

**RSDC Webinar – ACTION Document**  
**“Skill Development Initiatives for the Rubber Sector in the state of Kerala”**  
 07<sup>th</sup> August, 2020 | Key messages & Action Plan

Key Highlights			
		Impact / Challenges	Way Forward
Moderator	<b>Dr. Rani Joseph</b> Chairman- Indian Rubber Institute Kerala Chapter	<ul style="list-style-type: none"> <li>• There are many initiatives taken by Kerala State for training the people in Rubber Sector.</li> <li>• Introduction to new training proposed by Kerala State Mission</li> </ul>	<ul style="list-style-type: none"> <li>• KASE in association with Rubber Board and other training partners will implement training programmes in Rubber Sector through community skill parks.</li> </ul>

<p>Speaker</p>	<p><b>Mr Sujith Das</b> Manager – Operations, Kerala Academy for Skill Excellence</p>	<ul style="list-style-type: none"> <li>• Rubber goods are not used on a day to day basis all across the country in India.</li> <li>• There is a Lack of promotions /Training facilities available at the rural areas where rubber plantation is usually practiced.</li> <li>• There is a possibility of training to the Rubber Plantation workers. The training will increase the efficiency of the workers.</li> <li>• There is an availability of Polymer chemistry (CUSAT) for the specialist, however the bigger requirement is for the base level workers who can do plantation and tapping works more efficiently post training.</li> <li>• The number of seat must also be increased.</li> </ul>	<ul style="list-style-type: none"> <li>• Kerala being the capital State for Rubber Plantation, keen interest will be taken to implement more skill based courses in rubber sector in Kerala.</li> <li>• Efforts are being taken to identify the industries</li> <li>• There are many opportunities that can be raised for the unemployed youth in the NR plantation</li> <li>• More significance would be given to make people skilled for plantation work as that’s the base of rubber sector.</li> </ul>
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<p>Speaker</p>	<p>Ms. Sudha P Director -Training Rubber Board of India</p>	<ul style="list-style-type: none"> <li>• 30% rubber produced of RSS is not acceptable to tyre industries.</li> <li>• Need of skilled labour according to industry needs</li> <li>• There is a drastic reduction in the production and an increase in the consumption of Rubber.</li> <li>• 30% of the land is still untapped that can be utilized.</li> <li>• Youth is not getting attracted to Rubber sector.</li> <li>• Value addition cropping is required</li> <li>• Many MSME's would stop production within a year or two of inspection.</li> <li>• Export is very less compared to China and other countries.</li> <li>• PMKVY project was a breakthrough for increasing the production.</li> </ul>	<ul style="list-style-type: none"> <li>• The skill India Courses has increased the number of Entrepreneurs in India.</li> <li>• 250 RPS are created in Kerala, two resource can be built up with every RPS. So there is an opportunity of NRI's for self-employment through BVoc &amp; PG Diploma.</li> <li>• There is a possibility to introduce the Inter Cropping opportunity in collaboration with Agriculture SSC.</li> <li>• Export Avenues can also be looked upon. This will help in creating more Job providers.</li> <li>• Incubation center has been developed by RRI, can be take up to the next level. This will help in developing multi-tasking activities to attract youth of the State.</li> </ul>
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<p>Speaker</p>	<p><b>Mr Venugopal</b></p>	<ul style="list-style-type: none"> <li>• The major challenges faced by rubber industries during the pandemic phase is low domestic production, high import duty, volatile prizes, global competition and drop in demand of Natural Rubber along with slowdown in Rubber Industry.</li> <li>• Even the Government is unable to provide adequate support to the industries.</li> <li>• The support system within industries also seems to be deficient.</li> <li>• Change in the process parameters and revalidation to cope up the above issues need skilled manpower.</li> <li>• Social distancing protocol affects the process efficiency in rubber manufacturing industries</li> <li>• There is a major challenges related to migrant labour.</li> </ul>	<ul style="list-style-type: none"> <li>• Multi skilling needed to operate the plant in order to overcome the situation of less manpower at the time of startup after lockdown</li> <li>• Vocational training institutes/ industries to be collaborated jointly for skill enhancement on a long term basis for the students for meeting the industrial standards</li> <li>• Certain more 'train the trainers' programmes to be organized to increase the youth aspiration in the Rubber Sector.</li> <li>• Setting up of Corporate Skill Excellence Centre in rubber sector as part of quality enhancement.</li> <li>• High prioritization to be given for Rubber Skill related jobs in industry.</li> <li>• Succession plan of employees in the Rubber Industries to be made.</li> <li>• Specialized training courses on latex mixing, compounding and machinery handling skills (for manufacturing &amp; product testing machines) to cover training on PLC and handling of automation equipments and sophisticated rubber manufacturing / testing equipments. Such as Homogenizers , microfluidiser , automated Banburry operations.</li> <li>• Cluster of rubber industries can be collaborated for more focus on Skill Development.</li> </ul>
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Industries need trained manpower with hands on experience, more industries are coming forward for RPL and short term courses using apprenticeship model where industries can train the candidates as per the industry requirement within the premises.

### **RSDC Action Plan:**

- RSDC along with KASE will work to bring in new initiatives for the State of Kerala by providing adequate infrastructure and facilities for incorporating Rubber job roles.
- RSDC will connect with Rubber Board of India and other Training providers to facilitate more trainings in Rubber Sector
- RSDC helps in the assessment and certification of the candidates at the end of the training duration.
- RSDC along with Industry Partners will try to incorporate more industry specific job roles and create many employment opportunities

### **Next Steps for the Industry:**

- Industry can share their requirement for re-skilling of existing employees.
- Industry can also share their manpower requirement which can be fulfilled through our dedicated job portal.

Industry members can reach out to following RSDC officials to know more.

<b>Name</b>	<b>Designation</b>	<b>Location</b>	<b>Email Id</b>
Ms Deepmala Moorjani	Manager Industry Connect & Placements	RSDC HO-Delhi	<a href="mailto:deepmala.moorjani@rsdcindia.in">deepmala.moorjani@rsdcindia.in</a>
Ms Annamma Jacob	State Coordinator-Kerala	Kottayam, Kerala	<a href="mailto:annamma.jacob@rsdcindia.in">annamma.jacob@rsdcindia.in</a>