



Skills Time

Monthly E-Newsletter by
Rubber Skill Development Council

NUTURING SKILLS & TALENT FOR A BETTER TOMORROW

NEWS UPDATES

Skill development policy being made outcome-based: Govt

After 'Make in India' and 'Digital India', the government is expected to come up with a revised skill development policy or the 'Skill India' scheme by March 2015, minister of state for skill development and entrepreneurship said Mr. Sarbananda Sonowal. The skill development policy is being reviewed to make it more outcome-based and encourage private participation, government said today and invited Germany's involvement in the endeavour.

"The revised policy will also endeavour to establish the international equivalent of Indian framework on skill development with the European framework. This will facilitate mobility of workforce," Minister of State for Skill Development Sarbananda Sonowal said addressing a conference on skill development here.

He said the skill development initiative has taken a whole new dimension with Prime Minister Narendra Modi laying special emphasis on the issue and creating a new ministry to handle the subject.

At the conference where Germany was partner, he sought that country's participation in the endeavour. Germany is a vital partner in carrying forward the skilling drive and creating a pool of skilled workforce in the country, the minister said.

He sought Germany's cooperation for training of instructors and underlined the need for having independent good quality third party auditors to look into the training imparted and bringing accountability in the skill development programme.

"This is an exciting phase of working on new ideas on collaboration between the two countries," he said. He said the dual system of vocational training adopted in Germany should also be considered for adoption here but suited to Indian conditions.

German Ambassador Michael Steiner also said the new focus on skill development and vocational education and training is set into a broader field of innovation and reforms and strengthening of MSMEs and greater involvement of private sector. Concessions in the form of tax incentives should also be extended.

India needs to mainstream skill training: CII President Ajay S Shriram

[Know More](#)

For a Skilled India

[Know More](#)

Odisha chalks out Rs 1050 cr skill development plan

[Know More](#)



Jan 15-17, 2015 | Pragati Maidan, New Delhi

www.indiarubberexpo.in



RSDC's Partner Lantra an UK SSC Visits Indian Rubber Sector



Lantra, UK sector skill council officials visited RSDC and Rubber plantation sector in India under the UK-India Education and Research Initiative (UKIERI) project to understand the sector skill council operations, implementation of NOS based training delivery models and best practices being followed by RSDC and institutes. UKIERI aims to strengthen the bilateral relationship between India and the UK. The initiative is working towards developing programmes that meets the priorities and needs of both India and the UK, and bring about a systemic change in the educational sector in both the countries and to develop an example of international collaboration for improving vocational education.

RSDC and Lantra joined hands to bring forward the best methodologies and tools for the Indian rubber sector in the arena of skill development and share the best practices followed by Lantra. Lantra is the SSC for land based and environmental industries in the UK. Delegates from Lantra travelled to India to gain a better understanding of the rubber industry and thereby to explore the potential of developing a mutually beneficial collaboration.

As part of this project, a delegation of Lantra officials from UK visited Rubber Board, Kottayam; they were introduced to the officials of rubber board, briefed about rubber sector of India, rubber board's research and development initiatives and training activities for the plantation sector. Lantra officials also visited to rubber plants, Rubber Processing Societies and able to learn about various processes involved starting from planting a tree to processing the rubber. Rubber Board officials also arranged a visit to RRI and RTI. RTI had impressive in-built infrastructure for simulating work life environment for training the students which gives the opportunities to the students to have their skills in real life working environment. Lantra team appreciated the set up and facilities and research activities being taken care by RRI.

During the visit, RSDC team also shared about the methodologies being adopted in the development of qualifications, trainings and assessments.

Lantra officials will plan to undertake the initiatives to share their expertise in trainings and assessments for the rubber sector in India. RSDC will be also using Lantra's Skills Manager and Consult-On software for NOS development and piloting it with a group of individuals to develop the occupational standards for the Indian rubber industry.



Pic: Officials of Rubber Board, RTI, RSDC and Lantra during the visit to RTI, Kottayam

RSDC's Campaign "Skill Your People, Grow Your Business



To meet the rising demand for skilled workforce for the rubber sector, RSDC had launched a Skills campaign called "**Skill Your People, Grow Your Business**" across the country in the month of Sept 2014, and received a

warm response from industry which is helping the industry recruit the right skills. To cater to the increasing talent gap that organizations are facing, RSDC inviting industry to join hands to provide trainings to up-skill their current manpower and also hire only RSDC certified people under the campaign "Skill Your People, Grow Your Business". RSDC is trying to enhance the skills of in-service professionals and new people by training them as a specialist for the specific job role. RSDC has devised National Occupational Standard (NOS) for training on specific job roles in

consultation with industry, rubber experts, and other stakeholders of the rubber sector which addresses the need of the industry. RSDC urges rubber industry to connect with RSDC officials to recruit and train their existing workforce through, RSDC affiliated training providers who delivers programs aligned to NOS's. Industry is also urged to participate in **Hire Train Deploy (HTD)** training model, wherein an individual hired by the company shall be trained on the company premises itself. Thereby enabling quicker adoption of company's SOP by the employee.

Contact RSDC officials at:

Website – www.rsdcindia.in

Email Id – info@rsdcindia.in

Ph - 91 11 41009347- 48



SPECIAL TALK WITH MR P K MOHAMED CHIEF- RESEARCH & TECHNICAL APOLLO TYRES LTD



According to you, what are the key challenges is being faced by rubber sector in terms of shortage of skilled manpower?

Rubber Industries is one of the most important process industries in the world. Majority of the processes of manufacturing of rubber goods such conveyer belts, latex products, moulded goods, tread rubber, and automotive tyres are special process where the quality of the end products are controlled by process parameters and timely correction of the same. More over these businesses are labour intensive and hence the knowledge and skill of the people who are involved in the operation have a vital role to play in achieving quality, productivity and efficiency. This philosophy is all the more important in the fitment, repair, and retreading of automobile tyres.

Natural rubber is one of the most important raw materials used by the rubber industries which calls for highly skilled man power for tapping, processing, and grading. In my opinion there is shortage of highly skilled and knowledgeable work force in the country to meet such requirement. At the moment there are a few universities and polytechnics that are providing rubber technology courses but my limited interaction with institutes and study of their syllabi suggest that there are enough scope of revising them to meet industry needs of both managerial as well as operational staff requirement.

What are your views on the National Occupational Standards (NOS) developed by SSC and their benefits to the industry?

As NOS is a benchmark of good practice in a job, the design of the same has to be done meticulously. According to the practice, every identified job will have a set of National occupational standards called Qualification pack, which are developed by Sector skill council. Normally these councils consist of experts in the industry and utmost care is taken to ensure that best practices/job standards are adopted. Industry hence stands to gain by following these benchmarks.

What is in your opinion can be planned to attract the trainees or manpower to the rubber sector?

A few actionable items that can be useful are given below.

1. *More Industry and academic partnership to produce skilled and industry ready talent pool*
2. *Attractive remuneration for the technically competent professionals*
3. *Vocational courses to prepare trained work force in rubber processing and rubber article design.*
4. *Bridge the gap between theory and practical (actual) through introducing sufficient lab equipment in institutions so that students can get hands on experience before they join industry or design the curriculum in such a way that the students spend a substantial period of their course time in the industry.*
5. *Development of curriculum in consultation with Industry*
6. *Training program on institutions from the industry experienced people.*

What is your view of the role played by the Rubber Skill Development Council (RSDC) and if any recommendations for the skill development mission?

RSDC was created with the purpose of taking an active role in Skill development in Rubber sector and in my opinion they are putting their best efforts to achieve the stated goal. It has well stated vision and missions and has an exhaustive objective list. However, more visibility is required in the public domain to attract young generation to become its beneficiaries.

The council has to outreach to the industry and educational institutions and function as a link between the society, industry and skill development centers. It has a major role in scouting for new developments in the sector across the globe and in bringing it to the benefits of its own people. As the manual content in the jobs are disappearing rapidly, developing necessary skills in automation also has to be aimed at.

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://rsrcindia.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@rsrcindia.in

✚ RSDC Invites Rubber Training Institutes to avail the benefits of government scheme and get affiliated with RSDC. For more information visit at www.rsrcindia.in and also email at affiliation@rsrcindia.in

RSDC Urges the Industry to Join Skill Development Mission

The competitiveness and productivity of every organization is highly dependent on it having access to the skills it needs – today and in the future. As pivotal change within the national training system, the mandate of India's Industry Skills Councils is to bring together industry, educators and regulators and unite them on a common industry-led agenda for action on skills and workforce development.

The development of skills for rubber industry and workers is one of the most critical issues facing our sector today. The rubber sector faces a demand – supply mismatch, as the industry needs more 'skilled' workforce as also the managers and entrepreneurs than produced annually. In fact, majority of the contemporary institutions of higher learning remain almost disconnected with the requirements of the workplace/sector. The skill oriented courses available in the market have low credibility and acceptability with the employers.

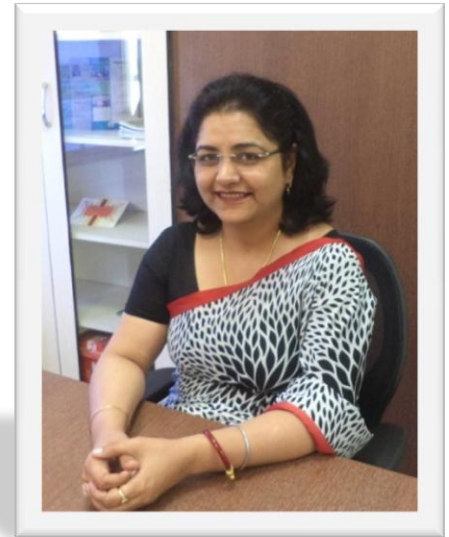
Therefore, Government of India has laid a special emphasis on expansion of skill-based programmes in education system through the National Skill Development Policy. It recommends the skill acquired by the learners should be acceptable nationally, the curriculum and system of certification has to be align with the National Occupational Standards being developed by the respective Sector Skill Councils. In order to facilitate offering of nationally standardized skill related programmes, the Government of India (Ministry of Finance) has already notified the National Skill Qualification Framework (NSQF) (F.No. 8/6/2013-inv.). According to this within the next three years all the trainings/programs in the country has to be mapped with National Occupational Standards (NOS). The Rubber Sector Skill Council (RSDC) inquest into current and future skills needs of the sector highlights the integral role that skills development can play to rubber sector.

RSDC trainings focus on building hands on skills for the trainees as per NSQF levels. Quality of training programs links to employment outcomes and meeting industry needs is RSDC priorities.

RSDC's affiliated training partners conducting various training programmes as per the requirement of the rubber industry with various employers across country. The training curriculums for all the courses are in the alignment to the **National Occupational Standards (NOS)**. NOS oriented courses enable the students to obtain skill specific knowledge for a particular job role and ensure that students are equipped with the hands on skills. Students are not just confined to four walls of classrooms but are exposed to the real life working scenarios and are given practical trainings i.e. On-the-job trainings.

RSDC's training programmes has been designed keeping in view the current challenges that is daunting the industry and can prove to be a blessing for the rubber sector. *Firstly*, it will ensure the availability of skilled workforce ready to join the sector. *Secondly*, it will enhance the quality of production as the skilled workers are better equipped with technology to handle heavy machinery/equipments which are widely used by the sector.

Very important aspect in this initiative is Industry's involvement crucial in facilitating on-job training for vocational and skill-based education. Industry have to promote the development of skill culture by accelerating the practices of up-skilling their existing work force and hiring RSDC skilled certified trainees in their organizations. RSDC urge the entire rubber fraternity to come forward with a helping hand, provide their inputs and help rubber sector to achieve greater heights. The rubber companies interested in training of their employees can connect with RSDC for associating with training providers.



EDITORIAL SUB-COMMITTEE

Mr. Vinod Simon
Chairman, RSDC

Mr. Yogen Lathia
Past President, AIRIA

Mr. Rajiv Budhbraja
Director General, ATMA

Ms. Anupama Giri
CEO, RSDC
Editor

Ms. Shewani Nagpal
Dy. Director LMIS & PR, RSDC
Sub-Editor

Ms. Anupama Giri
Chief Executive Officer, RSDC



All India Rubber
Industries Association



Automotive Tyre
Manufacturer's Association



National
Skill Development
Corporation

Promoted by

Follow us



Ramakrishna Dalamia Wing, PHD House (4th Floor), 4/2, Siri Fort Institutional Area, August Kranti Marg, New Delhi
Tel: +91 11 41009347- 48 | Fax: 91 11 41004899 | Email: info@rsdcindia.in | Website: www.rsdcindia.in