

Minutes of meeting of the Governing Board of Skill Council for Mining Sector held on 22 December, 2014 at FIMI House, Okhla Industrial Area, Phase-I, New Delhi – 110 020

CONFIDENTIAL

The fifth meeting of the Governing Board of Skill Council for Mining Sector was held on Friday, the 22nd December, 2014 at FIMI Auditorium, FIMI House, New Delhi. Shri H.M. Nerurkar, Former Managing Director, Tata Steel Limited was in the Chair. The list of participants is enclosed at **Annexure-I**.

The Chairman welcomed the members and after which agenda items were taken up.

Agenda Item No. 1: Confirmation of the minutes of the last meeting

The minutes of the last meeting of the Governing Board and 1st Annual General Meeting held on 26th September, 2014 at FIMI House, New Delhi were circulated to the members. As no comments on the minutes were received, the minutes were confirmed.

Agenda Item No.2: Action taken on the minutes of the last meeting of the Governing Board.

The Governing Board noted the action taken on the minutes of its last meeting held on 26th September, 2014 at New Delhi and Mr. L.P. Sonkar, C.E.O. –SCMS also briefed the activities carried out and highlighted the future action plan:

Parameter	Year 1 (2014-15)		Year 2 (2015-16)	Total Target 10 years
	Target	Achieved		
Number of Trades for which LMIS developed	0	0	10	100
Number of Trades for which NOS developed	60 job roles	40*	40 job roles	100
Cumulative No. of training organizations accredited	1	5	4	44
Number of Trainers Trained	50	26*	75	1625

Number of in-services people certified	2,500	40#	5,000	4,00,000
Number of new trainees certified	500	-.**	1000	50,000
Total Number of people certified	3,000	40	6,000	4,50,000

Action planned

- ❖ A copy of the MOU has been sent to the industry members for their undertaking.
- ❖ Initiated development of QPs and NOSs for 30 more job roles - expected to be completed by December end.
- ❖ Training of about 1000 trainees on HEMM operation will be taken up in January - March at following locations:
 - A. Darlaghat Tehsil-Arki, Distt. Solan (H.P.)
 - B. Ambujangar – Kodinar (Gujarat).
 - C. Bhatapara, Baloda Bazar (Chhattisgarh).
 - D. ACC Cements Limited – Kymore Cements, Katni (M.P.).
 - E. India Cement Ltd., Banswara (Rajasthan)
 - F. Rio Tinto – Bander Project, M.P.
 - G. Coal India limited – 8 subsidiaries

Agenda Item No.3: CEO’S report on activity of SCMS

Shri L.P. Sonkar, C.E.O. – SCMS presented a report on the activity of SCMS carried out during the Oct-Dec, 2014.

1. Preparation of Qualification Packs (QPs) and National Occupational Standards (NOSs) for different job roles in mining sector.

SCMS invited bids for preparation of 30 Qualification Packs (QPs) and their corresponding NOSs. As per the timelines and a pre-bid meeting with vendors held on 29th September, 2014 which was attended by seven participants namely Progience, PWC, Centum Workskills, IMACS, Deloitte, Labournet and IISD. Finally, we received Technical and Financial Bids from six vendors by 11th October, 2014.

The technical bids were opened on 13th October, 2014. Based on their technical bids, the vendors were called for presentation on 15th October, 2014. Keeping a benchmark of 75% score, four vendors were found eligible. Financial

bid of the four vendors were opened on 16th October, 2014. As per the guidelines mentioned in RFP, the Techno-commercial evaluation sheet was developed. With the approval of Dr. Nik Senapati, Chairman- NOS Committee, Ernst & Young being H-1 had been awarded the contract for development of 30 QPs and their corresponding NOSs for different job roles.

As per the contract, Ernst & Young will carry out the following:

- A. Research, Analysis and Assessment of given job roles within Skilled & Semi Skilled and Skill Level-II segment of mining industry.
- B. Occupational Mapping
- C. Functional Analysis
- D. Developing National Occupational Standards & Qualification Packs
 - I. For Occupations which cover 80% of workforce segments of mining industry
 - II. While preparing occupational standards, all existing standards in Mining industry including VTC Rules 1966 of DGMS & those in other countries, shall be studied and assessed and best practices be taken into consideration.
 - III. National Occupational Standards should categorically mention Function, Description and Competencies – Knowledge (Generic and Domain Specific), Skills (Generic and Domain Specific) and Assessment Criteria.
 - IV. Validation through key Stakeholder & approved by QRC of NSDC

As per the timelines the vendor has to complete the job by 29th December, 2014.

2. Affiliation of Training Partners and Assessment Agencies.

Based on the NSDC protocol for affiliation of Training Partners (TPs) and Assessment Body (ABs), SCMS has affiliated following Training Partners and Assessment Agencies:

- (i) Nettur Technical Training Foundation (NTTF), Bangalore on 21st July, 2014 and
- (ii) Thriveni Earthmovers Pvt. Ltd., Odisha, as a training partner on 25th July, 2014.

- (iii) Mosaic Network (India) Pvt. Ltd., Indore, as training partner on 9th October, 2014.
- (iv) Indian Institute of Skill Development (IISD), Gurgaon, as a training partner on 9th October, 2014.
- (v) Aantrishiti Skills, Noida, as a training partner on 01st December, 2014
For assessment of candidates, SCMS has affiliated
 - (i) Anant Learning and Development, New Delhi has been affiliated on 15th July, 2014 as the assessment agency for SCMS.

3. Meeting with Director (Plant), Kymore Cement Works, Katni, M.P.

Mr. L.P. Sonkar, CEO and Mr. C B Sinha, Secretary, SCMS had a meeting on 20th October, 2014 with Mr. R S Rathore, Director - Plant, Kymore, Cement Works of ACC Limited at Katni, regarding initiation of training programme in HEMM operation (Loader, Dumper, Excavator & Dozer Operator) in Kymore and other surrounding cements industries in the Region. It has been agreed to start the training programme on HEMM operation.

4. Meeting with Director, Ministry of Labour and Employment – SCMS

Mr. L.P. Sonkar, CEO, SCMS and Shri A.K. Bhandari, V.P. - SCMS had a meeting with Mr. Dinesh Nijhawan, Director, Ministry of Labour and Employment on 29th October, 2014 apprising about SCMS and requested for inclusion of 10 QPs & NOSs approved by NSDC under the MES programme of MOLE.

5. SSC Interaction on Star 2 – SCMS

Mr. A.K. Bhandari, Vice President and Ms. Santosh Kumari, Asst. Director, SCMS attended the SSC Interaction on Star 2 on 31st October, 2014 organized by NSDC in New Delhi.

6. Final Validation Workshop for National Occupational Standards / Qualification Packs

Mr. C.B. Sinha, Secretary, SCMS attended the Final Validation Workshop for National Occupational Standards / Qualification Packs for TVET Trainers and Assessors on 7th November, 2014 organized by NSDC-ILO.

7. Meeting with Australian delegation – SCMS

Mr. L.P. Sonkar, CEO and Mr. A.K. Bhandari, VP, SCMS had a meeting on 13th November, 2014 with Dr. Dan Alexander, CEO, JK Tech Pty Limited and Mr. Michael Kasprovicz, Venture Indian regarding setting up of Centre of Excellence at Hyderabad by JKTech Pty Limited in collaboration with Singareni Coalfields Limited and IIT, Hyderabad.

8. Training of Trainers (TOT).

Second batch of 'Training of Trainers (TOT)' programme for 06 participants was conducted at UCCI, Udaipur from 15th to 16th November, 2014 for 'wire-saw operator' based on the approved QPs & NOSs and training materials.

9. Second batch of training of Trainees – Paloda, Banswara.

The second batch of training of Trainees started for the job role - Dumper operator and Excavator Operators under the aegis of Skill Council for Mining Sector at Paloda, Banswara (Rajasthan) from 17th November, 2014 through our training partners Nettur Technical Training Foundation (NTTF). Twenty four participants from nearby mining companies had attended the training.

10. Visit at Coal India Limited.

First meeting of the Core Group of Coal India Limited was held on 17th December, 2014 at CIL, Kolkata. The meeting was chaired by Shri Ajit Kumar, GM – HRD/CSR, CIL and below members of Core Group were attended the meeting:

1. Shri Ajit Kumar, GM (HRD/CSR), CIL
2. Shri P.K. Agrawal, CGM (HRD), SECL
3. Shri M.K. Singh, GM (HRD), WCL
4. Shri S.C. Jha, GM (HRD), CCL
5. Shri S.C. Gupta, GM (HRD), ECL
6. Shri T. Mondal, GM(HRD), BCCL
7. Shri G. Dehury, GM(HRD), MCL
8. Shri A.J. Reddy, GM(HRD), NCL

SCMS was represented by Mr. L.P. Sonkar, CEO-SCMS, Mr. A.K. Bhandari, V.P. -SCMS along with team of Aantrishi Skills (TP). The Core Group had decided to undertake following action:

- (a) The Committee members to go through the job roles defined by SCMS (already identified/under process) and provide their comments from the need perspective of Coal India.
- (b) The Committee members to suggest/list of the job role – which they feel need to be included.
- (c) The methodology for Coal India to engage with SCMS in this Gol's skill development agenda need to be discussed and agreed upon.

- (d) The prospect of VTCs and personnel of Coal India to be affiliated as training partner(s) with SCMS and to aligning their training curriculum to the QPs and NOSs of SCMS.
- (e) Identification of list of expert trainers and the trainers for imparting trainees at VTC.
- (f) Cost of training & assessment of the in-service and new inductees.

Agenda Item No.4: Financial Statements as on 30 November, 2014

The Governing Board noted the expenditure incurred up to 30th November, 2014 under various heads as against the Budget estimate and approved the same. The Governing Board also took note of the financial position of the SCMS as given in Agenda.

Agenda Item No. 5: A presentation on Empretec Entrepreneurship Training Workshop (ETW) by UNCTAD

Mr. Arnab Chakraborty, National Director, United Nations conference on Trade and Development (UNCTAD) presented the detail mechanism of a programme on entrepreneurship-development – both for aspiring and entrepreneur settled and helps to connect with global value chains and also initiatives of UNCTAD and Empretec in India.

Agenda Item No. 6: Any other item (s) with the permission of the Chair

- i. Dr. Nik Senapati, Chairman, Sub-Committee / NOS Committee (SCMS) desires to know from the members about the definition / category of mining leases / companies to have clear understanding on small, medium and large companies operating mines in India. He also added that the development of occupational standards for all category of mining companies would be same and operational manuals can be standardized accordingly. The members also discussed that if the basis will be on financial turn-over, it will calculate the overall value including salable product like cement, steel etc. and it will not count the value of minerals alone. The Board has decided that as per the recommendation in National Mineral Policy, 2008 and the general consensus the mining organization will be categorized as per lease size:

“ < 50 hectares – Small mining company
50 - 200 hectares – Medium and
Above 200 hectares – large mining companies”

- ii. Dr. Senapati, further commented on the achievement of SCMS that the progress is far short of as per the target mentioned in term sheet and suggested to concentrate to achieve the milestone.

Mr. Arvind Singhal, Member - Governing Board, suggested to deploy a suitable person at Udaipur to give a fill-up to the implementation of skill development programme in the region.

The Chairman, Shri H. M. Nerurkar directed SCMS to post somebody at Udaipur to assist Mr. Singhal in Rajasthan for skill development programme. Mr. Noor Ahmed, President, FIMI further added that he was in touch with Smt. G. Latha Krishna Rao, Chairperson, KMERC and a meeting is likely to be conducted in 1st or 2nd Week of January, 2015 and suggested that SCMS to hold a meeting with the industry in Hospet. He also suggested to deploy a person at Bengaluru to look after the skill development programme in Karnataka.

- iii. Mr. A. Chattopadhyay, Sr. General Manager, ACC limited requested SCMS to have a re-look on expenses of training and also emphasized on the benefits arising to the in-service trainees. Mr. R.K. Sinha, Controller of Mines, IBM and Mr. Kabir Ghosh of HZL also enquired about the need of training for in-service employees and about the value addition in up-skilling / training programme.

Mr. K. B. Trehan, of IISD a training partner of SCMS replied that the up-skilling / training of existing manpower would give the optimum result by way of increase in production and improvement in health & safety of manpower.

Mr. Prabal Sen of NTTF, a training partner of SCMS added that the cost of down time / up-time changes could be seen in long term vision, the efficiency of manpower would definitely be increased through skilled manpower.

Mr. L.P. Sonkar, CEO, SCMS referred to the NSQF notification of Ministry of Finance and said that the up-skilling and training was essential for the industry to undergo training on QPs and NOSs approved by NSDC. The Qualification Packs (QPs) and NOSs were developed in consultation with stakeholders which now included behavioral skills, organizational skills and reporting skills etc. He also added that all other training framework would be superseded by NSQF in next five years.

Mr. Ashish Batra of NSDC mentioned that the in-service employee having enough experience (Recognition of prior Learning) could be pre-assessed as per the performance criteria mentioned in QPs and NOSs and based upon the gap / lacking in skill sets, the up-skilling would be carried out and would have to be again assessed and certified.

- iv. The Governing Board passed the following resolution unanimously:

Keeping in view the activities of the company, the Board felt that it was required to obtain exemption under section 12A and section 80G of the Income Tax Act, 1961.

“It was RESOLVED THAT the company be and hereby apply for exemption under section 12A and 80G of the Income Tax Act, 1961”

It was FURTHER RESOLVED that Mr. R.K. Sharma, Director was hereby authorized to sign all the papers / documents required for application to Income Tax Department for exemption under section 12A and 80G of the Income Tax Act, 1961.

Agenda Item No. 7: Next meeting of the Governing Board.

The date of the next Governing Board meeting would be decided after consultation with the Chairman and would be communicated accordingly.

The meeting ended with vote of thanks to Chair.



**(H.M. NERURKAR)
CHAIRMAN**

Annexure-I

List of participants in the 5th meeting of the Governing Board of Skill Council for Mining Sector

Mr. H.M. Nerurkar	Chairman (Former MD, Tata Steel Ltd)
Mr. H. Noor Ahmed	President, FIMI
Mr. Sudhakar Shukla	Economic Advisor, Ministry of Mines
Mr. R. K. Sinha	Controller of Mines (CZ), Indian Bureau of Mines
Mr. R.K. Sharma	Secretary General, FIMI
Dr. Nik Senapati	MD, Rio Tinto India Limited
Mr. Arvind Singhal	MD, Wolkem India Limited
Mr. S.K. Bohra	Director, DGCO, GSI
Mr. Kabir Ghosh	Heat Technical – HZL
Mr. Aashish Batra	Analyst – NSDC
Mr. A Chattopadhyay	Sr. General Manager, ACC Limited
Mr. Sanjay Pattnaik	Executive Director, Tata Sponge Iron Ltd.
Mr. Pankaj K Satija	General Manager, Tata Steel Limited
Mr. K. B. Trehan	IISD
Mr. Anshuk Talwar	IISD
Mr. Ajit Singh	Anant Laerning
Mr. Ashish Kumar	Anant Laerning
Mr. Sanjay kumar	Aantrishti Skills
Mr. Nitin P Khanna	Aantrishti Skills
Mr. Pradeep Panwar	Aantrishti Skills
Mr. Prabal Sen	Project Head-NTTF
Mr. A Subramaniam	Project Head- Thriveni Earthmovers
Mr. Pramod Tyagi	Additional Secretary General, FIMI
Mr. L.P. Sonkar	CEO-SCMS
Mr. A.K. Bhandari	VP-SCMS
Mr. B.K. Bhatia	Director, FIMI
Mr. Sitaram Kemmannu	Director, SMI-FIMI
Mr. Ashis Dash	Asst. Director – SMI- FIMI
Mr. Arnab Chakraborty	UNCTAD