

**Request for Expression of Interest (REoI)  
for Empanelment of Implementing Agencies for Conducting Skill  
Development Training under the Recruit-Train-Deploy Model for  
Aspiring/Existing MSME Workforce under the RAMP Program in  
Maharashtra**



**REoI No: MSSIDC/RAMP/RTD/2025/008**

**Date of Issuance: 14 November (Friday)**

**Last Date for Submission: 01 December 2025 (Monday) on or before 03:30 P.M**

**Maharashtra Small Scale Industries Development Corporation Limited**

**(Government of Maharashtra Undertaking)**

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## 1. Data Sheet

REoI are invited from eligible agencies for “Empanelment of Implementing Agencies for Conducting Skill Development Training under the Recruit-Train-Deploy Model for Aspiring/Existing MSME Workforce under the RAMP Program in Maharashtra”.

SN	Category	Details
a)	Assignment name	<b>Empanelment of Implementing Agencies for Conducting Skill Development Training under the Recruit-Train-Deploy Model for Aspiring/Existing MSME Workforce under the RAMP Program in Maharashtra</b>
b)	Tendering authority	Maharashtra Small Scale Industries Development Corporation Ltd. (MSSIDC)
c)	Date of issue of REoI	<b>14 November (Friday)</b>
d)	Website to download the document	Website link-: <a href="https://mahatenders.gov.in/nicgep/app">https://mahatenders.gov.in/nicgep/app</a>
e)	Pre-EOI Discussion Date (Virtual)	<b>21 November (Friday) at 04:00 pm</b>
f)	Join Link for Pre-EOI Discussion	<a href="https://teams.microsoft.com//meetup-join/19%3ameeting_NjkyNTFIYtNDRhNC00YWM2LTljZTAtMTFjMDQzOTQyMmNh%40thread.v2/0?context=%7b%22Tid%22%3a%22deff24bb-2089-4400-8c8e-f71e680378b2%22%2c%22Oid%22%3a%229ea5cde3-0a44-4045-8a2a-4f0bdd5f82b1%22%7d">https://teams.microsoft.com//meetup-join/19%3ameeting_NjkyNTFIYtNDRhNC00YWM2LTljZTAtMTFjMDQzOTQyMmNh%40thread.v2/0?context=%7b%22Tid%22%3a%22deff24bb-2089-4400-8c8e-f71e680378b2%22%2c%22Oid%22%3a%229ea5cde3-0a44-4045-8a2a-4f0bdd5f82b1%22%7d</a>
g)	EoI Submission	EoI to be submitted online via Maha Tender.
h)	EoI Submission Deadline	<b>01 December 2025 (Monday) on or before 03:30 P.M</b>
i)	EoI Opening Date	<b>02 December 2025 (Tuesday) at 03:00 P.M</b>
j)	EoI Opening Place	Online <a href="https://mahatenders.gov.in/nicgep/app">https://mahatenders.gov.in/nicgep/app</a>
k)	Communication Address	MSSIDC, 2 <sup>nd</sup> floor, Krupanidhi Building, 9, Walchand Hirachand Marg, Ballard Estate, Fort, Mumbai 400001, Maharashtra.
l)	Proposal Validity	Proposals must be valid for 180 days post Opening

## 2. Introduction

### **About Raising & Accelerating MSME Performance (RAMP) Programme**

Envisioned as a World Bank assisted Central Sector Scheme to complement various Corona Virus Disease 2019 (COVID) Resilience and Recovery Interventions of the Ministry of Micro, Small and Medium Enterprises (MoMSME), Raising & Accelerating MSME Performance (RAMP) Programme aims to:

- bolster institutional and governance cooperation between Central and State Governments to improve the impact of MSME development policy frameworks through digitalization of programme management, monitoring & evaluation
- provide comprehensive assistance and resources to MSMEs, enabling them to improve their operational efficiency, expand their market reach, and enhance overall competitiveness

This programme necessitates a multidisciplinary approach of institutional collaborations to work towards building capacities and competencies of India's MSMEs through improved access to finance through innovative and alternative mechanisms, business development services, institutional resolution of working capital woes especially on the receivables front and improved market access beyond domestic borders. The focus on social and environmental aspects of sustainability necessitates efforts to impart benefits to women and SC-ST led enterprises and greening investments inter alia through credit guarantee and capacity building.

Maharashtra was amongst the first states to devise a Strategic Investment Plan (SIP) to implement RAMP and submit the same to MoMSME.

### **About State Nodal Agency (SNA)**

The Government of Maharashtra has appointed the **Maharashtra Small Scale Industries Development Corporation Limited (MSSIDC)** as the State Nodal Agency for the implementation of the Raising and Accelerating MSME Performance (RAMP) program.

MSSIDC is a Government of Maharashtra Undertaking working with an objective to aid, counsel, assist, finance, protect and promote the interests of Small-Scale Industries. MSSIDC plays a vital role in revival, development, and growth of handicrafts of Maharashtra by responding to the diversified needs of rural artisans and marketing their products in India as well as abroad. MSSIDC has been rendering desired assistance to existing SSI units in the State for more than 60 years and have benefitted the MSMEs through various schemes and programs.

MSSIDC invites proposals from interested Industry Associations, Educational Institutions, Skill Councils, and other relevant entities to conduct "**Skill Development programs under the Recruit-Train-Deploy model**" for aspiring and existing MSME workforce, at cost rates approved by the Ministry of MSME (MoMSME)

### 3. Terms of Reference

#### 3.1 Skill Development

##### Recruit-Train-Deploy Model for Aspiring/Existing workforce of MSMEs.

SN	Description	Scope of Work
1.	<p>The RTD model focuses on bringing in industry, in various capacities, to cater to its specific needs for a trained workforce and thus offer ready employment to youth who undergo its designed training. The program will train the workforce in soft skills, in-plant training for hands-on learning, and continuous industry interface for enhanced employability. Industry tie-ups for Green Skilling programs such as renewable energy, e-mobility, and energy efficiency are a few focus areas.</p> <ul style="list-style-type: none"> <li>• <b>Target coverage:</b> 15,000 candidates.</li> <li>• <b>Total no. of batches:</b> 300 (@50 candidates per batch)</li> <li>• <b>Batch size:</b> 40–50 candidates (should not exceed 50)</li> <li>• <b>Budget per batch:</b> INR 1,25,000/- for 50 MSMEs (@INR 2,500 per participating candidate)</li> </ul> <p><u>The cost specified includes cost of training venue, trainer remuneration, mobilization of candidates and MSMEs, design of training content/material, food and beverages and other incidental expenditure.</u></p> <ul style="list-style-type: none"> <li>• For batches with fewer than 50 candidates, the cost is benchmarked at INR 2,500/- per candidate.</li> <li>• <b>Total days of training:</b> 10 days (80 hours)</li> <li>• <b>Subject of training:</b> Industry 4.0/5.0 Courses and Employability Skills</li> <li>• <b>Placement of candidates:</b> In MSMEs of Maharashtra (MSMEs should have UDYAM Registration in Maharashtra)</li> <li>• <b>Placement tracking:</b> Mandatory for 3 months.</li> </ul> <p><b>Salary of placed candidates should be as per updated Minimum Rates of Wages – Maharashtra (July 2025)</b></p>	<p><b>Gathering industry requirement:</b> Implementing Agency (IA) shall gather the requirement of skilled workers in MSMEs across the state of Maharashtra and partner with the industries for training and deployment.</p> <p><b>Tailored training programs:</b> Based on the data captured, IA shall design tailor-made training programs on Industry 4.0/5.0 Courses and Employability Skills.</p> <p><b>Mobilization:</b> Based on the industry requirement, IA shall identify potential candidates for recruitment, training, and deployment in MSMEs. Mobilization should be done before the commencement of a batch.</p> <p><b>Training:</b> Candidates will undergo 10 days (80 hours) of intensive training programs designed to equip them with the exact skills and knowledge required for their specific roles. This targeted approach ensures that they are not only familiar with the theoretical aspects of the job but also proficient in practical applications.</p> <p>The training will include real-world simulations and hands-on projects, which will ensure that candidates can handle the challenges they will face in their roles, reducing the likelihood of underperformance.</p> <p><b>Deployment:</b> Once candidates complete the training successfully, they are placed on the shop floor.</p>

#### 3.2 Empanelment and Operational Guidelines

- The empanelment period for all agencies selected through this REoI will remain valid until March 2027.
- Upon empanelment, a Memorandum of Understanding (MoU) will be executed between MSSIDC and the respective agencies. Following this, Work Orders may be issued, authorizing the agencies to conduct Skill Development Workshops under the RAMP initiative.
- Each empaneled agency is required to conduct a minimum of three training programs per month throughout the empanelment period.
- Agencies must also facilitate job placements for trained candidates across relevant industries, ensuring sustainable employment opportunities.

#### 4. Invoicing Requirements

The following documents must be submitted along with each invoice:

- **Training Report:** A detailed report of the trainings conducted, including geo-tagged photographs and videos (minimum of three per batch). Each batch must include at least one geo-tagged photograph of the complete batch with the trainer.
- **Attendance Sheet:** A scanned copy of the attendance sheet for each batch, duly signed by all participants.
- **Placement Documentation:** Offer letters and appointment letters of placed candidates must be submitted along with the invoice. Candidate acceptance on the offer letter is mandatory.
- **Placement Undertaking:** An undertaking from the Implementing Agency confirming the placement of candidates.
- **MSME Beneficiary Database:** A complete database of MSME beneficiaries, including contact details.
- **Verification Clause:** Payments to empaneled agencies will be subject to verification and satisfaction by MSSIDC, ensuring that the outcomes and targets mapped to the programme component have been achieved.

## 5. Empanelment and Implementation Process

The empanelment process will involve the following steps:

<b>Step-1</b>	<b>Screening and Document Verification:</b> Review submitted Expressions of Interest (EOIs) for completeness and compliance with the defined eligibility criteria
<b>Step-2</b>	<b>Shortlisting for Technical Presentation:</b> Identify and shortlist agencies that demonstrate strong qualifications based on the initial screening.
<b>Step-3</b>	<b>Technical Presentation Before Evaluation Committee:</b> Shortlisted agencies will present their capabilities, methodologies, and approach to conducting the workshops before the Evaluation Committee.
<b>Step-4</b>	<b>Final Selection Based on Common Rates and Terms:</b> Finalize the selection of agencies based on a mutually agreed set of rates and terms & conditions. Target allocation will be subject to the Evaluation Committee's approval and satisfaction
<b>Step-5</b>	<b>Issuance of Empanelment Order:</b> Notify the selected agencies of their empanelment status through a formal order.
<b>Step-6</b>	<b>Award of Work Order:</b> Issue Work Orders authorizing the empaneled agencies to conduct Skill Development Training under the Recruit-Train-Deploy (RTD) model.
<b>Step-7</b>	<b>Monitoring and Reporting:</b> Continuously monitor the progress and effectiveness of the training programs conducted by the empaneled agencies, ensuring alignment with defined outcomes.

## 6. Eligibility Criteria

Sn	Parameters	Documentary evidence
1	<b>General Eligibility:</b> Registered organizations such as Companies, Trusts, Associations, Societies, Cooperatives, Limited Liability Partnerships, NGOs, etc., must be legally constituted under applicable laws.	Certificate of Incorporation/ Registration or other relevant legal documents.
2	<b>Experience Requirements:</b> Organizations must have a minimum of 5 years of proven experience in skill development training, capacity building, or related developmental activities, preferably within Maharashtra.	Relevant documents such as Work Orders, Contracts, or Completion Certificates for skilling projects or Recruit-Train-Deploy
3	<b>Financial Capability:</b> Minimum average annual turnover of INR 20 lakhs over the last three financial years (2022 - 23, 2023 - 24 and 2024-25).	Audited financial statements for the last three financial years.
4	<b>Past Experience:</b> Proven track record of successfully conducting similar Skill Development trainings on various industrial sectors in Maharashtra.  Demonstrated success in developing Skill trainings curriculum including employability skills, conducting sector specific skill workshops, Placement of trained candidates.	<ul style="list-style-type: none"> <li>- Work Orders, Contract Agreements, or Completion Certificates specific to projects related to Recruit Train and Deploy Skilling Programs.</li> <li>- Details of programs under which candidates have been trained and placed.</li> <li>- Lols from Industries where candidates will be placed.</li> <li>- Sample training materials or modules developed</li> </ul>
5	<b>Outreach and Mobilization:</b> <ul style="list-style-type: none"> <li>• Established network within the MSME community in Maharashtra, with the ability to effectively mobilize and engage a minimum of 50 aspiring/ existing MSME workforce as a participant per workshop.</li> <li>• Capacity to provide Skill trainings under specific industry sector, facilitate trained candidates for placement.</li> </ul>	<ul style="list-style-type: none"> <li>- Letters of support or collaboration from MSME associations, MSMEs of Maharashtra.</li> </ul>
6	<b>Resource Availability:</b> Adequate resources to design, develop, and deliver training content effectively	<ul style="list-style-type: none"> <li>- Profiles of key trainers and facilitators</li> </ul>
7	<b>Geographical Reach:</b> Capability to mobilize and conduct workshops across multiple regions in Maharashtra.	<ul style="list-style-type: none"> <li>- List of regions where earlier workshops have been conducted.</li> </ul>
8	<b>Program Delivery Capabilities:</b> <ul style="list-style-type: none"> <li>• Robust monitoring and evaluation mechanisms to track the Skill Development program's impact.</li> <li>• Adequate infrastructure, logistics, and administrative support to ensure the smooth execution of the workshops.</li> </ul>	<ul style="list-style-type: none"> <li>- Sample workshop agendas.</li> <li>- Monitoring and evaluation reports from previous workshops</li> </ul>
9	<b>Monitoring and Reporting:</b> Commitment to share quarterly impact reports detailing the outcomes and effectiveness of the workshops conducted.	<ul style="list-style-type: none"> <li>- Sample impact reports from previous programs</li> </ul>

Sn	Parameters	Documentary evidence
10	<b>Non-Blacklisting Certificate:</b> Declaration that the agency has not been blacklisted by any government organization.	- Self-declaration letter on agency letterhead as per <b>Annexure 4</b>



## **7. Annexures**

Annexure 1 - Letter of Submission of Application

Annexure 2 - Bidder's Details

Annexure 3 - Technical Proposal

Annexure 4 - Relevant Project Experience

Annexure 5 - Turnover Certificate

Annexure 6 - Manpower Certificate

Annexure 7- Self Declaration of non-blacklisting / no criminal records

**7.1 Annexure 1 – Letter of Submission of Application**

To  
Managing Director  
Maharashtra Small Scale Industries Development Corporation Limited  
2<sup>nd</sup> floor, Krupanidhi Building, 9, Walchand Hirachand Marg,  
Ballard Estate, Fort, Mumbai, Maharashtra 400001

**Date:**

**Sub:** Empanelment of Implementing Agencies for Conducting Skill Development Training under the Recruit-Train-Deploy Model for Aspiring/ Existing MSME Workforce under the RAMP Program in MH

Dear Sir,

1. With reference to the EoI document dated DD-MMM-YYYY, we (Applicant Name) have examined the EoI document and understood its contents and hereby submit our application for the aforesaid Project. The application is unconditional.
2. We acknowledge that for evaluation of proposal the information provided in the application and the documents accompanying the application for selection will be relied upon, and I certify that all information provided herein is true and correct; nothing has been omitted which renders such information misleading; and all documents accompanying the application are true copies of their respective originals.
3. We shall make available any additional information if found necessary or required to supplement or authenticate the application.
4. We acknowledge that the Evaluation Committee has complete right to reject our application without assigning any reason.
5. We declare that:
  - a) We do not have any conflict of interest in accordance with this document
  - b) We have not directly or indirectly or through an agent engaged or indulged in any corrupt practice, fraudulent practice, coercive practice, undesirable practice or restrictive practice, in respect of any tender or request for qualification issued by or any agreement entered with the Authority or any other public-sector enterprise or any Government, Central or State; and
6. We understand that you may cancel the process at any time and that you are neither bound to accept any application that you may receive nor to invite the applicants to apply for the Project, without incurring any liability to the applicants.
7. We undertake that in case of any change in facts or circumstances during the application process, I am attracted by the provisions of disqualification in terms of this EoI and shall intimate the Authority of the same immediately.
8. We hereby irrevocably waive any right which we may have at any stage of law or howsoever otherwise arising to challenge or question any decision taken by the Evaluation Committee for evaluation of proposal in connection with the selection of the applicant, or in connection with the selection/ application process itself, in respect of the above-mentioned Project and the terms and implementation thereof.
9. We agree and understand that the selection is subject to the provisions of the application documents. In no case, shall we have any claim or right of whatsoever nature if the Project did not empanel my company/firm or discontinue me or my application is rejected or not opened, without assigning me any reasons for the same.
10. We hereby agree and undertake to abide by all the terms and conditions of the Expression of Interest (EoI), and further undertake that the responsibility of extending the job offer to the participant rests solely with us

Date:

Place:

Yours faithfully

(Signature, name and designation of the authorized signatory)



## 7.2 Annexure 2 – Bidder's Details

- a) Name of the Bidder:
- b) Office address:
- c) Constitution of the Bidder:
- d) PAN number:
- e) Company registration (of the lead bidder in case of a consortium):
- f) GSTIN:
- g) Any other details:
  - Details of contact Persons
- h) Name of authorized person/ head:
- i) Designation:
- j) Contact Tel no.:
- k) Mobile no.:
- l) Fax no.:
- m) Email ID:

(The information shared on the registered email, will be considered to have been received by the developer)

- n) Postal Address:

<<Signature>>

Name of the Authorized Signatory

Designation:

### 7.3 Annexure 3 - Technical Proposal

Sn	Parameters	Documentary evidence	Page No
1	<b>General Eligibility:</b> Registered organizations such as Companies, Trusts, Associations, Societies, Cooperatives, Limited Liability Partnerships, NGOs, etc., must be legally constituted under applicable laws.	Certificate of Incorporation/Registration or other relevant legal documents.	
2	<b>Experience Requirements:</b> Organizations must have a minimum of 5 years of proven experience in skill development training, capacity building, or related developmental activities, preferably within Maharashtra.	Relevant documents such as Work Orders, Contracts, or Completion Certificates for skilling projects or Recruit-Train-Deploy	
3	<b>Financial Capability:</b> Minimum average annual turnover of INR 20 lakhs over the last three financial years (2022 - 23, 2023 - 24 and 2024-25).	Audited financial statements for the last three financial years.	
4	<b>Past Experience:</b> Proven track record of successfully conducting similar Skill Development trainings on various industrial sectors in Maharashtra.  Demonstrated success in developing Skill trainings curriculum including employability skills, conducting sector specific skill workshops, Placement of trained candidates.	<ul style="list-style-type: none"> <li>- Work Orders, Contract Agreements, or Completion Certificates specific to projects related to Recruit Train and Deploy Skilling Programs.</li> <li>- Details of programs under which candidates have been trained and placed.</li> <li>- Lols from Industries where candidates will be placed.</li> <li>- Sample training materials or modules developed</li> </ul>	
5	<b>Outreach and Mobilization:</b> <ul style="list-style-type: none"> <li>• Established network within the MSME community in Maharashtra, with the ability to effectively mobilize and engage a minimum of 50 aspiring/ existing MSME workforce as a participant per workshop.</li> <li>• Capacity to provide Skill trainings under specific industry sector, facilitate trained candidates for placement.</li> </ul>	<ul style="list-style-type: none"> <li>- Letters of support or collaboration from MSME associations, MSMEs of Maharashtra.</li> </ul>	
6	<b>Resource Availability:</b> Adequate resources to design, develop, and deliver training content effectively	<ul style="list-style-type: none"> <li>- Profiles of key trainers and facilitators</li> </ul>	
7	<b>Geographical Reach:</b> Capability to mobilize and conduct workshops across multiple regions in Maharashtra.	<ul style="list-style-type: none"> <li>- List of regions where earlier workshops have been conducted.</li> </ul>	
8	<b>Program Delivery Capabilities:</b> <ul style="list-style-type: none"> <li>• Robust monitoring and evaluation mechanisms to track the Skill Development program's impact.</li> <li>• Adequate infrastructure, logistics, and administrative support to ensure the smooth execution of the workshops.</li> </ul>	<ul style="list-style-type: none"> <li>- Sample workshop agendas.</li> <li>- Monitoring and evaluation reports from previous workshops</li> </ul>	

Sn	Parameters	Documentary evidence	Page No
9	<b>Monitoring and Reporting:</b> Commitment to share quarterly impact reports detailing the outcomes and effectiveness of the workshops conducted.	- Sample impact reports from previous programs	
10	<b>Non-Blacklisting Certificate:</b> Declaration that the agency has not been blacklisted by any government organization.	- Self-declaration letter on agency letterhead as per <b>Annexure 4</b>	

#### 7.4 Annexure 4 - Relevant Project Experience

**(Supported by Experience Certificates such as Work Orders / Letter of Award of Work / Work Contract Agreement/ Completion Letter)**

Assignment Name:	
Name of the Client:	
Approx. Value of the Contract:	
Total number of staff-months of the Assignment:	Location & Address:
Start Date (Month/Year):	Duration of Assignment (months):
Completion Date (Month/Year):	
Name of Senior Staff (Project Director/Coordinator, Team Leader) Involved and Functions Performed:	
Narrative description of Project:	

### 7.5 Annexure 5 - Turnover Certificate

<<To be submitted on the letterhead of Chartered Accountant>>

Turnover from Operations & Tangible Net Worth in India for the period from FY 2022-23, FY 2023-24 and FY 2024-25

Using the format below, provide information of the turnover of your firm, duly certified by the Chartered Accountant / Auditor

SN	Financial Year	Turnover from services provided in India (in INR Crore)	Net Worth
1.	2022 - 23 (a)		
2.	2023 - 24 (b)		
3.	2024 - 25 (c)		
	Total (a) + (b) + (c)		
	Average [(a) + (b) + (c)]/3		

Note: Supporting documents to be attached: - Audited financial statements of the Bidder from financial years 2022-23 to 2024-25. (Only main/relevant pages of Balance Sheet and P & L; without schedules; to be provided. Documents to have evidence of signing by Auditors).

Place:

Date:

Seal and signature

**7.6 Annexure 6 - Manpower Certificate**

To,  
 Managing Director  
 Maharashtra Small Scale Industries Development Corporation,  
 Krupanidhi Building, 9, Walchand Hirachand Marg,  
 Ballard Estate, Fort, Mumbai 400001, Maharashtra.

Date:

**Sub: Empanelment of Implementing Agencies for Conducting Skill Development Training under the Recruit-Train-Deploy Model for Aspiring/Existing MSME Workforce under the RAMP Program in Maharashtra**

Sir,

This is to confirm that <<company name>>, having its registered office at <<company registered office>> as on 31 March 2025 have more than << >> full-time individual employees working in India on its payroll.

Current resource strength of the bidder organization for consulting / advisory services on the company's payroll as on 31.03.2025

Numbers (Numeric)	Number of individual employees (in words)



**7.7 Annexure 7- Self Declaration of non-blacklisting**

**(To be submitted on the bidder's letterhead Only)**

We, <<Firm Name>>, having its registered address at << >> declare that:

- We have not been barred by any court of law from participating in any such activity. We have not been blacklisted by and Centre\State government or their agencies or any PSU. All information provided by us in this proposal is true to best of my knowledge as on date of submission of this bid.
- We do not hold any criminal record in any of the States and UTs of India as on date.

Signature of Authorized

Representative Name