
Human Resource and Skill Requirement Study for 21 Coastal Districts of India

Prepared for:
Sagarmala, Ministry of Shipping and
National Skill Development
Corporation

Karnataka:
Dakshin Kannada
Udupi

Final report

Contents

1. District Profile	3
1.1. Dakshina Kannada	3
1.1.1. Demographic Profile	3
1.1.2. Key Economic Drivers	8
1.1.3. Priority Sectors	8
1.1.4. About Port	8
1.1.5. Investments	9
1.1.6. Youth Aspiration	13
1.1.7. Training Infrastructure	19
1.2. Udupi	20
1.2.1. Demographic Profile	20
1.2.2. Key Economic Drivers	25
1.2.3. Priority Sectors	25
1.2.4. Investments	25
1.2.5. Youth Aspiration	27
1.2.6. Training Infrastructure	34
2. Skill Gap Assessment, Job Roles and Emerging Job Roles	35
2.1. Dakshina Kannada	35
2.1.1. Incremental Demand for Skilled & Semi Skilled Manpower	35
2.1.2. Gap between Total Demand and Supply for Skilled workforce in Select Sectors	37
2.1.3. Job Roles High in Demand	37
2.2. Udupi	41
2.2.1. Incremental Demand for Skilled & Semi Skilled Manpower	41
2.2.2. Gap between Total Demand and Supply for Skilled workforce in Select Sectors	42
2.2.3. Job Roles High in Demand	43
3. District Action Plan	46
3.1. Background	46
3.2. Objective of developing the plan	46
3.3. Methodology	46
3.4. Summary for Dakshina Kannada	47
3.5. Action Plan for Dakshin Kannada	47
3.6. Additional Training Courses	56
3.7. Summary for Udupi	57
3.8. Action Plan for Udupi	57
4. List of Stakeholders Consultations	69

4.1. State level consultations -Karnataka	69
4.2. District level consultations- Dakshina Kannada	70
4.3. District level consultations- Udupi	73

1. District Profile

1.1. Dakshina Kannada

In the cradle between the Western Ghats, and the Arabian Sea, Dakshina Kannada with the Port city of Mangalore is an important economic centre in the Western Coast. The Udupi District was split from the erstwhile unified district. Key industries include tile, beedi, cashew kernel, coconut oil, food and beverages and manufacturing activities like rubber/plastic goods, wooden products etc. Along with Udupi, the district could be termed as the cradle of Indian Banking.¹

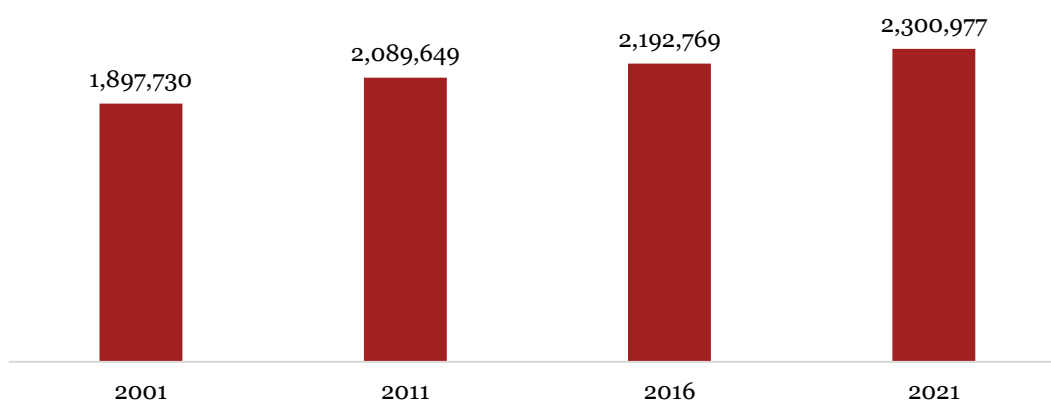
1.1.1. Demographic Profile²

Indicator	Value
Total population	20,89,649
Decadal rate of growth of population (2001-11)	10.11%
Rural population	52.33%
Female	50.5%
SC population	7.09 %
ST population	3.94 %
Workforce participation	47.75%
Main Workers (As % of total population)	43.76%
Marginal (As % of total population)	3.98%
Non-workers (As % of total population)	52.25%
Number of people in the state with vocational training in the age group of 15-34 ³	80 out of 1000

Population trends

The demographic dividend bulge in Dakshina Kannada is fast approaching with youth in the employable age increasing. Using the CAGR method, the population of the district is estimated to be 21,92,769 and 23,00,977 in 2016 and 2021 respectively. The projected absolute growth in the population from 2016 to 2021 is 4.93%.

Figure 1: Growth trend of population (2001-21)

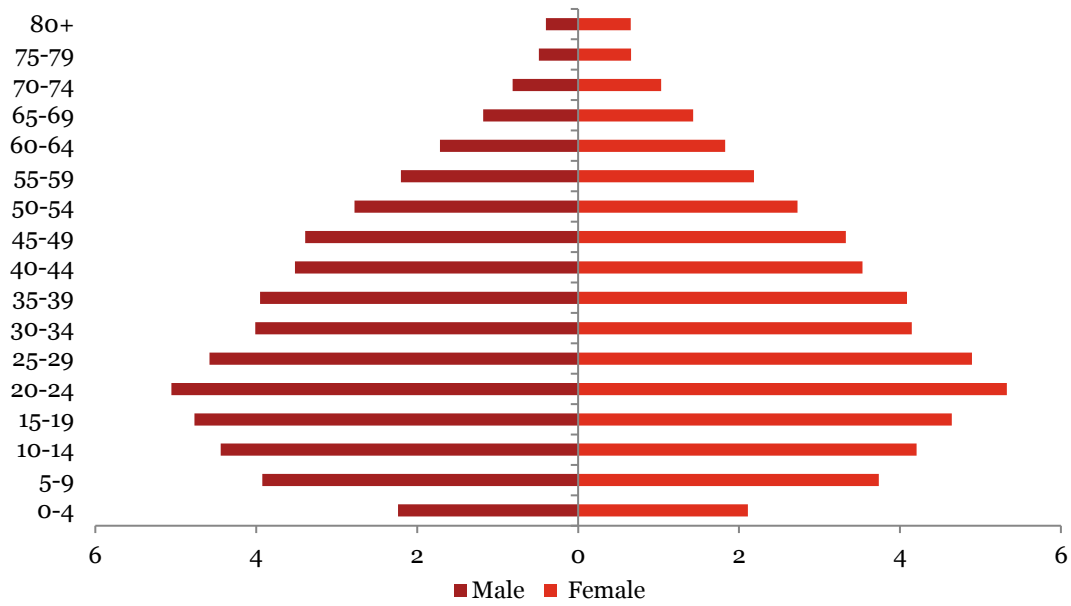


¹ Brief Industrial Profile, DC MSME

² Census, 2011

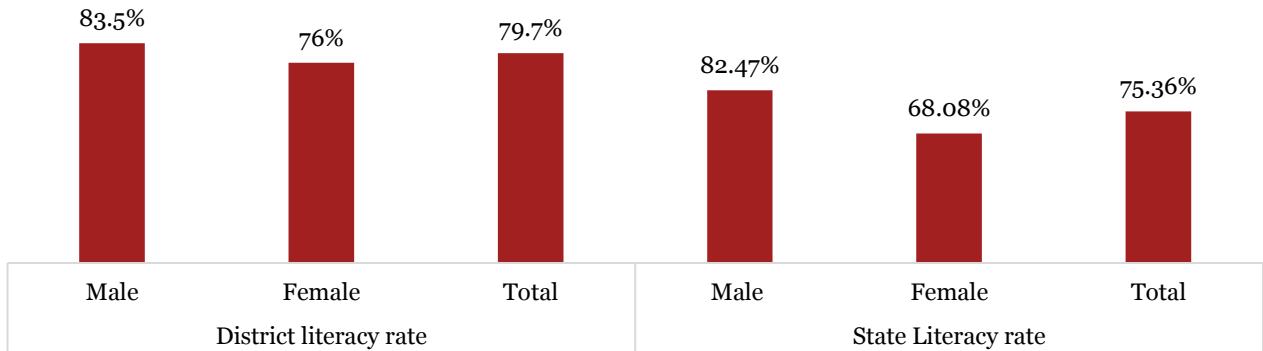
³ Employment and Unemployment Survey, Vol III, Labour Bureau 2015-16

Figure 2: Population Pyramid Dakshina Kannada- 2011



Literacy rates

Figure 3: Dakshina Kannada vs Karnataka literacy rates (2011)



Total literacy rate of Dakshina Kannada, as per the Census 2011, is approximately 79.7%, which is more than the State’s literacy rate of around 75.36%, indicating that Dakshina Kannada is a better performing district in literacy terms within the state. However, the female literacy rate of Dakshina Kannada is 76%, which is lower than the male literacy rate of 83.5% in 2011.

Age specific population trends and education levels for 2011

As per the Census 2011, the population in the age-group of 15 to 24 years was 4,01,794 (19.2% of the overall population). Using proportional method, the population in the age group of 15-59 years is estimated to be 15,13,259 and 16,31,643 in 2016 and 2021, respectively. The projected absolute growth in the population from 2016 to 2021 is 3.5%.

Figure 4: Growth trend of population in the age group 15-59 years in Dakshina Kannada (2001-2021)

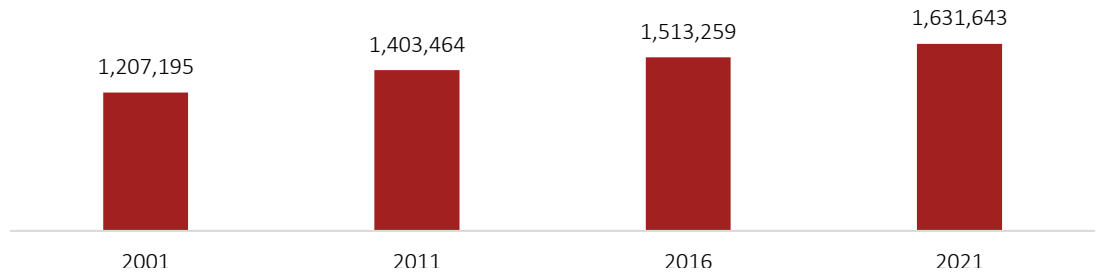


Figure 5: Age Specific Population in Dakshina Kannada (15-59 years)

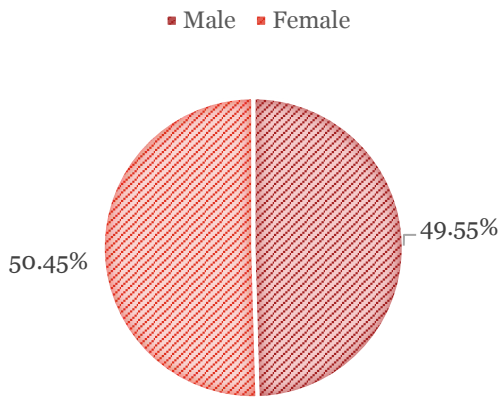
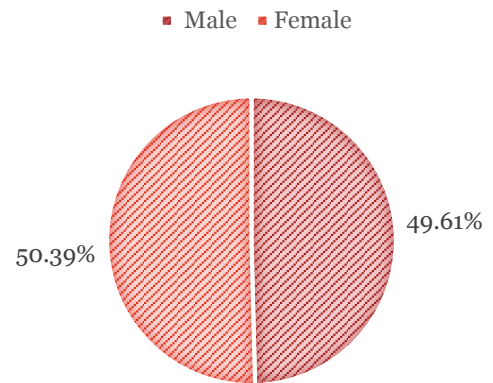
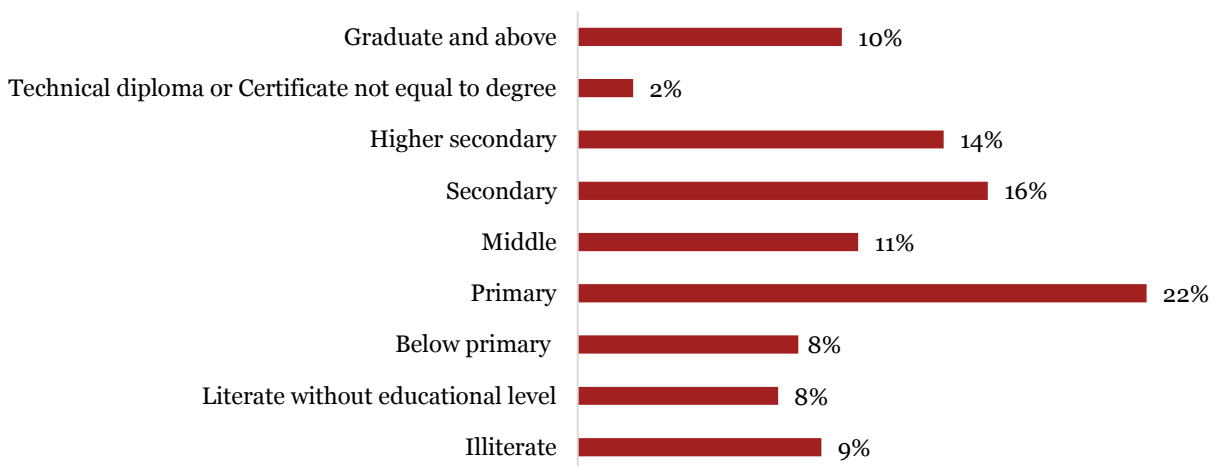


Figure 6: Age Specific Population in Dakshina Kannada (15-24 years)



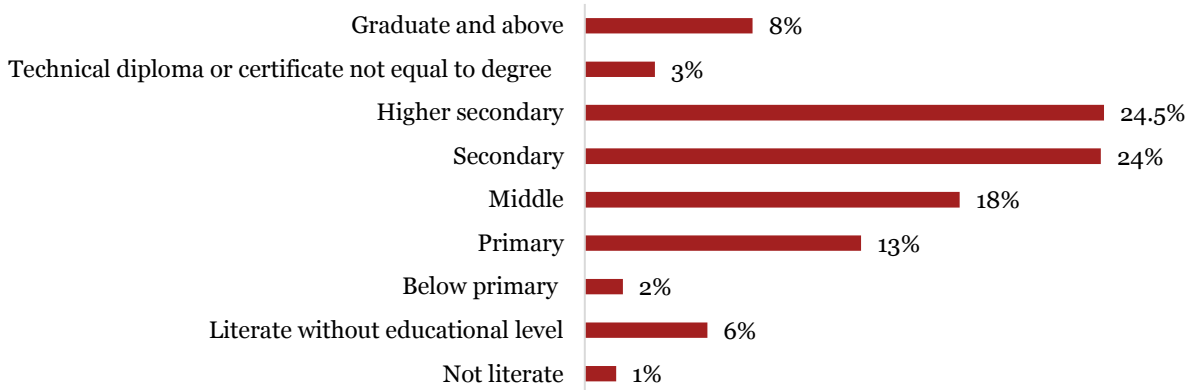
Both the age groups, 15-24 years and 15-59 years have almost equal representation of males and females with males accounting for 50.45% and 50.39% of the total population share in the 15-59 years and 15-24 years age group respectively. Females account for 49.55% and 49.61% of the total population share in the 15-59 years and 15-24 years age group respectively.

Figure 7: Age Specific educational level in Dakshina Kannada (15-59 years)



From the Census it is seen that for the age category of 15-59 years, 9% of the population of Dakshina Kannada is illiterate. Over 8% of the population in the working age category is literate without any educational qualification, 8% have attended school till below primary level and 22% have completed schooling only up to primary level. Roughly, 11% of the literate population has completed schooling up to the middle level, whereas around 16% of the literate population has been educated till secondary. Only 2% of the population of this district has done a certificate/diploma course and 10% have at least graduated, indicating that a graduate/post-graduate degree is more sought after than a certificate/diploma.

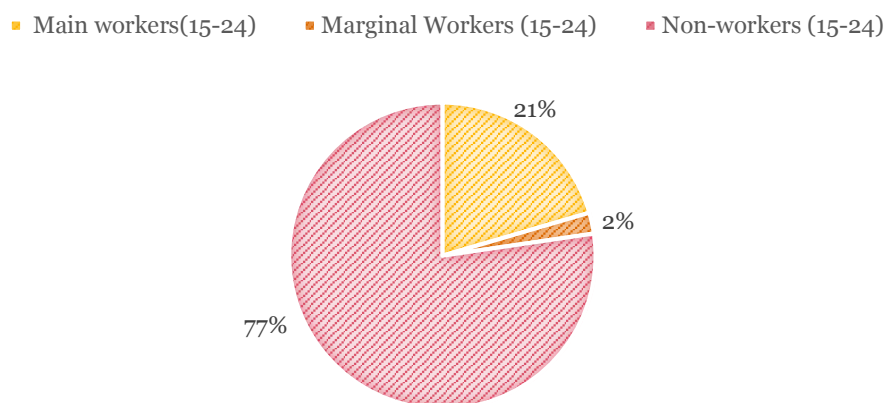
Figure 8: Age specific education level in Dakshina Kannada (15-24 years)



In the age group of 15-24 years, 1% of the population of Dakshina Kannada is illiterate, 6% are literate without any educational qualification, 2% have attended school till below primary level and 13% have completed schooling only up to primary level. Roughly 18% of the literate population has done schooling up to the middle level, whereas, around 24% of the literate population has been educated till secondary. Only 3% of the population of this district has done a certificate/diploma course and 8% have at least completed graduation.

Age specific distribution of workers and educational levels

Figure 9: Age specific distribution of workers in Dakshina Kannada (15-24 years)



Over 77% of the population in the age group of 15-24 years are non-workers and 21% of the population are main-workers, whereas 2% are engaged in marginal work i.e. work for 3-6 months during the year.

Figure 10: Educational level for marginal workers available for work in Dakshina Kannada (15-24 years)

- Illiterate
- Literate but below matric/secondary
- Matric/secondary but below graduate
- Technical diploma or certificate not equal to degree
- Graduate and above other than technical degree
- Technical degree or diploma equal to degree or post-graduate degree

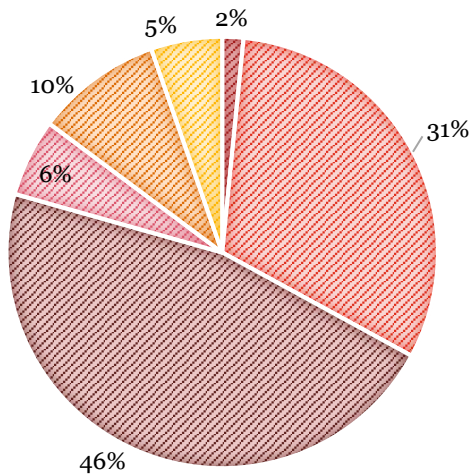
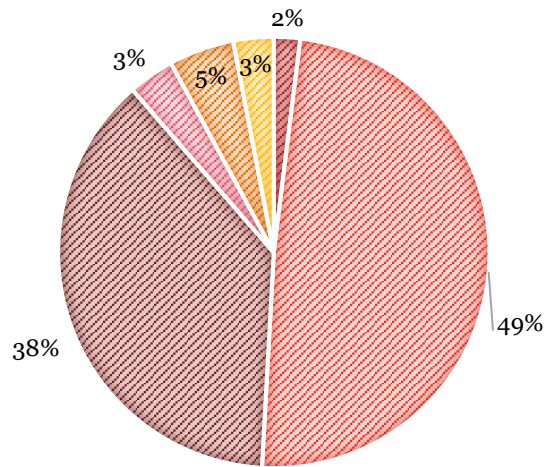


Figure 11: Educational level for main workers available for work in Dakshina Kannada (15-24 years)

- Illiterate
- Literate but below matric/secondary
- Matric/secondary but below graduate
- Technical diploma or certificate not equal to degree
- Graduate and above other than technical degree
- Technical degree or diploma equal to degree or post-graduate degree

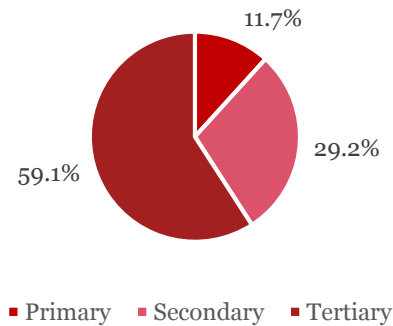


From Census 2011, depicted in the charts above, we find that the proportion of main workers who are illiterate (in the age category 15-24 years) is slightly more (0.5 percentage point difference between the two) than the proportion of marginal workers available for work and who are illiterate. We also find that the proportion of main workers who are literate but below matric/secondary (in the age category 15-24 years) is extremely higher (18 percentage point difference between the two) than the proportion of marginal workers who are available for work and are literate but below matric/secondary. The proportion of main workers who are matric/secondary but below graduate (in the age category 15-24 years) is slightly less (8 percentage point difference between the two) than the proportion of marginal workers who are available for work and are matric/secondary but below graduate. For the remaining three educational levels, we find that the population shares are more or less the same across the two worker categories.

1.1.2. Key Economic Drivers

The Gross Domestic Product of Dakshina Kannada district (at constant prices- 2004-05) was INR 6,90,862 crores in 2012-13 and it has steadily grown at a CAGR of 5% over the period 2004-05 to 2012-13. The sectoral break up suggests that tertiary sector contribution to district GDP is more than half (59%) followed by secondary sector (29%). Further disaggregation suggests that Trade hotels and restaurant have a share of 12.6% and manufacturing sector has a share of 16.9% in the district GDP. Banking and Insurance have witnessed an impressive growth in their contribution to the district GDP with a growth rate of 24% between 2005 and 2012.

Figure 12: Sectoral breakup of Dakshin Kannada district GDP at constant prices (2004-05)



The key economic drivers of the district are illustrated below:

Port & Maritime	<ul style="list-style-type: none"> Construction of Captive Jetty for handling Coal Development of LNG Terminal at New Mangalore Port Establishing handling equipment at berth No.8 for handling container at NMPT Construction of 2nd phase of cargo wharf at Old Mangalore Port
Industrial Development	<ul style="list-style-type: none"> EPIP Park to be established. IT SEZ to be established at Mangalore. Construction is underway for the Development of New Airport Terminal and alternate road to the airport. Development of Sea Food Park and Marine Biotech Park
Urbanization	<ul style="list-style-type: none"> Development of coastal circuit in <u>Dakshina Kannada</u>, <u>Uttara Kannada</u> and <u>Udupi</u> district. Development of cruise tourism, health care and urban tourism in <u>Mangaluru</u> Smart City in <u>Mangaluru</u> with focus on tourism , information technology and environmental management

1.1.3. Priority Sectors

In Dakshina Kannada, the priority sectors that have been identified are **Port and Maritime sector** and other sectors: **Construction, fisheries, logistics, tourism & hospitality**. Other sectors that have been identified as priority sectors from the point of view of their contribution to district GDP are **manufacturing, agriculture and trade**.

1.1.4. About Port

Ports & Maritime			
Major Ports: 1	Minor Ports: 1	Shipyards: 1	
Details			
New Mangalore Port			
<i>Operations:</i>	Land Lord Port model (PPP)	<i>Capacity</i>	77 MMT P.A
<i>Key Cargo</i>	POL, LPG, LNG, Coal, Containers	<i>No of berths:</i>	17
		<i>Draft</i>	14 M

<i>Description and key Trend</i>	The port's interland includes the state of Karnataka and parts of Northern Kerala. The major commodities exported through the port are iron ore concentrates and pellets, iron ore fines, manganese, granite stones, coffee, cashew and containerized cargo. The major imports of the port are crude and petroleum products, LPG, wood pulp, timber logs, finished fertilizers, liquid ammonia, phosphoric acid, other liquid chemicals, and containerized cargo.		
Terminal Operations			
	KIOCL	MRPL	UPCL
<i>Annual Capacity</i>	7 MMT	15 MMT	3.5 MMT
<i>Type of Cargo handled</i>	Iron ore	Crude	Coal
<i>High Demand Job Roles</i>	Rail Engine Operator, Rail Mounted Quay Crane Operator, Rail Mounted Gantry Crane Operator, Forklift Operator, Reach Stacker Operator, Crane Mechanic, and Surveyors.	Railway Engine Operator, Rail Mounted Quay Crane Operator, Rail Mounted Gantry Crane Operator, Forklift Operator, Surveyors, Conveyor Belt Mechanic.	Rail Engine Operator, Rail Mounted Quay Crane Operator, Rail Mounted Gantry Crane Operator, Forklift Operator, Reach Stacker Operator, Crane Mechanic, and Surveyors.
Old Mangalore Port			
<i>Operations:</i>	Private (Adani)	<i>Capacity</i>	1.2 mn tonnes P.A
<i>Key Cargo</i>	Cement, Steel, Copra, Dry Fish, Rice, Granite Jelly/Boulder, Clay Bricks/Tiles, Vegetables/Fruits, Food Grains, Vehicle, Timber	<i>No of berths:</i>	2
		<i>Draft</i>	14M
<i>Description and key Trend</i>	Old Mangalore Port is located to South of New Mangalore Port. The port is used for Export and Import of commodities and passenger trip to Lakshadweep runs by Government of India and Lakshadweep Administration. Cruise on a small scale which has the capacity of 50-100 passengers is available in Old Mangalore Port. It is been carried out on a smaller scale usually travelled to rivers. The Old Mangalore Port runs under the State Government		

1.1.5. Investments

In the Port & Maritime Sector, investment worth INR 3,000 crores have been proposed for the development of LNG Terminal, construction of Captive Jetty for coal handling and providing handling equipment at Berth No. 12. Also, for handling bulk cargo at NMPT under PPP mode with a capacity of 6.73 MTPA, investments worth INR 469.46 crores have been proposed for 2018. It is expected to generate employment for over 300-400 persons.

In the tourism sector, development of coastal circuit in Dakshina Kannada, Udupi and Uttara Kannada districts has been proposed under Swadesh Darshan Scheme worth INR 95.67 Crores, development of cruise tourism worth INR 105 Cr. The key player of the project is Department of Tourism.

In the Smart City space too, some significant investments are proposed and these include installation of rooftop solar on Govt. building worth INR 203.32 crores, upgradation of roads with footpaths worth INR 150 crores, water front marina development worth INR 78 crores, redevelopment of fishing harbor along with fish market and ancillary facilities worth INR 88.46 crores and retrofit of Old Port worth INR 88.45 crores.

Table 1: Key investments for the year 2016-22 in Dakshina Kannada

Sector	Proposed Investment (INR cr.)	Number of Projects	Expected Employment	Key Players
Port & Fisheries	5,064.39 cr.	16	More than 2,000 persons (approx.)	NMPT, Geo tech Construction, Department of Fisheries, M/S Rajesh, M/S Yalaki Gowda
Other Investments	30,685.86 cr.	14	1,550 plus persons (approx.)	MRPL, M/S Trident Infrastructure, World Wide Shipping, KSTDC, M/S Rhymer Urban
Under Invest Karnataka	More than 370 cr.	6	Not Available	Department of Tourism, KBITS, KUIDFC
Smart City Projects	1,994.74 cr.	65	Not Available	Not Available (Conceptualization)

Table 2: Details of Investments in Port and Fisheries in Dakshina Kannada

Project	Proposed Investment (INR)	Project Status	Key Players
Development of 30 acres of stack yard and ancillary roads for parking of Ro-Ro cargoes and cars	25 crores	Ongoing	NMPT
Providing handling equipment at Berth No.8 for handling container at NMPT under PPP mode	300 crores	Work order will be issued	Not Available
Deep water break bulk berth (Berth No. 19) adjacent to existing berth	150 crores	Feasibility report	Not Available
Providing Reefer Panels and illumination to the new multi cargo container yard.	1.04 crores	Ongoing	NMPT
Providing Handling Equipment at Berth No.12 for handling Bulk Cargo	469.46 crores	The expected date of completion of project is December, 2018	NMPT
Construction of Captive Jetty for handling Coal	230 crores	Ongoing	Chettinad
Development of LNG Terminal/FSRU	3,000 crores	The project is on pipeline	NMPT
Construction of 2 nd phase of cargo wharf at Old Mangalore Port	9.6 crores	Ongoing	Geo Tech Constructions, Old Mangalore Port
Construction of dedicated Jetty for Lakshadweep	65 crores	Upcoming project	Not Available
Construction of bridge connecting from Chelayaru to Mukka sanctioned under NABARD 20 scheme	74 lakhs	The project commenced in the month of February 2016 and is expected to complete by 2017.	Tender awarded to Philip D Coasta
Construction of Sea walls for preventing erosion at Meenakali, Dakshina Kannada district	4.70 crores	To be started	Old Mangalore Port
Development of fishing harbor at Kulai	230 crores	To be started	Fisheries Department

Project	Proposed Investment (INR)	Project Status	Key Players
Construction of fisheries jetty at Ullal kottapura of Mangalore taluk under NABARD 18 and 19 scheme	<ul style="list-style-type: none"> Under NABARD 18 scheme: INR 150 lakhs Under NABARD 19 scheme: INR 350 lakhs 	Ongoing	Fisheries Department
Construction of berthing jetty in Bokkapatna	5 crores.	The project has commenced in the month of November, 2015 and it is expected to complete in the year of 2017.	Fisheries Department
Construction of fishing jetty at Munda Sasiythlu	450 lakhs	The project commenced in the month of Nov, 2015 and is expected to complete by June, 2017.	Fisheries Department
Construction of road connecting from Mukka to Chelayaru	75 Lakhs	Ongoing	Fisheries Department

Mangalore, the district headquarters of Dakshina Kannada, has been selected as one of the SMART cities. The total cost of developing Mangalore SMART City is estimated to be around INR 2,003.75 crores. The upcoming projects under the SMART City initiative and the values are given in the table below.

Proposed Projects under SMART City Initiative- Mangalore

Components	Cost (INR Crores)
Area Based Development	
Retrofit Car street and areas of Sri Venkatramana Temple as Religious Zone	29.21
Community Level Facilities along with international swimming pool	12.50
Economy and Employment	
Retrofit of Fish market	1.44
Redevelopment of central market	50.63
Redevelopment of Vacant premises of DC office into Hotel, Retail shops and Speciality restaurants	7.29
Redevelopment of Fishing harbour along with fish market and ancillary facilities	88.46
Retrofit of Old Port	88.45
Jetty repair facility and warehouse	23.95
Retrofitting of 6 tile factories into Hotel, Auditorium, Convention Centre, Museum, Marina with retail and speciality restaurants	67.24
Redevelopment of Brick factory into retail/commercial development(retail shop, small office)	10.43
Redevelopment of Old Port as Riverfront Recreational Space	25.58
Health	
Upgradation of Wenlock and Lady Goshen Hospital	75.90
Education	
Skill Development and Safety Training Centre	3.30
Implementation of e-smart schools in all government schools	16.00
Open Spaces	
Water front Marina Development	78.00
Development of waterfront Gardens	10.74
Development of Green Area along connector road	7.02
Housing	
EWS Housing	7.80

Components	Cost (INR Crores)
Transport, Mobility and Walkability	
Specialised Pedestrian Facilities along certain road sections	27.82
Retrofit of Bus station	9.90
Widening of Roads	150.00
Development of MLCP with retail space near Hampanakatta Junction	91.17
Upgradation of Roads with footpaths	150.00
Development of MLCP along connector road	12.46
Provision of Road side plantation	4.35
Implementation of Smart Bus Shelters	3.31
IT Connectivity	
100% IT Connectivity	4.40
Energy Source and Management	
Solar and Recreational Island	86.74
Installation of rooftop solar on Govt. buildings	203.32
Water Source and Quality	
100% water supply coverage along with residential meters, water quality monitoring and SCADA	40.00
Implementation of rain water harvesting in all building having area more than 1000 sq.ft.	10.00
Waste Water	
100% waste water coverage with SCADA and connecting the waste water to STP for treatment and reuse	128.86
100% underground drainage network for ABD	37.50
Air Quality	
Installation of air quality monitoring sensors and connecting them to command and control centre	1.00
Energy Efficiency	
Conversion of all the lighting in government building into LED	4.46
Conversion of all street lights into solar LED	21.79
Underground Wiring	
IPDS Proposals	114.32
Sanitation	
E-toilets along smart bus shelters	4.96
PAN CITY	
ICT and Disaster Safety Components	15.58
Public Mobility App	10.00
Hardware & GPS Support	10.00
MCC- Citizen interphase APP	2.50
Bus Shelters with Wi-Fi & E-toilets	15.00
Smart water meters for H/H (15 mm)	37.50
Smart water meter apartments (40mm) with Analyser	1.25
Bulk water meters + SCADA for water distribution network	50.00
Smart energy meters for LT (Res)	37.50
Mechanised vehicles for SWM collection (8W)	3.00
Mechanised vehicles for SWM collection (4W)	2.40
Segregated smart bins for street level collection	0.50
Hand held readers for H/H meters	0.01
Software for smart meters	0.07
Software for high bulk water meters	0.03
LED Street Lights- Major Roads	1.00
LED Street Lights- Minor Roads	1.25
LED Street Lights- Lanes	4.50
Command and Control Centre	60.00
CCTV System Fixed Zoom Telescopic Camera	3.00
Hardware Support	10.00
Networking and Cloud Support	5.00
CCTV for road surveillance (PTZ) with WP	12.50

Components	Cost (INR Crores)
CCTV for road surveillance (fixed tele) with WP	4.50
Control Room Hardware	3.50
Cabling and other hardware	2.50
Patrolling Vehicles 4W	0.36

1.1.6. Youth Aspiration

The key findings of the youth aspirations include youths' exposure to vocational training and educational aspiration, job aspirations, training aspirations and self-employment.

Respondent Profile

The table below provides an overview of the respondent profile:

Profile	Details
Total Sample Size	388
Gender Profile	Male- 62.1% Female- 37.9%
Age Group	15-34 years
Education Level (top 3)	Senior Secondary schooling(Class 9 to 10)- 17.6% Higher secondary schooling with science (Class 11 to 12)- 10.5% Higher secondary schooling with commerce (Class 11 to 12)- 12.3%
APL/BPL/AAY/Don't know	APL-32.7 % BPL- 61.3% Don't know- 5.9%
Occupational Profile (top 3)	Salary from employment (21.6%), Own business (5.2%), Agriculture (4.1%)

Exposure to Vocational Training and Educational Aspiration

Regarding the exposure to the vocational training, most students reported that they had not completed any vocational training course. Overall, 92.3% of the respondents had not enrolled in vocational training course (Figure 13).

Of the total respondents who underwent vocational training (which is 7.7%), majority were from ITI (40%) and polytechnic (60%). Figure below exhibits the percentage of respondents who completed different types of courses as part of their vocational training (Figure 14).

Figure 13: Respondents who completed vocational training course – Dakshina Kannada

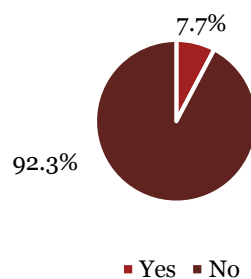
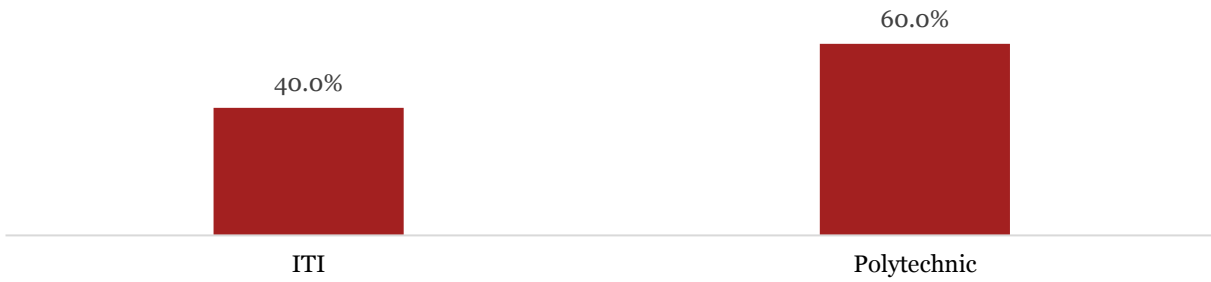
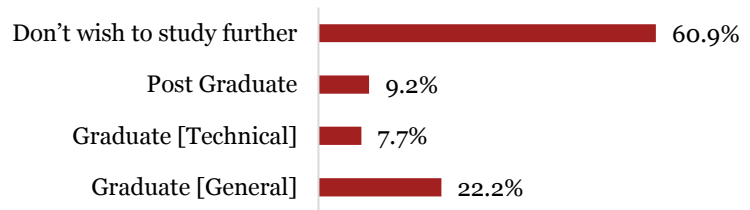


Figure 14: Respondents who completed courses in vocational training - Dakshina Kannada



Further, the respondents were asked about the educational level they wished to attain. Nearly 31.4% aspired to attain graduation and post-graduation level of education. The desire to attain technical education is relatively low with only 7.7% aspiring for graduation or post-graduation in technical fields (Figure 15: Desired level of education - Dakshina Kannada).

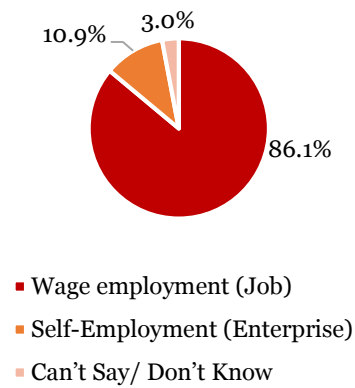
Figure 15: Desired level of education - Dakshina Kannada



Job Aspiration

One of the important findings of the survey has been the high preference for wage employment over self-employment among the youth of the district. About 86% of the respondents reported to have preferred wage employment over self-employment (Figure 16).

Figure 16: Respondents aspiring for wage and self-employment – Dakshina Kannada



The respondents were further asked to identify the factors important for securing employment in the area of interest. 65.8% of the respondents identified Industry specific skills as the most important factor for securing employment followed by good personality (61.3%), interest in the area (55.8%), job opportunities (41.2%) and English speaking skills (25%) (Figure 17).

Figure 17: Factors important for securing employment in area of interest - Dakshina Kannada- Multiple response

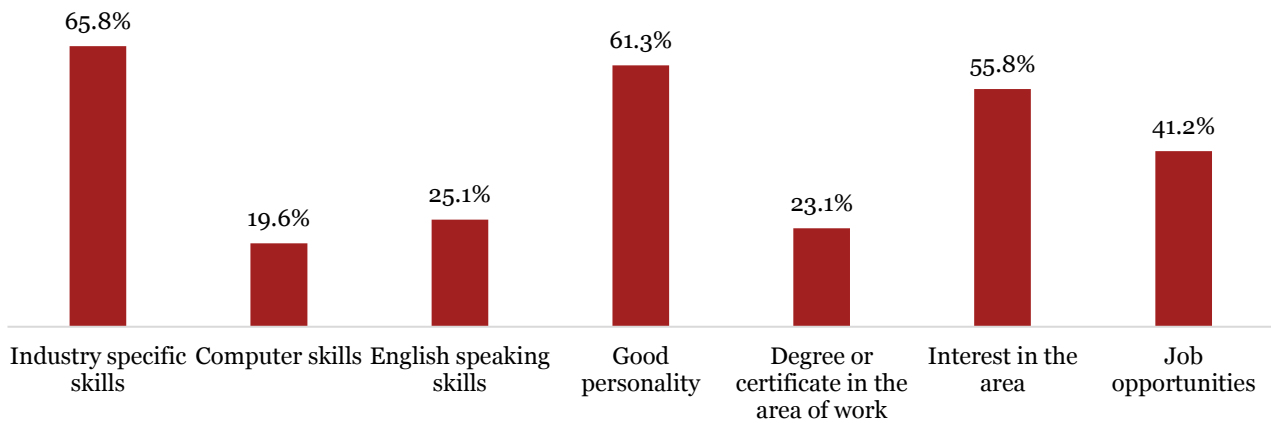
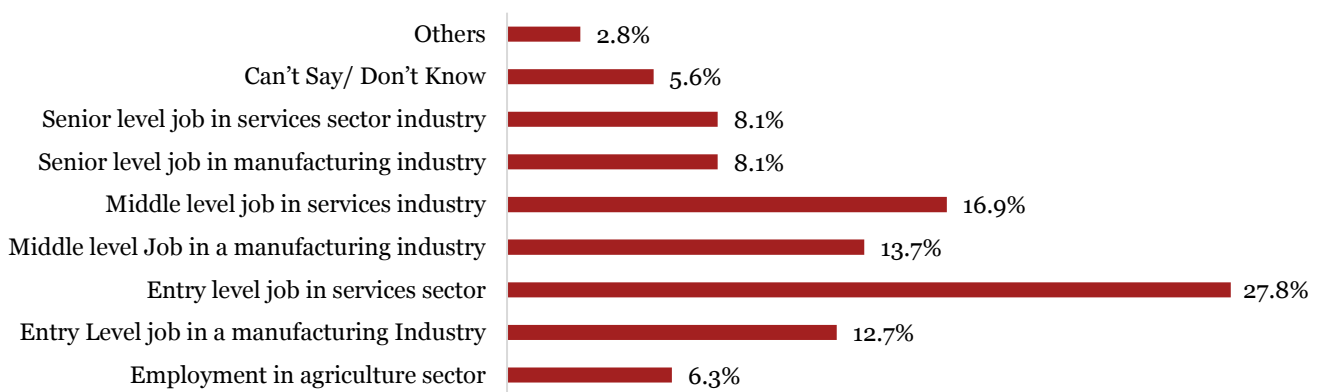


Figure 18: Desired job profile after completion of education/training (Multiple responses)

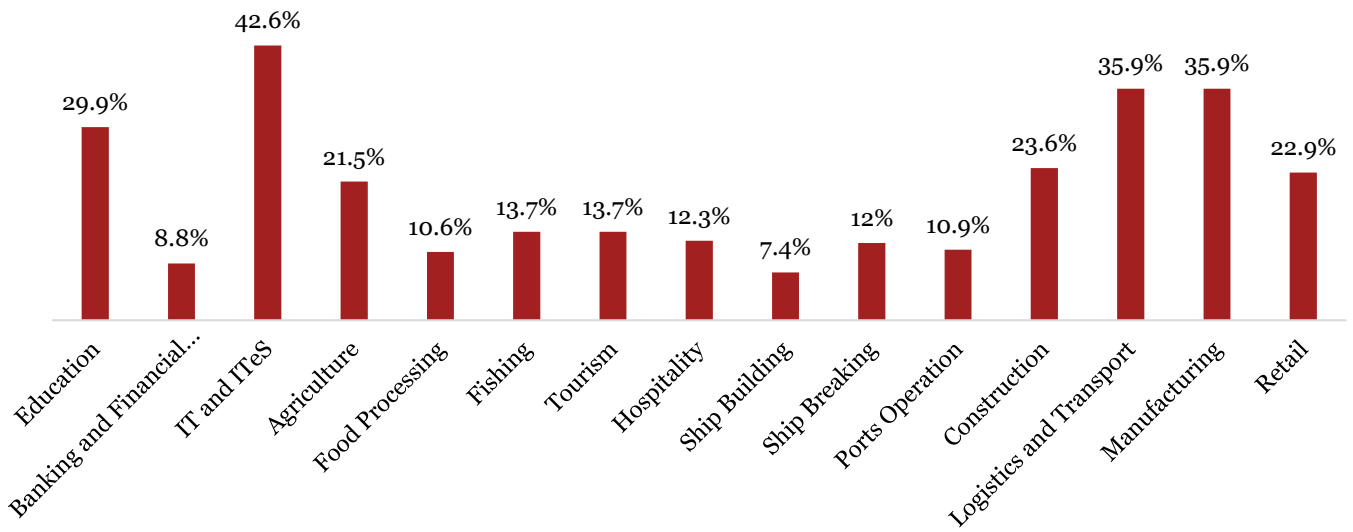


Regarding job aspiration of the respondents after completion of education or training, it can be observed that there is a demand for services sector with 16.9% aspiring for middle level jobs and 27.8% aspiring for entry level jobs in service sector. This is followed by middle level jobs in manufacturing industry (13.7%) and senior level jobs in services sector (8%) (Figure 18⁴).

Further, IT and ITeS (42.6%), Logistics & transport (35.9%), manufacturing (35.9%) and education (29.9%) have been identified as sectors in which the respondents feel that they are mostly likely to get job which is in alignment with their aspiration for a job in the service sector space (Figure 19). The details of other sectors are mentioned below.

⁴ Responses of the multiple response questions will add up to more than 100%

Figure 19: Sectors in which respondents' foresee getting a desired job - Dakshina Kannada



Out of total respondents, 65.7% preferred to work in the same district. 23.9% expressed willingness to migrate to other districts in the same state suggesting lack of flexibility among the youth of the district (Figure 20).

For majority of the respondents (28.9%) the monthly salary expectation was INR 10000-15000. And for 21.9% of respondents the expected salary was in the range of INR 20000-25000 per month (Figure 21).

Figure 20: Preference for job location

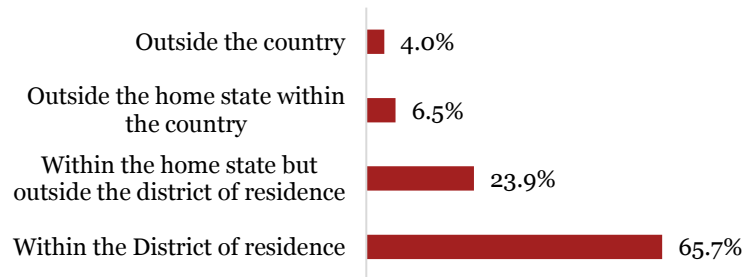
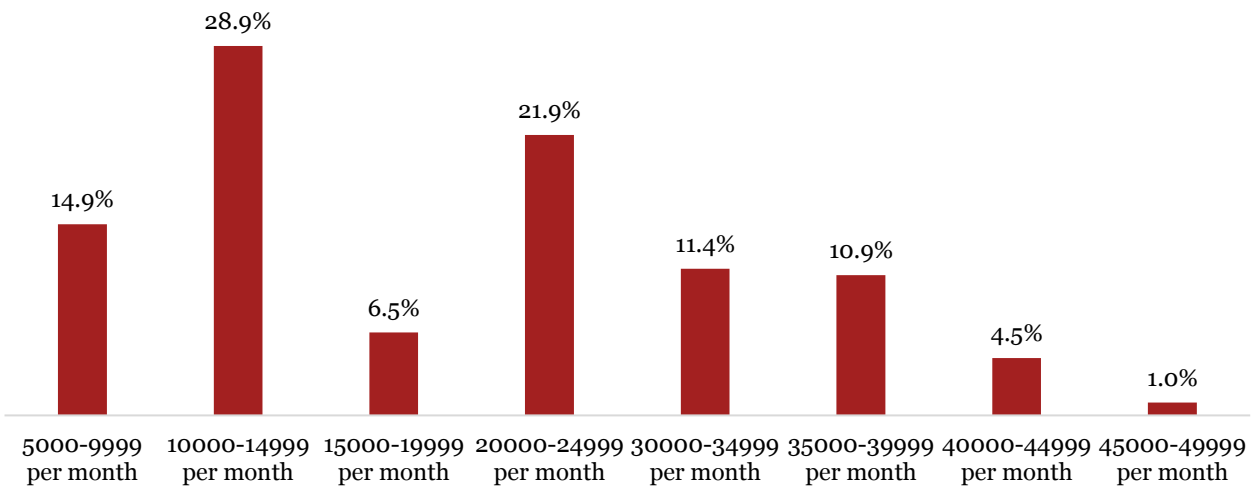


Figure 21: Monthly salary expectation of respondents - Dakshina Kannada



Training Aspiration

Regarding willingness of the respondents to participate in the training programme in next one year, 57.2% expressed interest whereas 22.9% expressed disinterest (Figure 22).

Further, when enquired about the key focus training, 78.9% of respondents reported that must be laid on technical skills followed by development (59.8%) and life skills (16.2%) (Figure 23).

Figure 22: Willingness to participate in trainings - Dakshina Kannada

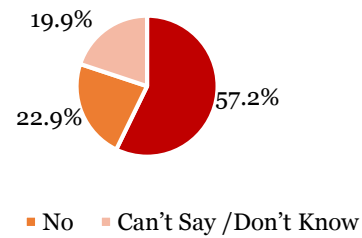
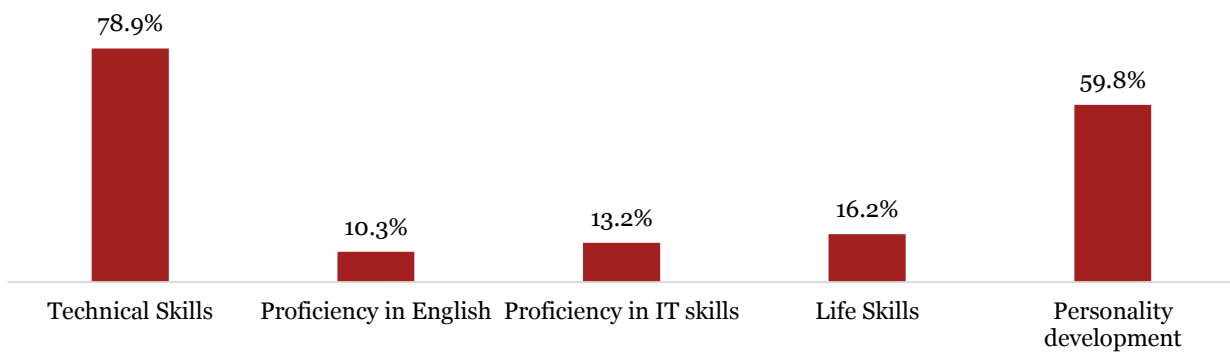


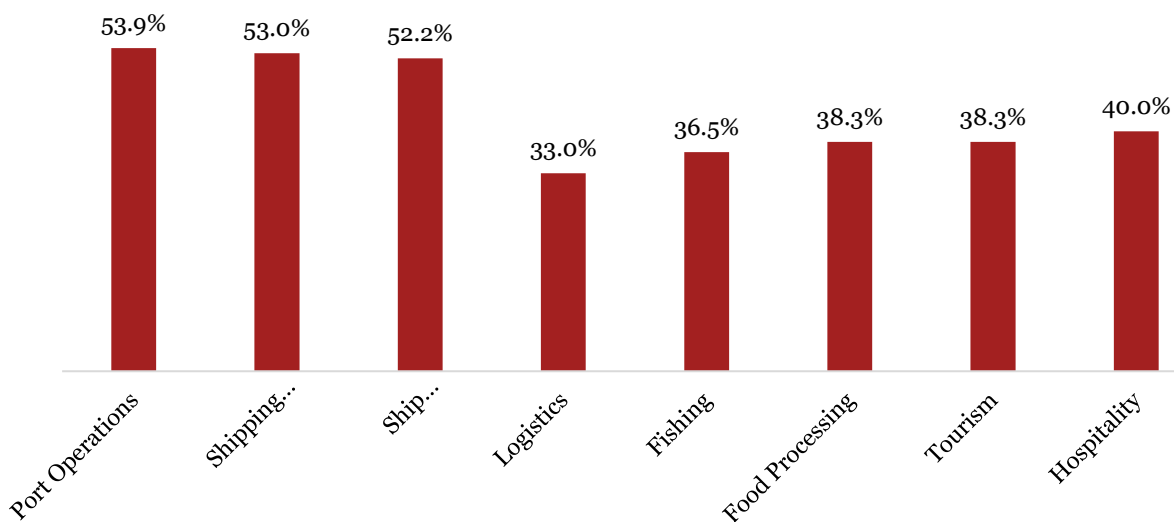
Figure 23).

Figure 23: Focus area on skills training (Multiple responses)



Overall, there is demand for training in port operations (53.9%), shipping operations (53%), hospitality (40%), tourism (38.3%) and food processing (38.3%) (Figure 24).

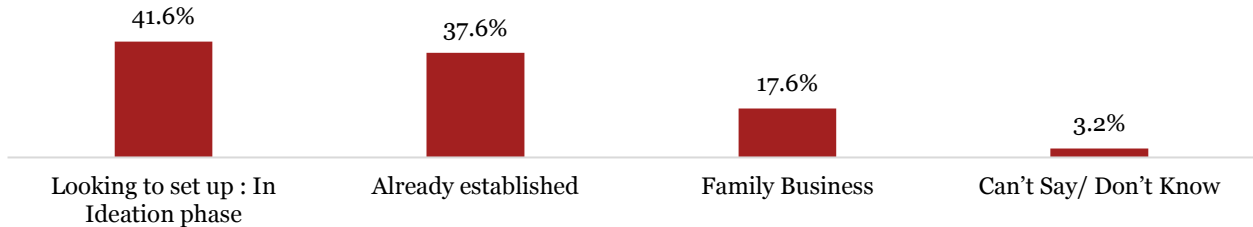
Figure 24: Willingness of respondents to participate in trainings of different sectors – Dakshina Kannada



Self-Employment

Regarding current status of the Entrepreneurial Venture of the respondents who aspired for self-employment, 17.6% were in family business and 41.6% were in their ideation stage (Figure 25).

Figure 25: Current Status of Entrepreneurial Venture - Dakshina Kannada



Further, 45.6% of the respondents expressed a desire to undergo a training programme for enhancing their entrepreneurial skills (Figure 26).

Figure 26: Interested in skill development for enhancing entrepreneurial skills – Dakshina Kannada

Trading (41.4%), retail business (34.5%), tour operations (25.9%), food processing (24.1%), manufacturing (engineering trades) (8.6%) and logistics (3.4%) have been identified as most preferred sectors for setting own enterprise (Figure 27).

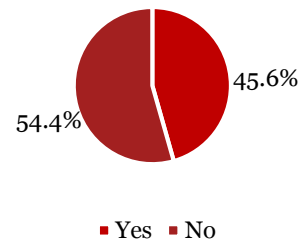
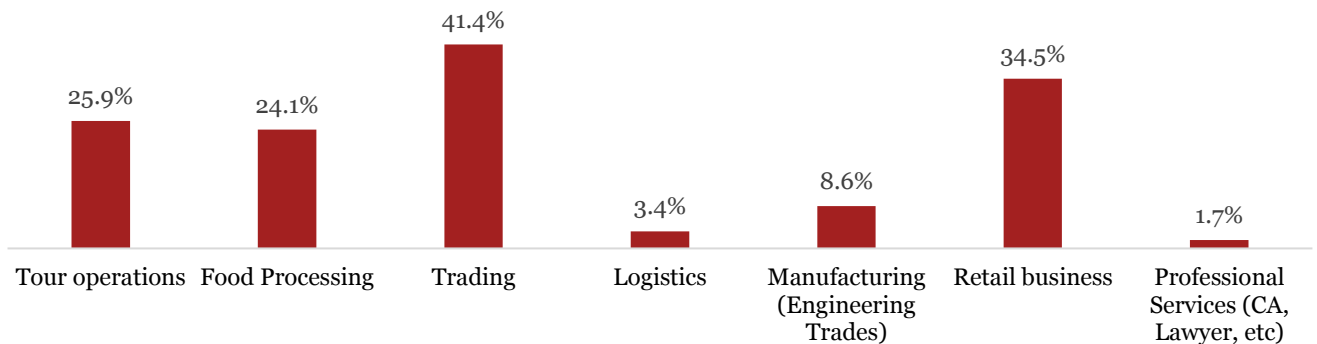


Figure 27: Sectors for establishing enterprise – Multiple responses



1.1.7. Training Infrastructure

The table below provides the available training infrastructure in the district:

Type of training infrastructure	Total number of institutions	No of trades	Top 5 trades based on enrolment and seat capacity
ITI	31	24	Electronic mechanics, Electrician, Computer Operator and Programming Assistant, Architectural assistant, Mechanic (Refrigeration and Air Conditioning)
Polytechnic	3 (Govt.) 3 (Aided) 6 (Private)	10 7 7	Mechanical Engineering, Electronics and Communication Engineering, Computer Science, Civil Engineering, Automobile Engineering
Directorate General Training of Shipping Courses	1	14	Pre Sea Training for Graduate Engineers, Marine Engineering, Fire Fighting Course, Refresher training for Proficiency in Fire Prevention and Fire Fighting, Refresher training for proficiency Survival techniques
DDU-GKY	1	10	Hospitality, travel and tourism, Beauty and wellness, Apparel manufacturing and designing
PMKVY	1	3	Heavy earth moving machinery mechanic, Safety operator and Compressor operator

The Training infrastructure in the district is dominated by the ITIs and Polytechnics. The trades are largely focussed on technical and engineering trades.

- ITIs: There are 31 ITI's providing training in 24 different trades mainly focussed on electronic mechanics, computer operators, technician etc.
- Polytechnics: Core engineering sectors like Automobile, Civil, Electrical & Electronics, Electronics & Communication and Mechanical remain the most dominant trades. Most of the students prefer to move to full time engineering courses post diploma.
- PMKVY: The Trades are focussed on the heavy earth moving machinery mechanic, safety operator and compressor operator
- Directorate General Training of Shipping: Shipping related courses are offered at the training institution under Directorate General of Shipping and around 14 trades across multiple areas are provided.

1.2. Udupi

About Udupi

The district is known as the temple town and Udupi Cuisine is famous and considered as the best in the State. The district is a prominent exporter of cashew kernals, shell oil and coconut oil. It concentrates highly on food processing/fish processing such as fish meals, fish oils, fishery products and cashews. The district is a home for prominent educational institution, 'Manipal University', an international educational institution in various fields such as Medicine, Engineering and Management. Udupi is often called as the cradle of Indian Banking. ⁵

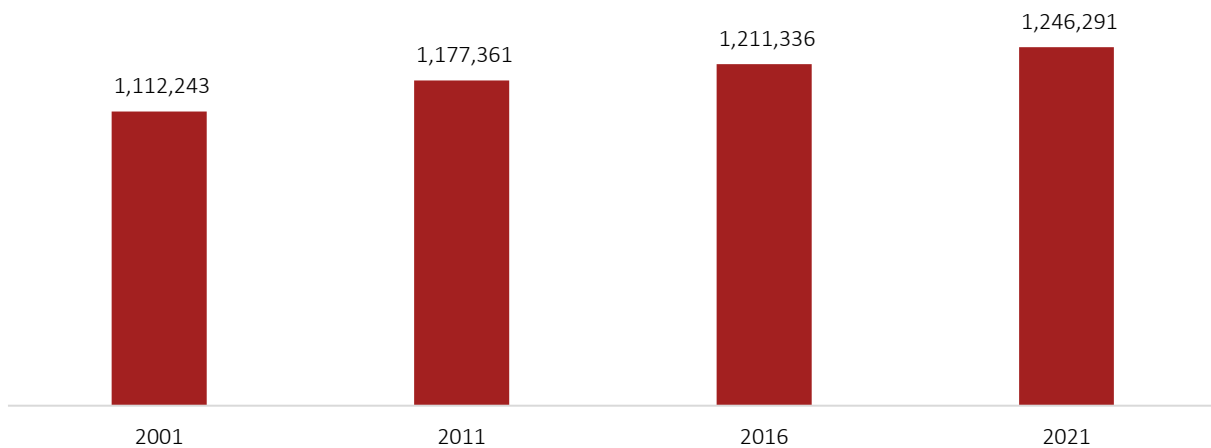
1.2.1. Demographic Profile⁶

Indicator	Value
Total Population	11,77,361
Decadal rate of growth of population (2001-11)	5.85%
Rural Population	71.63%
Female	52.3%
SC Population	6.41%
ST Population	4.49 %
Workforce Participation (As % of total population)	43.59
Main Workers (As % of total population)	39.02
Marginal (As % of total population)	4.57
Non-workers (As % of total population)	56.4%
Number of people with vocational training in the age group of 15-34 ⁷	80 per 1000

Population trends

The demographic dividend bulge in Udupi is fast approaching with youth in the employable age increasing. The population of the district is estimated to be 1,2,11,336 and 1,246,291 in 2016 and 2021 respectively. The projected absolute growth in the population from 2016 to 2021 is 2.89%.

Figure 28: Population trend in Udupi

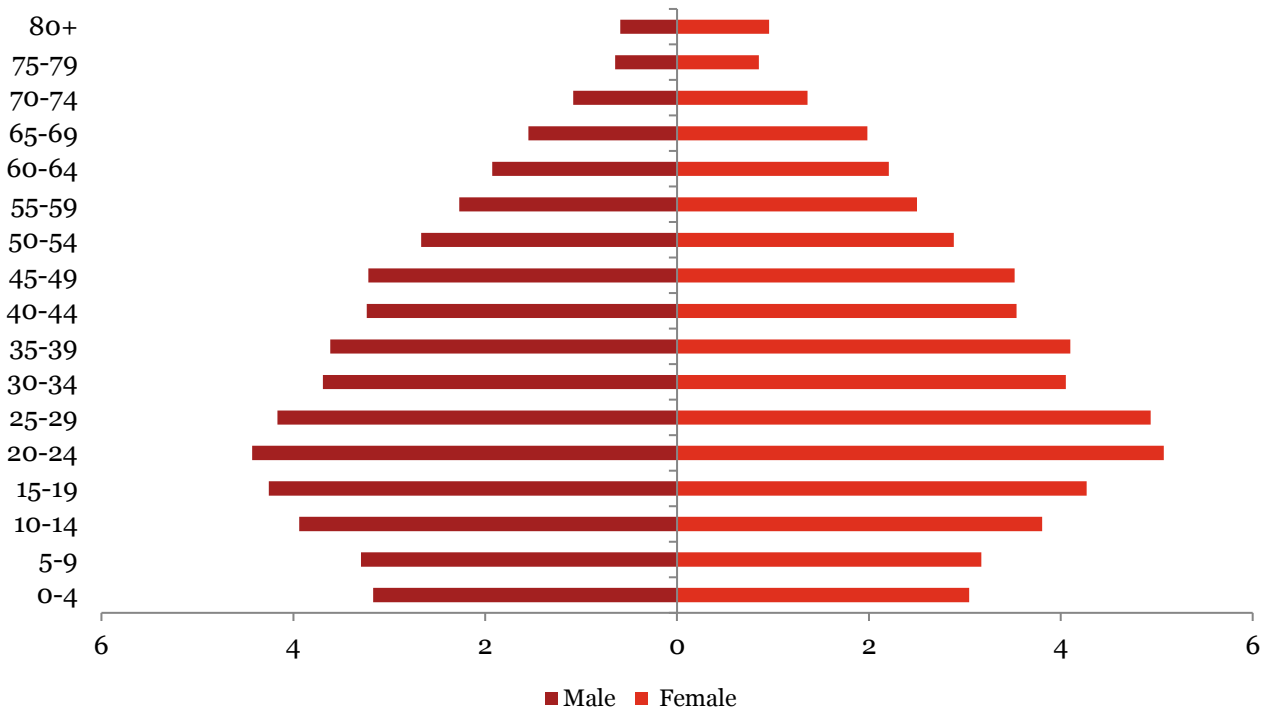


⁵ Brief Industrial Profile, DC-MSME

⁶ Census, 2011

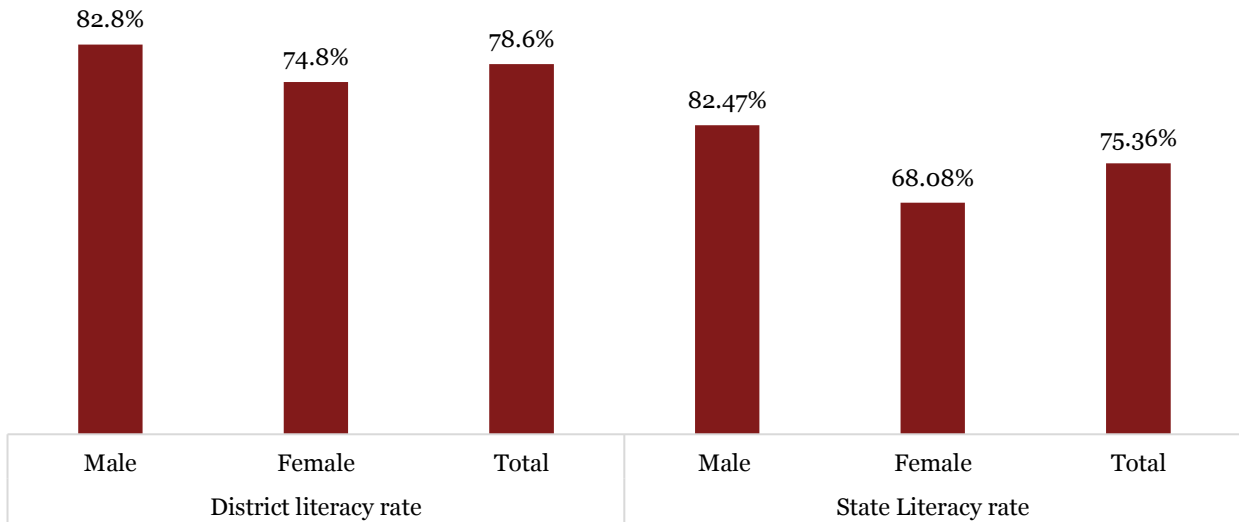
⁷ Employment and Unemployment Survey, Vol III, Labour Bureau 2015-16

Figure 29: Population Pyramid Udupi- 2011



Literacy rates

Figure 30: Udupi vs Karnataka literacy rates (2011)



Total literacy rate of Udupi, as per the Census 2011, is approximately 78.6%, which is more than the State’s literacy rate of around 75.36% indicating that Udupi is the better performing district in literacy in the state. Also, the female literacy rate of Udupi is 74.8% which is substantially lower than the male literacy rate of 82.8% in 2011.

Age specific population trends and education level for 2011

Figure 32: Age specific Population in Udupi (15-59 years)

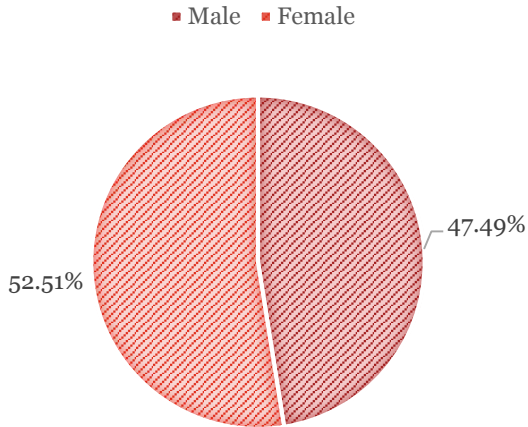
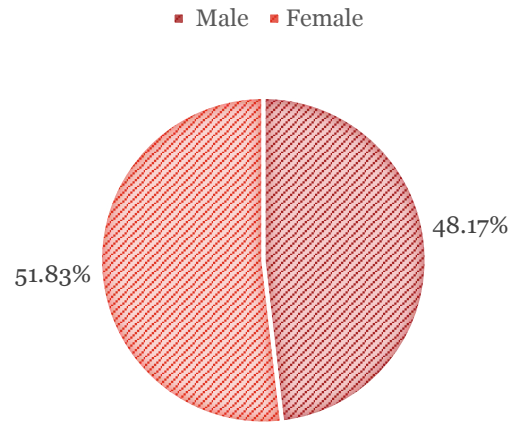
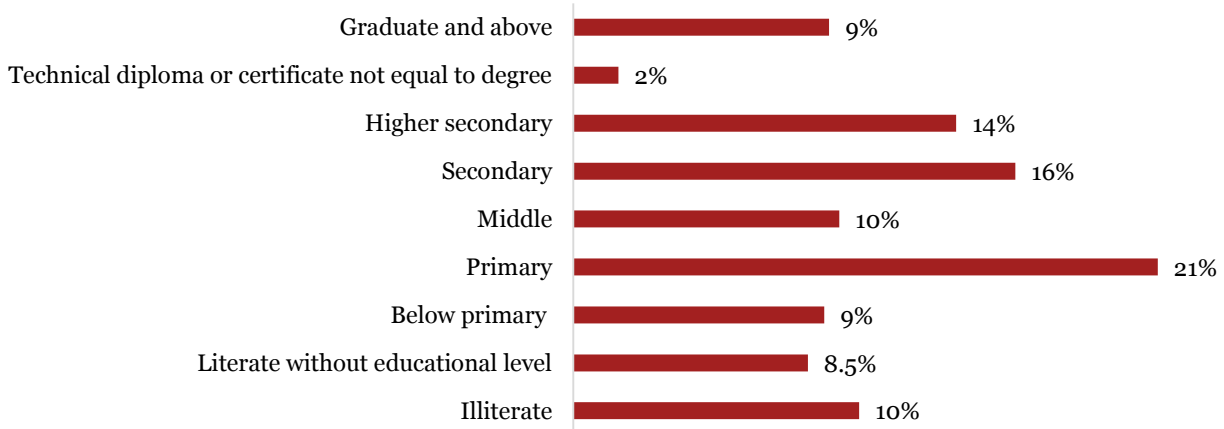


Figure 31: Age specific Population in Udupi (15-24 years)



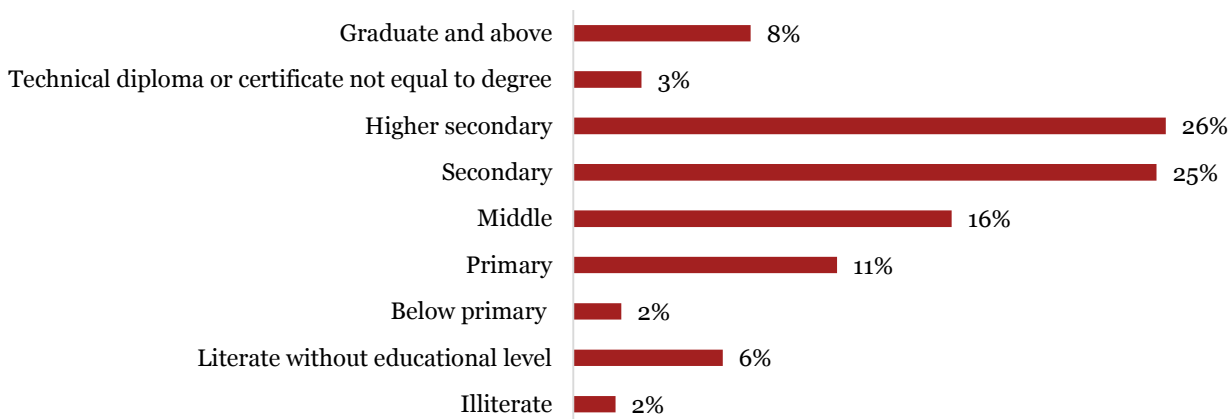
The share of population of males and females in total population of Udupi across the two age groups: 15-59 years and 15-24 years is only marginally different with males constituting 52.51% in the 15-59 year age group and 51.83% in the 15-24 year age group whereas females constituting 47.49% in the 15-59 year age group and 48.17% in the 15-24 year age group.

Figure 33: Age Specific educational level in Udupi (15-59 years)



The Census 2011 indicates that for the age category of 15-59 years, 10% of the population of Udupi are illiterates, 8.5% of the population in the age category are literate without any educational qualification, 9% have attended school till below primary level and 21% have completed schooling only up to primary level. Roughly, 10% of the literate population has completed schooling up to the middle level, whereas around 16% of the literate population has been educated till secondary. Only 2% of the population of this district has done a certificate/diploma course and 9% have at least graduated, indicating that a graduate/post-graduate degree is more sought after than a certificate/diploma.

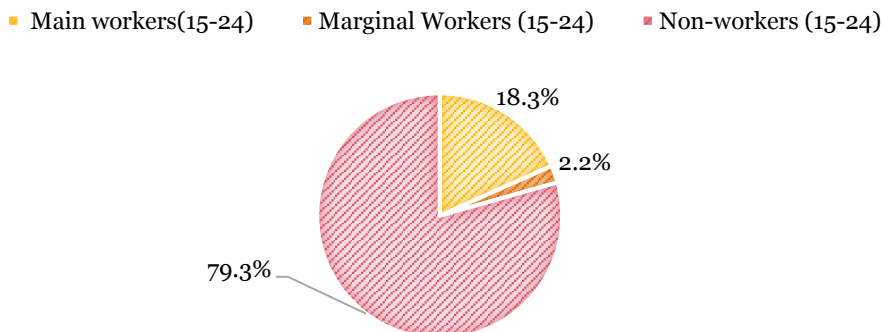
Figure 34: Age specific education level in Udupi (15-24 years)



For the age category of 15-24 years, 2% of the population of Udupi are illiterates, 6% are literate without any educational qualification, 2% have attended school till below primary level and 11% have completed schooling only up to primary level. Roughly, 16% of the literate population has done schooling up to the middle level, whereas, around 25% of the literate population has been educated till secondary. Only 3% of the population of this district has done a certificate/diploma course and 8% have at least completed graduation.

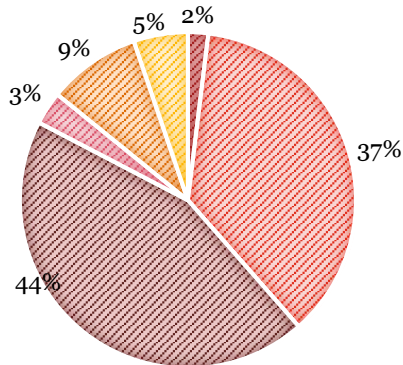
Age specific distribution of workers and educational level

Figure 35: Age specific distribution of workers in Udupi (15-24 years)



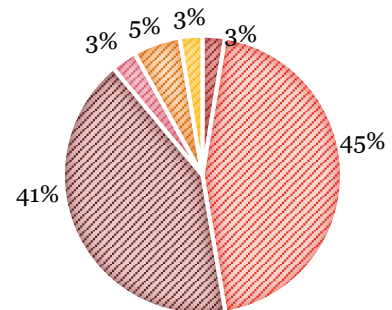
Over 79% of the population in the age group of 15-24 years are non-workers, while 18% of the population are main-workers, and 2% are engaged in marginal work i.e. work for 3-6 months during the year.

Figure 36: Educational level for marginal workers available for work in Udupi (15-24 years)



- Illiterate
- Literate but below matric/secondary
- Matric/secondary but below graduate
- Technical diploma or certificate not equal to degree
- Graduate and above other than technical degree
- Technical degree or diploma equal to degree or post-graduate degree

Figure 37: Educational level for main workers available for work in Udupi (15-24 years)



- Illiterate
- Literate but below matric/secondary
- Matric/secondary but below graduate
- Technical diploma or certificate not equal to degree
- Graduate and above other than technical degree
- Technical degree or diploma equal to degree or post-graduate degree

From the Census 2011, depicted in the charts above, we find that the proportion of main workers who are illiterate (*in the age category 15-24 years*) is slightly more (*1 percentage point difference between the two*) than the proportion of marginal workers available for work and who are illiterate. We also find that the proportion of main workers who are literate but below matric/secondary (*in the age category 15-24 years*) is slightly more (*8.5 percentage point difference between the two*) than the proportion of marginal workers who are available for work and are literate but below matric/secondary. The proportion of main workers who are matric/secondary but below graduate (*in the age category 15-24 years*) is slightly less (*2.5 percentage point difference between the two*) than the proportion of marginal workers who are available for work and are matric/secondary but below graduate. For the remaining three educational levels, we find that the population shares are more or less the same across the two worker categories.

1.2.2. Key Economic Drivers

According to District Economy Survey, Udupi, the Gross Domestic Product of the district (at constant prices- 2004-05) was INR 6,90,862 crores in 2012-13 and it has steadily grown at a CAGR of 9% over the period 2004-05 to 2012-13. The sectoral break up suggests that tertiary sector contribution to district GDP is nearly half (54%) followed by secondary sector (29%). Further disaggregation suggests that manufacturing sector has a share of 16% and banking and insurance have a share of 15% in the district GDP. Other sectors driving the district economy are trade, hotel and restaurant (13.8%) and construction sector (10.4%). Manufacturing in the district has witnessed an impressive growth of 14% over the years 2005-12.

The key economic drivers of the district are illustrated below:



1.2.3. Priority Sectors

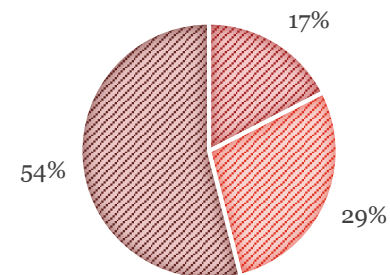
In Udupi, the priority sectors that have been identified are **Port and Maritime sector** and other sectors: **Fisheries, tourism and construction**. Other sectors that have been identified as priority sectors from the point of view of their contribution to district GDP are **manufacturing, banking and finance and trade, hotel and restaurant**.

1.2.4. Investments

According to the information provided by the District Industries Centre and Tourism, Udupi, the proposed investments in the district for the year 2015-16 amount to INR. 21,164.56 crores. Investment for Udupi Power Corporation project (with an expansion capacity from 1,200 MW to 2,800 MW) to the extent of INR 11,500 Cr. and investments for development of coastal circuit in three districts (Dakshina Kannada, Udupi and Uttara Kannada) worth INR 9,567.38 lakhs have been proposed.

In fisheries sector, 2nd stage of construction of Fisheries Jetty in Hejamadi Kodi Fishing Port worth INR 122.59 Cr., construction of break water/guide bund in Gangolli fishing harbor worth INR 102 cr. has been proposed for 2019, extension of brake water in Koderi worth INR 33 Cr. has been proposed for 2019.

Figure 38: Share in Udupi district economy



Under Invest Karnataka space too, some significant investments are proposed and these include development of city bus terminal, Sea Food Parks between Mangalore and Udupi towns. The key players for the proposed projects are KSRTC, KSIIDC and Department of Fisheries.

Details of some of the key investments proposed for the district are given below:

Table 3: Proposed Key Investments for the year 2016-22 in Udupi

Sector	Proposed Investment (INR crores)	Number of Projects	Expected Employment	Key Players
Fisheries	977.59	9	275 persons	M/S Sea Eagle dredging, Sri Satish Shet, M/S Unique DTM, Sripathi Associates, M/S NSK builders
Under Invest Karnataka	More than 3.06	3	Not Available	KSRTC, KSIIDC, Fisheries Department
Projects registered with DIC and tourism	21,164.56	3	1740 persons	KSTDC, UPCL, Brightflexi International Pvt. Ltd.

Table 4: Details of Investments in Fisheries sector in Udupi

Project	Proposed Investment (INR lakhs/cr)	Expected Employment	Project Status	Project awarded
Construction of Sea Walls for preventing erosion at Bada Ermal area, in Kapu Vidhanasabha ward, Udupi Taluk up to 50.250 kms.	100 lakhs	50 persons	Expected year of completion: 2017	Sri Satish Shet
Construction of Sea Walls for preventing erosion at Tenka Ermal area, in Kapu Vidhanasabha ward, Udupi Taluk up to 47.935 kms	100 lakhs	50 persons	Expected year of completion: 2017	Sri Satish Shet
Construction of Sea Walls for preventing erosion at Kapu Thottam area, in Kapu Vidhanasabha ward, Udupi Taluk up to 56.555 kms	100 lakhs	50 persons	Expected year of completion: 2017	Sri Satish Shet
De-silting works in estuary of Gangolli Fishing port, Kundapura	195 lakhs	15 persons	Expected year of completion: 2017	M/s Sea Eagle Dredging Marine Infrastructure Pvt., Mumbai
De-silting works in the boat basin built in first and second phases in Malpe port	225 lakhs	15 persons	Ongoing	M/s Unique DTM Associates, Mumbai
Construction of Sea Walls for preventing erosion at Malpe, Udupi upto 71.270 kms	300 lakhs	15 persons		Not Available

Project	Proposed Investment (INR lakhs/cr)	Expected Employment	Project Status	Project awarded
The 2nd stage jetty (Fisheries) construction is at Hejamadi Kodi Fishing port, Udupi	122.59 crores	Not Available.	The proposal is under the review of the Central Government	Not Available
Construction of Break Water/Guide Bund from 126.00 ms for 700 m on the north side and till 900.00 m on south side of shipping lane quay of the fishing harbour in gangolli, Kundapura	102 crores	50 persons	The expected date of completion of the project is in the month of November, 2019.	M/s Sripathi Associates
Extension of Brake Water from 200.00 m to 400.00 m (-3.00 depth) on north and south side of Fishing harbour in Koderi, Kundapura	33 crores	30 persons	The expected date of completion of the project is in the month of January, 2019.	M/s NSK Builders, Trichy

Table 5: Details of proposed investment in Tourism Department and DIC, Udupi

Project	Proposed Investment (INR lakhs/cr)	Expected Employment	Key Players
Development of Coastal Circuit in Dakshina Kannada, Uttara Kannada and Udupi District in Karnataka under Swadesh Darshan Scheme	9,567.38 lakhs	50 persons (Direct) 100 persons (Indirect)	KSTDC and Department of Tourism
M/S Udupi Power Corporation Ltd: Expansion plans from 1200 MW to 2800 MW	11,500 crores	1,500 persons	Udupi Power Corporation Ltd
M/S Brightflexi International Private Limited (Manufacturer of rubber products)	97.18 crores	Not Available	Brightflexi International Private Limited

1.2.5. Youth Aspiration

The key findings of the youth aspirations include youths' exposure to vocational training and educational aspiration, job aspirations, training aspirations and self-employment.

Respondent Profile

The table below provides an overview of the respondent profile:

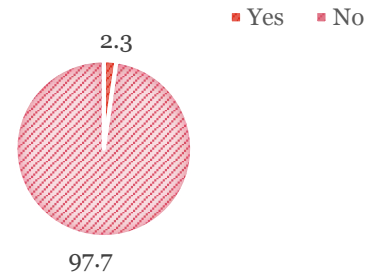
Profile	Details
Total Sample Size	384
Gender Profile	Male- 57.6% Female- 42.4%
Age Group	15-34 years
Education Level (top 3)	Senior Secondary schooling(Class 9 to 10)- 11.4% Higher secondary schooling with science (Class 11 to 12)- 25.4% Higher secondary schooling with commerce (Class 11 to 12)- 7.6%
APL/BPL/AAY/Don't know	APL-14.6 % BPL-77.1%

	AAY- 0.3% Don't know- 8.1%
Occupational Profile (top 3)	Student (24.7%), Salary from Employment (12.8%), Self Employed (9.6%)

Exposure to Vocational Training and Educational Aspiration

Regarding the exposure to the vocational training, most students reported that they had not completed any vocational training course. Overall, 97.7% of the respondents had not enrolled in vocational training course (Figure 39).

Figure 39: Percentage of respondents who underwent vocational training



Of the total respondents who underwent training (which is 2.3%), majority were from (55.6%) and ITI (44.4%) (

Figure 40).

Figure 40: Respondents who completed courses in different vocational institutions - Udupi

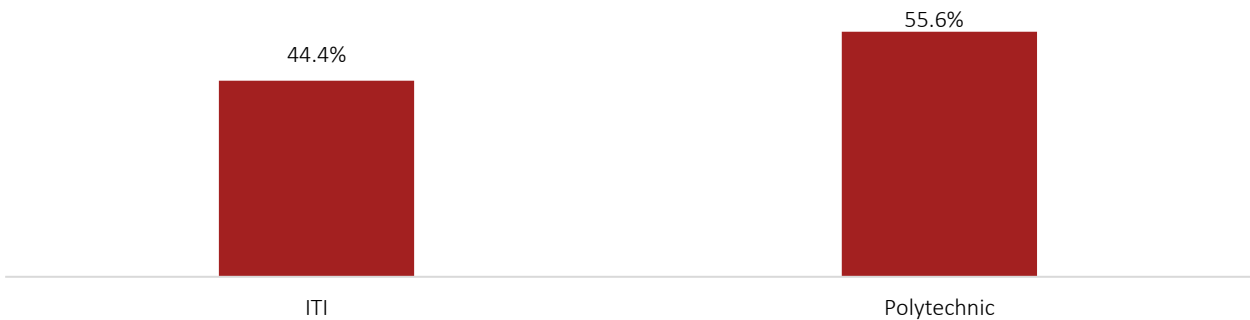
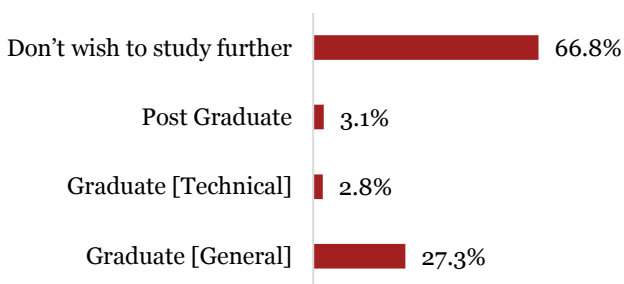


Figure 41: Desired level of education - Udupi



Further, the respondents were asked level about the educational level they wished to attain. Nearly 30.4% aspired to attain graduation and post-graduation level of education. The desire to attain technical education is relatively low with only 2.8% aspiring for graduation or post-graduation in technical fields (Figure 41).

Job Aspiration

One of the important findings of the survey has been the high preference for wage employment over self-employment among the youth of the district. About 89.2% of the respondents reported to have preferred wage employment over self-employment (Figure 42)

The respondents were further asked to identify the factors important for securing employment in the area of interest. 65.6% of the respondents identified Job opportunities as the most important factor for securing employment followed by industry specific skills (50.9%), English speaking skills (25.8%) and good personality (17.2%) (Figure 43).

Figure 42: Respondents aspiring for wage and self-employment – Udupi

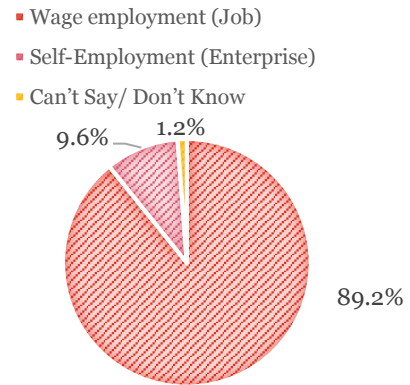
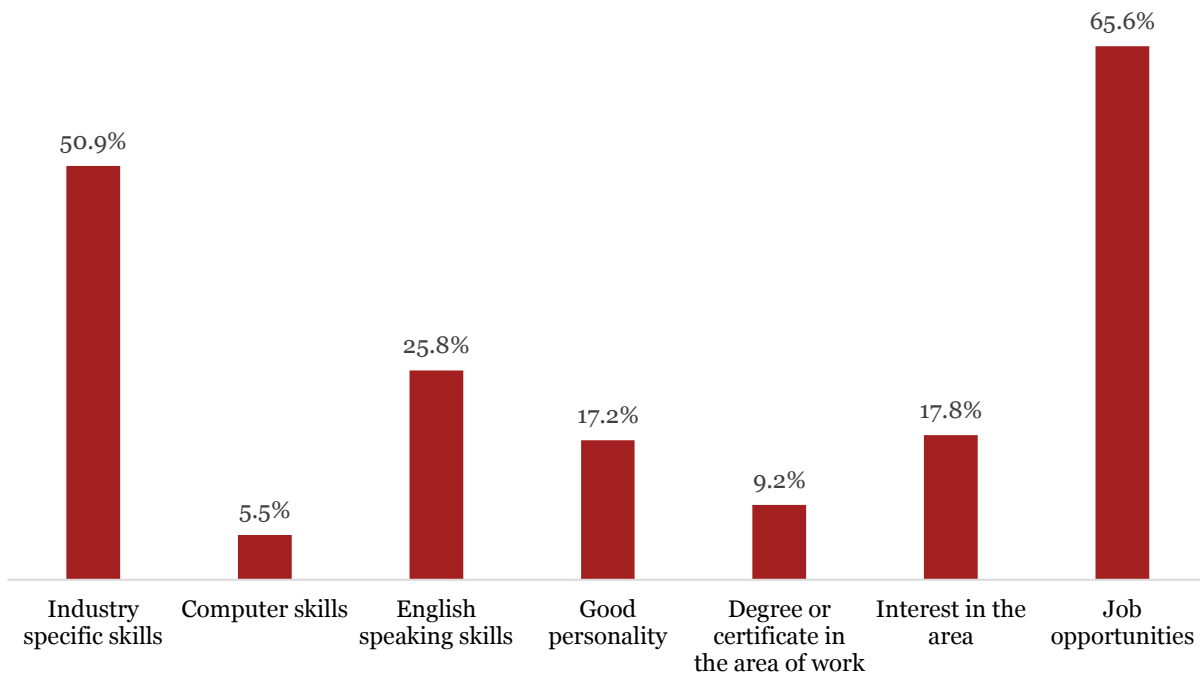


Figure 43: Factors important for securing employment in area of interest

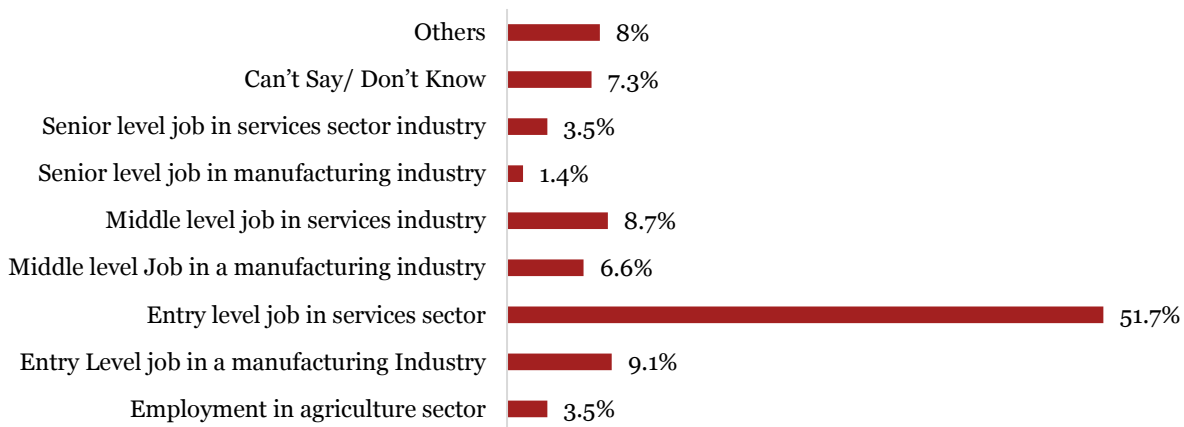


8

Regarding job aspiration of the respondents after completion of education or training, it can be observed that there is a demand for entry level jobs in service sector (51.7%) and entry level jobs in manufacturing industry. This is followed by middle level jobs in service industry (8.7%) (Figure 44).

⁸ Responses of the multiple response questions will add up to more than 100%

Figure 44: Desired job profile after completion of education/training (Multiple responses)



Out of total respondents, 90.7% preferred to work in the same district. 8.3% expressed willingness to migrate to other districts in the same state suggesting lack of flexibility among the youth of the district (Figure 45).

Figure 45: Preferred work location of candidate- Udupi

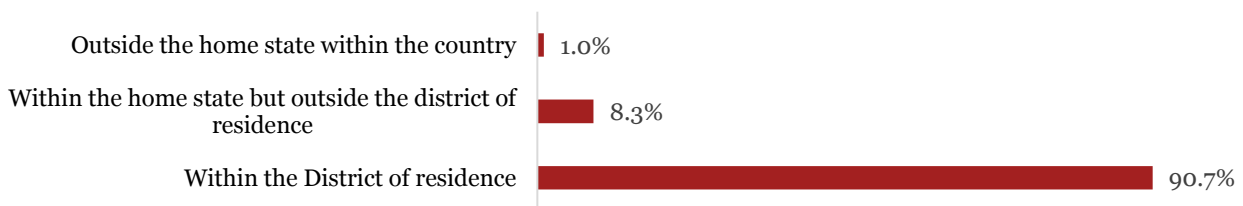
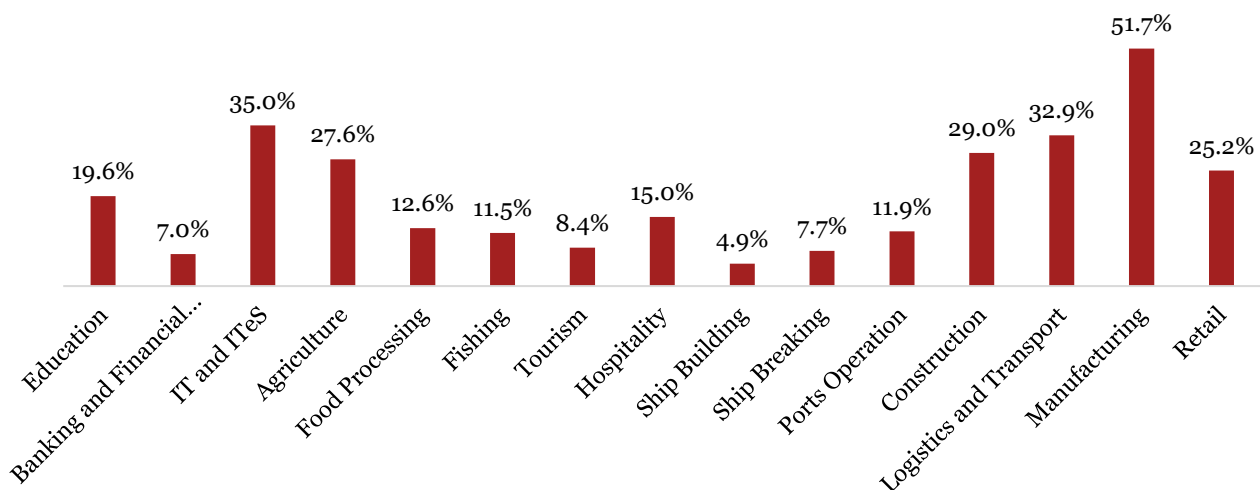


Figure 46: Sectors in which respondents' foresee getting a desired job - Udupi

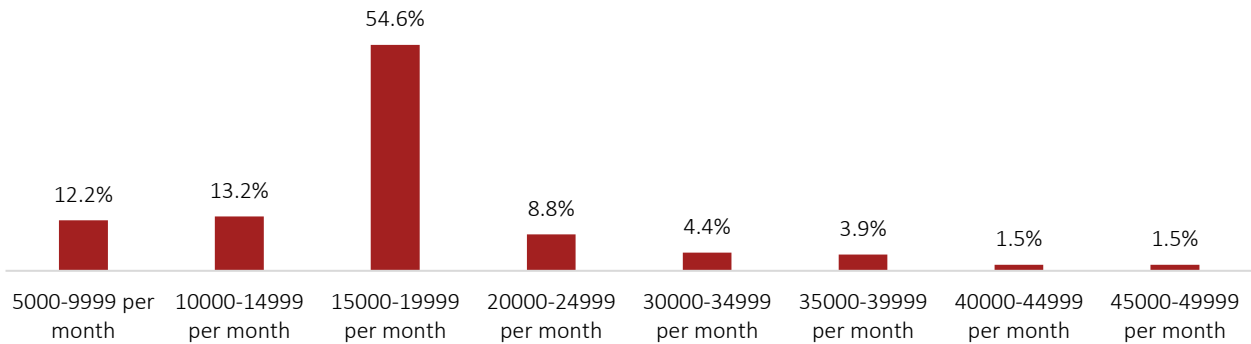


Further, Manufacturing (51.7%), IT and ITes (35%), logistic and transport (32.9%) and agriculture (27.6%) have been identified as sectors in which the respondents feel that they are mostly likely to get jobs which is in

alignment with their aspiration for a job in the service sector space. The details of other sectors are mentioned below (

Figure 46).

Figure 47: Monthly salary expectation of respondents - Udupi

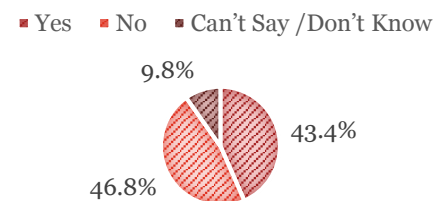


For majority of the respondents (54.6%) the monthly salary expectation was in the range of INR 15,000-20,000; and for 13.2% of respondents the expected monthly salary was in the range of INR 10,000-15,000 per month (Figure 47).

Training Aspiration

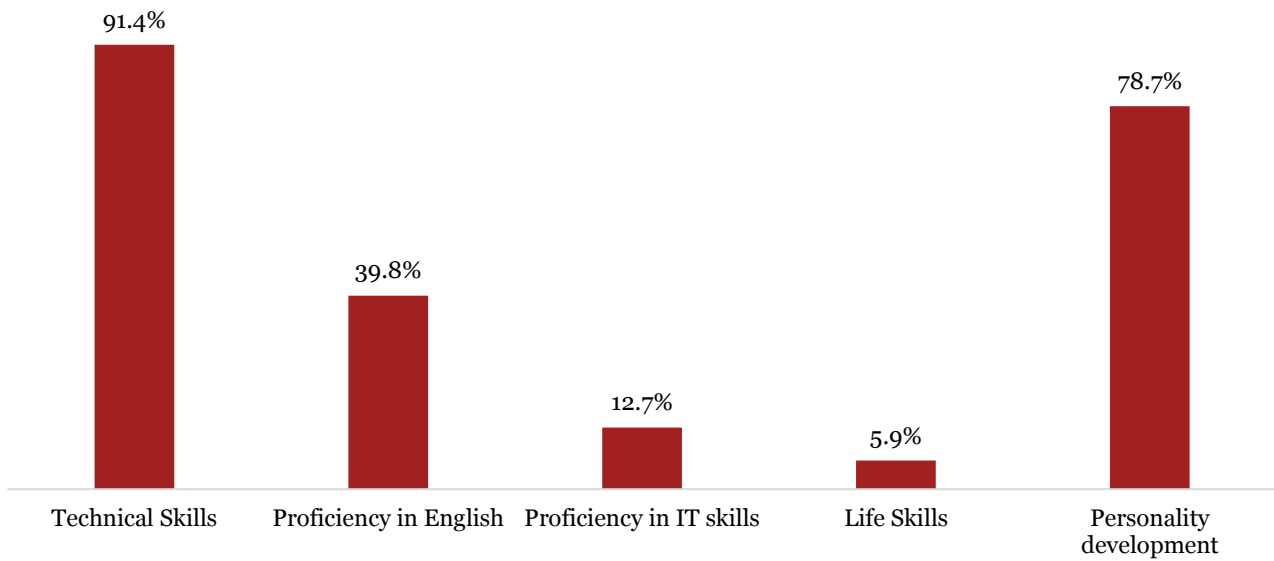
Regarding willingness of the respondents to participate in the training programme in next one year, 43.4% expressed interest whereas 46.8% expressed dis-interest (Figure 48).

Figure 48: Willingness to participate in trainings - Udupi



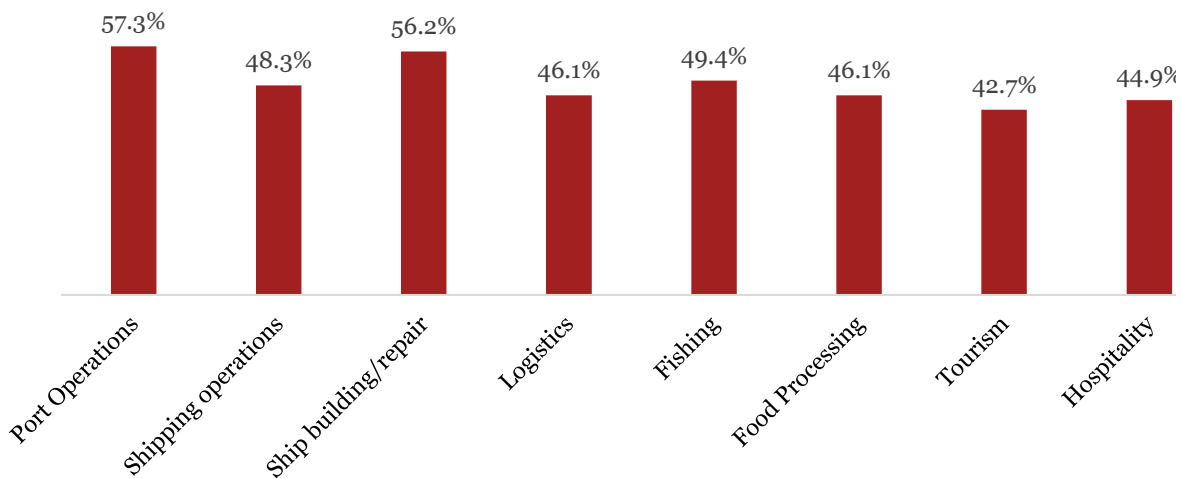
Further, when enquired about the key focus areas of skill training, 91.4% of respondents reported that emphasis must be laid on technical skills followed by personality development (78.7%) and proficiency in English (39.8%) (Figure 49).

Figure 49: Focus area on skills training (Multiple responses)



Overall, there is demand for training in port operations (57.3%), shipping building (56.2%), fishing (49.4%), shipping operations (48.3%) (Figure 50).

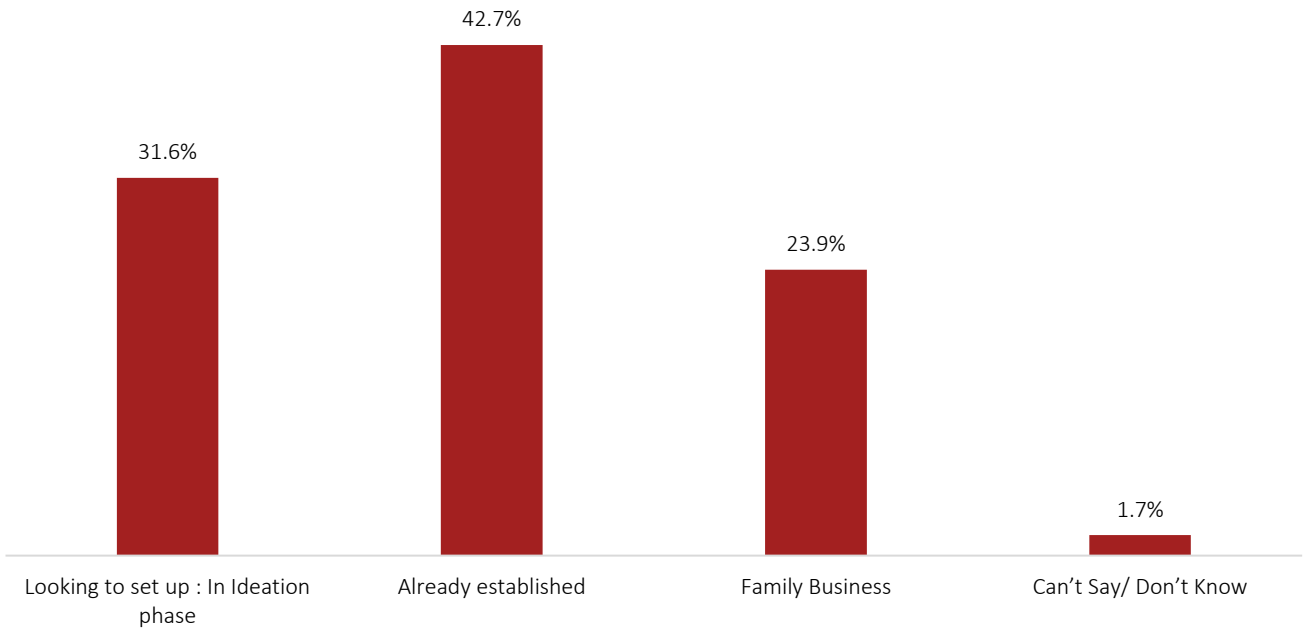
Figure 50: Willingness of respondents to participate in trainings of different sectors – Udupi



Self-Employment

Regarding current status of the Entrepreneurial Venture of the respondents who aspired for self-employment, 42.7% were already established and 31.6% were in their ideation stage (Figure 51).

Figure 51: Current Status of Entrepreneurial Venture - Udupi



Further, 73.5% of the respondents expressed a desire to undergo a training programme for enhancing their entrepreneurial skills (Figure 52).

Retail business (40%), trading (24.4%), food processing (15.6%), tour operators (11.1%) have been identified as most preferred sectors for setting own enterprise (Figure 53).

Figure 52: Interested in skill development for enhancing entrepreneurial skills- Udupi

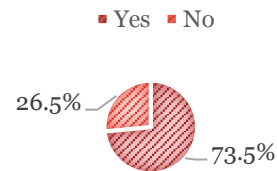
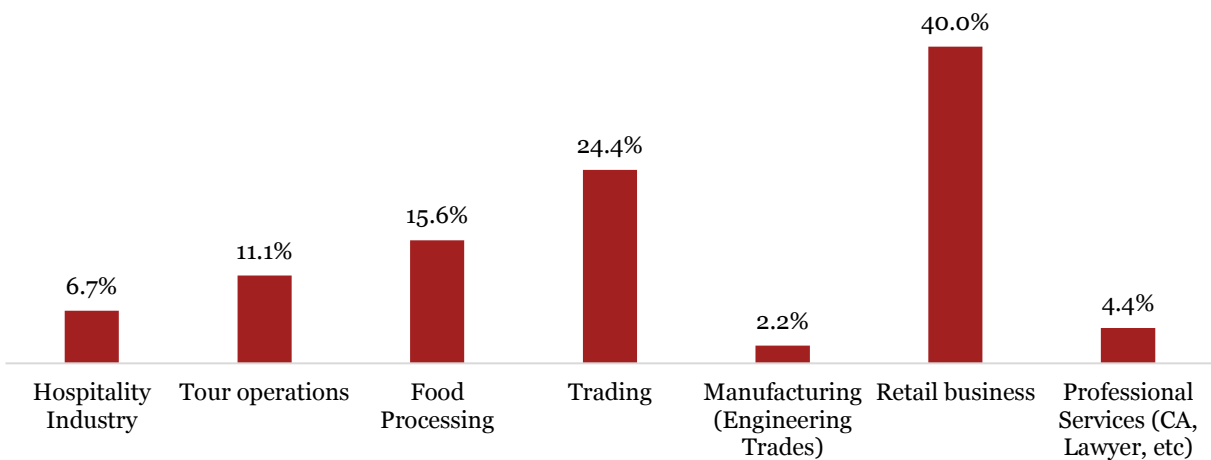


Figure 53: Sectors for establishing enterprise – Multiple responses



1.2.6. Training Infrastructure

Type of training infrastructure	Total number of institutions	No of trades	Top 5 trades based on enrolment and seat capacity
ITI	10	11	Electronics Mechanic, Plumber, Mechanic (Refrigeration and Air Conditioner), Computer operator and Programming Assistant, Information communication technology systems maintenance, Secretarial practice (English)
Polytechnic	6	9	Mechanical Engineering, Electronics and Communication Engineering, Computer Science, Civil Engineering, Automobile Engineering
PMKVY	1	7	CNC Programmer, Sales Associate, Trainee associate, Optical fibre technician, CNC Operator turning

The Training infrastructure in the District is dominated by the ITIs and Polytechnics. The trades are largely focussed on technical and engineering trades.

- ITIs: There are 10 ITI's providing training in 11 different trades mainly focussed on electronic mechanics, computer operator and programming
- Polytechnics: Core engineering sectors like Automobile, Civil, Electrical & Electronics, Electronics & Communication and Mechanical remain the most dominant trades. Most of the students prefer to move to full time engineering courses post diploma.
- PMKVY– The Trades are focussed on the CNC Programmer, Sales Associate, Trainee associate, Optical fibre technician and CNC Operator turning.

2. Skill Gap Assessment, Job Roles and Emerging Job Roles

2.1. Dakshina Kannada

2.1.1. Incremental Demand for Skilled & Semi Skilled Manpower

The district of Dakshina Kannada is witnessing increased industrialization and urbanization. These are affecting the incremental demand of skilled workforce in the district where as per our methodology manufacturing, Logistics and Construction are the most dominant sectors that have the most labour force demand and as such most skilling opportunities.

Table 6: Incremental Demand⁹ for Skilled Workers in Dakshina Kannada

Sector	2017	2018	2019	2020	2021	2022	Total
Core Sectors							
Ports & Allied	583	601	620	640	660	681	3,785
Logistics	1,211	1,242	1,272	1,305	1,337	1,370	7,737
Tourism	548	574	602	630	662	693	3,709
Construction	224	224	224	227	226	228	1,353
Other Dominant Sectors in the District							
Manufacturing	292	292	294	295	296	296	1,765
Trade (Retail & Wholesale)	1,401	1,467	1,539	1,614	1,693	1,774	9,488
Agriculture & Fisheries	-784	-780	-777	-774	-770	-767	-4,652
BFSI	332	362	393	427	464	504	2,482
TOTAL							25,667

Key trends in Core Sector

Ports & Allied Sectors

The construction of 2nd phase of cargo wharf at Old Mangalore Port, construction of dedicated Jetty for Lakshadweep, providing handling equipment at Berth No.12 and Berth No. 8 for handling Bulk Cargo and Container at NMPT under PPP Mode are expected to drive the throughput in the NMPT in the near future. The sector can expect to generate more requirements for skilled laborers for port led activities as the traffic and performance of the port is increasing.

Tourism & Hospitality

The district is one of the most preferred tourist destinations in the country as it is known for the religious centers and serene beauty. The increasing trends in the inflow of tourists in district would continue to require considerable workforce in the Tourism & Hospitality sector. Development of coastal circuits under Swadesh Darshan has been proposed in the areas including water sports activities, development of beaches and in hospitality sector such as home stays, floating restaurants that is expected to generate more employment in the sector in the next few years. Mangalore is also identified as potential health care tourism destination to attract

⁹ Incremental Demand Estimates the additional stock of workforce that are to be created given the expected Economic Conditions in the period of study. This may help in estimating requirement for fresh trainings.

tourists. Mangalore, urban center was also identified for tourism development through development of tourists attractions, entertainment parks, museums, golf courses, galleries, art & craft villages which is under urban tourism that will boost employment opportunity in the next five years.

Fisheries

The sector offers a vast scope of employment for the communities in various areas, such as employment opportunities in processing plants, ice plants, transportations, marketing, crew members in fishing boats etc. Government also offers various schemes to encourage the fishing community. College of fisheries, CMFRI, MPEDA are few of the institutions to provide skill training for the community to improve on the traditional practices. The processing units, deep sea fishing, cage culture etc. demands for semi-skilled/skilled workers in the fishing industry. The investment worth INR 120 cr. has been proposed for Sea Food Park between Mangalore and Udupi towns which will provide more employment opportunities in the next few years. Various fisherman welfare schemes have been implemented for the benefit of fisherman such as insurance coverage; infrastructural support for establishing ice plants/cold storages, fish meal plants and fish market. These would require skill upgradation and spreading awareness among fisher folk.

Key trends in other Dominant Sectors in the District

Construction

There is a boom in construction sector in the district. The proposed Smart City projects such as widening of roads (INR 150 cr.), upgradation of roads with footpaths (INR 150 cr.) along with other investments in Port & Maritime, Fisheries and real estates including development of storage yard, container freight stations and retaining walls for MRPL etc. are driving the demand in this sector. Thus, there is going to be a considerable construction activity in the district.

Logistics

The continued expansion of traffic in New Mangalore Port can be expected to drive the requirement of the truckers. Dakshina Kannada is an exporter of tiles, cashew nuts, marine fish products and has Mangalore SEZ which is near to the port. The requirement of logistics is expected to increase in order to meet the demand of construction and manufacturing growth in the district.

BFSI

Mangalore is one of the financial hub of the country. The origin of Karnataka bank and Corporation bank is in the district headquarters of Dakshina Kannada. Banking sector requires qualified employees with basic computer skills. A large number of people are hired as Insurance agents which is one of the high demand job roles in the Insurance sector.

Manufacturing

Manufacturing is one of the dominant sectors and is set to attract key investments. Special Economic Zones and investments Industrial Estates in Mangalore offer vibrant infrastructure for manufacturing units, such as food processing units, pharmaceuticals, petrochemicals, chemicals & fertilizers etc. The prominent players in Mangalore are Mangalore Chemicals and Fertilizers, Kudremukh Iron Ore Company Ltd, Mangalore Refinery and Petrochemicals Ltd.

Agriculture

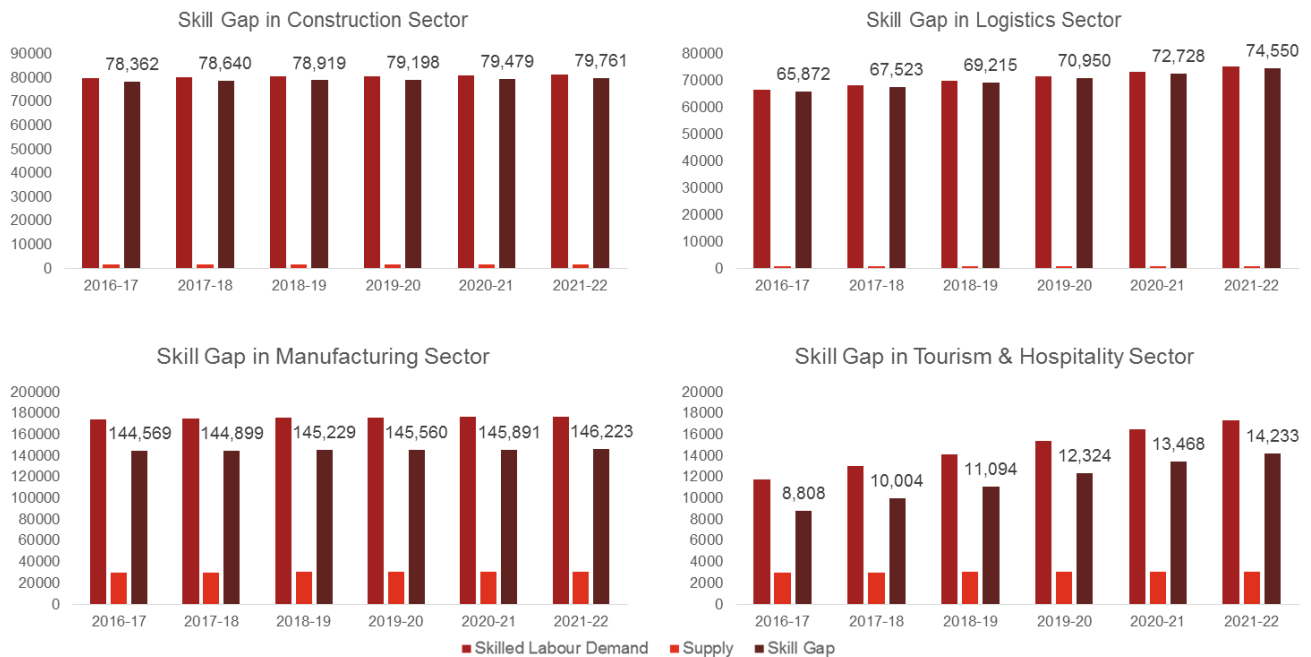
The main crops such as Paddy, coconut, black pepper, cashew, cocoa, rubber, banana etc. are cultivated in Dakshina Kannada. In the year 2014-15, the production of horticulture (fruit crops) and vegetable crops are

1,38,419.9 tonnes and 12064 tonnes. Krishi Vigyan Kendra in Dakshina Kannada often imparts training on agriculture for farmers to enhance their income.

2.1.2. Gap between Total Demand and Supply for Skilled workforce in Select Sectors¹⁰

The gap in the existing total skilled workforce connotes the gap between the total requirement of skilled manpower and workforce in the district with recognized trainings in the said sectors.

Gap between Skilled Manpower Requirement and Workforce in District with Trainings in Select Sectors in Dakshina Kannada



- **Construction Sector:** The demand for skilled labour is larger in the district. However, in the present capacity, the gap between **total requirement of skilled manpower** and the **availability of workforce** is set to increase by 1000 by 2022.
- **Logistics:** The incremental requirement for workforce in the district is expected to increase the gap (9000 in next five years) indicating extreme shortage.
- **Manufacturing:** The sector has historically been served by degrees in engineering, polytechnics and ITIs in the region. The gap is set to increase marginally by 2022.
- **Tourism & Hospitality Sector:** Given the present trends of increased formalization and requirement of skilled workers in the sector, the gap between the **total requirement of skilled manpower** and **availability of workforce** is set to increase by 6,000 by 2022.

2.1.3. Job Roles High in Demand

This sections captures the jobs that have been reported to be high in demand in Dakshina Kannada. The job roles that are listed below have been identified by the stakeholders. Across the sectors, fewer job roles are susceptible

¹⁰ Total Demand refers to the total stock of workforce including the existing workforce in a sector in a district given the expected Economic Conditions in the period of study. This may help in identifying Scope for RPL and Upskilling

to be impacted by technological disruptions and automation. The sub-sections below describe the job roles that are high in demand across the sectors.

Port and Maritime

NMPT handles General Cargo, Edible Oil, Bulk Cement, Crude Oil, LPG, Coal, Chemicals, Liquid Ammonia/Phos. Acid, Bulk Cargo. In-house training division imparts skill training on cargo handling and material handling. There are no sector specific training institutes in the district. Tug operators, Surveyors and cargo handling workers are high in demand.

The matrix below captures the jobs roles that are high in demand:

Job Roles: Port operations	Findings
<ul style="list-style-type: none"> • Crane Operator • Forklift Operator • Winch operator • Shore worker/leader • Surveyors • Supervisors • Truck Driver • Electrician • Tug operators • Maintenance technician • Cargo handling workers • Dock laborers • Cargo supervisor • Hatch worker • Tally clerk • Signalman 	<ul style="list-style-type: none"> • In-house safety training such as safe handling of cargoes, material handling etc. are conducted by Port/Terminal operators for the employees. • Tug operators, cargo handling workers, surveyors, truck drivers and crane operators are high in demand. • Port & maritime sector is currently demanding a skilled workforce • No specific trainings are located in the district for port operations. • Skilled workforce are difficult to find in the job market.

Other Priority Sectors

The job roles that are high in demand in the sectors and that have been identified as priority sectors are listed in this sub-section. Like port and maritime sector, sectors such as logistics, manufacturing, and construction will also be susceptible to technological disruptions and automation, which will negatively impact jobs of manual nature.

Logistics

The modes of transportation are Road, Rail and Ports. Cargo to the port are transported through road or rail. Skilled trucker drivers are high in demand.

The matrix below captures the jobs roles that are high in demand:

Job Roles: Logistics	Findings
<ul style="list-style-type: none"> • Logistic managers • Cargo supervisors • H.V. Drivers • Crane/Equipment operator • Fleet manager • Warehouse Supervisor 	<ul style="list-style-type: none"> • On the Job trainings for H.V. Drivers • Skilled workforce are required in logistic sector to handle hazardous materials.

Construction

In Dakshina Kannada, Smart City projects and New Mangalore Port projects require skilled workforce in electrical works, bar benders, masons, roller/grader operators, technical supervisors for building huge

infrastructural facilities. Other projects such as development of storage yard, commercial complex at Moodabidri, Dakshina Kannada etc. require semi- skilled/skilled workers.

The matrix below captures the jobs roles that are high in demand:

Job Roles: Construction	Findings
<ul style="list-style-type: none"> • Site supervisors • Technical Supervisor • Drivers • Grader Operator • Roller operator • Mason • Bar bender • Supervisor • Carpenter • Electrician • Crane Operator 	<ul style="list-style-type: none"> • Smart city projects and other infrastructural development projects will require skilled workforce to work with sophisticated technology • Site workers will require skills to use new, innovative technological devices and smart systems • The sector hires the mixture of unskilled, semi-skilled and skilled laborers for the work. The role of unskilled workers will be cleaning, loading & unloading etc. • No specific training providers in the district to deliver trainings. On the job trainings are provided by the industry partners. • Migrant labor engaged in this sector

Manufacturing

Manufacturing industries such as rubber/plastic goods, industrial valves, food processing (*cashew processing and value added fish products*), beedi rolling industries are prominent in the district. The district has industrial areas and more than 500 units. The existing workforce will have to upgrade their skills to tune with the emerging market requirements.

The matrix below captures the jobs roles that are high in demand:

Job Roles: Manufacturing	Findings
<ul style="list-style-type: none"> • Crane operator/technicians • Payload operator • Attenders • Drivers • Safety technicians • Assistant operators • Electricians • Helpers (loading/unloading) 	<ul style="list-style-type: none"> • Investments are planned in the sector • Electricians, Welders, Plumbers, Fitters are high in demand. • On the job trainings are provided by the industry. An upskilling can be implemented with the help of training providers and industry partners to improve the awareness/opportunity.

Tourism

The district is investing INR 95.67 crores for the development of coastal circuit in Dakshina Kannada, Uttara Kannada and Udupi districts under Swadesh Darshan Scheme focusing on the development of beaches which includes different components such as floating restaurants, surfing equipment, water sporting equipment, rescue boats, tourist facilitation center etc. which will generate employment in the district. Training in tourism sector should focus on water sports activities and associated job roles. Development of cruise tourism, health care and urban tourism will also generate more employment in the district for the next five years.

The matrix below captures the jobs roles that are high in demand:

Job Roles: Tourism	Findings
<ul style="list-style-type: none"> • Boat/Jetty in charge • Security Guards & Drivers • Tour guides • Life Guards • Marine Sports • Kitchen Steward • Chef 	<ul style="list-style-type: none"> • Focus/Training required on associated job roles, communication and customer management • Key job opportunities lie for new age job roles in safety, dial-a-cab services, multi-cuisine cooking etc. especially with the increased focus through the Smart-City investments

<ul style="list-style-type: none"> • Ticket counter/Parking • Horse riding 	
----------------------------------------------------------------------------------------------------	--

Fisheries

Value addition programme, training on hygiene and marketing could help the fishing community to increase the volume of their catch and revenue. Further, the processing of fish meal, fish oil and other marine products are undertaken in Dakshina Kannada that demands semi-skilled/skilled workforce. Skilled workforce is in demand for aqua culture and shrimp culture. Marine resources available in the district provide scope for setting up of units based on products such as canning units, processing units, fish net manufacturing, building of fishing boats and equipment. Establishment of Sea Food Park between Mangalore and Udupi district will increase the employment in the next few years.

The matrix below captures the jobs roles that are high in demand:

Job Roles: Fisheries	Findings
<ul style="list-style-type: none"> • Cold Storage Technician • Supervisors • Helpers • Quality controller • Freezer operator • Grading 	<ul style="list-style-type: none"> • Skilled manpower needed for aquaculture • Fishing activities are active in Dakshina Kannada and is one of the major source of income. • 4,052 families are involved in fishing activity in the year 2014-15

BFSI

Dakshina Kannada is the hub for banking and is one of the dominant sectors, employing a large work force.

The matrix below captures the jobs roles that are high in demand:

Job Roles: BSFI	Findings
<ul style="list-style-type: none"> • Sales officer • Unit Manager • Receptionist • Officer • Clerk • Technical Staffs (Engineer) • Insurance agents 	<ul style="list-style-type: none"> • Focus required on language and business skills • Basic computer knowledge is important

2.2. Udupi

2.2.1. Incremental Demand¹¹ for Skilled & Semi Skilled Manpower

The district of Udupi is witnessing increased industrialization and urbanization. These are affecting the incremental demand of skilled workforce in the district where as per our methodology, logistics, manufacturing and construction are going to generate the maximum demand for skilled and semi-skilled workers after factoring in future investments and technological changes.

Table 7: Incremental Demand for Skilled Workers in Udupi¹²

Sector	2017	2018	2019	2020	2021	2022	Total
Core Sectors							
<i>Logistics</i>	2,870	3,446	4,142	4,977	5,979	7,183	28,597
<i>Tourism</i>	878	964	1,058	1,160	1,273	1,398	6,731
<i>Construction</i>	2,953	3,186	3,436	3,709	4,001	4,317	21,602
Other Dominant Sectors in the District							
<i>Manufacturing</i>	3,125	3,489	3,897	4,352	4,861	5,429	25,153
<i>Trade (Retail & Wholesale)</i>	2,248	2,467	2,707	2,970	3,259	3,577	17,228
<i>Agriculture & Fisheries</i>	-1,432	-1,407	-1,380	-1,355	-1,332	-1,307	-8,213
<i>BFSI</i>	332	362	393	427	464	504	2,482
TOTAL							93,580

Key trends in Core Sectors

Fisheries

The district has the largest natural fishing harbor and fish landing centers in the state. The promotion of deep sea fishing and pisciculture are expected to promote requirement of skilled workers in the sector. The investment worth INR 120 cr. has been proposed for Sea Food Park between Mangalore and Udupi towns which is expected to provide more employment opportunities by establishing processing units, value added fish products etc.

Transportation, Logistics and Warehouse

It is expected to generate more employment in the sector for the next five years as the district is the tourist spot which is expected to set a positive impact. The district is known as exporter of cashew, fish related products and other products which will increase the demand for total employment in the logistics sector.

Tourism

The proposed investment under the Swadesh Darshan which intends to the development of nine beaches across three districts and the increasing trends of tourists are the key drivers of the incremental demand in the sector. The district is known for the cuisine and the sector opts for skilled workers. Job roles in water sports activity and in hospitality sector require skilled workforce.

¹¹ Incremental Demand Estimates the additional stock of workforce that are to be created given the expected Economic Conditions in the period of study. This may help in estimating requirement for fresh trainings.

¹² There is no port in Udupi district

Key trends in other Dominant Sectors in the District

Agriculture

The impact of the real estate boom, industrial development and urbanization is expected to have a negative impact on this sector. However, due to the demand, awareness and the infrastructure available, there arises the need for skilled workforce in the near future. More than 80 farmers are engaged in sericulture in year 2014-15.

Manufacturing

Udupi has 4 industrial areas/industrial estates catering to various manufacturing units which require semi-skilled or skilled workforce. Baliga Fish Nets and Best Seller Apparels Pvt. Ltd, are the prominent industrial players in the district to hire the semi-skilled/skilled workers. The projects which are registered with DIC, production units in the district provide an increasing demand for the skilled workforce.

Construction

The projects such as construction of sea walls for preventing erosion, Jetty construction and other residential construction in the district provides a positive impact on the requirement of skilled manpower.

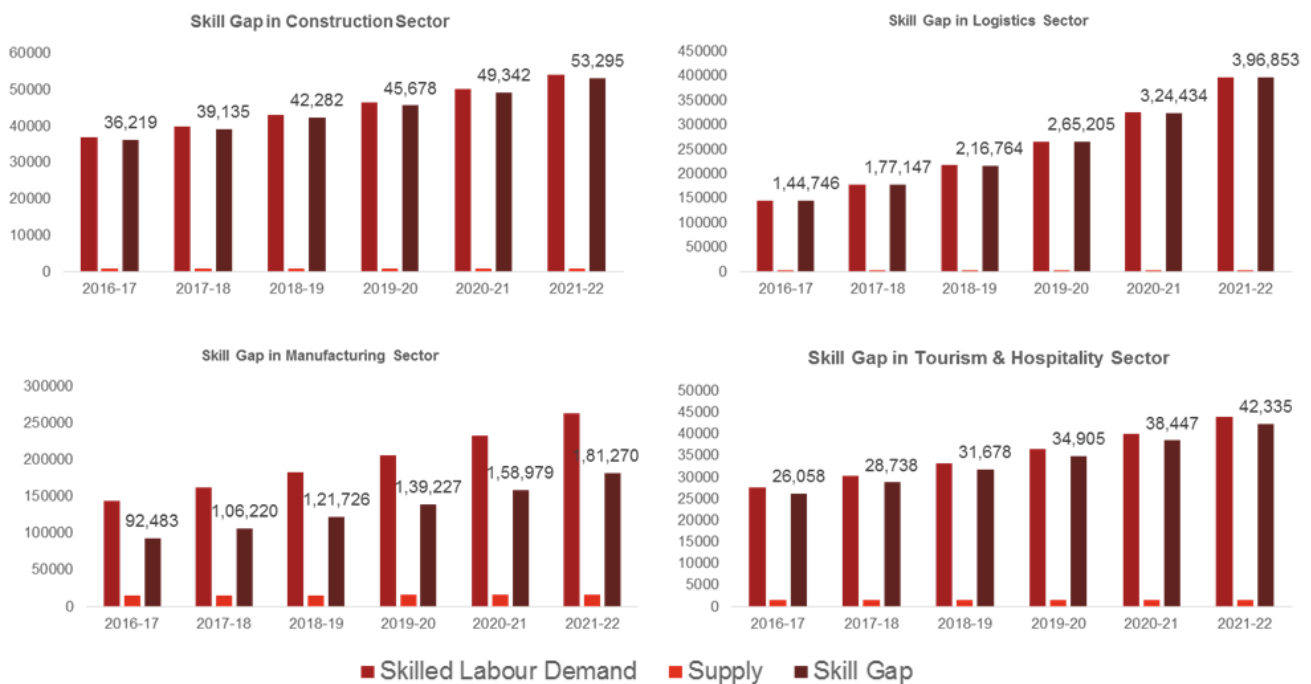
BFSI

The district is the financial hub as part of the erstwhile unified South Canara District. The district has emerged as a hub for training in the BFSI sector.

2.2.2. Gap between Total Demand¹³ and Supply for Skilled workforce in Select Sectors

The gap in the existing total skilled workforce connotes the gap between the **total requirement of skilled manpower** and **workforce in the district with recognized trainings in the said sectors**.

Gap between Skilled Manpower Requirement and Workforce in District with Trainings in Select Sectors in Udupi



¹³ Total Demand refers to the total stock of workforce including the existing workforce in a sector in a district given the expected Economic Conditions in the period of study. This may help in identifying Scope for RPL and Upskilling

- **Construction Sector:** The demand for skilled labour is larger in the district. However, in the present capacity, the gap between **total requirement of skilled manpower** and the **availability of workforce** is set to increase by 18,000 by 2022.
- **Logistics:** The incremental requirement for workforce in the district is expected to increase the gap (2,60,000 in next five years) indicating extreme shortage.
- **Manufacturing:** The sector faces high skill gap owing to lack of sufficient training infrastructure in the district. The gap is set to increase by 2022.
- **Tourism & Hospitality Sector:** Given the present trends of increased formalization and requirement of skilled workers in the sector, the gap between the **total requirement of skilled manpower** and **availability of workforce** is set to increase by 17,000 by 2022.

2.2.3. Job Roles High in Demand

This sections captures the jobs that have been reported to be high in demand in Udupi. The job roles that are listed below have been identified by the stakeholders. Across the sectors fewer job roles are susceptible to be impacted by technological disruptions and automation. The sub-sections below describe the job roles that are high in demand across the sectors.

Ship building/repair

The ship building/repair sector has reported high demand for welders, CNC operators, machinist, technicians, scaffolders, surveyors, gas gutters and other skilled workers. The said job roles are in demand but there is a need for upskilling of the workforce. There is a significant demand for the skilled workers who possess the necessary skills required for the growth and development of the business. The sector focuses on safety training, clean environment and pollution control.

Job Roles: Ship building and repairs	Findings
<ul style="list-style-type: none"> • Welders • Riggers • Scaffolders • Painter • AC technician • Grinders • Mechanical/Automobile/Electrical engineers • CNC Operator • Fabricators • Gas cutters • HVAC • Blaster • Electrician 	<ul style="list-style-type: none"> • Well trained workforce for the sector is difficult to find in the job market • In-house team to design and engineering. • No specialized training institutions are located in the district. • Tebma Shipyard offers dredgers, Geotechnical research vessel, Multi-purpose offshore Support vessel, Tugs, Anchor handling tug supply vessels which require experienced and skilled workforce. • Workers for ship building/repair, supervisors are high in demand. • Stakeholders indicated preference for hiring ITI graduates with minimum years of experience.

Tourism & Hospitality

The district ranks 10th among tourist arrivals in Karnataka. There are opportunities to engage local youths in tourism sector. There is a greater scope for boat operators, banana ride, water scooter ride etc. which exists in Malpe beach. The coastal circuit projects which have been proposed in the district would also require skilled manpower.

Job Roles: Tourism & Hospitality	Findings
<ul style="list-style-type: none"> • Front Office Executive/associate • Store Keepers • Coffee counter • Bell boy 	<ul style="list-style-type: none"> • Udupi is famous for cuisine and the sector demands for well-trained workforce. • Focus required on communication skills/ entrepreneurial skills etc.

Job Roles: Tourism & Hospitality	Findings
<ul style="list-style-type: none"> • Kitchen/Vessel cleaners • Room service boy • Chef (South Indian/North Indian/Chinese etc.) • Assistant Chef • Helper • Pantry • Housekeeping Attendant • Boat/Jetty in charge • Security Guards & Drivers • Life guards 	<ul style="list-style-type: none"> • No specialized training institutions are located in the district for water sports activities. • Life skills training/awareness to promote home stays can be provided among the local people.

Other Priority sectors

The job roles that are high in demand in the sectors and that have been identified as priority sectors are listed in this sub-section. Like port and maritime sector, sectors such as logistics, manufacturing, and construction will also be susceptible to technological disruptions and automation, which will negatively impact jobs of manual nature.

Manufacturing

The district has more than 500 micro and small enterprises such as engineering units, garments, rubber, plastic, petro and leather based industries, etc. Presence of printing press in Manipal t offers printings on cheques, share certificates etc. The existing workforce will have to upgrade the skills according to the emerging market requirements. Skill requirements vary for different roles within the same sector. The sector demands workforce who has in-depth knowledge on various production and operation processes. On the job trainings are conducted in the industries to meet the existing requirements.

Job Roles: Manufacturing	Findings
<ul style="list-style-type: none"> • Machine operators • Helpers • Quality controllers • Safety technicians • Assistant operators • Electricians 	<ul style="list-style-type: none"> • ITI graduates are preferably hired for majority of the job roles. • Unskilled workers are hired to perform activities such as cleaning/washing, helper etc. • Majority of the laborers work on contract basis.

BFSI

In Udupi, BFSI is one of the most dominant sectors. Presence of one of the public sector banks viz. Syndicate bank has its origin in the district.

Job Roles: BFSI	Findings
<ul style="list-style-type: none"> • Sales officer • Officer • Clerk • Insurance agents • Attenders 	<ul style="list-style-type: none"> • Focus on communication /presentation skills/computer knowledge. • Upskilling on technology and customer service will be important. • Insurance agents are in demand. • Knowledge on various schemes/policies/products

Construction

The sector is likely to generate employment for many as the port is near to the district and hence the need for semi-skilled and skilled workers is important. In Udupi, construction such as the jetty, residential activities require a pool of skilled workers in structural design, maintenance or electrical works etc. The preference for white collared jobs among the people has created an acute shortage of people for blue collared jobs, such as, construction workers, masons etc.

Job Roles: Construction	Findings
<ul style="list-style-type: none"> Contractors Painters Tile/Granite workers Fabricators Site supervisors Technical Supervisor Drivers Grader/Roller Operator Mason Bar bender Supervisor Carpenter Electrician Crane Operator Office staffs 	<ul style="list-style-type: none"> Industry partners will provide safety trainings to the workforce. Site workers will require skills to use technological devices and smart systems. Industry partners should pitch in to provide safety training and other relevant trainings to the existing workforce. Steel fabricators, masons, electrician, bar benders, helpers and site supervisors are in demand. The sector is facing a challenge in getting the skilled manpower. There is a combination of unskilled, semi-skilled and skilled workers in this sector. The role of unskilled workers would restrict in loading/unloading, cleaning etc.

Food Processing

Cashew kernels, fish meal & oil, frozen fishes are the major exportable items from the district. Since fishing is one of the major source of income in the district, fishing sector has 90 ice plants, 8 cold storages, fish processing plants, freezing units and canning plants in Udupi. Majority of the rural communities engage in the food processing activities such as cashew processing, fish meal & oil production. There are several large and medium scale food processing units such as Raj Fish Meal & Oil Company, Goan Fresh Marine Exports, Amit Cashew Industries etc.

Job Roles: Cashew Processing	Findings
<ul style="list-style-type: none"> Peelers Graders Packing Sorting Helpers Supervisors Assistants Cooking Colour sorter Electricians Machine Operators 	<ul style="list-style-type: none"> Semi-skilled workers with experience are generally hired in this sector. Unskilled workers are also hired for the roles of segregating the poor quality fishes, peeling, grading and packing Upskilling/fresh trainings on cashew processing are required.
Job Roles: Fish Meal & Oil Production	Findings
<ul style="list-style-type: none"> Boiler Operator Drier operator Floor workers Grader Peeler Helpers Supervisors (Production/receiving/warehouse) Assistants Maintenance operator Quality controller Production Manager Packers 	<ul style="list-style-type: none"> NETFISH, MPEDA provides trainings in hygiene, material handling and safety for the existing workers in the factory. Skilled workers are required to perform activities such as boiler operator, chemists, supervisors, production manager. Fishing communities can be hugely benefited. Stakeholders indicated preference for hiring 12th pass people with experience for job roles such as graders, peelers etc and ITI certificate holders as boiler/drier operator.

3. District Action Plan

3.1. Background

An actionable roadmap is one of the deliverables to be submitted to MoS for implementing skill training programmes in each of the districts. To develop these District specific plans, the team has mapped the emerging skilling opportunities across the District. Further, similar training opportunities or training requirements from the same sector have been clubbed into one programme to ensure optimal use of resources and to build economies of scale for delivery partners. This has been proposed to improve the chances of developing and proposing feasible and viable training delivery models.

Further, the team has also estimated the broad capital and operational expenditure expected to be incurred in operationalizing the training initiatives in the districts. Apart from this, critical operational aspects such as training delivery mechanisms, availability of curriculum and employers have also been explored. The current status of these critical aspects will help ascertain the feasibility of initiating these trainings immediately and assess the gaps that need to be bridged before these training can be rolled out.

3.2. Objective of developing the plan

The District action plans have been developed with an overall objective of providing a step by step skill implementation plan to the Ministry of Shipping in the six coastal districts. The specific objectives include the following:

- Mapping various skilling opportunities available in the district, keeping in mind the requirements of Port led development and emergence of CEZs.
- Mapping the current status of various pre-requisites such as availability of qualifications, curriculum, funding for training, potential training delivery partners, availability of assessors and certification processes and institutions for the training programmes.
- Identify the potential/target beneficiaries for the training courses.
- Map the infrastructure and the investment that may be required to deliver the training programmes in the district.
- Provide an estimate of the investment required to create/hire the skilling infrastructure.
- Provide a step by step action plan for MoS to implement the skilling initiatives.

3.3. Methodology

Stakeholder consultations¹⁴ that were held at national, state and district level and that included stakeholders from government, industries, associations, and private firms have prepared a separate plan. The plan has been divided into several sections and include sections on training delivery, potential partners, and investments. The investments component has been divided into two broad heads: capital expenditure and operational expenditure. Capital expenditure has only been proposed in cases in which there were very limited possibilities of using existing institutional framework for partnership and for using existing infrastructure and equipment. Operational expenditure includes the cost of the running the training programmes including the salary of the instructors. The common cost norms inform the calculation of the operational expenditure. Capital expenditure has been worked out bearing in mind the infrastructure requirements of the programme and duration of training programmes. Wherever feasible, partnership with existing programmes such as DDU-GKY and PMKVY has been suggested in the plan.

¹⁴ Roughly 300 primary consultations inform the development of this plan

3.4. Summary for Dakshina Kannada

SN	Project Name	Job Roles	Type of training	No. of people to be trained
1	Training in construction sector	Bar benders, Scaffolder, Carpenters, Graders, Masons.	Fresh	2,500 persons in next 5 years
2	Skill training in Port & Maritime	Tug Operators, Mooring launch operator/masters, Surveyors, Shore Worker.	Fresh	1,500 persons in next 5 years
3	RPL and Training in tourism and hospitality	Tour packaging, tour agent/travel operator, lifeguard, surfing, boat operator, Chef, kitchen helpers, Assistant, Street-food vendor, etc. Entrepreneurial skills.	Fresh & RPL	5,000 persons in next 5 years
4	Electives/Short term training for infrastructure and Port management	Operational Manager, and Port training.	Fresh	250 persons in next 5 years
5	Training for emerging job roles in Smart City Projects	Electronic and Electrical Technician, Solar Panel and Water Management Technician.	Fresh	1,200 persons in next 5 years
6	Fisheries Sector Training	Sorters, fish handling, spotters (Pagi), Mechanics, fish handlers	Fresh and Upskilling	2,300 persons in next 5 years

3.5. Action Plan for Dakshin Kannada

Project 1: Training in construction sector				
Key economic drivers	<ul style="list-style-type: none"> Smart City Projects such as widening of Roads (INR 150 crores); upgradation of Roads with footpaths (INR 150 crores) etc. Other Projects that are proposed in the district are: <ul style="list-style-type: none"> Construction of 2nd phase of cargo wharf at Old Mangalore Port (INR 9.6 crores). Construction of Sea walls for preventing erosion at Meenakali, Dakshina Kannada district (INR 4.70 crores). Retaining walls for Mangalore Refinery and Petrochemicals Limited (INR 7 crores). Development of storage yard (INR 10 crores). 			
Rationale for a Training Center	As Mangalore is selected as one of the Smart Cities in Karnataka, it is expected that construction activity will get a boost. The sector contributes 10.4% of the total GDP. Many projects are expected to come up which will generate employment in this sector. This in addition to the normal construction activities which are happening in the city. Therefore, skill and safety training in construction sector would provide an immense opportunity to skilled labourers. Carpenters, bar benders, scaffolder and excavator operators are in demand.			
Trainings	Training courses	Target Beneficiaries	Type of Trainings	Total Number of beneficiaries

		Skilling for construction workers	Mangalore Block of the district	Fresh Training	2,500 persons in next 5 years
Availability of curriculum	Job Role	Target groups	QP/NOS	MES	CTS
	Bar benders, Scaffolder, Carpenters, Graders, Masons	Mangalore Block of the district	QP available for: <ul style="list-style-type: none"> Bar bender, Scaffolder, Carpenter, Masons 	MES available for: <ul style="list-style-type: none"> Bar bender, Scaffolder, Carpenter, Masons 	CTS available for: <ul style="list-style-type: none"> Carpenter, Mason
Estimated investment for establishing a training center (INR in lakhs)		Training in construction sector			
		Operational Expenditure	450		
Potential Partners		Partner	Areas of Support		
		ITI and Training Partners (National Academy of Construction, Hyderabad)	<ul style="list-style-type: none"> Training delivery Installation of required equipment for practical training Designing the curriculum 		
		Industry partners (Trident Infrastructure)	<ul style="list-style-type: none"> Space and infrastructure for training Facilitate on the Job training Provide inputs in curriculum design 		
		Construction and Infrastructure SSC	<ul style="list-style-type: none"> Identification and certification of Trainers Identification and certification of assessors Assessment of trainees Certification of Trainees 		
Training Delivery		Option 1 <ul style="list-style-type: none"> Partnership with Industry partners to deliver training Training facility to be managed and maintained by Construction and Infrastructure SSC Option 2 <ul style="list-style-type: none"> Engage a TSP affiliated with DDU-GKY and PMKVY to deliver the training TSP to set up a training center 			

Work Plan

Training in construction sector	in Months					
	1	2	3	4	5	6
TSP empanelment						
SSC affiliation						
Mobilization of prospective trainees						
Enrolment of students						
Roll-out of training programme						

Project 2: Skill training in Port & Maritime	
Key economic drivers	<ul style="list-style-type: none"> Major Port- New Mangalore Port Old Mangalore Port handles the import and export of cargoes mainly to Lakshadweep.
Rationale for a Training Center	A group of qualified people are in demand to assist the berthing of ships and for the safe operations for mooring/berthing of a ship. As on 1 st November, 2016, the strength of NMPT is 1,015. With the increase in the port performance, the requirement of skilled workers for port activities would increase. Similarly, tug operators and surveyors must be qualified labourers.

		There are different types of mooring, surveys etc. and it is required to understand the safety procedure to be used. The skill training course should cover all on-shore and off-shore operations. The training/course should also benefit winch operator, signalman, cargo supervisor, shore leader/worker etc.			
Trainings		Training courses	Target Beneficiaries	Type of Trainings	Total Number of beneficiaries
		Skill training in Port & Maritime	Coastal Communities	Fresh Training	1,500 persons per year
Availability of curriculum	Job Role	Target groups	QP/NOS	MES	CTS
	Tug Operators	<ul style="list-style-type: none"> Existing workers Coastal Communities 	Not Available	Not Available	Not Available
	Mooring launch operator/ masters	<ul style="list-style-type: none"> Existing workers Coastal Communities 	Not Available	Not Available	Not Available
	Surveyors	<ul style="list-style-type: none"> Existing workers Coastal Communities 	Not Available	Not Available	Not Available
	Shore Worker	<ul style="list-style-type: none"> Existing workers Coastal Communities 	Not Available	Not Available	Not Available
Estimated investment for establishing a training center (INR in lakhs)		Skill training in Port & Maritime			
		Operational Expenditure	115		
Potential Partners		Partner	Areas of Support		
		Maritime Institutes/Colleges	<ul style="list-style-type: none"> Establishment/Upgrading the training center by purchasing and installing the required equipment Training delivery Development of curriculum Identification of trainers Assessment and certification of trainees 		
		Port Terminal Operators/NMPT	<ul style="list-style-type: none"> Provide infrastructure for training Input for designing curriculum Guest faculty Access to port facilities 		
Training Delivery		Option 1 <ul style="list-style-type: none"> To engage a TSP affiliated with Directorate General of shipping to impart training. Option 2 <ul style="list-style-type: none"> Port/Terminal operators to create the training facility in the port locality 			

Work Plan

Skill Training in Port & Maritime	in Months					
	1	2	3	4	5	6
Upgradation of training center						
Development of QPs						
Establishment of training infrastructure and facility/ Purchase and installation of lab equipment						
Appointment of trainers						
Mobilization of prospective trainees						
Enrolment of students						
Roll-out of training programme						

Project 3: RPL and Training in tourism and hospitality					
Key economic drivers		<ul style="list-style-type: none"> Huge Inflow of tourists Development of Coastal Circuit in the district (INR 95.67 Crores) Trade, Hotel and restaurant contributes 12.6% share of the total GDP. 			
Rationale for a Training Center		<p>Tourism sector is witnessing the development of coastal circuit project under Swadesh Darshan Scheme in the district of Dakshina Kannada, Udupi and Uttara Kannada comprising of 9 beaches with an aim to create world class beach tourism. The various project components include life guards watch tower, boat operator, kiosks for food and beverage, surfing, water sporting, rescue boat operator etc. Marina Waterfront development as a part of Smart City Mission will also gear up employment opportunities. Surfing Club in Mulki has planned short term courses in various places in Dakshina Kannada and Udupi district.</p> <p>Department of Tourism has planned to promote home stays, small shops, floating restaurants as a part of the project which will generate more employment for the local communities. Measures have been taken to encourage homestays by providing concessions for certified homestays that can be availed in the district by the localities. Keeping in mind, a training on self-management & effective communication, Entrepreneurial skills, Food & Beverage preparation, hygiene cooking, customer service can be imparted to the target audience in order to add value as it is equally important to understand to behave professionally with the customers. Opportunities exist for cooks (South/north Indian and Chinese), pantry man, cashiers, supervisors, kitchen steward. The course should mould an individual to maintain a positive attitude and personal presentation at workplace, preparation of local food, demonstrating the food safety methods in restaurants, effective communication, safe working practices, hygiene food preparation etc.</p>			
Trainings		Training courses	Target Beneficiaries	Type of Trainings	Total Number of beneficiaries
		RPL and Training in tourism	Coastal Communities/Existing workforce	Fresh Training RPL	1,250 persons in 5 years 2,500 persons in 5 years
		Training in hospitality	Coastal communities/youths	Fresh Training	1,250 persons in 5 years
Availability of curriculum	Job Role	Target groups	QP/NOS	MES	CTS
	<ul style="list-style-type: none"> Tour packaging, Tour agent/ 	Coastal Communities/Existing workforce	Not Available	MES Available for:	Not Available

	travel operator life guard, surfing, boat operator and water sport activities			Tour agent/travel operator	
	<ul style="list-style-type: none"> Chef, kitchen helpers, assistants, street food vendors, order taker etc. 	Coastal Communities/Youths	QP available for: <ul style="list-style-type: none"> Kitchen helpers Kitchen Steward Order taker-Home Delivery 	Not Available	<ul style="list-style-type: none"> Food Production (General) Baker and Confectioner Food & Beverage Guest Service Assistant
	<ul style="list-style-type: none"> Entrepreneurial skills 	Coastal Communities/Youths	Not Available	Not Available	Not Available
Estimated investment for establishing a training center (INR in lakhs)		RPL and training in tourism & hospitality			
		Operational Expenditure	400		
Potential Partners		Partner	Areas of Support		
		Tourism and Hospitality Sector Skill Council-Affiliated Training Providers/Surfing Club, Mulki	<ul style="list-style-type: none"> Training delivery Infrastructure for training Use of equipment 		
		Hotel Management Institutes/ South Kanara District Hotel Association	<ul style="list-style-type: none"> Input for designing curriculum Guest faculty 		
		Tourism Department/Surfing Federation of India	<ul style="list-style-type: none"> Funding and Regulations Input for designing curriculum 		
		Tourism and Hospitality Sector Skill Council	<ul style="list-style-type: none"> Identification and certification of trainers/assessors Assessment and certification of trainees 		
Training Delivery		<ul style="list-style-type: none"> Affiliated existing TSP to deliver the training. 			

Work Plan

RPL and Training in tourism and hospitality	in Months					
	1	2	3	4	5	6
Partnership with SSC, Affiliated TSP/Institutes						
Development of QPs						
Appointment of trainers						
Mobilization of prospective trainees						
Enrolment of students						
Roll-out of training programme						

Project 4: Electives / Short term trainings for Infrastructure and Port Management					
Key economic drivers		<ul style="list-style-type: none"> Major Port- New Mangalore Port Mangalore Special Economic Zone is the vibrant and operational multi-product SEZs catering to petrochemical, manufacturing, service and warehousing, Tebma Shipyard in Udupi. The district has mega industries such as MRPL, ONGC, MCF, KIOCL 			
Rationale for a Training Center		Investment opportunities lined up in the Port & Maritime sector. Setting up of a training centre will provide a positive impact. The training on various elective courses such as Infrastructure, Construction, Port management, managing SEZs, logistics, supply chain management, strategic operations, Managing Electricity Business, managing oil & gas business etc. can be implemented under one umbrella. Adani group has similar kind of PGDM institute in Ahmedabad, “Adani Institute of Infrastructure Management” which caters the needs based on the requirements. Similar kind of institute/training centre can be set up in the district or partnership with the industry partner. The training institute should include a course on port management.			
Trainings		Training courses	Target Beneficiaries	Type of Trainings	Total Number of beneficiaries
		Short term training with elective course package in the area of Infrastructure management, logistic, construction management, port management and finance.	Port Staffs/Students	Fresh Training	250 persons in 5 years
Availability of curriculum	Job Role	Target groups	QP/NOS	MES	CTS
	Operational Manager, Port Trainee	Port staffs/Students	Not Available	Not Available	Not Available
Estimated investment for establishing a training center (INR in lakhs)		Operational Manager/Port Trainee			
		Capital Expenditure ¹⁵			70
		Operational Expenditure			70
Potential Partners		Partner	Areas of Support		
		Affiliated Training Providers/Universities	<ul style="list-style-type: none"> Training delivery Training facility/infrastructure 		
		Industry Partner	<ul style="list-style-type: none"> Input for designing curriculum 		
		Logistics SSC and University	<ul style="list-style-type: none"> Development of QPs for the identified job roles 		

¹⁵ Building construction cost

	<ul style="list-style-type: none"> • Develop model training programmes for the identified Job Roles • Identification and certification of Trainers/assessors • Assessment and certification of trainees
Training Delivery	Affiliated training provider to rent/develop the training center and deliver the training programme

Work Plan

Training for Infrastructure and Port Management	in Months					
	1	2	3	4	5	6
Partnership with SSC						
Development of QPs						
Training centre setup						
Establishment of training infrastructure and facility						
Appointment of staff members						
Mobilization of prospective trainees						
Enrolment of students						
Roll-out of training programme						

Project 5: Training in Smart City Sector					
Key economic drivers	Smart City projects such as ICT and Disaster Safety Components (INR 15.58 Cr), CCTV System Fixed Zoom Telescopic Camera (INR 3 Cr), CCTV for road surveillance (INR 12.50), implementation of rain water harvesting in all buildings having area more than 1000 sq. ft. (INR 10 Cr), waste water coverage and connecting the waste water to sewage treatment plan for treatment and reuse (INR 128.86 Cr)				
Rationale for a Training Center	<p>Interconnectivity between devices through internet is increasingly available in commonplace and ICT component in the Smart Cities forms a major chunk in the proposed plan. With major development plans on for installation of CCTV monitoring systems, smart portals for public utilities, air quality monitoring systems, major employment opportunities can be seen for technicians with skills in installation and maintenance of such services. In addition, Green Jobs including water management technicians, solar panel technicians would be required to upgrade the infrastructure of the city of Mangaluru towards the goal of sustainability of the smart city programme.</p> <p>The scope would increase in the subsequent years with proposed expansion of the coverage of the smart city project beyond the pilot area. The Skill Development Centre proposed under the smart city project could be utilised to train smart city oriented trainings.</p>				
Trainings	Training courses	Target Beneficiaries	Type of Trainings	Total Number of beneficiaries	
	Training in Electronics & Electrical Trades for Smart Cities	Local youths	Fresh Training	1,200 persons in 5 years	
Availability of	Job Role	Target groups	QP/NOS	MES	CTS

curriculum	Electronic & Electrical Technician	ITI (Electrical and Mechanical)/Diploma (Electrical and Mechanical) candidates)	QP available for: • Electrical Technician	MES available for: • Basic Electronic Mechanic • Industrial Electrical	Technician Power Electronics systems
	Solar Panel and Water Management technician		QP available for: • Solar PV Installer • Wastewater treatment Plant technician / helper	MES available for: • Solar PV technician/Assistant Solar PV technician • Solar electric System Installer & Service Provider, Solar Hot Water system installer	No course available
Estimated investment for establishing a training center (INR)		Training in Smart City Sector			
		Operational Expenditure	15,574,275		
Potential Partners	Partner		Areas of Support		
	Affiliated Training Providers		<ul style="list-style-type: none"> • Training delivery • Training facility/infrastructure 		
	Industry Partner		<ul style="list-style-type: none"> • Input for designing curriculum 		
	IT-ITES NASSCOM, Telecom SSC, Green Jobs SSC		<ul style="list-style-type: none"> • Develop model training programmes for the identified Job Roles • Identification and certification of Trainers/assessors • Assessment and certification of trainees 		
Training Delivery	To engage an affiliated TSP to deliver the training				

Work Plan

Training in Smart City Sectors	in Months					
	1	2	3	4	5	6
Establishment of training infrastructure and facility						
Purchase and installation of lab equipment						
Appointment of trainers						
Mobilization of prospective trainees						
Enrolment of students						
Roll-out of training programme						

Project 6: Sustainable Fishing and Safety Training	
Key economic drivers	<ul style="list-style-type: none"> • Purse fishing activities produce large amounts of by-catch (unintentionally caught fish). • Destruction of corals due to unsustainable fishing practices.
Rationale	There are more than 17,000 people involved in fishing and related activities in the Dakshina Kannada District ¹⁶ . The intention to catch large quantities of fish often results in following unsustainable and destructive methods of fishing. Fishermen need to be trained to move from a capture-based approach to a culture-based one, thereby effecting an increase in fish population as well.

¹⁶ Fisheries Census, 2010

		<p>The amount that a crew can catch, depends on their skillset. The spotter is the person who spots the fishes in the sea without any scientific training. Training can be given on spotting fish, safety mechanisms to be followed including basic navigation, reading the VPS (Vehicle Positioning systems) and basic health and hygiene training on handling the fish post-harvest.</p> <p>In addition to this, fisherman are also unable to fetch good price for their produce. Most of the good quality fishes caught by fisherman are bought by suppliers (agents of exporters) at cheap rates and the fisherman incurs a loss due to lack of expertise on exporting the fish and not having direct contacts of exporters in order to bypass the intermediaries. The members of the cooperative should be given the training regarding the rules and regulations in exporting, the quality requirements, availing facilities (like cold storage) to ensure quality of fish. This will increase the returns to the fisherman and provide a more sustainable means of income.</p>			
Trainings in high demand		Training courses	Target Beneficiaries	Type of Trainings	Total Number of beneficiaries
		Sustainability Training	• Fisherman and crew members	Upskilling (120 Hours)	1,000 persons in next 5 years
		Safety Training	• Local fishing community • Fish cooperative Members	Up Skilling (120 Hours)	1,000 persons in next 5 years
		Export based training for fisherman cooperative	• Members of Fisherman cooperatives	Fresh Training (200 Hours)	300 persons in next 5 years
Availability of curriculum	Job Roles	Target Group	QP/NOS	MES	CTS
	• Sorters, fish handling, spotters (Pagi), Mechanics, fish handlers	• Sorters, fish handling, spotters (Pagi), Mechanics, fish handlers	Fishing Boat Mechanic, Marine Capture Fisherman	Not Available	Not Available
	• Technician	• Local fishing community • SHG members • Fish cooperative Members	Not Available	Not Available	Not Available
Investment (INR In lakhs)		Sustainable Fishing			
		Operational Expenditure			53
		Safety Training			
		Operational Expenditure			53
		Export based training for fisherman cooperative			
		Operational Expenditure			25
Total Operational Expenditure			131		
Potential Partners		Partner	Areas of Support		
		Fisheries Dept.	<ul style="list-style-type: none"> • Providing Trainers • Providing technical expertise to ASCI, FICSI SSC • Space and infrastructure for establishing training • Practical training • Input for designing curriculum 		
		ASCI ,FICSI	<ul style="list-style-type: none"> • Develop model training programs 		

		<ul style="list-style-type: none"> • Identification and certification of Trainers • Identification and certification of assessors • Assessment of trainees • Certification of Trainees
Training Delivery	• Fisheries Dept. to provide training infrastructure and deliver training	

3.6. Additional Training Courses

During the interaction with the State Skill Development mission, some additional training courses were also suggested with an objective to cater to the requirement emerging around the state.

The training courses have been offered traditionally by various TSPs under different schemes and programmes and have been listed in the table below.

S. No	Sector	Trade - QPs	Qualification
1.	IT-ITES	Application Development, IT Support Services, Testing and QA	Graduate
2.	Aviation	Support Staff, Safety Officers, Baggage handlers	Graduate

3.7. Summary for Udupi

SN	Project Name	Job Roles	Type of training	No. of people to be trained
1	Training in Tourism and Hospitality	Life guards, paragliding coach, banana ride, jet skiing/speed boats, water scooter ride, tour guides, tour vehicle drivers Kitchen steward, Assistant, street food vendors, order taker, helpers	Fresh	2,500 persons in next 5 years
2	Training in BFSI	Insurance Agents, Accounts Executive, Sales Advisor	Fresh	1,000 persons in next 5 years
3	Entrepreneurial training in Apparel Manufacturing	Ornamentalist, Pattern Master, Fashion Designer, Garment Cutter, Quality Controllers, basic Sewing machine operator, Finisher Checker,	Fresh	1,250 persons in next 5 years
4	Training in manufacturing sector	Welders, machinery/electrical work operators, assembling, welding and inspection fixtures, electricians, mechanics and fitter, CNC machine operator	Fresh and Upskilling	1,000 persons in next 5 years
5	Upskilling cashew and marine food processing	Fish-processing technician, Broiler operator, Shelling, peeling grading, cutting, supervisor, cooking	Fresh and Upskilling	1,000 persons in next 5 years
6	Training for local and entrepreneurship development	Artists	Fresh	500 persons in next 5 years
7	Training Centre for fishermen	Fishermen, Carpenter, Machine repairing mechanics	Upskilling	5,000 in next 5 years

3.8. Action Plan for Udupi

Project 1: Training in tourism and hospitality

Key economic drivers		<ul style="list-style-type: none"> Development of Coastal Circuit in Dakshina Kannada, Uttara Kannada and Udupi District in Karnataka under Swadesh Darshan Scheme worth INR 9567.38 lakhs Main attractions are the Udupi Sri Krishna and the Kolar Moentokambika Temples, beach tourism at Malpe and other locations and nature tourism in the Western Ghats. Around 1500259 visited Malpe beach and 1605373 visited Sri Krishna Temple from the month January to October, 2016. 			
Rationale for a Training Center		<p>Department of Tourism under Swadesh Darshan intends to take up Coastal circuit development across three districts comprising of 9 beaches to create world class beach tourism which will have huge potential for tourism and hospitality sector. Skilled workers are required to play a role as boat operators, rescue boat operators, life guards, assistants etc. Apart from the water sports, job roles such as tour guides, tour vehicle drivers etc. are in demand and must possess qualities such as effective communication, interpersonal skills, creative thinking, good knowledge on history of Karnataka, art, culture, cuisine, heritage, local handicrafts, basic manners, etiquette, foreign exchange formalities etc.</p> <p>Along with the development of water sports activities, the project also creates an opportunity for kitchen stewards, chefs, pantry man etc. as the Department of Tourism has planned to promote floating restaurants, house boats which will generate more employment for the locals. Udupi is famous for Udupi cuisine. A module on specific areas such as entrepreneurship development, food safety and hygiene, production and services, good practices in the sector can be promoted.</p>			
Trainings		Training courses	Target Beneficiaries	Type of Trainings	Total Number of beneficiaries
		Training in tourism (focus on Water sports activities)	Local community members	Fresh Training	1,000 persons in next 5 years
		Training in hospitality	Local communities/youth	Fresh Training	1,500 persons in next 5 years
Availability of curriculum	Job Role	Target groups	QP/NOS	MES	CTS
	<ul style="list-style-type: none"> Life guards, paragliding coach, banana ride, Jet Skiing/Speed boats, water scooter ride, tour guides, tour vehicle drivers 	Local community members (Minimum age: 18 years)	QP available for: <ul style="list-style-type: none"> Paragliding Coach Tour Guide Tour Vehicle drivers 	MES available for: <ul style="list-style-type: none"> Tour Guide for International Tourist Tour Agent and Travel Operator Tourism and Travel Executive 	CTS available for: <ul style="list-style-type: none"> Tourist Guide Travel and Tour Assistant

	<ul style="list-style-type: none"> Kitchen steward, assistant, street food vendors, order taker, helpers 	Local communities/youths	QP available for: <ul style="list-style-type: none"> Kitchen helpers Kitchen Steward Order taker-Home Delivery 	Not Available	CTS available for: <ul style="list-style-type: none"> Food Production (General) Baker and Confectioner Food & Beverage Guest Service Assistant
Estimated investment for establishing a training center (INR)	Training in tourism and hospitality				
	Operational Expenditure	500			
Potential Partners	Partner	Areas of Support			
	Affiliated Training Providers	<ul style="list-style-type: none"> To provide the infrastructure and facilities (lab and equipment) Training delivery 			
	Department of Tourism/State Government	<ul style="list-style-type: none"> Funding and regulations Input for designing curriculum 			
	Tourism and Hospitality Sector Skill Council	<ul style="list-style-type: none"> Develop QPs for the identified job roles Develop model training programmes for the identified Job Roles Identification and certification of Trainers/assessors Assessment and certification of trainees 			
Training Delivery	Option 1 <ul style="list-style-type: none"> A collaboration with hotel management institute to access the facilities for training Option 2 <ul style="list-style-type: none"> The training center will be set up by a training provider 				

Work Plan

Training in tourism and hospitality	in Months					
	1	2	3	4	5	6
TSP empanelment						
Developing QP/NOS and curriculum						
Appointment of trainees						
Mobilization of prospective trainees						
Enrolment of trainees						
Roll-out of training center and training programme						

Project 2: Training in BFSI	
Key economic drivers	<ul style="list-style-type: none"> The district often called as cradle of Indian banking has Syndicate Bank as its origin in Udupi. Presence of printing unit in Manipal that offers printings on cheques, share certificates etc.

Rationale for a Training Center		Banking and Insurance, has the highest share of the total GDP (17.1%) in the district. For the benefit of coastal communities, BFSI offers various schemes such as accidental insurance policy, commercial policy for fishing boats, health policy etc. Insurance agents in marine field have lot of opportunities and they are required to sell the products and provide awareness among the localities about the merits of the policies, thus there is a need for training local communities in BFSI sector. Insurance agents are high in demand and an agent must possess strong communication and interpersonal skills, as the agents interact directly with the clients. In respect of becoming an agent of Insurance company, the candidate has to undergo the training prescribed by IRDA. The trainees should possess good knowledge of products/schemes/policies which will be benefit different groups of community. T.A. Pai Management Institute, Manipal offers PGDM in Banking and Financial Services. They offer specialised training in banking and capital markets.			
Trainings		Training courses	Target Beneficiaries	Type of Trainings	Number of beneficiaries
		Training in BFSI	Local community/ Youths	Fresh Training	1,000 persons in next 5 years
Availability of curriculum	Job Role	Target groups	QP/NOS	MES	CTS
	<ul style="list-style-type: none"> Insurance agents Accounts Executive (Payroll, Accounts payable, receivable) Sales advisor 	Local community members	QP available for: <ul style="list-style-type: none"> Life Insurance Agent Accounts Executive (Payable, Receivable) 	MES available for: <ul style="list-style-type: none"> Insurance Sales advisor Insurance Sales Associate Senior Sales Person 	Not Available
Estimated investment for establishing a training center (INR)		Training in BFSI			
		Operational Expenditure	250		
Potential Partners		Partner	Areas of Support		
		Affiliated training providers of SSC/National Insurance Academy/ T.A. Pai Management Institute/RUDSET and Synd RSETI/Rooman Technologies	<ul style="list-style-type: none"> Access to the existing space and infrastructure to facilitate training. Training delivery 		
		Insurance companies/Banks	<ul style="list-style-type: none"> Inputs for curriculum design Guest faculty 		
		BFSI Sector Skill Council	<ul style="list-style-type: none"> Develop QPs for the identified job roles Develop model training programmes for the identified Job Roles Identification and certification of Trainers/assessors Assessment and certification of trainees 		
Training Delivery		Institutes/Local colleges to offer the space and infrastructure to deliver the training.			

Work Plan

Training in BFSI	in Months					
	1	2	3	4	5	6
Partnership with SSC, Industry Partners						
Developing QP/NOS/Curriculum						
Upgradation of training center						
Appointment of staff members						
Mobilization of prospective trainees						
Enrolment of trainees						
Roll-out of training programme						

Project 3: Entrepreneurial training in apparel manufacturing					
Key economic drivers		<ul style="list-style-type: none"> Best Sellers Apparels Pvt. Ltd is the prominent apparel manufacturer in Udupi district which employs more than 500 employees. 			
Rationale for a Training Center		<p>In the district, tailoring & embroidery provides both wage and self-employment for the localities. The garment production units provide jobs in small scale sector which offers ample opportunities for entrepreneurs. Entrepreneurial skills such as marketing issues and strategic management, process of communication, creativity, innovation, risks involved etc. can be provided through the centre. Various short term courses on tailoring/embroidery are provided by various institutions such as RUDSET, RSETI, etc. Best Seller Apparels Pvt. Ltd is the prominent garment manufacturer in the district which provides immense opportunity for the local communities and provides on the job training for their employees. A training centre which can provide courses such as computerized embroidery techniques, designers, advance apparel manufacturing, garment testing & quality control, supervisor, CAD/CAM, software application in textile design will provide an additional skill and opportunity inside and outside the district.</p>			
Trainings		Training courses	Target Beneficiaries	Type of Trainings	Total Number of beneficiaries
		Training in apparel	Local communities / existing workforce	Fresh Training	1,250 persons in next 5 years
Availability of curriculum	Job Role	Target groups	QP/NOS	MES	CTS
	<ul style="list-style-type: none"> Ornamentalist (Bead work/design) pattern master, fashion designer, garment cutter, quality controller, basic sewing operator, industrial 	Local communities/existing workforce/unemployed youths (majorly ladies)	QP available for: <ul style="list-style-type: none"> Sewing machine operator Pattern master Production supervisor (Sewing) QC Executive 	MES available for: <ul style="list-style-type: none"> Apparel Finisher and Checker Ornamentalist (Bead worker, Patch work) Industrial Sewing Machine Technician Apparel CAD/CAM 	CTS Available for: <ul style="list-style-type: none"> Surface Ornamentation Techniques Computer Aided Embroidery and Designing Fashion Design Technology

	sewing machine operator, production supervisor, finisher ,checker, CAD/CAM		Sewing Line • Garment Cutter • Fashion Designer	<ul style="list-style-type: none"> • Apparel pattern making • Apparel production Supervisor • Apparel production Supervision and Quality Control • Basic Sewing operator 	
Estimated investment for establishing a training center (INR)	Entrepreneurial training in apparel manufacturing				
	Operational Expenditure				350
Potential Partners	Partner	Areas of Support			
	Affiliated training providers of SSC/ Apparel Training & Design Centre, Gurgaon	<ul style="list-style-type: none"> • Space and infrastructure to deliver the training • Training delivery • Facilitate placements • Installation of required equipment/Access to the existing equipment for practical training 			
	Industry Partners	<ul style="list-style-type: none"> • Inputs in curriculum design • Guest faculty 			
	Apparel Sector Skill Council	<ul style="list-style-type: none"> • Develop QPs for the identified job roles • Develop model training programmes for the identified Job Roles • Identification and certification of Trainers/assessors • Assessment and certification of trainees 			
Training Delivery	Option 1 <ul style="list-style-type: none"> • Access the existing infrastructure to deliver the training • Installation of required equipment to gain practical experience Option 2 <ul style="list-style-type: none"> • Training center set up by the training provider 				

Work Plan

Entrepreneurial training in apparel manufacturing	in Months					
	1	2	3	4	5	6
Partnership with SSC and Apparel Training & Design Centre						
Developing QP/NOS/Curriculum						
Upgradation of training center						
Appointment of staff members						
Mobilization of prospective trainees						
Enrolment of trainees						
Roll-out of training programme						

Project 4: Training in manufacturing Sector					
Key economic drivers		<ul style="list-style-type: none"> • Manufacturing and Industrial hubs • The district has 4 Industrial areas along with one proposed industrial area in Bola. The Shivalli Industrial area has 92 units which caters to various manufacturing units. Udupi has three industrial estates. • Manipal Press, Best Sellers Apparels Pvt. Ltd and Baliga Fish Nets are the prominent players in the district. 			
Rationale for a Training Center		<p>As per the MSME data, the district has 477 Engineering units with an investment of INR 2394.38 lakhs employing 271 persons. Manufacturing of vessels, cooker, non-stick utensils, manufacturing of industrial valves, copper conductor manufacturing, fish net manufacturing etc. requires skilled, semi-skilled and unskilled labourers. Various manufacturing industries have been set up in the industrial areas which produce aluminium and steel utensils, industrial valves, copper conductor manufacturers etc in which skilled labourers are required for operating machineries who are usually recruited from ITI. A short term skill training/upskilling and safety training can benefit the local youths in identifying opportunities in various manufacturing companies. The course can cover the activities involved in various manufacturing industries such as spinning, buffing, welding, reverting, blasting, painting, assembling etc. Skilled labourers such as CNC operators, turners, welders, machinery work operators and electrical work operators are high in demand</p>			
Trainings		Training courses	Target Beneficiaries	Type of Trainings	Total Number of beneficiaries
		Training in manufacturing sector (Entry level workforce)	Local community/ Youths	Fresh Training	1,000 persons in next 5 years
Availability of curriculum	Job Role	Target groups	QP/NOS	MES	CTS
	<ul style="list-style-type: none"> • Welders, Machinery/ Electrical work operators • Assembling • Welding & Inspection fixtures • Electrician • Mechanics and Fitter, • CNC machine operator. 	Local community/ Youths	QP available for: <ul style="list-style-type: none"> • Electrician • Mechanics • Fitter 	MES available for: <ul style="list-style-type: none"> • Drafting (Mechanic) • Grinding 	CTS available for: <ul style="list-style-type: none"> • Operator Advanced Machine Tools • Mechanics
Estimated investment for establishing a training center (INR)		Training in manufacturing Sector			
		Operational Expenditure	400		
Potential Partners		Partner	Areas of Support		
		Affiliated training providers of SSC/N.M.A.M Institute of	<ul style="list-style-type: none"> • Space and infrastructure to deliver the training • Training delivery • Facilitate placements • Installation of required equipment/Access to the existing equipment for practical training 		

	Technology /IMTMA Technology Centre, Bangalore	
	Industry Partners	<ul style="list-style-type: none"> Inputs in curriculum design Guest faculty
	Automotive Sector Skill Council	<ul style="list-style-type: none"> Develop QPs for the identified job roles Develop model training programmes for the identified Job Roles Identification and certification of Trainers/assessors Assessment and certification of trainees
Training Delivery	Option 1 <ul style="list-style-type: none"> Access the existing infrastructure to deliver the training Installation of required equipment to gain practical experience Option 2 <ul style="list-style-type: none"> Training center set up by the training provider 	

Work Plan

Training in manufacturing sector	in Months					
	1	2	3	4	5	6
Developing QP/NOS/Curriculum						
Installation of equipment						
Appointment of staff members						
Mobilization of prospective trainees						
Enrolment of trainees						
Roll-out of training programme						

Project 5: Upskilling in food processing (Cashew and Marine Food Processing)				
Key economic drivers	<ul style="list-style-type: none"> Processing and exports of cashews and marine food processing. The district has 90 Ice plants and 8 Cold Storages with the capacity of 2,437 M. tonnes and 565 M. tonnes. 			
Rationale for a Training Center	<p>The district is known for fish meal/oil and cashew processing. Cashew processing is one of the major clusters in the district and has huge potential. Cashew Kernels, Fish meal and oil are the major exportable items. Large number of workers are involved in cashew processing activities such as shelling, peeling, grading, cutting, roasting, supervision and office works. The labourers are provided on the job training on cashew and fish meal processing. Upskilling on following activities can be provided with the collaboration of industry partners to generate opportunity. Upskilling for value added products and for activities such as shelling, cooking, grading, sorting, cleaning, food safety, machine operations, boiler operation, maintenance etc. can be implemented and a training completion certificate could be issued.</p>			
Trainings	Training courses	Target Beneficiaries	Type of Trainings	Total Number of beneficiaries
	Cashew Processing	<ul style="list-style-type: none"> Existing Workforce 	Fresh Training/ Upskilling	100-150 persons per year

			<ul style="list-style-type: none"> Coastal communities 		
		Marine Food processing	<ul style="list-style-type: none"> Existing Workforce Coastal communities 	Fresh Training/Upskilling	1,000 persons in next 5 years
Availability of curriculum	Job Role	Target groups	QP/NOS	MES	CTS
	<ul style="list-style-type: none"> Fish processing Technician Boiler Operator Quality Control 	Coastal communities/Youths	<ul style="list-style-type: none"> Fish and Sea Food Processing Technician 	Not Available	Not Available
	<ul style="list-style-type: none"> Shelling Peeling Grading Cutting Supervisor Cooking 	Coastal communities/Youths	Not Available	Not Available	Not Available
Estimated investment for establishing a training center (INR)		Upskilling in food processing			
		Operational Expenditure	2,00,00,000		
		Partner	Areas of Support		
		Training Providers (ICAR- Central Coastal Agricultural Research Institute, Central Marine Fisheries Research institute, MPEDA, National Institute of Fisheries Post Harvest Technology and Training)	<ul style="list-style-type: none"> Training delivery Facilitate implementation of upskilling for existing workforce Provide infrastructure for training Provide faculty members 		
		Industry Partners (Raj Fish Meal & Oil Company, Cashew Processing Industries)	<ul style="list-style-type: none"> Input for designing the curriculum Guest faculty 		
		Department of fisheries/State Govt.	<ul style="list-style-type: none"> Funding and regulations 		
		Industry Association (Karnataka Cashew Manufacturers Association)	<ul style="list-style-type: none"> Industry Interface 		
		Agriculture Sector Skill Council	<ul style="list-style-type: none"> Develop QPs for the identified job roles Development of Training Programs Identification and certification of Trainers/assessors Assessment and certification of trainees 		

Training Delivery	Training Providers to deliver the training and provide the infrastructure
--------------------------	---------------------------------------------------------------------------

Work Plan

<i>Upskilling in food processing (Cashew and Marine Food Processing)</i>	in Months					
	1	2	3	4	5	6
Partnership with, NIFPHATT, MPEDA, Industry Partners						
QP development for the identified job roles						
Appointment of staff members						
Mobilization of prospective trainees						
Enrolment of trainees						
Roll-out of training programme						

Project 6: Training for local art and entrepreneurship development					
Key economic drivers		Yakshagana, the famous dance form is popular in Udupi. Other traditional dance and drama forms can be seen in various parts of the district. The district has several Yakshagana troupes.			
Rationale for a Training Center		Department of tourism has identified the necessity of developing the art forms in the district and is in a conceptualisation stage for encouraging the local art such as various dance forms, classical music, fine arts, traditional arts etc. It is necessary to encourage entrepreneurship and livelihood opportunities for the locals. Yakshagana being the traditional dance form of Karnataka, should be promoted at a large scale. The beauty of Yakshagana lies in the presentation which is usually presented from dusk to dawn. Metal works which are also prominent in the district as the religious duties are made up of metal. Thus, specific inputs on improved design/pattern, drawing, finishing, export/import norms, opportunities can be provided through the centre. Further, input on entrepreneurship shall be provided to encourage the talented people to take it up professionally thereby establishing small enterprises.			
Trainings		Training courses	Target Beneficiaries	Type of Trainings	Total Number of beneficiaries
		Training for local arts	Rural Communities	Fresh Training	500 persons in next 5 years
Availability of curriculum	Job Role	Target groups	QP/NOS	MES	CTS
	Artists (<i>Yakshagana dance form, classical music, traditional arts, fine arts, Metal works</i>)	Rural Communities	Not Available	Not Available	Not Available
Estimated investment for establishing a training center (INR)		Training for local art and entrepreneurship development			
		Artists (<i>Yakshagana dance form, classical music, traditional arts, fine arts, Metal works</i>)	19,28,700		
		Partner	Areas of Support		
		Training Providers (Fine Arts)	<ul style="list-style-type: none"> • Training delivery • Utilization of the existing infrastructure • Provide faculty members 		

	Handicraft Sector Skill Council/Fine Arts College	<ul style="list-style-type: none"> • Designing the curriculum • Develop QPs for the identified job roles • Development of Training Programs • Identification and certification of Trainers/assessors • Assessment and certification of trainees
Training Delivery	<ul style="list-style-type: none"> • Department of Tourism could fund the training • Partnership with Fine Arts College to deliver training 	

Work Plan

Training for local art and entrepreneurship development	in Months					
	1	2	3	4	5	6
Partnership with Fine Arts College						
QP development for the identified job roles						
Appointment of additional staffs (if required)						
Mobilization of prospective trainees						
Enrolment of trainees						
Roll-out of training programme						

Project 7: Training center for fishermen	
Key economic drivers	<ul style="list-style-type: none"> • Sea Food Park worth INR 120 cr. • Marine & Forest resources in the district provides scope for setting up of units such as manufacturing of fish nets, building of wooden boats and other fishing equipment making. • 27,099 families are involved in fisheries as on 2014-15 • As per CMFRI Census report, 2010: 69 males are engaged for making/repairing the nets
Rationale for a Training Center	<p>The district has 79,233 active fishermen and 1,51,020 tonnes of fish catch for the year 2015-16. Sea Food Park in Udupi will provide a positive impact for entrepreneurs to set up more processing units for value added products and will create more employment in various areas.</p> <p>Fishing is carried out by using traditional methods. A large number of families depend on fishing for their livelihood. A decent number of fisherwoman play a vital role in local retail sales of fishes which is one of the prominent components in the sector. Skill training, targeting the fishermen communities can be implemented on regular basis. Skill training on advanced methods/equipment used for fish catch, fish handling & hygiene, information on available schemes/policies, marketing strategies, export procedure, storage, packaging, proper waste disposal, usage of ice, avoiding contamination can be covered on regular basis.</p> <p>Further, the district has 4,070 motorized non-mechanical boats, 2,042 motorized mechanical boats, 1,929 non-motorized boats. As fishing is one of the major source of income generation in the district, fishery related activities will also play a vital role for alternate source of livelihood. The boat building and the minor engine/boat repairs are done by skilled carpenters, machine repairing mechanics. There are boat building yards in Udupi district. A group of 20-30 skilled workers are required to build a fishing boat/single-day or multi-day trawler which requires approx. 1-2 months to complete. Since the fishing boats are huge in number, there arises a huge potential for repairing. Fresh training/Up-skilling for fishing boat/engine repair,</p>

	maintenance, boat building and boat designing can be implemented for existing workforce in the district which will increase the source of income. The module can include basic boat design principles/elements, safety measures etc.				
Trainings	Training courses	Target Beneficiaries	Type of Trainings	Total Number of beneficiaries	
	Upskilling for fishermen	Fishermen	Fresh Training/ Upskilling	500 persons per year	
	Upskilling for boat manufacturing/repairs/boat design	Existing Workforce	Fresh Training/ Upskilling	50-100 persons per year	
Availability of curriculum	Job Role	Target groups	QP/NOS	MES	CTS
	Fishermen	Fishermen Community	<ul style="list-style-type: none"> Inland/Marine Capture fisherman cum Primary Processor 	Not Available	Not Available
	<ul style="list-style-type: none"> Carpenters Machine repairing mechanics 	Existing workforce	<ul style="list-style-type: none"> Fishing boat maintenance worker Fishing boat mechanic 	Not Available	Not Available
Estimated investment for establishing a training center (INR)	Training center for fishermen				
	Operational Expenditure	51,96,750			
	Partner		Areas of Support		
	Training Providers (Fishing harbour, CMFRI, MPEDA, NIPHATT)		<ul style="list-style-type: none"> Training delivery Facilitate implementation of upskilling for existing workforce Provision of used equipment for training 		
	Agriculture Sector Skill Council		<ul style="list-style-type: none"> Develop QPs for the identified job roles Development of Training Programs Identification and certification of Trainers/assessors Assessment and certification of trainees 		
Training Delivery	<ul style="list-style-type: none"> Partnership with CMFRI, MPEDA, NIPHATT to deliver the training Department of Fisheries could fund for the training 				

Work Plan

Training center for fishermen	in Months					
	1	2	3	4	5	6
Partnership between Fine Arts						
Developing QP/NOS						
Appointment of staffs						
Mobilization of prospective trainees						
Enrolment of trainees						
Roll-out of training programme						

4. List of Stakeholders Consultations

4.1. State level consultations -Karnataka

Sl. No.	Stakeholder	Person	E-mail	Cell/Phone
1	Fisheries Department	Mr. C.K.Murthy, Joint Director	ckmurthy20@yahoo.co.in dfkarnataka@rediffmail.com	080-22864654
2	Department of Industries and Commerce	Mr. Jagadish, Joint Director, Planning		9611171799
3	Karnataka Udyog Mitra	Mr. Murthy, Joint Director		
4	Karnataka Industrial Areas Development Board	Mr. Narasimha Murthy, Assistant Secretary	sreemanthamurthy@gmail.com	9449803153
5	Department of Tourism	Mr. Poovayan, Joint Director Mr. Krishnamurthy, Assistant General Manager, KSTDC	agmh@karnatakaholidays.net info@karnatakaturism.org	080-22352901
6	Jungle Lodges and Resorts	Mr. Kunal, Manager	kunal@jnglelodges.com	
7	Directorate of Employment and Training	Mr. Nagesh, Deputy Director, Training Mr. Paramandam, Assistant Director	misspiu.det@gmail.com	080-25189114/25189103
8	Karnataka Vocational Training and Skill Development Center	Mr. Earamudhiah, Executive Director Mr. Sreenath, Training Manager	kvt.iti@gmail.com	080-22450222/22450666/22450444
9	Urban Development			080-22035173
10	Karnataka Urban Infrastructure Development and Finance Corporation Ltd	Dr.S. Subramanyam, Social Development Specialist, Smart City Mission	subramanyam@kuidfc.com	080-25196159/09902305931
11	Department of Technical Education	Mr. Manjunath, Joint Director	dtekar@hotmail.com	9448958958
12	Directorate of Economics and Statistics	Ms. Kavitha, Assistant Director		9901097206
13	Labour Net services India Pvt. Ltd	Mr. Vijayan, Assistant Manager- Human Resource Mr. Prakash, Senior Manager- HR	Vijayan.s@labournet.in	09008266022; Mr. Vijayan 09535520066; Mr. Prakash
14	Artha Vidhya (ePalmleaf ITES Private Limited)	Mr. Jayaram, Territory Manager- Business Development	Jayram.ms@arthavidhya.com	09591191111

4.2. District level consultations- Dakshina Kannada

Sl. No.	Stakeholder	Person	E-mail	Cell/Phone
1	Tourism Depn	Mr. Teju Murthy, AD	adtourismmangalore@gmail.com	9980296190
2	Municipal Corporation	Mr. Mohammed Nazir, Commisioner		
3	Sri Ganesh Shipping Agency	Karthik, Managing Director	Agency@ganeshshipping.com	08722248989
4	District Industries Center	Mr. Gokul S Naik, JD	jd-mangalore@karnatakaindustry.gov.in	9448951722/0824-2212494/2214021
5	Mangalore SEZ Limited	Mr. Suryanarayana, Vice President	v.suryanarayana@ilfsindia.com; velnati.surya@gmail.com	0824-2452748
6	New Mangalore Port Trust	Mr. Harinath, Deputy Chief Engineer	dyce@nmpt.in	09845175268
7	Old Mangalore Port	Mr. Gows Ali, Traffic manager Mr. Prakash Assistant Executive Engineer and Mr. Manohar, Assistant Engineer	mangaloreport@gmail.com manoharacharya89@yahoo.com	Mr. Gows Ali: 9448317404 Mr. Manohar:- 09632221774
8	UPCL	Mr. Ratan Sharma, Regional Manager Admin	Ratan.sharma@adani.com	09513945266
9	Atlantic Shipping	Mr. Prathap Shetty, Branch Manager	mangalore@atlanticshpg.com	09972073316
10	Hiralal & Co. (Shipping) Pvt. Ltd	Mr. Ashwith Kumar	mangalore@hiralalgoa.com	09845029379
11	CMFRI	Scientist-in-Charge Ms. Prathiba	cmfrimng@gmail.com / mangalore.cmfri@icar.gov.in	+91 824 2424152
12	College of Fisheries, Mangalore	Mr. Venugopal, Dean	deanfisheries@gmail.com	9481269922
13	Fisheries Department, Fishing Harbour	Mr. Mahesh, Deputy Director	Pc_malpe@gmail.com	09902719898/ 0820-2537596
14	Karnataka Fisheries Development Corporation Ltd	Mr. Mallesh, Manager		09611022114
15	Karnataka German Multi Skill	Mr. Salian, Director	director.bengaluru@kgtti.com giridharsalian@gmail.com	080-26642627, Blore office

	Devlopment Society	Mr. Jayaram, Director, Bangalore Office	director.mangalore@kgtti.com	0824 – 2211477, 8553306561 Mlore Office
16	Syndicate Bank	Mr. Raghav. V. Yajamanya, Lead District Chief Manager, Dakshina Kannad district	Ldo.mangalore@syndicatebank.co.in	0824-2445755
17	Govt ITI	Mr. Salian, Principal		0824-2211285, ITI number
18	Karnataka Polytechnic	Mr. Jayadevappa, CCTEK Manager		
19	SBI Life Insurance	Mr. Sandeep Bolar, Divisional Sales Manager		
20	Bhavani Shipping Services (I) Pvt Ltd	Mr. Roshan Hegde, Branch Manager	rhegde@bhavanigroups.com	07899732211/ 0824-2457482
21	Sterling Foods	Mr. Ravindra Bhat, Accounts Manager	vinildavid@sterlingfoods.com	9342944609/ 0824-3002705
22	South Canara District Central Co-operative Bank Ltd.	CEO	admin@scdccb.com	(0824)- 2440381,2440882
23	Mangalore Chemicals and Fertilizers Limited (MCF)	Mr. Suresh, Chief Manager-HR	psp@mangalorechemicals.com	0824- 2220672; 9448932638
24	Mangalore Refinery and Petrochemicals Limited (MRPL)	Mr. Shankaranarayanan, Senior Manager	Sankar_narayanan@mrpl.co.in	0824- 2408286, 9741151772
25	Kudremukh Iron Ore Company (KIOCL)	Mr. Govindaraj Bhatt, Joint General Manager		0824-2403220
26	KIOCL QUESS Skill Academy	Mr. Kalvin, Center Head		09945355077
27	Trident Infrastructure	Mr. Sarvesh, Project Manager		08884454596
28	Yojaka (India) Pvt. Ltd	Director	dineshnair@yojaka.co.in' hr@yojaka.co.in	0824- 2457173/0984 4563866
29	Seaways Shipping and Logistic	Mr. Praveen, Deputy General Manager and President of Mangalore Steamer Agent Association		
30	Poonja International	Mr. Malay, Manager		
31	Ginger Hotel	Mr. Sajeew Mathew, Hotel Manager	Hm.mangalore@gingerhotels.com	0824-6663333

32	Stevedores Association	Mr. SHekhar Pujari, President		
33	NetFish, MPEDA	Mr. Narayan, Co-ordinator		09448530798
34	Canara Lighting Industries Pvt. Ltd.	Mr. Naveen, HR	Naveen.p@canaralighting.com	
35	M/s. Blue Water Foods & Exports(P)Ltd.	Mr. Srinivas, Manager	bluewaterfood@gmail.com; bluewater@mangalagroup.com	09740090001
36	Delta Infralogistics (Worldwide) Ltd.	Mr. Joseph, Manager	info@groupdelta.in / deltainfralogistics@gmail.com / wrldwide@sancharnet.in	+91 824 2454811 / 12 / 13
37	Pantaloons	Mr. Surendra Kumar, Manager		09620159542
38	Big Bazaar	Mr. Patan, Manager		08088430771

4.3. District level consultations- Udupi

Sl. No.	Stakeholder	Person	E-mail	Cell/Phone
1	District Industries Center	Mr. Ramananda Nayak, Joint Director	jdudupi@gmail.com	9448120447
2	Tourism Dep	Mr. Nagaraj, AD	tourismdeptudupi2005@gmail.com; tourismdeptudupi2012@gmail.com	9448999408
3	Port and Fisheries Department	Mr. Dayananda, Executive Engineer	pfdudupi@gmail.com	09886644322
4	Malpe Fishing harbour	Mr. Ganapathy Bhatt,		09902719898/0820-2537596
5	Port Office	Mr. Nagaraj and Mr. Swamy,		09886881136
6	Tebma Shipyards	Mr. Aboobacker, Vice President-Operations Mr. Ganeshamoorthy, Asst. Manager	Ganeshamoorthy.s@tebma.com	09379460660: Mr. Aboobacker 07483215412: Mr. Ganeshamoorthy
7	Fisheries Department	Mr. Parshwant, Senior Assistant Director		09845875036
8	Urban Development	Mr. Jithesh, Executive Engineer		
9	Baliga Fish Nets	Mr. Radhakrishnan, Production Manager		09880453433
10	Malpe and Manipal Constructions and Developers	Mr. Suhail		09945542599
11	Regal Developers	Mr. Vinod		09945550903
12	United India Insurance	Mr. T.N.Pai, Divisional Manager	mnpai@uiic.co.in	09448575926
13	IDBI Bank	Mr. Sunly, Officer		
14	Canara Bank	Mr. Naresh, officer		
15	Govt. ITI, Perdoor	Ms. Vineetha, Staff Mr. Krishna, Junior training officer	perdoor@gmail.com	0820-2543485 9164531808: Krishna Sir
16	RUDSET	Mr. Raghavendra, Director Mr. Madhavraj Bhat, officer		09449862808: Mr. Raghavendra, Director 09611544930: Mr. Madhavraj Bhat

17	Mandavi Construction and developers	Mr. Jaison, Project Manager		0997299480
18	Amit Cashew Industries	Mr. Amit	omcashews@gmail.com	09964199570
19	Shreenidhi Cashews	Mr. Sulakshana	Shree.vin.exports@gmail.com	09900605551
20	Baby Marine Product	Mr. Lincy Robert	lincy@babymarine.com	09341712064
21	Govt ITI, Udupi	Mr. Jagadeesh, Principal Mr. Sathish, Lecturer	govtitiudupi@gmail.com	09448409355
22	Raj Fish Meal	Mr. Harish, Production in charge	pramodraj.supriya@gmail.com	Supriya:- 09845216812; Mr. Harish:- 09448272980
23	Sadhguru Shikshana Prathishta	Mr. Santhapriya	drshanthapriya@gmail.com; sadhguruudupi@gmail.com	09448327884
24	Woodlands Restaurant	Mr. Prasad Rao, Manager		09342740004
25	UPCL	Mr. Parashuram, DGM and Mr. Krishna Reddy, officer		09663303179 09686447835: Krishna Reddy sir
26	Syndicate Bank	Mr. Francis, District Lead Manager		09449860858
27	Country Inn and Suites by Carlson	Mr. Prashanth, HR Mr. Prabhakar, Manager		Mr. Prashanth: 08884480908 Mr. Prabhakar:- 08884480902/09
28	SyndRSETI	Mr. Santhosh, Director	sirdmanipal@yahoo.in	09449862665
29	Arte Central Park	Mr. Akash, Front Office Manager	Gstrel.artemanipal@1589hotels.com	7338697811
30	Supriya Cashew Industries	Mr. Kashinatha Shenoy		09448488014
31	Yes Bank	Mr. Praveen T A V, Senior Officer, Branch Service Partner Branch Banking	Praveen.tav@yesbank.com	09502240854
32	NMAM Institute of Technology, Nitte Education Trust	Mr. Balasubramani, Director	Balasubramani.r@nitte.edu.in	09900462705
33	JRG Foundries	Mr. Harish, HR		0820- 2566380
34	Bhandary Powerlines Pvt. Ltd	Mr. Jnananda, GM	jnana@bhandarypowerlines.com	09900160294

35	Udaya Steels	Mr. Kiran, Staff		08088619037
36	Big Seller Apparels Pvt. Ltd	Mr. Nagraj, Manager-Admin., Finance	best@bestmpl.com	09449388801

