

Abstract: Out of 15697Nos industrial training institutes in india none of the ITIs having courses related to Pulp and Paper domain at technician level, this is the time to take revolutionary action to develop skill development centers to bridge the Gaps in human resource requirement in process stream and non-process stream of pulp and paper industry.

Key Words: Skilled, Semi-Skilled, Scientific diagnosis, Pulp Mill, Process Stream.

Introduction: Technology advancement promises improvement in cost cuttings, due to the advancement in technology process manpower need to be trained to operate new types of equipment. Absence of trained and skilled workers in the industry has created the problems of quality and productivity. Paper mills are mainly depending on skilled and semi-skilled manpower for operation and maintenance activities. Now this is the time to bridge the skills gaps to meet the production and new technology requirements.

Industrial Training Institute SCENARIO

SI No	Description	Nos	Remarks
01	No of ITI institute In UP	3302	
02	No of ITI institute In India	15697	
03	No of ITI institute imparting training related to Pulp and Paper technicians level in process stream	NIL	

India has 15697 ITIs, Uttar Pradesh has the most: Govt Uttar Pradesh tops the list of states with highest number of industrial training institutes at 3302 followed by Rajasthan (1923), Karnataka (1557), Bihar (1264) and Madhya Pradesh (1167).

These are part of the 15697 industrial training institutes (ITIs) functioning in the country, affiliated with National Council of Vocational Training, minister of state for Skill Development and Entrepreneurship

Industrial training institutes (ITI) are post-secondary schools in India constituted under directorate general of employment & training (DGET), Ministry of Skill Development and Entrepreneurship, Union Government to provide training in various trades.

Admission to the various trades is done every year in August. Under the NCVT guidelines admission in ITIs is made on merit based / written examination. Admission to the private ITIs is done directly.

Further, in order to enhance employability of trainees graduating from ITIs, from the session 2019-20, duration of curricula of employability skill has been increased from 110 hrs to 160 hours in the first year of ITIs.

None of the institute/ Collages producing manpower at technician level related to pulp and paper industries.

Brief details of institutes imparting pulp and paper courses at Diploma/Bsc/ Msc/B-tech level

S. No.	Univ/ Institution	Basic Qualifications
1.	IIT Roorkee	10+2
2.	Bangurnagar Degree College, Dandeli	10+2
3.	Laxmi Narayan Institute of Technology Nagpur	10+2
4.	Forest Research Institute, Dehradun & CPPRI Saharanpur	B.Sc
5.	Sant longowal Inst. Longowal, Punjab.	10+2
6.	SIT, Tiruchirapalli	High School
7.	SJP Polytechnic, Yamunanagar	High school

An scientific diagnoses has been done to analyses skills gaps in pulp and paper industries

Step1	Mail to all compostable packaging/ Pulp and Paper mills related industries for training requirements
Step2	Collect all technical employees designation and Job description
Step3	Study of JD of each designation
Step4	Interview with HR and department HODs for challenges facing in getting right person for right Job
Step5	Listing of Long/Short courses requirements based on outcome from step1 to Step4

Skills Gaps in Pulp and Paper Industry



Ramesh V Koti
Skills Operations Head
Yash Skills
Yash Pakka Limited

Out Come: Gap is identified in personal profile and Role profile. Since compostable packaging/ Pulp and Paper industries needs special technical expertise as per the technological growth and ready manpower recruitment is seldom possible.

Courses to be designed as long term/Medium term/ Crash courses and JD of Compostable packaging/ Pulp and Paper industries technician roles to be added in course content along with other requirements.

Summary of the skills situation in the pulp & paper sector

Raw Material operators: In raw material department operator technical skills are required that he should know all the process flow in his working area also the names of the equipment also a most important the quality of material to be handled in paper industry.

Pulp Mill Operators: A pulp mill operator is responsible for various types of departments in his areas such as pulping, washing, bleaching etc.

He/She should have the skills to run the plant smoothly by following the quality of pulp to be Transferred into paper making area. According to the grade & quality different departments of pulp mill, all are responsible for the pulp production.

Stock Preparation Operators: A stock operator is the most responsible one for the paper machine department regarding quality, grade and many other agendas that all are to be completed in his 8 hours duty.

Paper Machine Operators: Paper machine is one of the biggest areas in the whole paper industry in which the full production mentioned & shown for the paper mill as well as it is related to the water, power & steam consumption of plant. A plant capacity fully depends on paper machine efficiency due to its relations with finishing loss of final paper manufactured.

Converting & Finishing Operators: For the satisfaction of the customers a department is responsible which is called converting & finishing department in which all the manpower converts paper that is our final product into the desired shape, size & quality.

Skills not supplied Skills supplied but not adequate in quality and quantity.

Current Skills Gaps

- 1) Safety skills in material handling and workplace.
- 2) Poor knowledge of equipment being used

- 3) Awareness towards environmental safety
- 4) Poor knowledge towards poor equipment routine maintenance
- 5) Poor analytical skills towards operational issues
- 6) Poor ambience sense
- 7) Skill requirement towards end product

There is a need to develop the manpower in following streams

- Pulp and Paper operations
- Fiber Molded products operations
- Maintenance Fitter Process stream
- Instrumentation Technician
- Electrician Process stream
- Boiler Operations

Huge demand for short courses related to pulp and paper and related courses.

Conclusion: Paper industry background is since from 1832 and now moving into latest digital transformation there is a huge skills gap is arisen, it's the time to bridge the skill gap by collaborative movement between paper mills and institutes.