

District- Wise Skill Gap
Analysis Report in the State of
Punjab

Prepared by Punjab Skill Development Mission

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Background of the Study

Punjab Skill Development Mission is the single point of contact within the Government to formulate and steer skill development schemes across the Department. PSDM acts as an integrated mission which combines the efforts of various State Departments in achieving the skill development target of the State.

The Department of Employment Generation and Training has been continuously endeavoring to enhance the employability of the youth in Punjab by improving their vocational and soft skills.

Both Punjab Skill Development Mission and the Department of Employment Generation and Training share the common mandate of creating jobs for the youths in the State of Punjab.

In order to guide the implementation activities under both the Punjab Skill Development Mission and the Department of Employment Generation and Training there is a need to ascertain the demand and supply gap in skilling space across the various districts of Punjab. There is also a need to foresee the projected job requirements / sectoral demand in all the sectors where jobs can be provided to the youths of the State of Punjab.

Against this Backdrop Punjab Skill Development Mission in joint collaboration with the Department of Employment Generation and Training undertook a district Level skill gap study to ascertain the demand and supply gap and the various sectors/ subsectors/ job roles wherein there is a demand in the industry.

Executive Summary

Design of the Study:

A micro level study was designed for each district with a uniform format wherein primary data was collected by visiting the Industrial Units. The designed was finalized in consultation with both Punjab Skill Development Mission and the Directorate of Employment Generation and Training. Each District was provided with a list of Five Sectors where there had been scope of employment and were instructed to visit the units of only those sectors.

For the purpose of conducting the survey a small team consisting of 3 persons having representation from the Punjab Skill Development Mission, District Employment Bureau and Entrepreneurship and Industry and Commerce Department was constituted and entrusted with the task of conducting the field survey. The team as mentioned earlier were given a list of the indicative sectors in their respective districts wherein units had to be visited based on their convenience.

The no of units visited by each District was not fixed and therefore ranged differently in different Districts. However the format for collection of data was uniform throughout all the districts and captured information from the units on important parameters like the current manpower requirement, the projected manpower requirement over the next six months and one year respectively, the current employee strength of the Units, Average age of the employees, the nature of employment whether contractual or permanent., Desired entry Level Qualification, Minimum salary that the units are offering for different job roles, the desired age group and gender and any specific skill which the industry were demanding in order to have an equipped workforce.

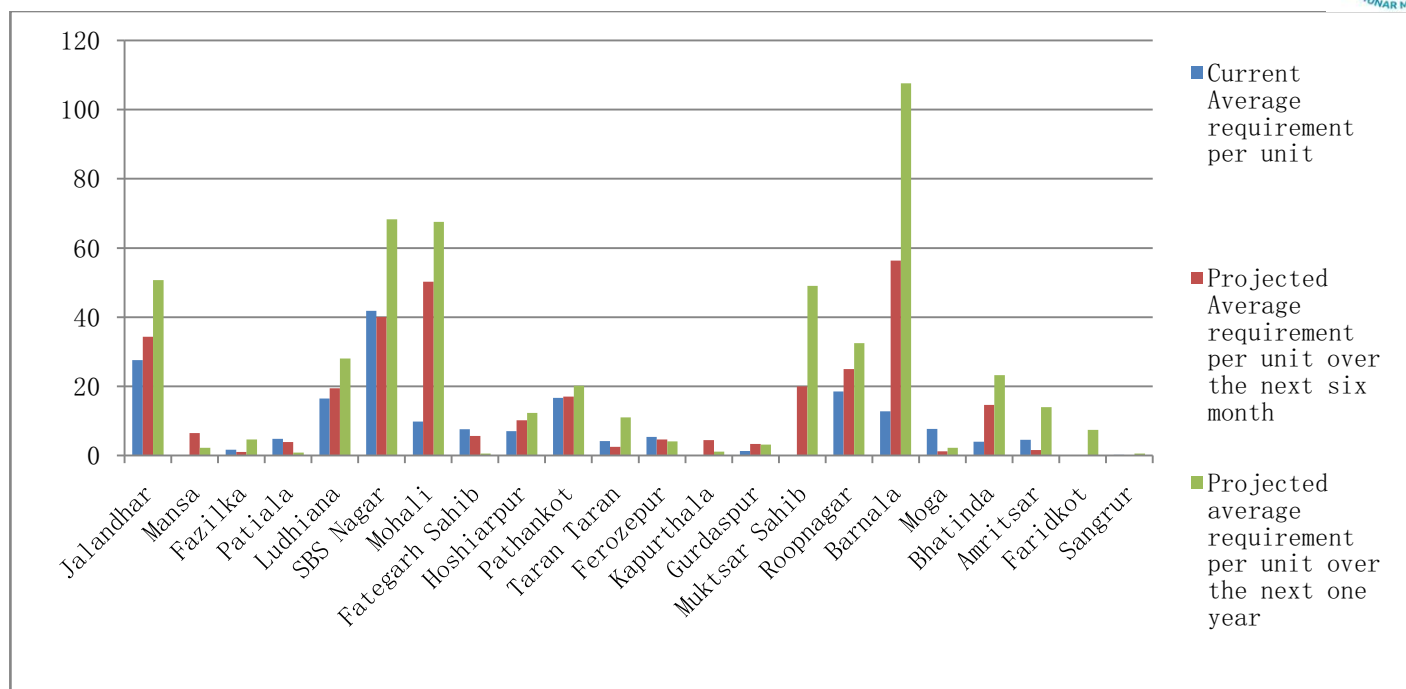
Table: 1 District – Wise Summary of the Current and Projected Job requirements:

Sr. No	Name of the District	Units visited	Current requirement	Next six month requirement	Next one year requirement
1	Jalandhar	7	193	240	355
2	Mansa	41	5	266	92
3	Fazilka	10	17	10	46
4	Patiala	32	152	125	25
5	Ludhiana	64	1057	1240	1789
6	SBS Nagar	10	418	401	683
7	Mohali	38	371	1907	2564
8	Fategarh Sahib	25	190	140	16
9	Hoshiarpur	21	146	214	258
10	Pathankot	19	318	323	383
11	Taran Taran	13	54	33	143
12	Ferozepur	20	107	91	81
13	Kapurthala	19	---	84	21
14	Gurdaspur	25	32	82	78
15	Muktsar Sahib	7	0	141	344
16	Roopnagar	4	74	100	130
17	Barnala	16	204	902	1722
18	Moga	26	199	33	58
19	Bhatinda	15	60	220	349
20	Amritsar	18	83	30	251
21	Faridkot	19	0	0	141
22	Sangrur	20	3	2	12
	TOTAL				

The above data does not take into account the sectors/ Sub sectors/ Job roles etc and therefore can be a indicator of the District- wise Job availability in the various districts of Punjab. Subsequent analysis during the course of this report would delve deep into the sector- wise manpower requirement. Presently we limit ourselves to the District Wise Current and Projected Manpower requirements.

Table-2 District Wise Average manpower requirement per Unit

Sr. No	Name of the District	Current Average requirement per unit	Projected Average requirement per unit over the next six month	Projected average requirement per unit over the next one year
1	Jalandhar	27.57	34.28	50.71
2	Mansa	0.1	6.5	2.2
3	Fazilka	1.7	1.0	4.6
4	Patiala	4.8	3.9	0.8
5	Ludhiana	16.5	19.4	28.0
6	SBS Nagar	41.8	40.1	68.3
7	Mohali	9.8	50.2	67.5
8	Fategarh Sahib	7.6	5.6	0.6
9	Hoshiarpur	7.0	10.2	12.3
10	Pathankot	16.7	17.0	20.2
11	Taran Taran	4.2	2.5	11.0
12	Ferozepur	5.4	4.6	4.1
13	Kapurthala	--	4.4	1.1
14	Gurdaspur	1.3	3.3	3.1
15	Muktsar Sahib	0	20	49
16	Roopnagar	18.5	25	32.5
17	Barnala	12.75	56.3	107.6
18	Moga	7.65	1.2	2.23
19	Bhatinda	4	14.6	23.26
20	Amritsar	4.5	1.6	13.94
21	Faridkot	0	0	7.4
22	Sangrur	0.15	0.10	0.60
	TOTAL			



Graph indicating District wise current and projected average projected requirement per unit in the state of Punjab

The Districts having more than 10 Current average requirement per unit are the districts having high scope of employment currently. The Districts having more than 4 but less than 10 current average requirements per unit are the districts having mediocre scope of employment. The districts having Less than 4 current Average requirement per unit are districts having low scope for employment per unit. Based on the above set of criteria we can classify the Districts as High , Mediocre and Low across all the three categories i.e currently, over the next six months and over the next one year which is done in the table below.

Table No 3 : Districts with High , Medium and Low Employment potential (Currently and Projected)

3.1 Currently

Districts with High potential for Employment	Ludhiana, SBS Nagar, Mohali, Pathankot Jalandhar, Amritsar
Districts with medium potential for employment	Patiala, Tarn taran, Hoshiarpur, Fategarh Sahib, Moga, Bhatinda Ferozepur
Districts with low potential for employment	, Mansa, Fazilka, , Kapurthala , Gurdaspur, Faridkot, Sangrur, Muktsar

3.2 Over the next six month

Districts with High potential for Employment	Ludhiana, SBS Nagar, Mohali, Hoshiarpur, Pathankot Jalandhar, Bhatinda, Muktsar
Districts with medium potential for employment	Mansa, Fategarh Sahib, Patiala, Ferozepur , Kapurthala , Fazilka, Kapurthala ,
Districts with low potential for employment	, Mansa, , Gurdaspur, Faridkot, Moga, Sangrur, Amritsar

3.3 Over the next one year

Districts with High potential for Employment	Ludhiana, SBS Nagar, Mohali, Muktsar alandharHoshiarpur, Pathankot, Taran Taran, Bhatinda, Amritsar
Districts with medium potential for employment	Fazilka, Ferozepur, Faridkot
Districts with low potential for employment	Mansa, Patiala, Fategarh Sahib, Kapurthala , Gurdaspur, Moga, Sangrur

District- Wise Narrative Skill Gap Analysis- Jalandhar

Seven Industrial Units were visited in Jalandhar which included Auto parts, Hand tools, Leather & Footwear , Gym and fitness, sports goods, Valves and Cocks and Rubber.

There is a significant demand for employee in the Hand tool unit currently as well as projected in the next one year. It has been reported by the Unit that nearly 400 persons will be required over the next one year. The specific skill set which they are looking at is the CNC Operator which is also readily available under the various QP and NOS developed by NSDC and implemented by PSDM. It is also heartening to note that they engage employees on a permanent basis and are looking out for candidates with skills through IT IS or short term courses conducted under PSDM.

The Auto parts unit has also indicated a sizeable demand currently with the job profile of CNC Operator with similar skills and background.

The Valves and Cocks unit which was taken as a part of the study indicates sizeable current requirement.

It has been summarized by the Jalandhar research team that there is a dire need of manpower having the following skill sets and the requisite job roles:

1. CNC Operator
2. Moulder
3. Leather Stitcher
4. Welder
5. Leather Finisher
6. Turner

The potential areas for Service Industries are Flex Printing, Computer network, Transportation, Mobile repairing, Designer Boutique, Coaching Centres. Apart from the above there is a flourishing sports good industry in Jalandhar which has a demand for specific set of employees. However the study has not been able to identify the skill sets required by such set of Industries.

District- Wise Narrative Skill Gap Analysis- Mansa

A total no of 41 Industrial units were visited in the district of Mansa which included primarily Agricultural works, Steel Industry, Rice Mills, Engineering and Manufacturing units and Confectionaries.

Surprisingly the current manpower requirement indicated by all the Industrial units is abysmally low.(The reasons attributed to this low demand is outside the scope of the study hence cannot be documented). However the projected workforce requirement in the next 6 months as indicated by the industrial units in Mansa is better compared to the current requirement . On an average each Industrial unit will be requiring 6 employees in the next six months with the highest demand coming from Agriculture works, Engineering work, Power Production and manufacturing of washing soap units.

During the period of the study the team had also made a conscious effort to analyze the various kind of courses being implemented by PSDM and has made a recommendation of the following courses to be implemented so that the shortage of skilled workers can be overcome in the District of Mansa. The recommended courses are Air conditioner Mechanic, Electrician, Welders, Turners, Fitters, Central Air Conditioning Mechanic, Plumber, Paint Expert(Modern Paint worker in houses), POP worker, Satellite Dish Installer, CCTV Mechanic, Job roles which are specific to the Hospitality sector like Chef, Waiter and Housekeeper, Pressman, Solar Panel Installation Experts, etc.

There also has been a specific demand of job roles related to running of the spinning mills which include Ring frame machine operator, Speed frame machine operator, and Blow room machine operator.

The potential areas for service industry are Servicing and repairing of Automobile component, Servicing and repairing of Electronic Items, Computer Education, Coaching Centres, and Beauty and Health Care.

District- Wise Narrative Skill Gap Analysis- Fazilka

Food processing has emerged as the most prominent sector in the district of Fazilka. However the current manpower requirement in the various food processing units which were surveyed was low. The study indicates that each food processing unit had an average requirement of 2 personnel currently for fulfilling their workforce. It also informs that over the next six months the food processing units would be in requirement of 1 employee per unit. The requirement in terms of the labor was indicated by the Food processing units on a seasonal basis and follows no fixed pattern. The food processing industry prefers to have employees mostly in the age group of 18-40 years due to the heavy load of manual labor that the job profiles demand.

The remuneration as indicated by the units was mostly on a per day basis with almost 70% of the units reporting of a per day basis engagement rather than a monthly period of payment. Only 30% of the units indicated of monthly payment to their employees. The broad two categories of engagement for the workforce for the food processing industry in the District of Fazilka is labor and technician. The majority of the workforce is in labour mode which requires no prior educational qualification or technical skills to be employed and are engaged on a seasonal mode. For the Technicians the desired level of qualification as indicated by the industrial units is B.S.C Food Science, B.Tech, and Individuals having ITI and Polytechnic Background.

As of now there are no food processing courses which are being run under the various schemes of Punjab Skill Development Mission in the state of Punjab let alone the district of Fazilka. The need of the hour is to map the right course which suits the employee needs(at least technician level employee needs) of these food processing industries and be introduced in the district of fazilka with the help of PIAs who are having relevant experience in conducting the same.

District- Wise Narrative Skill Gap Analysis- Patiala

Patiala is fast emerging as an important industrial growth centre on the Industrial map of the state. The industrial units are scattered all over the district mainly at Rajpura, Patiala, Samana and Nabha. Among the small scale industry in the district are those producing agriculture implements rice shelters, cutting tools, electrical goods and bakeries.

A total no of 32 Industrial units in the four clusters of Industrail estate Patiala, Focal Point Patiala, Focal Point Rajpura, and Focal Point Nabha were visited during the course of the study. The Industrial units included Agro Industries, Engineering works, Wires and cable Industry etc.

The various sector wise listing of job roles in demand as ascertained by the study are Welder, Fitter, Supervisor, Latheman/ Turner, Helper, CNC Operator, Pressman . The current and the projected manpower requirement for the next six month and the next one year has also been summarized during the study and is indicated in the table below

Sector/ Job role	Current Requirement	Projected Requirement in next 6 months	Projected requirement in next one year
Welder	29	29	2
Fitter	25	14	1
Supervisor	15	15	4
Latheman/ Turner	49	33	5
Helper	16	22	10
CNC Operator	5	5	2
Press Man	13	7	1
TOTAL	152	125	25

In addition to the collection of primary data group discussions were also held with representatives from industrial associations who demanded the following technical courses for fulfilling their workforce requirement.

Coating operator: Required in cutting tools for titanium/ Tin coating

CNC Programmer: Plans and overseas machines productions

Optical Profile grinder: Operates optical profile grinding machine

Hobbing Man: Required

District- Wise Narrative Skill Gap Analysis- Ludhiana

In the District of Ludhiana a total no of 62 Industrial units were visited which included Cycle parts manufacturing units, Machine Tools units Hosiery Plants, Textiles and Processing units and Auto part units amongst others.

The Cycle part manufacturing units have indicated that they currently require on an average 12 employees per unit, however for carrying out this type of work they did not require any basic educational qualification or skills. There was a mixed response amongst the unit holders regarding the nature of employment being permanent or contractual. Only one unit has responded by saying that they needed people having relevant qualification from the IT IS/ Polytechnics so that they may be engaged in their unit. Most of the current jobs and the projected ones are in the manufacturing sector in the District of Ludhiana. The potential areas for Service Industry include Motor vehicle, Cycle repairing, Electrical goods, Automobile repairing, Printing, Engineering workshops, Transportation, and Beauty and Health Care. Fastners and Wire Drawing units which were surveyed during the study indicated that they need skilled professional trained under short term skill Development courses or having relevant ITI/ Polytechnic background as their employees. Most of the units responded by saying that the pay to the employees whether permanent or contractual is as per the minimal wages act specified by the Government of Punjab.

The maximum current requirement is in the garments sector with the hosiery sub sector with two units collectively responding by saying that they need 300 employees urgently. Corresponding QP and NOS under the Apparel sector if available can cater to the needs of such units. Tyre tube sub sector is another sub sector which currently demands employees who can be engaged readily , the corresponding QP and NOS under the Automobile sector may very well cater to this segment.

District- Wise Narrative Skill Gap Analysis- SBS Nagar

A total no of 10 Industrial units were visited during the survey conducted in SBS Nagar including textile , Apparel and Pharmaceutical Units, Packaging , Automotive and Drug Industries.

The textile and Apparel Industries have indicated a huge current demand for employment. The demand for employing people is so high that two of the units under the textile and Apparel segment namely Saluja Exports Pvt limited and Ryan Manufacturing Division also expressed their desire to set up Job- linked training centre under the Punjab Skill Development Mission within their premises and use it for captive placements. It has been also mentioned by the two units that there is a high rate of attrition amongst their employees and employee retention has been an area of concern for them. The skill set which they are looking at are CNC machine operators, airframe comber, weavers and dyers. Interestingly there is a higher demand for female employees as indicated by the units.

The packaging, manufacturing and automotive industries also indicated sizeable demand for engaging current work force in their respective units.

Swaraj Majra Limited which is a firm dealing in manufacturing of light engineering vehicles needs a good no of denter/ painters and cleaners traders, including workshop attendant.

SBS Nagar is predominantly an agrarian District and therefore food processing units for self as well as wage employment is a good source as indicated during the discussions carried out during the study.

Potential areas for service industry include plumber, electrician, Computer repairing, Repair of Agricultural Implements Etc.

District- Wise Narrative Skill Gap Analysis- Mohali

A total no of 38 industrial units were visited for conducting on spot survey in the district of Mohali which includes Business Process Outsourcing Centres- BPOs, Pharmaceutical companies , Automobile Sectors, Tractor Manufacturing Units , Retail units amongst others.

There is a huge demand for trained employees in the BPO Sector in the district of Mohali. One of the units under the study even indicated that it would be requiring 500-600 employees in the next six months having basic knowledge of computers and telecalling. It was also informed that they would prefer candidates who have undergone some sort of relevant courses through ITI/ Polytechnics or the short term skill development courses under Punjab Skill Development Mission.

Sizeable demand for trained manpower has also emerged from the spinning mills who were willing to hire candidates having undergone some kind of training in machine operation , particularly in spinning unit machines.

The Farm Sector units expressed that over the period of next six months they would be in requirement of people like turner, fitter, Diesel Mechanics having some kind of ITI/ Polytechnic Background.

Mohali being a modern training hub a special emphasis was put upon the soft skills part particularly the spoken English of the candidate which can help the candidate be absorbed in the large retail outlets.

The various job roles which have emerged during the study are Welder, CNC Operator, Fitter, Draftsman, IT skills with good English communication skills, Lab assistant etc.

District- Wise Narrative Skill Gap Analysis- Fategarh Sahib

Fairly large sized Industrial units were visited for the purpose of study in the District of Fategarh Sahib with the average current employee strength of each unit being 190. The important sectors that were covered in the ambit of the study were furnace, food processing, Rolling , Manufacturing , Textiles and Railcar.

In the furnace sector the employee requirement as indicated currently was 10 per unit. However there were mixed responses while indicating the manpower requirement over the next 6 months or one year.

In the food processing sector currently there was negligible requirement of additional workforce. However it has been indicated by the food processing sector that over the next six months there will be an average requirement of 10 manpower per industrial unit.

Even though the current size of the workforce in the manufacturing is fairly large the requirement of additional workforce as indicated by them is negligible.

As a part of the study M/S Khandary Beverages were also visited . During the visit it has been observed that the abovementioned firm provides in house training to the employee it hires and keeps them on permanent roll. The demand in the food processing sector is mainly for Unskilled Labour, food technicians, Heavy Licence Holder Drivers, Fitter, Welders and Electricians having relevant background either in ITIs and Polytechnics.

It is interesting to note that all the firms or industrial units visited in Fategarh Sahib have arrangements for keeping employees on permanent roll, Nearly 30% of the units also responded by saying that they keep employee on contractual terms .

When comparing to other districts it can be observed that the District of Fategarh Sahib has a fairly greater degree of employment opportunities. It is also observed that the unregistered MSME sector is dominated by service enterprises which has majority of proprietary units .

District – Wise Skill Gap Analysis- Hoshiarpur

A total number of 21 Industrial units were visited in the district of Hoshiarpur consisting of Automotive industrial units, Healthcare units including hospitals , Educational Institutions, and Knitting Yarns.

The Sectors in which the current employee requirements was indicated by the Industrial units was Electrical manufacturing and Knitting Yarns apart from the above two mentioned industrial units there was hardly any current employee requirements as indicated by the rest of the Units.

The various job roles which have come up as existing , currently not in demand but may be in demand in the next six months or over the next one year are General Duty Assistants, X- Ray Technicians , Boiler Operator , Helpers having undergone relevant trainings through ITIs/ Polytechnics or through short term courses under Punjab Skill Development Mission.

One of the units namely Vardhaman Yarn and threads limited has indicated that it is in requirement of 100 employees who have completed secondary education and have undergone some kind of relevant training and will be requiring another 200 employees over the next one year. There has also been requirement of a dance teacher as indicated by one of the schools.

The Current employee strength under the various industrial units visited in Hoshiarpur is large it is surprising to note that in spite of having such huge current employee strength the current workforce requirement and the projected workforce requirement over the next six months and one year is low . Due to the paucity of the time there is a possibility that industries might not have been able to inform accurately the exact current demand and therefore there is a need to conduct a similar study with focused tools of observations like Group Discussions and survey formats.

District – Wise Skill Gap Analysis- Pathankot

A total no of 19 industrial units were visited in the District of Pathankot which mostly included manufacturing units of surgical dressings, Paint, Paper , Cement , Sewing machines , Plywood, Bottling Plants and Food Processing units.

The unit of Bottling plant indicated a huge no of requirement 250 to be precise as workforce currently. Similar number of employee requirements was indicated by the Bottling plant for the projected force in the next six month and next one year respectively.

The unit for surgical dressing also indicated a total no of 20 personnels as their current requirement. Minimal current requirement ranging from 5- 10 personnel was also indicated by Paint manufacturing units, manufacturing of D.B. Panel units and manufacturing of plywood Units.

There is great scope for development of all sorts of Medium and Small Enterprises in the district .Some of the potential industries identified in the district of Pathankot are Wooden based units, Food processing Industries, (Juices, Pickles, Jams) etc. , Rice Milling Industries , Plywood Industries, and Plastic Processing. However the study has got its own set of limitations and fails to ascertain the exact kind of job roles demanded by the abovementioned Entreprises.

The units which were surveyed have also indicated projected job requirements in proportion with the current job requirements. For example the projected job requirements for the next six months and over the next one year is highest in the bottling plants, followed by Plywood Industry and then the food processing Industry. There is a need for further extensive research so as to ascertain the exact kind of job roles which are required by these units and extrapolate the same to get a true picture of the employment requirement in the District.

District – Wise Skill Gap Analysis- Taran Taran

A total no of 13 Industrial units were visited in the district of Taran taran which included among others Packing and Manufacturing, Tray manufacturing, units Fabrication firms , Retail outlets and Thermal Power Plants.

The highest no of employment requirement was indicated by the Thermal Power Plant, followed by manufacturing unit of egg and apple tray and tray manufacturing units.

The Thermal Power plant has indicated that they need employees having relevant background either in Poytechnics/ it is or having suitable short term training courses under Punjab Skill Development Mission.

The various job roles that have been identified under the various sectors are that of Accountant, Machine Operators, Electrician, CNC Operator, Fitter, Welder, and Electricians.

The service industry of Taran taran mainly includes repair and servicing of motor vehicles, motor cycles/ scooters/ , Household goods, workshops and cold storage etc.

The current employee strength of the various units that were taken as a part of the study was also in the average of 50- 60 which indicates that fairly small sized industrial units were taken as a part of the study .

One important thing to take note while considering the survey findings in the district of taran taran is that although the current employee requirement of the various industrial units and projected employee requirement over the next six month was low there is a marked improvement when considering the projected job requirement over the next one year.

District – Wise Skill Gap Analysis- Ferozepur

The Manufacturing of Agriculture implement dominates the units under study in the district of Ferozepur. Out of the total 20 units which were visited as a part of the study 10 of them were from the Agriculture implement manufacturing units. The rest of the units belonged to the manufacturing unit of HDPE Pipes , food Processing units, Retail outlets etc.

The total no of welders required in the twenty units surveyed was 24 thereby making it an important job role which is in demand. There is also a sizeable demand for job roles such as Grinders , Fitters , CNC Operator , Retail sales associate and Helpers. Minimal demand was also indicated by various units for other job roles like IT Operator, Gas cutter, Electrician, and Accountants. In the district of Ferozepur there is evenly spread employee requirement when compared currently and projected over a period of six months and one year.

The Service industry Ferozepur mainly includes repair & servicing of motor vehicles, motor cycles/scooters, household goods, Workshops, Taxi service, Computer & Mobile Repairing centre, Printing, Coaching Centres, Cold storage etc.

Focussed group discussion with various stakeholders and secondary data have also indicated that the unregistered MSME Sector is dominated by Service Enterprises which has majority of proprietary units. The unregistered sector in the district produces goods & services pertaining to different industrial groups such as Cement based products , Food & Beverages, Readymade Garments & Hosiery, Wooden Products, Paper Products & Printing, Leather Goods, Rubber & Plastic Products, Chemical & Chemical Products, Non-metallic Mineral Products, Mechanical Products, Electrical Machinery & Apparatus, Machinery & Parts, Repair & Services and Transport Equipment & Parts etc.

District Wise Skill Gap Analysis- Kapurthala

A total no of 19 Industrial units was visited as a part of the study in the District of Kapurthala which included Industrial units from the manufacturing and export sector, manufacturing of lathe chucks, and motor parts. Surprisingly the current employee requirement to fulfill their workforce was reported as nil by all the units. It means currently there is no employee requirement under the industrial units which have been surveyed.

The projected employee requirement over the next six month and over the next one year was reported by some of the units. Most prominent among which were the Assembling and packing unit which indicated that it would be in requirement of 45 employees over the next six month for fulfilling its workforce. It is important to mention that there is a relevant QP under the Logistics and arrangement sector which caters to the skill set and expertise demand of the unit under consideration. The same course is being implemented under the various skill development schemes of Punjab Skill Development Mission.

Although the current workforce requirement as indicated by various industrial units was nil, there was minimal projected workforce requirement as ascertained during the survey from the various units. The various job roles in which there is requirement under various units over the period of next six months and one year are Electrician, Computer Operator, Accountant, Packers which is in high demand, Turner, Fitter, CNC Operator, Draftsman , AUTOCAD, Helper, Grinder Man, etc.

Secondary sources inform that the unregistered MSME sector in the district is dominated by service enterprises which has majority of proprietary units. The unregistered sector in the district produces goods & services pertaining to different industrial groups such as Food & Beverages, Readymade Garments, Wooden Products, Paper Products & Printing, Leather Goods, Rubber & Plastic Products, Chemical & Chemical Products, Non-metallic Mineral Products, Mechanical Products, Electrical Machinery & Apparatus, Machinery & Parts, Repair & Services and Transport Equipment & Parts etc.

District- Wise Skill Gap Analysis – Gurdaspur

A total no of twenty five industrial units were visited in the District of Gurdaspur which mostly included industrial units in Batala. Units from metal and Engineering, Milk products, Logistics, and rubber were visited as a part of the survey. The average staff strength of the industrial units which were taken as a part of the survey was small.

The current demand for employees was mostly indicated by the metal and engineering units with demand of job roles such as Molders, Turners, Fitters and Helpers . The maximum demand from the metal and engineering units came for the job role of Molders. The projected job requirement over the period of next six month and one year was also relatively the same as per the current requirement in the metal and engineering units.

The Logistic sector has indicated a sizeable projected demand for manpower for the next period of six month and one year with one of the units even indicating that it would require 60 employees in the next six months and another sixty in the next one year.

The service industry of Gurdaspur district mainly includes repair & maintenance of personal and house hold goods, Computer Education Center & related activities, Hotel Restaurant services, Telecommunications, Supporting and auxiliary activities and other business activities etc.

Information from secondary sources indicate that the unregistered MSME sector in the district is dominated by service enterprises which has majority of repair of personal and household goods units and agricultural implements based micro units. The unregistered sector in the district produces goods & services pertaining to different industrial groups such as Food & Beverages, Readymade Garments & Hosiery, Wooden Products, Paper Products & Printing, Leather Goods, Rubber & Plastic Products, Chemical & Chemical Products, Non-metallic Mineral Products, Mechanical Products, Electrical Machinery & Apparatus, Machinery & Parts, Repair & Services and Transport Equipment & Parts etc.

District- Wise Skill Gap Analysis – Muktsar Sahib

A total no seven Industrial units were visited in the district of Shri Muktsar Sahib including Units of Power Generation, Textiles and spinning , manufacturing of writing and printing paper, small industries producing agriculture implements and combine harvesters etc.

The average staff strength of the units under study was nearly 400 thereby indicating that the units visited had a healthy staff strength. The Power Generation units under the study has indicated that it hires employees only against vacant posts which they do from time to time. Interestingly the projected workforce requirement in the next six months was indicated by the textiles and spinning unit. The study indicates that the textiles and spinning unit would be in requirement of nearly 300 employees in the next six months the various job roles and educational qualifications that these units were looking forward in the employee to be hired were Production trainee, Trainee Electrical and trainee mechanical having some kind of ITI/ Polytechnic background.

The study has also indicated sizeable workforce requirement in the power generation sector with the unit under study indicating that it would be in requirement of 100 employees over the next one year. However the study fails to ascertain the kind of job roles that the power generation unit demands.

Minimal requirement both currently and projected over the period of next six months and one year was indicated by the Manufacturing of agriculture implements and combine harvester units , the various job roles that were indicated by the unit included Welder, CNC Operator, Press Operator, Fitter, Turner and Plasma CNC Operator.

The unit also indicated that they would prefer candidates having hands on practical training in doing the specialized job roles rather than only theoretical knowledge of the roles.

There has also been a conscious effort on part of the enumerators to list out the various courses that may be undertaken by PSDM to address the issue of trained workforce in the district which includes Advanced CNC Machine Operator, Phulkari/ Fashion Designing, General Duty Assistant, Diploma in Automobile, Diploma in Cooking and Hospitality and Photostat machine repair diploma.

District- Wise Skill Gap Analysis – Roopnagar

A total number of four Industrial units were visited in the District of Roopnagar which included units from the manufacturing of detergent powders, manufactures of harvester combines and Chemical and fertilizer unit manufacturing of urea. The average staff strength of the various units visited as a part of the study was 450 indicating that fairly large sized industrial units were taken as a part of the sample study.

Majority of the units visited indicated that they engaged employees both on contractual and permanent basis. Sizeable current workforce requirement was indicated by the manufacturing unit of the detergent powder with on an average 13 employee requirement. The projected workforce requirement over the period of next six months and one year was also indicated on a sizeable basis by the unit. The specific job roles which the unit was looking forward to in order to fulfill their workforce was 10th or 12th pass candidates having some kind of relevant ITI/ Polytechnic background.

The Cheema Boilers manufacturing unit also indicated that it needed 10 employees currently having good communication skills and technical skills in AUTOCAD and Ceaser Software knowledge.

The harvester combine manufacturing unit also indicated current employee requirement to the tune of 24 per unit in various trades like electrical, instrumentation and fire fighters having relevant technical skills and desirable working knowledge of computers.

During the course of the study a conscious effort was also made to identify the various courses which can be taken up by the Punjab Skill Development Mission to fulfill the employee requirement of the workforce and the courses which were identified were Specialized diploma in Painter trade, Advanced CNC Machine Operator, Phulkari/ Fashion Designing, Diploma in General Duty Assistant and Diploma in Automobile

District- Wise Skill Gap Analysis – Barnala

A total no of sixteen industrial units were visited in the District of Barnala which mostly included sub- groups of the Trident group. The various units which were visited Terry towel textile units, Paper and pulp units, chemical units, power units, Apparel and Home made up units and units producing agriculture implements. The average staff strength of the units under study was nearly 1000 thereby indicating that fairly large sized units in terms of the staff strength were visited during the course of the study.

It was indicated by the various units that they engage both permanent and contractual employee based on their need.

A sizeable current and projected requirement for trained workforce was indicated by the Yarn textile unit. The study finds out that the Trident industries Barnala textile yarn unit requires 130 employees currently, 210 over the next six months and 340 over the next one year to fulfill its workforce. The various job roles which the industrial unit was looking forward to includes Blow room operator, sorter, Comber, Fitter, foreman, Mechanical maintenance associate etc. having some kind of technical specialization in the relevant courses from it is/ polytechnics.

A sizeable current and projected workforce requirement was also indicated by the Apparel and Home made- up units indicating that it would be requiring 70, 138, and 72 employees to fulfill its workforce currently, over the period of next six months and over the period of next one year respectively. The Apparel units also indicated that no prior experience was required for such job roles however it would be good if candidates have done some kind of short terms training courses under apparel as implemented by PSDM. The average remuneration for such job roles indicated by the unit was also a handsome 15000 per month. The various job roles that the unit was looking forward in order to fulfill its workforce was stiticher, cutter, layering checker etc.. The Agriculture unit has also indicated a minimal current and projected requirement of welders for fulfilling its workforce.

District Wise Skill Gap Analysis- Moga

A total no of 26 Industrial units were visited in the district of Moga which included amongst others industrial units of Battery products, Ayurvedic medicines, Bio- fertilizers, Agriculture units, Chemical units and Computer services. The average size of the units visited was small considering the average staff strength ascertained as a part of the study.

The highest current employee requirement was indicated by M/S Midas Agro foods Pvt. Limited which requires 150 employee currently to fulfill its workforce. The minimum eligibility that they were looking for hiring of the candidates was a Higher secondary qualification and were ready to pay a handsome salary of 18500 per month. It is a matter of further study by the concerned district officials as to how the district administration and psdm together can facilitate the provision of this workforce to the concerned unit.

Minimal current requirement was also indicated by the Chemical unit , Agriculture unit and Bio fertilizers unit. Most of the units indicates that they engage permanent employees instead of contractual employees. Trained and skilled workforce was demanded by the specific units belonging to the Agri and combine part unit, Bio-Fertilizers , Agriculture units, Combine Parts CCTC, Electronics unit and Computer Services units. Some of the specific job roles which were identified as a part of the survey was Generator mechanic, Boiler attendant, and Welder.

Secondary sources inform that the unregistered MSME sector in the district is dominated by service enterprises which has majority of proprietary units. The unregistered sector in the district produces goods & services pertaining to different industrial groups such as Cement based products , Food & Beverages, Readymade Garments & Hosiery, Wooden Products, Paper Products & Printing, Leather Goods, Rubber & Plastic Products, Chemical & Chemical Products, Non-metallic Mineral Products, Mechanical Products, Electrical Machinery & Apparatus, Machinery & Parts, Repair & Services and Transport Equipment & Parts etc.

District- Wise Skill Gap Analysis – Bathinda

A total no of fifteen industrial units were visited in the District of Bathinda which were from sectors including Automotive, Electronics, Textile, Security and Banking and Finance Sectors.

Sizeable workforce requirement was indicated currently for the Security and the Banking and Finance sector. It is interesting to note that the projected workforce requirement over the period of next six months and the next one year was higher in proportion to the current requirement in the abovementioned two sectors. The units from the security sector unit indicated that it would prefer employees having primary level of education but having good soft skills, i.e mannerisms and etiquettes in dealing with people where as the Banking and finance sector indicated that it would be in requirement of people who have done at least 12 as a part of their education/ or are graduate and having both soft skills and knowledge about the various aspects of rollout and implementation of Goods and Service tax.(GST).

A minimal current requirement was indicated by the Electronics sector with demand of job roles like Motor winding operator, AC and refrigerator Technician, and Home appliance technician, The projected requirement over the next six months was also minimal with on an average 7 employees per industrial unit in the electronics sector. The various job roles identified during the study were Motor winding operator, AC and refrigerator technician, and Home Appliance Technician.

The current manpower requirement as indicated by the Automotive sector in the district of Bathinda is nil. However there is minimal requirement when projected over the period of next six months and one year. The various job roles that the Automotive industry is looking forward to in order to fulfill its workforce is Welder, Painter, Leith Machine Operator, CNC Machine Operator, Casting Technician and Electrician,

No current manpower requirement was indicated in the Textile sector currently and minimal requirement was indicating on an average 10 employee per unit over the period of next six months which included people having soft skills.

District Wise Skill Gap Analysis- Amritsar

A Total no of 18 Industrial units were visited in the district of Amritsar which included amongst others rubber and manufacturing units, Textile units PVC flexible garden pipe units, Screw manufacturing and machine tool units. A sizeable current workforce requirement was indicated by the knitting unit and it was also ascertained during the survey that over the next one year 100 such employees will be required in the knitting unit. The different job roles that the unit was looking forward in order to fulfill its workforce included Computer Operator, Housekeeping, Supervisors, receptionist and marketing professionals.

Sizeable current workforce requirement was also indicated by the screw manufacturing and the PVC Flexible garden pipe units. These units however indicated that they were in requirement of candidates having undergone some kind of relevant training under ITIs and Polytechnics. A good no of candidates were also required in the Rubber manufacturing unit as ascertained during the survey.

The projected demand over the next six months was also in proportion with the current demand with similar set of units indicating a higher demand for employees during the period under consideration.

Minimal Demand for employees was indicated as ascertained during the survey by the nuts and textile units, the Marketing units, and other ancillary units. A Blanket manufacturing unit that was a part of the study informed during the survey that it would be in requirement of 100 additional employees during the next one year. It may be inferred that such demand is purely seasonal based. The Blanket manufacturing unit and other manufacturing unit informed that they would be in requirement of employees who have undergone some kind of relevant training through Polytechnics/ ITIs. The various job roles which are in demand were Rollman, Machine Operator, Accountant, Warper Handling Skills etc.

District- Wise Skill Gap Analysis – Faridkot

A total number of Nineteen industrial units were visited during the course of the study in the district of Faridkot which included mainly Agriculture and Agri based units.

Surprisingly there has been no current and projected job requirements over the period of next six months which have been indicated by these units. The average current employee strength of the various units which were visited as a part of the study was also nearly 20 which indicates that the units were of very small size.

The potential areas of service industry as indicated by secondary sources are Beauty and Health care, Designer Boutique, Computer Education, Tiffin Service, Electronic repairing, Servicing of Household, Transportation, Coaching centres, Engineering workshops, Servicing of Automobile, etc.

The unregistered sector in the district produces goods & services pertaining to different industrial groups such as Food & Beverages, wearing apparels, leather & leather goods, wood furniture & fixture, nonmetallic product, machinery & equipment, Repair & Services of motor vehicles, maintenance & repair of household goods etc.

During the course of the study conscious effort was also made by the team of enumerators to identify the kind of courses which need to be conducted by the Punjab Skill Development Mission in order to fulfill the workforce requirement of the industrial units in the district of Faridkot. The various courses which have been identified as a part of the study are Industrial welder, Accounts assistant, Security Guard, Turner and Electricians.

District Wise Skill Gap Analysis- Sangrur

A total no of twenty industrial units were visited in the district of Sangrur which included amongst others Chemical Units, Dairies, Steel and Polymer Units. The average current employee strength of the industrial units which were visited was low which indicates that fairly small sized industrial units were visited during the study.

Negligible current workforce and projected workforce requirement have been indicated by the various industrial units which were a part of the survey in the District of Sangrur. The existing pattern of employment was therefore studies it indicates that the various job roles in which employees are currently absorbed in the district of Sangrur include Machine Operator, Domestic Worker, Foreman, Fitter, Technicain, Plumbing jobs, Foreman etc and are not having any kind of relevant training background from it is/ polytechnics or any other short term training course under PSDM.

Data from secondary sources indicate that the unregistered MSME sector in the district is dominated by service enterprises which has majority of proprietary units. The unregistered sector in the di strict produces goods & servi ces pertaining to different industrial groups such as Food & Beverage s, W ooden Products, Rubber & Plastic Products, Oil & Fat , Non- metallic Mineral Products, Mechanical Products, Repair & Services and Transport Equipment & Parts etc.

The service industry of Sangrur mainly includes repair & servicing of motor vehicles, motor cycles / scooters, household goods, Engg.workshops and cold storage etc. The areas which are having potential for Service industry as per secondary data in the district of Sangrur are Engineering and workshops, Computer Education, Beauty and Health care, Coaching centres, transportation, and Mobile repairing.