



Request for Proposal for Skill Gap Study for Non-Ferrous Industries

By:

Indian Iron and Steel Sector Skill Council - IIS SSC

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Background

Indian Iron and Steel Sector Skill Council is an industry (Iron and steel, Rerolling, Sponge Iron, Ferro Alloys, Foundries, Welding) driven non-profit Company set up by National Skill

Development Corporation (NSDC) under Ministry of Skills Development and Entrepreneurship (MSDE) and with a Governing Council comprising of all large steel Companies such as SAIL, Tata Steel, JSPL, JSW, RINL, JSL, AM/NS, Arjas Steel, Midhani, NMDC etc. and Associations of Sponge Iron Manufacturers, Rerollers, Ferro Alloys producers, Foundries and Indian Institute of Welding. The mandate of the Skill Council is to create a conducive ecosystem to meet the skills requirements of Iron and Steel and related industries by developing the Occupational Standards, quality assurance systems, affiliation of training providers, training of trainers and assessors, developing a system of collating demand through a labour market surveys in close consultation with industry.

The Iron and Steel sector Skill Council has been mandated by MSDE to take care of Skill Development activities in the Non-Ferrous sector (Aluminium, Copper, Zinc, Lead and others in the group). It may be mentioned that IISSSC had earlier conducted Skill Gap analysis for the Iron and Steel Sector during 2020 - 21. It is now needed to move ahead to find the present and estimated future skilling requirements covering the cross section of large, medium small and micro industry and also including the unorganized sector for all non-Ferrous Metal Industries (Aluminum, Copper, Zinc and Lead etc.)

The study also needs to consider the Trainings, Certifications and clear outcomes for skilling, reskilling and upskilling of existing workers aligned with even unorganized sector and downstream sector for each of the Non-Ferrous group of industries.

Objective of the study

In view of the above, IISSSC, proposes to engage a reputed consultant/agency/expert to assist it in conducting a detailed skill gap study and labour market survey.

The study aims to ascertain the current availability (both direct and indirect employment) and future requirement of human resource in major functional areas in Non Ferrous Industry.

Background of Skill Gap Study

The skilled human resources represent the one of the most critical constraint in achieving the growth of the Ferrous and Non-Ferrous Industry and fulfilment of their targets.

The proposed study, in addition to drawing some reference from the studies mentioned above, must have a methodological approach in re-establishing the current sub-sector wise numbers in both formal and informal sector and estimating the future requirements of human resource till 2030 keeping in view the realistic growth prospects both from domestic and international economic indicators. The method should preferably build on the approach and functional job analysis leading to sectoral consolidation while maintaining sub sectoral unique requirements.

The study should also bring out the employment patterns and trends of the large industries and the supporting vendors leading to the job roles wise hiring criteria, percentage of employment between permanent, temporary/contractual and third-party contractual employees and apprentices. It would also identify specific functional areas, existing and emerging, where maximum skill gap is and would likely to be observed.

The purpose of this study should also be to seek a balance or/and to address the mismatches between what is available in terms of HR and skilled workforce, the sectoral understandings, its interlinked connections with other sub sectors with what is required to boost the growth of the sector on the side-lines of skill development.

The study will also focus on the likely impact of Industry 4.0; the new job roles emerging or likely to emerge, any projected jobs / job type losses due to induction of new technology over time, job roles / occupations that may require re-skilling / up-skilling and possible horizontal and vertical mobility pathway. The study would focus on only Core Jobs of all Metal Industry and its sub sectors in general and key subsectors in specific

Scope/ Terms of Reference / Outcomes of the Study Report

The scope of this project shall include but not necessarily be limited to the following tasks:

Research, Analysis and Assessment of Sector and Sub Sectors: Demand

Side:

- 1) The market size and profile of the sector, growth trends and geographical location of each of Non-ferrous Industrial segment, (state-wise & city-wise) and workforce at various levels.
- 2) Anticipated changes in employment patterns and future requirements. A study on the number of jobs available in key sub-sectors and verticals and emerging demands. This should include a broad profiling of next 10 years demand projection in the sector and sub sectors of the industry, and job role wise distribution of projections subsequently classified in sector/ sub sector/ region (state/city)/occupation/ function.

Clarification:

In addition to using secondary data, IISSSC is expecting the consulting firm/s to do the research and validation from minimum large, medium, small-scale units with for the sectors, across India, covering the major hubs and all the states of the country.

The objective is to ascertain:

- Skill Gap Survey and analysis of Non-Ferrous Industry (including downstream.)
- Size & Profile of the Sector

- Expected growth of the sector
- Existing workforce (categories+ numbers) and their work Specifications / Job Roles
- Anticipated Changes in the employment patterns and future requirements (categories + numbers)
- Validation of skill gaps identified in Non-Ferrous Industry sector through in-depth analysis.

Supply Side:

- i. Identify the existing supply sources (formal & non-formal education, training institutes, public and private) – How is the existing demand being met?
- ii. Develop a database of training programs across academic levels, “Vocational”, “Under-graduate”, “Postgraduate”, intake, out turn, courses offered, duration of courses, fees, placement, trainer qualifications, industry linkage, Government support etc. in the Non-Ferrous Industry.
- iii. The details of the task can be but not limited to:
 - a. Profiling of the Non-Ferrous Sector and geographical location of such industry, (state-wise & city wise) and workforce required at various levels.
 - b. Jobs available in these sectors and emerging demand including anticipated changes in employment patterns and future requirements till 2030
 - c. This would also include growth charts in each sector.
 - d. Identify the existing supply source (formal & non-formal education, training institutes, public and private).
 - e. Understanding the objectives of performing supply-demand analysis at the national level.
 - f. Age profile of the workforce at various levels from worker to senior management positions.
 - g. Identify career paths in each Non-Ferrous sector across all sub-sectors, commencing from the entry level.
 - h. Geographical location and the availability of workforce with aspiration motivation and interests to work in Carpentry industry at various levels (State-Wise & City Wise) and Training providers therein.
 - i. Learning opportunities which can enhance skills of the workers.

Occupational Mapping

- Identify & validate all the entry level occupations & job roles in different sub sectors within the Non-Ferrous Industry.

- Profiling of Job Roles, including expected out come and competencies required to achieve the expected outcome, including the soft skill requirements.
- Career paths / Opportunity for progression, commencing from the unskilled worker level to the skilled worker level.
- Identification and Elucidation of skill deficiencies / gaps in Health, Safety, Environment, generic social and domain specific. To identify the quality and quantity of the existing workforce Employment opportunities for school drop outs/unemployable academically qualified youth.
- The validation of the given job roles has to be done as per the sector profile & requirement considering the geographical variations and location of Iron and Steel (including Foundry) sector industries (state-wise) and workforce at various levels.
- Job role functions to be on modular basis with anticipated changes in employment patterns and future requirements.
- Employment opportunities for school dropouts/unemployable academically qualified youth.

Deliverables

- **Inception Report** – within 3 weeks of Letter of Award (LOA)
- **Interim Presentation** – within 8 weeks of LOA
- **Final Presentation** – within 12 weeks of LOA

Evaluation of Proposal

Evaluation of proposals and subsequently selection of consultant shall be done on the basis of following criteria:

- EMD of Rs.20000.00 with each EOI submission- Envelope-1
- Technical Bid-Envelope-2 will be opened only for those with Envelope-1
- Financial Bid-Envelope-3 will be opened only for those qualifying in Technical Bid.
- The selection of the Agency would be based on QCBS (Quality-cum-Cost based system) and the parameters laid down for technical evaluation as mentioned below
- The Technical Score (TS) would be calculated for each applicant based on the parameters laid down in Annexure-1 and all who get at least 70 marks out of 100 in the technical evaluation would be considered for financial evaluation. This implies that applicants getting a Technical score of less than 70 out of 100 would not be considered for opening of Financial bids.
- The Financial Score (FS) would be calculated through a normalization process where the lowest bidder would be given 100 marks and scores of all other bidders would be normalized against this.
- Final selection would be on the basis of weighted score where the weights for Technical and Financial Scores would be in the ratio of 70:30 (i.e. $0.7 \times TS + 0.3 \times FS$).
- The consultant's experience relevant for the assignment, Qualifications of the key staff proposed and Quality of Approach and Methodology

Evaluation Process:

The evaluation process shall comprise of the following stages:

Technical Evaluation comprising of Paper Based Evaluation and Presentation Evaluation.

- ▶ IIS SSC will evaluate qualified bidders on the basis of the Technical Bid submitted by them. IIS SSC shall evaluate the technical proposals submitted by the bidders.
- ▶ The Bidders who qualify under the minimum eligibility criteria will be asked to make a detailed presentation at IIS SSC Office or any other venue and be scored on the parameters as outlined separately in this document.

Technical Evaluation (Technical Score-TS)

The bidders should satisfy the following eligibility criteria to qualify for the Technical Evaluation. Proposals not meeting the eligibility criteria and failed to upload the supporting documents (legible) will be summarily rejected.

Sl. No.	Technical Evaluation Criteria	Max. Marks
1	Average annual turnover in the last three FY. 1) Up to 50 Lakh - 5 Marks 2) Up to 50 Lakh to 2 Cr – 15 Marks 3) above 2 Cr – 20 Marks	20
2	Project under Skill Development Mission/ Center of Excellence Setup/Training Lab Setup 1) Up to 2 Nos – 15 Marks 2) Above 2 Nos – 20 Marks	20
3	Advisory assignments in Skill Development Projects/MoU with colleges for manpower development with any State/Central/Agencies 1) Up to 2 Nos – 5 Marks 2) Above 2 Nos – 10 Marks	10
4	Resource Assessment - Quality of Key Personnel proposed to conduct the Study. Attach at least 4 CV's of dedicated staff to be deployed in the study	10
5	Experience of working on the projects in India that have central planning/funding with State level implementation with a project value of more than 5 crores in India. (Order copy with completion certificate)	15

6	Completed any skill gap study for Sector Skill Council or State or NSDC							25
	1	Skill	Gap	study	-	5	narks	
	2	Skill	Gap	Studies	-	15	Marks	
More than 2 Skill Gap studies - 25 marks								
Total Technical Score (TS)							100	

Bidders must score a minimum of 70 marks out of total 100 marks to qualify for financial bid opening stage. For this RFP, the Marks under Technical Proposal (Technical Score) has a total weightage of 70.

The presentation will cover all the four important key parameters mentioned above so that scoring may be done. Only the financial Bids of those bidders will be opened who have scored 70 or more marks in the Technical Evaluation.

Other instructions to Consultants

- a. Consultants who can commit full time manpower on regular employment exclusively for this assignment will be eligible for consideration.
- b. IISSSC will require firm assurance from consultant that the professional staff committed for the assignment will be working. The key professional staff shall be the same as proposed and normally shall not be changed during the assignment
- c. Proposals, all related documents and subsequent reports (in case of selection as Consultant) shall be submitted in ENGLISH only.
- d. Consultants are required to quote the rates in the Indian currency inclusive of all taxes only.
- e. The consultant shall not utilize or publish or disclose or part with any statistics, data/proceeding or information collected for the purpose of this study, without written consent of RFP Owner. The consultant shall be bound to hand over the entire records of assignment to RFP Owner. The consultant shall be responsible for any explanation/description in the matter of this engagement.

Address for Submission of Proposal

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Last date for submission of EOI

Proposals can be submitted over the email latest by 30 May 2022.

