

Rubber Skills Time



ISSUE 4 | VOLUME 1 | JANUARY-MARCH 2018

NURTURING SKILLS & TALENT FOR A BETTER TOMORROW



**NBCFDC – RSDC
Collaboration Sparks
Skill Training Drives**

**Rubber Skills Meet at
Kolkata and Hyderabad**

**Certification Ceremony
in Tripura by Rubber
Board of India**

**RSDC
AWARDS**

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Special Talk: Dr R Mukhopadhyay

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PROMOTED BY

EDITORIAL

Industry Support Vital to Scale up Skill Development

There is no gainsaying the fact that a sharp emphasis on skilling by the government in the last few years has led to increased awareness and appreciation of this vital aspect by the industry. Not long ago, skilling/re-skilling or up-skilling were hardly subjects worth consideration for the top management of an organisation.

Much of that is changing now. Revolutionary schemes such as Pradhan Mantri Kaushal Vikas Yojana (PMKVY) and Recognition of Prior Learning (RPL) have re-energized the skilling ecosystem. Skill development has gained importance that it richly deserves and is a buzzword now.

Just like many other sectors, skill development in the Rubber sector too has picked up the momentum. A series of re-skilling activities, both in Natural Rubber plantation and Rubber Manufacturing sub-sector, are happening across the country at a pace unheard of earlier. It only underscores the fact that the rubber sector is adapting to the new environment of Skill ecosystem rather earnestly. Both these major sub-sectors have also shown a preference towards skilled manpower while hiring fresh candidates, in turn, giving a fillip to more fresh trainings.

More than 80,000 people have been skilled for the rubber sector in recent years. However, the number is nowhere near to adequately fulfil the manpower requirement of such an employment intensive sector.

To overcome the issue of non-availability of skilled manpower in the Rubber sector, RSDC



MS MEGHNA MISHRA
Chief Editor
CEO, RSDC

is trying to develop a strong ecosystem for the sector at various levels. To meet the twin objectives of raising the benchmark of quality in training and to bridge the prevailing skill gap in the sector, RSDC has devised innovative training models for enhancing vocational education system in the

sector. These models provide various benefits to the industry and hold the potential to escalate the skill quotient vastly in the years to come.

RSDC has affiliated close to 40 Training Partners to impart trainings which conforms to the requirements of the industry. But these training partners frequently face a huge challenge in conducting training in the rubber sector due to the lack of adequate infra-structure (machinery and equipment) and high cost involved in setting up labs for practical training.

To address this issue, RSDC has requested industries with spare capacity to come forward and share their infrastructure with the affiliated training partners of RSDC. This model is a win-win for all the stakeholders. Training providers get infrastructure and machinery, industries get revenues through leasing out the excess capacity for training purposes, and trainees gain by learning in real industry conditions.

It is only through industry support that the skill ecosystem can sustain its pace. RSDC is committed to raise the skill quotient in the rubber sector and is counting on industries' support.

Trust the industries will come forward and help in sharpening the skilling competitiveness of the sector. •





2nd RSDC Awards Ceremony Winners

New Year Begins with Skilling Drive

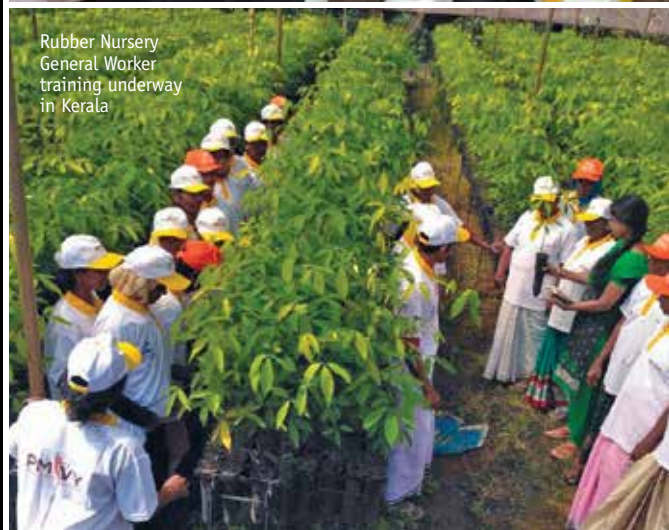
It has been an eventful ending to a successful year and beginning of a new year, with a series of trainings across the country in the rubber sector. We wish all our readers a prosperous year ahead!



Rubber Sheetting Process in Manjeri Kerala



RPL training at Helicord Transmission



Rubber Nursery General Worker training underway in Kerala

Dharmendra Pradhan @dpradhantjn

Following

Had a fruitful meeting with Mr.Vinod Simon,Chairman @RSDC_2012 . Discussed about laying a detailed roadmap to meet the skilled manpower needs of rubber & allied industries.Gave them a target to assess,upskill & certify 10 lakh trainees under RPL scheme.



8:52 PM - 17 Jan 2018

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RSDC's 2nd Award Ceremony Celebrates Skilling Excellence in Rubber Sector

With a view to recognise the sterling contributions made towards skill development in the rubber value chain including both plantation and manufacturing segments, Rubber Skill Development Council (RSDC), the sector skill council in Rubber, celebrated the 2nd Award Ceremony on 10th November 2017 at New Delhi.

In one of the prevalent gatherings in the Rubber sector, the award ceremony held at the prestigious The Leela New Delhi, brought together a large number of stakeholders from across the country.

Welcoming the guests, Chairman of RSDC, Mr Vinod Simon said, "RSDC has cast its net wider in the last one year and is making its presence felt in all the places where skilling could provide better employment, ease the lives of people, enhance competitiveness and bring a sense of pride by making skills aspirational. According to Mr Simon, RSDC has already tied up with 10 State Missions besides 11 universities. Overall 70,000 people have received trainings under the aegis of RSDC so far."

Mr Manish Kumar, MD & CEO of National Skill Development Corporation (NSDC) and Chief Guest on the occasion received huge applause from the audience when he stated that demographic window of opportunity for India is currently open

THE DEMOGRAPHIC WINDOW OF OPPORTUNITY FOR INDIA IS CURRENTLY OPEN AND COULD LEAD TO COUNTRY'S TURNAROUND IF EXPLOITED WELL



Top: Mr Ketan Kapoor, CEO and Co-Founder, Mettl and Mr Tarun Girdhar receiving award for achieving 1st position as Best Assessment Agency 2016-17

Right: 1st Prize for Best Trainee in Manufacturing sub sector 2016-17 awarded to Anjitha A M

and could lead to the country's turnaround if exploited well. Citing examples of South Korea and China, Mr Kumar stated that per capita incomes in these countries have gone up manifold in the last 2-3 decades

as these countries made the most of the available opportunities through emphasis on skilling.

Guest of Honour Mr Satish Sharma, Chairman Automotive Tyre Manufacturers Association (ATMA), said that India is undergoing tremendous change, perhaps something never experienced earlier.

Technological adaptation is taking place at a fast pace, leading to large scale changes in the way we live, travel or do business. According to him, India has decided to move from BS IV to BS VI



emission norms in three years, while worldwide, this transition took place in 15-20 years. Skilled workforce is a must for this technological leap

Prof. Anjan Kr. Ghosh, Vice Chancellor, Tripura Central University and Guest of Honour emphasised on more academia-industry interaction so that students pursuing polymer and rubber technology could be encouraged. He invited the industry to visit Tripura to get a first-hand exposure to the courses being run by the university.

Best Training Partner award was received by Rubber Board of India, and Dr Rani Joseph was adjudged as the Best Trainer. Mettl received the award as for the



SkillsTime

Top Right: Dr Sriram Venkitraman, IAS, CEO of ASAP, Kerala and Anish A, Project Manager, accepting award for Special Category in Best State Skill Development Mission

Right Below: Ms Rani Joseph receiving

award for Best Trainer 2016-17

Left Below: Ms Sudha P, Director Training Rubber Board of India receiving award for Best Training Partner 2016-17 from Mr Manish Kumar, CEO, NSDC and Mr Vinod Simon, Chairman, RSDC

Best Assessment Agency while Best Assessor award went to Mr Sarvana Kumar. Anjitha A M were conferred the best trainee award in manufacturing, whereas in plantation, the best trainee award was shared between three



The List of Winners

BEST TRAINING PARTNER 2016-17

- 1st: Rubber Board of India
- 2nd: Indian Rubber Institute, Kerala
- 3rd: Mentor Skills India

BEST ASSESSMENT AGENCY 2016-17

- 1st: Mettl
- 2nd: Trendsetter Skill Assessors
- 3rd: AssessPeople

BEST TRAINER 2016-17

Dr Rani Joseph & Mr V A Sakeer

BEST ASSESSOR 2016-17

- 1st: Sarvana Kumar
- 2nd: Varghese T
- 3rd: Vipin K P

BEST TRAINEE-NR 2016-17

- 1st: Udaya P S
- 2nd: Prasad Sing
- 3rd: Sunil A

BEST TRAINEE-MANUFACTURING 2016-17

- 1st: Anjitha A M
- 2nd: Misna Jalal
- 3rd: Vishnu K P

BEST UNIVERSITY 2016-17

Kamraj College of Engineering & Technology

BEST STATE SKILL DEVELOPMENT MISSION AWARD 2016-17

Additional Skills Acquisition Programme (ASAP) Kerala



candidates Udaya PS, Prasad Sing and Sunil A. Under the special category awards, Best University Award went to Kamraj College of Engineering & Technology.

RSDC also introduced another special category for honouring the Best State Skill Development Mission Award which was bagged by Additional Skills Acquisition Programme (ASAP), Kerala. ●



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SPECIAL TALK: Dr R Mukhopadhyay,
Chairman, Indian Rubber Institute (IRI) & Director and CE, Hasetri

“National Occupational Standards, the first step towards a skilled India”

With the emerging changes in our economy, skill development is the need of the hour. We requested Dr R Mukhopadhyay, Chairman, Indian Rubber Institute (IRI) & Director and CE, Hasetri to enlighten us on the National Occupational Standards which serve as the backbone of the National Skill Qualification Framework.

Today NOS plays a leading role in skill development programs. What was the driving force behind creating the NOS?

India, being the second largest populous country in the world, will also be the youngest country in the next five years. Over 65% of India's population is below 35 years of age, which needs to be transformed into a productive workforce giving the Indian economy a 'Demographic Dividend'. With the onset of globalization, the government envisages a promising economic growth ahead. Hence, to harness this demographic potential, initiatives like Make in India were launched so as to make India the manufacturing hub.

To support the Make in India initiative, Skill India Mission was launched with an aim to skill 400 million youth by 2022. This humongous task requires rationalization and uniformity and this is where the National Occupational Standards (NOS) come in. NOS was first created in United Kingdom to define the standards of performance that people are expected to achieve in their work, and the knowledge and skills they need to perform effectively. India was among the few countries to come forward and create NOS for its workforce. NOS are designed considering the aspect of safety, productivity, cost and quality, along with soft skills and technological knowledge.

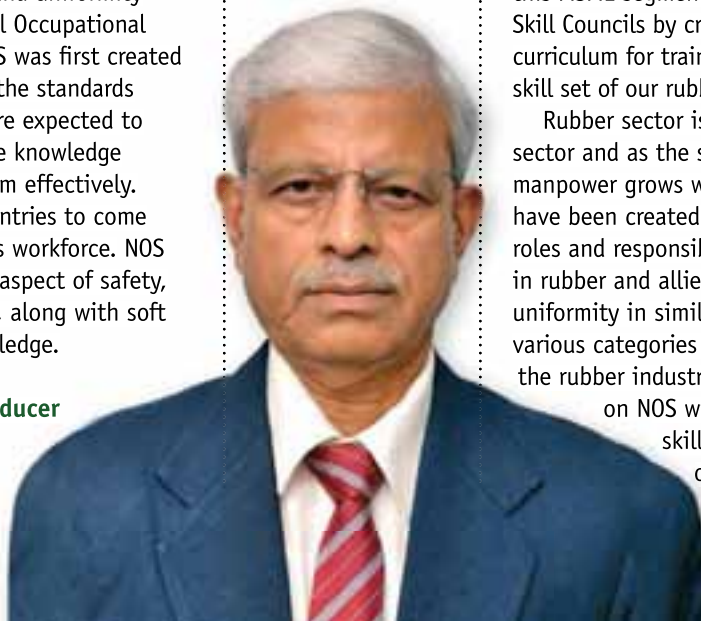
India is the 5th largest producer of Natural Rubber, 4th largest consumer of all



PMKVY training underway on the shopfloor

DR R MUKHOPADHYAY

Chairman,
Indian Rubber
Institute (IRI) &
Director and CE,
Hasetri



rubber, and 2nd largest consumer of natural rubber. How does NOS implementation help the industry?

With the technological advancement we are achieving with time, the organized sectors of our country have prepared themselves. But the unorganized sector, especially the MSME segment, which offers more than 40-50% of the employment, neither has the infrastructure nor the expertise to prepare for the up-coming scenario. The Government of India is helping this MSME segment through channels like Sector Skill Councils by creating NOS and developing curriculum for training and standardizing the skill set of our rubber employees.

Rubber sector is a highly labour intensive sector and as the sector grows, demand for skill manpower grows with each passing day. NOS have been created to define and support the roles and responsibilities of employees engaged in rubber and allied industries to maintain uniformity in similar job roles that exist in various categories and product segments of the rubber industry. A uniform training based on NOS will ensure the availability of skilled manpower in every corner of the country.

How has the journey of creating NOS been?

RSDC has developed National Occupational Standards (NOS) for critical job roles in the rubber industry. They cover the range of roles and responsibilities that support employees engaged on rubber and allied industries to carry out their job at the workplace. RSDC had formed a committee of ten members from the industry and academia who actively participated and shared their inputs for the development of NOS. Keeping in mind the magnitude of the assignment, the NOS sub-committee shortlisted 30 critical job roles for the development of NOS in Phase I and 64 job roles in Phase II, covering 80% of the technical job roles of the industry. In consultation with the rubber industry experts, RSDC reached out to a number of companies in tyre and non-tyre segments of the rubber industry to take their inputs on each job role. RSDC had invited the industry at large to share their inputs and feedback on the draft NOS. Inputs received from the industry were reviewed and validated by the committee, and incorporated in the NOS. Post approval from NSDC, NOS were declared as National Occupational Standards for the rubber sector.

In to your opinion, what will be the impact of collaboration of academia and industry partners on the skill ecosystem?

Our education system has yet to adequately focus on the importance of skill-based training. It is because of this very reason that skill training is not as aspirational as other streams of education. But with increased government initiatives to create employable human resources, focus has now been shifted. Therefore, schools and colleges are coming forth to incorporate these skill-based training courses in their curriculum. With industry help, these students can experience first-hand working on a shop floor and can avail other facilities like internships, apprenticeship, and on-the-job-training. To ensure that the youth of our country are employable, such tie-ups are the need of the hour.

A UNIFORM TRAINING, BASED ON NATIONAL OCCUPATIONAL STANDARDS (NOS), WILL ENSURE THE AVAILABILITY OF SKILLED MANPOWER IN EVERY CORNER OF THE COUNTRY



Practical and Classroom sessions at PMKVY center

How do you foresee the road map ahead for implementation and creation of NOS in our country?

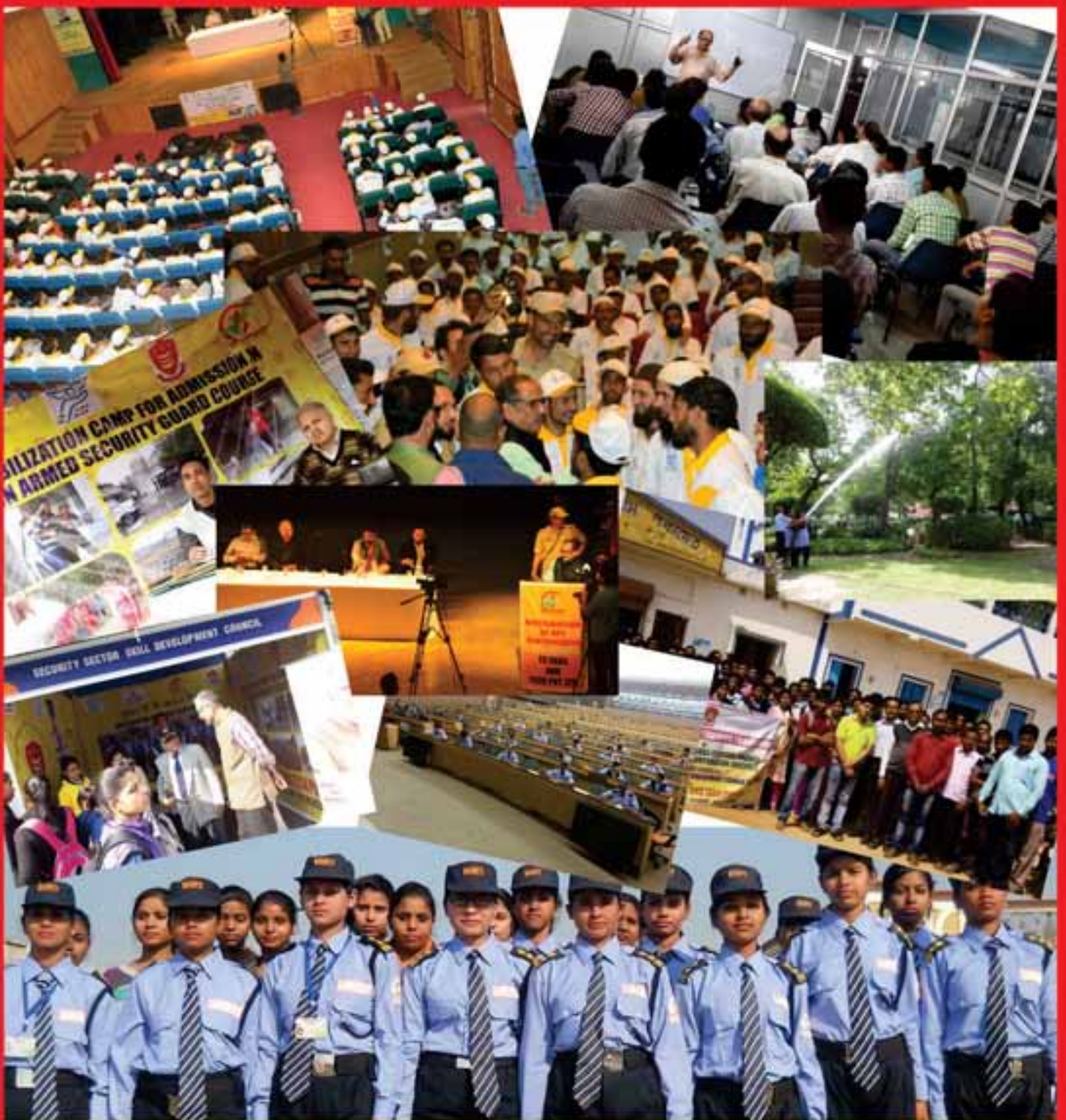
98 NOS had been created for the rubber manufacturing sector and natural rubber plantation which includes processing of natural rubber. These NOS are

aligned to the National Skill Qualification Framework (NSQF) of level 3 to level 6. These NOS have been developed over two phases and the next phase will see the implementation of NOS designed to align with NSQF level 7 and above, which would cater to the managerial job roles in the industry.

These NOS were created and implemented based on the industry feedback and validation. These NOS, once created, are up for public viewing for a month for industry feedback. Since the NOS are meant to benefit the industry, they should step up to share their views and validate them. •



Rubber Skills Time thanks Dr Mukhopadhyay for bringing out the importance of NOS in our skill ecosystem. As one of the key sector skill councils, RSDC is committed to realize the goals set to skill the youth of our country.



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Unique Value Proposition of Dual Certification in Rubber Technology

Dual certification as Rubber Technologist is gaining interest in view of the unique value proposition offered by the programme. Vickram College of Engineering, Madurai is the latest institute to tie up with RSDC for Dual Certification course. Already, B.S. Abdur Rahman Crescent University, Chennai, Kamaraj College of Engineering and Technology, Chennai, Downtown University, Assam, ICFAI University, Tripura and Sharda University at Greater Noida (NCR region) have tied up with RSDC for dual certification. Under these tie-ups, students can get value added program in the form of dual



certification which is offered to the engineering students pursuing Polymer technology, Chemical, Mechanical and Automobile engineering. The MoUs with these universities provide for certification and assessment support to the University by RSDC. The universities 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.

To overcome the issues of non-availability of trained manpower in the rubber sector, RSDC has developed a strong eco system for the sector at various levels such as developing National Occupational Standards (NOS), affiliating training providers, revamp of curriculum aligned to NOS, certification of trainees and trainers, and to assist in the planning and delivery of training and assessment, besides identifying skill development needs of the sector. •



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NBCFDC – RSDC Collaboration Sparks Skill Training Drives

With a view to bolster the drive to bring backward classes in the skilling ecosystem, Rubber Skill Development Council (RSDC) signed a Memorandum of Agreement (MoA) with National Backward Classes Finance & Development Corporation (NBCFDC) in mid-2017.

A large number of trainings have been organized in all parts of the country under this arrangement which was entered into considering the immense potential for training youth belonging to marginalized sections, in employable skills for the rubber sector.

NBCFDC, under the aegis of Ministry of Social Justice & Empowerment, Government of India, has been formed with an objective to promote economic and developmental activities for the benefit of those living below the poverty line and to assist them in skill development and self-employment ventures.

Besides fresh trainings under agreement with NBCFDC, RSDC has also

held a series of Recognition of Prior Learning (RPL) initiatives so as to assess and train the existing workforce in the unorganized segment in the regional areas and certify them for career growth.

Job roles for fresh training included Tyre Fitter and Rubber Nursery General Worker. The locations for fresh trainings were Tripura, Kerala, Tamil Nadu, Jharkhand, Punjab, Haryana

BESIDES FRESH TRAININGS, RSDC HAS ALSO HELD A SERIES OF RECOGNITION OF PRIOR LEARNING (RPL) INITIATIVES



and Assam. As many as 540 people have received fresh trainings.

The RPL trainings have been carried out in the job roles of Rubber Nursery General Worker and Latex Harvest Technician (both in plantation sub-sector) at Tripura, Kerala and Tamil Nadu. The trainee count touched 1,000 in case of RPL trainings.

For achieving the objectives of these trainings, RSDC has handpicked training providers with expertise in effective delivery mechanism for skill training in the rubber sector. A stringent accreditation

Top: Training session for Backward classes being conducted at Dharmanagar

Right: Batch starts in Agartala

process is followed to ensure quality of training delivery by the training service providers followed by regular assessments. RSDC has developed National Occupational Standards for various job roles and ensures that the course curriculum prepared by the training service providers is aligned to the NOS. •

Rubber Skills Meet at Kolkata and Hyderabad



Having organized a series of Rubber Skills Meets (RSM) successfully in northern India earlier this year, another RSM was held at Kolkata on 24th November 2017 with a view to sensitise the domestic rubber industry, especially Small & Medium Rubber Enterprises (SMEs) on the benefits of skilled manpower.

“Government has been laying special emphasis on skilling and re-skilling. Major schemes such as PMKVY and RPL are in place. However, SMEs sector needs to be explained in an intimate setting the road map on how to make the most of these schemes and what are the facilities available. The platform of RSM has been created for the industry members, to make them aware of the activities of RSDC and initiatives and schemes of the government that will help them acquire skilled manpower. RSDC is therefore working as the necessary connecting link between the government and the industry so that the benefits of skilling ecosystem percolate down to the levels where



RSM HAS BEEN CREATED TO MAKE INDUSTRY MEMBERS AWARE OF THE INITIATIVES THAT WILL HELP THEM ACQUIRE SKILLED MANPOWER

they are most needed,” said Mr Vinod Simon, Chairman, RSDC.

The meet at Kolkata was organized to touch upon the topic of how to overcome challenges of the shortages of skilled manpower that affects productivity and growth of any organisation. Schemes like

Pradhan Mantri Kaushal Vikas Yojana were discussed during the meet which offers incentives to the industry for training skilled manpower on their shopfloors, by becoming the training providers. One such scheme, Recognition of Prior Learning (RPL), recognizes the experience and education that the shop floor workers have acquired through many years of employment in the rubber industry. Creation of excellence centers, Apprenticeship programs, utilization of CSR funds are some such policies which were also discussed during the meet.

Top: From Left to right: Ms Shewani Nagpal, Director, RSDC; Mr Ramesh Kejriwal, Chairman, AIRIA Eastern Region; Mr Vinod Simon, Chairman, RSDC; Prof. Anjan Kr. Ghosh, Vice Chancellor, Tripura Central University; and Mr Kamal Choudhury, Chairman, AIRIA

Left: Industry personnel participated enthusiastically at the event

continued on page 12

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The meeting, was addressed by Ms Shewani Nagpal, Director, RSDC; Mr Ramesh Kejriwal, Chairman, AIRIA Eastern Region; Mr Vinod Simon, Chairman, RSDC; Prof. Anjan Kr. Ghosh, Vice Chancellor, Tripura Central University; and Mr Kamal Choudhury, Chairman, AIRIA.

A similar Rubber Skills Meet was organized in Hyderabad on 22nd December 2017 at Taj Banjara for the rubber industries located in and around Hyderabad. Government schemes like Pradhan Mantri Kaushal Vikas Yojana and Recognition of Prior Learning (RPL) were introduced to the industry for their benefits.

Several concerns revolving around the skill development aspects were addressed during the Rubber Skills Meet with the industry members. At Hyderabad, the meeting was initiated by Ms Meghna Mishra,



Top: Ms Meghna Mishra, CEO, RSDC, addressing the industry personnel at Hyderabad RSM

CEO, RSDC, who was accompanied by Mr Lalu Dharavath, State Engagement Coordinator – AP & Telangana. The industry members shared the number of employees for the RPL schemes. Such events enlighten the industry about the

skill development schemes and their benefits. All the members participated enthusiastically and shared the number of employees for the RPL schemes. More such skill meets will be organized to enlighten the industry about the skill development schemes and their benefits. •



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RSDC Conducts Series of Training of Assessors

In a significant move aimed at making skilling ecosystem competitive and ensuring quality of skill training imparted, Ministry of Skill Development & Entrepreneurship (MSDE) and National Skill Development Corporation (NSDC) have mandated that only SSC (Sector Skill Councils) certified assessors should be allowed for assessment delivery in PMKVY Phase II and RPL projects.

Accordingly, RSDC has organized a series of Assessor Orientation Programs. In these sessions carried out by RSDC in collaboration with Hero Mindmine, a vast agenda was shared and discussed. "The role of an assessor in a skilling program is

vital to ensure that right skill training has been transferred and imbibed. In the orientation programs, prospective 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 Assessment Process Flow and the roles and responsibilities of the



Top: Assessors with trainer, after the orientation program

assessors for evaluating trainees," said Ms Meghna Mishra, CEO, RSDC. In the first phase, Assessor Orientation Programs have been conducted in Kanyakumari, Tamil Nadu, Kottayam, Kerala and Tripura. More such orientation programs are lined up. •

Certification Ceremony for RPL Trainees at Tripura

Recognition of Prior Learning (RPL) is a scheme launched by the government under PMKVY to recognize the skills acquired informally on the job. Certification holds much aspirational value, while benchmarking skills for a particular job role. Rubber Board of India has been on an overdrive and has launched a spree of re-skilling exercises for the workforce employed in the Natural Rubber Plantation across the country. These re-skilling exercises have led to increase in yield of Latex while enhancing the skills of the employees. To honour the efforts and initiative exhibited by these trainees, Rubber Board organized a Certification Ceremony at Agartala, Tripura.

The Ceremony was graced by Mr SK Panda (IAS, ret'd.), Chairman, Tripura Skill Development Mission (TSDM); Mr Vinod Simon, Chairman,



RSDC; Mr S Prabhu (IFS), Director of Skill Development; and Mr Rajagopalan Nair KS, Adtl Commissioner of Rubber Board of India.

The ceremony was conducted at "Dasharath Bhaban" at Suparibagan in Agartala, where Mr Vinod Simon addressed the attendees. He emphasized on the importance of skill in the current scenario and how

it would be fruitful for the trainees in enhancing their future prospects. Acquiring a set of skills will not only result into more entrepreneurs, but will also project the country as the skill capital of the world.

Such certifications and events are meant to instill a sense of pride and also to motivate the work force to step forward and volunteer to get skilled. •



RSDC Launches Mobile App & Online Simulated Content

Continuous learning and updation of skill set is imperative today. Online learning is gaining popularity, especially for those who can't attend a training program at a particular time and place. It also helps as a good reference material which is easy to access even to those who have undergone a training program and need to upgrade their skills.

So far, access to Information, Communication and Technology (ICT) has been limited and that posed a major barrier to the advancement of education. However, with increasing use of smart phones and easy data connectivity, the scenario is changing.

Research has shown several advantages of online learning. It allows people to self-pace their learning, which leads to better skill retention. Further, it increases performance, efficiency and job satisfaction of those employees who are constantly on the lookout for new skills. It also fosters a learning culture.



Mobile apps have the added advantage of improving accessibility and seamlessly connect and interact with the stakeholders. With the fast adoption of smart phones and tablets, especially amongst the younger generation, mobile apps offer more opportunities to stay connected and share information and updates.

In breakthrough initiatives and firsts by any Sector Skill Council in India, RSDC launched simulated e-learning content and mobile app to provide the ease in connecting with the target segment by introducing the courses online and benefit the students and those looking for up-skilling in rubber.

“Both e-learning content and Mobile app have been

BOTH E-LEARNING CONTENT AND MOBILE APP HAVE BEEN LAUNCHED TO WIDEN THE REACH OF SKILL TRAINING TO MANY MORE ASPIRANTS IN THE COUNTRY

Online Simulated content and Mobile app being launched by Mr Satish Sharma, during the Awards Ceremony

launched to widen the reach of skill training to many more aspirants in the country. In its own way, the e-learning and mobile content furthers the

Skill India Mission of the Government of India to provide vocational training to millions,” said Ms Meghna Mishra, CEO, RSDC.

Apart from domain-specific qualification packs, the content also plans to offer courses on soft skills, languages and digital literacy.

The e-learning platform will ensure ease of skill training for all so that they can transcend environmental and circumstantial challenges and get trained at their pace and place,” added Ms Mishra.

For those looking for trained manpower in the rubber sector, the skilled manpower is now just a download away. Employers will not just be able to get skilled manpower, but will also be able to ensure a robust skilling environment at the work places by re-skilling existing workforce and creating their own training centres.

Those looking for skills updation will be able to know more about certificate courses of RSDC and also locate the nearest training centres. ●

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Jasimo Elastomers: An RPL Success Story



Employees at Jasimo after completion of their RPL training

The program of Recognition of Prior Learning (RPL) has been nothing short of a transformational exercise. We have immensely benefited from this skill-based program conducted for three days at our workplace. Our workers are quite excited and feel honoured for having undertaken the said program. As a matter of pride, our workers at Jasimo Elastomers were awarded with certificates for having scored



SHEKHAR SESHADRI
Founder & CEO
Jasimo Elastomers

70% and above marks. Our management team is also of the view that they derived the best value as outlined in the objectives of the program.

I, on behalf of Jasimo Elastomers, an Enterprise run by workmen with me as its founder and current Managing trustee, place on record my special appreciation of the team, both at IRMRA and RSDC for the homework done and the impeccable manner in which it was conducted.

For the first time in my 45 years in the Rubber industry, I feel that both me and my company Jasmino Elastomers which I founded 40 years back has got the best recognition based on this in-house training program which we will cherish for a long time.

Since IRMRA chose us as the first company (amongst all Rubber Industries in Western Region) for which RSDC conducted this training program on behalf of the Government of India, my special thanks to Dr Kasilingam Rajkumar – Director of Indian Rubber Manufacturers Research Association. •

Student Testimonial

My name is Sandeep Kumar and I hail from Bihar. I work at Metro Tyres and am currently undergoing the Recognition of Prior Learning Training for Compression Moulding Operator. I thank RSDC and the Government of India for introducing me to this unique skill development program and for providing me with an opportunity to learn more about my work. I am sure this is going to be beneficial for my future endeavours too. I would recommend others like me to join this training and reap immense benefits out of it. •

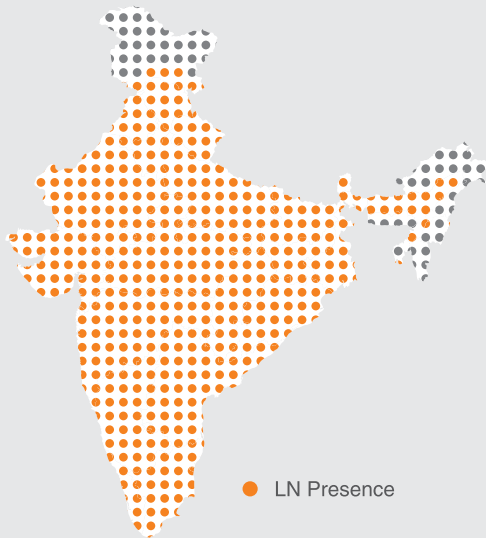




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- ◆ Conducted training for over 5000 candidates in various job roles pan India under the Additional Skills Acquisition Programme (ASAP) and National Skill Certification and Monetary Reward scheme, also branded as 'STAR'
- ◆ Re-skilled over 2500 rubber 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

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