



കേരളം KERALA

DW 924422

This Memorandum of Understanding (MoU) is for Collaboration between the Kerala Knowledge Economy Mission of the Kerala Development and Innovation Strategic Council, Government of Kerala, and University of Calicut signed on the .....<sup>18</sup> day of ...**November**..... 2023 at Kerala

by and between:

The Kerala Development and Innovation Strategic Council, Government of Kerala (KDISC), mandated to bring out path breaking strategic plan that reflect new directions in technology, product and process innovations, social shaping of technology and creating a healthy and conducive ecosystem for fostering innovations in the State with its office located at 3<sup>rd</sup> Floor, India Heights, Vazhuthacaud, Thiruvananthapuram, hereinafter referred to as "KDISC", (which expression shall, unless it be repugnant to the subject or context thereof, include its successors and permitted assigns);  
AND



*[Signature]*

REGISTRAR  
UNIVERSITY OF CALICUT



No. 7761  
Date 05/09/2023  
Name K. MANOJ KUMAR  
Taluk Vendor, Kozhikode

*[Signature]*

Registrar

University of Calicut  
Thiruvananthapuram



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The **University of Calicut**, the largest university in Kerala, aims to nurture excellence in education and research in its catchment areas of Northern Kerala. With office located at Tenhipalam, Calicut University Post, Malappuram District, Kerala 673635

hereinafter referred to as "UoC", (which expression shall, unless it be repugnant to the subject or context thereof, include its successors and permitted assigns)

(Kerala Development and Innovation Strategic Council, Government of Kerala and University of Calicut (UoC) are hereinafter individually be referred to as a "Party" and collectively as the "Parties" as the context may require.)

#### 1. BACKGROUND:

The impact of the global pandemic and the advances in technology are transforming the lives of the people across the globe. The lifestyle, career, culture and societal norms have changed and are likely to change further. One of the major shifts, perhaps in the most unprecedented ways, is in people's employment and career aspects. Approximately 85 million jobs are giving way to about 97 million new types of jobs according to the report by the World Economic Forum. Around 46% increase was registered on gig jobs in India during the pandemic, highlighting the need to think beyond conventional mode of employment and employability enablement.



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Thenhipalam Malappuram

In the Kerala Context, two major economic and lifestyle elements of the state, namely the return of a large population of Non-Resident Keralites (NRK) and the depletion of the Tourism and Hospitality Industries, have severely dented the state's GDP and its future economic sustainability.

It is in this scenario that the Government of Kerala has embarked on an audacious programme of Employment of Educated Unemployed in Kerala named Kerala Knowledge Economy Mission (KKEM), with a vision to develop Kerala into a Knowledge Society and thereby achieve economic growth and lifestyle improvements for its citizens and entrusted the task with Kerala Development and Innovation Strategic Council. While the strategy is driven by its larger philosophy of societal development through the creation of Knowledge Society, Kerala Knowledge Economy Mission envisages gainful employment to 20 lakh people through local demand creation and employment facilitation at local and international levels over the next five years.

The key principle of Kerala Knowledge Economy Mission is to build and nurture a knowledge ecosystem comprising of mobilisation partners, University partners, Skills Partners, Industry Partners, and Benefit Partners. The strength of the various partners will be leveraged where possible, or their capabilities will be strengthened to enable them to achieve the scale that is envisaged by the Mission.

Kerala Development and Innovation Strategic Council (KDISC) has setup a Mission titled "Kerala Knowledge Economy Mission" to provide gainful employment to 20 lakh people over the next five-year period. KDISC has developed a technology platform titled "Digital Workforce Management System" (DWMS) for managing the entire projects including sourcing of candidates and engaging them proactively in jobs and works'.

## 2. MOU CONTEXT:

The objective of the Initiative is technical and programmatic collaboration between the Parties to implement the comprehensive Programme of Employment of Educated unemployed in Kerala to meet the needs of Kerala's growing economy. In doing so, the Parties hope to reduce the rate of unemployment of people in Kerala and improving employability of youth by offering

Proper career counselling and imparting Industry oriented skill training.

The traditional higher education system is rigid in terms of duration of courses, teaching-learning timings, places of study and choice of subjects. However, one size does not fit all. Skill-based courses would be more realistic for learners who are looking for employment or self-employment, as well as enriching for those who are in employment or seeking self-fulfillment through continuing education. Therefore, there is an urgent need for designing skill-based short-duration courses to be offered by the academic institutions to meet the needs of job seekers and society and industry in general.



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In addition, Kerala has for long had multiple agencies imparting vocational education and training, with little coordination and synergy, resulting in non-uniformity in curriculum, assessment and certification of courses. There is a need to create uniformity and consistency as well as to measure learning outcomes. The National Skills Qualification Framework (NSQF), with its Qualification Packs (QPs) aligned to National Occupational Standards (NOS) provides a standardized framework that has been designed with industry collaboration to overcome some of these challenges. These standards will provide a framework within which the Parties will work.

Apart from Various Government of India Initiatives, Government of Kerala on its own initiative has embarked upon an ambitious project named State Skill Development Project to equip its young population with skills in cutting edge sectors in order to effectively alleviate the unemployment problem in the state in 2012. The project combines both preventive (**Additional Skill Acquisition Programme - ASAP Kerala**) and curative approaches (**Additional Skill Enhancement Programme**). On the preventive side, the General and Higher Education Departments together are implementing the Additional Skill Acquisition Programme (ASAP Kerala) to amplify working hands in different sectors of the economy, by providing additional skill sets to students along with their regular courses. In the curative part, Additional Skill Enhancement Programme (ASEP), under the leadership of Labour and Local Self Government Departments, is envisaged to encompass skill development and grooming initiatives for unemployed persons registered in the Employment Exchanges across the State.

Established in 1968, the University of Calicut has become a veritable lighthouse beckoning and directing millions of young men and women towards meaningful education. Today, it has emerged the largest University in Kerala with 34 Departments of postgraduate studies and research, under its direct control and 395 affiliated colleges spread across the five northern districts of Kerala—Kozhikode, Malappuram, Palakkad, Thrissur and Wayanad – serving about 2.75 lakh students every year.

The collaboration aims at improving the employability of the people of Kerala through skilling, Upskilling and reskilling. The proposed plan is to support the Skill Development initiative of the Kerala Knowledge Economy Mission by supporting the state which will attempt to connect learning and livelihoods in a model that addresses critical issues affecting the quality of life and future of youths in an enabling environment that addresses their needs continuum – academic educational, technical, social, recreational and workplace readiness.

### 3. PURPOSE:

The purpose of the initiative is to improve employability of people in Kerala in general and to provide gainful employment in particular through Industry oriented long-term and short-term skill development programmes.



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## 4. ROLES AND RESPONSIBILITIES:

### 4.1 University of Calicut:

#### Skilling

- a) Identify Suitable Industry relevant short term and long-term Training Programmes in domains of expertise of the University of Calicut.
- b) Hire and Train Industry experienced Faculty with assistance from other Skill agencies such as NSDC, SSC, KKEM etc.
- c) Equip the skill development centres with adequate physical infrastructure and labs for rolling out the skill programmes.
- d) Shall ensure that the timely assessment and certification of the programme by NSDC/SSC/NCVET/Industry Associations
- e) Shall share the skill course details to KKEM in the prescribed format for cataloguing in DWMS Skill Catalogue within 7 days before inviting application.
- f) identification of locations for setting up Training Infrastructure, faculty and trainees for providing training under for the selected programmes.
- g) Effectively running the training Programme and certification of candidates who completes the programme successfully.
- h) Development and implementation of short term industry relevant bridge course as per Industry demand
- i) Coordinate with NSDC, SSCs and other agencies for effective design and implementation of NSQF aligned curriculum.
- j) Shall develop curriculum as per National Occupational Standards created by SSCs or curriculum based on Industry demand.

#### Mobilization

- a) Development and implementation of communication and marketing plan to create awareness, stakeholder engagement and bringing in the right talent into the program.
- b) Support in Mobilize candidates independently or jointly with Kerala Knowledge Economy Mission and ensure their registration in DWMS portal.
- c) Support in developing innovative mobilization strategy to ensure more registration to DWMS portal



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## Counselling and curation

- a) Support in Capacity-building of the candidates which will help them in preparation of their resume and CV, making them familiar to DWMS and making them presentable before the job provider/trainer/skill provider
- b) Provide inputs to candidates on upcoming skilling courses in various sectors of the job.
- c) Provide inputs to candidates on skilling, reskilling, upskilling processes in various sectors
- d) Providing awareness to candidates on opportunities and market demand in the job market
- e) Support in Build a mechanism for Internship to candidates
- f) Development and implementation of grooming module for candidates registered on the DWMS portal.

## General Association

- a) Setup teams of competent professional to manage the programme.
- b) Enable KKEM to do monitoring and evaluation of the program to check the effectiveness and impact of the overall program.
- c) Shall update the progress of training programme and placement or other engagements on DWMS or to KKEM as and when required.
- d) Conduct of innovative programmes supporting the initiatives of KKEM.
- e) Any other supporting activity that is deemed necessary for successful execution of the project including interfacing with other Government Departments both State/ Central or other bodies.

### 4.2 Responsibilities of Kerala Knowledge Economy Mission:

KKEM will provide administrative, and structural support services to the UoC, in the following broad areas, free of cost:

#### a) Skill Infrastructure

- a) KKEM will extend support to the UoC in building Industry Specific Skill Infrastructure including training labs if found necessary.
- b) KKEM will support the UoC to leverage the existing infrastructures including Community Skill Park that it has developed across the state

#### b) Mobilisation Support

- a) KKEM will share Job seeker database available with Digital Workforce Management System with the UoC by giving access to DWMS portal.
- b) KKEM will involve the UoC in job seeker mobilisation and mobilisation campaign for Skill courses offered by the UoC.

### c) Skill Programmes

- a) KKEM will catalogue the programmes of the the UoC on Digital Workforce Management System (DWMS)
- b) KKEM will promote the UoC Programmes through its network and online channel

### d) Funding Support

- a) KKEM will work with Banking and Non-Banking Institutions and develop a comprehensive Skill Lending Scheme for the candidates registered with the Programmes approved by Knowledge Mission.
- b) KKEM will provide scholarship support to eligible candidates as per the Government approved norms for a short period on experimental basis which would be subsumed into the loan schemes as and when they become popular and effective.
- c) KKEM will provide subsidy support to candidates enrolled with the UoC belonging to SC/ST, fisherfolk and transgender groups.
- d) The Subsidy and scholarship support shall be offered to NSQF approved or Industry association approved courses if found necessary.

### e) Other

- a) KKEM may carryout independent quality audit of Training and placementand the reports shall be shared with Partner Organisation
- b) Any other areas, which may be mutually identified and agreed uponbetween the Parties.
- c) KKEM shall issue guidelines for implementation of each of the collaboration mentioned on this MoU.

## 5. MODE OF WORKING TOGETHER:

5.1. KKEM and the UoC parties will work out a detailed project plan on mutually agreed terms for each year and the UoC Shall submit the proposal to K-DISC for approval. K-DISC shall issue necessary administrative sanctions for such proposal after following all due diligence.

## 6. CONFIDENTIALITY, INTELLECTUAL PROPERTY AND OTHER COVENANTS

- 6.1 All Parties will share information in a timely and responsive manner.
- 6.2 All Parties understand to ensure appropriate protection and confidentiality for data collection and provision, including authority and permissions for reproduction, publication or use, including acknowledgement for data collected and/or provided amongst the Parties, subject to domestic legislation in force in respective countries of the Parties.
- 6.3 The Parties understand that the provisions of this MoU shall be binding amongst the Parties notwithstanding the termination of this MoU.



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- 6.4 Any Party may publish publications of academic nature arising from the collaboration jointly or separately after obtaining prior consent, in writing, of the other Party.
- 6.5 As a general principle the respective owner shall retain pre-existing intellectual property relevant to collaborative activity. Ownership of intellectual property created under this MoU will be opened for the Parties to share among themselves unless otherwise agreed.
- 6.6 The infrastructure, developed under this MoU may, on completion of the term of MoU shall, be owned by the the UoC or by KKEM or jointly as mutually agreed to by the Parties. "Soft" deliverables like courseware, teacher-training material, and technology platform developed shall continue to be owned by all the Parties for their subsequent independent usage and distribution unless otherwise agreed in writing.
- 6.7 Each Party will bear its own costs without incurring any liability for the other Party in any manner whatsoever.

## **7. CO-BRANDING & RECOGNITION**

- 7.1 The Parties will be jointly recognized in the material and venues of collaborative offerings. This would include websites, co-developed training material, banners or other event or classroom/college signage, backdrop, communication collateral, publications, etc. under the aegis of this partnership for the duration of this MoU.
- 7.2 For the use of the name, logo and/or official emblem of any of the Parties on any publication, document may be done with prior permission from the other Party.
- 7.3 Shall integrate the UoC digital platform with DWMS as and when required

## **8. SETTLEMENT OF DISPUTES:**

- 8.1 The Parties agree that provisions contained in this MOU do not create any legal obligations between the Parties, save for the confidentiality provisions provided in section (6) in this MoU.
- 8.2 Any difference or dispute between the Parties concerning the interpretation and/or implementation and/or application of any of the provisions of this Memorandum of Understanding shall be settled amicably through mutual consultation or negotiations between the Parties.
- 8.3 The Parties herein are independent entities. This MoU does not create any agency, partnership, joint venture or any other business relationship between the Parties.



  
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- 8.4 The Parties are entering into this MoU in good faith and intentions. Neither Party will be responsible for any liabilities arising out of death, injury or any legal action in respect of field staff, trainees or any other persons associated with the operationalization of this MoU who is not otherwise a staff of either WOF or Department of Higher Education.

## 9. THIRD PARTY

- 9.1 Nothing in this MoU shall mean or shall be construed to mean that either Party is at any time precluded from having similar arrangements with any other person or third party, subject always to maintaining confidentiality obligations stated herein.
- 9.2 The Parties shall wherever necessary enter into written agreements with/without third parties to facilitate the implementation of specific initiatives. Such Agreements will be independent and exclusive of this MoU.
- 9.3 This MoU cannot be assigned to any third party, without the prior written consent of the other Parties.
- 9.4 Any potential conflict of interest arising from the conduct of activity under/by this MoU should be declared as soon as it is known by the Parties.

## 10. TERM, AMENDMENT, TERMINATION

- 10.1 This MoU shall remain in force for a period of five years and shall come into effect on date of its signatures by the authorized representatives of the Parties.
- 10.2 No amendment /additions to this MoU shall be effective unless it is made in writing and signed by both parties against which enforcement of the amendment /addition if sought
- 10.3 This MoU shall be reviewed one month before the end date of the MoU or at a time mutually agreed by the Parties for possible renewal.
- 10.4 Each Party might terminate this MoU to an end by giving a 30-day notice to the other, via written notice of a Government/ Board Resolution to this effect.
- 10.5 The termination of this MoU shall not affect the implementation of on- going activities, which have been agreed upon before the date of the termination of this MoU.
- 10.6 This MoU does not give authority to any of the Parties to either represent or exercise opinion or decision on behalf of the other Party.



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## 11. COUNTERPARTS

This MoU may be executed in two (2) counterparts each of which when so executed and delivered shall be in original in English, but all of which shall together constitute one and the same instrument

In WITNESS WHEREOF the Parties have caused this MoU to be executed as of date first written above.

For

The University of Calicut

For Kerala Development and  
Innovation Strategic Council  
(KDISC)

Signature:

Dr. Satheesh. E.K  
Registrar

University of Calicut

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Signature:

Dr. P.V. Unnikrishnan

Member Secretary, Kerala Development  
and Innovation Strategic Council (KDISC)

Witness 1:

Dr. Lajish V.L.



Witness 2

Dr. Mohamed Shahin Thayyil



Anoop Markose Mani,  
Programme Manager  
KKEM - TRC



Shayama Subair  
Programme Manager

