



NUTURING SKILLS & TALENT FOR A BETTER TOMORROW

RSDC Launch an Exclusive Job Portal for Rubber Sector

Rubber Skill Development Council recently launched an exclusive "JOB PORTAL" for the Rubber Sector.

It's the one stop for hiring hands on experienced candidates & skilled workforce.

This Job Portal aims at bringing the candidate and the Industry face to face in order to understand each other's requirement.



Dr. Mukhopadhyay launching the Job Portal

Getting a job is rather easy then getting a preferred job. We all sometimes tend to lend in such kind of jobs that are not of our interest and capability. With the help of this portal the Candidate's would be able to directly apply for their preferred jobs.

Similarly, recruiters can pick their preferred

candidates based on their current requirement.

The recruiter's would have the first hand access to the profiles of the candidates and the onus of accepting / rejecting the application of a Candidate lays whole-sole in the hands of the recruiters.

RSDC Job Portal has been created on the lines parallel to the other job portals.

This is a unique initiative that RSDC has taken in order to focus and assist the training partners in terms of Placement of the certified candidates.

We urge the Industry members to come forward and take complete benefit of this portal and hire RSDC certified candidates.

Steps to follow:

- Go to <http://rsdcindia.in/placements/>
- Register yourself (candidate/ employer)
- Create profile
- Look for job/candidate matching your profile
- Apply

Skills Time™

Monthly E-Newsletter by Rubber Skill Development Council

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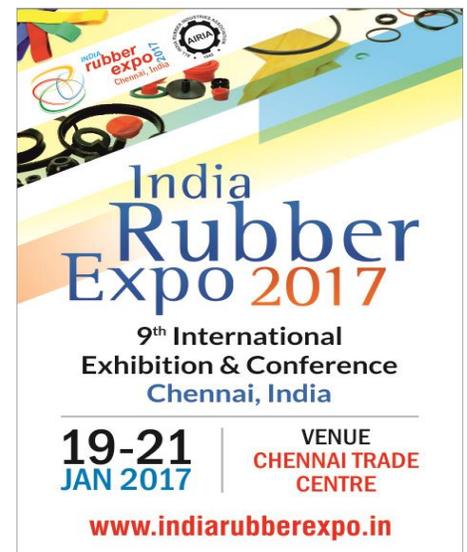
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Affiliate with RSDC to deliver NOS based training

Affiliation is a process of establishing competence of any institution that wants to deliver NOS based trainings.

The affiliation process conducted by RSDC evaluates competence and desired infrastructure or the capability of creating the desired infrastructure for delivering NOS based training.

To meet the quality norms/ standards of RSDC, affiliated Training Partners conduct trainings aligned to NOS based curriculum. The trainings focus on building hands on skills for the trainees, through theoretical and practical sessions, complemented with On-The-Job trainings/ internships for the trainees.

Exposure to industry is an integral part of trainings aligned to RSDC.

Training modules have to be inclusive of technical as well as social and behavioral skills.

Training Partners share their proposal based on their reach and training expertise for affiliated job roles district-wise.

RSDC evaluates the proposal and the training numbers shared by Training Partner based on their past experience and capability to deliver

the training programs.

Currently there are 19 Training Partners that are affiliated with RSDC.

There's a "Training Protocol" on the basis of which the targets are allocated to the training partners.

TPs will be allocated training numbers based on following aspects:

- availability of RSDC certified Trainers
- on the basis of target achieved
- on the basis of quality of training
- on the basis of number of students placed (to be verified through data provided by TPs)"
- on the basis of training centre location and their area

RSDC conducts assessment of the training centre's (other than company's shop floor) to ensure that the requirement for conducting training for a particular job role are being met.



Also, before the commencement of any batch / batches the training partner is required to submit a list of documents that includes training delivery plan, monitoring & evaluation process, details of lab / workshop exposure, etc.

Training partner needs to ensure adherence to the RSDC Process Manual and the Consequence Management System and they are required to submit a final report of training batch along with the employer feedback at the end of each batch.

Interested Training Partners can send across the completed affiliation application form along with the requisite documents stamped & signed to the RSDC office in New Delhi.

Making your Workforce Industry Ready

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. It aims to appreciate prior learning irrespective of the medium of achieving it. 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.

Certified candidates with valid bank details will be processed for reward money by NSDC.

RSDC UPDATES

- ✚ RSDC Invites Rubber Industry to recruit RSDC certified trainees. For more information visit www.rsdcindia.in and also email at placements@rsdcindia.in

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

Skill Development for Faster Economic Growth

Employability of the growing young demography is an important factor in the economic development of the country and the crisis of skill development has to be turned into opportunity to growth.

The coming decade will be crucial for India and only if India grows at the rate of 8-9 per cent per annum, India's per capita GDP will grow from the current level of \$1,800 to \$8,000-\$10,000 by 2025. Only then, India will graduate from being a low income country to a middle income country and achieving, maintaining and sustaining that high levels of growth, the country need many things.

Government has broadly set policy framework for skill development, while the industry is joining in public private partnership models to improve the skills. "We have reached a point where reform of higher education has become urgent".

Many of us often get impressed by the kind of results others achieve without realizing the time invested to achieve them. There is a tendency for us to fill in the picture with our own assumptions. The importance of skill development can't be stressed enough. Behind every successful goal achievement comes proper skill development.

There is an urgent need to take a look at the effectiveness of the current education system. Increasingly concerns are being expressed on the employability of the graduates who come

out. It is related to two directions. One is the quality of the domain knowledge that is being important. And the other is the relevance of the programmes and the courses that are being offered.

The three dimensions of the reform of the higher education are the access, equity and quality. Access to higher education is to expand the gross enrollment rate, which is still lower than many other countries. Equity is important as it is important to bring the vulnerable groups within the scope of higher education. Without quality, achieving quantitative targets is counter-productive.

There is a need to update the curriculum, to revamp the examination system which is currently a test of memory than test of analytical skills and to improve the quality of teaching and teachers. Blending skill development with education system is required.

Around 12 million youth enter the work force each year, most with poor education and negligible work skills. Our current skill training capacity is only about 4 million per year. This leads to an inherent skill deficit in the emerging work force.

The realization of this agenda will have to be based on a vigorous partnership between government, suppliers of educational services, industry and civil society. Failure to do so would have serious economic and social implications for the country.



Mr. Vinod Simon
Chairman, RSDC

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