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Hiring Opportunities in Rubber Industries

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Degree apprenticeship programs to ensure future-ready youth in India

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From COO desk:

There is a sense of positivity in the air, business sentiments are up. This is not just because the festive season is around the corner, economic indicator points to a broad based recovery in the recent quarter. Be it the power consumption, rail freight activity, e-way bills, GST collections, highway toll collections – all are showing an upward trend. However, the economic momentum can be sustained only if there is a sustained supply of skilled manpower.

A recent development involving Degree Apprentices has beautifully clubbed conventional degree programs with on-job training as an apprenticeship. This holds potential as a game-changer as a trained and employable workforce will be available in adequate numbers. We have covered the Degree Apprenticeship program and Hiring opportunities in the Rubber sector in detail in this issue of the e-Newsletter. Hope you find these useful and informative. Here is wishing everyone a safe and happy festive season.

Ms Shewani Nagpal

Hiring Opportunities in Rubber Industries



Training for the job role of "Processing Technician- Rubber Sheeter" at Kerala

The Indian Rubber Goods Manufacturing Industry, established in 1921, has grown to be the largest producers and consumers of natural rubber. It has also become one of the largest consumers of natural rubber and synthetic rubber together. With over 6,000 rubber goods manufacturing units, including 30 large scale and more than 5,600 small scale units, consumption of rubber goods is progressively increasing at a faster rate. The Indian Rubber Industry plays an important role in the Indian National National Economy with a turnover of more than 12,000 crore

rupees, manufacturing 35,000 rubber products and employing more than 4 crore people.

Indian Automobile Industry and a number of global auto-makers are now using India as a production base either directly or through joint ventures. The steady growth in the automobile sector directly reflects on the growth of the Indian rubber industry. India can emerge as the second-largest manufacturer of rubber products worldwide. Due to the rapid growth of the automotive sector and other related segments, opportunities exist across all sectors of the rubber industry. The major job roles being picked up in the tyre industries in the rubber sector are Extrusion and Calendaring Operator, Curing Operator, Moulding Operator, Assembly Operator, Quality Assurance and Rubber Technologist.

There are more than 5,000 openings in the rubber manufacturing units across the country. Salary ranges from 15-25 thousand rupees for operator level, 25-50 thousand rupees for technical level, and up to 70 thousand rupees for professional level job roles.

The boost for the production of natural rubber came from the Rubber Board of India, backed by the Rubber Research Institute of India, having over 100 scientists working to improve the yield and quality of rubber production. They are also educating the farmers and encouraging them to grow more rubber with higher efficiency. With their efforts in this direction, India will have the highest yield of natural rubber per hectare. The popular job roles in Rubber Plantation are of RSS Grader, Latex Harvest Technician, Processing Technician–Rubber Sheeting, Quality Control Rubber Technologist, Rubber Nursery Manager, Production Manager/ Supervisor, Rubber Plantation Manager.

The Rubber plantation training programs focuses live-project and on-job training methodology so the students are readily deployable as per the requirements of the industry. RCPSDC understands that short term modular courses and certification are the need of the industry. Therefore, RCPSDC develops a path that helps individual to get trained and certified in appropriate skills leading to employment opportunity in collaboration with the industry.



Rubber Sheeting process performed by candidates

Degree apprenticeship programs to ensure future-ready youth in India

The apprenticeship scenario in countries such as Germany has been in existence for a long time leading to major dividends in terms of employment generation and industrial competitiveness. Though late, India is fast catching up on the apprenticeship mission. The combination of skills and education which has been elusive so far has finally been bridged through Degree Apprenticeship programs.

Degree apprenticeship offers an interesting blend of a conventional degree programme along with on-job training as an apprenticeship. Students of a degree apprenticeship program graduate in two aspects – they earn a graduate degree from a university and at the same time a multi-year work experience at a workplace. This dual qualification puts their heads and shoulders

above others. However, apprenticeship is not only a one-way street where only students get benefitted. Employers also get a chance to groom and create an efficient workforce for the future.

What is significant to note is that these apprenticeship programs are co-designed by universities and the potential employers where the students need to undergo apprenticeship. As an added advantage, such students also get versed in soft skills including the art of interaction at the workplace. As per the Industry, trained candidates are preferred over complete freshers when it comes to formal employment.

Organizations such as RCPSDC have a major role to play in certifying if the apprentices meet the minimum skill standards or not. RCPSDC is also in touch with the universities to align with the apprenticeship movement and start these programs.



Apprenticeship training on the job role “Quality Control Inspector- Visual Inspection”



Candidate performing practical training under National Apprenticeship Promotion Scheme

“Industry has expressed its inability to get manpower which is ready to be deployed and we at RCPSDC are thriving our best to fulfil this gap. However, it is not the lack of job opportunities but the unavailability of skilled manpower that has been a limiting factor to India's growth. An apprenticeship could be a vehicle to address the same, linking apprenticeship with higher education could be a game-changer.”

Ms Shewani Nagpal, COO, RCPSDC



Apprenticeship programs will be a **boost** to the 'Make in India'

Assessments being conducted for the job role "Quality Control Inspector- Visual Inspection" at Cosmo Autotech

Eventually, such apprenticeship programs will impart a boost to the 'Make in India' campaign resulting in a trained and employable workforce available for the industry.

Overall intake of apprentices across Indian corporates has witnessed a significant surge amidst the Covid-19 pandemic. The apprenticeship route has facilitated the movement of candidates towards formal employment. According to a study, 95% of certified apprentices are in formal employment. Moreover, 40% of these apprentices are being absorbed by the same employers where the candidates had done their apprenticeships.

Know Our Team



Mr Dheeraj Jha
Manager- Placement and Industry Connect

I have got more than 10 years of experience in the domain of placement for different profile of candidates. During my experience as Placement Manager, I have placed more than 20,000 candidates across India.

Recently, I got an opportunity to work with the Rubber, Chemical & Petrochemical Skill Development Council wherein I can use my expertise to place the candidates and eventually contribute to the 'Skill India' mission. I am fortunate to join RCPSDC for being able to gain new skill sets that are applicable to create future career opportunities in the Rubber Chemical and Petrochemical industries.

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