



सत्यमेव जयते
GOVERNMENT OF INDIA
MINISTRY OF SKILL DEVELOPMENT
& ENTREPRENEURSHIP



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Transforming the skill landscape



सबको हुनर, सबको काम
उत्तर प्रदेश कौशल विकास मिशन

District Skill Development Plan: Distt.-Hapur, Uttar Pradesh India



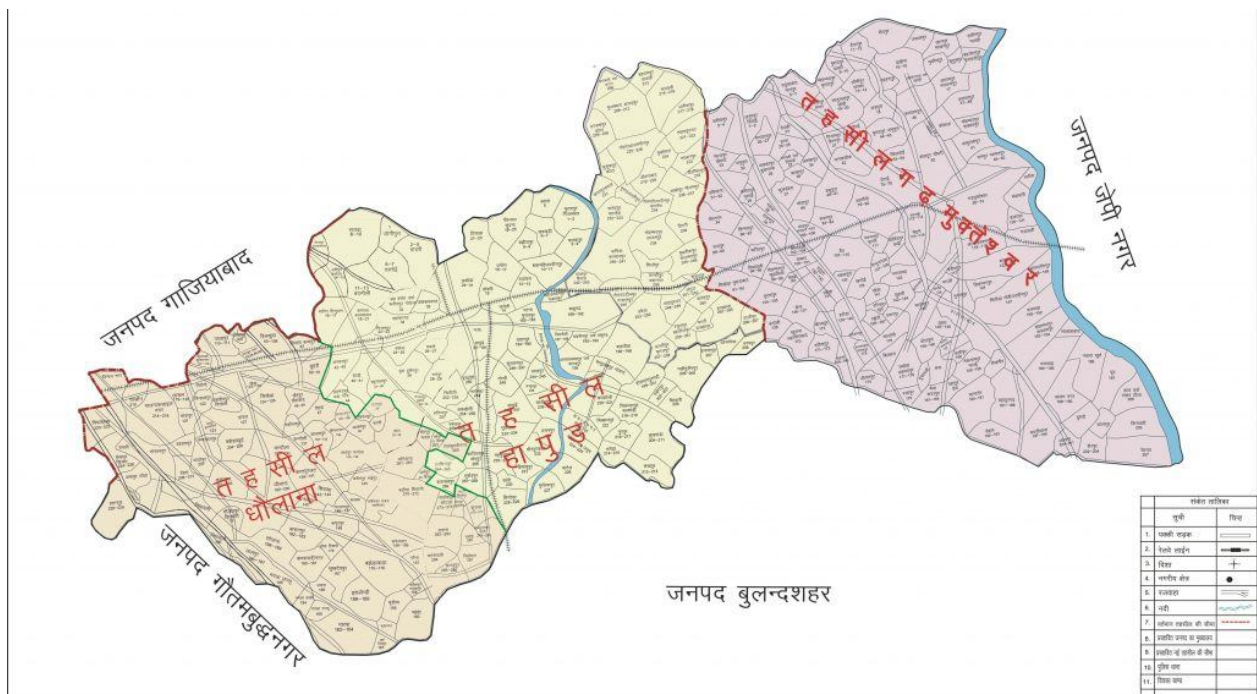
**Prepared by District Project Management Unit
District: Hapur, Uttar Pradesh India- 245101**

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Executive Summary:

Planning is crucial for giving shape to goals and objectives. As per the framework provided by Ministry of Skill Development and Entrepreneurship, the whole DSDP has been divided into four sections which are further divided into sub-themes. The first section is **As Is Scenario** which includes basic features like Topography, Climate, Demography, Socio-economic facts along with the District Skill Infrastructure. In a nutshell, this section highlights the present situation of the district and depicts the supply side of skilling. The second section is **Aggregate Demand** that contains the demands from all three sectors of Hapur's economy. Demand has been taken from all sectors which also includes the current employment situation and expected increment in upcoming years. Majorly it focuses on Industry, agriculture cum allied agriculture and migration (in and out) district. The third section is quite crucial in terms of planning and labelled as **Analyse the Gap**. SWOT (Strengths, Weaknesses, Opportunities and Threats) analysis have been used to describe the present skill and employment ecosystem and the blank spots where there is a need to focus. Along with this, primary data like feedback and inputs from students, parents, employers along with the training partners have been discussed to get a sense from the ground level. The last section is termed as the **Action Plan** which is the core of the planning and outcome of the whole exercise done before it. This section highlights the goals that the district wants to set and how it is going to execute, monitor and review it. That covers the main trades and its focused implementation which could provide sustainable livelihoods to the target population.



Map of Hapur District

A. As Is Scenario

This section deals with four major themes which includes basic overview of Hapur district, demography, economic profile and Skilling ecosystem of the district.

❖ Hapur at a Glance

Garhmukteshwar is an ancient place that is mentioned in the [*Bhagavata Purana*](#) and the [*Mahabharata*](#). There are claims that it was a part of ancient [Hastinapur](#), the capital of the [Pandavas](#). An ancient fort, repaired by the [Maratha](#) leader Mir Bhawan, became, under the British, the headquarters of the tehsil. The name of the town is derived from the temple of Mukteshwar Mahadeva, dedicated to the goddess [Ganga](#) who is worshipped there in four temples. The town has 80 [sati](#) pillars, marking the spots where Hindu widows are said to have become satimata. The town also has a mosque, built by Gays-ud-din Balban, that bears an inscription in Arabic dating to 682 [Hijri](#) (1283 A.D.).

Garhmukteshwar was the scene of major [anti-Muslim violence](#) in November 1946, at a time when various areas of [British India](#) were experiencing significant communal unrest as the [partition of the country](#) into India and Pakistan loomed. [Gyanendra Pandey](#) describes the place as "a metaphor for the atrocities of Partition; and Partition itself a metaphor for the kind of extraordinary genocidal violence that was not witnessed again in India, perhaps until 1984".^[2] A [mela](#) (fair) held 3 miles (4.8 km) from the town was attended by between 700,000 - 800,000 people and on 6 November 1946 there were a series of attacks on Muslim shopkeepers at the event, resulting in 46 deaths and a further 39 people injured. The assaults and also [arson](#) attacks continued on and off for several days at the mela, while the town of Garhmukteshwar itself witnessed a large number of anti-Muslim atrocities, including killings, arson and the destruction of the Muslim quarter. Official reports gave the Muslim death toll in the town as at least 214 people, and there were also quite a lot Hindu deaths in retaliatory attacks.

S.No	Theme	Value
1.	Area (In sq. km)	660
2.	Tehsils	3
3.	Blocks	4
4.	Nagar Palika Parishad	3
5.	Nagar Panchayats	1
6.	Gram Panchayat	272
7.	Revenue Villages	352
8.	Towns	3



Satellite Map of Hapur District

❖ Climate and Geography

Hapur has a humid subtropical climate that is influenced by monsoon. The place experiences very hot summers and the winters are cold and chilly. Summers start from early April and last till late June. This period is extremely hot and the maximum temperature reaches up to 43 °C (109 °F). Arrival of monsoons is in late June and continues till mid of September. There is a slight drop in temperature with lot of clouds but humidity is high. There is a rise in temperature again in the month of October and the city experiences mild and dry winter season. Winters last from late October to mid-March. Lowest temperature reaches up to 0.5°C (32.9 °F). The average rainfall is 80 cm to 100 cm per year received during monsoon, which is ideal for growing crops. Humidity content is between 30 to 100%. Hapur does not receive snow during winters..

❖ Land Use Pattern of Hapur

Located at the Doab makes the land of Hapur pretty much fertile which makes agricultural usage of land as a modest use. The land usage pattern in Hapur resembles an agrarian state like Punjab and Haryana.

S.No.	Particular Hapur	(1000.0 Ha)
1.	Total Geographic area	114.3
2.	Forest	1.6
3.	Cultivable area	94.9
4.	Non-Agricultural Use	16.0
5.	Cultivable Waste land	0.9
6.	Current Follow	4.6
7.	Other Follow	2.2
8.	Barren & uncultivable land	1.7
9.	Pastures	0.1

❖ Physiography

Hapur is located at $28.72^{\circ}\text{N } 77.78^{\circ}\text{E}$. It has an average elevation of 213 meters (699 feet) (higher than its neighbors). Hapur has a monsoon-influenced humid subtropical climate characterised by very hot summers and cool winters. Summers last from early April to late June and are extremely hot, with temperatures reaching 43°C (109°F). The monsoon arrives in late June and continues until the middle of September. Temperatures drop slightly, with plenty of cloud cover, but with higher humidity. Temperatures rise again in October; and the city then has a mild, dry winter season from late October to the middle of March.

Rainfall is about 90 cm to 100 cm per annum, which is suitable for growing crops. Most of the rainfall is received during the monsoon. Humidity varies from 30 to 100%.

❖ Agro-Ecological Situation

Table as Follows:

1.0 District Agriculture profile				
1.1	Agro-Climatic/ Ecological Zone			
	Agro-Ecological Sub Region(ICAR)	Northern Plain, Hot Subhumib (Dry) Eco-Region (9.1)		
	Agro-Climatic Zone (Planning Commission)	UPPER GANGETIC PLAIN REGION (V)		
	Agro-Climatic Zone (NARP)	UP-2 Mid-western Plain Zone		
	List all the districts falling the NARP Zone* (^ 50% area falling in the zone)			
	Geographical coordinates of district headquarters	Latitude	Longitude	Altitude(mt)
		28.45N	77.45E	--
	Name and address of the concerned ZRS/ZARS/RARS/RRS/RRTTS			
	Mention the KVK located in the district with address			
	Swami Kalyan Dav K.V.K. Begra M. Nagar of S.V.P.U.A.T Meerut			
Name and address of the nearest Agromet Field Unit(AMFU,IMD)for agro advisories in the Zone				
	S.V.P.U.A.T Meerut			

❖ Demography

The new district *Panchsheel Nagar*, was created from the tehsils of [Hapur](#), [Garhmukteshwar](#) and [Dhaulana](#) (which were previously part of [Ghaziabad district](#)) as one of three new districts of Uttar Pradesh on 28 September 2011. U.P. Chief Minister [Mayawati](#) justified the decision by declaring that Ghaziabad district was "far too big for administrative efficiency", and that creating smaller districts conformed to the ideas proposed by social reformers [B. R. Ambedkar](#) and [Jyotirao Phule](#).

The district population as the 2011 census was 1.3 million, which was split into 30% urban, 70% rural.

For Hapur district, the demographic profile as per **Census 2011** can be described as:

S.No	Category	Sub-Division	Number	Male	Female
1.	Population	Total	1338310	708910	629400
		Rural	940060	470231	469829
		Urban	398250	200130	198120
2.	Sex Ratio	Total	888		
		Rural	887		
		Urban	889		
3.	Schedule Caste	Total	221209	118164	103045
4.	Schedule Tribe	Total	88	51	37

❖ Demography of Target Population

For the skilling purpose there is a need to get an overview of the distribution of target population i.e. between the age of 15-35. The current data based on such distribution is based on the census of 2011 which is somehow more than nine years old thus the categories of age groups were added. The categories which were added are the age groups of 05-09, 10-14, 15-19, 20-24 years.

S.No	Tehsil	All Age Groups			Rural 15-35		Urban 15-35	
		Total	Rural	Urban	Male	Female	Male	Female
1.	Hapur	1268107	379066	889041	191155	187911	454419	434622
2.	Dhaulana	388950	221478	167472	115578	105900	83836	83636
3.	Garhmukt eshwar	491625	318897	172728	165699	153198	93027	79701
District Total		2148682	919441	1229241	472432	447009	631282	597959

Educational Profile

The educational profile section contains data on educational attainment (of 10th, 12th, Graduation levels) as per the rates from 10th to 11th standard.

S.No	10 th Standard		12 th or intermediate		Graduation or more	
	Male	Female	Male	Female	Male	Female
1.	15847	13990	13439	12487	1757	1285
Total	29837		25926		3042	

Similarly, as per the data provided by District Inspector of Schools, the drop out scenario from class 10th level is as follows;

S.No	Board	Female candidates enrolled in 10 th Class	Male candidates enrolled in 10 th Class	Total candidates enrolled in 10 th Class	Drop out percentage of female candidates from 10 th Class	Drop out percentage of Male candidates from 10 th Class	Total Dropout Percentage
1.	All Boards	13990	15847	29837	-	-	-

❖ Work Participation

In Hapur district out of total population, 1338310 were engaged in work activities. The distribution of working population is as follows (Census 2011):

Category	Total	Male	Female
Main Workers	413923	248353	165570
Seemant Workers	79663	47797	31866
Agriculture Labourer	45175	27105	18070
Household Worker	166163	99697	66466
Other Workers	189084	113450	75634
Agriculture	83838	50302	33536

❖ Economic Profile

The district is primarily an agrarian economy and there is huge absorption of workers in this. On the other hand, there are some industries which are at the verge of closing down but the micro or home-based industries are running smoothly. This portion contains the estimated District Domestic Product for the year of 2018-19 by the Government of Uttar Pradesh and industrial profile as per the survey of the Ministry of Small and Medium Scale Enterprises, Government of India. Given below is the distribution of District Domestic Product as per the Directorate of Economics and Statistics, Lucknow for the year 2018-19;

LIST UDYOG ADHAR

1	UP76D0002547	MOBIN FAST FOOD CENTRE	OPPOSITE PUNJAB NATIONAL BANK, BAHADURGARH	Food and beverage service activities
2	UP76D0002546	NAINA SOUND SERVICES	WARD NO 15, NEAR MODI BHAWAN, PALWADA ROAD, BRIJGHAT GARHMUKTESHWAR	Motion picture, video and television programme production, sound recording and music publishing activities
3	UP76D0002545	SUNIL DEVI	NEAR POST OFFICE WARD NO 15 BRIJGHAT GARHMUKTESHWAR	Food and beverage service activities
4	UP76B0002544	RAMAKANT PANDEY	C-43, 44, M.G. ROAD, HAPUR.	Printing and reproduction of recorded media
5	UP76B0002543	M/S MINIPORE MICRO PRODUCTS UNIT-II	PLOT NO. F-447, MASURI GULAWATI ROAD, INDUSTRIAL AREA, HAPUR	Manufacture of paper and paper products
6	UP76A0002542	M/S MOHD. SABIR	PLOT NO. G-363, MASURI GULAWATI ROAD, INDUSTRIAL AREA, HAPUR	Printing and reproduction of recorded media
7	UP76D0002541	AJAY SHOES STORE	DHAULANA	Other personal service activities

8	UP76B0002540	PUSHPANJALI PRINTS PRIVATE LIMITED	452, MOHAN NAGAR COLONY , PILKHUWA, HAPUR	Printing and reproduction of recorded media
9	UP76A0002539	PRATIBHA ENTERPRISES	RAJNI VIHAR COLONY, BEHIND SABJI MANDI, PILKHUWA	Other manufacturing
10	UP76D0002538	RAGHAV FREIGHT FORWARDERS	279 VILLAGE RAHARWA	Land transport and transport via pipelines
11	UP76E0002537	AL AHMED POULTRY CENTER	590, ALI NAGAR, KOTLA MEWATIYAAN, HAPUR, 245101	Crop and animal production, hunting and related service activities
12	UP76A0002536	NANDANS ENTERPRISES	MOHALLA ASHOK NAGAR NEAR SCHOOL NO. 2, PILKHUWA DISTT. HAPUR UTTAR PRADESH 245304	Manufacture of food products
13	UP76D0002535	DAYANAND CHANT BHANDAR	NEAR ROADWAYS BUS STAND GARHMUKTESHWAR DISTT HAPUR	Food and beverage service activities
14	UP76A0002534	DEEPTI ENTERPRISES	1227/1, MEERUT BULANDESHAH ROAD OPPOSITE KOTWALI HAPUR	Manufacture of food products
15	UP76A0002533	SHAHID MALIK GENERATOR HOUSE	216, MOHALLA - ASHOK NAGAR, CHAMARAN SUMALI, PILAKHWA, HAPUR, U.P. 245304	Construction of building
16	UP76D0002532	JAN SEVA KENDR	DHEPA ROAD ACHPAL GARHI PILKHUWA DEHAT HAPUR	Computer programming, consultancy and related activities
17	UP76B0002531	M/S R. V. ENTERPRISES	PLOT NO. BN-110 MASOORI GULAWATHI ROAD HAPUR	Manufacture of rubber and plastics products
18	UP76B0002530	M/S R.V. ENTERPRISES	PLOT NO. BN-111 MASOORI GULAWATHI ROAD HAPUR	Manufacture of rubber and plastics products
19	UP76D0002529	TIRASPAL	NEAR KRISHNA ASHRAM WARD NO 15 BRIJGHAT GARHMUKTESHWAR HAPUR UP 245205	Food and beverage service activities
20	UP76B0002528	M/S. COLORMAGIX PRINTS PRIVATE LIMITED	F-436, M.G. ROAD, HAPUR.	Printing and reproduction of recorded media

❖ **Agricultural Product**

Hapur was announced as a district named Panchsheel Nagar' on Sep 28, 2011 by Hon. Chief Minister Km. Mayawati and in the month of July 2012 Hon. Chief Minister Sh. Akhilesh Yadav changed the name to 'Hapur District'.

Hapur is a city with a population of 13,38,310 and noted as manufacturing hub of making Stainless Steel Pipes and Tubes. Hapur is also famous for papads, paper cones and tubes. Situated about 60 km from the capital of India New Delhi.

The national highway 24 connecting Delhi-Lucknow also passes from the city. It was earlier known as 'Haripur'. The city comes under Delhi-NCR region

Given below is the total production of different crops as per the year 2017-18;

Crop	Area under cultivation (Hectares)
Arhar/Tur	1.1
Maize	1.1
Potato	3.8
Rice	21.4
Sugar cane	35.5
Wheat	45.1

❖ **Skilling Ecosystem of Hapur**

The skilling ecosystem defines the current state of skilling in the district and what are the trades in which students/learners are being trained. The skilling in the district has been handled by both government and private bodies. The trades ranges from Garment making to electrical to ICT.

Uttar Pradesh Skill Development Mission

The details of trained persons by each recognized institutes of Uttar Pradesh Skill Development Mission in the last two years have been provided in the table below.

Name of Tehsil	Training Partner	Trades	Past 2 years					
			Enrolled (M/F)		Trained (M/F)		Placed (M/F)	
HAPUR	GTP Hapur	ICT	39	13	39	13	0	1
	Indira Memorial Educational Society	Automotive, Electrical, Garment Making	108	189	108	189	123	48
	Karuna	Retail	35	73	35	73	0	0
	Lemon	ICT	71	37	71	37	0	0
	RSWM	Retail	351	0	351	0	17	0
	Indira Memorial Educational Society	Electronics & Hardware, Retail	115	5	115	5	27	18
	IDEAL	Custmor care excicutive	170	180	170	180	116	102
GARHMUKTESHWAR	GTP Garhmukteshwar	Electrical	25	0	25	0	0	0
	GTP Simbhwali	Electrical, ICT	32	17	32	17	3	0
	Lalit Gramodhyog	ICT	67	41	67	41	0	0
	Orion Security	Garment Making	0	125	0	125	103	10
DHAULANA	Indira Memorial Educational Society	Electrical, ICT	54	0	54	0	18	2
	Lemon	ICT	61	47	61	47	0	0
	Mass Infotech	Electronics & Hardware, Retail	112	68	0	0	0	0
	Dakshya Academy	SMO, Counter Sales excicutive	126	150	92	115	64	75

Performance of Trades of UPSDM:

For evaluating the performance of each trades from different institutes will provide the efficiency/outcome of trainings. It is crucial for determining the suitable course and which courses need elimination, inclusion, improvisation and connection with the market. The performance of each trades will be determined with the percentage of candidates got placed with respect to the total number of candidates being trained.

S.No	Trade	Number of Candidates trained in	Candidates who got placed/ self-employed	Placement Percentage (%)
1.	ICT	376	1	0.26
2.	Automotive, Electrical, Garment Making	297	176	63.08
3.	Retail	574	62	10.80
4.	Custmor care excicutive	626	357	57.02
5.	Electrical	128	46	35.93
6.	Garment Making	125	113	90.4

Performance of ITIs

Development and Entrepreneurships, Government of India. Post training apprenticeships are being provided for a period which leads to the placement or entry to polytechnics on a lateral entry basis. There are 32 ITIs in Hapur district out of which 4 are fully run by government while 28 are private. For the analysis the data have been collected from four Government ITIs and they are named as per their location i.e. Hapur, Garhmukteshwar, Dhaulana and Simbhwali. Along with this data from Private ITIs is analysed separately.

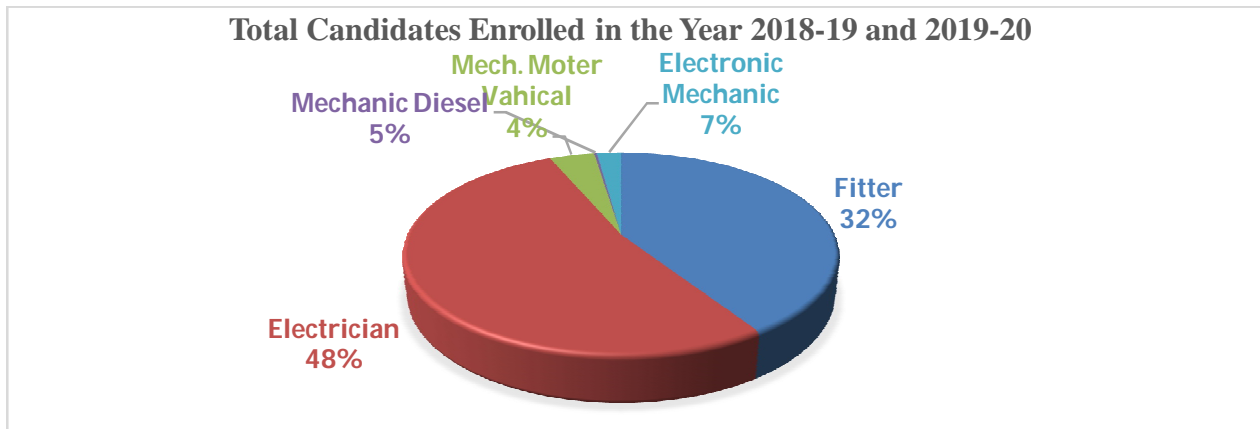
i. Government ITIs

A sum of 25 trades are there across the Government run ITIs. The trades include Fitter, Turner, Electrician, Draftsman Civil, Mechanical Motor Vehicle Wireman, Steno (Hindi), Welder, Draftsman Mechanical, Electronics, Electric Power Distribution, Painter General, Electronic (Mechanic), Basic Cosmetology, Sewing Technology, Embroidery, COPA, Dress Making, Fashion Technology, ITESM, Mechanical (Consumer Electronics), Mechanic (RAC) and Plumber. For the analysis of placement data from the financial year 2018-19 and 2019-20 is considered only for the trades present in more than three of the ITIs of Hapur.

S. No	Trade	Trained Candidates		Placed Candidates		Placement Percentage
		Male	Female	Male	Female	
1	Fitter	40	0	18	0	45%
2	Electrician	60	20	42	0	52%
3	Welder	160	0	49	0	30%
4	Mech. RAC	55	5	22	0	36%
5	COPA	150	58	15	2	0.72%
6	Plumber	104	0	33	0	31%
7	Draftman Mechanic	62	18	19	0	23%
8	Draftmat Civil	20	0	6	0	30%
9	Painter General	24	0	3	0	8%
10	Fashion Design Technology	0	90	0	3	0.33%
11	ICTSM	45	03	12	0	25%

ii. Private ITIs

As mentioned earlier, there are 28 ITIs in the district and five trades are popular among all of them whose data is shown below. Placement in Private ITIs is not much structured and candidates have to look for jobs from themselves. The placement percentage across the campuses range around 10-15% of overall qualified candidates. Details of passed candidates in the year of 2018-19 and 2019-20 is as below;



iii. Major Placement Agencies involved

Placements agencies majorly come in the Government ITI campuses and the list (of 15 agencies) is as follows:

- a. LG Electronics India Pvt. Ltd. Noida
- b. Jindal Pipes Ltd. Hapur.
- c. Mahindra & Mahindra Ltd. Haridwar
- d. Statecon Power Control Pvt. Ltd.
- e. Denso India Pvt. Ltd. Noida.
- f. Viraj CNG Pvt. Ltd. Greater Noida.
- g. R.S. Infratech Project Pvt. Ltd.
- h. M.S. Garments Pvt. Ltd. Noida.
- i. Honda CIEL Pvt. Ltd. Noida.
- j. Larson & Turbo Pvt. Ltd. Dhaulana Hapur.

Performance of Polytechnics

Polytechnics are organs of Technical education and in Uttar Pradesh it is governed by Directorate of Technical Education. A total of 15 polytechnics are there in Hapur out of them one is government owned while 14 are private. The Government polytechnic is in Hapur. while the private ones are in Garhmukteshwar, Dhaulana and Hapur. This part is divided into two parts on the basis of ownership of the institute i.e. Government and Private.

i. **Government Polytechnic**

There are 03 trades in Govt. Polytechnic which are Electrical Engineering(I.C), Textile Technology and Textile Chemistry A brief overview is below.

The above data does not reflect the interest or trends of current demand in the technological sector since the number of seats are pre-decided and filled by the instructions of Joint Entrance Examination Council of Uttar Pradesh. For analysing the demand from the market, it is crucial to analyse the data of placement of each trade across the years. However, due to outbreak of COVID19 the session of 2019-20 is still incomplete and their placement process is due. Thus, for analysing the placement competencies only two years i.e.2017-18 and 2018-19 will be taken.

Trade	Trained Candidates		Placed Candidates		Placement Percentage
	Male	Female	Male	Female	
Electrical Engineering(I.C)	131	1	Nil	Nil	Nil
Textile Technology	40	0	Nil	Nil	Nil
Textile Chemistry	83	0	Nil	Nil	Nil

Students from both campuses are involved in the recruitment process through placement cells which arranges companies from different sectors. Companies are given free hand for moulding the selection process but generally it is the written test followed by interview which is common among them. The major companies which are involved in recruiting candidates from both of the polytechnics includes;

COMPANIES LIST	REMARKS
NIL	Final year exam yet to happen
NIL	New College Starts from 2019
NIL	New College Starts from 2019
NIL	New College Starts from 2019
NIL	FINAL YEAR EXAM YET TO BE HAPPEN
NIL	New College Starts from 2019
NIL	FINAL YEAR EXAM YET TO BE HAPPEN
1. Suhana Hybrid Seeds, Kota, Rajasthan	Final year exam yet to happen

2. Vestige Marketing Pvt. Ltd. New Delhi	
3. Centuary NF Casting, Co. Ltd. Faridabad	
4. Relience Jio Pvt. Ltd. Noida	
NOTE - Remaining students goes to Higher Education.	
NIL	FINAL YEAR EXAM YET TO BE HAPPEN
Krishna Maruti, ASI GLASS, Munjal Showa, RG Fasad	
NIL	FINAL YEAR EXAM YET TO HAPPEN
Salasar, ABinfotech,Matherson	
NIL	FINAL YEAR EXAM YET TO BE HAPPEN
NIL	SESSION 2019-21
EICHER MOTORS	FINAL YEAR EXAM YET TO BE HAPPEN
	SESSION 2018-19

ii. Private Polytechnics

The 14 polytechnics which are run by the private partners. The College of pharmacy runs the course of D. Pharma only and after the completion of courses the candidates get inducted to further courses as per the norms of PCI (Pharmacy Council of India) which shuts the scope of placement from the campus.

Trade	Trained Candidates		Placed Candidates		Placement Percentage
	Male	Female	Male	Female	
D. Pharma	44	3	NIL	NIL	NIL
D. PHARM	41	4	NIL	NIL	NIL
D.Pharma	66	9	NIL	NIL	NIL
D.PHARMA	116	19	NIL	NIL	NIL
D.PHARMA	123	12	NIL	NIL	NIL
D.PHARMA	118	17	NIL	NIL	NIL
Civil Engineering	79	0	NIL	NIL	65
Electrical Engineering	89	0	-	-	-
Mechanical Engg. (Auto.)	64	0	-	-	-
Mechanical Engg. (CAD)	66	0	-	-	-
Mechanical Engg. (Prod.)	76	1	-	-	-
Mechanical Engg.	38	2	NIL	NIL	NIL
Mechanical Engg. (Prod.)	69	1	17	NIL	24
Civil Engineering	24	1	NIL	NIL	NIL
Mechanical Engg. (Prod.)	76	0	39	NA	50
Mechanical Engg. (Prod.)	65	0	NIL	NIL	NIL
D.PHARMA	57	3	NIL	NIL	NIL
CIVIL ENNG ELECTRONCS ENGG.	100	4	14	1	8
CIVIL ENNG ELECTRICAL ENGG ELECTRONCS ENGG. MECHANICAL ENGG (PROD.)	-	12 21 00 18	-	02 06 00 05	-

Garment Sector hapur

Pilkhuwa is a town and a [municipal board](#) in [Hapur](#) district in the [Indian state](#) of [Uttar Pradesh](#). It is famous for its textile products and handloom industry.

Originally founded as a village, Pilkhuwa has by now grown to the size of a town. It is located on [National Highway-24](#), which connects the [National Capital Territory of Delhi](#) to [Lucknow](#), the capital city of Uttar Pradesh.

Pilkhuwa is notable for its handloom cotton textiles and exotic printing on [khadi](#) and handloom fabrics. There were 120 medium scale industries, 1400 [power looms](#) and 3 *niwar* factories in Pilkhuwa in 1991. 7000 persons employed in textile production, 2000 in cloth sheet washing, 500 in pressing machines, 500 in dyeing, 100 in *kundis* and 200 in stamping and design. Most of the handloom cloths manufactured in Pilkhuwa is supplied to [Meerut](#) apart from centres in other parts of India and abroad

National Rural Livelihood Mission

Launched by Ministry of Rural Development, Government of India in 2011, National Rural Livelihood Mission majorly focus on Poverty alleviation with a special approach towards gender empowerment. Though the scheme got succeeded by Deen Dayal Antyodaya Yojana in 2015 but the overarching structure and the name remains same in Uttar Pradesh. Hapur comes under the category of NRLM intensive district. There are multiple trainings that are carried out with respect to state guidelines along with local needs. All the trainings are motivating towards promoting sustainable institutions in the form of Self Help Groups (SHGs). Such SHGs caters the process of financial empowerment through micro-credits build up the women from local communities which further lead to financial independence of women from poor families.

In the last three financial years, there have been a lot of trainings happened as per the guidelines of UPSRLM. Majority of the trainings were of the mode of capacity building and promoting innovative practices by the SHGs..

S.No	Topic/Subjects	Total Participants (in Last three years)
1.	Samooch Sakhi (through Modules and other issues)	27
2.	Book Keeper	190
3.	Stitching (along with UPSDM)	150

Rural Self-Employment Training Institutes (RSETI), Bank of Baroda

It comes under the Ministry of Rural Development for imparting training and skill upgradation to promote entrepreneurship among rural youths. It is often managed by Banks (mostly leading bank of the district) with active support from departments like NRLM and Skill Development Mission. In Hapur, it is named as Baroda Swarojgar Vikas Sansthan and located at Thariyanw. There are more than 25 trades which are dealt alternatively by the institution.

For highlighting the impact of training and its employability the graph consists of 10 trades which were repeated at least two times in last three financial years.

The other trades run by the institution includes, EDP for PMEEGP beneficiaries, Vegetable Nursery Management and Cultivation, Commercial Floriculture, Commercial Horticulture, Cultivation of Medicinal and Aromatic Plants, Poly House and Shed Net Farming, Mushroom Cultivation, Piggery, UPS and Battery making cum Servicing, Cell phone repairs and Services, Soft Toys Maker and Seller, Home Appliances Services etc.

❖ One District One Product Scheme

The State Government of Uttar Pradesh launched a scheme in order to product businesses of local products and making recognition of products from respective districts. It was having a dual motto, first was to increase productivity and also to generate employments through maximising demand which can be seen as a push for specific skill sets among the youth. Focusing only on one product develops a specialty in manufacturing process of the product which eventually lead to enhance quality through internal competitions among different producers. With regular expo, there is a push to make the quality of product as imported. In the case of Hapur, there are number of iron fabrication units which mainly produces building materials and other iron-based products. Though the product made in the district has local demand only but somehow this led to notify '**Iron Fabrication**' as the product under ODOP scheme of the state. There is a push from administration to make this product internationally recognizable and eventually lead to more production. Schemes like MUDRA loan and other loaning scheme have been attached to this for providing support to the entrepreneurs who could produce iron fabrications beyond local demand.

❖ Sectoral SWOT Analysis of Hapur's Economy

Sector	SWOT Analysis	
Primary	<p align="center"><u>Strength</u></p> <p>Diversified crop pattern with good conditions to grow cash crops Like sugarcane. This city located in NCR Region and well connected to capital Delhi which leading good outputs. Localised market and supply chain which can consume good number of products.</p>	<p align="center"><u>Weakness</u></p> <p>Low proximity of engaging farmers in outer (Meerut and Ghaziabad) supply-demand chain. Food Processing units are less in numbers which hampers the motivation to engage in growing cash crops and engaging in allied agriculture.</p>
	<p align="center"><u>Opportunity</u></p> <p>Opportunity is to engage in broader supply chains and training in more advanced and sustainable ways of cultivation.</p>	<p align="center"><u>Threat</u></p> <p>Food Processing units prefer getting shifted to Meerut and Bulandshahr rather than making its base in Hapur which limits the reach of local farmers.</p>
Secondary	<p align="center"><u>Strength</u></p> <p>Good connectivity to the major urban centres of Uttar Pradesh. In fact, availability of three major cities viz. Delhi, Ghaziabad and Meerut within the radius of 50 KMs.</p>	<p align="center"><u>Weakness</u></p> <p>Industries are shifting rapidly due to low demand at the local market which is influenced by the income and lifestyle of people.</p>
	<p align="center"><u>Opportunity</u></p> <p>Availability of basic resources (Land, water and Cheap Labour) which attracts industry to get set up in the district.</p>	<p align="center"><u>Threat</u></p> <p>Local demand is not increasing rapidly as it has to be. There are many intertwined factors which is required to be addressed by the concerned authorities.</p>
Tertiary	<p align="center"><u>Strength</u></p> <p>Basic industry like health care, transport and hospitality is increasing rapidly. Availability of four major urban centres increases its demand.</p>	<p align="center"><u>Weakness</u></p> <p>The average income and lifestyle is not changing too much and the pace is quite low.</p>
	<p align="center"><u>Opportunity</u></p> <p>There could be good scope in the three pillars of strength apart from some periodic service-based opportunity.</p>	<p align="center"><u>Threat</u></p> <p>Migration of good quality workers and low investment by companies.</p>

❖ **SWOT Analysis for Overall Skilling Ecosystem**

The SWOT analysis is being done to analyze the various positive and negative dynamics of a particular issue. This analysis will highlight the overall ecosystem of skilling and how it could be improved given the contextual reality of Hapur.

- **Strengths:** Good Infra support for skilling. Availability of government and non-government training institutes across the district. Vocational trainings are happening in multiple schools and colleges which provide better base for upcoming working age population.
- **Weakness:** Industrial base is shifting rapidly. Due to its geographical location between two big cities i.e. Meerut and Ghaziabad, major industries have been shifted and in last few years major industrial set up have been deteriorated due to multiple reasons. There is a widening gap between the number of aspirants versus the number of jobs. Due to this factor, migration is huge from the district.
- **Opportunity:** Taking note on its geographical location and impressive connectivity across the state, there is a good potential for new avenues which demands low cost labour. In fact, the district can be a good producer of goods and services for the adjacent cities of Meerut and Ghaziabad.
- **Threats:** There is a trend among the trained candidates that after getting upskilled they migrate to other cities rather than enhancing local demand. Though the issue of migration is a matter of choice but there is a need of local apprenticeship or promotion of self-employment where good candidates can support the local economy.

B. Aggregate Demand

This section involves the supply and demand of all three sectors of the economy in terms of employment availability. Along with this, a brief focus is given on migrating population and their skilling needs.

❖ Major Employers of the District

ØI Ø	en	2013&14	2014&15	2015&16
1	2	3	4	5
1	iãhðr dkj [kkuk l ã; k	166	182	194
2	p; fur dkj [kkuka ds vlrxr dk; }r dkj [kkus l ã; k	57	133	170
3	dkj [kkus ftuea fjVuZ i ktr gq l ã; k	14	81	75
4	vkñ r nñud dk; }r Jfed , oa deþkfj; ka dh l ã; k	628	9487	6440

ØI Ø	l ãfk dk ule	ipk; r }kj	{s- l febr }kj	vkñ kxd l gdkjh l febr }kj	iãhðr l ãfkvla }kj	0; fDrxr m ã&i fr; ka }kj	dy ; ã
1	2	3	4	5	6	7	8
1	batlfu; fjx	0	0	0	0	260	260
2	jkl k; fud	0	0	0	0	27	27
3	gLrf"KYi	0	0	0	0	1	1
4	vl;	0	0	0	0	455	455

❖ Major Apprenticeship Opportunities in district

Industry: Very Few Opportunities are available in the existing industries. The number of apprentices could not reach double digits within the district.

Service: Hotel industry could boom in post COVID19 situation. Along with this, computational and technological support services required to common people contains good number of apprentices.

Construction: As the city area is developing (not much higher pace) and people's aspiration to live in cities with urban commodities is creating demand of large scale construction. Thus, trades related to construction is consuming good number of apprentices.

L&T CSTI Pilakhuwa Hapur: The first L&T Construction Skills Training Institute (CSTI) was started in 1995. At present, we have institutes in Hyderabad, Bangalore, Kancheepuram, Ahmedabad, Delhi, Raigad, Pikhua, Kolkata and Cuttack. Being the pioneer in the construction industry, L&T aims at transforming the lives of young boys who wish to make a career in the construction industry through skill-based training in various trades.

We provide training in more than 14 trades such as Formwork Carpentry, Bar Bending and Steel Fixing, Masonry (Brick Work & Block Work), Plumbing and Sanitary, Electrical, Scaffolding etc. All our trades are NSQF aligned and we've played an important role in designing the curriculum by creating various Qualification Packs (QPs) and National Occupational Standards (NOS), as per industry requirements to fill the skill gaps. All our courses are designed as short-term vocational training courses which varies from 1 month to 3 months depending on the trades with 80% practical training and 20% classroom training.

L&T ensures 100% placement to all our students immediately after training completion. Students can opt for jobs in any company through sub-contractors or get placed in L&T. They also have the option to join as apprentices through the National Apprenticeship Promotion Scheme (NAPS) wherein they are paid a stipend of Rs.10000 per month. However, we see many students showing preference to take up a job that pays them a salary and other perks with a minimum pay of Rs. 13000 to Rs 16000 per month.

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❖ **Migration**

This sections mainly contains the feature of migration and how people are moving to and from from

	Within the District	Within State	Within India	International
	Identify where to where? And cause (education/ job/ economic opportunity/ marriage/ others.) If job/ economic opportunity – identify trades if possible. Additionally, estimate number of people per year that could be migrating.			
Inward: Coming in to district/ tehsil	From Simbhwali and Garhmukteshwar Tehsils to Delhi and Noida. Construction work is biggest recipient sector.	Due to official jobs, family issues and people setting up businesses migrate randomly from other districts.	Three major reasons, Marriage, project based informal works, and formal jobs.	No such data is available
Outward Going out from District/Tehsils	Construction work and other manual labour works	Education, Job, economic opportunity, marriage	Construction Work, Plumber, Electric, Apparel, Driver, Automotive Mechanic, Garment Making, Helper, Service Sector, Handicraft. (Maharashtra, Gujarat, Rajasthan, Delhi, Punjab, Haryana.)	Saudi Arabia, UAE, Construction Work, Home Furnishing, Home service, Helper, Driver, Plumber.

Skilling Needs for Outward Migrants	Skilling Needs for inward migrants
For those who are migrating to other places for jobs require apprenticeships and RPL if they are semi-skilled. As per the skill mapping of Hapur Construction, Plumber, Electronics, Apparel, Automotive Mechanic, Garment Making, and other services-based trades are common among out-migrants.	Since there is no such study on the potentials on inward migrants to the district. It is hard to assume whether they required skilling or not. However, those who migrate for construction work stays temporarily in the district and it requires innovative procedures for skilling them in a particular trade.

C. Analysis of Gap

This section evaluates the gaps in the training being provided and demand in the market. In this analysis, students, parents, employer and training partners are key stakeholders.

❖ Key Gaps – Primary, Secondary, Tertiary

		Number Trained in the Sector	
		High	Low
Demand in Economy for people in the sector	High	<p>Training based on horticultural products like Banana, Garlic and Chilly.</p> <p>The trades like Electrician, Plumber and Welder are of the high demand from both Secondary and Tertiary sector.</p>	<p>The primary sector is a major field of intervention where cash crops could be promoted taking note on climate and topography of Hapur.</p> <p>From Secondary sector trainings are being done as per the demand of the economy and a little focus can be paid on construction related trades.</p> <p>In tertiary sector, trades like Salesman (Retails), Healthcare, painter, attendant are not being addressed as per the demand.</p>
	Low	<p>The training of Self-employed tailors has become a part of this section. Due to large scale training and high number of training through RPL.</p>	<p>Embroidery has been identified of low demand and of low training numbers.</p>

The skill sets identified under the different categories are based on the inferences of the performances of the trade and changing economic patters. Since the changing economic pattern is crucial in shaping skilling outcomes, thus trades having higher proximity of generating jobs and opportunities beyond the territorial limits of the district.

❖ **Analysis of Current Skill Development in District**

Student Feedback	Parent Feedback	Employer Feedback
Students get the good quality of training and their lives changed a bit after the training. However, low amount of apprenticeship opportunities and placements hamper the practical applications of the learned skills. Interesting tools in the forms of aids should be used in teaching and assessment process.	There has been value addition due to trainings and their closed ones are becoming employable and get motivation to work. In a nutshell, it reduces the rate of unemployment and through migration and other means employment is being generated.	The trained individuals are having basic knowledge of tools and requisite skills. But there is a need of apprenticeships for them, it will be a good thing if they first serve as an apprentice rather than directly coming for placements.

❖ **Voice of Training Partners**

There is a need of strong convergence and collaborative action from other departments. There is a need to utilize the strong administrative set ups at the block and gram panchayats. Apart from this, there is a need to implement apprenticeships options at the district level.

Mobilisation	Counselling	Training	Assessment	Placement	Tracking
Role of other departments at the local level is need to be ensured. In this regard, role of gram Panchayats and its elected representative could be useful.	It is one of the crucial aspect and requires focused intervention by the district administration. Meeting the number and motivating them for counselling is still a hard thing for Training Partners.	Infrastructure and locations of building is sometimes an issue but it gets managed with the help of DPMU.	Assessment is being done as per the guidelines provided by UPSDM and invigilate by the coordination of assessment agencies and DPMU.	There is a need to shift of evaluating the outcome from placement to self-employment. In this case, role of bank is crucial and important. Till now, positive results have not been achieved when intervention is made to sanction loans to the passed candidates.	Tracking is not much an issue until the candidates get migrated to other states. However, the needy candidates usually contact regarding opportunities.



Skill Trainer Pool Available in District

The current pool includes who have been working on skilling in the current financial year and majority of them are engaged in RPL trainings. The number of trainers depend upon the allocation of targets and training partners approved by UPSDM. Hence, the pool could changed as per the need and directives given by UPSDM.

Sector	Role	Number of Trainers currently with Training Partners	Number of Certified trainers	Number awaiting certification
Agriculture	Agriculture	00	00	00
Apparel, Made-ups and Home Furnishing	Apparel	00	00	00
Construction	Construction Mason	01	01	00

The formal skilling ecosystem of Hapur is mainly relied on the targets assigned by the head offices of respective head offices. There is a limited effort paid by the organizers regarding enhancing training qualities and broadening employability prospects. There are multiple stakeholders involved in this and required to take actions collectively.

D. Action Plan

This section has three theme that is Goal and its prioritization, Recognition of Prior learning training plan and mention of potential training partners for executing it. It also includes Top five initiatives of the district, Convergence Action plan, District's innovative plan, monitoring and evaluation of the activities being conducted and ways of mitigating risks involved.

❖ Annual Goals

The prevailed COVID19 pandemic has created its own dynamics in skilling ecosystem. The enhanced focus on automation and shifting economy trends has multiple impacts. Today in this highly connected and globalized world thing is not moving in skilling as one could have predicted. Especially in out migration district like Hapur it is a tough decision to determine goals in secondary and Tertiary sectors. But for the local demands and persisting trends of out migration skill demand things could be specified in a better manner. The annuals goals for the district will be made to cater courses as per the requirement and aspirational needs of the economy. There will be a special focus towards self-employment and financial support to good performing candidates coming from poor background. Through convergence a set of targets of loan sanctions will be made as per the proportion of total candidates trained in respective trades of priority. With the help of convergence of various schemes run under the multiple departments, a support system would be developed to address the issues faced by candidates in maintaining sustainability of livelihoods. In this concern, role of horticulture, Animal Husbandry, District Industrial and Entrepreneurship Development Centre, ITIs and Polytechnics will be vital along with NRLM, DUDA and JSS.

New trades to be introduced (high demand low trained or emerging trends based)		
S. No	Sector	Trades
1.	Agriculture	Dairy Farmer/Entrepreneur, Banana farmer, Chilly Cultivator, Small Poultry Farmers.
2.	Electronics	CCTV Installations Technician, Field Technician-AC
3.	Healthcare	General Duty Assistance
4.	Retail	Salesman and Logistic Services
5.	Plumbing	Plumber
6..	Construction	Assistant Electrician
7..	Security	Security Guard General
8.	Food Processing and Preservation	Jam Jelly and Ketchup Processing Technician
9.	Banking and Accounting	Accounting (With Focus on GST)

❖ RPL Plan

The RPL numbers are shown as per the demand where district dynamics matter a lot. A vision has been adopted to make self-sustaining ecosystems of skilling, where RPL trained candidates could provide apprenticeships opportunities through their links and networks. In fact, the convergence action plan will provide a broader picture of it. The details of RPL plan is as below;

Trades	Approx. Number	Sector	Possible QPNOS	RPL Plan	Next Steps / Time Lines
1. Self Employed Tailor	250	Apparel, Made-ups and Home Furnishing	Yes	As per the mandate of UPSDM	As per the mandate of UPSDM
2. Construction	100	Construction Mason	Yes	As per the mandate of UPSDM	As per the mandate of UPSDM

❖ **Top 5 initiatives for District Skilling**

This section involves the initiatives which could be vital in producing best results out of the plans that have been made by the district.

S. No	Initiative	Rationale/ Goal	Key Actions	Timelines	Responsibility	Resources/ Support Needed
5	Tehsil level Biannual Rozgar Mela	Enhancing Livelihood Opportunities	Connecting Local Industrial Units	Before March 2021	DPMU, Labour Department, DIC	Need support from District Administration for connecting local industries.
			Organisation	March 2021	ITI, Polytechnic and DPMU	Fund for Organisation
			Post placement recordings	03 months after each Mela	DPMU	Periodic assessment in District Skill Committee meetings.
4	Welding and Carpenter's Trainings	To promote entrepreneurship under the local demand	Mobilisation	01 Months after target allocation	DPMU, Training Partners	Reaching local markets through special campaigns
			Training	15 Days after Mobilisation	DPMU, Training Partners	Support from District Industry Centre for practical
			Linking the trainees under loaning schemes	Within 6 Months of training	DPMU and DIC	Utilising Vishwakarma Shram Samman Yojana and loaning schemes of Banks
3	Construction based trainings	To promote skill base among unskilled out-migrants engaged in Construction Sector.	Mobilisation	01 Months after target allocation	DPMU, Training Partners	Support from District Employment office in local level campaigning.
			Training	15 Days after Mobilisation	DPMU, Training Partners	Field work on government-based construction sites.
			Placements	Post Training	DPMU, District Employment Office	Channelizing contractors through multiple departments.
2	Agriculture based trainings	To promote sustainable livelihoods	Mobilisation	01 Months after target allocation	DPMU	Need support from Panchayat bodies

			Counselling	During the Training	DPMU, Training Partners and Krishi Vigyan Kendra	Supportive assistance from KVK will be vital
			Training	15 Days after Mobilisation	DPMU, Training Partners	Tool based support from Agriculture department.
1	Beneficiary as Mentor (District's Innovation)	Developing Self-sustaining Skill Ecosystem	RPL	03 Months after approval from UPSDM	DPMU, Training Partners	Timely allocation of targets and its implementation
			Benefitting the desirables from multiple schemes	03 Months after RPL	DPMU and concerned department	Close monitoring by DPMU with support of District Administration.
			Indulging the beneficiaries as Mentors	06 Months after the benefits from schemes	DPMU	Honorarium management for mentors and field visits.

Apart from above, the district will focus on institutional strengthening of each initiatives which will cover the convergence of concerned departments and development of mechanism where local potentials could be maximized. Features like quality of trainings and placements will be ensured. The aspect of Access and inclusion will be highly reflected through proper mobilization and agency building of local alumni groups.

❖ Convergence Action Plan

The convergence action plan under the DSDP of Hapur is an attempt to revitalize the skilling ecosystem in more sustainable ways. The sustainability of skilling and its outcomes must be ensured by the active contribution of converging departments. The feasibility and utilization of converge should be intended towards generating self-employment. By linking the schemes of converging departments, trained candidates will be benefitted in such a manner where the question of finance will be addressed in a holistic and compact manner. In its continuation, the question of financial security will also be addressed through insurance schemes related to the sector. A format of trades and related converging departments is as follows;

S. No	Trade	Converging Department
1.	Dairy Farmer/Entrepreneur, Banana farmer, Chilly Cultivator, Small Poultry Farmers.	<ul style="list-style-type: none">• Department of Horticulture• Department of Animal Husbandry• NABARD• Department of Agriculture• Office of Lead District Manager
2.	Electrical Winder (Motor and Transformer)	<ul style="list-style-type: none">• Polytechnic• ITI
3.	Assistant Carpenter-Wooden Furniture	<ul style="list-style-type: none">• District Industries Centres
4.	Welder repair and Maintenance	<ul style="list-style-type: none">• District Industries Centres• ITI
5.	Self Employed Tailor	<ul style="list-style-type: none">• NRLM• Office of Lead District Manager
6.	Assistant Motor Cycle Mechanic (Two and Four)	<ul style="list-style-type: none">• District Industries Centres

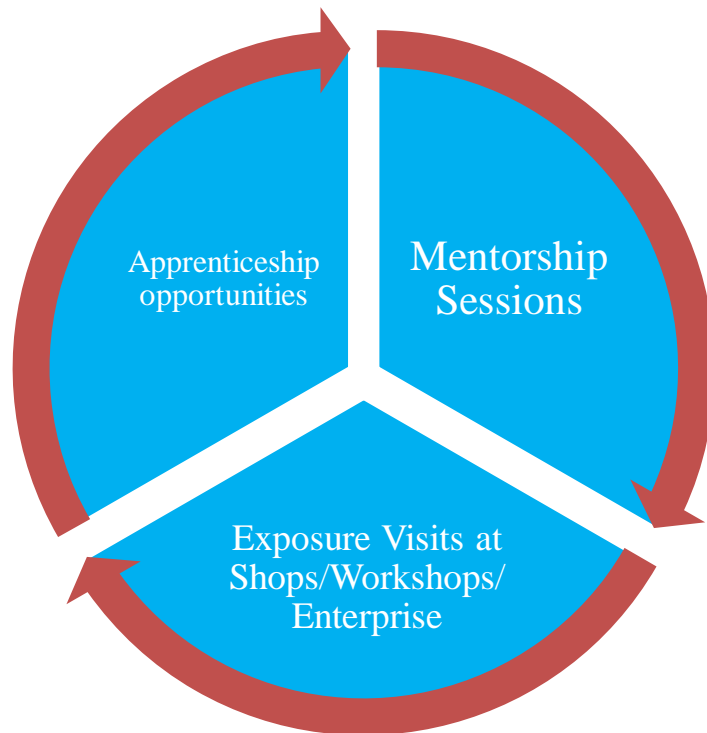
The list of departments might vary as per the district's dynamics and the respective schemes from converging departments will be made clearer once it gets reviewed and approved. Though the institutions like ITIs, Polytechnics and Garment Sector will definitely play the role of capacity builder and nurturing the aspiration through the infrastructural support they possess.

Schemes to be Utilized

- Per Drop More Crop of Pradhan Mantri Krishi Sinchayee Yojana (PMKSY-PDMC)
- Rashtriya Krishi Vikas Yojana
- Loaning Schemes by Commercial Banks for Different Sectors (MUDRA, MSME, Agro-Based, Poultry Loan, Dairy Loan etc.)
- One District One Product
- Vishwakarma Shram Samman Yojana
- Swavalamban Yojana
- Aatma Nirbhar Bharat Abhiyaan
- The list will grow up as per the demand and newer policies taken by governments. The intent will be maximization of using skill sets of individuals and setting self-sustaining ecosystem for skilling in Uttar Pradesh.

❖ **Beneficiary as Mentor (District Innovation)**

To create a sustainable skilling ecosystem, it is required to provide useful skill sets to an aspiring person along with creating platforms for apprenticeships and more practical spaces. It is heavily emphasized that the practical sessions outside the classrooms produce more learning and the New Education Policy affirms the same. For implementing the innovation, beneficiaries of converging schemes especially those who have started their own business through shop or workshop will be engaged in this. They will be involved for three purposes, firstly for providing practical experiences and mentorship through special sessions with the trainees in the classroom where they will be engaged as instructor to share their experiences of establishing their own enterprises with the trainees. Secondly, as a beneficiary of the schemes, they will be collaborating in exposure visits and providing the grass-root experiences of the supply-demand chain of the local market by arranging exposure visits of the trainees in their own established shops/ workshops. Lastly, providing apprenticeships to trained candidates for a limited period. For ensuring quality involvement from the mentors, there may be a provision of honorarium for them in the similar manner as it is given to other trainers. This will create an ecosystem of motivating students towards entrepreneurship building rather than relying totally on placements. The initiatives match the call of Atma-Nirbhar Bharat by Honorable Prime Minister of India in the long run which emphasized on building self-sustaining ecosystems in each sector of the economy. In a nutshell, the initiative will open up hidden strength of local resources through setting up examples of successful candidates in front of trainees which will ultimately build up the aspiration of Atma-Nirbharta (Self-Sustenance).



Cycle of 'Beneficiary as Mentor' Innovation

❖ **Training Partners and Trades – Existing and New**

The role of training partners under the plan for new trades is crucial. The quality of service delivery depends upon the context and interest of candidates. The existing training partners are self sufficient to manage new trades and challenges related to it. Their field experience and special push from district administration will enable the whole ecosystem in creation of better learning space where goals of DSDP could be fulfilled.

❖ **Monitoring and Evaluation**

The role of District skill council meetings will play a vital role in this to continuously monitor the progress and addressing the shortcomings in more affective manners. Involving District level officers will provide more impact on the quality outcomes. Apart from it, monthly submission of reports on the key indicators will provide an documentative view of the progress. The key steps of the plan will be as follows;

- Approval of Plan
- Identifying placement agencies/ Schemes for generating self-employment of trained candidates.
- Identifying and providing gateways to potentials candidates for utilizing the schemes of Converging departments
- Monitoring the progress of Converge Plan and other performances on monthly basis
- Promoting Best Practices and Setting role models in each trade.
- Converting best practitioner as Mentors.
- Effective implementation of The Apprentices (Amendment) Act, 2019
- Ensuring Periodic Job Fairs

A proper format will be developed to take feedbacks from the trained individuals who will get benefits from various schemes. The feedbacks will provide inputs on the institutional mechanisms which could be addressed at the district level.

❖ Expected Risks and Mitigation Strategies

There are multiple areas which are basic to skill-based trainings and there are definitely risks involved in it. The areas have been dealt categorically below;

- **Quality of Training:** Ensuring good quality of training will be challenge and there will be need of using more practical and standardized aids for it. There will be more focus to train candidates as per the National Skill Quality Framework where the learning process could be maximized. There will be nominations of nodal officers at the block level who could inspect the training sessions and report directly to the district administration. The training partners with better reviews from these officers will be given awards from the flexi funds of SANKALP.
- **Interest of Candidates:** The other major risk would be the interest levels of the candidates specially doing RPLs. The lack of interest levels could be addressed via involving more practical and target oriented tasks where candidates learn the skills by doing themselves.
- **Post Training Management:** The question of post training employment situation is still a big question which has an interrelated reality. The candidates will be motivated to do apprenticeships in their local areas which could enhance their skill sets. The industries or units registered under MSME or getting benefits from government schemes will be involved in providing apprenticeships as per their convenience. A special focus on apprenticeships will be made rather than focusing only on placements. The candidates trained under the RPL trainings will be promoted to take benefits from the schemes of converging departments. Every RPL candidates will be introduced to the schemes and suitable and performing candidates will be provided counselling by the District Project management units on utilizing schemes for becoming self-reliant in a true sense.
- **Developing Entrepreneurial Competencies:** Each trainer will be trained at the district level on different methods of developing enterprises. They will be advised to use this knowledge in their respective training sessions which will the covert the mindset of candidates from job seeker to creator. It is hard time to promote calculative risk-taking ability among the youths. Things will not be easy as it is said and there will be a need of introduction of a module based on it. In a longer run, skilling should change its dimensions in the context of Hapur. The beneficiary as mentor part will be vital in this.
- **Ensuring Quality of Convergence Outcomes:** The good quality of outcomes with the combined effort will be a critical question while ensuring benefits to the aspiring candidates. The target set up by the district administration will be reviewed periodically under the District Skill Committee meetings. Along with this, feedbacks will be taken into consideration and documented to show the intensity of growth.
- **Apprenticeship Regulation:** Apprenticeships given at the enterprises of the beneficiaries will require certain amount of time and its implementation will only be possible when the district would be able to produce good amount of sustainable enterprises. Since the apprenticeships would be located at different parts of the district, it will be difficult to trace single individuals and their performances. Such a situation requires creation of

apprenticeship monitoring system which will be supported by nearest ITIs and Polytechnics. Reports on apprenticeships will be reviewed on every District Skill Committee meetings.

Risks and threats are everywhere and it all depends upon the what instruments are being used and in what ways. The changing time needs shift of thoughts among the new generation. The old tactics might be useful in many instances but the sustainability can always be ensured when the business practice mould itself as per the changing time in accordance of time. The above measures are also not final but a blueprint of mitigating the expected risks and challenges.

Meeting Minutes:

- 1- Plan of DSDP According to Kaushal Vikas Mission Yojna District Hapur.
- 2- Training of RPL Progress.
- 3- Plan of C.M. Yova Hab Yojya.
- 4- Training of Migrant Labour.



Conclusion

The District Skill Development plan is an attempt to navigate the opportunities that are available within the existing resources. It put up the indicators that could be useful for implementing the action plan. There is an effort to evaluate the performances made by the district in a holistic term. The precursor of this plan was a report on District Skill Ecosystem which provided the overall overview of the skilling practices being adopted by major institutions and departments. The four major sections, As Is Scenario, Aggregate demand, Gap Analysis and Action Plan has been dealt with the support from various departments with special assistance from Chief Development Officer. The continuous reviewing by the Uttar Pradesh Skill Development Mission provided glimpses of gaps and running timelines. This DSDP is a blueprint of the aspirations of the district and how it should move in the coming times. For the successful implementation of the plan, the role of district authorities and convergence department will be vital. With the continuous support and better monitoring, the district aims to create a sustainable ecosystem for skilling and promoting livelihood. A special focus on entrepreneurial mindset development among the aspirants will play a crucial role in coming times.

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