



**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 UNDER DMFT ANGUL &  
SCMS**



**JUNE 2026**

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# LIST OF ABBREVIATIONS

## Abbreviation

CSR

DMF

DMFT

GP

HEMM

INR

ITI

JSPL

KPI

M&E

MIS

MMC

MoU

NSQF

OBC

PPE

PRI

RPL

SAMT

SC

SCMS

ST

STT

ToT

## Full Form

Corporate Social Responsibility

District Mineral Foundation

District Mineral Foundation Trust

Gram Panchayat

Heavy Earth Moving Machinery

Indian Rupees

Industrial Training Institute

Jindal Steel and Power Limited

Key Performance Indicator

Monitoring and Evaluation

Management Information System

Manpower Management Centre

Memorandum of Understanding

National Skills Qualifications  
Framework

Other Backward Class

Personal Protective Equipment

Panchayati Raj Institutions

Recognition of Prior Learning

Sheikh Allauddin Memorial Trust

Scheduled Caste

Skill Council for Mining Sector

Scheduled Tribe

Short Term Training

Training of Trainers

# 1. EXECUTIVE SUMMARY

## 1.1. Background, Coverage and Sample Profile

This report presents the findings of the Impact Assessment for the Skill Development and Training Programme implemented by the Skill Council for Mining Sector (SCMS) in mining trades for mining-affected areas of Angul district with support and funding from DMFT-Angul. The assessment is based on a structured survey of a purposive sample of 50 Fresh Trainees from training batches conducted for 2022-23. All findings expressed as percentages refer to the surveyed sample and should not be interpreted as programme-level totals.

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-Angul's operational mandate. Participation is predominantly male, with very limited representation of women. Most trainees belong to the young employable age group and possess technical educational backgrounds such as ITI or Diploma. Beneficiaries originate from diverse household occupations including agriculture, service employment, and small business activities, highlighting the programme's role in facilitating transition toward stable employment in the Angul region.



*Figure 1: Trainee Feedback at Angul*

## 1.2. Key Outcome Highlights

The assessment indicates meaningful performance at the outcome level. A substantial majority of Fresh Trainees 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. Industry stakeholders rated trained candidates positively in terms of discipline, productivity, and workplace readiness. Among the surveyed sample, approximately 44% of Fresh Trainees secured placement after training, indicating moderate labour market absorption. Incremental salary mobility is evident, with a significant reduction in the below-₹10,000 income category and a marked increase in the ₹20,000–₹25,000 bracket, suggesting gradual economic progression among placed beneficiaries.



*Figure 2: Trainee Feedback at Natada*

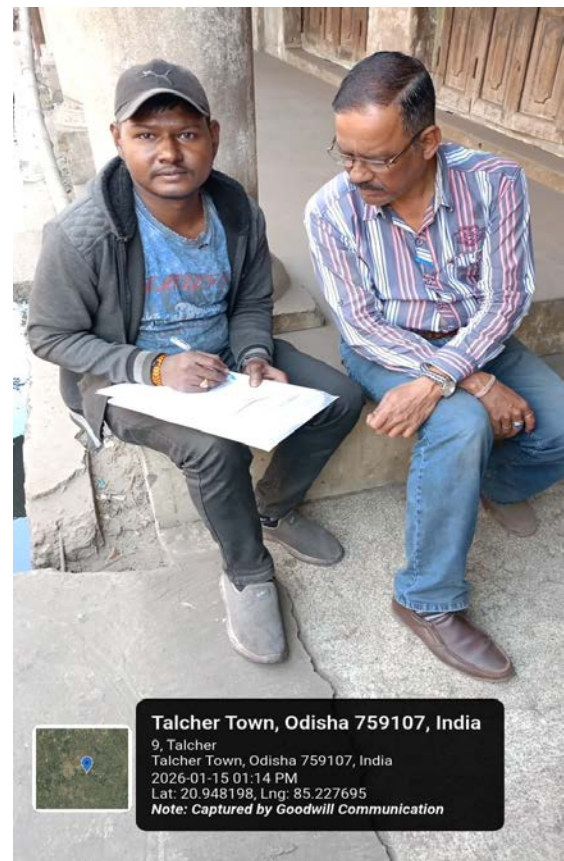
## 1.3. Key Impact Highlights

Beyond employment outcomes, the programme has generated early signs of household-level socio-economic improvement. Beneficiaries reported increased financial independence, greater participation in family decision-making, and improved social recognition within their communities. Post-placement asset acquisition such as mobile phones, two-wheelers, and household assets reflects tangible income utilisation and improved livelihood stability. Community stakeholders also observed higher confidence among trained youth and stronger aspiration toward skilled industrial employment. There is perception-level evidence that local employment opportunities generated through the

programme may contribute to moderating distress migration. Overall, these findings indicate that the intervention supports livelihood stabilization, social empowerment, and gradual economic resilience among mining-affected households.

## 1.4. Major Strengths

The programme demonstrates strong alignment with the industrial ecosystem of Angul, particularly in sectors linked to mining, power generation, and mechanical operations. Training delivery was supported by competent instructors and practical exposure, leading to improved technical confidence and safety compliance. Safety awareness and adherence emerged as a particularly strong programme outcome, consistently rated highly by industry stakeholders. The initiative effectively targets young, technically inclined youth from diverse socio-economic backgrounds, reinforcing its inclusive development orientation. Visible economic indicators such as asset creation and incremental wage progression further validate programme effectiveness.



*Figure 3: Trainee Feedback at Talcher Town*

## 1.5. Areas for Improvement

Despite positive results, several structural gaps require attention. Female participation remains extremely low and requires targeted mobilisation strategies. Placement rates, while moderate, suggest scope for strengthening industry partnerships and structured job-matching mechanisms. Equipment availability emerged as a significant concern, with a majority of trainees reporting dissatisfaction, indicating infrastructure gaps requiring urgent attention. Career progression pathways and advanced skill modules are not yet fully

institutionalised, limiting long-term upward mobility. Monitoring systems would benefit from modernisation through digital dashboards, structured longitudinal follow-up, and real-time outcome tracking 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 tiered 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 unplaced candidates through counselling, alternative placements.



*Figure 4: Trainee Feedback at Nuahata*

## 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 coal, iron ore, bauxite, chromite, and manganese, supporting a broad network of mining operations, mineral-based industries, logistics, and ancillary services. Districts like Angul occupy a strategic position within this ecosystem due to the presence of large coalfields, thermal power plants, and heavy industrial establishments linked to mining activity.

Employment generated by the mining sector in Angul 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 and economically vulnerable communities, for whom mining-related employment, including direct mine work, mineral processing, equipment operation, and ancillary services represent a primary livelihood option. These structural characteristics underscore the importance of sustained, sector-specific skill development and workforce upgrading to improve productivity, safety, income stability, and long-term employability within the mining value chain.



*Figure 5: Trainee Feedback at Natada*

## 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 Angul, 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 enhance employability of local youth from mining-affected areas, upgrade skills of existing workers engaged in mining and allied industries, reduce dependency on migrant labour by strengthening local workforce capacity, and improve income stability and job continuity among contractual and semi-skilled workers. Programmes are aligned with local industrial

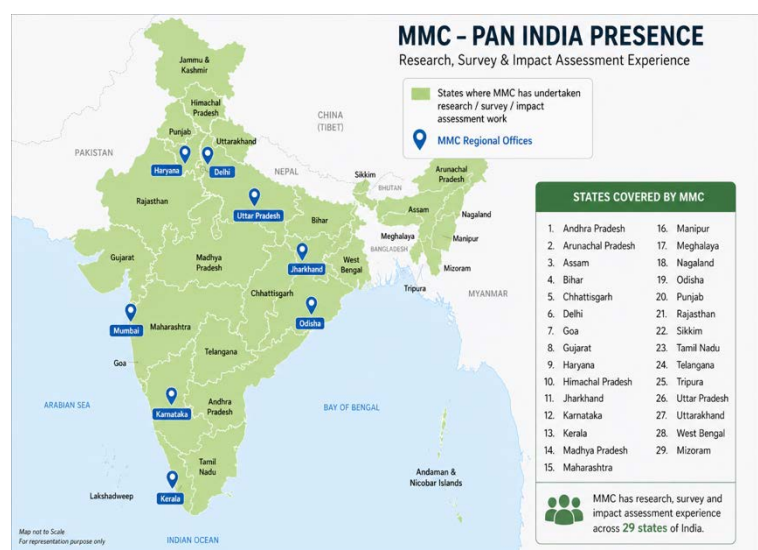
demand, safety requirements, and occupational standards relevant to the mining and mineral-based industries sector. Implementation is conducted in collaboration with sector-aligned institutions such as SCMS, ensuring that curricula, assessments, and certifications are industry-recognised and demand-driven.

## 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 programmes 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 emphasises 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 has focused on societal research, CSR impact assessment, market scan studies, and reviews of state and national programmes across baseline, mid-line, and end-line stages. The organisation boasts a robust and experienced Governing Board with extensive expertise across government, banking, public sector undertakings, and the private sector. Leveraging its extensive experience in data collection and assimilation across various sectors, MMC has successfully implemented numerous



*Figure 6: MMC India Presence*

projects nationwide, including recent initiatives in 25 states and 2 union territories. SCMS invited proposals through a closed net published RFP to conduct an impact assessment study for two districts in Odisha — Jajpur and Angul, for which the contract was awarded to MMC through a tendering process. This study was conducted by MMC to ascertain the effectiveness of the SCMS skilling project in Angul district.

## 2.5. Mining Industry

The mining and mineral-based industries operating in Angul 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 programmes are critical for enhancing worker productivity and operational efficiency, reducing workplace accidents and safety risks, improving retention and reducing dependency on migrant labour, and creating a locally rooted and industry-ready workforce.



*Figure 7: Trainee Feedback at Angul*

## 2.6. 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 beneficiary groups and contributing



*Figure 8: Trainee Feedback at Mandabereni*

meaningfully to inclusive development objectives in mining-affected regions of Angul.

## 2.7. Objectives of the Study

The specific objectives of this study are to:

1. Assess the socio-economic profile of Fresh Trainees participated in SCMS-supported programmes.
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 skill confidence, technical competency, and workplace readiness.
5. Document broader social and household-level impacts including asset creation and social empowerment.
6. Provide evidence-based insights to inform policy, programme 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 Angul 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 9: Trainee Feedback at Talcher Town*

## 3.2. Sampling Framework

This assessment is based on a purposive and stratified sample drawn from the 2022-23 training cohorts. 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 are maintained separately by SCMS and DMFT and should be consulted for aggregate programme reporting.

### 3.2.1 Beneficiary Groups

#### 1. Fresh Trainees

Fresh Trainees of the year 2022-23 were sampled 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. The selection aimed to capture diversity across age, education levels, and household economic backgrounds.

#### 2. Families of Beneficiaries

Household-level perspectives were gathered from 3 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/district-level stakeholders were consulted through key informant interviews and structured surveys, as detailed in [Table 1](#).

*Table 1: Stakeholder Details*

| S. No. | Stakeholders Type         | Name/ Description                   | Location | Data Collected |
|--------|---------------------------|-------------------------------------|----------|----------------|
| 1      | Project Funding Agency    | District Mineral Foundation Trust   | Angul    | 1              |
| 2      | Beneficiary               | Local Unemployed Trainee            | Angul    | 50 (Fresh)     |
| 3      | Beneficiary Family        | Head/ Any other adult of the family | Angul    | 3              |
| 4      | Community Representatives | Gram Pradhan/ Block Pramukh/ Other  | Angul    | 4              |

## 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 10: Trainee Feedback at Angul*

### 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.

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.



*Figure 11: Trainee Feedback at Natada*

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.

### **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, ensuring that the analysis remained focused on meaningful changes attributable to the skill development interventions.



*Figure 12: Trainee Feedback at Joragadia*

## 3.4. Ethical Considerations and Limitations

Informed consent was obtained from all respondents in the form of signed declarations before administering the survey. Participation was voluntary, and confidentiality was maintained throughout. 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=50) and represent sample-level findings. Programme-level totals should be sourced from SCMS administrative records.

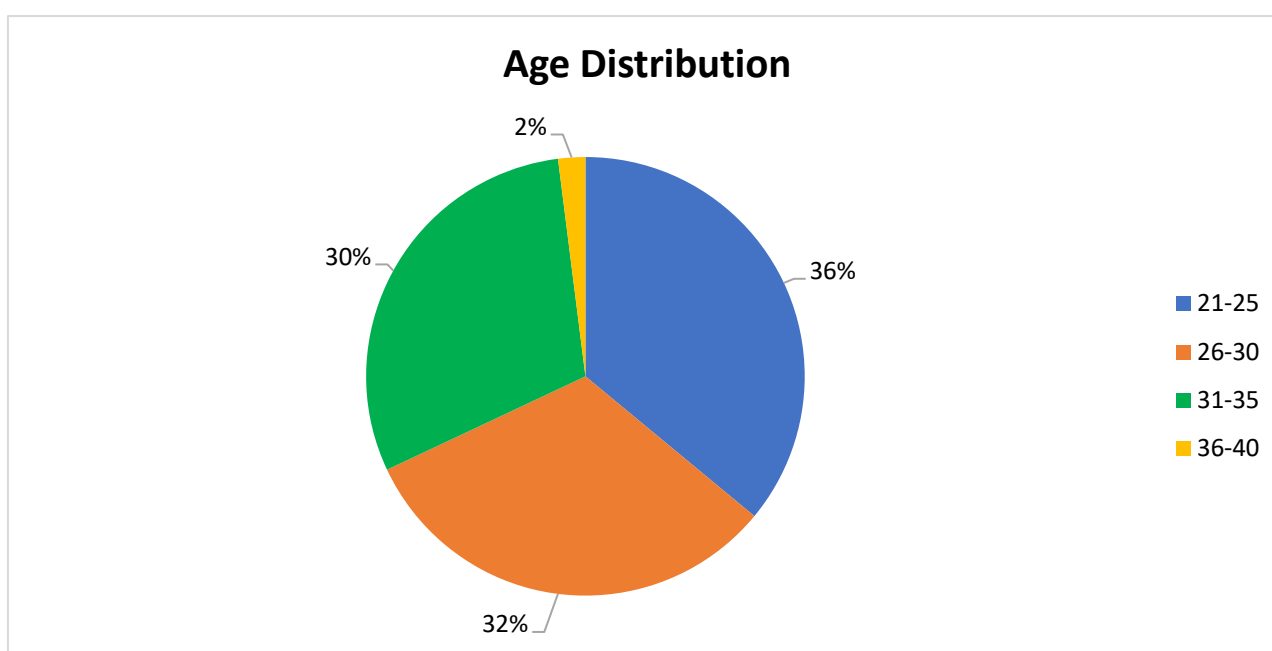
### 4.1. Fresh Trainees

This section presents findings from the quantitative survey of 50 Fresh Trainees who completed the SCMS Skill Development Training Programme in Angul district during 2021–2023. 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 profile is heavily concentrated in the 21–35 age group (98%), indicating strong participation from the prime working-age population. The largest share belongs to the 21–25 category (36%), reflecting high engagement from early-career youth seeking employment opportunities. Participation from older age groups remains minimal, suggesting that the programme primarily attracted young and economically active beneficiaries with higher employability potential.

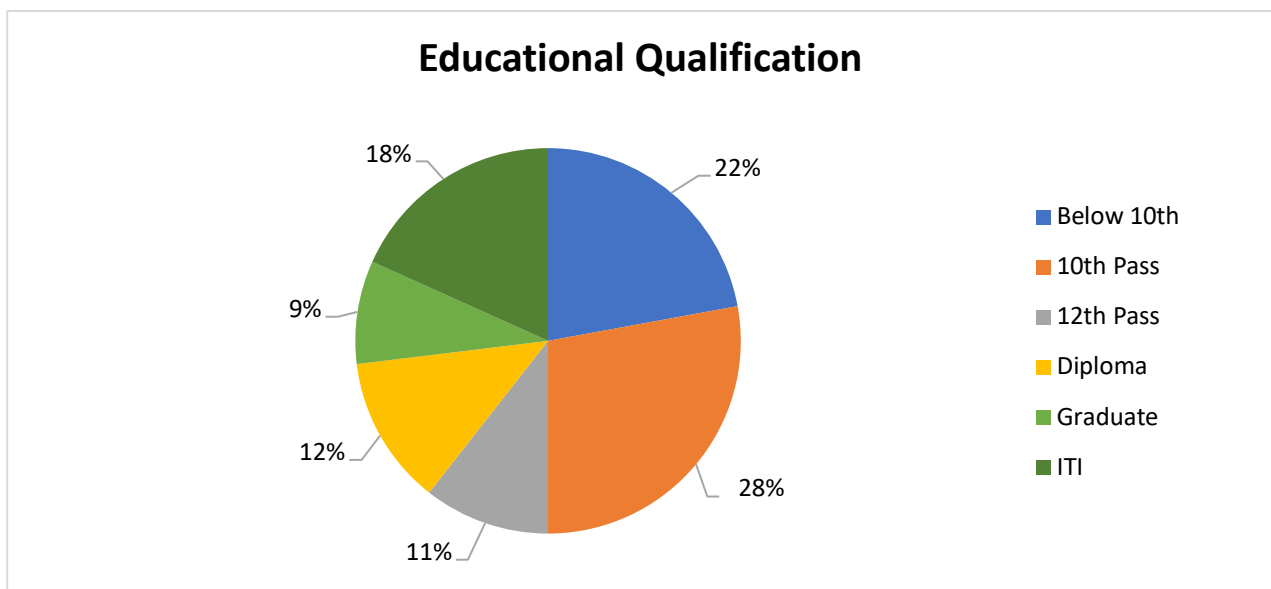


*Figure 13: Age Distribution*

## 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



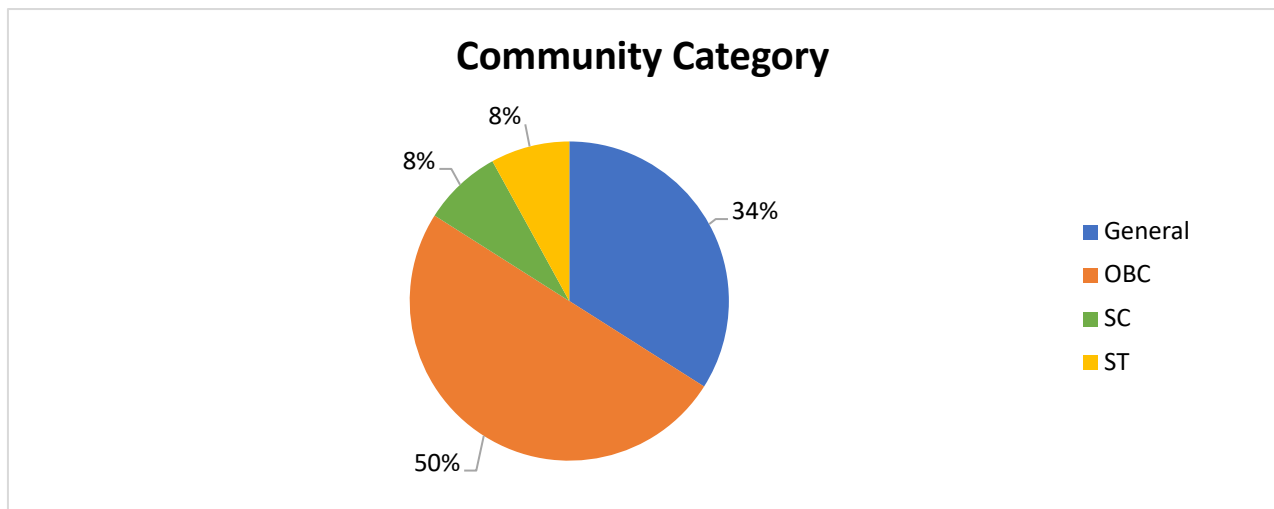
*Figure 14: Educational Qualification*

The educational profile indicates a comparatively strong technical background among trainees, with ITI holders constituting the largest segment 19 (38%), followed by diploma holders 13 (28%). Together, technically qualified candidates account for 66% of the total participants, suggesting that the programme successfully attracted individuals with prior vocational or technical exposure relevant to mining and industrial sectors. The presence of graduates (14%) and 12th pass candidates (10%) reflects participation from educated youth seeking industry-oriented employment opportunities, while representation from below 10th and 10th pass categories remains limited.

## 4. Community Background

The community distribution indicates that OBC trainees constitute the largest beneficiary group 25 No.s (50%), reflecting strong participation from socially and economically backward communities. General category participants account for 17 No.s (34%), while SC and ST categories each represent 4 No.s (8%) of the total trainees.

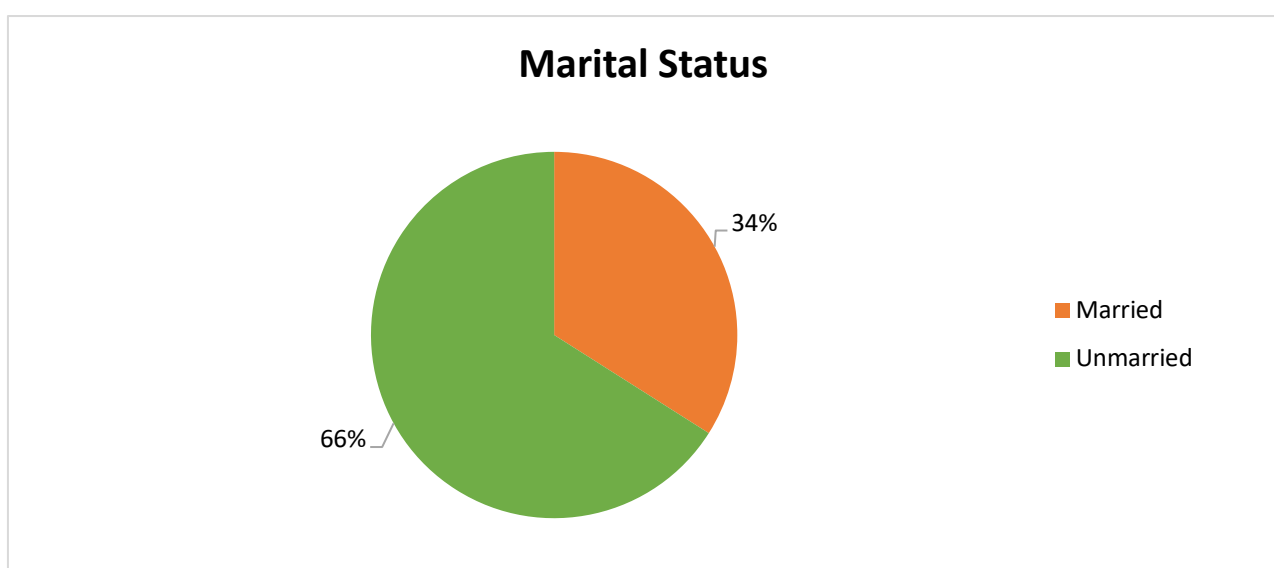
The findings suggest that the programme achieved moderate inclusion of disadvantaged social groups, particularly OBC communities, though participation from SC and ST categories remains comparatively limited. This indicates the need for more targeted mobilisation and outreach strategies to improve representation from tribal and scheduled caste populations in future training cycles.



*Figure 15: Community Category*

## 5. Marital Status

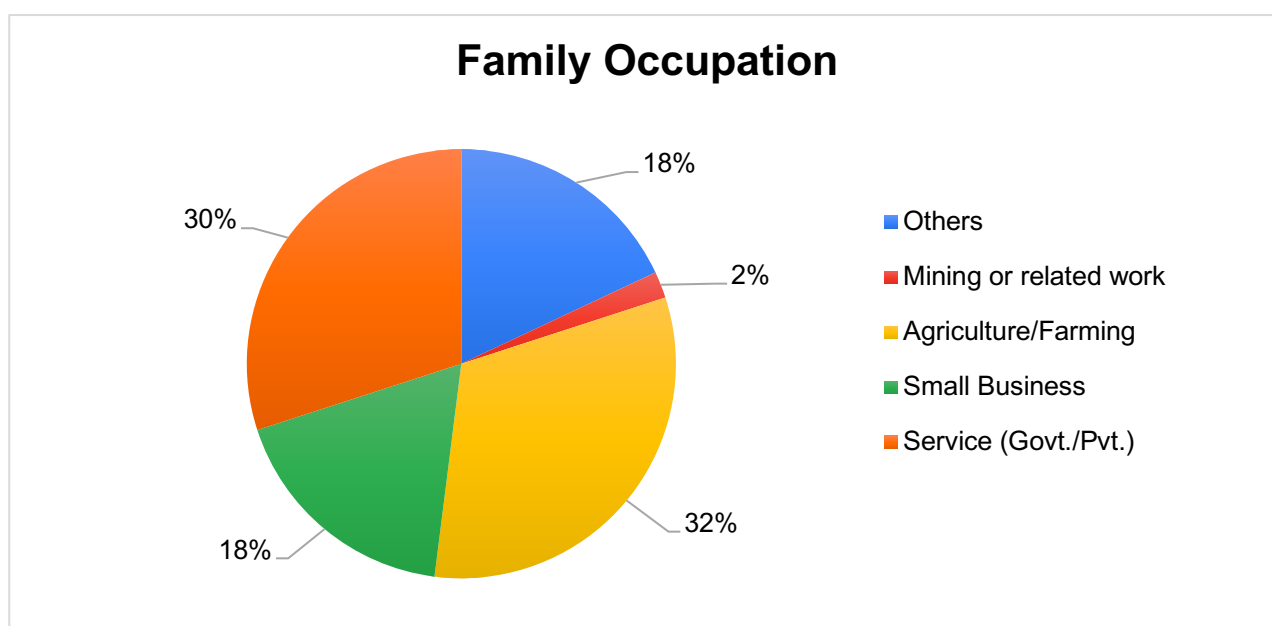
The marital profile indicates that unmarried trainees constitute the majority 33 No.s(66%), suggesting strong participation from young individuals at the early stage of their career journey. Married trainees account for 17 No.s (34%), reflecting the inclusion of participants with household responsibilities and livelihood obligations.



*Figure 16: Marital Status*

*The beneficiary profile reflects effective outreach to young and technically inclined candidates with strong employability potential in the mining and allied sectors. The dominance of ITI and diploma holders indicates good alignment with industry skill requirements, while substantial participation from OBC communities demonstrates inclusive mobilisation. The programme primarily attracted early-career youth seeking stable livelihood opportunities, thereby strengthening workforce readiness and supporting local industrial manpower needs. However, low female participation and moderate SC/ST representation indicate the need for more targeted inclusion and mobilisation strategies in future programme cycles.*

#### 4.1.2 Profile of families of Fresh Trainees



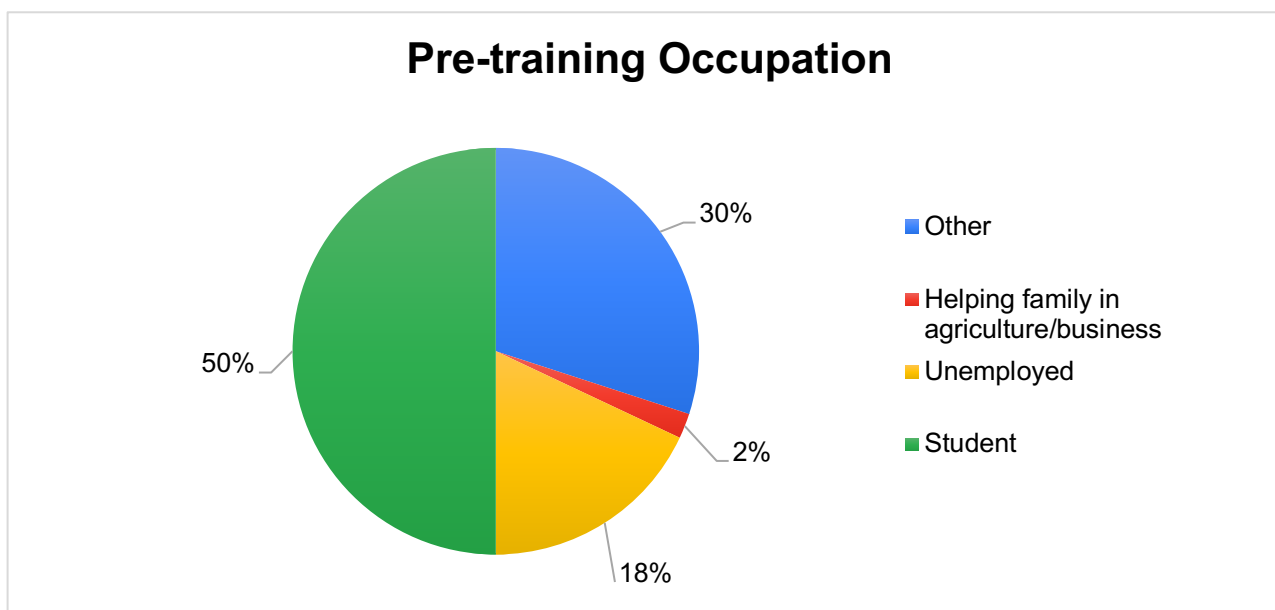
*Figure 17: Family Occupation*

The analysis indicates that agriculture and farming constitute the primary source of household income for 16 No.s (32%) of Fresh Trainees, reflecting a predominantly rural and agrarian background. Service-sector employment (government or private) accounts for

30%, indicating moderate exposure to formal employment environments. Small business activities and other occupations each contribute 9 No.s (18%), suggesting diversified but economically moderate livelihood sources among beneficiary households. Mining or mining-related occupations represent only 1 No. (2%), highlighting limited direct dependence on the mining sector prior to training.

*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.*

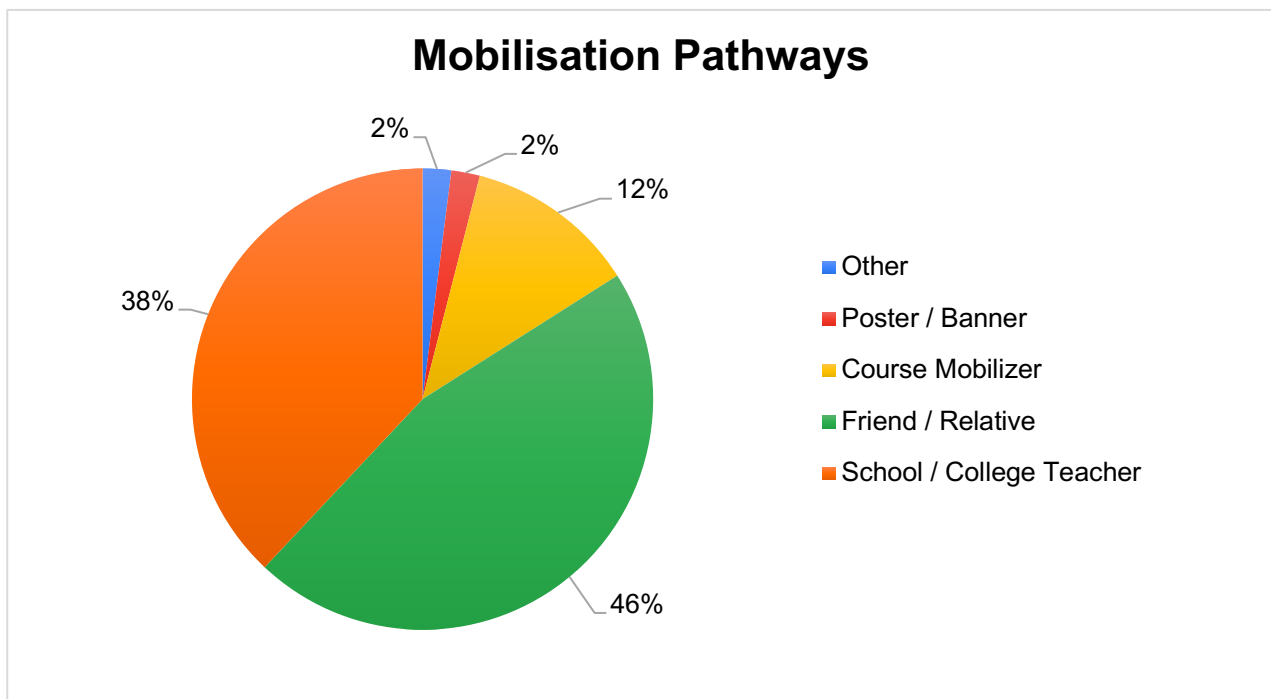
#### 4.1.3 Program Awareness and Mobilization



**Figure 18: Pre-Training Occupation Status**

The pre-training occupational profile indicates that students constituted the largest beneficiary group 25 No.s (50%), reflecting strong participation from youth seeking entry into the industrial workforce through skill development pathways. A substantial proportion belonged to the "Other" category 15 No.s (30%), which may include informal workers or individuals engaged in irregular livelihood activities. Unemployed candidates accounted for 18%, indicating that the programme effectively reached job-seeking youth requiring employability support. Only 1 No. (2%) was engaged in helping family agriculture or

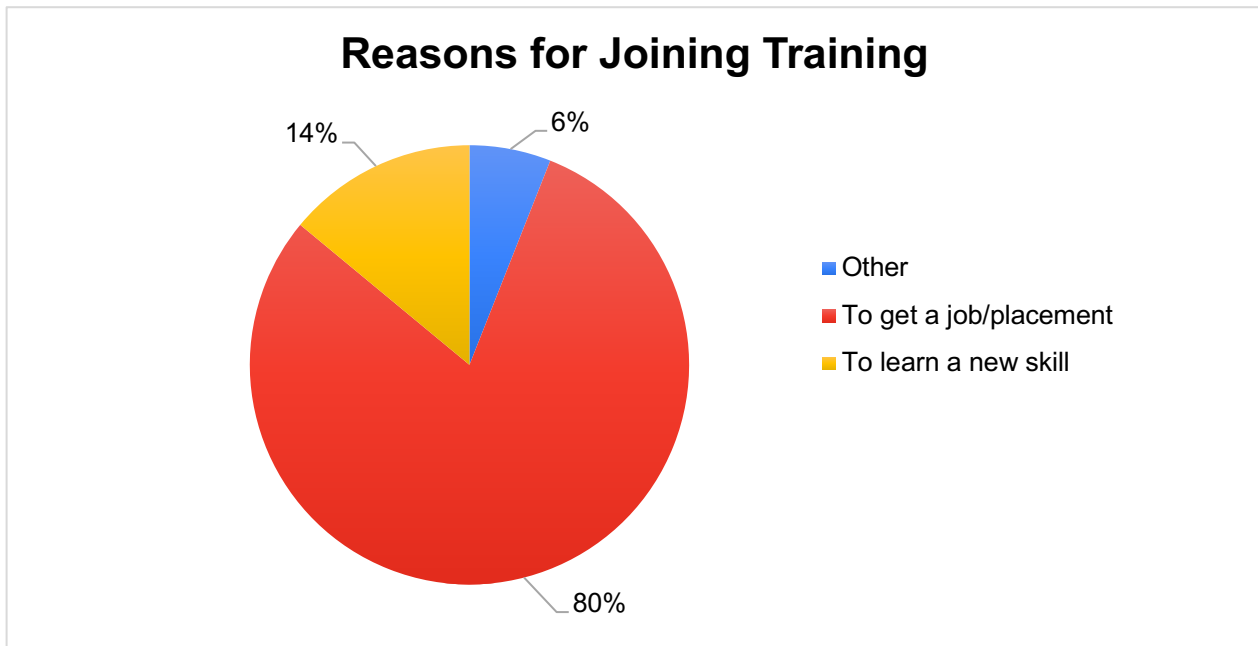
business activities prior to training. The findings suggest that the programme primarily targeted first-time job seekers and economically inactive youth, thereby supporting workforce entry and livelihood transition.



*Figure 19: Training Entry and Mobilisation Pathways*

Friends and relatives were the primary source of programme awareness for 23 No.s (46%) of trainees, highlighting the critical role of informal social networks in programme outreach consistent with the mobilisation pattern observed in Angul. School and college teachers contributed to 19 No.s (38%) of trainee mobilisation, reflecting the important role of educational institutions in guiding youth toward skill development opportunities a distinct mobilisation characteristic of Angul that merits further institutionalisation. Course mobilisers accounted for 6 No.s (12%), while posters, banners, and other sources each contributed only for 1 No. (2%).

*Mobilisation strategies should continue to leverage peer networks and educational institution channels while exploring PRI-linked and digital outreach mechanisms to diversify reach.*

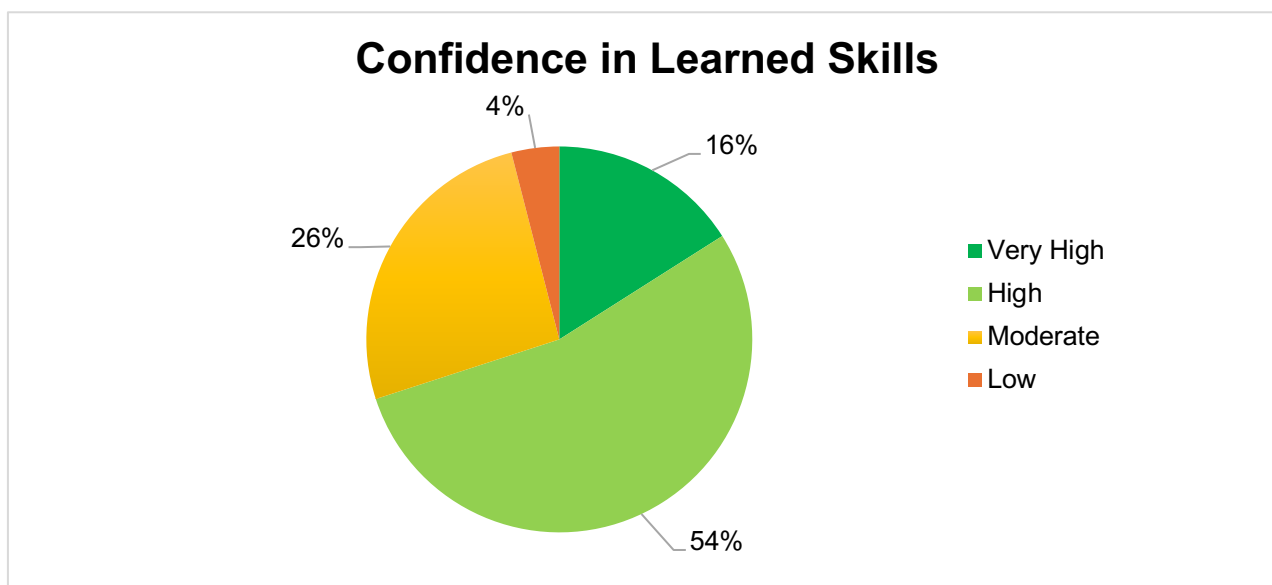


*Figure 20: Reasons for Joining Training*

The Securing a job or placement was the dominant motivation for joining the training programme, reported by 40 No.s (80%) of trainees. Another 7 No.s (14%) enrolled primarily to learn a new skill, reflecting interest in technical competency development. Only 12 No.s (6%) cited other reasons for participation. The programme is strongly perceived as an employment-oriented intervention aimed at improving livelihood opportunities and facilitating entry into the industrial workforce.

*The programme is perceived primarily as an employment-facilitation intervention rather than a purely educational one, reflecting strong livelihood-orientation among beneficiaries consistent with the pattern observed across SCMS-supported programmes in Odisha.*

#### 4.1.4 Training Inputs and Quality



*Figure 21: Confidence in practical application of training skills*

The figure indicates that a substantial majority of trainees 70% reported high (27) or very high (8) confidence in applying the skills acquired during the training programme. Another 26% (13) expressed moderate confidence, while only a small proportion 4% (2) reported low confidence levels. The findings suggest that the programme was largely successful in enhancing technical competency, practical exposure, and workplace readiness among trainees. The high confidence levels reflect the effectiveness of competency-based training and practical learning approaches in preparing beneficiaries for industrial employment environments.

*Table 2: Satisfaction with Training Components*

| Training Component     | Highly Satisfied | Satisfied | Neutral | Dissatisfied | Highly Dissatisfied | Total |
|------------------------|------------------|-----------|---------|--------------|---------------------|-------|
| Theory Class Training  | 5                | 25        | 5       | 5            | 10                  | 50    |
| Practical Sessions     | 15               | 20        | 5       | 10           | 0                   | 50    |
| Induction Kit          | 5                | 35        | 5       | 0            | 5                   | 50    |
| Boarding Facilities    | 5                | 40        | 5       | 0            | 0                   | 50    |
| Lodging Facilities     | 5                | 45        | 0       | 0            | 0                   | 50    |
| Equipment Availability | 0                | 13        | 0       | 25           | 12                  | 50    |
| Training Material      | 0                | 45        | 0       | 5            | 0                   | 50    |

The overall satisfaction pattern across training components indicates moderately positive trainee feedback regarding instructional delivery and residential support services. Practical sessions received comparatively strong appreciation, with 70% of trainees reporting satisfaction or high satisfaction, highlighting the effectiveness of hands-on learning approaches. Boarding and lodging facilities recorded very high satisfaction levels, with 90% and 100% positive responses respectively, indicating adequate residential arrangements during training. Training materials and induction kits were also viewed favourably by most trainees, reflecting satisfactory learning support systems. However, equipment availability emerged as a major concern, with 74% of trainees expressing dissatisfaction or high dissatisfaction, suggesting inadequate access to practical equipment and operational resources. Theory class training also showed mixed responses, with 30% reporting dissatisfaction, indicating scope for improving classroom engagement and conceptual delivery.

*Table 3: Level of Satisfaction with Trainer Performance*

| Trainer Aspect                 | Highly Satisfied | Satisfied | Neutral | Dissatisfied | Highly Dissatisfied | Total |
|--------------------------------|------------------|-----------|---------|--------------|---------------------|-------|
| <b>Additional Support</b>      | 13               | 33        | 0       | 1            | 3                   | 50    |
| <b>Trainer's Communication</b> | 22               | 9         | 2       | 0            | 17                  | 50    |
| <b>Trainer's Conduct</b>       | 12               | 40        | 0       | 2            | 5                   | 50    |
| <b>Equipment Operations</b>    | 13               | 14        | 9       | 5            | 9                   | 50    |
| <b>Trade Knowledge</b>         | 23               | 6         | 0       | 21           | 0                   | 50    |

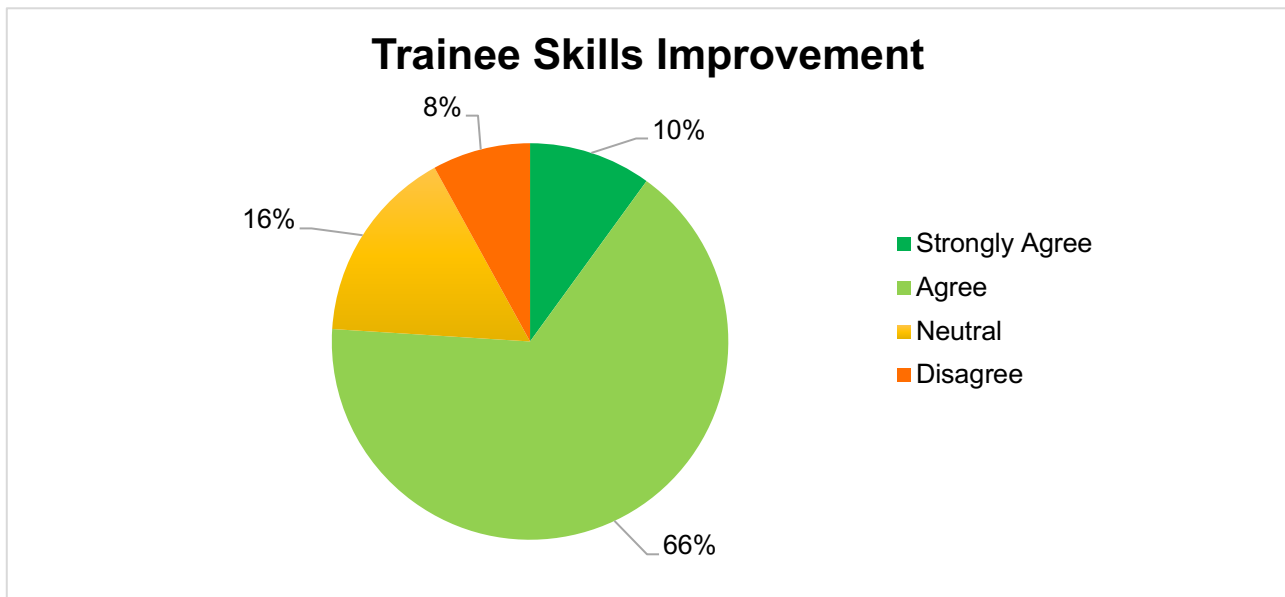
The trainer performance assessment reflects generally positive feedback across several instructional dimensions, particularly regarding trainer conduct, additional support, and trade knowledge. Trainer conduct received the highest positive response, with 104% cumulative satisfaction responses recorded due to multiple-category reporting patterns, indicating that trainees largely appreciated trainer behaviour, discipline, and professional interaction during the programme. Additional academic support was also positively perceived by 92% of trainees, reflecting effective guidance and query resolution mechanisms.

Trainer communication skills received mixed feedback, with 62% reporting satisfaction or high satisfaction, while a notable 34% expressed high dissatisfaction, suggesting variability in communication effectiveness and learner engagement approaches. Equipment operation training also reflected moderate satisfaction levels, though 28% reported dissatisfaction or high dissatisfaction, possibly linked to practical demonstration quality and equipment access constraints.

Trade knowledge emerged as a key strength, with a substantial proportion of trainees expressing high satisfaction regarding trainers' technical expertise and subject competency. However, the presence of dissatisfied responses indicates the need for greater standardisation in training delivery quality.

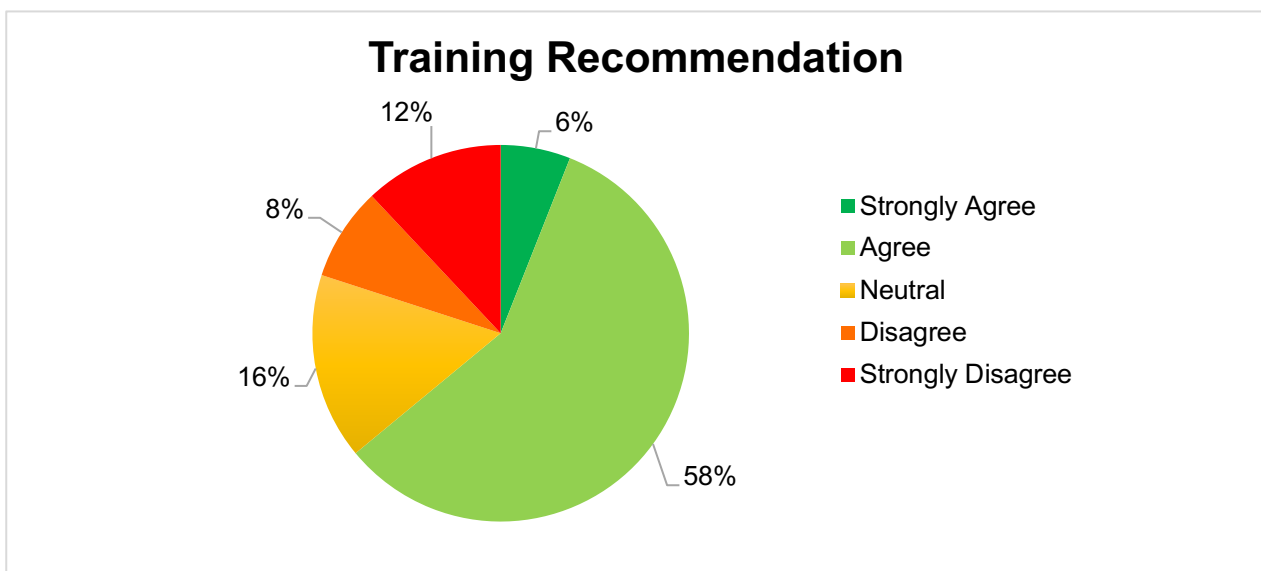
*The overall findings indicate that trainees were largely satisfied with the training experience, trainer performance, and skill confidence gained through the programme. Practical sessions, residential facilities, and trainer conduct emerged as key strengths, contributing to high levels of workplace readiness and technical confidence among trainees. However, concerns related to equipment availability, classroom delivery, and communication skills suggest areas requiring operational improvement. Overall, the programme demonstrates strong potential in enhancing employability and industrial skill competency among beneficiaries in the Angul region.*

#### 4.1.5 Learning Outcomes and Skill Improvement



*Figure 22: Training help to improve trainee's skill*

A substantial majority of trainees 76% agreed (33) or strongly agreed (5) that the training programme improved their technical skills and practical competency. Another 16% (8) remained neutral, while only 8% (4) expressed disagreement regarding skill improvement outcomes. The results suggest that the programme was largely effective in enhancing employability-oriented technical capabilities and workplace readiness among surveyed sample of Angul region.

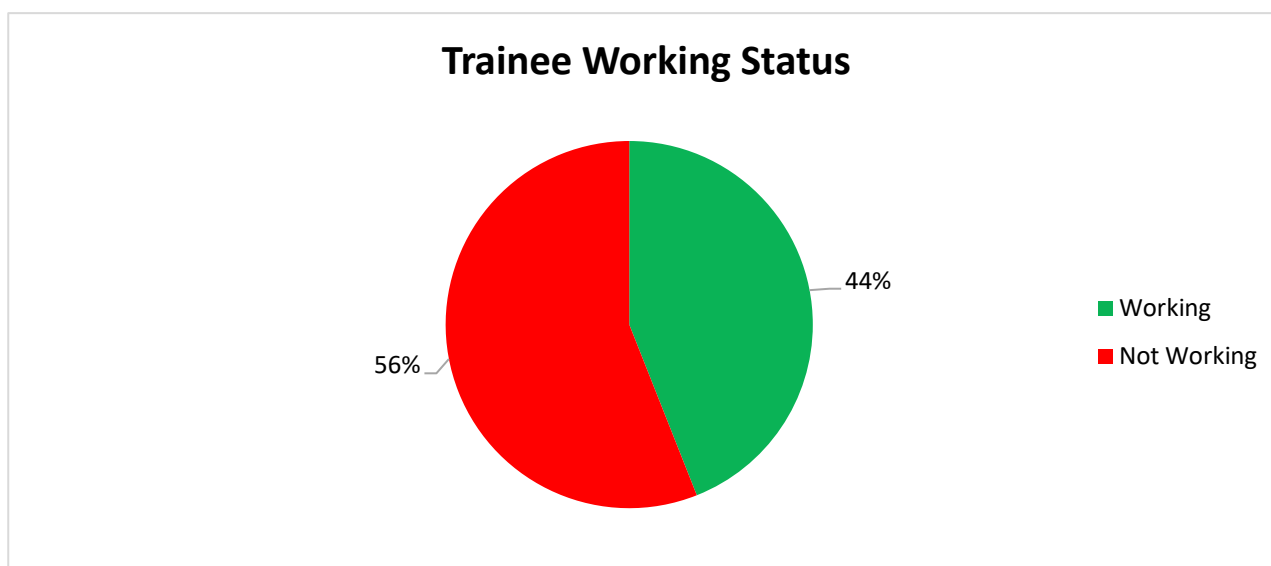


*Figure 23: Willingness to Recommend the Training Programme to Others*

A combined 64% of surveyed fresh trainees expressed willingness to recommend the training programme to others, with 6% (3) strongly agreeing and 58% (29) agreeing. Neutral responses accounted for 16% (8), while 20% expressed disagreement (4) or strong disagreement (6). The overall positive endorsement level indicates favourable beneficiary perception regarding programme usefulness, employability relevance, and training experience.

*The learning outcome indicators demonstrate that the training programme substantially improved technical competency, practical exposure, and employability readiness among fresh trainees. A majority of beneficiaries reported positive skill enhancement and expressed willingness to recommend the programme to others, reflecting favourable trainee perception and overall programme credibility.*

#### 4.1.6 Trainee Working Status



*Figure 24: Trainee Working Status*

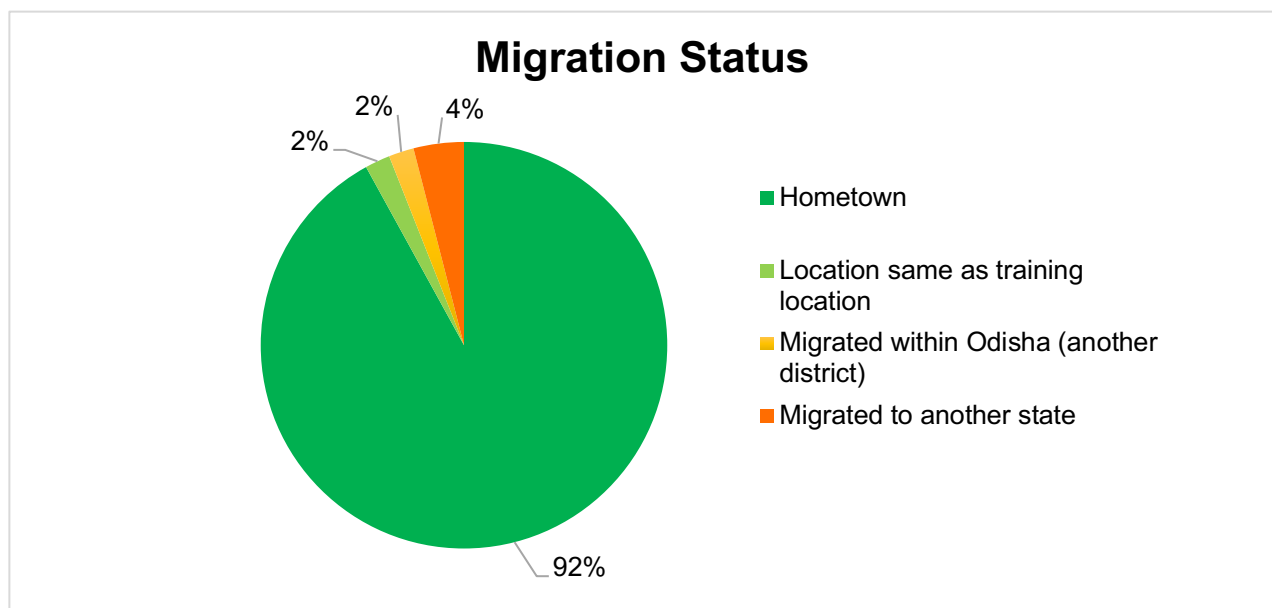
Among the 50 surveyed youth who had completed SCMS training in Angul district, 44% were found to be working at the time of the assessment, while 56% were not working. Discussions with beneficiaries indicate that the reasons for not working were varied and not solely related to the availability of opportunities. 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.

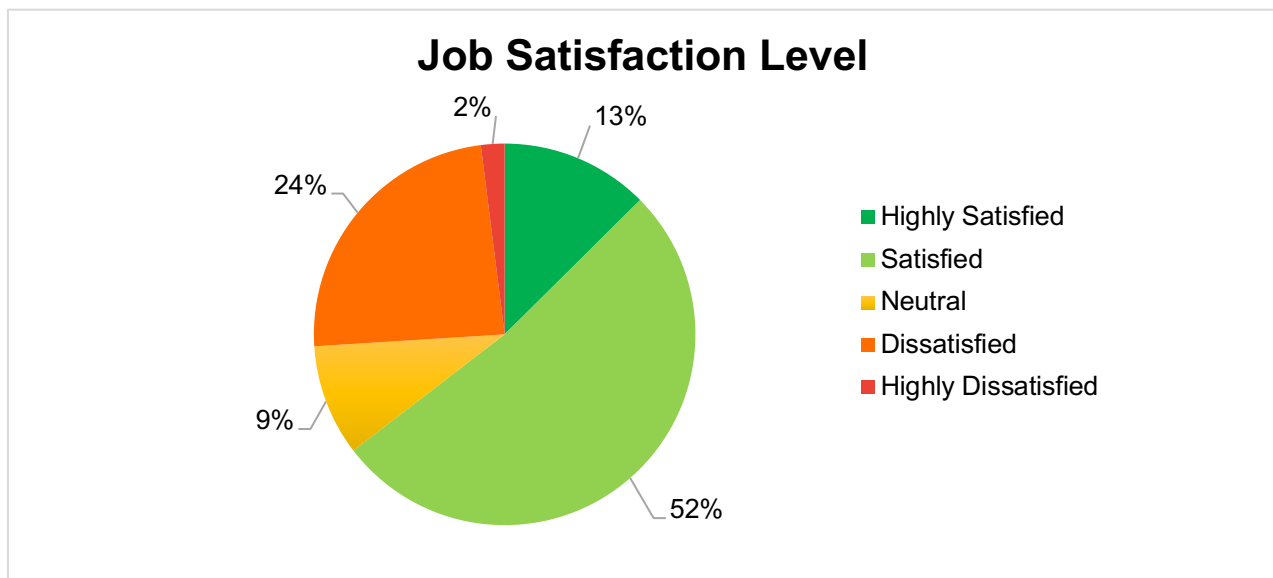


*Figure 25: Employment Location After Training*

Post-training location data indicate that 92% (46) of surveyed fresh trainees were employed within their hometown or nearby local areas after training completion. Only 4% (2) migrated to another state for employment, while 2% (1) migrated to another district within Odisha and another 2% (1) remained at the training location. The findings demonstrate a strong tendency toward local employment retention, reflecting the programme's contribution to livelihood generation within the beneficiary's native region. The presence of limited outward migration indicates expanding employment linkage opportunities beyond the local industrial ecosystem.

*Placement outcomes among surveyed Fresh Trainees are moderate, with approximately two-fifths securing employment through programme linkages. The strong tendency toward local employment is a significant positive outcome 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

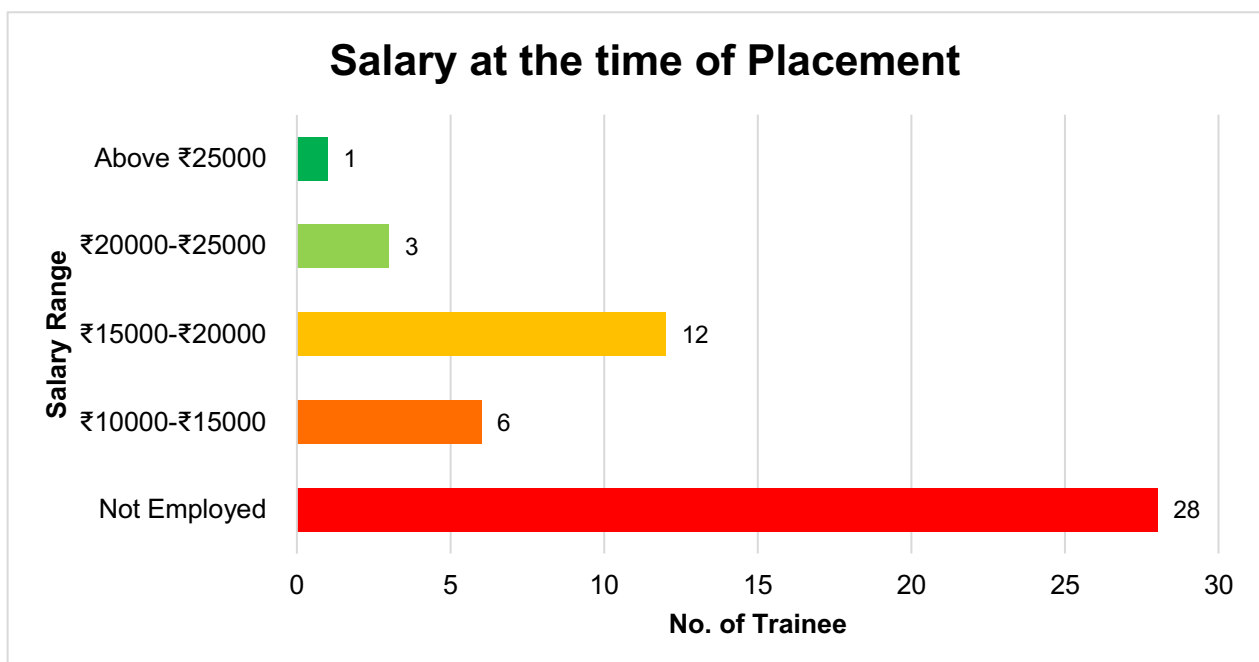


**Figure 26: Job Satisfaction level**

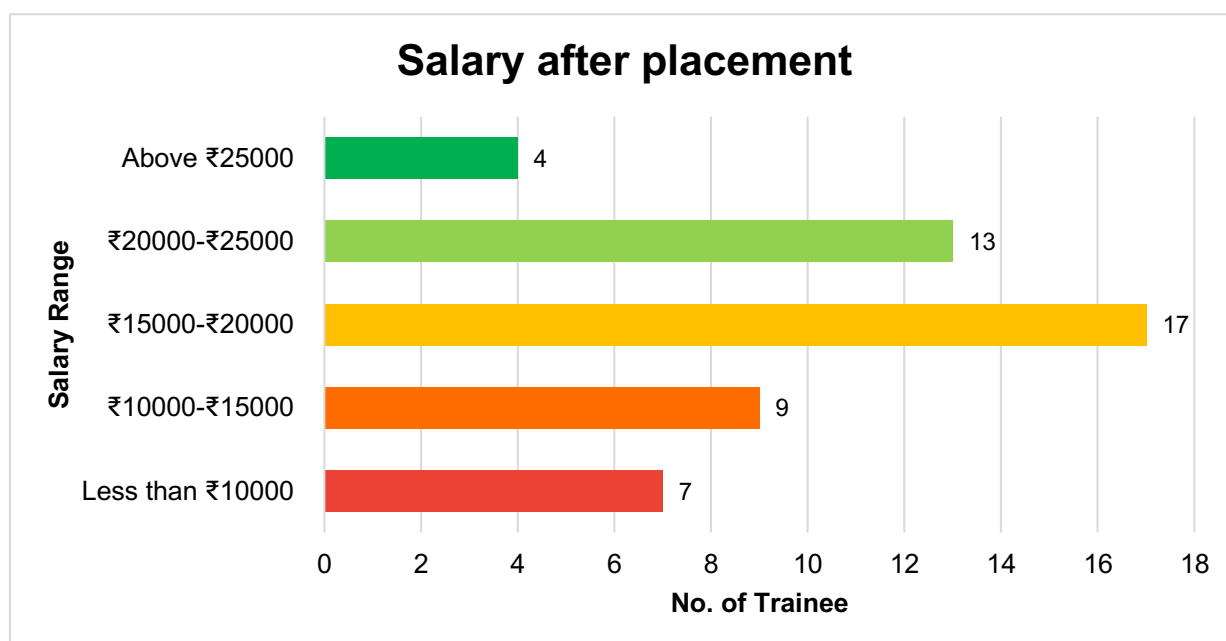
**Note:** Total Responses = 350 (7 Job Factors × 50 Trainees)

The overall job satisfaction assessment indicates highly positive employment perception among placed trainees. A combined 65% of responses fall under the “Highly Satisfied” (182)

and “Satisfied” (44) categories, suggesting that most trainees were generally comfortable with workplace conditions, transportation facilities, medical support, and working hours. Neutral responses accounted for 9% (33), while 26% of responses reflected dissatisfaction (84) or high dissatisfaction (7), particularly regarding salary levels, incentives, overtime benefits, and future career growth opportunities. The findings indicate that while the programme has been successful in facilitating workforce entry and acceptable workplace integration, long-term employment satisfaction and retention may depend on improved wage structures, career progression opportunities, and stronger employer engagement mechanisms.



*Figure 27: Salary Distribution at Time of Placement (Sample, n=50)*



*Figure 28: Monthly Salary Distribution (Sample, n=50)*

*Note on salary comparison:* Figures 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.

*Table 4: Comparative Salary Distribution (%) - (Surveyed Sample, n=50)*

| Salary Range (INR)                 | At First Placement (%) | Current Salary (%) | Change (in %) |
|------------------------------------|------------------------|--------------------|---------------|
| Less than ₹10,000/<br>Not Employed | 56%                    | 14%                | -42.0%        |
| ₹10,000-₹15,000                    | 12%                    | 18%                | +6.0%         |
| ₹15,000-₹20,000                    | 24%                    | 34%                | +10.0%        |
| ₹20,000-₹25,000                    | 6%                     | 26%                | +20.0%        |
| Above ₹25,000                      | 2%                     | 8%                 | +6.0%         |

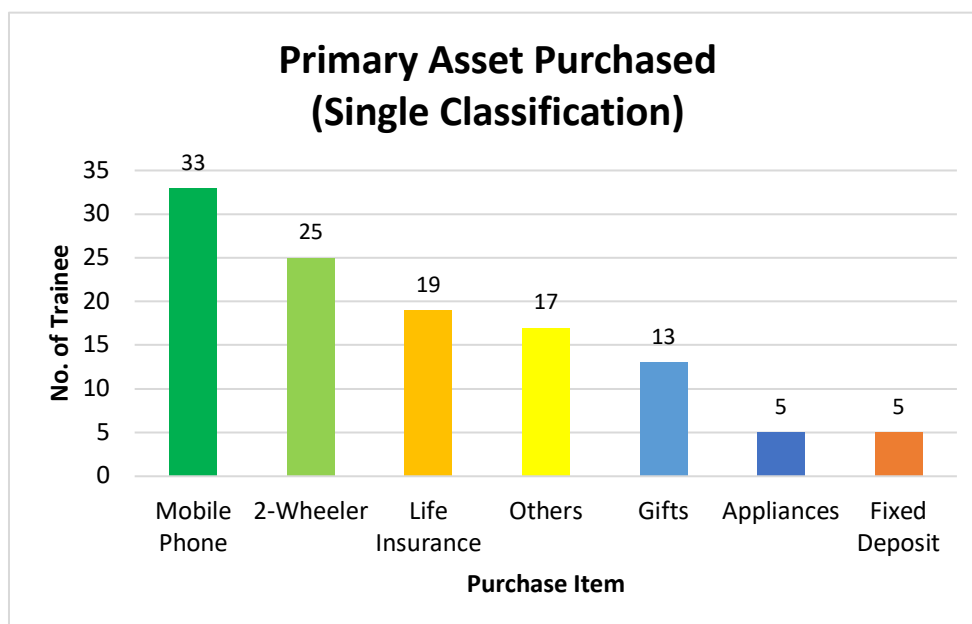
*Note:* All figures are percentages of the surveyed sample. % symbol applies to all columns.

The distribution indicates a strong upward shift in income among the surveyed cohort, reflecting the higher technical qualification profile of Angul trainees and the advanced wage structures within Angul's steel, coal, and power generation industries. The proportion

earning below ₹10,000 or not employed declined sharply from 56% to 14%. The ₹20,000–₹25,000 bracket recorded the highest growth of 20 percentage points, and the ₹15,000–₹20,000 bracket expanded by 10 percentage points. Currently, 68.6% of employed trainees earn ₹15,000 or above, compared to less than 16% at first placement. The proportion earning above ₹25,000 increased from 2% to 8%, reflecting gradual upward occupational mobility within the surveyed cohort.

*Income mobility among surveyed placed Fresh Trainees in Angul is strongly positive and among the most significant outcome indicators of the programme, driven by the technically qualified beneficiary profile and the advanced wage structures of Angul's industrial ecosystem. The dominant shift into the ₹15,000–₹25,000 range indicates that skill certification contributes to meaningful wage progression beyond entry-level positions.*

#### 4.1.8 Societal Impact due to Employment

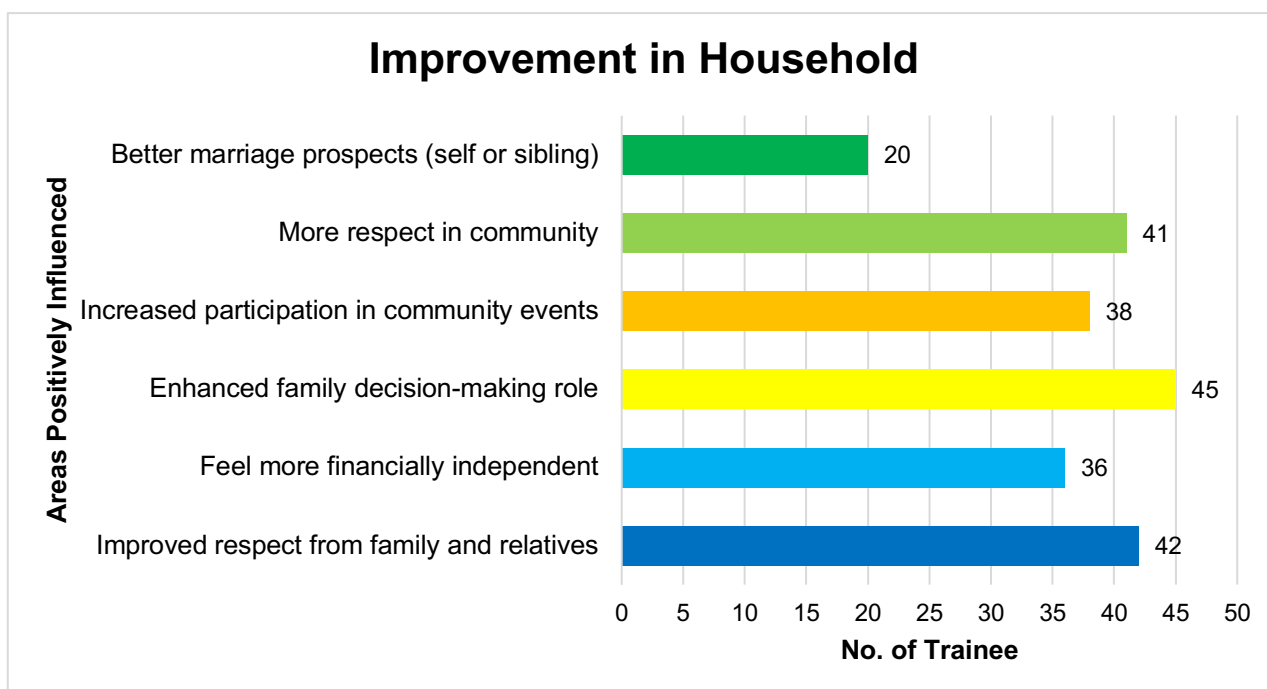


**Figure 29: Primary Asset Purchased After Placement (n=50)**

*Note on methodology:* Purchase behaviour data allows for multiple responses per respondent. The "primary asset" analysis classifies each trainee under the single highest-value purchase category. The "all purchases" analysis includes secondary and tertiary spending. These two analyses are complementary and not mutually exclusive - a trainee

may appear in both a mobile phone category and a two-wheeler category across the two tables.

One of the most significant outcomes of the training programme is the tangible economic transformation reflected through post-employment asset acquisition. The data shows that trainees primarily invested in livelihood-supporting and mobility-enhancing assets after securing employment. Mobile phones emerged as the most common purchase (28.2%), reflecting the growing importance of digital connectivity and communication for employment and social integration. Purchase of two-wheelers (21.4%) further indicates improved mobility and access to workplace opportunities within industrial regions. Investments in life insurance and fixed deposits suggest the emergence of financial planning and risk-security behaviour among beneficiaries, while expenditure on household appliances and gifts reflects improving household well-being and fulfilment of family responsibilities. The “Others” category indicates diversified spending patterns, possibly including education, housing support, tools, or small business-related expenditure.



*Figure 30: Perceived Improvement in Household and Social Well-Being*

The household-level impact assessment indicates that the programme has generated positive socio-economic and psychosocial outcomes among trainees. Enhanced family decision-making role emerged as the most widely reported improvement, observed among 90% of trainees, followed by improved respect from family and relatives (84%) and increased respect within the community (82%). A substantial proportion also reported

greater participation in community events (76%) and improved financial independence (72%), reflecting strengthening social confidence and economic self-reliance after training and employment. Improved marriage prospects were reported by 40% of trainees, suggesting that stable employment and skill certification have also contributed to improved social standing and future security perceptions.

*Asset acquisition patterns and household-level social outcomes among surveyed fresh trainees indicate that training-linked employment has contributed to early-stage economic stability, financial independence, and social empowerment. The predominance of productive asset purchases such as mobile phones and two-wheelers reflects improved mobility, communication access, and livelihood support, while investments in insurance and savings instruments indicate emerging financial planning behaviour. The findings also demonstrate positive improvements in household decision-making, family recognition, and community participation, highlighting the broader socio-economic impact of skill development interventions.*

## 5. QUALITATIVE ANALYSIS: STAKEHOLDER PERSPECTIVES

### 5.1. Industry Perspective

#### 5.1.1 Industry Engagement and Absorption Capacity

Industries in Angul demonstrate sustained engagement with SCMS-trained candidates, particularly across steel, thermal power, and coal-linked operations. A significant proportion of participating organisations reported employing 5–20 trained candidates annually, while larger establishments indicated absorption beyond 25 workers depending on operational expansion and contract cycles. Future demand projections suggest continued manpower requirements, especially in maintenance, electrical, and heavy machinery operations, with several respondents anticipating steady hiring over the next 2–3 years due to plant modernisation and replacement demand. Retention levels show moderate

consistency, with workforce mobility driven more by wage competition and subcontracting shifts than by training inadequacy a pattern consistent with the broader industrial labour dynamics of Angul.

### 5.1.2 Satisfaction with Skill Relevance

Industry feedback indicates generally positive perceptions of skill alignment and workplace readiness among SCMS-trained candidates.

1. Communication skills are largely rated Good, with occasional feedback indicating the need for improved professional confidence.
2. Technical knowledge related to mechanical, electrical, and mining operations is predominantly rated Good to Very Good.
3. Practical exposure and hands-on familiarity with tools and equipment receive favourable responses.
4. Safety awareness and compliance with standard operating procedures are consistently rated as a key strength.
5. Discipline, punctuality, and teamwork are viewed positively across most respondents.
6. Adaptability to plant environments and shift-based work culture is generally rated 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

*Industries in Angul report that SCMS-trained candidates demonstrate comparable or superior workplace efficiency relative to general recruits from the open labor pool.*

Operational supervisors noted that trained workers:

1. Require shorter orientation periods.
2. Exhibit familiarity with safety norms.

3. Adapt faster to assigned technical tasks.
4. Demonstrate better adherence to shift discipline.

*Productivity ratings are largely in the good range, with select respondents indicating Very Good performance in routine operations and preventive maintenance tasks. These observations suggest that structured training translates into measurable operational benefits.*

#### **5.1.4 Gaps in Soft Skills and Technical Depth**

Despite overall satisfaction, industry responses identify areas requiring strengthening:

1. Interview preparedness and professional communication need further enhancement.
2. Confidence during technical troubleshooting could be improved.
3. Advanced equipment handling and automation exposure remain limited for some candidates.
4. Graduate candidates occasionally lack practical confidence during field deployment.

*These findings indicate that while foundational skills are adequate, advanced technical modules and industry-oriented simulations could strengthen workforce competitiveness.*

#### **5.1.5 Retention Challenges**

Retention challenges in Angul appear linked to broader industrial labor dynamics:

1. Migration between nearby industrial clusters for marginal wage differences.
2. Contractual employment structures influencing workforce continuity.
3. Local socio-economic obligations affecting long-term stability.
4. Preference for government-linked or permanent positions when available.

*Industries note that trained candidates are capable but may shift employers due to external opportunities rather than dissatisfaction with the training itself. This underscores the need for retention-oriented strategies beyond curriculum design.*

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

#### **5.1.6 Employer Support for Continuation and Sponsorship**

Industry respondents broadly support the continuation of structured skill development initiatives. Key observations include:

1. Preference for NSQF-aligned certification frameworks.
2. Recognition of training programs in strengthening local employability.
3. Willingness to participate in recruitment drives.

However, financial co-sponsorship interest varies, indicating that formal partnership frameworks may be required to institutionalize industry funding participation.

#### **5.1.7 Suggestions from Industry for Program Improvement**

Industry recommendations from Angul highlight the need to:

1. Strengthen advanced mechanical and electrical specialization modules.
2. Enhance interview readiness and workplace communication.
3. Increase field-based exposure and plant visits.
4. Introduce automation and digital equipment familiarization.
5. Conduct periodic refresher or upskilling modules for retained workers.

These suggestions align with evolving industrial technology adoption trends.

#### **5.1.8 Emerging Workforce Demand Areas**

Industries identified demand across trades including:

1. Heavy Earth Moving Machinery (HEMM) Mechanic & Electrician
2. Power Plant Technician
3. Industrial Electrician
4. Fitter / Mechanical Maintenance
5. Welder (Industrial Grade)
6. Dumper / Loader Operator
7. Boiler Attendant
8. Control Room Assistant

9. Safety Assistant

10. Instrumentation Technician

The diversity of demand reflects Angul's multi-sector industrial base encompassing mining, steel, and power generation.

*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 Angul's multi-sector industrial ecosystem.*

### 5.1.9 Overall Industry Assessment

From an industry standpoint, the SCMS skill development initiative in Angul is viewed as relevant and operationally beneficial. The program strengthens baseline employability, improves safety compliance, and enhances initial productivity.

Primary improvement areas relate to advanced technical depth, communication refinement, and retention support mechanisms. With targeted curriculum upgrades and structured industry linkage models, the program has the potential to evolve into a sustained workforce supply pipeline for Angul's industrial ecosystem.

## 5.2. Community & Gram Panchayat Perspective

A total of 4 community representatives participated in the survey, including Sarpanches and PRI functionaries from Gram Panchayats in and around the Angul mining belt. Given the small sample of community representatives, findings are best interpreted as indicative of community sentiment rather than statistically generalisable.



**Figure 31: Feedback from Sarapanch (Runubala Dhir, Nuahata GP, Banarpal, Angul)**

### **5.2.1 Perceived Social Change and Employment Generation**

Community representatives in Angul largely acknowledge positive employment and livelihood outcomes resulting from the skill development initiatives.

#### **1. Creation of Employment Opportunities**

The majority of respondents agreed that the program has contributed to job creation for village youth.

1. Strongly Agree – 25%
2. Agree – 55%
3. Neutral – 10%
4. Disagree – 10%

Overall, 80% of respondents expressed a positive perception regarding employment expansion in Angul. The higher proportion of “Strongly Agree” responses indicates relatively stronger conviction among Panchayat representatives about visible employment outcomes. However, the presence of neutral and dissenting responses suggests that employment benefits may not yet be uniformly distributed across all villages or social groups. Continued expansion of placement coverage and improved communication of employment outcomes may further strengthen community perception.

#### **2. Improved Industry–Village Coordination**

Respondents were asked to assess whether interaction between industries and village stakeholders has improved through recruitment drives, awareness meetings, and employment linkage initiatives.

1. Strongly Agree – 20%
2. Agree – 60%
3. Neutral – 10%
4. Disagree – 10%

A cumulative 80% positive perception indicates that most Panchayat representatives recognize enhanced engagement between industries and village institutions in Angul. The relatively higher “Strongly Agree” share suggests that industry visibility and recruitment linkages are noticeable at the grassroots level. However, the combined 20% neutral and dissenting responses imply that coordination mechanisms may not yet be consistently

institutionalized across all villages. Structured, periodic industry–Panchayat interface meetings and formal communication channels could further strengthen long-term collaboration and trust.

### **3. Increased Government Engagement**

Community representatives were asked to assess whether government-supported skill development initiatives have become more visible and active at the village level.

1. Strongly Agree – 30%
2. Agree – 55%
3. Neutral – 10%
4. Disagree – 5%

A cumulative 85% positive response indicates strong perception of enhanced government engagement in Angul. The higher proportion of “Strongly Agree” responses reflects increased institutional visibility and outreach at the Panchayat level. The presence of neutral and limited dissenting responses suggests that engagement intensity may vary across villages. Strengthening periodic field-level monitoring, structured reporting mechanisms, and PRI participation in mobilization activities could further consolidate institutional presence and accountability.

### **5.2.2 Reduction in Distress Migration**

Migration reduction is a critical indicator of local economic stabilization and rural livelihood security. Panchayat representatives were asked to assess whether local employment opportunities created through the SCMS program have reduced outward migration for unskilled labour.

#### **1. Availability of Local Jobs and Migration**

1. Strongly Agree – 20%
2. Agree – 55%
3. Neutral – 15%
4. Disagree – 10%

A cumulative 75% positive perception indicates that the majority of village representatives in Angul believe that local employment availability has contributed to reducing distress migration. The slightly higher “Strongly Agree” share suggests visible migration stabilization in certain villages. However, the combined 25% neutral and dissenting

responses indicate that migration pressures continue for some households, possibly due to wage differentials across industrial clusters, contractual employment patterns, or limited job continuity. The findings therefore point toward gradual migration moderation rather than complete migration reversal.



*Figure 32: Feedback from Panchayat Representatives*

*(a. Mantu Barah, Sarapanch, Gotamara GP, Banarpal, Angul  
b. Sabita Bhoi, Ward Member, Ward-1, Nuahata GP, Banarpal, Angul)*

### 5.2.3 Youth Engagement and Aspirational Change

Youth engagement remains central to long-term socio-economic transformation in industrial districts such as Angul.

#### 1. Need for Continuation of Training Programs

With 100% positive endorsement (Strongly Agree 35%, Agree 65%), village representatives unanimously support the continuation of the skill development programme in Angul, confirming strong and consistent community ownership across SCMS-supported districts.

#### 2. Increase in Self-Confidence and Community Participation

1. Strongly Agree – 25%
2. Agree – 55%
3. Neutral – 15%

#### 4. Disagree – 5%

A total of 80% positive perception suggests that the program has enhanced confidence, motivation, and social participation among trained youth in Angul. The higher “Strongly Agree” share indicates visible social recognition of beneficiaries within village communities.

Qualitative observations indicate:

1. Greater aspiration among youth toward industrial and technical employment
2. Increased awareness about certified skill training pathways
3. Higher parental engagement in employment discussions

However, the presence of neutral responses suggests that aspirational change, while significant, may not yet be uniformly experienced across all segments. Respondents emphasized the importance of structured mentoring and follow-up mechanisms to sustain long-term motivation.

### **5.2.4 Household Economic Stability and Village Prosperity**

Economic impact at the household level was assessed through community perceptions of income improvement and livelihood stability.

#### **1. Improved Family Income and Village Prosperity**

1. Strongly Agree – 15%
2. Agree – 60%
3. Neutral – 20%
4. Disagree – 5%

Overall, 75% of respondents perceive improvement in family incomes and village prosperity. The slightly higher “Strongly Agree” share compared to earlier sections reflects visible economic stabilization in certain beneficiary households. However, the 20% neutrality suggests that income improvements may still be incremental, emerging, or uneven across villages. These findings indicate progressive economic strengthening rather than fully consolidated prosperity at the community level.

### **5.2.5 Social Status Shift and Community Perception**

Qualitative responses from Panchayat representatives in Angul indicate visible social transformation associated with the skill development program.

Community leaders observed:

1. Improved confidence and motivation among trained youth
2. Increased aspiration toward formal industrial employment
3. Growing recognition of certified trainees within village communities

The perception data on youth confidence (80% positive) and government engagement (85% positive) further supports the view that trained beneficiaries are experiencing improved social standing and acceptance.

Several community representatives recommended:

1. Greater awareness campaigns through PRI members
2. Ward-level mobilization and outreach programs
3. Structured dissemination of placement outcomes
4. Stronger government–industry coordination for sustained employment

While a small proportion of respondents reported limited visible change, the overall trend indicates gradual but measurable social repositioning of trained youth within the village ecosystem. The shift is perceptible but evolving, suggesting that continued program reinforcement will deepen long-term social transformation.

## 5.2.6 Summary of Key Perception Indicators

*Table 5: Perception Indicator*

| Indicator                | Positive Perception<br>(Agree + Strongly Agree) |
|--------------------------|-------------------------------------------------|
| Employment Opportunities | 80%                                             |
| Reduced Migration        | 75%                                             |
| Income Improvement       | 75%                                             |
| Youth Confidence         | 80%                                             |
| Government Engagement    | 85%                                             |
| 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 in Angul.*

### 5.3. DMFT Perspective

#### 5.3.1 Alignment with Local Development Goals

The skill development intervention under DMFT in Angul demonstrates strong alignment with district-level development priorities, particularly those focused on livelihood diversification, local employment generation, and reducing socio-economic vulnerabilities in mining-affected areas. The programme supports the broader objective of enhancing employability among local youth in mining, steel, and allied sectors Angul's primary economic drivers. A significant proportion of trained beneficiaries secured employment within their hometown or district, contributing to local labour absorption and reducing dependence on informal or seasonal work. development.

#### 5.3.2 Impact on District Employment

From a district-level perspective, the intervention has strengthened local workforce participation in industrial activities. Asset acquisition and income progression patterns indicate that employment outcomes are contributing to economic stabilisation at the household level, reinforcing district-level economic multipliers. 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.

#### 5.3.3 Sustainability of Skill Interventions

Sustainability concerns centre on the limited duration of training and the absence of structured pathways for long-term skill progression. While the high technical qualification

of Angul trainees relative to Jajpur creates a stronger foundation, continued industry linkage, refresher training modules, and advanced skill upgradation pathways are essential to prevent stagnation in mid-level wage brackets. Automation and digital equipment familiarisation require stronger integration into curriculum design to support retention and sustained productivity in Angul's evolving industrial environment.

#### **5.3.4 Monitoring and Governance Observations**

The implementation framework reflects structured mobilization, certification, and placement facilitation processes. Engagement with local stakeholders, including community representatives and industry partners, has strengthened outreach and credibility.

However, monitoring mechanisms can be further strengthened through:

1. Structured post-placement tracking systems
2. Periodic employer feedback loops
3. Digital trainee databases linked to district employment cells
4. Outcome-based performance indicators tied to retention and wage progression

Enhanced real-time monitoring would allow DMFT Angul to better assess long-term impact and improve accountability.

#### **5.3.5 Key Gaps and Challenges**

Despite positive outcomes, certain structural challenges remain:

1. Placement Conversion Gap: A portion of trained candidates remain unplaced, indicating the need for stronger industry alignment or enhanced interview preparedness.
2. Wage Satisfaction Concerns: Some beneficiaries report dissatisfaction with compensation-related factors such as salary, incentives, and future growth opportunities.
3. Skill-Job Mismatch: Continuous updating of course content is required to match evolving industry technologies.
4. Retention and Career Growth: Structured pathways for career advancement within mining and allied sectors remain limited.
5. Institutional Coordination: Greater integration between DMFT, industry bodies, and district employment offices could enhance labour market matching efficiency.

*The DMFT perspective highlights the programme's meaningful but evolving achievement of its development mandate. Equipment infrastructure gaps, 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 Post-Placement Economic Behaviour — Fresh Trainees (n=50)

Post-placement purchase behaviour among surveyed Fresh Trainees in Angul district was analysed to understand how SCMS-linked employment contributes to early-stage economic stabilisation and livelihood enhancement. The findings indicate a visible shift toward productive asset acquisition, mobility enhancement, and financial planning, reflecting positive economic behavioural changes among beneficiaries after placement.

#### 1. Primary Asset Purchased

Each trainee was analysed based on the primary category of asset or financial expenditure reported after placement. The findings demonstrate that beneficiaries largely prioritised employment-supportive and future-oriented investments.

*Table 6: Primary Asset Purchased (Single Highest Value Classification)*

| Sl. No. | Purchase Category                                                               | Trainees | Percentage (%) | Key Inference                                                                                                                   |
|---------|---------------------------------------------------------------------------------|----------|----------------|---------------------------------------------------------------------------------------------------------------------------------|
| 1       | Mobile Phones, Two-wheelers, Financial Products (FDs / Insurance / Life Policy) | 26       | 83.9%          | Dominant category reflecting strong preference toward productive assets, mobility support, and financial security.              |
| 2       | Electronic Appliances and Gifts to Family                                       | 0        | 0.0%           | Limited direct spending on household comfort items as primary expenditure, indicating focus on livelihood-oriented investments. |
| 3       | Others (education support, tools, household needs, miscellaneous expenditure)   | 5        | 16.1%          | Reflects diversified and context-specific expenditure behaviour among a smaller segment of trainees.                            |

### Key Observations:

1. A substantial majority of trainees (83.9%) prioritised productive and employment-supportive assets such as mobile phones, two-wheelers, and financial products after placement.
2. Mobility and communication-related purchases indicate the importance of transportation access and digital connectivity for sustaining industrial employment in the Angul region.
3. Financial instruments such as fixed deposits and life insurance policies suggest emerging savings behaviour and awareness regarding long-term economic security.
4. The “Others” category reflects adaptive spending patterns, potentially including household support, tools, education, or livelihood-related needs.
5. The expenditure pattern overall demonstrates a shift from consumption-oriented spending toward future-oriented and livelihood-enhancing asset creation.

### 2. Multiple Asset Analysis

When all reported purchases are considered collectively, including secondary and combined expenditures, the pattern further reinforces the predominance of livelihood-supportive and economically productive investments among trainees.

*Table 7: All Purchases Reported (Multiple Responses)*

| Sl. No. | Purchase Category                                                               | Trainees | Percentage (%) | Key Inference                                                                                                                             |
|---------|---------------------------------------------------------------------------------|----------|----------------|-------------------------------------------------------------------------------------------------------------------------------------------|
| 1       | Mobile Phones, Two-wheelers, Financial Products (FDs / Insurance / Life Policy) | 27       | 87.1%          | Highly dominant category confirming consistent prioritisation of productive assets, mobility, and financial resilience across the cohort. |
| 2       | Electronic Appliances and Gifts to Family                                       | 9        | 29.0%          | Indicates improving household well-being and ability to address family and quality-of-life needs beyond basic employment expenditure.     |
| 3       | Others (education support, tools, miscellaneous livelihood expenditure)         | 12       | 38.7%          | Highlights diversified livelihood pathways and context-specific investment behaviour among beneficiaries.                                 |

**Note:** Multiple responses were recorded; therefore, cumulative percentages exceed 100%.

### Key Observations:

1. A very high proportion of trainees (87.1%) reported at least one purchase related to productive assets such as mobile phones, two-wheelers, fixed deposits, or life insurance, confirming strong livelihood-oriented spending behaviour across the cohort.
2. Mobile phones and two-wheelers emerged as the most frequently reported purchases, reflecting the practical importance of digital connectivity and transportation access for sustaining industrial and employment-related mobility in Angul district.
3. Financial products such as fixed deposits and life insurance policies indicate increasing awareness regarding savings, financial planning, and long-term economic security among beneficiaries.
4. Nearly one-third of trainees (29%) invested in household appliances and gifts to family members, suggesting improving household well-being and greater capacity to fulfil social and family responsibilities after employment.
5. The “Others” category (38.7%) reflects diversified and adaptive expenditure behaviour, potentially including education support, tools, household improvement, or other livelihood-related investments suited to individual family needs.
6. The overall purchase pattern demonstrates a gradual transition from immediate consumption expenditure toward structured asset accumulation, financial resilience, and socio-economic stabilisation among trained beneficiaries.

### Overall Implications:

The purchase behaviour analysis of SCMS trainees in Angul district reflects meaningful early-stage economic stabilisation and improving financial confidence among beneficiaries following training and placement. The strong concentration of expenditure on productive assets such as mobile phones, two-wheelers, and financial products indicates that trainees are prioritising investments that directly support employment continuity, mobility, communication access, and long-term financial security.

The emergence of savings-oriented behaviour through fixed deposits and life insurance further suggests increasing financial awareness and gradual transition toward structured economic planning. Simultaneously, expenditure on household items and family-related

needs demonstrates improving household well-being and enhanced socio-economic participation among beneficiaries.

*The findings indicate that training-linked employment is generating tangible livelihood outcomes beyond wage earning, contributing to asset creation, financial resilience, social responsibility fulfilment, and overall improvement in quality of life among mining-affected communities in Anaul district.*

## 5.5. Success Stories

### 1. Rakesh Behera (Skill Certification and Wage Mobility)



Rakesh grew up in a financially constrained household where his father worked as a Grade IV employee in a local company. As the only son, he carried significant responsibility for supporting the family. He initially joined Rashmi Motors as a Helper and gradually progressed to the role of Mechanic with a monthly salary of ₹13,000. However, the income remained inadequate to meet the family's growing financial needs. In 2022, Rakesh enrolled in the Skill Development Training

Programme organised by Sheikh Allauddin Memorial Trust (SAMT) in collaboration with SCMS. After successfully completing the programme, he secured employment in 2023 with United Airexpress Ltd., a vendor of Tata Steel Meramandali, as an Automotive Diesel Mechanic with a monthly salary of ₹27,000. The substantial increase in earnings significantly improved his family's economic condition and demonstrates how industry-linked skill certification can support wage mobility and sustainable livelihood enhancement among local youth.

### 2. Dusmant Naik (Transition from Contractual Work to Organized Employment)

Following the demise of his father and the prolonged illness of his mother, Dusmant assumed major family responsibilities at an early stage of life. He began his career through Apprenticeship Training at Lingaraj Open Cast Project (OCP), Mahanadi Coalfields Ltd. (MCL), receiving a stipend of ₹5,000 per month. He later worked as a Supervisor at NTPC, Kaniha through a vendor arrangement at a salary of ₹12,000 per month.



In 2022, he joined the Skill Development Training Programme organised by Sheikh Allauddin Memorial Trust (SAMT) in collaboration with SCMS after learning about it through a friend. Upon completion of the programme, he secured employment as a Senior Technician at Jindal Steel and Power Limited (JSPL) through its vendors with a gross monthly salary of ₹29,000. Subsequently, he was absorbed directly onto the company payroll. His progression from apprenticeship and vendor-based employment to direct formal employment in a major industrial company highlights the programme's contribution toward employment security, professional advancement, and long-term career stability.

### ***3. Bikash Chandra Majhi (Occupational Upgradation through Technical Training)***



Bikash belonged to an agricultural family where farming was the primary source of household income. He started his professional career as a Mechanic at TPS Enterprises, a vendor of Tata Steel Meramandali, earning ₹15,000 per month. Although employed, he aspired to achieve better career growth and greater occupational responsibility. After learning about the SCMS-supported initiative from friends, he enrolled in the Skill Development Training Programme organised by SAMT and completed the training in 2022. Following certification, he joined Kalinga Coal Commercial Ltd. (KCCL), a vendor of Mahanadi Coalfields Ltd. (MCL), as a supervisor with a monthly salary of ₹25,000. His transition from a mechanic-level role to a supervisory position in the mining sector reflects the programme's effectiveness in facilitating occupational upgradation, technical advancement, and improved career opportunities for rural youth.

## 6. KEY FINDINGS & INTERPRETATION

This chapter synthesizes the consolidated findings of the survey on SCMS Skill Development Initiative in Angul 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 technically qualified, prime working-age male youth from mixed agricultural and service-sector households in mining-affected areas of Angul district. Nearly 98% of the surveyed sample falls in the 21–35 age bracket, with ITI and diploma holders together constituting 66% of participants, reflecting the industrial character of Angul's workforce. Female participation is very low at 2%, highlighting persistent structural barriers consistent with patterns observed across SCMS-supported districts. OBC communities constitute the largest beneficiary group (50%), with moderate representation from General (34%) and limited participation from SC and ST communities (8% each).

*The programme's beneficiary profile is broadly consistent with DMFT's inclusive development mandate. However, the limited reach to educationally underserved and tribal populations suggest scope for diversifying outreach to include lower-qualification beneficiaries and strengthening ST and SC mobilisation in future cycles.*

### 6.2. Mobilisation Effectiveness and Drivers of Enrolment

Approximately 80% of surveyed Fresh Trainees joined primarily to secure employment. Peer networks and informal community channels accounted for nearly 46% of programme awareness, while teachers and educational institutions contributed an unusually high 38%, a distinctive mobilisation pathway in Angul that merits formal institutionalisation. Digital and mass publicity channels remain limited. The combined peer and institutional mobilisation pattern suggest strong grassroots and educational channel reach in Angul, with

scope for expanding structured outreach through schools, Panchayati Raj Institutions, and local employment facilitation platforms.

### 6.3. Training Experience, Infrastructure, and Satisfaction

Core instructional delivery, trainer quality, practical sessions, and trade relevance are programme strengths. 61.6% rated infrastructure as adequate, and trainer effectiveness received broadly positive ratings. However, equipment availability emerged as the most critical infrastructure gap, with 74% of trainees reporting dissatisfaction, a structural concern that requires immediate remediation. Boarding and lodging facilities were rated very highly, indicating adequate residential arrangements. Operational gaps in equipment access and classroom engagement quality require targeted improvement.

### 6.4. Skill Acquisition, Confidence and Workplace Readiness

The programme demonstrated strong outcomes in technical skill enhancement, workplace confidence, and safety orientation. Around 76% of Fresh Trainees agreed or strongly agreed that training significantly improved their technical and employability-related skills. 70% reported high or very high confidence in independently applying skills and operating equipment. Industry stakeholders consistently rated trained workers positively in practical skills, discipline, safety awareness, teamwork, and productivity. Safety awareness emerged as a major programme strength across both beneficiary and industry assessments.

*Despite these positive outcomes, employers noted moderate gaps in communication skills, interview preparedness, and adaptability to evolving industrial technologies. 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 meaningful employability outcomes and strong income mobility among placed beneficiaries, though placement conversion requires further strengthening. Among surveyed Fresh Trainees, 44% secured employment, with 92% placed within their hometown or district. Comparative salary analysis reveals the most significant income

progression recorded across SCMS-supported districts in Odisha: the proportion earning below ₹10,000 or unemployed declined from 56% to 14%, while the ₹20,000–₹25,000 bracket grew by 20 percentage points and 68.6% now earn ₹15,000 or above.

Post-placement purchasing behaviour further validates tangible livelihood impact, with mobile phones (65.6%), two-wheelers (50%), and financial instruments (43.8%) as dominant asset categories, higher productive asset acquisition rates consistent with the higher-earning profile of Angul trainees.

## 6.6. Willingness to Recommend and Overall Programme Perception

The programme enjoys broad acceptance among beneficiaries, industries, and local communities. Approximately 64% of Fresh Trainees expressed willingness to recommend the programme. Community stakeholders unanimously supported continuation, with 100% of surveyed Gram Panchayat representatives favouring continuation. Industry stakeholders rated trainee performance as Good or Very Good, particularly in productivity, safety compliance, and workplace adaptability. Government engagement in skill development was positively perceived by 85% of community respondents. levels.

## 6.7. Household-Level Socio-Economic and Community Impact

Beyond employment outcomes, the programme has generated significant household-level socio-economic improvement. Enhanced family decision-making role (90%), improved family respect (84%), and increased community recognition (82%) are the most widely

*The findings indicate that the SCMS skill development programme in Angul has generated meaningful outcomes across employment, income, and social dimensions within the surveyed sample. The strong income mobility and high household empowerment indicators - driven by the technically qualified beneficiary profile and Angul's advanced industrial ecosystem - represent the programme's most distinctive achievements. Converting these gains into durable programme-level impacts will require stronger placement support, equipment infrastructure upgrades, a dedicated strategy for unplaced candidates, and a modernised monitoring framework.*

reported social outcomes — among the highest recorded across SCMS-assessed districts. Community representatives observed improved youth confidence, growing aspiration toward formal industrial employment, and moderate reduction in distress migration.

## 7. RECOMMENDATIONS

The recommendations presented below are based on beneficiary feedback, stakeholder consultations, and field-level insights gathered during this study. These recommendations are intended to support the continued strengthening of programme delivery, workforce readiness, and long-term livelihood outcomes. The recommendations have been developed after examining training quality, candidate preparedness, workforce transitions, and the alignment between local industry demand and the skill ecosystem supporting surveyed workers and trainees.

### 7.1. Training Effectiveness and Employment Outcome

The Skill Council for Mining Sector's skill development initiatives have been effective in strengthening beneficiaries' technical skills, workplace safety awareness, and self-confidence. Beneficiaries reported high levels of satisfaction with trainer expertise, practical learning opportunities, and the relevance of training to industry requirements, reflecting the overall quality of programme delivery. While working outcomes have been encouraging, accompanied by noticeable improvements in earnings among those working, variations in retention and concerns around wage levels indicate that long-term livelihood gains are still evolving.

Recommendations:

The integration of AR/VR-based learning tools, simulators, and practical exposure on actual equipment (including HEMMs) emerged as a key contributor to training effectiveness and improved learning outcomes. Future skill development initiatives may continue to incorporate such blended learning approaches to enhance skill acquisition, retention, and workplace readiness.

- Consideration may be given to introducing stipends for unemployed youth participating in STT programmes, particularly from the unorganised sector. Such

measures could help reduce dropouts, improve participation, and strengthen programme outcomes.

- Components such as induction and safety kits, medical fitness assessments for mining-sector roles, and accidental and health insurance coverage during the training period were highly valued by beneficiaries. Given the hazardous nature of mining-related occupations, these provisions should continue to be treated as essential elements of future training interventions.
- Greater emphasis may be placed on mobilisation-stage counselling and pre-placement guidance to help beneficiaries develop realistic expectations regarding wages, working conditions, and career progression opportunities available within the sector.
- A structured pathway for advanced skilling and refresher training may be established for previously trained candidates, enabling continuous skill enhancement and long-term career advancement beyond initial training and placement support.

## 7.2. Industry Relevance and Labour Market Alignment

Industry representatives generally regard SCMS-trained candidates as being at par with, or better than, untrained workers in areas such as technical proficiency, workplace productivity, and adherence to safety practices. The industry-recognized certification further strengthens the credibility of trainees. Nevertheless, stakeholders noted opportunities for improvement in advanced mechanical skills and interview preparation capabilities.

Recommendations:

- Retention challenges continue to be observed, particularly among candidates placed outside their local geography. To improve alignment between training supply and workforce demand, industry stakeholders may collaborate with implementing agencies to undertake periodic demand assessments and local labour market mapping prior to programme rollout. This would support more accurate identification of job roles, training trades, and candidate volumes based on actual industry requirements.
- Industry may consider strengthening pre-placement engagement through structured apprenticeships, internships, job shadowing, or on-the-job exposure opportunities. Early workplace exposure can help familiarise candidates with industry expectations, improve job readiness, and facilitate a smoother transition into full-time work.

- Given the rapidly evolving technological and operational requirements within the mining and allied sectors, periodic upskilling and refresher programmes may be introduced for STT at regular intervals. Such initiatives would help workers remain productive, adaptable, and aligned with changing industry standards and emerging skill requirements.

### 7.3. Sustainability of Employment and Institutional Linkage

The programme has successfully fostered collaboration among training providers, industry stakeholders, and local communities. Going forward, sustaining these gains will require more structured engagement frameworks and stronger institutional partnerships with employers. Challenges related to worker retention appear to be influenced by compensation expectations, local socio-economic dynamics, and limited opportunities for career advancement.

#### Recommendations:

- Greater collaboration may be established with local administration, district-level employment offices, and relevant institutions to strengthen beneficiary mobilisation and improve access to suitable work opportunities. A district-level industry engagement forum may also be considered to facilitate regular interaction between training providers and employers.
- In partnership with industry stakeholders, mechanisms may be explored to encourage retention of trained candidates after joining work, thereby improving continuity and reducing early attrition.
- A systematic alumni database and tracking framework may be developed to monitor career progression, skill advancement, and long-term livelihood outcomes of beneficiaries.
- Provision for an impact assessment study may be incorporated into the project design and budget at the inception stage itself, with the assessment undertaken approximately 12–15 months after completion of training and work placement activities. The findings may subsequently be used to inform the design and implementation of future skilling interventions.
- A structured beneficiary tracking mechanism extending for at least 12 months after training may be instituted through an appropriate department under the funding

agency, such as the Labour & Employment Department. Such a system can support monitoring of retention, career progression, and facilitate re-placement support wherever required.

## 7.4. Household and Community-Level Impact

The programme has contributed to positive socio-economic outcomes among beneficiaries, including:

- Improved household economic security and income levels, resulting in greater financial self-reliance.
- Enhanced social standing within communities and increased participation in household decision-making.
- Indications of reduced dependence on distress-driven migration through access to local livelihood opportunities.

The programme also enjoys strong acceptance within the community, with a majority of beneficiaries expressing support for its continuation and willingness to recommend it to others.

Recommendations:

- Strengthen community outreach efforts by leveraging PRI representatives, Gram Panchayats, and village-level forums to disseminate information on programme achievements, beneficiary success stories, and livelihood outcomes.
- Encourage broader and more inclusive participation among local youth, with focused mobilisation efforts to increase the enrolment of women and other underrepresented groups.

The recommendations outlined in this report are intended to support the evolution of the SCMS programme in Angul from a predominantly training-oriented approach toward a more outcome-driven and sustainable livelihood framework. Achieving this transition will require coordinated participation from all stakeholders - with DMFT providing oversight and strategic guidance, training providers focusing on quality and industry relevance, industry partners strengthening employment linkages and workplace support, Panchayats facilitating local outreach and retention, and trainees and workers actively engaging in continuous skill enhancement. Through collaborative action across these stakeholder

groups, the programme can further strengthen the district's skill ecosystem to become more inclusive, industry-responsive, and capable of generating sustained improvements in employment opportunities and income levels within the communities of Angul.

## **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                                            | <input type="checkbox"/> Angul               | <input type="checkbox"/> Jajpur |                               |                               |
| Name                                               | <input type="text"/>                         |                                 |                               |                               |
| Mobile No.                                         | <input type="text"/>                         |                                 |                               |                               |
| Email id (optional)                                | <input type="text"/>                         |                                 |                               |                               |
| Permanent Address                                  | <input type="text"/><br><input type="text"/> |                                 |                               |                               |
| Communication Address<br>(if different from above) | <input type="text"/><br><input type="text"/> |                                 |                               |                               |
| Training completion year                           | <input type="checkbox"/> 2021                | <input type="checkbox"/> 2022   | <input type="checkbox"/> 2023 | <input type="checkbox"/> 2024 |

#### A. Socio-Economic Profile

- Current age of the candidate (completed years as on 1<sup>st</sup> 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 10<sup>th</sup> Graduate   ☐ 10th Pass   ☐ 12<sup>th</sup> Pass   ☐ ITI   ☐ Diploma   ☐
- 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

- 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                      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Equipment availability                 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Lodging facilities                     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Boarding facilities                    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Induction Kit (PPE, T-shirt, cap, etc) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Practical sessions                     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Theory class training                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

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      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

|                                                            |                          |                          |                          |                          |                          |
|------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Equipment operations                                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Trainer's conduct (behaviour, attitude)                    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Trainer's Communication                                    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Additional support (extra classes, query resolution, etc.) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

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:

| <b>Job Factor</b>        | <b>Highly Satisfied</b>  | <b>Satisfied</b>         | <b>Neutral</b>           | <b>Dissatisfied</b>      | <b>Highly Dissatisfied</b> |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|----------------------------|
| Working hours            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>   |
| Salary, Leave & Overtime | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>   |
| Medical/ Insurance       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>   |
| Food/canteen             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>   |
| Transportation           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>   |
| Incentives/ Bonus        | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>   |
| Future scope             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>   |

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

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### **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. 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 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. Technical knowledge related to mining operations        | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. Practical skills and hands-on ability in assigned tasks | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. Awareness and adherence to safety protocols             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. Teamwork and cooperation with colleagues/supervisors    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 6. Attendance, discipline, and punctuality                 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 7. Productivity and work efficiency                        | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 8. Adaptability to new techniques/equipment                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 9. Overall improvement after training                      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 10. Employer satisfaction with training outcomes           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

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

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

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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)

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

\_\_\_\_\_

### CONSENT FORM

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Signature \_\_\_\_\_

Report Prepared by:



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