

Subject:- Employability and skill enhancement Schemes for Colleges under Higher Education Department to make the youth of Jammu and Kashmir employable and market ready. (Academic Session 2020-21)

The change in administrative status in the Union Territory of J&K will have a positive impact on ease of doing business as corporate will be able to own establishments, leading to increase in employability. This will also encourage private sector investments.

The government has planned to conduct first investor’s summit, with confederation of Indian industries (CII) as national partner, in Union Territory of Jammu and Kashmir in near future, in which industry groups are expected to participate and unveil the ideas for investment in various sectors. Participating trade and industry organizations will come to know firsthand about the business-friendly policies of the government, assess infrastructure, natural resources, raw material and skill and un-skilled manpower available and identify business opportunities in J&K.

Many new schemes (mentioned in the table below) were launched on pilot basis under Capex 2019-20 in Colleges, under Higher Education Department, to make the youth of Jammu and Kashmir employable and market ready, as an endeavor by Higher education Department of Jammu and Kashmir to facilitate the youth in the region to join the local agenda so as to contribute positively. Since the industrial set up is also expected to scale –up in the near future, its main aim shall be to skill the youth and create an innovation and entrepreneurship ecosystem in the colleges of Union Territory of Jammu and Kashmir.

S.NO	NAME OF THE SCHEME	NO. OF STUDENTS TRAINED	NAME OF THE BENEFICIARY /INSTITUTIONS
1	IT-DOMAIN SKILLING	120 Students	Constituent colleges of cluster university, Jammu & Cluster University, Kashmir
2	GATE - COACHING	270 Students	Private Engineering Colleges MIET, YCET, BCET, MBSCET
3	EMPLOYABILITY SKILLING	1000 students	Constituent colleges of cluster university, Jammu& cluster university, Kashmir
4	INDUCTION PROGRAMME	250 students	Constituent colleges of cluster university, Jammu& cluster university, Kashmir
5	SKILL TRAINING BY IL&FS	1566 students	Nine colleges each from Jammu and Kashmir division.

Over 1.5 lakh students in both Engineering and Non- Engineering colleges, Graduate every year in Jammu and Kashmir, are having only theoretical knowledge of skills; moreover there are significant number of students who have valuable entrepreneurial ideas which do not germinate and grow to completion for want of the necessary environment and support. Allowing students both engineering and non-engineering to enhance hands on training, student learning creativity, boosting confidence and leadership qualities even while in colleges, could contribute significantly to the increase in employability of students.

In line of the above facts and to make the youth market ready in this new era of industry in j&k, following schemes (**copies on C.F. Side**) are needed to be introduced in the colleges under Higher Education Department of J&K for academic session 2020-21.

1. IT DOMAIN SKILLING.

IT domain is the knowledge and ability to use technology and computers efficiently. In today’s scenario, the companies are technology efficient so the employers want the students to have basic computer skills. Therefore, the department has felt the need to provide Skills in IT domain **to the of UG students of different Institutions (Both enrolled and pass-outs)** to enhance their chances of getting better jobs.

The Nodal Institute of the Scheme (GCW-Srinagar and GCW-Jammu) will select **20,000 such candidates** from different Colleges of respective divisions on the basis of merit.

The Nodal Institute of the scheme shall initiate the process with NIELIT as service provider, to provide two to six months certification course training in different programmes depending upon the market need. (**copy as provided by NIELIT on C.F. Side**).

The programmes shall include following (as proposed by NIELIT) or such other programs as mutually decided by Nodal Principal and NIELIT.

S No	Name of course	Duration	Course Fee per candidate
1	Python Programming	3 Months	Rs. 15,000/-
2	Basic Computer Literacy	6 Months	Rs. 13,500/-
3	LINUX	3 Months	Rs. 15,000/-
4	Mutimedia and Animation	4 Months	Rs. 17,500/-
5	Web Designing	3 Months	Rs. 15,000/-
6	Mobile Repairing	2 Months	Rs. 9,000/-
7	PC Assembly and Troubleshooting	3 Months	Rs. 15,000/-
8	CAD	3 Months	Rs. 16,000/-
9	JAVA Programming	3 Months	Rs. 15,000/-
10	Networking	3 Months	Rs. 15,000/-
11	Cyber Security*	3 Months	Rs. 15,000/-
12	Machine Learning *	4 Months	Rs. 20,000/-
13	Block Chain*	3 Months	Rs. 17,500/-
14	Laptop Maintenance/Repair	2 Months	Rs. 15,000/-

The Nodal College for the scheme has to sign contract agreement with the service provider which will contain the terms and conditions of the accepted offer.

The **broad objectives** of training shall be:

- To enhance the chances of employability.
- To provide a basic foundation for students in Computer education.
- To create platform for entrepreneurial development.
- Acquire better understanding on the different types of Operating System.
- To develop expertise in programmed computer Application.

2. EMPLOYABILITY SKILLS TRAINING.

Employability Skills Training pertains to the provision of employability skills training, which provides job seekers with interpersonal and professional skills that employers look for when hiring new graduates.

The department has felt the need to provide Employability Skills in disciplines viz. Communication Skills, Career Skills, Aptitude, Managerial Skills, Leadership Skills and Team Skills to the of UG students of different Institutions of UT to enhance their work readiness through different blocks of training and enhance the chances of employability of graduates. Employability Skills Training will be given to 20,000 students for 2 wks.

Under HED, already 04 Institutions/ Universities viz. SMVDU, BGBSU, IUST and GCET, Jammu are imparting Employability Skills Training to the UG students through Empanelled service provider/ Consultant provided by NPIU under TEQIP-III schemes. The service provider/ Consultancy shall provide training on advanced job hunting skills, job preparation, career development, interview skills and industry awareness experiences. As already done in Pilot Projects last year, on similar lines the Nodal college for the scheme shall initiate the process by inviting the financial quotes from the empanelled service providers of NPIU under TEQIP scheme for providing Employability Skills Training to the UG students.

Terms of Payment

Milestone 1-25% of Total Cost on Completion of 25% of Satisfactory Feedback

Milestone 2-25% of Total Cost on Completion of 50% of Satisfactory Feedback

Milestone 3-25% of Total Cost on Completion of 75% of Satisfactory Feedback

Milestone 4-25% of Total Cost on Completion of 100% of Satisfactory Feedback

or as may be decided at the time of signing contract.

The Nodal College (GCET-Jammu and GCET-Safapora) has to sign contract agreement after finalization of service provider. The service providers have to sign contract with purchaser containing the terms and conditions of the accepted offer.

The Nodal Institute of the Scheme will select **20,000 candidates**, from 3rd year, from all Colleges of respective divisions including GCET Jammu and Safapora, proportionately from all the streams on the basis of the merit.

The **broad objective** of training shall be:

- Enhance the employability of technical graduates by providing intensive pre-employment support them to improve work readiness and help them into work or education.
- Improves communication as well as presentation skills.
- To provide participants with knowledge for team-building and the importance of teamwork in job in addition to the skills necessary to adopt the teamwork spirit which will reflect positively on their performance and attitudes in their professional lives.
- To help them build their Curriculum Vitae and will gain an insight on how to perform well in a job interview.

Success indicator/outcome base:

The percentage of number of students who have been selected in different sectors and number of students imparted training

3. GATE COACHING

GATE is considered to be the standard examination conducted not only for post-graduation admissions but also open the gates for lucrative opportunities in several public sector enterprises and research organizations/PSUs. Based on the score achieved in GATE, PG admissions are offered in IITs, IISc, NITs, and State engineering colleges and abundant opportunities for campus placements with handsome salary packages, Candidates on qualifying GATE, get a financial aid in the form of UGC/AICTE scholarship.

The Department has felt to provide GATE coaching to the final year students (UG engineering courses) of different Institutions of UT for preparing them for GATE. The focus of providing this shall be to polish their conceptual skills, help them qualify in single exist examination i.e, GATE and enhance the employability of technical graduates.

Under Higher Education Department already 04 Institutions/Universities are imparting GATE coaching to the engineering students through Empanelled service provider/Consultant provided by NPIU under TEQIP-III schemes (**copies on C.F. Side**).On similar lines, under this Scheme, the service provider shall provide training/teaching to the last pass-out and enrolled final year under-graduate students in Government /Government aided institutions/private institutions of the UT. Schedule for the training shall be mutually decided by the Nodal Institute and the service provider based on academic calendar/activity of participating students. The service provider/consultancy agency has to provide study material online/offline for different disciplines as per the requirement before the commencement of the training.

The Nodal college of the scheme (GCET-Jammu and GCET-Safapora) shall initiate the process by inviting the financial quotes from the empanelled service providers of NPIU under TQEIP scheme for providing GATE training to the UG engineering students so as to complete the training for the ongoing academic session .

The Nodal Institute of the Scheme will select **1500 final year** under-graduate students from Government /Government aided institutions/private institutions of the UT for imparting coaching in different disciplines on the basis of **pre- GATE qualifying Test**.

For deciding the schedule of payment in contract agreement for consulting services for GATE training as follows:

S.No	Milestone	Activity	Payment Conditions
1	First Milestone	a)Upon signing of agreement between the institute and the service Provider&	10% payment of total contract value

		b)submission of equal amount of bank guarantee by the service Provider	
2	Second Milestone	a)After delivery of training plan for entire curriculum, b)Successful completion of 30% of course curriculum c)Supply of learning material as applicable (full or equivalent to course covered)	30% payment of total contract value
3	Third Milestone	a)After successful completion of 60% course curriculum b)Supply of learning material as applicable (full)	30%payment of total contract value
4	Fourth Milestone	a)After successful completion of 100% course curriculum	20% payment of total contract value
5	Fifth Milestone	a)After successful completion of 100% course curriculum b)Found at least 30% overall improvement in score of students in final assessment test conducted by service provider (to be compared with of benchmarking (0 th)test)	10% balance payment of total contract value

The Nodal College for the scheme has to sign contract agreement after finalization of service provider. The service providers have to sign contract with purchaser containing the terms and conditions of the accepted offer.

The **broad objectives** of the training shall be:-

- Enhance conceptual knowledge of students in particular courses/disciplines through instructions particular for solving novel problems in the respective areas.
- Improve thinking skills to generalize as well as standardize the methods and the concepts to other applications.
- Enable to apply the knowledge in different applications and expand their tool box to solve real life problems by becoming more skilled.
- To provide proper resources to the students to enable them for better preparation for GATE and increase the number of GATE qualifier.

Success indicator/outcome base:

The percentage of number of students who have qualified GATE exam and number of students provided training.

4. INDUCTION PROGRAMME (Student excellence and learning programme).

Induction programme is an important for the first year students for increasing the efficiency/productivity/motivation/development of commitment towards work and sense of responsibility towards the Institutions.

Student excellence and learning programme (SELP, Art of living) delivered by Vyakti-Vikas Kendra aids in improving student learning, boosting confidence, enhancing creativity and communication that helps in development their leadership and team building skills. Most importantly it helps in creating harmony and a sense of belongingness on the University/college campus, amongst students, teachers.

Under HED, already 04 Institutions/ Universities viz. SMVDU, BGBSU, IUST and GCET, Jammu are imparting Student excellence and learning programme to the UG students through empanelled service provider/ Consultant, provided by NPIU under TEQIP-III schemes. As already done in Pilot Projects last year, on similar lines It is proposed to organize one week SELP programmes for **20,000 candidates** from all government colleges in a **batch size of 60 students each**.

The Nodal College for the scheme has to sign contract agreement after finalization of service provider. The service providers have to sign contract with purchaser containing the terms and conditions of the accepted offer.

Financial Implication per batch as proposed (copies on C.F. Side).

Batch size : 60 students
Duration : 6 consecutive days (2 hours per day)
Trainers per batch : 1
Per day/session cost : Rs.5000 (exclusive of taxes)
Total cost per batch of 6 days and a batch size of 60 participants is Rs.30,000 (exclusive of taxes)

The payment shall be made by the Nodal College for the scheme (GCET-Jammu and GCET-Safapora) within 15 days after completion of programme. The trainers travel and stay shall be arranged additionally by the Nodal College for the scheme

The Nodal Institute of the Scheme will select **20,000 candidates** (mostly 1st year) from all government colleges, proportionately from all the streams on the basis of the merit.

The service provider shall conduct a psychometric analysis test for the students and share the detailed analysis report of the same so that the method of learning shall be enhanced.

Further the Principals of the respective colleges shall organize expert lectures / bridge courses for over all personality development of the students.

5. Remote Internships Programme

In this digital era where the boundaries between physical and digital are blurring, there is a growing demand to re-imagine various Corporate and Academic interface programs, including Internships. In this context, TCS iON has designed a unique framework, in alignment to AICTE guidelines, for Corporate to extend Remote Internship (RIO) to Engineering, Science, Commerce & Management students.

RIO would enable internships to be completed remotely using digital tools, thus still maintaining the connect between Corporate and Students.

TCS iON would work with Corporate, understand the internship requirements and have them listed in an Internship portal. Students would be able to apply for the projects and selected students can pursue the internship in a digital manner and complete their educational curriculum. Corporate will also have access to the young talent pool, leverage the outcome of the internship to suit their business requirements and can also tap into the intern pool for their recruitment needs.

Key Highlights of TCS iON Remote Internships

- End to End Digital mode of Internships
- Identification of projects on “Trending” topics by Corporate
- Identification of Mentors to guide students on the projects by Corporate
- Every Student mapped to Institution’s Guide who will monitor & track the progress of student
- Replacement of arbitrary and subjective assessments with scientific assessment
- Execution of internships in a digital mode, program managed by TCS iON
- Technology levers identified by TCS iON to enable students to complete the remote internship
- Certificate issued by Corporate to students who have successfully completed the internship
- Credit awarded by Institutions to students who have successfully completed the Internship

TCS iON Remote Internships	RIO-45	RIO-125	RIO-210#
No. of Days 10 30 45	10	30	45
No. of Hours	45	125	210
Recommended Credits	1	3	5
MRP (Rs)	1,199	2,699	3,499

The payment shall be made by the Nodal College for the scheme (GCET-Jammu and GCET-Safapora). The Nodal Institute of the Scheme will identify the colleges offering courses meeting the requirements of the above programme and shall select **1000 meritorious candidates** from all government colleges, proportionately from all the related streams.

6. SKILL ENHANCEMENT TRAINING

AICTE has intended to launch Skill Development Programme under J&K Employability, Enhancement Training Scheme (JEET) for the students studying in Institutions located in J&K and Ladakh UTs. This scheme is meant for

employability enhancement training programme for J&K and Ladakh students studying in pre-final year/final year course in the AICTE approved institutions to enhance their skill and employability. The scheme will be implemented through ICT academy, Chennai which will provide training to 2500 students per year with the target of 5000 students for 02 years.

On the similar lines ICT Academy has submitted a proposal for training of pre-final / final year students of Arts, Science and commerce streams.

The details of the courses being offered are tabulated as below.

1	Eligibility of Trainees under this project	Pre Final / Final year students of Arts, Science, Commerce Colleges comes under Department of higher education, including Government and Government aided institutions, and self-financing institutions in Jammu and Kashmir including Ladakh
2	Eligibility of the Trainer	Trainers from ICT Academy
3	Course List & Duration of the Program	As prescribed in the Table – A
4	Training Cost per Student	As prescribed in Table - A, for one training program, including training, assessment and certification fees
5	Total No of students to be trained under this project in two full academic years, in Jammu and Kashmir including Ladakh	Proposed number of students to be trained : 5000 Students Target Segment : Pre Final/Final Year Year 1 : 2500 Students Year 2 : 2500 Students
6	Expected outcomes	To enhance quality of students so that they become better employable

Table A

Courses List with Training Cost

SI No	Program Name	Duration	Cost Per Student / Course
1	PHP Programming	150 Hours	Rs. 7800/-
2	Web Designing using HTML		
3	SQL Programming		
4	PL/SQL Programming		
5	R Programming		
6	Python Programming		
7	Mobile App Development		
8	C Programming		
9	C++ Programming		
10	Java Programming		
11	Application Development using .NET		
12	Advanced Digital Literacy		
13	Tally		
14	GST		
15	Banking Financial Services & Insurance		
16	Digital Marketing		

17	Customer Relationship Management				
18	Tele Support Executive				
19	Data Entry Operator				
20	Customer Relationship Management - Voice				
21	Customer Relationship Management - Non – Voice				
22	Technical Support Executive				
23	IT Help Desk Attendant				
24	Building Information Modeling using Revit				
25	Product Design Engineering using Fusion 360			150 Hours	Rs. 7,800/-
26	Declarative Development for Platform App Builders				
27	Data Science and Big Data Analytics				
28	Cloud Infrastructure & Practitioner				
29	Marketing & Sales Management				
30	Media and Event Management				
31	Entrepreneurship Development				
32	Financial Management				
33	Business Analytics				

SET Training is the knowledge and ability to use technology and computers efficiently. In today's scenario, the company's are technology efficient so the employers want the students to have basic computer skills. Therefore, the department has felt the need to provide Skills in IT/ ITes as well as allied domains like Banking, Financial Services & Insurance Retail to the of UG students of different Institutions (**Both enrolled and pass-outs**) to enhance their chances of getting better jobs. The Nodal Institute of the Scheme (GCW-Srinagar and GCW-Jammu) will select **5,000** such candidates out of which **2500** students shall be trained in first year and rest of students in next year.

The Nodal Institute of the scheme shall initiate the process with ICT Academy as service provider, to provide certification course training in different programmes depending upon the market need. (**copy as provided by ICT Academy on C.F. Side**).

The Nodal College for the scheme has to sign contract agreement with the service provider which will contain the terms and conditions of the accepted offer.

The **broad objectives** of training shall be:

- To create platform for entrepreneurial development.
- Acquire better understanding on the different types of Operating System.
- To develop expertise in programmed computer Application.
- To provide a basic foundation for students in Computer education.
- To enhance the chances of employability.

7. CERTIFICATE IN ACCOUNTING TECHNICIANS

The Institute of Cost Accountants of India is a statutory body established under an Act of Parliament. Certificate in accounting technicians (CAT) is offered by the institute as one of the optional modules of the initiatives to be taken up. ICAI works closely with its members and Industry Associations to help and improve the quality and quantity of the employable work force available to the industry.

Department has received a proposal to sign an MOU from ICAI with the following objectives.

- (a) Introduce the basic program called the Certificate in Accounting Technicians (CAT) (The current structure of CAT and its detailed syllabus are given in Annexure A) developed by the Institute to the youth specifically interested in CAT.
- (b) Introduce, subsequently, some domain/specialization programs in Accounting which shall be mutually agreed upon.
- (d) Help facilitate FDP (Faculty Development Programs) to meet the above objective wherever necessary.
- (e) Facilitate teaching-learning support as when available for the pursuance of the aid Course/s to enhance employability of the youth.
- (f) Provide and recommend certain books, e-tools, e-content and websites as and when available to support the self-paced learning for students.
- (g) While, the CAT Course will be conducted in the Centre/s identified by the First party and the faculty members empanelled /identified by the Institute for this course, will be conducting the classes for CAT in the Centre/s. The Institute wherever necessary, will depute its resources to complete the teaching of CAT to the students.

The institute shall develop and provide the courseware of CAT to the students joining CAT Course of the Institute; Design the delivery strategy of CAT Course and review its implementation on continuous basis and shall Review the conduct of sessions primarily for feedback w.r.t.: The quality of sessions, alterations to program design and the number of students undergoing the program (tracking process in place) and undertake the necessary steps to ensure quality delivery wherever necessary. The institute shall also Maintain the centralized data base of CAT students for further progress in their career and to provide employment assistance and Conduct the Course and issue of Certificates of completion/participation of the course and qualifying the examination conducted by the Institute to students who undergo CAT Course in the format of which will be mutually agreed upon.

Summary Proposal

Duration	12 months
Certificate in Accounting Technicians - Foundation Course (Entry Level) Part-I	200 hours of Coaching

Certificate in Accounting Technicians-Competency Level- Part-II	100 hours Computer Training and 20 hours of training on filing of returns and Cost Sheet preparation and 20 hours of self-study and assessment
Orientation Programme	5 days
Internship	45 Days or the duration as fixed by the Institute from time to time
Examinations	On –line Examination of 4 hours for Foundation Course (Entry Level 1)- 1 day On-line assessment Test for Competency Level Part II
Certification	On completion of Coaching and assessment test- On completion of CAT Examination conducted by the Institute
Medium	English
Course fee	Rs.9800/-
Examination fee	Rs.730/
Providing Study notes	The Institute will provide study notes to all the Students of CAT without any additional cost.

The Nodal Institute of the Scheme (SPMR-Jammu and A.S College-Srinagar) will select **300** such candidates with commerce background from both the divisions.

The Nodal Institute of the scheme shall initiate the process with ICAI as service provider, to provide certification course training. **(copy as provided by ICAI on C.F. Side).**

The Nodal College for the scheme has to sign contract agreement with the service provider which will contain the terms and conditions of the accepted offer.

Under CapEx Budget 2020-21, Rs 138.00 cr. has been projected for **Employment and Skill enhancement schemes.**

Accordingly, the proposal is submitted to the higher authorities to approve the schemes the financial implications of which are summarized in the table below:-

S.No	Scheme	Principal-Nodal college of scheme	Approx. Cost/Student	Students	Funds Required (in crores)
1	IT Domain Skilling	1. Prof. Yasmeen Ashai, GCW-Srinagar 2 .Prof. Ravinder Tickoo,GCW-Jammu	15,000	20,000	30.0 cr

2	Employability Skill Training	1. Prof. Sameeru Sharma,GCET-Jammu. 2. Prof .Rouf Ahmed,GCET-Safapora	10,000	20,000	20.0 cr
3	GATE Coaching	1. Prof. Sameeru Sharma,GCET-Jammu.	10,000	1500	1.5 cr
4	Induction Programme	1. Prof. Sameeru Sharma,GCET-Jammu. 2. Prof .Rouf Ahmed,GCET-Safapora	3,000	20,000	6.0 cr
5	Remote Internship Programme	1. Prof. Sameeru Sharma,GCET-Jammu. 2. Prof .Rouf Ahmed,GCET-Safapora	3500	1000	0.35 cr
6	Skill Enhancement Training	1. Prof. Yasmeen Ashai, GCW-Srinagar 2 .Prof. Ravinder Tickoo,GCW-Jammu	7800	2500	1.95 cr
7	Certificate In Accounting Technicians	1. Prof. Bashir , AS-Srinagar 2 .Prof. Jamwal, SPMR-Jammu	9800	300	0.29
TOTAL				65300	60.09 cr

Deputy Secretary (V)
HED

Secretary
HED

17. Note Para-4 ante may kindly be perused.

18. A tentative expenditure to conduct the Sports Festival under the banner of Higher Education Department has been worked for an amount of Rs 145.00 lac. (Comprising of Rs 91.53 lac for Jammu division and Rs 52.52 lac for Kashmir division)

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19. **Rs 200.00 lac** has been approved under **CapEx Budget 2019-20** for the said purpose, out of which Rs 100.00 lac is available for utilization for conditioning the said Sports Festival.

20 .if approved, we may place the funds amounting to **Rs 100.00 lac** at the disposal Nodal Principals (Rs50 lac to each Nodal principal GCW, M A Road Sgr. And Nodal principal GCW, Gandhi Nagar Jmu) along with the advance Drawal for conditioning the said Sports Festival .

Deputy Secretary (V)
HED

Secretary
HED