Action Plan Format to be implemented through IIC at HEI

Vision/Goal of I&E Policy & Action Plan:

The I&E policy set vision and set directional support to HEIs. It aims at adopting innovative and entrepreneurial strategies and approaches at all level of HEI to establish, streamline and strengthen the I&E ecosystem to generate quality innovations and entrepreneurs.

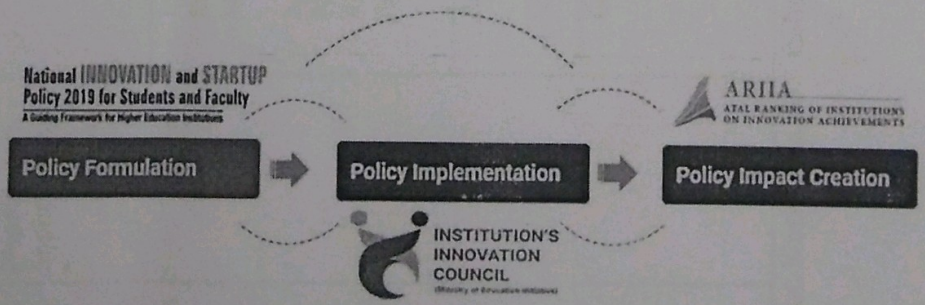
The action plan is a roadmap to achieve I&E policy goal by setting objectives and activities to be undertaken in the specified timeline with defined targets and milestones.

Both I&E policy and action plan adopts a monitoring and impact evaluation methodology which ensures all planned programs and activities progress as desired and accomplish the goal.

Objective of I&E policy along with the action plan:

1. To establish institutional mechanisms, processes and guidelines to generate knowledge, intellectual properties and innovations from institute and commercialization of innovations through technology transfer, technology licensing and startups etc.
2. To Develop a critical mass of motivated students & faculties with creative potential, and entrepreneurial orientation & skill set.
3. To build and strengthen the in-house mentor pool and human resource capacity to drive campus I&E activities; identifying, handholding and guiding potential/early stage entrepreneurs, student innovators at the Institute on regular basis.
4. To build infrastructure support and facilities to promote innovation & startup and enabling environment of easy access to resources within an outside the institute.
5. To strengthen the intra and inter-institutional partnership and collaboration with ecosystem at different level and co-creation of new program interventions.

Implementation of I&E Policy and Action Plan



Annexure - 1: Action Plan Format
Annexure – 2: Timeline and Progress Tracking Sheet
Annexure – 3: Suggestive List of Key Performance Indicators (KPIs)
Annexure - 4: List of Activities prescribed under IIC Calendar Activities

Annexure –I: Action Plan:- Planned Programs, Activities, Budget Allocation, and Annual Targets

I&E Policy Objectives	Thrust Area	Planned Intervention: Program/Activities (Input)	Unit of Measurement (KPIs)	Current Status (Baseline Value)	Budget Allocation/ Collaboration (Resource/ Source)	Annual Targets (Process/Output)		
						Year 1 (2022-23)	Year 2 (2023-24)	Year 3 (2024-25)
Objective 1: To establish Institutional mechanisms, processes and guidelines to generate knowledge, intellectual properties and innovations from institute and commercialization of innovations through technology transfer, technology licensing and startups etc.	Policy Development, Planning and Implementation *	Academic Flexibility	No. of students working on ideas	35	10000/-	40	45	50
			No. of Faculty working on ideas	02		02	03	05
			No. of Students established startup	0		2	4	6
		Incentives for participating in innovation activities in terms of rewards like Innovation Trophy, Prizes, Research Internships Appraisal Points for faculty.	No. of Innovator teams awarded/recognized	1		1 Faculty	2 Faculty	3 Faculty
			No of councils awarded Innovation Trophy	2		2	2	2
			No. of Students offered Research Internship	6		10	20	30
		Research Papers Publications	Number of research papers published (Student/Faculty) with keywords – Innovation and Entrepreneurship in Scopus Journal	0		0	2	2
		Copyrights/Designs	Number of Copyrights/Designs Applied	0		0	2	4
			Number of Copyrights/Designs Granted	0		0	1	2

* Android Development, BlockChain, IOT, Robotics, AI & DS, VLSI, Embedded Systems

Annexure –I: Action Plan:- Planned Programs, Activities, Budget Allocation, and Annual Targets

I&E PolicyObjectives	Thrust Area	Planned Intervention: Program/Activities (Input)	Unit of Measurement (KPIs)	Current Status (Baseline Value)	Budget Allocation/ Collaboration (Resource/ Source)	Annual Targets (Process/Output) Year 1 (2022-23)	Annual Targets (Process/Output Year2 (2023-24)	Annual Targets (Process/Output Year 3 (2024-25)
Objective 2: To Develop a critical mass of motivated students & faculties with creative potential, and entrepreneurial orientation & skill set.	Entrepreneurship Awareness and Sensitization	Periodic workshops / seminars on Design Thinking, IPR, Innovation etc.	Number of students and faculty exposed to awareness / orientation building programs.	Average 40 per event (students & faculty)	50000/-	Min 50 (students & faculty)	Min 50 (students & faculty)	Min 50 (students & faculty)
			Number of conducted events per year	40				
		Organization of hackathons, Idea competitions, PoC competition	Number of events conducted per Year	1 Hackathon 1 Idea Competition 1 PoC Competition	30000/-	01 01 01	01 01 01	01 01 01
		Open elective courses on Innovation, Entrepreneurship, Value added courses	Number of Courses	0	NA	0	01	01
		Usage of laboratory for Innovation	Average number of Innovative lab experiments introduced /dept/year	0	NA	01	02	03
		Participate in I & E events organized by external organization	Number of events organized by external organizations to which faculty/students participated	0		02	03	04
		Participate in FDPs/certificate programs by AICTE/MIC etc.. (30 hours certificate course)	Number of full time faculty who have completed specialized training programs of I & E related (FDP/certificate course of minimum 30 hours of duration) conducted by AICTE/MIC/ministry of MSME) etc..	05 per year		05	05	05

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Annexure –I: Action Plan:- Planned Programs, Activities, Budget Allocation, and Annual Targets

I&E PolicyObjectives	Thrust Area	Planned Intervention: Program/Activities (Input)	Unit of Measurement (KPIs)	Current Status (Baseline Value)	Budget Allocation/ Collaboration (Resource/ Source)	Annual Targets (Process/Output) Year 1 (2022-23)	Annual Targets (Process/Output Year 2 (2023-24)	Annual Targets (Process/Output Year 3 (2024-25)
Objective 3: To build and strengthen the in-house mentor pool and human resource capacity to drive campus I&E activities; identifying, handholding and guiding potential/early stage entrepreneurs, student innovators at the Institute on regular basis.	Mentoring and Handholding	Seed Funding support for innovative Projects	Number of technology Transfer/ technology licensing done	0	100000	0	1	2
		Incubation/Innovation ambassador training for Faculty mentors	% of in-house Expert Capacity available for Advisory / Mentoring Services – Annual Increment	10	NA	(+5) 15	(+5)20	(+5)25
		Organization of Networking Events, Project Expos, Pitching Event, Demo Day to exhibit the prototypes developed by students.	Number of innovations identified for Pre-incubation/incubation support	10	50000	12	14	16
	In-house human resource to drive campus I&E activities	Startup Cell IPR cell E-Cell Tinkering club Technical councils Student Council	Existence of the cells and their involvement in organizing multiple events throughout the year.	Yes	Currently through Institute as required	Yes	Yes	Yes

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Annexure –I: Action Plan:- Planned Programs, Activities, Budget Allocation, and Annual Targets

I&E PolicyObjectives	Thrust Area	Planned Intervention: Program/Activities (Input)	Unit of Measurement (KPIs)	Current Status (Baseline Value)	Budget Allocation/ Collaboration (Resource/ Source)	Annual Targets (Process/Output) Year 1 (2022-23)	Annual Targets (Process/Output Year 2 (2023-24)	Annual Targets (Process/Output Year 3 (2024-25)
Objective 4: To build infrastructure support and facilitiesto promote innovation & startup and enabling environment of easy access to resources within an outside theinstitute.	Innovation and Entrepreneurship Ecosystem	Establishment of Pre-Incubation facilities 1. NISP-IIC 2. Makers Space 3. Thinkering Lab (>=600 sq.ft) Robocon Project Cell Mavericks Abadha Vayushastra Team CFR 4. Startup Cell and E cell 5. Center of Excellence with Advance tools and Equipments	Number of beneficiaries accessing the infrastructure and facilities per day, per month	IIC established Joined NISP Project groups are active. 120	100000/-	120	120	120
		IPR cell - Support for IP generation	Number of IP filled by student and faculty innovators	0	60000	0	1	2
	Facilities	Printer Conference Room Internet Facility Auditorium	Existence of dedicated infrastructure and facilities at HEI to support Innovation, Entrepreneurship and IPR	Already Present				

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Annexure –I: Action Plan:- Planned Programs, Activities, Budget Allocation, and Annual Targets

I&E PolicyObjectives	Thrust Area	Planned Intervention: Program/Activities (Input)	Unit of Measurement (KPIs)	Current Status (Baseline Value)	Budget Allocation/ Collaboration (Resource/ Source)	Annual Targets (Process/ Output) Year 1 (2022-23)	Annual Targets (Process /Output Year 2 (2023-24)	Annual Targets (Process /Output Year 3 (2024-25)
Objective 5: To strengthen theintra and inter-institutional partnership and collaboration with ecosystem at different level and co-creation of new program interventions.	Collaboration and Co-Creation	Establishment of linkages for Co Creation MoU with Incubation Unit at Fr.CRIT MoU with MSME MoU with Trainers	Number of Regional, National and International linkages established for the start-up & innovation related activities	0	50000	1	2	3
			Number of startups visiting campus for placement	2		3	4	4
			Number of MoUs signed with Ecosystem enablers/ collaborators	0		1	2	3
		Identification & Creation of a pool of Angel Investors and VCs	Number of beneficiaries referred to incubators / investors for further support	0	50000	1	2	3
			Number of collaborations with Incubation Units outside HEI either to provide or receive Incubation Support	0		1	1	1
			Number of collaborations with other HEIs as mentor or mentee Institute to promote I&E in the campus	0		1	1	1

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Annexure –2: Timeline and Progress Tracking Sheet

I&E Policy Objectives	Thrust Area	Planned Intervention: Program/Activities (Input)	Responsibility Unit/Dept./ Person In charge	Timeline (Academic Year) (2022-23)					
				Year 1 Quarter 1	Year 1 Quarter 2	Year 1 Quarter 3	Year 1 Quarter 4	Year 2 (2023-24)	Year 3 (2024-25)
Objective 1: To establish Institutional mechanisms, processes and guidelines to generate knowledge, intellectual properties and innovations from institute and commercialization of innovations through technology transfer, technology licensing and startups etc.	Policy Development, Planning and Implementation	Academic Flexibility	NISP implementation Team. Startup Cell IIC President, Vice President, IIC Convener Head of Departments						
		Incentives for participating in innovation activities in terms of rewards like Innovation Trophy, Prizes, Internships Appraisal Points for faculty.	IIC President NISP coordinator Academic Dean Head of Departments						
		Research Papers Publications	All Faculty Members						
		Copyrights/Designs	All Faculty Members						

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I&E Policy Objectives	Thrust Area	Planned Intervention: Program/Activities (Input)	Responsibility Unit/Dept./ Person In charge	Timeline (Academic Year) (2022-23)					
				Year 1 Quarter 1	Year 1 Quarter 2	Year 1 Quarter 3	Year 1 Quarter 4	Year 2 (2023-24)	Year 3 (2024-25)
Objective 2: To Develop a critical mass of motivated students & faculties with creative potential, and entrepreneurial orientation & skill set.	Entrepreneurship Awareness and Sensitization	Periodic workshops / seminars on Design Thinking, IPR, Innovation etc.	IIC Technical Councils IPR cell						
		Organization of hackathons, Idea competitions, PoC competition	E Cell CodeLabs Mozilla						
		Open elective courses on Innovation, Entrepreneurship, Value added courses	Academic Dean						
		Usage of laboratory for Innovation	All Departments – Infrastructure Head						
		Participate in I & E events organized by external organization	All Faculty						
		Participate in FDPs/certificate programs by AICTE/MIC etc.. (30 hours certificate course)	All Faculty						

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I&E PolicyObjectives	Thrust Area	Planned Intervention: Program/Activities (Input)	Responsibility Unit/Dept./ Person In charge	Timeline (Academic Year) (2022-23)					
				Year 1 Quarter 1	**Year 1** Quarter 2	**Year 1** Quarter 3	**Year 1** Quarter 4	**Year 2** (2023-24)	**Year 3** (2024-25)
Objective 3: To build and strengthen the in-house mentor pool and human resource capacity to drive campus I&E activities; identifying, handholding and guiding potential/early stage entrepreneurs, student innovators at the Institute on regular basis.	Mentoring and Handholding	Seed Funding support for innovative Projects	Startup Cell						
		Incubation/Innovation ambassador training for Faculty mentors	IIC						
		Organization of Networking Events, Project Expos, Pitching Event, Demo Day to exhibit the prototypes developed by students.	Networking Events- TEDx Project Expos- Crescendo team Pitching Event, Demo Day – E cell						
	In-house human resource to drive campus I&E activities	Startup Cell IPR cell E-Cell Tinkering club Technical cells Student Council	Startup Cell IPR cell E-Cell Tinkering club Technical cells Student Council						

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I&E PolicyObjectives	Thrust Area	Planned Intervention: Program/Activities (Input)	Responsibility Unit/Dept./ Person In charge	Timeline (Academic Year) (2022-23)					
				Year 1 Quarter 1	Year 1 Quarter 2	Year 1 Quarter 3	Year 1 Quarter 4	Year 2 (2023-24)	Year 3 (2024-25)
Objective 4: To build infrastructure support and facilitiesto promote innovation & startup and enabling environment of easy access to resources within an outside theinstitute.	Innovation and Entrepreneurship Ecosystem	Establishment of Pre-Incubation facilities 1. NISP-IIC 2. Makers Space/Preincubation unit 3. Space for Tinkering Lab Robocon Project Cell Mavericks Abadha Vayushastra Avisrota Team CFR 4. Startup Cell and E cell 5. Center of Excellence with Advance tools and Equipment	IIC Infrastructure In-charge						
		Support for IP generation	IPR Cell						
	Facilities	Printer Conference Room Internet Facility Auditorium	Infrastructure In-charge						

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I&E PolicyObjectives	Thrust Area	Planned Intervention: Program/Activities (Input)	Responsibility Unit/Dept./ Person In charge	Timeline (Academic Year) (2022-23)					
				Year 1 Quarter 1	**Year 1** Quarter 2	**Year 1** Quarter 3	**Year 1** Quarter 4	**Year 2** (2023-24)	**Year 3** (2024-25)
Objective 5: To strengthen the intra and inter-institutional partnership and collaboration with ecosystem at different level and co-creation of new program interventions.	Collaboration and Co-Creation	Establishment of linkages for Co Creation MoU with Incubation Unit at Fr. CRIT MoU with Trainers	Startup Cell Placement Officer						
		Identification & Creation of a pool of Angel Investors and VCs	Startup Cell Placement Officer						
		Number of collaborations with other HEIs as mentor or mentee Institute to promote I&E in the campus	IIC President						

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Annexure 3: Suggestive List of Key Performance Indicators (KPIs)

a. Process KPIs

Hierarchy of Objectives	Key Performance Indicators (KPIs)	Milestones/Targets	Time Line			
			Y1	Y2	Y3	Y4
Vision	• % Increase in Self-Employment Rate among graduate students over years	0.25	0.25	0.30	0.4	0.5
	• No of Established Start-ups/Innovations	3	0	1	2	3
Goal/Impact	• Enabling Environment Established with multiple level of support for innovation & Entrepreneurship in Institute	Yes	Yes	Yes	Yes	Yes
	• No/% of Graduate students choose Entrepreneurship as career & # Increment/year	4	0	1	2	4
	• No/% of Student and Graduates Practicing Entrepreneurship & # Increment/year	6	0	2	4	6
Outcomes	• Nos/% of student & faculty mass with entrepreneurship Orientation, # Increment/year	50%	25%	30%	40%	50%
	• Nos/% of Student & faculty motivated to start any entrepreneurial activity & #Increment	4+1	0	1+0	2+1	4+1
	• No of IPR/Innovations developed for commercialization & # Increment/year	2	0	1	1	2
	• No of Student/Early Stage Start-ups formed & # Increment/year	3	0	1	2	3
	• No/% of In-house Expert Capacity available for Advisory Services & # Increment/year	17	10	12	15	17

	• % of Satisfaction over Advisory services offered to Innovators & Early Stage Entrepreneurs	70%	30%	45%	60%	70%
	Key Performance Indicators (KPIs)	Milestones/Targets	Time Line			
			Y1	Y2	Y3	Y4
	• Network Established with connecting multiple stakeholders & Ecosystem Enablers	3	0	1	2	3

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Hierarchy of Objectives	Key Performance Indicators (KPIs)	Milestones/Targets	Time Line			
			Y1	Y2	Y3	Y4
Outputs	• No/% of Student & faculty mass exposed to awareness/orientation building programs	1000	800	1000	1000	1000
	• No/% of Students covered through entrepreneurship Education; MOOC, Class Room, Experiential Learning programs etc. & # Increment/year	1%	--	1%	2%	3%
	• No of beneficiaries are accessing the infrastructure & facilities per day, month & #Increment	5 groups	1	2	3	4
	• No of innovators identified; No of awarded,/recognised; No of Supported, & • # Increment	15 Teams 1 group 1 group	10 Grps, 6 student 1 1 1	12 1 1 1	15 1 1 1	15 1 1 1
	• No of Entrepreneurs identified; No of awarded,/recognised; No of Supported, & • # Increment	1 per year 1 1	- - -	1 1 1	1 1 1	1 1 1
	• No of Student projects turns to (commercialize) Innovations	4	-	4	4	4
	• No of IPR based product/services generated and registration filed	1	-	-	1	1
	• No/% of in-house trained professional developed for advisory services & # Increment	1	-	-	1	1
	• No of Research Studies on Entrepreneurship published	1	-	1	2	3
	• No of Regional, National and International linkages established for the start-up & innovation	4	-	1	2	4

	• No/% Representatives of experts & entrepreneurial students across Dept & Disciplines.	1%	-	1%	1%	1%
	• No of Beneficiaries Referred to Incubators/investors for further support through Start-up Cell	1	-	1	2	3
	• No of Beneficiaries generated under various schemes and programs leveraged and convergedat Start-up Cell	1	-	1	2	3

Hierarchy of Objectives	• Key Performance Indicators (KPIs)	Milestones/Targets	Time Line			
	•		Y1	Y2	Y3	Y4
Activities(Input)	• No and types of Education/Skill certification program on Entrepreneurship, IIPR, Innovation etc.(bhoir sir product development)	1	1	1	1	1
	• No of workshops, awareness, market outreach events, orientation, advocacy meetings etc	40	40	40	40	40
	• No of networking event (Intra and Inter-institutional, enablers, stakeholders) organized	1	2	2	3	4
	• No of skill and competency development training programs/FDPs/EDPs organised	1	1	1	1	1
	• No of research studies related to Entrepreneurship conducted	0	1	1	1	1
	• No of convergence and leverage with schemes/programs offered by major enablers	0	0	0	0	0
	• No of national and regional award and campus Hackathon like events organized	4	4	4	4	4
	• Incentivizing Entrepreneurship and Innovation; services and facilities; Start-up Manual, policies, tool kits etc.	Yes	Yes	Yes	Yes	Yes
	• Amount of total budget/year spend against total institution revenue for start-up	Approx 100000/-	Approx 100000/-			
	• Budget allocation and Spend ratio for the start-up mandate in institute	400000/- Allocation	-			