

Rubber Skills Time



ISSUE 3 | VOLUME IV | JANUARY-MARCH 2021

NURTURING SKILLS & TALENT FOR A BETTER TOMORROW



E-learning for skill-based courses in the rubber sector

Rubber sector trains trainers and assessors

Tyre Fitters trained under CSR project in Haryana

**RSDC SKILLS
WORKFORCE
UNDER
PMKVY 2.0**

An interaction with Women Leading in the Rubber Sector

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Shaping Your Future Through E-skilling

Ms Shewani Nagpal, Chief Editor, COO, RSDC

Don't let a crisis go waste. That adage fits squarely in the context of e-skilling. The pandemic induced disruptions have caused strife far and wide. Social and economic environment has undergone a sea change. Covid has led to setting in of a new normal with old methods and processes craving for a change.

However, as they say, every crisis hides an opportunity for growth. While the pandemic shut everything down, the advancement of tech usage during the period has spawned new ways of learning and e-skilling has emerged as a new reality. Available tech tools have come in support of online digital learning in a big way. Truly one cannot underscore the importance of e-learning enough in the present times.

E-skilling has opened up gateways of anytime, anywhere skilling that is beyond the boundaries of location and time. That has been the single most significant outcomes of current challenging times .

Over the last few months, e-skilling has come to offer a wide array of courses mapped to multiple sectors. The self-paced learning through e-skilling has the potential to take the skilling ecosystem in India to an altogether new level. And that underscores the launch of e-skillindia portal by NSDC.

In the connected and technology driven environment of today, e-learning is important to expand the reach of skilling opportunities and can be a boon for those who wish to continue with skilling against all odds.

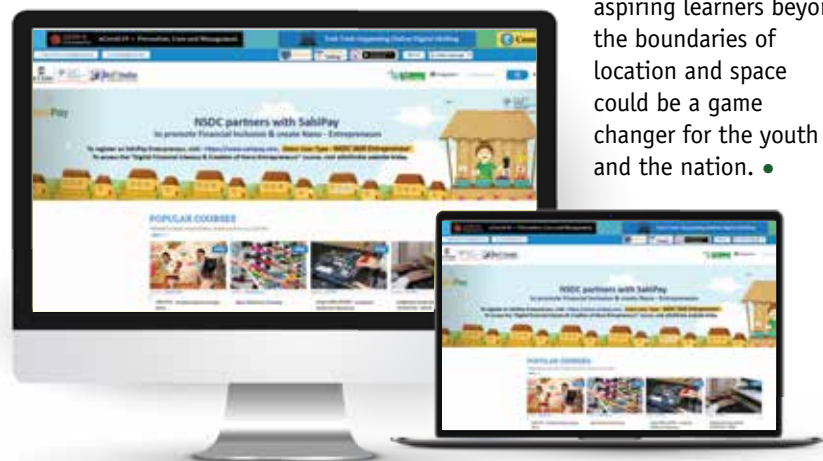
E-SkillIndia portal aggregates content from leading digital knowledge providers such as Salesforce, SAS, IBM, TCS, BetterU, Simplilearn, Amrita University and many more, thereby creating a rich catalogue of courses to benefit skill seekers.

Bringing the supply and demand side together, e-Skilling provides opportunities to skill seekers to choose an e-learning course from an aggregated catalogue. Friendly navigation, prompts and search mechanisms have been provided to enable one to reach a course of choice.

Some of the key features of e-skilling are compact and tailored courses suitable for next generation learners, interactive and often video based learning. With its easy access, e-skilling has brought skill training to the doorstep of youth today. Learning at one's own convenience and pace and the facility to pick and choose is what makes e-skilling stand apart.

According to Hon'ble Prime Minister "The advancement of skills is critical to the emerging economic environment which seeks to make India the skill capital of the world". E-skilling with plethora of skilling opportunities for

aspiring learners beyond the boundaries of location and space could be a game changer for the youth and the nation. •



PROMOTED BY





GLIMPSES OF PMKVY 2.0



Achievement of PMKVY 2.0 & RSDC's Eventful Journey

As one of the most ambitious skilling programmes anywhere in the world, Pradhan Mantri Kaushal Vikas Yojana (PMKVY) was launched in 2015 to encourage and promote skill development in the country by providing free and short-term skill training to the youth. After the successful implementation of PMKVY, the PMKVY 2.0 was launched for the period 2016-20. The PMKVY 2.0 witnessed scaling up of sectors, geographies and greater alignment with other missions/ programs of the Government of India including 'Make in India', Digital India' and Swachh Bharat Mission.

Recognition of Prior Learning (RPL), however, stands out as one of the key features of PMKVY 2.0 and has led to a transformation of the skill ecosystem in the country. RPL with Best in Class Employers (BICE) represents the pinnacle of training in which sector skill councils functioned as project implementing agencies (PIA) and sought direct collaboration with reputed employers in different sectors.

For RSDC, the tenure of PMKVY 2.0 signified turning over a new leaf with widening of footprint geographically as also in terms of the depth of operations. Large scale training programmes were organized in all the states where skilling has the potential to significantly alter the employment scenario.

During the course of PMKVY 2.0, RSDC has trained over 2.5 lakh trainees across Rubber plantations, Rubber manufacturing and Tyre repair & services verticals apart



RPL 1 training
in Jorhat, Assam



RPL 1 training from creating
in Jorhat, qualification packs
Assam under (QPs) and National
PMKVY 2.0 PMKVY 2.0 Occupation

Standards (NOS) for different job roles in the Rubber sector. Skill gap analysis has been undertaken by RSDC across all major states in the country.

The states which witnessed the maximum action during PMKVY 2.0 included Kerala that produces the majority of rubber produced in

the country. The requirements of skilling are huge for increasing both production and productivity of rubber. RSDC has joined hands with Rubber Board of India in up-skilling the growers in Kerala and North East regions so as to maximize the production of rubber plantations and to increase remuneration.

RSDC HAS TRAINED OVER 2.5 LAKH TRAINEES ACROSS RUBBER PLANTATIONS, RUBBER MANUFACTURING AND TYRE REPAIR & SERVICES VERTICALS



Training under RPL 1 for job role Latex Harvest Technician at Assam

a major area where skill training is the need of the hour for making the sector competitive. Fitting of tyres, especially commercial tyres is a skilled job requiring formal training. A fleet of 40 well-equipped mobile skill vans, the first-of-its-kind in India, have been running the length & breadth of the country training tyre fitters and converting many of them into entrepreneurs. Both Uttar Pradesh and Tamil Nadu have been widely covered under the skill van initiative.

Lockdown following Covid-19 led to a large scale movement of labour from manufacturing clusters or metro towns to their native places. Thus trainings were organized in all those states that witnessed large movement of migrant labour especially the Northeastern states of Assam and Tripura.

The RPL project of RSDC Saamarth, Empowering a Million Lives in Rubber

has been a trailblazer of sorts. Being run under the mentorship of Hon'ble Minister of Skill Development & Entrepreneurship Dr Mahendra Nath Pandey, already over one lakh people have been reskilled under the Saamarth project in the job role of Tyre Service and maintenance leading to unique outcomes.

Tyre Service and Maintenance is

PMKVY 3.0 as the new age initiative recognises the importance of online training in a post-covid world, and will focus on blended learning in addition to classroom-based training for certain job roles. Even as PMKVY 3.0 is being launched, RSDC is engaged in creating e-learning simulated content and different models of training so as to align with the goal of connecting local youth with local jobs. •



LOOKING FOR HIRING OR FULFILLING COMPLIANCE UNDER NAPS



WHY NAPS?

Mandatory compliance to engage apprentice for any organisation of employee size greater than 30, as per Apprenticeship Act of 1961. NAPS provides following benefits :

- No statutory compliance of PF, ESIC etc. and no labour laws applicable on apprentice.
- Financial benefit of INR 1,500 per month per apprentice.
- Book expenditure on Apprenticeship in your CSR budget.
- Engage apprentices starting 5th pass and above for service as well as Production roles (covering all sectors/companies/Job roles).

ABOUT EDUVANTAGE

EduVantage, ISO certified organization, has more than 7 years' experience in sector. Our USP

- Partnership with 15 Sector Skill Councils & Govt Departments.
- Ministry of Skill Development & Entrepreneurship authorized TPA for NAPS.
- Mobilized more than 2 Lakhs candidates.
- Associated with some of big names in industry for NAPS, Keverters, Ultratech, Bajaj, Daikin, Luminious, Exide, Supreme, Kohinoor and 100+ other clients.

SERVICES OFFERED BY US

- Mobilization of candidates for specific role & location.
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- Candidate data collection & candidate registration.
- Generate contract between candidates & organization.
- Assist organization in arranging BTP.
- Manage monthly attendance of the apprentices.
- Manage payroll of the candidates Submission of reimbursement claim and closure.
- Handling all NAPS compliance in general or on online portal.



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An Interaction with Women Leading in the Rubber Sector

Ms Pilloo Aga, Director, Gold Seal Eng Products Pvt Ltd

How do you view the emergence of women in social and business life?

Women have worked harder to gain recognition and respect in all spheres of life. In Maslow's Theory of Hierarchy, all individuals have basic needs to be met which are Roti, Kapda & Makan, but after that all human beings work for 'Self-esteem' & "Self-realization". It is this urge for self-esteem that has witnessed women taking up roles that were once the sole preserve of men. Currently, 30% of the work force is made up of women be it in IT/Electronic assembly, chip card assembly and now definitely in the EV space. Women are proving their mettle beyond Arts & Home Science and are shifting to management and manufacturing. Today, we have 5 women holding senior portfolio in Indian cabinet.

Is there a change in the way society perceives women?

Yes, there is a gradual change in the mindset. Earlier everyone wanted sons as they felt daughters were the weaker group. But many emancipated parent never felt a void that they must have a son. I am fortunate to have parents who would say "Our daughters can and will be the best in their chosen field whether medicine/law/management or become entrepreneurs".

A prominent name in the business arena is that of Ms. Indra Nooyi. Her parents too must be given credit to have encouraged her to study in IIT, become an engineer and then masters overseas and then becoming the Head of Pepsi Co.

What makes women special on the work front?

Women's ability to see and anticipate what is coming round the corner is what makes them special. Women have always had a sixth sense and intuitive ability and hence women in management are very, very valuable to give a balance whether it on the shop floor or office or Board Room.

Can you cite an instance from your personal experience where women steered a business successfully?



PILLOO AGA
Director, Gold Seal
Eng Products Pvt
Ltd

The instances are not hard to find. Let me share one of the secrets of Gold Seal and its long history of High Quality & Leadership. Our founder Mr. H.E. Aga knew from the bottom of his heart that women were not the weaker sex, but in reality the stronger players and firmly believed that women had a bigger role to play in his start up way back in 1958.

Ably supported by his wife Mrs. Daulet Aga, the husband and wife team started Gold Seal with a very small corpus of her full P.F. funds when she took premature retirement and left her prestigious management job in Hindustan Lever to start the Gold Seal Company to manufacture rubber door sealing and window channels to match the imported quality. The first Indian car of HM & Fiat was fitted with the high quality Gold Seal rubber sealings and that reputation of high quality continues till today.

In 1959, much before Indian Govt. made laws to have equal pay, Gold Seal started with women employees and paid same wages to both men and women. In Mumbai H.O. the department HOD's be it Marketing, Purchase, Sales, Admin & HR, are all ably led by qualified, efficient, energetic & ambitious women who seek to excel and deliver more than what is expected of them.

When Gold Seal expanded from Mumbai to a new project in Daman, Gold Seal started a small Partnership Firm called Khush Raho Auto Products where the original loyal senior women employees were given a chance to invest in a partnership side by side with the Aga family, so that they could work and earn the same as the promoters – a unique concept in 1985 - 35 years ago !!

So it is befitting that I give credit to my husband Mr. Cyrus Aga son of the Founder, Mr. Hoshang Aga who allowed me to work side by side with him with equal authority and responsibility in growing the company from a small single product, single location company into a multi crore, multi-location, multi products company manufacturing EPDM Rubber Extruded Sealing Profiles and supplying to multiple customers. •

Dr Swarnali Nath Choudhury, Associate Professor, ICFAI University Tripura

International Women's Day is celebrated each year with much fanfare. What does this day mean to you?

Some people question the validity of International Women's Day (IWD) stating why women need a special day to celebrate. But I believe IWD celebrates and cherishes what women have achieved over the years against all odds. We should not blind ourselves to the fact that it's not an equal world. Women have worked harder to break the glass ceiling and reached where they have reached today. This day also motivates hundreds and thousands of women who are still struggling and craving for respect and equality. Notwithstanding the fact that women have reached top positions, studies show that the gender pay parity may not be aligned until 2050.

How would you compare the status of women in India and the developed world?

Certainly the women in developed world enjoy far more freedom and equal rights than in emerging economies such as India. However we should not delude ourselves into believing that the status of women is equal to that of men. Representation in the corporate world could be a good indicator to judge the status of women in a society. Fortune magazine periodically publishes



DR SWARNALI NATH CHOUDHURY
Associate Professor,
Faculty of Science
& Technology,
ICFAI University
Tripura

its well-known Fortune 500 rankings of top American companies based on their total revenues. In 2020 the number of women CEOs of America's top corporations hit a record high. However in absolute terms, still only 8% of the 500 CEOs in Fortune 500 list are women.

In India the representation of the women CEOs at the top level is still lower. While 10% of the CEOs of Fortune 50 companies in the United States are women, in Fortune 50 ranking for India, only one company (SAIL) has a woman CEO. So there is a long way to go.

In your own way, in your capacity as a university teacher, have you taken steps in your university to empower women.

Yes, at the university level, we have undertaken several workshops periodically to help women reach their true potential. I have been involved in the Entrepreneurship and Business Plan workshops in my university, the ICFAI University Tripura which have witnessed participation from large number of female students. Recently a seminar was held on the topic "Empowering Women to lead change" wherein I presented a paper entitled "The role of women in the inheritance of knowledge on traditional medicine" which was very well received. •

Ms Sudha P, Director (Training), Rubber Training Institute, Rubber Board, Kottayam

How has the scenario on the social and professional fronts changed for a working woman over the years.

I have spent my entire career span in Rubber Board. As far as Rubber Board is concerned I don't feel any major change in the social and professional work fronts because from the very beginning of my career right motivation, training, freedom to work, travel, study, share innovative thoughts and opinions etc. were given by the management without any discrimination of gender. Moreover, the professional experience and case studies shared by our superiors and stake holders were very encouraging.

You have risen through the ranks. What



SUDHA P
Director (Training),
Rubber Training
Institute,
Department of
Training,
Rubber Board,
Kottayam

helped you in reaching the position that you have today.

Being passionate and ready to take on challenges, I could utilise most of the opportunities available to us at the Rubber Board. Only because of this, I could climb up my career ladder from the bottom most rung as Engineering Assistant to Director Training, the first women Dept. Head in the Organisation. Also could handle the responsibilities of Secretary of Rubber Board for about two and a half years. During this period I could handle many problems and long-term pending issues in the organisation in a transparent and amicable way.

What are the special attributes of a

Skills Time

woman that can be an advantage to an organization?

Women are bestowed with certain qualities of head and heart which could be an asset to any organisation. Major special attributes of a woman advantageous to the organisation are Capacity for multi-tasking and hard work; Aspiration for updating knowledge and skills; Attitude, passion and commitment; Transparency, justice and reliability; Leadership skills like team approach, networking skills, conflict management, negotiation, motivation, empathy etc.; Innovative approach for achieving the short and long term goals of the organisation; Quality of the work and its time management and above all, amicability and egoless approach to achieve the goals for the benefit of the stake holders, organisation and the nation, rather than looking for the self-interest.

What do you think about work-life balance

Given the demands of modern-day life, managing a work-life balance is a difficult task. Good work-life balancing needs special skills, which comes naturally to a woman. Support of family members can be vital here. In my case, the support of my mother-in-law was incredible.

What message you would wish to give to young women who are entering professional world.

Accept the challenge on judging your strength and weakness. Never give up and under-estimate your capabilities. In other words, younger women need to be able to believe in themselves and have confidence to stand up for themselves, despite the odds. They should aspire to reach the heights and in the process pave way for others to follow their lead. Also understand that there is no short cut behind any achievements and the only way out for success is hard work, commitment and passion for which there is no gender preference. •

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Widespread Appreciation for a Successful Webinar on ASEEM

In one of the largest congregations of stakeholders belonging to Rubber and Plastics industries, a webinar on ASEEM held by RSDC witnessed free flow of ideas, issues, concerns and opportunities between the industry captains and the NSDC team manning ASEEM Portal. What kept over 100 participants engaged till the end was the candid conversation on crunch of skilled manpower and the detailed overview of the ASEEM portal by the NSDC team.

As discussed in these pages earlier, Aatmanirbhar Skilled Employee Employer Mapping (ASEEM) is a platform that matches supply of skilled workforce with the industry demand. Appreciating ASEEM as a landmark development, RSDC took the initiative to bring on board industry members, professionals and academia from across the country to understand the key ASEEM features from the very people who are managing the same.

The ASEEM platform was launched by the Ministry of Skill Development and Entrepreneurship (MSDE) in July last year and has witnessed significant demand for skilled labour within a short span of time as the recovery in economic activities continues.

Ms Swati Rahal – Principal Consultant, NSDC and Mr Dwaipayana Mitra introduced the ASEEM portal which has been launched with the objective of matching the demand and supply of workforce. The portal is demand driven and captures the trends from the marketplace. The NSDC team discussed in detail the process of employer registration on the portal and the procedure to view and shortlist the candidates through the portal.

Speaking on behalf of the Rubber Industry, Mr Jagdeep Rangar,

Managing Director, Stork Rubber Products Pvt Ltd stated that migration of labour did pose challenges for all the industries and Rubber is no exception. However, he felt that the Rubber sector had very specific requirements. Only manpower which is previously trained in different job roles such as injection moulding operator, compression moulding operator or mixer is required. And these are not easy to find. Moreover there can't be any waiting period for joining of blue collar workers as the requirements are instant. He urged the NSDC team to devise ways to meet specific requirements in specific locations by making people available in industry clusters.

Mr. Hiten Bheda, Chairman, All India Plastic Manufacturers Association (AIPMA) & Owner, Vinit Performance Polymers Pvt Ltd presented the plastic industry's view. He stated that the industry had passed through a difficult phase as the skilled people left after the lockdown. Being a decades old industry, people had been working in the industry for several years.

AATMANIRBHAR SKILLED EMPLOYEE EMPLOYER MAPPING (ASEEM) IS A PLATFORM THAT MATCHES SUPPLY OF SKILLED WORKFORCE WITH THE INDUSTRY DEMAND.



However, lock down changed the scenario with people moving to their villages. New Government policies such as Aatmanirbhar Bharat present an opportunity for the industry to grow and the ASEEM programme has come as a blessing in disguise. However, it will need to evolve in accordance with the industry needs.

The NSDC team urged the industry captains to come on board and make the most of the system. The industry members too expressed thanks for an illuminating session which addressed their concerns. Some of the known industry names that participated included Paragon Footwear, Jaishree Polymers, Shore Rubber, Fairdeal Polychem, Tinna Rubber, Bahadurgarh Footwear Park, Tega industries, Innova Rubbers, Valeur Fab and several others. •

Vocational Programmes in Rubber to Get Phillip Kerala Colleges on-board



An MOU signing with BS Abdur Rehman University and RSDC

With a view to fulfill the rising demand for rubber technology professionals in the country, Rubber Skill Development Council, the sector skill council for rubber in the country, is collaborating with a clutch of colleges in Kerala for the commencement of Bachelor of Vocation (B Voc) and Masters of Vocation (M Voc) in Rubber Technology.

“Rubber is one of the emerging sectors of the economy. However so far there was a paucity of study programmes exclusively dedicated to Rubber technology. Introduction of these programmes will not only bridge the skill gap in the Rubber sector but will make the sector more competitive by making skilled manpower available in adequate numbers”, said Mr Vinod Simon, Chairman RSDC.



Group of students of BVoc, Rubber Technology

RSDC has already developed curriculum for these courses in collaboration with leading industry players so that students passing out are industry ready in all respects. RSDC has also facilitated these

COMMENCEMENT OF BVOC AND MVOC COURSES IN RUBBER TECHNOLOGY IN KERALA

colleges in securing approval from University Grants Commission (UGC). An MoU is on the anvil between RSDC and these colleges for the commencement of courses. RSDC will be assessing the quality of the training delivered and also certify the students. Rubber Board of India is also a partner as a provider of internships to the students.

Marian College - Kuttikanam has been approved by UGC to offer M.Voc in Rubber Technology. This is the first time M. Voc in Rubber & Polymer technology has been introduced in the country. St. Theresa's College & St. Dominic College have been approved by UGC to conduct BVoc in Rubber Technology.

“Imaginatively designed courses by RSDC will help increase the availability of trained and specialized

rubber technologists in the country. Currently, there is an urgent need to build a skilled workforce equipped with the required skillsets to meet the demand of Industry 4.0. It is important that the training programme is job oriented and geared to equip the trainees with the latest knowledge and know-how”, added Mr Simon.

A unique highlight of the New Education Policy (NEP) 2020 is its emphasis on vocational education. The launch of B.Voc and M.Voc courses fits in well with the spirit of NEP 2020, said Ms Shewani Nagpal, COO of RSDC.

RSDC and Kerala Government have already joined hands to introduce Rubber Technology Courses across schools and colleges of Kerala. For this RSDC has tied up with the Additional Skill Acquisition Programme (ASAP), a part of the



Inauguration Ceremony at Kamaraj College of Engineering and Technology

State Skill Development Project under Govt. of Kerala. This initiative has introduced Junior Rubber Technician and Lab Chemist programs in schools and colleges of Kerala across various districts.

B. Voc in Rubber Technology is a 3-year modular program and provides flexibility to students, to exit at the

end of each year. Students exiting at the end of 1st year are certified with Diploma, those exiting after 2nd year, become an Advanced Diploma holder. And on completion of the 3-year program, the students graduate as Bachelor in Vocational Education with specialization in Rubber Technology. •









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E-learning Model in Skilling of Rubber and Plastic Vertical

The ongoing Covid 19 pandemic forced all of us to limit our physical interaction posing a unique challenge in the entire learning and development ecosystem. This led to disruptive thinking, challenge in finding long term innovative solution which is beneficial for all stakeholders without compromising on quality of trainings. Technology stood out as the savior in this regard providing distant education as the solution for one and all.

Distant learning has become the tool which is easily accessible, innovative, learner-centric, and flexible. It provides learning in synchronous or asynchronous environments using different devices (e.g., computer, mobile phones, laptops, etc.) with internet access. In these environments, learner can be anywhere (independent) to learn and interact with the instructor and other co-learners.

Since, we at RSDC, are constantly striving towards finding unique ways to facilitate training in the Rubber and Plastic sector with the sole intention of providing skilled workforce thus contributing towards overall growth and development of the entire industry. We did not deter from our goal, rather took this challenge as a springboard to create an even more far reaching impact. Envisioning the surge in demand of skilled professionals in Rubber and Plastic sector post the pandemic outrage, we started meticulously planning towards bridging the gap and maintaining the flow of trained professionals.

Considering the interest of benefitting the entire ecosystem, RSDC launched the digital learning platform, e-SkillAcharya which is a one stop solution for providing training through instructionally designed e-courses, enriched with illustrations, infographics, animations and live videos.

THESE COURSES PROVIDE THE FOLLOWING FACILITIES:

- The complex processes are described in a simulated environment.
- The live video shoots help the candidate to get the look and feel of the machines
- The virtual classrooms provide an opportunity to the learner to interact with the instructor/ trainer and resolve queries and also interact with other co-learners.

BLENDED LEARNING MODEL

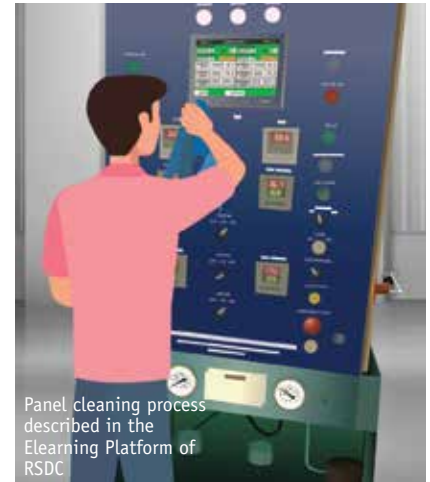
Since Rubber is a Manufacturing Sector, having highly technical job roles, we follow blended learning Model wherein we design our e-courses covering theory (40%) and practical ((20%) followed by 40% OJT (On Job Training) within the industry premises or training centre with lesser batch size (upto 15). The courses are designed based on the QP (Qualification Pack) and cover the entire curriculum including both domain and generic NOSs (National Occupational Standards).

THE TRAINEES CAN ACCESS THE COURSE IN ONE OF THE FOLLOWING WAYS

- By directly visiting e-Skill Acharya and registering themselves for the course of their choice.
- The training provider can facilitate the access of these courses for their trainees.

Once the trainee is registered on our portal, he/she can access the course at their own pace. They can monitor the progress of their course through the dashboard and plan accordingly.

THE E-LEARNING COURSES HAVE ANIMATIONS, LIVE VIDEOS AND REAL-TIME IMAGES GIVING DETAILED LEARNING EXPERIENCE



Panel cleaning process described in the Elearning Platform of RSDC

COURSE FEATURES

- The entire course of each QP is divided into multiple modules.
- After each module the learner is given a practice test to check his/her understanding.
- At the beginning of each module there is a quick recap of the previous module
- Each course has animations, videos, graphics and images to explain the concept thoroughly
- Each course also has readable chapters in PDF format

The overall delivery model of our e-learning courses through e-SkillAcharya is explained below-

1. ELIGIBILITY OF TRAINEE: Anyone who is willing to build a career in Rubber and Plastic sector and fulfills the eligibility criteria as given in the QP, can take these courses.

2. APPLICABILITY: Our e-courses can be applicable for the following:

- New aspirants, willing to join the rubber sector
- Existing in-service professionals in the rubber sector
- Any aspirant who fulfills the eligibility criteria defined for each job role by RSDC.

- Those job roles where RSDC has provision for conducting online assessment (covering theory and practical) for domain and platform QP.

The aspirants must necessarily possess the essential 'digital skills' required to undertake the online program.

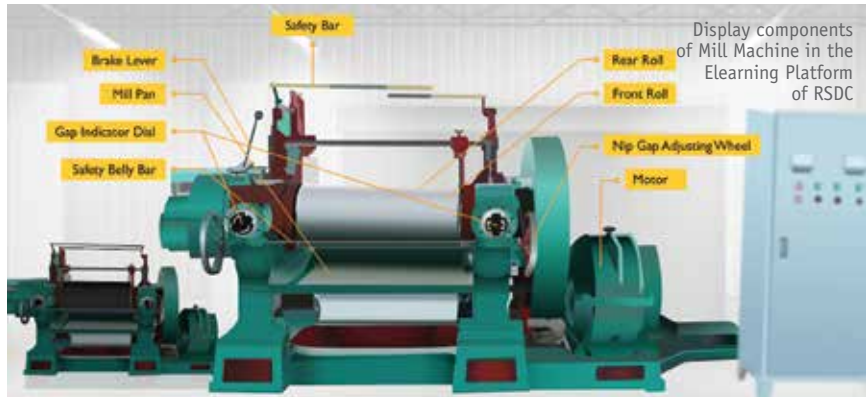
3. PROGRAM REQUIREMENTS

3.1 Eligibility check and pre-screening:

- The profile of the Trainee along with eligibility documents have to be sent to RSDC SPOC prior to the online program
- Student/trainee details to be uploaded on Skill India Portal for certification

3.2 IT device/Computer with camera and microphone for trainer led program through video conferencing.

3.3 Access to the Self-learning content will be made available to participants before the programme begins.



Display components of Mill Machine in the Elearning Platform of RSDC

4. STRUCTURE OF THE PROGRAM

Online program would be blended with instructor led sessions interspersed with the e- content in a structured and meaningful approach. The student has to complete the remaining practical training hours via internship or practical lab in the respective training centre.

ASSESSMENT

Post the training, the trainee/ student is required to take the online assessment covering theory and practical components. The passing criteria is 70%.

CERTIFICATION

On successful completion and passing skills assessment, trainee/student will be issued with certificate from RSDC, NSDE & MSDE. ●

Trendsetters Skill Assessors Pvt. Ltd is an established "Skill Assessment" company. The inspiration & spirit behind the enterprise is to contribute in making India a Global but Quality Skill Capital by contributing through "Bench Marking the Skills". With dedicated, well-groomed and focused team of assessors, team leaders and coordinators, the company has progressed in following business activities

- Assessments on PAN India locations
- Training and Assessment Centre Evaluations
- Third Party Independent Assessments of training
- Online examinations



The company is young in experience but under dynamic leadership of senior management and untiring efforts of its team, our affiliations has risen to nineteen Sector Skill Councils and Ministry of textiles. We are the best assessment agency for Security Skills and second best assessment agency for Rubber Skill Development council. We have successfully completed 4,01,908 assessments PAN India in last five years. With the dynamic team, we envision scalable growth in skill environment and be the most reputed and credible skill assessment company in India.

We are available at www.tsassessors.com and corporate office at Gurgaon.

Training of Assessors for a Boost to Rubber Skill Ecosystem in FY22

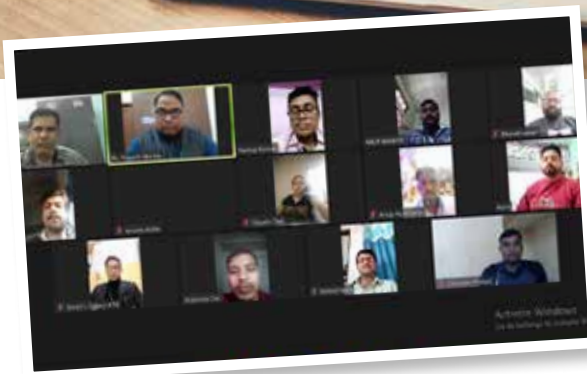


Training of assessors is a focus area at RSDC since a good assessment is critical to quality of skills imparted. Conforming to the tenets of PMKVY, training of assessors (ToA) is organized at regular intervals with all earnestness for imparting training on two key aspects of domain skills and assessment skills. Currently more than 500 assessors are engaged with RSDC.

During the fourth quarter (Jan-Mar) of FY 2021, as many as 50 assessors were trained and certified.

These assessors were chosen after a stringent process of evaluating their educational qualifications and industry experience.

These assessors received training in domain QPs for some of the important job roles including Compression Moulding operator,



Quarter 4 of year 2021 with training and assessment of 50 assessors in rubber sector

Injection Moulding Operator, Mill Operator, Material Handling and storage operator, Junior Rubber

Technician, Machine Operator Assistant - injection moulding, Blow Moulding, Machine Operator Assistant Plastic Sacks, Tyre Fitter,

TRAINERS ACROSS COUNTRY GOT CERTIFIED FOR EFFECTIVE IMPLEMENTATION OF SKILL TRAINING IN RUBBER SECTOR

Tyre Casing Inspection Operator and Tyre Wheel Balancing Operator.

During the 7-day intensive online training, assessors participated from different regions of the country including Northeast (Nagaland, Assam, Tripura,

Manipur, West Bengal), Uttar Pradesh (Noida), Madhya Pradesh (Indore), Bihar, Maharashtra, Jharkhand and Punjab.

After successful accomplishment of the training, the assessors received a certificate of training from Skill India.

The pandemic caused widespread disruption during the year 2020. As we gear up to escalate the skilling drive in the new financial year, we deemed it fit to increase the bench strength of assessors for effective implementation of skill training, said Ms Shewani Nagpal, COO RSDC at the completion of ToA. •

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GROWING TOGETHER

Certification Ceremony of Tyre Fitter Trained under CSR Initiative

In yet another project aimed at equipping youth from backward regions with employable skills, RSDC has just completed the tyre fitters skill training programme under the Corporate Social Responsibility (CSR) initiative of Central Warehousing Corporation (CWC).

The training was imparted at the centers set up by Focal Skill Private Limited which were fully equipped with all the equipment to provide field accuracy to the students. The training drive was also an initiative under National Backward Classes Finance & Development Corporation (NBCFDC), a Govt. of India Undertaking under the aegis of Ministry of Social Justice and Empowerment set up with an objective to assist the poorer section of Other Backward Classes (OBCs) in skill development for enabling the employability or self-employment ventures.

The year-long project was completed against all odds as a major part of last year was affected by the Covid pandemic which led to major disruptions. However, the project was completed in the right earnest following Covid guidelines and without compromising on the training aspects.

What is of special significance is that the project was undertaken at Nuh in Southern Haryana which ranks as one of the most backward districts in the country as Niti Aayog. Being one of the backward districts, Nuh has a large section of youth who are deprived of formal education and training.

“Skill training project under CSR initiative of CWC is yet another



Certificate distribution ceremony of tyre fitter under CSR project at Nuh, Haryana



Left: Certificate distribution ceremony of tyre fitter at Nuh, Haryana

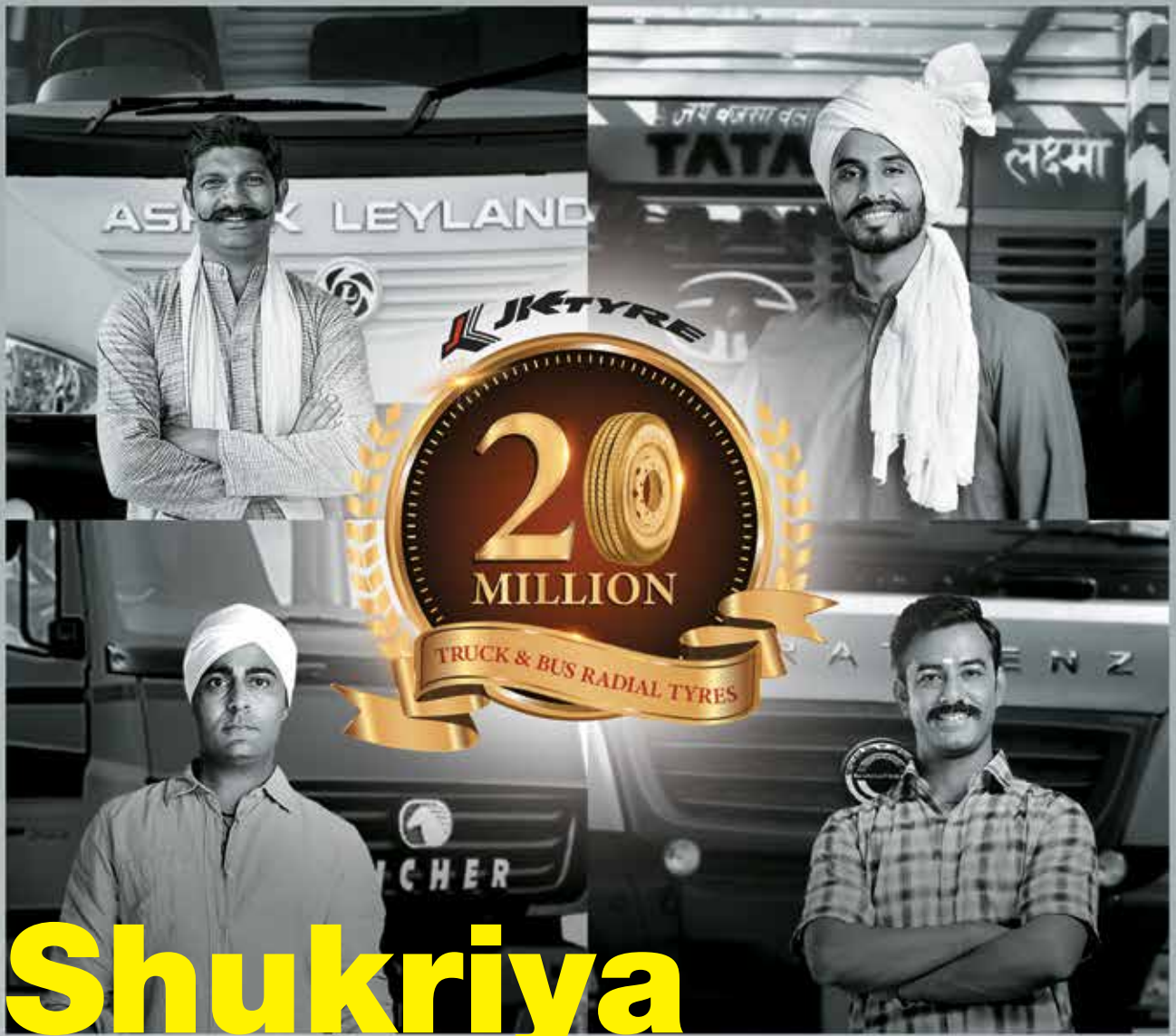
Right: Jury member for the certification ceremony of Nuh, Haryana

testimony to RSDC’s capabilities for successful investment of CSR funds in nation’s development through professional skilling of youth in the country. We are privileged to have collaborated with CWC and NBCFDC for taking this project to successful fruition. The exercise will help bridge the skill gap in tyre fitters, a majority of whom have been deprived of any formal training”, said Ms Shewani Nagpal, COO RSDC.

ACCOMPLISHMENT OF CSR PROJECT AT NUH, HARYANA FOR TYRE FITTERS

As many as 180 students underwent skills training for tyre fitter’s job role under the Short Term Training Program of NBCFDC. Out of these 180 candidates, 165 candidates successfully completed the training and a significant majority of 137 candidates also received the placement.

The Short Term training program has not only led to placement for a large number of trainees but has also spawned several entrepreneurs. Methodically trained tyre fitters will also help make road transport safer. ●



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Together, we have kept India moving for so many decades. **With your love and support, JK Tyre has become India's first company to reach the milestone of 20 million Truck and Bus radial tyres.** May we continue this journey for many more decades.



Image simulated.





RSDC: Building a Skilled Centric Future

RSDC represents a milestone in the long journey of supporting skilling programs in the country. We firmly believe upskilling and reskilling of our youth is the best way for making India Aatmanirbhar. It is important that the skill quotient of our youth is enhanced.

RSDC is constantly striving towards finding unique ways to facilitate training in the Rubber sector with the sole intention of providing a skilled workforce thus contributing towards the overall growth and development of the entire rubber industry.

The advancement of tech usage during the period has spawned new ways of learning and e-skilling has emerged as a new reality. Available tech tools have come in support of online digital learning in a big way. Looking at the current need of the nation, RSDC launched the digital learning platform, e-KaushalAcharya which is a one-stop solution for providing training through instructional designed e-courses, enriched with illustrations, infographics, animations and live videos. The E-courses available on the online portal provide the virtual classroom environment with an opportunity for the learner to interact with the instructor/ trainer

as well. The distance learning model is going to be the future of learning and development owing to the immense benefit it offers to the learners. This model is also getting more recognition than before due to the multifold benefits of reaching out to every stakeholder.

RSDC has also initiated and got virtuous response in Industry linked CSR projects to contribute to building a well-skilled and empowered society. The RSDC has well defined strategy for the CSR activities of the corporate sector. RSDC has recently completed the CSR project in collaboration with CWC and NBCFDC for skilling of youth in a backward region for the job role of Tyre Fitter at Nuh, Haryana. By virtue of this program around 180 successful candidates can easily find gainful employment. There is high demand for

skilled tyre fitters across the highways and at important intersections in the cities. Another CSR collaboration with Bridgestone India Pvt Ltd to train 1000 Tyre Fitter is in progress.

Similarly, many other companies also come under the statutory of CSR policy, they are being approached and explained about the programs which may be created and implemented through RSDC.

RSDC is collaborating with a clutch of colleges across the country for the commencement of Bachelor of Vocation (B Voc) and Masters of Vocation (M Voc) in Rubber Technology. RSDC has already developed curriculum for these courses in collaboration with leading industry players so that students passing out are industry ready in all respects. RSDC has also facilitated these colleges in securing approval from University Grants Commission (UGC). A unique highlight of the New Education Policy (NEP) 2020 is its emphasis on vocational education. The launch of B.Voc and M.Voc courses fits in well with the spirit of NEP 2020.

We look forward to more such ventures in the domain of skilling with spinoffs of employment for youth and the nation's development. ●





Williamnagar, Meghalaya



Mendipathar, Meghalaya



Ranchi, Jharkhand



Jorhat, Assam



Netaji Seva sansthan is purely working in skill development and employment generation program across the country .For the better livelihood generation and employment ,nss is committed to quality skill ecosystem.The increase demand of skill worker is today's challenging which inspires us to make unique and quality based skill program which can yield maximum output connecting the local based rubber dedication plantation,latex formation and then finally demand product in the relevant industry. We have remarkable presence in the plantation area of northeastern part and focusing to include more to maximize the exposure .Rubber plantation, latex harvesting and rubber sheeting is the key plantation and semi finished product of the rubber industries. We are one the valued partner of RUBBER SKILL DEVELOPMENT COUNCIL, constantly guided and followed the guideline incoordination with industrial expert and RSDC expert.Production sector collaboration is outmost for us in the state of uttarpradesh, Jharkhand and Assam for Special training program in different demandable jobroles. We have remarkable achievement in doing so, Industry are also making reliable recruitment from the skill ecosystem of Industry based skill Training.



Netaji Seva sansthan

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Case Study



My father Mr Mohd Yunus is a small farmer. My family consist of five members including two younger sisters and two younger brothers in my family. I have completed my 10th class examination from Government Secondary School, District Nuh, Haryana, but because of financial problem I am not able to study further. Being the elder son of my family the prime responsibility to run my family lies on me. My job search did not yield any result as I was falling short of both education criteria and in work experience. Suddenly from some more youths of my village, I came to know about the three-month training program of Tyre Fitter at my village at Bhimsika Centre. This Scheme worked as source of light to my dark career.



UBEDULLA
Nuh - Haryana

I attended the training provided by Focal Skill for tyre fitter for three months. During this training I learn the techniques of tyre fitting, identifying the problems in the tyres, repairing the tyres professionally and the new tools and techniques of tyre maintenance. Apart from that, we also get trained on the safety aspects, store management and waste management. They also tough us on the soft skill on how to handle the customers and to become entrepreneur in the tyre service and maintenance.

After successful completion of my training I am working as Skilled Tyre Fitter Mechanic with a salary of ₹8000/- per month & part time



reselling a Tyre with earning of ₹2000/- per month. My hard work has yielded tangible results and extended a helping hand to my father. Moreover, it was an opportunity for me to nourish my career in Tyre Service sector. I am thankful to CWC and NBCDC for offering me this opportunity. •



Developing a Skill Ecosystem

by convergence of the needs of the industry and skill of the youth.

Objective

To partner the Government of India in its vision of making India Skill Capital of the world.

Services Offered

- Vocational skill development trainings
- Content Development
- Staffing
- Start-up consultancy



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