

**Kerala State Higher Education Council**  
**Minutes of the 17<sup>th</sup> Executive Body meeting held on 05-03-2020**

The Seventeenth Executive Body Meeting of the third KSHEC was held on 05-03-2020 (Thursday) at 11.00 AM at the office of the Council. Prof. Rajan Gurukkal P.M. Vice Chairman presided.

**The following members attended the meeting.**

1. Prof. Rajan Gurukkal P.M. : Vice Chairman, KSHEC.
2. Dr. Rajan Varughese : Member Secretary, KSHEC
3. Dr. Fathimathu Zuhara : Member, Executive Body, KSHEC
4. Dr. J. Rajan : Member, Executive Body, KSHEC
5. Dr. R.K. Suresh Kumar : Member, Executive Body, KSHEC

**The following agenda was transacted and decisions taken.**

**Item No. 1 - Inauguration of state level Cross-disciplinary Literacy Campaign 2020.**

Reported - Inauguration of state level Cross-disciplinary Literacy Campaign 2020 on 18-03-20 by the Hon'ble Chief Minister of Kerala Shri. Pinarayi Vijayan.

**Item No. 2 - "Earn while you Learn scheme".**

Approved and report on "Earn while you Learn scheme" and decided to forward the same to the Government.

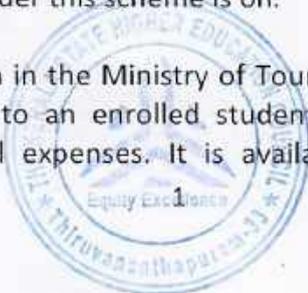
**KSHEC Report on "Earn While You Learn Scheme"**

Earn While You Learn is an extremely beneficial Scheme in the state. This is a quick appraisal of the Scheme and some practical recommendations based on the country's related schemes and experiences thereof. A detailed plan of implementation has to be worked in consultation with the vice Chancellors of the universities in the state.

**The Scheme**

'Earn and Learn' Scheme has been implemented worldwide. In our country, UGC's EWYL Programme was announced in 2004 as part of the comprehensive scheme for universities with potential with excellence. Over 100 students doing postgraduate courses, who are financially backward assist various offices and technical work in Madras University along with their studies.. This scheme is operative in 4 other universities in the country. The process of identifying 10 more universities for focused support under this scheme is on.

The scheme has been in operation in the Ministry of Tourism, Government of India since 2012, providing part-time employment to an enrolled student in a college or university, enabling her/him earn to pay educational expenses. It is available to undergraduate and graduate



students willing to work as trainees in tourism sensitizing enterprises ,with aspirations of employment in the sector. An aspirant trainee is estimated to be earning over the tenure of the course duration an amount between Rs. 50,000 and Rs. 1,00,000.

### **AICTE and EWYL**

All India Council for Technical Education and All India Technical and Management Council (AITMC) had announced the launch of Earn while Learn scheme in 2017. Under this scheme AITMC will collaborate with industries and business owners to educate and develop the skillset of over 1.5 million youth across industries and provide them assured livelihood. The scheme supports government of India's vision of developing a strong and sustainable economy by enhancing employable skills among the youth

### **Haryana Government and EWYL Scheme**

The Higher Education Department of Haryana has introduced this type of scheme from 2001 onwards for Govt. and Aided Private Colleges. Under the scheme the students could be engaged by the polytechnics for jobs in the following areas: I. I. Laboratories II. Library III. Office

In the labs/ workshops the students can be engaged for making them responsible for handling the equipment/ machinery, its maintenance and upkeep, storage of equipment and upkeep of Laboratories/ Workshops. Senior students shall be employed for conduct of practical and jobs training in the Workshops. Similarly , the students under this scheme would be engaged for library jobs such as cataloguing, arrangement and display of books, repair of damaged books, issue and return of books etc. Presently the libraries are under staffed and due to this , proper utilization of library is not achieved by the students and the staff. The payment of students under the scheme would be met out from funds such as wages student fund etc. available with the institution. (Details given as Annexure I)

### **Models of EWYL scheme**

Experiences elsewhere suggest that there are three models:

1. Internships, Cooperative Education, and Apprenticeships. Internships inherently self-supporting need no financial support.
2. Cooperative Education provides financial support but is less flexible. It necessitates changing the time schedule of the colleges/universities for enabling students to earn through part-time jobs.
3. Apprenticeship model usually associated with a labor or union-related job in a specific industry, hence not scalable as a general model though scores high in most evaluation categories, is not as widely feasible as Cooperative education and Internships.

### **EWYL: The Proposed Scheme**

The proposed Scheme is an adapted version of Cooperative Education with select features of Internships and Apprenticeships. Possibilities and details thereof have to be explored and worked out. Indeed, it is at the right time, the Government of Kerala has thought about launching the Scheme, which can go a long way as a very significant means to help the students work and support their education on the one side and acquire skills guaranteeing employability on the other. It at once mitigates economic hardships of learning and enhances the adaptable



efficiency of the learner. Both will improve the quality of education and make it a purposeful endeavour.

**EWYL Scheme** has to be conceived mainly in two dimensions: One is the planned and organized; and the other, self-driven. In the planned and organized dimension the Government, Government Colleges, Universities and semi-Government establishments play the key role. They plan, organize and implement the scheme.

In the Self-driven dimension, it is students' personal choice under the flexible rules and regulations provided by the Government, Government Colleges, Universities and semi-Government establishments, which matters. Students themselves due to economic and social constraints take to means of earning along with learning.

### **Professional Programmes and EWYL Scheme**

There has been a steady increase in the number of students in the under-graduate and post-graduate levels in recent times. This is much more so in the case of colleges for professional education like teachers' training and engineering institutions. Engineering colleges proliferate engineering graduates and postgraduates, but not engineers. They do not come out as ready to work professionals. This predicament of poor employability can be addressed to a great extent through the Scheme. Medical Colleges constitute the only exception to the situation, for the medical graduates/postgraduates come out as ready to work professionals. It is rendered plausible through the method of learning medicine by treating the patients.

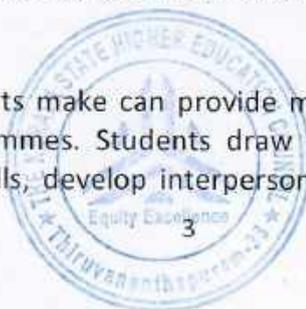
Engineering students are not made to learn by doing, despite the Washington Accord and All India Council for Technical Education (AICTE) measures for enforcing Outcome Based Education. **EWYL** can become a turning point in our engineering education. Employers want to recruit qualified but ready to work candidates. Such candidates are very few. **EWYL** Scheme is a solution to the predicament.

### **Benefits of the Scheme**

Giving the students an opportunity to acquire work experience while learning is extremely important. There is no doubt that it can provide skills of employability and strengthen students' preparedness to find successful careers.

There are many benefits for **EWYL** Scheme. Most important is mitigation of economically backward students' hardships in education due to income shortage, inculcation of dignity of labour including values of hard work among students, enhancement of skills adding to employability, strengthening of resourcefulness to take up better jobs in the future, development of personal interest and preference in the fields of learning, reduction of the sense of alienation in the students' minds about what they learn, and transformation of higher education into a self-directed, personal, and life-related enterprise, not always curiosity driven though.

What earnings the students make can provide motivation for learning and successfully complete their academic programmes. Students draw insight into the world of work, know career prospects, acquire job skills, develop interpersonal relations, and cultivate social skills,



enhance employment prospects, increase industrial contacts, improve self-confidence, job knowledge, job-seeking skills, attitudes towards practical reasoning, develop greater maturity, and demonstrate competencies.

### **Academic Performance and EWYL Scheme**

Nevertheless, it is important to make detailed assessment of the earn – learn relationship examining the impact of work on the students' academic performance and vice versa besides how the process has been decisive about the students' career preference, show that the concept of earning and learning should take into account with great caution. It is important to take seriously the reasons for the students to turn to earning along with learning, the impact of earning on academic performance, the relation between economic status of students and their engagement in earning activities, and the relation between the part-time job undertaken and the future employability.

For a state like Kerala that gives importance to social security through education through equity, access and scholarships, how earning affects learning must be a serious point of attention. We should not forget the fact that in the developed capitalist countries this scheme is meant to encourage the Government to withdraw from the financial assistance to the poor students. It is a fact that the Scheme gives the employers a good opportunity to influence curriculum design and content, so as to reduce recruitment and training costs.

Despite all the rhetoric, the painful truth about the earning component is financial stress. No doubt that learn and work is important in today's context of increasingly competitive employment demanding high skill adaptability and efficiency. How the poor students constrained to do low-income, under-skilled part-time jobs to earn for learning can help them gain better jobs is a disturbing question. It is important to ensure their career prospects through educational planning.

### **Higher Education Scenario in Kerala**

There are 13 state universities functioning in Kerala. Of this, 4 universities mainly Kerala, Mahatma Gandhi, Calicut and Kannur are general in nature and are affiliating universities. There are 229 Arts and Science colleges in the state comprising of 163 private aided colleges and 66 government colleges. Apart from these, various self financing Arts and Science colleges are also functioning in the state. The total number of students enrolled in various Arts and Science colleges excluding unaided colleges under the 4 general universities in Kerala in 2018-19 is 3.28 lakh. Of this 2.2 Lakh (68%) are girls. The number of teachers in Arts and Science colleges in the state in 2018-19 was 10,145 out of whom 56.6% constitutes women. There are nearly 405 Arts and Science colleges in the self financing sector. There are 179 Engineering colleges in the state with sanctioned intake of 51764 in 2019. Out of these Engineering colleges 167 are self-financing colleges 9 are government colleges and 3 are private aided colleges. Hence the potential for the implementation of the EWYL scheme is very high provided that there is proper planning, funding and co-ordination by government and universities.



## Measures to be adopted by the Government/ Universities/ Colleges

EWYL Scheme would be sustainable only if necessary procedures are in place to ensure accountability from the part of educational institutions as well as industries. The Scheme will be effective and sustainable as a transforming initiative only if the Universities and Colleges provide for flexibility and choice in their governance, which should attract and retain students by providing them adequate environment to acquire professional skills to take up temporary jobs to earn while they learn.

- EWYL has to ensure the flexibility that the students need for acquiring knowledge and skills essential to earn a living. It is essential to specifically address the issue from the perspective of the student benefit and educational quality.
- Basic principles have to be laid, specific activities have to be drawn, guidelines have to be prepared, flexible governance has to be guaranteed.
- AICTE with an objective to offer on-the-job practical training to enhance employability has made a Regulation called "National Employability Enhancement Mission"(NEEM) Regulations 2013, vide Gazette Notification dated 15th April 2013 of AICTE. Universities and Colleges should be able to adopt/adapt the regulations thereof.
- Universities and colleges have to design career-oriented supplementary courses, and recognize work experience as part of academic assessment. It is necessary to teach students the work ethics and communication skills.
- Career-oriented curriculum models in Science, Technology, Engineering, and Mathematics (STEM) have to be prepared providing academically rigorous and relevant training.
- There should be academic efforts to improve the competency in the work as well. Students have to be enabled to practice in human relations, skills, self-reliance, self-confidence, and responsibility.
- Industry and university partnerships Government and nongovernment agencies provide guidance in the development and administration of the Scheme.
- We have to make sure greater collaboration between the two without compromising the ultimate goals and objectives of the scheme.
- The Scheme will have difficulties in the set up, where the Industry – university partnership is in its infancy.
- The business community and education institutions should ensure mutual agreement on goals and objectives.
- Similarly, educational institutions should not see the Scheme as an opportunity to exploit for institutional profit.



- Education institutions with the help of their departments of economics, commerce and management studies, need to assess the human resource requirement by regularly monitoring the labor market, identifying emerging trends and changing conditions of employment, and respond to market needs by supplementing their academic programmes with necessary skill based courses.
- It is indispensable to secure greater collaboration between employer establishments and higher educational institutions with complete agreement on the basic goals and objectives of the Scheme.
- More money is needed to attract and retain students. Current funding is insufficient for running the Scheme of enabling students to earn a living while they learn.
- Government will have to provide financial support for the successful working of the scheme. Government will have to set apart enough money to attract and retain students in the scheme, ensuring that students earn a living wage while they study.

### **Timing of HEIs/ colleges and Earn and Learn Scheme**

For the successful implementation of Earn and Learn scheme the present timing of our universities and colleges should be suitably modified. At present as per government order (GO RT No. 178/2015 HEDN dated 29/01/2015) "the college are directed to insist on a minimum physical presence of teachers for 6 hours in the colleges excluding the one hour lunch recess; depending upon hte local conditions, the colleges will have a working hour pattern of 9 am to 4 pm or 9.30 am to 4.30 pm or 10 am to 5 pm. Each college should intimate the timing chosen by it to the concerned university and Government."

This timing may be suitably modified with working hours commencing from 8.00 am. with due allowance for the regional or local transportation and other constraints.

### **The split vacation & EWYL Scheme**

If the proposed change in college timing is changed as suggested above colleges can lessen some of the problems in the credit semester system. The major problem is maximisation of working days in a semester. Colleges are closed on for conducting centralised valuation camps which curtails the mandatory 90 working days in a semester. Hence along with change in the timing of colleges for EWYL scheme, split vacation pattern should also be introduced in universities/ colleges. Split vacation (November and May) can improve the efficiency of the CBCSS as it has several administrative and academic advantages over the annual pattern (April – May) of vacation which is/ was evident in the case of Sree Sankaracharya University of Sanskrit, Kalady/ Mahatma Gandhi University, Kottayam. Such an arrangement would give freedom to students to take up parttime iemployment in the afternoons when they will be free .



## KSHEC's Role / Suggestions

Our considered opinion is that the scheme should be based on an innovative and sustainable model, which can address current needs of students, both their knowledge base as well as skill or efficiency adaptable to changing conditions. It should never be a one-size-fits-all model. We should be able to evolve a model that meets the needs of students, society, and the industry.

- In order to achieve this, the Council can evolve in collaboration with universities and autonomous colleges a feasible set of measures for the effective implementation of the Scheme.
- KSHEC can provide guidance for the success of the Scheme by helping the students acquire quality knowledge and adaptable skills to work better as the employers need, guiding education institutions, and advising government/ autonomous agencies to collaborate.
- It can make the institutional commitment to the Scheme as a criterion for assessment and accreditation. Universities and Colleges can be told that their commitment to train students for professional/occupational careers shall be counted as an added merit.
- It can include the importance of the Scheme as a component in its accreditation and pre-accreditation awareness services.

## Safeguards for EWYL

- There is need for strict monitoring by government/ university in the implementation of Earn and Learn scheme in universities and colleges.
- The infrastructural and other facilities in all higher education institutions in the afternoon session should be utilised for the maximisation of the objectives of this scheme.
- For this new short term employment oriented courses with emphasis on skill development should be offered in these institutions instead of keeping the facilities idle. This may further enhance the employment opportunities of the students.
- Models that the industries blow up for publicity cannot help the scheme. Often various industries make offers of part-time jobs, but with little or no genuine interest in effectively integrating their part-time jobs with the Scheme's overall goal of combining social security and quality of education with equity, access, continuity, and employable competency, gave precedence to their profit.
- Industries should see it as part of their corporate social responsibility to employ and train students under the EWYL Scheme on a flexible part time arrangement .



**Item No. 3 - Separate Principal for self financing courses –Government letter.**

Resolved to recommend to the Government to continue with the existing arrangement of one principal for one college.

**Item No. 4 - Enquiry Report of the Principal, Govt. Law College, Thrissur.**

Recommended to entrust the principal, Govt. Law College Thrissur to resolve the problem there itself through appropriate action.

**Item No. 5 - Approval of Diploma Course conducted by the Karnataka State Open University.**

Resolved to accept the following expert opinion pertaining to approval of Diploma Courses conducted by the Karnataka State Open University and Diploma Courses of the State Board of Technical Education. "A diploma programme offered by any state or board outside the state of Kerala can be considered or treated equivalent to the diploma programmes offered by the Department of Technical Education Government of Kerala, provided that such programmes of other states are in the similar manner in duration (3 year or 6 semester) and the scheme of syllabus with considerable overlap with that of the programmes offered in the state of Kerala".

**Item No. 6 Reporting – Constitution of one member commission to enquire in to the alleged irregularities in Marian College, Kuttikanam.**

Reported – As directed by the Government, one man committee (Dr. J. Rajan, Member Executive Committee, KSHEC) was constituted by the Vice Chairman to enquire into the alleged irregularities in Marian College, Kuttikanam.

**Item No. 7 Reporting - Formation of Kerala Academic Libraries Network (KALNET)**

Reported the formation of Kerala Academic Libraries Network (KALNET) and approved the minutes of the meeting held on 06-02-2020 in this connection.

Minutes of the Meeting held in connection with the formation of Kerala Academic Libraries Network (KALNET), February 6, 2020, KSHEC Board Room, Thiruvananthapuram

**Members Present :**

- |                             |   |  |
|-----------------------------|---|--|
| 1. Prof. Rajan Gurukkal P.M | - | Vice Chairman, KSHEC                                   |
| 2. Dr. Rajan Varughese      | - | Member Secretary, KSHEC                                |
| 3. Dr. B. Ekbal             | - | Member, Planning Board                                 |
| 4. Dr. Vijaya Kumar K. P.   | - | Former Head, Dept. of Library & Information Science    |
| 5. Sri. Ravindran Asari. K, | - | Former University Librarian, Mahatma Gandhi University |
| 6. Dr. Ajikumari T          |   | University of Kerala                                   |
| 7. Dr. H. Majeed            |   | University of Kerala                                   |
| 8. Dr. P.K..Suresh Kumar    |   | University of Kerala                                   |

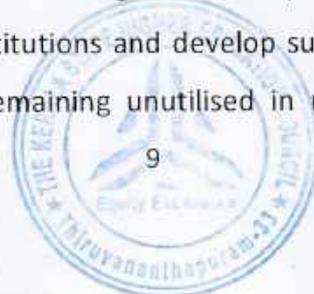


9. Dr. Anu George	-	Mahatma Gandhi University
10. Sri. Vimal Kumar V.	-	Mahatma Gandhi University
11. Dr. Beena C.	-	Cochin University of Science and Technology
12. Sri. Joseph Thadus T.P.	-	Cochin University of Science and Technology
13. Ms. Jeeja V.T.	-	National University of Advanced Legal Studies
14. Dr. A.T. Francis	-	Kerala Agricultural University
Dr. A. Lekha	-	Kerala Kalamandalam Deemed University for Arts & Culture
15. Dr. K.T.Jayalatha	-	Kerala University of Health Sciences
16. Sri. Jabirmon M.P	-	Thunchath Ezhuthachan Malayalam University
17. Dr. Mohammed Sageer T.K.	-	Sree Sankaracharya University of Sanskrit
18. Dr. Abdul Azeez.T.A	-	University of Calicut
19. Dr. Mohanlal E.K.	-	Kerala Veterinary and Animal Sciences University
20. Ms. Priya T.K.	-	Kannur University
21. Dr. Shefeeque V	-	Kerala State Higher Education Council
22. Dr. Manulal P Ram	-	Kerala State Higher Education Council
23. Deepika Lakshman	-	Kerala State Higher Education Council

The Governing Body meeting of KSHEC held on 21-01-2020 has resolved (Item No. A6.) to form the Kerala Academic Libraries Network (KALNET), and hence a meeting was convened to work out the details of the same, with the participation of university librarians and experts in this field.

**Prof Rajan Gurukkal Vice Chairman, KSHEC** in his presidential address spoke of the need to integrate libraries with teaching and research and of the inevitability of libraries in teaching and learning. He said that teaching has become too mechanical with learning being replaced by remembering and students are not motivated to learn and it has become exam centered. He pointed this needs to be remedied by introducing Outcome Based teaching and evaluation. Learning has now become a predicament and libraries should become a learning site as far as higher education sector is concerned. Teachers are expected to teach how to learn and it is here that libraries and librarians have a role to play. A Faculty-Student-Librarian collaboration needs to be established and the librarian's knowledge for conducting effective literature search with precision needs to be utilised. Librarians' whose roles have been reduced to stockists and purchase officers have to be changed to that of supporting the academic community, the teaching-learning process, curriculum development and research. Self esteem has to be developed in each librarian and they should be part of the academic community and help in the dissemination of knowledge.

**Dr. B. Ekbal** (Member, Kerala State Planning Board) emphasised the need to modernise the libraries in the higher education institutions and develop suitable mechanism to share the vast reservoir of knowledge which is remaining unutilised in universities and colleges. The new



initiative of the KSHEC, he said, will pave the way for a drastic change in teaching and research in the state.

**Sri. K. Ravindran Asari** made a detailed presentation of KALNET. He spoke of the evolution of library networks in India and abroad with special emphasis on DELNET (Developing Library Network).

He proposed the following structure for KALNET:

**Networking at two levels:**

- i) Libraries of a University to be networked and to be known by the name of the University eg: Library Network of University of Kerala to be known as KULNET.

Each University Library and its department libraries would have completed its automation and creation of an Online Public Access Catalogue(OPAC). The University level networks will then be linked to form the KALNET.

- ii) The second level would consist of the network of the affiliated college libraries which in turn would be linked to KALNET.

**Members of the Network :**

- Universities
- University departments and subcentres
- Arts & Science Colleges
- Teacher Education Institutes
- Professional Colleges(Engineering, Medical Sciences, Pharmacy, Law, Management etc)

He also proposed the formation of a Network Administration Centre and a Governing Council for KALNET.

**Structure of Governing Council**

- i. Vice Chairman, KSHEC
- ii. One representative from each University
- iii. Staff:
  - a. Librarian
  - b. IT expert
  - c. Other staff as decided by the Governing Council of KALNET

**Functions of KALNET.**

- i. Provide nationwide service



- ii. Institutional membership within the country
- iii. Individual membership to teachers & research scholars
- iv. Interlibrary loan within & outside the network
- v. Document delivery service to all members
- vi. Cooperation with other service centres like British Library Lending Service to attain full user satisfaction
- vii. Fee based services

**Other suggestions that come up include:**

1. Data migration to Cloud

It was suggested that since majority of the libraries are working on the Koha Platform, the open source software, it would be easy to migrate the data to a cloud platform. However, the technicalities need to be worked out on what type of data would be migrated- holdings of books, journals and theses etc. and its updation.

2. Discovery services to be adopted that would allow seamless search across a wide range of content of the databases of all the universities. Vufind, an open source software was suggested.

3. Constitution of a Technical team

4. Listing out the services to be provided and the costs involved

5. Time frame as to when the network would be operational

6. Monetary outlay that would be involved.

7. Intimation to be sent to the Vice Chancellors/Librarians regarding the migration of data

8. KSHEC to be the nodal centre

It was decided that KSHEC website will function as the coordinating hub for making the state-wide network of libraries feasible through cloud computing.

It was also decided to hold further deliberations in this regard to discuss the technical issues involved and the execution of the project and formation of a consortium of e-journals in the State.

The meeting started at 11:00 am. and ended by 1:00 pm.



## Additional Agenda

### Item No.A1. University Act –Statute Amendment –Government Letter

Resolved to examine the Anantha Krishnan Committee report of the KSHEC in this context for discussion in the next meeting.

### Item No. A2. Government Letter -Appointment of Aided College Teachers –reg.

Resolved to prepare a note to discuss the matter related to Appointment of Aided College Teachers in the next meeting.

**The minutes were read and confirmed.**

The Executive Body meeting began at 11.00 am and came to an end at 2.00 pm

*Agreed*  
Vice Chairman 

*Rajan Varghese*  
Member Secretary

