



# Skills Time

Monthly E-Newsletter by  
Rubber Skill Development Council

NUTURING SKILLS & TALENT FOR A BETTER TOMORROW

NEWS UPDATES

## National Skills Qualification Framework – Beginning of a New Era

The Cabinet Committee of Skill Development has approved the **National Skills Qualifications Framework (NSQF)**, a quality assurance framework which organizes qualifications according to a series of levels of knowledge, skills and aptitude. These levels are defined in terms of learning outcomes which the learner must possess regardless of whether they were acquired through formal, non-formal or informal learning.

The NSQF would also help shift emphasis to outcome based learning - both in the general and vocational space. Today, there is lack of uniformity in the outcomes associated with different qualifications across institutions, each with its own duration, curriculum, entry requirements as well as title. This often leads to problems in establishing equivalence of certificates/diplomas/degrees in different parts of the country, which in turn impacts the employability and mobility of students. By shifting the focus from inputs to learning outcomes, the NSQF would aim to tackle this challenge.

NSQF will also facilitate Recognition of Prior Learning (RPL) that is largely lacking in the present education and training scenario. Additionally, it would help alignment of Indian qualifications to international

qualifications. The hallmark of the programme would be that the credit accumulation and transfer system that will be integrated in the NSQF will allow people 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.

The NSQF is a nationally integrated education and competency based skill framework that will provide for 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.

State Govt to Implement NSQF

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Demographic Dividend: India's roadmap for skills development

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Lateral mobility

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'Industry Can't Be Forced To Hire Apprentices'

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# Phase II of NOS & SGA Project

Subsequent to successful completion of Phase I of the development of National Occupational Standards (NOS) & Skill Gap Analysis (SGA) project for the rubber sector, RSDC is all set to initiate the Phase-II of project for the next set of 64 job roles and skill gap analysis in 3 states namely; Gujarat, West Bengal & Uttar Pradesh. During the phase I of the project, 30 Qualification packs (set of NOS's for particular job roles), was developed and SGA was conducted for four states i.e. Kerala, Punjab, Maharashtra and Tamil Nadu.

For implementing the phase -2 of the project, RSDC has appointed a dedicated team of research associates and project coordinators who would be spread across three states to conduct research and survey with the industry. RSDC has conducted two day induction program on May 19 & 20, 2014 for the team who will be executing the phase II of the project. The team was inducted on the scope, methodology, and objective of the project.



During the induction, team got the opportunity to visit shop floor of well known tyre company - Goodyear at Ballabgarh, Haryana, where representatives of the company introduced them to various technical aspects and processes involved in tyre manufacturing processes.

The project will help to identify sector's key trends, classify each occupation with respect to processes and procedures, identify all the skills and competency required by an individual to carry out particular job role effectively, to develop competency map as benchmark to identify workforce skills gaps and determine the training needs as per the specific skills required by the sector.

The data and information collected from various stakeholders will result into development of National Occupational Standards (NOS) that is a core part of India's current efforts to develop a standardized and high quality vocational and education system. The skill gap study will analyze the entire sector and its characteristics in terms of contribution to the industry, demand

and supply factors in terms of employment. It will also identify the gap in term of *Skills available Vs. Skills required* (both qualitative & quantitative) i.e. the number of resources existing vs. required and identify skill gaps with regard to present quality and resources required, across all job roles, across selected states.

For carrying about the above mentioned activities, RSDC team will connect with the companies shortlisted by RSDC in consultation with All India Rubber Industries Association (AIRIA) and Automotive Tyre Manufacturers' Association (ATMA). RSDC team will also meet the training institute/partners to understand the training capacity available in the selected states and gap analysis with respect to quality of manpower being trained and skills required by the industry. RSDC is hopeful that Industry, will help us make this critical mission a success and set a mile stone for rubber industry's skill development plan.

## Young talent getting ready for the sector



The trainings for the Junior Rubber Technician program are in full swing under the banner Rubber Skill Development Council (RSDC) with Additional Skills Acquisition Programme (ASAP), Department of Higher Education, Govt. of Kerala, for the introduction of

Senior Secondary level programme on Rubber Technology. The training is happening in accordance to the National Occupational Standards, for JRT job role in the rubber industry in different districts of Kerala. The course has been started in the month of March in which one was the one month course for the students and another is the regular course where students attend the classes on weekend. These students have been trained on the curriculum and content developed by the industry experts and accordingly been trained on theory and practical aspects of the course by the RSDC certified

trainers who had been trained on pedagogical practices.

The first batch of JRT crash course, for the Rubber sector, has been successfully completed. Assessment of all the trainees has been conducted by 'Aspiring Minds', the empanelled Assessment Agency of RSDC. Trainees are being assessed on theoretical as well as practical skills through RSDC certified assessor, to ensure their readiness to be deployed by the industries. The successful trainees would be issued joint certificates from Govt. of India, NSDC and RSDC.

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## Rubber sector is facing acute shortage of labour. In your opinion what is the solution?

Currently, the Indian rubber industry is poised to grow with increased potential in the days to come. The robust domestic demand and the increasing global prospect for natural rubber is inevitable for the industry to retain its domain as a vital component. India is the fifth largest producer with highest productivity of 1813 Kg /ha and second largest consumer of natural rubber in the World. There are approximately 500 large and medium scale industries and approximately 5500 small industries in India.

Rubber manufacturing is a complex process, which requires skill and knowledge at every stages of production. On the other hand, planting and maintenance of natural rubber and tapping needs technical expertise. In the current scenario, the skill required to perform these activities are lacking in the workforce. The impact of unskilled manpower results in less production, wastage of resources and increase in unit cost. The solution for this problem is to train people on specific skills by giving more emphasize on practical and technical aspects.

### Welcome on Board

RSDC affiliates Basix Academy for Building Lifelong Employability (B-ABLE) as training partner to deliver NOS based Trainings



## SPECIAL TALK WITH DR. J THOMAS RUBBER PRODUCTION COMMISSIONER RUBBER BOARD

### Do you think skill development through vocational training/ technical education is an alternative for the shortage of skilled manpower in the industry?

There are only a few institutes provide training for skill sector in rubber. Vocational education and other ongoing training programmes by various industries could be revamped to capacitate required skills. Vocational training institutions can align with the targeted industries or on campus recruitment resulting in a win-win situation for both.

### What are the key attributes required by training institutes, to ensure the quality of the training? How can RSDC facilitate quality training for the rubber industry in India?

India is one of the growing fastest economy of the world and the future of India is determined by a young and industrious workers which will constitute 60 % of India's population. Government has taken the right direction for imparting necessary skills, which would in turn, result in efficient and quantitative output for the economy.

The key attributes for a training institute are, fully equipped labs, expert trainers and industrial interface. These training institutes must align and revamp their curriculum in accordance to NOS developed by RSDC, which will have collaboration with all stakeholders of the rubber sector to ensure a collective involvement for promoting skill development.

### What are your views on the skill development mission and sector skill council to bridge the skill gap?

Sector skill council identifies the sector wise needs and skilled work force and designs suitable National Occupational Standards (NOS) for various categories of jobs. Thus the curriculum is designed to equip a work force that would be employable as per the requirement of the industry whereby substantial time and money can be saved. Acceptance of quality standards will solve the problem of shortage of skilled manpower for industries, which are labour intensive.

### RSDC UPDATES

- ✦ New training batches started by labourNet with the following companies :
  - ✦ Puja Fluids – Pune
  - ✦ Jain Rubber – Ludhiana
  - ✦ Metro Tyres – Ludhiana
  - ✦ Bony Polymers – Faridabad
  - ✦ Lakhani Footwear – Faridabad
  - ✦ Industrial Rubber Products – Chennai
  - ✦ K R Industries – Chennai
  - ✦ NRC – Amritsar
  - ✦ Premier Rubber - Amritsar
- ✦ 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](mailto: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](http://www.rsdcindia.in) and also email at [affiliation@rsdcindia.in](mailto:affiliation@rsdcindia.in)

# A New Revolution in the Indian Education System

*According to NSQF within the next three years all the trainings/programs in the country has to be mapped with National Occupational Standards (NOS)*

A paradigm shift from education based on inputs towards education based on learning outcomes is taking place. Outcome based learning is a widely used term. Many countries worldwide are in the process of introducing qualification frameworks. Though the theoretical principals of all frameworks remain largely similar, the objectives of launching the frameworks vary. Whether the emphasis is on increasing the relevance and flexibility of education and training programs, easing recognition of prior learning, enhancing lifelong learning, improving the transparency of qualification systems, creating possibilities for credit accumulation and transfer, or developing quality assurance systems, governments are increasingly turning to qualifications frameworks as a policy tool for reform.

Through, the National Policy on Skill Development, 2009, India also recognized the need for the development of a national qualification framework that would transcend both general education and vocational education and training. The policy envisioned that the framework will stimulate and support reforms in skills development and facilitate establishment of nationally standardized and acceptable, and internationally comparable qualifications. It recommends that, the skills acquired by the learners to be acceptable nationally, the curriculum and system of certification has to be aligned with the National Occupational Standards being developed by the respective Sector Skill Councils. This would promote national and global mobility of the

learners, as well as higher acceptability by the industry for employment purposes. In order to facilitate offering of nationally standardized skill related programs, the Government of India (Ministry of Finance) notified the National Skill Qualification Framework (NSQF) in December, 2013. According to NSQF within the next three years all the trainings/programs in the country has to be mapped with National Occupational Standards (NOS). It is a nationally integrated education and competency-based skill framework which provides for multiple pathways, both within vocational education and between general and vocational education.

As a competency-based and outcomes based qualification framework, NSQF will facilitate recognition of prior learning (RPL) that is largely lacking in the present education and training scenario. This will provide a provision of horizontal or vertical mobility within the levels of NSQF.

National Occupational Standards developed by SSC's like RSDC lay the foundation for success of skills qualification framework. Hence, industry's role in supporting RSDC in development of NOS and providing continuous feedback becomes absolutely critical. We are delighted to acknowledge the support and feedback received from the industry during Phase I of NOS & SGA, and expect that industry will support RSDC whole heartedly in development and execution of Phase II of NOS & SGA.

**Ms. Anupama Giri**  
Chief Executive Officer, RSDC



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