

Annexure II – Objectives and Scope of the National Finishing School (NFS) – ITI Pilot Program for ITIs and NSTIs

This Annexure II forms an integral part of the existing Memorandum of Understanding (MoU) between the Directorate General of Training (DGT) and the Skills Development Network (Foundation). It outlines the objectives, scope, roles and responsibilities, monitoring mechanisms, and scaling framework for the National Finishing School (NFS) – ITI Pilot Program.

Brief on National Finishing School Pilot Program

The National Finishing School (NFS) pilot in the ITI ecosystem will be rolled out through a simple, unified framework led by the Directorate General of Training (DGT) in partnership with the State Government Skill Departments.

Foundation along with the selected ITIs will impart to the students graduating in Aug 2026, a **100-hour hybrid curriculum** covering Career Orientation, Employability Skills, AI Foundational Skills & Micro-Entrepreneurship. The program will be delivered by ITI faculty who would be trained through the Wadhvani Foundation's Faculty Orientation Program.

Implementation will be supported by Foundation's GeneiAI platform consisting of AI tools, human resource network and monitoring dashboards. A **three-tier governance structure**—comprising DGT, State Directorates, and ITI-level SPOCs, with support from the Wadhvani Foundation—will oversee execution, ensure quality, and drive outcomes such as improved placements and entrepreneurship readiness.

1. Objectives

The collaboration between the Directorate General of Training (DGT) and the Skills Development Network (Foundation) aims to:

- Enhance the employability and workplace readiness of selected ITI and NSTI students through a structured pilot implementation of the National Finishing School (NFS) program.
- Provide last-mile preparedness to final-year ITI and NSTI students (from both one-year and two-year trades) through the NFS–ITI Pilot.
- Integrate 100 hours of the NFS program into the curriculum (drawn from the 240 hours designated for optional/add-on courses) of Skills, comprising:
 - 75 hours of employability skills and AI awareness, and
 - 25 hours of micro-entrepreneurship skills
- Based on the outcomes and learnings from the pilot, enable DGT to initiate the process for scaling the NFS model nationally to benefit a larger number of ITIs and NSTIs.

2. Scope of Activities: National Finishing School (NFS) – ITI Pilot

2.1 Program Design and Delivery

1. Ensure allocation of the prescribed 75 hours of in-class sessions (of the 100-hour NFS program) in each ITI's timetable.
2. The program shall be delivered in class by ITI faculty trained by Wadhvani Foundation, in the NFS methodology.
3. Key focus areas shall include:
 - Employability skills
 - Workplace readiness
 - Interview preparedness

- AI awareness
- Micro-entrepreneurship

4. Program completion date: **15th June 2026**.

2.2 Selection of ITIs

1. Pilot implementation shall be undertaken in a maximum of **20 ITIs** each across the following cities/regions in a phased manner:

Phase 1: Academic Session 2025-26: Lucknow, Noida and Ghaziabad

Phase 2*: Academic Session 2026-27: Delhi, Bengaluru, Pune and Ahmedabad

* Implementation will be decided/ modified based on the learning outcomes of Phase 1. This will be taken-up as per section 5- Scaling Framework.

2. The selected institutions shall include a mix of Government ITIs, Private ITIs, and a limited number of NSTIs.
 - The final list of participating institutions shall be finalized jointly by DGT and the Foundation.

3. Roles and Responsibilities

3.1 Directorate General of Training (DGT)

DGT shall instruct, enable, and oversee the implementation of the NFS–ITI Pilot through the following actions:

1. Nominate a SPOC responsible for overall program coordination with States and the Foundation. This will be taken up as per section 5- Scaling Framework.
 - Ensure that each participating State deploys a dedicated SPOC for each city, who will:
 - coordinate and monitor NFS faculty implementation,
 - oversee trainee participation, progress, and continuity, and
 - mobilize employers and coordinate placement-related activities.
2. Finalize and formally notify the list of at least 20 ITIs per ecosystem city (Government, Private, and limited NSTIs) and issue necessary instructions to the concerned States and institutions.
3. Issue operational advisories to participating States and ITIs covering:
 - Batch commencement dates.
 - Program completion timelines.
 - Allocation of the 100-hour curriculum
 - Faculty Allocation
 - Assessment and evaluation processes
4. Ensure timely nomination and 100% participation of ITI trainers in the Faculty Orientation Program (FOP) as per notified timelines and ensure that nominated faculty possess adequate digital proficiency and demonstrated commitment to classroom delivery of the NFS program.
5. Constitute a Joint Oversight Committee comprising representatives from DGT, participating States, and the Skills Development Network to conduct fortnightly progress reviews until 15th June 2026.

3.2 Skills Development Network (Foundation)

The Skills Development Network shall support the implementation of the NFS–ITI Pilot through the following actions:

1. Deploy one dedicated Leader per pilot ecosystem city to lead respective three-member State team to ensure effective implementation.
2. Provide access to the **Genie AI platform**, which includes content, AI agents, mentoring support, and placement-related resources, to all NFS beneficiaries.
3. Design and conduct the Faculty Orientation Program (FOP) for up to five trainers per participating ITI, covering NFS curriculum content and pedagogy.
4. Offer AI-enabled counselling and mentorship support to all students enrolled in the NFS program.
5. Provide multi-level dashboards to DGT, States, and institutions for real-time monitoring, evaluation, and decision-making.

4. Outcome Metrics

The success of the pilot shall be assessed using the following indicative metrics:

- Percentage increase in student placements.
- Reduction in time from interview to placement.

Baselining of the current placement metrics of the participating ITIs will be carried out as per the details in the Appendix.

5. Scaling Framework (Post-Pilot)

5.1 Pilot Review

Within 30 days of completion of the pilot, both Parties shall jointly review the outcomes against the agreed metrics, including:

- Improvement in placement outcomes.
- Reduction in interview-to-offer timelines.

5.2 Scale Decision

If the-pilot performance meets the required benchmark, DGT agrees to a Scale Plan, that includes:

- Rolling out NFS to at least 1000 ITIs and NSTIs. However, the final number may be revised based on the outcomes and learnings from the pilot phase.
- Providing resources, including faculty and support roles proportionate to the scale as per the model below as proposed by the Foundation:
 - Trainer Support Lead - to coordinate and monitor NFS faculty implementation
(01 per nodal ITI of the district)
 - Student Success Lead - to oversee and monitor NFS faculty implementation
(01 per nodal ITI of the district)
 - Employer Connect Lead - to mobilize employers and coordinate placement related activities (01 per state)
- All such officials nominated by the States/ DGT, would undergo training and certification by the Foundation prior to deployment.

- Make the 100 hours of the NFS program eligible to be included into the 240 hours designated for optional/add-on courses. The NFS program of Skills, will comprise:
 - 75 hours of employability skills and AI awareness, and
 - 25 hours of micro-entrepreneurship skills
- Content hosting, access, and technology enablement.
- Phased timelines for national rollout.
- The Foundation will continue to provide the GenieAI Platform and its upgrades along with consulting support to DGT.

5.3 Governance for Scale

A National Program Management Unit (PMU) shall be established with representation from DGT, participating States, and the Skills Development Network to oversee scale-up. The PMU shall:

- Conduct quarterly program reviews.
- Maintain and update a Compliance Matrix for scaled implementation.

6. Compliance Matrix

1. For smooth and timely implementation of the pilot, both Parties shall ensure strict adherence to all agreed roles, responsibilities, and deliverables outlined in this Annexure.
2. In the event of non-compliance by either Party with the stipulated requirements, implementation of the pilot may be suspended until such compliance is achieved.
3. Both Parties agree to cooperate in good faith to promptly address and resolve any compliance gaps, thereby ensuring successful execution of the program.

7. Effective Date

This Annexure II shall be effective from 25th February 2026. All other terms and conditions of the existing MoU shall continue to remain in force.

IN WITNESS WHEREOF

The Parties hereto have executed this Annexure through their duly authorized representatives:



For the Directorate General of Training (DGT)

Name: Smt. Swati Sethi

Designation: Director (Examination & IT)

Date: 6th March 2026



For the Skills Development Network

Name: Sh. Sunil Dahiya

Designation: EVP- W Operations

Date: 6th March 2026

APPENDIX

Outcome Assessment and Evaluation Framework

For effective assessment of outcomes attributable to the National Finishing School (NFS) – ITI Pilot, the Foundation shall undertake a structured outcome evaluation. Baseline data on student profiles, placement status, and industry engagement shall be compiled for selected ITIs prior to program commencement.

The assessment shall compare outcomes of students participating in the NFS pilot with a comparable group of non-participating students from the same institutions. Outcome measurement shall include an endline assessment conducted approximately three months after course completion, with an additional follow-up assessment, where feasible, to assess sustainability of placement outcomes such as retention and progression.

The findings from this evaluation shall be used to jointly review the effectiveness of the pilot and inform decisions related to program refinement and scale-up.

Support Required from DGT for Outcome Assessment

To enable robust baseline and outcome assessment of the NFS – ITI Pilot, DGT shall facilitate the following through an advisory to the concerned states:

1. Access to Baseline Data (Pre-Program):

DGT shall support access to baseline information for participating and non-participating (control group) students from the selected ITIs prior to commencement of the NFS program. This shall include, to the extent available:

- Student enrolment lists for final-year cohorts with their contact details
- Basic demographic details (e.g., age, gender, trade)
- Academic records and assessment results
- Historical placement and industry engagement data at the ITI level

2. Identification of Control Group:

DGT shall enable identification of a comparable group of non-participating students from the same set of ITIs to serve as a control group for outcome comparison.

3. Institutional Coordination:

DGT shall issue necessary advisories to participating States and ITIs to facilitate timely sharing of required data and cooperation in baseline, endline, and follow-up data collection exercises.

4. Post-Program Outcome Data:

DGT shall support access to placement-related information for both participant and control groups post program completion, including placement status and employer details, as available through ITIs or State systems.

