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# Skills Time

Monthly E-Newsletter by  
Rubber Skill Development Council

NUTURING SKILLS & TALENT FOR A BETTER TOMORROW

NEWS UPDATES

## Budget 2016-17: Government gives a major push to Skill India

Focusing on education and job creation through skill development, "Skill India" mission seeks to capitalize our demographic advantage. Since its launch, the National Skill Development Mission has created an elaborate skilling eco-system and imparted training to 76 lakh youth.

- To bring entrepreneurship to the doorsteps of youth through Pradhan Mantri Kaushal Vikas Yojna (PMKVY), the government has decided to set up 1500 Multi Skill Training Institutes across the country. An amount of Rs 1,700 crore is set aside for these initiatives.
- The government has decided to set up a National Board for Skill Development Certification in partnership with the industry and academia.
- It has been proposed to further scale up Pradhan Mantri Kaushal Vikas Yojna to skill one crore youth over the next three years.
- Entrepreneurship Education and Training will be provided in 2200 colleges, 300

schools, 500 Government ITIs and 50.

Vocational Training Centres through Massive Open Online Courses. Aspiring entrepreneurs, particularly those from remote parts of the country, will be connected to mentors and credit markets.

Tasked with creating entrepreneurs and an employable workforce, the Ministry of Skill Development and Entrepreneurship will target training one crore youth over the next three years.

The scheme is expected to help create a central database of skilled and employed personnel, and get a sense of how far skill training is impacting the largely unorganized private sector. A large chunk of the funds – Rs 1350 crore – has been diverted to the PMKVY.

To streamline job placements, there is a provision of setting up a National Board for Skill Development Certification with a Rs 50 crore cash purse, in partnership with the industry and academia. State employment exchanges will be linked with the National Career Service platform, and 100 model career centres will become operational by the end of 2016-17.

10 Roadblocks on the path to a skilled India

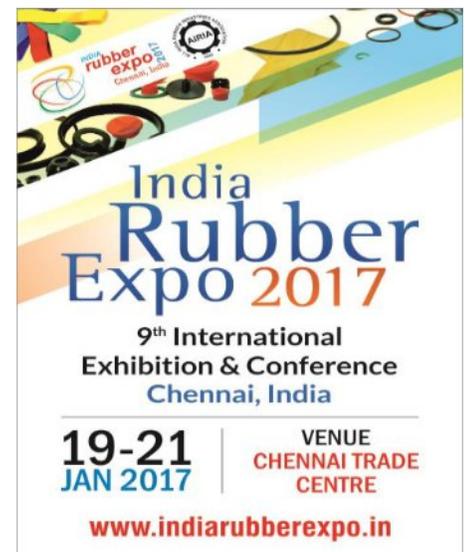
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Skill India to begin in April to train youths

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# RSDC introduces NOS based programs at various Universities

Skill Development means developing yourself and your skill sets to add value for the organization and for your own career development. Fostering an attitude of appreciation for lifelong learning is the key to workplace success. Continuously learning and developing one's skills requires identifying the skills needed for mobility, and then successfully seeking out trainings or on-the-job opportunities for developing those skills.

While the government itself is a large employer, the primary focus of skill development is essentially towards private sector employment and entrepreneurship. It is necessary to catalyze investments from the industry and support candidates in raising resources for training. This would need a functioning credit market with collateral guarantees for students, as well as planned coordination with the private sector. For any skill development effort to succeed, markets and industry need to play a large role in determining courses, curriculum and relevance.

Currently we have Memorandum of Understanding (MOU) with the following two Universities :

1. Tripura University
2. Amity University

A Memorandum of Understanding has been signed between RSDC and the above given two

Universities.

The MoU with Tripura University has been signed for a program called Bachelor of Vocation (B. Voc) in Rubber Technology.

B. Voc in Rubber Technology is a 3 year program giving students an insight of the rubber sector. The program gives them the freedom of exiting at the end of the first 2 years as well. If a candidate exits at the end of the first year then he gets a Diploma, if he exits at the end of the 2nd year then he is eligible for Advance Diploma. Only after completing full 3 years of program the candidate gets a B.Voc in Rubber Technology.

MoU with the Amity University has been signed on for collaboration on various skill development programmes in the rubber sector.

As per the MoU, RSDC will help in course curriculum alignment and will ensure timely assessment and certification of the trainees. The courses offered by Amity will be aligned to the National Occupational Standards (NOS).

RSDC shall also facilitate training of trainers and develop industry linkages to enable the students to have practical training and acquire skills on the job.

Amity University will utilize existing institute/College



infrastructure and facilities for setting up a model training Centre within the institute's premises. Another objective of this MoU is to enhance the employment opportunities through systematic training, competency certificates and placement support. The training will be focusing on rubber sector courses as per global standards, upgrading skills with latest technology so that students gets employability or enter into entrepreneurial possibilities.

RSDC has been exploring employment oriented skill development models focusing on the industry need, thereby emphasizing employability of youth. RSDC is addressing an ever increasing skill gap in the Indian rubber sector, by introducing various NOS based programmes for enhancing skills of the youth entering the rubber sector.

## Industry to play a major role in Skill Development

In our endeavor to bring quality in training and to bridge the prevailing skill gap in the sector RSDC launched different training models to motivate industry for actively participating in skilling programs across the country. RSDC devised innovative training models for enhancing vocational education system in the sector.

These models gives various benefits to industry such as access to trained workforce that is equipped with technical skills, lower or negligible budget for training, re-training and re-skilling, greater productivity with improved alignment of workforce with job requirements.

RSDC provides certified Manpower to the Rubber sector in various Job Roles some of which are listed below :

- Mill Operator
- Compression Moulding Operator
- Lab Chemist
- Extruder
- Junior Rubber Technician

- Packaging Operator
- Tyre/Tube Repair Operator
- Rubber Nursery Worker - General

In addition to the above list the candidates are trained under several other Job Roles as well. The candidates are trained at various Training centres, are assessed and gets certified by RSDC.

The candidates are aware of almost every single issue, whether it's regarding safety on the shop floor, mixing of wrong chemicals, target audience, striking the right cord for grabbing the contract, external value etc.

Hence, to build capacity for skilling and up-skilling of human resources and for making a robust skill development system for the rubber sector, RSDC, needs industry's full support in terms of continuous inputs and feedback. RSDC Invites the Rubber Industry to come forward and recruit the RSDC certified

trainees We urge Industry to invest in trainings and skills development to achieve country's vision of a skilled and capable workforce to support an inclusive growth path.

Following are the factors of Potential Collaboration between RSDC & the Industry:

- Companies to share their training requirements for fresh manpower required for various job roles.
- Companies can come forward and support to provide infrastructure for practical trainings and internship.
- Companies to certify their in-service professionals.

# RSDC INVITES SUBJECT MATTER EXPERTS/ASSESSORS

RSDC is seeking assessors across country who are able to carry out assessments and contribute to skill development in the Rubber Sector

## Role

- Evaluation of candidates trained across different roles in Rubber Industry
- Assessment to be done through the pre-defined assessment framework
- Will work with the RSDC certified Assessment Agency
- Nature of Job: Part time/ Contractual

## Eligibility

- 5+ years of experience in Rubber Industry
- No current association with any Training Institute
- Graduate/ Post- Graduate preferred
- QCI or certification from any Govt./ Industry body preferred
- Ability to speak basic English/ Hindi along with the regional/ local language

## Benefits

- Participation in the nation building activity through this unique initiative
- Assessor to be paid an honorarium for conducting assessment, travel, lodging etc.
- Association with RSDC (Rubber sector's skill development & standard setting body).

Rubber Skill Development Council (RSDC) is a Rubber Skill Development Council (RSDC) is a Sector Skill Council set up by All India Rubber Industries Association (AIRIA) and Automotive Tyre Manufacturers' Association (ATMA) in collaboration with National Skill Development Corporation (NSDC) with the aim to identify and fulfill skill development needs in the Rubber sector. RSDC's key objectives are conducting research, quality assurance and improving delivery mechanism for skilling and up-skilling professionals in the rubber sector.



Interested candidates may apply at [career@rsdcindia.in](mailto:career@rsdcindia.in)

# The concept of re-skilling

Today, large organizations face multiple challenges on all fronts as far as dealing with a dynamic environment is concerned. Clients demand more specialized skill-sets while the workforce is constantly changing and growing. The concept of "re-skilling" has, therefore, become central to sustaining business momentum—to ensure that clients are provided with the right talent to find the most innovative solutions, and to keep employees engaged and up-to-date in terms of their skill-sets.

In addition, as organizations mature in their solutions to clients, the expectations from clients will continue to increase. New skills, which combine the understanding of domain, technology and consulting, will increasingly be required. New technologies and platforms will require niche skills. These are not necessarily found at junior levels and, therefore, accelerating experience and skill development will be key.

Today's workforce realizes that merely moving up the hierarchy is not enough. What keeps a career vibrant and increasingly relevant are the experiences that employees gain through different on-the-job opportunities for learning and career building. Re-skilling is an important lever here too, to help employees make the most of the possible opportunities that could come their way by having the required and relevant skill-sets.

Up-skilling and re-skilling is crucial to ensure adaptability and effectiveness in uncertain times. So how do we re-skill our workforce?

Recognition of Prior Learning (RPL) is a platform to provide recognition to the informal learning or learning through work to get equal acceptance as the formal levels of education.

In short, RPL is a process of assessment of an individual's prior learning to give due importance to learning as an outcome rather than learning as process. To ensure that the candidates being assessed under RPL are also oriented to the standardized NSQF levels, QP-NOSs that would be followed under RPL will be same as the one followed under fresh training.

Therefore, RSDC wants to develop a system for all the rubber companies, should align the training programs to respective Q-Packs (NOS's) and conduct RPL which will help in many ways such as certified employees, enhances productivity, standardization of job roles etc.

Under RPL process, RSDC affiliated Training Partner (TP) tie-up with companies and registered workers are counseled, oriented about the standardized NSQF framework and basis their existing competency will be mapped against the suitable level of the concerned Job role for assessments.

Basis on the skill gap analysis, TP conducts refresher training program, RSDC third party assessment agency conducts final assessment and successfully assessed candidates with a valid Aadhaar or alternate ID (as per process) will be eligible for either "Full Qualification" or "Partial Qualification – NOS based Certification" as described by RSDC under Overall approach of RPL.



Mr. Vinod Simon  
Chairman, RSDC

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