

Skills Time™

Monthly E-Newsletter by Rubber Skill Development Council

NURTURING SKILLS & TALENT FOR A BETTER TOMORROW

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An educational session at Tripura University by Dr R Mukhopadhyay

Dr. R. Mukhopadhyay, Director and CE, HASTERI, Director (R&D), J.K.Tyre & Industries Ltd and Chairman IRI, visited Tripura University on 16th March 2018 and conducted a very informative and motivational session for the students pursuing B Voc program in Rubber Technology.

Tripura University is a Central University located in Tripura. The University launched Bachelors in Vocational Studies in Rubber Technology, as its academic Program, in the year 2015.

During his visit Dr Mukhopadhyay, formally, met with the Hon'ble Vice Chancellor, Prof. Anjan K.Ghosh, along with the faculties and staff engaged in B.Voc Program and the students. The

students were enlightened by his motivational and informative speech. At the end of the session, the students asked many questions to the esteemed guest who heartily replied to them all.

The content of the interactive lecture was on Rubber Science and Technology. Dr Mukhopadhyay shared his views on the present scenario of Rubber Industries in India and the future possibilities, also how rubber industries are playing their role in enhancing the GDP of the country. He drew a mobility map of India, which showcased how rubber products are essentially required in our daily lives. Dr. Mukhopadhyay correlated the growth of human resources,

requirement of rubber products and Economic growth in India. With the help of these trends, he highlighted the employment opportunities in rubber sector in the coming years.

To enhance their knowledge and skills, he urged the students to interact more with the rubber industries, through industrial visits. At the same time he suggested the Tripura University

authority to open up an IRI Centre in the University premises.

This would help the students to explore more opportunities in the Rubber sector. RSDC is committed to provide many such industry interactions, for the students pursuing B VOC programs.

Finally, he visited all the four laboratories of Rubber Technology and expressed his happiness on the arrangement.

He chose two students from the batch, for an internship at HASTERI, Mysore, with a possibility of employment post the successful completion of the internship.



Dr Mukhopadhyay conducting session for the Tripura University students



Tripura University staff and students with the GC members of RSDC

National Rubber Conference (NRC) – New Delhi

National Rubber Conference (NRC) is an initiative of All India Rubber Industries Association (AIRIA) to have the stake holders of the Indian Rubber Industry apprised of the global trends affecting them. It is an opportunity provided to the entrepreneurs, to be well informed to take strategic decisions today which will chart their future growth on a short as well as long term.

The NRC for north region was held on 7th and 8th

May 2018 at Le Meridien, New Delhi. A panel discussion on the theme of the event, Technology Adoption and Market Expansion, was part of the event.

The Panel was moderated by Mr Naveen Garg, Regional Head Elastomers, Reliance Industry Ltd. The panelists were

Ms Meghna Mishra, emphasized on the current scenario of the skill development in Rubber Sector. The future jobs will be impacted by three major forces, namely, Globalization, Demographic changes and Adoption of Industry 4.0. Therefore, the need of the hour is to bring in reforms in both general and vocational education.

She also brought to light the role that the industry partners can play in the skilling ecosystem. Creation of Center of Excellence, is a government funded project which can be undertaken by the industry partners to enhance the skills of the future workforce in new technologies. Many such government schemes like National Apprenticeship Promotions Scheme (NAPS), Pradhan Mantri Kaushal Vikas Yojana (PMKVY) and Recognition of Prior Learning (RPL) are schemes that help not only the unemployed section of our society but also helps the industries with the pool of skilled manpower.

The second day's Non-technical session had Industry-Academia Link up segment with Mr Raj Nehru, Founding Vice Chancellor, Haryana Vishwakarma Skill University.

Mr Nehru, elaborated on the aspect of Industry's role on the skill development front. The Government of Haryana, understanding the emphasis of the Government of India towards skill and entrepreneurship development, launched India's first Skill University in 2016. The University is being set up at Dudhola village in Palwal district. This University will focus on meeting the skill demands of the State

in the current and emerging areas of various sectors. Experiential learning will be enabled through flexible entry & exit, credit accumulation & transferability and blended learning methodologies of simulation & gamification.

Focus on 'Entrepreneurship and Skills of Tomorrow' will also form an important prerogative of the University.

To facilitate this approach, the University is partnering with Industry, State & Central departments. This feat can only be achieved with active participation and integration of all the stakeholders. Haryana Vishwakarma Skill University (HVSU) in collaboration with

Hero MotoCorp, a known brand of the automotive world has designed a Bachelor of Vocation (Automotive Manufacturing) program which is aligned to National Skills Qualifications Framework (NSQF) Level-7 based on Dual Education Model. The program will enable the students to realize the complexities of the manufacturing processes, handled at the shop floors of the industry. The focus of the program is to prepare them to get familiar with the manufacturing ecosystem, while working with the industry and also be able to effectively use the tools and equipment for achieving the stringent quality standards in the manufacturing in an optimized manner.

He invited the rubber industries to step forward and join hands with HVSU in a similar way and create skilled manpower pool for the country.



From Left to Right: Ms Meghna Mishra, CEO, RSDC, Dr. Shobha Dhawan, Chairperson, Dawnsun Group of Industries, Mr Naveen Garg Regional Head Elastomers, Reliance Industry Ltd., Mr B B Sharma, Head Tech, Reliance Industries, Mr Arjan Rangar, Director, Stork Rubber, and Mr Kishore Katkar, Head Tech, ISRPL.



Mr Raj Nehru, Founding Vice Chancellor, Haryana Vishwakarma Skill University, on the dais, addressing the attendees



DDU-GKY opens up new vistas for manpower intensive Rubber sector

The development of skills is one of the most critical issues faced by the Rubber sector, today. The sector is facing a demand - supply mismatch as the industry needs more skilled workforce than what is available currently.

At the same time, there is a vast pool of youth especially in rural areas who are willing to get trained. Government of India believes that meeting the aspirations of the youth, coupled with economic growth, is central to the development agenda.

However, the formidable challenge is to equip youth with employable skills and to ensure there is no mismatch between demand and supply as far as the needs of the industry is concerned. To achieve this dream, the government has taken up skill development initiatives for the rural youth.

A 2016 report by NITI Aayog, states that around 53 per cent of farmers live below the poverty line. Therefore, equipping rural youth with employable skills assumes all the more significance.

Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY) is the placement-led skill training initiative of the Ministry of Rural Development (MoRD) that invests in training of a job-ready, skilled workforce, transforming poor rural Indian youth into skilled productive employees with a view to empower industry with the right manpower for success and growth.

DDU-GKY is working hard to provide adequate skilled manpower, in industry relevant job roles, so that employers have access to a wide talent pool to hire from. DDU-GKY is also eager to partner with large employers who have their own credible training programs, by sharing training costs, leading to EBIDTA savings. This way, not only the industry will have a talent pool trained, but will also save on training and induction costs.

The industry can engage with DDU-GKY directly in three ways, as Champion Employers, as Captive Employers and through Industry Internships.

Champion Employers

Employers who can train and place 5,000 or more rural poor youth in 2 years are eligible to partner with DDU-GKY as 'Champion Employers'. Subsequently, during the tenure of the MoU, they need to train and employ or place a minimum of 2,500 rural youth annually.

Captive Employers:

Businesses who can employ 500 or more in their own organization or one of their subsidiaries and have suitable in-house training facilities, are eligible to partner with DDU-GKY as Captive Employers.

Both Champion Employers and Captive Employers need to convert or set-up co-branded Training Centres conforming to DDU-GKY Champion Employer norms. They need to submit Projects for consideration and approval/ sanction, Mobilize and train rural poor youth as per commitments, follow curricula as determined by NCVT or Sector Skill Councils (SSCs) for specific job roles, ensure third party assessments and offer OJT where possible/ needed, Find suitable employment opportunities (with the organization or outside) for at least 70% of all trained, with a minimum salary package of Rs. 6,000/- per month and Facilitate Career Progression for all placed individuals (within or outside the organization).

DDU-GKY sanctions a grant as per project norms, towards cost of training (with central and state shares as mandated in the Standard Operating Procedures (SOPs).

Industrial Internships

A skilled labour intensive business which needs to add workforce to scale but does not have any training facilities can engage with DDU-GKY in the Industrial Internship mode. Herein, DDU-GKY ensures access and retention of candidates for a period of 12 months by providing financial support. RSDC urges Industry to employ the trained candidate, post completion of 12 months of Internship, as per the minimum wages of that state.



Recognition of Prior Learning (RPL)



Moda Suole, Bangalore



Century Industries, Bangalore

Classroom Training



Aqualite, Bahadurgarh Haryana



Helicord Transmissions, Chennai

Shopfloor Training



Latex Harvest Technician, Kollam, Kerala



Rubber Nursery General Worker, Kottayam, Kerala

Assessment

Training under other Government Schemes



Training in Rangareddy, Telengana under NSFDC



Training in Tirupati, Andhra Pradesh under APSSDC

Industry Success Story



Mr Sachin Goswami, HR, Jayshree Polymers

Jayshree Polymers has conducted the re-skilling program, RPL, for its employees here in the factory premises. This initiative under the Pradhan Mantri Kaushal Vikas Yojana has been very beneficial for all. We have witnessed an improvement in the production and quality of work. The trainings were conducted over a period of 3 months and we wish to re-skill our employees in other plants as well. We would like to extend our gratitude to RSDC, Labournet and The Government for initiating this kind of training program which benefits all aspects of our work.

Mr. Vinod Simon
Chairman, RSDC
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