

# Skills Time™

Monthly E-Newsletter by Rubber Skill Development Council

## National Skills Qualifications Framework approved by Cabinet Committee on Skill Development

The Cabinet Committee on Skill Development approved the National Skills Qualifications Framework (NSQF) on 19<sup>th</sup> December 2013. This framework organizes qualifications according to a series of levels of knowledge, skills and aptitude. NSQF levels can be defined as the learning outcomes that a learner must possess regardless how they have acquired it may be through a formal means of learning or a non-formal or informal learning.

National Skills Qualifications Framework is a nationally integrated education and competency based skill framework which will provide multiple pathways, horizontal as well as vertical, both within vocational education and vocational training and among vocational education, vocational training, general education and technical education, thus linking one level of learning to another higher level. There are 10 levels in the framework, with the entry level being 1, and the highest level being 10. This will enable a person to acquire desired competency levels, transit to the job market and, at an opportune time, return for acquiring additional skills to further upgrade competencies.

The hallmark of the programme would be that the credit accumulation and transfer system will be integrated in the NSQF, enabling the candidates to move between education, vocational training and work at different stages in their lives according to their needs and convenience. The framework will also enable mobility among students from vocational to general education and vice versa and help make the qualifications more understandable and transparent. "NSQF would also help shift emphasis to outcome based learning both

in the general and vocational space," said a government statement.

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.

RPL will give an option for personal or career development or to gain credit 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. Benchmarking an individual's learning against the NSQF Level Descriptors will help them to identify the appropriate level of options for progression.

NSQF will help in shifting the emphasis to outcome based learning – both in the general and vocational space. The lack in uniformity in qualifications across institutions leads to a problem in establishment of equivalence of certificates/ diplomas/degrees in different parts of India turn impacts in the employment and mobility to the students. NSQF would help in tackling the challenge. The National Skill Development Agency (NSDA), an autonomous body attached to the Ministry of Finance will anchor and operationalise the framework. NSDA is mandated to coordinate and harmonize skill development efforts of the Government of India and the private sector.

### News Bulletin

**NSDC launches new skill development initiative in Tamil Nadu**

[Know More](#)

**India seeks diaspora help in innovation, skill development**

[Know More](#)

**Training focus on wrong sectors, says NSDC chief**

[Know More](#)

**Path to nation development**

[Know More](#)

**India building information system to integrate job seekers and providers: S. Ramadorai**

[Know More](#)



## New batches commenced by RSDC's training partners

As we make a new beginning into a new year, Rubber Skill Development Council (RSDC) is all geared up for the year ahead. The month of December that just passed by was full of activities for RSDC

**HASETRI**, RSDC's affiliated training partner started one more batch of students consisting of 37 trainees for the job role of "Tyre Building Operator – Commercial Tyres" on 16th December 2013.

**LabourNet**, RSDC's another affiliated training partner started more batches in association with Govind rubber and other rubber companies. Currently students are being trained on "Tyre Moulding Operator" and "Compression Moulding Operator" courses in Ludhiana. So far, LabourNet started trainings in association with following employers in different job roles:

Company Name	Job Role
Metro Tyres	Compression Moulding Operator
	Tyre Moulding Operator
Govind Rubber	Mill Operator
	Compression Moulding Operator
Ramsons Cycles	Compression Moulding Operator
	Extruder Operator
Bony Polymers	Compression Moulding Operator
	Injection Moulding Operator
<b>Poddar Tyres</b>	Tyre Moulding Operator
Lakhani Rubber Industries	Compression Moulding Operator
	Extruder Operator
	Mill Operator

The training curriculums for all the courses mentioned above are aligned to the **National Occupational Standards (NOS)**. NOS Oriented courses enable the students to obtain skill specific knowledge for a particular job role and ensure that students are ready to face the challenges of the rubber industry head on. Students are given in depth knowledge about the latest techniques and methodologies used in the rubber industry and special emphasis is laid

on giving practical exposure to the students rather than just giving textbook knowledge to them which helps in boosting their confidence level.

## NSDC Partners meet at Chennai

The 6<sup>th</sup> edition of the NSDC's (National Skill Development Corporation) partner meet was held at Chennai on 19<sup>th</sup> & 20<sup>th</sup> December 2013. The high-powered session on "**Private Sector's Opportunities and Challenges in Skilling India**" was moderated by **Ms. Anupama Giri CEO RSDC** on day one which had stakeholders from across the skill development landscape, including NSDC Board Members, Sector Skill Councils' Chairpersons, Governing Council Members, Industry Leaders and Training Partner Representatives.

**Mr. Vinod Simon Chairman RSDC** chaired the session for **Organized (Distributed-setup)** being faced by the Rubber Industry and shared challenges in attracting skilled manpower from the market. **Mr. Srikanth Krishnamurthy Director – Alfa Rubber**, also NOS Sub Committee member of RSDC participated in the event and shared his views on ensuring industry adoption of Quality standards for Skilling set forth by the Sector Skill Councils promoted by NSDC.

**Mrs. Sheela Thomas IAS, chairman Rubber Board**, also a GC member of RSDC participated in the panel discussion on "**Addressing today's challenges in skill development**". Mrs. Thomas shared that rubber is a sunshine industry and there is a dire need of trained and skilled manpower. She spoke about RSDC's role in providing skilled manpower for the rubber industry and Sector Skill Council's role in bridging the identified skill gaps and shared that rubber board has joined hands with RSDC for training of manpower in the NR Sector.

## Training at HASETRI



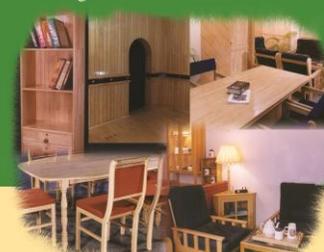
Pic: Trainers conducting classroom trainings at HASETRI



**Beginning of a New Era in the Indian Rubber Fraternity.....**

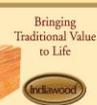
Registration of delegates is open now on a first come first served basis. For details visit website: [www.indiarubbermeet.in](http://www.indiarubbermeet.in) or contact Chairman, Organizing Committee, India Rubber Meet 2014 at [indiarubbermeet@gmail.com](mailto:indiarubbermeet@gmail.com)

**TREATED RUBBER WOOD**  
Tough, Durable, And Versatile.



Wood that can add magic to furniture, flooring, ceiling, panelling, moulding and balusters. Rich with unique colouring properties, treated rubberwood has gross features and technical properties comparable to any other hardwood. And exotic looks that is just incomparable.

Bringing Traditional Value to Life



DOORS & EGP BOARDS

FURNITURE  
Designed today Dedicated to future



**RUBBERWOOD INDIA (P) LIMITED**  
Rubber Board - #9070 Complex, Maraganur P.O., Kottayam-686 016  
Phone: 91 481 2572987, 2573035, 2573033 Fax: 91 481 2573087  
e-mail: [indiarubber@vsnl.com](mailto:indiarubber@vsnl.com), [www.indiarubbercompany.com](http://www.indiarubbercompany.com)

**METROWOOD**  
Maranchi Rubberwood - P.O. Billa, K.K. Road, Kottayam-686 004 Kerala  
Tel: 91 481 2573046, 2573073, Fax: 91 481 2573075, E-mail: [metrowood@vsnl.com](mailto:metrowood@vsnl.com)





## Special Talk with Mr Vijay Pahwa, Sr. Director - Corporate Relations - University of Petroleum & Energy Studies & NSDC Nominee Director



**Mr. Vijay Pahwa**  
Sr. Director -Corporate Relations  
University of Petroleum & Energy Studies and  
NSDC Nominee Director

- **What is the relevance of skilled manpower for a growing economy like India?**

Skilled manpower is essential for every economy especially for a growing economy like India. Skilled labours are required for the highly specialized jobs in production, manufacturing industry which are highly labour intensive and require workers with specific skill sets. They play a vital role in increasing the efficiency of a business and reduce overrun costs. India has a huge advantage of demographic dividend and time has come to reap the benefits of it. However, we have to equip the youth with skills that matches industry requirements.

- **What are the major drawbacks of our current education system?**

Our current education system puts lot of emphasis on rote learning. There is very little emphasis on practical and on the job trainings. As a result, students who pass out of our current education system lacks skills required by employers and very often there is a mismatch between the education curriculum of schools and the industry requirement. We should build an education system that puts equal stress on text book based and practical knowledge and there should be more internship linked courses so that students can learn in real life situations. Students should also understand that just passing exams is not important but implementing their knowledge in real life situations will make them successful in the long run.

- **How should we attract the youth of this country to take up skill based/vocational education?**

There is only one way of attracting youth of this country and that is by providing them with jobs. For this, industry has to play a major role by employing people trained through Government certified programmes. When the youth of this country will see that there is a bright future after pursuing skill based courses, they will themselves get motivated to get enrolled in such programmes. Vocational education is the need of the



hour. Now a days, the problem is that students even after getting degrees are unable to find a job for themselves and on the contrary the industry is complaining about lack of skilled professionals

- **Kindly share your views on initiatives being taken by Government of India for skill development in India?**

Government of India has come up with several great initiatives to promote skill development in India. Government has also set aside huge funds to accomplish the skill development mission and also making an effort to promote the same through Public Private Partnerships (PPP's). Formation of sector wise SSC is one major step in this direction. This will not only connect industry to academia but also help the economy to bridge the existing skill gaps. Setting of National Standards to ensure that the trainings are focusing on skills rather than only education and ensuring quality in training delivery is one of the key focus areas of SSC's. But we have to make sure that we implement these schemes in an organized and effective manner so that the benefit reaches out to the people at the grassroots level. Very often people are not even aware that such schemes even exist. Hence, it is important on the Government's part to improve its advertising and communication mechanism so that information reaches out to the masses.

- **How can we create a stronger bond between industry, SSC and Training Providers so that all stakeholders can join hands and walk together on the path of success?**

Industry has to be proactive in providing exact requirement of their resources and information about skill gaps which is affecting the production processes. Training partners also needs to upgrade the infrastructure and create real life scenarios in the institutes for better training. SSC's needs to be in constant touch with the industry and keep upgrading the standards. Industry should also forward and share their resource requirement and allow the students to learn on the job by providing internship opportunities. A perfect synergy between the three bodies can only take the skill development mission to achieve greater heights.



## RSDC's Skills Update

RSDC cordially invites industry players to participate in RSDC 1st "Rubber Skills Meet"

- Be a part of the interactive meet between major stakeholders of the eco system scheduled to be held on 12th February 2014 in Ludhiana, Punjab.
- For further information or for registration request, kindly e-mail us at [info@rsdcindia.in](mailto:info@rsdcindia.in)
- RSDC invites the rubber Companies to come forward with training manpower requirements at shop floor.

Please send us your training manpower requirements by writing to: [ljo.joseph@rsdcindia.in](mailto:ljo.joseph@rsdcindia.in)

- RSDC Invites Rubber Training Institutes to avail the benefits of government scheme and get affiliated with RSDC

For more information visit at [www.rsdcindia.in](http://www.rsdcindia.in) and also email at [affiliation@rsdcindia.in](mailto:affiliation@rsdcindia.in)

The country's great challenge is to ensure that its workforce possesses skills appropriate to the needs of both its internal economy and the global economy. The Government of India is currently seeking to create alternative pathways to post-secondary and higher education. It also aims to create job opportunities for 150 million students who will not have access to higher education by 2020. Only 10% of the Indian labour force has acquired vocational skills, of which 8% have done so by working on the job. It is also difficult for people with informally-acquired skills to move from non-formal, informal and work-based learning environments to formal programmes, because there are limited mechanisms for recognizing knowledge



**Ms. Anupama Giri,  
CEO RSDC**

and skills acquired outside formal institutional settings. The Cabinet hopes to accomplish the above mentioned targets through the use of instruments such as National Skills Qualifications Frameworks for the skills sector. The NSQF is a national education and competency-based skills framework that provides multiple pathways both within vocational education and between general and vocational education. It will enable learners to progress to higher levels from any starting point in the education and/or skills development system.

The NSQF is a descriptive framework that organizes qualifications according to a series of levels of knowledge and skills. These levels are defined in terms of learning outcomes (i.e., the competences which learners must possess regardless of whether they were acquired through formal, non-formal or informal education and training). Qualifications Pack, a set of NOS's designed and developed by Sector Skill Councils which will set up a benchmark for training and assessments for any job role in any sub sector. This allows learners, educators, training providers and employers to gain information about the broad equivalence of qualifications across specific skill sectors.

Going further the objective is to enhance flexibility in vocational programs and development of a 'modular' competency-based curriculum in collaboration with industry. The NSQF will open up several entry and exit points between vocational education and training and general education and will facilitate movement between these areas. The NSQF will emphasis industry participation in vocational education, with a specific focus on creating opportunities for students who are unable to enter colleges and universities. Industry will be encouraged to partner with educational institutions so that vocational students can work on their premises. Skills recognition and certification initiatives in the informal economy through Recognition of Prior Learning (RPL) processes will provide an important pathway for the 90 per cent of Indians who work in unorganised sector. India's development of NSQF in the perspective of its skills development policy has flagged the need to its labour market and economy. The joint effort of all the stakeholders comprising employers, workers, educators, and government officials will be the single most important factor for success.



**Mr. Vinod Simon**  
Chairman, RSDC

### Editorial Committee

**Mr. Yogen Lathia**  
Past President, AIRA

**Mr. Rajiv Budhreja**  
Director General, ATMA

**Ms. Anupama Giri**  
CEO, RSDC  
Editor

**Ms. Shewani Nagpal**  
Dy. Director LMIS & PR, RSDC  
Sub-Editor

**Anupama Giri**  
Chief Executive Officer RSDC