

Appendix A Sector wise Skill Requirements

Auto and Auto components sector

Function/category/Qualification	Skills requirements
Manufacturing/Operations	
Function- Shop head Category- Highly skilled Qualification- B.E , M Tech , MS	<ul style="list-style-type: none"> ▶ Knowledge of manufacturing processes. ▶ Communication skills
Function - Supervisor Category- Skilled Qualification- Mainly diploma holders , a few B.E	<ul style="list-style-type: none"> ▶ Knowledge of latest production techniques. ▶ Knowledge of electrical and electronics system. ▶ Knowledge of concepts- Six Sigma, JIT, TQM, Kaizen, 5-S is important. ▶ Knowledge on Safety and environmental compliance.
Function- Operator/Workman Category- Semi skilled Qualification- Mainly ITI , a few diploma holders	<ul style="list-style-type: none"> ▶ Basic literacy skills ▶ Relevant Knowledge of working of car systems. ▶ Ability to operate/ maintain both general and special machines. ▶ Knowledge of assembly line operations, quality management techniques, fabrication techniques, welding techniques, cutting, machining, etc. ▶ Knowledge of principles of manufacturing such as lean manufacturing, managing safety at work, Kiazening, overall Equipment Efficiency (OEE), etc
Design and development/Product development	
Function- Project leader Category- Skilled Qualification- Minimum B.E (appointment at this level based on internal / external experience)	<ul style="list-style-type: none"> ▶ Ability to understand technical details and integration details of 'black box' items. ▶ Ability to track policy and regulatory changes such as Motor Vehicles Act, CMVR regulations, homologation, etc. expected in India and abroad.
Function- Module heads / Module designer Category- Skilled Qualification- Minimum B.E (appointment at this level based on internal/external experience)	<ul style="list-style-type: none"> ▶ Ability to design 'systems' /'modules' as against only individual components. ▶ Ability to use design software such as AutoCAD, CATIA, Pro-E, Ansys, IDEAS, DELMIA, etc. ▶ Ability to understand cost implications of designed products so as to minimize product cost. ▶ Ability to understand manufacturing processes. ▶ Knowledge of design Practices. ▶ Greater orientation towards structural design.
Function- Junior Design personnel / Entry level personnel Category- Semi skilled Qualification- Mainly diploma holders , a few B.E	<ul style="list-style-type: none"> ▶ Knowledge of geometric dimensioning & tolerancing. ▶ Knowledge of process of product development. ▶ Basic understanding of 2-3 design software ▶ Knowledge of techniques such as Finite Element Analysis
Vendor development / Materials / Purchase	
Function- Senior Vendor development personnel Category- Highly skilled Qualification- B.E , M Tech , MS	<ul style="list-style-type: none"> ▶ Understanding of cost structures, local and international tax structures and financial implications of decisions. ▶ Ability to assess risks in dealing with small suppliers. ▶ Communication skills. Negotiation skills Ability to optimize logistics costs while maintaining the same level of component quality.
Function- Junior vendor development personnel Category- Semi skilled Qualification- Mainly diploma holders , a few B.E	<ul style="list-style-type: none"> ▶ Technical knowledge of materials and processes. ▶ Basic understanding of Costing. ▶ Knowledge of concepts of vendor development and management.
Projects	
Function- Senior Projects Personnel Category- Highly skilled Qualifications- B.E , M Tech , MS	<ul style="list-style-type: none"> ▶ Thorough understanding of costing.
Function - Junior Projects Personnel	<ul style="list-style-type: none"> ▶ Ability to understand basic vehicle functioning.

Function/category/Qualification	Skills requirements
Category - Semi skilled Qualifications- Mainly diploma holders , a few B.E	
Tool room	
Function- Senior tool room personnel Category- Highly skilled Qualifications- B.E , M Tech , MS	<ul style="list-style-type: none"> ▶ Knowledge of quality manufacturing processes. ▶ Knowledge of precision machining. ▶ Knowledge of alternate materials
Function Junior tool room personnel Category - Semi skilled Qualifications- Mainly diploma holders , a few B.E	<ul style="list-style-type: none"> ▶ Knowledge of tool designing and tool machining. ▶ Knowledge of fabrication techniques.
Industrial Engineering / Technical Services	
Function- Senior industrial engineering personnel Category - Highly skilled Qualifications- B.E , M Tech , MS	<ul style="list-style-type: none"> ▶ Ability to plan as per budgeting. ▶ Ability to undertake line balancing and process optimization.
Function - Junior industrial engineering personnel Category - Semi skilled Qualifications- Mainly diploma holders , a few B.E	<ul style="list-style-type: none"> ▶ Understand basic production processes. ▶ Basic understanding of civil and structural design.
Sales and marketing	
Function -Senior sales and marketing personnel Category - Highly skilled Qualifications - Minimum B.E (appointment at his level based on internal/external experience)	<ul style="list-style-type: none"> ▶ Ability to maintain relations with channel partners. ▶ Ability to manage product launches.
Function - Junior sales and marketing personnel Category- Semi skilled Qualifications -Mainly diploma holders , a few B.E	<ul style="list-style-type: none"> ▶ Ability to maintain good interpersonal skills in interaction with plant personnel, dealers, etc. ▶ Verbal and non-verbal communication skills
Service / Spares	
Function - Senior service/spares personnel Category- Highly Skilled Qualifications- B.E , M Tech , MS	<ul style="list-style-type: none"> ▶ Technical skills. ▶ Ability to liaison with suppliers.
Function - Junior service/spares personnel Category - Semi skilled Qualifications -Mainly diploma holders , a few B.E	<ul style="list-style-type: none"> ▶ Overall understanding of automobiles and their subsystems. ▶ Ability to understand and talk the local language.
Skill Requirements at Small Tier I , Tier II , Tier III and lower suppliers	
Design and design development / Product development and Industrial engineering / Technical Services	<ul style="list-style-type: none"> ▶ Minimal design abilities to be able to convert OEM designs into manufacture-able in-house designs. ▶ Ability to understand testing specifications and conduct the basic tests needed accordingly.
Tool room	<ul style="list-style-type: none"> ▶ Ability to manufacture on-off parts using multiple basic machines -e.g. for manufacturing afield machine part. ▶ Knowledge of gauges and the ability to manufacture and calibrate basic gauges.
Sales and marketing	<ul style="list-style-type: none"> ▶ Ability to maintain working relations.
Dealerships and used car dealerships	

Function/category/Qualification	Skills requirements
Function-Senior sales executive Category- Highly skilled Qualification- Graduates /MBA's with 3-4 years of experience in automotive sales	<ul style="list-style-type: none"> ▶ Customer Relations.
Function-Sales executive Category - Highly skilled Qualification- Graduates/MBA's with/without experience in automotive sales	<ul style="list-style-type: none"> ▶ Knowledge of local language. ▶ Interpersonal skills.
Function- Purchase facilitation Category - Highly Skilled Qualifications - Graduates/MBA's with 3-4 years experience in automotive sales	<ul style="list-style-type: none"> ▶ Working relations with RTO personnel.
Skill requirements at used car dealerships	
Driving	<ul style="list-style-type: none"> ▶ Ability to identify defects that are not obvious and cannot be detected by normal inspection
Testing , inspection , valuation	<ul style="list-style-type: none"> ▶ Ability to judge the actual value of the vehicle - component by component and system by system.
Skill requirements at Dealerships (Service function)	
Function- Service Managers / Service Advisors Category - Skilled Qualification- Experienced diploma engineers	<ul style="list-style-type: none"> ▶ Ability to understand technical aspects of new technologies as and when they are part of the vehicle design. ▶ Ability to provide cost-effective service so as to prevent customers from going to local garages as against authorized service centres.
Function - Mechanics Category - Semi skilled Qualification - ITI's / below 12 th with automotive experience.	<ul style="list-style-type: none"> ▶ Understanding of critical assembly specifications ▶ In-depth understanding of vehicle assemblies
Skill requirements in Auto finance	
Function - Senior sales executives (Sales and Customer Support) Category- Skilled Qualifications - Graduates/MBA's	<ul style="list-style-type: none"> ▶ Understanding of loan products offered by the bank / NBFC ▶ Knowledge of RBI rules and guidelines applicable to auto finance operations
Credit appraisal and evaluations	<ul style="list-style-type: none"> ▶ Knowledge of RBI rules and guidelines applicable to auto finance operations. ▶ Ability to decide the loan term. ▶ Ability to determine the percentage
Product Design	<ul style="list-style-type: none"> ▶ Interest to be charged to customers based on various parameters. ▶ Ability to design loan products addressing needs of customers according to their profile and the product being purchased.
Skill requirements in Auto insurance	
Customer support	<ul style="list-style-type: none"> ▶ Ability to determine the liability of the insurance company. ▶ Ability to handle irate customers.
Underwriting	<ul style="list-style-type: none"> ▶ Thorough knowledge of risk modelling and the ability to access risks to the insurance company and design policies so as to minimize the risk. ▶ Need to be experts in statistics/ actuarial science / insurance science.

Banking, Financial Services & Insurance

Function/category/Qualification	Skills requirements
Retail Banking	
Function -Executive - Sales	<ul style="list-style-type: none"> ▶ Detailed understanding of various retail banking product. ▶ Awareness of regulatory norms.
Function -Executive - Operations	<ul style="list-style-type: none"> ▶ Understanding of regulations governing banking operations. ▶ Bank MIS System. ▶ Good accounting skills (in case of back office). ▶ Knowledge of banking software like <i>Finacle</i>. ▶ Legal norms
Function - Field executive(under DSA) Category - Semi skilled Qualification - Class 12 and below	<ul style="list-style-type: none"> ▶ Communication skills. ▶ Selling skills.
Corporate Banking	
Function -Relationship manager	<ul style="list-style-type: none"> ▶ Communication Skills
Function -Senior Relationship manager	<ul style="list-style-type: none"> ▶ People management skills
Treasury	
Function -Manager - Treasury Category - Skilled/Highly skilled Qualification - Graduate with work ex or fresh MBA	<ul style="list-style-type: none"> ▶ Understanding of asset management liability concept.
Support Function	
Function -Assistant Manager/ Manager Category - Skilled/Highly skilled Qualification - Graduate with work ex or fresh MBA	<ul style="list-style-type: none"> ▶ Sound understanding of accounting concepts for credit appraisal. ▶ Knowledge of various laws and regulations to ensure compliance. ▶ Risk management concepts.
Insurance Industry	
Product development	<ul style="list-style-type: none"> ▶ Knowledge of commercial consideration and risk factors ▶ Modelling for pricing and profit testing
Function: Sales and Marketing (Managers) Category - Skilled/Highly skilled Qualifications - Graduate with work experience or fresh MBA	<ul style="list-style-type: none"> ▶ Leadership and team management skills. ▶ Motivation and communication skills
Function: Sales and Marketing (Advisors/Agents)	<ul style="list-style-type: none"> ▶ Financial concepts such as IRR, PV, etc. ▶ Documentations and compliance knowledge
Function: Operations- Claim Management	<ul style="list-style-type: none"> ▶ Computer skills are required to maintain the turn around time.
Function: Operations- Administrations	<ul style="list-style-type: none"> ▶ Basic computer knowledge. ▶ Knowledge of accounting. ▶ Understanding of the company's MIS.
Function: Asset Management (Portfolio manager) Category - Skilled/Highly skilled Qualification - Graduate with work ex or Fresh MBA or CA	<ul style="list-style-type: none"> ▶ Portfolio Management skills.
Non Banking Financial Corporation's (NBFCs)	
Sales and customer support	<ul style="list-style-type: none"> ▶ Understanding of products offered by NBFC's.
Credit Appraisal and evaluation	<ul style="list-style-type: none"> ▶ Reading balance sheets and understanding ratios.
Investment and Research	<ul style="list-style-type: none"> ▶ Portfolio management skills ▶ Financial knowledge for valuation ▶ Excel modelling

Building, Construction & Real Estate Services

Function/category/Qualification	Skills requirements
Building, Construction	
Function - Project Manager (with 3-4 years of experience) Category - Highly skilled Qualifications - Graduate / Post graduate engineers with relevant work ex	<ul style="list-style-type: none"> ▶ Basic understanding of hydraulics electrical knowledge and piping ▶ Knowledge of laws. ▶ Ability to understand technical drawings. ▶ Advanced knowledge on project costing and project management tools like PERT and CPM.
Function - Engineers and supervisors Category - Skilled Qualifications - Graduate civil & mechanical engineers , diploma engineers/ ITI's with work experience	<ul style="list-style-type: none"> ▶ Knowledge of construction equipment.
Function - Skilled workmen Category - Semi skilled Qualifications - ITI's	<ul style="list-style-type: none"> ▶ Knowledge of how to operate key equipments such as cranes etc.
Real Estate	
Land Acquisition and land bank creation	<ul style="list-style-type: none"> ▶ Legal and Governmental compliances. ▶ Legal knowledge
Project conceptualisation, design, planning and marketing (including seeking approvals)	<ul style="list-style-type: none"> ▶ Costing knowledge. ▶ In depth architectural knowledge. ▶ In depth civil/ construction knowledge. ▶ Knowledge of costing. ▶ Knowledge of lab testing methodologies.
Facility Management	<ul style="list-style-type: none"> ▶ Maintenance services
Infrastructure	
Tendering	<ul style="list-style-type: none"> ▶ Knowledge of preparing proposals with all the requisite technical know-how. ▶ Knowledge of costing.

Chemical & Pharmaceuticals

Function/category/Qualification	Skills requirements
Chemical Sector	
Production function (manager, supervisor, operators)	<ul style="list-style-type: none"> ▶ Basic knowledge of chemistry, Chemical hazards and safety measures. ▶ „Knowledge on Distributed Control Systems (DCS) and Process Level Control (PLC). ▶ „Understanding of compliance issues while handling hazardous objects. ▶ „Ability to use reactors, pumps, stills, centrifuges, dryers, valves, mixers, pumps, control equipment and other manufacturing equipment. ▶ „Computer skills. ▶ „Working knowledge of chemical „ reactors, chemical transfer systems, filtration systems, instrumentation used in chemical processing, etc.
Sales and marketing 9Senior Sales representatives, Account Managers)	<ul style="list-style-type: none"> ▶ Should be able to provide extension services to farmers. ▶ Relationship management skills ▶ Coordination Skills
Pharmaceutical Sector	
Production and quality control (Manager, Supervisor, Workmen, Technician)	<ul style="list-style-type: none"> ▶ Adequate knowledge of costing. ▶ Knowledge of Intellectual Property Management and regulations. ▶ Knowledge of the manufacturing process. ▶ Knowledge of in -process inspection. ▶ Knowledge of processing equipments ▶ Detailed knowledge of one or more fields such as biology, biochemistry, microbiology, physiology, bacteriology, virology, pathology, pharmacology, zoology, etc.
Sales and marketing	<ul style="list-style-type: none"> ▶ Knowledge of the regulatory guidelines. ▶ Knowledge of pricing.

Construction material and building hardware

Function/ category/Qualification	Skills requirements
Construction equipment segment	
Function-Manufacturing and operations- Shop In charge and Supervisors	<ul style="list-style-type: none"> ▶ Costing skills ▶ Knowledge of segments/products types. ▶ Knowledge of construction equipment. ▶ Knowledge of tools like six sigma,kaizen, quality circles, JIT, TQM, TPM etc. ▶ Understanding of latest production techniques such as lean manufacturing.
Function-Sales and Marketing	<ul style="list-style-type: none"> ▶ Relationship management ▶ Communication and networking skills
Cement Industry	
Function: Mining (Managers and Supervisors, workmen and operators)	<ul style="list-style-type: none"> ▶ Knowledge of all regulatory conditions. ▶ Knowledge of the corporate mining lease process. ▶ Ability to plan drilling and blasting rounds to obtain optimum blasts. ▶ Detailed knowledge of various drilling & blasting methods. ▶ Knowledgeable about the latest mining technology and machines. ▶ Operate mining equipment.
Manufacturing and operations ((Managers and Supervisors, workmen and operators)	<ul style="list-style-type: none"> ▶ Should have a detailed know how of costing. ▶ Knowledge of the increased levels of automation in the cement industry. ▶ Knowledge of the various energy conservation measures. ▶ Knowledge of the chemical processes in cement manufacture. ▶ Knowledge of modern quality /process improvement practices including working and implementation knowledge of TPM, Quality Circle, Kaizen Activities etc.
Research & Design (Design Engineers)	<ul style="list-style-type: none"> ▶ Energy conservation measures and to reduce the costs. ▶ Should have the knowledge of the latest software packages. ▶ Should be able to run comprehensive laboratory tests.
Steel Segment	
Production, Quality Assurance and R&D (Manager, Supervisors, Workmen/operators)	<ul style="list-style-type: none"> ▶ Ability to undertake manufacture of bars, pipes, wire and wire products from billets, building beams and columns from blooms, and flat-rolled products such as sheets, strip and plates from slabs. ▶ Detailed knowledge of the metallurgical properties of steel as well as the transformations the steel goes through during the hot rolling process. ▶ Detailed knowledge of the rolling process and the ability to guide supervisors and workmen on technical parameters. ▶ Ability to undertake mechanical testing of raw materials and finished products. ▶ Ability to assist in conducting tensile tests, bend tests to ensure that production processes are working as per requirement. ▶ Ability to cut small samples from the final bar / rod for testing / QA. ▶ Ability to operate cranes.
Purchase, logistics, store	<ul style="list-style-type: none"> ▶ Ability to undertake audit of after-sales invoices and check for Discrepancies. ▶ Ability to conduct inspection of incoming material such as slabs / blooms / billets.
Technical engineering/Industrial engineering	<ul style="list-style-type: none"> ▶ Ability to undertake cost analysis of each line and implement cost reduction wherever applicable. ▶ Basic understanding of civil and structural design. ▶ Knowledge of different kinds of equipment / facility trends in the market and their underlying technology.

Education & Skill Development

Function/ category/Qualification	Skills requirements
Education sector	
Function- Principal Category - Highly skilled Qualifications- Doctorate / Post Graduation with more than 15 years of experience	<ul style="list-style-type: none"> ▶ Theoretical knowledge of subject. ▶ Ability to use computers in teaching. ▶ Liasoning Skills
Functions- Teachers/Professors/Lecturers Category- Highly skilled Qualifications- Doctorate / Post Graduates / Graduates/ Diploma holders with relevant experience for 0-5 years	<ul style="list-style-type: none"> ▶ Theoretical knowledge of subject. ▶ Ability to use computers in teaching.

Electronics & IT Hardware

Function/ category/Qualification	Skills requirements
Production	
Production Manager, Shift Engineers, Line Supervisors, Operators and technicians; Workers and helpers	<ul style="list-style-type: none"> ▶ Knowledge of the production process and ability to oversee all parts of the production process including logistics and quality control. ▶ Knowledge of budgeting and cost management techniques. ▶ Technical knowledge of assembly line process and procedures for preparing the Standard Operating Manuals in liaison with Production Manager. ▶ Material management skills. ▶ Practical skills for using technical equipment and machinery. ▶ Ability to identify defects and rectify them. ▶ Symbol comprehension and basic reading skills. ▶ Ability to identify deviations in material and inform the operators/supervisor.
Sales	
Managers, and executives	<ul style="list-style-type: none"> ▶ Knowledge of budgeting and cost management techniques ▶ Understanding of commercial aspects of transaction and pricing techniques. ▶ Knowledge about commercial aspects of transactions such as pricing and promotional schemes to ensure adequate profits and achievement of sales targets. ▶ Ability to undertake database management, record keeping and MIS.
Manufacturing and operations ((Managers and Supervisors, workmen and operators)	<ul style="list-style-type: none"> ▶ Should have a detailed know how of costing. ▶ Knowledge of the increased levels of automation in the cement industry. ▶ Knowledge of the various energy conservation measures. ▶ Knowledge of the chemical processes in cement manufacture. ▶ Knowledge of modern quality /process improvement practices including working and implementation knowledge of TPM, Quality Circle, Kaizen Activities etc.
Research & Design (Design Engineers)	<ul style="list-style-type: none"> ▶ Energy conservation measures and to reduce the costs. ▶ Should have the knowledge of the latest software packages. ▶ Should be able to run comprehensive laboratory tests.
Design and development	
Chief technical officer, design engineers	<ul style="list-style-type: none"> ▶ Knowledge of applicable quality standards. ▶ Project management skills. ▶ Database Management and record keeping skills. ▶ Knowledge of quality certifications (such as six sigma, ISO, etc) so that the new product/ prototype complies with safety standards and specifications.
Quality Assurance	
Quality engineer and technician	<ul style="list-style-type: none"> ▶ Ability to understand the quality requirement of the clients and train the technicians as per own quality standards or those of OEM (in case of contract manufacturers). ▶ Knowledge of the quality assurance process.
After Sales Service	
Service support executive, Repair mechanic	<ul style="list-style-type: none"> ▶ Technical knowledge about product and technologies ▶ Ability to handle tools and equipments

Food Processing

Function/ category/Qualification	Skills requirements
Dairy Sector	
Production	<ul style="list-style-type: none"> ▶ Knowledge of basic controls of milk processing machines
Procurement	<ul style="list-style-type: none"> ▶ Networking skills
Testing and quality check	<ul style="list-style-type: none"> ▶ Knowledge of correct sampling methods. ▶ Knowledge of the Food act. ▶
Food grain milling	
Operations	<ul style="list-style-type: none"> ▶ Knowledge of milling machinery. ▶ Knowledge of basic mathematics. ▶ Knowledge of basic controls of machines involved. ▶ Stitching of gunny bags.
Procurement	<ul style="list-style-type: none"> ▶ Demand forecasting.
Contract farmer/Farmer selling produce in open market	<ul style="list-style-type: none"> ▶ Knowledge of pre processing at farm. ▶ Knowledge of best handling. ▶ practices and transport practices
Edible Oil Processing	
Manufacturing	<ul style="list-style-type: none"> ▶ Knowledge of control settings temperature, time setting controls. ▶ Adequate knowledge of machine operations.
Procurement	<ul style="list-style-type: none"> ▶ Knowledge of commodity markets. ▶ Computer skills.
Quality	<ul style="list-style-type: none"> ▶ Knowledge of the sampling techniques. ▶ Knowledge of the regulatory requirements.
Sales and Marketing	<ul style="list-style-type: none"> ▶ Communication skills
Fruit and vegetable processing	
Operations	<ul style="list-style-type: none"> ▶ In the case of manual operations, the ability to appropriately size/dice as well as the ability to make end produce visually appealing is critical. ▶ Ability to operate machines.
Quality	<ul style="list-style-type: none"> ▶ Ability to undertake chemical analysis and assess PH levels vis-avis the requirement, chemical requirements and biological requirements.
Sugar based food segment (Biscuits and Chocolate segments)	
Managers, supervisors and operators	<ul style="list-style-type: none"> ▶ Technical knowledge regarding testing. ▶ Knowledge of machines. ▶ Knowledge of basic weighing / scaling. ▶ Knowledge of ISO norms. ▶ Specific knowledge of technical aspects such as temperature settings, turbulence settings, etc. ▶ Knowledge of standard operating Procedures. ▶ Knowledge of the sequence of machine usage.
Fish processing	
Supervisors, fishermen	<ul style="list-style-type: none"> ▶ Fish breeding and rearing.
Beverage segment	
Operations and quality	<ul style="list-style-type: none"> ▶ Knowledge of quality standards/ Hazard Analysis and Critical Control Points (HACCP). ▶ Knowledge of procedures, sequence of steps / machines. ▶ Ability to undertake chemical ▶ Analysis.

Furniture and furnishing sector

Function/ category/Qualification	Skills requirements
Furniture Industry	
Procurement	<ul style="list-style-type: none"> ▶ Knowledge of various types of woods.
Sales	<ul style="list-style-type: none"> ▶ Basic computing skills ▶ Communication skills
Design	<ul style="list-style-type: none"> ▶ Knowledge of CAD/AUTOCAD. ▶ Basic computer skills.
Production	<ul style="list-style-type: none"> ▶ Process improvement skills. ▶ Knowledge of Furniture manufacturing processing, finishing and inspection methods. ▶ Knowledge of production process involved in wood work such as cutting, sanding, polishing. ▶ Knowledge of chemicals (Thinners, dyes, Varnishes, Adhesives, etc.) used during finishing and processing ▶ Knowledge of various cutting and processing tools. ▶ Knowledge of chemicals (Thinners, dyes, Varnishes, Adhesives etc.) used during finishing and processing. ▶ Knowledge of various joints and their appropriate applications. Should be able to work on half lap, dove tail, tenon, mortise and other type of joints.
Furnishing Industry	
Procurement	<ul style="list-style-type: none"> ▶ Knowledge of various types of fabrics.
Merchandising and sales	<ul style="list-style-type: none"> ▶ Thorough understanding of costing. ▶ Basic computer skills.
Design	<ul style="list-style-type: none"> ▶ Knowledge of Styling, Elements of Design, Basics of Costing, Fabric Study, Pattern Making.
Production	<ul style="list-style-type: none"> ▶ In-depth Knowledge of production process and inspection methods. ▶ Process improvement skills. ▶ Knowledge of production processes such as cutting, stuffing, stitching and inspection methods. ▶ Knowledge of different type of fabrics. ▶ Knowledge of maintenance requirements of various machines and tools. ▶ Knowledge of threading of sewing machine, stitching on different shapes, seaming components together to the design specifications.

Healthcare services Industry

Function/ category/Qualification	Skills requirements
Health care delivery	
Doctors	<ul style="list-style-type: none"> ▶ Ability to use computers and access hospital information systems. ▶ Ability to provide technical guidance to consultants. ▶ Advanced knowledge in specialized domain. ▶ Knowledge of hospital process management. ▶ Ability to use computers and access hospital information systems
Nursing and support staffs	<ul style="list-style-type: none"> ▶ Ability to use IT systems / undertake documentation / paperwork for admission and discharge of patients from the ward / private room. ▶ Adequate knowledge of technology so as to be able to operate medical equipment.
Technician	<ul style="list-style-type: none"> ▶ Ability to conduct tests and operate medical equipment.
Medical Equipment	
Manufacturing /Operations	<ul style="list-style-type: none"> ▶ Ability to manufacture low-value products that may be used by smaller medical institutions. ▶ Ability to understand the technology behind the medical equipment.
Sales	<ul style="list-style-type: none"> ▶ Should be able to train the hospital staff on how to use the equipment.
R&D	<ul style="list-style-type: none"> ▶ Detailed knowledge in advanced electronics, mechaltronics. ▶ Knowledge of medical device standards like IEC 60601 series and FDA regulations. ▶ Exposure to ISO 9000, ISO 13485 (Medical devices - Quality Management Systems).
Health Insurance Segment	
Sales	<ul style="list-style-type: none"> ▶ Ability to maintain working relationships. ▶ Networking skills. ▶ Knowledge of local language for negotiation skills.
Underwriting	<ul style="list-style-type: none"> ▶ Ability to assess the medical tests required for a particular process. ▶ Thorough knowledge of risk. modeling and the ability to assess risks for the insurance company and design policies so as to minimize the risk.
Operation	<ul style="list-style-type: none"> ▶ Knowledge of audit compliance. ▶ Detailed understanding of the company's MIS systems. ▶ Knowledge of issuance instructions and issuance system. ▶ Ability to determine the liability of the insurance company. ▶ Basic understanding of legal terminology used in the policy.

IT & ITES industry

Function/ category/Qualification	Skills requirements
IT Industry- Delivery	
Software Engineers, project lead, module lead,	<ul style="list-style-type: none"> ▶ Basic programming skills. ▶ Competency in a few technology areas, programming languages/platform. ▶ Deep domain knowledge. ▶ Knowledge of process and quality compliance.
Pre Sales and Business Analysis	
Business Analysts	<ul style="list-style-type: none"> ▶ Basic understanding of software engineering concepts. ▶ Knowledge of use case tools - UML, Rational Rose, etc. ▶ Ability to write RfI/RfP/RfQ Documents.
Product developers	<ul style="list-style-type: none"> ▶ In-depth domain knowledge
BPO Sector	
Voice based executives	<ul style="list-style-type: none"> ▶ Adequate communication skills. ▶ Active listening skills. ▶ Ability to understand accents. ▶ Ability to empathise with customers. ▶ Aptitude to undertake repetitive Work. ▶ Basic process knowledge
Process Managers	<ul style="list-style-type: none"> ▶ Understanding of best practices with regard to quality management and Information security.
KPO Sector	
Executives, domain specialists and team ;leader	<ul style="list-style-type: none"> ▶ Adequate domain and technical knowledge.

Leather & Leather Goods

Function/ category/Qualification	Skills requirements
Finished Leather Segment	
Manufacturing/Production (Technician, supervisors and operators)	<ul style="list-style-type: none"> ➤ Capability to determine the chemicals to be used for tanning and the quantity of such chemicals. ➤ Ability to operate the splitting machine. ➤ Ability to operate the shaving machine without damaging the grain..
Footwear and other leather products	
Procurement, Sourcing, Design, Manufacture and sales & merchandising	<ul style="list-style-type: none"> ➤ Planning and budgeting skills. ➤ Drawing skills and the ability to use CAD. ➤ Knowledge of budgeting and costing. ➤ Basic costing concepts. ➤ Communication and negotiation skills

Media & Entertainment

Function/ category/Qualification	Skills requirements
Film and television segment	
Concept development, pre production, production, post production, distribution and exhibition	<ul style="list-style-type: none"> ▶ Budgeting skills. ▶ Fine arts skills. ▶ Ability to use software such as Photoshop, Corel Painter, and other graphics software. ▶ Production budgeting skills. ▶ Photography skills. ▶ Familiarity with editing tools. ▶ Ability to use sound editing software. ▶ Negotiation and marketing skills
Music director and assistants, Set builder, Cameraman, Make up man	<ul style="list-style-type: none"> ▶ Able to use virtual instruments. ▶ Adequate knowledge of construction. ▶ Knowledge of Plastic casting, Electronic works, etc. ▶ Videography skills. ▶ Video editing and photography skills. ▶ Knowledge on advanced make up techniques.
Animation segment	
Pre production (story boarders) and production (modeller, rigger and animator)	<ul style="list-style-type: none"> ▶ Drawing and design skills. ▶ Cinematography skills. ▶ Ability to use the 3D modelling software such as 3DS Max, Maya, etc. ▶ Ability to work in software such as Maya, 3DS MAX. ▶ Ability to work with Mel/Python scripts. ▶ lighting skills..
Gaming Segment	
Developers, designers and programmers	<ul style="list-style-type: none"> ▶ Knowledge on design and art history. ▶ Software engineering skills. ▶ Behavioural modelling. ▶ Graphics programming. ▶ Network programming. ▶ I/O programming.

Organized Retail

Function/ category/Qualification	Skills requirements
Store operation	
Store manager/Department manager, Transaction processing, Customer Service representative/Sales Associate/Sales Person	<ul style="list-style-type: none"> ▶ Proficient with spreadsheet and word processor tools to analyse sales and generate sales reports. ▶ Requisite computer skills. ▶ Interpersonal skills. ▶ Communication skills. ▶ Working knowledge of English and local languages.
Merchandising	
Merchandising managers and executives	<ul style="list-style-type: none"> ▶ Knowledge of data analysis and the requisite tools such as spreadsheet to analyze sales trends.
Purchases, logistics and marketing	
Developers, designers and programmers	<ul style="list-style-type: none"> ▶ Knowledge of data analysis and the requisite tools like spreadsheets to formulate loyalty programmes and other CRM initiatives.

Textiles

Function/ category/Qualification	Skills requirements
Spinning	
Procurement, Maintenance, Production and Sales	<ul style="list-style-type: none"> ▶ Knowledge of various types of cotton in terms of pile length and suitability for the desired type of yarns. ▶ Knowledge of maintenance requirements of various textile machines. ▶ Process improvement skills. ▶ Operating knowledge of spinning machines.
Fabric Manufacturing and Processing	
Procurement and production	<ul style="list-style-type: none"> ▶ Operating knowledge of relevant type of looms. ▶ Process improvement skills. ▶ Technical competence - knowledge of both chemicals and fabrics. ▶ Operating knowledge of bleaching and colouring, jet dyeing machines, jiggers, soft flow dyeing machines etc. ▶ Knowledge of various type of chemicals used in processing.
Garment segment	
Procurement, merchandising, production and sales	<ul style="list-style-type: none"> ▶ Thorough understanding of costing. ▶ Basic computer skills. ▶ Knowledge of Styling, Elements of Design, Basics of Costing, Fabric Study, Pattern Making and Draping. ▶ Knowledge of CAD for Pattern Development.

Tourism Travel Hospitality and Trade

Function/ category/Qualification	Skills requirements
Travel and tour operator	
Operations, sales and services	<ul style="list-style-type: none"> ▶ Ability to use the knowledge of ticketing, that he/she has gained over experience and/or through the courses (from IATA, UFTA, etc.) that he/she has done. ▶ Ability to work in Central Registration System (CRS) for booking, cancelling, splitting, reissue of tickets etc. ▶ Knowledge of a major CRS - such as Abacus, Galileo, Saber, Amadeus. ▶ Knowledge/awareness of the places, people and culture ▶ Special driving skills required while driving on mountainous/ high risk regions. ▶ Knowledge of first aid. ▶ Good communication skills ▶ Knowledge of Hindi, English and regional languages
Hospitality	
Front Office	<ul style="list-style-type: none"> ▶ Marketing skills. ▶ Familiarity with billing software. ▶ Communication skills ▶ Networking skills
Food and Beverages	<ul style="list-style-type: none"> ▶ Basic knowledge of cuisines ▶ Knowledge of etiquettes and cultural preferences ▶ Awareness on food calorific values. ▶ Food presentation skills. ▶ Quality control of food ▶ Management of production of cocktails, mocktails, etc, ▶ Quality control of food.
Housekeeping	<ul style="list-style-type: none"> ▶ Knowledge of using housekeeping equipments, vacuum cleaning machines, laundry, etc. ▶ Knowledge on chemical mixing and cleaning.

Transportation, logistics, warehousing & packaging

Function/ category/Qualification	Skills requirements
Transport Sector	
Road Transport (owner, manager, supervisor, drivers)	<ul style="list-style-type: none"> ▶ Knowledge of taxation policies and interstate laws. ▶ Conversant with new technologies such as the use of GPS. ▶ Knowledge of inter-state transport laws applicable. ▶ Motor Driving skills.
Shipping	
Operations	<ul style="list-style-type: none"> ▶ Understanding of Bill of Lading and Letter of Credit (LCs). ▶ Ability to understand and use basic and advanced features of Warehouse Management Systems (WMS) ▶ Advanced computer usage skills, including the use of tools such as MS Excel and ERP software such as SAP. ▶ Ability to understand and use basic features of WMS.
Logistics Sector	
Operations, sales and customer support	<ul style="list-style-type: none"> ▶ Domain knowledge of logistics as well as knowledge of the laws governing inter country export-import deals for dealing with agents. ▶ Adequate ability to use computers and the required software. ▶ Technical knowledge- need to be conversant with Warehouse Management System (WMS), Transportation Management Systems (TMS), Warehouse Control System (WCS)
Warehousing	
Operations and management	<ul style="list-style-type: none"> ▶ Knowledge of new warehousing technologies.

Unorganized Sector

Function/ category/Qualification	Skills requirements
Building , construction and real estate services	<ul style="list-style-type: none"> ▶ Ability to operate key equipment such as cranes, and also mechanisms for loading and unloading of cranes. ▶ Knowledge of construction specific areas.
Spinning Sector	<ul style="list-style-type: none"> ▶ Operating knowledge of the spinning machines.
fabric manufacturing segment	<ul style="list-style-type: none"> ▶ Operating knowledge of relevant type of looms.
fabric processing segment	<ul style="list-style-type: none"> ▶ Operating knowledge of bleaching and colouring, jet dyeing machines, jiggers, soft flow dyeing machines etc. ▶ Need for Certification of skills. ▶ Understanding of waste treatment operations.
Garmenting Sector	<ul style="list-style-type: none"> ▶ Good machine control. ▶ Knowledge of CAD for Pattern Development.
Dairy processing Sector	<ul style="list-style-type: none"> ▶ Knowledge of basic controls of milk processing machines.
Food grain milling	<ul style="list-style-type: none"> ▶ Knowledge of basic controls and settings of machines being worked on. ▶ Understanding of basic mathematics.
Edible Oil Processing	<ul style="list-style-type: none"> ▶ Knowledge of control settings temperature, time setting controls. ▶ Adequate knowledge of machine Operations. ▶ Basic reading and writing skills
Meat products and poultry processing	<ul style="list-style-type: none"> ▶ Basic reading and writing skills. ▶ Ability to undertake rearing of DOC
Fruit and vegetable processing	<ul style="list-style-type: none"> ▶ Basic reading and writing skills. ▶ Ability to operate machines.
Sugar based food segment	<ul style="list-style-type: none"> ▶ Knowledge of the basics of weighing / scaling ▶ Basic reading and writing skills along with language skills. ▶ Specific knowledge of technical aspects such as temperature settings, turbulence settings, etc. and the ability to follow specifications. ▶ Knowledge of the sequence of machine usage. ▶ Basic read/write skills and spoken language skills.
Fish processing sector	<ul style="list-style-type: none"> ▶ Ability to undertake fish breeding and rearing.
Transportation Sector	<ul style="list-style-type: none"> ▶ Excellent driving skills . ▶ Knowledge of tax regime - region wise. ▶ Basic language skills for communication.
Logistics (specific to warehousing)	<ul style="list-style-type: none"> ▶ Basic monitoring skills, labour handling skills and ability to ensure appropriate documentation.
Finished Leather Segment	<ul style="list-style-type: none"> ▶ Ability to operate the splitting machine.
Diamond Processing	<ul style="list-style-type: none"> ▶ Basic understanding of technology and how it works. ▶ Ability to understand technical drawings received from planners.
Furniture	<ul style="list-style-type: none"> ▶ Good machine control, knowledge of various cutting and processing tools. ▶ Knowledge of chemicals (Thinners, dyes, Varnishes, Adhesives etc.) used during finishing and processing.
Furnishing	<ul style="list-style-type: none"> ▶ Good machine control. Knowledge of machines used for cutting, sewing etc.
Travel and tour operator	<ul style="list-style-type: none"> ▶ Ability to work in Central Registration System (CRS) for booking, cancelling, splitting, reissue of tickets etc. ▶ Knowledge on various formalities (passport, visa etc.) that the customer needs to comply with in case of outbound travels.
Guides	<ul style="list-style-type: none"> ▶ Special driving skills. ▶ First aid skills. ▶ Communication skills. ▶ Verbal fluency and familiarity with languages.
Hotel and Restaurants	<ul style="list-style-type: none"> ▶ Technical skills in relevant areas, such as Plumbing, Carpentry, Painting, electricians, maintaining HVAC systems.
Handicrafts and handloom segment	<ul style="list-style-type: none"> ▶ Knowledge and use of tools and Materials. ▶ Ability to undertake polishing / sandpaper finishing. ▶ Ability to undertake bandhni tying.

Function/ category/Qualification	Skills requirements
	<ul style="list-style-type: none"> ▶ Ability to undertake embroidery. ▶ Knowledge of dyes and chemicals.
Beautician	<ul style="list-style-type: none"> ▶ Ability to bleach, dye, or tint hair using applicator or brush. ▶ Ability to use trimmers and razors. ▶ Knowledge of chemicals used and their effects. ▶ Basic knowledge of chemistry and the human body.
Security Guards	<ul style="list-style-type: none"> ▶ Knowledge of certain basic civil and criminal rules. ▶ Knowledge of different security gadgets/mechanisms.

Appendix B List of Interviewees

S.L No.	Name of the interviewee	Role/Designation
1	Mr. Siba P.Misra	DC/DM, Angul
2	Mr. Debraj Senapati	ADM, Angul
3	Mr. Nirakar Mishra	GM, DIC, Angul
4	Ms. Geetanjali Pati	District Labour Officer, Angul
5	Mr. Ganesh Nayak	District Employment Officer, Angul
6	Mr. Bhaskar Ch Jena	Deputy Director-Planning, Angul
7	Mr. V Nagraj	Deputy Director Agriculture, Angul
8	Mr. S.N Panda	District agriculture Officer, Angul
9	Mr. Haribandhu Bishwas	DD Horticulture, Angul
10	Mr. Prafulla Kumar Swain	Horticulturist, Angul
11	Mr. Saurabhmayra Das	CEO, DSMS, Angul
12	Mr. Rajesh Jha	Executive Director-JSPL, Angul
13	Mr. S. P. Pattnaik	GM-H&A, NALCO, Angul
14	Mr. Sanjeev Kumar Singh	Executive Director-NTPC Kaniha, Angul
15	Mr. Swapnasri Sadangi	Team Leader, FES, Angul
16	Mr. P. W. Singh	Principal- OP Jindal Institute of Technology, Angul
17	Mr. K. C. Raut	Government ITI-Talcher, Angul
18	Mr. Suresh Patra	District Employment Officer, Balasore
19	Mr. Sanantan Nayak	GM-DIC, Balasore
20	Mr. Ajay Kumar Samal	Junior Fisheries Officer, Balasore
21	Mr. Shasikant Acharya	District Marine Officer, Balasore
22	Mr. Swapan Goswami	ORMAS, Balasore
23	Mr. Maheshwar Panigrahi	PD-DRDA, Balasore
24	Mr. Himanshu Das	BCCI, Balasore
25	Mr. J. Srivastava	DGM- Legal & Admin, Emami Paper Mills, Balasore
26	Mr. S. K. Bhattacharya	GM- Admin & Personnel, Balasore Alloys Ltd., Balasore
27	Er. N. R. Patnaik	ITI, Balasore
28	Mr. Bhabagrahi Mishra	DM and Collector, Bargarh
29	Mr. Abhijeet Nandi	ADT, Bargarh
30	Mr. N. Satpathy	AGM, NABARD, Bargarh
31	Mr. Rameswar Sai	ADF, Bargarh
32	Mr. Prasan Kumar Rath	GM, DIC, Bargarh
33	Mr. S. C. Murmu	DEO, Bargarh
34	Dr. Saroj Joshi	ADMO, Bargarh
35	Dr. C. P. Panigrahi	ADMO, Bargarh
36	Dr G Natha	ADMO, Bargarh
37	Mr. Rajendra Prasand Mund	PD-DRDA, Bargarh
38	Mr. Dubey	HR, ACC Cement, Bargarh
39	Mr. Sidharth Singh	IIHT, Bargarh
40	Mr. Mohanty	Hotel Oriental, Bargarh
41	Mr. Prasanta Kumar Mishra	Sugar Mill, Bargarh
42	Mr. B. J. Rao	SBI, Bargarh
43	Principal	Sathyam ITI, Bargarh
44	Mr. Akshay Kumar Pani	Collector and DM, Bhadrak
45	Mr. Patnaik	District Employment Officer, Bhadrak
46	Mr. Suresh Kumar Das	Block Development Officer, Basudevpur, Bhadrak
47	Mr. Pratap Ekra	District Fisheries Officer, Bhadrak
48	Mr. T. Khuntiya	Fishing Harbour Manager, Bhadrak
49	Bira Kishore Panigrahi	Additional Project Director, DRDA, Bhadrak
50	Mr. S. C. Mishra	AGM, NABARD, Bhadrak

S.L No.	Name of the interviewee	Role/Designation
51	Dr. B. D. Nayak	ADM, (FW), Bhadrak
52	Mr. Jagdish Gayan	MCH Coorfinator, Bhadrak
53	Mr.Raghunath Das	Deputy Director Agriculture cum Project Director, ATMA, Bhadrak
54	Mr. Dilip Kumar Khuntia	Assistant Agriculture Officer, Head Quarter cum Deputy Program Director ATMA, Bhadrak
55	Mr. Suresh Kumar	GM, FACOR, Bhadrak
56	Mr. Dhruvachanran Malik	Secretary, Primary Fishermen Cooperative Society, Bhadrak
57	Mr. Rasikanta Malik	Member, Primary Fishermen Cooperative Society, Bhadrak
58	Mr. Ajay Kumar Pati	Principal, Damodara Industrial Training Center, Bhadrak
59	Mr. Mirza Md. Sajid Rub	Professor in-charge, Training and Placement, Bhadrak Institute of Engineering and Technology, Bhadrak
60	Mr. Sanatan Mallick	PD-DRDA, Bolangir
61	Ms. Meena Kumari Behra	GM, District Industrial Centre, Bolangir
62	Mr. K. Paul	Zonal Manager, ORMAS, Bolangir
63	Mr. A. Behara	Assistant Director, Fisheries, Bolangir
64	Mr. Radhashyam Patra	Deputy Directure, Horticulture, Bolangir
65	Mr. Manoranjan Mallick	Deputy Director, Agriculture, Bolangir
66	Mr. Binod Chandra Lakra	District Employment Officer, Bolangir
67	Dr. P. K. Pradhan	District Magistrate & Collector, Boudh
68	Mr. Kumuda Chandra Mallick	Project Director, DRDA, Boudh
69	Mr. Daitary Sethi	District Employment Officer, Boudh
70	Mr. Surendra Kumar Patra	Assistant Director, Fishery cum CEO FFDA, Boudh
71	Dr. Sanjay Kumar Mahakur	Veterinary Assistant Surgeon, Boudh
72	Mr. Durga Charan Behera	District Project Coordinator, SSA, Boudh
73	Mr. Pradeep Kumar Mohapatra	AGM, NABARD, Boudh
74	Mr. Sanjeev Kumar	CEO, DSMS, Boudh
75	Ms. Jyotsna Rani Purohit	APD (Credits), DRDA, Boudh
76	Mr. Bishwanath Pattnaik	Deputy Director Agriculture, Boudh
77	Mr. Manoj Kumar Das	Horticulturist, Boudh
78	Mr. Anuj Kumar Pradhan	Training officer, ITI, Boudh
79	Mr. Pradumna Padhee	Director, Shanti Devi ITC, Purunakata, Boudh
80	Mr. Ajay Kumar Panda	Deputy Director, DTET, Cuttack
81	Mr. Kishore Kumar Mohanty	District Magistrate, Cuttack
82	Mr. Raghunath Mohanty	PD-DRDA, Cuttack
83	Mr. B. B. Sahoo and Mr. A. C. Khar	District Employment Officer, Cuttack
84	Mr. Bipin B. Rout	CEO, ORMAS, Cuttack
85	Mr. Julius Lakra	Collector & DM, Deogarh
86	Mr. Anant Kumar Bhuvan	Project Director, DRDA, Deogarh
87	Mr. Basarta Kumar Sav	Deputy Director Agriculture, Deogarh
88	Mr. N. K. Singh	Asst. Manager, DIC, Deogarh
89	Mr. Siba Prasad Bhoi	Asst Director Fisheries, Deogarh
90	Mr. Basudeb Sahu	Horticulturist, Deogarh Farm, Deogarh
91	Mr. Suvendu Nayak	Agronomist, Deogarh
92	Mr. R. K. Parida	District Welfare Officer, Deogarh
93	Mr. Pravakar Nanda	Chief District Medical Officer, Deogarh
94	Ms. Sarita Mahapatra	District Project Manager, NRHM, Deogarh
95	Mr. Ramakant Mishra	District Forest Officer, Deogarh
96	Mr. Jagatram Behera	Sr. Clerk, District Employment Exchange, Deogarh
97	Mr. Bharat Kumar Das	Jr. Clerk, District Labour Office, Deogarh
98	Mr. Dayanidhi Sahu	Owner, Hotel Mamta Palace, Deogarh
99	Mr. Narendra Kumar Patra	Chief Manager, SBI, Deogarh
100	Mr. Rakesh Ranjan Sahoo	Backup Branch Manager, HDFC, Deogarh

S.L No.	Name of the interviewee	Role/Designation
101	Mr. Prabhat Kumar Sahu	Principal, Deogarh ITC, Deogarh
102	Major Chittaranjan Dash	Principal, Deogarh College, Deogarh
103	Mr. S. N. Mallik	AGM,Nabard, Dhenkanal
104	Mr. M. R. Mohanty	District Employment Officer, Dhenkanal
105	Mr. S. V. N. Rao	Employment Officer, Dhenkanal
106	Mr. B. D. Panigrahi	GM,DIC, Dhenkanal
107	Mr. Santosh Ku. Mishra	Asst. Manager, Dhenkanal
108	Mr. Tapan Kr. Basha	IPO, Dhenkanal
109	Mr. Abhay Charan Swain	IPO, Dhenkanal
110	Mr. KamalLochana Pradhan	Industrial Inspector, Dhenkanal
111	Mr. Kalyan Ku. Mahapatra	Economic Investigator, Dhenkanal
112	Mr. Girish S. N.	DM, Dhenkanal
113	Mr. Sushil Kr. Khujur	BDO,Sudder, Dhenkanal
114	Mr. B. P. Acharya	BDO,Konkadahat, Dhenkanal
115	Mr. B. K. Majhi	BDO,Kamakhyanagar, Dhenkanal
116	Mr. Bijay Ku. Misra	BDO,Gondia, Dhenkanal
117	Mr. L. D. Rath	Labour Officer, Dhenkanal
118	Mr. K. M. Rout	Rural labour Inspector, Dhenkanal
119	Mr. Vikram Kesari Satpathy	Field Officer, National Child Labour Project, Dhenkanal
120	Mr. Santanu Kr. Sahu	District Fisheries Officer, Dhenkanal
121	Mr. Bhavani Sankar Kalo	Soil Conservation Officer, Dhenkanal
122	Mr. Kishore Ku. Das	Asst. Director,Oreda, Dhenkanal
123	Mr. Biswajit Rout	District Tourist Officer, Dhenkanal
124	Mr. Sujay Kar	CEO,DSMS, Dhenkanal
125	Mr. Haribandhu Biswas	Deputy Director Horticulture, Dhenkanal
126	Mr. Laxmidhar Behara	Deputy Director Agriculture, Dhenkanal
127	Mr. Prakash Chandra naik	Field Investigator, Dhenkanal
128	Mr. K. C. SamanthRai	DO,Dhenkanal
129	Dr. S. K. Patnaik	Water Management Specialist, Dhenkanal
130	Mr. Satish Tyagi	VP,Bhushan Steels Ltd., Dhenkanal
131	Mr. A. K. Sharma	Senior Manager, HR, Dhenkanal
132	Mr. Abdul Azeez M. M.	VP, Marketing (Bhushan Steel Limited), Dhenkanal
133	Mr. S. N. Dhara	Principal,Women's Polytechnic, Dhenkanal
134	Dr. D. K. Patnaik	Registrar, Synergy, Dhenkanal
135	Mr. Ravindra Pratap Singh	Collector cum District Magistrate, Gajapati
136	Ms. Jamini Sarangi	Project Director, DRDA, Gajapati
137	Mr. A. Uma Mahesh	Chief Executive, ORMAS, Khurda
138	Mr. D. Mohan Rao	G.M (Incharge), DIC, Gajapati
139	Mr. Trilochan Cargi	IPO, Gajapati
140	Mr. Sudhakar Sabar	District Programme Coordinator, SSA, Gajapati
141	Mr. Abani Ranjan Mohapatra	District Programme Manager, Gajapati
142	Dr. Muthu Kumar	PD, DRDA, Ganjam
143	Mr. Binod Pati	GM, DIC, Ganjam
144	Mr. R. M. Kilana	Regional Asst Director of Employment, Ganjam
145	Mr. P. S. Nayak	District Employment Officer, Ganjam
146	Mr. Hubert Lugun	Asst lebour commissioner, Ganjam
147	Mr. Bijoy Kumar Manjhi	Deputy Director of Fishery- Southern Zone, Ganjam
148	Mr. A. Panigrahi	DFO Cum CEO FFDA/BFDA, Ganjam
149	Mr. S. S. Kalia	VP Finance, Jaishree Chemicals Limited, Ganjam
150	Mr. S. K. Lal	DGM-Personnel, Ganjam
151	Mr. Prithiraj	People's Rural Education Movement (PREM), Ganjam
152	Mr. Purna Pradhan	PREM, Ganjam

S.L No.	Name of the interviewee	Role/Designation
153	Mr. T. Ramarao	Principle, Balaji Institute of Vocational Training and General Secretary - State Private ITI Association, Ganjam
154	Mr Sudanshu kumar Pradhan	GM-DIC, Jagatsinghpur
155	Mr. Sanjeev Kumar Mohanty	Chief executive- ORMAS, Jagatsinghpur
156	Mr. Nanda Kishore Sethi	PD-DRDA and ADM, Jagatsinghpur
157	Mr. Rabindranath Behera	District Employment Officer, Jagatsinghpur
158	Mr. S. P. Mahapatra	AGM-NABARD, Jagatsinghpur
159	Mr. Radhashyam Mishra	Deputy Superintendent of Fisheries, Jagatsinghpur
160	Mr. Nilamani Dash	District Agriculture Officer, Jagatsinghpur
161	Mr. Dinesh Agarwal	HR-Legal and Admin, IFFCO Pvt. Ltd., Jagatsinghpur
162	Mr. A. K. Kar	HR-Sr. Manager, Paradeep phosphate Pvt. Ltd., Jagatsinghpur
163	Ms. Vandana and Mr. Bhanu Prakash	HR Manager and production and Industrial relations manager, Cargill India Pvt. Ltd., Jagatsinghpur
164	Mr. Ramani Ranjan Mishra	Principal, Vanuprava ITC, Jagatsinghpur
165	Mr. Gati Krishna Behera	District Employment Officer, Jajpur
166	Mr. Pramod Kumar Mohanty	District Collector, Jajpur
167	Mr. Manoj Kumar Patra	Chief Executive, ORMAS, Jajpur
168	Ms. Sohana Begum	Assistant PD-DRDA(scheme), Jajpur
169	Mr. Rath	AGM,NABARD, Jajpur
170	Dr. Anand Chandra Sasmal	Agriculture Officer, Jajpur
171	Mr. S. K. Das	GM, DIC, Jajpur
172	Mr. S. N. Nayak	Asst. Manager-DIC, Jajpur
173	Mr. Jayant Kumar Padhee	Sr. Manager, Corporate Affairs, Tata Steel, Jajpur
174	Mr. Subodh Kumar Mohapatra	AGM- CSR, Jindal Steel, Jajpur
175	Mr. Jinan Prakash Jena	Head HR, Jindal Steel Ltd., Jajpur
176	Mr. Buddhadev Kerketta	GM, District Industrial Centre, Jharsuguda
177	Mr. Bijayanande mohanty	DD, Agriculture, Jharsuguda
178	Mr. Bimal Prasad Mishra	AGM, NABARD, Jharsuguda
179	Mr. Udipta Das	Agronomist, Jharsuguda
180	Dr. Ashafuddin Ahmen Khan	CDVO, Jharsuguda
181	Mr. Niranjan Das	Specialist, KVK, Jharsuguda
182	Mr. Chhitaranjan Sahu	Horticulturist, Jharsuguda
183	Mr. D. C. Ojha	District Labour Officer, Jharsuguda
184	Mr. S. S. Rath	Manager, Vedanta Aluminium Ltd., Jharsuguda
185	Mr. P. K. Mohanty	Admin Officer, Larsen & Tourbo Ltd., Jharsuguda
186	Er. Amirka	Principal, Black Diamond School of Engineering and ITI, Jharsuguda
187	Mr. G. K. Swain	Tata Refractory, Jharsuguda
188	Mr. Ashok Bag	PD-DRDA, Kalahandi
189	Mr. Susanta Mishra	Tahasildar, Kalahandi
190	Mr. Kishore Mahaling	Horticulturist, Kalahandi
191	Mr. Gunanidhi Behara	DAO, Dharamgarh, Kalahandi
192	Mr. U. N. Patra	DM in charge, DIC, Kalahandi
193	Mr. Tarini Mahauti	Instructor, ITI, Kalahandi
194	Mr. Rajesh Prabhakar Patil	DM and Collector, Kandhamal
195	Mr. Gundicha Behera	Chief Executive, District Supply and Marketing Society, Kandhamal
196	Mr. P. C. Pande	General Manager, DIC, Kandhamal
197	Mr. Dharanidhar Patra	Deputy Director Horticulture, Kandhamal
198	Mr. Pradeep Kumar Mohapatra	AGM, NABARD, Kandhamal
199	Mr. Daitary Sethi	District Employment Officer, Kandhamal
200	Mr. P. K. Rath	PD DRDA, Kandhamal
201	Mr. Ramesh Chandra Sai	Project Administrator, ITDA, Kandhamal

S.L No.	Name of the interviewee	Role/Designation
202	Mr. Abhay Kumar Sethi	Deputy Director Agriculture, Kandhamal
203	Mr. Niranjan Panda	DPM, NRHM, Kandhamal
204	Mr. Laxmidhar Mohanty	Sub collector, Kandhamal
205	Mr. R. J. Achary	Chief Manager, LDM (SBI), Kandhamal
206	Mr. D. P. Pattnaik	Incharge- ITI, Kandhamal
207	Mr. Milan Sahu	Training Coordinator, ILFS, Kandhamal
208	Mr. Pradeep Kumar Sahu	Training Officer, ITI, Kandhamal
209	Mr. Pradipta Kumar Patnaik	Collector and District Magistrate, Kendrapara
210	Mr. C. R. Senapati	Zonal Transport Officer, Kendrapara
211	Mr. N. N. Maharana	DIC, Kendrapara (Industrial Supervisor), Kendrapara
212	Mr. Shekhar Chandra Sahu	Circle Inspector, Schools (Incharge of Secondary Education), Kendrapara
213	Mr. G. C. H. Dhale	District Employment Officer, Kendrapara
214	Mr. S. H. Acharya	Horticulturist, Kendrapara
215	Mr. B. C. Sahu	Deputy Director of Agriculture, Kendrapara
216	Mr. Das	District Agricultural Officer (Water Management Specialist), Kendrapara
217	Mr. Govind Chandra Pati	District Inspector of Schools, Kendrapara
218	Mr. R. C. Sahu	District Fisheries Officer cum CEO, FFDA, Kendrapara
219	Mr. Jagdish Sahu	DPM, Kendrapada
220	Mr. Manas Ranjan Mahapatra	Assistant Engineer, Kendrapada
221	Mr. B B Nayak	Principal, State Institute of Plumbing Technology, Kendrapada
222	Mr. Srinivas Jena	Peon, State Institute of Plumbing Technology, Kendrapada
223	Mr. Kushadhar Mahanta	GM-DIC, Keonjhar
224	Mr. S.N. Behera	District Employment Officer, Keonjhar
225	Mr. D. K. Pariya	District Mining Officer, Keonjhar
226	Mr. P. K Acharya	Asst. Director of Sericulture, Keonjhar
227	Mr. Sharat Chandra Naik	PD-DRDA, Keonjhar
228	Mr. U.K Naik	PA-ITDA, Keonjhar
229	Mr. Jena	Deputy Director Mining, Keonjhar
230	Mr. Manoj Kumar Behera	Resident Manager, Cracker India Alloy Ltd., Keonjhar
231	Ms. Manjushree Das (DGM- HR & Admin)	DGM (HR & Admin), Odisha Sponge Iron Ltd., Keonjhar
232	Mr. G. Gadhai	Odisha School of Mining Engineering(Workshop and Training Superintendent), Keonjhar
233	Mr. J. R. Das	Principal, ITI - Barbil, Keonjhar
234	Mr. Muralidhar Palei	Additional District Magistrate, Khurda
235	Mr. Bishnu Prasad Mishra	Project Director, DRDA, Khurda
236	Mr. Deepak Srichandan	Chief Executive, ORMAS, Khurda
237	Mr. Manmath Ku Pani	DPC, SSA, Khurda
238	Ms. Sharmistha Dhal	Jr. Employment Officer, Khurda
239	Mr. Rupak Ku. Mohapatra	DPM, NRHM, Khurda
240	Mr. Basanta ku Dash	General Manager, DIC, Bhubaneswar, Khurda
241	Mr. Tuku Barik	PA, ITDA, Koraput
242	Mr. Bibhuti Bhusan Mallick	District Employment Officer, Koraput
243	Mr. Murali Mishra	AGM, NABARD, Koraput
244	Mr. George Kerketta	CE, ORMAS, Koraput
245	Mr. Saha Gond	GM, District Industrial Centre, Koraput
246	Mr. Tarunisen Khora	ALO, Koraput
247	Mr. Nilanchal Mishra	Dairy Extension Officer, Koraput
248	Mr. Sudhansu Satapati	APD, DRDA, Koraput
249	Mr. Samir Kumar Rout	PRO, Ballarpur Industries, Koraput
250	Mr. Amiya Pati	Programma Coordinator, RCDC NGO, Koraput
251	Mr. P. S. Gopi	Panchabati ITI, Jeypore, Koraput

S.L No.	Name of the interviewee	Role/Designation
252	Er. Manoranjan Nayak	Principal, Gopabandhu ITI, Koraput
253	Mr. Balwant Singh	District Collector, Malkangiri
254	Mr. Surenderlal Seal	ADM, Malkangiri
255	Mr. Rajendra Maji	ITDA, Malkangiri
256	Mr. B. N. Behara	Deputy Project Director, ATMA, Malkangiri
257	Mr. Manoranjan Saha	DRDA, Malkangiri
258	Mr. Ravinder Nath Kundu	DIC, Malkangiri
259	Mr. Ashish	Center Manager, Apparel Making, IL&FS, Malkangiri
260	Mr. Barik Babu	Gopalbandhu Development Society (NGO), Malkangiri
261	Mr. Lakshmi Kant Das	Training Officer, ITI, Malkangiri
262	Mr. Bishnu Chandra Swain	Additional District Magistrate, Mayurbhanj
263	Mr. J. B. Sahoo	GM-DIC, Mayurbhanj
264	Mr. R. K. Das Mahapatra	Dept. of Horticulture, Mayurbhanj
265	Mr. Ranjan Kumar Mishra	District Employment Office, Mayurbhanj
266	Ms. Lakshmi Bala Tulu	Special officer, ITDA, Mayurbhanj
267	Mr. Laxman Kumar Behera	District Labor Officer, Mayurbhanj
268	Mr. Ilisan Bappi	Assistant to development officer, Rubber Board, Mayurbhanj
269	Mr. Panigrahi	Head HR, Nicco Cables, Mayurbhanj
270	Mr. R. K. Behera, Principal	Technical Training Institute, Mayurbhanj
271	Mr. Sibabrata Dash, IAS	District Collector, Nabarangpur
272	Mr. Nand Kishore Munda	Deputy Director, Planning and Statistics, Nabarangpur
273	Mr. L. R. Khandopani	IPO, DIC, Nabarangpur
274	Mr. Pradeep Mishra	CE-DSMS, Nabarangpur
275	Mr. Rashimi Ranjan Sahoo	PA, ITDA, Nabarangpur
276	Mr. Ajit Samnat Rai	NGO, Kala Niketan, Nabarangpur
277	Mr. Bhaskar Chandra	Youth Red Cross, Nabarangpur
278	Mr. Ranjan Dash	Deputy Director - Agriculture, Nayagarh
279	Mr. Aravind Agrawal	District Collector, Nayagarh
280	Mr. B. R. Mohanty	District Employment Officer, Nayagarh
281	Mr. A R Panda	GM - DIC, Nayagarh
282	Dr. B N Das	CDMO, Nayagarh
283	Mr. S. C. Panda	District Horticulture Officer, Nayagarh
284	Mr. Kundwar Marndi	Deputy Director - Fisheries, Nayagarh
285	Mr. Arun Mahapatra	DPC - Sarv Shiksha Abhiyaan, Nayagarh
286	Mr. D. P. Das	PD - DRDA, Nayagarh
287	Mr. P. D. Mahapatra	Principal, ITC, Nayagarh
288	Mr. Janaki Ballabh Mishra	Collector, Nuapada
289	Mr. Pradeep Kumar Patra	DDA and DDH in charge, Nuapada
290	Mr. Bhagabana Das	Horticulturist, Khariar, Nuapada
291	Mr. Nikunja Mohan Panigrahi	District Industries Officer, Nuapada
292	Mr. Pustam Sunani	A.E.O, Khariar, Nuapada
293	Dr. S. K. Panda	District Program Manager, NRHM, Nuapada
294	Mr. Fanindam Deo	Principal, Khariar College, Nuapada
295	Mr. Rama Chandra Mishra	Principal, National College, Nuapada
296	Mr. Fakir Charan Satapathy	District Magistrate cum Collector, Puri
297	Mr. Diptabhanu Satapathy	Project Director, DRDA, Puri
298	Mr. Jitendra Kumar Biswal	CEO, DSMS, Puri
299	Mr. H.B.Dad	GM, DIC, Puri
300	Mr. Basanta Kumar Dash	Asst Director Fishery, Puri
301	Ms Reeta Jaishanker	Principal Scientist, Centre for Marine Fishery Institute, Puri
302	Mr. Jena	FO, Fisrey Department, Puri
303	Mr. J. K. Biswal	FO, Fisrey Department, Puri
304	Mr. Pradeep Kumar Patra	District Employment Officer, Puri

S.L No.	Name of the interviewee	Role/Designation
305	Mr. R. N. Mohapatra	Asst. Manager- DIC, Puri
306	Mr. S.P. Bishwa	Economic Investigator-DIC, Puri
307	Mr. H.B.Das	GM. DIC, Puri
308	Mr. Prasanna Dalbehera	Deputy Director Agriculture, Puri
309	Mr. Sharat Prasanna Das	CDVO, Puri
310	Dr Bharat Das	Nodal Officer- NPCV, Puri
311	Mr. Bijay kumar Jena	Tourist Officer, Puri
312	Mr. Pratap Deoraj	Statistical Assistant- Tourism Office, Puri
313	Mr. Sharat Dwivedi	PC/Incharge, Puri
314	Mr. Bijaya Laxmi Mohanto	SMS-Agri Engineering, Puri
315	Ms. Swagatika Sahoo	SMS-Fishery, Puri
316	Ms Babita Mishra	SMS-Horticulture, Puri
317	Mr. Samarendra Baral	SMS-Plant Protection, Puri
318	Mr. S. K. Patra	Director, Hotel Holiday Resorts, Puri
319	Mr. Aggarwal	Owner, National Coir, Puri
320	Mr. Pradeep Prusty	Secretary, Gopalji Marketing SHG; Nayakpatna, Puri
321	Mr. Bishwanath Swain	Secy, Parampara (NGO), Raghurajpur, Puri
322	Mr. C. H. Satyam	Secretary, Puri Marine Primary Cooperative Fishery Society, Puri
323	Mr. Sharat Kumar Muduli	Principal, ITI, Puri
324	Mr. Sadashib Minz	PD-DRDA, Rayagada
325	Mr. Gobinda Roa Majhi	Assisntant Manager Project Regional Industries Centre, Rayagada
326	Mr. Krushna Ch. Singh	DAO, Rayagada
327	Mr. B. Dash	Deputy Director in charge, MSME, Rayagada
328	Mr. Rary P. Anto	Zonal Manager, ORMAS, Rayagada
329	Mr. Harish Ch. Sabar	District Employment Officer, Rayagada
330	Mr. A. Gobing Rao	Proprietor, Satyam Packers and Processors Pvt. Ltd., Rayagada
331	Mr. N. K. Dash	LDM, SBI, Rayagada
332	Mr. B. B. Shukla	Principal, Viswakarma ITC, Rayagada
333	Mr. M. R. Rao	Principal, UGMIT, Rayagada
334	Mr. C. Biswanathan	Training in charge, CTTC, Rayagada
335	Ms. Mrinalini Darwal	Collector & DM, Sambalpur
336	Mr. B. Lakra	PD, DRDA, Sambalpur
337	Mr. K. Behera	District Welfare Officer, Sambalpur
338	Mr. C. Dhada	District Social Welfare Officer, Sambalpur
339	Mr. R. G. Dash	Chief Executive, DSMS, Sambalpur
340	Mr. A. K. Mohanty	Deputy Director Agriculture, Sambalpur
341	Mr. Subhash Pradhan	Deputy Director Horticulture, Sambalpur
342	Mr. N. K. Dash	Asst. Director Employment Exchange, Sambalpur
343	Ms. Sangeeta Kumari Meher	Employment Officer, Sambalpur
344	Mr. S. Acharya	Asst. Manager, DIC, Sambalpur
345	Mr. A.K. Bohadi	Industry Promotion Officer, Sambalpur
346	Mr. D. B. Panda	Industry Promotion Officer, Sambalpur
347	Mr. Joachin Lakra	Asst. Fisheries Director, Sambalpur
348	Mr. P. R. Singh	Conservator of Forests & Working Plan Officer, Sambalpur
349	Mr. Javed Ali Khan	Asst. District Veterinary Officer, Sambalpur
350	Mr. B. P. Guru	Chief District Medical Officer, Sambalpur
351	Mr. T. Narayan Rao	District Project Manager, NRHM, Sambalpur
352	Mr. Tarun Kumar Rout	DGM - IR, Hindalco, Sambalpur
353	Mr. S. P. Das	Personnel Manager, Mahanadi Coalfield Ltd., Sambalpur
354	Mr. Jagdish Patnayak	Vice President, Axis Bank, Sambalpur
355	Mr. Subrat Dash	Principal, Maa Samleshwari ITC, Sambalpur
356	Mr. P.K. Pattanaik	Principal, ITI Hirakud, Sambalpur

S.L No.	Name of the interviewee	Role/Designation
357	Mr. Gagan Bihari Swain	District Collector, Sonapur
358	Mr. Ignace Hazda	PD-DRDA, Sonapur
359	Mr. Lokmath Jena	Horticulturist, Sonapur
360	Mr. Bijoyananda Mohanty	DDAO, Sonapur
361	Mr. M. M. Paik	District Labour Officer, Sonapur
362	Mr. S. Patnaik	ADF, Sonapur
363	Mr. Sanatan Dalal	DDT, Sonapur
364	Mr. B. N. Mahapatra	District Employment Officer, Sonapur
365	Mr. Biman Mal	EP- DSMS, Sonapur
366	DPM, Sonapur	DPM , Sonapur
367	KVK Sonapur	Krishi Vikas Kendra, Sonapur
368	Mr. B. Nanda	GM, SBI, Sonapur
369	Bro. Kuriakose	St. Francis ITC, Sonapur
370	Mr. A. Behara	PO, ITDA, Sundargadh
371	Mr. Pradeep Nayak	PO, ITDA, Sundargadh
372	Mr. Bimal Prasad Mishra	AGM, NABARD, Sundargadh
373	Mr. M. K. Choudhury	GM, District Industrial Centre, Sundargadh
374	Mr. Umesh Das	DAO, Sundargadh
375	Mr. G. C. Rath	Lead District Manager, Sundargadh
376	Mr. Satyamaya Satpathy	Specialist, KVK, Sundargadh
377	Mr. Suvendra Samal	District Welfare Officer, Sundargadh
378	Mr. S. C. Hembam	Employment Officer, Sundargadh
379	Mr. Sanjeeb Patra	BDO, Tangerpalli, Sundargadh
380	Mr. I. B. Singh	PO, Ashok Spinning Mills, Sundargadh
381	Mr. Debasis Naik	Infrastructure Leasing and Financial Services, Sundargadh
382	Mr. S. Kar	Principal, Sundergarh Engineering College/ITI, Sundargadh
383	Mr. BK Pattnaik (IAS)	Chief Secretary , Government of Odisha
384	Mr. AP Padhi (IAS)	Principal Secretary to Chief Minister,
385	Mr. Pradeep Jena (IAS)	Commissioner-cum-Secretary Panchayati Raj Department
386	Ms. CTM Suguna (IAS)	Commissioner-cum-Secretary, Labour & Employment Department
387	Mr. Santosh Sarangi (IAS)	Commissioner-cum-Secretary, ST & SC Development,
388	Ms. Aparajita Sarangi (IAS)	Secretary, Mass Education & Higher Education
389	Dr. Arvinda Padhee (IAS)	Director, Employment Mission
390	Mr. Srikant Prusty (IAS)	Director, Secondary Education
391	Mr. B.P Nanda (IAS)	Director Higher Education
392	Mr. Ratnakar Rout (OAS)	Joint Secretary, Industries Department
393	Mr. DP Das	Deputy Director Vocational Education
394	Dr. (Prof.) Mukti Mishra	Chairman Centurion Groups of Institutions
395	Mr. Abhinav Madan	CEO, Gram Tarang
396	Mr. Manas Ranjan	ActionAid
397	Mr. Manav Mandal	CII, Odisha
398	Mr. Satya Prakash Pattanaik	Deputy Director, Nehru Yuva Kendra Sangathan
399	Dr Omkar Nath Mohanty	CII education & Training Panel
400	Mr. Harihar Mallick	MD, Odisha State Cashew Development Corporation
401	Mr. Himanshu Kumar Lenka	State Employment Mission
402	Mr. Vikash Ch Mohapatra	Director, Directorate of textiles & Handlooms
403	Mr. Omkar	Managing Director, APICOL
404	Mr. Kavindra Nath Khatei	Director, Directorate of Industries
405	Mr. Bishwajeet Das	Senior Manager, Apolo Hospitals, Bhubaneshwar
406	Mr. Panchanan Dash	Special Secretary (SI), Department of Industries
407	Mr. H.S Upadhyay, IFS	Director & Addl. Secretary to Govt, Dept of Tourism
408	Mr Krushna Gopal Mohapatra, IAS	State Project Director, OPEPA

S.L No.	Name of the interviewee	Role/Designation
409	Mr. Malay Kumar Nanda	Director- Directorate of Economics and Statistics, Government of Odisha
410	Mr. R.V Singh	OSD, Planning and Coordination, Government of Odisha
411	Ms Smita	MIS Officer, OPEPA, Government of Odisha
412	Dr. Mangala Prasad Mohanty	Secretary, Indian Red Cross Society, Odisha Chapter
413	Dr Ambika Prasad	UNDP, Odisha
414	Dr. N Jena	Additional Director, Directorate of Higher Education, Government of Odisha
415	Mr. Bhuvan Mohanty	Deputy Director, Directorate of Industries, Government of Odisha
416	Mr. Sangram Das	Regional Manager, IL&FS
417	Mr. Nityanand Palei	Director, Handicraft and Cottage Industries
418	Mr. NK Das	Directorate of Horticulture, Government of Odisha
419	Mr. Satyaprada Sahoo	Commissioner Cum Secretary, Department of Fisheries

Focus Group Discussions		
1	Focus Group - Mixed Group	Jokub, Angul
2	Focus Group - Mixed Group	Tumuni, Angul
3	Focus Group- Youth	Ajodya Nua Sahi, Balasore
4	Focus Group - Youth/Students	Panchayat College, Bargarh
5	Focus Group - Youth/Students	Bhadrak Institute of Engineering and Technology, Bhadrak
6	Focus Group - Youth	Jhankarpalli Village, GP Headquarter, Bolangir
7	Focus Group - Mixed	Bhaliabolkateni, Dhenkanal
8	Focus Group - Women	Keshavpur Village, Ganjam
9	Focus Group - Men	Keshavpur Village, Ganjam
10	Focus Group - Women: Coir Cluster	Balikhudia Village, Jagatsinghpur
11	Focus Group - Women	Ishanpur Village, Jajpur
12	Focus Group - Men	Gangadharpur Village, Jajpur
13	Focus Group - Adolescent Girls	Kankamal Village, Jharsuguda
14	Focus Group - Youth	Kolabira Village, Jharsuguda
15	Focus Group - Farmers, Youth, SHG Members	Chhuriagarh Village, Kalahandi
16	Focus Group - Youth/Students	State Institute of Plumbing Technology, Kendrapada
17	Focus Group - Youth	Banspal Block, Keonjhar
18	Focus Group - Women	Lanjipada Village, Keonjhar
19	Focus Group - Women	Sericulture Cluster Visit, Ghatgaon, Keonjhar
20	Focus Group - Youth and SHG Members	Bandhugoan, Narayan Patna, Laxmipur Block, Koraput
21	Focus Group - Students	Malkangiri College, Malkangiri
22	Focus Group - Youth	Bhuyangoda Village, Mayurbhanj
23	Focus Group - Women	Bhuyangoda Village, Mayurbhanj
24	Focus Group - Students	ITC, Nayagarh
25	Focus Group - Youth	Pentakata, Fishermen Group, Puri
26	Focus Group - Women	Nayakpatna-Handicraft SHG, Puri
27	Focus Group - Prepare NGO	Program Officer, Prepare NGO, Penta Village, Rayagada
28	Focus Group - Youth	Penta Village, Rayagada
29	Focus Group - Youth/Students	Sonepur College, Sonepur
30	Focus Group - Entrepreneurs under PMEGP	Ragaimunda Village, Sundargadh
31	Focus Group - Unemployed Youth	Ragaimunda Village, Sundargadh
32	Focus Group with SHG Group	Ajodya Nua Sahi, Balasore

