

# Skill Development Ecosystem

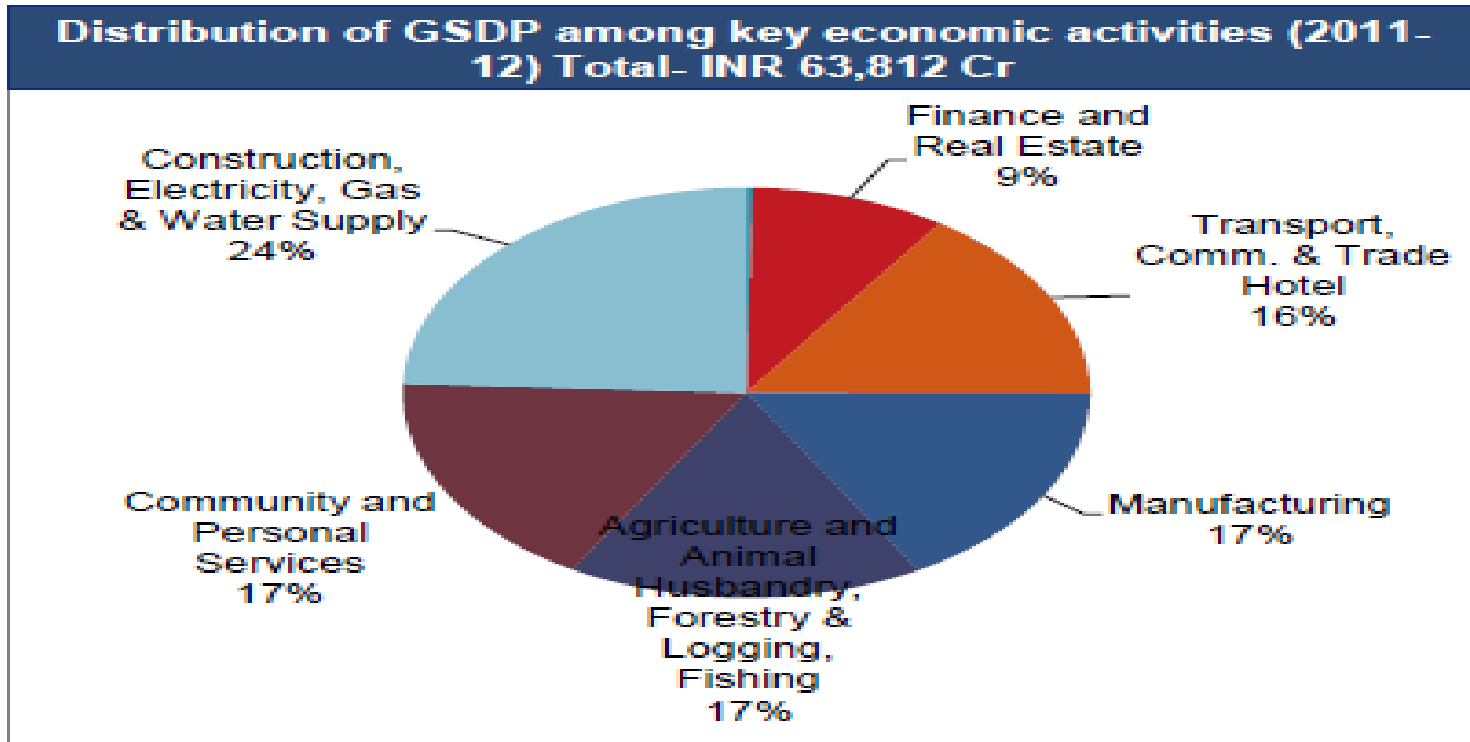
State: Himachal Pradesh

Date: July, 2017

# Overview

- ▣ State/UT profile
- ✓ Number of districts: 12
- ✓ Population: 0.68 crore
- ✓ Total working population:
- ✓ GDP: 63,331 Crore
- ✓ Male: Female- 1000: 974
- ✓ Literacy rate: 83.8%

# Major industries/sectors in the state



Source :Economic survey of Himachal Pradesh 2012-13

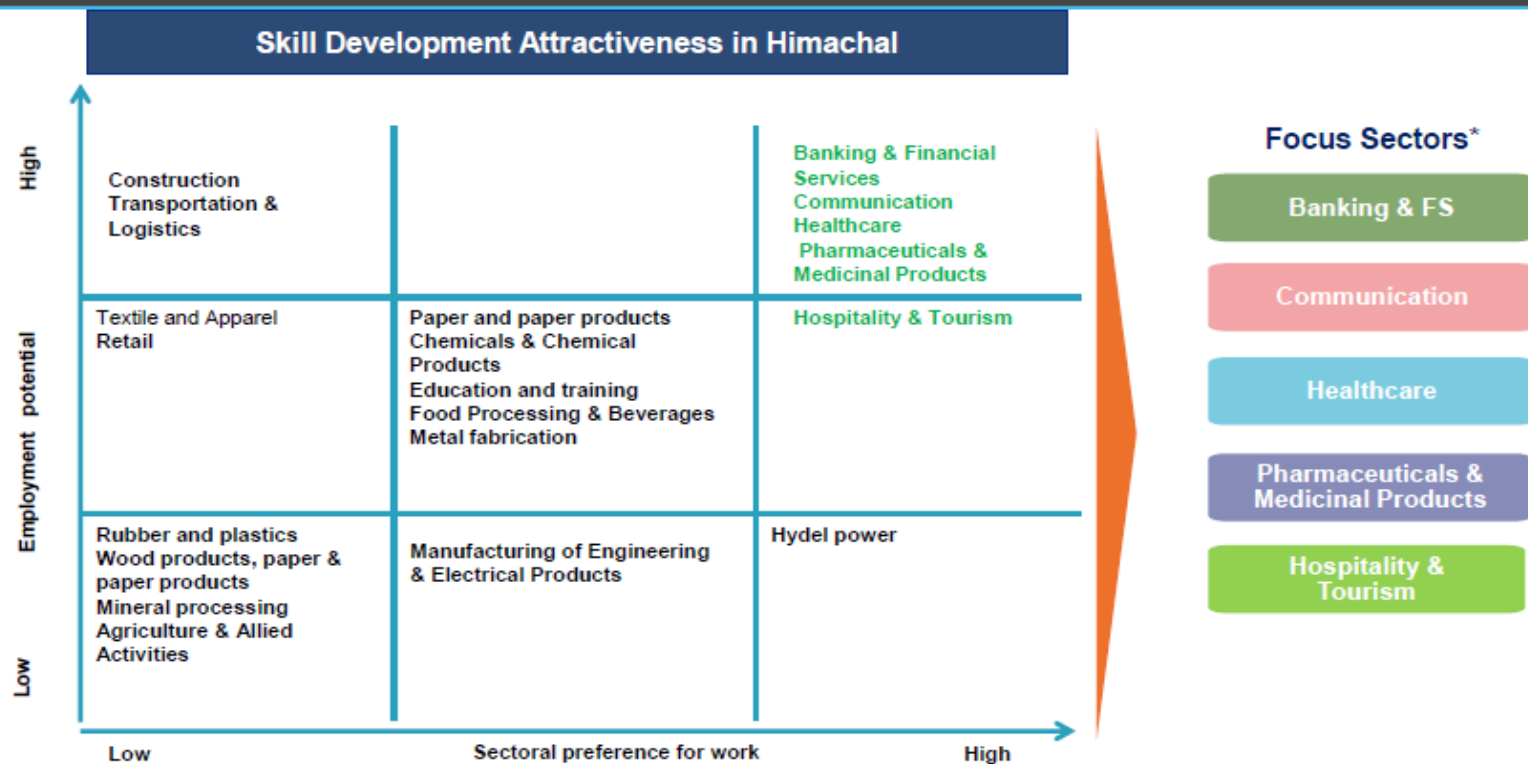
# Incremental human resource requirement

| District       | Incremental Manpower Requirement 2012-17 | Incremental Manpower Requirement 2017-22 | Focus Sectors                                                                                                                                   |
|----------------|------------------------------------------|------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|
| Bilaspur       | 45,806                                   | 51,781                                   | Construction and Construction based materials, Healthcare, Transportation and Logistics, Communication and BFSI                                 |
| Chamba         | 43,248                                   | 48,610                                   | Construction, Healthcare, Tourism, Communication and BFSI                                                                                       |
| Hamirpur       | 73,767                                   | 83,249                                   | Construction, Communication, BFSI                                                                                                               |
| Kangra         | 33,954                                   | 34,603                                   | Fabrication of Metal products, Transportation and Logistics, Communication, Tourism, BFSI, Horticulture                                         |
| Kinnaur        | 14,290                                   | 16,343                                   | Apple Farming, Tourism, HydelPower, Construction                                                                                                |
| Kullu          | 37,368                                   | 41,434                                   | Tourism, Construction, Banking and Financial Services, Horticulture                                                                             |
| Lahaul & Spiti | 3930                                     | 4399                                     | Tourism, Hydel power, Construction                                                                                                              |
| Mandi          | 93,236                                   | 104,687                                  | Construction, Healthcare, BFSI, Communication                                                                                                   |
| Shimla         | 88,512                                   | 98,693                                   | Tourism, Healthcare, Construction, Communication and Banking                                                                                    |
| Sirmaur        | 22,572                                   | 25,482                                   | Construction, Pharmaceuticals, Banking, Healthcare                                                                                              |
| Solan          | 56,732                                   | 58,817                                   | Pharmaceuticals, Chemical and Chemical based products, Textiles, Manufacturing of Engineering products, Construction, Transportation and Retail |
| Una            | 61,129                                   | 68,876                                   | Construction, Food Processing, Transport and logistics, Hospitality                                                                             |

# High priority areas/low priority areas

## Skill Development Opportunities(2012-22)

Tourism, Banking, Healthcare, Pharmaceuticals, Hydel power sectors are high on employment potential as well as aspirational value for the youth...



*\*Employment growth opportunities and youth aspirations towards working in the sector are the criteria for identifying focus sectors for the state*

Source: KPMG Analysis

# Basic Structure of Skill Development Society

**The Governing Council** : The main policy-making body, is headed by the Honorable Chief Minister.

**The Executive Council**: It is responsible for implementation, is headed by the Chief Secretary.

**The Finance Committee**: It is headed by the Principal Secretary (Finance & Planning).

**District level coordination committees**: Headed by the District Commissioners.

# Himachal Pradesh Kaushal Vikas Nigam (HPKVN)

**HPKVN established as company to design and implement HP Skill Development Policy**, while reducing duplication across depts. and with national schemes

Strengthen capacity for core functions – skill-gap analysis; aspiration surveys; industry-linkage; NSQF alignment; procurement and supervision of training service providers and assessment agencies; program and financial MIS; and M&E **for the benefit of ALL departments**

ADB assisted “Supporting Skill Development in Himachal Pradesh Project” is undertaken by Himachal Pradesh Kaushal Vikas Nigam (HPKVN). ADB is offering its assistance to Himachal Pradesh (HP) for skill development in Technical and Vocational Education and Training institutions and scaling up training

# Main Departments Providing Skill Training

- Departments providing certified skill development trainings:
  - Technical Education
  - Education
  - Rural Development
- Departments providing non certified skill trainings:
  - Agriculture and Horticulture
  - Forest
  - Health
  - Industries
  - Social Justice and Empowerment
  - Tourism and Civil Aviation
  - Tribal Development
  - Animal Husbandry
  - Labour and Employment
  - HPSEB Ltd.
  - Urban Development



HPKVN is implementing ADB supported HP Skill Development Project. Under advance contracting of the above project, this Nigam has been designated as one of the main Project Implementing Agency and shall be implementing the following schemes/programmes through various line departments detailed as under:

**Deptt of Higher Education (DoHE):** HPKVN is also providing its assistance to Deptt of Education for implementation of B.VOC Programme in the selected 12 Govt Degree Colleges of Himachal Pradesh under Pilot Project in 2 trades (Retail and Hospitality).

## ▣ Deptt of Technical Education (DoTE):

- (i) To strengthen the vocational training in ITIs across the State and for improving the quality of overall training being provided in ITIs, HPKVN has provided its assistance to DoTE for procurement of equipment in the 6 streams viz IT, Electrical and Electronics, mechanical, tools and furniture & Automotive.
- (ii) In the first instance, construction of 5 City Livelihood Centres (CLCs) has been proposed in the land of DoTE with the help of HPKVN under ADB supported Skill Development Project.

▣ **Deptt of Labour & Employment (DoLE):** Under ADB project, HPKVN is also providing its assistance to DoLE for up-gradation of 11 employment exchanges into Model Career Centres (MCC). Out of 11, 6 are new construction and remaining five are up-gradation.

- **Deptt of Rural Department (DoRD):** In the first instance, construction of 7 Rural Livelihood Centres (RLCs) has been proposed with the help of HPKVN under ADB supported Skill Development Project.
  
- **Deptt of Urban Department (DoUD):**
  - (i) construction of 1 City Livelihood Centres (CLCs) has been proposed with the help of HPKVN under ADB supported Skill Development Project In the first instance, .
  
  - (ii) Establishment of one women Polytechnic College at Rehan in Kangra District has also been proposed in the land of DoUD with the help of HPKVN
  
- **DDUGKY Programme:** HPKVN is also working as Technical Support Agency (TSA) of DDUGKY Programme being implemented by the Deptt of Rural Development, Govt of H.P.

# Other Skill Development Initiatives

## **State Government has also launched following Skill Development initiatives in the State:**

- **Hunar Se Rozgar Tak Scheme:** Under this scheme, 45 days training being provided to the youth for driving license of LMV's.
- **HRTC** is also running commercial driving school to Skill eligible persons.
- **HP Handicrafts and Handloom Corporation Ltd** running courses on training in weaving, knitting, Thanka painting and wood Carving, Chamba Rumal Embroidery etc.
- **District Rural Development Agencies (DRDA)** offering cutting and tailoring course for the rural youth

# Specific/special skills of the state

- Food Processing in the districts of Shimla, Kinnaur, Mandi, Kangra, Solan and Sirmaur
- Handicrafts in the districts of Kullu, Kinnaur, Mandi, Chamba, Lahaul & Spiti and Shimla
- Floriculture in the districts of Bilaspur, Solan, Sirmaur, Kangra, Mandi, Chamba, Shimla and Kullu

# Challenges/Issues Faced by the State

- Challenges in Implementing COE scheme as the number of students fall short to graduate to the advanced modules
- Challenges in Implementing MES Scheme as maximum students benefitting out of the course are the students who studying in the existing ITI's
- Challenges in Implementing the PPP Scheme as department of labour and employment for private adoption of ITI s has not taken off along expected lines with only limited number of ITI s in PPP mode under operation.
- Lack of uniform training and evaluation standards

# Skill Based Programmes: Future Path in Himachal Pradesh

1. Starting Certified Skill Training Programmes
2. Empanelling Skill Training Provider and fixing cost norms for trainings
3. Skill Training Programme to be linked with Private Sector requirement.
4. Linking Skill Training with Placements

# Additional Information

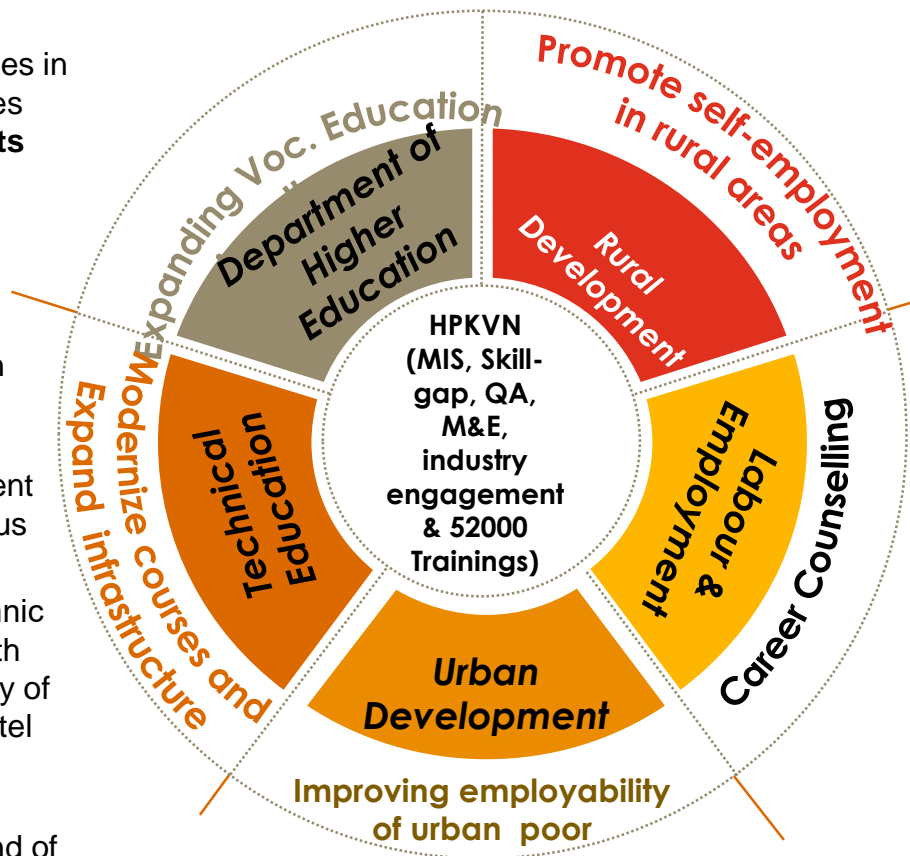
- The state government has announced skill development policy called Him Kaushal 2016 to empower the unemployed youth
- State has also established Himachal Pradesh Kaushal Vikas Nigam for the implementation of skill development policy and programme
  - It would endeavour to achieve uniformity of qualification, standards, training tools and accreditation for state in alignment with national standards



**ADB Project Component: Project will impart NSQF-aligned training and livelihood support to 65,000 youth over 2017-2021**

- Support B. Voc. courses in 10 arts/science colleges covering 1600 **students**

- Upgrade training equipment in **50 ITIs** in line with 2014 NCVT norms
- Institutional development to increase results-focus
- Training the trainers
- One women's polytechnic in Rehan, Kangra, with annual training capacity of **300 students** and hostel for **120 students**
- Establishment of **RLCs/CLCs** on the land of DoTE land

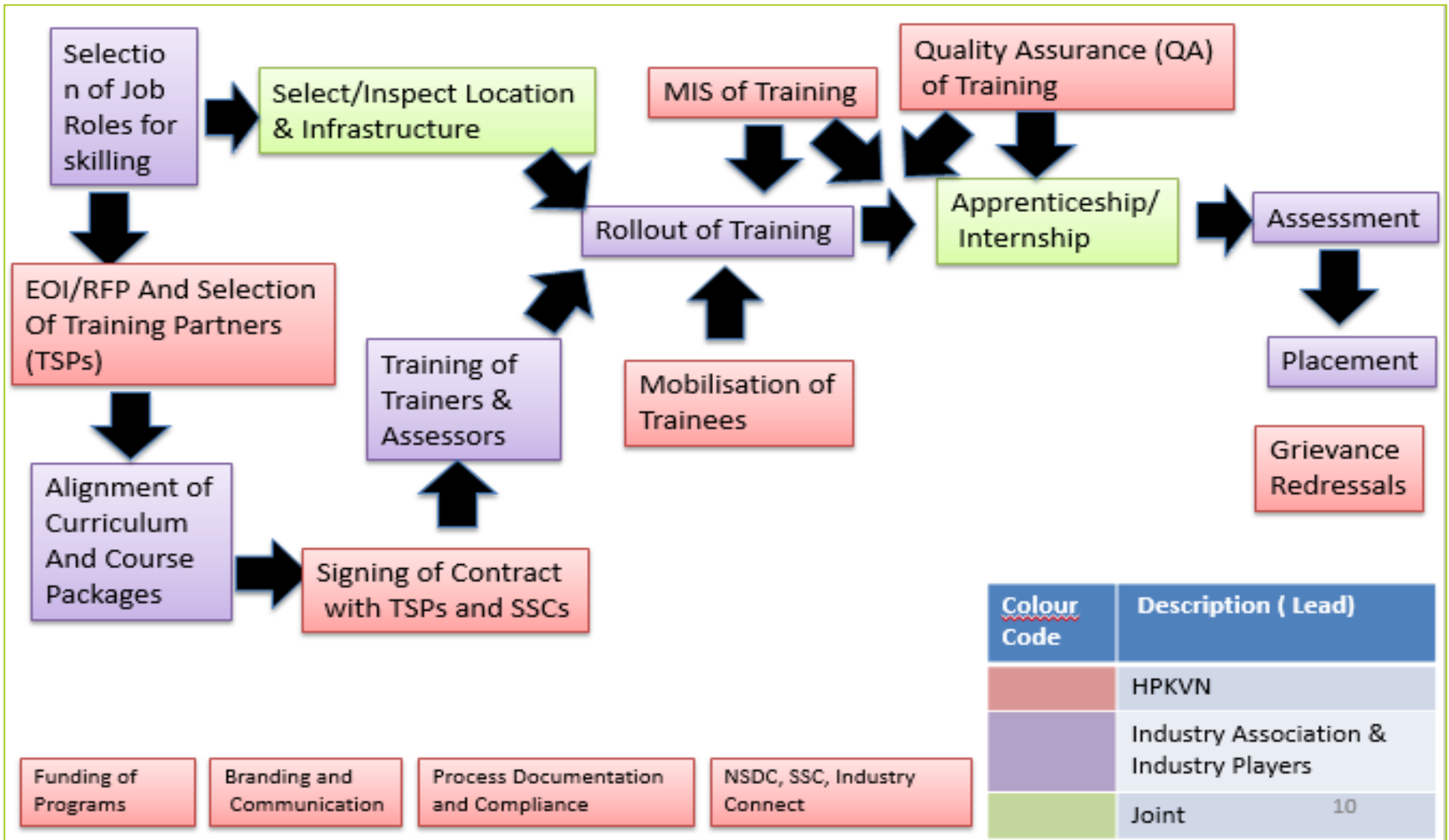


- Establish **7 Rural Livelihood Centers (RLCs)** for skill and marketing, processing and production support for 4000 rural youth in selected blocks

- **11 employment exchanges** will be upgraded into **model career centers (MCCs)** counselling & vocational guidance

- Establish **6 City Livelihood centers (CLCs)** to impart 4000 skills training for urban poor through private providers – All CLCs with hostels

# The HPKVN Pilot Training Model



# Media Coverage of Nigam Training Programme

## कौशल विकास परियोजना के बारे में किया जागरूक, बेरोजगारों की सूची भी मांगी

बसंतपुर में जागरूकता शिविर, पंचायत प्रधानों एवं सचिवों को दी जानकारी

सिटी रिपोर्टर | शिमला

जिला के विकास खंड बसंतपुर में सोमवार को हिमाचल प्रदेश कौशल विकास निगम, दीन दयाल उपाध्याय ग्रामीण कौशल तथा राष्ट्रीय ग्रामीण आजीविका मिशन के संयुक्त तत्वावधान में कार्यशाला का आयोजन किया गया। कार्यक्रम की अध्यक्षता कौशल विकास निगम के महाप्रबंधक एवं (एनआरएलएम) राष्ट्रीय ग्रामीण आजीविका मिशन के परियोजना निदेशक भुवन शर्मा ने की। इस अवसर पर उन्होंने स्वयं सहायता समूह सदस्यों, पंचायत प्रधानों एवं सचिवों को कौशल विकास योजना की विस्तृत जानकारी दी। उन्होंने कहा कि आगले वित्त वर्ष के दौरान प्रदेश में 30 हजार लोगों को कौशल विकास निगम योजना तथा दीन दयाल उपाध्याय ग्रामीण कौशल योजना के तहत प्रशिक्षण देकर रोजगार देने का लक्ष्य रखा गया है। इन योजनाओं के अंतर्गत 18 से 35 वर्ष की आयु वाले बेरोजगारों को विभिन्न व्यवसायों में तीन से 6 महीनों का प्रशिक्षण देकर रोजगार उपलब्ध करवाया जाएगा।



कौशल विकास परियोजना के शिविर में जानकारी लेते लोग

उन्होंने विकास खंड बसंतपुर के सभी पंचायत प्रतिनिधियों तथा पंचायत सचिवों का आह्वान करते हुए कहा कि अपनी पंचायतों से इच्छुक बेरोजगारों की सूची शीघ्र कौशल विकास निगम को दी जाए। उन्होंने कहा कि मई माह से इन योजनाओं के तहत प्रशिक्षण कोर्स आरंभ किए जाएंगे।

उन्होंने ने राष्ट्रीय ग्रामीण आजीविका मिशन के तहत स्वयं सहायता समूह की सदस्यों को अपनी आय को बढ़ाने तथा आर्थिक स्वावलंबन एवं सशक्तिकरण के लिए विस्तृत जानकारी दी। उन्होंने

कहा कि विकास खंड बसंतपुर क्षेत्र में दाढ़ अधिक मात्रा में पाया जाता है तथा इस क्षेत्र के लोगों की आर्थिक आय का मुख्य स्रोत अनारदाना है। राष्ट्रीय ग्रामीण आजीविका मिशन के तहत इसके लिए एक प्रोजेक्ट तैयार किया जाएगा, जिसके लिए समूह को अनारदाना सुखाने वाली मशीनें प्रदान की जाएंगी तथा उनके उत्पाद के विपणन के लिए भी प्रयास किए जाएंगे। वीडिओ बसंतपुर प्यारेलाल शर्मा, कौशल विकास निगम के विशेषज्ञ कपिल समेत पंचायतों के प्रधान, उपप्रधान व स्वयं सहायता समूह के सदस्य उपस्थित रहे।

आयुर्वेदिक चिकित्सालय का किया समर्पण

कौशल विकास निगम देगा निशुल्क प्रशिक्षण

हिमाचल दस्तक। कुल्लू

प्रदेश सरकार को ओर से युवाओं को कौशल विकास निगम द्वारा विभिन्न प्रकार के प्रशिक्षण देना। जिससे युवाओं को स्वरोजगार के अवसर प्राप्त होंगे। कुल्लू में कांग्रेस के प्रदेश महामंत्री सुंदर सिंह ठाकुर ने कहा कि युवा कांग्रेस के आग्रह पर कुल्लू में ग्रह कार्यक्रम रखा गया है। उन्होंने कहा कि यह कौशल शिविर कसोले में आयोजित किया जाएगा।

दो दिनों तक चलने वाला यह शिविर युवाओं के लिए बरदान साबित होगा। युवाओं को साथ में जोड़ना है और उनके कौशल को निखारना है। कुल्लू के कसोले में 25 व 26 फरवरी

को युवा विकास शिविर का आयोजन किया जा रहा है। उन्होंने कहा कि कुल्लू विधानसभा युवा कांग्रेस भी अपनी अहम भूमिका निभाने जा रहा है और यह शिविर प्रदेश सरकार के कौशल विकास निगम द्वारा प्रायोजित किया जा रहा है। इस अवसर पर हिमाचल प्रदेश विकास निगम जिला समन्वयक यशवंत शर्मा ने बताया कि कौशल विकास निगम के द्वारा यह पॉपुलर प्रोजेक्ट चलाया जा रहा है।

इसमें प्रदेश के छह जिलों कुल्लू, मंडी, लाहौल-स्पीति, कांगडा, सालन, धरमौर का चयन किया गया है और इनमें आठ ट्रेड हैं। उन्होंने बताया कि 2017-18 में 5000 लोगों को ट्रेनिंग देने के बाद उन्हें नौकरी दी जाएगी। साथ ही 2022 तक 65 हजार युवाओं को प्रशिक्षण के बाद नौकरी दी जाएगी। प्रशिक्षण कार्यक्रम पर दो माह का प्रशिक्षण दिया जाएगा और इसमें प्रशिक्षण लेने वाले युवाओं को भी देश की जानी मानी कंपनियों में नौकरी दी जाएगी। कसोले में आयोजित होने वाले शिविर में देश की बहू राष्ट्रीय कंपनियों को आमंत्रित किया गया है और प्रदेश सरकार के सभी बॉर्ड, निगम व चैयरमैन को भी बुलाया गया है।

**हिमाचल प्रदेश कौशल विकास निगम**

**2 दिवसीय**  
**कौशल विकास प्रशिक्षण शिविर**  
**का आयोजन**  
**25 फरवरी (शनिवार) से**  
**26 फरवरी 2017 तक**  
**(कसोले) मणिकर्ण में किया जा रहा है।**

**आप सादर आमंत्रित हैं**

वीरभद्र सिंह  
मुख्यमंत्री, हि.प्र.

विक्रमादित्य सिंह  
अध्यक्ष, प्रदेश युवा कांग्रेस  
निदेशक, हि.प्र.  
कौशल विकास निगम

कौशल विकास से आएका निखार  
सुलेंगे रोजगार के द्वार

जिला समन्वयक हिमाचल प्रदेश  
कौशल विकास निगम, कुल्लू

# Summary of Pilot Training Programme

| S.N | Sector               | Name of the selected training service provider (TSP) | Job Role                                    | Total Number of Students | Location        |
|-----|----------------------|------------------------------------------------------|---------------------------------------------|--------------------------|-----------------|
| 1   | Life Sciences        | Smart Brains Engineers & Technologist Pvt. Ltd.      | Production Chemist                          | 60                       | Baddi, Solan    |
| 2   | Automotive           | LabourNet Services India Pvt Ltd                     | Accessory Fitter                            | 180                      | Paonta, Sirmaur |
|     |                      |                                                      | Automotive Electrician                      | 90                       | Paonta, Sirmaur |
| 3   | IT/ITes              | Indus Integrated Information Management Ltd          | CRM Domestic                                | 30                       | Shimla          |
|     |                      |                                                      | Data Entry Operator (DEO)                   | 60                       | Shimla          |
| 4   | Textile              | Rajasthan Spinning & Weaving Mills Limited (RSWM)    | Ring Frame Doffer                           | 120                      | Baddi, Solan    |
| 5   | Hospitality          | IL&FS Skills Development Corporation Limited         | F&B Associate                               | 120                      | Kullu           |
|     |                      |                                                      | Customer Service (Meet & Greet)             | 60                       | Kullu           |
| 6   | Healthcare           | Hindustan Latex Family Planning Promotion Trust      | General Duty Assistant                      | 30                       | Kangra          |
| 7   | Retail               | The Skills Academy                                   | Retail Sales Associate                      | 120                      | Kangra          |
|     |                      |                                                      | Sales Associate (Retail Trainee Associate ) | 90                       | Kangra          |
| 8   | Furniture & Fittings | LabourNet Services India Pvt Ltd                     | Assistant Carpenter- wooden Furniture       | 60                       | Mandi           |
|     |                      |                                                      | Assistant – Fitter- Modular Furniture       | 60                       | Mandi           |

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# Nodal Agency

- Himachal Pradesh Kaushal Vikas Nigam
- Contact Details- Rajesh Sharma  
SSDM representative,  
9418000151,  
[rajeshbarog@yahoo.co.in](mailto:rajeshbarog@yahoo.co.in)