**MEMORANDUM OF UNDERSTANDING**
**Collaboration for Establishing Skill Training Programs in Employability and Technical Skills under the Hub & Spoke Model**

This **Memorandum of Understanding (MoU)** is made on this 31st day of August **(2026-2027)**

**BY AND BETWEEN**

**Nirmaan Organization**, [**Regd. No.: 1119/2007 and CSR reg. no. CSR00000146**], a non-profit organization registered as Society under the Societies Registration Act, 1860 having office at Trendz Spire Building, 4th & 5th Floors Kavuri Hills, Madhapur, Hyderabad – 500033, Telangana (hereinafter referred to as "**Nirmaan**" which expression shall, unless it be repugnant to the context or meaning thereof, mean and include its legal heirs, executors, administrators and permitted assigns);

**AND**

**Vande Mataram College of Arts, Commerce and Science** having its registered address at **JMF Sanskriti Vihar, Dr. Nemade Road, Telcoswadi, Kopar, Dombivli (W), Dist. Thane, Maharashtra. PIN-421202** (hereinafter referred to as "**Institution**" which expression shall, unless it be repugnant to the context or meaning thereof, mean and include its legal heirs, executors, administrators and permitted assigns).
Nirmaan and the Institution are hereinafter individually referred to as a **"Party"** and collectively as the **"Parties."**

**1. Background & Purpose:**

1.1. Nirmaan, in collaboration with **Infosys Foundation**, is implementing Skill Training programs in Employability Skills and Technical Skills under a Hub & Spoke Model to promote skilling and employability among youth.
1.2. The Institution has expressed interest in collaborating with Nirmaan to establish and operate an Employability Skills, Technical skills and Job Drives within its campus and, where applicable, function as a Hub institution for surrounding spoke colleges.
1.3. This MoU defines the roles, responsibilities, and commitments of both Parties to ensure successful implementation, operation, and sustainability of the program.

**2. Objectives & Scope of Collaboration:**

The collaboration aims to:
(a) Conducting free training sessions on employability and technical skills at the Institution's campus.
(b) Implement a Hub & Spoke model to extend the benefits to multiple colleges in the region.
(c) Create a sustainable employability and technical skills learning ecosystem through certified trainers, and placement support.
(Collectively referred to as the "Program").

**3. Responsibilities of the Institution:**

The Institution agrees to provide the following support to ensure effective and sustainable implementation of the Program.

3.1. **Infrastructure & Space Requirements:**

a. **Dedicated Space:**
- Provide a safe, accessible, exclusive Class room for conducting sessions on employability and technical skills within the campus.
- Ensure the space can comfortably host approximately 40 learners with unobstructed movement.
- Ensure access to the class room for 6 days a week for students, faculty, and Nirmaan coordinators.

b. **Electricity & Internet:**
- Provide reliable power supply, proper electrical points, and adequate ventilation.
- Ensure high-speed internet connectivity

c. **Additional Facilities:**
- Provide access to seminar halls/auditoriums for Job Drives or Campus Drives.
- Provide access to classrooms for overflow sessions, assessments, or orientations as required.

d. **Safety & Security:**
- Provide campus security support for the safety of equipment and participants.
- Facilitate CCTV coverage for the class where available.

3.2. **Academic & Administrative Support:**

a. **Faculty Commitment:**
- Ensure their availability to cascade training to students and support ongoing program delivery.
- Encourage faculty participation in monitoring, evaluation, and assessments.

b. **Student Mobilization:**
- Conduct orientations, awareness sessions, and campus-wide announcements.
- Mobilize eligible learners across relevant streams/departments.
- Facilitate student screening, documentation, and certification processes.

c. **Timetable Integration:**
- Where feasible, employability and technical skills sessions into the academic timetable or provide additional time slots (before/after regular hours or weekends) for Program sessions.

d. **Administrative Coordination**
- Designate a Single-Point-of-Contact (SPOC) from the Institution (e.g., a senior faculty member or administrator) to coordinate with Nirmaan.
- Facilitate permissions, access to spaces, and logistical support as required.

3.3. **Additional Responsibilities for Hub Institutions (If Applicable):**

Where the Institution is designated as a **Hub**:

a. Provide access to the Class rooms, seminar halls, and other necessary spaces to conduct joint training sessions.

3.4. **Job Drives, Campus Drives & Industry Engagement Support:**

The Institution agrees to:

a. Provide venue and basic logistics for Job Drives, innovative showcases, and other engagement events.
b. Permit participation of students from partner/spoke colleges in Job drives or Campus drive events hosted on campus.
c. Support guest lectures, CSR events, placement drives, and MSME-focused interaction days related to the Program.
d. Support the Nirmaan team by ensuring that, once a candidate is selected and has received the offer letter during the Job Drive/Campus Drive, the college management actively motivates and encourages the candidate to join the organization and complete the onboarding process.

3.5. **Sustainability & Long-Term Commitment:**

The Institution agrees to:

a. Allow use of campus facilities for capacity-building sessions, incubation events, and innovation showcases linked to the Program.

**4. Responsibilities of Nirmaan:**

Nirmaan agrees to:

4.1. Design and deliver a structured curriculum on Employability Skills and related technologies for students and faculty, aligned with industry expectations and partner guidelines.
4.2. Organize events such as placement-related activities, including industry interactions as feasible.
4.3. Facilitate certifications for students and faculty in collaboration with industry partners, subject to those partners' terms and processes.
4.4. Monitor program progress, maintain records, and share periodic reports with the Institution and relevant funding/CSR partners.
4.5. Make reasonable efforts to support placement, internships, or project opportunities for trained students, subject to market conditions and student performance.

**5. Term & Renewal:**

5.1. This MoU shall remain in force for an initial period of A.Y. 2026-27 to 2026-27 from the Effective Date ("Initial Term"), unless terminated earlier in accordance with Clause 11 below.
5.2. Based on the performance, mutual satisfaction, and availability of funding/CSR support, the MoU may be renewed or extended for additional periods by mutual written consent of the Parties, with revised or updated terms as may be mutually agreed.

**6. Financial Arrangement:**

6.1. Any financial commitments, if applicable (e.g., cost-sharing for utilities, additional infrastructure, staff support), shall be detailed in a separate Annexure or subsequent written communication agreed upon by both Parties.
6.2. This MoU itself does not obligate either Party to provide specific funding beyond what is mutually agreed and documented separately.

## 7. Intellectual Property (IP) & Content:

7.1. Learning content, training material, and curriculum provided by Nirmaan and/or its partners shall remain the intellectual property of Nirmaan and/or such partners, unless otherwise agreed in writing.

7.2. The Institution may use such materials only for the purposes of this Program and shall not reproduce, distribute, or commercialize them without prior written consent from Nirmaan and/or the respective content owner.

7.3. Student projects and innovations developed under the Program may be showcased by both Parties for non-commercial, branding, and impact communication purposes, with due credit to students, the Institution, and Nirmaan, subject to applicable institutional rules.

## 8. Branding, Communication & Publicity:

8.1. Both Parties agree to acknowledge each other and relevant CSR/industry partners (including Nirmaan Organization & Infosys Foundation, as applicable) in all official communications, banners, reports, and events related to the Program, as per mutually agreed branding guidelines.

8.2. Any press release, media communication, or external publication referring to the Program shall be jointly reviewed by both Parties prior to release.

## 9. Monitoring, Data & Reporting:

9.1. Both Parties shall cooperate to provide necessary data for monitoring and evaluation, including:

- Enrollment and completion statistics;
- Placement outcomes;
- Feedback from students and faculty;
- Usage of lab infrastructure.

9.2. Nirmaan may share consolidated data (without personally identifiable details, unless consented) with CSR partners and stakeholders for reporting, impact stories, and program improvement.

9.3. Both Parties agree to comply with applicable data protection and privacy norms, especially for student data, as per institutional and legal requirements.

## 10. Nature of Relationship:

10.1. This MoU represents a collaborative, non-commercial, and non-exclusive relationship between the Parties.

10.2. Nothing in this MoU shall be construed as creating a partnership, joint venture, employer–employee, or agency relationship between the Parties.

## 11. Termination:

11.1. Either Party may terminate this MoU by giving ninety (90) days' written notice to the other Party, along with reasons for termination.

11.2. The MoU may be terminated earlier by either Party in case of:

- Material breach of obligations by the other Party, which remains uncured for thirty (30) days after written notice; or
- Any legal, regulatory, or force majeure situation making continuation of the Program impracticable.

11.3. Upon termination:

- The Parties shall coordinate for an orderly wind-down of Program activities.
- The ownership and disposition of equipment and assets shall be as per the respective asset/allocation agreement or as mutually agreed in writing.
- Existing student batches may, to the extent possible, be allowed to complete ongoing training.

**12. Confidentiality:**

12.1. Both Parties agree to keep confidential any non-public information shared in connection with this MoU and use it solely for the purposes of the Program.

12.2. This obligation shall survive the expiry or termination of this MoU.

**13. Dispute Resolution & Governing Law:**

13.1. In case of any dispute arising out of or in connection with this MoU, the Parties shall first attempt to resolve the same amicably through discussions.

13.2. If the dispute remains unresolved within thirty (30) days of such discussions, the matter may be referred to mediation or any mutually agreed dispute resolution mechanism.

13.3. This MoU shall be governed by and construed in accordance with the laws of India. Any disputes shall be subject to the jurisdiction of courts at Hyderabad.

**14. Amendment:**

Any amendment or modification to this MoU shall be made in writing and signed by the authorized representatives of both Parties.

**15. Entire Understanding:**

This MoU constitutes the entire understanding between the Parties with respect to the subject matter hereof and supersedes all prior oral or written communications relating to such subject matter, except where explicitly referenced.

**16. Signatures:**

**IN WITNESS WHEREOF**, the Parties hereto have executed this Memorandum of Understanding on the day, month, and year first above written.

| **For Nirmaan Organization** | **r Institution:** |
|---|---|
| Name: Hitesh Hire | Name: Dr. R. N. Nadar |
| Designation: cluster Manager | Designation: Principal |
| Signature: | Signature: |
| Date: 31/08/26 | Date: 31/08/26 |

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