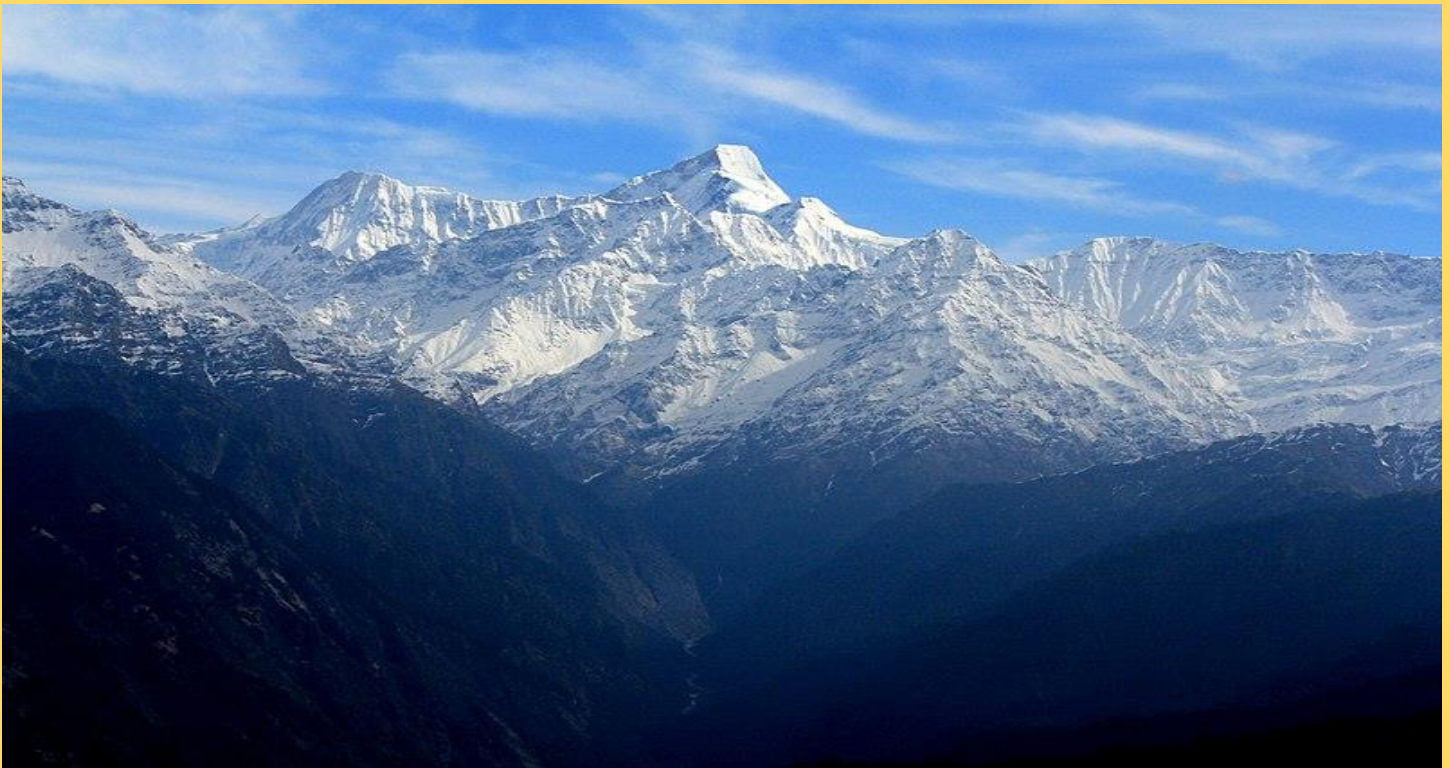




DISTRICT SKILL DEVELOPMENT PLAN (DSDP) 2021-22

BAGESHWAR, UTTARAKHAND



UTTARAKHAND SKILL DEVELOPMENT MISSION

26, Mahila ITI, Near Survey Chowk, EC Road, Dehradun, Uttarakhand 248001

PREPARED BY- Ashwini V Togare (Mahatma Gandhi National Fellow: IIM-B & MSDE), District Administration, DSC members - Bageshwar, Uttarakhand.

INTRODUCTION


Despite being world's youngest country in terms of demographic dividend, India has only 2% of the workforce skilled compared with 96% in South Korea, 74% in Germany, 50% in USA & 45% in China. All these years, we have focused on building Higher Education and very little did we think of enhancing the Employability Quotient (EQ) and produce skilled manpower through skill training Interventions. Today, more than 62% of the population is in the working age group (15-59 years) and more than 54% of the total population below 25 years of age making India one of the youngest country in the World.

In today's world of Globalization, Skill Training is an Integral component of increasing efficiency & productivity for sound economic development of any economy. In India, it's still at a nascent stage, however the demand for skilled manpower is huge and to cover this gap, our Hon'ble Prime Minister Shri Narendra Modi encouraged **"Skill India Mission"** and formed a separate ministry named **"Ministry of Skill Development & Entrepreneurship (MSDE)"** in 2014. The Ministry is dedicated to skill 400 million workforce by 2022. MSDE has launched **Pradhan Mantri Kaushal Vikas Yojana (PMKVY)** which is the flagship program outcome based skill training scheme to mobilize a large no. of Indian youths to take up skill training & become employable and earn better livelihood. **National Skill Development Corporation (NSDC)** is a central nodal agency under MSDE responsible to build strong skill training capability through funding training partners.



In this context a separate state-wise department was formed. **Uttarakhand skill development mission (UKSDM)** is the nodal agency of Uttarakhand state. The approach and methodology used in preparing the **Bageshwar District Skill Development Plan (DSDP)** is that, the planning was done in DSC meeting with the members and other relevant departments under the chairmanship of DM. The DSDP has been prepared targeting the rural youth by providing them the required skill sets and opportunities for Employment/Self-Employment in various fields and to be a productive member of their family and society. The field visits and data analysis, collection was done with the consultation of different stakeholders like government offices, Industries, etc. Much of the information/ data collection was done in close coordination with all the heads of the departments apart from the DSC members. Key findings and recommendations were compiled and the final draft report of the Action plan with the recommendations was presented to DM.

“This is to confirm that the plan has been prepared by the district and all the data, information provided has been taken from credible sources and referenced in the proposal”.


(Vineet Kumar), IAS
District Magistrate
जिला मंसिटर
बागेश्वर

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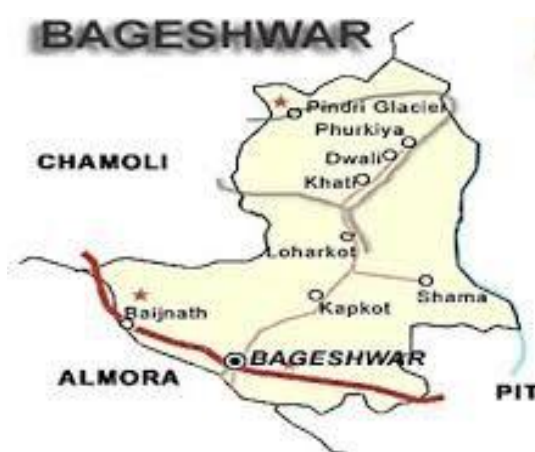
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DISTRICT PROFILE

A. GENERAL PROFILE OF THE DISTRICT:

Bageshwar district is a district of Uttarakhand State of Northern India. It lies in the Eastern Kumaon region of Uttarakhand state. The district of Bageshwar appears as a new district out of Almora district on **September 15, 1997**.

Bageshwar district is known as “**Land of Lord Shiva**”. Bageshwar is said to derive its name from the local temple, **Bagnath Temple** dedicated to Lord Shiva. With the east and west flanked by the Bhileswar and Nileshtar mountains and surrounded by Suraj Kund in the north and Agni Kund in the south, this land of Lord Shankar is of great religious, historic and political significance.



It is located at a distance of 470 km from the National Capital New Delhi and 332 km from the State Capital Dehradun. It consists of glaciers in the north and biosphere in the northwest. The district is bounded on the west and northwest by Chamoli District, on the northeast and east by Pithoragarh District, and on the south by the Almora District. The main rivers flowing in the district are **Sarayu, Gomti, and Pindar**. The district is pre-dominantly rural. Agriculture and allied activities are the main occupations of the people here with almost 80% of the people's involvement. In the Bageshwar district of Uttarakhand, the famous tourist attractions are the Bagnath temple, Baijnath temple, Chandika temple, Kanda, Gauri udiyar, pindari glaciers, Vijaypur, Bigul, Sunderdungha trek, etc.



Area (sq.km)
2246



Total Tehsil
6



Total Block
3



Gram Panchayats
407



Towns
2



Villages
947



Nyay Panchayats
35



Municipalities
2



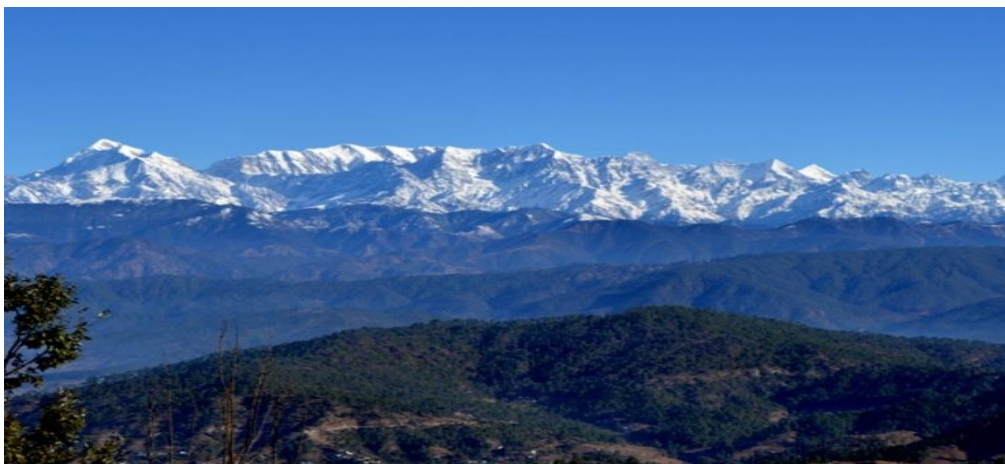
Assembly
Constituency
2



Police Station
6



Baghnath Mandir, Bageshwar



kausani, Bageshwar

SUPPLY SIDE PROFILE

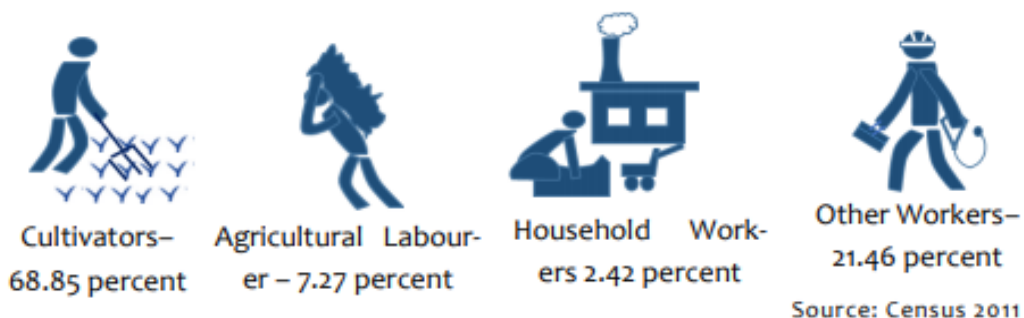
A. DEMOGRAPHIC PROFILE

Bageshwar is a rural dominant district with around 90% of its population residing in the rural areas. The Scheduled Caste population in the district is 27.73 percent while Scheduled Tribe comprises 0.76 percent of the population. The Census 2011 (provisional data) presents a population density of 116 in 2011 making Bageshwar the tenth most densely populated District of Uttarakhand.

INDICATORS	BAGESHWAR
Total Population	2,59,898
Male Population	1,24,326
Female Population	1,35,572
Decadal rate of growth of Population	5.15%
Rural Population	2,29,925
Population Density	116
Population in age group(15-19)	1,37,14
Population in age group(20-24)	9,294
Sex Ratio	1,090
SC Population	72,061
ST Population	1,982
Literacy Rate	80.01%
Workforce Participation	1,23,638
Female Workforce Participation	64,930
Main Workers(as % of total population)	30.04
Female Main Workers(as % of total female population)	28.95
Marginal Workers(as % of total population)	17.52
Female Marginal(as % of total female population)	18.94
Non-Workers(as % of total population)	52.42
Female Non-Workers(as % of total female population)	52.10

Work Participation Rate (WPR)- Male	47.22
Work Participation Rate (WPR)- Female	47.89

Source: Census 2011, Government of India



B. SOCIO-ECONOMIC PROFILE

The three sectors of the economy i.e. Primary, Secondary and tertiary sectors boost the economy of any State/District. Bageshwar's largest Economic sectors include **Agriculture, Tourism, Trade, Resource extraction, etc.** According to the Census of India 2011, **Copper Utensils and Carpets** were listed as the two most important industrial commodities produced in Bageshwar. It largely depends on Tourism which has many tourist destinations and acts as a starting point for many trekking routes like Pindari, Kafni, and Sunderdhunga Glaciers. It is also a pathway to Kailash- Mansarovar Pilgrimage.

The districts Primary sector includes Agriculture, Forestry (NTFP), Secondary sector includes industries and construction, and the Tertiary sector includes services, tourism. The district's primary (agricultural) sector contributes about 1/4th to Gross District Domestic Product (GDDP), (26.51%) while the secondary sector's contribution is 20.08%. The GDDP of Bageshwar in the primary sector is more than double compared to that in Uttarakhand. In Bageshwar the tertiary (services) sector contributed the maximum share of 53.4 percent to Gross District Domestic Product (GDDP).

Agriculture: Agriculture is the predominant economic activity in the District and it has the **main share** in the District economy. The employment opportunities in other economic activities are very less and as such, there is a high dependency on agriculture. Besides growing crops, people were mainly engaged in **sheep rearing**. As per the data provided by the Chief Agriculture Officer (CAO), only 16.76 percent of the total geographical area is cultivable. Production is mainly of wheat and rice which are the major crops. Majority of the cultivable land is held by small farmers with scattered land holdings and there is existence of terrace farming due to a hilly geographical terrain. In terms of productivity, the other main crops are Potato, Ginger, Rajma and Pulses.

Industry: Due to its hilly terrain, the District fails to cater to large industries, which usually require large flat lands. As per the data provided by the District Industries Center (DIC), the total no. of registered manufacturing units is 971, and the employment generated is 2557. There is a mini industrial estate at Garur block of Bageshwar District. In this estate six sheds have been developed, each with a 70.24 sq. meter area, however four of these sheds are currently vacant.

Services: The location of Bageshwar District is at the confluence of three rivers, the Saryu, Gomti and Bhagirathi. Religious tourism is popular in this region. Apart from the religious tourism, the District also attracts some tourists for the scenic beauty like in Kausani. Total no. of registered service units is 940, and the employment generated is 2312. The District is in dire need of investment in infrastructure and maintenance so that the District can not only host more people but also maintain the scenic beauty.

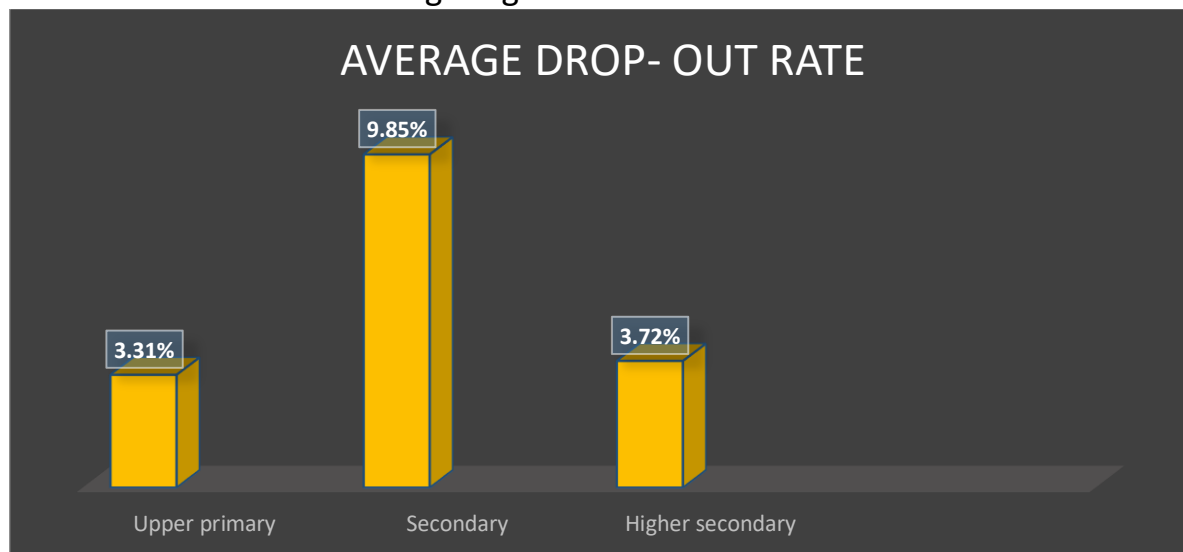
C. EDUCATIONAL STATUS

Education and training Infrastructure in the District:

Bageshwar district has **786** Government schools (which includes schools administered under the central government, state government, local bodies, tribal and social welfare department, and Department of Education). And **834** Anganwadi centers. Bageshwar block has **324** Govt. schools, the highest among all blocks, while Garur has only 199 Govt. schools.

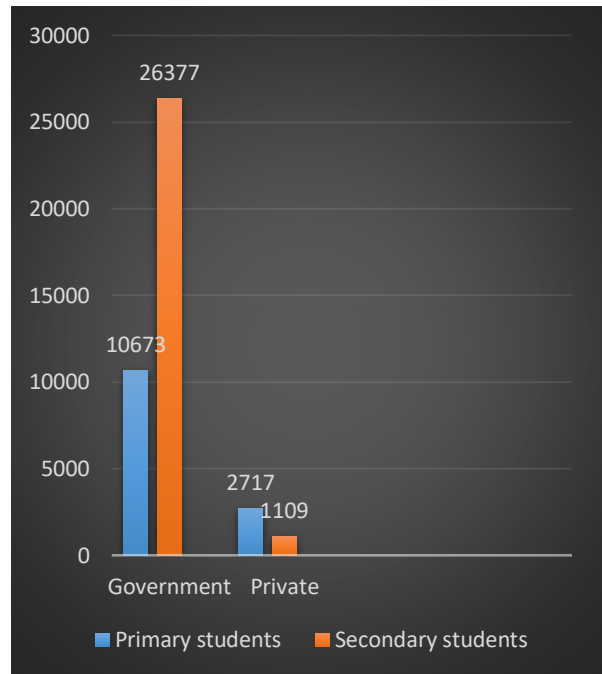
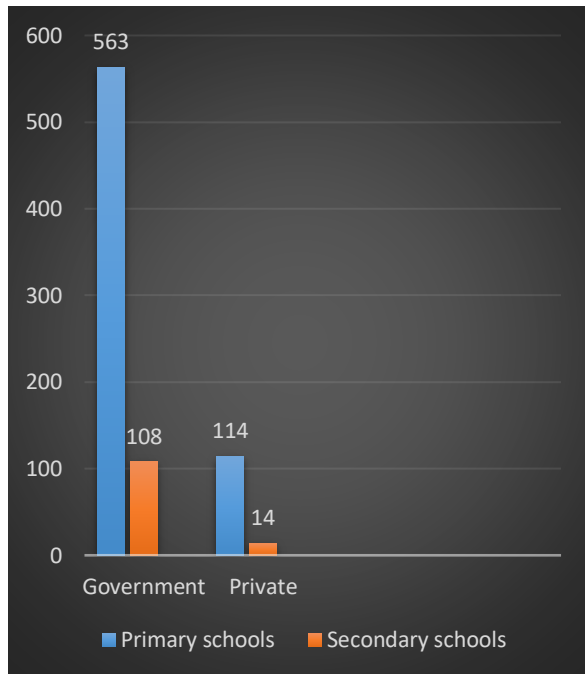
Average Annual Drop-Out Rate:

The drop-out rate in Govt. schools in Bageshwar is 0.7% at the Primary level. However, it is seen to increase as one move to higher grades.



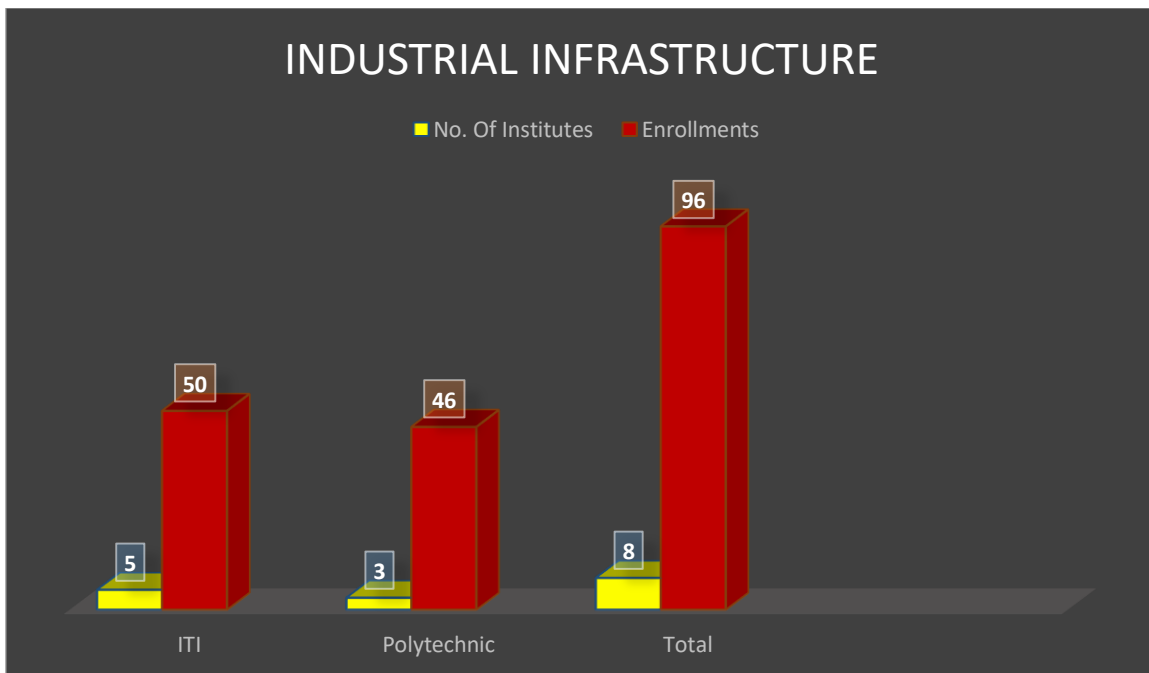
Source: Education Department, Bageshwar

School Infrastructure in Bageshwar



Source: Education Department, Bageshwar

D. SKILL ECOSYSTEM IN THE DISTRICT



Source: Govt ITIs & Polytechnic, Bageshwar

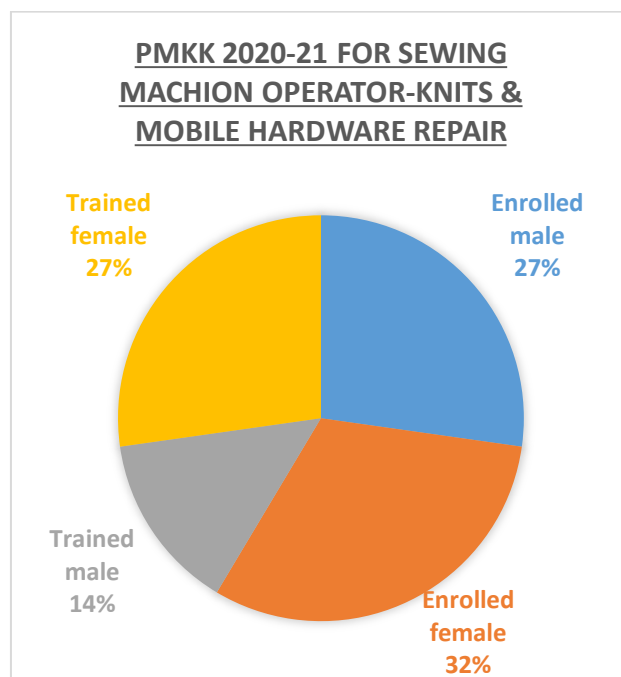
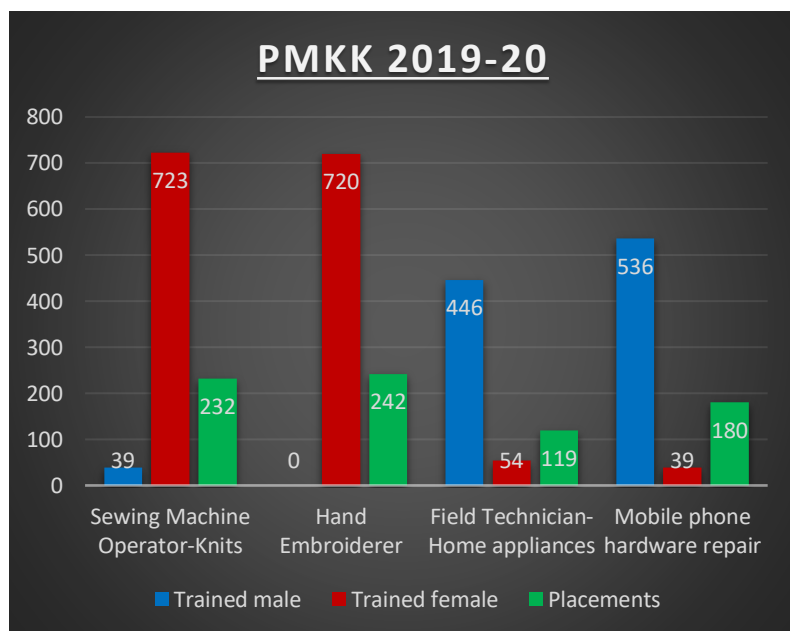
SKILL DEMAND

S.NO	OCCUPATION	PEOPLE WORKING (APPROX)	PEOPLE NEEDING SKILLING	ADDITIONAL SKILLED MANPOWER REQUIRED FOR NEXT 2 YRS. (APPROX)	REMARKS
1.	Industries (PMEGP & MSY)	2244	-	100	
2.	Horticulture	3235	1100		Skill development trainings & exposure visits are organized under various schemes like organic farming training under PKVY. Whereas inter district & district exposure visits are organized under ATMA scheme. These trainings are provided by various vegetable growers and BIOCERT Agency .
3.	Agriculture	9000	4000		Skill development trainings & exposure visits are organized under various schemes like organic farming training under PKVY. Whereas inter district & district exposure visits are organized under ATMA scheme. These trainings are provided by organization like KVK Kafligair, BIOCERT Agency, etc on activities like soil conservation, fertilizer application, crop management, etc.
4.	Tourism	523	136	57	Skill training is provided under the state run- Veer Chandra Gardwali scheme and Homestay policy .

5.	Dairy	638	37	66	
6.	Fisheries	450	200	50	Skill development training and exposure visits are organized under various state and central schemes like Blue revolution, and training/exposure visit for central cold water fisheries institute, Bhimtal and college of fisheries, Pantnagar.

Source: GMDIC, Agriculture Department, Horticulture department, fisheries department, Animal husbandry department, tourism department-bageshwar

CURRENT SKILL DEVELOPMENT INITIATIVES/ GOVT. SCHEMES FOR SKILL DEVELOPMENT



Source: PMKK center & Employment Deperatment

SCHEMES/PROGRAMS (2020-21)	CENTERS	TRAINING PARTNER	SECTORS/ TRADE	ENROLLED		TRAINED		PLACED	
				M	F	M	F	M	F
NRLM	1	RSETI	Agriculture	50	300	4	201	0	0
UPASAC	1	RSETI	Agriculture	40	100	20	65	0	26
SHYAMA PRASAD MUKHERJEE KAUSANI CLUSTER	1	RSETI	Agriculture	20	225	01	172	0	0

KVIC	1	RSETI	Entrepreneur Development Program (EDP)	88	18	88	18	65	16
NULM	2		Security Guard	180		180		0	
POLYTECHNIC	3		Mechanical Engineering	22	0	22	0	1	0
ITI	5		Electrician	18	2	29	3	0	0
			Steno Hindi	2	3	2	3	0	0
			Draughtsman Civil			1	0	0	0
			Mech. Electronics			7	0	0	0

Source: Various Depts like ITI, Polytechnic, Nagarpalika, Gramadyog, etc

DEMAND SIDE PROFILE

A. FORMAL SECTOR DEMAND

S.NO	FORMAL SECTOR	JOB ROLE	ROLE DESCRIPTION
1.	Food processing (Growth centre based)	1. Bakers 2. Food cooking machine operators 3. Inspectors, testers, sorters, samplers 4. Packaging and packagers	Bakery, Grain milling, Spice grinding, jam juice jelly, tea, green tea making packaging Processing Quality Analysis Sorting and Grading
2.	Textiles and Handloom	1. Loom Supervisor 2. Carpet weaver 3. Handloom weaver	Carpet, Pankhi, Sal, Thulma, Chutka weaving and finishing
3.	Handicraft (Copper, carpet, ringal, soft toys, Kasthkala weaver)	1. Carpet weaver 2. Carpet Finisher 3. Craftman 4. Weaver	Copper craft, Copper utensils, Ringal craft, making and finishing
4.	IT/ITeS (Computer and related activities)	1. Computer operator 2. Web developer 3. Web designer	Web designer and developing, Cyber Café, online service, CSC centre, etc.

5.	Manufacturing of Wearing Apparel	1.Tailor 2.Cutter	Tailoring work,Making of wearing apparel and Readymade Garment, etc.
6.	Manufacturing of Wood Products	1.Carpenter 2.Finisher	Wooden Furniture and other wooden items making.
7.	Fabricated Metal Product Manufacturing	1.Arc Welding 2.Helper	Fabrication to make useful Products in Automobiles and Home appliances.
8.	Agriculture & allied activities	1.Mushroom Growers 2.Pangus Farming/Rearing 3.Traut Farming/Rearing 4.Karp Farming/Rearing 5.Dairy and vermi-compost	Farming for more yield and good quality produce.
9.	Organic Wool (Growth centre based)	1.Sheep farmer	Organic wool production
10.	Printing Press	1.Printing Press Operator 2.Assistants 3.Oddset Printing Press Manager 4.Offset Printing Press Helpers	Pamphlets, Greeting card, Printing work, Flexi making, etc
11.	Tourism & Hospitality	1.Food production/Kitchen 2.Office manager 3.Material Manager 4.Housekeeper 5.Receptionist 6.Cook	Cooking, Hospitality, housekeeping and other management
12.	Manufacture of Electronics & Electrical apparatus	1.Assembler 2.Packaging assistant 3.AC Repair Technician	LED Bulb Making
13.	Beauty & Wellness	1.Cosmetologist 2.Barber/beautician	Cosmetology, Beauty treatment, hair dressing, Beauty care.
14.	Herbal based manufacture	Manufacturing of various herbal products like herbal tea, infusions, decoctions, beauty and sanitization products, etc.	Scientific Collection of sustainable utilization of naturally available plant resources and their cultivation for

			manufacturing of various herbal products
15.	Hemp textile/fiber/paper industry	Utilization of hemp for textiles, fiber and paper making and to develop markets for cannabis based products like handloom, cosmetics, oils, wood products, etc.	Promotion of hemp cultivation on barren lands for creating various employment opportunities and revenue generation.
16.	Other services	1.Mobile mechanic 2.Photographer 3.Videographer 4.JCB & Pokland Machine Drivers 5. Automobile machine operators	Mobile repairing/photography, videography, etc.

B. INFORMAL SECTOR

PRIMARY SECTOR (RAW MATERIALS)	In Bageshwar district the major crops cultivated are Wheat, Paddy, Ragi, Lentils, and a traditional crop called Bhatt . Vegetables, fruits and spices production is also in large scale. The contribution of different crops is:		
	Crop	Production	Percentage share
	Wheat	24714 mt/ha	89.47
	Paddy	17209 q/ha	61.13
	Ragi	6565 q/ha	23.32
	Lentil	1460 mt/ha	5.28
	Maize	1212 q/ha	4.30
	Bhatt (Black Soyabean)	1285 q/ha	4.56
	Lemon	6.40 mt/ha	68.97
	Turmeric	12.21 mt/ha	20.51
	Ginger	9.53 mt/ha	25.67
	Pear	2.21 mt/ha	72.57
	<p>Total spices production is 7.89 mt/ha Total fruit production is 3.44 mt/ha Total Kharif production is 28148 q/ha Total Rabi production is 27622 mt/ha.</p>		

SECONDARY SECTOR (FINISHED GOODS)	In Bageshwar district, total number of registered manufacturing unit are 971, Investment is Rs.2714.825 lakh and employment generated is 2557. (In these units 963 unit are micro units, investment is Rs.964.50 lakh and employment generated is 553).
TERTIARY SECTOR (SERVICE SECTOR)	In Bageshwar district, total number of registered service unit is 940, Investment is Rs.4363.42 lakh and employment generated is 2312. (In these units 928 units are micro, investment is Rs.3041.21 lakh and employment generated is 2113, 12 units are small units, investment is Rs.1322.21 lakh and employment generated is 199)

TRAINING INFRASTRUCTURE PROFILE

A. SHORT TERM SKILL DEVELOPMENT PROGRAM

S.NO	SCHEME NAME	CENTERS	TRADES	TRAINING CAPACITY PER YEAR
1	PMKVY	2	Currently not operational	-
2	PMKK	1	2	280
3	RSETI	1	5	100
4	DDU-GKY	1	6	272

B. LONG TERM SKILL DEVELOPMENT PROGRAM

S.NO	SCHEME NAME	CENTERS	TRADES	TRAINING CAPACITY PER YEAR
1	Craftsmen Training Scheme	02	4	92+20=112
2	Apprenticeship Training Scheme	04	1 (Electrician)	12

C. ANY OTHER NON- GOVERNMENT SKILLING PROGRAMS

S.NO	SCHEME NAME	CENTERS	TRADES	TRAINING CAPACITY PER YEAR
1	Jan shikshan Sansthan for skill development	1	Mushroom Grower	40
			Nursery Worker	40
			Self employed tailor	400
			Electrical technician	40
			Jam, jelly & Ketch up processing technician	100
			Pickle making technician	120
			Traditional Snack & Savoury Maker	40
			Bamboo Basket Maker	80
			Handmade Agarbatti Making	240
			Hand Crochet Lace Maker	80
			Jute Product Stitching Operator	60

			Traditional Hand embroidery	280
			Iron & Steel Utility hand plant operations	40
			Domestic data entry operator	120
			Total	1800

IMPACT OF COVID:

A. PRE & POST EMPLOYMENT SCENARIO:

The employment status in the district is that majority of the **Agriculture and allied activities** give employment to the people in the district which is categorized under unorganized sector. Even the **industry workers** fall under the **unorganized sector/seasonal employment/self-employment**. The organized sector consists of registered units are 1911.

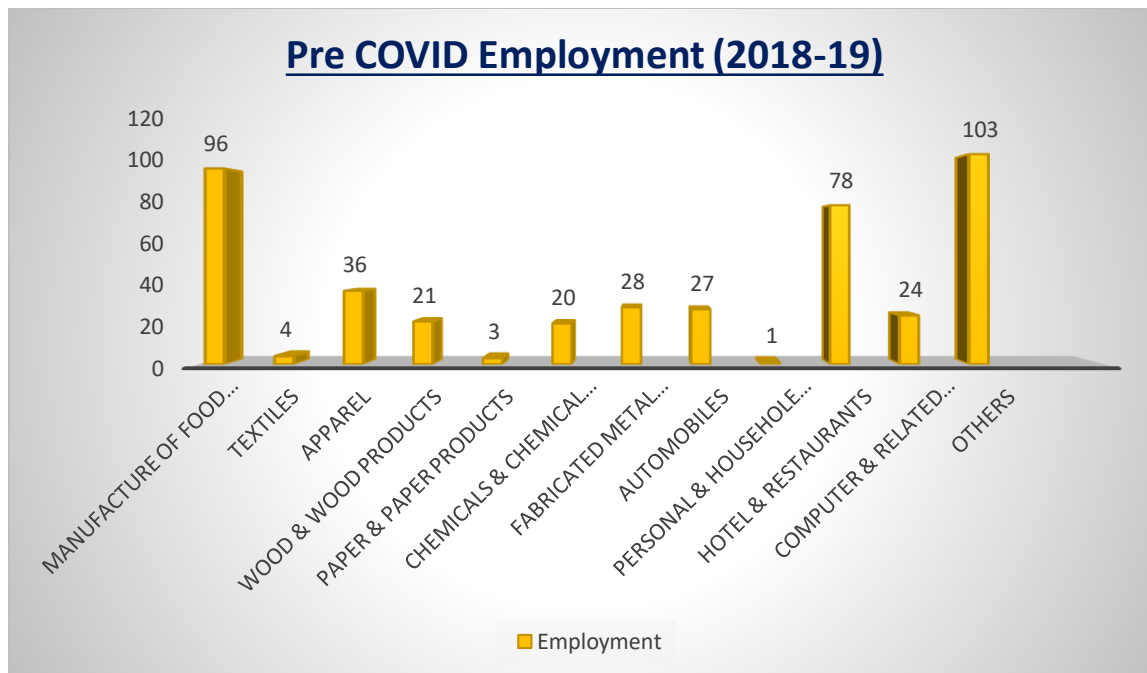
Total no. of people engaged in Wage/Salary employment is 2958 and the total no. of people engaged in self-employment is 1911.

Majority of the people in the district are under the unorganized sector involved in traditional works like handloom, weaving, masons, copper items making, etc.

During the Covid Pandemic, Uttarakhand Government has launched the job portal named, **“HOPE” (Helping Out People Everywhere)**. It will help unemployed skilled youth and experienced persons to get a job opportunity in Uttarakhand. A platform connecting both Employers and Job seekers.

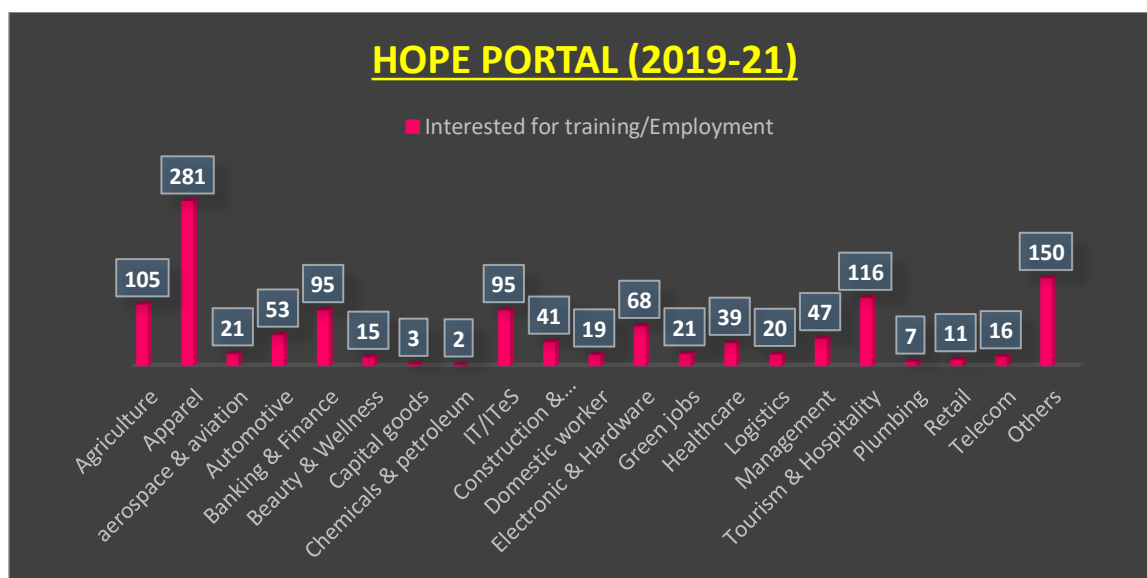
Also, **Mukhyamatri Swarozgar yojana (MSY)** under the state government has launched after the pandemic to promote the entrepreneurship opportunities for the youths by providing them the loan subsidy for new start ups.

Prime Minister’s Employment Generation Programme (PMEGP) is implemented by Khadi and village commission (KVIC) as the nodal body at national level. It provides MSMEs financial assistance to set up a new project. This helps generating employment or entrepreneurship opportunities among the youths.

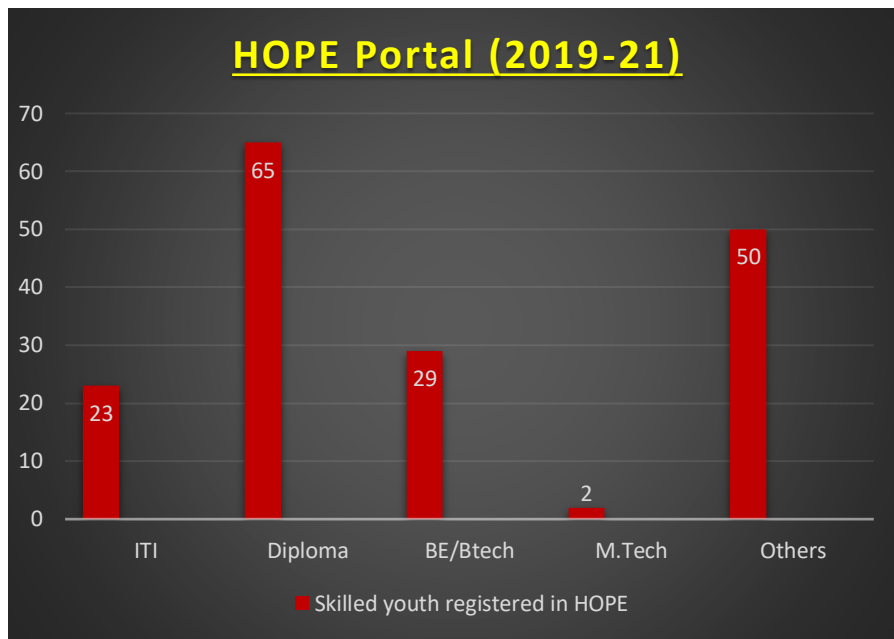


Source: District Industries Commission, bageshwar

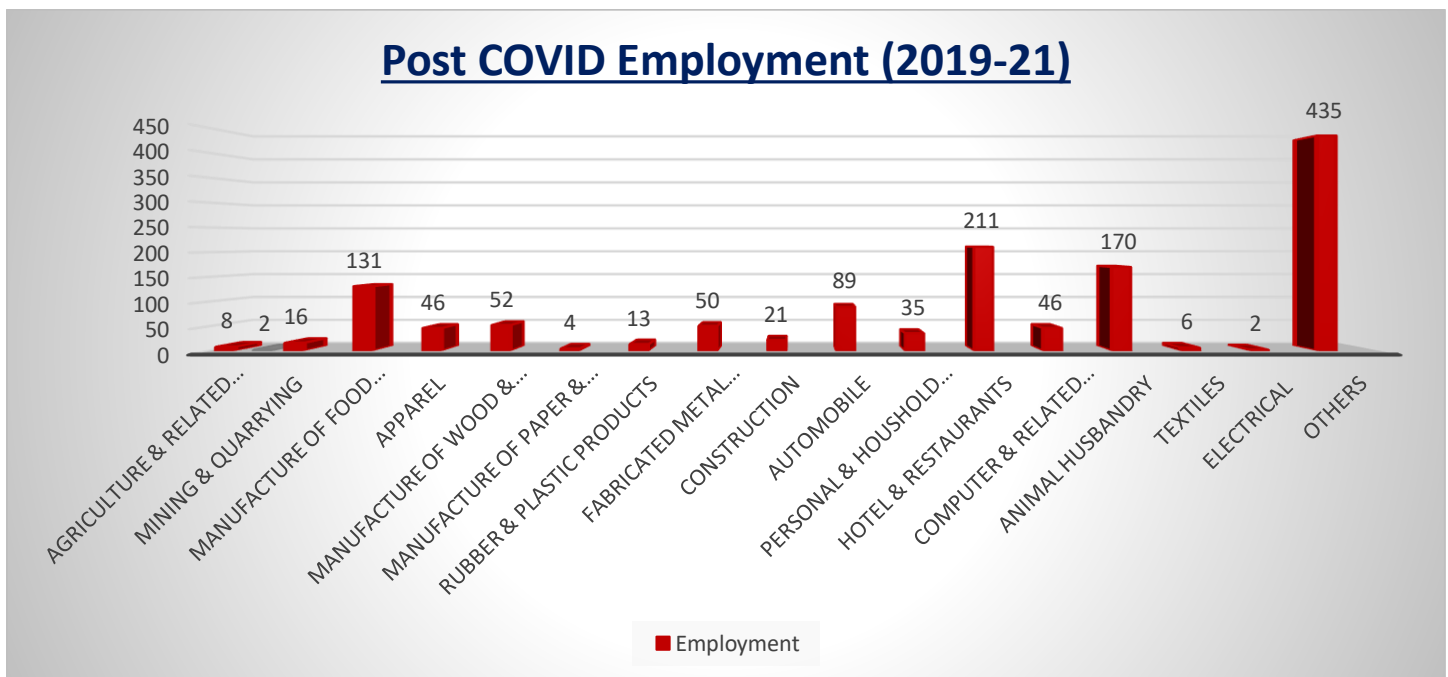
Total no. of employments pre COVID (2018-19) = **441**.



Source: Employment Department



Source: Employment Department



Source: District Industries Commission, bageshwar

Total no. of employments post COVID (2019-2021)= **1334**.

Majority of the migrants were interested to go for animal husbandry sector, hotel & restaurants or retail stores, etc. In the above chart, Others include general store, cosmetic shops, medical stores, electronic stores, barbers, beauty parlours, photography, etc.

SWOT ANALYSIS



ACTION WORK PLAN

A. OBJECTIVES:

- Institutional strengthening- To create a pool of master trainer at District, Block & Panchayat level. To develop institutions regarding skill development.
- Improving Quality and strengthening delivery- Provide convergence platform among skilling stakeholders to standardize skilling, promote maximum utilization of resource under common skilling norms in the state and to have convergence of Skill Efforts at district.
- Inclusiveness & Opportunities- to align skill initiatives to meet the local needs and to develop local industry, handicraft, etc. and provide the local market to the target community. Providing opportunities for life-long learning for skill development.
- Enhancing digital platforms for better employment- Introducing new communication platforms like Zoom apps, Google meet, etc and training the people with navigation and execution.

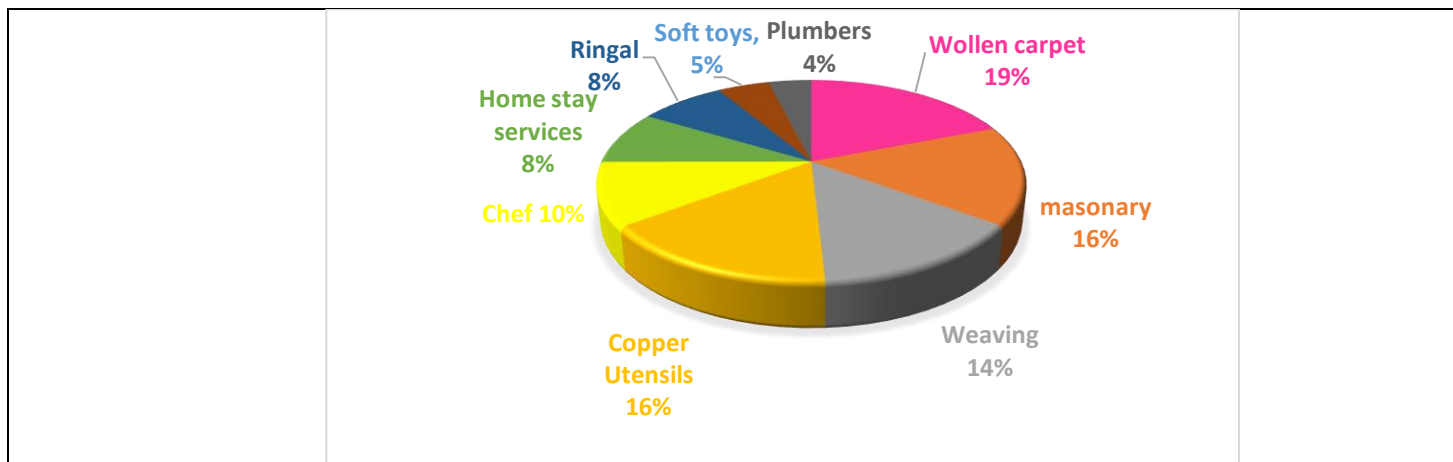
A. ACTIVITIES:

S.NO	KEY OBJECTIVES	OVERVIEW OF INITIATIVES/ACTIVITIES PLANNED
1.	Institutional Strengthening	<p>Key Activities as envisaged to develop/ augment the district level capacity and capability to deliver, monitor and evaluate skill development initiatives and programmes towards sustainable livelihoods.</p> <ol style="list-style-type: none"> 1. Convergence & Coordination at district by targeting the beneficiaries of state scheme of animal husbandry like SCP Cow units, Goatery, Sheep farming and other schemes to be benefitted with skill development programme. Better Service delivery by providing a farmer's producer group with a transportation subsidy so that farmers could book a vehicle for transporting their produce to nearby mandis but this charge them a lot which directly affects their income. So, this is a good approach to give a minimum of 50% subsidy to farmer's producer group. Dire need to increase the working staff in almost all the departments. Better functioning of the DSC. DSC has been formed in the district in August 2020 and first meeting was held on 16-09-2020 and second meeting was held on 25-09-2020 wherein the final draft of the DSDP 2019-20 was discussed and necessary recommendations were made.
		<ol style="list-style-type: none"> Identification of better beneficiaries by conducting field visits, field surveys, job melas, etc in district. Strengthen Local Govt & Private ITIs: to have Incubation Centers to drive innovation

2.	Improving Quality and strengthening delivery	<p>and nurture entrepreneurship. As per the local's demand, Fitter and Computer Desktop Supporting Technician Trade has been considered under the World Bank project in ITI-Kanda.</p> <p>3. Demand Driven Skill Training- Improving Engagement with the Industry, ensure wage employment after skill training and bridge the demand supply gap.</p> <p>4. District Administration shall take steps to developing the entire Entrepreneurship value-chain at the district to provide adequate and quality technical, operational and financial support to trainees interested in and capable of entrepreneurship for seamless deployment of entrepreneurship.</p> <p>5. ToT Mechanism: To build a pool of quality trainers by bringing them to bring under a robust ToT program to assess and certify trainers deploying programs at the district level.</p>
3.	Innovative/Unique plans	<p>1. It is good to open 3 small Mandis in each block of Bageshwar district so that the farmers can easily sell their produce at a good fruitful price. Along with this a linkage program should also be implemented that will connect these mandis and Haldwami mandi directly which is in nearby district. So that farmers can get more benefit of their produce and also there should be transparency between farmers and buyers.</p> <p>2. Farmers who want to start dairy farming, goat farming and poultry farming through state loan run based/subsidy based schemes like C.M Rozgar yojana, Animal Husbandry department's SCP Scheme of cow rearing, Goatery and sheep rearing schemes.</p> <p>3. Farmers who are willing to take loans from NABARD sponsored schemes e.g. EDEG</p>

		<p>(Entrepreneurship Development & Employment Generation), Poultry Venture Capital Fund, IDSRR (Integrated Development of Small Ruminants & Rabbits) will be taken up for skill development programme.</p> <ol style="list-style-type: none"> 4. Entrepreneurship & Rural Technology: More than 90% of the district population is rural. Hence, collaboration with institutions such as NIRD and other global institutions, wherever applicable to enable entrepreneurship and rural technology by means of incubation to provide Financial, Technical & Operational Support to the youth. 5. The idea of harnessing energy from the pine needles can be implemented as the pine forests are widely distributed in the district. Based on the availability of Chir Pine forest, the district has a great potential of producing energy which can not only help meet the local energy needs but can also be an effective mean for livelihood/revenue generation. 6. Skill development of local communities for making toys, decorative items, basket and other household items by using pine needles would not only enhance their income but also help in preventing forest fires. 7. Develop a Skill Fund for the district / state. 8. Organizing the “Skill Competition” (India Skills) in the district in the month of Nov-Dec 2020 to showcase and inspire excellence in skills. Competitions provide an opportunity to see a skilled profession in action and inspire options of a vocational career. 9. Recently, Bageshwar has been granted the licence for cultivating Hemp for industrial
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		<p>purposes. Hence, a processing unit for manufacturing Hemp products like handloom, cosmetics, essential oils, paper, etc can be developed as the district is in abundance with hemp. Raw material could be easily available and employment could be generated.</p> <p>10. Promotion of A2 milk as the district has the potential of it with around 7600 Badri cows (<i>Desi cows</i>). Also can encourage the locals for manufacturing A2 milk products like Ghee, Paneer, etc.</p> <p>11. Drafted a proposal to introduce Vocational training Courses (Technical & Non-technical) in Government schools & Colleges targeting the students of class 9-12 on a pilot basis.</p>
4.	Inclusion	<p>1. Increased access to women, PwD and SC/ST's by facilitating sustainable livelihood.</p> <p>2. Recognition of Prior Learning (RPL) to validate and upskill the youth / population</p>
<p><u>RECOGNITION OF PRIOR LEARNING (RPL)</u>- In Bageshwar district there are many people who are self-skilled or traditionally skilled but their skills have got no recognition. Special efforts are made to target such people/community so that their skills get the desired recognition, upskill them, income is generated and livelihood is enhanced. There are more than 100 artisans/craftsman, weaver in different craft such as Copper items making, Ringal, Carpet, Woolen, etc. They have no formal training from any institute and have no certificate. But they got district level, state level and Uttarakhand Shilp Ratna Award and also participated in national and international exhibitions and trade fairs. Out of them one copper artisan has participated in Birmingham England for Uttarakhand. Such artisans need RECOGNITION OF PRIOR LEARNING (RPL) Certificate.</p> <p>Approximate number of such people recognized in various trades in Bageshwar district are:</p>		



5.	Capacity Building	<ol style="list-style-type: none"> 1. Conducting Career counselling for the youths by guiding them according to their interest of fields. 2. Increased capacity augmentation for various stakeholders through workshops, seminars, etc. 3. Organizing Rozgar mela. 4. Organizing Mega Job fair annually
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Copper Craft, Bageshwar



Copper Utensils, Bageshwar

ACTION PLAN FOR TRADITIONAL WORKERS:

S.NO	TARGET COMMUNITY	FOCUS ACTIVITY	REQUIRED SKILL DEVELOPMENT PLAN	REQUIRED PERSONS/UNITS	OUTCOME
1.	Copper Handicrafts	Copper utensils, memento and other item making	Training regarding fine designing and upgradation in craft techniques (6 months) With stipend fund	50 persons/ 2 units	New design Craft as per the modern demands
2.	Ringal Handicrafts	Baskets, bags, and other showcase items and memento	Training regarding new designs and new items (6 months) With stipend fund	50 persons/ 2 units	New design craft as per the modern demands
3.	Woolen Carpet and Handloom weaver	Carpet, Pankhi, sal, Thulma, Chutka weaving	Training regarding weaving with new modern techniques (6 months) With stipend fund	50 persons/ 2 units	New design craft as per the modern demands



Ringal Handicraft- Age old traditional work of Bageshwar

ACTION PLAN FOR TOURISM:

S.NO	TARGET COMMUNITY	FOCUS ACTIVITY	REQUIRED SKILL DEVELOPMENT PLAN	REQUIRED PERSONS/ UNITS	OUTCOME
1.	Tourism	Tourist Guides	Relevant guide training to promote tourism and explore the religious/historic/cultural significance of the spots. (1-3 months)	50 persons/ 4 units	Promote Tourism in better way by making tourists aware of the cultural/historic/religious significance of the tourist places.
2.	Hospitality	Hotels/ Motel	Training in hotel management, distribution and maintenance (6 months)	65 persons/ 4 units	Improves the basics of hotel demand, management , distribution and maintenance .

HOME STAY POLICY:

DeenDayal Upadhyaya Griha Awaas Homestay regulations, has been created to attract tourists to far-flung tourist destinations along with the popular ones, enhance accommodation facilities at local level, generate employment for native people and provide an additional source of income to house owners. This is a **unique initiative** to provide clean and affordable homestay facilities to national and international tourists. The facility will also offer travellers a unique opportunity to explore Uttarakhand's culture and savour the delightful delicacies of the state's cuisine.

There are many tourist spots located in the remote rural areas of Uttarakhand like in bageshwar district which are abundant with natural beauty and cultural heritage, but due to the absence of proper lodgings and food facilities, tourists are deprived from exploring such beautiful places. This initiative has attracted as many tourists as possible and made the tourists stay happy and more comfortable. Homestay in Bageshwar is majorly becoming a means of livelihood. A basic standard homestay is facilitated with all the necessities like the

attached bathroom with western toilets, clean potable drinking water, spacious rooms, clean and hygienic bed linen, blankets, pillow covers, towels, etc.

S.NO	FOCUS ACTIVITY	PEOPLE WORKING	PEOPLE NEEDING SKILLS	ADDITIONAL MANPOWER	TRAINING PERIOD
1	Home stay	70	43	35	1 month



Home stay at Kausani, Bageshwar

ACTION PLAN FOR AGRO-BASED STAKEHOLDERS:

S.NO	TARGET COMMUNITY	FOCUS ACTIVITY	REQUIRED SKILL DEVELOPMENT PLAN	REQUIRED PERSONS/ UNITS	OUTCOME
1.	Agriculture Farmers	Organic Farming	Training in soil health, transplanting & direct seeding, making & using compost, pest management, etc (6 months)	6905 persons/ 35 units	More yield, good quality produce
2.	Packaging and Crop Practices	Knowledge of good packaging and demonstration	Training in packaging and related activities	10 units	Better yield

		of crop management practices	(1 month)		
3.	Horticulture	Mushroom training	Techniques of site selection, methods of construction of mushroom house, preparation of substrate to harvesting of mushroom, plant protection, post-harvest management, marketing (1 month)	30 persons	Better quality produce and better yield
4.	Establishment of Polyhouse	Unseasonal vegetables production	Related training for creating structure, maintaining, etc.	25	More yield, good quality and unseasonal vegetables produce.
5.	Animal Husbandry	Cow rearing	Skill developmental activities including theoretical and practical exposures for advances rearing practices.	100 persons	More productivity through adoption of scientific knowledge and technique.
		Goat rearing		70 persons	
		Poultry rearing for livelihood		250 persons	

KIWI FRUIT & ITS PRODUCTS- One District One Product (ODOP)

- Bageshwar has geographically suitable climatic conditions for the cultivation of kiwi fruits. Earlier, the production was very low but now the production has almost multiplied 10 times with total production to be 120-150 quintals. More and more farmers are involved in kiwi plantation (approx. 250 farmers). Shama, Liti and kausani are the villages/blocks where the kiwi farming is happening. Kiwi fruit processing growth center is established in Shama where products like kiwi jam, chutney, candies, jellies, juices & squash are manufactured (Grade-C fruits are used). Grade-A,B fruits are sold out as raw product in the markets. Currently the market for these products is Bageshwar, Almora, Haldwani, Bareilly, Dehradun, Delhi.
- Recently, in Feb 2021, Bageshwar won **SKOTCH Silver award** for kiwi farming.



B. RESOURCE REQUIREMENTS

- Institutional infrastructure to be required.
- Need of a master trainer in all above specialties.
- Funds are required.
- Need consultant for planning of skill identification & engagement
- Periodical updating of the trainer with the newer advancements of the sector
- Soft training skill
- The market should also be made accessible for the trained persons to practice their skills

- Minimum staff in the departments is required so that the field visits and surveys are conducted on timely basis.
- Creation of a skill development cell / unit at the district level

C. MONITORING & EVALUATION

- Monthly review of progress of all skills scheme in chairmanship of Deputy Magistrate.
- Development of Management information system (MIS) for better data collection on timely basis.
- Use of digital field monitoring tool for real-time monitoring and evaluation.
- Physical visit in every week of Training Centers by Concerns department district team.
- Arrangements to be made for CCTV in Training Centers.
- DSC meeting once or twice a month.
- DSDP prepared on annual basis and for a 5 year plan. Annual DSDP to be reviewed twice a year and necessary field visits and surveys to be conducted accordingly.
- Trainees, Trainers & Parents feedback to be taken on monthly basis.

RECOMMENDATIONS & STEP FORWARD:

- Uttarakhand is known for its mountains and natural beauty, so we should try to establish an **entertainment industry** like film Studio. **Theatre Group establishment** like National School of Drama (NSD) for youth. This will not just help in making documentaries, movies and in promoting the local culture but also helps in providing employment opportunities.
- Trophy/Medal/Shield/Momentums should be replaced with **“Tamrashilp” or Aipan design shields**. This will promote the traditional art & crafts and the demand will generate more employment for the artisans.
- Home Stay approach: Home Stay’s should be developed in the Traditional format with **wooden and stone architecture**. Welcoming of guests should be in Traditional dress with a small ritual ceremony. Traditional pahadi food items should be served at Hotels, Restaurants and Home Stay’s so as create a demand of raw material available in the region.

- A **museum** should be established at Kausani and in Bageshwar where the traditional art & crafts are exhibited. Also, Baijnath Lake should be re-constructed so as to promote and conserve tourist activity (Boating/Traditional dress Photography, etc). This helps Small vendors generate income and the tourists can be made to hold on for a longer duration. Hence, generating revenue and employment.
- A concept of **community kitchen** should be developed, so as to provide an employment to few women's at block head office with a concept of providing healthy food with traditional ingredients at minimum price.
- Copper Should be promoted in a scientific way with it's health and ritual benefits. This leads to increase in demand as an export item. (*Be a Smart Shopper, buy a Copper*).
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ABBREVIATIONS & ACRONYMS

- DSDP- District Skill Development Plan
- UKSDM- Uttarakhand Skill Development Mission
- MSDE- Ministry of Skill Development and Entrepreneurship
- DM- District Magistrate
- DSC- District Skill Committee
- GDDP- Gross District Domestic Produce
- NTFP- Non-Timber Forest Produce
- DIC- District Industries Center
- PKVY- Paramparagat Krishi Vikas yojana
- ATMA- Agriculture Technology Management Agency
- ToT- Training of Trainers
- MIS- Management Information System
- SCP- Special Component Plan
- EDEG- Entrepreneurship Development & Employment Generation
- IDSRR- Integrated Development of Small Ruminants & Rabbits
- PMKVY- Pradhan Mantri Kaushal Vikas Yojana
- PMKK- Pradhan Mantri Kaushal Kendra
- RSETI- Rural Self-Employment Training Institute
- PMEGP- Prime Ministers Employment Generation Programme
- KVIC- Khadi and Village Industry Commission

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