



# District Skill Development Plan

ASPIRATIONAL DAHOD DISTRICT - GUJARAT

Submitted by:



Gujarat Skill Development Mission  
Block no 2, 3rd floor, Dr Jivraj Mehta Bhavan  
Gandhinagar 382010, Gujarat, India.

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# 1. Overview

## 1.1 Back Ground Profile of GSDM

Gujarat Skill Development Mission (GSDM) was set up in 2009 as State Skill Development Mission (SSDM) as apex body for monitoring, coordinating and converging all skill development initiatives in the Gujarat state. It also standard common norms and streamline the functioning of different organization working for skill development.

GSDM has following outcomes:

- Strong focus on convergence and collaboration amongst various short and long term skill development initiatives in state
- Implementation and monitoring of central government skill development program
- Focus Industries demand driven training for higher employability
- Conducting various research for skill development

## 1.2 Why Dahod District?

- Eastern Gateway to Gujarat: Located near the border of 2 states (MP and Rajasthan); Regional connectivity via roads and railways; Nearest international airport is 150 km away.
- Proximity to DMIC influence area: Located at proximity of DMIC influence area; Potential opportunities of trade; Indore – Dahod railway link connecting to DFC
- APMC Market: Dahod has the 2nd largest nodal markets of Gujarat; Agro based industries, food processing mills and packaging units flourish in the
- Adjacent Industrial Area: 3 GIDC estates, 1 railway workshop, provide employment opportunities to more than 2100 people of the district
- Medical Hub: Medical hub for surrounding 70 km area of Gujarat, MP and Rajasthan; Caters to more than 1000 tribal villages

## B. Supply Side Profile

### 1.1 Demographic Profile

Customarily known as an “Adivasi” region, Dahod is the eastern gateway of Gujarat. As per census 2011, it had a population of 21.3 lacs covering an area of 3,642 sq. kms. It is a tribal district with 73 percent tribal population. Dahod has 692 villages and 6 towns across 7 talukas namely Dahod, Fatepur, Jhalod, Limkheda, Devgadhi Bariya, Garbada and Dhanpur. Dahod town is the district headquarters.

The physiography of the district is hilly and covered with thick forests. Dahod shares state boundaries with Rajasthan on the north and Madhya Pradesh on the north east while sharing district boundaries with Panchmahals on the south west and Vadodara on the South.

Agriculture and forestry are the mainstay of the population of the district. Maize and wheat are the predominant crops produced by the farmers. Agriculture has provided abundant stimulus to home – based industries such as jute ropes and bamboo weaving. Forestry has stimulated timber products manufacturing industry and trade of seashum and fire woods. Animal husbandry has established itself as an independent and self – employment avenue. It has also provided gainful employment in the allied sector of dairy development.

Dahod comprises of Micro, Small and Medium Enterprises (MSME). According to the Industries Commissionerate, 312 MSMEs have been established in Dahod in the past five years (2012 – 2017). These MSMEs are mostly scattered across Dahod, Jhalod and Devgadhi Bariya talukas. They cater to Food Processing, Basic Metal Products, Non-metallic mineral products (glass, cement and ceramic), Readymade Garments, Wood, Rubber and Plastic industry sectors. Retail & trade is carried out by large number of establishments. The APMC market of Dahod is the second largest nodal market in Gujarat. The district is also the medical hub for the 70 km surrounding areas of Gujarat, Madhya Pradesh and Rajasthan. The district has also been selected to be one of the 100 Smart Cities in India, which will boost its economic activities.

As of 2011 census, Dahod had a population of 21, 27, 086 and had witnessed a decadal growth of 30 percent (2001 – 2011). Dahod, Jhalod and Devgadhi Bariya talukas contribute to 57 percent of the total district population. 91 percent of the total population live in the rural areas. The urbanization rate in the district has been stagnant on 9 percent since the last decade. The youth population (age group of 14 – 29 years) is 28 percent of the total population while the sex ratio is 990 females per 1000 males, against the state average of 918. The scheduled tribe and scheduled caste population are 15.8 lakhs and 41,444 persons respectively.

Dahod is a tribal and one of the least developed districts of Gujarat. Most of the scheduled tribes from the district tend to migrate seasonally for labour work in both farm and non – farm activities. There is distressed migration because of low levels of development and lack of employment opportunities. The mobility is towards cities like Vadodara, Ahmedabad, Surat and Rajkot. High daily wages is the significant cause of migration to such cities. The migrant labour force comprises of carpenters, masons, tobacco processors and construction workers, in fact, Dahod has the largest proportion

## 1.2 Economic Profile

Dahod is typically an agricultural and economically backward district of Gujarat. The industrial development in the district has faced setback because of factors like lack of good infrastructural amenities in terms of roads and railways connectivity to the rest of Gujarat and bordering states, scarcity of working capital with small industries, unavailability of raw materials and skilled manpower for industrial operations. One of the major obstacles that the GIDC estates of the district face is shortage of potable water for industrial use. However, the district comprises of Micro, Small and Medium enterprises (MSME) which mostly cater to the local needs of the population.

The MSMEs are spread across industrial talukas of Dahod, Jhalod and Devadh Bariya. 26 percent of these enterprises are engaged in agro and food products manufacturing while other major sectors include construction and mineral based industry, textiles, wood, rubber & plastic and basic metal products. The food processing sector is thriving because of agricultural base of the district that produces crops such as wheat, maize, paddy and pulses. About 2 lakhs metric tonnes of maize had been produced in the year 2016-17. Flour and Pulses mills have been established across the district to process the raw crops and produce eatables that can be traded to other parts of Gujarat. About 28 percent of the MSMEs are engaged in construction material and mineral processing such as cement and quartz. There are three GIDC estates in Dahod and over 70 percent of the agro and food processing mills are located in the GIDC estates. As of 2017, formal employment recorded in Dahod across the industry sectors is more than 2100 people.

In terms of service sector, retail & trade has acquired prominence in the district. Organized as well as unorganized retail shops have been established in the urban and rural areas which sell ready made garments, craft products, electronic items and hardware products. Tourism can be seen as another important sector of the district. The Ratnamahal Sanctuary, only exclusive sloth bear sanctuary, is an important tourist destination in Dahod. Other tourist attractions are the Chabb lake, Aurangzeb's Fort and the Shiva Temple at Bavka. Tribal Handicrafts (jute rope making, bamboo weaving, bamboo crafts, mask making, roof top making for tribal huts, etc.) is a highly unorganized sector in the district. This sector provides more of self – employment opportunities rather than wage employment.

The APMC market of Dahod is the second largest nodal market of Gujarat in terms of storage and handling capacity. About 20 pulses and floor mills and ancilliary packaging units are established within the close vicinity of the market providing employment opportunities to the population of Dahod. The Railway Workshop in Dahod is an important source of employment. Dahod has been selected to be one of the 100 Smart Cities in India. This will scale up the economy in terms of employment, income generation, skilled human resources, better training infrastructure and good living conditions.

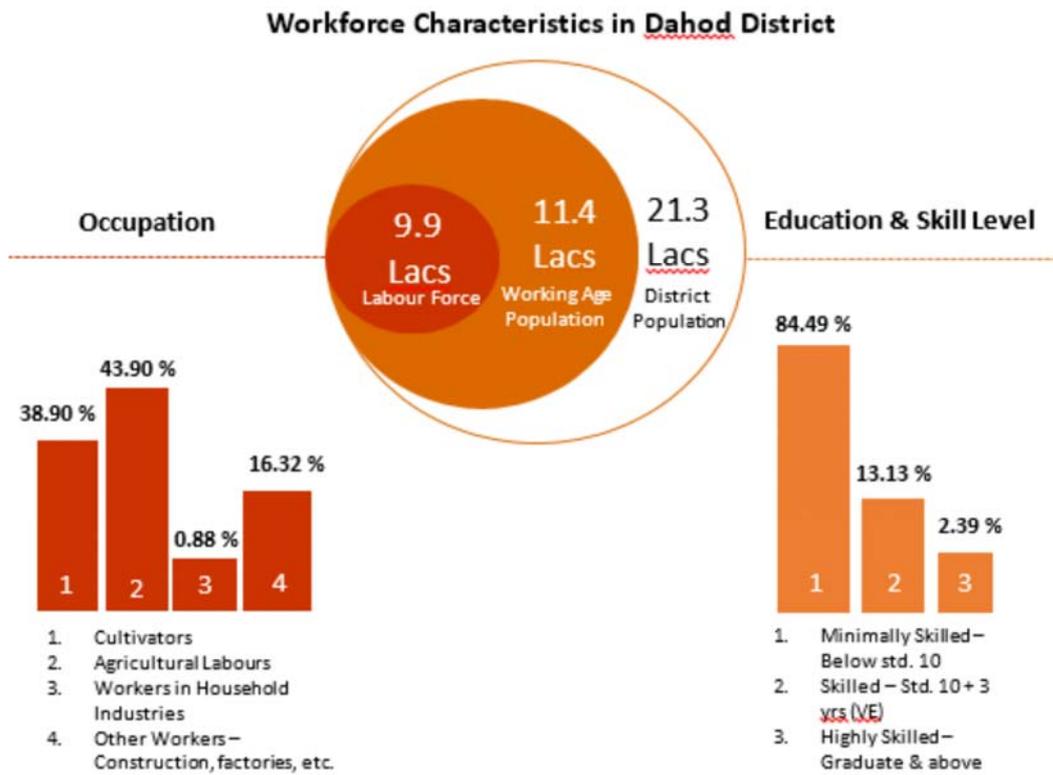
### 1.3 Socio- Economic Profile

| Socio-Economic Profile of Dahod District   |   |   |
|--|---|---|
| Social Parameters:   | Gujarat   | Dahod   |
| 1. Total Population  | 6, 04, 39,692   | 21, 27, 086   |
| 2. Area (in sq Km.)  | 1, 96,244   | 3642  |
| 3. Sex Ratio   | 1000: 919   | 1000: 990   |
| 4. Decadal Growth (in %)   | 19.3  | 29.98   |
| 5. Population Density  | 308   | 584   |
| 6. Literates (in %)  | 78.0  | 58.82   |
| 7. % of Urban population   | 42.6  | 9.01  |
| 8. % of Youth (14 -29 yrs.)  | 28.0  | 28.0  |
| 9. % of Labor Force Population   | 41.0  | 46.97   |
| Economic Parameters:   | Gujarat   | Dahod   |
| i. No. of Factories  | 22, 876   | 72  |
| ii. Net Value Added – NVA<br>(in 2013-14 & INR Lakhs)  | 1, 28, 42005  | 8, 16200  |
| iii. Wage per Worker (INR/yr)  | 2, 26, 766  | 4, 49,930   |
| iv. NVA per Employee (INR/yr)  | 9, 35, 550  | 2, 70,171   |
| v. Major Industries<br>(based on employment & contribution in NVA)   | <ol style="list-style-type: none"> <li>1. Coke &amp; ref. petroleum</li> <li>2. Chemicals &amp; chemical products</li> <li>3. Basic metals</li> <li>4. Pharmaceuticals</li> <li>5. Textiles</li> <li>6. Machinery &amp; equip.</li> <li>7. Food products</li> </ol> | <ol style="list-style-type: none"> <li>1. Food Processing</li> <li>2. Basic metal products</li> <li>3. Non-metallic minerals products</li> <li>4. Readymade Garment</li> <li>5. Wood &amp; Timber</li> <li>6. Rubber</li> <li>7. Plastic</li> <li>8. Healthcare</li> <li>9. Retail &amp; Trade</li> </ol> |
| <p><i>Data Source:</i><br/>Census 2011, ESI 2013-14, Data from Industries Commissionerate, Socio-Economic Survey Report of Dahod</p> |   |   |

### 1.4 Work Force Distribution

As on 2011, total working age population (15-59 years) was 11.4 lacs i.e. 54 percent of the total district population and around 9.9 lacs were part of the labor force. Rest is an unproductive population who were either studying, migrated, unemployed, retired or seeking/available for work.

Out of the total labor force (i.e. 9.9 lacs) 55 percent are main workers\* and 45 percent are marginal workers. About 83 percent of the labor force is engaged in agriculture and allied activities; 16 percent in different manufacturing and service sector industries and around 1 percent workers are in household industries. The female work participation rate in the district is at 22 percent. The occupation pattern and skill categories of employees can be understood through figure.



Out of the total labour force (9.9 lacs), number of literates are 4.6 lacs while illiterates are 5.3 lacs. Further, education qualification wise 0.4 lacs people are literates but without any education level, 2.7 lacs people are literate below matric standard, 1.2 lacs people are 10th and 12th pass, 0.1 lacs people are diploma holders and 0.2 lacs people are graduate and post graduates.

## 1.5 Employment Profile

The MSME units in Dahod provide employment to 2, 124 persons. Construction, Agro & Food Processing, Textiles, Chemical, and Paper & Pulp are five major manufacturing sectors, which provide 68 percent of the total employment.

Maintenance & Supply of utility services, Education & Training, and Wholesale & Retail are the major employment providers from the service sectors.

### Employment in Major Non-Agricultural Industry Sector - 2017

| Industry Sectors |                      |  | No. of Units | Total Employment |
|------------------|----------------------|--|--------------|------------------|
| 1                | Primary Sector       | Mining & Non-metallic minerals processing                | 3            | 28               |
| 2                |                      | Agriculture & Allied Activities                          | 1            | 14               |
| 3                | Manufacturing Sector | Construction   | 88           | 729              |
| 4                |                      | Food Processing  | 80           | 437              |
| 5                |                      | Textiles & Apparels                                      | 30           | 143              |
| 6                |                      | Chemical & Petrochemical                                 | 12           | 74               |
| 7                |                      | Paper & Pulp   | 12           | 57               |
| 8                |                      | Engineering Goods & Machineries                          | 11           | 57               |
| 9                |                      | Timber & Wood Products                                   | 13           | 55               |
| 10               |                      | Home Furnishing  | 5            | 51               |
| 11               |                      | Electrical & Electronics                                 | 7            | 39               |
| 12               |                      | Basic Metal Products                                     | 5            | 20               |
| 13               | Gems & Jewellery     | 2  | 16           |                  |
| 14               | Auto & Auto Parts    | 5  | 10           |                  |
| 15               | Service Sector       | Construction, maintenance and supply of utility services | 2            | 134              |
| 16               |                      | Education & Training                                     | 1            | 93               |
| 17               |                      | Wholesale & Retail                                       | 17           | 69               |
| 18               |                      | Printing Services  | 7            | 34               |
| 19               |                      | Professional Practices                                   | 4            | 27               |
| 20               |                      | Tourism & Hospitality                                    | 2            | 24               |
| 21               |                      | Healthcare & Wellness                                    | 2            | 7                |
| 22               |                      | IT-ITES  | 3            | 6                |
| <b>Total</b>     |                      |  | <b>312</b>   | <b>2124</b>      |

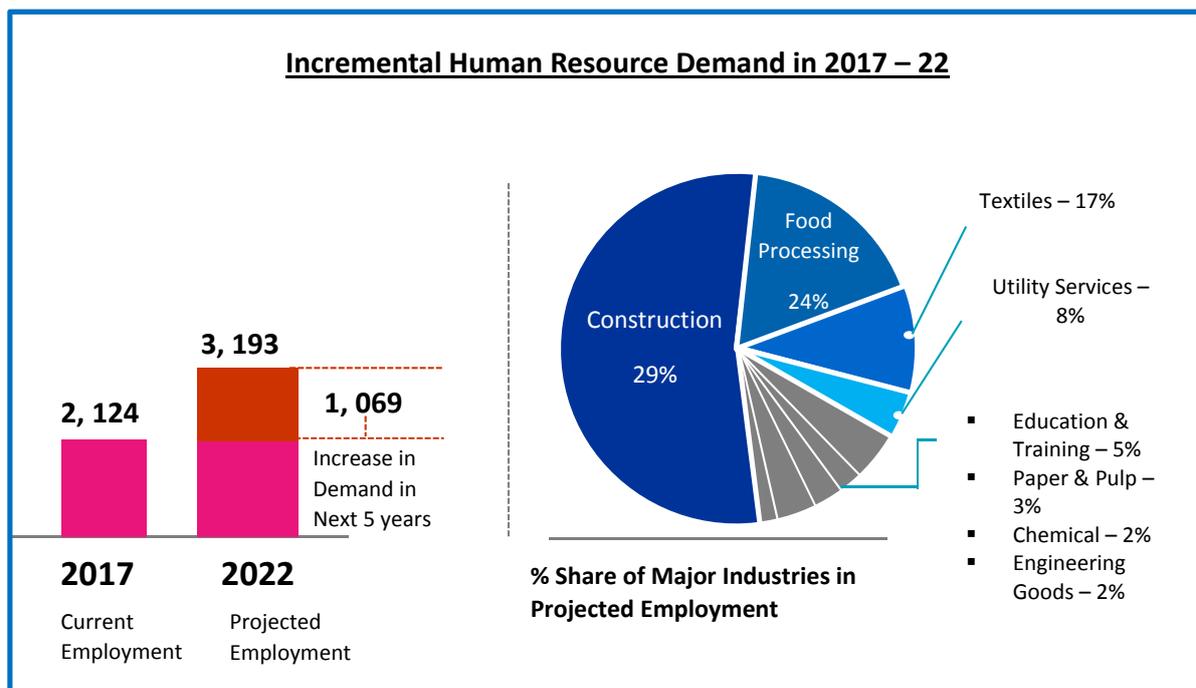
## C. Demand Side Profile

### 1.1 formal sector Demand

The Skill Demand of employers assesses the current workforce deficit as well as incremental demand during 2017-22. Popular job roles, demand of technical & soft skills, estimation of future skills and industry perspective on skill ecosystem in Dahod district below explain.

Incremental workforce requirement has been estimated based on investments trends, employment generation potential of various sectors and insights from discussions with industries in Dahod.

In the next five years (2017 – 22), registered MSME units in Dahod will need 1069 skilled people (Investment – employment ratio calculation). Maximum demand will be in sectors such as Construction, Food Processing, Textiles, Supply and Maintenance of utility services, Education & Training. Share of manufacturing and service sector in total incremental demand will be 83 percent and 16 percent respectively. A further break-up of workforce demand into minimally skilled, skilled and highly skilled is presented in figure and table below



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**Dahod District - Incremental Human Resource Requirement During 2017-22**

(in no. persons)

| S.No         | Category               | Industry Sector                           | Sector wise Employment - 2017                            | Incremental HR Demand in 2017-22          |                                 |                                      | Total       |
|--------------|------------------------|---|--|---|---------------------------------|--------------------------------------|-------------|
|              |                        |   |  | Minimally Skilled<br>(Class 10th & below) | Skilled<br>(Class 10th + 3 yrs) | Highly Skilled<br>(Graduate & above) |             |
| 1            | Primary Sector         | Mining & Non-metallic minerals processing | 28   | 6   | 3                               | 1                                    | 10          |
| 2            |                        | Agriculture & Allied Activities           | 14   | 3   | 2                               | 1                                    | 6           |
| 3            | Manufacturing Sector   | Construction                              | 729  | 134                                       | 104                             | 60                                   | 298         |
| 4            |                        | Food Processing                           | 437  | 54  | 118                             | 75                                   | 252         |
| 5            |                        | Textiles & Apparels                       | 143  | 114                                       | 43                              | 25                                   | 182         |
| 6            |                        | Chemical & Petrochemical                  | 74   | 10  | 6                               | 9                                    | 25          |
| 7            |                        | Paper & Pulp                              | 57   | 18  | 13                              | 3                                    | 34          |
| 8            |                        | Engineering Goods & Machineries           | 57   | 12  | 7                               | 2                                    | 22          |
| 9            |                        | Timber & Wood Products                    | 55   | 5   | 1                               | 0                                    | 5           |
| 10           |                        | Home Furnishing                           | 51   | 2   | 0                               | 1                                    | 3           |
| 11           |                        | Electrical & Electronics                  | 39   | 4   | 9                               | 8                                    | 21          |
| 12           |                        | Basic Metal Products                      | 20   | 5   | 3                               | 1                                    | 10          |
| 13           |                        | Gems & Jewellery                          | 16   | 2   | 4                               | 1                                    | 6           |
| 14           |                        | Auto & Auto Parts                         | 10   | 2   | 3                               | 2                                    | 7           |
| 15           |                        | Service Sector                            | Construction, maintenance and supply of utility services | 134                                       | 46                              | 30                                   | 8           |
| 16           | Education & Training   |   | 93   | 7   | 15                              | 28                                   | 50          |
| 17           | Wholesale & Retail     |   | 69   | 4   | 1                               | 1                                    | 6           |
| 18           | Printing Services      |   | 34   | 6   | 4                               | 1                                    | 11          |
| 19           | Professional Practices |   | 27   | 2   | 2                               | 5                                    | 9           |
| 20           | Tourism & Hospitality  |   | 24   | 0   | 1                               | 1                                    | 2           |
| 22           | Healthcare & Wellness  |   | 7  | 0   | 1                               | 1                                    | 2           |
| 23           | IT-ITES                |   | 6  | 0   | 1                               | 4                                    | 5           |
| <b>Total</b> |                        |   | <b>2124</b>  | <b>442</b>                                | <b>376</b>                      | <b>245</b>                           | <b>1069</b> |

## 1.2 Informal sector Demand

According to Industries Commissionerate, 26 percent of the registered MSMEs in Dahod are engaged in agro and food processing sector. This is a thriving sector because of agricultural base of the district that produces crops such as wheat, maize, paddy and pulses. Most of the registered food processing industries are flour and pulses mills that process raw materials and produce eatables which are further traded to various parts of Gujarat. As of 2017, the food processing industries formally employ more than 400 people while informal employment in provision stores, small retail shops and sales through APMC market exist.

## 1.3 Training Infrastructure Profile

Dahod consists of fewer education and training institutes because of lack of proper education infrastructures, lack of good faculties and trainers, as well as geographical and cultural factors. However, the district consists of about 30 colleges and 2266 schools providing formal education while vocational and technical training is also provided by the government and private training centres in the district.

There are 2 polytechnic colleges, 1 engineering college, 4 B.Ed or teacher training colleges, 1 para medical college, 1 physiotherapy college and 21 colleges offering arts and science programs. Dahod also has its own Meteorological Observatory that studies the weather and climate of the district and the state as well as provide information on weather forecast.

| Education and Training Infrastructure in Dahod |       |                   |
|--|-------|-------------------|
| General Education                              | Units | Training Capacity |
| 1. Schools (Class I to XII)                    | 2266  | 499541            |
| 2. Higher & Technical Colleges                 | 27    | 21116             |
| Vocational Education                           | Units | Training Capacity |
| 1. ITIs (Govt. GIA & Pvt. ITIs)                | 13    | 9218              |
| 2. Polytechnics /Diploma                       | 2     | 780               |
| 3. Kaushalya Vardhan Kendras                   | 29    | 2198              |
| 4. PMKVY Centres                               | 4     | 876               |
| 5. ISDS Centres                                | 12    | 103               |
| 6. NAPS Centres                                | 26    | 246               |
| 7. Pvt. & Industry Run Centres                 | 12    | 2360              |
| 8. D-SAG Centre                                | 2     | 866               |
| 9. Krishi Vigyan Kendra                        | 1     | 1795              |
| 10. ESDM & NDLM Centres                        | 7     | 579               |
| 11. RSETI                                      | 1     | 1248              |

Estimated training capacity of Dahod is 21, 432 persons per annum in various government and private training institutes. The district consists of 10 government ITIs, 29 Kaushalya Vardhan Kendras, 12 ISDS centres, 26 NAPS centres, 4 PMKVY centres, 2 tribal training centres and 12 private and industry run training centres.

Data Source:

Directorate of Employment and Training, CTE, Department of Education, Websites of Private institutes seen as on December 2017. <http://schoolreportcards.in/SRC.aspx>, <http://aishe.nic.in/aishe/data>

## 1.4 Private & Industry Run Skill Centres

NGOs and independent training centres have participated actively in vocational education ecosystem of district. Industries have also tried to invest in the creation of training infrastructure as part of Corporate Social Responsibility (CSR). Due to small scale nature of work and lack of funds to invest in training infrastructure and management, industries in Dahod tend to refrain from opening their own training institutes.

## 2. Annual Work Plan

### 1.1 Objective

The district skill development plan will focus on training seekers, training providers (Public and Private) and employers in Dahod district. It envisages to create a balance between the supply and demand of skilled human resource while strengthening the skill ecosystem in the district.

#### Objectives

- ☒ Provide convergence platform among skilling stakeholders to standardize skilling, promote maximum utilization of resource under common skilling norms in the state
- ☒ Align all skill courses in district with National quality framework like National Skill Qualification framework
- ☒ Study HR demand and supply in district and implementing and monitoring such job roles quality training
- ☒ Develop robust IT enable MIS system covering all skilling activities align with NextGen SDMS portal.

### 1.2 Activities

#### 1.2.1 Develop and run courses for priority sectors

In context of Dahod, upcoming job roles have been identified across sectors which shall provide employment to the youth of the district.



1. Construction sector has gained importance all over the state and bricks manufacturing is a key area for construction. Substantial bricks kilns are available in Dahod which require Building bricks manufacturers operating on all the phases of production.



2. Food Processing Sector is one of the largest employment provider in the district. Ample flour, pulses and spices industries are available in the district. It also has the potential for self – employment opportunities for the tribal women population of the district. Job roles like seed processing, pulse processing, spice processing, grain mill operators are required for these industries. Some phases of seed and pulse processing like sorting, cleaning, separation of seed from husk etc. can be done by tribal women in the rural areas which will provide them employment opportunities.



3. Retail is everywhere and as Dahod has considerable number of retail outlets for readymade garments, electronics and hardware products, retail and sales associates are required to improve the sales and profits of the industries.



4. With upcoming utility projects of government to tackle water issues in the district for industrial and irrigation purposes, skilled workforce is required for job roles such as water maintenance worker, Gas detector and Sewerage maintenance worker.



5. Healthcare provisions in the district is decent and caters to not only Dahod but surrounding clusters of Rajasthan and Madhya Pradesh. Even then, women and child healthcare in the district is a concern. Therefore, Auxiliary Nurse Midwives (female health workers) are required to look after the health of women and children in the tribes.



6. BFSI is an important sector which provides financial aids, grants, loans and insurance to industries and people. To this end, banking and insurance organizations require Insurance Agents, Debt Recovery Agents and Marketing Executives to operate in the district.



7. Piping industries in the district have been planning to install new machineries and require skilled labours who can operate on PLCD machines.



8. Most of the ITI graduates from wireman trade are trained in domestic wiring but industry requires specific skills for industrial wiring. The desired candidates shall have knowledge of panels and high voltage circuit maintenance.

9. Basic Metals and Casting industries require pattern makers on foam materials.



10. Automobile service industries require candidates who are trained on latest models of bike and four wheelers for engine repairing as well as overall body – part maintenance.

Note: Base on Skill Gap Survey by GSDM through PwC

### 1.2.2 Promotion of Apprenticeship Training in MSME Units

These MSMEs of Dahod are small scaled and prefer cheap labour force. It is therefore recommended that vocational institutes shall create awareness about the Gujarat Apprenticeship Promotion Scheme (GAPS) through industry consultations and various electronic media. Digital Marketing labs shall be set up in vocational institutes which can be run by the institute trainees and updates on apprenticeship scheme shall be provided to stakeholders on regular basis. MoUs can be signed between the industries and institutes wherein the vocational institutes shall provide apprentices to the industries and the industries will provide hands on training and government recommended stipend to the apprentice

Following tasks to be taken:

- Local chambers of commerce to be used to register the apprentices.
- Link the ITIs and short term training centers with industries
- Ensuring timely payment of stipend through DBT(Direct Benefit Transfer)

### 1.2.3 Recognition of Prior Learning

Following tasks to be taken:

- To improve employability of informal skill workforce
- Set periodic targets for member of workers to be certified
- Appointing RPL advisors for mobilization and counselling and prepare the candidate for an assessment
- Ensuring timely payment of reward money
- Encouraging industry to employ such workers at wage differential.
-

#### 1.2.4 Farmers Training on Use of Special Forest Products

Dahod has rich forest covers which provide with various forest products that can be turned into finished products and traded. One such forest product is herbal or medicinal plant which has valuable uses and act as cure to various diseases. But this area has not yet been explored wholly.

It is therefore proposed that, Farmer Clubs shall be established in alliance with NABARD. Vocational Institutes can help the farmers of the district to register themselves for the farmer clubs. Vocational Training Institutes in collaboration with Krishi Vigyan Kendras can provide training to the farmers on herbal or medicinal crops growing, herbal product gathering, processing, packaging and marketing. This will help farmers to have a continuous flow of income other than seasonal income from agriculture.

#### 1.2.5 Setting – Up of Training cum Production Centres in ITIs to Generate Revenue

Industrial Training Institutes in Dahod provides at least 28 training courses to the trainees which include courses like Electrician, Wireman, Plumber, and Mechanic Motor Vehicle. These courses can produce viable business opportunities to generate revenue. It is proposed that ITIs in Dahod shall establish Training cum Production Centres (TCPCs) within the institutes with the available trainees. This will improve the the skills and competencies of the trainees, develop entrepreneurial skills to help them start own ventures, provide manpower, production and repair services to industries and generate revenues for the institutes.

### 1.3 Human Resource Requirement at district level

| Sr No | Post                                      |
|-------|---|
| 1     | District Skill Development Officer – 1 no |
| 2     | District Skill Consultant – 3 no          |
| 3     | Career Counsellor – 1 no                  |
| 4     | Data Entry Operator – 1 no                |
| 5     | Office supportive staff – 1 no            |
| 6     | MIS Operator – 1 no                       |

### 1.4 Monitoring & Evaluation

Monitoring and evaluation play a critical role in ensuring the success of skill development programmes. It requires a reliable, accurate and sustainable data collection system. In the current scheme of thing, most of the skill development programs use mix approach of data

collection comprising information collection portals and paper-based data collection templates. It causes duplication of data, delay in reporting and sometimes error in data. The governing bodies shall employ following measures to design a robust data collection system.

#### 1.4.1 Establishing District Level M & E Team

Monitoring and Evaluation team will be responsible for daily operations for MIS, trouble- shooting, grievance redressed preventing mistakes, review and risk identification on day to day basis through surveys, observation, inspection, reviews, data analysis etc.

#### 1.4.2 Development of Management information system (MIS)

MIS is an organized approach to collect, process, store and disseminate data to carry out management functions. It should be simple and easy to comprehend, allow access to information flow at different levels (State, Regional, Nodal, End –User), consist feedback mechanism and should produce ready to use information for decision making.

1.4.3 District skill portal can be instrumental for local employers to locate and hire right skills for their respective industries. Through the portal employers can access a database of trainees from ITIs, Polytechnics, KVKs etc. as well as job seekers will also get a notification for available vacancies.

#### 1.4.4 Periodic Market Assessment & Skill Gap Study

In order to make training relevant the district team will undertake periodic skill gap studies for district, priority industry sectors and for specific skill requirement.

#### 1.4.5 Creating a brand for skill development

Public perception still views skilling as the last option meant for those who have not been able to progress/opted out of the formal academic system. In order to make skill development desirable among youth, skill institutes shall use social media to reach the beneficiaries.