



Rubber Plantation Skilling Drive off to a flying start

After the overwhelming success of Phase 1 of the skilling in rubber plantation sector under Pradhan Mantri Kaushal Vikas Yojana (PMKVY), the Phase 2 of the exercise under RPL has got off the ground recently.

“Rubber plantation sector, accounting for around one million rubber growers in the country, is an important part of plantation ecosystem in India. The rubber plantation sector has suffered due to lack of desired formal skills training which has led to less than optimum production growth in India”, said Ms Meghna Mishra, CEO, RSDC.

As per a study conducted by the Rubber Board of India the requirement of skilled tappers is about 1.5 lakh whereas the available tappers are only 50 % of the requirement. Even this 50 % of the tappers are not formally trained.

“RSDC, set up primarily to provide skilling support to the industry, realized soon in its existence that bringing the benefits of skilling to plantation sector is a must to lend competitive edge to the entire rubber value chain. Accordingly RSDC signed an MoU with the Rubber Board leading to roll out of training processes for the plantation sector by RSDC”, added Ms Mishra.



Latex Harvest Technician training in Tripura

The extension of PMKVY process to the rubber plantation and especially Recognition of Prior Learning (RPL) has extended a definite fillip to the skilling process. The RPL programme has helped the tappers to upgrade their knowledge and skills in the harvesting of the latex. Similarly the damages that are caused due to unskilled tapping have also been addressed through up-skilling of the personnel involved in processing.

In an interview to Rubber Skill Time recently, Mr Ajith Kumar, IAS, Chairman Rubber Board of India pointed to an increase in both productivity and quality post RPL in plantation sector. “On completion of the first phase of the RPL, a structured post-evaluation survey was conducted which revealed that there is a 34% increase in the skills of tappers who were trained under the programme. Also the monthly yield in the holdings tapped by those who had undergone training has shown an increase of 16%.



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Among the participants, about 40% were marginal farmers doing own tapping. There has been substantial increase in productivity among the plantations in Kerala after the training. As per the survey report from the stake holders there is an increase in quality of the produce which comes to the market after the RPL programme”, Mr Ajith Kumar had stated.



The phase -I of the RPL project was confined to Kerala and the phase –II is covering Tamil Nadu, Karnataka, Tripura and Assam also. Out of these, trainings in Tripura are already underway. Fresh Trainings for Latex Harvest

Technician accounting for 171 trainees has already been undertaken by RSDC in collaboration with Scamper Technologies and Services Pvt. Ltd. Major RPL Trainings for Latex Harvest Technician comprising 1600 trainees is being conducted with Rubber Board of India.

Importance of RSDC Job Portal (link: placements.rsdcindia.in)



RSDC job portal, which has just completed one year of its launch, has come to be reckoned as one-stop source for the industries to get access to employment ready certified manpower.

“Rubber is a highly diversified and fragmented sector with approx. 5500 rubber units scattered across the country in different clusters. Rubber plantation sector is also highly diversified with over million growers involved in plantations. Meeting employment demands for such a vast sector, both from the points of view of the employers and employees, is a challenge. RSDC’s job portal has been trying to bridge this gap between prospective employees and employers successfully”, said Ms Shewani Nagpal, Director, RSDC.

RSDC became the first sector skill council to launch a dedicated job portal. Moreover RSDC’s job portal is first of a kind as it takes in its sweep the job requirements at all levels across different functions.

“RSDC has been working incessantly for raising competitiveness of the rubber sector by equipping manpower with requisite skill sets. The effort will come to naught if the trained manpower is not picked up by the industry or if the candidates are not aware of the job options where they can get meaningfully absorbed. RSDC’s job portal is proving an effective platform for candidates and the Industry to come face to face in order to understand each other’s requirements” added Ms Meghna Mishra, CEO, RSDC.

The job portal has been designed to provide a hassle free navigation. The registration is also a fairly simple process. RSDC has urged the industry to come forward and make the most of this facility to reach out to certified manpower.



CEO Talk: Skill Development, an initiative by the government for a better society

India's Education is an essential phenomenon for our continued economic wellbeing; and the skilling of the workforce is necessarily in-line with the need of industry. The stage is all set for a whole new era of a transformation, with the Pradhan Mantri kaushal Vikas Yojana scheme. It is a wonderful opportunity for the aspiring youth to learn the domain specific skills in the sector of their choice.

Education should not be meant to only earn high degrees with no relevance to the world of work. A generation so educated does not fit to the needs of our industries and further augments the skill gap in all sectors of the economy. The only lasting solution of this problem is to upgrade the quality of our vast human resource, so that they can work creatively and facilitate development of the economy. Vocationalization of the education system aims at more applied ways of teaching specific skills thus improving the vocational relevance of education and supporting the students to prepare for effective participation in any area of work.

Govt. interventions, launch of schemes and establishment of the respective Sector skill Councils for various industry sectors in India is a right step towards this direction. The sector skill councils are performing an important role of developing the National Occupational Standards (NOS) for different job roles under various industry sectors, which act as a basis of integrating the job role requirements to the syllabi of the courses.



Ms Meghna Mishra
CEO, RSDC

Standards are also being set up by the sector skills councils for the training methodology and other quality parameters for the training providers affiliated to them.

Hence, all the training programs under the PMKVY scheme need to be aligned to the NOS and only the training institutes approved by NSDC and SSCs can participate in the PMKVY scheme. All trainings would include soft skills, personal grooming, behavioral aspects, and good work ethics as a part of their curricula and with a clear focus on better pedagogy.

RSDC has conducted much such training through its affiliated training partners focusing on job roles like Rubber Nursery General Worker, Latex Harvest Technicians (Tapper), Mill Operator, Junior Rubber Technician, Packaging Operator, Tyre Fitter etc. across various locations in India. Comprehensive audit checks are getting conducted by RSDC for the training organizations affiliating with RSDC with regard to the curriculum, training methodology and training facilities. For ensuring the quality of the training programs, the assessments are also conducted by approved RSDC Assessment Agencies and the certification of the trainees is facilitated by RSDC itself.

RSDC thus invites Rubber Training institutes to associate with RSDC, for participating in the PMKVY scheme and work towards creating best skilled workforce for the sector. We also urge Industry to recruit RSDC certified professionals and allow the trainee to work as intern on their Company shop floor.



A new horizon for the tribals of Tripura with Rubber Plantation

Tripura, a state abundant with nature and colourful tribal culture. This tribal population has been long afflicted with abject poverty, due to lack of education and opportunities. But their lives changed with the onset of the rubber plantation.

Harinath Debarma was one such farmer, who foresaw the future in rubber plantation. He started the plantation and got people from his community trained for latex harvesting, commonly known as tapping. Seven years from the plantation of rubber saplings, the tapping could be started and by that time he had got a considerable number of people in his tribe, trained for latex harvesting.

Ever since the tapping began, a revenue of close to Rs. 30,000/- was generated, every month. The rubber plantation has introduced a new way of life for people like Harinath Debarma. The employment opportunities brought by such initiatives has changed lives in the tribal villages of Tripura.

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“Tribals...are very poor people, and they did not have any income. After starting the rubber plantation, we could start to tap the latex after seven years. We earn a lot of money now...we earn between 20 to 30 thousand rupees every month.”, said Debarma.



India is the 6th largest producer of natural rubber, with 12 lakh planters that provide rubber to 500 large scale and 5,500 medium and small scale manufacturing units. The rubber sector has employed an estimated half a million people. Even with such significant number of workforce employed, we still fall short for skilled manpower in this sector.

We urge the industry members and individuals to come forth and help add to the skill development ecosystem. It will not only help them create a milieu of skilled manpower but in turn will then overcome the social circumstances and inadvertent poverty.



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