



NUTURING SKILLS & TALENT FOR A BETTER TOMORROW

Stop Here for Skill development! - RSDC

Strategic development of a skilled workforce has become increasingly important for success of Indian rubber Industry against international competition standards. Efficient and high-quality technical and vocational education and training, as well as ongoing professional training are essential for industries in order to ensure productivity and competitiveness in a global economy.

Keeping in view the importance of skill development in the growth of rubber sector, Rubber Skill Development Council has taken various initiatives for skilling and up-skilling professionals in the rubber sector. The main aim of RSDC is skill development for rubber industry to develop the skills foundation to increase both the quantity and quality of skilled workforce in the industry. Inadequately educated or unskilled workforce keeps industry in a circle of low productivity and low profit. Skills development is essential to improve productivity which in turn, improves the production and growth. So far, 27,920 trainees have been trained by RSDC affiliated Training providers in various job roles of manufacturing and natural rubber sub-sector. RSDC's affiliated training providers deliver National Occupational Standards (NOS) based training programs for various job roles in the rubber sector across the country.

The trainings focuses on developing hands on skills for the trainees, through theoretical and practical sessions, complemented with on-the-job trainings. The National Occupational Standards were developed in consultation with the sector and has also been validated and approved by the rubber industry.

The pace of trainings by RSDC affiliated partners are picking up at a fast pace, thus bridging up the existent skills gap in the sector. The objective of these trainings is to augment the skill development process for the rubber sector in the country. Long cherished dream of the rubber industry to get fully trained industry oriented resources is now being realized with the launch of job role based trainings by RSDC's affiliated training providers. The course curricula for these trainings are completely aligned to the National Occupational Standards set up by RSDC for various job roles across the rubber industry.

Effective skills development systems can help industry sustain productivity and growth. Hence, RSDC urges the rubber ecosystem to effectively participate in the skill development mission of skilling of a professional entering into the rubber industry and up-skilling of in-service professionals.

Skills Time™

Monthly E-Newsletter by Rubber Skill Development Council

NEWS UPDATES

Govt launches new initiative to skill workforce for jobs abroad

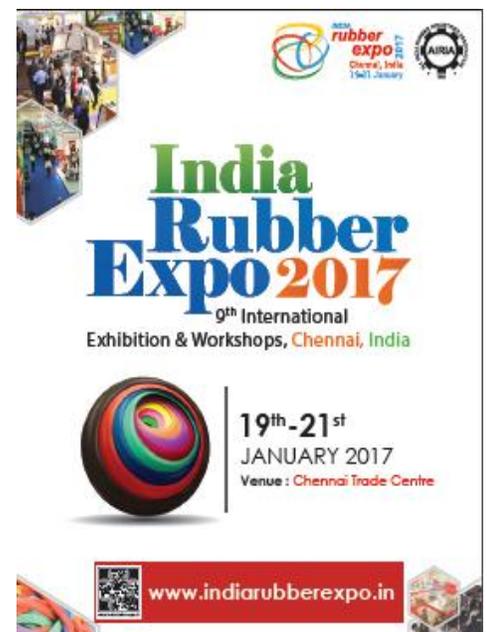
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19th-21st
JANUARY 2017
Venue : Chennai Trade Centre

www.indiarubberexpo.in



RSDC developing NOS & conducting SGA in the Phase III of the Project

Government of India (GOI) has launched a coordinated action for skill development which is envisioned to be a major initiative for inclusive growth & development of the Indian economy. As a mandate from the GOI, NSDC has partnered with various sectors in India for skill development & capacity development, across Industries. For the rubber sector, NSDC had joined hands with All India Rubber Industries Association (AIRIA) and Automobile Tyre Manufacturers Association (ATMA) and formed Rubber Skill Development Council (RSDC).

RSDC strives to complement the existing vocational education system for the industry in meeting the ecosystem's requirements of trained resources, and thereby increasing productivity. As a first initiative towards bridging the existing skill gap in the rubber industry, RSDC has been assigned the responsibility of creating National Occupational Standards (NOS) and conducting the Skill Gap Analyses (SGA). Keeping in mind the magnitude of the assignment, RSDC has divided the project in phases.

Subsequent to successful completion of Phase I & II of the development of National Occupational

Standards(NOS) & Skill Gap Analysis (SGA) project for the rubber sector, RSDC has initiated the Phase-III of project for the remaining 26 job roles and skill gap analysis in remaining 11 states namely; Madhya Pradesh, Rajasthan, Jharkhand, Odisha, Karnataka, Andhra Pradesh, Telegana, Goa/Daman, Himachal Pradesh, Pondicherry, Assam. During the Phase I & Phase II of the project, 30 and 78 Qualification packs (set of NOS's for particular job roles), was developed respectively and SGA was conducted for four states i.e. Kerala, Punjab, Maharashtra and Tamil Nadu in Phase I and five states were covered in Phase II, namely Uttar Pradesh, Gujarat, West Bengal, Haryana & Delhi.

For implementing the phase III of the project, RSDC has appointed a dedicated team of research associates and project coordinators who were spread across states to conduct research and survey with the industry. The project will help to identify sector's key trends, classify each occupation with respect to processes and procedures, identify all the skills and competency required by an individual to carry out particular job role effectively, to develop competency map as benchmark to identify workforce



skills gaps and determine the training needs as per the specific skills required by the sector.

The data and information collected from various stakeholders will result into development of National Occupational Standards (NOS) that is a core part of India's current efforts to develop a standardized and high quality vocational and education system. The skill gap study will analyze the entire sector and its characteristics in terms of contribution to the industry, demand and supply factors in terms of employment. It will also identify the gap in term of Skills available Vs. Skills required (both qualitative & quantitative) i.e. the number of resources existing vs. required and identify skill gaps with regard to present quality and resources required, across all job roles, across selected states.

Govt. Invites Industry to Participate in Skill Development

The Make-in-India initiative provides a huge opportunity for the private sector to be part of nation building at the grass-roots level. Skill-based training is going to be the backbone of the Make-in-India initiative and the best way to ensure the vocational training serves its intended purpose is through PPP model. In fact, private sector/industry engaging in vocational education as part of CSR—in exchange for which they can be given tax concessions, infrastructural benefits, financial aid and funding is one way of bringing private players into the field.

They can also take a particular centre under their wings to provide trade-based training. After such training, the onus

must partly be on the private sector to absorb these skilled workers into their organisations. At the same time, they must ensure that their existing workers are not made redundant because of the entry of new skilled workers. This can be done by conducting training programmes within their organisations to skill workers, assess and re-skill & certify existing workers, and sustain that skill in order to maintain a high level of productivity. So, in both ways, direct and indirect, the private sector can play a role in expanding the reach and quality of vocational education.

RSDC urge Rubber Industry to come forward to take benefit of opportunities given by government.

RSDC UPDATES

✚ Draft Qualification Packs for manufacturing sub sector for 62 job role has been uploaded on the below weblink for industry validation. We request the industry partners to share their inputs and feedback on nos_project@rsdcindia.in

<https://drive.google.com/open?id=0B4peTe4idJtwM1z2M3FEb1J6a2c>

RSDC's Exclusive Job Portal for Rubber Sector

Visit

<http://placements.rsdcindia.in/>

List of Merged Qualification Packs

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Occupation	Job Role	Occupation	Job Role	
Mixing	Mill Operator	Cord Dipping	Dipping Operator including Pre & Post Preparation	
	Internal Mixer Operator	Bead Preparation	Bead Extrusion & Assembly Operator including Pre & Post Activities	
	Pre-Mixing Operator		Stock-Component-Bead Preparation Supervisor	
	Rubber Adhesive-Cement Mixing Operator	Building	Building Operator - Hoses	
	Mixing Supervisor		Building Operator - Beltings	
Moulding / Curing	Continuous Curing Operator (Rotocuring Operator, Hot air, Microwave, Fluidised Bed, Radiation Cure, Steam Cure, etc.)	Building	Building Operator-Cables	
	Pneumatic Tyre Moulding Operator		Building Operator - Footwear & Sports Good	
	Solid Tyre Moulding Operator		Building Operator-Rubber to Metal Bonding/Rubber Roller	
	Compression Moulding Operator	Final finish	Finishing Operator	
	Transfer Moulding Operator		Finishing Supervisor	
	Injection Moulding Operator	Storage & warehousing	Material Handling and Storage Operator	
	Autoclave Operator		Warehouse Supervisor	
	Curing Bladder Operator including Pre & Post Activities	Latex Product Manufacturing	Latex Mixing Operator including Pre & Post Activities	
	Pre & Post Tyre Moulding Operator including PCI		Curing Chamber Operator (Latex)	
	Mould Inspection, Cleaning, Storage & Handling Operator		Continuous Foaming Machine Operator	
	Moulding /Curing Supervisor		Latex Dipping Plant Operator including Pre & Post Activities	
	Lab Chemist		Lab Chemist	Finishing Operator (Latex)
	Quality Control		Quality Assurance Supervisor	Latex Thread Extrusion Operator
Tyre Building	Tyre building Operator - Radial / Passenger / LT	Tyre Retreading	Mould Cleaning & Inspection Operator (Latex)	
	Tyre building Operator - BAIS Commercial/OTR/RT		Latex Product Manufacturing Supervisor (Foam, Dipped & Others)	
	Tyre building Operator - BAIS Passenger / LT/FT		Lab Chemist (Latex)	
	Bicycle/Rickshaw Tyre Building Operator- Mono Band		QA Technician (Latex)	
	Bicycle-Rickshaw Tyre Building Operator-TBM		Tyre Casing Inspection/Preparation	
	Tyre Building Operator-Solid Tyres	Tyre Retreading Assembling & Curing Operator		
	Tyre building Operator - Truck/Bus & OTR	Tyre Servicing / Maintenance	Tyre Fitter	
	Tyre Building Operator - Auto & 2/3 Wheeler		Tyre Wheel Balancing & Alignment Operator	
	Stock Preparation Operator including Pre & Post Preparation	Rubber Reclaim	Whole Tyre Reclaim Operator including Pre & Post	
Extrusion	Extruder Operator including Pre & Post Preparation	Technology	Rubber Product Reclaim including Pre & Post	
	Tube Extruder Operator including Pre & Post Preparation		Junior Rubber Technician / Technical Assistant	
	Extrusion Supervisor		Diploma in Rubber Technology	
Calendering	Calendering Operator including Pre & Post Preparation (Textile/Steel/Cord/Woven Fabric)		Rubber Technologist	
	Calendering Supervisor			

Industry-Academia collaboration essential for Skill Development

India is privileged to have the youngest working population and by 2020 it would be the youngest nation with 29 years as the average age of an Indian, much lower than other countries like China and the US with 37 years and Japan with 48 years. Moreover, it is also estimated that between 2010 and 2030, India would have an edge over other countries due to its demographic benefit. Therefore, India has envisaged a target of skilling 500 million people by 2022. However, the latest NSSO (2009-10) figures are shocking for the proportion of persons who had vocational training in the age group 15-59 years — only 2% for formal and 5% for non-formal vocational training, leaving a large residue without any vocational training.

As per the economic survey describing skill development and job creation as major challenges, an improvement in the quality of employment in rural areas, a greater thrust on manufacturing and creation of a job-ready workforce for industries by imparting skills will help India reap its demographic dividend.

In this context, it calls for a serious attention towards skilling people and enhancing their employability. A major issue in skill development is the mismatch between the supply and demand of skills. Skills need to be integrated into the education curriculum. Further, to address the issue of skills mismatch, there is need to build on education-industry interface and there needs to be continuous updating of these programmes. A big part of the problem is lack of appropriate skills. Several studies, have found that only 25 per cent of college graduates are considered employable. There is a gap between college education and employability that needs to be bridged.

Addressing the skill gap will require a few solutions. There are a number of skill development initiatives that both central and state governments have in place; however, by themselves, they may not produce the required results immediately. Companies in India will have to invest much, much more in job training and development than is the current practice, in terms of a higher order of skill development that equips workers with the means and capacity to improve their job skills in pace with technological changes. Industry has to come forward and take the benefits of the sector skill councils formed by government of India and by the industry for the industry benefits. RSDC has so far developed 148 National Occupational Standards (NOS) both for manufacturing and natural rubber sector which are created by the inputs given by the industry stakeholders and nationalized standards has been created on which trainings shall be conducted across the country

It is widely accepted that India's rubber sector could be much more developed and larger. But for a robust sector, we should have the support of our abundant natural resources and skilled workforce. That implies encouraging rubber sector a long way to creating hundreds and thousands of new jobs for the skilled youth and certify the current workforce through RSDC's nationalized certificate, hence creating an efficient Indian rubber industry that will compete globally and will also boost economic growth of the country.



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