# Request for Proposal for Learning Management System (LMS) under the Nasscom Skilling Platform (NSP)

**RFP Reference No.: NF/Skilling/2026_2027/001**

**Date of Issue: 3rd November 2026**

**Contact Person:** (Name, Designation), rfp@nasscomfoundation.org

**Last Date for Clarification Queries:** (queries to be emailed to rfp@nasscomfoundation.org by 18th Nov'26)

**Proposal Validity:** 30 days from the last date of proposal submission

## About Nasscom Foundation

Established in 2001, Nasscom Foundation (NF) has witnessed the transformative power of technology for over two decades. Part of the Nasscom ecosystem, we are the only neutral not-for-profit organization representing the Indian tech industry. We remain rooted in our core philosophy of TechForGood, creating access and opportunity through technology for those who need it the most.

## About the Project

Nasscom Foundation (NF) runs a three-tier skilling programme (L1 Foundation, L2 Deep and L3 Domain) for youth from economically and socially marginalised communities, delivered through implementation partners and directly by NF's own team. Currently, programme operations across mobilisation, training, certification, placement facilitation and data validation are supported through structured Excel-based monitoring, with opportunities for further digital integration. NF aims to consolidate these processes into a single digital platform, the Nasscom Skilling Platform (NSP), comprising a Management Information System (MIS) and a Learning Management System (LMS), to track and manage the learner journey from mobilisation and training to certification, career progression and post-training outcomes. The platform is expected to manage approximately 190,000 learner records across the three programme levels (L1 Foundation, L2 Deep and L3 Domain). This RFP covers only the Learning Management System (LMS) component of NSP.

**Project details:**

- **Project duration:** Approximately 1–2 months from contract signing to go-live (T + 8 weeks, where T = date of contract signing), followed by 3 years of

support and maintenance (renewed annually, with an option to extend at NF's discretion). Timelines are back-calculated from the rollout plan in Annexure 1, Section 7.

- **Geographical coverage:** Pan-India (users across multiple states)
- **Target groups**
    - LMS User groups including (indicative registered / monthly-active / peak-concurrent users shown for each group):
    - Trainers (batch, attendance, assessment) – 150+ trainers targeting 2,00,000 + learners
    - Course authors/Content Admin – Content is in PPT and Video Format
    - Partner admins – 20 +
    - Learners – 2,00,000 +
    - Placement Coordinators and MEL officers (access to LMS data only through reports/API)

    - Stakeholder groups including:
    - Partner staff (partner admin, mobilisers, trainers, placement coordinators) from more than 20 implementation partners
    - NF Self-Ops staff, MEL Officers and Program Managers
    - Learners (youth enrolled in L1, L2 and L3 programs)

## Project Implementation Model

The LMS will serve Nasscom Foundation (NF), its implementation partners and learners, supporting end-to-end program management and delivery. The selected vendor will be responsible for the design, development, deployment, data migration, user training and technical support of the platform, covering the following key functionalities:

**1. Training Management**: Batch creation and management, attendance tracking, course creation, learner access and monitoring of assessment scores.

**2. Assessment and Certification**: Assessment management, automated generation of NF certificates with QR-code verification, tracking of IBM/Adobe L1 course completions and project-based learning.

**3. Learner Engagement**: Career guidance (My Career Path) and peer networking (My Network) features, to be developed and deployed after the core LMS go-live without impacting its implementation timeline.

**Key requirements:** Role-based access with partner-wise data isolation; compliance with the DPDP Act, 2023; bulk migration of existing Excel data; regional language support; Android/IOS app with offline access and resume; bulk enrolment of learners by batch; automated certificate generation; and APIs with the possibility for integration with the MIS (common Learner ID). The detailed requirements document **[Annexure 1 – NSP Detailed Requirements]** is attached. Data Validation built-in system is preferred with all the concerned security checks taken into account.

## Purpose of the RFP

NF invites proposals from eligible vendors for the design, development, deployment and support of the LMS. Upon receipt of quotations/proposals, the vendor will be selected based on compliance with the specified submission requirements and fulfilment of the prescribed eligibility and evaluation criteria.

During the evaluation process, the vendors will be assessed based on cost they have quoted, relevant experience, technical approach, and their ability to deliver within the stipulated timelines while maintaining the expected quality and data-security standards.

**Pre-qualification criteria:** Bidders must preferably meet the following criterion to be considered for technical evaluation: (a) a legal entity registered in India; (b) at least 3-5 years in operation; (c) at least 2 completed LMS projects with 50,000+ registered learners each in the last 5 years; (d) valid ISO/IEC 27001 certification; (e) a VAPT report, issued within the last 12 months by a CERT-In empanelled auditor, for the proposed platform or an existing deployment; (f) not blacklisted or debarred by any government body, PSU or multilateral agency (self-declaration); and (g) a signed conflict-of-interest declaration.

**LMS demo / Proof of Concept:** Shortlisted bidders will be invited to a scripted LMS demo/PoC based on scenarios shared by NF, which will be tested on a low-bandwidth basic Android phone (as defined under Key requirements). The demo/PoC is scored as part of the technical evaluation.

## Budget

Vendors are requested to submit base costs and applicable GST.

## Financial Proposal Format

| | Cost Head | Particulars (indicative) | Units | Cost (INR) | GST (INR) | Total (INR) |
|---|---|---|---|---|---|---|
| 1. | Development | Discovery, design, configuration/development of LMS modules only (one-time), with module-wise break-up | | | | |
| 2. | Integrations | IBM/Adobe, MIS/Learner-ID sync API, SSO, notifications, open API | | | | |
| 3. | Data migration | Excel import with validation reports and parallel run | | | | |
| 4. | Training | Training of NF and partner users, manuals | | | | |
| 5. | Hosting | Cloud hosting in India, backup (per year) | | | | |
| 6. | Support | Support and maintenance as per SLA (per year) | | | | |
| | Total Project Cost (including all applicable taxes) | | | | | |

**Note on pricing:** Bidders must provide a module-wise cost break-up for item 1 (by module/Req. ID in Annexure 1, Section 4), so that NF may defer or drop individual priced lines. Bidders must also state whether the solution is an existing product or a custom build, the licence type (open-source, e.g. Moodle/Open edX-based, or proprietary, including any per-user licence fees), and who will own the code/IP.

**Service Level Agreement (SLA):** Support and maintenance (item 6) will be governed by the prescribed SLA.

## Proposal Submission Guidelines

The competitive bids will be evaluated in terms of quality and best effective cost. The following criteria will be primarily used for proposal evaluation:

- The proposal should describe the solution approach, technology stack and hosting, with screenshots/demo links of similar platforms delivered.
- The proposal should include details of at least 2 LMS projects with 50,000+ registered learners each, delivered in the last 5 years (at least one in an Indian skilling, education, CSR or government context), with verifiable client references, and the proposed team.

- The proposal should include the migration and rollout plan, data-security approach (DPDP Act, 2023, with NF as Data Fiduciary and the vendor as Data Processor under a Data Processing Agreement aligned with NF's MoU terms; breach notification to NF within 24 hours; data localisation in India; and deletion or return of all NF data at exit) and post go-live support terms, and an exit/transition plan covering documentation handover and source-code escrow.
- The proposal should provide a clear budget in the above format and demonstrate cost-effectiveness.

## Submission Instructions

All proposals should be mailed to rfp@nasscomfoundation.org with the **subject line: "<NSP Platform_Nasscom Foundation_Skilling>" in a single PDF file by 20th November'2026, 5:00pm. Proposals submitted after the deadline will not be considered.**

# Annexure 1: NSP Detailed Requirements

## 1. Purpose and Scope

NSP is a single LMS plus data validation platform replacing Excel tracking across NF's three-tier program (L1 Foundation, L2 Deep, L3 Domain) and the MEL validation process. It covers Partner-run and NF-run (Self) workflows. NSP v1 (This FY) covers the Must items, and NSP 2.0 (Next FY) covers Should and Could items.

## 2. User Roles

| Role | Data scope |
|---|---|
| Partner staff (mobiliser, trainer, placement coordinator) | Own organisation / own batches |
| NF Self-Ops staff | Self cohort |
| MEL Officer | Cross-partner read; validation records create/update |
| NF Program Manager | Cross-partner |
| Learner | Own profile only |
| System Admin | Full |

## 4. Functional Requirements

| Module | Key requirements |
|---|---|
| 4.1 Mobilisation & Enrolment | Bulk Excel import; college/student records (org-scoped); mandatory documents; ID, eligibility and social category fields; link to a Program and capture consent before enrolment; CRM dashboard |
| 4.3.1 Training & Batch | Batch creation and management for both batch types – partner-run and self (NF-run) – with bulk enrolment of learners by batch |
| 4.3.2 Training & Batch | Session-wise attendance: trainer-marked, with offline capture on mobile and automatic sync when connectivity is restored |
| 4.3.3 Training & Batch | Assessments: pre/post-tests; test types including MCQ, timed tests and tests drawn from a randomised question bank; configurable retake rules |
| 4.3.4 Training & Batch | Grading and completion: configurable grading scheme, pass/fail and grade, completion criteria and completion flags |
| 4.3.5 Training & Batch | Tier progression (L1 → L2 → L3): automatic progression based on configurable rules (manual progression by admin in v1) |
| 4.3.6 Training & Batch | All attendance, assessment, retake, grading, completion and progression rules must be admin-configurable without code changes |

| Module | Key requirements |
|---|---|
| 4.4.1 Coursemaker | Reusable course/module structure with course versioning |
| 4.4.2 Coursemaker | Multilingual versions of the same course |
| 4.4.3 Coursemaker | Prerequisites between courses/modules |
| 4.4.4 Coursemaker | In-course quizzes |
| 4.4.5 Coursemaker | Certificate template linked to course completion |
| 4.4.6 Coursemaker | Bulk enrolment of learners/batches into a course |
| 4.4.7 Coursemaker | Course catalogue organised by tier (L1/L2/L3) |
| 4.4.8 Coursemaker | Build-cost tracking per course |
| 4.5.1 Certification | Capture of IBM/Adobe L1 course completion and certificates (integration as per Section 6) |
| 4.5.2 Certification | Certificate verification status tracking |
| 4.6.1 Projects (PBL) | Individual and group projects |
| 4.6.2 Projects (PBL) | Project evaluation and feedback |
| 4.6.3 Projects (PBL) | Showcase flag |
| 4.7 Placement & Post-Placement | Offer letters; job marketplace and applications; Direct Employer vs TPA; offer accept/decline; month-wise retention tracking |
| 4.8 MEL | Monthly validation; spot-checks with photo/geotag; field visits (30/50/100/100% sampling), corrective actions; age checks; audit trail |
| 4.9 Program Management | Donor and Program registry; Donor-wise rollups; IP Site Visit Checklist |

| Module | Key requirements |
|---|---|
| 4.10 Consent & Declarations | Consent and withdrawal record; training, placement and TPA declarations |
| 4.11.1 My Career Path | Self-assessment (post go-live; must not delay core LMS go-live) |
| 4.11.2 My Career Path | Market-trend-based explainable recommendations |
| 4.11.3 My Career Path | Accept/tailor career path |
| 4.12.1 My Network | Peer recommendations with reasons (post go-live; must not delay core LMS go-live) |
| 4.12.2 My Network | Connect/dismiss |
| 4.12.3 My Network | Limited profile visibility |
| 4.13.1 Reporting & Support | LMS counts and reports by tier, partner, donor and period (enrolment, attendance, assessment, completion, certification) |
| 4.13.2 Reporting & Support | LMS data for MEL outcome reporting, through reports/exports and API to the MIS |
| 4.13.3 Reporting & Support | Donor dashboards |
| 4.13.4 Reporting & Support | Support ticketing (helpdesk) |

## 5. Non-Functional Requirements

- DPDP Act 2023 compliance, encryption, and field-level access for sensitive data
- Partner-wise data isolation, and MEL and Program Manager roles kept separate
- Support for 21 partners plus Self-Ops using it at the same time
- Immutable, versioned audit trail
- Data hosted in India; NF owns all data, content, configuration and derived data; the vendor must enable export of all data and content in open formats (e.g. CSV/JSON; SCORM/xAPI for content) at any time and at exit; the vendor shall not use NF data for AI/model training, analytics or marketing; IP in all

customisations developed for NF shall be assigned to NF or licensed to NF on a perpetual, royalty-free basis; and the source code shall be placed in escrow

## 7. Data Migration and Rollout

| Milestone | Timeline (indicative; T = date of contract signing) |
|---|---|
| RFP issue | T0 = |
| Bid submission deadline | T0 + 3 weeks |
| Evaluation, demo/PoC and Procurement Committee approval | T0 + 6 to 7 weeks |
| Contract signing (T) and discovery | T to T + 4 weeks |
| MVP UAT | T + 6 weeks |
| Self-Ops pilot (LMS MVP go-live) starts on NSP | T + 8 weeks |
| Excel retired for Self-Ops | T + 12 weeks |
| Partner training begins | T + 12 weeks |
| All partners fully migrated | End of This FY (T + [4] weeks) |

The bidder must propose a parallel-run and rollback plan. Dates are to be confirmed by NF. Until the Self-Ops pilot goes live on NSP, Self-Ops will continue on the existing Excel-based monitoring process as an interim arrangement.