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# Skills Time

Monthly E-Newsletter by  
Rubber Skill Development Council

NUTURING SKILLS & TALENT FOR A BETTER TOMORROW

NEWS UPDATES

## Prime Minister Narendra Modi Launches Skill India

The Prime Minister, Shri Narendra Modi, outlined his vision for "Skill India" as he launched the "National Skill Development Mission" in New Delhi that aims to train over 40 crore people in India in different skills by 2022. Asserting that his Government has declared a war on poverty and is determined to win it, the Prime Minister said that each poor, underprivileged youth is a soldier in this war. The initiatives include National Skill Development Mission, National Policy for Skill Development and Entrepreneurship 2015, Pradhan Mantri Kaushal Vikas Yojana (PMKVY) scheme and the Skill Loan scheme.

The National Policy for Skill Development and Entrepreneurship 2015 is aimed at empowering those left out of the mainstream education system by incentivising skill training through financial rewards to candidates who successfully complete approved training programmes. India will have a surplus manpower of 4 to 5 crore over

the next decade; the Prime Minister emphasized the need to provide this youthful manpower with skills and ability to tackle global challenges, and warned that the demographic dividend would otherwise become a challenge in itself. He said that if the 20th century saw India's foremost technical institutes – the IITs – make a name for themselves globally, the 21st century required that India's ITIs (Industrial Training Institutes), acquire global recognition for producing quality skilled manpower.

He said India can become the world's largest provider of skilled workforce for the world. In order to prepare for this, there is a need for mapping of manpower requirements, not just in India, but globally as well. The event saw a large turnout of Union ministers as well as chief ministers. Foreign dignitaries and senior industry leaders were among the invitees.

To know more about: <http://www.skilldevelopment.gov.in/National-Policy-2015.html>

NSDC signs MoUs with North East universities for skill-based training

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Skill India Mission

[Know More](#)

Indian Railways to provide infrastructure for govt's skill development programme

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# RSDC Invites Industry to Recruit Skilled Students

Students passed from schools & colleges in rubber technology courses under ASAP project are ready for placements

We are delighted to share that Rubber Skill Development Council (RSDC) and Additional Skills Acquisition Programme (ASAP), Department of Higher Education, Govt. of Kerala, with the support of implementation training partner Indian Rubber Institute (IRI), one of the key entities for the skill development in the rubber sector, have successfully completed training for 118 students for Lab Chemist – Incoming Raw Material Testing Course in state of Kerala.

Keeping in view the importance of skill development in the growth of rubber sector, RSDC has taken various initiatives for skilling and up-skilling professionals in the rubber sector. The main aim of RSDC is skill development for rubber industry to develop the skills foundation to increase both the quantity and quality of skilled workforce in the industry. Inadequately educated or unskilled workforce keeps industry in a circle of low productivity and low profit.

RSDC partnered with ASAP to introduce rubber technology courses in schools and colleges of Kerala to provide sector specific skills. To begin with RSDC and ASAP had already launched Junior

Rubber Technician (JRT) for the students of Class XII in the schools in the academic year 2013-14 and completed the training for 177 students and 155 students have enrolled in JRT program in the current academic year. Moving on, RSDC has also launched a program of Lab Chemist – Incoming Raw Material Testing for the final year students of college.

The curriculum and courseware of these courses has been prepared by the Curriculum Development Committee of RSDC, comprising of academicians and industry experts from the Rubber industry. Trainers for teaching both the courses in Kerala schools and colleges were selected by a panel of experts appointed by RSDC and ASAP. The course would equip the students with the required skills, thereby enabling them to be employed as Junior Rubber Technician / Technical Assistant for the school students and Lab Chemist for the college students in the Rubber Industry. Students of both the courses undergo theory classes in the respective schools and practical trainings are conducted on lab machinery to make them learn about various processes and machineries. We conduct Practical Trainings and industrial



Visits at various Rubber units across Kerala for

for students to get acquainted with the machineries used in the industry. Further to that we arrange for 150 hours of Internship for our students at leading rubber Industries and seek industry contribution in creating pool of talent for the rubber sector.

RSDC urge industry to share possible vacancies for these students at your esteemed organization who have completed their JRT (Junior Rubber Technician) and LCIRM (Lab chemist incoming raw material) courses. We indeed believe that the students will be eager to contribute their abilities and experience to the company. Given an extensive training and background, we believe they can help the Company meet its goal of providing the most appropriate approach of work.

## RPL - Govt. Initiatives to Recognize In-Service Workforce

Education should not be meant to only earn high degrees with no relevance to the world of work. A generation so educated does not fit to the needs of our industries and further augments the skill gap in all sectors of the economy. The only lasting solution of this problem is to upgrade the quality of our vast human resource, so that they can work creatively and facilitate development of the economy. Govt. interventions, launch of various schemes and establishment of the respective Sector skills Councils for various industry sectors in India is a right step towards this direction.

One of such approach to upgrade the skills of workforce in high growth sector is recognition of prior learning (RPL). RPL is a process for giving candidates credit for skills, knowledge and experience gained through working and learning. RPL-whereby skills and knowledge gained by individuals outside formal learning processes are assessed and granted formal recognition – has become an increasingly important activity in

Skilling India.

The initiatives envisages an assessment led measurement and certification process for validating current skills and gap training for fulfilling needs. This training will be aligned to National Occupational Standards (NOS) developed by sector skill councils mapped to National Skills Qualification Framework (NSQF).

The RPL design will have participation from training partner and assessment partner along with industry partner, anchored by sector skill council for certification. The RPL will primarily focused as worksite led training where training partners will tie-up with industry and establish training centres at their work sites to facilitate assessment and training of current workforce. Based on the assessments, the trainee could be issued a certificate of specified job role or could be sent for further training to upgrade their skills.

### RSDC UPDATES

RSDC Invites Rubber Training Institutes to avail the benefits of affiliations 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)

Qualification Packs for manufacturing sub sector for 78 job role has been declared as National Standards by QRC of NSDC. We request the industry & training partners to use the Qualification packs for trainings and also share your inputs and feedback on [nos\\_project@rsdcindia.in](mailto:nos_project@rsdcindia.in)

<http://nsdcindia.org/nos>

## RSDC'S CURRENT TRAININGS

*RSDC urge the industry to come forward to participate in the skill mission and get benefited by the initiatives / activities undertaken by RSDC for the Rubber Sector.*

Students trained under following job roles are ready for employment, we request industry to share their manpower requirement and hire below RSDC certified trainees. For more information write to us at [info@rsdcindia.in](mailto:info@rsdcindia.in)

Job Role	Location	Trainee Trained
Comperssion Moulding Operator	Haryana	30
Mill Operator	Haryana	26
Tyre Fitter	Haryana	119
Tyre / Tube repair Operator	Madhya Pradesh	135
Comperssion Moulding Operator	Maharashtra	60
Bicycle/rickshaw tyre building operator-Mono band	Punjab	46
Mill Operator	Punjab	25
Packaging	Punjab	88
Tyre / Tube repair Operator	Rajasthan	25
Tyre Fitter	Rajasthan	245
Comperssion Moulding Operator	Tamil Nadu	160
Extruder Operator	Tamil Nadu	24
Junior Rubber Technician	Tamil Nadu	48
Rubber Nursery General Worker	Tamil Nadu	998
Latex Harvest Technician	Tripura	846
Rubber Nursery General Worker	Tripura	50
Extruder Operator	Uttar Pradesh	18
Tyre / Tube repair Operator	Uttar Pradesh	40

### Welcome on Board

*RSDC affiliates following training partner to deliver NOS based Trainings*



**As on date, RSDC have 17 affiliated training partners across country**

To know more visit <http://www.rsdcindia.in/training-providers.html>



# Skill Development is a need of the hour for the Rubber Sector

India's fast growing economy requires a new generation of educated and skilled people to take advantage of its demographic dividend. Clearly, Indian economy requires a skilled workforce, who can be the driving force for innovation and growth. As rubber sector progresses and contributes significantly to economic growth of India, it becomes increasingly important that we should focus on advancement of skills and these skills have to be relevant to the emerging economic environment.

Unlike many other sectors, rubber sector in India faces another difficult situation of non-availability of training infrastructure particularly in vocational training space. Currently though there are institutes offering rubber technology courses in India for the graduate and undergraduate segments, but students trained lack understanding of real manufacturing processes primarily, due to lack of infrastructure and apt pedagogical practices. Industry clearly faces challenge, as there is a huge gap between the skills of job applicants and those required for critical positions on the shop floor. Skill development can be viewed as an instrument to improve the effectiveness and contribution of labor to the overall production. It is as an important ingredient to push the production at higher level and to increase the growth rate of the rubber sector.

To overcome these issues, RSDC is trying to develop a strong eco system for the sector at various levels. Such as developing National Occupational Standards (NOS), affiliating training providers, revamp of curriculum aligned to NOS, certification of trainees and trainers, and setting up labor market information systems (LMIS) to assist in the planning and delivery of training, besides identifying skill development needs of the sector.

In our endeavor to bring quality in training and to bridge the prevailing skill gap in the sector RSDC launched different training models to motivate industry for actively participating in skilling programs across the country. RSDC devised innovative training models for enhancing vocational education system in the sector. These models give various benefits to industry such as access to trained workforce that is equipped with technical skills, lower or negligible budget for training, re-training and re-skilling, greater productivity with improved alignment of workforce with job requirements.

Besides, there is a renewed focus on skills development with the Honourable Prime Minister of India, emphasizing on "speed, scale and skill" is all set for a whole new era of a transformed Indian economy. The Make-in-India initiative provides a huge opportunity for the private & public sector to be part of nation building at the grassroots level. Skill-based training is going to be the backbone of the Make-in-India initiative and the best way to ensure the vocational training serves its intended purpose is through PPP model. There is new ministry in place dedicated to Skills and Entrepreneurship, all reaffirming the focus of the new government and the need for greater industry engagement.

Hence, to build capacity for skilling and up-skilling of human resources and for making a robust skill development system for the rubber sector, RSDC, needs industry's full support in terms of continuous inputs and feedback. We urge Industry to invest in trainings and skills development to achieve country's vision of a skilled and capable workforce to support an inclusive growth path.

**Ms. Shewani Nagpal**  
Director – Affiliation & Training RSDC



**Mr. Vinod Simon**  
Chairman, RSDC

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