Recognition to Prior Learning Impact Assessment Report

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1.   Overview of the Mining Sector

The mining sector is an important segment of the Indian economy. It is considered as the backbone of the manufacturing sector, be it steel, cement, power, high-tech ceramics for spacecraft, energy efficient equipment for combating climate change, smart phones, TVs, etc. Raw materials such as iron, limestone, bauxite, chrome, manganese, rare earth elements are mined for to support these various crucial sectors of the economy. Therefore, it is believed that 'Make in India', will be boosted by 'Mining in India'.

India produces as many as 95 minerals which include 4 fuel, 3 atomic, 10 metallic and 23 non-metallic minerals and 55 minor minerals (including building and other materials). There continues to be a huge demand for minerals in view of the rapid urbanization and growth in the manufacturing sector in India. India occupies a dominant position in the production of many minerals across the globe. The multiplier effect of minerals processed into metals on downstream industrialization is a phenomenon that cannot be over emphasized. On the other hand, India's strategic location enables convenient exports.

Further, mining has also been an equal partner and responsible for the progress, development and poverty alleviation in the remote and tribal areas. The country boasts of large deposits of fuel minerals as well as other mineral resources in metallic, non-metallic, atomic and minor minerals. At the global level, India occupies a prominent position (as shown in Table 1) in terms of mineral production. India ranks amongst the top producers of valuable minerals such as manganese, chromite, iron ore, coal, and bauxite. With recent reforms, India is at the cusp of leveraging on its geological advantage to support future economic growth.

Table 1: Contribution and rank of India in world production of principal minerals & metals, 2018

Commodity	Production (in MT)		Contribution	Global rank
World India			India	
Mineral Fuels				
Coal & lignite	7,860	683	8.13%	3rd
Petroleum (crude)	4,225	37	0.88%	23rd
Metallic Minerals				
Bauxite	300	24,000	8%	5th
Chromite	36	3,500	9.72%	4th
Iron ore	2,500	200	8%	4th
Manganese (Content)	18	770	4.27%	7th
Industrial Minerals				
Magnesite	29	200	0.68%	12th
Metals				
Aluminum	80	4,060	5.1%	3rd
Steel (crude/liquid)	1,620	90	5.56%	3rd
Note: Ranking for coal and lignite, petroleum, steel is for the year 2015-16 due to unavailability of data for 2018 *Source: U.S. Geological Survey, 2019; Annual report 2017-18, MoM, Government of India*				

Indian mining industry is characterized by a large number of small operational mines. The number of mines which reported mineral production (excluding atomic, fuel and minor minerals) in India was 1531 in 2017-18. Out of 1531 reporting mines, 230 were located in Tamil Nadu, followed by Madhya Pradesh (197) Gujarat (191), Karnataka (142), Odisha (132), Andhra Pradesh (129), Chhattisgarh (112),

Goa (87), Rajasthan (85), Maharashtra (75) and Jharkhand (58). These 10 States together accounted for 94% of total number of mines in the country in 2017-18.

During 2017-18, mineral production was reported from 32 States/Union Territories (actual reporting of MCDR from 22 states and estimation of minor minerals for all 32 States/Union Territories) of which the bulk of value of mineral production (excluding fuel and atomic minerals) of about 93.65% was confined to 10 States. Rajasthan is in leading position, in terms of estimated value of mineral production in the country and had the share of 20.26% in the national output. Next in order was Odisha with a share of 17.77% followed by Andhra Pradesh (9.45%), Chhattisgarh (8.80%), Karnataka (7.83%), Telangana (6.06%), Gujarat (5.66%), Uttar Pradesh (4.98%), Maharashtra (4.67%) and Bihar (3.77%) in the total value of mineral production. Remaining States and Union Territories having individual share of less than 3.0% all together accounted for remaining of total value during the year under review. The contribution of States/Regions in the value of mineral production during 2017-18 estimated is pictorially shown in below picture.
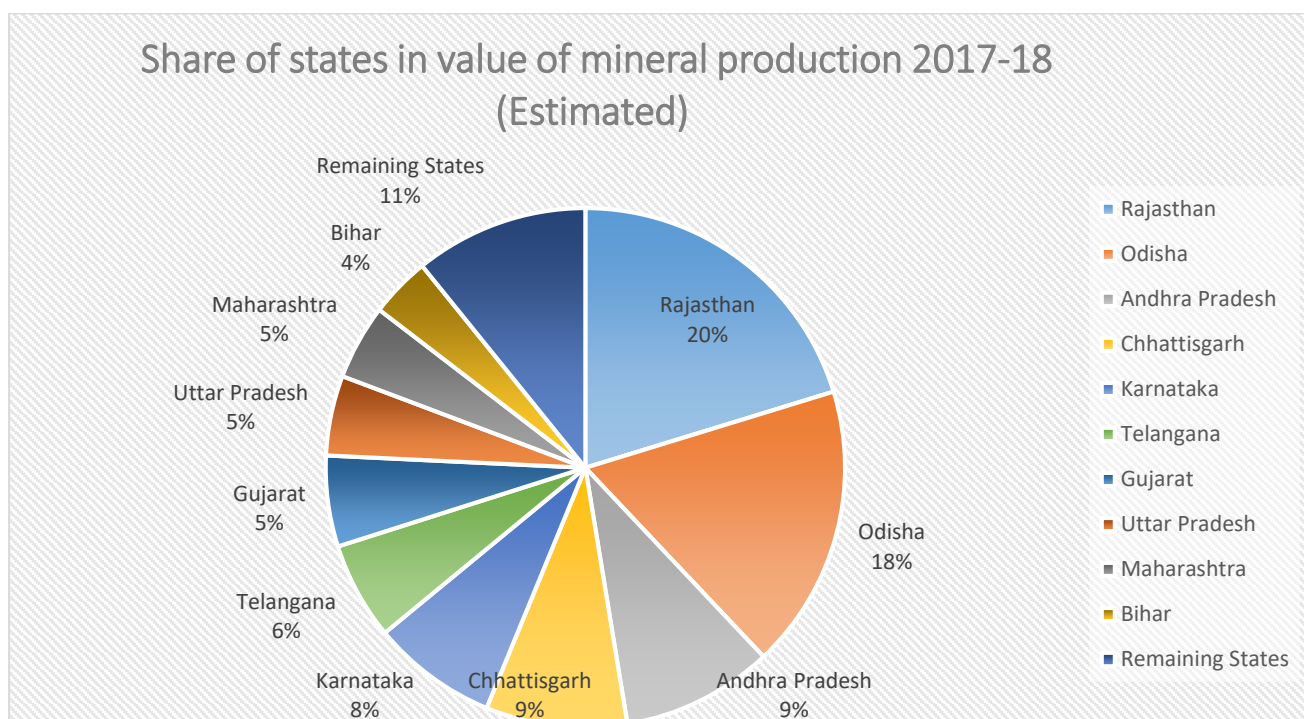
Niti Aayog in its report "Strategy for New India @ 75" has set an objective to

- Accelerate the growth of the mining sector from 3 per cent in 2017-18 to 14 per cent, with an average growth of 8.5 per cent during 2018-23.
- Increase the job contribution (direct, associated and indirect) from the current 10 million (2 million in coal and major metals and 8 million in minor minerals) to 15 million in 2022-23

Employment Profile of Mining Sector

According to the Census 2011, out of the total population of 121 crore in India, the working age population (between 15-59 age group) is about ~73 crore, constituting nearly 60.3% of the total population. Based on the labor force participation rate and the worker participation rate, the workforce in 2011 is estimated to be 64% of the working age population, i.e. ~47 crore; while mining industry employs 0.5% of India's workforce in 2011-12 i.e. ~23.3 lakh people . This includes employment in the public/ private establishments i.e. organized sector and employment in the unorganized sector including self-employment.

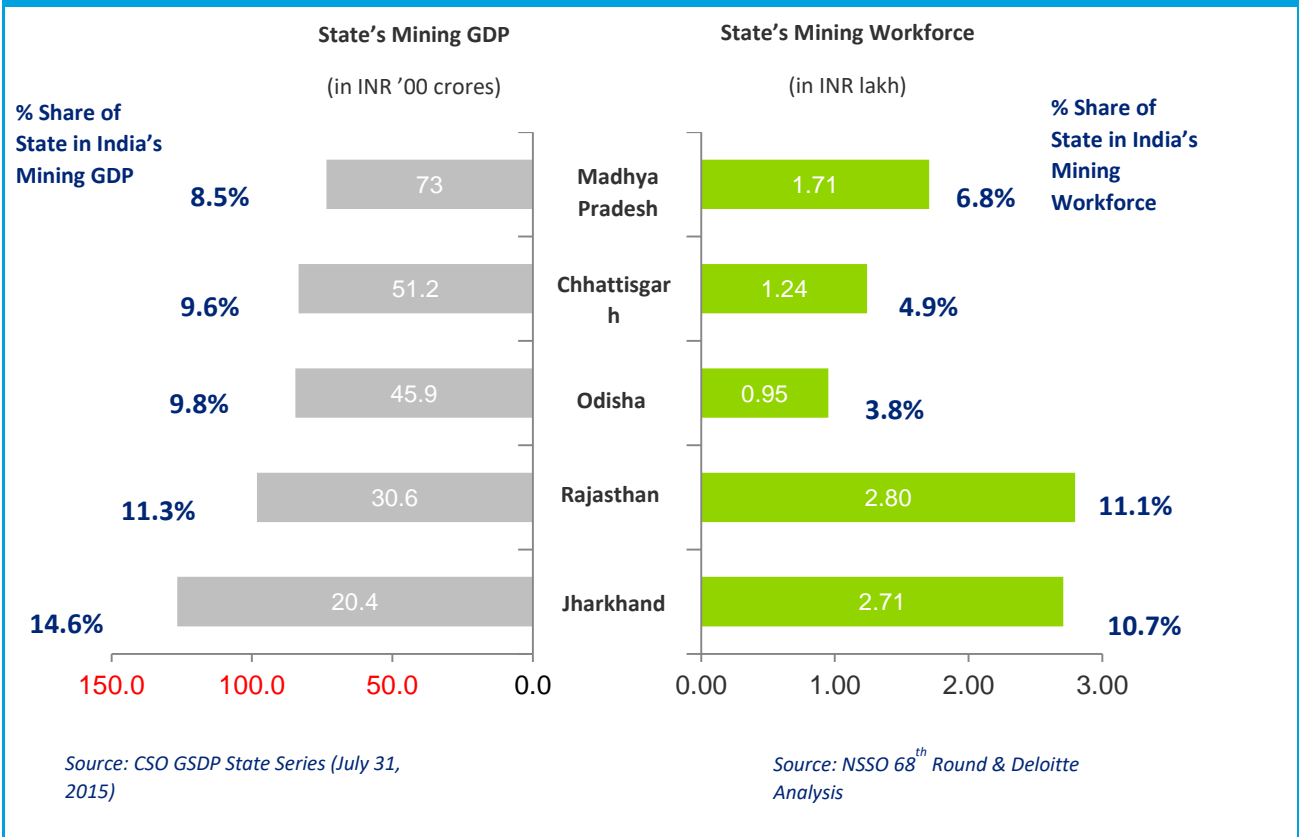| S. No.	Sub-Sector	Definitions as per SCMS's Occupation Matrix	Employment (in lakh)
1	**Prospecting & Exploration**	**Natural Resource Management**	**0.29**
2	**Mineral Extraction**	**Core Mining operations**	**20.77**
2.1	Fuel minerals	Coal & Lignite Mining (Opencast & Underground) excluding Petroleum and natural gases	5.60
2.2	Metallic Minerals	Non-Coal Mining (Opencast & Underground)	0.85
2.3	Non-Metallic Minerals		0.55
2.4	Minor Minerals/ Dimensional Stones	Dimensional stones/ Quarrying of sand, clay and other minor minerals	13.76
3	**Associated Services**	**Environment, Health & Safety, Engineering and Allied Services etc.**	**2.03**
4	**Mineral Processing & Beneficiation**	**Primary ore processing, instrumentation and control systems**	**0.14**
Total			**23.25**
Source: Human Resource & Skill Requirement Study for Indian Mining Sector,2016 by Deloitte			

Share of States in total Employment of the Mining Sector

Large proportion of mining in India is concentrated in relatively backward states   with low per capita income than national average such as Jharkhand, Rajasthan, Odisha, Chhattisgarh and Madhya Pradesh which constitutes ~54% of India's Mining sector GDP (2011-12) and ~37% of sectoral employment (2011-12). The states of Gujarat, Telangana, Andhra Pradesh & Maharashtra, which has higher per capita than the national average constitute ~25% of India's Mining sector GDP (2011-12) and ~22% of sectoral employment (2011-12).

In contrast, the mineral rich states in other countries such as Australia have leveraged their mineral wealth to propel their state GDP higher than the national average. During the primary interaction with key stakeholders it has been found that the supply of skills in backward states is bound to be limited unless it is catalyzed/ ensured through dedicated sponsorships. It was pointed by stakeholders that in many cases, people find it difficult to relocate from other states for mining jobs - especially relocation

to backward states/ districts; for instance it would be difficult to move skilled workforce available in other parts of the country to the mineral rich but relatively backward state.

Figure 1: Share of States to Mining GDP and Employment 2011-12

	State's Mining GDP (in INR '00 crores)		State's Mining Workforce (in INR lakh)	
% Share of State in India's Mining GDP				**% Share of State in India's Mining Workforce**
8.5%	73	Madhya Pradesh	1.71	6.8%
9.6%	51.2	Chhattisgarh	1.24	4.9%
9.8%	45.9	Odisha	0.95	3.8%
11.3%	30.6	Rajasthan	2.80	11.1%
14.6%	20.4	Jharkhand	2.71	10.7%

Source: CSO GSDP State Series (July 31, 2015)

Source: NSSO 68th Round & Deloitte Analysis

Source: Central Statistical Organisation (July 31, 2015) and NSSO Report 68th round

2.   Skill Ecosystem

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

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

India currently faces a severe shortage of well-trained, skilled workers. It is estimated that only 2.3 % of the workforce in India has undergone formal skill training as compared to 68% in the UK, 75% in Germany, 52% in USA, 80% in Japan and 96% in South Korea. Large sections of the educated workforce have little or no job skills, making them largely unemployable. Therefore, India must focus on scaling up skill training efforts to meet the demands of industries and drive economic growth (as per National Skill Development Mission Document).

More than 12 million youth between 15 and 29 years of age are expected to enter India's labor force every year for the next two decades. The government's recent skill gap analysis concludes that by 2022, another 109 million or so skilled workers will be needed in the 24 keys sectors of the economy.

Hence it is imperative that ecosystem have larger participation from all stake holders which include decision making bodies, enablers, implementing agencies & beneficiaries.

The Skill Mission launched by the Prime Minister on 15 July 2015, has gathered tremendous steam under the guidance of Minister for Skill Development and Entrepreneurship and Minister of State, MSDE.

For the first time since India's independence, a Ministry of Skill Development & Entrepreneurship (MSDE) has been formed to focus on enhancing employability of the youth through skill development.

The skill ecosystem in India, is seeing some great reforms and policy interventions which is reinvigorating and re-energising the country's workforce today; and is preparing the youth for job and growth opportunities in the domestic as well as international market.

The Ministry of Skill Development and Entrepreneurship (MSDE) is responsible for coordination of all skill development efforts across the country, building of new skills and skill upgradation, and encouraging entrepreneurship. It is aided in these initiatives by its functional arms – National Skill Development Agency (NSDA), National Skill Development Corporation (NSDC), National Skill Development Fund (NSDF) and 38 Sector Skill Councils (SSCs). The Ministry is also working with the existing network of skill development centers, universities and other alliances in the field.

Skill development efforts of Ministry of Skill Development and Entrepreneurship (MSDE) are channelized through Sector Skill Councils. Sector Skill Councils are set up as autonomous industry-led bodies by NSDC. They create Occupational Standards and Qualification packs, develop competency framework, conduct train the trainer programs, conduct skill gap studies and assess and certify trainees on the curriculum aligned to Qualification Packs (QPs) and National Occupational Standards (NOSs) developed by them.

For skill development in the mining sector, MSDE has signed MOUs with Ministry of Coal, Ministry of Mines and Ministry of Steel to provide an overall framework of cooperation towards skilling. The skill development efforts for mining related job roles are implemented through NSDC and Skill Council for Mining Sector (SCMS).

To integrate general and vocational system of education and training, the National Skills Qualification Framework (NSQF) was notified on 27th December 2013.

The National Skills Qualifications Framework (NSQF) is a competency-based framework that organizes all qualifications according to a series of levels of knowledge, skills and aptitude. These levels, graded from one to ten, are defined in terms of learning outcomes which the learner must possess regardless of whether they are obtained through formal, non-formal or informal learning.

Recognition of Prior Learning (RPL)

Recognition of Prior Learning (RPL) is a very important associated function of the NSQF, especially in the Indian context where majority of the workforce has not received formal training. The NSQF will help individuals who have gained learning informally, such as through life, work and voluntary activities to have this learning recognized.

This will include knowledge and skills gained:

a. Outside of formal learning situations
b. Through informal learning and training in the workplace, the community and/or the voluntary sector
c. From continuing professional development activities
d. From independent learning

RPL will give an option for personal or career development towards other qualifications or learning programs to learners who have the skills but no certificate to prove it. It will help learners make clearer connections between the learning they have already achieved and future learning and/or career opportunities. Benchmarking an individual's learning against the NSQF Level Descriptors will help them to identify the appropriate level of options for progression. This will improve career progression and skill upgradation of learners as well as facilitate the engagement of the experienced practitioners as resource persons.

Pradhan Mantri Kaushal Vikas Yojana (PMKVY) a flagship scheme of the Ministry of Skill Development & Entrepreneurship (MSDE). The objective of this Skill Certification Scheme is to enable a large number of Indian youth to take up industry-relevant skill training that will help them in securing a better livelihood. Individuals with prior learning experience or skills will also be assessed and certified under Recognition of Prior Learning (RPL).

The PMKVY (2016-2020) scheme is being implemented by the Centre along with the States. The Key Components of the Scheme:

a.   Short Term Training

The Short Term Training imparted at PMKVY Training Centres (TCs) is providing benefit to candidates of Indian nationality who are either school/college dropouts or unemployed. Apart from providing training according to the National Skills Qualification Framework (NSQF), TCs shall also impart training in Soft Skills, Entrepreneurship, Financial and Digital Literacy. Duration of the training varies per job role, ranging between 150 and 450 hours. Upon successful completion of their assessment,

candidates shall be provided placement assistance by Training Partners (TPs). Under PMKVY, the entire training and assessment fees are paid by the Government. Payouts shall be provided to the TPs in alignment with the Common Norms. Trainings imparted under the Short Term Training component of the Scheme shall be NSQF Level 5 and below.

b.   Special Projects

The Special Projects component of PMKVY envisages the creation of a platform that will facilitate trainings in special areas and/or premises of Government bodies, Corporates or Industry bodies, and trainings in special job roles not defined under the available Qualification Packs (QPs)/National Occupational Standards (NOSs). Special Projects are projects that require some deviation from the terms and conditions of Short Term Training under PMKVY for any stakeholder. A proposing stakeholder can be either Government Institutions of Central and State Government(s)/Autonomous Body/Statutory Body or any other equivalent body or corporates who desire to provide training to candidates.

c.   Recognition of Prior Learning (RPL)

A large section of India's unorganized and unregulated workforce is unskilled and semi-skilled. Most of them pick up skills and knowledge in an informal set up by observing people or working under their guidance or through complete self-learning. As a result, even though they manage to get a job and earn a decent wage or salary, they may not be able to improve their skills. This also affects their productivity and quality of output. They need access to training programs and support from their employers to skill and upskill themselves. This is where Recognition of Prior Learning (RPL) aims to align the competencies of the unregulated workforce of the country to get assessed and certified on their current competencies as per NSQF levels. To address knowledge gaps, PIAs may offer Bridge Courses to RPL candidates.

RPL also shows them a path to bridge their current knowledge and skill levels to reach a competency level or go for higher skills for professional growth.

RPL under Pradhan Mantri Kaushal Vikas Yojana (PMKVY) 2016-20 primarily has threefold objectives;
- It aims to align the competencies of the un-regulated workforce of the country to the standardized National Skills Qualification Framework (NSQF),
- To enhance the employability opportunities of an individual as well as provide alternative routes to higher education and
- To provide opportunities for reducing inequalities based on privileging certain forms of knowledge over others.

# 3. RPL under Pradhan Mantri Kaushal Vikas Yojana for Unorganized Sector

Recognition of Prior Learning (RPL) is an initiative of the Ministry of Skill Development and Entrepreneurship (MSDE) under Pradhan Mantri Kaushal Vikas Yojana (PMKVY), implemented by the National Skill Development Corporation (NSDC). Individuals with prior learning experience or skills shall be assessed and certified under the Recognition of Prior Learning (RPL) component of the Scheme.

3.1 Need of Recognition to prior Learning(RPL) – Case Study Rajasthan

To assess the need to certify the numbers of employees' engaged with the unorganized mining industry, Skill Council for Mining Sector conducted a base line survey in the State of Rajasthan.

The State of Rajasthan is very rich in Mineral Resources in terms of variety, quality and quantum. It is blessed with 81 varieties of minerals, of which 57 are being commercially exploited and it is considered as a museum of minerals, both metallic and non-metallic including renowned building stones. It has a vantage position in having significant resources of Radioactive minerals, Lignite, Petroleum and Natural Gas. Rajasthan is the sole producer of lead & zinc ores, selenite and wollastonite. Rajasthan was the sole producer of garnet (gem) till 2004-05. Almost entire production of calcite, natural gypsum and silver in the country comes from Rajasthan. The State is a major producer of ball clay, calcite, clay, copper ore/conc., feldspar, fireclay, limestone, ochre, phosphorite/rock phosphate and steatite. The State is also an important producer of marble, granite, sandstone & Kota stone of various shades. Makrana area is the world famous centre for marble mining.

The State contributed about 20.26% to the total value of mineral production in the country and leads the position among the States in 2017-18. It was the sole producer of lead and zinc ores and concentrate, selenite and wollastonite.
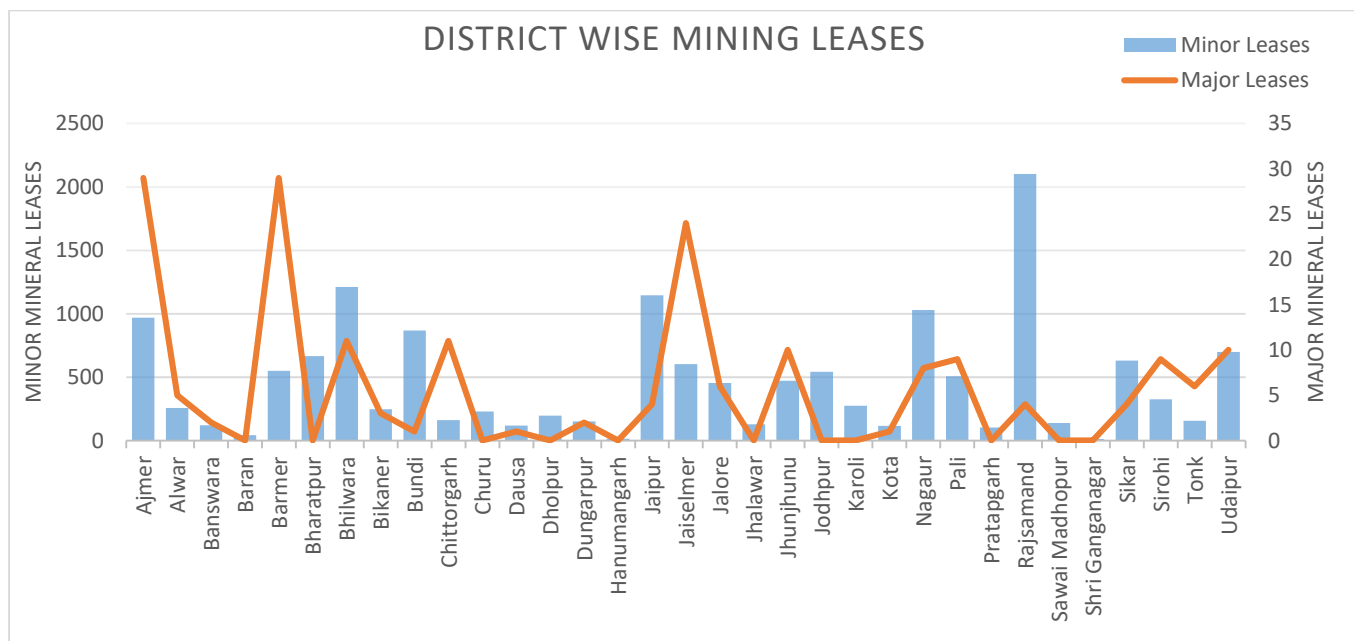
Rajasthan has a large spectrum of minerals in which building stones enjoy an important place. It has 189 major minerals and 15,245 minor mineral mining leases. The mining sector provides direct employment to about 2.6 lakh persons and indirect employment to about 13-14 lakh persons in the State. The majority of the population is engaged in organized and unorganized mining-related occupation. Mining is not only a major source of employment in the rural and tribal areas of the State, but also a major source of revenue to the Government, playing an important role in the development of the State.

District Wise Direct Employement in Minor Mineral
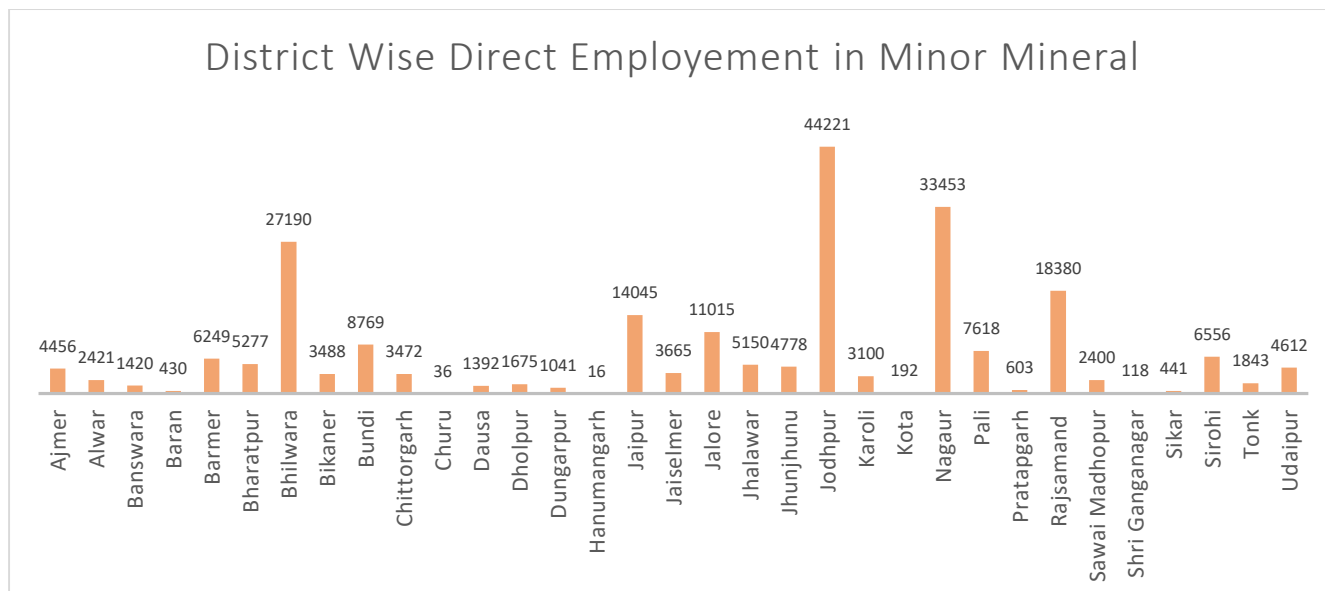
Mining sector in Rajasthan employs majority of its workforce as an un-regular manpower and RPL aims at addressing such segments of the society.

91% of the mining workforce is involved in minor minerals. The mines in this category are commonly small in size with area < 50 hectors and are mostly unorganised mines. These mines do not have ware with to invest in training and lack with skill workforce. The accident rate and occupational diseases is also high in these mines. Prevalence of silicosis, especially in the stone mines, is a "concern", said PK Sarkar, Director-General of the Directorate General Mine Safety (DGMS), a key regulatory body for mining in India, at 7th Asian Mining Congress. He added that a substantial number of people are affected by the disease. According to media reports, the DGMS told the apex court that 323 people died of silicosis in Rajasthan alone.

The Skill Development for the large and organised mining sector has to be on a different path as compared to the unorganised sector. For unorganised sector the focus should be on health and safety including distribution of safety kits and behavoioural skills with components of technical training.

Taking into consideration the need to certify the numbers of employees' engaged with the mining industry in the state of Rajasthan, Skill Council for Mining Sector submitted a pilot RPL project proposal of 5000 mine workers to NSDC.

The proposed project targeted the Jodhpur and adjoining marble belt districts project to certify 5,000 existing mine workers from various mines of in these district. Jodhpur is located in western part of Rajasthan and it also shares common border with five district viz., Bikaner, Jaisalmer in north and north-west, Barmer and Pali in south-west and South-east and Nagaur in east and north-east. The district has a geographical area of 22850 sq. KMs. Although most of the economy of Rajasthan is

based on agriculture, this part of the state is rich in mineral resources. The area is one of the prime Indian suppliers of marble, granite and other valuable resources of minerals. The majority of the population is engaged in organized and unorganized mining related works hence the location was appropriate to implement the RPL. As per the study made by NSDC, in stone quarrying and related industries (marble) the demand for semi-skilled workers was on high.

The proposal is moved under PMKVY RPL Camps Type. In this type the RPL training is done in a location where workers of a particular sector are consolidated (such as Industrial and/ or Traditional Clusters), which is suitable for unorganized and small mines. Necessary training infrastructure and required laboratory/equipment at the RPL location were arranged, as per the requirements defined by SCMS for the identified job roles.

Implementation of project involved local NGOs, various mine owner associations, state government and their sector specific autonomous bodies and other resources to facilitate mobilization, affiliated Training Partners and Assessment Agencies with SCMS/NSDC for necessary orientation and assessments.

The program was design specially which made it successful and widely acceptable. Under this scheme a 12 hours of orientation cum training program was conducted for candidates followed by an assessment of their skills as per the National Skill Qualification Framework (NSQF). However, SCMS recommend to add 36 hours of bridge module to cover the mandatory refresher training syllabus defined under vocational Rule-1966. Therefore, the total duration will be 4 days training cum orientation program followed by one day of assessment.

SCMS strongly believes the training was to focused on predominantly on health and safety at workplace especially for unorganized Mines. Hence SCMS has proposed for providing necessary Safety gears instead of normal welcome kit consisting of T-shirt and Cap. The Safety gears included

- **One Mining Helmet approved by Director General of Mine Safety (DGMS)**
- **A set of Dust Mask**
- **One reflective Jacket**
- **A set of Ear Plug**

All these items were provided with PMKVY branding

3.2   Project Overview

Skill Council for Mining Sector (SCMS) submitted its first and pilot RPL project proposal of 5000 mine workers to NSDC for Jodhpur and adjoining marble belt districts, which was approved by Executive Committee meeting of MSDE held on 17th November, 2016. The Recognition of Prior Learning (RPL) project was launched on 23rd January, 2017 and successfully completed in May, 2017.

Project Title	Recognition of Prior Learning for the Mining Sector of Rajasthan
Project Implementing Agency (PIA)	Skill Council for Mining Sector (SCMS)
Sector Skill Council (SSC)	Skill Council for Mining Sector (SCMS)
Mobilization/Facilitator Agency	Mosaic Network (India) Pvt. Ltd. Jan Kalyan Samiti Bikramganj
Project Type	Project Type 1
RPL Locations	8 Locations in 3 Districts (Jodhpur, Barmer and Nagour) in the state of Rajasthan
Total candidates registered	5500
Job Roles	Loader Operator (MIN/Q0208) Bulldozer Operator (MIN/Q0205) Mazdoor / Helper (MIN/Q0201) Mechanic / Fitter (MIN/Q0304) Excavator Operator (IES/Q0103)

The training program was implemented by Jan Kalyan Samiti Bikramganj (JKSB) and Mosaic Network India Pvt Ltd. during January to May, 2017 in the state of Rajasthan.

3.3   Launch & Mobilization:

The project was launched on 23rd January, 2017 at Fidusar, Jodhpur. The launch ceremony was organized at Fidusar Samudayik Swasthya Kendra. Honorable MLA of Fdusar Mrs. Soorkanta Vyas inaugurated the ceremony with lighting the lamp. Many local area dignitaries including officials from Directorate Mines and Geology, RSMMC, MEAI Jodhpur and Fidusar Stone Mining Association were present in the launch ceremony.

More than five hundred Mine workers participated in the ceremony and registered themselves for the RPL program. Women worker also displayed enthusiasm for this program and participated in registration process in large numbers. The launch ceremony included sharing of projects information by SCMS, launch of "Trainee Kit" to be distributed during trainings. The program was widely covered both by print and electronic media.

The response and support from MLA, the local area mining administrative authorities, Mine Association and Mine Workers were encouraging.

Mobilization activity was carried out in various mining clusters and surrounding area of worker's residents. Objective of mobilization was to spread awareness of program so that maximum mine workers can avail this opportunity. Various mobilization strategies were adopted to carried out the awareness e.g. Mobile Skill Van for Skill Video Film Shows, Pamphlet/ Brochure distribution, Canopy
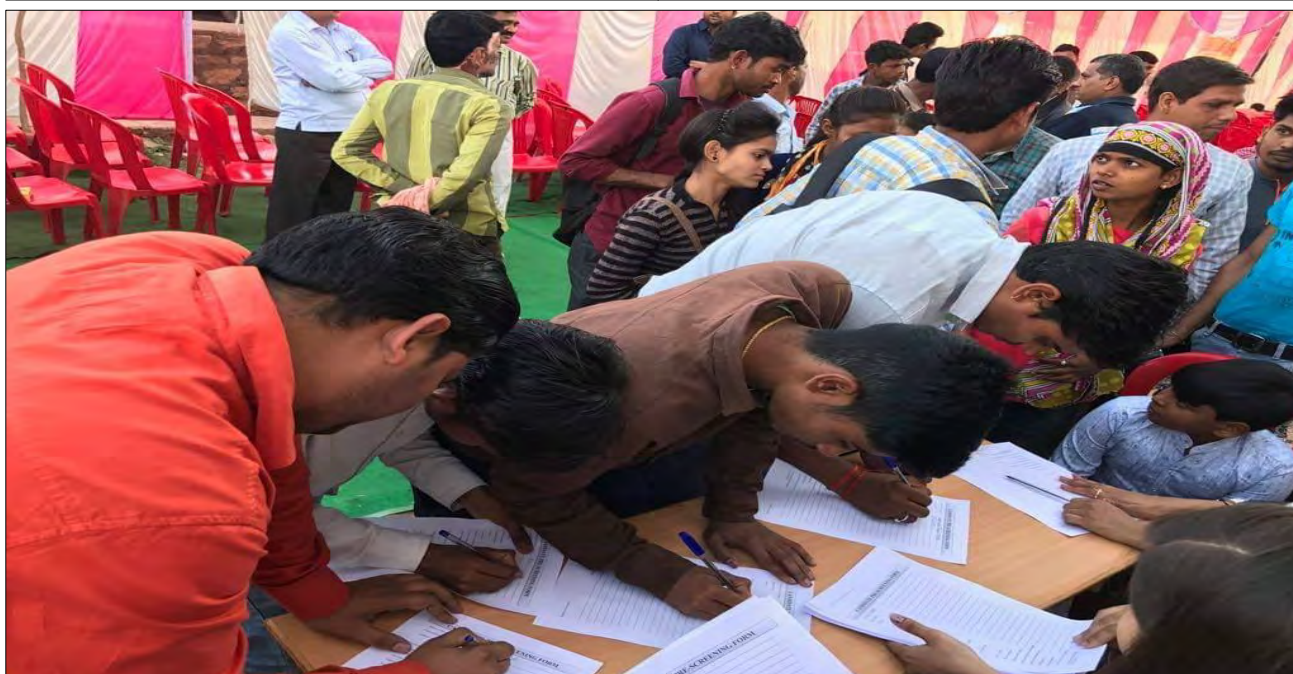
activity, Pamphlet distribution through News Paper, News Paper advertisement, Mobile SMS services, Social media activity.

Launch Ceremony

3.4 Counselling and Pre-Screening:

Counselling session was conducted before registration of candidates for the program and all testimonials were checked and documented before the training batch was prepared.


Counselling and Pre-Screening

3.5 Orientation Training and Assessment:

After successful enrollment of candidates, training was started at 8 locations of 3 districts (Jodhpur, Barmer and Nagour) of Rajasthan. Training imparted on 5 job roles Loader Operator, Bulldozer Operator, Mazdoor/Helper, Mechanic /Fitter and Excavator Operator. Training program was implemented by two training partner of SCMS Mosaic Workskills Pvt. Ltd. and Jan Kalyan Samiti Bikramganj.

The project covered approximately a total of 67 no. of mines including marble, sandstone, clay, other natural stone mines. A total of 4993 mine workers in 136 batches were enrolled under the scheme and completed training successfully. A total of 4,479 workers participated in the skill assessment test and 4106 workers got certification.

Certified Candidates

Female 3% | Male 97%

| Enrolled | Trained | Certified |
| 4493 | 4479 | 4106 |

Nos.
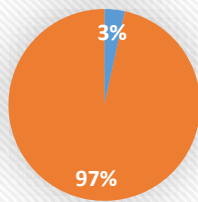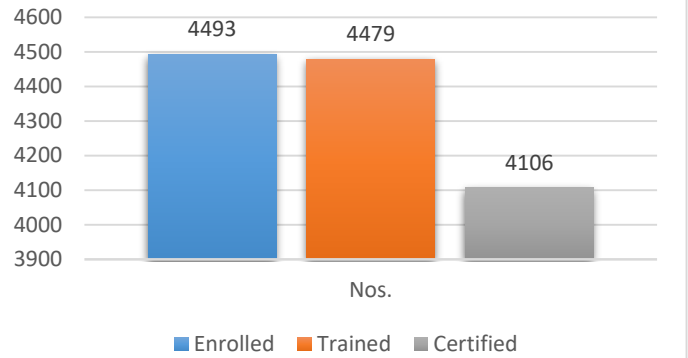
As per the guidelines, after completion of training all candidates appeared for assessment by SCMS assessment partner Skills Mantra Edutech Consulting India Pvt. Ltd. and Anant Learning and Development pvt. Ltd.

Districtwise Certified Candidates

Giral, Siwana, Balesar, Borunda, Fidusar, Soor Sagar, Mekrana, Merta

Tradewise Certified Candidates

- Mining - Mechanic / Fitter
- Mining - Loader Operator
- Mining - Bulldozer Operator
- Mazdoor / Helper
- Excavator Operator
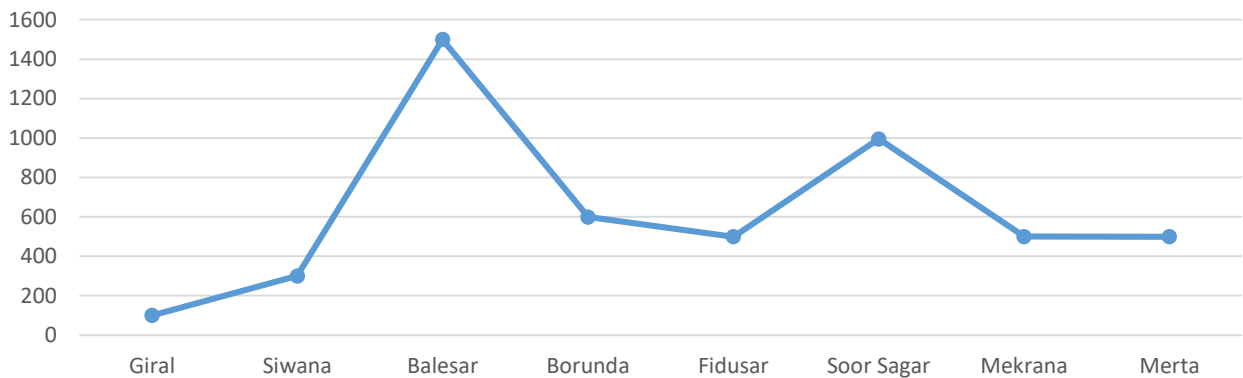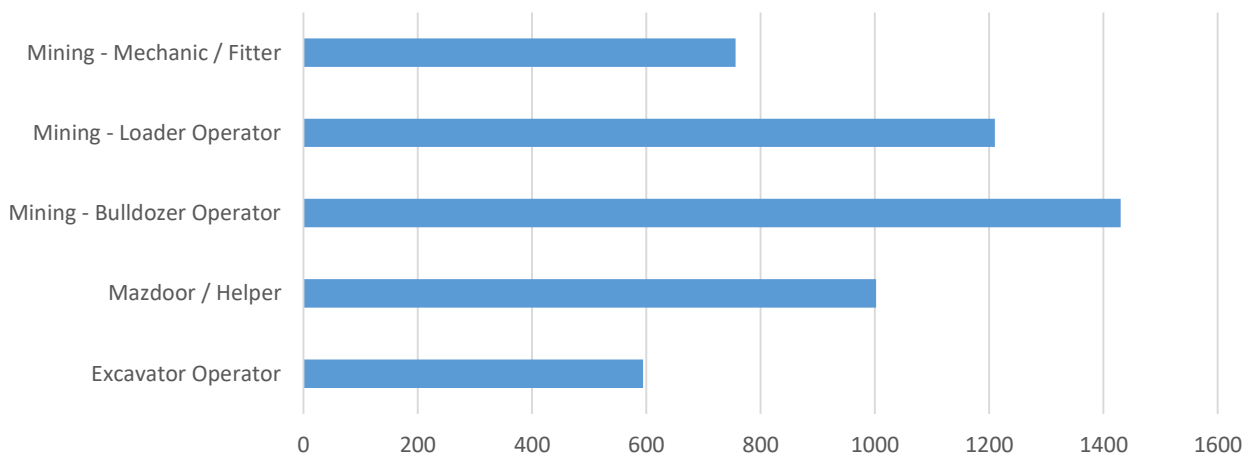
Apart from training given to mine workers, awareness sessions also included in this program curriculum about other national schemes will connect these uninformed class with these other national development strategies and policies.

Orientation Training

Assessment Process

3.6 Certificate Distribution and pay-out distribution to candidates

The certificate distribution ceremony was organized on June 24th 2017 in Jodhpur. The Chief Guest for the ceremony was Smt. Suryakanta Vyas, Honorable MLA – Soorsagar, Jodhpur and Dr. Ravi Kumar Surpur, Honorable, DM - Jodhpur. The event witnessed around 500 participants related to local mining area.

Certificate Distribution

3.7 Media Coverage:

The training program was publicized and promoted through the following medium:

- Print Media - Advertisements in Local newspapers, photo opportunities, and press release.
- Outdoor Advertising - Wall Paintings, installation of outdoor hoardings and posters in populated areas.
- Electronic Media – SMS, WhatsApp, pictures and videos on Facebook, Youtube, Twitter, and
- Local and community radio stations

Media Coverage Photos

3.8 Impact Assessment

To understand the improvements and effects that the Recognition of Prior Learning (RPL) training conducted by SCMS during January to May, 2017 in the state of Rajasthan, a survey has been conducted.

The survey was conducted in three phases.

1. Survey by M/S Jan Kalyan Samiti Bikramganj(JKSB) - A team from JKSB physically visited the mines and collected the feedback from mine workers and mine owners.
2. Survey by SCMS official- Mr. Ashish Chaudhary- Head placement, SCMS again visited the same mines and crossed verified the data captured by JKSB. He also interacted with all mine owners and mine workers.

The survey was conducted during May 2019. Responses were obtained from 240 candidates against a set of questionnaire and responses have thus been analyzed.
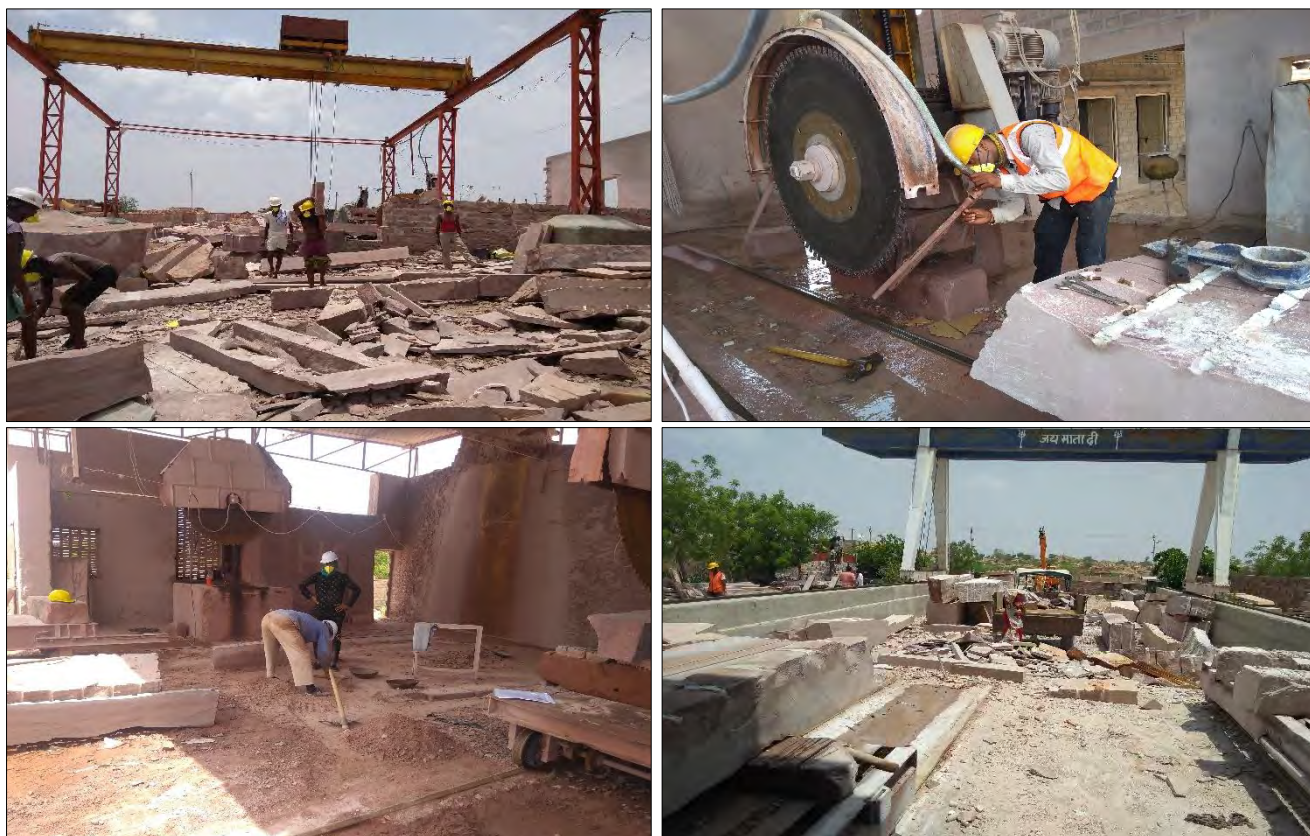

Photos taken by SCMS during impact assessment survey

INFERENCES BASED ON THE FORMS FILLED BY THE CERTIFIED CANDIDATES: -

1. 95.4% remembers what was taught to them and have been following the methods and instructions taught to them during the training for the past over 2 years.
2. 98.75% feels that the recognition and certification of their work has given them a renewed identity and respect in work place and society.

3. 97.99% feel that is easier to convince the employers about their competencies and hence job switching and wages negotiation has become easier.

4. 88.33% are still using the safety kit issued to them. Candidates were issued safety kit comprising of Helmet, Ear Plugs, Breathing Masks and reflective jackets. It has become a habit with them to use it. Others used it till it became unusable. Health and Safety consciousness and accident avoidance has become second nature with them.

5. 56% of those surveyed disclosed the increase of earnings post the training. 44% did not want to share information about this. Of those who disclosed their salary increase 78% had 15-20% increase and 22% reported salary increase of 20-30%

6. 100% of them conveyed that the those not yet trained must be subjected to this training.

CERTIFIED CANDIDATES RESPONSES
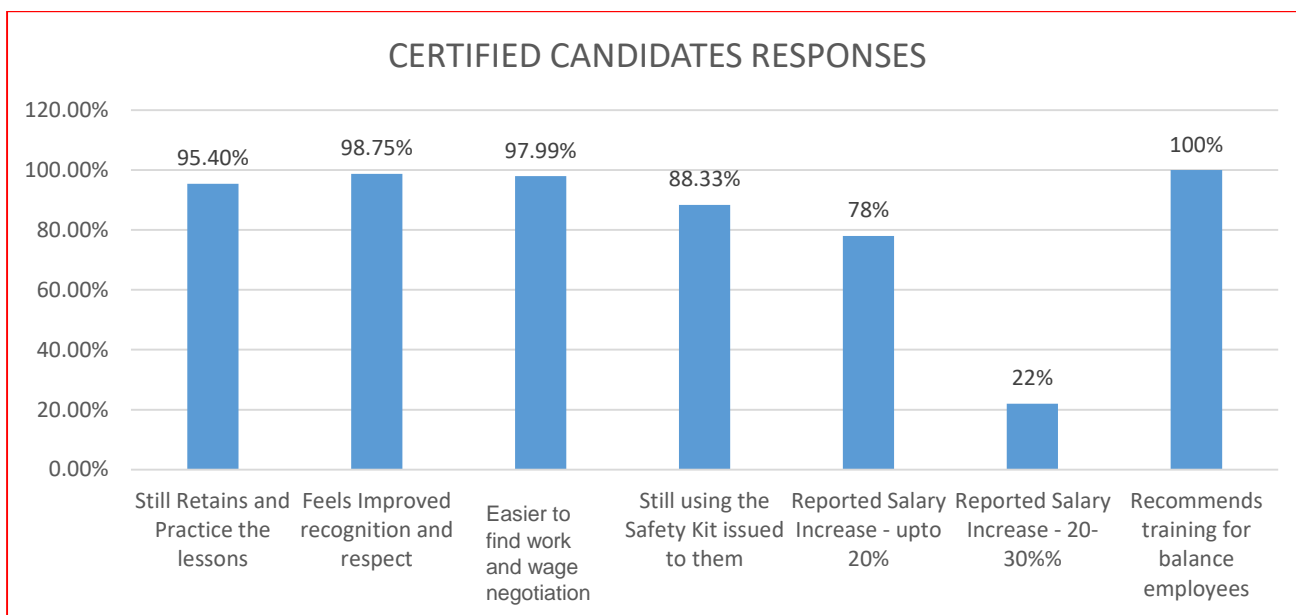
INFERENCES BASED ON THE FORMS FILLED BY EMPLOYERS: -

The response sheet was filled by 15 employers. While conducting this Survey, large number of employees were inquisitive to know the future plans about this training and expressed their enthusiasm to participate in this and take advantages of same.

EMPLOYERS RESPONSE

They have unanimously endorsed that this program has had positive interventions on the productivity, behavior, health and safety concerns. All of them desire that this program should be carried out for all others who have attended this program.

1. 100% employers have said that employees are following and practicing as per lessons of training
2. 100% employers have said that employees are using the Personal Protective Equipment issued to them
3. 100% employers have said that employees behavior and conduct has improved on account of training
4. 100% employers have said that Employees are more conscious about health and safety post training
5. 100% employers have said that employees earnings have increased enormously post training
6. 100% employers recommend that this training be conducted for other employees also

- Use of safety kit distributed during training program saves worker from falling sick which led to increase in the productivity of candidate which yield them in better earning.
- Also, RPL certificate considered as a work experience certificate for workers which is help them in getting better salary compare to other non-certified mine workers.
- The welcome kit proved to be daily use for the workers and is must to go inside any mines. This made the training more successful.
- The recognition of learning is essential so that the workers can move from unorganized employments to formal employment and it lead to increase productivity of workers. RPL certification is recognized by industries and hence they get recognition of their experience.

4. Appreciation Letter and Recommendation

The project was welcomed and appreciated by the local mine workers, mine associations, district authorities and constituency electoral representatives.

- Appreciation Letter by Honorable MLA, Jodhpur, Ms. SuryaKanta Vyas

- Appreciation Letter by A K D Eco Friendly Mining Association, Fidusar

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एस. के. डी. ईको फ्रेन्डली माईनिंग कलस्टर संख्या 3 सोसायटी

फिदुसर चौपड़, पोस्ट-सूरसागर, जोधपुर (राज.)

क्रमांक : दिनांक : 26/04/17

उत्साहवर्धन पत्र

माननीय,

जन कल्याण समिति,
विकमगंज

आपके द्वारा प्रायोजित शिविर हमारे लघु उद्योग (जोधपुर सेण्ड स्टोन, फिदूसर) को प्रशिक्षण देकर जो मानव उद्धार का कार्य किया उसके लिये SKD Cluster No. 3 आपका हृदय से आभार व्यक्त करता हैं और आपके संस्थागत सदस्यों द्वारा पूर्ण पुरुषार्थ एवं समय देकर इस कार्यक्रम को सफल बनाया। आपसे करबद्ध निवेदन है कि इस पिछड़े क्षेत्र में शिक्षा के अभाव के कारण विभिन्न कौशल प्रदान करने हेतु आपका सहयोग भविष्य में भी अपेक्षित हैं और Mining Matte के प्रशिक्षण हेतु शीघ्रातिशीघ्र केम्प का आयोजन कर समर्थ भारत का सपना माननीय प्रधानमंत्री का सार्थक करें।

धन्यवाद

भवदीय

- Appreciation Letter by President, Fidusar stone association

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रजिस्ट्रेशन नं. 13/1964

फिदुसर पत्थर उधोग एवं विक्रेता संघ

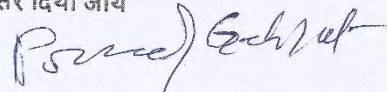सूरसागर – (जोधपुर) 342 024

पत्र संख्या :-

दिनांक 30/4/2017

अध्यक्ष , फिदुसर पत्थर उधोग एवं विक्रेता संघ

सन्देश

जन कल्याण समिति हमारे राज्य में स्किलडेवलपमेंट के अंतर्गत ३ महीनो से कार्य कर रही है इन्होने 2500 खदान क्रमिको को प्रशिक्षित एवं प्रमाणित किया है इस प्रशिक्षण से कार्मिको की कार्य कुशलता बढ़ी है और खदान मालिक भी इस कार्य से काफी प्रभावित है

इसअच्छे कार्य के लिए मै इनको बधाई देता हूँ मै इच्छा करता हूँ कि यहाँ के बाकिक्रमिको के लिए भी यह प्रोग्राम पुनः शुरू कर उनको भी इसका लाभ प्राप्त करने का अवसर दिया जाय

(पूनाराम गहलोत)

अध्यक्ष , फिदुसर पत्थर उधोग एवं विक्रेता संघ

फिदुसर पत्थर उधोग एवं विक्रेता संघ
फिदुसर ....(राज॰)

फिदुसर पत्थर उधोग एवं विक्रेता संघ
फिदुसर ....गर, जोधपुर (राज॰)

5. RPL under Industry funded Training program for Organized Sector

The training for mining sector is completely governed under Mine Vocational Rules - 1966. Under this rule there is a provision of mandatory reskilling and refresher training for every employee (including contractual manpower) over a 5-years cycle. It is being constantly highlighted at multiple fora that the mining companies in India follows different training standards and there is a significant shortage of skill resources to deliver these training programs at Vocational Training Center. Hence, a number of mining companies have approached SCMS to deliver refresher training cum certification cum under Recognition to Prior Learning training program for their employees.

A Pilot Model of Upskilling, Refresher and Certification was prepared by integration of NSQF standards with syllabus under Mine Vocational Rule-1966 and rolled out at **Northern Coalfield Limited a subsidiary of Coal India Limited**. In-line with the DGMS refresher training and our experience with different mining companies the training program is designed for 6 (5+1) days. The entire program was divided into three components i.e

- 2 days of behavioural training
- 3 days of domain training & safety content as per vocational rules
- Final 1-day assessment as per NSQF Norms

Daily assessment on domain: At the end of everyday an internal assessment was done. Each candidate was given 20 questions related to their respective domain and answers were discussed in next day session. The objective is to ensure the minimum learning (i.e 100 knowledge points) at the end of training.

This training methodology included Instructor-Led -Training (ILT), Experiential Learning, Multimedia-based training (MBT).

Day 1	Day 2	Day 3	Day 4	Day 5	Day 6
• Ice breaking and orientation to NSQF level and standards • Refresher training as per MVTR- 1966 • Mine Act and Miners' Rights and Responsibilities • CMR	• Identify hazards typically found at mines • Utilize appropriate controls to minimize exposure to hazards • Personal Protective Equipment • Transportation and Communications -Explosives • Lock Out / Tag Out	• Dust and Respiratory Protection • Permit-Required Confined Spaces • Mine Ergonomics • Electrical Safety • Workshop Safety • Accident and incident Reviews	• Safety my duty & responsibility • Hazard Communication • Critical thinking • Stress Management • Cost of idle manpower /machine	• Role of behavior on safety and productivity • Brain storming on "Can production and safety go parallel" • Time Management • Team work	Final Assessment as per NSQF guidelines and Certification
Daily Domain Assessment					

Some Pictures of **NCL CETI** Centers

Some Pictures of **NCL CWS JAYANT** Center

Some Pictures of **NCL VTC NIGAHI** Centers

Some Pictures of **NCL VTC KHADIA** Centers

Some Pictures of **NCL VTC DCH** Centers
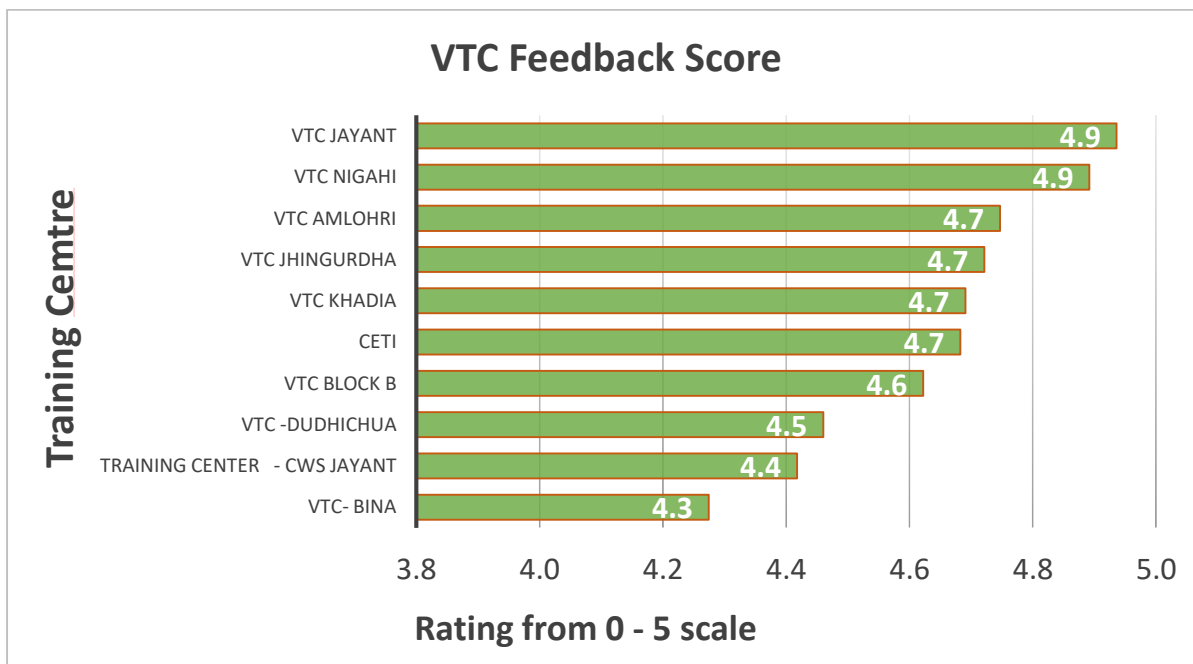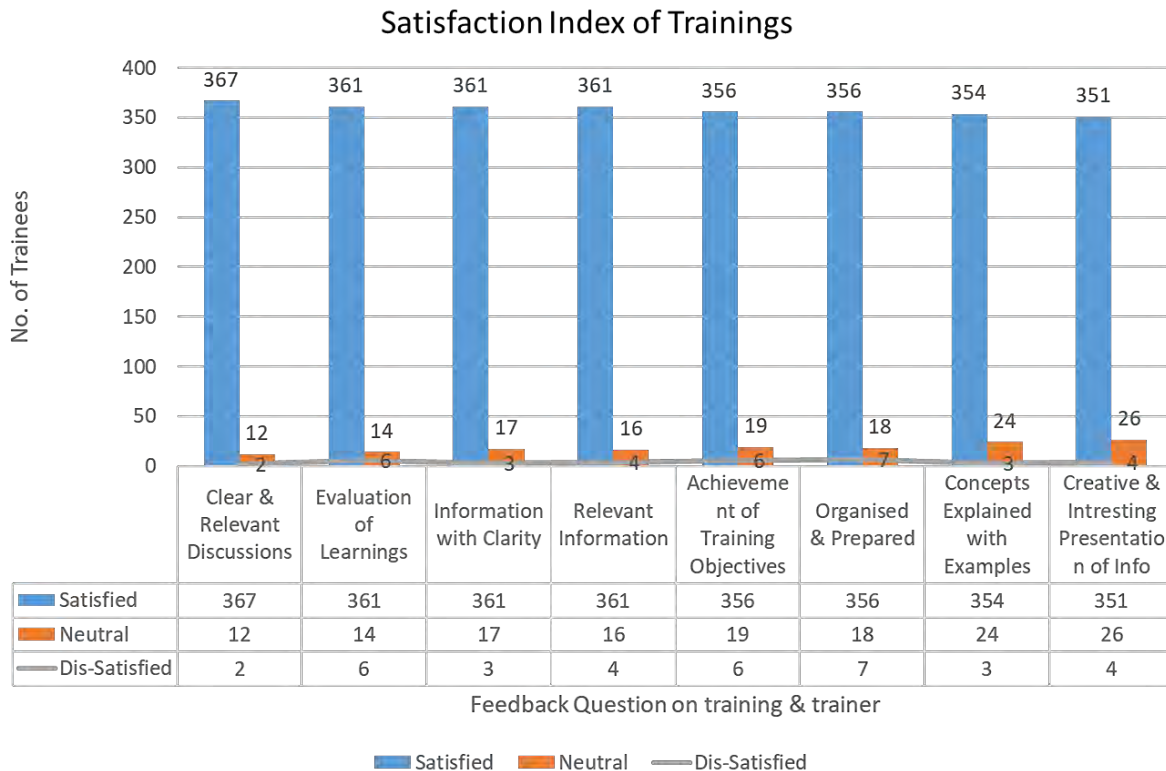

Training at Northern Coalfield Limited

Impact and Feedback

The final batch was completed on February-2019. To make our training more effective a feedback was captured at three stages:

I.   Feedback forms were captured from all trainees immediately after the training completion

Satisfaction Index of Trainings

Feedback Question on training & trainer	Clear & Relevant Discussions	Evaluation of Learnings	Information with Clarity	Relevant Information	Achievement of Training Objectives	Organised & Prepared	Concepts Explained with Examples	Creative & Intresting Presentation of Info
Satisfied	367	361	361	361	356	356	354	351
Neutral	12	14	17	16	19	18	24	26
Dis-Satisfied	2	6	3	4	6	7	3	4

VTC Feedback Score

Training Centre	Rating from 0 - 5 scale
VTC JAYANT	4.9
VTC NIGAHI	4.9
VTC AMLOHRI	4.7
VTC JHINGURDHA	4.7
VTC KHADIA	4.7
CETI	4.7
VTC BLOCK B	4.6
VTC -DUDHICHUA	4.5
TRAINING CENTER - CWS JAYANT	4.4
VTC- BINA	4.3

II. Calling to 10% of total trained trainee after an interval of 1 month after completion of training: SCMS has conducted tele-calling to 40 trainees to assess the impact of the programme. Summary of call is as given below for reference

Candidate Satisfaction Index
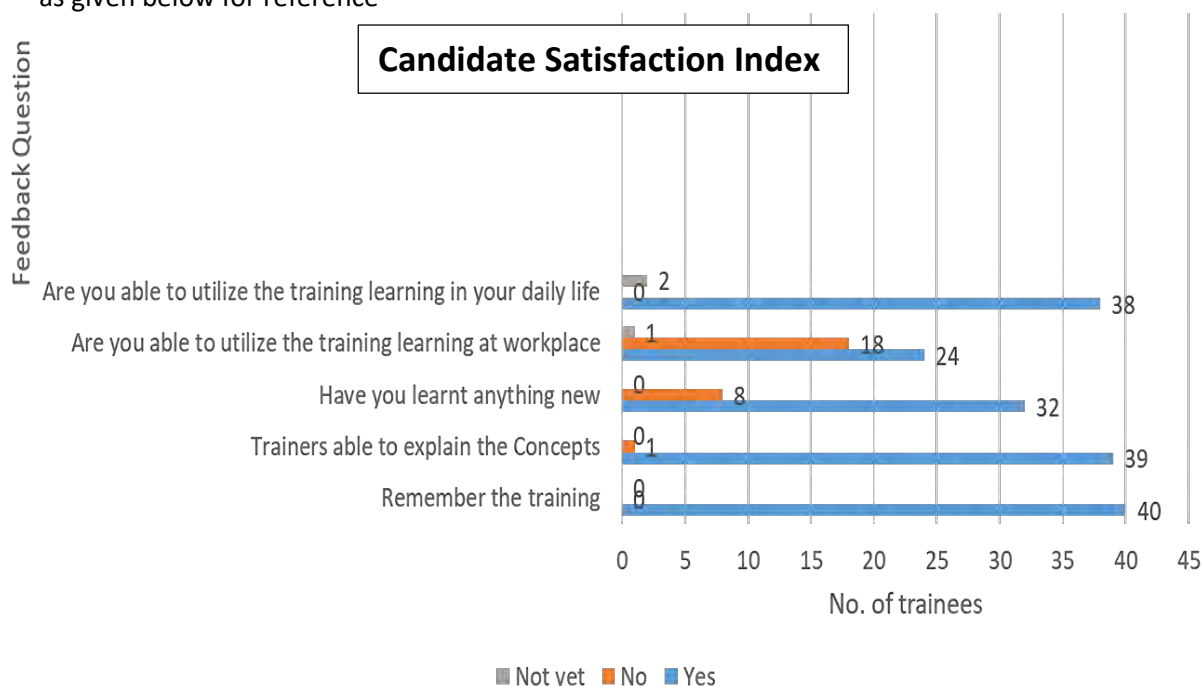
III. A team from SCMS visited every training location and took feedback from
   a) Training Department – Area training Officer & Vocational Training Officer
   b) At least one User Department (where the trainees were released)

The team has visited all 10 training center/VTC and found a very good response about the program. Some of the feedback are as follows:

• 1.The training was very useful. The trainers used news training methodology which enhanced the training sprits. • A 1-2 days On-the-Job training may be added to make the training more practical oriented	Mr. Rajesh Kumar, VTO, Dudhichua project
• The most difficult situation at Coal handling plant is not breakdown or operation, it is the stress of dispatch. The stress management module of the training was very useful as there is a significant change in behaviour of staff attended the training	Mr. Mukesh Kumar, Sr. Manager (E & M), CHP I/C, Dudhichua project
• Mr. Gauri Sankar (working with VTC-Jayant) has improved a lot in day to day activity. He plan his day and tries to complete within the scheduled time.	Anil Kosonone, VTO Jayant Project
• The trainers are very interactive and the sessions were outstanding • SCMS may include some online mobile game so that the learning may continue after the classroom training • Similar training should be arranged for instructors and VTO officer of VTC	Y N Singh,VTO, Bina Project

• Improvement in work speed with better understanding of lubricants.	Brajesh Kumar, Sr. Manager, CWS-Jayant, Hydraulic Dept.
• Training was very good and important for all candidates, getting positive response from Contractual company BGR mining and Montecarlo mining. Have received names for next batch.	• Ravindra Chobey, ATO Khadia Project
• The training was very useful. The topics related to cost to accident and idle time of machines has created awareness in operators. • Training program was very good and express his thanks for ensuing the impact of post training directly from contractors.	• Arun kumar Tiwari, Head- HR, BGR Mining, Khadia Project
• The trainers were very professional. I had personally attended 2-3 sessions and found the training very interesting. It was also appreciated by candidates.	• Umesh Malohtra ATO, Jhingurda Project
• The training was very useful as it included the behaviour training for the first time. Such training must be arranged more frequently. • Request to add some modules on how to reduce fuel consumption	• Tapan kumar Thakur, Head- HR, Company SICAL Logistics Ltd
• The Motivational class and lecture, study material very good and supportive. • Training should be long time period • The assessment marks of trainees may be shared with respective VTC so that, the same can be used as competency mapping.	• R. K. Singh, VTO, Nigahi Project • Rakesh Kumar, ATO, Nigahi Project
• Training was good. Please plan for next training, soft skill session must be good and important • Training period should be extended upto minimum of ten days including some hands of experience training.	• S. N. Singh, Instructor, Amlori Project • K K Upadhiyay, VTO, Amlori Project
• Training methodology to feed safety into mind of trainees are excellent • This training must be made compulsory for all contractual employees	• Sushil Sharma, ATO, Block-B Project
• Mr. Dhaneshwer Nai, helper, CHP Operator uses his helmet regularly after the training. He uses to sit under working conveyor belt, but after this training he never repeated the same.	• Mr Sandeep Verma, Site In Charged, Company Venus Engineering
• The introduction of soft skills for mine operators is an appreciable step by SCMS. • Including some topics of 5S, basic electrical and workshop to the training will increase • Addition of 1-2 innovative/ new On-the-job practice will improve the skill	• GM Hrd, NCL

6.   Way forward

For Unorganized Mining Sector

At present, the efforts for recognition of prior skills are limited. By introducing RPL through the NSQF, such efforts will gain momentum and allow learners to benefit on a larger scale. Given the nature of mining in Rajasthan, the site based training in the form of RPL is one of the most effective way to upskill the workforce and instill in them safety and health consciousness. The distribution of safety kit in the form of program welcome kit help to strengthen the message of safety first and always.

- SCMS strongly recommends to make this program a 4 day (36 hour) program to include the necessary refresher syllabus covering Mine Vocational Rule, first aid training, behavioral training and domain components followed by assessment on day 5.

- Since these mines comprise of daily wage worker, the wage loss compensation during the training period should be taken into account as this will encourage participation and lower drop out amongst the enrolled candidates.

- Skill Council for Mining Sector (SCMS) proposes to train approximately 10% employees (both direct and indirect – including ancillary mining activities) in unorganized and small mining sector every year. Hence, request Rajasthan Skill & Livelihoods Development Corporation to allocate 1,50,000 RPL training under mining sector for every year going forward. The numbers may be allocated phase-wise with impact assessment post every phase to evaluate the effectiveness of the program and make necessary course correction for the future programs.

Such programs would not only help build a strong pool of skilled and certified resources but also go a long way in improving occupational health and safety leading to lowering of ill health incidences on account of mining. The certification would help the candidates to seek fresh employment on account of retrenchment, help increase real wages and increase productivity and quality of output at the mines.

For Organized Mining Sector

- The proposed training program was very well recognized and accepted by mining companies. This model also takes care of duplication for release of employees for the VTC training under vocational rule and complying to NSQF notification. Regarding the same SCMS seeks support from NSDC to broad-base this training program at all the subsidiaries of Coal India Limited under the already signed MOU between CIL-NSDF-NSDC.

- SCMS is approaching the other mining companies to introduce this training model. SCMS has also got response from Hindustan Copper Limited, MOIL Limited, NMDC Limited and NLC India Limited and continuing the training in similar model.