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2nd February 2024

Dear Shri Subir Kumar,

Sub: Implementation of **Apprenticeship-Embedded Degree Programmes (AEDPs)** as prescribed by UGC from AY 2024-25 – Reg.

I write on behalf of the [Centre for Research in Schemes and Policies](http://www.crispindia.net) (CRISP) which is an initiative by a group of (10) civil servants, who worked at the level of Secretary to Government of India, to help the State and Central Governments in designing/redesigning/evaluating the schemes/policies in social sector. I worked as Higher Education Secretary, Government of India prior to the formation of CRISP. All members of CRISP work on a 'pro bono' basis on service motto. CRISP has set up a highly professional team for fulfilling the mandate of supporting State Governments. More details about CRISP can be found here: www.crispindia.net

India is going through a phase of demographic dividend, which will last only for the next 3 decades, where the working age population far exceeds the dependent population. However, benefits from this are conditional to the working age population being skilled and productive. Unfortunately, nearly 80% of the students coming out of the higher education system are adding to the list of unemployed every year. This poses a serious challenge threatening to nullify the demographic dividend, unless expeditious steps are taken to rectify the situation. One of the important directives of the NEP 2020 was to impart employable skills in the students so that they will participate in the nation's economic growth. In July 2020, UGC issued guidelines for the implementation of **Apprenticeship Embedded Degree Programs (AEDPs)**. However, the progress in this respect is tardy since bringing the industry and academia together needed special efforts.

In this scenario, to enhance the employability of students, CRISP initiated the **National Initiative for Skill Integrated Higher Education (NISHE)** for implementation of AEDPs by coordinating with [Sector Skill Councils](#) (SSCs), the industry, and the State Governments from AY 2023-24. AEDPs are designed by integrating skill sets into the curricula by following the UGC guidelines. In AEDPs, students earn-while-they-learn by going through one-year apprenticeship in their final year, after which they get assessed by industry for their placement. With the continuous efforts of CRISP, AEDPs are being implemented successfully in the states of Andhra Pradesh, Telangana and Uttar Pradesh in various sectors benefiting 2000+ students.

Recognizing the potential of AEDPs in skilling the students and enhancing their employability prospects, CRISP is working on a mission mode to expand the

implementation of AEDPs to other states with diverse sectors at a larger scale impacting a greater number of students. In this regard, a Centre of Excellence (CoE) for implementing the National Initiative for Skill Integrated Higher Education (NISHE) is established at CRISP. NISHE proposed to scale up the AEDPs to 10 states involving 11 sectors targeting 1 lakh students over a period of 3 years. The details are enclosed with the letter.

Considering the progressive steps being taken by your State, we propose to work together to introduce AEDPs starting from 2024-25 as per the enclosed Statement. This doesn't cost the State Government anything, since we will be mobilizing resources for the development of curriculum, training of teachers and monitoring of the programme. Besides, CRISP works pro-bono and on a 'no cost' basis to the State Govt. However, in case any Labs are required for course implementation in the Government colleges, that cost would need to be met by the State Government, and it is a one-time investment.

Considering that the AY 204-25 is fast approaching the following is timelines proposed:

Activity	Last date for completion	To be done by
1. Acceptance by State Govt	15 th Feb	State Govt
2. Finalisation of budgets and signing of MoUs	15 th March	CRISP & State Govts
3. Meeting of Universities	31 st March	State Govt
4. Submission of curriculum to Universities for approval	1 st April	SSCs and CRISP
5. Selection of colleges by Govt	15 th April	State Govt
6. Approval of courses by BoS and Academic Council of Univs for selected colleges	1 st June	Universities
7. Training of teachers	15 th June	SSCs/CRISP
8. Issue of prospectus for courses	30 th June	Colleges
9. Admissions	15 th Aug	Colleges

I will be grateful for your participation in the programme. In case if any doubts are to be clarified, we can have a VC at your earliest convenience.

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Yours sincerely,

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(R. Subrahmanyam)

Shri Subir Kumar, IAS
Pr. Secretary HTE
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NISHE: Proposed Year wise coverage

S.No	State	2024-25 Colleges	2024-25 Students	2025-26 Colleges	2025-26 Students	2026-27 Colleges	2026-27 Students	Total Colleges	Total Students
1	Maharashtra	78	4,680	110	6,600	125	7,500	313	18,780
2	Karnataka	60	3,600	84	5,040	96	5,760	239	14,340
3	Tamil Nadu	54	3,240	75	4,500	86	5,160	214	12,840
4	Uttar Pradesh	37	2,220	52	3,120	59	3,540	148	8,880
5	Telangana	30	1,800	41	2,460	47	2,820	118	7,080
6	Rajasthan	27	1,620	37	2,220	43	2,580	107	6,420
7	Madhya Pradesh	22	1,320	30	1,800	35	2,100	87	5,220
8	Andhra Pradesh	21	1,260	29	1,740	34	2,040	84	5,040
9	Odisha	16	960	22	1,320	25	1,500	62	3,720
10	Himachal Pradesh	15	900	21	1,260	24	1,440	61	3,660
Total		358	21,480	502	30,120	573	34,380	1433	85,980

Sector-wise break-up of proposed programme

Sector	IT&IT ES	BFSI	Logistics	Tourism & Hospitality	Health care	Retail	Life Sciences	Media & Entertainment	Fashion Design	Electronics	Capital Goods	Total
Maharashtra	100	40	30	30	25	20	20	20	15	10	3	313
Karnataka	40	20	30	25	30	30	20	20	15	6	3	239
TN	40	20	25	25	20	20	20	20	15	6	3	214
UP	25	30	20	20	15	20	5	5	2	5	1	148
Telangana	30	20	20	8	10	0	10	10	5	3	2	118
Rajasthan	20	15	10	25	10	10	5	5	5	1	1	107
MP	15	20	10	10	10	10	5	5	2	0	0	87
AP	20	10	10	7	10	10	10	5	2	0	0	84
Odisha	15	5	5	5	10	10	5	5	2	0	0	62
Himachal	10	5	5	20	5	5	5	5	1	0	0	61
TOTAL	315	185	165	175	145	135	105	100	64	31	13	1433