



SkillsTM Time

Monthly E-Newsletter by
Rubber Skill Development Council

NURTURING SKILLS & TALENT FOR BETTER TOMORROW

RSDC – Hindustan University tie-up for skilling in Rubber

Yet another major milestone has been set by Rubber Skill Development Council (RSDC), the sector skill council for Rubber, by joining hands with Hindustan University, Chennai, for imparting programmes in Rubber Technology.

Simon, Chairman, RSDC and Dr Pon Ramalingam, Registrar Hindustan University Chennai in the presence of Hindustan University management, represented by Dr. Anand Jacob Verghese, Dr. S. Ramachandran - Vice Chancellor - Hindustan University, Dr. V. Ravi Kumar - HOD Chemical and Mr. Milton Gerard Huggins – Head Training, Hindustan University.



Dr. Pon Ramalingam, Registrar, Prof. S. Ramachandran, Vice Chancellor and Mr. Vinod Simon with RSDC Governing Council Members during MoU signing ceremony



Prof. S. Ramachandran, Vice Chancellor, exchanging signed MoU with Mr. Vinod Simon, Chairman RSDC.

The purpose of the collaboration is to train college students for the job roles existing in Rubber Sector, Programme in Rubber Technology and Polymer science would help in meeting the growing demand for Rubber Industry Professionals in the country.

A Memorandum of Understanding (MoU) to this effect was exchanged between Mr. Vinod

“The collaboration between RSDC and Hindustan University represents an important step in the advancement of rubber education in the country. It will help to impart education in Rubber Technology courses in accordance with National Occupational Standards (NOS) and in turn meet the requirement of the certified manpower by the industry”, said Mr Simon.

“The courses and programmes aligned to the cutting edge curricula developed by RSDC would enhance the employability of students of Hindustan University by equipping them with industry/ business relevant skills”, said Mr. Ashok Verghese.

The MoU also provides for certification and assessment support to the University by RSDC. The University will organize internships and placements for students in consultation with RSDC.

On its part, RSDC will facilitate training of trainers and help in provisioning of Master Trainers from the industry, as required. RSDC will also ensure quality of training delivery by adopting a stringent process for accreditation of training providers and assessment and certification of trainees.

Rubber industry is manpower intensive and currently two million people are directly employed in the industry,

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a large percentage of which is unskilled. The industry is dominated by small & medium sector, out of approx. 6000 Rubber products manufacturing units, 90% are Micro, Small & Medium Enterprises (MSMEs).

Rubber industry fits in perfectly with the Government's initiatives of *Make in India* and *Skill India* as rubber units spread across the country manufacture around 35000 different rubber products which find usage in Auto, defence, healthcare, agriculture and in various other critical sectors.



Skilling emerges as new frontier for Rubber Industry at IRE'17

Carrying forward the initiatives of Skill India Mission and Pradhan Mantri Kaushal Vikas Yojna (PMKVY) in a major way, Rubber Skill Development Council (RSDC), unveiled a full fledged pavilion on skilling in rubber sector at the recently concluded India Rubber Expo (IRE'17), the largest Rubber show in Asia.

As Sector Skill Council for Rubber Sector, RSDC has pioneered several initiatives to upskill the sector and make it competitive. RSDC's presence at IRE was one such initiative aimed at showcasing to the Rubber industry all the different ways that the industry can benefit from RSDC in upskilling its workforce, recruit trained manpower or making the most of different Govt. initiatives available.

Skilled manpower has emerged as a key differentiator in the labour intensive Rubber sector. There is a vast pool of skilled manpower who have undergone skilling on the job or in an organized manner but are not certified. At the same time, industry is in perpetual need of skilled people who are readily employable.

IRE proved to be a platform for RSDC to showcase its strive and achievements to the industry, where it was encouraged and appreciated. Industry members present there visited the stall and also gave their requirements for re-skilling and also for recruitment of skilled manpower.



The Road Map for the year ahead

69 years since Independence, India's biggest capital lies in the form of its Demographic Dividend. A major chunk of the population belongs to the age group below 35 years. In spite of such a huge manpower at hand, our industries still struggles with the shortage of skilled manpower.

India is the 6th largest producer of rubber and has more than 6000 manufacturing units, which makes it evident that the rubber sector needs more skilled manpower to give it a boost that is long awaited. The courses facilitated by RSDC are defined as per the industry requirements and are designed to deliver quality to the trainees. Research and refinement of the course contents is a continuous process which ensures that the latest technology and skill requirements are met in the trainings that are imparted. The endeavour here is to make these courses more interactive and stimulating to the students, through live environment, with the help of smart classrooms.

Under the Pradhan Mantri Kaushal Vikas Yojana (PMKVY), programs are being run for skilling the fresh trainees through National

Apprenticeship Promotion Scheme (NAPS) and upskilling the existing workforce through the Recognition of Prior Learning (RPL). Candidates are motivated and recognized with monetary rewards and certificates to undergo such programs.

RSDC's strive towards creating awareness for these programs and making the skill training in rubber sector, more aspirational, has led to the successful training of close to 38,000 trainees as per the defined National Occupational Standards(NOS).

A path has to be paved to ensure that the awareness among the masses is spread at a very early stage. Supporting hands are extended by the state governments for initiating vocational courses in rubber technology, as early as higher secondary classes. The successful collaboration with the state governments will lead to more number of trainings, thus a larger skilled workforce.

Kerala state government has introduced Junior Rubber Technician as an additional subject for students in class 12th. Tripura University has introduced the Bachelor

of Vocation (B.Voc) program in Rubber Technology to give the students industry relevant education.

A plan has been chalked out to partner with the Industrial Training Institutes, Polytechnic Colleges and labs in community skill parks in various states so as to increase the reach of programs run by the Government of India for youth. Ties with the state government and university bodies are underway, by RSDC so as to fulfil the demand and supply gap that exists between the industry need and skill set available.

The industry should recognize their own workers, to motivate them, to enhance their productivity and harness their potential. Industry should step forward and join hands to create more skilled workforce by converting their training centres into Pradhan Mantri Kaushal Kendra (PMKK), thus benefiting both the industry itself and the masses through skill training. The year that lies ahead has been planned so as to overcome the obstacle in the rubber sector and turn them into opportunities for both the industry as well as the workforce.

Impact of Union Budget 2017-18 on skill development in Rubber Sector

After the Union budget for the financial year of 2017-18 was announced on 1st February, an anticipated wait seems to be over. With the allocation of an increased fund of Rs. 3016 crore, compared to the previous year budget to the Ministry of Skill Development and Entrepreneurship, the sector skill council can now plan in an extensive way. The budget's focus on skill development was clear which ultimately indicates towards creating more skilled manpower and more job opportunities for the masses.

“This union budget has been well structured and a significant focus has been laid on Skill Development, which is evident from the increased allocation of funds to the Ministry of Skill Development and Entrepreneurship. The plan to cover more than 600 districts with Pradhan Mantri Kaushal Kendras (PMKK) will benefit the youth to get skill training. Projects like Pradhan Mantri Kaushal Vikas Yojana (PMKVY) and National Apprenticeship Promotion Scheme (NAPS) are already underway to facilitate the skilling and there upon providing placements in relevant job roles.”, explained Ms. Meghna Mishra, CEO of RSDC.

The impact on the sector skill council of this budget can be seen as a progressive step. New projects are also indicated in the budget will boost the efforts of the council.



Mr. Vinod Simon, Chairman of RSDC added, “Continued and distinctive focus on skill development has been the most gratifying feature of policy direction of the Government. Today's budget as presented by the Finance Minister also has many positive takeaways for the skilling sector. Within the overall skilling ecosystem, the focus on skill development in rural areas remains a priority that will help in skilling of rubber plantation sector as well for which Rubber Skill Development Council is committed to. RSDC is a partner of Skill India Mission as well as Pradhan Mantri Kaushal Vikas Yojana (PMKVY). It is heartening to note that Skill India Mission, will see 100 India International Skill centres being set up across the country. Similarly, Pradhan Mantri Kaushal skill centres which have already been set up in over 60 districts, will now be extended to 600 more districts in the country. Rubber (both manufacturing and plantations) being one of the most employment intensive sectors will be a beneficiary of the skilling initiatives.”

Ms. Meghna also emphasized that, “Rubber sector contributes in a big way to the country's economy. Being a labor intensive sector, on the skill side, there is always an issue of scarcity in plenty as the proportion of skilled persons in a large volume of manpower is very small, hence the Skill development of manpower is all time high. The union budget has been a welcome change by the industry for skilling the youth and incentivizing them. It will also garner industry participation towards setting up more skill centres, thus contributing towards the Skill India Mission.”

RSDC's Job Portal

Register yourself on our job portal and access the data base of skilled manpower for your industry

<http://placements.rsdcindia.in/>

Mr. Vinod Simon
Chairman, RSDC

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