

Terms of Reference
For Consultants being hired for implementation of
Skills Strengthening for Industrial Value Enhancement (STRIVE)

1. Background:

Skills Strengthening for Industrial Value Enhancement (STRIVE) project is a World Bank assisted -Government of India program with the objective of improving the relevance and efficiency of skills training provided through ITIs and apprenticeships.

STRIVE is a five year program, implemented by the Ministry of Skill Development & Entrepreneurship (MSDE) through State Governments, Industrial Training Institutes (ITIs), Centrally Funded Institutes (CFIs) and Industry Clusters (ICs). The closing date of STRIVE is November 2022. It also supports two sub-missions of the National Skill Development Mission (NSDM), namely: (i) institutional training, and (ii) trainers.

STRIVE is a Central Sector Scheme (CSS) with a budget of Rs. 2200 crore (50% funding through World Bank assistance). The Project has following components/ result areas:

S. No.	Component/ Result Area
1	Improved Performance of ITIs (RA-1)
2	Increased Capacities of State Governments to support ITIs and Apprenticeship Training (RA-2)
3	Improved Teaching and Learning Capabilities (RA-3)
4	Improved and Broadened Apprenticeship Training (RA-4)

It is proposed to hire Consultants well versed with the World Bank procedures to assist the Project in the following areas/activities-

- a. Consultant – Manufacturing -2 posts
- b. Consultant – Optional Trade (Hospitality/ Health/ BFSI/ Retail) -2 post
- c. Consultant – IT sector- 1 post

2. Objectives of the Consultancy:

The objective of the consultancy is to assist and advise the SPIU / Project implementing authorities in the relevant activities of the Project.

3. Tasks to be performed by the Consultant:

In order to achieve the overall objective, as stated in paragraph 2 above, the Consultants shall -

- Advice and assist the Project officers and staff in the implementation of the STRIVE project
- Advice the Project authorities on any other issues which may crop up during the period of consultancy.

Apart from the above mentioned tasks, the roles and responsibilities of the consultants is as mentioned below-

Consultant - Manufacturing / Optional Trade (Hospitality/ Health/ BFSI/ Retail) sector is responsible for –

- Coordinate/ establish liaison with establishments under the manufacturing/ Optional Trade (Hospitality/ Health/ BFSI/ Retail) sector

- Coordinate/ establish liaison with Industry Cluster/ Associations
- Coordinate/ establish liaison with ITI/ schools/ college education system, district administrations for promoting apprenticeship training
- Sensitizing industry on apprenticeship training procedures
- Provide short-term training/capacity building support to Basic Training Providers(BTPs)/ Third Party Agencies(TPAs) etc as required

IT monitoring Consultant is responsible for –

- Assist/ develop necessary computing services, communications interfaces
- Provide technical support for the development, implementation and maintenance of computer systems and include: software, strategic information technology planning, and formulation of strategies for information technology developments, capacity planning and data base administration
- Assist in requirement analysis, design, implementation and user acceptance testing of IT monitoring and other related IT tools
- Plan, design and carryout programs, projects or assignments independently and exercises discretion on how to achieve end results
- Provide short-term training/ capacity building support to Basic Training Providers (BTPs)/ Third Party Agencies (TPAs), etc. as required
- Coordinating with Human resource consultant and communication consultant of SAMC

4. Consultancy Term:

The assignment is tentatively for a period of 11 months purely on contractual basis. The tenure may be continued further for next two years, at the discretion of the Commissioner, DIT&E, Bengaluru on the basis of project requirement and the performance of the consultant.

5. Data, services and facilities to be provided by the Project:

The Project authorities would provide the following:

- All the concerned Project documents as may be requested by the Consultant;
- Appropriate office accommodation with furniture, computer and other accessories for proper functioning;
- Secretarial assistance as may be required;
- Transport for official work;

The Consultant shall be responsible for the following:

- Transport from residence to office and back

6. Qualifications and Experience:

Academic Qualification and experience against each post is as shown below-

Post	Academic Qualification	Remarks
Consultant (Manufacturing)	BE (any discipline)	Min 03 yrs experience in managing training in industry preferably in Apprenticeship program in Manufacturing sector. (Or) Worked in HR for at least 01 year.

Consultant – Optional Trade (Hospitality/ Health/ BFSI/ Retail) etc	MBA	Min 03 yrs experience in managing training in industry preferably in Apprenticeship program in Hospitality/ Health/ BFSI/ Retail sector. (Or) Worked in HR for at least 01 year.
IT Consultant	BE(IT/ CS/EC/EE) or Diploma in CS	Min 03 yrs experience for BE graduate/ 05 yrs experience for Diploma holder. Knowledge of Computer programming in PHP, Typescript, Angular, NodeJS, SQL server, MySQL, MongoDB database management preferable. Also knowledge of Cloud Computing desirable.

Knowledge, Skills and Experience requirements-

- Fluency in English(reading, writing and speaking) required
- Knowledge of computer skills are essential
- Ability to communicate effectively, orally and in writing
- High integrity and accountability in all aspects of project

7. Reporting:

The Consultant will report to the Commissioner, Department of Industrial Training and Employment, Kaushalya Bhavan, Dairy Circle, Bannerughatta Road, Bengaluru-29.

8. Emoluments:

The total monthly emoluments for each post is as shown below-

Post	No. of Posts	Emoluments per month
Consultant (Manufacturing)	2	Rs45,000/-
Consultant – Optional Trade (Hospitality/ Health/ BFSI/ Retail) etc	2	Rs45,000/-
IT Consultant	1	Rs70,000/-

9. General Information:

- Age limit : Not above 35 years (for Consultants- Manufacturing/ Optional Trade - Hospitality/ Health/ BFSI/ Retail)
Not above 40 years (for IT Consultant)
- Engagement of consultants will be on full time basis and normally the place of work will be at State Project Implementation Unit(SPIU)/ SAMC , Department of Industrial Training and Employment, Kaushalya Bhavan, Dairy Circle, Bannerughatta Road, Bengaluru-560 029. However, frequent travelling to the ITIs spread across the State may be required. TA/ DA for such travelling shall be paid / reimbursed as admissible as per State Govt. rules

Curriculum Vitae for proposed Consultant

1. **Proposed Position** :
2. **Name of Consultant** :
3. **Date of Birth** :
4. **Nationality** :
5. **Postal Address** :
6. **Present Residential Address** (if not same as above) :
7. **Telephone/ Mobile Number** :
8. **e-mail address** :
9. **Education** (indicate college/ university and other specialized education giving names of institutions, degrees obtained and date of obtainment)
10. **Other Trainings** (indicate significant training since degrees under 'Education' were obtained)
11. **Employment Record** [Starting with present position, list in reverse order every employment since graduation, giving for each employment- dates of employment, name of employing organization, position held, work done]
From [Year] to [Year]
Employer
Position held
Work Done

12. Certification:

I, the undersigned certify that, to the best of my knowledge and belief, this CV correctly describes qualifications, my experience and myself. I understand that any willful misstatement described herein may lead to my disqualification or dismissal, if engaged.

Date:

Place:

Signature of candidate

Name of candidate