

Skills Time™

Monthly E-Newsletter by Rubber Skill Development Council

Skill Development Initiatives for Natural Rubber Sector

In continuation of the skilling initiatives for the Rubber manufacturing sector, RSDC has also started its endeavors for the Natural Rubber sector under the aegis of the rubber board of India. RSDC had entered into a MoU with the Rubber Board for the skill development for the NR sector in India. The activities under this MoU have been started with the formation of the NOS (National Occupational Standards) Sub-committee for identification of various Job Roles and preparation of occupational standards for the NR Sector. Sri P.K. Ramachandran, Jt.RPC (Dev) is the Convener of the NOS committee for NR sub-sector, which comprises of 14 members from the Rubber Board (Training/ Plantation) and experts representing industry sub segments (Latex, Nursery, Block Rubber etc.)

Functional mapping and Occupational Mapping of the NR sector has already been completed by the committee the critical job roles in the sector have also been identified. The sub-committee submitted its report to RSDC as on October 28, 2013. After due diligence on the report by RSDC, it will be open for industry validation. RSDC would submit draft NOS under fast track mode by November last week for approval from NSDC's Qualifications Review Committee (QRC).

Post the QRC approval, the courses based on the job roles in the NR sector would be launched under the STAR scheme by December 2013. Another important activity for the NR sector is the skill Gap Analysis, which would be conducted by RSDC by forming a sub-committee. This will cover consolidating the list of rubber processing units, plantation and RPS's and also consolidating the current and expected

employment numbers in the NR sector. Qualitative Analysis for Skills required vs. Skills available (Skill Gaps) would also be conducted by RSDC. The Request for Proposal for finalizing the implementation partner of RSDC for Skill Gap Analysis of the NR sector would be released by the first week of November, 2013.

RSDC's role is to bridge up this Skills Gap by standardizing the training processes across the country and by affiliating the institutes that meet RSDC's quality standards for imparting the trainings. All trainings aligned to RSDC would ensure that the curriculum offered by the institutes is completely mapped with the National Occupational Standards for the relevant job roles. NOS oriented course would enable the students to be trained on the domain centric knowledge and skills for a particular job role in the industry.

'Train the Trainers' Programme conducted by RSDC

RSDC and Additional Skill Acquisition Program (ASAP) had organized a 'Train the Trainer' program on October 22-25, 2013 at Kottayam to train the Master Trainers and trainers on pedagogy and technical aspects for the Junior Rubber Technician (JRT) course. The training was conducted at Rubber Technology Institute at Kottayam and was attended by 14 trainers from different parts of Kerala. These Trainers were selected by a panel of experts appointed by RSDC and ASAP. JRT course has been specially designed by RSDC for the senior secondary students across schools of Kerala, and shall be initiated by the end of November, 2013.

News Bulletin

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The training programme focused on best practices in training pedagogy and training delivery techniques for the trainers. The main objective of this workshop was to stimulate the use of interactive techniques to be used by the trainers while training the students, complemented with extensive application of Information Technology. RSDC aims at standardizing its training programmes by all its trainers, through such training workshop.

and gave a presentation on the rubber sector and the activities conducted by RSDC towards skill generation for the rubber sector. The trainings being conducted by the affiliated Training Providers of RSDC can also be covered under the Ajeevika scheme. This scheme has been launched by the Govt. for continuous capacity building and imparting requisite skills while creating linkages with livelihoods opportunities for



TRAIN THE TRAINER PROGRAMME

October 22, 2013 to October 25, 2013
At Rubber Training Institute (RTI), Kottayam



Besides the training on soft skills, technical aspects of the subject were covered by three Master Trainers of RSDC. The basic purpose of this workshop was to train the trainers on interactive techniques of teaching and the ways to engage the students in a way to motivate them for active participation in the learning process. The increased involvement of students facilitates holistic development of the students and prepares them for the world of work. Post the trainings, the trainers have been assessed and certified by RSDC in terms of technical as well as pedagogy specific skills. RSDC's assessments and certification process ensures the evaluation of assesses by benchmarking the standards required for training. RSDC aims at imparting hands on skills to the trainees, to be fully prepared as productive resources for the industry, right from the time they enter the industry. The rubber industry is presently facing huge skilled manpower crunch.

the BPL category. For more details about Ajeevika, please visit the URL: <http://ajeevika.gov.in/skill-development.html>

New batches started by RSDC's affiliated Institute in Ludhiana (Punjab)

Seven set of batches with 170 trainees have been started by LabourNet at Ludhiana (Punjab) in association with Metro Tyres, Govind Rubber and Ramsons Cycle for the below mentioned job roles:

Metro Tyres: Compression Moulding Operator

Govind Rubbers: Mill Operator and Compression Moulding Operator

Ramsons Cycles: Moulding Operator and Extruder Operator

Ajeevika Scheme by MoRD

Honourable Minister of Rural Development, Mr. Jairam Ramesh invited the Sector Skill Councils to participate in the Ajeevika scheme launched by the Govt. of India on a meeting held on October 08, 2013 in Delhi. Mr. Vinod Simon, Chairman and Ms. Anupama Giri, CEO attended this meeting

Another set of batches with 400 trainees initiated at Faridabad and Punjab by LabourNet.



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 or contact Chairman, Organizing Committee, India Rubber Meet 2014 at indiarubbermeet@gmail.com

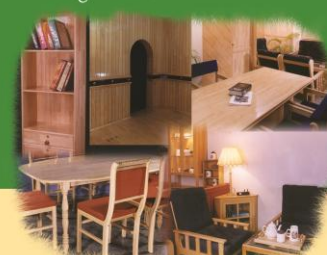
1st AGM of RSDC held on Oct 30, 2013 at New Delhi




(L to R): Mr. Yogen Lathia, Director, Lathia Rubber Mfg. Co. Pvt. Ltd., Mr. M L Gupta, Managing Director, Vinko Auto Ind. Ltd., Ms. Anupama Giri, CEO RSDC, Mr. Vinod Simon, Chairman RSDC, Dr. R Mukhopadhyay, Director & CE HASETRI, Mr. Rummy Chhabra, Managing Director, Metro Tyre Ltd., Mr. Vijay Pahwa, Director - Corporate Relations, University of petroleum & Energy studies, Mr. Rajiv Budhraj, Director General, ATMA and Mr. Mohan Reddy, Associate - Standards & QA.

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**Dr. R Mukhopadhyay,
Chairman, Indian Rubber Institute (IRI)**

ECONOMIC GROWTH & SKILL DEVELOPMENT – RUBBER SECTOR

India and China are recognized as the fastest growing economy in the world today. India is also recognized as having the potential to be the third largest economy by 2035. Besides this, the largest English speaking technical manpower is available in India. Due to above reasons, the business opportunities in the technology sector are also concurrently increasing. Knowledge, Attitude, Skill and Habit (KASH) are the driving forces of economic growth and social development for any country. For the economy to grow at 7% to 8%, it is required that the secondary and tertiary sectors grow at 9% to 10%, assuming agriculture grows at 4%. In such a scenario, it is obvious that a large portion of the workforce would migrate from the primary sector (agriculture) to the secondary and tertiary sectors. However, the skill sets that are required in the manufacturing and service sectors are quite different from those in the agriculture sector. This implies that there will be a large skill gap when such a migration occurs, as evidenced by a shrinking employment in the agriculture sector. This scenario necessitates skill development in the workforce. India is expected to be home to a skilled workforce of 500 million by 2022. About 10 million persons are expected to join the workforce every year. This talent pool needs to be adequately skilled.



Indian Automobile Industry is one of fastest growing sectors contributing about 7% of GDP which will increase to 12% by 2017. Alongwith Indian Automobiles Industry, Indian Rubber Industry is also growing at a faster pace. Indian Rubber Industry, backed by an extensive plantation sector, availability of raw material in abundance, reasonable cheap labour and technically skilled manpower with vast domestic market is ideally poised for being a major global player in supplying rubber and rubber products to the world market. In fact, it is predicted that by 2022 Indian Rubber Industry may become second largest global player in the world rubber

scenario, next only to China. To live up to the expectation, industry needs to undergo total professionalism and overhaul technology development structure with special emphasis on education, training, research and skill development in association with academic institutions and other professional institutes like Indian Rubber Institute (IRI).

To meet the growing need of skilled manpower various steps were taken such as the formulation of the National Skills Development Policy, delivery of Modular Employable Schemes, upgradation of existing institutions through World Bank and Government of India funding, as well as upgradation of training institutes under Public Private Partnership mode, setting up of the National Skill Development Corporation, and the plan to establish 50,000 Skill Development Centres.

For skill development in the Rubber Sector, Rubber Skill Development Council (RSDC) was set up by AIRIA & ATMA in Collaboration with NSDC focusing on skill development & training needs of the sector. RSDC's key objectives are conducting research, quality assurance and improving delivery mechanism for skilling and up-skilling professionals in the rubber sector.

Given the magnitude of the skill development challenge, implementing agencies are facing challenges right from mobilising trainees, developing standardised and scaleable content, ensuring the availability of trainers, making available appropriate infrastructure and coordinating placement and industry linkages



RSDC's Skills Update

RSDC's invitation to Rubber Companies

- RSDC invites the rubber Companies to come forward with their manpower requirements.

Please send us your manpower requirements by writing to: lijo.joseph@rsdcindia.in

RSDC Team



L to R : Ms. Shewani Nagpal, Dy. Director – Standards & LMIS, Ms. Hemlata Rana, Manager Admin & Accounts, Ms. Anupama Giri, CEO, Mr. Lijo Joseph, Dy. Director – NOS & Training, Ms. Sarbjeet Kaur, Executive Assistant, and Ms. Nidhi Sharma, Manager - Affiliations & QA

Abilities for adaptive and positive behavior that enable individuals to deal effectively with the demands and challenges of everyday life are termed as Life Skills. The Life skills include psychosocial competencies and interpersonal skills that enable informed decision making process, problem solving ability, critical and creative thinking, effective communication, relationship building, empathy with others, and ability of managing one's life in a healthy and productive manner.



Ms. Anupama Giri,
CEO RSDC

Employability or 'Life Skills' act as the foundation of one's career, these are often found missing in the graduates of various courses as well as those already in employment. A lot of time and money is spent on training staff, not in job specific areas but in general and basic skills, with a motive to build behavioral change rather than only addressing knowledge and attitude change. This kind of training, works best when augmented or reinforced in the employees at regular intervals.

Building the essential social/ life skills has become imperatively essential in today's competitive and demanding world. Developing such skills which will be useful throughout all facets of one's life by increasing the employability factors for a person, as it ensures high levels of cognitive skills and the opportunity to put learning into a practical context. The employers continuously hunt for personnel with strong life skills.

HR representatives and Head of organization also shared the same concerns with us and urged RSDC to also focus on training the students/employees on life skills. Today, it is a key demand of the sector as a whole. Keeping in mind, the need of hour for the sector, RSDC has added life skill NOS to the Q-packs. RSDC's affiliated training partners have to plug-in the life skills in the courseware while imparting the trainings to the trainees. If the students are also equipped with the life skills along with the technical training, they will be better prepared for any kind of role and can climb the ladder of success swiftly, benefiting self and organization.

RSDC is putting its best foot forward for creating standards and ensuring quality in training to make sure students getting certified by RSDC are industry ready. Keeping this same in mind, RSDC is not only emphasizing on training the trainees on life skills, but will also creating the necessary assessment tools for the same, which shall be a part of regular assessment process for a particular job role. RSDC also urges the industry to come forward with any suggestion, feedback, and requirement or query to help us strengthen our quality system.



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Chairman, RSDC

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