

Best in Class Employer (RPL-4)



RPL- 4 (Best in Class Employer)

About the Scheme

- ❖ The Ministry of Skill Development and Entrepreneurship (MSDE) launched a component for assessment and certification of individuals with prior learning experience or skills under the Recognition of Prior Learning (RPL) Scheme.
- ❖ Under the RPL scheme, a new category known as **Best In Class Employer** was introduced to ensure certification of skills available in the organized sector.

Project Progression

- ❖ ASDC was sanctioned **1,11,868** numbers in RPL4 project
- ❖ Till date, we have **36** Companies engaged under RPL program
- ❖ We have completed **103425** Assessments till date and Certified candidates are **89948**
- ❖ Major employers who will participate in RPL-4 include Tata Motors, Sansera Engineering Limited, Victora Auto Pvt, Minda Corporation Limited Uber, Ola, Nestle India Ltd., Rane (Madras) Limited, Spark Minda, and 17 dealers of various OEMs etc.

Industry Partnerships

Associations/Types	Employers
SIAM	Tata Motors
	Hero Motocorp
ACMA	Badve Engineering Limited
	Best Koki Automotive (P) Limited,
	Hindustan Composites Limited
	Imperial Auto Industries Ltd.
	India Japan Lighting
	Kay Jay Forgings Pvt Ltd
	Metalman Micro Turners
	Minda Corporation Limited
	Mitsuba Sical India Private Limited
	Mutual Automotive Pvt. Ltd.
	Roop Automotives Limited
	Sansera Engineering Ltd
	Sigma Moulds & Stampings Private Limited
Victora Auto Pvt. Ltd. Etc	
FADA	JS Fourwheel Motors Pvt. Ltd.
	Koncept Automobiles (P) Ltd,
	Koncept Cars India (P) Ltd.
	KTL Private Limited etc
Service Provider	Ola
	UBER
	DTC
	Meru Mobility Tech Pvt. Ltd.
	Nestle India Limited

Case Study of RPL 4 Assessments- Sansera Engineering Limited

INTRODUCTION

Sansera Engineering Ltd is an engineering-led integrated manufacturer of complex and high-quality precision components for the automotive and aerospace sectors, primarily supplying to original equipment manufacturers (“OEMs”) in India and internationally. Sansera manufactures and supplies a wide range of precision forged and machined components that are critical for engine, transmission and other systems for the two-wheeler, passenger vehicle and light and heavy commercial vehicle verticals in the automotive sector. Sansera also supplies their components to the aerospace sector and for off-road vehicles as well as for other segments including tractors, generator sets, stationary engines and other non-automotive applications.

Sansera has several manufacturing facilities spread across the country – Bengaluru, Pune & Manesar with an employee strength of more than **5000**. The company has hundreds of employees working for more than a decade who do not possess any formal technical qualification. So, it was decided by the Management to get them certified for their technical abilities under the **RPL-4 (BICE) Scheme**.

METHODOLOGY

8 manufacturing facilities spread across 3 cities (Bengaluru, Manesar and Pune) were identified to implement the scheme. **We have Enrolled 557 Employees in under all 8 Plants.**

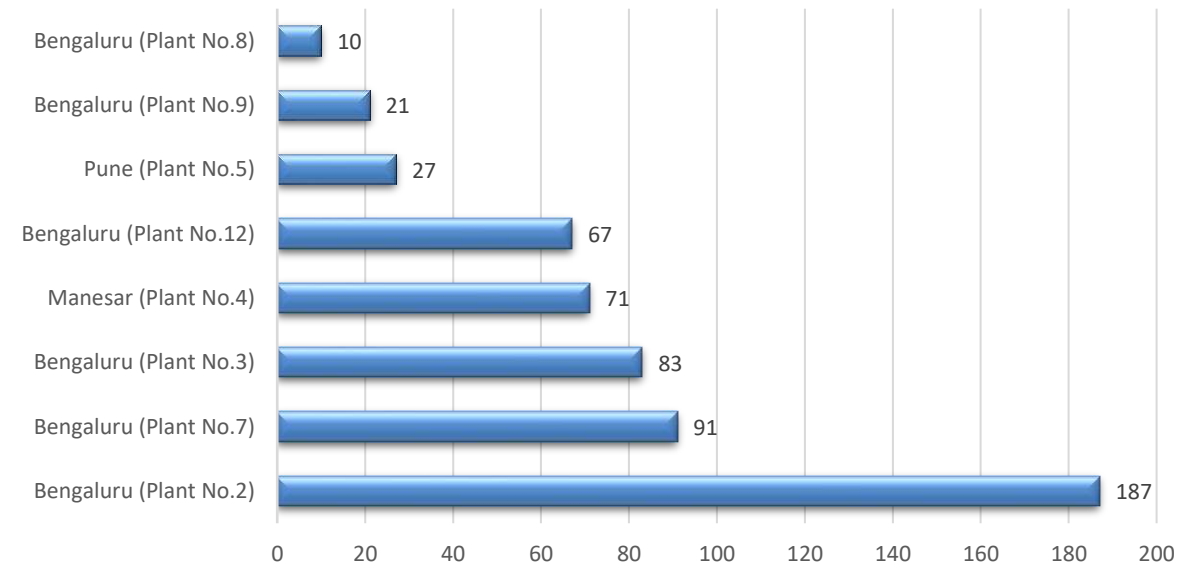
The responsibility to implement the scheme was entrusted to the Training department. Mr. K. Raghunath, Deputy Manager – Corporate Training was made the SPOC for the scheme. He chose his training team members present in each manufacturing facility as the key member to implement the scheme in that plant with the help of the respective Plant Head & HR partners.

All the team members responsible for implementing RPL, were trained on all the facets of the scheme. They were provided inputs for smoothly conducting the Assessment along with creating an audit trail. The team members/ assessors in turn sensitised the employees about the RPL Scheme.

A detailed RPL Assessment Calendar was prepared to conduct the Assessment in a phased manner. This also helped in informing the employees about their Assessment well in advance.

We have completed 516 Employees Assessments

Total Employees Enrolled for assessment



Case Study of RPL 4 Assessments- Sansera Engineering Limited

CHALLENGES	SOLUTIONS
Ensuring that the employees remain committed to the programme	Regular interactions were held with the employees with their Assessors.
Conducting the Assessments during the working hours without disrupting the production cycle.	Breaks were used for the Assessment. Also, time before & after the shifts was utilised to conduct the Assessment. The Assessors also came in shifts – during early hours and late night to ensure that not even a single employee was left out
Ensuring that all the guidelines for the Assessment, as advised by the ASDC, were being followed.	This had suddenly become very difficult and important due to the spread of the Covid-19 pandemic. ASDC had issued elaborate safety guidelines to be followed during the Assessment. The company had also developed its own set of guidelines to be followed for the prevention of Covid-19. The Assessor team aligned the Covid-19 protocols and ensured that all the guidelines were strictly being adhered to.
Moving out from the middle of the shift for the Assessment.	Assessments conducted before the start of the shift or during the breaks.
Due to Covid-19, the employees were coming in various shifts and there were leaves due to various reasons.	Assessment of a Batch was spread over 2-4 days based on a case-to-case basis to ensure that majority of the employees could take the Assessment.

Case Study of RPL 4 Assessments- Sansera Engineering Limited

FEEDBACKS ON ASSESSMENT PROCESS

- ASDC has a robust Assessment system wherein all the employees are photographed before the Assessment. In addition to this live video recording also happens during the Assessment.
- The Assessors also acted as invigilators during the Assessment to ensure that the Assessment done in a fair manner. Photographs were clicked and video recordings of the Assessment were done to ensure compliance.
- The Test paper was bilingual.
- The employees were asked to clear any doubts with the Assessor.
- Number of questions were kept at an optimal level to get a fair idea of the knowledge of the employees.
- ASDC gave more weightage to the Practical knowledge.
- Team Sansera & Team ASDC have successfully executed the pilot phase with sizeable numbers and is all set to serve the remaining employees of the company.

RECOMMENDATIONS

- The employees have requested that such an exercise should be conducted periodically as it gives them an idea about their own skill level and provides an opportunity for skill upgradation, wherever required. The Assessment also acted as a refresher course for the Assessors as well.
- More modules to be added by ASDC to cover all the Job roles of the company.
- More pictorial based questions should be included.
- Stress to be laid on Job specific questions instead of generic questions.
- The Assessment should be spread over at least 5 days as employees work in night shifts or early shifts and it becomes difficult for the Assessor to cover all of them in one go.
- Scope to be provided for immediate re-assessment once the Batch is closed in cases where some employee was on leave.

Assessments with Safety protocol



THANK YOU

