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**A Study of Integrated Efforts of District Organizations Providing Skill Development Training and Employable Vocational Skills**

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ABSTRACT

Today in this global world skill building is an important instrument to increase the efficiency and quality of labour for improved productivity and economic growth. Skill building is a powerful tool to empower individuals and improve their social acceptance. To optimize employment opportunities and maximize livelihood options for the youth of the state by training them in demand driven employable skills, empowering them and enriching their lives, improvising such strategies that synergize with endeavors facilitating growth and development of sustainable job enabling structures which could transform the state into a vibrant reservoir of industrious and skilled manpower fairly equipped to endure challenges and countermand all concerns, thus engineering a future when every hand would be engaged and where every tomorrow would be brighter than today.

**There are three types of skills**

1. **Cognitive Skills** include literacy and numeracy. They refer to the ability to understand complex ideas, adapt effectively to the environment, learn from experience and reason.
2. **Socio-emotional skills** refer to the ability to navigate interpersonal and social situations effectively and include leadership, teamwork, self-control, and grit.
3. **Technical skills** refer to the acquired knowledge expertise and interactions needed to perform a specific job. including the mastery of the materials, tools, or technologies. We need capacity building of diverse types of skills for Standardize of weaker Sections.

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### **Objective of this Paper**

1. The objective of this paper is to show the number of skill development programme running in Hathras district, and also is to show the types of programmes are establish here and explain the vision and mission of these programme.
2. To optimize employment opportunities and maximize livelihood options for the youth of the district by training them in demand driven employable skills,
3. and the mission is to integrate the efforts of various department of the district Organization engaged in proving skill development training and make available employment oriented and placement linked training in vocational skills.

### **About Hathras:**

Hathras is a city and a municipal board in Hathras district, in the Indian state of Uttar Pradesh. It is the headquarters of the district that was created on 3 May 1997, by incorporating parts of: Aligarh, Mathura, Agra Districts and Khair Tehsil. It forms a part of Aligarh Division.

Hathras lies within the Braj region in Central or Middle Doab and is associated with the epic Mahabharata and Hindu theology. The principal spoken language is Hindi. Its dialect, Braj Bhasha, which is closely related to Khariboli. is spoken in this region. Hathras was an industrial hub during the British Raj. Cotton milling, knives, the spice asafoetida or "hing", and Desi Ghee products were the main industries. The last two continue to thrive. Cotton milled at the Purana Mill Compound was exported around the world. The chief articles of commerce are sugar and grain. Hathras is now notable for: Holi Colour and Gulal skin powders, the manufacture of ready made garments, Chemicals, carpet manufacturing, artificial Moonga-Moti pearls, brass, artware and hardware. edible oil, metal handicrafts and beverages.

Hathras city is governed by Municipal Corporation which comes under Hathras Metropolitan Region. The Hathras city is located in Uttar Pradesh state of India. As per provisional reports of Census India, population of Hathras in 2011 is 135,594; of which male and female are 72,115 and 63,479 respectively. Although Hathras city has population of 135,594; its urban / metropolitan population is 160,909 of which 85,587 are males and 75,322 are females.

### **Hathras city Population**

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**Table No. 1**

| <b>Description</b>  |                      |
|---------------------|----------------------|
| City                | Hathras              |
| Government          | Nagarpalika Priashad |
| Urban Agglomeration | Hathras Metropolitan |
| State               | Uttar Pradesh        |

| <b>Hathras City</b> | <b>Total</b> | <b>Male</b> | <b>Female</b> |
|---------------------|--------------|-------------|---------------|
| City + Out Growth   | 143020       | 76054       | 66966         |
| City Population     | 135594       | 72115       | 63479         |
| Literates           | 91.026       | 51303       | 39713         |
| Children (0-6)      | 17533        | 9.527       | 8006          |
| Average Literacy %  | 77.10%       | 81.99%      | 71.59%        |
| Sex-ratio           | 880          |             |               |
| Child Sex ratio     | 840          |             |               |

**Table No. 2**

| <b>High Literacy</b> |                 |
|----------------------|-----------------|
| <b>City</b>          | <b>Literacy</b> |
| 1. Nagpur            | 91.92           |
| 2. Chennai           | 90.18           |
| 3. Mumbai            | 89.73           |
| 4. Pune              | 89.56           |
| 5. Bangalore         | 88.71           |

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Table No 2 shows that the literacy rate of big and develop city of India is much higher than this small city. These cities are blessed with many development programme than they provide job opportunities and Status of livinghood, but this small city of UP is much below in ranking of developing programmes .

## **Review of Literature**

A national skill development policy was launched in 2009 with the aim of skilling 500 million persons by 2022. Under the National plan, the state of Uttar Pradesh aims to skill over 4 million youth by the end of the 12<sup>th</sup> Five year plan. In Order to achieve this target and provide employable skills to the youth of the state, the Uttar Pradesh skill development mission has been instituted. Based on the learning's and experiences of other States, the Government of Uttar Pradesh has developed a unique structure for UPSDM.

Uttar Pradesh Skill Development Mission (UPSDM) was established in 2013; mandate was to coordinate all skill development initiatives and implement/monitor concerning programs. Leveraging on State Skill Development Policy in 2013, UPSDM roped in Private Training oPartners under PPP Model with Government Agency to conduct short term modular skill development training programs.

UPSDM is implemenling following GOI funded schemes Skill Development Initiatives(SDI) Schemeö Deen Dayal Upadhyay Grameen Kaushalya Yojana (DDU-GKY) o Special Central Assistancce (SCA) to Scheduled Gastes Sub-Plan (SCSP) o Multi-Sector Development Programme (MSDP) o Border Area Development Programme (BADP) o Apart from the above, following State Funded Schemes are also under implementation Building and Olher Construction Workers' (BoCW) Welfare o State Skill Development Fund(SSDF) - a topup scheine conceived to incentivize desire o outcomes.

To develop and notify Skill Development Policy in 2013to harmonize the Skill Developments initiatives of various departments and execule them through a uniformimplementation policy to restructure all the Skill Development Programmes on common norms to provision for top-up fund under SSDF (State skill development fund) to meel funding gaps in various training programines to estabiish dedicated Skill Development Mission to run skill development schemes according to standardized procedures. To empanel more than 350 government and private training partners after meticulous screening. to work on the principles of demand side management by issuing and advisory to all the govt. Departments and State funded bodics for preferential consideration to

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UPSSDM's trainees. to arrange overseas exposure visit cum training program from state's resources for its trainees to prestigious institutes like ISIPCA in Versailles and GIP in Grasse, France in field of perfumeries.

### **Sector available in Hathras District**

1. ICT
2. Banking and Accounting
3. Beauty and Wellness
4. Garment Making

### **5. Table No.3**

#### **Main skill development Programme running in Hathras**

|    |          |  |   |
|----|----------|--|---|
| 1  | 00420803 | Gramin Vikas Evam Samajik Seva Sansthan    | Om Baba Ke Mandir ke Peeche Naurangabad           |
| 2  | 00420804 | Gramin Vikas Evam Samajik Seva Sansthan    | Vibhav Nagar Nabipur Road                         |
| 3  | 00420807 | Gramin Vikas Evam Samajik Seva Sansthan    | Van Vibhav Wali Gali Nai Basti Raya Road Sadabad  |
| 4  | 00420810 | Gramin Vikas Evam Samajik Seva Sansthan    | Andoli Chauraha Gadola Marg Hasayan               |
| 5  | 00426617 | Gramin Vikas Evam Samajik Seva Sansthan    | Near Canera Bank Chhitpur Hasayan Hathras         |
| 6  | 00426619 | Gramin Vikas Evam Samajik Seva Sansthan    | CG. Dariyapur Sasni Hathras                       |
| 7  | 00450802 | Bonson Institute Of Information Technology | Mohalla Naurangabad Railway Road Sikandrarao      |
| 8  | 00450803 | Bonson Institute Of Information Technology | Infront Paras Cinema Sasni Hathras                |
| 9  | 00450804 | Bonson Institute Of Information Technology | Bajrang Market Sahpau Sadabad                     |
| 10 | 00450805 | Bonson Institute Of Information Technology | Agra By Pass Road Near Shivam GasAgency Ratanpuri |

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This table shows that main programmes are handling by urban areas, it is less in rural areas, in UP skill development programmes every year trained person are get Job opportunities in 2017-18 by DDU-GKY 83754 persons are trained and 46654 persons are get job. In 2016-17 162586 persons are trained and 84900 are get opportunities for Job but in Hathras by these skill development programmes the persons are only 40% of literate people making there skill for there job opportunities and they are relative to urban not in rural area. The rural area of district is much weaker than urban area.

**Methodology:-** I have selected secondary data to express my views of district developmentalprogrammes by using data from different magazinesjournals and chart from the internet and by these data

### **Conclusions:**

Here I found the need of more positive changes in the life of common people and come to existence being after social activist various entrepreneurs technocrats educationalist realize that social change could not be ushered through social movement and developmentalprogrammes we realise that only govt. or its machinery schemes policies cannot do it alone.

### **Suggestions:-**

It is my Suggestion is to trained are eligible youth in 14 to 35 age group in the trades of their preference provide facility for acquisition and upgrade adation of skills of the un skilled and semi skilled work force. In enabling provision for vulnerable section e.g women pwd and minorilies 30% target are marked for women and 20% of target for minorities. The developmental work touches the life of people with dedicated staff and Partners the programme launched with holistic development approach geared towardsinclusion using tools like vocational education entrepreneurship micro finance education health care women empowerment social enterprises and farmer training.

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