

**UGC Guidelines for
Higher Education Institutions to offer
Apprenticeship/Internship embedded Degree Programme**



*University Grants Commission
Bahadur Shah Zafar Marg
New Delhi*



JULY, 2020



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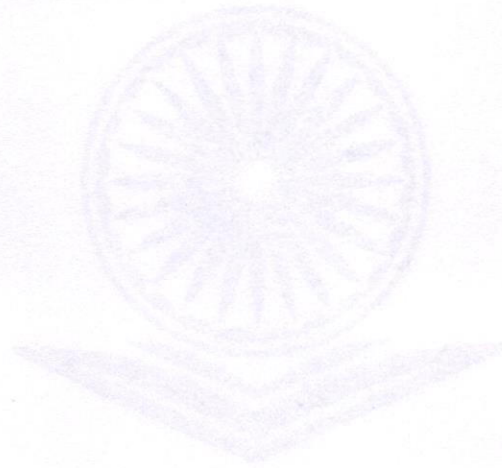
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FOREWORD



India is going to have the largest working age population in the world by 2030, but gainful employment for general stream students is a major challenge. Improving employability of these students requires a new vision with curricular support for employment. Apprenticeship/Internship has a prominent role to play in linking higher education with the requirements of the industry and the world of work. This is considered to be one of the most effective ways to develop skilled manpower for the country. It provides for an industry led, practice oriented and outcome based learning.

Striving to fulfil this objective of improving employability and forming robust industry-academia linkage, the UGC has framed **Guidelines for Higher Education Institutions to offer Apprenticeship/Internship embedded Degree Programme**. The UGC Guidelines will provide an option for Higher Educational Institutions to embed Apprenticeship/Internship in any UG degree programmes specified by UGC. This will focus on outcome-based learning in degree programme and will enable students to demonstrate workforce professional abilities for potential employment.

With a matter of great pride and privilege, I am sharing these guidelines and hope that this will give the much needed impetus to overcome the Employment-Employability gap. I take this opportunity to record my sincere thanks and gratitude to Prof Rajnish Jain, Secretary, UGC, Shri Madhu Ranjan Kumar, JS, MHRD & Dr. Manju Singh, JS, UGC for developing these guidelines.

I would urge upon all Universities/Colleges to come forward and take measures to introduce Apprenticeship/Internship embedded Degree Programme in the larger interest of our students.

24th July, 2020
New Delhi

(Prof. D.P Singh)
Chairman

University Grants Commission

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I. PREAMBLE



India is going to have the largest working age population in the world by 2030. To capitalise on India's remarkable demographic dividend, it is essential not only to improve the quality of education but also to make it relevant in terms of providing employment opportunities. Aligned with the Sustainable Development Goals (SDGs), the Government of India has undertaken various initiatives to enable youth to fully participate in the job market and gain access to employment services. Despite this, gainful employment is a challenge for most of the graduating students from our universities. Particularly, when we consider this for the general stream students, limited employment for graduating student is a major challenge. The primary factor responsible for this phenomenon is "being non-employable". Therefore, there is a need to bridge the disconnect between 'what is taught in the class' and 'what is required by the society'. The competencies demanded by the industry need to be embedded in our university curriculum so that the Employment-Employability gap is overcome.

The education system has to be tailor-made to suit the requirements of the society at large and the economy in particular. Further, with a large number of students enrolled in general degree programmes in India every year, there is a consensus among stakeholders for shift from "academic only" approach. The minimal linkage between the general degree curriculum and employer's requirement calls for an effective remodeling of degree programmes, driven by changing needs of the industry and service sector. This remodelling in turn needs a robust institutionalised framework for industry-academia linkage to increase the employability of the students.

Apprenticeship and internship have a huge role to play in this context. Worldover, apprenticeship is considered as the most efficient and promising structured training for exposure to the real working environment. This has enormous potential to combine work-based learning with theoretical knowledge of related disciplines. Through apprenticeship/internship, students may actively engage with the practical side of their learning

like problem-solving, creative thinking, digital skills, teamwork etc. This apprenticeship/internship experience will augment the employability of students in the general stream substantially and will also forge a close functional link between education and industry/service sectors on a sustainable basis apart from helping the industry securing good quality manpower. Realising this need, the Budget announcement of 2020-21 set out for the introduction of Apprenticeship Embedded Degree/Diploma Programme to improve employability of general stream students.

Amendments made to Apprenticeship Act and Apprenticeship Rules during 2014 to 2019 have opened the prospect of linking apprenticeship programme to education. The extant provisions enable non-engineering graduates, fresh non-graduates without any prior skill training, and students undergoing training as an integrated component of the curricula to undergo apprenticeship training for a minimum of six months to a maximum of three years. The flexible curricular structure will create new possibilities for outcome-based learning and facilitate graduation degree described in terms of such learning outcomes.

Accordingly, with the objective of making the fresh graduates employment-ready with necessary knowledge, competencies and attitude, UGC has formulated these **Guidelines for Higher Education Institutions to offer Apprenticeship/Internship embedded Degree Programme** for embedding apprenticeship/internship in general degree programmes offered by the Universities. These guidelines will enable the apprenticeship/internship embedded Degree programme in general stream with cooperation between Industry and Academia.

II. OBJECTIVES



1. To improve the employability of students pursuing Undergraduate level general degree Programme.
2. To focus on outcome-based learning in degree programmes.
3. To promote active linkage between the higher education system and industry, non-commercial and commercial enterprises/organisations.