



NURTURING SKILLS & TALENT FOR BETTER TOMORROW

## Skilled tappers to help increase NR productivity in Kerala

*RSDC, Rubber Board conduct skill training in rubber plantation sector*

In a major fillip to skillful tapping of rubber plantations, Rubber Board and Rubber Sector Development Council (RSDC) have joined hands to impart the training and certify the skilled workers. The training is being provided under PMKVY (Pradhan Mantri Kausal Vikas Yojana) of the Government of India. RSDC is sector skill council of Rubber sector in India, promoted by the industry bodies All India Rubber Industries Association (AIRIA) and Automotive Tyre Manufacturers Association (ATMA) along with National Skill Development Corporation (NSDC) to take care of the skilling needs in the rubber sector.

“Moving beyond the initial mandate to serve the skilling needs in the industry segments, RSDC has signed an MoU with the Rubber Board for imparting skill based trainings to plantation workers. RSDC-Rubber Board association has got further strengthened with the roll out of current skill training exercise amongst plantation workers”, said Mr Vinod Simon, Chairman RSDC. Under the current RPL Scheme (Recognition of Prior Learning),

RSDC is conducting training for the job roles of Latex Harvesting Technician and Processing Technician – Sheet Procuring. The training is being conducted through Rubber Board Channel of 2314 Rubber Producer Societies and 254 Group Processing Centers in Kerala.

The exercise will recognize as many as 22,500 candidates for Latex Harvest Technician for controlled upward tapping and 4,500 candidates for the job role of Low Frequency Tapping.

“Tapping of rubber is a highly skilled job and the reason for the wide gap between the present NR productivity and the production potential is also attributed to shortage of required skilled personnel for tapping coupled with the skill gaps in the available tappers. Skill development aimed at productivity enhancement shall lead to increased resource efficiency and increased farm income”, added Mr Simon.

The training process will continue till January, 2017. Duration of this training is three days and is given to the workers who have prior experience in tapping and processing. Each batch is

comprised of 30 trainees.

Skilling is important particularly for the role of Tapper, as an un skilled tapper would not only effect the yield of the product but can also damage the life of the Rubber tree In Kerala, many holdings are believed to have been left untapped owing to the shortage of skilled tappers. Quality improvement of the primary product is essential in increasing the income of the growers and keeping the sector sustainable.

Continued.



## Skilled tappers to help increase NR productivity in Kerala

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With a view to motivate the youth and to certify the skills that they have learnt, the government has devised PMKVY scheme to certify and reward the candidates.

A candidate who achieves greater than or equal to the set pass percentage would be rewarded with a skill certificate, marksheet and payout of INR 500. In case the candidate achieves less than pass percentage but more than or equal to 30% then they would receive only the marksheet and the payout of INR 500. If the candidate achieves less than 30% of the total score they would receive only marksheet and will be encouraged to undergo short term training under the PMKVY 2.

## Re-skilling has impacted Rubber Industry workers

Sanoj Kumar Ram has been associated with the rubber industry for some time now. He works in the packing department and has learned his job as he worked along. A few months ago he went through the RPL training provided by LabourNet for Packaging Operator. After going through the training Sanoj made changes in the way he was working till now. He started ensuring to wear gloves, shoes and take care of other safety measures. Today, Sanoj Kumar Ram, proudly says that he is a certified Packaging Operator, thanks to the RPL training organized by his employer.

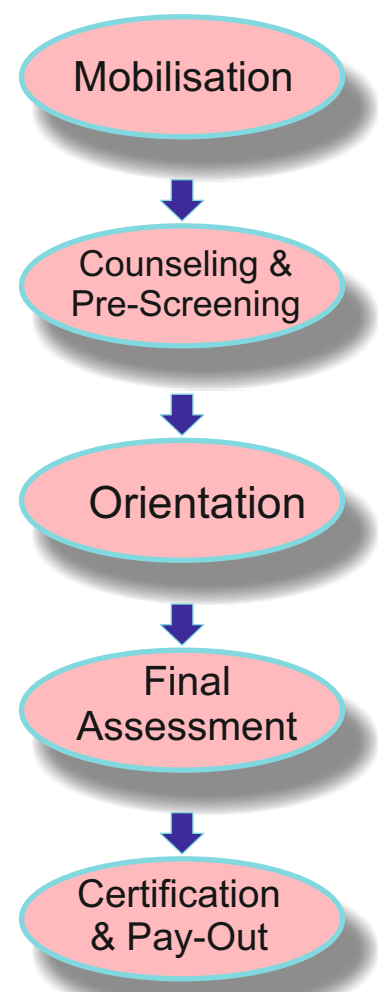
RPL or Recognition of Prior Learning, is a training scheme under the Pradhan Mantri Kaushal Vikas Yojana (PMKVY). There is a huge workforce in our country that is skilled yet they are not recognized for their knowledge. RPL trainings ensure that such workforce gets its due recognition to their informal learning or learning through work so they can get equal acceptance as formal levels of education. To maintain the standardization of the skilled force, the candidates are assessed as per the NSQF levels (National Skill Qualification Framework). RSDC's aim is to develop a system for all the rubber companies where they can align

the training programs to the respective Qualification Packs (NOS).

Under RPL process, RSDC affiliated Training Partner (TP) tie-up with companies. Registered workers at these companies are counseled, oriented about the standardized NSQF framework and on the basis of their existing competency, they are mapped against the suitable Job role for assessments. With the help of skill gap analysis, TP conducts refresher training program. RSDC appoints third party assessment agency to conduct the final assessment and successfully assessed candidates. Candidates with valid Aadhaar or alternate ID (as per process) become eligible for either "Full Qualification" or "Partial Qualification – NOS based Certification" as described by RSDC. Certified RPL candidates with valid bank details get processed for reward money by NSDC. Our existing workforce is competent and need a motivation to take their performance to another level. Such initiatives prove to be an effective tool. The rubber industry has to step in actively for propagating such initiatives further so that their productivity and quality can improve. There are many people like Sanoj Kumar who have benefitted immensely from

the RPL training. RSDC urges the industry members to join hands to conduct more such trainings on their shop floors and create a surge of skilled manpower in our country.

### 5 Steps of RPL Process



# Recognition of Prior Learning (RPL)

Under PMKVY, special focus is given to Recognition of Prior Learning (RPL) by recognizing prior competencies of the assessed candidates and provide a certificate along with monetary reward on successful completion of assessments.

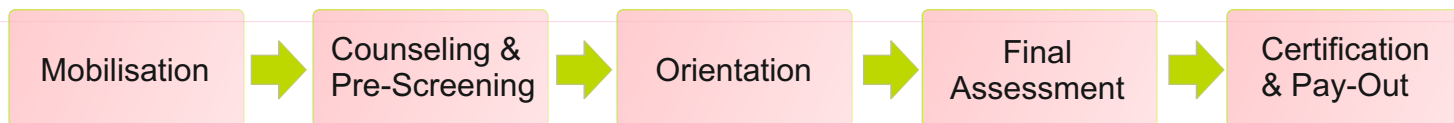
## Objective

- Align un-recognized workforce competency to NSQF
- Enhance job specific skills of individuals
- To provide recognition to informal/ on-the-job learning

## Eligibility

- Indian Nationals
- Fits minimum age criteria as per the QP
- Possess Aadhaar Card and a bank account
- Fits the pre-screening criteria

## The 5-Step RPL Process



## RPL Implementation

### Project 1: RPL Camps

At a location where workers of a particular sector are consolidated (such as Industrial and traditional clusters)

### Project 2: Employers premise

RPL on-site at employers premises

### Project 3: RPL

RPL at designated centres for geographically scattered workers who need to be mobilised

RPL training for employees

Bridge courses for doubts/ gaps with respect to job roles for employees

Enhance Safety and productivity

All support extended by Training Provider

To Register or for more details, please contact RSDC:

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## Recognition of Prior Learning Project in rubber manufacturing Companies of Punjab

Rubber Sector Development Council (RSDC), the sector skill council for rubber sector in India, has chalked out ambitious plans to undertake training of the workers employed in rubber manufacturing units in Punjab under Recognition of Prior Learning scheme promoted by Government of India.

Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the flagship scheme of the Ministry of Skill Development & Entrepreneurship (MSDE). The objective of this Skill Certification Scheme is to enable a large number of Indian youth to take up industry ready training. Individuals with prior learning experience or skills are also assessed and certified under Recognition of Prior Learning (RPL). Recognition of Prior Learning (RPL) is a platform to ensure informal learning or learning at the work place gets equal recognition and certification as the formal levels of education. Under this training programme more than 10,000 candidates will be assessed and trained. The jobs roles for which candidates will be certified include Junior Rubber Technician, Mill Operator, Compression Moulding Operator and Material Handling and Storage Operator. The training programme will commence from 8th Dec 2016. "The scope of this project is to cover the major manufacturing clusters of the Rubber Industry in Punjab, primarily based at Ludhiana

& Jalandhar", said Mr Vinod Simon, Chairman RSDC.

The Project Implementation Agency (PIA) Mentor Skills India LLP has been mandated to provide skill gap training as per the RSDC guidelines.

"This project seeks to address the vexed issue of recognition of skill/level of skills for workforce in the Rubber manufacturing industry. This project will benefit the industry, where they will be able to map the skills of their workforce and deploy them efficiently. At the same time the work force will have an incentive to bridge their skill gaps and be recognized for the skills that they possess", added Mr Simon.

After the training the candidates will be assessed by independent assessors and Certification will be done by RSDC.

To boost the morale and motivate the employees to undergo the RPL training, under the PMKVY scheme various incentive schemes are ensured to the candidates. Certain pass percentages are set which when achieved by the candidate is rewarded with marksheet, certificate and payout of INR 500. For those candidates are not able to perform as well but are able to secure equal to or more than 30% are rewarded with only marksheet and payout of INR 500. For those who secure lesser only receive the marksheet. Such candidates are encouraged further to undergo short term training under the PMKVY 2.



*Invites assessors and trainers to become a part of a revolution*

RSDC's strive to provide employment opportunities to youth across the nation, create career paths in roles existing within the organized and unorganized segments of manufacturing and plantation sector, we seek active participation of rubber technology experts in the rubber industry as RSDC's Certified Trainer and Assessor.

Contact us at: [career@rsdcindia.in](mailto:career@rsdcindia.in)



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**Mr. Vinod Simon**  
Chairman, RSDC

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