Definitions

SSC: A Sector Skills Council (SSC) is a national partnership organization that brings together academia, industries of the sector, labor and the government to address human resource gaps in the sector SSCs are responsible for fulfilling the industry sector's talent needs in terms of quality and quantity.

GENERAL INFORMATION

Instrumentation, Automation, Surveillance & Communication Sector Skill Council (IASC SSC) is a company incorporated under Section 8 of the Companies Act 2013. It is promoted by the industry with support from National Skill Development Corporation (NSDC).

IASC SSC invites IT companies to submit proposals for “Development of Labor Market Information System (LMIS) — for Instrumentation, Automation, Surveillance & Communication Sector in India." This Request for Proposal (RF P) contains details of scope, eligibility for participation, evaluation methodology, project timelines, terms& conditions and other relevant details.

Introduction

Overview of NSDC

National Skill Development Corporation (NSDC) has been instituted to address the compelling need to strategize and operationalize a world-class skill development solution pertinent to the Indian context, to effectively drive the speedy development of skills essential to sustain the country's growing economy. NSDC is a first-of-its-kind Public-Private Partnership (PPP) model in India with a focus on skill development. NSDC's objective is to contribute significantly 150 million (about 30 per cent) to the overall target of skilling/ up skilling of 500 million people in India by 2022.

NSDC has catalyzed the setting up of industry specific sector skill councils with the following functions:

- Identifying the sector's skill development needs and preparing a catalogue of types of skills, their nature, range and depth to facilitate individuals making a choice.
- Evolving a sector skill development plan and maintaining data on skill inventory.
- Determining skills/competency standards and qualifications.
- Standardizing the affiliation and accreditation process.
- Participating in affiliation, accreditation, examination and certification.
- Planning and conducting training of trainers.
- Promoting academies of excellence.

Introduction - Instrumentation, Automation, Surveillance & Communication Sector Skill Council

Instrumentation, Automation, Surveillance& Communication Sector Skill Council (IASC SSC) is a not-for-profit organization, registered under Section 8 of the Companies Act 2013. The council has been promoted by industry. The National Skill Development Corporation (NSDC) has agreed to provide a financial grant to the council. The key objective of IASC SSC is to create a robust and vibrant eco-system for quality education and skill development in the Instrumentation, Automation, Surveillance & Communication Sector space in the country, covering the entire spectrum of activities from inputs to paint application.

The mandate for IASC SSC is:

- To carry out a functional and occupational mapping and to develop a catalogue of industry occupations/ job roles in the Instrumentation Automation Surveillance& Communication Sector.
- To study the skill gap in the various occupations/ job roles in the Instrumentation, Automation, Surveillance & Communication Sector, by mapping:
  - Current human resources/ skill situation.
  - Changing trends and their impact on the industry workforce.
  - Demand dynamics for unskilled, semi-skilled and skilled workers.
  - Current and future skill/training needs.
- To create a catalogue of skills and to develop& set National Occupational Standards
- To develop and put in place:
  - Training Module
  - Assessment & Certification Mechanism
- To establish and maintain effective Labor Market Information Systems (LMIS)

Background of LMIS

The labor market information is currently derived from a few different sources, including surveys, administrative data and private sector sources - which may not be synchronized, current, complete and integrated. The information generated primarily caters to the needs of a few stakeholders who are involved in developing this information. Hence, it is required to put an optimaI LMIS in place which considers the concerns of all stakeholders, as articulated in the NSDC Concept Paper on LMIS.

NSDC has conceptualized a comprehensive LMIS system (Concept paper on LMIS — An Indian Perspective, Jul 2011) encompassing the various government agencies, the Sector Skill Councils, the industry, the Training and Assessment agencies, the workers and other agencies. This is a futuristic, multitier system, as shown in Figure 1, in which each SSC would develop its own LMIS and integrate with the national LMIS fortwo way exchange of information and statistics.

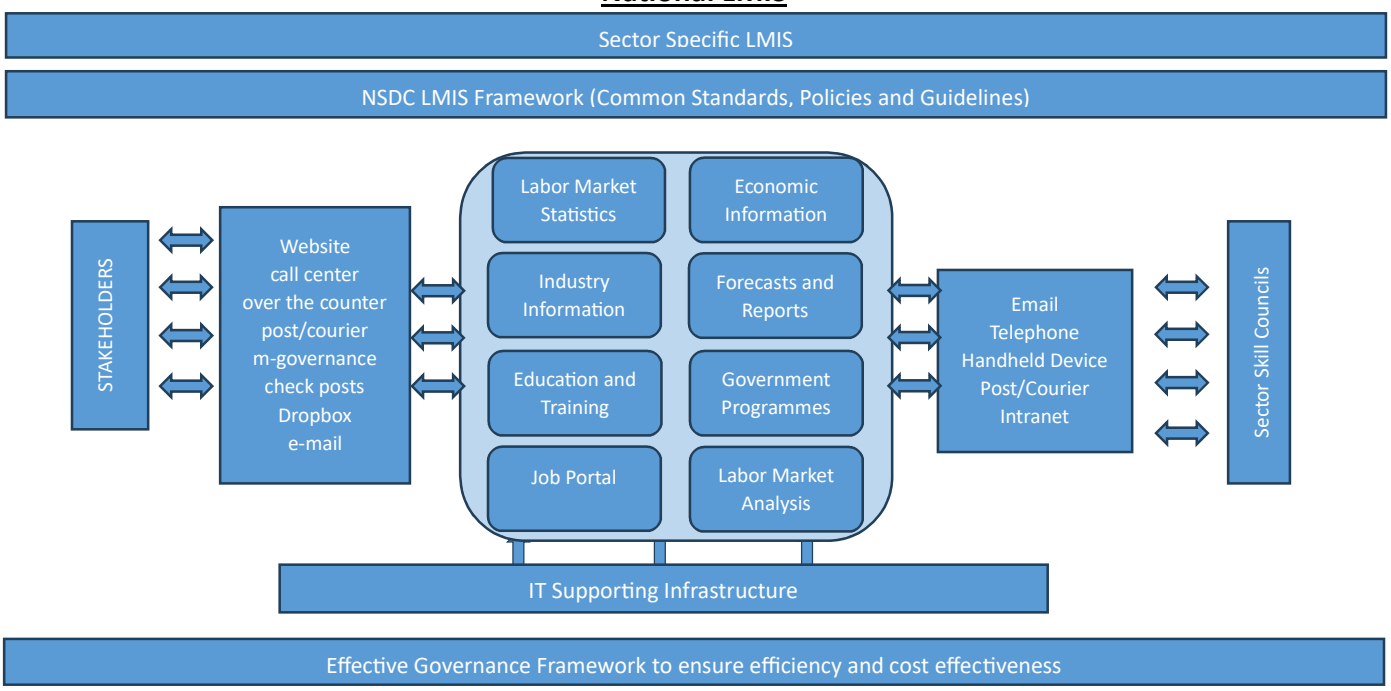

Figure 1: Conceptual LMIS Framework

The above framework depends heavily on standardization of data elements, classification systems, and methodologies to provide comparable information among different geographies, sectors and skill councils.

The information that the stakeholders are currently looking for with respect to the labor market includes:

- Employment/ unemployment rate (Sector, sub-sector specific)
- Demographics [Location, Age, Working Population, Education level etc.]
- Employment information by sector/ industry, regions etc.
- Policy Information
- Types of Schemes running for Unemployed
- Various Government vacancies
- Various Grants for Self-employment
- Key Economic variables and Statistical figures
- Job seekers profile
- Previous employment information
- Educational qualification
- Existing Skill sets, Membership of Professional institutions
- Training Programmes attended
- Supply/ Demand information and corresponding gap analysis
- Explaining the employment trends in terms of sectors, regions and industries
- Form and structure of unemployment/ under-employment
- Employment trends in sectors, regions etc.
- Trends in wages by sectors, regions

Objectives of IASC-LMIS:

The purpose of IASC-LMIS is to facilitate various stakeholders to satisfy their need of seeking and providing helpful information for developing an integrated view of the labor market in the Instrumentation, Automation, Surveillance and Communication sectors. With a view to support the ultimate intent of providing a standardized and unified view across all users and sectors, IASC -SSC has envisaged initially building a web-based system that supports efficient interaction among the following user groups through customized views ('Portals'). This will generate the primary data that will in future enable deriving useful trends and statistics meaningful for the LMIS. The user views are:

1. Jobseeker Portal:
    a. Enable the job seekers to register on the portal, create profile and update, to see job openings posted by employers and apply for these.
    b. Seeing the demand for various job roles in the industry sectors and sub sectors, at different locations.
    c. To learn about job roles that map to their qualifications, experience, skill sets and aspirations.
    d. To find skill sets that are needed for their desired job roles.
    e. To find vocational training and certification programs suiting their job needs.
    f. To discover various government schemes and programs related to skill development.
    g. Mobile support through 'Apps'.
    h. FAQs, query, industry news and events.

2. Employer Portal:
    a. Enable the employers to register on the portal, create profile and update, post job openings, training and apprenticeship opportunities.
    b. To see job seekers available by job roles, skill sets, certifications, locations and other parameters.
    c. Provide data on periodic and event basis, about their workforce, skills, compensation, demand (current and future), attrition and other parameters. This isa crucial data mandated by NSDC for the LMIS, as it helps to create an industry view of supply and demand patterns and trends and help the planners at different levels to make realistic programs.
    d. Provide information about current and upcoming training programs, certification programs, apprenticeships, events, job fairs and other information of interest for the job seekers and Gaining partners.

3. Public Portal:
    a. Effectively disseminate relevant and current information to all citizens, businesses, education, governmental officials and other users.
    b. Act as soon as resources for the public, businesses, education, and intermediaries for more effective job creation and employment, education, workplace, and economic development, planning and decision making.
    c. Supported by reports, FAQs, industry news and events.

4. Partner Portal:
    a. Provide visibility to Training Partners and Assessors involved in skill development and enable them to register, create and update profiles, post information about their programs, events and certification results.
    b. Provide an interactive platform for the job seekers and training providers to get clarifications about different aspects of skill development.
    c. Provide Skill Assessment Tests and Counseling.
    d. Provide data and forecasts about skill requirements and skilling activities in various sub sectors and geographies and inform the public about how they are fulfilling these.
    e. Intermediate workers, including labor market analysts, and co-career facilitators can enroll to support customers' use of labor market information. Many counselors and career facilitators

5. NSDC Portal:

    a. Provide interfaces for uploading and downloading of data, statistics, documents and reports as visualized in figure 1 of the conceptual design.
    b. Provide interfaces for standardization of information, data, analysis and policies

Technical Considerations of LMIS:

- The IASC-LMIS will be an online, interactive, web-based system, with support for mobile devices. Multiple channels of information collection and dissemination will be included such as SMS, Mobile Apps and e-mail to provide a highly interactive platform for communication among the stakeholders. Subscription based notifications via devices and channels will be effectively used to reduce the response time and provide 'push' mechanism.
- The IASC-LMIS will follow a user centric design, with easy and intuitive interfaces and system help features. FAQs for different stakeholders and site search will be provided.
- The IASC-LMIS will be designed for deployment of modern computing hardware, software and networking infrastructure and provide for efficient scalability.
- The IASC-LMIS will support user data privacy and security and use encryption where necessary.
- The IASC-LMIS will be designed with adequate security at network, server, application and data levels. It will support role-based authentication and authorization. It will include consideration for virus scanning, malware detection, intrusion detection and protection.
- The IASC-LMIS will be designed to avoid duplicate data and do validation and filtering where appropriate.
- The IASC-LMIS will support extensions to pull data from other public/private sources and integrate it in the system.
- The IASC-LMIS will support performing Analytics on the data available in the system and generate reports, both standard and custom.
- The IASC-LMIS will provide interfaces for providing and accepting data and reports as soon as service.
- The IASC-LMIS will provide information about the IASC SSC, the industry sector, government skills programs and events for which it will pull data from the appropriate sources and use links.
- The IASC-LMIS will have support for role-based content generation, editing and upload for ongoing enrichment and maintenance of the web site.
- The IASC-LMIS will have dashboards for efficient remote operation, monitoring and troubleshooting for various system user roles.
- The IASC-LMIS system will have provision for data backup, recovery and disaster management

Project Deliverables and Timelines:

S. No.	Phase	Deliverables	Timelines for completion
1	System Requirement Specifications and High Leve1 Design	SRS document, Use cases, HLL design, UAT test cases	2 Weeks
2	Detailed Module Level design	Detailed design with data models, GUI Design, Logical and Physical Architecture, Deployment	6th Week
3	Implementation, Integration and Testing	Code modules and build, Test reports - Unit test, Integration test, System test, performance test	10th Week
4	User Acceptance Testing	User Acceptance Test Report	11th Week
5	Documentation and Training of users	Complete documents covering specifications, design, implementation, deployment, configuration and test	13th Week

Note:

The review meeting with IASC SSC will be held within 2 weeks of the start of the project and every two weeks in the following weeks/as and when required.

Priority for development of modules will be decided during the meeting for presentation Final LMIS will be validated by the team of experts.

PROJECT METHODOLOGY

Project Management and Progress Reporting

The methodologies to be used must follow best management practice that will ensure that schedules, scope and costs are strictly adhered to and include a methodology to ensure that IASC SSC is informed on an ongoing basis regarding project slippage, progress/performance reporting, change requests, and potential risks and issues.

INSTRUCTIONS TO THE BIDDERS

Required Qualifications Competencies and Eligibility of the Bidder

- Any legal entity duly incorporated under law can participate in the bidding process.
- Permanent Account Number (PAN) and Service Tax Number of Bidder.
- The bidder should be ISO 9001 certified company.
- The bidder should have a minimum average turnover of Rs 100 lac in the last three years.
- The bidder should have successfully executed one single order of a minimum of 20 lacs.

Completeness of Response

- Bidders are advised to study all instructions, forms, terms, requirements and other information in the RF P documents carefully. Submission of the bid shall be deemed to have been done after careful study and examination of the RFP document with full understanding of its implications.
- The response to this RFP should be full and complete in all respects. Failure to furnish all information required by the RFP documents or submission of a proposal not substantially responsive to the RF P documents in every respect will be at the bidder's risk and may result in rejection of its proposal.