

## RSDC Webinar – ACTION Document

### “Apprenticeship – The best way forward to hire workforce”

26<sup>th</sup> May 2020 | Key messages & Action Plan

Key Highlights			
		Impact / Challenges	Way Forward
Moderator	<b>Ms Deepmala Moorjani</b> Head – Placement and Industry Connect, Rubber Skill Development Council	<ul style="list-style-type: none"> <li>• There are many challenges being faced by the industries post Covid 19 lockdown due to reverse migration.</li> <li>• The companies are facing a lot of issues in the hiring and sustaining the labour for the manufacturing units.</li> </ul>	<ul style="list-style-type: none"> <li>• Long term effects of executing NAPS program in the Rubber manufacturing units to retain the employees and provide skilled manpower in the manufacturing units.</li> </ul>

<p>Speaker</p>	<p><b>Mr Surajit Roy</b> Head – Apprenticeship Division, National Skill Development Corporation</p>	<ul style="list-style-type: none"> <li>India is a young nation. The youth is educated and skilled yet not industry ready. Hence there is Low employability</li> </ul>	<ul style="list-style-type: none"> <li>Apprenticeship provides the solution to industry ready skilled manpower.</li> <li>To Bridge between Supply – Demand there is a reforms in the law which makes the apprenticeship extremely industry friendly.</li> <li>Companies can also undertake ‘skill training’ from their CSR funds over and above their minimum obligatory requirement under the Apprentices Act</li> <li>NAPS Scheme provides Flexible-Discretion to Companies. to design/plan its own programme</li> <li>It provides the Financial Support to the Organizations in the stipend amount and the Basic training component.</li> <li>TPAs assist companies in facilitating their Apprenticeship Programs</li> </ul>
----------------	---	---	---

<p>Speaker</p>	<p><b>Mr Satish Pawar</b> Director Yuwashakti Foundation</p>	<ul style="list-style-type: none"> <li>• The challenges faced by industries in getting skilled manpower in the current situation.</li> <li>• The technical glitch of the industries to avail the benefits from the Government Funded Apprenticeship scheme.</li> </ul>	<ul style="list-style-type: none"> <li>• The amendments in the Apprenticeship Model to provide the ease to the industries.</li> <li>• Legal, Operational and commercial benefits of NAPS for the industries.</li> <li>• Role of TPAs for the registration formalities of industries, during OJT and at the end of the training.</li> <li>• TPAs provide helping hands to the industries in the Assessment and Joint certification under NAPS</li> </ul>
----------------	--	--	---

Speaker	<p><b>Mr Sanjay Kulkarni</b> Head – HR Oriental Rubber Industries Private Limited</p>	<ul style="list-style-type: none"><li>• The lengthy documentation procedure in the Apprenticeship scheme under the apprenticeship Act 1961.</li><li>• One dedicated manpower for handling the operations part of the Apprenticeship scheme under act 1961.</li></ul>	<ul style="list-style-type: none"><li>• The ease of process and procedure in the NAPS program now.</li><li>• The convenience of the online portal and entire system of documentation under the NAPS program.</li><li>• The monetary benefits to the Industries</li><li>• Provision and possibility of getting the skilled manpower through this scheme to the industries.</li><li>• There is No legal compliant required in the NAPS program.</li></ul>
---------	---	--	---

Industries are understanding the relevance of Training and certification under the Apprenticeship Scheme. They have started availing the benefits of the program. The industries can customize the training modules under this program as per their interest. The candidates underwent apprenticeship program will be well trained and skilled post training period. They can be absorbed within or the similar kind of industries with the matching skill set requirement.

### **RSDC Action Plan:**

- RSDC has created many Curriculum under the NAPS scheme, which are readily available for the industries. We also assist the establishment in designing the courses as per their requirement.
- RSDC provides the helping hand to the industries to make them understand the entire process of implementation of the scheme.
- RSDC provides the TPA for assisting the industries in Portal Management and reimbursement claims on behalf of companies towards stipend paid/Basic Training expenses
- RSDC helps in the assessment and certification of the candidates at the end of the training duration.

### **Next Steps for the Industry:**

- To hire apprentice and participate in National Apprenticeship Promotion Scheme (NAPS), industry can register at [www.apprenticeshipindia.org](http://www.apprenticeshipindia.org)
- Industry can also share their employee's reskilling needs.

Industry members can reach out to following RSDC officials to know more.

<b>Name</b>	<b>Designation</b>	<b>Location</b>	<b>Email Id</b>
Ms Deepmala Moorjani	Manager Industry Connect & Placements	RSDC HO-Delhi	<a href="mailto:deepmala.moorjani@rsdcindia.in">deepmala.moorjani@rsdcindia.in</a>
Ms Suchita Roy	Regional Manager - West	Mumbai, Maharashtra	<a href="mailto:suchita.roy@rsdcindia.in">suchita.roy@rsdcindia.in</a>
Mr Prasenjit Dey	Regional Manager - NE & East	Agartala, Tripura	<a href="mailto:prasenjit.dey@rsdcindia.in">prasenjit.dey@rsdcindia.in</a>
Mr Kapil Kumar	Regional Coordinator - South	Chennai, Tamil Nadu	<a href="mailto:kapil.kumar@rsdcindia.in">kapil.kumar@rsdcindia.in</a>
Mr Vijay Rai	Regional Coordinator - North	Delhi	<a href="mailto:vijay.rai@rsdcindia.in">vijay.rai@rsdcindia.in</a>
Ms Annamma Jacob	State Coordinator-Kerala	Kottayam, Kerala	<a href="mailto:annamma.jacob@rsdcindia.in">annamma.jacob@rsdcindia.in</a>