

# District Skill Development Plan

2020-21

Tehri Garhwal, Uttarakhand



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## Overview of the district

### Background

The district of Tehri Garhwal stretches from the snow-clad Himalayan peaks in the north all the way to the Himalayan foothills in the south. A gushing Bhagirathi runs through the heart of the district while the Yamuna and the Alaknanda (later the Ganga) border it on the east and the west respectively. An independent kingdom during the British Raj, Tehri merged with the state of Uttar Pradesh in 1949 and the district Tehri Garhwal was created from the erstwhile kingdom.

The modern headquarters of the district lies at New Tehri. New Tehri is a beautiful hill town that was planned and constructed by the THDC after the original town of Tehri submerged under the Tehri Hydroengineering Project. A hidden gem among the Garhwal Himalayas, New Tehri is well connected to other major cities in the state and the country. The state capital of Dehradun is a mere 100 kms away while the national capital of Delhi is at 300 kms away, making New Tehri an attractive destination for those looking for a quick getaway in the mountains.

The district experiences typical Himalayan climate with pleasant summers and snowy winters. The months of December and January see mild to heavy snowfall and the district acquires a white blanket of snow that provides picturesque views all around that attracts a host of visitors eager to catch beautiful views of the Himalayas in winter.

Garhwali is the first language of majority of the populace, accounting for 90% of the population according to the 2011 census. Hindi though is the lingua franca and the official language of the district.

The district is predominantly Hindu, with 98.5 % of the people following Hinduism. Islam is the next largest religion with Muslims accounting for 1.1 percent of the population in the district. Other minorities add up to 0.4% of the total population.



### Administrative setup

The district is divided into 9 blocks and 7 tehsils.

<u>Blocks</u>		<u>Tehsils</u>	
1	Fakot (Narendranagar)	1	Tehri
2	Chamba	2	Narendranagar
3	Jaunpur	3	Dhanolti
4	Thauldhar	4	Ghansali
5	Pratapnagar	5	Devprayag
6	Jakhanidhar	6	Pratapnagar
7	Hindolakhali	7	Jakhanidhar
8	Kirtinagar		
9	Bhilangana		

Source: <https://tehri.nic.in/local-bodies/>

The district has 5 municipalities and 5 town panchayats.

<u>Municipalities</u>		<u>Town Panchayats</u>	
1	Muni ki Reti	1	Kirtinagar
2	Narendranagar	2	Ghansali
3	New Tehri	3	Lambgaon
4	Chamba	4	Gaja
5	Devprayag	5	Chamiyala

Source: <https://tehri.nic.in/local-bodies/>



## Supply Side Profile

### Demographic Profile

The district had a population of 618,931 as per the 2011 census, a 2.35% increase over the previous decade. The population seems to be settling after decades of resettlement that followed the Tehri dam project which partially or completely submerged 125 villages in the district.

#### District Highlights - 2011 Census

- Tehri Garhwal ranks 7th for population and 6th for urbanization in the state.
- The district has population density of 170 persons per sq.km. which is less than the state average 189 persons per sq. km.
- Tehri Garhwal ranks 5th in terms of sex ratio (1,077), higher than state average (963).
- The district ranks 10th in literacy (76.36 %), marginally below than the state literacy (78.82 %).

Important statistics from Census 2011 are as below.

Important Statistics				
		State		District
Number of Villages	Total	16,793		1,862
	Inhabited	15,745		1,774
	Uninhabited	1,048		88
Number of Towns	Statutory	74		6
	Census	41		1
	Total	115		7
Number of Households	Normal	2,046,109		132,258
	Institutional	7,593		281
	Houseless	3,273		175
Population	Total	Persons	10,086,292	618,931
		Males	5,137,773	297,986
		Females	4,948,519	320,945
	Rural	Persons	7,036,954	548,792
		Males	3,519,042	259,381
		Females	3,517,912	289,411
	Urban	Persons	3,049,338	70,139
		Males	1,618,731	38,605
		Females	1,430,607	31,534
Percentage Urban Population		30.23	11.33	
Sex Ratio (Number of females per 1000 males)	Total	963	1,077	
	Rural	1,000	1,116	
	Urban	884	817	

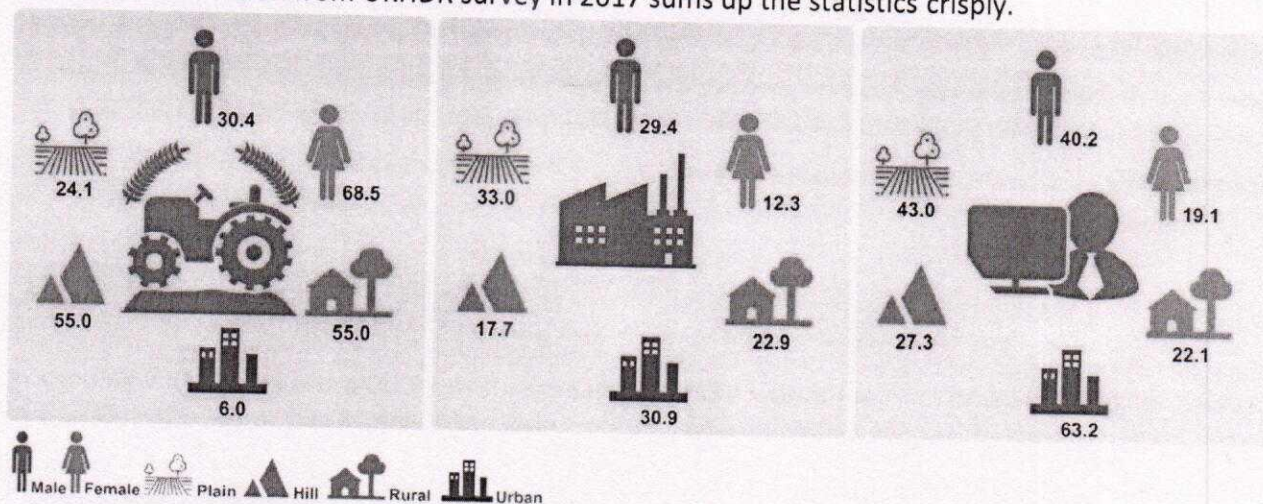
Source: Census report, 2011



## Socio-Economic Profile

In keeping with the trends across the state, majority of the workforce is involved in primary sector activities. With most of the population residing in rural areas, the tertiary sector has not been able to penetrate deep into the economy of the district yet and the terrain places major constraints on secondary sector activities.

The below illustration from UKHDR survey in 2017 sums up the statistics crisply.



Source: UKHDR Survey, 2017

### Primary Sector

The economy of Tehri Garhwal is primarily agricultural. While agriculture is no longer an economically attractive option in the district, over 50% of the population is involved in it. The terrain in the district limits the extent of cultivable land to less than 15 percent and resultingly, the land holdings are small and scattered and majority of cultivators are classified under small and marginal farmers. With marginal landholdings and poor irrigation facilities, the output from agriculture has not been improving and even declining in some parts of the district.

While it is no surprise to see that agricultural activities dominate the economic activities in all tehsils of the district, the standout statistic is the number of women who are involved in agriculture. The number of women involved in agriculture outrank number of men in every tehsil in the district. The money-order economy has forced women to pick up dual responsibilities of the household and the fields.



## Secondary Sector

The topography of the district places severe constraints on the secondary sector and resultingly the industrial profile of the district is weak. There are no large or medium scale industries in the district and the secondary sector is only represented by micro and small enterprises in the district.

The secondary sector employs about 20% of the population in the district. However, the industrial activities in the district are concentrated towards the southern tip of the district which is relatively less hilly than the rest of the district. The details of the MSMEs in the district is listed below.

### **3.3 DETAILS OF EXISTING MICRO & SMALL ENTERPRISES AND ARTISAN UNITS IN THE DISTRICT**

NIC CODE NO.	TYPE OF INDUSTRY	NUMBER OF UNITS	INVESTMENT (Lakh Rs.)	EMPLOYMENT
20	Agro based	703	114.08	1925
22	Soda water	-	-	-
23	Cotton textile	-	-	-
24.	Woolen, silk & artificial Thread based clothes.	28	45.60	84
25.	Jute & jute based	-	-	-
26.	Ready-made garments & embroidery	1883	282.29	3984
27.	Wood/wooden based furniture	323	107.10	969
28.	Paper & Paper products	07	112.10	89
29.	Leather based	09	118.05	27
31.	Chemical/Chemical based	14	122.05	44
30.	Rubber, Plastic & petro based	07	102.40	27
32.	Mineral based	09	65.00	35
33.	Metal based (Steel Fab.)	05	131.01	29
35.	Engineering units	217	98.03	651
36.	Electrical machinery and transport equipment	-	-	-
97.	Repairing & servicing	352	4389.01	1156
01.	Others	962	1921.70	3373
	Kachori Making	--	-	-

Source: DIC Narendra Nagar (Tehri)



### Tertiary Sector

Tertiary sector is the largest contributor to the DDP despite, at 30%, employing much lesser workforce than the primary sector. However majority of this workforce is either self-employed or is employed by the public sector. There is very little presence of formal sector employers in the district and the majority of workforce is employed in the informal sector.

The lack major private industry players that can provide employment in the formal sector has impacted the employability of educated youth in the district. However, the sector holds great promise owing to the opportunities available in the tourism and hospitality sector. Introduction of private players will push the infrastructure and amenities conducive for economic boom and focus on the sector will invariably help improve the income of the people in the district.



## Education Profile

The district has a literacy of 76.36% which is marginally lower than to the state average of 78.82%. The male literacy stands at 89.76% with female literacy at 64.28%. ~~this marks an improvement of %, the state improvement of %.~~

		State		District	
		Number	Percentage	Number	Percentage
Literates	Persons	6,880,953	78.82	407,994	76.36
	Males	3,863,708	87.4	227,406	89.76
	Females	3,017,245	70.01	180,588	64.28

Source: Census report, 2011

A more detailed breakdown of educational qualifications in the district is below.

### Availability of University Education in the Districts

#### C-8 APPENDIX -2011 EDUCATIONAL LEVEL GRADUATE AND ABOVE BY SEX FOR POPULATION AGE 15 AND ABOVE

Age-group	Educational level											
	Total population			Graduate and above			Post graduate degree other than technical degree			Technical degree or diploma equal to degree or post graduate degree Engineering and technology		
	Persons	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	Males	Females
1	2	3	4	5	6	7	8	9	10	11	12	13
<b>UTTARAKHAND</b>												
Total	6957284 (100)	3485332 (100)	3471952 (100)	910288 (13.1)	512068 (14.7)	398220 (11.5)	318054 (4.6)	165313 (4.7)	152741 (4.4)	70881 (1.0)	52549 (1.5)	18332 (0.5)
15-19	1124110 (100)	588483 (100)	535627 (100)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
20-24	970068 (100)	484614 (100)	485454 (100)	194627 (20.1)	91453 (18.9)	103174 (21.3)	44788 (4.6)	15743 (3.2)	29045 (6.0)	24294 (2.5)	16859 (3.5)	7435 (1.5)
25-29	810184 (100)	397363 (100)	412821 (100)	186822 (23.1)	91236 (23.0)	95586 (23.2)	67529 (8.3)	27902 (7.0)	39627 (9.6)	16492 (2.0)	11176 (2.8)	5316 (1.3)
30-34	698300 (100)	345427 (100)	352873 (100)	143852 (20.6)	77903 (22.6)	65949 (18.7)	56741 (8.1)	28329 (8.2)	28412 (8.1)	9196 (1.3)	6680 (1.9)	2516 (0.7)
35-59	2437205 (100)	1218236 (100)	1218969 (100)	331010 (13.6)	211331 (17.3)	119679 (9.8)	130300 (5.3)	79855 (6.6)	50445 (4.1)	16918 (0.7)	14152 (1.2)	2766 (0.2)
60+	900809 (100)	441897 (100)	458912 (100)	52238 (5.8)	39165 (8.9)	13073 (2.8)	18142 (2.0)	13168 (3.0)	4974 (1.1)	3825 (0.4)	3568 (0.8)	257 (0.1)
Age not stated	16608 (100)	9312 (100)	7296 (100)	1739 (10.5)	980 (10.5)	759 (10.4)	554 (3.3)	316 (3.4)	238 (3.3)	156 (0.9)	114 (1.2)	42 (0.6)
<b>Tehri Garhwal</b>												
Total	418618 (100)	193416 (100)	225202 (100)	37385 (8.9)	23576 (12.2)	13809 (6.1)	13774 (3.3)	8703 (4.5)	5071 (2.3)	1866 (0.4)	1493 (0.8)	373 (0.2)
15-19	68849 (100)	34005 (100)	34844 (100)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
20-24	53782 (100)	23593 (100)	30189 (100)	8391 (15.6)	3961 (16.8)	4430 (14.7)	1797 (3.3)	723 (3.1)	1074 (3.6)	569 (1.1)	416 (1.8)	153 (0.5)
25-29	45380 (100)	20172 (100)	25208 (100)	7588 (16.7)	4055 (20.1)	3533 (14.0)	2629 (5.8)	1292 (6.4)	1337 (5.3)	416 (0.9)	304 (1.5)	112 (0.4)
30-34	39339 (100)	18048 (100)	21291 (100)	6496 (16.5)	3994 (22.1)	2502 (11.8)	2665 (6.8)	1568 (8.7)	1097 (5.2)	279 (0.7)	220 (1.2)	59 (0.3)
35-59	145315 (100)	67826 (100)	77489 (100)	13572 (9.3)	10426 (15.4)	3146 (4.1)	6225 (4.3)	4726 (7.0)	1499 (1.9)	558 (0.4)	513 (0.8)	45 (0.1)
60+	64715 (100)	29144 (100)	35571 (100)	1241 (1.9)	1075 (3.7)	166 (0.5)	420 (0.6)	368 (1.3)	52 (0.1)	36 (0.1)	32 (0.1)	4 (0.0)
Age not stated	1238 (100)	628 (100)	610 (100)	97 (7.8)	65 (10.4)	32 (5.2)	38 (3.1)	26 (4.1)	12 (2.0)	8 (0.6)	8 (1.3)	0 (0.0)



*Source: Census report, 2011*

The table above shows people with education level of graduate and above for Uttarakhand and for Tehri. There is noticeable difference in the percentage of population who have education qualifications of a graduate and above. The difference is more pronounced for female population with the percentage remaining below 15% for all the age groups. There is a noticeable dearth of higher education institutes (especially for technical education) in the district and that is also a major cause of migration in the district for those seeking quality higher education.

The details of the educational institutes in the district are as below.

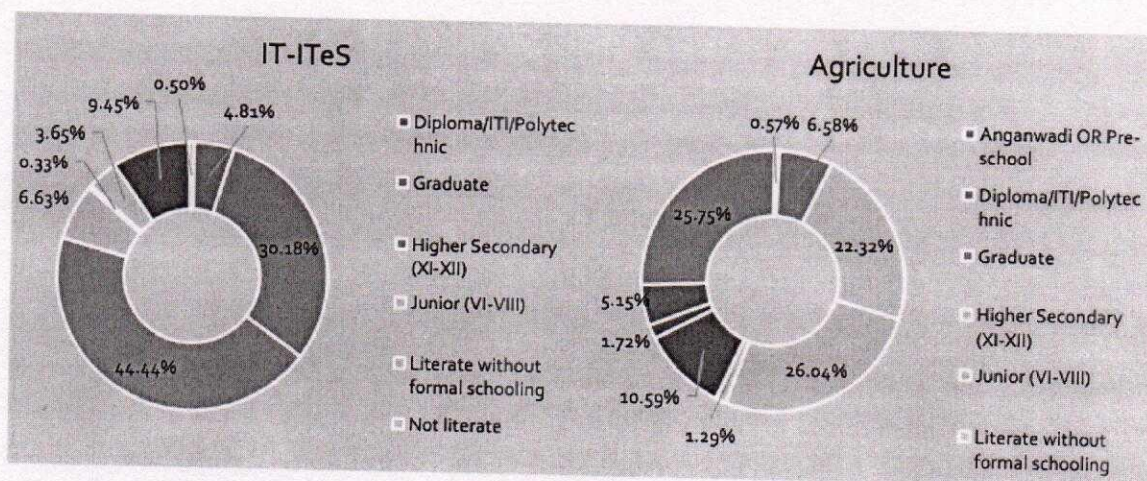
(a) Primary school	2012-13	No.	1777
(b) Middle schools	2012-13	No.	483
(c) Secondary & senior secondary schools	2012-13	No.	269
(d) Colleges	2012-13	No.	12
(e) Postgraduate Colleges	2012-13	No.	1
(f) University	2012-13	No.	1
(g) Technical Institutes	2012-13	No.	14

*Source: Statistical Handbook from [www.tehri.nic.in](http://www.tehri.nic.in)*



## Employment Profile

Tehri fares comparatively better than the other hill districts as a significant portion of the district population i.e. 21 % lies in the skilled category. The district performs well in comparison to state figures as well, where 14% of population in the referred age groups in the Skilled category. As per projections, in 2022, the number of skilled, semi-skilled and skilled population stands at 8496, 7132, and 4300 respectively.



As in the other hill districts in the state, the employment patterns in Tehri are dominantly agrarian. The primary sector is the largest employer in the district and accounts for more than half the workforce in the district. The tertiary sector employs about 30 % of the people and the secondary sector has the least presence of the three in the district accounting for less than 20 % of the employment.

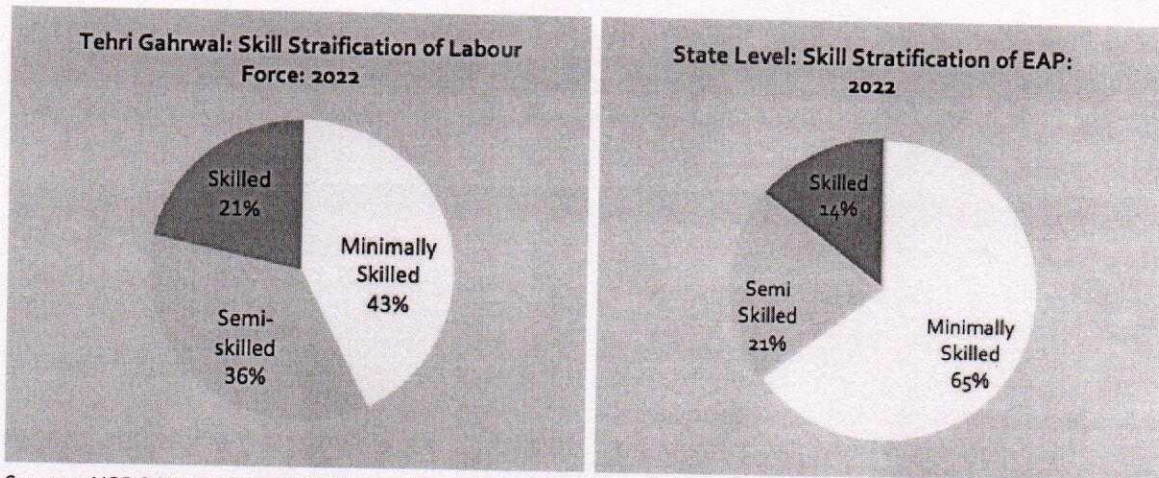
### Workforce Participation Rate

In the district about 45.3 % in the (280442 persons) pertains to the category of working population. Main workers constitute 27 % of population. Female workers predominate among marginal workers. Of the total worker population in the district 68 % are cultivators, 2.9 % engaged as agricultural labourers, 1.4 % in household industry and 28.9 % as other workers. It may be mentioned that the working population in the district is about 45 % as compared to about 38.4% in the state.



## Demand Side Profile

As we can see from the below graph, by 2022, the district will have more than half of the labour force will be semi-skilled or skilled which needs to be absorbed it into the workforce.



Source: NSDC Uttarakhand Skill Gap Survey

As the below table illustrates most of the semi-skilled and skilled labour will broadly be from just the two sectors: Hospitality and Education.

The district has tremendous potential as a tourism destination owing to fantastic natural beauty and the Tehri dam that has created a breath-taking avenue for adventure tourism. Skilling initiatives towards this end can trigger great prosperity in the local populace and can help mitigate the problem of out migration from the district.

In the district, the State Government has specifically been promoting adventure and eco-tourism. Both these sub sectors require trained human resource in soft skills as well as technical knowledge. As tourism is also privately driven, private partners need to be involved in skill training. Presently there is only one Training Provider registered in the district under PMKVY. Private participation in skill training needs to increase to provide Tourism with adequate and quality human resource. Development of sector specific skilling would contribute to overall economic development of the district.



**Table 139: Incremental Human Resource Demand in Tehri Garhwal**

Sector	Total	Incremental demand: 2012-2017			Incremental demand 2017-2022		
		Minimally skilled	Semi-skilled	Skilled	Minimally skilled	Semi-skilled	Skilled
Agriculture	19,283	6,593	1,884	942	6,906	1,973	987
Food processing	1,014	301	-	75	510	-	128
Metal and Mining	95	23	9	13	25	10	14
Manufacturing	7,771	1,697	643	956	2,305	873	1,298
Electricity, Gas and Water	1,432	432	194	-	556	250	-
Building, Construction & Real Estate Services	14,162	5,006	989	185	6,466	1,277	239
Auto & Auto Components	249	34	45	26	47	62	36
Tourism, travel, hospitality & trade	16,979	2,151	2,038	2,049	3,445	3,796	3,500
Transportation, logistics, warehousing & packaging	9,425	2,298	1,032	-	4,205	1,889	-
Postal and communication	854	-	105	284	-	126	340
Banking, Financial Services & Insurance	159	-	21	57	-	22	59
Real estate and Banking services	854	310	61	11	382	75	14
Public administration	924	94	301	49	101	324	53
Education & Skill Development	18,365	-	-	7,235	-	-	11,130
Healthcare	2,849	-	(167)	1,289	-	395	1,332
Other community services	526	74	99	74	84	112	84
<b>Total</b>	<b>94,939</b>	<b>19,013</b>	<b>7,254</b>	<b>13,245</b>	<b>25,031</b>	<b>11,183</b>	<b>19,214</b>

Source: NSDC Uttarakhand Skill Gap Survey



## Training Infrastructure in the District

The adequate skill infrastructure has had a positive impact on the skill makeup of the population. With a low percentage of minimally skilled population, the district displays immense potential for providing a boost to its skilled numbers, especially for sectors like Tourism.

The details of the infrastructure in the district is listed.

Number of Pradhan Mantri Kaushal Kendra (PMKK) (Operational)

Number of Short Term Skill

Development Centres (Operational)

RSETI (Operational)

Model Career Centres

Number of KVKs

Number of KVICs Training Centres

5
-
1
3
1
1

### Trades on offer in the ITIs

S No	Trade	No of ITIs offering this Trade	Seats	Enrolled
1	Basic Cosmetology (NSQF)	1	24	21
2	Computer Operator & Programming Assistant (VI) (NSQF)	2	120	93
3	Draughtsman (Civil) (NSQF)	1	48	31
4	Electrician (NSQF)	5	80	67
5	Electronics Mechanic (NSQF)	4	72	39
6	Fitter (NSQF)	3	120	58
7	Mechanic Motor Cycle (NSQF)	1	24	17
8	Sewing Technology (NSQF)	6	60	17
9	Stenographer & Secretarial Assistant (Hindi) (NSQF)	5	72	55
10	Turner (NSQF)	1	20	6
11	Welder (NSQF)	2	60	29
12	Wireman (NSQF)	1	20	11



Trades on offer in other training institutes

No.	Training Centre Name	Block	Sector	Trades
1	Dhanya Infomedia Private Limited	Chamba	Electronics and Hardware	Field Engineer - RACW
2	Sewa International-F-TEC PMKK Tehri Garhwal	Chamba	Apparel Made Ups and Home Furnishing	Self Employed Tailor
			Electronics and Hardware SSC	Mobile Phone Hardware Repair Technician
			Healthcare	Home Health Aide
			Tourism and Hospitality	Front Office Associate
3	Public Skill Development Centre	Narendranagar	Logistics	Documentation Assistant
4	National Paramedical Sciences Society	Ghansali	Tourism and Hospitality	Food & Beverage Service Trainee
			Electronics and Hardware	CCTV Installation Technician
5	Skillpro Jamunikhal	Devprayag	Retail	Retail Sales Associate



## SWOT Analysis of the District

### Strengths

- The abundant natural beauty fuses the district with a great potential as a tourism destination for hikers, trekkers and mountaineering enthusiasts.
- Adventure tourism, especially related to watersports, can really take off with the development of Tehri lake. The hospitality industry can also grow swiftly with the added influx of tourists to the lake.
- The altitude and the low temperatures present horticulture is a great avenue. The conditions are suitable for cultivation of exotic fruits and flowers that can really help the district economy.
- Favorable sex ratio and aspirations of the youth in the district.

### Weaknesses

- The topography makes market linkages difficult. The road connectivity is poor and the terrain restricts any rail movement, placing great constraints on transportation in the district.
- Infrastructure in the district is not on the same level as the rest of the country. There is also a dearth of facilities for higher education and medical needs.
- Absence of secondary sector in the district. The lack of big industries also leads to outmigration of skilled and semi-skilled youth from the district.
- Agriculture needs an overhaul. Irrigational facilities in the district are sub-par and need to be improved. Tehri is now a predominantly agrarian economy in settings where traditional agriculture is not a gainful avenue anymore.
- The financial condition of the majority of populace is low owing to really low per capita income over the years. There needs to be a serious cash injection to kickstart self-employment opportunities to help with the vision to turn Tehri lake into a world-class facility.

### Opportunities

- The tourism industry in the district is still in its nascent stages with the majority of the tourists into the district arriving from Uttarakhand or Uttar Pradesh. Tehri Lake can become a one-stop avenue for watersport activities in the country.



- Hiking, trekking and mountaineering can be explored as integral avenues. Khatling glacier, Dhanolti, Pratapnagar and Nag Tibba are great locations adventure enthusiasts for that have not been fully tapped as destinations yet.
- Religious tourism can also be tapped into. Devprayag, where the Ganga is born, and Narendranagar can ease the pressure on spiritual tourism at Rishikesh. The influx of new crowds can also help the tertiary sector make bigger contribution to the district.
- The cultivation of exotic plants is an avenue that has not been explored in the district as yet. With increasing tourism, the hospitality industry would take off and there would be great demand for exotic flowers and fruits.
- Wool and hosiery processing were identified by the skill gap study as an avenue that has not been explored yet. Other traditional handicrafts also need to be given a shot in the arm with skilling and marketing.
- The district also lacks any food processing units at the moment and establishment of these is something that can lead the revival of the primary sector.

### Threats

- The altitude and the temperature make the cultivation of traditional HYV crops not a remunerative activity. With majority of populace dependent on it, the incomes will continue to be lower than elsewhere in the country without intervention from the government.
- The region is prone to natural calamities with landslides a frequent phenomenon across the district.
- Without the proper infrastructure to absorb an increasingly skilled workforce, further skilling activities in a lot of sectors may increase the cases of outmigration from the district.

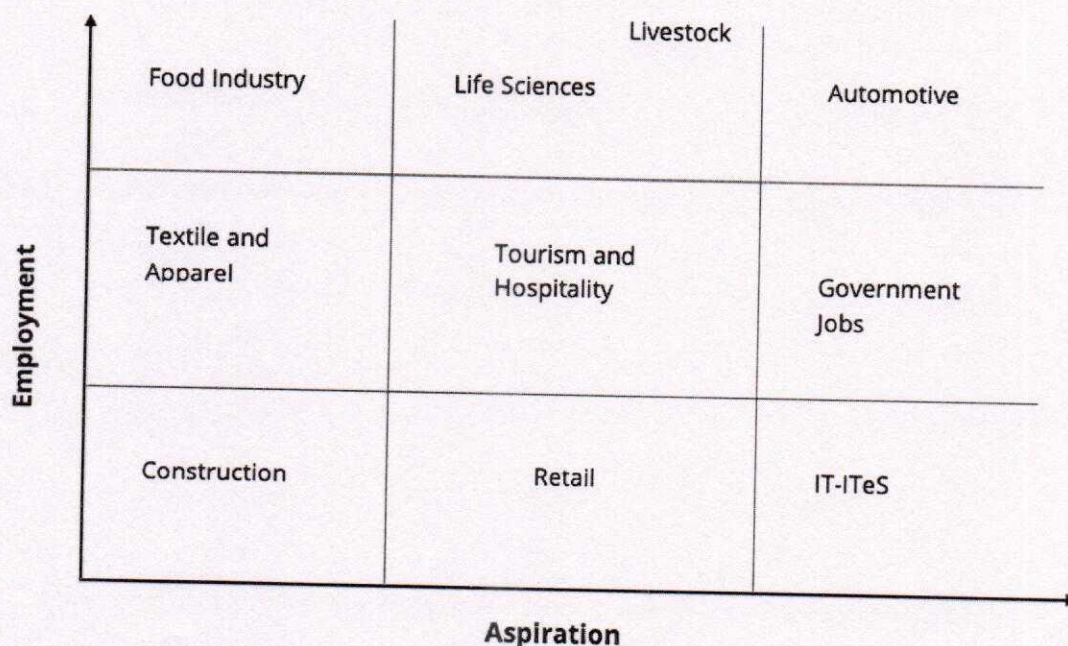


## Action Plan

The lack of secondary sector in the district means that the action plan has to concentrate more on the primary and tertiary sectors. The areas that can really impact on the economy of the district are horticulture and its value-adds including processing units and tourism and hospitality sectors. Mapping the aspirations of the district to match supply and demand in the district will make this argument clearer.

### Mapping the aspirations of the district

#### Aspirations vs Employment



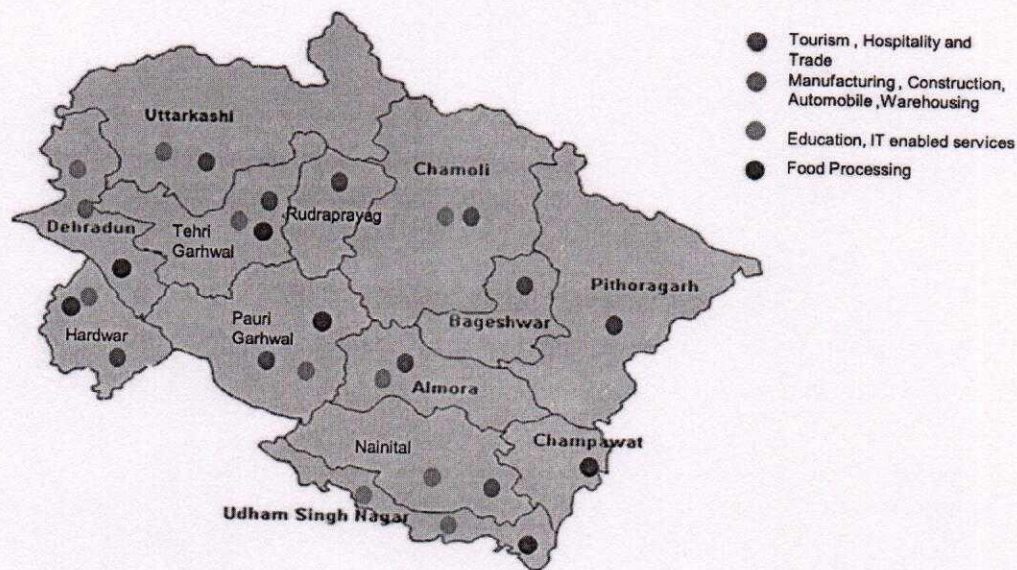
Source: NSDC Uttarakhand Skill Gap Survey

The above graph shows the youth aspirations in the state. There is a high demand for workforce in the food industry but there is not a lot of aspiration to work in this field. The reverse is true for IT-ITeS sector where a lot of youth aspire to be but here is not a lot of opportunities due to lack of large IT players in the state. Resultingly, there needs to be special focus on sectors that are high on aspiration, low on projected demand for human resource roles like IT. Employment generation and skilling must be the focus to tackle this scenario, either by promoting policies that are conducive to the sector or by promoting entrepreneurship and self-employment. On the flipside, the low on aspiration, high on



demand sectors like food industry require priority focus, behavioral change and/or perception rebranding so as to satisfy the growing demands that these industries will throw up.

## District mapping of high youth aspiration



Source: EY Analysis

The above illustration from the EY analysis of skill gap study in Uttarakhand shows that the aspirational areas for focus for Tehri Garhwal are

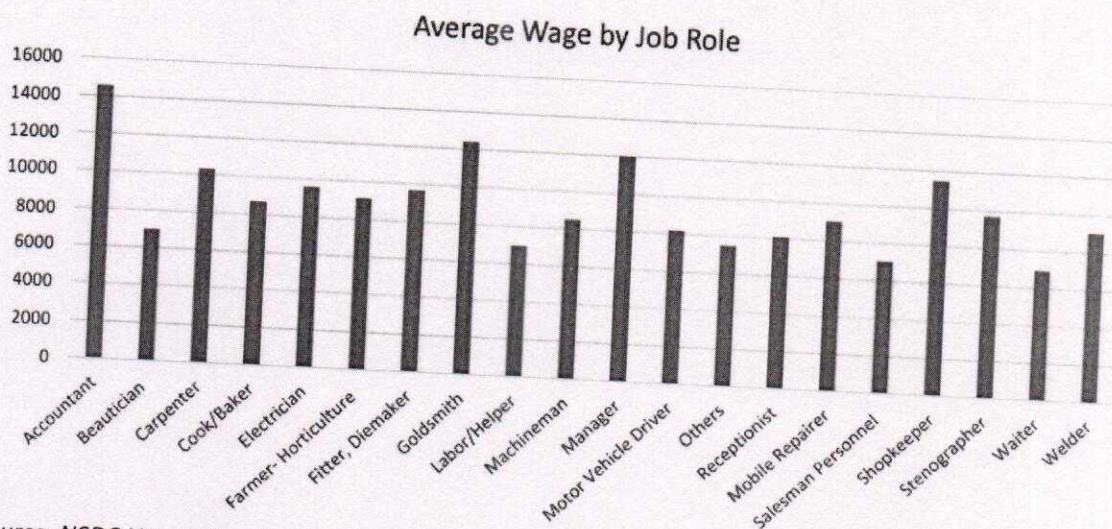
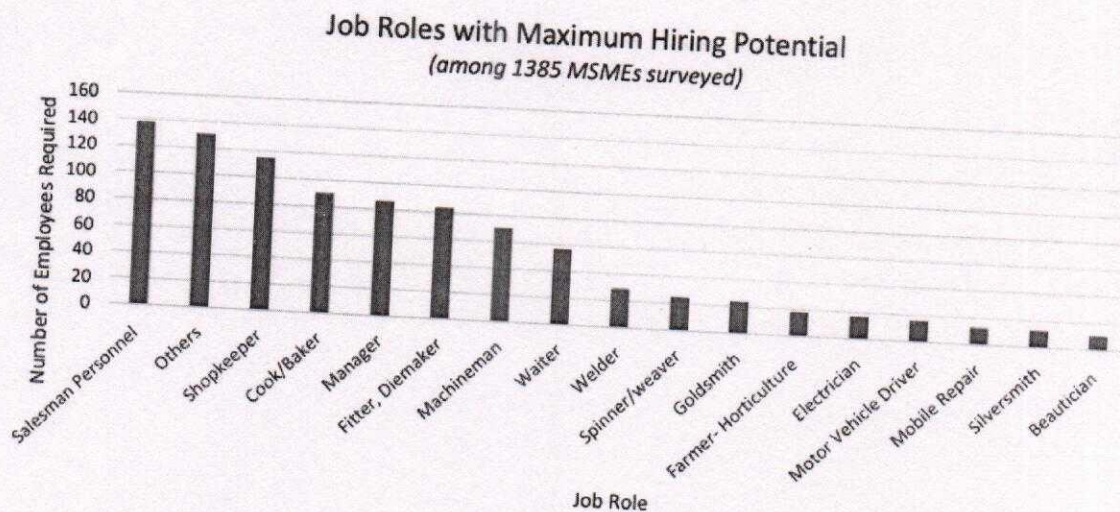
- Tourism, Hospitality and Trade
- Education and IT enabled services
- Food processing

Reading these together with the mapping above, we see that the Food Industry is likely to provide the highest employment while the IT-ITeS will likely employ the least with the Tourism and Hospitality sector sitting somewhere between the two. Based on the above reading it is likely beneficial to focus majorly the training programs in the district on the areas of food processing and hospitality sectors with minor focus on the IT-ITeS sector.

### Hiring Potential vs Wages

Analysing the job roles based on hiring potential and matching them to average wages in the sector can also give useful insights into the areas that need to be concentrated on to make the training modules more effective.





Source: NSDC Uttarakhand Skill Gap Survey

The graphs below from the Uttarakhand Skill Gap Study shows the job roles with maximum hiring potential and average wage by job role. Matching the two graphs for the district, the job roles that stand out are sales personnel, shopkeeper, cook/baker, manager, fitter, and machine operator. While some of these roles like shopkeeper do not need explicit training, the rest of the job roles require skilling interventions. The findings from this data will be shared with the local training bodies so that the training programs can be tailored according to the data and aspirations of the youth in the district.



## Recommendations

### Primary Sector

Agriculture practices in the district need an overhaul. Diversification in agriculture can create different structures of employment and can provide opportunities for workforce classified under minimally skilled category. The setting up of food and agro processing units at block and panchayat levels will boost the sector considerably.

Skilling farmers to move away from traditional agriculture into horticulture and floriculture will also increase the commercial viability of the most dominant sector in the district. There can be special focus on training the farmers to use and maintain modern machinery that can ease the physical burden and help improve the yields. Integrated farming can be introduced into the district once the small and marginal farmers are comfortable using modern machinery and technology. The government should also place special focus on forming PPPs at block levels to improve the outreach of the skilling initiatives. Short-term skilling initiatives at block levels can markedly improve participation from marginal farmers who often find it difficult to travel far to larger cities for extended durations.

The district horticulture office also recommends training local SHGs in setting up units for grading, packing and marketing of their produce to help with brand building and expanding their markets.

### Secondary Sector

With setting-up of medium and large industries limited, the primary focus in the secondary sector needs to be on the food and agro processing units. This will greatly improve the profitability of the primary sector while providing gainful employment to a considerable populace. The produce from these industries can flow to both Dehradun and Rishikesh, which provide large markets, being nearby.

Wool processing is another area with huge potential. Modernization of wool processing through use of machinery and skilling of the stakeholders will help the artisans and farmers land considerably higher profits in the field.

There is also an opportunity in the district to revive traditional handicrafts through both skilling and marketing. The district has woodcraft work that is becoming a dying trade due to lack of recognition and markets. These artisans can be re-trained or be used to train other enthusiasts that can revive similarly dying traditional crafts of the region.



Industry tie ups that can help design the curriculum and the courses can help bring more industry inputs and can guide both the short-term and the long-term training programs. This will improve the employability of the youth undergoing these programs.

### Tertiary Sector

Tertiary sector holds the most promise of the three in the district. The resources in the district should attract considerably much higher number of tourists than it currently does due to the lack of infrastructure for tourism in the district. Improvement in infrastructure and a robust supply of skilled workforce in hospitality sector will attract major hospitality firms into the district that can provide tremendous potential for formal sector employment and put the district firmly on the tourist radar. Strengthening of existing institutions such as the State Institute of Hotel Management, Catering Technology and Applied Nutrition and bringing in more training providers that focus on soft skills and hospitality sector will create a skilled pool of employable youth in the district. Policy changes by government to attract hospitality firms can go towards matching the supply of this skilled labour with the demand.

Overarching the three sectors, creation of a pool of master trainers at District, Block & Panchayat level will improve the reach of the skilling initiatives for people in remote parts of the district for whom even the journey to the district headquarters is an event.

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