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

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

West Bengal:  
Purba Midnapore  
South 24 Parganas

Final report

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# 1. District Profile

## 1.1. Purba Midnapore

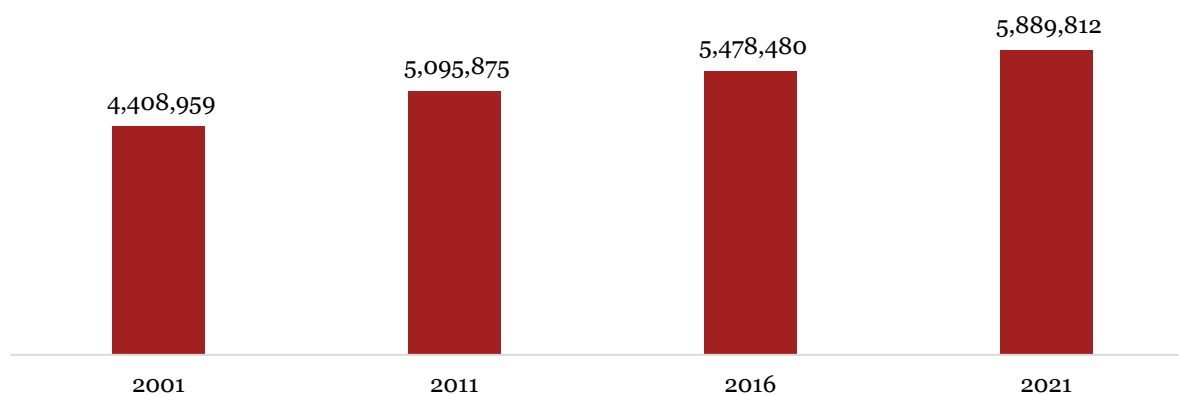
Formed after the bifurcation of the erstwhile unified Midnapore district (largest at 16% of land area), East Midnapore continues to be one of the largest districts in the state. It has a 66.5 km long coast line upon which Haldia is a major port and also an industrial center. Some of the major exportable items produced in the district are chemicals, petro chemicals, plastic, and apparel. <sup>1</sup>

### 1.1.1. Demographic Profile<sup>2</sup>

Indicator	Value
Total population	50,95,875
Decadal rate of growth of population (2001-11)	15.58%
Rural population	88.37%
Female	48%
SC population	14.63%
ST population	0.55%
Workforce participation (As % of total population)	37.49%
Main Workers (As % of total population)	22.12%
Marginal (As % of total population)	15.37%
Non-workers (As % of total population)	62.51%
*Number of people with vocational training in the age group of 15+ in the state <sup>3</sup>	75 out of 1000

### Population trends<sup>4</sup>

Figure 1: Population trends for Purba Midnapore (2001-2021)



Estimating the population, it is projected to be 5,478,480 and 5,889,812 in 2016 and 2021. The projected absolute growth in the population from 2016 to 2021 is 7%. Highest concentration of the population in the district is between 5- 19 accounting for nearly 30 % of the population, it can be expected that the Demographic Bulge and dividend will continue for the next 15 years.

<sup>1</sup> District Industrial Profile- DC, MSME

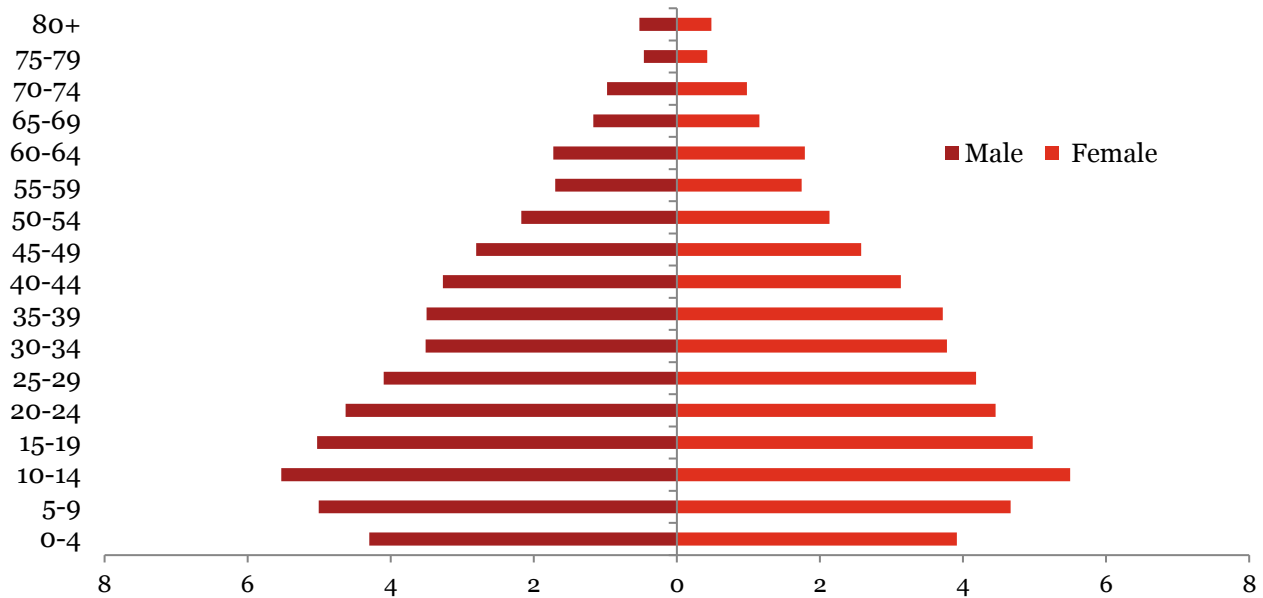
<sup>2</sup> Census 2011,

<sup>3</sup>Employment and Unemployment Survey, Vol III, Labour Bureau 2015-16,

<sup>4</sup> Based on 2001 and 2011 Census. Figure for 2001 is approximate as 2001 did not have data for East and West Midnapore separately.

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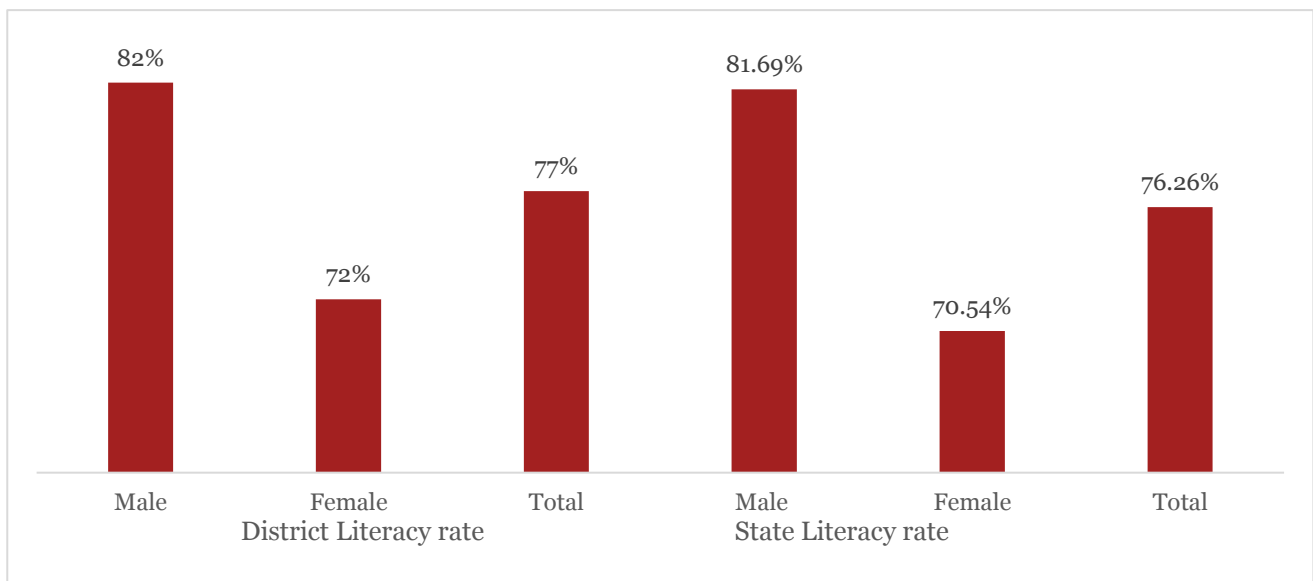
**Figure 2: Population Pyramid, East Midnapore**



**Literacy rates**

Total literacy rate of Purba Midnapore, as per the Census 2011, is approximately 77%, which is slightly higher than the state’s level literacy rate which is around 76%. The female literacy rate of Purba Midnapore (72 %) is much lower than the male literacy rate, which is 82% % as per Census 2011.

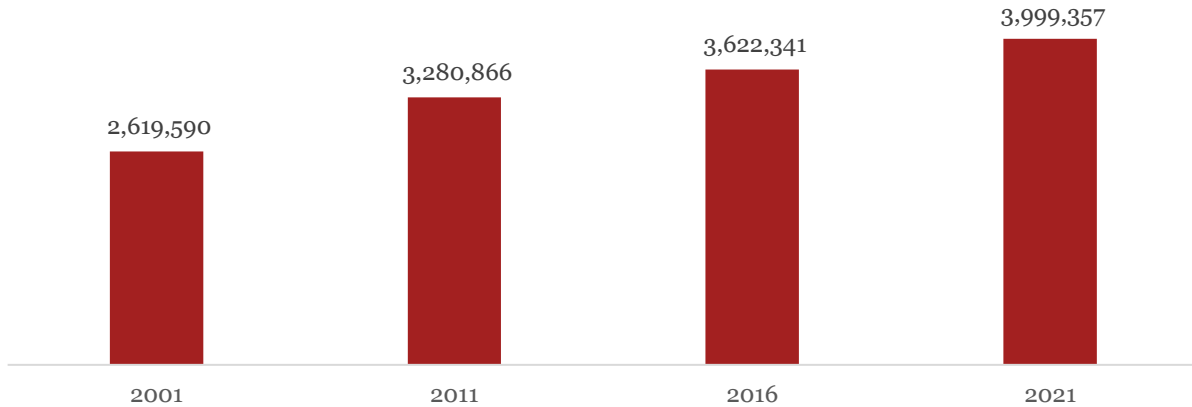
**Figure 3: Purba Midnapore vs West Bengal literacy rates (2011)**



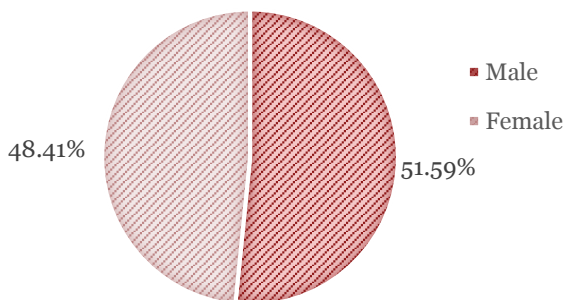
## Age specific population trends and education levels for 2011<sup>5</sup>

As per the Census 2011, the population in the age-group of 15 to 24 years was 10,31,350 (20% of the overall population). Using proportional method, the population in the age group of 15-59 years is estimated to be 36,22,341 and 39,99,357 in 2016 and 2021. The projected absolute growth in the population from 2016 to 2021 is 10%.

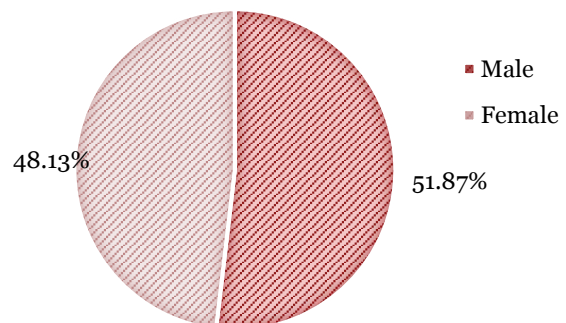
**Figure 4: Growth trend of population in the age group 15-59 years in Purba Midnapore (2001-2021)<sup>6</sup>**



**Figure 5: Age specific population in Purba Midnapore (15-24 years)**



**Figure 6: Age Specific Population in Purba Midnapore (15-59 years)**



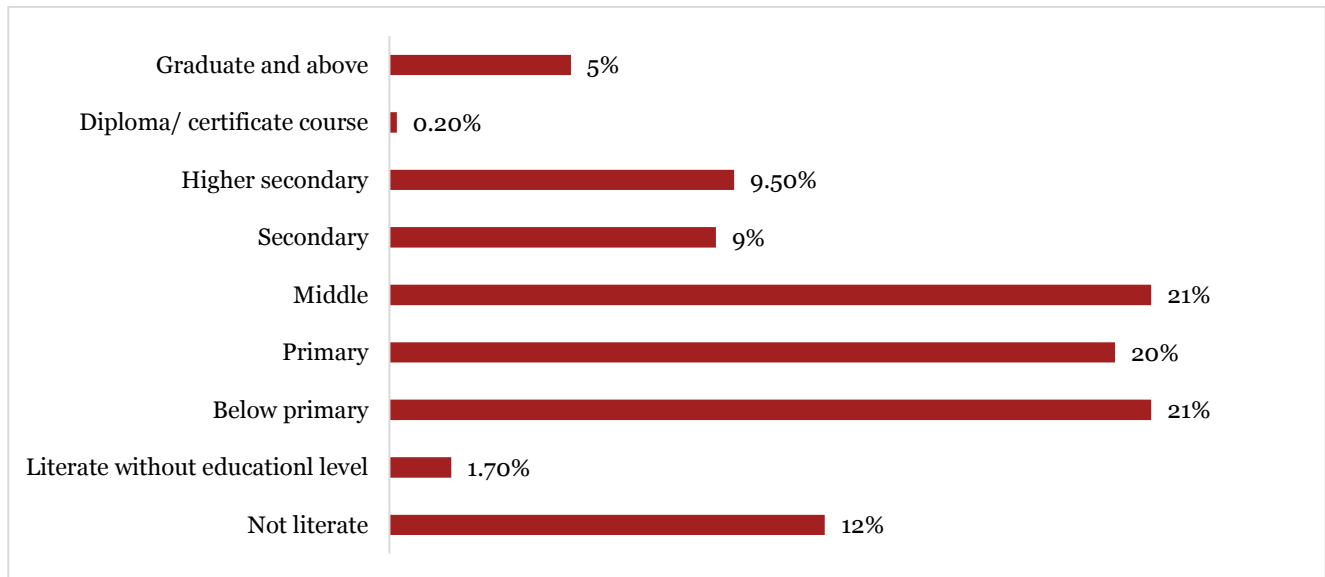
Both the age groups, 15-59 years and 15-24 years have almost equal representation of males and females with males accounting for 51.87% and 51.59% of the total population share in the 15-59 years and 15-24 years age

<sup>5</sup> Based on Census 2001 and 2011

<sup>6</sup> Figure for 2001 is approximate as Census 2001 does not provide data for Purba and Pashchim Midnapore separately. Human Resource and Skill requirement study for 21 Coastal Districts of India - West Bengal: Purba Midnapore, South 24 Parganas

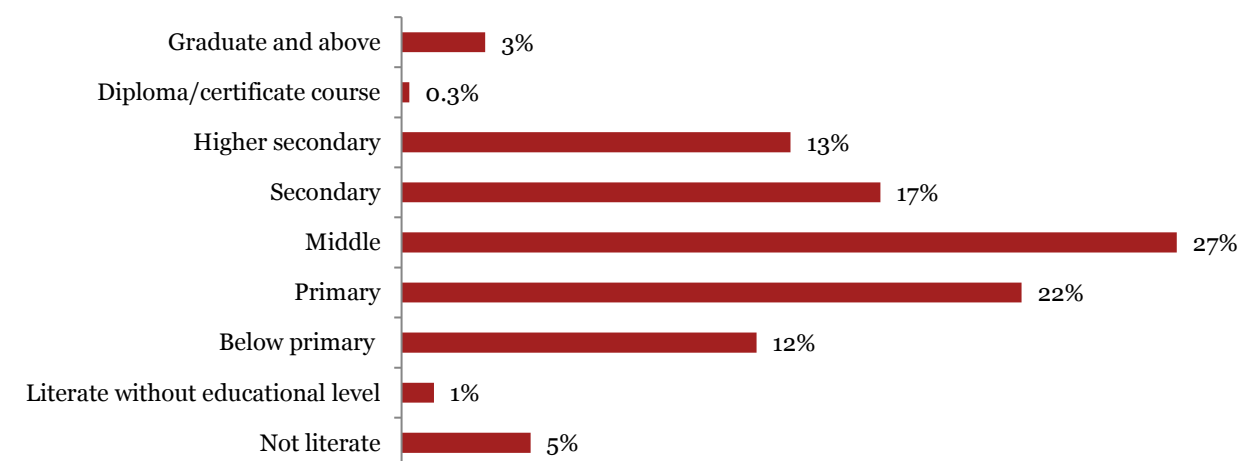
group respectively. Females account for 48.13% and 48.41% of the total population share in the 15-59 years and 15-24 years age group respectively

**Figure 7: Age specific education level in Purba Midnapore (15-59 years.)**



For the age category of 15-59 years, 12% of the population of Purba Midnapore is illiterate. 1.7% is literate without any educational qualification, 21% have attained schooling till below primary and middle level, and 20% have completed schooling only up to primary level. Roughly, 9% of the literate population has been educated till secondary level, whereas, around 9.5% of the literate population has been educated till higher secondary. Technical certificate/diploma course holders are in insignificant number in the district and 5% have at least completed graduation, indicating that a graduate/post-graduate degree is more sought after than a technical certificate/diploma.

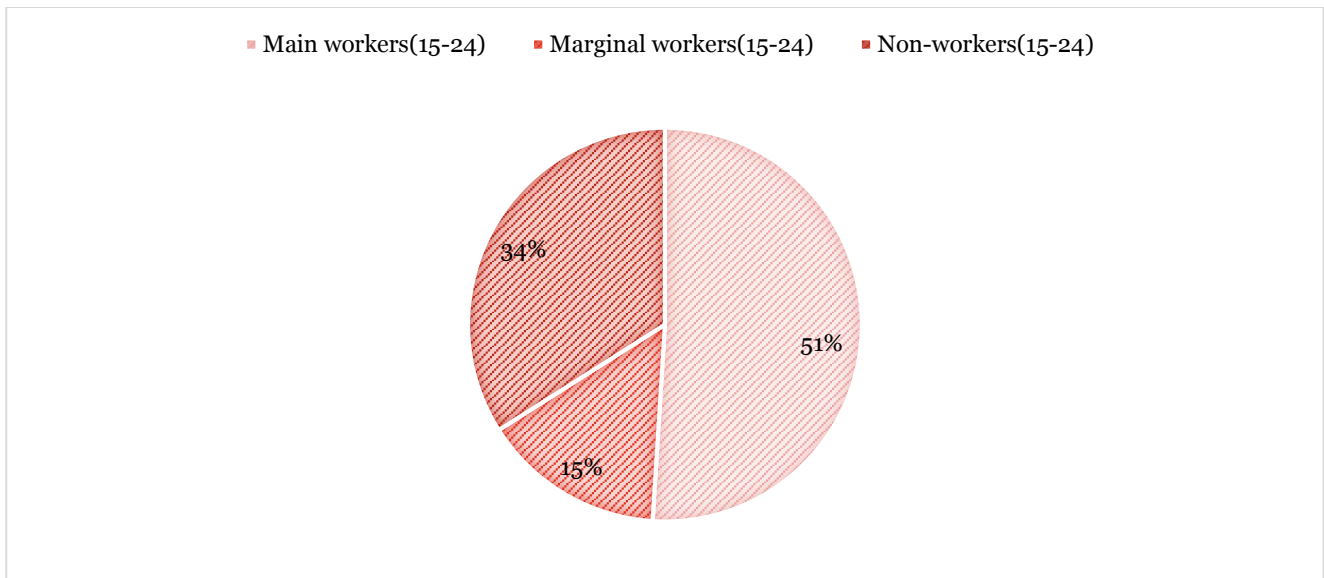
**Figure 8: Age specific education level in Purba Midnapore (15-24 yrs.)**



For the age category of 15-24 years, 5% of the population of Purba Midnapore is illiterate. 1% is literate without any educational qualification, 12% have attained schooling till below primary level and 22% have completed schooling only up to primary level. Roughly 27% of the literate population has done schooling up to the middle level, whereas, around 17% of the literate population has been educated till secondary. Technical certificate/diploma course holders are in insignificant number in the district and 3% have at least completed graduation.

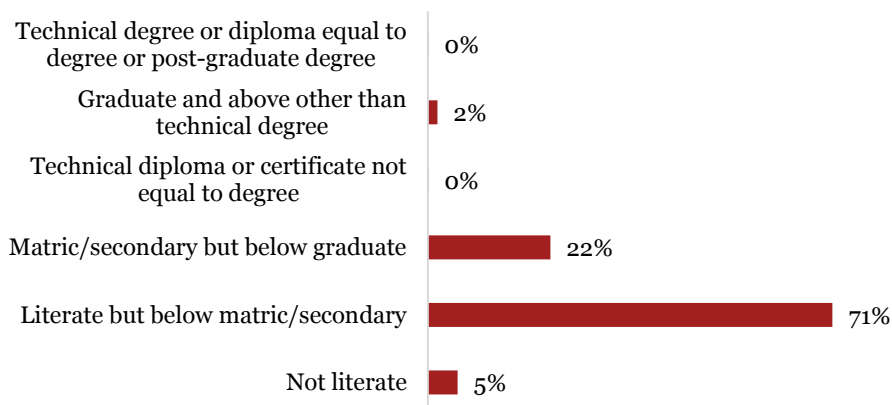
## Age specific distribution of workers and educational level

**Figure 9: Age specific distribution of workers in Purba Midnapore (15-24 years)**



34% of the population in the age group of 15-24 years are non-workers. 51% of the population are main-workers, whereas 15% are engaged in marginal work i.e. work for 3-6 months during the year.

**Figure 10: Education level of marginal workers in Purba Midnapore (15-24 yrs.)**

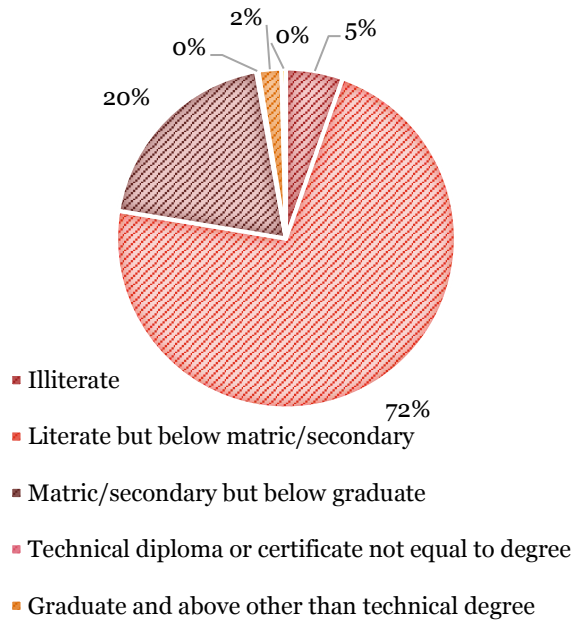


Amongst the 153845 marginal workers in the age group of 15-24 years, only 141 people (~0%) hold a technical degree or diploma equal to degree and 2% are graduate and above other than technical degree. 22% are educated up to the matric/secondary level and around 71% are literate with an educational qualification of below matric/secondary level. 5% of marginal workers in this age group are illiterate.

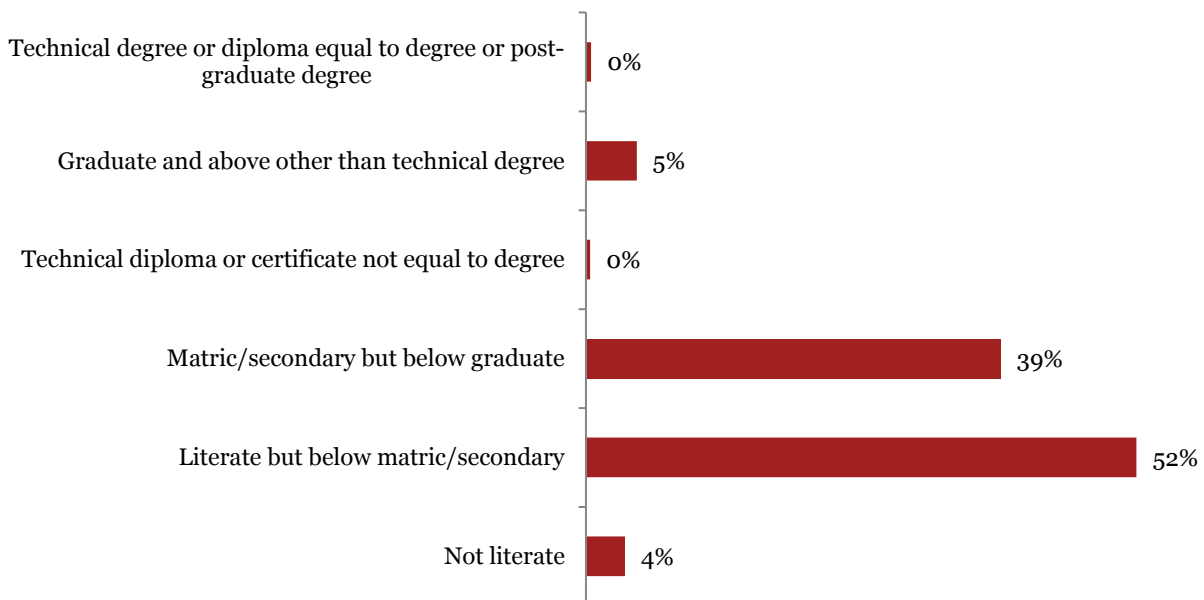


From Figure 11, we find that the proportion of main workers who are illiterate (in the age category 15-24 years) is same as the proportion of marginal workers and who are illiterate. We also find that the proportion of main workers who are literate but below matric/secondary (in the age category 15-24 years) is slightly more (1 percentage point difference between the two) than the proportion of marginal workers who 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 percentage point difference between the two) than the proportion of marginal workers who are matric/secondary but below graduate and in case of the level of Graduation and above both main and marginal workers have the same proportion. For the remaining two educational levels, we find that the population shares are more or less the same across the two worker categories.

**Figure 11: Education level of main workers in Purba Midnapore (15-24 years)**



**Figure 12: Education level of non-workers in Purba Midnapore (15-24 yrs.)**

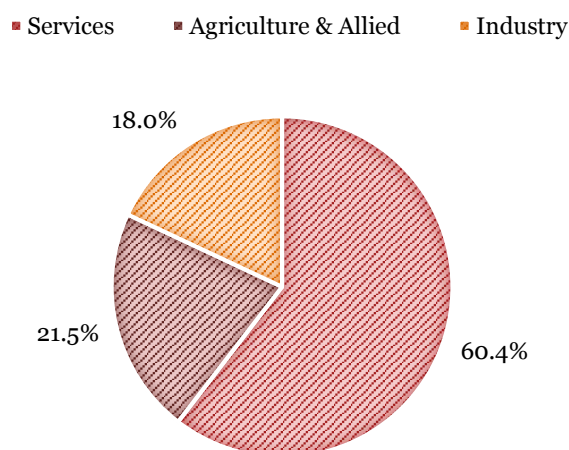


Amongst the 3,53,095 non-workers in the age group of 15-24 years there is no technical degree or diploma equivalent to degree holder and 5% are graduate and above other than technical degree. No one has a diploma or a certificate (not equal to degree). 39% are educated up to the matric/secondary level and around 52% are literate but have attained an educational qualification of below matric/secondary level. 4% of the non-workers in this age group are not literate.

### 1.1.2. Key Economic Drivers

According to Directorate of Economics and Statistics, GoWB the Gross Domestic Product of the district (at constant prices- 2004-05) was INR 22, 44,478 crore 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 services sector contribution to district GDP is more than half (60.4%) followed by agriculture (21.5%). Further disaggregation suggests that Trade, Hotels and Restaurants sector have a share of 32% and Agriculture and manufacturing constitute 13.5 % in the district GDP. Other sectors driving the district economy are fishing (8%) and other services (10.5%).

**Figure 13: Share in Purba Midnapore district economy**



The key economic drivers of the district are illustrated below:

<b>Port &amp; Maritime</b>	<ul style="list-style-type: none"> <li>• Deep Sea Port at Tajpur at an investment of Rs 5000 cr.</li> <li>• Setting up of New Refinery at Haldia at an investment of Rs 20000 cr</li> </ul>
<b>Infrastructure Development</b>	<ul style="list-style-type: none"> <li>• West Bengal North South Corridor Project at an investment of Rs 4700 cr.</li> <li>• Linkage between Industries &amp; Haldia Port at investment of Rs 100 cr.</li> <li>• Water Transportation Facility from Kolkata to Digha at investment of Rs 20 cr.</li> </ul>
<b>Industrial Development</b>	<ul style="list-style-type: none"> <li>• Haldia Industrial Park</li> <li>• 2 Mega Food Processing parks at Haldia &amp; Shankarpur</li> </ul>
<b>Tourism</b>	<ul style="list-style-type: none"> <li>• Amusement Park at an investment of Rs 40 cr</li> <li>• Construction of marine Aquarium/Arrangement of Dolphin Show at an investment of Rs 20 cr</li> <li>• Construction of Shopping Mall at an investment of Rs 20 cr</li> </ul>

### 1.1.3. Priority Sectors

In Purba Midnapore, the priority sectors that have been identified are **Port and Maritime sector** and other allied sectors: **infrastructure, fisheries, construction, tourism and manufacturing.** Other sectors that have been identified as priority sectors from the point of view of their contribution to district GDP are **healthcare, apparel and logistics.**

### 1.1.4. About Port

Ports & Maritime		
<b>Major Ports:</b> 1	<b>Minor Ports:</b> Nil	<b>Shipyards:</b> Nil
<b>Details</b>		

<b>Haldia Dock Complex, Kolkata Port Trust</b>		
<i>Operations:</i>	Land Lord Port model (PPP)	<i>Capacity: 36 MTPA</i>
<i>Key Cargo</i>	Thermal Coal (60%), Petroleum Oil and Lubricants (15%)	<i>No of berths: 12</i>
		<i>Draught:</i>
<i>Description and key Trend</i>	Haldia Port is a major riverine port on the mouth of the Hooghly and is administered by the Kolkata Port. There have been challenges regarding navigability due to decreasing draughts and frequent emergence of sandbars.	

### **1.1.5. Investments**

The table below provides an overview of the investments that are in pipeline in the next few years:

**Table 1: Proposed Key Investments for the year 2016-22 in East Midnapore**

<b>Sector</b>	<b>Proposed Investment (INR cr)</b>	<b>Number of Projects</b>	<b>Expected Employment</b>	<b>Key Players</b>
<b>Port &amp; Maritime</b>	27199 Cr	26	8000-10000 persons	Haldia Dock Complex, Kolkata Port Trust
<b>Infrastructure</b>	9480 Cr	7	15000 persons	West Bengal Industrial Infrastructure Development Corporation
<b>Food Processing</b>	-	2	3000-5000 persons	Haldia Development Authority, Department of Fisheries
<b>Tourism</b>	70 Cr	3	500-1000 persons	Digha Sankarpur development Authority in a PPP Model

In the port and maritime sector, Haldia Port has proposed investment for setting up of Deep Sea Port at Tajpur with an Investment of Rs 5000 Cr. Along with it, there will be an investment for industrial development in port by setting up a new refinery at Haldia with an investment of Rs 20,000 Cr. A chemical plant/plastic park will also be established at Haldia as a part of port led development.

In East Midnapore, the infrastructure industry is diverse with proposed investments in a variety of products such as construction of bridges, roads, water transportation facility etc. Details of some of the key investments proposed in the manufacturing space are:

**Figure 14: Details of proposed investments in East Midnapore, WBIIDC**

Infrastructure	Manufacturing	Power	Food Processing	Tourism
<ul style="list-style-type: none"> <li>❑ Construction of Bridge from Rajarchak to Nandigram over Haldia River; Inv: Rs 500 Cr</li> <li>❑ Repairing &amp; Resurfacing of roads surrounding Haldia; Inv: Rs 100 Cr</li> <li>❑ Water Transportation Facility from Kolkata to Digha; Inv: Rs 20 Cr</li> <li>❑ Renovation &amp; upgradation of 103 jetties over rivers of Haldia, Bhagirathi &amp; Hoogly;; Inv: Rs 992 Cr</li> <li>❑ West Bengal North South Corridor Project; Inv: Rs 4700 Cr; Employment: 6000 nos.</li> <li>❑ Construction of Marine Aquarium, museum at Digha; Inv: Rs 20 Cr</li> </ul>	<ul style="list-style-type: none"> <li>❑ Haldia Industrial Park; Key Player: West Bengal Industrial Corporation</li> </ul>	<ul style="list-style-type: none"> <li>❑ Development of Thermal Power Plant in East Midnapore;</li> <li>❑ Developemnt of Soalr Park in Sagar Island</li> </ul>	<ul style="list-style-type: none"> <li>❑ Haldia Mega Food Park; Key Player: Haldia Development Authority</li> <li>❑ Shankarpur Food Processing Industry; Key Player: Fisheries Department of Westbengal</li> </ul>	<ul style="list-style-type: none"> <li>❑ Developem net of Amusement Park; Key Palyer: Digha Sankarpur Developemnt Authority; Inv: Rs 40 Cr; Employment: 200 nos.</li> <li>❑ Constructio n of Marine Aquarium/Arra ngement of Dolphin show; Key Palyer: PPP; Inv: Rs 20 Cr</li> <li>❑ Constructio n of Shopping Mall; Key Player: PPP; Inv: Rs 20 Cr; Employment: 250 nos</li> </ul>

### 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

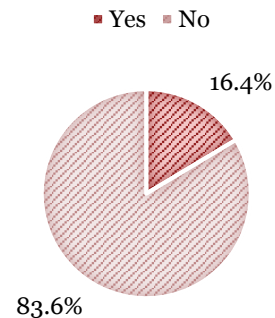
Profile	Details
<b>Total Sample Size</b>	400
<b>Gender Profile</b>	Male- 55% Female- 44%
<b>Age Group</b>	15-24 years
<b>Education Level (top 3)</b>	Senior Secondary schooling(Class 9 to 10)- 29.6 Higher secondary schooling with science (Class 11 to 12)- 7.3% Higher secondary schooling with commerce (Class 11 to 12)- 0.8%
<b>APL/BPL/AA Y/Don’t know (118)</b>	APL-47.5% BPL- 48.8% AA Y- 2.0% Don’t know- 1.8%
<b>Occupational Profile (top 3)</b>	Salary from employment (12.0%), Own Business (11.8%), Labourer (3.5%),

## Exposure to Vocational Training and Educational Aspiration

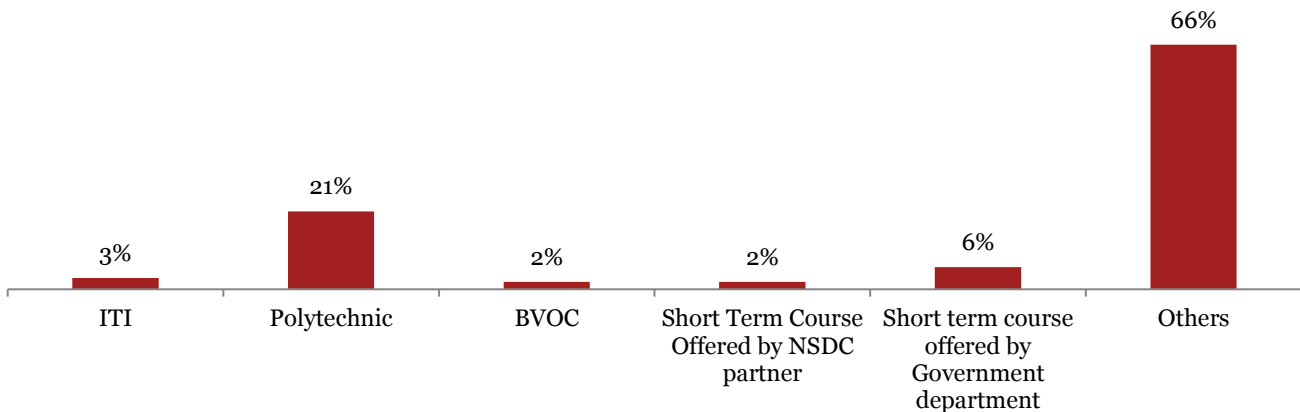
Regarding the exposure to the vocational training, most students reported that they had not completed any vocational training course. Overall, ~84% of the respondents had not enrolled in vocational training course (Figure 15).

Of the total respondents who underwent vocational training (which is ~4%), one fifth were from polytechnic (21%) and a major proportion attained training from other sources apart from ITI, NSDC partners etc. Figure 16 exhibits the percentage of respondents who completed different types of courses as part of their vocational training.

**Figure 15: Respondents who completed vocational training courses - Purba Midnapore**

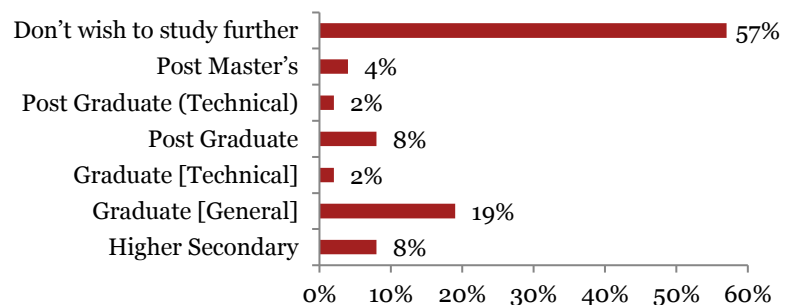


**Figure 16: Respondents who completed courses in vocational training - Purba Midnapore**



Further, the respondents were asked level about the level of education they wished to attain. 19% & 8% of the respondents aspired to attain graduation and post-graduation level of education respectively. The desire to attain technical education is relatively low with only 2% aspiring for graduation or post-graduation in technical fields (Figure 17) whereas 57% of the respondents didn't wish to study further.

**Figure 17: Desired level of education**



## Job Aspiration

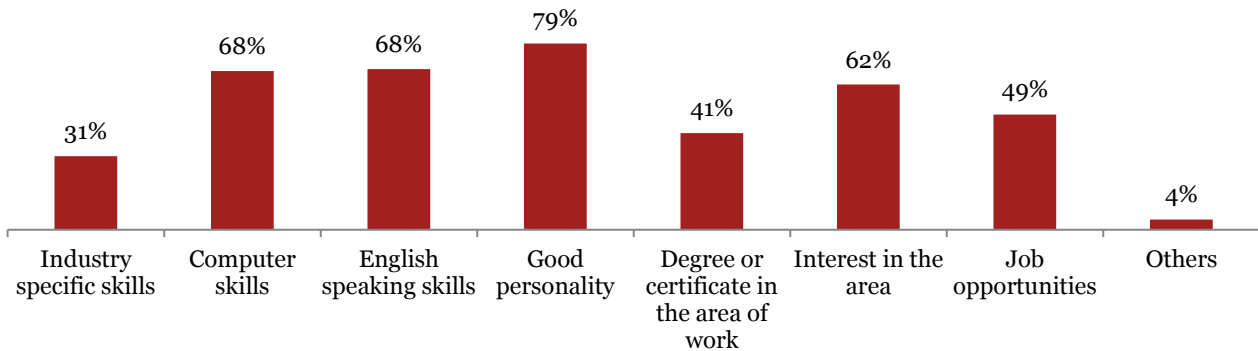
One of the important findings of the survey has been the high preference for wage employment over self-employment among the youth of the district. About 99% of the respondents reported to have preferred wage employment over self-employment (Figure 18).

The respondents were further asked to identify the factors important for securing employment in the area of interest. 79% of the respondents identified good personality as the most important factor for securing employment followed by English speaking and computer skills (68%) (Figure 19).

**Figure 18: Respondents aspiring for wage and self-employment - Purba Midnapore**

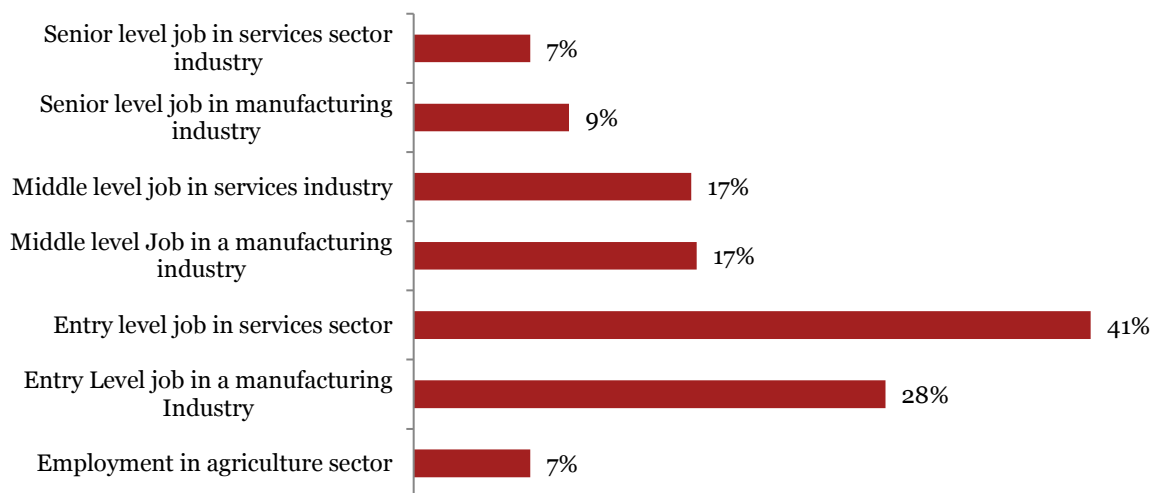


**Figure 19: Factors important for securing employment in area of interest - Purba Midnapore**



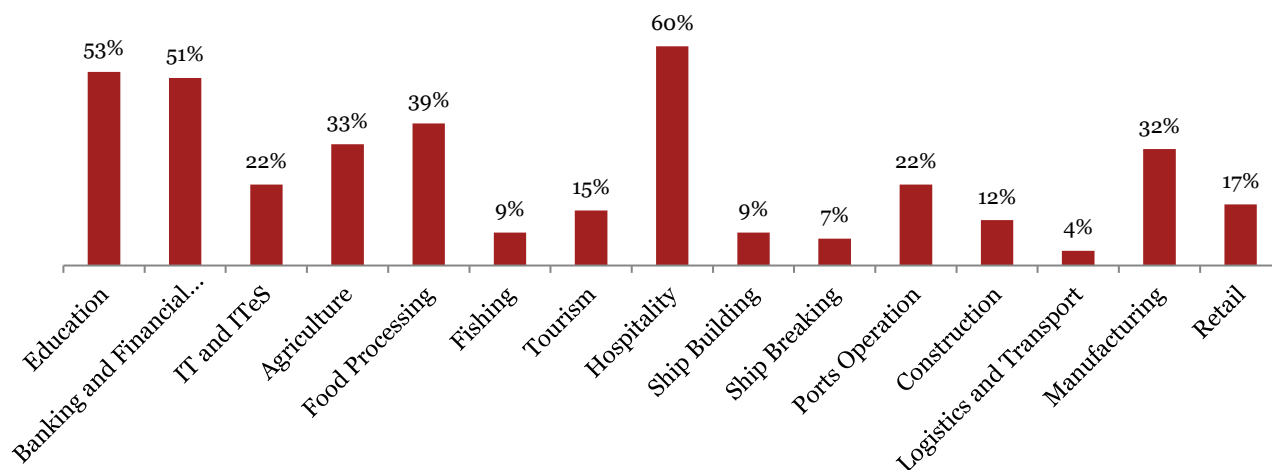
In terms of job aspiration of the respondents after completion of education or training, it can be observed that there is a demand for services sector with 41% aspiring for entry level jobs in service sector and 28% aspiring for entry level jobs in manufacturing sector. This is followed by middle level jobs in services and manufacturing (17%) sector (Figure 20).

**Figure 20: Desired job profile after completion of education/training - Purba Midnapore**



Further, Hospitality (60%), Education (53%) & BFSI (51%) 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 (Figure 21)

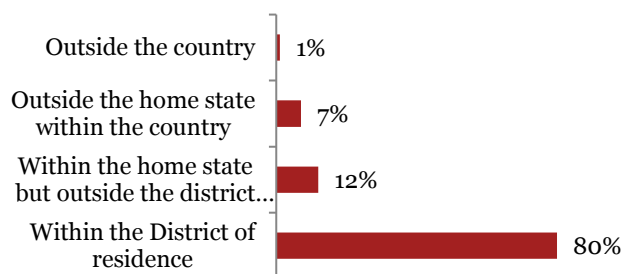
**Figure 21: Sectors in which respondents' foresee getting a desired job - Purba Midnapore**



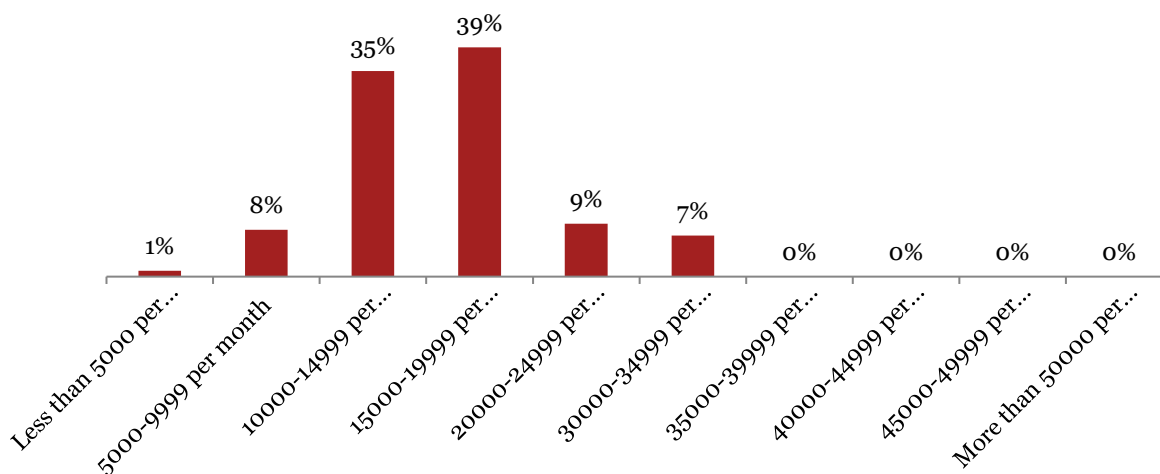
Out of total respondents, only 7% preferred to work outside West Bengal. It is important to note that 80% preferred to work in the same district and 12% expressed willingness to migrate to other districts in the same state suggesting lack of flexibility among the youth of the district (Figure 22).

For majority of the respondents (39%), the monthly salary expectation was INR 15000-20000. And for 35% of respondents, the expected salary is reported to be in the range of 10000-15000 per month (Figure 23).

**Figure 22: Preferred work location of candidate - Purba Midnapore**



**Figure 23: Monthly salary expectation of respondents - Purba Midnapore**

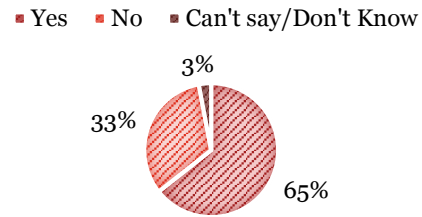


## Training Aspiration

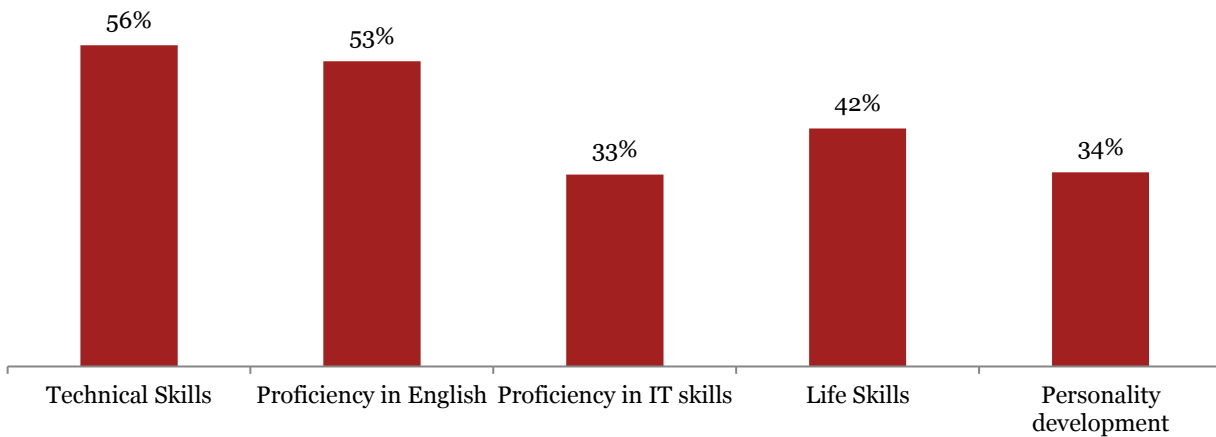
Regarding willingness of the respondents to participate in the training program in next one year, 65% expressed interest whereas 33% expressed disinterest (Figure 24).

Further, when enquired about the key focus areas of skill training, 56% of respondents reported that emphasis must be laid on technical skills followed by proficiency in English (53%), and proficiency in IT skills (33%) (Figure 25).

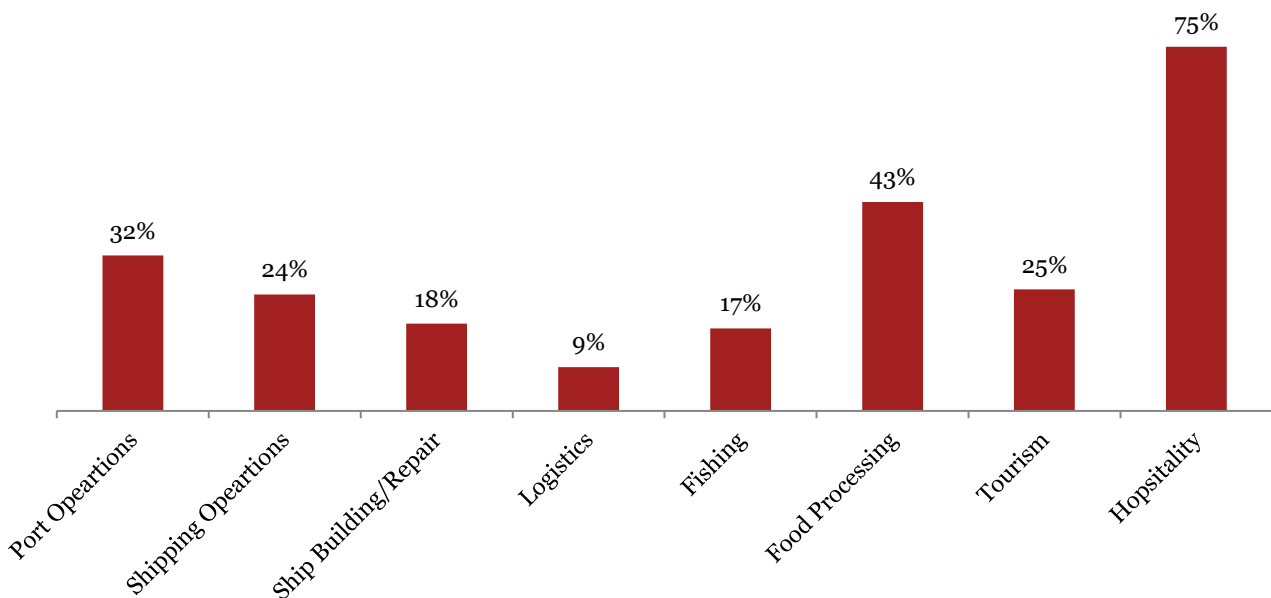
**Figure 24: Willingness to participate in trainings - Purba Midnapore**



**Figure 25: Focus area on skills training - Purba Midnapore**



**Figure 26: Willingness of respondents to participate in trainings of different sectors - Purba Midnapore**





Overall, there is demand for training in hospitality (75%), food processing (43%), tourism (25%), port operations (32%) and shipping operations (24%) (Figure 26).

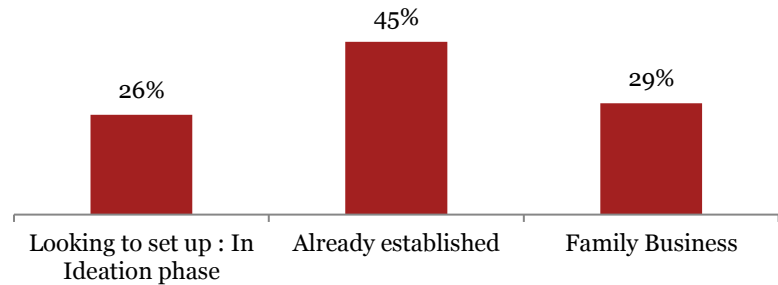
### Self-Employment

A healthy 100 out of the 384 respondents in the district are undertaking entrepreneurship opportunities. Regarding current status of the Entrepreneurial Venture of the respondents, it can be observed that 45% were already established and 29% were in family business. (Figure 27).

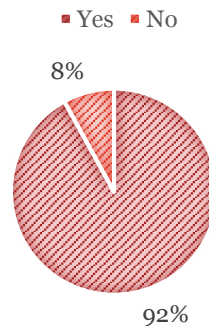
Further, 92% of the respondents expressed a desire to undergo a training program for enhancing their entrepreneurial skills (Figure 28).

Hospitality Industry (68%), Tour Operations (58%), Trading (35%) and Retail Business (32%) have been identified as most preferred sectors for setting own enterprise (Figure 29).

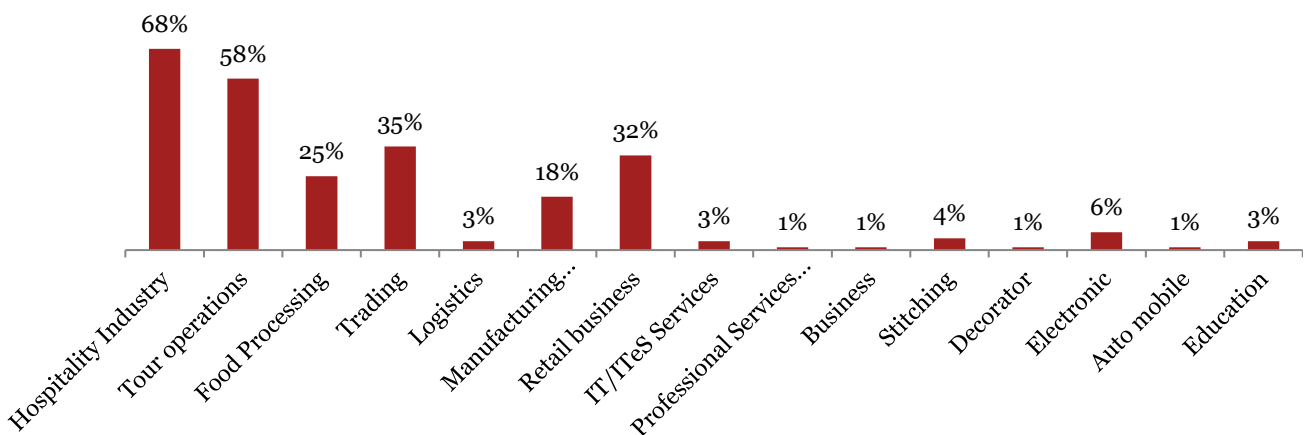
**Figure 27: Current Status of Entrepreneurial Venture - Purba Midnapore**



**Figure 28: Interested in skill development for enhancing entrepreneurial skills - Purba Midnapore**



**Figure 29: Sectors for establishing enterprise - Purba Midnapore**



### **1.1.7. Existing Training Capacity**

<b>Type of training infrastructure</b>	<b>Total number of institutions</b>	<b>No of trades</b>	<b>Top 5 trades based on enrolment and seat capacity</b>
<b>ITI</b>	7	11	Fitter, Electrician, Welder, Painter General,
<b>Polytechnic</b>	3	9	Mechanical, Electrical, Civil, Chemical
<b>PMKVY</b>	3	4	General Duty Assistant F & B Service: Steward Field Technician – Computing and Peripherals Telecom -In-store promoter
<b>DDU GKY</b>	1	2	BFSI, Retail

Purba Midnapore has 3 government and 4 Private ITIs which offer close to 11 trades. The most common trades are fitter, electrician, Painter (General) and Welder. Apart from the ITIs, there are only 3 polytechnic which offer approximately 9 trades, the highest demanding trades being in mechanical, electrical, civil and chemical. There is no PMKK in Purba Midnapore as of now and only one DDU-GKY center in the district.

## 1.2. South 24 Parganas

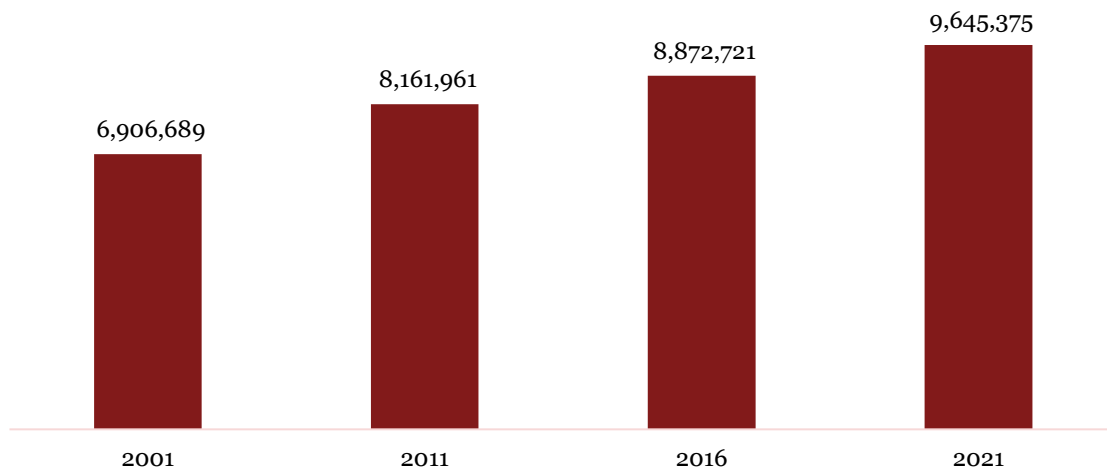
South 24 Parganas has its southern part covered with Sundarban Reserve Forest and has proximity to Kolkata on the eastern side. The district can be broadly categorized into three different parts viz. the marshy riverine land of Sundarban, the non-Sundarban rural areas and the urban areas part of the Kolkata metropolitan area. The major exportable item produced in the district is leather products along with other items such as jute diversified products, hosiery and garments, plastic products, machinery & arts etc. Services sector dominates the economy with 60.1 % share. Despite being home to industries around Kolkata, the river Hooghly and its fertile banks ensure that Agriculture and Fisheries contribute to 20.1 % of the economy over Industries (18.3%).

### 1.2.1. Demographic Profile<sup>7</sup>

Indicator	Value
<b>Total population</b>	81,61,961
<b>Decadal rate of growth of population (2001-11)</b>	18.17%
<b>Rural population</b>	74.42%
<b>Female</b>	48.86%
<b>SC population</b>	30.2%
<b>ST population</b>	1.2%
<b>Workforce participation (As % of total population)</b>	36.32%
<b>Main Workers (As % of total population)</b>	24.55%
<b>Marginal (As % of total population)</b>	11.77%
<b>Non-workers (As % of total population)</b>	63.68%
<b>*Number of people with vocational training in the age group of 15 + in the state<sup>8</sup></b>	75 out of 1000

### Population trends<sup>9</sup>

Figure 30: Population trend in South 24 Parganas (2001-2021)



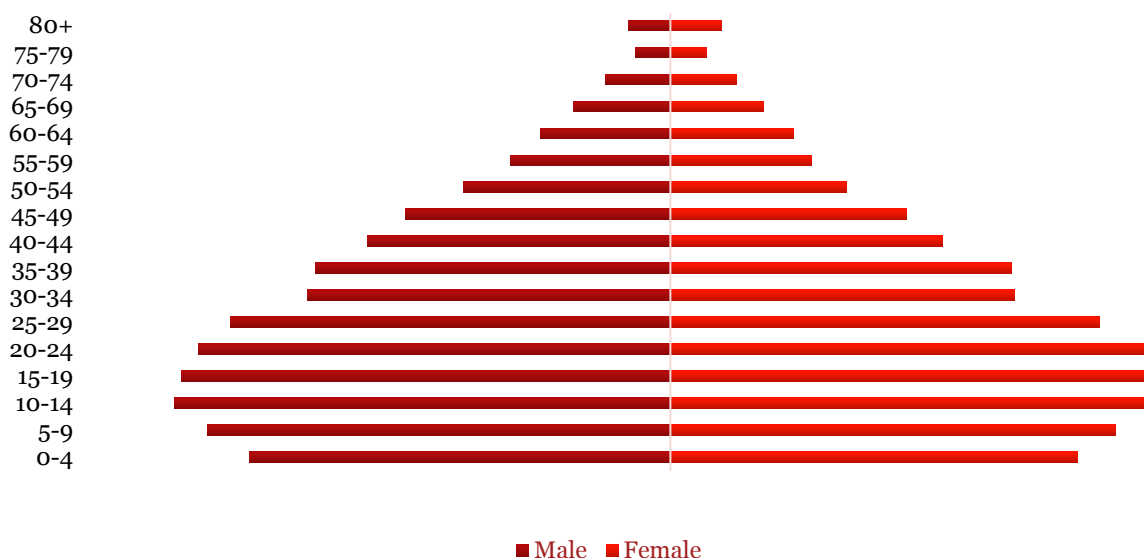
The demographic dividend bulge in the district will remain intact for the coming next 15 years. Estimating the population for the period 2001-11 (10 years), the population is estimated to be 8,872,721 and 9,645,375 in 2016 and 2021 respectively. The projected absolute growth in the population from 2016 to 2021 is 8.7%.

<sup>7</sup> Census, 2011

<sup>8</sup> Employment and Unemployment Survey, Vol III, Labour Bureau 2015-16,

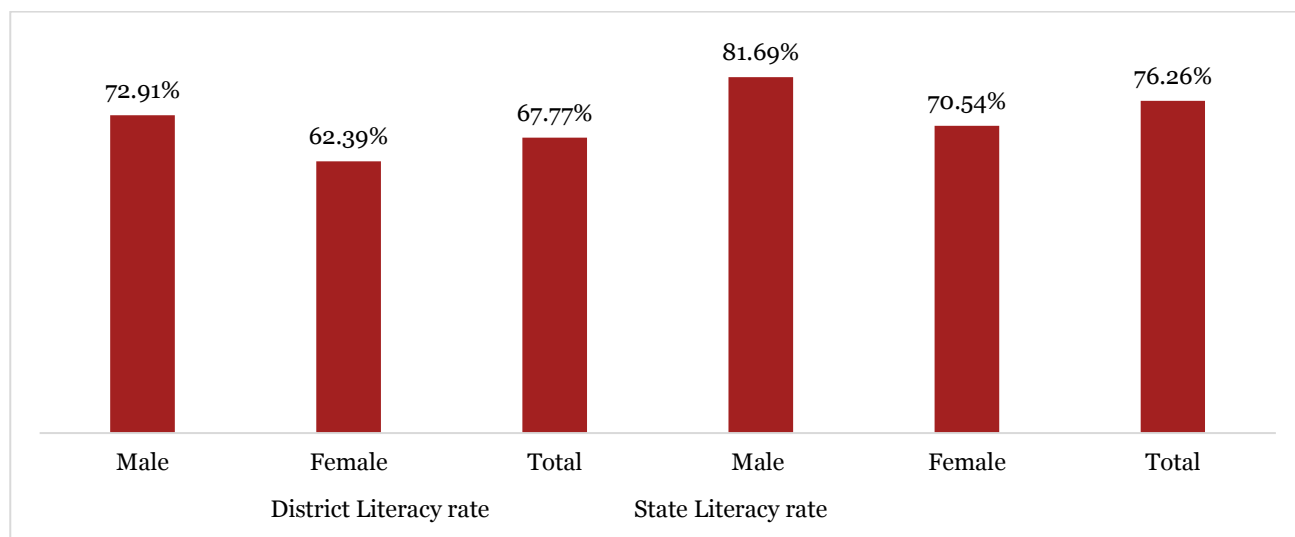
<sup>9</sup> Based on Census 2001 and 2011

**Figure 31: Population Pyramid South 24 Parganas - 2011**



### Literacy rates

**Figure 32: District vs state literacy rates (2011)**



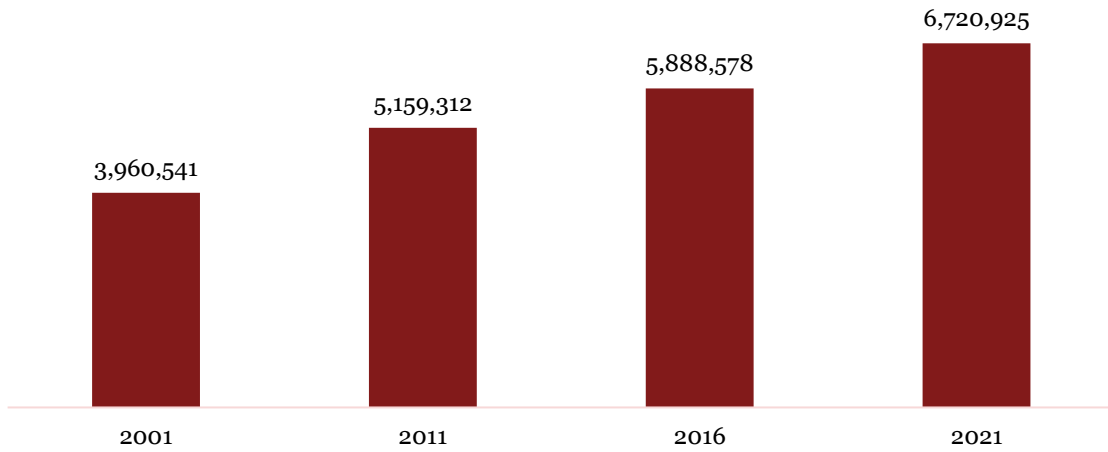
Total literacy rate of South 24 Parganas, as per the Census 2011, is approximately 67.77%, which is lower than the State’s literacy rate of 76.26%. . Moreover, female literacy rate of South 24 Parganas is 62.39% which is substantially lower than the male literacy rate of 72.91% in 2011.

### Age specific population trends and education levels for 2011<sup>10</sup>

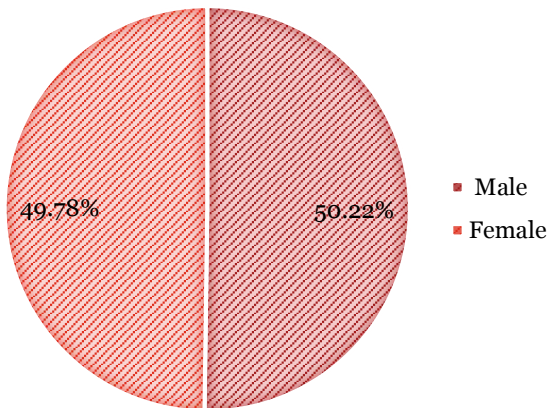
As per the Census 2011, the population in the age-group of 15 to 24 years was 16, 60,049 (20.3% of the overall population). The population in the age group of 15-59 years is estimated to be 58, 88,578 and 67, 20,925 in 2016 and 2021. The projected absolute growth in the population from 2016 to 2021 is 3%.

<sup>10</sup> Based on Census 2001 and 2011

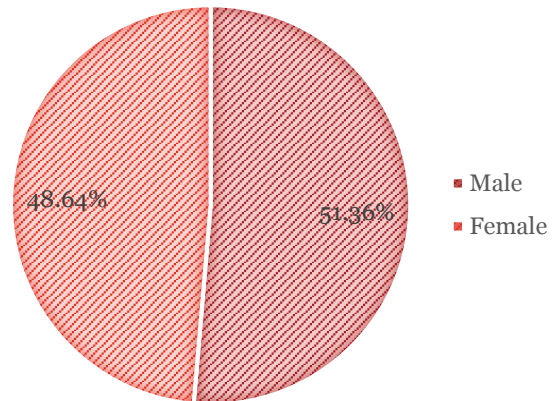
**Figure 33: Growth trend of population in the age group 15-59 yrs. (2001-2021)**



**Figure 35: Age specific population 15-24 years.**

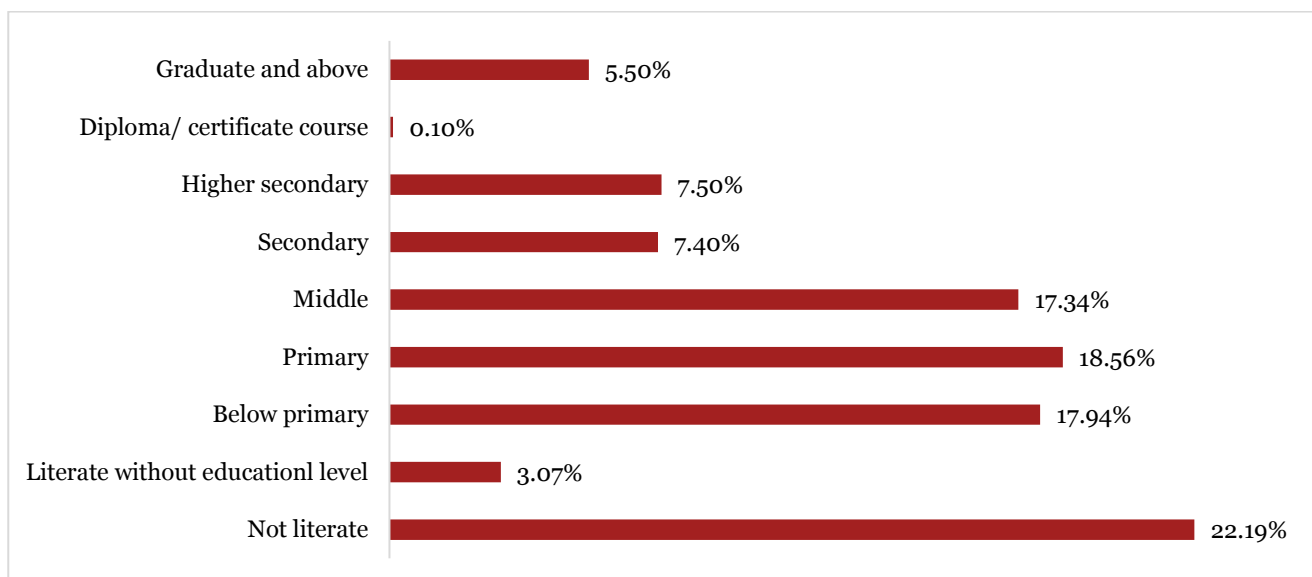


**Figure 34: Age specific population 15-59 years**



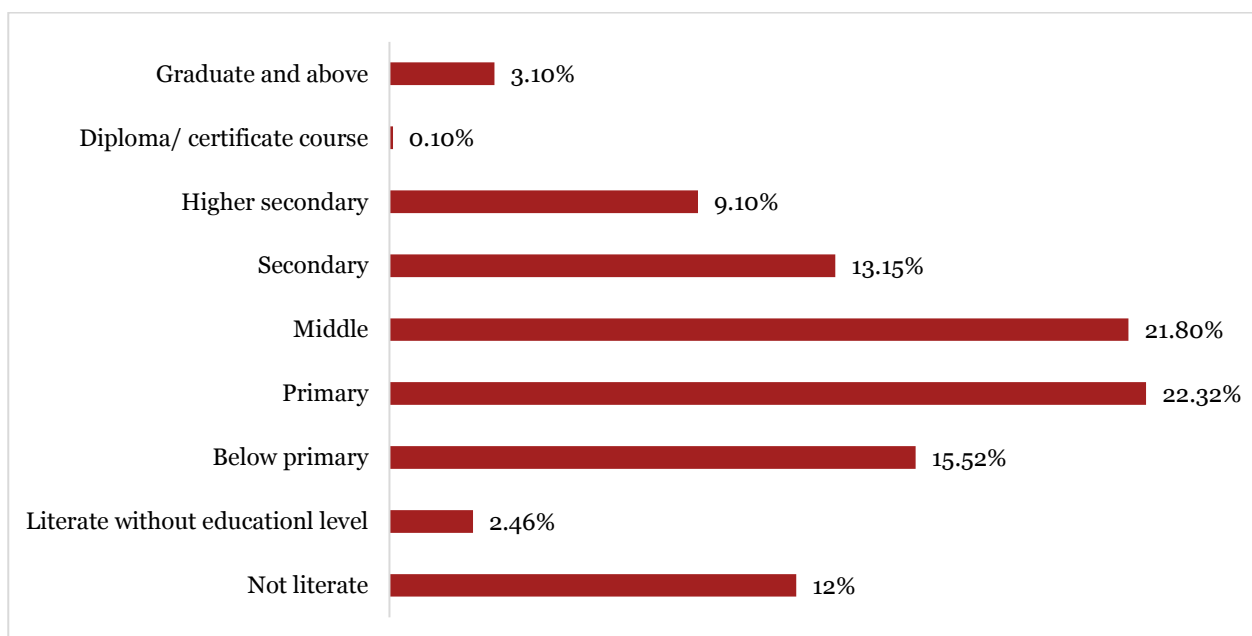
Both the age groups, 15-59 years and 15-24 years have almost equal representation of males and females with males accounting for 51.36% and 50.22% of the total population share in the 15-59 years and 15-24 years age group respectively. Females account for 48.64% and 49.78% of the total population share in the 15-59 years and 15-24 years age group respectively

**Figure 36: Age specific education level 15-59 years.**



According to Census 2011 data, 67.77% of the district are literate. For the age category of 15-59 years, 22% of the population of South 24 Parganas are not literate. 3.07% are literate without any educational qualification, ~18% have attended school till below primary level and ~19% have completed schooling only up to primary level. Roughly, 17% of the population has attended school up to the middle level, whereas, around 7% of the population has been educated till secondary. However only 7.50% of the population has received education above the higher secondary level. Only 0.1% of the population of this district has done a technical certificate/diploma course and 5.5% have at least completed graduation.

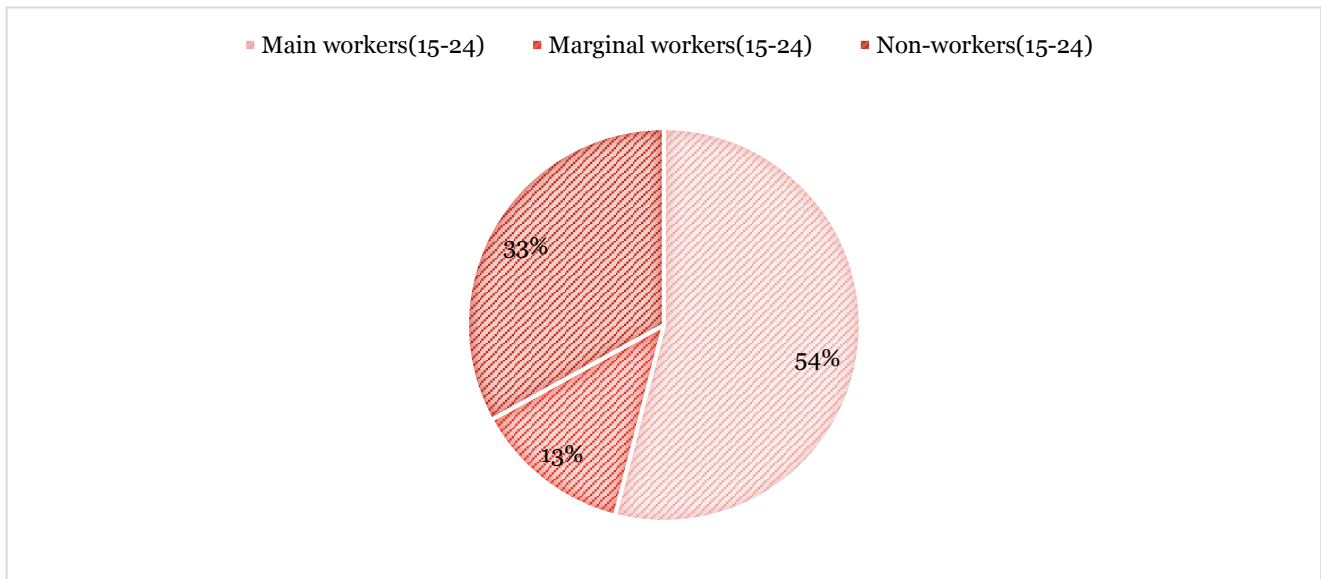
**Figure 37: Age specific education level 15-24 years.**



For the age category of 15-24 years, 12% of the population of South 24 Parganas are not literate. 2.46% are literate without any educational qualification, 15.52% have attended school till below primary level and 22% have completed schooling only up to primary level. Roughly, 22% of the population has attended school up to the middle level, whereas, around 13% of the population has been educated till secondary. Only 0.1% of the population of this district has done a technical certificate/diploma course and 3.1% have at least completed graduation.

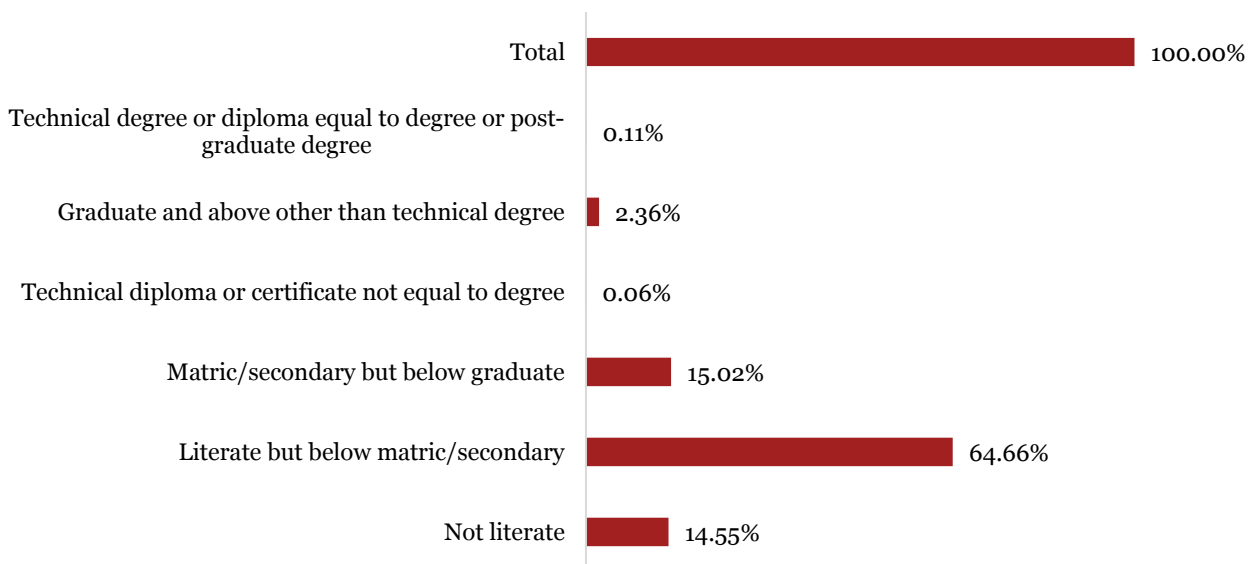
## Age specific distribution of workers and educational level

**Figure 38: Age specific distribution of workers (15-24 yrs.)**



The total workforce participation rate for this district, according to census 2011, is 36.32% and 33% of the population in the age group of 15-24 years are reported as non-workers. 54% of the population are main workers, whereas 13% are engaged in marginal work i.e. work for 3-6 months during the year.

**Figure 39: Education level of marginal workers 15-24 yrs.**



Amongst the 2,10,957 marginal workers in the age group of 15-24 years, 230 (0.11%) hold a technical degree or diploma equal to degree and 4,823 (2.36%) are graduate and above other than technical degree. 119 (0.06%) have a diploma or a certificate (not equal to degree). 31,678 (15.02%) are educated up to the matric/secondary level and around 1,36,411 (64.66%) are literate with an educational qualification of below matric/secondary level. 30,699 (14.55%) marginal workers in this age group are not literate.

From the census depicted in the figure, the proportion of main workers who are illiterate is 15% (in the age category 15-24 years) and almost the same as compared to the proportion of marginal workers who are illiterate. 67% of the marginal workers are literate marginally lower than the 60% of main workers.

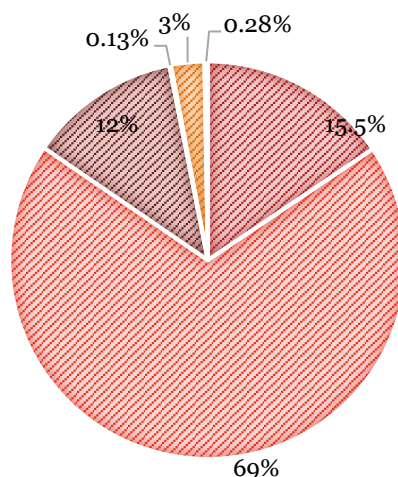
The proportion of main workers who are matric/secondary level but below graduate (in the age category 15-24 years) is slightly more than (2 percentage difference point between the two) the proportion of marginal workers who are matric/secondary level but below graduate.

The proportion of main workers who are graduate and above other than technical degree (in the age category 15-24 years) is slightly lesser than (3.5 percentage difference point between the two) the proportion of marginal workers who are graduate and above other than technical degree.

For the remaining one educational level, we find that the population shares are more or less the same across the two worker categories.

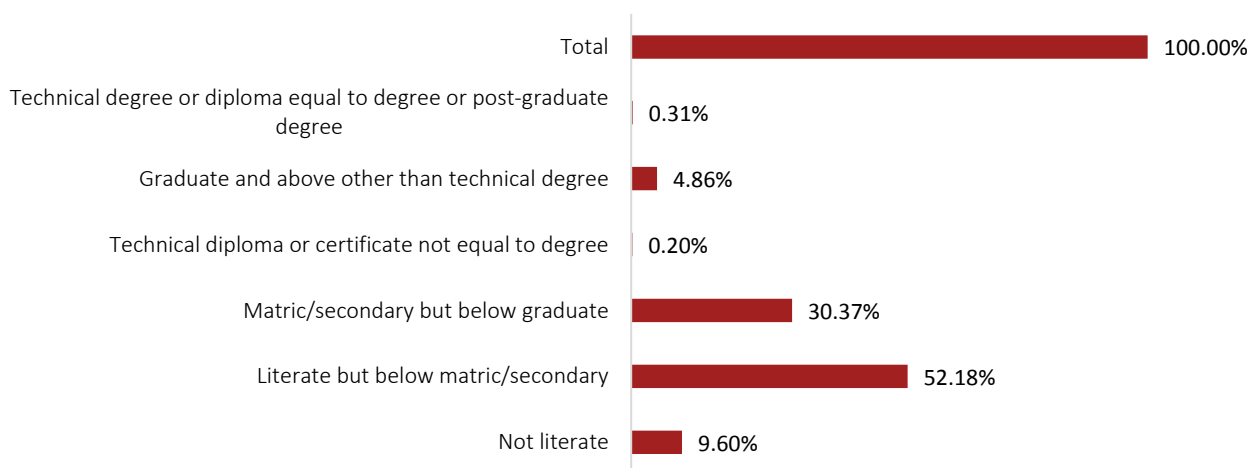
Amongst the 5,46,665 non- workers in the age group of 15-24 years, 1,717 (0.31%) hold a technical degree or diploma equal to degree and 26,575 (~5%) are graduate and above other than technical degree. 1,086 have a diploma (0.20) or a certificate (not equal to degree). 1,66,014 are educated up to the matric/secondary level and around 2,85,264 (52.18%) are literate but have attained an educational qualification of below matric/secondary level. 52,521 non-workers in this age group are not literate (9.60%)

**Figure 40: Education level for main workers 15-24 yrs.**



- 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 41: Education level of non-workers (15-24 yrs.)**

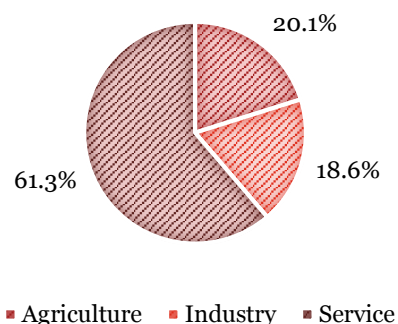




## 1.2.2. Key Economic Drivers

According to Directorate of Economics & Statistics, GoWB, South 24 Parganas, the Gross Domestic Product of the district (at constant prices- 2004-05) was INR 24,019.28 crore in 2012-13 and it has steadily grown at a CAGR of 9.5% over the period 2004-05 to 2012-13. The sectoral break up suggests that service sector contribution to district GDP is more than half (61.3%) followed by agriculture sector (20.1%). Further disaggregation suggests that manufacturing sector has a share of 10.8% and hotels and restaurants have a share of 19.8% in the district GDP. Other sectors driving the district economy are Real Estate, ownership and Business Legal (7.6%), construction sector (7.1%) and banking and insurance (6.4%).

**Figure 42: Sectoral breakup of district GDP at constant (2004-05) prices**



The key economic drivers of the district are illustrated below:

<b>Port &amp; Maritime</b>	<ul style="list-style-type: none"> <li>Development of a new port named Sagar Port at Sagar island</li> <li>Improved road connectivity (Sagar port to Kakdwip)</li> <li>Rail connectivity from Sagar Port to Kashinagar</li> </ul>
<b>Industrial Development</b>	<ul style="list-style-type: none"> <li>Upcoming Footwear Park in Bantala Leather Complex with an expected investment of around 1000 Crores</li> <li>Development of various clusters including Zari embroidery, silver filigree and surgical instruments as per the West Bengal MSME policy 2013-18</li> </ul>
<b>Tourism</b>	<ul style="list-style-type: none"> <li>Replete with natural beauty, South 24 Parganas with its beaches, Sundarbans Tiger Reserve, Diamond Harbour, Kakdwip, Raichak, Gadiara etc.</li> <li>Government investments for eco-tourism and Ganga Sagal Mela</li> </ul>

## 1.2.3. Priority Sectors

In South 24 Parganas, the priority sectors that have been identified are **Port and Maritime sector** and other sectors: **logistics, agriculture, fisheries, tourism & hospitality and construction**. Other sectors that have been identified as priority sectors from the point of view of their contribution to district GDP are **manufacturing and banking and finance**.

## 1.2.4. About Port

<b>Ports &amp; Maritime</b>			
<b>Major Ports:</b> 1	<b>Minor Ports:</b> Nil	<b>Shipyards:</b> Nil	
<b>Details</b>			
<b>Kolkata Dock System</b>			
<i>Operations:</i>	Manpower and equipment sourcing from Bharat Kolkata Container Terminals Pvt. Ltd.	<i>Capacity</i>	14.13 MN tonnes P.A
<i>Key Cargo</i>		<i>No of berths</i>	18

	Containers (97%), Cargo (3%)	Draft	Less than 11 M
<i>Description and key Trend</i>	<p>The Kolkata Dock System is the only riverine major port in India and is managed by the Kolkata Port Trust (KoPT).</p> <p>KoPT commands a vast hinterland that comprises the whole of the eastern and north-eastern regions and the two land locked countries of Nepal and Bhutan. KDS has seen close to 10% increase in container traffic which is slated to further increase with the proposed Inland Waterway and dredging operations from Farakka to Varanasi.</p>		
<b>Dry Docks</b>			
<i>Description and key Trend</i>	<p>KDS has five dry docks (three in Kidderpore Dock and two in Netaji Subhas Dock), which cater to the repair and maintenance needs of the vessels calling on the port. The dry docks also house shipbuilding facilities. Kolkata Port has dry docks to cater diverse repair and maintenance needs of the vessels calling on the Eastern Ports of India. In addition, shipbuilding facilities are also available in these dry docks.</p>		
<i>High Demand Job Roles</i>	<p>Painter, Blaster, Mechanical/steel fitter, Brazers, machinists for lathe, Drilling and cutting, Dock rigger, Painter, Electrician, Welder</p>		

### 1.2.5. Investments

The table below summarizes the investments are that are in the pipeline in next few years:

**Table 2: Proposed Key Investments for the year 2016-22**

<b>Sector</b>	<b>Proposed Investment (INR cr)</b>	<b>Number of Projects</b>	<b>Expected Employment</b>	<b>Key Players</b>
Port & Maritime	18,000	10	40,000 persons	Apeejay Group, H-energy, Kolkata Dock system, KoPT
Fisheries	150	5	10,000 persons	BENFISH, private players including Spencer etc.
Leather	1000	1	25,000 persons	

Details of proposed investments in this sector are given below:

**Table 3: Details of Investments in Port and Maritime sector under**

<b>Project</b>	<b>Proposed Investment (INR cr)</b>	<b>Expected Employment</b>	<b>Key Players</b>
Development of Marine Industrial cluster at Kulpi	4000	1,500 persons	Bengal Shipyard Limited (subsidiary of Apeejay Shipping Limited)
Development of Sagar Port at Sagar Island	1464	-	
Handling Bulk Cement	500	-	M/a Penna Cement Limited
Handling and storage bulk pulse/ food grain and setting up a processing unit	250	-	M/s ETC Agro

Setting up CFS	3.65 (per annum)	-	M/s Allcargo Logistics Limited
Setting up CFS	1.40 (per annum)	-	M/s Transworld Terminals Private Limited
Handle break bulk with MGT Offered- 265000 (2.65 lakh tonnes) including coal non coking- 205000 tonnes and lime stone- 60000)	39 lakh (per annum) plus MGT	-	M/s Sona Ship Management

**Table 4: Details of Investments in Fisheries sector in South 24 Parganas**

Project	Proposed Investment (INR cr)	Expected Employment	Key Players
Aquaculture farming/ Value Addition	15	125 persons	S.A Exports
Processing & Value Addition	2	30 persons	Naturo Virgin Agro Farms Private Limited
Cold chain infrastructure with farm level collection centre and processing and distribution hub	30	400 persons	Megaa Moda Private Limited
Integrated project on Eco-tourism, Aquaculture and Cold Chain	30.3	370 person	Easel Advertising Private Limited
Ornamental Fish Production Unit and Farming	20	-	Kesharia Agriculture Private Limited
Ornamental Fish Unit	30	-	Aquamarine International
Value addition and Food Processing	10	-	Spencer Group
Aquafarming in East Kolkata Westlands with Fisheries Co-operatives Society	6.58	-	Monalisha Enterprise
Prawn Seed Production and Organic Aquafarming	2	-	Rama Shrimp Hatchery
Aqua Health Products	1.5	-	Biotech Systems
Fish Seed Hatchery, GIFT Tilapia	2	-	Kolay Agro
Retail Chain	1	-	Bhojohari Manna Restaurants India Private Limited

In South 24 Parganas, with the MSME sectors, manufacturing, tourism, logistics, food processing are upcoming areas with proposed investments to the tune of INR 1069 Cr and is expected to create employment for approximately 3000 individuals. The details of proposed investments across these sectors are given below:

**Table 5: Details of Investments in Infrastructure sector in South 24 Parganas**

Project	Proposed Investment (INR cr)	Expected Employment	Key Players
---------	------------------------------	---------------------	-------------

Improvement of existing road connecting Kolkata Port to NH6 and Kolkata Port to nearby Industrial Clusters	24	-	Ministry of Road Transport & Highways
Rail connectivity between proposed Port at Sagar Island and Kashinagar Rail station.	270	-	Kolkata Port Trust
Construction of RoB cum flyover at Ranichak level crossing at Kolkata Port	208	-	Ministry of Road Transport & Highways
Development of an integrated export based leather and footwear cluster in Kolkata ( Bantala)	1880	-	
Road connectivity between proposed Port at Sagar Island and Muriganga bridge & between Muringanga bridge and proposed Rail yard at Kashinagar	171	-	Ministry of Road Transport & Highways

### ***1.2.6. 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:

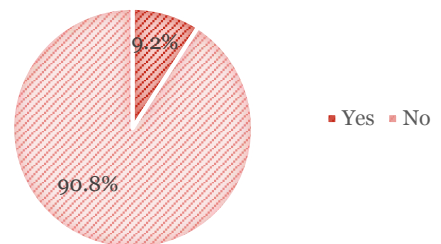
<b>Profile</b>	<b>Details</b>
<b>Total Sample Size</b>	482
<b>Gender Profile</b>	Male- 52.8% Female- 47.2%
<b>Age Group</b>	15-24 years
<b>Education Level (top 3)</b>	Senior Secondary schooling(Class 9 to 10)- 30.3% Higher secondary schooling with science (Class 11 to 12)- 5.8% Higher secondary schooling with commerce (Class 11 to 12)- 3.2%
<b>APL/BPL/AAY/Don't know</b>	APL- 59.6 % BPL- 36.7% AAY- 2.6% Don't know- 1.2%
<b>Occupational Profile (top 3)</b>	Salary from employment (13.1%), Own business (9.6%), Agriculture (1.4%)

## Exposure to Vocational Training and Educational Aspiration

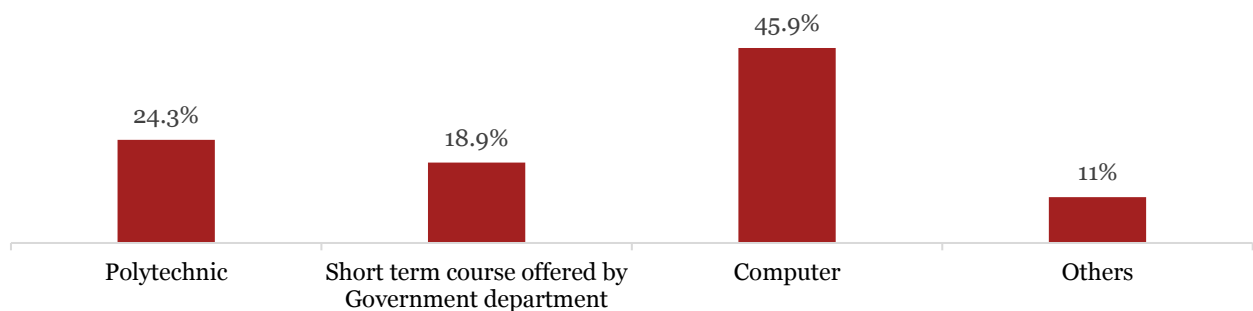
Regarding the exposure to the vocational training, most students reported that they had not completed any vocational training course. Overall, ~91% of the respondents had not enrolled in vocational training course (Figure 43).

Of the total respondents who underwent vocational training (which is ~9.2%), majority were from ITI (45.9%) and polytechnic (24.3%). Figure 44 exhibits the percentage of respondents who completed different types of courses as part of their vocational training (Figure 44)

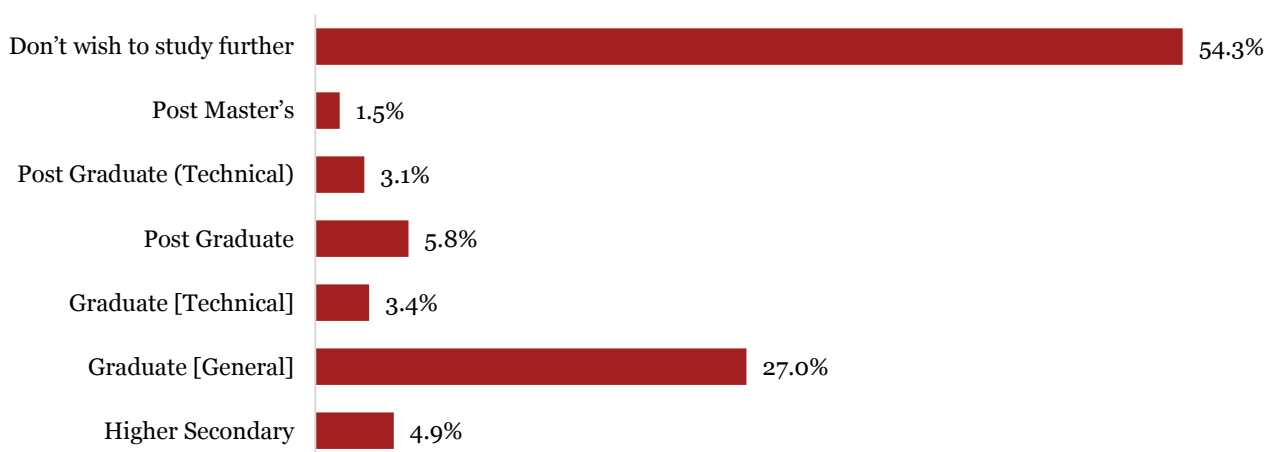
**Figure 43: Respondents who completed vocational training course**



**Figure 44: Respondents who completed courses in vocational training**



**Figure 45: Desired level of education**



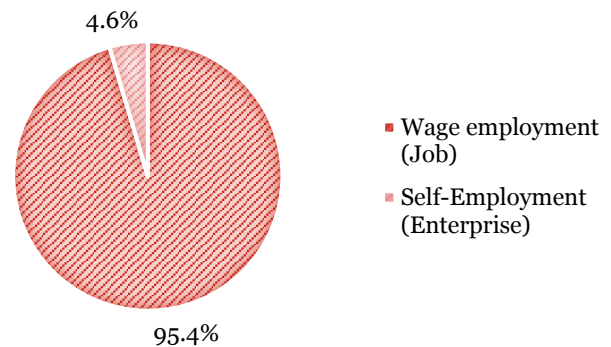
Further, the respondents were asked about the level of education they wished to attain. 54.3% of the respondents didn't aspire to attain any level of education. The desire to attain technical education is extremely low with only 3.1% and 3.4% aspiring for post-graduation and graduation in technical fields (Figure 45: Desired level of education).

## Job Aspiration

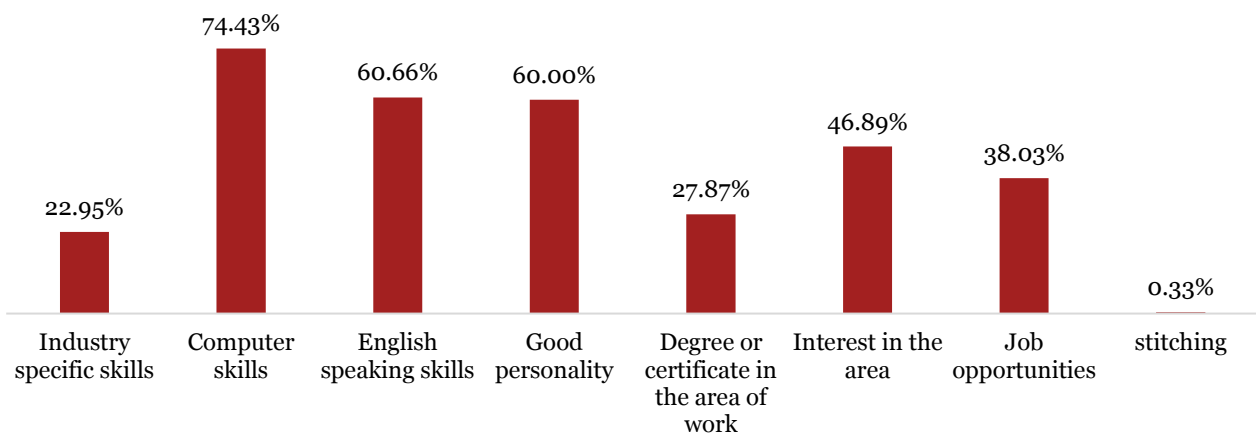
One of the important findings of the survey has been the high preference for wage employment over self-employment among the youth of the district. About 95.4% of the respondents reported to have preferred wage employment over self-employment (Figure 46: Respondents aspiring for wage and self-employment).

The respondents were further asked to identify the factors important for securing employment in the area of interest. 60.66% of the respondents identified English speaking skills as the most important factor for securing employment followed by good personality (60%), interest in the area of work (46.89%) and job opportunities (38.03%) (Figure 47).

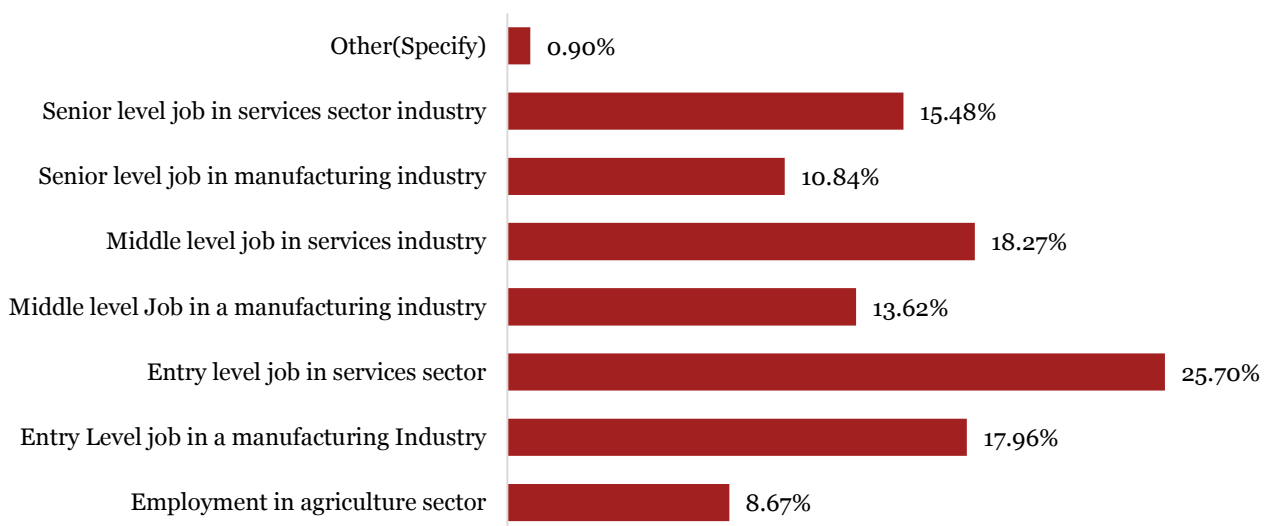
**Figure 46: Respondents aspiring for wage and self-employment**



**Figure 47: Factors important for securing employment in area of interest**



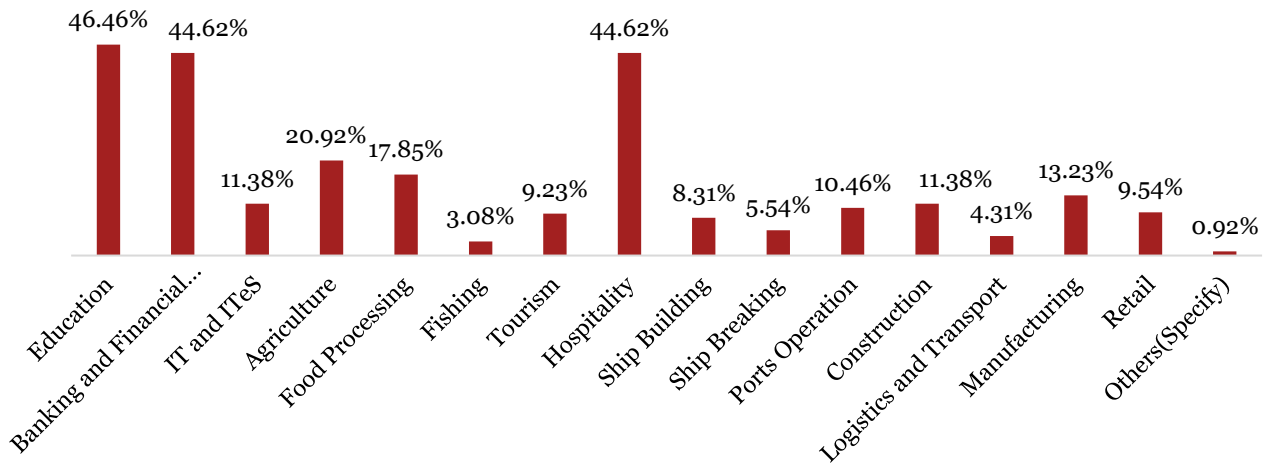
**Figure 48: Desired job profile after completion of education/training**



Regarding job aspiration of the respondents after completion of education or training, it can be observed that there is a demand for the services sector with 25.70% aspiring for entry level jobs and 18.27% aspiring for middle level jobs in services sector. This is followed by entry level jobs in the manufacturing industry (17.96%) and senior level jobs in services sector (15.48%) (Figure 48).

Further, Education (46%), hospitality (44%) and BFSI (44%) 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. The details of other sectors are mentioned in (Figure 49).

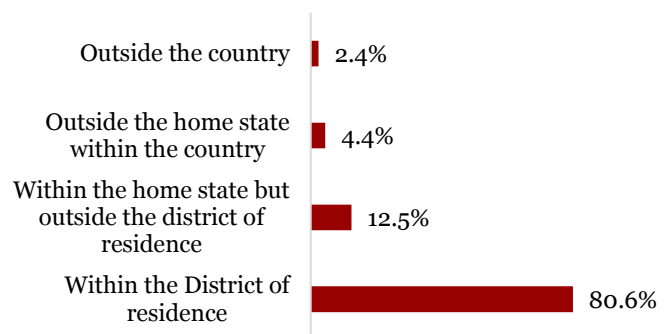
**Figure 49: Sectors in which respondents' foresee getting a desired job**



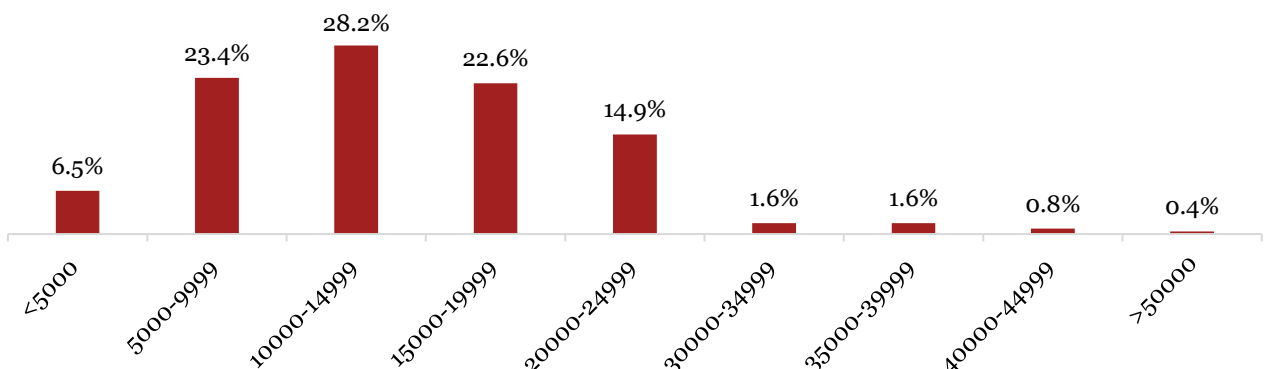
Out of total respondents, 93% preferred to work in the same state. It is important to note that more than three-fourth of the of the respondents (80.6%) preferred to work in the same district and 12.5% expressed willingness to migrate to other districts in the same state suggesting lack of flexibility among the youth of the district.(Figure 50)

For majority of the respondents (28.2%), the monthly salary expectation was in the range of INR 10000-15000. And for 23.4% of respondents the expected salary is reported to be range in the range of INR 5000-10000 per month (Figure 51).

**Figure 50: Preferred work location of candidates**



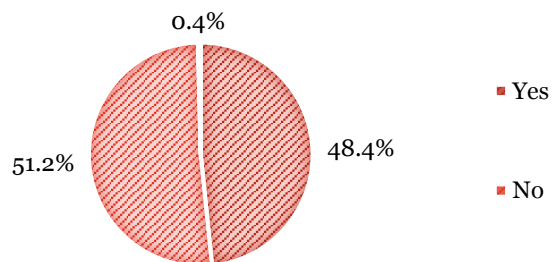
**Figure 51: Monthly salary expectation of respondents**



## Training Aspiration

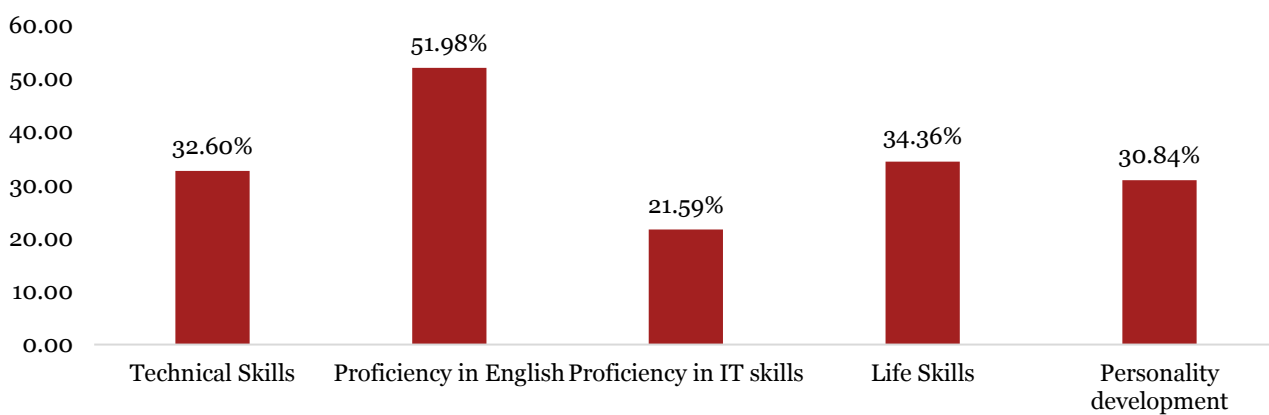
Regarding willingness of the respondents to participate in the training programme in next one year, 48.4% expressed interest whereas 51.2% expressed dis-interest (Figure 52)

**Figure 52: Willingness to participate in trainings**



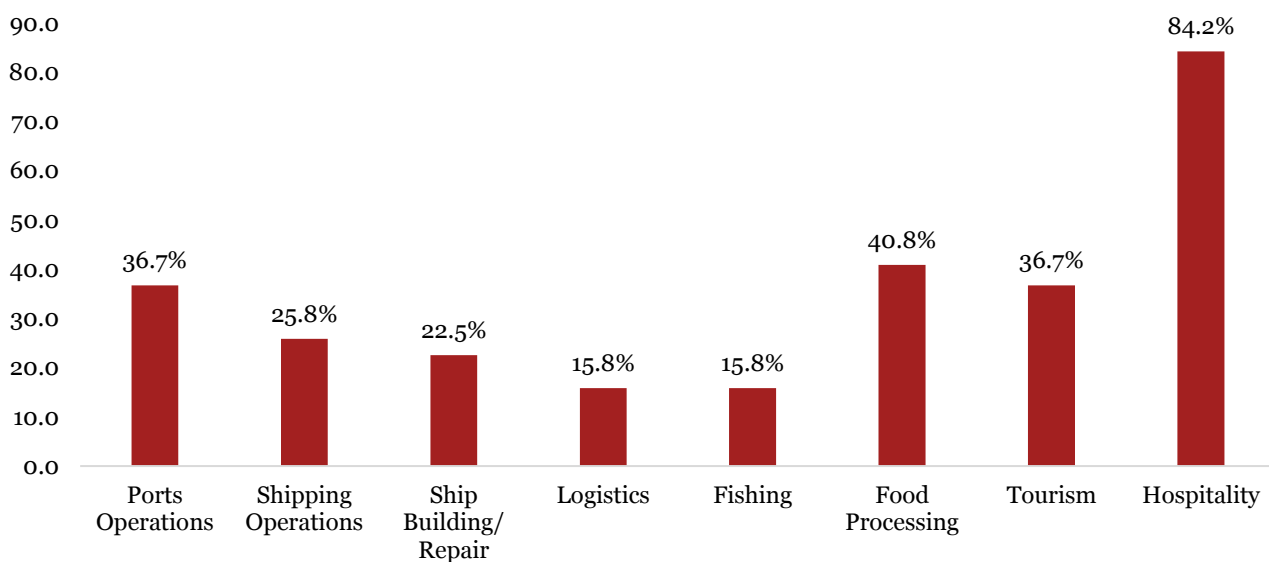
Further, when enquired about the key focus areas of skill training, 51.98% of respondents reported that emphasis must be laid on developing proficiency in English, followed by life skills (34.36%) and technical skills (32.60%) (Figure 53).

**Figure 53: Focus area on skills training**



Overall, there is high demand for training in hospitality (84.2%), food processing (40.8%), port operations and tourism (36.7%) (Figure 54)

**Figure 54: Willingness of respondents to participate in trainings of different sectors**



## Self-Employment

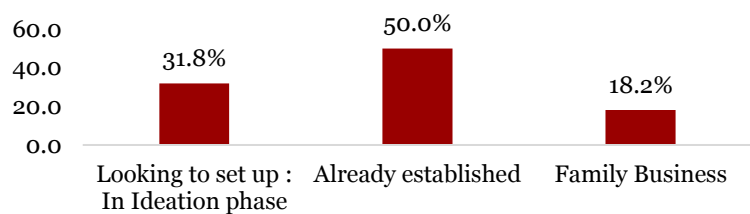


Regarding current status of the Entrepreneurial Venture of the respondents who aspired for self-employment, 18.2% were in family business and 31.8% were in their ideation stage (Figure 55).

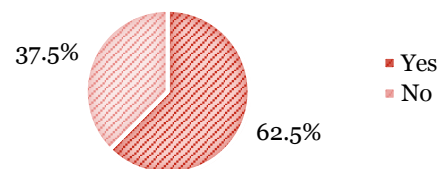
Further, 62.5% of the respondents expressed a desire to undergo a training programme for enhancing their entrepreneurial skills (Figure 56).

Tour operations (67.05%), hospitality (59.09%), trading (43.18%), Retail business (30.68%), manufacturing (engineering trades) (11.36%) and food processing (10.23%) have been identified as most preferred sectors for setting own enterprise (Figure 57).

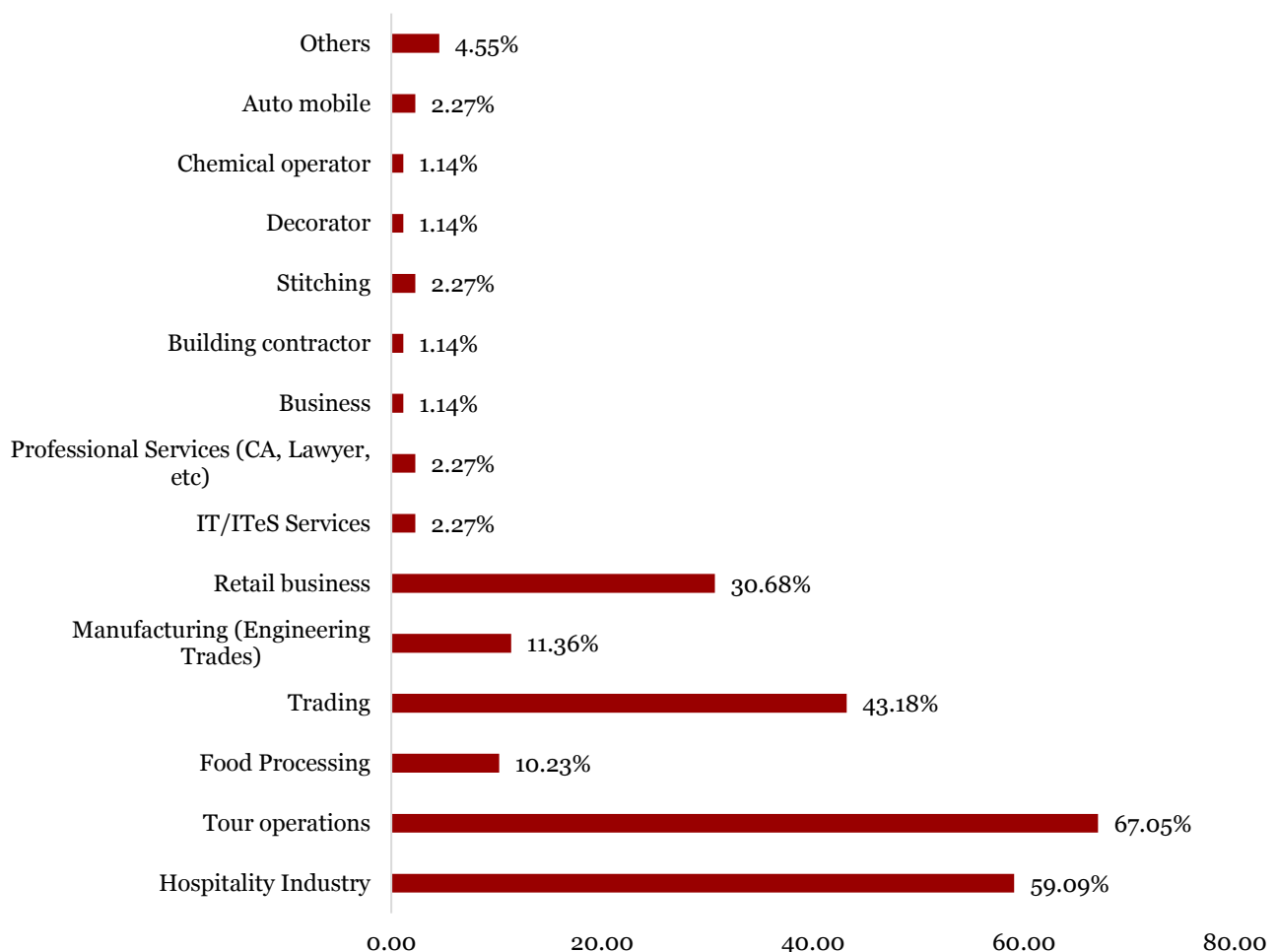
**Figure 55: Current Status of Entrepreneurial Venture**



**Figure 56: Interested in skill development for enhancing entrepreneurial skills**



**Figure 57: Sectors for establishing enterprise**



### 1.2.7. Training Infrastructure

Type of training infrastructure	Total number of institutions	No of trades	Top 5 trades based on enrolment and seat capacity
<b>ITI</b>	19	20	Fitter, Electrician, Surveyor, Welder, Computer Operator and Programming Assistant
<b>Polytechnic</b>	7	9	Mechanical Engineering, Electrical Engineering, Civil Engineering, Electronics & Telecommunication Engineering, Computer Science & Technology
<b>PMKVY</b>	5	7	Field Technician – Computing and Peripherals, DTH Set Top Box Installation & Service Technician, Mobile Phone Hardware Repair Technician, General Duty Assistant, Retail Sales Associate
<b>PMKK</b>	1	5	Sewing Machine Operator, Customer Care Executive – (Telecom Call Centre), F & B Service: Steward Field Technician – Computing and Peripherals, Assistant Electrician
<b>DDU GKY</b>	2	Not Available	Not Available

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

- ITIs: There are 19 ITIs providing training in 20 different trades. However according to NCVT MIS, in the Private ITIs of the sanctioned seats there is an average of 44% vacancy across all trades.
- Polytechnics: There is a dominance for core engineering courses like Civil, Mechanical and Electrical Engineering.
- PMKVY & PMKK: The trades are focussed on Electronics, Apparel and Telecom sectors. One PMKK has been allotted that is offering courses in Hospitality, Apparel, Telecom, Electronics and Construction sectors.

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

### 2.1. Purba Midnapore

#### 2.1.1. Incremental Demand<sup>11</sup> for Skilled & Semi Skilled Manpower

The district of Purba Midnapore is witnessing increased industrialization as a major destination of trade with the Port being an engine. The incremental demand of skilled workforce in the district where as per our methodology, Trade, Manufacturing and Port and Logistics are going to generate the maximum demand for skilled and semi-skilled workers. Agriculture is set to witness a massive loss of jobs due to decreasing output.

**Table 6: Incremental Demand for Skilled & Semi Skilled Workers in Purba Midnapore**

Sector	2017	2018	2019	2020	2021	2022	Total
<b>Core Sectors</b>							
Ports & Allied	603	639	678	718	761	807	4,206
Logistics	858	886	918	948	980	1013	5,603
Tourism	638	657	675	695	714	735	4,114
Construction	250	252	255	257	259	263	1,536
<b>Other Dominant Sectors in the District</b>							
Manufacturing	1,820	1,835	1,850	1,865	1,881	1,894	11,145
BFSI	384	404	425	445	467	490	2,615
Trade (Retail & Wholesale)	2,509	2,580	2,654	2,730	2,808	2,888	16,169
Agriculture	-3,844	-3,748	-3,654	-3,564	-3,474	-3,388	-21,672
<b>TOTAL</b>							23,716

#### Key trends in Core Sectors

- **Ports and Allied Sectors:** Haldia Port is a major port and industrial belt in the district of Purba Midnapore. It is intended to handle mainly the bulk cargos. The Port has a number of expansion plans which would involve setting up of riverine barge jetty, trans loading facilities for handling dry bulk cargo.
- **Logistics:** The expansion of ports and the presence of port based industries will lead to increase in transportation of goods from ports to the manufacturing units. This would be a key to increase demand for workforce in the logistics sector.
- **Tourism & Hospitality:** Purba Midnapore is home to number of beaches in Digha, Mandarmoni, and Tamluk etc. which attracts large number of tourists to the place. Hotel Industries have started booming up in these areas and this trend intends towards requirement of workforce in this sector
- **Construction:** The infrastructure sector with number of upcoming projects like that of North South Corridors, construction of bridges, construction of water transportation facility etc. would also demand skilled workforce in this sector

<sup>11</sup> 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.

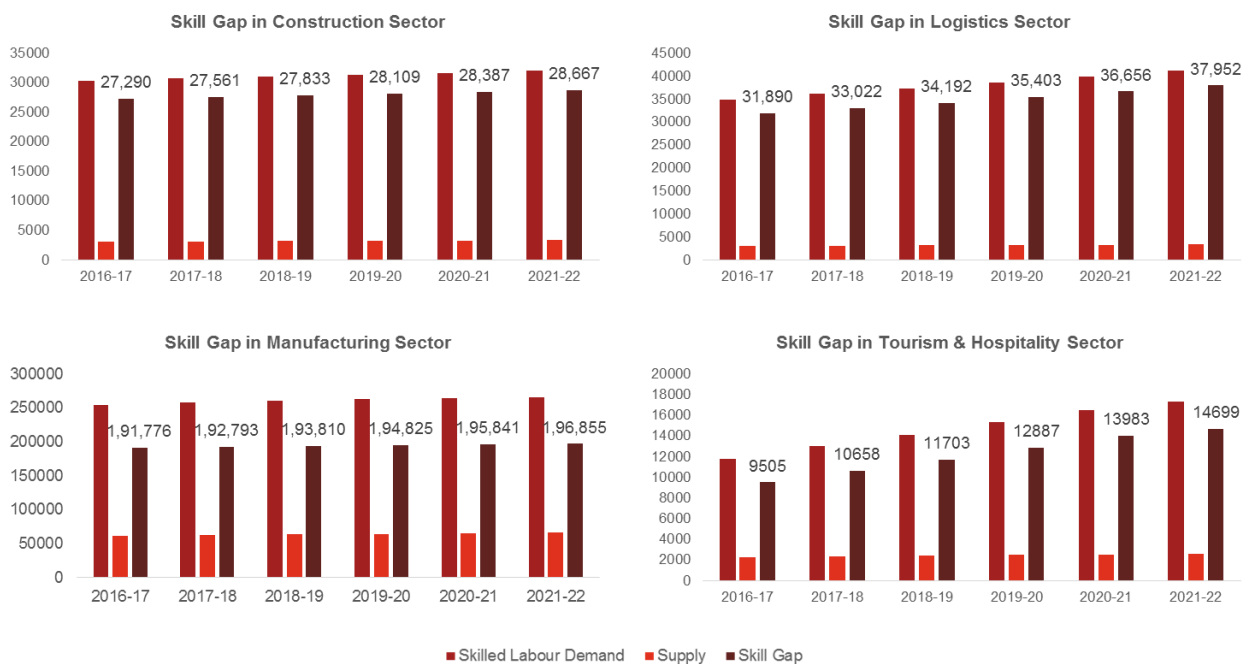
### Key trends in other Dominant Sectors in the District

- **Manufacturing & Industry:** Haldia is the industrial belt of Purba Midnapore which has a number of port based industries, petro chemical and chemical industries, food processing industries.
- **Trade:** Trade will be boosted by the proposed industrialization and port operations. There is a trend of formalization with the opening up of several apparel chains, fast food chains etc.
- **Agriculture & Fisheries:** Urbanization has made agriculture a sector with lower returns, this in turn has affected employment prospects. However, fisheries have seen continuous increase in output and will be boosting employment in the sector.

### 2.1.2. Gap between Total Demand<sup>12</sup> 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

**Figure 58: Gap between Skilled Manpower Requirement and Workforce in District with Trainings in Select Sectors in East Midnapore**



- **Construction Sector:** The percentage of total skill availability is still low. The gap is set to increase from 27,290 to 28,667 assuming present rates of growth of population and demand for skilled workforce.
- **Logistics Sector:** The skill gap is set to increase from 31,890 to 37,952 assuming present rates of growth of population and demand for skilled workforce.
- **Manufacturing Sector:** The manufacturing sector faces high skill gap owing to lack of sufficient training infrastructure in the district, with the gap nearing fifty thousand.

<sup>12</sup> 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

- **Tourism and Hospitality:** 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 with recognized trainings** is set to increase to nearly 50% 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 Purba Midnapore. The job roles that are listed below have been identified by the stakeholders. Across the sectors, few of 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.

#### Port and Maritime Sector

The Port has been developed as a major port and a support to the Kolkata Port to balance the cargo traffic. The expansion of Haldia Port will require immense workforce in the entry-level.

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

Job Roles: Port & Terminal operations	Findings
<ul style="list-style-type: none"> <li>• <b>Forklift Operator</b></li> <li>• <b>Reach Stacker Operator</b></li> <li>• <b>Crane Mechanic</b></li> <li>• <b>Pay Loader</b></li> <li>• <b>Surveyors</b></li> <li>• <b>Tug Operator</b></li> <li>• <b>Dredging Machine Operators/ Mechanics</b></li> <li>• <b>Dumper Driver</b></li> <li>• <b>Signaling</b></li> <li>• <b>Shipyards Maintenance</b></li> <li>• <b>Container Handling Operator</b></li> </ul>	<ul style="list-style-type: none"> <li>• Currently there is a requirement for the ship/barge maintenance operator</li> <li>• No training institute in the area to provide training on marine related trades</li> <li>• Huge movement of cargo, hence demand for shipyard maintenance staff</li> </ul>

#### 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

Truckers are high in demand but the existing workforce that is engaged in trucking lack life skills. Truckers who could be equipped with skills for handling hazardous substances will be greatly demanded by the manufacturing firms and the CFS.

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

Job Roles: Logistics	Findings
<ul style="list-style-type: none"> <li>• <b>Surveyors</b></li> <li>• <b>Fork lift operators</b></li> <li>• <b>Supervisors</b></li> <li>• <b>Truck Driver</b></li> <li>• <b>Helper</b></li> </ul>	<ul style="list-style-type: none"> <li>• Increasing volumes of cargo from port operations and Manufacturing units at Haldia</li> <li>• Skills shortages for handling hazardous substances</li> <li>• Life skills and attitudinal skills training required for truckers</li> </ul>

## Construction

Large number of infrastructure projects are being proposed to be started in the district which will require huge amount of skilled workforce in the sector

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

Job Roles: Construction	Findings
<ul style="list-style-type: none"><li>• <b>Supervisor - Electrical Works</b></li><li>• <b>Painter</b></li><li>• <b>Plumbers</b></li><li>• <b>Sanitation Technicians</b></li><li>• <b>Electrician</b></li><li>• <b>Mason</b></li><li>• <b>Supervisors</b></li></ul>	<ul style="list-style-type: none"><li>• Demand expected from Industrialization, Urbanization and Smart City Projects</li><li>• Safety is a key area of requirement. Awareness of safety equipment requires adequate orientation.</li><li>• Demand for new age installation and maintenance skills especially in renewable energy sector</li><li>• Retrofitting may be required in the Smart City projects</li></ul>

## Manufacturing

Purba Midnapore has reasonable presence of industries like Port based industries, Petro chemicals, Plastics, Food Processing etc. These sub-sectors demand skilled workforce that could work in manufacturing processes. This sector will also require technological literacy among the workers.

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

Job Roles: Manufacturing	Findings
<ul style="list-style-type: none"><li>• <b>Production Assistants</b></li><li>• <b>Welder</b></li><li>• <b>Fitter</b></li><li>• <b>Mechanic</b></li><li>• <b>Plumber</b></li><li>• <b>Electrician</b></li><li>• <b>Turner</b></li><li>• <b>Motor Binding</b></li><li>• <b>Tailoring</b></li><li>• <b>Quality Assurance</b></li><li>• <b>Plastic Processing</b></li><li>• <b>Oil Extraction &amp; Processing</b></li></ul>	<ul style="list-style-type: none"><li>• Industrial areas in and around the district demand skilled workforce.</li><li>• Food processing industry is widespread as an MSME industry and can employ women.</li><li>• Industry associations design custom trainings as add on s for the sector.</li><li>• Oil Extraction &amp; Processing for industries like Adani Wilmar is a major requirement</li><li>• Plastic based industries booming up in the district thus requiring demand for skilled workforce in this sector</li></ul>

## Tourism & Trade

Tourism sector is set to further develop on new areas of skill trainings, viz. Light House Tourism, Eco Tourism in the beaches like Digha, Mandarmoni etc.

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

Job Roles: Tourism	Findings
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<ul style="list-style-type: none"> <li>• <b>Front Office Executive</b></li> <li>• <b>Chef</b></li> <li>• <b>Kitchen Steward</b></li> <li>• <b>Housekeeping Supervisor</b></li> <li>• <b>Tour guide</b></li> <li>• <b>Facility Store Keeper</b></li> <li>• <b>Billing Executive</b></li> <li>• <b>Boatman</b></li> <li>• <b>Lifeguards</b></li> <li>• <b>Food and Beverage Executive</b></li> <li>• <b>Tour Guide</b></li> <li>• <b>Tour Operator</b></li> </ul>	<ul style="list-style-type: none"> <li>• Traditionally strong sector in the District</li> <li>• Large number of Hotel Industry booming up in the area</li> <li>• Proposed projects for Light house tourism, a n unique initiative in expansion of the tourism sector</li> <li>• Less number of institutes offering courses in the area of tourism &amp; hospitality</li> </ul>
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## 2.2. South 24 Parganas

### 2.2.1. Incremental Demand<sup>13</sup> for Skilled & Semi Skilled Manpower

The district of South 24 Parganas is witnessing increased industrialization and urbanization. These are affecting the incremental demand of skilled workforce in the district where as per our methodology, manufacturing, Banking, Financial Services, and Insurance are going to generate the maximum demand for skilled and semi-skilled workers after factoring in future investments and technological changes.

**Table: Incremental Demand for Skilled & Semi Skilled Workers**

Sector	2017	2018	2019	2020	2021	2022	Total
<b>Core Sectors</b>							
Ports & Allied	302	320	339	360	381	404	2,106
Logistics	-742	-729	-718	-706	-696	-683	-4,274
Tourism	226	226	226	228	230	230	1,366
Construction	9,480	10,274	11,134	12,068	13,078	14,174	70,208
<b>Other Dominant Sectors in the District</b>							
Manufacturing	4,391	4,483	4,576	4,673	4,771	4,870	27,764
Trade (Retail & Wholesale)	490	493	495	498	501	502	2,979
Agriculture	9,857	10,013	10,174	10,336	10,501	10,670	61,551
<b>TOTAL</b>							1,61,700

#### Key trends in Core Sectors

- **Ports and Allied Sectors:** Expected increase in the throughput at KDS is a key driver of the skilled labour requirement in the Ports & Allied Sector. There has been a gradual increase in container traffic at the Kolkata Dock system which is expected to push further the labour requirements. The development of the Inland Waterway is set to expand further with dredging from Farakka to Varanasi.
- **Logistics:** The logistics movement in the district is witnessing a steady decline due to the slowdown of industries and sluggishness of total traffic in the ports. Many firms are downsizing in recent times. Future requirements may arise depending on the development of the Sagar Island port and the inland waterways system.
- **Tourism & Hospitality:** The proposed investment of the State Govt. for eco-tourism in Sundarbans and an increasing trend in migration and tourists are key drivers of the incremental demand in the sector. The sector is increasingly demanding skilled workers, especially in Hospitality segment.
- **Construction:** There has been an increase in urbanization with the boundaries of Kolkata extending, major infrastructure projects in Sagarmala are also on the anvil. Thus there is going to be a considerable construction activity in the district.
- **Fisheries:** The region has a large fishermen community consisting of over 40,000 fishing families. The poverty rate is around 65% according to the Fishing census. Urgent intervention is required to improve the conditions of the communities. The promotion of deep line fishing, freshwater fishing in the Hooghly delta etc. and promotion of fish sea food processing are expected to drive requirement of skilled workers in the fishing industry.

<sup>13</sup> 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.



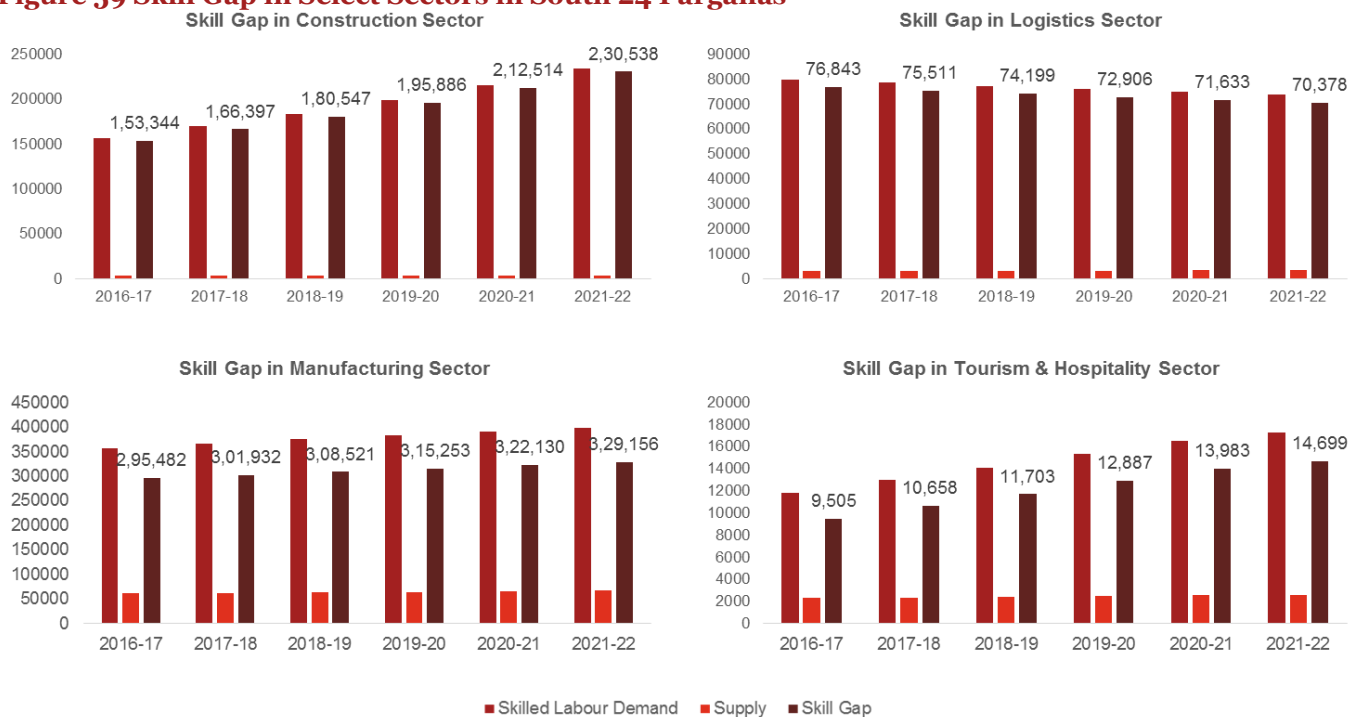
### Key trends in other Dominant Sectors in the District

- Manufacturing:** Investments are in the pipeline, mostly driven by WBDIC. A leather manufacturing park is expected to come in Bantala along with investments in Fish Sea Food processing. South 24 Parganas is one of the districts with high concentration of craftsmen with a total of 12000 artisans engaged in zari embroidery and 1700 artisans engaged in silver filigree work.
- Trade:** The sector is expected to generate medium amount of jobs because of the upcoming investments. Gradual consolidation of industry and increased formalization can expect to create a demand of reorganization and up-skilling of existing workforce.
- Agriculture:** The sector has seen strong output growth. In addition to the pull factor, the lack of alternatives is gradually pushing workforce back to the sector in the district.

### 2.2.2. Gap between Total Demand<sup>14</sup> and Supply for Skilled workforce in Select Sectors

The gap in the existing total skilled workforce between the **total requirement of skilled manpower and workforce in district with recognized trainings in the said sectors**, reflects the national scenario with minimal availability of such workers, given present factors holding constant.

**Figure 59 Skill Gap in Select Sectors in South 24 Parganas**



- Construction Sector:** The percentage of total skill availability is very low and does not match the demand. The gap is set to increase from 1, 53,344 to 2, 30,538 assuming present rates of growth of population and demand for skilled workforce resulting in a jump of 80,000.

<sup>14</sup> 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

- **Logistics Sector:** With the demand for skilled labor set to gradually decrease, the gap is to fall by 6,000, from 76,843 to 70,378. The condition is exacerbated by the limited available options of recognized trainings and certificates in the sector.
- **Manufacturing Sector:** The manufacturing sector faces high skill gap owing to lack of sufficient training infrastructure in the district, with the gap proposed to increase from 2, 95,482 to 3, 29,156 in 2021-22.
- **Tourism and Hospitality:** 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 with recognized trainings** is set to increase by over 5000. The requirement for initiating new trainings and recognizing prior learning in the sector is thus a priority.

### 2.2.3. Job Roles High in Demand

This sections captures the jobs that have been reported to be high in demand in South 24 Parganas. The job roles that are listed below have been identified by the stakeholders. Across the sectors, few of job roles are susceptible to be impacted by technological disruptions and automation. The sub-sections below describes the job roles that are high in demand across the sectors.

#### Port and Maritime Sector

The port and maritime sector has reported high demand for crane operators and other skilled workers such as welders, and blasters. Safety has been underpinned as one of the areas that could be focused on for training workforce in the port and maritime sector. With increasing technological disruptions that are happening in the sector, there is a need for upskilling of the workforce.

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

<b>Onshore and On- vessel</b> <ul style="list-style-type: none"> <li>• <b>Rail Mounted Quay Crane Operator</b></li> <li>• <b>Rail Mounted Gantry Crane Operator</b></li> <li>• <b>Reach Stacker Operator</b></li> <li>• <b>Crane Mechanic</b></li> <li>• <b>Pilot (Inland waterways)</b></li> <li>• <b>Mechanic ( Inland Waterways)</b></li> <li>• <b>Welders</b></li> </ul>	<b>Findings</b> <ul style="list-style-type: none"> <li>• Well trained crane operators are difficult to find in the job market</li> <li>• Port operators and CFSS have to train the crane operators for at least three months</li> <li>• The certification examinations conducted by the Maritime board is not sufficient to meet local requirements.</li> <li>• Retired personnel make up sizable amount of workforce due to supply side constraints.</li> </ul>
<b>Ship building and repairs</b> <ul style="list-style-type: none"> <li>• <b>Painter</b></li> <li>• <b>Blaster</b></li> <li>• <b>Mechanical/steel fitter</b></li> <li>• <b>Brazers, machinists for lathe</b></li> <li>• <b>Drilling and cutting</b></li> <li>• <b>Dock rigger</b></li> <li>• <b>Painter</b></li> <li>• <b>Electrician</b></li> <li>• <b>Welder</b></li> </ul>	<b>Findings</b> <ul style="list-style-type: none"> <li>• The small pool of local skilled workers contributes directly to shortages of qualified workforce</li> <li>• Stakeholders indicated preference for hiring ITI graduates</li> <li>• Requirement expected to grow with increasing inland waterways usage.</li> </ul>

## 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

Truckers are high in demand but the existing workforce that is engaged in trucking lack life skills. Truckers, Fork lift operators, who could be equipped with skills for handling hazardous substances will be greatly demanded by the manufacturing firms that are located in industrial areas such as Behala and Bantala.

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

Logistics	Findings
<ul style="list-style-type: none"><li>• <b>Surveyors</b></li><li>• <b>Fork Lift Operators</b></li><li>• <b>Hydraulic Axle Operator</b></li><li>• <b>Truck Driver</b></li><li>• <b>Helper</b></li></ul>	<ul style="list-style-type: none"><li>• CFSs demand a skilled workforce</li><li>• Internal requirements from emerging industrial hubs.</li><li>• Skills shortages for handling hazardous substances</li><li>• Life skills training required for truckers</li><li>• Increased use of ICT and automation in work processes will impact the manual jobs</li></ul>

### Construction

The sector in Kolkata is seeing emerging trends like transport infrastructure, expressways, flyovers, ports etc. Moreover, there is increased use of renewable and sustainable energy, increase in use of flexible designs for office spaces, building of high rises etc.

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

Construction	Findings
<ul style="list-style-type: none"><li>• <b>Solar PV installer (Civil)</b></li><li>• <b>Fabricator</b></li><li>• <b>Supervisor-Structure</b></li><li>• <b>Supervisor-Finishes</b></li><li>• <b>Supervisor - Electrical Works</b></li><li>• <b>Supervisor - Roads &amp; Runways</b></li><li>• <b>Façade/ Office Fitting Installations</b></li></ul>	<ul style="list-style-type: none"><li>• Smart city projects and other infrastructural development projects such as the smart ports, green airports require solar panel installation and maintenance.</li><li>• Structural and Finishing supervisors with adequate understanding of Safety measures.</li><li>• Office spaces increasingly use false ceiling / facades to make a flexible, cheap and quick to design technologies.</li></ul>

### Manufacturing

South 24 Parganas is an industrial and manufacturing hub that caters to sectors such as Engineering goods, plastic based items, Jute & Jute diversified products, Foods. These sectors demand skilled workforce that could work in manufacturing processes. This sector will also require technological literacy among the workers.

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

<b>Manufacturing</b>	<b>Findings</b>
<ul style="list-style-type: none"> <li>• <b>Production Assistants</b></li> <li>• <b>Quality Assurance Technician</b></li> <li>• <b>Fitter</b></li> <li>• <b>Mechanic</b></li> <li>• <b>Cutter ( Leather)</b></li> <li>• <b>Stitcher ( Leather)</b></li> <li>• <b>Fleshing Operator ( Leather)</b></li> <li>• <b>Electrician</b></li> <li>• <b>Turner</b></li> <li>• <b>Motor Binding</b></li> </ul>	<ul style="list-style-type: none"> <li>• Industrial areas such Bantala demand skilled workforce</li> <li>• Supervisory skills are also needed in the roles of foremen, leading hands and supervisors</li> <li>• Limited apprenticeship arrangement exists, combining formal training off-the-job with on-the-job training</li> <li>• Stakeholders indicated preference for hiring ITI graduates</li> <li>• Additive manufacturing or 3D printing will impact the manufacturing processes</li> <li>• There will be a general need for medium to high technology literacy throughout the sector</li> </ul>

## *Tourism*

Tourism sector in South 24 Parganas is dominated by the Sundarbans, a UNESCO designated World Heritage Site. The tourism department has a bigger focus on developing the eco-tourism sector which will also include developing 8 major projects in the district including development of Lodges at Diamond Harbour, Gangasagar, and development of infrastructure at Gangasagar and Kachuberia. River Cruises are on the anvil. A mixed pool of local workforce as well as migrant workforce is working to support the tourism sector. The government is also working on the final phase of developing Henry Island in South 24 Parganas district. Training in this sector will require focus on English language skills.

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

<b>Tourism</b>	<b>Findings</b>
<ul style="list-style-type: none"> <li>• <b>Front Office Executive</b></li> <li>• <b>Chef</b></li> <li>• <b>Kitchen Steward</b></li> <li>• <b>Housekeeping Supervisor</b></li> <li>• <b>Tour guide</b></li> <li>• <b>Facility Store Keeper</b></li> <li>• <b>Billing Executive</b></li> <li>• <b>Cruise/Boat/Jetty in charge</b></li> </ul>	<ul style="list-style-type: none"> <li>• Small pool of adequately skilled personnel at the skilled worker level results in a small pool of people from which to draw for higher positions</li> <li>• Workforce is trained, but it generally lacks skills and experience required in the workplace</li> <li>• Focus required on communication skills/public relations; reporting skills; administration skills and financial skills</li> </ul>

## *Fisheries*

In South 24 Parganas, there is tremendous prospect for ornamental fish farming especially after the introduction of ornamental fish scheme under F.F.D.A from the 2000-2001 by Fisheries Department. In the year 2015-16, South 24 Parganas received a total of 30.44 ha sanctioned area under FFDA. Under this scheme, around 16080 people were engaged for different activities. There are a total of 19 Block Level Fishery Laboratory and Training Centres in the district up to 2015-16. Trainings in marine fish farming and brackish fish is necessary to make the fish farmers aware about the scientific procedure of fish farming and thereby improving on the traditional practices.

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

<b>Fisheries</b>	<b>Findings</b>
<ul style="list-style-type: none"> <li>• <b>Cold Storage Technician</b></li> <li>• <b>Warehouse Manager</b></li> <li>• <b>Mechanic</b></li> <li>• <b>Glass/Tunnel/Trolley Freezer Operator</b></li> <li>• <b>Grading supervisor</b></li> </ul>	<ul style="list-style-type: none"> <li>• South 24 Parganas can hugely benefit from improved fisheries practices</li> <li>• Export potential for shrimps</li> <li>• Unused land parcels can be used for aquaculture and mariculture</li> </ul>

Fisheries	Findings
<ul style="list-style-type: none"> <li>• <b>De-heading supervisor</b></li> <li>• <b>Aquaculture Technician</b></li> <li>• <b>Mari-culture Technician</b></li> <li>• <b>Aquaculture technician</b></li> <li>• <b>Ornamental fish technician</b></li> <li>• <b>Seed processing plant technician</b></li> </ul>	<ul style="list-style-type: none"> <li>• Improved skills are particularly needed for aquaculture and mariculture</li> <li>• Requirement of technical know-how and qualified people for undertaking organic aquafarming</li> <li>• Promote diversification in coastal aquaculture by adoption of cage culture farming initiatives</li> </ul>

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## **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 13 districts. 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 assessing the gaps that need to be bridged before these trainings 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 21 coastal districts. The specific objectives include the following:

- Mapping various skilling opportunities available in the district, keeping in mind the requirements of Port led developments 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.
- Identifying the potential/target beneficiaries for the training courses.
- Mapping the infrastructure and the investments that may be required to deliver the training programmes in the district.
- Providing an estimate of the investment required to create/hire the skilling infrastructure.
- Providing a step by step action plan for MoS to implement the skilling initiatives.

### **3.3. Methodology**

Stakeholder consultations<sup>15</sup> were held at national, state and district level and that included stakeholders from government, industries, associations, and private firms. A separate plan has been prepared for each of the 21 districts. The plan has been divided into several sections and includes 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 are the basis of calculating the operational expenditure. Capital expenditure has been worked out bearing in mind the infrastructure requirements of the

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<sup>15</sup> Roughly 700 primary consultations informed the development of these plans for 21 districts

programme and duration of training programmes. Wherever feasible, partnership with existing programmes such as DDU-GKY and PMKVY has been suggested in the plan.

### **3.1. Summary for Purba Midnapore**

<b>SN</b>	<b>Project Name</b>	<b>Job Roles</b>	<b>Type of training</b>	<b>No. of people to be trained</b>
1	Construction	Mason, Labour, Supervisor,	Upskilling (120 Hours) Fresh	5,000 in next 5 years 2,500 in next 5 years
2	Manufacturing	Plastic Moulding Assistant, Oil extraction & refining Technician	Fresh	4,000 in next 5 years
3	Tourism	Travel Consultant, House Keeping trainee, Tourist Guide, Sales Associate, Chef,	Fresh	4,750 in next 5 years
4	Port Activities	Shipyards Maintenance Technician, Truck Driver, Helper,	Upskilling (120 Hours) Fresh	500 in next 5 years 400 in next 5 years
5	Aquaculture	Aquaculture technician, Aquaculture worker, Brackish water aquaculture farmer, Mariculture operator, Freshwater aquaculture farmer, Shrimp farmer	Fresh / Up-Skilling	5,000 in next 5 years
6	Training for Food Technicians in Sea Food Processing	Food Dehydration Technician, Quality assurance Manager/Lab Technician, Food microbiologist/ Food Processing Worker, Fish Value Added Products, Processed Food Entrepreneur	Fresh / Up-Skilling	3,000 in next 5 years

### 3.2. Action Plan for Purba Midnapore

<b>Project 1: Construction</b>					
<b>Key economic drivers</b>		<ul style="list-style-type: none"> <li>• Presence of Haldia Port</li> <li>• Prominence of Chemical &amp; Steel based industries like IOCL, Exide Industries Limited, Hindustan Unilever etc.</li> <li>• Upcoming projects like West Bengal North South Corridor Project</li> </ul>			
<b>Rationale for a Training Center</b>		Purba Midnapore is an industrial belt with the presence of number of industries in Haldia. Apart from this, there are number of upcoming projects which involve huge construction works such as expansion of Ports, North South Corridor project. However, it has been evident that the migration trend among the construction workers is high. Thus, in order to check the migration rate, the workers need to be upskilled in the sector they have expertise on. Hence, there is requirement for a training center in the construction sector.			
<b>Trainings</b>		<b>Training courses</b>	<b>Target Beneficiaries</b>	<b>Type of Trainings</b>	<b>Total Number of beneficiaries</b>
		Bar Bender	<ul style="list-style-type: none"> <li>• Local Youth with a minimum qualification of Class 12</li> </ul>	Fresh Training	1500 in next 5 years
		Masonry	<ul style="list-style-type: none"> <li>• Local Youth with a minimum qualification of Class 12</li> </ul>	Fresh Training	1000 in next 5 years
Upskilling (120 Hours)	5000 in next 5 years				
<b>Availability of curriculum</b>	<b>Job Roles</b>	<b>Target Groups</b>	<b>Available QP/NOS</b>	<b>MES</b>	<b>CTS</b>
	Bar Bender	Local Youth with a minimum qualification of Class 12	Helper Bar Bender & fixer Level 1  Helper Carpenter, Shuttering & Scaffolding	Assistant Mason  Assistant Bar Bender & steel Fixer  Assistant Shuttering, Carpenter & Scaffolder	No course available
	Mason	Local Community	<ul style="list-style-type: none"> <li>• Layout for foundation, walls, soak pit &amp; monitor earthwork activities</li> <li>• Build brick/block masonry</li> <li>• Build structure using random rubble masonry</li> <li>• Carry out IPS flooring</li> </ul>	Assistant Mason	No course available



			<ul style="list-style-type: none"> <li>Carry out reinforcement structure for RCC structure</li> </ul>		
<b>Investment (INR In lakhs)</b>	<b>Bar Bender</b>				
	Operational Expenditure				108
	<b>Mason</b>				
	Operational Expenditure				130
	<b>Total Operational Expenditure</b>				<b>238</b>
<b>Potential Partners</b>	<b>Partner</b>		<b>Areas of Support</b>		
	Directorate General of Employment & Training		<ul style="list-style-type: none"> <li>Space and infrastructure for establishing the training center</li> <li>Guest faculty</li> <li>Input for designing curriculum</li> <li>Provision of used equipment for training</li> <li>Facilitate implementation of Upskilling (120 Hours) for existing work force</li> <li>Provide guest faculty and facilitate on the job training</li> </ul>		
	Industries, Department of Energy		<ul style="list-style-type: none"> <li>Industry interface</li> <li>On the job training</li> <li>Facilitate implementation of Upskilling (120 Hours) for existing workforce</li> </ul>		
	Government ITI/ Private Training partners		<ul style="list-style-type: none"> <li>Training delivery</li> <li>Management of the training facility</li> </ul>		
	NSDC		<ul style="list-style-type: none"> <li>Development of QPs for the identified job roles</li> <li>Develop model training programmes for the identified Job Roles</li> <li>Identification and certification of Trainers</li> <li>Identification and certification of assessors</li> <li>Assessment of trainees</li> <li>Certification of Trainees</li> </ul>		
<b>Training Delivery</b>	<p><b>Option 1</b></p> <ul style="list-style-type: none"> <li>DGET creates the training facility</li> <li>Training facility to be managed and maintained by the Government</li> <li>Govt. department/Industries/ITIs to deliver the training and provide qualified trainers and mobilize trainees</li> </ul> <p><b>Option 2</b></p> <ul style="list-style-type: none"> <li>Private training provider to rent/develop the training facility and deliver the training programme</li> </ul>				

### Work Plan

Construction	in Months								
	1	2	3	4	5	6	7	8	9
Partnership with SSC, Industry Partners and Knowledge partners									
Development of QPs									
Establishment of Training infrastructure and facility									

Construction	in Months								
	1	2	3	4	5	6	7	8	9
Furnishing of the training centre									
Purchase and installation of lab equipment									
Appointment of staff members (instructors, counsellors, mobilization in-charge, placement officers, administrative staff etc.)									
Mobilization of prospective trainees									
Enrolment of students									
Roll-out of training programme									

Project 2: Manufacturing					
<b>Key economic drivers</b>	<ul style="list-style-type: none"> <li>• Presence of large manufacturing industries like plastic processing, chemical industries etc.</li> <li>• Presence of Haldia Industrial Growth Centre with large number of industries therein</li> <li>• Upcoming Haldia Industrial Park</li> </ul>				
<b>Rationale</b>	<p>East Midnapore is among the industrially advanced districts in West Bengal, especially the Haldia port city which has potential industries. Petro and Petro Chemical Industries, Port Based Industries, Chemical and Fertiliser Industries are the most prominent industries found in the area. Apart from the present industries, the upcoming industrial projects in this district are Plastic Processing industry and Food Processing Industry.</p> <p>Thus, the requirement of the operators in the chemical plant is essential for most of the industries. It has been found that though there are a number of private training institutes present in the district but very few offer training in such course which is also not in high demand among the youths opting for the training.</p> <p>Along with it, the food industries like that of Adani Wilmar are into oil extraction and refining such as Rice Bran Oil for which they require technicians.. However, there is a shortage of trained manpower in this field, thus the industries have to arrange for their own training programme which sometimes become inconvenient in terms of time and money for the industries.</p> <p>Thus, training for the trades mentioned below will be useful for the industries in meeting the existing demand.</p>				
<b>Trainings</b>	<b>Training courses</b>	<b>Target Beneficiaries</b>	<b>Type of Trainings</b>	<b>Total Number of beneficiaries</b>	
	Plastic Processing	<ul style="list-style-type: none"> <li>• Local youth with a minimum qualification of class 8</li> </ul>	Upskilling (120 Hours)	1,000 in next 5 years	
			Fresh	1,000 in next 5 years	
	Oil Extraction & Refining	<ul style="list-style-type: none"> <li>• Local youth with a minimum qualification of class 8</li> </ul>	Fresh	1,000 in next 5 years	
	Chemical Plant Operator	<ul style="list-style-type: none"> <li>• Local youth with a minimum qualification of class 8</li> </ul>	Fresh	1,000 in next 5 years	
	<b>Job Roles</b>	<b>Target groups</b>	<b>Available QP/NOS</b>	<b>MES</b>	<b>CTS</b>

<b>Availability of curriculum</b>	Plastic Moulder, Plastic Processing Technician	Local youth with a minimum qualification of class 8	<ul style="list-style-type: none"> <li>Plastic Moulding Assistant/Helper</li> </ul>	No course available	No course available
	Oil Extraction & Refining Technician	Local youth with a minimum qualification of class 8	<ul style="list-style-type: none"> <li>Oil Extraction</li> <li>Oil Refining</li> <li>Ensure food safety, hygiene and sanitation for processing food products</li> </ul>	No course available	No course available
	Chemical Plant Operator	Local youth with a minimum qualification of class 8	<ul style="list-style-type: none"> <li>No course available</li> </ul>	No course available	No course available
<b>Investment (INR In lakhs)</b>	<b>Manufacturing</b>				
	<b>Plastic Processing</b>				
	Operational Expenditure				131
	<b>Oil Extraction &amp; Refining</b>				
	Operational Expenditure				64
	<b>Chemical Plant Operator</b>				
	Operational Expenditure				64
<b>Total Operational Expenditure</b>				<b>259</b>	
Capital Expenditure <sup>16</sup>				211	
<b>Potential Partners</b>	<b>Partner</b>		<b>Areas of Support</b>		
	Skill Development Department		<ul style="list-style-type: none"> <li>Space and infrastructure for establishing the incubation and training center</li> <li>Management of the incubation centre</li> <li>Guest faculty</li> <li>Provision of used equipment for training</li> </ul>		
	Government ITI/Private Training Partners		<ul style="list-style-type: none"> <li>Input for designing curriculum for integrated farming</li> <li>Training delivery</li> <li>Co-management of the training facility</li> </ul>		
	Industry		<ul style="list-style-type: none"> <li>Facilitate On Job Training</li> <li>Assist in designing course curriculum</li> </ul>		
	Food Industry Capacity & Skill Initiative,		<ul style="list-style-type: none"> <li>Develop model training programmes for the identified job roles</li> <li>Identification and certification of Trainers</li> <li>Identification and certification of assessors</li> <li>Assessment of trainees</li> <li>Certification of trainees</li> </ul>		
<b>Training Delivery</b>	<ul style="list-style-type: none"> <li>Training can be facilitated either through regular courses in it is or through skill development schemes like that of DDU-GKY, PMKVY etc.</li> </ul>				

### Work Plan

<sup>16</sup> Includes the cost of building the incubation centre

Manufacturing	in Months					
	1	2	3	4	5	6
TSP Affiliation						
Incubation centre setup						
Appointment of additional staff members						
Mobilization of prospective trainees						
Enrolment of trainees						
Roll-out of incubation centre and training programme						

Project 3: Tourism						
<b>Key economic drivers</b>		<ul style="list-style-type: none"> <li>• Presence of number of beaches like Digha, Mandarmoni, Junput, Sankarpur which has maximum inflow of tourists</li> <li>• Presence of number of historical sites</li> </ul>				
<b>Rationale</b>		<p>Purba Midnapore is home to number of beaches in Digha, Mandarmoni, and Tamluk etc. which attracts large number of tourists to the place. Hotel Industries have started booming up in these areas and this trend intends towards requirement of workforce in this sector.</p>				
<b>Trainings</b>		<b>Training courses</b>	<b>Target Beneficiaries</b>	<b>Type of Trainings</b>	<b>Total Number of beneficiaries</b>	
		Lighthouse Tourism	Local Youths	Fresh Training	1000 in next 5 years	
		Eco Tourism	Local Youths	Fresh Training	1000 in next 5 Years	
		Bamboo Crafting	Local Youths, Local Community	Upskilling (120 Hours)	750 in next 5 years	
				Fresh Training	500 in net 5 years	
		Entrepreneurship Development	Local Youths, Local Community	Upskilling (120 Hours)	1000 in next 5 years	
Fresh Training	500 in next 5 years					
<b>Availability of curriculum</b>	<b>Job Roles</b>	<b>Target groups</b>	<b>Available QP/NOS</b>	<b>MES</b>	<b>CTS</b>	
	<b>Tour Operator</b>	Local Youths	<ul style="list-style-type: none"> <li>• Tour Guide</li> </ul>	No course available	No course available	
	<b>House Keeping trainee, Chef</b>	Local Youths	<ul style="list-style-type: none"> <li>• House Cleaning</li> <li>• Chef</li> </ul>			
	<b>Tour Escort</b>	Local Youths	<ul style="list-style-type: none"> <li>• Tour Escort</li> </ul>			
	<b>Front office trainee</b>	Local Youths	<ul style="list-style-type: none"> <li>• Front Office Trainee</li> </ul>			
<b>Investment (INR In lakhs)</b>		<b>Training in Tourism</b>				
		<b>Lighthouse Tourism</b>				
		Operational Expenditure				109
		<b>Eco Tourism</b>				
		Operational Expenditure				109
		<b>Bamboo Crafting</b>				
		Operational Expenditure				126

	<b>Entrepreneurship Development</b>	
	Operational Expenditure	109
	<b>Total Operational Expenditure</b>	<b>486</b>
	Capital Expenditure <sup>17</sup>	
<b>Potential Partners</b>	<b>Partner</b>	<b>Areas of Support</b>
	Tourism Department	<ul style="list-style-type: none"> <li>• Provide infrastructure for training</li> <li>• Training delivery</li> <li>• Support in setting up/scaling up the training centre as per the required SSC norms</li> <li>• Provide faculty members</li> <li>• Integrate the proposed trainings in its training plan</li> </ul>
	ITI, Polytechnic, Private Training Partners	<ul style="list-style-type: none"> <li>• Imparting Training to youths</li> </ul>
	Tourism & Hospitality Skill Council	<ul style="list-style-type: none"> <li>• Develop model training programmes for the identified Job Roles</li> <li>• Identification and certification of Trainers</li> <li>• Identification and certification of assessors</li> <li>• Assessment of trainees</li> <li>• Certification of Trainees</li> </ul>
<b>Training Delivery</b>	<ul style="list-style-type: none"> <li>• Tourism Department/Government ITI, Polytechnic/Private Training Partners will provide the infrastructure and deliver the training programmes</li> <li>• Automotive Tourism &amp; Hospitality Skill Council will certify the training programmes</li> </ul> <p><b>Option 1</b></p> <ul style="list-style-type: none"> <li>• Build the residential facility for the trainees</li> </ul> <p><b>Option 2</b></p> <ul style="list-style-type: none"> <li>• Lease the residential facility for the trainees</li> </ul>	

### Work Plan

Tourism	in Months					
	1	2	3	4	5	6
Upgradation of training centre						
Affiliation of Training centre with ASCI						
Initiation of residential facility construction work						
Purchase of consumables						
Appointment of additional staff members						
Mobilization of prospective trainees						
Enrolment of students						
Roll-out of training programme						

<sup>17</sup> The cost of building the residential facility

<b>Project 4: Trainings in Port Related Activities</b>					
<b>Key economic drivers</b>		<ul style="list-style-type: none"> <li>• Presence of Haldia Port</li> <li>• Presence of a large number of Port based industries, Petro chemical Industries</li> </ul>			
<b>Rationale</b>		<p>The presence of Haldia Port, which is into huge number of exports and imports of goods, involves daily incoming and outgoing of Ships and vessels. However, there is an acute shortage of manpower for repair &amp; maintenance of the ships and barges. Thus, either the Port has to hire people from other states or has to compromise on the quality of people engaged in the repair &amp; maintenance from the local pool which might be a safety concern for the movement of ships. Also, the presence of large number of manufacturing industries involve daily movement of goods from Port to the industries and to the industrial areas. Thus, there is a requirement of training in shipyard maintenance and in logistics sector wherein the local demand by the port can be met ensuring the quality of the workforce.</p>			
<b>Trainings</b>		<b>Training courses</b>	<b>Target Beneficiaries</b>	<b>Type of Trainings</b>	<b>Total Number of beneficiaries</b>
		Shipyard Maintenance	<ul style="list-style-type: none"> <li>• Existing Operators</li> <li>• Local Youths</li> </ul>	Upskilling (120 Hours)	200 in next 5 years
				Fresh Training	200 in next 5 years
		Logistics	<ul style="list-style-type: none"> <li>• Existing Operators</li> <li>• Local Youths</li> </ul>	Upskilling (120 Hours)	300 in next 5 years
Fresh Training	200 in next 5 years				
<b>Availability of curriculum</b>	<b>Job Roles</b>	<b>Target groups</b>	<b>Available QP/NOS</b>	<b>MES</b>	<b>CTS</b>
	Crane Operator, Forklift Operator	<ul style="list-style-type: none"> <li>• Existing Operators</li> <li>• Local Youths</li> </ul>	QP available for: <ul style="list-style-type: none"> <li>• Crawler crane operator</li> <li>• Hydra crane operator</li> <li>• Tyre mounted crane operator</li> <li>• Junior crane operator</li> <li>• Overhead crane operator</li> </ul>	Course available for: <ul style="list-style-type: none"> <li>• Truck Mounted/Crawler/</li> <li>• Rough Terrain Crane Operator</li> </ul>	No course available
	Truck Driver cum Hazardous Material Handler, Helper	<ul style="list-style-type: none"> <li>• Existing Operators</li> <li>• Local Youths</li> </ul>	<ul style="list-style-type: none"> <li>• Course not available</li> </ul>	Course not available	Course not available

	Shipyards Maintenance Technician	<ul style="list-style-type: none"> <li>Existing Operators</li> <li>Local Youths</li> </ul>	<ul style="list-style-type: none"> <li>Pipe Fitter</li> </ul>	Course not available	Course not available
<b>Investment (INR In lakhs)</b>	<b>Training centre for skilling in Port related Activities</b>				
	<b>Shipyards Maintenance</b>				
	Operational Expenditure				43
	<b>Skilling in Logistics</b>				
	Operational Expenditure				65
<b>Total Operational Expenditure</b>				<b>117</b>	
<b>Potential Partners</b>	<b>Partner</b>		<b>Areas of Support</b>		
	Haldia Dock Complex		<ul style="list-style-type: none"> <li>Space and infrastructure for establishing the training center</li> <li>Access to port facilities for practical training</li> <li>Guest faculty</li> <li>Input for designing curriculum</li> <li>Provision of used equipment for training</li> <li>Facilitate implementation of upskilling (120 HOURS) for existing work force</li> <li>Provide guest faculty and facilitate on the job training</li> </ul>		
	Industry partner		<ul style="list-style-type: none"> <li>Industry interface</li> <li>On the job training</li> </ul> Facilitate implementation of upskilling (120 HOURS) for existing workforce		
	Training Partner (Gopalpur Port)		<ul style="list-style-type: none"> <li>Training delivery</li> <li>Co-management of the training facility</li> </ul>		
	Logistic Sector Skill Council, Automotive Sector Skill Council		<ul style="list-style-type: none"> <li>Develop model training programmes for the identified Job Roles</li> <li>Identification and certification of Trainers</li> <li>Identification and certification of assessors</li> <li>Assessment of trainees</li> <li>Certification of Trainees</li> </ul>		
<b>Training Delivery</b>	<ul style="list-style-type: none"> <li>Engage a TSP that is affiliated with DDU-GKY and PMKVY to deliver the training</li> </ul>				

### Work Plan

Training in Port Related Activities	in Months					
	1	2	3	4	5	6
TSP empanelment						
SSC affiliation						
Training centre setup						
mobilization of prospective trainees						
Enrolment of trainees						
Roll-out of training programme						

<b>Project 5: Aquaculture</b>					
<b>Key economic drivers</b>		<ul style="list-style-type: none"> <li>• Huge demand for brackish water and ornamental fish</li> <li>• Processing and exports of shrimps</li> <li>• Introduction of cage farming and deep sea fishing</li> <li>• Abundant availability of both fresh and brackish water.</li> </ul>			
<b>Rationale</b>		<p>There are around 48,000, people in the district involved in fishing and related activities in 23,000 fishing families<sup>18</sup>. The poverty rate is around 50% according to the Fisheries census. Urgent intervention is required to improve the conditions of the communities. Fishing contributes 1/12<sup>th</sup> of the District GDP. Trainings imparted in aquaculture could help in providing the fishing community an insight into a more profitable way of doing business and also to make proper utilization of unused land parcels that are unfit for agriculture. There is a huge demand for shrimps and crabs; and high quality produce could be exported. People could be trained per year by the Department of Fisheries and on completion of training, a certificate could be issued. Such certification will help them to get loans from the banks to engage/ venture into self-employment prospects.</p>			
<b>Trainings</b>		<b>Training courses</b>	<b>Target Beneficiaries</b>	<b>Type of Trainings</b>	<b>Total Number of beneficiaries</b>
		Aquaculture & Mariculture	<ul style="list-style-type: none"> <li>• Existing workforce engaged in fishery</li> <li>• Coastal communities</li> </ul>	Fresh Training (240 Hours)	1000 in next 5 years
				Upskilling (120 Hours)	600 in next 5 years
		Ornamental fish culture	<ul style="list-style-type: none"> <li>• Existing workforce engaged in fishery</li> <li>• Coastal communities</li> </ul>	Fresh Training (240 Hours)	1400 in next 5 years
		Shrimp / Crab Farming	<ul style="list-style-type: none"> <li>• Agriculturalists</li> </ul>	Fresh Training (240 Hours)	2000 in next 5 years
<b>Availability of curriculum</b>	<b>Job Roles</b>	<b>Target groups</b>	<b>Available QP/NOS</b>	<b>MES</b>	<b>CTS</b>
	<b>Aquaculture/ Mariculture Technicians</b>	Fishermen community Unemployed youth	QP available for: <ul style="list-style-type: none"> <li>• Aquaculture technician</li> <li>• Aquaculture worker</li> <li>• Brackish water aquaculture farmer</li> <li>• Mariculture operator</li> </ul>	No course available	No course available
	<b>Ornamental fish culture</b>	Fishermen community Unemployed youth	QP available for: <ul style="list-style-type: none"> <li>• Aquaculture technician</li> <li>• Aquaculture worker</li> </ul>	No course available	No course available

<sup>18</sup> Fisheries Census, 2010



			• Freshwater aquaculture farmer		
	<b>Shrimp Farmer</b>	Agriculturalists	QP available for: • Shrimp Farmer	No course available	No course available
<b>Investment (INR In lakhs)</b>	<b>Incubation and training centre</b>				
	Aquaculture & Mariculture				
	Operational Expenditure				132
	Ornamental fish culture				
	Operational Expenditure				136
	Shrimp Farmer				
	Operational Expenditure				196
	<b>Total Operational Expenditure</b>				<b>464</b>
Capital Expenditure				80	
<b>Potential Partners</b>	<b>Partner</b>		<b>Areas of Support</b>		
	Marine Training Centre, Namkhana		<ul style="list-style-type: none"> <li>• Provide infrastructure for training</li> <li>• Training delivery</li> <li>• Support in setting up/scaling up the training centre as per the required SSC norms</li> <li>• Provide faculty members</li> <li>• Integrate the proposed trainings in its training plan</li> </ul>		
	Central Inland Fisheries Research Institute		<ul style="list-style-type: none"> <li>• Input for designing the curriculum</li> <li>• Guest faculty</li> </ul>		
	Industry Associations		<ul style="list-style-type: none"> <li>• Industry interface</li> <li>• Facilitate sourcing of shrimps to different export houses</li> </ul>		
	Agriculture Sector Skill Council		<ul style="list-style-type: none"> <li>• Develop model training programmes for the identified Job Roles</li> <li>• Identification and certification of Trainers</li> <li>• Identification and certification of assessors</li> <li>• Assessment of trainees</li> <li>• Certification of Trainees</li> </ul>		
<b>Training Delivery</b>	<ul style="list-style-type: none"> <li>• BENFISH will facilitate the provision of the infrastructure and deliver the training programmes</li> <li>• Agriculture Sector Skill Council will certify the training programmes</li> <li>• Department of Fisheries and MoS could fund the training</li> </ul>				

### Work Plan

Fisheries	in Months					
	1	2	3	4	5	6
Upgradation of training centre						
Affiliation of Training centre with ASCI						
Initiation of residential facility construction work						
Purchase of consumables						
Appointment of additional staff members						
Mobilization of prospective trainees						

Fisheries	in Months					
Enrolment of students						
Roll-out of training programme						

Project 6: Training for Food Technicians in Sea Food Processing					
<b>Key economic drivers</b>		• Presence of a huge market in nearby cities and towns			
<b>Rationale for Training</b>		There are around 48,000, people in the district involved in fishing and related activities in 23,000 fishing families. The poverty rate is around 50% according to the Fishing census. Urgent intervention is required to improve the condition of the communities. Fishing contributes 1/12 <sup>th</sup> of the District GDP. There will be potential demand in the upcoming years for food technicians in the next 2-3 years. Small entrepreneurs could work as suppliers to larger industries in food processing in the district. Trainings at the entrepreneurial level have to be made NOS-based.			
<b>Trainings</b>		<b>Training courses</b>	<b>Target Beneficiaries</b>	<b>Type of Trainings</b>	<b>Total Number of beneficiaries</b>
		Industrial Production Worker	<ul style="list-style-type: none"> <li>• Local youth</li> <li>• SHGs</li> </ul>	Fresh Training (240 Hours)	3000 in next 5 years
		Quality assurance Manager/Lab Technician	<ul style="list-style-type: none"> <li>• Local youth</li> <li>• Agriculturalists</li> <li>• SHGs</li> </ul>		
		Processed Food Entrepreneur	<ul style="list-style-type: none"> <li>• Local youth</li> <li>• Agriculturalists</li> <li>• SHGs</li> </ul>	Upskilling (120 Hours)	
<b>Availability of curriculum</b>	<b>Job Role</b>	<b>Target Group</b>	<b>QP/NOS</b>	<b>MES</b>	<b>CTS</b>
	Food Dehydration	Graduates in the district, women entrepreneurs, SHGs	•Fish and Sea Food Processing Technician	• Meat and Meat Products Processing	• Craftsman – Fruits and Vegetables • Agro Processing
	Quality assurance Manager/Lab Technician	Graduates in the district, women entrepreneurs, SHGs	• Quality Assurance Manger	Meat and Meat Products Processing	No course available
	Food microbiologist/ Food Processing Worker	Graduates in the district, women entrepreneurs, SHGs	• Food microbiologist	Meat and Meat Products Processing	No course available
	Processed Food Entrepreneur	Existing and Potential Food Processing Workers, SHGs	• Industrial Production Worker – Food Processing	Meat and Meat Products Processing	No course available
<b>Investment (INR In lakhs)</b>		<b>Incubation and training center</b>			
		Operational Expenditure	128		

	Capital Expenditure	28
<b>Potential Partners</b>	<b>Partner</b>	<b>Areas of Support</b>
	Industries/ MSME	<ul style="list-style-type: none"> <li>• Classification of Food processing Cluster in South Purba Midnapore</li> </ul>
	Industry Associations (Food Processing)	<ul style="list-style-type: none"> <li>• Industry interface</li> <li>• Facilitate recruitment</li> </ul>
	Training Partner	<ul style="list-style-type: none"> <li>• Training delivery</li> <li>• Co-management of the training facility</li> </ul>
	Food Processing Sector Skill Council	<ul style="list-style-type: none"> <li>• Develop model training programmes for the identified Job Roles</li> <li>• Identification and certification of Trainers</li> <li>• Identification and certification of assessors</li> <li>• Assessment of trainees</li> <li>• Certification of Trainees</li> </ul>
	PMKVY, TNSDC	<ul style="list-style-type: none"> <li>• Funding</li> </ul>
<b>Training Delivery</b>	<ul style="list-style-type: none"> <li>• The training center will be setup by a training provider in an existing and underutilized infrastructure in South 24 Parganas. The TSP has to be empaneled with FICSI and provide trainings under DDU-GKY/ PMKVY/ Schemes.</li> </ul>	

### Work Plan

Training for Food Technicians in Sea Food Processing	in Months					
	1	2	3	4	5	6
TSP empanelment						
SSC affiliation						
Training centre setup						
mobilization of prospective trainees						
Enrolment of trainees						
Roll-out of training programme						

### 3.3. Summary for South 24 Parganas

SN	Project Name	Job Roles	Type of training	No. of people to be trained
1	Skill Development Centre for Ports and Logistics	Truck and heavy vehicle operators, Crane operators, Truck Drivers-cum-Hazardous Materials Handler, Surveyors, Pilot, Deckhands	Fresh / Up-Skilling	4,800 in next 5 years
2	Aquaculture	Aquaculture technician, Aquaculture worker, Brackish water aquaculture farmer, Mariculture operator, Freshwater aquaculture farmer, Shrimp farmer	Fresh / Up-Skilling	5,000 in next 5 years
3	Training for Food Technicians in Sea Food Processing	Food Dehydration Technician, Quality assurance Manager/Lab Technician, Food microbiologist/ Food Processing Worker, Fish Value Added Products, Processed Food Entrepreneur	Fresh / Up-Skilling	3,000 in next 5 years
4	Training for the upcoming Footwear Park in Bantala	Post Tanning machine Operator, Cutter- Finishing Operator (Footwear), Stitching Operator, Heel Attacher (Ladies Shoe), Heel Builder	Fresh / Up-Skilling	2,000 in next 5 years
5	Incubation and training centre for artisans (with focus on entrepreneurial development)	Mud Mirror, Wood work, leather, handloom, metal bell, embroidery etc.), Agarbatti Perfume Applicator, Computer Designing for embroidery	Fresh / Up-Skilling	1200 in next 5 years

SN	Project Name	Job Roles	Type of training	No. of people to be trained
		and filigree designs, Entrepreneur		
6	Training Centre for Agriculture	Floriculture, Organic Farming	Fresh/ Up Skilling	6000 in next 5 Years

### 3.4. Action Plan for South 24 Parganas

<b>Project 1: Skill Development Center for Shipping, Ports and Logistics</b>					
<b>Key economic drivers</b>		<ul style="list-style-type: none"> <li>• Development of Sagar Port at Sagar Island</li> <li>• Improving the level of mechanization at the ports</li> <li>• Improving the road connectivity (Sagar port to Kakdwip- 26.2km)</li> <li>• Rail connectivity from Sagar Port to Kashinagar</li> <li>• Construction of 4 lane road (existing 2 lane road) from Joka to Kakdwip</li> <li>• Promotion of National Waterway 1 and 2 (through Protocol route with Bangladesh)</li> </ul>			
<b>Rationale for a Training Center</b>		<p>With around 11% increase in the volume of containerized cargo at KDS from 2014-15 to 2015-16, the port authorities believe that this number would increase. Further, the port and the allied service providers have been provided with land by KoPT to start the operations.</p> <p>Also, a number of port led development activities have been planned in the Sagar Port along with improving connectivity which will require the engagement of a huge worker population in different job roles. Hence, the CFS and other operators have to offer employment to the project affected communities. Considering that there is a cluster of employers and potential beneficiaries available in close proximity in the district, MoS can explore the opportunity for establishing a Center for Excellence in Ports and Maritime sector.</p> <p>There is also a considerable expectation on increased traffic in the Inland Waterways in the district with development of NW-1 till Allahabad and increased traffic through Bangladesh Protocol Route. The inland waterways players employ retired hands due to lack of certified resources from West Bengal Maritime Board. However, considering the existing sluggish growth of the sector in general, care should be taken to ensure that there is no oversupply of resources in the short run.</p>			
<b>Trainings</b>		<b>Training courses</b>	<b>Target Beneficiaries</b>	<b>Type of Trainings</b>	<b>Total Number of beneficiaries</b>
		Truck and heavy vehicle operators	<ul style="list-style-type: none"> <li>• Existing Truckers</li> <li>• Coastal communities</li> </ul>	Up-skilling (120 Hours)	1,000 in next 5 years
		Crane operators	<ul style="list-style-type: none"> <li>• Existing Truckers</li> <li>• Coastal communities</li> </ul>	Fresh Training (240 Hours)	200 in next 5 years
		Handling hazardous cargo	<ul style="list-style-type: none"> <li>• Existing crane operators</li> <li>• Project Affected People</li> <li>• Coastal communities</li> </ul>	Up-skilling (120)	2,000 in next 5 years
		Pilot	<ul style="list-style-type: none"> <li>• Local Youth</li> </ul>	Fresh Training (720)	200 in next 5 years
		Deck-hands and Cruise Operations	<ul style="list-style-type: none"> <li>• Local Youth</li> </ul>	Fresh Training (480)	1400 in next 5 years
	<b>Job Roles</b>	<b>Target Groups</b>	<b>Available QP/NOS</b>	<b>MES</b>	<b>CTS</b>

<b>Availability of curriculum</b>	Truck and heavy vehicle operators	<ul style="list-style-type: none"> <li>Existing Truckers</li> </ul> Coastal communities	<ul style="list-style-type: none"> <li>Reach Truck Operator</li> </ul>	Course available for: <ul style="list-style-type: none"> <li>Driver HMV</li> <li>Driver LMV</li> </ul>	No course available
	Crane operators	<ul style="list-style-type: none"> <li>Existing Truckers</li> </ul> Coastal communities	QP available for: <ul style="list-style-type: none"> <li>Crawler crane operator</li> <li>Hydra crane operator</li> <li>Tyre mounted crane operator</li> <li>Junior crane operator</li> <li>Overhead crane operator</li> </ul>	Course available for: <ul style="list-style-type: none"> <li>Truck Mounted/Crawler/</li> <li>Rough Terrain Crane Operator</li> </ul>	No course available
	Handling hazardous cargo	<ul style="list-style-type: none"> <li>Existing crane operators</li> <li>Project Affected People</li> </ul> Coastal communities	<ul style="list-style-type: none"> <li>QP does not exist</li> </ul>	No course available	No course available
	Pilot / Captain	<ul style="list-style-type: none"> <li>Local Youth</li> </ul>	<ul style="list-style-type: none"> <li>QP does not exist</li> </ul>	No course available	No course available
	Deck Hands	<ul style="list-style-type: none"> <li>Local Youth</li> </ul>	<ul style="list-style-type: none"> <li>QP does not exist</li> </ul>	No course available	No course available
<b>Investment (INR In lakhs)</b>	<b>Truck and heavy vehicle operators</b>				
	Operational Expenditure				6
	<b>Crane operators</b>				
	Operational Expenditure				21
	<b>Handling hazardous cargo</b>				
	Operational Expenditure				684
	<b>Pilot / Captain</b>				
	Operational Expenditure				33
	<b>Deck-hands</b>				
Operational Expenditure				160	
<b>Total Operational Expenditure</b>				<b>293</b>	
<b>Capital Expenditure for training centre</b>				<b>194</b>	
<b>Potential Partners</b>	<b>Partner</b>		<b>Areas of Support</b>		
	Kolkata Port Trust		<ul style="list-style-type: none"> <li>Space and infrastructure for establishing the training center</li> <li>Access to port facilities for practical training</li> <li>Guest faculty</li> <li>Input for designing curriculum</li> <li>Provision of used equipment for training</li> <li>Facilitate implementation of UPSKILING (120 HOURS) for existing work force</li> <li>Provide guest faculty and facilitate on the job training</li> </ul>		
	Training Partner (TSP)		<ul style="list-style-type: none"> <li>Training delivery</li> <li>Co-management of the training facility</li> </ul>		
	Logistic Sector Skill Council		<ul style="list-style-type: none"> <li>Development of QPs for the identified job roles</li> </ul>		

	<ul style="list-style-type: none"> <li>• Develop model training programmes for the identified Job Roles</li> <li>• Identification and certification of Trainers</li> <li>• Identification and certification of assessors</li> <li>• Assessment of trainees</li> <li>• Certification of Trainees</li> </ul>
<b>Training Delivery</b>	<p>Similar models in other ports like JNPT, Ennore, Kandla, may be initiated initially and depending on their success, a centre could be established in Kolkata. However, courses on the Inland Waterways (Pilot and Deck hands) could be initiated</p> <p><b>Option 1</b></p> <ul style="list-style-type: none"> <li>• MoS creates the training facility</li> <li>• Training facility to be managed and maintained by MoS</li> <li>• KoPT to deliver the training and provide qualified trainers and mobilize trainees</li> </ul> <p><b>Option 2</b></p> <ul style="list-style-type: none"> <li>• Private training provider to rent/develop the training facility and deliver the training programme</li> </ul>

### Work Plan

Port and Logistics	in Months									
	1-6	7	8	9	10	11	12	13	14	
Partnership with SSC, Industry Partners and Knowledge partners										
Development of QPs										
Establishment of Training infrastructure and facility										
Furnishing of the training centre										
Purchase and installation of lab equipment										
Appointment of staff members (instructors, counsellors, mobilization in-charge, placement officers, administrative staff etc.)										
Mobilization of prospective trainees										
Enrolment of students										
Roll-out of training programme										

<b>Project 2: Aquaculture</b>	
<b>Key economic drivers</b>	<ul style="list-style-type: none"> <li>• Huge demand for brackish water and ornamental fish</li> <li>• Processing and exports of shrimps</li> <li>• Introduction of cage farming and deep sea fishing</li> <li>• Abundant availability of both fresh and brackish water.</li> </ul>
<b>Rationale</b>	<p>There are around 77,000 people in the district involved in fishing and related activities in 40,000 fishing families. The poverty rate is around 65% according to the Fishing census. Urgent intervention is required to improve the conditions of the communities. Trainings imparted in aquaculture could help in providing the fishing community an insight into a more profitable way of doing business and also to make proper utilization of unused land parcels that are unfit for agriculture. There is a huge demand for shrimps and crabs; and high quality produce could be exported. People could be trained per year by the Department of Fisheries and on completion of</p>



		training, a certificate could be issued. Such certification will help them to get loans from the banks to engage/ venture into self-employment prospects.			
<b>Trainings</b>	<b>Training courses</b>	<b>Target Beneficiaries</b>	<b>Type of Trainings</b>	<b>Total Number of beneficiaries</b>	
	Aquaculture & Mariculture	<ul style="list-style-type: none"> <li>Existing workforce engaged in fishery</li> <li>Coastal communities</li> </ul>	Upskilling Fresh training (240 Hours)	1,000 in next 5 years	
			Fresh Training (120 Hours)	600 in next 5 years	
	Ornamental fish culture	<ul style="list-style-type: none"> <li>Existing workforce engaged in fishery</li> <li>Coastal communities</li> </ul>	Fresh Training (240 Hours)	1,400 in next 5 years	
	Shrimp / Crab Farming	<ul style="list-style-type: none"> <li>Agriculturalists</li> </ul>	Fresh Training (240 Hours)	2,000 in next 5 years	
<b>Availability of curriculum</b>	<b>Job Roles</b>	<b>Target groups</b>	<b>Available QP/NOS</b>	<b>MES</b>	<b>CTS</b>
	<b>Aquaculture/ Mariculture Technicians</b>	Fishermen community Unemployed youth	QP available for: <ul style="list-style-type: none"> <li>Aquaculture technician</li> <li>Aquaculture worker</li> <li>Brackish water aquaculture farmer</li> <li>Mariculture operator</li> </ul>	No course available	No course available
	<b>Ornamental fish culture</b>	Fishermen community Unemployed youth	QP available for: <ul style="list-style-type: none"> <li>Aquaculture technician</li> <li>Aquaculture worker</li> <li>Freshwater aquaculture farmer</li> </ul>	No course available	No course available
	<b>Shrimp Farmer</b>	Agriculturalists	QP available for: <ul style="list-style-type: none"> <li>Shrimp Farmer</li> </ul>	No course available	No course available
<b>Investment (INR In lakhs)</b>		<b>Incubation and training centre</b>			
		Aquaculture & Mariculture			
		Operational Expenditure		132	
		Ornamental fish culture			
		Operational Expenditure		136	
		Shrimp Farmer			
		Operational Expenditure		196	
		<b>Total Operational Expenditure</b>		<b>466</b>	
		Capital Expenditure		80	
<b>Potential Partners</b>		<b>Partner</b>		<b>Areas of Support</b>	
		PBSSD		<ul style="list-style-type: none"> <li>Program Management</li> </ul>	

		<ul style="list-style-type: none"> <li>• Quality Assurance</li> </ul>
	Marine Training Centre, Namkhana	<ul style="list-style-type: none"> <li>• Provide infrastructure for training</li> <li>• Training delivery</li> <li>• Support in setting up/scaling up the training centre as per the required SSC norms</li> <li>• Provide faculty members</li> <li>• Integrate the proposed trainings in its training plan</li> </ul>
	Central Inland Fisheries Research Institute	<ul style="list-style-type: none"> <li>• Input for designing the curriculum</li> <li>• Guest faculty</li> </ul>
	Industry Associations	<ul style="list-style-type: none"> <li>• Industry interface</li> <li>• Facilitate sourcing of shrimps to different export houses</li> </ul>
	Agriculture Sector Skill Council	<ul style="list-style-type: none"> <li>• Develop model training programmes for the identified Job Roles</li> <li>• Identification and certification of Trainers</li> <li>• Identification and certification of assessors</li> <li>• Assessment of trainees</li> <li>• Certification of Trainees</li> </ul>
<b>Training Delivery</b>		<ul style="list-style-type: none"> <li>• BENFISH will facilitate the provision of the infrastructure and deliver the training programmes</li> <li>• Agriculture Sector Skill Council will certify the training programmes</li> <li>• Department of Fisheries and MoS could fund the training</li> </ul>

### Work Plan

Fisheries	in Months					
	1	2	3	4	5	6
Upgradation of training centre						
Affiliation of Training centre with ASCI						
Initiation of residential facility construction work						
Purchase of consumables						
Appointment of additional staff members						
Mobilization of prospective trainees						
Enrolment of students						
Roll-out of training programme						

<b>Project 3: Training for Food Technicians in Sea Food Processing</b>	
<b>Key economic drivers</b>	<ul style="list-style-type: none"> <li>• Presence of a huge market in nearby cities and towns</li> </ul>
<b>Rationale for Training</b>	<p>There are around 77000, people in the district involved in fishing and related activities in 40,000 fishing families. The poverty rate is around 65% according to the Fishing census. Urgent intervention is required to improve the conditions of the communities. Sea food processing is taking shape with INR 150 crore investments in the sector. There will be potential demand for food technicians in the next 2-3 years. Small entrepreneurs could work as suppliers to larger industries in food processing in the district. Trainings at the entrepreneurial level have to be made NOS-based.</p>

Trainings		Training courses	Target Beneficiaries	Type of Trainings	Total Number of beneficiaries
		Industrial Production Worker	<ul style="list-style-type: none"> <li>Local youth</li> <li>SHGs</li> </ul>	Fresh Training	3,000 in next 5 years
		Quality assurance Manager/Lab Technician	<ul style="list-style-type: none"> <li>Local youth</li> <li>Agriculturalists</li> <li>SHGs</li> </ul>	(240 Hours)	
		Processed Food Entrepreneur	<ul style="list-style-type: none"> <li>Local youth</li> <li>Agriculturalists</li> <li>SHGs</li> </ul>	Upskilling (120 Hours)	
Availability of curriculum	Job Role	Target Group	QP/NOS	MES	CTS
	Food Dehydration	Graduates in the district, women entrepreneurs, SHGs	<ul style="list-style-type: none"> <li>Fish and Sea Food Processing Technician</li> </ul>	<ul style="list-style-type: none"> <li>Meat and Meat Products Processing</li> </ul>	<ul style="list-style-type: none"> <li>Craftsman – Fruits and Vegetables</li> <li>Agro Processing</li> </ul>
	Quality assurance Manager/Lab Technician	Graduates in the district, women entrepreneurs, SHGs	<ul style="list-style-type: none"> <li>Quality Assurance Manger</li> </ul>	Meat and Meat Products Processing	No course available
	Food microbiologist/ Food Processing Worker	Graduates in the district, women entrepreneurs, SHGs	<ul style="list-style-type: none"> <li>Food microbiologist</li> </ul>	Meat and Meat Products Processing	No course available
	Processed Food Entrepreneur	Existing and Potential Food Processing Workers, SHGs	<ul style="list-style-type: none"> <li>Industrial Production Worker – Food Processing</li> </ul>	Meat and Meat Products Processing	No course available
<b>Investment (INR In lakhs)</b>		<b>Incubation and training center</b>			
		Operational Expenditure			128
		Capital Expenditure			28
<b>Potential Partners</b>		<b>Partner</b>	<b>Areas of Support</b>		
		Industries/ MSME	<ul style="list-style-type: none"> <li>Classification of Food processing Cluster in South 24 Parganas</li> </ul>		
		Industry Associations (Food Processing)	<ul style="list-style-type: none"> <li>Industry interface</li> <li>Facilitate recruitment</li> </ul>		
		Training Partner	<ul style="list-style-type: none"> <li>Training delivery</li> <li>Co-management of the training facility</li> </ul>		
		Food Processing Sector Skill Council	<ul style="list-style-type: none"> <li>Develop model training programmes for the identified Job Roles</li> <li>Identification and certification of Trainers</li> <li>Identification and certification of assessors</li> <li>Assessment of trainees</li> <li>Certification of Trainees</li> </ul>		
		PMKVY, PBSSDC	<ul style="list-style-type: none"> <li>Funding, Program Management</li> </ul>		

<b>Training Delivery</b>	<ul style="list-style-type: none"> <li>The training center will be setup by a training provider in an existing and underutilized infrastructure in South 24 Parganas. The TSP has to be empaneled with FICSI and provide trainings under DDU-GKY/ PMKVY/ Schemes.</li> </ul>
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### Work Plan

Training for Food Technicians in Sea Food Processing	in Months					
	1	2	3	4	5	6
TSP empanelment						
SSC affiliation						
Training centre setup						
mobilization of prospective trainees						
Enrolment of trainees						
Roll-out of training programme						

Project 4: Training for the upcoming Footwear Park in Bantala				
<b>Key economic drivers</b>	<ul style="list-style-type: none"> <li>Initiatives by the Government to place South 24 Parganas as an attractive destination for footwear products</li> <li>Construction of Technical Training and Service Centre at an investment of Rs 14 crore to boost up the sector including installation of Italian machinery worth \$2 million</li> <li>Construction including repair and maintenance of major and arterial roads</li> </ul>			
<b>Rationale</b>	<p>The Government of West Bengal has decided to develop West Bengal as an essential export hub for leather products. Bantala, in South 24 Parganas, consists of around 200 tanneries with around 2000-4000 people working in different job roles. Trainings imparted in footwear could help in providing the tannery workers an insight into making proper utilization of the technology and modern machinery. With the Govt. aiming at increasing the export of leather goods, there will be huge demand for technically sound workers to produce high quality footwear which could be exported. People could be trained per year by the WBDIC and on completion of training, a certificate could be issued.</p>			
<b>Trainings</b>	<b>Training courses</b>	<b>Target Beneficiaries</b>	<b>Type of Trainings</b>	<b>Total Number of beneficiaries</b>
	<ul style="list-style-type: none"> <li>Post Tanning machine Operator</li> <li>Cutter- Footwear</li> <li>Finishing Operator (Footwear)</li> <li>Stitching Operator</li> <li>Heel Attacher (Ladies Shoe)</li> <li>Heel Builder</li> </ul>	<ul style="list-style-type: none"> <li>Youth</li> </ul>	Fresh Trainings (240 Hours)	800 in next 5 years
			Up Skilling (120 Hours)	1200 in next 5 years
	<b>Job Roles</b>	<b>Target groups</b>	<b>MES</b>	<b>CTS</b>
		<b>Available QP/NOS</b>		

Availability of curriculum	Unemployed youth Existing workers in tanneries	QP available for: • Post Tanning machine Operator • Cutter- Footwear • Finishing Operator (Footwear) • Stitching Operator • Heel Attacher (Ladies Shoe) • Heel Builder	No course available	No course available
Investment (INR In lakhs)	<b>Training Centre</b>			
	<b>Total Operational Expenditure</b>			
	Capital Expenditure		2800	
Potential Partners	<b>Partner</b>	<b>Areas of Support</b>		
	FDDI	<ul style="list-style-type: none"> <li>• Provide infrastructure for training</li> <li>• Training delivery</li> <li>• Support in setting up/scaling up the training centre as per the required SSC norms</li> <li>• Provide faculty members</li> <li>• Integrate the proposed trainings in its training plan</li> <li>• Input for designing the curriculum</li> <li>• Guest faculty</li> </ul>		
	Industry Associations	<ul style="list-style-type: none"> <li>• Industry interface</li> <li>• Facilitate sourcing of shrimps to different export houses</li> </ul>		
	NSDC / PBSSDM	<ul style="list-style-type: none"> <li>• Funding for Training</li> <li>• Program Management</li> </ul>		
	Leather Sector Skill Council	<ul style="list-style-type: none"> <li>• Develop model training programmes for the identified Job Roles</li> <li>• Identification and certification of Trainers</li> <li>• Identification and certification of assessors</li> <li>• Assessment of trainees</li> <li>• Certification of Trainees</li> </ul>		
Training Delivery	<b>Provide Training under PMKVY or PBSSDM</b>			

### Work Plan

	in Months				
	1	2	3	4	5
TSP Affiliation					
Center setup					
Selection of Beneficiaries					
Appointment of additional staff members					
Mobilization of prospective trainees					
Enrolment of trainees					
Roll-out of training programme					

<b>Project 5: Incubation and training centre for artisans (with focus on entrepreneurial development)</b>					
<b>Key economic drivers</b>		<ul style="list-style-type: none"> <li>• South 24 Parganas is home to around 14000 artisans</li> <li>• The various identified clusters under MSME include Zari embroidery, silver filigree and surgical instruments</li> <li>• Export potential of handicrafts</li> </ul>			
<b>Rationale for the project</b>		<p>South 24 Parganas is one of the craft concentrated district of the state with a total of 12000 artisans engaged in zari embroidery and 1700 artisans engaged in silver filigree work. The district is home to artisans spread across 4000 villages. The variety of art and craftwork present in the district is immense and includes Chikon, Embroidery, Kantha, Zari, Block/Batik/Tie &amp; Dye/Screen/Fabric to name a few. While most artisans have a home-based business, they are often faced with the issue of sufficient market linkage opportunities or lack the ability to identify and pursue such opportunities. For this reason, entrepreneurship development for these artisans will enable them to understand the market beyond the local, establish strong forward linkages and thus reduce dependence on intermittent wage labour. An incubation centre will have common facility centers, laboratories for product testing, provision of design input, marketing support, and support for patents etc. It will essentially support artisans and young entrepreneurs to devise business plans, provide an infrastructure to kick-start their enterprise and facilitate links that are congenial for their survival and growth. An important component within the incubation centre will be to provide skilling to enhance the entrepreneurial abilities of the artisans as it is an immediate requirement for them and majority of them depend on exhibitions/expos alone, for selling their produce which results in inconsistent source of income. Thus, support in the form of market linkages as well as development of entrepreneurial skills will enable establishment of self-run businesses and hence provide financial stability.</p>			
<b>Job roles in demand</b>		<b>Training courses</b>	<b>Target Beneficiaries</b>	<b>Type of Trainings</b>	<b>Total Number of beneficiaries</b>
		Handicrafts and Handloom Artisans	<ul style="list-style-type: none"> <li>• Local artisans</li> <li>• Local youth and young entrepreneurs</li> </ul>	Fresh Training / Upskilling 240 Hours (Residential)	600 in next 5 years
		Computer Designer	<ul style="list-style-type: none"> <li>• Young entrepreneurs</li> </ul>	Fresh Training 240 Hours (Residential)	600 in next 5 years
<b>Availability of curriculum</b>	<b>Job roles</b>	<b>Target Group</b>	<b>Available QP/NOS</b>	<b>MES</b>	<b>CTS</b>
	Mud Mirror, Wood work, leather, handloom, metal bell, embroidery etc.)	<ul style="list-style-type: none"> <li>• Handicraft and Handloom artisan</li> <li>• Project affected people</li> </ul>	QP available for: <ul style="list-style-type: none"> <li>• Artisans</li> </ul>	No course available	No course available
	Agarbatti Perfume Applicator	<ul style="list-style-type: none"> <li>• SHG workers</li> </ul>			
	Computer Designing for	<ul style="list-style-type: none"> <li>• Local youth and young entrepreneurs</li> </ul>			

	embroidery and filigree designs				
	Entrepreneurial Skills	Entrepreneur	QP does not exist	No course available	No course available
<b>Investment (INR In lakhs)</b>	<b>Incubation and training centre</b>				
	Operational Expenditure				260
	Capital Expenditure				100
<b>Potential Partners</b>	<b>Partner</b>	<b>Areas of Support</b>			
	MoSDE (through one of its scheme on Entrepreneurship) and PBSSD	<ul style="list-style-type: none"> <li>• Space and infrastructure for establishing the incubation and training center</li> <li>• Program Management</li> </ul>			
	Entrepreneurship development Institute	<ul style="list-style-type: none"> <li>• Inputs in designing curriculum on entrepreneurship skill development</li> <li>• Guest faculty</li> </ul>			
	NID	<ul style="list-style-type: none"> <li>• Input for designing curriculum for various art crafts</li> <li>• Guest faculty</li> </ul>			
	Industry Associations	<ul style="list-style-type: none"> <li>• Industry interface</li> <li>• Facilitate sourcing of crafts to retails chains</li> <li>• Facilitate exports of crafts</li> </ul>			
	Training Partner	<ul style="list-style-type: none"> <li>• Training delivery</li> <li>• Co-management of the training facility</li> </ul>			
	Handicraft Sector Skill Council	<ul style="list-style-type: none"> <li>• Development of QPs for the identified job roles</li> <li>• Develop model training programmes for the identified Job Roles</li> <li>• Identification and certification of Trainers</li> <li>• Identification and certification of assessors</li> <li>• Assessment of trainees</li> <li>• Certification of Trainees</li> </ul>			
<b>Training Delivery</b>	<p><b>Option 1</b></p> <ul style="list-style-type: none"> <li>• The incubation centre to be set up and run by MoSDE</li> </ul> <p><b>Option 2</b></p> <ul style="list-style-type: none"> <li>• The incubation centre to be set up by MSME but run by empaneled TSP</li> </ul>				

### Work Plan

Handicraft	in Months					
	1	2	3	4	5	6
TSP Empanelment						
SSC affiliation						
QP development						
Training centre setup						
Incubation centre setup						
Appointment of additional staff members						
Mobilization of prospective trainees						
Enrolment of trainees						

<b>Project 6: Training for New Agriculture Practices</b>					
<b>Key economic drivers</b>		<ul style="list-style-type: none"> <li>• Relative high growth of Agriculture</li> <li>• Presence of perennial river and highly fertile soil</li> <li>• Export potential of flowers, organic products</li> </ul>			
<b>Rationale for the project</b>		<p>South 24 Parganas lies on the banks of the Hooghly and houses the Gangetic Delta. Though West Bengal is one of the leaders in cut flower production in the country, the yield rates of South 24 Parganas is 50% of the state average<sup>19</sup>. In addition, the state recognises the increasing demand for organic products. With ample water and fertile land, organic farming is being considered as one of the options for farmers to increase their income. The State Skill Development Mission has identified these as an area of focus and intends to initiate training courses as per the requirements of the National Programme on Organic Production. There is also a requirement of considerable Entrepreneurship skills to be added on, to tap into the vast markets, especially using online business platforms.</p>			
<b>Job roles in demand</b>		<b>Training courses</b>	<b>Target Beneficiaries</b>	<b>Type of Trainings</b>	<b>Total Number of beneficiaries</b>
		Floriculture	<ul style="list-style-type: none"> <li>• Farmers</li> <li>• Floriculturists</li> </ul>	Upskilling	3,000 in next 5 years
		Organic Farmer	<ul style="list-style-type: none"> <li>• Young entrepreneurs/ Farmers</li> </ul>	Fresh Training 240 Hours (Non-Residential)	3,000 in next 5 years
<b>Availability of curriculum</b>	<b>Job roles</b>	<b>Target Group</b>	<b>Available QP/NOS</b>	<b>MES</b>	<b>CTS</b>
	Floriculture	<ul style="list-style-type: none"> <li>• Farmers</li> <li>• Floriculturists</li> </ul>	QP available for: <ul style="list-style-type: none"> <li>• QP-Floriculturist-Open Cultivation</li> <li>• QP-Floriculturist-Protected Cultivation</li> </ul>	No course available	No course available
	Organic Farmer	<ul style="list-style-type: none"> <li>• Young entrepreneurs/ Farmers</li> </ul>	Organic Grower	No course available	No course available
<b>Investment (INR In lakhs)</b>		<b>Floriculture</b>			
		Operational Expenditure		180	
		<b>Organic Farming</b>			
		Operational Expenditure		272	
		<b>Total Operational Expenditure</b>		352	
		<b>Capital Expenditure</b>		20	
<b>Potential Partners</b>		<b>Partner</b>		<b>Areas of Support</b>	
		MoS and PBSSD		<ul style="list-style-type: none"> <li>• Funding and Program Management</li> </ul>	
		Department of Agriculture / Horticulture		<ul style="list-style-type: none"> <li>• Identification of beneficiaries</li> <li>• Identification of infrastructure</li> </ul>	
		TSP		<ul style="list-style-type: none"> <li>• Training Service Delivery</li> </ul>	

<sup>19</sup> <http://www.horticulturewb.gov.in/South%2024%20Pargans.html>



	Entrepreneurship development Institute	<ul style="list-style-type: none"> <li>• Inputs in designing curriculum on entrepreneurship skill development</li> <li>• Guest faculty</li> </ul>
	National Centre of Organic Farming	<ul style="list-style-type: none"> <li>• Knowledge partnership</li> <li>• Information Dissemination</li> </ul>
	Agriculture Skill Council of India	<ul style="list-style-type: none"> <li>• Development of QPs for the identified job roles</li> <li>• Develop model training programmes for the identified Job Roles</li> <li>• Identification and certification of Trainers</li> <li>• Identification and certification of assessors</li> <li>• Assessment of trainees</li> <li>• Certification of Trainees</li> </ul>
<b>Training Delivery</b>	The trainings can be conducted by an empaneled TSP with an infrastructure provided by the Dept. of Agriculture. Practical trainings will be necessary.	

### Work Plan

Handicraft	in Months				
	1	2	3	4	5
TSP Empanelment					
SSC affiliation					
Training centre setup					
Appointment of additional staff members					
Mobilization of prospective trainees					
Enrolment of trainees					
Roll-out of incubation centre and training programme					

### 3.5. Additional Training Courses

During the interaction with the State Skill Development mission, some additional training courses were also suggested with an objective to cater female candidates. Further, most of these programmes offer opportunities for self-employment.

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 - QP	Qualification
1.	Food Processing	Helper – Asst. Baker, Baking Technician etc.	Literate
2.	Catering	Food & Beverage Executive	Literate
3.	Beauty & Wellness	Beauty (Salon Services)	Higher Secondary
4.	Healthcare	Home Health Aid	Secondary

## 4. List of Stakeholders Consultations

### 4.1. State level consultations – West Bengal

Sl. No.	Stakeholders	Person	E-mail	Cell/Phone
1	Dept. of Technical Education, Training & Skill Development, West Bengal	Sri Hiridyesh Mohan, IAS, Principal Secretary, Dept. of Technical Education, Training & Skill Development, West Bengal	<a href="mailto:tetsecwb@gmail.com">tetsecwb@gmail.com</a>	23244799
2	Kolkata Port Trust	Mr. Balaji Arunkumar, Dy. Chairman	Dy.chairman.]kds@kolkataporttrust.gov.in	2230-9164, 22303451, Extn. 202  Mob : 833488000 4
3	Kolkata Port Trust	Mr. P. K. Chattapadhyay, Secretary-in-charge	Sr.po@kolkataporttrust.gov.in	Mobile : 98362- 98665 (91-033) 2230-6234
4	West Bengal Industrial Development Corporation Limited	Dr. Krishna Gupta, IAS, Principal Secretary	secci@wb.gov.in	033- 22820791
5	West Bengal Industrial Development Corporation Limited	Mr. P. Kamalakanth, IFS, Executive Director	p.kamalakanth@wbidc.com	033- 22553802
6	Department of Fisheries	Sri Sumanta Chowdhury, IAS, Addl. Chief Secretary, Fisheries Department		
7	Department of Fisheries	Smt. Suktisita Bhattacharya Appellate Authority(AA)	suktisita@gmail.com  nodalfish@gmail.com	2357-0043
8	Department of Fisheries	Mr. Amal Roy, Assistant Project Manager, BENFISH		
9	Department of Fisheries	Mr. Monojit Mondal, GM, BENFISH		
10	Sundarban Affairs Department	Dr. M.V. Rao, IAS. Principal Secretary, Sundarban Affairs Department	sdboard@vsnl.net, official.sunderbanaffairs@gmail.com	23349769

## 4.2. District level consultations- Purba Midnapur

Sl. No.	Stakeholder	Person	E-mail	Cell/Phone
1	DIC	Mr. Samit Chatterjee	gmdic.prbmdn@gmail.com samit14jc@gmail.com	98312-37362/ 03228-263442/ 269500
2	Haldia Industrial Growth Centre	Executive Engineer (Civil)		03222 233732
3	Haldia Port	Capt. S Choubey, GM Marine	NA	9434052449
4		Mr SK Saha Roy, GM Traffic	NA	9434063719
5		Mr. Abhay Kumar Mahapatra, Senopr Deputy Manager, Operations	NA	9434063416
6		Mr. Partha Pratim Halder, Deputy Manager, Traffic	NA	9434735698
7	Universal Sea Port Private Limited {Terminal Operator}	Mr. D. Ranjanwar Kumar, General Manager, Operations & Maintenance	NA	9677127121
8	S. S Enterprises	Mr. Kalipada Bhuyan, Owner	NA	9434236148
9	Directorate of Fisheries	Dr. Somnath Chakraborty	somnath.wbss@gmail.com	8337060502
10	Fish Farmer Development Agency	Mr. Ram Krishna Sardar, ADF, Marine, Contai	ceopurbamedini pur@gmail.com	9831503230
11	Tamluk ITI	Mr. Chandan Kumar, Principal	NA	9434230269
12	Royal ITI	Mr. Varun Kumar Jana, Principal	NA	7585019933
13	ITI Haldia	Mr. Jawaharlal Murmu, Principal	NA	03224-274220
14	Hotel Sonar Bangla	Mr. Kanhaiya G Mishra, General Manager	NA	
15	Hotel Rose Valley	General Manger	NA	
16	Technopak Advisors Private Limited	Mr. Amit Gu gnani	NA	01244541111
17	Indian Oil Corporation Limited	Mr. Shantanu Gayen	NA	9434035998
18	Emami Biotech Limited	Ms. Debjani Ghosh	debjani@emami agrotech.com	8170045613
19	Exide Industries Limited	Mr. Abhijit Basu Mr. Sunil Anand	AbhijitBasu@exide.co.in SunilA@exide.co.in	9800230023 9002386188
20	Adani Wilmar	Mr. Ashish Mitra, Manager Mr Amitava Ghosh, Plant Head	amitava.ghosh@adaniwilmar.in	9800230023 7872101008

21	RDB Rasayans Limited	Mr. Sandeep Jain, Production Manager	marketing@rdb group.in	9800230023 9002386188
22	Directorate of Fisheries, Marine	ADF, Brackish & CEO FFDA	NA	0322-4277088

### 4.3. District level consultations- South 24 Parganas

Sl. No.	Stakeholder	Person	E-mail	Cell/Phone
1	District Magistrate	Dr. P. B. Salim, IAS		2479-3713, 2479-1774, 9674297555
2	Additional District Magistrate	Joyoshi Dasgupta, IAS		2479-1469 8334982555
3	Vivada Corporation Private Limited	S.K Pal Vice President (Technical)	vivadakolkata@yahoo.co.in	24631990, 9903000271
4	District Agriculture Dept.	Murari Mohan Barkandaz (Deputy Director Agriculture)		033-2479-3844
5	CFS (Phonex Group)	Vidyanand Singh (Executive Director)	vidyanand@phonexgroup.com	9830520429
6	Inland Waterways Authority of India Kolkata	Laxmikant Rajak (Director)		033 2439 5570, 033 - 24395570,24395577,24396055 ,24391710
7	DIC, South 24 Parganas	Gautam Das		
8	DIC, South 24 Parganas	Deepak Kundu (Sr. Manager)		
9	Treebo Saini Inn	Gurbindar Singh (Operational Manager)		09322800100
10	Krishna Super Bazaar	Pawan Shah (Manager)		
11	Kolkata Retail Regional Office at Hindustan Petroleum Corporation Ltd.	Ashish (Manager)		
12	Dominoz Alipore	Riya (Manager)		
13	Kolkata Port Trust	S Pradhan, Secretary	secretary@kolkataporttrust.gov.in	(91-033) 2230-6349 Mobile : 98362-98639
14	Kolkata Port Trust	Gautam Mondal (Chief Engineer)		
15	Kolkata Port Trust	Kaushik Chatterjee		
16	Kolkata Port Trust	Suman Chakraborty (Sr. Assistant Secy, FSRU unit)		
17	Kolkata Port Trust	Kaberi Chattopadhyay Officer on Special Duty (Labour & IR)	Kaberi.c@kopt.in	9836298684
18	Kesharia Agriculture Private Limited	Sanjeev Bhalotia, Director	Sanjeevbhalotia1971@gmail.com	033-22436683 9831014030
19	Aquamarine International	Md. Ariff, Partner		9836445572
20	Spencer Group	Mr. Dharm Chaturvedi, Chief Marketing Manager	Dharm.chaturvedi@rp.sg.in	9748029129
21	Monalisha Enterprise	Mr. S D Ghosh, Partner	Ghosh1955india@gmail.com	9433004738
22	Rama Shrimp Hatchery	Mr, N Kalyan Chakravarthi	iangranbiotech@yahoo.com	09849136333

23	Alpha Chemicals	Pratap Pattnaik		
24	Nathra Enterprise (Leather industry, Bantala)	Vishwanathan Pillai	Pillai62@gmail .com	9831401739
25	FDDI (Footwear Design & Development Institute)	Ramesh Sahoo ( HOD, Footwear)	Rc.sahoo@fddii ndia.com	9007222113