

Himachal Pradesh Kaushal Vikas Nigam
Block No.24, 2nd Floor, STPI Building, SDA Complex, Shimla -171009

RESPONSE TO PRE BID QUERIES

Request for Proposal for Selection of Private Partner to Operate and Maintain City Livelihood Center at Sundernagar, District Mandi

Date of Pre-Bid Meeting: 26th October 2019

SL. No	Point Raised	HPKVN Response
1	As we are representing the industry and not a full-fledged training organization, we would not exactly follow the common norms and charge higher than common norms for our training. Can we look forward for some different costing for the courses that we offer as we have 100% job assurance programs. We have courses aligned to the respective SSC but we give 3 months of OJT in our own organisation for which we charge over and above the common norms. We do a combination of NSQF and OJT period and generally do the costing accordingly. Please suggest.	<ul style="list-style-type: none"> • Any organization fulfilling the eligibility criteria as indicated in the RFP Clause 2.1.4 and 2.1.5 is free to participate in the bidding process. • Under the programme, costing has been left to the participating bidder. However, reimbursement from HPKVN is restricted to Common Cost Norms. The additional cost can be charged by way of fee from the students and Viability Gap funding as mentioned in Clause 1.6.4 of the RFP. • Regarding funding of OJT, please refer to relevant Clause at Section 9 'Terms of Reference', J-75-79.
2	Our training academy which is recently registered as section 8 company has turnover from Skills (current work orders) are of approx. Rs.5 crore as it was registered in March 2019 only. But as an industry we have average annual turnover of Rs.100 crores since last 3 years. Also we have trained approx. 800 candidates in the last 3 years with 100% placement track record. Can we apply	<ul style="list-style-type: none"> • Any organization fulfilling the eligibility criteria as indicated in the RFP Clause 2.1.4 and 2.1.5 is free to participate in the bidding process.
3	We will initially work in Aerospace Sector and will start with EV job roles once finalised by NSDC and ASDC. We are also looking forward for sectors such as Telecommunications and IT/ITES (Data Analysts and Scientists). Can we do multiple sectors at one training center?	<ul style="list-style-type: none"> • Please refer to Section 9 'Terms of Reference', V. 'Scope of Services', B. 'Type of Training programmes', Clause 36- 40.
4	We also have provision of International placements for candidates who excel during trainings and have good communication skills as per international standards (If not then we support in improving the same). If need be can we start with English communication classes (Preparatory classes as per international requirements) at HPKVN center in future if HPKVN permits?	<ul style="list-style-type: none"> • Please refer to Section 9 'Terms of Reference', V. 'Scope of Services', B. 'Type of Training Programmes', Clause 40 read with E. 'Training Delivery' Clause 60.
5	We may also get some CSR projects or funding from CSR fund of corporates in near future for the training center. Will HPKVN have any objection on the same?	<ul style="list-style-type: none"> • Please refer to Clause 1.6.4 of the RFP. • Regarding CSR project please refer to Section 9 'Terms of Reference', V. 'Scope of Services', B. 'Type of Training Programmes', Clause 39. Only Viability Gap Funding from CSR funds shall be acceptable.
6	The Bidder must be affiliated to the respective Sector Skill Council ("SSC") and have the QP-NOS Compliance certificate for the course/ trade concerned. (at Page No. 6 of RFP Document). Now, as per NSDC instructions to SSC, No SSC is allowed to affiliate any Training Partner or issue	<ul style="list-style-type: none"> • The Clause 2.1.4.i may be read as under – <i>"The Training Partner must be approved by NSDC/ experience of imparting employment linked skill training/ experience of implementation of NSQF aligned skill training"</i>.

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	<p>and course affiliation certificate. Training Center and courses of TP are only accredited through Skill India Portal when TP are implementing Job Roles of SSC.</p> <p>Kindly consider the revision in condition "Training Partners who are implementing Job Roles of concerned SSC under any Govt. skill development Scheme"</p>	
7	<p>Bidders are required to submit "Earnest Money" i.e. a refundable bid security of INR Two Lakh (INR 2.0 Lakh) in the form of Bank Draft / FDR duly pledged in favour of "Himachal Pradesh Kaushal Vikas Nigam" valid for a period of 120 days from due date of submission of bid. (at Page No. 7 of RFP Document).</p> <p>EMD value is higher and restricts participation of small and medium size companies.</p> <p>We request to limit this EMD value to Rs 50,000/-.</p> <p>We also request you to kindly exempt/relax EMD amount for MSME companies</p>	<ul style="list-style-type: none"> • Earnest money has already been kept abysmally low and as per Clause 1.5.3, it is binding in nature.
8	<p>The Fee amount (inclusive of training, residential costs or any other costs) levied on candidates, in no case shall exceed INR Five per student per hour throughout the Concession period. (at Page No. 8 of RFP Document)</p> <p>This upper ceiling of Rs 5 restricts the market driven price discovery of any aspirational course .</p> <p>E.g a course with international placements will not be viable under this ceiling.</p> <p>Also training and residential cost should not be considered in same ceiling.</p> <p>We request to remove any kind of upper ceiling of fee.</p> <p>Since the students and parents will take the final admission decision based on value proposition of any course and the placements quality. It should be left to the Market forces to guide the final price of the course</p> <p>Also different courses will have different pricing based on the quality and type of placements and training content.</p> <p>The fee can be approved by the CLC management committee</p>	<ul style="list-style-type: none"> • As the model is based on Viability Gap Funding, the cap on raising the fee from the candidates shall remain unchanged. • For clarity please refer to Clause 1.6.4 of the RFP.
9	<p>Technical Eligibility Criteria (Lead member of consortium should satisfy)</p> <p>i. Must be a NSDC approved Training Partner / affiliated with the relevant Sector Skill Council(s) for the sector(s) in which project is sought and should possess QP-NOS compliance certificate for the courses to be offered. In case a Bidder does not have the affiliation at the time of submission of bid, the</p>	<ul style="list-style-type: none"> • Point already clarified against Sl. No 6 above.

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	<p>same can be obtained and submitted at the time of Technical Presentation, failing which, the Bidder shall not be qualified for the project and its bid shall be rejected.</p> <p>Now, as per NSDC instructions to SSC, No SSC is allowed to affiliate any Training Partner or issue course affiliation certificate. Training Center and courses of TP are only accredited through Skill India Portal when TP are implementing Job Roles of SSC.</p> <p>Kindly consider the revision in condition “ Training Partners who are implementing Job Roles of concerned SSC under any Govt. skill development Scheme”</p>	
10	<p>Average turnover of bidder/each member of the Consortium for the last 3 years must not be less than INR Three crores (INR 3 Crores) of which atleast INR 50 lakhs (INR 50 Lakhs) must be from skills operations. (at Page No. 9 of RFP Document).</p> <p>Average Turnover value is higher and restricts participation of small and medium size companies. We request to limit this Average Turnover of last 3 years value to INR 2 Crores.</p>	<ul style="list-style-type: none"> • Clause 2.1.5 is binding in nature.
11	<p>Experience of imparting Employment linked Skill training during the last 3 years: In most of the Govt. Projects Clients are not providing completion letter on their letter head, however, data and details are available on scheme website/portal. Kindly allow screen shots / MoU copy/Lol received on email as supporting document Also kindly allow full marks for maximum 5 projects in last three years</p>	<ul style="list-style-type: none"> • MoU/Lol cannot be considered as a proof of implementation of the project. • Screenshot of the Website/ Portal of the Client Institution clearly depicting both the allocation as well as accomplishment thereof can also be considered as supporting document. • Marking scheme shall remain unchanged.
12	<p>CTC of INR 15000/- per month is on higher side for entry level jobs. Companies/Hotels/Institutions are offering salary as per minimum wages of the state for entry level Jobs. Kindly Change CTC per month as per Minimum wages of the state of placement. Supporting documents sought from HR Manager of Hiring organization is challenging as most of the Hotels/companies does not entertain such documentation request from Training Partners. Kindly consider scheme portal screen shot/letter from SSC /CA certificate as proof /supporting document for placements.</p>	<ul style="list-style-type: none"> • Please refer to Section 9 ‘Terms of Reference’, V. ‘Scope of Services’, K. ‘Placement Commitment, Clause 84. • Supporting Documents as mentioned in Clause 3.3.3 ‘Technical Evaluation Criteria’ 1.2 shall remain unchanged.
13	<p>Experience of working on implementation of NSQF level 5 and above training programmes in last 3 years: In most of the Govt. Projects Clients are not providing training details on their letter head, however, data and details are available on scheme website/portal or Lol/MoU copies.</p>	<ul style="list-style-type: none"> • MoU/Lol cannot be considered as a proof of implementation of the project. • Screenshot of the Website/ Portal of the Client Institution clearly depicting both the allocation as well as accomplishment thereof can also be considered as supporting document.

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	Kindly also consider screen shots / MoU copy/Lol/SSC certificate received on email as supporting document	
14	<p>Most of the Skill Development schemes are based on yearly targets on annual basis. Accordingly the center locations are changed after 1 year. Therefore Lease agreement are also valid for 11 months.</p> <p>Kindly also consider the leased Centers which are <u>currently active training center as on date/active</u> for last 3 months</p> <p>Training Partners close the training center in case training targets are not available for particular training center, therefore we also request to limit maximum number of training center owned and operated by the Bidder to maximum 4-5 to award full marks</p>	<ul style="list-style-type: none"> • The criteria shall remain unchanged
15	<p>Due to foray of free training programs under various Govt. projects, the fee based programs has suffered significantly.</p> <p>We request you to reduce the marks under this evaluation criterion.</p>	<ul style="list-style-type: none"> • The criteria shall remain unchanged
16	<p>Experience of Working with Government on Infrastructure Sharing Model in the last 3 years: Kindly also consider Only MoU copy/Lol/SSC certificate received on email as supporting document.1</p> <p>Also consider Govt Universities and Institutions where infrastructure has been shared for the purpose of imparting training</p>	<ul style="list-style-type: none"> • The criteria shall remain unchanged
17	<p>Certification from NSDC/SSC are same Kindly allow Certification from NSDC/SSC/ center accreditation in the proposed sector</p>	<ul style="list-style-type: none"> • The criteria shall remain unchanged
18	<p>It is requested that agency will submit the cost of Non-key experts for project cost calculation purpose and names and CV of Non Key experts will be provided after finalization of project.</p>	<ul style="list-style-type: none"> • Submission of duly signed CVs of Key Experts shall be mandatory. • With respect to Non Key Experts, position wise details must be included for the project cost calculation. However, the names with CV of Non key experts may be provided before the time of receipt of the Letter of Intent by the successful bidder.
19	<p>Experience of imparting skill trainings in Himachal Pradesh or Similar Geographical Area: In most of the Govt. Projects Clients are not providing completion letter on their letter head, however, data and details are available on scheme website/portal.</p> <p>Kindly allow screen shots / MoU copy/Lol received on email as supporting document</p>	<ul style="list-style-type: none"> • MoU/Lol cannot be considered as a proof of implementation of the project. • Clear Screenshot of the Website/ Portal of the Client Institution depicting both the allocation as well as accomplishment thereof shall be considered as supporting document.

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20	<p>For number of candidates trained/placed, “past three financial years” implies the financial years 2016-17 , 2017-18, 2018-19.</p> <p>For placement also consider the candidates placed till the date of application of RFP</p>	<ul style="list-style-type: none"> • The criteria shall remain unchanged
21	<p>70% of the successfully certified candidates shall be placed in jobs that provide monthly wages at least INR 15,000 (CTC) and such candidates should continue to be in jobs for a minimum period of three months from the date of placement in the same or a higher level with the same or any other employer (at Page No. 24 of RFP Document)</p> <p>CTC of INR 15000/- per month is on higher side for entry level jobs.</p> <p>Companies/Hotels/Institutions are offering salary as per minimum wages of the state for entry level Jobs</p> <p>Kindly Change CTC per month as per Minimum wages of the state of placement .</p> <p>We request for more incentives and revision in business model/selection process of the RFP to meet the objective of the RFP which is to lead to higher salaries based employment. The current model is encouraging common based norms fee support and preferring partners looking for minimum VG gap . However for international placements or high end placements, the support structure would require additional fiscal and infrastructural support from GoHP for the following indicative components:</p> <ol style="list-style-type: none"> 1. Introduce certification and affiliation from international/reputed industry organizations/associations 2. Invite/engage international agencies and experts to support the project quality and outcomes 3. Training of Trainers and capacity building of project staff from international/ reputed institutions (in addition to SSCs) 4. Exposure visits of trainees, trainers to industry of repute and to different locations outside himachal Pradesh 5. Develop and Upgrade infrastructure to meet global standards <p><u>We strongly emphasize that in order to differentiate the CLC project from a yet</u></p>	<ul style="list-style-type: none"> • The criteria shall remain unchanged. Please also refer to Section 9 ‘Terms of Reference’, V. ‘Scope of Services’, K. ‘Placement Commitment, Clause 84. • The bidders are encouraged to introduce best practices in skilling for successful implementation of the programme. Provisions for facilitating holistic training have been incorporated in the RFP.

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	<u>another Govt scheme based Skill Center, the above components MUST be integrated in the project scope of work and business/financial support model</u>	