



## **Skill Development Initiative based On the Job Training at FRBL**

Due to the recent spurt in the number of Engineering/ Professional colleges/Institutions, there is a growing demand for facilities for Skill development to prepare the profession seeking post qualified persons in the society. It is projected that the need for skilled personnel will be enormous in the near future in view of the high GDP growth rate in India. Honoring the social responsibilities in this regard, FRBL is facilitating skill development Training courses for Technical and Non-Technical Job seekers in specific domains of expertise/disciplines. This is to impart Industrial skills with on the Job assignment based hands-on-training for the Trainees to equip themselves to take up future Job assignments/Career and to equip them to be selected for Professional placements in Industries or commercial establishments in future. In the course of the skill development, the Trainees will work along with the staff of FRBL in real plant/office situation and those posted in plant may have to work in shifts as well. In short, the Industrial experience imparted at practical level and at problem solving and trouble-shooting fronts shall be a great asset on the practical exposure and theoretical case studies evaluation will also be imparted under the scheme during the scheduled six months period of the skill development. After successful completion of the program, and after assimilating the rich professional experience, a Certificate will be issued to the Trainee which will greatly help his/her future professional Job pursuits.

At FRBL, the HR department is coordinating the skill development initiative as part of FRBL's commitment to the society and potential Job seekers who have acquired requisite academics. To avail this facility, applicants have to send in their application in prescribed format along with self attested copies of certificate to prove their qualification, SSLC, Id proof etc addressed to Manager (HR & Admn), FRBL, Ambalamedu, Kochi- 682303, along with copy of their passport size photograph for availing the above facilities. 50% of Fee has to be remitted before issuing the confirmation letter for getting the admission to Skill development training. On the day of commencing the training, they have to remit the fees in Demand Draft or NEFT at selected branches of Nationalized Banks as directed by FRBL. (Service Tax Applicable). The seats are very limited in number to facilitate close coordination and ensure efficacy in the skill development initiative aimed at equipping & shaping a skilled professional Career for the applicants.

The details of skill development program is as follows. We offer the following courses, vide

- 1) Instrumentation-Automation Engineering
- 2) Mechanical Engineering Maintenance
- 3) Civil Engineering - GFRG Panel based building Technology
- 4) Finance- Accounting Practices for Industry
- 5) Fire & Safety Engineering
- 6) Heavy Equipment Operation/Mechanical Fitter etc

The basic qualification stipulated for the candidates shall be either Diploma or Degree in the concerned Engineering/ Safety discipline and graduate in Commerce for the Finance discipline. Also the qualification for HEO/Fitter shall be SSLC/ITI and above.

The course fee shall be Rs.2500 / month for SSLC/ITI/Diploma Holders/ B Com/BBA and Rs.4000/month for graduates in Engineering/ Fire & Safety (and Masters in Management/Accountancy) respectively. Only post qualified applicants shall be considered for the skill development program.

The duration of the Industrial skill development training course shall be a minimum of six months, on completion of which a certificate shall be issued by FRBL. The maximum no of candidates in each discipline shall be 1 to 2 nos. each in a batch, or more as per the discretion of the Management. The maximum age shall be 28 years. The Skill training may be extended by another six months after consistent completion of six months, to a maximum of one year provided the performance of the Trainee is assessed to be satisfactory after 6 months.

#### **A. Post Qualification Skill development Training for Professional Graduates**

Discipline	Qualification	Duration(Months)	Fees/Month(Rs.)
Instrumentation-Automation	Graduate in Instrumentation ,Electronics& communications Engineering	6	4000
Mechanical Engineering Maintenance	Graduate in Mechanical Engineering	6	4000
Civil Engineering- GFRG Panel based building technology	Graduate in Civil engineering	6	4000
Fire & Safety	Graduate in Fire & Safety engineering	6	4000
Finance-Accounting Practices	B Com/M Com	6	2500/4000
Marketing / Materials / Finance Management	BBA/MBA	6	2500/4000

### B. Post Qualification Training for Diploma holders

Trade Discipline	Qualification	Duration(Months)	Fees/Month(Rs.)
Instrumentation-Automation	Diploma in Instrumentation ,Electronics& communications Engineering	6	2500
Mechanical Engineering Maintenance	Diploma in Mechanical Engineering	6	2500
Civil Engineering- GFRG Panel based building technology/Plant	Diploma in Civil engineering	6	2500
Fire & Safety	Diploma in Fire & Safety engineering	6	2500
PMC Services-Infrastructure /Construction management	Diploma/ITI- Draftsman in Civil or Electrical engineering	6	2500

### C. Post Qualification Skill development Training for Certificate holders

Program	Qualification	Duration(Months)	Fees/Month(Rs.)
HEO	Certificate in the operation of Crane, Excavator, Fork Lift, front end loader etc.,.	6	2500
Mechanical Fitter	ITI in Fitter trade	6	2500
Electrician	ITI in Electrical trade	6	2500
Instrumentation/Electronics	ITI in Instrument Technology/Electronics	6	2500

The total number of Trainees to be deployed /selected shall be increased from time to time as per infrastructure availability. The fees indicated is also subject to revision after every six months or before at the discretion of the management.

### **Rules & Regulations:**

1. Application in prescribed format along with true copies of testimonials is required.
2. College/Institution should send the List of Students in advance.
3. 50% of Fee has to be remitted before issuing the confirmation letter. Defaulters will be barred. Timely remittance of fees is a must through DD/NEFT for participation.
4. Selected applicants will be issued a valid identity card, to be carried always.
5. Photography is not allowed inside Plant premises. Also, all safety regulations shall be complied with, in toto.
6. Mobile phone not allowed inside plant premises, but needs to be deposited at the Security.
7. Trainees should wear Safety Shoes while attending plant duty. Helmets will be issued.
8. No accommodation will be provided by the company. However, free food/snacks, as provided for employees shall be provided for the trainees for time being only.
9. The trainees will be governed by the rules and regulations of the company in effect from time to time.
10. Self discipline shall be strictly complied with, and the Trainees shall be regular for duty.
11. Each trainee shall be assigned to the Dept head and regular performance review shall be conducted once in two months and Diary shall be maintained meticulously.
12. Those Trainees who exhibit lacklustre interest or shoddy performance shall be terminated, even before the completion of 6 months as deem fit.

The Management reserves the right to accept or reject any applications or foreclose the skill development program or terminate any trainee without assigning any reasons whatsoever. There shall be no right for the trainee to be employed/absorbed into the company's regular rolls after completion of the training, but the best talent may be considered for absorption into the company's services in future depending on performance but through a selection process. Being a part of the Skill development Initiative or Mission, this golden opportunity may be availed by the prospective Job seekers who wish to appear for Job Interview/selection and also to join any Industrial/Commercial establishment for a fruitful Career.

For and on behalf of FACT – RCF BUILDING PRODUCTS LTD.

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