

## Title of the Practice

### Kaushal Bharat Kushal Bharat – Alagappa University's Pursuit of Skill Excellence

## Objectives of the Practice

- ❖ **Addressing Skill Gaps:** To study diverse **skill gaps** in industries and design need-based vocational curricula aligned with **National Occupational Standards (NOS)** to enhance **employability** and **entrepreneurial skills**.
- ❖ **Inclusive Skill Development:** To offer **exclusive** skill development programs for **marginalized and underprivileged** sections of society.
- ❖ **Curriculum Integration:** To integrate **skill development modules** into the **academic curriculum**, ensuring students acquire both **theoretical knowledge and practical skills**.
- ❖ **Enhancing Experiential Skills:** To enhance learners' **experiential skills** through **industry-relevant training programs**.
- ❖ **Industry Partnerships:** To establish strong **partnerships with industries** for designing and delivering skill development programs that meet **industry needs**.
- ❖ **Recognized Certifications:** To provide **recognized certifications** for acquired skills, enhancing the value of training programs.
- ❖ **Fostering Creativity and Entrepreneurship:** To develop and **nurture creativity and entrepreneurial skills**, encouraging innovative thinking and entrepreneurial pursuits through co-curricular activities.

## Context

- ❖ **Global Transformations:** Globalization and economic downturns have altered the nature of work, leading to youth unemployment and underemployment. The COVID-19 pandemic has exacerbated these challenges, highlighting the need for a resilient and adaptable workforce. **Governments** worldwide now **recognize vocational and skill education** as crucial to **development strategies**.
- ❖ **India's Demographic Challenge:** By 2030, India is projected to have the world's largest working-age population. Ensuring **meaningful employment** for students outside specialized streams remains a challenge, necessitating **curriculum reforms**.
- ❖ **Policy Support:** Organizations like the **University Grants Commission** and **NITI Aayog** emphasize equipping the workforce with **technical capabilities** and diverse skills to meet industry needs. The **National Education Policy (NEP) 2020** advocates for **integrating vocational education** into **mainstream education** to enhance **employability**.

- ❖ **Local Industrial Growth:** Despite a skilled youth population, districts under Alagappa University's jurisdiction, such as Sivaganga and Ramanathapuram, have seen limited industrial growth. The **University** aims to **bridge** this **gap** by enhancing **industry-specific skills**, fostering innovation, and instilling an **entrepreneurial mind-set** among the **youth**.

### The Practice

- **Alagappa Institute of Skill Development (AISD):**

- ALU Established **Skill Development Centre** in April 2013, which aimed to train rural youth for industrial sectors and self-employment. It was upgraded as the AISD in May 2015.

- **AISD** offers vocational undergraduate and postgraduate programs (**B.Voc. and M.Voc.**) and houses the **Entrepreneurship, Innovation, and Career Hub (EIC Hub)**, Garment Training Unit, **Alagappa University-Learnnet Institute of Skills**, and Small Industries Services Unit (SISU).

- **Public-Private Partnerships:**

In **October 2013**, Alagappa University partnered with **IL&FS Skills**, New Delhi, to establish the Alagappa University-IL&FS Institute of Skills (AU-IIS), renamed ALU-Learnnet Institute of Skills in 2019, offering placement-linked short-term skill training programs.

- **Specific Initiatives:**

- ✓ **Garment Training Unit:** Established in 2007 to offer skill training to rural women in apparel/textile sectors.

- ✓ **EIC Hub:** Launched by the Hon'ble Prime Minister of India in 2019 it focuses on futuristic skills and nurturing innovation and start up interest among students.

- ✓ **Institution's Innovation Council (IIC):** Established in 2019 under the Ministry of Education Innovation Cell to enhance innovation skills and ventures among youth.

- ✓ **EDII- IEDP:** The Entrepreneurship Development and Innovation Institute, Tamil Nadu (EDII-TN), established in 2001, is a non-profit, apex organization dedicated to entrepreneurship education and self-employment promotion in Tamil Nadu. Utilizing a Hub and Spoke model, EDII-TN's Academic Innovation and Entrepreneurship Development Program (IEDP) has connected over 800 colleges

through a network of resourceful Universities or colleges serving as hub institutions. **Alagappa University, recognized as a hub for the Sivagangai and Ramnad districts, oversees 41 higher education spoke institutions in these areas.**

- ✓ **Alagappa University-Innovation and Start-up Policy (AISP):** Formulated in 2021 to promote student and faculty-driven innovations and start-ups.

➤ **Curriculum Integration:**

- **Skill-oriented modules** are integrated into **75%** of the **1804 courses offered in 2023**. Industrial internships and visits are integral parts of the curriculum.
- **Value-Added Courses:** Introduced to impart life skills and explore new skill domains.

➤ **Industry Collaboration:**

The **University Business Collaboration Centre** has signed **25 MOUs** with industries and conducted various skill training programs.

➤ **Capacity Development:**

The University organized **430 capacity development and skill enhancement initiatives** during 2018-2023, covering **life skills, language and communication skills, and technological skills.**

### Evidence of Success

✚ **Graduates and Employment:**

- AISD produced **220 B.Voc (Fashion Technology)** graduates out of which **81% have secured gainful employment** and **287 B.Voc (Software Development)** graduates with a placement rate of **78%**.
- Alagappa University-Learnnet offered **13 short-term skill training** programs with **53% trainees employed** in relevant fields.

✚ **Skill Development Camps:**

- The EIC Hub organized training **camp**s in **ten** affiliated colleges, offering certificate programs benefiting **993** individuals.
- The Garment Training Unit trained **1079** individuals.

✚ **Innovation and Start-ups:**

**31 scholars** of the University are **co-inventors** of **patents**, and **30 projects** are sanctioned under the **Entrepreneurship-In-Residence** scheme. **Seven students** have received approval to set up **start-ups**, obtaining **UDYAM Registration Certificates**

issued by the **Ministry of Micro, Small and Medium Enterprises** reflecting the **recognition** of their **innovative** and **creative skills**.

#### **Developments of Innovative COVID-19 Preventive Measures**

Students and trainers at the Entrepreneurship, Innovation, and Career Hub (EIC Hub) have designed and developed several innovative devices aimed at enhancing safety and hygiene during the COVID-19 pandemic. These devices include:

❖ **Mechanical Cylinder and Piston-Based Toilet Liquid Sanitizer Dispenser:** This device ensures efficient and automatic dispensing of liquid sanitizer for toilets, promoting better hygiene practices.

❖ **Sensor-Based Touch-Free Sanitizer Dispenser:** To minimize contact and prevent the spread of germs, this dispenser uses sensors to automatically dispense sanitizer without requiring physical touch.

❖ **Cost-Effective UV-Based Air Disinfectant for Air Conditioner Systems:** This UV-based disinfectant is designed to purify the air in air conditioning systems, providing a cleaner and safer environment.

These innovations reflect the EIC Hub's commitment to addressing public health challenges through practical and cost-effective solutions.

#### **National Recognition:**

Alagappa University was recognized as a **PERFORMER** in the **Atal Ranking of Institutions on Innovation Achievement (ARIIA) 2021**.

#### **Problems Encountered and Resources Required**

- ❖ **Resource Constraints:** Availability of qualified trainers and technology for effective skill training.
- ❖ **Awareness and Participation:** Generating awareness and encouraging participation among marginalized and underprivileged sections, requiring targeted outreach efforts.