Executive Summary for the State of Uttarakhand (2017, 2022)
Executive Summary

NSDC engaged Ernst & Young LLP (erstwhile known as Ernst & Young Private Limited) to undertake District wise skill gap study for the State of Uttarakhand (‘the Study’).

The study included a review of the following at an overall State and for all Districts of the State:

1. Socio-economic profile – demography, economic profile of District by industry, State of education;
2. Identify developmental opportunities keeping in mind factor endowments and stakeholder perspectives and identify specific developmental initiatives/projects which have an impact on employment generation;
3. Articulate aspirations of the youth;
4. Identify the current and future (2012 to 2021) skills and manpower requirements by industry and estimate the gap that exists;
5. Study the existing vocational training infrastructure both in the private sector and the Government domain;
6. Identify current schemes and programmes relating to skill development and their achievements / challenges;
7. Suggest suitable interventions/recommendations to address the skills gap and create an action plan with indicative timelines.

Our approach and methodology

The study was performed in three stages:

► Stage I: Preparatory/Planning – which included conducting the inception meeting with NSDC to develop a common understanding on the project, support required for the project from NSDC and Government of Uttarakhand, collection of secondary literature on the Project and introduction of the engagement team.

► Stage II: Field Visit and Data Analysis:

• **Approach:** The overall project team was sub-divided into five separate groups who undertook field visit to all Districts and collected information through semi structured interviews and focus group discussions with different stakeholders including academic institutions, Government officials. NGOs and other institutions of relevance for the respective Districts.

• **Methodology:** This entailed identifying and collecting data on workforce requirement (demand), labor force projection (supply) and performing the skill gap analysis.

► Stage III: Reporting – The key findings and recommendations were presented to NSDC and the Steering Committee, post which the Draft Report along with the recommendations were submitted. The present Report incorporates the feedback given by NSDC.

About this report

The main body of this document is organized into the following Chapters (excluding this):

► Chapter 2 titled ‘Socio-economic profile of Uttarakhand’ provides a macroeconomic overview, economic sectors overview and infrastructure overview along with the key policies and initiatives taken by the State Government in the recent past;

► Chapter 3 titled ‘Skill gap scenario for Uttarakhand' provides District wise human resource requirement (sector and skill category wise), District wise supply of human resource and analysis of gap;
Chapter 4 titled ‘Stakeholders Perspective’ provides District wise overview of the key growth sectors shared by various stakeholders, key challenges, support required and aspiration of the youth;

Chapter 5 titled ‘Recommendations and Action Plan’ provides our recommendations and road map for the State Government, training providers, industry and NSDC.

Socio Economic Profile of Uttarakhand

Uttarakhand was carved out of the State of Uttar Pradesh on 9th November 2000 and was the 27th State of India. It is strategically located at the foothills of Himalayan range. The total geographic area of the State is 53,483 sq. km (1.63 percent of India) with a total population of 1.01 Crore. During the last decade (2001-2011), the population of Uttarakhand grew at 19.17 percent which is higher than the national average of 17.6 percent. Though there has been a rapid increase in population, the density of population is 189 per sq/km which is below the national average of 382 per sq/km. The State comprises 13 Districts out of which four Districts are in the plains and the other nine are in the hills and Dehradun is the capital of the State. A higher proportion of population resides in rural areas (68.84 percent) than urban areas (31.16 percent).

The State has high literacy level (79.63 percent) but this does not necessarily result into a corresponding growth rate. As an example the literacy rates in Garhwal and Almora are 82.6 percent and 81.1 percent which is higher than the State average. However, both these Districts have a negative decadal growth rate (Census 2011, Provisional Data).

The Gross State Domestic Product (‘GSDP’) of Uttarakhand at current price has increased from Rs.14,501 Crore for the financial year 2000-2001 to Rs. 87,350 Crore during financial year 2011-2012 highlighting a healthy growth over the years. The share of agriculture in the primary sector is on decline, whereas that of secondary and tertiary is rising. It is notable that the growth of industrial sector has been significant despite the difficulties of terrain and topography. Haridwar, Dehradun, Udham Singh Nagar & Nainital together contribute more than 50 percent of the total GSDP of the State.

The State is a rich repository of natural resources with plenty of water resources, glaciers, and dense forests. The mainstay of the economy is agriculture. More than 75 percent of the total population depends on agriculture for their livelihood.

Infrastructure

Roads are the main means of transportation in Uttarakhand. Although there are about 9 railway stations and three airstrips, it is road infrastructure that forms the backbone of transportation. Although the State is doing a lot to further improve the condition of roads, but a lot more is required to improve the rural roads in the hilly region. This poses difficulties especially during winters or
monsoon when road transportation gets affected due to poor climatic conditions. Although majority of the population still resides in rural areas, but urban population is showing a rapid growth. The State Government is giving a lot of emphasis to develop urban infrastructure such as water supply, sewerage, drainage and solid waste management. There are plenty of water resources in the State but the power generated is largely used for commercial purposes. Some hilly areas like Tehri Garhwal and Almora have only 8 percent and 13 percent respectively of its villages electrified which is indicative of the poor State of electrification I the hilly Districts of Uttarakhand.

**Labor market overview and key Government policies**

Labor market for the State of Uttarakhand is based on the indicators such as labor force participation, worker population ratio, unemployment rate, and proportion unemployed (per 1000 for person's age 15 years and above). Key highlights include:

*Labour force participation:* It has increased in both rural and urban areas (from 400 to 474 and 402 to 444 respectively), with male and female participation both registering a rise over 2009-10. Although it has increased, it is still below the national level average of 548 and 472 for rural and urban areas.

*Worker population ratio:* It has increased in both rural and urban areas (from 448 to 377 and 388 to 425 respectively), with male and female participation both registering a rise over 2009-10. Even though the worker population ratio has increased from 2009-10, it is still below the national level average of 529 and 449 for rural and urban areas.

*Unemployment rate:* Unemployment rate has decreased for men in both rural and urban areas when compared to 2009-10. Rural unemployment rates of Uttarakhand fare poorly when compared to the national average with women lagging behind by almost double. On the other hand, urban male and person unemployment rates are better than the national averages of 34 and 50 respectively.

*Proportion unemployed:* Proportion unemployed in rural Uttarakhand is more than the national average while proportion unemployed in urban Uttarakhand is better than the national average for male, female and persons.

**Government Policies**

The Government of Uttarakhand has framed numerous policies, so as to create a congenial environment for attracting investments into the State, the major being the State Industrial Policy, Information Technology Policy, Biotechnology Policy and Tourism Policy. All these unfold a road map for bolstering the industrial climate of the State, facilitate the inflow of capital into the economy and build on the existing strengths of the State. The Tourism and Agriculture policies are significant since a large proportion of population depends on the agriculture sector and there is vast potential to develop the tourism sector. Uttarakhand was the first State to declare itself an organic State which is futuristic, considering the growing demand for organic food both nationally and internationally. These policies recognize the need for development of the ecosystem to strengthen the sectors.

**Migration in Uttarakhand**

Although there is paucity of District level data, but review of literature showed that there is greater migration taking place in the State than the national average. Studies show that the nature of migration may not be categorized as `distress migration' but the rate of migration has increased. Some studies show that migration is higher among those with higher literacy levels than those with less or no literacy. Men and women, mostly the former, usually migrate to seek employment opportunities in other Districts or other States (Delhi, Mumbai, Chandigarh and Ambala). Employment opportunities are not keeping pace with the demand generated. Large numbers of migrants get employment as cooks, wash boys, waiters, peons, domestic servants, messengers, drivers and helpers.

A study of Migration and Workforce Participation in the Himalayan States by R. Lusome and R.B.Bhagat shows that with the exception of Jammu & Kashmir, the proportion of migrants is higher in
the three Himalayan States i.e. Himachal Pradesh, Sikkim and Uttarakhand. Another study on ‘Employment, migration and livelihoods in the Hill Economy of Uttarakhand’ by Rajendra P. Mamgain, Jawaharlal Nehru University, States that the percentage of migrant population is more among upper caste, lower income groups and interior areas. It is less among lower caste groups and agriculturally developed households. Individuals from lower income groups migrate who have low asset base migrate for their survival whereas those from better income households migrate for better opportunities in their career. Within State higher proportion of individuals migrate within the District, when compared to the national figures (Uttarakhand 33 percent in comparison to India 17.1 percent).

In today’s times, it is not possible to curb migration. The focus should be to impart/enhance the skill levels of men and women so that they have better opportunity to earn a livelihood – within or outside the State. There could be two strategies to deal with the issue of migration. First, to give them skills that helps to boost the local rural economy. At present there is a lot of dependence on the plains and other States for basic requirements. Imparting skills to produce items of daily use would not only make people self-reliant but it would also help reduce uncertainties arising when routes are cut off thereby affecting the supplies. The other strategy could be to provide them skills which will provide them better job opportunities in the destination of migration. This would be possible after a mapping of people migrating is done and skill gap studies are available for all States.

**Skill Gap Scenario for Uttarakhand**

**Human Resource Requirement**

Based on our estimates, the State of Uttarakhand will have an incremental human resource requirement of approximately 2.06 million in next 10 years (2012-2022). The requirement in the year 2012 is 3.8 million which will increase to 4.64 million in 2017 and ultimately reaching to 5.89 million in 2022.

The Primary sector (agriculture & allied including forestry, fishery, logging, horticulture and animal husbandry; and mining) will continue to lead in terms of total human resource requirement. The sector’s share in total manpower demand will however decline from 57.3 percent in 2012 to 50.2 percent in 2017 and 42.6 percent in 2022. The share of secondary and tertiary sector in total manpower requirement shows an upward trend. Human resource requirement in secondary sector is expected to increase from current level of 17 percent to 20 percent in 2017 and 23.5 percent in 2022. The corresponding figures for the tertiary sectors will be 25.9 percent, 29.8 percent and 33.9 percent respectively.

The top five sectors which are expected to have increased demand in year 2022 are below:
<table>
<thead>
<tr>
<th>S.No</th>
<th>Sectors</th>
<th>Incremental Demand 2012-17</th>
<th>Incremental Demand 2012-22</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Manufacturing</td>
<td>18.8%</td>
<td>19.8%</td>
</tr>
<tr>
<td>2</td>
<td>Tourism, hospitality and trade</td>
<td>17.9%</td>
<td>18.9%</td>
</tr>
<tr>
<td>3</td>
<td>Agriculture and allied services</td>
<td>16.8%</td>
<td>14.5%</td>
</tr>
<tr>
<td>4</td>
<td>Education</td>
<td>12.4%</td>
<td>12.8%</td>
</tr>
<tr>
<td>5</td>
<td>Construction</td>
<td>7.5%</td>
<td>6.9%</td>
</tr>
</tbody>
</table>

Human Resource Supply

Human resource supply is estimated as a function of total labor force and its composition as per skill categories based on level of education attainment. As of 2012, approximately 3.87 million people are part of the labor force. In next 10 years approximately 0.25 million people will join the labor force every year. Total labor force in 2022 is expected to increase by 2.5 million and reach around 6.41 million.

Almost 68% of the labor force will come from the top five Districts namely Haridwar, Dehradun, Uddham Singh Nagar, Nainital and Pauri Garhwal. Based on our estimates the number of minimally skilled labor force is expected to be around 1.75 million (68%) of the total labor force, the number of semiskilled persons are expected to be around 0.31 million (12%), and skilled manpower around 0.48 million (18%).

Estimating the gaps between demand and supply

As per our estimates, in next 10 years incremental human resource requirement will be 2.06 million while the incremental human resource supply shall be 2.54 million indicating a surplus supply of 0.48 million over the period 2012-22.

As of 2012, the State has a surplus labor force (labor force available is more than the demand created in the State). This trend is expected to continue in 2017 and 2022 indicating that people will have to migrate and look for jobs outside the State. The surplus in supply is caused due to higher proportion of minimally skilled persons in the labor force as can be seen below:

<table>
<thead>
<tr>
<th>Skill Category</th>
<th>2012-17</th>
<th>2017-22</th>
<th>2012-22</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Minimally skilled</td>
<td>Semi-skilled</td>
<td>Skilled</td>
</tr>
<tr>
<td>Incremental Demand</td>
<td>3,81,444</td>
<td>1,63,540</td>
<td>2,90,304</td>
</tr>
<tr>
<td>Incremental Supply</td>
<td>7,68,535</td>
<td>1,34,756</td>
<td>2,06,236</td>
</tr>
<tr>
<td>Skill Gap (Demand-Supply)</td>
<td>-3,87,091</td>
<td>28,784</td>
<td>84,068</td>
</tr>
</tbody>
</table>

The estimates for incremental skill-gap indicates that the State will be able to create more number of semiskilled (graduate and vocational training) and skilled manpower than the local demand, but there
will be a significant gap of labor force having technical training (skilled manpower). It may be noted
that the gap in the demand and supply of skilled workers is due to the fact that there are better
training facilities in few Districts (such as Dehradun, Nainital, Haridwar and Pithoragarh) only. On the
whole there is greater demand for skilled workers than the supply.

Stakeholders’ perspective: Available opportunities and issues to be addressed

During the course of this study extensive interactions were held with different stakeholders in all the
Districts. Their perceptions based on their experience and observations are important to note. The
responses received were analysed for the three sectors i.e.

Primary Sector – Majority of the population in Uttarakhand lives in rural areas where most of the land
in the State is covered with forest. There is ample scope to develop this sector by diversifying
agriculture pattern and have integrated farming which will generate employment in allied areas like
horticulture, floriculture, animal husbandry. There is shortage of skilled people and infrastructure too is
inadequate which acts as a barrier in scaling up the activities. Some suggestions given by them are
as follows:

► Training on organic farming since Uttarakhand has declared that it would become an organic
State. Skills are required in organic farming methods, sorting, grading and food processing.
► Floriculture which can be done along with traditional farming to get better economic returns.
The climatic conditions are conducive to growing flowers.
► Offer agro based courses in ITI's such as food processing, post-harvest technology
(processing, grading, packaging); preparation of poly houses.
► Animal husbandry: Currently milk production is at subsistence level. Training is required in
breed improvement, fodder management, health support to milch animals.
► Uttarakhand Tea Development Board shall be expanding cultivation of tea which would
require skilled people in the area of tea cultivation and processing.

Secondary Sector – With the setting up of SIDCUL and Siggadi, there has been an increase in
demand for skilled workers which is not being fulfilled from the existing training institutions. There is
demand for skilled electricians, fitters, welders, motor mechanists and machinists. Although State
Government has made it conditional for the industries to recruit at least 70 percent people from the
State, industries are finding it difficult to source skilled people.

► Automobile engineering- People from the industries felt that the courses being offered at the
ITI's should be aligned to the requirements of the industry. Students should be trained using
the Computer Numerical Control (CNC) machines. Intake of students in institutions which do
have these machines should be increased.
► Agro food processing – There is a need to develop this area which will benefit the farmers
also. Skills like machine operators, food processing supervision skills are required.
► Handloom and wool processing- Although there are traditionally skilled individuals present in
the State, they are still using traditional machines, designs and processing of products which
requires modernization. Similarly for the wool industry skills in carding, cleaning and spinning
are required to make the quality of products competitive.

Tertiary Sector

A large number of respondents highlighted the need for development of skills for the tourism sector
which has a much bigger growth potential than it is at present. In addition to skill development there is
expectation from the Government that it will improve the infrastructure. Some of the areas that require
skill based training are as follows

► Need for skilled manpower as instructors for various types of adventure sports like rock climbing,
river rafting, parasailing, and snow skiing. Currently they have to outsource skilled manpower
from Himachal Pradesh.
Skill training for tour guides, hotel management and professional drivers is required. Development of guides coupled with classes in English and other regional languages would help the youth in communicating in tourists’ vernacular.

Requirement of trained waiters, cooks, hotel management staff, drivers, tourist guides, porters etc. Since the current workforce minimally skilled. Further there is a need to have courses on skills like hotel management, tourist guides etc. with a strong emphasis on developing soft skills.

There are very limited avenues for English speaking and Personality Development. There is shortage of manpower that is good in communicating in English.

Across the Districts people articulated their perception about the growth sector and their interest in getting skilled. As maybe seen in the above figure, agriculture, floriculture; tourism and animal husbandry were among the more popular areas where people feel they would benefit from enhancement of skills. While in Uttarkashi, Rudraprayag and Tehri Garhwal people wanted to acquire skills related to wool production, women in Almora, Bageshwar and Chamoli were more keen to use this wool to make handloom items using more modern looms and designs.

Youth Aspiration

The team interacted with youth groups in all the Districts. The youth group comprised boys and girls at school leaving stage and those studying in colleges and pursuing vocational training especially in the ITI s. About 200 youth participated in the discussions. Their perceptions about what skills are required were discussed with them. Surprisingly, very few of them expressed the need to be skilled for the primary sector. While other respondents identified a number of training opportunities related to the primary sector, the youth do not seem interested to pursue these. There was clear indication that they want a change in existing skill opportunities they are being offered and also want to hone their skills to prepare themselves for pursuing professional courses. Recognizing the importance of soft skills, they want these skills to be imparted along with the courses they pursue. A large number of
students expressed their dissatisfaction important area where they could be skilled. Adventure tourism was identified as an area where a lot of training is required in areas such as eco-tourism, paragliding, river rafting etc. There was a perception that the potential for tourism has not been fully utilized in the State.

**Recommendations and Action Plan**

The analysis presented in the preceding sections clearly identifies some areas where skills can be imparted. The recommendations have been categorized for different stakeholders who would have the responsibility or mandate towards skill development, which include:

► Government of Uttarakhand;
► Training providers;
► Industry and;
► NSDC

**Government:** Institutional mechanisms to promote skill development in a comprehensive manner are already in place, however as next steps following suggestions may be considered by the Government:

1 **Defining the core functions of USDS** may include the following:
   - It should be developed as a one stop shop for skill development from where all related information related to schemes, training providers can be accessed. It will also have a Labour Management Information System (LMIS) which will provide more specific information related to availability of skill sets in different Districts.
   - Develop a five year perspective in developing eco system for skill development based on existing policies, capacity for skill development and identified gap areas. Follow it up with annual plans and allocate adequate human and financial resources.
   - Strengthen partnership among NGOs, private agencies, education institutions, training providers and NSDC. Also define the expected role of these institutions in the overall implementation and monitoring of activities;
   - Bring about convergence between USDS with other State Government Departments and Authorities working on livelihood and entrepreneurship development;
   - Quality control of the training imparted by different stakeholders.

2 **Programme Design:** Skill development should be seen in conjunction with school education and livelihood promotion. Although the strategies required to strengthen these areas would be different but these are part of the same continuum, therefore need to work in close coordination with each other. The programme design should incorporate the following elements like Awareness creation at the school level, camps for information dissemination and assessment for aptitude; create a panel of vocational training providers who can be engaged at a short notice whenever a need is identified; strong linkage with livelihood programme – self-employment, employment and entrepreneurship; revamping of employment exchanges so that these become a hub of interaction between job seekers and job providers; set up information kiosks providing real time information about availability of jobs, sources from where resources can be mobilized for self-employment or setting up an enterprise.

3 Creating an oversight and monitoring mechanism: Identify the information needed at various levels within the society and accordingly design the Management Information System to capture and consolidate the information. The quality of available data has scope for improvement. It will help in evidence based planning;

4 Undertake research activities: Identify some key sectors/trades/issues that have a potential for creating opportunities or pose challenge in implementing the skill development agenda in a
comprehensive manner like migration and handicraft and handloom industry is fragmented across the entire hill Districts;

5 USDS should study the implementation and monitoring techniques adopted/implemented by other States, so that the learning's of those States could be customized and replicated within Uttarakhand. Some of these States are Rajasthan, Madhya Pradesh and Odisha which have already rolled out these institutions.

6 As a roll out strategy USDS may take up any three Districts on a pilot basis and prepare a detailed comprehensive plan skill development plan and an operational plan for executing the skill development plan.

7 Set up multi-purpose centre for skill development in hilly areas to build on the existing strength especially in hilly areas. For instance a food processing centre in Rishikesh (because of its better connectivity); Almora for handloom and Uttarkashi for adventure tourism (the capacity of existing National Institute for Mountaineering should be enhanced to meet the increasing demand for adventure tourism). Although these centres would be set up in the specified Districts these should extend their work in other Districts also to increase the outreach. It may be pertinent to note that the study was carried out before the natural calamity took place in Uttarakhand. The recommendations related to tourism are based on the responses received before this tragedy occurred. It is evident that a lot of efforts will need to go into infrastructure redevelopment before tourism reaches its present form.

8 Give a boost to the local economy in hilly region by offering short term courses in skills that would impact their daily lives and make them more self-reliant such as bakery, running dhabas hygienically, packaging, semi food processing of organic food to name a few. In addition a comprehensive training should be offered to the youth for the primary sector. Giving an integrated training to them in areas like para vets, poly house construction, and nursery set up, irrigation management; rainwater harvesting will increase the employability of youth. This will also be a good option for creating employment opportunities for women. In addition to this State Government can strengthen the eco system by setting up of mandis for farmers selling their produce especially flowers and fruits so that they get better price for their produce.

Training providers: Some of these areas in which the training providers can intervene are as follows:

► Reach out to youth by way of melas/camps for career counseling and guidance to ensure they have adequate knowledge of the different trades available to him/her based on their education qualification, growth opportunities within and outside the State to ensure there is minimum training dropouts;
► Effectively capture and communicate the aspirations of youth groups to the Government so that need based skill development plans or area specific courses could be developed and implemented by the Government;
► Develop special up-skilling and behavioral training programs for the existing trainers of the ITIs and polytechnics. The ex-service men can be a very good resource to be tapped in the State as faculty at the ITIs and Skill Development Centres;
► While training centres with capacity for large student intake should be developed, keeping in mind the terrain of the State where large size villages are not very commonly found, opportunities should be created to increase the outreach of programmes to hamlets and small villages by setting up mobile/temporary skill development centre at the block/village level to ensure that need based customized trainings could be organized for women and local youth.
► Liaison with Government to use their vacant buildings at the block/village level as skill development centers in public private partnership.

Industry: Some suggested areas maybe

► Offering opportunities for Apprenticeship. This is especially relevant for those areas where there is limited or no presence of industry.
Engage and support the training providers in developing curriculum as per industry specific requirements/norms,

Further improvement in quality of training in formal training institutes. Some suggested areas of intervention are active participation in SCVT, faculty development; articulation of industry requirements so that courses maybe designed to meet their requirements.

Industry players should actively participate in setting up Sector Skill Councils to complement the existing vocational education system as per industry’s requirements;

Align the existing Corporate Social Responsibility activities with the State skill development mission

Develop MIS to provide data related to employment opportunities and skill requirement

The study has identified 6 priority sectors which are likely to have more growth than the rest.

**Table 1: Skill Development for Industries**

<table>
<thead>
<tr>
<th>Sector</th>
<th>Support from Industry</th>
</tr>
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</table>
| Manufacturing              | Play an active role as part of the State Committee for Vocational Training in deciding the curriculum and design of training programme  
                             | Offer trainers to the ITI s and Polytechnics and create opportunities for visits to the manufacturing units to increase level of awareness of students about the latest technology  
                             | Offer opportunities for apprenticeship to students at the ITI s and Polytechnics                                                                    |
| Tourism                    | Offer short term courses for the youth in different facets related to hospitality – tourist guide, housekeeping, cooks, running dhabas hygienically, and interpreters. |
| Agriculture and Allied services | Support the Government to design the curriculum for food processing and associated skills to be offered at the training centres                           |
| Education                  | With the new enactment of Right to Education and expansion of Rashtriya Madhyamik Shiksha Abhiyan, the requirement for teachers will grow. Since quality is an issue with the education sector there is a need for good quality teacher training programmes for which the private sector can enter into public private partnership |
| Construction               | With expansion of the manufacturing sector, skilled people would be required to create infrastructure that would include, housing, urban infrastructure, roads etc. for which skilled people would be required. The industry could help in setting up a Training Centre where associated skills maybe imparted. |
| Transportation and Warehousing | The terrain of the State is hilly and at times road travel is risky. Good quality drivers are required for driving passenger buses as well as heavy vehicles. The Sector Skill Council can help in laying down competency standards for training of drivers.  
                             | Since manufacturing is likely to grow in the State skilled workers will be required for transportation of goods as well as for warehousing and logistics. Industry may support training programmes in these areas. |
NSDC:

NSDC can play a role in the following areas

► Facilitate participation of some sector skill councils to form State chapters of the SSCs. The SSCs will support in developing competency standards and monitor and support training programmes related to their respective sectors.
► Support programmes for skill enhancement of already skilled people but working in an unorganized way such as the weavers.
► Encourage training providers to impart training in some upcoming areas like processing of products derived from aromatic plants.

Table 2: Skill Development for NSDC

<table>
<thead>
<tr>
<th>Particulars</th>
<th>Suggested Activities</th>
</tr>
</thead>
</table>
| **Short Term** | ► Facilitate linkage between existing Sector Skill Councils with some potential sectors like automobile, agriculture and tourism to make sector and State specific plans.  
► The weavers in the State require training in design development and use of technology at all stages of weaving. NSDC may consider supporting local organizations like Kilmora, Panchahuli to enhance the skills of women. Alternatively it may also collaborate with design institutes like NID, NIFT and IICD to enhance the capacity of local weavers to learn associated skills like pricing, marketing, packaging etc. This may be initiated in Almora. |
| **Long Term** | ► Cluster development- There are about 25 clusters in Almora, Pauri Garhwal, Chamoli and Pithoragarh for aromatic plans. There is an Agriculture Expansion Zone (AEZ) for medicinal plants in Pithoragarh and Uttarkashi. These clusters may be developed by introducing appropriate courses related to the value chain of medicinal plants and forging linkages with the industries. |
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