



Certification Ceremony held for the RPL trainees at Tripura

Recognition of Prior Learning (RPL) is a scheme launched by the Government under the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) to recognize the skills acquired informally on the job. Certification holds much aspirational value for a person while benchmarking skills for a particular job role. Rubber Board of India has been on an overdrive and has launched a spree of re-skilling exercises for the workforce employed in the Natural Rubber Plantation across the country. These re-skilling exercises have led to increase in yield of Latex while enhancing the skills of the employees. To honor the efforts and initiative exhibited by these trainees, Rubber Board organized a Certification Ceremony at Agartala, Tripura.

The ceremony was conducted at “DasharathBhaban” at Suparibagan in Agartala, where Mr Vinod Simon, addressed the attendees. He emphasized on the importance of skill in the current scenario and how it would be fruitful for the trainees in enhancing their future prospects. With the current demographic scenario of our country, acquiring a set of skills will not only result into more entrepreneurs but will also project the country as the skill capital of the world.

Such certifications and events are meant to instill a sense of pride and also to motivate the work force to step forward and volunteer to get skilled.



Certified candidates with the esteemed guests of the event



The Ceremony was graced by Mr SK Panda (IAS, retd.), Chairman Tripura Skill Development Mission (TSDM), Mr Vinod Simon, Chairman RSDC, Mr S Prabhu (IFS), Director of Skill Development and Mr Rajagopalan Nair KS, Addl Commissioner of Rubber Board of India. RSDC, Mr S Prabhu (IFS), Director of Skill Development and Mr Rajagopalan Nair KS, Addl Commissioner of Rubber Board of India.



RPL, an Employee's Perspective

Gajnesk Kumar has been working with Anand Motors, for quite some time now, in the Compression Moulding department. His knowledge in the field has been profound due to his experience gained over the years. Recently he enrolled himself for the RPL program, initiated at his organization. Notwithstanding his years of experience, he acknowledged the importance of learning he gained on Compression Moulding Machines like FIFO and 5S, and safety aspects covering PPE (Personal Protective Equipment), through this training. The training helped him immensely and has paved the way for a roadmap to move up the ladder, in the organization.

There are many employees like Gajnesk who are undergoing the RPL training across the country, which is helping them understand unacknowledged aspects of their work. Many rubber industries have enthusiastically stepped forward to conduct these trainings, for the benefit of their employees. To name a few these include Aerobok Shoes Pvt. Ltd., HNM Rubber,

Metro Tyre, Orient Rubber and Stork Rubber. On the successful completion of the RPL training program, trainees are recognized with a certificate, by the Government of India, and a monetary reward.

Rubber is an employment intensive sector. Such reskilling will instill a sense of aspiration in others to pursue the rubber industry.

A marked change of this intensity can only be brought about by the initiative of the Rubber Industries as a whole. Enrolling for the RPL program is very easy and without any hassle. An industry can send the number of employees working on the shopfloor along with their job roles to RSDC at info@rsdcindia.in.

A twelve hour training program has been designed specifically for RPL, customized according to the job roles. The trainers are industry experts with several years of relevant experience. The employees have to undergo a pre-screening process and then follow the training program which is followed by an assessment conducted by a third party assessment agency. The trainings are conducted on the shopfloor of the employer.

A bit of encouragement goes a long way and such programs can give a push to the rubber industry's performance vastly.



Gajnesk Kumar, Compression Moulding Operator, Anand Motors, Gurgaon.



Rubber Skills Meet in Hyderabad

With the increase in the yield of Natural Rubber production and better availability of synthetic rubber domestically, the Rubber industry is poised for significant growth in the coming financial year. With such high expectation, the need of the hour calls for more skilled manpower to fulfill the rise in demand. To address the industry's shortfall on skilled manpower, Rubber Skill Development Council (RSDC) has been conducting Rubber Skills Meets (RSM) in the country with the industry members. These meets touch upon the topic of how to overcome challenges of the shortages of skilled manpower that affects productivity and growth of the companies. After receiving enthusiastic response to the RSM conducted in Delhi and Kolkata, another one was held in Hyderabad on 22nd December.

RSMs are conducted for the industry members, to make them aware of the activities & initiatives of RSDC and the government schemes that will help them acquire skilled manpower. Schemes like Pradhan Mantri Kaushal Vikas Yojana was discussed during the Meet which offers incentives to the industry for training skilled manpower on their shopfloors. One such scheme, Recognition of Prior Learning, recognizes the experience that the shop

floor workers have acquired through many years of employment into rubber industry.

Creation of Excellence centers, Apprenticeship programs, utilization of CSR funds are some such policies which were discussed during the meet.



Several concerns revolving around the skill development aspects were addressed during the Rubber Skills Meet with the industry members. The meetings were initiated by Ms Meghna Mishra, CEO RSDC who was accompanied by Mr Lalu Dharavath, State Engagement Coordinator - AP & Telangana. The industry members shared the number of employees for the RPL schemes. Such events enlighten the industry about the skill development schemes and their benefits.



Relaxo Footwear shares its RPL Experience

Relaxo is 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 always faced shortage of manpower. 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 PradhanMantri 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 but 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 training the candidates through our in house certified trainers, 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, Haryana. With these trained candidates we have 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)
RelaxoFootwears Limited, Unit-I & II



<p>Mr. Vinod Simon Chairman, RSDC EDITORIAL SUB-COMMITTEE</p>
<p>Mr. Yogen Lathia Past President, AIRIA</p> <p>Mr. Rajiv Budhreja Director General, ATMA</p> <p>Ms. Meghna Mishra Chief Editor, CEO, RSDC</p> <p>Ms. Shewani Nagpal Editor, Director, RSDC</p> <p>Ms. Pritha Biswas Asst. Editor, Asst. Manager - IR & PR</p>

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