

GC Members



Mrs Sheela Thomas
IAS, Chairman,
Rubber Board



Mr Vinod T Simon
Executive Director,
Simcco Rubber & Past
President, AIRIA.



Mr Anant Goenka
Managing Director, CEAT Ltd &
Chairman, ATMA



Mr Vijay Palwa
Director - Corporate Relations,
University of Petroleum & Energy Studies
(Nominee Director NSDC).jpg



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



Mr. Rajeev Anand
Vice Chairman & Managing Director,
Goodyear India Ltd. And
Vice Chairman ATMA.jpg



Mr Yogen Lathia
Director, Lathia Rubber Mfg
Co. Pvt. Ltd.



Mr Rajiv Budhraja
Director General,
ATMA



Mr Rummy Chhabra
President, ICRMA and Managing
Director, Metro Tyres Ltd.



Dr. R Mukhopadhyay
Chairman, IRI & Director and
CE, HASETRI



Dr P Thavamani
Director, IRMRA



Ms. Anupama Giri
Chief Executive Officer RSDC

RSDC's Secretariat

Ms. Shewani Nagpal
Dy. Director – Standards & LMIS

Mr. Lijo Joseph
Dy. Director – Standards & Affiliations

Mr. Asif Iqbal
Regional Coordinator – South

Mr. Joy Kumar
Regional Coordinator- North

Mr. Vishal Sharma
Affiliation & Training Coordinator

Mr. Aved Sharma
Assistant Manager - Accounts

Ms. Sarbjeet Kaur
Executive Assistant



All India Rubber
Industries Association



ATMA
Automotive Tyre
Manufacturers' Association



N.S.D.C.
National
Skill Development
Corporation

Promoted by :

RUBBER SKILL DEVELOPMENT COUNCIL

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

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2nd Annual Report 2013-14



NURTURING SKILLS TOGETHER

RUBBER SKILL DEVELOPMENT COUNCIL

PHD House (4th floor), Opp. Asian Games Village,
Siri Fort Institutional Area, New Delhi - 110016

NOTICE OF ANNUAL GENERAL MEETING

NOTICE is hereby given that the second Annual General Meeting of the Rubber Skill Development Council will be held on Tuesday, September 30, 2014 at 12:30 p.m at Mohta Room, First floor, PHD Chamber of Commerce & Industry, Sri Fort Institutional Area, New Delhi – 110016 to transact the following business:

- 1) To confirm the proceedings of the First Annual General Meeting held on 30th October 2013 (already circulated).
- 2) To receive & adopt the second Annual Report for the year ended 31st March 2014.
- 3) To adopt the Audited Balance Sheet & Income & Expenditure Accounts of the Company for the year ended 31st March 2014.
- 4) To appoint Auditors for the year 2014-15 and fix their remuneration.
- 5) Any other matter with permission of the chair.

By order of the Board



Anupama Giri
Chief Executive Officer

Place : New Delhi
Date : September 06, 2014

RUBBER SKILL DEVELOPMENT COUNCIL
Governing Council Members for the year 2013-14

Governing Council of RSDC

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

Members of RSDC Governing Council:

Mr Vinod T Simon	Executive Director, Simmco Rubber & Plastics (P) Ltd. (Representing AIRIA)
Mrs Sheela Thomas, IAS	Chairman, Rubber Board (Representing Rubber Board)
Mr Anant Goenka	Managing Director, CEAT Ltd (Representing ATMA)
Mr Mohinder Gupta	Managing Director, Vinko Auto Industries Ltd. (Representing AIRIA)
Mr Rajeev Anand	Vice Chairman & Managing Director, Goodyear India Ltd. (Representing ATMA)
Mr Yogen Lathia	Director, Lathia Rubber Mfg Co. Pvt. Ltd (Representing AIRIA)
Mr Rajiv Budhraja	Director General, ATMA (Representing ATMA)
Mr Rummy Chhabra	Managing Director, Metro Tyres Ltd. (Representing ICRTMA)
Dr R Mukhopadhyay	Chairman, IRI and Director & CE, HASETRI (Representing IRI)
Dr P Thavamani	Director, IRMRA (Representing IRMRA)
Mr. Vijay Pahwa	Director –Corporate Relations, University of Petroleum and Energy Studies (Representing NSDC)
Mrs Anupama Giri	Chief Executive Officer, Rubber Skill Development Council (RSDC)

Statutory Auditors
M/s Ravinder K. Goel & Associates
Chartered Accounts

Internal Auditors
M/s Anil K. Goyal & Associates



RUBBER SKILL DEVELOPMENT COUNCIL

**2nd ANNUAL REPORT
WITH STATEMENT OF ACCOUNTS
FOR
THE YEAR ENDED
31st MARCH 2014**

(From 1st April 2013 to 31st March 2014)

– Head Office –

PHD house (4th floor), Opp. Asian Games Village,
Siri Fort Institutional Area, New Delhi - 110016

Formation of Rubber Skill Development Council (RSDC)

Rubber Skill Development Council is a Section-25 company, set up by All India Rubber Industries Association (AIRIA) & Automotive Tyre Manufacturers' Association (ATMA) in Collaboration with National Skill Development Corporation (NSDC).

Objectives of RSDC:

- Development of National Occupational Standards (NOS) for various job roles, considering the current and futuristic requirements of the industry by involving industry representatives.
- Setting up Labour Market Information System (LMIS) to assist planning and delivery of training
- Ensuring quality in training delivery, by affiliated institutes.

SCOPE OF WORK

➤ National Occupational Standards (NOS)

One of the main functions of RSDC is to develop the National Occupational Standards for various job roles. National Occupational Standards (NOS) is a core part of India's current efforts to develop a 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.

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
- **RSDC:**
Chairman, CEO, Dy. Director – Standards & Affiliation

Key Activities

Phase I – NOS Development

- Keeping in mind the magnitude of the assignment, NOS subcommittee shortlisted 30 critical job roles for the development of NOS in Phase I.
- **30 Qualification Packs** for tyre and non-tyre sub-sector were declared as National Standards before Aug, 2013.
- Qualification Pack for Junior Rubber Technician (JRT) program, has also been approved by QRC of NSDC, on Mar18, 2014.



Phase II – NOS Development

- NOS subcommittee members met on Feb 11, 2014 at RSDC Delhi, to discuss and plan the implementation of NOS Phase II.
 - o Shortlisted **64 job roles** for which NOS's & Qualification Packs (QP) will be developed.
 - o Validated and approved the questionnaire developed for the NOS project.
 - o Consensus given by the NOS subcommittee for implementing the NOS Phase II through RSDC in-house project team.
- A total of 100 companies for each product group i.e. tyre, non-tyre and dipped goods sub-sector has been shortlisted by the NOS Subcommittee.
- Phase II of the project has been initiated on May 19, 2014 by a dedicated team of Research Associates (RA's) and Project Coordinators (PC's) in all the three states.
- Rubber experts empanelled, for phase II of the project are:
 - o For tyre products - Mr R. Srinivasan
 - o For latex & dipped products –Mr G N Pillai
 - o For non-tyre products – Mr Sunil Jagasia
- A two day induction program was organized for equipping the team of RA's & Pc's. During the induction program, team was taken to the shop floor of Goodyear at Ballabgarh, for understanding the tyre production processes. Team also visited M.B. Rubbers for understanding the production process for non-tyre products.



Current Status of Phase II Project

- Team of RA's and PC's in each state visited the companies and collected the data as per the project requirement, survey in each state shall complete by September end.
- Research Consultant (RC) initiated drafting of Functional Analysis (FA) and Occupational Map (OM) in consultation with rubber experts.
- The project is expected to be completed by Nov, 2014.

➤ **Natural Rubber (NR) Sub-sector**

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

- Dr Thomas J, RPC
- Mr P.K. Ramachandran, Jt.RPC (Dev)
- Dr James Jacob, Director Research
- Dr C Kuruvilla Jacob, Director (Training)
- Mr Mohanachandran, Director (P&PD)
- Mr George Vally, Representing Dealers
- Mr Ronny Joseph Thomas. Representing TSR
- Mr Satish Abraham, Representing Latex Industry
- Mr Josekutty Thulumbanmakkal, Representing Nursery
- Mr Kurian Geroge, Representing Plantation Sector
- Dr N.M. Mathew, Vice Chairman IRI, Kerala & Former Director of Research, Rubber Board
- D Anilkumar, Jt.RPC (Ext)
- Mr P K Ramachandran, Jt.RPC (Dev)
- Mr K H Jacob, DO, HO
- Mr Kuruvila Joseph, DO, HO

Key Activities

- NOS sub-committee for NR developed draft **NOS & QP for 40 job roles** and the same has been submitted to RSDC for due diligence.
- QP for 5 job roles for NR subsector has been approved by QRC of NSDC and will be declared as **National Standards by end of Sep.**
- QP's for 35 job roles for NR sub-sector are under industry validation process and the same will be submitted to QRC shortly.

➤ **Labour Market Information System (LMIS)**

One of the key objectives of RSDC is to develop a robust Labour Market Information System (LMIS), and the first step towards developing robust LMIS 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.

As the next step, RSDC wants to develop an LMIS portal which will act as a one-stop shop for all information regarding education, skills and jobs in the industry. LMIS 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, Vinko Auto Industries Ltd.
- **Mr Rajiv Budhreja, (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, Dy. Director – Standards & LMIS

Key activities

Phase I – SGA

- RSDC conducted Skill Gap Study (Phase-I) for four States namely Maharashtra, Kerala, Tamil Nadu and Punjab for tyre, non-tyre and dipped products sub-sectors.
- SGA report for Phase I was approved by SGA Sub-committee and RSDC's GC and published on Jun 24, 2014.



Phase II - SGA

- RSDC's SGA sub-committee meeting was held on Jun 06, 2014 to discuss implementation plan for the phase II of the project through in-house team.
- Sub-committee identified three states namely **Uttar Pradesh, Gujarat and West Bengal** for phase II of the project.
- Validated and approved the questionnaire developed for the SGA project.

Current Status of Phase II Project

- Team of RA's and PC's visited the companies and conducted the skill gap study as per the requirement of the project.
- Phase II of the project shall also cover Delhi/NCR, as recommended by RSDC's GC.
- So far, Uttar Pradesh and Gujarat survey has been completed and rest of the state's survey shall be completed by end of Sep.
- Research consultant and Rubber Experts have started writing the report and the first draft of the report shall be ready soon.

➤ Affiliation:

The term Affiliation is used to define a process of establishing competence of any institution that wants to deliver NOS based trainings. The affiliation process conducted by RSDC will carry out evaluation of competence and desired infrastructure or the capability of creating the desired infrastructure for delivering NOS based training.

Members of RSDC's Affiliations Sub Committee:

- **Mr Rajeev Anand (Convener)**
Vice Chairman & Managing Director, Goodyear India Ltd.
- **Mr Rajiv Budhraja (Co-Convener)**
Director General, ATMA
- **Mr K.T. Thomas (Member)**
Director, Paragon Polymer Products
- **RSDC:**
Chairman, CEO, Dy. Director- Standards & LMIS

Key Activities

- RSDC has created affiliation protocol and application formats for affiliation and same has been uploaded on RSDC & NSDC website for training provider's reference.



- RSDC has so far received 14 applications for affiliation, out of which below mentioned training providers have already been affiliated by RSDC.
 - LabourNet
 - HASETRI
 - IL & FS
 - NewTek
 - B-Able

➤ **Trainings**

RSDC's affiliated training providers have started NOS based training programs for various job roles in the rubber sector across the country. The trainings focuses on developing hands on skills for the trainees, through theoretical and practical sessions, complemented with on-the-job trainings.

RSDC's Training Models

RSDC devised innovative training models for enhancing vocational education system in the rubber sector. Currently, RSDC's affiliated partners are focusing on two models: ***“Model 1 - Training on company shop floor”*** and ***“Model 2- Training in the institute premises on lab machines, followed by internship / on-the-job-trainings (OJT) on the company shop floor.***



Model 1 (a) can be implemented for up-skilling of existing employees and for fresh hiring as well. In this model, RSDC affiliated training partner (TP) signs a MoU with the company, and conducts recognition of prior learning (RPL). Post RPL, TP starts the theoretical & practical training in the factory premises of the organization. Trainers and supervisors, mentor the trainees on the shop floor.

Once the training is completed RSDC conducts the assessment and certifies the successful trainees. This model is being practiced by Training Partners in companies like Bonny Polymers, Metro Tyres, Lakhani etc.

Model 1 (b) For training of new entrants to the industry, we adopt- **Hire Train Deploy Model (HTD)**, wherein TP mobilizes candidates as per the human resource requirement of the company. Trainings are delivered on the shop floor of the company, under the supervision of Trainer and shop supervisor. Post the assessment; the certified students get employed in the company.

Model 2 is also for skilling new work force entering the industry. In this model, TP mobilizes the students in their respective training centres. Training provides theoretical & practical training in the institute's premises on lab machines and organizes an internship / OJT on the company shop floor. Post completion of the course, RSDC conducts the assessments and certifies successful candidates.



Key Activities

- Till date, RSDC has trained 4,319 candidates in various job roles.

Details as on September 09, 2014				
Job Roles	Trainees Enrolled	Trainees Assessed	Trainees Passed	Pass percentage
Compression Moulding Operator	1386	831	737	89%
Extruder Operator	268	199	128	64%
Injection Moulding Operator	161	106	90	85%
Internal Mixer Operator	105	63	54	86%
Kneader Operator	33	28	16	57%
Junior Rubber Technician	707	279	222	80%
Mill Operator	892	626	552	88%
Rubber Nursery Worker	270	179	165	92%
Tyre Building Operator -CV	68	68	67	99%
Tyre Moulding Operator	429	245	222	91%
Grand Total	4319	2624	2253	86%

Trainings in the NR Sub-sector

- **Dr Thomas J, Rubber Production Commissioner (RPC), Rubber Board**, launched first batch of NOS based training for plantation sector in West Tripura on Jun 18, 2014.
- **IL&FS**, RSDC's first affiliated training partner in plantation sector conducted training for Rubber Nursery worker course for rubber plantation at Tripura.
- 270 trainees are enrolled for Rubber Nursery General Worker program and trainings were initiated on Jun 25, 2014.
- First batch of certified Rubber Nursery Workers were felicitated by **Mrs. Sheela Thomas, IAS, Chairman, Rubber Board** at Tripura on Aug 26, 2014.



➤ RSDC's Curriculum Development Sub-committee (CDC)

Next step post development of Qualification Pack (QP's), is to develop the curriculum in accordance to the NOS's / QP's which will be standardized across the institutes affiliated with RSDC. Considering this RSDC formed Curriculum Development Sub-committee (CDC) to develop the curriculum for various job roles.

Members of Curriculum Development Sub-committee:

- **Dr N. M. Mathew,**
Former Chairman, IRI Kerala & Former Director of Research, Rubber Board
- **Dr Rani Joseph,**
Chairman, IRI Kerala & Professor, Department of Polymer Science & Rubber Technology
Cochin University of Science & Technology
- **Mr George Varghese,**
Division Head- Technology, Apollo, Kochi
- **Mr T.D. Varkey,**
Technical Consultant & Rtd. Divisional Head (product development), Apollo Tyres Ltd.
- **Mr P Sridharan**
Director, Mypol & Prof. SJCE, Mysore

Key Activities

- CDC has developed guidelines / rubrics for developing and for validating the content for each NOS/QP.
- CDC members has developed curriculum for 10 job roles, so far.
- Curriculum for next 16 job roles shall also be developed by the Sub-committee.
- **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 trainee will be assessed. The evaluation of the competencies accomplished by the trainees is conducted through comprehensive assessments process. Post the conduct of assessments, successful trainees are certified by RSDC.

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, BITS Goa
- **Mr Swarnendu Chatterjee (Member)**
Head HR & IR, Phoenix Conveyer Belts India Pvt. Ltd.
- **RSDC:**
Chairman, CEO, Dy. Director – Standards & Affiliations

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 uses 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.
- Till date **2,624 trainees are assessed and 2,253 certified**, across country in different job roles.
- The successful trainees were issued joint certificates from Govt. of India, NSDC and RSDC.

➤ RSDC's Technical Sub-committee

In RSDC endeavor to ensure quality, assessments are also linked to NOS in which trainees as well as trainers are being assessed on theoretical as well as practical skills. Assessments are conducted by third party accredited by RSDC, who prepares question banks and empanel subject matter experts. All of these activities need to be vetted or approved by the experts from rubber industry. Considering the criticality of the expertise required, RSDC formed a technical expert committee for the approval of the question banks and appointment of assessors.

Members of RSDC's Technical Sub-committee

- **Mr K Srikanth**
Director, Alfa Rubber & Springs (P) Ltd
- **Mr Vasudev Rao**
DGM Technical, JK Tyre's & Industries Mysoor
- **Dr Rani Joseph,**
Professor, Polymer Science & Rubber Technology Cochin University
- **Dr Matthan**
Managing Director, Polymer Consultancy Services Pvt Ltd

➤ **RSDC's 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

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:

- RSDC's activities and news
- Skill Development in India
- Special Talk with Rubber/Industry Experts
- Information on latest developments in the rubber sector

Members of RSDC's Editorial Sub Committee:

- **Mr Vinod Simon**
Executive Director, Simmco Rubber & Plastics (P) Ltd. & Chairman, RSDC
 - **Mr Yogen Lathia**
Director, Lathia Rubber Mfg Co. Pvt. Ltd
 - **Mr Rajiv Budhraja**
Director General, ATMA
 - **Ms Anupama Giri**
Chief Executive Officer, RSDC
Editor
 - **Ms Shewani Nagpal**
Dy. Director Standards & LMIS, RSDC
Sub-Editor
- Skills Time reaches to 25,000 people in the rubber industry
 - Successfully completed one and a half year till Sep, 2014

Articles & Press Release

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

Rubber Skills Meet 2014 – Feb 26, 2014

RSDC's in its endeavour, to bridge the current skills gap and contribute to skill development mission; organized a meet named as **"Rubber Skills Meet 2014" (RSM)**. Objective of this meet is to bring all industry players and academicians together on one platform to bridge the prevailing skill gaps in the rubber sector.

- First meet under the banner of Rubber Skills Meet 2014, was held in Ludhiana on Feb 26, 2014.
- Chief Guest for the event was, Shri Madan Mohan Mittal, Hon'ble Minister of Industries & Commerce, Punjab Government
- Shri A R Talwar, Principal Secretary of Punjab Government, Department of Technical



Education & Industrial Training and Information Technology and Shri Karan A. Singh, Principal Secretary Government of Punjab, Department of Industries & Commerce, were Guest of Honour for the event.

- More than 130 participants attended the event. Participants included representatives from rubber manufacturing companies, associations and training providers.



➤ **State Government projects:**

RSDC and ASAP Collaboration:

Considering the dire need of skilled manpower in the rubber industry, RSDC officials met the Principal Secretary, Department of Higher Education, Additional Skills Acquisition Programme (ASAP) Govt. of Kerala, for the introduction of Rubber Technology Programmes in schools and colleges across Kerala.



Key Activities



- RSDC signed a MoU with ASAP (Additional skills Acquisition Programme) wing of the state Govt. of Kerala. for the introduction of **Junior Rubber Technician** Program in schools of Kerala on Sep 24, 2013.
- The trainings have been initiated in the four districts of Kerala i.e. Kottayam, Ernakulam, Alappuzha and Calicut, and total 177 students have been enrolled for the program.

- First batch of JRT course has been successfully completed and assessed, in which 44 students were certified.
- Rest 128 students are undergoing training program.
- ASAP requested, training partners to bid for initiating trainings for new job roles.

Other State Government Projects:

- RSDC is in conversation with Punjab and Gujarat government to start the rubber training courses across schools in the two states.

➤ **UK-India Education and Research Initiative (UKIERI) Project**

RSDC and UK-SSC Lantra, bid for grant under UKIERI project for collaboration between UK and Indian SSC's, said grant under UKIERI project was awarded to both the SSC's in May 2014.



Key Activities

- RSDC officials visited sector skill councils and training institutes in UK in the month of Aug, 2014 to understand the sector skill council operations, implementation of NOS based training delivery models and best practices being followed by UK SSC's and institutes.
- RSDC officials met Proskills officials, the Sector Skills Council for the manufacturing sector in the UK.
- Team also got the opportunity to meet with Managing Director of Landex group of colleges and visited Walsall College.

Key Events of Last Year

Governing council Meetings

Seventh GC Meet of RSDC was held on Oct 30, 2014 at PHD house, New Delhi

Key Highlights of Seventh GC Meeting

- NSDC appointed Mr Vijay Pahwa, Director – Corporate Relations, University of Petroleum and Energy Studies, as NSDC nominee director, on RSDC's board.
- RSDC & ASAP signed MOU on Sep 24, 2013, at Kerala for introducing Junior Rubber Technician (JRT) course at senior level in Kerala state. The MOU was signed by Dr. K.M. Abraham, Additional Chief Secretary, Department of Higher Education, Govt. of Kerala and Mr. Vinod Simon, Chairman RSDC.
- Name of the Company has been changed from "Rubber Skill Development Centre" to "Rubber Skill Development Council"



- Governing Council members have been appointed as Directors on RSDC board as per the resolution passed in 6th GC meeting

First Annual General Meet of RSDC held on Oct 30, 2013 at PHD House, New Delhi

Key Highlights of First AGM

- Annual Report of the Rubber Skill Development Council, for the year ended Mar 31, 2013, was presented and approved.
- RSDC Balance Sheet and Income & Expenditure Accounts for the year ended Mar 31, 2013, was approved.

Eighth Governing Council Meet of RSDC held on Mar 21, 2014, at PHD House, New Delhi

Key Highlights of Eighth GC Meeting

- GC approved to implement the Phase II of NOS & SGA project with in-house team appointed by RSDC.
- Dr. Mukhopadhyay shared that HASETRI has trained 100 trainees out of which 60%, have already been employed by JK tyres, which was appreciated by the GC members.
- Skills Time (e-newsletter) successfully completed one year and RSDC started with Vol-II in the current year.

Ninth Governing Council Meet of RSDC held on Jun 24, 2014, at PHD House, New Delhi



Key Highlights of Ninth GC Meeting

- Phase II, of NOS and SGA project been initiated on May 19, 2014 with RSDC in-house team
- The GC approved and accepted, SGA report for Phase I.
- Supplementary agenda of National rubber policy was discussed during the GC members.
- Mr. Simon thanked, Mrs. Sheela Thomas, Chairman, Rubber Board for being an active member of RSDC GC and guiding RSDC at various levels



Other Meetings

- **Certificate distribution at HASETRI – Nov 26, 2013**
 - A felicitation ceremony was organized by HASETRI on Nov 26, 2013 for the first batch of RSDC certified candidates.
 - The trainees received certificates bearing the logos of Govt. of India, National Skill Development Corporation (NSDC) and Rubber Skill Development Council (RSDC) from Chief Guest, Dr. Preetam B Yashwant, IAS, District Collector, Rajsamand, and event was also attended by RSDC Chairman & CEO.



- **6th Bi-Annual NSDC Partner's Meet – Dec 19 & 20, 2013**



- Mrs. Sheela Thomas IAS, joined the session on addressing today's challenges in skill development, as a panellist.
- Mrs. Anupama Giri moderated a session on Private sector's opportunities and challenges in skilling India. Mr. Vinod Simon & Mr. Srikanth participated as a panelist in the same session.
- RSDC Chairman and CEO attended a meeting organized by NSDC, to discuss the objective and role of NSQF, on Jan 08, 2014.
- Mr. Simon and Mrs. Giri visited the rubber park, Ernakulum to explore the possibility of collaborating for trainings on Jan 15, 2014.
- Ms. Anupama Giri participated and made a presentation on RSDC in NRC, Kolkatta on Jan 22, 2014.

A certificate felicitation Ceremony event was organized by NSDC on Feb 05, 2014, to distribute the certificates to trainees certified under STAR scheme by Hon'ble Finance Minister P Chidambaram. RSDC certified trainees were also felicitated during the event.



- Indian Rubber Meet - 2014 held on Feb 20 & 21, 2014 at Kochi was attended by RSDC officials and GC members. Mr. Vinod Simon, Chairman RSDC was appointed as the vice-chairman for the IRM organizing committee.
- Attended the workshop organized by ILO on the development of NOS for trainers & Assessors on Mar 06, 2014.
- RSDC officials met Mr. C Chatterjee from Centre for Entrepreneurship Development, Govt. Of Gujarat on Apr 07, 2014.
- Mrs. Anupama Giri, CEO RSDC attended National Rubber Conference, at New Delhi on Apr 25 & 26, 2014.
- RSDC officials met Mr. S S Sharma, Mr. Deepak from JK Tyres and Olives for the development of LMIS Portal on May 29, 2014.





- RSDC officials and RSDC certified assessor Mr. Suman Biswas visited Shriram Institute for Industrial Research and conducted the center validation for conducting NOS based training in their premises through RSDC approved Training Provider on May 09, 2014.
- Mrs. Anupama Giri, CEO RSDC attended National Rubber Conference at Chennai.
- Mr. Vinod Simon, Chairman RSDC, Mrs. Anupama Giri, CEO, RSDC and Mr. Asif Iqbal, RSDC Regional Coordinator-South met, MRF officials for discussing their training needs.

- RSDC officials met Mr. Philip Christopher, Aajeevika Skills Division, MoRD to discuss about the Aajeevika scheme for the industry on Jun 18, 2014.

- RSDC officials attended the meeting on Implementation of CSS of VS & HSE under NSQF in Bhopal on July 30 & 31, 2014.

- First Batch of RSDC Certified Trainees in the Rubber Plantation Sector felicitated at Tripura – Aug 25, 2014

- Certificate distribution function for the first batch of candidates who had successfully completed training in the Rubber Plantation Sector for the Job role Rubber Nursery worker was organized by RSDC and IL&FS on Aug 25, 2014 at Agartala, Tripura.
- Chief Guest, Mrs Sheela Thomas, IAS, Chairman, Rubber Board of India, felicitated the certified students.
- Managing Director of Tripura forest development and planning commission – Mr. Rameswar Das, Additional director of department of industries and commerce – Ms. Swapna Debnath were also present in the certificate ceremony.



ACKNOWLEDGEMENTS

RSDC places on record its appreciation and conveys gratitude to:

- Governing Council of RSDC.
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