

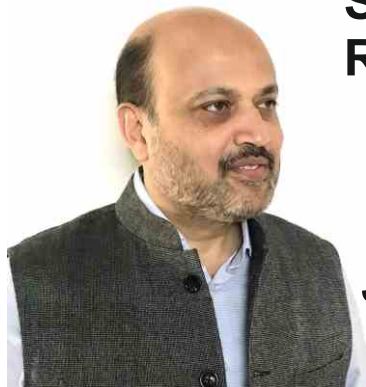
## One million workforce to be skilled in Rubber

Rubber Skill Development Council (RSDC), the sector skill council for Rubber sector in the country has launched project SAAMARTH – Empowering million lives in Rubber. The project is aimed at skilling, up-skilling and re-skilling of 10 lakh manpower involved in the Rubber sector as mandated by Ministry of Skill Development & Entrepreneurship, Government of India.

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### Views on Skilling in Rubber

**-By Shri Rajesh Agrawal, IAS, Joint Secretary, MSDE**



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### Overwhelming response to NAPS in Rubber sector

National Apprenticeship Promotion Scheme (NAPS) launched by the Government of India has elicited encouraging response from the Rubber sector in the country.

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### Mera Saamarth (Employee Feedback)

My Name is Fateh Singh. I am from Chandigarh, working in a Tyre Shop in Chandigarh Motor Market and I am having 7 year of experience as Tyre Changer. One day I came to know that Focal Skill is organizing RPL camp of Rubber Skill Development Council (RSDC) for Tyre Fitters in Manimajra Motor Market, Chandigarh.



Tyre Fitter Training in Chandigarh

I had applied for the same and attended RPL program for two days. Third day, there was a test conducted for us. Focal Skill trained us on best practices used while working as Tyre Fitter and also taught us on Health & Safety methods to be adopted while doing Wheel Alignment Machine, Tyre Fitter & Tyre Changer.

Earlier I was not aware of these important points. This Training had changed my way of working & now I am serving more customers with satisfactory feedback from them. I also got a certificate issued by Govt. of India through RSDC. I would like to thank RSDC and Skill India mission for this initiative and helping Tyre Fitters like us.



## One million workforce to be skilled in Rubber

RSDC has been allocated 32000 training numbers in the first phase of the project, which will be executed by March 2019.

In his communication at the launch of Saamarth project, Sh Dharmendra Pradhan, Union Minister of Skill Development & Entrepreneurship (MSDE) said, “Rubber sector generates large scale employment and is an important contributor to India’s GDP. It goes to the credit of RSDC that



they have undertaken an in-depth study of the sector, conducted skill gap analyses and have standardized job roles across manufacturing, rubber plantation and services segments”. The trainings are being provided under Recognition of Prior Learning (RPL) scheme of Pradhan Mantri Kaushal Vikas Yojana (PMKVY).

Natural Rubber Plantation segment accounts for a substantial number under the Saamarth project with a target of 8,000 skilling trainings by March 2019.

“Over one million people are involved in NR plantation and the requirements of skilling are huge for increasing both production and productivity. Already RSDC has joined hands with Rubber Board of India in up-skilling the growers in Kerala and North East regions so as to maximize the production of rubber plantations and to increase remuneration”, said Mr Vinod Simon, Chairman RSDC.

The job roles where skill training is being provided under NR Plantation segment include Latex Harvest Technician (Tapper), Rubber Nursery General Worker, Rubber Processing Technician – Rubber Sheeting and General Worker Rubber Plantation.

Tyre Service and Maintenance is another segment, which accounts for the maximum push, where skill training is the need of the hour for making the sector competitive. For reaching out to tyre mechanics across the country, mobile Tyre Service Skill Vans have been pressed into service across the states of Uttar Pradesh, Madhya Pradesh, Rajasthan, Tamil Nadu and Odisha. The target allotted is of 16000 training numbers.

The job roles for which tyre mechanics are being trained include Tyre Casing Buffing Operator, Tyre Casing Inspection/ Preparation, Tyre Tread Preparation and Building Operator, Re-Treaded Tyre Curing Operator, Tyre Fitter and Tyre Wheel Balancing and Alignment Operator.

Soon Mobile Tyre Service Skill Van will be launched across the states of Bihar, Jharkhand, Chhattisgarh and Punjab. Mobile vans, fitted with necessary equipment and manned by skilled personnel, will train tyre mechanics, assess them on skills acquired and also certify them.

“Tyre fitters which dot the length and breadth of Indian highways play an important role in making road transport safer and smoother. Fitting of tyres especially commercial tyres is a skilled job requiring formal training. Unfortunately a large majority of tyre fitters are not formally trained”, added Mr Simon.



Tyre Fitter training in Chandigarh

Manufacturing segment especially shop floors of MSMEs is another area where trainings are being conducted across the country. Several industries have come forward to conduct the RPL training for their employees. The target is to achieve 8000 training numbers in manufacturing units across the country.

The job roles where trainings are being provided under manufacturing are Mill Operator, Internal Mixer Operator, Kneader Operator, Pneumatic Tyre Moulding Operator, Compression Moulding Operator, Extruder Operator, Junior Rubber Technician/ Technical Assistant, Finishing Operator (Non-Tyre), Material Handling and Storage Operator and Sorting/ Packaging Operator (Latex)

## Views on Skilling in Rubber

by Shri Rajesh Agrawal, IAS, Joint Secretary, Ministry of Skill Development & Entrepreneurship

The rubber industry has immense potential, but also there are gaps and challenges that need to be addressed. A Skill Gap Analysis commissioned in States/UTs to evaluate the skill available versus skills in the sector required showed an Incremental Skill Gap of 23.5 lakh in the next five years.

While the majority of workers receive on-the-job training, there was no specific trend that showed the industry hired skilled workforce from training institutes. Not surprisingly, most firms have no separate training departments and training requirement is mainly at an operator level.

This analysis showed the way to an opportunity. Under the aegis of MSDE, the National Skill Development Corporation established the Rubber Sector Skill Council, an industry body to facilitate and communicate the demand for skilled manpower as per industry requirements. As on March 2019, more than 76,000 people have been trained and more than 52,000 have been certified in job roles like latex harvest technician, mill operator, compression moulding operator, rubber nursing worker, etc.

A Skill Gap Analysis conducted across 21 states in Manufacturing and Plantation sectors led to development of 116 National Occupational Standards (NOS) for manufacturing job roles (for Tyre, Non-Tyre and Tyre Service segments) and 32 NOS for Natural Rubber Plantation Segment. Post rationalization, manufacturing job roles were reduced to 69.

More than 70% of certified students have been placed or are self-employed. Over 650 trainers and 350 assessors have also been trained. The Government has introduced Bachelor in Vocational Studies (BVoc) in Rubber Technology and Dual Certification courses across 11 colleges and universities.

RSDC developed an exclusive job portal for rubber industry employers to hire certified students and also launched a Mobile App for updates about skill development activities. Currently, we have 118 employers and approximately 1300 candidates have registered on the portal. Several communication mediums have been adopted by the SSC which has aided in driving awareness among industry members regarding the various activities undertaken by the council.

### Overwhelming response to NAPS in Rubber sector

NAPS is the most potent way for developing the skilled manpower for any industry as it entails using existing training facilities available in the establishments without putting any extra burden on exchequer to set up training infrastructure.

At least 60 companies in Rubber sector have registered for NAPS. These include (alphabetically) Boron Rubber, Concord Control System, Emerald Tyre, Gayatree Rubber, Hartex Rubber, Jasmine Elastomer Pvt Ltd, JK Tyre, Michelin, Paragon Polymer Products Pvt Ltd, Lathia Rubber, Metro Tyre, Oriental Rubber, Parker Hannifin India Pvt Ltd, Shamsons Polymers and Stork rubber.

Generally any skilling initiative pertains to basic, class room training. NAPS, on the other hand, involves both basic training and on-the-job-training at a workplace. Both Basic Training Providers and the establishments where trainees undergo on-the-job trainings, are funded by the Government. The idea is to incentivize the employers to conduct more such programmes. Keeping in mind the ease of the industries, a user-friendly online portal ([www.apprenticeshipindia.org](http://www.apprenticeshipindia.org)) has been designed to facilitate easy processing of the entire apprenticeship cycle.

Majority of the rubber units in the country are in the MSME sector. RSDC has launched a major effort towards up-skilling and reskilling of workforce employed in rubber industries across major rubber clusters in the country. Approximately 100 contracts have been signed and uploaded on the portal of rubber sector alone.

The skill training organized by RSDC is being currently provided under the PMKVY scheme. Individuals with prior learning experience or skills are also assessed and certified under Recognition of Prior Learning (RPL).

“NAPS has the potential to revolutionize the concept of having skilled manpower in the industry. In collaboration with several corporates and skilling partners, this exercise has always been a continuous pursuit of RSDC. The jobs roles which are currently prominent for apprenticeship are Junior Rubber Technician, Mill Operator, Compression Moulding Operator and Material Handling and Storage Operator”, said Ms Meghna Mishra, CEO RSDC.



Tyre Service Skill Mobile Van, Bokaro Jharkhand



RPL training for Tyre Fitter in Dhanbad, Jharkhand



Short Term training for Tyre Fitter under NSFDC, at Lalitpur, Uttar Pradesh



Latex Harvest Technician training in Pathanamthitta, Kerala

### Shewani Nagpal promoted as Chief Operating Officer (COO), RSDC

Ms Shewani Nagpal was promoted as the Chief Operating Officer (COO) of the Rubber Skill Development Council (RSDC). Ms Nagpal comes with a rich experience of around 14 years in the HR and Skill development industry and has managed various key roles within the sectors. She has been associated with RSDC for the last 6 years and has handled various key functions and departments on a PAN India level. She brings with her knowledge and experience to expand and undertake the overall operations of the Rubber vertical of RSDC. We wish her the very best in this new endeavour.



### Mr. Vinod Simon Chairman, RSDC

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