

Rubber Skills Time



ISSUE 4 | VOLUME II | JANUARY-MARCH 2019

NURTURING SKILLS & TALENT FOR A BETTER TOMORROW



Skilling Excellence Celebrated at RSDC's Award Ceremony

India Rubber Meet: Towards a Sustainable Rubber Value Chain

RSDC-UKSDM Partnership for Skill Training in Rubber

SKILLING A MILLION LIVES

State-of-the-art Mobile Skill Van Flagged Off by RSDC

Interview: Mr Rummy Chhabra

Managing Director, Metro Tyres and President, Indian Cycle Rickshaw Tyre Manufacturers Association (ICRTMA)



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EDITORIAL

RPL, a Trendsetter in the Re-skilling Drive

Nothing has blazed the kind of trail in the skilling ecosystem in India as Recognition of Prior Learning (RPL). RPL has emerged as the most potent and effective exercise to bring millions under the formal skilling fold. Several types of RPL have been launched so far, including RPL Type 1 (Camp model), RPL Type 2 (Employers premises), RPL Type 3 (PMKVY centres) and RPL Type 4 "Best in Class Employers", which was launched on the occasion of third Skill India Anniversary.

RPL with Best in Class Employer scheme has been launched by the Ministry of Skill Development & Entrepreneurship under Pradhan Mantri Kaushal Vikas Yojana (PMKVY), wherein top-of-the-line large employers are engaged with the mandate to certify their workforce across different areas of operation. The scheme looks to utilize Supervisors/Workshop Managers/Senior Supervisors of employers as 'Employer Assessor' and link them with Sector Skill Council (RSDC in this case) for conducting assessment and co-branded certification.

As one of the major such tie-ups since operationalization of 'RPL with Best in Class Employer' scheme, a number of reputed large organizations such as ATC Tyres, HLL Lifecare Ltd, Yokohama, JK Tyres and eight such organizations have come on board with RSDC for certification of the workforce as per National Skill Qualification Framework (NSQF).

The beneficiaries of the project are those uncertified employees of the companies which fulfill the eligibility criteria for the Recognition of Prior Learning (RPL - BICE), as defined by RSDC. For instance, HLL Lifecare Ltd and RSDC have joined hands to certify employees at its plants in Kerala for job roles like Junior Rubber Technician, Lab Chemist, and

Material Handling & Storage Operator. So far, rubber industries have raised requirement for training across 31 job roles under this scheme.

RSDC is involved in orientation of the 'Employer Assessors' as designated by the organizations. These Assessors are oriented on the NSQF aligned qualification pack and the assessment criteria of the concerned job roles. RSDC also looks into the overall implementation and monitoring of the RPL. The employer and RSDC work together to map the competencies of the employees with the respective job roles. Post successful completion of the assessments, RSDC issues certificates which are co-branded, carrying logo of the respective industry as well.

The launch of RPL with Best in Class Employer has led to enhancing the industry acceptability of RPL certification and extending the outreach of the scheme directly to reputed employers/industries across sectors.

There is little doubt that RPL with Best in Class Employer scheme has become a trendsetter, as certification of uncertified but skilled employees is not only assessing them for requisite skill, but also leading to morale boosting, putting them at par with the certified ones. And that is certainly something to cheer about as we ring in the New Year. •





Empowering Employees

Saamarth, the pride project of RSDC, launched with a view to re-skill and up-skill a million lives in rubber, has been initiated with great fervour, across the country. Industries are taking a step forward and getting their employees certified for undertaking this training, and in-turn contributing to the success of Saamarth.



RPL Type 2 in
Eastern Tread Rubber,
Ernakulam, Kerala



RPL Training at GRP Ltd,
Ankleshwar



RPL Type 2
Sai Rubber, Faridabad



RPL Type 1 training for
Latex Harvest Technician
in Kollam, Kerala

RSDC Launches “Million Skilling” Project in Style

State-of-the-art Mobile Skill Van Flagged Off

Recognising RSDC’s considerable work under the Recognition of Prior Learning (RPL) scheme, Ministry of Skill Development & Entrepreneurship has given an ambitious target to assess, up-skill & re-skill 10 lakh manpower in the rubber sector, under this scheme. RSDC is gearing up for the project by stepping up-skilling, re-skilling and up-skilling efforts. A logo of the project, named SAAMRATH – Empowering million lives in Rubber, was released on 16th November 2018 at New Delhi.

Marking a formal launch of the Saamrath project, a Mobile Tyre Service Skill Van was unveiled, which will move across different state highways, villages and towns, creating awareness about skill requirement for tyre service and maintenance and safety on roads associated with upkeep of the tyres.

This mobile van, fitted with necessary equipment and manned by skilled personnel, will train tyre fitters, assess them on skills acquired and also certify them. The van was flagged off by Mr RC Bhargava, Chairman, Maruti Suzuki Ltd. and Mr R Gopalakrishnan, Ex-Executive Director, TATA Sons Ltd, along with Mr Virkam Makar, President, AIRIA and Mr Vinod Simon, Chairman, RSDC in the presence of key industry members, Training Partners, Assessment Agencies and other esteemed guests.

THE MOBILE VAN WILL MOVE ACROSS THE COUNTRY, CREATING AWARENESS ABOUT SKILL REQUIREMENT



Mr RC Bhargava and Mr R Gopalakrishnan flagging off the Mobile Training Van

“Tyre fitters which dot the length and breadth of Indian highways play an important role in making road transport safer and smoother. Fitting of tyres, especially commercial tyres, is a skilled job requiring formal training. Unfortunately, a large majority of tyre fitters are not formally trained, so we chose to embark on the Saamrath project with skilling of tyre fitters,” said Mr Vinod Simon, Chairman, RSDC.

The training will be provided under Recognition of Prior Learning (RPL) Type 1 scheme of Pradhan

Mantri Kaushal Vikas Yojana (PMKVY), added Ms Meghna Mishra, CEO, RSDC.

“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. RSDC’s move to bridge this gap with technical experts reaching out to tyre fitters deserves all support,” said Mr Rajiv Budhreja, Director General, Automotive Tyre Manufacturers Association (ATMA). •

Tyre Service and Maintenance Training Van



SPECIAL TALK: Mr Rummy Chhabra, Managing Director, Metro Tyres and President, Indian Cycle Rickshaw Tyre Manufacturers Association (ICRTMA)

Partnering with RSDC to Create Skilled Manpower for the Tyre Industry

As a seasoned industrialist, how do you see the journey of skilling in India?

Entrepreneurship is not new to India. Ever since Independence, Indian entrepreneurs have toiled hard to make India an emerging superpower. MSMEs have been the lifeline of Indian manufacturing. However, formal skilling has not been a focussed area and most of the skilling has been imparted on the job. As a result, skilling and vocational education has not been aspirational in the country. Over the last few years, however, the emphasis on formal skilling has gone up. Government of India has taken major steps towards the training of manpower for specific jobs. It is a great initiative indeed and has started to show its impact. If India wants to become a manufacturing hub, we must develop skilled manpower on a war-footing.

After getting trained, this manpower will be available not only for the local industry, but they will also be able to get a job anywhere in the world. Through this, India can get precious foreign exchange. Initiatives such as PMKVY will definitely make a base to get skilled manpower and in turn there will be rapid improvement in the economy of our country.

Do you think, Rubber sector has suffered due to non-availability of skilled manpower in the past?

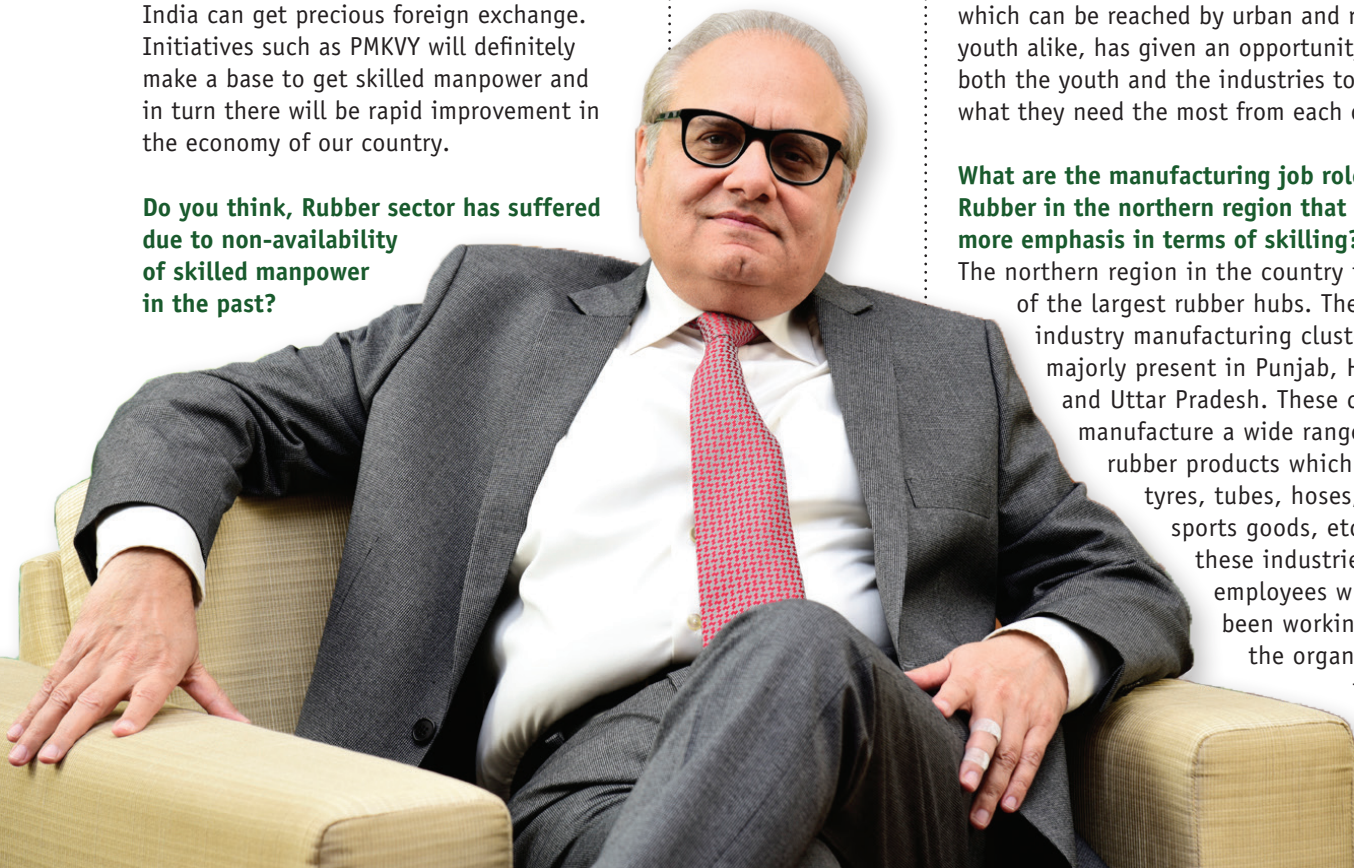


MR RUMMY CHHABRA,
Managing Director,
Metro Tyres and
President, Indian
Cycle Rickshaw
Tyre Manufacturers
Association (ICRTMA)

Yes, I agree that the rubber sector has suffered due to non-availability of skilled manpower. Rubber is one of the sectors which is manpower intensive. Skilled manpower can make a lot of difference to the production and productivity of a rubber unit. Unfortunately, in the erstwhile vocational training system, like ITI, rubber specific job roles were not there and there are very few institutions across India which were focused on providing rubber related courses. Hence, the manpower employed across the rubber industry is largely unskilled or semi-skilled, which leads to the wastage of time and material, affecting the overall performance of the industry. Rubber sector has a lot of potential in India, with immense production and export possibilities. We suggest that at least 3 months, training be given before hiring. By this initiative, the productivity will improve and the wastage of material while production will be controlled. The initiatives like Pradhan Mantri Kaushal Vikas Yojana, under the Skill India Mission, which can be reached by urban and rural youth alike, has given an opportunity for both the youth and the industries to get what they need the most from each other.

What are the manufacturing job roles in Rubber in the northern region that need more emphasis in terms of skilling?

The northern region in the country is one of the largest rubber hubs. The rubber industry manufacturing cluster is majorly present in Punjab, Haryana and Uttar Pradesh. These clusters manufacture a wide range of rubber products which include tyres, tubes, hoses, sports goods, etc. All these industries have employees who have been working with the organization for a





RSDC HAS MADE IT MUCH EASIER TO RE-SKILL AND UP-SKILL THE EXISTING MANPOWER

long time. For fresh hiring, the companies are dependent on consultants for sourcing manpower from states like UP, Bihar and Jharkhand. However, most of these candidates need to be trained on the shopfloor and become productive only after a time period of 5-6 months. With such manpower, industries also face high attrition rate.

Popular job roles across the industries in northern region are Mixing mill operators, material handing storage operators, Junior Rubber Technicians, Compression Moulding Operators, and Rubber Pneumatic Tyre Moulding Technicians.

How has Metro Tyres benefitted from RSDC-led skilling initiatives? What message would you wish to give to the rubber fraternity?

As an organisation, we have always been conscious of imparting skills to our manpower. RSDC has made it much easier to re-skill and up-skill the existing manpower and get access to skilled and employable workforce.



Top: Best Industry Partner Metro Tyres

Above: Shopfloor training for Compression Moulding Operator

Our partnership with RSDC has yielded good dividends. We were the first ones to take an initiative to set up 3 centres in Ludhiana and we have already given training to around 2500 people yearly, under the Recognition of Prior Learning (RPL). We partnered with RSDC to train maximum number of our employees. We feel this initiative will benefit not only Metro Tyres, but other local industries in getting skilled manpower. We congratulate RSDC for initiating a special award for industries who have taken key initiatives towards skilling. This move will definitely spur industries to work towards skilling improvement. •

We thank Mr Rummy Chhabra, Managing Director, Metro Tyres and President, Indian Cycle Rickshaw Tyre Manufacturers Association (ICRTMA), for giving his valuable time and opinion to our readers.



Esteemed dignitaries lighting the lamp at the Awards Ceremony. Mr Vinod Simon, Chairman, RSDC; Mr R C Bhargava, Chairman, Maruti Suzuki Ltd; Mr R Gopalakrishnan, Ex-Executive Director, TATA Sons Ltd, Mr Vikram Makar, President, AIRIA; and Ms Meghna Mishra, CEO RSDC (from left to right)

Skilling Excellence Celebrated at RSDC's Award Ceremony

With a view to recognise and applaud the sterling contributions made towards skill development in the Rubber value chain, including plantation and manufacturing segments, Rubber Skill Development Council (RSDC), the sector skill council in Rubber, celebrated the 3rd Award Ceremony at New Delhi.

As one of the prominent gatherings in the Rubber sector, the award ceremony brought together policy makers, research organisations, top corporates, management consultants and a large number of stakeholders from all the parts of the country. Industry veteran and leading thought leader Mr RC Bhargava, Chairman, Maruti Suzuki Ltd and management expert Mr R Gopalakrishnan, Ex-Executive Director, Tata Sons and an acclaimed

author, graced the occasion as Guest of Honour.

Welcoming the guests, Chairman of RSDC, Mr Vinod Simon said, "RSDC has come a long distance in the last six years of its existence. National Occupation Standards (NOS) have been developed for the entire sector, including manufacturing and plantation segments. Nearly one lakh trainings have been imparted so far. Skill gap analysis has been undertaken in 20 states of the country. According to Mr Simon, RSDC has already tied up with 13 State Missions besides 11 universities and was the first to start B.Voc. in Rubber

RSDC HAS BEEN PROACTIVELY DEVELOPING SKILL FOR ALL SEGMENTS OF THE INDUSTRY

Technology. RSDC has on its board 550 certified trainers, 350 assessors and around 150 training partners.

Mr R Gopalakrishnan in his remarks linked the very evolution of society to skill building. According to him, for any leader or organisation to make a difference, three characteristics are required - domain capability, planning capability and execution capability. As stated by him, RSDC has done well by bringing on board people with different domain capabilities, including rubber growers, tyre industry, rubber products manufacturers, academia, the government, etc. With so many industries working together, RSDC can truly be called as Mahagathbandhan (largest group) of Rubber Sector, he said.

Mr RC Bhargava presented a keynote on rubber and its importance for Auto OEMs. Skill development is very important to improve the

competitiveness of the industry. RSDC is one of the few organisations which has been proactively developing skill for all segments of the industry, he said.

Rubber industry has very high presence of MSMEs and this is one area of economy which is very critical for improving overall competitiveness of the industry. Rubber industry is particularly important because the industry provides inputs, which to a large extent determine the performance of other industries. So Rubber industry needs to become really competitive. Rubber industry and the OEMs need to work together because the future of both will move in the same direction. And OEMs can't grow without suppliers, including rubber industry growing in equal measure, Mr Bhargava added.

"Tyre mechanics which dot the length and breadth of Indian

FORMAL CERTIFICATION IS KNOWN TO BE ASPIRATIONAL AND RAISES THE CONFIDENCE LEVELS OF TRAINEES

confidence levels of trainees," said Mr Rajiv Budhraj, DG, ATMA.

Recognising RSDC's considerable work under the RPL scheme, Ministry of Skill Development & Entrepreneurship has given an ambitious target to assess, up-skill and certify 10 lakh trainees under the scheme. A logo of the project code named SAAMRATH – Empowering million lives in Rubber, was released on the occasion. "As an ally of the government, we are committed to work with all the sincerity for achieving the target. We will be counting on the support and cooperation by the Rubber Board and the industry in achieving the same," said Ms Meghna Mishra, CEO, RSDC.

TP Radhakrishnan from Rubber Board Karnataka office was adjudged as the Best Trainer. Mr Prabhuraju, Director, Cindrel Technologies, received the award as Best Assessment Agency. Mr Vikash, employed at Relxo Footwear, was conferred the best trainee award in manufacturing, whereas in Plantation, best trainee award was awarded to Mr Rajesh Ponnu Muthu.

Under the special category awards, Best University Award went to B.S. Abdur Rahman Crescent Institute of Science and Technology, Chennai. Another Special Category for honouring the Best Government Skill Project was bagged by The Directorate of Skill



highways, play an important role in making road transport safer. Fitting of tyres, especially commercial tyres, is a skilled job requiring formal training. Automotive Tyre Manufacturers Association (ATMA) is collaborating with RSDC for upskilling tyre fitters. The training will be provided under Recognition of Prior Learning (RPL) Type 1. Formal certification is known to be aspirational and raises the

Skill India Mission has led to transforming of lives, allowing the youth to acquire a skill of their choice and make available skilled manpower for the industry. A film was released under the theme #farkdikrahahai with success stories of marginalised people benefitting from skilling in rubber.

RSDC Best Training Partner award went to Rubber Board of India and was received by Mrs Sudha P, Director Training, Rubber Board of India. Mr

Development, Tripura.

Industry is at the heart of all skilling drives across the country. This year, RSDC introduced special category of award for an industry partner who has extended outstanding support towards nation building activity through Skill Development in Rubber sector. The award was conferred on Metro Tyres and was received by Mr Rummy Chhabra, Managing Director. ●

RSDC Makes a Mark in Telangana with Rozgar Mela

As many as four rozgar melas and Skill Exhibitions were held in different cities in the last quarter which helped create a buzz on opportunities available in the Rubber & Tyre sector.

RSDC, in collaboration with its training partner, Master Mind Solutions, recently organized a Rozgar mela-cum-briefing session on the emerging opportunities in the Rubber sector. The Rozgar mela was organized on 30th Oct 2018 at Mahbub Nagar, one of the most populous districts in the southern state of Telangana. The mela was an initiative by SSC (RSDC) itself.

The students who got the



Rozgar Mela in Telangana

opportunity to be placed in prestigious organizations were trained as Mill Operator.

Paragon Industries, one of the prominent rubber products manufacturers, participated in the

mela as a key employer. 42 candidates participated in the rozgar mela and 22 candidates were shortlisted by these industries, with an average salary of ₹10,000 per month. The positions are based at Patancheru, Hyderabad. •

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Rozgar Mela at Mumbai Brings Job Aspirants & Employers Closer

Western region is a highly active region in the country as far as rubber products manufacturing is concerned. A large number of iconic names in the rubber sector are based in this region of our country.

RSDC actively collaborated with NSDC for a Rozgar Mela at Mumbai which was held at Ramniranjan Jhunjhunwala College of Arts, Science & Commerce, Ghatkopar West, Mumbai, Maharashtra on 24th & 25th Nov 2018.

Some prestigious names in the Rubber sector participated in the mela



Rozgar Mela in Mumbai

as employers and interacted with the candidates who registered for the mela. The employers included Lathia Rubbers, Jasmino Elastomers and Paramount Seals & Packings.

Dr Kirit Somaiya, Hon'ble Member of Parliament (Lok Sabha) from Mumbai North-East seat graced the occasion as the chief guest. "Rubber sector is one of the mature industrial sectors in the country, with seasoned entrepreneurs at the helm. The present government has taken several industry friendly steps, which is evident in the ease of doing business ranking which has been going up. India needs a robust rubber sector as a driver for growth of several sectors," Dr Kirit Somaiya said. ●

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RSDC Leaves an Impact at the India Rubber Meet

Led by Rubber Board of India, RSDC was one of the key organisers and participants in India Rubber Meet 2018. Ranked as the foremost and flagship event of the Indian Rubber & Tyre sector, India Rubber Meet (IRM) 2018 was held at Kochi on 30th and 31st October 2018.

IRM has come a long way in presenting the global face of the industry and helping India become an integral part of the global ecosystem.

RSDC has been at the forefront of organizing IRM with its avowed mission of raising competitiveness of the entire value chain of stakeholders.

The theme of the event – Towards a sustainable Rubber value chain – elicited wide discussions among the participants. This year's IRM had a scintillating line-up of distinguished speakers drawn from different fields.



Inauguration of India Rubber Meet 2018 at Kochi

India Rubber Meet 2018 had to be postponed owing to the unprecedented showers and floods in Kerala during August 2018 and its early organization looked uncertain. However, in true bouncy spirit of the Rubber sector, IRM Working Committee led by Mr Vinod Simon,

Vice Chairman, held detailed parleys with the Hotel, partners, sponsors and delegates of India Rubber Meet and identified 30 and 31 October 2018 as the new dates for conducting IRM 2018 and oversaw a successful implementation of the same despite challenges. •

Collaborating with Udaipur Polytechnic

Vidya Bhawan Polytechnic College, Udaipur, one of the leading academic institutes in Rajasthan region and run by prestigious Vidya Bhawan Society, has initiated Certificate course in Rubber Technology under the guidance of Indian Rubber Institute, Quality Council Forum of India and JK Tyres and Industries Ltd., Kankaroli.

The inauguration ceremony was graced by Dr R Mukhopadhyay, Director & CE, HASETRI and IRI, Ms Meghna Mishra, CEO, RSDC and Mr Radheshyam Kedia, Vice President – Works, JK Tyres and Industries Ltd.

Rajasthan with its vast young population needs many more avenues for growth opportunities. India's growing rubber and tyre sector can



Inauguration of Rubber Technology Wing at Udaipur ITI in collaboration with JK Tyres and IRI

provide a good option for career growth of young and hardworking populace of the state. We are delighted to partner with Vidya

Bhawan Polytechnic College and equip students with employable skills," said Ms Meghna Mishra, CEO, RSDC.

Dr Anil Mehta, Principal, Vidya Bhawan Polytechnic College discussed

with Ms Mishra regarding the certificate courses offered by RSDC and their relevance among the industries, in the current scenario.

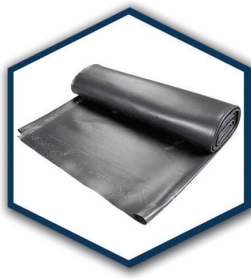
The college is conducting post-graduate diploma in Polymer Science and Rubber Technology with course duration of 18 months and eligibility criteria being Diploma, B.Tech and B.E in any stream.

The programmes are being run in collaboration with HASETRI and Indian Rubber Institute.

In partnership with RSDC, Vidya Bhawan Polytechnic College will commence courses in skilled development programme in Rubber Technology with a view to equip a large number of students to get trained in rubber manufacturing skills. •



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ISRPL - APRIL 2018

ACCELERATING GROWTH, BINDING TRUST

Karnataka State Govt & RSDC Explore Formal Tie-up for Skilling



Injection Moulding Operator training in Century Polymers in Bangalore, Karnataka

Karnataka, the IT hub of India, is on its way to become a major skilling centre as well. Talks have reached an advanced stage for collaboration between Karnataka Skill Development Authority (KSDA) and RSDC. Newly appointed Chairman of KSDA, Dr Anup K Pujari, one of the most decorated bureaucrats in the country, held a meeting with RSDC CEO, Ms Meghna Mishra, and Senior Director, Ms Shewani Nagpal, in New Delhi recently. During the meeting, Dr Pujari expressed his keenness to give a major fillip to rubber skilling in the state.

Karnataka is looking at convening Karnataka SKILL as an annual event for generation and dissemination of innovations and best practices in the Skill Sector.

“Dr Pujari’s vast experience as Secretary to Government of India in Ministry of MSME and as Joint Secretary in the Department of Economic Affairs will be an asset for the development of rubber sector, largely dominated by MSMEs,” said Ms Mishra.

Karnataka has been one of the major focus areas for RSDC, as a large

AS PER THE SKILL GAP ANALYSIS, AN INCREMENT OF 36,388 WORKFORCE IS EXPECTED IN THE STATE IN THE NEXT FIVE YEARS



RPL training of Matangi Rubber employees in Thiruvallur

workforce is involved in rubber manufacturing and plantations in the state.

As per a study by RSDC,

Karnataka State has a presence of 355 Rubber Manufacturing units with approx. 44,523 workforce. In addition to this, close to 80,288 workforce is employed in Tyre Service and Maintenance segment. As per the Skill Gap Analysis, an increment of 36,388 workforce is expected in the state in the next five years in manufacturing alone.

Karnataka also has the presence of rubber plantations across Coorg and Chikmagalur as main districts for rubber plantation. Approx. 32,000 hectares of land is under plantation in the state, providing employment to more than 30,000 workforce.

As per the Skill Gap Analysis across these 355 manufacturing units covering large, medium and small players, it was observed that majority of workers were being provided on the job training with no separate training department in existence for majority of the firms

RSDC initiated trainings in the state in the Year 2016-17 with short term trainings in plantation and is currently working aggressively for RPL trainings across the state, both in manufacturing and plantation sub-sector. In 2017-18, around 1300 trainings were undertaken under RPL. During the ongoing financial year, 2250 trainings have been planned and are being executed.

Besides, RSDC is also planning to set up a Centre of Excellence, namely Dr D Bannerji Center of Excellence, at JSS Science and Technology Campus at Mysore. •

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Placement for all Students at B.S. Abdur Rahman Crescent Institute

B.S. Abdur Rahman Crescent Institute of Science and Technology, Chennai won the special award for Best College/ University at the recently held RSDC Annual Awards. The institute was chosen for the coveted award amongst a large number of universities in view of its commitment to quality training in Rubber Technology and close coordination with RSDC for ensuring excellence in training delivery.

B.S. Abdur Rahman Crescent Institute was amongst the first institutes/universities to tie up with RSDC for dual certification programme. Under these tie-ups, students can get value added programme in the form of dual certification, which is offered

to engineering students pursuing Polymer technology, Chemical and Automobile engineering.

Adding another feather in its cap, all the students pursuing Rubber technology course at B.S. Abdur Rahman Crescent Institute have found placement after successful completion of the course. The industries where students have got placement include

As part of the MoU, RSDC has facilitated the institute with certification and assessment support. To ensure quality of training delivery, RSDC has adopted a stringent process

THE INSTITUTE WAS CHOSEN FOR ITS COMMITMENT TO QUALITY TRAINING IN RUBBER TECHNOLOGY

for accreditation of training providers and assessment bodies. RSDC is also assisting the institute in industry internships, industrial trainings and placement of students pursuing Rubber Technology course.

B.S. Abdur Rahman Crescent Institute of Science & Technology Deemed to be University, is acclaimed throughout India for its quality in teaching and research. Being one of the largest engineering institutions in India, it lays emphasis on innovative research, investment in high-quality facilities and first-rate infrastructure. By making use of the latest technologies and quality teaching, the college is able to offer a wide choice of interdisciplinary degrees in engineering which has enabled students to gain accolades at the global level. It is one of the few institutions with all the UG and PG programmes approved by AICTE and accredited by the National Board of Accreditation. •



B.S. Abdur Rahman University chosen the Best Institute at the RSDC awards



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IRMRA was established in 1958, to provide scientific & technological support through Testing, Training, Consultancy, Research & Product development services to the Rubber and Allied industries, functioning under the administrative control of Dept. of Industrial Policy and Promotion [DIPP], Ministry of Commerce & Industry, Government of India. IRMRA is celebrating its 60th Anniversary as Diamond Jubilee Year. As a part this celebration, IRMRA is happy to announce “IRMRA’s 23rd Rubber Conference” on 14th & 15th December 2018 at Mumbai in collaboration with French Rubber and Plastics Research and Testing Laboratory (LRCCP), Paris. LRCCP, France which is an advanced research and testing institute since past 70 years.

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- Virtual Testing, Modelling and Simulation
- Advances in Tyre Technology
- Global Regulations – Present and Future Trends
- Life Cycle Analysis and End of Life Rubber products – Waste management

Important Dates

Event	Opening Date 2018	Closing date 2018
Abstract Submission	25 th March	30 th June
Acceptance of Abstract intimation	1 st July	5 th July
Submission of Full Paper	5 th July	31 st August
Early Bird Registration	1 st April	31 st August

Best Technical Paper Award

IRMRA pleased to announce an award of Rs. 50,000/- and Rs. 30,000/- respectively for 1st and 2nd best technical Papers presented in the conference.

For Further Details, Please Contact
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 Wagle Industrial Estate, Thane West, Thane, Maharashtra - 400604
Conference Secretariat: irmra23rc@gmail.com; 022 6787 3200
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RSDC-UKSDM Partner for Skilling in Rubber

In yet another state tie-up, RSDC has joined hands with Uttarakhand Skill Development Mission (UKSDM) for skill training in Rubber. The northern state of Uttarakhand has a sizeable number of young population (age group: 20 to 35 years) of 24 lakhs, which accounts to 24.49% of total population of the state. As the foremost organisation equipping state's youth with requisite skills, UKSDM has been providing free skill development training to youth across all the 13 districts in urban and rural sectors of the state.

"RSDC has joined hands with UKSDM in its mission to provide gainful and sustainable livelihood to

the youth. Having worked with several state governments in the skill missions, RSDC is well placed to assist UKSDM in making skill training employment ready and to make skills aspirational," said Ms Meghna Mishra, CEO, RSDC.

Several Training Partners (TPs) of RSDC are engaged in providing skill training for jobs in the Rubber and Tyre sector across important districts of Haldwani, Rishikesh, Udham Singh Nagar and Haridwar, which house industries like, JK Tyres, TVS Tyres, Indian Rubber Products, Special Cables Pvt. Ltd. The job roles for which skill training is being provided are Tyre Fitter, Tyre



Training for Tyre Fitter at Udham Singh Nagar Training Center under UKSDM

Wheel Balancing Operator, Tyre Casing Buffing Operator, Junior Rubber Technician and Material Handling & Storage Operator.

In the current phase, the target is to train over 500 students in the sector. Our Training Partners (TPs) are committed to meet the target in the stipulated time frame, added Ms Meghna Mishra. •

One relationship, Endless possibilities.

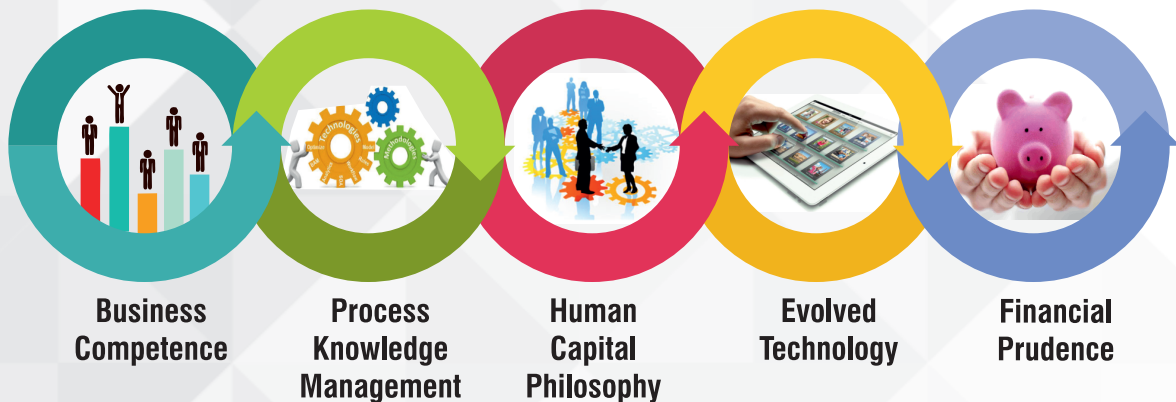


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CASE STUDY

RSDC Course Transforms Lives



NBCFDC Training for Tyre Fitter in Thiruvannamalai, Tamil Nadu

Navapalayam is a small village/hamlet in Kalasapakkam Block in Tiruvannamalai District of Tamil Nadu. Like many students in the village belonging to marginalized sections of society, Satish also had aspirations to get educated and lift the family out of poverty.

Unfortunately, his father was not able to support his education after 10th class. Disheartened but undeterred, Satish took a plunge in work to support his family. He started working in a small hotel as a supplier, but soon realized that there were no career prospects for growth. Accordingly, Satish started exploring other options.

During this period, he came across an advertisement by SAN IT Solutions Pvt Ltd, one of the training partners of RSDC. SAN IT was looking for candidates regarding Tyre Fitters' training sponsored by National



SATISH E

Backward Classes Finance Development Corporation (NBCFDC), New Delhi.

NBCFDC, under the aegis of Ministry of Social Justice and Empowerment, is rendering yeoman services for youth in the backward classes.

RSDC has also joined hands with NBCFDC in its mission to promote economic and developmental activities for the benefit of backward classes and to assist the poorer section of these classes in skill development and self-employment ventures.

Satish visited the SAN IT centre and upon counseling, registered

AFTER SUCCESSFUL COMPLETION, THE TRAINING PARTNER HELPED IN PLACING HIM AT UDHAYAM VALCANIZING WORKS

himself for job-oriented course of a Tyre Fitter. A quick learner, Satish completed the course within two months. After successful completion, the Training Partner SAN IT helped in placing him at Udhayam Valcanizing works as a Tyre fitter. Satish was considered fit to be employed in view of the employment-ready course undertaken by him.

As a young man of 18, Satish is enjoying his job as a Tyre Fitter and is proudly able to support his family with a salary of ₹7000 per month along with perks, such as access to subsidized canteen. He is learning more about tyres and plans to set up his own tyre fitting set up in future.

Satish had come to know the training from an advertisement in the local newspaper. From being a simple supplier for hotels to being associated with a reputed organization, has not only given him the confidence he needed, but also the hope for a better future for his family and for himself. ●

Series of Orientation Programs for Trainers and Assessors

With the series of trainings and assessments being organized in the Rubber sector by its affiliated training partners and assessment agencies, their orientation programmes are held at various locations across the country.

In these sessions carried out by RSDC in collaboration with Hero Mindmine, a vast agenda was shared and discussed. "The role of a trainer and an assessor in a skilling programme is varied and yet vital to ensure that right skill training has been transferred and imbibed. Prospective trainers and assessors were given an overview of the 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 ideal Process Flow and the roles and

Assessors Orientation Program in Chennai

responsibilities of these trainers and assessors for evaluating trainees," said Ms Meghna Mishra, CEO, RSDC.

The orientation programme for trainers and assessors was conducted in New Delhi, Chennai and Bhopal for the job roles of Material Handling and Storage Operator, Compression Moulding Operator, Tyre Fitter and Injection Moulding Operator. Trainer of RSDC affiliated Training Partners, like CIPET, SACSS, Shri Ram Skills and REEP Trust, participated in these sessions to become certified. •



Training for Injection Moulding Operator in Sujan Cooperstandard, Kanchipuram

Industry Feedback

My name is Prakash and I work in Sujan Cooperstandard as an HR and Admin Manager. Cooperstandard is a manufacturer of anti-vibration systems, which is supplied to organizations like Nissan and Ford. Some of our products are also exported. Our plants are in Pune, Vasai and Kanchipuram and corporate office in Mumbai. Few months back, Labournet approached us about this programme of RPL, where we could get our operators re-skilled. Since



PRAKASH
HR and Admin Manager,
Sujan Cooperstandard

our shopfloor is basically dominated by injection moulding and compression moulding machines, the management was interested and soon the training was conducted for these job roles. Apart from their core subjects, the operators were also taught more about rubber, about its history, its composition, formulation, etc. The assessments were paperless, conducted on tablets. I got a very positive feedback from my employees about the training.

I think other rubber industries should take this example and come forward to get their employees re-skilled. We, here at Cooperstandard, thank Labournet, RSDC and Government of India for bringing this opportunity to our doorstep. •



Student Testimonial

My name is Dharamveer and I am 30 years old. I work as Compression Moulding Operator in Jaishree Polymers. I was enrolled in the RPL program by my manager, under the Pradhan Mantri



Kaushal Vikas Yojana, where I got the knowledge about safety when I work, PPE, FIFO, SOP and Fire safety. I think this training will help me in future to carry out my work properly. I thank my manager, my trainer and the Government of India, for giving me this opportunity. •



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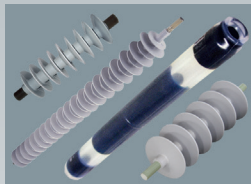
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