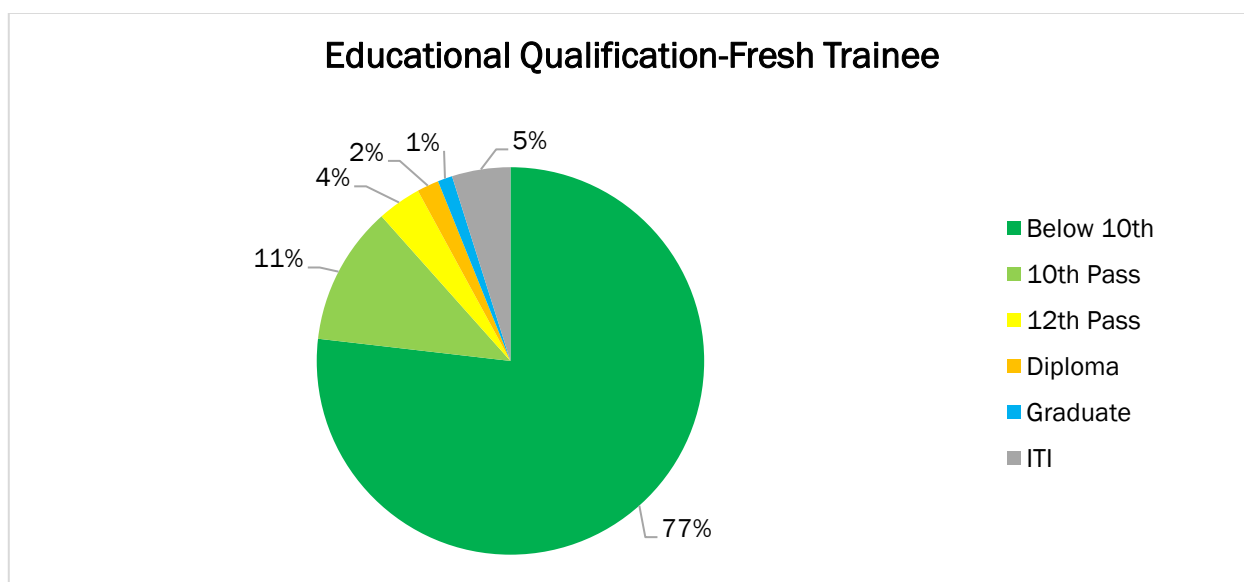


Figure 14: Educational Qualification of Fresh Trainee

Overall, the data suggests that the training program is effectively bridging the gap between low educational attainment and livelihood opportunities, which is a key indicator of social impact.

4. Community Background

The distribution shows a strong dominance of 69 OBC trainees (66%), indicating that the program is effectively reaching socially and economically backward communities, which aligns well with inclusive development objectives. The participation of 16 ST trainees (15%) is notable and reflects meaningful outreach to tribal populations, often considered hard-to-reach beneficiaries. However, the relatively lower representation of 6 SC trainees (6%) suggests a potential gap that may require targeted mobilization strategies. The 13 General category (13%) remains limited, reinforcing that the program is largely focused on priority and vulnerable groups.

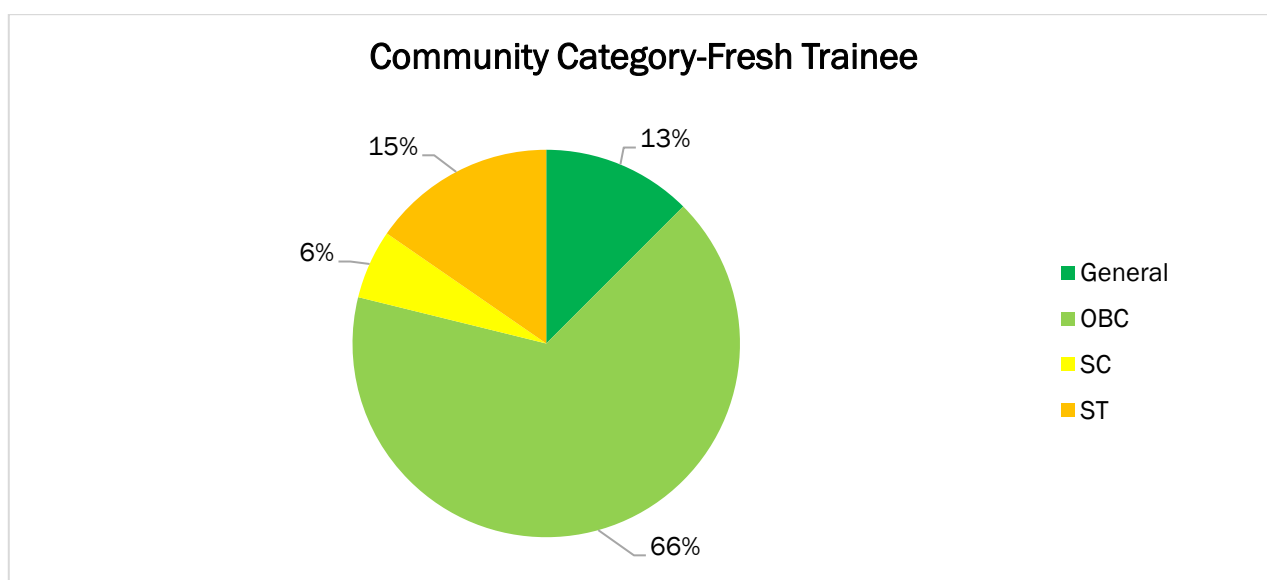


Figure 15: Community Category of Fresh Trainee

The strong representation of OBC and ST communities indicates that the programme effectively reaches socially and economically disadvantaged groups, aligning with inclusive development objectives.

5. Marital Status

An overwhelming ~44% of respondents are married, while only ~55% are unmarried and only 1% is under divorced category. This suggests that most trainees carry family responsibilities, making income stability and job continuity critical outcomes of the training intervention.

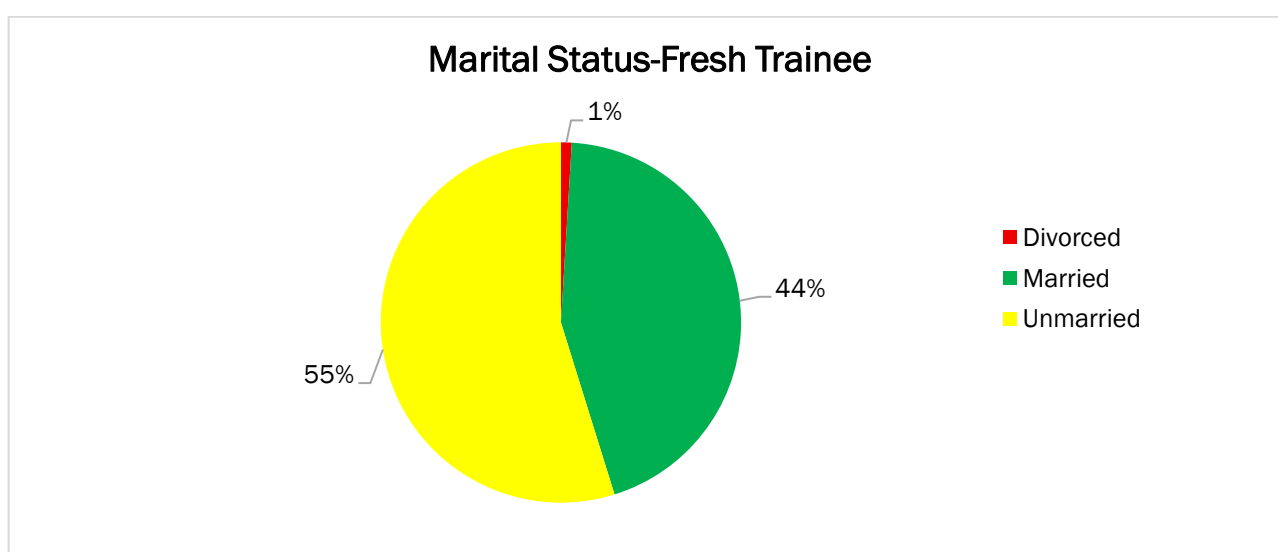


Figure 16: Marital Status of Fresh Trainee

The marital profile further explains the observed preference for local employment and reduced migration, as trainees prioritize household stability.

4.1.2 Economic Profile of families of Fresh Trainees

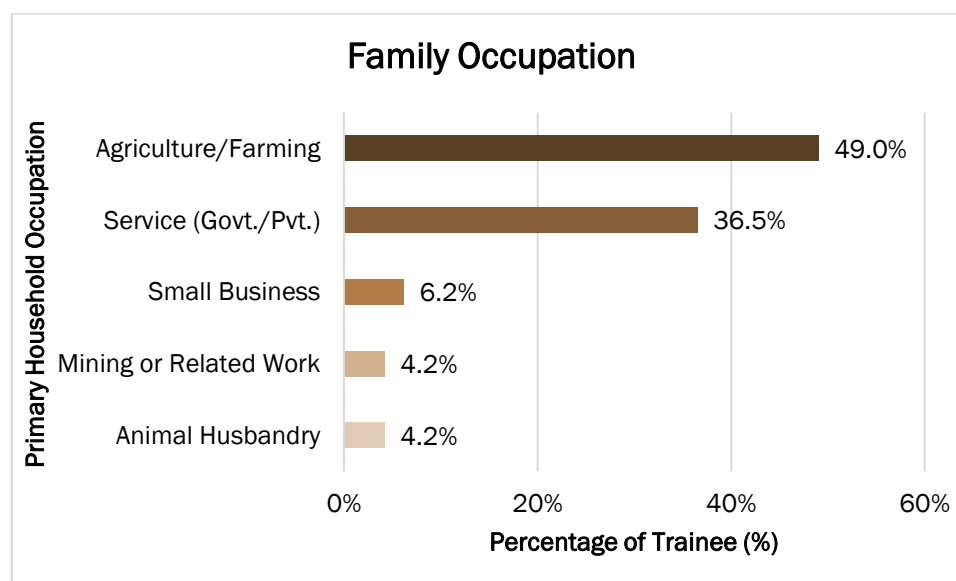


Figure 17: Family Occupation of Fresh Trainees

The analysis shows that agriculture and farming constitute the primary source of household income for 49.0% of fresh trainees, indicating a strong rural and agrarian background. A significant 36.5% of trainees come from service-based households (government or private), reflecting partial exposure to formal employment sectors. Small business activities account for 6.2%, suggesting limited entrepreneurial income sources among trainee families. Regular mining or mining-related work and animal husbandry each contribute 4.2%, highlighting minimal dependence on sector-specific or allied occupations. Overall, the income profile indicates that the training program largely caters to candidates from economically vulnerable and traditionally non-industrial households, underlining the program's relevance for livelihood diversification and upward mobility.

The agrarian and service-sector household background of most Fresh Trainees underlines the programme's role as a pathway to economic diversification, transitioning beneficiaries from informal rural occupations toward structured industrial employment within the mining sector.

4.1.3 Program Awareness and Mobilization

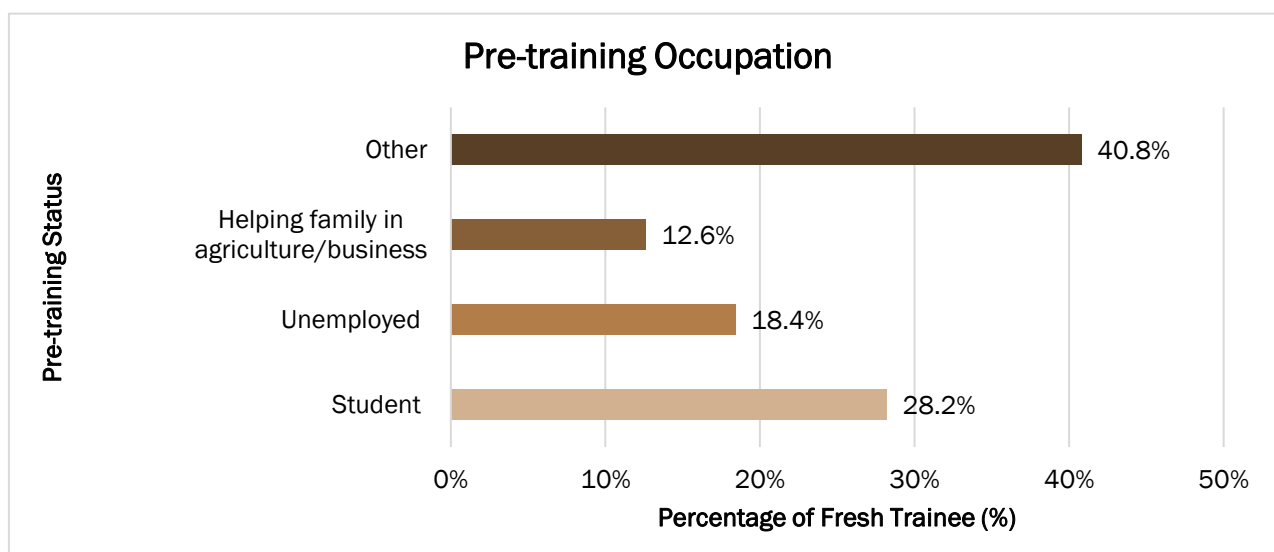


Figure 18: Pre-Training Occupation Status of Fresh Trainees

The chart reflects diverse entry conditions, requiring a differentiated training strategy. A large “Other” category 40.8% suggests varied and unstructured backgrounds, highlighting the need for baseline assessments and flexible learning pathways. The student 28.2% segment indicates high adaptability but limited practical exposure, requiring industry-linked and application-oriented training. Unemployed 18.4% participants are outcome-focused and need short-term, job-oriented programs with strong placement support. Those engaged in family agriculture or business 12.6% benefit more from entrepreneurship and productivity-focused interventions than conventional employment pathways. Overall, SCMS should adopt a tailored approach integrating employability, skill alignment, and livelihood enhancement to effectively address this heterogeneous trainee base.

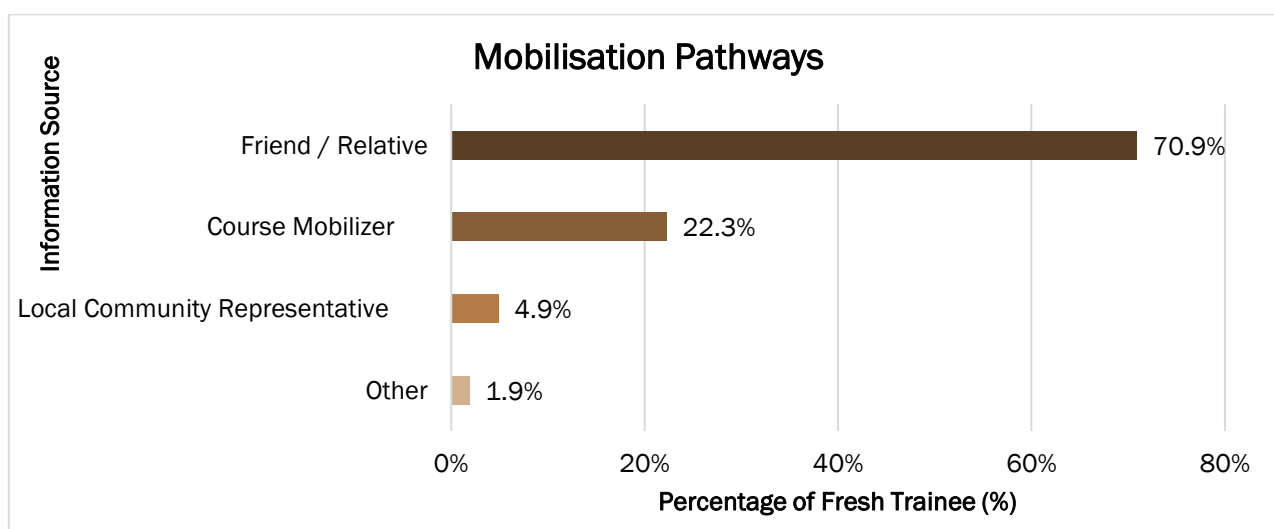


Figure 19: Training Entry and Mobilisation Pathways of Fresh Trainees

Friends and relatives were the dominant source of programme awareness, accounting for 70.9% of responses among surveyed trainees, underscoring the critical role of informal social networks in programme outreach. Course mobilisers contributed to 22.3% of awareness generation, indicating their effectiveness as a formal channel for enrolment. Community representatives accounted for 4.9% and other sources for 1.9%. Overall, community-based and peer-driven dissemination mechanisms appear considerably more effective than institutional or mass communication approaches for mobilising Fresh Trainees in the Jajpur region.

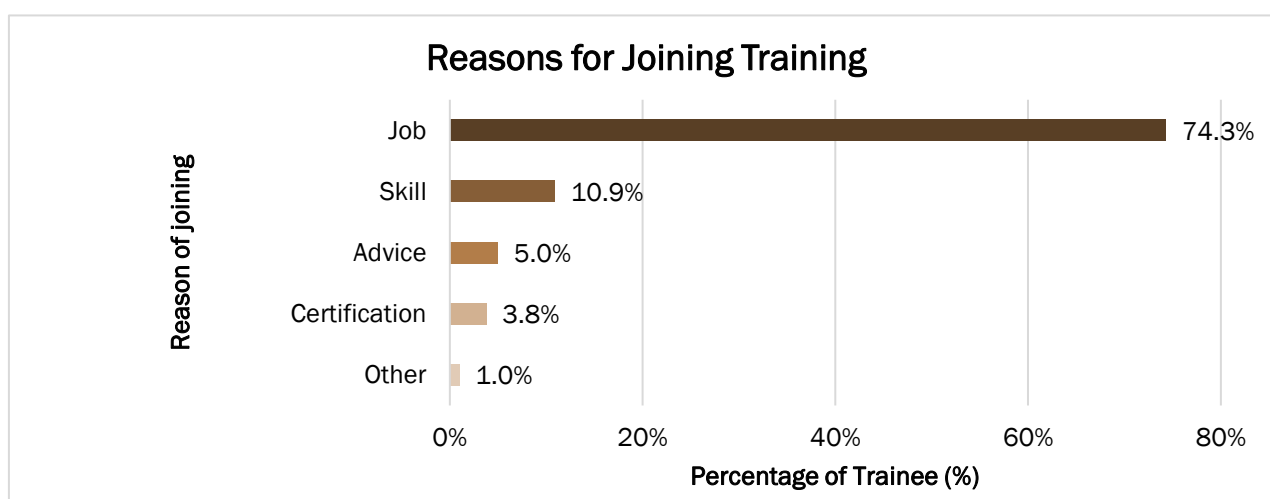


Figure 20: Reasons for Joining the Training Programme

The analysis clearly indicates that employment-driven motivation dominated trainee decisions, with 74.3% joining the course primarily to secure a job or placement. A smaller proportion, 10.9%, reported interest in the nature of the job or sector, reflecting intrinsic motivation toward the field. Skill acquisition alone motivated 5.0% of trainees, while 3.8% enrolled based on recommendations from others. The remaining responses, each accounting for 1%, reflect combined or secondary motivations such as skill learning alongside placement or peer influence.

The programme is perceived primarily as an employment-facilitation intervention rather than a purely educational one, reflecting strong livelihood-orientation among beneficiaries. Mobilisation strategies should continue to leverage peer networks while exploring school-level, PRI-linked, and digital outreach channels to diversify reach.

4.1.4 Training Inputs and Quality

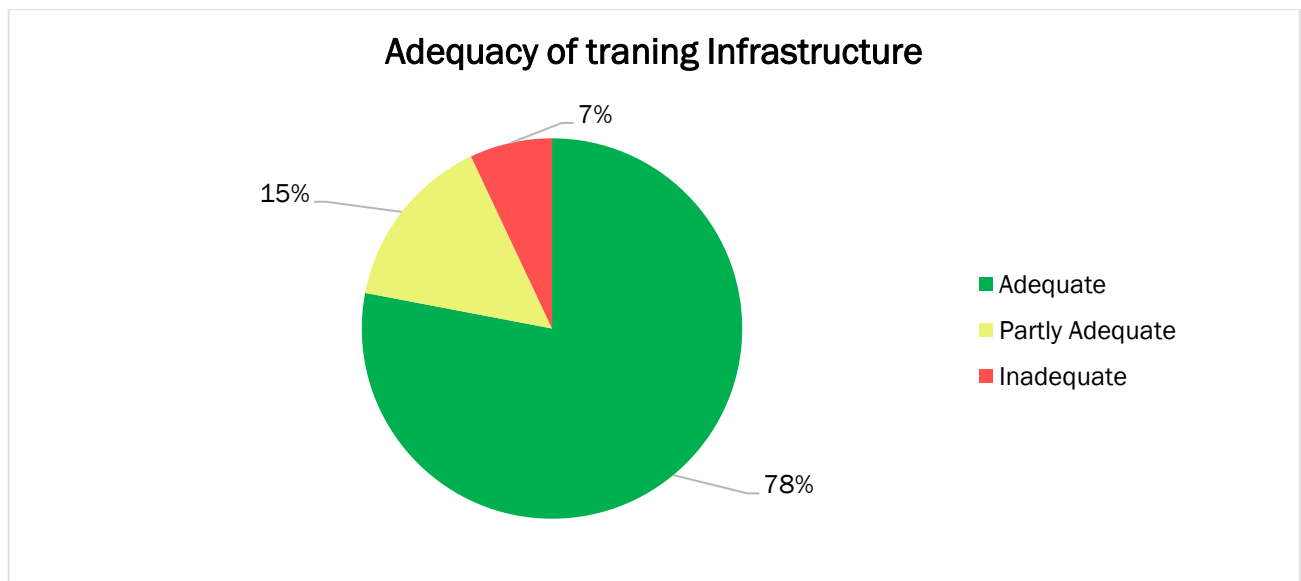


Figure 21: Adequacy of Training Infrastructure

The perception of training infrastructure among fresh trainees in Jajpur is largely positive. Nearly four out of five trainees (78%) reported that the infrastructure was adequate, indicating that basic facilities and learning environments met participant expectations. A combined 22% expressed reservations-15% rating it only partly adequate and 7% finding it inadequate indicating the need for targeted improvements in equipment availability, physical space, and learner support amenities. highlights the need for targeted improvements, particularly in equipment availability, space, and learner support amenities to ensure a more uniform training experience.

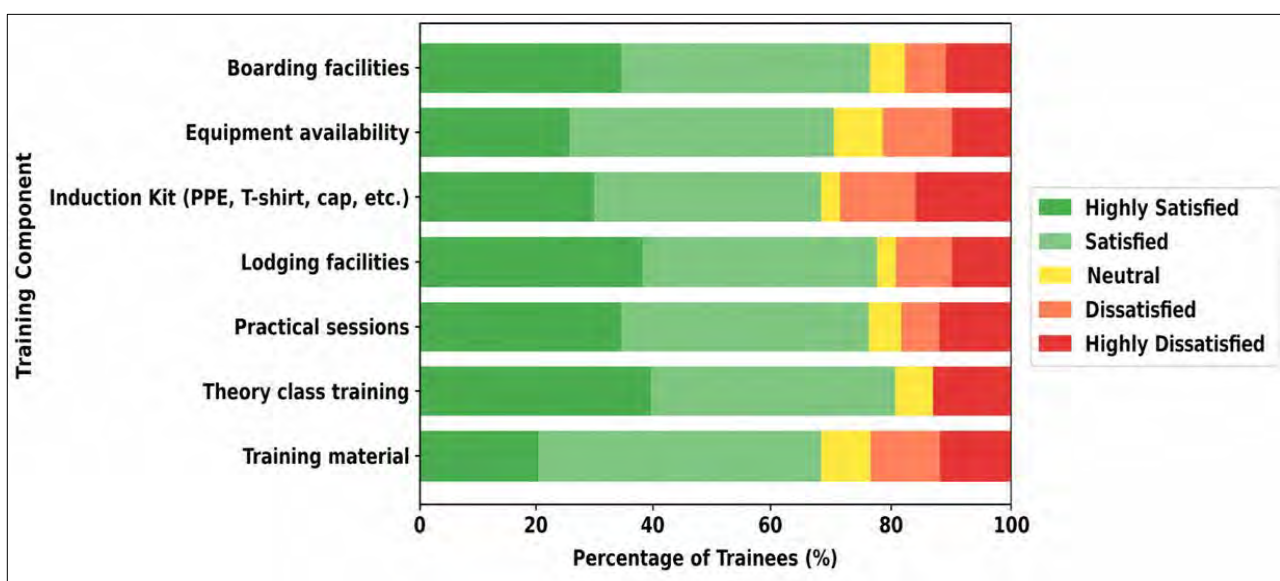


Figure 22: Satisfaction with Training Components - Fresh Trainees

Satisfaction with core training components is generally high across the surveyed sample. Practical sessions and theory-based instruction receive comparatively higher satisfaction, reflecting the strength of core instructional delivery. Areas of relatively lower satisfaction include induction kits and lodging facilities. Induction kit concerns likely relate to delayed distribution, incomplete contents, or poor alignment with course requirements. Accommodation-related dissatisfaction points to issues around overcrowding, hygiene, and maintenance standards. These gaps indicate a need for standardised service benchmarks and stronger vendor management in supporting facilities. Addressing these operational gaps would meaningfully improve the overall training experience without affecting the strong core instructional delivery that the programme already demonstrates.

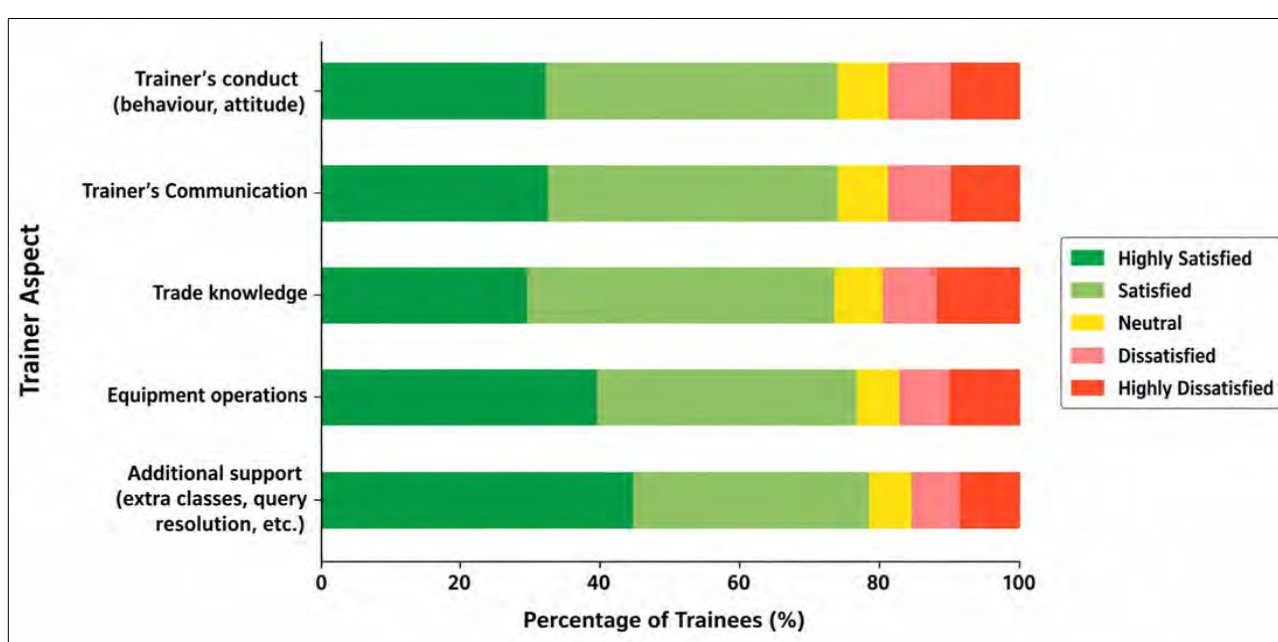


Figure 23: Level of Satisfaction with Trainer Performance - Fresh Trainees

Moreover, the satisfaction ratings for trainer-related aspects indicate a strongly positive perception of trainer effectiveness across all evaluated dimensions. A clear majority of trainees reported being satisfied or highly satisfied with trainer conduct, communication, and trade knowledge, reflecting professionalism and subject-matter competence.

The core instructional components of the programme-trainer quality, practical delivery, and trade relevance-are well-regarded by Fresh Trainees. Targeted improvements to supporting facilities and non-academic components would contribute to a more consistent and complete training experience.

Equipment operation guidance also received high satisfaction, highlighting the trainers' ability to translate theory into practical skills. While neutral responses are minimal, a small proportion of dissatisfaction is observed, particularly in additional support activities such as extra classes or query resolution.

4.1.5 Learning Outcomes and Skill Improvement

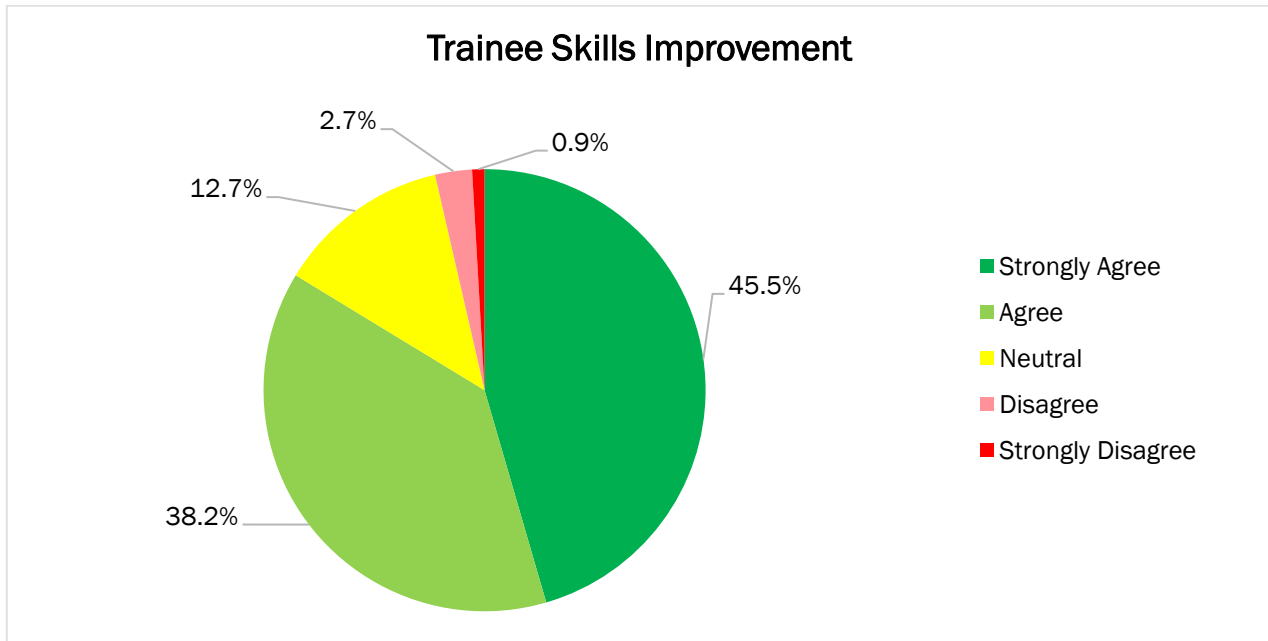


Figure 24: Training Contribution to Skill Improvement - Fresh Trainees

A combined 83.7% of surveyed Fresh Trainees agreed or strongly agreed that the training improved their skills (45.5% strongly agreed; 38.2% agreed). Only 12.7% were neutral and 3.6% expressed disagreement. This indicates a high level of perceived skill enhancement and confirms strong training effectiveness at the outcome level within the surveyed sample.

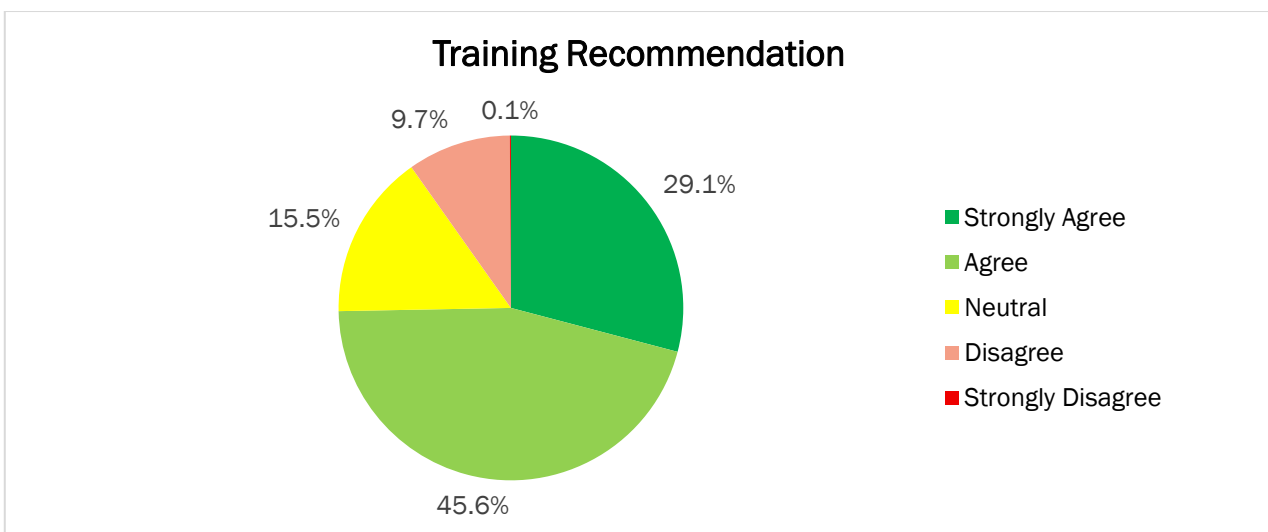


Figure 25: Willingness to Recommend the Training Programme to Others - Fresh Trainees

A combined 74.7% of surveyed Fresh Trainees expressed a positive intent to recommend the programme (29.1% strongly agreed; 45.6% agreed). Neutral responses accounted for 15.5% and disagreement for 9.8%. The high endorsement rate reflects strong beneficiary satisfaction and supports continued community-based outreach.

Learning outcomes among surveyed Fresh Trainees are strongly positive, with a clear majority reporting improved technical and employability-related skills. High recommendation intent indicates broad programme acceptability, which is an important enabler for future peer-driven mobilisation.

4.1.6 Working Status Fresh Trainee

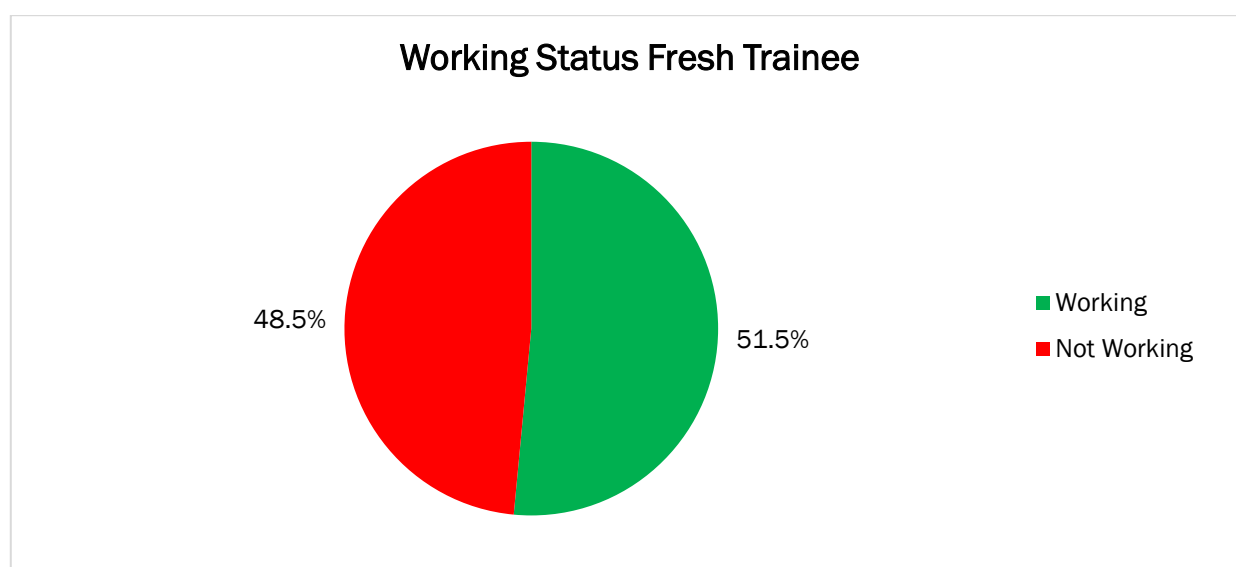


Figure 26: Working Status Fresh Trainee

Among the 104 surveyed sample who had completed SCMS training in Jajpur district, 51.5% were found to be working at the time of the assessment, while 48.5% were not working. Discussions with beneficiaries indicate that the reasons for not working were varied and not solely related to the availability of opportunities. In many cases, beneficiaries had worked after training but were not working at the time of the assessment due to personal, family, or location-related factors.

Reasons Reported for Not Working

- Preference for opportunities closer to their hometown or place of residence.
- Family responsibilities and household obligations that limited their ability to continue working.
- Dissatisfaction with salary levels, working conditions, or nature of work.
- Reluctance to relocate or migrate to locations where work opportunities were available.
- Temporary breaks between jobs while exploring alternative work opportunities.
- Health-related or personal circumstances affecting their ability to work.
- Limited availability of opportunities aligned with their preferred trade, location, or career aspirations.

The findings suggest that while a proportion of trainees were not working at the time of the survey, this should not necessarily be interpreted as an absence of livelihood opportunities, as several beneficiaries were in transition, pursuing further development opportunities, or awaiting work that better matched their preferences and circumstances.

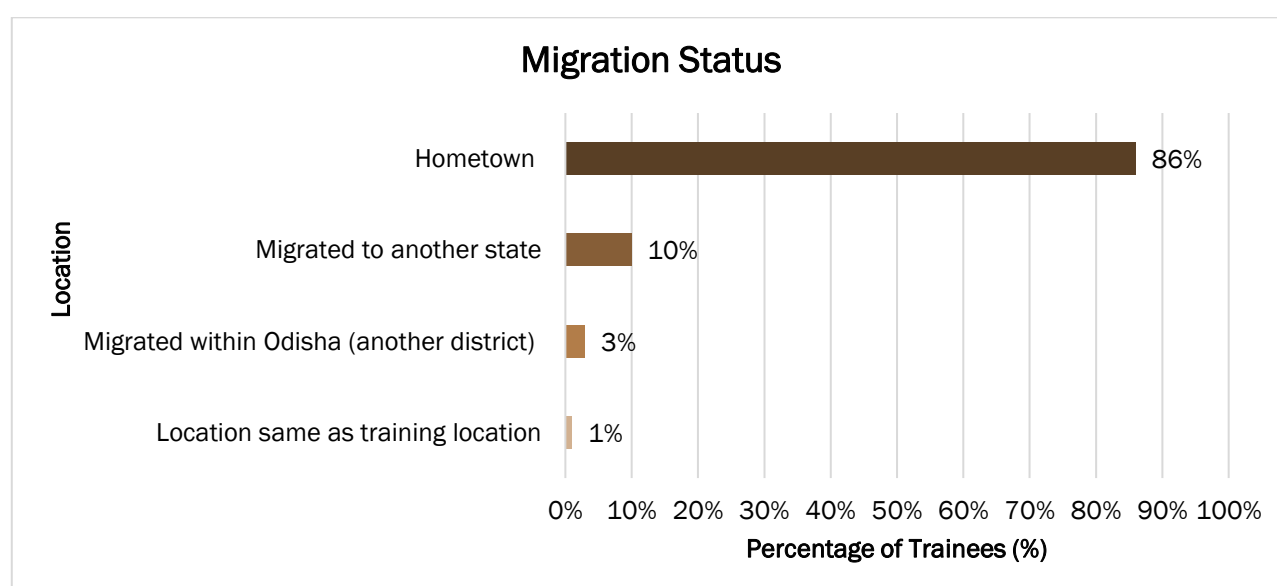


Figure 27: Employment Location After Training - Surveyed Fresh Trainees

Post-training location data among the surveyed sample indicates that 86% of Fresh Trainees returned to or remained in their home town following training. Inter-state migration for employment was reported by 10%, intra-state migration to another district by 3%, and 1% remained at the training location. It is important to distinguish these patterns: local employment retention (86%) reflects the programme's success in supporting proximate

livelihood generation, while outward migration (13%) may reflect either labour demand dynamics or placement linkages in distant industries. These two outcomes carry different implications for DMFT's local employment mandate and should be tracked separately in future monitoring frameworks.

Placement outcomes among surveyed Fresh Trainees are moderate, with approximately half securing employment through programme linkages. The strong preference for local employment is encouraging from a DMFT perspective. However, a systematic strategy for unplaced candidates is needed to ensure that the full training cohort receives post-training support.

4.1.7 Job Satisfaction and Income Improvement

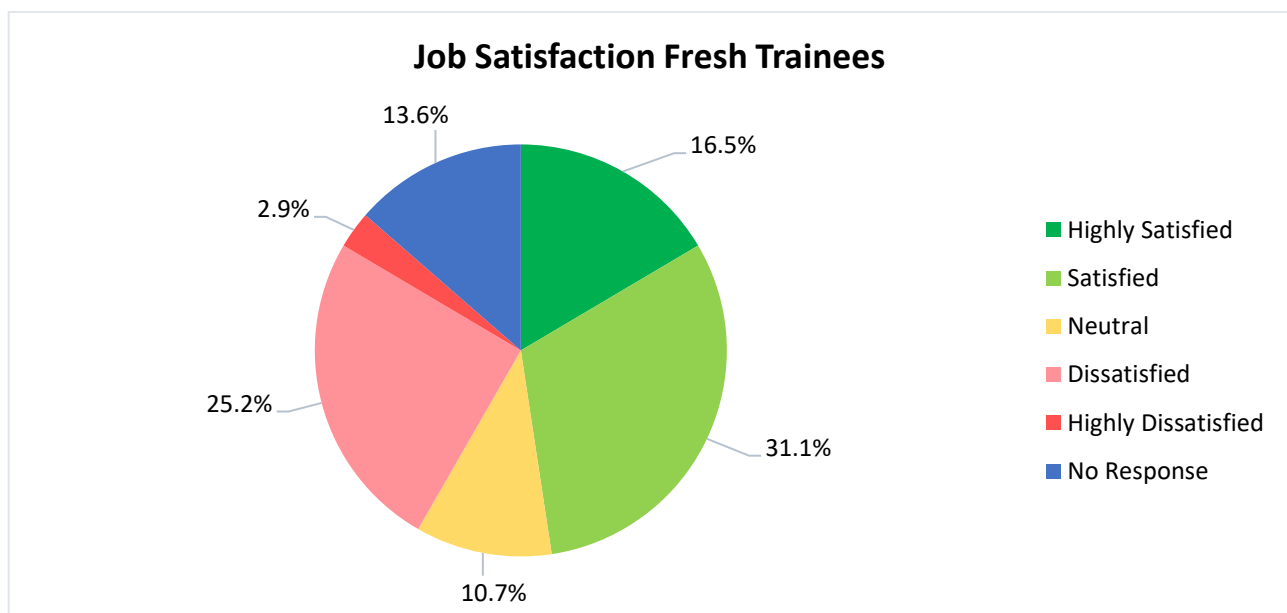


Figure 28: Job Satisfaction Fresh Trainees

Job satisfaction related to future career scope is moderately positive among placed surveyed Fresh Trainees. A combined 47.6% expressed satisfaction with current career growth prospects. However, 28.1% expressed dissatisfaction (25.2% dissatisfied; 2.9% highly dissatisfied), pointing to concerns about long-term advancement; non-response; approximately 13.6%. These findings suggest that while training has supported job entry, expectations related to upward mobility require attention through structured career progression pathways and employer engagement.

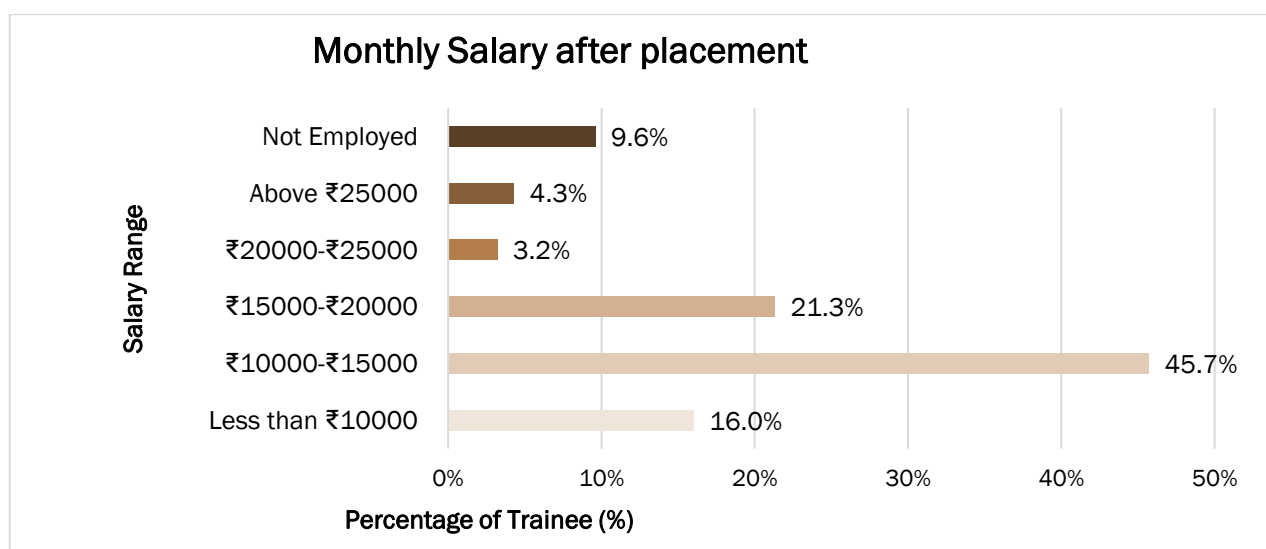


Figure 29: Salary Distribution at Time of Placement - Fresh Trainees (Sample, n=104)

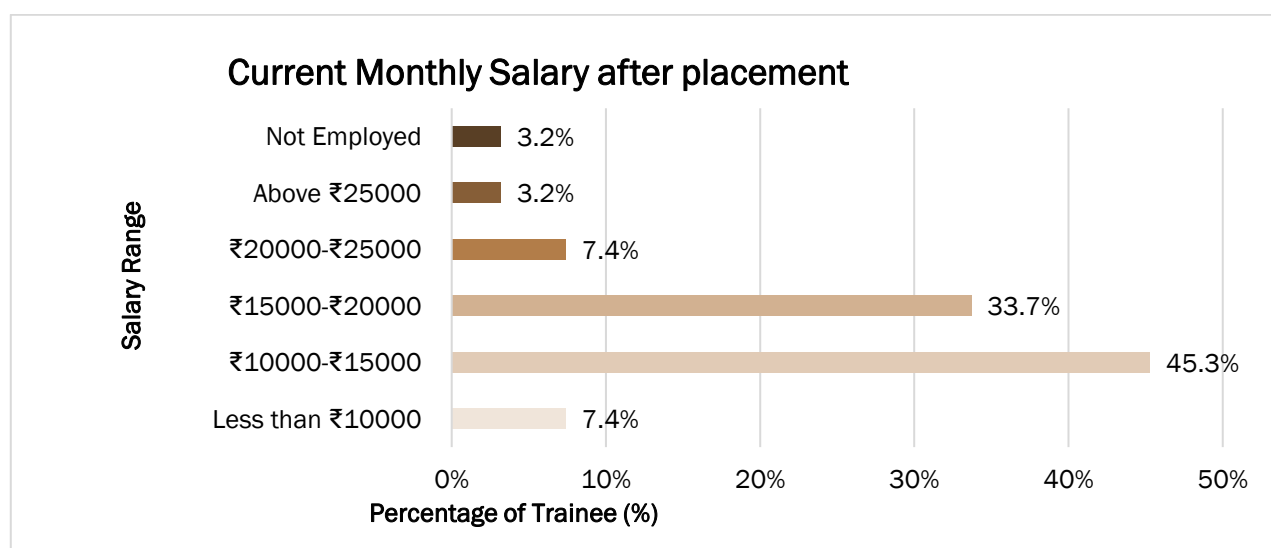


Figure 30: Current Monthly Salary Distribution - Fresh Trainees (Sample, n=104)

Note on salary comparison: Figures 29 and 30 present salary distributions at two distinct points in time - at the time of initial placement and at the time of the survey. The comparison reflects income mobility over the intervening period and should not be interpreted as an immediate post-training salary jump.

The distribution in Table 2 indicates a gradual upward shift in income among the surveyed cohort. The proportion earning below ₹10,000 declined from 16.0% to 7.4%, while the ₹15,000-₹20,000 bracket expanded by 12.4% is the most notable positive movement. The ₹20,000-₹25,000 segment also grew, from 3.2% to 7.4%. The dominant salary band in both periods remains ₹10,000-₹15,000, suggesting that entry-level absorption is strong but that upward mobility into higher income brackets is occurring gradually rather than rapidly.

Table 2: Comparative Salary Distribution (%) - Fresh Trainees (Surveyed Sample, n=104)

Salary Range (INR)	At the time of Placement (%)	Current Salary (%)	Change (in %)
Less than ₹10,000	16.0	7.4	-8.6%
₹10,000 - ₹15,000	45.7	45.3	-0.4%
₹15,000 - ₹20,000	21.3	33.7	+12.4%
₹20,000 - ₹25,000	3.2	7.4	+4.2%
Above ₹25,000	4.3	3.2	-1.1%
Not Employed	9.6	3.2	-6.4%

Note: All figures are percentages of the surveyed sample. % symbol applies to all columns.

The proportion of surveyed respondents not currently employed declined from 9.6% to 3.2%, indicating improved employment continuity within the sample over time.

Income mobility among surveyed placed Fresh Trainees is positive but incremental, consistent with entry-level employment trajectories in the mining sector. The dominant salary band of ₹10,000-₹15,000 at placement reflects labour market realities for semi-skilled roles; upward movement into the ₹15,000-₹20,000 range over time suggests that skill certification contributes to gradual wage progression.

4.1.8 Societal Impact due to Employment

Economic Growth Impact (Fresh Trainees - Jajpur)

Post-placement purchase behaviour among 104 trained and placed fresh trainees was analysed to assess how SCMS-linked employment translates into tangible economic outcomes. The findings indicate a clear and positive shift from subsistence consumption toward productive asset formation - a strong validation of the programme's livelihood impact in Jajpur district.

1. Primary Asset Purchased

Each trainee was classified under a single, primary (highest value) purchase category. The distribution demonstrates that the majority of placed trainees directed their first significant income toward productive and future-oriented assets.

Table 3: Primary Asset Purchased (Single Highest Value Classification)

S. No.	Purchase Category	Trainees	Percentage	Key Inference
1	Mobile Phones, Two-wheelers, Financial Products (FDs / Insurance)	59	57%	Dominant category - reflects strong orientation toward income-enabling assets, mobility, and financial security.
2	Electronic Appliances and Gifts to Family	11	11%	Indicates improved household well-being and ability to meet social obligations.
3	Others (education, tools, micro-enterprise inputs)	22	21%	Reflects diversified, need-based investments signaling adaptive economic behavior.
4	No Purchase	12	11%	May represent systematic savers or represent sole earners utilizing earnings for survival and sustenance of self and family.

Key Observations

- Over half the cohort (57%, n=59) prioritized income-enabling assets - mobile phones for connectivity, two-wheelers for mobility and access to work, and financial products (FDs and insurance) reflecting growing awareness of savings and risk management.
- The 11% with no purchases likely includes disciplined savers or represent sole earners utilizing earnings for survival and sustenance of self and family.
- The 'Others' category (21%) merits further segmentation as it may include productive investments such as tools, education, or micro-enterprise inputs - indicators of entrepreneurial intent.

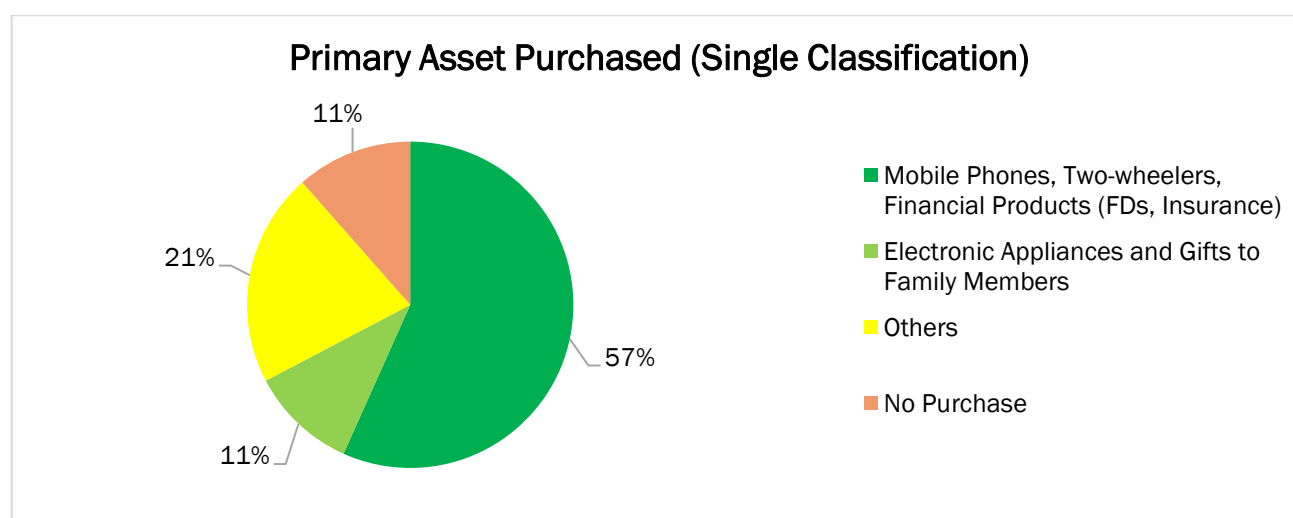


Figure 31: Primary Asset Distribution

This data reflects a positive transition from consumption-driven spending to asset-based and future-oriented financial behaviour, aligning well with objectives of sustainable livelihood improvement.

2. Multiple Asset Analysis

When all purchases reported by trainees are considered - including secondary and tertiary spending - the concentration in productive asset categories rises markedly, reinforcing the pattern seen in primary purchase data.

Table 4: All Purchases Reported (Multiple Responses)

S. No.	Purchase Category	Trainees	Percentage	Key Inference
1	Mobile Phones, Two-wheelers, Financial Products (FDs / Insurance)	81	62%	Highly dominant - confirms consistent prioritisation of productive assets across the cohort.
2	Electronic Appliances and Gifts to Family	26	20%	Signals income stability sufficient to address quality-of-life improvements beyond basic needs.
3	Others (education, tools, micro-enterprise inputs)	23	18%	Highlights diversified livelihood pathways and context-specific productive investments.

**Note: Multiple responses were recorded; hence, the total number of responses exceeds the total number of trainees (n=104)*

Key Observations

- 62% of the cohort (n=81) reported at least one purchase in the productive asset category - confirming this as a consistent and dominant pattern across the group, not an outlier outcome.
- 20% invested in household appliances or family gifts, indicating a level of income stability that allows trainees to move beyond immediate personal needs and address household quality of life.
- The combined pattern across both categories suggests trainees are progressing from basic income generation to structured asset accumulation - a meaningful indicator of sustainable livelihood development.

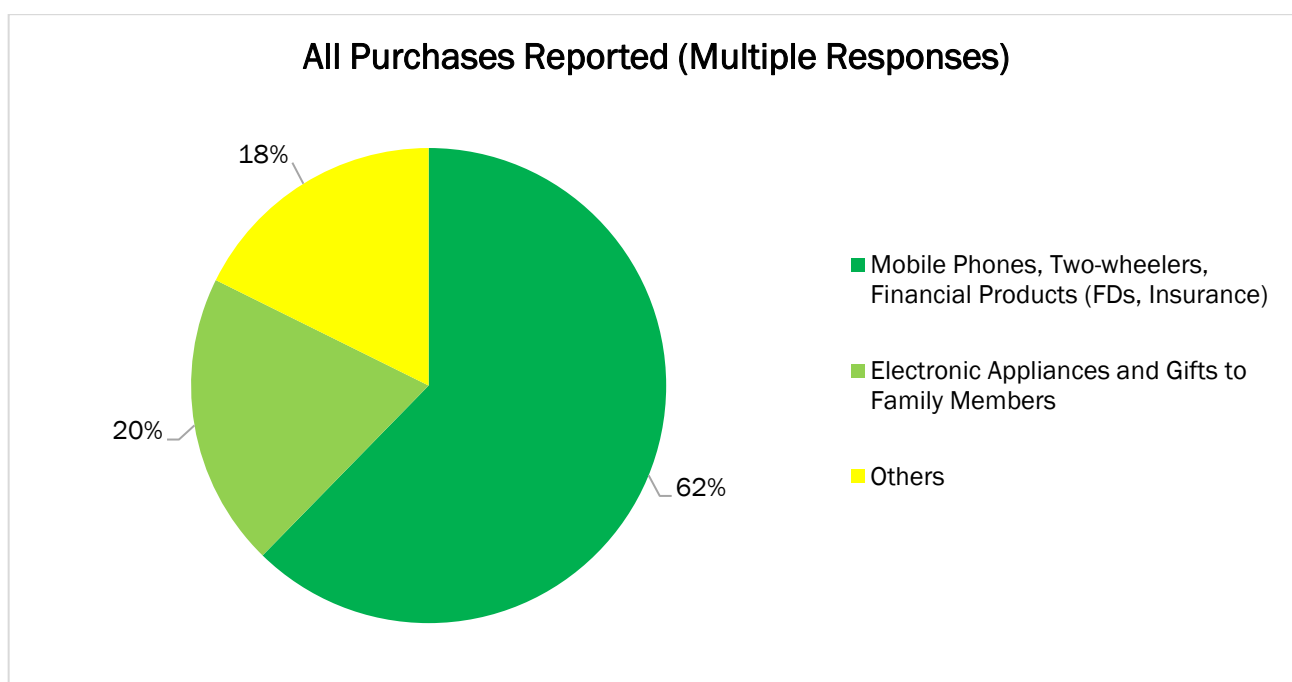


Figure 32: Distribution of All Purchases

OVERALL INFERENCE

The purchase behaviour data from Jajpur district's SCMS fresh trainee cohort presents a compelling picture of programme effectiveness. The dominant inclination toward mobile phones, two-wheelers, and financial products reflects not just spending - but investment in the tools of continued employment, mobility, and financial resilience.

- The data signals a positive transition from consumption-driven spending to asset-based, future-oriented financial behaviour - aligned with SCMS's core objective of sustainable livelihood improvement.
- The high share of productive asset purchases (62% in multiple-response data) validates that training-to-employment conversion is generating tangible and lasting economic outcomes for placed trainees.
- The 11% non-purchasing segment and the 'Others' category represent opportunities for targeted follow-up - through financial literacy modules, credit access, and outcome tracking - to deepen impact in the next programme cycle.

The purchase behaviour of trainees in Jajpur reflects positive socio-economic strengthening following placement under the SCMS programme. A majority of beneficiaries reported investing in productive and household assets, indicating improved income stability, financial confidence, and gradual movement toward sustainable livelihood enhancement.

4.2. Existing Workers

This section presents findings specific to Existing Workers who underwent Recognition of Prior Learning (RPL) and skill upgradation training. Existing Workers are already employed; therefore, outcomes related to fresh job placement, migration post-training, and employment-driven motivation, which are relevant to Fresh Trainees are not directly applicable to this group. Findings are interpreted accordingly.

4.2.1 Employment Profile and Industry Context

❖ Age Distribution of Existing Workers

The age profile of 67 (41%) existing workers is skewed toward older age groups, with a significant concentration in 45 years and above. This indicates that a large proportion of participants are experienced workers, likely seeking skill upgradation, income stabilization, or transition to better livelihood opportunities. A total of 21 (43%) workers were in the 31-45 age group forms another substantial segment, representing mid-career individuals who are still economically active and can benefit from enhanced productivity and skill refinement. The relatively low participation of younger age groups below 30 years i.e. 27 (~16%) suggests that existing workers represent more experienced workers.

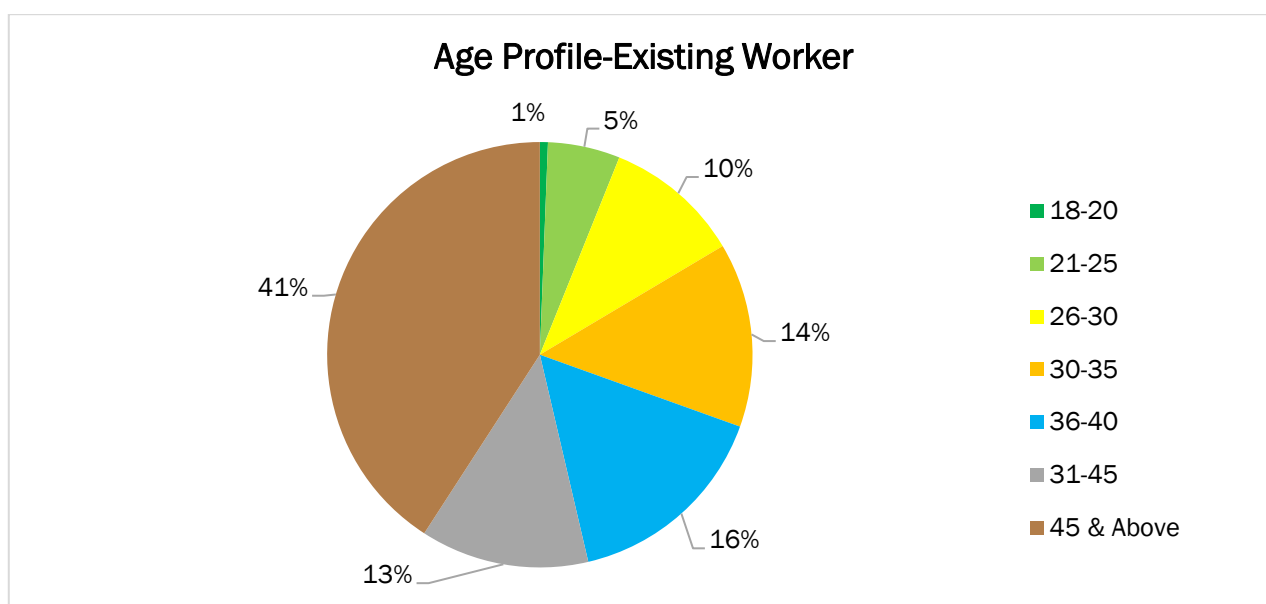


Figure 33: Age Distribution - Existing Workers

This profile reflects:

1. A strong role of the program in supporting experienced workforce segments
2. The need for age-specific training approaches, especially for older workers (e.g., less physically intensive, more skill-oriented modules)
3. An opportunity to improve youth engagement in upskilling pathways.

❖ *Age Distribution of Existing Workers*

The gender profile of existing workers is overwhelmingly male, with men accounting for nearly the entire workforce. Female participation is extremely limited, indicating structural and social barriers to women's entry into this segment of employment. This skew reflects the nature of industrial and mining-linked work prevalent in the region, which traditionally employs men.

❖ *Educational Attainment*

Among the surveyed Existing Workers sample, 126 (77%) have educational attainment below Class 10, indicating very low formal educational levels. It is noted that RPL programmes are specifically designed to formalise skills acquired through experience rather than through formal education, and generally have lower entry eligibility thresholds than STT programmes. The high proportion of below-Class-10 participants among Existing Workers is therefore consistent with the RPL model, which targets workers who have developed practical competencies informally over years of employment but lack formal

certification. The presence of 8 ITI holders (5%) and 3 diploma holders (2%) indicates a small segment with formal technical qualifications.

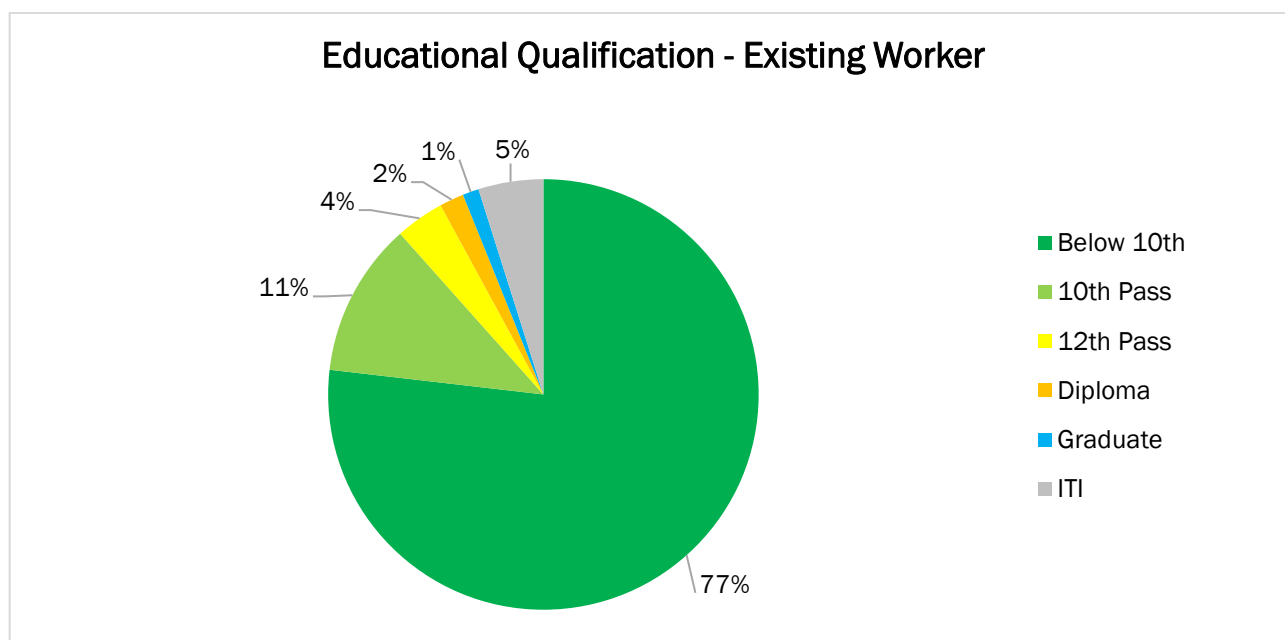


Figure 34: Educational Attainment - Existing Worker

This pattern highlights:

1. A strong need for foundation-level and literacy-integrated training modules
2. Importance of Recognition of Prior Learning (RPL) to formalize existing skills
3. Opportunity to design simple, practical, and vernacular training approaches suited for low-education groups

❖ *Industry / Sector of Employment before training*

Prior to training, nearly three-fourths of workers (75%) were engaged in contractual wage employment, reflecting job insecurity and limited upward mobility. Smaller shares were daily wage workers or involved in family-based agriculture or business activities.

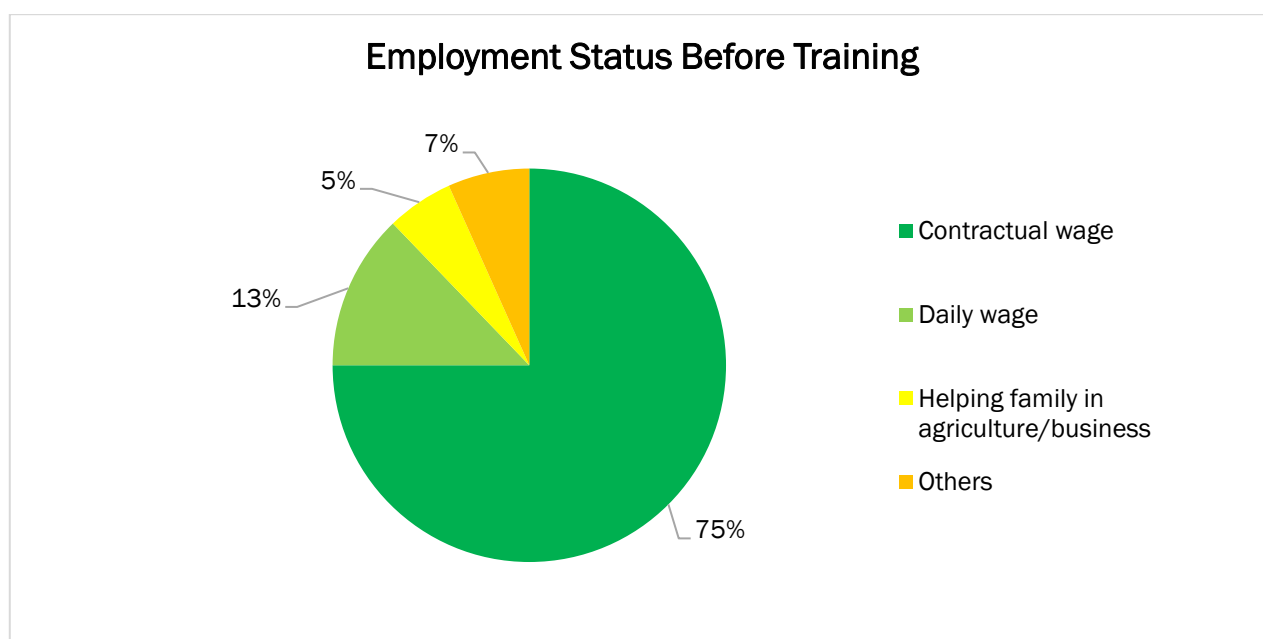


Figure 35: Employment Status Before Training

The “Other” category (~7%), though relatively small, represents heterogeneous and often vulnerable groups, including self-employed or unemployed individuals, indicating the program’s outreach beyond conventional wage workers.

The Existing Worker profile - older, low-formally-educated, contractually employed reflects a workforce segment that requires formalisation of existing practical skills through RPL rather than initial skill acquisition. Programme expectations for this group should be calibrated accordingly: outcomes related to workplace recognition, skill certification, and incremental wage gains are more relevant indicators than new employment placement rates.

4.2.2 Motivation for Training Participation

Unlike Fresh Trainees, who primarily joined to secure new employment, Existing Workers participate in skill development training with distinct motivations. Among surveyed Existing Workers, primary motivations for participation include skill upgradation, enhanced productivity, improved workplace standing, and prospects for wage enhancement or promotion within their current employment. Employment acquisition as a motivation is not applicable to this group, as they were already employed at the time of training enrolment. This distinction is important for interpreting training satisfaction and outcome data for Existing Workers, and for designing targeted interventions that address their specific career development needs.

4.2.3 Skill Upgradation and Productivity Outcomes

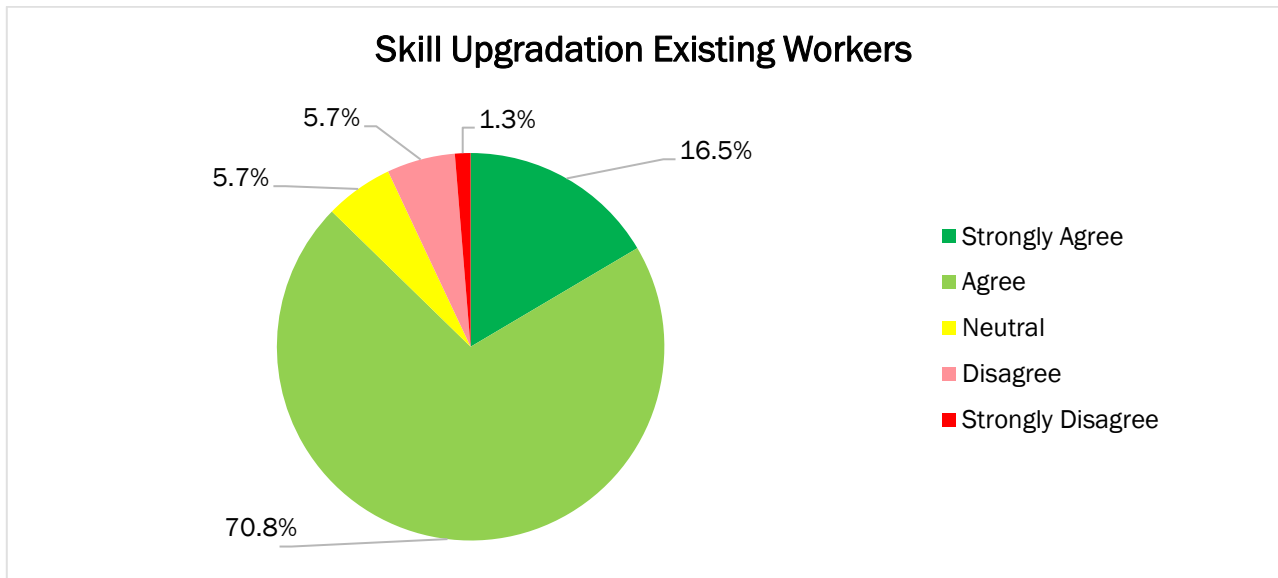


Figure 36: Skill Upgradation Existing Workers (Post Training)

A combined 87.3% of surveyed Existing Workers reported that training improved their skills (70.8% agreed; 16.5% strongly agreed). Disagreement was minimal at 7.0% and neutral responses at 5.7%, suggesting that the RPL intervention was well-received in terms of practical skill relevance by the surveyed group.

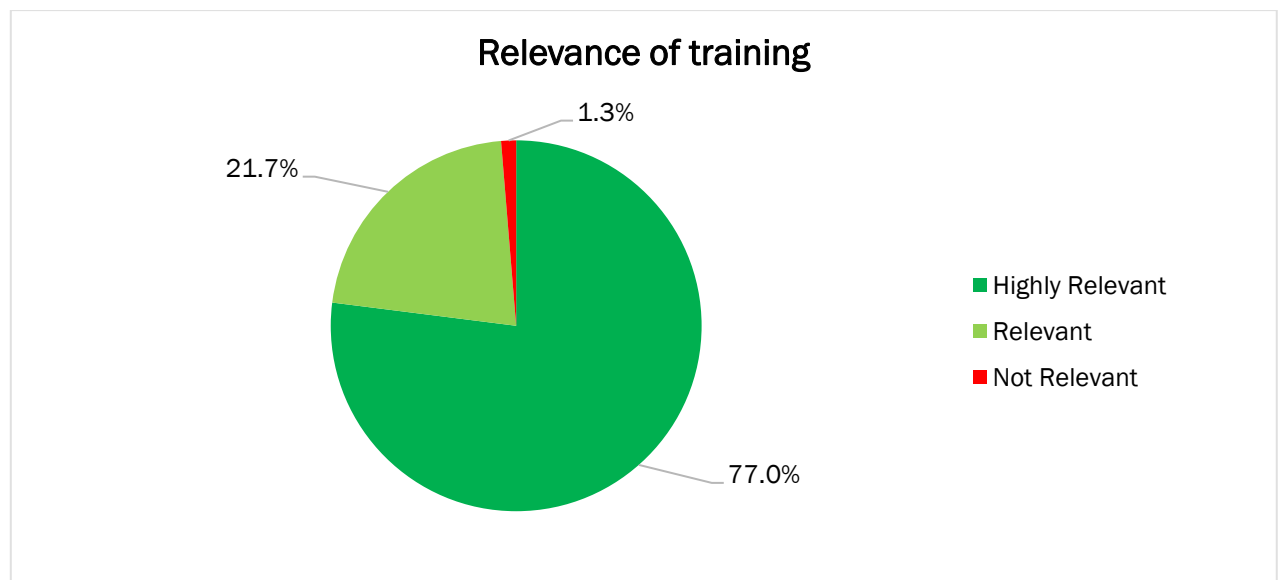


Figure 37: Relevance of Training to Current Job Role - Existing Workers

The figure indicates a very strong alignment between the training delivered and industry expectations. A combined 98.7% of existing workers perceive the training as either *relevant* (77.0%) or *highly relevant* (21.7%), while only 1.3% consider it not relevant. This high level of perceived relevance suggests that the curriculum design is well calibrated to actual

workplace requirements in the mining and allied sectors. It also strengthens the credibility of the training model, as industry relevance is a key determinant of employability, productivity, and long-term retention.

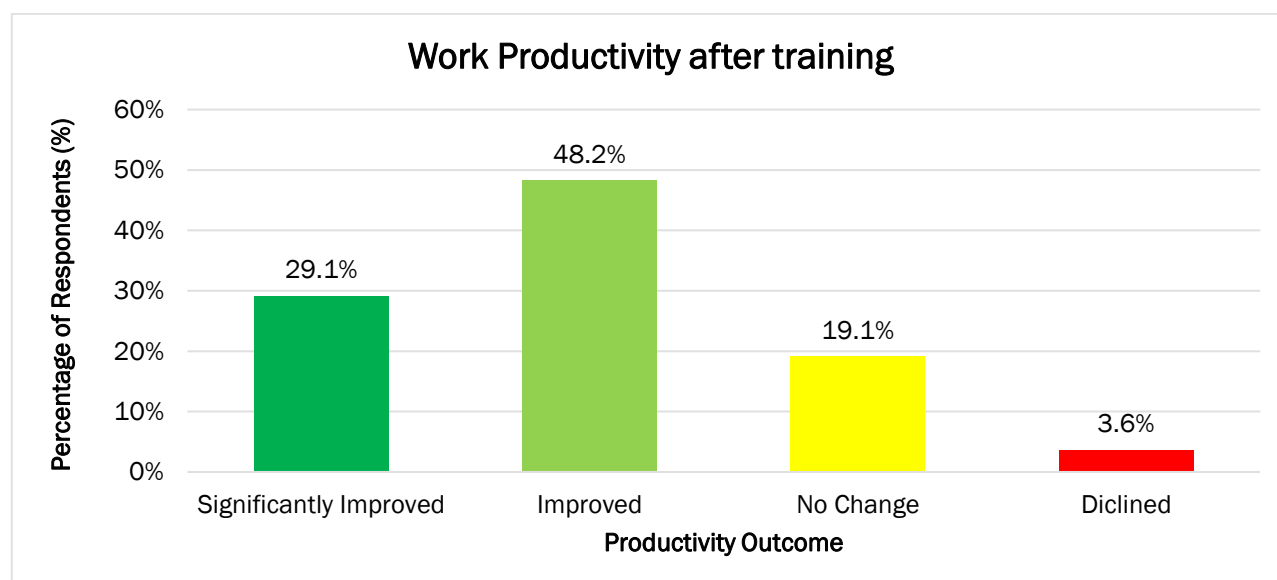


Figure 38: Reported Change in Work Productivity After Training - Existing Workers

Among surveyed Existing Workers, 77.3% reported a positive change in productivity following training (29.1% significant improvement; 48.2% moderate improvement). Approximately 19.1% reported no change, while 3.6% indicated a perceived decrease in productivity. **The small proportion reporting a perceived productivity decline warrants contextual interpretation:** such self-reported assessments may reflect adjustment-phase dynamics as workers integrate new practices, a period of recalibration as work habits shift, or measurement ambiguity in self-assessment rather than a genuine deterioration in output. This figure should be read alongside the 58.9% job satisfaction rate and the high skill relevance rating together, these indicators suggest an overall positive trajectory, within which the 3.6% response may represent a transitional rather than systemic concern.

Skill enhancement and perceived relevance of training are very high among surveyed Existing Workers, reinforcing the programme's alignment with sector requirements. The marginal proportion reporting a productivity adjustment underscores the importance of contextual interpretation. Overall satisfaction and relevance ratings clearly indicate a positive training impact within the surveyed group.

4.2.4 Employment Continuity and Workplace Support

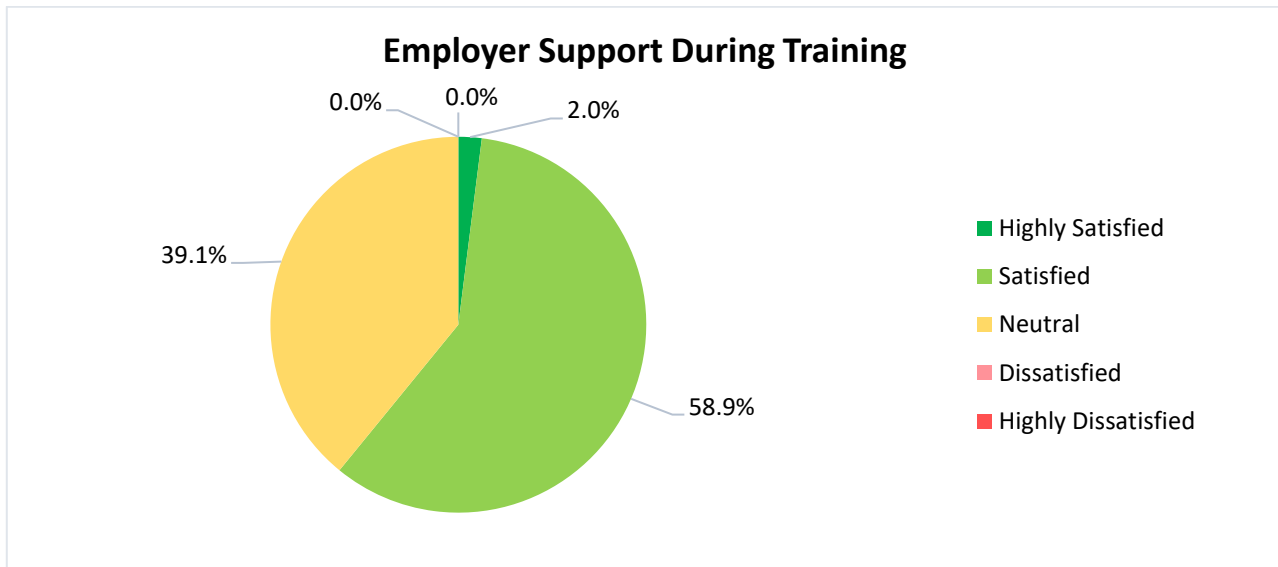


Figure 39: Satisfaction with Employer Support During Training - Existing Workers

Among surveyed Existing Workers, 58.9% report being satisfied and 2.0% highly satisfied with employer support during training, while 39.1% are neutral. The absence of dissatisfied responses indicates a stable employment environment. The high neutral proportion suggests that while workers are not dissatisfied, motivation drivers such as structured wage growth, formalised leave benefits, or performance incentives may not be fully apparent to them, and strengthening these aspects could improve long-term retention.

4.2.5 Upskilling and job Promotion

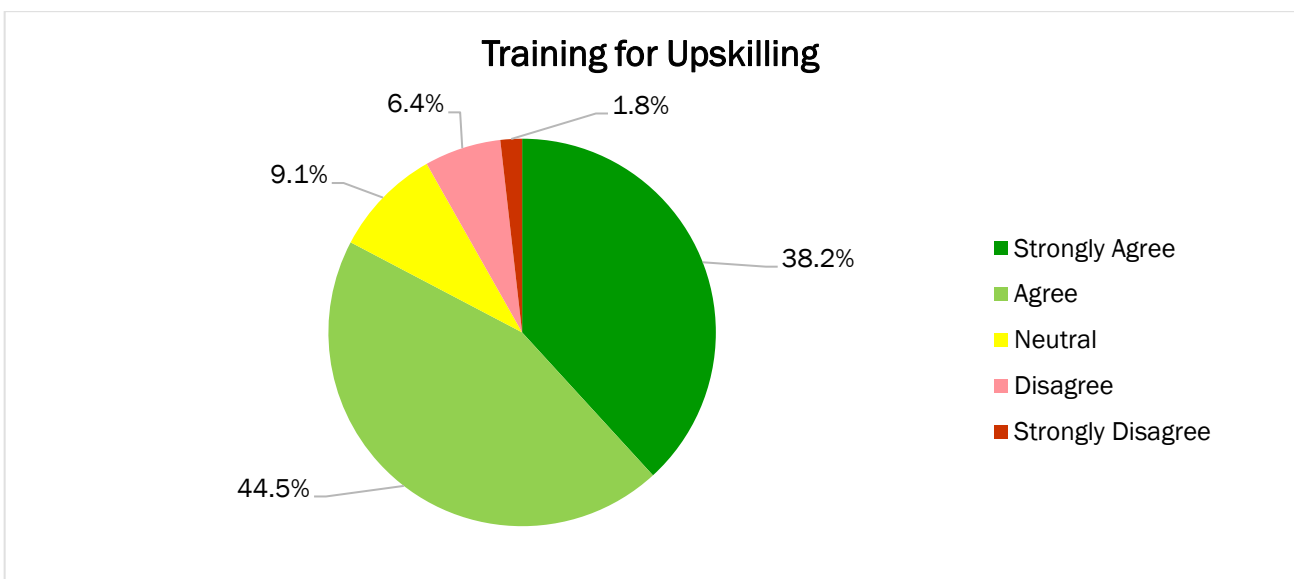


Figure 40: Training Contribution to Skill Enhancement - Existing Workers

An overwhelming majority (82.7%) either *strongly agree* (38.2%) or *agree* (44.5%) that the training enhanced their skills. Only 8.2% expressed disagreement, while 9.1% remained neutral. This reflects substantial technical competency gains and reinforces the effectiveness of the training curriculum in improving worker capabilities.

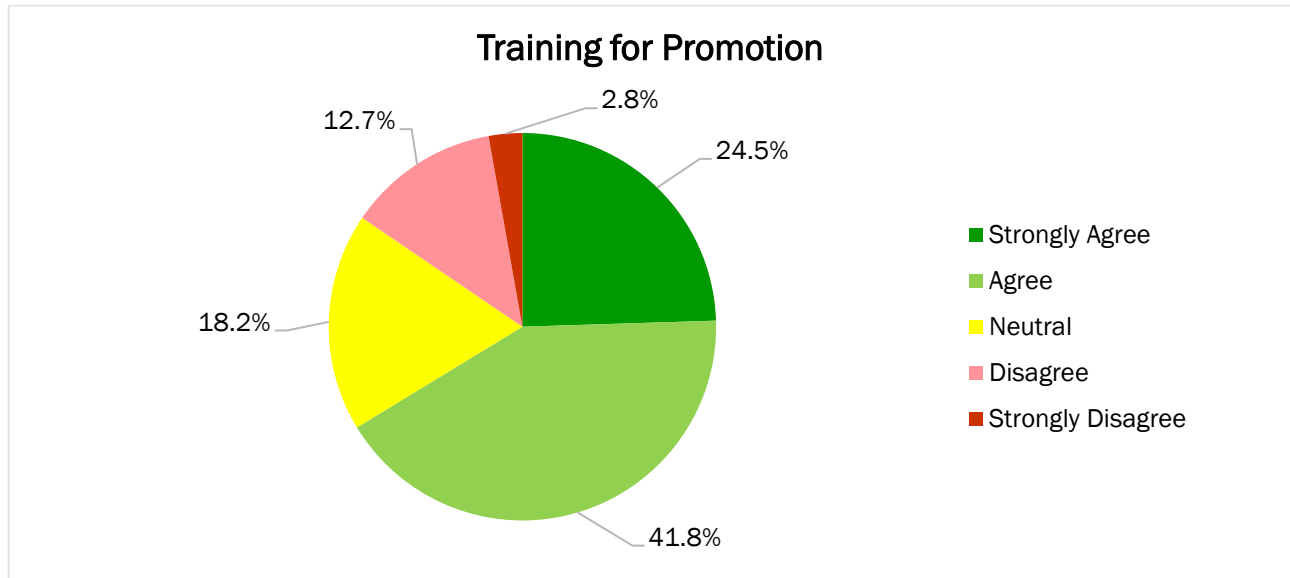


Figure 41: Training Contribution to Promotion - Existing Workers

66.3% of surveyed respondents reported that training contributed to promotional opportunities (24.5% strongly agree; 41.8% agree). A 15.5% disagreed, and 18.2% remained neutral. This suggests that while skill enhancement from RPL training is widely recognized, its translation into formal promotion may depend significantly on organisational vacancy structures and employer policies. Given the short duration of RPL training (typically two to four weeks), expectations for immediate career advancement should be calibrated accordingly; promotion is more likely to emerge as a medium-term outcome as certification gains visibility within employment settings.

Skill upgradation outcomes among surveyed Existing Workers are strong, though career advancement is a more gradual process influenced by factors beyond training alone. Managing stakeholder expectations around promotion timelines particularly in the context of short-duration RPL programmes is important for accurate programme communication.

4.2.6 Income Mobility and Salary Progression

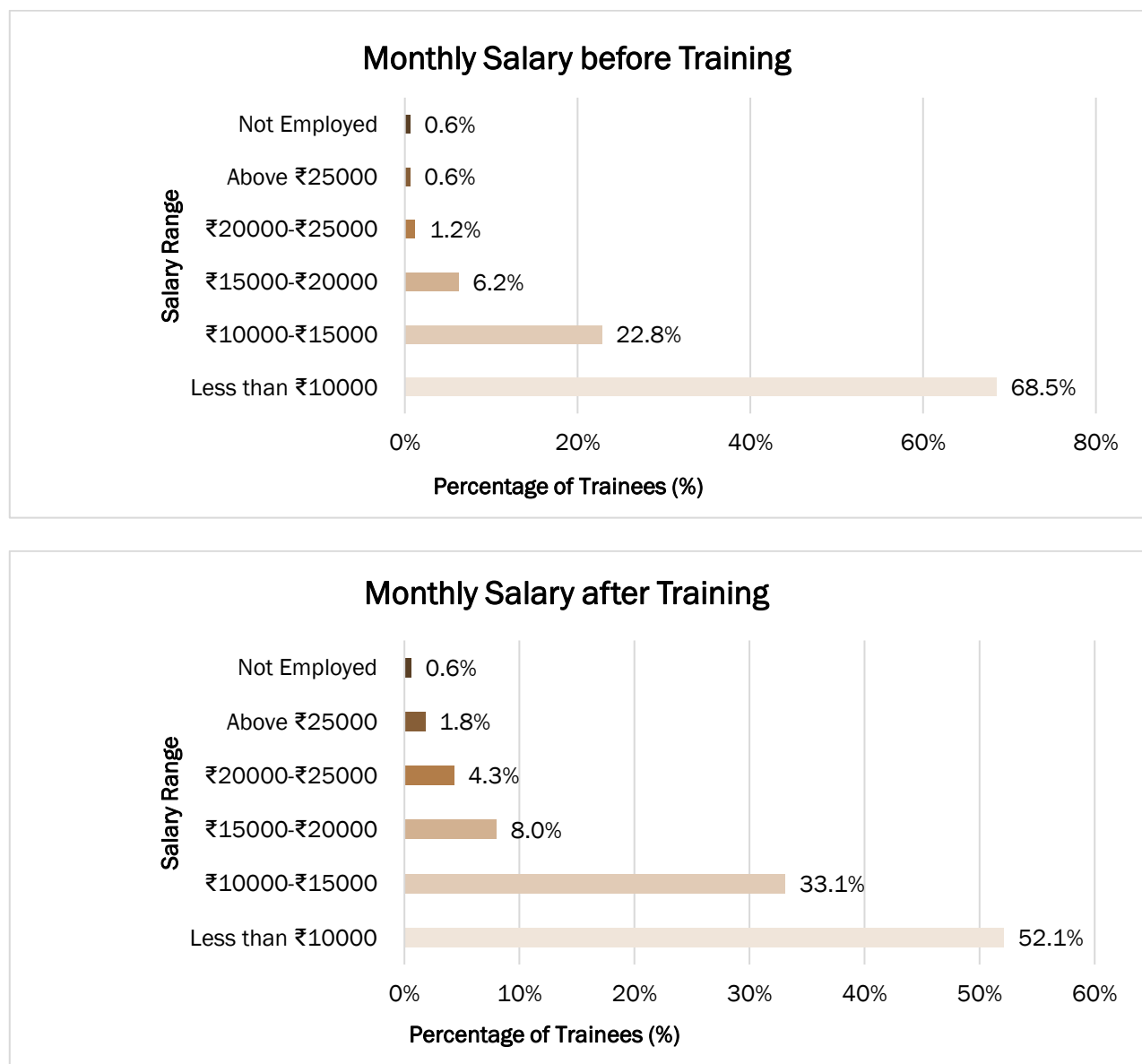


Figure 42: Salary Distribution Before & After Training - Existing Workers (Sample, n=164)

Table 5: Comparative Salary Distribution (in %) of Existing Workers

Salary Range (INR)	At the Time of Training (%)	Current Salary (%)	Change (in %)
Less than 10,000	68.5%	52.1%	-16.4%
10,000–15,000	22.8%	33.1%	+10.3%
15,000–20,000	6.2%	8.0%	+1.8%
20,000–25,000	1.2%	4.3%	+3.1%
Above 25,000	0.6%	1.8%	+1.2%
Not Employed	0.6%	0.6%	0.0%

Note: All figures are percentages of the surveyed sample. % symbol applies to all columns.

Expert observation: The most notable shift is the 16.4% reduction in the proportion earning below ₹10,000 per month, accompanied by a 10.3% increase in the ₹10,000–₹15,000 bracket. This distributional movement is consistent with the expected outcomes of RPL training incremental wage formalisation and modest income improvement rather than dramatic salary gains. Higher income brackets also show gradual positive movement. The overall pattern suggests measurable post-training income progression within the surveyed sample, even if absolute salary levels remain modest given the contractual and semi-skilled nature of most employment in this segment.

Salary progression among surveyed Existing Workers is incremental, reflecting the contextual realities of RPL-trained contractual workers in the mining sector. The meaningful reduction in the below-₹10,000 income category represents a positive shift in economic position within the surveyed group.

4.2.7 Job Satisfaction and Sustainability

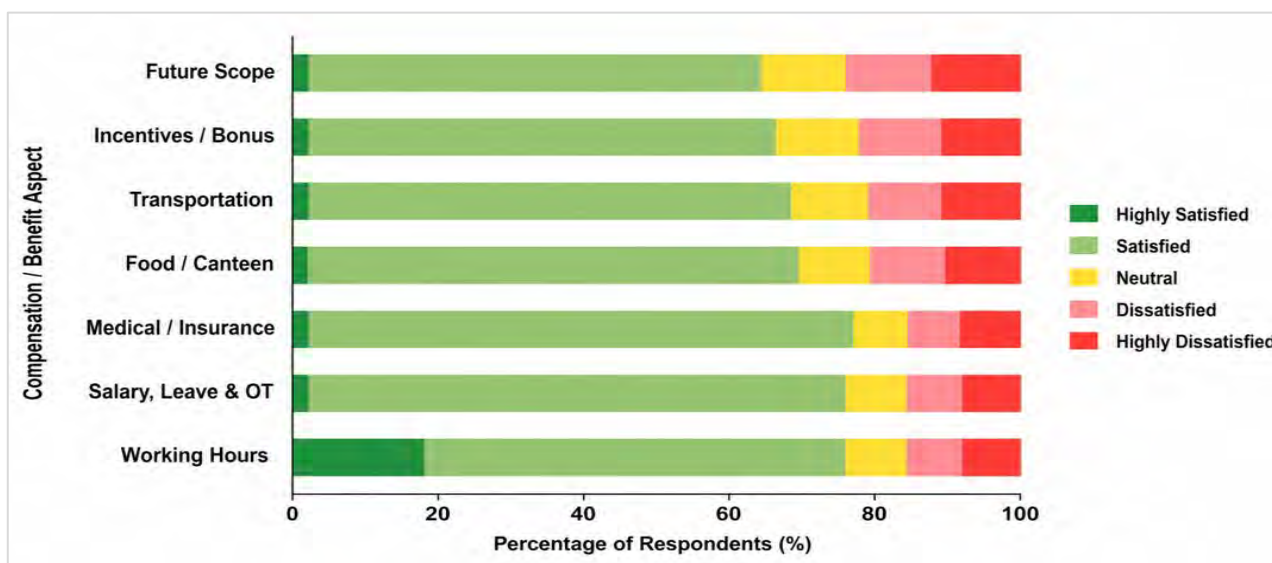


Figure 43: Overall Job Satisfaction Levels - Existing Workers (Five-Point Likert Scale)

Across most satisfaction parameters like working hours, salary, leave and overtime, and medical or insurance benefits; a majority of surveyed Existing Workers report being satisfied or highly satisfied, with very limited dissatisfaction. Incentives and future career scope show higher neutral proportions, indicating that while dissatisfaction is not prominent, these areas may not yet fully meet worker expectations. Overall, the pattern

reflects reasonable employment stability with limited immediate attrition risk within the surveyed cohort.

4.2.8 Post Job Placement Societal Changes/Impact

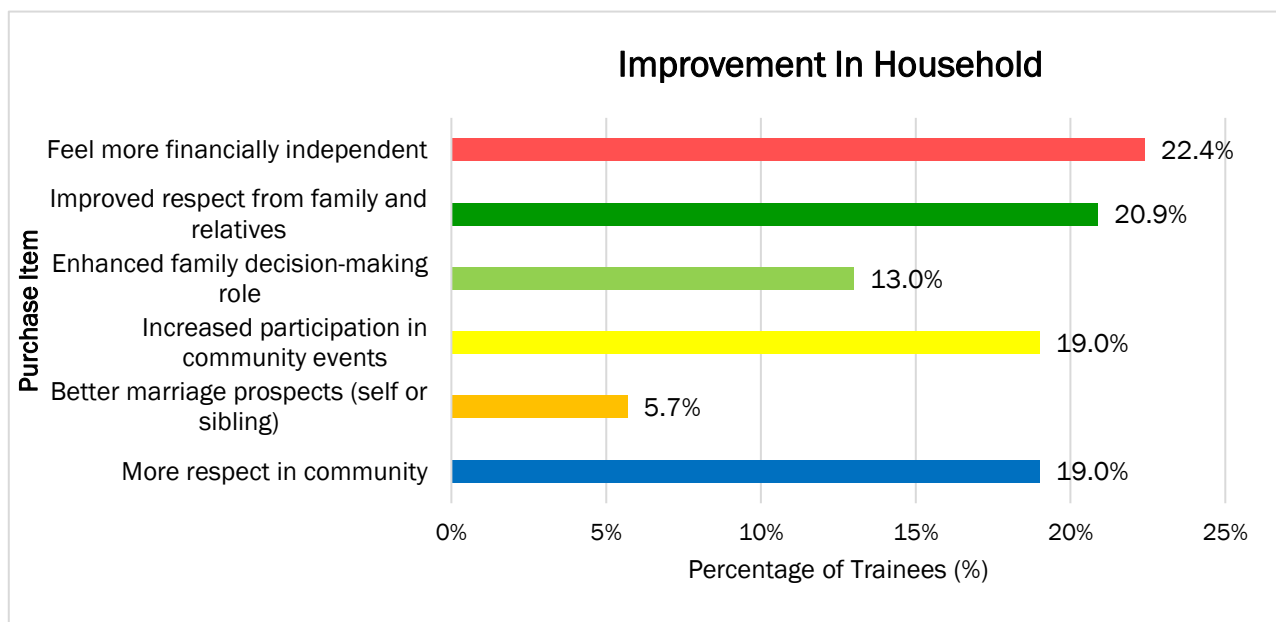


Figure 44: Perceived Improvement in Household and Social Well-being - Existing Workers

For surveyed Existing Workers, increased financial independence is the most commonly reported social outcome (22.4%), followed by enhanced respect from family members (20.9%) and greater community respect (19%). Increased participation in community events (19%) and enhanced family decision-making roles (13%) reflect growing social confidence and agency. A smaller proportion (5.7%) linked income improvement to better marriage prospects. It is noted that these societal impact indicators are interpreted in the context of workers who were already employed prior to training, the relevant improvements reflect enhanced economic standing and workplace recognition following skill formalisation and certification, rather than outcomes from a change in employment status. Accordingly, indicators focused on transition from unemployment to employment, which are more relevant to Fresh Trainees are not applied to this group.

Post-training impacts among Existing Workers include improved financial autonomy and social standing, highlighting the value of RPL certification in delivering tangible social and economic benefits even for already employed workers.

5. QUALITATIVE ANALYSIS: STAKEHOLDER PERSPECTIVES

5.1. Industry Perspective

5.1.1 Industry Engagement and Absorption Capacity

Participating industries demonstrated moderate to strong engagement with SCMS-trained candidates. Most organisations reported employing between 10 and 20 trained workers, while select larger employers hired more than 20 trainees from the programme. Future demand projections indicate sustained workforce requirements, with several industries anticipating 25 to 75 additional workers over the next three years. Retention levels vary across organisations; most report 26–50% retention beyond one year, while a smaller number reported very high retention; a few reported minimal retentions, suggesting localised workforce mobility factors rather than systemic skill deficits.

5.1.2 Satisfaction with Skill Relevance

Industry ratings across technical and behavioral parameters indicate generally positive perceptions of SCMS trainees.

1. Communication skills were predominantly rated as *Good to Very Good*, though occasional average ratings suggest room for refinement.
2. Technical knowledge related to mining operations received mostly *Good* ratings, with limited instances of *Average* or *Very Good*.
3. Practical skills and hands-on ability were largely rated *Good*, though isolated responses highlighted weaker performance.
4. Safety awareness and adherence consistently scored *Very Good* or *Good*, a critical strength in mining operations.
5. Teamwork, discipline, punctuality, and productivity were generally rated positively.
6. Adaptability to new equipment and techniques was mostly rated *Good*, with some industries rating it *Very Good*.

Overall employer satisfaction with training outcomes was predominantly positive, with multiple respondents rating outcomes as “Very Good” and expressing satisfaction with trained workforce quality.

5.1.3 Productivity Observations

Employers highlighted:

1. Better familiarity with safety protocols.
2. Faster adaptation to assigned tasks.
3. Reduced initial supervision requirements.
4. Improved discipline compared to general recruitment candidates.

This suggests that the training program contributes positively to operational efficiency and safety compliance.

From an operational standpoint, industries observed that SCMS trainees perform at a level comparable to, or better than, untrained recruits from the standard labor pool. Productivity and efficiency ratings were mostly in the Good to Very Good range, indicating that structured training translates into workplace readiness.

5.1.4 Gaps in Soft Skills and Technical Depth

Despite generally positive assessments, industry feedback highlights areas for improvement.

1. Some respondents rated communication and safety adherence as average.
2. Feedback indicated that certain candidates with diploma-level qualifications sometimes showed lower confidence during interviews or in practical on-site settings, suggesting a gap between formal qualification and applied readiness.
3. Industries consistently noted the need for stronger interview preparedness, professional communication skills, and practical field exposure as priority areas for curriculum enhancement.

5.1.5 Retention Challenges

Retention concerns are influenced by socio-economic and local factors rather than skill mismatch alone. Key challenges reported include:

1. Local community pressure and influence.
2. Threat perception from local groups.
3. Workforce mobility due to better pay opportunities.

4. Non-continuity of employment due to external influences.
5. Influence of individual intermediaries affecting retention decisions.

Some industries explicitly mentioned that trained candidates are efficient but may leave for alternative opportunities or due to local pressures.

This indicates that retention strategies must integrate community engagement mechanisms, not merely training improvements.

5.1.6 Employer Support for Continuation and Sponsorship

The majority of respondents agreed that:

- Hiring NSQF-certified candidates is favourable for industry.
- Mining/steel training programs boost local employability.
- Such training programs should continue regularly.

However, willingness to financially sponsor training programs from industry funds was mixed, suggesting that while industries support the initiative conceptually, structured partnership frameworks may be required to mobilize financial collaboration.

5.1.7 Suggestions from Industry for Program Improvement

Industry feedback highlights the following improvement areas:

1. Strengthen mechanical and practical specialization modules.
2. Improve candidate readiness for interviews.
3. Enhance technical confidence and field exposure.
4. Continue regular training cycles to meet projected workforce demand.
5. Strengthen local community sensitization to reduce workforce retention pressures.

5.1.8 Emerging Workforce Demand Areas

Industries indicated demand across specialized trades, including:

1. Heavy Earth Moving Machinery (HEMM) Mechanic & Electrician
2. Mine Electrician
3. Mine Mechanic / Fitter

4. Dumper/Tipper Operator
5. Grader Machine Operator
6. Drill Operator (DTH/LH)
7. Driver – Special Utility Vehicle
8. Mine Foreman / Overman
9. Mining Rescuer
10. Assistant Mine Surveyor

The diversity of demand signals the need for trade-specific specialization tracks and scalable training capacity.

The primary areas for strengthening relate to soft skills, interview preparedness, and the development of structured industry engagement mechanisms for long-term retention. With targeted curriculum refinement and stronger industry–community linkage, the programme has the potential to serve as a sustained talent pipeline for mining and allied sectors in Jajpur.

5.2. Community & Gram Panchayat Perspective

A total of 15 community representatives participated in the survey, including Sarpanches and PRI functionaries from Gram Panchayats in and around the Jajpur mining belt. The analysis examines perceived changes in employment, migration, household economic stability, youth engagement, and social transformation.



Figure 45: Gram Panchayat Sarpanch Feedback

5.2.1 Perceived Social Change and Employment Generation

A significant proportion of respondents acknowledged positive employment outcomes resulting from the skill development program.

Note on presentation: Percentages are drawn from structured five-point Likert scale responses (Strongly Agree to Strongly Disagree) administered to 15 community respondents. Given the small sample of community representatives, these findings are best interpreted as indicative of community sentiment rather than statistically generalisable.

1. Creation of Employment Opportunities

1. 15% Strongly Agree
2. 65% Agree
3. 10% Neutral
4. 10% Disagree

Overall, 80% of respondents expressed a positive perception that the training programs have generated employment opportunities for village youth. This indicates strong community-level recognition of employment expansion. However, the presence of neutral and dissenting responses suggests that benefits may not yet be uniformly distributed across all households.

2. Improved Industry–Village Coordination

- 15% Strongly Agree
- 60% Agree
- 15% Neutral
- 10% Disagree

A total of 75% reported improved coordination between industries and the village through job linkages, meetings, and engagement efforts. This reflects increased institutional connectivity, though further structured interaction mechanisms may strengthen long-term collaboration.

3. Increased Government Engagement

1. 15% Strongly Agree
2. 75% Agree
3. 5% Neutral
4. 5% Disagree

With 90% positive responses, community stakeholders clearly perceive greater government involvement and institutional presence in skill development initiatives. This demonstrates improved visibility of public skill development frameworks at the village level.

5.2.2 Reduction in Distress Migration

Migration reduction is a critical indicator of local economic stabilization.

1. Availability of Local Jobs and Migration

- 15% Strongly Agree
- 60% Agree
- 15% Neutral
- 10% Disagree

A total of 75% of respondents believe that migration for unskilled labour has reduced due to local employment opportunities. While this indicates meaningful progress, the presence of neutral and dissenting responses suggests that employment absorption capacity must continue expanding to sustain migration reduction.



Figure 46: Panchayat Sarpanch Feedback

5.2.3 Youth Engagement and Aspirational Change

Youth engagement is central to long-term socio-economic transformation.

1. Need for Continuation of Training Programs

1. 30% Strongly Agree
2. 70% Agree

100% of respondents support continuation of the skill development program. This unanimous endorsement underscores strong community ownership and acceptance of the initiative.

2. Increase in Self-Confidence and Community Participation

- 20% Strongly Agree
- 60% Agree
- 15% Neutral
- 5% Disagree

A total of 80% observed enhanced confidence and motivation among trainees, along with increased community support for skill initiatives.

Qualitative responses indicate:

- Greater aspiration among youth for industrial employment
- Increased awareness about formal skill certification
- Higher parental engagement in training discussions

However, several respondents emphasized the need for stronger follow-up mechanisms to ensure sustained motivation.

5.2.4 Household Economic Stability and Village Prosperity

Economic impact at the household level was assessed through perceptions of income improvement.

1. Improved Family Income and Village Prosperity

- 10% Strongly Agree
- 65% Agree
- 20% Neutral
- 5% Disagree

Overall, 75% of respondents perceive improvement in family incomes and village prosperity. The 20% neutrality indicates that income gains may still be emerging or uneven across beneficiary households. This suggests early-stage economic stabilization rather than fully consolidated prosperity.

5.2.5 Social Status Shift and Community Perception

Qualitative feedback reveals visible changes in:

- Confidence and motivation among trainees
- Increased aspiration toward skilled employment
- Recognition of certified trainees within the community

Several community leaders recommended:

- Greater awareness campaigns through PRI members
- Ward-level outreach programs
- Structured communication of training outcomes
- Government and industry collaboration for sustained placements

While some respondents reported limited visible change, the overall trend indicates gradual positive social repositioning of trained youth within the village ecosystem.

5.2.6 Summary of Key Perception Indicators

Table 6: Perception Indicator

Indicator	Positive Perception (Agree + Strongly Agree)
Employment Opportunities	80%
Reduced Migration	75%
Income Improvement	75%
Youth Confidence	80%
Government Engagement	90%
Need for Continuation	100%

Community-level perception of the SCMS programme is strongly positive across all indicators, with unanimous support for continuation. These findings reflect strong social legitimacy and community trust, essential enablers for future programme cycles and the sustained adoption of formal skill certification pathways among mining-affected youth.

5.3. DMFT Perspective

5.3.1 Alignment with Local Development Goals

The programme demonstrates partial alignment with district development priorities, particularly in employment generation and household income improvement among mining-affected communities. Evidence of improved housing conditions, better living standards, and incremental wage progression suggests a positive contribution to socio-economic upliftment. However, the intended emphasis on local employment within the Jajpur mining

belt is not fully realised, as a portion of trainees secure placement outside the district or state. Stronger focus on local industry absorption and district-level workforce integration would enhance strategic alignment with DMFT's geographic mandate.



Figure 47: MMC Survey Agency Team at DMFT office

5.3.2 Impact on District Employment

The initiative has facilitated employment in large industries as well as smaller local enterprises and contract-based operations, contributing to district-level job creation. Wage improvements over time suggest positive income mobility for a proportion of beneficiaries. It should be noted that employment with large industrial groups may be through vendor, contractor, or sub-contractor arrangements rather than direct company payrolls; this distinction carries implications for job security, statutory benefit coverage, and employment continuity. Future programme reports should clarify the nature of employment facilitated (direct vs. contractor-mediated) for more accurate outcome communication. Self-employment remains limited owing to capital constraints and limited awareness of government credit schemes, indicating a gap in employment pathway diversification.

5.3.3 Sustainability of Skill Interventions

Sustainability concerns centre on the limited duration of training, typically two to four months for STT and two to four weeks for RPL, and the absence of structured pathways for long-term skill progression. Training of this duration provides a foundational introduction to sector-specific skills; however, without structured continuation pathways, including

apprenticeships, advanced modules, or in-job training linkages, the long-term career development potential may remain constrained. Communication skills, life skills, and workplace adaptability require stronger integration into curriculum design to support retention and sustained productivity. Establishing linkages between ITI education, NSQF-aligned certification, and structured career progression would strengthen the sustainability model for future programme cycles.

5.3.4 Monitoring and Governance Observations

Coordination between district administration, SCMS, and implementing agencies is functional and generally responsive. However, the monitoring framework requires modernisation. Current reporting mechanisms are considered extensive in output terms but insufficiently outcome-oriented and dashboard-driven. A clear demand exists for AI-enabled tracking, village-level dashboards, and longitudinal monitoring of beneficiaries for three to five years post-placement. Baseline, midline, and follow-up socio-economic assessments would enable better measurement of social return on investment and provide the administration with stronger evidence of long-term impact.

5.3.5 Key Gaps and Challenges

Key structural gaps identified include limited local industry linkage, inadequate practical exposure prior to placement, weak self-employment facilitation, and insufficient emphasis on communication and life skills. Over-reliance on PRI-based mobilisation may introduce selection bias, suggesting the need for broader school-level and direct youth outreach. Short training duration in technically demanding trades presents a readiness risk, while RPL interventions currently lack a clear mechanism for measuring salary enhancement or career progression post-certification. Addressing these structural gaps through stronger local partnerships, extended practical exposure, entrepreneurship handholding, and data-driven evaluation would materially improve programme outcomes in future cycles.

The DMFT perspective highlights the programme's meaningful but partial achievement of its development mandate. Stronger local employment focus, clearer sustainability pathways, and modernised monitoring systems are the priority areas for institutional strengthening in the next programme phase.

5.4. Case Studies

5.4.1 Employer Assessments - Existing Workers

1. Performance Levels

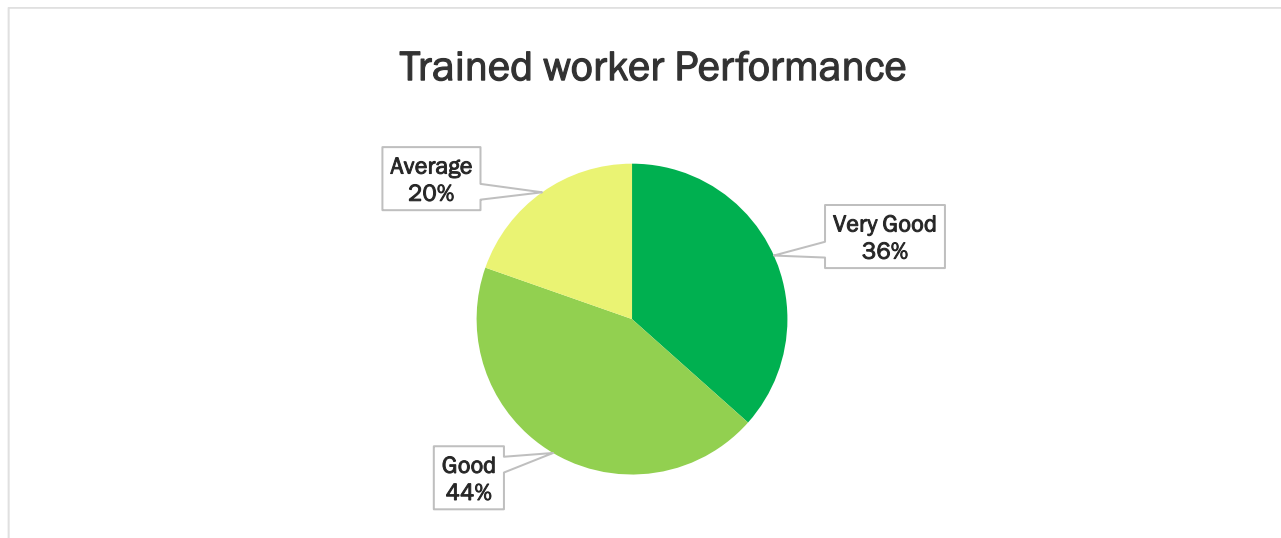


Figure 48: Performance Level of Trained Workers - Industry Assessment

Industry feedback indicates that most trained workers are rated as good or average, with comparatively fewer very good ratings. This suggests that while training improves baseline employability, it does not consistently result in high-performing workers, thereby limiting productivity gains at the workplace.

2. Adaptability to New Technology

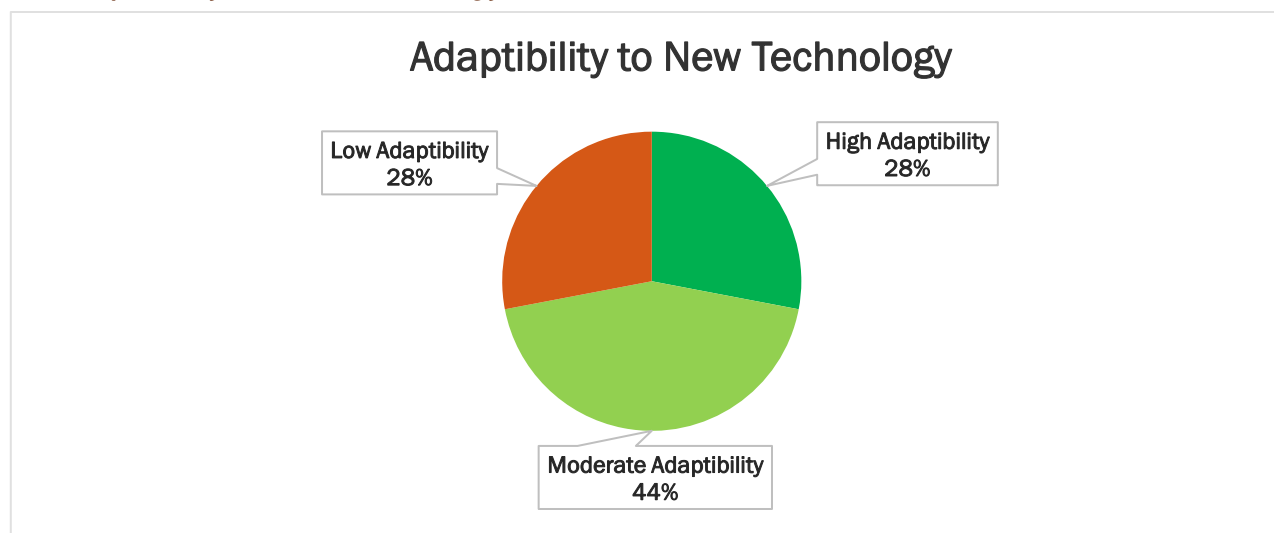


Figure 49: Adaptability to New Technology - Trained Workers

A substantial proportion of workers demonstrate only moderate or low adaptability to new machinery and processes. This points to gaps in training content alignment with evolving industrial technologies and practices.

3. Retention Challenges Beyond One Year

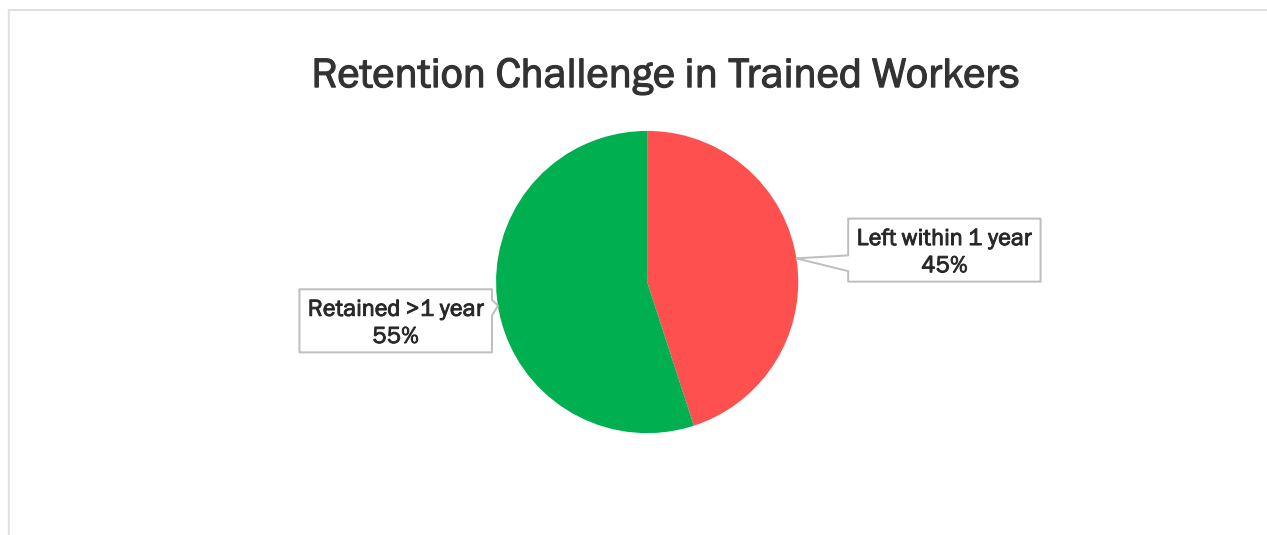


Figure 50: Retention Challenges - Trained Workers Beyond One Year

Retention levels indicate that a significant share of trained workers exit employment within one year. Such attrition reduces the sustainability of training outcomes and weakens long-term workforce stability.

4. Productivity Gaps at the Workplace

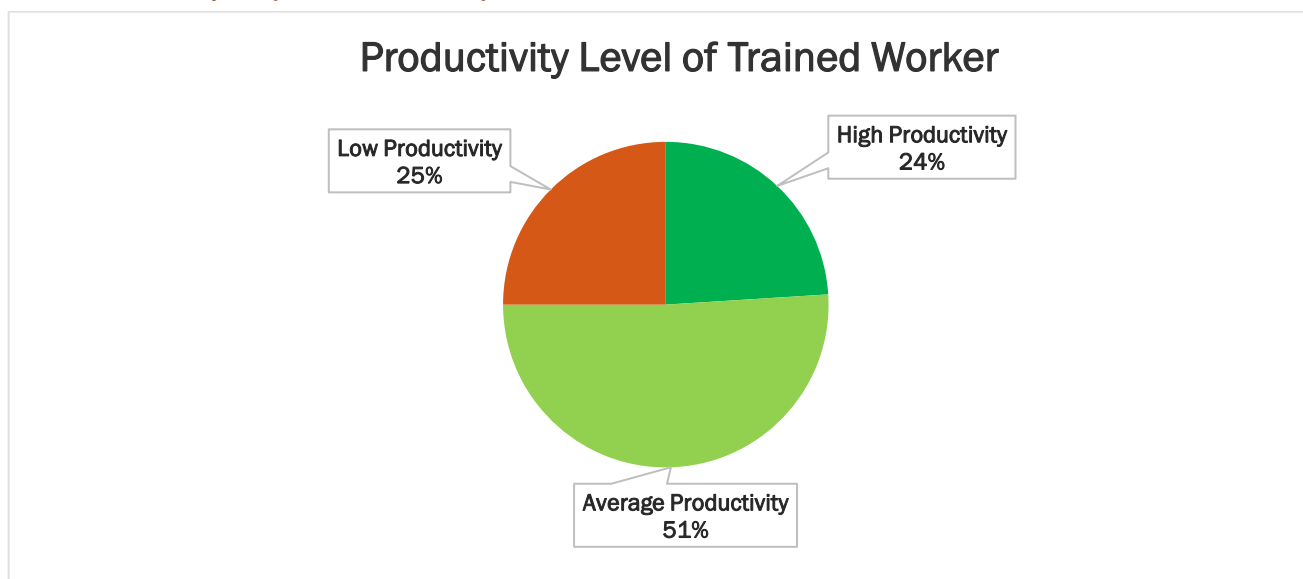


Figure 51: Productivity Level of Trained Workers - Industry Assessment

Productivity assessments show that most trained workers perform at an average level, with limited evidence of high efficiency. This reflects a gap between skill acquisition and effective on-the-job application.

5. Limited Industry Willingness to Co-invest in Training

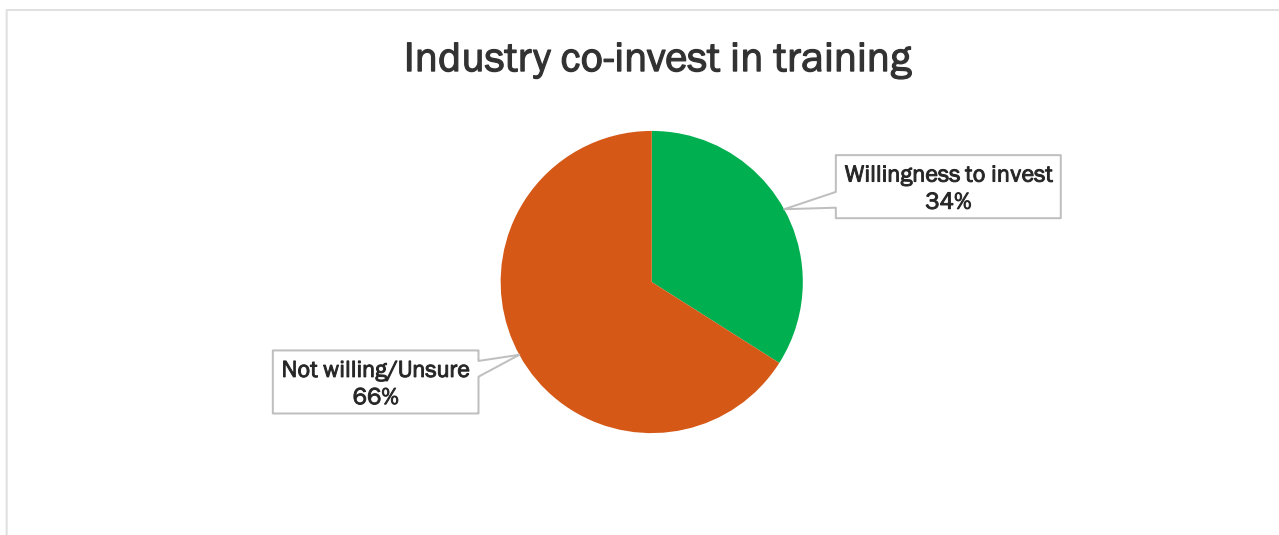


Figure 52: Industry Willingness to Co-invest in Worker Training

Employer assessments of Existing Workers trained under RPL are broadly consistent with the scope and duration of the intervention; foundational skill formalisation rather than transformational performance change. These findings underscore the case for structured advanced modules and continued engagement mechanisms to support long-term productivity and retention.

5.5. Success Stories

5.5.1 Fresh Trainee Success Stories

1. Prasanna Kumar Barik (Education-to-Employment Transition)

Prasanna Kumar Barik was pursuing a Diploma in Mechanical Engineering when he enrolled in the SCMS Skill Development Training Programme through peer-network mobilisation. Recognising the importance of practical industrial exposure in complementing classroom-based technical education, he completed the training during the course of his diploma studies. Following successful completion of his diploma, he secured employment at Everest Engineering Pvt. Ltd., a vendor associated with a major steel plant in the region, as a Mechanical Helper with a monthly salary of ₹14,500. Although the position



represents an entry-level role, it provides structured exposure to industrial operations and creates a pathway for future technical advancement within the manufacturing sector. His case demonstrates how SCMS training can strengthen the transition from formal technical education to industrial employment by enhancing workplace readiness, practical competency, and employability among diploma students.

2. Bikash Mohanta (Apprenticeship-Based Career Growth)



Bikash Mohanta, an ITI-qualified Fitter, completed the SCMS training programme in 2022 and subsequently secured employment at a major steel plant as an Assistant Fitter with a monthly salary of ₹16,000. Building on this experience, he later received an offer as an Assistant Technician at another industrial establishment with a prospective monthly salary of ₹23,000. At present, he is undergoing apprenticeship training under the National Apprenticeship Promotion Scheme (NAPS),

where he receives practical industry exposure along with a monthly stipend before transitioning into the higher-skilled technician role. His progression reflects a structured pathway from skill training to apprenticeship and eventually to advanced technical employment. The case highlights the significance of apprenticeship integration within skill development programmes as an institutional mechanism for long-term career progression, technical upskilling, and upward occupational mobility.

5.5.2 Existing Worker Success Story

1. Satyananda Rout (Informal-to-Formal Employment Transition)



Prior to joining the SCMS programme, Satyananda Rout worked as a contractual labourer at Sagar Cement without access to statutory social security provisions such as Provident Fund (PF) and Employees' State Insurance (ESI). As the primary earning member of his family, the absence of formal employment protections limited his long-term livelihood stability and financial security. Through local mobilisation initiatives, he enrolled in the SCMS Skill

Development Training Programme conducted by Pantiss Foundation in 2022. Following successful completion of the training, he secured employment as a Plant Helper at Baliapal Ferro Chrome Plant (BC Mohanty & Sons Pvt. Ltd.) in October 2022 with a monthly salary of ₹13,800. While the salary increase over his previous employment was modest, the more

significant transformation was his movement from informal contractual labour into formal payroll employment with PF and ESI coverage. His case demonstrates how SCMS certification can facilitate access to structured industrial employment, social protection mechanisms, and enhanced occupational security.

2. Manas Bindhani (Wage Enhancement through Skill Certification)



Before undergoing training, Manas Bindhani was employed as a Mechanical Helper at Nilachal Ispat Nigam Limited (NINL) with a monthly salary of ₹10,000. After successfully completing the SCMS Skill Development Training Programme, he secured employment at BRPL in the same occupational role but with an increased monthly salary of ₹15,000. This transition represents a 50 per cent increase in earnings and reflects the economic value of structured skill certification in improving labour market competitiveness. His case illustrates how SCMS training can support lateral mobility across industrial establishments while enabling measurable wage enhancement and improved livelihood security. The outcome further demonstrates that formal certification can strengthen the bargaining capacity and employability of semi-skilled industrial workers.

3. Sibasis Mohanta (Local Employment and Family Stability)



Prior to training, Sibasis Mohanta was engaged as a contractual mechanic at SMC Company in Jharsuguda, requiring him to work far from his native village and family environment. Seeking stable employment closer to home and improved livelihood conditions for his household, he joined the SCMS Skill Development Programme through village-level mobilisation efforts. After completing the training and subsequently pursuing an ITI course, he secured employment in June 2025 as an Operator at Tata Downstream Products Ltd. (TDPL). His transition from distant contractual labour to stable industrial employment near his locality significantly improved his work-life stability and family support capacity. His case highlights the broader social impact of skill development programmes in promoting localised employment opportunities, reducing livelihood vulnerability associated with migrant or unstable work arrangements, and strengthening household-level socio-economic security.

4. Adikanda Mohanta (Recognition of Prior Learning-Based Internal Career Progression)



Adikanda Mohanta was employed as an Electrician at Baliapal Ferro Chrome Plant with a monthly salary of ₹8,500 before enrolling in the SCMS programme in 2023. Seeking to strengthen his technical competency and improve his occupational standing, he participated in the training programme under the Recognition of Prior Learning (RPL) framework. Following successful completion of the programme, he was redesignated as an Operator Electrician within the same organisation, and his monthly salary increased to ₹12,300. Unlike conventional placement-based transitions, his advancement occurred within the same company, reflecting internal career progression enabled through formal skill recognition and competency enhancement. His case demonstrates the core value proposition of the RPL model in formalising existing skills, improving professional recognition, and facilitating wage growth and upward mobility without requiring workers to change employers.

The success stories presented reflect a range of outcome pathways, from formal employment entry for Fresh Trainees to internal career progression for Existing Workers. Together, they illustrate that SCMS-supported skill development can generate tangible livelihood improvements across diverse beneficiary circumstances, particularly when supported by structured post-training linkages such as NAPS apprenticeships and employer engagement mechanisms.

6. KEY FINDINGS, OUTCOMES AND STRATEGIC INTERPRETATION

This chapter synthesizes the consolidated findings of the survey on SCMS Skill Development Initiative in Jajpur district across beneficiary surveys, industry consultations, Gram Panchayat representatives, and DMFT officials. The analysis examines inclusion patterns, training effectiveness, employability outcomes, income mobility, and socio-economic transformation, with emphasis on sustainability and institutional alignment.

6.1. Beneficiary Demographics and Inclusion Profile

The programme effectively reached economically vulnerable, socially backward, and low-formally-educated populations in mining-affected areas of Jajpur district.

1. Among Fresh Trainees, 83.6% of the surveyed sample falls in the 21–35 age bracket
2. The age profile of 40.9% existing workers is skewed toward older age groups, with a significant concentration in 45 years and above.
3. Female participation is very low across both groups (below 3%), highlighting persistent structural barriers.
4. Over 80% of surveyed Fresh Trainees belong to OBC or ST communities.
5. More than 50% of Fresh Trainees had education at or below Class 10
6. 76.8% of Existing Workers were below Class 10, confirming strong outreach to educationally underserved groups.

The beneficiary profile aligns with DMFT's inclusive development goals, though the low female participation rate remains a key gap requiring targeted action.

6.2. Mobilisation Effectiveness and Drivers of Enrolment

1. Approximately 74% of surveyed Fresh Trainees joined primarily to secure employment.
2. Existing Workers enrolled with distinct motivations primarily to upgrade existing skills, improve productivity, and enhance earnings or promotion prospects within their current employment and should not be evaluated against fresh employment-driven enrolment metrics.
3. Peer networks and informal community channels accounted for nearly 71% of programme awareness, while formal mobilisation by course mobilisers contributed approximately 22%.
4. Digital and institutional outreach channels remain limited.

Grassroots social networks remain the most effective mobilisation channel, while limited digital and institutional outreach highlights the need for stronger engagement through schools, Panchayat, community campaigns, and local employment platforms.

6.3. Training Quality and Trainee Satisfaction

Core instructional delivery, trainer quality, practical sessions, and trade relevance, is a clear programme strength.

1. Among Fresh Trainees, 78% rated infrastructure as adequate and over 85% were satisfied with trainer effectiveness.
2. Among Existing Workers, 98.8% rated the training as relevant to their job role.
3. Operational gaps in supporting facilities (induction kits, accommodation) require targeted improvement.
4. Existing Workers participating in short-duration RPL programmes also reported strong skill relevance and satisfaction with training delivery.

The findings indicate that the programme's core instructional delivery system is a major strength. However, strengthening accommodation facilities, training logistics, trainee welfare support, and operational consistency would further improve overall training experience and retention.

6.4. Skill Acquisition, Confidence and Workplace Readiness

The programme demonstrated strong outcomes in technical skill enhancement, workplace confidence, and safety orientation among both fresh trainees and existing workers.

1. Around 84% of fresh trainees agreed or strongly agreed that the training significantly improved their technical and employability-related skills.
2. Among existing workers, approximately 87% reported noticeable improvement in technical competency after training exposure.
3. Nearly 99% of existing workers perceived the training as relevant to actual workplace requirements, indicating strong industry alignment.
4. Industry stakeholders consistently rated trained workers positively in practical skills, discipline, safety awareness, teamwork, and productivity parameters.
5. Productivity improvements were reported by over 77% of existing workers following training, reflecting measurable operational benefits at the workplace level.
6. Safety awareness emerged as a major programme strength, with industries frequently highlighting improved adherence to workplace safety practices among trained candidates.

Despite these positive outcomes, employers noted moderate gaps in communication skills, interview preparedness, and adaptability to rapidly evolving industrial technologies. This suggests that future training models should integrate stronger soft-skill, behavioural, and industry-exposure components alongside technical instruction.

6.5. Placement Outcomes and Employability Impact

The programme generated measurable employability outcomes and early-stage income mobility among beneficiaries, though placement continuity and upward mobility remain areas requiring further strengthening.

1. Among the 104 surveyed Fresh Trainees, approximately 48.5% of fresh trainees secured employment immediately after training, indicating moderate but meaningful labour market absorption.
2. Existing workers reported improved productivity, skill utilization, and role enhancement within current employment settings.
3. Comparative salary analysis among fresh trainees revealed a clear reduction in low-income employment. The share earnings below ₹10,000 declined substantially, while the proportion earning between ₹15,000–20,000 increased significantly over time.
4. Among existing workers, the proportion earning below ₹10,000 reduced from 68.5% to 52.1%, while middle-income categories recorded noticeable growth, indicating positive post-training income progression.
5. The proportion of unemployed fresh trainees also reduced over time, reflecting improved employment continuity and labour market retention.

Post-placement purchasing behaviour further validates tangible livelihood impact:

1. Mobile phones emerged as the most common purchase, indicating improved digital connectivity and access to employment opportunities.
2. Two-wheelers represented a major expenditure category, reflecting increased mobility and workplace access.
3. Investments in insurance and fixed deposits indicate emerging financial planning behaviour among beneficiaries.

4. Household appliances and family-oriented purchases reflect improving household well-being and social responsibility fulfilment.

Overall, the findings suggest that the programme has contributed to gradual economic mobility, productive asset formation, and increased financial resilience among mining-affected households.

6.6. Programme Perception and Community Endorsement

The programme enjoys strong acceptance among beneficiaries, industries, and local communities, reflecting high social legitimacy and institutional credibility.

1. Approximately 75% of fresh trainees expressed willingness to recommend the programme to others.
2. Community stakeholders unanimously supported continuation of the initiative, with 100% of surveyed Gram Panchayat representatives favouring continuation of skill development programmes.
3. Industry stakeholders largely rated trainee performance as “Good” or “Very Good,” particularly in productivity, safety compliance, discipline, and workplace adaptability.
4. Community representatives observed visible improvements in youth aspiration, confidence, and acceptance of formal skill certification pathways.
5. Government engagement in skill development initiatives was positively perceived by nearly 90% of community respondents.

These findings indicate that the programme has established strong community trust and positive institutional visibility, which are critical for long-term sustainability and future programme expansion.

6.7. Household-Level Socio-Economic and Community Impact

Beyond employment outcomes, the programme has generated early household-level socio-economic improvement.

1. Financial independence, improved family decision-making participation, and increased community recognition are the most widely reported social outcomes.

2. These outcomes are interpreted in the context of Fresh Trainees (for whom new employment is the change driver) and Existing Workers (for whom enhanced workplace standing and formalised certification are the primary change mechanisms) separately.
3. Community representatives observed improved youth confidence and reduced distress migration.

Taken together, the findings indicate that the SCMS skill development programme in Jajpur has generated meaningful outcomes across employment, income, and social dimensions within the surveyed sample. Converting these early gains into durable, programme-level impacts will require stronger placement support, a dedicated strategy for unplaced candidates, advanced skill pathways, and a modernised monitoring framework.

7. RECOMMENDATIONS

7.1. Training Effectiveness and Employment Outcome

The skill development programmes by Skill Council for Mining Sector demonstrate strong effectiveness in enhancing technical competency, safety awareness, and confidence among beneficiaries. High satisfaction levels regarding trainer knowledge, practical exposure, and industry relevance, indicate robust training delivery mechanisms.

Placement outcomes reflect higher success, with visible salary mobility among placed trainees. However, retention variability and wage-level concerns suggest that employability gains, while positive, are still consolidating.

Recommendations:

- Use of AR/VR/Simulator along with hands-on practice on the actual equipment (including HEMMs) had been the key differentiator in the program for effectiveness and deeper penetration on the end outcome. Programs with such training ingredient/components should be promoted.
- Residential nature of training program with benchmarked boarding and lodging facilities have widened the possibilities of higher success rate and more cohesive

learnings by increased attendance, feeling of togetherness all-round development and self-confidence. Programs should be promoted with residential options.

- Stipend for unemployed youth in STT and wage loss compensation in RPL for unorganised sector workforce may be introduced in all programs to reduce dropouts, increase effectiveness and desired outcome of the programme.
- Organised sector should be advised to release manpower for the training and assessment duration without loss of wages/leaves in RPL programs.
- Training components like Induction-cum-Safety Kit, Medical Check-up for suitability in mining sector job roles, Accidental & Medical Insurance during training program have been also widely appreciated and accepted for success of the program. Such components are vital and important for such hazardous sector trainings and should be always be mandatorily be the part of the project.
- Strengthen initial counselling at the time of mobilisation and during pre-placement counselling to align wage expectations with labour market realities.
- Introduce advanced and upskilling training programs for the previously trained and placed candidates to enable a continuous upward skill mobility rather than one time training and placement support.

7.2. Industry Relevance and Labour Market Alignment

Industry stakeholders perceive SCMS trainees as comparable or superior to untrained candidates in technical knowledge, safety compliance, and productivity. The certification component enhances employability credibility. However, feedback highlights skill gaps in advanced mechanical and interview readiness competencies. Labour demand projections in mining and allied sectors indicate sustained workforce requirements over the next three years.

Recommendations:

- Post-placement retention has been observed as a concern area specially in case of outside migrant candidates. A base line survey for the intended project geography should be incorporated as one of the mandatory initial component of the project, to ensure accurate job roles and training numbers identification are done basis the local industry demand.
- Introduce structured apprenticeship or on-the-job exposure components for better synchronisation between the aspiring candidates and the employing industry. Before the actual placements being offered.

- Periodic (Every 1 or 2 years) Upskilling training program should be introduced for both STT & RPL candidates to keep them relevant with changing/evolving technological and industrial demands.

7.3. Sustainability of Employment and Institutional Linkage

The programme has strengthened linkages between training institutions, industry, and communities. However, long-term sustainability depends on institutionalised engagement mechanisms and systematic employer partnerships. Retention challenges appear linked to wage expectations, local socio-political influences, and limited career progression pathways.

Recommendations:

- Support from local administration and employment exchanges may be sought for quality delivery in terms of local mobilisation and placements. A structured employer engagement platform may be created at district level for better success of the program.
- While making efforts for placements with industry stakeholders, a retention incentive framework may be jointly worked out to reduce drop-offs post-employment.
- Introduce alumni tracking systems to support career progression mapping.
- An impact assessment between 12-15 months of completion of the trainings and placements, should be planned and included in the project cost component at the initial stage only. Basis the positive findings in the impact assessment, the next similar projects may be initiated to ensure a continuous output.
- Strengthen the structured tracking mechanism for at least 12 months may be carried by any relevant department under the funding agency, like Labour & Employment Department, to monitor retention and career progression with re-placement facilitation if required.

7.4. Household and Community-Level Impact

The programme has contributed to measurable socio-economic improvements, including:

- Increased household income and stability with enhanced financial independence
- Improved social recognition and decision-making role
- Partial reduction in distress migration

Community-level endorsement is strong, with high willingness to recommend continuation of the programme.

Recommendations:

- Expand community awareness campaigns through PRI members and village meetings for the past projects and successful stories recorded.

Promote inclusive participation strategies for the youth, particularly for women.

8. LIMITATIONS OF THE STUDY

While the study provides valuable insights into the outcomes and emerging impacts of the SCMS-supported skill development interventions in Angul district, certain limitations should be considered while interpreting the findings.

1. The assessment is based on a sample of surveyed beneficiaries and stakeholders and does not represent the entire programme population. Accordingly, findings should be interpreted as indicative of trends and patterns within the surveyed cohort rather than programme-wide estimates.
2. A significant portion of the analysis relies on self-reported responses related to income, employment status, job satisfaction, and socio-economic changes. Such responses may be influenced by recall limitations, perception bias, or respondent expectations.
3. The study primarily captures outcome-level and early impact-level changes observed at the time of assessment. Long-term livelihood sustainability, career progression, retention trajectories, and inter-generational socio-economic impacts would require longitudinal tracking over an extended period.
4. Female participation within the surveyed sample was extremely limited, reflecting the broader gender composition of mining and allied sector employment in the region. As a result, gender-disaggregated analysis and conclusions relating to women beneficiaries remain limited.
5. Placement and salary-related findings are based on the surveyed sample and should not be interpreted as official programme-level placement statistics. Aggregate programme records maintained by SCMS and DMFT may differ from sample-based observations presented in this report.
6. Certain qualitative findings relating to social perception, confidence, household well-being, and community-level change are perception-based in nature and may not always be independently quantifiable within the scope of the current assessment.

7. The assessment was conducted within the operational and geographic context of Angul district and therefore reflects district-specific industrial, labour market, and socio-economic conditions. Replication of findings across other districts or mining regions should be undertaken with contextual consideration.
8. An operational challenge during the assessment was the limited institutional support available on-ground due to the closure of the training partner company associated with earlier programme implementation. This increased the effort required for beneficiary tracing, mobilisation support, and access to historical programme records.
9. The shift-based nature of employment among mining and industrial workers also posed field-level challenges during data collection. Since many beneficiaries were engaged in rotational duty schedules, respondents were often unavailable during initial field visits, requiring multiple repeat visits and extended field engagement to complete interviews and ensure adequate sample coverage. These operational constraints increased the overall duration of fieldwork and extended the project implementation timeline.

Despite these limitations, the mixed-methods approach adopted in the study - combining quantitative surveys, stakeholder consultations, field observations, and qualitative assessments - provides a credible and reasonably comprehensive understanding of programme outcomes, workforce transitions, and emerging livelihood impacts among the surveyed beneficiaries.

9. ANNEXURES

1. FRESH TRAINEE QUESTIONNAIRE

Project: SCMS Skill Development Training – Odisha

Date: ____ / ____ / 2025

Project	☐ Angul	☐ Jajpur
Name		
Mobile No.		
Email id (optional)		
Permanent Address		
Communication Address (if different from above)		
Training completion year	☐ 2021	☐ 2022 ☐ 2023 ☐ 2024

A. Socio-Economic Profile

- Current age of the candidate (completed years as on 1st Nov 2025)
☐ 18–20 ☐ 21–25 ☐ 26–30 ☐ 30–35 ☐ 36–40 ☐ 41–45
☐ 45 & above
- Gender ☐ Male ☐ Female ☐ Others _____
- Educational Qualification (choose highest)
☐ Below 10th ☐ 10th Pass ☐ 12th Pass ☐ ITI ☐ Diploma
☐ Graduate
- Community Category ☐ SC ☐ ST ☐ OBC ☐ General
- Marital Status ☐ Married ☐ Unmarried ☐ Divorced ☐ Widower
- What is the main occupation of your family (primary source of household income)
☐ Agriculture/Farming ☐ Animal Husbandry ☐ Mining or related work ☐ Small Business
☐ Service (Govt./Pvt.) ☐ Others _____ ☐ No regular income source

B. Training - Background and Motivation

7. What was your status before joining the training program

- ☐ Student ☐ Unemployed ☐ Helping family in agriculture/business
☐ Other _____

8. How did you come to know about the training program

- ☐ Friend / Relative ☐ Course Mobilizer ☐ Local Community Representative
☐ Poster/Banner ☐ School / College Teacher ☐ Newspaper / Website ☐ Other

9. Why did you decide to take this course (choose multiple)

- ☐ To get a job/placement ☐ I like the nature of the job/sector
☐ Recommended by someone ☐ To learn a new skill ☐ Other _____

C. Training Resources and Facilities

10. Did you receive the training material (notebooks, etc)

☐ Yes ☐ No

11. Was the equipment available for training

☐ Yes ☐ No

12. Was the equipment available for sufficient number of hours

☐ Yes ☐ No

13. Was the induction kit provided (PPE, T-shirt, cap, etc)

☐ Yes ☐ No

14. Was food or refreshment provided during the training

Program

☐ Yes ☐ No ☐ Sometimes

15. Please rate the quality of the training components

Training Component	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied
Training material	☐	☐	☐	☐	☐
Equipment availability	☐	☐	☐	☐	☐
Lodging facilities	☐	☐	☐	☐	☐
Boarding facilities	☐	☐	☐	☐	☐
Induction Kit (PPE, T-shirt, cap, etc)	☐	☐	☐	☐	☐
Practical sessions	☐	☐	☐	☐	☐
Theory class training	☐	☐	☐	☐	☐

16. Please rate your level of satisfaction with the following aspects related to the trainer

Trainer Satisfaction	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied
Trade knowledge	☐	☐	☐	☐	☐
Equipment operations	☐	☐	☐	☐	☐

Trainer's conduct (behaviour, attitude)	☐	☐	☐	☐	☐
Trainer's Communication	☐	☐	☐	☐	☐
Additional support (extra classes, query resolution, etc.)	☐	☐	☐	☐	☐

17. Did you receive any stipend during the training period

☐ Yes ☐ No

D. Post Training Outcomes

18. Were you awarded with any certification post completion of training

☐ Yes ☐ No

19. How confident are you in independently using the skills acquired/equipment learned in the course

☐ Very High ☐ High ☐ Moderate ☐ Low ☐ Very Low

20. Has this training improved your communication and teamwork skills

☐ Strongly Agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly Disagree

21. Has the training made you more aware about safety/health issues in mining sector

☐ Yes ☐ No

22. How do you perceive the skill training in terms of industry relevance

☐ Highly relevant ☐ Relevant ☐ Not relevant

23. Did this training help you improve your skills

☐ Strongly Agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly Disagree

24. Would you recommend this training program to others in your community

☐ Strongly Agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly Disagree

25. Do you feel more confident to appear for interviews or assessments now

☐ Yes ☐ No

26. Did the skill certification help you in getting better placement/employment opportunity

☐ Yes ☐ No

E. Placement and Employment Status

27. After completing SCMS training what was your location

☐ Migrated to hometown ☐ Migrated within Odisha (another district)
☐ Migrated to another state ☐ Location same as training location

28. After the qualifying assessment, did you get placement

☐ Yes ☐ No

29. If unemployed, what do you feel is the main reason for not getting a job

☐ Low educational level ☐ Lack of skills ☐ Low wages

- ☐ Lack of job opportunities ☐ Unsafe working conditions ☐ Family Issue
☐ Not interested ☐ Other _____

If Q.28 answer is No, fill status of unemployment in Q.29 and jump to Section G. Q.40

F. Job Satisfaction and Livelihood

30. If you got placement, did you join the organisation for which you got the offer letter

- ☐ Yes ☐ No

31. Were you assigned the role on which you were trained

- ☐ Yes ☐ No

32. Nature of your first job after training ☐ Regular ☐ Contractual ☐ Other

33. If employed, what type of job are you engaged in

- ☐ Skilled technical job (e.g., operator, technician) ☐ Semi-skilled / support staff
☐ Supervisory or administrative role ☐ Others _____

34. Rate the satisfaction level of the different factors of your current job:

Job Factor	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied
Working hours	☐	☐	☐	☐	☐
Salary, Leave & Overtime	☐	☐	☐	☐	☐
Medical/ Insurance	☐	☐	☐	☐	☐
Food/canteen	☐	☐	☐	☐	☐
Transportation	☐	☐	☐	☐	☐
Incentives/ Bonus	☐	☐	☐	☐	☐
Future scope	☐	☐	☐	☐	☐

35. Where are you currently located for your employment

- ☐ Local (working & living in home area) ☐ Within district ☐ In another state
☐ Planning to migrate for job

36. Your monthly salary (in INR) after placement/first employment

- ☐ Less than 10000 ☐ 10000-15000 ☐ 15000-20000 ☐ 20000-25000 ☐ Above 25000
☐ Not Employed

37. Your current monthly salary (in INR)

- ☐ Less than 10000 ☐ 10000-15000 ☐ 15000-20000 ☐ 20000-25000 ☐ Above 25000
☐ Not Employed

38. Has your family's economic condition improved after your employment

- ☐ Strongly Agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly Disagree

39. After getting first placement/employment did you purchase (choose multiple)

- ☐ TV/Fridge ☐ Mobile Phone ☐ Bike/Scooty/Car ☐ Gift to family
☐ Investment (Fixed Deposit) ☐ Life Policy ☐ Others_____

40. Which of the following areas have been positively influenced by your income increase (choose multiple)

- ☐ Improved respect from family and relatives ☐ Feel more financially independent
☐ Better marriage prospects (self or sibling) ☐ Enhanced family decision-making role
☐ Increased participation in community events ☐ More respect in community

G. Suggestion, Feedback and Consent

41. Suggestion

Do you feel there is a need for a more advanced course

- ☐ Yes _____ ☐ No

42. Feedback

CONSENT

I consent to use my personal data (i.e. name, contact details, gender) being stored and used in accordance with this statement for the duration of the SCMS impact assessment project with the empanelled agency Manpower Management Centre and its representatives.

Signature

2. EXISTING WORKER QUESTIONNAIRE

Project: SCMS Skill Development Training – Odisha

Date: ____ / ____ / 2025

Project	☐ Jajpur
Name	_____
Mobile No.	_____
Email id (optional)	_____
Permanent Address	_____ _____
Communication Address (if different from above)	_____ _____
Training completion year	☐ 2021 ☐ 2022 ☐ 2023 ☐ 2024

A. Socio-Economic Profile

- Current age of the candidate (completed years as on 1st Nov 2025)
☐ 18–20 ☐ 21–25 ☐ 26–30 ☐ 30–35 ☐ 36–40 ☐ 41–45
☐ 45 & above
- Gender ☐ Male ☐ Female ☐ Others _____
- Educational Qualification (choose highest)
☐ Below 10th ☐ 10th Pass ☐ 12th Pass ☐ ITI ☐ Diploma
☐ Graduate
- Community Category ☐ SC ☐ ST ☐ OBC ☐ General
- Marital Status ☐ Married ☐ Unmarried ☐ Divorced ☐ Widower
- What is the main occupation of your family (primary source of household income)
☐ Agriculture/Farming ☐ Animal Husbandry ☐ Mining or related work
☐ Small Business ☐ Service (Govt./Pvt.) ☐ Others _____
☐ No regular income source

B. Training - Background and Motivation

7. What was your status or occupation before joining the training program (choose one)

☐ Helping family in agriculture/business ☐ Daily wage ☐ Contractual wage

☐ Regular Payroll ☐ Other _____

8. How did you come to know about the training program

☐ Friend / Relative / Colleague ☐ Course Mobilizer ☐ Local Community Representative

☐ Poster / Banner ☐ Current Organisation ☐ Newspaper / Website

☐ Other

C. Training Resources and Facilities

9. Did you receive the training material ☐ Yes ☐ No

10. Was the training kit provided ☐ Yes ☐ No

Was food or refreshment provided during the training program ☐ Yes ☐ No ☐ Sometimes

11. Please rate the quality of the training components

Training Component	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied
Training material	☐	☐	☐	☐	☐
Training kit	☐	☐	☐	☐	☐

12. Please rate your level of satisfaction with the following aspects related to the trainer

Trainer Satisfaction	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied
Trade knowledge	☐	☐	☐	☐	☐
Equipment operations	☐	☐	☐	☐	☐
Trainer's conduct (behaviour, attitude, communication)	☐	☐	☐	☐	☐
Additional support (extra classes, query resolution, etc.)	☐	☐	☐	☐	☐

13. Did you receive any stipend or compensation wage loss for the training period

☐ Yes ☐ No

D. Post Training Outcomes

How confident are you in independently using the skills acquired/equipment learned in the course

☐ Very High ☐ High ☐ Moderate ☐ Low ☐ Very Low

14. Has this training improved your communication and teamwork skills

☐ Strongly Agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly Disagree

15. Has the training made you more aware about safety/health issues in mining sector

☐ Yes ☐ No

How do you perceive the skill training in terms of industry relevance

☐ Highly relevant ☐ Relevant ☐ Not relevant

Did this training help you improve your skills

☐ Strongly Agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly Disagree

Did the skill certification help you in getting better placement/employment opportunity

☐ Yes ☐ No

E. Job Satisfaction

16. Rate the satisfaction level of the different factors of your current job

Job Factor	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied
Working hours	☐	☐	☐	☐	☐
Salary, Leave & Overtime	☐	☐	☐	☐	☐
Medical/ Insurance	☐	☐	☐	☐	☐
Food/canteen	☐	☐	☐	☐	☐
Transportation	☐	☐	☐	☐	☐
Incentives/ Bonus	☐	☐	☐	☐	☐
Future scope	☐	☐	☐	☐	☐

F. Livelihood and Employment Status

17. Your monthly salary (in INR) at the time of training

☐ Less than 10000 ☐ 10000-15000 ☐ 15000-20000 ☐ 20000-25000 ☐ Above 25000
☐ Not Employed

18. Your current monthly salary (in INR)

☐ Less than 10000 ☐ 10000-15000 ☐ 15000-20000 ☐ 20000-25000 ☐ Above 25000
☐ Not Employed

Which of the following areas have been positively influenced by your income increase (Chose multiple)

- | | |
|--|---|
| ☐ Improved respect from family and relatives | ☐ Feel more financially independent |
| ☐ Better marriage prospects (self or sibling) | ☐ Enhanced family decision-making role |
| ☐ Increased participation in community events | ☐ More respect in community |

Suggestion

- a. Would providing a stipend (equal or equivalent to daily wages) or paid leave during training make it easier for you to attend future training programs ☐ Yes ☐ No ☐ Not Sure
- b. Do you feel there is a need for a more advanced course ☐ Yes _____ ☐ No

Feedback

CONSENT

I consent to use my personal data (i.e. name, contact details, gender) being stored and used in accordance with this statement for the duration of the SCMS impact assessment project with the empanelled agency Manpower Management Centre and its representatives.

Signature

3. INDUSTRY QUESTIONNAIRE

Project: SCMS Skill Development Training – Odisha

Date: ____ / ____ / 2025

1. Organisation Name _____
2. Responder Name _____
3. Role ☐ Worker Supervisor ☐ HR ☐ Others _____
4. Mobile No. _____
5. Email _____
6. Organisation Address _____

District _____ State _____ Pin Code _____

7. How many trained workers from the SCMS skill program have you employed in your organisation
☐ 0 to 5 ☐ 5 to 10 ☐ 10 to 15 ☐ 15 to 20 ☐ Above 20
8. Of the above workers your organisation hired, what percentage (approx.) of workers been retained for more than 1 year
☐ 0% ☐ 1-25% ☐ 26-50% ☐ 76-99% ☐ 100%
9. On what basis is the job provided to the candidate (choose multiple)
☐ On training & certification ☐ On interview & skill assessment
☐ On certificate, interview & skill assessment & onsite safety training
10. According to you which is more beneficial
☐ General recruitment ☐ Trained and Certified recruitment
11. Request you to provide your rating on the following aspects of the group of SCMS trainees hired by your

organisation. Consider the trainees in comparison to a trainee available from standard pool (untrained)

Aspect	Very Good	Good	Average	Poor	Very Poor
1. Communication skills and ability to follow instructions	☐	☐	☐	☐	☐
2. Technical knowledge related to mining operations	☐	☐	☐	☐	☐
3. Practical skills and hands-on ability in assigned tasks	☐	☐	☐	☐	☐
4. Awareness and adherence to safety protocols	☐	☐	☐	☐	☐
5. Teamwork and cooperation with colleagues/supervisors	☐	☐	☐	☐	☐
6. Attendance, discipline, and punctuality	☐	☐	☐	☐	☐
7. Productivity and work efficiency	☐	☐	☐	☐	☐
8. Adaptability to new techniques/equipment	☐	☐	☐	☐	☐
9. Overall improvement after training	☐	☐	☐	☐	☐
10. Employer satisfaction with training outcomes	☐	☐	☐	☐	☐

12. Is it favorable for industry to hire candidates with NSQF (Government certification)

☐ Yes ☐ No

13. Do you think this kind of training in mining/steel & allied sectors boosts employability of local people

☐ Yes ☐ No

14. Do you think such training programs should continue regularly

☐ Yes ☐ No

15. Would you like to sponsor for such training programs from your industry funds

☐ Yes ☐ No

16. Any feedback you would like to share on the group of trained workers hired by your organisation

17. What are the major challenges your organisation faces in hiring or retaining skilled manpower locally

18. How many (approx.) mining or allied workers would be required in your organisation/location in the next 3 years

☐ 0 to 25 ☐ 25 to 50 ☐ 50 to 75 ☐ 75 to 100 ☐ Above 100 ☐ Not aware

19. The above requirements would be in which trades (choose multiple)

- | | |
|--|--|
| ☐ Mine Foreman / Overman | ☐ Mining Mate / Sirdar |
| ☐ Heavy Earth Moving Machinery (HEMM) Mechanic | ☐ Assistant Mine Surveyor |
| ☐ Jumbo Drill Operator | ☐ Mine Electrician |
| ☐ Heavy Earth Moving Machinery (HEMM) Electrician | ☐ Mineral Processing Operator |
| ☐ Driver – Special Utility Vehicle | ☐ Mine Welder |
| ☐ Pump Operator – Mining | ☐ Rig-Mounted Drill Operator |
| ☐ Compressor Operator | ☐ Loader Operator – |
| Underground | |
| ☐ Mine Shotfirer / Blaster | ☐ Winding Operator |
| ☐ Bulldozer Operator | ☐ Dumper / Tipper Operator |
| ☐ Jack Hammer Operator | ☐ Loader Operator (Mining) |
| ☐ Wire Saw Operator | ☐ Mine Mechanic / Fitter |
| ☐ Drill Operator – Down-the-Hole / Long Hole (DTH/LH) | ☐ Grader Machine Operator |
| ☐ Low Profile Dump Truck (LPDT) Operator | ☐ Mining Rescuer |
| ☐ Helper – Open Cast Mines | ☐ Helper – Underground Mines |
| ☐ Mine Driller (Exploration) | ☐ Others _____ |

CONSENT FORM

I consent to use my personal data (i.e. name, contact details, gender) being stored and used in accordance with this statement for the duration of the SCMS impact assessment project with the empaneled agency Manpower Management Centre and its representatives.

Signature

Report Prepared by:



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