

**REQUEST FOR PROPOSAL FOR
Manufacturing Cluster SKILL GAP STUDY FOR
Maharashtra and Gujarat Region**

RFP No. 14

Dated: 20-07-2026

AUTOMOTIVE SKILLS DEVELOPMENT COUNCIL

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Notice inviting Request for Proposal (RFP) for implementing the Skill Gap Study on Smart Manufacturing and Industrial Safety for Maharashtra and Gujarat regions.

- The Automotive Skills Development Council (ASDC), along with the Capital Goods Skill Council (CGSSC), Life Sciences Sector Skill Development Council (LSSSDC), and Rubber, Chemical & Petrochemical Skill Development Council (RCPCSDC), invites proposals from eligible research organizations, consulting firms, academic institutions, and industry bodies to undertake a Collaborative Skill Gap Assessment Study on Smart Manufacturing and Industrial Safety.
- The study aims to assess emerging workforce requirements and identify future skill needs across key manufacturing sectors in Maharashtra and Gujarat. The findings will support the development and revision of Qualification Packs, curricula, and future skilling initiatives aligned with evolving industry requirements.
- 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.
- The Agency shall be selected merely on financial bid. Technical bid will merely be criteria for qualifying for financial bid.
- Amendments / Corrigendum if any shall be posted on the website www.asdc.org.in
- Technical and Financial bids must be prepared in the prescribed formats and submitted to the office of ASDC within the specified date and time.
- Incomplete proposals or those received after the specified time and date, or not fulfilling the specified requirement, shall not be considered.
- The decision of the Chief Executive Officer, ASDC, in respect of the above-mentioned one or all conditions shall be final.

Chief Executive Officer,
Automotive Skills Development Council

Introduction to Automotive Skills Development Council (ASDC)

The Automotive Skills Development Council (ASDC) is the apex sector skill council for the automotive industry in India, operating under the aegis of the Ministry of Skill Development and Entrepreneurship (MSDE), Ministry of Heavy Industries (MHI), and the Ministry of Road Transport and Highways (MoRTH). ASDC is promoted by the leading industry bodies—Automotive Component Manufacturers Association of India (ACMA), Society of Indian Automobile Manufacturers (SIAM), and Federation of Automobile Dealers Associations (FADA)—ensuring strong industry ownership and alignment with national priorities.

ASDC functions as an industry-led, government-supported institution dedicated to building a future-ready, skilled, and globally competitive automotive workforce. It plays a pivotal role in identifying skill requirements across the automotive value chain and translating them into industry-aligned occupational standards, qualifications, and training frameworks. These qualifications are aligned with the National Skills Qualification Framework (NSQF) and approved by the National Council for Vocational Education and Training (NCVET).

ASDC also undertakes sectoral research, skill gap studies, and workforce forecasting exercises to provide evidence-based inputs for policy formulation, investment planning, and curriculum reforms. By strengthening the linkage between education, training, and employment, ASDC contributes directly to industrial growth, productivity enhancement, and sustainable employment generation in the automotive sector.

Project Overview

Client: ASDC, along with CGSSC, LSSSDC, and RCPCSDC.

Assignment: Collaborative Skill Gap Assessment Study on Smart Manufacturing and Industrial Safety.

Study Locations: Maharashtra and Gujarat.

Industry Coverage: Automotive, Capital Goods, Life Sciences, Rubber, Chemical & Petrochemical.

Duration: 2 months from the date of award of the assignment.

Selection Method: Based on technical competence, relevant experience, and proposed methodology.

2. Study Approach

- Conduct the study across Maharashtra and Gujarat.
 - Assess current and emerging skill requirements in Smart Manufacturing and Industrial Safety.
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- Undertake primary and secondary research with key industry stakeholders.
 - Recommend future skilling, qualifications, and curriculum interventions.
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3. Key Objectives

- Assess current and future skill requirements in Smart Manufacturing and Industrial Safety.
 - Identify existing workforce skill gaps across the selected manufacturing sectors.
 - Forecast future workforce demand and emerging skill requirements.
 - Recommend qualifications, curriculum, and skilling interventions to address identified gaps.
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4. Scope of Work (Revised & Compressed)

The selected agency shall undertake the following activities:

A. Primary Research

Conduct industry surveys, stakeholder consultations, Focus Group Discussions (FGDs), and interviews across Maharashtra and Gujarat.

B. Secondary Research

Review existing reports, policies, and sectoral data related to Smart Manufacturing and Industrial Safety.

C. Skill Gap Assessment

Assess current workforce capabilities, identify skill gaps, and analyse future skill requirements across the identified manufacturing sectors.

D. Recommendations

Recommend revisions to Qualification Packs (QPs), curricula, micro-credentials, and other skilling interventions based on the study findings.

5. Geographic Coverage

The study shall be conducted across the following states:

- Maharashtra
- Gujarat

The selected agency shall ensure adequate coverage of key manufacturing clusters and industrial hubs within the two states to capture the sector-specific workforce

Requirements and emerging skills needs.

6. Stakeholder Consultations

- The study shall include consultations with the following stakeholders:

- Manufacturing industries and industry associations
 - HR Heads and Operations Managers
 - Sector experts and subject matter specialists
 - Training providers and academic institutions
 - Relevant Central and State Government departments
 - Other stakeholders, as deemed relevant to the study
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7. Data Collection & Field Methodology

- Primary and secondary data collection
 - Digital, geo-tagged, and time-stamped surveys
 - Video and photographic documentation
 - Telephonic and random validation of survey responses
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Key Deliverables

The selected agency shall be responsible for delivering the following:

- Inception Report detailing the study methodology, implementation approach, work plan, timelines, and stakeholder engagement strategy.
- Research Framework and Data Collection Tools, including survey questionnaires, interview guides, and other instruments required for primary data collection.
- Stakeholder Consultation Report documenting findings from industry consultations, focus group discussions (FGDs), interviews, and surveys conducted during the study.
- Skill Gap Assessment Report presenting an assessment of current workforce capabilities, existing skill gaps, and emerging workforce requirements in Smart Manufacturing and Industrial Safety across Maharashtra and Gujarat.
- Future Skills and Workforce Demand Analysis highlighting anticipated workforce trends, emerging occupations, and future skill requirements across the identified manufacturing sectors.
- Recommendations Report providing actionable recommendations for Qualification Packs (QPs), National Occupational Standards (NOSs), curriculum enhancement, micro-credentials, and future skilling interventions.
- Final Consolidated Report, incorporating feedback from the participating Sector Skill Councils, along with an Executive Summary and presentation of key findings.

9. Expected Outcomes

- The study is expected to achieve the following outcomes:
- Identification of existing and emerging skill gaps in Smart Manufacturing and Industrial Safety across the selected manufacturing sectors.
- Evidence-based recommendations for strengthening Qualification Packs, curricula, and competency standards.
- Identification of future workforce and skill requirements to support industry transformation and technological advancements.
- Recommendations to support industry-led skilling, reskilling, and upskilling initiatives.
- A strategic framework to support future workforce planning and skill ecosystem development across the participating sectors.

10. Proposal Submission

- Interested agencies are invited to submit the following documents:
- Technical Proposal outlining the understanding of the assignment, proposed methodology, implementation approach, and work plan.

- Organisation Profile highlighting institutional capabilities and relevant experience.
- Details of similar assignments undertaken during the last five years.
- Curriculum Vitae (CVs) of the proposed project team and key personnel.
- Any additional information considered relevant to support the proposal.
- The complete proposal, along with all supporting documents, must be submitted **on or before 31 July 2026**.

11. Eligibility Criteria

- The applicant agency should meet the following eligibility requirements:
- Demonstrated experience in conducting skill gap assessments, labor market studies, workforce research, or similar assignments.
- Experience of working with Government Departments, Sector Skill Councils, Industry Associations, or other relevant organizations.
- Proven expertise in research design, data collection, analysis, and preparation of analytical reports.
- Availability of a qualified multidisciplinary team with relevant domain and research expertise.
- Proven track record of successfully executing assignments of a similar nature and scale.

12. General Terms & Conditions

- The assignment shall be completed within two (2) months from the date of issuance of the Work Order/Letter of Award.
- The selected agency shall maintain strict confidentiality of all information, data, and documents obtained during the course of the assignment.
- All reports, datasets, research outputs, and other deliverables developed under this assignment shall remain the exclusive property of the participating Sector Skill Councils.
- The selected agency shall ensure the accuracy, reliability, and authenticity of all data collected and analyzed during the study.
- The participating Sector Skill Councils reserve the right to accept or reject any proposal, wholly or partially, without assigning any reason thereof.
- The decision of the participating Sector Skill Councils regarding the selection of the agency shall be final and binding.