

# Rubber

# Skills Time



ISSUE 4 | VOLUME III | JANUARY-MARCH 2020

NURTURING SKILLS & TALENT FOR A BETTER TOMORROW

## Launch of Fleet of Rubber Mobile Skill Vans

Rubber sector to certify 1Lakh tyre mechanics in FY20

18 Mobile skill vans launched by Honorable Minister, MSDE, Dr Mahendra Nath Pandey at Lucknow, UP

RSDC's award ceremony celebrates skilling excellence at New Delhi

RSDC ties up with MSME Ministry for training in Rubber & Plastic



## Interview: Mr V T Chandrasekharan

President, All India Rubber Industries Association (AIRIA)



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## Inside

AWARDS & RECOGNITION 5

RSDC's award ceremony celebrates skilling excellence

SPECIAL TALK 7

President AIRIA

SKILL AWARENESS 9

1L tyre mechanics to be trained by RSDC in FY20 under Saamarth

Fleet of Mobile skill vans launched by Rubber Sector

TRAINING 14

RPL Training - North East

Certificate ceremony by Rubber Board

INITIATIVE 16

RSDC ties up with MSME Ministry for training in Rubber & Plastic

FORESIGHT 20

Training Of Trainer (TOT) - Delhi

Mr Vinod Simon  
Chairman, RSDC

Editorial Committee

Mr Vijay Pahwa  
Nomininee Director, RSDC

Mr Rajiv Budhraj  
Director General, ATMA

Ms Meghna Mishra  
Chief Editor, CEO, RSDC

Ms Shewani Nagpal  
Editor, COO, RSDC

Ms Deepmala Moorjani  
Asst Editor, Manager, RSDC

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Rubber Skill Development Council  
217, 2<sup>nd</sup> Floor, Rectangle One, Saket  
District Center, New Delhi - 110017  
Tel: +91 11 41009347-48  
Email: info@rsdcindia.in  
Website: www.rsdcindia.in  
Designed by: RSDC

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## Skills Time

### EDITORIAL Future Jobs in Rubber Manufacturing

Ms Meghna Mishra, Chief Editor, CEO-RSDC

India stands apart as a unique country across the world where working age population is relatively much higher. Employability of such a large growing young demography is an important determinant in the economic development of the country requiring huge need for skill development. This also meant that the challenge of skill development had to be turned into opportunity for growth. This was the genesis of Ministry of Skill Development & Entrepreneurship.

World over skills development is the basis for the competitiveness of economies and enterprises. A sustained and committed focus on skill development has led to a perceptible change in the skill training scenario.

As a key programme of the Indian Government, Skill India has led to widen its reach & impact contributing to economic and employment growth and social development. Skill development has been a means to empower people, improve the quality of work and life, enhance productivity, increase in incomes and improved enterprise competitiveness.

From a social perspective, skill development has been a significant tool for fighting against poverty, promoting social equity and inclusion.

Especially through the Recognition of Prior Learning (RPL) skill development has been a transformational one as it has fostered confidence and self-esteem amongst millions through a unique certification exercise, contributing to the individual's engagement with their family and society.

The Economic Survey of 2018-19 says "almost 93%" of the total workforce is 'informal' in India. A significant portion of employment is created in small-scale units. Skill development and training is essential if the workforce needs to be moved from informal economy to employments within the formal economy.

Investment in skills development will ensure that economic and employment growth is more inclusive. This is especially important in the context of India's demographic transition, that has also produced a youth bulge in the working age population.

In fact the government's commitment to ensure that young Indians become competitive and employment ready is evident in the breadth of skilling programmes including: National Apprenticeship Training Scheme, Deen Dayal Upadhyaya Grameen Kaushal Yojana, National Urban Livelihoods Mission, and the National Rural Livelihoods Mission.

Skill India has found a pride of place amongst several national flagship schemes such as Make in India, Start-up India, Stand-up India and Digital India. Essentially all these have been launched to spur the creation of more productive and higher skilled micro, small and medium enterprises, which would accelerate job creation. Recently launched Atal Innovation Mission endeavours to promote a culture of innovation and entrepreneurship by providing a platform for the generation and sharing of innovative ideas.

On its part, RSDC has been working incessantly to fulfill its mission through the esteemed project Saamarth. The inside pages provide a glimpse of the same. Hon'ble Minister for MSDE Dr Pandey has provided effective mentoring, leading to unique outcomes.

Skill development will be a key factor in India's \$5 trillion economy goal. Much has been accomplished but much more remain to be achieved.

Here is wishing all success to Skill India in 2020. \*



# RSDC Celebrates its 4<sup>th</sup> Award Ceremony

## Excellence in the Skilling Ecosystem of Rubber Sector



From Left to Right: Ms Meghna Mishra, CEO, RSDC, Mr Vinod Simon, Chairman, RSDC, Prof Sanjay Srivastava, Vice Chancellor, Manav Rachna University, Mr Anshuman Singhania, Vice Chairman, Automotive Tyre Manufacturers Association (ATMA) and Mr V T Chandhrasekharan, President, All India Rubber Industries Association (AIRIA) graced the occasion as Guests of Honour.

Excellence achieved in different facets of Rubber sector skill ecosystem came alive at RSDC Annual Awards 2019 organised by Rubber Skill Development Council (RSDC) at New Delhi.

As one of the largest gatherings in Rubber sector, the award ceremony, fourth in the series, brought together training partners, assessment agencies, policy makers, representatives from state skill missions, industry, academia and a large number of stakeholders from all the parts of the country. In his welcome note, Chairman of RSDC, Vinod Simon apprised the audience about the milestones reached in the seven years of RSDC's existence. "National Occupation Standards (NOS) have been developed for the entire sector including manufacturing and plantation segments. One lakh plus trainings have been imparted so far. Skill gap analysis has been undertaken for all the states in the country in the rubber sector. RSDC has already tied up with 14 State Missions besides 11 universities and was the first to start

B.Voc. in Rubber technology. RSDC has on its board 950 certified trainers, 475 assessors and around 150 training partners. He also shared that now Chemical and Petro chemical sector is also aligned with the Rubber SSC.", said Vinod Simon, Chairman RSDC. V T Chandhrasekharan, President AIRIA urged the industry to make the most of skilling ecosystem being developed by RSDC "More organisations especially in the MSME sector need to come forward to absorb the workforce being skilled by RSDC. Traditionally MSMEs have believed in imparting on the job training rather than hiring skilled manpower. That mind set has to change. The role of Training Partners is vital here. Trainers need to ensure that workforce being trained is employable from day one", said V T Chandhrasekharan, President AIRIA.

"Northeast of India is emerging as a potential rubber growing area and can fill shortage of NR in India if skilled manpower is employed. National Rubber Policy 2019 has highlighted shortage of skilled rubber tappers. We are sure that RSDC is taking up the issue of skilling in Northeast with the seriousness it deserves," said Anshuman Singhania, Vice Chairman ATMA.

"Tyre Industry is fast moving towards radialisation in truck & bus tyres. Manufacturing of new generation radial tyres requires NR of very high quality. Traditional rubber sheet making needs large scale improvement which can be brought about by skilling and training of rubber farmers. In fact NR processing holds immense job potential for large number of self-employed young entrepreneurs already engaged in the

**Annual Awards**

Mr Venugopal S, HLL, Kerala awarded for Best Trainer 2018-2019

Mr K Beji George, CMD of HLL Lifecare, received the award for Special Category - Best Industry Partner 2018-2019

Mr Siddharth Kalia, NULM received the award for Special Category - Best State Skill Development Mission 2018-2019

**Annual Awards 2019**

Winners of RSDC Annual Awards 2019

**BEST TRAINING PARTNER**  
1st Prize: Focal Skill Development Pvt Ltd  
2nd Prize: Rubber Board of India  
3rd Prize: REEP Trust

**BEST ASSESSMENT AGENCY**  
1st Prize: Mercer Mettl  
2nd Prize: Transsetters Skill Assessors Pvt Ltd  
3rd Prize: Cindrel Technologies Pvt Ltd

**BEST TRAINER**  
1st Prize: Mr Venugopal S, HLL, Kerala and Partha Debnath, Rubber Board, Tripura  
2nd Prize: Mr Ajaya Kumar Kanhar, Rubber Board, Odisha  
3rd Prize: Mr Pradeep Kumar P Joy, Rubber Board, Kerala

**BEST ASSESSORS**  
1st Prize: Mr Rana Chakraborty, IRIS  
2nd Prize: Mr Kesavan Nair, Cindrel  
3rd Prize: Mr Murugan R, Cindrel

**BEST TRAINEE (Natural Rubber Plantation)**  
1st Prize: Mr Sanjoy Das  
2nd Prize: Mr Swapan Biswas  
3rd Prize: Mr Palash Das

**BEST TRAINEE (Manufacturing Segment)**  
1st Prize: Ms Prabhati Sikdar  
2nd Prize: Mr Aneesh S  
3rd Prize: Mr Sivakumar P S

**SPECIAL CATEGORY**  
Best State Skill Development Mission  
National Livelihood Mission (NULM), Maharashtra  
Best Industry Partner  
HLL Lifecare, Trivandrum  
Best University/College:  
ICFAL University, Tripura

Mr Swapan Biswas awarded Second Prize for Best Trainee 2018-2019 in NR-Plantation

Focal Skill Development Pvt. Ltd. awarded First Prize in Best Training Partner Category 2018-2019

Mercur Mettl awarded First Prize for Best Assessment Agency 2018-2019

Rubber Board of India awarded Second Prize in Best Training Partner Category 2018-2019

field", said Anshuman Singhania, Vice Chairman ATMA.

"In university system we teach a principle called ASK (Attitude, Skills & Knowledge) in that order. Unfortunately, we have been historically programmed to give undue importance to Knowledge while Skills and Attitude which should have been in the forefront in education have been downgraded. As a result, we have systematically killed skilled mindset in the country. The day skills become aspirational, our country will go for a paradigm shift", said Prof. Sanjay Srivastava, Vice Chancellor Manav Rachna University.



Guests at RSDC Annual Award Ceremony 2019

Ever since its launch Saamarth project has triggered several skilling movements across the country. RSDC has taken up Tyre Service and Maintenance job role in a mission mode. More than 13 mobile skill vans fitted with state-of-the-art equipment's have been flagged off across the country.

So far, in different parts of the country under the Saamarth Project, over 50 thousand people have been trained and certified in plantation, 20 thousand in manufacturing Units and more than 40 thousand people have been certified as tyre fitters.

Gatherings in Rubber sector for the award ceremony includes training partners, assessment agencies, policy makers, representatives from state skill missions, industry, academia and stakeholders



At the Annual Awards 2019, First prize as Best Training Partner went to Focal Skill Development Pvt. Ltd. Mr Venugopal S from HLL Academy and Mr Partha Debnath S from Rubber Board Of India office was adjudged as the Best Trainer. Mercer Mettle received the award as Best Assessment Agency. Prabhati Sikdar certified in Material Handling and Storage Operator by Shri Ram Skills at Uttarakhand was conferred the best trainee award in manufacturing, whereas in Plantation best trainee award was awarded to Sanjoy Das in Latex Harvest Technician Job role and trained by Rigpa Solutions in Tripura.

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Last year, RSDC initiated the project, Saamarth, to empower a million lives in rubber. It aims at up-skilling and re-skilling the masses, in tyre service & Maintenance sub-sector, plantation sub-sector, and people employed at various rubber manufacturing units across the country.

**SPECIAL TALK:**

**Mr V T Chandrasekharan**  
President - AIRIA



**Skill Training narrows the gap between the demand and supply of skilled labour in India**

You head one of the large industry bodies in the country and often interact with other industrialists. What is your view about the skilling scenario in the country?

Skilling scenario certainly needs a major boost in the country. We often talk about demographic dividend given our large and young population base. More than 50% of our population is under 35 years of age. However this opportunity will come to a naught if the youth in the country is not skilled. The harsh reality is that the youth entering the job market especially in the manufacturing sector lacks requisite skill sets. Often there are reports that even those graduating from engineering colleges are not all that readily employable. I understand, and there are official figures to prove, that only a minuscule percentage of our labour force is formally skilled. Most of the skilling takes place at the shop floor in India. This is especially true of the MSME sector which is employment intensive and is rightly termed as the backbone of Indian economy. MSME sector has a contribution of 29 per cent in our country's GDP but generates employment for around 60 million people. If these people are not formally trained, it will certainly impact the competitiveness of not only the MSME sector but the entire economy.

How do you think the journey of RSDC has been so far, AIRIA being one of its founding organisations?

More organisations especially in the MSME sector need to come forward to absorb the workforce being skilled by RSDC

The journey of RSDC has been a remarkable one. RSDC is a young organization however its accomplishments speak volumes about the commitment of the Governing Council which has some of the seasoned experts from the tyre and non-tyre sector. After setting up the RSDC, the priority was to study skill gaps in the country and prepare standards for different job roles, an area that RSDC has accomplished much before expectations. I think it is just the beginning. As we go along there will be more challenges which RSDC is immensely capable of addressing and leave its unique mark on the skilling ecosystem in the country.

What are the potential areas to focus upon in the domain of skilling for RSDC?

It is gratifying to note that RSDC has taken in its ambit the NR plantations sector as well. NR plantation sector employs over a million people and is equally deserving of the skilling support as the manufacturing sector. The production and productivity of NR is falling in the country. Besides other reasons, lack of enough skilling workforce is also a factor coming in the way of India's plantation sector reaching its full potential. Especially tapping is a skillful job and that needs extensive training. It is heartening to note that RSDC has joined hands with Rubber Board of India and a structured programme for skilling of tappers and other field workers is currently on at a war footing.

## Skills Time



Mr V T Chandrasekharan, President, AIRIA, during RSDC Annual Award Ceremony.

What is your view about the Saamarth project launched by RSDC to maximise the Recognition of Prior Learning (RPL) scheme launched by the Government?

History shows that path breaking achievements were made possible only when the clear goals were set. While RSDC has been working passionately for up skilling the rubber sector, the Saamarth project has imparted it a new energy and direction. Reskilling a million people that the Saamarth project avowedly

**MSMEs have believed in imparting on the job training rather than hiring skilled manpower**

aspires for seems to be an ambitious exercise by all standards. However in a short time RSDC has been able to reach a sizeable number of people and reskilled them under the project. Recognition of Prior Learning (RPL) programme is a revolutionary scheme launched by the Government which can be a game changer in skilling up and certifying millions and thereby bringing them in the mainstream formal category.

Availability of skilled manpower is an issue with the Rubber & Non Tyre Industry. RSDC has tied up with colleges and universities for rubber technology courses. From your view, what could make these young men and women more employable?

Rubber is one of the developing sectors in the country with large potential for growth notwithstanding economic turbulence. However Rubber & Non Tyre sector needs to give a fillip to Research & Development and also innovation to sustain and remain relevant. All those aspiring to become a part of the exciting journey that rubber and non tyre sector entails, needs to be passionate about the way the sector functions, what are the key growth areas and how could different functions including manufacturing and marketing be made more innovative and efficient. \*



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# Fleet of Mobile Skill Vans Launched by Rubber Sector



Hon'ble Minister of MSDE, Dr Mahendra Nath Pandey, Hon'ble Minister of State, Vocational Education and Skill Development, Mr Kapil Dev Agarwal and Hon'ble Minister of State, Transport and Parliamentary Affairs, Mr Ashok Kataria and Chairman RSDC, Mr Vinod Simon Flagging off Mobile Skill Vans

**18 Mobile Skill Vans Flagged Off at Lucknow by Hon'ble Minister of MSDE, Dr Mahendra Nath**



Honorable Minister of Skill Development and Entrepreneurship, Dr Mahendra Nath Pandey Lighting the Lamp for Mobile Skill Vans Launch at Lucknow

**1Lakh**  
tyre mechanics to be trained by RSDC in FY20 under Saamarth

Ministry of Skill Development & Entrepreneurship has mandated Rubber Skill Development Council (RSDC) to accelerate the drive of re-skilling tyre mechanics in the interest of road safety and efficient transport. The Ministry has set a target of 1 Lakh tyre mechanics known as tyre fitters to be reskilled and certified during the current fiscal itself.

The mandate comes in the wake of a successful programme involving 35K tyre fitters during the current year so far who have been assessed, re-skilled, upskilled & certified under

the Recognition of Prior Learning (RPL) component of Pradhan Mantri Kaushal



Mobile Skill Van at display

Vikas Yojana (PMKVY) covering 119 districts across 19 states.

Instead of a class room training, specially developed mobile skill vans fitted with tyre fitting and repairing equipment and manned by trained staff are reaching out to tyre mechanics in the country. •

**TYRE MECHANIC SECTOR IS LARGELY UNORGANISED AND NEEDS FORMAL TRAINING**

As many as 18 mobile vans were flagged off by Dr. Mahendra Nath Pandey, Honorable Minister of Skill Development and Entrepreneurship, Govt. of India, recently taking the total number of vans to 40.

Flagging off the vans, Dr Pandey, Hon'ble Minister for Skill Development and Entrepreneurship, said, "Tyre mechanics dot the length and breadth of Indian highways and play an important role in making road transport safer. Fitting of tyre, especially commercial tyre, is a skill-based job requiring formal training. The mobile vans will move across highways, villages and towns, driving awareness

**Tyre Mechanics play a Vital role in Road Safety and Efficient movement of Vehicles**

about the skills required in servicing and maintenance of tyre and their co-relation with road safety".

"Tyre mechanics are largely unorganized and not formally skilled. However they play a vital role in safe and efficient movement of vehicles. RSDC has taken the initiative of training tyre mechanics as a priority area in the interest of road safety and economic growth. Under the program, fitters are being taught to implement best practices and safety methods to be followed during wheel alignment and changing of tyre", stated Mr Vinod Simon, Chairman RSDC. •

## Mobile skill van flagged off at Kolkata



Mobile Skill Van Flagged off by Dr Sawar Dhanania, Chairman, Rubber Board of India at Kolkata

The mobile vans were recently flagged off from Kolkata, West Bengal by the Chairman Rubber Board of India Dr Sawar Dhanania. The Mobile Van has been pressed into service with a target of up-skilling 2500 tyre fitters and certifying them, in West Bengal by Mar 2020.

"Tyre mechanics which dot the length and breadth of Indian highways play an important role in making road transport safer. 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 Dr Sawar Dhanania.

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 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

**After successful execution of RPL across different states of India, Kolkata is now geared up for Skilling and Certification under the project Saamarth of RSDC**

in making road transport efficient and ensuring road safety, is largely unorganized. Hence skilling and



Mobile Skill Van in display at Kolkata

reskilling in Tyre services has been taken by RSDC as a priority area", said Mr Vinod Simon, Chairman RSDC.

Speaking on the occasion, Mr V T Chandrasekharan President, All India Rubber Industries Association (AIRIA) said, "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 milestone in Skill India project." •



Mobile Van Flagged off by Dr KN Raghavan, IRS Executive Director, Rubber Board at Kottayam, Kerala

## Mobile skill van Flagged Off at Kerala

Kottayam, 6 Jan -- In a major drive to skill up and certify tyre mechanics in Kerala, mobile Skill Vans fitted with tyre fitting equipment and manned by skilled trainers will be plying on the highways and transport hubs in the state. In the first phase, a state-of-the-art Mobile Van has been pressed into service with a target of up-skilling 3000 tyre mechanics and certifying them in Kerala till March 2020.

The mobile skill van was flagged off on 6th Jan 2020 by Dr K N Raghavan the Executive Director of the Rubber Board at Kottayam in the presence of Mr Vinod Simon, Chairman RSDC and Rubber Board officials.

Reskilling of tyre mechanics is being done under the project SAAMARTH

of Rubber Skill Development Council (RSDC), which aims at reskilling a million workforce in the Rubber sector, as mandated by the Ministry of Skill Development & Entrepreneurship.



Distribution of Tyre Fitter tool kit to the Trainees at Kottayam

"Kerala is a major transport hub and tyre mechanics play an important role in making road transport safer. 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 Dr KN Raghavan the Executive Director of the Rubber Board

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. •

**Skills Time**

# RSDC executes flagship apprenticeship program in Rubber Sector



Rubber Industry is actively contributing towards government's SKILL INDIA MISSION through its unique apprenticeship program. To encourage apprenticeship training, around 100 + rubber companies has employed 1100 youth as an apprentice across country. All the apprentices are enlisted under the National Apprenticeship Promotion Scheme (NAPS) and are paid the prescribed stipend amount. NAPS is being implemented by National Skill Development Corporation (NSDC) in optional trades.

The candidates are with the qualification of 10th, 12th, Diploma and B.Tech, as well as pass-outs in various trades from Industrial Training Institutes (ITIs), through the apprenticeship portal. The apprenticeship opportunity allows the candidates to refine their skills through on the job training, while also providing a steady stream of skilled workforce to the rubber industry.

In a bid to make MSDE flagship apprenticeship programme, the National Apprenticeship Promotion Scheme (NAPS), the government has decided to execute it in the public-private partnership mode. Until now, the programme was being run by the director general of training under the ministry of skill development and entrepreneurship. Now, the programme is partly operated by the National Skill Development Corporation (NSDC) and the sector skills councils (SSCs)

in its fold so as to increase the role of private players in imparting apprenticeship training to the youth. The government has allocated Rs. 10,000 crores to be reimbursed as stipend to NAPS at the rate of 25% of the stipend, or a maximum of Rs. 1,500 per apprentice.

The government has also made industry-friendly changes in the scheme to help attract private players across manufacturing and services sectors. The changes include making it mandatory for companies to hire 2.5-15% of their workforce from the apprentice pool, introduction of optional trades depending on the skill gaps in the system, additional focus on the services sector, linking stipend to minimum wages, imposing very limited financial liabilities, provision to outsource basic training and setting similar rules for apprentices as those of employees.

Apprenticeship training is one of the most efficient techniques to provide demand driven skills and address the technical skill gaps faced by employers. Keeping this in mind, the Ministry of Skill Development has brought significant reforms to the apprenticeship rules to drive greater participation in the program.

**These reforms include:**

- Upper limit for engaging apprentices increased from 10% to 15%
- Size limit of an establishment with mandatory obligation to engage apprentices lowered from 40 to 30
- Payment of stipend for 1st year has been fixed rather than linking it to minimum wages, 10% to 15% hike in stipend for 2nd and 3rd year to apprentice
- Duration of apprenticeship training for Optional Trade can be from 6 months to 36 months
- The industry has the option to design and implement their own Apprenticeship programs
- Under NAPS, the establishments/ industry can get reimbursement upto 25% of the stipend paid to the apprentices

Establishment Eligibility and Norms for Apprenticeship	
Employee Strength	Eligibility for Apprenticeship
0-5	Not eligible
6-40	Optional
>40	Mandatory



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## Skills Time

# RSDC ties up with MSME Ministry for training in Rubber & Plastic

In a significant development, RSDC has signed an MoU with Process & Product Development Centre, one of the prominent Technology Centres (TC) established by Ministry of Small and Medium Enterprises (MSME) to conduct skill based training in rubber and plastic verticals. The skill training will be provided across 13 PPDC centers in the country.

The MoU was recently signed by Mr. Ramaswami Panneerselvam, Principal Director of Process & Product Development Centre, Agra, and Mr. Vinod Simon, Chairman, RSDC. The first training centre for rubber will be at Thiruvalla, Kerala, and gradually the same set up will be replicated at other centres.

"We are privileged to have MSME Technology Centres on board for implementing



(From Left to Right) Ms. Shawami Nigpal, CEO, RSDC, Ms. Megha Mishra, CEO, RSDC, Mr. Vikas Verma, Process & Product Development Centre, Mr. Ramaswami Panneerselvam, Principal Director of Process & Product Development Centre, Agra and Mr. Vinod I. Simon, Chairman, RSDC.

the training program. This is amongst the first instances where a Sector Skill Council is joining hands with MSME Technology Centres", said Mr. Vinod Simon. The emphasis will be on conducting short term training and RPL (Recognition of Prior Learning) trainings in the Rubber and plastic industry.

Ministry of Micro, Small and Medium Enterprises (MSME), in its endeavour to provide the right stimulus for the growth of MSMEs in the country has established 18 Technology Centres. Out of 18 Technology Centres (TCs), 10 TCs provide tooling, moulds, dies, etc. to the industry. The remaining Technology Centres, are product

specific centres to support MSMEs' catering to specific sectors, by rendering technical services to develop and upgrade technologies, processes and products, apart from manpower development and training in the specific product groups.

The TCs conduct various courses / training programmes to provide industry ready workforce and skill enhancement for trainees ranging from school dropouts to M-Tech level. At present, the 76 courses conducted by MSME TCs are National Skill Qualification Framework (NSQF) compliant. The courses offered by TCs are well accepted by the industry across the country and abroad, for employment purposes. •



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- ➔ Phthalate Ester
- ➔ US FDA – Food Grade testing



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- ➔ Various Chemical Testing for qualitative and quantitative analysis

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- N-Nitrosomethylethylamine (CAS No – 10595-95-6)
- N-Nitrosodiethylamine (CAS No – 55-18-5)
- N-Nitrosopyrrolidine (CAS No – 930-55-2)
- N-Nitrosomorpholine (CAS No. 59-89-2)
- N-Nitrosodipropylamine (CAS No-621-64-7)
- N-Nitrosopiperidine (CAS No 100-75-4)
- N-Nitrosodibutyl amine (CAS No 924-16-3)
- N-Nitrosodiphenylamine (CAS No 86-30-6)



### Indian Rubber Manufacturers Research Association

Affiliated to DIPP, Ministry of Commerce & Industry, Govt. of India

Plot No. 254/1B, Road No.16V, Wagle industrial Estate,Thane West, Maharashtra. INDIA - 400604

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## Skills Time

### STUDENT TESTIMONIAL

# 12 hours that transformed a life



MUCHERLA KASHAIAH

**Saamarth**, RSDC's RPL project is **Empowering and Changing Life** of existing workforce in the Rubber Sector

*"MUCHERLA, after undergoing RPL training Program under Saamarth, he was able to do Tyre Changing and learnt wheel balancing with Appropriate PPE".*

**M**ucherla Kashaiah is a 32 year old young man coming from lower income strata. Like many of his ilk, he had to discontinue his studies after 8th class as financial issues overpowered the family and his father couldn't fund his education, in view of meagre income.

As a responsible son, he wanted to contribute to the family income as it was getting difficult for his labour mason father to meet the growing expenses.

Mucherla tried his hand at several odd jobs and finally settled in a minor role at a tyre maintenance and services shop by the name of SIDDIVINAYAKA MECHANIC POINT.

As an untrained person, he had to perform fringe roles of assisting trained mechanics leading to rising dissatisfaction levels.

Through the mobilization drive of Labournet, Training Partner, he came to learn about a short term course being offered under Recognition of Prior Learning (RPL) programme, of Government of India, to learn and get trained on all the processes of tyre maintenance. His supervisor encouraged him to take up the course.

Accordingly he enrolled himself in the certification program, for Tyre Fitter Job Role. The course duration

was merely 12 hours which didn't require much disruption in his existing job. The location offered to him was MIRYALGUDA.



RPL Tyre Fitter Training at Miryalguda

Before this training MUCHERLA knew only to operate a machine for alignment but after the rigorous training of 12 hours, he was able to do Tyre Changing and how wheel balancing with Appropriate PPE.

Post successful completion of training, he was awarded a certificate which led to his morale boosting.

MUCHERLA now enjoys his work

immensely, deriving job satisfaction because now he is technically sound as Tyre Fitter.

He is able to support his family

comprising his father, mother and wife with a family income of Rs 18000.

A confident MUCHERLA now focuses on quality of service ensuring productivity & efficiency.

According to him skill training in the job role of Tyre Fitter has been a very useful one and he will recommend the same to others also. •



# BAZOOKA

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## RSDC organises Train the Trainer program in Tyre Fitter job role

Without qualified trainers, any skilling exercise will fail to take off. At the same time, it is important that the trainers are continuously updated through regular orientation programmes.

With a view to undertake massive reskilling programme for tyre fitters in the country, RSDC has recently undertaken a series of intensive "Train the Trainers (TOT)" programmes for Tyre fitters job role in New Delhi.

In three such consecutive trainings in the month of December 2019, as many as 37 trainers were able to brush up on their knowledge and skill base so as to better train the aspiring candidates. For train the trainer programme in Tyre Fitters job roles, RSDC collaborated

with ATMA and benefitted from the seasoned expertise of experts on the rolls of ATMA. The Master Trainer for the training sessions held at New Delhi was Mr. Dipankar Paul, Technical Expert from ATMA.

In terms of qualification, a large number of participating trainers came with ITI background and some who had done BE or Diploma in Mechanical engineering.

During these TOT programmes, trainers were equipped with desired knowledge and techniques for imparting successful

training to tyre fitters while also assessing them for skills learnt.

So far over 200 trainers have been trained by RSDC in the job role of Tyre Fitter leading to an enviable pool of trained trainers. •



Training of Trainer (TOT) for Tyre Fitter Trainers of Rubber Sector conducted at Delhi

## Rubber Board Certificate ceremony - At Kottayam

Rubber plantation workers trained under the Saamarth project of RSDC were felicitated and certified in a colourful ceremony in Kottayam Kerala, the headquarters of Rubber Board of India. Trainees turned out in ceremonial clothes for the certification ceremony of Rubber board held in association with RSDC.

**Rubber Board will Reskill & Certify 40,000 candidates under the project Saamarth of RSDC FY2020**

and data management and has successively won awards as Best Training Partner of RSDC at annual RSDC awards."

Under the Samarth project Rubber Board will be undertaking 40000 nos of trainings to reskill the most unorganized section of rubber farmers during the current financial year.



RPL Certificate distribution Ceremony at Rubber Training Institute, Kottayam



Dr.K.N.Raghavan,IRS, Executive Director, Rubber Board distributing Certificate to RPL Trainees at Kottayam

The plantation workers had received training under the Recognition of Prior Learning (RPL) scheme of Government of India.

The certificates for the RPL training drive in rubber plantation sector were distributed by Dr K N Raghavan,IRS, the Executive Director of the Rubber Board in the presence of Mr Vinod Simon, Chairman RSDC and Rubber Board officials.

Rubber Board and RSDC have been collaborating with each other since 2015 for training in plantation and manufacturing job roles. The exercise

received a major boost following the launch of Saamarth project of RSDC which aims at reskilling personnel under RPL.

As a key training provider of RSDC, Rubber Board has reskilled more than 25,000 plantation workers so far. These workers have been re-skilled in multiple job roles and the outcome has been a significant increase in yield of natural rubber in areas where training has been held.

Speaking on the occasion Mr Vinod Simon said, Rubber Board has actively been involved in all areas of training

The job roles for which trainings are being provided are Latex Harvest Technician, Processing sheeting Technician, Rubber Nursery Worker and General Worker -Nursery. •



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**Skills Time**

# Industry Testimonial



RPL Training conducted for the employees of R L Automobiles Pvt Ltd at Jaunpur, Uttar Pradesh

**R**L AUTOMOBILES Pvt. Ltd. is an authorized dealer of Tata Motors in Jaunpur, Uttar Pradesh. This Tata showroom offers complete variety of Tata Bus including tyre fitter services.

It is important to understand that Tyre Fitters play a vital role in making road transport safer. A Tyre Fitter's job roles include balancing tyres, inspecting the quality/condition of the tyre and suggesting the precautions that are necessary in order to improve the life of a tyre.



We understand the importance and need for skilling tyre fitters. Keeping this view in mind, we supported the Recognition of Prior Learning (RPL) training program Saamarth offered by

Rubber Skill Development Council for Tyre Fitter Job role. This program up-skills existing tyre fitters and certifies them upon successful completion of their training and assessment. RSDC has taken this initiative of up-skilling tyre fitters with professional Trainers. The training provided was both practical and theoretical, which helped our employees in acquiring deeper knowledge about their profession and also how to use advanced machines more efficiently. We wish this program reaches to every amateur tyre fitter.

## JJ Murphy Research Centre

(A NABL ISO/IEC 17025:2017 Accredited Laboratory)

- Rubber Park has made a big leap forward by obtaining NABL accreditation to its Research wing JJ Murphy Research Centre dedicated totally for the service of the rubber industry following features are available at our Centre.
- Chemical & Analytical Testing | Mixing & Compounding | Physical / Mechanical Testing | Product Development | Industrial Troubleshooting | Consultancy Services | Training | Academic & Funded Projects.

Rheometer

DIN Abrader

Demattia Flexometer

Goodrich Flexometer

Universal Testing Machine

**Rubber Park India (P) Limited**  
(A Joint Venture of KINFRA & Rubber Board)  
JJ Murphy Research Centre (An initiative of Rubber Park), 1A, "Kautleeyam", Rubber Park, Valayanchangara, Ernakulam - 683 556, Kerala, India. Ph: +91-484-2655448, 2655538, Fax: +91-484-2657218  
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**Klöckner DESMA Elastomertechnik GmbH**  
An der Bära, 78567 Fridingen, Germany.  
+49 7463 8340 | info@desma.biz