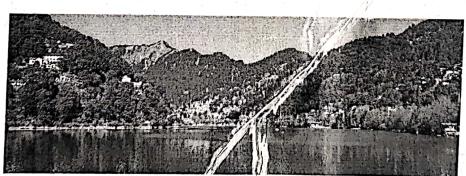
District Skill Development Plan (2020-21)

Nainital District

(Uttarakhand)



Scanned with CamScanner

Index

Sr. No.	Components of DSDP	Page No.
1.	**Overview - Nainital District**	3
A.	Background Profile	3
B.	Supply Side Profile	5
i.	Demographic Profile	5
ii.	Socio-Economic Profile	6
iii.	Education Profile	8
iv.	Employment Profile	9
C.	Demand Side Profile	10
i.	Formal Sector Demand	11
ii.	Informal Sector Demand	12
D.	Training Infrastructure Profile	13
i.	Short Term Skill Development Programmes	14
ii.	Long Term Skill Development Programmes	14
2.	**Annual Work Plan**	15
A.	Objectives	15
B.	Activities	15
C.	Resource Requirement	18
D.	Monitoring and Evaluation	19
•	**References**	19
•	**Research Methodology**	20
•	**Undertaking**	20

Scanned with CamScanner

1. Overview - Nainital District

A. Background Profile

District Nainital is located in the Kumaon foothills of the outer Himalayas. Nainital is at a distance of 285 km from the state capital Dehradun and 345 km from New Delhi, capital of India. It is situated at an altitude of 2,084 metres (6,837 ft) above sea level. Nainital district is spread over an area of 4,251 sq.Km. (Census 2011) and constitutes approximately 7.2 percent of the total geographical area of the Uttarakhand State.

Located in the southern part of the State, Nainital is having it's borders with Almora District in the north, Pauri Garhwal District and Uttar Pradesh in the west, Udham Singh Nagar District in the south and Champawat District in the East. The district has 8 blocks and 1,027 villages. Topographically, the District is divided into two areas on the basis of terrain viz. Krol and Bhabar. Krol refers to the hilly region while Bhabar refers to the foothills. The hilly region houses lakes like Bhimtal, Nainital, Sattal etc. while the foothills is known for it's mineral resources as well as soil fertility.

Commonly known as the "Lake District of India", Nainital is one of the most beautiful hill stations in North India. Since the High Court of the State is located there, it is considered as the judicial Capital of Uttarakhand. Nainital is also the headquarter of the Kumaon division. It also the official residence of the Governor of Uttarakhand, i.e. Raj Bhavan.

Area	4,251 sq. km.
Population	9,54,605 (Socio-Economic Caste Census, 2011)
Blocks	8
Major Economic Sectors	Tourism, Hospitality, Agriculture, Horticulture, Handicrafts.
Major Crops	Rice, wheat, maize, soybean, ragi, lentil etc.
Major Fruits	Guava, jackfruit, apple, pear, peach, plum, mango, citrus, etc.

Scanned with CamScanner

Map of Nainital District

Bird's Eye View of Nainital Town

Scanned with CamScanner

B. Supply Side Profile

i. Demographic Profile

With a total population of 9.55 lakh, Nainital constitutes 9.44 percent of the total population of the State and is the fourth most populated district of Uttarakhand. Nainital also had the fourth highest decadal growth rate in population in the State, increasing by 25.2 percent every decade.The population density is 225 which makes Nainital the fourth most densely populated district of Uttarakhand . Approximately 56 percent (5.35 lakh) of the population lives in rural areas and the remaining 44 percent of the population (4.19 lakh) lives in urban areas. Out of a total of 1027 villages, 1012 are inhabited. There are 8 blocks (Haldwani, Ramnagar, Kotabagh, Betalghat, Ramgarh, Okhalkanda, Dhari and Bhimtal) and 479 Gram Panchayats.

According to Census 2001, the socially backward classes such as SC and ST represent 19.42 percent and 1.94 percent of the population respectively. As per Census 2011, the district has a population of 9.55 lakh of which males and females were 4.94 lakh and 4.61 lakh respectively. With regard to sex ratio,the district fares quite poorly as compared to the other districts and the state average. The sex ratio for Nainital as per 2011 Census figures was the fourth lowest in Uttarakhand at 933 females per 1,000 males, and was much below the state average of 963 females per 1,000 males.

Key Demographic Indicators for Nainital District

Indicators	Value
Total population (in lakh)	9.55
Total population (Male) (in lakh)	4.94
Total population (Female) (in lakh)	4.61
District share in state population	9.44%
Density of population	225
Decadal growth of population (2001-2011)	25.2%

Scanned with CamScanner

Percentage of urban population	44%
Scheduled Caste population percentage of state population	19.4%
Schedule Tribe population percentage of state population	1.94%
Sex ratio	933

ii. Socio-Economic Profile

The District Domestic Product (DDP) of Nainital at current prices with the base year 2011-12, stood at Rs. 12,13,174 for the year 2015-16. and at Rs. 13,45,261 for the year 2016-17 (Provisional Estimates). The DDP at constant prices for the year 2015-16 stood at Rs. 10,45,912 (Revised Estimates)and at Rs. 11,16,974 for the year 2016-17 (Provisional Estimates). The per capita DDP for the year 2015-16 at both with the base year 2011-12 stood at Rs. 1,01,893 (Provisional Estimates)for the year 2015-16 while it stood at Rs. 1,07,077 (Provisional Estimates) for the year 2016-17. The approximate contribution of different sectors to the District Domestic Product (for the year 2016-17) stood at 19.84 percent, 25.65 percent and 54.51 percent for the primary, secondary and tertiary sectors respectively.

Primary Sector

Almost 60 percent of the rural population of Nainital is dependent upon agriculture for their livelihood. 80 percent of the farmers in the District are small or marginal farmers with up to one hectare of land or less. But agriculture in the hills is less profitable as the plain areas of the District are more fertile than the hilly areas. Five out of eight blocks in the district fall in the hilly areas. The Department of Agriculture has been actively promoting organic farming and providing training for the same.

Nainital has a wide variety of climatic conditions and soils due to which a large number of horticulture crops such as temperate and tropical fruits, vegetables, potato, tropical tuber crops, mushrooms, ornamental plants and spices are grown. The agro-climatic diversity with high rainfall distributed over a four-month monsoon and a reasonably good winter and summer allows for

Scanned with CamScanner

growing of fruit crops like mango, litchi, guava, peaches, plums, apples, apricot kiwi and limes; spices like ginger, turmeric and chilly, a variety of root and tubers and a whole range of vegetables. The low-temperature in the hilly areas at higher altitudes offer ideal conditions for growing off-season vegetables. Floriculture also has excellent prospects. The State thus enjoys a natural comparative advantage for horticulture with possibilities for growing a diversified basket of fruits, vegetables, spices, tubers and flowers whose potential yet to be fully exploited.

Secondary Sector

Nainital is spread over both hilly and plain terrain. The blocks that fall in the hilly terrain are Bhimtal, Dhari, Ramgarh, Betalghat and Okhalkanda. These areas are rich in natural resources and have primarily medium and small industrial units. These also include cottage industries. The following types of industrial units are noted to be present in Nainital.

- Mineral products related - Stone crusher, soap stone, etc.
- Forest products related - Furniture, plywood, medicines, etc.
- Electronics and services related – Computers (hardware/software), construction material, tourism etc.
- Handicrafts - Candle making, wooden carving, artificial jewellery, Aipan art, etc.

Besides there are some big industrial units like that of Century Paper & Pulp Mills, Bio-life Foods Pvt. Ltd etc.

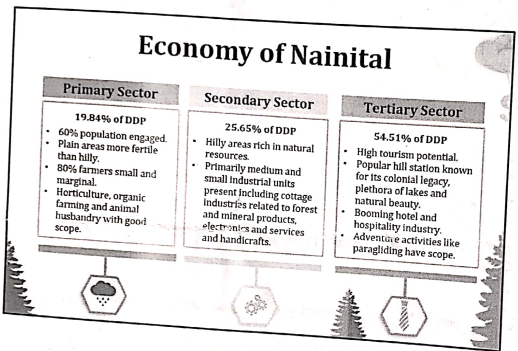
Tertiary Sector

Under the tertiary sector, tourism and allied activities like hotels, tourist guides, accommodation services like home stays, travel and transportation services, adventure sports like mountain biking and paragliding, etc. are included in addition to other services like educational institutions , home stays etc. Tourism is the biggest contributor in the service sector industry of the District . Nainital is one of the most popular tourist spots in the State of Uttarakhand and is known for its lakes- Naini Lake, Bhimtal, Sattal, Khurpatal and Naukuchiatal, apart from other popular tourist destinations like Mukteshwar, Dhari, Ramgarh

Scanned with CamScanner

etc. Nainital's natural lakes, forest cover and high peaks make it a very scenic destination for tourists. In addition, its rich history since the time of the British rule and the religious importance of the place makes it a popular tourist destination.

At present, the tourism industry of Nainital is in search of a development model which will uphold its position in the tourism market and at the same time, does not compromise on its ecological diversity.



iii. Education Profile

Average literacy rate of Nainital in 2011 (Census) was 84.85 percent compared to 78.36 percent in 2001, an increase of over 8 percent. Male and female literacy is 91.09 percent and 78.21 percent respectively. For 2001 Census, same figures stood at 86.32 and 69.55 percent, which shows a proportionate increase in literacy level for all the groups in the district over the last 10 years. Total literates in Nainital District were 7,06,750 out of which male and female were 3,91,234 and 3,15,516 respectively as per the 2011 Census.

There are 1,780 schools in Nainital District (District Elementary Education Report Card for 2010- 2011), out of which, 577 were in rural areas and 1,203

Scanned with CamScanner

were in urban areas. The numbers of children enrolled in primary school (class I-class V) were 82,547 and in upper primary school (class VI- class VIII) were 48,198. There are 4 degree colleges and one university i.e.Kumaon University. For technical education, polytechnic institutes provide three year diploma courses in various streams like civil, mechanical, electronics, electrical and two year diploma courses in pharmacy, computer application, and shorthand secretarial practice. Additionally, various private universities affiliated to Kumaon University offer MCA, B.Ed., and MBA courses.

iv. Employment Profile

The maximum percentage of population is engaged in agriculture but it has the lowest contribution to DDP. There is a high level of disguised unemployment and a need of awareness of alternative employment opportunities. There is a high rate of outward migration because of lack of well-paying employment opportunities in the district, especially for the educated youth. There is a limited scope for the manufacturing sector due to the terrain, transport and connectivity issues. However, the service sector has the highest potential for self employment opportunities. Although seasonal in nature, the revenue generated from services is higher than the other two sectors and this can be improved through formalisation of the sector through professionally skilled personnal. Currently, the sector consists of job roles like tour guides, cab drivers, hotel staff, home stay service providers, adventure sports guides, etc. However, there is no uniformity or consistency in the quality of services provided.

A dedicated portal called HOPE (Helping Out People Everywhere) has been created by the Uttarakhand Skill Development Mission (UKSDM) as a single window platform for the purpose of skilling and employment. Till date, there have been 2125 registrations on the portal from Nainital district.

A mega job fair was organised in 28 February 2020 in Haldwani and various candidates were placed successfully in companies like Mahindra and Mahindra, Tata Motors, Voltas, Apollo Homecare, Birla Sun Life Insurance, Century Pulp and Paper, Zomato, Tech Mahindra etc.

Scanned with CamScanner

C. Demand Side Profile

The total population of Nainital in 2012 was 9.76 lakhs and is expected to increase to 12.22 lakhs by 2022. As per the research methodology of the National Skill Development Corporation (NSDC), the incremental manpower supply will be about 2.35 lakhs by 2022.

The incremental demand for human resource by 2022 for top five sector would be in agriculture (0.59 lakhs), tourism, travel, hospitality & trade (0.55 lakhs), manufacturing (0.29 lakhs), education and skill development (0.26 lakhs), and food processing (0.25) The total demand for semi-skilled and skilled manpower by 2022 would be 0.27 lakhs, and 0.47 lakhs.

By 2022, there would be an excess supply of minimally skilled manpower where as there would be a shortage of semi-skilled and skilled manpower. Some possible areas of skill gap are as follows.

- Agriculture: Lack of knowledge to develop large scale commercial orchards; organic farming, etc.
- Tourism, travel, hospitality & trade: Need for training on soft skills for local hotels, restaurants, waiters, office boys; spoken English training for tour guides, nature interpreters, etc.
- Construction materials & building hardware: Requirement of trained manpower having knowledge of identification of minerals, stones, and experience on excavation techniques, etc.

i. Formal Sector Demand

According to the NSDC Skill Gap Report (2017-2022) for Uttarakhand, the incremental demand for work force in Nainital District is as follows.

Incremental Demand-Supply Gap in Nainital

Skill Category	2012-17	2017-22
Minimally skilled	17,177	8,178
Semi-skilled	6,125	10,160
Skilled	15,862	25,367
Total	**4,811**	**27,348**

Scanned with CamScanner

Estimated Workforce Distribution in Nainital

Year	2012	2017	2022
Total population	9,76,833	10,92,987	12,22,952
Working age population	6,00,626	6,87,952	7,87,975
Labour force	3,66,367	4,71,775	6,02,001
Work force	3,57,523	4,58,294	5,87,468
Incremental Manpower supply		**1,05,407**	**2,35,633**

Incremental Human Resource Demand in Nainital

Sector	Total	Incremental demand: 2012-2017			Incremental demand 2017-2022		
		Minimally skilled	Semi-skilled	Skilled	Minimally skilled	Semi-skilled	Skilled
Agriculture	59,762	19,424	5,550	2,775	22,409	6,403	3,201
Food processing	25,946	7,695	-	1,924	13,062	-	3,265
Metal and Mining	9,726	2,239	848	1,261	2,770	1,049	1,560
Manufacturing	28,782	6,025	2,281	3,393	8,798	3,331	4,954
Electricity, Gas and Water	823	266	120	-	302	136	-
Building, Construction & Real Estate Services	12,870	4,550	899	169	5,875	1,160	218
Auto & Auto Components	5,148	699	923	541	965	1,274	746
Tourism, travel, hospitality & trade	55,903	10,524	3,480	7,343	16,663	6,045	11,848
Transportation, logistics, warehousing & packaging	24,543	6,333	2,845	-	10,602	4,763	-
Postal and communication	1,435	-	176	476	-	211	571
Banking, Financial Services & Insurance	3,074	-	371	1,002	-	459	1,242
Real estate and Banking	2,062	748	148	28	922	182	34
Public administration	2,630	268	858	140	289	924	151
Education & Skill Development	26,539	-	-	10,454	-	-	16,086
Healthcare	7,535	-	(441)	3,409	-	1,044	3,523
Other community services	1,013	143	190	143	161	215	161
Others	-	-	-	-	-	-	-
Total	**267,792**	**58,914**	**18,248**	**33,057**	**82,818**	**27,195**	**47,561**

Scanned with CamScanner

ii. Informal Sector Demand

Due to the scattered nature of the informal economy and lack of institutional mechanism to monitor the same, there is no concrete data available for gauging the demand of the informal sector. For example, the tourism sector is majorly informal in nature with small and unorganised businesses being run all over the District, from shops and motels to services such as tour guides, drivers, etc. These need to be brought into the formal fold.

D. Training Infrastructure Profile

Type of Training Centre	Number of Centres
Industrial Training Institutes (ITIs)	21
Polytechnic Colleges	8
Pradhan Mantri Kaushal Vikas Yojana (PMKVY)	23
Deen Dayal Upadhyay -Grameen Kaushal Yojana (DDU-GKY)	4
Rural Self-Employment Training Institute (RSETI)	1
Khadi and Village Industries Commission (KVIC)	3
Krishi Vigyan Kendra (KVK)	1

Other than these centres, various departmental training courses for skill development are provided by the following -

- Agriculture Department
- Animal Husbandry Department
- Horticulture Department
- Tourism Department
- NRLM Cell
- District Industries Centre

Scanned with CamScanner

Departmental training takes place through a number of stakeholders. For example, the horticulture department provides training through the following partners.

1. Food Processing Training Institute, Ramnagar
2. State Bee-keeping Centre, Jeolikot
3. Indo-Dutch Mushroom Project,Jeolikot
4. Krishi Vigyan Kendra (KVK), Jeolikot
5. Kisan Anusandhan Kendra, Majhera
6. Central Institute of Temperate Horticulture (CITH), Mukteshwar
7. G.B. Pant University of Agriculture and Technology (GBPUAT), Pantnagar

i. Short Term Skill Development Programmes

Of the various skill development schemes that are functional in the district, most offer short term skilling courses. The sectors under which such training courses are provided are given below.

Pradhan Mantri Kaushal Vikas Yojana (PMKVY)	Tourism and Hospitality, Retail, Electronics and Hardware, Beauty and Wellness, Apparel Made-ups and Home Furnishing, Logistics, Media and Entertainment, etc.
Deen Dayal Upadhyay -Grameen Kaushal Yojana (DDU-GKY)	Logistics, Domestic Worker, Healthcare, Tourism and Hospitality, Apparel Made-ups and Home Furnishing, etc.
Rural Self-Employment Training Institute (RSETI)	Agriculture, Food Processing, Handloom and Handicrafts, Beauty and Wellness, Apparel, Electronics, Automobile, Tourism and Hospitality, Management.

Scanned with CamScanner

Khadi and Village Industries Commission (KVIC)	Bee-Keeping, Beautician, Stitching and Cutting (Tailoring), Bakery, Fruit Processing, Incense Sticks and Candle Making, Papad Making, Masala Making, etc.

ii. Long Term Skill Development Programmes

Industrial Training Institutes (ITIs) -

Carpenter (NSQF)	IoT Technician (Smart Agriculture)(NSQF)	Plumber (NSQF)
Computer Operator and Programming Assistant (NSQF)	Machinist (NSQF)	Sewing Technology (NSQF)
Draughtsman (Civil) (NSQF)	Mechanic (Motor Vehicle) (NSQF)	Solar Technician (Electrical) (NSQF)
Electrician (NSQF)	Mechanic (Refrigeration and Air-Conditioning) (NSQF)	Solar Technician (NSQF)
Electronics Mechanic (NSQF)	Mechanic (Tractor) (NSQF)	Stenographer & Secretarial Assistant (Hindi) (NSQF)
Fitter (NSQF)	Mechanic Auto Body Painting (NSQF)	Surface Ornamentation Techniques (Embroidery) (NSQF)
Health Sanitary Inspector (NSQF)	Mechanic Auto Body Repair (NSQF)	Turner (NSQF)
Information Communication Technology System Maintenance (NSQF)	Mechanic Computer Hardware (NSQF)	Welder (NSQF)
Internet of Things (Agriculture) (NSQF)	Mechanic Diesel (NSQF)	Wireman (NSQF)

There are some courses under PMKVY and DDU-GKY which are carried out over a longer period of time as well.

Scanned with CamScanner

2. Annual Work Plan

A. Objectives

The following will be the objectives of the various skill development training activities to be undertaken.

1. Harnessing the natural potential of the district by focusing on **three major sectors with the highest growth potential - Tourism and Allied Activities, Horticulture, and Food Processing.**
2. Using skilling programmes as a means to enhance the employability of the work force and provide opportunities for livelihood and employment, especially in a post-COVID market scenario.
3. Preventing to a large extent, the outward migration of the youth of the district by providing well-paying and engaging employment opportunities in the district itself.
4. Improving the income generation potential of marginalized groups like women, SCs, STs and economically weaker sections through relevant skill development initiatives.
5. Finding ways to converge the new skill development initiatives with the existing schemes like NRLM.
6. Bringing in private corporations and industry partners to enhance the quality and output of the supply chain of products and services.
7. Bridging the skill gap in the district in the long term by enhancing the quality of the work force.

B. Activities

The following sector-wise activities will be carried out as a part of skill training initiatives.

Primary Sector

Training courses on

1. Organic farming through cluster development to overcome the problem of small and marginal land holdings.

Scanned with CamScanner

2. Micro-irrigation and protected cultivation management like polyhouse management.
3. Orchard management and development of large scale commercial orchards.
4. Nursery business management.
5. Post harvest management, value addition and preservation of fruits vegetables and spices.
6. Seed and quality planting material production.
7. Integrated horticulture including bee-keeping.
8. Mushroom cultivation.
9. Floriculture.
10. Vegetable production.

Apart from this, the option of contract farming can be explored for various agro-based SHGs. This will ensure a constant income source for the farmers as well as a certain high quality of produce.

Secondary Sector

1. Training courses on food and fruit processing technologies - There is a big scope for food processing apart from the existing activities like production of pickles, juices, jams, etc. Scaling up from here to include private industry partners in the fields of food and cosmetics will improve the income of the district. For example, ice cream brands like Naturals can be partnered with to introduce flavours with fruits like peach, plum, guava, litchi, mango, etc. that have a high production in the district. Cosmetic brands like Body Shop can be partnered to procure fruits and other produce directly from the farmers in the district.
2. Training courses on decorative candle making, wood carving, artificial jewellery, etc.
3. Popularising the traditional **Aipan art** by diversifying the range of products and giving training through the medium of traditional craftsmen.
4. Training manpower to have knowledge of identification of minerals, stones, and experience of excavation techniques for the mining and mineral sector.
5. Creating linkages with big markets like Delhi (and also potential international markets) and partnering with private industry training

Scanned with CamScanner

partners through their CSR (Corporate Social Responsibility) obligations can bring in an element of competition and give an incentive to producers to improve the quality of their products. Currently, organisations like ICICI Foundation (for NRLM) and KPMG (for KVIC) are engaged as industry training partners in the district.

6. Branding in the district is currently done for NRLM SHGs under the brand name of 'Hilans'. This can be popularised through efficient value and supply chains and improved management practices and marketing strategies.
7. Also, exploring the option of e-commerce for both primary and secondary sectors will help expand the market for these products beyond just the geographical borders.
8. In relation to e-commerce, training courses for packaging, transport and logistical handling will be helpful.
9. Creation of growth centres. There is one such centre for LEDs in Kotabagh.

Tertiary Sector

1. Promotion of tourism at an institutional level.
2. Bringing the hospitality and allied tourism businesses like tour and travel operators, bed and breakfast businesses etc. into the formal sector through professional skill training.
3. Training for hotel management and hospitality services.
4. Encourage private players to set up professional coaching institutes that offer professional training for services like nursing, banking, UPSC, law, engineering and medical entrance examinations.
5. There are no formal courses available for tour guides, bird watching guides, etc. Hence the quality of those services are not upto the mark. Learning from the experience of Western countries, it is important to train the youth as tour guides as they are well aware of the history and culture of the district. Teaching them English is also essential.
6. Encouraging services like home stays and adventure sport start-ups like paragliding, mountain biking, etc. by giving interest subsidy on the loans availed through the Mukhyamantri Swarozgar Yojana (MSY) for the pravasis (people who have returned home during COVID-19).

Scanned with CamScanner

C. Resource Requirement

Given the COVID-19 situation and the uncertainty over how long it will continue, it is difficult to assess the financial resource requirement for the above skill training activities in the district. The District Plan will be the main source of funds for the same. The training centres are closed down for the foreseeable future and the nature of the economy is expected to undergo a change. In light of this pandemic, the following resources will be required.

1. Trainers and experts for courses that can be carried out physically and in small batches.
2. Internet network coverage for courses that can be carried out online.
3. Experts trainers may have to be brought in from outside the district for ensuring high quality of skilling (except for traditional practices like the Aipan art).
4. Scientific research extension in the field of agriculture and horticulture.
5. Better road connectivity within the district to overcome the challenge of high transport cost in the hilly terrain.
6. Setting up mega/mini food parks to harness the food processing potential of the district and setting up marketing outlets within and outside the district.
7. Easy credit availability for various startups and SHGs through commercial banks (PSL obligations), rural banks and credit co-operative societies.

References in the proposal.

जिलाधिकारी
देवीदास.
30/09

Date: 30/09/2020

Seal and Signature of the District Magistrate

Scanned with CamScanner

D. Monitoring and Evaluation

The following system will be adopted for monitoring, evaluation and feedback of the progress and outcomes of various skill development training programmes.

1. Regular periodic meetings of the District Skill Committee (DSC) and overview of the skill scenario of the district.
2. Periodic visits by the concerned department officials to various training centres to review their functioning.
3. Surprise inspections to various departments and centres.
4. Feedback mechanism from the candidates taking the training courses to connect them to the district administration.
5. Monitoring and follow-up of candidates after placement to verify the effectiveness of skill training provided.
6. Providing certification based on outcomes of skill training and the percentage of placements after training.
7. Setting up of a minimum standard for assessing the performance of training centres, which if they fail to achieve, will result in action.
8. Putting the onus of performing well and achieving targets on the training centres themselves, by encouraging competition.
9. Quarterly reports from departments involved with skill training on the ongoing scenario.

• References

1. Chief Development Officer (CDO) of Nainital.
2. District Employment Office, Nainital.
3. District Horticulture Officer, Bhimtal.
4. RSETI, Haldwani.
5. KVIC, Haldwani.
6. NRLM and DDU-GKY Cell, Bhimtal.
7. District Statistical Department, Bhimtal.
8. Socio-Economic Caste Census (SECC), 2011.

Scanned with CamScanner