



MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MoU) is entered into on 9th January 2025, between

WE Hub Foundation, a Section 8 non-profit company under the Government of Telangana with its registered office at Dr. B.R. Ambedkar Open University, Jubilee Hills, Hyderabad, Telangana, Pin code: 500033 India (hereinafter referred to as "WE Hub"),

AND

Methodist College of Engineering and Technology, with its principal office located at 4-1 1056 3, Bogulkunta Rd, King Koti, Abids, Hyderabad.

(hereinafter referred to as "College" or "Spoke").

WE Hub and College shall collectively be referred to as the "Parties" and individually as a "Party."

1. Purpose and Scope of the MoU

The purpose of this MoU is to establish a partnership to implement WE Hub's **WE-Enable Program**, aimed at empowering female students through skill development, industry exposure, and entrepreneurial training. The program's objectives include:

1. **Bridging Academia and Industry:** The program will integrate real-world experiences, workshops, and mentorship with academic learning to provide students with practical knowledge and skills.
2. **Student Enablement:** Equip students with essential technical and leadership skills through internships, live projects, and professional engagements, fostering career readiness.
3. **Strengthening Institutional Ecosystems:** Encourage a supportive learning environment within colleges that nurtures innovation and entrepreneurship.
4. **Recognition of Institutional Excellence:** Provide recognition to participating institutions, contributing to higher rankings and relevant accreditations.

2. Detailed Program Structure and Delivery

Cohort Structure

1. **Formation of Cohorts:** Each Spoke shall have a minimum of two (2) cohort(s), each comprising (15) students for each cycle. Cohorts will be organized based on skill level and program objectives, ensuring diversity and focus.
2. **Program Duration and Completion:** The WE-Enable program by WE Hub will run two cycles within the one-year MOU period, with each cycle lasting six months. While students are encouraged to complete the full six-month program, they may exit early if they achieve their set objectives. However, WE Hub's primary goal is to support and retain students through the program's entire duration to ensure maximum impact.
3. **Spoke Integration:** The Faculty Facilitators of the Spoke college should establish a continuous communication channel with the Faculty Facilitators of the Hub college.

3. Roles and Responsibilities of the Parties

WE Hub Foundation

WE Hub shall undertake the following responsibilities to ensure the effective implementation of the WE-Enable Program:

1. **Program Development and Oversight:**
 - Design and develop the curriculum, resources, and learning tools in alignment with program goals.
 - Oversee the implementation of program activities and monitor progress.
2. **Mentorship and Industry Networking:**
 - Facilitate mentorship programs connecting students with industry experts, mentors, and corporate partners.
 - Coordinate internship and live project opportunities in collaboration with industry leaders.
3. **Skill-Building and Assessment:**
 - The enrolled students will be trained in 10 future-ready and job-oriented skills, including problem-solving, creativity and innovation, analytical thinking, time management, conflict resolution and negotiation, communication skills, collaboration and teamwork, adaptability and resilience, detail orientation and observation, digital literacy and technology fluency. Majority of these sessions will be conducted in an interactive workshop format, primarily at the Hub Colleges, to ensure practical, hands-on learning and skill development.
 - Conduct assessments using psychometric tests for skill mapping, gauging each student's strengths, areas for improvement, and career goals.
 - Offer structured activities such as workshops, leadership sessions, and domain-specific courses from the platforms, such as LinkedIn Learning.
4. **Event Organization:**
 - Organize industry exposure visits, interactive sessions and monthly networking events to enhance student learning.

- Host milestone events, including Demo Days, graduation ceremonies, and a year-end review to celebrate program accomplishments.

5. Support for Faculty Coordinators:

- Provide comprehensive orientation sessions to faculty coordinators to facilitate effective program administration.

College Responsibilities

The College, as a designated Spoke, agrees to fulfill the following roles:

1. Student Application:

- Mobilize and promote student participation in the WE-Enable Program.
- Utilize internal communication channels to engage students and disseminate information about program activities.
- Select and ensure registration of 25 - 30 students (per cycle) for the WE-Enable Program through the official application form.

2. Student Ambassadors:

- Collaborate with WE Hub to identify and nominate 4-5 student ambassadors to represent the Spoke College.

3. College Leadership Participation:

- The Principal/Management is expected to actively participate in key events, including the MoU signing ceremony, the Program Launch event, and the Graduation Ceremony.

4. Faculty Coordination and Liaison:

- Appoint two qualified faculty coordinators to act as the liaison between WE Hub and the College.
- Ensure faculty involvement in overseeing student progress and facilitating support as needed.

5. Resource Provision and Infrastructure:

- Provide adequate infrastructure, including designated rooms for program activities, AV equipment, Auditoriums, labs, Wi-Fi and other required facilities.
- Ensure logistical support for events, workshops, and collaborative activities.
- Designate a room/space for WE Enable activities in the Spoke College.

6. Student Encouragement and Support:

- Encourage students to actively participate in program events, complete assigned tasks, and maintain engagement throughout the program duration.

4. Financial Responsibilities

Student Registration Fee

1. Each student enrolling in the WE-Enable Program shall pay a one-time, non-refundable registration fee of INR 5,000 for the program year.
2. **Bank Details for Student Fee Payment:**

Bank Account Holder Name	:	WE Hub Foundation
Bank Name	:	HDFC Bank
Account No	:	50200036406658
IFSC Code	:	HDFC0002083
Bank Branch	:	Kavuri Hills, Hyderabad

Additional Costs for Extended Activities

Any additional program activities that come from the spoke which is beyond the agreed scope shall be billed separately based on the requirements and as mutually agreed upon by the Parties.

5. Monitoring and Evaluation

1. **Program Reporting:** WE Hub shall maintain regular reports on program activities, student progress, and event outcomes. Reports will be shared quarterly with the College to ensure transparency and track achievement against objectives.
2. **Evaluation and Feedback:**
 - **Student Feedback:** Collect feedback from students at designated intervals to assess satisfaction, areas for improvement, and program effectiveness.
 - **College and Faculty Feedback:** Obtain regular input from the College and designated faculty coordinators to ensure program alignment with academic goals and identify any necessary adjustments.
3. **Performance Metrics:**
 - Track key performance indicators (KPIs) such as student engagement, completion rates, skill improvements, and internships to measure program impact.

6. Governance Structure

1. **Joint Review Committee:**
 - A review committee comprising representatives from both WE Hub and the College shall meet bi-annually to evaluate program implementation, discuss challenges, and propose strategic improvements.
 - The committee will also provide oversight for policy compliance, dispute resolution, and renewal decisions.
2. **Decision-Making Protocol:**
 - All strategic decisions regarding program modifications, financial commitments, and curriculum changes shall require approval from both Parties.

- Decisions shall be documented and ratified through formal written agreements where necessary.

7. Confidentiality

Both Parties agree to maintain the confidentiality of all shared information, including technical, financial, and operational data, unless legally required or with prior consent from the other Party. This obligation shall survive the termination of this MoU.

8. Intellectual Property Rights

1. Each Party consents to the use of the other's trademarks, logos only up to the extent of We Hub's logo and not the Stamp of Telangana State, and branding solely for program-related purposes, subject to prior written approval.
2. Any proprietary materials or resources developed by WE Hub for the WE-Enable Program shall remain the intellectual property of WE Hub unless otherwise agreed upon in writing.

9. Compliance Requirements

POSH Compliance

The College agrees to comply with the Prevention of Sexual Harassment (POSH) Act, 2013, establishing an internal committee to address any complaints of harassment.

Anti-Bribery and Anti-Corruption

Both Parties agree to adhere to all anti-bribery and anti-corruption laws in India. Any violation shall result in immediate termination of this MoU and may incur legal action.

10. Force Majeure

Neither Party shall be held liable for any delay or failure to perform obligations due to unforeseen events beyond their control, including natural disasters, war, or government actions. The affected Party shall notify the other in writing of any such event.

11. Dispute Resolution

In the event of any dispute arising from this MoU, the Parties shall initially seek to resolve it amicably through mutual discussions within a period of 30 days. If an amicable resolution cannot be reached, the dispute shall be referred to arbitration in accordance with the Arbitration and Conciliation Act, 1996 as amended from time to time. The arbitration shall be conducted in English, with a sole arbitrator appointed by mutual agreement of the Parties. The seat and venue of arbitration shall be Hyderabad.

12. Miscellaneous Provisions

1. **Amendments:** Any modification to this MoU shall be agreed upon in writing by both Parties.

2. **Severability:** If any provision of this MoU is deemed invalid, the remaining provisions shall continue to be enforceable.
3. **Notices:** All notices shall be sent by email or registered post to the designated addresses provided herein.

IN WITNESS WHEREOF, the Parties hereto have caused this MoU to be executed on the date first written above.



Ms. Sita Pallacholla
Chief Executive Officer
WE Hub Foundation



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Principal
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