



# Request for Proposal

‘Empanelment of Implementation  
Partners for Skilling and Employability  
program for EWS youth’

## **ABOUT NASSCOM FOUNDATION**

Established in 2001, nasscom foundation has been witness to the transformative power of technology for over 20 years. Part of the nasscom ecosystem, we are the only neutral not-for-profit organization representing the Indian tech industry. We remain rooted to our core philosophy of TechForGood, where our efforts are focused on unlocking the power of technology by creating access and opportunity for those who need it the most. We work on helping people and institutions transform the way they tackle social and economic challenges through technology. We have five key areas of intervention - Digital Literacy, Skilling and Employability, Women Entrepreneurship, Scaling Social Innovation and Empowering NGO Ecosystem.

At nasscom foundation, we are committed to enriching lives by providing equitable opportunities for marginalized groups through skill development training programs and aiming at building a skilled workforce for India's growing economy.

## **REQUIREMENT**

Nasscom Foundation is looking for a Non-profit/For-profit organisation who could extent their support in mobilisation, training and placements for underprivileged youth in technical and soft skills to provide employment opportunities in the mainstream IT and Banking ecosystem.

- 120 hours of domain/technical skilling
- Additional 60 hours of employability skills/soft skills to enhance placement opportunities

### **Training Domain**

- Data Analytics
- Python Developer
- Front End Developer

### **Below are our requirements**

- We need a partner with a special focus in – Bangalore, Pune, Kolkata, Hyderabad and Pune
- Subject matter expertise in emerging technologies and financial services such as Data Analytics, Python Developer and Front End Developer
- Robust network of companies for relevant job placement in the IT sector
- Minimum 4-5 years of execution experience in CSR skilling Projects
- 10+ years experience in handling large Government/NSDC-sponsored skilling programs
- Existing college/institutional partnerships
- College point
- SSC / TOT Certified trainers

**From:** Nasscom Foundation

**Last Date to Apply:** 5<sup>th</sup> August 2024

## **DISCLAIMER**

1. This document is being published to enable the applicant to make an offer for the selection of an implementation partner for a project Skilling 1200 marginalised youth on Emerging Technologies and enabling with Placement Opportunities for 840 candidates in IT in regions of Bangalore, Pune, Kolkata and Hyderabad.
2. This document neither constitutes nor should it be interpreted as an offer or invitation for the selection of Implementation Organization described herein.
3. This document is meant to provide information only and upon the express understanding that recipients will use it only for the purposes set out above. It does not purport to be all-inclusive or contain all the information about the Implementation partner or be the basis of any contract. No representation or warranty, expressed or implied, is or will be made as to the reliability, accuracy or completeness of any of the information contained herein. It shall not be assumed that there shall be no deviation or change in any of the herein-mentioned information. While this document has been prepared in good faith, neither nasscom foundation, nor any of its officials or subscribers make any representation or warranty or shall have any responsibility or liability whatsoever in respect of any statements or omissions here from.
4. By acceptance of this document, the recipient agrees that any information herewith will be superseded by any subsequent information on the same subject made available to the recipient by or on behalf of nasscom foundation. Nasscom Foundation reserves the right, at any time and without advance notice, to cancel or annul this RFP process, change the procedure for the selection of Implementation partner or any part of the interest or terminate negotiations prior to the signing of any binding agreement/contract with successful bidder. There shall be no requirement on the part of nasscom foundation to communicate the reasons for annulling the RFP process nor shall it be liable to any party on any account.
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7. This document constitutes no form of commitment on the part of the nasscom foundation. Furthermore, this document confers neither the right nor an expectation on any party to participate in the proposed process of selection of call centre partner.
8. When any proposal is submitted pursuant to this RFP, it shall be presumed by nasscom foundation that the implementation partner has fully ascertained and ensured about its eligibility to provide required services, under the respective governing laws and regulatory regimen, and it has the necessary approvals and permission, and suffers no disability in law or otherwise to act as such.

## 1. AN OVERVIEW

The demand for deep tech engineers in India with skills in emerging technologies such as artificial intelligence, cybersecurity etc. has been growing rapidly and it is projected that India will require ~2 million deep tech engineers by 2030. <sup>1</sup> In addition to deep tech roles, India is also emerging as biggest market worldwide for data analytics and science, with 11 million job openings projected by 2026

However, there is a huge gap between the skills needed by the industry and those provided by the country's education system. Of the ~1.5 million youth that annually enroll in engineering colleges (thus making them academically eligible for these jobs), only ~40% enter into employment. This challenge is further exacerbated for low-income youth as the colleges that serve them do not provide requisite technical and employability skills and a large proportion of them remain unemployed.

## 2. ABOUT THE PROJECT

Nasscom Foundation plans on implementing a project through NGO/for-profit partners in Bangalore, Pune, Kolkata and Hyderabad through skilling and upskilling underprivileged youth in Data Analytics, Python and Front End Developer domain along with soft skills to provide employment opportunities in mainstream IT ecosystem.

- 1200 youth will undergo Min. 180 hours Hours of training (120 hrs domain and 60 hrs soft skill) industry relevant skills with 780 youth to be placed
- 140 youth will undergo 80-100Hrs alongwith Live projects/assignments with 100 internships
- Trainings to be conducted in face to face model
- Engaging beneficiaries in guest lectures and employee engagement activities
- Min. 70% placement target
- 60% of the beneficiaries to be women
- Post placement tracking upto 3 months

The indicative timelines of the project are as follows:

Particulars	Timeline
Project Commencement Date	August 1 <sup>st</sup> week, 2024
Project End Date	March 31 <sup>st</sup> ,2025

## 3. INVITATION FOR PROPOSAL

- A. Inviting proposals for executing Skilling and Employability Program for Youth to train, assess and certify **1200** youth along with **840** placements respectively in IT job roles with an average salary of 2 to 6 lakh per annum lacs per annum to enhance their overall family

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<sup>1</sup> <https://www.thehindu.com/business/india-will-need-20-lakh-deep-tech-engineers-by-2030-says-iesas-krishna-moorthy/article67050492.ece>

income.

B. To train, assess and certify **140** youth along with **100** internships in IT sector

**We are looking at implementation partner/s with below-mentioned criteria:**

- Experienced in implementation and training youth on advanced technologies (mentioned above) to leverage youth entry in core emerging tech jobs (minimum 3-5 years' relevant experience)
- Connect with Community, Colleges & NGOs to mobilize the right set of candidates (**Note: Graduates and passout students, students ready for jobs**)  
*IP has to provide a demo during the presentation post-clearing phase 1 screening*
- Strong LMS support system to engage trainees throughout the program and also have the facility to conduct Baseline, end-line & impact assessments
- Experience in providing soft skill training and preparing candidates for interviews and grooming them on professional skills; bringing confidence to face any challenge in the interview and in life.
- Help beneficiaries to learn the basics of financial literacy as a part of soft skill training to help them manage daily expenses and learn how to save.
- Experience in handling both virtual and in-person volunteering and employee engagement.
- Strong connections with industry and organizations for placement & recruitment of trained candidates. (minimum 3-5 years' relevant experience with some success matrix)
- The applicant organization should have a minimum of 5 years of existence in the current line of operations along with a net worth of 6 to 7 crores.
- Minimum 4-5 years of execution experience in CSR skilling Projects
- 10+ years experience in handling large Government/NSDC-sponsored skilling programs
- Existing college/institutional partnerships
- SSC / TOT Certified trainers
- **Strong mechanisms, systems and resources to support post-placements and student tracking for upto 3 months with assistance in job replacements**

With the help of the implementation partners, we are looking at:

- **1200** youth will undergo Min. **180** hours of training (120 hrs domain and 60 hrs soft skill) industry relevant skills with **840** youth to be placed
- **140** youth will undergo 80-100 Hrs alongwith Live projects/assignments with 100 internships
- Training Domains - Data Analytics, Python and Front End Developer
- 100% of these candidates are ready for future jobs and confident enough to excel in Core IT career jobs
- Min. 70% of candidates to be placed into gainful employment and join the respective organisations
- 100% of students complete the training and get certified
- Identify 10% of beneficiaries to create 'Human impact stories' (case studies) on successful training completion and placement in core IT jobs should be captured and documented.

- 60% of the trained candidates to be women participants
- Post-placement support upto 3 months of the placed beneficiaries

**Interested Organization are invited to submit their proposals for the assignment, which must include the following, as detailed subsequently in this document.**

- Implementation partner details
- Understanding, scope of work
- Proposal with implementation plan/detailed strategy
- Detailed timeline
- Financial proposal/Budget
- Monitoring and MIS tools and framework
- Basic 'human impact stories' (case studies) framework
- Details of relevant previous experience (budget, timeline and client/donor)

#### **4. RFP SUBMISSION SCHEDULE & TIMELINE**

The following table is an overview of the selection activities and timeline.

<b>ACTIVITY</b>	<b>TIMEFRAME</b>
RFP Release Date	26 <sup>th</sup> July 2024
Intent to proposal Email must be sent to <a href="mailto:rpforskills@nasscomfoundation.org">rpforskills@nasscomfoundation.org</a>	2 <sup>nd</sup> August 2024
One (1) electronic copy of the RFP Response must be submitted to nasscom foundation via email by close of business date < 2 <sup>nd</sup> August 2024 > <a href="mailto:rpforskills@nasscomfoundation.org">rpforskills@nasscomfoundation.org</a>	
Bid comparisons / Vendor finalization	10 <sup>th</sup> August 2024
Contract Declaration	16 <sup>th</sup> August 2024

#### **5. DETAILS OF RFP**

<b>S N.</b>	<b>Particulars</b>	<b>Details</b>
		Mobilizing 1320+ candidates and enrolling for the project of final year students from Bangalore, Pune, Kolkata, Hyderabad and Pune
		And 280 candidates to be mobilise and enroll for second year students project at least from Bangalore. 60% women to be trained
		Conduct a baseline survey & need assessment of the candidates along with the preparation of the implementation plan
		Mobilization and enrolment of 1320+ young graduates – Final year students
		Mobilization and enrolment of 280+ young graduates – Second year students

	Beneficiary Profile	<ul style="list-style-type: none"> <li>Beneficiaries from low income group with annual family income between 3.5 - 5 Lakh or below (Taking BPL cards and or Self declaration as proof of family income)</li> <li>Any Graduate who have completed (only 10% candidates pursuing any degree only final year) with (CS/IT), B.Com,B.tech/BCA/BBA degrees with or without any work experience</li> </ul>
		<ul style="list-style-type: none"> <li>Pre &amp; post assessment of beneficiaries</li> </ul>
1	Nature/ Scope of work	Setting up the required Infrastructure for the batch-wise training for the 1200 youth beneficiaries
		Preparation of training & placement calendar
		<ul style="list-style-type: none"> <li>Program tracker</li> <li>Beneficiaries tracker</li> <li>Monthly progress report and tracker</li> <li>Quarterly progress report</li> <li>Annual report</li> </ul>
		<ul style="list-style-type: none"> <li>Training of 1200 candidates on Data Analytics, Python, Front End Developer along with soft skill training</li> </ul> <p>Training of 140 candidates on Foundational Python Developer, 100 hours of training</p> <ul style="list-style-type: none"> <li>Project-based approach</li> <li>Industry connects through employee engagement and or guest lectures</li> </ul>
		Baseline & End line assessment to measure and assess the progress of the project against the desired output & outcomes.
		Placement opportunity to all with min 70% placement Post-placement support and tracking candidates in jobs upto 3 months
		Human impact stories (case-studies) of successfully placed candidates who have joined the organisations– min. 10% of the total target
		Weekly & Monthly reporting on all parameters of program execution along with Narrative and comprehensive reports
2	Proposals Requested by	Nasscom Foundation, Plot 7 to 10, Sector 126, Noida – 201303

3	Period of Validity of Proposal	The proposals shall be valid for a period of 15 days from the date of submission.
4	Currency to be utilized (for submitting financial proposal)	Per beneficiary cost shall not exceed INR 13,000/- (Indian Rupees Thirteen Thousand Only*) <i>*Project Proposal Cost to be under to INR 13,000/- (inclusive of all taxes)</i>
		Please note that the above cost is only indicative
5	Tenure of Contract	Tenure of Contract would be effective from the date of agreement till 31 <sup>st</sup> March '25

*\* All interventions will be focused in the 'Program Location' namely Bangalore, Kolkata, Hyderabad and Pune only.*



## 6. LOCATIONS FOR PROGRAM REACH OUT

Locations	No. of Candidates to be trained and certified/ Placements/ Internships
Bangalore, Pune, Kolkata, Hyderabad and Pune	1200/ 780 – to be trained and placed full time
Bangalore, Karnataka	140/100 – to be certified and internships

## 7. DELIVERABLES

S No.	Deliverables
1.	Identifying 1320+ young graduates – Final Year Project Identifying 280 Young graduates – Second Year Project, 100 hours of training in Foundational –Python Programming
2.	Conduction batch-wise baseline survey, need assessment, of the beneficiaries with preparation of implementation plan, development of Min. 180 training Module
3.	Mobilization & enrolment of Min. 1320 & 140 beneficiaries in batches (Max batch size. 35-40)
4.	ToT of IP trainers on prescribed content
5.	Batch wise training of 1200 & 140 young student graduates upskilling beneficiaries on soft skills
6.	Assessment & certification of trained candidates
7.	End line assessment to measure and assess the progress of the project against the desired outcomes.
8.	Human impact stories (case studies) of successful Placements– 10% of target
9.	Placement & Post placement follow-up and tracking
10.	Weekly & Monthly Reporting on suggested formats along with Narrative and comprehensive reports

## 1. PROPOSAL FORMAT:

Following details to be included in the proposal:

- Cover Page
  - Section 1 - Implementation Partner Details

To be filled in by the Requesting Organization:

i.	Name	
ii.	Registered Address	
iii.	Tel.No./Fax No./E-mail ID	
iv.	Constitution (Society/Trust/Company - Please indicate.)	
v.	Is the organization a "For Profit Organization" or "Not for Profit Organization"	
vi.	Tax Exemption Details (If any)	
vii.	Registration details: Act under which registered, State, date of registration	
viii.	Registration Number/ CIN Number with the date of and address of registration	
ix.	Does organisation has 80G Certificate	
x.	Does Organisation has 12A Certificate	
xi.	Does Organisation has FCRA Certificate	
xii.	Has a Government Department/ Ministry ever blacklisted or imposed funding restrictions on the organization? (Please provide details, if yes)	
xiii.	Does nasscom foundation & your organization have had/would have any previous partnership?	
xiv.	Does the organization have audited Accounts & Balance Sheets for the last three years, indicating receipts, payments, closing balance, income - expenditure statements	
xv.	Certificate of agency that members are not involved in political activities, nor being blacklisted	
xvi.	A certificate to the effect that the officials / staff of the organization are not employees of any Govt./Semi Govt. or PSU.	

xvii.	Certificate of agency that contribution received from nasscom foundation would be used only for given project .	
xviii.	List of Trustee and Directors and Board members and Managing Committee	
xix.	Provide prior experience in reaching out to communities in Bangalore, Pune, Kolkata, Hyderabad and Pune, please mention details	
xx.	Mention any prior experience in reaching out / addressing the communities for similar interventions. please explain/ attach report	
xxi.	Share references of the organisations where work for similar interventions have been concluded for.  (if possible, please share completion report/ work order/ contract)	
xxii.	Due Diligence documents as per Annexure 1	

- Section 2 - Approach and Methodology
  - Organizational Understanding of the objectives of the Project
  - Detailed approach & methodology to execute the project including work steps, Gantt chart.
- Section 3 - Implementation Partner's Training Centre Details & Technology Infrastructure
  - Availability of required Infrastructure (PC's/Internet/Office equipment & Furniture) in the training centre if required to support beneficiaries who don't have access to any device or required for practice on assigned projects
  - Availability of LMS
  - Capability towards Data Analytics, Dashboards and real time reporting
- Section 4 - Implementation partner – Operation Structure
 

Major Content

  - Content on Advance skilling course (Data Analysis, Python, Front End Developer) highly demanding in industry
  - Soft Skill content topics (including financial literacy etc.)

## 2. RESOURCE REQUIREMENT

- Project Lead/Manager – 1 (One)

- Trainers and Mentors on Digital skills along with digital transformation.
- Project Coordinator to capture and prepare execution related reports /data -1 (One)
- Placement officer- 1(One)
- Proposed Organogram with job description & responsibilities to be enclosed as annexure. The details of the resources (whether dedicated or shared resources to be mentioned). Please note that timesheet and proof of salary paid to resources will have to be shared with nasscom foundation by the selected bidder who is awarded the contract for this Project.
- Resume of management team and ground team to be enclosed as annexure.

**3. IMPLEMENTATION PLAN:** Detailed activity schedule

**4. ORGANIZATION BACKGROUND / OVERVIEW**

**5. FINANCIAL PROPOSAL FORMAT**

Detailed budget breakup to be attached, including personnel cost, mobilization cost, infrastructure readiness cost, training delivery cost etc.

\* Points to be noted for submission of proposals:

Detailed Budget in prescribed format :

Budget Head	Budget Line Item	Unit Cost	Units	Total
<b>Program Cost</b>	On ground Mobilisation Cost			
	Foundation Skilling on Gen AI			
	Training and Content Cost			
	Course Assessment & Certification			
	Live Projects and Assignments			
	Student Internship and Industry connect			
	Faculty Development Program			
	Placement & Networking and Placement Drives			

1. Nasscom Foundation shall have a right at any time to validate, check and audit either itself or through an independent third party, the utilization of funds by the selected bidder who is awarded the contract.
2. The selected bidder on award of the contract will have to furnish data validation and proof of completion of training, proof of placement etc.
3. All the expenditure will be subject to audit and nasscom foundation would have the right to disallow any expenses. The biodata of the personnel assigned along with their experience in the domain should also be provided prior to their selection for the

project.

4. Any expense made more than the line items shall be subject to prior approval from nasscom foundation
5. All the out-of-pocket expenses and travels shall only be reimbursed on actuals.
6. If any of the facts or information is found to be false or incorrect nasscom foundation has a right to terminate the contract
7. Please provide as much as details as possible

For the interested organization, one electronic copy of the RFP response must be submitted to nasscom foundation via official email address of the authorized person of the organization by close of business Date – 2<sup>nd</sup> August 2024 5:30 PM IST to **rfpforskills@nasscomfoundation.org**. with Subject line: Implementation Partner for Nasscom Foundation\_Name of the Organisation. Please note that no personal calls or emails will be entertained about the submission of the proposals.

Note: This is not a specific RFP as currently, this is an open invite to assess organizations in this sector and onboard them once we map relevant projects that will get onboarded in this FY 24-25.