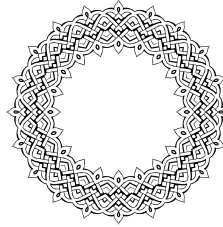




Ministry of  
Skill Development  
And Entrepreneurship

सत्यमेव जयते



# DISTRICT SKILL DEVELOPMENT PLAN 2022-2023



**Skill India**  
कौशल भारत - कुशल भारत

**GHAZIABAD,  
UTTAR PRADESH**



**SUBMITTED BY -**  
District Administration,  
Ghaziabad

2022-2023



# EXECUTIVE SUMMARY

DSDP, as mandated by the Ministry of Skill Development and Entrepreneurship under the Gazette dated September 2018, is the district's annual plan for skill development. District Skill Development Plan contains the general information regarding the district and the specific information pertaining to the skill development Infrastructure and existing schemes of skill development as run by other departments. DSDP 2022-23 is prepared with the help of MGN Fellow, whose role is to coordinate with various stakeholders, assess the existing capacity in skill building, and help in designing the action plan for the year. This DSDP is an important document to be referred to in future for undertaking skilling initiatives and bringing efficiency to the skilling ecosystem.

# SECTION - 1

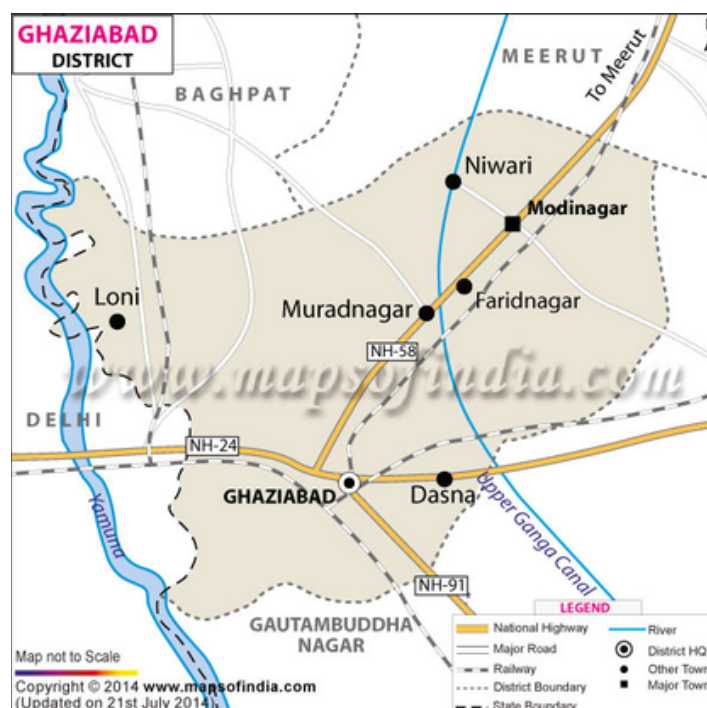
## INTRODUCTION

Ghaziabad is the locus of economic activity and transportation nodes and a part of the National Capital Region of Delhi. It is called the “Gateway to Uttar Pradesh” and thus has loads of opportunities. There are three subdivisions and four blocks. Well connected by roads and railways, it is a major rail junction for North India. Hindon airport facilitates the district in air travel

Recent construction works have led to the city being described by a City Mayors Foundation survey as the second fastest-growing in the world. Situated in the Upper Gangetic Plains, the city has two major divisions separated by the Hindon River, namely Trans-Hindon on the west and Cis-Hindon on the east.

Ghaziabad’s economy and employment are heavily dependent on the industries. Engineering goods is among the important sector and ODOP (One District One Product) of the district has around 6,500 units of MSME.

**Figure 1: District Map**



## Other Details

Sr.No.	District Information	Number	Details
1	Tehsil	03	Loni, Modinagar, Ghaziabad
2	Municipal Corporations	01	Ghaziabad Nagar Nigam
3	Municipality Council	04	Loni, Khoda, Modinagar, Muradnagar
4	Nagar Panchayat	04	Dasna, Patla, Niwari, Faridnagar
5	Gram Panchayat	161	
6	Industrial Area	12	
7	Major Crops	03	Sugarcane, Wheat, Rice
8	River	01	Hindon River

(As per District Statistical Handbook 2020)

## HISTORY

The city of Ghaziabad was founded in 1740 A.D. by Ghazi-ud-Din, who served as a wazir in the court of Mughal emperor Muhammad Shah and named it as "Ghaziuddinagar" after his own name. The name "Ghaziuddinagar" was shortened to its present form, i.e. "Ghaziabad" with the opening of the Railways in 1864. Ghaziabad was associated with the Indian independence movement from the Indian Rebellion of 1857. It used to be a subdivision of the Meerut division and was carved into a separate district in 1976.

## CLIMATE

As it is connected to the national capital, its temperature and rainfall are similar to Delhi. The monsoon arrives in the district at the end of June or the first week of July and normally it rains until October. As in other districts of northern India mainly three seasons - summer, winter, and rainy - prevail here, but sometimes due to severe snowfall in the Himalayas and Kumaon Hills, adverse weather can also be seen. Due to a number of construction and highway projects causing cutting down hundreds of old trees rapidly, the pollution and rising temperature issues have increased significantly.

## ECONOMIC PROFILE

The Ghaziabad economy is heavily dependent on the industries, which are the real assets of the city. The many industries account for the economic growth of the Uttar Pradesh state. Also, these industries are the reason behind Ghaziabad drawing a huge number of skilled laborers employment. The most important sector is Engineering goods which is ODOP(One District One Product) of the district has around 6,500 units of MSME.

The manufacturing segment in Ghaziabad other than the steel plant-based companies includes apparel, transportation equipment, dairy products, tobacco production, ceramics, pottery, Industrial machinery, equipment, and all sorts of electrical and electronic goods.

Primary Sector	<p>In the district of Ghaziabad, where agriculture is the mainstay of the people, having 53 thousand hectares of agricultural land, the agricultural production of food grains was 146.39 thousand m. tons and sugarcane was 1971.37 thousand m. tons (as of 2018-19)</p> <p>Urban centers within the Ghaziabad district serve as collecting, distribution, and marketing center of agricultural ‘input’ and ‘output’ products and play a significant role in the development of agro-based industries. Flour Industry and oil mills are found in Ghaziabad, with a total share of agro-based industries in the city representing only 10 % of the district’s total as against 34% share of the district as a whole in the total registered employment of the district.</p> <p>Wide varieties of fruits, vegetables, flowers, plantation of spice crops, medicinal and aromatic plants, and root and tuber crops today cover about 7 % of the cropped area but contribute more than 18 – 20 % of the gross value of the agricultural output.</p>
Secondary Sector	<p>The greatest connection of agro-based industries in the district is found at Modi Nagar which accounts for about 59% share of these industries in the district. Flour Industry and oil mills are found in Ghaziabad with a total share of agro-based industries in the city representing only 10 % of the district’s total as against 34% share of the district as a whole in the total registered employment of the district.</p> <p>There are about 2131 agro-based cottage industries in the Ghaziabad district. Out of which 164 industries are either self-financed or financed by State Government through ‘District Industrial Centres’ and the rest of the 1967 industries are financed by ‘Khadi and Village Industry Board’.</p>
Service Sector	<p>Being near the national capital, the scope for the growth of the service sector in Ghaziabad is enormous. Banks, Insurance, Communication, and Information Technology are important areas where the growth can be phenomenal. For all service sectors, and fields, computer education, and training are very important. Communication and creative arts like filmmaking and editing, multimedia expertise basic coding are the areas where the young candidates may be trained and easily employed. Internet networking and cable networking can be other areas of the service sector in which the Ghaziabad district can excel.</p> <p>After the industry, the service sector in the district has enormous scope for training and placement. The trained human resource will not only be the jobseeker but job giver.</p> <p>.</p>
Traditional Arts and Crafts	<p>Traditional art and craft also have a wide scope in training. In some areas of our district, the artisans from Rajasthan and Bengal are making different various art and crafts and idols of religious deities by using clay and marble. Proper training in marketing and packaging can help them in increasing their revenues.</p>



## LITERACY

According to the District Statistical Handbook 2020, The literacy rate of Ghaziabad is 93.81%. The district now serves as an education hub for the entire country. A number of educational institutions have come up in the district that offers a variety of options to the students to pursue their education.

There is currently zero Government (0) and one Private University(1) in the district. Whereas one Government ITI (1), One Polytechnic(1), and 34 Private ITIs with 196 Colleges make up the education infrastructure of Ghaziabad.

## POPULATION

The total expected population of Ghaziabad as of 01-10-2021 is 48,61,000.

Item	Unit	Period	Description
Male	Number in thousand	2011	1779
Woman	Number in thousand	2011	1563
Total	Number in thousand	2011	3342
Rural	Number in thousand	2011	591
Urban	Number in thousand	2011	2751
Scheduled Caste	Number in thousand	2011	488
Scheduled Tribe	Number in thousand	2011	3.84

(As per District Statistical Handbook 2020)

# MAP THE INFRA

## **TRAINING INFRASTRUCTURE PROFILE**

### **Short-term Skill Development Programmes (Central and State)**

In the district various short-term skill development Programmes are running like Uttar Pradesh Skill Development Mission (UPSDM), Pradhan Mantri Kaushal Vikas Yojna (PMKVY), Pradhan Mantri Kaushal Kendra (PMKK), Pt Deen Dayal Upadhyay Gramin Kaushal Yojna (DDU-GKY), National Urban Livelihood Mission (NULM), Ministry of Textile (MOT), Seekho aur Kamao, etc. There is a large setup of skill development centers in the district.

### **Long-term Skill Development Programmes (Central and State)**

The skill development initiative incorporates all skill development arrangements, activities, and schemes that include the formal vocational training being provided by ITIs, Polytechnics, and colleges maintained and run by State governments and schemes of the central government ministries which are mostly implemented by the State governments. The district has a great infrastructure of ITIs.

There is currently one Government ITI (1), One Polytechnic (1), and 34 Private ITIs in Ghaziabad.

Skill Training Center: There are currently 42 centers of UPSDM, 9 centers of DDUGKY, and 2 PMKVY centers which are fueling the district with skilling.

Scheme running / Courses / Sectors: All the centers are currently running apart from the UPSDM centers in which 18 centers are currently providing training to the students in various sectors.



## **Population - Ghaziabad district**

Bracket	15-35 Age group	All age groups	Percentage
Female Urban	727277	1800551	21.00%
Male Urban	796297	1983122	18.00%
Persons Urban	1523574	3783673	19.50%
Female Rural	238920	874377	23.00%
Male Rural	382852	973907	20.50%
Persons Rural	621772	1848284	21.50%
Female Total	966197	2674928	22.00%
Male Total	1179149	2957029	20.50%
Persons Total	2702723	5631957	21.50%

SR. No.	District	All Age Groups			Rural 15-36 age		Urban 15- 36 age	
		Total	Rural	Urban	Male	Female	Male	Female
1	Ghaziabad	4681645	1519098	3162547	317720	194244	674828	601056
	<b>District Total:</b>	<b>4681645</b>	<b>1519098</b>	<b>3162547</b>	<b>317720</b>	<b>194244</b>	<b>674828</b>	<b>601056</b>

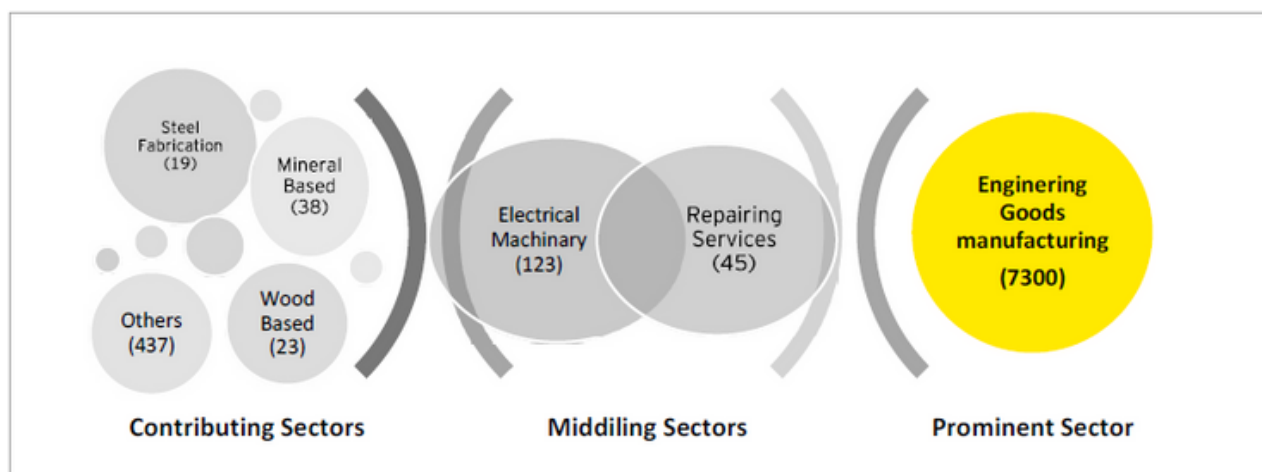
SR. No.	Tehsil	All Age Groups		
		Total	Male	Female
1	Modinagar	319912	169840	150072
2	Ghaziabad	2432888	1293654	1139234
	<b>District Tehsil Total:</b>	<b>2752800</b>	<b>1463494</b>	<b>1289306</b>

(As per District Statistical Handbook 2020)

## **MSME Profile - Ghaziabad district**

TYPE OF INDUSTRY	NUMBER OF UNITS	INVESTMENT (Lakh Rs.)	EMPLOYMENT
Agro based	24	100.90	176
Soda water	02	500.00	100
Cotton textile	113	607.00	996
Woolen & silk-based textile	33	160.00	1842
Ready-made garments & embroiderv	205	347.90	2262
Wood/wooden based furniture	23	58.70	218
Paper & Paper products	26	141.10	171
Rubber, Plastic & Petro based	21	50.30	155
Mineral based	38	153.50	505
Metal based (Steel Fab.)	19	46.90	139
Engineering Goods units <sup>5</sup>	7300	21,60,000	82,000
Electrical machinery and transport equipment	123	637.40	1517
Repairing & servicing	45	105.10	781
Others	437	1339.70	1872

## **MSME Landscape of the district**



(As per District Export Action Plan 2022)

# MAPPING CURRENT INFRASTRUCTURE - UPSDM GHAZIABAD

S.No.	Training Partner	Trades	Past 2 years 2020-2022		
			Enrolled (M/F)	Trained (M/F)	Placed (M/F)
1	Human Care Foundation	Apparel Course : Sampling Tailor	216	216	31
2	Human Care Foundation	BFSI Course : Microfinance Executive	54	54	0
3	Bhartiya Bal Saksharta Mission	Handicrafts and Carpet Course : Traditional Hand Embroiderer	635	473	41
4	G K Foundation	Health care Course : Dietetic Aide	108	108	24
5	G K Foundation	Construction Course : Assistant Electrician	162	162	14
6	G K Foundation	Handicrafts and Carpet Course : Traditional Hand Embroiderer	189	81	0
7	G K Foundation	Apparel Course : Fashion Designer	216	0	0
8	G K Foundation	Domestic Workers Course : Housekeeper cum Cook (Household and Small Establishment)	135	81	09
9	Eupraxis Experts System Consulting Pvt. Ltd.	Construction Course : Assistant Electrician	108	108	28
10	Eupraxis Experts System Consulting Pvt. Ltd.	Apparel Course : Sampling Tailor	189	189	42
11	Eupraxis Experts System Consulting Pvt. Ltd.	Apparel, Made-Ups & Home Furnishing-RPL Course : Self Employed Tailor(RPL)	150	150	132
12	Eupraxis Experts System Consulting Pvt. Ltd.	Handicrafts & Carpets-RPL Course : Traditional Hand Embroiderer(RPL)	650	650	600

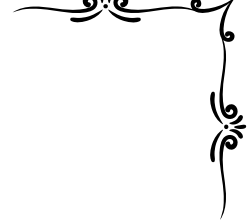
# MAPPING CURRENT INFRASTRUCTURE - UPSDM GHAZIABAD

13	Eupraxis Experts System Consulting Pvt. Ltd.	Healthcare Course : General Duty Assistant-Advanced	216	0	0
14	Eupraxis Experts System Consulting Pvt. Ltd.	Beauty and Wellness Course : Senior Beauty Therapist	162	0	0
15	Khalsha Consultancy Services Pvt. Ltd	Electronics Course : Field Technician Computing And Peripherals	351	351	0
16	Mega Matrix Pvt. Ltd.	Apparel Course : Fashion Designer	189	189	0
17	Gras Education and Training Services Pvt. Ltd	Healthcare Course : General Duty Assistant	101	101	18
18	Gras Education and Training Services Pvt. Ltd	Apparel, Made-Ups & Home Furnishing-RPLCourse : Self Employed Tailor-RPL	450	450	450
19	Indira Memorial educational Society	Apparel Course : Self Employed Tailor	36	36	12
20	Indira Memorial educational Society	Electronics Course : Field Technician Other Home Appliances	20	20	10
21	Indira Memorial educational Society	Domestic Workers Course : Child Caretaker (Non Clinical)	216	216	0
22	Indira Gandhi Computer Shaksharta Mission	Healthcare Course : Dietetic Aide	162	162	52
23	Indira Gandhi Computer Shaksharta Mission	IT-ITeS Course : Domestic Data Entry Operator	189	0	0
24	Indira Gandhi Computer Shaksharta Mission	Logistics Course : Courier Executive	189	0	0
25	Samaj Kalyan kari Sarasvati Sabha	ApparelCourse : Fashion Designer	81	81	38
26	Samaj Kalyan kari Sarasvati Sabha	Handicrafts & Carpets-RPLCourse : Traditional Hand Embroiderer	289	154	92
27	The Apparel Training and Design Centre	ApparelCourse : Self Employed Tailor	145	145	47

# MAPPING CURRENT INFRASTRUCTURE - UPSDM GHAZIABAD

28	Eduspark International P. Ltd.	Apparel, Made-Ups & Home Furnishing-RPL Course : Hand Embroiderer-RPL	400	400	354
29	STEP AHEAD FOUNDATION	Food Processing-RPL Course : Traditional Snack and Savoury Maker	500	500	482
30	Laurus Edutech Pvt. Ltd.	Handicrafts and Carpet Course : Traditional Hand Embroiderer	216	216	42
31	Laurus Edutech Pvt. Ltd.	Healthcare Course : General Duty Assistant-Advanced	108	0	0
32	Laurus Edutech Pvt. Ltd.	Electronics Course : Installation Technician Computing And Peripherals	54	0	0
33	Daksya Academy Pvt. Ltd	Construction Course : Construction Electrician – LV	81	81	0
34	Smt. Shanti Devi Pundir Shiksha Prasar Samiti	Healthcare Course : Panchakarma Technician	81	0	0
35	GITI, Ghaziabad	Electronics Course : DTH Set Top Box Installation & Service Technician	18	0	0
36	Ch. Rajpal Singh Memorial Sanstha	Logistics Course : Goods Packaging Machine Operator	189	189	0
37	Ch. Rajpal Singh Memorial Sanstha	IT-ITeS Course : Domestic Data Entry Operator	216	216	0
38	Ch. Rajpal Singh Memorial Sanstha	Retail Course : Retail Associate cum Cashier	108	108	0
39	Uttar Pradesh Institute Of Design And Research	Construction Course : Assistant Electrician	81	81	0
40	Uttar Pradesh Institute Of Design And Research	Apparel Course : Sampling Tailor	54	54	0
41	Uttar Pradesh Institute Of Design And Research	Retail Sales Specialist cum Cashier	27	27	0
42	TBL Education [I] Pvt. Ltd.	Agriculture Course : Gardener cum Nursery Raiser	54	54	

# MAPPING CURRENT INFRASTRUCTURE - UPSDM GHAZIABAD



43	Goal Vision Consultancy Pvt Ltd	Capital Goods Course : Draughtsman Mechanical	161	0	0
44	SAMAY[Society For Awareness Of Masses & Youth Towards Health And Education]	Construction Course : Foreman - Roads & Runways	108	27	0
45	Highline Educare India Pvt. Ltd	Electronics Course : Mobile Phone Hardware Repair Technician	216	216	23
46	Highline Educare India Pvt. Ltd	IT-ITeS Course : Domestic IT Helpdesk Attendant	285	285	17
47	Highline Educare India Pvt. Ltd	Apparel Course : Self Employed Tailor	243	243	0
48	Highline Educare India Pvt. Ltd	Retail Course : Retail Sales Associate	135	135	0
49	Rishan Infoskill Pvt. Ltd.	Textile Course : Two Shaft Handloom Weaver	108	0	0
50	TS SKILL AND TECH PRIVATE LIMITED	Telecom Course : Broadband Technician	108	0	0
51	Sriansh Innovative Matrix Private Limited	Construction Course : Assistant Electrician	81	81	0
52	Sriansh Innovative Matrix Private Limited	IT-ITeS Course : CRM Domestic Non-Voice	189	189	0
53	Sriansh Innovative Matrix Private Limited	Domestic Workers Course : Housekeeper cum Cook (Household and Small Establishment)	108	108	0
54	Jeevan Jyoti Group Of Institute For Techno And Infosolution Pvt. Ltd.	Handicrafts and Carpet Course : Traditional Hand Embroiderer	216	135	0
55	Jeevan Jyoti Group Of Institute For Techno And Infosolution Pvt. Ltd.	Construction Course : Chargehand - Facade Installer	216	0	0

(Data provided by DPMU, Ghaziabad)

S.No.	Course	No.of students taking admission			Percentage of Placement		
		2019-20	2020-21	2021-22	2019-20	2020-21	2021-22
1	Civil	58	56	62	62	87	19
2	Electronics	56	57	62	96	100	16
3	Information Technology	44	62	63	81	90	25
4	I.D.D.	24	11	32	83	82	-
5	Mechanical (Auto)	53	59	64	92	94	48
6	Mechanical (Production)	53	60	70	92	93	49
7	Mechanical (CAD)	57	62	63	96	78	17
8	P.G. Diploma in Mass Comm.	07	18	10	86	83	-
9	P.G. Diploma in web design	07	07	09	71	100	-
10	P.G. Diploma in Hardware Networking	29	18	26	75	83	-

\*Placement of the students enrolled in academic year 2021-22 will be continued after the exams. (Data provided by Polytechnic, Ghaziabad)



Training Partner	Trade	Trained in past 2 years (self-employed)
E..D.P. Lucknow	Tailor	725
	Barber	175
	Confectioner	225
	Carpenter	125
	Blacksmith	100
	Potter	50
	Raj Mistri	75
	Basket Weavers	25
	Jeweler	25
	Cobbler	25
UPEPC	4	700

(Data provided by DIC, Ghaziabad)

## HORTICULTURE

<u>Horticulture</u>	People Working	Requirement of Skilled Manpower
	1674	1698

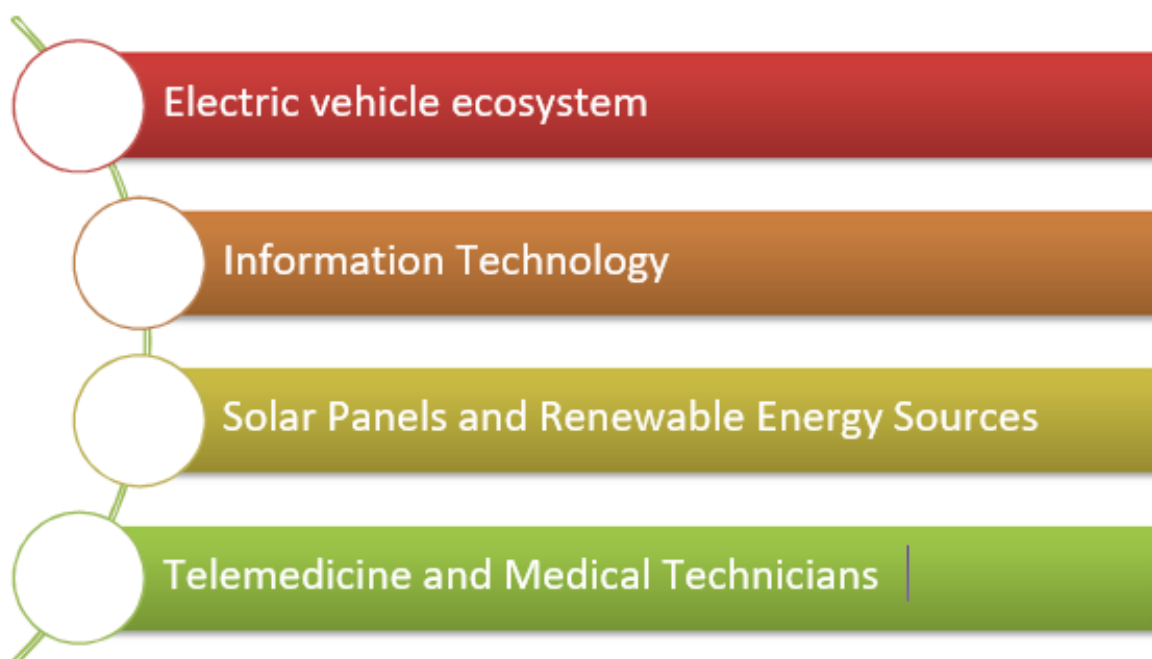
(Data provided by Horticulture Dept, Ghaziabad)

# SECTION - 2

## AGGREGATE DEMAND

District	Agriculture	Apparel	Automotive	Beauty & Wellness	BFSI	Construction	Electronics	Food Processing	Handicrafts and Carpet	Healthcare	Iron and Steel	Logistics	Paints and Coatings	Plumbing	Power	IT/ites	Retail	Total
Ghaziabad	108	540	216	540	540	540	216	108	216	540	108	108	108	108	216	432	270	4914

### **Emerging Areas and Technologies:**



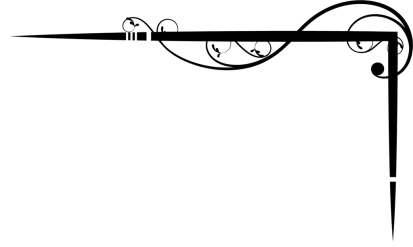


## **APPRENTICESHIP OPPORTUNITIES IN GHAZIABAD**

Apprenticeship is a Skill Training program which consists of Basic Training and On-the-Job Training/Practical Training at the workplace in the industry.

Ghaziabad is the hub for industries generating numerous apprenticeship opportunities in the district. **Electronics, Automobiles, Steel industry, Health care, Service and maintenance, Production and manufacturing, Fitter and Welder** are among the major apprenticeship opportunities in the district.

The district administration actively organises "Rozgar Mela" and "Apprenticeship Mela" in response to the ongoing focus on skilling by the Central and State governments. Participants in these events are candidates who have successfully finished their training at ITI and the UPSDM training institutes, both public and private. The district's numerous departments, including the Department of Labor and Employment, the District Industry Center, and the Department of Skill Development, have come together to host a job fair or an apprenticeship fair.



# SECTION - 3

---

## ANALYSIS

### SWOT of the district

#### STRENGTH

---

- Ghaziabad is home to around 33,000 industries and Manufacturing Sector majorly contributes to providing livelihood to the people of Ghaziabad.
- Ghaziabad is among the leading districts for having a large number of hospitals/nursing homes in Uttar Pradesh.
- The district now serves as an education hub for the entire country. A number of educational institutions have come up in the district that offers a variety of options to the students to pursue their education.

#### WEAKNESS

---

- Ghaziabad is the only district in Uttar Pradesh that does not have MGNREGA. It hampers the assurance of minimum wage. The market rate is comparatively high than the rates provided by MGNREGA, which is why the laborers have to rely on the market forces of demand and supply for their wages.
- A transition away from agriculture. Recently, the rural area has been observed to transition away from agriculture and employ themselves in various jobs and activities. It tends to leave the potential of the agriculture sector in Ghaziabad unutilized.

#### OPPORTUNITIES

---

- Ghaziabad is the hub for industries so it also caters to the major demand for employment. Certain industries like Sugar mill parts, Highway fabrications, Construction machinery are the highlight of the industry sector of Ghaziabad. Its demand is across the nation and fulfilling the demand of these products at the global level can also be considered.
- There are various other sectors like Logistics, BFSI, Healthcare, Construction, Apprenticeship, Retail, etc. that provide employment opportunities in the district.
- Ghaziabad is a hub for the industries but still Information Technology (IT) sector is unavailable in the district. Considering the current demand and opportunities that this sector possesses, it can be a huge opportunity.

#### THREATS

---

- Rapid increase in population. Urbanization is spreading at an increasing pace which is affecting the resources that are at disposal. Overexploitation of the resources is a foreseeable threat that may pose a threat to the economic development of the district.
- The higher concentrations of the major physicochemical and heavy metals such as EC, TDS, TH, etc. are degrading the quality of groundwater through the major influence of emerging urbanization and industrialization

## Skill Training SWOT

### **STRENGTH**

---

- Expected high demand for trained people in different sectors because of the geographic advantage of being part of National Capital Region.
- Ample presence of heavy, medium and small industries in the district
- Good Infra support for skilling.

### **WEAKNESS**

---

- Low awareness among aspirants about skill-based value addition and certification.
- Need is to create an ecosystem where a conducive environment is created for intersectoral and inter-departmental cooperation across all vertices and realize the true potential of People-Public-Private Partnership.
- Difficulty in mobilization of students.
- Skilling is not leading to expected conversion to jobs.
- Gap in the salary expectations and salary being provided.

### **OPPORTUNITIES**

---

- Potential candidates can be absorbed in the district industries if trained as per the demand of the industry.
- Lot of scope for entrepreneurship at small and medium scale.
- Presence of good number of employers.
- Scope for value addition by upskilling through cross-cutting and modern technologies.

### **THREATS**

---

- Disruptive technologies like Automation, Robotics, Artificial intelligence could further impact the technological readiness and technological skill gap.
- Very minimal rate of placement by the training centers.
- Less awareness about loaning opportunities to skilled youth and fear of repayment.
- Unavailability of special courses related to special vulnerable class such as differently abled.
- High employee attrition rate in medium and small enterprises.

## KEY GAPS

Demand in Economy for people in the sector		Number Trained in the Sector	
		High	Low
		High	Low
	High	<p>High demand of training in the sectors like Fabrication, Retail, electrician, Plumber etc.</p> <p>Further growing infrastructural projects are now increasing the demand for construction related works and skills.</p>	<p>In primary sector there is the need to diversify the cropping pattern and bring new skill set in the cash crop production and productivity.</p> <p>The secondary sector training is demand driven and needs to be tailormade according to the current technology.</p> <p>The tertiary sector is has a huge opportunity owing to the expansion of market and services.</p>
	Low	<p>Banking and Accounting sector, and electronics are the few sectors where large number of training has been provided but due to low demand from industry their local employment absorption is not as expected. However it may be run in some extent.</p>	<p>Limited demand for new and emerging technology driven competence like agro processing, renewable energy, and other value addition technology etc and there is a very few training partners in these sectors.</p>

## ANALYSIS OF CURRENT SKILL DEVELOPMENT IN DISTRICT:

Student Feedback	Parent Feedback	Employer Feedback
<ul style="list-style-type: none"><li>➤ Job-oriented courses</li><li>➤ Classes from employers and an increase in soft skill hours.</li><li>➤ Computer literacy time should be extended.</li><li>➤ Before the final assessment, a practical theory test must be conducted every week.</li></ul>	<ul style="list-style-type: none"><li>➤ Please give stipend during training.</li><li>➤ Student-trainer-parent Bridge (Monthly Meeting).</li><li>➤ Assurance of placement of his ward.</li></ul>	<ul style="list-style-type: none"><li>➤ The trainee should be well trained in the related sector.</li><li>➤ Demand for the salary should be according to their level of skills.</li><li>➤ High Attrition rate generates low confidence for the local pool of students.</li></ul>

### **Voice of Training Partners: - Top issues / suggestion /concerns raised by training partners**

**1. Challenges in achievement of Placement target** – Challenges in Placement achievement which is 70 percent of total enrolled students has been the main issues being faced. As students are not ready to join the organization even after accepting the offer letter from organization due to mismatch of salary expectations, working environment, job positions etc. This leads to high job attrition rate which discourages employer to hire the students.

**2. Challenges in mobilization** - Training partners are not able to mobilize the right students according to the job roles and sector due to limitation in mobilization in terms of barrier of age, caste, gender.

**3. Challenges in continuation of the courses due to dropout of students.**- Training Partner facing the issue of students getting dropout in the middle of the course which creates lots of problem for them.



## MIGRATION

	Within the District	Within State	Within India	International
<b>Inward: Coming into District</b>	Education and economic prospects lead to migration from rural areas to urban.	The movement of people from Eastern Uttar Pradesh to the district is majorly due to - •Prestigious Educational technical, non-technical, and medical institutions •Need of skilled/unskilled workforce	•Most of the workers come from Bihar, Jharkhand, Orissa as industrial workers, women as a house help. •For the purpose of education.	Many individuals come to the district as per their project requirements.
<b>Outward: Going out from District</b>	From urban to rural migration occurs to set up cottage industries and do organic farming.	For better prospects, the people rarely migrates from Ghaziabad to other parts of the state.	Individuals migrate from Ghaziabad to other states for diversity and the betterment of employment prospects.	From Ghaziabad, many migrate for jobs, business, and education to all over the world countries mostly like America, Canada, Australia, Russia, UAE.

# SECTION - 4

## ACTION PLAN

### GOALS

To establish a sustainable skill eco-system by ensuring skilling, and providing livelihood security to youths and work on S.M.A.R.T. goals as part of Action Plan and will confirm to the following criteria: Specific, Measurable, Attainable, Relevant and Timely.

### SPECIFIC OBJECTIVES

- Conduct 25 job fairs and provide employment to around 2500 students.
- To provide counselling to the 6000+ students to introduce them to the skilling ecosystem.
- Add 1000+ employers on the Sewayojan portal.
- Develop a better marketing model for 10 SHGs (pilot phase).
- Feedback from industries regarding employees hired through skilling institutions to fulfil demand and supply gaps.
- Encourage industries to organize counselling sessions in skilling institutions.
- Using polytechnic faculties and students to provide training/lecture in Atal Tinkering Lab.
- District Skill Mission would cover its schemes with the help of various government departments.

### New trades to be introduced (high demand low trained or emerging trends based)-

The new trades that will be introduced to improve the skilling ecosystem of the district are – Smartphone technician, Drone pilot, Drone Technicians, Fiber to home technician, Drone service technician, Soft toy making, Marketing, Organic Farming.

### Potential Knowledge Partners and Resources-

The Institutions like RSETIs, JSS, Nehru Yuva Kendra, NGOs working in the district, government departments such as ITIs, Polytechnics, NRLM, Agriculture, Krishi Vigyan Kendra, Horticulture, Animal Husbandry, Industry department & Panchayati Raj etc. may be helpful for gaining support & resources in the implementation of training programs.

## **Top 5 initiatives for district skilling**

S.No.	Initiative	Goal	Key Actions
1	Increase the role of industries to fulfill the demand and supply gap	Inclusion of industries in counseling and their feedback regarding the quality of the workforce.	Signing an MOU with industries selected by DSC. To arrange counseling sessions by industries in skilling institutions. To receive feedback regarding the supply of workforce and how to improve it.
2	Promoting Marketing, Packaging, and Branding	To promote and provide training in Marketing, Packaging and Branding of locally produced products	Use the model of “Yachna SHG” to replicate the initiatives. Meet with the selected SHGs and then discuss the opportunities and obstacles. Providing proper assistance, training, and market opportunities.
3	Better career counselling of the students.	To encourage the inclusion of private teachers/professors in preparing course curriculum and counselling.	Course module design and approval in coordination with key stakeholders. Encouraging their participation and role in counseling. Engaging Wheebox at the district level for counseling-related activities through training and placement cell.
4	Encourage the usage of Sewayojan and Sewamitra portal	To exploit the potential of Sewayojan and Sewamitra portal.	Encourage industries to register on the portal. Encourage registration of trainees and self-employed technicians. Usage of the portals for matching the skill demand and supply.
5	Upskilling, Reskilling, Soft skills and Employability Skills	Providing skills to the new and existing employees/students according to the market demands and assisting them with proper skilling needed to find employment.	Coordination with Industries, ITIs, UPSDM Training centres and Polytechnics to allow upskilling and reskilling. Focus on the courses that can provide Employability and Soft skills.

## **Convergence Action Plan**

Converging departments must actively contribute in ensuring the sustainability of skilling and its results. Convergence's viability and application should be geared on fostering self-employment. Trained applicants will gain from connecting the plans of merging departments in a way that addresses the financial issue in a comprehensive and condensed way.

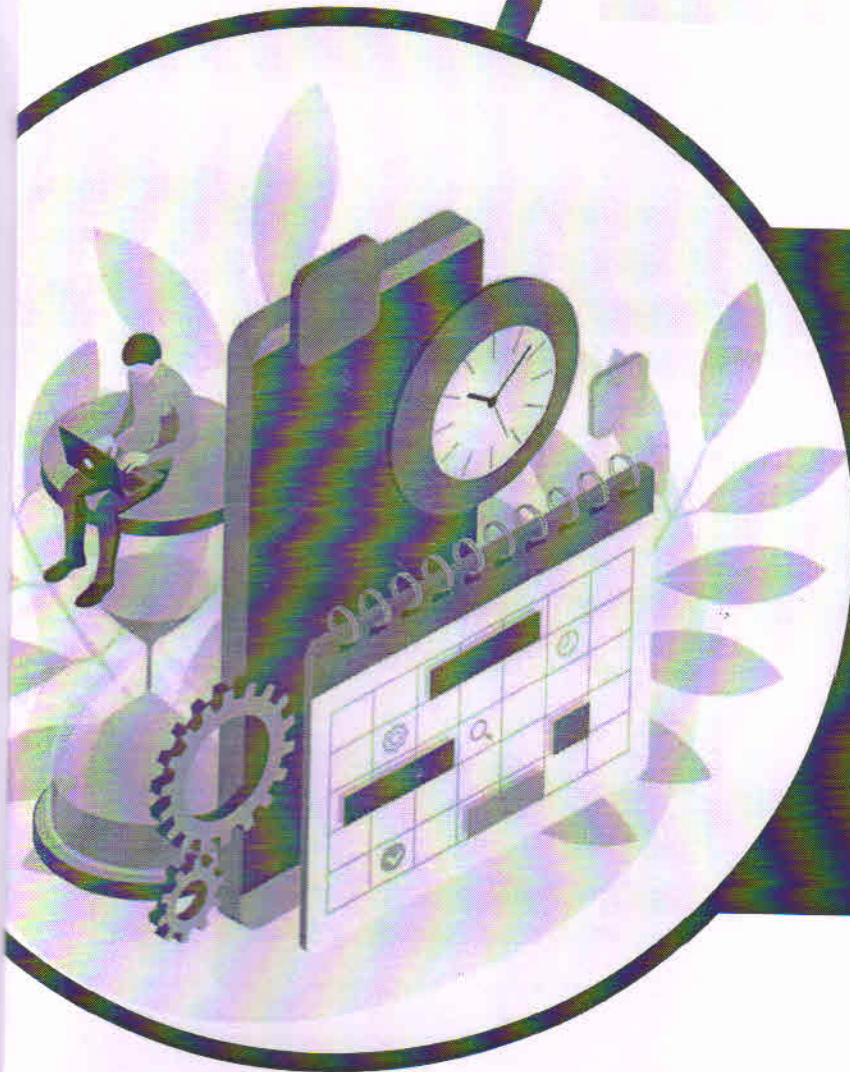
## **Monitoring and Evaluation**

Monitoring and evaluation are crucial for tracking progress and making informed decisions. The major goal of establishing a strong monitoring and evaluation system is to make sure that the planning activities are carried out successfully. Meetings of the District Skill Committee will be essential in this to regularly track the development and more effectively address any flaws. Following are the key steps of the plan-

1. Involving DSC members will provide more impact on the quality outcomes.
2. Monthly review of reports on the key indicators will provide a documentative view of the progress. Perform annual review meetings and field visits jointly with State Team and DSC members.
3. Periodic Surprise visits or Inspection of training programs/centers by DSC members/district level officers in consultation with the District Magistrate and share findings/reports with state officials.
4. The assurance of employment in the program is an important indicator; hence placement and post-placement tracking activities must be in a structured manner.
5. Promoting Best Practices and Setting role models in each trade.



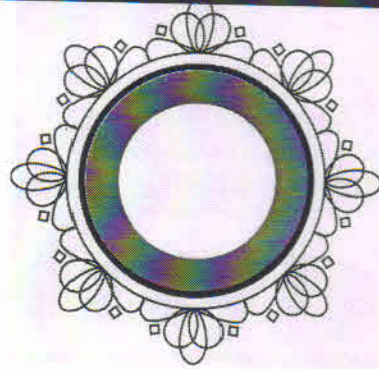
DSDP GHAZIABAD 2022-23



Submitted by :

DISTRICT ADMINISTRATION,  
GHAZIABAD

**DSDP,  
GHAZIABAD**



  
MGN, FELLOW  
GHAZIABAD

  
DISTRICT  
COORDINATOR,  
DPMU, UPSDM

  
CDO,  
GHAZIABAD  
UP

