

**Date: 14/10/2021**

## **Action Plan to be implemented through IIC at HEI**

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

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

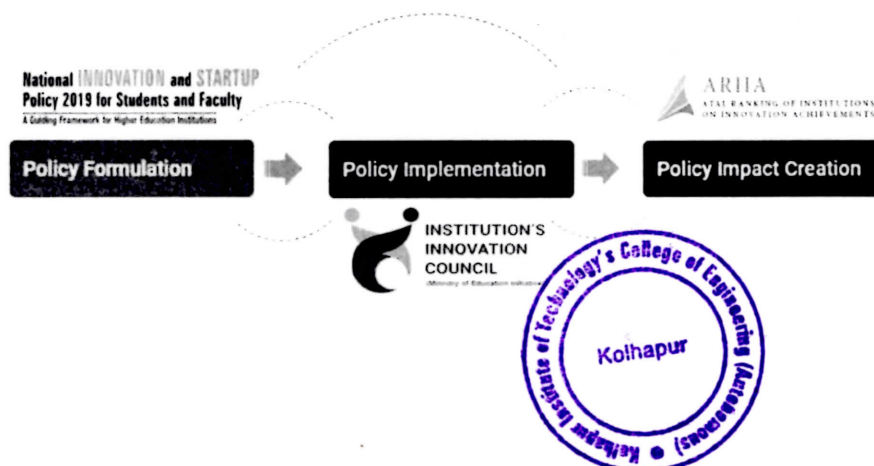
The action plan is a roadmap to achieve I&E policy goal by setting objectives and activities to be undertaken in the specified timeline with defined targets and milestones.

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

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

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

### **Implementation of I&E Policy and Action Plan**



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

| I&E Policy Objectives (Institutional Innovation & Startup Policy)   | Thrust Area   | Planned Intervention: Program/Activities (Input)  | Unit of Measurement (KPIs) | Current Status (Baseline Value) | Budget Allocation /Collaboration (Resource/Source) | Annual Targets (Process/Output) |        |        |
|---|---|---|----------------------------|---------------------------------|--|---------------------------------|--------|--------|
|   |   |   |                            |                                 |  | Year 1                          | Year 2 | Year 3 |
| <b>Objective 1:</b><br>To establish institutional mechanisms, processes and guidelines to generate knowledge, intellectual properties and innovations from institute and commercialization of innovations through technology transfer, technology licensing and startups etc. | Developing an Innovative/ Entrepreneurship Mind set through Series of Activities                | Motivational Speech on I/E from startup founders/ Alumni  | 8                          | 4                               | 12000  | 2                               | 6      | 8      |
|   |   | Faculty Induction Program<br>Workshops/ Webinars on IPR   | 1<br>2                     | 0<br>1                          | 10000<br>5000                                      | 1<br>2                          | 1<br>2 | 1<br>2 |
| <b>Objective 2:</b><br>To Develop a critical mass of motivated students & faculties with creative potential, and entrepreneurial orientation & skill set  | Teaching Learning   | Academic Programs related to I&E  | 2                          | 1                               | 5000   | 1                               | 2      | 2      |
|   |   | Workshops on I&E  | 4                          | 2                               | 20000  | 2                               | 4      | 4      |
| <b>Objective 3:</b><br>To build and strengthen the in-house mentor pool and human resource capacity to drive campus I&E activities: Identifying, handholding and guiding potential/early stage entrepreneurs, student innovators at the Institute on regular basis.           | Generation of Innovations/ Ideas with support of HEI  | Organization of Competition Like Hackathon, Codathon, etc.  | 4                          | 1                               | 10000  | 2                               | 2      | 4      |
|   |   | Organization of Ideathon<br>Collaboration & Co- creation with Industry & Incubation center connect through MoUs | 1<br>4                     | 1<br>2                          | 10000<br>N/A                                       | 1<br>1                          | 1<br>3 | 1<br>4 |
| <b>Objective 4:</b><br>To build infrastructure support and facilities to promote innovation & startup and enabling environment of easy access to resources within an outside the institute.   | Developing on board Mentors   | Faculty Induction Program   | 1                          | 0                               | 10000  | 1                               | 1      | 1      |
|   |   | Industry Faculty Connect  |                            |                                 |  |                                 |        |        |
| <b>Objective 5:</b><br>To strengthen the intra and inter-institutional partnership and collaboration with ecosystem at different level and co-creation of new program interventions.  | Venture Established with support of HEI & Intellectual Property, Generation & Commercialization | Number of student/Alumni/ Faculty Startups  | 6                          | 0                               | 50,000   | 2                               | 4      | 6      |
|   |   | Number of patents student/faculty   | 4                          | 2                               | 20000  | 1                               | 2      | 4      |
|   |   |   |                            | Total                           |  |                                 |        |        |



  
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**Annexure -2: Timeline and Progress Tracking Sheet**

| I&E Policy Objectives   | Thrust Area   | Planned Intervention: Program/Activities (Input)                                   | Responsibility Unit/Dept./ Person in charge                                      | Timeline (Academic Year) |                  |                  |                  |        |        |  |  |
|---|---|--|--|--------------------------|------------------|------------------|------------------|--------|--------|--|--|
|   |   |  |  | Year 1 Quarter 1         | Year 1 Quarter 2 | Year 1 Quarter 3 | Year 1 Quarter 4 | Year 2 | Year 3 |  |  |
| <b>Objective 1:</b><br>To establish institutional mechanisms, processes and guidelines to generate knowledge, intellectual properties and innovations from institute and commercialization of innovations through technology transfer, technology licensing and startups etc. | Developing an Innovative/ Entrepreneurship Mind set through Series of Activities              | Motivational Speech on I/E from startup founders/ Alumni                           | Mrs. Vidula Waskar E-Cell Coordinator & Departmental Coordinators /IIC president |                          |                  |                  |                  |        |        |  |  |
|   |   | Faculty Induction Program  |  |                          |                  |                  |                  |        |        |  |  |
| <b>Objective 2:</b><br>To Develop a critical mass of motivated students & faculties with creative potential, and entrepreneurial orientation & skill set  | Teaching Learning   | Workshops/ Webinars on IPR   |  |                          |                  |                  |                  |        |        |  |  |
|   |   | Academic Programs related to I&E   | E-cell Department/IIC  |                          |                  |                  |                  |        |        |  |  |
| <b>Objective 3:</b><br>To build and strengthen the in-house mentor pool and human resource capacity to drive campus I&E activities; identifying, handholding and guiding potential/early stage entrepreneurs, student innovators at the Institute on regular basis.           | Generation of Innovations/ Ideas with support of HEI  | Workshops on I&E   | E-cell Department/IIC  |                          |                  |                  |                  |        |        |  |  |
|   |   | Organization of Competition Like Hackathon, Codathon, etc.                         | Ecell/IIC/COO Incubation   |                          |                  |                  |                  |        |        |  |  |
| <b>Objective 4:</b><br>To build infrastructure support and facilities to promote innovation & startup and enabling environment of easy access to resources within an outside the institute.   | Developing on board Mentors   | Organization of Ideathon   | Ecell/IIC/COO Incubation   |                          |                  |                  |                  |        |        |  |  |
|   |   | Collaboration & Co-creation with Industry & Incubation center connect through MoUs | Ecell/IIC  |                          |                  |                  |                  |        |        |  |  |
| <b>Objective 5:</b><br>To strengthen the intra and inter-institutional partnership and collaboration with ecosystem at different level and co-creation of new program   | Venture Established with support of HEI Intellectual Property, Generation & Commercialization | Faculty Induction Program  | Ecell/IIC  |                          |                  |                  |                  |        |        |  |  |
|   |   | Industry Faculty Connect   | Ecell/IIC  |                          |                  |                  |                  |        |        |  |  |
|   |   | Number of student/Alumni/ Faculty Startups   | Ecell/IIC/COO Incubation   |                          |                  |                  |                  |        |        |  |  |
|   |   | Number of patents student/faculty  | Ecell/IIC/COO Incubation   |                          |                  |                  |                  |        |        |  |  |

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

| Hierarchy of Objectives   | Key Performance Indicators (KPIs)   | Milestones/Tar gets  | Time Line |        |        |        |
|---|---|----------------------|-----------|--------|--------|--------|
|   |   |                      | Y1        | Y2     | Y3     | Y4     |
| <b>Vision</b>   | % Increase in Self-Employment Rate among graduate students over years   | 10%                  | 1         | 4      | 6      | 10     |
|   | No of Established Start-ups/Innovations   | 4                    | 1         | 2      | 3      | 4      |
|   | Enabling Environment Established with multiple level of support for innovation & Entrepreneurship in Institute                        | 3                    | 1         | 1      | 2      | 2      |
| <b>Goal/Impact</b>  | No/% of Graduate students choose Entrepreneurship as career & # Increment/year  | 30                   | 8         | 12     | 20     | 30     |
|   | No/% of Student and Graduates Practicing Entrepreneurship & # Increment/year  | 20                   | 5         | 10     | 15     | 20     |
|   | Nos/% of student & faculty mass with entrepreneurship Orientation, # Increment/year   | 500                  | 100       | 200    | 300    | 500    |
|   | Nos/% of Student & faculty motivated to start any entrepreneurial activity & # Increment  | 20                   | 5         | 10     | 15     | 20     |
|   | No of IPR/Innovations developed for commercialization & # Increment/year  | 1                    | 1         | 1      | 1      | 1      |
|   | No of Student/Early Stage Start-ups formed & # Increment/year   | 3                    | 0         | 1      | 2      | 3      |
|   | No/% of In-house Expert Capacity available for Advisory Services & # Increment/year   | 10                   | 2         | 4      | 8      | 10     |
|   | % of Satisfaction over Advisory services offered to Innovators & Early Stage Entrepreneurs  | 20.00%               | 5.00%     | 10.00% | 15.00% | 20.00% |
|   | Network Established with connecting multiple stakeholders & Ecosystem Enablers  | 5                    | 1         | 2      | 3      | 5      |
|   | No/% of Student & faculty mass exposed to awareness/orientation building programs   | 75 Students /Faculty | 22        | 34     | 48     | 75     |
| <b>Outputs</b>  | No/% of Students covered through entrepreneurship Education; MOOC, Class Room, Experiential Learning programs etc. & # Increment/year | 100                  | 20        | 30     | 50     | 100    |
|   | No of beneficiaries are accessing the infrastructure & facilities per day, month & # Increment  | 10                   | 2         | 4      | 6      | 10     |
|   | No of innovators identified, No of awarded, /recognised, No of Supported, & # Increment   | 6                    | 2         | 3      | 4      | 6      |
|   | No of Entrepreneurs identified, No of awarded, /recognised, No of Supported, & # Increment  | 6                    | 2         | 3      | 4      | 6      |
|   | No of Student projects turns to (commercialize) Innovations   | 3                    | 0         | 1      | 2      | 3      |
|   | No of IPR based product/services generated and registration filed   | 3                    | 0         | 1      | 2      | 3      |
|   | No/% of in-house trained professional developed for advisory services & # Increment   | 2                    | 1         | 2      | 2      | 2      |
|   | No of Research Studies on Entrepreneurship published  | 2                    | 0         | 1      | 1      | 2      |
|   | No of Regional, National and International linkages established for the start-up & innovation   | 2                    | 1         | 1      | 1      | 2      |
|   | No/% Representatives of experts & entrepreneurial students across Dept & Disciplines.   | 10                   | 2         | 4      | 8      | 10     |
|   | No of Beneficiaries generated under various schemes and programs leveraged and converged at Start-up Cell                             | 2                    | 1         | 1      | 1      | 2      |
|   | No of Beneficiaries Referred to Incubators/investors for further support through Start-up Cell  | 2                    | 1         | 1      | 1      | 2      |
|   | No and types of Education/Skill certification program on Entrepreneurship, IIPR, Innovation etc.                                      | 1                    | 1         | 1      | 1      | 1      |
|   | No of workshops, awareness, market outreach events, orientation, advocacy meetings etc.   | 10                   | 2         | 4      | 6      | 10     |
|   | No of networking event (Intra and Inter- institutional, enablers, stakeholders) organised   | 2                    | 1         | 1      | 1      | 2      |
| No of skill and competency development training programs/FDPs/EDPs organised                                      | 2   | 1                    | 1         | 2      | 2      |        |
| No of research studies related to Entrepreneurship conducted  | 0   | 0                    | 0         | 1      | 1      |        |
| No of convergence and leverage with schemes/programs offered by major enablers                                    |   |                      |           |        |        |        |
| No of national and regional award and campus Hackathon like events organised                                      | 1   | 1                    | 1         | 1      | 1      |        |
| Incentivising Entrepreneurship and Innovation; services and facilities; Start-up Manual, policies, tool kits etc. | 1   | 1                    | 1         | 1      | 1      |        |
| Amount of total budget/year spend against total institution revenue for start-up                                  | 152000  | 60000                | 80000     | 120000 | 150000 |        |
| <b>Budget allocation and Spend ratio for the start-up mandate in institute</b>                                    | 200000  |                      |           |        |        |        |



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