



As Oxygen is for life, Skill is for living

## MEMORANDUM OF UNDERSTANDING (MOU)

Between

**BABU DINESH SINGH UNIVERSITY (BDSU)** Farathiya, Garhwa, Jharkhand, 822114, India (Hereinafter referred to as "BDSU" or "University")

And

**SKILLS OXYGEN LLP (SkillO)**, The Park Place, Sector 54, Golf Course Road, Gurgaon, 122011 (Hereinafter referred to as "SkillO" or "Company")

### 1. PREAMBLE

This Memorandum of Understanding (MOU) is entered into between Babu Dinesh Singh University (BDSU), a private university established in 2023 under the Jharkhand State Act, and

Skills Oxygen LLP (SkillO), a skill development company incorporated pursuant to section 12(1) of the Limited Liability Partnership Act 2008 of the Govt of India, focused on creating "*Work Ready, World Ready and Future Ready*" human resource.

Both parties recognize the critical need for bridging the gap between academic education and industry requirements, particularly in the context of emerging challenges in employability and skill development in India.

### 2. Babu Dinesh Singh University (BDSU) – विद्याधनं सर्वधनप्रधानम्

BDSU is committed to academic excellence, innovation, research and vibrant future career of students in respect of global prospective. The University serves as the hub for Medicine, Dental, Pharmacy, Nursing, Paramedical, Homeopathy, Yoga, and Education as well as Engineering & Diploma, Management, IT, Law/Legal Education, Science, Arts and Commerce in colleges across Jharkhand. The University wants to strengthen the following areas, for the students to excel in their future career.

#### 2.1 Academic-Industry Gap

- The University realizes limited exposure of students to modern industry best practices and current market demands.
- The curriculum needs to be aligned with contemporary industry standards
- Students require practical, hands-on training opportunities.
- Faculty need to be familiar with modern practices of the industry.

  
22.7.25  
**Registrar**  
Babu Dinesh Singh University  
Farathiya, Garhwa, Jharkhand

  
**Vice-Chancellor**  
Babu Dinesh Singh University  
Farathiya, Garhwa, Jharkhand



## 2.2 Employability Challenges

- Placement rates and limited industry linkages
- Work ready skills and professional competency
- Career counselling services

## 2.3 Skill Development Deficits

- Soft skills and life skills training
- Practice oriented technical skill programs
- Entrepreneurship and innovation mindset

## 2.4 Regional Challenges

- Limited technological exposure
- Socially and economically disadvantaged student populations
- Limited quality training infrastructure and resources

## 2.5 Faculty and Infrastructure Limitations

- Faculty development in contemporary teaching methodology
- Industry-relevant training facilities and equipment
- Modern educational technology and resources

## 3. Skills Oxygen LLP (Skillo) - Committed to Excellence

### 3.1 Core Service Philosophy

Skillo operates on the principle "*As Oxygen is for life, Skill is for living*" and offers the unique 3H Skills Triangle approach:

- Hands-on: Practical learning to make a living for self and family
- Heads-on: Cognitive and analytical skills to be independent thinker and problem solver
- Hearts-on: Emotional intelligence to be confident and caring for society

### 3.2 Comprehensive Service Portfolio

#### 3.2.1 Skill Development Programs

- Industry-aligned curriculum design and implementation
- Practice-oriented trade and technical skill development
- Soft skills enhancement programs
- Leadership and teamwork training

#### 3.2.2 Placement and Career Services

- Industry collaboration and placement support
- Career counselling and guidance services
- Personality development and interview preparation
- Professional networking opportunities

#### 3.2.3 Training and Development

- Faculty development programs
- Train-the-trainer initiatives

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- Modern pedagogical approach
- Educational technology integration

### 3.2.4 Consultancy and Advisory Services

- Audit and assessment of skill ecosystem and way forward
- Skill gap analysis and institutional capacity building
- Industry-academia collaboration facilitation
- Skill infrastructure planning and support
- National and International affiliations and collaboration

### 3.2.5 Seven Elements of Robust Skill Development Program

- Implementation of SkillO's Excellence Model
- Performance enhancement at optimum cost
- Quality assurance and Continuous improvement process
- Achieve academic objective with limited resources

## 4. SCOPE OF COLLABORATION

- Infrastructure optimization for industry linked training
- Identify gap and measures to bridge academic curriculum and industry requirements
- Faculty development and capacity building
- Establishment of industry partnerships and networks
- Enhance employability of students through industry-relevant skill programs
- Promotion of entrepreneurship and innovation culture
- Industry tie up to promote research & prototype development
- Develop a robust skill development ecosystem to maximize objectives of the University.
- Provide placement support and career outcomes for students.
- Explore and establish national and international affiliations for academic excellence.

## 5. ROLES AND RESPONSIBILITIES

### 5.1 University Responsibilities

- Provide necessary infrastructure and facilities for training programs
- Ensure student participation in skill development initiatives
- Facilitate faculty engagement in skill development programs
- Mobilization of students and share student data and academic records for program design
- Administrative and management support for program implementation
- Ensure compliance with university policies and regulations

### 5.2 SkillO Responsibilities

- Design and deliver desired skill development programs
- Organise qualified trainers and industry experts
- Support with industry-relevant curriculum and training materials
- Facilitate industry collaboration and placement opportunities

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- Audit existing infrastructure, systems and processes to match modern industry best practices.
- Set up continuous improvement processes to achieve University objectives.

### 5.3 Joint Responsibilities

- Regular monitoring and evaluation of program effectiveness
- Collaborative planning and strategy implementation
- Shared marketing and promotion of programs
- Continuous communication and feedback exchange

## 6. FINANCIAL ARRANGEMENTS

- University Contribution: Infrastructure, administrative and management support
- SkillIO Contribution: Training materials, expert trainers, and program management
- Retainer Fee: University will pay a monthly retainer fee to SkillIO for the professional services in the skill development and employability domain.
- Funding: University will agree and pay in advance to SkillIO for any project, campaign or programs run for the University from time to time.
- Placement fee for successful student placements.
- Assessment and Certification fee for assessment and certification by any national or international agency.

## 7. MONITORING AND EVALUATION

### 7.1 Key Performance Indicators (KPIs)

- Student Outcomes: Improvement in admission, Placement rates, skill certification, salary packages of students.
- Faculty Development: Training completion rate, teaching effectiveness improvement
- Program Quality: Student satisfaction, industry feedback, curriculum relevance
- Institutional Impact: Enhanced reputation and Brand value, increased industry partnerships

### 7.2 Evaluation Framework

- Quarterly progress reports
- Quarterly stakeholder meetings and feedback sessions
- Annual comprehensive evaluation and strategy review
- Feedback from students and industry

## 8. INTELLECTUAL PROPERTY AND CONFIDENTIALITY

### 8.1 Intellectual Property Rights

- Joint ownership of curriculum and training materials developed
- Respect for existing intellectual property of both parties
- Clear attribution and usage rights for all developed content

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## 8.2 Confidentiality

- Protection of student data and academic records
- Confidentiality of strategic plans and proprietary information
- Non-disclosure of sensitive business information

## 9. DISPUTE RESOLUTION

### 9.1 Conflict Resolution Mechanism

- Primary resolution through dialogue and mutual consultation
- Mediation through neutral third-party mediators
- Arbitration as per Indian Arbitration and Conciliation Act, 2015
- Jurisdiction under Jharkhand State courts

## 10. TERMINATION CLAUSE

### 10.1 Termination Conditions

- Mutual agreement between both parties
- Breach of agreement terms by either party
- Non-performance or inability to fulfil obligations
- Changes in organizational structure or legal status

### 10.2 Notice Period

- 90 days written notice required for termination
- Completion of ongoing programs and student commitments

## 11. AMENDMENTS AND MODIFICATIONS

This MOU may be amended or modified through written agreement signed by authorized representatives of both parties. All amendments shall be documented and form part of this agreement.

## 12. EFFECTIVE PERIOD

This MOU shall be effective from the date of signing and shall remain valid for a period of 3 years, with provisions for renewal upon mutual agreement.

## 13. AUTHORIZED REPRESENTATIVES

For Babu Dinesh Singh University (BDSU):

Prof. (Dr.) M. K. Singh  
Vice-Chancellor, Babu Dinesh Singh University  
Farathiya, Garhwa - 822114, Jharkhand  
Email: [vc@bdsu.ac.in](mailto:vc@bdsu.ac.in) / [vc.bdsu@gmail.com](mailto:vc.bdsu@gmail.com)  
Phone: +91-9241997668/ 7004417619

For Skills Oxygen LLP (SkillO):

Amar Jha,  
Partner Skills Oxygen LLP  
Email: [contact@skillo.co.in](mailto:contact@skillo.co.in)  
Phone: 0124 7965184 /9999048033

  
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Farathiya, Garhwa, Jharkhand

  
**Vice-Chancellor**

**Babu Dinesh Singh University**  
Farathiya, Garhwa, Jharkhand

#### 14. SIGNATURES

BSDU Representative:

Signature 

Name: Prof. (Dr.) M.K. Singh

Designation: Vice Chancellor, BDSU

Date: 22.07.2025  
**Vice-Chancellor**  
**Babu Dinesh Singh University**  
**Farathiya, Garhwa, Jharkhand**

Place: Garhwa, Jharkhand

SkillO Representative:

Signature


Name: Amar Jha

Designation:

Date: \_\_\_\_\_

Place: \_\_\_\_\_

Witness 1:

Signature 

Name: Prof(Dr.) Ajay Bhushan Prasad

Designation: Registrar

**Registrar**  
**Babu Dinesh Singh University**  
**Farathiya, Garhwa, Jharkhand**

Date: 22.07.25

Witness 2:

Signature

Name:

Designation:

Date: \_\_\_\_\_