



NUTURING SKILLS & TALENT FOR A BETTER TOMORROW

RSDC invites Industry to Partner for Skilled Manpower

Strategic development of a skilled workforce has become increasingly important for success of Indian rubber Industry against international competition standards. Efficient and high-quality technical and vocational education and training, as well as ongoing professional training are essential for industries in order to ensure productivity and competitiveness in a global economy. Training is essential for new entrants and also for in-service professionals, because it ensures their employability and future career prospects. The training programmes has to be developed more on live-project and on-job training methodology so the students are readily deployable as per the requirement of the industry for skilled manpower.

Keeping in view the importance of skill development in the growth of rubber sector, Rubber Skill Development Council 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.


Skills development is essential to improve productivity which in turn, improves the production and growth.

RSDC has developed 31 National Occupational Standards (NOS) for critical job roles in the manufacturing sub-sector and 40 NOS for natural rubber plantation sub-sector which has been approved by NSDC. The National Occupational Standards were developed in consultation with the sector and has also been validated and approved by the rubber industry. RSDC's affiliated training partners have revamped their curriculum in accordance to the developed Occupational Standards and are delivery the training programs to train students as per specification of the job as per industry requirement.

RSDC urges the rubber ecosystem to effectively participate in the skill development mission of skilling of a professional entering into the rubber industry and up-skilling of in-service professionals.

Share your skilling requirement to:
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RSDC's JRT program offered to students at RSDC-ASAP event in Kerala...!!

To begin with, 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 started enrolments for the next academic year to offer Junior Rubber Technician (JRT) course to the school students. RSDC participated in the events organized by ASAP to encourage the students of Kerala to take up skill oriented/vocational course in the school and shall continue their career in the rubber sector right after finishing their schooling to enhance their career prospects. The event was organized on 8th, 9th, 15th & 16th November 2014 and was a huge success. The primary aim of the event was to get students enrolled for the "Junior Rubber Technician" (JRT) job role. RSDC & affiliated training partners of RSDC has put up in 7 different locations in Kerala namely Palakkad, Alapuzha, Kannur, Kottayam, Thrissur, Thodupuzha and Perumbavoor.

The event witnessed the enthusiastic students' walk-in to understand about the courses being offered by different sectors and career prospects. The team from IRI and LabourNet, RSDC's affiliated training partner, who were representing RSDC at the event, welcomed and presented the students about rubber sector and JRT program. The students had various questions and doubts in their minds regarding the JRT course, which were taken and addressed by the counselors present at the venue and helped students choose course according to their skills and aptitude. The RSDC team was continuously buzzing with the questions from enormously enthusiastic crowd. At one point, we had to conduct a mass counseling for the students in groups because it became difficult for the counselors to take up individual questions from the students.

The JRT training curriculum offered to these students has been set up by National Occupational Standards (NOS) which equips the students with the latest techniques and methodologies used in the rubber sector and give them ample amount of practical/hands on exposure to hone their skills.



RSDC's JRT program offered at ASAP event...



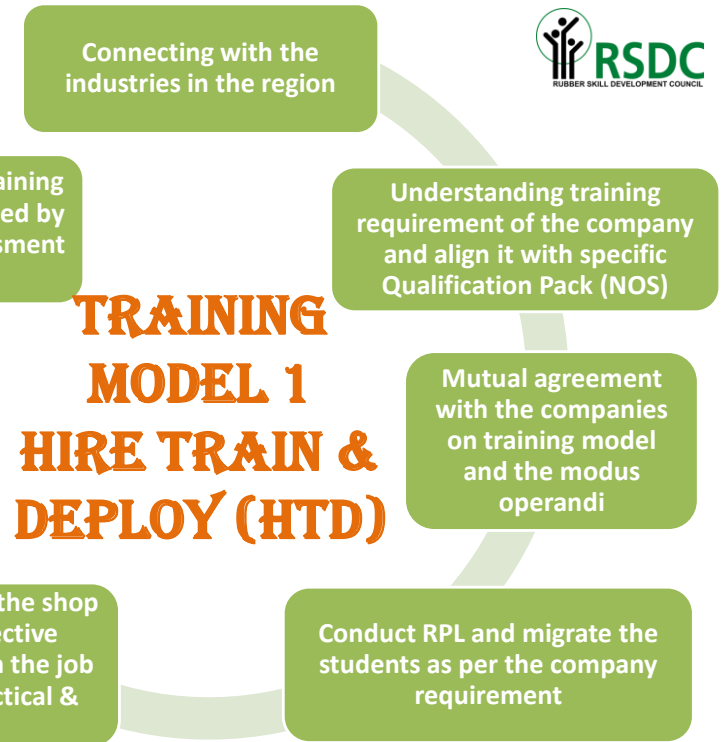
RSDC and ASAP had already launched Junior Rubber Technician (JRT) for the students of Class XII in the schools of Kerala in the 2014-15 academic year. The training had been initiated in the four districts of Kerala i.e. Kottayam, Ernakulam, Alappuzha and Calicut.

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. 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 of the current academic year are undergoing theory classes in the respective schools and practical trainings are conducted on lab machinery to make them learn about various processes and machineries. Students are also being taken for the industrial visits to provide them exposure to different manufacturing processes.

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'S INNOVATIVE TRAINING MODELS



RSDC UPDATES

- ✚ Draft Qualification Packs for NR sub sector for 35 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.

http://rsdcindia.in/nos_forms/new_ns/nr-p-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: info@rsdcindia.in
- ✚ RSDC Invites Rubber Training Institutes to avail the benefits of affiliations with RSDC. For more information visit at www.rsdcindia.in and also email at affiliation@rsdcindia.in

Need of Skill Development

We have to carefully understand that India's demographic dividend as one of its strength. Unless youth of India is skilled and provided employment opportunities, else demographic dividend that aims to drive India onto the world stage with youngest skilled population might end up being a liability rather than an asset.

It has been observed that there is a growing skill gap in India in various sectors which infact employers are themselves aware of this deficiency reflected in various surveys of employers where the respondents were concerned with the growing skills gap. Addressing the skill gap will require a few solutions. There are a number of skill development initiatives that both central and state governments have in place; however, by themselves, they may not produce the required results immediately.

Companies in India will have to come forward to invest, more in job training and development than is the current practice, in terms of a higher order of skill development that equips workers with the means and capacity to improve their job skills in pace with technological changes.

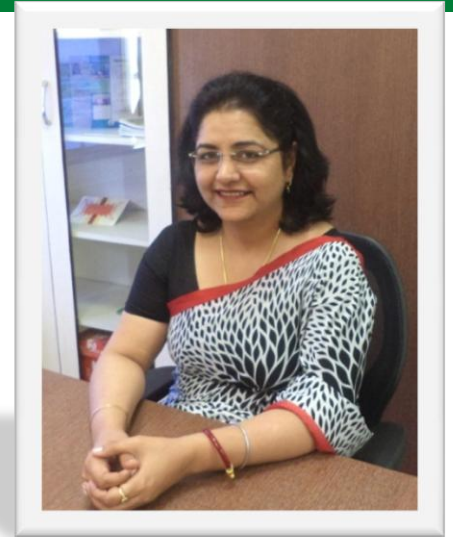
To address the need of skill development, GOI formed a major public-private partnership (PPP) in the form of the National Skill Development Corporation (NSDC) set up in 2008 which aims to contribute 30% of skilling or upskilling 500 million people in India by 2022, mainly through private sector initiatives.

NSDC has been forming sector skill councils for high growth sectors to cater the need of their respective sector in India. Rubber Skill Development Council (RSDC) is such a Sector Skill Council set up by AIRIA, ATMA & NSDC is focusing on skill development & training needs of the Rubber sector.

RSDC's key objectives are conducting research, quality assurance and improving delivery mechanism for skilling and up-skilling professionals in the rubber sector. RSDC is developing the National Occupational Standards (NOS), curriculum and quality assurance in skill development. At a detailed level, these are prepared and validated by the industry as per their needs related to each job role in various product categories. These NOS helps training providers to revamp their curriculum in accordance to the developed occupational standards and to train students as per specification of the job as per industry requirement. It helps workers to act professionally and perform better.

To meet the requirement of the industry and quality, RSDC affiliated training partners' conducts training aligned to NOS based curriculum. The trainings focus on building hands on skills for the trainees, through theoretical and practical sessions, complemented with on-the-job trainings so that the trainees are readily deployable in the industry. Trainees are also being assessed on theoretical as well as practical skills, to ensure that they are readily deployable by the industry. At the end, successful trainees are issued joint certificates from Govt. of India, NSDC and RSDC.

Therefore, RSDC urges rubber companies to share their training requirements for in-service professionals and fresh manpower required for various job roles. RSDC's affiliated training partners will mobilize the students and train them as per the company requirement. We seek companies support to provide infrastructure for practical trainings and industry to recognize the skilled manpower and incentivize them accordingly to retain the skills in the organization.



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Chairman, RSDC

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