Policy and Guidelines

Industry Collaboration and Internship Affairs (ICIA)

Shri Guru Gobind Singh Tricentenary University

(SGTU)
Gurugram, Haryana

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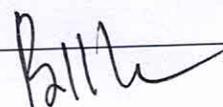## Genesis :

Stronger collaboration between academia and industry can inspire creative approaches to integrate new skills in the curriculum while continuing to teach the fundamentals of each discipline. To achieve these objectives, The National Educational Policy (NEP) 2020 has recommended a vibrant University-Industry linkage with emphasis on exposure for students to real-life examples and making them globally competent. The NEP has also recommended that students, as a part of holistic education, may be provided the opportunities with industries/corporate as well as research internships with research institutions, which will further improve their employability. SGT University is having huge talent pool of Medical/Health care and non-medical Interdisciplinary programmes in 19 different faculties. Hence, there is an urgent need to involve all stake holders to develop a strong ecosystem of University-Industry linkage in line with UGC recommendations to groom skilled and competent workforce to meet the guidelines of Atmanirbhar Bharat mission. To achieve this goal, SGTU has taken a lead in establishing an independent Department namely, **"Industry collaboration & Internship Affairs"** at university level to look after the need of all Faculties with the following policy for operational purpose:

A. Objective:

1. To establish career guidance (beginning Semester I), Training, Internship and a placement cell (in each faculty).

2. To promote University-Industry (UI) collaborations in the University to address practical R&D problems of high societal relevance by engaging the faculty and students right from degree (UG) level and upwards.

3. To develop the skills/Vocational/life skill sets amongst the learners and make them industry-ready through student Internships, including field/industry/on-job

4. To establish a vibrant Industry relation cell (IRC) under the umbrella of ICIA for sustainable relationships between Industry/Hospital/corporate and Academia.

6. To advise CCA/ CRC of SGTU create training opportunities and apprenticeship opportunities in the industries/ R&D labs/ Research organisations/ other organisations.

B. Stakeholders

SGT University, any other University, Institutes, Colleges (PG/UG), Faculty and Students of Higher Education system in the Country and Industries in India.

C. Creation of the Industry Relations Cell (IRC)

1. Responsibilities of the Industry Relations Cell (IRC):

   a. Identification of potential prospects for collaboration, creation of links with technical professionals and signing of MOU between industry and the concerned Department of the University.

   b. Liaising and establishing network with industries/Hospitals/ Hospitality Industries, Non-Government Organizations (NGOs) and corporates

   c. Liaison with IRCs of other Universities/ Institutes/ Colleges in the country.

   d. To support eligible students for career guidance, training and skill building, internships/apprenticeship, preplacement activities and preliminary research projects.
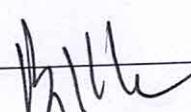
   e. To Explore sources of funding from Government /non-Government agencies IRC.

   f. Identifying current research topics of interest, including those that have local/regional relevance and dissemination of the same among the stakeholders.

   g. Periodic Monitoring and evaluation of above-mentioned activities

2. **Composition of IRC:**

1. Deans ICIA	Chairman/Co-Chairman
2. Dean, FEAT	Member
3. Dean, FCM	Member
4. Director, CCA/CRC	Member
5. Central Coordinator-Medical (IAB)	Member
6. Central Coordinator-Non-Medical (IAB)	Member
7. Central Coordinator – Medical (placement)	Member
8. Central Coordinator – Non-Medical (Placement)	Member

9. Two External Industry Experts-	Medical Members
10. Two External Industry Experts-	Non-Medical Members
11. Two Students Representatives-	Medical Members
12. Two Students Representatives-	Non-Medical Members
13. Two Alumni Representatives-	Medical Members
14. Two Alumni Representatives-	Non-Medical Members

The IRC will conduct minimum of two meetings in one Calander year, and the IRC committee will hold the office for a period of two years duration from its approval by the competent authorities.

D. Creation of the University Relations Cell (URC) in an Industry:

1. Every industry/Institute/Hospital with which SGTU signs an MOU will establish a URC with a nodal person as coordinator.

2. SGT University is expected to provide Hand-holding support Industry to adopt modern technology.

3. **Responsibilities of the University Relations Cell (URC):**

a. Liaising IRCs of SGTU with other nearby Universities/ Institutes/ Hospitals and enabling the realization of the proposed R&D culture involving Universities/ Institutes/Colleges and their own industry.

b. Participation in the R&D needs assessment exercise by IRCs, promoting and carrying out activities such as R&D, continuing education and others of mutual interest.

c. Understanding the present and future R&D needs of the industry in association with the R&D setup of the industry.

d. To drive the actions related to supporting student internships and apprenticeships.

f. In association with the CSR and R&D cells of the industry and IRC ensuring possible allocation of financial support to the SGTU related work

g. Monitor the progress of the work.

4. May create a technology-centric mechanism to capture the local problems and then assign the same as projects to the students based on the infrastructural cum human expertise available at the host institute of a student.
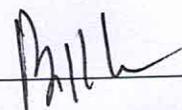
5. SGTU faculty will be incentivised for motivated research which can be done in two ways, such as,

a) Reforming the promotion criteria to give more weightage to IP, technology transfers, industry linkages, etc.,

b) Offer Performance-based rewards with regards to Teachers-student distinct achievement in innovation/technology development involvement in .

6. **A University-Industry (UI) day** may be organised by the SGTU and Industry, showcasing the R&D and the other work done for strengthening UI linkages.

E. University-Industry (UI) Linkages for Enhancements of Student Internship and Apprenticeship:

1. All faculties of SGTU will constitute an **"Industrial Advisory Board "**comprising highly experienced industry professionals (5-10 depending on the strength of the faculty) which will meet 1-2 times in a year to guide the concerned faculty of its industrial needs.
2. Industrial experts may also be nominated on the Board of Studies, Academic Councils, and other committees of the University.

3. SGTU may invite professionals from industry as **"Professor of Practice"** as per the UGC Guidelines for Engaging Professors of Practice in Universities and Colleges .

4. SGTU may encourage the facilitation and exchanging of experts for conducting and monitoring of R&D projects as investigators or consultants in each other's or joint project and consultancy activities.

5. SGTU may conduct **specialised Workshops and Training** programmes jointly with industry on science and technology developments in the respective subjects.

6. The industry may provide **endowments** for the creation of advanced facilities and vocational training centres as per the requirement of the industry or for the cause of education at SGTU.

7. Industries may **allow faculty/ research scholars** of SGTU to use sophisticated and costly equipment available in industry for training/research. Similarly, SGTU may allow industry to use the facilities of the University for testing and certification.

8. Industries may establish **Industry chairs in SGTU** and support scholarship schemes to attract meritorious young researchers to the University.

9. The industries and SGTU may jointly work for the development of new technologies in the research labs of the Universities and take benefit of **technology transfer**.

10. The industries and SGTU may jointly offer **collaborative degree programmes** tailored for industry personnel or with emphasis on practice for generic aspirants.

11. **Project/dissertation** work of UG and PG students of SGTU may be effectively executed under the joint guidance of the faculty and experts from the industry on generic or industry problems.

13. SGTU may introduce internships/ apprenticeships irrespective of the field, including Arts, Science and Engineering, as per the UGC Curriculum and Credit framework for programmes as notified and amended from time to time.

14. The number of Internships and type of internships may be decided by SGTU with the approval of its Statutory Authorities. SGTU will abide by the UGC Curriculum and Credit framework, National Curriculum Framework, and other relevant notifications of the Ministry of Education (MoE)/other Ministries/ UGC/AICTE.

15. A student may take additional internships based on recommendation from the institute or on their own depending on the type of programme (professional /non-professional) and own interest.

16. SGTU may designate

i. A faculty member per course to handle and coordinate the internships related to the academic programme and

ii. An overall in-charge, head or chairperson at the level of the University.

18. The responsibility of handling the internship may be entrusted to the Curriculum development or placement cell, which may take the help of the IRC for the creation of internships.

19. URC may be responsible for creating and handling the internships in the Industry or Organisation.

20. URC may provide a coordinator and designate:

i. A hosting mentor for each or each group of students and

ii. An in-charge at the organisation (or URC) level to handle the internships of all students granted internships.

21. The regulatory framework for the courses and the common framework for running URC and IRC cells may be created by SGTU and industry or organisation.

22. Companies/ firms need to be encouraged to offer paid internships to students and make the internships sustainable.

23. University/Institute/College may do periodic or annual evaluations of the outcomes at their level.

24. SGTU may accept an apprenticeship done in any other institute or industry, where acceptable standards are ensured, in lieu of an apprentice course of a programme.

25. The inclusion of vocational education may also be done in the present curricular structure by making some space in terms of credits as well as contact hours. SGTU may offer vocational courses in the form of several electives for students to choose from based on their own interests.

26. University/ Institute/ College may provide guidance to students through faculty advisors and a Dedicated **"Student Career Counselling Cell** (comprising of senior members from both the Institute and from the Industry)".
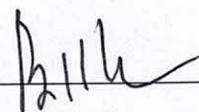
27. A University/ Institute / College may use the services of facilities and resource persons from industry and organisations effectively to offer training in an enriching set of courses.

F. Sustainability of the Proposed UI Linkage System:

1. **Financial sustainability: SGTU** may provide support to strengthen the mechanisms and may include (but not limited to) the following:

i. Equity-based funding for entrepreneurial faculty.

ii. Attract CSR funding from industry (local/national level): Industry associations play a significant role.

2. **Administrative sustainability:** For strengthening UI linkages through research, the following pre-requisites may be adopted:

i. Formation of various cells and monitoring mechanisms

ii. Evolution of time-bound programmes for the different objectives by both SGTU and Industry with clear deliverables.

iii. Development of an aggregator platform that will coordinate and synergise efforts from various quarters of SGTU and Industry/Industry associations, etc.

iv. Funding for IRC from corpus/CSR funds/Government projects/donations etc.

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