

# **MEMORANDUM OF UNDERSTANDING BETWEEN**

DEPARTMENT OF  
HIGHER EDUCATION,  
GOVERNMENT OF  
ANDHRA PRADESH

AND

CENTRE FOR RESEARCH IN  
SCHEMES AND POLICIES (CRISP)

For the implementation of National Initiative for Skill-Integrated  
Higher Education in Andhra Pradesh

**MEMORANDUM OF UNDERSTANDING BETWEEN DEPARTMENT  
OF HIGHER EDUCATION, GOVERNMENT OF ANDHRA PRADESH  
AND CENTRE FOR RESEARCH IN SCHEMES AND POLICIES  
(CRISP)**

This Memorandum of Understanding (hereinafter referred to as "MOU") is executed on **14<sup>th</sup> March, 2024** (hereinafter referred to as "Effective Date").

**BETWEEN**

**Department of Higher Education, Government of Andhra Pradesh** (hereinafter referred to as **HE Andhra Pradesh**, which expression hereof includes its successors, administrators, and assigns), through its authorized signatory **Principal Secretary** Higher Education, Government of Andhra Pradesh, who is duly authorized to sign and execute this Agreement, known as **First Party**.

**AND**

**Centre for Research in Schemes and Policies (CRISP)**, a not-for-profit Society registered under the Registration of Societies Act, having its registered office at **B- 38 First floor, Panchsheel Enclave, New Delhi-17** (hereinafter called "**CRISP**" which expression hereof includes its successors, administrators, and assigns), through its authorized signatory **Sri R. Subrahmanyam IAS (Rtd.) Secretary**, Centre for Research in Schemes and Policies, who is duly authorized to sign and execute this Agreement, known as **Second Party**.



Both **Department of Higher Education, HE Andhra Pradesh** and **CRISP** are hereinafter collectively referred to as "**Parties**" and individually as "**Party**".

Whereas CRISP is an initiative by a group of conscientious civil servants worked at the highest levels of policy-making and having put in more than 3 decades in public service, aims to give back to society by working with the State and Central Governments for designing/ redesigning/ evaluating the schemes/ programmes for large public good, to improve at scale, the development impact of programmes and policies being implemented,

Whereas **Department of Higher Education, HE Andhra Pradesh** has invited **CRISP** to participate in its efforts to improve employability of the higher education system in the State of Andhra Pradesh, as a part of implementation of the National Education Policy 2020 in higher education,

Whereas CRISP brings with it experience at the highest levels of governance in social sector, and the members carry with them reputation of having contributed for the social sector schemes and policies,

Whereas CRISP has pioneered a model of skill integrated higher education working with the Sector Skill Councils (SSCs), Universities and Colleges for professionalizing the general education with industry participation and thereby significantly increase the employability, and based on this, proposed scaling it up as **National Initiative for Skill Integrated Higher Education (NISHE)**.

Whereas both Parties are having commonality of purpose of expanding the public good on scale and to strengthen the social sector of the





Country.

**NOW THEREBEFORE BOTH THE PARTIES DO HEREBY AGREE TO HAVE THIS MEMORANDUM OF UNDERSTANDING (MOU) APPLICABLE FROM 14<sup>th</sup> MARCH 2024 FOR A PERIOD OF THREE YEARS AS PER THE DETAILS BELOW:**

**1. Project Outline:**

- 1.1. The National Initiative for Skill Integrated Higher Education (NISHE) is an effort to professionalize the general education, by introducing high order skills in the higher education by designing degree courses along with the Industry and Sector Skill Councils, and introduce them in the general education colleges selected by the State Government.
- 1.2. Apprenticeship of at least one year is embedded in the curriculum, and students enrolled in the courses will be able to earn-while-they-learn.
- 1.3. At the end of the 4-year degree programme, all the students will be placed or proceed to higher education.
- 1.4. This project is tried and tested by CRISP in Uttar Pradesh and Telangana States, based on whose learnings, the initiative has been drafted.
- 1.5. This project can be expanded to include quality aspects of the higher education as per mutual agreement of both Parties.

**2. SCOPE:**

- 2.1. The initial scope of this agreement would require CRISP to prepare a blueprint for improving employability in the general education colleges in the State under the National Initiative for



Skill-Integrated Higher Education (NISHE), in Andhra Pradesh.

2.2. Initially, Skill Embedded Courses will be designed in the following areas as per the potential of the State:

- i. Logistics
- ii. Retail
- iii. IT & ITeS
- iv. Banking Financial services and Insurance (BFSI)
- v. Healthcare
- vi. Tourism & Hospitality
- vii. Life Sciences
- viii. Fashion Design & Apparel
- ix. Media & Entertainment.

2.3. After approval of the project by the State Government, work with the Sector Skill Councils, State Government, Universities and Colleges for its implementation starting from Academic Year 2024-25.

### 3. ROLES OF STAKEHOLDERS:

3.1. **CRISP:** CRISP will advise and assist the Government for implementation of this project; and specifically, the following:

- i. To present an action plan each year to the Government which is backed by Industry and the Sector Skill Councils.
- ii. To ensure that curriculum as per the UGC norms is prepared and presented to the Universities for approval.
- iii. To organize the teacher training by the SSCs for the existing teachers in the selected colleges.
- iv. To ensure that the SSCs provide apprenticeship opportunities to the students in the selected colleges.
- v. To monitor the courses along with SSCs so that the



academic and professional outcomes are achieved.

3.2. **DEPARTMENT OF HIGHER EDUCATION** is the owner of this initiative and will be responsible for implementation of the project in association with CRISP. The Department will facilitate the CRISP and its teams for implementing the agreed action plans and in this direction, would:

- a) Approve the plan of action prepared by CRISP as per agreed timelines, and issue orders for implementation of the project.
- b) Arrange to get the approvals for the curriculum from the universities in the State as per agreed timelines.
- c) Select suitable colleges for implementation of the project.
- d) Sanction budgets (if required) to the government colleges for setting up labs/workshops as needed.
- e) Arrange to place adequate teaching faculty for implementation. In case regular posts are vacant or not sufficient, arrange to hire instructors at their cost.
- f) Provide all arrangements for training of teachers, which will be conducted by the SSCs under the overall supervision of CRISP.
- g) Appoint a Nodal Officer for the coordination of this project;
- h) Provide logistic support for the CRISP team when they visit the State, and
- i) Share the data and details as needed in the action plan.

3.3. **SECTOR SKILL COUNCILS**, formed by the Ministry of Skill Development and Entrepreneurship (MSDE) will be the frontline implementers of the project and would discharge the following responsibilities:

- a) Prepare curriculum (with the assistance of CRISP) as per



UGC curriculum framework having components of general education, skill-specific education and apprenticeship. All skills imparted shall be of global standards.

- b) Present the curriculum to the universities for approval as per the agreed timelines.
- c) Train the teachers required for transacting the curriculum.
- d) Provide apprenticeships for all the students enrolled for the course as per the scheme and monitor the performance.
- e) Monitor the courses and make course corrections so that the best quality skill education is imparted in the classes;
- f) Conduct assessments and give the marks/grades to the college/university, as per agreed times, for incorporation in the final marks-sheet.
- g) Conduct campus placements at the end of the course so that all the students who satisfactorily completed the course are placed in jobs.

3.4. **AFFILIATING UNIVERSITIES** will continue to supervise the academic instruction and, in this process, will complete the following:

- 3.4.1. Assessment of the curriculum along with the Sector Skill Councils and CRISP and accord approval for the same at least 3 months prior to starting of the academic year.
- 3.4.2. Approve introduction of these courses expeditiously when the selected colleges apply for approval. In case of Government colleges, the fee payable for this should be waived.
- 3.4.3. Accept the assessment (marks/grades) done by SSCs in the skill courses and the apprenticeship and incorporate in the marksheet.
- 3.4.4. Supervise the academic instruction and bring improvements in the same as per the objectives of the project.





3.4.5. Issue degree certificate to the students on completion of the programme.

3.5. **COLLEGES** selected for this project by the State Government will allocate adequate classrooms and equipment for running of the project and will specifically agree to do the following:

3.5.1. Apply for approval of these courses to the affiliating university within the given time.

3.5.2. Allocate classrooms and other facilities for running of the project.

3.5.3. Set up labs/workshops as needed within the given timelines.

3.5.4. Allocate teaching resources for transacting the course, and take part-time teachers if necessary for the technical courses.

3.5.5. Supervise the apprenticeship programme and monitor the student progress.

#### 4. COSTS OF IMPLEMENTATION:

4.1. CRISP would undertake this project as a service to the State and its Society. The services of CRISP consisting of highly respected and experienced administrators well-versed with the skill ecosystem will come at 'no cost' basis to the State Government.

4.2. Not only will CRISP work on this project at 'no cost basis, it would also try to mobilise funds from outside tapping the donors/philanthropic agencies for covering the costs of training of teachers, curriculum development and monitoring of the project.

4.3. Although it is expected that this is a low-cost model since most of the degree programmes would be using the existing resources of the colleges, State Governments may meet the costs (for govt colleges) of setting up workshops/labs (if needed) and also deploying adequate staff





for transacting the curriculum.

## 5. VALIDITY:

- 5.1. This MoU shall be valid for a period of three (3) years from the Effective Date.
- 5.2. The validity of this MoU may be extended by mutual agreement in writing and signed by both the Parties. This MoU may be extended on the same terms and conditions, and/or with modifications on mutual consent.

## 6. INTELLECTUAL PROPERTY:

- 6.1. Any and all intellectual property created in relation to or arising out of all project reports, case studies and modules produced under this MoU will be jointly owned by the Parties with contribution of each party towards individual components being duly acknowledged.
- 6.2. There will be no restrictions on the use of the material jointly developed by either of the Parties for consulting/ academic/ research/ capacity building purpose. Except for rights expressly granted under this MoU, nothing in this MoU will function to transfer any of either Party's intellectual property rights to the other Party, and each Party will retain exclusive interest in, and ownership of its intellectual property developed before this MoU or developed outside the scope of this MoU.
- 6.3. Despite anything to the contrary elsewhere contained in this MoU the intellectual property rights in all methodologies, processes, analysis and recommendations (including but not limited to any presentations made in respect thereof and/or related thereto) frameworks, know-how and techniques.



6.4. Either Party may use the other Party's logo/ branding or any other intellectual property after prior permission from the other Party.

## 7. MISCELLANEOUS:

7.1. **Indemnification:** Neither party shall be liable to the other for any special, indirect, or consequential damages, even if the parties have knowledge of the possibility of such damages.

7.2. **Limitation of Liability:** In no event shall either of the parties of this MoU be: liable to each other for consequential, indirect, special, incidental or punitive loss, damage or expense (including without limitation, loss of profits, loss of contracts, loss and corruption of data, loss or damage to reputation and/or goodwill, opportunity costs, etc.) even if the Parties have been advised of their possible existence.

7.3. **Severability:** The invalidity or unenforceability of any provision of this MoU shall not affect the validity or enforceability of any other provision of this MoU that shall continue in full force and effect except for any such invalid and unenforceable provision.

7.4. **Relationship between the Parties:** This MoU shall not constitute the appointment of either Party as the legal representative or agent of the other Party. This MoU is on a principal-to-principal basis between the Parties hereto. Further, nothing herein shall be construed to entitle either party to be a representative, agent, partner or joint venture of the other. No Party to this MoU shall have any right or authority to assume, create or incur any liability or any obligation of any kind, express or implied, against or in the





name of or on behalf of the other Party to this MoU except as may be specifically.

**7.5. Provisions for Modifications:** The Parties agree to make suitable amendments, and modifications to this MoU by mutual agreement as per necessity, provided that no modification, amendment or variation of any provision of this MoU shall be effective unless the same has been approved in writing by each of the Parties. Any reference to this MoU shall be construed as a reference to such MoU, as the same may from time to time be amended, varied, modified, supplemented.

IN WITNESS WHEREOF, the Parties agree to be bound by the terms and conditions of this MoU and have signed it through their authorized representative on this 14<sup>th</sup> March 2024.

For Department of Higher  
Education Andhra Pradesh (Govt)



Principal Secretary

Principal Secretary to Government  
Higher Education Department,  
A.P. Secretariat, Velagapudi.  
Guntur Dist., A.P. - 522 238.

In the Presence of:

Witness 1



Name & Designation

M. SARAVANAN  
CONSULTANT, HED

For Centre for Research in  
Schemes and Policies



R. Subrahmanyam IAS

(Rtd), Secretary  
Secretary. - CRISP



Witness 2



Name and Designation

Damodar Abbi  
Head, Government  
CRISP