

Rubber

# Skills Time



ISSUE 5 | VOLUME 1 | APRIL- JUNE 2020

NURTURING SKILLS & TALENT FOR A BETTER TOMORROW

## Impact of RPL Trainings across the country



First CSR Project of RSDC initiated by signing an MoU with Bridgestone India

Expanding reach of Mobile Skill Vans in Northeast States

Rising demand for hiring apprentices in Rubber Industries

### Interview: Mr B Hajong, MCS

Director, Employment and Craftsmen Training and Executive Director, MSSDS, Meghalaya





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## Skills Time

EDITORIAL

# Dual Apprenticeship Degree Program

Ms Shewani Nagpal, Chief Editor, COO, RSDC

Statistics show India's working-age population will continue to increase- rising by 96.5 million during 2021-31 and by 41.5 million during 2031-41 leading to major implications for job creation in the country.

The Government has launched several programs towards skilling and job creation. One such unique program has been the National Apprenticeship Promotion Scheme (NAPS).

Apprenticeship Training has been reckoned as one of the most effective ways to foster skilled manpower in the country. Apprenticeship has been, therefore, chosen by the government as an important mechanism for bridging skill-gaps among the millions joining the workforce. The government has now revised the apprenticeship structure in the country in the process creating new skill pathways especially the dual apprenticeship program.

The dual apprenticeship degree program has been introduced for further improving the connect between industry and educational institutes. This industry / academia- led and practical- oriented program has been planned to carve out efficient job-ready professionals out of millions of youth.

Under this program, the government has planned to introduce undergraduate apprenticeship degree courses in India alongside the traditional bachelor degrees in commerce, science and humanities. The ministry is actively engaged in working out the modalities of the courses to be offered and how it could offer incentives to the institutes to undertake these courses.

On its part Government has already pitched in by incentivizing employers for taking on board apprentices under the National Apprenticeship Promotion Scheme (NAPS) by offering to contribute 25% of the total stipend payable to an apprentice directly to the employers.

The new scheme involving dual apprenticeship has the potential to

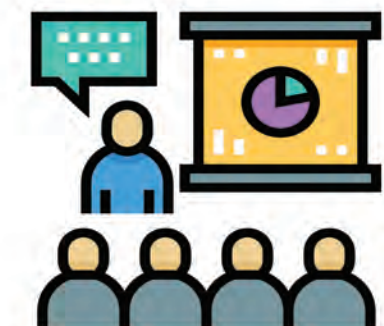
ramp up the entire apprenticeship ecosystem in the country and could be a very powerful tool for skilling youth in the country.

India has the advantage of learning from experiences in other countries since dual apprenticeship degree programme has been an important aspect for development of skilled manpower and job creation across the globe. Several countries have drawn notable benefits out of the dual apprenticeship system wherein apprenticeship programme exists alongside formal education.

Of all the countries, it is Germany that stands out from the rest in drawing the maximum benefit out of the dual apprentice degree program. As a result of this effort, the unemployment rate for 15-24-year-olds dropped to 6.7% as opposed to 17.3% across the EU three years ago.

The step towards adoption of the dual education system or the Work-study model is certainly a welcome move. However, with a view to realize its full potential, the dual apprenticeship program needs to be executed with an intention to train the youth across the board irrespective of academic grades or social background.

The Government, corporate sector and skilling organisations need to come together to make the most of this work-study model. It is sincerely hoped that the Dual Education system in India will be a success and the country will meet the challenge of joblessness in the most effective way.





# First CSR Project of RSDC initiated by signing an MoU with **Bridgestone India** to train tyre fitters



Fleet of Mobile Skill Vans at Lucknow, UP



Mobile Skill Vans Launched by Hon'ble Minister, MSDE, Dr Mahendra Nath Pandey at Varanasi, UP



Mobile Skill Vans Launched by Hon'ble Minister, MSDE, Dr Mahendra Nath Pandey at Lucknow, UP



Mobile Skill Van flagged off by Mr B Hajong, Director Employment and Craftsmen Training at Meghalaya



Mobile Skill Van flagged off by Dr K N Raghavan, IRS, Executive Director, Rubber Board at Kottayam, Kerala



Mobile Skill Van flagged off by Dr Sawar Dhanania, Chairman, Rubber Board at West Bengal, Kolkata



Display of Mobile Skill Van Fitted with equipments to train tyre fitters at Lucknow, UP



Launch of Mobile Skill Vans at Varanasi, UP



MoU signing between Bridgestone India and Rubber Skill Development Council

In one of the largest skill training drives in Rubber sector, a tripartite Memorandum of Understanding (MoU) has been signed between Bridgestone India and Rubber Skill Development Council (RSDC) under the aegis of National Skill Development Corporation (NSDC) to train as well as reskill the tyre fitters in the country.

Under the MoU, Bridgestone India has mandated RSDC to freshly train 1,000 individuals in tyre fitter & repair job role besides reskilling and certifying over 2,650 tyre fitters already on board with Bridgestone dealers across the country. The MoU was signed by Apurv Choubey, CHRO, Bridgestone India and Vinod Simon, Chairman, RSDC in the presence of RSDC's Governing Council Members and officials of National Skill Development Corporation (NSDC). The

training will be provided under Pradhan Mantri Kaushal Vikas Yojana.

Bridgestone recognizes the fact that tyre repairing & fitting plays a critical role in road safety and in ensuring smooth movement of transport. It is therefore imperative that the youth, especially from the lower social strata, are imparted training as per the latest technological advancements for this vital role. This initiative will create skilled workforce and enable safer mobility on Indian roads.

*Parag Satpute,  
Managing Director,  
Bridgestone India*

"Having reskilled and upskilled thousands of tyre mechanics under its Saamarth project, RSDC is privileged to be of assistance to Bridgestone for creating a strong line-up of over 3,600 trained tyre mechanics in the country. These tyre mechanics chosen through a rigorous process will be trained on state-of-the-art tools and equipment for tyre repairing & fitting and will create a new benchmark for tyre fitters in the country," said Vinod Simon, Chairman RSDC.

The project is being executed to bridge the skill gaps amongst the tyre fitters in the country. In a first move of its kind, the Bridgestone tyre set-ups providing tyre repairing & fitting services will be branded as "Tyre Carewala". Such branding will also act as morale boosting exercise for tyre mechanics.



# Expanding reach of Mobile Skill Van in Northeast States



Lamp lighting at Mobile Van launch Event at Meghalaya by Mr Vinod T Simon, Chairman, RSDC



Display of Mobile Skill Van at Meghalaya

With a view to skill up and certify tyre mechanics in the Northeast, mobile Skill Vans fitted with tyre fitting equipment and manned by skilled trainers moved across the highways and transport hubs in the states of Assam, Meghalaya, Manipur, Mizoram and Tripura. State-of-the-art Mobile Vans were pressed into service with a target of up-skilling 8500 tyre mechanics and certifying them in these Northeastern states during the last quarter of FY 2019-20.

*Saamarth provides safer mobility on Indian roads*

Sh Anand Prakash Tiwari, IPS, Mission Director did the honors of inauguration of the Mobile Skill Vans at Guwahati, Assam. Sh M Sreenivasulu, Director, Micro, Small & Medium Enterprises Development Institute, Ministry of MSME, Govt of India was the guest of honor.

"Efficient road transport is the nucleus of economic development especially in the Northeast since road transport is an important mode of travel in the hilly areas. The role of tyre fitters can't be underestimated. It is heartening to note that RSDC is undertaking



Mobile Skill Van Flagged off by Mr Anand Prakash Tiwari, IPS, at Assam

a skilling drive for these tyre fitters", said Sh Anand Prakash Tiwari.

At Shillong, the mobile skill vans were flagged off by Chief Guest Shri Bhupesh Hajong, MCS Director, Employment & Craftsmen Training, Meghalaya in the presence of Guests of Honour Mr A Basnet, COL (Records), Assam Rifles, Shillong and Mr N K Gurung, CO, ARASU, Shillong.

"With Northeast integrating with the rest of India at a faster rate and increased movement of commercial vehicles, it is important that trained tyre mechanics are available so that transport is not hampered. Fitting of tyres, especially commercial tyres, is a skill-based job requiring formal training. The drive by RSDC will make road transport safer and competitive", said Sh Bhupesh Hajong.

Instead of a classroom training, specially developed mobile skill vans are reaching out to tyre mechanics in the country. The mobile vans are moving across highways, villages and towns, driving awareness about the skills required in servicing and maintenance of tyre. In the Northeast region, more than 6000 tyre fitters have taken the training and certified as Tyre Fitter under the Saamarth Scheme.

**The specially designed Mobile Skill Vans Moving in the Northeastern states of Assam, Meghalaya, Manipur and Tripura for reaching out to tyre mechanics**

Many Training Partners are associated with RSDC in this region for this drive. The major players include Ajitaaksha Ventures Pvt Ltd, Rigpaedusolution Pvt Ltd. and Aastha Foundation. They have successfully executed trainings in the sector.

Reskilling of tyre mechanics is being done under the project SAAMARTH of RSDC, which aims at reskilling a million workforce in the Rubber sector, as mandated by the Ministry of Skill Development & Entrepreneurship.

"Tyres are known as wheels of a nation and tyre 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 unorganized. Hence skilling and reskilling in Tyre services has been taken by RSDC as a priority area across the country", said Mr Vinod Simon, Chairman RSDC.

Automotive Tyre Manufacturers Association (ATMA) has collaborated with RSDC in this campaign of up-skilling tyre fitters. The training is being provided under Recognition of Prior Learning (RPL) scheme of Government of India. •



# ATMA Chairman Mr K M Mammen Flags Off Mobile Skill Van in Chennai



Mobile Skill Van flagged off in Chennai by Mr K M Mammen, Chairman, ATMA & CMD of MRF Tyres

To mark the inauguration of Indian Rubber Meet at Mamallapuram, Chennai, Tamil Nadu, a Mobile Skill Van was flagged off by Mr K M Mammen, Chairman ATMA & CMD of MRF Tyres in the presence of Executive Director Rubber Board Dr K N Raghavan. Mobile vans fitted with state-of-the-art tyre fitting equipment and manned by skilled trainers will be plying on the highways and transport hubs in Tamil Nadu and will train tyre mechanics.

The mobile vans have been launched by Rubber Skill Development Council (RSDC), the sector skill council for Rubber in the country under the project SAAMARTH which aims at reskilling a million people in Rubber as mandated by Ministry of Skill Development & Entrepreneurship. In Tamil Nadu, the mobile vans will up-skill 3000 tyre mechanics and certify them during the month of March 2020.

“Tyre mechanics play a vital role in ensuring that road transport is safe and efficient. Tyre fitters not only change tyres but can be a source of valuable information on tyre maintenance for their customers. However that is possible only if they are formally trained. This campaign by RSDC will prove to be a game changer in Skill India project”, said Mr K M Mammen.

Mobile 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 upkeep of the tyres.

“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 unorganized. Hence skilling and reskilling in Tyre services has been taken by RSDC as a priority area”, said Mr Vinod Simon, Chairman RSDC.

Automotive Tyre Manufacturers Association (ATMA) has collaborated with RSDC in this campaign of up-skilling tyre fitters. The training is being provided under Recognition of Prior Learning (RPL) scheme of Government of India.

Rubber Skill Development Council (RSDC) is a Sector Skill Council for the rubber sector set up by All India Rubber Industries Association (AIRIA) and Automotive Tyre Manufacturers Association (ATMA), in Collaboration with National Skill Development Corporation (NSDC) under the aegis of Ministry of Skill Development & Entrepreneurship. RSDC is focusing on skill development & training needs of the Rubber sector. •



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SPECIAL TALK:



**Mr B Hajong, MCS**  
Director, Employment and Craftsmen Training and Executive Director, MSSDS, Meghalaya

**How do you see the scenario of Natural Rubber cultivation in North East and especially in Meghalaya?**

North East is a non-traditional area for Natural Rubber plantation. However, now the interest levels are growing. There is lot of potential for growth of Natural Rubber in the North East since production and productivity are low and can be increased manifold if better practices are introduced. In a path breaking move, Rubber Board of India has come out with a new hybrid rubber clone to increase the NR farming in non-traditional areas. The new hybrid clone- RRII 429, introduced by Rubber Research Institute of India and brought out specifically for the north-east, is supposed to be cold weather-proof and disease-resistant which is the dire need in North East.

RRII has come up with the new hybrid clone, based on 23 years of multi-locational field trials in Assam, Meghalaya, Tripura and West Bengal. At present, rubber is cultivated on over 1,00,000 hectare in the north-east, comprising eight states. However the biggest hurdle for growth of rubber in the North East has been a fungal disease, powdery mildew, which has been impacting the latex yield. The new hybrid clone is developed to withstand the fungus.

**Northeast integrating with the rest of India at a faster rate and increased movement of commercial vehicles, it is important that trained tyre mechanics are available so that transport is not hampered.**

**What role can skilling play in improving productivity of Natural Rubber in the North East?**

As stated above, there is lot of potential for increasing Rubber production and productivity in the Northeastern states. Keeping this in view, sharpening of focus on skilling in the Northeast in the plantation sector by RSDC is a highly welcomed move. In the last financial year, thousands of candidates in rubber plantation have undergone skill training under RPL (Recognition of Prior Learning) scheme in the North East and that will certainly help in imparting a fillip to the productivity while enhancing the employment potential.

The job roles of Latex harvest Technician and Rubber Tapper and Grader for which trainings are being provided have been wisely chosen by



**Mr B Hajong, MCS**  
Director, Employment and Craftsmen Training and Executive Director, MSSDS, Meghalaya

RSDC since tapping is a skillful job. The paucity of skilled workforce has been another factor behind low production. These trainings by RSDC will bridge the gap.

**Earlier this year, you had flagged off mobile skill vans to skill up tyre mechanics at Shillong. How has the training drive helped?**

The trainings had barely completed when a lockdown was implemented across the country. However as the Unlock phase begins, the results of the training crucial for strengthening road transport will begin to materialize. Mobile Skill Vans fitted with tyre fitting equipment and manned by skilled trainers plied on the highways and transport hubs in the states of Meghalaya, Manipur and Mizoram.



Certificate distribution at the Mobile Van Launch, Meghalaya

**Efficient road transport is the nucleus of economic development especially in the Northeast since road transport is an important mode of travel in the hilly areas. The role of tyre fitters can't be underestimated. It is heartening to note that RSDC is undertaking a skilling drive for these tyre fitters".**

While Northeast integrating with the rest of India at a faster rate and increased movement of commercial vehicles, it is important that trained tyre mechanics are available so that transport is not hampered. Fitting of tyres, especially commercial tyres, is a skill based job requiring formal training. The drive by RSDC will make road transport safer and competitive.

What really helped was the fact that instead of a class room training, specially developed mobile skill vans reached out to tyre mechanics. The mobile vans moved across highways, villages and towns, driving awareness about the skills required in servicing and maintenance of tyre.



Guest Welcome at Mobile Van Launch, Meghalaya



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## Prominence of Trainer & Assessor in Skilling Ecosystem

India is poised to reap the dividends of much talked about "Demographic Dividend". However to make the most of this demographic dividend, skill training of the youth is perhaps the single most important determinant. Unfortunately, India suffers from serious skill gaps as shown by several studies including one by RSDC in the Rubber Sector. In the recent past, Government supported by Sector Skill Councils has dedicated significant resources to initiate various skill development programs that focus on bridging the skill gap.

However, despite the dedicated resources and aggressive initiatives, the transfer of skills can remain a pipe dream if the trainer who is the key driver for this activity is not equal to the task.

It is tough to imagine imparting of skills and to assess the skills have been

imparted to the desired extent in the absence of a trainer and assessor. The outcome of a skill training exercise is directly linked to the aptitude/ training acumen of the trainer and assessment capabilities of the assessor underlining the need to invest in developing quality trainers and assessors for the skilling ecosystem.

Training of Trainers (ToT) is a program for the development of training delivery skills of those who wish to become trainers in the sector of their preference and aligns them with the National Skill Qualification Framework (NSQF).

With the advent of National Occupational Standards (NOS) for various job roles across sectors, it is important for the existing and aspiring trainers to be up-to-date with all these developments. RSDC has been consistently holding Train the Trainer programme.

Similarly, the primary role of the assessor is to assess candidates' performance and/or related knowledge in a range of tasks and to ensure that the competence and/or knowledge demonstrated meets the requirements of the NSQF and learning objectives. Training of Assessors (ToA) is a program organised by the Sector Skill Councils which is dedicated for the assessors in the skill eco-system.

An assessor needs to go undergo a ToA as under the PMKVY 2.0 (2016-20), all assessments can be conducted only by the SSC certified assessors. It is, therefore, mandatory to have a TOA before conducting an assessment.

ToA ensures that each assessor is certified on National Skill Qualification Framework(NSQF)-aligned Qualifications Pack/NationalOccupations Standards (QP/NOS) prior to assessing batches across skilling verticals. ■

## Impact of RPL Training in Rubber Manufacturing Industries



RPL - 4 Training for the employees of Polybond India Private Limited

### Industries getting the advantage of the RPL Training within the Industry premises

The RPL training in the rubber manufacturing sector has led to following benefits for the trainees:

- Increased appreciation of Safety by following safety measures
- Enhanced technical knowledge about the process of trade
- Better prospects for vertical as well as horizontal progression
- Better prospects for increase in wages
- Recognition of skill by government & Industry

Rubber manufacturing is a highly employment intensive sector. Nearly 5000 rubber manufacturing units in the country employ over a million people directly or indirectly. As a leading sector in the MSME domain, Rubber manufacturing clusters across the country have been the cradle for thousands joining its ranks year after year.

Traditionally, however, the workforce employed in the Rubber sector at the shop floor level, largely, does not have any formal training. This large workforce acquires skills in an unstructured manner on the job only. As a result the knowledge remains limited and certain aspects of the job are never fully appreciated. These may include the knowledge on the critical parts of the job like safety procedure to be followed etc which can lead to serious accidents.

Recognition of Prior Learning (RPL) under Pradhan Mantri Kaushal Vikas Yojana (PMKVY) has been a historic initiative to recognize and

certify those working in the industry without any formal qualification. RPL programme can be the game changer in a country like India, where majority of the workforce is not formally skilled. A successful program of RPL puts one at par with those who have received the formal training.

RSDC has taken up the RPL training and assessment on a war footing especially through its \_ Saamarth \_ initiatives which aims at reskilling one million workforce engaged in rubber, manufacturing, rubber plantation and tyre services.

So far under the Saamarth project, 5000 candidates have undergone RPL training and certification in the rubber manufacturing sector across the country.

The training has led to major positive spin offs. Significantly, in the manufacturing Sector of Rubber, the trainees felt that the training programme had improved their understanding of the job, helped in



Online assessment for the employees during the RPL - 4 execution

better understanding of the occupational hazards and also helped in improving their performance at work. ■



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## Skilling in Northeast increases the productivity of Natural Rubber



There exists a wide gap between Natural Rubber production and consumption in the country. Currently domestic NR production is nearly 40% less than its demand. While Rubber production in Kerala is nearing saturation limits, there is lot of potential for increasing NR production and productivity in the country especially in the Northeastern states. Accordingly RSDC has sharpened focus on skilling in the Northeast in the plantation sector.

As against the target of 16000 RPL (Recognition of Prior Learning) trainings in plantation sector in the Northeast during FY 2019-20(?), as many as 18565 candidates were enrolled. Out of which 16364 were assessed and 16010 certified.

Currently natural rubber is cultivated on over 1,00,000 hectare in the north-eastern states. After Kerala, Tripura is the second-largest rubber producer in India, with over 85,000hectare under NR plantation

and producing 74,000 tonne of NR annually.

However there is lot of potential to increase productivity since Tripura produces less than 1,200 kg per hectare of rubber plantation, against the national average of 1,500.

Skill trainings in NR plantation sector in northeast have multiple benefits. The trainings will go a long way in improving the productivity at the work front resulting in higher monetary benefits.



## Skills Time

Currently only 35-40% of the rubber produced in Tripura is graded RSS3 and RSS4. Rest is lower grades of Rubber. Skill trainings will also help improve the quality of Rubber produced in the Northeast. Improvement in quality of the produce will bring attractive price for their crop to the planters. The use of chemicals for processing could considerably be reduced.

The job roles in the rubber plantation sector for which trainings have been undertaken by the RSDC are Latex harvest Technician, Rubber Tapper and Grader (RSS Trading).

According to Dr K N Raghavan, Executive Director Rubber Board of India, "RSDC is ensuring that adequate number of skilled manpower comes up in the Rubber sector. Recognition of Prior Skills (RPL) programme is leading to upgradation of skills so that atrained manpower is able to contribute more effectively".



Rubber Board of India has also come out with a new hybrid rubber clone specifically for the North-east. The new hybrid clone based on years of multi-locational field trials in Assam, Meghalaya, Tripura and west Bengal, is believed to be cold weather-proof and disease-resistant.

Tapping of rubber is a highly skilled job and the reason for the

wide gap between the present NR productivity and the potential is also attributed to shortage of required skilled personnel or skill gaps in the available tappers. Skilling is important particularly for the role of Tapper, as an unskilled tapper would not only affect the yield of the product but can also damage the life of the Rubber tree. •



## ASPIRANT EDUCATION SANSTHAN

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AES's mission is to provide skill development and training to the youths of India, thereby making them self-reliant. The skilled youths can opt for either jobs or get into micro-entrepreneurship roles supporting their own lives and also contributing towards the growth prospects of future generations.

*"Change will not come if we wait for some other person or some other time. We are the ones we've been waiting for. We are the change that we seek."*



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# Rising demand for hiring APPRENTICES in Rubber Industries



India is a young nation with high population. Being emerging economy, there is demand for industry ready skilled manpower. A large percentage of workforce keen on joining the industry is not industry ready and that has been one of the primary reason for low employability in the country. Apprenticeship could bridge this gap between demand and supply. Apprenticeship potential in India remains largely untapped. Apprentices account for 5% of employed workforce in Germany, 2.5% of employed workforce in China, 1.5% in UK but less than 0.1% in India.

However, apprenticeship reforms, including financial support, have made it extremely industry friendly and companies across several sectors are expressing keenness to go for apprenticeship model. While it is optional for the establishments with an employee strength of 6-40 to have 2.5 to 10% of employee strength as apprentices, those establishments with an employee strength of more than 40 are mandatorily required to hire 2.5 to 10% of employee strength as apprentices for a duration of 6-24 months.

As per rules, apprenticeship training needs to comprise of two parts-a Basic Training (classroom/

lab) component & the on shop floor component-usually 20% of total apprenticeship Training duration is the Basic Training Component but depends entirely on the requirement of the industry; also Basic Training can be exempted for certain categories. Industry can also outsource Basic Training.

Apprenticeship programme include includes the courses which are notified by the Govt referred to as Designated Trades & all others any Industry may design and opt to run referred to as an Optional Trade.

NAPS has extended Financial Support to Organizations in which there is provision of sharing of cost of basic training with Basic Training

Providers (BTP); up to INR 7,500 for 3 months/ 500 hours and sharing of 25% of the prescribed stipend, subject to a maximum of INR 1,500 per month per apprentice.

Given the lucrative provisions, various companies, across the country, are recruiting apprentices.

In case of Rubber, the effort of RSDC in promoting the benefits of Apprenticeship has led to several tyre and non-tyre companies joining the bandwagon. The tyre manufacturing companies include Apollo, J K Tyre, Metro, TVS Tyres, BKT, Emerald and many more.

Similarly Non Tyre Manufacturing for instance Footwear and other essential rubber products manufacturing companies like Hartex rubber, Oriental Rubber, Lakhani are recruiting apprentices and in their ownway supporting skill India Mission.

Data shows that around 1500 Apprentices have been hired by the Rubber Manufacturing Companies using rubber sector job roles. 150 + companies are registered in the Rubber Sector for hiring apprentices with 5000 number of Vacancies created using the Rubber Job role.

The Job roles picked by employers for apprenticeship generally include Building Operator-Footwear, Injection Moulding Operator, Material Handling and Storage Operator, Mill Operator, Mixing Supervisor, Operator Advance Chemical Plant, Processing Technician-Rubber Sheeting, QA Supervisor, Quality Control Inspector- Visual Inspection, Quality Control Inspector-Statistical process control, Rubber-Pneumatic Tyre Moulding Technician and Rubber Compression Moulding Technician.

Apprenticeship model with new provisions has several positives for the employers as well as apprentices. For a company apprenticeship model benefits include:

High return on investment (ROI) with a short payback period

Candidates become more productive post training

Apprentices are not employees, no obligation to hire them

Apprentices will be familiar of Company Culture

Less attrition

Reduction in cost of recruitment & induction

High level of dedication and loyalty among apprentices



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Our Institute is working in educational and social field for past Six years. We are imparting knowledge, training and skill under Mechanical and IT streams to students from poor and downtrodden strata of the Society.

We make arrangement for placement also after completion of the training courses by the students. We try to provide jobs to them as per their abilities in industries at different places like Aurangabad, Pune, Mumbai, Nagpur, Thane, Akola, Amravati, Anagar. etc

We trained 3500 students in various schemes with 1500 placements in various companies

#### WE ARE PARTNER OF THE FOLLOWING GOVT. AGENCIES

- Maharashtra State Skill Development Society. (MSSDS): A State Govt. Agency
- National Institute Of Electronics And Information Technology (NIELIT): A Central Govt. Agency
- Tribal Research Training Institute , Pune (TRTI): A State Govt. Agency
- Rubber Skill Development Council (RSDC): A Central Govt. agency

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- Running 5 special STT project with 4 Sector Skill council
- 1500+ trainees will be skilled by us under Rubber Sector this year



We are dedicated to alleviate poverty by empowering the poor & helping them to bring about positive changes in their lives by creating opportunities for the poor.



We aim to set the foundation for nation building by making the downtrodden emerge as productive assets with belief

*'If we aspire to live in a happier world, we must empower those living on the margins of society'*

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Skills Time

## Industry Testimonial- Ajanta Shoes



RPL Practical Training in Ajanta Shoes (India)



**Mr. Bibek Banerjee**  
GM - HR, IR & Admin. at  
Ajanta Group of Companies  
Kolkata, West Bengal, India



RPL Theory Training in Ajanta Shoes (India)

Ajanta Shoes (India) has grown strategically and now has 4 Production Units located across West Bengal. We have traversed a long journey by harnessing Traditional Skill and Workmanship with State of the Art Technology, to set benchmarks in Foot care solutions.

Calendaring Operators play an important role in the Footwear Industry and imparting skills to them is of utmost importance to us. We really appreciate Rubber Skill Development Council that they have taken a lead in this by bringing in the Recognition of Prior Learning (RPL) Training Programme and trained our 16 employees. This indeed is a big opportunities for our existing employees to get Reskilled and Certified. It has improved the productivity of the candidates and hence the efficiency has been increased for all the trained operators. We expect many more such and similar Workshops from RSDC for our Employees.

We would recommend to replicate the RPL Trainings to the other industries as well for the benefit of their employees and for increasing the productivity of the Organization.



ShopFloor of Ajanta Shoes (India)



STUDENT TESTIMONIAL

# RPL Training helped Akash in gaining better opportunity



Akash, Trainee - Injection Moulding Operator at Rudrapur

How even a short-term re-skilling course with certification can change entire outlook of a young person, Akash represents a classic example of this transformation.

Just 19 years old, Akash hailing from Rudrapur is a regular factory going worker from lower middle class. Son of a mason (Raj Mistri) Akash had to quit studies after 10th standard as his father was not in a position to fund his further studies.

He was called upon to contribute to the meager family income by joining as a factory worker.

Accordingly he joined Imperial Auto Industries Ltd Pant Nagar - Uddham Singh Nagar as a shop floor worker.

For about a year in the job, Akash was a diffident trainee worker

with no roadmap for the future and leading day to day life aimlessly.

However a development changed the direction of his life. Under Pradhan Mantri Kaushal Vikas Yojana, RSDC mandated Labournet, its affiliated Training partner, to provide RPL training to the workers in the area that Akash was working in.

Akash was enrolled for on-site training and certification at Imperial Auto Industries, in the job role of Injection Moulding Operator. The short term certification program came as a shot in the arm for Akash.

For the first time in his life, he felt he was doing something worthwhile and had a Government recognized certificate to prove.

According to Akash, it was not just a training programme but also equipped

him with the knowledge on how to further his career. Akash came to learn the importance of 5s - the five steps of Sort, Set in Order, Shine, Standardize, and Sustain. Moreover he came to know the vital role of safety in his work.

After the training Akash has become so confident that now he is teaching his co workers/ young recruits the intricacies of work.

So immensely pleased by the training Akash is, that he has requested the training program to be conducted every year for the trained workers, as a refreshment course, and also to train the fresh recruits of the company.

Akash hopes that armed with the training, he can start his own venture and bag contracts, in future.



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