

**Reply to Pre-Proposal Queries held on 3/1/2018 for Expressions of Interest (EOI) of Employability skills training**

<b>S.No.</b>	<b>Clause No.</b>	<b>EOI</b>	<b>Reference/Subject</b>	<b>Clarification Sought</b>	<b>Response</b>
1	Eligibility Criteria no. 03	Employability Skills Training	Executed Employability skill development solution for a minimum of 50,000 Engineering graduating students in the last 3 financial years out of this a minimum of 5,000 Engineering Graduating students must have been trained in a single year in each of the last 3 financial years.	The eligibility criteria of “having trained 50,000 students in the last three financial year” unfairly eliminates a large number of smaller but effective employability training providers, having high impact and high quality training delivery models in place. Rather than sheer focus on trained numbers, the focus should be on the measurable “impact” of the trainings conducted. The relevant criteria should have been the experience of executing employability development training with a minimum of 5000 students with proven impact, in the last 3 financial years.	To increase the competition and consider young entrepreneur and startups, the criteria is modified as under : "Executed Employability skill development solution for a minimum of 25,000 Engineering graduating students in the last 3 financial years out of this a minimum of 5,000 Engineering Graduating students must have been trained in a single year in each of the last 3 financial years
2	Eligibility Criteria no. 04	Employability Skills Training	Executed Employability skill development solution for students of minimum 20 Engineering colleges in the last 3 financial years out of this the students of minimum of 5 Engineering colleges must have been covered in a single year in each of the last 3 financial years.	The eligibility criteria of “having worked with engineering colleges/students of engineering streams only” unfairly eliminates successful models working with non-engineering colleges/students of non-engineering streams. Employability skills expected to be imparted (Entrepreneurial/innovation skills, Managerial skills, Leadership skills, Communication skills, Team working skills) are independent of the technical/engineering skills. The relevant criteria should have been the experience of providing employability skills training to the students of the age group 18 -25 (youth), across all kinds educational institutions (technical or non-technical) and across all kinds of students background (engineering or non-engineering).	No Change. However, the criteria is modified as under : "Executed Employability skill development solution for students of minimum 15 Engineering colleges in the last 3 financial years out of this the students of minimum of 3 Engineering colleges must have been covered in a single year in each of the last 3 financial years"

S.No.	Clause No.	EOI	Reference/Subject	Clarification Sought	Response
3	Eligibility Criteria no. 06	Employability Skills Training	Organizations/corporates having financial and managerial capacity for setting up multiple centre for imparting training –	We are giving training at colleges, is it necessary to set up a centre? Further for providing the trainings at different places – there will be extra expenses, can these be included in the RFP (Financial Bid)?	Yes
4	Eligibility Criteria no. 03	Employability Skills Training	Executed Employability skill development solution for a minimum of 50,000 Engineering graduating students in the last 3 financial years out of this a minimum of 5,000 Engineering Graduating students must have been trained in a single year in each of the last 3 financial years	The figure needs to be justified and should include technical and soft skills both.	Technical skills are not part of EOI. However, To increase the competition and consider young entrepreneur and startups, the criteria is modified as under : "Executed Employability skill development solution for a minimum of 25,000 Engineering graduating students in the last 3 financial years out of this a minimum of 5,000 Engineering Graduating students must have been trained in a single year in each of the last 3 financial years"
5		Employability Skills Training	What is the baseline for 10% increase in placements? –	Please share the current existing placement scenario for the colleges. Participating institute should share the existing placement scenario. For effectively demonstrate the increase in employability.	The same shall be included in RFP

S.No.	Clause No.	EOI	Reference/Subject	Clarification Sought	Response
6		Employability Skills Training	Lastly, as it was mentioned the effectiveness of the training will be judged by increase in placements, I would like to bring to your kind notice that placement happens due to soft-skills and technical skills both. In this EOI major thrust is on soft skills –	what if the student fails due to lack of technical skills?? As per NASSCOM there are only 20% employable engineering graduates, this is not only due to lack of soft-skills, there is demand of technical skills as well for increasing the employability. Kindly refer to unique solution by industry for improving the employability rate.	No Change.
7	Eligibility Criteria no. 01	Employability Skills Training		In operation for minimum of 3 years as on 31.03.2018 proof : Shop Act/ Certificate of incorporation –Giving a chance to medium size players to scale and deliver quality	To increase the competition and consider young entrepreneur and startups, the criteria is modified as under : "Service provider should be an organization/corporate/consultant agency/ institution of higher education and must be in operation for minimum 3 years as on 31.03.2017"
8	Eligibility Criteria no. 03	Employability Skills Training	Executed Employability skill development solution for a minimum of 50,000 Engineering graduating students in the last 3 financial years out of this a minimum of 5,000 Engineering Graduating students must have been trained in a single year in each of the last 3 financial years	Executed Employability skill development solution for minimum of 15,000 engineering graduating students in last 3 financial years. Minimum 5,000 engineering graduates students must have been trained in single year – a) With tens of thousands of tiny training agencies make it difficult to meet this criteria. Training agencies have sprouted like 1 for every 3 engineering college b) Minimum 5,000 students every year comes to 15,000 students in 3 years c) Minimum 5 engineering college every year comes to 15 engineering colleges in 3 years	To increase the competition and consider young entrepreneur and startups, the criteria is modified as under : "Executed Employability skill development solution for a minimum of 25,000 Engineering graduating students in the last 3 financial years out of this a minimum of 5,000 Engineering Graduating students must have been trained in a single year in each of the last 3 financial years"

S.No.	Clause No.	EOI	Reference/Subject	Clarification Sought	Response
9	Eligibility Criteria no. 04	Employability Skills Training	Executed Employability skill development solution for students of minimum 20 Engineering colleges in the last 3 financial years out of this the students of minimum of 5 Engineering colleges must have been covered in a single year in each of the last 3 financial years.	Executed Employability Skill development solution for students of minimum 15 engineering colleges, minimum 5 engineering colleges must in a single year. a) With tens of thousands of tiny training agencies make it difficult to meet this criteria. Training agencies have sprouted like 1 for every 3 engineering college b) Minimum 5,000 students every year comes to 15,000 students in 3 years c) Minimum 5 engineering college every year comes to 15 engineering college in 3 years	To increase the competition and consider young entrepreneur and startups, the criteria is modified as under : "Executed Employability skill development solution for students of minimum 15 Engineering colleges in the last 3 financial years out of this the students of minimum of 3 Engineering colleges must have been covered in a single year in each of the last 3 financial years"
10	Eligibility Criteria no. 06	Employability Skills Training	Organizations/corporates having financial and managerial capacity for setting up multiple centre for imparting training –	Can be removed- 1) Employability training is executed on the campus of engineering colleges and hence multiple centres may not be required 2) Companies should only be ready to travel across geography to reach various engineering college.	Eligibility criteria no. 6 deleted

S.No.	Clause No.	EOI	Reference/Subject	Clarification Sought	Response
11	Eligibility Criteria no. 07	Employability Skills Training	Minimum average turnover of Rs. 1cr per year from education related bussiness	<p>Minimum average turnover of Rs. 30 Lacs per year from training modules only -</p> <p>1) Since tender is only for training, revenue should only be considered from training. Companies with very high turnover (from online modules, education related software, stationary, etc.) &amp; very minor training revenue become eligible as per current norms. Genuine players who are into training only as left out.</p> <p>2) Minimum 5 engineering colleges as Sr. no 4 says, also takes the revenue to around 10L – 15L (around 2L to 3L per college)</p> <p>3) Revenue for those who are 'only' into training is less, effectively bank solvency should be less</p>	As requested by various prospective service providers and to increase the competition and consider young entrepreneur and startups, the criteria is modified as under : " The service provider should have a minimum average turnover of atleast Rs. 50 lakhs per year for last 3yrs of operation from education related bussiness"
12	Eligibility Criteria no. 11	Employability Skills Training	To submit latest Bank solvency certificate of not less than Rs. 50 Lakhs	<p>To submit latest Bank Solvency Certificate of not less than Rs. 30 Lakhs –</p> <p>1) Since tender is only for training, revenue should only be considered from training. Companies with very high turnover (from online modules, education related software, stationary, etc.) &amp; very minor training revenue become eligible as per current norms. Genuine players who are into training only as left out.</p> <p>2) Minimum 5 engineering colleges as Sr. no 4 says, also takes the revenue to around 10L – 15L (around 2L to 3L per college)</p> <p>3) Revenue for those who are 'only' into training is less, effectively bank solvency should be less</p>	As requested by various prospective service providers and to increase the competition and consider young entrepreneur and startups, the criteria is modified as under : "Bidder must submit latest Bank solvency certificate (not exceeding six months before the date of notification) not less than of Rs. 10 Lakhs and clearly state that Banker shall be extending necessary financial support required for execution of the subject work".

S.No.	Clause No.	EOI	Reference/Subject	Clarification Sought	Response
13	General	General	Composition of Review Committee, Point 04 states "The final settlement of training fee shall depend on the basis of satisfactory performance in view of student feedback and student performance".	It would be appropriate to mention the payment terms clearly. For example 30% upon completing x hrs of the program and so on, where the last 10%-15% of the payment is linked to the student performance in assessments and placements.	The same shall be included in RFP
14	Eligibility Criteria no. 03	Employability Skills Training	Executed Employability skill development solution for a minimum of 50,000 Engineering graduating students in the last 3 financial years out of this a minimum of 5,000 Engineering Graduating students must have been trained in a single year in Each of the last 3 financial years.	<p>This para needs to be made generic rather than specifying a particular number like 50,000 engineering graduate and 5000 engineering colleges in 3 FYs making it specifically to suit some specific organisation which is against the spirit of CVC guidelines and GFR rules. Therefore following correction may kindly be incorporated.</p> <p>'Executed employability skill development solutions for any trade of engineering/technical trade or technical education and training'</p> <p>Consortium should also be allowed considering the specific nature of the pan India project which requires expertise from consulting organisations to manage the project and technical organisations to handle the technical aspect of engineering college operations.</p>	The same clause has been suitably modified. Please refer query no. 8

S.No.	Clause No.	EOI	Reference/Subject	Clarification Sought	Response
15	Eligibility Criteria no. 04	Employability Skills Training	Executed Employability skill development solution for students of minimum 20 Engineering colleges in the last 3 financial years out of this the students of minimum of 5 Engineering colleges must have been covered in a single year in each of the last 3 financial years.	Skill development training in various trades gives an experience of conducting technical training in colleges and institutes and therefore, specifying 20 engineering colleges in 3 FYs may please be replaced by generic statement of execution experience of employability skill development/ training/ education solutions.	The same criteria is suitably modified. Please refer query no. 9
16	Eligibility Criteria no. 06	Employability Skills Training	Organizations/corporate having financial and managerial capacity for setting up multiple centre for imparting training.	It appears to be out of place of the scope of work of NPIU which is required to implement the project in established engineering colleges only rather than setting up a new centre for imparting such training programmes. Therefore this eligibility criterion shall be dropped.	Eligibility Criteria no. 06 deleted
17	Eligibility Criteria no. 03 & 04	Employability Skills Training		Construction Industry Development Council would like to request council of NPIU to reduce numbers of minimum engineering graduates to whom employability skill development solution have been executed & add on experience of skill development employability to ITI students.	The same criteria is suitably modified. Please refer query no. 8 & 9