



Skills Time

Monthly E-Newsletter by
Rubber Skill Development Council

NUTURING SKILLS & TALENT FOR A BETTER TOMORROW

NEWS UPDATES

RSDC and ASAP Starts a New Episode in Rubber Education

Rubber Skill Development Council (RSDC) and Additional Skills Acquisition Programme (ASAP), Department of Higher Education, Govt. of Kerala, one of the key entities for the skill development in the rubber sector, have launched Junior Rubber Technician (JRT) for the students of Class XII in the schools of Kerala on Mar 29, 2014.

The training have been initiated in the four districts of Kerala i.e. Kottayam, Ernakulam, Alappuzha and Calicut with 170 students. The curriculum and courseware of the JRT course has been prepared by the Curriculum Development Committee of RSDC, comprising of academicians and industry experts from the Rubber industry. Trainers for teaching this course in Kerala schools were selected by a panel of experts appointed by RSDC and ASAP. Trainers has also been trained on pedagogical practices and assessed and certified by RSDC. The programme covers the broader introduction to Rubber, its source, types of rubber, industrial uses of rubber and introduction to rubber processing technology. The course would equip the students with the required skills at Level 3 of NSQF, thereby enabling them to be employed as Junior Rubber Technician / Technical Assistant in the Rubber Industry. And also, they can start their journey as an entrepreneur in the rubber sector or pursue higher studies in Rubber Technologies. Students are undergoing theory classes in the respective schools and practical trainings are conducted at Rubber Park Kottayam



on lab machinery to make them learn about various processes and machineries. Students will also be taken for the industrial visits to provide them exposure to different manufacturing processes. RSDC would be assessing the candidates on theoretical and practical skills through certified assessors and issue competency certificates on completion of the course. RSDC's assessments and certification process ensures the evaluation of assesses by benchmarking the standards required for training.

RSDC's mission is to reduce skills gaps and shortages by training of new entrants to the industry and special program for workforce available in the sector. RSDC is putting its best efforts for developing standards and ensuring quality to ensure students getting certified by RSDC are in line with industry requirement.

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NOS Developed for the Rubber Plantation Sub-Sector

After the successful launch of national standards for the rubber manufacturing sector, RSDC is pleased to release first set of national occupational standards for the Natural Rubber (NR) sector. 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 is to develop National Occupational Standards (NOS), conduct skill gap analysis of the NR sector, train the trainers and offer NOS oriented courses, that enable the students to be trained on the domain centric knowledge and skills for a particular job role in the NR sub sector.

This activity has been successfully initiated by NOS Sub-committee formed the development of Occupational Standards for the NR Sector. The NOS sub-committee is headed by Sri P.K. Ramachandran, Jt.RPC (Dev) 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.). The sub-committee conducted occupational mapping and prepared functional analysis to identify job roles and developed 35 NOS for various job roles of the NR sector.

Qualification Packs for 5 job roles are approved by Qualifications Regulation Committee (QRC) of NSDC and have been uploaded on RSDC and NSDC website for industry validation for a period of one month. Remaining NOS's will be submitted to QRC once they are validated by the industry and experts. Post the approval from QRC of NSDC, the standards will be made as National Standards. RSDC thereafter, will affiliate the institute for the specified programs developed in accordance to the national occupational standards and introduce courses specific to job roles in the NR sub-sector.

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.

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. RSDC trainings focus on building hands on skills for the trainees, through theoretical and practical sessions that enable students to obtain skill specific knowledge for a particular job role as the curriculum is aligned to NOS developed for and by the rubber sector that ensures students are well trained and better equipped.



New Training Batches Started



As we make a new beginning Rubber Skill Development Council (RSDC) is all geared up for the year ahead.

LabourNet, RSDC's affiliated training partner started more batches in association with Puja Fluid Seals, Pune, Metro Tyres, Jain Rubber, and Govind Rubber Ludhiana.

Currently students are being trained on "Tyre Moulding Operator", "Mill Operator", "Extruder Operator" and "Compression Moulding Operator" courses. The training curriculums for all the courses mentioned above are aligned to the National Occupational Standards (NOS). NOS aligned 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. Employers have the opportunity to improve overall company performance by developing a better trained, better equipped and more effective

workforce through NOS based trainings.

RSDC urged the industry to share their training requirements with RSDC and affiliated training providers. RSDC will take it further and conduct an RPL of the trainees before enrolling them for any program. Since rubber sector faces a complex situation of non-availability of training infrastructure in the sector, hence we urge the industry to adopt innovative ways of trainings, and permit practical trainings to happen on shop floor in collaboration with RSDC affiliated training providers.

TRAININGS UNDER STAR SCHEME LAUNCHED BY GOI

- ✦ A fund of Rs. 1000 crore has been allocated by the Finance Minister Mr. P.Chidambaram in the annual budget of 2013-14.
- ✦ Every candidate, successfully completing a skill based course would get a reward of Rs.7,500/- to Rs.15,000/-, depending upon the level and sector of the course.
- ✦ The scheme is valid for certifications completed till August, 2014.
- ✦ All the training programmes under the scheme will be aligned to the National Occupational Standards (NOS), and only the training institutes approved by NSDC and SSCs can participate in the scheme.
- ✦ Training programs will be for a minimum of 30 days, duration and will also include training on social skills like health, hygiene, soft Skills etc



SPECIAL TALK WITH MR. K T THOMAS DIRECTOR PARAGON POLYMER PRODUCTS

Do you believe training of workers is important to increase competency levels and improve the production process?

Workers will acquire new skills, increasing their contribution to the organization and building their self-esteem. The training they do can take them into other positions within the organisation – positions with better prospects and/or better pay. They're upskilled to do new and different tasks, which keeps them motivated and fresh. Also, another important aspect to see these on the shop floor trainings, they're being trained on the job, they see that company value them enough to invest in them.



What are the major hurdles that rubber industry faces currently with regard to skill manpower and how does it impact the productivity levels of the industry?

Currently, there is an issue of unskilled manpower and shortage of manpower in the sector. As rubber sector moves progressively towards becoming a high growth sector by contributing to Indian economy, it becomes increasingly important that the sector should focus on advancement of skills and these skills have to be relevant to the emerging global economic environment. The industry faces a complex situation; there is huge gap in term of skill required versus skill available, both in terms of quality and quantity. Also, there are no short courses available on rubber technology and processes for up-skilling of existing workforce which is critical to enhance the quality of the product and thereby increasing productivity. Also, most of our workforce in the sector has no 'formal' training, and are still being trained on the shop floor, while working, in a traditional manner. Skill development in rubber sector is the need of the hour; it has become an imperative to rubber industry's sustained growth and is no longer a matter of choice.

What is your views and experience about skill development initiative taken by GOI for the various sectors?

Despite the fact that India is a fast developing economy, difficulties have led the Government to conclude that far more needs to be done to engender more employment opportunities for the majority of Indians, to enable them to participate in the benefits of growth and to contribute to that growth. To do this they must have education and training that equips them for the labor market. One of the sources of the skilled workforce is the vocational education and training system. However, the government realizes that the system is not being able to appropriately respond to the needs of the labor market, hence formed Sector Skill Councils specific to each sector to understand the need of the industry and train the manpower. RSDC, a sector skill council for rubber sector providing short term flexible training to the work force to attain job role specific skills. This is particularly important especially for the large section of people working in the unorganised sector who are generally engaged without having received any formal training.

How can industry help in propagating skill education and vocational education?

Industry participation plays an important role in the growth of vocational training system as no government can achieve desired results without the active participation of industry. However, such participation has only begun to gain momentum in India. Improving industry linkages will be an important requirement for enhancing the vocational education system in any sector. Industry can contribute in the field of curricula development, training of trainers, inputs on skill gaps and feedback on vocational trainings.

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Skills Time a Year Old Now....

It gives me immense pleasure to share that RSDC has successfully published 12 editions of "Skills Time" an exclusive E-newsletter. I want to express my gratitude to all the readers for the support and cooperation extended during last year. On behalf of RSDC team I would also like to specially thank to editorial subcommittee of Skills Time for their continued support and guidance.

With this note, I am delighted to welcome you to the inaugural edition of **Skills Time – Volume II**. Our objective was to present a newsletter that acts as a source of information for all the happening in the skill space in a format that is user friendly. I'd like to share that we received feedback from various stakeholders that were very encouraging and helped us improvising the newsletter.

Let's once again peep into the year gone by, over this past 1 year RSDC has taken many important initiatives and developed long-term strategy for accomplishing the goal of skilling the manpower for the industry. So far, we have developed 30 Qualification Pack (QP) for the tyre and non-tyre subsector which were validated by the industry and declared as National Standards by Qualification Review Committee (QRC) of NSDC.

RSDC also conducted the skill gap study which would enhance the understanding of the skills-requirement in the rubber industry and help RSDC plan for capacity building needs. Skill Gap Study (Phase-I) covered four States namely Maharashtra, Kerala, Tamil Nadu and Punjab with regard to tyre and non-tyre segment, including specific sub-sectors.

Rubber Board & RSDC signed an MoU on skill development for NR sub sector.

For the natural rubber plantation sector we have identified 34 job roles out of which 5 job roles QP has been approved by QRC and will be approved as *National standards* on or by end of April month.

RSDC's training programmes have already been initiated under STAR scheme launched by Govt. of India. Currently, RSDC has two affiliated training partners to NOS based trainings. A total number of 1686 trainees had been enrolled as on date on under various job roles and trained in accordance to the QP / NOS's respectively, 1228 trainees had been assessed and 850 had been certified for various job roles and the remaining will be assessed and certified shortly post completion of training.

RSDC also signed an MoU with ASAP (Additional Skills Acquisition Programme) wing of the state Govt. of Kerala for the introduction of Rubber Technology Programmes in schools and colleges across Kerala. Batches of JRT have already been launched in different districts of Kerala for the senior secondary students in the school.

End of the year one indicates, beginning of a new era. RSDC is all geared up to initiate comprehensive skill development strategy and help the rubber industry achieve greater heights through competency based programmes on Rubber Technology.

Your support is critical for the success of RSDC. May I therefore urge the representatives of the industry to actively participate to address the skill gaps and harmonize existing education system for the industry.

Ms. Anupama Giri
Chief Executive Officer, RSDC



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