



INNOTAL Talent Co-Creation Labs

Bringing together students, faculty, industry and non-profits

The INNOTAL project aims at building the capacity of universities in the Philippines, Nepal, Sri Lanka and India to embed graduates' employability in their core activities and to facilitate the development of student talent through co-curricular and extra-curricular innovation activities involving key stakeholders.

In pursuit of this objective, each of the Asian partner universities has established a Talent Co-Creation Lab that will remain operational after the end of the project and will continue to pursue the objectives set during the 4 years of INNOTAL collaboration. The Labs involves the business, non-profit and public sector in the process of building students' skills and knowledge. The Labs will manage a variety of activities, depending on the priorities of the host university.

Each Partner Country University has developed a framework that outlines the design and planned operations of its Talent Co-Creation Lab and clarifies the Lab's place within the University structure, its functioning, management and activities, as well as applicable rules and regulations. In this Newsletter, we will briefly present the setup and the current activities of the Labs established in some of the partner Universities.

Online collaboration has become the new normal

As of this moment, activities in the Talent Co-Creation Labs are mostly carried out online. Students have access to the Labs but face-to-face activities are limited to the extent required by health regulations in the host country. The work of the Labs is enhanced through the INNOTAL Online Innovation Management Platform, which allows for new ideas to be shared with just a few clicks.

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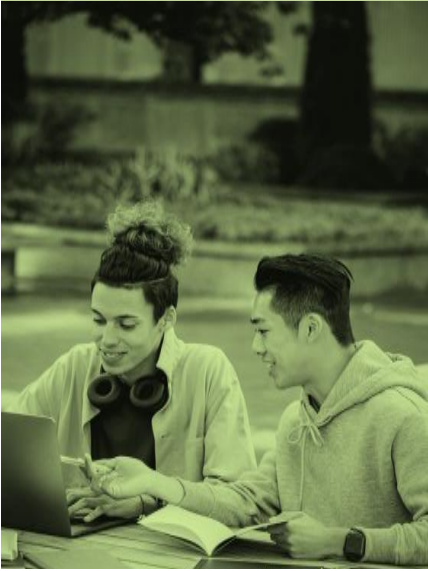
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Developed by: European Center for Quality





Lab Activities

- establishing contacts and negotiating/planning cooperation with external stakeholders
- initiation, design and implementation of live innovation and research projects
- joint university-stakeholder development and delivery of training activities
- regular consultation between the Labs' staff and external stakeholders on needed skills and potential updates and additions to the university curriculum
- maintaining contacts with employers in view of organizing internships for students
- provision of consultancy and support to faculty members wishing to integrate entrepreneurship and innovation training in learning at the university
- review and assessment of the impact of institutional activities, processes and decisions on graduates' employability
- organizing entrepreneurship or innovation training sessions for students in various disciplines.

The Talent Co-Creation Labs aim at providing new opportunities for students to engage in experiential learning and project work and to collaborate directly with industries, the public sector and NGOs

Online collaboration platform

Due to the continuing Covid-19 pandemic, the INNOTAL universities are primarily using online tools to collaborate with external stakeholders. The well-equipped Talent Co-Creation Labs, as well as the INNOTAL project's dedicated innovation management platform – the OpenResearch E-Lab - have facilitated this process.

Students, faculty, university administration and external stakeholders (businesses, non-profit organizations, citizen organizations and public-sector organizations) have been registering on the platform, which currently has more than 1 100 users. The platform is still open for registration by anyone interested in collaborating with the INNOTAL universities. Users can suggest collaboration ideas, on the basis of which actual collaboration projects may be started by the Talent Co-Creation Labs or other University Departments.

Registration is free at:

<http://open-research.unwe.bg/>

Beneficiaries

The Talent Co-Creation Labs are open to all students of the host Universities. Typically, student activities or projects will be organized and will involve a faculty member of a Department representative. Selection criteria and other organizational procedures may apply, and the activities may be subject to evaluation as regards their contribution to the learning process and to student employability. Possibilities for using the Lab by individual students should be negotiated with the Lab staff.

Collaboration activities in the Lab are open to all external stakeholders of the host university, including, but not limited to, industries/business, citizen groups, professional associations, non-profit organizations, public-sector organizations, individual entrepreneurs. Organizations and individuals interested in collaboration activities can contact the Lab directly or use the online platform to propose ideas. The INNOTAL universities reserve the right to reject collaboration proposals or cancel collaboration activities if ethical issues occur (including, but not limited to, conflicts of interest, products for military purposes, products with controversial social or environmental impact, products that may be (mis)used for harmful purposes, harm to participants in the research, safety issues, vulnerable groups, privacy issues, etc.). The Talent Co-Creation Labs will typically not be part of collaborations initiatives if proprietary information needs to be exchanged. Work in the Lab is aimed at open innovation.

In the course of operation of the Labs, the INNOTAL Universities commit to following the principles of non-discrimination on the basis of race, ethnicity, religion, gender or gender expression, disability, age or sexual orientation.

Volunteering Centers

A Student Community Service and Volunteering Centre has been established at each Asian partner University. It encourages and facilitates student volunteering and non-profit work and is intended to improve students' contact and interaction with the citizen, social and public sectors outside the University. Student activities supported by the Centers will facilitate the development of a variety of transversal employability skills, as well as professional skills for the social service, social responsibility and sustainable development professional fields. Some of the Centers are part of the Talent Co-Creation Labs, others are attached to different relevant structures at the INNOTAL Universities.





Anju Sharma, Principal Secretary, Higher & Technical Education (H&TE), Government of Gujarat inaugurating the TLCC Lab
TCCL@RKU INDIA

Talent Co-Creation Lab at RK University

Major Objective

The Lab's purpose is to co-opt the business, non-profit and public sector in the process of developing students' skills and knowledge.

Sub-objectives

- Institutionalizing Internships
- Systematic effort in understanding, measuring and reducing skill gap among University students
- Design and delivery of industry-run training programs with involvement of industry experts as teachers
- Involving public sector and nonprofit institutions in research for improving the employability of students.

10 staff members have been trained in the frame of the project to contribute to improving RKU's relations with stakeholders and work with students on developing advanced employability skills with the help of live innovation projects and trainings at the Lab.

Entrepreneurship at RKU

Four courses related to Entrepreneurship are being offered as part of the curriculum:

1. Orientation Program in Entrepreneurship (NEN001) -- 4th Sem B.Tech All Branches
2. Orientation Program in Entrepreneurship (NEN002) -- 4th Sem & 6th Sem Diploma All Branches, BCA & BBA
3. Basics of Entrepreneurship (NEN003) -- 5th Sem. B.Tech All branches & 2nd Sem MBA
4. Advance of Entrepreneurship (NEN004) -- 6th Sem. B.Tech All Branches & 3rd Sem MBA

With the contribution of the capacity-building activities in the frame of this project, a new course on "Creativity, Problem Solving and Innovation" has been introduced last year across all the UG programs at RKU.



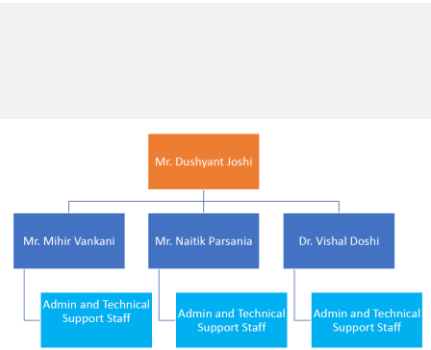
Research profile of RK University

The Rajkot-based RK University is a State Private university established and approved by the Government of Gujarat.

Currently, RKU offers more than 50 courses in Engineering, Management, Pharmacy, Physiotherapy, and Applied Science & Computer Applications - from Diploma to Doctoral level, with over 7,000 students and over 450 staff.

RKU is especially proud of its incubation and entrepreneurship body – K S Patel Centre for Entrepreneurship (KSPCE), which has the status of a nodal center to facilitate start-ups and provide innovation and incubation support. It operates through a unique Scheme of Government of Gujarat aimed at facilitating enterprise development in the Saurashtra region.





Activities of the Talent Co-Creation Lab at RK University

Future Plans

- Including nearby schools, colleges and other universities in the TCCL programs
- Spreading the benefit of the Lab for the students and faculty members of other academic institutions in the region
- Supporting Industry association and local government bodies in their challenges
- Offering offline and online training programs to industry partners

Synergies: MoU with Govt. of Gujarat under the Student-Startup and Innovation Policy

RK University has received the first grant cheque under the Student-Startup and Innovation Policy, Gujarat Government.



Innovative student projects are identified under the Student Startup Innovation Policy (SSIP) and provided a funding support of up to INR 2 Lakhs. These project ideas can be industry-defined or identified by the students. Students use this fund to build prototypes. If found promising, the project is recommended for further government funding of up to 3 million INR for taking their idea to startup level.

Details of projects supported under the SSIP Scheme:

- Number of Project: 91
- Total Funds provided: INR 3 million
- Fund provided by Government of Gujarat: INR 1.5 Million
- Fund provided by RK University: INR 1.5 Million



Talent Co-Creation Lab at Dr. Babasaheb Ambedkar Marathwada University

The Talent Co-Creation Lab at Dr. Babasaheb Ambedkar Marathwada University has been established as an integral part of the Bajaj Incubation Centre and is located within it. It will allow students to be closely involved in innovation and entrepreneurship activities already during their studies. Students can contribute to ongoing incubation activities and directly collaborate with the incubation centre clients.

The Talent Co-Creation Lab will work on:

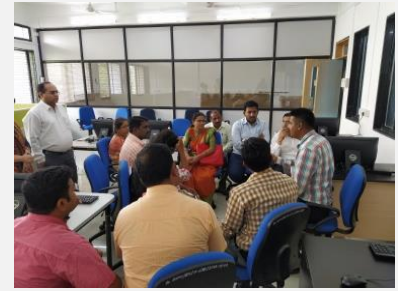
- Co-Creation: co-design by students, university researchers, faculty and a variety of external stakeholders
- Exploration: discovering emerging usages, behaviours and market opportunities for various products and solutions, with a view to the needs of the Marathwada region
- Experimentation: implementing live scenarios with the participation of communities
- Evaluation: assessment of University research, concepts, products and services on the basis of commonly agreed to socio-ergonomic, socio-cognitive and socio-economic criteria.

Students willing to develop ideas further in terms of commercially exploitable products or solutions will be encouraged to create start-up ventures. The University will provide them priority access to University Incubation Programs, facilities and mentor network. The University's Institutional Innovation Council is assisting and monitoring the operation of the Lab.

Local Activities of the Lab

Together with the AIC-BAMU Foundation, the Lab has worked to create a pool of Innovators i.e. mentors, to help budding entrepreneurs.

The Lab has helped motivate the teachers participating in the Orientation course 2020.



International Collaborations

The Bajaj Incubation Centre has signed a MoU with Garje Marathi Innovation Foundation, California. As part of the Centre, the Talent Co-Creation Lab can involve students into projects and activities going on in the frame of this collaboration – namely projects focused on innovation and entrepreneurship. Programs were conducted in Agri Business, Business Model, How to get ready for the investors, How to build our product strategy, IPR, Artificial Intelligence, Internet of Things.

GMG TECH FORUM BIO-PHARMA-HEALTH

Free 8-Weeks workshop "Let's get ready for Investors"
Organized by Garje Marathi Global Innovation Academy
Under the leadership of Mangesh Wadegaonkar.

Power Ahead Masterclass Building your Product Strategy
Saturday March 20, 8:00 AM to 9:30 AM PST
"Every great product starts with a plan, a strategy. In this workshop, the speaker will cover frameworks and best practices to build such a plan for your product or service that you would like to bring to market."
Participation only by Registration.
Free workshop organized by Garje Marathi Global

Surviving a Startup
Moderated by Sudhir Kadam, GMG-IA's Startup Advisor
Surviving a Startup gives entrepreneurs everything they need to know to overcome seemingly impossible odds and navigate their way to success.



Talent Co-Creation Lab at Ifugao State University

To improve the employability of graduates, Ifugao State University has set-up the following services:

- Talent Co-Creation Lab (TCCL)
- Internship & Traineeship Services (ITS)
- Student-Community Volunteering Service (SCVS)

The Talent Co-Creation Lab will enable external stakeholders from various industry backgrounds to guide and support the students to develop and pursue their ideas of Innovation, business start-up and career direction. The Talent Co-Creation Lab is one of the services offered by the IFSU Career Development Centre (ICDC) and it aims at enabling student-practitioner collaboration. It is thus a part of a more comprehensive institutional solution for improving the relevance of higher education and enhancing graduates' employability. The Lab is located in the new building of the ICDC.

Current activities

- Establishing a pool of Mentors
- Preparing the ICDC Handbook with lists of mentors
- Registration of mentors and students in the INNOTAL OpenResearch E-Lab;
- Training of Trainers (online)
- Designation of Faculty Chairs for BSA, BSIT & BSHRM, IFSU Main & Lagawe Campuses

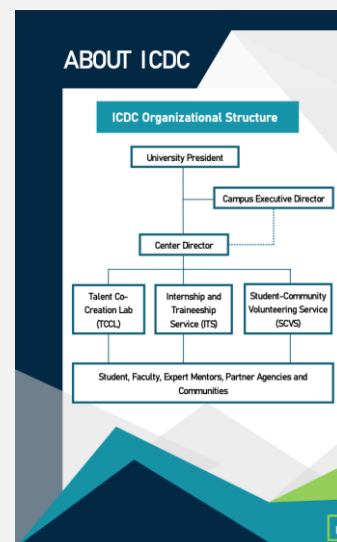


IFSU Career Development Centre

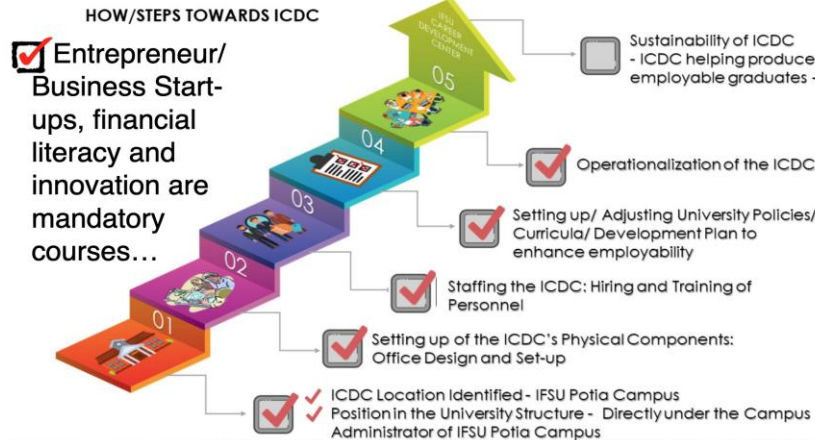
Established in 2019, the IFSU Career Development Centre (ICDC) seeks to improve the quality of education and increase the employability of graduates through its three major services:

- The Talent Co-Creation Lab
- The Internship and Traineeship Service
- The Student-Community Volunteering Service

All three services have their role to play in helping students graduate as skilled and employable professionals. The ICDC is a direct off-shoot of the INNOTAL project.



This project has been funded with support from the European Commission. This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein



Rules of operation of the Talent Co-Creation Lab

The IFSU Career Development Center (ICDC) occupies the whole first floor of the Research, Development, Training and Extension Building. It is divided into five well ventilated rooms using partition walls that can be restructured into ideation room, discussion/mentoring area, and audio-visual room. They are all designed to support the three services of the ICDC. The main venue for Talent Co-Creation Lab activities is the Ideation Room. This is the space where the students will form their ideas. There is a whiteboards and flip charts. To ensure that there is enough space and that they work in a comfortable and concentrated environment, a maximum of 15-20 participants per brainstorming session are allowed to enter the room.

In the interest of respect and consideration, guidelines will be strictly implemented governing room use. Time limit will be observed if others have signed up for the next appointment time to accommodate the students who may also wish to use them. Operating hours are Monday to Friday from 8:00AM to 5:00PM, except when an activity is scheduled on the weekend.



Entrepreneurship and employability at IFSU

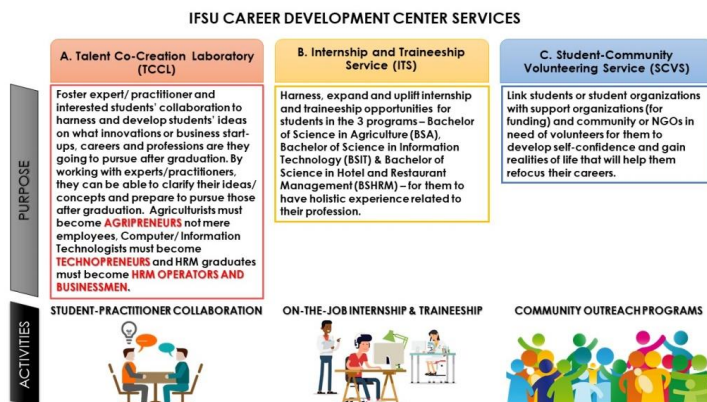
Innovation, Entrepreneurship and Financial Literacy subjects/courses are being introduced in all academic programs, including:

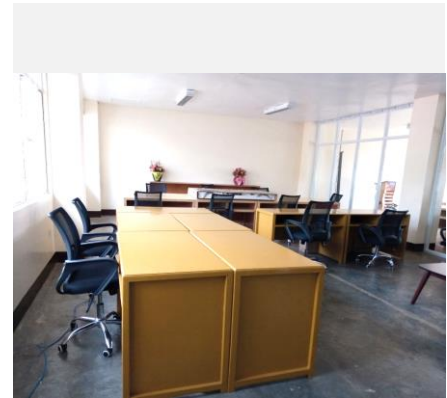
- Bachelor of Science in Business Administration
- Bachelor of Science in Hotel and Restaurant Management
- Bachelor of Science in Psychology
- Bachelor of Arts in Political Science
- Bachelor of Science in Nursing

IFSU plans the following courses to be included in the curricula of the aforementioned programs:

- Science, Technology and Innovation for Society
- Financial Literacy Education
- Business and Business Start-ups/ Entrepreneurship, Business and Regional Development

This move to mainstream entrepreneurial learning into all programs is intended to support the integrated activities of the ICDC.





Despite the pandemic, students are already using the Lab

Talent Co-Creation Lab at Benguet State University

The Talent Co-Creation Lab is located at the BSU-Agribased Technology Business Incubator/Innovation Center (BSU-ATBI/IC) at La Trinidad, Benguet. The ATBI/IC is one of the Research and Extension (R&E) Centers of BSU.

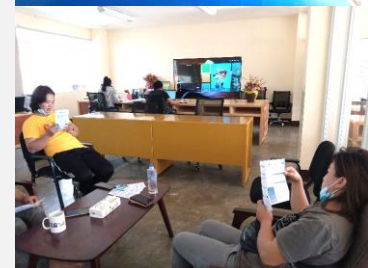
Lab activities are fully integrated with the work of the Incubator but cater primarily to the needs of students to receive hands-on training and experiential learning in the fields of entrepreneurship and innovation. The site was inspected and validated by the Commission on Audit. Currently, an incubator client who is developing a mobile application is collaborating with the Lab. More activities are in the pipeline.

At present, the ATBI/IC has 2 target client groups:

- Entrepreneurs and aspiring entrepreneurs who can access microenterprise development support
- Students who can access innovation and entrepreneurial training, as well as industry immersion.

The INNOTAL Talent Co-Creation Lab will provide more opportunities to students and will facilitate a more active linkage between the two target groups. In particular, the students will be able to:

- Work on live innovation projects as thesis/dissertation, with an advisor/mentor
- Access IT-related training
- Collaborate in particular projects with agribusiness entrepreneurs also engaged in the ATBI/IC
- Be tapped to provide support with projects to clients and networks engaged with the ATBI/IC.





Talent Co-Creation Lab at University of Peradeniya - official opening ceremony by Mr. Denis Chaibi, Ambassador of the EU Delegation to Sri Lanka



Talent Co-Creation Lab at University of Peradeniya

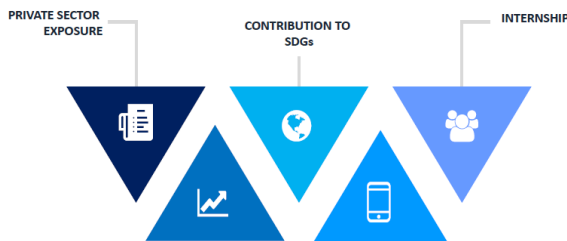
The Talent Co-Creation Lab at University of Peradeniya has been established and functions since 2019. The following activities have been implemented:

- Motivation and facilitation of students to take part in China Agricultural Robot Competition – 2019. Competition was Organized by  (June – November, 2019)
- Motivational workshop for graduate entrepreneurship (November) – 27 participants
- Awakening graduate entrepreneurship (November, 2019) – 33 participants
- Business plan development workshop (November, 2019) – 42 participants
- Mini business project (practical session) (November, 2019) – 13 participants

Despite the Covid-19 pandemic, several initiatives were organized in 2020 and 2021:

- Social entrepreneurship- Introductory webinar - 11 December 2020
- Graduate entrepreneurship - Is it a myth – Workshop By a CEO, Lead consultants (private sector) 14 December 2020
- 25 graduate startups were established with seed money funding from the National entrepreneurship Development Authority NEDA (data as of February 2021)
- Additional 24 business proposals have been selected and submitted, waiting for seed money grants for the year 2021
- International oratory competition – February 2021
- Awakening Graduate entrepreneurship – Awareness session for seed money grants (through NEDA) – 26 March 2021

Expected impact





Opportunities for University of Peradeniya Students, with Support from the Talent Lab

The “BINDU Challenge”

This is an innovation competition initiated by Brandix, with the aim of stimulating students to develop sustainable solutions to enable access to clean, safe drinking water. The initiative involves facilitating and mentoring student groups to submit feasible solutions. Currently, the activity is interrupted due to the Covid-19 outbreak in the company factories. It is expected that it will be re-launched.

Mini Business Projects (before the pandemic)



Institutionalization and sustainability of the Lab

- The Council of the University approved IP Policy and Constitution for establishment of Business Linkage, Incubation, Innovation and Technology Transfer Office (BLII-TTO) June 2019.
- Currently working in collaboration with NEDA (National Enterprise Development Authority)
- Pending establishment of full-scale incubation unit in the University which will be linked with the Talent Development Lab and BLII-TTO
- A Social entrepreneurship incubator will also be established soon under BLII-TTO. This incubator will be able to share activities with the Talent Lab.



Synergies

Seed money grants are available through NEDA

ENTREPRENEURSHIP PROGRAM
(NEDA will grant up to Rs.450,000/- to start a business follow the program for developing your business proposal.)

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Date: 26 March 2021(Friday)
Time: 10.00 am
Zoom Meeting

Register via:
<https://forms.gle/zgDV7uTc2ew6N4g88>

Talent Development & Co-creation Lab
Career Guidance Unit
University of Peradeniya
Tel: 081 2392013

Achievements



A team from the Scorpion Robotic Society of University of Peradeniya participated in the China Agricultural Robot Competition (CARC) 2019 held in Qingdao. The team’s participation was coordinated by the Talent Lab.

The objective of the competition was to address the urgent needs of modern agricultural development for intelligent agricultural machinery and equipment. The Scorpion Robotic Society of the University secured the second place of the competition.



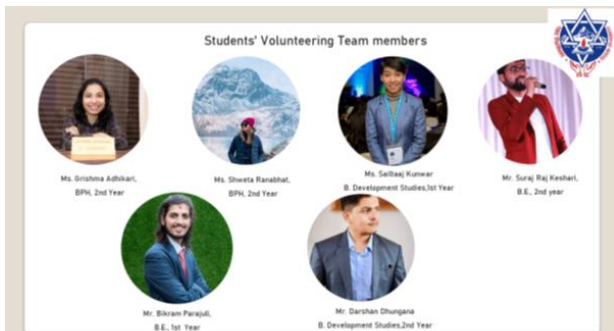
Talent Co-Creation Lab at Pokhara University

The Talent Co-Creation Lab at Pokhara University has been established and is tasked with performing the following activities:

- offer training on Entrepreneurship and Innovation
- offer training on Soft Skills to ensure students' communicative skills
- conduct training on Internship, Traineeship, as well as Apprenticeship
- provide exposure to Students' Projects and provide incubation space for them
- offer training on Academia-Industry Partnership
- co-create space for university and external stakeholders like students of all affiliated colleges, faculty members and external industry partners in one common platform
- conduct various Online Competitions that are related to innovation and entrepreneurship

The Lab is collaborating with faculty from other Universities and is seeking to establish collaborations with AIESEC Nepal, Internship Provider Agency, and all clubs of Pokhara University – Creative Group, Robotics Club, Shine, etc.

In addition to the Lab, a Student Volunteering Center has been established to focus on opportunities for students to develop employability skills through social service and volunteering activities.



Activities

- International Webinar: Redrawing Entrepreneurship



- Online discussion: Internship Opportunities in New Normal (50 participants)



- International Webinar: Redrawing Women Entrepreneurship in Tourism (60 participants)



- Webinar: A Creative Discourse on Software Development (70 participants)



- Webinar: Innovative Waste Management and Water Resource Strategies (planned in April)





Talent Co-Creation Lab at Agriculture and Forestry University

The Talent Co-Creation Lab at Agriculture and Forestry University has been established on the premises of Directorate of Research and Extension. It provides collaboration space for 30 students and stakeholders at a time. The Lab has special significance in the context of AFU. The University is recent in its establishment and offers services of teaching, research and extension. In this context, AFU has planned to conduct the following major activities at the Talent Co-Creation Lab:

- Promoting collaboration and interaction of faculty and students with external organizations, focused at innovation
- Entrepreneurial trainings targeted at students and entrepreneurs / external organizations' employees
- Developing as innovation hub specially for agriculture and forest business
- Increasing linkage with external stakeholders
- Supporting students' community service and volunteering activities
- Support faculty members/departments for teaching entrepreneurial courses
- Provide an evaluation platform for internship and other allied activities of the university
- Serving as a bridge for the functional integration of different farms, directorates and faculties working to support internship, innovation and outreach activities
- Provide a platform for curriculum development and feedback.



Entrepreneurship at Agriculture and Forestry University

As a result of collaboration in the frame of the project, AFU has designed a course (Agricultural Entrepreneurship Management) to be implemented at the Department of Agriconomics and Agribusiness Management.

The course has the following content:

- Definition and concept of enterprise, entrepreneurship and investment
- Scope of agricultural entrepreneurship in Nepal
- Identification of entrepreneurship areas
- Characteristics of entrepreneurship, risk, insurance, managerial decision making process and product design
- Role of enterprise on employment and income
- Preparation of business plan, Feasibility analysis of starting enterprise-technical, social, legal, social, environmental, economic, financial, political
- Agribusiness policies affecting enterprise development
- Research on enterprise development, marketing, sale and promotion plans
- Arrangement for financial input and its analysis
- Business startup: investment, finance, recordkeeping and analysis of financial statements
- Monitoring and evaluation.

The course will be instrumental in improving the capacity of AFU students to contribute to local economic development and will encourage new startups in the Agriculture and Forestry area.



Talent Co-Creation Lab at University of Madras

The Talent Co-Creation Lab at University of Madras has been established within the Entrepreneurship and Career Development Centre of the University but will soon be moved to a dedicated space in the Main Administrative Block of the University, Chepauk Campus. The Lab will involve business in closer interaction with the existing centers of the University and will manage a variety of activities, based on institutional priorities, including:

- to offer training programs for students with support from external stakeholders
- to design and deliver foundation courses in Entrepreneurship tailored to the needs of particular Departments
- to foster entrepreneurship amongst students and faculty members
- to organize Train the Trainer programs in order to involve more stakeholders
- to encourage new ideas and provide support to translate ideas into students' enterprises
- to promote linkages between university, research institutes and industry/external stakeholders
- to commercialize research outputs
- to build / establish a strong network between the Lab and the external stakeholders in order to improve entrepreneurship skills
- to motivate and support the faculty members wishing to integrate entrepreneurship and innovation training in study programs or co-curricular activities
- to organize entrepreneurship or innovation training sessions for students in various disciplines.

Future Activities Planned in the Lab

- Train the Trainer programs will be organized to involve more stakeholders
- There is a plan to work jointly with Bharatiya Yuva Shakti Trust (BYST), a platform for Indian youth to turn their business ideas into profitable enterprises, with the guidance and support of a mentor
- There are plans to organize training and workshops for students at the INNOTAL Co-creation Lab in the frame of BYST collaboration activities.



Activities Carried Out

A special lecture on "Experiences and Challenges in Promoting Women Entrepreneurship" was organised at National Conference on Feminist Research Approaches to Gender Studies – University of Madras on 9-10 December 2019 (with 250 participants from all over India).

In HRDC Programmes (November 2019-March 2021), a special session on the topic "Promoting Entrepreneurial Education in Colleges" was included in all Orientation Programs, Faculty Improvement Programs and Refresher Courses (25 programs). 850 teacher participants from all over India participated in the courses.

15 webinars were conducted through the Entrepreneurship and Career Hub of University of Madras to provide skill-based training to students.

Webinar on "Future skills and Entrepreneurial Education" was organised June 11 – 12, 2020

Co-funded by the Erasmus+ Programme of the European Union

UNIVERSITY OF MADRAS
INTEGRATING TALENT DEVELOPMENT INTO INNOVATION ECOSYSTEMS IN HIGHER EDUCATION
586327-EPP-1-2017-1-9G-EPPKA2-GHE-JP*

WEBINAR ON
FUTURE SKILLS AND ENTREPRENEURIAL EDUCATION

DAY 1	DAY 2
11-06-2020	12-06-2020
5:00 - 6:00 PM	5:00 - 6:00 PM
MENTORING ENTREPRENEURSHIP BY MR. MAHESH KRISHNAN Consultant Corporate Trainer & Life coach	SOCIAL ENTREPRENEURSHIP BY MRS. STELLA MATHEW Certified Counsellor

For Registration
<https://forms.gle/ITQLtnAHbGkp2jd9>
*Meeting link will be sent to the registered email id.
*Certificate will be provided to the registered participants.

ORGANIZING TEAM
Dr. M. SORNAM, Dr. V. RIVASATHI, Dr. N. GOPHANTARAMAN

INNOTAL Project

We are on the web:
<http://innotal.unwe.bg/>



Partners



University of National and World Economy, Bulgaria



European Center for Quality, Bulgaria



University of Thessaly, Greece



Benguet State University, Philippines



Ifugao State University, Philippines



University of Applied Sciences, Finland



University of Ulster, UK



University of Ruhuna, Sri Lanka



University of Peradeniya, Sri Lanka



University of Hyderabad, India



Pokhara University, Nepal



Agriculture and Forestry University, Nepal



Dr. Babasaheb Ambedkar Marathwada University, India



University of Madras, India



RK University, India