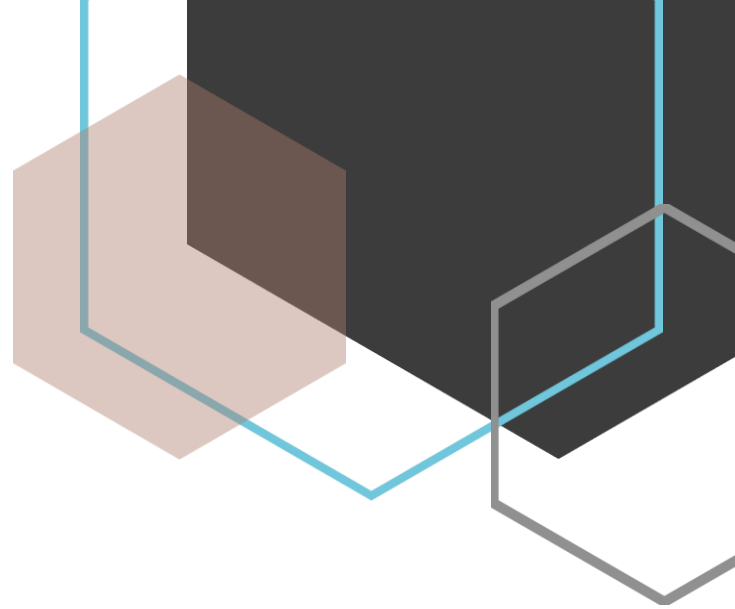




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IMPLEMENTATION FRAMEWORK TALENT CO-CREATION LAB

UNIVERSITY OF PERADENIYA, SRI LANKA

Integrating Talent Development into Innovation Ecosystems in Higher Education

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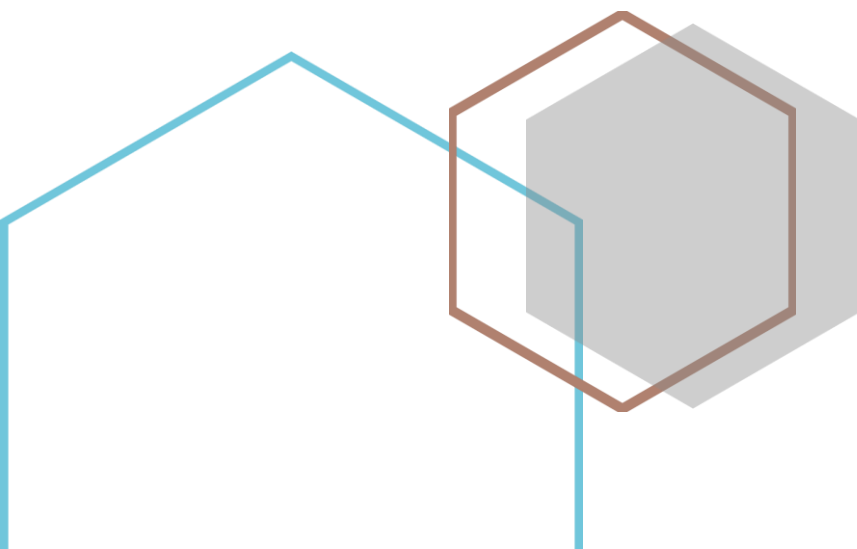




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The framework outlines the design of the operations of the Talent Co-Creation Lab created at the University in the frame of the INNOTAL project. It clarifies the Lab's place within the University structure, its functioning, management and activities, as well as applicable rules and regulations.



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ACTIVITIES OF THE LAB

Research and Innovation:

- Initiating new research projects in line with the requirements of industry, non-profit organizations and public research organizations
- Linking social entrepreneurship projects with university students
- Supporting the development of new graduate startups based on research
- Establishing contacts with external stakeholders and initiating design and implementation of live innovation and research projects

Training activities:

- Demand-based awareness sessions on entrepreneurship for student clubs
- Organizing joint university-stakeholder entrepreneurship or innovation training sessions for students in various disciplines with a view to providing seed money grants
- Facilitating business pitching of students through proper training

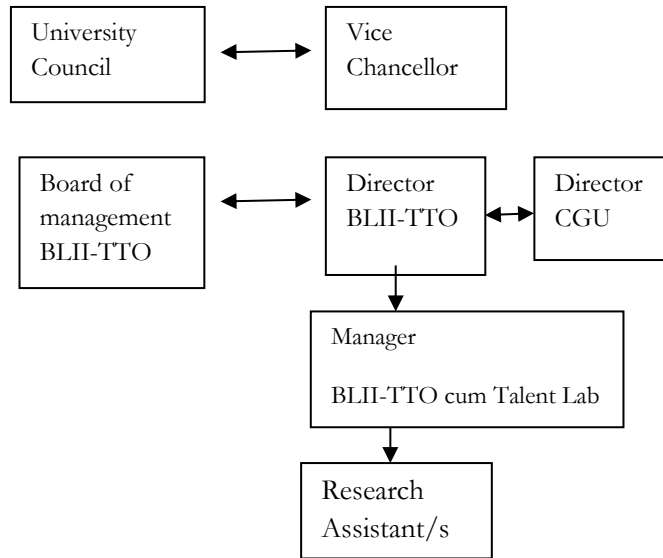
Enhancing internships and placements:

- Regularly maintaining contacts with employers and public sector organizations for enhancing internship placements and traineeships for students in different faculties.

POSITION OF THE LAB WITHIN THE UNIVERSITY STRUCTURE

The innovation and graduate entrepreneurship related activities of both the Career Guidance Unit and the Business Linkage, Innovation, Incubation and Technology Transfer Office (BLII-TTO) will be conducted through the Talent Co-Creation Lab. The outputs of the Lab activities will be commercialized through the BLII-TTO as it is the legal entity approved for this purpose by the University Grants Commission. The organization structure is already established and sustainability will not be a major issue even after the project as it is a university-managed center.





Organization chart indicating the management structure of the Talent Lab

ORGANIZATION OF THE PHYSICAL PREMISES AND WORKING SPACE FOR THE TALENT CO-CREATION LAB

The Talent Co Creation Lab is located in the same building of the BLII-TTO and the International Relations Office. The lab centrally located at the university, providing easy access by students, faculty and external stakeholders. It has three separate areas for ideation, brainstorming and interactive discussions. Groups of 10-15 can be accommodated in the space provided.

ARRANGEMENTS FOR THE MANAGEMENT OF THE LAB

Dedicated staff with technical knowledge and IT skills are assigned with managing the Lab. The manager of the BLII-TTO is serving as the manager of the Lab under the direct supervision of the Director of BLII-TTO. The activities of the Lab are overseen by a board of management assigned to the BLII-TTO and they are responsible and reporting to the Vice-Chancellor. This management structure will provide sufficient freedom to develop the innovation activities of students and faculty in collaboration with external stakeholders.

ARRANGEMENTS FOR INVOLVEMENT OF FACULTY AND STAFF IN THE LAB

The representatives appointed by each Faculty for the coordinating committee will coordinate with Faculty staff and motivate them to contribute to the activities of the Lab. The activities related to talent development will also be promoted through open advertisement within the university. Anybody interested in participating will be given the chance to attend.



**ARRANGEMENTS FOR
THE COORDINATION
AND ADMINISTRATIVE
WORK IN THE LAB –
STAFF,
RESPONSIBILITIES,
FINANCING**

**CHANNELS AND
MEANS OF
COMMUNICATION
WITH EXTERNAL
STAKEHOLDERS**

**RULES AND
REGULATIONS FOR
SELECTION AND
PARTICIPATION OF
STUDENTS IN THE
LIVE INNOVATION
PROJECTS**

**OPPORTUNITIES FOR
COLLABORATIVE
WORK**

The activities of the Talent Lab will be coordinated and administratively supported by the BLII- TTO.

The Director BLII-TTO and the manager BLII-TTO are the two key people involved in the management of the Lab. Research assistants are appointed on contract basis for different projects and remuneration will be secured through the funding of those projects. The BLII-TTO has a board of management (BoM) as the governing body to oversee its overall activities. The BoM is accountable to the Vice Chancellor. All staff payments are done by the university as the Lab staff are university employees.

Formal channels of communication between the University and external stakeholders are already established through the five faculty-industry cells and the BLII-TTO. The Faculty of Agriculture maintains a database through its Agribusiness Centre, the Science-Industry Cell maintains a database at the Faculty of Science, the Career Guidance Unit maintains a database on prospective employers and service providers, the Agriculture Biotechnology Center has its own database and the Engineering Technology Innovation Centre maintain stakeholder database related to Engineering. All these satellite units are under the BLII-TTO and related stakeholders will be linked through the respective unit.

Activities of the Talent Lab are conducted through open advertisement through BLI-TTO, Career Guidance Unit and faculty-industry cells.

There are no restrictions imposed on students regarding participation in Lab activities. Any student who comes up with an innovative project is welcome. Moreover, the University is currently in the process of motivating students to take up innovative projects, especially for commercialization. Anybody interested in participating is given the change to attend the Lab activities. Only if the number is restricted, selection is done on a first-come-first-serve basis, or, if possible, students are divided into separate groups for training sessions.

In the current context of business projects, multi-disciplinary groups are promoted by external stakeholders and the coordinators will provide opportunity for students to form their own groups.

There is moderate demand from private-sector organizations for collaborative work with the faculty members and students, especially with respect to research and innovation projects. One of the known specific disadvantages is that the University is



located far from the commercial hub of the country and therefore, universities located in the capital Colombo enjoy a relatively higher such demand. However, a few industries have their own research Labs established within the university. In comparison to private-sector industries, research and innovation activities involving NGO/INGOs, community groups and public-sector organizations are much more prominent.

Most of the external organizations avail of financial resources. With resources provided, the expertise and experience of the staff and the innovation skills of students have led to the success of the collaborative projects. Recently, an innovative social entrepreneurship project has been launched with funding from the British Council. It promotes collaboration with NGOs, communities, students and regional public sector organizations. Such synergies are to be expected in the future, too.

In order to encourage interactions between external stakeholders, staff and students, the Lab will seek to identify and underscore mutual benefits for all. The talent Co-Creation Lab can thus be used as an effective platform for interactions, knowledge sharing and solution generation. It is already planned to conduct Engineering Design Philosophy projects in the Co-Creation Lab. They will involve and will be based on the cooperation with external partners. Special attention in these projects will be to solve practical issues in the community.

The INNOTAL online innovation management platform will be effectively used for networking between external stakeholders and university partners. The official “Career Hub” of the Career Guidance Unit is also the most popular student platform currently used for online advertisement and networking.

LINKING LAB
ACTIVITIES TO
CURRICULAR
ACTIVITIES AND
INTERSHIPS

The Talent Lab activities can be linked to regular curricular and co-curricular activities in the Faculties of Agriculture, Science, Engineering and Management. The faculties of Engineering and Agriculture conduct design projects at different stages (i.e. Engineering Design Philosophy in Agricultural Engineering, Business creation projects under Agricultural Economics). Different faculty members and academics will decide about the feasibility of linking curricular and extracurricular activities with the Lab based on applicability. The Talent Co-Creation Labs will be utilized as a platform for developing innovative ideas into productive outputs through collaborative teaching and learning projects.

Currently, external stakeholders register significant demand for internships. Different Faculties manage networking databases with relevant stakeholders specifically for internships. The Talents Lab will support the networks and contribute to the internship placements existing at Faculty level.



PRINCIPLES AND APPROACHES FOR ASSESSMENT AND EVALUATION OF STUDENT AND FACULTY INVOLVEMENT IN LAB ACTIVITIES

University-approved evaluation protocols are in place for all the curricular activities of students (i.e. Engineering design projects, Business projects) and they should be used in the relevant Lab activities. New assessment guidelines should be developed for innovation activities based on the type of project. Students are usually requested to have periodical presentations to review the progress of their work and obtain feedback from faculty and staff.

Teacher evaluation is conducted regularly as an online activity for each module/course. A peer evaluation process is also introduced for evaluating the effectiveness of faculty members.

POLICY AND PROCEDURES ON INTELLECTUAL AND INDUSTRIAL PROPERTY

The activities of the Talent Co-Creation Lab are conducted under the BLII-TTO. The regulations and modalities of the operation of the BLI-TTO are approved by the University Council. The IP policy of the university will apply to the Talent Lab actives as well. The regulations related to industrial property have also been established for the BLII-TTO under the IP policy of the University.

POLICY ON FINANCING OF THE LAB ACTIVITIES

Future operations of the Talent Co-Creation Lab will be financed by the BLII-TTO. The BLII-TTO receives university funding for its staff salary payments and maintenance. Lab maintenance is also included under this budget line. In addition, funds generated through various training programmes for external clients, funding from Alumni / well-wishers for specific projects/trainings, and 30% earning from the Technology Transfer Royalty income has been guaranteed by the IP Policy of the University.

Further, collaborative projects with external stakeholders can fund the activities of the Lab under the governing regulations of the university.

POLICY AND PROCEDURES ON INDUSTRY / BUSINESS CONTRIBUTION OR CO-FINANCING OF THE LAB PROJECTS OR TRAININGS

All financial rules and regulations and the procedures relevant to industry contribution are well established in the University Financial Regulations. They will apply for all activities of the Talent Lab. The regulations follow the government financial regulations adopted by the University Grants Commission.

POLICY AND PROCEDURES ON ACCESS TO RESEARCH/INNOVATION RESULTS AND USE OF PRODUCTS DEVELOPED WITHIN THE LAB

The BLII-TTO has developed guidelines in line with the Universities Act and other University Grants Commission circulars for the rights of the university, industry and the researcher. All these are included in the IP policy. A separate committee is appointed for the evaluation of such applications and it makes recommendations to the BLII-TTO. The IP policy



RULES FOR ENSURING THE SAFETY OF STUDENTS AND EXTERNAL STAKEHOLDERS WORKING AT THE LAB

of the University provides the basis of access and usage rights. This will also directly apply for the outcomes of the Talent Lab activities.

The University has well established health and safety protocols for internal teaching, learning and research activities. All internal stakeholders are required to adhere to these guidelines. The University Health Center manages health issues. General security is assured by the University Security Service. The safety regulations are adopted based on the task and the laboratories used. When students are sent to outside organizations for training or research they will have to follow their regulations as well.

RULES FOR ENSURING THE SAFETY OF STUDENTS AND EXTERNAL STAKEHOLDERS WHEN THE LAB ACTIVITIES TAKE PLACE OUTSIDE THE LAB

When students are taken to external premises for field visits, industry visits, etc., it is mandatory that a staff member should accompany them (this is according to university regulations).

INTERNAL DEVELOPMENT PLAN OF THE TALENT CO-CREATION LAB

The Talent Development Lab is now part of BLII-TTO, which was established at the end of 2019 to enhance university-industry linkages. The Lab has been the starting point of many innovative activities of the BLI-TTO. We have already established a Social Innovation Incubation Cell next to the Talent Lab to further facilitate some of its activities. Further, the establishment of a full-scale Business Incubator to expand the activities of the Lab is also in the process.

QUALITY ASSURANCE PLANS FOR THE TALENT CO-CREATION LAB

Quality assurance of Talent Lab activities will be performed by the Internal Quality Assurance Unit (IQAU) of the University on a continuous basis. External quality assurance will be performed once in five years as part of the institutional review by the University Grants Commission.

Type of assessment	Who will be in charge?	How will assessment activities be organized?	Who will collect the results from the monitoring activities?	Who will analyse the result from the monitoring activities?	What indicators will be used? What elements of the work of the Lab will be monitored?	How will results be reflected in planning?
Internal Quality Assurance	Director IQAU	According the Quality Standards defined in the Institutional Review Manual	Director BLII-TTO and Manager BLII-TTO	Internal Quality Assurance Committee of the IQAU	Number of students trained Number of external stakeholder involved Number of projects completed Number of innovations identified Number of patents obtained Number of faculty members involved Student and stakeholder feedback Infrastructure developed	Summary results will be sent to the Director for future planning and improvement
External Institutional review	By a review panel appointed by the University Grants Commission	According the Quality Standards defined for centers and units in the Institutional Review Manual	Director BLII-TTO and Manager BLII-TTO	External Review Panel	Governing regulations Progress of activities with respect to the set objectives Stakeholder feedback and action taken on them Accessibility and usage of the Lab	University council, Director IQAU and the Director BLII_TTO