

# Rubber Skills Time



ISSUE 3 | VOLUME 1 | OCTOBER-DECEMBER 2017

NURTURING SKILLS & TALENT FOR A BETTER TOMORROW

**RSDC Catalyzing the Process of Up-skilling**

**Wider Footprint to Tie-up with Universities**

**ATMA-ITTAC Tyre Fitters Training & Re-skilling**

## THE RPL BOOST

Helping to recognize skills of the manpower

**Interview: Manish Kumar** MD & CEO  
National Skill Development Corporation (NSDC)



Organised by



**INDIA**  
**rubber**  
**expo** 2019  
Mumbai, India



# **India** **Rubber** **Expo 2019**

**10<sup>th</sup> International Exhibition, Mumbai, India**

**17 - 19 January, 2019**

**Vikram Makar**  
Sr. VP & Chairman IRE-19

**Vishnu Bhimrajka**  
Chief Convener IRE 19



# Inside

**INITIATIVE** 03  
**Rubber Plantation Fresh Training Under PMKVY kicked off Successfully**

**SPECIAL TALK** 04  
**Manish Kumar, MD & CEO, NSDC**

**DEVELOPMENT** 08  
**Wider Footprint to Tie-up with Universities**

**FORESIGHT** 09  
**Skilling in Rubber for Marginalized Sections**

**TRAINING** 10  
**Boost from RPL**

**RSDC Catalyzing the Process of Up-skilling in Rubber Training of Trainers**

**ATMA-ITTAC Tyre Fitters Training & Re-skilling program**

**Industry Testimonial: Relaxo Footwear**

**Student Testimonial**

**Importance of RSDC Job Portal**

Mr Vinod Simon  
 Chairman, RSDC

**Editorial Sub-Committee**

Mr Yogen Lathia  
 Past President, AIRIA

Mr Rajiv Budhraj  
 Director General, ATMA

Ms Meghna Mishra  
 Chief Editor, CEO, RSDC

Ms Shewani Nagpal  
 Editor, Director, RSDC

Ms Pritha Biswas  
 Assistant Editor, AM, PR and Industry Connect

Published by:  
**Rubber Skill Development Council**  
 Ramakrishna Dalamia Wing,  
 PHD House (4th Floor),  
 4/2, Siri Fort Institutional Area,  
 August Kranti Marg,  
 New Delhi - 110016  
 Tel: +91 11 41009347- 48  
 Email: info@rsdcindia.in  
 Website: www.rsdcindia.in

Designed by: PealiDezine

PROMOTED BY



EDITORIAL

## NAPS is the Most Potent Way for Developing Skilled Manpower

An organization's ability to learn, and translate that learning into action rapidly, is the ultimate competitive advantage", thus said Jack Welch, one of the most celebrated management thinkers of our times and author of bestsellers *Straight From the Gut*.



**MS MEGHNA MISHRA**  
 Chief Editor  
 CEO, RSDC

It is widely believed, and rightly so, that a good apprenticeship programme that quickens the learning process in an organization. Against that backdrop, a unique feature of the Skill India mission that has singularly given a major boost to the skilling drive in the country is the apprenticeship training ecosystem.

National Apprenticeship Promotion Scheme (NAPS) was launched by the Government of India to revolutionize skills-imparting and training drive in the country in a short time period. NAPS is the most potent way for developing skilled manpower for any industry as it entails using available training facilities in establishments, without putting any extra burden on exchequer to set up a separate training infrastructure.

Generally any skilling initiative pertains to basic, classroom training. NAPS, on the other hand, involves both basic training and on-the-job-training at a workplace. Both Basic Training Providers and the establishments where trainees undergo on-the-job trainings are funded by the government. The idea is to incentivize the employers to conduct more such programmes.

Keeping with the tenets of Digital India, the registration process for the same has been made online. Prospective

candidates can access the apprenticeship portal for registration. Moreover, trainees who have passed out from ITIs, or have undergone Pradhan Mantri Kaushal Vikas Yojana (PMKVY) courses, are exempted from basic Training.

With a view to promote NAPS, a series of workshops

are being conducted across the industry clusters surrounding major cities, prompting the private sector to promote apprenticeship and help them fill the skill gap in their workforce. It is believed that a seamless apprenticeship training eco-system will not only support the industries with desirable manpower but will also meet the needs of growing young population of India.

Components of NAPS are reimbursement of 25 per cent of prescribed stipend subject to a maximum of ₹1,500 per month per apprentice to all employers, and reimbursement of basic training cost up to ₹7,500 for a maximum of 500 hours/three months.

Inadequate employment opportunities is currently one of the biggest challenges facing the country. While 'Make in India' has already started attracting investments, concomitant jobs in the manufacturing sector are hard to come by as there is a mismatch between demand and supply.

It is hoped that the industry, especially MSME sector, will come

forward overwhelmingly to make

the most of this win-win scheme and the objective of the scheme to increase the engagement of apprentices from 2.3 lakh (at the time of commencement of the scheme last year) to 50 lakh by 2020 will see the light of day. •







RPL Training in Punjab on various job roles

# Skilling Drive Across the Country

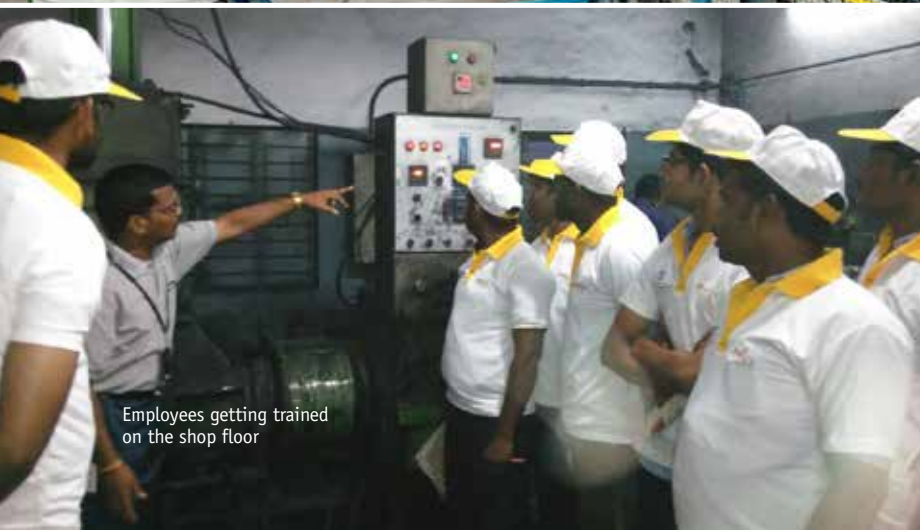
RSDC along with its affiliated Training Partners have joined hands to initiate trainings in both Natural Rubber Plantation and Manufacturing Sub Sector.



Scientific methods of tapping techniques help to enhance the production and life of rubber trees



Rubber Dies & Moulds Expo (RDME) 2017 was organized in Pune where many industry members met the RSDC team and understood about the initiatives and activities of RSDC



Employees getting trained on the shop floor



RPL Training for Material Handling and Storage Operator in Punjab



# Rubber Plantation Fresh Training Under PMKVY Kicked off Successfully

After the overwhelming success of Phase 1 of the skilling in rubber plantation sector under Pradhan Mantri Kaushal Vikas Yojana (PMKVY), second phase of the exercise under RPL started off recently.

“Rubber plantation sector, accounting for around one million rubber growers in the country, is an important part of plantation ecosystem in India. The rubber plantation sector has suffered due to lack of desired formal skills training which has led to less than optimum production growth in India,” said Ms Meghna Mishra, CEO, RSDC.

As per a study conducted by the Rubber Board of India, the requirement of skilled tappers is about 1.5 lakh, whereas the available tappers are only 50% of the requirement. Even this 50% of the tappers are not formally trained.

“RSDC, set up primarily to provide skilling support to the industry, realized soon in its existence that bringing the benefits of skilling to plantation sector is a must to lend a competitive edge to the entire rubber value chain. Accordingly, RSDC signed an MoU with the Rubber Board, leading to roll out of training processes for the plantation sector by RSDC,” added Ms Mishra.

The extension of PMKVY process to the rubber plantation, especially Recognition of Prior Learning (RPL), has extended a definite fillip to the skilling process. The RPL programme has helped to up-skill the tappers to upgrade their knowledge and skill in harvesting the crop. Similarly, the shortages in processing of the crop have also been addressed through up-skilling of the personnel involved in processing.

In an interview to *Rubber Skills Time* recently, Mr Ajith Kumar, IAS,



Top: Latex Harvest Technician, RPL training in Tripura

Right: RPL Training for Processing Technician – Rubber Sheeting in Kerala

Chairman, Rubber Board of India pointed to an increase in both productivity and quality post RPL in the plantation

sector. “On completion of the first phase of the RPL, a structured post-evaluation survey was conducted which revealed that there is a 34% increase in the skills of tappers who were trained under the programme. Also, the monthly yield in the holdings tapped by those who had undergone training has shown an increase of 16%. Among the participants, about 40% were marginal farmers doing their own tapping. After the training, there has been

**STRUCTURED POST-EVALUATION SURVEY HAS REVEALED THAT THERE IS A 34% INCREASE IN THE SKILLS OF TAPPERS WHO WERE TRAINED UNDER THE PROGRAM, WITH AN INCREASE OF 16% IN THE MONTHLY YIELD**



substantial increase in productivity among the plantations in Kerala. As per the survey report from the stake holders, there is an increase in quality of the produce which comes to the market after the RPL programme,” Mr Ajith Kumar had stated.

While phase-I of the RPL project was confined to Kerala, phase-II has covered other NR growing regions, including Tamil Nadu, Karnataka, Tripura and Assam.

Fresh Trainings for Latex Harvest Technician accounting for 171 trainees has already been undertaken by RSDC in collaboration with Scamper Technologies and Services Pvt. Ltd. Major RPL Trainings for Latex Harvest Technician comprising 1600 trainees is currently being conducted with Rubber Board of India. •

**SPECIAL TALK:** Mr Manish Kumar, MD & CEO,  
National Skill Development Corporation (NSDC)

# The Skill Ecosystem in the Country is Continuously Evolving

## How has India fared so far in creating a skill ecosystem?

The skill ecosystem in the country is continuously evolving. In a vast country like India, every state/district has its own unique requirement. There are different programmes on skill development being implemented across states through various ministries and skill missions, each with its own guidelines and objectives. The informal skill training mechanism has been in the system for decades, however, there was no standardization of the process and system and the training processes were never result-orientated. There was limited emphasis on mapping of the skilled workforce which was required across sectors.

The Government, under the stewardship of Hon'ble Prime Minister Shri Narendra Modi has taken a giant step in shaping the skills landscape – the first and foremost being the creation of an independent Ministry for Skill Development & Entrepreneurship in 2014, which has invested heavily on restructuring and re-energising the entire skill ecosystem in the country. The Ministry has been given the responsibility for both skill training and entrepreneurship and mandate to equip India's youth with the skills needed to access to multiple livelihood pathways from wage employment to self-employment. Over the last two-and-a-half years, MSDE has taken important steps forward to build a robust skills training ecosystem through a focused set of policy interventions, such as the National Policy for Skill Development and Entrepreneurship 2015, National Skill Development Mission 2015, Common Norms for skill training programmes, and The Apprentices Act 1961 has been modified with a view to encourage industry to take on apprentices. Skill India Mission is committed to bring in scale and quality in skill training.



**MANISH KUMAR,**  
MD & CEO,  
National Skill  
Development  
Corporation



## What initiatives are taken by NSDC in bridging the gap of skill requirement in various sectors?

National Skill Development Corporation (NSDC), which plays the role of a catalyst in skill development, endeavours to promote skill development through creation of large, quality and for-profit vocational institutions. Besides financing the skill training providers, NSDC also acts as an enabler and has been working to enhance the capacity of our training providers to deliver high quality training.

Mapping the industry-specific job requirements is the foremost step towards skill training and NSDC envisaged the need of industry-led bodies and paved way for Sector Skill Councils for almost every industry in India. These 40 sector skill councils are playing a vital role in bridging the gap between the industry demands to the manpower supply while creating the right curriculum for trainings across jobs.

One of the key objectives for NSDC is to catalyze skilling initiatives that can potentially have a multiplier effect. NSDC believes in quality assurance and has been focusing

on an enabling structure and consistency across skilling endeavours in the country. It has created a standardized framework for all skill trainings in the country under National Skill Quality Framework (NSQF). As per the framework, all skill trainings must follow the National Occupational Standards (NOS) as per the constitution of the targeted Qualification Pack (QP). To assure quality and consistency of skilling across the skill training initiatives for the varied job roles across the country, NSDC coordinates with the respective Sector Skills Councils (SSCs) for the development of the following deliverables QP-wise amongst other resources like model curriculum, skill content, facilitate handbooks, amongst others.

#### **How are government policies shaping the interest of the industries in getting involved in skill development activities?**

The Skill India Mission of the Ministry of Skill Development & Entrepreneurship (MSDE) is aligned to Hon'ble PM Narendra Modi's vision to make India the Skilled Capital of the World. To achieve the mission and for its sustainable growth, collaboration with various countries, states, industries and organisations is imperative.

MSDE's flagship program, Pradhan Mantri Kaushal Vikas Yojana (PMKVY), spanning a period of four years (2016-2020), aims to skill 10 million youth for better employability opportunities. Mapping of jobs to industry requirements is the key for maintaining the right equilibrium in demand and supply of manpower.

For a wider penetration of the scheme across districts and rural areas, MSDE, through NSDC is enabling and facilitating Pradhan Mantri Kaushal Kendras (PMKK) – the state-of-the-art model training centres. These centres are envisaged to provide standardized infrastructure and facilities to candidates and to make skill training aspirational.

NSDC is also evangelizing creation of sectoral model centres for training, centre of excellence for training of trainers and assessors. Industry, through the channel of corporate PMKKs and the newly sanctioned World Bank loan for Skills Acquisition and Knowledge Awareness for Livelihood Promotion (SANKALP) In order to encourage the private sector to become an active partner in India's skills mission, the program will set up a Corporate



### **ONE OF THE KEY OBJECTIVES FOR NSDC IS TO CATALYZE SKILLING INITIATIVES THAT CAN POTENTIALLY HAVE A MULTIPLIER EFFECT**

Social Responsibility (CSR) Skills Fund that will serve as the vehicle that seeds funds and pools resources to make CSR investments.

Further, to provide the candidates with industry relevant quality skill training, the government is also promoting entrepreneurship under the PM- YUVA scheme. It aims to educate and equip youth by creating job opportunities for themselves as well as for others. Besides this, MSDE is also encouraging apprenticeship through the National Apprenticeship Promotion Scheme (NAPS) to ensure that industry connects with the skilled manpower.

#### **How has the contribution of state government helped in the skill development in rural areas?**

NSDC has been working closely with state governments and State Skill Development Missions to channelize demand-driven training programmes and improve employability of the youth post-skill training.

Collaboration with state governments helps in demand analysis, skill mapping and optimal utilization of available resources in the state, which further supports the strategy formulation and customisation of skill training to match with the requirements of the region. At the state level, SSDMs are implementing state government and central government initiated skilling interventions such as PMKVY for various targeted groups. SANKALP would further ensure greater decentralization in skill



## Skills Time

planning by institutional strengthening at the State level which includes setting up of State Skill Development Missions (SSDMs) where not existing and allowing states to come up with District and State Level Skill Development Plans (DSDP/SSDP) and design skill training interventions to suit the local and rural needs. NSDC through its state engagement officers works directly to support SSDMs.

### What are NSDC's future plans?

NSDC is working towards creating an enabling environment for various stakeholders, including training partners and industry associations through collaborations with corporates, industries, state, ministries and other bilateral relations to make provision for sustainable skill ecosystem. Some of the interventions



include funding & financing, standardization, benchmarking with international norms, technological advancements, data mapping and analytics, and deepening the reach of skill training across geographies.

To give Indian skills an international benchmark and global employability, NSDC is working to increase the volume of its India International Skill Centres

(IISC) to 100 in next one year.

Going forward, NSDC is preparing itself to respond to the dynamism of industry demand and the industry 4.0 and is evaluating skill training to meet futuristic demands of cutting-edge technology like 3D printing and automation and using AV/VR modes of skilling. •

*We thank Mr Manish Kumar, MD & CEO, National Skill Development Corporation, for giving his valuable time and opinion to our readers.*



An ISO 9001:2008 Certified

# SWAMI AMBRISH CHETANYA SEWA SAMITI

One of the best leading groups of Central India

Stabilized in Year-2011

***We Aim to Provide the Quality Education***

### Our Highlights

- Trained more than 15000 candidates
- Organised 10+ Job Fares
- 23+ Training Centre in flag ship scheme PMKVY-2
- 7+ Industrial training institute (among all central India)

### :: Address & Contact ::

Address : N.H.86, Near Sagar Puliya, Vaishal Vihar Road, Vidisha (M.P.) 464001  
Website : [www.swamiambrish.org.in](http://www.swamiambrish.org.in), email : [info@swamiambrish.org](mailto:info@swamiambrish.org)  
Contact us : 9755550416, 9755550397



WITH  
**DATA  
DRIVEN  
ASSESSMENTS**

NOW HIRE

**BETTER**

With **PSYCHOMETRIC ASSESSMENTS** for the entire employee Life Cycle.

**FASTER**

With **APTITUDE ASSESSMENTS** by predicting performance pre-hire.

**CHEAPER**

With **METTL'S CLOUD BASED PLATFORM** by removing hassel and physical test centres.

10,000,000 +

ASSESSMENTS CONDUCTED.

1500 +

SATISFIED CLIENTS.

350 +

JOBS ROLES.

25 +

SECTOR SKILL COUNCILS.



**+91-9555-11-4444**

CALL NOW FOR POWERFUL & PRECISE PEOPLE DECISIONS .

TRUSTED BY

SAP

Optimizely

amazon

KPMG

Fidelity

# Wider Footprint to Tie-up with Universities

In an attempt to bolster the rubber training programmes at all levels, from shop floor to those pursuing higher studies, RSDC has tied up with a string of prestigious universities in the country, especially in south and northeast India, the traditional rubber dominated regions in the country.

Now RSDC is casting its net wider and plans are on the anvil to bring institutions across the country on board. What has helped is the popularization of rubber sector and the employment opportunities therein, a move spearheaded by RSDC through a robust communication network.

The latest to join hands with RSDC is Sharda University, a prominent university in the NCR region. "Sharda University is first university in the North to join hands with RSDC for dual certification. Already, B.S. Abdur Rahman Crescent University, Chennai; Kamaraj College of Engineering and Technology, Chennai; Downtown University, Assam and ICFAI University,



Tripura have tied up with RSDC for dual certification," said Ms Meghna Mishra.

Under these tie-ups, students can get a value-added programme in the form of dual certification which is offered to engineering students pursuing Polymer technology, Chemical and Automobile engineering.

The MoUs with these universities

Left to right: Mr D.L.N. Shastri, Director – Corporate Affairs, Sharda University; Ms. Meghna Mishra, CEO-RSDC, and Mr Amal Kumar, Registrar, Sharda University

provide for certification and assessment support to the University by RSDC. The university will organize internships and industry placements for students in consultation with RSDC. RSDC will also ensure quality of training delivery by adopting a stringent process for accreditation of training providers. ●



RSDC and Sharda University teams gathered on MoU signing ceremony on 7th July 2017 at Sharda University's Board Room



# Skilling in Rubber for Marginalized Sections to get a Fillip

Continuing with its drive to extend the benefits of skilling to the marginalized strata of society, Rubber Skill Development Council has tied up with National Scheduled Castes Finance and Development Corporation (NSFDC).

NSFDC, under the aegis of Ministry of Social Justice & Empowerment has been set up with the objective to promote socio-economic development of Scheduled Castes living below the poverty line by providing financial assistance for income generating schemes and through skill



(National Skills Qualification Framework). RSDC will ensure that fresh candidates, who are not already employed in the organized sector, are the actual beneficiary of skilling programme under this MoU.

“RSDC is committed to raise the benchmark of skilling and is targeting to emerge as the best Sector Skill Council that NSFDC has tied up with. RSDC is also aligned with the spirit of Garib Kalyan

Varsh 2017 and tie-up with NSFDC will help it contribute meaningfully to the same,” said Ms Meghna Mishra, CEO, RSDC. •

development training.

Under the terms of the MoU, RSDC will implement Skill Development Training Programmes sponsored by NSFDC from time to time as per NSQF

## Indian Rubber Manufacturers Research Association

(Affiliated to Ministry of Commerce and Industry, Govt of India)

**Since 1958**  
Serving rubber & allied industry

**A World Class Accredited Rubber Testing Laboratory & Premier Research Institute**

**Helping Rubber World for Building Better Future**

**CORE AREAS OF SERVICE**

- Testing – Tyre and Non - Tyre products
- Raw Material testing and evaluation
- Product & process development
- Industrial Consultancy
- Third Party Inspection Services
- Academic / Sponsored Research
- Training & skill development

**INDUSTRIES WE SERVE**

- RUBBER PRODUCT MANUFACTURERS / USERS
- DEFENCE AND NUCLEAR SECTOR
- AUTOMOTIVE SECTORS
- RAILWAY AND THEIR SUPPLIERS
- CUSTOMS, EXPORT & IMPORT OFFICE
- PAINT & ADHESIVE / SEALANT
- RAW MATERIAL MANUFACTURERS
- STATE ROAD TRANSPORT UNDERTAKINGS
- REACH & ROHS TESTING

**QUALITY CREDENTIALS**

- BIS Recognized
- NABL accredited
- DGMS Accredited
- DGQA approved
- BMO accredited
- ISO 9001certified
- CEMILAC approved
- NABET accredited

**OUR FACILITY**

**INSTRUMENTAL ANALYSIS**

- TGA
- FTIR
- SEM – EDS
- HPLC
- DSC
- GC FID
- XRD
- UV Visible
- DMA
- GCMS-MS
- CHNS analyzer
- ICP-OES

**TYRE TESTING**

- Passenger –Light Truck Endurance Test Machine
- Truck Endurance Test Machine
- Universal Testing Machine
- Tyre Footprint Machine
- Rolling Resistance
- Tyre Shearography Test Machine
- Noise, Vibration, Harshness Test Machine (NVH)
- Failure Investigation

Plot no 254/1B, Road N0.16V, Wagle Industrial Estate, Thane (West) PIN:- 400604, Maharashtra, India  
 Phone :-+91-22- 6787 3200 (19 lines); 25803753. Fax :-+ 91-22-25823910  
 E-mail :: info@irmra.org / Website :- www.irmra.org



Compression Moulding Operator RPL training in Vinayak Rubber, Tamil Nadu

## Boost from RPL

In an attempt to recognize the skill of the workforce already employed in the industries, under PMKVY scheme, Recognition of Prior Learning (RPL) has been introduced to quicken the process of generation of skilled and certified manpower. This initiative has not only helped to recognize the skills of the manpower acquired during their tenure of many years, but also to align them to the National Occupational Standards(NOS) developed by the sector skill councils. The RPL scheme recognizes the skills of this workforce through nationalized certificates and monetary rewards.

Rubber industry employs close to 2 million people across the country and is highly dependent on the skilled manpower. Therefore, several RPL trainings have been initiated at various locations across the country.

Over 8,000 workers have been re-skilled across Punjab and Haryana in various job roles in the manufacturing sector in recent times. These trainings have been conducted on the shop floors of the industry which makes it easier for employees as well as the employers.

More such trainings are being conducted across the country with the help of Training Partners like Labournet Services India Pvt. Ltd

and Mentor Skills India LLP. They are re-skilling workers on the shop floor across the country. For these trainings under the PMKVY Scheme, Rubber Skill Development Council acts as the Project Implementation Agency (PIA). RSDC has connected with various rubber industries and brought them under the scheme for re-skilling and handed the trainings to the Training Partner.

For availing the benefits of RPL scheme, any industry member can step forward and join hands with RSDC. The re-skilling program is free of cost for the industry, wherein they have to share the number of employees as per their job roles.

RSDC has urged all rubber industry members to come forward and reap the benefits of such re-skilling programmes like Recognition of Prior Learning. •



RPL Training by Labournet at Aerobok Shoe at Jhajjar, Haryana



# WE EXPERIENCE

being part of your world



## EARTHMAX SR30

RADIAL OTR TIRES

- *All-steel casing*
- *Extra-long tread life*
- *Excellent traction*
- *Superior stability*
- *Steel belts*



[bkt-tires.com](http://bkt-tires.com)



**GROWING TOGETHER**  
OCTOBER-DECEMBER 2017 | 13



# RSDC Catalyzing the Process of Up-skilling in Rubber



Training for Compression Moulding Operator in Relaxo

Inset: Students attend classroom session under the PMKVY Fresh training in Relaxo, Jhajjar

**S**killed manpower is the key asset for any organization, enabling it to make the most of unfolding opportunities. However, it is being observed that there is a persistent shortfall in the required skilled manpower. To bridge this gap, the government has launched many skill development schemes for the industries to reap its benefits. One such scheme is the Pradhan Mantri Kaushal Vikas Yojana, under which fresh trainings have been going on in Haryana and Uttar Pradesh to meet the needs of the rubber industry.

Rubber industry is an employment intensive sector which employs close to 20 lakh manpower directly and indirectly. But to match the growing pace of the rubber sector with the country's economy, more skilled workforce is required.

Keeping this in mind, fresh



## RUBBER INDUSTRY IS A LABOUR INTENSIVE SECTOR WHICH EMPLOYS CLOSE TO 20 LAKH PEOPLE

trainings in manufacturing were recently initiated so that the industry can benefit by directly hiring certified skilled manpower.

In Jhajjar, Haryana, Relaxo Footwear extended support to help Webtech Universal Learning Pvt.

Ltd. to conduct trainings for Compression Moulding Operator and Material Handling and Storage Operator at their factory premises so as to facilitate classroom as well as practical trainings. More than 240 students were trained in the process.

In Meerut, Uttar Pradesh, Process Com Product Development Centre has conducted training for 200 mill operators.

These fresh trainings will help cater to the needs of the rubber industries, especially those located in northern India. RSDC has urged all the industry partners to come forth and hire these fresh trained candidates and increase their strength of organization in the process contributing to the betterment of our society and economy. •



# Training of Trainers in Rubber Sector

**R**SDC is committed to create a talent pool of skill and provide the skilled manpower to meet the requirement of the industry. Thus, trainers of affiliated institutes are trained and certified in best pedagogical practices to ensure standardization of the training processes, quality and consistency.

Keeping in view the scenario of the current skill ecosystem of rubber sector, RSDC has conducted several Training-Of-Trainer programmes in Tripura and Chennai. Both these states cover the major hub of rubber industries in our country.

"The role of a trainer in skilling programme is vital to ensure that

right skill training has been transferred and imbibed. Prospective trainers were given an overview of skilling ecosystem in the country, uniqueness of India, current strengths and challenges, and significance of Skill India. A detailed presentation was made on the rubber sector, its rich value chain, NOS developed for the rubber sector, the roles and responsibilities of the trainers for evaluating trainees," said Ms Meghna Mishra, CEO, RSDC.

A total of 22 trainers have been trained in accordance with the



National Occupational Standards (NOS) developed by RSDC with the help of the feedback received from the Rubber Industry members.

Any rubber industry member with a sound technical background is eligible to apply for this Train-the-Trainer programme. •



## TRIPURA UNIVERSITY

A Central University

|| Pursuit of Excellence || Accredited by NAAC with 'B' grade

### Bachelors in Vocational Studies in Rubber Technology Program

.B.Voc Rubber Technology program was launched in the year 2015. It is equivalent to Bachelor Degree. The B. Voc Rubber Technology program is approved by UGC, New Delhi and is designed in collaboration with National Skill Development Corporation (NSDC) and Rubber Skill Development Council (RSDC), New Delhi. The curriculum is designed to impart hands on training to the students with the art of Rubber Technology. It emphasizes on both the theoretical and practical aspects of the different processes of Rubber Technology. The students, if they want, can even opt out of the program after the completion of one year of joining the program with "Diploma in Rubber Technology" to their credit. Those who opt out from the program after completing two years are awarded with an "Advanced Diploma in Rubber Technology". After the completion of three years, the students are awarded with "B. Voc in Rubber Technology" equivalent to Bachelor Degree.



**Eligibility Criteria:** The course is meant for 10+2 students with science background.

#### For more details please contact:

Prof. Ranendu Kumar Nath, Department of Chemistry, Tripura University,  
Suryamaninagar - 799022, Tripura

Ph: +91-9436 508446 | +91 381 237 4801/4803/9002 Email: rknath1995@gmail.com

Website: <http://www.tripurauniv.in/>

# First ATMA-ITTAC Tyre Fitters Training & Re-skilling Program

Source: ATMA Website



ATMA- ITTAC Tyre Fitters Training Program in progress

In recognition of the critical role played by commercial tyre mechanics in tyre repair, mounting/de-mounting of tyres and thereby safety on the highways, Automotive Tyre manufacturers Association (ATMA) the premier tyre industry body and co-founder of RSDC has launched a campaign to train and re-skill the commercial tyre mechanics known as tyre fitters. Indian Tyre Technical Advisory Committee (ITTAC), the technical wing of ATMA, is taking the lead in this re-skilling project.

The first ATMA-ITTAC Tyre Fitters Training & Re-skilling programme was organized in North Delhi near Truckers' Hub at Sanjay Gandhi Transport Nagar. Over 40 tyre fitters participated in the first such re-skilling programme and benefited from the same.

"Tyre Fitters' role is an important one. A tyre fitter not only repairs a tyre, but also advises the transporter/trucker about the condition of the tyre, good tyre upkeep, precautions that need to be taken for improving the life of a tyre, etc. Unfortunately, there is no structured training available to the tyre fitters so far. ATMA's move is to



Ms Jyotsna Aswal, Co-Convener ATMA Skilling Group honouring India's only known lady tyre fitter Shanti Devi as kick-off of ATMA- ITTAC Tyre Fitters Training Program

of training were handed over. "Certification holds much aspirational value for tyre mechanics who generally lack

any formal qualification. Certification is also aligned with Recognition of Prior Learning (RPL) scheme of Government of India with a view to instill confidence amongst tyre mechanics' community," added Mr Sharma.

Speaking on the occasion, Mr Vijay Sethi the master trainer said, "Tyre mounting and de-mounting is a skillful job that needs to be mastered. Poor mounting and de-mounting can even lead to tyre failure. Moreover, truckers rely on tyre fitters for checking condition of tyres, thus making their role vital."

ATMA-ITTAC Tyre Fitters Re-skilling Program was kicked off with Ms Jyotsna Aswal, Co-Convener ATMA Skilling Group honouring India's only known lady tyre fitter Shanti Devi who also underwent the day-long tyre training programme along with her male counterparts. •

bridge this gap, with technical experts engaging the tyre fitters in an intimate setting, and most importantly, in a language understood by them," said Mr Satish Sharma, Chairman, ATMA.

During the training, tyre fitters were given an in-depth understanding of commercial tyre and its components, best practices for upkeep of tyres, different tyre faults, their causes and the remedial measures. Subsequent to the training programme, the tyre fitters were certified and certificates

**TRAINING TYRE FITTERS ENSURES QUALITY REPAIRS AS WELL AS AUTHENTIC INFORMATION AND TIPS TO TRANSPORTERS/TRUCKERS**

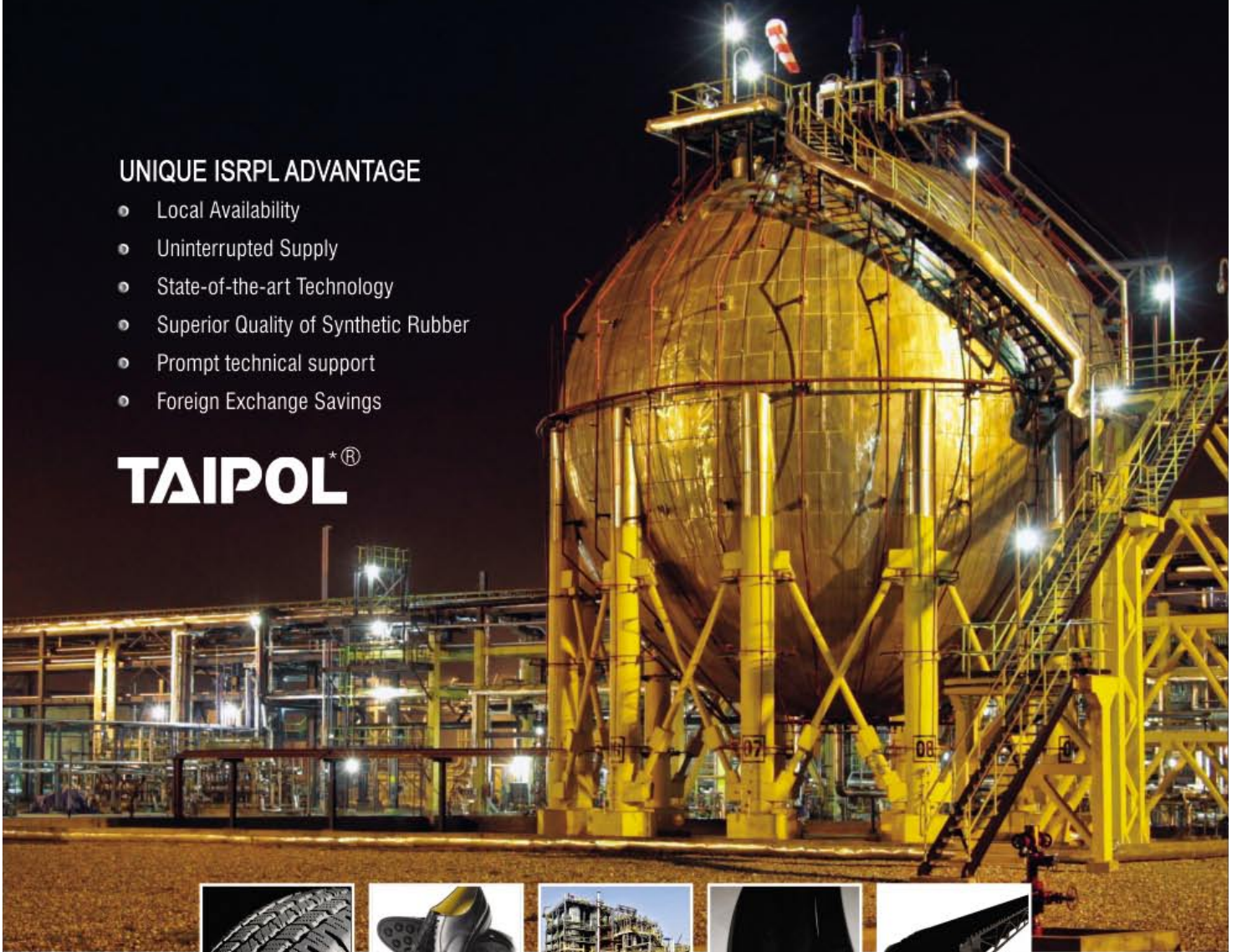


# Now sourcing of SBR won't cost you dollars

## UNIQUE ISRPL ADVANTAGE

- Local Availability
- Uninterrupted Supply
- State-of-the-art Technology
- Superior Quality of Synthetic Rubber
- Prompt technical support
- Foreign Exchange Savings

# TAIPOL<sup>®</sup>



The state-of-the-art Styrene Butadiene Rubber plant to service domestic & international demand. A joint venture of Indian Oil Corporation Limited, TSRC- Taiwan and Marubeni Corporation- Japan, that promises to rise beyond the horizon.

 **ISRPL**  
INDIAN SYNTHETIC RUBBER PRIVATE LIMITED

A Joint Venture of



Corp. Office: 1<sup>st</sup> Floor, Tower 3, IGL Complex, Plot No.2B, Sector 126, Noida, 201304, Tel: +91-120-4871000, Fax: +91-120-4871030, Email: info@isrl.co.in, Website: www.isrpl.co.in

**ACCELERATING GROWTH, BINDING TRUST**

# Industry Testimonial: Relaxo Footwear

Relaxo has been 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, and 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 Pradhan Mantri 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 how conducting these



**MR. R.K.GOEL**  
General Manager  
(Works)  
Relaxo Footwears  
Limited, Unit-I & II

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 and coordination, while we are taking care of training the candidates through our in-house certified trainers.

We have absorbed most of the trained candidates and the rest can be recruited by other rubber industries present around the belt of Jhajjar, Harayana. With these trained candidates we got better productivity and smooth execution of jobs on the shopfloor.

After experiencing these trainings, we have come to understand that such trainings are equally beneficial for us and the local community as it makes them skilled and employable, thus contributing to the social development of our country. •

## Importance of RSDC Job Portal



RSDC job portal, which has completed one year of its launch, has come to be reckoned as a one-stop source for several industries to get access to employment-ready certified manpower.

“Rubber is a highly diversified and fragmented sector with close to 5,500 rubber units scattered across the country in different clusters. Rubber plantation sector is also highly diversified with over a million growers involved in plantations. Meeting employment demands for such a vast sector, both from the points of view of the employers and employees, is a challenge. The job portal has been trying to bridge this gap between prospective employees and employers successfully,” said Ms Meghna Mishra, CEO, RSDC.

RSDC became the first sector skill council to launch a dedicated job portal, taking in its sweep the job requirements at all levels across different functions. The effort will come to naught if the trained manpower is not picked up by the industry or if the candidates are not aware of the job options. It is proving a platform for candidates and the Industry to come face to face to understand each other’s requirements.

With hassle free navigation, the registration is also a fairly simple process. RSDC has urged the industry to come forward and make the most of this facility to reach out to certified manpower. •

## Student Testimonial

My name is Gajnes Kumar. I work in the Compression Moulding department, at Anand Motors. I have been working in this company from a long time. Recently, I was enrolled in the PMKVY program of RPL (Recognition of Prior Learning). Our trainer, Mr Jagjeet Singh, has given us a lot of important information about the Compression Moulding machine, like FIFO and 5S, and its other safety aspects covering PPE (Personal Protective Equipment) which I feel will help us to perform better. I want to thank our trainer and Labournet for bringing such useful training to us and our Prime Minister for introducing such a scheme as Pradhan Mantri Kaushal Vikas Yojana. •

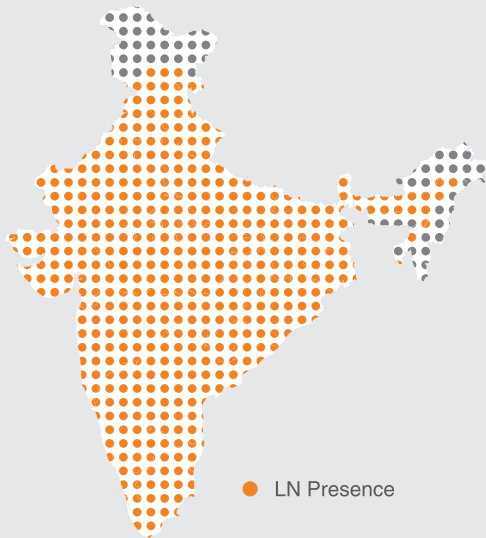






**LabourNet**  
Enabling livelihood...

## India's Leading Social Enterprise



## Awarded Best Training Partner by RSDC in 2016

- ◆ Conducted training for over 5000 candidates in various job roles pan India under the Additional Skills Acquisition Programme (ASAP) and National Skill Certification and Monetary Reward scheme, also branded as 'STAR'
- ◆ Re-skilled over 2500 rubber factory workers in Punjab, UP, Daman, Haryana, Tamil Nadu and Maharashtra under PMKVY 1.0 program in various job roles
- ◆ Starting RPL (Recognition of Prior Learning) pilot phase for 6000 workers under PMKVY 2.0 in partnership with RSDC India

Corporate Office : #25/1-4, 9th Cross, 19th 'A' Main Road, JP Nagar II Phase, Bangalore - 560078  
P: +91 80 4450 4450 F: +91 80 4450 4459 E: contactus@labournet.in W: www.labournet.in



**PERFORMANCE.  
THERE ARE NO SHORTCUTS.**



**apollo**



[www.apollotyres.com](http://www.apollotyres.com)



GO THE \_\_\_\_\_ DISTANCE

TOLL FREE  
1800 212 7070