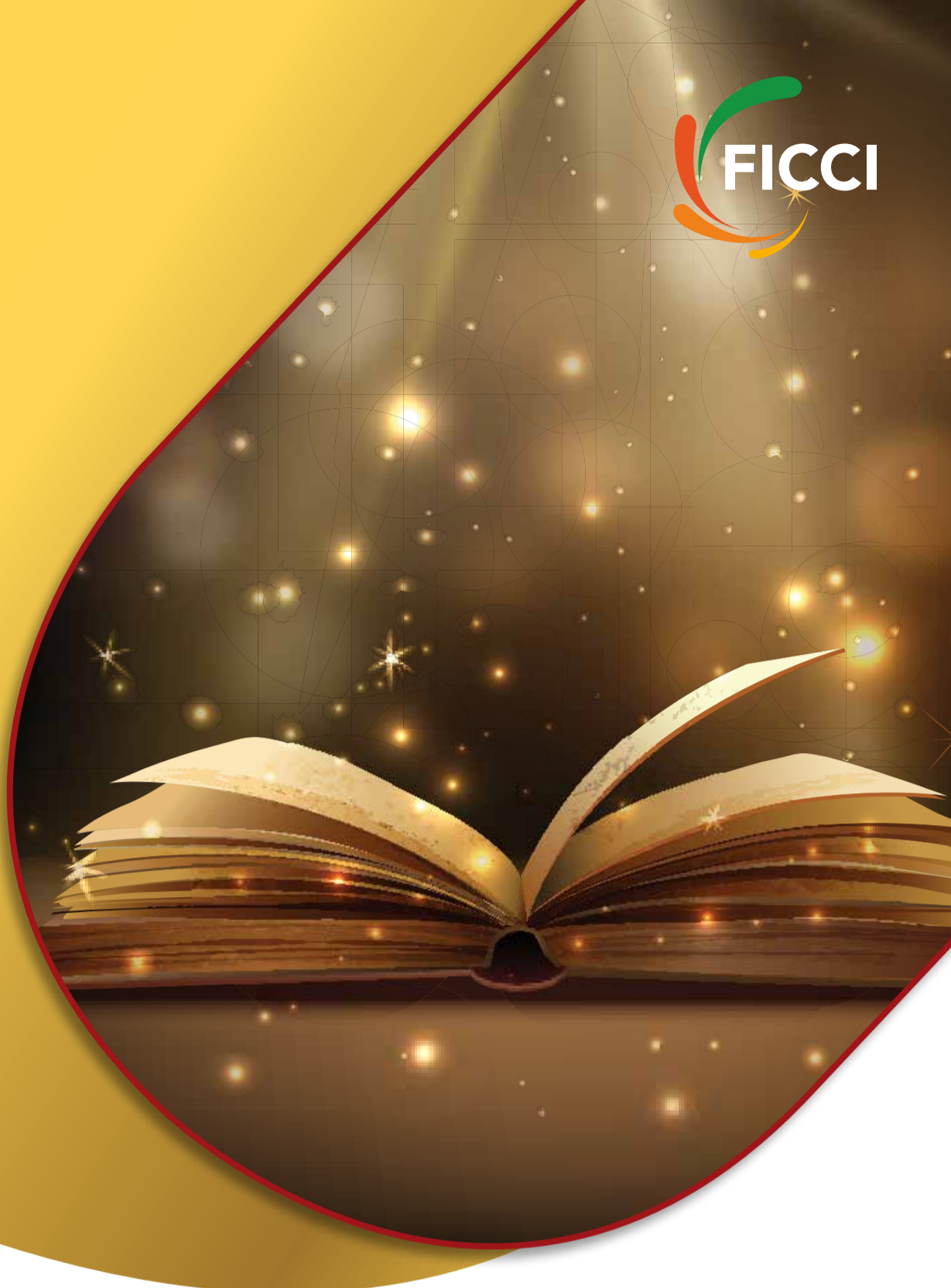


FICCI EDUWRAP

EDITORIALS | SECTORAL NEWS | FUNDING |
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TECHNOLOGY | STUDENTS & PROMOTIONS

March 2022 Edition



Dear Readers,

Hope this newsletter finds you in the best of spirits!!

We've been living through the greatest workplace disruption in generations and the level of volatility will not slow down in the coming years.

The nature of work is changing faster than ever as workers and businesses adapt to economic challenges like public health crises, technological disruption, and climate change. In the changed scenario, labour market will not just expect new workforce to adopt functional skills but also skills such as creativity, innovation, complex problem solving, cognitive abilities, resilience and social skills.

A fluid workplace is emerging as the norm for the future. Given how dramatically the context of work and workplace has changed, and how 'uncertainty' has become the new 'certainty', leaders and organisations realise that they need to deeply internalise a culture of agility and flexibility.

Further, a robust industry- academia engagement will be extremely critical to boost research commercialization and systemic technological translation. Better engagement with industry, embedding in-demand skills in curricula and focusing on developing human skills can help universities improve graduate employability outcomes.

This edition of Eduwrap is based on the theme of 'Future of Work' and the critical roles of the government, industry and academia in defining it.

We hope you find this a useful read!

- FICCI Higher Education Team

Leader Speaks



Is Academia Ready for Shaping the Future of Work?

Prof. Furqan Qamar

Professor, Centre for Management Studies
Jamia Millia Islamia, New Delhi

Merriam Webster dictionary defines academia as the life, community or world of teachers, schools and education. Invariably, the term is used to describe the faculty, researchers, scholars and the whole gamut of the higher educational institutions, primarily universities, and their activities. Great nations are known for their universities, the high impact research they publish, the quality graduates they produce, the change they bring about in the society, and the difference they make in the lives of people.

If universities do their job well, the world listens to them. Else, they are pushed around left, right and centre. Their agenda are then set by external influences and the academia gets relegated to the receiving end. And when this happens, the academia becomes marginalised and maligned. With little appreciation for their roles and responsibilities, they are derided for delivering stale content using outdated pedagogy, for publishing research that are not even worth the paper they are printed on, and for churning out graduates that remain unemployed because they are unemployable.

Anecdotal evidences, survey findings, and data on graduate unemployment substantiate such derision. Data from the top 100 NIRF higher educational institutions, for example, reveal that in 2019-20, no more than 51.1 and 52.9 percent of their undergraduates and postgraduates respectively could find campus placement. So is the case with regard to the AICTE-approved technical higher educational institutions, as only about 51.32 percent of their graduates get placements. If such is the case for the best of the higher educational institutions in the country, one can imagine how dismal would be the situation in the rest of the 51,000 higher educational institutions in the country.

Lest we conclude that the Indian academia is incompetent of foreseeing the future and future ready workforce, it is important to point out that a significant number of these, so called 'unemployable graduates' are regularly picked up for their talent, knowledge, skill, and aptitude by the employers and higher education institutions abroad; and nearly all of them build their careers abroad with roaring success and get recognised for their distinguished career. India produces 4 million engineering graduates annually as compared to 700,000 by China and just 90,000 by the US. Aspirational and hardworking, they invariably end up pursuing their careers abroad where they blossom and flourish rather well often finding their names in the roll of honour there, a list that has been growing bigger by the day.

The case of Indian academicians and scientists is no different. Many of those who went abroad for higher education and chose to make a career there, stand recognised for their accomplishments and rewarded with coveted positions. No different is the situation in the medical profession. Indian physicians and surgeons constitute 20 percent of the foreign-trained doctors in the US. They account for 4.9 percent of the US and 10.9 percent of the UK physician workforce. In 2006, as many as 58,095 Indian educated physicians were working in the US alone. As in 2017, as many as 69,000 Indian-trained physicians were working in the US, UK, Canada, and Australia. Reportedly, the Ministry of Skill Development and Entrepreneurship (MSDE) plans to supply 300,000 healthcare workers – doctors, nurses, allied health personnel – to the UK, Germany, Australia, Japan, Sweden by 2022.

It is easy to berate universities for under-performing and producing poor quality graduates lacking in knowledge and skill due to outdated syllabi, poor pedagogy and disconnect with the industry needs with a consequence that their graduates lack skills to apply their knowledge for solving real-life problems because they are seldom exposed to hands-on training, and the academics and the students lack the aptitude to work for and with the industry.

An objective assessment of the situation, however, tells an altogether different story. There is no denying the fact that some graduates may fail to get jobs commensurate to their qualifications due to deficiencies in their knowledge, skills, aptitudes, values, and work ethics. But at the same time, it is no less true that most fail to get jobs worth their qualification because such jobs are simply not available, earlier because of the jobless growth and now due to economic slowdown. Thus, academia, globally, if not in India, keep on challenging and changing the world of work, in its own quiet way. A paper here, a patent there, an occasional IPR, sporadically, a new knowledge, a new idea to do things differently, a new discovery opening up a new possibility, expanding the frontiers of knowledge, lead to new product, processes, service-delivery technologies and ultimately into commercialisation.

Universities and higher educational institutions are defined by their focus on basic, fundamental, applied and translational research and their contribution needs to be primarily measured and appreciated in these terms. The rest of the proxy parameters used for measuring their performance like skilling, employability, innovation and entrepreneurship etc are only collateral to their essential purpose and objective. Critically, the more we digress from the core to the collateral, the academia is likely to get distracted and perform all the more poorly. Further, for the academia to play a critical role in readying people and the nation for the future calls for creating an enabling and empowering ecosystem to focus on research and knowledge creation.



Ready for Tomorrow

Mr. Chetan Kapoor

COO

Tech Mahindra Foundation

The true beauty of India lies in its diversity. I have been working in the social sector for over two decades and have had the privilege of closely viewing many Indias within one India. There is an India that closely follows, if not leads, global trends of innovation and upskilling. It is an India with a workforce that is highly aspirational, well-educated, efficient and professional — a workforce that can give its competitors a run for their money on any given day. In this India, workers are compensated quite well, live in clean and safe environments and have access to quality infrastructure and healthcare.

The other India has a far bigger workforce. These people toil every day, sometimes even without a break or food for long hours, and mostly get very little for what they do. With no or bare minimum education and formal skills, this workforce is light years away from the trends of e-commerce and automation.

Different people, different impacts.

One of the first thoughts that occurred to me when I examined the term ‘future of work’ (FOW) was how it will be so different for the two workforces mentioned above. While one of them would require training and upskilling to stay relevant, the other will have to battle the odds for survival. Either way, the future of work will not be easy to negotiate for the majority, and will require a treadmill run – running fast just to stay at the same spot.

A few trends that have been shaping our workplaces, workforce and the very nature of work have been visible for a few years now. These include rapid adoption of emerging technologies — mainstreaming of Artificial Intelligence (AI), Machine Learning (ML) and Robotics; and a change in the physical distribution of workforces along with a rise in hybrid working models.

The other – and no less significant – trend that will shape FOW is climate change. In fact, this trend will not only determine the future of work; it will practically decide the future of everything – there are predictions of climate change causing massive human displacements in the decades to come. This is going to be the biggest challenge for governments, industries and societies across the world. I remember someone once telling me that in the corporate world, we worry more about the rise of robots than the rise of our oceans. A classic case of misplaced priorities, I thought.

The outbreak of the COVID-19 pandemic in early 2020 caused unprecedented disruption and proved to be an accelerator for several unfolding scenarios such as remote working and virtual interactions, e-commerce and digital transactions, and automation. According to a just-released report by the McKinsey Global Institute (MGI), the impact of the pandemic on work, workers and workplaces will persist even after the crisis is over. The report examines eight countries with diverse economies — China, France, Germany, India, Japan, Spain, the United Kingdom and the United States — and suggests the disruptions sparked by COVID will be higher for the lowest paid, least educated and most vulnerable workers. It estimates that more than 100 million workers in these eight countries may need to switch occupations, a 12% increase compared to pre-pandemic times. These workers will face even greater gaps in skill requirements. As far as employment generation is concerned, the report suggests that job growth may concentrate more in high-wage roles, while middle-and low-wage jobs may decline.

Ensuring preparedness.

As per another recent report, PwC’s ‘People and Culture First: Transformation Journey in the Future of Work,’ 50% of business leaders in India agree that there is a need to plan for multiple possible futures around the workplace and workforce. However, cost pressure and the fear of setting a precedent prevents them from taking action. 48% of leaders also agree that it is important to identify the potential risks linked with replacing human work with technology but are reluctant to create a culture of transparency. Further, 54% of them realise the importance of figuring out the skills needed to keep pace with the changing times but are not keen to act due to competing priorities.

Before going hard on these leaders, we must acknowledge that the task at hand is huge, and it cannot be accomplished by the industry alone. In India, we need a comprehensive and collective strategy by the government, educational institutions and industry to ensure that both workforces, especially the second one, are prepared for a smooth transition to a new era of work.

To start with, educational institutions must redesign courses that equip students to take up not only current but future jobs. More than job-oriented skill training, the government and industry must focus on employability. Universal skills and competencies such as ability to communicate effectively, connect with others, think logically, handle complexity, etc. must be made a part of all skill development programmes.

Moreover, the existing workforce must be trained to respond to market requirements in a rapidly evolving environment. It must be also familiarised with the new-age customers, or Gen Z, who have a completely different approach to consumption and focus as much on sustainability as they do on other aspects of a product. At the same time, both the government and industry should explore ways to create new job opportunities, while ensuring constant innovation and technology adoption for long-term economic wellbeing.

The future of work is not too far from today. A comprehensive strategy focused on employability and employment generation is the need of the hour.



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Sectoral News and Insights

Policy, Regulations and Sectoral Updates

Central govt. set to open up its ministries to apprenticeships

MSDE embarks on an effort to place 1,000 apprentices in 69 ministries and departments to encourage young people to learn "critical skills for securing decent employment." The apprentices will be paid up to Rs. 15,000 a month.

<https://bit.ly/3t83TYw>

UGC drafts guidelines for multidisciplinary higher education

When the guidelines are approved, a dual-degree from IIT Delhi and Jawaharlal Nehru University will become a distinct possibility.

<https://bit.ly/3w3GCbX>

UGC begins registrations for Vidyanjali Higher Education

This initiative would connect schools with varied volunteers from the Indian Diaspora namely, young professionals, school alumni, in service and retired teachers/ Government officials/ professionals and many others.

<https://bit.ly/3t7VIRp>

UGC proposes compulsory course in community engagement for UG and PG students

The recommendation is part of the UGC's revised draft guidelines titled for 'Fostering social responsibility and community engagement in higher education institutions (HEIs) in India' issued last week.

<https://bit.ly/3q1oV9p>

Government approves 'New India Literacy Programme,' a new scheme of Adult Education for FYs 2022-27

The scheme will cover non-literates of the age of 15 years and above in all states/ UTs in the country. The estimated total outlay of "New India Literacy Programme" is Rs.1037.90 crore which includes Central share of Rs.700 crore and State share of Rs.337.90 crore respectively for the FYs 2022-27.

<https://bit.ly/3tTEKk3>

NAAC to give provisional accreditation to institutes that complete 1 year

<https://bit.ly/3w5z0WI>

ICCR to offer online courses on Indian Epics, Vedas, Art, Heritage; Portal to be launched soon

The portal will allow people across the world to register themselves online and enroll for these courses. One can complete a course and switch to another too.

<https://bit.ly/3tWuQ0m>

India to set up first IIT abroad in UAE, as part of the trade deal

<https://bit.ly/3t9xrFI>

AICTE Internships 2022

<https://bit.ly/3JdGB9o>

Supreme Court approves AICTE's revised calendar for academic year 2022-2023

<https://bit.ly/3MKxuit>

AICTE second 'LILAVATI Awards' 2021-22

This award intends to recognize efforts being made by AICTE approved institutions to treat women with 'equality and fairness' in all spheres of their lives.

<https://bit.ly/3tPcXAG>

NIESBUD & MoRD join hands to promote entrepreneurship sustainably at grassroots

Start-up Village Entrepreneurship Programme (SVEP) is a sub-component of Deendayal Antyodaya Yojana – National Rural Livelihoods Mission (DAY-NRLM).

<https://bit.ly/3JbXO2K>

Jharkhand to provide students with education loan for Higher Education with Guruji Credit Card Scheme

The education sector has been given a total outlay of 13.54% of the total state budget. Schemes like Guruji Credit Card, Mukhyamantri Sarathi and much more were announced by the State Government.

<https://bit.ly/3tT9f9k>

College knowledge hubs in rural India to open up higher education to disadvantaged communities

The research team with project leads at Warwick and the Centre for Policy Research in Higher Education/ NIEPA are working on a new four-year project — funded by Fair Chance Foundation — to develop the capacity of State Higher Education Institutions in rural and semi-urban areas of India so they can become 'college knowledge hubs' in their locations.

<https://bit.ly/3CHDOT7>

Young University Rankings 2022, The results announced

<https://bit.ly/3J3YXcJ>

India's regulation-free city offers blueprint for branch campuses

<https://bit.ly/3tN41M0>

IGNOU signs MoU with skill development ministry to integrate skill training with higher education

<https://bit.ly/3t8fh6N>

UGC: PhD not mandatory to be Assistant Professors

<https://bit.ly/3I6YRQf>

RBI observed Financial Literacy week 2022: February 14-18

The theme of Financial Literacy week 2022 is: "Go Digital, Go Secure." The theme is aligned with one of the strategic objectives of the National Strategy for Financial Education: 2020-2025.

<https://bit.ly/34FKZid>

Building world-class talent for accelerating India's growth through GatiShakti

The PM GatiShakti Programme is a game-changer and will transform the nation into a world economic superpower. To hasten this transformation, the government, educational institutions, social enterprises, and the industry must collaboratively devise a strong capability building programme to onboard young India onto the new logistics landscape.

<https://bit.ly/3CHhHw4>

TSSC signs MoU with Delhi Skill and Entrepreneurship University to drive employability

The courses under the program are proposed to be launched for the academic year 2022-23.

<https://bit.ly/3taegLC>

600 Indian students evacuated from Ukrainian city of Sumy reach Poland, likely to fly to India on March 10

<https://bit.ly/37m6Dch>

Research and Technology

IIT-BHU, US National Science Foundation collaborate for joint research

The I-DAPT-HUB foundation at the Indian Institute of Technology Banaras Hindu University (IIT-BHU) has announced its collaboration with the US National Science Foundation (NSF) for joint research in the field of Data Analytics and Predictive Technologies (DAPT).

<https://bit.ly/3MNx8HR>

IIT Delhi and University of Queensland, Australia launch a Joint PhD Program

The University of Queensland, Australia and IIT Delhi, India have joined forces to create a joint PhD program that will support PhD scholars to deliver global impact.

<https://bit.ly/3I9vWej>

IBM launches Asia Pacific cyber security hub in Bangalore

IBM intends to train a further 500,000 people in India.

<https://bit.ly/3CEIYiK>

EdTech unicorn announces the launch of 'Unacademy Icons' to provide a structured curriculum taught by industry icons

Sachin Tendulkar to teach cricket online on EdTech platform Unacademy.

<https://bit.ly/3JcZ0D1>

Scaler buys EdTech firm AppliedRoots for \$50mn to expand online courses

<https://bit.ly/3CDmqiq>

EdTech firm CollegeDekho acquires its peer Getmyuni for Rs. 50 crore

<https://bit.ly/3q5A1Kn>

EdTech company Super Scholar raises \$400K in its latest funding round

<https://bit.ly/37g3ESD>

International News

Netherlands to help boost Kerala's higher education sector

<https://bit.ly/3q4gSIJ>

US announces important changes for student visa policy

<https://bit.ly/3tQKgDz>

Launch of UK-India FTA negotiations

Businesses want to see alignment of data protection rules and IP practices, so as to realise the full potential of the India-UK partnership, particularly in the innovative, R&D intensive sectors that will drive the partnership in the years and decades to come.

<https://bit.ly/3tVTiPG>

British Council scholarships for women in STEM

<https://bit.ly/3JpYnGB>

Articles

LinkedIn Economic Graph Report : The future of work

<https://bit.ly/3q38nOe>

TeamLease EdTech Launches Career Outlook Report; 47% Of Indian Companies Keen To Hire More

<https://bit.ly/3tMQt3i>

Higher education must reinvent itself to meet the needs of the world today. Enter the distributed university

<https://bit.ly/3t8F5Q9>

The week in higher education – 3 March, 2022

<https://bit.ly/3ibpvg9>

How to build a better university

<https://bit.ly/3MQKN0L>

Design thinking for innovative internationalisation of HE

<https://bit.ly/3l8Porl>

How online learning is reshaping higher education

<https://bit.ly/3t8YDE8>

The five biggest education and training technology trends in 2022

<https://bit.ly/3tSv9cE>

Record number of world's top universities led by women

<https://bit.ly/3CGViiP>

Australia: Higher ed sector heading to "full recovery," data suggests

<https://bit.ly/3JhbHwU>

Democratising STEM skills is crucial to creating a future ready India

<https://bit.ly/3i5Uk61>



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Meeting:

Secretary-HE, GoI with Employers and Academic Leaders; Feb 02, 2022



International ranking agencies such as QS and THE rank institutions based on pre-defined parameters. It is observed that the weightage of 40-50% is assigned for academic reputation survey and employer reputation survey. As a part of employer reputation survey, international ranking agencies reach out to global employers for seeking their response/ inputs through a structured questionnaire/ survey form. In order to achieve global rankings for Indian Universities and higher educational institutions, it is important that industry works closely with the institutions and in the process, help build brand India.

The meeting aimed to highlight the significance of employer/ industry engagement and seek their support in enhancing the ranking of Indian higher educational institutions.

Education Delegation to Dubai, Feb 21-27,2022

FICCI HIGHER EDUCATION DELEGATION TO DUBAI 2022



With India's deepening connect with UAE, the delegation was completely focused on fostering the strategic partnerships and establishing a meaningful dialogue, cooperation, and engagement in the space of education. The key objective of the FICCI Higher Education Delegation was on promoting internationalization and showcasing the best of Indian education. The delegation had participation from the Services Export Promotion Council (SEPC), Gol and leading universities viz. Symbiosis International University, Vellore Institute of Technology, Manipal, Shiv Nadar University, BITS Pilani, Jaipuria Group of Institutions, etc.

India-Queensland Education Partnership Event; March 08, 2022

India and Australia are expected to complete negotiations for an interim Free Trade Agreement (FTA) soon, a move aimed at boosting economic ties between the two countries and enhance cooperation in exchange of goods and services including agriculture, education and skills training, and healthcare.

The Queensland province is positioning itself as Australia's most innovative and dynamic trading economy. The province has a strong focus on building strategic education and training partnerships with India with an emphasis on two-way student mobility, teacher exchanges, applied research, institutional partnerships and other areas of mutual priority.

Against this backdrop, the India-Queensland Education Partnership Event, provided a platform to foster education alliances between universities and institutions between Indian and Queensland, Australia.

UPCOMING EVENTS:

- *FICCI Higher Education Committee Meeting, March 16, 2022*
- *Reimagine Industry-Academia Partnerships, Virtual Conference, March 29-30, 2022*

Reach out to education@ficci.com for more details

Higher Education Committee Leadership



Dr. Vidya Yeravdekar

Chair
FICCI Higher Education Committee, and
Pro-Chancellor
Symbiosis International University



Prof. Souvik Bhattacharya

Co-chair
FICCI Higher Education Committee, and
Vice-Chancellor
BITS Pilani



Mr. Ravi Panchanadan

Co-chair
FICCI Higher Education Committee, and
MD & CEO
Manipal Global Education



Dr. Rajan Saxena

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

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