

NURTURING SKILLS TOGETHER



**ANNUAL
REPORT
2018**

Promoted by :





NOTICE

RUBBER SKILL DEVELOPMENT COUNCIL

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

NOTICE

NOTICE is hereby given that the Sixth Annual General Meeting of the Rubber Skill Development Council will be held on Wednesday, August 29, 2018 at 01.00 p.m. at Hotel Sheraton, District Centre, Saket, New Delhi – 110017 to transact the following business:

- 1) To confirm the proceedings of the Fifth Annual General Meeting held on September 08, 2017 (already circulated).
- 2) To receive and adopt the Sixth Annual Report for the year ended 31st March 2018.
- 3) To receive and adopt the Audited Balance Sheet and Income & Expenditure Accounts of the company for the year ended 31st March 2018.
- 4) To confirm and approve nominated members on the Governing Council
- 4) To appoint Auditors for the year 2018-19 and fix their remuneration.
- 5) Any other matter with permission of the chair.

By order of the Board

Vinod Simon

Chairman

Place: New Delhi

Date: August 07, 2018

RUBBER SKILL DEVELOPMENT COUNCIL

Governing Council Members for the year 2017-18

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)
- **Dr M K Shanmuga Sundaram, IAS**
Chairman, Rubber Board of India (Representing Rubber Board) – from Jan 2018 to Mar 2018
- **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)
- **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

Previous Members:

- **Mr A Ajith Kumar IAS**
Chairman, Rubber Board of India (Representing Rubber Board) May 2016 to Dec 2017

Auditors

M/s Ravinder K. Goel & Associates
Chartered Accounts



RUBBER SKILL DEVELOPMENT COUNCIL

6TH ANNUAL REPORT

&

AUDITED BALANCE SHEET

WITH STATEMENT OF ACCOUNTS

FOR

THE YEAR ENDED

31ST MARCH 2018

(From 1ST April 2017 to 31ST March 2018)

– Head Office –

217, 2nd Floor, Rectangle One, Saket District Center
Saket, New Delhi - 110017

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 process for the training organizations and 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, in the year 2015.
- As per the mandate given by the NSDC and MSDE, 116 Manufacturing Qualification packs were reviewed and narrowed down to 69 Manufacturing Qualification packs, to broad base the knowledge of the trainee and provide multi skilled manpower to the industry.



- Qualification packs for 1st, 2nd, 4th & 6th semester certification for special program called as B.Voc in Rubber Technology has been developed and submitted for approval to QRC of NSDC.
- In Phase III, 17 job roles has been has been identified and developed qualification packs which 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 Prouction Commissioner
Rubber Board
- **Mrs Sudha P (Member)**
Director Training
Rubber Training Institute (RTI)



- **Mrs Nishiath Rehman (Member)**
Subject Matter Specialist, Rubber Board

Key Activities

- The 32 QPs developed for Plantation sub-sector in 2015 is due for review.
- The NOS sub-committee members are getting feedback from various stakeholders for the qualification packs and the same will be submitted to NSDC for approval.

➤ Skill Gap Analysis (SGA)



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, 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, Director



Key activities

Skill Gap Analysis (SGA) - Manufacturing



Skill gap study was completed in III phases for 20 states namely Andhra Pradesh, Assam, Goa, Himachal Pradesh, Jharkhand, Karnataka, Madhya Pradesh, Odisha, Puducherry, Rajasthan, Telangana, 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.

Top Finding of the report, indicate following trends across Industries:

- Majority of workers are provided on the job training
- No trend witnessed in the industry to hire skilled workforce from training institutes
- Training requirement is mainly indicated for Operator level
- No separate training department in existence for majority of the firms

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

Members of RSDC's NR SGA Sub Committee:

- **Mrs P Sudha (Convenor)**
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 Mathai (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

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 suggested to initiate the project in Kerala, Tamil Nadu, Karnataka & Odisha. So far study has been done in Kerala & Tamil Nadu
- The survey has been completed and the reports will be published soon.



➤ 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 Budhreja (Co-Convener)**
Director General, ATMA
- **Mr K.T. Thomas (Member)**
Director, Paragon Polymer Products
- **RSDC:**
Chairman, CEO, Director

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 organizations, universities and colleges have already been affiliated by RSDC.

Sr No.	Organization
1	Aastha Foundation
2	Aelis Enterprise Learning and Implementation Solution Pvt. Ltd.
3	Apollo Technical Education Foundation
4	BASIX Academy for Building Lifelong Employability Limited (B-ABLE)
5	BDM Institute Skill Development
6	Bhola Institutional Trust
7	Bridge Point Skills & Network Pvt. Ltd
8	Down Town Charity Trust
9	Focal Skill Development Pvt. Ltd.
10	The ICFAI University, Tripura

11	IL&FS
12	Indian Institute of Entrepreneurship
13	Indian Rubber Manufacturers Research Association (IRMRA)
14	Kamaraj College of Engineering and Technology
15	LabourNet Services India Pvt Ltd
16	Meher Software Solutions
17	Process Com Product Development Center
18	REEP Trust
19	Rigpa Edusolutions Pvt. Ltd.
20	Rubber Board of India
21	SAN IT Solutions Private Limited
22	Scamper Technologies & Services Private Limited
23	Swami Ambrish Chetanya Sewa Samiti
24	Swatirth Charitable Trust
25	T.K. Systems
26	The Skills Academy
27	TS Skill And Tech Pvt. Ltd.
28	Webtech Universal Learning Pvt. Ltd.
29	Shri Technologies
30	Master Minds Solutions
31	CAIT Edusys Pvt. Ltd. Pune
32	Tripura University
33	B S Abdur Rahman Crescent University
34	Vickram College of Engineering
35	Hindustan University
36	Dr MGR Educational and Research Institute

37	Sharda Group of Institutions
38	Mentor Skills India LLP
39	Visionary Knowledge & Management Services (p) Ltd
40	Schoolguru Eduserve Private Limited
41	Rural Educational Agriculture Development Society
42	Agile Skills Development Pvt. Ltd.
43	Shiv Baba Educational Social Welfare and Charitable Society
44	HLL Management Academy
45	Dixon International Limited
46	Sri Krishna Education Trust
47	BRM Education Welfare Society
48	Global Entreprises
49	OnFieldin Private Limited

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 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.

RSDC affiliated TPs trained trainees in various job roles under PMKVY2.0:

S. No	Training Partner	Location	Job Role	Training Numbers
1	Scamper Technologies & Services Private Limited	West Tripura	Latex Harvest Technician	360
2	Scamper Technologies & Services Private Limited	Gomati, Tripura	Material Handling & Storage Operator	240
3	Process Com Product Development Center	Meerut, Up	Mill Operator	200
4	Webtech Universal Learning Pvt Ltd (relaxo Footwears Ltd)	Jhajjar, Haryana	Material Handling And Storage Operator	240
5	Basix Academy For Building Lifelong Employability Limited	Sipahijala, Tripura	Latex Harvest Technician (tapper)	60
6	Bdm Institute Skill Development	Bhiwani, Haryana	Compression Moulding Operator	60
Grand Total				1160

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.

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 industry shopfloors, 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.

RPL Key Activities



- Rubber Board of India has conducted reskilling of 27,000 candidates in Kerala and 5,000 in Tripura/Assam, for the job role of Latex Harvest Technician (tappers) and rubber sheet processing technicians under Recognition of Prior Learning (RPL) scheme of PMKVY. Rubber Board of India executed the project with the support of 26 Regional Offices, with 111 Field level Offices, 2314

Rubber Producers Societies with 254 Group Processing Centers in the State of Kerala. Training halls of RPSs, Group Processing Centers and nearby fields were utilized for practical demonstration and skilling practice across the states.

- RSDC's affiliated TP Mentor Skills India LLP received PMKVY RPL targets from NSDC/MSDE for re-skilling of 8,000 workers for manufacturing job roles, on the shop floor of companies in Punjab.
- RSDC's affiliated TP REEP Trust also received RPL targets from NSDC/MSDE for re-skilling 6,000 Rubber Nursery General Worker and Latex Harvest Technician (Tapper) in Tamil Nadu.
- RSDC has submitted a RPL proposal to NSDC, for reskilling of the existing workforce across various industries in the manufacturing sector, spread-out in 12 states. These trainings are targeted for 18 job roles. MSDE/NSDC has approved 10,000 numbers to initiate the project. The training program is getting implemented by IRMRA, RTI, IRI and LabourNet across country.
- In the year 2017-18, 34,456 trainees have been trained under RPL scheme.

Content Development:

- RSDC developing Curriculum and Content for each qualification packs developed, 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.
- So far, RSDC has developed Trainee Handbook for 10 job roles in English, Hindi and regional languages. The following job roles are in process of development and validation process by the subject matter experts.

S.No	Name of the QP	S.No	Name of the QP
1	Rubber Adhesive Fabric Dipping Operator	11	Rubber Tube Extruder Operator
2	Rubber Product Quality Assurance Supervisor	12	Finishing & Packaging Operator
3	Pre & Post – Tyre Moulding Operator	13	Rubber Extruder Operator
4	Assembling & Curing Operator – Footwear & Sports Goods	14	Rubber Pre – Mixing Operator
5	Tyre Fitter – Servicing & Maintenance	15	Rubber Curing Operator
6	Tyre Balancing Operator	16	Rubber Calendering Operator
7	Tyre Retreading – Building & Curing Operator	17	Latex Dipping Plant Operator
8	Tyre Uniformity Operator	18	Solid Tyre Moulding Operator
9	Tyre Component Stock Preparation Operator	19	Latex Mixing Operator
10	Tyre Retreading Inspection and Buffing Operator	20	Rubber Foaming Machine Operator

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, 1050 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, 185 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



trainee 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.

RSDC is currently working with following 7 assessment agencies

1. Aspiring Minds
2. Trendsetter
3. Cocubes
4. Mettl
5. Cindrel Infotech Pvt Ltd.
6. Anant Learning Pvt Ltd.
7. 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, BITS Goa
- **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.

Scheme Name	Candidates Enrolled	No. of Candidates Present	Candidates Passed	Pass %
ASAP	89	89	88	98.88
DONER	60	60	58	96.67
NBCFDC	1435	1212	1089	89.85
NSCFDC	526	452	419	92.70
PMKVY Fresh Training	841	769	649	84.40
PMKVY RPL	22734	19817	18131	91.49
TSDM	178	88	84	95.45
University	45	27	27	100.00
Grand Total	25908	22514	20545	91.25

Placements:

RSDC is facilitating placements of the candidates getting trained and certified by RSDC's affiliated training partners. The industry tie-ups help in the placement of these candidates as trainees, employees or apprentices.



Key Activities

- Several placement drives are conducted all across the country for placement of the trained candidates
- RSDC's job portal helps to aggregate job vacancies in the industry
- Following are the placement numbers in the year:

Qtr 1	Qtr 2	Qtr 3	Qtr 4	Total
6345	13081	6756	2194	28376

Rozgar Mela



- In an initiative to bring industry partners and skilled students on one platform, RSDC had organized a series of Job Fairs / Rozgar Melas.
- Students were trained in several job roles in Rubber Sector
- Following is the list of Rozgar melas conducted across the country:

Location	Date	No. of Employers	Total Participants	Total Job offers
Madurai, TN	17-Jun-17	10	17	16
Jhajjar, Haryana	2-Sep-17	4	170	108
Kalasapakkam, TN	11-Nov-17	8	30	11
Jhajjar, Haryana	2-Dec-17	4	87	24
Kalasapakkam, TN	9-Dec-17	3	30	4
Ranchi, Jharkhand	12-Jan-18	1	15	6
Kurukshetra, Haryana	25-Mar-18	8	70	50

➤ 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. In the year 2017-18, Indian Rubber Institute, Kerala has trained 89 students and Rubber Training Institute has trained 150 students for Lab Chemist job role.
- Tripura Skill Directorate Mission, Govt. of Tripura and RSDC are closing working in Tripura to train the youth for the rubber sector. Rubber Board has completed the training of 98 students for Latex Harvest Technician job role.

➤ New State Government Tie-ups

- A Memorandum of Understanding (MoU) has been signed Tamil Nadu Skill Development Corporation (TNSDC) to improve and strengthen skilling ecosystem in Rubber sector in TamilNadu.
- A Memorandum of Understanding (MoU) has been signed with APSSDC. The objective of this MOU is to establish an arrangement between RSDC and APSSDC to establish a partnership for preparation and implementation of a training model in preparing Andhra Pradesh's youth as employable workforce for the Rubber Industry of the state/country.
- A MoU signed between ASDM and RSDC for the introduction of Outcome based Trainings, Assessments and Certification on Qualification Packs (QP) and National Occupational Standards (NOS) for the ASDM sponsored trainees
- RSDC has signed a MoU with National Schedule Castes Finance and Development Corporation (NSFDC) is an institution under Ministry of Social Justice & Empowerment, Government of India for financing, facilitating and mobilizing funds for the economic empowerment of persons belonging to the Scheduled Castes families living below Double the Poverty Line. NSFDC has allocated 1250 short term training number & 1250 RPL number.



- A MoU has been signed between Maharashtra State Skill Development Society (MSSDS) and RSDC to train 3000 candidates in a span of 3 years in the state of Maharashtra.
- RSDC has signed a MoU with HSIIDC to train 10,000 youth of Haryana in the rubber sector. HSIIDC under its Skill Development Initiative aims to provide employable skills to identified beneficiaries, belongs to the villages covered under the industrial estates, parks and townships developed/being developed across Haryana to link these beneficiaries with wage and self-employment opportunities.

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 College / Universities

- RSDC signed a MoU with Baburaoji Gholap College, Pune to introduce Rubber Technologist course to the engineering students.



- Vickram College of Engineering (VICKRAMCE), is founded and managed by engineers. VICKRAMCE is an ISO 9001 certified organization.
- RSDC signed a MoU with Sharda group of Institutions to introduce Lab Chemist & Rubber Technologist course for the students of Mathura & Agra Campus.
- Dr. MGR Educational and Research Institute, University, Chennai and St. Berchmans' College (SBC), Kerala have introduced B.Voc program
- B S Abdur Rahman Crescent University, Chennai, ICFAI University, Tripura and Down Town University, Assam have signed MoU with RSDC to offer Dual Certification program

RSDC's Mobile App

- An exclusive Mobile App has been launched by RSDC for all stakeholders of our industry
- The Mobile App was launched during RSDC's 2 Annual Awards Ceremony in November.
- The App aims to dispense information to industry partners, students, Training Partners, Assessment Agencies, Trainers and Assessors about the activities of RSDC and new opportunities in the Rubber Sector.
- It has been created to keep up with the advancing technology and to give a more user friendly platform for information disbursement.
- So far more than 200 members have joined and started using the Mobile App successfully.



RSDC's Industry Connect

RSDC initiated various activities to reach out the industry members to share about skill development projects and schemes. The industry has collaborated with RSDC in various aspects such as providing their infrastructure for trainings, conducting reskilling trainings for their existing workers and industrial visits of the trainees on their shop floor.

Key Activities

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.
- RSMs have been organized in the following locations:
 - Ludhiana
 - Bangalore
 - Ghaziabad
 - Kolkata
 - Hyderabad



RSDC Second Award Ceremony



- To recognize and promote excellence in skill training in rubber manufacturing and plantation sector, RSDC organized its second Award Ceremony on 10th November 2017 at The Leela Palace, Chanakyapuri, New Delhi
- The event was graced by Mr Manish Kumar, MD & CEO of National Skill Development Corporation (NSDC), as the Chief Guest, Mr Satish Sharma, Chairman, Automotive Tyre Manufacturers Association (ATMA) and Prof. Anjan Kumar Ghosh, Vice Chancellor, Tripura Central University, 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.
- Following is the list of Winners
 - **Best Training Partner 2016-17**
 - ✦ 1st Prize: Rubber Board of India
 - ✦ 2nd Prize: Indian Rubber Institute, Kerala
 - ✦ 3rd Prize: Mentor Skills India
 - **Best Assessment Agency 2016-17**
 - ✦ 1st Prize: Mettl
 - ✦ 2nd Prize: Trendsetter Skill Assessors
 - ✦ 3rd Prize: AssessPeople
 - **Best Trainer 2016-17**
 - ✦ Dr Rani Joseph, Indian Rubber Institute
 - ✦ Mr V A Sakeer, Rubber Board of India
 - **Best Assessor 2016-17**
 - ✦ 1st Prize: Sarvana Kumar
 - ✦ 2nd Prize: Varghese T
 - ✦ 3rd Prize: Vipin KP



- **Best Trainee – NR 2016-17**
 - ✦ 1st Prize: Udaya P S
 - ✦ 2nd Prize: Prasad Sing
 - ✦ 3rd Prize: Sunil A
- **Best Trainee – Manufacturing 2016-17**
 - ✦ 1st Prize: Anjitha AM
 - ✦ 2nd Prize: Misna Jalal
 - ✦ 3rd Prize: Vishnu KP
- **Best University & College 2016-17**
 - ✦ Kamraj College of Engineering & Technology
- **Best State Skill Development Mission Award 2016-17**
 - ✦ Additional Skills Acquisition Programme (ASAP), Kerala

RSDC's PR Activities

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.

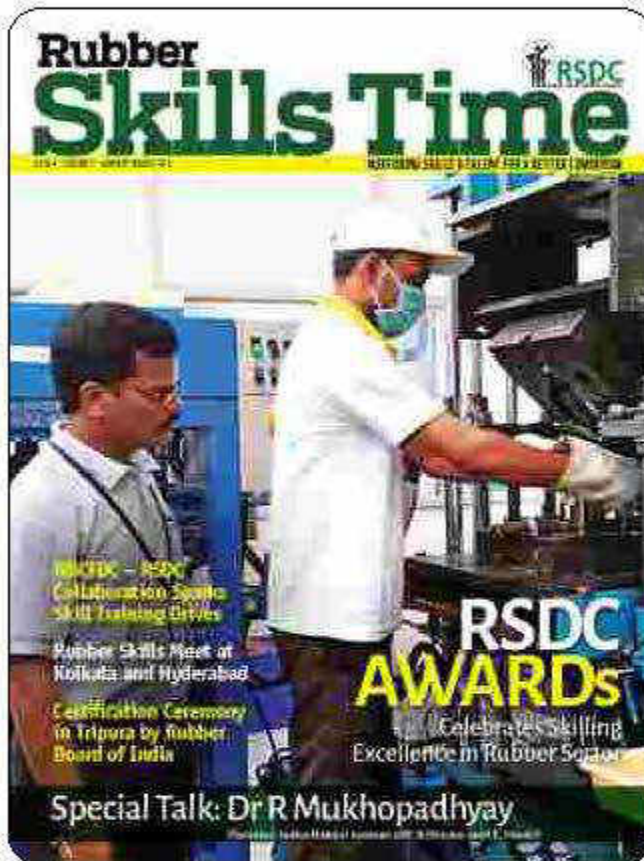
Members of RSDC's Editorial Sub Committee:

- **Mr Yogen Lathia**
Director, Lathia Rubber Mfg Co. Pvt. Ltd
- **Mr Rajiv Budhraja**
Director General, ATMA
- **RSDC**
Chairman, CEO, Director
Asst. Manager – PR & Industry Connect



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 reaches the industry leaders, stakeholders, 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 the 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.

- The consecutive issues had the interview of Mr Ajith Kumar, IAS, Chairman, Rubber Board of India, Mr Manish Kumar, MD & CEO, National Skill Development Corporation (NSDC), Dr. R Mukhopadhyay, Chairman, Indian Rubber Institute (IRI) & Director and CE, Hasetri and Dr K P Krishnan, IAS, Secretary, Ministry of Skill Development and Entrepreneurship (MSDE).
- The magazine had started as a 16 pager, which has now been increased to a 20 page magazine with a 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:

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



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

20th GC Meet of RSDC was held on June 21st 2017, at Mohta Room, PHD House, New Delhi



Key Highlights of Twentieth GC Meeting

- The QRC meeting held on 17th May 2017 at NSDC in which RSDC had presented 2 PMKVY rationalized QP's to QRC members, have been approved.
- The third phase of SGA was successfully carried out across 11 states and the first draft has been submitted for the approval of SGA Subcommittee.
- Rubber Board has shared their confirmation on the proposed budget of fifteen Lakhs for conducting the study of Natural Rubber Plantation sector.
- The central government sponsored scheme PMKVY, 25% of the targets/funding has also been distributed among the state skill development departments, for the execution in their respective states.
- Dr. MGR Educational and Research Institute, University, Chennai and St. Berchmans' College (SBC), Kerala have introduced B.Voc program

- BS Abdur Rahman Crescent University, Chennai, ICFAI University, Tripura and Down Town University, Assam have signed MoU with RSDC to offer Dual Certification program
- RSDC plans to develop explanatory e-learning video material on the various job roles. These e-learning videos will be developed in 3D platform with the professional human voiceover and readable text. Content can be translated into other Indian regional languages for a diverse target audience.
- Rubber Skills Time Magazine, a quarterly magazine for the skill development activities in rubber sector, which was launched on 5th May 2017 by the Hon'ble Minister Shri Rajiv Pratap Rudy.
- Rozgar Mela was conducted on 23rd April 2017 in Vidisha, Madhya Pradesh.

21st GC Meet of RSDC was held on September 08, 2017 at Mohta Room, PHD House, New Delhi



Key Highlights of Twenty first GC meeting

- 10 rationalized PMKVY Qualification Packs of RSDC got approved at the latest QRC meeting
- QPs of the 17 job roles, developed in the phase III, have been submitted to NSDC along with 30 industry validations for QRC submission

- The critical finding of the Skill Gap analysis in Phase III was that majority of workers get trained on the Job, no trend witnessed in the industry to hire skilled workforce from training institutes and training requirement is mainly indicated for Operator level.
- Rubber Board has given their consent on the proposed budget of fifteen Lakh, for conducting the Skill gap study of Natural Rubber Plantation sector across all states in India and the study has been initiated for the mature and immature plantations of Kerala covering the segment of Small Growers, Large Estates and Private Nurseries.
- MoUs were signed with Government organizations, National Schedule Castes Finance and Development Corporation (NSFDC) and Maharashtra State Skill Development Society (MSSDS)
- Sharda group of Institutions (Agra & Mathura Campus) signed an MoU to offer dual certification to Mechanical, Polymer and Automobile engineering stream students.
- Dr. MGR Educational and Research Institute, University, Chennai and St. Berchmans' College (SBC), Kerala will offer B. Voc courses to their students.
- RSDC has developed books for 10 job roles in Hindi, English and regional languages.
- RSDC plans to develop explanatory e-learning video material on the various job roles. These e-learning videos will be developed in 3D platform with the professional human voiceover and readable text. Content can be translated into other Indian regional languages for a diverse target audience.
- RSDC will launch a mobile app, designed to disburse information about the activities, initiatives and courses offered by RSDC. The App would help to locate the centres where trainings are being conducted. It would also be a link between the user, i.e trainee and employer, and the job portal for easy access.
- The next award ceremony was finalized to be held on Friday November 10, 2017 at Hotel Leela Palace, Chankyapuri, New Delhi at 6.30pm.

22nd GC Meet of RSDC was held on November 10, 2017 at Hotel The Leela Palace, New Delhi



Key Highlights of Twenty Second GC Meeting

- 20 rationalized QPs have got approved in the two rounds of QRC meetings which were held on 23rd August and 25th October, 2017, respectively. As recommended by the QRC team, modifications have been made in the minimum Education Qualification and experience criteria required for a particular Job role, post having discussion with the subject matter experts from Rubber Industry
- RSDC got approval of 1,260 numbers for fresh training and 1,250 for RPL in multiple job roles across 14 states under the National Schedule Castes Finance and Development Corporation (NSFDC)
- RSDC has been allocated 540 numbers for fresh training and 1,000 numbers for RPL in the phase I under the National Backward Classes Finance & Development Corporation (NBCFDC)
- ATMA ITTAC members will be conducting Training of Trainers (TOT) and for the first phase, ATMA members will be monitoring closely so that on ground challenges can be addressed and quality of training can be checked.
- RSDC signed a MoU with Vickram College of Engineering, Madurai to introduce Rubber Technologist course to the engineering students.
- RSDC Mobile App and the E-Learning content were launched during the awards ceremony by the honourable guests.

23rd GC Meet of RSDC was held on March 15, 2018 at Hotel Sonar Tori, Agartala, Tripura



Key Highlights of Twenty Third GC Meeting

- All the 27 Rationalized QPs have been approved by the NSDC's, QRC team and have been further processed to be submitted for approval from NSQC. So far 11 QPs have been submitted to NSQC for approval.
- RSDC has signed a MoU with HSIIDC to train 10,000 youth of Haryana in the rubber sector.
- RSDC has got approval of 1,260 targets for fresh training and 1,260 for RPL, in multiple job roles across 14 states, out of which, fresh training for 780 students and RPL training for 750 students has been completed and the trainings for the remaining numbers is in progress.
- Memorandum of Understanding (MoU) was signed with the APSSDC, in the month of December, 2017 and APSSDC has approved RSDC's proposal for training 1070 candidates in the manufacturing job roles, for the year 2017-18.
- RSDC has signed a MoU with JSDM and received 2700 fresh training numbers to train the youth of Jharkhand by May 2018.

- The Honourable Minister of Skill Development and Entrepreneurship Shri Dharmendra Pradhanji on the 17th of January 2018 had a successful review meeting with Mr Vinod Simon and Ms Meghna Mishra
- The Honourable Minister of Skill Development and Entrepreneurship Shri Dharmendra Pradhanji on the 17th of January 2018,
- MoU was signed with Baburaoji Gholap College, Pune to offer dual certification program
- RSDC has developed 20 curriculums for fresh trainings and apprenticeship job roles

Review Meet with Mr Dharmendra Pradhan on 17th Jan 2018, New Delhi

- Minister of Skill Development and Entrepreneurship met with RSDC Chairman, Mr Vinod Simon and CEO, Ms Meghna Mishra for a Review Meet.
- He discussed the skilled manpower needs of Rubber and allied industries
- RSDC was allocated a target of 1 Million numbers to assess, upskill and certify under the RPL Scheme
- The Minister highly appreciated the work done by RSDC in bringing skill education into the Rubber Sector.



Other Meetings

- RSDC participated at the Skill Exhibition in Deoghar, Jharkhand on 1st April 2017. The event was inaugurated by Honourable President, Shri Pranab Mukherjee
- Students seminar on Rubber Sector by RSDC CEO, Ms Meghna Mishra at Sant Longowal Institute of Engineering and Technology, Sangrur, Longowal, Punjab on 10th April 2017

- ✔ Rubber Skills Meet was organized at Rubber Park, Kochi, Kerala on 19th April 2017
- ✔ Rubber Skills Meet was organized at Hotel Aida, Kottayam, Kerala on 20th April 2017.
- ✔ RSDC signed MoU with National Backward Classes Finance & Development Corporation (NBCFDC) on 24th April 2017 in New Delhi
- ✔ Rozgar Mela was organized at Vidisha, Madhya Pradesh, on 24th April 2017.



- ✔ RSDC signed MoU with National Schedule Castes Finance and Development Corporation (NSFDC) on 4th May 2017
- ✔ Launch of Rubber Skills Time, quarterly Magazine, by then Minister of Skill Development and Entrepreneurship, Shri Rajiv Pratap Rudy on 4th May 2017.
- ✔ National Rubber Conference, Delhi 2017 at

Le Meridien, New Delhi on 5th and 6th May 2017.

- ✔ MoU signing with Rajasthan Skill & Livelihoods Development Corporation (RSLDC) on 11th May 2017
- ✔ National Rubber Conference was organized on 5th and 6th May 2017 at Hotel Le Meridian, New Delhi
- ✔ Qualification Review Committee Meeting (QRC) was held on 17th May 2017 at NSDC office, New Delhi
- ✔ MoU signing and Students Seminar at St. Berchmans College, Changanaserry, Kottayam, Kerala on 4th July 2017
- ✔ RSDC signed MoU with Sharda Group of Institutes on 7th July 2017 at Sharda University Campus, Greater Noida
- ✔ Meeting at NSDC, with Mr Mohan & Mr Arun K Chandel on 19th July 2017



- Rubber Dies and Moulds Expo (RDME) 2017 in Pune, Maharashtra on 13th and 14th September 2017.
- Welcome greetings extended to the newly appointed Minister,MSDE Shri Anant Hegde, on 21st September 2017.
- NOS sub-committee meeting in New Delhi on 1st November 2017
- Participated in All Hands Meet organized by NSDC, in New Delhi on 23rd November 2017
- India International Rubber Show 2017 at Mahatma Mandir, Gandhinagar, Gujarat from 15th December 2017 to 17th December 2017
- Participated in All Hands Meet organized by NSDC, in New Delhi on 27th February 2018

ACKNOWLEDGEMENTS

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 Dharmendra Pradhan, Hon'ble Minister for Skill development & Entrepreneurship and Shri Anant Kumar Hegde, Union Minister of State for Skill Development and Entrepreneurship
- Dr K P. Krishnan, Secretary Ministry of Skill development & Entrepreneurship, Shri Rajesh Agarwal, Joint Secretary Ministry of Skill development & Entrepreneurship and Jyotsna Sitling, IFS, Director General, NSDA and Joint Secretary, and 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.
- Special thanks to Mission Director's of State Skill Development Missions.

- Chairmen, Managing committees and Staff Members of other Associations, organizations and institutes viz. ICRTMA, IRMRA, IRI and other companies and individuals who extended their support to RSDC.
- Conveners, members of all sub-committees and other technical experts for their assistance and guidance.
- All advertisers in Skills Time for extending their support by releasing their advertisements in RSDC's E-newsletter. All the Rubber/Industry Experts who contributed for Special Talk section of "Skills Time" editions.
- All advertisers in Rubber Skills Time for extending their support by releasing their advertisements in RSDC's Quarterly magazine. All the Rubber/Industry Experts who contributed for Special Talk section of "Skills Time" editions.
- The Rubber journals such as Rubber India, Rubber Asia, IRJ, South Rubber News, Polymer, & Tyre Asia for their wholehearted support.
- 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



Mr. Vinod T. Simon
Chairman, RSDC &
Executive Director
Simcoo Rubber
& Plastic (P) Ltd.



Mr. Mohinder Gupta
Managing Director
Vinko Auto Industries Ltd.



Mr. Rungny Chhabra
President, ICRTMA
& Managing Director
Metro Tyres Ltd.



Mr. A. Ajith Kumar, IAS
Chairman
Rubber Board



Mr. Pradyumna Pandey
Associate Vice-President
HR, JK Tyre



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



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



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



Dr. K. Rajkumar
Director, IRMRA



Mr. Vijay Patwa
Nominee Director
MSDC



Mr. Rajiv Budhraj
Director General
ATMA



Ms. Meghna Mishra
CEO, RSDC

RSDC's Secretariat

Ms. Shevani Nagpal
Sr. Director

Ms. Shilpa Adlakha
Manager
Standards & Assessments

Ms. Indu Singh
Manager
Govt. Projects

Mr. Avinash Sharma
Manager
Accounts & Admin

Ms. Pritha Biswas
Assistant Manager
PR & Industry Connect

Ms. Sarbjit Kaur
Sr. Executive
Operations

Mr. Jitin Sukhmani
Sr. Executive
Assessments & Standards

Mr. Tarunpreet Singh
Executive
Operations

Ms. Priyanka Boyat
Executive
Operations

Mr. D. Vignesh
Regional Coordinator
South

Ms. Annamma Jacob
State Coordinator
Kerala

Mr. Prasenjit Dey
Project Coordinator
North Eastern Region

Mr. Vicky Soni
State Coordinator
Eastern States

Mr. Lalit Dharavath
State Engagement Coordinator
AP & Telengana

Ms. Suchita Roy
Regional Coordinator
West



Promoted by :



RUBBER SKILL DEVELOPMENT COUNCIL

217, 2nd Floor, Rectangle One

Saket District Center, Saket, New Delhi - 110017

Tel :- +91 11 41009347 / 48 | Fax:- +91 11 41004899

Email: info@rsdcindia.in | Website : www.rsdcindia.in