



ANNUAL REPORT 2017

Nurturing Skills Together



NOTICE

Notice is hereby given that the Fifth Annual General Meeting of the members of the company will be held on Friday, the 8th day of September, 2017 at the registered office of the company i.e. 4/2, Siri Fort Institutional Area, August Kranti Marg, New Delhi - 110016 at 10.30 A.M. to transact the following businesses:-

Ordinary Business

1. To receive, consider and adopt the Audited Balance Sheet as at 31st March, 2017 and the Profit and Loss account for the year ended 31.03.2017 together with the Reports of the Board of Directors and Statutory Auditors thereon.
2. To appoint M/s P R A & Co., Chartered Accountants, New Delhi (Firm Registration No. 017903N) as Statutory Auditors of the company to hold office from the conclusion of this Annual General Meeting till the conclusion of the next Annual General Meeting of the Company to be held in year 2018, the retiring auditors are eligible for re-appointment and to authorize the Board of Directors to fix their remuneration.

Special Business

3. To change in designation of Ms. Meghna (holding DIN- 07774651) as a Director of the Company.

To consider and if thought fit, to pass with or without modification(s), the following as an Ordinary Resolution:

"RESOLVED THAT Ms. Meghna, was appointed as an Additional Director of the Company under section 161 of the Companies Act, 2013 with effect from 24th day of March, 2017 and who holds office up to the date of conclusion of this Annual General Meeting pursuant to the applicable provisions of the Companies Act, 2013

including schedules and relevant rules thereof and in respect of whom the Company has received a notice in writing pursuant to Section 160 of the Companies Act, 2013 and the rules thereof proposing her candidature for the office of Director, be and is hereby appointed as a Director of the Company."

BY ORDER OF THE BOARD

For Rubber Skill Development Council (RSDC)

Place: New Delhi

Date: 18.08.2017

Vinod Thengumthottathil Simon

Director

DIN: 00859161

Address: Plot No.2859, 'Y' 3rd Street, 12th
Main Road Anna Nagar Chennai 600040, Tamil Nadu

Note:

- (A) Any person who is entitled to attend and vote at the meeting may appoint proxy to vote instead of himself and the proxy need not be a member of the company.
- (B) Proxies shall be deposited at the registered office of the company at least 48 hours before the meeting.
- (C) The Explanatory Statement pursuant to Section 102 of the Companies Act, 2013 is annexed hereto.

EXPLANATORY STATEMENT PURSUANT TO SECTION 102 OF THE COMPANIES ACT, 2013, IN RESPECT OF SPECIAL BUSINESS SET OUT IN NOTICE:

ITEM NO. 3:

Ms. Meghna was appointed as an Additional Director by the Board of Directors of the Company pursuant to Section 161 of the Companies Act, 2013 on 24.03.2017. She holds the office of the Additional Director up to the date of the forthcoming Annual General Meeting of the Company. Your Directors recommended the resolution at Item No. 3 for your approval.

No Director other than Ms. Meghna is interested or concerned in this resolution.

RUBBER SKILL DEVELOPMENT COUNCIL
Governing Council Members for the year 2016-17

Governing Council of RSDC

RSDC is governed by the Governing council comprising of the following members:

- **Mr Vinod T Simon , Chairman , RSDC**
Executive Director, Simmco Rubber & Plastics (P) Ltd. (Representing **AIRIA**)
- **Mr AAjith Kumar IAS**
Chairman, Rubber Board of India (Representing **Rubber Board**) – from May, 2016
- **Mr P K Mohamed**
Chief Advisor R&D Apollo Tyres Ltd (Representing **ATMA**)
- **Mr Mohinder Gupta**
Managing Director, Vinko Auto Industries Ltd. (Representing **AIRIA**)
- **Mr Pradyumna Pandey**
Associate Vice President HR, JK Tyre. (Representing **ATMA**) – from January, 2017
- **Mr Yogen Lathia**
Director, Lathia Rubber Mfg Co. Pvt. Ltd (Representing **AIRIA**)
- **Mr Rajiv Budhraja**
Director General, ATMA (Representing **ATMA**)
- **Mr Rummy Chhabra**
President , ICRTMA & Managing Director, Metro Tyres Ltd. (Representing **ICRTMA**)
- **Dr R Mukhopadhyay**
Chairman, IRI and Director & CE, HASETRI (Representing **IRI**)
- **Dr K Rajkumar**
Director, IRMRA (Representing **IRMRA**)
- **Mr. Vijay Pahwa**
Nominee Director (Representing **NSDC**)
- **Ms Meghna Mishra**
Chief Executive Officer, **RSDC**

Auditors
M/s PRA & Company
Chartered Accountants



RUBBER SKILL DEVELOPMENT COUNCIL

5th ANNUAL REPORT

FOR

THE YEAR ENDED

31ST MARCH 2017

(From 1st April 2016 to 31st March 2017)

– Head Office –

*Ramakrishna Dalamia Wing, PHD House (4th Floor)
4/2, Siri Fort Institutional Area, August Kranti Marg, New Delhi - 110016*

Formation of Rubber Skill Development Council (RSDC)

Rubber Skill Development Council, an autonomous body, established as a Section-25 company, was set up by All India Rubber Industries Association (AIRIA) & Automotive Tyre Manufacturers' Association (ATMA) in Collaboration with National Skill Development Corporation (NSDC) under the aegis of Ministry of Skill Development and Entrepreneurship.

Objectives of RSDC:

- To provide skilled manpower to meet the requirement of the Industry in coming years by creating an ecosystem of skill development in rubber sector.
- To develop National Occupational Standards (NOS) for various job roles, in Manufacturing and Natural Rubber plantation sub-sector with the help of the feedback obtained from the industry.
- To understand the skill requirement in the rubber industries and help RSDC plan for capacity building, Skill Gap Analysis (SGA) is conducted.
- To frame affiliations and certifications for short and midterm courses in various trades of rubber industry.
- Ensuring quality in training delivery, by affiliated institutes
- Assessments and certification of the trainers, assessors and trainees

SCOPE OF WORK

➤ National Occupational Standards (NOS)

The current skill ecosystem of our country is woven around National Occupational Standards which is an effort towards developing standardized and high quality Vocational Education System. NOS specifies the standard and performance, an individual must achieve when carrying out a function in the workplace, together with the knowledge and understanding they need to meet that Standard consistently. The standards can successfully bring everyone into the "learning cycle". NOS can be used for a variety of purposes including skill reviews, developing job descriptions, recruitment and selection, training need analysis, and providing benchmarks of effective practice.

Members of RSDC's NOS Sub-committee Manufacturing Sub-sector

➤ **Dr R Mukhopadhyay (Convener)**

Director (R&D), JK Tyre & Industries Ltd., Chairman, IRI and Director & CE, HASETRI

➤ **Mr Vijay Deshpande (Member)**

VP - HR, JK Tyre & Industries Ltd.

- **Mr P Sridharan (Member)**
Director, Mypol&Prof. SJCE, Mysore
- **Mr K Srikanth (Member)**
Director, Alfa Rubber & Springs Pvt. Ltd.
- **Mr P K Chatterjee (Member)**
Chairman, IRI Delhi
- **Dr N M Mathew (Member)**
Vice Chairman, IRI Kerala &
Former Director of Research, Rubber Board
- **Mr S P Sukhrani (Member)**
Sr. Vice President – Technical, Metro Tyres Ltd
- **Mr Harsh Gandhi (Member)**
Executive Director, GRP Ltd
- **RSDC:**
Chairman, CEO, Manager – Standards & Assessments



Key Activities

Manufacturing NOS Development

- Qualification packs for total 116 job roles have been declared as National Standards for Manufacturing job roles.
- As per the mandate given by NSDC and MSDE, 116 Manufacturing Qualification packs have been reviewed



and narrowed down to 69 Manufacturing Qualification packs, to increase the acceptability of the Manufacturing QP's and also result in better uptake of the trainees in the industry.

- Qualification packs for 1st, 2nd, 4th & 6th semester certification for the special program called as B.Voc In Rubber Technology, has been developed and submitted for approval to QRC team of NSDC.



- For Phase III, 17 job roles were identified, qualification packs are developed and are under industry validation, for one month.

Members of RSDC's NOS Sub- committee NR Sub-sector

- **Mr. V Mohanan (Convener)**
Joint Rubber Production Commissioner - Development, Rubber Board
- **Mr C. Sabu (Member)**
Joint Rubber Production Commissioner, Rubber Board
- **Mr. R. Rajagopal (Member)**
Sr. Scientist, Rubber Board
- **Mr. Satheesh Babu PS (Member)**
Sr. Scientist, Rubber Board
- **Dr. Binoy K. Kurian (Member)**
Deputy Director, Marketing & Promotions, Rubber Board
- **Mr. M.N.Biju (Member)**
Asst. Qlty. Control Officer, Rubber Board
- **Mr. Thompson Francis (Member)**
Mechanical Engineer, Rubber Board
- **Mr. P P Shaji (Member)**
Dy. Rubber Production Commissioner, Rubber Board
- **Mrs. Sudha P (Member)**
Director Training, Rubber Training Institute (RTI)
- **Mrs. Nishiath Rehman (Member)**
Subject Matter Specialist, Rubber Board
- **RSDC:**
Chairman, CEO, Director

Key Activities

- Mr. P.K. Ramachandran, convener of RSDC NR NOS Subcommittee has retired.
- Mr. V Mohanan has been appointed as the new convener of the NR NOS subcommittee.
- The 32 QPs developed for Plantation sub-sector will be reviewed by the committee and the revised QPs will be submitted to NSDC.

➤ **Skill Gap Analysis (SGA)**

One of the key objectives of RSDC is to gather Labour Market Information and the first step is to study the prevailing skill gaps in the industry. Keeping this in mind, RSDC conducts the Skill Gap Study which would enhance the understanding of the skills-requirement in the rubber industry and help RSDC plan for capacity building needs.

SGA is envisioned to be a single source of information that will provide qualitative and quantitative information on the labour market of the rubber sector.



Members of RSDC's SGA Sub-committee for Manufacturing Sub-sector

- **Mr M.L. Gupta (Convener)**
Managing Director, Vnko Auto Industries Ltd.
- **Mr Rajiv Budhraj, (Member)**
Director General, ATMA
- **Mr Vijay Deshpande, (Member)**
VP-HR, JK Tyre & Industries Ltd.
- **Ms Shingari Ramachandran (Member)**
Group Manager HR, Apollo Tyres
- **RSDC:**
Chairman, CEO, Director – Affiliation & Training

Key activities

Skill Gap Analysis (SGA) - Manufacturing

- Skill gap study has been completed for nine states namely Kerala, Tamil Nadu, Punjab, Maharashtra, West Bengal, Delhi NCR, Haryana, Gujarat & Uttar Pradesh to understand the demand and supply side of the sector in Phase I & Phase II of the project.

Phase III - SGA

- Remaining Eleven states namely Karnataka, Andhra Pradesh, Rajasthan, Madhya Pradesh, Jharkhand, Goa/Daman, Himachal Pradesh, Pondicherry (Union Territory), Odisha, Assam and Telangana has been identified for phase III, of the project.
- In SGA phase III, Team of Research Associates visited the companies of top 5 states, having more than 70 units. These units were surveyed either by in person visit or through telephonic calls, for collecting the data/information as per the requirement of the project.
- Research consultant and Rubber experts are writing the report and report shall be ready soon.

Skill Gap Analysis (SGA) – Natural Rubber (NR) Plantation Subsector

Members of RSDC's NR SGA Sub Committee:

- **Mrs. P Sudha (Member)**
Director Training, Rubber Training Institute (RTI)
- **Mrs. Claramma P V (Member)**
Dy RPC, Rubber Board
- **Mr. Achuthan Kutty (Member)**
Dy. RPC, Rubber Board
- **Mr. G Ravindranath (Member)**
Development Officer, Rubber Board
- **Mr. Boban Mathal (Member)**
Development Officer, Rubber Board
- **Mr. Binny Mathew (Member)**
President Janatha Model RPS Aimcombu
- **Mr. Santosh Kumar (Member)**
Senior Vice president, HML
- **Mr. Rajiv Budhraj, (Member)**
Director General, ATMA
- **RSDC:**
Chairman, CEO, Director – Affiliation & Training



Key Activities

- A SGA subcommittee has been formed of five members from the rubber board including one representation from North East and one member each from Large & Small grower and RPS.
- It was decided to initiate the project in Kerala, Tamil Nadu, Karnataka & Odisha.
- Questionnaire has been developed and approved
- The project will be implemented by the extension officers of Rubber Board.

➤ Affiliation:

The process to establish competence of an institution willing to deliver NOS based trainings is termed as Affiliation. Here RSDC evaluates the competence of an institute based on desired infrastructure or the capability of creating the desired infrastructure for delivering NOS based trainings.

Members of RSDC's Affiliations Sub Committee:

- **Mr. Rajeev Anand (Convener)**
Vice Chairman & Managing Director, Goodyear India Ltd.

- **Mr Rajiv Budhraj (Co-Convener)**
Director General, ATMA
- **Mr K.T. Thomas (Member)**
Director, Paragon Polymer Products
- **RSDC:**
Chairman, CEO, Director-Affiliation & Training

Key Activities

- MSDE and NSDC have framed common norm guidelines for centre accreditation and affiliation of training partners in skilling ecosystem.
- RSDC has revised affiliation protocol and application formats in line with the common norm guidelines.
- RSDC has so far received many applications for affiliation, out of which below mentioned training providers have already been affiliated by RSDC.

Sl. No.	Name of Training Provider
1	Hari Shankar Singhania Elastomer & Tyre Research Institute (HASETRI)
2	Indian Rubber Institute (IRI)
3	Indian Rubber Manufacturers Research Association (IRMRA)
4	Elysium Technologies Pvt Ltd
5	Yashswi Skills Academy
6	LabourNet Services India Pvt Ltd
7	IL&FS Skill Development Corporation Ltd
8	BASIX Academy for Building Lifelong Employability Limited (B-ABLE)
9	REEP Trust
10	AITS (A Unit of BRM Education & Welfare Society)
11	Swami Ambrish Chetanya Sewa Samiti
12	Rubber Board of India
13	The Skills Academy
14	Adamas Institute of Technology
15	Bridge Point Skills & Network Pvt. Ltd
16	Empower Pragati Vocational & Staffing Pvt. Ltd.
17	Netking Institute of Skill Development
18	Orissa Rubber Product
19	Kamaraj College of Engineering and Technology

20	AIRIA WR – Pune Chapter
21	Aelis Enterprise Learning and Implementation Solution Pvt. Ltd.
22	Bhola Institutional Trust
23	Schoolguru Eduserve Pvt. Ltd
24	SAN IT Solutions Pvt. Ltd
25	Focal Skill Development Pvt. Ltd.
26	Rubber Training Institute (RTI)
27	Webtech Universal Learning Pvt. Ltd
28	Proces Com Product Development Centre
29	Scamper Technologies & Services Pvt. Ltd
30	BDM Institute Skill Development
31	T S Skills & Tech Pvt Ltd
32	Rigpa Edusolutions Pvt Ltd.

PMKVY 2.0

PradhanMantri Kaushal VikasYojana (PMKVY), the flagship scheme of the Ministry of Skill Development & Entrepreneurship (MSDE), has been approved for another four years (2016-2020) to impart skilling to 10 million youth of the country

1. Short Term Training Guidelines

The Short Term Training Imparted at PMKVY Training Centres (TCs) is expected to benefit candidates of Indian nationality who are either school/college dropouts or unemployed.

2. Recognition of Prior Learning Guidelines

Individuals with prior learning experience or skills shall be assessed and certified under the Recognition of Prior Learning (RPL) component of the Scheme.

3. Special Projects Guidelines

The Special Projects component of PMKVY envisages the creation of a platform that will facilitate trainings in special areas and/or premises of Government bodies, Corporates or Industry bodies, and trainings in special job roles not defined under the available Qualification Packs (QPs)/National Occupational Standards (NOSs).



Trainings

RSDC's affiliated training providers have started NOS based training programs, the 60% content of these training cover the practical aspect and 40% theory, across various job roles in the rubber sector, across the country. These trainings are focused on developing hands on skills for the trainees, through theoretical and practical sessions, complemented with on-the-job trainings.

PMKVY 1.0 Fresh Training,

RSDC affiliated TPs trained trainees in various job roles under PMKVY Phase I of last year:

Total TPs Participated	Total Enrolled	Total Certified	Employed/Self-Employed
16	23528	13867	6697

PMKVY 2.0 Fresh Trainings:

- So far, out of 25 training centers, which are uploaded on Smart portal, 4 training centres have been allocated training numbers, for Rubber sector job roles and many more are in the pipeline.

S. No	Training Partner	Training Centre	Location	Job Role	Training Numbers
1	Process Com Product Development Center	Process Com Product Development Center	Meerut, UP	Mill Operator	200
2	Webtech Universal Learning Pvt Ltd	Relaxo Footwears Ltd	Jhajjar, Haryana	Material Handling and Storage, Operator	240
3	Scamper Technologies & Services Private Limited	Scamper Skills	Tripura	Latex Harvest Technician (Tapper)	240
4	Scamper Technologies & Services Private Limited	Scamper Skills	Tripura	Latex Harvest Technician (Tapper)	240

Recognition of Prior Learning (RPL) Trainings

In an initiative to recognize the skill acquired by people already working on the shopfloors, a re-skilling program called Recognition of Prior Learning (RPL) has been introduced. RSDC assesses and certifies these people who have acquired the industry skill through on-the-job learning but lack a formal education degree. This re-skilling program has been structured and aligned to the NOSs created by RSDC.



About the PMKVY RPL Scheme

- Individuals with prior learning experience or skills shall be assessed and certified under the Recognition of Prior Learning (RPL) component of the Scheme.
- RPL aims to align the competencies of the unregulated workforce of the country to the NSQF.
- It will enhance the career/employability opportunities of an individual as well as provide alternative routes to higher education
- The RPL trainings are conducted at the work place, where the candidates are sensitized on domain, soft skills and safety aspects, with mandatory 12 hours orientation.
- PIAs may propose Bridge Course of 60-80 hours duration based on the core NOSs of the Job roles, if required.
- On successful completion of RPL, the candidates are awarded with marksheets, Nationalized certificate and monetary payout of Rs. 500/-



RPL Key Activities

- Rubber Board of India submitted a RPL proposal to NSDC/MSDE and got the approval to re-skill 27,000 candidates in Kerala and 5,000 in Tripura/Assam, for Latex Harvest Technician (tappers) and rubber sheet processing technicians under Recognition of Prior Learning (RPL) scheme of PMKVY scheme of MSDE.
- RSDC's affiliated TP Mentor Skills India LLP also received an approval from NSDC/MSDE for re-skilling 8,000 workers for manufacturing job roles, on the shop floor of companies in Punjab.
- RSDC's affiliated TP REEP Trust also received an approval from NSDC/MSDE for re-skilling 6,000 Rubber Nursery General worker and Latex Harvest Technician (Tapper) in Tamil Nadu.
- So far close to 20,000 trainees have been trained under above mentioned approved RPL proposals under PMKVY.
- Till date, 47,000 trainees (RPL & Fresh Training) have been trained by RSDC's affiliated Training providers in various job roles, of manufacturing and natural rubber sub-sector.

Total No. Candidates	Appeared	Pass	Fall	Not Appeared	Certified
47487	42179	34281	7899	5298	32664

- Some of the Industry members like Metro Tyre, Bhargave Rubber, Govind Rubber Limited, Relaxo Footwear, Poddar Tyre Limited, Emerald Tyres have benefited by RSDC's skill development programs and acquired skilled workforce that was readily available.

Content Development:

- RSDC also developed Curriculum and Content for each job role as per the mandate given by Ministry of Skill Development & Entrepreneurship (MSDE) to publish Standard Trainee Handbook (courseware/content) for every job role that is part of Govt Skilling Programs.

Key Activities

- The Govt schemes like PMKVY 2 will mandate that every trainee participating in the scheme is provided with the handbook, by the training provider.
- The training partner will procure the same from SSC, for every trainee getting trained under the scheme and will get the reimbursement of the same as part of the training cost, under the scheme.
- MSDE will also recommend the usage of this handbook by State Skill Missions and other Government Training Programs, run by other Ministries.
- RSDC has also initiated the content development for various Job roles which are further getting validated, by the Subject Matter Experts and Industry.
- So far, RSDC has developed Trainee Handbook for following job roles in Hindi, English and other regional languages.

Sl	QP Name	QP Code	Languages			
			English	Hindi	Tamil	-
1	Junior Rubber Technician / Technical Assistant	RSC/Q0831	English	Hindi	Tamil	-
2	Mill Operator	RSC/Q0101	English	Hindi	Marathi	Tamil
3	Pneumatic Tyre Moulding Operator	RSC/Q0211	English	Hindi	-	-
4	Compression Moulding Operator	RSC/Q0205	English	Hindi	Marathi	Tamil
5	Injection Moulding Operator	RSC/Q0207	English	Hindi	Tamil	-
6	Material Handling and Storage Operator	RSC/Q3301	English	Hindi	Tamil	-
7	Tyre Fitter	RSC/Q3601	English	-	-	-
8	Rubber Nursery Worker - General	RSC/Q6005	English	Assamese	Bengali	Malyalam
9	General Worker - Rubber Plantation	RSC/Q6107	English	Assamese	Bengali	Malyalam
10	Latex Harvest Technician (Tapper)	RSC/Q6103	English	Assamese	Bengali	Malyalam

Train The Trainer:

RSDC is committed to create a talent pool of skill and provide the skilled manpower to meet the requirement of the industry. Thus, Trainers of affiliated institutes are trained and certified on the best

pedagogical practices, to ensure standardization of the training processes, quality and consistency.

RSDC organizes "Train the Trainer" program which certifies its participants as a RSDC certified Trainer. This program ensures delivery of NOS based trainings along with long-term commitment values, professionalism in designing and delivering training modules. So far, 450 trainers have been trained and certified in various job roles.



Train The Assessor:

In its endeavour to deliver best in class assessments for RSDC trained candidates, RSDC is continuously working on evolving its assessments practices. Increasing its certified pool of assessors is one of the steps to strengthening RSDC assessment.

RSDC has organised "Train the Assessor" program at different location across the country. These training programs ensure the standardisation of assessment practices in the field of Vocational Education. So, far, 65 assessors have been trained and certified in various job roles.

Assessments:

Prime objective of developing National Occupational Standards is to train and assess the trainee on skills, competency and knowledge at NOS level. Assessment criterion has been defined for each NOS, and it includes both theoretical and practical skills on which the trainees will be assessed. The evaluation of the competencies accomplished by the trainees is conducted through comprehensive assessments process. Post the assessments, successful trainees are certified by RSDC.



Pradhan Mantri Kaushal Vikas Yojana (PMKVY) has been launched. In view of increased number of trainees and enrolment, RSDC has therefore appointed new assessment agencies and is currently working with 8 assessment agencies

1. Aspiring Minds
2. Trendsetter
3. Manpal City & Guilds Pvt Ltd
4. Cocubes

5. Mettl
6. Cindrel Infotech Pvt Ltd.
7. Anant Learning Pvt Ltd.
8. Assesspeople

Members of RSDC's Assessments & Certifications Sub-committee:

- **Mr Tom Thomas (Convener)**
Executive Director (Technology & Projects, CEAT Limited)
- **Mr P.K Mohamed(Member)**
Chief- Research & Technical, Apollo Tyres Ltd.
- **Prof K.E. Raman(Member)**
Director, BITSGoa
- **Mr Swarnendu Chatterjee(Member)**
Head HR & IR, Phoenix Conveyer Belts India Pvt. Ltd.
- **Mr Vinod Patkotwar(Member)**
CEO, Crown Rubber Products
- **RSDC:**
Chairman, CEO, Manager – Standards & Assessments

Key Activities

- Assessments of all the trainees, trained by RSDC's affiliated training providers, are conducted by RSDC's accredited assessment agency.
- Assessment agency empanels assessors and Subject Matter Experts from the Industry or academic institutes, for conducting the assessments effectively.
- Assessments agency use tablets or pen-paper for conducting the assessments.
- Trainees are being assessed on theoretical as well as practical skills, to ensure that they are readily deployable by the industry.
- The successful trainees are issued with a joint certificate from Govt. of India, NSDC and RSDC.

Summary of RPL Assessment	No. of candidates	Percentage %
Total Candidates	19266	
Candidates Present	17763	92.19%

Candidates Passed	15686	88.30%
Candidates Passed (2nd Category)	1916	10.78%
Candidates Failed	161	00.90%
Candidates Absent	1503	07.80%

➤ **State Government projects:**

- **Additional Skills Acquisition Program (ASAP), Govt. of Kerala** joined hands with RSDC to introduce Rubber Technology Courses across schools and colleges of Kerala. RSDC has introduced "Junior Rubber Technician" (JRT) in schools and Rubber Plantation Supervisor and Lab Chemist programs in colleges of Kerala across various districts.



Job Role	Candidates Enrolled	Candidates PASS	Candidates FAIL	Candidates Absent
Lab Chemist - Incoming Raw Material Testing	279	274	4	1
Junior Rubber Technician	165	128	25	12

- **Tripura Skill Directorate Mission, Govt. of Tripura** and RSDC are closing working in Tripura to train the youth for the rubber sector. They have initiated a skill development programs in Natural Rubber Plantation segment under the department of Tripura Rehabilitation Plantation Corporation.

Job Role	Candidates Enrolled	Candidates PASS	Candidates FAIL	Candidates Absent
Latex Harvest Technician (Tapper)	180	164	12	4

New State Government Tie-ups



- A Memorandum of Understanding (MoU) has been signed between Jharkhand Skill Development Mission Society (JSDMS) and RSDC for a new scheme for skill training called as Saksham Jharkhand Kaushal Vikas Yojana (SJKVY).
- RSDC also signed with Punjab Skill Development Mission (PSDM) to skill up the youth of Punjab in Rubber Manufacturing Sector.
- A MoU has also been signed with The Centre for Entrepreneurship Development (CED) at Industries Commissionate, Government of Gujarat, with the objective to establish a partnership for preparation and implementation of a training model in preparing Gujarat's youth for the Rubber Sector.
- A MoU has been signed between Gujarat Skill Development Mission (GSDM) and RSDC to institute a partnership for enhancing the skilling ecosystem and creating a pool of skilled workforce in the state specific to Rubber Industry.
- Rajasthan Skill & Livelihoods Development Corporation RSLDC & RSDC signed a MoU intend to associate to meet out the certain objectives of Rubber sector skill training which includes Curriculum Alignment with QP/NOS, Assessment & Certification of the Trainees of RSLDC empanelled Training Providers, organizing Training-of-Trainers (ToT) program, focus on quality improvement of Rubber Sector Skill training program and facilitate placement of trained certified youth.
- RSDC has also signed an MoU with National Backward Classes Finance & Development Corporation (NBCFDC) under the aegis of Ministry of Social Justice & Empowerment, a non-profit-making company, with an objective to promote economic and developmental activities for the benefit of Backward Classes living below double the poverty line, to assist the poorer section of these classes through skill development and self-employment ventures.



RSDC's Role In the state government collaborations is mainly to facilitate the following:

- Periodic sector-specific Training of Trainers (ToT) programs to equip trainers with latest industry relevant skills, knowledge, tools and technology.

- Skill gap study of the Rubber Industry to assess sector specific gap between supply and demand of skilled human resources in the state.
- Develop NSQF complied course curriculum and trade norms in Rubber Industry to maintain high training standards and uniformity of training across government training programs and institutes in the state.
- Assessment and certification of trainees based on NOS, to assure high job placement and work productivity.
- Promote industry participation in training, apprenticeship and placements in Rubber Industry.
- Knowledge transfer for setting up 'Centre of Excellence' in Rubber Industry.

Engagements with colleges / universities



- Kamraj College of Engineering, Madurai has joined hand with RSDC to conduct a special Dual Certification course for their students who are pursuing in engineering stream. It is aimed at giving the students an exposure and understanding of the working environment of a rubber industry shop floor. After completion of the course the students get certified as Rubber Technologist. The first batch of this certification course has already been completed in April 2017.
- RSDC has signed a MoU with Hindustan University, Chennai has joined in and signed the MoU with RSDC for conducting B. Voc program. The first batch will commence with the onset of academic year of 2017.
- RSDC also introduced Dual Certification of Rubber Technologist (NSQF Level 7) course for the Polymer, Automobile and Mechanical Students of B. S. Abdur



Rahman Crescent University, Chennai. The MoU has been signed on April 22, 2017 and the batches will start from current academic year i.e. 2017-18.

RSDC's Exclusive Job Portal



- The exclusive "Job Portal" for the Rubber Sector was started for facilitating the hiring of candidates who have hands on experience and are skilled workforce.
- This Job Portal aims at bringing the candidate and the Industry face to face in order to understand each other's requirement.
- With the help of this portal the Candidate's would be able to directly apply for their preferred jobs. Similarly, recruiters

can pick their preferred candidates based on their current requirement.

- RSDC Job Portal has been created on the lines parallel to the other job portals. This is a unique initiative that RSDC has taken in order to focus and assist the training partners in terms of Placement of the certified candidates.
- More than 75 employers and 1000 job seekers have joined the RSDC Job Portal.

RSDC's Industry Connect & PR Initiatives

Towards building cohesive mechanism to enable skill development of professionals, involving all stakeholders is significant. In continuation to our efforts to connect with the entire industry, RSDC conducts various PR activities.

Key Activities

RSDC First Award Ceremony

- To recognize and promote excellence in skill training in rubber manufacturing and plantation sector, RSDC organized its first Award Ceremony in September 2016.
- The event was graced by Shri Rajesh Agarwal, Joint Secretary, Ministry of Skill Development and Entrepreneurship, as the Chief Guest, Dr. Raghupati Singhanla, Chairman & MD, JK Tyres and Mr. Manish Kumar, MD & CEO, National Skill Development Corporation, as Guest of Honour.



- The awards were given based on the criteria of Best Training Partner, Best Trainer, Best Trainees In Manufacturing Sub-Sector and NR plantation Sub-Sector, Best Assessment Agency and Best Assessor.

Rozgar Mela

- An Initiative place the students trained In Tyre service job roles, RozgarMela was organized on 23rd April, 2017 in Vidisha, Madhya Pradesh
- Students were trained for the job roles of Compression Moulding Operator, Rubber Product Assembler, Tyre/ Tube repair, Tyre fitter, Tyre Moulding Operator
- Manufacturing companies and tyre dealers were invited to participate In the RozgarMela and avail trained candidates.



- The RozgarMela was inaugurated by the Minister of State, Madhya Pradesh, Shri Surya Pratap Meena.
- More than 500 candidates participated and 30 have been hired through this RozgarMela.
- Another placement drive was organised in the month of March, 2017, In one of the ITI at Madurai, Tamil Nadu, where companies like J K Fenner and TVS Tyres shortlisted 65 candidates.

Rubber Skills Meet (RSM)

- To Interact with Industry personnel and create awareness about the activities undertaken by RSDC towards Skill development in rubber sector, Rubber Skills Meet are organized
- RSM has been organized in the following locations:
 - o Cochin, Kerala
 - o Madurai, Tamil Nadu
 - o Colmbatore, Tamil Nadu
 - o Jamshedpur, Jharkhand
 - o Ahmedabad, Gujarat
 - o New Delhi, Delhi



- o Hyderabad, Telangana
- o Chennai, Tamil Nadu
- o Footwear Park, Bahadurgarh, Haryana
- o Faridabad, Haryana
- o Kottayam, Kerala
- o Emakulam, Kerala



Skill Exhibition In Deoghar, Jharkand



- To promote the skill education among the masses, NSDC and MSDE jointly organized Kushal Mela, a major exhibition on skilling, at Deoghar, Jharkhand.
 - The exhibition was Inaugurated by Hon' President of India Shri Pranab Mukherjee.
 - RSDC exhibited the skill of natural rubber tapping and a myriad display of rubber products. Such kind of job roles attracts Self-employment opportunities.
- A Rozgar Mela was organized as part of the Kaushal Mela at Deoghar College, to provide employment opportunities for the rural youth.

RSDC Publications

To spread the awareness about the activities and initiatives of skill development in the rubber sector among the Industry members, RSDC has two different publications which reaches a vast network.

Rubber Skills Time Magazine

Rubber Skills Time Magazine, a quarterly magazine, has been launched to increase the awareness of the activities of Skill Development in the rubber sector.

- It will voice the skill development needs of the Rubber Industry.
- It will reach the Industry leaders, stake holders, Government Officials and Universities, covering the Skill



Development activities in the Rubber Sector along with exclusive interviews with Technology Experts.

- It will showcase quarterly activities and events of skill development in Rubber Sector
- Discussion on skill development with industry members or academicians.
- Industry and students success stories
- First issue launched by Minister of Skill Development and Entrepreneurship, Shri Rajiv Pratap Rudy
- Circulation of 2,500 copies across the country.

Skills Time – E-Newsletter

Skills Time is a free, monthly email publication, designed to provide comprehensive information on skill development, issues and news in the rubber industry. Skills time primarily focuses on the following areas:

- o RSDC's activities and news
- o Skill Development in India
- o Special Talk with Rubber/Industry Experts
- o Information on latest developments in the rubber sector
- o Skills Time reaches 25,000 people in the rubber industry
- o Successfully completed four years in April 2017

Members of RSDC's Editorial Sub Committee for Quarterly Magazine and E-Newsletter:

- **Mr Yogen Lathia**
Director, Lathia Rubber Mfg Co. Pvt. Ltd
- **Mr Rajiv Budhraj**
Director General, ATMA
- **Ms Meghna Mishra**
CEO – RSDC, Editor
- **Ms Shewani Nagpal**
Director – Affiliation & Training, RSDC, Sub-Editor
- **Ms Pritha Biswas**
Asst. Manager – PR & Industry Connect, Assistant Editor

Articles & Press Release

- RSDC published various articles in leading magazines like Rubber India, Rubber Asia, Indian Rubber Journal, Polymer & Tyres – Asia.
- RSDC has also published articles/news items in print media in national and regional newspapers to keep the industry updated about the activities of RSDC.

Key Events of Last Year

Governing council Meetings

16TH GC Meet was held on 30th June 2016 at PHD House, New Delhi

Key Highlights of Sixteenth GC Meeting

- GC was Informed about the NOS Subcommittee discussions regarding the suggestions given by rubber experts on narrowing down 116 Manufacturing Qualification Packs (QP) to meet the guidelines shared by NSDC / MSDE for more acceptability by the Industry.
- It was decided to bring down the number of QP to 62 from 116 as the revised 62 QP has more potential for employability of the trainees, QP's again have to undergo the whole process of Industry validation and QRC approval.
- The common norms and guidelines prepared by NSDC on various fees being charged from Training Providers was updated during the meeting. According to that RSDC has made the amendments in the fees structure of affiliation protocol and the same was approved.
- Ministry of Skill Development and Enterprise (MSDE) had mandated each Sector Skill Council to develop their own content and courseware, this will include a model curriculum, trainer guide and facilitator guide. An agency from among the approved agencies by NSDC has been shortlisted for this activity and the work is in progress.



17th GC Meet of RSDC was held on 22nd September 2016 at Hotel Le Meridien New Delhi

Key Highlights of Seventeenth GC meeting

- 62 narrowed manufacturing Q-Packs had been submitted to NSDC along with the industry validations on Job role titles as well as on the revised qualification packs.



- For conducting the study of Natural Rubber Plantation sector an SGA Sub-committee has been formed, comprising of five members from Rubber Board including one representation from North East and representation from Large & small growers and RPS.
- GC members were updated about the revised norms of Accreditation & affiliation of training partners by MSDE & NSDC. The process involves a combined mechanism of self-evaluation by the TCs and an external evaluation by a Third Party Inspection Agency i.e. QCI. Training Centre has to register online and meet prescribed qualitative standards, which have been pre-decided by the Sector Skill Councils (SSCs).
- Tripura Skill Directorate Mission (Govt. of Tripura) approved the Rubber Board proposal in collaboration with RSDC for conducting skill development programs for 30 batches in the FY 2016-17 under the department of Tripura Rehabilitation Plantation Corporation.

18th GC Meet of RSDC was held on 18th January 2017 at Hotel Le Meridien, Chennai

Key Highlights of Eighteenth GC meeting

- Under NOS Phase III, Industry validation of 17 Qualification packs along with 2nd & 3yr B.Voc Qualification Pack has been started and will be over in Jan'17. On the basis of Industry feedback, QP will be revised and further submitted to NSDC, QRC approval process.
- A brief about the Recognition of Prior Learning (RPL) scheme under PMKVY was shared. Rubber Board of India had got approval on the proposal to re-skill 27,000 Latex Harvest technicians (Tappers) and Rubber Sheet Processing Technicians under RPL of PMKVY.
- Mentor Skills India got the approval for the re-skilling of 8000 workers in manufacturing job roles
- Wheebox has been empaneled as an audit agency to check quality of assessment process. They have conducted surprise audit in Kerala for Rubber Board RPL assessments and as such there were not major gaps, but findings have been shared with assessment agencies for corrections.
- Mr. Pradyumna Pandey, JK Tyre & Industries Ltd. joined RSDC Governing Council at ATMA Nominee on the GC in place of Mr. Rajeev Anand.



19th GC Meet of RSDC was held on 24th March 2017 at ATMA, PHD House

Key Highlights of Nineteenth GC meeting

- GC members were updated on the NOS Subcommittee meeting, held on 23rd March, 2017, and the observations made on the manufacturing qualification packs which were rationalize earlier.
- MoU signing with State Governments for cluster wise training has been initiated and so far following tie-ups done
 1. Jharkhand State Skill Development Mission Society (JSDMS),
 2. Gujarat Skill Development Mission (GSDM),
 3. The Centre for Entrepreneurship Development (CED) at Industries Commissionerate, Government of Gujarat,
 4. Rajasthan Skill & Livelihood Development Corporation (RSLDC),
 5. Tamil Nadu Skill Development Corporation.
- Rubber Board of India has got the approval to re-skill 2,500 candidates at Assam and Tripura, each. REEP Trust has submitted a RPL proposal of 23,000, out of which only 6,000 numbers have been approved for Tamil Nadu.
- Update has been shared that around 1000 job seekers has registered and successfully uploaded their CVs on the RSDC job portal. 61 Industries have been approached to access the job portal and post their manpower requirements.
- The first Rozgar Mela has been planned in Vidisha, Madhya Pradesh, on 23rd April 2017.
- 127 Endorsement letters has been collated from the industry, stating that they will be hiring RSDC trained manpower and also to recognize RSDC as a preferred Skill Development training partner.



Other Meetings

- Participation in Dies and Rubber moulds Expo in Pune in the month of April, 2016.
- A meeting with ATMA HR Skills Committee was held on April 28, 2016 to discuss with tyre companies to adopt NSQF aligned training programs.
- NOS Committee members met on April 29, 2016 to narrow down 116 manufacturing QPs as per the mandate given by NSDC/MSDE.

- Presentation about RSDC activities was made during in National Rubber Conference, Delhi organized by AIRIA on April 30, 2016.
- Participated in All Hands Meet of Sector Skill Councils on May 06, 2016.
- Meeting with Mission Director Punjab and Director, Technical Higher Education, Punjab in June, 2016.
- Organized an outbound training program for their internal employees for two days in Jaipur from Aug 05-07, 2016.
- Chairman RSDC attended meeting of All SSC Chairman meet with Hon'ble Shri Rajiv Pratap Rudy, Ministry of Skill Development & Entrepreneurship on Aug 30, 2016.
- Meeting with committee members of SSC Rationalization was held in NSDA on Sept 12, 2016.
- Participated in All Hands Meet of Sector Skill Councils on Sept 14, 2016.
- RSDC Chairman and officials met with officials of Ministry of Agriculture People's Republic of China to discuss about the trans-nationality of qualification packs.
- RSDC Official along with Chairman Rubber Board met Shri Rajiv Pratap Rudy for the invitation to inaugurate RPL program in Kerala in the month of Nov, 2016.
- Presentation was made on the work done by RSDC during the ETDS Technical Seminar on Dec 13, 2016.
- RSDC put up the stall in India Rubber Expo' 2017 organized on 19th, 20th & 21st Jan 2017.
- Meeting was held with PSSCIVE department in Bhopal and Centre of Entrepreneurship Development officials in Gujarat in the month of Jan, 2017.
- NOS Committee members met on Jan 27, 2017 on the finalization of narrowness of the QPs, development of B.Voc QPs and Phase II, 17 QPs.
- 11th meeting of ATMA HR Skills Committee was organized on Feb 28, 2017 to share about various skill development schemes and how industry can benefit out of this.
- RSDC officials met Mission Director of Rajasthan Skill and Livelihood mission to introduce rubber sector courses in the state and the department agreed to sign MoU with SSC in the month of March, 2017.
- RSDC Chairman & CEO met NSDC officials to discuss on concerns related to PMKVY training programs and Joint Secretary, MSDE to brief about the challenges faced by RSDC.



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RSDC places on record its appreciation and conveys gratitude to:

- Governing Council of RSDC.
- President, Managing Committee and other staff members of AIRIA for their co-operation and support. AIRIA for inviting RSDC to make presentations at the National Rubber Conference's across regions, this has helped to create awareness about RSDC and also for providing space in the AIRIA Regional offices to set up RSDC's regional offices.
- Chairman ATMA, Managing Committee, Director General and all the staff members of ATMA for their help and guidance.
- A special Thanks to AIRIA & ATMA for creating awareness amongst their member industries, to recruit RSDC certified manpower, from institutes affiliated with RSDC.
- Government of India and Ministry of Skill Development & Entrepreneurship for their continued support.
- A very special thanks to Shri Rajiv Pratap Rudy, IAS, Hon'ble Minister for Skill development & Entrepreneurship.
- Dr. K.P. Krishnan, Secretary Ministry of Skill development & Entrepreneurship, Shri Rajesh Agarwal, IAS, Joint Secretary & CVO, Jyotsna Sitling, IFS, Director General, NSDA and Joint Secretary, and Shri Asheesh Sharma, IAS, Joint Secretary, Ministry of Skill Development & Entrepreneurship for continuous support.
- Mr Manish Kumar, IAS, MD & CEO NSDC, Mr Jayant Krishna, ED & COO and other officials of NSDC for their continuous support.
- Mr A Ajith Kumar IAS, Chairman, Rubber Board and all the members and officers of the Rubber Board and Rubber Research Institutes of India.
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- Print and electronic media for their support.
- All training providers and assessment agencies of RSDC for their support and cooperation.
- Our Bankers , Statutory Auditors and Internal Auditors
- Staff members of RSDC for their dedication and hard work



GC Members



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Chairman
RSDC & Executive Director
Simco Rubber & Plastic (P) Ltd.



Mr A Ajith Kumar, IAS
Chairman, Rubber Board



Mr. P.K. Mohamed
Chief Advisor - Research & Technical
Apollo Tyres Ltd.



Mr Vijay Pahiwa
Nominee Director, NSDC



Mr Mohinder Gupta
Managing Director,
Vinko Auto Industries Ltd.
& President, AIRIA



Mr. Pradyumna Pandey
Associate Vice President HR
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