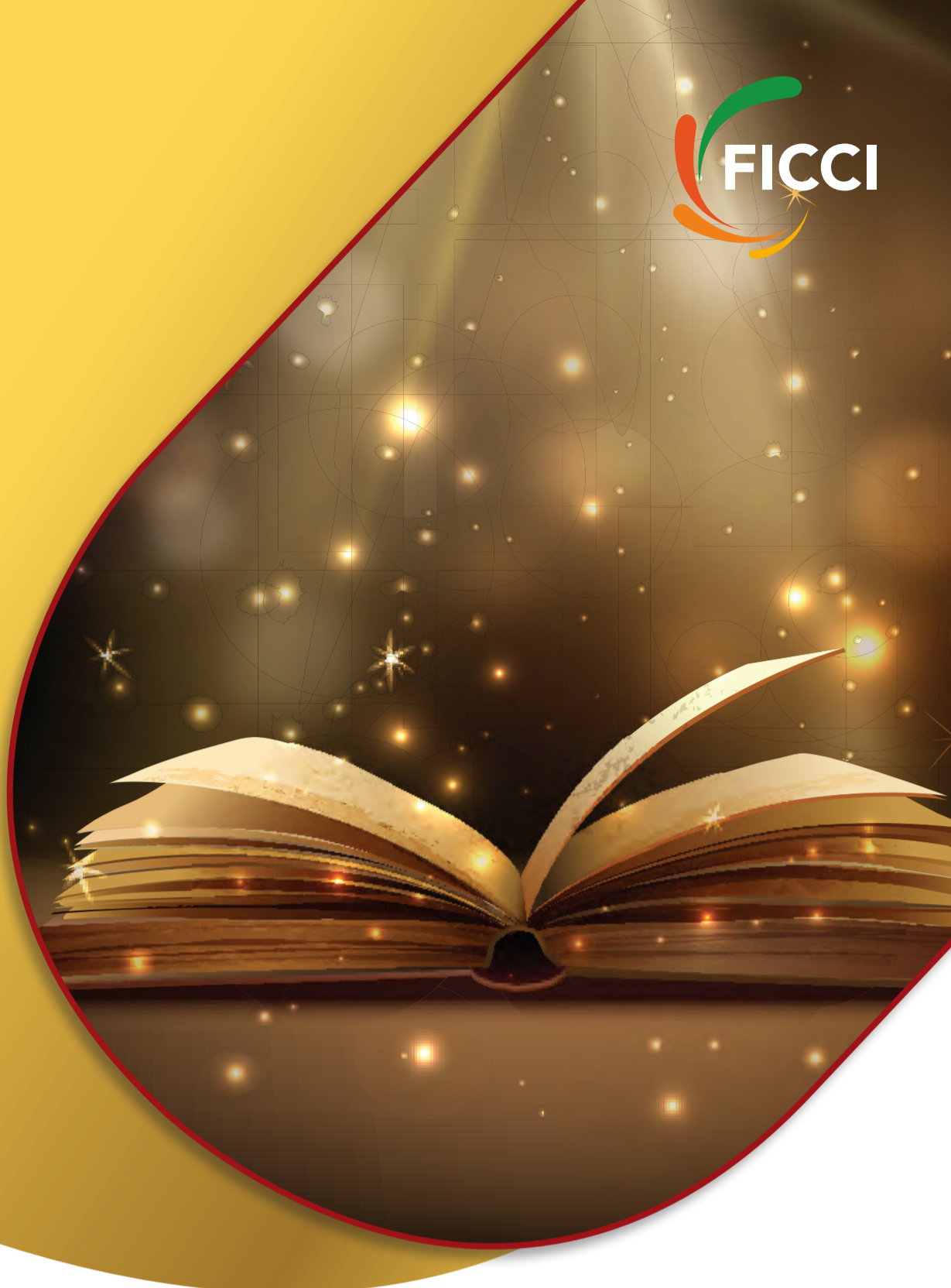


FICCI EDUWRAP

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March 2021 Edition



With great jubilation, we bring to you the March edition of FICCI Eduwrap that is being released just after the successful completion of recently held 16th FICCI Higher Education Summit 2021 - a global event being organized with the support of Ministry of Education and Ministry of Commerce & Industry, Government of India since 2004. Spread over three and half days and attended by more than 3200 delegates (including 450 foreign delegates from 74 countries), the Summit this year, on the theme "RISE - Resilience, Innovation, Sustainability and Enterprise", was an academic treat with insightful deliberations and interaction with global thought leaders and luminaries on some of the critical aspects of 21st century disruptive higher education.

Some of the key dignitaries who delivered Keynote Addresses at the Summit included Shri Ramesh Pokhriyal 'Nishank', Union Minister for Education; Shri Piyush Goyal, Union Minister of Commerce & Industry and Railways and Consumer affairs, Food and Public Distribution; Prof Michael Crow, President, Arizona State University, USA; Dr Subra Suresh, President, National Technological University, Singapore, Mr Mohandas Pai, Chairman, Manipal Global Education, etc.

India, with 65% of its youth in the working age group, is uniquely positioned and holds an advantageous position to benefit from its demographic dividend and prepare the global future workforce. However, it is widely felt amongst stakeholders that this dividend can actually turn into a liability if the youth who are ready to join the workforce are not adequately skilled and appropriately trained. It is good to see that the skills ecosystem in India is transitioning and seeing some great reforms and policy interventions which is set to reinvigorate and re-energise the country's workforce.

The National Education Policy (NEP) 2020 offers a number of well-reasoned and bold reformative steps in the right direction. It conveys a clear bias for disruptive change to meet the future learning needs. With rapidly changing industry environment, learners today need to be equipped with employability skills that are transferable across a broad range of job opportunities and help them modify their approach to solving business problems in dynamic industry environments.

The theme of this edition is centred around skilling in higher education with a special focus on the existing ecosystem and the suggested roadmap, thereof. We look forward to your reflections and feedback.

Leader Speaks



‘Developing Employable Graduates’

Dr Rajan Saxena

Advisor, FICCI Higher Education Committee
and Founder, The Open-Ed Works

Industry revolution 4.0 ushered an era of knowledge and skills. The manufacturing and service processes were increasingly getting automated. Workplace was now changing and so were the jobs and skills. It was increasingly apparent that jobs requiring low end skills or competencies like physical abilities or even technical skills like those required in maintenance services were slowly but certainly getting extinct. These were getting replaced by smart machines and digital chat boxes or assistants. Machine learning, artificial intelligence internet of things, mobile internet and cloud technologies were radically altering the work place as also the consumption process. No more now, for example, customer required human assistance in a physical store should he/she choose to visit it to buy the product. Digital technologies, socio-economic and demographic changes had already changed the world of work. Not only so, it had also impacted education and training of work force.

Come 2020 and Covid-19 rudely shook the world at its roots. Mobility was severely impacted and many companies downed their shutters as losses mounted. Many skilled and unskilled people were rendered jobless as their jobs got extinct. Their skills became obsolete. Lockdown in India had an ugly side—one that can never be erased from the memory of many in this country; the images of migrants treading back to their homeland on foot braving the scorching heat of Indian summer. Who were they? Only unskilled labor like those working on construction sites or in the homes of middle class and affluent urban families? The reports showed that they were a mix of unskilled, semi-skilled and skilled labor who could not face the crisis. Untold misery of millions of workers on Indian highways in summer of 2020.

Higher education institutions also found themselves caught. While they were slowly transforming introducing technology in their system, pandemic pushed them to accelerate and faculty rapidly transitioned to delivering their lectures in an online mode. The migrant crisis, digital technologies and socio-economic changes provided the platform for curriculum review in higher education institution. It was now apparent that the new work place would require high end skills like critical problem solving and human and social skills like managing stress or leading virtual teams. It was now an opportunity for institutions to revisit their programmes and integrate skills that will make their graduates employable.

The World Economic Forum Report on Future of Jobs observed that the skills acquired by the students in their four year or the degree programmes become irrelevant in a few years they graduate. The survey concluded that it is the high-end skills that will be most sought after, it observed that “a wide range of occupations will require a higher degree of cognitive abilities—such as creativity, logical reasoning and problem sensitivity—as part of their core skill set”. In addition, it is the technical, process and social skills that will be most required in many occupations.

Likewise, Coursera Global Skills Index also concluded that higher skills proficiency is linked to economic progress of the nation. Coursera has also observed that besides technical courses in data science, artificial intelligence, machine learning etc. the courses most sought on their platform are ones relating to mindfulness, stress management, critical thinking, creativity etc.

Earlier AICTE also had emphasized on reducing the cognitive courses in engineering and management programmes in India giving time for project-based learning and also learning from other subjects in humanities and social sciences. Its model curriculum was a step in forward thinking in technical education. So today the focus of technical education has to shift from just STEM to STEMSS (Science, Technology, engineering, mathematics and social sciences)

So how can institutions integrate skills in their education programmes. Multiple approaches can help in this regard. For example, a tie up or partnership with industry is one such way to introduce cutting edge skill-based courses, IBM, Microsoft, Google, CISCO etc are today partnering institutions to offer courses in AI, ML, Cloud computing, Internet of Things, Augmented Reality, Data Sciences etc. Also institutions today have linkages with organizations like Art of Living and many other spiritual movements for courses in self-management. Apart from them courses from Coursera in Mindfulness, Critical thinking, data sciences, artificial intelligence etc are today getting embedded in programme curriculum in management and engineering. Increasingly one conclusion that is gaining strength is that company certified skills-based courses are will be more sought than just the cognitive courses offered as part of a regular curriculum. Institutions are now embedding these courses as either regular credit or extra skill-based courses in their programmes. This has helped companies like Coursera grow by manifold across the world campuses.

Integration of skills in the curriculum has to be across all the four years. It just cannot be a standalone exercise in final year aimed at placement. Employability skills development has to be much the same way as other skills.

Finally, all such efforts will not bear fruits unless faculty is also developed in these cutting edge skills and learning processes undergo a change. For example, faculty and leadership of the institution need to evaluate the number of hours students are required to be in the class room, role of project based learning and simulated learning. Also, the significance of application of cognitive, technical, process and social skills and innovations skills need to be emphasized in curriculum planning much the same way as integrating courses from other disciplines. All this will require a change in assessment/examination system including the way students get graded. Credentialing is important and therefore institutions need to recognize industry driven courses, award them the credits in their system and make it a part of their certification.

In conclusion, COVID-19 and digital technologies have provided an opportunity to higher education institution to reimagine their role in developing employable graduates. They need to rest their academic processes to allow for integration of skill-based course and project driven learning. It must encourage students to creatively think and solve problems. Collaborative learning has to be encouraged as most work require collaboration among diverse individuals. At a time when work from home will only grow, working together with diverse teams in a virtual environment will be most commonly sought skill. Institution leaders have to be imaginative.

*Dr Rajan Saxena, is former Vice Chancellor of NMIMS. He is Advisor FICCI Higher Education Committee with which he has been associated since 2009 in different capacity as Co-Chair and Chair



‘Creative Skills for the Future Economy’

Ms Nandita Abraham
President
Pearl Academy

As the world around us resurges, we see an increasing convergence of digital technologies and the creative economy. The creative industries, including design, fashion, media, and innovative businesses, see significant disruptions in their work and job landscapes. The pandemic has accelerated disruption overall, and the need for creativity and creative skills is evident now more than ever.

In a very timely manner, the NEP has put a deserved focus on creativity, design thinking, innovation, and skills of the future.

Education institutes, not just those from the creative domain, must sit up, take note and make the required shifts to ensure that their students are ready to be leaders in the Future Economy. In this article, we will look at some of the industry’s key trends and what skills and experiences students need to have to be able to be successful.

3 Trends shaping the Future Economy

Information Technology as an enabler

Information Technology has become an integral part of all industries. Investments of enterprises, governments, media and individuals are following suit. Smart cities, internet of things, 3d printing for retail, AR - VR, personalisation based on user-centric data, AI and ML predictions and creations, intelligent products and textiles, blockchain for transparency, virtual platforms, health-trackers, digital products and online everything.

Focus on User Experiences

The user and his experience are now of utmost importance. People are giving experiences increased priority while making choices. Designed Human interactions with each other and with products are yielding maximum benefit. Interactions today are digital, virtual and physical experiences, often a combination of the material and virtual world.

Sustainability and Local Products

Consumers are beginning to appreciate the importance of ethical, environmental living, craftsmanship, social causes, self-reliance and need-based living. The demand for Sustainability today is led by the consumer, not governments or regulations, and will increase the impact on materials used, supply chain choices, and production systems. The demand for a circular economy will become commonplace. Even in terms of content, we see that regional content, entertainment and influencers are gaining increased viewership and importance.

A look at these trends indicates that one discipline, one profession, one kind of skill set is not enough for any. And they cannot be addressed in a run of the mill manner. Whether it is the health industry, fashion, media or manufacturing, these trends need to be looked at comprehensively and with a much more expansive approach. Additionally important to note are the world’s problems today –the pandemic, racism, inequality etc. These too cannot be solved by one discipline, one profession and in a traditional assembly-line approach.

The World Economic Forum in its 2020 Summit has shown that critical thinking and problem-solving top the list of skills for the future, along with active learning, innovation and creativity. Resilience, flexibility and learning skills are emerging trends. We need to take a good look at what we are teaching our students and create a learning environment for them to prepare them for the future.

Creativity and Creative Skills

Creativity and Creative skills are well poised to be at the centre of this change. Creativity is the ability to think about a task or a problem in a new or different way or use the imagination to generate new ideas. Creativity enables you to think critically, solve complex problems or find exciting ways to approach tasks. If you are creative, you look at things from a unique perspective, are willing and able to learn as you go and are resilient and flexible.

Below are vital creative skills essential for the future economy. These skills, strong in creative professionals, are critical in the design and creative process across all industries.

- a. Open-mindedness and a Positive Attitude Openness to new ideas, change, and the ability to see a better world. Looking for new ways of doing things towards a positive outcome.
- b. Discipline and Determination Planning, consistency, grit, never give up attitude, fight till the end.
- c. Playfulness and Risk-taking The ability to see things differently, try different things, experiment, think outside the box, have fun, make mistakes, and enjoy dabbling with ideas and materials.
- d. Collaboration Working with different people, organisations and contexts to create superior outcomes.
- e. Data and tech-friendly Able to analyse, work with numbers and deep technology with purpose. Able to use technology and data to achieve a goal.
- f. Underdetermination, curiosity and questioning Always asking, learning from the situation, wanting to learn from others, and looking at the why and the why not.
- g. Multi-disciplinarity Well-versed in more than one kind of knowledge, able to think using different perspectives from various disciplines.
- h. Storytelling The ability to pitch an idea, product or solution engagingly and convincingly.
- i. Consciousness Being aware of one’s position in the world, understanding the balance between environment, people, crafts, and livelihood and using this awareness to create sustainable products, content, and systems.
- j. Ideation and Speculation Be able to develop new ideas and approaches for today and use this skill to speculate solutions for the future.

Creativity is the way of the future. Even though it comes more easily to people who have a creative education, we can all, in our colleges, create an environment where creativity can flourish. Institutes of Higher Education should consciously set up situations in the curriculum and outside for students to ideate, collaborate, take risks, play, tell stories, be agile and work across disciplines. Faculty should be trained and empowered to encourage debate, questioning, understanding new technology, thinking differently, and fostering creativity in their students. Our graduates, in turn, will engineer creative and collaborative environments at their workplaces and lead the future economy effectively.

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Sectoral News

Government Policy and Regulation

AICTE's new version of EduTech platform – NEAT 2.0 launched

As part of the NEAT 2.0 launch, as many as 48 companies signed an agreement with AICTE. AICTE, will act as a facilitator and ensure that the services of these 48 companies are available for free or at a lower price to the economically and socially-backward students.

<https://cutt.ly/izfmUFK>

UGC's 'Quality Mandate' for Higher Education book released

The book emphasises on the need to change the current 'rigid' evaluation system that focuses on rote learning to a more outcome-based system.

<https://cutt.ly/Bzfm9eK>

Draft UGC (Academic collaboration between Indian and foreign Higher Education Institutions to offer Joint Degree, Dual Degree and Twinning Programme) Regulations, 2021

<https://cutt.ly/HzfQbRr>

UGC (establishment and operationalization of academic bank of credits scheme in higher education) regulations, 2021

<https://cutt.ly/nzfQMfF>

20,000+ free internship through AICTE's online internship portal

Under the first of its kind 'Virtual Internship' program, enrolled candidates will be aided by a series of learning content provided by CISCO run on the NASSCOM FutureSkills PRIME platform.

<https://cutt.ly/xzfWp1A>

Union Budget 2021: Highlights for Higher Education Sector

The Union budget 2021-22 proposes 9 new higher education clusters and Glue Grant for boosting R&D, adoption of credit transfer and creation of an Academic Bank and a new central university in Leh.

<https://cutt.ly/tzftIOI>

National Scholarships Portal

It is one-stop solution through which various services starting from student application, application receipt, processing, sanction and disbursement of various scholarships to Students are enabled. This initiative aims at providing a Simplified, Mission-oriented, Accountable, Responsive & Transparent 'SMART' System for faster & effective disposal of Scholarships applications and delivery of funds directly into beneficiaries account without any leakages.

<https://cutt.ly/rzft0vV>

12 Indian universities achieve top-100 positions at QS World Subject Rankings 2021

The 2021 QS's global university performance comparison offers independent data on performance of 253 programs in 52 Indian institutions. In total- 25 Indian programs achieve positions amongst top -100.

<https://cutt.ly/2zfWRKt>

Delhi Skills & Entrepreneurship University to be built soon, govt merges 13 institutes into one

After the announcement in October 2020, the cabinet has sanctioned Rs 9.9 crore for the new centre. The objective of Delhi Skill and Entrepreneurship University is that students who will be graduating from this varsity will be guaranteed a job.

<https://cutt.ly/pzfwNjj>

AICTE Launches Employability Enhancement Training Program for Jammu and Kashmir Students

Through this initiative, the All India Council of Technical Education hopes to train 5000 students spread across 53 institutions over a period of two years.

<https://cutt.ly/ozfE6Ce>

Institutes of Eminence Can Set Up Campuses Abroad – UGC Lays Down Rules

The University Grants Commission has made certain amendments to the previously existing UGC (Institutions of Eminence Deemed to be Universities) Regulations, 2017. The amended regulations (2021) has been published in Official Gazette dated January 07, 2021.

<https://cutt.ly/vzfRaSq>

167 universities, colleges to help improve quality of 936

The UGC has set itself the target of helping all institutions attain a minimum accreditation score of 2.5 by the year 2022.

<https://cutt.ly/GzfrvYh>

UGC plans to set up International offices in Universities to promote Brand India

The office will coordinate all matters related to welcoming and supporting foreign students, disseminate information related to the admission process among prospective foreign students, and engage in promotional activities and brand campaigns abroad.

<https://cutt.ly/Fzfr9GE>

Chief Minister of Odisha, Naveen Patnaik, inaugurates India's first World Skill Centre (WSC) at Bhubaneswar

This mega project has been set up under the Odisha Skill Development Project with the help of the Asian Development Bank. Several global Industries like Siemens, Schneider and Kemppi have joined hands with SDI to set up centres of excellence for providing world class skilling to the local youth.

<https://cutt.ly/zfYzv3>

Andhra Pradesh higher education planning board launched

At the launch of the (APHEPB) at IIT-Tirupati, Vice-chancellors (V-C) from 37 central and state universities took part in the inaugural board meeting.

<https://cutt.ly/jzfYSVM>

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Research and Innovation

India Science Research Fellowship (ISRF) 2021 announced

As a part of India's initiatives to engage with neighbouring countries to develop S&T partnerships, the Department of Science and Technology (DST), Govt. of India has launched ISRF Programme for Afghanistan, Bangladesh, Bhutan, Maldives, Myanmar, Nepal, Sri Lanka, Thailand researchers to work in Indian Universities and Research Institutions.

<https://cutt.ly/gzflk5K>

IISc scientist conferred with French Order of Merit

The award, normally reserved for French citizens, is an honour to reward "distinguished merit" with membership awarded by the President of the French Republic

<https://cutt.ly/nzflLfk>

Tesla sets up India subsidiary in Bengaluru

The company is conducted due diligence for office real estate in the region and plans to set up an R&D facility.

<https://cutt.ly/ezfOost>

IIT Roorkee opens centre for drone research

This facility will undertake advanced research on several aspects of drone technology, including development, applications and anti-drone technology.

<https://cutt.ly/azfOnVO>

Technology and Innovation

Byju's to acquire test prep leader Aakash Educational Services Ltd.

In the deal with Byju's, Aakash's founders, the Chaudhry family, will exit completely, while Blackstone will swap a portion of its 37.5% equity in Aakash for Byju's stake.

<https://cutt.ly/izfPQd5>

Coursera Files To Go Public After Online Learning's Big Year

Coursera is backed by investors including The World Bank and EDBI. Morgan Stanley, Goldman Sachs and Citigroup are among the underwriters for Coursera's IPO.

<https://cutt.ly/tzfpKo0>

Amazon India launches 'Amazon Academy' to prepare for JEE and other competitive exams

Amazon Academy will offer students a range of JEE preparatory resources at launch, including specially crafted mock tests by industry experts, over 15,000 handpicked questions.

<https://cutt.ly/GzfAhkF>

UpGrad Appoints Ex-Disney Chief Zubin Gandevia As CEO For Asia Pacific Region

Prior to this, Zubin was Chief Operating Officer Asia Pacific & Middle East at FOX, orchestrating its key merger with Star, and the acquisition of ESPN Star Sports.

<https://cutt.ly/VzbSyvx>

Global Student Entrepreneur Awards (GSEA)

Organised by the Entrepreneurs' Organization (EO), and proudly running in its 22nd year globally, The Global Student Entrepreneur Awards (GSEA) is an endeavour to help dynamic young student entrepreneurs realise their entrepreneurial dreams.

<https://cutt.ly/qzfSnVB>

STPI Online contest portal

<https://cutt.ly/2zfSGy7>



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International News and Articles

WorldSkills Competition Shanghai postponed until 2022

The dates for the 46th WorldSkills Competition, originally scheduled to take place in Shanghai in September, have been changed to October 12-17, 2022, due to the pandemic.

<https://cutt.ly/uzfDS4U>

Digital roles top the list of jobs on the rise in 2021

<https://cutt.ly/9zfFsKg>

9 Trends That Will Shape Work in 2021 and Beyond

As we move into 2021 and beyond, the rate of disruption will potentially accelerate as the implications from 2020 play out across the next several years.

<https://cutt.ly/TzfFIMU>

India's Innovation Ecosystem: Mapping the Trends

<https://cutt.ly/szfFKnF>

WEF Skilling the Global Workforce

The World Economic Forum's Future of Jobs Report 2020 states that 43% of the businesses surveyed are set to reduce their workforce, and 34% plan to expand their workforce due to technology integration.

<https://cutt.ly/pzfBQGk>

India to see quickest growth rebound in Asia in FY'22

India's economy is expected to clock the fastest growth among Asian peers with higher than 11.5 per cent growth in FY'22, according to a report by UBS global research.

<https://cutt.ly/RzfBHWI>

India will need nine times as many digitally skilled workers by 2025: report

The survey included 500 digital workers from India, and covered six regions in the Asia Pacific (APAC) region, including Australia, Indonesia, Japan, Singapore and South Korea. It said workers in India were the least digitally skilled among these six geographies.

<https://cutt.ly/pzfNiWX>

Higher Ed Going Digital - No More a Question of "If" or "When" but "How"

<https://cutt.ly/FzvZbvl>

Predictions for higher education worldwide for 2021

<https://cutt.ly/OzvZZ3u>

Knowledge Reports:

FICCI EY knowledge report 'Higher education in India: Vision 2040', February 2021

<https://cutt.ly/7zvX8k9>

FICCI GRMI report 'Disruption in higher Education sector : Managing Risks'. February

<https://cutt.ly/WzvCEih>



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Minister of Education
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Shri Piyush Goyal
Minister of Commerce & Industry and Railways and Consumer Affairs, Food and Public Distribution, GoI*



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"Held 10 Cabinet Positions, 6 Times MP (4 Lok Sabha & 2 Rajya Sabha)"



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Dr Rajan Saxena
Advisor, FICCI HE Committee & Founder The Open - Ed Works

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