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Power Sector Skill Council

POWER SECTOR SKILL COUNCIL (PSSC)

Promoted by Ministry of Power, MNRE and IEEMA

REQUEST FOR PROPOSAL (RFP)

Selection of Agency for Conducting a PAN India Skill Gap Study and Developing a Five-Year Skill Development Roadmap (2026–2031) for the Indian Power Sector

RFP No.: PSSC/SGS/PAN-INDIA/2026-27/01 Date of Issue: 12/11/2026

Two-Bid System (Technical and Financial) | Selection Method: QCBS (80:20)

Power Sector Skill Council
B-17 Qutab Institutional Area, New Delhi | psscindia.org

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1. Disclaimer

This Request for Proposal (RFP) is issued by the Power Sector Skill Council (PSSC) solely to invite proposals from eligible agencies for conducting a PAN India Skill Gap Study for the Indian Power Sector. It is not an offer or a contract and creates no legal obligation on PSSC.

PSSC may amend, modify, cancel or withdraw this RFP, wholly or partly, at any stage without assigning any reason or incurring any liability. Bidders shall carry out their own due diligence and bear all costs of preparing and submitting their proposals. Submission of a proposal shall be deemed acceptance of all terms of this RFP.

2. Notice Inviting Proposals and RFP Schedule

PSSC invites Technical and Financial Proposals from eligible and experienced agencies, consulting firms and research organisations for **Conducting a PAN India Skill Gap Study and Developing a Five-Year Skill Development Roadmap for the Indian Power Sector**, covering Generation, Transmission, Distribution, Renewable Energy, Power Equipment Manufacturing, Smart Grid, Energy Storage, Green Hydrogen, EV Charging Infrastructure and other emerging segments.

Any corrigendum, clarification or amendment will be published only on the PSSC website and shall form part of this RFP. Bidders are advised to check the website regularly.

S. No.	Event	Date / Details
1	Date of issue of RFP	12.11.2026
2	Last date for submission of pre-bid queries (by email)	28.11.2026, 17:00 Hrs.
3	Pre-bid meeting (physical / online)	30.11.2026, 11:00 Hrs.
4	Last date and time for submission of proposals	15.12.2026, 17:00 Hrs.
5	Opening of Technical Proposals	20.12.2026, 11:00 Hrs.
6	Technical presentation by eligible bidders	To be intimated
7	Opening of Financial Proposals	To be intimated to technically qualified bidders
8	Validity of proposal	180 days from the last date of submission
9	Address for submission and contact for queries	skilling@psscindia.org; 9667297711

Chief Executive Officer, Power Sector Skill Council (PSSC)

3. Instructions to Bidders

1. Proposals shall be submitted under a **Two-Bid System**: Part A – Technical Proposal and Part B – Financial Proposal, in separate sealed envelopes / separate online folders, both placed in an outer envelope marked with the RFP number and title.
2. Price shall not be indicated anywhere in the Technical Proposal. Any such disclosure will lead to rejection of the proposal.
3. Late, incomplete, conditional or non-compliant proposals shall be rejected. All pages shall be serially numbered and signed by the authorised signatory.
4. Pre-bid queries shall be sent by email by the date specified in the RFP Schedule. Replies will be published on the PSSC website without disclosing the source of the query.

5. Any attempt to influence the evaluation, or submission of false or misleading information, shall result in rejection and may lead to debarment.
6. The selected agency shall comply with all applicable laws, rules and guidelines of the Government of India.

4. About PSSC and Background of the Study

4.1 About PSSC

The Power Sector Skill Council (PSSC), operational since 2015 under the Skill India Mission, is promoted by the Ministry of Power (MoP), the Ministry of New and Renewable Energy (MNRE) and the Indian Electrical & Electronics Manufacturers' Association (IEEMA). The Chairperson, Central Electricity Authority (CEA), is the President of its Governing Body. Recognised by NCVET as an Awarding Body, PSSC develops National Occupational Standards (NOSs), Qualification Packs (QPs) and Model Curricula, and runs assessment, certification and industry-led skilling initiatives across the power value chain.

4.2 Need for the Study

India's power sector is changing rapidly due to rising electricity demand, expansion of renewable energy, modernisation of transmission and distribution networks, digitalisation, energy storage, electric mobility and green hydrogen. National initiatives such as the National Electricity Plan, National Green Hydrogen Mission, Revamped Distribution Sector Scheme (RDSS), PM Surya Ghar: Muft Bijli Yojana and the National Smart Grid Mission will create large demand for new skills.

The sector faces shortages of industry-ready manpower, regional imbalances, outdated qualifications in some areas and weak alignment between training and industry needs. PSSC therefore proposes a PAN India Skill Gap Study to produce reliable evidence on current and future workforce demand and supply, to guide policy, QP/NOS development, curriculum revision, investment and industry-led skilling.

5. Objectives of the Study

1. Assess the current demand for and supply of skilled manpower across all segments of the power sector.
2. Forecast sector-wise, job role-wise and state-wise manpower requirements for **2026–2031**.
3. Identify existing, emerging and obsolete job roles arising from renewable energy, smart grids, BESS, green hydrogen, EV charging, AI, automation and digitalisation.
4. Assess the capacity and quality of the training ecosystem (ITIs, polytechnics, engineering institutions, training providers, apprenticeship).
5. Review existing QPs, NOSs and Model Curricula and recommend revisions and new qualifications.
6. Identify sector-wise, state-wise and district-wise skill gaps, migration patterns and regional disparities.
7. Review relevant policies and schemes and recommend measures for better industry alignment.
8. Prepare an actionable **Five-Year Skill Development Roadmap** for the Indian Power Sector.

6. Scope of Work

The selected agency shall undertake the study covering the following, but not limited to:

6.1 Sectoral Coverage

Segment	Sub-segments to be covered
Conventional Generation	Thermal (coal, gas, diesel), Hydro, Nuclear

Segment	Sub-segments to be covered
Renewable Energy	Solar (utility, rooftop, floating), Wind (onshore, offshore), Bioenergy, Small Hydro, Waste-to-Energy, Hybrid projects
Transmission	EHV/UHV lines, substations, protection systems, grid operation and system control
Distribution	DISCOMs, rural electrification, metering, billing and collection, loss reduction, consumer services
Smart and Digital Power Systems	Smart grid, smart metering / AMI, distribution automation, digital and GIS substations, SCADA/EMS/DMS/OMS, cyber security, OT–IT integration
Emerging Technologies	Battery Energy Storage Systems (BESS), pumped storage, green hydrogen and electrolysers, EV charging and battery swapping, AI/IoT, drones, digital twins
Power Equipment Manufacturing	Transformers, switchgear, cables and conductors, insulators, smart meters, solar PV and battery manufacturing, control panels
Energy Efficiency and Downstream	Energy audit, electrical installation and maintenance, building energy management, industrial electrical systems, O&M services

6.2 Assessment Components

S. No.	Component	Key coverage
1	Demand-side assessment	Existing workforce; job role-wise and qualification-wise demand; hiring challenges; demand across utilities, PSUs, private companies, OEMs, EPCs, MSMEs and start-ups
2	Supply-side assessment	Availability of skilled, semi-skilled and unskilled manpower; certified manpower against QPs/NOSs; employability; regional surplus and shortage
3	Skill demand forecast (2026–2031)	Sector-wise, job role-wise and state-wise projections including replacement demand (retirement, attrition); direct, indirect and induced employment; clearly stated forecasting model and assumptions
4	Segment-specific workforce assessment	Detailed assessment for each segment in 6.1, including project lifecycle (manufacturing, EPC, installation, commissioning, O&M, decommissioning), retirement and succession planning in conventional generation, and safety and certification needs
5	Future skills and technology impact	Impact of automation, AI and digitalisation on jobs; emerging and obsolete occupations; digital, green, safety and behavioural competencies; NSQF level mapping
6	MSME, vendor and informal workforce	MSME and vendor ecosystem mapping; contract and informal workers (linemen, electricians, installers); RPL, certification and formalisation needs
7	Training ecosystem assessment	ITIs, polytechnics, engineering institutions, NSTIs, training providers and Centres of Excellence: capacity, utilisation, labs, trainers, placement outcomes, industry linkages; apprenticeship (NAPS/NATS)
8	QP, NOS and curriculum gap analysis	Relevance of existing QPs, NOSs and Model Curricula; outdated competencies; missing job roles; recommendations for revision and new qualifications
9	Inclusion, migration and wages	Women and under-represented groups; interstate migration; employment type (permanent, contract, gig); wage trends and productivity

S. No.	Component	Key coverage
10	State-wise and district-wise gap analysis	State profiles and skill gaps for all States/UTs; district-level analysis through representative sampling of power clusters, RE zones, manufacturing hubs and aspirational districts
11	Policy review and international benchmarking	Mapping of MoP, MNRE, MSDE, NSDC and NCVET schemes (Skill India, PMKVY, NAPS, RDSS, Green Hydrogen Mission, PM Surya Ghar, etc.); adaptable global best practices
12	Five-Year Skill Development Roadmap	Sector-wise and state-wise priorities; short, medium and long-term interventions; QP development plan; ToT/ToA and CoE requirements; roles, investment needs, timelines and M&E framework

6.3 Geographic Coverage

The study shall cover **all 28 States and 8 Union Territories**, with national, state-level and district-level analysis. District coverage shall be through a scientifically designed sample representing generation clusters, RE parks, transmission and distribution service areas, manufacturing clusters, industrial corridors and urban, rural, aspirational and geographically difficult districts.

6.4 Stakeholders

Category	Stakeholders
Government and Regulators	MoP, MNRE, MSDE, CEA, CERC, SERCs, State Energy and Skill Departments
Public Sector	CPSEs, State GENCOs, TRANSCOs and DISCOMs
Private Sector and Industry	IPPs, RE developers, equipment manufacturers, EPC contractors, smart meter and grid solution providers, BESS and green hydrogen companies, MSMEs and start-ups
Industry Associations	IEEMA, CII, FICCI, ASSOCHAM and other sectoral or regional associations
Education and Skilling	ITIs, polytechnics, engineering colleges, IITs/NITs, training providers, Centres of Excellence, Sector Skill Councils
Workforce	Engineers, supervisors, technicians, operators, apprentices, contract workers, self-employed professionals, job seekers, women workers and entrepreneurs
Others	R&D institutions, international organisations, subject experts, NGOs in energy and skilling

7. Methodology

The agency shall propose a scientifically sound, mixed-method methodology. The final methodology, sampling plan and survey tools shall be approved by PSSC in the Inception Report before field work begins. The methodology shall include at least the following:

Element	Minimum requirements
Inception	Kick-off meeting; finalisation of study design, sampling framework, survey tools, stakeholder engagement plan and work plan
Secondary research	Review of policies, reports and data from Ministries, CEA, regulators, PSUs, Sector Skill Councils, PLFS, NCVET/Skill India portals, industry associations and international sources

Element	Minimum requirements
Sampling framework	Statistically justified sample size with stated confidence level and margin of error; stratified / multi-stage / cluster / purposive sampling as appropriate; distribution across States/UTs, sub-sectors, organisation types and workforce levels
Primary research	Structured surveys (face-to-face and telephonic), Key Informant Interviews (KIIs), Focus Group Discussions (FGDs), field visits, expert consultations and regional workshops
Technology and quality assurance	Digital data collection (CAPI/CATI) with geo-tagging and time-stamping; real-time monitoring dashboard; minimum 10% back-checks / call-backs; automated validation checks; secure data storage
Analysis and forecasting	Demand–supply gap analysis; workforce forecasting model with stated assumptions; job role-wise, sector-wise, state-wise and district-wise outputs with data visualisation
Validation	National validation workshop with MoP, MNRE, MSDE, CEA, NSDC, NCVET, industry, utilities and academia; incorporation of feedback in the final report

8. Deliverables and Timeline

The assignment shall be completed within **24 weeks (6 months)** from the date of signing of the Agreement or issue of the Work Order.

Phase	Activity	Deliverable	Timeline
I	Kick-off, study design, sampling framework and survey tools	Inception Report with methodology, sampling plan, questionnaires, KII/FGD guides and work plan	Week 1–3
II	Secondary research and stakeholder mapping	Secondary research note and stakeholder list	Week 2–6
III	Primary survey, field data collection and industry consultations	Interim Progress Report; validated survey database	Week 4–14
IV	Analysis, skill gap assessment and workforce forecasting	Draft Skill Gap Report and draft Five-Year Roadmap	Week 15–19
V	Presentation of draft findings and validation workshop	Workshop proceedings and revised report	Week 20–21
VI	Final submission and project closure	Final Report, Executive Summary, Five-Year Roadmap, State/District reports, clean datasets, geo-tagged records, dashboard, presentations and all editable source files	Week 22–24

All deliverables shall be submitted in editable soft copy (MS Word, Excel, PowerPoint and raw data formats) and hard copies of the Final Report.

9. Payment Schedule

Milestone	Deliverable accepted by PSSC	Payment (% of Contract Value)
1	Approval of Inception Report, methodology, sampling framework and survey tools	15%
2	Completion of secondary research, stakeholder mapping and approval to start field survey	15%
3	Completion of primary survey and consultations; submission of validated database	25%
4	Submission and presentation of Draft Report, workforce forecast and draft Roadmap	20%
5	Validation workshop and submission of revised Final Report	15%
6	Acceptance of all final deliverables, datasets, dashboards and source files	10%
Total		**100%**

Payments will be released only after acceptance of the deliverable, against an invoice with supporting documents, after statutory deductions. Deficiencies shall be corrected by the agency at no extra cost. No advance payment shall be made.

10. Eligibility Criteria

Only bidders meeting **all** the criteria below will be considered for technical evaluation. Bidders that do not meet any criterion will be declared non-responsive.

S. No.	Criterion	Requirement	Documentary Evidence
1	Legal status	Company, LLP, Partnership Firm, Society, Trust, Research Institution or University registered in India, in operation for at least 5 years	Certificate of Incorporation / Registration
2	Experience	Successfully completed at least **three (3) similar assignments** (as defined in Section 12.3) in the last five (5) years	Work Orders and Completion Certificates (Annexure-III)
3	Turnover	Average annual turnover of at least **₹2 Crore** in the last three financial years	Audited financial statements and CA certificate with UDIN
4	Net worth	Positive net worth in the last financial year	CA certificate with UDIN
5	Field capacity	Experience of conducting large-scale field surveys in multiple States	Work Orders / Completion Certificates
6	Statutory registration	Valid PAN and GST registration	Copies of PAN and GST certificates
7	Blacklisting	Not blacklisted or debarred by any Government department, PSU or statutory body	Declaration (Annexure-VI)

10.1 Consortium and Sub-contracting

- A consortium of not more than **two (2)** members is allowed. The Lead Member shall be solely responsible for execution and must meet eligibility criteria 1, 3, 4, 6 and 7. The experience of both members may be combined for criteria 2 and 5. A consortium agreement / MoU shall be submitted with the proposal.

- Sub-contracting of the entire assignment is not permitted. Field data collection may be sub-contracted only with PSSC's prior written approval; the Lead Member remains fully responsible for quality and timelines.

11. Contents of the Proposal

11.1 Part A – Technical Proposal

1. Covering letter (Annexure-I) and authorisation of signatory.
2. Organisation profile (Annexure-II) with registration, PAN and GST documents.
3. Audited financial statements for the last three years and CA certificate for turnover and net worth.
4. Details of similar assignments and power sector assignments with Work Orders and Completion Certificates (Annexure-III).
5. Approach and methodology (maximum [25] pages), covering understanding of the assignment, research design, forecasting approach, sampling plan, stakeholder consultation, technology, quality assurance and risk mitigation.
6. Work plan with Gantt chart and manpower deployment schedule.
7. Key Experts summary (Annexure-IV) with signed CVs and certificates of qualification.
8. Consortium agreement (if applicable), declarations (Annexure-VI) and Bid Security / Bid Security Declaration.

11.2 Part B – Financial Proposal

The Financial Proposal shall be submitted only in the format at Annexure-V. The quoted price shall include all costs (professional fees, travel, boarding and lodging, field surveys, workshops, data processing, dashboards and reports), with GST shown separately. Prices shall remain fixed for the contract period.

12. Technical Evaluation Criteria

Technical Proposals of eligible bidders will be evaluated by the Technical Evaluation Committee (TEC) constituted by PSSC, out of a maximum of **80 marks**, as below.

S. No.	Criteria	Sub-criteria and Scoring	Max. Marks
1	**Experience in Skill Gap / Labour Market Studies**	Number of similar assignments completed in the last 5 years: • 10 or more – 12 • 7 to 9 – 10 • 5 to 6 – 8 • 3 to 4 – 5	12

S. No.	Criteria	Sub-criteria and Scoring	Max. Marks
2	**Power Sector Experience (Subject Matter Expertise)**	**2(a) Skilling / HR / workforce assignments in the power sector** (skill gap studies, training needs assessment, job role mapping, manpower planning for utilities, power PSUs, MoP, MNRE, CEA or Sector Skill Councils) – 10 marks: • 5 or more – 10 • 3 to 4 – 7 • 2 – 5 • 1 – 3 • None – 0 **2(b) Other consulting / technical assignments in the power sector** (generation, transmission, distribution, renewable energy, smart grid, energy storage, green hydrogen, energy transition) – 6 marks: • 6 or more – 6 • 4 to 5 – 4 • 2 to 3 – 2 • 1 – 1 • None – 0	16
3	**Organisational Capacity**	Average annual turnover from consultancy / research services in the last 3 financial years: • ₹10 Crore or more – 4 • ₹5 Crore to less than ₹10 Crore – 3 • ₹2 Crore to less than ₹5 Crore – 1	4
4	**Approach and Methodology**	• Understanding of the assignment and of the power sector skilling landscape – 4 • Research design, demand–supply analysis and 2026–2031 forecasting model – 4 • Sampling framework and justification of sample size – 3 • Stakeholder and industry consultation plan – 2 • Technology-enabled data collection, quality assurance and data security – 2 • Risk identification and mitigation – 1	16
5	**Work Plan and Implementation Strategy**	• Activity-wise implementation plan – 2 • Timeline (Gantt chart) and manpower deployment – 2 • Monitoring, progress reporting and deliverable management – 2	6
6	**Key Professional Team**	• Team Leader / Project Director – 4 • **Power Sector Expert – 5** • Labour Market / Skill Development Expert – 3 • Statistician / Data Scientist / Economist – 2 • Survey and Field Operations Expert – 2	16
7	**Technical Presentation before TEC**	• Methodology and implementation strategy – 3 • **Power sector domain knowledge and understanding of workforce needs – 4** • Response to queries of the TEC – 3	10
		Total Technical Score	**80**

Minimum Technical Qualifying Score: 60 out of 80 marks (75%). Only technically qualified bidders shall be eligible for opening of the Financial Proposal.

12.1 Key Experts – Minimum Requirements

Position	Minimum Qualification	Minimum Experience	Marks
Team Leader / Project Director	Postgraduate in Economics, Management, Engineering or Social Sciences	15 years; led at least 3 skill gap / labour market studies	4
Power Sector Expert	B.E./B.Tech in Electrical / Power Engineering, or postgraduate in Energy	12 years in power generation, transmission, distribution or renewable energy	5
Labour Market / Skill Development Expert	Postgraduate in a relevant discipline	10 years; at least 3 skilling studies; familiarity with NSQF and QP/NOS framework	3
Statistician / Data Scientist / Economist	Postgraduate in Statistics, Economics or Data Science	8 years; large sample surveys and forecasting models	2
Survey and Field Operations Expert	Graduate in any discipline	8 years; managed at least 2 multi-State surveys with 2,000+ respondents	2

Scoring of each Key Expert: marks for each position are divided as Qualification 20%, Years of experience 30% and Relevant assignments 50%. For each part: below the minimum – 0%; meets the minimum – 60%; clearly exceeds the minimum (e.g. 5 or more additional years, 2 or more additional relevant assignments, or a PhD) – 100%. A CV not signed by the expert, or not meeting the minimum qualification, will be awarded zero.

12.2 Scoring Scale for Qualitative Criteria (S. No. 4, 5 and 7)

Rating	Description	% of Marks
Excellent	Specific to the power sector, detailed, practical and innovative	100%
Good	Complete and relevant, but partly generic	75%
Average	Covers basic requirements with some gaps	50%
Poor	Generic or copied content with limited relevance	25%
Not addressed	Requirement not covered	0%

Each TEC member will score independently and the **average of all members' scores** will be the bidder's score. All members shall sign the evaluation sheet.

12.3 Definitions and Conditions

- **Similar assignment:** a skill gap study, labour market assessment, workforce / manpower demand study, occupational mapping or training needs assessment, completed for a Central or State Government body, PSU, Sector Skill Council, multilateral / bilateral agency or a large corporate.
- **Power sector assignment:** an assignment for, or directly related to, power generation, transmission, distribution, renewable energy, energy storage, green hydrogen, power equipment manufacturing or energy transition.
- Only **completed** assignments in the last 5 years (counted back from the bid due date) will be considered. Each claim must be supported by the Work Order **and** Completion Certificate from the client. Self-certification alone will not be accepted.

- An assignment may be counted under both Criterion 1 and Criterion 2(a) if it qualifies for both. An assignment counted under 2(a) shall not be counted again under 2(b).
- All eligible bidders will be invited for the technical presentation. Key Experts proposed, especially the Team Leader and Power Sector Expert, should be present.
- Key Experts may be replaced during the contract only with prior approval of PSSC and by persons of equal or better qualification and experience.

13. Financial Evaluation and Selection (QCBS)

Financial Proposals of technically qualified bidders only will be opened in the presence of bidders' representatives who wish to attend. If there is a difference between figures and words, the amount in words shall prevail. Evaluation will be on the total quoted price excluding GST.

The combined score will be calculated as follows (Technical weight 80%, Financial weight 20%):

Technical Score (St)	(T ÷ T_high) × 100, where T is the bidder's technical marks out of 80 and T_high is the highest technical marks among qualified bidders
Financial Score (Sf)	(F_low ÷ F) × 100, where F is the bidder's quoted price and F_low is the lowest quoted price among qualified bidders
Combined Score (S)	**S = (St × 0.80) + (Sf × 0.20)**

The bidder with the highest combined score will be ranked first and considered for award. In case of a tie, the bidder with the higher technical score will be ranked higher.

14. Award of Contract and Key Contract Terms

Clause	Provision
Award	PSSC will issue a Letter of Award (LoA). The selected bidder shall accept it and sign the Agreement within [7] days.
Performance Security	5% of the Contract Value as an unconditional Bank Guarantee from a Scheduled Commercial Bank, valid till 60 days after acceptance of all deliverables. Failure to furnish it may result in cancellation of the award.
Intellectual Property and Data	All reports, datasets, survey tools, models, dashboards and other outputs shall be the exclusive property of PSSC and shall not be used or published without PSSC's written approval.
Confidentiality	All information obtained during the assignment shall be kept confidential; this obligation survives completion or termination of the contract.
Conflict of Interest	Any actual or potential conflict of interest shall be disclosed. Undisclosed conflict is ground for rejection or termination.
Fraud and Corrupt Practices	Any fraudulent, corrupt, collusive or coercive practice will lead to rejection, termination, forfeiture of Performance Security and debarment.
Liquidated Damages	0.5% of the Contract Value per week of delay attributable to the agency, up to a maximum of 10% of the Contract Value.
Termination	PSSC may terminate for material breach, failure to meet milestones, unsatisfactory performance, false information or insolvency, after written notice.
Force Majeure	Neither party is liable for delay caused by events beyond reasonable control, subject to prompt written notice.

Clause	Provision
Disputes and Jurisdiction	Amicable settlement first; thereafter arbitration under the Arbitration and Conciliation Act, 1996, seated at New Delhi in English. Courts at New Delhi shall have exclusive jurisdiction.
Right to Reject	PSSC reserves the right to accept or reject any or all proposals or annul the process at any stage without assigning reasons.

Annexure-I: Technical Proposal Covering Letter

(On the letterhead of the bidder)

To,
The Chief Executive Officer,
Power Sector Skill Council (PSSC), [Address]

Subject: Technical Proposal for RFP No. PSSC/SGS/PAN-INDIA/2026-27/01– PAN India Skill Gap Study for the Indian Power Sector

Sir/Madam,

We, the undersigned, offer to provide the services for the above assignment in accordance with the RFP. We hereby submit our Technical Proposal and, separately, our Financial Proposal. We confirm that:

(a) We have read and accept all terms and conditions of the RFP without any deviation.
(b) All information provided in the proposal is true and correct; we understand that any false information will lead to rejection or termination.
(c) Our proposal shall remain valid for 180 days from the last date of submission.
(d) The Key Experts proposed are available for the full duration of the assignment.
(e) We are not blacklisted or debarred by any Government body and have no conflict of interest in this assignment.

Signature of Authorised Signatory: _____
Name and Designation: _____
Seal of the Organisation: Date: Place:

Annexure-II: Organisation Profile

S. No.	Particulars	Details
1	Name of the organisation	
2	Legal status and date of registration	
3	Registered office address	
4	PAN and GST number	
5	Name, designation, phone and email of authorised contact person	
6	Turnover (₹ Crore): FY 2022-23 / 2023-24 / 2024-25	
7	Net worth as on 31 March 2025 (₹ Crore)	
8	Number of full-time professional staff	
9	States with own field presence / survey network	
10	Consortium partner (if any) and its role	

Signature of Authorised Signatory: _____

Name and Designation: _____

Seal of the Organisation: Date: Place:

Annexure-III: Details of Similar and Power Sector Assignments

Separate tables shall be furnished for Criterion 1 (Skill Gap / Labour Market Studies), Criterion 2(a) (Power Sector Skilling / HR) and Criterion 2(b) (Other Power Sector assignments). Attach Work Order and Completion Certificate for each entry.

S. No.	Assignment name	Client	Scope and geographic coverage / sample size	Value (₹ lakh)	Start – End dates	Criterion claimed
1						
2						
3						
…						

Signature of Authorised Signatory: _____

Name and Designation: _____

Seal of the Organisation: Date: Place:

Annexure-IV: Summary of Proposed Key Experts

S. No.	Position	Name	Highest qualification and institution	Total experience (years)	Relevant assignments (number and names)	Employment status (full-time / associate)
1	Team Leader / Project Director					
2	Power Sector Expert					
3	Labour Market / Skill Development Expert					
4	Statistician / Data Scientist / Economist					
5	Survey and Field Operations Expert					

Attach CVs (maximum 3 pages each) signed by the expert and the authorised signatory, with copies of qualification certificates.

Signature of Authorised Signatory: _____

Name and Designation: _____

Seal of the Organisation: Date: Place:

Annexure-V: Financial Proposal Format

(To be submitted separately in Part B only)

S. No.	Component	Amount (₹, excluding GST)
1	Professional fees of Key Experts and support team	
2	Primary survey and field data collection (all States/UTs)	
3	Stakeholder consultations, regional and validation workshops	
4	Travel, boarding and lodging	
5	Data processing, analysis, dashboard and report preparation	
6	Other costs (please specify)	
A. Total Cost excluding GST (in figures and words) – used for evaluation		
7	GST @ 18 %	
B. Total Cost including GST		

Signature of Authorised Signatory: _____

Name and Designation: _____

Seal of the Organisation: Date: Place:

Annexure-VI: Declarations

(On the letterhead of the bidder)

We hereby declare that:

(a) Our organisation (and our consortium partner, if any) has not been blacklisted or debarred by any Central / State Government department, PSU or statutory authority as on the date of submission of this proposal.

(b) We have no actual or potential conflict of interest in undertaking this assignment.

(c) We have not engaged and will not engage in any fraudulent, corrupt, collusive or coercive practice in this bidding process.

(d) We accept that if we withdraw or modify our proposal during its validity or fail to sign the Agreement or furnish Performance Security after award, we shall be suspended from bidding in PSSC tenders for **10** years.

Signature of Authorised Signatory: _____

Name and Designation: _____

Seal of the Organisation: Date: Place: