DISTRICT SKILL
DEVELOPMENT PLAN
[2021-22]

UDHAM SINGH NAGAR

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नोटसीट

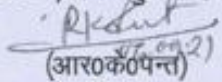मुख्य विकास अधिकारी महोदय / जिलाधिकारी महोदया, ऊधमसिंहनगर।

महोदय, कृपया पत्रावली के आमुख पर रक्षित पृष्ठ संख्या 1 से 53 तक, का अवलोकन करने का कष्ट करें, जिसमें परियोजना निदेशक,उत्तराखण्ड कौशल विकास समिति, देहरादून के पत्र संख्या। : 275 / UKSDS/SANKALP(DSDPs) दिनांक 25-08-2021 के द्वारा District Skill Developement Plan (DSDP) तैयार करने के निर्देश दिये गये थे। उक्त निर्देशों के अनुपालन में कु० तोषिका थापा, MGN fellow, ऊधमसिंह नगर द्वारा विभागीय निर्देशों के अनुसार उपलब्ध कराये गये प्रारूप में जनपद का District Skill Developement Plan (DSDP) तैयार किया गया है। (पताका "क", "ख", "ग") उनके द्वारा तैयार किये गये DSDP पर चर्चा हेतु दिनांक 13-09-2021 को मुख्य विकास अधिकारी महोदय, ऊधमसिंह नगर की अध्यक्षता में DSC की बैठक आयोजित की गई थी, जिसमें DSC के सदस्यों द्वारा व्यापक चर्चा की गई। DSC की बैठक के दौरान मुख्य विकास अधिकारी महोदय, द्वारा DSDP में DSC के सदस्यों के द्वारा प्राप्त सुझावों को सम्मिलित करने के निर्देश दिये गये थे। मुख्य विकास अधिकारी महोदय, द्वारा दिये गये निर्देशों के अनुसार DSDP तैयार की गई है तथा इसमें निम्न बिन्दुओं को सम्मिलित किया गया है—
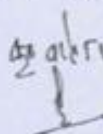
1. कौशल विकास के क्षेत्र में जनपद में स्थापित विभिन्न उद्योगों में मॉग आधारित Job role का समावेश किया गया है।
2. जनपद के स्किल गैप सर्वे रिपोर्ट के आधार पर सूचनाओं का समावेश किया गया है।
3. जनपद के विभिन्न शासकीय विभागों में कौशल विकास से सम्बन्धित प्रशिक्षण की आवश्यकता के सम्बन्ध में विभागों द्वारा प्राप्त सुझावों का समावेश किया गया है जिनमें कृषि, पशुपालन, दुग्ध, उद्यान, मत्स्य, पर्यटन उद्योग, ITI, पॉलीटेक्निक आदि प्रमुख हैं।
4. जनपद में स्थापित स्वयं सहायता समूहों का सर्वे किया गया जिसमें, स्वरोजगार के क्षेत्र में कौशल विकास से सम्बन्धित क्षेत्रों का आंकलन किया गया है।
5. Youth Aspirational सर्वे के माध्यम से जनपद के बेरोजगार युवाओं की कौशल विकास के क्षेत्र में रूचि का आकलन किया गया है।
6. Hope Portal में पंजीकृत, बेरोजगार युवाओं की कौशल विकास के क्षेत्र में दी गई प्राथमिकताओं का समावेश किया गया है।

महोदय,उपरोक्त बिन्दुओं को समाहित करते हुए तैयार की गई DSDP को अग्रिम कार्यवाही हेतु उत्तराखण्ड कौशल विकास समिति,देहरादून को प्रेषित किया जाना है।

अतः महोदय / महोदया, से निवेदन है कि District Skill Developement Plan (DSDP) पर सहमति प्रदान कर, इसका अनुमोदन करना चाहें।

महोदय / महोदया, उपरोक्तानुसार प्रस्तावित District Skill Developement Plan (DSDP)नियमानुसार है तथा स्वीकृति / अनुमोदन की संस्तुति की जाती है।

(आर०के०पन्त)
जिला रोजगार अधिकारी
ऊधमसिंहनगर।

(रंजना)
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GLOSSARY

- **CSCM- Centrally Sponsored Centrally Managed**

- **CSR- Corporate Social Responsibility**

- **CSSM- Centrally Sponsored State Managed**

- **DDP- District Domestic Product**

- **DSC- District Skill Committee**

- **DSDP- District Skill Development Plan**

- **EAP- Economically Active Population**

- **FMCG- Fast Moving Consumer Goods**

- **PE- Present Estimation**

- **PIA- Project Implementing Agency**

- **NRLM- National Rural Livelihood Mission**

- **NRP- National Resource Person**

- **NSDC- National Skill Development Council**

- **OJT- On Job Training**

- **PMKVY- Pradhan Mantri Kaushal Vikas Yojana**

- **SDMS- Skill Development & Management System**

- **U-DISE- Unified District Information System for Education**

- **UKSDM- Uttarakhand Skill Development Mission**

ACKNOWLEDGEMENT

Extending profound gratitude to all the District Skill Committee(DSC) members for their valuable inputs, the line departments for providing all sorts of data available with them and the MGN Fellow for drafting the District Skill Development Plan 2021-22 for Udham Singh Nagar.

EXECUTIVE SUMMARY

Skills Acquisition and Knowledge Awareness for Livelihood Promotion is a programme sponsored under the Ministry of Skill Development and Entrepreneurshipwith a special focus on decentralised planning and quality improvement. It aims to carry forward and implement the mandate of the National Skill Development Mission(NDSM). As the programme focuses more on decentralised planning, the main focus will be to strengthen the District Skilling Ecosystem. Strengthening the district skilling ecosystem is expected to come through the efforts of the District Skill Committee.The ministry has formed the District Skill Committees(DSC) in all districts as part of the Aspirational Skilling Abhiyaan under SANKALP. The committees are expected to create a District Skill Development Plan every year and highlight the skilling requirements that can be taken up in the district according to the market and industry demands. The DSDP-Udham Singh Nagar has given a brief about the district profile along with the skilling infrastructure present in the district. Secondly, the DSDP has been created with a special focus on the skill gap studies undertaken and according to the demands and aspirations of the youth, the Self- Help groups and the key employers in the district. Surveys were undertaken to understand the demands of all these major stakeholders. The DSDP also has a brief about the skill committee in the district and the major activities undertaken and the last section focuses on the SWOT analysis and the key recommendations and the next steps for the district.
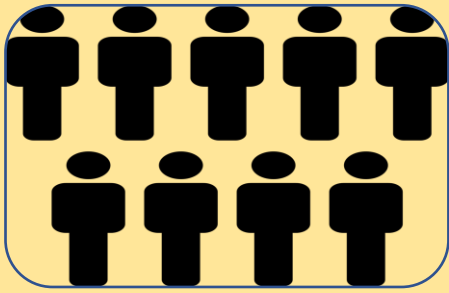
1. District Profile of Udham Singh Nagar
   1.1 General Profile of the District
   1.2 Skills Ecosystem in the District
   1.3 Industry Profile
   1.4 Self-Employment focused Intervention

2. Skill-Gap Analysis
   2.1 Findings of the latest skill-gap reports
   2.2 Key recommendations for the district
       (Short-term & long-term)

3. Impact of COVID
   3.1 Health Sector
   3.2 Reverse Migration due to Covid-19
   3.3 HOPE Portal

4. SANKALP in the District
   4.1 DSC Committee and its brief
   4.2 Activities undertaken in FY 2021-22
   4.3 Analysis of the interventions so far
   4.4 Stakeholder Consultation undertaken

5. Way Forward for SANKALP
   in Udham Singh Nagar
   5.1 SWOT Analysis
   5.2 Key challenges and possible solutions
   5.3 Recommendations or next steps

1. District Profile

1.1. General Profile of the District

The 27th state of India, Uttarakhand was formed on 9th November 2000 when it was carved out of northern Uttar Pradesh. It is largely a hilly state which is located at the foothills of the Himalayan mountain ranges and shares international boundary with China in the north and Nepal in the east and is mostly rich in natural resources especially water and forests with dense forest, glaciers, rivers and snow clad mountain peaks. Uttarakhand which is also acknowledged as the "The Land of the gods" (Devbhoomi) because of the presence of manifold Hindu pilgrimage sites. Udham Singh Nagar is a district of Uttarakhand in northern India. It is the third most populous district in the state of Uttarakhand after Haridwar and Dehradun. It is named after Shaheed Udham Singh (26 december1899 -31 July 1940) who was a well-known figure of the Indian Independence movement and was a revolutionary who belonged to the Gadhar Party and was best known for his assassination in London of Michael O'Dwyer on 13thmarch 1940, who was the former lieutenant governor of Punjab in India. This assassination was retaliation of the Jallianwala Bagh Massacre in Amritsar in 1919, for which O'Dwyer was liable.

Udham Singh Nagar had a population of around 16.5 lakh in the 2011 census with a population density of 649 people per square kilometres and also contributes 16.29 percent of the state's total population and the number of females per 1000 males was 919 in the district, lower than the hilly districts of the state where the number of females per 1000 males is more than 1000. This sex ratio is also lower than the state average sex ratio of 963 females per 1000 males. This has been due to the fact that people, especially men, have migrated from these hilly areas due to lack of non-economic activities and in search of employment opportunities while the women of the family linger to their native place and are supposed to look after the family and cater to their needs. While men in Udham Singh Nagar and other plain districts get better employment and other facilities and the outward migration is lower. The literacy rate of the district was the lowest at 74.4 percent which is much lower than the state average of 79.63 percent. The per capita income of the district is 1,87,313 rupees.

INDICATOR	US NAGAR
TOTAL POPULATION	1648902
DECADAL RATE OF GROWTH	33.45
RURAL POPULATION(%)	57.33

FEMALE POPULATION(%)	**47.92**
POPULATION IN AGE GROUP 16-24 YEARS(AS % OF TOTAL POPULATION) SEX RATIO	**11.78**
SC POPULATION(%)	**14.44**
ST POPULATION(%)	**7.46**
LITERACY RATE	**73.10**
FEMALE LITERACY RATE	**64.45**
MAIN WORKERS(AS % OF TOTAL POPULATION)	**27.43**
FEMALE MAIN WORKERS(AS % OF TOTAL FEMALE POPULATION)	**4.71**
MARGINAL (AS % OF TOTAL POPULATION)	**8.53**
FEMALE MARGINAL (AS % OF TOTAL FEMALE POPULATION)	**8.75**
NON- WORKERS (AS % OF TOTAL POPULATION)	**64.13**
FEMALE NON- WORKERS(AS % OF TOTAL FEMALE POPULATION)	**81.41**
PRIMARY SECTOR (% CONTRIBUTION TO DDP)(2017-18 PE)	**9.13**
SECONDARY SECTOR (% CONTRIBUTION TO DDP) (2017-18 PE)	**63.72**
TERTIARY SECTOR(% CONTRIBUTION TO DDP)(2017-18 PE)	**27.15**

1.1.1. Geographical landscape

The district is a part of the **Kumaon division of Uttarakhand**and is located in the **Terai region**. It is the food bowl of Uttarakhand state and was the part of district – Nainital, prior to the severance. It was separated from Nainital on 30[th]October; 1995 by the Mayawati government on the basis of physiographical reasons i.e., the Terai region. The geographical area of the district is **2912 Km2**which makes around **5.44percent**area of the entire state, and in aerially, it ranks 9th in Uttarakhand state. It is located **between latitude 28° 53' N and 29° 23' N**and sideways extends between **longitudes 78° 45' E and 80° 08' E**. It is bounded on the **north by Nainital**, on the **northeast by Champawat**, on the **east by Nepal**, and on the **south and west by various districts of Uttar Pradesh.** TheSarada River forms the international boundary between India and Nepal. Udham Singh Nagar known as the **"Gateway to Kumaon,"** is a place blessed with nature's accolade.
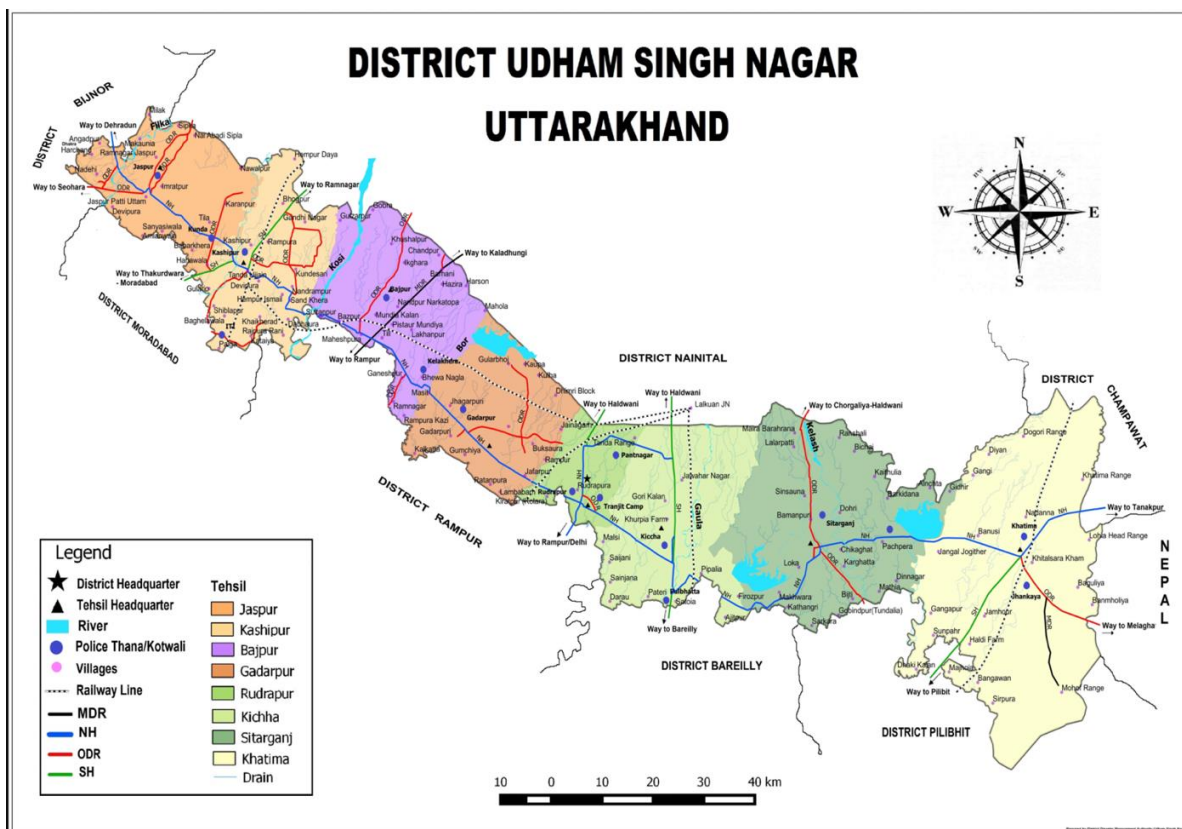
The district has a total of 7 tehsils and the population-area density of all the tehsils according to the census of 2011 are as follows:

Tehsil	Population	Area (km2)	Pop. Density	Sex-ratio
Kichha	390866	458.09	853	900
Kashipur	283136	199.91	1416	903
Khatima	227226	582.57	390	970
Sitarganj	214428	408.09	525	936
Bajpur	188083	315.91	595	915
Gadarpur	174848	334.52	523	925
Jaspur	170315	242.91	701	911

1.1.2. Gender / age wise Population

Attributes	Census-2011
Total Population	16,48,902
Total Male Population	8,58,783
Total Female Population	7,90,119
Total Population 0-6	2,29,162

Total Male 0-6	1,20,687
Total Female 0-6	1,08,475
Total Population - Scheduled Castes	2,38,264
Male - Scheduled Castes	1,24,385
Female - Scheduled Castes	1,13,879
Total Population- Scheduled Tribes	1,23,037
Male - Scheduled Tribes	61,758
Female - Scheduled Tribes	61,279

1.1.3. Literacy levels (segregated by Gender)

Attributes	Total	Male	Female
Literate population – All	10,37,839	5,98,525	4,39,314
Literacy rate – All	73.10	81.09	64.45
Literate people – SC	1,35,455	81,167	54,288
Literacy rate – SC	67.27	77.07	56.52
Literate people – ST	81,051	46,448	34,603
Literacy rate – ST	73.52	83.97	63

SOURCE: CENSUS 2011

1.2. Skills Ecosystem in the District

1.2.1 ITIs

Serial No.	ITI NAME	SECTOR	JOB ROLE	ANNUAL INTAKE
		Automotive	Motor Mechanic Vehicle	24
			Mechanic Tractor	20
		Capital Goods & Manufacturing	Turner (Mechanic)	20
			Fitter	20
			Machinist	20
			Welder	20
		Electrical (Power)	Electrician	20
			Wireman (Household Wiring)	20
1	GOVT ITI KASHIPUR	IT-ITeS	Information Communication Technology System	24

			Management	
			Computer Operator and Programming Assistant	24
		Electronics & HW	Electronics Mechanic	24
		Office Administration	Stenography(Hindi)	48
			Sewing Technology	20
		Apparel	Fashion Design Technology	20
		Beauty & Wellness	Basic Cosmetology (Beautician)	20
2	GOVT ITI JASPUR	Capital Goods & Manufacturing	Fitter	20
			Welder	40
		Electrical (Power)	Electrician	20
		IT-ITeS	Computer Operator and Programming Assistant	48
3	GOVT ITI BAJPUR	Capital Goods & Manufacturing	Draughtsman Mechanical	24
			Fitter	20
			Welder	40
		Electrical (Power)	Electrician	20
		Electronics & HW	Mechanic Consumer Electronics	24
		Construction	Painter General	20
		Apparel	Fashion Design Technology	40
4	GOVT ITI DINESHPUR	Capital Goods & Manufacturing	Fitter	20
			Welder	40
		Electrical (Power)	Electrician	20
			Wireman (Household Wiring)	20
		Construction	Painter General	20
		Apparel	Sewing Technology	20
		Electronics & HW	Electronics Mechanic	24
5	GOVT ITI KHATIMA	Apparel	Dress Making	40
		Capital Goods & Manufacturing	Welder	40
			Fitter	20
6	GOVT ITI PANTNAGAR	Electronics & HW	Electronics Mechanic	24
7	GOVT ITI	Electronics &	Electronics Mechanic	24

	SITARGANJ	HW		
		Capital Goods & Manufacturing	Fitter	20
		Automotive	Motor Mechanic Vehicle	24
			Mechanic Diesel	24
8	GOVT ITI GADARPUR	Electrical (Power)	Electrician	20
			Wireman (Household Wiring)	20
		Apparel	Sewing Technology	20
		Office Administration	Stenography(Hindi)	24

1.2.2 Polytechnic

Name of Institution	Male	Female	Total Students
GP Pantnagar	**60**	**02**	**62**
GP Kashipur	**878**	**269**	**1147**
GP Bajpur	**172**	**17**	**189**
GP Shaktifarm	**108**	**0**	**108**
GP Khatima	**161**	**20**	**181**
Total	**1379**	**308**	**1687**

1.2.3 Short-term training centers
A. Pradhan Mantri Kaushal Vikas Yojana

Table A: Social Category Analysis (Last 4 years data) (PMKVY)							
S.No	Category	Male			Female		
		Trained	Certified	Percentage of certified of those trained	Trained	Certified	Percentage of certified of those trained
1	SC	461	398	86.33	811	666	82.12
2	ST	76	69	90.78	95	80	84.21
3	Minority	1417	1228	86.66	2383	2005	84.13
4	General	1196	1014	84.78	2264	1963	86.70
	Total	3150	2709	86.00	5553	4714	84.89

Source: Power BI.

UDAM SINGH NAGAR-2018-19	General	OBC	SC	ST	TOTAL
Female	1192	356	327	79	1954
Male	721	360	219	21	1321
UDAM SINGH NAGAR-2019-20					
Female	575	967	434	25	2001
Male	784	974	462	18	2238
UDAM SINGH NAGAR- 2020-21					
Female	725	1188	377	96	2386
Male	566	1040	447	45	2098

Source: Employment Office.

PMKVY Sector-wise analysis (Last 3 years)			
Sr. No.	Sector	Trained	Placed
1	Apparel	530	143
2	Automotive	120	111
3	Beauty & Wellness	780	358
4	Capital Goods	1110	229
5	Construction	293	131
6	Domestic Worker	405	157
7	Electronics	2125	0
8	Electronics & Hardware	1977	950
9	Healthcare	598	0
10	IT-ITeS	238	170
11	Logistics	1597	459
12	Media & Entertainment	239	115

13	Plumbing	58	31
14	Retail	480	201
15	Telecom	60	0
16	Tourism & Hospitality	1372	73
	Total	10,146	3128

B. DDU-GKY

Serial No.	PIA Name	Target	Commenced	Under Training	Trained
1	Anand Books International P Limited	120	157	9	148
2	Apollo Medskills Ltd	75	107	74	25
3	Dev Rishi Educational Society	50	61	13	48
4	Khalsa Consultancy Services Private Ltd	40	38	8	30
5	Marg Erp Limited	50	53	16	37
6	Teamlease Services Limited	167	194	91	103
7	Vishwa Bharati Educational Development Trust	105	80	26	54
8	BCS Consulting Private Ltd	100	27	27	0
9	Bharatiya Vidhya Niketan	120			
10	Bips Systems Limited	100			
11	CpitEdutech Private Ltd.	120	60	60	0
12	GS Techno Innovations Private Ltd.	400			
13	Indian Society for Development of Education	100	75	75	0
14	Muskan	50	17	17	0
15	Roman Technologies Private Limited	100	1	1	0
16	Society for Development and Training	100			
17	Aarna Foundation	100			
18	Banshi Social and	200			

	Educational Trust				
19	Care Educational and Welfare Society	100			
20	Centre of Technology and Entrepreneurship Development	150			
21	Human Care Rural Urban Development Society	150			
22	Institute of Social Development	200			
23	Nalanda Educational Society	100			
24	Reckers Automation India Private Limited	100			
25	Smartbrains Engineers and Technologist Pvt Ltd New	100			
26	VishadEdutech Private Limited	50			
27	Winsome Breweries Limited	150			
	Total	3197	870	417	445

C. RSETI

Annual Action Plan for RSETI FY 2021-22					
Sr. No.	Name of training programme	Duration of training in hours	No. of candidates to be trained	Rural Poor Candidates	Other Candidates
1	Training Programme on Financial Inclusion for FCRPs	48	25	18	7
2	Vastra Chitra Kala Udyami (Embroidery & Fabric Painting)	240	25	18	7
3	General EDP	48	25	18	7
4	Photography & Videography	240	25	18	7
5	EDP for PMEGP Beneficiaries	80	25	18	7
6	Fast Food Stall Udyami	80	25	18	7
7	Men's Parlour and Salon Udyami	240	25	18	7
8	Krishi Udyami	104	25	18	7
9	Beauty Parlor Management	240	25	18	7
10	Goat Rearing	80	25	18	7

11	Cell Phones Repair and Service	240	25	18	7
12	Dairy Farming and Vermi Compost Making	80	25	18	7
13	Papad, Pickle and Masala Powder	80	25	18	7
14	Pissiculture	80	25	18	7
15	Paper Cover, Envelope and Cover Making	80	25	18	7
16	Homemade Agarbatti Maker	80	25	18	7
17	Plumbing & Sanitary works	240	25	18	7
18	Jute Products Udyami	104	25	18	7
19	Entrepreneurship Development Programme(EDP) for Micro Entrepreneurs	104	25	18	7
20	Computer Hardware & Networking	360	25	18	7
21	Bamboo & Cane Craft Making	104	25	18	7
22	Mushroom Cultivation	80	25	18	7
23	Soft Toys Maker and Seller	104	25	18	7
24	Candle Making	80	25	18	7
25	Women's Tailor	240	25	18	7
	TOTAL	3456	625	450	175

1.2.4 Educational Profile

Schools	Government		Private	
	Current Year (2019-20)	2018-19 data	Current Year	2018-19 data
Total Number of Primary Schools	785	785	283	283
Total number of primary schools with functional toilets	773	773	283	283
Total Number of Secondary Schools(6th-8th)	200	200	465	465
Total number of secondary schools with functional toilets	200	200	465	465
Total Number of High Schools	66	66	133	133
Total number of high schools with functional toilets	66	66	133	133
Total Number of Intermediate Colleges	59	59	81	81

Class	Current Year(2019-20)			Previous Year(2018-19)		
	M	F	Total	M	F	Total
Primary	114354	99909	214263	113855	99391	213246

Upper Primary	58154	52256	110410	57005	51375	108380
Secondary	33583	31589	65172	31980	29353	61333
Higher Secondary	22455	23919	46374	22785	22761	45546
Graduation	8060	6307	14,367	8052	6106	14,158

1.3. Industry & Agricultural Profile

If we look at the industrial scenario of Uttarakhand, it is a state which provides ease of business and a single window clearance for fast approvals and speedy clearances.
Industrial Areas. The following are the major Industrial areas in the district:
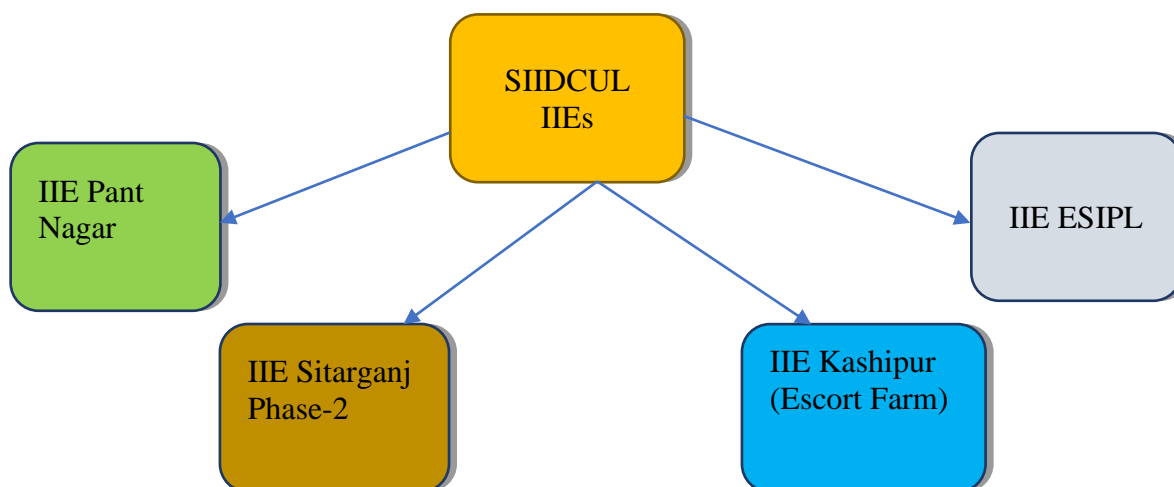
Industrial Profile

IIEs	Total Land Area(in acres)	Available Area(in acres)	Total number of Units	Proposed Employment	Proposed Investment
IIE PantNagar	3233.52	12.49	523	66814	9092.93 Cr
IIE Sitarganj Phase-2	1869.51	529.02	19	8837	2649.19 Cr
IIE Kashipur (Escort Farm)	310.96	196.00	24	474	28 Cr
IIE ESIPL	1093	41.11	363	18438	2200

Demographic Advantages of the above industrial units-
a)Easy availability of cheap skilled labor with literacy rate of 78% among males
b)Easy availability of labor from nearby mountain districts

No. of MSMEs Cumulative (MAY21): -8195
Investments Done:- 4400Crs
No. of People Employed: - 65347

Large Industries Cumulative (MAY 21):- 173
Investments Done: - 15209Crs
No. of People Employed:-45591

MSMEs Investment Made in Last Four Fiscals:-

Serial No.	Fiscal Year	No. of Units Set	Investments Made	People Employed
1	FY 18	521	147 Crs	3101
2	FY 19	570	210 Crs	3312
3	FY 20	627	131 Crs	3004
4	FY 21	629	96 Crs	3952

Single Window Clearance System in Last Four Fiscals:-

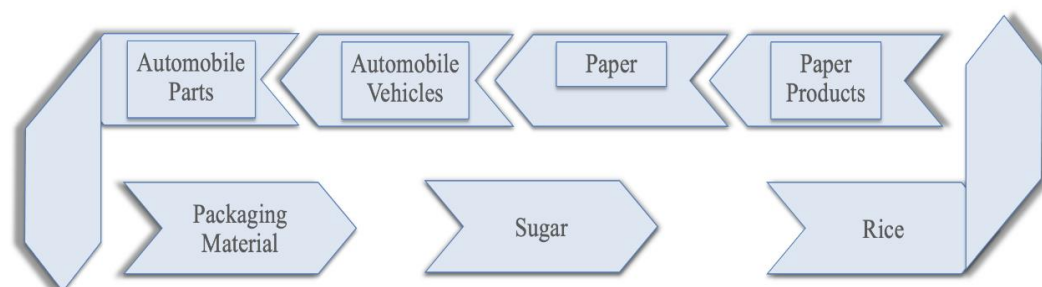| Fiscal Year	Application Received	Proposed Investment	Employment Generated
FY 18	214	521	3484
FY 19	306	1129	9189
FY 20	294	833	6210
FY 21	292	414	5094
FY 22(July 21)	98	76	475

ARTISAN CLUSTERS

TEXTILES-Tharu Embroidery
Products-Dupattas, Bed Sheets, Furnishing, Table Covers, Women's wear, Kurta, Jackets, Accessories, Lampshades, Cushion covers

TEXTILES- Printed Textiles
Products- Furniture Accessories, Bed Cover, Curtains, Jajams (Floor Covering), Home Furnishings, Lihafs(Quilt Covers), dress Materials, Table Cover, Scarf, Sarees, Dupatta, Pillow Covers, Cushion Covers, Chadar, Lungi, Dastarkhan, Abra, Rumal, Farads (Quilted Coat Cloth)

TEXTILES-Textile Handloom
 Products-Gamcha and Saree

EXPORTED PRODUCTS

Automobile Parts	Automobile Vehicles	Paper	Paper Products
Packaging Material	Sugar		Rice

Agriculture has been the main source of livelihood in the district & employs a huge percentage of the workforce present. Due to the fertility and also the advanced equipment used in agriculture, the district has become agriculturally most yielding one in the state. The fertile land lends itself to making this land a green place which has resulted into prosperity all around. it is also famous for agriculture and irrigation on synchronized patterns as a garner of popularity for its productivity in paddy crops in the whole Uttarakhand state and is rightly called, "ChawalkiNagari."Khariff and Rabi are two major cropping seasons. The main Khariff crops in the district are rice, soyabean, Urd, Moong and till, while the Rabi crops are wheat, barley, Gram, Masoor, Mustard, Sunflower. Rice is grown three times a year in the district. The average land holding in the District is large, which has led to mechanized farming and introduction of innovative farming techniques. There are 4 Agri -Export Zones (AEZ) present in the district for basmati rice, litchi, flowers and medicinal plants. The Agriculture allied sector has made a remarkable presence in the district with close to 200 seed processing plants, large number of rice and sugar mills and two bio-fertilizer plants. While rice is being produced in all the thirteen districts of the state, Udham Singh Nagar contributes for nearly 48percent of the total produce in the state. Besides rice, the district also produces wheat and sugarcane in large quantities. The floriculture produce of the state has increased ten folds since the formation of the different state. The state ranks 7[th]in the production of cut flowers in the country and while the total production of the state stands at 2073 MT, 85 percent of the produce comes from Dehradun, Udham Singh Nagar, Nainital and Haridwar. Major cut flowers in the state include Gerbera, Lilium, Rose, Carnation, etc.,

Nature of land Use	Area (Ha)	% of total
Total Area of the district	254200	100
Forests	93937	36.95
The area under Non-agricultural uses	33604	13.21
Permanent pastures and other grazing lands	98	0.0385
Land under miscellaneous tree crops etc.	734	0.288
Cultivable wasteland	3720	1.4634
Net sown area	137743	54.18

Status of irrigation	Area (Ha) (Net Area Irrigated)	% of net sown area
Total Irrigated Land Area	1,37,034	99.48
Total Un-irrigated Land Area	709	0.52
Source of Irrigation: Canals	19381	14.07
Source of Irrigation: Wells/Tube- wells	1,17,350	85.19
Source of Irrigation: Tanks/Lakes	77	0.055
Other Sources	226	0.1640

Source: District Statistical Handbook, 2020

Major Produce in Udham Singh Nagar				Production in qt(2017-18)	Production in qt(2018-19)
Sl. No.	Major Crops			Production in qt(2017-18)	Production in qt(2018-19)
1	Staple Food	Cereals	Rice	4249630	4006800
			Wheat	4543530	4292140
			Maize	1030	3290
		Roots and tubers	Potatoes	30290	63950
		Pulses	Urd	2720	2270
			Peas Split	30500	46830
			Lentil	1730	2580
			Chana	100	10
			Arhar	20	10
			Soyabeans	4730	2700
2	Horticulture Crops	Fruits	Mango	351020	351420
			Bananas	900	2100
		Vegetables	Cabbage	76450	76590
			Tomatoes	201430	201580
			Onions	48400	48550
3	Others		Sugarcane	10118160	11676950
			Fishery	10659.3	27,290

The engagement of people in Agri-allied sectors is as follows:

S. No.	Sector	People engaged in 2020	People likely to be engaged in the next 2 years
1	Horticulture		
	Mango	1855	25
	Litchi	785	18
	Guava	865	135
	Lemon	153	6
	Aonla	15	NA
	Pea	2587	35
	Radish	282	5
	Frenchbean	285	12
	Cabbage	727	15
	Cauliflower	564	17
	Onion	565	25
	Potato	1635	22
	Tomato	1557	19
	Capsicum	327	15
	Gladeous	25	4
	Gerberra	20	6
2	Fisheries	1749	300
3	Poultry (Egg & Meat)	1.5 lakh families	15000 families
4	Milk Products	9713	440

1.4. Employment & Self-employment focused interventions

There are various departments in the district that have schemes to promote employment and self-employment. The various schemes along with some of the achievements(Till 2020) is as follows:

1. **Agriculture Department**

   - Rashtriya Krishi Vikas Yojana(RKVY)
   - PM- Kisan Scheme
   - Protected Cultivation Scheme

2. **Fishery Department**

   - State Fishery Input Scheme- The released fund for 2019-20 was 7.44811 lakhs and the target achieved was: Dietary supplements 278 quintal, Hapa - 07, Jaal - 14, Handnet-10, Mini kit-02.

- Special Component Sub Plan- 1) Pond Formation : The approved amount was 11.22 lakhs for 2.10 hectares . 2) Diversification scheme : The approved amount was 8.46 lakhs. (2020)

- TSP Scheme- 1) Pond Formation: The approved amount was 15.045 lakhs for 2.95 hectares. 2) Pond renovation : 1 hectare (amount sanctioned was 3 lakhs) (2020)

- Infrastructure and Marketing Scheme- 1) Motor cycle with icebox The amount relieved from the government was 0.72 lac and the total expense also was equal to 0.72 lacs.   2) Mobile fish outlet- The amount relieved from the government was 4 lacs and was equal to the total expense. (2020)

- Fishery Pond Formation Scheme- The amount released from the government was 28.31458 lakhs and was equal to the total expense. (2020)

- Fish keepingdiversification scheme- The amount released from the government was 15.42 lakhs and was equal to the total expense. (2020)

- Construction and input of new grow out ponds- The target for 2020-21 : the area to be covered under general category was 15 hectares and the total amount for construction was to be 105 lacs and input- 60 lakhs. (Subsidy for general is 40 %, thus amounting to 42 lakhs in construction and 24 lakh in input) . For GENERAL female and SC category 2 hectares each was targeted with construction cost of 14 lakhs and input cost of 8 lakhs in each category and subsidy of 60 percent. Similarly ST target was 1 hectare with cons. cost of 7 lakh, input cost of 4 lakh and subsidy of 60 percent.

- Construction and input of rearing pond- The target for 2020-21 was 2 hectare in the general category with a construction cost of 14 lakhs and input cost of 8 lacs (40 percent subsidy) and 1 hectare in SC category with 7 lakh construction cost ,4 lakh input cost and 60 percent subsidy.

- Re-circulatory Aquaculture System- Establishment of large RAS/ Bio-flock Gen- 3 number (amount in construction was 150 lakhs and subsidy was 40 percent. While Gen(Female)- 1 number and the amount in construction was 50 lakhs and subsidy was 60

percent).   Establishment of Medium RAS/Bio-flock Gen- 9 Nos. (amount of construction 225 lakhs(subsidy is 40percent), Gen(Female) & SC - 1 no. each (amount of construction was 25 lakhs and subsidy was 60 percent). Establishment of Small Ras/Bio-flock- Gen- 11 nos. with construction cost 82.5 lakhs (40 percent subsidy), Gen(Female), SC, ST- 1 nos.each (each with construction cost of 7.5 lakhs and 60 percent subsidy)

- Construction of Bio-floc pond for fresh water areas with input- The target for 2020-21 was: Gen(Female)- 1 Nos. with amount of construction being 14 lakhs (60 percent subsidy)

- Support to Fish Retailer/ vendors- The target for 2020-21: Motorcycle- Gen- 5 Nos. with 3.75 lakh being the amount and 40 percent subsidy. For SC & ST - 1 Nos. each (amount is 0.75 lakh each & 60 percent subsidy is provided). Fish Kiosk - Gen- 3 Nos. (total amount 30 lakhs and subsidy is 40 percent) Gen (Female)- 1 Nos. (total amount is 10 lacs and subsidy is 60 percent)

- Stocking of fingerling in reservoirs @1000FL/Hac. Govt. Sector

3. **Horticulture Department-**
   - Mushroom Cultivation
   - Vegetable area expansion
   - Field Extension
   - Flower Field Expansion
   - Fruit Protection
   - Protected Farming

4. **Department Of Sericulture-**
   - Helper for Mulberry Plantation
   - Training for farmers
   - Assistance for Rearing House Construction
   - Supply of rearing equipment for mulberry plantation`

5. **Ministry of Tourism-**
   - DeenDayal Upadhyay home stay scheme
   - Veer Chandra Singh Garhwali Tourism Self-Employment Scheme

6. **Ministry of Rural Development-**

- Mahatma Gandhi National Rural Employment scheme (MGNREGS)- The total Man day labor achieved in the year 2019-20 was 12,52,611 and the remuneration paid to each one of them was 182 rs per day.The target for 2020-21 was 13,10,000 man days upto March'21. The target upto the month of July was 3,85,000 man days but the achievement has crossed the target and stood at 5,91,321 man days as of 27 July,2020. (The remuneration increased to 202 rupees per day)
- Deendayal Antodaya Yojana-National Rural Livelihoods mission (DAY-NRLM)- The district total achievement till March'2020 was 4559 in SHG FORMATION, 2897 in SHG ACCOUNT OPEN, 3518 in RF, 3157 in MCP, 1578 in CIF, 305 in VO FORMATION, 11 in CLF FORMATION, 2443 in TBSDAS and 2662 in CCL). The target in 2020-21 was as follows: SHG-110, VO-145, CLF-7, RF-840, MCP-690, CIF-345 and CCL-1108 and under farm livelihood- 6606)
- DeenDayal Upadhyay - GrahminKuashalya Yojana (DDU-GKY)

7. **MSME**
   - Pradhan Mantri Employment Generation Programme (PMEGP)
   - JanshriBima Yojana for Khadi Artisans
   - Coir Udhyami Yojana
   - Aspire (Scheme for promotion of innovation, 58 entrepreneurship and agro-industry)
   - Market Development Assistance

8. **Animal Husbandry**
   - NCDC (Kendra KshetraAkikrit Krishi Sehkarita Yojana)- The target for 2020-21 was to establish 250 units (of 3 pashu each) with an amount of 2,46,500 per unit and a subsidy of 25 percent and to establish 145 units (of 5 Pashu each) with an amount of 4,07,250 rupees and a subsidy of 25 percent)
   - Women Goat Rearing Scheme- 11 units were established under general category, 3 units under SC category and 1 unit under ST category. (1 unit consisted of 3 female goats and 1 male goat & 100 percent subsidy)(2020).
   - Goat Rearing Scheme- 19 units were established under SC category and 4 units under ST category. (each unit consisted of 10

female goats and 1 male goat, and out of the investment of 70,000, the government invested 63,000 while the beneficiary invested 7000 rupees (2020)

- Cow Rearing Scheme- 47 units were established under SC category and 15 under ST category. (out of 40,000 investment, 36,000 was invested by the government and 4000 out of the pockets of the beneficiary) (2020)
- Mother poultry unit- 50 units were to be established in 2020-21. (a loan of 2 lakh to be made available, 20 percent subsidy to be provided)

9. **Uttarakhand Khadi Gramudhyog**

- PMEGP (Prime Minister's Employment Generation Programme)- The target for 2020-21 was 36 Units, with a finance of 108.89 lakhs and 284 people were to get employment through the 36 new units that were to be established.

10. **Minorities Welfare and Development Corporation, Uttarakhand**

- Self-Employment Scheme- Achievement in 2019-20 was :   Below 1 lac- 12 people   Between 1-2 lac - 8 people   Between 2-5 lac - 10 people   Between 5-10 lac - 3 people (the total bank loan was 64.80 lakhs and the financial assistance was 27.25 lakhs). TARGET FOR 2020-21   Below 1 lac- 5 people   Between 1-2 lac- 4 people   Between 2-5 lacs - 8 people   Between 5-10 lacs- 3 people and the total bank loan to amount to 49.8 lacs and the total financial assistance to amount to 20.75 lakhs
- National Term Loan Scheme- Out of the total of 27lacs, 24.3 was available through term loan, 1.350 through margin money and 1.350 had to be paid by the beneficiary. The physical target was 16. (2020)

11. **UdhyogVibhag**

- Chief Ministry Self-Employment Scheme
- Prime Minister's Employment Generation Program (PMEGP)
- Micro, Small and Medium Enterprises Policy- 2015

2. Skill-Gap Analysis

2.1. Findings of the latest skill-gap reports

Udham Singh Nagar(Heavy Industries)	148	43436(Employment)
MSME	7070	99828

The various Sector Skill Councils have made an analysis on projections of the expected increase in demand.

Sector	2017(Current)	2022(Future)	Expected increase in demand
Agriculture	362686	404978	42,292
Automotive Employment & Training	187330	240165	52,835
BFSI	5273	6960	1687
Beauty & Wellness	264	1667	1403
Capital Goods	42175	59728	17,553
Electronics	10994	13206	2212
Food Processing	18395	31178	12,783
Furniture & Fitting	1088	1143	55
Handicrafts	14670	16505	1835
IT/ITES	1241	1777	536
Life Sciences	3665	4287	622
Retail	34789	36878	2089
Rubber Industry	1908	6137	4229
Textile	8814	12633	3819
Tourism & Hospitality	6472	6668	196

2.2. Key recommendations for the district (short-term and long-term plans)

The primary focus of the district shall be to focus on sectors that will likely have a huge incremental demand in the next 2 years.

The major sectors in the district with major incremental demand are:

- Agriculture- Several job roles that might have an increased demand on the basis of the kind of crop production and the kind of analysis by the sector skill councils are mango grower, Aquaculture worker, Freshwater Aquaculture Farmer, Ornamental

Fish Technician, Organic Grower, Sugarcane Cultivator and Solar Pump Technician.

- Automotive- According to the Automotive Skills Development Council, the district has great potential for skilling in automotive due to a huge presence of automotive firms in the industrial areas of the district and according to the SSC the following job roles are expected to grow in the near future:

  1. Automotive Service Technician (Two and Three Wheelers)
  2. Automotive Service Technician Level 3
  3. Automotive Service Technician Level 4
  4. Commercial Vehicle Driver Level 4
  5. Showroom Hostess/Host
  6. Taxi Driver
  7. Tele-Caller

- Capital Goods
- Food Processing
- Rubber Industry
- Textile Industry- The job roles of Two Shaft handloom weaver, Handloom Entrepreneur, Hand spinning operators, warper might witness an incremental demand in the future.

Sector	Skill Requirement
Agriculture	Organic Farming, Poultry, Horticulture, animal husbandry, etc.
Capital Goods	Welder, Fitter, CNC Operator, Packaging
Textile	Two Shaft – Handloom Weaver, Handloom Entrepreneur
Rubber	Tyre Services, Lathe, Foot-ware, Carpets
Automobile	Automobile Service Advisor, Commercial Driver
Food	Milling, Fruit and Vegetables Processing, Squash, Jam and Jelly Making

Some other sectors which show some potential growth in demand are:

- BFSI
- Beauty & Wellness
- Electronics
- Handicrafts
- Retails

The district also wishes to focus on trainings of Yoga Instructor, Hair Stylist, Assistant Spa Therapist and Pedicurist & Manicurist.

A few other sectors show very less incremental demand and thus the trainings would be to minimise the gap and number of trainings will be decided according to the expected incremental demands:

- Furniture & Fittings
- ITES
- Life Sciences
- Hospitality & Tourism

The initial focus is to bridge the gap between demand and supply of labour force by prioritising the sectors and focusing firstly on sectors with great potential and grabbing the opportunity to skill better.

The long term focus of the district is to recognize the potential sectors which can create opportunities in the future, to also conclude why some sectors are not generating enough employment and come up with activities and plans to work on potential sectors for generating more livelihood opportunities in the district. The focus should also be on the educated youth of the district as these people are more aware and are more focused to learn new skills set. The main problem as understood from the industry side while hiring the candidates has been the lack of practical knowledge in the students and an investment in again training the students according to the industry standards. The district can first work towards understanding the insights of the students, the trainers and the hiring managers. This should be taken up through google forms and physical or virtual meetings with the concerned stakeholders and an analysis and comparison of students studying in the private and government institutes could make it easier to understand the problems. Understanding the perspective of the hiring team could work as a feedback in improving the skilling institutes in the district. Being an industrial hub, if the administration tries to get an important holding in the hiring process of the industries and even tries to hold employment fairs of major industries, it could help the district to reflect on the trainings available for the students and would also be useful in realising if there is some lack in the trainings available and rectify them.

EMPLOYER SURVEY ANALYSIS
An employer survey was conducted in the district of Udham Singh Nagar to understand the kind of job roles for which employees are currently hired and to know the kind of job roles that might have demand in the near future. The

district is known as the industrial hub of the state and majorly has auto-mobile and manufacturing industries and their ancillary units.

The jobs present and the pattern of skills required in some of the industries in the district is as follows:

- Certain **Automobile firms**have shown existing jobs in ITI, Diploma in Mechanical, Turner, Mechanist, Lab Technician, Electrician, Diploma in Electronics Engineering, CNC Operator, Moulding & Die- Casting Operators.

- **Manufacturing firms** in the present have employees as press operators, MIG welder- Operator, CNC & VMC Operator and Programmer, Tally Software Operator, Spray Painter, Inj. Moulding Operator, Fitter, Electrician, Metalizing Operator, Tool Room Operator, Executives, Assistant, Managers, Helper, Supervisor.

- **Printing and Packaging firms** at present have employees as Lamination operator, Printing operator, slitting operator, pasting operator, die cutting operator.The expectations from the future employees is to have the following skill-set:

  1. Knowledge of SOP, master folder, shade card, Ink, Glue, Die etc.
  2. Ink Charging and roller setting.
  3. Anilox change, Techno Trans/ Baldwin.
  4. Chamber blade setting
  5. Cleaning of plates / Blankets, Plate mount & Blanket mount.

- **IT firms** hire people with bachelors in electronics, computer science.

- **FMCG** hires skilled employees holding diploma in technical, graduate and post-graduate from different fields as per requirements.

- **Pharmaceutical firms** usually give employment to people who have completed their M.sc/B.sc/M. Pharma or already have experience in pharmaceutical industry. There might be demand for quality personnel and lab technicians.

  Some of the employers had the feedback on how the educated and qualified manpower lack the basic skill set and suggested that the industries should design courses for the skilling institutes or should receive support from the government to train the hired employees so as to provide them the skills required in the industry. Some employers

also suggested to introduce diploma in Print Technology and Plastic Packaging.

The following is the satisfaction level of the employers with the candidates hired from training institutes in the district. While majority of the employers have rated their satisfaction as 3 but a few of them have given the feedback to improve training facilities.
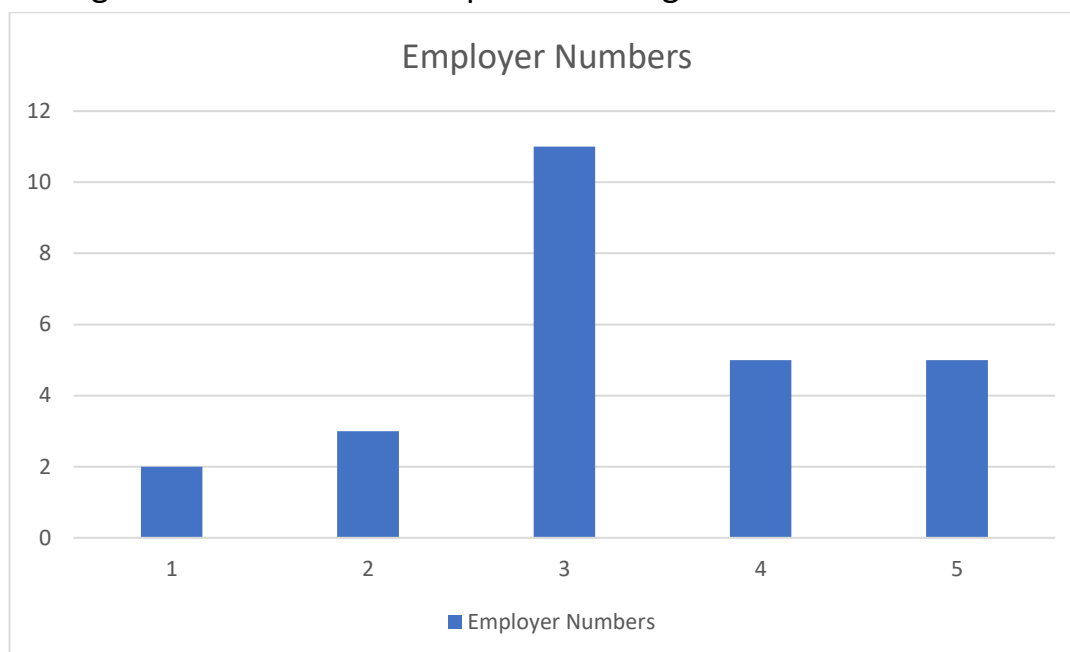
SELF-HELP GROUPS

The district has a total of 4774 SHGs out of which 6 are inactive at present. The target for 2021-22 is formation of 150 SHGs out of which 39 have been formed.
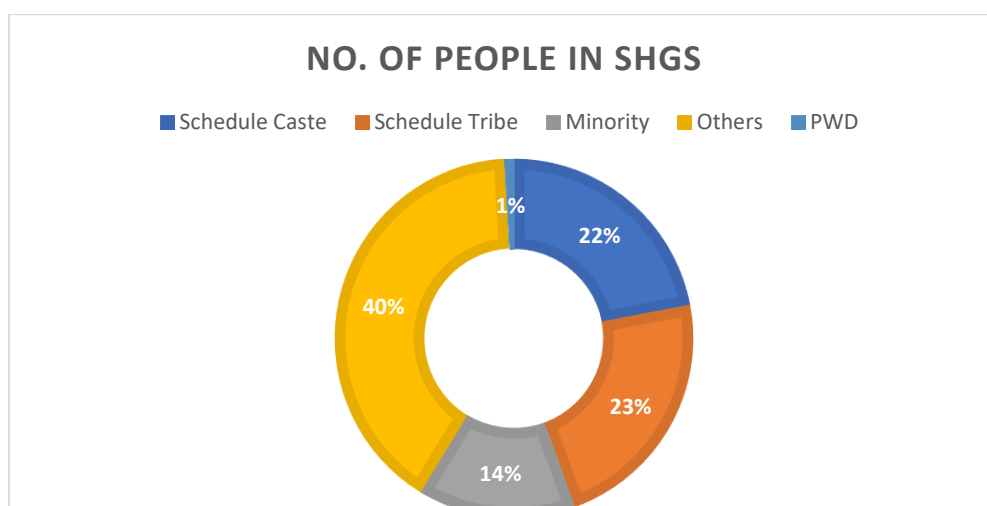
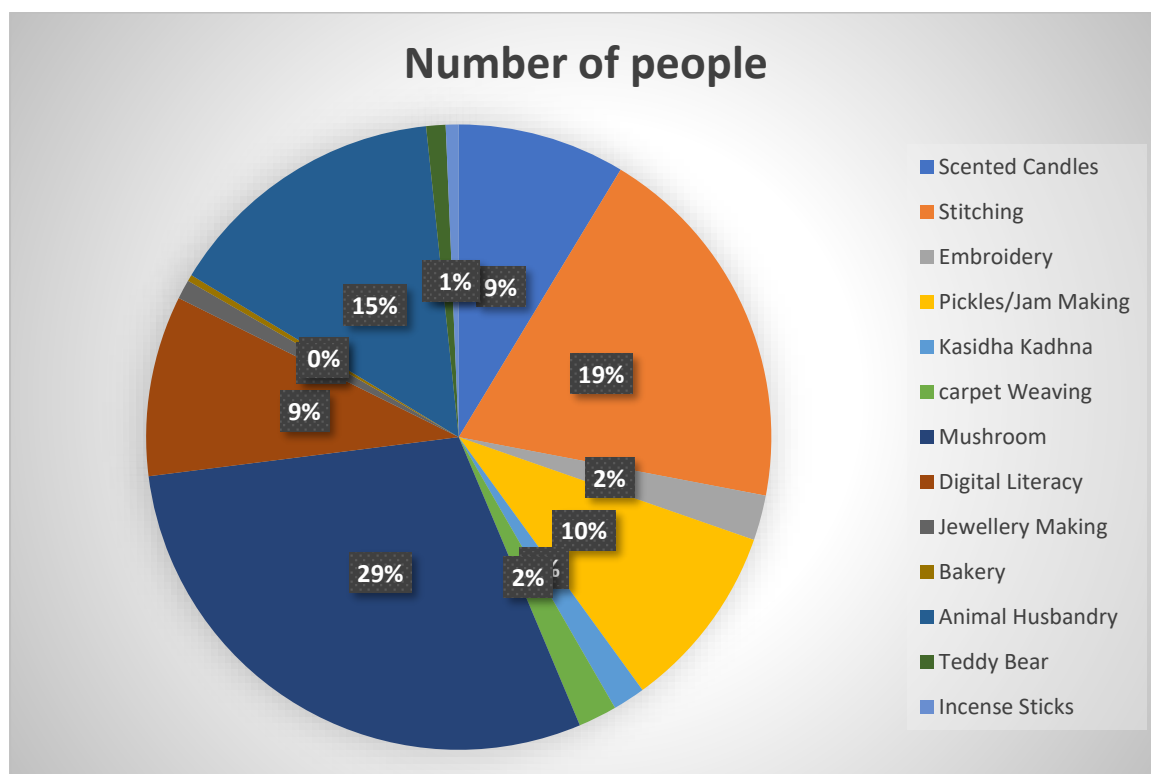The status of Financial Inclusion for FY 2021-22 is as follows:

District		Udham Singh Nagar
Target (2021-22)	SHGs	1561
	Disbursement Amt. (In lakhs)	1717.1
Total Application Submission	SHGs	1430
	Amount(In Lakh)	1522.1
Total Application Sanction	SHGs	138
	Total Sanction Amount(In lakhs)	162
Total Application Disbursed	SHGs	120
	Total Amount Disbursed(In lakhs)	60.55
Total Application Reject	SHGs	13
	Total Disbursement Amount(In lakhs)	13
Total Application Pending	SHGs	1279
	Total Disbursement Amount(In lakhs)	1347.1

A survey was conducted in the district with more than 270+ respondents to understand the demands in training and the problems of the women from SHGs.

The following is the number of women who have responded to receive various trainings:

Scented Candles	26
Stitching	58
Embroidery	7
Pickles and Jam Making	29
Kashida Stitching	5
Carpet Weaving	6
Mushroom	88
Digital Literacy	28
Jewellery	3
Bakery	1
Animal Husbandry/Farming	44

Teddy Bear	3
Incense sticks	2

Number of people

Legend:
- Scented Candles
- Stitching
- Embroidery
- Pickles/Jam Making
- Kasidha Kadhna
- carpet Weaving
- Mushroom
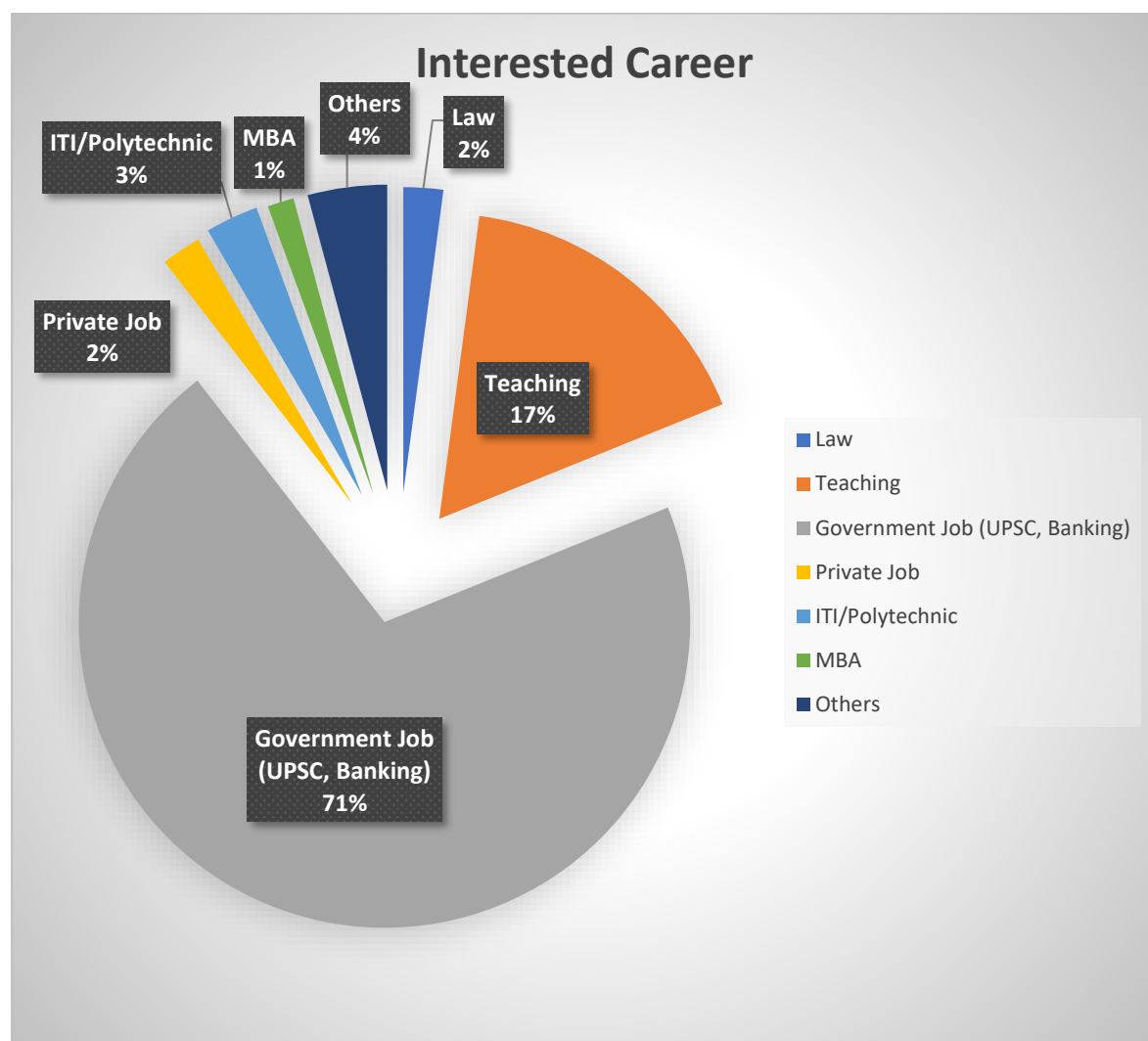- Digital Literacy
- Jewellery Making
- Bakery
- Animal Husbandry
- Teddy Bear
- Incense Sticks

The majority of the women in SHGs reported that their monthly income is between 5000-10000 and that majority of them sell their products at village level and in their local area. Most of these women reported that they face marketing issues such as proper knowledge about marketing, reaching the market, selling the products.

YOUTH ASPIRATIONAL SURVEY

A survey was conducted in the district for the youth to understand their aspirations and their awareness about skilling. 143 respondents were a part of the survey, out of which 61 percent were male and 39 percent were female.

Interested Career

ITI/Polytechnic
3%

MBA
1%

Others
4%

Law
2%

Private Job
2%

Teaching
17%

Government Job
(UPSC, Banking)
71%

- Law
- Teaching
- Government Job (UPSC, Banking)
- Private Job
- ITI/Polytechnic
- MBA
- Others

71 percent of the respondents were interested in government jobs which shows how the district still has preference for government jobs over private and other career options.

A total of 47 respondents did not choose any short-term skill they are interested in which shows the lack of awareness among them about courses they might benefit from. The rest of the respondents and the numbers interested in various short term skilling courses is as follows:

Course interested in	Number
Digital Marketing	15
Web Development	12
Artificial Intelligence	11
Organic Farming	16
EDP	16
Courses from ITI/Polytechnic	22
Beautician	4
Self-Employed Tailor	3
Data Entry/Tally	14
C++/Java	6
Traditional Craft	5
Automotive/Manufacturing	5
Food Processing & Packaging	10
Visual Arts: Photography, Film Making & Painting	10
Others	1

NOTE: Some respondents were interested in multiple courses as well.

Qualification of respondents-
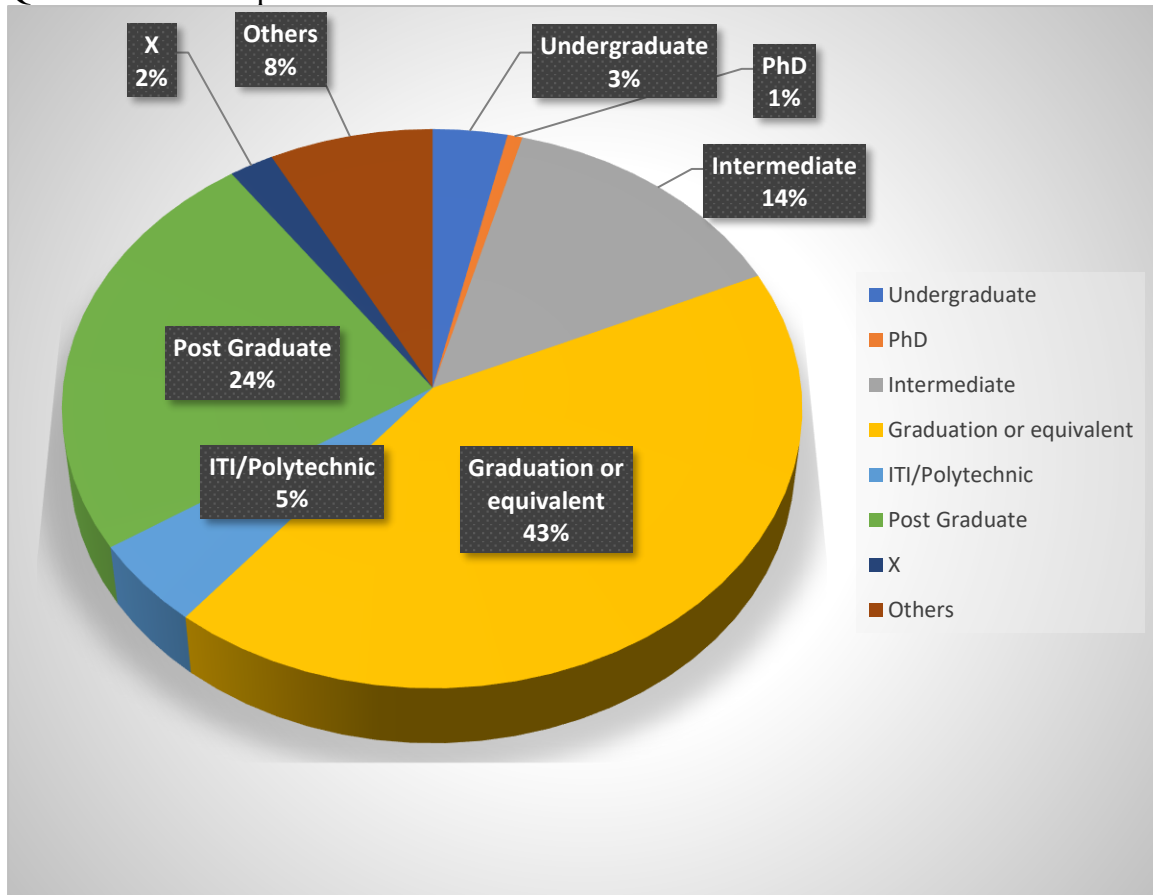
3. **IMPACT OF COVID**

There has been a lot of laying off of employees in all parts of the country. Due to lockdown, people who have been laid off have returned back to the district. These people are now unemployed and need assistance or training from the government in various job roles. These people are now looking for opportunities within their home district as to avoid the chaos caused by covid again.

3.1. **Health Sector**

Among the falling demand in these sectors, one sector that has seen an increased demand and might see an increased demand in the future is the health sector. The current covid situation had seen the collapse of healthcare facilities and a dire need to hire more employees in this sector was felt in almost all the parts of the country. The current employment status of some of the job roles in the district is as follows:

Serial No.	Job Roles	Total Employed
1.	Emergency Medical Technician- Basic	• Optometrist- 08 • Dental Hygienist- 05 • X-Ray Technician- 11 • Physiotherapist- 04 • ECG Technician- 01 • DRA-03
2.	General Duty Assistant (GDA)	• Ward Boys-60
3.	GDA- Advanced (Critical Care)	• Sister- 28 • Staff Nurse- 57
4.	Home Health Aide	• A.N.M.'s – 142
5.	Phlebotomist	• Chief Pharmacist-11 • Pharmacist- 57 • L.T.- 15

Some of these job roles have an increased demand in the district and is as follows:

1. Emergency Medical Technician – Basic – 40
2. General Duty Assistant (GDA)- 80
3. Home Health Aide- 80

3.2. Reverse Migration due to Covid-19

The state of Uttarakhand has seen huge trends in reverse migration and the number of migrants recorded till June 2020 has been a total of 215875. While it has been noticed that around 87% of the reverse migration has been to the hilly districts of the state, the plain district of Udham Singh Nagar has the most reverse migration among the plain areas of the district and alone contributes about around 10% of the total reverse migration & 80% of reverse migration among the plain districts of the state.
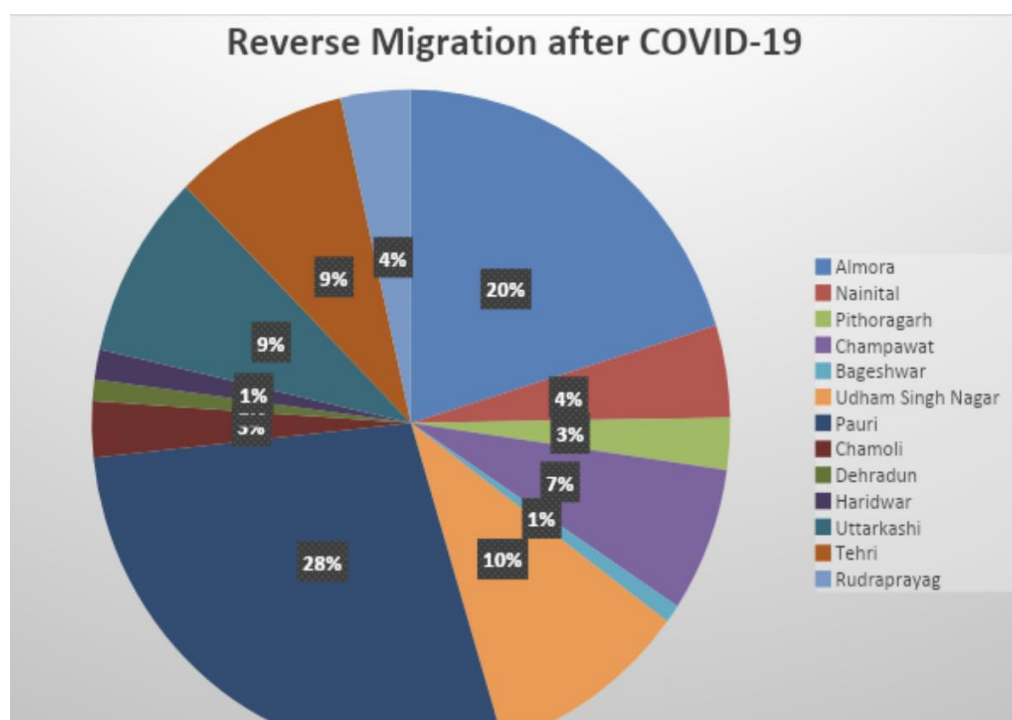
Name of the Plain District	Number of Reverse Migrants
Dehradun	2254
Haridwar	3136
Udham Singh Nagar	21958
Total	27348

While the migration data has been more skewed in the hilly areas due to migration for better education and job opportunities, the district administration will work to analyze the reasons for the high migration figures in the district of Udham Singh Nagar despite it sharing the geographical conditions similar to the district of Dehradun & Haridwar.

3.3.HOPE PORTAL- Helping Out People Everywhere(HOPE) is a portal started by the government of Uttarakhand for migrants to help them connect with the employers and maintain a database of migrants so that they can be trained accordingly to their interests in the future.

Expectations of Udham Singh Nagar Reverse Migrants from the Government

The portal saw a total of 4636 registrations in the district of US Nagar alone & the major demand of people from the government has been demand in **employment and self-employment opportunities** in their hometown itself. However, to be able to employ the people in the district itself, these people need to be imparted skills in either jobs that have great demand or are able to provide them opportunities in self-employment. Out of the total 4636 registrations, all the people expressed the interest in getting trained in various sectors. The numbers interested in getting trained in various sectors as on 20 July, 2021 is as follows:

Interested in Training (Sector)	Number of people
Agriculture	364
Apparel	379
Aerospace & Aviation	27
Automotive	205
Banking & Finance	333
Beauty & Wellness	234
Capital Goods	23
Chemical & Petroleum	8
Computers Software	8
Construction & Engineering	269
Domestic Worker	89
Electronics & Hardware	426
Gems & Jewellery	9
Green Jobs	27
Healthcare	178
Hotels & Restaurants	2
IT-ITES	625
Leather	3

Life Sciences	19
Logistics	240
Management	103
Media & Entertainment	15
Other	777
Pharmaceuticals	4
Plumbing	18
Power & Energy	50
Production & Engineering	2
Retail	40
Telecom	37
Tourism & Hospitality	122
Total	4636

The district can have an intensive mechanism of linking the skilling interests of these reverse migrants and matching them with the expected incremental demands and providing them training accordingly.

4. SANKALP in district Udham Singh Nagar

4.1.DSC and its brief

The state of Uttarakhand received the government order to form the **District Skill Committee on 06 August,2020**. The GO specified how the analysis of the skill gap in the district and the preparation of the **District Skill Development Plan**, the promotion of **National Apprenticeship Promotion Scheme(NAPS)**, the introduction of **new job roles in ITIs**, **Polytechnics** and **PMKVYs** and also the monitoring of the skilling institutes in the district has been notified as among some of the responsibilities of the committee.

The **District Skill Committee, Udham Singh Nagar** held its first meeting on **24 August, 2020.** The introductory meeting saw the discussion over the points that were mentioned in the GO. The GO specified how the analysis of the skill gap in the district and the preparation of the District Skill Development Plan, the promotion of National Apprenticeship Promotion Scheme(NAPS), the introduction of new job roles in ITIs, Polytechnics and PMKVYs and also the monitoring of the skilling institutes in the district has been notified as among some of the responsibilities of the committee.

The second DSC meeting was conducted on 6th March, 2021. This meeting was a detailed one and the Skill volume book gave clarity and also acted as a guidance in forming the various sub-committees for the DSC. The meeting also saw discussion over the required job roles that will be suggested under PMKVY3.0 and RPL. The meeting witnessed the presence of the demand side of the skilled manpower i.e., the Industry people, and the supply side of the manpower i.e., the ITIs, Polytechnic and Principal Nodal Degree college. The meeting witnessed the two groups share problems of their particular sides and a proper and common channel in the form of whatsapp group was agreed to be created for flow of industry openings and the awareness regarding the same among the ITIs, Polytechnics and others.

The following sub-committees have been formed on recommendations of the skill volume:

S. No.	Sub-Committees	Members
1.	Planning	a. Chairman and Coordinator, District Industries Association b. General Manager, DIC c. Regional Manager-SIIDCUL d. District Employment Officer
2.	Mobilization and Counselling	a. ITI Nodal Principal b. Polytechnic Nodal Principal c. Principal/Nodal Government College d. Chief Education Officer e. District Employment Officer f. Block Development Officer
3.	Monitoring & Supervision	a. ITI Nodal Principal b. Polytechnic Nodal Principal c. Project Director, DRDO d. District Employment Officer
4.	RPL	a. Assistant Labor Commissioner b. District Statistical Officer c. District Informatics Officer d. District Employment Officer
5.	Apprenticeship	a. ITI Nodal Principal b. ITI, Directorate of Training and Employment, Haldwani c. Polytechnic Nodal Principal d. Chairman and Coordinator, District Industries Association e. District Employment Officer
6.	Employment/Self Employment	a. General Manager, DIC b. Lead Bank Manager c. Chairman and Coordinator, District Industries Association d. Regional Manager, SIIDCUL e. District Employment Officer

4.2 Activities undertaken by DSC

Employment Fairs in 2020-21			
Sl. No.	Employment Fair Date	No. of candidates who participated	No. of selected candidates
1	12/10/20	21	21
2	22/10/20	32	32
3	21/11/20	29	29
4	23/11/20	52	52
5	24/11/20	63	63
6	25/11/20	37	37
7	26/11/20	36	20
8	27/11/20	52	52
9	28/11/20	77	77
10	30/11/20	32	32
11	19/03/21	16	4
12	20/03/21	15	5
13	20/03/21	21	5
14	22/03/21	13	7
15	22/03/21	15	5
16	23/03/21	17	10
17	23/03/21	14	3

18	24/03/21	14	3
Total		556	457

A total of 17 career counselling programs have been organized from January,2021 to June,2021 and a total of 545 people have participated in these programs.

4.3 Analysis of the interventions so far & recommendations

Being a relatively newer concept in Uttarakhand, there is not a lot of awareness about how the functioning of the committee is supposed to happen. There have been **18 Employment fairs** in the district since the inception of DSC. However, most of the placements from the fair have been in **blue collar jobs** like Security guards. There have also been 17 career counselling sessions from January to June,2021. An introductory meeting of DSC members with MSDE would have made the DSC get a clearer idea of the expectations and also a clarity of how to work on the same. The activation of these sub-committees is the major challenge that needs to be addressed by the DSC and thus the short-term goal of the committee should be to look at the activation and regular working or meetings of these sub-committees and the long-term goal should be to monitor and evaluate the outcomes.

SHORT TERM GOAL

Planning sub-committee

The sub-committee can start off by collating the list of all the schemes and initiatives that can be used for skilling in the district. This will help the committee in understanding the potential areas where skilling can be done under schemes from other departments and will help in taping the benefits. Identifying the potential schemes will also be beneficial in planning the skill development plan of the district.

Mobilization and counselling sub-committee

Even though trainings have been provided to lakhs of people, the shift of responsibility from the training partners to the DSC has been a major breakthrough. Since, for the training providers the focus was more to complete the targets instead of counselling and mobilizing the right kind of people for the right job role. On visiting a PMKVY center in the district, it was noted that candidates had not collected their completion certificate from as long as 2018-19, which surely can help us conclude that there was little or no importance of

the course for the students which further adds to the problem of quality mobilization and wastage of resources.

Monitoring and supervision sub-committee

The district skill committee should start working on the monitoring of the existing skilling institutes. A change in the way or methods of monitoring the institutes could also help the district get better long term results. The following could be some of the ways in which the work of the sub-committee could move forward. The sub-committee could start off by creating a format in which the data of the students could be stored by all skilling institutes to ensure uniformity.

1. The institutes could be asked to share the details of all the students that enrolled program wise. (Quarterly report in the given format will be shared to ensure transparency)

Programme Name (Those who completed training)

Serial Number	Name Of the Student	ID CARD(Aadhar/ PAN Card)	Phone Number	Address	Placed(Yes/No)	If placed (Employer Name/compa ny)	Phone Number of the Employer
1							
2							
3							

The above format will help in getting greater accessibility of data about the people who have received training from these institutes and have completed the same. It also would give the details about the employer which would ensure that the placements are not exaggerated and would also help the district administration keep a track of the attrition rate.

2. The list of drop-outs is equally important along with their names and other details. (This also should be program wise as a high dropout rate in a problem could also help us decipher information)

Programme Name				
Serial Number	Name	ID Card(Aadhar/P AN)	Contact Details	Address
1				
2				

3. The sub-committee could also follow the model of NSDC that had intended to monitor the PMKVY centers by making surprise video calls on SDMS during the training hours & making compulsory for all the centers to register on the portal and make sure they answer the calls timely failing which strict action would be taken against them.

By getting the information stated out in the above points, the DSC wants to achieve the following:

• Follow up sessions with people who received training to recheck the placement figures.

Getting information about the dropouts course wise would help decode some training related problem and would also increase the accountability of the Trainer & the institute.

Employment/Self Employment Sub-committee-

The committee could work with RSETI, NRLM and converge with other departments and brain storm for better ideas and could also aware the youth about the schemes that can be taken advantage of in getting self-employed.

Apprenticeship Sub-committee & RPL Sub-committee-

The sub-committee could start by thinking of new ideas of generating awareness especially among the youth and the skilled workforce in the informal sector. The apprentice sub- committee could work in the long run towards making practical knowledge compulsory before entering the industry for jobs.
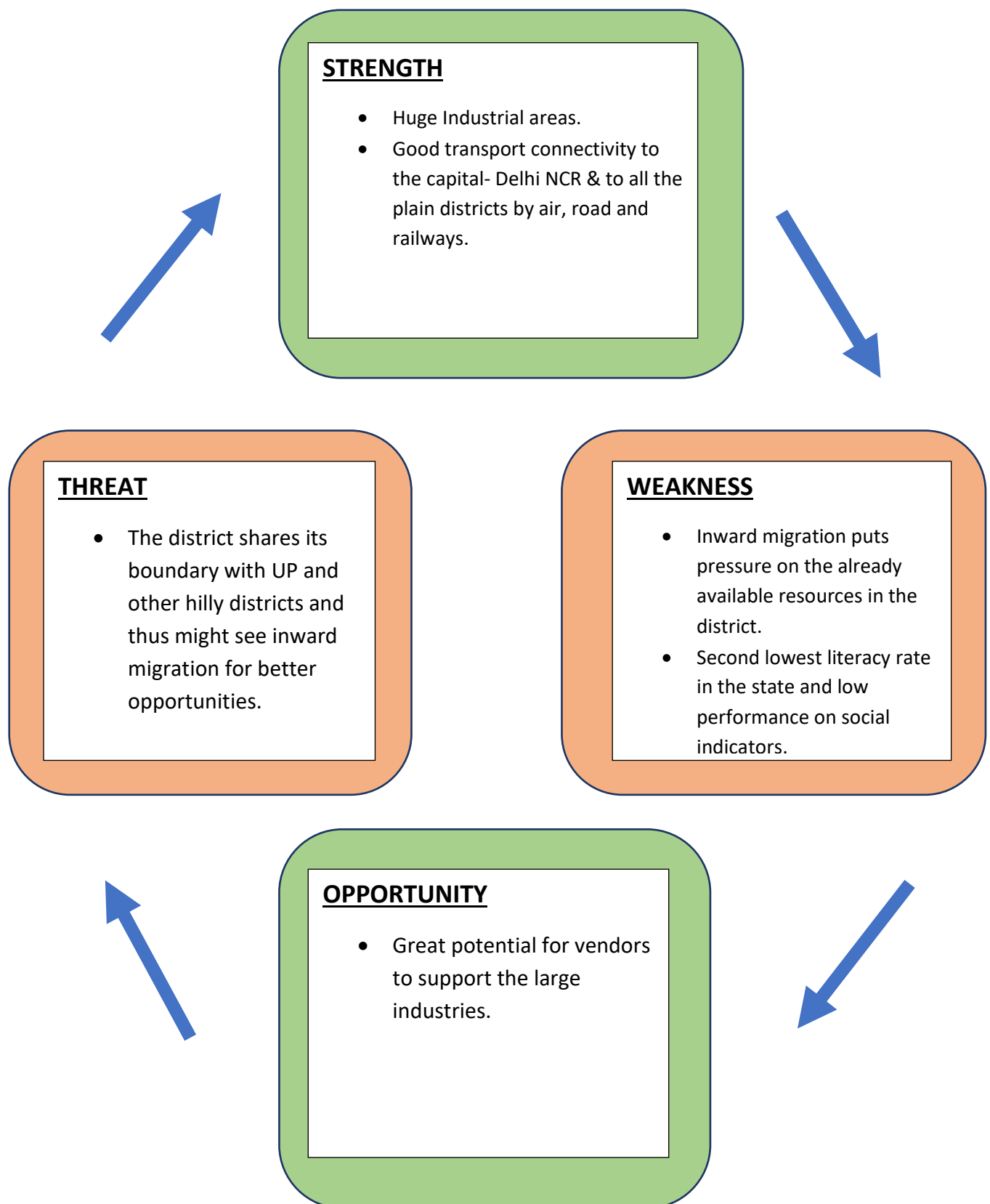
4.4 Stakeholder consultations undertaken

- To consolidate information of all the skill development programs by various departments so as to avoid Beneficiary Duplication and maximize the benefits from these programs.

- Sectors with high expected demand in the upcoming years should be given high priority and personnel working in those areas(Eg. Agriculture, Horticulture, etc.,) should also be also be an integral part of DSC.
- The need to establish a dedicated cell with contacts in each of the concerned departments in DSC.
- A sub-committee of DSC could work on collecting the required manpower requirements of industries from industry associations to target the same type of skilling in the future & monitoring of the industries to provide employment to skilled people from within the state as per the government order & norms (70 percent employment quota for state residents)
- Improve and check on the quality and market relevance of skill development programs in terms of the content and delivery.
- Aligning the youth aspirations with their abilities and interests and designing courses and curriculum according to the industry needs.

5. Way-Forward for SANKALP in district- Udham Singh Nagar

5.1. SWOT Analysis of the district

STRENGTH

- Huge Industrial areas.
- Good transport connectivity to the capital- Delhi NCR & to all the plain districts by air, road and railways.

WEAKNESS

- Inward migration puts pressure on the already available resources in the district.
- Second lowest literacy rate in the state and low performance on social indicators.

THREAT

- The district shares its boundary with UP and other hilly districts and thus might see inward migration for better opportunities.

OPPORTUNITY

- Great potential for vendors to support the large industries.

5.2. Key Challenges and possible solutions

While there have been a lot of skill trainings in the district, most of the short-term trainings are focused on blue-collar jobs and also fail to provide employment in the industries. There has been less focus to upskill the educated youth even though the educated unemployed is a major problem today. A recent Microsoft Diversity Skilling Program was launched to upskill women in the state of Uttarakhand. The district saw a total of 315 registrations for the program with 265 students who are still studying and such a response from the educated youth is reason enough to believe that the educated class today does realise the value of being skilled and that to grab better opportunities you need to be better skilled than rest of the people with same educational qualification. Thus, similar upskilling programs should be started to increase the credibility of these educated people so as to help them achieve better.There is no proper mobilization strategy by the training partners and they are usually concerned only with achieving the target numbers so as to receive their funds from the government. Many a times, the trainers in the centres also do not have the adequate systems that are required to become a trainer. The District Skill Committee in the district usually is a committee of members who are already heading their own departments and the committee does not have full time members who can work solely on the skilling initiatives and for the betterment as a whole. The presence of a lot of training centres further makes it difficult for the inspecting officer to keep an eye on all of them, thus there is no transparency in the flow of information and the district does not have proper uniform data of all these centres. So, proper mobilization, monitoring and the inclusion of courses that are also bound to benefit the educated youth should be focused on in the next few years.

The district also has seen presence of RSETI which focuses on imparting training to people from rural areas. This institute also has provided training to women from Self Help Groups. However, being among the few populous districts in the state, the district still has a long way to go and still has a lot of SHGs which have been formed but have not received any skill training. It has been noticed that even if the rural are highly proficient, they find it difficult to reach the market and thus there either are a lot of middle-men who don't even provide them the minimum wages . Many SHGs even being proficient are not able to meet the standards or demand of the urban market and there thus needs to be a proper channel of individuals who check the quality of the goods time to time, upgrade them and link them through a proper channel to the markets. There needs to be some people who are solely working on field with these SHGs and help the trained ones in the initial establishment.

There needs to be a separate cadre of individuals whose sole work will be to work as a team on all skilling related initiatives and on mobilisation, monitoring, counselling, marketing of goods, etc., While the number of functional SHGs and self-employed people in the district is growing, there is a dire need to have social entrepreneurs who help the district realise the full potential of manpower available. Youth aspiration surveys would further help in knowing what the youth of the district is interested in and will help in training them in job roles that are similar to their interests and also have market demand.

5.2. Recommendations or next steps

ANNUAL PLAN:

To arrive at an annual plan, the district decided to analyze and keep a track of expectations of all the major stakeholders and thus decide the trainings that need to be imparted accordingly. So, surveys for the youth, employers and the women from SHGs were carried out to understand their aspirations and their expectations and the trainings have been thoroughly decided by all the DSC members keeping in mind the expectations of all the major stakeholders.

The suggestions of the Sector Skill Council helped the DSC come up with the following NSQF job roles:

Serial Number	Sector	Job Role	Job Role Code	NSQF Level	Training Hours
		Agri Service Input Dealer	AGR/Q7804	5	300
		Dairy Farmer/Entrepreneur	AGR/Q4101	4	200
		Fisheries Extension Associate	AGR/Q5107	3	200
		Floriculturist-Open Cultivation	AGR/Q0701	4	200
		Floriculturist-Protected Cultivation	AGR/Q0702	4	200
		Mango Grower	AGR/Q0302	4	200
		Paddy Farmer	AGR/Q0101	4	200
1	Agriculture	Soil & Water Testing Lab Analyst	AGR/Q8103	5	240

		Solar Pump Technician	AGR/Q6701	4	200
		Sugarcane Cultivator	AGR/Q0203	4	200
		Tractor Operator	AGR/Q1101	4	200
2	Automotive	Automotive Service Technician (Two and Three Wheelers)	ASC/Q1411	4	450
		Automotive Service Technician Level 3	ASC/Q1401	3	446
		Automotive Service Technician Level 4	ASC/Q1402	4	430
		Commercial Vehicle Driver Level 4	ASC/Q9703	4	400
		Showroom Hostess/Host	ASC/Q1103	3	200
		Taxi Driver	ASC/Q9705	4	220
		Tele-caller	ASC/Q1105	4	220
3	Capital Goods	CNC Operator Turning	CSC/Q0115	3	400
		Fitter- Electrical and electronic assembly	CSC/Q0305	3	500
		Fitter Fabrication	CSC/Q0303	3	500
		Fitter Mechanical Assembly	CSC/Q0304	3	500
		Manual Metal Arc Welding/ Shielded Metal Arc Welding Welder	CSC/Q0204	3	500
4	Food Processing	Dairy Processing Equipment Operator	FIC/Q2002	4	240
		Dairy Products Processor	FIC/Q2001	5	240
		Fish and Sea Food Processing Technician	FIC/Q4001	4	240
		Food Products Packaging Technician	FIC/Q7001	5	240
		Pickle Making Technician	FIC/Q0102	4	240
		Squash and Juice Processing Technician	FIC/Q0101	4	240
		Traditional Snack and Savoury Maker	FIC/Q8501	4	240
5	Rubber Industry	Machine Operator Assistant – Plastics Processing	RSC/Q4801	3	480
		Material Handling and Storage Operator	RSC/Q0108	4	350
		Material Handling	RSC/Q0108	4	350

		and Storage Operator			
		Mill Operator	RSC/Q0101	4	350
		Rubber Nursery Worker-General	RSC/Q6005	4	200
		Hand Spinning Operator: New Model Charkha	TSC/Q7901	3	300
		Hand Spinning Operator: Traditional Charkha	TSC/Q7901	3	300
		Textile Designer - Handloom Jacquard	TSC/Q7403	4	300
		Two shaft Handloom Weaver	TSC/Q7303	4	300
6	Textile Industry	Warper	TSC/Q7302	3	300
7	BFSI	Goods & Service Tax Accounts Assistant	BSC/Q0910	4	100
		Yoga Instructor	BWS/Q2201	4	226
		Hair Stylist	BWS/Q0202	4	400
		Wellness Neuro therapist	BWS/Q2301	4	300
		Assistant Spa Therapist	BWS/Q1001	3	300
8	Beauty & Wellness	Pedicurist & Manicurist: Carry out application of simple mehendi designs	BWS/Q0402	3	278
		DTH Set Top Box Installation & Service Technician	ELE/Q8101	4	200
		CCTV Installation Technician	ELE/Q4605	4	360
		Field Technician - AC	ELE/Q3102	4	300
		Field Technician - Computing and Peripherals	ELE/Q4601	4	300
		Field Technician - Networking and Storage	ELE/Q4606	4	360
9	Electronics	Field Technician - Other Home Appliances	ELE/Q3104	4	360
		Bamboo Utility Handicraft Assembler	HCS/Q8705	3	230
		Hand Rolled Agarbatti Maker	HCS/Q7901	3	300
10	Handicrafts	Handloom Weaver (Carpets)	HCS/Q5412	3	270

		Carving Artisan	HCS/Q1502	4	305
		Casting Operator (Metal Handicrafts)	HCS/Q2801	4	270
		Engraving Artisan (Metal Handicrafts)	HCS/Q2902	4	280
		Engraving/ Carving/ Etching Assistant	HCS/Q7001	3	250
		Retail Sales Associate	RAS/Q0104	4	280
		Retail Trainee Associate	RAS/Q0103	3	280
		Distributor Salesman	RAS/Q0604	4	280
11	Retails	Retail Team Leader	RAS/Q0105	5	350
		Assembler Modular Furniture	FFS/Q5101	3	240
		Assistant Carpenter - Wooden Furniture	FFS/Q0103	3	240
		Assistant Furniture Designer	FFS/Q0106	4	320
		Cabinet Maker- Modular Kitchen	FFS/Q5102	3	240
		Lead Assembler- Modular Furniture- Lock Installer	FFS/Q5103	4	282
12	Furniture & Fittings	Lead Carpenter Wooden Furniture- Lock Installer	FFS/Q0104	4	308
		Domestic Biometric Data Operator	SSC/Q2213	4	400
		Domestic Data Entry Operator	SSC/Q2212	4	400
		Domestic IT Helpdesk Attendant	SSC/Q0110	4	400
		Infrastructure Engineer	SSC/Q0801	5	400
		Junior Software Developer	SSC/Q0508	4	400
13	ITES	Web Developer	SSC/Q0503	5	400
		Lab Technician/ Assistant - Life Sciences	LFS/Q0509	3	230
14	Life Sciences	Medical Sales Representative	LFS/Q0401	4	480
		Travel Consultant	THC/Q4404	4	230
	Hospitality & Tourism	Home Delivery Boy	THC/Q2902	3	200
15		Multi-cuisine Cook	THC/Q3006	4	500

NOTE: The costing of the courses shall be according to the PMKVY norms and the targets shall be as per allotted by MSDE.

Courses such as digital marketing, Web Development, Artificial Intelligence, Organic Farming, EDP, Data Entry/Tally, Food Processing and Packaging, Visual Arts should be introduced in the district and more awareness should be created through professional sessions among students on courses related to skill development and profile enhancement. Trainings on online teaching should be imparted as it has a lot of scope with increased demand for online tutors due to the COVID situation prevalent and also provides opportunities to students who want to make part time money.

For women from SHGs, the women were more interested in getting trained to make scented candles, stitching, Pickles and Jam making, Kashida Stitching, Embroidery, Digital Literacy and Animal husbandry. However most of them reported the problem of marketing their goods and finding a suitable market which could be solved by creating a proper chain and training these women to be self-sufficient in marketing their goods. The DSC has also recommended training teachers or candidates for taking online tuitions as the current situation of covid and the present social distancing norms are compelling us to adapt to the new situation prevalent in the world. The employer survey in the district has further revealed about some of the prevalent job roles in the district and trainings in the same can also be imparted. The following are some of the job roles in which people are currently employed in various industries: Diploma in Mechanical, Turner, Mechanist, Lab Technician, Electrician, Diploma in Electronics Engineering, CNC Operator, Moulding & Die- Casting Operators, press operators, MIG welder- Operator, CNC & VMC Operator and Programmer, Tally Software Operator, Spray Painter, Inj. Moulding Operator, Fitter, Electrician, Metalizing Operator, Tool Room Operator, Executives, Assistant, Managers, Helper, Supervisor, as Lamination operator, Printing operator, slitting operator, pasting operator, die cutting operator, people with bachelors in electronics & computer science,M.sc/B.sc/M. Pharma. The state can also focus more on attracting pharmaceutical firms in the district which would further boost the employment opportunities in the district.

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