



Technical Article

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Skill Development and Training An Urgent Cry for Today & Tomorrow especially for Adhesive & Converting Industry in India

कौशल विकास , काळाची गरज

Why ? Please find a News in “Sakal - Today ” Marathi News Paper , page no 1, dated 23 07 2018.

Respected Mr. Pratap Rao Pawar , Board Member of Governance, College of Engineering Pune (COP) and Member Governing Counsel , Govt of Maharashtra Technical Training Board has Highlighted , on the fact that , what we learn in Schools and Colleges , is irrelevant to what we do

once employed.

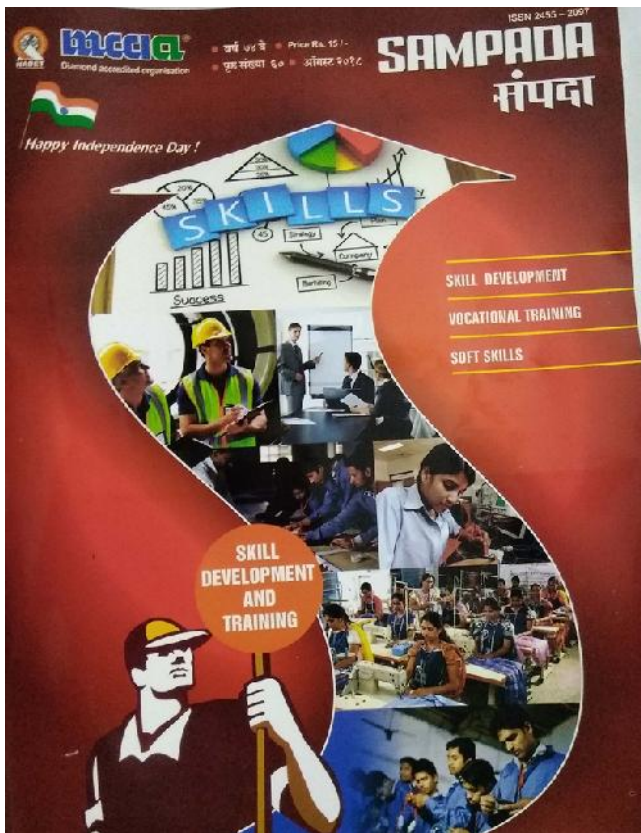
The Professor's in Colleges and Universities, are highly qualified but at the same time , they are lacking in Practical Experience on the field. In Medical Education , the students have the benefit of actual Practical's , under the guidance of Senior Doctor's , and Surgeon's , but in case of Education in other Branches , such as , Arts, Science , Commerce and Engineering , Training or Practical's , based on Shop floor Experience is seriously lacking.

He has also highlighted that , there is a huge gap , in the Industrial Demand for Skill / talent and the available knowledge to our Students. Hence they are not able to perform once they are employed. Respected , Dr. Anil Sahasrabudhe , Chairman, All India Technical Training Council , has , expressed his view too , that our Colleges and Universities, should implement or introduce , Syllabus inclusive of New Technologies. It is well-known that , the students , who study New Technologies and



Professional training , are amongst the 30-40 % who find a Job easily.

He has also suggested that , the colleges and Universities , should get in touch with the Experienced Professionals from the Industries , and develop cordial relations with them to seek there guidance and support.



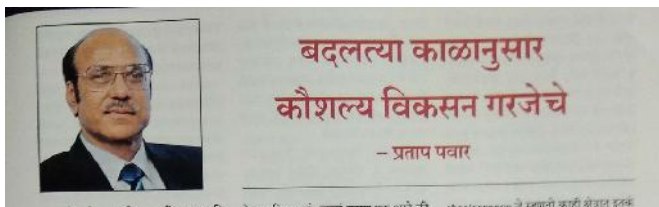
Development and Training are priority areas before the Industry , as well as the Government. He has also mentioned that MCCIA , has Instituted Skill Dev programs at Pimpri Lab , for some Industrial Sectors like , Air Conditioning, CNC operations etc.

MCCIA – Maratha Chamber of Commerce , Industry and Agriculture , Pune , has Published , SAMPADA August 2018 , a special issue dedicated to this key issue , “ Skill Development”.

You will find that , Many Industrialist’s , Well-known Stewarts have expressed their views on this burning issue,

What they have to say ?

In the Editorial, Dr. Anant Sardeshmukh , Director General & Editor , Sampada , has emphasized that , the Skill Development is a very Important and pertinent subject. He also mentions that Skill



Respected Mr. Pratap Rao Pawar , Chairman , Sakal Group , has mentioned very clearly that Skill Development is essential considering the Changing Time.

According to him the key pointed need to addressed are ,the current Situation as far as the

Skill Development for Industrial Sector ,

1. There is a need to Implement this . We have to follow ,“ **Kaizen**”
2. Govt. Schemes on Skill Development , need to be implemented , properly so that they are effective, utilized and useful.
3. New Technologies are available , but we are not even aware of them .Here we need to have action plan to learn and adopt the newly arrived Technologies
4. The current Education system in India is in nowhere supportive to the Industrial Needs. The Faculties , are not exposed or trained to the New Technological requirements.
5. Small and Medium Scale Industries are facing acute Labor shortage.
6. Now , in many ITI and Polytechnic’s , Skill Development is on agenda.

7. The traditional , Skill and Training programs are outdated and there is a need for a New approach to handle this issue
8. The Public Sector is contributing towards , such Training Programs , as a social binding , however they can do a lot more , with a proper support and assistance from the Government.
9. It is observed that the Employees are keen to learn and adopt new Technologies. They are aware that this training leads to their self- Development in form of Promotions as well as the most wanted Job Satisfaction.
10. How Demographic Dividend could be helpful for India's Growth ? The students must be trained to adopt new technologies and at the same time a sincere effort must be made so that the Industries too Grow.

Skill Development Activities by IL & FS
 IL & FS Skills Partnership with MCCIA for Skilling the youth.



RCM Reddy and Mr. Daljit Mirchandani - Captured moments with students and staff



Skill Development Activities by Thermax
Skill Development Activities by Forbes Marshall

Learning and Development at Forbes Marshall
 Sachin Narke



Training and Skill Building -
An Urgent Cry for Today and Tomorrow!

Dr. Swati Karve

FORBES MARSHALL LEARNING AND DEVELOPMENT CENTER												
PILLAR 1 TECHNICAL AND BEHAVIORAL EXCELLENCE			PILLAR 2 LEADERSHIP EXCELLENCE			PILLAR 3 FUNCTIONAL EXCELLENCE			PILLAR 4 OPEN FORUM		PILLAR 5 DIVERSITY AND INCLUSION	
PILLAR 1A Individual Training	PILLAR 1B Organizational Skills	PILLAR 1C Functional Skills	PILLAR 2A Managerial Skills	PILLAR 2B Managerial Skills	PILLAR 2C Managerial Skills	PILLAR 3A Manufacturing	PILLAR 3B Sales and Marketing	PILLAR 3C Customer Service	PILLAR 4A Learning Culture	PILLAR 4B Social Inclusion	PILLAR 5A Diversity Programs	PILLAR 5B Family Programs
• All employees receive mandatory training on safety, quality, and compliance.	• Employees receive training on organizational structure, processes, and systems.	• Employees receive training on functional skills relevant to their roles.	• Employees receive training on managerial skills for effective leadership.	• Employees receive training on managerial skills for effective leadership.	• Employees receive training on managerial skills for effective leadership.	• Employees receive training on manufacturing processes and standards.	• Employees receive training on sales and marketing techniques.	• Employees receive training on customer service and relationship management.	• Employees receive training on learning and development initiatives.	• Employees receive training on social inclusion and diversity.	• Employees receive training on diversity and inclusion programs.	• Employees receive training on family programs and employee welfare.

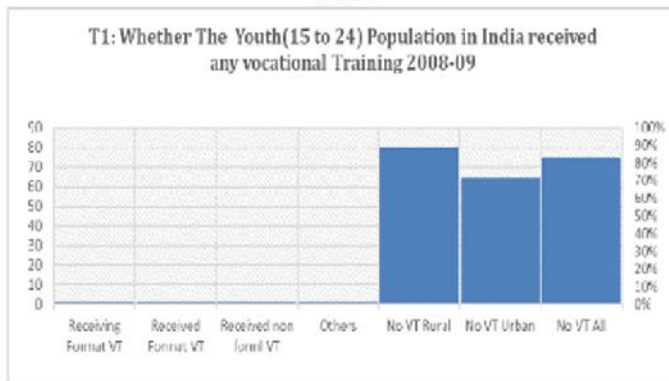


Incremental Human Resource requirements across states (2013-22)

Andhra Pradesh	108,71,315
Arunachal Pradesh	1,47,046
Assam	12,34,357
Chhattisgarh	30,43,736
Delhi	63,41,921
Goa	2,27,261
Gujarat	57,56,711
Haryana	35,77,999
Himachal	12,06,379
Jammu and Kashmir	11,22,787
Jharkhand	44,52,801
Karnataka	84,76,134
Kerala	29,56,896
Madhya Pradesh	78,16,045
Maharashtra	155,22,185

Manipur	2,33,446
Meghalaya	2,48,954
Mizoram	1,40,188
Nagaland	97,382
Odisha	33,45,584
Punjab	28,99,005
Rajasthan	42,42,438
Sikkim	1,47,821
Tamil Nadu	135,52,000
Tripura	2,59,330
Uttar Pradesh	110,11,055
Uttarakhand	20,61,143
West Bengal	93,42,561
Grand Total	1203,34,478

Table 1



(Ref : Youth employment in India, S. Mahendra Dev and M. Venkatnarayan, 2012, IGIDR, Mumbai)

Chart 1

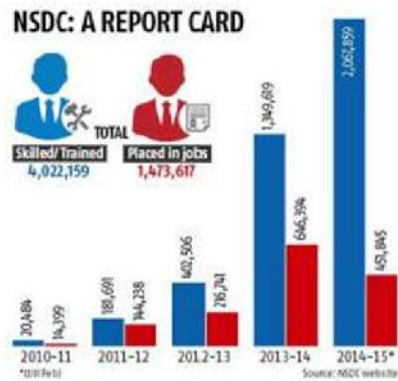
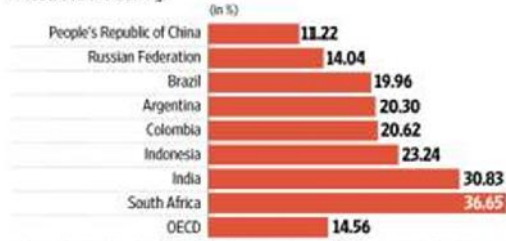


Table 2

Year	Population (in millions)				% of urban youth		Growth		Sex ratio		% of youth in T P
	15-19	20-24	15-24	All ages	youth	all	youth	all	youth	all	
1	2	3	4	5	6	7	8	9	10	11	12
1961	35.88	37.33	73.22	438.9	20.3		--	1.95	990	941	16.7
1971	47.47	43.10	90.57	548.2	23.6	20.2	2.15	2.20	935	930	16.5
1981	65.97	59.01	124.98	665.3	26.7	24.3	3.27	2.22	930	934	18.2
1991	79.04	74.48	153.52	838.6	28.3	25.7	2.08	2.14	925	927	18.3
2001	104.04	91.03	195.07	1028.61	--	27.8	2.42	1.93	907	933	19.00
2006*	119.05	103.05	222.10	1112.19	--	28.9	2.63	1.57	892	932	20.0
2011*	121.73	118.04	239.77	1192.50	--	30.0	1.54	1.40	907	932	20.1

Where are the jobs?

More than 30% of Indians aged 15-29 years are neither in employment nor in education and training.



Percentage of youth aged 15-29 who are neither employed nor in education and training, 2015 or the latest year available. Source: OECD Economic Survey: India 2017

Table T3- Percentage distribution of young workers in India by Industry division

Sector	status	1983		1993-94		2004-05		2009-10	
		Youth	all	Youth	all	Youth	all	Youth	all
1	2	3	4	5	6	7	8	9	10
Rural and Urban	Self employed	55.6	57.3	54.3	54.7	52.4	56.9	49.8	54.7
	Regular wage/salaried	10.7	13.5	9.6	13.2	13.2	14.2	15.5	15.2
	Casual labour	33.7	29.2	36.2	32.1	34.4	28.8	34.7	30.1
Rural	Self employed	58.1	61.0	56.6	57.9	55.4	60.2	53.8	58.1
	Regular wage/salaried	6.3	7.2	5.1	6.5	6.7	7.1	7.6	7.5
	Casual labour	35.6	31.8	38.4	35.6	37.8	32.7	38.6	34.4
urban	Self employed	44.1	57.3	44.0	42.2	40.8	45.4	35.5	43.1
	Regular wage/salaried	30.8	13.5	29.8	39.5	37.7	39.6	43.5	41.2
	Casual labour	25.2	29.2	26.2	18.3	21.6	15.0	21.0	15.8

EMPLOYMENT & EARNING

Households by monthly income Rs(%)		Nature of employment	(%) Earning up to Rs 10K	
Up to 10,000	10,000-50,000			50,000+
<div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> <p>RURAL</p> </div> <div style="text-align: center;"> <p>URBAN</p> </div> </div> <p>Source: EU Survey, Labour Bureau</p>		Self-employed	47	85
		Wage/Salary	17	57
		Contract	4	87
		Casual	33	96

Table T 4.1 The recent position about distribution of young workers in various sectors is also diagrammatically put up in following graph up to 2013-14.

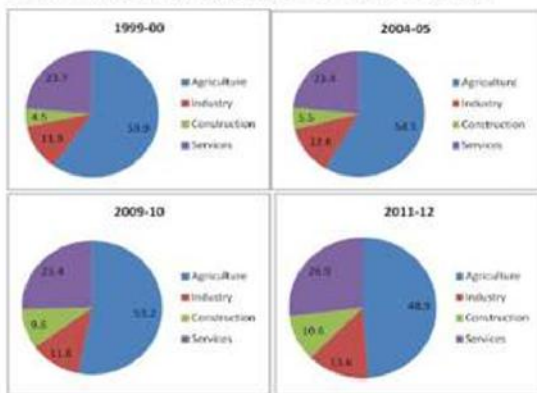
Formal Vocational Training

Graphical position makes the point more clear.



Employment Elasticity in non- agriculture sector which is always high is also expressed in following recent diagram.

Chart 1: Sectoral Share in Employment across various NSSO rounds



The employment elasticity which is a solid proof shows the employment growth in GDP terms was higher in non-agricultural activities than agricultural related production units in generated youth in particular. The increasing unemployment rate and hence high growth of unemployed and jobless during 1993-2010 among youth indicate threat of higher unemployment and jobless.

Industry division	All workers			Youth workers			GDP		
	83-94	93-05	83-05	83-94	93-05	83-05	83-94	93-05	83-05
1	2	3	4	5	6	7	8	9	10
Agriculture and allied	1.57	0.88	1.22	0.73	0.34	0.53	3.03	2.18	2.89
Non agriculture	3.79	3.40	3.59	1.92	3.93	2.94	6.38	7.11	6.78
Mining and quarrying	6.24	0.42	3.22	1.15	0.13	0.62	7.03	4.50	5.43
Manufacturing	0.70	2.94	1.84	2.19	3.89	3.05	5.95	5.87	6.35
Electricity, gas and water	11.78	-0.79	5.16	-2.81	-4.42	-3.63	8.59	5.45	6.77
Construction	4.06	7.15	5.63	5.85	7.89	6.89	5.37	6.21	5.39
Wholesale trade	3.71	4.85	4.29	2.34	5.65	4.01	5.40	7.70	6.87
Transport storage & comn.	4.75	4.71	4.73	-0.04	6.73	3.37	5.77	9.75	7.62
Finance	12.10	6.68	9.29	-1.83	8.42	3.29	9.66	7.28	8.50
Community service	7.27	0.11	3.54	-0.59	-0.96	-0.78	5.69	7.51	6.18

(Ref: Youth employment in India, S. Mahendra Dev and M. Venkatnaranan, 2012, IGIDR, Mumbai)

कौशल्य विकास – काळाची गरज

– डॉ. सुधीर राविका



कौशल्यवाद अंगीकारा 'माक्स'वाद सोडा

डॉ. दीपक शिकारपूर



After looking at all the , Views , Programs , facts& Figures

Anyone will realize that **there is not a Single Workshop** related to **Coating and Converting Industry, such as Adhesive Tapes, Flexible Packaging, Paper Packaging, Laminates , Textile .**

Similar Courses or Workshops, Seminars are conducted worldwide by

- PSTC
- ASC
- FIERA
- HENKEL
- CHEMINSTRUMENTS
- DUPONT

But

No such event is Organized so far in India.

Why to Organize This workshop ?

On one side there are lot many fresh Engineers , Graduates, Doctors, Technicians Unemployed ?

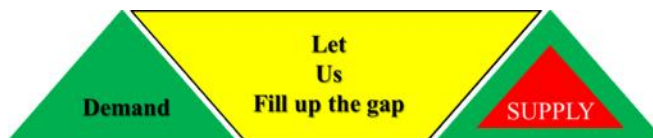




On the other side

There is acute short supply of trained and skilled technical manpower in all the industries.

*Let us tackle this issue
Let us train our young talent and develop the skills and fill in the Gaps.*



many a times

There is inbuilt talent in them

But

With no exposure

Let us

Mold our education system in such a way that

It helps

Our Institutes, our Industry and Our Students

Brief Introduction of our Innovative Concept

1. **The purpose** of the said Workshop is for **sharpening the** skill of the Technical staff, in operation, from any branch like Research or Quality Control, Production or even Technical sales area.
2. Another specialty of the said Workshop is, that the Workshop will be **organized in the Premises** of your Institute.
3. The workshop will not only sharpen the skill of talented Technical team, but it will also **train the beginner's** in the team. This workshop will be very highly instrumental in analyzing or scanning the, inbuilt skill of the Technical team, before and after the Workshop is concluded.
4. This Seminar or the Workshop, is also **designed**, in line with the Govt. of India's, **Skill Development Programme**.
5. **Sponsor's** : Requested

The said Workshop / Seminar is just a Basic Model. We have plans ready to launch the next generation, Intermediate, and Prime, Technical Courses, on full time or part time basis.

It is possible to **introduce this Concept**, on a regular basis, and it could be a Separate, Division itself, inside, The Chemical or Polymer Sub division. It may be named as

“ Chemical Engineering / Rubber & Plastics / Adhesives and Coating Technology ”.

The Highlights of this Workshop

First of its kind in India.

The participants will go through a Screening Test before and after the Workshop. This will help us to analyze the Tech Talent, available and to develop the same to next level.

The Workshop is full of Technical Presentation on as many as 20, most important Topics, that will help the Participants to refine, refresh and sharpen their skills, to produce a much consistent and High Quality Product.

A brief on the Workshop

This will be conducted by Shrikant Athavale , well-known Technical Advisor , with a huge Experience of over 44 years in the Industry at very senior levels.

The Topics covered will be

- Adhesion and Adhesion Theory
- Polymers used for Adhesive Manufacture
- Adhesive Types
- Types of Polymers and Elastomers
- Additives for Adhesive
- Manufacturing process of Adhesives
- Manufacturing Process of Adhesive Tape , Flexible Laminates, Printing , Packaging etc., which includes ,The coating, lamination Printing Process ,
- The Drying Principles of Coated , Printed web
- Static Charge Generation and how to Control the same
- The Various Slitting , converting Methods, employed
- End Applications of These Product
- In plant Quality Assurance and Quality Control , Testing.
- The does and don'ts , the defects and the remedies in these Industries
- Practical Training of some of the Coating methods , and Physical Testing

The Technical papers are very well supported with ,

Diagrams , (for various Processes, Machines, attachments etc.)

Animation, (for various Coating methods, machines , testing etc.)

and

Video Clips . (for a variety of coating machines, Slitting methods, Testing machines etc.)

The workshop will be **Interactive** and hence the Participants will be free to raise their doubts , questions and help themselves to understand the Topic in a much simplified manner. The Workshop fee's can be very competitive , for e.g. Just Rs..... for a maximum of 25-30 participants , at a time

Who will be benefited ?

Any Graduate

From any branch of

- Arts
- Commerce
- Science
- Engineering
- Medicine

How ? , where ?

In the Industries such as

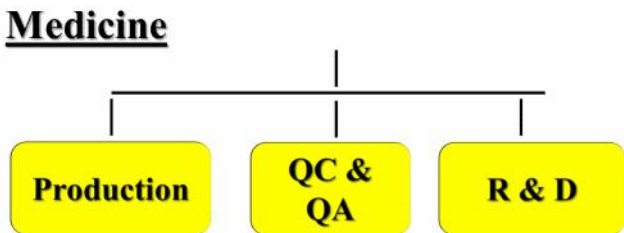
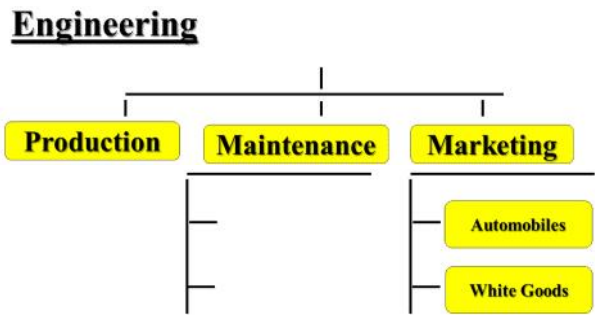
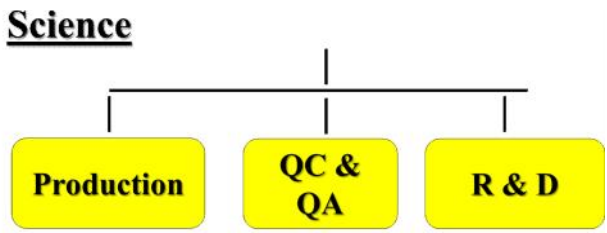
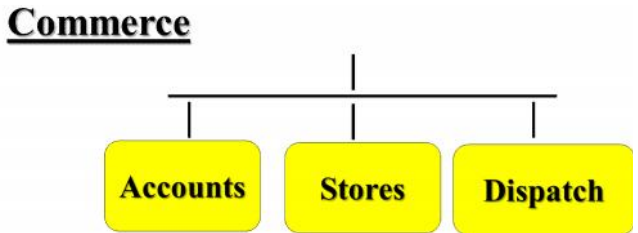
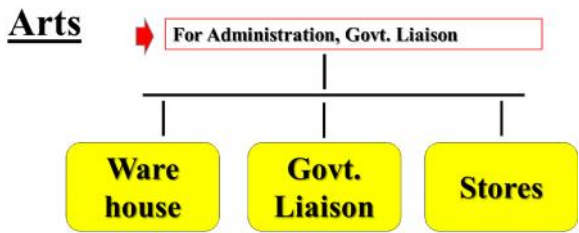
- **Rubber ,**
- **Adhesive Tape,**
- **Packing industry,**
- **Flexible Packaging &**
- **Paper Industry**

The Industry is always **looking for recruiting** skilled , semi skilled , highly skilled , personal , for the Expansion programmes, and also for smooth running of the existing capacity.

Unfortunately, there is always **acute shortage** of such skilled talent.

where ?

Arts	➔	For Administration, Govt. Liaison
Commerce	➔	For Accounts , Purchase , Despatch
Science	➔	For Production, Quality Control, R&D
Engineering	➔	For Production, R&D, Maintenance, Marketing
Medicine	➔	For Production, Quality Control, R&D



So in Short

It's like watching a Film / Movie / or a game (Cricket / Hockey / Football etc.) on screen with commentary in the Back ground.

We remember Entire Movie or songs for years together , similarly our student will remember the Introductory Basic Workshop and the Contents. This will help them in getting an entry in the Industries mentioned as above.

They will be in a position to perform , with immediate effect and their performance itself will push them to Higher positions in the Organization at a rapid speed .

Participant Fee's.....per person for the entire Workshop, will be Finalized based on the Categories , such as , Operators, Supervisors, Managers , and the Directors

Below mentioned Study material will be provided to each Participant , Power Point Presentation Copies .

Who will Attend ?

Technical Staff of

1. Adhesive tape manufacturers
2. Flexible packaging material manufacturers
3. Paper based Packing material manufacturers
4. Specialty laminate Manufacturers
5. Engineering College students
6. Science college Students
7. Polytechnic Institute students
8. ITI Students

How come Technical staff from so different Industries should attend ?

The Simple reasons are

1. There are many processes , such as , Coating , Lamination, Printing , Rewinding , Slitting , Slicing , Research & Development , as well as Quality control & Assurance , are so much common or similar in all these Industries.
2. All these Industries are in big demand , because of the overall growth of Market in the fields of, Automobile, White Goods, Medicine and more importantly Food Industry.
3. Our Country is gearing up for all time highest growth , and hence the demand for Skill Technical Staff is going to grow at a very rapid speed.
4. This Workshop or Seminar will be of great importance in developing new / young Skills

This Seminar or Workshop is going to be just a **basic Course**.

There are excellent chances to organize Intermediate , Advanced courses , or even , a **Post Graduate Diploma** , or **Degree courses** could Introduced in the near Future.

The Proposed courses could be attached to , Polymer Engineering Division , with a specialization in Adhesives and Coatings.

You all will agree that in the Developed Countries , lot many such Seminars, conferences, Workshop are being organized regularly , but not even one in India .

I see this situation as a golden opportunity to be the First and Introduce such a useful but somewhat neglected course in India ,

for the benefit of

the Young Talent ,

the Training Institutes / Colleges ,

as well as ever growing Industry.

I feel there can be no similar opportunity for us

Highlights of this Workshop

- The Participants will be awarded with a Certificate for Attending
- We will assist the Participants in Job Seeking , Placements with Suitable Opening in the Coating & Converting Industry.
- We will Organize such Workshops for MNC's , Private Industries (Small Scale, Medium Scale or Large Scale) who are keen to Train and Recruit , Fresh Candidates from any branch such as , arts , Commerce, Science, Engineering or Medical background.
- The Workshop fee's are very competitive

- We wish to conduct such events in any part of our Country , Rural or Urban
- Open for any Social Service Organization , Foundations

Kindly Please contact us

Let us bridge the Gap between the Demand and Supply of Skilled Manpower for Coating and Converting Industry



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