National Initiative on Skill Integrated Higher Education (NISHE)
Expansion of AEDPs in Telangana from AY 2024-25

The Need for AEDPs

India is in the midst of the demographic phase where the proportion of young within the population is higher and this will continue for another two to three decades. By employing a greater number of younger people into productive work, a country can effectively reap the demographic dividend. In case of India, on the contrary, the proportion of younger people of the age 15-24 are increasingly out of the labour force. In fact, according to CMIE, only one-fifth of the people between this age group are either employed or seeking for jobs, the rest 80 per cent are actually out of the job market. According to the ILO estimation, youth Labour Force Participation Rate (LFPR) in India stands at 28.1%. In comparison, youth LFPR is much higher in developing countries. According to the Periodic Labour Force Survey (PLFS) 2023, the unemployment rate among graduates in India is higher than in many other developing countries. This simply indicates that India is not capable of employing more than half of its labour force and 60 per cent of the youth in a phase when the proportion of younger population is much higher. These statistics highlight the alarming unemployment rates among graduates, pointing to a *significant mismatch between academic qualifications and industry requirements*.

It is a serious concern that students of Conventional Degree Programs, both Government and other colleges are unable to find employment in industry and service sectors. The need for employment after a 3-year degree program like BA, B.Com., B.Sc. etc is more acute for students from moderate income backgrounds. Jobs in industry have not been forthcoming since the curriculum does not contain the skill sets required by industry. Therefore, there is an immediate need for introduction of skill sets into the curricula on a large scale, covering various sectors of industry and service sectors, with hands-on work exposure in the form of apprenticeship built into the curriculum. Further, this curriculum alignment with industry has to necessarily take place in the college system and as per UGC guidelines and credit framework. This must be a significant objective of the Government to enhance the employability of the student population of the State.

Towards this objective, the Centre for Research in Schemes and Policies (CRISP) has been working to facilitate the implementation of Apprenticeship Embedded Degree Programs (AEDPs) in Telangana by coordinating with the Sector Skill Councils (SSCs) and the Government of Telangana from academic year 2023-24. AEDPs are 3-year degree programs that combine academic coursework with practical work experience. Students enrolled in such programs split their time between classrooms and workplaces. In AEDP setting, students pursue theory for two years followed by a complete final year apprenticeship. This approach enriches their learning journey and also equips them with the tangible skills that employers seek. The skill-integrated curriculum, training of teachers, apprenticeship linkage, assessment and placement assistance are carried out by the concerned SSCs, which are industry bodies formed and regulated by the Ministry of Skill Development & Entrepreneurship (MoSDE).

Benefits of AEDPs

1. *Bridging the skills gap* between academia and industry suitability of candidates.

2. The *practical application of knowledge* and *hands-on experience* enhances their understanding of subject matter and helps them develop valuable skills that are directly applicable to their chosen profession.

3. These programs offer financial incentives such as paid apprenticeships that allow students to *earn while they learn*.

4. These programs designed in collaboration with the industry ensures that the curriculum reflects the current trends, technologies, and best practices in the respective field. Students receive *industry-relevant training* responding to the industry demands, equipping them with the skills needed to succeed in their chosen career paths.

5. Students get opportunity to *networking* with professionals, potential employers, and mentors who can provide guidance and support throughout their careers.

6. By gaining practical experience and industry-specific skills, students become more attractive to employers upon the completion of their graduation resulting in the *increase of their employability prospects*.

7. These programs allow students to *seamlessly transition* from educational environment to professional world, reducing the learning curve and increasing productivity.

By combining academic learning with practical experience, these programs produce ***well-rounded professionals*** who are ready to contribute to their chosen fields from day one itself

CRISP's intervention in Telangana

With the persistent efforts of CRISP and the Government of Telangana, **1160 students (693 male & 467 female)** are pursuing AEDPs in Telangana. There are 26 colleges implementing 31 AEDPs across the state. The chart below shows the college & AEDP break-up in Telangana:

S.No	AEDP	Colleges	Intake	Final Admission
1	BBA Retail Operations	17	1035	654
2	BBA Logistics	4	240	186
3	BBA Tourism & Hospitality	1	60	60
4	BBA Healthcare Management	4	240	108
5	BBA E-Commerce Operations	2	120	78
6	B.Sc. Gaming	1	60	10
7	B.Sc. Fashion Technology	1	30	19
8	BA Content & Creative Writing	1	60	45
	Total	**31**	**1845**	**1160**

The experience in this limited time span is that Telangana has the potential to become a Model State in the country for the implementation of AEDPs. Recognising the potential of AEDPs in terms of skilling, practical learning and student employability, CRISP is seriously embarking on the mission to upscale the initiative in terms of diversifying the AEDPs and increasing the number of colleges to 100 for academic year 2024-25.

Expanding AEDPs in Telangana from AY 2024-25

Telangana with 36 Special Economic Zones (SEZs) is one of the few states in the country to have more than 30 SEZs. Telangana has SEZs in Textile and Apparel, Garments and Fashion Accessories, Agriculture and Livestock Products, Free Trade Warehousing Zone (FTWZ), Gems & Jewellery, Pharmaceuticals Products & Medical Devices, Light Engineering, IT/ITES, Hardware, Biotech, Aero Space and Precision Engineering, Semiconductor Facility, Aviation Sector, Biotechnology, Airport Based Multi Service in the districts of Hyderabad, Rangareddy, Karimnagar, Mahabubnagar and Nalgonda. Telangana is also one of the leading states in the Information Technology (IT) and Pharmaceutical sectors. Given the large quantum of student resources and the presence of various SEZs in Telangana, the college system in the state is an ideal catchment area to expand AEDPs into diverse sectors for enhancing skilling, practical learning and employability of students.

The following AEDPs may be considered for the expansion in Telangana:

S.No	SSC	AEDP
1	Agriculture Skill Council of India (ASCI)	B.Sc. Agriculture
2	Apparel Made-Ups & Home Furnishing Sector Skill Council (AMHSSC)	▪ B.Sc. Fashion Design ▪ B.Sc. Fashion Technology
3	Capital Goods Skill Council (CGSC)	B.Sc. Manufacturing Skills
4	Electronics Sector Skill Council of India (ESSCI)	▪ B.Sc. Mechatronics ▪ B.Sc. Internet of Things (IoT) ▪ B.Sc. Electronics Hardware Design ▪ B.Sc. Electronics Manufacturing ▪ B.Sc. Digital Electrician ▪ B.Sc. IT Infrastructure Management Service ▪ B.Sc. Industrial Refrigeration & Air Conditioning
5	Healthcare Sector Skill Council (HSSC)	BBA Healthcare Management
6	IT & ITeS Sector Skill Council (IT & ITeS SSC)	▪ B.Sc. Information Science ▪ B.Sc. AI & Big Data ▪ B.Com. Digital Marketing & Business Analytics
7	Life Sciences Sector Skill Development Council (LSSSDC)	▪ B.Sc. Quality Control ▪ B.Sc. Production ▪ B.Sc. Pharma Sales ▪ B.Sc. Warehouse Management
8	Logistics Sector Skill Council (LSC)	▪ BBA Logistics ▪ BBA E-Commerce Operations ▪ BMS Agri Supply Chain Management
9	Media & Entertainment Skill Council (MESC)	▪ B.Sc. Gaming ▪ B.Sc. Animation ▪ B.Sc. AR&VR ▪ B.Sc. Digital Marketing, Graphics & Advertising ▪ B.Sc. Mobile Film Making ▪ B.Sc. Film Making ▪ B.Sc. Audio Production ▪ B.Sc. Animation ▪ BA Media Creation ▪ BA Performing Arts ▪ BBA Media Business Management
10	Tourism & Hospitality Skill Council (THSC)	▪ BBA Tourism and Travel Management ▪ BBA Hospitality Management - Food & Beverage Service Operations ▪ BBA Hospitality Management - Facility Operations ▪ BBA Hospitality Management - Accommodation Operations ▪ BBA Hospitality Management - Restaurant Operations ▪ BBA Hospitality Management - Tour & Travel Operations ▪ B.Sc. Catering Technology & Culinary Arts

11	Skill Council for Green Jobs (SCGJ)	▪ B.Sc. Renewable Energy ▪ B.Sc. Solar Energy

Steps for expanding/implementation of AEDPs in Telangana for the AY 2024-25

- Meeting with the Principal Secretary, Education Department, Govt. of Telangana.
- Shortlisting the colleges and AEDPs in consultation with the Government.
- Contacting the SSCs for providing Curriculum and Assessment frameworks.
- Meeting with Vice-Chancellors and Controller of Examinations of State Universities.
- Government to provide adequate awareness and publicity about AEDPs at the time of admissions, so that students can make informed choices.
- Signing of MoUs between the SSCs, Government and the colleges.
- BoS Approvals by the respective Universities (within 07 days of MoU signing).
- Preparation of classrooms and laboratory space by the colleges for relevant programs.
- Training of Faculty by the SSCs.
- Admissions for the AEDPs.
- Launch of Classes.

Stakeholder-wise Requirements & Deliverables

Stakeholder-wise Requirements & Deliverables		
SSCs	**Government**	**Colleges/Universities**
▪ Curriculum with credit mechanism ▪ Detailed Syllabus ▪ Assessment Framework ▪ Reference books for core subjects ▪ Apprenticeship linkage ▪ Assessment of the skill component	▪ Selection of 100 colleges for the expansion ▪ Extensive awareness campaigns among Intermediate students on the benefits of AEDPs ▪ Integration of AEDPs in DOST admissions announcements ▪ BoS approvals within a week of signing the MoUs ▪ Mapping academic schedules with the admission schedules ▪ Provision of bilingual reading material ▪ Establishing proper coordination mechanisms between Universities and Colleges for the smooth implementation of AEDPs	▪ Extensive awareness campaigns on the benefits of AEDPs ▪ Identification of faculty for training (by the time of signing the MoUs) ▪ Preparation of classrooms and laboratory space ▪ Distributing the reading material provided by the SSC in bound form ▪ Provision of relevant reading materials and reference books in college library ▪ Bridge courses on English language communication

Points to be considered during the expansion of AEDPs

1. A huge number of jobs and apprenticeships are in the sectors of Logistics, Tourism & Hospitality, Pharma, Healthcare, Electronics, Capital Goods etc. These are sophisticated and fast-growing sectors for which good content has been developed by the SSCs with industry connect. Telangana should take advantage of the fast-growing ecosystem and align the student community with such sectors. More colleges should be brought under these sectors.

2. For the implementation of higher end job-oriented courses in government colleges, the requirement of labs in those college is a must, especially for Capital Goods, Electronics, Life Sciences and Green Jobs sectors. With an investment of about Rs. 5 crores, the state government can assist effective implementation of skill-integrated courses in at least 50 government colleges. The SSCs concerned can provide guidance in this area.

3. The state government must also conduct an exercise to identify a large set of trainers in different sectors, who will in turn train teachers of selected colleges in identified areas. CRISP can assist in this co-ordination.

4. The affiliating State Universities need to provide fast approvals from their respective Board of Studies (BoS) to the implementing colleges to reduce student insecurity.

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