

# **URBX College of Aviation Detailed Project Report**

## **PREAMBLE**

The Detailed Project Report (DPR) for URBX College of Aviation is prepared to present the foundation and vision for establishing a dedicated aviation education institution in Kerala, affiliated with Rajiv Gandhi National Aviation University (RGNAU). This report encompasses the background of the aviation education landscape and industry in the region, supported by the strong credentials of the college's core aviation faculty and leadership team.

### **Introduction**

In Kerala, the availability of colleges offering quality aviation education staffed with experienced and qualified aviation professionals remains limited. Although various universities and academies provide aviation courses, a degree awarded by a specialized institution focused solely on the aviation domain, and affiliated to RGNAU, holds exceptional value for aspiring students. The establishment of URBX College of Aviation addresses this gap by offering industry-aligned academic programs backed by seasoned aviation veterans. This initiative aims to fulfill the growing demand for competent aviation professionals equipped with both theoretical knowledge and practical skills.

### **Background of the Aviation Faculty**

URBX College of Aviation's strength lies in its experienced and skilled faculty comprised of aviation veterans, many of whom hold Commercial Pilot Licenses (CPL) and have significant operational and training experience in the aviation industry. The faculty team, which includes retired officers from the armed forces and industry specialists, ensures that students receive high-quality instruction grounded in real-world aviation practices. This experienced in-house expertise eliminates the need for external consultants and exemplifies URBX's commitment to excellence in aviation education.

### **Technical/Aviation Education and Industry Scenario in Kerala**

Kerala's aviation sector is witnessing steady growth due to increasing air traffic and tourism activities, yet the supply of specialized academic institutions offering integrated aviation education remains scarce. Most existing colleges focus on broader or less specialized aviation topics without strong industry linkage or qualified aviation practitioners as faculty. The affiliation with Rajiv Gandhi National Aviation University (RGNAU) offers an opportunity to elevate aviation education standards in Kerala by providing degrees recognized across the industry. URBX College of Aviation aims to be at the forefront of this transformation by training proficient graduates ready to meet the demands of the expanding aviation and allied services industries.

## **THE PROMOTING BODY**

### **Introduction to its Genesis including its Registration Status**

URBX College of Aviation is promoted and managed by the URBX Educational Trust, a newly established trust dedicated to advancing quality education and skill development in aviation and related fields. The trust was formed to provide focused governance for emerging educational initiatives by the URBX Group of Companies, which has an established presence in logistics and skill development education in Kerala. The URBX Educational Trust is duly registered under applicable laws, ensuring its legal standing as a charitable trust committed to educational advancement.

### **Details of its Promoters including their Background**

The URBX Educational Trust is strengthened by the leadership of experienced professionals from diverse backgrounds. The Chairman and Managing Trustee, Mr. Fayas Thandariyathil Theekookkil, brings visionary leadership grounded in years of experience across logistics, supply chain management, and education sectors. The Secretary and Treasurer, Mr. Jayan Kolencherry Devassy, lends operational expertise and management acumen essential for institutional growth. Their combined expertise ensures robust governance and strategic direction to the Trust's educational mission.

### **Activities of the Promoting Body**

Established originally as part of the URBX Group of Companies six years ago, the promoters first focused on logistics services. Recognizing the growing importance of quality education and skill training in Kerala, they launched URBX Knowledge Park to provide industry-relevant skilling primarily in logistics and supply chain management. Building on this foundation, the group expanded into aviation education by establishing URBX Pilot and Aviation Academy, which offers comprehensive ground training for aspiring pilots and various aviation skilling courses. These initiatives demonstrate the Trust's commitment to nurturing skilled professionals tailored to evolving industry demands.

### **Mission of the Promoting Body**

The mission of URBX Educational Trust is to innovate, educate, and empower individuals by providing high-quality, industry-aligned education and training in aviation, logistics, and allied sectors. The Trust aspires to foster a learning environment that not only imparts technical skills but also instills professionalism, safety consciousness, and leadership qualities necessary for global industry challenges.

### **Vision of the Promoting Body**

The vision of the URBX Educational Trust is to become a leading institution dedicated to aviation and logistics education, recognized for excellence, innovation, and contribution to workforce development. The Trust envisions preparing future-ready professionals who drive

growth and safety in their respective industries while uplifting the socio-economic fabric of Kerala through quality education and skill development.

## **OBJECTIVES AND SCOPE OF THE PROPOSED INSTITUTION**

### **Objectives of the Institution**

The primary objective of URBX College of Aviation is to provide specialized, industry-relevant aviation education and skill development programs in Kerala. The institution aims to bridge the gap between academic learning and practical industry requirements by offering quality training supported by experienced aviation professionals. The college will focus on creating competent aviation professionals who can meet domestic and international industry standards, thereby enhancing Kerala's contribution to the aviation sector. Other objectives include fostering innovation, safety awareness, and leadership in aviation services, and supporting the socio-economic growth of the state through employment-oriented education.

### **General and Technical Education Scenario of the State**

Kerala boasts a strong education system, recognized nationally for its high literacy rate and student academic performance. In 2025, over 1.57 lakh students passed Plus Two (+2) Science examinations with an impressive pass percentage of 83.25% in the Science stream. However, despite the availability of technical education institutions, the state's specialized aviation education capacity is still evolving with about 35 aviation colleges, of which only a few offer comprehensive degree programs aligned with the latest industrial standards. This highlights an opportunity for high-quality, focused aviation education institutions like URBX College of Aviation.

### **Status at Entry Level**

The student population qualifying for aviation-related education predominantly comes from the +2 Science stream, which currently reflects strong academic performance in Kerala. Annually over 1.5 lakh students clear this threshold, providing a substantial base for admission potential. However, given the limited seats available in aviation programs across the state, many aspiring aviation students face challenges accessing quality education that seamlessly integrates technical knowledge with industry practice.

### **Status of Technical Level Manpower**

Kerala's aviation industry continues to expand, necessitating increased technical manpower across various levels such as ground handling, aircraft maintenance, airport operations, and pilot training. While some trained personnel are produced annually from existing institutions, the demand frequently outpaces supply due to the growth in air travel, cargo operations, and allied services. The specialized skillsets required for the aviation industry call for modern educational infrastructure and expert faculty, which URBX College of Aviation intends to provide.

## **Industrial Scenario of the State**

The aviation sector in Kerala is witnessing rapid growth, driven by tourism, increasing domestic and international air traffic, and the strategic development of Cochin International Airport as a global hub. The Kerala Aviation Summit 2025 emphasized the integration of tourism and aviation for sustainable industrial growth. Moreover, Kerala's logistics and cargo sector is evolving with enhanced airport cargo operations. This industrial landscape creates a growing demand for skilled aviation professionals, making aviation education a priority for the state's economic development agenda.

## **Scope of the Institution vis-à-vis the Industrial Scenario and Educational Facilities Already Available in the State**

URBX College of Aviation's establishment is timely and aligned perfectly with Kerala's expanding aviation industry and technical education landscape. The institution fills a niche by offering degree programs affiliated with Rajiv Gandhi National Aviation University that combine academic rigour with real-world aviation expertise. With the paucity of specialized colleges providing such integrated programmes, URBX aims to become a center of excellence that nurtures skilled manpower tailored to meet the operational and regulatory demands of the aviation sector. By equipping students with industry-relevant skills, the college supports Kerala's vision of becoming a global aviation hub and improves employability and career prospects for students across the state.

## **ACADEMIC PROGRAMMES**

### **Basic Academic Philosophy of the Institution**

URBX College of Aviation is committed to delivering academically rigorous and industry-aligned education and training in aviation and allied sectors. The institution adopts a holistic approach combining theoretical knowledge with practical skill development and apprenticeship. The philosophy centers on creating competent professionals equipped with technical expertise, safety awareness, and leadership qualities to meet the evolving demands of the global aviation industry.

### **Types of Programmes**

The college offers a diverse portfolio of academic programmes spanning undergraduate, postgraduate, diploma, and certificate levels. These include degree programmes tailored for aspiring pilots and aviation professionals as well as specialized skilling courses designed to meet immediate industry requirements.

## Identified Programmes and Intake

URBX College of Aviation proposes the following programmes and seat intakes:

<b>Program Name</b>	<b>Duration</b>	<b>Proposed Seats</b>
Bachelor of Management Studies in Aviation Services & Air Cargo	3 Years (02 Years Classroom training and 01 Year Apprenticeship)	120
Bachelor of Science in Aviation (For CPL Cadets)	03 Years (1.5 years of Classroom training of DGCA Ground papers and 1.5 Years of Flying as per requirement for CPL)	120
Bachelor of Science in Aviation	03 Years	60
Master of Business Administration (Aviation Logistics Management)	02 Years	60
PG Diploma in Aircraft and Airport Handling	01 Year Classroom training and 06 Months of Internship	60
PG Diploma in Shipping & Logistics Management	01 Year Classroom training and 06 Months of Internship	60
Certificate in Aviation and Hospitality Management	06 Months Classroom training and 03 Months Internship	60
Certificate in Advanced Logistics & Inventory Management	06 Months Classroom training and 03 Months Internship	60

The total proposed intake is 600 students per academic cycle.

### Phase-wise Introduction of Programmes and Intake

The college plans to commence all identified programmes simultaneously as part of the inaugural academic session, aiming at addressing immediate industry demands and student intake capacity.

### Target Date for Start of Academic Programmes

The academic programmes are targeted to start by the upcoming academic year 2026-2027, post-affiliation approval and infrastructural readiness.

### **Central Computing Facility**

The college will establish a centralized computing center with modern IT infrastructure to support academic activities, research, student learning, and administrative functions. This facility will provide access to relevant aviation software, simulation tools, and e-learning resources.

### **Central Library**

A well-stocked central library will be set up, offering access to a comprehensive collection of books, journals, research papers, and digital resources focusing on aviation, logistics, management, and allied disciplines. The library will include subscriptions to leading aviation databases and periodicals.

### **Central Workshop**

The institution will have a central workshop equipped with training aids, simulators, and hands-on equipment necessary for practical sessions in aircraft handling, maintenance basics, and airport operations.

### **Affiliating Body**

All academic programmes will be affiliated with Rajiv Gandhi National Aviation University (RGNAU), ensuring that the courses are aligned with national standards in aviation education.

### **Scholarships**

URBX College of Aviation will offer merit-based and need-based scholarships to support deserving students, promoting access to quality aviation education and encouraging academic excellence.

### **Preventive Measures of Ragging**

The institution is committed to maintaining a ragging-free campus with strict anti-ragging policies in place. An Internal Complaints Committee (ICC) and anti-ragging squads will be constituted to ensure the safety and well-being of all students.

### **Welfare Measures for Faculty, Staff, and Students**

The college will implement welfare measures such as health and medical support, professional development opportunities, recreational facilities, and counseling services to promote a positive and productive academic environment for faculty, staff, and students.

## SALIENT FEATURES OF ACADEMIC PROGRAMMES

### **Classification of Academic Divisions**

URBX College of Aviation is organized into two primary academic divisions:

- Department of Aviation Management
- Department of Logistics Management

These departments are supported by centralized academic facilities, including a library, computing center, workshop, and instrumentation lab, which align with the institution's philosophy of integrated theoretical and practical learning.

### **Details of Each Academic Department**

#### ***Department of Aviation Management***

- *Academic Objectives:* To develop skilled aviation professionals equipped with knowledge in airport operations, air cargo management, aviation safety, airline management, and regulatory compliance, fostering leadership and operational excellence.
- *Areas of Focus:* Aviation services, air cargo handling, airline operations management, pilot ground training, aviation safety protocols, and industry-compliant internships.
- *Academic Programme:* Offers undergraduate and postgraduate degrees such as Bachelor of Management Studies in Aviation Services & Air Cargo, Bachelor of Science in Aviation, and MBA in Aviation Logistics Management.
- *Faculty Requirement and Phase-wise Recruitment:* Initially recruits 15-20 full-time faculty members with expertise in aviation operations, piloting, logistics, and management, scaling up as programmes expand with a focus on experienced CPL holders and industry veterans.
- *Requirement of Laboratories, Space and Equipment:* Dedicated aviation labs equipped with simulation tools, air cargo handling equipment, communication and navigation instruments; sufficient classroom space with modern AV facilities.
- *Requirement of Other Space:* Includes faculty rooms, departmental office, seminar halls, and student counseling centers, integrated within the 35,000 sq.ft campus.

#### ***Department of Logistics Management***

- *Academic Objectives:* To impart comprehensive knowledge in logistics, supply chain management, transportation, inventory control, and warehousing, aligned with industry demands and technological advancements.
- *Areas of Focus:* Freight forwarding, cargo operations, logistics planning, supply chain software, regulatory framework, and real-time industry exposure.
- *Academic Programme:* Conducts diploma and degree programmes like PG Diploma in Shipping & Logistics Management and Certificate courses in Advanced Logistics & Inventory Management.

- *Faculty Requirement and Phase-wise Recruitment:* Starts with 10-15 faculty members experienced in logistics planning, shipping, and supply chain management, with additions planned based on intake growth.
- *Requirement of Laboratories, Space and Equipment:* Logistics labs furnished with inventory management systems, transport simulators, and warehouse management software.
- *Requirement of Other Space:* Adequate classrooms, faculty chambers, meeting rooms, and administrative offices within the institution's infrastructure.

### **Infrastructure and Compliance**

URBX College of Aviation's 35,000 sq.ft state-of-the-art building is designed to meet and exceed the infrastructural criteria prescribed by Rajiv Gandhi National Aviation University (RGNAU). It accommodates all academic, administrative, and recreational spaces necessary to facilitate quality education and student welfare. The campus integrates the latest technology and ergonomic design principles to create an optimal learning environment.

## **QUALITY AND HUMAN RESOURCE DEVELOPMENT**

### **Academic Values**

URBX College of Aviation is committed to nurturing academic excellence, innovation, and ethical values in teaching and research. The institution emphasizes industry-relevant education supported by continuous learning and professional development among faculty and staff. Encouraging a culture of collaboration, critical thinking, and student-centered pedagogy forms the core of its academic philosophy.

### **Recruitment, Strategies for Attracting and Retention of Faculty Personnel for Excellence**

The college adopts a rigorous recruitment strategy to attract highly qualified aviation professionals and academicians. With an emphasis on industry experience, academic credentials, and teaching aptitude, URBX prioritizes hiring faculty members who contribute substantially to both theoretical knowledge and practical skills development. Competitive remuneration, opportunities for research, professional growth, and a supportive work environment are key strategies to retain talented faculty.

### **Promotional Avenues and Career Ladder**

Faculty members are provided clear pathways for career advancement based on performance, research output, and contributions to the institution's academic programs. Regular appraisals, participation in national and international conferences, and encouragement towards higher qualifications are integral to faculty career growth at URBX.

### **Policies for Teaching and Non-Teaching Staff Development**

URBX implements periodic training programs, workshops, and seminars to upgrade the skills of both teaching and non-teaching staff. Continuous professional development is encouraged

through collaborations with industry experts, certification courses, and academic partnerships.

### **Permanent and Contract Services for Teaching, Non-Teaching, and Other Support Personnel**

The institution maintains a balanced mix of permanent and contract-based engagement for staff to ensure flexibility and excellence. Currently, 7 of the planned 15 teaching faculty and 4 of the 10 non-teaching staff have been recruited. Recruitment of the remaining staff is underway to be completed before the commencement of the academic year 2026, ensuring adequate human resources are in place.

### **Total Quality Management**

URBX College of Aviation is dedicated to implementing robust quality management systems encompassing academic, administrative, and student services. Regular feedback mechanisms, internal audits, and benchmarking against industry standards help maintain high educational standards. The institution fosters a culture of continuous improvement, accountability, and transparency.

### **Overall Teaching and Non-Teaching Staff Requirements**

To support its envisioned academic programs and growth trajectory, the college requires a total of 15 teaching faculty members and 10 non-teaching staff. The phased recruitment plan ensures that staffing aligns with the institution's operational needs and academic calendar.

## **LINKAGES IN AVIATION EDUCATION**

URBX College of Aviation recognizes the critical role of strategic linkages with industry, academic institutions, community, and research organizations in fostering holistic development of students and contributing meaningfully to society. These linkages will facilitate practical training, collaborative research, knowledge exchange, and skill enhancement aligned with the dynamic aviation sector.

### **Linkages with Industry**

The institution plans to formalize collaborations with key aviation industry stakeholders to provide students with valuable internship and hands-on training opportunities. A Memorandum of Understanding (MoU) is proposed with Airports Authority of India (AAI), subject to receiving RGNAU affiliation, to facilitate structured internships and on-the-job training. Additionally, URBX is actively exploring partnerships with leading airlines, ground handling agencies, MROs, and logistics companies to enrich industry exposure and employability skills for students.

### **Linkages with the Community**

URBX College endeavors to engage with the local and wider community through outreach programs, awareness campaigns, and skill development initiatives. By conducting seminars,

workshops, and community service projects, the institution aims to raise aviation awareness, promote safety culture, and contribute to regional socio-economic development.

### **Linkages with Other Technical Institutions in the Region**

The college intends to collaborate with regional technical and aviation institutes for academic exchanges, joint workshops, and professional development programs. These partnerships will enable sharing of best practices, faculty development, and student interaction platforms to foster a vibrant learning ecosystem.

### **Linkages with Institutions of Excellence**

URBX plans to establish networks with premier institutions such as the Indian Institutes of Technology (IITs), Indian Institute of Science (IISc) Bangalore, and other national centers of excellence. These linkages aim to promote joint research projects, faculty/student exchange programs, and access to cutting-edge aviation technologies and innovations.

### **Linkages Abroad**

Global collaborations are envisioned with reputed international aviation academies and organizations to align curriculum with global standards, offer student exchange programs, and facilitate exposure to international aviation practices and advancements.

### **Linkages with R&D Laboratories**

URBX plans to partner with leading research and development laboratories focused on aviation technologies, safety systems, and sustainable practices. These linkages will encourage student participation in research projects, innovation challenges, and development of practical solutions for aviation challenges.

## **GOVERNANCE, ACADEMIC AND ADMINISTRATIVE MANAGEMENT**

### **Philosophy of Governance**

URBX College of Aviation believes in transparent, participative, and efficient governance that fosters academic excellence, accountability, and continuous improvement. The governance framework is designed to facilitate strategic decision-making, operational efficiency, and alignment with regulatory standards while empowering all stakeholders to contribute toward institutional growth and quality education delivery.

### **Board of Governors**

The Board of Governors constitutes experienced professionals and stakeholders responsible for policy formulation, oversight of institution's performance, and ensuring adherence to academic and administrative standards. The Board steers long-term strategy, resource mobilization, and monitors compliance with Rajiv Gandhi National Aviation University (RGNAU) regulations and government policies.

## **Organizational Structure and Chart for Day-to-Day Operations and Management**

The day-to-day operations of URBX College of Aviation are managed through a clearly defined organizational structure:

- Chairman: Heads the organization and provides vision and leadership at the strategic level.
- Principal: Responsible for academic leadership and overall academic administration of the college.
- Administrative Officer: Heads the administrative functions, overseeing non-academic operations and support services.
- Head of Academics: Reports to the Principal and assists in academic planning, curriculum delivery, and faculty coordination.
- Heads of Departments (HODs): Aviation Management and Logistics Management departments, each led by dedicated HODs reporting to the Principal via the Head of Academics.
- Faculty: Associate Professors and Assistant Professors working under the respective HODs.
- Non-Teaching Staff: Report to the Administrative Officer for smooth functioning of administrative services.

## **Role and Responsibilities of Key Senior Positions**

- Chairman: Provides strategic direction, ensures governance compliance, and represents the institution in official forums.
- Principal: Oversees academic program planning, faculty management, student affairs, and quality assurance.
- Administrative Officer: Manages operational administration, infrastructure maintenance, non-academic staff coordination, and regulatory compliance.
- Head of Academics: Facilitates academic quality, curriculum updates, faculty training, and academic monitoring.
- HODs: Responsible for departmental academic activities, faculty supervision, student performance monitoring, and resource allocation.

## **Methods/Style of Administration/Management**

URBX College adopts a collaborative and decentralized management style encouraging participation from all levels. Decisions are data-driven and inclusive, supported by committees and feedback mechanisms involving faculty, staff, and student representatives. Focus is maintained on operational transparency, adherence to university norms, and proactive problem-solving to support continuous institutional development.

## **CONCEPTUAL MASTER PLAN FOR MAIN CAMPUS DEVELOPMENT**

### **The Site**

Currently, URBX College of Aviation operates on a long-term lease basis, situated on a strategically located site that facilitates easy access to city amenities and transportation hubs. Recognizing the importance of future growth and sustainability, the institution is actively planning to acquire its own land for the development of a dedicated campus. This will enable long-term expansion, autonomy in infrastructure development, and the opportunity to design facilities tailored to aviation education needs.

### **Proposed Land Use Pattern**

The future campus land is envisioned to be planned according to international best practices for educational institutions, especially aviation colleges. The land use will include designated zones for academic buildings, administrative offices, aviation laboratories, student hostels, recreational areas, parking, and green spaces. Adequate space will be allocated for future expansion, aviation-specific outdoor training facilities, and industry collaboration centers.

Design Concept with Proof of Sustainability (Green Building Code 2017 Compliance)

The campus will be designed adhering to India's Energy Conservation Building Code (ECBC) 2017, emphasizing sustainability, energy efficiency, and minimal carbon footprint. Passive design strategies such as optimal orientation for natural lighting and ventilation, use of energy-efficient materials, solar power integration, rainwater harvesting, and waste management systems will be integral to the planning. Compliance with Green Building Codes will ensure reduced operational costs and a healthy, comfortable environment for students and staff.

### **Infrastructural Facilities in the Campus**

The master plan includes state-of-the-art infrastructural facilities like:

- Academic blocks with modern classrooms, simulation labs, and aviation training centers.
- Centralized computing and library resource centers.
- Workshops for practical skill development.
- Student hostels and staff quarters.
- Sports and recreational facilities promoting overall well-being.
- Cafeteria, medical facilities, and counseling centers.

All buildings will include modern safety features, accessibility provisions, and fire safety systems compliant with national standards.

### **External Services**

The campus will have well-established external services, including reliable water supply, uninterrupted power with backup systems, high-speed internet connectivity, and efficient waste disposal systems. Connectivity to public transportation and emergency service access will be priorities in site planning.

## **Construction Systems and Materials**

The construction approach will leverage durable, eco-friendly materials with advanced construction technologies to ensure longevity and ease of maintenance. Emphasis will be laid on seismic-resistant structures, sound insulation, and ergonomics to enhance the learning environment.

## **Landscape Proposal**

The landscaping will focus on creating a green, serene campus with native plant species, shaded walkways, water bodies, and outdoor student interaction spaces. Landscape design will enhance biodiversity, reduce urban heat, and contribute to the aesthetic and functional appeal of the campus.

## **REQUIREMENT OF STAFF, SPACE, EQUIPMENT AND THEIR COST**

URBX College of Aviation's phased development strategy aims to optimize resource utilization while ensuring high-quality education delivery. The projection of staff, space, equipment needs, and finances is crafted meticulously to align with the growth of academic programmes from inception through steady expansion over the next five years. This section outlines a comprehensive estimate of institutional requirements and funding strategies essential for sustainable growth and academic excellence.

### **Faculty Requirements**

The College requires a total of 15 teaching faculty members spanning core aviation management and logistics domains. Currently, 7 teaching faculty have been recruited, with the remaining 8 planned to be onboarded prior to the academic year 2026-2027. Faculty recruitment emphasizes experienced professionals and industry veterans, ensuring a mix of academic rigor and practical knowledge conducive to producing work-ready graduates.

### **Non-Teaching Staff Requirements**

For smooth institutional functioning, 10 non-teaching staff positions have been identified, including administrative officers, support personnel, and technical assistants. Presently, 4 non-teaching staff members are employed, with plans to recruit the balance ahead of programme commencement. The administrative team is pivotal in managing day-to-day operations, student support, and compliance with regulatory mandates.

### **Building Requirements: Area and Costs**

The College currently operates from a 35,000 square feet state-of-the-art building that meets all RGNAU infrastructural norms. This facility includes classrooms, laboratories, administrative offices, faculty rooms, and student spaces designed for an enriching academic environment. Future phases envisage the acquisition and development of a proprietary campus with additional facilities to support expansion and specialized aviation training infrastructure.

## **Estimated Cost of Equipment**

The College has provisioned for advanced aviation simulation equipment, logistics management software, communication and navigation instrumentation, and classroom technologies necessary for curriculum delivery. These equipment needs are phased to align with programme rollouts, ensuring cost-effective investments and technological relevance.

## **Phase-wise Financial Requirements**

Financial projections indicate initial capital expenditure focused on faculty salaries, campus infrastructure setup, equipment acquisition, and operational overheads. The Trustees have committed substantial funds for initial capital investment and ongoing operational expenses. It is projected that the College will achieve operational sustainability by Year 3, with revenues from tuition fees balancing expenses while enabling continuous enhancement.

## **Strategies for Financial Mobilization**

The College relies on a multi-pronged financial mobilization strategy including:

- Substantial funding commitments from Trust members and benefactors as seed capital.
- Tuition fee collections aligned with phased student enrolment growth.
- Scholarship funds and grants dedicated to deserving students, supplemented by institutional provisions.
- Active cost control measures and reinvestment of operational surpluses to support infrastructural upgrades.
- Exploring avenues for governmental and private sector grants and partnerships to augment financial resources.

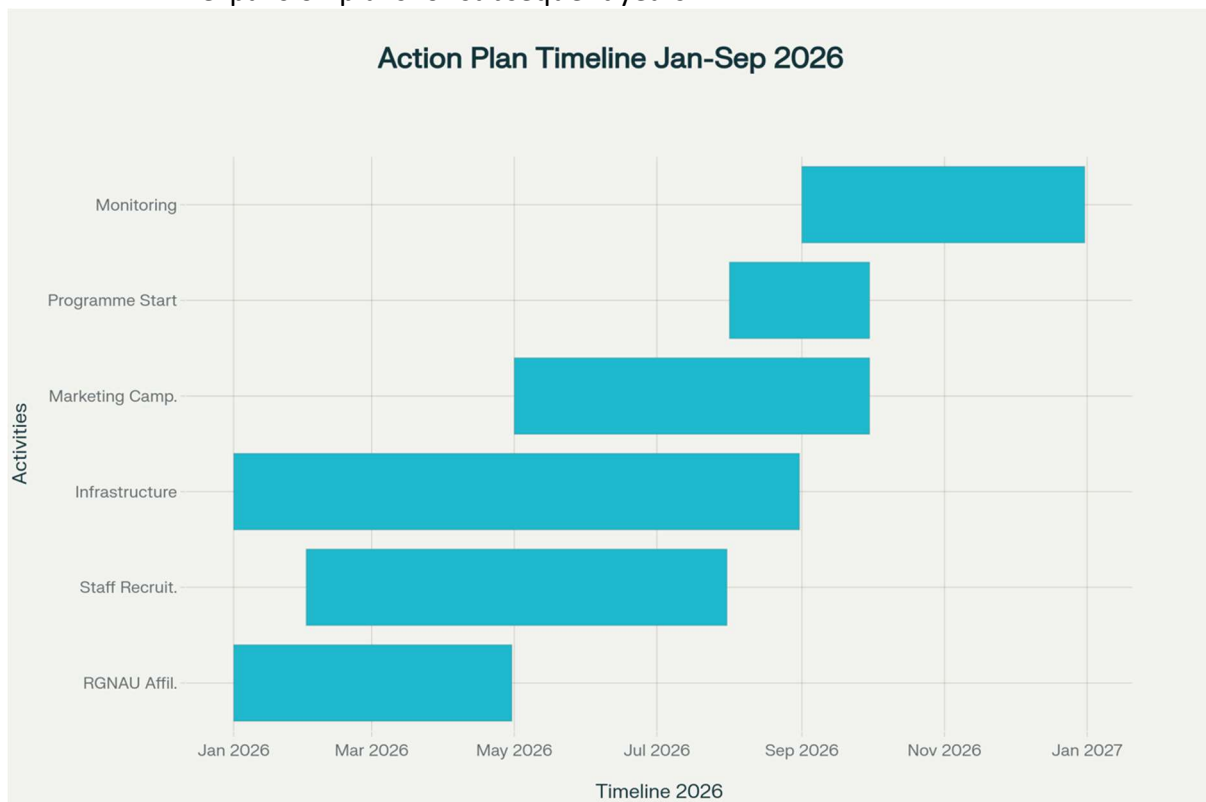
## **ACTION PLAN FOR IMPLEMENTATION**

### **Activity Chart**

URBX College of Aviation's implementation strategy has been designed with a clear, time-bound action plan spanning from the conceptual stage to full operation, ensuring the commencement of academic programmes in the academic year 2026. The following critical activities will be undertaken in a phased and coordinated manner:

- **Affiliation Process:** Coordination with Rajiv Gandhi National Aviation University (RGNAU) for affiliation will be expedited starting immediately, aiming for approval within the first four months (January to April 2026). This step is foundational as it authorizes the institution to run degree programmes and facilitates partnerships such as internships with the Airports Authority of India (AAI).
- **Faculty and Staff Recruitment:** Recruitment drives for the remaining teaching and non-teaching staff (8 faculty and 6 staff members) will be conducted in parallel with affiliation procedures, targeting completion by July 2026. This recruitment prioritizes hiring qualified professionals with significant academic and industry experience, including CPL holders for aviation courses.

- **Infrastructure and Equipment Readiness:** All academic and administrative infrastructure — classrooms, labs, workshops, and administrative offices — will be finalized by August 2026. Concurrently, procurement and installation of aviation simulation equipment, logistics software, and communication devices will be managed closely with vendors to avoid delays, aiming to conclude by August 2026.
- **Marketing and Student Admissions:** A comprehensive marketing strategy focusing on the aviation aspirants in Kerala and neighboring states will be rolled out by May 2026. Admissions campaigns, awareness sessions, and collaborations with schools and career counselors will continue until September 2026 to ensure enrollment targets are met for the inaugural academic year.
- **Academic Commencement:** All preparations culminate in the launch of academic programmes in August-September 2026, coinciding with Kerala's academic calendar. Orientation, curriculum execution, and monitoring will be closely supervised for quality and smooth operational flow.
- **Continuous Monitoring and Expansion Planning:** From programme commencement onward, an ongoing review system will track academic outcomes, infrastructure utilization, and faculty performance, guiding phased expansion plans for subsequent years.



## Constraints

Anticipated challenges include:

- Timely receipt of affiliation approval from RGNAU, critical for programme start.
- Recruiting top-quality aviation faculty amidst competitive educational environment.

- Meeting deadlines for procurement of specialized aviation equipment due to supply chain uncertainties.
- Achieving targeted student enrollment in the first intake.
- Coordinating infrastructure readiness, including campus facilities and safety compliances.
- Ensuring efficient financial sustainability during the early growth phase.

## **Financial Outlay**

The phased financial outlay is aligned with activity milestones and the institution's five-year financial projections. Initial capital investments focus on infrastructure, faculty remuneration, and key equipment acquisition, followed by operational expenses including administration, marketing, and student support services. Careful budgeting and cash flow management, alongside ongoing fundraising efforts, will secure steady financial health.

## **Strategy for Implementation**

URBX College of Aviation will deploy a multi-faceted strategy to mitigate risks and ensure timely implementation:

- **Proactive Liaison with RGNAU:** Frequent communication and documentation follow-ups to accelerate affiliation approval.
- **Robust Recruitment Policies:** Leveraging aviation industry networks, competitive packages, and professional development opportunities to attract and retain faculty.
- **Vendor Partnerships:** Establishing reliable and responsive relationships with equipment suppliers and contractors to avoid procurement disruptions.
- **Targeted Marketing:** Using digital platforms, career fairs, and educational partnerships to maintain steady admission pipelines.
- **Phased Infrastructure Development:** Prioritizing critical facilities for immediate use while planning subsequent expansions with scalability.
- **Financial Vigilance:** Periodic reviews and contingency plans to respond proactively to financial pressures.

## **EXECUTIVE SUMMARY OF THE DETAILED PROJECT REPORT**

### **Details about the Promoting Body**

- *Name and Address of the Promoting Body:* URBX Educational Trust (Reg No: 381/IV/2025, Registered on 13/08/2025) Address: 38/1728, Pipeline Junction, Edappally - Pukattupady Road, Thrikkara, Kochi - 682021, Kerala
- *Date of Registration/Establishment of the Promoting Body:* The Trust was officially registered on 13th August 2025.
- *Nature of the Promoting Body:* URBX Educational Trust is a charitable trust committed to advancing educational excellence and fostering social responsibility within the aviation and allied sectors.
- *Activities of the Promoting Body since Inception:* Being a recently formed trust, URBX Educational Trust is initiating its operations with the establishment of URBX College of Aviation. The parent organization, URBX Group of Institutions,

has a strong track record of over six years in logistics and skill development education through entities such as URBX Knowledge Park and URBX Pilot and Aviation Academy.

- *Constitution of the Promoting Body:* The Trust is managed by a dedicated team comprising Chairman and Managing Trustee Mr. Fayas Thandariyathil Theekookkil, and Secretary and Treasurer Mr. Jayan Kolencherry Devassy, supported by experienced professionals in academic administration and institutional governance.

## **PROPOSED INSTITUTION**

### **Details about the Proposed Institution**

URBX College of Aviation is a pioneering institution dedicated to delivering industry-relevant aviation education and skill development in Kerala. Strategically located in Kochi, the institution builds on the established reputation of the URBX Group of Institutions and URBX Pilot and Aviation Academy, which have been fostering excellence in aviation and logistics training for over six years.

The College aims to provide comprehensive academic programs ranging from undergraduate to postgraduate levels and specialized diploma and certificate courses, all aligned with global aviation standards and regulations. With experienced faculty including CPL holders and aviation veterans, state-of-the-art infrastructure, and strong industry linkages, URBX College of Aviation is committed to shaping competent, job-ready aviation professionals.

### **Development Plan for the Proposed Institution**

The development of URBX College of Aviation follows a phased plan focused on sustainable growth and quality enhancement:

**Infrastructure Expansion:** Currently operating from a 35,000 sq.ft building in Kochi, the College plans to acquire dedicated campus land to build advanced academic blocks, training labs, faculty offices, student hostels, and recreational facilities adhering to Green Building Code 2017.

**Academic Program Expansion:** Phased introduction of new programs will meet evolving industry needs, including degrees, diplomas, and certificate courses in aviation management, pilot training, logistics, and allied sectors.

**Faculty Development:** Continuous recruitment and capacity building of skilled faculty through training, industry collaboration, and academic partnerships.

**Industry Linkages:** Strengthening collaborations with Airports Authority of India (AAI), airlines, cargo handlers, and global aviation bodies for internships, placements, and joint research.

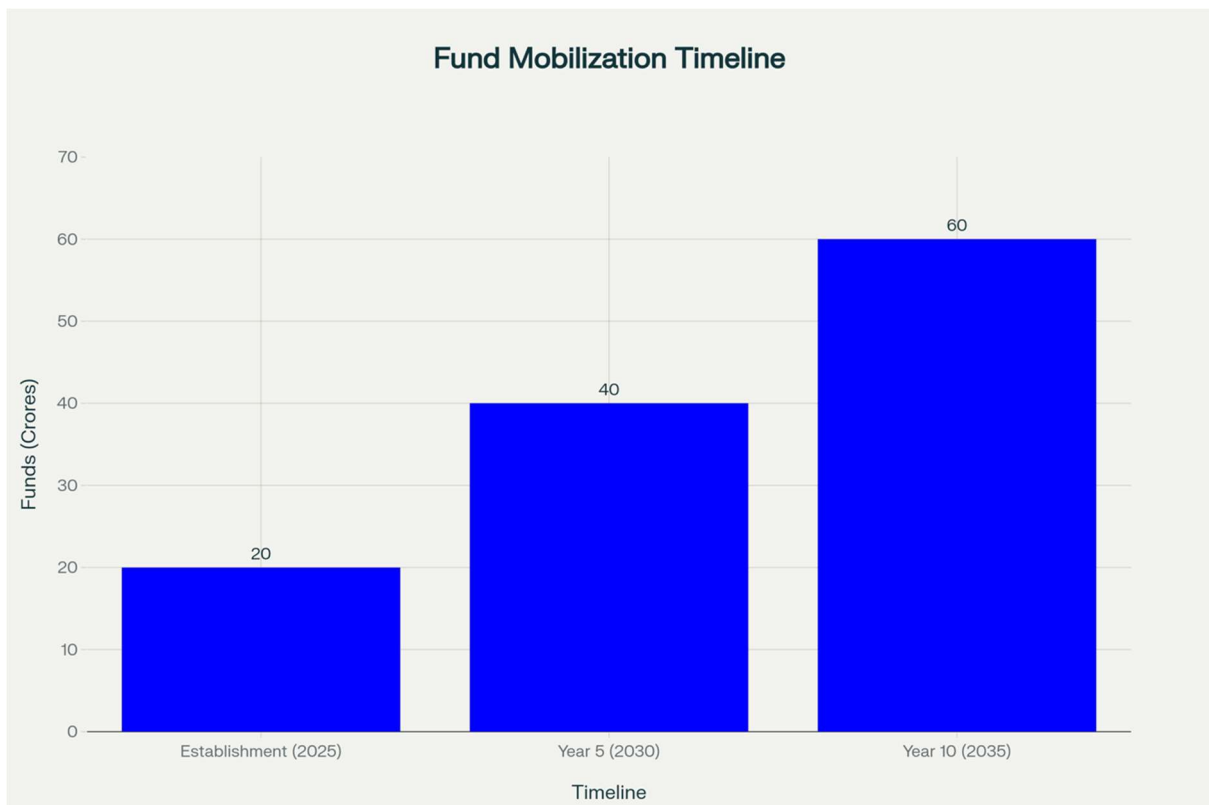
**Technology Integration:** Incorporation of modern simulation tools, e-learning platforms, and aviation software in curriculum delivery.

Quality Assurance: Implementation of robust quality management systems, accreditation processes, and feedback mechanisms to ensure academic excellence.

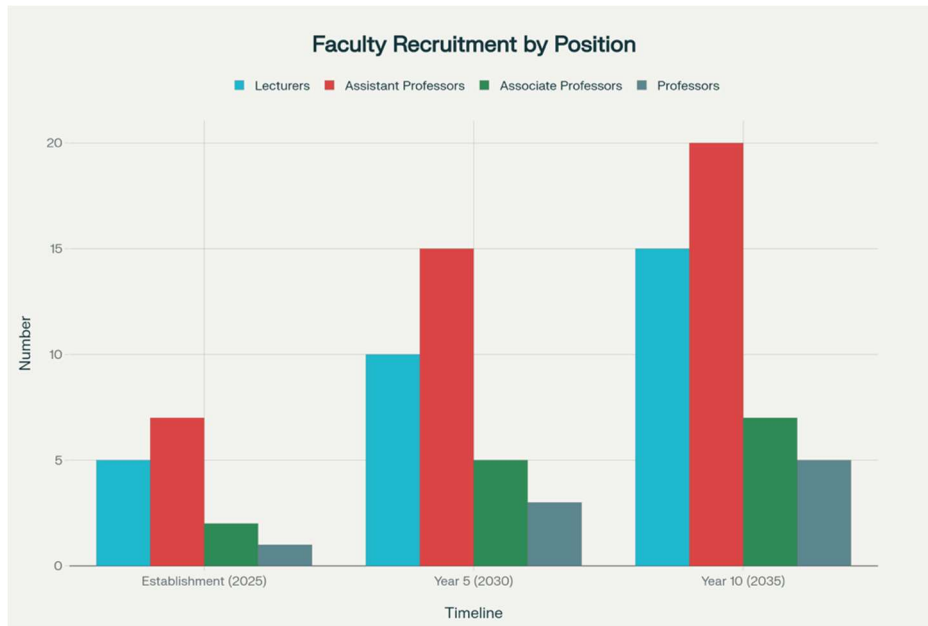
Community Engagement: Initiatives for awareness, skill development, and promoting aviation safety culture in the region.

### **GRAPHICAL REPRESENTATION**

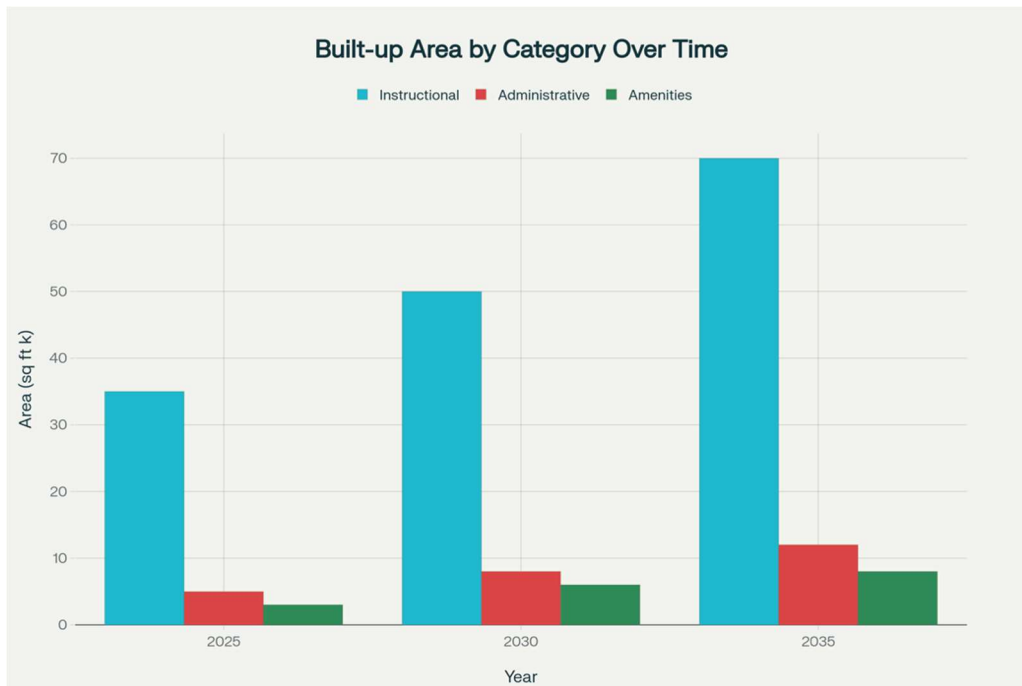
**Mobilization of funds for the proposed project at the time of establishment and for next 10 years at intervals of five years.**



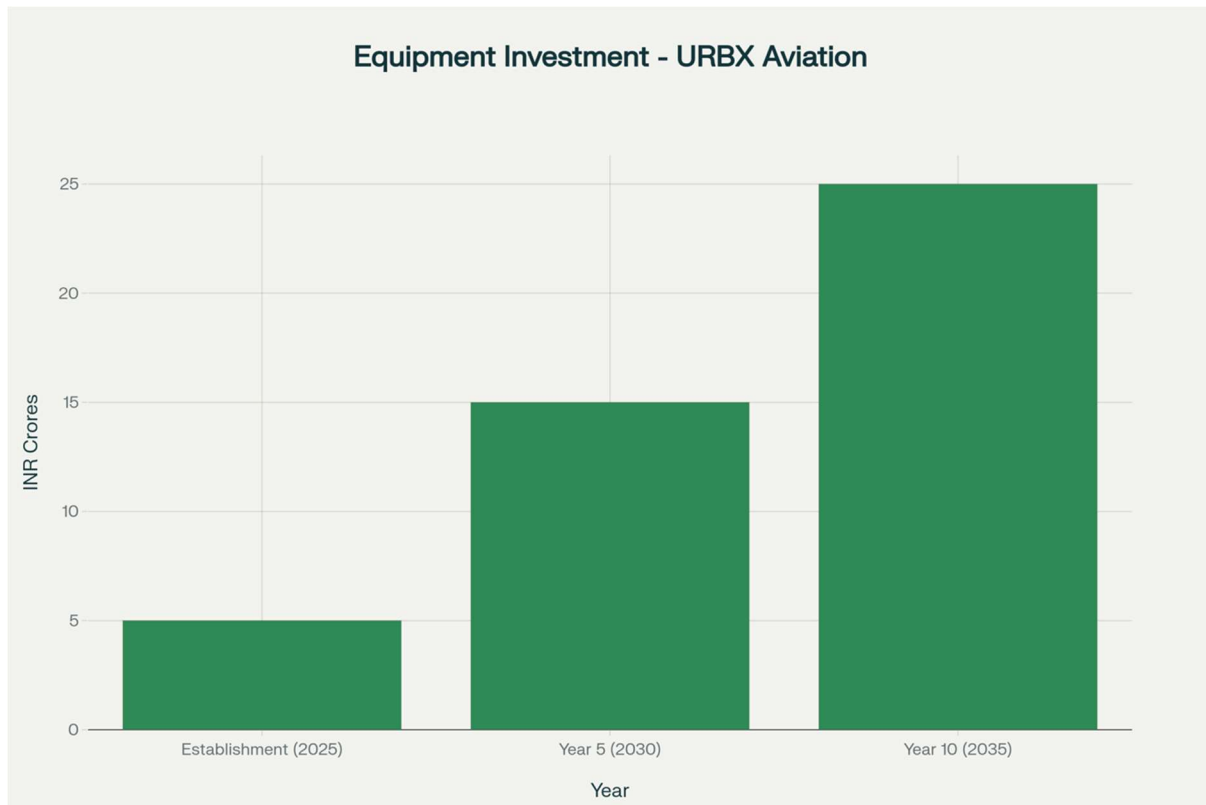
**Recruitment of Faculty (separately for Lecturer, Assistant Professor, Associate Professor, Professor) for the proposed project at the time of establishment and for next 10 years at intervals of five years.**



**Creation of Built-up area (separately for Instructional, Administrative and Amenities) for the proposed project at the time of establishment and for next 10 years at intervals of five years.**



**Investment on Equipment and machinery for the proposed project at the time of establishment and for next 10 years at intervals of five years.**



**TOTAL PROJECT COST (AT THE TIME OF ESTABLISHMENT AND NEXT FIVE YEARS)**

Year	Programs / Intake Proposed	Built-up area/ Investment to be made (m2 / ₹)	Investment on Furniture & Accessories (₹ in Lakh)	Investment on Equipment / Machinery (₹ in Lakh)	Projected expenditure on Salary of Staff per annum (₹ in Lakh)	Investment on the Library (₹ in Lakh)	Total Project Cost (I to VI) and Preoperative Exp. (₹ in Lakh)
2025-26	600 students (multiple programs)	35000 sq.ft / 390.0	50	100	350	20	~910
2026-27	960	+15000 sq.ft / 40.0	10	10	150	5	~215

Year	Programs / Intake Proposed	Built-up area/ Investment to be made (m2 / ₹)	Investment on Furniture & Accessories (₹ in Lakh)	Investment on Equipment / Machinery (₹ in Lakh)	Projected expenditure on Salary of Staff per annum (₹ in Lakh)	Investment on the Library (₹ in Lakh)	Total Project Cost (I to VI) and Preoperative Exp. (₹ in Lakh)
2027-28	1260	+20000 sq.ft / 40.0	10	10	94	5	~159
2028-29	1260	Maintenance / 40.0	10	10	99	5	~164
2029-30	1260	Maintenance / 40.0	10	10	103	5	~168

**DETAILS FOR MOBILIZATION/SOURCE OF FUNDS (CAPITAL AND RECURRING) (AT THE TIME OF ESTABLISHMENT AND NEXT FIVE YEARS) (₹ IN LAKH)**

From Applicant	Donations	Grants from Government	Fee	Loan	Others
600	50	0	800	400	100

**RECRUITMENT OF FACULTY (AT THE TIME OF ESTABLISHMENT AND NEXT FIVE YEARS)**

<b>Year</b>	<b>Professor</b>	<b>Associate Professor</b>	<b>Asst. Professor</b>	<b>Lecturer</b>	<b>Total</b>
Establishment (2025)	1	2	7	5	15
2030	3	5	15	10	33

**RECRUITMENT OF NON-TEACHING STAFF (AT THE TIME OF ESTABLISHMENT AND NEXT FIVE YEARS)**

<b>Year</b>	<b>Technical</b>	<b>Administrative</b>	<b>Total</b>
Establishment (2025)	2	2	4
2030	5	5	10

**PROPOSED STRUCTURE OF THE GOVERNING BODY**

<b>Sl. No.</b>	<b>Trust/ Society/ Company Representative</b>	<b>Others</b>
1	Fayaz T.T, Chairman & Managing Trustee, URBX Educational Trust	Chairman
2	Jayan Devassy, Secretary & Treasury, URBX Educational Trust	Secretary
3	To be decided upon Nomination from State Government	State Government Nominee
4	To be decided upon Nomination from University	University Nominee
5	Dr. Shabna Backer, Principal, KMM College of Arts & Science, Kochi	Academic Member
6	Dr. Urmila G, PhD., MA, BA, T John College, Bangalore	Academic Member
7	Bency Sunil, Assistant Manager, HR, Airport Authority of India, Kochi	Industry Member
8	Prof. S Ganesan, Head - Education Initiatives, LSC, Chennai	Educationist
9	Manoj Varghese, General Manager, Zigma Security Services, Kochi	Industrialist

10	Shaiju David, Administrative Officer, URBX College of Aviation	Administrative Staff Representative
11	Dr. Sheena T.C., PhD., MBA, BBM, Principal, URBX College of Aviation	College Principal
12	Don George, Head of Academics, URBX College of Aviation, Kochi	Faculty Representative
13	To be Appointed	Faculty Representative
14	To be Appointed	Faculty Representative

### **INDUSTRY LINKAGES (AT THE TIME OF ESTABLISHMENT AND NEXT FIVE YEARS)**

URBX College of Aviation recognizes the critical role of industry partnerships in providing practical exposure, enhancing curriculum relevance, and offering placement opportunities to students. To this end, the institution plans to establish a minimum of five Memorandums of Understanding (MoUs) with key stakeholders in the aviation sector during the period from establishment through the next five years.

#### **Planned MoUs and Their Purposes:**

##### *Airports Authority of India (AAI) and AAICLAS*

Purpose: Collaborate under the Pradipti Policy to provide hands-on training, internships, and skill development programs in Airport Operations and related fields.

Outcome: Students will gain practical experience at AAI-operated airports, enhancing employability and industry readiness.

##### *Menzies Aviation*

Purpose: Develop an MoU focused on Air Cargo handling and logistics training.

Outcome: Access to real-world cargo operations and logistics management facilities for student training.

##### *Cochin International Airport Limited (CIAL)*

Purpose: Provide practical exposure to students in airport ground handling and operations.

Outcome: Structured internships and industry mentoring to bridge the gap between theory and practice.

##### *Adani Group Airports*

Purpose: Facilitate student learning through exposure to modern airport management and customer service operations.

Outcome: Opportunities for internships, live projects, and placements in one of India's leading airport conglomerates.

### *Additional Collaborations*

The college will pursue further partnerships with airlines, aviation service providers, and global aviation bodies to broaden student opportunities.

### **Implementation Timeline:**

All these MoUs are targeted for signing following the affiliation with the Rajiv Gandhi National Aviation University (RGNAU), which enables the college to commence student admissions and academic activities.

The college anticipates signing initial MOUs within the first 12 months post affiliation approval and building on them progressively in subsequent years.

### **DECLARATION**

I, Mr. Fayaz Thandariyathil Theekokkil, on behalf of URBX Educational Trust hereby confirm that this Detailed Project Report has been prepared for its proposed Institution under the name and style of URBX College of Aviation. It is hereby confirmed that all the information furnished above is true to the best of my/ our knowledge and belief and if any information is found to be false, the proposal shall be rejected.

Place: Kochi  
Date: 15<sup>th</sup> September 2025

Name: **Mr. Fayaz Thandariyathil Theekokkil**  
Designation: **Chairman & Managing Trustee**  
**URBX Educational Trust**  
**Thrikkakara, Kochi**