

## RSDC undertakes Training of Trainers (ToT) for Tyre Fitters

With a view to provide a fresh impetus to the ongoing skill training of tyres fitters, RSDC recently undertook a three-day intensive training programme for the trainers, at New Delhi, under its Train the Trainers (ToT) programme. Automotive Tyre Manufacturers' Association (ATMA) which has been collaborating with RSDC for equipping tyre fitters, with the latest know-how, provided the course content and faculty for ToT sessions

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## NOS, A corner stone for the Skill Ecosystem of our country

Setting up of National Occupational Standards (NOS) plays a central role and is an important prerequisite in the skill development drive for any job role. Creating these NOS for rubber sector is one of the key responsibility of RSDC.

Essentially, NOS specifies the standard of performance an individual must achieve while carrying out a function at the workplace, together with the knowledge and understanding they need to meet a standard, consistently.

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## RSDC triggers a wave of Reskilling drives across Tamil Nadu

One of the key beneficiaries of the Saamarth project of RSDC has been the state of Tamil Nadu and not without reason. Located on the south-eastern coast of India, Tamil Nadu is a well-known and diversified industrial state of India and a significant contributor to the Indian economy.

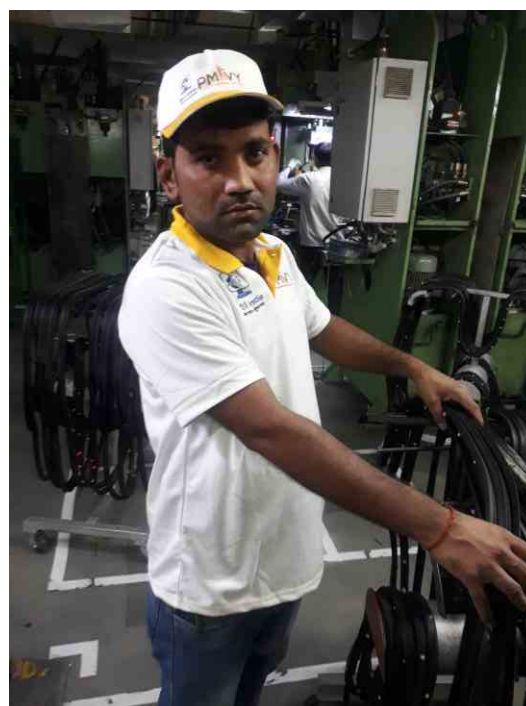
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## Mera Saamarth (Employee Testimonial)

My Name is Rampal Maurya. I am from Gorakhpur, Uttar Pradesh. Apart from my parents, I have 4 brothers and 2 sisters in my family. I have been working with Anand Nishikawa ALP for quite some time now.

There was an RPL program under Pradhan Mantri Kaushal Vikas Yojana (PMKVY) organized by RSDC in the factory itself. The trainer taught us about PPE, FIFO, Safety measures and several other important aspects of my job. I believe it will help me do my work better in the future. I want to thank my employer, RSDC and Labournet for giving me this opportunity to re-skill myself and earn a certificate for skills.

- Rampal Maurya, Material Handling & Storage Operator, Anand Nishikawa ALP, Gurgaon



## RSDC undertakes Training of Trainers (ToT) for Tyre Fitters



Trainers attending, pedagogy session and on-site demonstration. Group picture of trainers. (Left to Right)

As many as 12 trainers received the intensive training for disseminating knowledge to tyre fitters across the country. These trainers belonged to four affiliated Training Partners of RSDC, including Labournet, Focal Skills, Reep Trust & RISE.

Mr Dipankar Paul, Master trainer from ATMA, took the sessions. Mr Paul carries an extensive experience working with the tyre industry over the years.

Under its Saamarth project, RSDC has launched a major drive to skill up tyre mechanics dotting the length & breadth of India. As many as 12000 tyre mechanics are being up-skilled across the state highways of Uttar Pradesh, Haryana, Punjab, Rajasthan, Madhya Pradesh, Tamil Nadu and Odisha, under this project.

Mobile Tyre Service Skill Vans, fitted with state-of-the-art equipment and manned by a skilled personnel is being utilized for providing practical exposure in the up-skilling of tyre fitters and certifying them. The vans have been mobilized with a view to move them across different state highways, villages and towns, creating awareness about skill requirement for tyre service and maintenance and safety on roads associated with the maintenance of the tyres.

“Tyre Fitters’ role is an important one. A tyre fitter not only repairs a tyre but also advises the transporter/ trucker about the condition of the tyre, good tyre upkeep, precautions that need to be taken for improving the life of a tyre etc. RSDC’s move to bridge this gap with technical experts reaching out to tyre fitters deserves all support”, said Mr Rajiv Budhraj, Director General, ATMA.

The training to tyre fitters is being provided under Recognition of Prior Learning (RPL) Type 1. Formal certification of tyre fitters is kindling interest for training and more tyre fitters are coming forward for training.

“Tyres are known as wheels of a nation and tyres services and maintenance is a huge sector that needs a skilling boost. Currently this segment which has a major role to play in making road transport efficient and ensuring road safety is largely unorganised. Tyre services therefore has been taken by RSDC as a major area under the Saamarth project”, said Mr Vinod Simon, Chairman RSDC.

The skill training of tyre fitters recently won RSDC the coveted ATMA Tyre safety partner award at the recently held ATMA Annual Convention 2019. RSDC received the award from Head of Mobility vertical at NITI Aayog Mr

### Training of Training (ToT) Scedhule

Date	Location	Job Role
5, 6 & 7 June 2019	Agartala	Tyre Fitter
11, 12 & 13 June 2019	Agartala	Latex Harvest Technician

## NOS, A Cornerstone for the Skill Ecosystem of our Country

According to NSDC, each NOS (National Occupational Standards) defines one key function in a job role. Each NOS must be a concise and readable document describing functions, standards of performance and knowledge / understanding.

NOS and Qualification Packs are used interchangeably but a Qualification Pack (QP) is a set of NOS aligned to a job role. A QP is available for every job role in each industry sector. These drive both the creation of curriculum and assessments. Thus, the National Skills Qualification Framework (NSQF) theoretically makes it possible to drive competency based training for every job role in industry.

As one of the most active Sector Skill Council (SSC), RSDC has assiduously developed NOS for 116 number of job roles across manufacturing and plantation sectors.

Out of these, NOS for the job roles of Mill Operator and Compression Moulding Operator have been one of the most talked about and sought after, since these two are important job roles across the rubber and tyre sectors in the curing and moulding process.

Compression Moulding Operation includes NOS to Prepare Compression Moulding Machine, to Perform Compression Moulding Operation and to Undertake Post Compression Moulding Activities

Similarly Mixing Mill Operator job role includes NOS for Preparing Mixing Mill and Accessories, Mixing Raw Material in Mixing Mill to Prepare Rubber Compound, to Undertake Post Mixing Mill Activities and to Carry out Housekeeping.

The key functions across both the job roles include Raw material appropriateness; Operation; Health & Safety; Knowledge and Understanding requires knowledge in the Organizational context and the technical knowledge. In terms of skills, core or generic skills including Writing, Reading and Oral Communication and Professional Skills including Decision making, Planning and organizing are involved. Customer centricity, Problem solving, Analytical Thinking and Critical Thinking are other key functions which have been well defined in the NOS.

These NOSs are available for free on RSDC and NSDC website. These NOSs can help the rubber industries to become more organized in terms of training and defining job roles. They can also share their feedback for further improvement in these NOS.

## RSDC triggers a wave of Reskilling drives across Tamil Nadu

The state is one of the most sought-after investment destinations due to its strategic location (2nd largest coastline in India), conducive business environment (peaceful state), state-of-the-art infrastructure and favourable ecosystem.

Tamil Nadu holds leadership position in industrial performance, investment potential (as per Frost and Sullivan 2018 report), in number of factories and number of people employed in India. The state is home to 3rd largest number of MSME units in India and 4th largest in terms of FDI inflows into India. Over the years, Tamil Nadu has earned several sobriquets including Automobile Capital of India and Manchester of South India.

According to figures available, there are 1018 Engineering Colleges (AICTE approved), 560 Industrial Training Institutes and 509 Polytechnic Institutes as of date in Tamil Nadu which are producing large number of skilled personnel. However, reskilling and providing them recognition in the unorganized segment, is a challenge.

“Given its leadership position on the industrial firmament and vast plantation sector, it is imperative that skilling and re-skilling drive is a permanent feature of growth agenda in the state of Tamil Nadu. RSDC has taken upon itself the task of reskilling personnel involved in Rubber & Tyre sectors across industrial and rubber plantation segments so that the state is able to maintain its competitive edge, said Ms Meghna Mishra, CEO RSDC.

Tamil Nadu is home to a sizeable cluster of rubber sector, be it manufacturing or natural rubber plantation. Manufacturing units based in Chennai, Madurai, Coimbatore, Kancheepuram and other areas, have lately seen a surge of re-skilling under RSDC's flagship project of Saamarth, which aims to empower a million lives in Rubber. The major job roles, covered so far, under this initiative, in Tamil Nadu, for manufacturing sub sector are of Compression Moulding Operator, Injection Moulding Operator, Mill Operator and Junior Rubber Technician.

Tyre Fitter job role trainings are being conducted on Mobile Tyre Service Skill Van across several districts in Tamil Nadu, like Perampalur and Salem. This skill van is fitted with state-of-the-art equipment for re-skilling tyre fitters across the state and national highways. More than 2000 candidates have been assessed and certified on-site.

Natural rubber plantation job roles are also a major highlight of the re-skilling drive across TN. With re-skilling under way for job roles of Latex Harvest Technician, General Worker – Rubber Plantation and Processing Technician – Rubber Sheeting, in districts like Kanyakumari, Namakkal and various other locations, there is a surge in certified manpower in these locations.





Tyre Service Skill Mobile Van, Chandigarh



RPL training for Tyre Fitter in Attur, Tamil Nadu



RPL training for Material Handling & Storage Operator, in Anand Nishikawa ALP, Gurgaon



RPL Training for Compression Moulding Operator at Kamala Rubber, Madurai

Government of India  
Ministry of Skill Development & Entrepreneurship

# NAPS

NATIONAL APPRENTICESHIP PROMOTION SCHEME

Guidelines of the scheme are available at:  
@ <https://apprenticeshipindia.org>

### NATIONAL APPRENTICESHIP PROMOTION SCHEME

#### KEY FEATURES

- 01 Major amendments in the Apprentices Act to support establishments and growth.
- 02 Get sharing 25% of the prescribed costed with establishments for all apprentices.
- 03 Scheme applicable to all employers/establishments across manufacturing, trade, services, and other sectors.
- 04 INR 10,000 covers earmarked for apprenticeship training.
- 05 Scheme covers all educational backgrounds (Class 8th to Graduate).
- 06 Can create your own trades/courses with qualification parameters and curriculum for trades currently not listed.
- 07 Online portal for all processes, documentation and reimbursements.

For more details, visit  
<https://apprenticeshipindia.org>

MYTHS	FACTS
✗ Registering with NSRF and apprentice engagement is a long, costly process involving physical visits, if necessary, etc.	✓ No physical screening is required. Decided online portal addresses and sends the complete registration and apprentice engagement process.
✗ Only ITI pass-outs can be engaged as apprentices.	✓ Any candidate who is minimum class 10 <sup>th</sup> pass can be engaged as an apprentice.
✗ Establishments cannot choose their apprentices.	✓ Establishments use their discretion to select their desired apprentices.
✗ There is no limitation on the number of apprentices that an establishment can engage.	✓ An establishment needs to engage only 5% to 10% of their total workforce as apprentices.
✗ Apprentices can only be taken for manufacturing jobs.	✓ Apprentices can be taken for all functions within the training sector and across various fields in trade, service, and others.
✗ Establishments are bound to offer permanent jobs to apprentices.	✓ It is not obligatory to employ apprentice after their training.
✗ Employer will face no added cost for an establishment.	✓ Apprentices receive normal and periodically after acquiring sufficient training in the long run, they reward to company.
✗ It is mandatory to pay SSC and PF for the apprentices.	✓ It is not mandatory and up to the establishment's choice.
✗ A government officer should visit and include new trade/apprentices to be engaged and to form many trades within the establishments.	✓ An establishment can visit to register on the online portal, and it will discuss the details of the trade/apprentices that can be engaged by the organization.

**RSDC**  
RUBBER SKILL DEVELOPMENT COUNCIL

217, 2nd Floor, Rectangle One, Saket District Centre, New Delhi - 110017  
Tel: +91 11 41009347-48 | Fax: 91 11 41009409  
Email: [naps@rsdcindia.in](mailto:naps@rsdcindia.in) | Website: <http://rsdcindia.in/nac>

Government of India  
Ministry of Skill Development & Entrepreneurship  
2nd Floor, Shreeji Stadium Annex Building, Shreeji Bhagat Singh Marg, Connaught Place, New Delhi - 110091

## Mr. Vinod Simon Chairman, RSDC

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217, 2nd Floor, Rectangle One, Saket District Center, Saket, New Delhi - 110017  
Tel: +91 11 41009347- 48 | Email: [info@rsdcindia.in](mailto:info@rsdcindia.in) | Website: [www.rsdcindia.in](http://www.rsdcindia.in)