

DISTRICT SKILL DEVELOPMENT PLAN



DISTRICTSKILLDEVELOPMENT
PLAN(DSDP)

DISTRICTNAME	NAMCHI
STATENAME	SIKKIM
FINANCIALYEAR	2024-2025
DATE OFSUBMISSI ON	
SUBMITTEDBY	NAMCHIDISTRICT

INTRODUCTION

Despite being world's youngest country in terms of demographic dividend, India has only 2% of the workforce skilled compared with 96% in South Korea, 74% in Germany, 50% in USA & 45% in China. All these years, we focused on building Higher Education and very little did we think of enhancing the Employability Quotient (EQ) and produce skilled manpower through skill training interventions. Today, more than 62% of the population is in the working age group (15-59 years) and more than 54% of the total population below 25 years of age making India one of the youngest countries in the world.

In today's world of Globalization, Skill Training is an Integral component of increasing efficiency & productivity for sound economic development of any economy. In India, it's still at a nascent stage, however the demand for skilled manpower is huge and to cover this gap, our Hon'ble Prime Minister Shri Narendra Modi encouraged "Skill India Mission" and formed a separate ministry named "Ministry of Skill Development & Entrepreneurship (MSDE)" in 2014. The Ministry is dedicated to skill 400 million workforces by 2022. MSDE has launched Pradhan Mantri Kaushal Vikas Yojana (PMKVY) which is the flagship program outcome-based skill training scheme to mobilize a large no. of Indian youths to take up skill training & become employable and earn better livelihood. National Skill Development Corporation (NSDC) is a central nodal agency under MSDE responsible to build strong skill training capability through funding training partners.

In this context a separate state-wise department was formed. Sikkim Skill Development Mission (SSDM) is the nodal agency of Sikkim State has shared the valuable information while preparing the District Skill Development Plan of the Namchi District.

NAMCHI DISTRICT

District Skill Development Plan (DSDP) is prepared by SANKALP Team, SICB, Skill Development Department, Govt. of Sikkim with the support of District Skill Committee and all the Block Development Officers of the Namchi District. The DSDP is targeting rural youth and women by providing them required skill sets and opportunities for employment and self-employment in various fields and to be productive members of their family and society. The final report included compilation of field visit and secondary source data with the consultation of different stake holder, government office and industry etc.

This is to confirm that the plan has been prepared by the district and all the data information has been taken from credible sources and references in the proposal.

EXECUTIVE SUMMARY

Area wise it is the smallest district of Sikkim and population-wise second one. Namchi (meaning Sky High) is the headquarter of District which is nestled among the hills having elevation of 5500 ft and which commands panoramic view of snowcapped mountains and vast stretches of valley. As per census 2011 out of total population, 14.4% people lives in urban areas while 85.6% lives in the rural areas. Economically district is depending primary activities in addition pharmaceutical industries in the district are mainly indicators of growth.

Eco-tourism and others start-up hubs mushrooming in the district. Organic agriculture is a unique production management system which promotes and enhances agro-ecosystem health, including biodiversity, biological cycles and soil biological activity and this is accomplished by using on-farm agronomic, biological and mechanical methods in exclusion of all synthetic off-farm input.

The total literacy rate of Namchi District was 81.42% in 2011 which is less than average literacy rate 81.42% of Sikkim. Population-wise, out of total 106,741 literates, males were 59,357 while females were 47,384. The male literacy rate was 86.52% and the females' literacy rate was 75.82% in Namchi District.

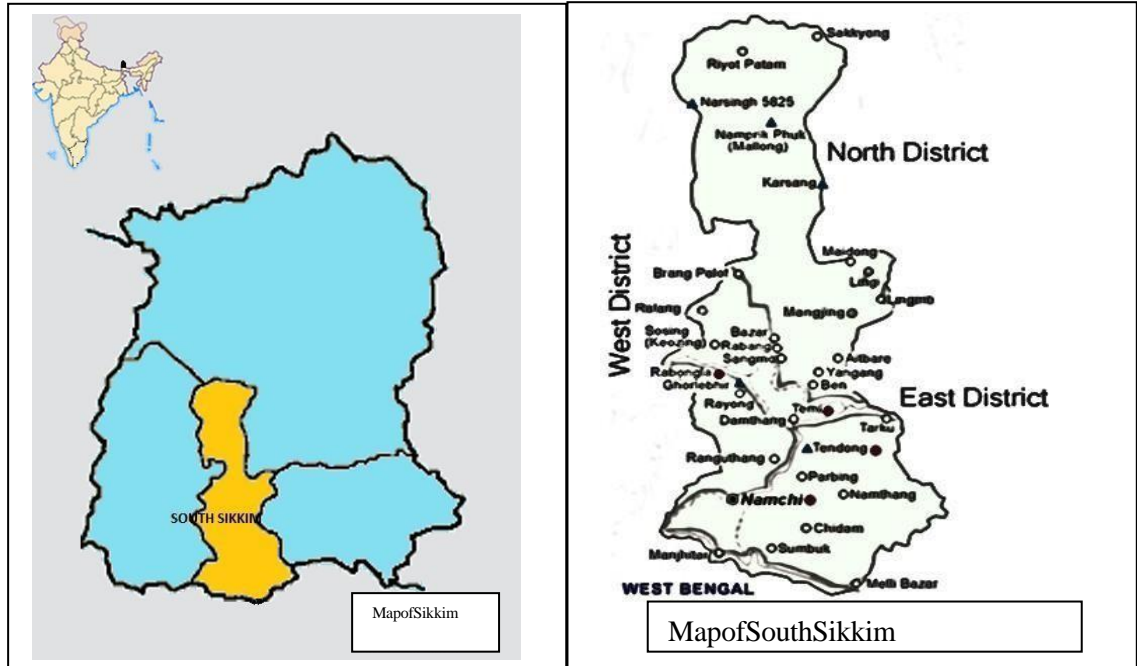
Furthermore, industrial training center, vocational courses had been adopted in the school, and colleges. Different types of training under the schemes of State and Central Government has been carried out in the District.

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NAMCHIDISTRICT

District at sight



ABOUT THE DISTRICT

The total area of Namchi District is 750 km². The density of the district has 196 people per square kilometer. As per the initial provisional data of Census 2011, around 8 sq. km. area is under urban region while 742 sq. km. is under rural region.

- Namchi District is located in the southern part of Sikkim with a population of 1,46,850. Out of which 76,670 are males while 70,180 are females. In 2011 there were total 30,543 families residing in District. The average sex ratio of District is 915.
- District has rampant growth of tourism and rural self-employed. The population is predominantly rural, agrarian with 80% population dependent on Agriculture, allied activities and District has pharmaceutical companies therefore skilled and unskilled youth has group C and group D workers.
- Temi Tea Garden is the only tea estate in the entire state of Sikkim which is located in eastern part of District. The Garden was established in 1969.
- District Namchi has of the 8 administrative blocks, Namchi, Jorethang, found to be phase of developing and blocks Namthang, Ravangla, Sikkim Sumbuk, Temi and Yangang are to be found under privilege in the District
- Road transports, medical, banking and educational facilities are better in Namchi block only in rest of blocks are improving slowly and gradually.

- State Sikkim has an HDI of 0.71(District HDI has not been found)out of total population, 14.4% people lives in Urban areas while85.6%livesintheruralareas.
- Siddhesvare Dham pilgrimage spot 87-ft statue of lord Shiva andreplicaoffourDhams ofthecountry,statueofGuruPadmasambhava, Buddha park and Temi tea gardenarepopular touristattractionswhichattractssignificantfootfallin thedistrict.

DISTRICT ATAGLANCE

Population	Headquarters	Area	Density	SexRatio	Literacy
146,850	Namchi	750km ²	196/square km	1000 male 915female	81.42

Sl. No	DistrictInformation	Number	Details
1	Sub-Division	4	Ravangla, Namchi, JoethangandYangang
2	MunicipalCorporations	0	-
3	MunicipalCouncil	1	NamchiMunicipal Council
4	GramPanchayatunits	54	
5	Touristplaces	09	1. Char dhamNamchi 2. Buddha ParkRavangla3 .TareyBhir 4.Rock Garden 6. TemiTea Garden 7. SaiMandir 8. RalongMonastery 9. Central ParkNamchi
6	Industrialarea	10+	SamurdungMamaring NamthangandJorethan g most of theindustrialavailablei n thesementionzones.

7	Agricultural Produce Market Committee	3	SIMFED, Multi-purpose cooperatives societies, consumer cooperatives societies
12	Major crops	6	

13	Rivers/Dams	1	Rangteet river tributary of Teesta located in South Sikkim
14	ODOP Product(s) for the district/GI Tag Products for district	Ginger	It is one district one product of Namchi District GI
15	SHG/FPO/FIG in district	1000 SHG, 10 FPO	tag not found. More than 1000 active self-help groups are available
16	Conversion of raw products into finished products	2 units	Handloom products, bamboo artifacts

MAP EXISTING SKILL CENTER

1.	centers ITI	Ketchu Dumara, Namchi Kewzing
2.	SICB	Kerfectar
3.	Livelihood	Melli Dara
4.	school Livelihood	Denchung village Chalamthan
5.	school	g, Temi Namping

ECONOMICPROFILE

In south district out of total population, 74,753 were engaged in work activities. 68.1% of workers describe their work as main work (employment or earning more than 6 months) while 31.9% were involved in marginal activity providing livelihood for less than 6 months of 74,753 workers engaged in main work, 24,926 were cultivators (owner or co-owner) while 1,456 were agricultural laborers.

WORKINGPROFILEOFTHEDISTRICT

Profile	Total	Male	Female
Main Workers	50,898	35,271	15,627
Cultivators	24,926	16,165	8,761
Agriculture Laborers	1,456	942	514
Household Industries	445	316	129
Other Workers	24,071	17,848	6,223
Marginal Workers	23,855	10,029	13,826
Nonworking	72,097	31,370	40,727

Source: District Census handbook, 2011

PRIMARYSECTORS

Forest resources of Namchi District

Forest covered

- Very dense forest 173.39 sq. km
- Moderated dense forest 288.99 sq km
- Open forest 108.76 sq km.
- Firewood, fodder and timber collection and utilization. In the rural area the household survey found that 79 % of the total household depends upon firewood for cooking purpose.

MAJORCROPSINTHEDISTRICT

Major crops	Area in Ha	Total crop harvesting
1. Maize	13.48	1824
2. Soybean	1.268	986.4
3. Finger millet	0.516	1031
4. Buckwheat	1.32	980
5. Rich	1.74	1966
6. Pulses	2.965	971.4
7. Rape & Mustard	1.135	932.7

8.Oilseed	2.403	961.2
9.Barley	0.43	996.9
10.Cereals	17.486	1735
11.Wheat	0	0
12.Urd	1.7	931.2
13.Foodgrain	20.451	1632
14.OtherPulses	1.265	1025

Source:AnnualProgressReport2019-20

HORTICULTURE DATA

Horticulture crops	Area:000ha	Production(000tones)
GreenVegetables	6.4082	33.3292
Potato	15.13	63.1749
Other off seasonal vegetables	0.6693	4.7023
Fruits Orange ,KiwiBanana,P apaya PassionfruitsandGuavaT otal	1.508	5.108

Plantationcrops	Annuallyproduction(tons)
Tea	100
Ginger	27.40
Cardamom	13.44
Turmeric	6.81

Flowers	Units
Cymbidiumorchid	50
Rose	23
Gerbera	44
Anthurium	0
Callalily	47
Carnation	0
Lillium	0
Alstroemria	30

Source:HorticultureDepartmentofNamchiDistrict2021

ANIMALSHUSBANDRY

1. IndigenousSiricattle	46558
2.Crossbredcattle	1200
3.localbuffaloes	151
4.Pigs	9021

5.Goats	12380
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6.Sheeps	591
7.Poultry	106883
Major livestockproduction	Figures
Milk(thousand metrictons)	60.85
Eggs(inlakhs)	54.56
Animalsslaughters	
Cattle	15.02
Buffalo	1.81
Goat	6.34
Fish productionTrous	21 MT
Crap	212MT

Source:StaticallyhandbookofSikkim 2019-20

SECONDARY

SECTORSDISTRICTINDUSTRI

ALUNITS

Sl. no	Name and address of the units	Total employment	Activity	Category	Remarks
1	M/sIPCALAB. Bharikhola, Jorthang.	478	Pharmaceutical products	Large	Functioning
2	M/sMicroLab. Mamring	55	Pharmaceutical products	Large	Functioning
3	M/s Zydus Wellness	330	Cosmetic and care	Large	Functioning
4	M/s Swiss GarnierGenexiaa science	360	Pharmaceutical formulation	Large	Functioning
5	M/sAlkem health science,Mamring	330	Pharmaceutical formulation	Large	Functioning
6	M/s Kanchenjunga distillers,Manpur	81	IMFL, bottling wine,liquors	Small	Functioning
7	M/sAlkem health science, samardung Karekblock	372	Pharmaceutical	Large	Functioning
8	M/sG.K Burmanpet and fragrances Marming, Jhilungay	9	Petbottles/industriesfragrances	Medium	Functioning

9	M/s G.K Burman,Herbal and healthcare.Jholungee maneydara	33	Herbal health care	Medium	Functioning
10	M/S Man kind pharma limited.	205	Pharmaceutical products	Large	Functioning

	DaringNamthang ,BermioksouthSikkim				
11	M/S V.Guard industriesslimitedMamring	86	Electric water heater	Large	Functioning
12	M/S Transasia bio medical limitedsamardung south sikkim	34	Medicaleq uipments	Large	Functioning
	M/S PRF UDYOGAMLEY BLOCK LOWERTRAKU SOUTHSIKKIM	15	Insulated PUF, panelmetalrollfo rmingproducts	Small	Functioning
13	Zydus wellness, unit2Mamringsout hSikkim	50	Sugar free product	Large	Functioning
14	Sikkim organic Manpur,Sumbuk	10	Industrial solvent	Large	Functioning
15	M/S B.K TRADINGC OMPANY,L OWER TARKU,SOUTH SIKKIM	10	Cement ,bricks andtiles	Small	Functioning
16	Govt.ofSikkim, Sikkimilk		Milk and milk product	Large	Functioning

POPULATION TARGETS

Namchi District is the second most populated district in Sikkim with 1,46,850 total population in 2011, 76,670 among them are males and 70,180 are females.

Annual growth rate of male population has fallen down from 2.95 percent in 2001 to 1.24 percent in 2011.

Annual growth rate of female population has fallen from 3.52 percent in 2001 to 1.09 percent in 2011. Annual growth rate of total population has fallen from 3.22 percent in 2001 to 1.17 percent in 2011.

CAGR for the period 1991 to 2011 for females at 2.04 percent is higher than males at 1.89 percent and total population at 2.38 percent.

Population by gender and age group

Population composition in Namchi District by gender and age group for the years 1991,

2001 and 2011 has been presented. The age group 15-59 years has the highest concentration of people at 94008 in the district followed by less than 15 years people at 42104 and 60 and above years at 10738 in 2011. Male population is higher than the female population in all age groups.

Population by location

Population Namchi Sikkim by Rural-Urban composition has been presented in Rural population of the district has been higher than urban population in the years 1991, 2001 and 2011. The rural population in 2011 was 125651 and urban population in 2011 was 21199.

	Rural	Urban
Population%	85.56%	14.44%
Total population	125,651	21,199
Male population	65,848	10,822
Female population	59,803	10,377
Child population	13,736	2008

Source: District population census 2011

MIGRATION PATTERN

Migration is dynamic of population change, it provides important information factors which indicate the cause of social and economic changes. The increasing influx into south Sikkim is a genuine issue in the district. In Sikkim as a whole migration were categorized on the basis those who don't possess certificate of identification (COI) or land registration document or *Parcha*. In the District, large scale of migration in pharmaceutical companies has been found. But I could not able to come out with exact percentage. As per the previous report Temi tea workers has been migrated from Nepal and rest of India. The impacts of migration have been economic, social and cultural. In economic impact have losses of unskilled and semi-skilled jobs for local unemployed in the south district. A change in demographic profile consequently increases in garbage, pollution, disease violence, rape and theft etc. In cultural impacts such as cultural assimilation and identity threat has been observed in the district. As per the information 17.72% migration populations recorded in the district.

MIGRATION

	Within the District	Within State	Within India	International
Inward: Coming into district/tehsil	8.97%	Gangtok district, Mangan District, Sorang District (for the placement in Pharmaceutical companies)	Assam, Bihar, West Bangle (Tealabors)	Data has not recorded
Outward Going out from District	8.07%	Namchito Gangtok (for better education) Namchi to Mangan Namchito G lyshing	Namchito Siliguri Namchi to Delhi Namchi to Bangalore Namchi to Goa Namchito Assam	Dubai (job opportunity in retail sectors)

SKILLINGFORMIGRATION

SectorsAreasforskillling

- BeautyandwellnessSpaspecialization
- HospitalityHousekeepingservicesHotelManagement
- Tourismpackagedevelopment
- Hardwaremaintenance
- Bambooartandcraft
- Foodprocessingsuchaspicklemaking,
- Entrepreneurshipskillssuchasbeekeeping,dairyfarming.

AVAILABLESCHEMESINTHEDISTRICTLAST2YEARS

Nameof Scheme	Trades	Past2years		
		Enrolled(M/F)	Trained(M/F)	Placed(M/F)
DDUGKY	1. HOTELMANAGEMENT	30	30	-
	2.MEDICAL ANDNURSING GBED SIDEASSISTANT	100	70	30
DDUGKY	BEAUTYAND WELLNESS	30	30	-
DDUGKY	SECURITYGUARD	30	25	-

EDUCATIONAL STATUS

Education and training Infrastructure in the District

Namchi has 231 schools in which 22(6.8%) senior secondary schools, 41(17.6%), junior high schools 57(24.5%) and pre-primary schools 112(48.2%). 125 private school (which includes schools administered under the central government, state government, local bodies, tribal and social welfare department, and Department of Education). The Namchi District has 332 Anganwadi centers available in 8 blocks.

SCHOOL STUDENT DATA

Education level	Year(20-2021)			
	M	F	Transgender	Total
Primary(I-V)	2554	2628	0	5182
Upper Primary(VI-VIII)	2588	2624	0	5212
Secondary(IX-X)	1696	2526	0	4222
Higher Secondary(XI-XII)	1575	2230	0	3805

SCHOOL DATA-NUMBER OF SCHOOLS

Education level	Year(2020-2021)		
	Govt	private	Aided
Primary(I-V)	98	90	-
Upper Primary(VI-VIII)	60	28	-
Secondary(IX-X)	45	6	-
Higher Secondary(XI-XII)	28	1	-

HIGHER EDUCATION DATA

S.No	College Name	Courses offered	Website if any	Transgender	Alumini Association Y/N
01	Govt.Collage Namchi	B.A,MA	https://sgcnamchi.com	AB	NO
02	Loyola college of education	B.Ed	www.loyolasikkim.org	AB	NO
03	National institution of technology	making	https://nitsikkim.ac.in	AB	NO
04	Govt.industrial of technology	Plumber elder Fitter Electrician Computer Dressmaking	https://iti.director.govt.sikkim.org	AB	NO
05	Sikkim skill university	MBA, MMA, B.A, BCA, BA, B.L, Sc, diploma in hospitality management	www.sikkimskilluniversity.ac.in	AB	NO
06	Sikkim Alpine University		www.sikkimalpineuniversity.rdu.ac.in	AB	NO
07.	State university under construction		-	AB	NO
08.	Sikkim Central University		www.cus.ac.in	AB	NO

under construction

Sources: Education Department, Namchi

INDUSTRIAL TRAINING INFRASTRUCTURE IN NAMCHI

Name of the institute	Number of institute	Total number of enrollment
ITI	1	107
1. Namchi 2. Kewzing	1	(new ITI admission going on till September)
Polytechnic	1	276

Source: Govt. ITI and Polytechnic, Namchi District

INDUSTRIAL TRAINING INSTITUTION DATA

SectorName	TradeName	NSQF Level	Duration	ITICount	No. of Seats	No. of trainees
Electrical	Electrician	5	2yeras	1	21	20
ITand ITES	Computer operation&pr og.Asst	4	1year	1	26	7
Production manufacturing	Fitter	4	2yeras	1	21	13
Travel Tourism &hospitality	Secretarial practices	4	1year	1	26	9
Traveltourism& hospitality	Stenographer	4	1year	1	26	7
Construction,real estate	Plumber	4	1year	1	24	11
Fabrication	welder	4	1year	1	20	9
Automobile	Discal Mechanic	4	2yeras	1	26	11
TextileApparel	Dress making	4	1year	1	26	6

TRAINING CAPACITY INFRASTRUCTURE

Construction	Infrastructures
Construction of Govt. ITI at Kewzing, South Sikkim (ongoing)	<ul style="list-style-type: none"> ➤ Revised Estimate of Civil Works - Rs. 930.00 Lakhs (Escalated by 292.00 Lakhs same to be borne by the State Govt.) ➤ The Physical and Financial Progress of Civil Works is 95% in terms of original estimate. ➤ Purchase of Equipment - Supply Order to the STCS is placed at a tune of Rs. 310.00 Lakhs and releasing 50% fund to STCS against its Bank Guarantee. ➤ GOI released Rs. 283.83 Lakhs for the purchase of equipment and same is credited to the State Treasury.
Construction of 03 Hostels and 03 Boundary Walls each at Govt. ITI Namchi Livelihoods School Mellidara (DDUGKY) Resource Development Centre is under Process at Krafetar, Namchi Sikkim District institute of education training, Namchi.	<ul style="list-style-type: none"> ➤ Boundary fencing at Govt. ITI, Namchi is completed. However, Hostel construction is yet to take up. ➤ The Hostel and Boundary fencing of Govt. ITI, Gylashing will be taken up shortly as a fund of Rs. 202.07 Lakhs is received. ➤ Administrative building with 3 classrooms, 2 labs, Washroom and playing ground. ➤ Huge administrative compound with library, training hall, conference hall ➤ Administrative building with 5 classrooms, staffroom, washroom and library.

VOCATIONALDATA

Other Vocational Training such as private computer training institution, private driving training institution has existed in the district. Out of total schools 44 high and senior secondary schools offered vocational courses such as:

- TI-Information Technology
- TT-Tours and Travels, MSFC- Multi- Skill Foundation Course, Yoga.
- DIET south Sikkim, Namchi
- State Institute of Capacity Building SICB, Karfector

SWOT ANALYSIS OF THE DISTRICT

STRENGTHS

- District is rich in tourism sectors.
- District has Tea Estate which is the only single tea garden in the state.
- Temi Tea awarded with prestigious Great Taste Award in London on 8th August 2022.
- Pollution free environment, organic state, rich biodiversity, unique ecology, rich natural and rural landscape help to promote tourism industry in Namchi.

OPPORTUNITY

- Unique pilgrim and tourism in beautiful hilly area of Namchi
- Strong involvement of private sector at Namchi will produce more attractive tourist spots.

WEAKNESS

- Poor transport connectivity is the main problem of development of tourism. The National Highway is the only route of communication
- Namchi suffers for lack of skilled and trained human resources.

THREATS

- Large number of unemployment despite having various schemes by State Government, District requires much time to become unemployment free.
- Terrorization on various natural calamities.
- Messy growth and development of tourist centers in the district

POINTERSTOTHINKFORSKILLTRAININGSWOT

STRENGTH

- Mushrooming New ventures such as home stay service sectors, tiles and furniture making rampant in the district
- Skilled youth such as electrician, plumbers' welder and engineering unemployed given opportunity in the district in various pharmaceutical companies available in the district.
- Government is able to promote organic farming and is also able to develop the agriculture sector economically
- Promoting alternate sources of livelihoods like poultry farming, tourism, handicraft and handloom etc.
- NGOs and SHGs
 - They act as a mediator between the various stakeholders and the government departments.
 - Increasing community empowerment by promoting alternative source of income. Supported by local people and the government authorities

WEAKNESS

- New venture has been starting without market research.
- Limited training centers to provide people with sufficient training for alternative livelihood options like handicrafts and handlooms.
- Training days are not sufficient to gain sufficient skill sets for engaging in new alternative livelihood practices.
- Insufficient planning for policy implementation
- NGOs and SHGs
 - Lack of well-trained experts in certain sectors.
 - Inadequate infrastructure
 - Lack of markets

OPPORTUNITY

- Implementation of various adaptation strategies in collaboration with international organizations.
- Increase in the funds available for further research and necessary actions required to manage environment and climate change impacts.
- People got migrated from other parts of the country and other districts of the state for job opportunities provided by pharmaceutical companies.
- NGOs and SHGs:
 - Increasing awareness among the local communities.
 - Increasing support from the government in the form of better infrastructure and better prices for their products.

THREAT

- Lack of resources with growing population and increasing environmental problems.
- Programs and policies not being proportional with the growing problems.
- Insufficient training opportunities to help people to cope with climate change.

NGOs and SHGs

- Lack of financial resources.
- Insufficient markets

SOCIAL CATEGORY ANALYSIS (FINANCIAL YEAR-2020-21)

Social Category Analysis (Financial Year-2020-21) (Filter of EWS and PWs to be included)							
S. No	Scheme Name	Sectors	Category	Male		Female	
				Trained	Placed	Trained	Placed
1	State schemes short term courses		ST, SC, OBC, GENERAL	228	-	210	-
2	DDUGVKY	Hotel management	1. ST-21 2. SC-3 3. OBC-36	35	3	25	1
3	DO	Beauty and Wellness	-	0	0	30	Under process

SKILL DEMAND IN THE DISTRICT AND SKILL GAPS

Sl. no.	sector	Human Resource Requirement between 2011 and 2021	Additional skilled manpower required for next 2 yrs. (Approx)	Remarks
	Agriculture	600	200	Skill development trainings & exposure visits are organized under various schemes like organic farming training under PKVY. Whereas inter district & district exposure visits are organized under ATMA scheme. These trainings are provided by various vegetable and flower growers. Some of the activities like soil conservation, fertilizer application, crop management, etc
	Dairy	400	300	Trainings & exposure to the manufacturing of different dairy products such as cheese making, sweet making from

				milketc.
	Horticulture (ODOP)	255	150	Training should be provided for selection of disease free or healthy seed rhizomes for showing. Training under preservation and plantation of Orchid. The Namchi has high potential of flower producing ecosystem.
	Hospitality	2413	300	Training should be provided to the local homestay owners and small tourism business operators.
	Poultry	800	100	Training should be provided for incubator operators.

Source: Agriculture Department, Horticulture department, Animal husbandry department, tourism department: collected primary data during field exposure.

CURRENT SKILL DEVELOPMENT INITIATIVES/GOVT. SCHEMES FOR SKILL DEVELOPMENT (2021-22)

Schemes	Center	Training duration	Trade	Enrolled	Trained	Placed
DDUGKY	1	3 months	Multi casino	60	60	10 (9 within Sikkim 1 at Assam)
DDUGKY	1	3 months	Security guard	30	30	*Under process
States schemes	1	20 days	Handicraft	20	20	0
PMKK	1	3 Months	Beauty and wellness	30	20	*Under process

Polytechnic	1	3yrs/2yrs	Engineering Mechanical, Electronic Computer science	276		*Under process
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9.	Tourism&Hospitality	Food production/Kitchen2. Office manager3. Material Manager4. Housekeeper5 .Receptionist 6.Cook	Cooking,Hospitality,housekeepingandother management
10.	Herbalbased manufacture	Manufacturingofvariousherbal products likeherbal tea, infusions,decoctions, beauty andsanitizationproducts, etc	Scientific Collection of sustainableutilizationofnaturallyavailableplantresources and their cultivation formanufacturingof variousherbalproducts

Sources:Primarydatacollectedduringfieldexposure

ContributionofsecondarysectortoGDDP(SouthDistrict)				
NIC Code No.	Type ofIndustry	Number ofUnits	Investments inlakhs	Employment
20	Agri-based	9	43.05	75
22	Sodawater	..	..	..
23	Cottontextile	..	..	..
24	Woollen,Silk&Artificial Thread basedclothes	1	0.5	3
25	Jute &Jutebased	1	1.00	7
26	Ready -MadeGarments&Embroidery	..	..	..
27	Wood/WoodenBasedFurniture	3	0.8	3
28	Paper&PaperProducts	2	17.56	27
29	LeatherBased	..	..	..
31	Chemical/ChemicalBased	1	97.39	6
30	Rubber,Plastic &Petroleumbased	..	..	..
32	Mineralbased	..	..	..
33	Metalbased(SteelFab.)	1	415	15
35	EngineeringUnits	..	..	..
36	Electrical MachineryandTransportEquipment	..	..	..
97	Repairing&Servicing	1	81	4
1	Others	25	700.36	122
Source:MSMEDi				

TRAINING DONE ON ENTREPRENEURSHIP

State Institution of Rural Development Subject of training 2020-21	Participants		Total
	Males	Females	
Training on Phenyl making	10	228	238
Training on soap making	20	210	230
Training on handicraft and flower making to women SHG	2	62	64
Training on milching animals health	231	94	325
Training on rural development through tourism	77	69	146
Training on youth leadership development	34	13	74
Training on entrepreneurship and value addition	153	99	252

Sources: SIRD, Jorethang, Namchi District, South Sikkim

TRAINING DONE ON ENTREPRENEURSHIP

Name	Trained	Certified	Number started down venture
RSETI	Center Absent	-	-
IIE/NIESBUD center/	Center Absent	-	-
State EDI	Center Absent	-	-
NSTI/ITI	107	Yes	Not yet
KVIC	20	Yes	Not yet
Krishi Vigyan Kendra	200+ farmers trained	Yes	Some of the farmers working on organic cultivation, Rearing Angora rabbits, honey domestication, growing ODO Petc
Others	homestays	-	Under Sikkim Home Stay Association more than 30 homestays are register in the District Namchi and some of the homestays are performing distinguished jobs.
<ul style="list-style-type: none"> ➤ Training on entrepreneurship development ➤ Entrepreneurship has exchange their native culture to the visitors in various forms such as local food, local ritual, local cultural program and many more. The homestay family welcomes the tourists by garlanding and Tilak and Khada (scarf) is offered. Four days training off campus training on Extension Skills for 			

implementation of major agricultural Departments scheme Organized by SAMETI.

- Training program on Promoting FPO ISSUES AND Challenges organized by SAMETI
- Training on Disaster Mitigation and Management practices organized by SAMETI

POTENTIAL TRAINING REQUIREMENTS FOR SELF EMPLOYMENT

South District/sectors	Human Skill Requirement between 2021-2026
Handloom	6
Handicraft	750
Agriculture and Horticulture	255
Tea	95
Food processing	-
Hospitality	2413
IT/TIES	-
Healthcare	55
Education	321
Construction	2880
Hydropower	-
Pharmaceutical	750
Motor repair	522

Source: NSDC Skill Gap Study of the North East-Sikkim

EMERGING AREAS AND TECHNOLOGIES

Allocation of work among the growing workforce by industrial categories based on continuity of past trend in economy in South District

Sl.No.	Industrial category	Number		
		2021	2026	2031
I	Primary Sector	40456	36743	33934
1	Agri.&allied	40042	36272	33384
2	Mining&quarrying	414	471	550
II	Secondary Sector	16785	19064	21179
3	Manufacturing(HHI)	510	491	515
4	Manufacturing(NHHI)	2010	2043	2048
5	Electricity, Gas & Water Supply	4376	5224	6103
6	Construction	9889	11305	12514
III	Tertiary Sector	24651	27444	30492
7	Whole Sale & Retail Trade	3155	3251	3369
8	Hotels and Restaurants	3676	4211	4785
9	Transport, Storage & Communication	1170	1390	1631
10	Financial, Real Estate, Renting etc Services	585	643	809
11	Public Admn. Defence & Social Services	16064	17949	19898
	Total	81892	83250	85605

Source: Enterprise Survey under Skill Gap Assessment Study of Sikkim, March 2021

MAJOR APPRENTICESHIP OPPORTUNITIES IN DISTRICT

- Under the Board of Practical Training Eastern Region, Kolkata which provided Apprentices opportunities to the skilled youth of the district under BOPT registered companies.
- Under Prime Minister National Apprentices Mela (PMNAM) to the IT expert.

Gaps Analysis

Skill Gaps

1. Skills crisis' need to be addressed.
2. Students fail to get employment after completing skill enhancement training
3. Parents' attitudes are greatest barrier towards attainment of vocational education and training as they have a high regard to academic education.

JOBSEEKERS IN SOUTH DISTRICT

Estimated number of job seekers has been categorized under 15-59 years and all other ages and projected for the 5-year period from 2021 to 2026.

Total job seekers in the age group 15-59 years are predicted to increase from 19700 in 2021 to 23397 in 2026. Job seekers in this age group are lower than all other ages combined. The numbers of female job seekers in this age group are higher than male job seekers.

Total job seekers in the age 60 & above years are predicted to increase from 21022 in 2021 to 24904 in 2026.

The number of female job seekers in this age group is higher than male job seekers.

Key gaps of demand and supply in primary sector

Given its agro-

climatic conditions, district has vast potential for growing different types of fruits, vegetables, spices and exotic flowers. Currently, most of the horticulture potential remains untapped. However, the district has started taking efforts to exploit its floriculture potential. This is especially true for exotic orchids. The State as a whole produces more than 450 species of orchids, which are sold across India.

- In agriculture traditional method of farming.
 - Limited knowledge of HYVs.
 - The methodology used for growing flowers is also very old.
 - There is limited understanding of new technology.
- There is also lack of knowledge about preparing planting.

- District has high scope of tourism sectors such as village eco tourism, home stay only limited individuals are working on such activities. Due to lack awareness and more priority given to Govt. jobs instead of self employed.
- Incubator center completely nil in the district only demonstration has been given by KVK, Namthang.

Key gaps of demand and supply in secondary sector: South Sikkim has more than 13 pharmaceutical companies such as Micro lab ltd., Cipla, Zydus Cadila, Unichem, Alembic, IPCA, Golden Cross, and Intas etc.

Gaps:

- Less number of skilled manpower in the district.
- Limited/absence of pharmacy institution in the district
- Lack of technical knowledge

Key gaps of demand and supply in tertiary sector: Eco tourism, Hotels and Hospitality Industries, retail and entertainment production and services.

Gaps:

- Three-four big hotels are able to get skilled people
- Most of the other hotels lack all basic skills
- Lack of opportunities to the youngster

ANALYSIS OF CURRENT SKILL DEVELOPMENT IN DISTRICT

Student Feedback	Parent Feedback	Employer Feedback
<ul style="list-style-type: none"> ➤ Lack of awareness and career counseling about Skill Development programmes. ➤ 	<ul style="list-style-type: none"> ➤ parents revealed that the most important challenge from their perspective was: Lack of awareness and career counseling about Skill Development programmes. ➤ Unwillingness of youth to acquire skills for other employments because of preference for Govt. jobs with simple degrees. ➤ Lack of genuine interest & motivation among youth. 	<p>Trained individuals are not fully skilled in particular sectors for example if, an IT candidate has been appointed in certain offices she/she will not perform well. Because of short term training to the candidates.</p>

TOP ISSUES/SUGGESTION/CONCERNS RAISED BY TRAINING PARTNERS

SUGGESTION:

- The Industry should effectively utilize its CSR funds for providing trainings for needed job roles, and tie up with Senior Secondary schools and Colleges to implement the Apprenticeship trainings. It will provide opportunities for on the job trainings and employment
- Livelihood Centers need to be revamped, restructured and operationalized to cater to the needs of the youth and their skill aspirations

ISSUES OF TRAINING PARTNERS

- Amongst youngster poor attitude towards skill development courses been identified.
- Neglect of soft skills in training
- Lack of hand holding and guidance
- Lack of placement after training
- Lack of industrial training

SHORT TERM SKILL DEVELOPMENT PROGRAM

Sl.No	Scheme Name	Centers	Trades	Training Capacity Per Year
1	PMKVY	0	0	-
2	RSETI	0	0	-
3	DDU-GKY	2	1	60

OTHER NGOP PROVIDED SKILL PROGRAM

Name of the Schemes	Center	Trade	Training Capacity
-	1	Dairy product	10
		Food Processing	18
		Handlooms	10
		Embroidery	7

		Black soap making	6
		Turmeric powder making	7
		Mushrooms grower	10
			10
Total	-	-	78

Sources: Data collected during field exposure

Training partners

- Medhavi Skill University
- State institution of Capacity Building
- Skill University
- Diploma in import-export management
- Mellidaral livelihood school
- CCCT Polytechnic

OTHER CHALLENGES FACED BY TRAINING PARTNERS

- Amongst youngster poor attitude towards skill development courses been identified.
- Neglect of soft skills in training
- Lack of hand holding and guidance
- Lack of placement after training
- Lack of industrial training

RECOGNITION OF PRIOR LEARNING (RPL)

Trades/Occupations with high number of people	Approx. Number	Sector	Possible QPN OS	RPL Plan	Next Steps / Time Lines
Handloom weaver	191	Textile & Handloom	Automobile Mobilerepairing Healthworkers	Taxi Driving Bee keeping course	-

Certificatedistributionfor RPLtraineesofSouthSikkim



Sources: <http://e-pao.net>

OTHERSKILL-

BUILDING/VOCATIONALEUCATION/NGOSASSOCIATEDWITH TRAININGANDLIVELIHOODS

HimalayanEducationSocietyNGO

- Provideskilldevelopmenttrainingtodropoutstudentsandunemployedyouththroughshorttermtraining.
- ShorttermtrainingtoSHGswomenformakingsanitarypad.
- Trainingofdairyfarming,horticultureandalsodealswithchildcivicissues.

NehruYuvaKendra

- Shorttermtrainingformushroom growing,digitalliteracyandHealthandhygienicawarenessprograms
- ShorttermtrainingforEnglishspeakingcourses.

KapinSchoolFoundation,NGO,Ravangla

- TrainingonchildcaretotheSHGswomen ofNamchiDistrict

RiceValleyTourismNGO,Lingmoo

- Workingundervillagetourism

RuralTourismResearchandTrainingCenter,Chalamthang

- Workingunderpromotevillagetourism
- Workingunderpackagingorganicproductssuchaspickle,butter,gingerpaste,lemongrasssteaandhoneyareselling tothevarious partsofIndia.

Sericulture in Mamring

- Skill Development training is planned.

ACTION PLAN

Working as a Mahatma Gandhi National Fellow in the district of South Sikkim has been a truly enriching experience. Reached to the grasshooter level and being with people and also understanding district administrative in closely.

As per my district immersion finding, the tourism is the second major contributing industry of South Sikkim. Its growth and development has changed the tourism profile of the state and Namchi is the newly added successful place of attraction to the tourists. The gradual increase of inflow of both domestic and overseas tourists in Namchi which is located in the Eastern Himalayas is slowly becoming a promising place of tourism and it is anticipated that soon it will be an important landmark in the tourist map of south Sikkim, because of its overall infrastructural facilities supporting tourism industry.

FOLLOWING ARE THE SKILL DEVELOPMENT ACTION PLANS BLOCKSWISE NA
MCHIDISTRICT 2022-23

Sl.no	Blocks	Name of the training to be conducted	Reasons to why the training to be conducted	No. of people Interested in training	Area of training to be conducted	Remarks
	Temi	1. Making of Nepali Khada	High demand	30	Tokal Bermiok SHGs Federation	
		2. Cutting and tailoring	Demand of Manpower and income generation	40	Tokal Bermiok SHGs Federation	
		3. Phenyl and soap making	High demand of organic product	30	Traku SHGs	
		4. Pickle making	High demand of organic product	20	Temi SHGs	
		5. Souvenir Making	High demand of traditional souvenir	40	Ben Namping SHGs Federation	
		6. Tissue paper making	High demand Replacement of plastic plates	20	Rural Tourism Research and Training Center Chalamthang	
		7. Leaf plate making		20		
		8. Organic flower bouquet		20		
		9. Chef training		20		
		10. Hospitality training		20		
		11. Rural tourism and homestay	Variable/potential for eco/rural tourism	40	Rural tourism homestay committee Pabong	
		12. Pabong Gangchung rural tourism	Variable/potential for eco/rural tourism	50	Khanuwa khim home stay	
		13. Computer basic and diploma courses & network	As there is no any computer training center in the Temi GPU	30	Temi GPU	

02	Sikip	1.Noodlesmakingt raining	Incomege neration	40	Lamaten Tingmoo	
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		2.Candle makingtraining	Do	35	Do	
		3.taloring	Do	20	Sanganath	
		4.Welding techniciantraining	Do	15	SikkipBAC Hall	
		5.Basic electriciantraining	Do	20	SikkipBAC Hall	
		6. Computer hardwaretraining	Do	10	SikkipBAC Hall	
		7.MotorDriving Training	Do	25	SikkipBAC Hall	
03	Ravangla	1.Driving	Must needed intheblock	30	Kewzing Bakhim	
		2.Blocksoap and candlemaking	Do	50	Barfung Jarrong	
		3.Craftsman training	Do	30	Legship Hingdam	
		4.Beekeeping	Do	20	BorangP hamtam	
		5.Tourism andhospitalitymanagement	To implementin tourismsectors	20	BorangP hamtam	
		6. Banner writing	YouthInterest	30	RabongS angmoo	
		7.Cutting tailoring	Skilldevelopment& womenempowerment	30	RalangN amlung	
		8.TouristGuide	Uplift tourismsectors	20	BorongP hamtam	
		9.Mobile repairing	YouthInterest	30	\Barfung Jarrong	
4.	Namchi	1.AdministrativetrainingforGPKstaff	Lack of skill totheirwork	30	NamchiBAC	
		2.Skill developmentforyouthandWomen andChildProtection	-	50	Do	
5.	Yangang	1.Cutting andTailoring	Skilldevelopmentand womenempowerment	30	Sripatam Gagyong GPUand NeyaMan gzing	
		2.small- and large-scalebusiness	Lessparticipation	09	Lingisokpay	

		4.Homestay	To encourage village tourism for self sustainability	15	Lingmoo	
		5.Training Baker and flower bookey	To encourage village tourism for self-sustainability	30	Kolthang Tokday	
		6.Bouquet training	To encourage horticulture in the village for self sustainability	20	Kolthang Tokday	
6	Namthang	1.Driving(men and women)	No such training institution available in the block	30	Namthang BAC	
		2.Sanitary pad making training	For income generation in the society	50	Do	
		3.Black soap making	Do	30	Do	
		4.Cutting and Tailoring	Do	25	Do	
		5.Pickle Making	Do	25	Do	
		6.Computer and stenography training center	Limited training center	60	All GPU wise	
7	Sumbuk	1.Training on knitting	Skill development for livelihood	250	5 GPU	
		2.Training on quasan making	Skill development for livelihood	250	5 GPU	
		3.Training on marketing management	Capacity building for farmers	50	BAC Hall	
		4.exposer visit for farmers from 5 GPU inside and outside state of sikkim	do	50	GPU	
		5.Driving Training	To promote skill	30	Sadam	

			1			
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			development			
		6.Training on traditional craft at GPU level	Do	250	Turuk	

Information has been shared by all Block Development Officers of Namchi District

Proposal of PMKVY - STT

Sl. No.	Name of the Trade/Job Role	Trade Code/QP	Category	Duration in Hrs.	No. Beneficiary of
1	Electrician	ELE/Q5804	I	540	90
2	House Keeping Trainee	THC/Q0209	II	360	90
3	Multi-Purpose Associate	THC/Q5808	II	420	90
4	Assistant Beauty Therapist	BWS/Q0101	II	450	120
5	Solar PV Installer-Electrical	SGJ/Q0102	I	390	60
6	Mobile Phone Hardware Repair Technician	ELE/Q8104	I	570	60
7	Domestic Data Entry Operator	SSC/Q2212	II	450	90
8	Housekeeping Trainee	THC/Q0209	II	360	60
9	Four-Wheeler Service Technician	ASC/Q1402	I	480	120

ABBREVIATIONS&ACRONYMS

- [DSDP- District Skill Development
- [PlanSSDM-
SikkimSkillDevelopmentMission
- [MSDE-
- [MinistryofSkillDevelopmentandEntrepreneurshipDM-
DistrictMagistrate
- [DSC-DistrictSkillCommittee
- [GDDP-GrossDistrict
- [DomesticProduceGPUs-
- [GramPanchayatUnits
DIC-DistrictIndustriesCenter
- [PANAM –Prime Minister National Apprentices
- [MelaATMA-
- [AgricultureTechnologyManagementAgencyPMKVY-
PradhanMantriKaushalVikasYojana
- [PMKK- PradhanMantriKaushalKendra
- [RSETI-RuralSelf-EmploymentTrainingInstitute

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