

# Transforming Skill Development Through Decentralized Planning



Ministry of Skill Development and Entrepreneurship



## Transforming Skill Development Through Decentralized Planning

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## Foreward

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सत्यमेव जयते

कौशल विकास और उद्यमशीलता  
राज्य मंत्री (स्वतंत्र प्रभार) एवं  
शिक्षा राज्य मंत्री  
भारत सरकार  
Minister of State (Independent Charge)  
Skill Development and Entrepreneurship;  
Minister of State for Education  
Government of India

### MESSAGE

India stands at the cusp of a demographic and economic transformation, where skilling the youth is not just a necessity, but a strategic investment in the nation's future. As we progress toward the goal of becoming a \$5 trillion economy, it is imperative that our workforce is equipped with relevant, future-ready skills that respond to the evolving demands of both industry and local economies.

In this context, decentralized planning emerges as a vital strategy to make skilling interventions more responsive, inclusive, and regionally attuned. By aligning with local aspirations and economic realities, it brings the skilling agenda closer to the people and fosters stronger ownership among stakeholders at the grassroots level.

The booklet titled "*Transforming Skill Development Through Decentralized Planning*", developed under the Skill Acquisition and Knowledge Awareness for Livelihood Promotion (SANKALP) scheme of the Ministry of Skill Development and Entrepreneurship (MSDE), captures this vision through a structured framework that has been adopted for preparing District Skill Development Plans (DSDPs). These plans empower districts to identify their unique skilling needs, collaborate with local stakeholders, and implement targeted, actionable solutions.

The booklet captures the essence of decentralized skill planning and its role in building a responsive, inclusive, and demand-driven skilling ecosystem. It draws on insights from across Districts and States, highlighting emerging skill demand trends and showcasing how data and local engagement can shape effective interventions. It highlights the critical role of the District Skill Committees (DSCs) and also offers a forward-looking roadmap to strengthen district-led planning and align skilling efforts with India's evolving economic landscape.

As we move forward, the insights and experiences captured in this booklet will serve as a valuable guide for states and districts to strengthen and scale localized, demand-driven skilling models. Together, these efforts will contribute to building a more agile, inclusive, and future-ready skill development ecosystem across the country.

I congratulate the MSDE and the SANKALP team for bringing out this important booklet, and sincerely hope that States and Districts will carry forward the momentum in advancing decentralized planning as a key pillar of India's skill development strategy.

Jai Hind.

(Jayant Chaudhary)

सबको शिक्षा-अच्छी शिक्षा



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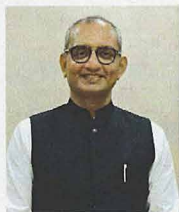


## Foreward

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सचिव  
**Atul Kumar Tiwari, IAS**  
Secretary



भारत सरकार  
कौशल विकास और उद्यमशीलता मंत्रालय  
GOVERNMENT OF INDIA  
MINISTRY OF SKILL DEVELOPMENT  
AND ENTREPRENEURSHIP



### Foreword

Skill development is a key driver of India's economic growth and social transformation. As we strive to equip our workforce with the skills necessary for a dynamic and evolving job market, it is imperative that our planning processes are responsive, inclusive, and localized. Recognizing this, the Ministry of Skill Development and Entrepreneurship (MSDE) has been committed to fostering decentralized skill planning, empowering districts to identify their unique skilling requirements and implement targeted interventions.

The "Transforming Skill Development Through Decentralized Planning" booklet, developed under the Skill Acquisition and Knowledge Awareness for Livelihood Promotion (SANKALP) scheme of MSDE, highlights the need for a structured approach to formulating District Skill Development Plans (DSDPs). These plans empower districts to independently assess local skill demands and design customized training programs. This bottom-up approach enhances stakeholder participation by bringing together government agencies, industry representatives, financial and educational institutions to collaboratively shape skill development strategies.

The booklet provides a comprehensive framework used for decentralized planning, covering current skill scenario assessment, demand aggregation, gap identification, and strategic action plans. It also underscores the critical role of capacity building for district officials and the integration of technology-driven monitoring and evaluation systems. By presenting real-world case studies, the booklet also showcases the tangible impact that decentralized planning can have on bridging skill gaps, enhancing employability, and aligning training initiatives with local industry requirements. Based on the experience of last 5-6 years in preparation of DSDP, the booklet also suggests the way forward.

As we work towards a stronger skill development ecosystem, decentralized planning is key to ensuring effectiveness, inclusivity, and sustainability. This booklet offers valuable insights for policymakers and practitioners on implementing localized, data-driven strategies to strengthen district-level skill ecosystems and promote meaningful livelihoods. I sincerely appreciate all stakeholders for their contributions and commend Sh. Nilambuj Sharan, Ms. Archana Mayaram, and the SANKALP team at MSDE for shaping this important initiative into a comprehensive and impactful resource.

  
(Atul Kumar Tiwari)



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## Chapter-1

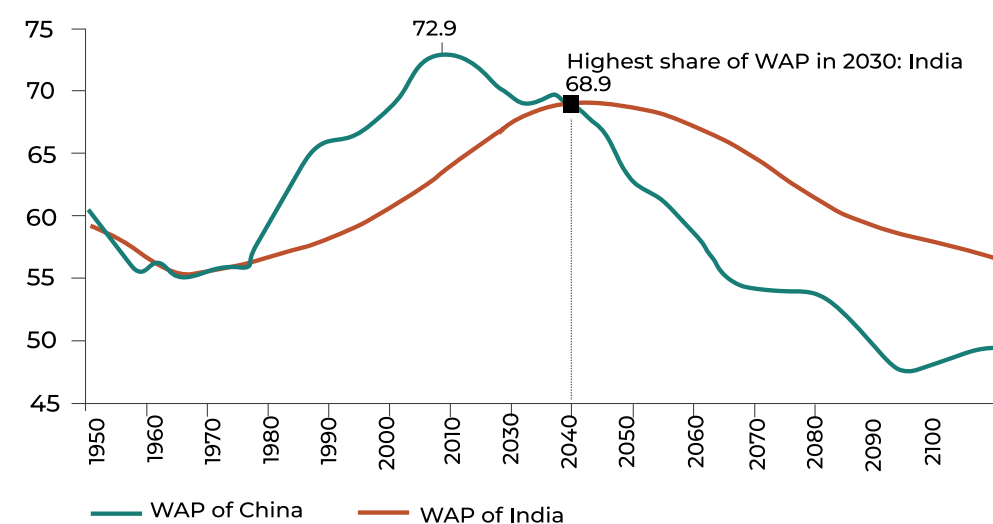
# Introduction

*“We all need to skill our workforce in the use of advanced technologies and processes. Skilling, re-skilling and up-skilling are the mantras for the future workforce.”*

Remarks by the Hon'ble Prime Minister of India, Shri Narendra Modi at the G20 Labour and Employment Ministers' Meeting, July 2023

The econometric evidence for the growth impact of the working-age population on economic development was compellingly demonstrated by Bloom and Canning in 2004. They compiled panel data on the growth of the working-age population and the economic development of countries since 1965. Their research suggested that India would continue to experience a burgeoning working-age population while more developed nations like China, the USA, and other European countries would face a growing proportion of older populations. This research was further substantiated by the findings of the 2011 Census in India, which revealed that India's working-age population (ages 15-59) had increased significantly, accounting for approximately 60% of the total population. Additionally, the median age of the population remained relatively young, signaling a demographic advantage for India. Following this, and with the formation of a new government in 2014, two critical questions arose: What are the socio-economic ramifications of this demographic dividend, and what systemic measures need to be implemented to optimize its utilization within the available window of opportunity?

### India's working age population to total population ratio will be the highest of any large economy



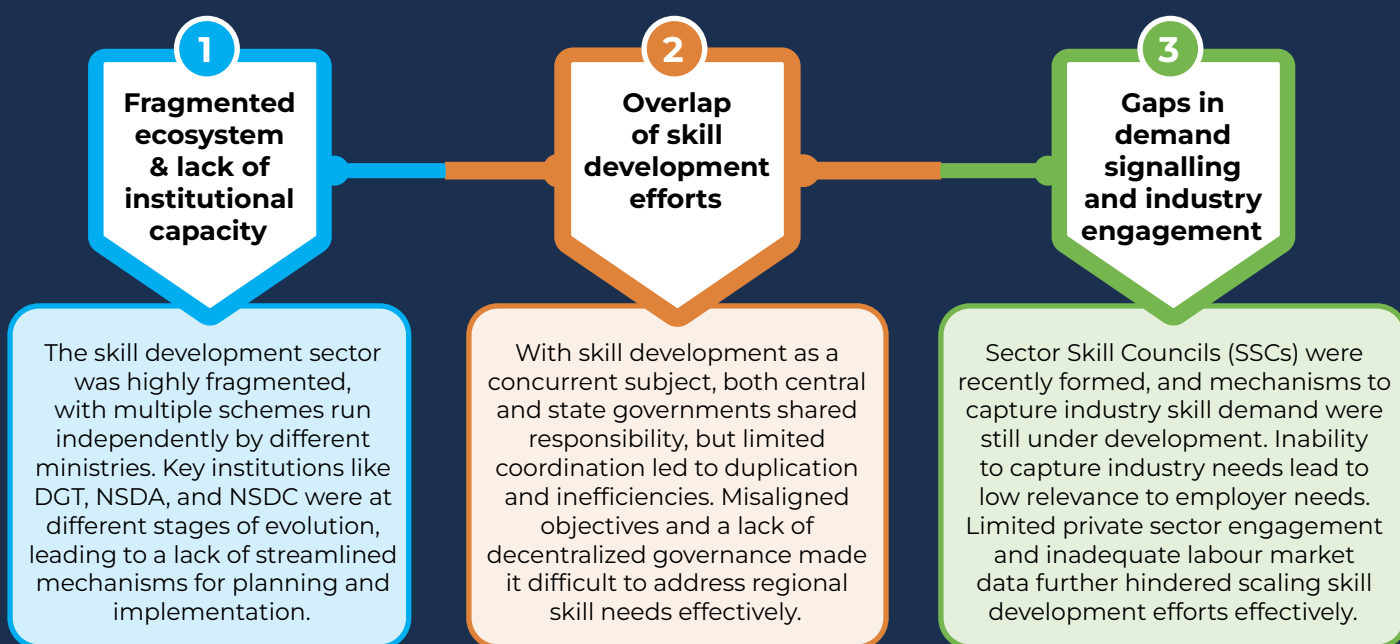
Source (basic data) UN Population statistics 2022: WAP stands for working age population

Figure 1: India's Working Age Population

Clearly, the solution lay in engaging a significant portion of this population in productive, income-generating activities. To achieve this, two key conditions had to be met: a revitalized education system and a renewed focus on skill development. Skilling was crucial, as it offered the potential to quickly mobilize a large segment of the population, regardless of their academic backgrounds, in a shorter timeframe. At this juncture, policymakers were presented with abundant opportunities for transformation, but progress depended on a strategic and sustained development push.

In response, the Government of India established the Ministry of Skill Development and Entrepreneurship (MSDE) in 2014 to provide sharper and more coordinated policy responses. The creation of MSDE has served as a unifying force, accelerating efforts to expand Technical and Vocational Education and Training (TVET). MSDE is tasked with building a dynamic skill development framework to bridge the demand-supply gap for skilled manpower across the country. It focuses on vocational training, skill upgradation, and fostering innovation for both current and future job roles. Its key mandates include mapping and certifying skills, promoting youth entrepreneurship through partnerships, conducting market research, development of sector-specific curricula, and strengthening industry-institute linkages. MSDE also formulates policies for skill development, soft skills training and undertakes management of Industrial Training Institutions (ITIs). The Ministry also aims to promote entrepreneurship in science and technology sectors.

The inception phase of MSDE was marked by three key challenges, emphasizing the need for a streamlined and effective skill development ecosystem:



To address these challenges while accelerating the skill India agenda in a mission-mode, the Ministry of Skill Development and Entrepreneurship (MSDE) launched the National Skill Development Mission (NSDM) in 2015. This strategic initiative established an institutional framework to rapidly implement and scale skill development efforts across the nation, guiding state governments and setting up a tiered institutional structure to drive these initiatives effectively. It emphasized the importance of decentralized planning, leading to the establishment of a Mission Directorate at the national level, State Skill Development Missions at the state level, and provided guidance for setting up of District Committees as the functional tier.

As NSDM evolved, it highlighted the need for adaptable, comprehensive strategies to implement skill development programs aligned with industry demands and the career aspirations of India's growing youth workforce. This led to the launch of the Skill Acquisition and Knowledge Awareness for Livelihood Promotion (SANKALP) programme on January 18, 2018, with financial assistance from the World Bank. SANKALP aimed to support structural reforms and strengthen systems for managing and monitoring skill development at both national and state levels.

The design of SANKALP drew upon Indian and international experiences in skill development to maximize the impact of interventions. It was structured within a Result-Based Framework (RBF), reflecting the Government of India's commitment to achieving impactful outcomes and ensuring accountability. The RBF model incentivized stakeholders to focus on delivering measurable results while allowing flexibility for innovation and continuous improvement of skill development systems.

The key objectives of SANKALP included supporting structural reforms and strengthening governance, management, and monitoring of short-term skill development initiatives at both national and state levels. Additionally, it sought to improve access to short-term skill training for women and disadvantaged groups. The programme was structured around three result areas as shown in the graphic below:

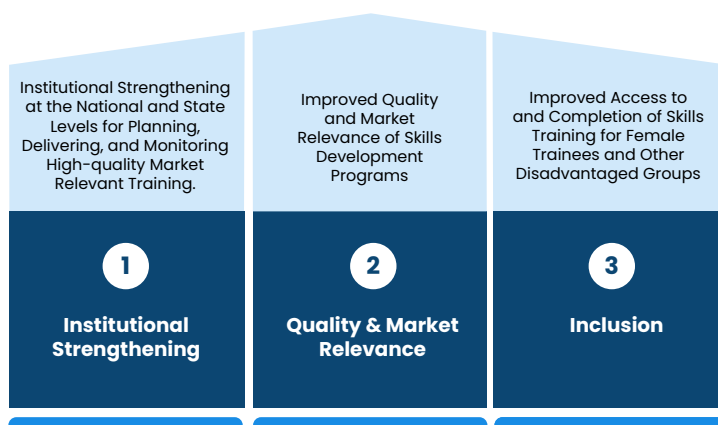


Figure 3: Three Result Areas under SANKALP

SANKALP initiative played a pivotal role in advancing MSDE's vision for decentralized skill planning. Recognizing the need for local-level decision-making, SANKALP led to the operationalization of **District Skill Committees (DSCs)** as the nodal institution for planning and coordinating skill interventions at the district level.

Under the National Skill Development Mission (NSDM), the formation of DSCs began in September 2018. Each committee, headed by the District Magistrate, included officials from key departments engaged in skill development, as well as industry representatives who could contribute to planning efforts. These committees were responsible for assessing local skill gaps, identifying job market needs, aligning training programs with industry requirements, and formulating action plans to address district-specific skilling challenges. By March 2025, 776 DSCs were established across the country, significantly strengthening the local skill development ecosystem and fostering market-driven skilling opportunities.

With DSCs in place, capacity-building programs were conducted to enhance their ability to develop data-driven skill development plans. These programs focused on equipping DSCs with the knowledge to compile district-level data, capture key economic trends, assess existing skill development capacity, and collate job potential arising from various economic activities in the district. Furthermore, the training emphasized identifying the gap between available training capacity and industry demand and formulating targeted plans to address these gaps over the next year. The structured plans that emerged from this process were termed **District Skill Development Plans (DSDPs)**.

The introduction of DSDPs marked a fundamental shift from a top-down approach to a bottom-up and participatory model. Districts were empowered to independently assess their unique skilling needs, challenges, and aspirations. The rollout of DSDPs strengthened stakeholder engagement by integrating inputs from local government bodies, industry, and training institutions, ensuring that skill development strategies were more participatory, effective and aligned with regional demands.

With the streamlining of DSDP formation to strengthen decentralized planning, the process for developing State Skill Development Plans (SSDPs) has been initiated. At the state level, State Skill Development Missions (SSDM) will consolidate DSDPs into SSDPs, providing critical insights for key skill interventions. These plans aim to align human resource demand with supply while promoting greater inclusivity, particularly for women and marginalized groups. At the national level, decentralized planning inputs are envisaged to be integrated to create a well-informed and responsive skill development strategy, ensuring that policies effectively address regional needs and optimize impact.

This document provides a roadmap for skill development practitioners, policymakers, and development professionals, outlining the evolution of DSCs and DSDPs and their impact on the skill ecosystem. These mechanisms will remain integral to India's skill development planning, fostering a localized, data-driven, and responsive approach that keeps skilling initiatives relevant, inclusive, and industry-aligned. If taken forward by the Ministry and State Skill Missions, the DSCs and DSDPs will continue to strengthen workforce development, enhance outcomes, and ensure alignment with local economic priorities and evolving job market trends, contributing effectively to India's broader skill development strategy. Figure 4 presents the approach adopted for facilitating decentralized skill planning under SANKALP.



Hon'ble Minister SD&E and Education with MGNF Fellows.



Sankalp's aim was to improve the skill development planning...

...by developing a stakeholder led network of institutions...

...via capacity building of institutions...

..in turn achieving enhanced outcomes from skill initiatives for individuals, enterprises and economy...

## Situation then...

Skill development in India needed to align with grassroots realities. A system to inform National level skill planning was essential for enhanced outcomes.

## Causes

Centralized planning restricted regional adaptations and responsiveness to local skill needs

Limited stakeholder involvement resulted in mismatched skill training and market demands.

Lack of systems hindered the collection of grassroots data, impairing informed decision-making

## What's needed?

Decentralize planning to enable district level units to tailor skill development initiatives based on local needs and conditions

Enhance stakeholder engagement with industry, academia, and community organizations through these units

Build robust capacity to enable district level units to effectively collect and analyse local skills data, and prepare district level plans

## How do we do it?

Develop and operationalize a framework to establish resource-equipped District Level Skill Committees for planning

Create standardized templates to guide districts on data collection, analysis methods, and plan formulation.

Implement a system to aggregate district plans at state and national levels for comprehensive skills planning

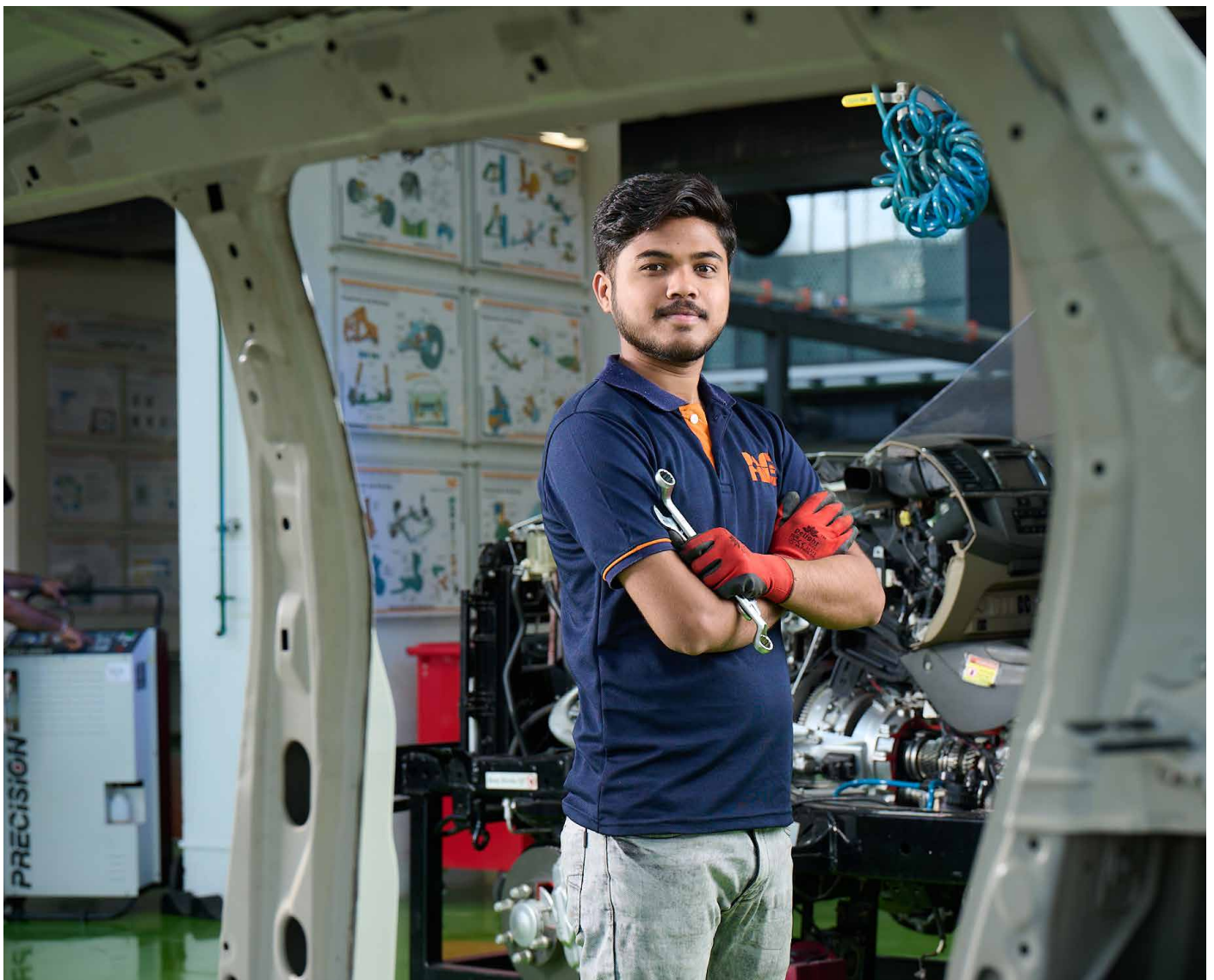
## Outcomes

A stakeholder network to effectively gather, process, and monitor inputs, ensuring robust, localized skill development plans

A centralized platform that aggregates district plans, providing a reliable information source for state and MSDE strategizing

Enhance agility and responsiveness in skill initiatives, optimizing outcomes through adaptive and efficient planning and execution

Figure 4: The approach towards decentralized skill planning under SANKALP



## Chapter-2

# Decentralized Skill Planning for an Outcome-Oriented Skill Development System

## 2.1 Making the Case for District-Level Skill Planning

India is poised to become the world's third-largest economy in the next five years and the Government of India is vigorously pursuing the Viksit Bharat 2047 initiative, which envisions transforming the country into a fully developed nation by the centenary of its independence in 2047. However, economic growth alone is not enough to secure a prosperous future—it must be inclusive, sustainable, and workforce-driven. The country's ability to maximize its demographic advantage and sustain its economic momentum depends on how effectively it equips its workforce with the right skills

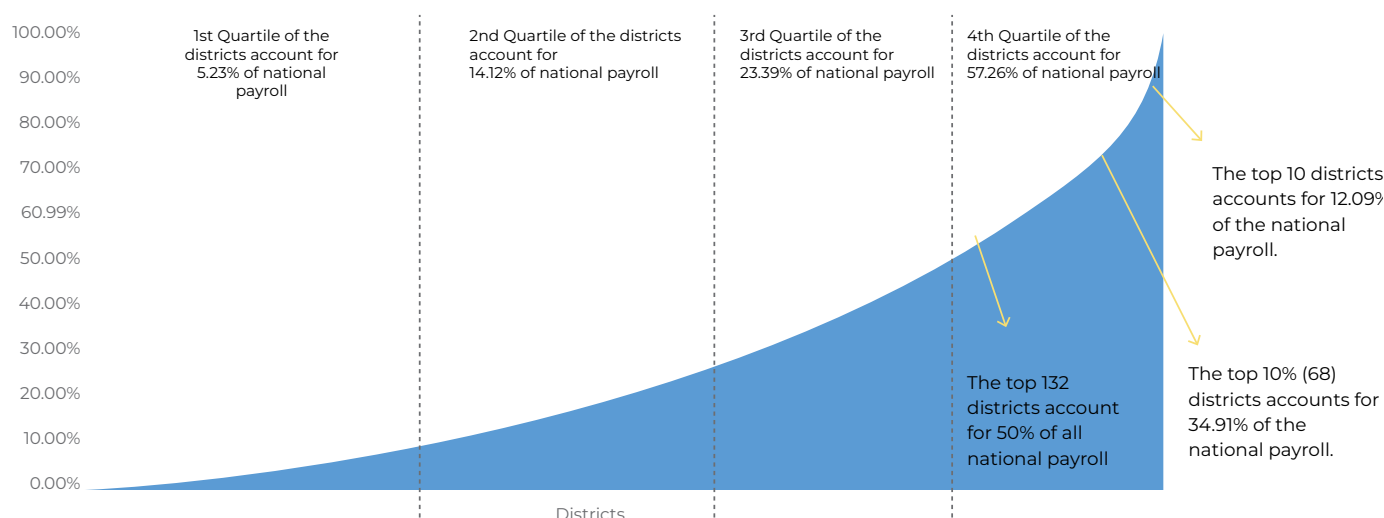


Figure 5: Concentration of Value Generation across Districts (Source: The 2023 India Cluster Panorama)

Despite rapid economic expansion, economic activity remains highly concentrated in a few regions. A quartile-based analysis of 680 districts covering 36 States/UTs (Figure 5 and Figure 6) shows that the upper quartile serves as the core of economic activity, contributing 49.47% to total employment and 57.26% to overall wages. In contrast, the lower quartile accounts for only 6.83% of employment and 5.23% of wages, indicating a limited presence of economic activity. This economic imbalance creates pockets of prosperity and stagnation, making it imperative to align skilling initiatives with regional economic realities.

Industrial and employment clusters also vary significantly across districts. In high-prosperity districts, traded clusters dominate, leading to higher wages and stronger economic growth. In contrast, lower-income districts rely on agriculture and informal work, with six times higher payroll share in agriculture but substantially lower wages. The distribution of skilled workers further reflects these disparities—while the

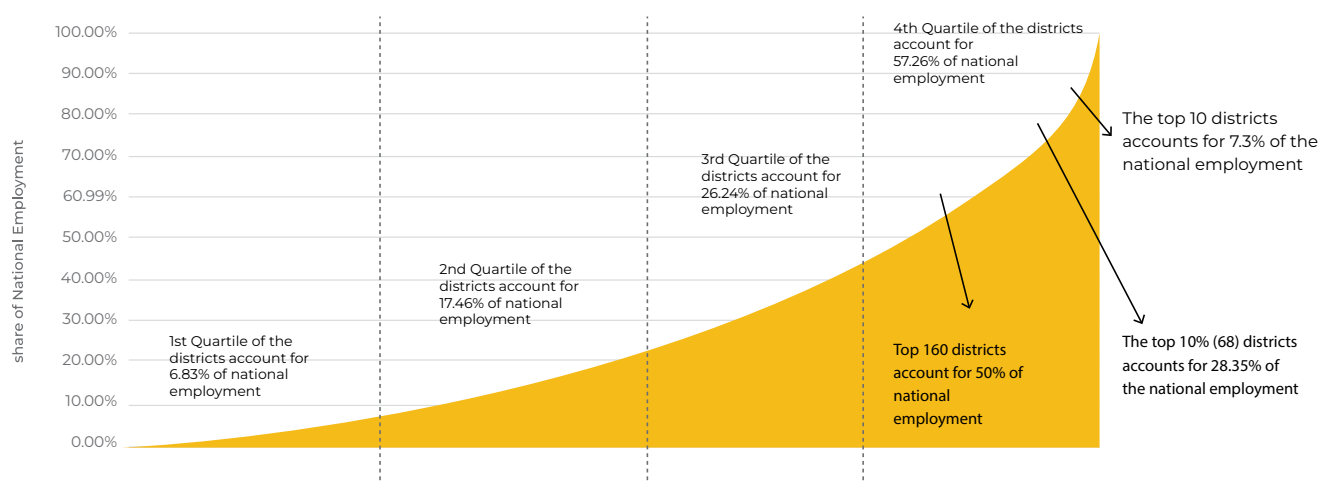


Figure 6: Concentration of National Employment across Districts (Source: The 2023 India Cluster Panorama)

top 70 prosperous districts have a large proportion of medium- to high-skilled workers, over 75% of workers in lower-tier districts fall into the low-skill category. These variations make it clear that a one-size-fits-all skilling strategy is ineffective, and that localized skill planning is essential to ensure targeted interventions.

The urban-rural divide in workforce development adds another layer of complexity. In high-prosperity districts, only 26% of workers are in rural areas, whereas middle- and lower-tier districts are overwhelmingly rural-driven. Some rural districts, such as Palwal (Haryana) and Muktsar (Punjab), have thriving agricultural economies with wages three times higher than the national agricultural average. However, in most rural districts, agriculture remains a low-wage, low-productivity sector. These distinctions highlight the need for urban-rural differentiated skilling approaches—agriculture-driven districts require training in agribusiness, mechanization, and value-chain integration, while urban districts need industry-ready skills for sectors such as manufacturing, services, retail and IT.

The Government of India has placed a strong emphasis on equitable growth, yet its Human Development Index (HDI) ranking of 134 out of 193 countries (year 2024) indicates that progress remains uneven. While improvements in HDI signal a positive trend, they also highlight why inclusive skilling strategies are critical for national development. With 67.28 crore people in India's working-age population and an additional 10 million individuals joining the labor force each year, the challenge is not just about generating employment—it is about ensuring that workers have the skills that industries demand.

Over the years, India has made significant progress in expanding access to education. Between 2000 and 2022, enrolment at the secondary and higher secondary levels nearly doubled, and graduate-level attainment increased fourfold. However, this rise in educational attainment has not been matched by a corresponding improvement in the employability of graduates. The worker population ratio has declined across all education levels, signalling a growing disconnect between formal education and industry requirements.

Attainment of progress on social indicators as measured by the Social Progress Index, which is based on Basic Human Needs, Foundations of Well-being and Opportunity, also varies significantly across districts. In Araria (Bihar), the Social Progress Index score is just 39, whereas in Aizawl (Mizoram) the score is 73. Access to advanced education in Araria is at 7, compared to 82 in Rohtak (Haryana). Basic education access also differs widely, with Southwest Garo Hills (Meghalaya) scoring 38, while Srinagar (Jammu & Kashmir) scores 63. These disparities mean that skilling interventions must align with the local education.

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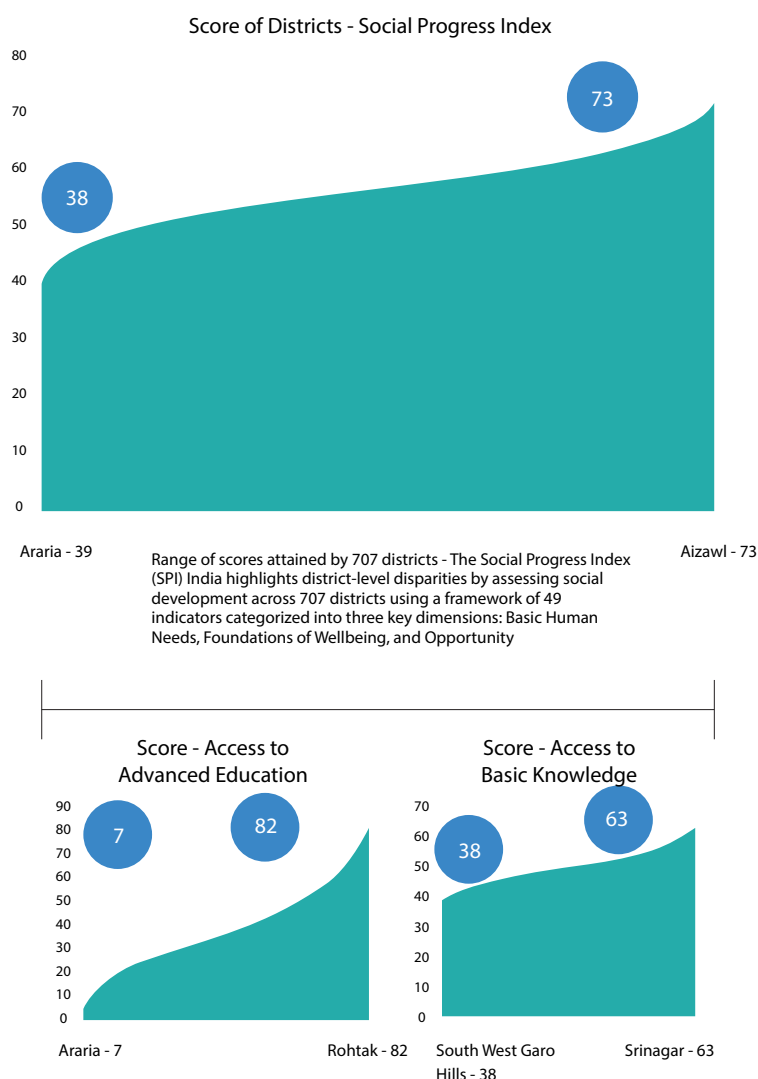


Figure 7: District Level Social Progress Index  
Source: District Level Social Progress Index, Economic Advisory Council to the Prime Minister (EAC-PM)

The rise of Industry 4.0 adds another layer to the skills challenge. Automation and digital transformation are displacing routine low- and medium-skill jobs, while increasing the demand for high-skill roles in advanced manufacturing, AI, and data-driven industries. Without a structured, decentralized skilling model, India risks widening the skills gap and leaving millions of workers vulnerable in the new economic landscape.

## 2.2 Establishing a Decentralized Skill Planning Framework

Skill development in India has long followed a top-down approach, assuming that national policies can effectively address the skilling needs of diverse regions. However, given India's economic diversity, workforce composition, and regional disparities, a district-driven model is the most practical and effective approach. The need for localized, bottom-up planning becomes even more evident when examining key factors that influence workforce development across the country.

- 1. Strengthening Vertical Coordination** – With skill development policies formulated at the national level and implemented at the state and district levels, a lack of vertical coordination has often led to inefficiencies and mismatches in workforce planning. Districts are the first point of interaction with local industries, training institutions, and job seekers, yet they have historically had limited influence in shaping national skill development strategies. When planning is initiated at the district level, it ensures that local workforce needs are clearly communicated to state and national bodies, allowing for better policy alignment, efficient fund allocation, and targeted skilling interventions.
- 2. Enhancing Horizontal Linkages** – Despite having similar socio-economic conditions, industrial strengths, and workforce needs, districts across different states often operate in isolation, with limited knowledge-sharing mechanisms. This has led to duplication of efforts and inefficiencies in program implementation. By enabling districts to exchange best practices, collaborate on shared skilling challenges, and develop regional workforce strategies, a stronger horizontal network between districts can be built. This fosters a more cohesive skilling ecosystem, enabling the replication and efficient scaling of successful models.
- 3. Aligning Skill Development with Local Economic Priorities** – India's economic landscape varies significantly from one district to another—some districts are industrial hubs, others rely on agribusiness, while many depend on the informal and services sector. A one-size-fits-all skilling strategy fails to address these variations, often leading to mismatches between training programs and employment opportunities. Fostering skill planning at the district level, allows for customized interventions that align with the dominant economic activities of that region. For example, agrarian districts can focus on trainings for diversification, precision farming, post-harvest management, Climate Resilient & Smart Agriculture etc while manufacturing hubs can prioritize industry specific skilling programs such as CNC Machine Operator, welding, assembly line operator, CAD/CAM operator etc. This ensures that trained workers can access relevant job opportunities, making migration a choice rather than a necessity.
- 4. Data-Driven Workforce Development** – The effectiveness of any skill development initiative depends on its ability to anticipate and respond to labor market trends. However, workforce data in India has traditionally been collected at the national and state levels, making it challenging to capture real-time insights into district-level workforce dynamics. District-level planning enables better data collection on industry demand, job placement trends, and workforce aspirations, ensuring that training programs remain relevant and adaptable. When districts have access to real-time labor market intelligence, they can make evidence-based decisions that improve skilling outcomes, enhance employability, and drive regional economic growth.

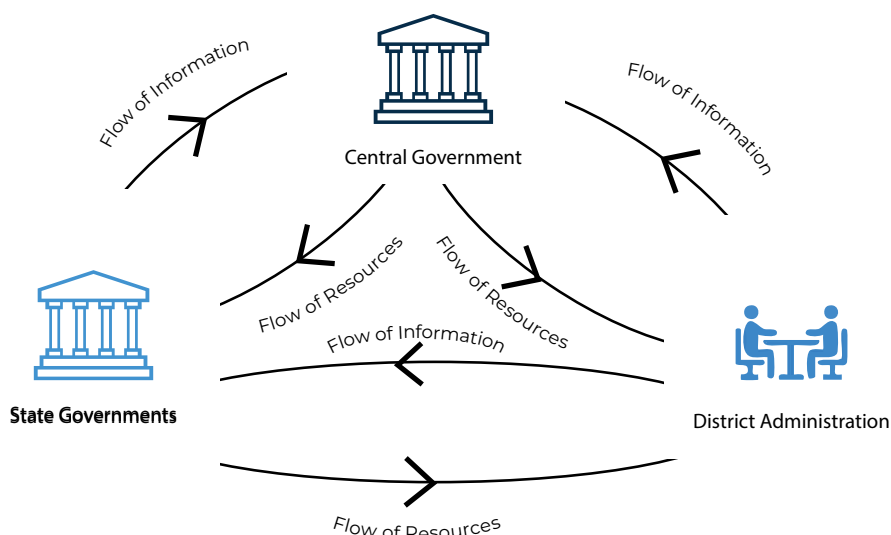


Figure 8: Flow of information and resources to facilitate district skill planning & implementation



Given the scale and diversity of India's workforce, planning at the district level is not just an administrative necessity—it is an economic imperative. A bottom-up, decentralized approach to skill development ensures that local needs drive national policies rather than the other way around.

The next section explores how the transition towards district-led skill planning was facilitated under the SANKALP program.

## 2.3 Early Steps in Skill Planning

The **National Skill Development Policy of 2009** laid the foundation for skill planning at the national level. The Policy recognized the lack of coordinated efforts by ministries in skill development despite the growing demand for skills across crucial sectors, such as, construction, IT-enabled services, consumer and retail sectors, and the financial sector.

It aimed at not only encouraging the Ministries/Departments to enhance their participation in skill development but also facilitated the establishment of a framework for creating skill development plans. Consequently, the Volume I, 11th Five Year Plan (2007-12) and Volume III, 12th Five Year Plan (2012- 2017) included comprehensive chapters on Employment & Skill Development which outlined the strategy and priorities for skill development during the respective planning periods.

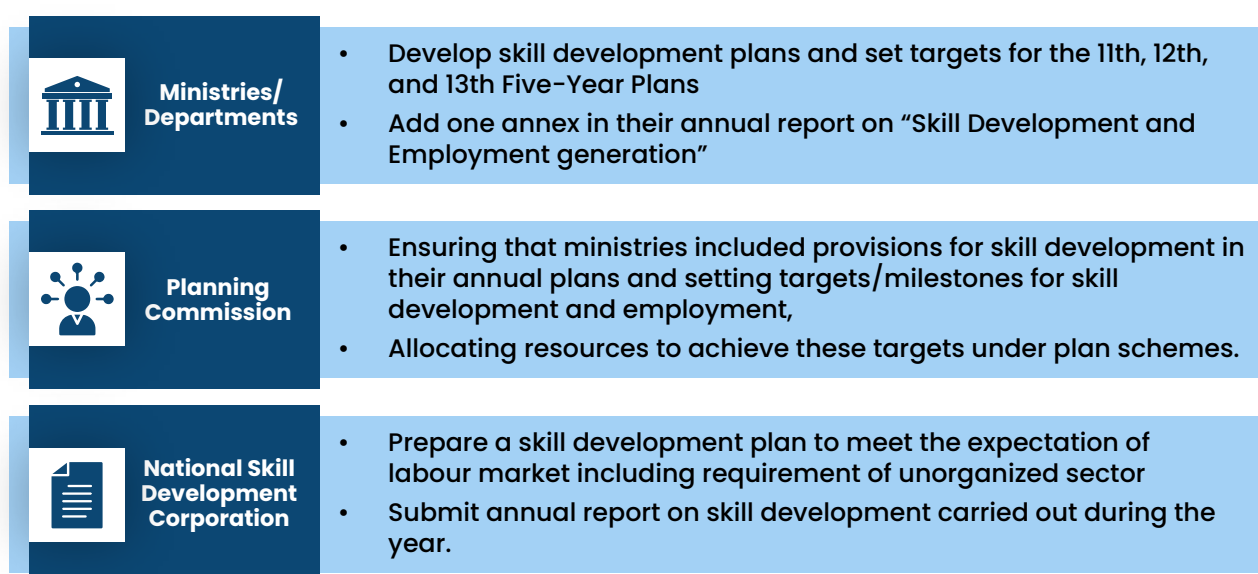


Figure 9: Key institutions identified for skill planning under the National Skill Development Policy, 2009

## 2.4 National Skill Development Mission & Policy, 2015

The formation of the MSDE in 2014 was marked with the pressing need to skill on a large scale with speed and high standards in an environment characterised with fragmented skill interventions across multiple departments and Ministries.

The launch of the **National Skill Development Mission in 2015** introduced a vital institutional framework for fostering convergence and coordinating skill development endeavours. The Mission identified seven sub-missions catering to critical areas in the skill landscape requiring significant focus on an immediate basis. The Mission also provided guidance for the formation of State Skill Development Missions (SSDM) and served as a platform for decentralizing skill interventions. The Mission also brought to the forefront the mechanism for development of National Action Plan and State Action Plans aligned with the national priorities.

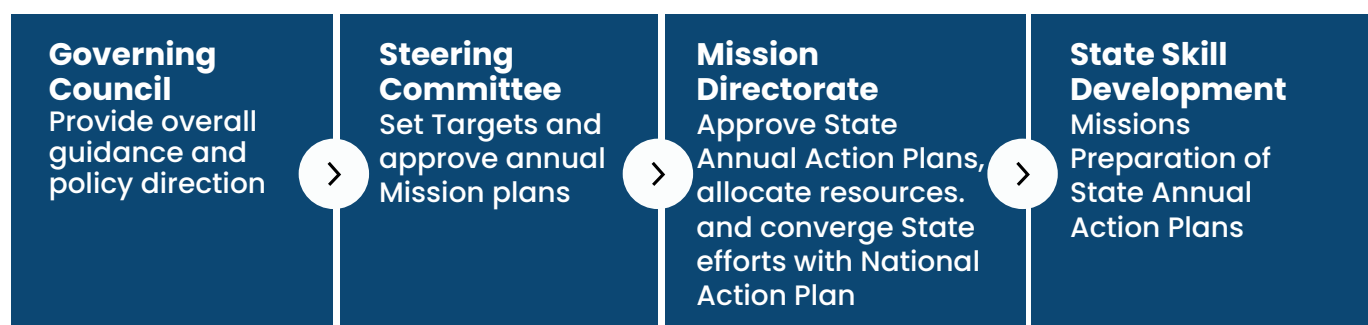


Figure 10: Institutional structure under NSDM for development of skill plans

Concurrently with the NSDM, the National Skill Development Policy 2015 broadened the scope of skill planning by assigning the responsibility of developing sector skill development plans and maintaining skill inventory to the Sector Skill Councils.

## 2.5 SANKALP's Initiatives for Decentralized Skill Planning

The launch of the **District Skill Development Plans (DSDPs)** under the SANKALP programme of MSDE in 2018 marked the commencement of bottom-up planning approach to skill development and triggered a deliberate shift towards decentralized planning methodologies.

This targeted strategy recognized India's diverse socio-economic-cultural fabric and varied industrial landscape. The objective was to develop an annual action plan that aligns the supply of human resources, with a particular focus on including women and other marginalized groups, with market demand through targeted training interventions and accordingly allocate targets and budgets across training programs. By giving districts, the responsibility to identify their skill development needs, the program aimed to ensure that skill development interventions were nuanced, responsive, and sustainable.

Recognizing that skill planning had traditionally followed a top-down approach, a multi-pronged strategy was adopted under SANKALP to overcome this inertia. This approach aimed to stimulate a bottom-up methodology, empowering the district level stakeholders to take an active role in skill planning and development. By fostering local engagement and insights, the strategy sought to ensure that skill development initiatives were more attuned to the unique needs and opportunities of each region. The key elements of the strategy were as follows:

### A. Formation of the District Skill Committees and the State Incentive Grants

The establishment of MSDE marked a significant step toward streamlining skill development training in India, leading to the evolution of common cost norms, creation of Qualification Packs (QPs) & model curricula, and the adoption of NSQF standards for qualifications. This consolidation was essential in unifying various skill development activities that were previously fragmented across multiple ministries and programs. Similarly, several states set up dedicated bodies (State Skill Missions) to plan and introduce focused, need-based courses while promoting localization efforts. However, a critical gap persisted in decentralizing planning, implementation, and monitoring activities at the grassroots level.

To address this gap, leveraging the framework of District Committees as the operational tier supporting State Skill Development Missions introduced under NSDM, the MSDE initiated the establishment of District Skill Committees (DSCs) in 2018<sup>5</sup>.

The DSCs were envisaged as the district focal point and epicenter for ensuring and sustaining skill initiatives at the district level. Their key responsibilities include coordination with relevant departments to assess skill demand and supply; identification of labour market trends, and ensuring data-driven planning through effective use of MIS; mobilization of youth through engagement with PRIs, ULBs, and NGOs; awareness generation; facilitating industry linkages by organizing job fairs, supporting apprenticeships, and tracking post-placement outcomes; entrepreneurship promotion through training, mentorship, and enabling access to finance; monitoring of skilling initiatives; budget management, fund disbursement, procurement, infrastructure development; and capacity building of teams. Thereafter, in 2019 the DSCs were also entrusted with the responsibility of preparation of the DSDP.

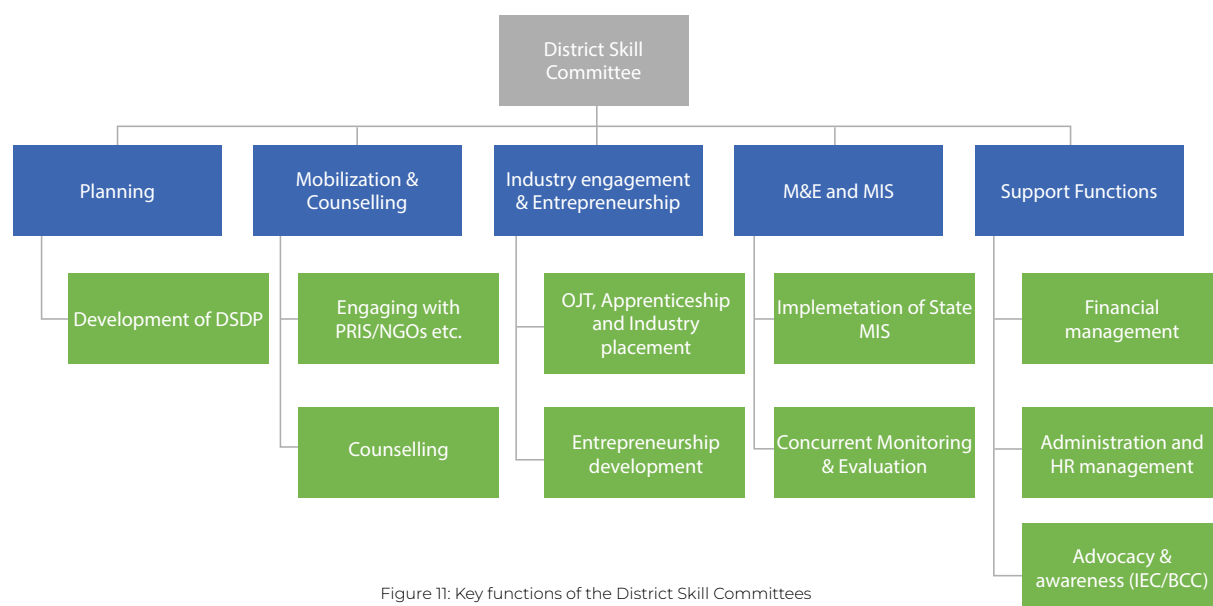


Figure 11: Key functions of the District Skill Committees

<sup>5</sup>Concept Note on Setting Up of District Skill Committee and District Nodal Center was issued vide letter no. DGT-10/2018-NBU dated 10th September 2018. Thereafter, guidance for issue of orders for constituting the DSC was provided vide DO No. DGT-10/2018-NBU dated 10th December 2018.

Chaired by the District Magistrate, the DSCs provide a platform for engagement of local stakeholders, including district administrations, multiple government departments engaged in skilling, industry representatives, educational/vocational education institutions, and representatives of municipal corporation. (The composition of the DSCs is provided at **Annexure 1**.) This multi-stakeholder engagement encouraged collaboration, and knowledge-sharing, thereby enriching the planning process with diverse perspectives and expertise.

The formation of DSCs has seen a remarkable progress nationwide, increasing from 248 in FY 2019-20 to 776 in FY 2024-25. It is also noteworthy that at present DSCs have been formed in all 112 aspirational districts and 131 North-Eastern Districts. This growth was accompanied by a significant increase in DSC meetings, which raised from 483 in FY 2019-20 to 3,538 in FY 2022-23, highlighting the institutionalization of DSC functionality.

## B. State Incentive Grants

To facilitate and incentivize states in establishing DSCs and develop DSDPs, financial support was extended through the **State Incentive Grants (SIG)**. SIG served as an important instrument under SANKALP, aiming to stimulate states to develop a decentralized, bottom-up skill development ecosystem by enhancing the capabilities of institutions at both state and district levels to improve the employability of youth and marginalized populations.

Under this component, eligible states received up to USD 125 million as SIG, contingent upon meeting specific criteria. These included submitting consent to participate in SANKALP to the Ministry of Skill Development and Entrepreneurship (MSDE) and agreeing to contribute matching share against the release of Central Share under SANKALP (in the ratio of 90:10 for North-eastern & Himalayan states; 100% for UTs and 60:40 for other States). The eligible states were allocated approximately USD 50 million based on a weighted state-wise allocation determined by population and Composite Development Index ranking. To access the grants, the states submitted detailed activity proposals and budgets to MSDE, adhering to a predefined template, and contribute their agreed-upon share to the SANKALP State fund. In the first phase, SIG grants were disbursed by MSDE to 32 States/UTs upon receiving necessary approvals.

The remaining USD 75 million of SIG was performance-based, calculated using the SIG Matrix score. To qualify for this grant, the States were required to improve their SIG scores by 15% of the performance gap from the previous year. The SIG Matrix comprised of indicators measuring institutional strengthening, market relevance of skill development programs, and access to and completion of training by marginalized populations, with each component allocated a maximum score on a scale of 100. By year 2024, 9 states qualified the requirements for the second SIG grant.

The SIG Matrix included indicators for assessing the formation of DSCs in the state and the creation and submission of DSDPs. These indicators fell under Component 1: Institutional Strengthening at the National and State Levels for Planning, Delivering, and Monitoring Skill Development Programs, with 10 out of 100 marks allocated to these initiatives. Additionally, the States were encouraged to undertake capacity development of DSC members through awareness and workshops under the SIG component.

## C. Successive rounds of capacity-building workshops

Several theme-based workshops were organized by MSDE as part of SANKALP to build the capacity of the District Skill Committee (DSC) members and district functionaries for developing District Skill Development Plan (DSDP).



Figure 12: Glances of regional capacity development workshops with SSDMs

<sup>6</sup> Addition of Fellows, representative of NSTI and DCT was undertaken vide Office Memorandum dated 16/09/2022 issued by Under Secretary, SANKALP, MSDE.

<sup>7</sup> Applicants for MGN Fellowship included Indian citizens between 21 and 30 years of age (at the time of application) with at least a graduate degree in any discipline and minimum of three years of work experience in the social or non-profit sector.



#### D. Mahatma Gandhi National Fellows and their support to DSCs

A very significant intervention to build the capacity of the DSCs towards development of comprehensive DSDPs was the inclusion of Fellows engaged under the Mahatma Gandhi National Fellowship (MGNFs) Programme as a member of the DSCs. The Mahatma Gandhi National Fellowship under SANKALP was a two-year programme implemented in collaboration with nine Indian Institutes of Management, namely, IIM Ahmedabad, IIM Bangalore, IIM Jammu, IIM Kozhikode, IIM Lucknow, IIM Nagpur, IIM Ranchi, IIM Udaipur and IIM Vishakhapatnam. The programme combined classroom sessions at IIMs with an intensive field immersion at the district level to strengthen the DSCs<sup>6</sup>.

The Fellows were assigned specific districts to collaborate with DSCs, to understand the employment and livelihood potential in skill development. They supported the DSC in planning, implementation, and monitoring of skill development initiatives. The Fellows played an important role in preparation of the DSDPs by coordinating the efforts of the DSCs towards analysing the existing strength of the skill ecosystem and identifying the gaps as well as opportunities for developing demand led skill programmes catering to the needs of the districts and youth aspirations.

The preparation of DSDPs, conducting meetings of the DSCs and monitoring the progress of DSDP implementation were included as key Performance indicators of the Fellows. Under the Phase -I (Year 2020-2022) of the MGNF programme 69 Fellows were engaged at the District level which increased to 657 Fellows under the Phase II

(Year 2021-2023) and 99.6% of districts where MGNFs were deployed submitted DSDPs.

#### E. Development of Guidelines and Skill Books as reference for preparation of DSDPs

The framework for the preparation of DSDPs was first introduced as a part of the State Incentive Grant User Manual issued in the year 2018. The manual provided the detailed template for the preparation of DSDP capturing an overview of the district, supply side profile demand side, existing strength of the short term and long-term skill infrastructure and an annual action plan including the strategy for Monitoring & Evaluation of the proposed interventions.

With the evolution of the DSCs and based on insights gained from numerous interactions with SSDMs and DSC members during workshops on DSC functioning and DSDP preparation, four volumes of the Skills Book and a digital platform - District Skill Planning and Action Kit (DiSPAK ) were launched in 2020-21. These resources were designed to enhance the ability of DSCs to effectively plan, implement, and monitor their annual work plans. The four distinct volumes focus on the following:



Figure 13: MGN Fellows working closely with District Administration for DSDP preparation





**Skills Book Volume 1:** This volume served as a comprehensive guide elucidating the roles and responsibilities of the DSC and its sub-committees. It outlined the organisational structure and functions of these committees, ensuring clarity and coherence in their operations.

**Skills Book Volume 2:** Focused on the District Skill Matrix, this volume provided detailed insights into the skills landscape within the district. It delineated the existing skill sets, gaps, and potential areas for development, facilitating informed decision-making in skill planning.

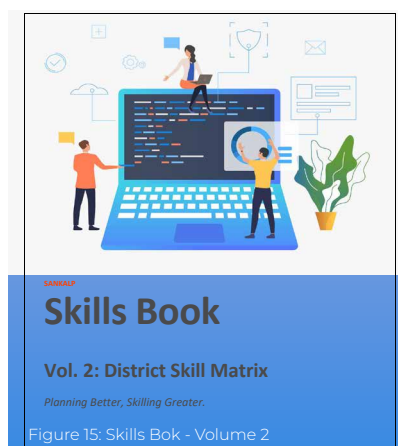


Figure 15: Skills Bok - Volume 2

**Skills Book Volume 4:** Designed to provide practical support to the DSC, this volume furnished inputs and know-how essential for the successful implementation of the DSDP. It offered guidance on various aspects, including project execution, stakeholder engagement, monitoring, and evaluation, thereby enhancing the efficacy of skill development initiatives at the district level.

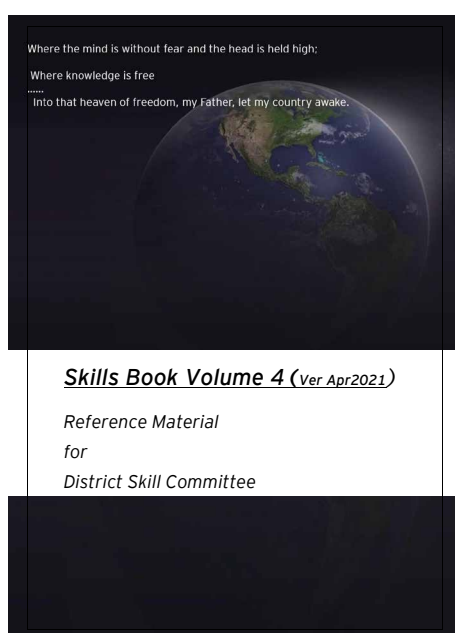


Figure 17: Skills Book - Volume 4

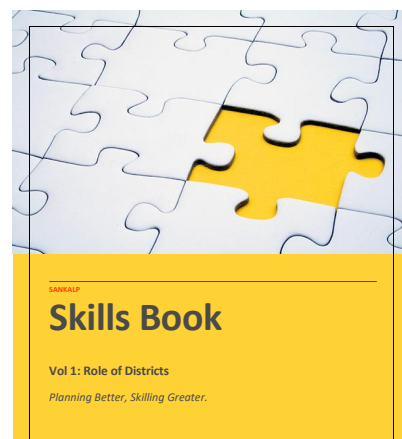


Figure 14: Skills Book - Volume 1

**Skills Book Volume 3:** A critical component, this volume offered a User Guide for the Excel-based DSDP Toolkit. This toolkit aided in the systematic preparation of the annual work plan known as the District Skill Development Plan (DSDP). It streamlined the planning process, ensuring alignment with strategic objectives and resource allocation.

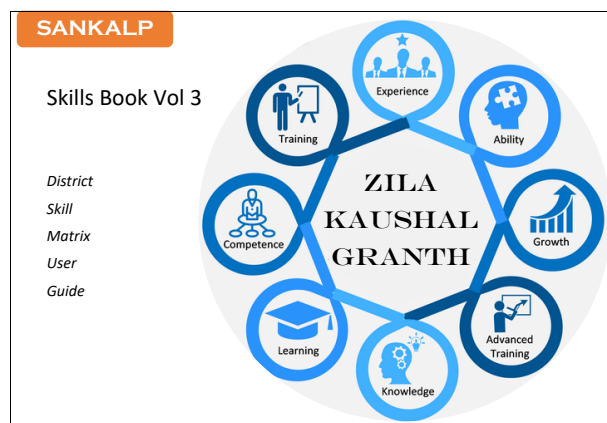


Figure 16: Skill Book - Volume 3

Skills Book volumes served as indispensable resources, empowering the DSCs with the knowledge, tools, and frameworks necessary to navigate the complexities of skill planning and implementation. By facilitating informed decision-making and fostering effective execution, they contribute significantly to the overarching goal of grassroots level skill planning.

**Special:** Districts from the North-East States, Hill States (Jammu & Kashmir, Himachal Pradesh, and Uttarakhand) and UTs  
**Aspirational:** As per Niti Aayog district ranking on Health & Nutrition, Education, Agriculture, and Water Resources, Financial Inclusion, Skill Development, and Basic Infrastructure  
**General:** Districts from the remaining States  
 The seven districts included Godda (Jharkhand), Ratnagiri (Maharashtra), Sonitpur (Assam), Kutch (Gujarat), Hisar (Haryana), Gomati (Tripura), Namakkal (Tamil Nadu)

## E. Awards and Recognitions

'Awards for Excellence in District Skill Development Planning, 2018-19' were introduced under **SANKALP** in the year 2018 as a recognition of excellence in creating the most functional and innovative DSDP. The Award celebrated both innovative best practices that result in enhanced access, quality, and capacity in skill development resulting in better demand-supply matching, and opportunities for a meaningful exchange of ideas and concepts and promotes peer learning for developing skill development plans. To ensure rationality, equity, and the level-playing field was maintained. The districts were categorized as Special, Aspirational, and General category.

Out of 700+ Districts across the country, 223 DSDPs were submitted by the respective District Magistrate/Collector which included 15 Special Districts, 53 Aspirational Districts and 155 General Districts. The evaluation criteria for the DSDPs included an assessment of Duplication, Completion and Quality Review, Empowered Committee Review and Presentation Review.

Based on the evaluation, **20 districts received awards**: 7 districts (including 2 special and 1 aspirational district) won the Awards of Excellence & Global Exposure Visit to South Korea, 6 districts (including 1 special and 2 aspirational districts) were awarded Certificates of Excellence, and 7 districts (including 1 special and 3 aspirational districts) were presented Letters of Appreciation.

Building on the enthusiasm generated by the first award rolled out in 2018-19, the second round of the 'Awards of Excellence in District Skill Development, 2020-21' was launched in June 2020. Detailed guidelines were provided for submission of DSDP plans including suggestive structure covering As-Is Scenario, Aggregate Demand, Analyze the Gap and Action Plan in the districts. To ensure a comprehensive evaluation of the DSDPs in the second phase, IIT Delhi and IIT Kharagpur were onboarded as evaluation partners to assess



Figure 18: Winners of the DSDP Awards 2020-21

the DSDP entries. The second round of DSDP Awards 2020-21, saw DSDP submissions soar by 109%, from 223 to 451 districts which included 43 Special Districts, 85 Aspirational Districts, and 323 General districts. Following a stringent evaluation, top 30 districts including 5 special districts and 13 aspirational districts were awarded for their innovative best practices in skill development in the region. Awards were given under three categories: Category I, which included 8 Awards for Excellence in District Skill Development Planning; Category II, which comprised 13 Certificates for Excellence in District Skill Development Planning; and Category III, which consisted of 9 Letters of Appreciation for District Skill Development Planning. The MSDE envisioned these awards to encourage all District Skill Committees (DSCs) and foster a better understanding of DSDP by leveraging capabilities for implementing targeted projects at the district level. The intervention aims to maximize the impact of SANKALP's primary objective of strengthening institutional mechanisms for skill development at both the state and district levels.

## F. Trend of DSDP submission 2018-19 to 2024-25

With guidance from MSDE, capacity development workshops, and support from MGNF Fellows, the role of DSCs in the DSDP process was strengthened, leading to an increase in DSDP submissions from 223 in FY 2018-19 to 746 in FY 2024-25 across four rounds under SANKALP. The number of District Skill Development Plans (DSDPs) grew by 235%, reflecting a significant improvement in planning and execution. The coverage of states expanded from 19 in 2018-19 to 34 in 2024-25, marking a 79% increase. In the fourth round, 18 states

compiled and submitted their State Skill Development Plans (SSDPs) based on district-level insights.

District participation also improved, with Bihar, Chandigarh, Gujarat, Jharkhand, Karnataka, Kerala, Maharashtra, Madhya Pradesh, Odisha, Punjab, Rajasthan, Tamil Nadu, Tripura, Uttar Pradesh, and West Bengal achieving 100% coverage in the three rounds. Andaman and Nicobar, Andhra Pradesh, Assam, Goa, Haryana, Himachal Pradesh, Jammu & Kashmir, Ladakh, Manipur, Meghalaya, Mizoram, Nagaland, Puducherry, Sikkim, and Telangana reached full coverage in the fourth round. However, Arunachal Pradesh, Chhattisgarh, Dadra Nagar Haveli, Daman & Diu, Delhi, Lakshadweep, and Uttarakhand had yet to achieve 100% coverage, facing administrative or logistical challenges. The participation of Aspirational districts in the DSDP process has increased significantly from submission of 50 SSDPs in FY 2018-19 to 111 (out of 112) districts in FY 2024-25. Similarly, significant improvement has been seen in SSDP submission from NER from 15 districts to 114 districts. The round-wise increase in the percentage of districts covered across each state is shown in the graphic below.

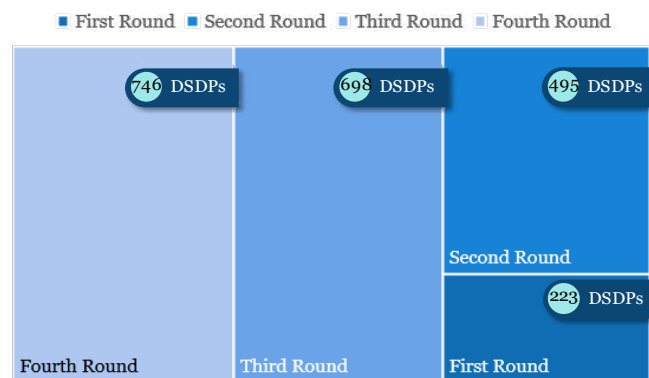


Figure 19: Four rounds of DSDP plan submission & number of participating districts

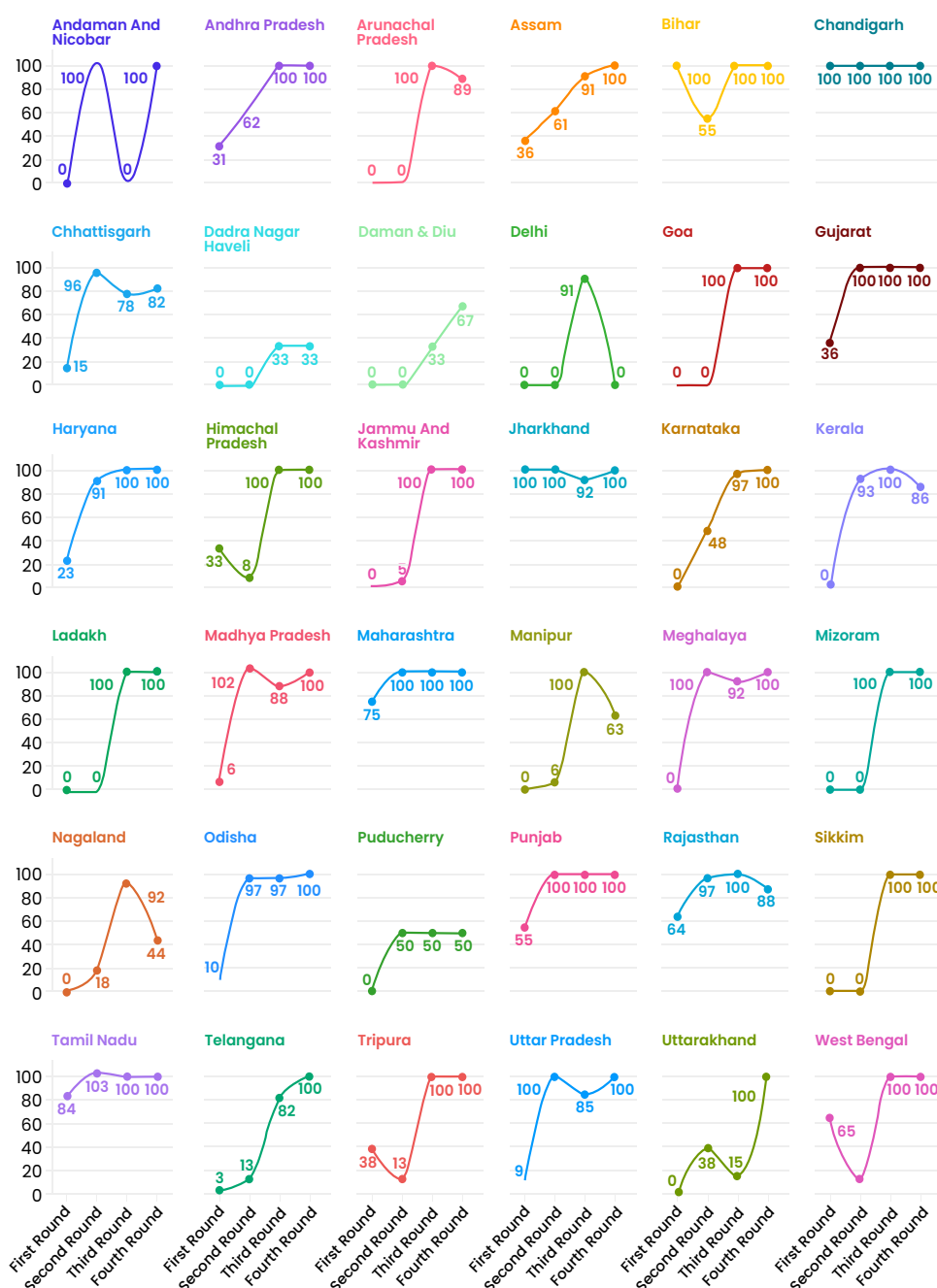


Figure 20: Percentage of Districts formulating SSDPs during the four rounds of SSDP preparation between 2018-19 and 2024-25 across 36 States and UTs/districts

## Chapter-3

# DSDP Framework and Outputs

Effective DSDPs foster skill enhancement, employability, and socio-economic empowerment by incorporating key elements. They start with a comprehensive needs assessment and skill mapping to identify gaps and prioritize sectors. Inclusive DSDPs focus on vulnerable groups, providing targeted interventions for women, youth, persons with disabilities (PwDs), and disadvantaged communities. Additionally, promoting entrepreneurship and business incubation encourages innovation, job creation, and economic resilience by supporting aspiring entrepreneurs with training and guidance.

Creating a comprehensive DSDP requires a participatory approach, engaging with stakeholders, such as, government agencies, industry, educational institutions, and local communities to capture diverse perspectives. Consultative workshops, focus group discussions, and surveys foster collaboration and ownership. Aligning the DSDP with national, state, and district priorities ensures resource optimization, while periodic reviews maintain adaptability to evolving socio-economic conditions.



Figure 21: Key indicators for DSDP analysis

### 3.1 Developing a DSDP: A Methodological Approach

The DSDP follows a structured analytical approach to assess the existing skill development ecosystem, identify gaps, and design capacity-building interventions. This process relies on the analysis of three key types of indicators:

- 1. Lead Indicators** – This forward-looking metric provides early signals of potential changes in skill demand and supply. Lead indicators include economic forecasts to anticipate future industry requirements, demographic projections to track workforce shifts, emerging industry analysis to identify high-growth sectors, and education/training enrolment trends to predict future skill availability.
- 2. Lag Indicators** – These retrospective measures assess past trends to evaluate the effectiveness of previous skilling efforts. Key metrics include employment rates to analyse workforce absorption, skill certification rates to measure the impact of training programs, and migration trends to understand skill outflow or influx in different regions.
- 3. Current Indicators** – These real-time metrics offer an up-to-date snapshot of the skill landscape. They include job vacancy data to identify immediate industry needs, skill training enrolment figures to measure training program responsiveness, and labour market surveys to gather employer insights on hiring preferences and skill gaps.

The DSDP framework does this analysis in four parts called the four A's:

#### I. As-Is Scenario

This component analyzes the current demographic composition, economic situation, and employment status within the district. It also investigates trends in both inbound and outbound migration, as well as the strength of the current education and skill-building infrastructure.



1	Demography	2	Economic Scenario	3	Employment Scenario	4	Migration	5	Education & Training
	<ul style="list-style-type: none"> <li>Total population</li> <li>Age-group break-up</li> <li>Male &amp; female population</li> <li>ST/SC/OBC population</li> <li>Sex ratio</li> <li>Literacy rate</li> </ul>		<ul style="list-style-type: none"> <li>District Domestic Product (DDP) across the primary, secondary, tertiary sector</li> </ul>		<ul style="list-style-type: none"> <li>Labour Force ParticipationRate</li> <li>Working Age PopulationRatio</li> <li>Unemployment Rate</li> </ul>		<ul style="list-style-type: none"> <li>Inward migration trend</li> <li>Outward migration trend</li> </ul>		<ul style="list-style-type: none"> <li>No. of schools, colleges, universities, IIs &amp; their capacity</li> <li>Skill training centres - schemes and departments &amp; disaggregated enrolment</li> <li>RPL certifications</li> </ul>

Figure 22: Aspects to be analysed for evaluation of As-Is- Scenario

## II. Aggregate Demand

When assessing aggregate demand, it is essential to factor in the proposed investments within the district. This involves analyzing the scale, scope, and timing of these investments, as they directly influence the overall economic activity and demand for goods and services. Additionally, the evaluation considers the incremental demand for workers across various sectors and skill levels. Furthermore, the opportunities within emerging sectors, recognizing their potential to drive economic growth and create new employment opportunities are identified. By comprehensively examining these factors, stakeholders can comprehend the dynamics of aggregate demand and design strategies to support sustainable economic development and employment growth within the district.



Figure 23: Aspects to be analysed for evaluation of Aggregate Demand

## III. Analyse the Gaps

The analysis of gaps encompasses several crucial aspects, beginning with an evaluation of the incremental demand against the existing capacity within the district, highlighting areas where there may be shortages or inefficiencies. It extends further to scrutinize demand-supply imbalances at both the aggregate and block levels across various sectors and geographic regions, providing insights into where interventions may be necessary to align supply with demand effectively. Additionally, a SWOT analysis focusing on the district's skill and livelihood ecosystem perspective identifies strengths, weaknesses, opportunities, and threats, offering a comprehensive understanding of the district's competitive landscape and areas for improvement. This holistic assessment informs strategic decision-making, enabling stakeholders to prioritize investments, address critical gaps, and cultivate a robust environment for sustainable economic growth and workforce development.

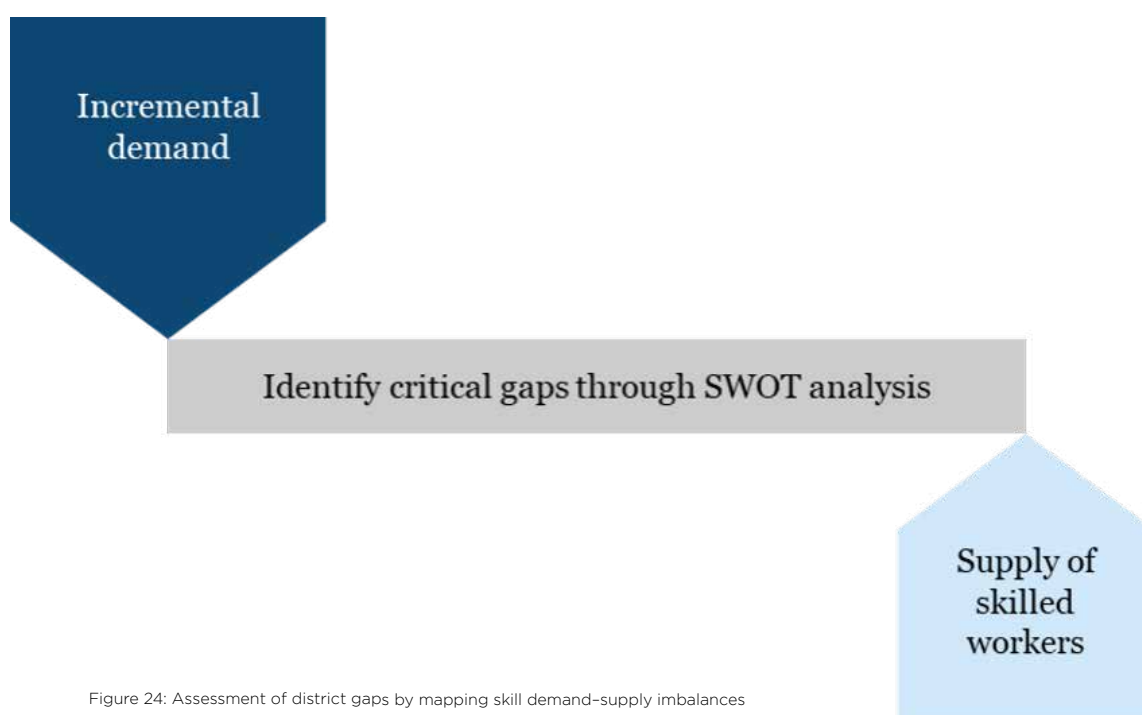


Figure 24: Assessment of district gaps by mapping skill demand-supply imbalances

## IV. Action Plan

The Annual Action Plan encompasses a detailed roadmap for proposed actions, financial estimations, and the envisioned path forward. It outlines specific initiatives such as augmenting training capacities, introducing new trades, strengthening value chain processes, and enhancing Monitoring and Evaluation (M&E) systems. This comprehensive plan not only identifies key areas for development and improvement but also allocates resources and sets clear objectives for achieving desired outcomes. By integrating various strategies and interventions, the Annual Work Plan serves as a guiding framework for enhancing workforce skills, fostering innovation, and strengthening the skill ecosystem within the district.



Figure 25: Components of DSDP Action Plan

### 3.2 Insights from District Skill Development Plans (DSDP)

#### *Analysis of High Demand and Low Supply Trends Across 418 Districts in India*

The involvement of DSCs in preparing annual skill plans expanded significantly, with DSDP submissions increasing from 223 in FY 2018-19 to 746 in FY 2024-25 across four rounds, covering 31 states and UTs. For the purpose of this report, data from the (most recent) DSDPs submitted for FY 2024-25, covering **18 states and 420 districts** (Figure 26), was analysed to derive insights. The state selection was based on

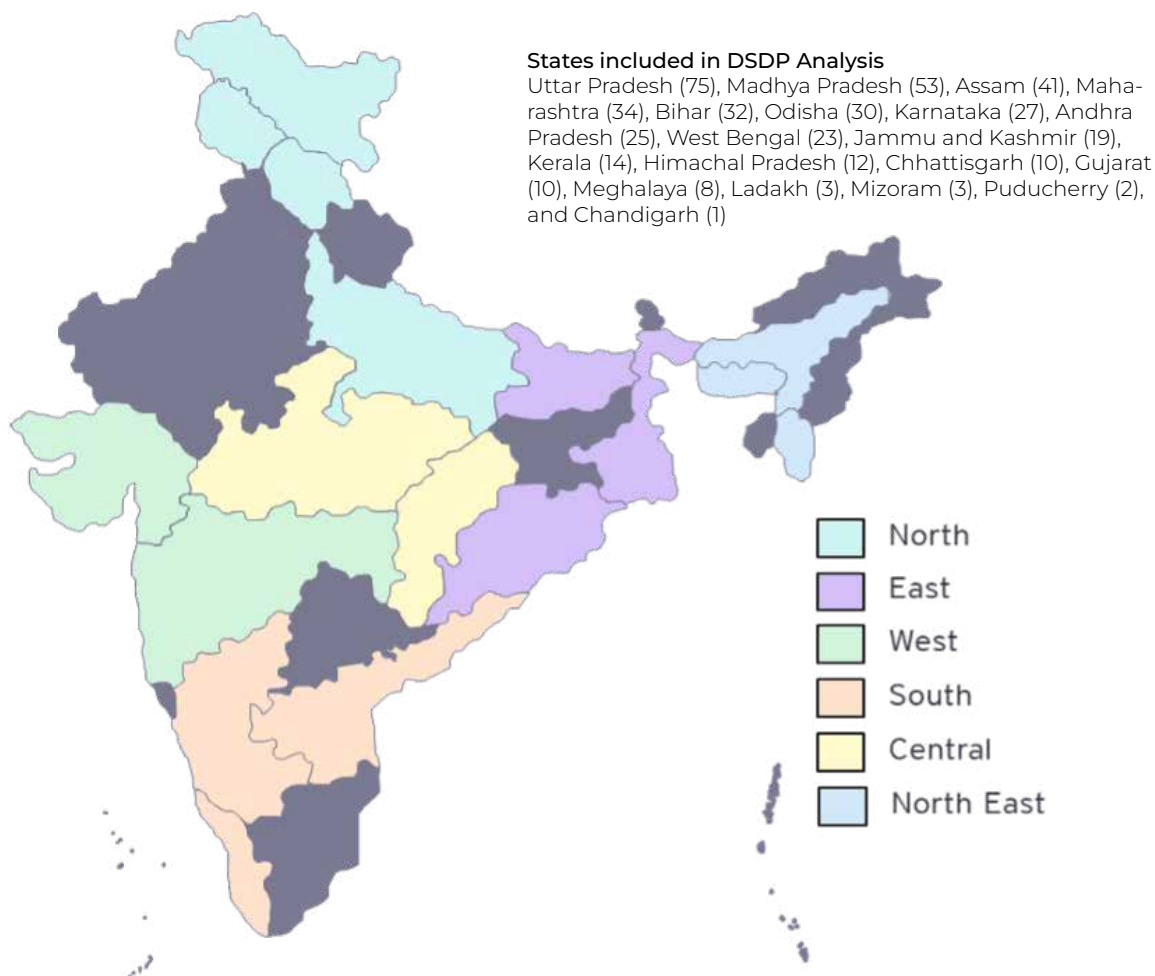


Figure 26: States covered in DSDP analysis

<sup>10</sup> North – Jammu & Kashmir, Ladakh, Chandigarh, Himachal Pradesh & Uttar Pradesh; East – Assam, Meghalaya, Mizoram, West Bengal; Central – Chhattisgarh, Mizoram; South – Andhra Pradesh, Karnataka, Kerala, Puducherry; West – Gujarat, Maharashtra

three parameters. First, geographic representation - the 18 selected States/UTs cover all major regions of the country, ensuring nationwide inclusivity— **north** (Jammu & Kashmir, Ladakh, Chandigarh, Himachal Pradesh & Uttar Pradesh); **east** (Assam, Meghalaya, Mizoram, Odisha); **central** (Chhattisgarh, Mizoram); south (Andhra Pradesh, Karnataka, Kerala, Puducherry); and **West** (Gujarat, Maharashtra). the high-demand and low-supply sectors and job roles identified by the districts have been assessed by the State Missions and incorporated into the SSDPs submitted for FY 2024–25. Third, clear presentation - the data provided by the districts and states was clearly outlined in the SSDP, making it relevant for compilation and analysis required for this report.

As part of the analysis, **38 high demand and low supply sectors** were identified across 418 districts. The sectors were then grouped into **12 broad thematic clusters** to present the findings systematically. The **Agriculture & Allied cluster** includes Agriculture, Animal Husbandry, and Food Processing, reflecting the demand for rural and agro-based skills. The **Digital cluster** covers IT-ITeS and Telecom, highlighting the increasing role of technology. The **Financial Services & Technology cluster**, represented by BFSI (Banking, Financial Services & Insurance), emphasizes financial inclusion. The **Healthcare cluster**, including Healthcare and Life Sciences, addresses the growing need for medical professionals.

The **Infrastructure & Construction cluster**, comprising Construction and Plumbing, signifies the demand for skilled workers in urban and rural development. The **Manufacturing & Engineering Technology cluster** is the largest, covering Aerospace & Aviation, Apparel, Automotive, Capital Goods, Electronics & Hardware, Furniture & Fittings, Gem & Jewellery, Handicrafts & Carpet, Infrastructure Equipment, Iron & Steel, Leather, Manufacturing, Mining, Rubber, and Textile. The **Media, Entertainment & Creative Services cluster** includes Media & Entertainment, while the Personal & Social Services cluster consists of Domestic Workers, Management & Entrepreneurship, People with Disabilities, and Sports.

The **Renewable Energy & Green Technology cluster** covers Green Jobs, Hydrocarbon, and Power, focusing on sustainability. The **Sales & Financial Technology cluster** includes Retail, while the Services sector features Beauty & Wellness and Logistics. Lastly, the **Travel, Tourism, Hospitality & Allied cluster** highlights Tourism & Hospitality as a key area of demand.

**Table 1: Broad thematic clusters**

Thematic Clusters	Sectors Identified by Districts in DSDPs
1. Agriculture & Allied	Agriculture, Animal Husbandry, Food Processing
2. Digital	IT-ITeS, Telecom
3. Financial Services & Technology	BFSI
4. Healthcare	Healthcare, Life Sciences
5. Infrastructure & Construction	Construction, Plumbing
6. Manufacturing & Engineering Technology	Aerospace & Aviation, Apparel, Automotive, Capital Goods, Electronics & Hardware, Furniture & Fittings, Gem & Jewellery, Handicrafts & Carpet, Infrastructure Equipment, Iron & Steel, Leather, Manufacturing, Mining, Rubber, Textile
7. Media, Entertainment & Creative Services	Media & Entertainment
8. Personal & Social Services	Domestic Workers, Management & Entrepreneurship, People with Disability, Sports
9. Renewable Energy & Green Technology	Green Jobs, Hydrocarbon, Power
10. Sales & Financial Technology	Retail
11. Services	Beauty & Wellness, Logistics
12. Travel, Tourism, Hospitality & Allied	Tourism & Hospitality

### 3.3 Findings from analysis of high demand and low supply sectors across 420 districts

Analysis of high-demand, low-supply sectors across 420 districts in 18 selected states highlights critical gaps in the availability of skilled manpower. This underscores two key priorities for policy and program design: (1) skill development targets under schemes like PMKVY and JSS must be aligned with sector-specific demand at the district level; and (2) any expansion in training capacity should focus on sectors with the largest demand-supply gaps to enhance workforce relevance and employability.

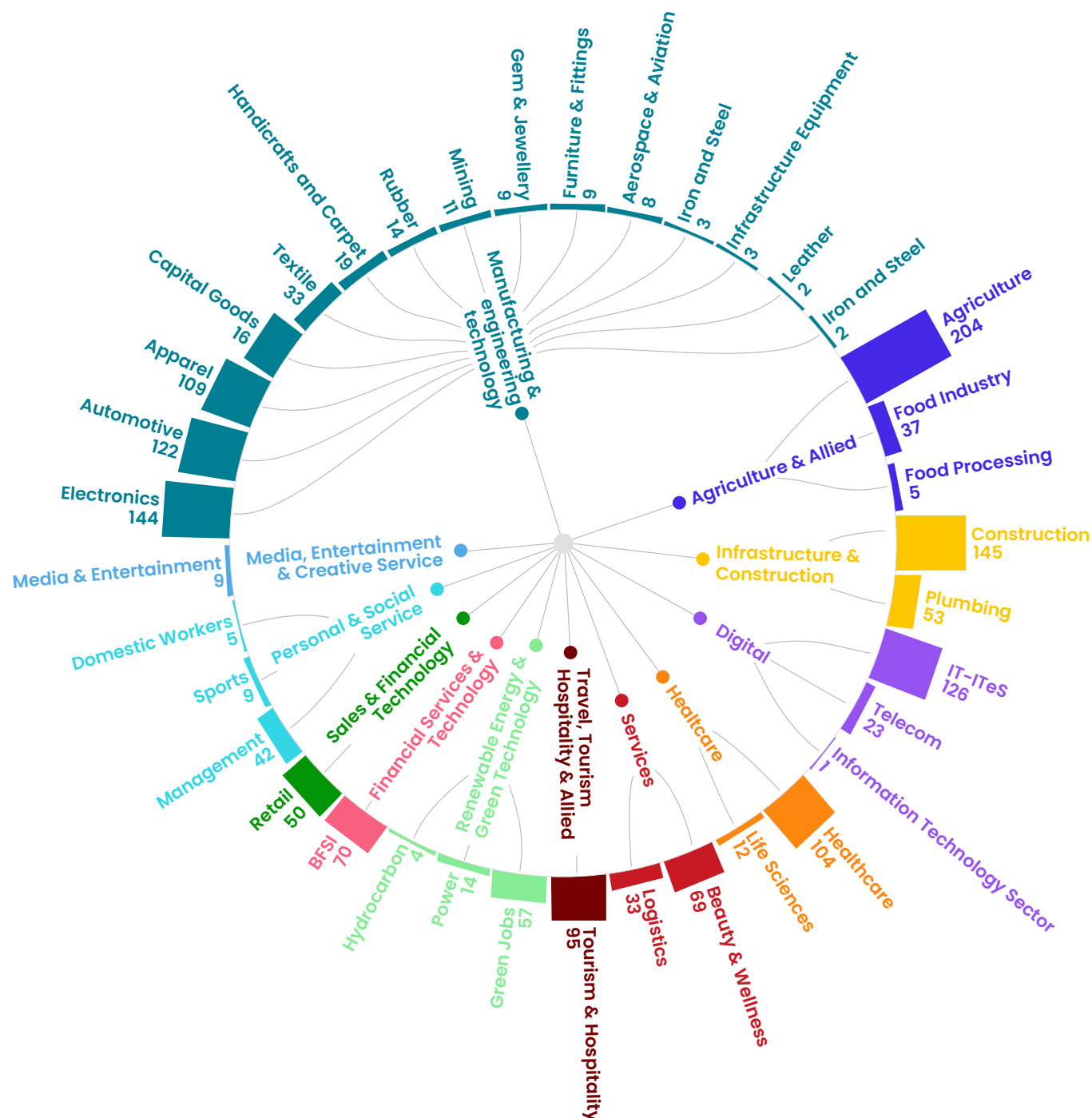


Figure 28: Number of districts reporting high demand and low supply of skilled manpower across 12 thematic clusters and 38 sectors

#### 3.3.1 Insights from regional and thematic cluster wise analysis

The key findings that emerge from the region and thematic cluster wise analysis of high demand and low supply sectors and job roles are as under:

##### 1. Agriculture & Allied

The Agriculture & Allied sector has a high number of districts (226 Districts) indicating a demand-supply gap, with Agriculture (204 districts) reporting the largest number. Food Processing (42 districts) also has a considerable demand for skilled manpower.






**Regional Insights:** The region wise mapping of top sectors and job roles with high demand and low supply of skilled manpower are as follows:



Region	Sector		Job role
Central		Agriculture	Dairy Farmer, Agricultural Technicians, Tractor Service Mechanic, Mushroom Grower, Bamboo Grower
East		Agriculture	Mushroom Grower, Dairy Farmer, Agriculture Extension Service Provider, Bee Keeping, Fish Seed Grower
		Food Processing	Industrial Production Worker – Food Processing, Food Products Packaging Technician
North		Agriculture	Micro Irrigation Technician, Mushroom Grower, Vermi compost producer, Bee Farming, Agricultural Technicians
		Food Processing	Squash & Juice Processing Technician, Pickle Making Technician
North-East		Agriculture	Organic Grower, Mushroom Grower, Solar Pump Technician, Bee Keeping, Fish Seed Grower
		Food Processing	Craft Baker
South		Agriculture	Organic Grower, Agriculture Extension Service Provider, Dairy Farmer, Mushroom Grower, Kisan Drone Operator
West		Agriculture	Dairy Farmer, Fish Seed Grower, Agriculture Extension Service Provider, Mushroom Grower

## 2. Digital

The Digital sector (144 districts) has IT-ITeS (127 districts) reporting a demand-supply gap, while Telecom (23 districts) has relatively fewer districts indicating workforce shortages.

**Regional Insights:** The top sectors and job roles with high demand and low supply of skilled manpower are as follows:







Region	Sector		Job role
Central		IT-ITeS	Domestic Data Entry Operator, Stenographer and Secretary Assistant, Assistant (COPA)
		Telecom	Telecom Customer Care Executive - Call Center/ Relationship Center
East		IT-ITeS	CRM Domestic Voice, Domestic Data Entry Operator, CRM Domestic Non Voice, Web Developer

Region	Sector		Job role
North		IT-ITeS	CRM Domestic Voice, Digital Marketing Assistant, Computer Operator and Programming Assistant
South		IT-ITeS	CRM Domestic Non Voice, Web Developer, Domestic Data Entry Operator, AI - Data Scientist, Cyber Security Assistant

### 3. Healthcare

The Healthcare sector (109 districts) has 104 districts reporting a demand-supply gap in Healthcare, while Life Sciences (12 districts) has fewer districts indicating workforce shortages.









**Regional Insights:** The top sectors and job roles with high demand and low supply of skilled manpower are as follows:




Region	Sector		Job role
Central		Healthcare	General Duty assistant
East		Healthcare	General Duty assistant, Geriatric Care Assistant, Home Health Aide
North		Healthcare	General Duty assistant
North-East		Healthcare	General Duty assistant
South		Healthcare	General Duty assistant, Emergency Medical Technician
West		Healthcare	General Duty assistant

### 4. Infrastructure & Construction

The Infrastructure & Construction sector shows demand for skilled manpower across 161 districts, primarily in construction-related trades (145 districts).

**Regional Insights:** The top sectors and job roles with high demand and low supply of skilled manpower are as follows:

Region	Sector		Job role
Central		Construction	Assistant Electrician, Mason General
		Plumbing	Plumber - General
East		Construction	Assistant Electrician, Construction Laboratory & Field Technician, Helper Mason, Assistant Mason
		Plumbing	Plumber - General
North		Construction	Manual Machine operators, Mason General, Assistant Electrician
		Plumbing	Plumber - General
North-East		Construction	Assistant Electrician, Assistant Mason
		Plumbing	Plumber - General

Region	Sector		Job role
South		Construction	Assistant Electrician, Assistant Mason, Construction Supervisors, Skilled Laborers, Civil Engineers
		Plumbing	Plumber - General
West		Construction	Assistant Electrician










## 5. Manufacturing & Engineering Technology

The Manufacturing & Engineering Technology sector has the highest number of districts (313 districts) indicating a demand-supply gap, with Electronics (144 districts), Automotive (122 districts) and Apparel (109 districts) showing the most widespread demand for skilled manpower.










Capital Goods (76 districts) and Textiles (33 districts) show mid-tier demand, while traditional and regionally significant sectors such as Textiles (33 districts), Handicrafts & Carpet (19 districts), Rubber (14 districts), and Mining (11 districts) also have reported skill shortages across multiple districts.

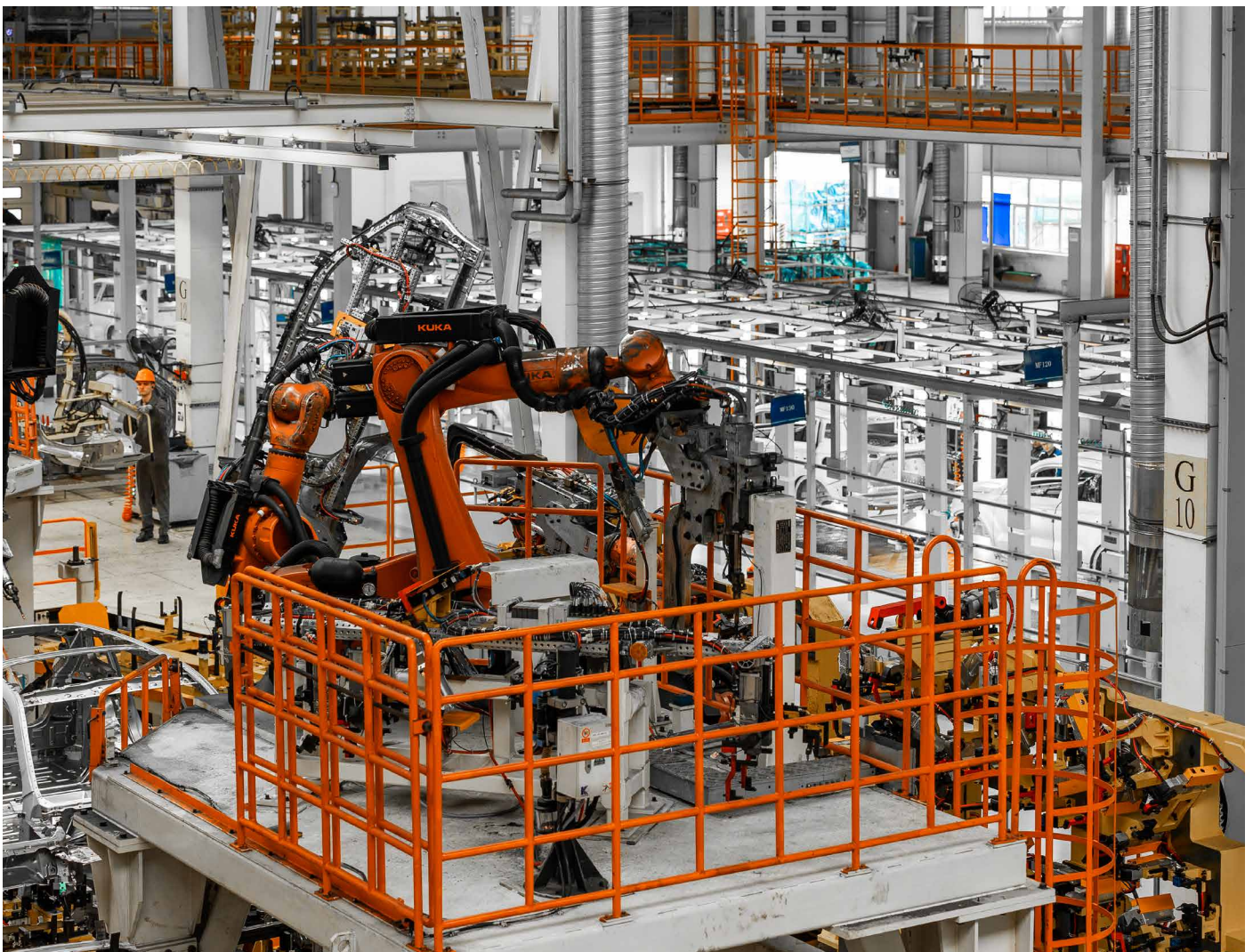
Other sub-sectors, including Gem & Jewellery (9 districts), Furniture & Fittings (9 districts), Aerospace & Aviation (8 districts), Iron & Steel (6 districts), Infrastructure Equipment (3 districts), Iron & Steel (2 district) and Leather (2 district), have a comparatively smaller number of districts reporting high demand and low supply of skilled manpower.

**Regional Insights:** The region wise mapping of top sectors and job roles with high demand and low supply of skilled manpower are as follows:

Region	Sector		Job role
Central		Apparel	Sewing Machine Operator, Self Employed Tailor
		Capital Goods	Fitter Fabrication, Mechanic Motor Vehicle, Welder, Fitter, CNC Machine Operators
		Electronics	Electrical Technician, Multi Skill Technician - Consumer Durables, CCTV Installation Technician, Mobile Phone Hardware Repair Technician
East		Apparel	Sewing Machine Operator, Self Employed Tailor, Packer, Packer, Fabric Cutter
		Automotive	Auto Service Technician, Maintenance Technician- Service Workshop, Maintenance Technician-Mechanical Level 3, Automotive Machining Assistant, Driver Trainer-LMV
		Electronics	Smartphone Assembly Technician, CCTV Installation Technician, Mobile Phone Hardware Repair Technician, Assistant Drone Technician
North		Automotive	Casting & Forging technicians, Auto Service Technician, Commercial Vehicle Driver, Automobile Assembly Technician, Automotive Sales Executive
		Capital Goods	Welder, CNC Machine Operators
		Electronics	Drone Service Technician, Electrical Technician



Region		Sector	Job role
North-East		Apparel	Self Employed Tailor, Sewing Machine Operator, Fashion Designer
		Automotive	Two-Wheeler Service Technician
		Electronics	Electrical Technician
South		Apparel	Sewing Machine Operator, Self Employed Tailor, Finisher & Packer
		Automotive	Technician Automotive Electric Vehicle Service, Automotive CNC Machining Technician, Light Motor Vehicle Driver, Auto Service Technician
		Electronics	Multi Skill Technician - Consumer Durables, Electrical Technician, Field Technician Other Home Appliances, Electrical Technician
West		Apparel	Sewing Machine Operator
		Automotive	Technician Automotive Electric Vehicle Service, Auto Service Technician
		Electronics	Multi Skill Technician - Consumer Durables, Electronic Vehicle Mechanic



## 6. Personal & Social Services

The Personal & Social Services sector (55 districts) shows a varied demand-supply gap, with Management and Entrepreneurship & Professional (42 districts) having the highest number of districts reporting shortages. Other sub-sectors, including Sports (9 districts) and Domestic Workers (5 districts), also have demand across multiple districts.








**Regional Insights:** The top sectors and job roles with high demand and low supply of skilled manpower are as follows:

Region	Sector		Job role
Central		Management and Entrepreneurship & Professional	Unarmed Security Guard
East		Management and Entrepreneurship & Professional	Unarmed Security Guard, Security Officer, Office Operations Executive
North		Management and Entrepreneurship & Professional	Executive - Secretarial Services
West		Sports	Yoga Instructor-Sports

## 7. Renewable Energy & Green Technology

The Renewable Energy & Green Technology sector (69 Districts) has Green Jobs (57 districts), Power (14 districts), and Hydrocarbon (4 districts) reporting a demand-supply gap.






**Regional Insights:** The top sectors and job roles with high demand and low supply of skilled manpower are as follows:

Region	Sector		Job role
Central		Green Jobs	Solar Panel Installation Technician, Solar PV Installation Helper
East		Green Jobs	Solar Panel Installation Technician
		Power	Technician- Distribution Transformer Repair
North		Green Jobs	Solar Panel Installation Technician
South		Green Jobs	Solar Panel Installation Technician, Solar PV Installation Helper, Renewable Energy Engineers
		Power	Energy Meter Technician
West		Green Jobs	Solar Panel Installation Technician

## 8. Sales & Financial Technology

The Sales & Financial Technology sector has Retail (66 districts) indicating a demand-supply gap.

**Regional Insights:** The top sectors and job roles with high demand and low supply of skilled manpower are as follows:

Region	Sector		Job role
Central		Retail	Retail Sales Associate
East		Retail	Retail Sales Associate
North		Retail	Retail Sales Associate, Retail Store Manager
North-East		Retail	Retail Sales Associate
South		Retail	Retail Sales Associate, Store Operation Assistant

## 9. Services

The Services sector (92 districts) has Beauty & Wellness (69 districts) and Logistics (33 districts) reporting a demand-supply gap, indicating workforce shortages in consumer-driven and supply chain industries.

**Regional Insights:** The top sectors and job roles with high demand and low supply of skilled manpower are as follows:

Region	Sector		Job role
Central		Beauty & Wellness	Assistant Beauty Therapist, Beauty Therapist
East		Beauty & Wellness	Assistant Beauty Therapist, Hair Stylist
North		Beauty & Wellness	Hair Stylist, Skincare Specialist, Cosmetologist, Assistant Beauty Therapist
North-East		Beauty & Wellness	Beauty Therapist, Assistant Beauty Therapist
		Logistics	Courier Delivery Executive
South		Beauty & Wellness	Assistant Beauty Therapist, Beauty Therapist
		Logistics	Warehouse Packer, Cargo Vehicle Driver (Non-hazardous goods)
West		Beauty & Wellness	Assistant Beauty Therapist

## 10. Travel, Tourism, Hospitality & Allied

The Travel, Tourism, Hospitality & Allied sector has 95 districts reporting a demand-supply gap in Tourism & Hospitality, showing the need for skilled manpower across multiple regions.

**Regional Insights:** The top sectors and job roles with high demand and low supply of skilled manpower are as follows:

Region	Sector		Job role
Central		Tourism & Hospitality	Tour Guide, Food & Beverage – Steward, Guest Service Associate (Front Office)
East		Tourism & Hospitality	Food & Beverage - Steward, Housekeeping Assistant, Tour Guide, Multi-cuisine Cook, Guest Service Associate (Front Office)
North		Tourism & Hospitality	Tour Guide, Hotel Management
North-East		Tourism & Hospitality	Guest Service Associate (Front Office), Food & Beverage – Steward, Housekeeping Assistant
South		Tourism & Hospitality	Tour Guide, Food & Beverage - Steward, Housekeeping Assistant, Guest Service Associate (Front Office)



### 3.4 Detailed State wise analysis

This section provides an in-depth examination of district-level action plans proposed across states, focusing on key themes and sectoral gaps. The analysis aims to identify patterns in district-level strategies and highlight workforce shortages in various sectors.

The first part of the analysis reviews the action plans proposed by districts, categorizing insights into four key areas. Institutional Strengthening & Governance focuses on measures to enhance coordination, policy implementation, and the efficiency of skill development initiatives at the district level. Skill Development & Quality Enhancement examines proposals aimed at improving the availability, accessibility, and effectiveness of training programs to bridge skill gaps. Industry & Entrepreneurship Promotion explores strategies to foster industry collaboration, investment in workforce development, and entrepreneurial opportunities. Awareness & Social Inclusion highlights initiatives designed to increase outreach, engagement, and participation of marginalized groups in skill development programs.

The second part of the analysis presents district-wise data on high demand and low supply of skilled manpower across various sectors. Detailed tables provide insights into workforce shortages for all districts where District Skill Development Plans (DSDPs) have clearly indicated specific sectoral gaps. This helps in understanding which sectors require targeted interventions and how states can align their skill development efforts with district-level workforce demands.

#### 1. Andhra Pradesh

##### A. High-Demand Sectors with Insufficient Training Capacity

The analysis of high-demand sectors identified by 26 districts of the State highlights construction (19 districts), agriculture (16 districts), electronics & hardware (13 districts), automotive (12 districts) and beauty & wellness (11 districts) as the top sectors in terms of the number of districts reporting demand. District-wise details of the high-demand sectors are provided in Annexure 2.

##### B. Analysis of Skill Development Activities Proposed by the Districts

The 26 districts of Andhra Pradesh have proposed a wide range of activities across four key categories - strengthen governance, enhance skills, promote industry and entrepreneurship, and ensure social inclusion. A snapshot of proposed activities is presented in Figure 30 and list of districts covered in this section is at Annexure 3.

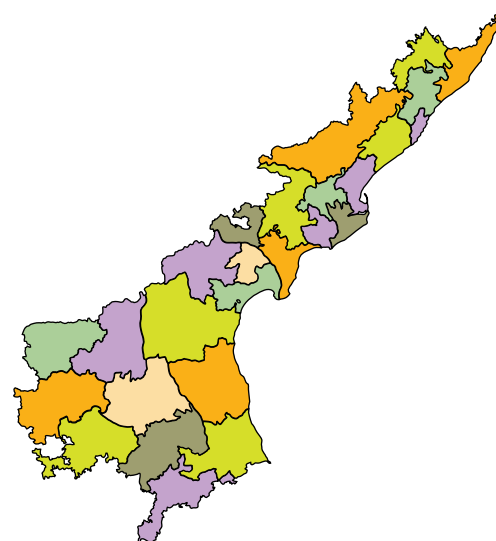


Figure 29: Map of Andhra Pradesh

Under *Institutional Strengthening & Governance*, nine districts have proposed to focus on decentralized planning through capacity-building training for District Skill Committee (DSC) members, coordination with educational departments, and regular review meetings. Eight districts have planned to work on infrastructure development by establishing vocational training centers and skill hubs. Additionally, eight districts intend to conduct research activities such as impact evaluations, skill gap studies, and mapping of youth aspirations. Monitoring and evaluation are proposed to be enhanced through DSC sub-committee inspections and regular reviews.

In the area of *Skills Development & Quality Enhancement*, 22 districts plan to implement skill training interventions in agriculture, food processing, IT-TES, healthcare, electronics, and other sectors. One district intends to focus on digital skill training, including digital marketing and social media. Three districts have proposed to work on quality enhancement through curriculum reforms, certification mechanisms, and course design. Five districts will conduct training of trainers (ToT) programs to upskill trainers at the constituency level.

For *Industry & Entrepreneurship Promotion*, 21 districts have proposed to organize placement drives, including job melas, apprenticeship camps, and mega job fairs. Nineteen districts plan to focus on industry connect through HR conclaves, workshops, and customized training programs. Twenty-four districts have proposed to promote entrepreneurship through development programs, banking loan awareness, MSME promotion, and training in zero-budget natural farming (ZBNF).

Under *Awareness & Social Inclusion*, 24 districts have suggested conduct of awareness and counselling sessions, including block-wise mobilization camps, career counselling, and centralized mobility camps. Four districts plan to implement social inclusion initiatives, such as the Nai Jai Mission for women empowerment, special programs for SC/ST communities, and drives for persons with disabilities (PWDs). Five districts have proposed to facilitate implementation of National Education Policy (NEP) 2020 by establishing new skill development centers, enhancing digital literacy, and preparing courses as per NEP standards. These initiatives aim to foster inclusive growth and development across Andhra Pradesh.

## Andhra Pradesh (26 Districts)

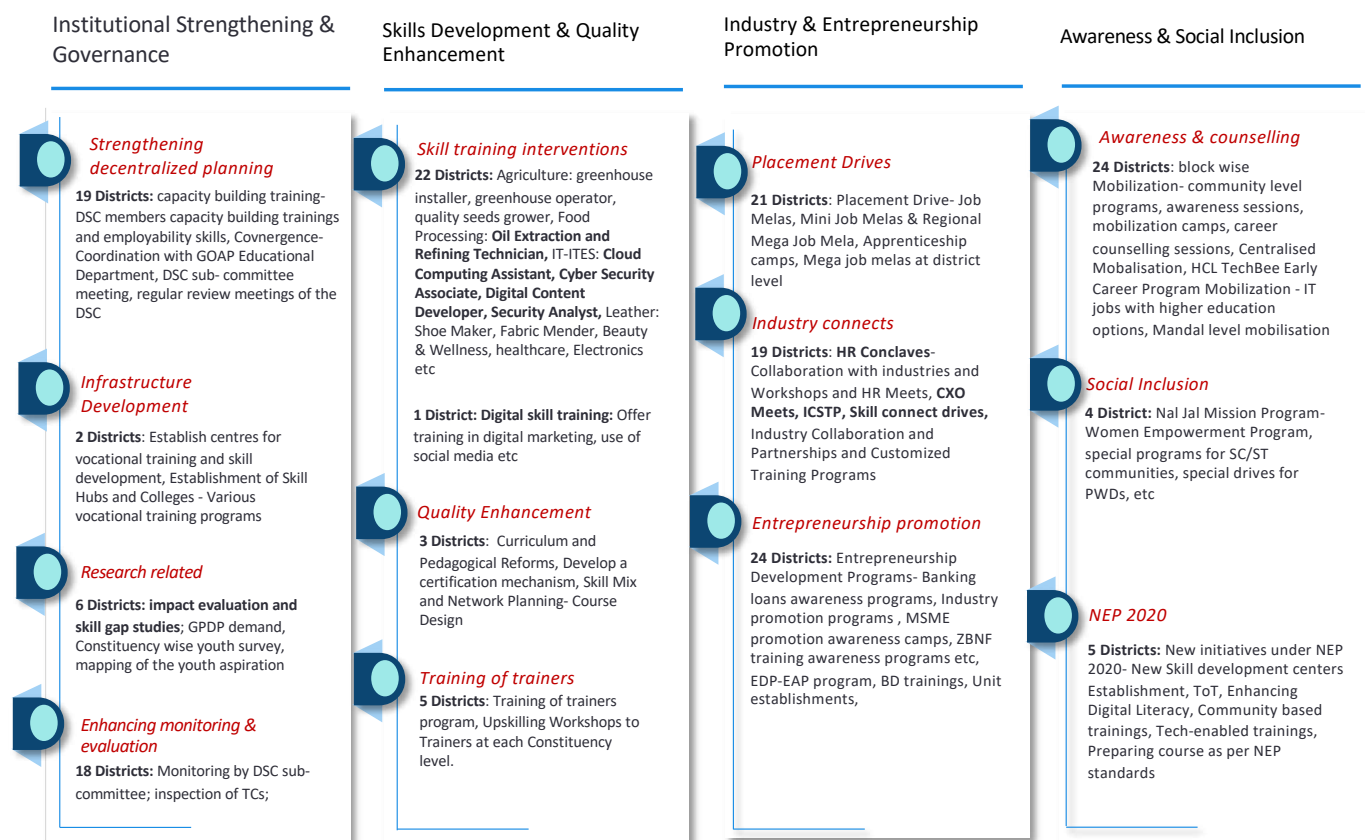


Figure 30: Key Activities proposed in the Annual Action plan of DSDP

## 2. Assam

### A. High-Demand Sectors with Insufficient Training Capacity

The analysis of high-demand sectors identified by 41 districts of the State highlights agriculture (22 districts), beauty & wellness (11 districts), construction (11 districts), healthcare (10 districts) and apparel (9 districts) as the top sectors in terms of the number of districts reporting demand. District-wise details of the high-demand sectors are provided in Annexure 2.

### B. Analysis of Skill Development Activities Proposed by the Districts

The action plan presented by 30 districts of Assam includes a wide range of activities across four key categories to strengthen governance, enhance skills, promote industry and entrepreneurship, and ensure social inclusion. A snapshot of proposed activities is presented in Figure 32 and list of districts covered in this section is at Annexure 3.

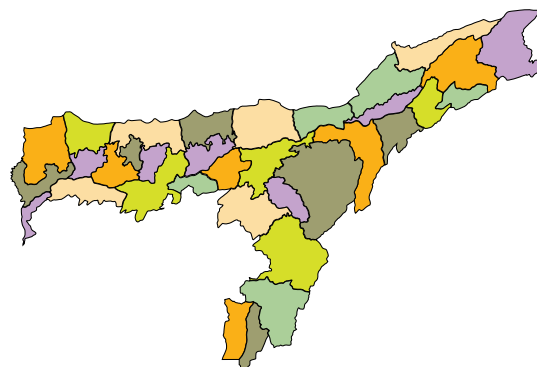


Figure 31: District map of Assam

Under *Institutional Strengthening & Governance*, 10 districts have proposed interventions towards strengthening decentralized planning by conducting need assessments, developing training programs, and organizing workshops to integrate planning with the Gram Panchayat Development Plan (GPDP). Two districts have proposed infrastructure development by establishing District Skill Houses and setting up Training Centres at block and panchayat levels. Additionally, 20 districts have proposed to enhance monitoring and evaluation through mobile/web apps, MIS, and websites for real-time tracking, while 8 districts will conduct research activities such as skill gap studies, resource mapping, and real-time impact analysis.

In the area of *Skills Development & Quality Enhancement*, 13 districts have proposed skill training interventions in green skills, renewable energy, and traditional trades like weaving, terracotta, and bamboo crafts, as well as eco-tourism, tea farming, and other sectors. Two districts have envisaged to improve training quality by integrating soft skills and employability skills into the curriculum, while one district will develop a digital platform for real-time job demand aggregation.

For *Industry & Entrepreneurship Promotion*, four districts have proposed to strengthen industry



connections through workshops and engagements with industry leaders to support MSMEs. Six districts propose to conduct initiatives for promoting apprenticeships in hospitality and eco-tourism, collaborate with HR agencies, and establish placement offices. Additionally, 19 districts plan to conduct activities for entrepreneurship promotion by encouraging freelancing, supporting local products and agriculture, and organizing innovation workshops and competitions in sectors such as food processing, sericulture, and fisheries.

Under *Awareness & Social Inclusion*, 19 districts plan to conduct awareness and counselling campaigns using LED vans, street plays, and social media to mobilize trainees and organize counselling sessions in schools and colleges. Six districts intend to implement social inclusion initiatives, including skill training for women, visually impaired students, and transgender individuals, as well as promoting mushroom cultivation for marginalized groups. Two districts will also integrate skill development programs under the National Education Policy (NEP) 2020. These initiatives collectively aim to foster inclusive growth and development across Assam.

#### Assam (30 Districts)



Figure 32: Key activities proposed in the Annual Action Plan Section of DSDPs

### 3. Bihar

#### A. High-Demand Sectors with Insufficient Training Capacity

The analysis of high-demand sectors identified by 32 districts of the State highlights agriculture (17 districts), beauty & wellness (16 districts), green jobs (12 districts), electronics (11 districts) and IT-ITeS (10 districts) as the top sectors in terms of the number of districts reporting demand. District-wise details of the high-demand sectors are provided in Annexure 2.

#### B. Analysis of Skill Development Activities Proposed by Districts

An analysis of annual action plans from 38 districts of the State highlights a focus on institutional strengthening, skill development, industry promotion, and social inclusion to boost employability and economic opportunities. A snapshot of proposed activities is presented in Figure 34 and list of districts covered in this section is at Annexure 3.

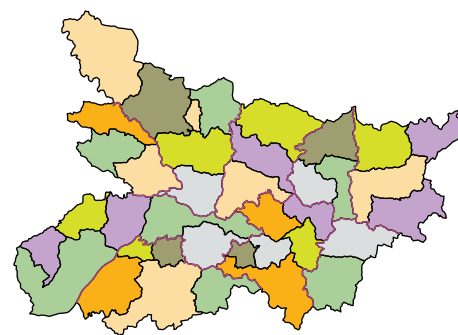


Figure 33: District map of Bihar

For institutional strengthening and governance, six districts have proposed DSC capacity-building programs in collaboration with Bhartiya Rail Bijlee Company Ltd., along with inter-departmental collaboration during DSC meetings to improve employment linkages. Infrastructure development is a key priority, with 21 districts proposing mega training centres, youth resource centres, district start-up hubs, skill centres for

PwDs, and block-level skill hubs. To enhance monitoring and evaluation, 11 districts aim to strengthen IT portals, establish a consolidated skill monitoring system, and build staff capacity for data-driven program assessment. Additionally, 15 districts have planned skill gap analyses, market assessments, and impact studies to improve planning and implementation.

In *skills development and quality enhancement*, districts have proposed training programs aligned with local economic priorities. Key focus areas include healthcare (nursing, lab technicians, paramedics), agriculture (organic farming, dairy, poultry, and fisheries), construction (masonry, plumbing, electrical), IT and digital skills, and green energy (solar and e-mobility). Several districts plan to increase apprenticeships, develop demand-driven training models, and promote Recognition of Prior Learning (RPL) programs.

For *industry and entrepreneurship promotion*, 12 districts aim to enhance MSME partnerships and support local entrepreneurs through training in business development, financial literacy, and market linkages. Some districts propose district-level start-up hubs and incubator programs, while others plan to promote traditional handicrafts, textile production, and food processing clusters to generate local employment opportunities.

In *awareness, social inclusion*, and NEP 2020 implementation, several districts have planned career counselling programs, job fairs, and community engagement campaigns to improve participation in skill training programs. Special emphasis is being placed on women-centric training programs in tailoring, beauty & wellness, and self-employment, while other districts focus on expanding skill training access for PwDs, SC/ST communities, and migrant workers. Some districts have also proposed vocational education integration in schools, as per NEP 2020, to prepare students for employment-oriented learning pathways.

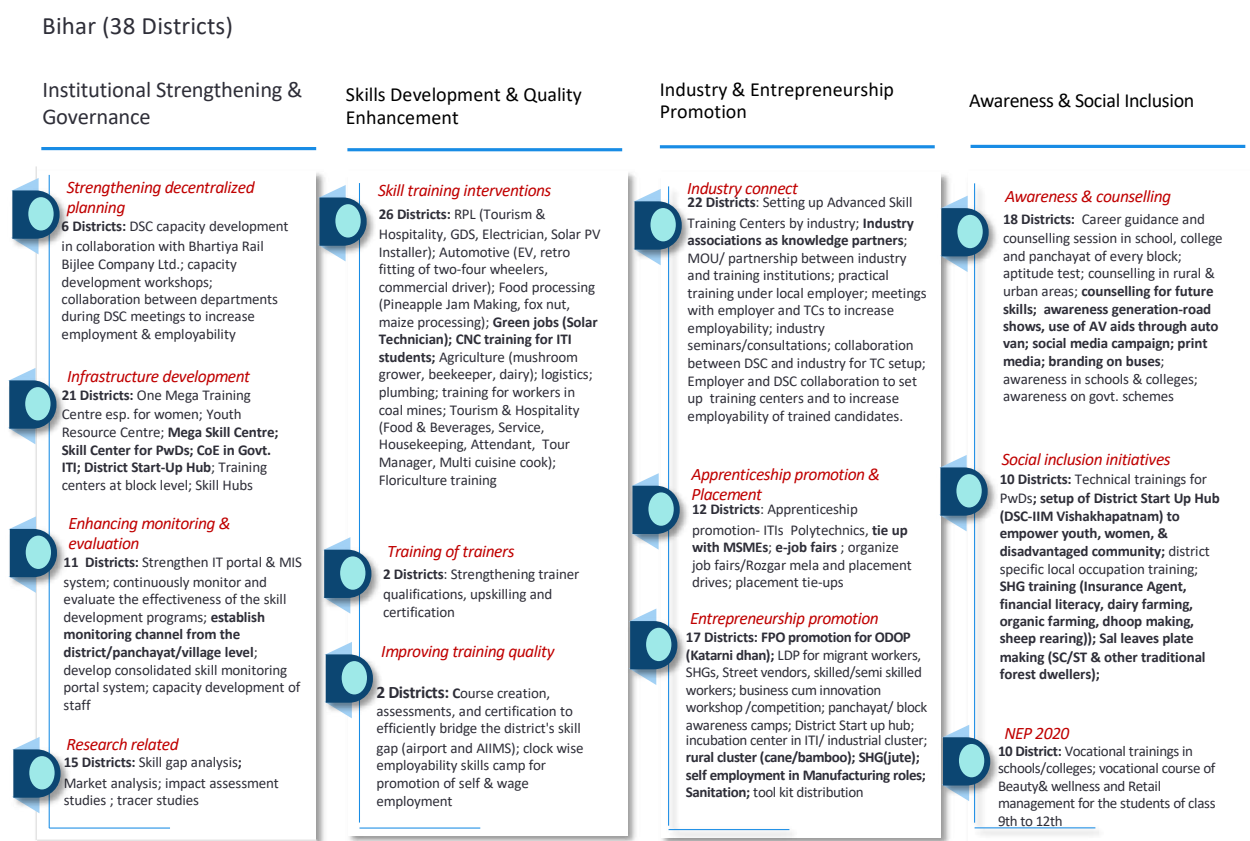


Figure 34: Key activities proposed in the Annual Action Plan Section of DSDPs

## 4. Chandigarh

### A. High-Demand Sectors with Insufficient Training Capacity

The analysis of high-demand sectors identified by the uni-district UT highlights IT-ITeS, Telecom and Media and Entertainment as the top sectors.

### B. Analysis of Skill Development Activities Proposed by the UT

Chandigarh has proposed a range of initiatives across four key categories to strengthen institutional governance, enhance skill development, promote industry and entrepreneurship, and drive awareness and social inclusion. A snapshot of proposed activities is presented in Figure 36 and list of districts covered in this section is at Annexure 3.

Under *Institutional Strengthening & Governance*, the District Skill Committee

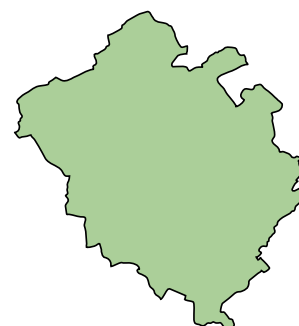


Figure 35: Map of Chandigarh

(DSC) members plan to visit training centers to interact with students, ensuring better oversight and engagement. Additionally, systemic research and development activities, including mentoring, counselling, curriculum development, instructional material preparation, and extension services, will be undertaken to improve the overall training ecosystem. An annual skill gap analysis is proposed to be conducted in collaboration with industry partners to identify emerging skill needs and align training programs accordingly.

In *Skills Development & Quality Enhancement*, one district plans to provide skill training to 1,800 beneficiaries across various sectors. A strong focus is placed on trainer development, with capacity-building programs for trainers and administrative staff to be conducted twice a year. Additionally, specialized training is proposed for staff on Artificial Intelligence tools, ensuring the integration of advanced technologies into the skilling ecosystem.

For *Industry & Entrepreneurship Promotion*, Chandigarh aims to foster industry connect by organizing expert lectures from industry professionals and facilitating industry visits for students. Apprenticeship promotion and job placements are proposed to be encouraged through an annual Rozgar Mela, ensuring better employment linkages. Entrepreneurship promotion is planned to be supported through collaborations with banks to provide low-interest loans for students aspiring to start their ventures. The PM-Vishwakarma Scheme is planned to be leveraged to promote entrepreneurship, particularly among traditional artisans and craft workers.

In *Awareness & Social Inclusion*, extensive public awareness campaigns are proposed to be conducted using newspapers, social media, banners, and hoardings in public areas. A mobilization team, including experts, are proposed to be onboarded to increase candidate enrolment. Special counselling sessions are planned for parents and female trainees to encourage participation in skill development programs. These efforts aim to ensure broader outreach and inclusivity in skilling initiatives.

#### Chandigarh (1 District)

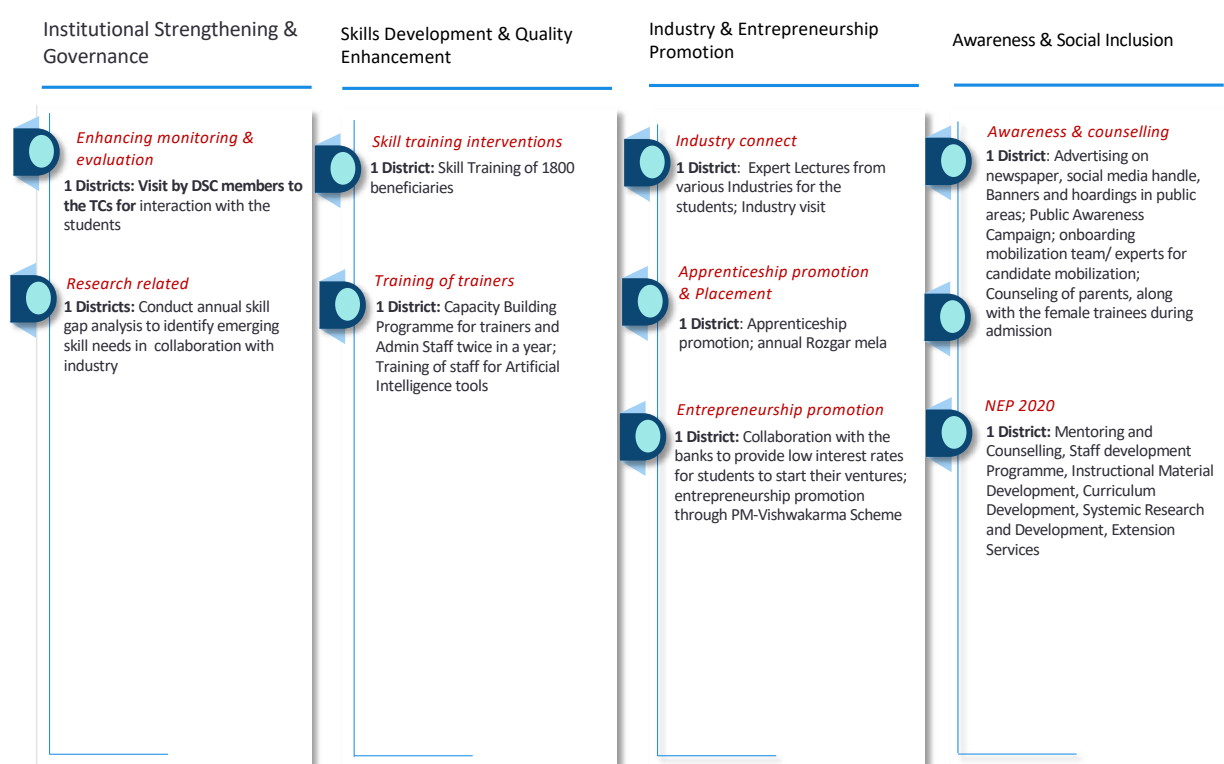


Figure 36: Key activities proposed in the Annual Action Plan section of DSDPs

## 5. Chhatisgarh Annual Plan

### A. High-Demand Sectors with Insufficient Training Capacity

The analysis of high-demand sectors identified by 10 districts of the State highlights IT-ITeS (9 districts), construction (9 districts), green jobs (7 districts), apparel (7 districts) and BFSI (7 districts) as the top sectors in terms of the number of districts reporting demand. District-wise details of the high-demand sectors are provided in Annexure 2.

### B. Analysis of Skill Development Activities Proposed by the District

Annual Action Plan presented by 33 districts of Chhattisgarh highlights

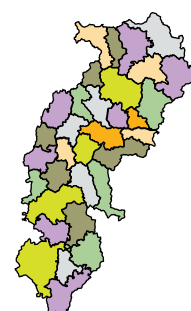


Figure 37: Map of Chhattisgarh

series of activities across four key categories- strengthen governance, enhance skills, promote industry and entrepreneurship, and ensure social inclusion. A snapshot of proposed activities is presented in Figure 38 and list of districts covered in this section is at Annexure 3.

Under *Institutional Strengthening & Governance*, two districts intend to focus on enhancing monitoring and evaluation through inspections of training centers by officials. A unique initiative called Sampark will allow citizens to lodge complaints directly with higher authorities. Infrastructure development is proposed to be addressed in one district through the establishment of training centers.

In the area of *Skills Development & Quality Enhancement*, 20 districts plan to implement skill training interventions in various sectors, including telecom, apparel, beauty and wellness, construction, agriculture, IT & ITES, food processing, handicrafts, healthcare, and green jobs such as solar PV installation. These programs aim to equip individuals with skills relevant to both traditional and emerging industries.

For *Industry & Entrepreneurship Promotion*, one district has proposed to enhance industry connect by tying up with the Chamber of Commerce. Six districts plan to promote entrepreneurship, particularly in dairy farming and agriculture-related activities, to support self-employment and rural livelihoods.

Under *Awareness & Social Inclusion*, three districts have envisaged to conduct awareness and counselling initiatives, including strengthening counselling techniques, organizing awareness camps, and implementing door-to-door and multi-level counselling. These efforts aim to ensure that individuals, especially those from marginalized communities, are informed about skill development opportunities and career pathways.

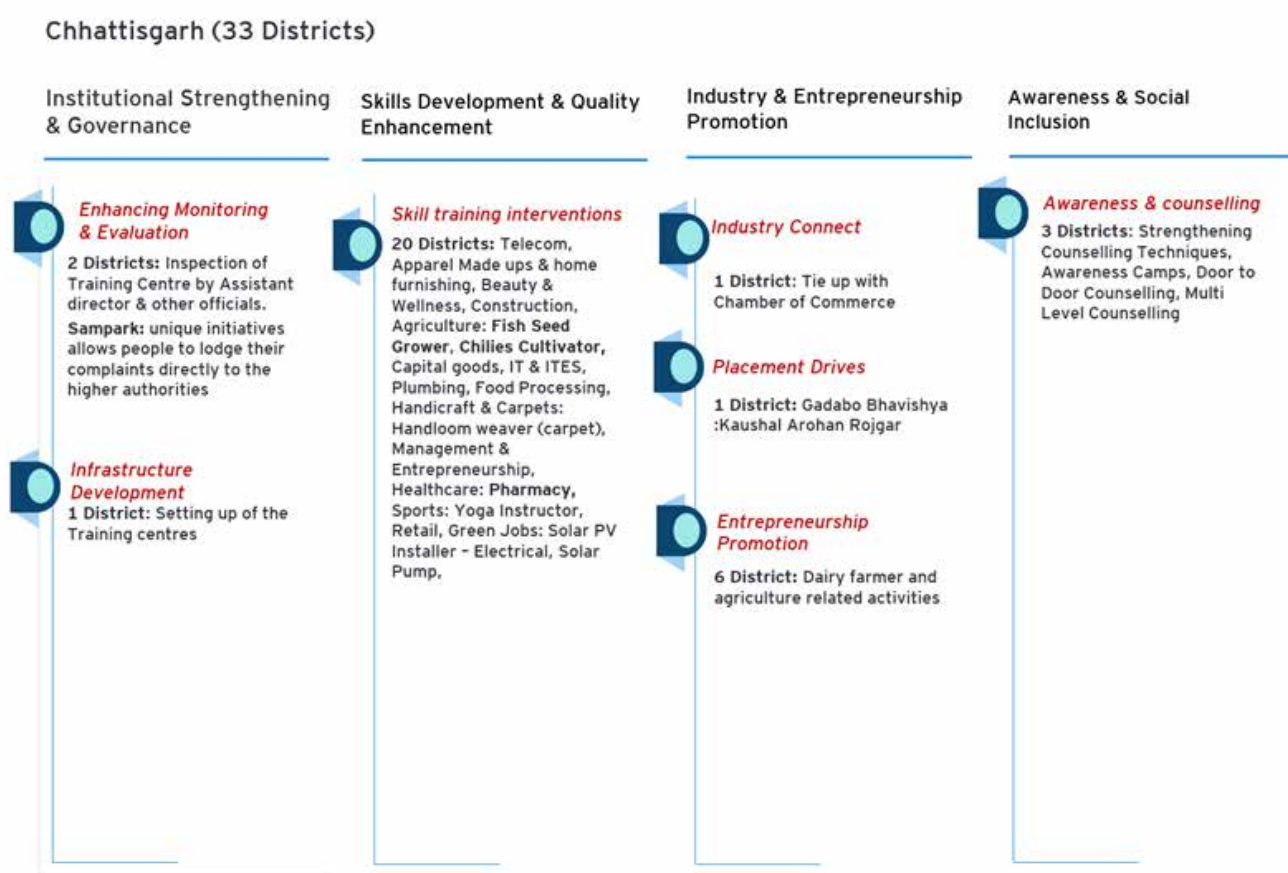


Figure 38: Key activities proposed in the Annual Action Plan section of DSDPs

## 6. Gujarat

### A. High-Demand Sectors with Insufficient Training Capacity

The analysis of high-demand sectors identified by 10 districts of the State highlights green jobs (5 districts), electronics (4 districts), automotive (3 districts), and agriculture (3 districts) as the top sectors in terms of the number of districts reporting demand. District-wise details of the high-demand sectors are provided in Annexure 2.

### B. Analysis of Skill Development Activities Proposed by the District

The annual action plan presented by 32 districts of Gujarat includes a comprehensive set of activities across four key categories to strengthen governance, enhance skills, promote industry and entrepreneurship, and ensure social inclusion. A snapshot of

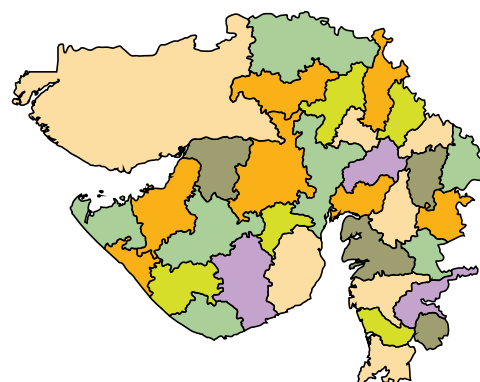


Figure 39: Map of Gujarat



proposed activities is presented in Figure 40 and list of districts covered in this section is at Annexure 3.

Under *Institutional Strengthening & Governance*, the districts have proposed interventions towards strengthening decentralized planning by conducting regular District Skill Committee (DSC) meetings, organizing workshops for DSC members, and facilitating exposure visits to successful DSCs in other districts. Infrastructure development will include setting up Jan Shikshan Sansthan (JSS) and Rural Entrepreneurship and Self-Employment Training Institutes (RESETI), upgrading ITIs with digital infrastructure, and establishing Industry 4.0 experience centers and smart classrooms. Monitoring and evaluation will be enhanced through the development of frameworks, regular field visits, and engagement with Block and District Skill Development Officers. Research activities will involve surveys of local industries, collaboration with ITIs and polytechnic colleges, and analysis of market trends.

In the area of *Skills Development & Quality Enhancement*, 20 districts have proposed skill training interventions in agriculture, healthcare, logistics, and emerging sectors like aviation and green jobs. Improvement in training quality is envisaged by integrating soft skills, personality development, and emerging skills into training programs. One district has also proposed to conduct professional development workshops for trainers, focusing on new teaching methodologies and multilingual teaching techniques.

For *Industry & Entrepreneurship Promotion*, 12 districts have proposed to strengthen industry connections through Project Skill Yatra, industry visits, and joint training programs. Apprenticeship promotion and placement drives will be organized in 13 districts, including job fairs, apprenticeship fairs, and follow-up facilities for job placements. Entrepreneurship promotion is proposed by including guidance sessions for ITI passouts, distribution of toolkits, and training programs for FPOs and SHGs, along with workshops on business plans, marketing, and management. Support is proposed for traditional artisans and craftspeople to scale their products and services.

Under *Awareness & Social Inclusion*, 21 districts intend to conduct awareness and counselling campaigns through social media, exhibitions, and outreach programs in rural areas, schools, and colleges. Social inclusion initiatives focusing on skill training for rural youth, SC/ST communities, women, and persons with disabilities, including entrepreneurship programs for rural women and inclusive curricula for children with special needs have been proposed. 8 districts have planned to implement the National Education Policy (NEP) 2020 through the development of district-specific curricula, vocational training for high school students, and visits to ITIs. These initiatives aim to foster inclusive growth and development across Gujarat.

## Gujarat (32 Districts)



Figure 40: Key activities proposed in the Annual Action Plan section of DSDPs



## 7. Himachal Pradesh

### A. High-Demand Sectors with Insufficient Training Capacity

The analysis of high-demand sectors identified by 12 districts of the State highlights agriculture (9 districts), tourism & hospitality (6 districts), food processing (5 districts), and handicrafts (5 districts) as the top sectors in terms of the number of districts reporting demand. District-wise details of the high-demand sectors are provided in Annexure 2.

### B. Analysis of Skill Development Activities Proposed by Districts in Himachal Pradesh

The annual action plan presented by 12 districts of Himachal Pradesh reflects the district-level strategies for institutional strengthening and skill development of youth. A snapshot of proposed activities is presented in Figure 42 and list of districts covered in this section is at Annexure 3.

In the area of institutional strengthening and governance the districts have planned to enhance the capacity of District Skill Committees (DSCs) through stakeholder training workshops and structured capacity-building programs. They aim to upgrade ITIs and skill development centers, integrate real-time data tracking for improved monitoring, and strengthen coordination between government departments and industry stakeholders to streamline skilling initiatives.

For *skills development and quality enhancement*, districts have proposed sector-focused skilling programs aligned with local economic strengths, particularly in tourism, hospitality, agriculture, and IT. Efforts are planned to align vocational training with NSQF standards, integrate digital literacy and advanced IT training, and expand apprenticeship and on-the-job training opportunities through industry collaboration. These initiatives are designed to enhance practical learning and employability, ensuring youth are better prepared for emerging job markets.

To promote *industry and entrepreneurship*, districts are focusing on strengthening MSME linkages and launching cluster-based training initiatives in food processing, handicrafts, organic farming, and wool-based industries. They plan to support rural startups, incubation centres, and mentorship programs to encourage self-employment and business growth. These efforts aim to bridge skill gaps, create local employment opportunities, and enhance the entrepreneurial ecosystem at the district level.

In the area of *awareness, social inclusion, and NEP 2020 implementation*, districts intend to conduct career guidance and counselling programs to increase awareness of skilling opportunities. Special focus is planned on women-centric training programs in tailoring, beauty & wellness, and home-based businesses to promote economic empowerment. Districts also aim to integrate vocational education into schools as per NEP 2020, ensuring early exposure to skill-based learning. Additionally, targeted initiatives are being designed to increase participation from marginalized communities, including rural youth and differently abled individuals, to make skill development programs more inclusive. These proposed district-level interventions collectively aim to build a localized, demand-driven skilling ecosystem that enhances employability and economic resilience.

Key themes observed in the annual district skill development plans submitted by 12 districts of Himachal Pradesh are shown in the graphic below:

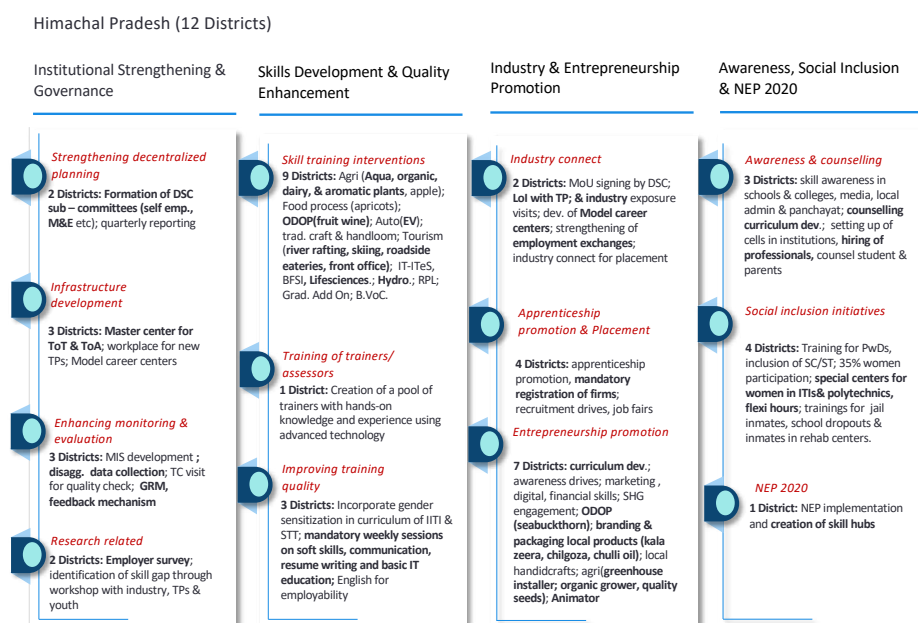


Figure 42: Key activities in the District Annual Action Plan Section of DSDPs



Figure 41: Map of Himachal Pradesh

## 8. Jammu & Kashmir

### A. High-Demand Sectors with Insufficient Training Capacity

The analysis of high-demand sectors identified by 18 districts of the State highlights construction (7 districts), IT-ITeS (5 districts), management (5 districts), and capital goods (4 districts) as the top sectors in terms of the number of districts reporting demand. District-wise details of the high-demand sectors are provided in Annexure 2.

### B. Analysis of Skill Development Activities Proposed by Districts in Jammu & Kashmir

The annual action plan presented by 10 districts of the State reveals a focus on institutional strengthening, skill development, industry promotion, and social inclusion to develop a decentralized, demand-driven skilling ecosystem. A snapshot of proposed activities is presented in Figure 44 and list of districts covered in this section is at Annexure 3.



Figure 43: Map of J&K

For *institutional strengthening and governance*, six districts have proposed establishing District Skill Monitoring Cells (DSMCs) under DSCs, conducting quarterly DSC meetings, and forming Agriculture & Horticulture sub-committees for better inter-departmental coordination. Some districts also plan to create district-level platforms to connect trained individuals with employers, ensuring improved placement opportunities.

In *skills development and quality enhancement*, five districts have proposed infrastructure expansion through the establishment of skill hubs, vocational training centers, ITIs, and polytechnics. Plans also include *setting up new Training Centers* (TCs) in automotive, solar energy, dairy processing, and horticulture, alongside optimizing and augmenting existing skilling infrastructure. Additionally, two districts have planned impact evaluations and skill gap studies in the MSME sector to analyze sector-wise workforce demand and supply gaps.

To promote *industry and entrepreneurship*, districts are focusing on enhancing MSME engagement and facilitating business growth through skill-based entrepreneurship training, particularly in handicrafts, agro-processing, and tourism sectors. Several districts aim to connect trained individuals with self-employment and financial schemes to promote business sustainability.

For *awareness, social inclusion, and NEP 2020 implementation*, five districts have proposed improving monitoring and evaluation mechanisms, including quarterly performance reviews, employer feedback collection, and systematic assessments of training quality. Districts also plan to conduct awareness campaigns and outreach programs to encourage women, rural youth, and marginalized communities to participate in skill development initiatives.

These district-level interventions highlight Jammu & Kashmir's commitment to decentralized, data-driven skill development, ensuring that workforce training aligns with local economic needs, industry demands, and self-employment opportunities.

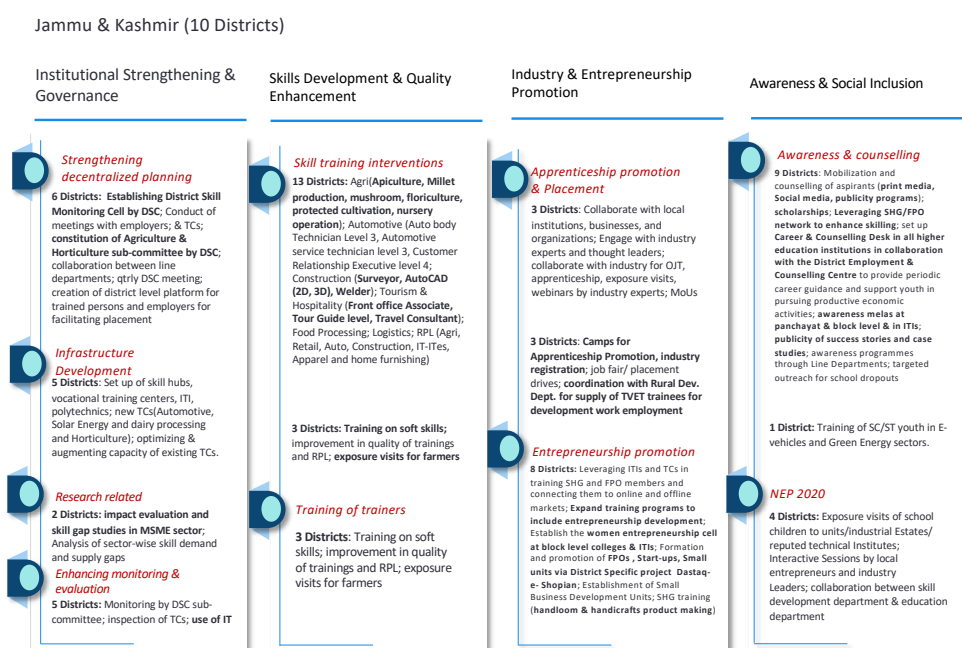


Figure 44: Key activities proposed in the District Annual Action Plan Section of DSDPs

## 9. Karnataka

### A. High-Demand Sectors with Insufficient Training Capacity

The analysis of high-demand sectors identified by 27 districts of the State highlights BFSI (14 districts), automotive (13 districts), apparel (12 districts), IT-ITeS (10 districts) and construction (10 districts) as the top sectors in terms of the number of districts reporting demand. District-wise details of the high-demand sectors are provided in Annexure 2.

### B. Analysis of Skill Development Activities Proposed by Districts in Karnataka

The compilation of annual action plans from 30 districts of the State outlines initiatives focused on institutional strengthening, skill development, industry promotion, and social inclusion to foster a demand-driven, inclusive, and sustainable workforce ecosystem. A snapshot of proposed activities is presented in Figure 46 and list of districts covered in this section is at Annexure 3.

For *institutional strengthening and governance*, 17 districts have planned capacity-building programs for DSC members and sub-committees, focusing on government training schemes, quarterly DSC meetings, and reactivation of DSC sub-committees. Three districts have proposed establishing International Migration Centres to assist workers in overseas employment. Monitoring and evaluation measures have been prioritized in 21 districts, which include regular field visits to training sites, quarterly performance reviews, and structured evaluations of training programs. Additionally, 14 districts have planned research initiatives, such as market demand-supply surveys and skill gap studies, to improve skilling interventions.

In *skills development and quality enhancement*, 17 districts have proposed futuristic skilling programs aligned with emerging job market trends, including green energy, AI, data science, and advanced manufacturing. Several districts have adopted the One District One Skill (ODOS) approach, focusing on region-specific skill development. Efforts to scale up apprenticeships and employer-led training models are also part of district-level planning.

To promote *industry and entrepreneurship*, 14 districts have proposed initiatives to strengthen MSME partnerships, promote rural entrepreneurship, and enhance financial literacy for small business owners. Key focus areas include agribusiness, food processing, IT-based startups, and logistics training. Some districts plan to develop incubation centres and skill-based clusters, while others aim to increase industry tie-ups for job placements and training-led employment.

For awareness, *social inclusion*, and NEP 2020 implementation, districts are focusing on career guidance, community mobilization, and vocational education integration. Special initiatives include job fairs, employer engagement sessions, and counselling programs to create awareness about skilling pathways. Women's empowerment is being promoted through tailoring, digital marketing, and self-employment training. Additionally, vocational education is being integrated into school curricula as per NEP 2020, while special training programs are being designed for differently abled individuals and tribal communities to ensure social inclusion.

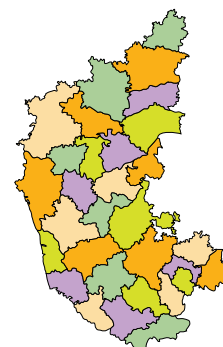


Figure 45: Map of Karnataka

#### Karnataka (30 Districts)



Figure 46: Key activities proposed in the District Annual Action Plan section of DSDPs

## 10. Kerala

### A. High Demand Sectors with Insufficient Training Capacity

The analysis of high-demand sectors identified by 14 districts of the State highlights IT-ITes (13 districts), electronics (9 districts), healthcare (9 districts), construction (7 districts) and tourism & hospitality (6 districts) as the top sectors in terms of the number of districts reporting demand. District-wise details of the high-demand sectors are provided in Annexure 2.

### B. Analysis of Skill Development Activities Proposed by Districts in Kerala

The compilation of action plans from 11 districts of the State reveals a focus on institutional strengthening, skill development, industry promotion, and social inclusion to build a demand-driven and inclusive skilling ecosystem. A snapshot of proposed activities is presented in Figure 48 and list of districts covered in this section is at Annexure 3.

For *institutional strengthening and governance*, seven districts have planned DSC capacity-building programs, including orientation and induction workshops, technical training, leadership development, industrial visits for DSC members, and placement network expansion. Four districts have proposed establishing vocational training centres and skill hubs within vocational schools to expand access to training. To enhance monitoring and evaluation, nine districts plan to develop an M&E action plan, conduct periodic assessments of trainee learning outcomes, set up quarterly review meetings, and establish structured reporting and auditing mechanisms. Additionally, five districts have proposed research-based initiatives, including skill gap assessments and health workforce planning studies, to align training with market demands.

In *skills development and quality enhancement*, districts have planned sector-specific skilling programs focusing on healthcare (nursing, geriatric care, community health), IT (AI, cybersecurity, digital marketing), tourism and hospitality, agriculture (organic farming, aquaponics, agro-processing), logistics, and renewable energy (solar and EV technology). Several districts are strengthening vocational training by integrating technology-driven courses and expanding apprenticeships with industry partners.

To promote *industry and entrepreneurship*, seven districts have proposed linkages with MSMEs, rural entrepreneurship training, and financial literacy programs. There is a strong focus on self-employment promotion, incubation support, and expanding market access for local products, particularly in food processing, handloom, handicrafts, and fisheries-based industries. Some districts have proposed industry-led training models, employer-led skilling programs, and structured employer engagement for better workforce integration.

For *awareness, social inclusion, and NEP 2020* implementation, six districts have planned community outreach campaigns, skill fairs, and career guidance programs to encourage skill training participation. There is an emphasis on women's empowerment through skilling initiatives in tailoring, beauty & wellness, and digital skills. Additionally, Kerala's districts are working on integrating skill-based subjects into school curricula under NEP 2020, ensuring that students receive early exposure to industry-relevant skills. Special initiatives are also being developed for differently abled individuals and tribal communities to improve workforce participation.

Kerala (11 Districts)



Figure 48: Key activities proposed in the District Annual Action Plan section of DSDPs



## 11. Ladakh

### A. High Demand Sectors with Insufficient Training Capacity

The analysis of high-demand sectors identified by 2 districts of the UT highlights green jobs, agriculture, construction, domestic workers, plumbing and handicrafts & carpet as the high demand sectors. District-wise details of the high-demand sectors are provided in Annexure 2.

### B. Analysis of Skill Development Activities Proposed by Districts in Kerala

The districts of Ladakh have proposed activities across four key categories to strengthen governance, enhance skill development, promote industry and entrepreneurship, and drive awareness and social inclusion. A snapshot of proposed activities is presented in Figure 50 and list of districts covered in this section is at Annexure 3.

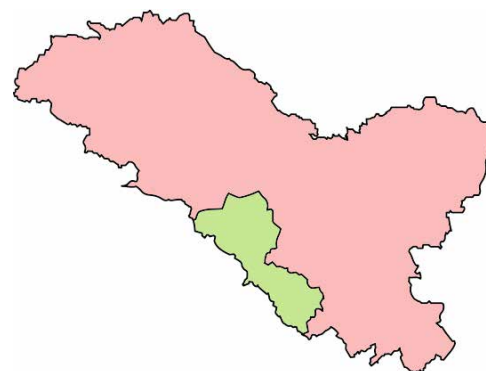


Figure 49: Map of Ladakh

Under *Institutional Strengthening & Governance*, one district has planned to monitor training initiatives under various central and state schemes through the District Skill Committee (DSC). This aims to enhance oversight, ensure effective implementation, and improve the quality of skill development programs. Additionally, the districts have proposed to implement National Education Policy (NEP) 2020 to integrate skill-based education into the region's academic framework.

In *Skills Development & Quality Enhancement*, two districts have proposed training programs catering to domestic workers, including roles such as child caretakers and housekeepers. There is also a focus on green jobs, with training in rooftop solar PV installation and maintenance, as well as plumbing skills related to pipe insulation. Additionally, skill training interventions are proposed to be introduced in schools and colleges to equip students with industry-relevant competencies.

For *Industry & Entrepreneurship Promotion*, two districts have proposed interventions towards promoting women's entrepreneurship in the green jobs sector through capacity-building initiatives in collaboration with KREDA. Training programs are also planned for apricot farmers and traditional artisans involved in felt toy making, Tsepo-making, pottery, and other crafts. A livelihood promotion program is proposed for focus on dairy skills, along with marketing and entrepreneurship training to support small businesses and self-employment ventures.

In *Awareness & Social Inclusion*, two districts will organize Kaushal Melas and awareness workshops to increase participation in skill development programs. Job fairs and Rozgar Melas are also planned in one district to facilitate employment opportunities by connecting job seekers with potential employers. 12.

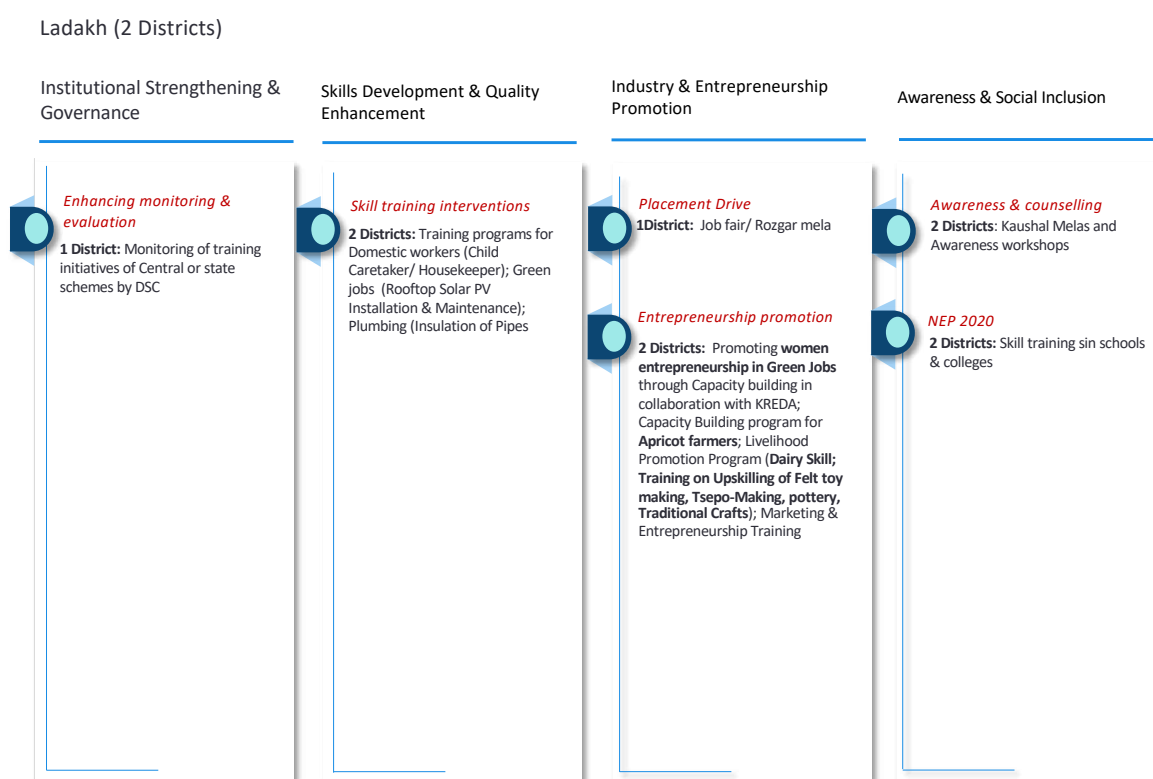


Figure 50: Key activities proposed in the District Annual Action Plan section of DSDPs

## 12 Maharashtra

### A. High Demand Sectors with Insufficient Training Capacity

The analysis of high-demand sectors identified by 34 districts of the State highlights agriculture (24 districts), healthcare (18 districts), BFSI (13 districts) and construction (11 districts) as the top sectors in terms of the number of districts reporting demand. District-wise details of the high-demand sectors are provided in Annexure 2.

### B. Analysis of Skill Development Activities Proposed by Districts in Maharashtra

Analysis of annual action plans proposed by 26 districts of the State reflects key initiatives aimed at institutional strengthening, skills development, industry promotion, and social inclusion to enhance employability and workforce readiness. A snapshot of proposed activities is presented in Figure 52 and list of districts covered in this section is at Annexure 3.

For *institutional strengthening and governance*, six districts have proposed capacity development programs for District Skill Committee (DSC) members, while five districts aim to establish Training Centres (TCs) in colleges and rural Udyojakata Kaushalya Vikas Kendra's to expand skilling access. Several districts have proposed facilitating institutes to empanel as TCs to improve training availability. Strengthening monitoring mechanisms, seven districts have included regular monitoring visits and grievance redressal mechanisms to improve accountability and implementation efficiency.

In *skills development and quality enhancement*, 28 districts have proposed sector-specific skilling programs in agriculture (Kisan Drones, micro-irrigation, soil and water testing, hydroponics), automotive (EV and assembly lines), aerospace, capital goods (CNC, draughtsman), green energy (solar and plastic recycling), leather, hydrocarbons, healthcare (yoga, diabetes care, palliative care), IT-ITeS, gems and jewellery, and food processing (ice cream, fruit pulp, microbiology). Some districts have planned training provider empanelment and employer demand-based training initiatives.

To *promote industry and entrepreneurship*, one district has proposed formal tie-ups with local industries and organizations for new employer registrations, while four districts plan data collection on employers and industries, apprenticeship promotion, recruitment drives, and e-job fairs. Fourteen districts have focused on self-employment promotion, financial linkages, and awareness of government schemes to support entrepreneurs and MSMEs.

For *awareness, social inclusion, and NEP 2020 implementation*, eight districts have envisaged publicity through social media, newspapers, radio, and village-level outreach, including block-wise mobilization calendars and aptitude-based counselling. Five districts have proposed training programs for PwDs, tribal youth, minorities (RPL in apparel), and skill training under DPC for females and transgender individuals. Six districts plan to conduct skill demand and skill gap assessments and employer surveys, while one district aims to enhance content delivery with soft skills and financial literacy modules. Two districts are working on creating a single platform for job vacancies, and two districts have included specific activities for NEP 2020 implementation in their skilling plans.

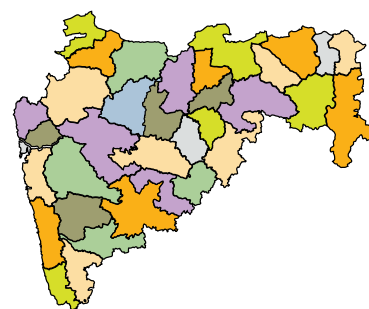


Figure 51: Map of Maharashtra

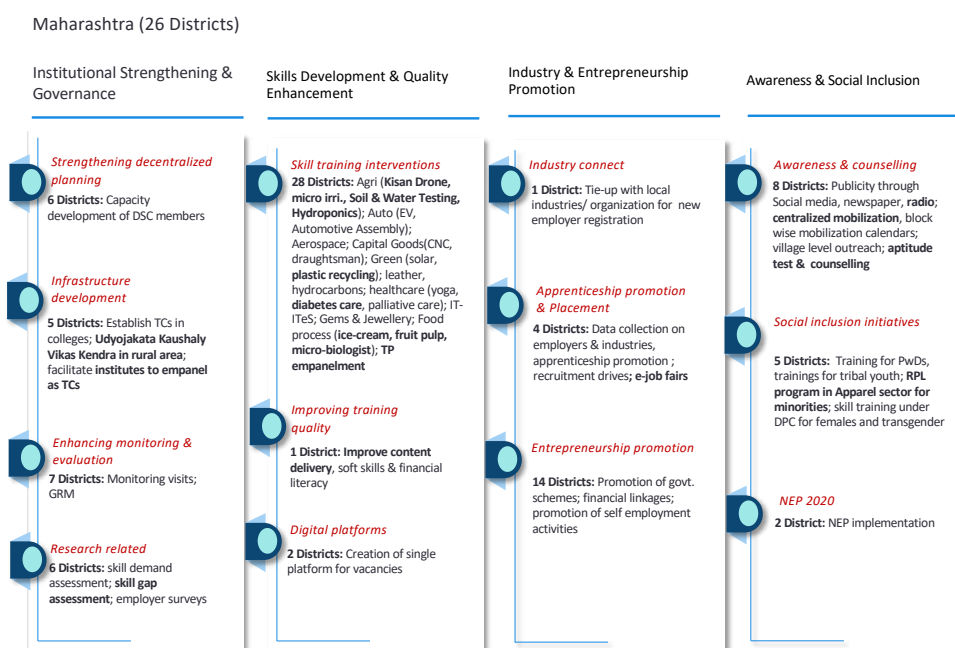


Figure 52: Key activities proposed in the District Annual Action

## 13 Madhya Pradesh

### A. High Demand Sectors with Insufficient Training Capacity

The analysis of high-demand sectors identified by 53 districts of the State highlights construction (31 districts), automotive (20 districts), agriculture & allied (36 districts) and IT-ITeS (16 districts) as the top sectors in terms of the number of districts reporting demand. District-wise details of the high-demand sectors are provided in Annexure 2.

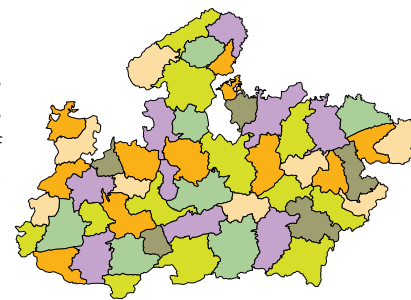


Figure 53: Map of Madhya Pradesh

### B. Analysis of Skill Development Activities Proposed by Districts in Madhya Pradesh

The 55 districts of Madhya Pradesh have proposed a comprehensive set of activities across four key categories - strengthen governance, enhance skills, promote industry and entrepreneurship, and ensure social inclusion. A snapshot of proposed activities is presented in Figure 54 and list of districts covered in this section is at Annexure 3.

Under *Institutional Strengthening & Governance*, 39 districts have proposed to focus on decentralized planning by building the capacity of District Skill Committee (DSC) members, organizing regular meetings, and facilitating exposure visits to industries. Three districts plan to work on infrastructure development, upgrading classroom facilities, and enhancing digital learning. Research activities in 27 districts will include impact evaluations, skill gap studies, and analysis of sector-wise skill demand. Monitoring and evaluation is proposed to be strengthened in 45 districts through DSC sub-committee inspections and the use of IT tools.

In the area of *Skills Development & Quality Enhancement*, 37 districts have planned to implement skill training interventions in sectors such as floriculture, mining, green jobs (solar panel installation), agriculture, food and beverages, tourism, and banking & finance. Three districts intend to focus on soft skills training and improving the quality of training programs. Nine districts have proposed to work on quality enhancement through curriculum reforms and career counseling by industry experts. Four districts have planned to conduct training of trainers (ToT) programs to upskill trainers in the latest technologies and provide refresher courses.

For *Industry & Entrepreneurship Promotion*, 17 districts have proposed to organize placement drives, including job fairs, apprenticeship fairs, and district-level Rozgar Melas. Twenty-nine districts have proposed interventions towards improving industry connect through collaborations with companies like Microsoft and IBM, field visits for trainees, and signing MoUs with industries. Forty-six districts envisage to promote entrepreneurship by supporting start-ups, self-employment schemes like PMEGP and MUDRA loans, and organizing workshops on financial support and mentorship.

Under *Awareness & Social Inclusion*, 40 districts have proposed to conduct awareness campaigns, counseling sessions, and grassroots-level mobilization efforts, including door-to-door campaigns and community meetings. Sixteen districts plan to focus on social inclusion by providing skill training for SC/ST youth, persons with disabilities (PwDs), and economically weaker sections (EWS) in sectors like IT-ITES and electronics. Thirty-eight districts have plan to implement the National Education Policy (NEP) 2020 by organizing workshops, teacher training, and promoting yoga and mental health wellness.

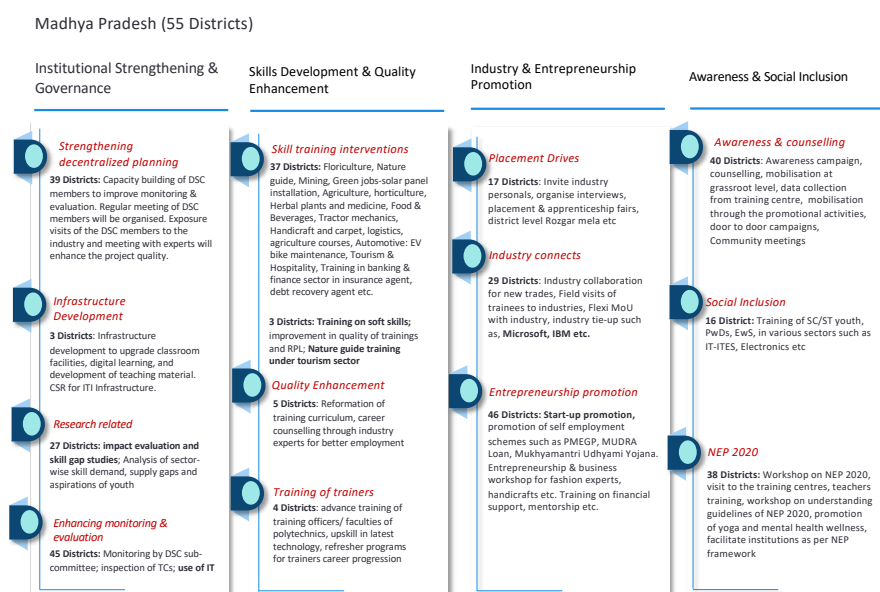


Figure 54: Key activities proposed in the District Annual Action Plan section of DSDPs

## 14. Meghalaya

### A. High Demand Sectors with Insufficient Training Capacity

The analysis of high-demand sectors identified by 8 districts of the State highlights apparel (3 districts), agriculture & allied (2 districts) and tourism & hospitality (2 districts) as the top sectors in terms of the number of districts reporting demand. District-wise details of the high-demand sectors are provided in Annexure 2.

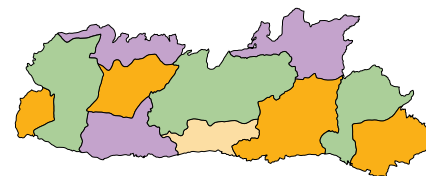


Figure 55: Map of Meghalaya

### B. Analysis of Skill Development Activities Proposed by Districts in Meghalaya

The districts of Meghalaya have proposed various activities across four key categories to strengthen institutional frameworks, enhance skill development, promote industry and entrepreneurship, and ensure awareness and social inclusion. A snapshot of proposed activities is presented in Figure 56 and list of districts covered in this section is at Annexure 3.

Under *Institutional Strengthening & Governance*, efforts are planned to be focused on strengthening decentralized planning and enhancing monitoring and evaluation mechanisms. Three districts plan to build the capacity of District Skill Committees (DSCs) through training programs for committee members. Additionally, two districts aim to conduct skill mapping and aspirational mapping to assess workforce requirements and align training programs accordingly. Another district has proposed the use of IT-enabled monitoring systems and site visits to improve oversight and evaluation of ongoing initiatives.

In *Skills Development & Quality Enhancement*, five districts have outlined diverse training interventions covering multiple sectors. These include vocational training in areas such as integrated farming systems, construction trades like masonry and stonework, and skill development in the healthcare sector for roles such as General Duty Assistants (GDA) and Home Health Aides. Other proposed programs focus on food processing and handicrafts, aiming to equip individuals with industry-relevant skills that enhance employability.

For *Industry & Entrepreneurship Promotion*, three districts have planned to introduce mentorship and networking initiatives to support self-employment. These efforts will provide guidance, market linkages, and access to resources for aspiring entrepreneurs. One district has specifically proposed organizing placement drives to facilitate employment opportunities for trained individuals, ensuring better workforce integration.

In the category of *Awareness & Social Inclusion*, two districts have planned mobilization and awareness campaigns at Community Colleges and other institutions to encourage participation in skill development programs. Additionally, counseling and aptitude testing will be conducted to guide individuals towards suitable career paths based on their skills and interests.

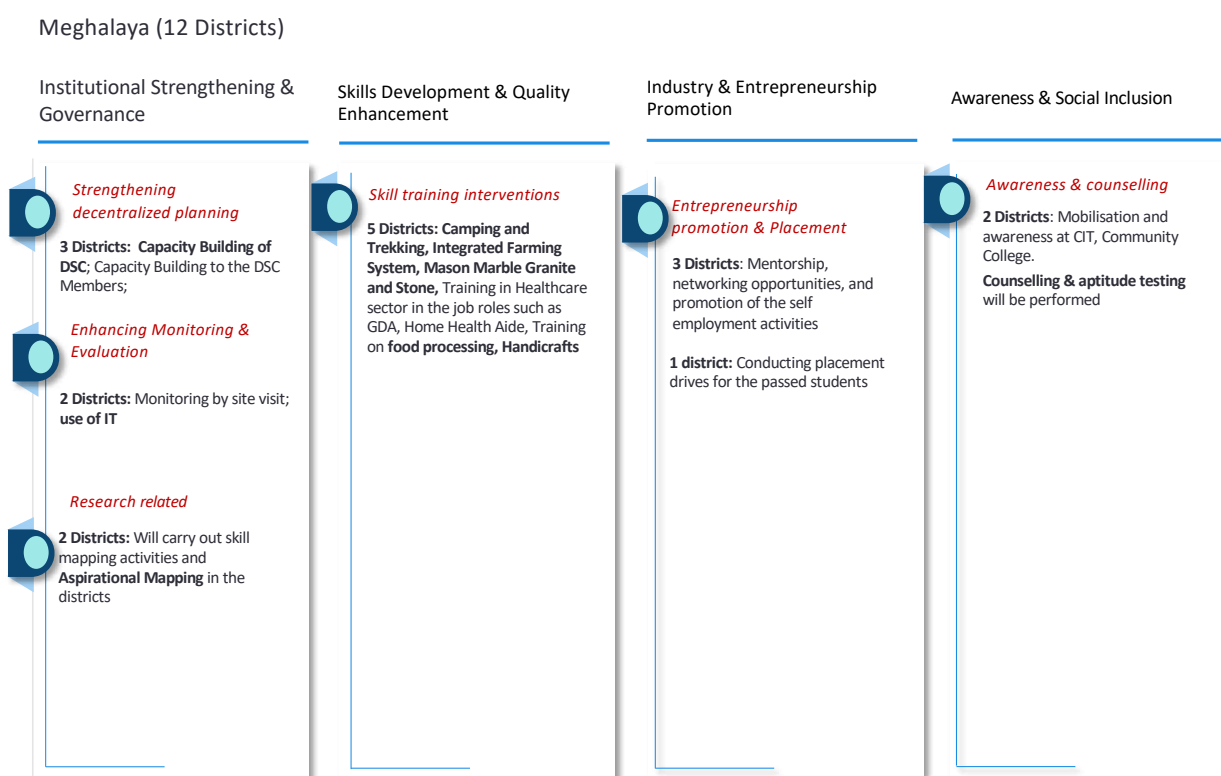


Figure 56: Key activities proposed in the District Annual Action Plan section of DSDPs



## 15. Mizoram

### A. High Demand Sectors with Insufficient Training Capacity

The analysis of high-demand sectors identified by 3 districts of the State highlights apparel, agriculture & allied, automotive, beauty & wellness, food processing and tourism & hospitality as the top sectors in terms of the number of districts reporting demand. District-wise details of the high-demand sectors are provided in Annexure 2.

### B. Analysis of Skill Development Activities Proposed by Districts in Mizoram

The districts of Mizoram have proposed a range of activities across four key categories to enhance institutional governance, improve skill development, promote entrepreneurship, and drive awareness and social inclusion. A snapshot of proposed activities is presented in Figure 58 and list of districts covered in this section is at Annexure 3.

Under *Institutional Strengthening & Governance*, Aizawl district has planned capacity-building initiatives for the District Skill Committee (DSC) to improve decentralized planning and governance. Additionally, efforts are being made to align with the National Education Policy (NEP) 2020, with two districts focusing on increasing the number of schools implementing skill education, creating skill hubs for primary-level learners, and introducing vocational courses in high schools.

In *Skills Development & Quality Enhancement*, ten districts have outlined extensive skill training interventions across multiple sectors, including handicrafts, agriculture, aquaculture, poultry farming, tourism and hospitality (such as steward and housekeeping roles abroad), hydrocarbon industry (LPG delivery personnel and industrial electricians for oil and gas), beekeeping, livestock rearing, post-harvest processing of spices, plumbing, and fish processing and preservation. One district has also proposed a special project co-funded by the industry to enhance skill development initiatives. Additionally, comprehensive one-day training programs on diverse crop cultivation, horticulture practices, and fish farming have been planned to improve agricultural productivity.

For *Industry & Entrepreneurship Promotion*, three districts aim to support self-employment activities through training in traditional handloom weaving (Puantah), mushroom production, post-harvest food processing, and vermicompost production. These initiatives are designed to both revive traditional skills and create new entrepreneurial opportunities. Industry connect programs are also being promoted to strengthen linkages between trainees and employment opportunities.

In *Awareness & Social Inclusion*, two districts plan to conduct awareness campaigns on entrepreneurship through schools, colleges, churches, and farmers' welfare groups. Career guidance programs, including career talks, conferences, and exhibitions, will be held to provide students and job seekers with insights into emerging opportunities. Additionally, efforts are being made to promote the inclusion of women and marginalized communities (SC/ST) in training and placement programs. One district has proposed a Hindi learning project for teachers in the Saitual Zone to enhance language proficiency, while another district plans to train fishery farmers to improve local livelihoods.

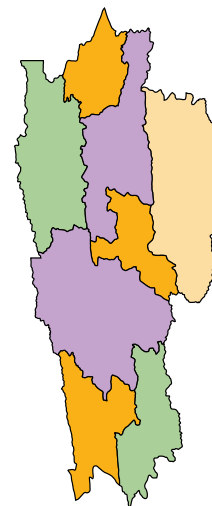


Figure 57: Map of Mizoram

Mizoram (11 Districts)



Figure 58: Key activities proposed in the District Annual Action Plan section of DSDPs

## 16. Odisha

### A. Demand Sectors with Insufficient Training Capacity

The analysis of high-demand sectors identified by 30 districts of the State highlights apparel (22 districts), health care (22 districts), management (20 districts), and electronics and hardware (16 districts) as the top sectors in terms of the number of districts reporting demand. District-wise details of the high-demand sectors are provided in Annexure 2.

### B. Analysis of Skill Development Activities Proposed by Districts in Mizoram

Analysis of action plan of 30 districts of Odisha reveals focus on strengthening governance, skill enhancement, promotion of industry linkages, entrepreneurship, and facilitating social inclusion. A snapshot of proposed activities is presented in Figure 60 and list of districts covered in this section is at Annexure 3.

Under *Institutional Strengthening & Governance*, seven districts have proposed to focus on decentralized planning by organizing orientation workshops for District Skill Committee (DSC) members, regular meetings, and exposure visits. Four districts plan to work on infrastructure development, including setting up vocational training centers, model career centers, and migration support centers. Research activities in two districts intend to assess local vocational training needs based on market demand. Monitoring and evaluation is planned to be enhanced in seven districts through inspections of training centers and fortnightly monitoring.

In the area of *Skills Development & Quality Enhancement*, 14 districts have proposed to implement skill training interventions in new-age courses such as AI, computer accounting, hospitality, nursing, beauty and wellness, and handicrafts. Two districts plan to focus on soft skills training and digital marketing. Five districts will work on quality enhancement by developing Occupational Standards (OS) for indigenous skills like Dhokra Cast Craft and Bonkel weaving. Three districts have envisaged conducting training of trainers (ToT) programs to upskill instructors and trainers.

For *Industry & Entrepreneurship Promotion*, five districts have proposed to organize placement drives, including job fairs and apprenticeship melas. Two districts plan to focus on industry connect through employment creation and exposure visits for trainees. Ten districts envisage entrepreneurship promotion by supporting self-employment initiatives, upgrading SHGs' knowledge, and providing seed funding to potential entrepreneurs through programs like the Nano-Unicorn initiative.

Under *Awareness & Social Inclusion*, 12 districts plan to conduct awareness campaigns and counseling sessions to mobilize local youth for skill training, targeting community cadres, women self-help groups (WSHGs), and youth clubs. Four districts intend to implement social inclusion initiatives, including special training programs for jail inmates, Particularly Vulnerable Tribal Groups (PVTGs), and transgender individuals, ensuring inclusivity in skilling and employment.

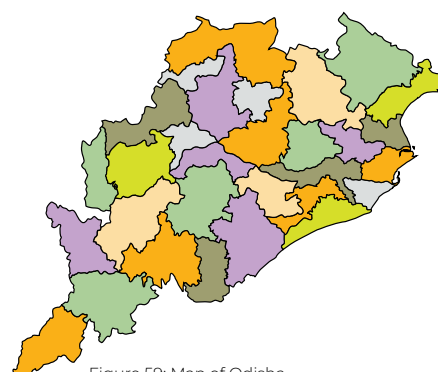


Figure 59: Map of Odisha

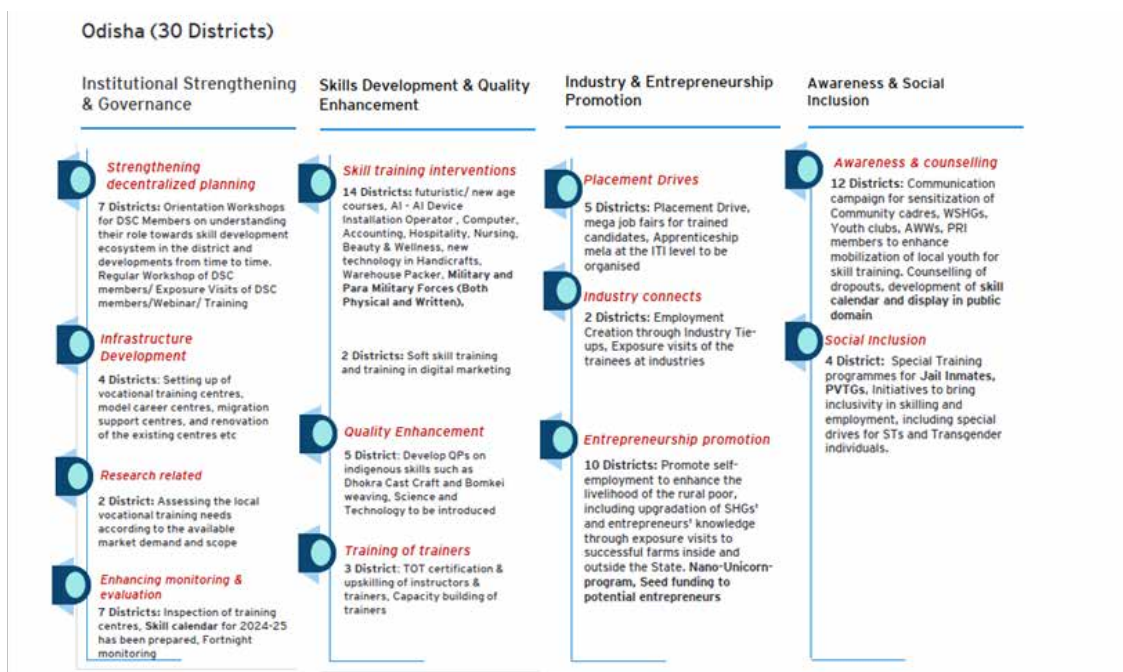


Figure 60: Key activities proposed in the District Annual Action Plan section of DSDPs

## 17. Uttar Pradesh

### A. Demand Sectors with Insufficient Training Capacity

The analysis of high-demand sectors identified by 75 districts of the State highlights agriculture (54 districts), construction (35 districts), IT-ITeS (25 districts), and retail (23 districts) as the top sectors in terms of the number of districts reporting demand. District-wise details of the high-demand sectors are provided in Annexure 2.

### B. Analysis of Skill Development Activities Proposed by 70 Districts in Uttar Pradesh

An analysis of annual action plans from 70 districts highlights district-led initiatives centered on institutional strengthening, skill development, industry promotion, and social inclusion to develop a responsive and demand-driven workforce ecosystem. A snapshot of proposed activities is presented in Figure 62 and list of districts covered in this section is at Annexure 3.

For *institutional strengthening and governance*, 13 districts have planned capacity development programs for DSC members, appointment of block-level nodal officials, and convergence of skill training and financial schemes. Additionally, 10 districts have proposed infrastructure development, including the establishment of block-level training centres (TCs), PMKK centres, and ITI modernization with new-age courses. To enhance monitoring and evaluation, 21 districts are working on developing M&E frameworks, quality benchmarks, geotagging of centres, and periodic monitoring by DSC members and public representatives. Additionally, 7 districts have proposed youth aspiration mapping, skill gap analysis, and industry surveys to align training programs with workforce demands.

In *skills development and quality enhancement*, 29 districts have proposed sector-focused skilling programs in agriculture (organic farming, beekeeping, dairy), manufacturing (leather, textile, ceramics), logistics (warehouse management), construction (masonry, plumbing, electrical works), IT and emerging technologies (cybersecurity, AI, blockchain), green energy (solar, EV technology), and food processing. Several districts have planned to expand apprenticeship models, develop industry-aligned training curricula, and strengthen RPL (Recognition of Prior Learning) programs to enhance workforce readiness.

To *promote industry and entrepreneurship*, 19 districts are working on strengthening MSME linkages, skill-based entrepreneurship development, and market access initiatives. Proposed activities include creating district-level incubation centres, linking skill trainees with financial schemes, and promoting local ODOP (One District One Product) initiatives. Some districts have planned sector-specific cluster development in leather, handlooms, handicrafts, and agro-processing to boost self-employment opportunities.

For *awareness, social inclusion, and NEP 2020 implementation*, 15 districts have proposed career counselling programs, job fairs, and community outreach campaigns to enhance participation in skilling initiatives. Special emphasis is being placed on women-centric training in tailoring, beauty & wellness, and financial literacy. Additionally, districts are focusing on integrating skill-based learning in schools as per NEP 2020 and expanding training access for PwDs, minorities, and migrant workers.

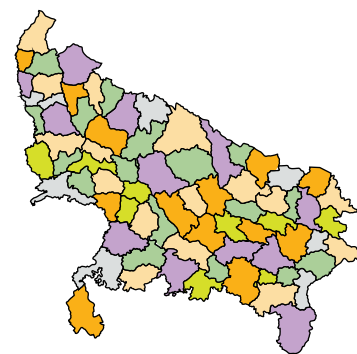


Figure 61: Map of Uttar Pradesh

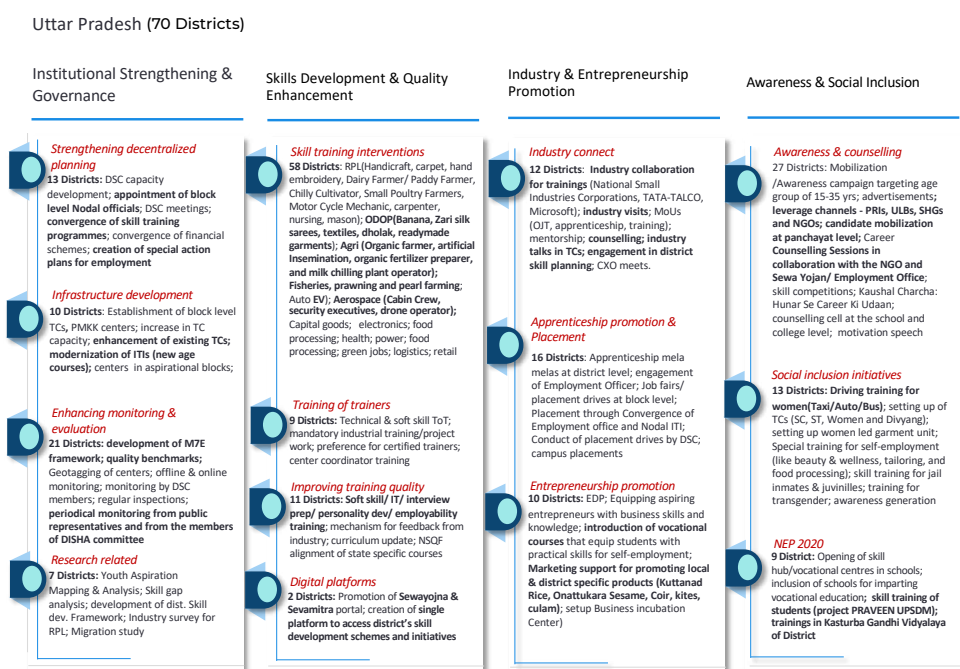


Figure 62: Key activities proposed in the District Annual Action Plan section of DSDPs

## 18. West Bengal

### A. Demand Sectors with Insufficient Training Capacity

The analysis of high-demand sectors identified by 23 districts of the State highlights agriculture & allied (11 districts), apparel (8 districts) and tourism & hospitality (6 districts) as the top sectors in terms of the number of districts reporting demand. District-wise details of the high-demand sectors are provided in Annexure 2.

### B. Analysis of Skill Development Activities Proposed by 23 Districts in West Bengal

The 23 districts of West Bengal have outlined a comprehensive set of activities across four key categories to strengthen governance, enhance skills, promote industry and entrepreneurship, and ensure social inclusion. A snapshot of proposed activities is presented in Figure 64 and list of districts covered in this section is at Annexure 3

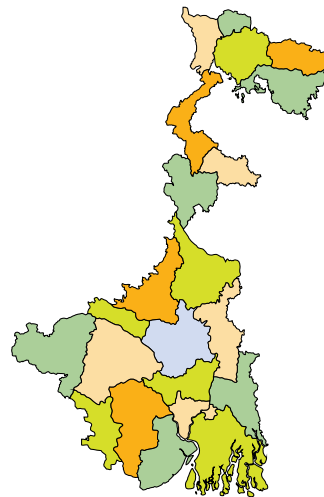


Figure 63: Map of West Bengal

Under *Institutional Strengthening & Governance*, districts will focus on decentralized planning by conducting District Skill Committee (DSC) meetings, collaborating with stakeholders, and organizing monthly capacity-building workshops for DPMM staff. Infrastructure development is planned to include establishment and expansion of training infrastructure under government skill development schemes. Research activities will involve meetings with industries to generate demand in the MSME sector. Monitoring and evaluation will be enhanced through DSC sub-committee inspections and regular reviews of training centers.

In the area of *Skills Development & Quality Enhancement*, districts intend to implement skill training interventions in sectors such as IT-ITES, beauty and wellness, apparel, hospitality, hospital management, media and entertainment, and green jobs. One district has proposed to focus on using technology to enhance skills, including digital literacy and online education for employability. Quality enhancement is envisaged to be addressed through the availability of vocational courses, and one district aims to conduct training of trainers (ToT) programs for block-level staff to keep them updated on new developments.

For *Industry & Entrepreneurship Promotion*, nine districts have proposed to organize placement drives, including job fairs and apprenticeship melas. Eleven districts plan to focus on industry connect through liaisons with chambers of commerce, industry meets, and networking sessions. Three districts intend to promote entrepreneurship by providing market-oriented skill training, linking trainees with financial assistance schemes like the Bhabishyat Credit Card, and organizing workshops to motivate and encourage entrepreneurship.

Under *Awareness & Social Inclusion*, 19 districts have plans to conduct awareness programs, mobilization camps at sub-division and block levels, and career counselling sessions. Seven districts have proposed to focus on social inclusion by providing training for ST/PWD communities, including those with developmental, intellectual, and multiple disabilities, and conducting outreach programs in socially and economically backward communities, schools, and colleges.

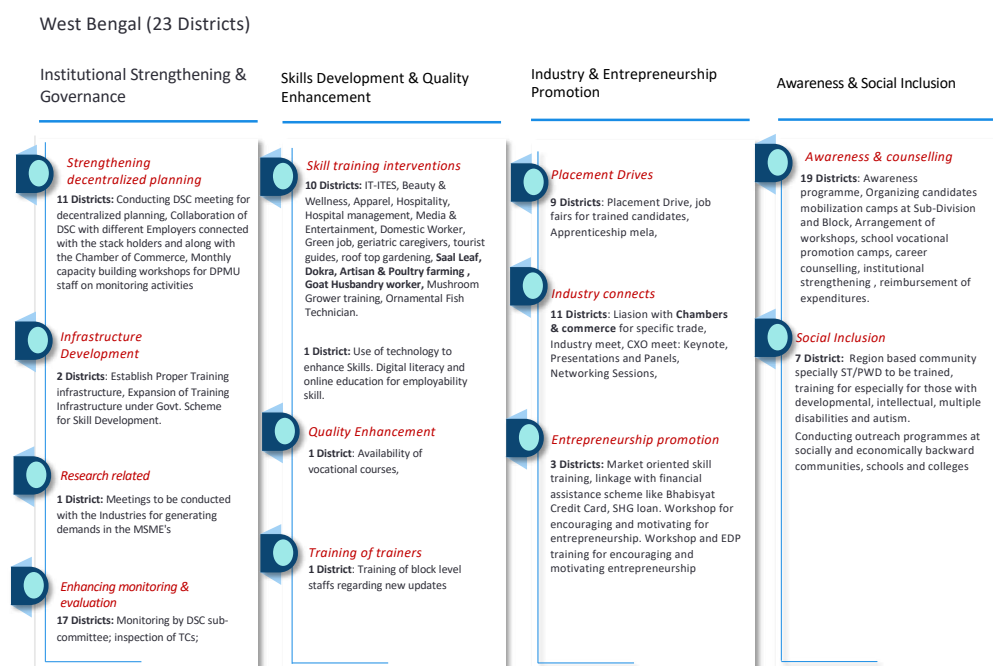


Figure 64: Key activities proposed in the District Annual Action Plan section of DSDP




















## 4.4 Insights from Aspirational Districts

The Aspirational Districts Programme (ADP), launched in January 2018 by NITI Aayog, aims to accelerate development in 112 of India's most underdeveloped districts. The initiative focuses on healthcare, education, agriculture, financial inclusion, and skill development to bridge regional disparities. Using a data-driven approach, it ranks districts based on key performance indicators and encourages competitive, cooperative federalism.

An analysis of high-demand and low-supply sectors, based on data from 58 aspirational districts across 12 States covered under the study, highlights the need for skill training in Agriculture, Electronics, Healthcare, Apparel, IT-ITeS, Construction, Automotive, Tourism & Hospitality, BFSI, Capital Goods, and Management.

The top 10 job roles with high demand and low supply in these districts include General Duty Assistant (20 districts), Sewing Machine Operator (17 districts), Assistant Electrician (12 districts), Unarmed Security Guard (10 districts), Retail Sales Associate (9 districts), Plumber General (8 districts), Assistant Beauty Therapist (7 districts), Dairy Farmer (7 districts), Domestic Data Entry Operator (7 districts), and Solar Panel Installation Technician (7 districts). The state-wise top three sectors and job roles with high demand and low supply are as follows:

State/ No. of Aspirational Districts		Sector	Job role
Andhra Pradesh (3 Districts)		Agriculture	Kisan Drone Operator, Bee Keeping
		Capital Goods	Light Motor Vehicle Driver
		Construction	Assistant Electrician
Assam (7 Districts)		Agriculture	Gardener cum Nursery Raiser
		Textile	Two Shaft Handloom Weaver
		Healthcare	General Duty Assistant
Bihar (10 districts)		Agriculture	Agriculture Extension Service Provider, Dairy Farmer, Mushroom Grower
		Green Jobs	Solar Panel Installation Technician
		Healthcare	General Duty assistant
Chhattisgarh (4 Districts)		IT-ITeS	Domestic Data Entry Operator
		Management	Unarmed Security Guard
		Electronics	Assistant Electrician
Himachal Pradesh (1 District)		Automotive	Auto Service Technician
		Tourism	Tour Guide
		Food processing	Vegetable drying technician
Jammu And Kashmir (2 Districts)		IT-ITeS	Computer Hardware & Network Maintenance
		Construction	Assistant Electrician

State/ No. of Aspirational Districts		Sector	Job role
Karnataka (1 District)		Automotive	Technician Automotive Electric Vehicle Service
		Logistics	Packaging Designer
		BFSI	Business Correspondent & Business Facilitator
Kerala (1 District)		Power	Energy Meter Technician
		Media & Entertainment	Event Management Assistant
		Green Jobs	Renewable Energy Engineers
Madhya Pradesh (8 Districts)		Electronics	Electrical Technician, CCTV Installation Technician
		Capital Goods	Welder, CNC Programmer
		Agriculture	Tractor Service Mechanic, Agricultural Technicians
Maharashtra (3 Districts)		Agriculture	Dairy Farmer
		Sports	Yoga Instructor-Sports
		BFSI	Debt Recovery Agent
Odisha (10 Districts)		Apparel	Sewing Machine Operator, Packer
		Healthcare	General Duty assistant, Home Health Aide, Geriatric Care Assistant
		Electronics	Smart Phone Assembly Technician, Mobile phone Hardware repair Technician
Uttar Pradesh (8 Districts)		Automotive	Casting & Forging technicians
		Agriculture	Micro Irrigation Technician
		Electronics	Drone Service Technician

## Chapter-4

# Consistency in Skill Demand Trends: Insights from DSDP and PLFS Data

The District Skill Development Plans (DSDPs), created during the three rounds of exercises by various District Skill Committees (DSCs), provided substantial insights for the Ministry. Each round of DSDP preparation witnessed improvements in the quality of data captured, the robustness of the plans proposed by the districts, and a more nuanced understanding of district-level skilling requirements.

During the third round of DSDP preparation, the SANKALP division of MSDE conducted an additional exercise with the involvement of the National Instructional Media Institute (NIMI), respective Indian Institutes of Management (IIMs), and the DSCs. A notable change introduced in this round was the revision of the template used for plan preparation. Unlike the first two rounds, which restricted the districts to annual skilling demand forecasts, the new template expanded to include not only sector-wise skilling demand projections for the upcoming year but also for the next five years. This adjustment allowed districts to adopt a mixed-method approach—combining statistical projections with inputs from local industries and considering upcoming investments in infrastructure, industry, and special economic zones.

Upon submission of DSDPs for FY 2022-23, a top-up exercise was carried out by NIMI in association with the IIMs and the Mahatma Gandhi National Fellows (MGNFs). This phase involved redistributing the sector-wise skilling demand into specific job roles across these sectors, facilitated by the DSCs with the support of the MGNFs.

Upon completion of this extensive exercise, the data was consolidated, and MSDE now possessed state-wise, district-wise, and sector-wise demand data, disaggregated by job role. Although the data appeared insightful, MSDE felt the need to validate this information through secondary sources. To achieve this, the SANKALP division at MSDE formulated a model to validate the demand estimates derived from the DSDPs using data sourced from national-level surveys and published datasets like the Periodic Labour Force Survey (PLFS) or the National Sample Survey Office (NSSO). Details surrounding this model and the validation exercise are elaborated in the section below. The details of the PLFS based model for sector validation of DSDPs is at Annexure 4.



## 4.1 Major Findings and Implications

To facilitate a meaningful comparison between the findings of the economic model and the District Skill Development Plans (DSDPs), a two-pronged approach was undertaken to ensure data standardization:

- **District-to-Region Mapping:** Since the economic model presents results based on National Sample Survey (NSS) regions, all districts were mapped to their corresponding NSS regions. This mapping ensured consistency in the geographical scope of the data being compared.
- **Sector Classification Alignment:** The economic model utilizes the National Industrial Classification (NIC) 2008 for sector categorization. To achieve standardized comparisons, the sectors and job roles identified within the DSDPs were mapped to the NIC 2008 classification system. This mapping process focused on aligning classifications at the first-digit level, providing a foundation for comparison while acknowledging potential variations within sub-sectors.

The accompanying table provides a detailed breakdown of this comparison. The "District Match%" column reflects the percentage of district-level data available within each state's DSDP that aligns with the regional data utilized by the economic model. For instance, a value of 88% for Karnataka indicates a high degree of data availability at the district level within the DSDP. Conversely, a value of 47% for Gujarat suggests a lower level of data availability.

The "Sector Match%" column, on the other hand, focuses on the alignment between sectoral priorities identified by the DSDPs and those identified by the economic model for each region. For example, states like Assam and Madhya Pradesh exhibit a strong correlation (over 60%) between the top sectors identified by both sources. In contrast, states like Maharashtra and Uttarakhand display a weaker alignment.

The analysis identified a group of states showcasing a strong alignment between the DSDPs and the economic model. These states, namely Assam, Karnataka, Madhya Pradesh, Punjab, Rajasthan, Tamil Nadu, Uttar Pradesh, and West Bengal, all demonstrate a "district match percentage" and a "sector match percentage" exceeding 60%. These states have been highlighted in the table below for ease of reference.

State	Sector Match %	District Match %
Assam	75%	69%
Bihar	60%	95%
Chhattisgarh	60%	86%
Dadra & Nagar Haveli	60%	100%
Daman & Diu	80%	50%
Delhi	80%	56%
Goa	40%	100%
Gujarat	84%	47%
Haryana	60%	86%
Himachal Pradesh	50%	93%
Jammu and Kashmir	60%	84%
Jharkhand	60%	85%
Karnataka	70%	88%
Kerala	60%	85%
Madhya Pradesh	63%	74%
Maharashtra	57%	98%
Manipur	40%	80%
Meghalaya	40%	14%
Mizoram	60%	100%
Nagaland	20%	18%
Odisha	60%	86%
Puducherry	40%	50%
Punjab	63%	71%



State	Sector Match %	District Match %
Rajasthan	68%	84%
Sikkim	60%	75%
Tamil Nadu	70%	88%
Telangana	60%	76%
Tripura	60%	100%
Uttar Pradesh	68%	63%
Uttarakhand	20%	8%
West Bengal	72%	80%

## 4.2 Case Studies: Applying the Model to Validate Sector Choices

To develop a comprehensive national perspective and ensure a robust interpretation of the findings, five states have been selected to represent the pan-Indian landscape. A detailed analysis of these sample states has been conducted to compare the high-skill demand sectors identified through the PLFS-based econometric model with those highlighted in the District Skill Development Plans (DSDPs) of these states. The comparative analysis is presented in Annexure 5.

- Assam
- Madhya Pradesh
- Uttar Pradesh
- Karnataka
- Maharashtra

## Chapter-5

# Way forward towards transforming decentralized planning

The process of preparing District Skill Development Plans (DSDPs) has now significantly evolved, with district functionaries gaining in-depth familiarity with the required procedures and nuances of plan preparation. Over time, most districts have developed a structured and data-driven approach to identifying local skill development needs, engaging stakeholders, analysing workforce trends, and aligning plans with regional and national priorities. This has strengthened data-based decision-making, making skill development more responsive and effective by ensuring that training initiatives are aligned with real-time labour market dynamics.

The **substantial increase in the number of DSDPs submitted—from 223 in FY 2018-19 to 746 in FY 2024-25, marking a 235% growth**—demonstrates the districts' growing competence in crafting comprehensive, actionable plans that address local economic challenges and skilling opportunities. Additionally, the **79% increase in state participation, with 34 states now covered under DSDP compared to 19 in 2018-19**, underscores a systemic shift towards evidence-based, decentralized planning that reflects grassroots realities.

Furthermore, the DSDP approach aligns closely with the decentralized planning methodologies followed by various central government Ministries and Departments in scheme implementation and workforce planning. Several central ministries have adopted similar data-driven, bottom-up planning frameworks, ensuring that local priorities shape national programs more effectively. Examples of such decentralized planning approaches across Ministries and Departments are detailed below:



## 5.1 Case Study: How DSDP Planning Aligns with Other Ministry Planning Approaches



Figure 65: Examples of decentralised planning by other Ministries



The above examples highlight the effectiveness of integrating grassroots realities into policy planning and program implementation. Ministries and departments that adopt decentralized planning frameworks benefit from a structured cadre of officials and extension workers at the district and state levels, which strengthens data collection, stakeholder engagement, and planning accuracy. This structured approach—combining decentralized planning with institutionalized processes, essential tools, and dedicated human and financial resources—not only enhances the relevance of national and state-level initiatives but also fosters greater community participation and ownership of development programs.

As district administrations and State Skill Development Missions (SSDMs) gain experience in formulating DSDPs under SANKALP, it is now essential to further strengthen district- and state-level capacities to sustain and enhance the DSDP development process. A critical next step is the consolidation of DSDPs into State Skill Development Plans (SSDPs), ensuring alignment between district, state, and national skilling priorities. Additionally, integrating insights from both district- and state-level plans will be crucial in strategizing skill interventions at the national level.

## 5.2 Key Strategies for Effective Implementation

The DSDP framework has made significant progress since its inception but now needs to transition into a fully digital, dynamic, and real-time planning model to meet evolving demands. Despite advancements, the current DSDP formation process faces several challenges across central, state, and district levels. **Data availability** remains a significant issue, with limited access to updated, comprehensive district-level information and variations in data quality affecting plan outcomes. **Budget constraints** for DSDP preparation and execution hinder effective planning, compounded by the limited involvement of district officials and reliance on external agencies. **Human resource challenges** are prevalent, including a lack of dedicated and skilled personnel for plan development and evaluation, further complicated by language barriers at the district level. **Interdepartmental coordination** is weak due to frequent staff transfers and competing priorities of key stakeholders such as District Collectors and DSC members. The **absence of clear mandates and monitoring mechanisms** for implementing action plans undermines progress, while the lengthy preparation process, bureaucratic delays, and inadequate institutional frameworks add to the complexity. **Insufficient mechanisms for knowledge sharing** and the adoption of technology limit the replication of best practices and efficient decision-making. The current process has primarily aimed at familiarizing the district administration with skill planning, with **limited alignment to state and central budget exercises**, making it challenging to effectively translate insights from district plans into funded interventions.

Addressing the challenges in the decentralization process requires targeted interventions spanning the entire planning spectrum, from data collection and stakeholder engagement to resource allocation, execution, and monitoring. Some of the proposed interventions to strengthen these aspects for ensuring more cohesive and effective skill development strategies are as under:

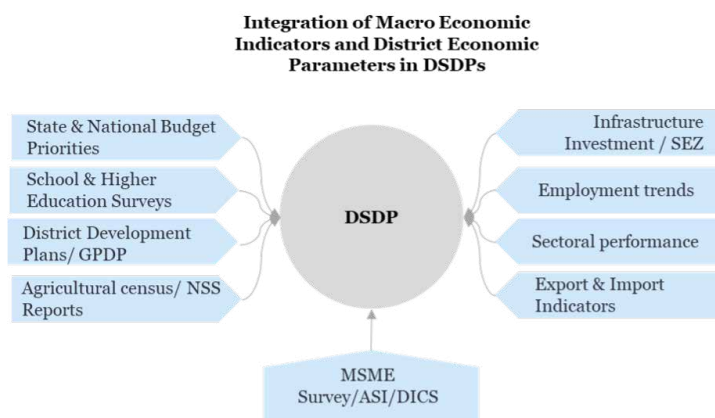


Figure 66: Integration of Economic Parameters in DSDPs

### A. Ensuring the Sustainability of DSDPs

The long-term sustainability of bottom-up, decentralized skill planning depends on the quality, continuity, and institutionalization of DSDP development, along with their integration into state and national-level planning. Strengthening processes, accountability, and resource allocation will ensure that DSDPs remain an integral part of skill development initiatives. Key measures to sustain DSDPs include:

- I. Institutionalizing the DSDP Process– Embedding the creation, management, and periodic updating of DSDPs as an official responsibility of district administrations is crucial. This would ensure the allocation of dedicated resources under the guidance of the District Magistrate/District Collector and may require the issuance of executive orders or policy mandates to formalize DSDP development as a continuous planning process. It will also be important to include the achievements against the previous year plans as a part of the annual DSDP preparation exercise.



- II. Establishing Dedicated DSDP Planning Units – Setting up specialized planning units within district administrations, responsible for coordinating with District Skill Committees (DSCs) and overseeing skilling initiatives, will enhance the effectiveness of skill planning. These units should be staffed with trained professionals and equipped with the necessary technical and financial resources to manage district-level skill development efficiently.
- III. Strengthening Monitoring & Accountability Mechanisms – A robust monitoring and evaluation framework is essential to track DSDP implementation and measure impact. This includes periodic audits, performance reviews, and the establishment of key performance indicators (KPIs) to assess effectiveness. Real-time data collection and digital tracking systems can further improve transparency and accountability.
- IV. Alignment with Budget process at State and Central level - Aligning the DSDP process with state and national budget exercises is essential to facilitate financial allocations for proposed activities, ensuring that district-level priorities are adequately funded and integrated into broader development strategies. This alignment would promote better resource mobilization and more targeted interventions.
- V. Engagement of SSDMs in DSDP planning and implementation process – While districts should have the autonomy to develop DSDPs tailored to their specific needs, SSDMs must play a crucial role in providing capacity development support and strategic guidance to ensure alignment with state-level priorities. This guidance should include macro-level insights on major investments planned in the state and migration trends, particularly international migration patterns, to help districts better align their skill development initiatives with emerging opportunities and workforce demands. Equally important is the integration of district insights into state planning to create a cohesive and responsive skilling framework. SSDMs should regularly monitor plan implementation, assess progress, and recommend corrective measures to address gaps.
- VI. Leveraging Macroeconomic & Microeconomic Insights for Data-Driven Planning – The integration of macroeconomic indicators and district-level economic data is critical for ensuring that DSDPs are aligned with real workforce demands. National economic trends such as GDP growth, sectoral performance, and employment patterns help identify high-potential industries, while district-level insights highlight local industry strengths, workforce gaps, and employment trends. Combining these two levels of analysis allows for strategic skilling interventions that match real labor market needs, enhance employment opportunities, and support balanced economic development across districts. This data-driven approach ensures that resource allocation is optimized and that training programs are adaptive, responsive, and future-ready.

## B. Enhancing use of technology for preparation of comprehensive DSDPs and SSDPs

While established guidelines for the formulation of DSDPs have been issued from time to time, discrepancies in the quality and consistency of information reported across districts have posed challenges in data analysis and comparison. To address this issue, a digital platform in the form of District Skill Planning Aid Kit (DiSPAK) was introduced as part of the SANKALP initiative in 2021.

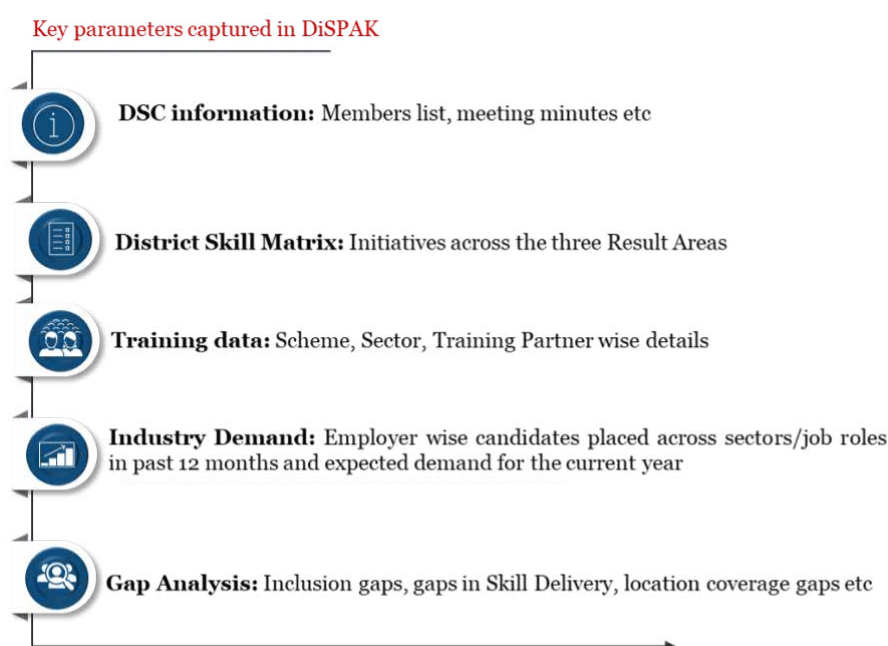


Figure 67: Key parameters captured in DiSPAK

This web-based toolkit serves as a centralized platform for reviewing district-level data, aggregating skill demand, and ensuring consistent data analysis and reporting. It enables the consolidation of data from all DSDPs, facilitating automated insights generation and trend analysis to support evidence-based decision-making. The tool also allows users to conduct in-depth district-level analyses, monitor skill supply and demand trends, and visualize state-wise and national skilling data through interactive dashboards and reports.

Additionally, the portal integrates key datasets on demographics, education, and vocational training, providing district functionaries with critical insights to enhance the preparation and refinement of DSDPs.

All districts currently have access to DiSPAK, and efforts were made to achieve 100% submission of DSDPs for 2024-25 on the portal. However, technical challenges and limited IT-skilled resources at the district level resulted in only a partial submission of plans on the portal. To strengthen the capacity of district and state functionaries for effective DSDP development in a digital mode, a comprehensive and multi-pronged capacity-building approach is therefore recommended.

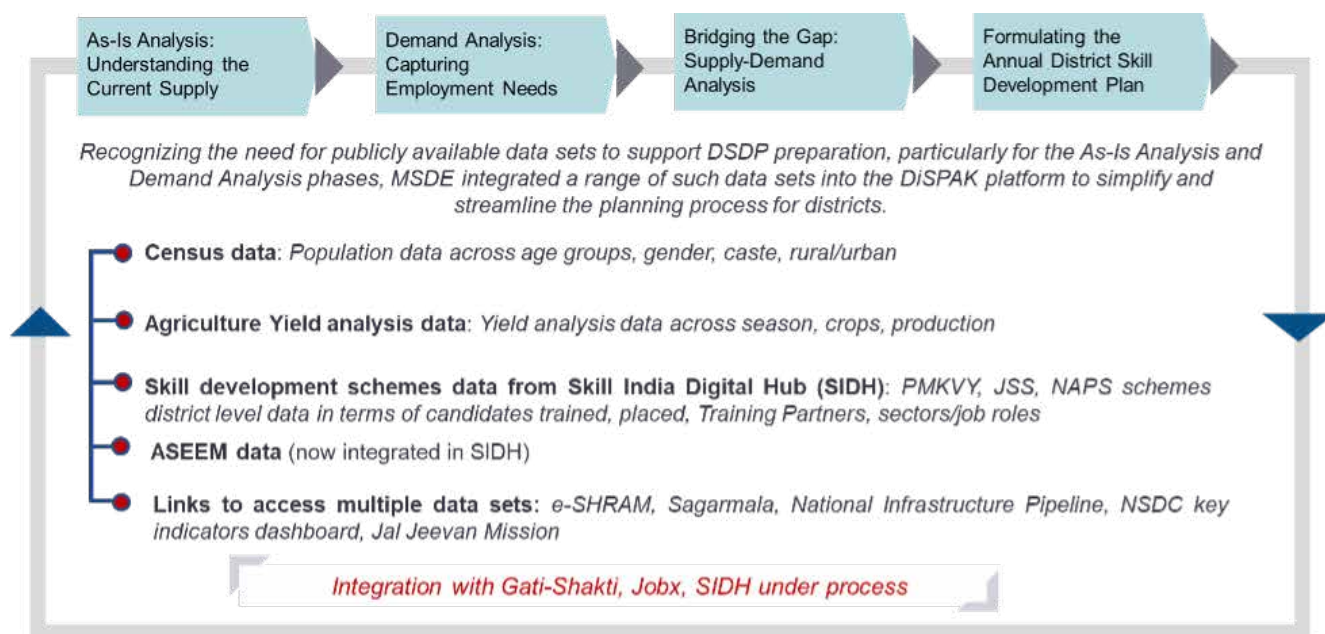


Figure 68: Data incorporated in DiSPAK

## C. Preparation of State Skill Development Plans and their incentives through Award & Recognition

The effectiveness of State Skill Development Plans (SSDPs) depends on high-quality district-level data, the integration of technology for data management and analysis, the competence of district officials, and the strategic use of resources. These elements ensure that SSDPs remain well-informed, contextually relevant, and aligned with local economic needs.

### Key Considerations for Integrating DSDPs into SSDPs

#### i. Scalability Assessment

- **Resource Availability:** Evaluating whether financial, human, and infrastructural resources at the district level can be scaled up to meet the broader requirements of the state-level skill ecosystem.
- **Administrative Capacity:** Strengthening the state-level administrative framework to manage and coordinate SSDP implementation across multiple districts, ensuring compliance, efficiency, and targeted support.
- **Technology Integration:** Establishing robust digital frameworks to aggregate and analyze district-level data, enabling real-time insights and informed decision-making for SSDP formulation.

#### ii. Ensuring Representation of Unique District Needs

A major challenge in SSDP development is ensuring that district-specific skill gaps, workforce demands, and economic conditions are accurately reflected in state-level strategies. This requires:

- Decentralized participation mechanisms, including district consultations, feedback loops, and representation in state-level planning committees.
- Flexible frameworks that allow districts to adapt SSDP components to their unique economic and demographic conditions while maintaining alignment with state objectives.

### **iii. Identification of Regional Skill Clusters**

Cluster-based planning can optimize resource-sharing, administrative coordination, and economic synergies by grouping districts with similar industry trends and workforce needs. This approach:

- Enhances efficiency by pooling training infrastructure and resources.
- Promotes economic specialization, ensuring that skilling initiatives align with regional industry strengths.
- Encourages inter-district collaboration, addressing common challenges through coordinated interventions.

### **iv. Award & Recognition Program for SSDPs**

Building on the success of reward and recognition programs for DSDPs launched by MSDE in FY 2018-19 and FY 2020-21, a State-level Award & Recognition initiative is envisioned to incentivize State Skill Development Missions (SSDMs) to consolidate DSDPs into high-impact SSDPs.

#### **Objectives of the Award & Recognition Initiative**

- Encourage Comprehensive Planning – Promote integrated SSDPs that address state-wide skill development needs.
- Foster Collaboration – Strengthen state-district coordination, ensuring SSDPs reflect district priorities while aligning with state objectives.
- Promote Innovation – Recognize innovative skilling strategies and best practices in planning and implementation.
- Enhance Execution & Monitoring – Improve the quality of SSDP implementation, ensuring measurable outcomes and data-driven accountability.
- State-level awards will be based on criteria such as comprehensiveness, innovation, stakeholder engagement, and implementation effectiveness, with top-performing states receiving recognition and incentives.

### **D. Developing the National Skill Development Plan (NSDP) & Target Allocation under National Schemes**

Integrating insights from DSDPs and SSDPs into the National Skill Development Plan (NSDP) will ensure that national policies and skilling programs are grounded in real-time labor market needs. A data-driven approach will:

- Enhance the alignment of national objectives with local workforce demands, ensuring that national initiatives cater to region-specific challenges.
- Enable targeted resource allocation, making skill development programs more efficient, inclusive, and responsive.
- Ensure sustainable impact by leveraging district- and state-level workforce analytics to shape sectoral skilling priorities.
- A bottom-up, data-integrated NSDP framework will improve target allocation across national schemes, leading to greater participation, employment linkages, and long-term skilling impact.

### **E. Policy Impetus for Advancing Decentralized Planning**

The Ministry of Skill Development and Entrepreneurship (MSDE) is currently revising the National Policy for Skill Development & Entrepreneurship (2015). Strengthening the decentralization agenda within this updated policy framework will:

- i. Reinforce bottom-up planning, empowering local authorities and stakeholders.
- ii. Ensure skill development programs remain responsive to regional needs, fostering inclusive, sustainable growth.

#### **Key Policy Considerations for Strengthening Decentralized Planning**

##### **i. Promoting Convergence for Cross-Sector Synergies**

- Enhance coordination between Central Ministries, State Governments, and district administrations to integrate skilling initiatives with other economic and social programs.
- Establish platforms for regular stakeholder engagement, including industry representatives, educational institutions, and community organizations to streamline planning and implementation.
- Provide states and districts with insights on key National Missions, such as Make in India, Digital India, Green India Mission, Mission for Aatmanirbharta in Pulses, Nuclear Energy Mission and the National Health Mission to support alignment skill development interventions with evolving national priorities

## ii. Leveraging Technology for Smarter Planning & Implementation

- Integrate national and state-level skilling portals such as National Career Service (NCS), e-Shram, and the GST portal, ensuring real-time labor market insights.
- Enhance data-driven decision-making by leveraging AI, cloud-based data storage, and big data analytics to monitor skilling trends and labor mobility.
- Strengthen digital governance frameworks to ensure data quality, security, and privacy in decentralized planning.

## iii. Guidelines for Continuous Capacity Building

- Develop structured training programs for district and state officials to enhance their capabilities in data analysis, planning methodologies, and implementation strategies.
- Promote adaptive learning mechanisms, ensuring officials stay updated on industry trends, skilling best practices, and economic shifts.

## iv. Delineation of Roles, Responsibilities & Resource Allocation

- Define clear responsibilities for district, state, and central stakeholders in skilling ecosystem management.
- Establish systematic frameworks for resource allocation, ensuring efficient fund utilization and program sustainability.
- Develop a comprehensive annual calendar of key activities, reinforcing structured execution and accountability at every governance level.

## v. Promoting Dynamic and Agile Skill Planning for Evolving Workforce Needs

- Move beyond a static, annual exercise to a dynamic process that allows for mid-term corrections.
- Build flexibility to adapt to emerging labor market trends, evolving industry demands, and unforeseen economic shifts, including the impact of global economic changes.
- Strengthen existing digital platforms to empower district functionaries to make data-driven adjustments, ensuring that skilling efforts remain aligned with real-time workforce needs and economic developments.





### 5.3 Conclusion

The implementation of decentralized skill planning under the SANKALP program marks a transformational shift in India's approach to workforce development. By anchoring skill development initiatives at the district level, the program has bridged the gap between national priorities and local workforce realities, ensuring that skilling interventions are contextually relevant, demand-driven, and inclusive. The institutionalization of District Skill Committees (DSCs) and the development of District Skill Development Plans (DSDPs) have not only empowered local administrations but have also enhanced accountability and ownership, leading to more effective and responsive skilling strategies.

A key success of this model has been the deepened engagement of stakeholders across multiple sectors. By fostering collaboration between government agencies, industry representatives, training institutions, and local communities, SANKALP has ensured that skill development is aligned with real market needs rather than being a one-size-fits-all approach. This multi-stakeholder involvement has enabled a systematic identification of skill gaps, leading to the design of targeted training programs that increase employability and career opportunities for India's workforce.

The adoption of data-driven planning and technology integration has further strengthened India's skill development ecosystem. The introduction of digital tools such as DiSPAK has enabled standardized data collection, real-time monitoring, and dynamic decision-making. With the ability to aggregate and analyze district-level skill demands, policymakers are now better equipped to craft informed and agile skilling policies at both the state and national levels. The integration of technology has not only enhanced efficiency but has also paved the way for evidence-based decision-making, making skill planning more adaptable to evolving economic and industrial landscapes.

Additionally, continuous capacity building has played a crucial role in sustaining the momentum of decentralized planning. The training of district officials, structured workshops, and initiatives such as the Mahatma Gandhi National Fellowship (MGNF) program have strengthened institutional capabilities, ensuring that DSDPs are effectively designed, implemented, and updated. As a result, district functionaries are now better equipped to analyze labor market trends, engage with industries, and align skilling initiatives with emerging job market needs.

Despite the significant progress, certain challenges remain. The sustainability of DSDPs requires continuous institutional support, periodic updates, and stronger linkages with macroeconomic indicators and district economic data. Additionally, inter-departmental coordination must be further enhanced to ensure that skill development efforts are synergized with broader developmental programs and policies. Transitioning from static, annual planning cycles to real-time, dynamic course corrections through digital platforms will be key to making skilling interventions more agile and responsive.

In conclusion, the decentralized planning model under SANKALP has demonstrated that a localized, participatory approach can fundamentally enhance the effectiveness and reach of national skill development strategies. By addressing existing challenges and building on the successes of decentralized planning, India can continue to advance its skilling agenda in a way that is inclusive, future-ready, and economically impactful. With sustained focus on capacity building, deeper integration of technology, and greater stakeholder collaboration, India's skill development framework can be transformed into a dynamic, adaptive, and high-impact model—one that not only meets the demands of a rapidly evolving job market but also contributes meaningfully to national economic growth and social progress.



## Annexure 1 – Composition of District Skill Committees (DSCs)

In Sept 2018, DGT issued a notification for setting up of the district skill committees (No.DGT\_1/1/2018-NPIU) with the following role holders as members:

- District Magistrate – Chairman
- District officer of state skill Development Mission/state skill Development and Entrepreneurship Department
- District Educational Officer
- District Labour Officer
- District Industry Officer
- District social welfare officer/District Tribal welfare officer/Minority Department Officer
- Lead District Manager from bank
- Principal of Nodal institute/ITI /PMKK
- 1-3 industry representatives from industry cluster/ prominent industry in the district etc.
- Any other members up to three maybe co-opted by chairman

## Annexure 2- State wise Identified High-Demand Sectors with Insufficient Training Capacity

### 1. Andhra Pradesh (26 districts)

Sector name	Alluri Sitharama Raju	Anakapalli	Ananthapuramu	Annamayya	Bapatla	Chittoor	Dr.B.R.Ambedkar Konaseema	East Godavari	Guntur
Agriculture and allied	●		●	●		●	●	●	
Apparel	●					●			
Automotive	●		●	●				●	
Beauty & Wellness	●				●	●	●	●	●
BFSI			●	●					
Capital Goods									
Construction	●				●	●	●	●	●
Electronics & Hardware	●		●			●			
Food Industry				●		●	●		
Gem & Jewellery									
Green Jobs			●						
Handicrafts and Carpet	●								
Healthcare	●							●	
IT-ITeS		●				●			
Leather						●			
Life Sciences									
Logistics					●				●
Mining				●					
Plumbing									
Retail					●				●
Telecom									
Textile						●			
Tourism & Hospitality	●						●	●	

Sector name	Kakinada	Krishna	Kurnool	Nandyal	NTR	Palnadu	Parvathipuram Manyam	Prakasam	SPS Nellore
Agriculture and allied	●			●	●	●	●	●	
Apparel							●	●	
Automotive		●			●		●		●
Beauty & Wellness			●			●		●	
BFSI									
Capital Goods									
Construction	●		●	●	●	●	●	●	●
Electronics & Hardware	●					●	●	●	●
Food Industry	●	●				●	●		●
Gem & Jewellery		●							
Green Jobs				●					
Handicrafts and Carpet									
Healthcare		●		●	●	●	●	●	
IT-ITeS	●					●			
Leather									
Life Sciences								●	
Logistics			●						●
Mining									
Plumbing								●	
Retail			●			●		●	●
Telecom									
Textile								●	
Tourism & Hospitality									

Sector name	Sri Sathya Sai District	Srikakulam	Tirupati	Visakhapatnam	Vizianagaram	West Godavari	YSR Kadapa
Agriculture and allied		●			●	●	●
Apparel	●			●	●		
Automotive	●		●	●			●
Beauty & Wellness				●	●		
BFSI			●				
Capital Goods			●				
Construction		●	●	●	●	●	
Electronics & Hardware	●	●	●	●	●		
Food Industry						●	
Gem & Jewellery							
Green Jobs							●
Handicrafts and Carpet	●						
Healthcare			●	●	●		
IT-ITeS	●	●		●	●		
Leather							
Life Sciences		●	●	●	●		
Logistics				●			
Mining							
Plumbing							
Retail				●	●	●	
Telecom			●				
Textile			●				
Tourism & Hospitality			●	●			



## 2. Assam (41 districts)

Sector Name	Baksa	Cachar	Chirang	Darrang	Dhemaji	Goalpara	Hailakandi	Nagaon	Sivasagar	Sonitpur	South Salmara-Mankachar	West Karbi Anglong	Bajali	Barpeta
Aerospace & Aviation														
Agriculture														
Apparel														
Automotive														
Beauty & Wellness														
BFSI														
Construction														
Domestic Workers														
Electronics														
Food Processing														
Furniture & Fittings														
Gem & Jewellery														
Green Jobs														
Handicrafts and Carpet														
Healthcare														
Hydrocarbon														
IT-ITeS														
Logistics														
Management														
Plumbing														
Retail														
Rubber														
Textile														
Tourism & Hospitality														

Sector Name	Biswanath	Bongaigaon	Charaideo	Chirang	Dhubri	Dibrugarh	Dima Hasao	Goalpara	Golaghat	Hailakandi	Hojai	Jorhat	Kamrup	Kamrup Metropolitan
Aerospace & Aviation														
Agriculture														
Apparel														
Automotive														
Beauty & Wellness														
BFSI														
Construction														
Domestic Workers														
Electronics														
Food Processing														
Furniture & Fittings														
Gem & Jewellery														
Green Jobs														
Handicrafts and Carpet														
Healthcare														
Hydrocarbon														
IT-ITeS														
Logistics														
Management														
Plumbing														
Retail														
Rubber														
Textile														
Tourism & Hospitality														

Sector Name	Karbi Anglong	Karimganj	Kokrajhar	Lakhimpur	Majuli	Morigaon	Nagaon	Nalbari	Sonitpur	South Salmara-Mankachar	Tamulpur	Tinsukia	Udalguri
Aerospace & Aviation													
Agriculture	●		●		●	●	●			●	●		●
Apparel			●							●			
Automotive			●			●							
Beauty & Wellness			●										
BFSI			●					●					
Construction					●			●					
Domestic Workers													
Electronics			●		●	●		●					
Food Processing			●										
Furniture & Fittings								●					
Gem & Jewellery													
Green Jobs						●							
Handicrafts and Carpet		●				●							
Healthcare				●		●							
Hydrocarbon													
IT-ITeS						●							
Logistics													
Management													
Plumbing					●							●	
Retail			●						●				
Rubber						●							
Textile													
Tourism & Hospitality						●							

### 3. Bihar (32 districts)

Sector Name	Araria	Bhojpur	Buxar	Darbhangha	Gaya	Gopalganj	Jamui	Jehanabad
Agriculture			●				●	●
Apparel								
Automotive	●		●	●	●			●
Beauty & Wellness		●			●	●	●	●
BFSI						●		●
Capital Goods				●				
Construction			●					
Domestic Workers								
Electronics	●					●	●	
Food Processing	●							
Green Jobs	●		●		●			●
Healthcare					●			
IT-ITeS				●	●	●		
Life Sciences						●		
Logistics								
Plumbing							●	
Tourism & Hospitality					●	●		

Sector Name	Kaimur	Katihar	Khagaria	Kishanganj	Lakkhisarai	Madhepura	Madhubani	Munger
Agriculture	●		●		●		●	
Apparel	●			●	●		●	●
Automotive						●		●
Beauty & Wellness	●	●			●		●	●
BFSI			●					
Capital Goods					●		●	
Construction		●	●			●		
Domestic Workers	●							
Electronics		●	●	●				
Food Processing						●		
Green Jobs		●			●	●		
Healthcare			●		●	●		
IT-ITeS			●			●		
Life Sciences								
Logistics								
Plumbing		●						
Tourism & Hospitality	●			●				

Sector Name	Muzaffarpur	Nalanda	Nawada	Patna	Purnia	Rohtas	Saharsa	Samastipur
Agriculture			●		●	●	●	●
Apparel			●					
Automotive								●
Beauty & Wellness			●	●				
BFSI				●				
Capital Goods			●					
Construction					●			
Domestic Workers								
Electronics				●				
Food Processing		●			●			
Green Jobs	●		●		●			
Healthcare			●				●	
IT-ITeS				●				
Life Sciences				●				
Logistics								
Plumbing								
Tourism & Hospitality		●		●		●	●	

Sector Name	Saran	Sheikhupura	Sheohar	Sitamarhi	Siwan	Supaul	Vaishali	West Champaran
Agriculture	●	●		●	●		●	
Apparel			●	●				
Automotive		●						
Beauty & Wellness					●	●	●	●
BFSI					●			
Capital Goods		●						
Construction							●	
Domestic Workers								
Electronics					●	●	●	●
Food Processing							●	
Green Jobs					●		●	
Healthcare		●						
IT-ITeS					●	●	●	●
Life Sciences								
Logistics						●		●
Plumbing							●	
Tourism & Hospitality					●			

#### 4. Chandigarh

Sector name	Chandigarh
IT-ITeS	●
Media & Entertainment	●
Telecom	●



## 5. Chhattisgarh (10 Districts)

Sector name	Balrampur-Ramanujganj	Durg	Kanker	Korea	Mahasamund	Narayanpur	Raigarh	Raipur	Sukma	Surajpur
Agriculture and allied	●		●	●	●				●	●
Apparel	●	●	●	●	●	●	●	●		
Automotive	●			●				●	●	●
Beauty & Wellness		●	●	●				●		●
BFSI			●	●	●	●	●	●		
Capital Goods	●									
Construction	●	●	●	●	●	●	●	●	●	●
Electronics & Hardware	●	●	●	●		●	●			
Food Industry		●		●						
Gem & Jewellery					●					
Green Jobs	●	●	●	●				●		●
Handicrafts and Carpet			●							
Healthcare		●	●					●	●	●
Infrastructure Equipment			●							
IT-ITeS	●	●	●	●	●	●	●	●	●	●
Logistics								●		
Management and Entrepreneurship & Professional		●	●		●	●	●	●	●	
Mining								●		
Plumbing			●		●	●	●			●
Retail		●								
Sports								●		
Telecom		●	●							●
Tourism & Hospitality					●	●	●		●	●

## 6. Gujarat (10 districts)

Sector Name	Aravalli	Banaskantha	Dang	Devbhumi Dwarka	Jamnagar	Kachchh	Mahisagar
Aerospace & Aviation							●
Agriculture		●	●				●
Apparel	●						
Automotive		●	●			●	
Construction		●				●	
Electronics			●			●	
Gem & Jewellery		●					
Green Jobs		●			●	●	
Healthcare			●				
Power							
Rubber				●		●	
Textile							
Tourism & Hospitality							●

Sector Name	Navasari	Sabarkantha	Surat
Aerospace & Aviation			
Agriculture			
Apparel			
Automotive			
Construction			
Electronics			
Gem & Jewellery			
Green Jobs			
Healthcare			
Power			
Rubber			
Textile			
Tourism & Hospitality			

## 7. Himachal Pradesh (12 Districts)

Sector Name	Bilaspur	Chamba	Hamirpur	Kangra	Kinnaur	Kullu	Lahul & Spiti	Mandi	Shimla	Sirmour	Solan	Una
Agriculture	●		●	●	●	●		●	●		●	●
Apparel				●								
Automotive		●						●				
Beauty & Wellness			●									●
Construction												●
Food Processing		●			●	●			●	●		
Green Jobs	●							●				
Handicrafts and Carpet					●	●	●	●			●	
Healthcare			●							●		
IT-ITeS								●				●
Life Sciences												●
Logistics											●	
Media & Entertainment				●								
Plumbing	●											
Rubber											●	
Sports										●	●	
Tourism & Hospitality		●		●	●	●	●		●			

## 8. Jammu & Kashmir (18 districts)

Sector Name	Anantnag	Baramulla	Budgam	Doda	Ganderbal	Jammu	Kathua	Kishtwar	Kupwara	Poonch	Pulwama	Rajouri
Apparel				●								
Automotive												
Beauty & Wellness												
Capital Goods							●			●		
Construction	●					●			●		●	●
Electronics												●
Food Processing												●
Furniture & Fittings												●
Handicrafts and Carpet												●
Healthcare												●
IT-ITeS		●	●		●			●				●
Management			●	●								
Media & Entertainment			●									
Plumbing				●								
Power												
Telecom								●				
Textile												
Tourism & Hospitality												

Sector Name	Ramban	Reasi	Samba	Shopian	Srinagar	Udhampur
Apparel						
Automotive						
Beauty & Wellness						
Capital Goods	●					
Construction	●				●	
Electronics						
Food Processing						
Furniture & Fittings						
Handicrafts and Carpet						
Healthcare						
IT-ITeS						
Management		●		●		●
Media & Entertainment						
Plumbing			●			
Power			●			
Telecom						
Textile			●			
Tourism & Hospitality			●			

## 9. Karnataka (27 districts)

Sector Name	Bagalkote	Ballari	Bangalore Rural	Bangalore Urban	Belagavi	Bidar	Chamarajanagar
Agriculture	●						●
Apparel		●	●	●			●
Automotive	●			●	●	●	
Beauty & Wellness							
BFSI				●			
Capital Goods			●		●	●	
Construction		●			●	●	
Domestic Workers							
Electronics							
Food Processing	●						●
Furniture & Fittings							
Green Jobs							
Handicrafts and Carpet							
Healthcare	●				●	●	
IT-ITeS		●	●				
Life Sciences							
Logistics	●			●			
Management			●				
Mining							
Plumbing					●	●	
Retail				●			
Rubber							
Tourism & Hospitality	●						●



Sector Name	Chikkaballapura	Chikkamangaluru	Chitradurga	Dakshin Kannada	Davangere	Dharwad	Hassan
Agriculture			●				
Apparel			●	●	●		
Automotive			●	●		●	●
Beauty & Wellness						●	
BFSI			●		●	●	
Capital Goods				●			●
Construction	●						●
Domestic Workers				●			
Electronics	●						
Food Processing		●					
Furniture & Fittings							
Green Jobs							
Handicrafts and Carpet							
Healthcare							●
IT-ITeS					●		
Life Sciences							
Logistics	●						
Management							
Mining							
Plumbing	●						●
Retail	●						
Rubber							
Tourism & Hospitality		●					

Sector Name	Kalaburagi	Kodagu	Koppal	Mandya	Mysore	Raichur	Ramanagara
Agriculture		●	●				●
Apparel				●		●	●
Automotive						●	
Beauty & Wellness	●	●				●	
BFSI	●	●		●	●	●	●
Capital Goods			●			●	●
Construction	●					●	●
Domestic Workers		●					●
Electronics							
Food Processing							
Furniture & Fittings		●					
Green Jobs							
Handicrafts and Carpet							
Healthcare						●	●
IT-ITeS	●	●	●			●	
Life Sciences							●
Logistics						●	●
Management							
Mining							●
Plumbing		●	●			●	
Retail							
Rubber		●					●
Tourism & Hospitality		●					

Sector Name	Shimogga	Tumkuru	Udupi	Uttar Kannada	Vijayanagar	Vijayapura
Agriculture						
Apparel						
Automotive						
Beauty & Wellness						
BFSI						
Capital Goods						
Construction						
Domestic Workers						
Electronics						
Food Processing						
Furniture & Fittings						
Green Jobs						
Handicrafts and Carpet						
Healthcare						
IT-ITeS						
Life Sciences						
Logistics						
Management						
Mining						
Plumbing						
Retail						
Rubber						
Tourism & Hospitality						

## 10. Kerala (14 districts)

Sector Name	Alappuzha	Ernakulam	Idukki	Kanpur	Kasargode
Agriculture					
Automotive					
Capital Goods					
Construction					
Domestic Workers					
Electronics					
Green Jobs					
Healthcare					
Hydrocarbon					
Information Technology Sector					
IT-ITeS					
Logistics					
Management					
Media & Entertainment					
Power					
Textile					
Tourism & Hospitality					

Sector Name	Kollam	Kottayam	Kozhikode	Malappuram	Palakkad
Agriculture					
Automotive					
Capital Goods					
Construction					
Domestic Workers					
Electronics					
Green Jobs					
Healthcare					
Hydrocarbon					
Information Technology Sector					
IT-ITeS					
Logistics					
Management					
Media & Entertainment					
Power					
Textile					
Tourism & Hospitality					

Sector Name	Pathanamthitta	Thiruvananthapuram	Thrissur	Wayanand
Agriculture				
Automotive				
Capital Goods				
Construction				
Domestic Workers				
Electronics				
Green Jobs				
Healthcare				
Hydrocarbon				
Information Technology Sector				
IT-ITeS				
Logistics				
Management				
Media & Entertainment				
Power				
Textile				
Tourism & Hospitality				

## 11. Ladakh (2 districts)

Sector Name	Kargil	Leh
Agriculture		
Construction		
Domestic Workers		
Green Jobs		
Handicrafts and Carpet		
Plumbing		

## 12. Maharashtra (34 districts)

Sector Name	Ahilyanagar (Ahmadnagar)	Akola	Amravati	Beed	Bhandara	Buldhana
Aerospace & Aviation						
Agriculture						
Apparel						
Automotive						
Beauty & Wellness						
BFSI						
Capital Goods						
Construction						
Electronics						
Furniture & Fittings						
Green Jobs						
Healthcare						
IT-ITeS						
Logistics						
Management						
Plumbing						
Retail						
Rubber						
Sports						
Telecom						
Textile						
Tourism & Hospitality						

Sector Name	Ch. Sambhaji Nagar (Aurangabad)	Chandrapur	Dharashiv (Osmanabad)	Dhule	Gondia	Hingoli
Aerospace & Aviation						
Agriculture						
Apparel						
Automotive						
Beauty & Wellness						
BFSI						
Capital Goods						
Construction						
Electronics						
Furniture & Fittings						
Green Jobs						
Healthcare						
IT-ITeS						
Logistics						
Management						
Plumbing						
Retail						
Rubber						
Sports						
Telecom						
Textile						
Tourism & Hospitality						

Sector Name	Jalgaon	Jalna	Kolhapur	Latur	Mumbai city	Nagpur
Aerospace & Aviation						
Agriculture						
Apparel						
Automotive						
Beauty & Wellness						
BFSI						
Capital Goods						
Construction						
Electronics						
Furniture & Fittings						
Green Jobs						
Healthcare						
IT-ITeS						
Logistics						
Management						
Plumbing						
Retail						
Rubber						
Sports						
Telecom						
Textile						
Tourism & Hospitality						



Sector Name	Nanded	Nandurbar	Nashik	Palghar	Parbhani	Pune
Aerospace & Aviation						
Agriculture						
Apparel						
Automotive						
Beauty & Wellness						
BFSI						
Capital Goods						
Construction						
Electronics						
Furniture & Fittings						
Green Jobs						
Healthcare						
IT-ITeS						
Logistics						
Management						
Plumbing						
Retail						
Rubber						
Sports						
Telecom						
Textile						
Tourism & Hospitality						

Sector Name	Raigad	Ratnagiri	Sangli	Satara	Sindhudurg	Solapur
Aerospace & Aviation						
Agriculture						
Apparel						
Automotive						
Beauty & Wellness						
BFSI						
Capital Goods						
Construction						
Electronics						
Furniture & Fittings						
Green Jobs						
Healthcare						
IT-ITeS						
Logistics						
Management						
Plumbing						
Retail						
Rubber						
Sports						
Telecom						
Textile						
Tourism & Hospitality						

Sector Name	Thane	Wardha	Washim	Yavatmal
Aerospace & Aviation	●			
Agriculture			●	
Apparel		●		
Automotive				
Beauty & Wellness				
BFSI	●			●
Capital Goods	●			
Construction	●			●
Electronics				
Furniture & Fittings				
Green Jobs				●
Healthcare				●
IT-ITeS				
Logistics				
Management	●			
Plumbing				
Retail		●		
Rubber				
Sports				
Telecom				
Textile		●		
Tourism & Hospitality				

### 13. Madhya Pradesh (53 districts)

Sector name	Agar Malwa	Alirajpur	Anuppur	Ashoknagar	Balaghat	Barwani	Betul	Bhind	Bhopal	Burhanpur	Chhatarpur
Agriculture and allied	●	●				●	●		●		
Apparel		●					●	●			●
Automotive							●			●	●
Beauty & Wellness											●
BFSI											
Capital Goods											
Construction		●	●	●	●			●		●	●
Electronics & Hardware			●		●		●				●
Food Industry				●					●		
Furniture & Fittings											
Gem & Jewellery											
Green Jobs									●		
Handicrafts and Carpet											
Healthcare											
IT-ITeS											
Logistics									●	●	
Management and Entrepreneurship & Professional			●								
Media & Entertainment											
Mining					●						
Plumbing											
Power											
Retail										●	
Telecom							●				
Textile											
Tourism & Hospitality											

Sector name	Chhindwara	Damoh	Datia	Dewas	Dhar	Dindori	Guna	Gwalior	Harda	Indore	Jabalpur
Agriculture and allied		●			●	●				●	
Apparel											
Automotive	●			●	●		●	●	●		
Beauty & Wellness								●		●	
BFSI		●			●						
Capital Goods											
Construction	●	●		●		●	●		●		
Electronics & Hardware								●			
Food Industry											
Furniture & Fittings											
Gem & Jewellery											
Green Jobs			●								●
Handicrafts and Carpet					●				●		
Healthcare			●							●	
IT-ITeS		●		●			●			●	
Logistics											
Management and Entrepreneurship & Professional										●	
Media & Entertainment											
Mining											
Plumbing											
Power											
Retail		●	●						●		
Telecom			●								
Textile											
Tourism & Hospitality					●						●

Sector name	Jhabua	Katni	Khandwa (East Nimar)	Khargone (West Nimar)	Mandla	Mandsaur	Morena	Narmadapuram	Narsingpur	Neemuch	Niwari
Agriculture and allied											
Apparel											
Automotive											
Beauty & Wellness											
BFSI											
Capital Goods											
Construction											
Electronics & Hardware											
Food Industry											
Furniture & Fittings											
Gem & Jewellery											
Green Jobs											
Handicrafts and Carpet											
Healthcare											
IT-ITeS											
Logistics											
Management and Entrepreneurship & Professional											
Media & Entertainment											
Mining											
Plumbing											
Power											
Retail											
Telecom											
Textile											
Tourism & Hospitality											

Sector name	Pandhurna	Panna	Raisen	Rajgarh	Ratlam	Rewa	Sagar	Satna	Sehore	Seoni	Shahdol
Agriculture and allied											
Apparel											
Automotive											
Beauty & Wellness											
BFSI											
Capital Goods											
Construction											
Electronics & Hardware											
Food Industry											
Furniture & Fittings											
Gem & Jewellery											
Green Jobs											
Handicrafts and Carpet											
Healthcare											
IT-ITeS											
Logistics											
Management and Entrepreneurship & Professional											
Media & Entertainment											
Mining											
Plumbing											
Power											
Retail											
Telecom											
Textile											
Tourism & Hospitality											

Sector name	Shajapur	Sheopur	Shivpuri	Sidhi	Singrauli	Tikamgarh	Ujjain	Umaria	Vidisha
Agriculture and allied									
Apparel									
Automotive									
Beauty & Wellness									
BFSI									
Capital Goods									
Construction									
Electronics & Hardware									
Food Industry									
Furniture & Fittings									
Gem & Jewellery									
Green Jobs									
Handicrafts and Carpet									
Healthcare									
IT-ITeS									
Logistics									
Management and Entrepreneurship & Professional									
Media & Entertainment									
Mining									
Plumbing									
Power									
Retail									
Telecom									
Textile									
Tourism & Hospitality									

#### 14. Meghalaya (8 districts)

Sector name	East Garo Hills	East Jaintia Hills	East Khasi Hills	Eastern West Khasi Hills	South Garo Hills	South West Garo Hills	South West Khasi Hills	West Garo Hills
Agriculture and allied								
Apparel								
Beauty & Wellness								
Tourism & Hospitality								



## 15. Mizoram (3 districts)

Sector name	Aizawl	Khawzawl	Serchhip
Aerospace & Aviation	●		
Agriculture and allied	●	●	
Apparel	●	●	
Automotive	●	●	
Beauty & Wellness	●	●	
BFSI			●
Construction	●		
Domestic Workers			●
Electronics & Hardware	●		
Food Industry	●		●
Green Jobs	●		
Handicrafts and Carpet			●
Healthcare	●		
IT-ITeS	●		
Rubber			●
Sports	●		
Tourism & Hospitality	●		●

## 16. Odisha (30 districts)

Sector name	Angul	Balasore	Bargarh	Bhadrak	Bolangir	Boudh	Cuttack	Deogarh	Dhenkanal	Gajapati	Ganjam	Jagatsinghpur
Aerospace & Aviation												
Agriculture and allied			●		●				●			
Apparel		●	●	●	●	●			●	●	●	●
Automotive	●		●							●	●	
BFSI	●				●		●	●		●		
Capital Goods	●											
Construction		●				●	●	●				
Electronics & Hardware			●		●	●			●	●	●	
Food Industry	●					●		●				●
Gem & Jewellery												
Healthcare		●	●	●	●	●	●	●	●		●	●
Hydrocarbon												●
Infrastructure Equipment												
Iron & Steel									●			
IT-ITeS	●				●	●						
Life Sciences												●
Logistics	●										●	
Management and Entrepreneurship & Professional	●	●	●				●	●	●		●	●
Media & Entertainment												
Mining												●
People with Disability											●	
Plumbing			●			●						
Power			●	●		●			●			●
Retail	●		●	●			●		●		●	
Textile		●	●							●		●
Tourism & Hospitality		●	●			●	●	●			●	

Sector name	Jajpur	Jharsuguda	Kalahandi	Kandhamal	Kendrapada	Keonjhar	Khurda	Koraput	Malkangiri	Mayurbhanj	Nabarangapur	Nayagarh
Aerospace & Aviation								●				
Agriculture and allied												
Apparel		●		●	●		●	●	●		●	
Automotive			●			●	●	●				●
BFSI		●				●	●	●		●	●	
Capital Goods												
Construction				●		●	●	●			●	●
Electronics & Hardware		●		●		●	●		●	●	●	
Food Industry			●			●	●	●			●	●
Gem & Jewellery						●						
Healthcare		●		●	●		●	●	●		●	●
Hydrocarbon												
Infrastructure Equipment								●				
Iron & Steel	●		●									
IT-ITeS	●			●			●					●
Life Sciences									●			
Logistics	●											
Management and Entrepreneurship & Professional	●		●	●		●					●	●
Media & Entertainment						●						
Mining								●				
People with Disability												
Plumbing												
Power				●	●			●				
Retail	●			●		●				●		●
Textile					●	●			●			●
Tourism & Hospitality				●		●						●

Sector name	Nuapada	Puri	Rayagada	Sambalpur	Subarnapur	Sundergarh
Aerospace & Aviation						
Agriculture and allied						
Apparel	●	●	●	●	●	●
Automotive				●		
BFSI		●				●
Capital Goods	●					
Construction			●	●	●	
Electronics & Hardware	●	●				●
Food Industry	●				●	
Gem & Jewellery						
Healthcare	●		●	●	●	
Hydrocarbon						
Infrastructure Equipment						
Iron & Steel				●		●
IT-ITeS	●	●				●
Life Sciences		●				
Logistics	●	●				
Management and Entrepreneurship & Professional	●	●	●	●	●	●
Media & Entertainment						
Mining				●		
People with Disability						
Plumbing						
Power						
Retail	●			●		●
Textile			●	●	●	
Tourism & Hospitality	●	●	●	●	●	●

## 17. Uttar Pradesh (75 districts)

Sector Name	Ayodhya	Azamgarh	Baghpat	Bahraich	Ballia	Balrampur	Banda
Agriculture	●	●	●	●	●	●	●
Animal Husbandry							
Apparel							
Automotive	●			●			●
Beauty & Wellness							
Capital Goods							
Construction			●			●	
Food Processing							
Healthcare							
IT-ITeS			●			●	
Manufacturing							
Retail	●			●			●
Tourism & Hospitality							

Sector Name	Barabanki	Bareilly	Basti	Bijnor	Budaun	Bulandshahar	Chandauli
Agriculture	●		●	●	●	●	●
Animal Husbandry							
Apparel							
Automotive				●			
Beauty & Wellness							
Capital Goods		●					
Construction	●					●	●
Food Processing							
Healthcare							
IT-ITeS	●					●	●
Manufacturing		●					
Retail				●			
Tourism & Hospitality							

Sector Name	Chitrakoot	Deoria	Etah	Etawah	Farrukhabad	Fatehpur	Firozabad
Agriculture							
Animal Husbandry							
Apparel							
Automotive							
Beauty & Wellness							
Capital Goods							
Construction							
Food Processing							
Healthcare							
IT-ITeS							
Manufacturing							
Retail							
Tourism & Hospitality							

Sector Name	Gautam Buddha Nagar	Ghaziabad	Ghazipur	Gonda	Gorakhpur	Hamirpur
Agriculture						
Animal Husbandry						
Apparel						
Automotive						
Beauty & Wellness						
Capital Goods						
Construction						
Food Processing						
Healthcare						
IT-ITeS						
Manufacturing						
Retail						
Tourism & Hospitality						

Sector Name	Hapur (Panchsheel Nagar)	Hardoi	Hathras (Mahamayanagar)	Jalaun	Jaunpur	Jhansi
Agriculture						
Animal Husbandry						
Apparel						
Automotive						
Beauty & Wellness						
Capital Goods						
Construction						
Food Processing						
Healthcare						
IT-ITeS						
Manufacturing						
Retail						
Tourism & Hospitality						

Sector Name	Kannauj	Kanpur Dehat (Ramabai Nagar)	Kanpur Nagar	Kanshiram Nagar (Kasganj)	Kaushambi	Kushinagar
Agriculture						
Animal Husbandry						
Apparel						
Automotive						
Beauty & Wellness						
Capital Goods						
Construction						
Food Processing						
Healthcare						
IT-ITeS						
Manufacturing						
Retail						
Tourism & Hospitality						



Sector Name	Lakhimpur Kheri	Lalitpur	Lucknow	Maharajganj	Mahoba	Mainpuri	Mathura
Agriculture	●	●	●	●		●	
Animal Husbandry							
Apparel							●
Automotive	●					●	●
Beauty & Wellness							●
Capital Goods					●		
Construction		●	●	●			
Food Processing							
Healthcare							
IT-ITeS		●	●				
Manufacturing					●		
Retail	●			●		●	
Tourism & Hospitality							●

Sector Name	Mau	Meerut	Mirzapur	Moradabad	Muzaffarnagar	Pilibhit	Pratapgarh
Agriculture				●	●	●	●
Animal Husbandry							
Apparel							
Automotive							
Beauty & Wellness							
Capital Goods	●	●	●				
Construction				●	●	●	●
Food Processing							
Healthcare							
IT-ITeS					●	●	●
Manufacturing	●	●	●				
Retail				●			
Tourism & Hospitality							

Sector Name	Prayagraj	Raebareli	Rampur	Saharanpur	Sambhal (Bheem Nagar)	Sant Kabir Nagar	Sant Ravidas Nagar
Agriculture	●	●	●	●		●	
Animal Husbandry							
Apparel							
Automotive							
Beauty & Wellness							
Capital Goods					●		●
Construction	●	●	●	●		●	
Food Processing							
Healthcare							
IT-ITeS	●		●	●			
Manufacturing					●		●
Retail		●				●	
Tourism & Hospitality							

Sector Name	Shahjahanpur	Shamli (Prabuddha Nagar)	Shrawasti	Siddharthnagar	Sitapur	Sonbhadra
Agriculture	●		●		●	
Animal Husbandry						
Apparel						
Automotive						
Beauty & Wellness						
Capital Goods		●		●		●
Construction	●		●		●	
Food Processing						
Healthcare						
IT-ITeS						
Manufacturing		●		●		●
Retail	●		●		●	
Tourism & Hospitality						

Sector Name	Sultanpur	Unnao	Varanasi
Agriculture			
Animal Husbandry			
Apparel			
Automotive			
Beauty & Wellness			
Capital Goods			
Construction			
Food Processing			
Healthcare			
IT-ITeS			
Manufacturing			
Retail			
Tourism & Hospitality			

## 18. West Bengal (23 districts)

Sector name	Alipurduar	Bankura	Birbhum	Coochbehar	Dakshin Dinajpur	Darjeeling	Hooghly	Howrah	Jalpaiguri
Agriculture and allied									
Apparel									
Beauty & Wellness									
BFSI									
Construction									
Food Industry									
Healthcare									
IT-ITeS									
Logistics									
Textile									
Tourism & Hospitality									

Sector name	Jhargram	Kalimpong	Kolkata	Maldah	Murshidabad	N.24 Pgs	Nadia	Paschim Bardhaman	Paschim Medinipur
Agriculture and allied									
Apparel									
Beauty & Wellness									
BFSI									
Construction									
Food Industry									
Healthcare									
IT-ITeS									
Logistics									
Textile									
Tourism & Hospitality									

Sector name	Purba Bardhaman	Purba Medinipur	Purulia	S.24Pgs	Uttar Dinajpur
Agriculture and allied					
Apparel					
Beauty & Wellness					
BFSI					
Construction					
Food Industry					
Healthcare					
IT-ITeS					
Logistics					
Textile					
Tourism & Hospitality					

### Annexure 3- District Covered under Analysis of Annual Action Plan

S No.	State	Districts Covered
1	Andhra Pradesh	<ol style="list-style-type: none"> <li>1. Alluri Sitharama Raju</li> <li>2. Anakapalli</li> <li>3. Ananthapuramu</li> <li>4. Annamayya</li> <li>5. Bapatla</li> <li>6. Chittor</li> <li>7. Dr. B.R. Ambedkar Konaseema</li> <li>8. East Godavari</li> <li>9. Elluru</li> <li>10. Guntur</li> <li>11. Kakinada</li> <li>12. Krisna</li> <li>13. Kurnool</li> <li>14. Nandyal</li> <li>15. Ntr</li> <li>16. Palnadu</li> <li>17. Parvathipuram Manyam</li> <li>18. Prakasam</li> <li>19. Sri Potti Sriramulu Nellore</li> <li>20. Sri Sathya Sai</li> <li>21. Srikakulam</li> <li>22. Tirupati</li> <li>23. Visakhapatnam</li> <li>24. Vizianagaram</li> <li>25. West Godavari</li> <li>26. Y.S.R.</li> </ol>



2	Assam	<ol style="list-style-type: none"> <li>1. Bajali</li> <li>2. Baksa</li> <li>3. Barpeta</li> <li>4. Biswanath</li> <li>5. Bongaigaon</li> <li>6. Cachar</li> <li>7. Charaideo</li> <li>8. Chirang</li> <li>9. Darrang</li> <li>10. Dhemaji</li> <li>11. Dhubri</li> <li>12. Dibrugarh</li> <li>13. Goalpara</li> <li>14. Golaghat</li> <li>15. Hailakandi</li> <li>16. Jorhat</li> <li>17. Kamrup</li> <li>18. Kamrup Metro</li> <li>19. Karbi Anglong</li> <li>20. Karimganj</li> <li>21. Kokrajhar</li> <li>22. Lakhimpur</li> <li>23. Majuli</li> <li>24. Marigaon</li> <li>25. Nagaon</li> <li>26. Sonitpur</li> <li>27. South Salamara-Mankachar</li> <li>28. Tinsukia</li> <li>29. Udalguri</li> <li>30. West Karbi Anglong</li> </ol>
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3	Bihar	<ol style="list-style-type: none"> <li>1. Araria</li> <li>2. Arwal</li> <li>3. Aurangabad</li> <li>4. Banka</li> <li>5. Begusarai</li> <li>6. Bhagalpur</li> <li>7. Bhojpur</li> <li>8. Buxar</li> <li>9. Darbhanga</li> <li>10. Gaya</li> <li>11. Gopal Ganj</li> <li>12. Jamui</li> <li>13. Jehnabad</li> <li>14. Kaimur</li> <li>15. Katihar</li> <li>16. Khagaria</li> <li>17. Kishanganj</li> <li>18. Lakhisarai</li> <li>19. Madhepura</li> <li>20. Madhubani</li> <li>21. Munger</li> <li>22. Muzaffarpur</li> <li>23. Nalanda</li> <li>24. Nawada</li> <li>25. Pachim Champaran</li> <li>26. Patna</li> <li>27. Purbi Champaran</li> <li>28. Purnia</li> <li>29. Rohtas</li> <li>30. Saharsa</li> <li>31. Samastipur</li> <li>32. Saran</li> <li>33. Sheikpura</li> <li>34. Sheohar</li> <li>35. Sitamarhi</li> <li>36. Siwan</li> <li>37. Supaul</li> <li>38. Vaishali</li> </ol>
4	Chandigarh	Chandigarh

5	Chhattisgarh	<ol style="list-style-type: none"> <li>1. Balod</li> <li>2. Balodabazar</li> <li>3. Balrampur -Ramanujganj</li> <li>4. Bastar</li> <li>5. Bijapur</li> <li>6. Dakshin Bastar Dantewada</li> <li>7. Dhamtari</li> <li>8. Durg</li> <li>9. Gariyaband</li> <li>10. Janjgir-Champa</li> <li>11. Kabirdham</li> <li>12. Kondagaon</li> <li>13. Korba</li> <li>14. Korea</li> <li>15. Mahasamund</li> <li>16. Mungeli</li> <li>17. Narayanpur</li> <li>18. Raigarh</li> <li>19. Raipur</li> <li>20. Sukuma</li> <li>21. Surajpur</li> <li>22. Surguja</li> </ol>
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6	Gujarat	<ol style="list-style-type: none"> <li>1. Ahmedabad</li> <li>2. Amreli</li> <li>3. Anand</li> <li>4. Arvalli</li> <li>5. Banaskantha</li> <li>6. BHARUCH</li> <li>7. BHAVNAGAR</li> <li>8. Botad</li> <li>9. CHHOTAUDEPUR</li> <li>10. Dahod</li> <li>11. Dangs</li> <li>12. Devbhumi Dwarka</li> <li>13. Gandhinagar</li> <li>14. Gir Somnath</li> <li>15. Jamnagar</li> <li>16. Junagarh</li> <li>17. Kachchh</li> <li>18. Kheda</li> <li>19. Mahesana</li> <li>20. Mahisagar</li> <li>21. Morbi</li> <li>22. Narmada</li> <li>23. Navsari</li> <li>24. Panchmahals</li> <li>25. Patan</li> <li>26. Porbandar</li> <li>27. Rajkot</li> <li>28. Sabar Kantha</li> <li>29. Surat</li> <li>30. Surendranagar</li> <li>31. Tapi</li> <li>32. Vadodra</li> <li>33. Valsad</li> </ol>
7	Himachal Pradesh	<ol style="list-style-type: none"> <li>1. Bilaspur</li> <li>2. Chamba</li> <li>3. Hamirpur</li> <li>4. Kinnaur</li> <li>5. Kullu</li> <li>6. Lahaul&amp;Spiti</li> <li>7. Shimla</li> <li>8. Sirmaur</li> <li>9. Solan</li> <li>10. Una</li> </ol>

8	Jammu & Kashmir	<ol style="list-style-type: none"> <li>1. Anantnag</li> <li>2. Bandipora</li> <li>3. Baramulla</li> <li>4. Budgam</li> <li>5. Doda</li> <li>6. Ganderbal</li> <li>7. Jammu</li> <li>8. kathua</li> <li>9. Kishtwar</li> <li>10. Kupwara</li> <li>11. Poonch</li> <li>12. Pulwama</li> <li>13. Rajouri</li> <li>14. Ramban</li> <li>15. Reasi</li> <li>16. Samba</li> <li>17. Shopian</li> <li>18. Srinagar</li> <li>19. Udhampur</li> </ol>
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9	Karnataka	<ol style="list-style-type: none"> <li>1. Bagalkote</li> <li>2. Ballari</li> <li>3. Belagavi</li> <li>4. Bengaluru Rural</li> <li>5. Bengaluru Urban</li> <li>6. Bidar</li> <li>7. Chamarajanagara</li> <li>8. Chikkaballapura</li> <li>9. Chikkamangaluru</li> <li>10. Chitradurga</li> <li>11. Dakshin Kannada</li> <li>12. Davangere</li> <li>13. Dharwad</li> <li>14. Gadag</li> <li>15. Hassan</li> <li>16. Haveri</li> <li>17. Kalaburagi</li> <li>18. Kodagu</li> <li>19. Kolar</li> <li>20. Koppal</li> <li>21. Mandya</li> <li>22. Mysore</li> <li>23. Raichur</li> <li>24. Ramanagara</li> <li>25. Shimogga</li> <li>26. Tumkuru</li> <li>27. Udupi</li> <li>28. Uttar Kannada</li> <li>29. Vijayanagar</li> <li>30. Vijayapura</li> <li>31. Yadgir</li> </ol>
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10	Kerala	<ol style="list-style-type: none"> <li>1. Alappuzha</li> <li>2. Ernakulum</li> <li>3. Kannur</li> <li>4. Kasaragod</li> <li>5. Kollam</li> <li>6. Kottayam</li> <li>7. Kozhikode</li> <li>8. Malappuram</li> <li>9. Pathanamthitta</li> <li>10. Thiruvananthapuram</li> <li>11. Thrissur</li> </ol>
11	Ladakh	<ol style="list-style-type: none"> <li>1. Leh</li> <li>2. Ladakh</li> </ol>
12	Maharashtra	<ol style="list-style-type: none"> <li>1. Amravati</li> <li>2. Bhandara</li> <li>3. Buldhana</li> <li>4. Chandrapur</li> <li>5. Chhatrapati Sambhajinagar</li> <li>6. Dharashiv</li> <li>7. Gondia</li> <li>8. Jalgaon</li> <li>9. Jalna</li> <li>10. Kolhapur</li> <li>11. Latur</li> <li>12. Mumbai Suburban</li> <li>13. Nagpur</li> <li>14. Nanded</li> <li>15. Nandurbar</li> <li>16. Nashik</li> <li>17. Palghar</li> <li>18. Parbhani</li> <li>19. Pune</li> <li>20. Raigad</li> <li>21. Sangli</li> <li>22. Sindhudurg</li> <li>23. Solapur</li> <li>24. Thane</li> <li>25. Wardha</li> <li>26. Yavatmal</li> </ol>

13	Madhya Pradesh	<ol style="list-style-type: none"> <li>1. Agar Malwa</li> <li>2. Alirajpur</li> <li>3. Anuppur</li> <li>4. Ashoknagar</li> <li>5. Balaghat</li> <li>6. Barwani</li> <li>7. Betul</li> <li>8. Bhind</li> <li>9. Bhopal</li> <li>10. Burhanpur</li> <li>11. Chhatarpur</li> <li>12. Chhindwara</li> <li>13. Damoh</li> <li>14. Datia</li> <li>15. Dewas</li> <li>16. Dhar</li> <li>17. Dindori</li> <li>18. Guna</li> <li>19. Gwalior</li> <li>20. Harda</li> <li>21. Indore</li> <li>22. Jabalpur</li> <li>23. Jhabua</li> <li>24. Katni</li> <li>25. Khandwa</li> <li>26. Khargone</li> <li>27. Maihar</li> <li>28. Mandasaur</li> <li>29. Mandla</li> <li>30. Mauganj</li> <li>31. Morena</li> <li>32. Narmadapuram</li> <li>33. Narsimhapur</li> <li>34. Neemach</li> <li>35. Niwari</li> <li>36. Pandhurna</li> <li>37. Panna</li> <li>38. Raigarh</li> <li>39. Raisen</li> <li>40. Ratlam</li> <li>41. Rewa</li> <li>42. Sagar</li> <li>43. Satna</li> <li>44. Sehore</li> <li>45. Seoni</li> <li>46. Shajapur</li> <li>47. Shehdol</li> <li>48. Sheopur</li> <li>49. Sidhi</li> <li>50. Singrauli</li> <li>51. Tikamgarh</li> <li>52. Ujjain</li> <li>53. Umaria</li> <li>54. Vidisha</li> </ol>
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14	Meghalaya	<ol style="list-style-type: none"> <li>1. East Garo Hills</li> <li>2. East Jaintia Hills</li> <li>3. East Khasi Hills</li> <li>4. North Garo Hills</li> <li>5. Ri Bhoi</li> <li>6. South Garo Hills</li> <li>7. South West Garo Hills</li> <li>8. South West Khasi Hills</li> <li>9. West Garo Hills</li> <li>10. West Jaintia Hills</li> </ol>
15	Mizoram	<ol style="list-style-type: none"> <li>1. Aizawl</li> <li>2. Champhai</li> <li>3. Hnahthial</li> <li>4. Khawzawl</li> <li>5. Kolasib</li> <li>6. Lawngtlai</li> <li>7. Lunglei</li> <li>8. MAMIT</li> <li>9. Saiha</li> <li>10. Saitual</li> <li>11. Serchhip</li> </ol>

16	Odisha	<ol style="list-style-type: none"> <li>1. Anugul</li> <li>2. Balangir</li> <li>3. Balasore</li> <li>4. Bargarh</li> <li>5. Bhadrak</li> <li>6. Boudh</li> <li>7. Cuttack</li> <li>8. Deogarh</li> <li>9. Dhenkanal</li> <li>10. Gajapati</li> <li>11. Ganjam</li> <li>12. Jagatsinghpur</li> <li>13. Jajpur</li> <li>14. Jharsuguda</li> <li>15. Kalahandi</li> <li>16. Kandhamal</li> <li>17. Kendrapara</li> <li>18. Kendujhar</li> <li>19. Khordha</li> <li>20. Koraput</li> <li>21. Malkangiri</li> <li>22. Mayurbhanj</li> <li>23. Nabarangpur</li> <li>24. Nayagarh</li> <li>25. Nuapada</li> <li>26. Puri</li> <li>27. Rayagada</li> <li>28. Sambalpur</li> <li>29. Sonepur</li> <li>30. Sundergarh</li> </ol>
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17	Uttar Pradesh	<ol style="list-style-type: none"> <li>1. Agra</li> <li>2. Aligarh</li> <li>3. Ambedkar Nagar</li> <li>4. Amethi</li> <li>5. Amroha</li> <li>6. Auraiya</li> <li>7. Ayodhya</li> <li>8. Azamgarh</li> <li>9. Badaun</li> <li>10. Baghpat</li> <li>11. Bahraich</li> <li>12. Balia</li> <li>13. Balrampur</li> <li>14. Banda</li> <li>15. Barabanki</li> <li>16. Bareilly</li> <li>17. Basti</li> <li>18. Bhadohi</li> <li>19. Bijnour</li> <li>20. Bulandshahar</li> <li>21. Chandauli</li> <li>22. Chitrakoot</li> <li>23. Deoria</li> <li>24. Etah</li> <li>25. Etawah</li> <li>26. Farrukhabad</li> <li>27. Fatehpur</li> <li>28. Firozabad</li> <li>29. Gautam Budh Nagar</li> <li>30. Ghaziabad</li> <li>31. Ghazipur</li> <li>32. Gonda</li> <li>33. Gorakhpur</li> <li>34. Hamirpur</li> <li>35. Hapur</li> <li>36. Hardoi</li> <li>37. Hathras</li> </ol>	<ol style="list-style-type: none"> <li>46. Kushinagar</li> <li>47. Lakhimpur</li> <li>48. Lalitpur</li> <li>49. Lucknow</li> <li>50. Maharajganj</li> <li>51. Mahoba</li> <li>52. Mainpuri</li> <li>53. Mathura</li> <li>54. Mau</li> <li>55. Meerut</li> <li>56. Mirzapur</li> <li>57. Muradabad</li> <li>58. MuzaffarNagar</li> <li>59. Pilibhit</li> <li>60. Pratapgarh</li> <li>61. Prayagraj</li> <li>62. Rae Bareilly</li> <li>63. Rampur</li> <li>64. Saharanpur</li> <li>65. Sambal</li> <li>66. Sant Kabir Nagar</li> <li>67. Shahjahanpur</li> <li>68. Shamli</li> <li>69. Shravasti</li> <li>70. Siddharthnagar</li> <li>71. Sitapur</li> <li>72. Sonbhadra</li> <li>73. Sultanpur</li> <li>74. Unnao</li> <li>75. Varanasi</li> </ol>
		<ol style="list-style-type: none"> <li>38. Jalaun</li> <li>39. Jaunpur</li> <li>40. Jhansi</li> <li>41. Kannauj</li> <li>42. Kanpur Dehat</li> <li>43. Kanpur Nagar</li> <li>44. Kasganj</li> <li>45. Kaushambi</li> </ol>	

18	West Bengal	<ol style="list-style-type: none"> <li>1. Alipurduar</li> <li>2. Bankura</li> <li>3. Birbhum</li> <li>4. Cooch Behar</li> <li>5. Dakshin Dinajpur</li> <li>6. Darjeeling</li> <li>7. Hooghly</li> <li>8. Howrah</li> <li>9. Jalpaiguri</li> <li>10. Jhargram</li> <li>11. Kalimpong</li> <li>12. Kolkata</li> <li>13. Malda</li> <li>14. Murshidabad</li> <li>15. Nadia</li> <li>16. North 24 Parganas</li> <li>17. Paschim Bardhaman</li> <li>18. Paschim Medinipur</li> <li>19. Purba Bardhaman</li> <li>20. Purba Medinipur</li> <li>21. South 24 Parganas</li> </ol>
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## **Annexure 4- PLFS-Based Model for Sector Validation in DSDPs**

*Brief on PLFS & NIC which form the basis of MSDE's validation model.*

The Periodic Labour Force Survey (PLFS), initiated by the Ministry of Statistics and Programme Implementation (MoSPI), is a sample survey aimed at capturing timely labor market data. This survey has replaced its earlier counter-part, the quinquennial Employment and Unemployment Surveys (EUS) conducted by the National Sample Survey Office (NSSO), and provides annual and quarterly updates on employment and unemployment trends across India. The survey employs computer-assisted personal interviewing (CAPI) techniques using tablets, which allows for real-time validation of data and a dynamic capture of labor activities.

PLFS collects information approximately from a lakh household across India, over a period of one year (in four rounds) in order to provide critical insights related to labour market dynamics. In particular, the survey identifies the labor as an individual working in an industry along with their role therein, or the occupation. The identification of the industry is through National Industrial Classification (NIC) and the occupation through National Classification of Occupations (NCO). The National Industrial Classification (NIC) codes are a standardized statistical framework used to categorize economic activities in India. Updated in 2008 to align with the International Standard Industrial Classification (ISIC), NIC-2008 includes a detailed hierarchical structure that expands to cover more sectors and sub-sectors. It is extensively utilized for organizing and analyzing a wide array of economic data, including labor statistics, industrial production, and national income, ensuring compatibility and comparability of data across various domains.

We employ the NIC-NCO framework to classify economic activities across various regions in India. This classification forms the backbone of our model, enabling us to harness comprehensive datasets and well-organized categorizations to effectively analyse and interpret employment trends and challenges across various industries and regions.

*Model Overview: Inputs, Processes, and Outputs*

The spatial distribution of skilling demand emerges from complex interactions between industrial productivity dynamics, regional path dependence, and structural economic constraints. In this section, we develop a unified framework to quantify these interactions using India's Periodic Labour Force Survey (PLFS) data from 2017 to 2023. Our analysis bridges three critical dimensions of labor economics: 1) the wage returns to productivity- enhancing skill investments, 2) the persistence of regional

comparative advantages, and 3) the moderating role of demographic and educational factors.

Traditional approaches to skill gap analysis often suffer from static conceptualizations of labor markets and insufficient attention to spatial heterogeneity. Our framework addresses these limitations through a dynamic panel econometric model that identifies persistent regional-industry effects, followed by construction of a theoretically grounded skilling demand index. The framework enables precise identification of NSS regions where skill investments will yield highest returns given local industrial structures and socioeconomic constraints.

The idea here is to formulate a matching matrix that maps each industry with its favourable economic geography. Note that NSS regions are divided based on the agro-climatic conditions, implies using NSS regions as unit of analysis captures the effect (unobservable) of economic dynamics at the geographic level.

The core econometric model specifies wage determination as a function of productivity shocks moderated by regional persistence effects. Let  $E[w_{ij}]_t$  denote the expected log wage in industry  $i$  and region  $j$  at time  $t$ . The dynamic wage equation incorporates both contemporaneous productivity effects and autoregressive persistence:

$$E[w_{ij}]_t - \lambda_1 E[w_{ij}]_{(t-1)} - \lambda_2 E[w|Occ]_{ij(t-1)} = \alpha_i + \alpha_j + \alpha_{ij} + \gamma [E[w_{ij}]_t - E[w|Occ]_{ij_t}] + \epsilon_{ijt} \quad (1)$$

where

$E[w|Occ]_{ij_t}$  represents occupation-adjusted benchmark wages,  $\alpha_i$ ,  $\alpha_j$  and  $\alpha_{ij}$  are industry and region specific fixed effects, and  $\epsilon_{ijt}$  is the error term. The critical parameters are:

- $\gamma$ : Elasticity of wages to productivity/skill shocks
- $\lambda$ : Persistence parameter capturing regional-industry lock-in

The productivity premium term  $[E[w_{ij}]_t - E[w|Occ]_{ij_t}]$  isolates wage gains attributable to industry-specific productivity growth rather than occupational composition change; inclusion of  $\lambda_2$  parameter acts as a control to ensure the same. The persistence parameter  $\lambda_2$  measures the rate at which regional wage advantages decay, with  $\lambda_1 \rightarrow 1$  indicating perfect persistence (irreversible specialization) and  $\lambda_1 \rightarrow 0$  representing fluid labour markets.



### Empirical Implementation

Estimation uses a two-stage dynamic panel approach to address endogeneity concerns from lagged dependent variables and fixed effects. Table 1 presents the key results:

Table 1: Dynamic Panel Estimates of Wage Determination

	(1)	(2)
Productivity Premium ( $\gamma$ )	0.0627*** (0.0103)	0.0550*** (0.0181)
Persistence Parameter ( $\lambda_1$ )	0.233*** (0.0113)	0.225*** (0.0113)
Adjusted R2	0.586	0.589

Note: Standard errors in parentheses.

\*  $p < 0.1$  \*\*  $p < 0.05$  \*\*\*  $p < 0.01$

Column (1) reports baseline estimates restricting  $\alpha_{ij}$ , while Column (2) includes  $\alpha_{ij}$ . The stability of  $\lambda_1$  across specifications suggests robust evidence of regional persistence effects. The 5.5-6.3% wage premium per unit productivity gain ( $\gamma$ ) confirms significant returns to skill-intensive technologies.

The persistence parameter  $\lambda_1 \approx 0.23$  implies that 23% of regional wage advantages persist annually. This substantial inertia suggests that historical industrial specialization creates durable labor market advantages through mechanisms like:

- Accumulation of industry-specific human capital
- Development of supporting institutions
- Emergence of specialized input markets

### Skilling Demand Index

The impetus for developing the index lies in addressing the shortcomings of conventional static skill gap models, which often fail to capture the dynamic interplay between historical regional specialization and contemporary productivity shifts. Recognizing that regional labor markets are shaped by both deep-seated industrial legacies and current economic signals, the index integrates measures of baseline industrial specialization with recent growth momentum. This dual structure is built on a robust econometric framework that quantifies persistent regional wage advantages—indicative of enduring specialization—and the immediate impact of productivity-enhancing skill investments. In doing so, it effectively captures the evolving demand for skills and the self-reinforcing nature of regional human capital development as well as demographic contexts.



By reconciling static regional characteristics with dynamic labor market signals, the index provides policymakers with a nuanced tool to pinpoint regions where skill investments can yield the highest returns. Ultimately, its capacity to combine historical industrial trends with modern productivity shocks offers a comprehensive and actionable metric for assessing skilling demand, thereby improving the strategic design and targeting of skill development programs across diverse economic landscapes.

The index construction formalizes the theoretical insight that sustainable skilling demand requires both:

- Fundamental productivity returns ( $\gamma$ )
- Regional capacity to sustain specialization ( $\lambda$ )

### *Regional Suitability Metric*

The suitability measure  $I_{ij}$  combines static and dynamic alignment:

$$I_{ij} \cdot T = \sum_t \left[ \frac{N_{ijt}}{N_{ij0}} \cdot \left( \frac{N_{ij0}}{N_{i0}} + \hat{n}_{ij} \cdot t \right) \right]$$

where  $N_{ijt}$  is employment in industry  $i$  and region  $j$  at time  $t$ ,  $\frac{N_{ij0}}{N_{i0}}$  captures initial specialization, and  $\hat{n}_{ij}$  measures net worker inflows. This formulation recognizes that sustainable specialization requires both historical depth  $\left(\frac{N_{ij0}}{N_{i0}}\right)$  and recent momentum  $(\hat{n}_{ij})$ .

### *Productivity Modulation*

The productivity component  $\Gamma_{ij}$  adjusts raw productivity gains for structural constraints:

$$\Gamma_{ij} = \sum_{(k)} \theta^{(k)} \cdot z \left[ E[\hat{w}_{ij}^{(k)}] \right]$$

where

$$E[\hat{w}_{ij}^{(k)}] = \beta_0^{(k)} + \beta_1^{(k)} \cdot \left[ E[w_{ij}]_t - E[w|Occ]_{ijt} \right] + \sum_i \delta_i^{(k)} \cdot X_j^{(k)}$$

where  $X_j^{(k)}$  represents:

- Youth dependency ratio
- Old-age dependency ratio
- Mean educational attainment
- Lagged consumption expenditure (MPCE)

The rank-normalization operator  $z[\cdot]$  converts absolute wage expectations into percentile ranks, enabling cross-regional comparison while preserving ordinal information.

### Structural Weighting

Principal Component Analysis (PCA) determines the weights  $\theta^{(k)}$  by solving:

$$\max_{\theta^{(k)}} \text{Var} \left( \sum_{k=1}^4 \theta^{(k)} X_j^{(k)} \right) \text{ s.t. } \|\theta\| = 1$$

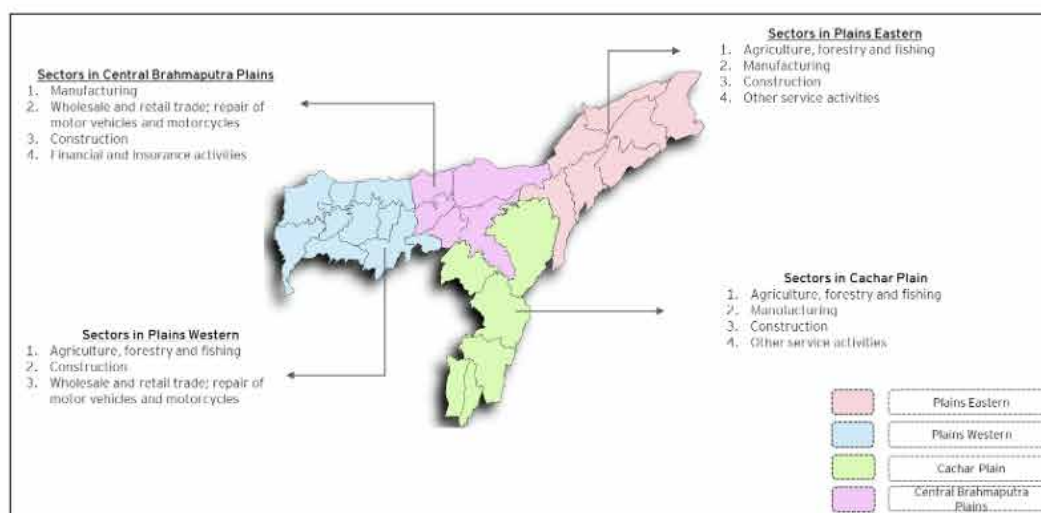
### Skilling Demand Index (SDI):

$$Index_{ij} = I_{ij} \cdot \Gamma_{ij} = \sum_{(k)} \theta^{(k)} \cdot I_{ij} \cdot z \left[ E[\hat{w}_{ij}^{(k)}] \right]$$

The SDI advances traditional skill-gap analyses by embedding dynamic persistence mechanisms and structural constraints into a unified framework. Its capacity to balance productivity returns with regional realities makes it a robust tool for policymakers seeking to optimize skilling investments in heterogeneous labor markets.

## Annexure 5 - State DSDPs as compared with PLFS data

### 1. Assam



Region	Sector	Sub-sectors
Plains Eastern	Agriculture, forestry and fishing	Growing of tea
		Inorganic farming of non-basmati rice
		Raising and breeding of chickens and capons, ducks, geese, turkeys and guinea fowls chickens and capons, ducks, geese, turkeys and guinea fowls
		Raising and breeding of sheep and goats
		Growing of vegetables, <del>D.F.C.</del>
	Manufacturing	Weaving, manufacture of cotton and cotton mixture fabrics.
		Processing and blending of tea including manufacture of instant tea
		Custom tailoring
		Manufacture of various articles made of bamboo, cane and grass
		Poultry and other slaughtering, preparation
	Construction	Construction of buildings carried out on own-account basis or on a fee or contract basis
		Construction and maintenance of motorways, streets, roads, other vehicular and pedestrian ways, highways, bridges, tunnels and subways

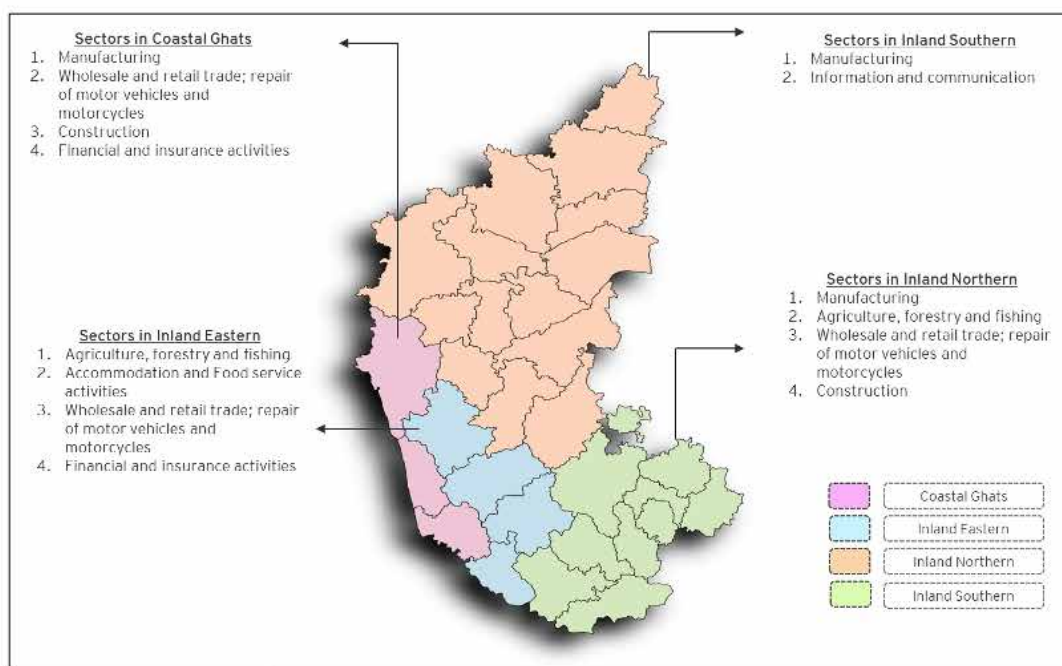
Region	Sector	Sub-sectors
Plains Western		Interior and exterior painting, glazing, plastering and decorating of buildings or civil engineering structures
		Installation of plumbing for water, gas and sanitation equipment
		Installation of electrical wiring and fittings
	Other service activities	General household maintenance activities like grooming of the floor, dusting, cleaning of utensils etc.
		Repair of bicycles
		Hairdressing and other beauty treatment
		Repair of communication equipment
		Activities of religious organizations
	Agriculture, forestry and fishing	Production of milk from cows or buffaloes
		Inorganic farming of non-basmati rice
		Growing of jute
		Agricultural activities on a fee or contract basis
		Fishing and taking of freshwater crustaceans and molluscs on a commercial basis in inland waters
	Construction	Construction of buildings carried out on own-account basis or on a fee or contract basis
		Water well drilling
		Interior and exterior painting, glazing, plastering and decorating of buildings or civil engineering structures
		Installation of electrical wiring and fittings
		Installation of doors, windows, door and window frames, fitted kitchens, of wood or other materials
	Wholesale and retail trade; repair of motor vehicles and motorcycles	Retail sale of cereals and pulses, tea, coffee, spices and flour
		Retail sale in non-specialized stores with food, beverages or tobacco predominating
		Retail sale of fresh or preserved fruit and vegetables
		Retail sale of meat, meat products, poultry products, fish, other seafood and products thereof

Region	Sector	Sub-sectors
		Retail sale of pharmaceuticals, medical and orthopaedic goods and toilet articles
Cachar Plain	Agriculture, forestry and fishing	Inorganic farming of non-basmati rice
		Growing of vegetables, n.e.c.
		Mixed farming
		Growing of asparagus, cabbages, cauliflower, broccoli, lettuce, chicory, spinach and other leafy or stem vegetables
		Operation of poultry hatcheries
	Construction	Construction of buildings carried out on own-account basis or on a fee or contract basis
		Installation of plumbing for water, gas and sanitation equipment
		Interior and exterior painting, glazing, plastering and decorating of buildings or civil engineering structures
		Installation of electrical wiring and fittings
		Clearing of building sites, earth moving:
	Transportation and storage	Taxi operation
		Other urban or suburban passenger transport n.e.c.
		Non-motorised road freight transport
		Urban or suburban passenger bus transport (excluding chartered bus)
		Other non-urban passenger land transport n.e.c.
	Wholesale and retail trade; repair of motor vehicles and motorcycles	Retail sale of cereals and pulses, tea, coffee, spices and flour
		Retail sale of fresh or preserved fruit and vegetables
		Retail sale of meat, meat products, poultry products, fish, other seafood and products thereof
		Retail sale in non-specialized stores with food, beverages or tobacco predominating
		Retail sale of tobacco products in specialized stores
Central Brahmaputra Plains	Agriculture, forestry and fishing	Inorganic farming of non-basmati rice
		Raising and breeding of chickens and capons, ducks, geese, turkeys and guinea fowls chickens and capons, ducks, geese, turkeys and guinea fowls



Region	Sector	Sub-sectors
		Organic farming of non-basmati rice
		Growing of vegetables, n.e.c.
		Growing of tea
	Manufacturing	Processing and blending of tea including manufacture of instant tea
		Weaving, manufacture of cotton and cotton mixture fabrics.
		Poultry and other slaughtering, preparation
		Custom tailoring
		Manufacture of furniture made of wood
	Construction	Construction of buildings carried out on own-account basis or on a fee or contract basis
		Construction and maintenance of motorways, streets, roads, other vehicular and pedestrian ways, highways, bridges, tunnels and subways
		Interior and exterior painting, glazing, plastering and decorating of buildings or civil engineering structures
		Installation of electrical wiring and fittings
		Construction and maintenance of water main and line connection, water reservoirs including irrigation system (canal)
	Other service activities	General household maintenance activities like grooming of the floor, dusting, cleaning of utensils etc.
		Hairdressing and other beauty treatment
		Activities of religious organizations
		Repair of bicycles
		Activities of other membership organizations n.e.c.

## 2. Karnataka



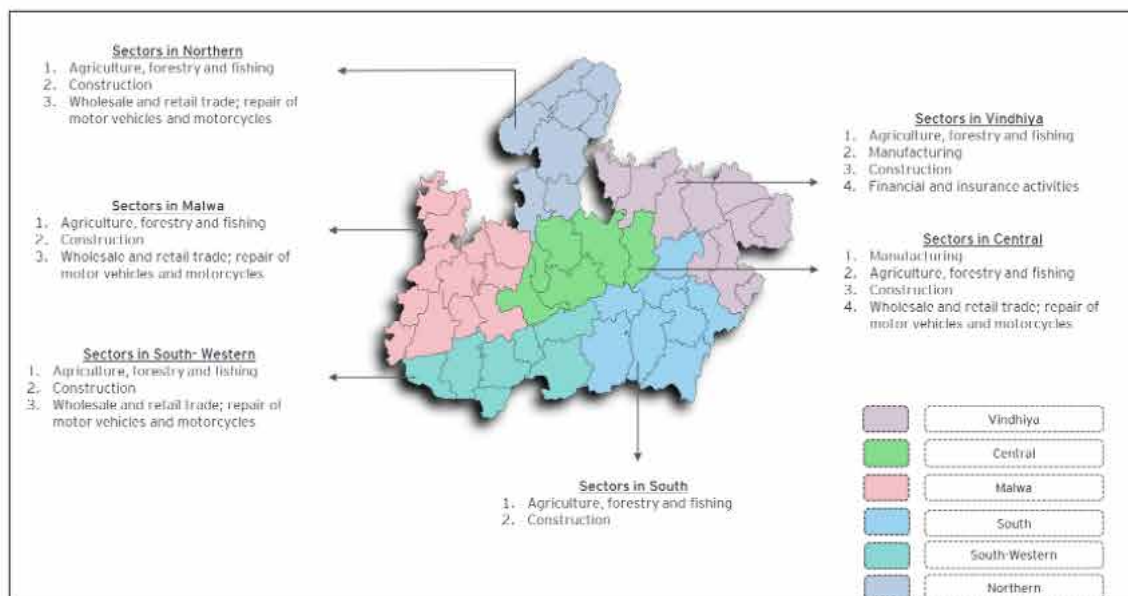
Region	Sector	Sub-sectors
Coastal & Ghats	Manufacturing	Manufacture of bidi
		Custom tailoring
		Production of liquid and gaseous fuels, illuminating oils, lubricating oils or greases or other products from crude petroleum or bituminous minerals
		Manufacture of other fabricated metal products <del>n.e.c.</del>
		Processing and preserving of fish crustacean and similar foods
	Wholesale and retail trade; repair of motor vehicles and motorcycles	Retail sale of footwear
		Retail sale of meat, meat products, poultry products, fish, other seafood and products thereof
		Retail sale of hardware including paints, varnishes and lacquers and do-it-yourself materials and equipment
		Retail sale of refrigerators, washing machines and other electrical/electronic household goods
		Retail sale of fresh or preserved fruit and vegetables
	Construction	Construction of buildings carried out on own-account basis or on a fee or contract basis

Region	Sector	Sub-sectors
		Installation of electrical wiring and fittings
		Installation of doors, windows, door and window frames, fitted kitchens, of wood or other materials
		Installation of telecommunications wiring, computer network and cable television wiring, including fibre optic, satellite dishes
		Interior and exterior painting, glazing, plastering and decorating of buildings or civil engineering structures
	Financial and insurance activities	Monetary intermediation of commercial banks, saving banks, postal savings bank and discount houses
		Other financial service activities, except insurance and pension funding activities, <i>D.F.C.</i>
		Life insurance
		Central banking
		Other monetary intermediation services <i>D.F.C.</i>
Inland Eastern	Agriculture, forestry and fishing	Growing of jowar, bajra and millets
		Growing of edible nuts (almonds, cashew nuts, chestnuts, hazelnuts pistachios, walnuts and other nuts)
		Growing of coffee
		Growing of coconut
		Growing of ginger
	Accommodation and Food service activities	Restaurants without bars
		Mobile beverage vendors
		Worker hostels and boarding houses
		Hotels and Motels, inns, resorts providing short term lodging facilities; includes accommodation in house boats
	Wholesale and retail trade; repair of motor vehicles and motorcycles	Maintenance and repair of motor vehicles
		Retail sale of cereals and pulses, tea, coffee, spices and flour
		Retail sale of hardware including paints, varnishes and lacquers and do-it-yourself materials and equipment
		Activities of commission agents dealing in wholesale trade
		Wholesale of fruits & vegetables
	Financial and insurance activities	Other financial service activities, except insurance and pension funding activities, <i>D.F.C.</i>

Region	Sector	Sub-sectors
		Life insurance
		Central banking
		Monetary intermediation of commercial banks, saving banks, postal savings bank and discount houses
		Other monetary intermediation services ፊኔንስ
Inland Southern	Manufacturing	Manufacture of all types of textile garments and clothing accessories
		Custom tailoring
		Manufacture of bidi
		Manufacture of electricity distribution and control apparatus
		Manufacture of other articles ግብርና
	Information and communication	Other information technology and computer service activities
		Providing software support and maintenance to the clients
		Writing, modifying, testing of computer program to meet the needs of a particular client excluding webpage designing
		Computer consultancy and computer facilities management activities
		Software installation
Inland Northern	Manufacturing	Custom tailoring
		Manufacture of furniture made of wood
		Weaving, manufacture of silk and silk mixture fabrics.
		Manufacture of direct reduction of iron (sponge iron) and other spongy ferrous products
		Flour milling
	Construction	Construction of buildings carried out on own-account basis or on a fee or contract basis
		Installation of electrical wiring and fittings
		Interior and exterior painting, glazing, plastering and decorating of buildings or civil engineering structures
		Construction and maintenance of motorways, streets, roads, other vehicular and pedestrian ways, highways, bridges, tunnels and subways
		Installation of plumbing for water, gas and sanitation equipment

Region	Sector	Sub-sectors
	Wholesale and retail trade; repair of motor vehicles and motorcycles	Retail sale of cereals and pulses, tea, coffee, spices and flour
		Retail sale of readymade garments, hosiery goods, other articles of clothing and clothing accessories such as gloves, ties, braces etc.
		Retail sale of fresh or preserved fruit and vegetables
		Maintenance and repair of motor vehicles
		Retail sale of games and toys in specialized stores
	Agriculture, forestry and fishing	Growing of sugar cane
		Growing of cotton
		Growing of other cereals
		Growing of pulses (dal) and other leguminous crops such as peas and beans, not used as oilseeds
		Growing of groundnut oil seed

### 3. Madhya Pradesh



Region	Sector	Sub-sectors
Vindhya	Agriculture, forestry and fishing	Mixed farming
		Growing of wheat
		Inorganic farming of non-basmati rice
		Growing of vegetables, n.e.c.
		Production of milk from cows or buffaloes



Region	Sector	Sub-sectors
	Financial and insurance activities	Monetary intermediation of commercial banks, saving banks, postal savings bank and discount houses
		Trusts, funds and other financial vehicles
		Life insurance
		Financial leasing
		Other monetary intermediation services <i>n.e.c.</i>
	Construction	Construction of buildings carried out on own-account basis or on a fee or contract basis
		Construction and maintenance of motorways, streets, roads, other vehicular and pedestrian ways, highways, bridges, tunnels and subways
		Interior and exterior painting, glazing, plastering and decorating of buildings or civil engineering structures
		Other construction projects <i>n.e.c.</i>
		Construction/erection and maintenance of power, telecommunication and transmission lines
	Manufacturing	Custom tailoring
		Manufacture of bidi
		Manufacture of bricks
		Flour milling
		Manufacture of reinforced safes, vaults, strong room doors, gates and metal goods for office use (other than office furniture) and other purposes
Central	Manufacturing	Manufacture of bidi
		Custom tailoring
		Manufacture of furniture made of wood
		Manufacture of electric power distribution transformers, etc.
		Manufacture of doors, windows and their frames, shutters and rolling shutters, gates and similar articles used on buildings
	Agriculture, forestry and fishing	Growing of wheat
		Growing of other cereals
		Growing of pulses (dal) and other leguminous crops such as peas and beans, not used as oilseeds
		Raising and breeding of sheep and goats
		Production of milk from cows or buffaloes
	Construction	Construction of buildings carried out on own-account basis or on a fee or contract basis
		Interior and exterior painting, glazing, plastering and decorating of buildings or civil engineering structures
		Installation of plumbing for water, gas and sanitation equipment



Region	Sector	Sub-sectors
		Construction and maintenance of motorways, streets, roads, other vehicular and pedestrian ways, highways, bridges, tunnels and subways
		Installation of electrical wiring and fittings
	Wholesale and retail trade; repair of motor vehicles and motorcycles	Retail sale in non-specialized stores with food, beverages or tobacco predominating
		Retail sale of fresh or preserved fruit and vegetables
		Other retail sale not in stores, stalls or markets
		Retail sale of cereals and pulses, tea, coffee, spices and flour
		Retail sale of perfumery and cosmetic articles
Malwa	Agriculture, forestry and fishing	Growing of wheat
		Growing of soya bean oil seed
		Growing of cotton
		Growing of perennial and non-perennial spices and aromatic crops
		Production of milk from cows or buffaloes
	Construction	Construction of buildings carried out on own-account basis or on a fee or contract basis
		Activities relating to alteration, addition, repair, maintenance carried out on own-account basis or on a fee or contract basis
		Installation of plumbing for water, gas and sanitation equipment
		Interior and exterior painting, glazing, plastering and decorating of buildings or civil engineering structures
		Construction and maintenance of motorways, streets, roads, other vehicular and pedestrian ways, highways, bridges, tunnels and subways
	Wholesale and retail trade; repair of motor vehicles and motorcycles	Retail sale of cereals and pulses, tea, coffee, spices and flour
		Retail sale of readymade garments, hosiery goods, other articles of clothing and clothing accessories such as gloves, ties, braces etc.
		Retail sale of sporting equipment in specialized stores
		Maintenance and repair of motor vehicles
		Maintenance and repair of motorcycles, mopeds, scooters and three wheelers
South	Agriculture, forestry and fishing	Growing of other cereals
		Growing of wheat
		Mixed farming

Region	Sector	Sub-sectors
		Inorganic farming of non-basmati rice
		Organic farming of basmati rice
	Construction	Construction of buildings carried out on own-account basis or on a fee or contract basis
		Construction and maintenance of motorways, streets, roads, other vehicular and pedestrian ways, highways, bridges, tunnels and subways
		Interior and exterior painting, glazing, plastering and decorating of buildings or civil engineering structures
		Construction of utility projects <del>n.e.c.</del>
		Activities relating to alteration, addition, repair, maintenance carried out on own-account basis or on a fee or contract basis
Southwestern	Agriculture, forestry and fishing	Growing of wheat
		Growing of cotton
		Growing of soya bean oil seed
		Growing of other cereals
		Mixed farming
	Construction	Construction of buildings carried out on own-account basis or on a fee or contract basis
		Interior and exterior painting, glazing, plastering and decorating of buildings or civil engineering structures
		Activities relating to alteration, addition, repair, maintenance carried out on own-account basis or on a fee or contract basis
		Installation of plumbing for water, gas and sanitation equipment
		Installation of electrical wiring and fittings
	Wholesale and retail trade; repair of motor vehicles and motorcycles	Retail sale of readymade garments, hosiery goods, other articles of clothing and clothing accessories such as gloves, ties, braces etc.
		Retail sale of cereals and pulses, tea, coffee, spices and flour
		Retail sale of pharmaceuticals, medical and orthopaedic goods and toilet articles
		Retail sale in non-specialized stores with food, beverages or tobacco predominating
		Retail sale of seeds, fertilizers, pesticides, machinery equipment and hand tools
Northern	Agriculture, forestry and fishing	Growing of wheat
		Production of milk from cows or buffaloes
		Growing of soya bean oil seed

Region	Sector	Sub-sectors
		Raising and breeding of sheep and goats
		Growing of mustard oil seed
	Construction	Construction of buildings carried out on own-account basis or on a fee or contract basis
		Construction and maintenance of motorways, streets, roads, other vehicular and pedestrian ways, highways, bridges, tunnels and subways
		Interior and exterior painting, glazing, plastering and decorating of buildings or civil engineering structures
		Clearing of building sites, earth moving:
		Installation of electrical wiring and fittings
	Wholesale and retail trade; repair of motor vehicles and motorcycles	Retail sale of cereals and pulses, tea, coffee, spices and flour
		Wholesale of cereals & pulses
		Retail sale of fresh or preserved fruit and vegetables
		Retail sale in non-specialized stores with food, beverages or tobacco predominating
		Retail sale of readymade garments, hosiery goods, other articles of clothing and clothing accessories such as gloves, ties, braces etc.

Region	Sector	Sub-sectors
Northern Upper Ganga Plains	Agriculture, forestry and fishing	Growing of sugar cane
		Production of milk from cows or buffaloes
		Growing of wheat
		Mixed farming
		Growing of vegetables, <del>D.E.C.</del>
	Manufacturing	Custom tailoring
		Manufacture of furniture made of wood
		Manufacture of doors, windows and their frames, shutters and rolling shutters, gates and similar articles used on buildings
		Manufacture of bricks
		Repair and maintenance of agricultural machinery and forestry and logging machinery including agricultural tractors
	Construction	Construction of buildings carried out on own-account basis or on a fee or contract basis
		Installation of plumbing for water, gas and sanitation equipment
		Interior and exterior painting, glazing, plastering and decorating of buildings or civil engineering structures
		Activities relating to alteration, addition, repair, maintenance carried out on own-account basis or on a fee or contract basis
		Installation of electrical wiring and fittings
	Wholesale and retail trade; repair of motor vehicles and motorcycles	Other retail sale not in stores, stalls or markets
		Retail sale in non-specialized stores with food, beverages or tobacco predominating
		Retail sale of textiles in specialized stores
		Retail sale of other food products <del>D.E.C.</del>
		Maintenance and repair of motorcycles, mopeds, scooters and three wheelers
Central	Agriculture, forestry and fishing	Growing of wheat
		Production of milk from cows or buffaloes

Region	Sector	Sub-sectors
		Growing of sugar cane
		Inorganic farming of non-basmati rice
		Growing of other oil seeds
	Construction	Construction of buildings carried out on own-account basis or on a fee or contract basis
		Activities relating to alteration, addition, repair, maintenance carried out on own-account basis or on a fee or contract basis
		Construction and maintenance of motorways, streets, roads, other vehicular and pedestrian ways, highways, bridges, tunnels and subways
		Installation of electrical wiring and fittings
		Installation of plumbing for water, gas and sanitation equipment
Eastern	Manufacturing	Custom tailoring
		Manufacture of furniture made of wood
		Manufacture of bricks
		Weaving, manufacture of cotton and cotton mixture fabrics.
		Manufacture of carpets and other floor coverings made of wool
	Construction	Construction of buildings carried out on own-account basis or on a fee or contract basis
		Activities relating to alteration, addition, repair, maintenance carried out on own-account basis or on a fee or contract basis
		Installation of electrical wiring and fittings
		Other specialized construction activities
		Installation of plumbing for water, gas and sanitation equipment
	Wholesale and retail trade; repair of motor vehicles and motorcycles	Retail sale of cereals and pulses, tea, coffee, spices and flour

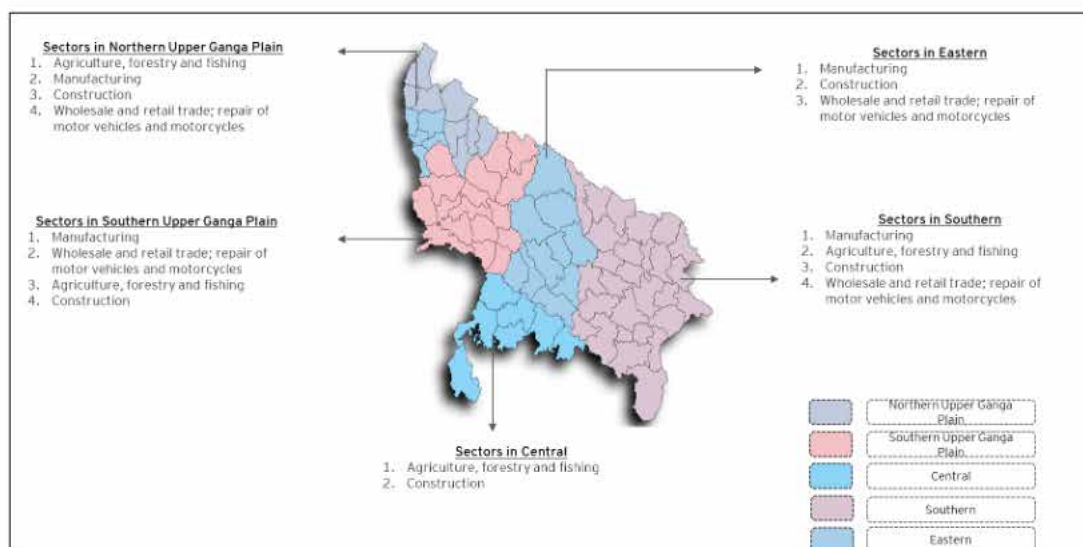
Region	Sector	Sub-sectors
		Retail sale of other food products <i>u.e.c.</i>
		Retail sale of fresh or preserved fruit and vegetables
		Retail sale of readymade garments, hosiery goods, other articles of clothing and clothing accessories such as gloves, ties, braces etc.
		Other retail sale in non-specialized stores
Southern	Manufacturing	Custom tailoring
		Rice milling
		Manufacture of bricks
		Manufacture of articles of porcelain or china, earthenware, imitation porcelain or common pottery, including earthen statues <i>u.e.c.</i>
		Flour milling
	Agriculture, forestry and fishing	Growing of wheat
		Mixed farming
		Raising and breeding of sheep and goats
		Production of milk from cows or buffaloes
		Growing of vegetables, <i>u.e.c.</i>
	Construction	Construction of buildings carried out on own-account basis or on a fee or contract basis
		Installation of electrical wiring and fittings
		Activities relating to alteration, addition, repair, maintenance carried out on own-account basis or on a fee or contract basis
		Construction and maintenance of motorways, streets, roads, other vehicular and pedestrian ways, highways, bridges, tunnels and subways
		Interior and exterior painting, glazing, plastering and decorating of buildings or civil engineering structures



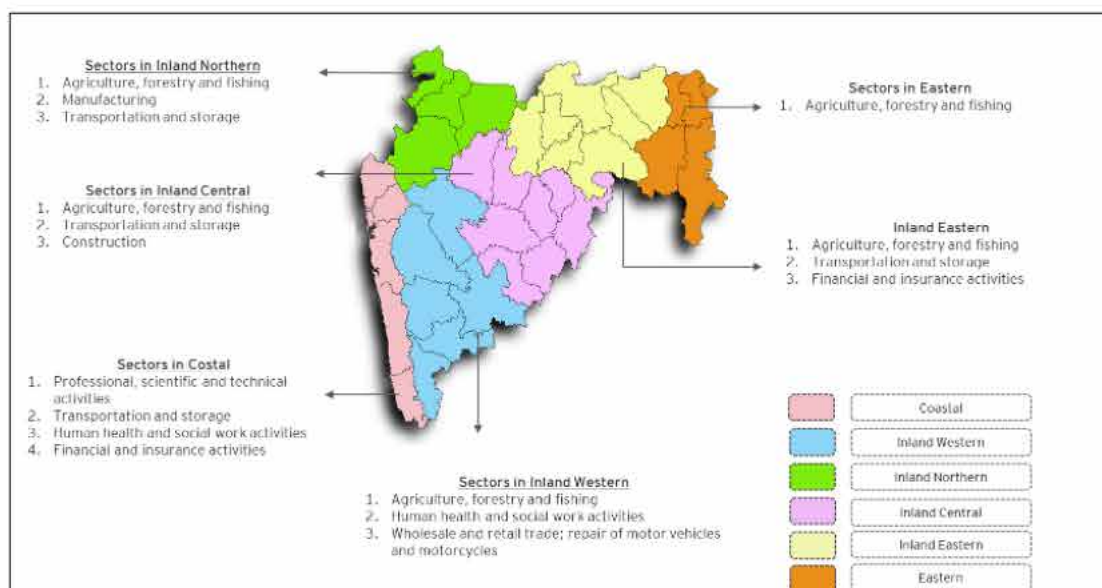
Region	Sector	Sub-sectors
	Wholesale and retail trade; repair of motor vehicles and motorcycles	Retail sale in non-specialized stores with food, beverages or tobacco predominating
		Retail sale of cereals and pulses, tea, coffee, spices and flour
		Wholesale of live animals and poultry
		Retail sale of readymade garments, hosiery goods, other articles of clothing and clothing accessories such as gloves, ties, braces etc.
		Retail sale of automotive fuel in specialized stores [includes the activity of petrol filling stations.
Southern Upper Ganga Plains	Manufacturing	Custom tailoring
		Manufacture of bidi
		Manufacture of padlocks, locks, keys, hinges and the like, hardware for buildings, furniture, vehicles etc.
		Manufacture of bricks
		Zari work and other ornamental trimmings
	Wholesale and retail trade; repair of motor vehicles and motorcycles	Retail sale in non-specialized stores with food, beverages or tobacco predominating
		Retail sale of fresh or preserved fruit and vegetables
		Retail sale of readymade garments, hosiery goods, other articles of clothing and clothing accessories such as gloves, ties, braces etc.
		Retail sale of cereals and pulses, tea, coffee, spices and flour
		Retail sale of perfumery and cosmetic articles
	Agriculture, forestry and fishing	Growing of wheat
		Production of milk from cows or buffaloes
		Growing of sugar cane
		Mixed farming
		Agricultural activities on a fee or contract basis

Region	Sector	Sub-sectors
		Construction of buildings carried out on own-account basis or on a fee or contract basis
		Installation of electrical wiring and fittings
		Construction and maintenance of motorways, streets, roads, other vehicular and pedestrian ways, highways, bridges, tunnels and subways
		Other plumbing, heat and air conditioning activities <del>U.S.C.</del>
		Installation of plumbing for water, gas and sanitation equipment

#### 4. Uttar Pradesh



## 5. Maharashtra



Region	Sector	Sub-sectors
Coastal	Professional, scientific and technical activities	Legal activities
		Accounting, bookkeeping and auditing activities
		Other photographic activities
		Photographic film processing
		Tax consultancy
	Transportation and storage	Taxi operation
		Storage and warehousing <del>n.e.c.</del>
		Motorised road freight transport
		Other urban or suburban passenger transport <del>n.e.c.</del>
		Other non-urban passenger land transport <del>n.e.c.</del>
	Human health and social work activities	Hospital activities
		Medical practice activities
		Activities of independent diagnostic/pathological laboratories
		Activities of nurses, masseurs, physiotherapists or other para-medical practitioners
		Other social work activities without accommodation <del>n.e.c.</del>
	Financial and insurance activities	Monetary intermediation of commercial banks, saving banks, postal savings bank and discount houses
		Life insurance
		Other financial service activities, except insurance and pension funding activities, <del>n.e.c.</del>
		Central banking
		Financial leasing
Inland Western	Agriculture, forestry and fishing	Growing of sugar cane
		Growing of jowar, bajra and millets
		Production of milk from cows or buffaloes
		Growing of wheat
		Growing of onion

Region	Sector	Sub-sectors
	Human health and social work activities	Hospital activities
		Medical practice activities
		Activities of Ayurveda practitioners
		Activities of independent diagnostic/pathological laboratories
		Nursing care facilities
	Wholesale and retail trade; repair of motor vehicles and motorcycles	Retail sale of cereals and pulses, tea, coffee, spices and flour
		Retail sale of readymade garments, hosiery goods, other articles of clothing and clothing accessories such as gloves, ties, braces etc.
		Retail sale of pharmaceuticals, medical and orthopaedic goods and toilet articles
		Retail sale of fresh or preserved fruit and vegetables
		Retail sale of other food products <del>n.e.c.</del>
Inland Northern	Agriculture, forestry and fishing	Growing of cotton
		Growing of onion
		Growing of jowar, bajra and millets
		Growing of wheat
		Growing of grapes
	Manufacturing	Custom tailoring
		Manufacture of other structural metal products
		Manufacture of diverse parts and accessories for motor vehicles
		Manufacture of bricks
	Transportation and storage	Manufacture of ice-cream, kulfi etc.
		Taxi operation
		Motorised road freight transport
		Other land transport services <del>n.e.c.</del>
		Other urban or suburban passenger transport <del>n.e.c.</del>
		Other non-urban passenger land transport <del>n.e.c.</del>
Inland Central	Agriculture, forestry and fishing	Growing of cotton
		Growing of soya bean oil seed
		Growing of sugar cane
		Growing of jowar, bajra and millets
		Growing of pulses (dal) and other leguminous crops such as peas and beans, not used as oilseeds
	Transportation and storage	Motorised road freight transport
		Rental of private cars with driver
		Other non-urban passenger land transport <del>n.e.c.</del>
		Other urban or suburban passenger transport <del>n.e.c.</del>
	Construction	Freight rail transport
		Construction of buildings carried out on own-account basis or on a fee or contract basis
		Clearing of building sites, earth moving:
		Other building completion and finishing
		Construction and maintenance of motorways, streets, roads, other vehicular and pedestrian ways, highways, bridges, tunnels and subways

Region	Sector	Sub-sectors
		Interior and exterior painting, glazing, plastering and decorating of buildings or civil engineering structures
Inland Eastern	Agriculture, forestry and fishing	Growing of soya bean oil seed
		Growing of other cereals
		Growing of cotton
		Growing of wheat
		Inorganic farming of non-basmati rice
	Transportation and storage	Motorised road freight transport
		Other urban or suburban passenger transport <del>n.e.c.</del>
		Other non-urban passenger land transport <del>n.e.c.</del>
		Taxi operation
		Other land transport services <del>n.e.c.</del>
	Financial and insurance activities	Monetary intermediation of commercial banks, saving banks, postal savings bank and discount houses
		Central banking
		Other financial service activities, except insurance and pension funding activities, <del>n.e.c.</del>
		Activities of insurance agents and brokers
		Other credit granting
Eastern	Agriculture, forestry and fishing	Inorganic farming of non-basmati rice
		Agricultural activities on a fee or contract basis
		Growing of cotton
		Growing of vegetable seeds (except beet seed)
		Production of milk from cows or buffaloes







