ASPIRATION SURVEY OF HIMACHAL PRADESH YOUTH

A. Rationale for Conducting the Survey

1. In designing the menu of vocational training programs to be offered, one must determine the aspirations of the target trainees, the constraints they face in terms of accessing quality technical and vocational education and training (TVET) programs, and then match these with the appropriate training opportunities linked to market demand. An aspiration survey was therefore carried out jointly by PricewaterhouseCoopers, the consulting firm engaged under the project preparatory technical assistance (TA), and the Department of Economics and Statistics (DOES), Government of Himachal Pradesh (GOHP). The survey sampled 6,455 youth (49% women) from all the state's 12 districts. This note summarizes the methodology, sample details, and key findings of the survey. It also explains how these findings have helped to inform the choice and design of the menu of short- and long-term training and livelihood development opportunities that will be supported under the proposed Himachal Pradesh Skills Development Project (HPSDP).

B. Objective of the Survey

2. The survey aimed at identifying the aspirations of a representative cross-section of Himachali youth aged 15–35 years in terms of their career choices, expected remuneration, and preferred job location. Information on household characteristics (in terms of income, employment, and education level), as well as the current and desired education profile (both mainstream and vocational) of the trainees were also collected. The guardians and other elders who "influence" the education and career-related decisions of the trainees were also surveyed. Around 50 focus group discussions were also conducted with men and women groups (age groups of 15–24 and 25–35). The questionnaire is provided in the **Appendix.**

C. Methodology of the Survey

3. The project preparatory TA team and DOES staff collaborated to design and pilot test the initial questionnaire. Based on the feedback of the respondents, some of the questions were refined further to enhance clarity. Thereafter, a 2-day training workshop was held to familiarize the district statistical officers and research investigators of DOES who would administer the survey across the states. The workshop focused on the following:

- (i) scope and purpose of the survey,
- (ii) selection of the sample respondents,
- (iii) the questionnaire,
- (iv) roles and functions of the surveyors, and
- (v) protocol for recording the responses and recording the data while minimizing error and ambiguity.

4. The quantitative survey sampled Himachali youth aged 15–35 years and their influencers (one parent or guardian) using the same instrument. Majority of the youth surveyed were enrolled in secondary, higher secondary, and undergraduate education. Youth from technical education institutions (i.e., industrial training institutes and polytechnics) comprised 1.6% of the total students who are currently pursuing their education. The survey was conducted in three phases as noted in Table 1. Activities in each phase were interlinked. The TA team and DOES head office staff engaged their district teams at these milestones to ensure that feedback was received on a regular basis, which helped align the activities to their expectations. The process for conducting the survey is illustrated in Table 1.

Phases	Major Activity	Tasks
Phase 1	Designing and planning	Mobilizing the team
		 Consulting with key stakeholders
		 Secondary data review
		 Finalizing study design
		 Developing sampling framework
		 Preparing research instruments for
		survey
		 Piloting the instruments
		 Finalizing instruments
		 Training the enumerators
Phase 2	Data collection	Quantitative survey at household leve
Phase 3	Data analysis and reporting	Quantitative data analysis on
		STATA/SPSS
		 Presentation of findings
		 First draft of the report
		Report finalization

Source: Asian Development Bank.

5. Before the main survey, a house listing exercise was carried out with the help of DOES enumerators to identify households with youth aged 15–35 years. The enumerators then randomly selected households where interviews were held with the target respondents (i.e., the youth and their guardians).

D. Sampling for the Survey

6. According to the 2011 Census data, 37% of the total population of Himachal Pradesh falls within the 15–35-year-old group. The following formula was used to calculate the sample for each of the 12 districts of Himachal Pradesh.

where

p = proportion of youth aged 15–35 years with respect to total population in	0.37
districts	
q = 1-p	0.63
E = maximum error allowed	0.05
Z = z-score corresponding to a significance level at 95% confidence level	1.96
D = design effect	1.10
Nonresponse rate	20%

7. The representative sample size for the youth aspiration survey was calculated as 6,455 (men: 3,295, women: 3,160). The distribution of women (49%) and men (50%) was determined on the basis of the women-to-men ratio in the 15–35 age group in Himachal Pradesh (Table 2).

The final sample size also factored in the skewness in the population using a correction factor. To further distribute the sample, census data was taken to estimate the proportion of the different educational qualifications in the target population.

Table 2: Survey Details by Area Type				
S. No.	Area Type	Survey Details ^a	Number of Respondents	
1	Rural area	12 districts; 78 blocks; 312 panchayats and 624 villages	10 respondents per village	
2	Urban area	10 districts; 60 urban local bodies; 300 wards	2 respondents per ward	

^a There are 78 blocks in Himachal Pradesh, with 3,226 *panchayats* and 20,690 *panchayats*. (https://en.wikipedia.org/wiki/Himachal_Pradesh). In this survey, four *panchayats* were randomly selected from each block. A further two villages were selected from each *panchayat*.

Note: *Panchayat* refers to the jurisdiction of a village council.

Source: Government of Himachal Pradesh.

E. Preliminary Findings of the Aspiration Survey

8. The key preliminary findings from the survey based on analysis of the data on key parameters are presented below.

1. Job Sector Aspiration

- (i) Fifty-five percent of the youth prefer government jobs due to the perception of job security and better pay. This mirrors the high preference shown by guardians (i.e., those who influence the youth) for such jobs. In terms of career goals envisaged by influencers for youth who are currently studying, working with the government or public sector is the top choice (67%) followed by pursuing higher education (general) and/or a professional degree.
- (ii) The top five sectors preferred are education (11.5%), automobile (6.2%), banking (5.1%), defense (3.1%), and health care (2.3%). Whereas the preferred sectors for boys are automobile, banking, and defense, for girls, the preferred sectors are education, banking, and health care. The preferred sectors for jobs among the influencers are the same as that of the youth. However, the influencers have a strong preference for professional degrees for the youth.
- (iii) The key takeaway is that all top preferred sectors for jobs are traditional sectors with limited or no inclination toward new-age sectors. Hence, significant outreach and counselling will be required to enhance awareness among the youth and their guardians about new sectors and job roles aligned to demands of the changing structure of the economy.

2. Skills Perceived to be Most Useful while Competing for Jobs

(i) Some 30% of the youth feel that general educational qualification is the most important factor determining job prospects, followed by one's information technology or computer skills and knowledge (27%). Other

skills perceived to be important are language and communication (19%), scientific or technical knowledge (16%), and skills and knowledge about the preferred job sector (16%). For girls, support from family and spouse is also a key factor influencing their job search. This shows that youth continue to believe that the core foundation provided by mainstream education is more significant in terms of determining a person's "employability" than mere vocational skills alone. Hence, any vocational education program or scheme should also focus on all-around development of youth by providing other relevant competencies such as language, computer skills, etc.

(ii) While choosing a job, earning potential ranked as the most critical factor, closely followed by job security and parents' desire. This also explains the inclination of youth toward government jobs, as the job security attributed to such jobs is relatively high.

3. Willingness to Pursue Higher Education and Skilling

- (i) Around 80% of the youth in the state who are currently studying wish to pursue higher education (both general and technical). 90% look forward to enhancing their skills (89.8% of the youth enrolled in education and 89.5% of those looking for jobs want to be skilled further). In the urban areas, 55% of the youth feel that they are not adequately skilled, while 60% in the rural areas also feel the same. Hence, the high willingness to pursue higher education or get skilled could be explained by the fact that majority of youth find their existing skills inadequate for their desired job, and that they have not received enough skills from formal education.
- (ii) Overall, the percentage of youth who are interested in further skilling that can enhance their job opportunities is comparatively higher in rural areas. This also aligns with the comparatively higher percentage of youth in rural areas who find the existing the quality and coverage of mainstream education to be inadequate as compared with the expectations of the job market.
- (iii) Further, 98% of the girls wish to pursue a job after completing formal education as against 95% of the boys. This trend is consistent across rural and urban areas. Only 5% of the boys are keen on self-employment and want to start their own business or family business. The percentage is even lower among girls, with only 2% willing to get self-employed. This shows that either self-employment is not seen as a viable career option, or people lack the skills and confidence to start their own business.

4. Perceived Adequacy of Skills

(i) Only 31% of the surveyed youth feel that they are adequately skilled or technically competent for the desired job. A higher proportion of jobseeking youth (40%) feel that they are adequately skilled for a job as against those currently studying (22%). Around 56% women and 64% men said that they are not adequately skilled. 65% of the youth currently studying in urban areas and 71% in rural areas feel that formal education is not equipping them with skills required in the job market.

(ii) Across districts (except in Lahaul Spiti, Shimla, and Solan) 70% of youth felt that they are not adequately skilled. They noted the poor quality of formal education, and the fact that the curricula are not aligned with the types of skills required for the jobs that are in demand. Other reasons highlighted for inadequate skills include lack of guidance about skilling courses (2%) and limited access to skill development courses (4%).

5. Incidence, Awareness, and Readiness for Skill Development Programs

- (i) Sixty-six percent of the youth are aware of the skill development programs in the state, but the penetration of these programs is much lesser. Only between 5% to 10% of the youth who are seeking jobs have been enrolled in skills training programs in the past.
- (ii) Urban youth currently enrolled in schools and colleges are more aware (77%) of various skill development programs compared to their rural counterparts (65%). Among all major schemes, awareness about the Prime Minister's Skill Development Program (Pradhan Mantri Kaushal Vikas Yojana) is the highest, with around 18% of the youth and influencers aware of it. Only 5%–10% of the youth and influencers are aware of other skill development schemes like craftsman training scheme (CTS), Deen Dayal Upadhyay Grameen Kaushal Yojana (DDU-GKY), poultry farming, and health courses under National Rural Health Mission. The fact that awareness of the CTS scheme is lower than that for Pradhan Mantri Kaushal Vikas Yojana, points to the need to ramp up outreach efforts regarding industrial training institutes, and to place more emphasis on quality and outcomes of CTS programs.
- (iii) As to joining a skill development program in the immediate future, 81% of the youth are willing. An almost equal percentage of parents are willing to enroll their children in skill development courses. Youth in rural areas (83%) are more willing to join these programs compared to those in urban areas (65%). Given that the youth currently studying are more aware, as well as willing, to pursue skilling to improve their job prospects, this implies a growing demand for skill development courses in the near future.
- (iv) Those not willing to attend skill development programs in the immediate future cited reasons such as limited access to good quality TVET institutes and programs, skepticism about the value addition of TVET programs, inability to find the right type of TVET courses which matched their aspirations and could result in a job, and lack of time and/or financial resources.

6. Key Determinants of a Good Training Program

(i) The main determinants of a good training program are quality and location of the training facilities (including connectivity, availability of hostels, proper sanitation facilities, and overall safety and security); experience and quality of the training programs and trainers; and counselling and placement support. For boys, counseling is the primary factor followed by safety and security of training venue, and adequacy of placement support. For girls, safety and security of training venue, and proximity to one's hometown were important considerations, followed by health and hygiene, and counselling.

- (ii) With regard to the frequency of training, 55% of the youth (56% women and 53% men) would prefer to attend a "part-time" skill development program of 6–12 months duration. Only 20% are willing to attend a residential, full-time skill development program. Only 12% are keen to pursue short-term training programs of up to 1 month. The trend is common across all districts except for Lahaul Spiti, Kangra, and Hamirpur, where the youth prefer a full-time training program. Therefore, due consideration should be given to the preferred time duration and quality of the training facilities in designing the skill development courses.
- (iii) Even though majority youth would prefer to enroll in part-time skill development programs, only 32% of youth looking for jobs are willing to study and work together. The percentage is much lesser (13%) for the youth looking for self-employment. Given the preference for part-time skill program and unwillingness of youth to study and work simultaneously, the add-on, market-led employability enhancement program for undergraduate students could be an attractive proposition in the state.

7. Willingness to Pay for Skill Training

- Among those willing to get enrolled in skill development programs, 62% are willing to pay. This willingness to pay is higher among youth in rural areas (63%) compared to those in urban areas (59%).
- (ii) Around 77% of the youth are willing to pay a lump sum fee of \$75 or less and 19% are willing to pay \$75–\$150. Only 4% are willing to pay more than \$150. More boys (26%) are willing to pay a fee higher than \$75 compared to girls (20%). GOHP may, therefore, consider charging a nominal fee from trainees at some point in the future.

8. Monetary Aspirations Linked to Skill Training

- (i) Around 28% of the youth who are currently in school or college expect a monthly salary of \$150-\$225 after attending a skill development course; 22% expect \$225-\$300; and 19% expect \$300-\$375. Salary expectations are comparatively higher in the districts of Lahaul Spiti, Solan, and Una, where over 70% of the respondents expect a monthly salary of \$225 or more after attending a skill development course. Among the youth looking for jobs, 35% expect a monthly salary of \$150-\$225 after attending a skill development course.
- (ii) Among the guardians of the youth who are currently studying, nearly 78% expect them to earn a monthly salary of \$225 or more after attending a skills training course. Only 42% of the guardians of those who are currently

searching for jobs expect them to earn \$225 or more. The guardians of selfemployed youth have a lower salary expectation in the range of \$75–\$225.

(iii) The salary expectation of youth should also contribute in determining the type of vocational training courses to be launched, and the counselling services that should be provided.

9. Willingness to Enroll in Entrepreneurship Development Programs

- (i) Around 80% of the self-employed youth (77% men and 82% women) are willing to enroll in entrepreneurship development programs. 65% of selfemployed youth said that they face difficulties in their ventures due to lack of technical and entrepreneurship skills. Therefore, self-employed youth from all districts expressed interest in livelihood and entrepreneurship development courses that will help them in establishing small businesses.
- (ii) The top five preferred sectors for setting up entrepreneurship ventures are boutique (fashion and designing), agriculture, retail, transportation, and automobile. Horticulture is another preferred area in urban areas. Therefore, due consideration must be given to the preferred sectors while setting up the required facilities at the multipurpose rural training and marketing resource centers, as well as at city livelihood centers.
- (iii) This type of support will be provided through the six city livelihood centers and seven rural livelihood centers to be established under HPSDP.¹
- (iv) The monthly profit expectations of youth after completing entrepreneurship development programs range between \$75 to \$225. Profit expectations are comparatively higher in the districts of Bilaspur, Chamba, and Kangra, where 40% of the youth expect a monthly profit of \$150-\$225. Profit expectation of influencers is aligned with those of youth.

10. Penetration of Career Counselling and Employment Exchanges²

- (i) Only 21% of the youth (across gender and geographies) reported to have received any form of career counselling at their educational institution or at the employment exchange. Of these, 90% reported to have found the counselling useful. Given this limited penetration, there is a need to provide career counselling at educational institutions to enable informed choice towards better career opportunity and relevant higher education.
- (ii) Only 55% of those looking for jobs are enrolled in employment exchanges. The enrollment is higher at 70% or above in the districts of Bilaspur, Lahaul Spiti, Solan, and Una.
- (iii) In view of the above, it is appropriate that the proposed HPSDP will help upgrade 11 employment exchanges into model career centers. Improved

¹ Proposed City Livelihood Development Centers and Rural Livelihood Development Centers in Himachal Pradesh (accessible from the list of linked documents in Appendix 2 of the main text).

² Management Information System and Model Career Centers (accessible from the list of linked documents in Appendix 2 of the main text).

awareness building and career counselling will help the youth tremendously in selecting the right kind of training programs.

11. Willingness to Migrate for Job Opportunities

- (i) A high 92% of the youth surveyed are willing to move to other districts of Himachal Pradesh (outside their native district). Boys are more flexible in terms of moving to other states in the country, with 27% of them willing to move compared to 10% for girls. A similar trend has been observed regarding migration to towns or cities other than the capital city in other states. While 11% of boys are willing to migrate, only 2.5% of the girls are willing. More girls are willing to migrate to Shimla (12%) and native districts' headquarters (31%), compared to boys (7% and 14%, respectively).
- (ii) The main reason for youth not considering to migrate to other states, especially among girls, is the unwillingness of their parents. Other main reasons cited include financial unviability as well as disallowance by spouse.
- (iii) Given these migration trends where the youth are more willing to work within the state, the sectors to be identified for skill training in the proposed skill development interventions need to focus on addressing the skill requirements of the state (rather than considering the national demand trend).

APPENDIX

Questionnaire Number ____ ___ ___

HOUSEHOLD INFORMATION PANEL	HH
HH1. District name:	HH5. Panchayat name:
HH2. District code:	HH6. Panchayat code:
HH3. Block name:	
HH4. Block code:	HH7. Household number:
HH8. Interviewer name and phone number:	HH9. Supervisor name and phone number:
Name	Name
HH10. Day / Month / Year of interview:	// /
HH11. Area: Urban1 Rural2	

WE ARE FROM DEPARTMENT OF ECONOMICS AND STATISTICS, GOVERNMENT OF HIMACHAL PRADESH. WE ARE WORKING ON A PROJECT CONCERNED WITH ASPIRATIONS OF YOUTH IN HIMACHAL PRADESH. I WOULD LIKE TO TALK TO YOU ABOUT YOUR ASPIRATIONS. THE INTERVIEW WILL TAKE ABOUT **60** MINUTES. ALL THE INFORMATION WE OBTAIN WILL REMAIN STRICTLY CONFIDENTIAL AND YOUR ANSWERS WILL NEVER BE SHARED WITH ANYONE OTHER THAN OUR PROJECT TEAM.

MAY I START NOW?

- □ YES, PERMISSION IS GIVEN ⇒ GO TO 101 TO RECORD THE TIME AND THEN BEGIN THE INTERVIEW.
- □ NO, PERMISSION IS NOT GIVEN ⇔ COMPLETE HH13. DISCUSS THIS RESULT WITH YOUR SUPERVISOR

After all questionnaires for the household have b	een completed, fill in the following information:
HH12. Name of head of household:	
HH13. Result of household interview:	
Completed	HH14. Primary respondent to household questionnaire: Name:
Dwelling vacant / address not a dwelling	HH15. Total number of household members:

HOUSEHOLD QUESTIONNAIRE

10

Household Grid: This section contains questions related to the household members in the respondent's family and their basic qualifications and occupation. Ask the respondent to list all the members in his family in Q109, and then ask questions 101 through to 111 as specified.

(Prol	be: Do not incl	ude members of th	e househo	ld who have	e migrated p	ermanent	ly outside	village)					
Sr. No.	USUAL RESIDENTS OF THE HH	RELATIONSHIP WITH HEAD OF THE HH	SEX	AGE	MARITAL STATUS		EDUCA	TION LEVE	L IF AGE ≥	15 YEARS	PRIMARY OCCUPATION	RELIGION	INCOME
	Q101	Q102	Q103	Q104	Q105	Q106	Q107	Q108	Q109	Q110	Q111	Q112	Q113
	Please tell me the names of the persons who usually live in your household starting with the head of the household	What is the relationship of (NAME) to the head of the household? (See code)	Male or Female? M = 1 F = 2	What is the age of (Name)? (Complet ed year) (B) (If age less than 1 year, record = 00)	IF AGE 10 OR (OLDER) What is the current marital status of (NAME)? (See code)	Can (NAME) read? Yes= 1 No=2	Can (NAME) write? Yes= 1 No=2	Has (NAME) ever attended school? Yes= 1 No=2	If option in Q108 is no then ask What is the reason for never enrolling in school?	What is the level of education (NAME) has completed or is pursuing?	What is the primary occupation of (NAME)? (See code)	What is the religion? (See Code)	What is the income level (in rupees per month)? (See code)
1													
2													
3													
4													
5													
6													
7													
8													
9													
10													

A. Code for Q102

01 = Head; 02 = Wife or husband; 03 = Son or daughter; 04 = Son-in-law or daughter-in-law; 05 = Grandchild; 06 = Parent; 07 = Brother or sister; 99 = others. **Code for Q105**

01 = Married; 02 = Widowed; 03 = Divorced; 04 = Separated; 05 = Unmarried; 99 = Other.

Code for Q109

1 = School far away; 2 = Education not necessary; 3 = Required for work at home; 4 = Has to support household income; 5 = Schooling facility not available; 6 = Financial constraint.

Code for Q110

1 = Never been to school; 2 = Primary schooling; 3 = Secondary schooling; 4 = Higher secondary schooling with science; 5 = Higher secondary schooling with arts; 6 = Higher secondary schooling with commerce; 7 = Graduation with arts; 8 = Graduation with science; 9 = Graduation with commerce; 10 = industrial training institute; 11 = Polytechnic; 12 = Engineering; 13 = Professional Degree (doctor, lawyer, certified public accountant, etc.); 14 = Postgraduate; 99 = Others. **Code of Q111**

1 = Agriculture; 2 = Agricultural trader; 3 = Laborer in village construction, MGNREGS, Others; 4 = Laborer outside village; 5 = Construction; 6 = Salary from employment; 7 = Self-employed; 8 = Own business; 9 = Child laborer; 10 = Unemployed; 11 = Agricultural laborer; 12 = Pensioner; 13 = student; 14 = housewife; 99 = Others (please specify).

Code of Q112

1 = Hinduism; 2 = Islam; 3 = Christianity; 4 = Buddhism; 5 = Sikhism; 6 = Others; 7 = Nonreligious.

Code of Q113

1 = Less than ₹5,000 per month; 2 = ₹5,000–₹9,999 ; 3 = ₹10,000–₹14,999; 4 = ₹15,000–₹19,999; 5 = ₹20,000–₹24,999; 6 = ₹30,000–₹34,999; 7 = ₹35,000– ₹39,999; 8 = ₹40,000–₹44,999; 9 = ₹45,000–₹49,999; 10 = More than ₹50,000 per month; 11 = No Income; 99 = Not applicable.

	oondent's Profile: This section contains basic questions re spondent would be one of the members of the family from			
SN	Description	Option	Code	Skip
114	Name of the respondent			
115	Social group of the respondent	General	1	
	CODE ONE ONLY	Scheduled caste	2	
		Scheduled tribe	3	
		Other backward caste	4	
116	Type of family	Nuclear	1	
	CODE ONE ONLY	Joint	2	
		Extended	3	
117	To which category does your household belong?	APL	1	
	CODE ONE ONLY	BPL	2	
118	Respondent's education spending per annum			
119	Respondent's pocket expenses per month			
120	Are you currently pursuing any one of these education levels? CODE ONE ONLY	Secondary schooling	1	GO TO SECTION I
		Secondary schooling with National Skills Qualifications	2	
		Framework qualification (Level 1–4)	2	
		Higher secondary schooling with science	3	
		Higher secondary schooling with arts	4	
		Higher secondary schooling with commerce	5	
		Graduation with arts	6	
		Graduation with science	7	
		Graduation with commerce	8	
		Graduation (technical or management)	9	
		Postgraduation (technical or management)	10	
		Industrial training institute	11	
		Polytechnic	12	
		Completed education and searching for a job; already in a job	13	GO TO SECTION
		Completed education and looking to set up own	14	GO TO
		business or engage in agriculture		SECTION

SECTION I: ASPIRATIONS OF THE YOUTH IN EDUCATIONAL INSTITUTIONS

SN	Description	Option	Code	Skip
121	Up to what level do you wish to study	Higher secondary	1	
	(educational attainment)?	Bachelors in vocational skills	2	
		Graduate (General)	3	
		Graduate (Technical)]	4	
		Postgraduate	5	
		Higher studies (bachelor's,	6	
		master's, PhD)		
		Others (please specify)	99	
122	In how many months do you wish to join work?	[Specify number of months]		
123	Do you wish to study and work	Yes	1	
	simultaneously?	No	2	
124	Who in your family is most influential on	[Choose a serial number from		
	your career decision?	household grid]		
		Others (please specify)		
125	After you complete your formal	Get a job	1	
	education, what do you want to do?	Start my own business	2	GO TO
	CODE ONE ONLY	Work at my family business;	3	SECTION
		engage in agriculture		111
126	What kind of job do you want to get into,	Labor or manual job	1	
	as a career choice?	Clerical job in government	2	
	CODE ONE ONLY	Technical job in	3	
		manufacturing		
		Technical job in the services	4	
		industry		
		Administrative job	5	
		Managerial job	6	
		Teaching	7	
		IAS, central government	8	
		service, or state government		
		Service	9	
		Professional (doctor, lawyer, certified public accountant,	9	
		etc.)		
		Others (please specify)	99	

SN	Description	Option	Code	
127	What type of job do you think	Labor or manual job	1	
	your current course or	Clerical job in	2	
	education level can enable you	government		
	to secure?	Technical job in	3	
		manufacturing		
		Technical job in the	4	
	CODE ONE ONLY	services industry		
		Administrative job	5	
		Managerial job	6	
		Teaching	7	
		IAS, central	8	
		government service,		
		state government		
		service		
		Professional (doctor,	9	
		lawyer, certified		
		public accountant,		
		etc.)		
		Banking jobs	10	
		Others (please	99	
		specify)		
128	Do you think that you are	Yes	1	GO TO 130
	adequately skilled or	Not enough skills	2	GO TO 129
	technically competent to get	from formal education		
	the job you want?	Never had the	3	
		opportunity to avail of		
	CODE ONE ONLY	skill development		
		courses		
		Lack of guidance	4	
		about skilling courses		
		and job-oriented		
		courses		
		Others (please	99	
		specify)		
129	Are you looking forward to any	Yes	1	
	further training or skill	No	2	
	development that may further			
	enhance your job prospects?			

SN	Description	Option	Code
130	What sector do you want to join	Automobile manufacturing	
	for a job?	(1)	
	[Rank top 5 preferences]	Food processing (2)	
		Pharmaceuticals (3)	
		Cold storage (4)	
		Information technology-ITeS	
		(5)	
		Tourism (6)	
		Hospitality (7)	
		Health care (8)	
		Education (9)	
		Logistics (10)	
		Transportation (11)	
		Retail (12)	
		Banking (13)	
		Financial (14)	
		Agriculture (15)	
		Agriculture allied activities	
		(16)	
		Hydel power (17)	
		Horticulture (18)	
		Defense (19)	
		Government (20)	
		Nonprofit nongovernment	
		organization (21)	
		Professional (doctor, lawyer,	
		certified public accountant, etc.) (22)	
		No particular preference (23)	
		Others (please specify) (24)	

SN	Description	Option	Code	Skip
131	What are your salary	Less than ₹5,000 per month	1	
	expectations?	₹5000–₹9999 per month	2	
	CODE ONE ONLY	₹10,000–₹14,999 per month	3	
		₹15,000–₹19,999 per month	4	
		₹20,000–₹24,999 per month	5	
		₹25,000–₹29,999 per month	5.1	
		₹30,000–₹34,999 per month	6	
		₹35,000–₹39,999 per month	7	
		₹40,000–₹44,999 per month	8	
		₹45,000–₹49,999 per month	9	
		More than ₹50,000 per month	10	
		Others (please specify)	11	
132	Which of the following	Information technology or		
	qualities do you think is the	computer skills and		
	most useful in finding the job	knowledge (1)		_
	you like?	Scientific or technical		
	[Rank top 5 qualities]	qualifications, e.g., degree or		
		diploma (2)		_
		Language and		
		communication skills (3)		_
		Understanding and		
		knowledge about the		
		preferred job's sector (3)		_
		Ability to work in a team (4) General education		
		qualifications (5)		-
		Sector-specific skill set (6)		
		Ambition to grow		
		professionally (7)		
		Completion of an		
		apprenticeship or a sector- specific training course (9)		
		Others (please specify) (10)		-
		Others (please specify) (10)		

SN	Description	Option	Code
133	What are the top 3 factors you	Earning potential (1)	
	consider as most critical when	Social status associated with the	
	choosing a job?	job (2)	
	[Rank top 3 qualities]	Job security (3)	
		Emigration prospects (4)	
		Nature of job role (engineering,	
		technology, marketing etc.) (5)	
		Parents' desire (6)	
		Common choice of peers (7)	
		Fast-track career growth	
		prospects (8)	
		Low waiting time for securing job	
		(9)	
		Gender suitable role (10)	
		Others, please specify (11)	
134	Would you consider moving out	No, not allowed by parents	1
	of your location to take up a job	No, not allowed by spouse	2
	or start or join a business of your	No, not financially viable for	3
	liking?	family	
		No, other family constraint	4
	CODE ONE ONLY	Yes, open to move to Shimla	5
		Yes, open to move to district	6
		headquarters of native district	
		Yes, open to move to any of the	7
		district headquarters in Himachal	
		Pradesh other than native district	
		Yes, open to move to any capital	8
		city of any state	
		Yes, open to move to a town or	9
		city (other than capital city) in	
		another state	
		Yes, open to move to another	10
		country	
		No preference	
		Others (please specify)	99

Are you or have you ever been enrolled	Yes			1		
in a skill development program?				No	2	GO TO 138
What program were you or are enrolled	Ru	iral Artisa	an Program	me	1	
in?	Entrep	reneursh	nip Program	me		
MULTIPLE CODING POSSIBLE			0			
	Skil				6	
		Ckilling			7	
	Gr				0	
	Ski	ll Develo			9	
					-	
	Skill Development			10		
	Horticulture and Ancillary					
				13		
				14		
				99		
	specify		ů			
	y param	eters of t	he training	prog	ram that y	ou are or
	VS*	S	Δ		NS	VUS
						5
	'	-				0
Adequacy of domain or information	1	2	3		4	5
Quality trainers in terms of training	1	2	3		4	5
Curriculum in terms of industry relevance	1	2	3		4	5
Job training in terms of practical exposure	1	2	3		4	5
Standard of assessment process	1	2	3		4	5
Relevance and acceptance of certification in industry	1	2	3		4	5
Adequacy of placement support	1	2	3		4	5
Career progression opportunities after	1	2	3		4	5
	What program were you or are enrolled in? MULTIPLE CODING POSSIBLE What is your opinion on the following qualit were enrolled into? Parameters Physical infrastructure of the training center in terms of classroom size Adequacy of domain or information technology lab Quality trainers in terms of training delivery Curriculum in terms of industry relevance Job training in terms of practical exposure Standard of assessment process Relevance and acceptance of certification in industry	What program were you or are enrolled in? Ru MULTIPLE CODING POSSIBLE Craft: Appression Graft: Skill Graft: Graft: Skill Graft: Skill Graft: Graft: Skill Graft: Graft: Skill Standard of assessment process 1 Standard of assessment process 1 Relevance and acceptance of certification in industry 1	What program were you or are enrolled in? Rural Artisa MULTIPLE CODING POSSIBLE Rural Engine MULTIPLE CODING POSSIBLE Craftsmen Tra Apprentice Tra Skill Develop Skill Develop Skill Develop Base of the second s	What program were you or are enrolled in? Rural Artisan Program Entrepreneurship Program Rural Engineering Train Craftsmen Training Sche Apprentice Training Sche Skill Development Initia Sche Skill Development Initia Sche Standar of assessment process What is your opinion on the following quality parameters of the training were enrolled into? VS* A Physical infrastructure of the training were encolled into? 1 2 3 Quality trainers in terms of training delivery 1 2 3 Quality trainers in terms of practical exposure 1 2 3 Standard of assessment process 1 2 3	What program were you or are enrolled in? Rural Artisan Programme MULTIPLE CODING POSSIBLE Entrepreneurship Programme Rural Engineering Training Crattsmen Training Scheme Apprentice Training Scheme Skill Development Initiative Scheme Skill Development Initiative Scheme Skill Development Kaushal Yojana and SGSY Skill Development Horitiative Skill Development Initiative Skill Development Khrong ITFT Skill Development Horitiative Skill Development Horitiative Skill Development Khrong ITFT Skill Development Horitiative Skill Development Horitiative Skill Development Horitiative Skill Development Horitiang Beath Courses under NRHM Stipend or Scholarship for Start Scheme or PMKVY Not enrolled in any program Others (please specify) Stopend or Scholarship for	What program were you or are enrolled in? Rural Artisan Programme 1 MULTIPLE CODING POSSIBLE Entrepreneurship Programme 2 Rural Engineering Training 3 Craftsmen Training Scheme 4 Apprentice Training Scheme 5 Skilling Rural Youths 7 Deen Dayal Upadhyay 8 Grameen Kaushal Yojana and SGSY 5 Skill Development Initiative Activities 9 ITFT ITFT Skill Development through ITFT 10 Horticulture and Ancillary Activities 11 Health Courses under NRHM 12 Stipend or Scholarship for Trainees for Tourism 13 Trainees for Tourism 15 Others (please specify) 99 What is your opinion on the following quality parameters of the training program that y were enrolled into? 4 Parameters VS* A NS Physical infrastructure of the training center in terms of classroom size 1 2 3 4 Adequacy of domain or information technology lab 1 2 3 4 2 Quality trainers in terms of industry relevance

SN	Description	Option	Code	Skip
138	What skill development schemes are	Rural Artisan Programme	1	
	you aware of?	Entrepreneurship Programme	2	
	MULTIPLE CODING POSSIBLE	Rural Engineering Training	3	
		Craftsmen Training Scheme	4	
		Apprentice Training Scheme	5	
		Skill Development Initiative Scheme	6	
		Skilling Rural Youths	7	
		Deen Dayal Upadhyay Grameen	8	
		Kaushal Yojana and SGSY		
		Skill Development through ITFT	9	
		Skill Development Horticulture and	10	
		. Ancillary Activities		
		Poultry Farming	11	
		Health Courses under NRHM	12	
		Stipend or Scholarship for Trainees	13	
		for Tourism		
		STAR Scheme or PMKVY	14	
		Not aware of any skill development	15	
		schemes		
		Others (please specify)	99	
139	In the next few months, are you	Very willing	1	
	willing to enroll in a skill development	Willing	2	
	program of the Government of	Somewhat willing	3	
	Himachal Pradesh, which will not	Not willing	4	GO TO
	only skill you but also provide you	6		144
	with job opportunities?			
140	Are you willing to pay for such skill	Yes	1	
	development programs?	No	2	
141	How much are you willing to pay	Less than ₹5,000	1	
	(one-time lump sum) for such skill	₹5,000–₹9,999	2	
	development programs?	₹10,000–₹14,999	3	
		₹15,000–₹19,999	4	
		₹20,000–₹24,999	5	
		More than ₹25,000	6	
		Others (please specify)	99	
142	What type of program are you	Residential full-time	1	
	interested in?	Nonresidential full-time	2	
		Part-time	3	
143	What should be the ideal duration of	Half-month (1)		
	the training course?	1 month (2)		
	[Rank top 3 preferences]	2 months (3)		
		3 months (4)		
		6 months (5)		
		12 months (6)		
		Others (please specify) (7)		

SN	Description	Option	Code	Skip
14	Why are you not willing to join a	I don't see any value addition in terms of	1	
4	skill development program or	career growth; I don't think it will help me find		
	course?	a job		
	I will not have time for it		2	
	MULTIPLE CODING	I will not have money for it	3	
	POSSIBLE	I would rather straightaway take up a job	4	
		than get myself enrolled in a skill		
		development program		
		I think it is a very lengthy and drawn-out	5	
		process		
		I have not been able to find courses that suit	6	
		my interest		
		I do not have enough support from my	7	
		immediate family		
		I do not have support or permission from my	8	
		spouse		
		Others (please specify) (99)		

		Very Essen tial	Essent ial	Some what Essent ial	Not Esse ntial
14	If the Government of Himachal Pradesh were to roll out a skill de	evelopme	nt, what a	reas of the	
5	training program will be essential according to you:		2	0	
	Mobilization, so that the program reaches to all sections of the community in different locations	1	2	3	4
	Counselling, so that candidates are able to match their skills with the job requirements	1	2	3	4
	Short distance of training center from home	1	2	3	4
	Residential program	1	2	3	4
	Physical infrastructure of the training center in terms of	1	2	3	4
	classroom size				
	Adequacy of domain or Information technology lab	1	2	3	4
	Quality trainers in terms of training delivery	1	2	3	4
	Curriculum in terms of industry relevance	1	2	3	4
	Job training in terms of practical exposure	1	2	3	4
	Standard of assessment process	1	2	3	4
	Relevance and acceptance of certification in industry	1	2	3	4
	Adequacy of placement support and job guarantee	1	2	3	4
	Postplacement support and migration support	1	2	3	4
	Stipend during training program	1	2	3	4
	Availability of female teachers and trainers	1	2	3	4
	Safety and security of the training venue	1	2	3	4
	Health and hygiene requirement fulfilment, including sanitation of training venue	1	2	3	4
	Others (please specify) 1	1	2	3	4
	Others (please specify) 2	1	2	3	4

SN	Description	Option	Code	Skip
146	Have you ever been given	Yes	1	
	career counselling in your educational institution?	No	2	
147	What is your opinion on	Very helpful	1	
	career counselling?	Helpful	2	
		Somewhat helpful	3	GO TO 148
		Not helpful	4	
		No comment	5	
148	Why is it not very helpful?	Relevant counselling not	1	
		given		
		Counselor not	2	
		approachable		
		No follow-up with		
		counselor is possible; it is		
		just a one-time activity	3	
		Time-consuming	4	
		Others (please	99	
		specify)		

	given as an option in Q124					
SN	Description	Option	Code	Skip		
149	What is the career goal	Start his or her own business	1			
	that you envisage for	Work for the government or public sector	2			
	the primary responder	Work for a multinational corporation	3			
	of this questionnaire?	Work for a private company	4			
		Work for a nonprofit organization	5			
	CODE ONE ONLY	Work for own or family farm	6			
		Work for someone else's farm	7			
		Work for family business	8			
		Professional (doctor, lawyer, certified public	9			
		accountant, etc.)				
		Become a good housewife (in case of women	10			
		primary responder)				
		Pursue higher education (bachelor's, master's,	11			
		PhD) and then find a job				
		Others (please specify)	99			

This section captures the influencer's response. This section to be responded to by the person given as an option in Q124

150	Which of the following	Automobile manufacturing	1	
	sectors do you want	Food processing	2	
	the primary responder	Pharmaceuticals	3	
	to work in?	Cold storage	4	
	l T	Information technology-ITeS	5	
	CODE ONE ONLY	Tourism	6	
		Hospitality	7	
		Health care	8	
	Γ	Education	9	
	Γ	Logistics	10	
	Γ	Transportation	11	
		Retail	12	
		Banking	13	
		Financial	14	
		Agriculture	15	
		Agriculture allied activities	16	
		Hydel power	17	
		Horticulture	18	
		Defense	19	
		Government	20	
		Nonprofit nongovernment organization	21	
		Professional (doctor, lawyer, certified public	22	
		accountant, etc.)		
		Construction (real estate)	23	
		Others (please specify)	99	
1	What are your	Less than ₹5,000 per month	1	
	earnings expectations	₹5,000– ₹ 9,999 per month	2	
	for the primary - respondent?	₹10,000– ₹14,999 per month	3	
		₹15,000– ₹19,999 per month	4	
	I T	₹20,000– ₹24,999 per month	5	
	Γ	₹25,000– ₹29,999 per month	5.1	
		₹30,000– ₹34,999 per month	6	
		₹35,000– ₹39,999 per month	7	
		₹40,000– ₹44,999 per month	8	
	Γ	₹45,000– ₹49,999 per month	9	
		More than ₹50,000 per month	10	
		Others (please specify)	99	

152	What is the highest	Higher studies (bachelor's, master's, PhD)	1	
	level of education or	Postgraduate and beyond	2	
	training you expect	Graduate	3	
	primary respondent to	Others (please specify)	99	
	complete? CODE ONE ONLY			
153	Do you feel the	Very useful	1	
100	education or training	Somewhat useful	2	
	that the primary			
	respondent received is	Not useful	3	
	useful in getting a job?			
	CODE ONE ONLY			
154	What skill development	Rural Artisan Programme	1	
	schemes are you aware of?	Entrepreneurship Programme	2	
	aware or	Rural Engineering Training	3	
	MULTIPLE CODING	Craftsmen Training Scheme Apprentice Training Scheme	4 5	
	POSSIBLE	Skill Development Initiative Scheme	<u> </u>	
		Skill Development initiative Scheme Skilling Rural Youths	7	
	-	Deen Dayal Upadhyay Grameen Kaushal	8	
		Yojana and SGSY	Ū	
		Skill Development through ITFT	9	
		Skill Development Horticulture and Ancillary	10	
		Activities		
		Poultry Farming	11	
		Health Courses under NRHM	12	
		Stipend or Scholarship for Trainees for	13	
	-	Tourism		
	-	STAR Scheme or PMKVY	14	
		Not aware of any of the skill development	15	
	-	Schemes	99	
		Others (please specify)	99	
155	In the next few	Very willing	1	
	months, are you willing	Willing	2	
	to get the primary	Somewhat willing	3	
	respondent enrolled in	Not willing	4	Go to
	a skill development			158
	program that will not only provide technical			
	skills but also provide			
	him or her with job			
	opportunities?			
	CODE ONE ONLY			
156	Is your family willing to	Yes	1	
	pay such skill	No	2	
	development			
	programs?			
	CODE ONE ONLY			

157	How much are you	Less than ₹5000	1	
	willing to pay (one	₹5000–₹9,999	2	
	time-lump sum) for	₹10,000–₹14,999	3	
	such skill	₹15,000–₹19,999	4	
	development	₹20,000–₹24,999	5	
	programs?	More than ₹25,000	6	
		Others (please specify)	99	End of the
	CODE ONE ONLY		00	Questionnaire
				quootionnano
158	Why are you not	I don't see any value addition in terms of	1	
	willing to send the	career growth; I don't think it will help to find		
	primary respondent	a job		
	to join a skill	The primary respondent will not have time	2	
	development	for it		
	course?	The family will not have money for it	3	
		The primary respondent would rather	4	
	MULTIPLE CODING	straightaway take up a job than get enrolled		
	POSSIBLE	in a skill development program		
		I think it is a very lengthy and drawn-out	5	
		process		
		I have not been able to find courses that	6	
		suits my ward's interest		
		I do not have enough support from my	7	
		immediate family		
		No support or permission from spouse	8	
		Others (please specify)	99	End of the
				Questionnaire

SN	Description	Option	Rank	
201	Which of the following qualities do you	Information technology or	Νατικ	
201	think is the most useful in finding a job	computer skills and knowledge		
	you like ?			
	[Rank top 5 qualities]	Scientific or technical		
		qualifications, e.g., degree or		
		diploma (2)		
		Language and communication		
		skills (3)		
		Understanding and knowledge		
		about the preferred job's sector		
		(4)		
		Ability to work in a team (5)		
		General education gualifications		
		(6)		
		Sector-specific skillset (7)		
		Motivation or ambition to grow		
		professionally (8)		
		Completion of apprenticeship or		
		sector-specific training course		
		(9)		
		Mobility or flexibility to travel (10)		
		Support from family or spouse		
		(11)		
		Ability to converse both in Hindi		
		and English (12)		
		Others (please specify) (13)		
SN	Description	Option	Code	
202	What are the top 3 factors you consider	Earning potential (1)		
	most critical when choosing a job?	Social status associated with the		
	[Rank top 3 qualities]	job (2)		
		Job security (3)		
		Emigration prospects (4)		
		Nature of job role (engineering,		
		technology, marketing, etc.) (5)		
		Parents' desire (6)		
		Common choice of peers (7)		
		Fast-track career growth		
		prospects (8)		
		Low waiting time for securing		
		job (9)		
		Others (please specify) (10)		

SECTION II: GENERAL JOB SEARCH QUESTIONS

SN	Description	Option	Code	Skip
203	Would you consider moving out	No, not allowed by parents	1	
	of your location to take up a job,	No, not allowed by spouse	2	
	or start or join a business of your	No, not financially viable for	3	
	liking?	family		
		No, other family constraint	4	
	Multiple Coding Possible	Yes, open to move to Shimla	5	
		Yes, open to move district	6	
		headquarters of native		
		district		
		Yes, open to move to any of	7	
		the district headquarters in		
		Himachal Pradesh other than		
		native district		
		Yes, open to move to any	8	
		capital city of any state		
		Yes, open to move to a town	9	
		or city (other than capital		
		city) in another state		
		Yes, open to move to	10	
		another country		
		No preference	11	
		Not willing to migrate	12	
		Others (please specify)	99	

SN	Description	Option	Code	Skip
219	What is your current status in job	In a job but looking for a	1	GO TO 221
	market?	better one		
		In a job and not looking for	2	END
	CODE ONE ONLY	better options		INTERVIEW
		Searching for a job or	3	GO TO 220
		preparing for a job		
		Others (please specify)	99	GO TO 220
220	In how many months do you wish	[Specify number of		
	to start working (for those who are searching)?	months]		
221	Do you wish to study and work	Yes	1	
	simultaneously?	No	2	
222	Who is the person in your family	[Choose a serial number		
	mostly influencing the decision on your career decisions?	from Household grid]		
223	What kind of job do you want to	Labor or manual job	1	
	get into, as a career choice?	Clerical job in government	2	
		Technical job in	3	
	CODE ONE ONLY	manufacturing		
		Technical job in the	4	
		services industry		
		Administrative job	5	
		Managerial job	6	
		Teaching	7	
		IAS, central government	8	
		service, state government		
		service		
		Professional (doctor,	9	
		lawyer, certified public		
		accountant, etc.)	10	
		Media and advertising	<u>10</u> 11	Go to Section
		Want to set up own business in future		3
		Others (please specify)	99	5
224	What type of job do you think	Labor or manual job	1	
224	your current course or education	Clerical job in government	2	
	level can enable you to secure?	Technical job in	3	
		manufacturing	5	
	CODE ONE ONLY	Technical job in the	4	
		services industry	•	
		Administrative job	5	
		Managerial job	6	
		Teaching	7	
		IAS, central government	8	
		service, state government		
		service		
		Professional (doctor,	9	
		lawyer, certified public		
		accountant, etc.)		
		Media and advertising	10	
		Others (please specify)	99	

SN Description Option Code Skip					
	SN	Description	Option	Code	Skip

225	Do you think you are adequately skilled or	Yes	1	GO TO 227
	technically competent to get the job you want?	No	2	GO TO 226
226	Are you looking forward to any	Yes	1	
	further training or skill	No	2	
	development that may further			
	enhance your job prospects?			
227	Which sector do you want a	Automobile manufacturing (1)		
	job or business in?	Food processing (2)		
	[Rank top 5 preferences]	Pharmaceuticals (3)		
		Cold storage (4)		
		Information technology-ITeS		
		(5)		
		Tourism (6)		
		Hospitality (7)		
		Health care (8)		
		Education (9)		
		Logistics (10)		
		Transportation (11)		
		Retail (12)		
		Banking (13)		
		Financial (14)		
		Agriculture (15)		
		Agriculture allied activities		
		(16)		
		Hydel power (17)		
		Apple farming (18)		
		Defense (19)		
		Government (20)		
		Nonprofit nongovernment		
		organization (21)		
		Professional (doctor, lawyer,		
		certified public accountant,		
		etc.) (22)		
		Banking (23)		
		No particular preference (24)		
		Others (please specify) (25)		

SN	Description	Option	Code	Skip
228	What are your salary	Less than ₹5,000 per month	1	
	expectations?	₹5000–₹9999 per month	2	
		₹10,000–₹14,999 per month	3	
	CODE ONE ONLY	₹15,000–₹19,999 per month	4	
		₹20,000–₹24,999 per month	5	
		₹25,000–₹29,999 per month	6	
		₹30,000–₹34,999 per month	7	
		₹35,000–₹39,999 per month	8	
		₹40,000–₹44,999 per month	9	
		₹45,000–₹49,999 per month	10	
		More than ₹50,000 per month		
		Others (please specify)	99	
229	Are you or have you ever	Yes	1	
	enrolled in a skill development program?	No	2	GO TO 232
230	What program were you or	Rural Artisan Programme	1	
	are enrolled in? MULIPLE CODING POSSIBLE	Entrepreneurship Programme	2	
		Rural Engineering Training	3	
		Craftsmen Training Scheme	4	
	I OSSIDEE	Apprentice Training Scheme	5	
		Skill Development Initiative	6	
		Scheme		
		Skilling Rural Youths	7	
		Deen Dayal Upadhyay Grameen	8	
		Kaushal Yojana and SGSY		
		Skill Development through ITFT	9	
		Skill Development Horticulture	10	
		and Ancillary Activities		
		Poultry Farming	11	
		Health Courses under NRHM	12	
		Stipend and Scholarship for	13	
		Trainees for Tourism		
		STAR Scheme or PMKVY	14	
		Not enrolled in any program	15	
		Others (please specify)	99	

	were enrolled in? Parameters		VS*	S	Α	NS	VUS
	Physical infrastructure of the training center in terms of classroom size		1	2	3	4	5
	Adequacy of domain or Information technology lab		1	2	3	4	5
	Quality trainers in terms of training delivery		1	2	3	4	5
	Curriculum in terms of industry relevance		1	2	3	4	5
	Job training in terms of practical exposure		1	2	3	4	5
	Standard of assessment process		1	2	3	4	5
	Relevance and acceptance of certification in industry		1	2	3	4	5
	Adequacy of placement support		1	2	3	4	5
	Career progression opportunities post placement		1	2	3	4	5
	VS = Very Satisfactory; S = Satisfactory; A = Average; NS = Not Sat Very Unsatisfactory						/US =
232	What skill development schemes		Rural Artisa	an Programr	me	1	
	are you aware of?	Er	ntrepreneursh			2	
		Rural Engine			3		
	MULTIPLE CODING POSSIBLE	Orarisment framing contente				4	
		ŀ	Apprentice Tra			5	
			Skill Develop	Scher	me	6	
		Skilling Rural Youths				7	
		Deer	n Dayal Upadł Kaushal Yoja			8	
			Developmen			9	
		Sk	ill Developme and Anc	ent Horticultu		10	
		Poultry Farming			ing	11	
		Н	ealth Courses			12	
			Stipend or S Traine	Scholarship es for Touri:		13	
		STAR scheme or PMKVY			VY	14	
		1	Not Aware of a Developr	any of the S nent Schem		15	
			Others (p	olease speci	fy)	99	
233	In the next few months, are you			Very willi	ng	1	
	willing to get enrolled in a skill			Willi	ng	2	
	development program of the		Soi	mewhat willi	ng	3	
	Government of Himachal Pradesh, which will not only skill you but also	Somewhat willing Not willing			ng	4	GO TO 238

SN	Description	Option	Code	Skip
234	Are you willing to pay such	Yes	1	-
	skill development programs?	No	2	
235	How much are you willing to	Less than ₹5000	1	
	pay (one time-lump sum) for	₹5,000–₹9,999	2	
	such skill development	₹10,000–₹14,999	3	
	programs?	₹15,000–₹19,999	4	
		₹20,000–₹24,999	5	
	CODE ONE ONLY	More than 25000	6	
		Others (please specify)	99	
236	What type of program are you	Residential full-time	1	
	interested in?	Nonresidential full-time	2	
		Part-time	3	
	CODE ONE ONLY			
			Ranks	
237	What should be the ideal	Half month (1)		
	duration of the training	1 month (2)		
	course?	2 months (3)		
		3 months (4)		
	[Rank top 3 preferences]	6 months (5)		
		12 months (6)		
		Others (please specify) (7)		
			Code	Skip
238	Why are you not willing to join	I don't see any value addition in terms	1	
	a skill development program or	of career growth; I don't think it will		
	course?	help me find a job		
		I will not have time for it	2 3	
	MULTIPLE CODING	I will not have money for it		
	POSSIBLE	I would rather straightaway take up a	4	
		job than get myself enrolled in a skill		
		development program		
		I think it is a very lengthy and drawn-	5	
		out process		
		I have not been able to find courses	6	
		that suit my interest		
		I do not have enough support from my immediate family	7	
		I do not have support or permission	8	
		from spouse	0	
		Others (please specify)	99	
L		Others (piease specify)	55	

SN	Description	Very Essential	Essential	Somewhat Essential	Not essential
239	If the Government of Himachal		roll out a skill c		
	training program will be essenti			,,	
	Mobilization, so that the	1	2	3	4
	program reaches to all			_	
	sections of the community in				
	different locations				
	Counselling, so that	1	2	3	4
	candidates are able to match				
	their skills with the job				
	requirements				
	Distance of training center	1	2	3	4
	from home				
	Residential program	1	2	3	4
	Physical infrastructure of the	1	2	3	4
	training centre in terms of				
	classroom size				
	Adequacy of domain or	1	2	3	4
	information technology lab				
	Quality trainers in terms of	1	2	3	4
	training delivery				
	Curriculum in terms of	1	2	3	4
	industry relevance				
	Job training in terms of	1	2	3	4
	practical exposure				
	Standard of assessment	1	2	3	4
	process			_	
	Relevance and acceptance of	1	2	3	4
	certification in industry			_	
	Adequacy of placement	1	2	3	4
	support and job guarantee				
	Postplacement support and	1	2	3	4
	migration support			_	
	Stipend during training	1	2	3	4
	program				
	Availability of female teachers	1	2	3	4
	and trainers				
	Safety and security of the	1	2	3	4
	training venue				
	Health and hygiene	1	2	3	4
	requirement fulfilment				
	including sanitation of training				
	venue				
		1	2	3	4
	Others (please specify) 1				
		1	2	3	4
	Others (please specify) 2				
		1	2	3	4
	Others (please specify) 3				

SN	Description	Option	Code	Skip
240	Are you enrolled in an	Yes	1	-
	employment exchange?	No	2	
241	Have you ever been given	Yes	1	
	career counselling in your	No	2	
	educational institution or			
	employment exchange?			
242	What is your opinion on	Very helpful	1	
	career counselling?	Helpful	2	GO TO 244
		Somewhat helpful	3	
		Not helpful	4	
		No comment	5	
243	Why is it not very helpful?	Relevant counseling not given	1	
		Counselor not approachable	2	
		No follow-up with counselor is	3	
		possible; it is just a one-time		
		activity		
		Time-consuming	4	
		Others (please specify)	99	
	ction captures the influencer's ed as an option in Q124.	s response. This section is to be	responded to	by the person
SN	Description	Option	Code	Skip
244	What is the career goal that	Start his or her own business	1	•
	you envisage for the	Work for the government/public	2	
	primary responder of this	sector		
	questionnaire?	Work for a multinational	3	
		corporation		
	SINGLE CODE ONLY	Work for a private company	4	
		Work for a nonprofit	5	
		organization		
		Work for own or family farm	6	
		Work for someone else's farm	7	
		Work for family business	8	
		Professional (doctor, lawyer,	9	
		certified public accountant, etc.)		
		Become a good housewife (in	10	
		case of female primary		
		responder)		
		Pursue higher education	11	
		(bachelor's, master's, PhD) and		
		then find a job Others (please specify)	99	

SN	Description	Option	Code	Skip
245	Which sector do you	Automobile manufacturing	1	
	want the primary	Food processing	2	
	responder to work in?	Pharmaceuticals	3	
		Cold storage	4	
	SINGLE CODE ONLY	Information technology-	5	
		ITeS		
		Tourism	6	
		Hospitatility	7	
		Health care	8	
		Education	9	
		Logistics	10	
		Transportation	11	
		Retail	12	
		Banking	13	
		Financial	14	
		Agriculture	15	
		Agriculture allied activities	16	
		Hydel power	17	
		Apple farming	18	
		Defense	19	
		Government	20	
		Nonprofit nongovernment	20	
		organization	21	
		Professional (doctor,	22	
		lawyer, certified public	22	
		accountant, etc.)		
		Others (please specify)	99	
246	What are your earnings	Less than ₹5,000 per month	1	
240	expectations for the	₹5000–₹9999 per month	2	
	primary respondent?	₹10,000–₹14,999 per	3	
	printary respondent:	month	5	
	CODE ONE ONLY	₹15,000–₹19,999 per	4	
		month	4	
		₹20,000–₹24,999 per	5	
		month	5	
		₹25,000–₹29,999 per	5.1	
		-	5.1	
		month ₹30,000–₹34,999 per	6	
		x 30,000–x 34,999 per month	U	
		₹35,000–₹39,999 per	7	
		x 35,000–x 39,999 per month	'	
		₹40,000–₹44,999 per	8	
		x40,000–x44,999 per month	O	
		₹45,000–₹49,999 per	9	
		-	3	
		month More then ₹50,000 per	10	
		More than ₹50,000 per	10	
		Month	00	
	1	Others (please specify)	99	

SN	Description	Option	Code	Skip
247	What is the highest level of	Higher studies (bachelor's	1	
	education or training that	master's, PhD)		
	you expect primary	Postgraduate and beyond	2	
	respondent to complete?	Graduate	3	
	CODE ONE ONLY	Others (please specify)	99	
248	Do you feel the education or	Very useful	1	
	training that the primary	Somewhat useful	2	
	respondent received is	Not useful	3	
	useful in getting a job?	Do not know	4	
	CODE ONE ONLY			
249	What skill development schemes are you aware of?	Rural Artisan Programme (1)	1	
	MULTIPLE CODING	Entrepreneurship	2	
	POSSIBLE	Programme (2)		
	PUSSIBLE	Rural Engineering Training (3)	3	
		Craftsmen Training Scheme (4)	4	
		Apprentice Training Scheme (5)	5	
		Skill Development Initiative	6	
		Scheme (6)		
		Skilling Rural Youths (7)	7	
		Deen Dayal Upadhyay	8	
		Grameen Kaushal Yojana		
		and SGSY (8)		
		Skill Development through ITFT (9)	9	
		Skill Development	10	
		Horticulture and Ancillary Activities (10)		
		Poultry Farming (11)	11	
		Health Courses under NRHM (12)	12	
		Stipend or Scholarship for	13	
		Trainees for Tourism (13) STAR Scheme or PMKVY	A A	
			14	
		(14) Not aware of any scheme	15	
		Others (please specify)	99	
		(99)		
250	In the next few months, are	Very willing	1	
	you willing to get the primary	Willing	2	
	respondent enrolled in a skill	Somewhat willing	3	
	development program that will not only provide technical skills but also provide him or her with job opportunities?	Not willing	4	GO TO 253

SN	Description	Option	Code	Skip
251	Is your family willing to	Yes	1	
	pay for such skill development programs?	No	2	END QUESTIONNAIRE
252	How much are you	Less than ₹5,000	1	
	willing to pay (one time-	₹5,000–₹9,999	2	
	lump sum) for such skill	₹10,000–₹14,999	3	
	development programs?	₹15,000–₹19,999	4	
		₹20,000–₹24,999	5	
		More than ₹25,000	6	
		Others (please specify)	99	
253	Why are you not willing	I don't see any value	1	
	to send your ward to join	addition in terms of career		
	a skill development	growth; I don't think it will		
	program?	help to find a job		
		The primary respondent will	2	
	CODE ONE ONLY	not have time for it		
		The family will not have	3	
		money for it		
		The primary respondent	4	
		would rather straightaway		
		take up a job than get		
		enrolled in a skill		
		development program		
		I think it is a very lengthy	5	
		and drawn-out process		
		I have not been able to find	6	
		courses that suits my ward's		
		interest		
		I do not have enough	7	
		support from my immediate		
		family		
		No support or permission	8	
		from spouse		
		Others (please specify)	99	

SECTION III: ASPIRATIONS OF THE YOUTH IN ENTREPRENEURSHIP OR SELF-EMPLOYMENT

SN	Description	Option	Code	Skip
319	What is your current status in terms of	Looking to set up; in ideation	1	•
	entrepreneurial ventures?	phase		
		Already registered business	2	
		Others (please specify)	99	
320	In how many months do you wish to start an entrepreneurial venture?	[Specify number of months]		
321	Do you wish to study and work	Yes	1	
	simultaneously?	No	2	
322	Who is the person in your family most influential in your career decisions?	[Choose a serial number from Household grid]		
		Others please specify		
323	Do you think that you are adequately	Yes	1	GO TO 325
	skilled or technically competent to start an entrepreneurial venture?	No	2	GO TO 324
324	Are you looking forward to any further	Yes	1	
	training or skill development that may further enhance your entrepreneurial skills?	No	2	
SN	Description	Option	Rank	
325	In which sector do you want to set up	Automobile manufacturing (1)		
	your entrepreneurial venture?	Food processing (2)		
		Pharmaceuticals (3)		
	[Rank top 5 preferences]	Cold storage (4)		
		Information technology-ITeS (5)		
		Tourism (6)		
		Hospitality (7) Health care (8)		
		Education (9)		
		Logistics (packers, movers, etc.)		
		(10)		
		Transportation (11)		
		Retail (12)		
		Banking (13)		
		Financial (14)		
		Agriculture (15)		
1		Agriculture allied activities (16)		

		Boutique (fashion and		
		designing) (17)		
		Apple farming (18)		
		Wedding catering (19)		
		Events management (20)		
		Nonprofit nongovernment		
		organization (21)		
		Professional (doctor, lawyer,		
		certified public accountant,		
		etc.) (22)		
		Others (please specify) (99)		
326	What are your profit	Less than ₹5,000 per month	1	
	expectations per month?	₹5000–₹9999 per month	2	
		₹10,000–₹14,999 per month	3	
	CODE ONE ONLY	₹15,000–₹19,999 per month	4	
		₹20,000–₹24,999 per month	5	
		₹25,000–₹29,999 per month	6	
		₹30,000–₹34,999 per month	7	
		₹35,000–₹39,999 per month	8	
		₹40,000–₹44,999 per month	9	
		₹45,000–₹49,999 per month	10	
		More than ₹50,000 per month		
		Others (please specify)	99	
327	Are you or have you ever	Yes	1	
	enrolled in an	No	2	GO TO 330
	entrepreneurship or skill			
	development program?			
328	What program were you or are	Rural Artisan Programme	1	
	enrolled in?	Entrepreneurship Programme	2	
	MULTIPLE CODING POSSIBLE	Rural Engineering Training	3	
		Craftsmen Training Scheme	4	
		Apprentice Training Scheme	5	
		Skill Development Initiative	6	
		Scheme		
		Skilling Rural Youths	7	
		NRLM, Deen Dayal Upadhyay	8	
		Grameen Kaushal Yojana and		
		SGSY		
		Skill Development through	9	
		' ITĔT		
		Not Enrolled in any of the	10	
		program		
i		Others (please specify)	99	

329	What is your opinion on the follow or were enrolled into?	ving quality para	meters of the tr	aining pro	gramme th	at you are
	Parameters	VS*	S	Α	NS	VUS
	Physical infrastructure of the training center in terms of classroom size	1	2	3	4	5
	Adequacy of domain or Information technology lab	1	2	3	4	5
	Quality trainers in terms of trainin delivery	g 1	2	3	4	5
	Curriculum in terms of industry relevance	1	2	3	4	5
	Job training in terms of practical exposure	1	2	3	4	5
	Standard of assessment process		2	3	4	5
	Relevance and acceptance of certification in industry	1	2	3	4	5
	Adequacy of placement or incubation support	1	2	3	4	5
	Opportunities postplacement	1	2	3	4	5
	Credit linkage opportunities	1	2	3	4	5
	*VS = Very Satisfactory; S = Sati Unsatisfactory	sfactory; $A = Av$	erage; NS = No	t Satisfact	ory; VUS =	· Very
330	Description	On	tion	Coc		Skip
550	What entrepreneurship or skill		an Programme			Окір
	development schemes are you		hip Programme			
	aware of?		eering Training			
			aining Scheme			
	MULTIPLE CODING POSSIBLE		aining Scheme			
			pment Initiative			
			Scheme			
		Skillin	g Rural Youths	7		
			ayal Upadhyay			
		Grameen I	Kaushal Yojana			
			and SGSY			
		Skill Develo	pment through ITFT			
		Sk	II Development)	
			e and Ancillary			
			Activities			
			Poultry Farming			
		Health Course	s under NRHM			
				1 10		
		Stipend or	Scholarship for			
		Stipend or Traine	es for Tourism			
		Stipend or Traine STAR sch	ees for Tourism eme or PMKVY	14		
		Stipend or Traine STAR sch Not enrolled	es for Tourism	14		

331	In the next few months, are you	Very willing	1	
	willing to enroll in an	Willing	2	
	entrepreneurship development	Somewhat willing	3	
	program of the Government of	Not willing	4	GO TO 336
	Himachal Pradesh?	-		

S.N.	Description	Option	Code	Skip
332	Are you willing to pay for such	Yes	1	
	entrepreneurship development programs?	No	2	GO TO 334
333	How much are you willing to	Less than ₹5,000	1	
	pay (one time-lump sum) for	₹5,000–₹9,999	2	
	such programs?	₹10,000–₹14,999	3	
		₹15,000–₹19,999	4	
	SINGLE CODE ONLY	₹20,000–₹24,999	5	
		More than ₹25,000	6	
		Others (please specify)	99	
334	What type of program would	Full-time residential	1	
	you be interested in?	Full-time nonresidential	2	
		Part-time	3	
	SINGLE CODE ONLY			
	Description	Option	Rank	
335	What should be the ideal	Half month (1)		
	duration of the training course?	1 month (2)		
	[Rank top 3 preferences]	2 months (3)		
		3 months (4)		
		6 months (5)		
		12 months (6)		
		Others (please specify) (7)		

	Description	Option	Code	Skip
336	Why are you not willing to join	I don't see any value addition; I	1	
	a entrepreneurship	don't think it will help me set up a		
	development program or	business		
	course?	I will not have time for it	2	
		I will not have money for it	3	
	MULTIPLE CODING	I would rather straightaway start a	4	
	POSSIBLE	business than get myself enrolled		
		in an entrepreneurship		
		development program		
		I think it is a very lengthy and	5	
		drawn-out process		
		I have not been able to find	6	
		courses that suit my interest		
		I do not have enough support from	7	
		my immediate family		
		I do not have support or	8	
		permission from spouse		
		Lack of awareness	9	
		Others (please specify)	99	

If the Government of Himachal Pradesh were to roll out an entrepreneurshi development program, what areas of the training program will be essential Mobilization, so that the program reaches all sections of the community in different locations123Counselling, so that candidates are able to match their desired skills with the sector requirement123Distance of training center from home123Residential program123	
Mobilization, so that the program reaches all sections of the community in different locations123Counselling, so that candidates are able to match their desired skills with the sector requirement123Distance of training center from home123	4
program reaches all sections of the community in different locations123Counselling, so that candidates are able to match their desired skills with the sector requirement123Distance of training center from home123	4
of the community in different locations123Counselling, so that candidates are able to match their desired skills with the sector requirement123Distance of training center from home123	
locations123Counselling, so that123candidates are able to match123their desired skills with the23sector requirement123Distance of training center123from home123	
Counselling, so that123candidates are able to match their desired skills with the sector requirement123Distance of training center from home123	
candidates are able to match their desired skills with the sector requirementand the sector requirementDistance of training center123from home333	
their desired skills with the sector requirement123Distance of training center123from home123	4
sector requirement123Distance of training center123from home1111	4
Distance of training center123from home	4
from home	4
Residential program 1 2 3	
	4
Residential program123Physical infrastructure of the123	4
training center in terms of	
classroom size	
Adequacy of domain or 1 2 3	4
Information technology lab	
Quality trainers in terms of 1 2 3	4
training delivery	
Curriculum in terms of 1 2 3	4
industry relevance	
Job training in terms of 1 2 3	4
practical exposure	
Standard of assessment 1 2 3	4
process	-
ProcessRelevance and acceptance of123	4
certification in industry	-
Adequacy of credit linkage 1 2 3	4
support	
Stipend during training 1 2 3	4
	4
program	4
Availability of female123	4
teachers and trainers	
Safety and security of the123	4
training venue	
Health and hygiene123	4
requirement fulfilment	
including sanitation of training	
venue	
1 2 3	4
Others (please specify) 1	
1 2 3	4
Others (please specify) 2	
1 2 3	4
Others (please specify) 3	

SN	option in Q322 Description	Option	Code	Skip
338	What is the career goal	Start his or her own business	1	
	that you envisage for	Work for the government or public sector	2	
	the primary responder	Work for a multinational corporation	3	
	of this questionnaire?	Work for a private company	4	
		Work for a nonprofit organization	5	
	CODE ONE ONLY	Work for own or family farm	6	
		Work for someone else's farm	7	
		Work for family business	8	
		Professional (doctor, lawyer, certified public	9	
		accountant, etc.)		
		Become a good housewife (in case of female	10	
		primary responder)		
		Pursue higher education (bachelor's, master's, PhD)	11	
		and then find a job		
		Others (please specify)	99	
339	Which of the following	Automobile	1	
	sectors do you want the	Food processing	2	
	primary responder to	Pharmaceuticals	3	1
	work or start a business	Cold storage	4	
	in?	Information technology-ITeS	5	
		Tourism	6	
	CODE ONE ONLY	Hospitality	7	
		Health care	8	
		Education	9	
		Logistics	10	
		Transportation	11	
		Retail	12	
		Banking and allied	13	
		Financial	14	
		Agriculture	15	
		Agriculture allied activities	16	
		Hydel power	17	
		Apple farming	18	
		Government supply or contracting	19	
		No particular preference	21	
		Automobile	22	
		Others (please specify)	99	1
40	What are your	Less than ₹5,000 per month	1	
	earnings expectations	₹5000–₹9999 per month	2	1
	for the primary	₹10,000–₹14,999 per month	3	
	respondent?	₹15,000–₹19,999 per month	4	
		₹20,000–₹24,999 per month	5	
	CODE ONE ONLY			-
		₹25,000–₹29,999 per month	6	
		₹30,000–₹34,999 per month	7	
		₹35,000–₹39,999 per month	8	
		₹40,000–₹44,999 per month	9	
		₹45,000–₹49,999 per month	10	
		More than ₹50,000 per month		
		Others (please specify)	99	
341	What is the highest	Postgraduate and beyond	1	
	level of education or	Higher studies (bachelor's, master's, PhD)	1	1
	training you expect	Postgraduate and beyond	2	

This section captures the Influencer's response. This section to be responded to by the person given

	the primary	Graduate	3	
	respondent to complete?	Others (please specify)	99	
	CODE ONE ONLY			
342	Do you feel the	Very useful	1	
	education or training	Somewhat useful	2	
	that the primary	Not useful	3	
	respondent received is useful in setting up	Do not know	4	
	a business?			
	CODE ONE ONLY			
343	What skill	Rural Artisan Programme	1	
	development or	Entrepreneurship Programme	2	
	entrepreneurship	Rural Engineering Training	3	
	schemes are you	Craftsmen Training Scheme	4	
	aware of?	Apprentice Training Scheme	5	
		Skill Development Initiative Scheme	6	
	MULTIPLE CODING	Skilling Rural Youths	7	
	POSSIBLE	NRLM, Deen Dayal Upadhyay Grameen Kaushal	8	
		Yojana, and SGSY		
		Skill Development through ITFT	9	
		Skill Development Horticulture and Ancillary	10	
		Activities		
1		Poultry Farming	11	
1		Health Courses under NRHM	12	
1		Stipend or scholarship for Trainees for Tourism	13	
		STAR Scheme or PMKVY	14	
		Not aware of any scheme	15	
		Others (please specify)	99	

SN	Description	Option	Code	Skip
344	In the next few months, are	Very willing	1	
	you willing to get the primary	Willing	2	
	respondent enrolled in an	Somewhat willing	3	
	entrepreneurship or skill	Not willing	4	GO TO 347
	development program that will			
	not only provide technical skills?			
	CODE ONE ONLY			
345	Is your family willing to pay	Yes	1	
	such for programs?	No	2	End Questionnaire
346	How much are you willing to	Less than ₹5,000	1	
	pay (one time-lump sum) for	₹5,000–₹9,999	2	
	such skill development	₹10,000–₹14,999	3	
	programs?	₹15,000–₹19,999	4	
		₹20,000–₹24,999	5	
	CODE ONE ONLY	More than ₹25,000	6	
		Others (please specify)	99	End Questionnaire
347	Why are you not willing to	I don't see any value	1	
	send your ward to join a skill	addition; I don't think it will		
	development program?	help to set up a business		
		The primary respondent	2	
	MULTIPLE CODING	will not have time for it		
	POSSIBLE	The family will not have	3	
		money for it		
		The primary respondent	4	
		would rather start a		
		business than enroll in an		
		entrepreneurship		
		development program I think it is a very lengthy	5	
		and drawn-out process	5	
		I have not been able to	6	
		find courses that suit my	0	
		ward's interest		
		I do not have enough	7	
		support from my		
		immediate family		
		No support or permission	8	
		from spouse		
		Others (please specify)	99	End Questionnaire