



Skills Time

Monthly E-Newsletter by Rubber Skill Development Council

NUTURING SKILLS & TALENT FOR A BETTER TOMORROW

NEWS UPDATES

Launch of First NOS Based Training for Plantation Sector

First NOS based training for plantation sector in India for skill development of the rubber nursery workers has been launched in the state of Tripura, the second rubber capital in India after Kerala. The training is being conducted by IL&FS, one of the RSDC affiliated training partner. Dr Thomas J, Rubber Production Commissioner (RPC), Rubber Board, launched the scheme during a programme at Mohanpur block in West Tripura in presence of hundreds of rubber workers.



Pic: Launch of first NR batch by IL&FS at rubber park, Tripura

“This scheme aims at providing scientific knowledge to the traditional rubber growers as well as those who are interested in joining this sector. This one month’s training programme will encourage people to acquire skills, so that they can – right from preparation of nurseries, choosing the best saplings, grow the best trees with high yield and thus increase their production and make maximum the income,” said Dr Thomas. He further added that “We have chosen Tripura which is the second highest rubber producing state in India to launch this training, so that the farmers of this state get the maximum benefit out of rubber.”

The course has been initiated started under STAR scheme which is being implemented by National Skill Development Corporation (NSDC) through its training partners and respective sector skill councils. Under the programme a trainee, undergoes training for a month in a specific job role & then assessed and finally the certified trainees are awarded a certificate from government of India and NSDC, along with a monetary reward.

Narendra Modi gives call for a skilled India

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Skill Development Corporation to add more partners

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Narendra Modi’s skill development plan NETAP all set to take off

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Labour ministry initiates steps for skill development

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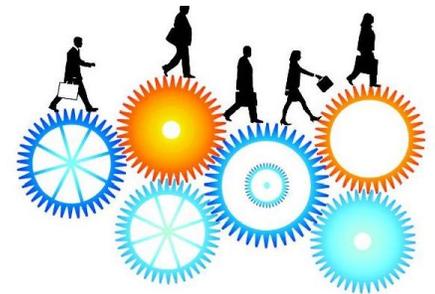
Government promotes skill development in full swing

Emphasizing the need to make India's youth employable and recognizing the importance of skill development in the country, Prime Minister Shri Narendra Modi has formed a separate ministry, for skill development and entrepreneurship. Shri Sarbananda Sonowal, an MP from the Lakhimpur constituency of Assam, has been appointed the Minister of State for Skill Development and Entrepreneurship (Independent Charge). By giving a federal ministry for entrepreneurship and skill development, PM Shri Modi has shown that he is serious about India creating new businesses in an increasingly competitive world. PM Narendra Modi said that, nearly 65% of India's population is below 35 years of age and this is a big asset. Our goal is to broaden the talent pool through skill development and ensure ample job opportunities to our educated, unemployed youth, not only in India but overseas as well, "Even developed countries have accorded priority to develop the most important resource of skilled manpower", he added.

According to National Skill Development Corporation India (NSDC), a PPP initiative for skill development, institutes in country are not producing the number of people with skills required for an economy which is growing at a rate of 10-12 per cent. According to an NSDC's skills gap survey, industry at the height of the recession in 2009-2010, pointed that over the next 12 years they need 240 million people just to maintain the current growth rate. The entire education system only produces about 12 million graduates and another 4.3 million people, come out of the education system as skilled people in a year. There is also a problem when it comes to the quality of people graduating as the industry finds a lot of people passing out of the system are not employable. Skilling and entrepreneurship is a key agenda for the NDA government with

Prime Minister Narendra Modi calling for creating image of India as "Skilled India".

India has a target of skilling 500 million people by 2022, mainly by fostering private sector initiatives in skill development programmes and providing viability gap funding. Shri Sonowal's immediate mandate would be ensure targets are met and at the same time create an eco-system that eliminates bottlenecks.



RSDC Partners with IL&FS & NewTek



Pic: Students being trained on lab mill at Shiram Institute

The Rubber Skill Development Council (RSDC) has partnered with two training partners IL&FS and the NewTek in the month of June, 2014.

IL&FS is RSDC's first training partner who will offer skill development program in both NR sub-sector as well as in manufacturing sub-sector across the country. IL&FS has started trainings of, 200 trainees under the job role of Rubber Nursery Worker. These No based trainings have been launched in state of Tripura and will continue for a month.

NewTek in association with Shiram Institute of Industrial Research, Delhi, initiated the trainings for the job role of Mill operator for the new entrants entering rubber industry. NewTek will deliver the theoretical training

and practical training in Shiram Institute, followed by 7 days on the job Training (OJT) on the shop floor, so that students are well equipped with industry recognized standards, and particulars of rubber manufacturing processes.

These NOS based trainings benefit the industry, by providing trained manpower that has been exposed to the technicalities of the shop floor and basics of rubber manufacturing process. Objective is to provide industry with resources that are readily deployable and productive.

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SPECIAL TALK WITH MR R N KARMAKAR ASSISTANT GENERAL MANAGER - HR LAKHANI RUBBER PVT LTD

What is the benefit of the skill development initiatives taken by the government to the industry today?

Skill development plays an integral part in the economic and social prosperity of individuals, employers, communities and nations, worldwide.

Skill development can increase the likelihood of the organization, including a high level of skill amongst employees and individuals, who are able to exercise judgment and responsibility, and contribute to higher productivity level. Training of employees or having skilled workers can lead to improved quality, organizational strength, customer service, reduced complaints, staff retention, cost reductions and increased profitability. Skill development helps in improving overall efficiency of machines and operators and also helps in achieving business targets. This will definitely increase the growth of any sector in the Indian economy.

How can industry be helped to hire trained talent?

Currently, the available manpower is not as per the industry requirement as they are basically B.Tech/B.E. in rubber technology or polymers and the shop floor workers, are also a migrant labour. Both of them need certain period of time to get trained on the shop floor that adds to the cost to the organization. Trained talent reduces the cost of training in-house and increases the first pay yield of operators. Therefore, more courses should be offered by the colleges or universities to the students which are specific to rubber industry, and prepares students for shop floor roles as well

Share the impact you can foresee after workers/trainees had been trained on NOS based curriculum and how it can benefit the organization.

Rubber sector requires a solid technical expertise to be performed on the shop floor by the employee so, the benefit of these trainings can be immense. Since, it can help the organization by reducing process cost like rejection, less efficiency, cost of poor quality etc. A trained/skilled worker is an engaged and motivated, their higher motivation and morale also reduces absenteeism and result in increased productivity and efficiency.

How can industry be helped to hire trained talent?

RSDC is helping the industry to reduce the skill gap between the demand and supply of the manpower in the sector. It is very much focused on these activities and training the people as per the National Standards developed for various job roles which is a good initiative to train people in rubber industry. I am sure once industry starts getting trained resources, industry will be able to in reduce rejections and increase the quality and productivity of the product.

RSDC UPDATES

✚ Draft Qualification Packs for NR sub sector for the below listed job role has been uploaded on the below weblink for industry validation. We request the industry partners to share their inputs and feedback on the same.

- **Rubber Plantation Management**
- **Latex Harvesting**
- **Latex Processing - CENEX**
- **Field Coagulum Processing - TSR**
- **Sheet Rubber Processing**
- **RSS Trading & Marketing**
- **Rubber Wood Processing**

http://rsdcindia.in/nos_forms/new_ns/nrp-qualification-packs.html

✚ 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: lijo.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 and also email at affiliation@rsdcindia.in

Welcome on Board

RSDC affiliates IL&FS and NewTek as training partner to deliver NOS based Trainings



RSDC Introduces Innovative Training Models

In its endeavor to make skills aspirational, RSDC launched different training models to motivate industry for actively participating in skilling programs across the country.

Rubber sector in India faces a complex situation of non-availability of training infrastructure particularly in vocational training space. Currently though there are approximately 40 institutes offering rubber technology courses in India for the graduate and undergraduate segments, but students trained also lack understanding of real manufacturing process 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. Also huge training cost, recruitment overheads and costs of people management places enormous burden on organization's financials.

Considering these difficult situations, RSDC devised innovative training models for enhancing vocational education system in the sector. Currently, RSDC's affiliated partners are focussing on two models: "**Model 1 - Training on company shop floor**" and "**Model 2- Training in the institute premises on lab machines**", followed by internship / OJT on the company shop floor.

Model 1 (a) can be implemented for up-skilling of existing employees and for fresh hiring as well. In this model, RSDC affiliated training partner (TP) signs a MoU with the company, and conducts recognition of prior learning (RPL). Post RPL, TP starts the theoretical & practical training in the factory premises of the organisation. Trainers & / supervisors mentor the trainees on the shop floor.

Once the training is completed RSDC conducts the assessment and certifies the successful trainees. This model is being practiced by Training Partners in companies like Bonny Polymers, Metro Tyres, Lakhani etc.

Model 1 (b) For training of new entrants to the industry,, we adopt- **Hire Train Deployed Model (HTD)**, wherein TP mobilize the students as per the Human Resource requirement of the company. Trainings are delivered on the shop floor of the company under the supervision of Trainer and shop supervisor. Post the assessment, the certified students get employed/ in the company.

Model 2 is also for skilling new work force entering the industry. In this model, TP mobilizes the students in their respective training centres. Provides theoretical & practical training in the institute premises on lab machines and organize an internship / OJT on the company shop floor. Post completion of the course, RSDC conducts their assessment and certifies successful candidates.

These models focus on providing hands on training to the students either on company shop-floor or through on-the-job training (OJT module), objective is to train workers to be skilled and productive without disturbing the current production. It is also an opportunity to gain the knowledge, skills and abilities that are essential for adequately performing the assigned task. Training on the shop floor/OJT always helps the candidate to pick up and hone the required skills, RSDC thus urges companies to come forward and partner with RSDC affiliated TP's for strengthening the ecosystem.

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