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# SKILLING IN MINING

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## News Update (January - March 2025)



scms@skillcms.in

### SKILL COUNCIL FOR MINING SECTOR

(Promoted by Federation of Indian Mineral Industries)

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Arnab Majumder,  
VP



Partha Bhattacharya,  
Advisor



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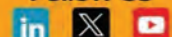


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### Mining Skills on Wheels

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



Highlights from the launch of 'Mining Skills on Wheels'

### 46<sup>th</sup> Meeting of the Governing Board of Skill Council for Mining Sector

The 46<sup>th</sup> meeting of the Governing Board of Skill Council for Mining Sector (SCMS) was held on 24<sup>th</sup> February, 2025 at FIMI House, New Delhi which was chaired by Shri. Pankaj Kumar Satija, Executive In-Charge, Ferro Alloys and Minerals Division, Tata Steel Ltd & Chairman-SCMS.



Chairman-SCMS introduced and welcomed the new members in the Governing Board of SCMS, Ms. Santosh Aggarwal, Deputy Director General, Ministry of Coal, GoI, Shri Sripad R. Naik, Director (Additional Charge), National Institute of Rock Mechanics (NIRM), Shri Maneesh Khar, Deputy Director General, DGCO, GSI (an ex-officio member from GSI), Shri Om Prakash, President & CEO-Mining Business, Jindal Power Ltd.

The Governing Board meeting concluded successfully with some critical suggestions and appreciations from the members.



**46<sup>th</sup> GB meeting in progress**

### **Conclave on Creating Future-Ready Manpower for the Mining Sector**

On 21<sup>st</sup> March 2025, the Minerals & Metals Committee, PHD Chamber of Commerce and Industry (PHDCCI), in collaboration with the Skill Council for Mining Sector, organized a Conclave on Creating Future-Ready Manpower for the Mining Sector at PHD House, New Delhi. The event was honored by the presence of Shri Satish Chandra Dubey, Hon'ble Minister of State for Coal & Mines, Government of India, as the chief guest, Shri Hemant Jain, President, PHDCCI, Shri Aman Sethi, Co-Chair, Minerals & Metals Committee, PHDCCI, Dr. Ranjeet Mehta, CEO & Secretary General, PHDCCI, Shri Pankaj Satija, Chairman, Skill Council for Mining Sector & Executive In Charge, Ferro Alloys Mineral Division, Tata Steel Ltd. During his address, Shri Satish Chandra Dubey, emphasised the urgent need for adopting new technologies and upskilling the workforce in mining.

With India's young population representing 65% of the nation, the Minister urged the youth to contribute to the vision of Viksit Bharat. While the country has become self-reliant in coal production, it still depends on imports for critical minerals. He highlighted that the government is taking continuous steps to bridge this gap and called on the industry to equip its employees with the necessary expertise. He encouraged industrialists to establish mining-focused colleges and universities to provide quality education and skill training to the younger generation.

The Hon'ble Minister also appreciated PHDCCI for being a torchbearer in facilitating the industry and being its voice. He also emphasized the importance of skill development and said that every individual should possess skills because having the right skills ensures that no one remains unemployed. He highlighted that the mining industry is undergoing a major transformation and urged the mining industry to shift from being a labor-intensive sector to a high-tech industry driven by automation, digitalization, and sustainable development.



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Lastly the Hon'ble Minister assured PHDCCI of the government's support for any future initiatives and reiterated that Hon'ble Prime Minister Narendra Modi envisions India becoming self-reliant in every sector and contributing significantly towards the 2047 Viksit Bharat goal.

Shri Hemant Jain, President, PHDCCI emphasized the vision of Atmanirbhar Bharat and shared insights on its significance to the mining industry's future. He emphasized that the sector's success will depend not only on resource extraction but also on developing skilled human capital. Addressing the growing skills gap, he pointed out the looming retirement of experienced professionals and the challenge of attracting young talent due to outdated perceptions and competition from other sectors. He advocated for tackling this issue through three key strategies: transforming education, fostering industry-academic partnerships, and promoting inclusive workforce development.

Shri Aman Sethi, Co-Chair, Minerals & Metals Committee, PHDCCI, envisioned mining communities transforming into hubs of innovation where miners become knowledge workers utilizing technology to extract resources with minimal environmental impact and maximum value creation. He added that mining careers are still viewed as physically demanding and dangerous, deterring young talent at a time when it is most needed.

He highlighted that technological advancements, such as autonomous equipment and AI, require new skill sets that current education and training systems are not fully prepared to offer. Environmental and social governance requirements are also becoming more stringent demanding mining professionals who understand sustainability, community engagement, and environmental management. He informed that PHDCCI will sign an MoU with the Skill Council for Mining Sector (SCMS) for designing and conducting skill development programs for upskilling the India's mining workforce in new technologies like AI, IOT, Drones, VR-AR, Safety management, waste management, sustainability and so on to make them future ready and become more productive

Dr Ranjeet Mehta, CEO & Secretary General, PHDCCI, highlighted that PHDCCI is celebrating 120 years of legacy this year, with a focus on digital transformation, sustainability, and global competitiveness. He emphasized the importance of skilling in the mining sector, particularly as technology advances and the workforce needs to be equipped with knowledge in AI and other innovations.

He added, in India, five million people entering the workforce annually, is the youngest country in the world, making skill development crucial. He also stressed the need for stronger industry-academia connections and aligning curricula with industry demands. Before technology changes, it is essential to take proactive steps. The ability to learn, unlearn, and relearn is critical, and investing in people and skills is key to progress.

Shri Pankaj Satija, Chairman, Skill Council for Mining Sector & Executive In Charge, Ferro Alloys Mineral Division, Tata Steel Ltd. discussed the Prime Minister's vision to revive the Nalanda spirit and mentioned that Skill Council is working on this initiative. He also noted that in other countries, logistics and productivity are significantly higher and India must focus on being cost competitive which can be achieved by focusing on skill development.

He informed that SCMS was encouraging entry of women and transgenders in the mining workforce. Shri Satija further highlighted that the percentage of formally skilled workers in India remains low compared to other countries and expressed confidence that, under the guidance of the Hon'ble Prime Minister and state ministries, the situation will improve.

He also shared the inspiring story of Karim, a young orphan from Angul, Odisha, who transformed his life through determination and skill development. Despite facing significant adversity, Karim joined the skill development program organized by the Skill Council for Mining Sector (SCMS) under the District Mineral Foundation Trust (DMFT) in Angul, which provided him with vocational training tailored to the mining



sector. His dedication and hard work paid off when he secured a position with Lucky Minerals Pvt. Ltd., a company working under TATA Steel Ltd. at Meramandali, Odisha, post certification by SCMS and, later, a prestigious employment opportunity in Japan. Karim's success showcases the impact of SCMS's training programs and the global opportunities they can create.

The conclave also witnessed the release of a knowledge report, titled Creating Future Ready Manpower for the Mining sector prepared by LSI Engineering and Consultants Ltd in collaboration with PHDCCI. The report provides key insights into the challenges and opportunities in transforming the mining workforce and sector through skill development and technological advancements.

The event featured the participation of more than 150 delegates, attending both in person and virtually.



**Shri Satish Chandra Dubey, Hon'ble Minister of State for Coal & Mines, GoI, on the dais with other delegates**



**Shri Pankaj Satija, Chairman-SCMS, highlights the initiatives undertaken by SCMS**



**Glimpse of the release of Knowledge Report**



**Shri Navneet Kumar, Officiating CEO of SCMS with other participants**



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## MINING & EXPLORATION

### India's coal imports flat at 201 MT in April-December period

India's coal imports remained flat at 201.30 million tonnes (MT) in the April-December period of the ongoing financial year. The country's coal import was 201.52 MT in the year-ago period, according to the data compiled by mjunction services, a leading name in the e-auction space. Coal import in December declined to 19.28 MT over 23.35 MT in the corresponding month of the previous fiscal year. "Imports in December 2024 stood around 19.28 million tonnes as against 23.35 MT imported in December 2023," it said. During April-December 2024, non-coking coal imports were at 128.85 MT, lower than 133.46 MT imported during the same period in the previous year. Coking coal imports were at 40.64 MT during April-December 2024, down from 42.81 MT reported for April-December 2023. "The high stock position in the domestic market, coupled with lower-than-expected demand, has led to a drop in import volumes. We expect the demand scenario to remain unchanged in the coming weeks," mjunction MD & CEO Vinaya Varma said.

Coal and Mines Minister G Kishan Reddy recently said reducing coal imports and increasing domestic production is the focus of the government. The coal sector remains a cornerstone of the country's energy security, playing an important role in the nation's industrial and economic growth. With the fifth-largest geological coal reserves globally and as the second-largest consumer, coal continues to be an indispensable energy source, contributing to 55 percent of the national energy mix. Approximately 74 percent of power generation in the country relies on thermal power plants. The cumulative domestic coal production in the April-December period of the current fiscal year reached 726.29 MT (provisional) compared to 684.45 MT during the corresponding period of 2023-24, registering a rise of 6.11 percent. This showcases the ministry's relentless efforts to meet the rising energy demand.

(The Economic Times, New Delhi – 23 February, 2025)

### Coal production during April 2024 to February 2025 grows 5.73% to reach 928.95 MT

India's coal sector continues its strong performance with significant growth in both production and dispatch up to February 2025. Cumulative coal production has reached 928.95 million tonnes (MT), reflecting a 5.73% increase compared to 878.55 MT in the same period last year. Likewise, cumulative coal dispatch has risen to 929.41 MT, marking a 5.50% growth from 880.92 MT in the previous year.

Coal production from Captive and Other entities stood at 173.58 MT up to February 2025, registering a 30.16% increase from 133.36 MT in the corresponding period last year. Similarly, coal dispatch from Captive and Other entities reached 178.02 MT upto February 2025, reflecting up 31.90% increase from 134.96 MT in the same period last year.

(Press Information Bureau, New Delhi – 1 March, 2025)

## ALLIED INDUSTRY

### India expected to surpass 300 MT capacity target by 2030

India is expected to surpass the 300 million tonnes (MT) steel capacity target by 2030 on the back of firm demand, SAIL Chairman Amarendu Prakash said on Saturday. Prakash said the number looked unrealistic when the national steel policy was launched in 2017 to scale up India's total steel manufacturing capacity to

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300 million tonnes per annum. In India, steel capacity is slated to grow to 330 MT capacity in the next five years (2030) from 180 MT capacity, Prakash said. "In fact, in 2017, India set up a national steel policy, and we said by 2030, we want to get to 300 MT. As steelmakers, we laughed. Let me admit that we laughed that 300 MT in India, at that time we were barely at 80 million (MT). We said by 2030 it is a joke. Three months back, we sat down and revised our target and said, no, by 2030, not 300 MT but 330 MT," the chairman said. The demand elasticity is amazing. Last year, the Indian steel sector grew at 14 percent against GDP growth of 6.5 percent to 7 percent. This year, in the first 10 months, it has grown by 11 percent.

**(The Economic Times, New Delhi – 15 February, 2025)**

## GENERAL

### Union Cabinet approves Rs 8,800 crore to boost Skill India Programme

The Union Cabinet on Friday approved continuation and restructuring of the 'Skill India Programme (SIP)' till 2026 with an outlay of Rs 8,800 crore from the period of 2022-23 to 2025-26. Three components - Pradhan Mantri Kaushal Vikas Yojana 4.0 (PMKVY 4.0), Pradhan Mantri National Apprenticeship Promotion Scheme (PM-NAPS) and the Jan Shikshan Sansthan (JSS) scheme are now combined under the composite central sector scheme, the SIP. "These initiatives aim to provide structured skill development, on-the-job training (OJT), and community-based learning, ensuring that both urban and rural populations, including marginalised communities, have access to high-quality vocational education," said the Union Cabinet in a statement. To keep pace with evolving industry demands and advent of new-age technologies, the Rs 6,000 crore PMKVY 4.0 scheme will provide over 400 new courses on AI, 5G technology, cybersecurity, green hydrogen and drone technology among others.

The scheme also puts strong emphasis on international mobility, ensuring Indian workers are equipped with globally recognised skills. "A key shift under the scheme is the integration of OJT within short-term skilling programmes, ensuring that trainees gain real-world exposure and industry experience. Also, cross utilisation of existing infrastructure and to expand access to quality training, Skill Hubs have been established across premier academic institutions. To enhance efficiency, procedural changes have been introduced, including the realignment of the demand assessment strategy to better identify sectoral skill gaps and industry needs," the statement said. Besides, the NAPS will have a total outlay of Rs 1,958 crore to support seamless transition from education to work, ensuring that apprentices gain industry-specific skills through real-world exposure. Under this, the government will provide 25 per cent of the stipend, up to Rs 1,500 per month, through direct benefit transfer (DBT) to an apprentice, between the age of 14 and 35 years. The NAPS encourages apprenticeship opportunities in prevailing manufacturing, including emerging fields such as AI, robotics, blockchain, green energy, and Industry 4.0 technologies.

Meanwhile, the community-centric skilling initiative Jan Shikshan Sansthan (JSS) that places special emphasis on women, rural youth and economically disadvantaged groups between the age group of 15 and 45 years will have an outlay of Rs 858 crore. "By delivering low-cost, doorstep training with flexible schedules, JSS ensures that skilling opportunities reach those who need them the most, fostering both self-employment and wage-based livelihoods. JSS is linked with key initiatives of the government like PM JANMAN and Understanding of Lifelong Learning for All in Society (ULLAS) to promote inclusive skilling," said the statement.

**(Business Standard, New Delhi – 7 February, 2025)**



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## GLEANINGS FROM

### MINISTRY OF SKILL DEVELOPMENT & ENTREPRENEURSHIP

#### Swavalambini: Empowering Women Entrepreneurs with Skilling & Mentorship

Ministry of Skill Development and Entrepreneurship (MSDE), in collaboration with NITI Aayog, launched Swavalambini - a Women Entrepreneurship Programme at Chaudhary Charan Singh University, Meerut, taking a significant step towards strengthening women entrepreneurs in India. This initiative empowers female students in Higher Education Institutions (HEIs) by providing them with the necessary entrepreneurial mindset, resources, and mentorship to successfully build and scale their ventures.

Minister of State (I/C) for Skill Development and Entrepreneurship (MSDE) and MoS for Education, Shri Jayant Chaudhary, during his address, said “The Swavalambini Women Entrepreneurship Programme is an initiative aimed at empowering young women with the skills and confidence needed to establish their own businesses. We want to move beyond programmes that enlist women as beneficiaries of the schemes, we want to move to women-led development initiatives and this is our Prime Minister Shri Narendra Modi’s conceptualisation as well. Women’s participation is crucial for India’s progress. Imagine the limitless possibilities if we break barriers and provide women with the right resources, training, and financial support, we can unlock their true potential. Women’s empowerment is not just an economic necessity but a social transformation. When a woman is empowered, she uplifts her family, her community, and the entire nation.”

Shri Jayant Chaudhary also added, “The Government of India has consistently focused on providing equal opportunities to youth of India through the National Education Policy which has given them the vision to learn and excel in their careers. We look forward to introducing a curriculum with AI related courses in schools and colleges, to create awareness and upskill the youth of our country”. Under the aegis of MSDE and implemented by the National Institute for Entrepreneurship and Small Business Development (NIESBUD) and in joint partnership with NITI Ayog, Swavalambini aims to establish a structured and stage-wise entrepreneurial journey for young women. The programme will take participants through various stages, including awareness-building, skill development, mentorship, and funding support. By promoting and recognising promising women-led ventures, the initiative seeks to set a benchmark for the future of women entrepreneurship in India.

Following its successful introduction across several HEIs in the Eastern region, including IIT Bhubaneswar and Utkal University in Odisha; North-Eastern Hill University (NEHU), Shillong; Kiang Nangbah Government College, Jowai and Ri Bhoi College in Meghalaya; Mizoram University; Government Champhai College, Champhai and Lunglei Government College in Mizoram; Handique Girls’ College, Guwahati; Dispur College and Gauhati University in Assam, among others, Swavalambini is now being expanded to other regions of the country. The event also marked the virtual launch of Swavalambini in Banaras Hindu University (BHU), University of Hyderabad, and Maulana Azad National Urdu University, thereby extending the reach of this initiative across different regions of the country.

The programme introduces a structured, multi-stage training approach to help young women transition from ideation to successful enterprise creation. It begins with an Entrepreneurship Awareness Programme (EAP), a two-day workshop designed to introduce around 600 female students to fundamental entrepreneurial concepts, market opportunities, and essential business skills. This is followed by the Women Entrepreneurship Development Programme (EDP), a 40-hour training initiative for 300 selected students. The EDP covers critical aspects of business development, finance access, market linkages, compliance, and legal support. Additionally, a six-month mentorship and handholding support system has been incorporated

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to help participants transform their ideas into sustainable business ventures. To ensure long-term impact, the programme also includes a Faculty Development Programme (FDP), where faculty members from participating HEIs undergo a five-day training session. This initiative equips educators with the necessary skills to mentor and guide aspiring women entrepreneurs within their institutions. Furthermore, Swavalambini will recognise and reward successful women entrepreneurs emerging from the programme through the Award to Rewards Initiative, inspiring future participants. The programme will leverage workshops, seed funding, and structured mentoring to support the growth of women-led enterprises.

By advocating an ecosystem that nurtures women entrepreneurs, Swavalambini is poised to create a significant impact in North India and beyond. The initiative aspires to see at least 10% of the EDP-trained participants establish successful enterprises, contributing to the larger vision of a self-reliant, women-led entrepreneurial landscape in India. With the launch in Meerut, Varanasi and Telangana and the successful implementation in the East, the programme continues to empower women as business leaders, innovators, and change makers. Through structured training, mentorship, and policy support, Swavalambini is set to redefine the future of women entrepreneurship in the country. Marking the occasion, the National Institute for Entrepreneurship and Small Business Development (NIESBUD) has signed two MoUs with the Skills Development Network (SDN), an Indian Trust registered under the Foreign Contribution (Regulations) Act, 2010 and implementing partner of Wadhvani Foundation in India; and with Chaudhary Charan Singh University, Meerut, to enhance entrepreneurial skills, develop curricula, and promote self-employment through training, workshops, and incubation support, thereby strengthening entrepreneurship education and ecosystem development for economic growth.

Shri Jayant Chaudhary, also launched a report on his participation at the World Economic Forum 2025 -"LEADING WITH VISION FOR SKILLS AND INNOVATION." The booklet highlights India's transformative advancements in skill development and innovation, reinforcing the nation's commitment to equipping its workforce with future-ready capabilities. The report outlines key insights shared across roundtables and panel discussions held at WEF2025 on emerging job trends, industry collaborations, and India's role in shaping the global skilling agenda. Dr. Laxmikant Bajpai, MP, Rajya Sabha; Dr. Raj Kumar Sangwan, MP, Lok Sabha, Baghpat; Shri. Chandan Chauhan, MP, Lok Sabha, Bijnor; Shri. Dharmendra Bharadwaj, MLC, Uttar Pradesh; Shri. Haji Ghulam Muhammad, MLA Siwalkhas, Meerut; Shri. Atul Pradhan, MLA, Sardhana, Meerut; Shri. Gaurav Chaudhary, Jila Panchayat Adhyaksh, Meerut; Shri. Amit Agarwal, MLA, Meerut and partner institutions, graced the occasion. Joint Secretary, Ministry of Skill Development and Entrepreneurship, Shri Shreeshail Malge, Smt Sangeeta Shukla, Vice Chancellor, Chaudhary Charan Singh University, Meerut and other officials of the MSDE were also present on the occasion.

**(Skill Reporter, New Delhi – 1 March, 2025)**

## SCMS IN ACTION

### DMFT Kalahandi, Odisha

SCMS signed an MoU with DMFT Kalahandi, Odisha on 25<sup>th</sup> September, 2024 for a residential Short Term Training (STT) Skill Development Project for 300 fresh youth of the district in various mining job roles of Mine Welder, HEMM Mechanic, Dumper/Tipper Operator and Excavator Operator.

At the first training centre at Bhawani Patna, Kalahandi University, two batches of 30 trainees each have been completed in HEMM Mechanic job role. 20 trainees have been placed so far and placement activities are ongoing. At the second centre in TH-Rampur, two batches of 30 candidates each have also completed training in the trades of HEMM Mechanic & Mine Welder, with 8 trainees placed so far. Meanwhile,





mobilisation and registration are in progress for two upcoming batches in the trades of Dumper/ Tipper Operator & Mine Welder.



**Glimpses of Training**

### **FIMI's Managing Committee Meeting**

Managing Committee Meeting of Federation of Indian Mineral Industries (FIMI) was organized on 24<sup>th</sup> January, 2025 at FIMI House, New Delhi. Entire SCMS team attended the meeting. Shri Navneet Kumar, COO & Officiating CEO-SCMS, shared updates/ highlights of SCMS to the esteemed members of the committee.

### **NLCIL RPL Training Program**

SCMS has successfully accomplished the RPL/reskilling/upskilling training program for 30 regular/contractual workforces in the Pump Operator job role, awarded by NLC India Ltd. in January 2025. The training program had been planned with 2 days of soft skills and domain training followed by assessment on the third day. All 30 participants have successfully completed the training & received their certifications.

### **Accreditation of Centres of Excellence**

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

### **NLCIL Talabira (Odisha) CSR Project**

SCMS received a work order on 5<sup>th</sup> November 2024 for employment linked short term training and certification of 20 candidates in the trade of Dumper/Tipper Operator. The project targets at PAPs of NLCIL



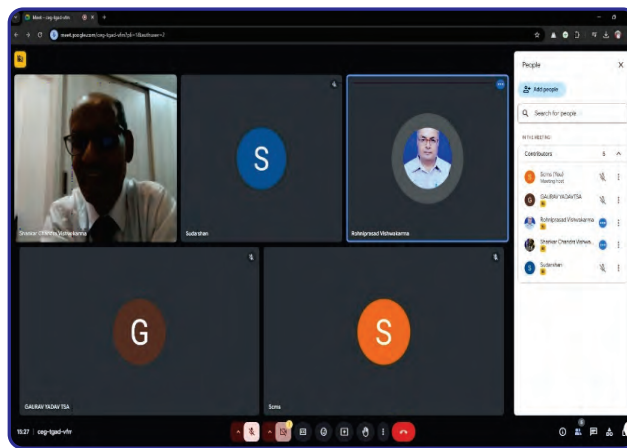
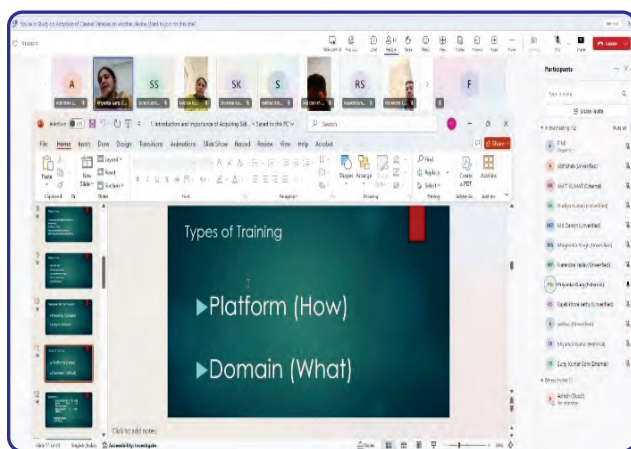
in and around the mines area/s in Sambalpur and Jharsuguda district of Odisha. The training includes simulator and VR trainings. However, 50 hours of practice on actual equipment is also planned going forward during the session. Currently, mobilisation & registration of HMV license holders is in process. 19 candidates have been registered so far.

### Training of Trainers/Assessors

SCMS has a prime mandate to create a pool of trainers and assessors across all mining states on various mining job roles for effective delivery of the skill development programs. SCMS regularly keeps conducting 'Training of Trainers', (TOT) and 'Training of Assessors', (TOA) programs to ensure this. Certifications are valid for two years and can be renewed thereafter every two years. To keep the pool ready for every upcoming requirement, SCMS needs to re-assess and re-certify the existing trainers and assessors for next two years through a one-day TOT/TOA program for existing trainers and assessors and enroll and certify new trainers and assessors through a ten days ToT program.

SCMS carried out multiple ToT and ToA programs in Quarter-4, FY 2024-25 on the job roles of Mine Foreman/Overman, Bulldozer Operator, Dumper/Tipper Operator, Grader Machine Operator, Loader Operator (Mining), Mine Shotfirer/Blaster, Mining Rescuer, Pump Operator-Mining and Slurry Pump Operator (Mines), Assistant-Mine Surveyor etc. A special program was also held for Thriveni Sainik & IIT-ISM Dhanbad. In total 62 trainer certifications were issued.

Here are a few highlights from the training session:





### NSDC International Academy Inauguration

Shri Jayant Chaudhary, Minister of State (I/C) for Skill Development and Entrepreneurship, inaugurated the NSDC International Academy on 6<sup>th</sup> February, 2025 in Greater Noida, Uttar Pradesh. This state-of-the-art facility aims to bridge the gap between Indian youth and global employment opportunities by offering specialized training aligned with international skill demands.

The academy provides world-class training, including language certifications for German, Japanese, and English, to prepare candidates for global careers. It features advanced labs, AI and VR facilities, and residential accommodations for 500 students. During the event, Shri Jayant Chaudhary flagged off 11 candidates heading to Germany and emphasized the government's commitment to skill development.

The NSDC International Academy, under the Ministry of Skill Development & Entrepreneurship, aims to train over 1,000 candidates annually, equipping them with industry-relevant skills and placement assistance. With a focus on areas like healthcare, aviation, and employability skills, the academy supports India's vision of becoming a global skill hub.

Shri Navneet Kumar COO & Officiating CEO-SCMS attended the inauguration event.



**Inauguration of NSDC International Academy**

### Geology Seminar - STONA 2025

Shri Navneet Kumar, COO & Officiating CEO-SCMS, participated in the STONA event held in Bangalore on 13<sup>th</sup> February, 2025 organized by Federation of Indian Granite and Stones Industries. He was a panelist in

the discussion on “Skilling & Use of technology for Safe & Sustainable Mining” and gave a presentation on “Importance of NSQF, NCrF and NEP in the Skilling Ecosystem in the Mining Industry”. The panel also featured distinguished dignitaries, including Shri Girish (IAS), Director, DMG Karnataka, Shri Maneesh Kumar, Dy. Secretary, Ministry of Mines, GoI, along with other dignitaries from industries.



**Group photo – STONA 2025** Seen in the picture from L-R are Shri Gurushatrimath Vice President FIGSI, Shri S Shankarnarayanan Joint Secretary FIGSI, Shri Ishwinder Singh Imm. Past President FIGSI, Shri R Veeramani Founder President FIGSI, Shri Manoj Kumar Singh General Secretary FIGSI, Shri S Krishna Prasad President FIGSI, Shri Girish IAS, DMG, GOK, Shri Maneesh Kumar, Deputy Secretary, MOM GOI Ranjan Babu Scientist in Charge, National Institute of Rock Mechanics, Dr. Harpal Singh Yadav Vice President FIGSI, Shri Navneet Kumar, COO & Officiating CEO SCMS, Shri M S Ashwathnarayana Environment Consultant FIGSI, Prof. Nagaraj Former HOD BMS College of Engineering

### Breakout session on “National Centres of Excellence for Skilling”

The Ministry of Skill Development & Entrepreneurship (MSDE) organized a Breakout session, on “National Centres of Excellence for Skilling” on 5<sup>th</sup> March, 2025. The session brought together representatives from state governments, industry, international organizations and academia to discuss the roadmap for effective implementation of the budget announcements.

The Breakout Session on the “National Centres of Excellence for Skilling” was moderated by Shri Atul Kumar Tiwari, Secretary, MSDE and convened by Ms. Archana Mayaram, Economic Adviser, MSDE. The Panellists included Ms. Rashmita Panda, CEO, World Skills Centre, Odisha, Ms. Ragapriya, CITE and MD, KSDC, Government of Karnataka, Dr. Vinod Rao, Secretary, Labour, Skill Development & Employment, Government of Gujarat, Ms. Xiaoyan Liang, Lead Education Specialist, World Bank, Shri N Varaprasad, Founder & Partner, Singapore Education Consulting Group, Mr. Suresh Natarajan, CEO, ITE Education Services, Singapore, Shri Amit Kapoor, Chair, Institute of Competitiveness, Shri Sabyasachi Das, CEO, Tata Indian Institute of Skills, Shri Sudarshan, Head-Skilling, Reliance Foundation, and Shri Ashish Singh, Head - Vocational Education & Skill, J&K Cements Ltd.

Shri Atul Kumar Tiwari, Secretary, MSDE while steering the discussions emphasized on the importance of industry collaboration and connect and leveraging global expertise by engaging with the international stakeholders. He also highlighted the need for forging strong partnerships with the state governments and



academia and that all stakeholders must come together for effective implementation of the budget announcement.

The breakout session was one of the eleven such sessions which were held in the follow up to the Post-budget webinar on “Investing in People”, which was conducted on March 5 for which Department of Higher Education was the Lead Department along with MSDE. During the webinar, Hon’ble Prime Minister Narendra Modi highlighted India’s commitment to education, skill development, and healthcare. Key initiatives discussed included upgrading 1,000 ITIs, establishing five global Centres of Excellence, and expanding internship opportunities.

Minister of State Shri Jayant Chaudhary introduced the Skilling for AI Readiness (SOAR) Program, which integrates AI literacy with vocational training from Class 6 onwards. He emphasized India's ambition to be an AI powerhouse through industry-aligned training, micro-credentials, and partnerships with global tech leaders. The session also reaffirmed the government’s focus on women’s participation in skill development.

Key recommendations included improving trainer quality, fostering stronger industry connections, promoting public-private partnerships, and aligning curricula with emerging industry needs. The initiative aims to equip India’s youth with future-ready skills to compete globally.

The event was attended virtually by team members of the Skill Council for Mining Sector.

### Break-Out Session on “Mining Sector Reforms”

Ministry of Mines organised a Parallel Break-out Session on “Mining Sector Reforms” as a part of Post Budget Webinar themed "Investing in Economy" on 5<sup>th</sup> March, 2025. The Session was chaired by Shri V. L. Kantha Rao (IAS), Secretary, Ministry of Mines.

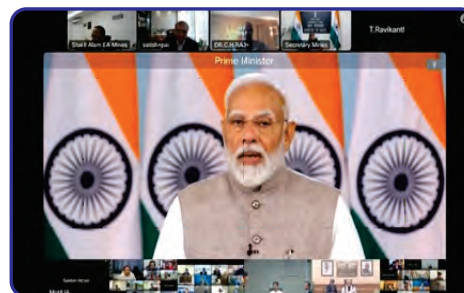
Seven esteemed panellists shared their views on mining sector reforms. The panellists included Shri T. Ravikanth, Principal Secretary (Mines), Government of Rajasthan; Shri Rajib Maitra,



Partner, M/s Deloitte Touche Tohmatsu India LLP; Prof Sukumar Mishra, Director, IIT(ISM) Dhanbad; Dr. C.H. Rao, Secretary General, Federation of Minor Minerals Industry; Shri Satish Pai, Managing Director, M/s Hindalco; Shri Arun Misra, CEO, M/s Vedanta; and Dr. Vinay Prakash, CEO, M/s Adani.

The Session was attended by more than 370 stakeholders from Ministries/ Departments, States, Industry, PSUs, Academics, Start-ups and R&D Institutions. Session was moderated by Shri Shakil Alam, Economic Advisor, Ministry of Mines.

Skill Council for Mining Sector attended the session on a special invitation from Ministry of Mines.



### Pradhan Mantri Kaushal Vikas Yojna 4.0

In the financial year 2024-25, SCMS has carried out assessment and certifications for 2,213 candidates under PMKVY 4.0 the flagship scheme of Government of India. These candidates have undergone short-term training in various mining trades, including Dumper/Tipper Operator, Mine Mechanic/Fitter, Mine Electrician, Loader Operator (Mining) & Assistant-Mine Surveyor. The training was carried out through affiliated training centres on the Skill India Digital Hub (SIDH) across several states, including Jharkhand, Odisha, Madhya Pradesh & Rajasthan.

### RPL Program for Fomento Group

SCMS is conducting a project for RPL/ reskilling/ upskilling training program of 180 regular/contractual workforces of HOPL & ILPL (Fomento Group) at VESCO Mines in Ballari, Karnataka. The training & assessment for the first 2 batches were successfully completed from 24th – 29th March, 2025 involving 70 candidates across various job roles, including Dumper/ Tipper Operator, Excavator Operator, Loader Operator, Mine Mechanic/fitter, HEMM Mechanic & Mineral Processing Operator. The program has been planned with 2 days of soft skills-cum-domain skills training followed by assessment on the third day.



Training & Assessment at Fomento Group



## MOIL RPL Program

SCMS has successfully completed a project for RPL/ reskilling/ upskilling training program for both regular and contractual workforce of MOIL Ltd. at various mining locations in Maharashtra and Madhya Pradesh. As on 31<sup>st</sup> March, 2025, SCMS has trained & assessed 552 candidates out of which 549 have been certified in various job roles such as Assistant-Underground Mines, Assistant-Opencast Mines, Jack Hammer Operator, Mine Shotfirer/Blaster, Kamgar (Mining), Excavator Operator, Loader Operator (Mining) Dumper/ Tipper Operator, Mine Mechanic/Fitter etc. The program has been planned with 2 days of soft skills-cum-domain skills training followed by assessment on the third day.



Assessment at MOIL



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## SPECIAL FEATURE

### Empowering the Future of Mining: Bridging Skill Gaps for a Competitive, Sustainable Workforce



(Praveen Mishra)  
Jt. MD, Mining and Metals,  
LSI Engineering and Consultants Ltd

The mining sector, a cornerstone of India's economic growth, contributes nearly 2.2% to the country's GDP and provides employment to around 32 lakh people. While the sector is crucial to India's economy, it faces significant challenges in aligning its workforce capabilities with the demands of modern mining practices. Addressing these challenges requires both technological innovation and a deep focus on skill development and workforce transformation.

#### Skill Gaps: A Barrier to Productivity and Growth

India's mining industry is experiencing a skill shortage that hampers its potential for growth. Despite being rich in mineral resources, operational inefficiencies persist due to a mismatch between the skills of the workforce and the evolving demands of the industry. The absence of industry-academic synchronization, inadequate training infrastructure, HR compliance issues, and funding constraints further exacerbate the problem. This leads to lower productivity, safety risks, lack of global competitiveness, environmental challenges, regulatory non-compliance, and high operational expenses (OPEX). Upskilling is increasingly recognized as essential by industry leaders. Companies like BHP, Rio Tinto, AusIMM, and ENR Global have emphasized the need for skill development to ensure that the mining industry remains globally competitive and sustainable.

#### Futuristic Skills for the Mining Workforce

The mining workforce of the future will need to acquire a diverse set of skills. Automation and robotics are transforming operations, reducing reliance on manual labor and improving efficiency. Digital transformation, driven by data analytics, is revolutionizing decision-making from exploration to extraction. Workers will need to be proficient in operating advanced machinery, interpreting big data, and utilizing artificial intelligence (AI) tools to optimize processes.

As global demand for green energy rises, environmental sustainability will become an increasingly important focus. Miners will need to develop skills in sustainable mining practices, minimizing environmental impact, and adhering to evolving regulations. The demand for "green skills" is expected to grow, offering a unique opportunity to align workforce development with broader sustainability goals.



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## **Innovative Solutions: Bridging the Skill Gap**

### **1. Public-Private Partnerships and Government Initiatives**

The role of public-private partnerships in workforce development cannot be overstated. Industry-government collaboration is essential for creating a skilled workforce that meets the industry's needs. These partnerships can help secure funding for skill development programs, ensuring that financial barriers do not limit access to essential training. Establishing joint training institutes and Centers of Excellence that cater to both urban and rural mining areas will ensure that even remote mining sites have access to advanced training programs.

The Skill Council for Mining sector has already been conducting upskilling initiatives at prominent organizations such as Hindustan Zinc Limited, MOIL, TATA Steel, HINDALCO, MECL, and JSW. These efforts exemplify a successful model for bridging the skills gap in the sector.

The LSI Group and SCMS have also joined forces to take upskilling to the next level, offering services like skill gap audits, performance dashboards, leadership development programs, workforce strategy services, and domain-specific training in areas such as Environmental, Social, and Governance (ESG) and safety protocols.

### **2. The Role of Technology in Upskilling for the Mining Sector**

Technology plays a central role in transforming mining workforce training. Leading companies like FLSmidth, AusIMM, RPM Global, and the Management Centre Europe have pioneered upskilling programs that provide miners with the tools to navigate the evolving technological landscape of the industry. In India, SCMS's skill initiatives have already yielded tangible results, equipping workers at major organizations with the competencies needed to adapt to future mining challenges.

By leveraging technologies such as artificial intelligence (AI), virtual reality (VR), and augmented reality (AR) in training programs, learning outcomes can be enhanced, better preparing the workforce for technological advancements in the mining industry.

### **The Future of Mining: Beyond Machines, It's About People**

Ultimately, the future of mining is not solely about machines and automation. It's about the people who operate them and make critical decisions. To ensure a future-ready workforce, continuous learning, self-initiated upskilling, networking, and the development of soft skills are equally important as technical expertise. Leadership at both the government and corporate levels must prioritize building a culture of lifelong learning, embracing growth mindsets, and fostering continuous development in every worker.

In conclusion, the mining sector is at a pivotal moment. Upskilling the workforce is not merely an operational necessity—it is a strategic imperative for ensuring competitiveness, safety, sustainability, and long-term growth. By integrating government initiatives, industry collaborations, and technological advancements, the mining workforce can be equipped with the skills needed to thrive in a rapidly changing industry.

The future of mining depends on the workers who drive its progress. As we focus on workforce transformation, it is crucial to recognize that the path forward is one of continuous learning, collaboration, and the application of innovative skills to meet the demands of tomorrow's mining industry.

## Media Speak



## WHAT WE OFFER

## TEXTUAL CONTENT

QP & MC Development and Rationalisation, Participant Handbook, Apprenticeship Curriculum, Facilitator Guide, Self Learning Modules (SLM), etc.

## DIGITAL CONTENT

2D Animations, White Board Animations, Graphical Interventions, SCROM, Chroma & Process Shoot. Voice Over and more.

## LOGO, BANNER & MAGAZINE DESIGNING

## TOT & CORPORATE TRAINING PROGRAMME

## TRANSLATION SERVICES

## DIGITAL MARKETING

## LEARNING MANAGEMENT SYSTEM (LMS)

## EXPENCE MANAGEMENT SYSTEM

## ERP SOLUTIONS

## CLIENTELE

## Educational Institutes



## Sector Skill Council



Others



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**Making Women job-ready through LMV & HEMM Skilling at Surjagarh Iron Ore Mines and Pakri Barwadih Coal Mines**

**126 trained, 62 undergoing training**



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