



Power Sector Skill Council
B-17, Qutab Institutional Area, New Delhi - 110016

Expression of Interest (EOI) – PMKVY 4.0 – Power Sector

Date: Oct 29, 2026

Invitation for Proposals from Power Sector Industry Partners for Skill Development Interventions under Pradhan Mantri Kaushal Vikas Yojana (PMKVY) 4.0 – Power Sector

Particulars	Details
Issued by	Power Sector Skill Council (PSSC)
Publication Date	29 th October, 2026
Last Date for Submission	14 th November, 2026
Proposed Interventions	Short-Term Training (STT) and/or Recognition of Prior Learning (RPL)
Submission Email	bd@psscindia.org ;

1. Introduction

The Power Sector Skill Council (PSSC), a not-for-profit organisation promoted by the Central Electricity Authority (CEA), Ministry of New and Renewable Energy (MNRE) and IEEMA and under the aegis of the Ministry of Skill Development & Entrepreneurship (MSDE), invites proposals from eligible power sector industry partners for skill development interventions under PMKVY 4.0. All proposals shall follow the guidelines and directions of MSDE, NSDC and other competent authorities.

Proposals may be submitted under the following components:

- **Short-Term Training (STT):** Skill training of eligible candidates in notified and applicable power sector job roles, with linkage to employment in utilities, contractors, EPCs and OEMs.
- **Recognition of Prior Learning (RPL):** Assessment, recognition and certification of the existing regular and contractual workforce who have acquired skills through work experience, as permitted under PMKVY 4.0.

PSSC intends to identify industry-driven proposals that address demand for skilled and certified manpower across the power value chain: generation (thermal, hydro and renewable), transmission, distribution, and emerging areas such as smart metering, rooftop solar, energy storage and EV charging infrastructure.

A large share of the field workforce in DISCOMs, TRANSCOs and their contractors is uncertified. Certification of such personnel supports safe working practices on electrical installations, in line with the CEA (Measures relating to Safety and Electric Supply) Regulations, 2023, and reduces electrical accidents.



Power Sector Skill Council
B-17, Qutab Institutional Area, New Delhi - 110016

This EOI is intended for industry partners able to demonstrate genuine manpower demand, suitable implementation arrangements and the capacity to support training, assessment, certification and placement, as applicable.

2. Eligible Applicants

The following entities may submit proposals directly:

Category	Examples
Distribution utilities	State DISCOMs, private and JV DISCOMs, power departments of States/UTs
Generation companies	Central and State GENCOs, IPPs, hydro and renewable energy developers
Transmission companies	Central and State TRANSCOs, private transmission licensees
CPSUs and PSUs	Power sector CPSUs and State PSUs, including their training institutes
EPC contractors and vendors	Turnkey contractors, line/substation contractors, O&M agencies, smart meter AMISPs
OEMs and manufacturers	Electrical equipment, meter, cable, transformer, and EV charging OEMs
Training ecosystem	CoEs, power training institutes, ITIs/NSTIs and training partners with PSSC-accredited centres, backed by industry LOIs

Applicants that are not themselves employers must attach Letters of Intent (LOIs) from the industry partners whose demand the proposal is based on.

3. Scope of Proposal

Proposed interventions should meet the following requirements:

- 1. Industry demand:** Proposals must be backed by demonstrated demand for skilled manpower (STT) or a clearly established need to certify existing workers (RPL).
- 2. Industry association:** Applicants must name the utility, establishment, contractor, OEM or cluster associated with the intervention, along with a Single Point of Contact (SPOC).
- 3. Training and implementation arrangements:** For STT, indicate the training infrastructure (accredited centres, utility training institutes, CoEs, industry premises or other permitted locations) with practical/OJT facilities. For RPL, specify candidate identification, mobilisation, orientation, assessment and certification arrangements, including RPL at the workplace (e.g., circle/division/sub-station or project site).



Power Sector Skill Council
B-17, Qutab Institutional Area, New Delhi - 110016

4. **District-wise proposal:** Specify State, District, training/assessment location, job role, intervention (STT/RPL) and proposed target for each line item.
5. **Demand evidence:** Attach LOIs (Annexure 3/4 formats), workforce details, contractor/vendor manpower data or other evidence of demand and candidate availability.
6. **Eligible job roles:** All interventions must be mapped to PSSC qualifications/job roles approved and notified under PMKVY 4.0 (refer Section 4).
7. **Implementation capacity:** Demonstrate capacity for infrastructure, certified trainers, candidate mobilisation, industry coordination, placement/employment linkage, and compliance with monitoring and reporting requirements (including Skill India Digital Hub).
8. **Safety compliance:** Practical training and on-site RPL must follow applicable electrical safety norms, including use of PPE, permit-to-work systems and supervision by authorised personnel of the utility or employer.
9. **Regulatory compliance:** All proposals must comply with PMKVY 4.0 guidelines, eligibility conditions, operational procedures and directions of MSDE/NSDC and other competent authorities.

4. Eligible Job Roles and Priority Areas

Only PSSC qualifications/job roles approved under PMKVY 4.0 are eligible; the list with QP codes (as per nqr.gov.in) is at Annexure 5. Indicative priority areas are:

Sub-sector	Indicative occupational areas	Preferred mode
Distribution	Line maintenance (LT/HT), distribution substation operation, consumer metering and smart meter installation, billing and revenue field operations	RPL (existing/contract workforce), STT
Transmission	Transmission line and tower erection, EHV substation operation and maintenance	RPL, STT
Generation	Thermal, hydro and renewable plant operation and maintenance support roles	RPL, STT
Emerging areas	Rooftop solar O&M, battery energy storage, EV charging infrastructure, smart grid field roles	STT (Futuristic)

Applicants must indicate whether each job role is **Regular** or **Futuristic**, as per the PMKVY 4.0 classification.



Power Sector Skill Council
B-17, Qutab Institutional Area, New Delhi - 110016

5. Information and Documents to be Submitted

Submissions should include, as applicable:

- Completed Proposal Template (Annexure 1, Word).
- Completed Demand Template (Annexure 2, Excel) with State, District, location, job role, QP code, intervention type and proposed target.
- Profile of the applicant organisation and associated industry partners.
- Details of training/assessment infrastructure, centre accreditation and affiliation status, and trainer availability.
- Industry demand documents, employer details and LOIs (Annexures 3 and 4), signed on the industry's letterhead.
- For RPL: workforce data of the employer/contractor (role-wise count and location) and the proposed schedule for release of workers for orientation and assessment.
- For STT: mobilisation plan, OJT arrangements and placement/employment linkage with post-training tracking process.
- Details of previous experience in skill development, training, assessment or industry-led workforce development.
- Any additional information sought by PSSC or the competent authority.

Applicants must ensure that all information is accurate, complete and supported by documents. PSSC may seek clarifications wherever required.

6. Important Clarification Regarding Submission and Target Allocation

Submission of an EOI or proposal to PSSC shall not, by itself, constitute approval, sanction, empanelment, allocation of targets or entitlement to any PMKVY 4.0 STT or RPL target.

PSSC will scrutinise the proposals received and, where found suitable, compile and forward/recommend them to MSDE/NSDC or the relevant competent authority for consideration. Allocation of targets shall be subject to:

- Approval and directions of MSDE/NSDC or the competent authority.
- Availability of approved targets and budgetary allocation.
- Eligibility of the intervention, industry partner, job role and implementation arrangements.
- Demonstrated industry demand and geographical requirements.
- Compliance with PMKVY 4.0 guidelines and operational procedures.

Until formal approval is received, applicants must not commence training or RPL activities, incur expenditure, mobilise candidates, appoint resources against an assumed target, or represent to candidates, employers or other stakeholders that targets have been sanctioned.



Power Sector Skill Council
B-17, Qutab Institutional Area, New Delhi - 110016

7. No Guarantee of Target Allocation

PSSC makes no guarantee that submission of a proposal will result in approval or allocation of PMKVY 4.0 targets. The number of proposals, proposed targets, industry demand, geographical coverage, applicant eligibility, availability of funds and priorities of MSDE/NSDC may be considered during processing.

PSSC reserves the right to seek clarification, request additional information, recommend, modify, consolidate, defer or decline to forward any proposal. The final decision shall rest with the competent authority.

8. No Financial or Contractual Commitment

This EOI does not constitute a contract, work order, sanction, financial commitment or assurance of business by PSSC. PSSC shall not be responsible for any expenditure, liability, mobilisation, infrastructure or recruitment cost incurred by an applicant in anticipation of approval.

Applicants shall bear their own proposal preparation costs. Any activity under PMKVY 4.0 shall be undertaken only after formal authorisation and as per the terms communicated by the competent authority.

9. Compliance with PMKVY 4.0 Guidelines

All proposals and subsequent implementation shall remain subject to the prevailing PMKVY 4.0 guidelines, qualification packs, Common Cost Norms, operational procedures, assessment and certification requirements, and monitoring mechanisms prescribed by MSDE/NSDC. In case of any change, the official provisions and directions shall prevail over this EOI.

10. Submission of Proposal and Important Dates

Interested partners should email the completed proposal, templates and supporting documents on or before the last date below.

Particulars	Details
EOI Title	PMKVY 4.0 – Power Sector
Issuing Organisation	Power Sector Skill Council (PSSC)
Publication Date	29 th October, 2026
Last Date for Submission	14 th November, 2026
Eligible Applicants	Power sector industry partners as per Section 2
Proposed Interventions	STT and/or RPL
Submission Format	Proposal Template (Word) and Demand Template (Excel), with LOIs



Power Sector Skill Council
B-17, Qutab Institutional Area, New Delhi - 110016

Particulars	Details
Submission Email	bd@psscindia.org ; (Subject: "EOI – PMKVY 4.0 – <Organisation Name>")
Contact for Queries	Mr. Bishwajeet Singh, Manager – BD; Mob. No.: 7209217357; E: bishwajeet.singh@psscindia.org Mr. Ashwani Singh, Technical Officer; Mob. No.: 7007686633; E: ashwani@psscindia.org

Incomplete submissions or proposals not aligned with the requirements may not be processed further. PSSC may seek clarifications, extend the deadline or amend this EOI.

11. Disclaimer

This EOI is issued solely for inviting proposals for consideration and onward processing under PMKVY 4.0 in the Power Sector. It shall not be construed as an offer, approval, sanction, empanelment, allocation of targets, confirmation of funding or contractual commitment by PSSC, MSDE or NSDC.

PSSC reserves the right to amend, extend, suspend, withdraw or modify this EOI, in whole or in part, in accordance with applicable directions.

Issued by: Power Sector Skill Council (PSSC) B-17, Qutab Institutional Area, New Delhi – 110016 Email: bd@psscindia.org

For any queries or clarifications, please contact: Mr. Bishwajeet Singh, Manager – BD, and Mr. Ashwani, Technical Officer, PSSC.



Power Sector Skill Council
B-17, Qutab Institutional Area, New Delhi - 110016

Annexure 1: Proposal Template

Field	Details to be provided
Project Name	Title of the proposed intervention
Proposed by	Name of the organisation
Entity Type	Government / PSU / Private / Semi-Government / Government-aided / JV
About the Organisation	Brief profile: operations in the power sector (generation, transmission, distribution, EPC, OEM), workforce size and alignment with skilling

A. Details of Project (up to 1,500 words)

Field	Details to be provided
Background and Project Rationale	Workforce and livelihood challenge being addressed; need for certified manpower in the applicant's operations; alignment with MSDE/PMKVY 4.0
Details of the Project	Objectives, upskilling/certification approach and expected impact on the workforce and local communities
Skill Gap Study	Role-wise skill gaps, current certification status of the workforce and projected manpower requirement
Mobilisation Plan	For STT: sourcing of candidates and counselling. For RPL: identification of workers, release schedule from duty, coordination with contractors
Major Activities	Training, orientation, assessment, certification, OJT, placement and any other intervention
Target Population and Beneficiaries	Groups targeted (existing regular/contract workforce, fresh youth, ITI pass-outs, women, etc.) and expected number
Job Roles	From PSSC job roles approved under PMKVY 4.0 (Annexure 5), with QP codes
Measurable Outcomes	Number trained, assessed, certified and placed; post-training tracking indicators



Power Sector Skill Council
B-17, Qutab Institutional Area, New Delhi - 110016

Field	Details to be provided
Implementation Methodology	Training locations, centre readiness and accreditation, trainer availability, safety arrangements, monitoring mechanism
Project Duration (months)	Proposed duration, with batch-wise schedule till February 2027

B. Project Financials

Budget	In figures (Rs.)	In words
A. Total Project Cost		
B. CSR / Industry Contribution (if any)		
C. Fee from Candidates (if proposed)		
D. Fund Request from MSDE under PMKVY [A – (B + C)]		

B.1 Breakup of the Budget (as per Common Cost Norms)

S. No.	Expense Head	No. of Candidates	Per Candidate Cost (Rs.)	Total Cost (Rs.)	Remarks
1					
2					
3					
	Total				



To be submitted in Excel; one row per State–District–job role combination. Targets are tentative, for training/certification till February 2027.

[illegible][illegible]



Power Sector Skill Council
B-17, Qutab Institutional Area, New Delhi - 110016

Annexure 3: Demand Letter from Industry for RPL

(On the letterhead of the Utility/Industry)

Date: [Insert Date]

To, [Project Implementing Agency (PIA) Name] [PIA Address] [City, State, PIN Code]

Subject: Demand letter for Recognition of Prior Learning (RPL) of workforce under PMKVY 4.0 – Power Sector

Dear [PIA Contact Person's Name],

We wish to facilitate assessment and certification of our employees/contractual workforce under the Recognition of Prior Learning (RPL) component of Pradhan Mantri Kaushal Vikas Yojana (PMKVY) 4.0, implemented by the Ministry of Skill Development and Entrepreneurship (MSDE).

Our field workforce has acquired skills through work experience, and formal certification will strengthen safe working practices and their career progression. We will release the identified workers for orientation and assessment as per a mutually agreed schedule, and RPL may be conducted at our premises/sites, subject to our safety requirements.

Industry Details

- Name: [Insert Name of Utility/Industry]
- Address: [Insert Address]
- Contact Person: [Full Name]
- Designation: [Designation]
- Contact Number: [Mobile]
- Email: [Email]

Job Roles for RPL under PMKVY 4.0

S. No.	Sector	Job Role	QP Code	Location (Circle/Division/Site)	No. of Workers
1	Power				

Please feel free to contact us for any further information.

Yours sincerely,

[Signature] [Full Name] [Designation] [Organisation Name, Seal]



Power Sector Skill Council
B-17, Qutab Institutional Area, New Delhi - 110016

Annexure 4: Manpower Demand Letter from Industry for STT

(On the letterhead of the Utility/Industry)

Date: [Insert Date]

To, [Project Implementing Agency (PIA) Name] [PIA Address] [City, State, PIN Code]

Subject: Manpower demand for candidates trained under Short-Term Training (STT), PMKVY 4.0 – Power Sector

Dear [PIA Contact Person's Name],

We wish to share our manpower requirement for FY 2026-27 for the engagement of candidates trained under the Short-Term Training (STT) component of PMKVY 4.0. We are willing to provide On-the-Job Training (OJT) opportunities, subject to our safety norms, and to consider trained and certified candidates for engagement directly or through our contractors/vendors.

Industry Details

- Name: [Insert Name of Utility/Industry]
- Address: [Insert Address]
- Contact Person: [Full Name]
- Designation: [Designation]
- Contact Number: [Mobile]
- Email: [Email]

Job Roles and Estimated Manpower Demand

S. No.	Sector	Job Role	QP Code	Location	Estimated Manpower Demand	OJT Offered (Yes/No)
1	Power					

Please feel free to contact us for any further information.

Yours sincerely,

[Signature] [Full Name] [Designation] [Organisation Name, Seal]



Power Sector Skill Council
B-17, Qutab Institutional Area, New Delhi - 110016

Annexure 5: PSSC Job Roles Approved under PMKVY 4.0:

S No.	Sector	Sub Sector	Name of Qualification	QP Code	NSQF Level	Category	Notional Hours (STT)	Notional Hours (RPL)
1	Power	Generation	Pipe Fitter (Power Plant)	PSS/Q0201	3	Regular	390	90
2	Power	Distribution	Engineer- Power Distribution	PSS/Q2103	6	Regular	600	90
3	Power	Distribution	Junior Engineer- Power Distribution	PSS/Q2102	5	Regular	600	90
4	Power	Distribution	Distribution Network Supervisor	PSS/Q0103	5	Regular	570	90
5	Power	Distribution	Distribution Network Lineman	PSS/Q2010	4	Regular	390	90
6	Power	Distribution	Attendant Sub Station (66/11, 33/11) - Power Distribution	PSS/Q2404	3	Regular	420	90
7	Power	Distribution	Technician Distribution Transformer Operation and Maintenance	PSS/Q2406	4	Regular	480	90
8	Power	Distribution	Consumer Energy Meter Technician	PSS/Q0107	3	Regular	420	90
9	Power	Distribution	Assistant: Electricity Meter Reader, Billing and Cash Collector	PSS/Q2403	3	Regular	330	90
10	Power	Distribution	Technical Helper - Distribution	PSS/Q0101	2	Regular	270	90
11	Power	Downstream Distribution	EV Charging Station Technician - Installation & Commissioning	PSS/Q2509	4	Futuristic	450	90
12	Power	Downstream Distribution	EV Charging Station Technician- Operation & Maintenance	PSS/Q2417	4	Futuristic	450	90
13	Power	Downstream Distribution	Assistant Technician-Street Light Installation and Maintenance	PSS/Q2506	3	Regular	300	90
14	Power	Downstream Distribution	Electrician -Domestic Solutions	PSS/Q6001	3	Regular	420	90
15	Power	Distribution	Jr. Technician (Smart Energy Meter)	PSS/Q2508	3	Futuristic	420	90
16	Power	Transmission	Technician – Power System Transmission	PSS/Q3403	4	Regular	420	90
17	Power	Generic	Smart Industrial Electrician	PSS/Q1706	4	Regular	540	90
18	Power	Distribution	Smart Grid Technician	PSS/Q2416	4	Futuristic	480	90
19	Power	Green Hydrogen	Hydrogen Plant Technician (Installation, Commissioning and Maintenance)	PSS/Q4601	4	Futuristic	480	90
20	Power	Green Hydrogen	Hydrogen Plant Installation and Maintenance Supervisor	PSS/Q4602	5	Futuristic	540	90
21	Power	Distribution	Smart Meter Command Centre Operation	PSS/N4404	6	Futuristic	60	45
22	Power	Distribution	Smart Meter Customer Care	PSS/N1340	4	Futuristic	60	45
23	Power	Distribution	Smart Meter Configuration	PSS/N4501	5	Futuristic	60	45
24	Power	Distribution	Bijli Mistry	PSS/Q2419	3.5	Regular	390	90
25	Power	Distribution	Technician – Railway Track Electrification	-	4	Regular	420	90
26	Power	Transmission	Jr. Fitter – Tower Erection & Stringing	-	2.5	Regular	600	90