



Industry Training Model

Skill Development in the Rubber sector has picked up pace. With the series of re-skilling activities happening in Natural Rubber plantation sector and Rubber Manufacturing sub sector, across the country, it is evident that rubber sector is adapting to the new environment of Skill ecosystem. Both these major sub-sectors have also shown a preference towards skilled manpower while hiring fresh candidates. Therefore, more fresh trainings are underway. The govt. initiative of PMKVY has not only facilitated the industry members with skill training but has also given the youth of our country an opportunity, which was long awaited.

With more than 80,000 people now skilled for the rubber sector, it is still not an adequate number to fulfill the manpower requirement of such an employment intensive sector. To overcome the issue of non-availability of skilled manpower in the Rubber sector, RSDC is trying to develop a strong eco system for the sector at various levels. In our endeavor to bring quality in training and to bridge the prevailing skill gap in the sector, RSDC has devised innovative training models for enhancing vocational education system in the sector.

These models provide various benefits to the industry such as access to the trained manpower which is equipped with technical skills, lower or negligible budget for training, re-training and re-skilling, greater productivity with improved alignment of workforce as per the job requirement

SDC has affiliated close to 40 Training Partners to impart trainings. But they face a huge road block for conducting training in rubber sector due to the lack of adequate infra-structure (machinery and Equipment) and high cost involved in setting up labs for practical training.

To address this issue, RSDC has requested industries with spare capacity to come forward and share their infrastructure with the affiliated training partners of RSDC.

Industry Training Model

- Interested Organizations with spare capacity can connect with the RSDC team. Based on the training requirement in that region, RSDC would connect that industry with the relevant training partner operating in their area or region.
- Training partner will meet the industry and explain their proposal/model for using their infrastructure.



Industry Training Model (Continue...)

- A Memorandum of Understanding (MoU) would be signed between the affiliated training partner (TP) and the company for utilizing their infrastructure on commercial (rent / lease) for conducting training.
- Training partners would be solely responsible for the mobilization of the candidates and arranging for the certified trainers and the Industry's role would be limited to renting out their infrastructure.
- All these trainings would happen under the supervision of the certified Trainers.
- Once the training is completed, RSDC would conduct the assessment and certify the successful trainees.
- Training partner would then facilitate placements for the successfully certified students.

It is only through industry support that the skill ecosystem can sustain its pace.

Industry Testimonial



Relaxo has been a renowned name in the footwear industry and we ensure to deliver quality to our customers which can only be managed if our manpower is skilled. We have faced with shortage of manpower always, the only way we could manage was to recruit new candidates and train them from scratch.

This, not only involved monetary funding, but also our precious time Webtech Universal Learning Pvt. Ltd. approached us regarding the trainings being conducted under the Pradhan Mantri Kaushal Vikas Yojana for rubber products.

We were glad to know that Rubber Skill Development Council (RSDC) has created National Occupational Standards for the Rubber Industry around which training modules have been designed for skilling the manpower. Mr. Sanjay Kalkal, MD of Webtech Universal, helped us understand that how conducting these trainings on our premises will help us to not only cater to our shopfloor needs and also help the cluster of footwear park with skilled manpower.

As a Training Partner, Webtech Universal is responsible for online support & coordination, while we are taking care of train the candidates through our in house certified trainers and RSDC takes care of the assessments, through third party agency, and certification. We have absorbed most of the trained candidates and the rest can be recruited by other rubber industries present around the belt of Jhajjar, Harayana. With these trained candidates we got better productivity and smooth execution of jobs on the shopfloor.

After experiencing these trainings, we have come to understand that such trainings are beneficial not only for us but also for the local community as it makes them skilled and employable, and thus contribute to the social development of our country.

Mr. R.K.Goel
General Manager (works)
Relaxo Footwears Limited, Unit-I & II



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.



Making Our Youth more Industry Ready

In an initiative by Rubber Skill Development Council, a dual certification course of Senior Rubber Technician (SRT) has been introduced for the B. Tech students. Due to the persisting skill gap in the industry, this initiative was undertaken to make the students industry ready through dual certification. The program has been designed specifically for those students who are pursuing B. Tech in Polymer Technology. After the completion of the course, students can be readily deployed in the industry.



Kamraj College is the first to launch this program for the students pursuing B. Tech in Polymer Technology. "The initiative taken by the college in introducing an add-on program of RSDC with the regular stream of engineering degree, is crucial to fill the skill gap and to address the issue of availability of skilled manpower in the rubber sector. The kind of facilities available in the college will give more emphasis.

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