

**Minutes of the 15th Meeting of the Governing Board of Skill Council for Mining Sector
held on 23rd March, 2017 at FIMI House, Okhla Industrial Area,
Phase-I, New Delhi – 110 020**

The 15th meeting of the Governing Board of Skill Council for Mining Sector was held on Thursday, 23rd March, 2017 at New Delhi. Shri H.M. Nerurkar, Chairman, SCMS and Former Managing Director, Tata Steel Limited was in the Chair.

The list of participants is given at **Annexure-I**.

The Chairman, welcomed the members. In his opening remarks he mentioned about the evolving skill eco-system in India and the thrust and importance given by the government on training the youth and up-skilling and certification of existing workforce under RPL. He mentioned about the stress on quality assurance both in delivery of skills training and certifications.

Before presenting the agenda items for the meeting, Mr. A.K. Bhandari, CEO welcomed the new members Mr. Ram Karan, Economic Advisor, Ministry of Mines, Mr. Gaurav Kapoor, Head-Industry Engagement & CSR, NSDC and Mr. B.K. Thakur, Director (HR), NALCO to the board who were attending the meeting for the first time. He also put on record the appreciation for the support and guidance received from the outgoing members i.e. Mr. Sudhaker Shukla, Economic Advisor, Ministry of Mines, Shri S.C. Padhy, Director (HR), NALCO and Mr. Rajiv Mathur – Head, Q&A, NSDC on completion of their tenure.

SCMS is focused on increased quality improvement on skills training by way of conducting TOT / TOA programmes and regular quality monitoring through newly setup monitoring cell. He also mentioned that an MOU has been signed between SCMS and HZL for training of new inductees for the job roles of Winding Engine Operators and Banksman to make them employable for mining operations.

Following the remarks, the agenda items were taken up for discussions.

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

The minutes of the last meeting of the Governing Board held on 26th December, 2016 was circulated to the members. As no comments were received, the same was confirmed.

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

The Governing Board took note of the action taken report on the minutes of last Governing Board meeting held on 26th December, 2016 at New Delhi.

Agenda Item No.3: Annual Business Plan

Mr. Ravindra Singh, Head-Q & A, SCMS briefed the members on progress on activities of SCMS as per Annual Business Plan (ABP) SSC Transit 2.0, submitted to NSDC.

The progress on key result areas (KRA) were elaborated and the achieving of targets as given in ABP, in terms of Non-PMKVY training numbers, RPL target numbers, TOT & TOA targets as well as target for demand aggregation from the industry. He briefed the members on the activity carried out by SCMS during the quarter.

- SCMS has achieved the target of 14,943 certifications under Non-PMKVY certification against a target of 11,663.
- 234 trainers and 137 assessors have been certified through Training of trainers (TOT) and Training of assessors for different job roles against target of 305 trainers and 150 assessors respectively. Board was also informed that next batch for TOT and TOA is planned to be conducted in last week of March, 2017.
- Demand aggregation: On account of rigorous follow-up with the industry, SCMS has received the manpower requirements from Hindustan Zinc Limited, Hindustan Copper Limited, Thriveni Earth Movers Limited, Manganese Ore India Limited, etc. The aggregate demand from the industry is 1600 workers in various trades. SCMS is in discussion with other companies also.

During a review meeting, Hon'ble Minister has also emphasized that SSC should focus on job aggregation in an aggressive manner. Not many SSCs have started this activity and it was advised that the key focus area has to be placement connect for the trainee. Employment facilitated, will be criteria in evaluating the SSC performance in future.

SCMS is one of the SSC who is actively working on this.

- Industry Membership: The industry membership drive was slow during the first half of the FY 2016-2017, however, with the launch of PMKVY 2.0 the membership drive has picked up with a number of mines from the unorganized sector also becoming Associate Members. 179 Industry partners has become member of SCMS so far.

The Board took note of the status and suggested to increase industry interaction.

Agenda Item No. 4: Progress of - NSDC-NSDF-CSR Projects

The Board was informed about the progress of the up-skilling and certification programme carried out during the last quarter.

1. CIL-NSDC-NSDF Project

Recognition of Prior Learning (RPL): As part of CIL-NSDC-NSDF project, CIL in the last Quarter, has revised the target of training and certification under RPL to 40,000 workers up to March, 2017. To achieve the target of RPL Certification during FY 2016-2017 a detailed subsidiary wise plan has been drawn up. So far, 28,296 in-service workers in different job roles (Mine Electrician, Mine Welder, dumper Operator, Explosives handler, Roof Bolter, Mazdoor/helper, Mechanic / Fitter, HEMM Mechanics, Grader Operators, Drill Operator and SDL/LHD Operators etc.) have undergone RPL / certification. The Subsidiary wise progress is detailed below:

Subsidiary	Target	Trained till Feb'17	Assessed till Feb'17	% achievement
BCCL	6,500	9,629	9,629	148%
CCL	6,100	3,518	3,416	56%
ECL	8,400	6,159	6,083	72%
MCL	3,100	1,110	1,110	36%
NCL	2,100	1,515	1,515	72%
SECL	8,000	4,232	4,232	53%
WCL	5,800	2,311	2,311	40%
TOTAL	40,000	28,474	28,296	71%

Training for PAPs: As part of the MOU between NSDC-NSDF and CIL, it has also planned to conduct skill training for new inductees (Project Affected Peoples-PAPs) from the district located adjacent to the mining areas of CIL subsidiaries. The skills training for new inductees has started at Bilaspur & Ambikapur District of Chhattisgarh and Hazaribagh & Dhanbad District of Jharkhand on the job roles of Mechanic/fitter, Mine-Electrician and Mine Welder. The training is being conducted by NSDC-SCMS accredited training partners.

2. National Aluminum Company Limited (NALCO):

As part of MOU signed between NSDF-NSDC-NALCO, RPL trainings have been initiated from 27th February, 2017 for in-service workers of NALCO, in the trades of Assistant Helper (Opencast).

Agenda Item No. 5: Industry Funded Up-skilling and Certification

The Board was informed about the progress of industry funded up-skilling and certification programme carried out during the last quarter as detailed below:

Manganese Ore India Limited (MOIL): SCMS has initiated the up-skilling and certification of in-service workers of MOIL engaged in various job roles, as a part of skill development programme under RPL scheme. The trainings are being imparted at Bhandara and Mansar (Maharashtra) and Balaghat (Madhya Pradesh). The up-skilling and certification of 311 in-service workers (Excavator operators, Rig Mounted Drill Operators, SDL/LHD Operators and sampler) have been completed this year.

RPL training and assessment for a batch of 66 Mining Mates and 30 Shot Firer is in progress.

Up- Skilling and Certification at Thriveni Earth Movers Pvt. Ltd: Up-skilling and certification under RPL of in-service workers is being conducted at Thriveni Earth Movers Pvt. Ltd. Till date 287 workers have been certified.

Madhya Pradesh State Mineral Corporation (MPSMC): SCMS has entered into an MOU with MPSMC, and initiated the RPL training for departmental (82) and contractual (8) workmen employed at Rock Phosphate mines at Sagar / Chhatarpur in Madhya Pradesh. Mosaic Network, an accredited training partner of SCMS has successfully conducted training of 40 candidates at MPSMC mine VTC at Hirapur in Sagar.

As suggested by MPSMS, the training for the next batch is planned to start from 2nd week of April, 2017 at Tikamgarh and Jhabua District.

The Board took note of the progress and appreciated the efforts of the Council.

Agenda Item No. 6: Signing of MOUS

The Board was informed about the further association of SCMS with the industry through MOUs as a part of skill development efforts during the quarter.

1. **Hindustan Zinc Limited (HZL) – Winding Engine Operator / Banksman Training:** As a part of its Corporate Social Responsibility (CSR) initiatives of Hindustan Zinc Limited (HZL), is desirous of organizing residential skill development training program for youth in the state of Rajasthan for the job roles of Winding Engine Operator / Banksman.

An 8 months residential training program in the trades of Winding Engine Operator and Banksman was launched on 6th February, 2017 at Railmagra through its training partner Indian Institute of Skill Development. This is a dual certification program and the candidates will be certified both as Winding Engine Operator and Banksman thus increasing their employability.

2. **Hindustan Copper Limited (HCL), KCC - Assistant Mine Surveyor Training:** Hindustan Copper Limited- Khetrinagar Copper Complex (KCC) is desirous of setting up a Skill Development Centre (SDC) at Khetrinagar, Rajasthan as a part of their CSR initiative.

HCL - KCC and SCMS signed an MOU on 4th March, 2017 at Khetrinagar to take this project training for training 60 candidates on the Job role of Assistant Mine Surveyor during FY 2017-18. The program consists of 6 months non-residential training followed by 18 months on job training facilitated by HCL- KCC.

The training for the first batch of 30 trainees is planned to start from 10th April, 2017.

Agenda Item No.7: Pradhan Mantri Kaushal Vikas Yojna (PMKVY) 2.0

Fresh Training: Mr. Ravindra Singh, Head-S&QA briefed the members about the update of PMKVY 2.0. He described that Under PMKVY- 2.0 stress has been laid on insuring Quality delivery of the training through well-equipped training centres both in terms of infrastructure, well-equipped laboratories and industrial tie-ups. The trainings are to be conducted only at QCI inspected and qualified centers duly accredited and affiliated through SMART Portal of NSDC.

10 centers have been accredited and affiliated so far.

PMKVY 2.0 - RPL: MSDE/NSDC has approved initial training for 5,000 workers in District of Jodhpur, Rajasthan with SCMS as PIA. The RPL training was inaugurated on 23rd January, 2017 by Smt. Suryakanta Vyas, MLA from Fidusar, Rajasthan. RPL of 2,222 in service workers has been conducted so far.

Further, RPL / certification of 10,000 workers in parts of Rajasthan and Madhya Pradesh is in progress with SCMS's training partner Mosaic Network as PIA.

The Governing Board took note on the progress under PMKVY 2.0.

Agenda Item No.8: SCMS engagement with States

Uttarakhand Skill Development Mission (UKSDM): As part of the MOU signed with UKSDM for Skill Training in Mining Sector for youth from Uttarakhand. UKSDM has identified IHERT and MS Enterprises for delivering the trainings. IHERT has initiated training for 100 youth at Haridwar for the trades of Mechanic / Fitter and Mazdoor.

Jharkhand Skill Development Mission Society (JSDMS): SCMS has entered in an MOU with JSDMS on 9th March, 2017 to establish a partnership for preparation and implementation of the training model, to execute regular assessment and certification of Candidates, on SCMS approved curriculum and training tools etc.

Department of Higher, Technical Education and Skill Development, Government of Jharkhand, wide its notification no. JSDM/227/2015-01 dated 02 November, 2016, has constituted Jharkhand Sector Skill Committees, with CEO, Skill Council for Mining Sector as Co-Chairman of Jharkhand Mining Sector Skill Development Committee.

Rozgar Melas: SCMS has actively supported the Rozgar Melas Organised by MSDE at Mirzapur & Gonda in UP and at Ranchi in Jharkhand in December 2016 and January 2017. Both NSDC and MSDE appreciated the efforts of SCMS.

The Board appreciated the efforts of SCMS.

Agenda Item No.9: Points for Consideration of the Governing Board

1. Standalone center

The Board members appreciated the concept of setting up of Standalone centers to provide a sectoral focus and running industry driven job roles with a focus on employability of the trainees.

Mr. Arvind Singhal suggested to adopt ITI for creating such standalone centres. It was pointed out that ITIs conduct courses on multiple trades as such cannot be standalone center.

Mr. Sanjay Patnaik, President, FIMI mentioned that its good efforts of NSDC / SCMS to deliver the quality training aligned with international standards, however, he wanted to know the sustainability of such centers in long run. Mr. Gaurav Kapoor responded that the job roles would be as per skill gap study and would be chosen as per requirement of industry. He suggested that the industry could provide capex support / serviceable equipments to the standalone centers. Mr. Kapoor also added that the CSR component of 2% could also be used by the industry to support these centers.

Mr. S. Vijay Iyer stressed on developing the mechanism for sustainability of such centers. The industry / end user of skilled persons will have to take training initiative through standalone centers and support it by way of infrastructural / equipment support.

Mr. Sandeep Tula of NMDC mentioned that PSUs are conducting training for their manpower aligned with NSQF guidelines through SSCs. He desired that the training should be aligned to the skills requirement of industries.

Mr. Pankaj Kumar Satija added that we should have a system to evaluate the value add of the trainings to the industry.

Mr. Ravindra Singh referred the query of Mr. Tula and responded that industry connect needs to build in wider way and SCMS has already directed its training partners to get letter from nearby mining companies having requirement of manpower, so that training could be aligned to their requirement.

As regards, value add to the industry a third party assessment is being planned to evaluate the same.

It was also suggested that SCMS should connect with OEM companies to partner for training on specific equipments as they may be interested in such support. Mr. Bhandari replied that SCMS is in touch with BEML for partnership on training on HEMM Operators and HEMM maintenance etc. for building a strong resource pool of skilled workers for the industry.

Mr. Sunil Duggal suggested SCMS to connect with Komatsu, Sandvik etc. for partnering in our skilling efforts.

2. Upgrading / Review of existing QPs/NOSs for 36 job roles.

The Board was informed that Skill Council for Mining Sector (SCMS) has developed Qualification Packs (QPs) and its National Occupational Standards (NOSs) for 36 entry level job roles which are due for review in March-2017.

Mining operations across sub-sectors are witnessing a trend for using advance and high capacity machines in their operations and there is an increasing stress on health & safety which needs to be incorporated while reviewing the operating standards. The SCMS has identified the subject matter experts from the industry, and has conducted a one-day workshop on 27th February, 2017. The discussions centered around the broad aspect of QPs like job description, processes, professional skills, core skills, and responsibilities, as stated in existing QPs/NOSs and the rationale behind defining operating standards was also discussed in detail.

The importance of support from industry through enabling / reviewing of these QPs with respect to necessary revisions in performance criteria, knowledge aspect, as well as assessment criteria were also discussed.

Board approved the approach of SCMS.

3. Re-constitution of NOS Committee

Keeping in view the major revision of the existing and creation of new QPs / NOSs, it has proposed to re-constitute the NOS committee with the following composition:

1) Mr. S Vijay Iyer	MD, Rio-Tinto India Limited	Chairman
2) Mr. Pankaj Kumar Satija	GM (OMQ), Tata Steel Limited	Member
3) Mr. Piyush Rai	Director, iCEM	Member
4) Mr. Uma Shankar	Sr. V.P., Adani Enterprises Limited)	Member
5) Mr. A.K. Bhandari	CEO – SCMS	Member

Governing Board approved the constitution of new NOS committee with above mentioned members.

4. Annual Meet with Industry and Government

As regards the planned one-day workshop to take stock of the progress and impediments faced by it and seek their suggestions for making Skill Development more relevant to the mining ecosystem in May, 2017 involving Industry, NSDC and Government.

The Board Members suggested that SCMS should hold at least two regional workshops for larger participation of the members from the mining areas, recommendation emerging from these workshop could then be discussed in the workshop to be held in Delhi.

5. Participation in Third National Energy and Resource Services Forum, Mackay, Queensland, Australia

Board was informed about the 'Third National Energy and Resource Service Forum', a joint initiative of Australia India Business Council (AIBC) and Australia India Institute (AII) is to be held on 11th & 12th May, 2017, at Mackay, Queensland, Australia. The Key focus will be Mining

Equipments, Technology and Services (METS), Skills and Innovation. The organizers of the forum have invited CEO-SCMS as key note speaker in the Forum. There will be opportunities to exchange key insights with companies and government representatives from the skill ecosystem across Australia and India. It may be mentioned, that AIBC Queensland chapter and AIBC have also signed an MOU for exchange and coordination in areas of mutual interest including skill development.

SCMS proposed to invite its TPs and ABs to participate in the Forum which will provide an excellent opportunity for SCMS and its training partners, assessment bodies to interact with key players in skill development space and Australian training providers with a view to explore opportunities and tie-ups for transnational certification in Mining Sector for overseas employability and also identify knowledge partners for setting up of COEs.

The Board approved the participation of Mr. A.K. Bhandari and Mr. Ravindra Singh in the Forum.

Agenda Item No.10: Meetings / Conferences:

The Governing Board took note of the meetings and conference.

Agenda Item No.11: Trial Balance and Income & Expenditure Statement as on 28th February, 2017

Trial balance and Income & Expenditure Statement as on 28th February, 2017 was presented before the Board. Board took note on the same.

Agenda Item No.12: Budget for Financial year 2017-2018

The Board deliberated on the outlay of SCMS for the Financial Year 2017-2018 and approved the same (**copy of approved budget enclosed as Annexure-II**).

Agenda Item No.13: Any other item(s) with the permission of the Chair

1. Mr. A.K. Bhandari, CEO-SCMS put before the Board, the proposal received from Director General CSIR office for including Mr. P.K. Singh, Director – CIMFR, Dhanbad to the Governing Board of SCMS.

It may be mentioned that CIMFR is a leading agency of CSIR working in the field of mining, technology, research and training. The presence of its Director on the Board of SCMS will help SCMS in its functioning.

The Governing Board approved the nomination of Mr. P.K. Singh as member in the Governing Board of SCMS.

As regard demand aggregation, Chairman, advised to involve Ministry of Mines and MoHRD to get information on demand aggregation and implementation of NSQF guidelines.

Mr. Gaurav Kapoor added that, to get the demand aggregation for the industry the non-financial MOU is the best route.

President, FIMI advised that SCMS should approach DMG of States to get involvement of certified workers in mining operations.

Mr. Arvind Singhal while appreciating the efforts of SCMS in conducting skills training in various locations enquired about the feedback of mine owners after conducting RPL training of their workers.

Mr. Ravindra Singh replied that SCMS has created a monitoring cell to interact with mine owners in next three months to carry out the impact study.

Agenda Item No.14: Appointment of new Chairman

Shri H. M. Nerurkar has been steering the Skill Council for Mining Sector (SCMS) for about four years as its Chairman. As per the Transit SSC 2.0 Strategy and Operating guidelines circulated by NSDC, the tenure of the Chairman for a Skill Council should not exceed two years, a new Chairman is to be elected. Shri Arvind Singhal, Managing Director, Wolkem India Limited proposed the name of Shri Sunil Duggal, Chief Executive Officer & Whole Time Director, Hindustan Zinc Limited which was seconded by Shri S. Vijay Iyer, Vice President, FIMI and Managing Director, Rio Tinto India Pvt. Limited. Shri Duggal was unanimously elected as the Chairman of the SCMS. The Governing Board passed the following resolution:

“The Governing Board of SCMS unanimously elected and resolved that Shri Sunil Duggal, CEO & Whole Time Director of Hindustan Zinc Limited – a Vedanta Limited Company be appointed as Chairman of Governing Board of Skill Council for Mining Sector.”

Shri Duggal thanked the members for reposing confidence in him and committed to do his best for the growth of SCMS.

Shri A. K. Bhandari, CEO, SCMS recalled the seminal contribution of Shri H.M. Nerurkar. He mentioned that SCMS has been immensely benefitted under his Chairmanship and values the support during its formative years. SCMS scaled new heights of excellence in training delivery and skill development which also helped the mining industry build a pool of certified resources under his mentorship.

Supplementing Shri A.K. Bhandari, Shri R.K. Sharma, Member, Governing Board (SCMS) and Secretary General, FIMI observed that he was particularly grateful to Shri H.M. Nerurkar, since though the idea of Skill Council for Mining Sector was mooted by Dr. Nik Senapati, Ex-Managing Director, Rio Tinto and assigned to FIMI by former Secretary, Ministry of Mines, Dr. Vishwapati Trivedi, the SCMS required a dynamic visionary and leader who could steer it. In Shri H.M. Nerurkar, we found both. As TATA's Managing Director, he was the most suitable person to

head and when he proposed to Shri Nerurkar, he was kind enough to accept it. The Governing Board passed the following resolution:

“The Governing Board, Skill Council for Mining Sector (SCMS) placed on record the contribution made by Shri H.M. Nerurkar in steering the SCMS in its initial stage and bringing it to a level where it is considered among first five Skill Councils set up by National Skill Development Corporation (NSDC) now under in the Ministry of Skill Development and Entrepreneurship. The contribution made by Shri Nerurkar will always be remembered in SCMS.”

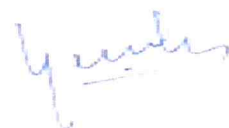
Shri R.K. Sharma suggested that in view of his immense contribution to the cause of SCMS, Shri Nerurkar may be taken as a Permanent Invitee to all its meetings to take benefit of his vast knowledge, experience and vision, the suggestion was unanimously accepted by the Governing Board.

Agenda Item No.15: Date for the next meeting of the Governing Board

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

The Chairman thanked all the members for their active participation and constructive suggestions.

The meeting ended with the vote of thanks to the Chair.



H.M. Nerurkar
CHAIRMAN

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Annexure - I

List of participants of the 15th meeting of the Governing Board of Skill Council for Mining Sector (23rd March, 2017)

Mr. H.M. Nerurkar	Chairman
Mr. Ram Karan	Economic Advisor, Ministry of Mines
Mr. Koshy John	DDG-DGCO, GSI
Mr. Sanjay Patnaik	President-Federation of Indian Mineral Industries
Mr. R.K. Sharma	Convener –SCMS & Secretary General, FIMI
Mr. S. Vijay Iyer	Managing Director – Rio Tinto India Limited
Mr. Gaurav Kapoor	Head- Industry Partnership & CSR, NSDC
Mr. Sunil Duggal	CEO and Whole Time Director – HZL
Mr. Arvind Singhal	MD, Wolkem India Limited
Mr. B.K. Thakur	Director (Production), NALCO
Mr. Sandeep Tula	Director (Production), NMDC
Mr. V.P. Goel	CEO, Adani Enterprises Limited
Mr. Uma Shankar	Sr. V.P., Adani Enterprises Limited
Mr. Pankaj Kumar Satija	GM-OMQ, Tata Steel Limited
Mr. Madan Pal Singh	Jt. Director, Ministry of Coal
Mr. Pramod Tyagi	Additional Secretary General-FIMI
Mr. Abhay Bhagat	Chief Manager, NLC
Mr. A.K. Bhandari	CEO-SCMS
Mr. Ravindra Singh	Head-QA, SCMS
Mr. B.K. Bhatia	Vice President-SCMS
Mr. Sitaram Kemmannu	Director – SMI
Ms. Geeta Sundriyal	General Manager- FIMI
Ms. Santosh Kumari	Assistant Director – SCMS
Mr. Ayush Anand	IISD
Mr. V.P. Bhagat	JKSB
Mr. Surya Prakash	Mosaic Network
Mr. Kanu Mehra	Mosaic Network
Mr. Amit Sharma	Sr. V.P. , IACM Smart Learn
Mr. Suresh Kumar	Anant Learning
Mr. Gurraj Saron	Eduworld
Mr. Ishan Sharma	Eduworld
Mr. C B Sinha	Secretary-SCMS

SCMS - Budget Estimate for the Financial year 2017-18

Particulars	Actual Expenses up to Feb - 2017 estd. For March, 2017	Budget 2016-17	Budget Estimates 2017-18	Particulars	Actual Income up to Feb - 2017 estd. For March, 2017	Budget 2016-17	Tentative Income 2017-18
A. Revenue Expenditure							
Salary & Allowances	1,05,45,841.00	80,00,000.00	1,25,00,000.00	Grant from NSDC	-	50,00,000.00	1,75,00,000.00
Travelling / Conveyance Exp.	9,50,000.00	30,00,000.00	25,00,000.00	Assessment & Certification Cost	2,66,26,000.00	1,20,00,000.00	3,50,00,000.00
Printing and Stationery	7,40,000.00	4,00,000.00	8,00,000.00	Interest on FDR's	18,27,590.00	28,00,000.00	19,00,000.00
Telephone & Fax Charges	90,000.00	65,000.00	1,00,000.00	Cost of Affiliation	6,00,000.00	25,00,000.00	5,00,000.00
Postage & Courier	50,000.00	70,000.00	70,000.00	Cost of Center Approval	92,800.00	-	5,00,000.00
Vehicle Running & Maintenance	2,80,000.00	3,50,000.00	3,50,000.00	Training of Trainers (TOT)	10,00,000.00	20,00,000.00	20,00,000.00
Web Designing Charges	10,000.00	50,000.00	50,000.00	Project Monitoring Cost	9,50,000.00	-	12,00,000.00
Medical Expenses	1,85,000.00	2,50,000.00	3,00,000.00	Misc. Income	1,65,000.00	-	2,00,000.00
Insurance Charges	30,000.00	50,000.00	50,000.00				
Miscellaneous Expenses	12,000.00	25,000.00	25,000.00				
Professional / Audit Fees	50,000.00	50,000.00	50,000.00				
B. Operational Expenses							
LMI Study	-	-	20,00,000.00				
NOS Development	-	70,00,000.00	85,00,000.00				
Assessment & Certification	1,50,00,000.00	60,00,000.00	1,50,00,000.00				
Cost of Master Trainer	7,00,000.00	17,50,000.00	10,00,000.00				
Annual Workshop/ Meeting Exp.	5,80,000.00	5,00,000.00	15,00,000.00				
Content Development	10,70,000.00	-	80,00,000.00				
C. Capital Expenses							
Purchase of Computer & Access.	7,50,000.00	1,00,000.00	1,00,000.00				
Office Equipments	1,25,000.00	50,000.00	50,000.00				
Total	3,11,67,841.00	2,77,10,000.00	5,29,45,000.00		3,12,61,390.00	2,43,00,000.00	5,38,00,000.00