

UT CHANDIGARH SKILL DEVELOPMENT PLAN



Persons with Disabilities is amply visible in Chand



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GLOSSARY

Sr No	Word	Meaning
1.	Govt Aided	Aided colleges/schools get fund from government for development, establishment, student activity & all.
2.	ITI	Industrial Training Institutes
3.	PMKVY	Pradhan Mantri Kaushal Vikas Yojna
4.	NULM	National Urban Livelihoods Mission (DAY-NULM)
5.	ATDC	Apparel Training & Design Centre (ATDC)
6.	SD College	Sanatan Dharma College
7.	GITI	Govt Industrial Training Institutes
8.	CSDM	Chandigarh Skill Development Mission
9.	CDTP	Community Development through Polytechnic
10.	NSS	National Social Service
11.	NSDC	National Skill Development Cooperation
12.	NSDA	National Skill Development Agency
13.	DG	Director General
14.	NITTR	National Institute of Technical Teacher Training and Research
15.	PMKK	Pradhan Mantri Kaushal Kendra
16.	NEISBUD	National Institute for Entrepreneurship and Small Business Development
17.	MIS	Management Information System
18.	NEXT GEN	New upcoming Skill Development Management System
19.	HE	His Excellence
20.	MD	Managing Director
21.	SDM	Sub Divisional Magistrate
22.	Deduplication	The elimination of duplicate or redundant information, especially in computer data
23.	CNC	Computer Numerical Control

24.	GITIW	Govt Industrial Training Institute for Women
25.	GPW	Govt Polytechnic for Women
26.	CCET	Chandigarh College of Engineering and Technology
27.	SPOKE and HUB	The hub-and-spoke organization design is a model which arranges service delivery assets into a network consisting of an anchor establishment (hub) which offers a full array of services, complemented by secondary establishments (spokes)
28.	MOU	Memorandum of Understanding
29.	ISO	International Organization for Standardization
30.	PPP	Public Private Partnership

Executive Summary



Skill and knowledge are the driving forces of economic growth and social development. In UT Chandigarh, various level of skills can adjust more effectively to the challenges and opportunities. The youth generated from institutions need guidance and skill training to gainful employment and self employment opportunities. The endeavour is to focus on inherent skills of the local youth in different sector leading to placement of the skilled youth.



The study of the Human Resource and skill requirement in Chandigarh for the period from 2017 to 2022 was conducted to understand geographical and sector wise skill requirements which can influence and enable the skill environment in UT. The Annual requirement of 19,881 will have to be met through skill Training, counseling, best utilisation of infrastructure, convergence of Resources of various Departments and linkage with Potential Employers.



Chandigarh Skill Development Mission is making sincere effort to establish Training Center in each area of Chandigarh to cater the target group ie Low Income group, Women, Person with Disabilities and unemployed Youth, so that the dream of Skill India may be achieved.
Stand together, work together and see success together.



Skill Development, a pivotal component for economic growth, is important for increasing productivity, employability and promoting sustainable development of a country. Chandigarh Skill Development Mission has taken a lot of initiatives, focusing on generating job opportunity for the youth. Its motive is to achieve the competencies through formal training to a large population covering Children with Special Need , Women and the various marginal groups so that they can be made suitable for moving up on the job pyramid.

Overview



Chandigarh is the first planned modern city of India designed by the French architect Le Corbusier named after the mother goddess of power, Chandi. Also well known for its architecture and urban

design ,Chandigarh is a city in India that serves as the capital of two states - Punjab and Haryana. Bordered by the state of Punjab to the north, the west and the south, and to the state of Haryana, serving as the capital of these two neighboring states. The city is unique as it is not a part of either of the two states but is governed directly by the Union Government, which administers all such territories in the country. The city is administered by the federal government and hence classified as a union territory. The city has one of the highest per capita incomes in the country.

Chapter -1



1. Demographic Profile

As per Census 2011, the population of Chandigarh U.T has crossed the one million mark with its population placed. The Union Territory recorded a population of 10, 54,686 in 2011 with much lower decadal rate of increase in population with only 154051 people being added to the Chandigarh UT during the last decade. The growth rate of merely 17.10% between 2001-2011 is the slowest since its inception. This is perhaps due to the rapid pace of urbanization taking place in the neighbouring towns of Mohali, Panchkula, Zirakpur, Kalka, Kharar, etc. falling within the 16 km periphery control area.

- 1.1 Chandigarh has 11 villages in and around its periphery. Urban population of the district has been reported from the people residing in one statutory town, five census town and two outgrowths, rural population resides in the remaining five villages. The urban population constitutes of as high as 97.25% of the total and the rural population makes up 2.75% as there are only few villages within Chandigarh on its Western and South-Eastern border and majority of people live in the heart of Chandigarh.
- 1.2 Males constitute 55% of the population and females 45%. The sex ratio is 818 females for every 1,000 males –which is the third lowest in the country, up from 773 in 2001.
- 1.3 The child sex ratio is 880 females per thousand males, up from 819 in 2001.
- 1.4 Chandigarh has an average literacy rate of 86.43%, higher than the national average; with male literacy of 90.54% and female literacy of 81.38 %.

2. Socio - Economic Profile

Chandigarh is a City where there is big variation in socio- economic status of the population. There is a large variation in the population leading luxurious life, employees category (Govt. & Private) and those earning their livelihood from low paid jobs.

- 2.1 The major number of employees and workers who actually make the city beautiful are doing jobs on a non-permanent and unsecured basis.
- 2.2 Chandigarh is a hub of academic and professional educational institutions. That is why the students from not only Punjab and Haryana but also from Himachal Pradesh, Uttarakhand and Jammu and Kashmir come here for the purpose of education and Employment. Economic dependency on men leads to the poor socio-economic status of women. The percentage of working women in Chandigarh is low which shows that the male is still dominant in economic activities.
- 2.3 There is a major chunk of unorganized sector, which constitutes majority of the workforce, which is not supported by any structural system of acquiring or upgrading skills. By and large, skill

formation takes place through informal channels like family occupations, on the job training under master craftsmen with no linkages to the formal education training and certification. There is a mismatch situation in the labour market where the level of skills of individuals does not match the level of skills required in the jobs

3. Education Profile

UT Chandigarh is known as Education Hub of North India, the students of Punjab , Haryana, Himachal Pradesh, Jharkand, Uttarakhand , UP , Bihar prefer Chandigarh for graduation and Higher Education. There are numerous Schools, Technical and Non Technical educational institutions in Chandigarh. These range from privately and publicly operated.

Table 1: Number of Educational Institutions in Chandigarh.

Sr. No	Category	Number of Institutions
Schools		
1	Govt Schools	115
2	Govt Aided Schools	7
3	Private Schools	75
	Total	197
Colleges		
4	Govt Colleges	9
5	Govt Aided Colleges	7
	Total	16
Technical Institutes		
6	Govt Industrial Training Institute	2
7	Polytechnics	2
8	Engg Degree Colleges	3
9	Hotel Management Institutes	2
10	Govt College of Art	1
11	Govt College of Architecture	1
12	Indoswiss Training Institute	1
13	National Institute of Technical Teacher Training and Research Chandigarh.	1
	Total	13
Medical Institutes		
14	Govt Medical Colleges	2
15	Dental College	1
	Total	3
University		
16	Panjab University	1
	Grand Total	230

In view of above, it clearly reflects that UT Chandigarh has good educational infrastructure. To strengthen Institutional mechanism, this can be used for skilling of target group from various fields. But the

biggest challenge will be to design the skill development courses as per the Intelligence Quotient of students and employer requirement.

4. Employment Profile

- 4.1 Govt Departments:** The government is a major employer in Chandigarh with three governments having their base here i.e. Chandigarh Administration, Punjab Government and Haryana Government. A significant percentage of Chandigarh's population therefore consists of people who are either working for one of these governments or have retired from government service or from Armed forces.
- 4.2 Schools & Colleges:** Chandigarh having 197 schools, 16 Government & Govt. aided colleges, around 16 Technical Institutes and many other Colleges/Institutes which are also big Employers.
- 4.3 Medium Scale Manufacturing Enterprise (MSME):** Ordnance Cable Factory of the [Ordnance Factories Board](#) has been set up by the [Government of India](#). There are about 15 medium to large industries including two in the Public Sector. In addition Chandigarh has over 2500 units registered under small-scale sector. The important industries are paper manufacturing, basic metals and alloys and machinery. Other industries are relating to food products, sanitary ware, auto parts, machine tools, pharmaceuticals and electrical appliances.
- 4.4 Govt and Private Hospital:** Post Graduate Institute of Medical Education and Research (PGMIER), GMHS, Sector 32, Chandigarh and GHMS, sector 16, Chandigarh are major employers of Healthcare Sector. Besides that there are more than 100 hospitals and dispensaries in and around UT Chandigarh.

4.5 Trade Promotion Organization:

Four major trade promotion organizations have their offices in Chandigarh. These are: The Associated Chambers of Commerce & Industry, ASSOCHAM India in Sector 8, Chandigarh, Federation of Indian Chambers of Commerce & Industry, (FICCI) the PHD Chamber of Commerce and Industry (PHDCCI) and the Confederation of Indian Industry (CII) which have its regional headquarters at Sector 31, Chandigarh.

4.6 IT/ITES Sector:

Chandigarh IT Park (also known as Rajiv Gandhi Chandigarh Technology Park) is the city's attempt to break into the information technology world. Major Indian firms and multinational corporations

like Quark, Infosys, EVERY, Dell, IBM, TechMahindra, Airtel, Amadeus IT Group, DLF, ECLARK have set up base in the city and its suburbs. Entrepreneur Development Centre is also established in IT Park under the aegis of Department of IT. Coupled with Pro-active IT & ITES Policies, the city is thus emerging as the Hub for IT & IT enabled services.

4.7 Hospitality: Chandigarh

has major Hospitality groups like Taj GVK, Marriot, Hyatt, Lalit and around 3 Hotels of Tourism Department of Chandigarh. Hotels and restaurant is being a Chief Contributor to GSDP at 29.85 % of GDP.

4.8 Retails :

Chandigarh being the major shopping hub, comprises of various shopping complexes malls ie Sector 17, 22, 19, 34, 35, Manimajra, 11, Elante, DFL, Berkley, Piccadilly Square which cater the need of retail sector in the City.

4.9 Self Employment / Trading:

Trading / Business / Self Employment is also area of concern. The big suppliers/ consultants/ contractor of repairs service, storage, financial service, real state, home delivery etc are also major area of employment. Mobile market in sector 22, car repair market in sector 49 and 28, laptop repair services in sector 20 and Berkley Business Mall provides opportunity for employment.

The Employment profiles indicate that UT Chandigarh has potential employers but Challenges to track the skilled Manpower.

5: Human Resources and Skill Requirement - Demand Side Profile

The Skill Gap Survey conducted to study Human Resource and Skill Requirement in Chandigarh for the period from 2017 to

2022. The findings coordinated to understand the Geographical and Sector wise Skill requirements which can influence and enable the skilling environment in UT Chandigarh. Based on the Ernst & Young (E & Y) estimates, the UT Chandigarh will have an incremental human requirement of approximately 60,078 people in next four Years ie upto 2022.

5.1 Formal Sector: This Sector encompasses all jobs with normal hours and regular wages and is recognized as income sources on which income taxes must be paid.

5.2 Informal Sector: Informal sector is a part of economy that is neither taxed nor monitored by any form of government. In UT Chandigarh, self-employed, wage workers, street vendors established at sector 22, 19 and 17 and around the villages are the target groups.

Table 2 : Estimated Labour Force and Workforce for 2017 -2022

Chandigarh	2017	2022
Total Population	11,59,492	12,54,744
Working Age Population	8,25,459	8,77,231
Available Labour Force	3,16,976	3,36,857
Projected Work Force	2,92,941	3,36,857
Per year requirement of Manpower approximately : 19,881		

Table 3: Job roles preferred by the candidates of different qualifications.

Category	Sector	Preferred Job Roles
NEET (Not in Employment, Education or training)	General engineering	Fitter, Machinist
	Healthcare	General Duty Assistant
	Automotive	Mechanic
	Tourism & Hospitality	Front Office Executive, F&B Production
ITI	Automotive	Mechanic, Denter
	General engineering	Fitter, Brazing Technician, Machinist, Quality Checker
Polytechnic	Tourism & Hospitality	F&B Production
	Healthcare	Nurse
	Automotive	Sales Executive
	General engineering	Quality Checker
Graduation	IT/ITES	System Engineer, CSR executive, Software Consultant, Technical Analyst
	Automotive	Sales executive, customer Sales representative

On the basis of the preference the linkage with supply is required to be made. However, as mentioned in Section 5 ie Employment profile, there is a good scope of Self – Employed courses, in order to validate that a sector specific survey was also conducted by Chandigarh Skill Development Mission , in which , sectors like Telecommunication , apparel and retail were derived as potential areas.

6. Human Resource Supply

6.1 Human Resource supply is estimated as a function of the total labour force and its composition as per skill categories based on the level of education attainment. As of

2017, approximately 3.16 lakh people (between the age group of 15 to 64 as depicted) are apart of the labour force in Chandigarh. The total labour force in 2022 is expected to increase by 19,881 thereby reaching to total of 3.36 lakh. According to the census 2011, the population of Chandigarh in 2011 was about 10.54 lakh out of which 5.79 lakh caters the age group 15-45. The decadal growth rate of populations is near 17.10 %.The estimated workforce for 2017 and 2022 will be 2.92 lakh and 3.53 lakh respectively.

Figure 1: PIE Chart showing participation of Age group 15-45

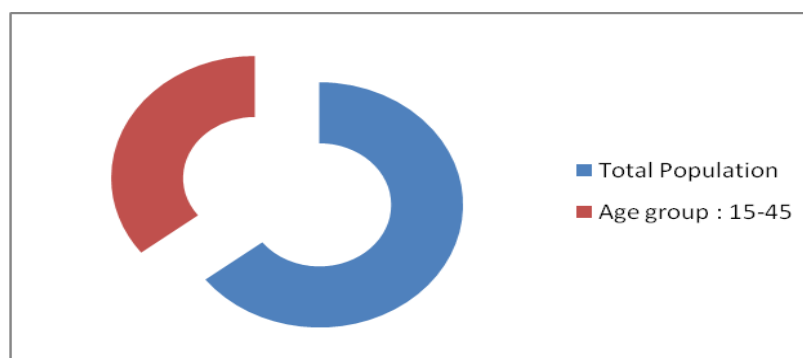


Table 4: The estimations for labour force and workforce have been summarized in the table below:

Sr. No.	Learner Segments	Current Nos. (2017)	Projected Figures (2022)
1	Not in Employment, Education or Training (NEET)	38764	42094
2	Employed	261758	284243
3	ITI Pass out- Unemployed	838	910
4	ITI Pass-out- Employed	4744	5152
5	ITI Pursuing	1390	1509
6	Polytechnic Pass out- Unemployed	559	607
7	Polytechnic Pass-out- Employed	3162	3434
8	Polytechnic Pursuing	893	970
9	Graduates Pass out- Unemployed	17253	18735
10	Graduates Pass-out- Employed	120639	131002
11	Graduates Pursuing	20798	22585
12	Class IX, X, XI, XII Pursuing	73113	79393
13	Private Sector Training Pass outs	3761	4084

7. Gap between demand and Supply.

As per the estimate in coming four Years, incremental Human resource requirement will be 60,078 while incremental human

resource supply shall be 19,881 indicating a demand surplus. The Surplus in demand will have to be met through in migration of workers, skill training and counseling of youth.

Table 5: Percentage wise requirement of different sectors.

Sr No	Sections	Percentage as compared to total requirement.
1.	Skilled Manpower	66.6
2.	Minimally skilled	23.3
3.	Semi- Skilled	33.3

8. Training Infrastructure-Skill Training

In UT Chandigarh, there are three major departments which are providing the skill

training i.e Directorate of Technical Education, Department of Social Welfare and Municipal Cooperation, UT Chandigarh.

8.1 Short term Skill Development Programme - STT (Short term Training)

Table 6: Skill training Centres in UT Chandigarh under various Skills.

Sr No	Name of Scheme	Name of the Department	NSQF Compliance(Y/N)	Number of Training Centres	Current Enrollment
1.	Upgradation of 1396 Govt. ITIs under PPP mode (Centre of Excellence Scheme)	Directorate of Technical Education	Yes	1	352
2.	Community Development through Polytechnic (CDTP)	Directorate of Technical Education	Yes	6	364
3	PMKVY (State Component)	Directorate of Technical Education	Yes	4	115
4	PMKVY (Center Component)	NSDC	Yes	18	1000
5	Skill training under Child and women development cooperation and backward classes	Social Welfare Deptt	Yes	6	400
6	NULM	Municipal Corporation	Yes	12	1200
Total					3,431

Data of the Skill Development courses monitored by Directorate of Technical Education, Nodal Department of Chandigarh Skill Development Mission is below:

Table 7 : Details of trained candidates under Short Term Training

Sr. No	Year	Trained Under Scheme			Total Trained
		SDIs	CDTP	Upgradation of 1396 ITIs under PPP	
1	2008-09	710	-	70	780
2	2009-10	1362	-	66	1428
3	2010-11	285	600	125	1010
4	2011-12	-	1140	105	1245
5	2012-13	-	1390	129	1519
6	2013-14	1451	1529	292	3272
7	2014-15	398	1715	386	2499
8	2015-16	69	1520	282	1871
9	2016-17	-	1760	388	2148
10	2017-18	-	1372	486	1858
Grand Total		4275	11026	2329	17630

The placement rate of “Upgradation of 1396 ITIs under PPP” is 70 % and “Community Development through Polytechnic” is 63 %.

Note : It contained employed and self employed.

8.2 Long term Skill Programme

8.2.1 The Bachelor of Vocation (B Voc courses) : These courses are UGC certified , provided specialization in Analytics , Retail Management , Software , textile design and Automobile with duration of three

years. In Chandigarh, two organizations i.e. ATDC and SD College who are currently running B VOC courses in textile design.

8.2.2 Apprenticeship embedded courses: In Oct 2013, Chandigarh Administration set up Apprenticeship cell in GITI, Sector 28, Chandigarh under the Directorate of Technical Education, UT Chandigarh. Presently, Apprenticeship Scheme is operating through Management Information System (MIS)

Table 8 : The data in respect of engagement of apprentices.

Sr. No	Year	Mode	Number of Apprentices
1	2015	Manually	55
2	2016	Manually	69
3	2017	Online MIS portal	380 (Undergoing training)
4	2018	Online MIS portal	91

Conclusion:

This chapter clearly indicates that there is major supply of human resource in Chandigarh that has been generated from educational institutions. But there is still a gap between demand and supply, which is a matter of consideration. Skill development plan of any city is the opportunity for the administration to link the available training facilities with expected competencies, and bridge the gap through short-term training. In India Skill Chandigarh 2018, 19 students qualified for nationals indicating that students of Chandigarh have a great potential and if they are imparted right training at the right time they can attain heights.



Chapter-2



Annual Work Plan

1 Introduction

Chandigarh, the City Beautiful, has been selected as a smart city. Smart Skills are the key requirements to sustain livelihood and are as important as the technology installation in order to ensure its effective consistently. Skill training is a strategic driver of development. Without it, there will be no development. A lack of quality skill training usually leads to a lack of income in later life. Skill India is a cornerstone of Sustainable Development Goals (SDG), and with good reason, skill training becomes necessity. After all, it is one of the most important means of generating sustainable economic growth and reducing poverty and unemployment. Skill Training also strengthens human rights, and promotes democratic processes and good governance because it enables individuals to understand social and political contexts and encourages them to take charge of their own lives. Ultimately, skill training fosters greater innovation, ownership and commitment.

3 Chandigarh Skill Development Mission

Chandigarh Administration decided to establish an exclusive monitoring body to look after the needs of Skilling in the city and planned it accordingly. The Directorate of Technical Education was declared as the Nodal Department for this purpose. A notification in this regard was issued on 10th Jan 2017 to Chandigarh Skill Development Mission (CSDM). HE Administrator launched CSDM on 26.6.2017 and Minister of State Mr. R P Rudy also graced the event.

2.1 For all of these reasons, one of the key challenges faced by Chandigarh Skill Development Mission is to ensure following requirements.

- i) Good Quality of Skill Training.
- ii) To prepare continuous process that will bridge the gap in between Demand Supply through Skill Development Programmes.
- iii) The Start Up community also needs to be given opportunities.
- iv) There is also a lack of capacity and skill sets within Institutes.

2.2 The objectives of Chandigarh Skill Development Mission

- i) To design the continuous progress of Convergence in Demand and supply side of Labour Market of UT Chandigarh.
- ii) Best utilization of Govt Infrastructure and training facilities available.
- iii) Institutional strengthening to provide quality training upto required competencies.
- iv) Design Detailed Monitoring & Evaluation Plan (M & E).
- v) To create training facilities for women and marginalised group.
- vi) Decentralization of skill development activities.
- vii) To Create IT enabled Management Information System (MIS) to capture the data on age, gender, socio-economic backwardness status, disability status, education level and employment status.
- viii) To ensure Community Participation.
- ix) To deliver counselling Support.

- x) To prepare strategies of mobilization and counseling for proper assessment of target group.
- xi) Tracer studies and third party assessment for analysis of impact of Skill Development Schemes.

3. Activities

3.1 Community participation / Mobilization

The success of scheme depends upon the awareness and participation of community. Under the scheme of Community Development through Polytechnic, various teams of CDTP along with the students of NSS Conducted need assessment survey, held awareness programmes and various health camps. This approach provided a connect with the community and also used as an indicator to access the performance of scheme.

3.1.1 Advocacy Campaign/ Job Mela

During the India Skills 2018 Competition various publicity campaigns like Nukkad Natak , Flash Mob and Quiz were also held by the Publicity & Advocacy team of India Skill Chandigarh at various public places like Sector 17, Elante Mall with the aim to educate the general public about the importance of skilling.

3.1.2 Approach is being used for PMKVY State Component

- i) Team of 75 officials of various technical institutions have been made to assess the requirement of the candidates and mapped it with the available training infrastructure.
- ii) Special Mobilization plan in respect of villages has been prepared with support of Sarpanches of Villages and rural department of Chandigarh.
- iii) The data collection process is linked with data updation process on Admission Portal. And a dashboard has been created so that data can be monitored instantaneously.
- iv) Advertisements regarding the commencement of courses to be given by Mission.
- v) Annual calendar for Motivational lectures and Skill Specific Lectures has been designed to motivate the students.
- vi) Advocacy workshop in collaboration with NSDC, NSDA and DGT was organized which was chaired by DG, NDSA on 16.8.2018.

Table 9: Data reflected the mode of mobilization since the inception of PMKVY.

Sr No	Name of the Activities	Number
1.	Advertisements/ Press coverage	6
2.	Awareness Camps	12
3.	Workshops	11
4.	Villages mobilization	8
5.	Meeting regarding the convergence with Various Departments	10

3.1.3 Action Plan

- i) Common Admission brochure of all skill courses under various schemes with expected competencies will be published. The method will help the candidates to judge and select the courses as per their requirement.
- ii) To create authentic awareness, the mobilization will be organized at State level.
- iii) Major departments like Schools, higher education, Labor department will be brought together for effective mobilization.
- iv) CSDM is already tying up with NSS wing of UT Chandigarh, the area specific plan to hold the NSS Rallies is being prepared.

Regular Workshops on employment related topics like self employment, Mudra scheme, loan from banks, GST, incubation will be organized, so that, the start ups and budding entrepreneurs are given a complete knowledge bank.

3.2 Counseling

Counseling plays a major role in attracting and retaining candidates for the skill development training programme. CSDM organized a workshop in collaboration with NITTTR in March 2018, in which officials of CSDM and placement officers of various technical Institutions were imparted training on the Career Counseling. A Mobilization team comprising of 16 officials has been constituted which is regularly visiting the schools and villages in collaboration with Regional Employment officers, Chandigarh Administration and PMKK and organizing counseling camps.

3.2.1 Action in Progress

- i) Mock Interviews to be scheduled.

- ii) Setting up of the permanent counseling cell at schools, colleges and Regional Employment office.
- iii) Development of career counseling tool which will be linked with an admission portal, so that candidates will select right course at right time.



3.3 Continuous Assessment of Demand Supply Gap through Common Placement Cell.

The assessment of demand and supply is a continuous process, therefore, Chandigarh Skill Development Mission has constituted a Common Placement Cell where all Training & Placement Officers of technical Institutions and training centres will work as team and share their requirements and resources thus helping CSDM to assess the demand of employers and prepare a panel of potential Employers. Hence the process of placements may be inherited in a more effective way the system.

3.3.1 Action Plan:

- i) Advocacy Workshops in collaboration with traders association to be organized.
- ii) Sector wise Panel of potential Employers will be prepared.

- ii) Communication Skills to be enhanced.

3.4 Promotion of Entrepreneurship

Chandigarh Administration has established Entrepreneurship Development Centre (EDC) at IT Park, Chandigarh. The main objective of this centre is to provide platform/space for the start/incubation of Entrepreneurship on minimum Requirement. CSDM has established their Training Centre in the same building so that participants may get better environment to increase their performance and effectiveness for sustainable livelihood.

3.4.1 Action Plan.

- i) Alignment of Entrepreneurs and skilled workforce with adequate training.
- ii) Tie up with Banks to provide support in Bank Loans.
- iii) Awareness workshop on legality and laws.
- iv) Creation of self help groups.
- v) Awareness workshop on financial aspects, GST and taxes.

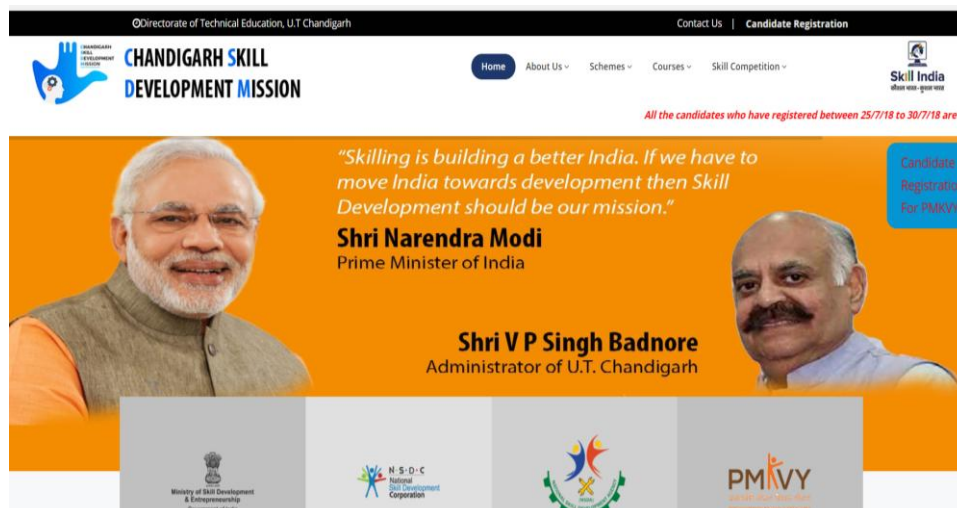
- vi) Awareness workshop on Entrepreneurship (NEISBUD)

- vii) To adopt innovative and best practices.

- viii) Empowering women and marginal groups.

3.5 IT Enabled Management Information System (MIS) - Transparent Admission

To correlate all activities, Chandigarh Skill Development Mission designed a portal i.e. www.utcsdm.org. HE Administrator launched this portal in Oct 2017. The portal worked as Data Base Management System, All admissions for all Skill Development courses are been done through this portal and the same will be open for this purpose all round the year. All admissions for PMKVY are made through this portal. CSDM is also using this as monitoring tool, the admission are being organized in transparent manner and monitored on regular basis. To move ahead, it was important to cover all variables of SDMS, therefore, presently Skill Development Management System (SDMS) designed by NSDC is being used by CSDM, so that training under PMKVY can be conducted in smooth and transparent manner.



3.5.1 Action Plan

- i) All efforts are being made to create similar MIS.
- ii) CSDM is also interested to integrate completely with National MIS, therefore, data of all schemes as required by NSDC has been sent for NEXT GEN Skill Development Management System.
- iii) Convergence of admissions of all skill development schemes through online admission portal.
- iv) Creation of data bank in respect of all schemes on variables ie age, gender, socio - economic backwardness, disability statues, educational level and employment status.

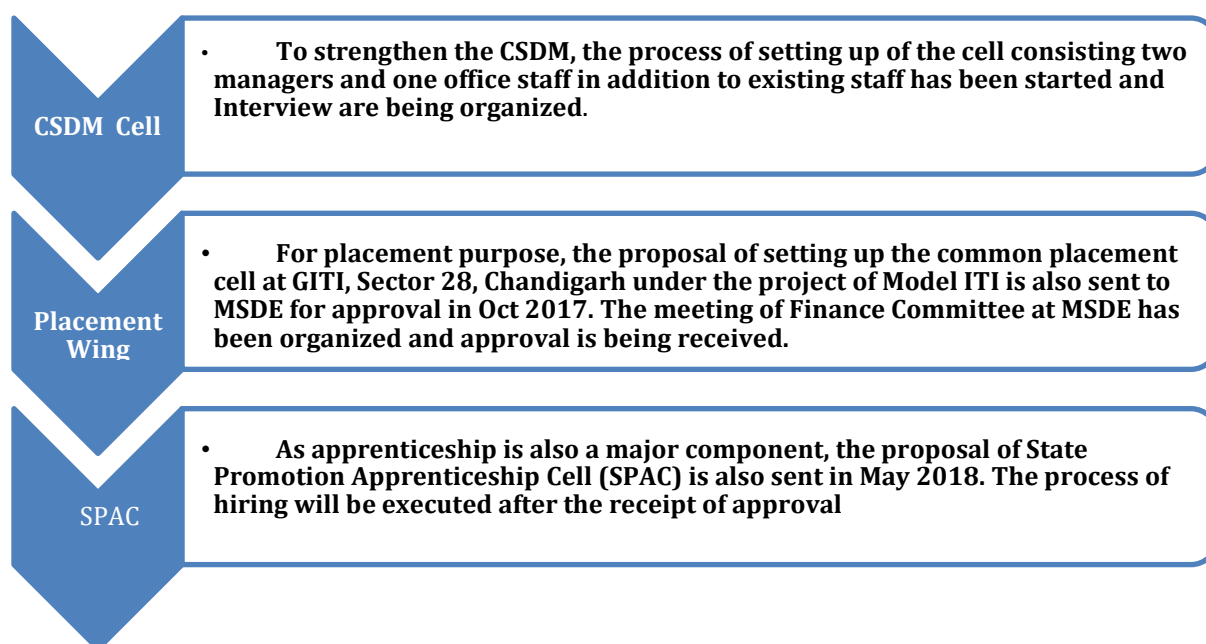
3.6. Hiring of the Manpower - Institutional strengthening

The success of any project depend quality and quantity of staff, therefore, improvement in staffing capacity to plan, deliver, measure and monitor the skill development and related programme is a main agenda of CSDM.

3.6.1 Action Plan

Following are the steps to be taken by CSDM to implement the Manpower-Industry strength:

Table 10 : Steps to be taken for setting up three different Cell.



3.7. Monitoring and Evaluation Plan:

To build a flawless, efficient and effective system, a Monitoring and Evaluation committee has been constituted in March 2017 to ensure:

- 3.7.1 Physical verification of Training Centre before sending the recommendation to NSDC.
- 3.7.2 To continuously monitor skill centres of PMKVY Centre component.

3.7.3 To monitor and report the fraud case regarding skill training the city. The monitoring tool ie The Logical framework Approach is being used to monitor the skill development courses. The

approach is a methodology mainly used for designing, monitoring, and evaluating the projects. This approach gives brief idea about the all activities which may or may not affect the output of the project.

Table 11: The details of the activities and their variable along with the performance indicators in form of LFA are mentioned below.

Project Description	Variable Indicators	Means of Verification	Assumptions
<p>Goal: Economic Empowerment of youth through Skill Development Courses</p>	<ul style="list-style-type: none"> No.of ventures started. Profit Generation. Sustainability of the start up. Survival rates for business growth rate of business 	<ul style="list-style-type: none"> Quarterly Progress Report Client Departments verification. monitoring Team Loan documents 	<ul style="list-style-type: none"> Quality of product. Financial support Demand of the product. Client 's expectations Conductive business environment
<p>Purpose: To make an individual job creator not job seeker.</p>	<ul style="list-style-type: none"> No. Of people applied under Govt schemes. Progress of self financed entrepreneurs 	<ul style="list-style-type: none"> Scanned copy of application Physical verifications Telephonic Interviews 	<ul style="list-style-type: none"> Drop-out from training Willingness Quality of Training Could not generate profits from their venture Funding not available for the particular business idea.
<p>Outputs:</p> <ul style="list-style-type: none"> Enhanced the knowledge of participants about various govt schemes. Produce a cadre of 50 young entrepreneurs. Sustainable development of nation. Self Awareness Holistic development of an individual 	<ul style="list-style-type: none"> Periodic Assessments Drafting of proposals and their presentations. 	<ul style="list-style-type: none"> Live Assessments Progress reports 	<ul style="list-style-type: none"> Attendance Active participation Effective delivery of program Favorable policies of government and donor

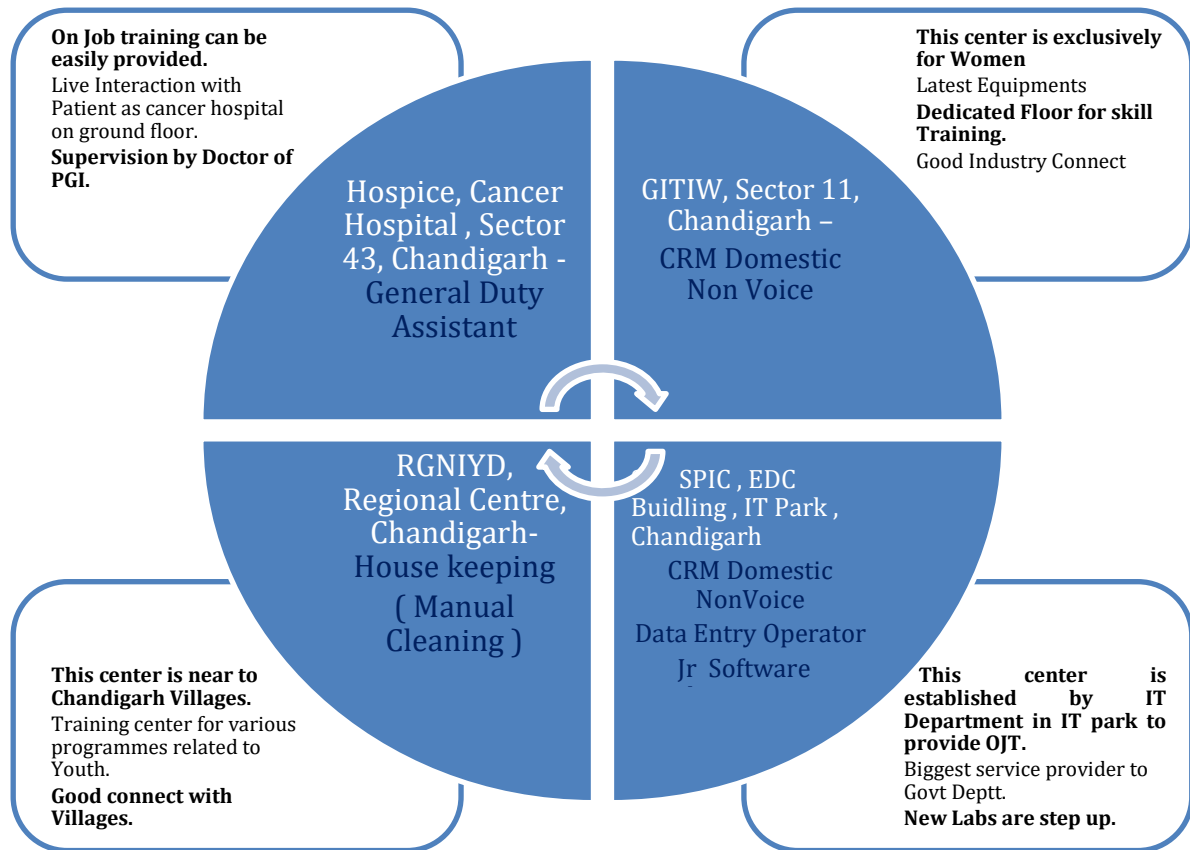
Project Description	Variable Indicators	Means of Verification	Assumptions
Activities: <ul style="list-style-type: none"> • Awareness of the various scheme of Govt Department • Need Assessment • Introduce the idea of social Entrepreneurship. • SWOT • Building Business & Leadership skills • Interactive session with successful entrepreneurs. • Learning and understanding challenges • Role of entrepreneurship in Indian economy • Awareness about Legal Aspects • Field visit 	<ul style="list-style-type: none"> • Experts talks and IEC material. • Management, coordinating and networking with stakeholder. • Session with Psychologist for SWOT analysis. • Expert lecture . • Collaboration with successful start ups 	<ul style="list-style-type: none"> • Monitoring • Feedback. • Active Participation by the level of engagements in interactive session. 	<ul style="list-style-type: none"> • Content and design of training • Effective delivery of training • Interest in starting Enterprises. • Active participation of all the stakeholders • Transparency

3.8. Setting up of the Training Centers under PMKVY.

3.8.1 In the recommendation of Skill Gap , it was clearly mentioned as the Government Offices and Departments are the major Employers , therefore , CSDM has selected Training Centers where training and on Job Training can be correlated to enhance the quality of course. Following are

the details of Training Centers which have been established by CSDM inaugurated by HE Administrator Sh. V P Singh Badnore on 31.7.2018, , by Sh Arjun Sharma, IAS SDM, Chandigarh Administration on 3.8.2018 , by Sh Sachin Rana , IAS , Additional Deputy Commissioner on 6.8.2018 and by Sh Jitender Yadav , IAS , MD ,CITCO on 7.8.2018.

Figure 2 : Details of Current Training Centers under PMKVY



3.8. 2 Upcoming Training Centers:

CSDM has designed Skill development Plan for PMKVY, for data deduplication and optimum allotment of funds. The Citizen of Chandigarh can benefit more as a result of great exposure provided to them.

The main target is dropout, unemployed youth, part time students. Distance learning students, Women not working but willing to work and up-skilling.



Figure 3: Details of upcoming Training Centers under PMKVY (State Component)



These centers will help to develop workforce as per the requirement of employers and also decrease the retention from the Job.

Note: Private agencies (Inspection are being done) : The Centers will target the office Hub of Sector 34, 35, Madhya Marg , Maloya and villages in Assistant Beauty Therapist, Assistant Hair Stylist, Retail Trainee Associate, Telecom in-store Promoter and Handset Repair Engineer.

3.9. Planning for Marginal Groups

3.9.1 Skill Van: To cover the rural areas, CSDM in collaboration with Rajiv Gandhi Institute for Youth, Sector 12, and Chandigarh have started the mobile van which will be used for Digital Literacy for PMKVY courses and also target the villages and colonies of UT Chandigarh.



3.9.2 Incentivizing women.

To empower the women, CSDM has set up one dedicated Women Center in GITIW, Sector 11, Chandigarh. In India

Skill Chandigarh 2018, it was ensured that 33% girls participated. There is one GITI and one polytechnic who exclusively worked for the enhancement of women on regular basis.

Table 12 : Data of women trained under various schemes

Sr No	Name of the institution	Name of the scheme	Number of women trained inception of scheme
1	GITIW, Sector 11, Chandigarh	Upgradation of 1396 ITIs through PPP mode	2329
2	GPW , Sector 10, Chandigarh	CDTP Scheme	7321

3.9.2.1 Steps to be under taken

- i) To start more women centric centers.
- ii) Support in self employment through Mudra and other financial schemes.
- iii) To prepare the panel of women Entrepreneur to create the awareness and experiences.
- iv) To share the best practices of women.

3.9.3 Incentivizing Person with Disability (PWD)

CSDM started an up-skill section also. Part time diploma level course for this section was started in CCET (Diploma Wing), Sector 26, Chandigarh. CCET (Diploma Wing) was awarded as best Polytechnic 2017 for their performance by NITTTR, Chandigarh.

3.9.4 Promotion of placement of Person with Disability.(PWD)

There is scheme of NULM run and monitored by Municipal Cooperation, UT Chandigarh. In their selection committee, an official of CSDM is a member. In Feb 2017, selection of Training Partner was made and CSDM played an important role. During that selection , a centre at NITTTR was set up in collaboration with Tech Mahindra for Persons with Disability , here students are getting training in various skill courses as well as subsequent placement.

3.9.4.1 Training centres for PWD under CDTP Scheme

- i) There are two centre running exclusively for Blinds and children with hearing loss.

- ii) The courses of tally and basic
- iii) Total 342 students have been trained so far. Out of which, 50 % have been provided placement.

3.9.4.2 Setting up new centers for PWD

- i) Tie-ups with Education departments and resources centers under inclusive Education will be planned to strengthen, so that after education, beneficiaries will directly switch for employment.
- ii) Awareness / Motivational camps may be organized to mobilize.
- iii) Tie ups with Industries/organisations for better placement opportunities and industry Institute Interaction.

3.10 Capacity Building

It is very important to strengthen the system so as to make it demand driven. Therefore following steps will be taken in the directions.

3.10.1 E - Content based delivery

Directorate of Technical Education, UT Chandigarh, nodal department of CSDM has submitted the proposal of

computers are being taught to them. setting up of IT Lab at GITI, Sector 28, Chandigarh which will work as SPOKE and hub for distance learning for trainee and trainers.

3.10.2 Industry Engagement:

Placement is a final output of all these efforts. DTE has signed MOU with IDS Infotech in IT Sector and GITIW has been upgraded under the scheme of “ Upgradation of 1396 ITIs under PPP”. Whole infrastructure of GITIW, Sector 11, Chandigarh was upgraded in 2014-15 and subsequent ISO certification was also attained. One Centre of PMKVY has also been started here. On similar lines, MOU has been signed with Maruti Suzuki Ltd. to upgrade GITI, Sector 28, Chandigarh under the project of Model ITI.

3.10.3 NSQF Alignment :

Chandigarh Skill Development Mission started the NSQF drive in Feb 2017, under which all skill development courses running under various scheme switched to NSQF Aligned courses. The details are as under:

Table 13 : Number of NSQF Aligned courses

Sr No	Name of Scheme	No of NSQF Aligned
1.	NULM	12
2.	CDTP	8
3.	Upgradation of 1396 ITIs through PPP	6

3.11 International Placement support :

Indo-Swiss training Centre , Sector 30 , Chandigarh , one of the esteemed training partner of CSDM in PMKVY submitted the proposal to NSDC for setting up an International Skill Centre .

This institute is our Training Partner under PMKVY.

3.12 Convergence of the data

3.12.1 Efforts have been made to transfer the data of enrolment on NEXT GEN SDMS and efforts are being made to

integrate to logistics management information system (LMIS)

3.12.2 Logistics management information system (LMIS) is a new concept for TP's so that workshops can be planned to give brief view on the MIS and data integration.

3.13. Training of teachers- TOT

Chandigarh Skill Development Mission has constituted a team of faculty who worked on the TOT of trainers. CSDM is coordinating with NSDC through State Engagement Officer and other neighbouring states like Punjab and Haryana to facilitate the TOT in the region to enable maximum number of trainers to avail the facilities which otherwise would have been difficult for the training of a small number of participants.

3.13.1 Steps to be taken

- i) The details of 4 trainers forwarded to State Engagement Officer for TOT.
- ii) The planning of 12 more trainers for upcoming training centers is in process.

3.14. Apprenticeship embedded courses

Chandigarh Skill Development Mission is preparing An Apprenticeship Plan for PMKVY Courses. The matter regarding the convergence of two courses of

different NSQF level is raised with NSDC to complete the requirement of 500 Hours.

3.14.1 A team of 7 officials has been created to support the engagement of apprentices.

3.14.2 The list of expected employers is being prepared.

3.15. Impact Evaluation studies .

Directorate of Technical Education has already monitored schemes of "Upgradation of 1396 ITIs" under MSDE and Community Development through Polytechnic (CDTP) scheme under MSDE. In collaboration with NITTTR, UT, Chandigarh and Director General Training, MSDE, impact studies were made. On the basis of these studies,

- i) Govt Polytechnic for Women was declared as Best Polytechnic in Northern Region for 2017 in implementing the Skill Development scheme of CDTP by NITTTR.
- ii) After third party evaluation, GITIW scored 3.27 grades which is out of 113 ITIs at National level.

Conclusion :

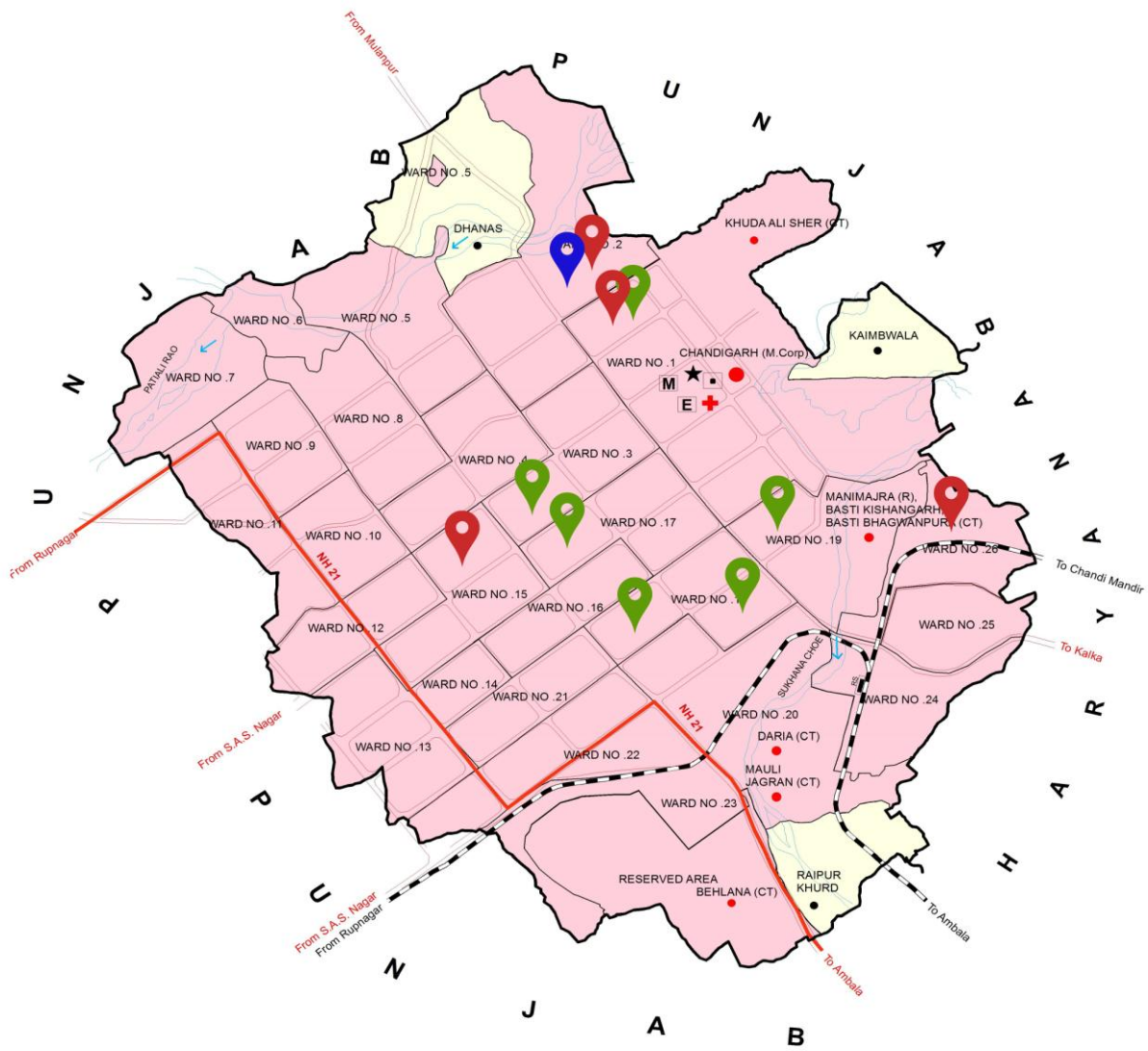
Thus to conclude this is an initiative of Chandigarh in Skill Development, with an appropriate governance structure, to establish a credible and reliable training with the certifications liked to global standards and ultimately as per need of stakeholders. It promises to materialize the opportunities with available resources and provide employability.

VISION

Skill Development has emerged as a key strategy to realize the potential of demographic advantage of having the youngest workforce with an average age of 26 years in comparison with the advanced economics to create human resource for improving country competitiveness and growth. It is a huge challenge considering that the percentage of the formally trained in India at 4.69 % of the total workforce compared to countries like Germany 75 % and Korea with 96 %. This plan is a sincere effort by Chandigarh Skill Development Mission to support qualified manpower to be skilled manpower to achieve the ultimate goal of placement.

**STAND TOGETHER, WORK TOGETHER
AND SEE THE SUCCESS TOGETHER!!!**

LOCATION IN TRAINING CENTERS UNDER PMKVY, CHANDIGARH



📍 Ongoing
 📍 Upcoming
 📍 PMKK

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