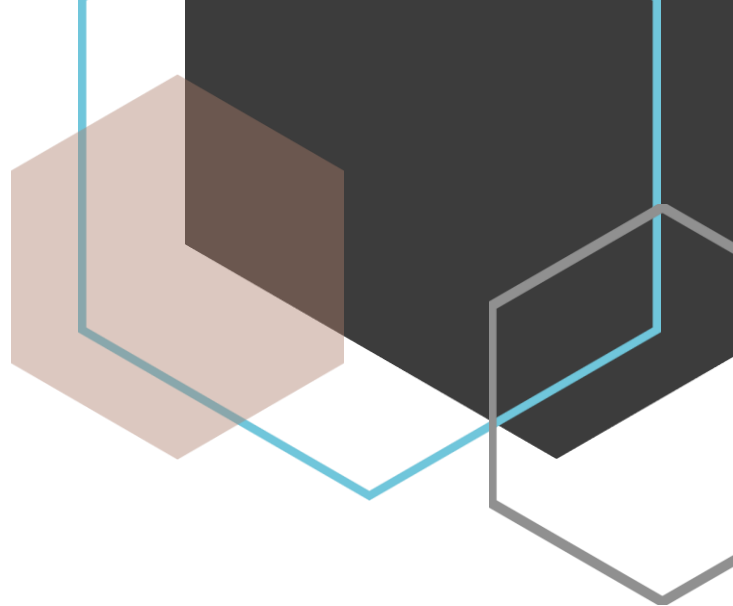




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IMPLEMENTATION FRAMEWORK TALENT CO-CREATION LAB

DR. BABASAHEB AMBEDKAR MARATHWADA UNIVERSITY,
INDIA

Integrating Talent Development into Innovation Ecosystems in Higher Education

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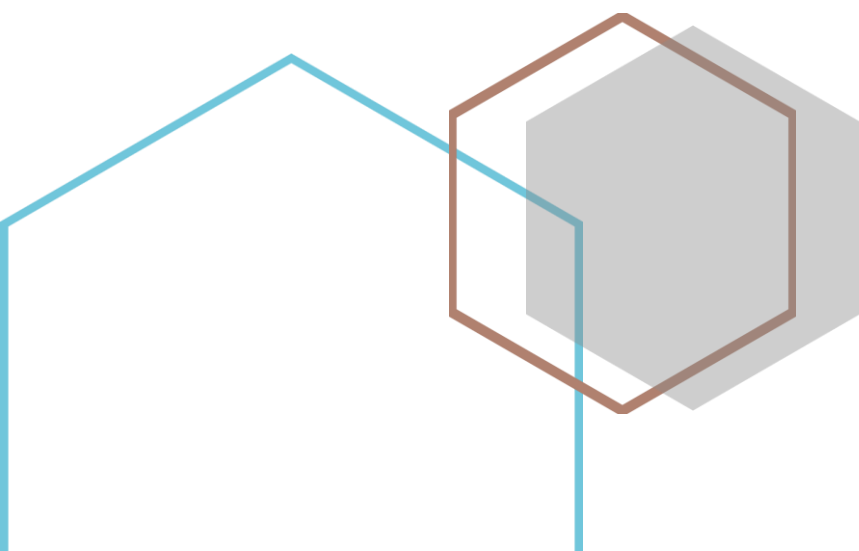




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The framework outlines the design of the operations of the Talent Co-Creation Lab created at the University in the frame of the INNOTAL project. It clarifies the Lab's place within the University structure, its functioning, management and activities,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



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ACTIVITIES OF THE LAB

Considering the local industrial and societal needs, Dr. Babasaheb Ambedkar Marathwada University has identified certain areas as educational and research priorities. These include:

- Food & Farma, Bio-Chemistry
- Apiculture, Physics – Electronics
- Silk-handicrafts
- Botany-Plant Biology
- Winery
- Marine Bio-diversity focused on helping fishermen community
- DNA Bar Code for assisting Seed Companies, Hospitals, Forest Department, Police Department, Municipal Corporation, Universities & Research Institutes across the country
- Nano Technology
- Ayurveda – Indian Traditional Medication Science
- Medicinal Plants / Drugs
- Geo Spatial Technology focused on assisting farmers
- Eco-needs - Alternate Energy – Green initiatives
- Home Science – Hotel Management
- *Yogashastra*
- Archaeology
- Tourism
- Human Resource Management and Leadership Building
- Water and Land Management – Rainwater Harvesting
- Recharging water bodies
- Water Recycling
- Purification and Conservation
- Researching on adopting technology for “Dense Forestation”
- Improving languages and soft skills eyeing upon Tourism / Hotel Management industries as Aurangabad is subsumed and surrounded by World Heritage Centers
- Disaster Management

These areas should represent the bulk of sustainable research, innovation and outreach activities, resulting in overall growth and development in the University. The Talent Co-Creation Lab should act like a conduit, facilitating the smooth conduct and linkage of activities undertaken in the above priority fields.

Thus, taking academic research from the confines of academia to the



broader community with the objective to achieve higher societal value creation is the new focus of the Dr. Babasaheb Ambedkar Marathwada University.

The Talent Co-Creation Lab contemplated under the INNOTAL Program will focus on creating technologically differentiated and socially relevant solutions of problems existing in Marathwada region. These include, above all, areas such as:

- Improving agricultural productivity for marginal farmers of the region
- Water conservation and waste water treatment for recycling
- Use of technologies for affordable diagnostic and health care solutions
- Industry 4.0 compliant technologies for manufacturing excellence
- ICT applications for Affordable Quality Education for, inter alia, marginalized groups.

The core activities of this Lab will bring together various stakeholders, such as students, university researchers, grassroots innovators, faculty members, small and medium size entrepreneurs, university alumni and community representatives.

The activities of Talent Co-Creation Lab will ensure:

- Bringing students and external stakeholders into a joint co-creation process
- Bridging the gap between education and innovation, resulting in the creation and uptake of new products and services
- Allowing for early assessment of the socio-economic implications of new technological solutions coming out of the University

The Talent Co-Creation Lab will work on:

- Co-Creation: co-design by students, university researchers and 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.

In short, the focus of activities under the Talent Co-Creation Lab will be on deriving specific problem statements, translating them to deliverable statements, brainstorming on various solutions and making use of the University environment in collaboration with the industrial environment



**POSITION OF THE LAB
WITHIN THE
UNIVERSITY
STRUCTURE**

as and when required to solve specific identified challenges.

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 Talent Co-Creation Lab is created as a sub-structure within the already existing Bajaj Innovation and Incubation Centre. The Talent Co-Creation Lab needs to be an integral part of an Incubation Centre as co-created ideas and projects can get the chance to get a solid platform for cashing upon their creations by incubating their innovations till they are launched as start-ups. Whatever is created by individual or co-creator efforts requires incubation facilities till financial arrangements are made to launch it as a start-up. Further, if properly nourished and managed, the start-up can become a booming business providing employability for job seekers. Being a sub-structure, the Talent Co-Creation Lab will deliver the promise to innovators that they can get help to further update and upgrade their projects and innovations before they get the financial and other support to convert their creations into marketable products and services.

The Lab will thus be attractive to external stakeholders, but it will provide a direct link between education and the incubation activities and will allow for more direct involvement of students in these activities.

The Lab will also help students and young researchers to choose important research problems as per societal needs and University priorities. This Talent Co-Creation Lab will also focus on validation of basic value proposition of entrepreneurs.

The University's Institutional Innovation Council will assist and monitor the operation of the Lab.

We expect the problem statements emerging from the Talent Co-Creation Lab to be of interdisciplinary nature. The activities in the Lab will rely on expertise and R&D facilities in different subjects. The Talent Co-creation Lab will therefore need to sign off arrangements with Departmental Laboratories to provide access to students/innovators from the Talent Co-creation Lab or to borrow equipment.

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

The space for the Talent Co-Creation Lab in the Incubation Center building is already earmarked and equipment is provided with EU funding in the frame of the INNOTAL project. The Director of the International Relations Center and the Incubation Centre Director will work in collaboration for the successful operation of the Talent Co-Creation Lab. This Lab will be developed further by the University by following the roadmap prepared and stated below for the phase-wise interlinking of not only the research activities but also the Lab facilities available:

- In the first phase, we will concentrate upon strengthening the



ARRANGEMENTS FOR THE MANAGEMENT OF THE LAB

Talent Co-Creation Lab as the Centre point for proposing, regulating and monitoring any research based on co-creation principles in the University.

- In the second phase, the Departmental Labs on the University Campus will be interconnected with the Talent Co-Creation Lab. While doing, measures will be taken to ensure that individual research which is already going on in the Departmental Labs and is depending on those Lab facilities will not be adversely affected. Timetables for providing Lab facilities will be fine-tuned, accordingly.
- In the next phase, the Labs of the local industries will also be tapped and linked up with the Talent Co-Creation Lab. These arrangements will allow students and teachers to benefit from hassle-free mobility for hands-on testing and training in the industrial setup as per the requirements of the co-creation. More importantly, it will also facilitate to identify the industrial requirements and gear up university research in that direction.
- In the last phase, the University has plans to link up with stakeholders other than industrialists. As the University has kept the Incubation Centre open for all in the Marathwada region, it welcomes and nurtures creativity in any person along with students and faculties. The Talent Co-creation Lab will abide by the same principles..

Initially, the University will rely upon the staff of the Incubation Centre and the International Relations Directorate. Further, as per the requirement, it will attempt to create some new posts funded through University Funds by seeking approval from the Management Council. This financial liability will be later shifted upon the shoulders of either the Government of Maharashtra, which has already assured Rs. 5 crores funding for the Incubation Centre or the Central Government., which has selected Dr. Babasaheb Ambedkar Marathwada University from amongst the State Universities in Maharashtra to provide Rs. 10 crores in support of the Atal Incubation Centre. However, the ultimate aim in the future is to make this Talent Co-Creation Lab a financially self-sustaining sub-structure in the Incubation Centre. Till then, the University will use the available manpower to support the sustainability and progress of the Talent Co-creation Lab.

ARRANGEMENTS FOR INVOLVEMENT OF FACULTY AND STAFF IN THE LAB

In order to encourage the involvement of faculty members and staff, Dr. Babasaheb Ambedkar Marathwada University has plans to offer the involved researchers and staff a share in the profits made based on the creations and innovation coming out of their work. Their active participation is the most critical element in the success of this endeavour.

The following initiatives will be taken to bring talented academics and staff to this Lab:



- Encouraging co-creation through bi-directional exchange of knowledge between academia and various stakeholders mentioned above
- Organizing networking events to strengthen the engagement of collaborators with the objectives and activities of the Lab.
- Adopting supportive policies and issuing guidelines for forming and managing relationships with external stakeholders, including private industries
- Creating a Single Point of Contact (SPOC) mechanism for the students, faculty members, collaborators, partners and other stakeholders.
- Fully utilizing a Digital Knowledge Management Platform with the help of ICT staff

Students and faculty members participating in co-creation activities will be incentivised through the following measures:

- Students may earn credits for working on innovative ideas at the Talent Co-Creation Lab
- Students / faculty members engaged in Co-Creation Lab activities may be allowed to opt for creating start-ups based on ideas generated through Talent Co-Creation Lab activities, which could replace their academic Project/ Seminars/ Summer Trainings.
- Students / faculty members will be provided access to resources available under the University Pre-incubation/ Incubation Program
- Student entrepreneurs would be allowed to appear for examination, even if their attendance is less than the minimum permissible percentage
- Students pursuing ideas incubated in the Talent Co-Creation Lab would be allowed to take a semester/year break (or even more) to work on their start-ups and re-join academia to complete their courses later
- Creation of internal Seed Fund to support valuable ideas emerging from the Talent Co-Creation Lab.

Thus, both a policy of reward and a policy of award will be adopted and regularly updated. Initiatives will be taken to institute Awards for young scientists as a way of encouraging their talent.

The INNOTAL Project was no doubt instrumental for igniting the idea of establishment of Talent Co-Creation Lab in our University. But, it is notable that our present Government Policy also reflects upon the importance of co-creation and aims at opening the doors of hubs of higher education and research institutions through funding under the aegis of the Atal Incubation and the Maharashtra State Incubation Centres,

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



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respectively. As mentioned above, such funding is generously provided by both State and Central Government. This will create an auspicious environment for creating many synergies among government-funded initiatives and the Talent Co-Creation Lab and for ensuring the sustainability and future growth of the Lab. All the incubation Centres are kept open for all, including University students and staff. Dr. Babasaheb Ambedkar Marathwada University has already incorporated a Section 8 Company under the Companies Act, 2013, which is one of the basic requirements for the release of Rs. 10 crores from the Central Government.

It is well understood that that the financial support in the form of equipment and staff costs that is being provided by the EU under the INNOTAL Project is insufficient for ensuring sustainability. But the brain child of the INNOTAL Project is now being adopted by the University and it will be sustained even after the end of the EU funding. With the help of the phased development plan referred earlier, the Incubation Centre with its Talent Co-Creation Lab will flourish and become self-reliant, probably, within next five to six years. This gestation period is crucial for growth and stability during which the University will take the responsibility by tapping funds through various sources, such as University Social Responsibility Funds, Funds from Industries under Corporate Social Responsibility, Philanthropists – NGOs, government Agencies and International Organizations.

Thus, the Talent Co-Creation Lab will serve as a pipeline creation activity for the Incubation Center of Dr. Babasaheb Ambedkar Marathwada University. In the long term, it is expected that it will generate its own revenue through various Corporate Accelerators and Tech Hackathon Programs for industries in the region.

CHANNELS AND MEANS OF COMMUNICATION WITH EXTERNAL STAKEHOLDERS

To maintain regular communication with external stakeholders, regular meetings will be arranged. The Lab website will be kept updated and upgraded with all day-to-day information for the benefit of stakeholders. Communication will be established by inviting first generation local entrepreneurs or experts to address young minds. Various Initiatives, such as Idea and Innovation Competitions, Hackathons, Workshops, Bootcamps, Seminars, Conferences, Exhibitions, Mentoring by Academic and Industry Personnel, Solving Real Life Challenges, etc. would be organized to enhance awareness about the Talent Co-creation Lab.

Periodic presentations on ongoing industry specific research Projects will be organized with the participation of various stakeholders, who will also be invited to voice their suggestions for corrections and modifications. More importantly, Dr. Babasaheb Ambedkar Marathwada University is planning to put in place a policy of allotting research Projects to students. The idea is for these projects to cater to industrial / societal requirements and challenges. Students and faculty members, as well as other stakeholders who actively participate in such endeavours, will be rewarded by Certificates. Modern technology will be relied upon for maintaining



continuous contact with all the stakeholders on a regular basis. An online portal will be used to collect problem statements from industries / society.

As a part of the curriculum, Dr. Babasaheb Ambedkar Marathwada University is planning to organize outreach activities, such as adopting villages to support their development. These activities will focus upon region-specific skills development amongst rural youth for enhancing their employability especially in collaboration with public sector and non-profit organizations. Singing of Memoranda of Understanding with Industrialists, NGOs, etc., to serve the society in a better way is also in the pipeline. Dr. Babasaheb Ambedkar Marathwada University understands that no educational and research institution can successfully exist in isolation. It should blend with and cater to the requirements of all its stakeholders in the society.

The Talent Co-Creation Lab will focus on encouraging student participation in live Innovation Projects. The plans are to form interdisciplinary teams to work on live innovative Projects which are expected to solve socio-economic problems from Marathwada region.

The participation in co-creation activities should be open to all interested under-graduate, Post-Graduate and Research students at initial stages of ideation phase. However, at development phase team members will be selected based on following criteria:

- Student participated in Ideation Sessions
- Technical competences of the student
- Learning attitude
- Ability to grasp new concepts
- Communication Skills
- Ability to work in a team
- Entrepreneurial behaviour
- Interest in pursuing the research beyond academic needs.

Special measures for disadvantaged students

The reservation policy adopted by the Indian Constitution for providing special treatment with the aim of mainstreaming the participation of disadvantaged groups in various educational activities is an inseparable part of the “Basic Structure Doctrine” developed by the Indian Judiciary through its activist role in interpretation of the Constitution and other relevant laws. More than 50 % of seats in educational institutions at every level are reserved for socially, as well as economically disadvantaged, groups. While accommodating such students within the available seats, merit is the guiding principle. There is even a reservation policy for job positions both at entry level and in promotions in the entire State of India. It is compulsory to follow this Policy even in University innovation and research activities. Concessions will be offered by the University in fees,

**OPPORTUNITIES FOR
COLLABORATIVE
WORK**

accommodation, hospitality, for encouraging such students and to facilitate their engagement in research and innovation. In the future, even placements will be planned for such students in order to secure their livelihood.

Collaborative work involving faculty, students and external stakeholders will be carried out with the assistance of the Talent Co-Creation Lab by adopting the following steps:

- Identifying the requirements of external stakeholders
- Allotting project assignments based on identified areas / subjects to the students
- Providing faculty and students with industrial / societal platforms for hands-on testing and training during the process of co-creation
- Adopting a sharing and caring approach with regard to Lab facilities and other financial support.

The Talent Co-Creation Lab, in collaboration with the heads of University Departments, will approach external stakeholders at regular intervals in order to identify their requirements. After receiving these inputs, the concerned Department Head will be given adequate time to plan and choose his / her team, involving colleagues and students as per their specialization and ability to accomplish the set targets for collaborative research.

With the infrastructure available on campus, Dr. Babasaheb Ambedkar Marathwada University is presently capable of offering external stakeholders only limited access to the Labs. But the ultimate aim is to provide unlimited access, provided these stakeholders come forward to contribute financially and otherwise to strengthening the existing University Labs. Such an approach seeks to equip and convert these Labs into a state of art research centres.

To ensure excellent outcomes in innovative projects, the contributing external stakeholders, along with the Project Head / Principal Investigation, will be continuously supervised. Research study groups will be formed and, by using modern technology and online communication through email, whatsapp groups, Facebook, etc., all project participants can be integrated in the collaborative work. The whole process will be coordinated jointly by the Director of Incubation and the Director of International Relations Centre at the university, under the supervision of Advisory Board Members with the assistance of their subordinates.

Dr. Babasaheb Ambedkar Marathwada University has already conferred Academic Autonomy to all the Departments. Heads of Departments are empowered to invite stakeholders in their Departmental Committee Meetings while designing the courses and deciding on the mode and manner of course delivery and assessment of students' progress and results. Many industrial experts are presently invited in some of the Departments to contribute to Science and Professional courses. It is



recognized that it is necessary to increase such participation, and work on this is ongoing. There is also the understating that positive changes cannot be achieved overnight and increasing active involvement of external stakeholders will require more time and effort. In this context, a meeting of all Heads and Directors was held at the University to imbibe the importance of co-creation and to encourage the Departments to link up with the Incubation Centre and to take full advantage of the Talent Co-Creation Lab when planning and executing co-creation activities. The process will be led by a Core Group (Advisory Board) comprising the Director of Incubation, the Director of the International Relations Centre and the Heads of concerned Departments, along with some key persons deputed from the industry, who will be the ultimate beneficiaries of any outcome of co-creation and research.

The Talent Co-Creation Lab will seek was to link with, support and build on, the University's successes in consultancy services. For example, research outcomes at the Centre for Coastal and Marine Bio-diversity at Ratnagiri are benefiting the fishermen community as the Center provides information about potential fishing regions, and weather forecasts through remote sensing satellite technology, free of cost. Through the Paul Herbert Centre for DNA Barcoding & Bio-diversity - the Nodal Centre representing India in International Bar Code and Life Projects, the head office of which is situated at Canada, the University is providing consultancy services to seeds companies, hospitals, Forest Department, Police Department, municipal corporations, Universities and Research Institutes across the country. In the last five years, Rs. 88 lakhs have been earned through the consultancy services offered by this centre alone.

Now, Dr. Babasaheb Ambedkar Marathwada University intends to open the doors of the majority of Departments for such activities. In the last meeting, Heads of the Departments have been suggested to design, at least, two skills-based courses keeping in mind the local needs and relying on the inputs from experts and stakeholders from industry and society. This task is already nearing completion. More importantly, at Jalna, one of the industrially rich Districts within University jurisdiction, the University has purchased 25 acres of land to establish a Skills Institution in support of Government policy.

Methods of work in the Talent Co-Creation Lab

The Talent Co-Creation Lab will work following the principles of the Design Thinking process to provide solutions to problems. Various internal and external stakeholders will participate actively at different stages as follows:

- Empathise

Structured brainstorming sessions will be conducted with the participation of a diverse set of representatives from communities. The goal will be to gain understanding of the problems existing in different social and community domains. These sessions will be theme specific and an appropriate mix of stakeholders will be engaged in this step.

- Define

The information generated on problems during the brainstorming sessions will be analysed and synthesised to define the core problems with specific deliverables for solutions to be developed. Leaders and experts from industry and the social sector will be engaged at this stage.

- Ideate

Well defined problem statements developed in the previous phases will be given to innovators and researchers, as the latter are tasked with finding possible solutions. The coordinator of the Talent Co-Creation Lab should invite an experienced innovation facilitator for conducting ideation sessions. Various techniques can be used, including workshopping with reverse brainstorming technique, Edward De Bono's Lateral Thinking using Six Thinking hats approach to find various solutions, etc.

- Prototype

An interdisciplinary team consisting of students, faculty members, and industry experts will be identified to explore each idea to produce a number of inexpensive, scaled-down versions of a product (or specific features found within the product). Various University Departmental labs and research centres can be utilised for developing prototypes. Interested Postgraduate students will be encouraged to take up these ideas as their academic Research Projects.

- Test

The Talent Co-Creation Lab will provide opportunity for innovators to test their solutions and product features in order to validate the prototypes developed. The potential user community will be involved to seek feedback about the developed solutions.

The process of developing innovative solutions will be of iterative nature. The feedback received from user analysis in the test phase will be used to kick-start new design cycles until the optimum solution is developed.

The Talent Co-Creation Lab will engage with different stakeholders as per the need described at various stages. The Lab coordinator will keep track of innovative ideas and their status in the development phase.

The INNOTAL open innovation management platform will be used maintain and publish databases of problem statements generated, Idea Submissions and Solutions available for deployment. It will facilitate the communication amongst various stakeholders of the Talent Co-creation Lab. If deemed necessary, additional platforms will be created and used by the University.

The experiences from the Talent Co-Creation Lab (both successes as failures) will be documented in the form of Case Studies and will be used in teaching or published in reputed Innovation Management Journals. The case studies will be included in the ongoing MBA courses conducted at the University.

LINKING LAB ACTIVITIES TO CURRICULAR ACTIVITIES AND INTERNSHIPS

Attempts will be made to link the Talent Co-Creation Lab activities and Project work to Post Graduate curricular activities. This will present the Lab as a co-curricular opportunity that is inseparable from academic endeavours. The involvement of students in Talent Co-Creation Lab activities will be considered while allotting the credits already earmarked for compulsory Projects in the Post Graduate courses. We aim at equating such involvement with that of researching and developing Project Reports. It will be subjected for evaluation and grading as a part of examination, resulting in conferring Academic Degrees.

It is expected that ideas developed in the Talent Co-Creation Lab will be of interest to both the internal and external stakeholder community. The Prototype development and testing of ideas can be done at University Research Labs as well as R&D Labs of the Industry participants. Students pursuing Post Graduate courses will be allowed to work on ideas generated in the Talent Co-Creation Lab as part of their academic research Projects or Doctoral (Ph.D.) research.

Post Graduate students working on ideas with external industry partners can take up the development of these ideas as their internship project. Such work will happen under the supervision of academic supervisors and industry mentors. In general, all effort will be made to expose the students working on ideas at the Talent Co-Creation Labs to the work environment of respective industry partners.

The Talent Co-Creation Lab will jointly conduct various training programs for students and faculty members on Design Thinking, Lateral Thinking and Entrepreneurship. Such training will provide knowledge that can significantly strengthen curricular academic pursuits.

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

The University has plans to work out a set of common rules covering all the aspects involved in evaluation and assessment of students and faculty members engaged in Talent Co-Creation Lab activities. Faculty member involved in such activity, along with those directly benefitting from the result, will be entrusted to play a key role. Faculty members actively involved and inspiring students to take the lead in participating in the Talent Co-Creation Lab activities will be rewarded by some additional API scores, which will help them in their career advancement and can result in promotion and enhanced pay packets. Entries will be permitted to be taken while writing their Confidential Reports, the output of which is used in grading the services rendered in their Institution.

There is always huge amount of uncertainty involved evaluation of students' performance in innovation projects. The assessment / evaluation should not be based only on output performance. The assessment has to be continuous and based on parameters at 3 stages:

- Input Parameters: Rigorous participation in various activities
- Process Parameters:
 - Process adopted

- Quality of data generated
- New skills developed
- Output Parameters:
 - Number of Problem Statements identified
 - Number of quality ideas generated
 - Number of prototypes developed for POC stage
 - IPR generated
 - Successful product / solution developed

Assessment and evaluations will thus take into account not only the quality of activities but also the student's communication skills and ability to work efficiently as a part of a co-creation team.

Any differentiated useful knowledge generated during the activities in the Talent Co-Creation Lab will be protected through various IPR tools including Patents, Copyrights, Trademarks, etc.

It is expected that problem statements generated in phases 1 and 2 of the design process are only identification and hence the know-how generated shall not be claimed by anybody individually. Everybody who has participated in the generation of this know-how will have access to this information.

IPR generated during phases 2, 3 and 4 activities will be owned or shared by the group of innovators working on the idea and other participants contributing with finance and other resources.

The University IPR Cell will help innovators in filing IPR with the respective Authorities/ IP Attorneys.

In case of Joint Development Projects with external industry participants, a detailed Joint Development Agreement with complete clarity on IP sharing will be concluded on a case-by-case basis.

Initially, the University will use its own financial and non-financial resources for running the Talent Co-Creation Lab. Research and development projects emerging from the Lab will be funded by either research grants of the University or with project-specific research funding obtained from industry partners or beneficiary entrepreneurs. If there is fundamental major research needed in terms of development, then the University researcher can obtain research funding from various government funding agencies.

The University will also seek financial support for Talent Co-Creation Lab projects from industry partners through their Corporate Social Responsibilities Funds, NGO's, Government Agencies, the university grants Commission, the Department of Science and Technology, international organizations, etc.

At a later stage, the Talent Co-Creation Lab will be expected to generate its revenue streams through training and consultancy programs, thus making itself sustainable.

Output in terms of research / innovation results emerging from the Talent Co-Creation Lab will be controlled in a phased manner through the planned co-creation program.

Phase 1 (Empathize) and Phase 2 (Define) are phases of laying down clear problem statements on socio-economic issues prevailing in the region. Output from this phase will be open for all and will be published as database on the Talent Co-Creation Lab website.

Output from phase 3 (Ideate) will generate ideas to solve the problems defined in the earlier Stages. These ideas belong to the teams that have participated in the ideation phase. They will be made available to sponsors who are willing to invest in the development of these ideas further, following submission of Letter of Interest.

Access to innovations emerging from Phase 4 (Prototype) and Phase 5 (Test) will be given only to core teams, joint development partners or funding agencies. Knowledge management in this phase will be on need-to-know basis in this stage, and information sharing will be regulated by signing appropriate non-disclosure agreements amongst stakeholders.

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

The Lab will be part of the Incubation centre building of the University. The facility will be covered by CCTV surveillance and access control doors. The facility entrance will be guarded by manned security at the gate. Access to facilities will be through access control cards. All dos and don'ts in the Talent Co-Creation Lab will be clarified to participants at the time of their induction. By rule, at any given point of time, an individual will not be allowed to work alone in the Talent Co-Creation Lab. The research Labs of the Universities are equipped with fire safety equipment and other safety gears such as safety gloves, protective glasses, fume hoods, aprons. Proper use of such equipment at the Talent Co-Creation Lab will be monitored at Lab level and will follow operational guidelines which will also be extended to the co-creators.

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

It is expected in the phase of prototype development and testing phase that the students/ researchers from the Talent Co-Creation Lab will work in the premises of industry partners when possible and relevant. These students will have to follow the industry safety norms laid down at each location. It is expected that the students working under these Projects will be appropriately trained by their respective industry and academic supervisors.

INTERNAL DEVELOPMENT PLAN OF THE TALENT CO-CREATION LAB

Dr. Babasaheb Ambedkar Marathwada University's vision about the future development of the Talent Co-creation Lab centres on new activities, larger number of staff and students involved, valuable research, expansion to other faculties, opening new Lab spaces, etc. This is depicted clearly through the roadmap presented earlier.

Co-creation Lab at Dr. Babasaheb Ambedkar Marathwada University will be developed as a unique model of community-centric development. The model focuses on a balanced mix of community and expert involvement to solve region-specific problems. The program will focus on developing technological solution with human interface to address socio-economic problems.

Once well established, the Talent Co-Creation Lab will be used to run accelerator programs to solve critical problems against compensation from the beneficiaries in order to enable it to cover the research expenses. It should thus be able to generate its own revenue streams.

We will develop a pool of best practices and the model can be replicated in other institutes of higher education across the nation, especially in other regions that are struggling with developmental issues.

QUALITY ASSURANCE PLANS FOR THE TALENT CO-CREATION LAB

The following preliminary Quality Assurance plans have been made:



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?
Monitoring: ongoing, focused on implementation	Head of the Department/ Principal Investigator / Guide / Supervisor	Quarterly meetings of stakeholders	Lab coordinator	Steering / Advisory Committee, which will involve also representatives of Talent Co-Creation Lab Stakeholders	Number of Students trained Number and nature of external stakeholders involved Number of innovation projects implemented IP generated New start-ups created	Relevant and persistent feedback will be converted to actionable points in order to be used in planning
Evaluation: Periodic (once a semester)	Head of Department and Research Supervisor or Guide	Once a semester	Lab coordinator	Steering / Advisory Committee, which will involve also representatives of Talent Co-Creation Lab stakeholders	Student skills and competencies developed Innovations developed Collaboration developed with businesses	Relevant and persistent feedback will be converted to actionable points in order to be used in planning