



Jindal Stainless Limited

# Developing the skills of strip mill operators and technicians

**Award:** Safety  
**Category:** Skill training

## Challenge

According to the International Labour Organization (ILO), skill development is of key importance if we want to stimulate a sustainable development process which can contribute to India's transition from an informal to a formal economy.

At Jindal Stainless we face the following challenges due to the low skill-level of our workforce:

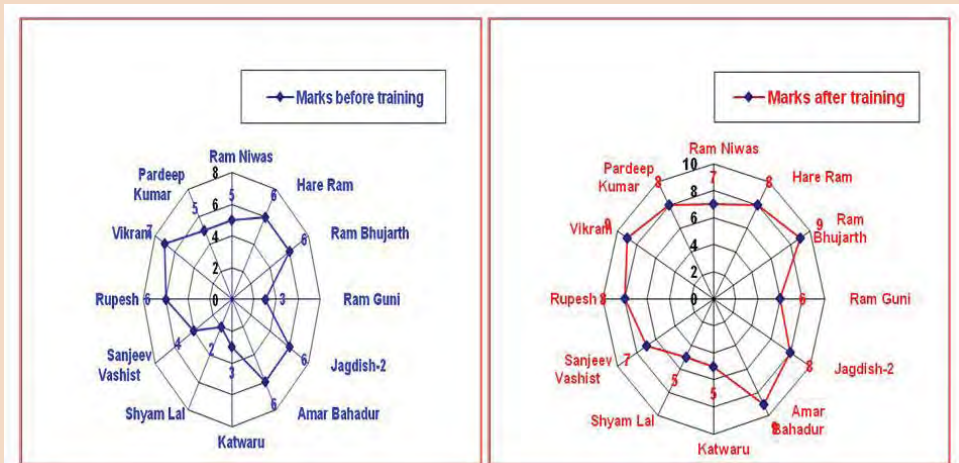
- Low yield
- Frequent breakdowns and high maintenance time
- Quality issues and a high rejection rate
- High incidence of unsafe acts
- High energy consumption.

# Action

To overcome these issues, the entire situation was analysed. The investigation concluded that, despite the availability of appropriate systems, procedures and technology, the expected result is not being achieved. Skill mapping was conducted for every operator and technician.

Based on the results of the skill mapping, a Skill-Up Gradation Programme (SUP) was designed and implemented. The SUP programme covered:

- Roughing mill operation
- Re-heating furnace operation
- Hydraulics systems
- Rolling temperature of different grades
- Quality defects
- Industrial safety and fire fighting
- Problem solving tools and techniques.

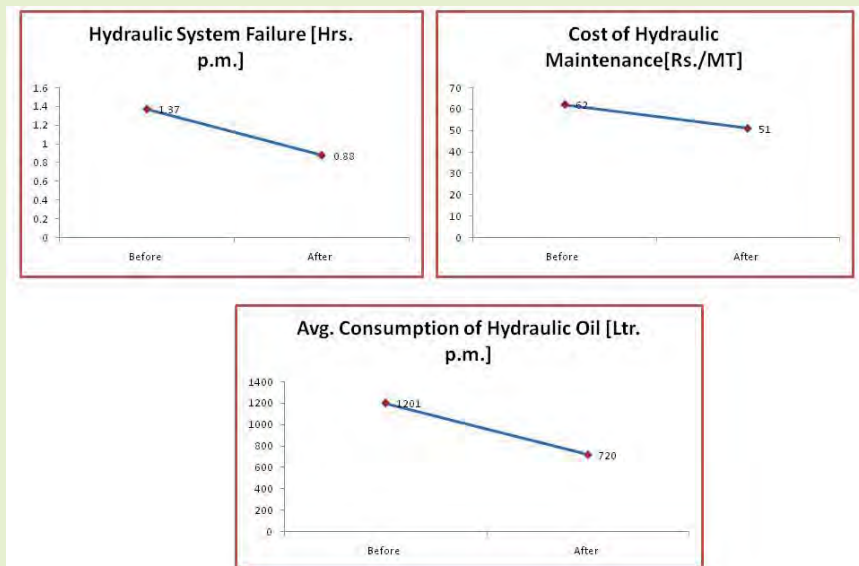


Improvement in skills after strip mill operators receive training

# Outcome

After successful implementation of the SUP training, the following benefits were realised:

- Yield improvement
- Improvement in product quality and reduction in rejections
- Reduction in energy consumption
- Reduction in unsafe acts and incidents.



Reduction in incidents following training in the hydraulic system