



National Skill Development Corporation
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**REQUEST FOR EXPRESSIONS OF INTEREST
(CONSULTING SERVICES – FIRMS SELECTION)**

INDIA

Skill India Mission Operation Project
Project No.: Program ID P158435

Assignment Title: Hiring of an Agency for conducting Global Skill Gap Study

Reference No.: CS :-EOI/RESEARCH/2017/0021

1. The National Skill Development Corporation (NSDC), an implementing agency under Skill India Mission Operation (SIMO) Project through Ministry for Skill Development and Entrepreneurship (“MSDE”) has applied for funding from The International Bank for Reconstruction and Development (IBRD/ World Bank) and intends to apply part of the proceeds for consulting services.
2. NSDC intends to engage a research agency to conduct a research study on global skill gaps to study employment opportunities for Indian skilled workers overseas. The objective is to evaluate both the current scenario for overseas employment of Indian skilled workers as well as the future outlook. The study shall also identify migration clusters within India and account for migratory patterns (in terms of destination countries and job roles), reasons, processes and outcomes in each region.
3. The insights generated from this report shall assist the Ministry of Skill Development and Entrepreneurship (MSDE) / NSDC in:
 - a. Developing country-specific initiatives to facilitate the flow of Indian skilled workers overseas (including identifying sectors and job roles with the greatest potential, as well as related wage points); Provide recommendations from a policy / programme perspective for increasing the flow of Indian skilled workers into various countries
 - b. Evaluating migration clusters within India, and inform/ aid the setting up India International Skill Centres (IISCs) by selecting the right locations, job roles and key local and foreign partners to assist in their establishment.
 - c. Strengthening mechanisms, such as the role of different institutions in standards development, mobilization, training, placement, quality assurance, and Pre-Departure Orientation Training (PDOT), for overseas placements and highlight key aspects of the role played by the relevant institutions / agencies
 - d. Provide insights / recommendations for MSDE’s current arrangements / agreements with external parties
4. The duration of the assignment is five months from the date of signing the contract. The draft Terms of Reference (TOR) is appended below.

5. The National Skill Development Corporation (NSDC) now invites eligible consulting firms (“Consultants”) to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services. The short-listing criteria are:
 - a. The Agency may be Firm/Company/LLP and must be registered with the appropriate authority and in business from last at least 10 years.
 - b. The agency should have an average annual turnover of at least INR 10 Crore from consulting activities in the last three financial years. (2013 – 2014 , 2014 – 2015, 2015 – 2016)
 - c. The agency should have relevant experience of executing research studies on international labour markets (with a specific focus on global skill gaps), the educational and/or vocational training or skill development sector for at least 10 years.
 - d. The agency should have relevant experience of having executed research studies on international labour markets (with a specific focus on global skill gaps), educational and/or vocational training or skill development in each of at least 5 different countries. Experience in greater number of countries is preferable.
 - e. The agency should have relevant experience of having executed at least 5 research studies in any public or social sector within the last 5 years.
 - f. The agency must have under taken at least 3 similar assignments for the commulative value of INR 5 crores in the last 3 years.
 - g. The agency must be registered under Income Tax, PAN, GST and/or any other statutory authority required for this purpose.
 - h. The agency should not have been black listed by any Government Agency/Public Sector Undertaking/autonomous bodies. The agency will be required to submit an Affidavit to this effect .

Agencies are required to furnish the above information as per the format given under Annexure - 1

6. The attention of interested Consultants is drawn to paragraph 1.9 of the World Bank’s [Guidelines: Selection and Employment of Consultants under IBRD Loans and IDA Credits & Grants by World Bank Borrowers](#) (January 2011, revised July 2014) (“Consultant Guidelines”), setting forth the World Bank’s policy on conflict of interest. In addition, please refer to the following specific information on conflict of interest related to this assignment: conflict between consulting activities and procurement of goods, works or non-consulting services; conflict among consulting assignments; and relationship with Borrower’s staff.
7. Consulting firm may associate with other firms in the form of a joint venture or a sub-consultancy to enhance their technical qualifications. The “Association” may take the form of a joint venture (with joint and several liability) or of a sub-consultancy, and this should be stated clearly in the submission.

8. A Consultant will be selected in accordance with the **Consultant Qualification based Selection (CQS) method** set out in the Consultant Guidelines.
9. Further information can be obtained at the address below during office hours 1000 to 1700 hours.
10. Expressions of interest must be delivered as one hard copy and electronic/soft copy either in USB drive or CD to the address below through registered post/speed post/ courier/ by Hand by 25th October 2017 ` **till 1700 hrs.**

Manish Kumar,
CEO & MD

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Annexure – 1

Format for Submission of Information to NSDC for Conducting Global Skill Gap Study

Submission Requirements:

1. Consultant’s Profile: The Agency may be Firm/Company/LLP and must be registered with the appropriate authority and in business from last at least 10 years.									
Organizational	Name of the Organization:								
	Postal Address:								
	Telephone / Mobile no.								
	Fax/ E-mail/ Website:								
	Contact Person name and designation with contract details:								
	Date of establishment (DD/MM/YY):								
	Date and place of Registration:								
	Registration No (Copy to be enclosed):								
	Location of Head office:								
	Details of Branches if any:								
	Provide a brief description of the background of organization:								
Any other information which the consultant wants to add.									
2. Financial Information {Please enclose the financial statement of last three financial year. }									
The agency should have an average annual turnover of at least INR 10 Crore from consulting activities in the last three financial years. i.e for financial year (2013-14, 2014-15 & 2015-16)				Provide the turnover on the basis of audited financial statement of the previous three financial year in Rupees. (enclose copies of audited financial statements)					
		2013-14		2014-15		2015-16			
i. Consultant’s Experience									
3. The agency should have relevant experience of executing research studies in international labour markets (with a specific focus on global skill gaps), the educational and/or vocational training or skill development sector for at least 10 years{Proof to be enclosed}. <i>You may add more rows</i>									
Sl. No	Name of the Project/Assignment	Brief details of the Service provided	Client and country	Duration of Assignment in months			Value of Contract (in INR)	Whether contract closed or not	Please mention Page No of the supporting document to be referred
				From {start date}	To {End date or ongoing}	Total months			
4. The agency should have relevant experience of having executed research studies on international labour markets (with a specific focus on global skill gaps), educational and/or vocational training or skill development in each of at least 5 different countries. Experience in greater number of countries is preferable. {Proof to be enclosed}. <i>You may add more rows</i>									
Sl. No	Name of the	Brief	Client	Duration	of	Value of	Whether	Please	

	Project/Assignment	details of the Service provided	and country	Assignment in months			Contract (in INR)	contract closed or not	mention Page No of the supporting document to be referred
				From {start date}	To {End date or ongoing}	Total months			
5. The agency should have relevant experience of having executed at least 5 research studies in any public or social sector within the last 5 years. (Work order and Certificate of completion or any other relevant document as proof to be enclosed). You may add more rows									
Sl. No	Name of the Project/Assignment	Brief details of the Service provided	Client and country	Duration of Assignment in months			Value of Contract (in INR)	Whether contract closed or not	Please mention Page No of the supporting document to be referred
				From {start date}	To {end date or ongoing}	Total months			
6. The agency must have under taken at least 3 similar assignments for the commulative value of INR 5 crores in the last three years. {Proof to be enclosed}. You may add more rows									
Sl. No	Name of the Project/Assignment	Brief details of the Service provided	Client and country	Duration of Assignment in months			Value of Contract (in INR)	Whether contract closed or not	Please mention Page No of the supporting document to be referred
				From {start date}	To {end date or ongoing}	Total months			
7. The agency must be registered under Income Tax, PAN, GST and/or any other statutory authority required for this purpose. (attach copies of these registrations)									
8. The agency should not have been black listed by any Government Agency/Public Sector Undertaking/autonomous bodies. The agency will be required to submit an Affidavit to this effect as per the format provided overleaf as Annexure -II.									

(On the letter head of Firm)

Declaration

Date:.....

To whom so ever it may be concern

I/We hereby solemnly take oath that I/We am/are authorized signatory in the firms/Agency/Institute/ Company and hereby declare that "Our firm/ Agency/ Institute/Company/Organization do not face any sanction or any pending disciplinary action from any authority against our firm/ Agency/ Institute/ Company /Organization or partners." Further, it is also certified that our firm has not been blacklisted by any government or any other donor/partner organization/World Bank.

In case of any further changes which effect of this declaration at a later date; we would inform NSDC accordingly.

Authorized Signatory
(with seal)

Firms will be evaluated based on the shortlisting criteria as per EoI.

S#	Shortlisting Criteria	Maximum marks	Must Meet criteria
1	The Agency may be Firm/Company/LLP and must be registered with the appropriate authority and in business from last at least 10 years.		Must Meet
2	The agency should have an average annual turnover of at least INR 10 Crore from consulting activities in the last three financial years. (2013 – 2014 , 2014 – 2015, 2015 – 2016)		Must Meet
3	The agency should have relevant experience of executing research studies on international labour markets (with a specific focus on global skill gaps), the educational and/or vocational training or skill development sector for at least 10 years, preferably more. <ul style="list-style-type: none"> - 10 years – 15 marks - between 10 and 15 years – 20 marks - more than 15 years – 30 marks 	30	
4	The agency should have relevant experience of having executed research studies on international labour markets (with a specific focus on global skill gaps), educational and/or vocational training or skill development in each of at least 5 different countries. Experience in greater number of countries is preferable. <ul style="list-style-type: none"> - 5 countries – 10 marks - 6 – 15 countries – 15 marks - 16 – 25 countries – 25 marks - More than 25 countries – 35 marks 	35	
5	The agency should have relevant experience of having executed at least 5 research studies in any public or social sector within the last 5 years. <ul style="list-style-type: none"> - 5 studies in public or social sector – 5 marks - 6 – 10 studies in public or social sector – 10 marks - more than 10 studies in public or social sector – 15 marks 	15	
6	The agency must have under taken at least 3 similar assignments for the commulative value of INR 5 crores in the last 3 years. <ul style="list-style-type: none"> - 3 assignments – 5 marks - 4-5 assignments – 10 marks - 6 – 8 assignments – 15 marks - More than 8 assignments – 20 marks 	20	
7	The agency must be registered under Income Tax, PAN, GST		Must Meet

S#	Shortlisting Criteria	Maximum marks	Must Meet criteria
	and/or any other statutory authority required for this purpose.		
8	The agency should not have been black listed by any Government Agency/Public Sector Undertaking/autonomous bodies. The agency will be required to submit an Affidavit to this effect.		Must Meet
	Total Marks for Experience	100	

National Skill Development Corporation DRAFT TERMS OF REFERENCE

Project Title:	Global Skill Gaps: Evaluating Overseas Opportunities for Skilled Manpower from India
Duration:	5 months
Assignment Type:	Research Study

Background and Objectives

The National Skill Development Corporation India (NSDC) is a Public Private Partnership which aims to promote skill development by catalysing the creation of large, high quality vocational institutions. Its mandate is also to enable a support system which focuses on quality assurance, information systems and train the trainer academies either directly or through partnerships. NSDC acts as a catalyst in skill development by providing funding to enterprises, companies and organisations that provide skill training. It also develops appropriate models to enhance, support and coordinate private sector initiatives. NSDC collaborates with multiple stakeholders, including in the international arena, in strengthening the skill development ecosystem through its focus on various areas including awareness building, capacity creation, assessment, certification, technical assistance, as well as domestic and overseas placements.

Objectives of the project

NSDC intends to engage a consulting firm/ agency (hereinafter called “Consultants”) to conduct a research study on global gaps in the demand and supply of skilled manpower as well as overseas employment opportunities for skilled workers from India. The aim is to evaluate the current scenario and future outlook for overseas employment of skilled workers from India. The study shall also identify migration clusters within India and account for migratory patterns (in terms of destination countries and job roles), reasons, processes and outcomes in each region.

The insights generated from this report shall assist the Ministry of Skill Development and Entrepreneurship (MSDE)/ NSDC in:

1. Developing country-specific initiatives to facilitate the flow of skilled workers from India overseas (including identifying sectors and job roles with the greatest potential, as well as related wage points); Provide recommendations from a policy / programme perspective for increasing the flow of Indian skilled workers into various countries
2. Evaluating migration clusters within India, and inform/ aid the setting up India International Skill Centres (IISCs) by selecting the right locations, job roles and key local and foreign partners to assist in their establishment.
3. Strengthening mechanisms, such as the role of different institutions in standards development, mobilization, training, placement, quality assurance, and Pre-Departure Orientation Training (PDOT), for overseas placements and highlight key aspects of the role played by the relevant institutions / agencies
4. Provide insights / recommendations for MSDE’s current arrangements / agreements with external parties

Scope of Work

The Consultants must understand the objectives and the context of the study, including key aspects such as the Skill India Mission and its initiatives for making India a global hub for placing skilled

manpower overseas, the role played by NSDC in supporting various skill development initiatives, and other relevant aspects of the current strategy for promoting / guiding the migration of skilled workforce (with the larger objective of making India the 'skill capital of the world'). It should also undertake a comprehensive literature review of relevant studies on international labour markets (and skill gaps in various labour markets) and skill development to inform this study.

Key tasks and responsibilities required expected from the Consultants include:

1.	<p>Identification of the set of countries to be covered in the study, and the rationale for the same: The countries to be covered in the study shall be determined in consultation with MSDE and NSDC. The set of selected countries should include key destination countries for migrant labour from India and countries where there is potential for migration. The set of selected countries should also include those with which India has / plans to have significant economic engagement.</p>
2.	<p>Identification of country-specific and sector-specific drivers and challenges/barriers to entry (supply-side and demand-side) of labour markets in each of the selected countries.</p>
3.	<p>Identification of robust indicators for each of the above drivers / challenges on the basis of a comprehensive literature review and using credible and recognised sources of data. The parameters/indicators that should be considered include:</p> <ul style="list-style-type: none"> - Labour force participation rate; Unemployment rate - Employment by sector - Employment by occupation - Employment by education - Labour shortage (skilled workforce requirement) - Informal employment - Percentage of Indians in the country - Compatibility of country's assessment and certification requirements with India's National Skills Qualification Framework (NSQF) - Availability and quality of vocational training avenues - Legislations and regulations regarding migration (including visa norms) - Minimum wage legislation and pay scale range - Cost of living index - Welfare support provided to migrants - The percentage of migrants who return from destination country (and reasons for this) - The possibilities with re-skilling and up skilling of workforce currently employed overseas and best practices therein - Socio economic/political landscape of the current and future destination countries - Diplomatic relations with India - Cultural affinities with India

	<ul style="list-style-type: none"> - Linguistic barriers to entry - Any other factor identified on the basis of research
<p>4.</p>	<p>Methodology for constructing a composite Index for each country covered in the study using the above indicators. The index is expected to measure the propensity of countries to absorb Indian skilled workers into their labour markets. The study should also highlight / analyse the parts of labour market overseas where India is not participating currently: For instance, roles requiring higher order skilling/niche skilling. In addition, the index should measure a country’s attractiveness from India’s standpoint – in terms of factors such wage levels, the requirement of immigrant labour, the extent of migration of manpower from India, whether its policies are immigrant labour-friendly (for instance, is India a ‘favoured’ nation for sourcing skilled workers), its diplomatic relationship and cultural affinities with India etc.</p> <p>The composite index created shall act as a unique tool – ranking countries according to their propensity to absorb skilled workers from India into their labour markets and their attractiveness for India. The index should take into account the above-mentioned country-specific and sector-specific indicators that drive employment / migration of labour in each country and India’s skill labour advantage therein. The final design of the index shall be discussed with experts, MSDE, NSDC and World Bank teams.</p> <p>The Consultants shall estimate skill supply and requirement / demand (domain-wise, sector-wise, job role-wise) in each country. In addition, it shall identify the top 10 job roles that are likely to be in demand in future across geographies (considering all factors such as Industry 4.0, automation and other technological advancements). It should also identify the challenges facing labour markets in each country.</p>
<p>5.</p>	<p>Study of migration clusters in India: Identify and conduct an in-depth assessment of migration clusters in India, which will, among other things, information location decisions for IISCs. The study should also analyse potential mapping of the migration clusters and the challenges/issues inhibiting mobilization for skill migration from these pockets. The following areas of interests may be explored:</p> <ul style="list-style-type: none"> - States/Districts in India where migration is prominent; Reasons for migration - Vulnerability assessment of migrants, including socio-cultural challenges, gaps with respect to soft skills and any relevant behavioural aspects - Destination countries, number of migrants and type of job roles within each cluster - Pre-existing mechanisms (both formal and informal) assisting migration - Profiles of candidates who migrate (and any other relevant demographic information) - Preparation undertaken before migration (includes any training, financial or legal arrangements) - Number of returning migrants and reasons for the same - Recommendations for training and certifications processes - Any other area of interest that would assist in the establishment of IISCs

6.	Organise regular meetings / workshops with NSDC to seek inputs/ approval from NSDC on the approach being followed
7.	<p>Data collection and construction of index</p> <p>Basis the frameworks and methodology agreed upon, the Consultants shall proceed with data collection and construction of the composite index for each country. The Consultants should begin preparing a draft report incorporating all the relevant aspects such as project background, literature review, methodology, findings / output etc. The draft report must be shared with NSDC for discussion / inputs.</p>
8.	<p>Rank the top 15 countries on the basis of the composite index. Prepare detailed profiles of these countries.</p> <p>Create detailed profiles for each of the top 15 countries. These should include, inter alia, a comprehensive overview of their labour markets, demand and supply of skills in various sectors and job roles, wage levels, the likely fit of Indian manpower to the requirements of these destination markets, the attractiveness of these markets from India’s perspective and other relevant aspects.</p> <p>The profile should provide all the relevant country-specific knowledge for these 15 countries. The Consultants shall also provide clear programmatic recommendations for increasing the flow of skilled workers from India into each country. These should incorporate:</p> <ul style="list-style-type: none"> - Demand and supply of skilled manpower in various sectors and job roles - The likelihood of absorption of Indian skilled labour in such job roles - Existing wage / salary levels for identified sectors and job roles - Established assessment and certification norms within the country roles and extent of its alignment with NSQF - Key employers in these sectors along with contact details - Progress of existing skilling programmes targeted at skill migration with India (if any) - The challenges of the employers in hiring the migrants - Merits and challenges of working in the country for the migrant (including cultural norms, religious freedom and any other factors that have a bearing on the well-being of a prospective worker) - Type of training / certifications that will be needed in India to meet these requirements, and design of courses / curriculum in training centres for these training initiatives. - Any other area of concern or interest
9.	<p>Study of Japan’s intern training programme: The Consultants shall also be required to conduct a study on the intern training programme of Japan and provide recommendations for how India can utilise this programme for enhancing employment opportunities. The Annexure contains a brief on this, and the expectations from the Consultant.</p>
10.	<p>Submission of draft report, and presentation of findings and recommendations to NSDC</p> <p>The Consultants shall submit the draft report to NSDC for feedback and incorporate any recommendations/suggestions for finalisation of the report. The report should include, inter</p>

	<p>alia, the project background, literature review, methodology, findings, inter-country comparisons basis the composite index, analysis of cultural, legal, regulatory environments in each of the countries, and detailed recommendations for increasing the flow of skilled manpower from India into each of these countries.</p> <p>The presentation and the report should clearly articulate the expected outcomes, including:</p> <ul style="list-style-type: none"> - Ranking of countries according to their propensity to absorb skilled workers from India and their attractiveness from India’s viewpoint - Recommendations/interventions (from a policy and programme perspective) for increasing the flow of skilled manpower from India into the top 15 countries - Identification and assessment of migration clusters in India and recommendations for the effective establishment of IISCs within these clusters. <p>During the contract period, the Consultants may be called upon at regular intervals to discuss progress and incorporate any changes that may be required. The data sources, including secondary sources as well as details (including names and designations) of individuals the Consultants has interacted with and the date of interaction, must be clearly cited in all relevant places.</p>
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2.1 Methodology

The countries selected for the study must include key destination countries for migrant labour from India. It should also include countries where there is potential for migration. The potential for migration may be assessed on the basis of both quantitative and qualitative factors. Quantitative aspects studied may include, but should not be limited to, the size of the economy, sectoral composition, income levels and distribution, key industries, level of infrastructure development. Other factors that may be considered are quality of life, job-wise wage levels, living standards, the quality of civic amenities and public service delivery, industry structure, international relations, political environment, as well as cultural, legal and regulatory issues. The Consultants shall study overall and sector-specific drivers (both demand-side and supply-side) of various labour markets (including the factors mentioned above), as well as challenges facing the labour markets. The study shall also estimate supply and demand for skill (overall, domain-wise, sector-wise, job role-wise) in each country.

In addition, the study should evaluate the attractiveness of each country from India’s perspective – in terms of factors such as its wage levels, volume of immigrant labour required, the extent of migration of manpower from India, whether its policies are immigrant labour-friendly, its diplomatic relationship with India etc. Robust indicators for labour market drivers as well as for the factors that determine a country’s attractiveness to India should be identified on the basis of a comprehensive literature review and from reputed and credible sources of data. In addition to secondary sources of data, the Consultants may also take into account inputs from relevant domestic and overseas stakeholders (including employers, governments, regulatory bodies, recruitment specialists / agencies, multilateral organisations, manpower Ministries of various countries, respective High Commissions of India across the world, trade associations, etc).

A country-specific ‘composite index’ should be constructed using a robust technique. Various methods (such as geometric mean, principal component analysis, and factorial analysis) are to be evaluated for this, and the most appropriate method chosen on the basis of this assessment. The country-specific composite index will be used to rank the countries in terms of the greatest propensity to absorb Indian skilled workers into their labour markets as well as its attractiveness to

India. Thereafter, for the top ranked countries, the agency shall create a detailed profile, and make recommendations (including from a policy and programme perspective) for increasing the flow of skilled workers from India into these countries.

In addition to the above, the report should also include an in-depth assessment of migration clusters within India with a view to informing decisions such as locations of IISCs. It should also contain a detailed study on Japan's Technical Intern Training Program (TITP) and provide recommendations on strategy to prepare Indian youth as technical interns for TITP in Japan.

Key Deliverables and timelines

S. No.	Key Deliverables	Month 1	Month 2	Month 3	Month 4	Month 5
1.	Inception report (this would include the context and objectives of the study, literature review, suggested approach to the assignment, resources deployed and detailed timelines for deliverables)	✓				
2.	Strategy and execution of identification for the countries covered in this study	✓				
3.	Identification and assessment of drivers of labour markets in each country and its attractiveness for India; identifying and evaluating indicators for the same	✓				
4.	Evaluation of various methodologies that could be used for constructing the composite index, including the merits and de-merits of each approach	✓				
5.	Study of migration clusters in India		✓			
6.	Study of Japan's TIPP		✓			
7.	Presentation / discussion of interim findings and output		✓			
8.	Data collection and construction of index for each country			✓		
9.	In-depth study of top ranked countries with detailed recommendations				✓	
10.	Submission of draft report, which should include, inter alia, key findings from the research, inter-country comparisons, analysis of all relevant factors, detailed recommendations for increasing the					✓

	flow of skilled manpower from India into each of these countries					
11.	Presentation of the report; Revisions and finalisation of report in consultation with NSDC					✓

Note: The Consultants may be called upon to discuss progress in the project at regular intervals. NSDC reserves the right to review output and request changes in line with the scope, whenever required. The Consultants must allocate adequate resources and team members to ensure timely completion of the project.

Support provided by NSDC

For the purpose of this assignment, NSDC will provide the Consultants relevant support in stakeholder consultations. NSDC will also provide relevant inputs on aspects such as job role definitions, skills training and certification processes, the role of various institutions in standards development and placement, bilateral ties, state skill development missions, functioning of IISCs etc.

Special Terms & Conditions

Timeframe:

The duration of the assignment will be for a period of five months. The Consultants will deliver outputs according to the schedule in the table above.

Reporting:

For the purpose of this assignment, the Consultants will be reporting to the Managing Director & Chief Executive Officer, NSDC. For day-to-day reporting, the Consultants will engage with the relevant team at NSDC (as specified by NSDC).

Payment Schedule

Details	Submission Timelines	Payment Milestones
Submission of Inception Report (Deliverables 1, 2, 3, and 4)	T+ One month	10%
Completion of deliverables 5, 6 and 7	T+ Two months	15%
Completion of deliverable 8	T+ Three months	20%
Completion of deliverable 9	T+ Four months	25%
Submission of draft report, presentation of findings, and submission of final report (Deliverables 10 and 11)	T+ Five months	30%

Location:

The team allocated by the Consultants for this project will be based out of its own office. However, it should be available for meetings at regular intervals. These meetings must be attended by the Project Lead and other senior representatives, as per NSDC's requirements.

Required Qualifications and Experience:

- The Consultants should have a presence in various countries to enable engagement with overseas stakeholders.
- It must have adequate experience in similar projects, related to the study of international labour markets (with a specific focus on global skill gaps) and movement of skilled manpower and skill development interventions.
- It should have adequate experience in conducting studies in diverse geographies, and must be able to highlight how it has addressed the challenges faced in different countries.
- The Consultants must have the ability to deliver under strict timelines and be client responsive.
- It must have adequate resources and team members to ensure timely completion of the project.

Credentials of the proposed team: It is expected that the proposed project team will include experts/team lead/researchers that will spend significant time on the project. Total expected commitment of each team member (in man days) should be indicated. Key aspects such as the strength of assigned team members, years of prior experience in similar projects, project management and demonstrated background in the study of international labour markets (with a focus on global skill gaps), international movement of skilled manpower and skill development initiatives should be included in the credentials.

The Consultants should have an adequate number of professionals and support staff for carrying out the assignment. The Consultants should allocate a project lead, subject matter experts, and a team of researchers to the assignment with expertise in designing, planning, and executing rigorous studies on international labour markets (with focus on skill gaps), overseas migration and skill development interventions. The CVs of following key professionals will be evaluated:

Position (number)	Qualifications/experience
Project Lead	Must be of the position of Partner or equivalent (senior most). Proven track record of leading studies on international labour market (with specific focus on skill gaps) and skill development interventions for at least 10-12 years. S/he should have recently led several well-received studies in the relevant area.
Subject matter specialist(s) (with expertise in labour markets and international movement of labour)	Proven track record of managing / conducting rigorous research / studies on drivers of labour markets in various countries (with focus on skill gaps) and on skill development. S/he should have at least 8-12 years of relevant research and evaluation experience, preferably also including in the area of skill training and government projects. S/he should have an advanced degree in social sciences/economics/statistics/public policy or a related discipline.
Analysts / team members	Minimum 5 years of relevant research experience in labour markets, skill development, international movement of manpower. S/he should have an advanced degree in social sciences/economics/statistics/public policy or a related discipline.

Confidentiality and Data Ownership

All data collected under, and provided by the Client for, this assignment is solely the property of the Client and may only be used for purposes outlined in this assignment. These data may not be shared with anyone not explicitly approved in writing by the Client. They must be uploaded to any secure

server designated by the Client, and the Consultants must adhere to any and all ethics and confidentiality protocols provided by the Client. All data collected for this assignment must be handed over to the Client by contract closure. Any publications using these data must be explicitly approved in writing by the Client prior to publication and the logo and name of the Client should be acknowledged in the publications.

Annexure

Technical Intern Training Program (TITP), Japan

TITP was introduced in Japan with the aim of building professional skills in young and adult workers from various countries. It trains technical interns in the skills of the Japanese industries and professions under the employment relationship for a maximum of 3 years. TITP is managed by Japan International Training Cooperation Organization (JITCO) in Japan and Directorate General of Training (DGT) in India. NSDC has been designated one of the 'sending organizations' in TITP by DGT, India. In this role, NSDC is responsible for, among other things, selecting and sending suitable technical interns to Japan, concluding bilateral contracts, and providing complete support to technical intern trainees.

The Consultants is required to provide its recommendations on a strategy to prepare Indian youth as technical interns for TITP in Japan. The recommendations should include the following (and any other factors deemed relevant):

1. The sectors and job roles in focus in Japan for technical interns
2. Desired profile of candidates
3. Salary ranges that candidates may be offered in Japan
4. Annual demand projections under the identified job roles
5. Which countries have been successful in placing candidates to Japan (and reasons for the same)
6. The framework adopted by countries such as China, Vietnam, Philippines etc. to send technical interns to Japan;
7. Opportunity for India to adopt the same or improved framework
8. Whether Japan has blacklisted any country under TITP and the reasons thereof
9. Challenges being faced by other countries in placing candidates in Japan

(The above points are only related to TITP. The Consultants should also provide demand-related information for Japan other than the TITP Program, if any.)

Other areas of focus:

1. The number of Japanese language training institutes in India;
2. Profiles of candidates / trainers / teachers in such institutes
3. Challenges that such institutes face
4. The number and details of Japanese firms operating in India