



NUTURING SKILLS & TALENT FOR A BETTER TOMORROW

RSDC & Industry - Potential Collaboration

The Government has provided space for leadership and action by industry on the skills front. Industry has the unique opportunity of being the segment that would determine how the occupational standards be created and trainings should be conducted. As part of the National Policy on Skill Development, 2009, industry can do all these things, through their respective Sector Skill Councils. Industry has to collaborate to support SSCs in devising National Occupational Standards (NOS) for the top job roles by providing continuous inputs and feedback to the SSC.

If industry were to take some of the simple steps, it would create a sustainable skill development ecosystem for any sector by hiring SSC-certified workforce; pay more to certified persons and incentivize the employee to pay for his training, promote life-long learning and get all employees in the

organization certified. The Rubber Skill Development Council (RSDC) has received enormous support from different segments of industry to develop NOS.

We now, urge the Industry to come forward for Internships & Placements of the RSDC certified candidates:

- ❑ Companies to share their training requirements for fresh manpower required for various job roles.
- ❑ Training partners will mobilize the students and train them as per the company requirement.
- ❑ Companies can come forward and support to provide infrastructure for practical trainings.
- ❑ Industry to recognize the skilled manpower and incentivize them accordingly to retain the skills in the organization.



Skills Time™

Monthly E-Newsletter by Rubber Skill Development Council

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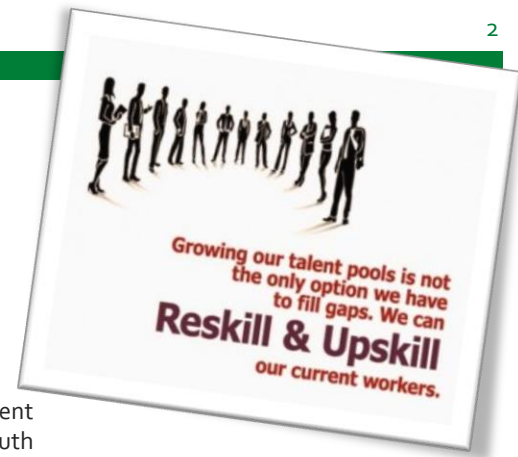
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Recognition of Prior Learning (RPL) - Great Opportunity to Reskill & Upskill



RPL is a platform to provide recognition to the informal learning or learning through work to get equal acceptance as the formal levels of education.

To ensure that the candidates being assessed under RPL are also oriented to the standardized NSQF levels, QP-NOSs that would be followed under RPL will be same as the one followed under fresh training.

It aims to appreciate prior learning irrespective of the medium of achieving it. In short, RPL is a process of assessment of an individual's prior learning to give due importance to learning as an outcome rather than learning as process.

Under Pradhan Mantri Kaushal Vikas Yojana (PMKVY), special focus is given to RPL by recognizing prior competencies of the assessed candidates and provides a certificate and monetary reward on successful completion of assessments.

PMKVY is a unique initiative by the Government of India that aims to offer 24 lakh Indian youth meaningful, industry relevant, skill based training.

The trainees will be offered a financial reward and a government certification on successful completion of training and assessment, which will help them in securing a job for a better future.

RPL is a 4 step process:

- Mobilization & Counseling
- Refresher training program
- Assessment
- Certification & Reward Disbursement

RPL caters to the following:

- Re-skilling of existing workforce
- Assessment of trainees with prior experience on skills and competencies

- Monetary rewards for successful trainees 3-4 days of training
- Helps in aligning the competencies of the workers with the National Occupational Standards (NOS)
- Facilitates the process of skill upgradation

	Manufacturing	NR (Production / Plantation)
Total	Rs. 2500	Rs. 2000

Rubber Skills Meet at Kolkata

RSDC organized a Rubber Skills Meet at Kolkata on the sidelines of National Rubber Conference (NRC) 2015. NRS is an initiative of All India Rubber Industries Association (AIRIA) to have the stake holders of the Indian Rubber Industry apprised of the global trends affecting them.

Mr. Vinod T. Simon, Chairman RSDC was one of the Speakers at NRC 2015. He presented his paper on "Skill India: Skilling the Rubber Sector". Chairman spoke in detail about RSDC and its functions. He made sure that the audience gets to understand about the work done by RSDC, its operations, collaboration with the industry, etc.

Speakers list included heavy industry names from NSIC Kolkata, NTPC Patna, Rubber Machinery World, Kuraray India Pvt. Ltd.,

Himadri Chemicals & Industries Ltd., Philips Carbon Black Ltd., Reliance Industries Ltd., IIT Karagpur, Phoenix Conveyor Belt India (P) Ltd., University of Kolkata, Global Defence Industry Consultancy services, Haritsons Mintech Pvt. Ltd., Deloitte India Ltd. KPMG, IIM Kolkata and Flakt India.

Discussions along with the presentations covered the various aspects of the Rubber Industry. The Panel of experts on the stage in each session tried to resolve the queries of the audience.

Speakers from India and abroad deliver to the delegates complete exposure to the trends and development currently taking place at a global platform. The intention is to provide guidance to the delegates on their concerns such as raw material availability and pricing trends on a short as well as long term situation.

RSDC UPDATES

RSDC Invites Rubber Industry to recruit RSDC's certified trainees. For more information visit at www.rsdcindia.in and also email at placements@rsdcindia.in

Qualification Packs for Natural Rubber for 32 job role has been declared as National Standards by QRC of NSDC. We request the industry & training partners to use the Qualification packs for trainings and also share your inputs and feedback on nos_project@rsdcindia.in

<http://nsdcindia.org/nos>

RSDC'S TRAINING ENROLLMENTS

RSDC urge the industry to come forward to participate in the skill mission and get benefited by the initiatives / activities undertaken by RSDC for the Rubber Sector.

Students are getting trained under following job roles, we request industry to share their manpower requirement and hire RSDC certified trainees.

Job Roles	No. of Students enrolled
Rubber Nursery General Worker	2751
Rubber Nursery Budder	70
Latex Harvest Technician (Tapper)	2932
General Worker - Rubber Plantation	255
Compression Moulding Operator	1240
Junior Rubber Technician	236
Packaging	822
Tyre/Tube Repair	1514
Tyre Fitter	787
Mill Operator	158

Training Partners on Board



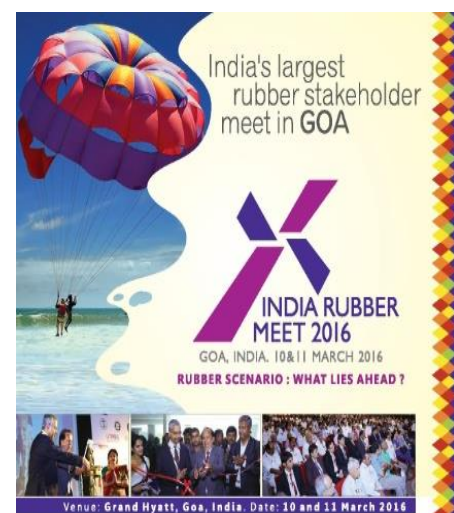
Early bird registration to Rubber Meet closes on 1st Feb

Delegate registration for **India Rubber Meet 2016**, the third in the series, organized by the Rubber Board and other stakeholder associations and institutions in rubber and related sectors is in progress. Early bird registration comes to a close on 01 February.

The two day event will be held on 10 and 11 March 2016 at Grand Hyatt Hotel, Goa. The theme of IRM 2016 is 'Rubber Scenario: What Lies Ahead?'. The discussions in IRM 2016 will focus on topics related to the rubber scenario, and its present trends and new dimensions. The Meet will be a forum to evolve new strategies to confront the present challenges of the rubber industry.

There will be invited talks by internationally renowned speakers on topics such as World Economic Outlook, Indian Economic Outlook, State of Indian Tyre Manufacturing Industry, State of Indian Non-tyre Manufacturing Industry, State of World Rubber Production Sector and Synthetic Rubber Scenario. There will also be panel discussions involving experts and key stakeholders from different segments of the rubber industry.

Registration fee is Rs.10,000/- per participant. Early bird registration fee is Rs.7,500/- only which is open till 01 February 2016. Small rubber growers can register at a fee of Rs.3500/-. Details can be had from the website 'www.indiarubbermeet.in'.



Skill Development for Employment

Improved training and skill development is critical for providing decent employment opportunities to the growing youth population and is necessary to sustain the high growth momentum.

The coverage of National Policy on Skill Development includes institutional based skill development including ITIs (Industrial Training Institutes)/ITCs (Industrial Training Centres)/vocational schools/technical schools/polytechnics/professional colleges etc; learning initiatives of sectoral skill development organized by different ministries/departments; formal and informal apprenticeships and other types of training by enterprises; training for self-employment/entrepreneurial development; non-formal training; E-learning, web based learning and distance learning.

There is a need for concerted action in several key areas in order to ensure that skill formation takes place in a demand driven manner. Curriculum for skill development has to be reoriented on a continuing basis to meet the demand of the employers/industry and align it with the available self-employment opportunities. Vocational education at the school level and vocational training through ITIs (Industrial Training Institutes) and (ITCs) (Industrial Training Centres) need significant expansion and overhaul.

There is a need for removal of entry barriers to private participation, while putting in place an effective regulatory framework for coordinating the network of Private players, as also for monitoring, evaluating and analyzing outcomes of various programmes.

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