



FICCI Higher Education Summit 2011

11 Nov 2011, New Delhi

**Developing National Knowledge
Functional Hubs**

Dr Rajan Saxena

*Vice Chancellor, NMIMS deemed to be University
Co Chairman, FICCI Higher Education Committee*



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(Declared as Deemed-to-be University under Section 3 of the UGC Act, 1956)



Agenda

The Higher Education Picture

Skill Gaps eroding Employability of Graduates

Consortium of Academia & Industry

The Challenges & Opportunities

A Model of Participation

The Lead Academic Partner Perspective



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The Higher Education Picture

Indian Economy grew more than 8% over the past 5 years including the year of the unprecedented crises in 2009. The skill shortage is one of the major constraints of most industries in India.

Severe shortages of qualified manpower in capital goods industries for e.g. 55 to 65% in road sector

Source World Bank, 2009



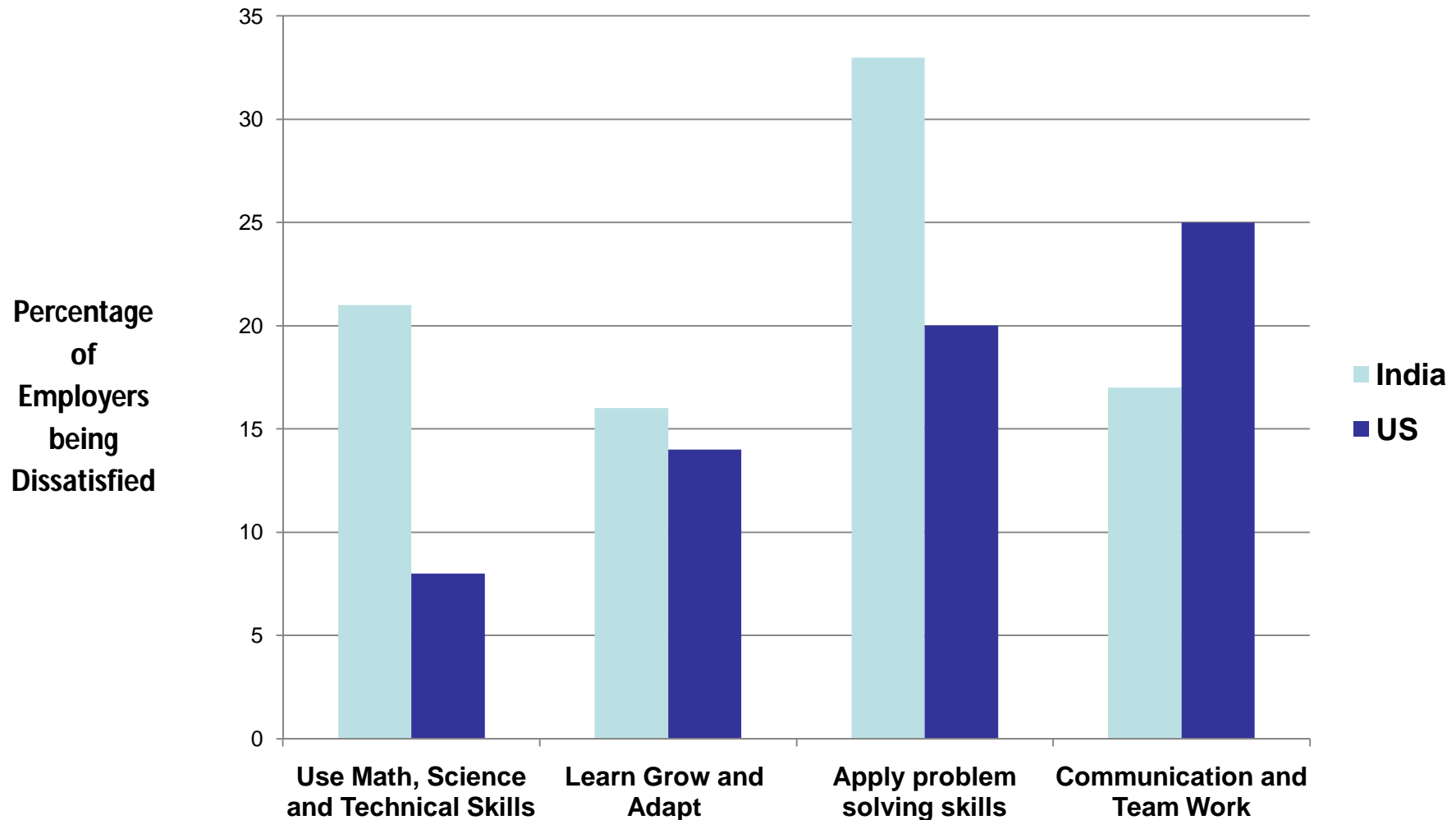
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The Higher Education Picture





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The Higher Education Picture

World Bank South Asian Region Education team policy research working paper on employability and skills sets of newly graduated Engineers in India.

Andreas Blom and Hiroshi Saeki

*Employers perceive **Soft Skills (Core Employability Skills and Communication Skills)** to be very important.*

*Skill gaps are particularly severe in the **higher-order thinking skills** ranked according to Bloom's taxonomy.*

***Communication in English** has the smallest skill gap, but remains one of the most demanded skills by the employers*



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Consortium of Academia & Industry

The Challenges & Opportunities





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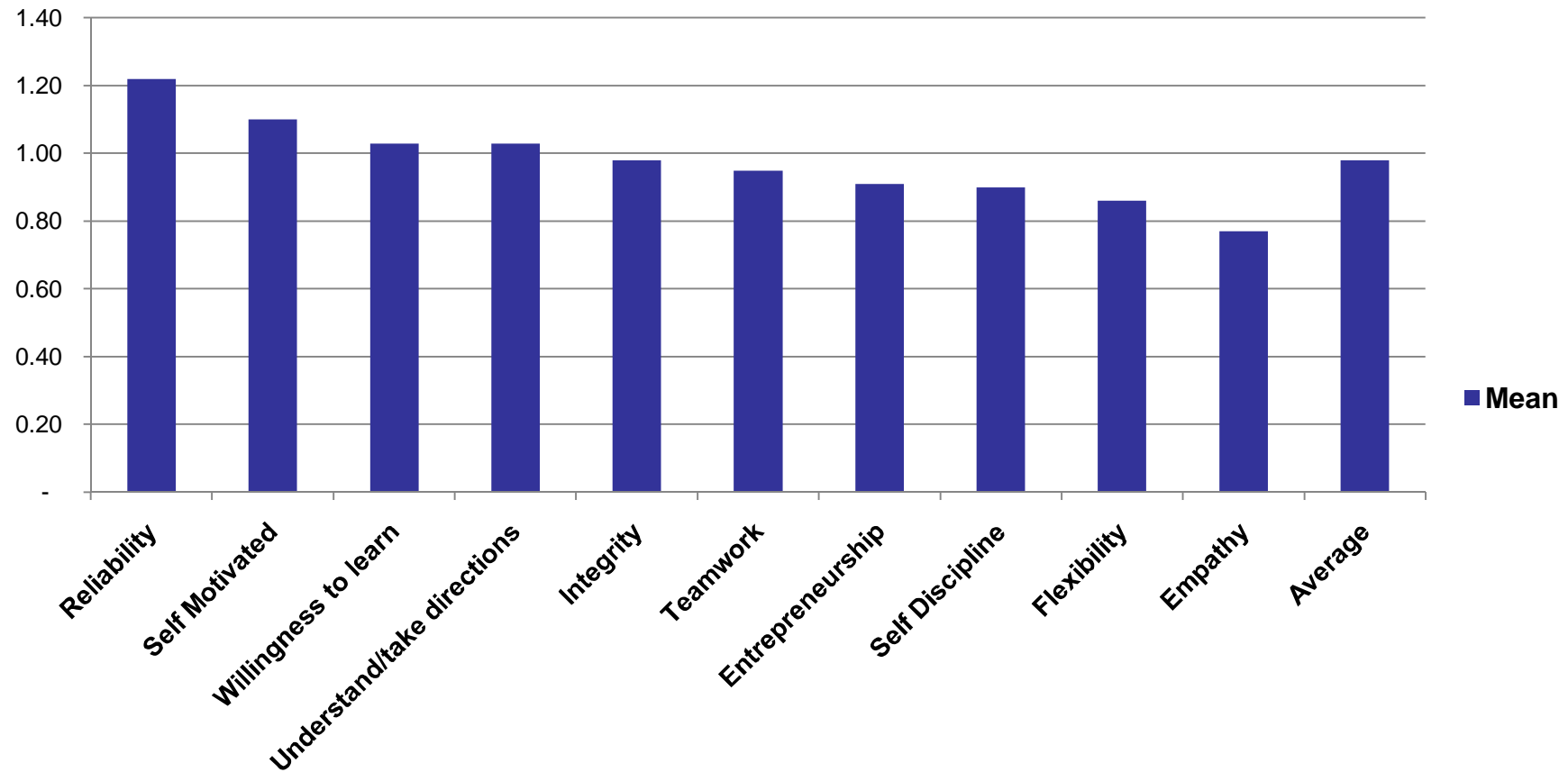
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Challenges and Opportunities

Core Employability





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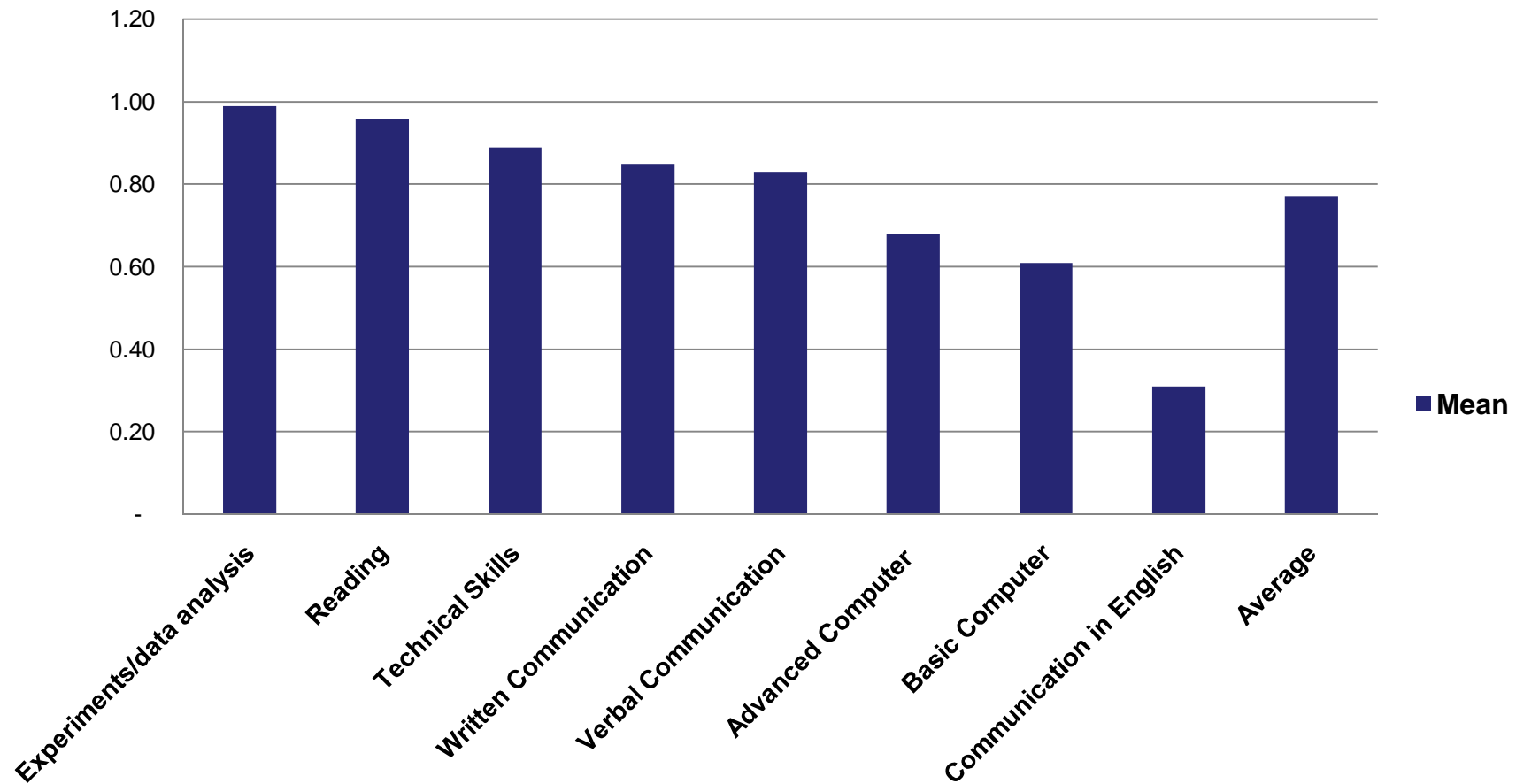
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Challenges and Opportunities

Communication Skills





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Challenges and Opportunities





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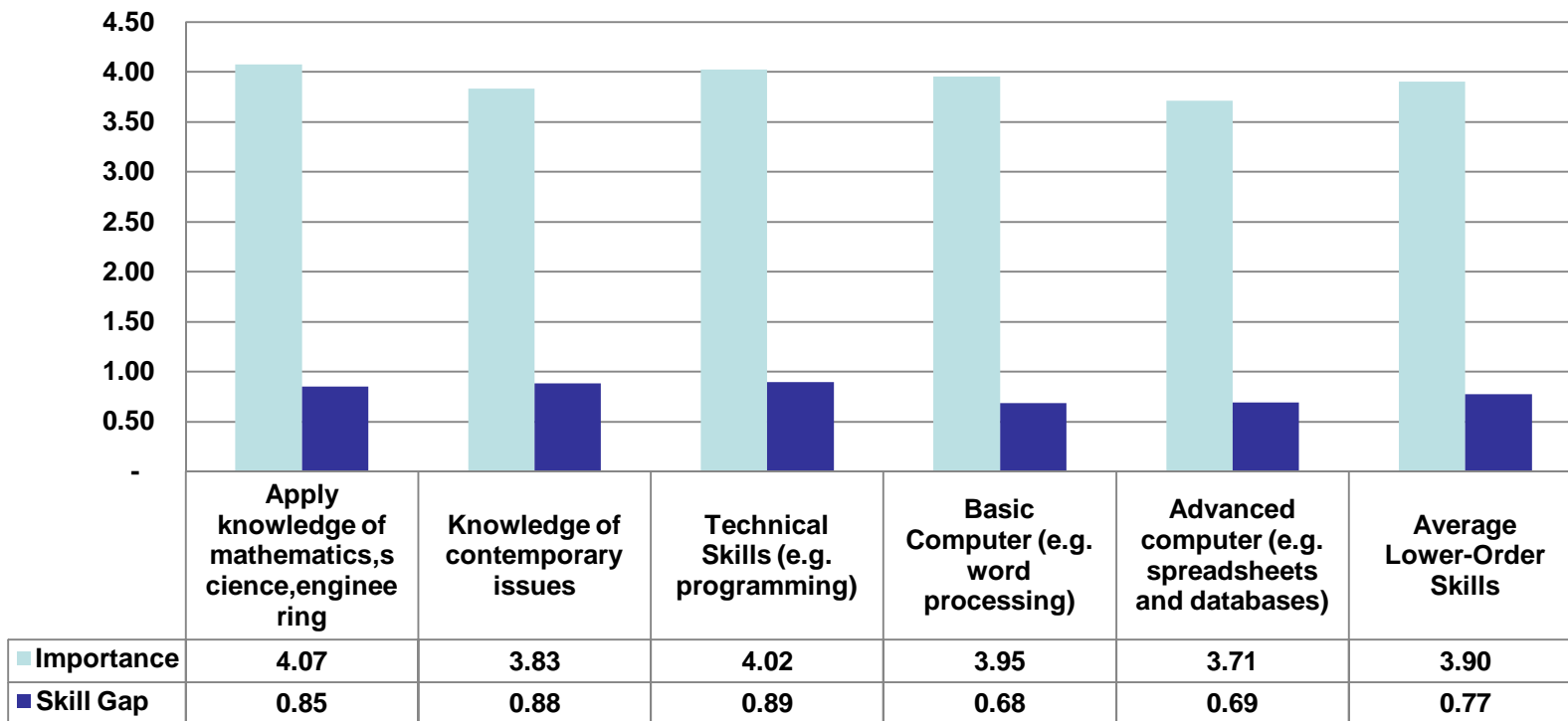
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Challenges and Opportunities

Lower-Order Thinking Skills





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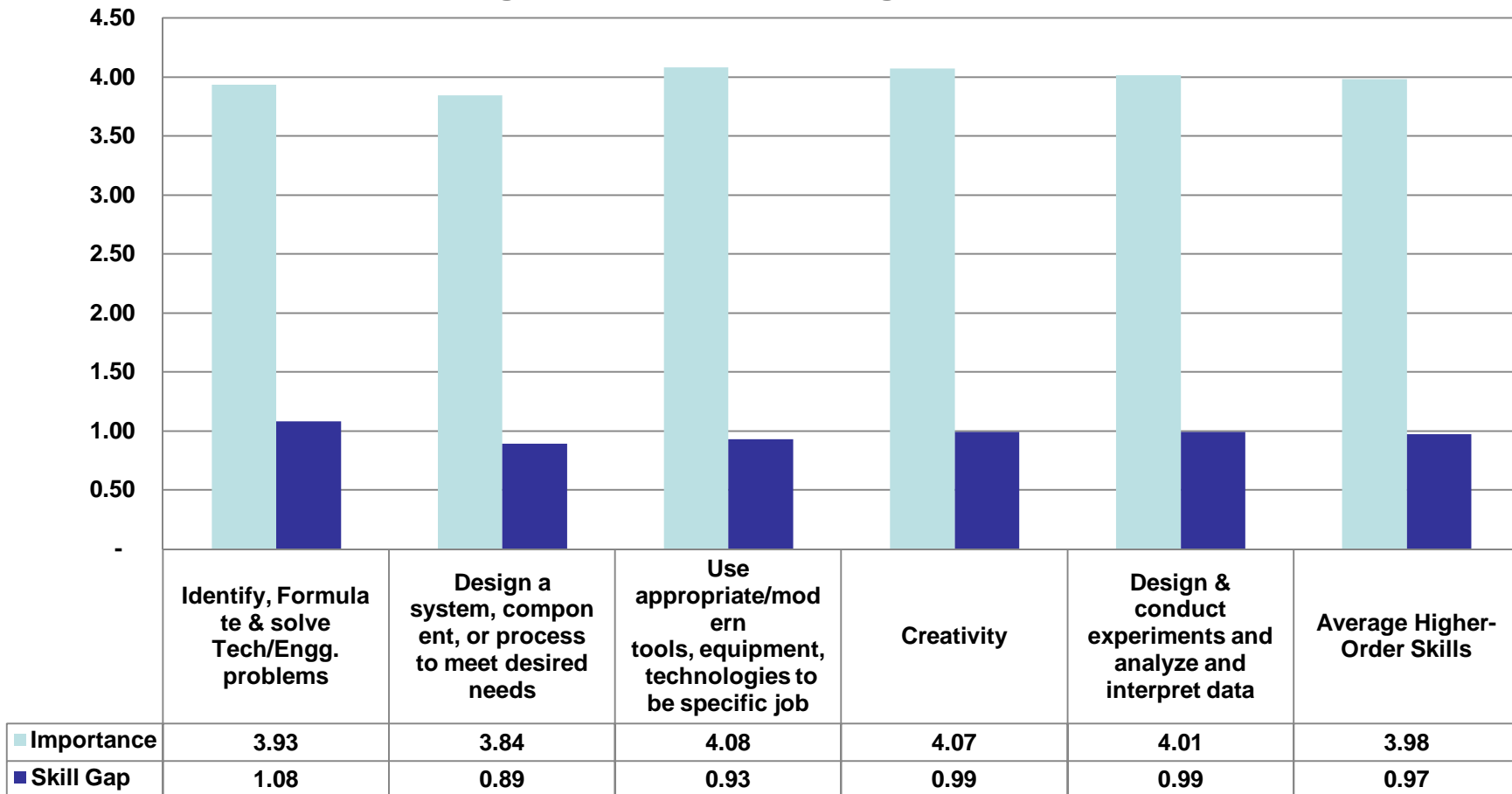
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Challenges and Opportunities

Higher-Order Thinking Skills





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The Opportunity

- *High Economic Growth in all sectors providing higher employment opportunity*
- *Vibrant industry and willingness to contribute to education*
- *Increased Interest of Foreign Industry and Academia in India*
- *Exemplary leadership provided by FICCI in creation of NKFH*
- *High Quality of inputs (youth) – Intelligence and Awareness*

The Challenge

- *Obsolete Curriculum & Pedagogy or a copy of West lacking relevance*
- *Lack of Training infrastructure (Labs, simulations, Training Aids)*
- *Teaching Learning Content relevant to Indian Economic Environment*
- *Inadequate Faculty Resources both in quantity and quality*
- *Diverse (Non standard) internships and induction processes*
- *Inadequate Industry Academia Interface Models Lacking Sustainability & Scalability*



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A Model of Participation

The Lead Academic Partner Perspective



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The Partnership Model

Partnership for Developing Higher orders skills & competencies to enhance employability

Skills and Competencies to be developed	Knowledge Creation (Process Charts, Frameworks, Best practices)	Documentation (Cases, Papers) Publishing Patentting	Instruction material Development , Cataloguing, Delivery	Development of Laboratories / Workshops , Visits, Internships
Identify, Formulate & solve Tech/Engg. problems	Industry (Blue), Academia (Red)	Academia (Red)	Academia (Red)	Industry (Blue), Academia (Red)
Use of appropriate/modern tools, equipment, technologies	Industry (Blue), Academia (Red)	Industry (Blue), Academia (Red)	Academia (Red)	Industry (Blue), Academia (Red)
Design a system, component(s) or process(es)	Industry (Blue), Academia (Red)	Academia (Red)	Academia (Red)	Industry (Blue), Academia (Red)
Design & conduct experiments and analyze & interpret data	Academia (Red)	Industry (Blue), Academia (Red)	Academia (Red)	Industry (Blue), Academia (Red)
Creativity, Innovation and Entrepreneurship	Academia (Red)	Industry (Blue), Academia (Red)	Industry (Blue), Academia (Red)	Industry (Blue), Academia (Red)

Industry

Academia



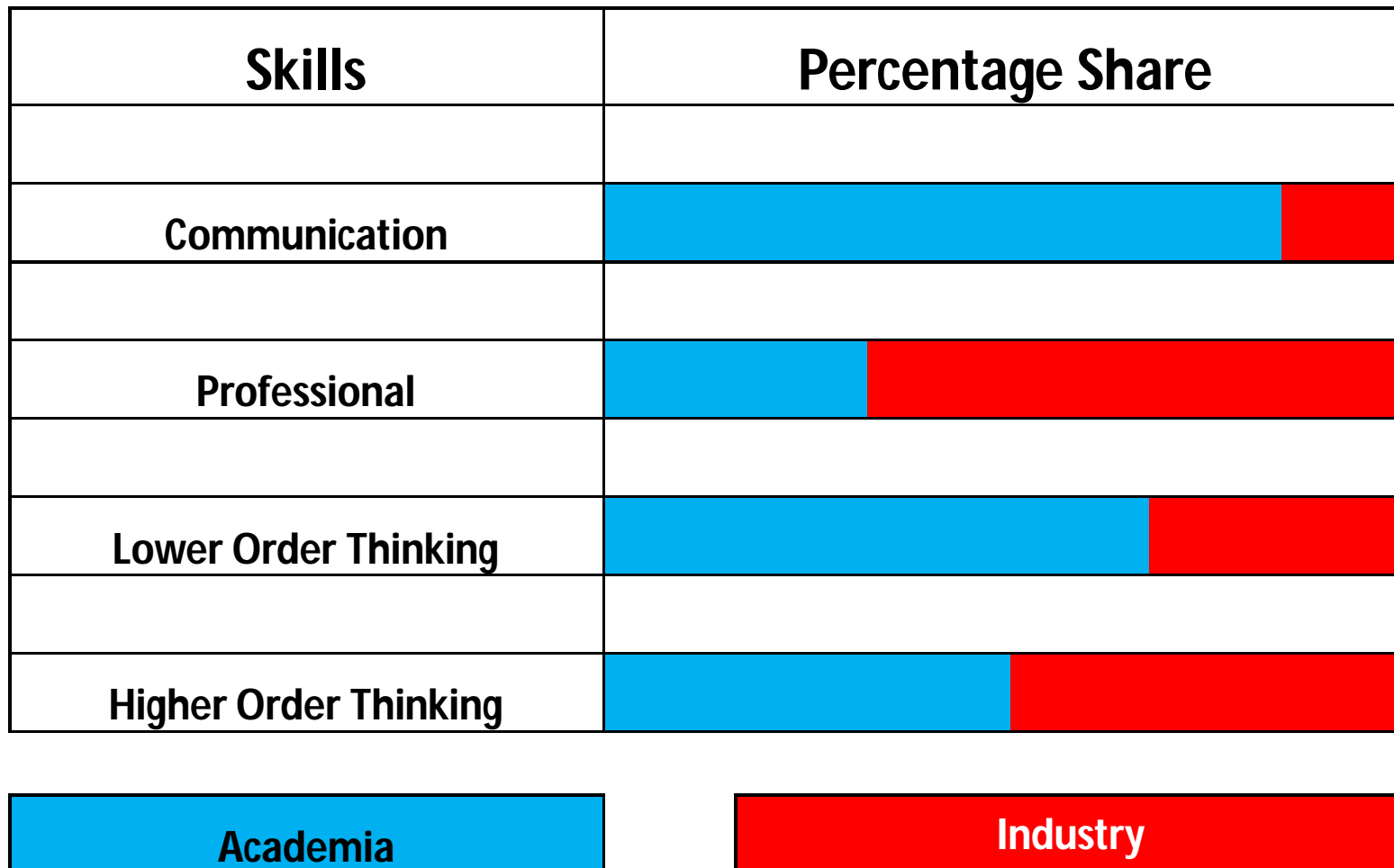
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The Partnership Model





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The Road Ahead

- ***Constitution of Western Hub Organization***
- ***Executive Council and Executive Committee Formation***
- ***Setting up of Western Hub Coordination Office - WHCO (MPSTME)***
- ***Creation of Operations Groups (Committees) at WHCO comprising of Academic Institutions and Industry Champions:***
 - ***Curriculum Committee***
 - ***Industry MDP Committee***
 - ***Workshop and Lab Committee***
 - ***Research Committee***
 - ***Industry Internship Committee***
 - ***Innovation Committee***
 - ***Students affairs Committee***
- ***Launch of Western Hub at Mumbai, NMIMS MPSTME the lead Institute***



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NMIMS Model to make students “Job ready”

Center for Soft Skills development – A university wide initiative

Partnership with Industry for Professional Certification

Industry & Domain Exposure to Faculty & Students

Center for Excellence in Textile manufacturing

Entrepreneurship Cell and Incubator



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NMIMS Model to make students "Job ready"

Center for Soft Skills development – A university wide initiative

- ❖ **Soft Skills Development Core team instated at University HO to design Curriculum and provide resources for Regular Sessions & Workshops to all the eight Schools under University (10000 students)**
- ❖ **Regular sessions (2 to 3 hrs per week) are conducted in both years of MBA programs, in Years 2, 3 & 4 for MBA (Tech) and B Tech programs and in Years 2 & 3 of all (Tech & Non Tech) Undergrad programs**
- ❖ **Well equipped Computer based Language laboratory at MPSTME to cater for requirements of all eight Schools**
- ❖ **Planned Workshops in Interview Skills, Time Management, Corporate etiquettes, Stress Management, Motivation conducted regularly**



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NMIMS Model to make students "Job ready"

Partnership with Industry for Professional Certification

Sno	Company	Certification	Sno	Company	Certification
1	CISCO	Network Applications Management	2	EMC 2	Data Storage Solutions
3	IBM	System Management	4	Oracle	Enterprise Solutions
5	SAP	ERP Awareness	6	PMI	Project Management

Programs: MBA (Tech), M Tech, MCA, B Tech



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NMIMS Model to make students "Job ready"

Industry & Domain Exposure to Faculty & Students

- **Faculty deputed to Industry for two months during Summer Break**
- **MBA (Tech), B tech students undergo Technical Internship for 5 months**
- **MBA (Tech) students undergo Management Internship for 5 months**
- **Domain comprising students & faculty clubs meet Experts on weekends**
- **Scholar lecture series by eminent Researchers / Experts / Academicians**
- **CEO / expert lecture series and workshops held regularly**
- **Seminar and Research papers under guidance of Industry mentors**



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NMIMS Model to make students “Job ready”

Center for Excellence in Textile Functions

- ❖ **World class Campus – Rural Campus**
- ❖ **Program Diploma in Textile Engineering**
- ❖ **Unique pedagogy – Most part of program on job**
- ❖ **Develop Textile Professionals for Operations**
- ❖ **Program to develop Textile Supervisors**



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NMIMS Model to make students "Job ready"

Entrepreneurship Cell and Incubator

- ❖ **Entrepreneurship Cell supported by NEN Mumbai**
- ❖ **15 Students of MBA (Tech) & B Tech programs volunteers**
- ❖ **Entrepreneurship Awareness Seminars and events conducted**
- ❖ **Business Incubator supported by Indian Angel Network**
- ❖ **5000 Sq ft 40 Seat Incubator planned to be established by the end of current Academic Year**
- ❖ **Business Proposal Development & Fund raising workshops conducted regularly**



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THANKS