

Water Management and Plumbing Skill Council (WMPSC)

Human Resource and Skill Requirement in the Water
Management and Plumbing Sector
(2022-30)

REQUEST FOR PROPOSAL (RFP)

15-11-2022

RFP Submission date:

Send via courier / E-Mail to:
Director General,
Water Management and Plumbing Skill Council
DLF Prime Towers, Unit: 606 & 609, Tower-C,
Okhla Phase I, New Delhi, Delhi 110020

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1. DISCLAIMER

- a. Though adequate care has been taken in the preparation of this REQUEST FOR PROPOSAL Document (RFP document), the Organization should satisfy himself/ herself that the Document is complete in all respects. Intimation of discrepancy, if any, should be given to the Director General, WMPSC at below mentioned address latest by 30 Nov 2022. In case, no such intimation is received by the said deadline, it shall be deemed that the Organization is satisfied that the document is complete in all respects.

**Director General,
Water Management and Plumbing Skill Council
DLF Prime Towers, Unit: 606 & 609, Tower-C,
Okhla Phase I, New Delhi, Delhi 110020**

- b. Neither WMPSC nor their employees make any representation or warranty as to the accuracy, reliability or completeness of the information in this RFP document. Each prospective Organization should conduct its own investigations and analysis and check the accuracy, reliability and completeness of the information in this RFP document and obtain independent advice from appropriate source before submission of this RFP and later RFP if shortlisted.
- c. Neither WMPSC nor their employees will have any liability to any prospective Organization or any other person under the law of contract, for any loss, expense or damage which may arise from or be incurred or suffered in connection with anything contained in this RFP document.
- d. WMPSC reserves the right to reject any or all the RFPs submitted in response to this RFP document at any stage without assigning any reasons whatsoever. WMPSC also reserves the right to hold or withdraw or cancel the process at any stage under intimation to the Organizations who submit the Proposal.
- e. WMPSC also reserves the right to modify or amend or add to any or all the provisions of this RFP document or cancel the present Invitation and call for fresh Invitations.
- f. Neither WMPSC nor their employees will have any liability in case of non-receipt of any correspondence from them to the Organizations due to the postal delays.

2. SCHEDULE OF RFP PROCESS

The indicative timelines of the REQUEST FOR PROPOSAL process are mentioned in the table below.

| Activity | Scheduled date |
|--|----------------|
| Issue of RFP document | 15-11-22 |
| Last date of submission of Proposal | 30-11-22 |
| Presentation by shortlisted Service Providers | 06-12-22 |
| Agreement with selected Service Provider | 09-12-22 |
| Commencement of Project | 15-12-22 |
| Presentation Progress update | 31-01-23 |
| Final Report to be Submitted by Selected Service Provider after taking the advice and views of WMPSC and after extensive consultation with stakeholders to ensure their validation | 20-03-23 |

3. INTRODUCTION

Background

Water Management & Plumbing Skill Council - WMPSC (formerly Indian Plumbing Skills Council - IPSC) is the apex Sector Skill Council for the Water Management & Plumbing, operating under the aegis of National Council for Vocational Education & Training (NCVET) & National Skills Development Corporation (NSDC), initiative of the Government of India, Ministry of Skill Development and Entrepreneurship (MoSDE) to transform India into a hub for skilled manpower. We are a not-for-profit organization that acts as a national level accreditation and certification body, working towards minimising the gap between the skilled and the unskilled workforce in India. WMPSC is creating a formal and robust eco-system for skill development in the Water & Plumbing sectors.

The Objective of WMPSC:

1. Identification of skill development needs including preparing a Qualification of types of skills, range and depth of skills to facilitate individuals to choose from them.
2. Development of a sector skill plan and maintain skill inventory.
3. Determining skills/competency standards and qualifications.
4. Standardization of Affiliation and Accreditation process.
5. Participation in Affiliation, Accreditation, Examination and Certification.
6. Capacity Building via Plan and execute Training of Trainers/ Assessors.
7. Promotion of Academies of Excellence.

Water Management and Plumbing Skill Council wants to undertake fresh skill gap estimation for the Water Management and Plumbing Sector. Mapping exercise must cover major subsectors of Water Management and Plumbing.

To meet this objective, WMPSC requests proposal from reputed consulting firms which can undertake a study and provide a detailed 7-year outlook for Water Management and Plumbing Sector while also capturing the status at present. Through this Request for Proposal (RPF), WMPSC seeks to select a competent consulting firm with relevant experience and capabilities to conduct the proposed study in the Water Management and Plumbing Sector.

Notice inviting Request for Proposal (RFP) for Implementing Skill Gap Study in Water Management and Plumbing Skill Council.

Water Management and Plumbing Skill Council (WMPSC) invites RFP from reputed consultancy firms with a proven track record of having a thorough understanding and good experience in Implementing District-Wise & Sub-Sector-Wise Skill Gap Study in the Water Management and Plumbing Sectors as per the scope given in this RFP document.

1. The details regarding eligibility criteria, scope of work, application procedures, selection methodology and other terms and conditions have been clearly stated in this RFP document.
2. The Agency shall be selected in accordance with the Quality and Cost Based Selection (QCBS) method.
3. Amendments / Corrigendum if any shall be posted on the website: www.wmpsc.in
4. Pre-Qualification Proposal, Technical and Financial bids must be prepared in the prescribed formats and submitted to the address mentioned in the RFP.
5. Incomplete proposals or those received after the specified time and date or not fulfilling the specified requirement shall not be considered.

Scope of work

The study would cover all the sub-sectors of Water Management and Plumbing. This data would subsequently be used by the various agencies, whether private or Governmental to plan the supply of adequate skilled manpower in the industry. This study will be used to provide a foundation for standardized education & training, assessment & certification of professionals, accreditation and quality assurance of training institutions, laying down career paths, providing placement support and so on with an overall clear objective of ensuring availability of competent and skilled manpower to the Water Management and Plumbing Sector.

Indicative broad areas for the Skill Gap Study are as follows:

- Geographical Coverage.
- State / District / Cluster wise incremental Demand & Skill Gap.
- Sub-sector / Job Role wise incremental Demand & Skill Gap.
- Job Role wise Demand.
- Geography wise (State / District / Cluster) demand.
- Name of the Emerging Job Roles.
- Name of the Redundant Job Roles.
- Incremental Demand & Skill Gap for Overseas.

The scope of work would cover following points:

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

1. Insights on the Water and Plumbing Industry – Size, Growth, Challenges and its Sub sectors.
2. Identification of Leading Employers/Associations Nationally & Internationally with estimated Jobs available in these sub sectors and emerging demand including anticipated changes in employment patterns and future requirements till 2030.
3. Labour market patterns – Employment, Geographical distribution, Demographic & Workforce characteristics (gender, education attainment, occupation etc.).
4. Local & Global Migration Pattern & Opportunities.
5. Impact of technology on employment patterns and training requirements in the sector. List of the Emerging as well as Redundant Job Roles due to advancement in technology.
6. Top employment-generating sub-sectors.
7. Database of Existing Training Institutions with training pattern.
8. Local & International Mapping on Self-Employability & Entrepreneurship.
9. Existing workforce (categories+ numbers) and their work Specifications / Job Roles.
10. Anticipated Changes in the employment patterns and future Job roles (categories + numbers).

11. Identify the existing supply sources (formal & non-formal education, training institutes, public and private) – How is the existing demand being met?
12. “Under-graduate”, “Postgraduate”, intake, out turn, courses offered, duration of courses, fees, placement, trainer qualifications, industry linkage, Government support etc. in the Water Management and Plumbing Industry.
13. Validation of skill gaps identified in Water Management and Plumbing sector through in-depth analysis.

Clarification:

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

Financials

A fixed price fee to be quoted in the scope of work. Prices quoted should be inclusive of fees towards complete scope of work, all taxes, duties, levies, license fees, service tax and also shall include all expenses incurred for the execution of the contract, not limited to out-of-pocket expenses such as lodging, boarding, domestic/international travel expenses. However, a breakup of the components – Namely fees, out of pocket expenses and taxes need to be provided in the financial bid.

The Selection of Service Provider will only be based upon a detailed presentation made by:

1. Technical / Quality specification.
2. Financial Specification.

Penalty computation all delays, failures to adhere to the contract will attract a financial penalty. This will be mutually decided by the selected bidder and WMPSC while signing the contract.

The submission of proposal does not mean their acceptance as service provider.

The decision of Review Committee will be final and will be accepted by Service Provider.

DELIVERABLES

Final report (including evidence of meeting with stakeholders, discussion, data collection, source of data etc.) will be handed over to WMPSC in soft and Hardcopy. The report will be intellectual property of WMPSC and will be used as per WMPSC/ MSDE/NSDC/NCVET requirements only. Service provider will submit undertaking mentioning all the information, source and data collection are true and fair in their knowledge.

4. Proposal Submission Guidelines

We look forward for receiving a proposal from interested bidders on the following:

Company Background

- Company profile in India (no of offices, locations and staff strength).
- Background and credentials of the consultant highlighting relevant experience (in last 5 years).
- This should include a brief description of the organization and the nature of work done.
- Structure of proposed team and CVs of proposed team members.
- Turnover of company.
- Blacklisting declaration.
- Project handled, size and geographical spread.
- This should include elements like Name, Designation, Academic Qualifications (Degree/Year/Institution), Years of Experience, Work experience (in detail) including selected consulting experience in relevant areas, proposed position in the team.

Approach and Methodology

The methodologies to be used must follow formal management practice that will ensure that schedules, scope and costs are strictly adhered to and including a methodology to ensure that the WMPSC is informed on an ongoing basis regarding project slippage, progress/ performance reporting, change requests, and potential risks and issues, and a record of all industry stakeholders contacted or consulted.

Note: The bidder shall submit the necessary documentary evidence proof and portfolio which support the experience.

Organizations are required to submit the necessary documents indicating their eligibility details as per the Form B in the Annexure.

WMPSC reserves the right to verify the details submitted from the respective agencies. The Organization shall give authorization to WMPSCC to do the same.

Eligibility Criteria

- 1 The Organization for REQUEST FOR PROPOSAL should be a single entity which can be a Company incorporated with the Companies Act, 1956/ 2013 or Society registered under the Societies Registration Act, 1860 or a Trust registered under the Indian Trusts Act, 1882.
- 2 Should have experience to conduct skill gap study.
- 3 Should have conducted One project in similar industry Industry in India or abroad.
- 4 Should have at least one profile with following qualification and experience - To be appointed as team leader of the project.
 - Post Graduate in Management.
 - 15 years of experience in Institutional strengthening and capacity building

/ research / skilling/ market study with at least 3 years Water Management and Plumbing Sector.

Note: The bidder shall submit the necessary documentary evidence proof and portfolio which support the experience.

RFP Preparation Cost

- The bidder is responsible for all costs incurred in connection with participation in this process, including, but not limited to, costs incurred in conduct of informative and other diligence activities, participation in meetings / discussions / presentations, preparation of proposal, in providing any additional information required by WMPSC to facilitate the evaluation process and in negotiating a definitive Contract or all such activities related to the bid process. WMPSC will in no case be responsible or liable for those costs, regardless of the conduct or outcome of the bidding process.
- This RFP does not commit WMPSC to award a contract or to engage in negotiations. Further, no reimbursable cost may be incurred in anticipation of award or for preparing this bid.
- All materials submitted by the bidder become the property of WMPSC and may be returned completely at its sole discretion.

Right to accept any RFP and to reject any or all RFPs

- Notwithstanding anything contained in this document, WMPSC reserves the right to accept or reject any RFP and to annul the RFP process and reject all RFPs, at any time without any liability or any obligation for such acceptance, rejection or annulment, without assigning any reasons.
- WMPSC reserves the right to reject any RFP if:
 - a. At any time, a material misrepresentation is made or uncovered, or
 - b. A material concealment is detected, or
 - c. The Organization does not respond promptly and thoroughly to requests for supplemental information required for the evaluation of the RFP.
- Such misrepresentation / improper response / concealment would lead to the disqualification of the Organization.

VENUE & DEADLINE FOR SUBMISSION

Proposals must be received at the address specified below before 04.00 pm on 30th November 2022 by the authorized representative mentioned in the document.

Water Management and Plumbing Skill Council

Uni 606 & 609, DLF Prime Tower Okhla Phase-1, New Delhi, 110020

- Any proposal received by WMPSC after the above deadline shall not be considered as part of this RFP.
- WMPSC shall not be responsible for any postal delay or non-receipt/ non delivery of the documents. No further correspondence on the subject will be entertained.
- WMPSC reserves the right to modify and amend any of the above-stipulated condition /criterion depending upon project priorities vis-à-vis urgent commitments.

GENERAL INSTRUCTIONS

- Consulting Firms / consortia submitting the proposal must be a legal entity.
- All prices shall be quoted in Indian Rupees (INR).
- Must have a PAN issued by Income Tax Authority.

Rights of Water Management and Plumbing Skill Council

- At any time, WMPSC may, for any reason, modify the RFP Document by an amendment.
- The amendment will be intimated to all proposers who confirm their intention to participate by email.
- WMPSC may, at its discretion, extend the deadline for submission of proposals by issuing a corrigendum through email to all confirmed proposers.
- WMPSC may terminate the RFP process at any time without assigning any reason.
- WMPSC reserves the right to accept or reject any proposal, and to annul the short-listing process and reject all responses at any time without thereby incurring any liability to the affected bidder or bidders or any obligation to inform the affected bidder or bidders of the grounds for WMPSCs Action.

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