



## Response to Pre-Proposal Queries

For the Expression of Interest (EOI) for empanelment as Training Partner for Comprehensive Skill Training in Priority Sectors under Sikkim INSPIRES Program vide EOI No: SDD/Sikkim INSPIRES/2025/EOI-01 dated 25.02.2025

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1	Section 14. Category wise Minimum Eligibility Criteria for Applicants  Page No. 21	Under the Eligibility Criteria for Category A- Private Training Providers registered /incorporated in Sikkim- only the following entities are mentioned- A Partnership / Society / Trust / Private University (UGC - recognized) / Proprietorship registered on or before 31.03.2019	This leaves out companies that are registered under Companies Law, Sikkim, 1961. There are some local companies registered under the said Act and are Training Providers registered in the State. Therefore, can these companies be incorporated into the Eligibility Criteria for Category A.	Accepted. Please find below the revised clause. <b>Page 21, Heading No. 14, S. No. 1, sub clause i. – For Category A</b> <b><u>Original Clause:</u></b> A Partnership / Society / Trust / Private University (UGC - recognized) / Proprietorship registered on or before 31.03.2019. <b><u>Revised Clause:</u></b> A Company incorporated as per the Companies Act, Sikkim, 1961 / Partnership / Society / Trust / Private University (UGC - recognized) / Proprietorship registered on or before 31.03.2019.  <b>An addendum with respect to the above will be issued by the Department.</b>
2	Page No. 17. Point No. 10: Earnest Money Deposit	Every applicant participating in the empanelment process must furnish the required earnest money deposit (EMD) as specified in the Notice Inviting Proposals (Rs. 2,00,000/-).	We are an NSDC Training Partner and are duly registered under MSME UDYAM and National Small Industries Corporation Limited (NSIC). As per the Government of India's guidelines, MSME UDYAM & NSIC registered organizations are eligible for exemption from Earnest Money Deposit (EMD) for participation in government tenders. In reference to the [Tender Name/RFP Reference No.] published by your esteemed department, we note that an EMD fee of Rs. 2,00,000/- (Rupees Two Lakhs only) has been specified as a mandatory requirement. Considering our MSME UDYAM & NSIC registration, we kindly request you to grant us an exemption from the EMD payment,	Original clause as per the EOI stands.



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			in line with the provisions for MSME-registered organizations. For your reference, we are enclosing the following documents: 1. MSME UDYAM Registration Certificate 2. NSIC Registration Certificate	
3	Other Key Information, Point number E, Page 7	Earnest Money Deposit (Only Government Training Providers are exempted from submission of EMD)	MSME registered companies are also exempted from EMD, so kindly allow EMD exemption	Original clause as per the EOI stands.
4	sub-clause E, Other Key Information Pg. No. 7/69	Rs. 2,00,000/- (Rupees Two Lakhs only) in the form of a Fixed Deposit Receipt (FDR) in Favour of "Secretary, Skill Development Department. Govt. of Sikkim"	A. Relaxation for payment of EMD fees for registered MSME. B. Instruments may include Demand Draft from any Bank Accordingly, the marking scheme maybe considered.	Original clause as per the EOI stands.
5	Clause 10.3 under Section 10. Earnest Money Deposit Pg. no. 17 – 18	Earnest Money Deposit in form of a Fixed Deposit Receipt (FDR)	Kindly allow the Earnest Money Deposit to be submitted in form of Demand Draft like the EOI Processing Fees	<b>Earnest Money Deposit</b> should be in the form of an FDR. The applicant organisation must prepare the FDR in their own Organisation's name and then get it <b>Lien-marked</b> in favour of <b>"Secretary, Skill Development Department, Government of Sikkim"</b> .
6			Further in terms of the request of EMD of 2.0 Lakhs for the EOI, we have the following request: a. Can you consider submission of EMD once you have empanelled the TP and before assignment of words order so funds are not unnecessarily blocked of multiple Training partners.	Original clause as per the EOI stands



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			b. If you cannot consider Point 2a (submission once empanelment is done), then can you kindly consider that instead of submission FDR for EMD, please change the terms for TPs to make direct transfer to your bank account or submission of EMD amount by Bank Draft as well so refund processing and interest income accounting easier.	
7	Section: F Page No.: 29	Content: Scope of Work	Point No: 19.2 Need clarification on type of Biometric Attendance Device	The Specifications shall be provided at the RFP / subsequent stages.
8			What will be the applicable TDS percentage during the disbursement of funds?	The Specifications shall be provided at the RFP / subsequent stages.
9			Will candidate registration be conducted on the SIDH portal, or is there a separate state-specific portal for this purpose	The Specifications shall be provided at the RFP / subsequent stages.
10			While we understand the Department's focus on specific sectors, our humble request is that can you share the specific target in terms of candidates and/or targeted budget for the upcoming financial year 2024-25 so Training Partners can prioritize their efforts	Details shall be provided at the RFP / subsequent stages.
11	SDD/Sikkim INSPIRES/2025/EOI-01, 33, 1	Allocation of Targets	Please specify	Details shall be provided at the RFP / subsequent stages.
12	Section: F Page No.: 31	Content: Key Terms of Agreement	Point No: 24 Need more clarification on allocation of districts across the state / country.	The Training Partner (TP) may open the centres at suitable locations across the State / country based on the approval provided by SDD in phases over a period of six months from empanelment or as intimated by SDD at the RFP stage.



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				Irrespective of the location of Centres, the TP shall have to mobilize and enrol candidates (having CoI / RC / Voter card of Sikkim State and as directed by SDD) from the allocated districts of <b>Sikkim only</b> .
13	Page No.11 Point No. 2.4	Category B: Private Training Providers registered outside Sikkim willing to implement skilling within/outside Sikkim in the Priority Sectors as stated above. Preference shall be given to Private Training Providers having valid NSDC accredited Training Centres within the State of Sikkim for any of the Priority Sectors.	We don't have any NSDC accredited Training centres within the state of Sikkim presently. Eligibility for Category B criteria depends on the specific guidelines set by SDD, Govt. of Sikkim or the relevant authority for empanelment. Generally, if the requirement includes having an existing NSDC-accredited training centre within the state, then our organization may not meet the criteria until the centre is established. However, if the criteria allow for future commitments based on the Letter of Empanelment, we may still qualify.	Applicant Organisation (s) are required to carefully examine Clause no. 14 which states the "Category wise Minimum Eligibility Criteria for Applicants".  Applicant Organisations are required to carefully examine the EOI document and also the Guidelines including Process & Cost Norms notified vide Notification Ref. No. GOS/SDD/15 in entirety.
14	Sl. No. 14. Category wise Minimum Eligibility Criteria for Applicants, under category C on page number 26 of the EOI	Eligibility under Category C	<ul style="list-style-type: none"> <li>We, a registered entity based in New Delhi, have been providing HR manpower services, talent acquisition, manpower outsourcing, training, and skilling since 2013. Considering our experience and our job opportunities exceeding 200+ across Pan India, particularly in Delhi-NCR and Bangalore, where candidates are placed on the payroll of _____ Ltd., we seek clarification on whether we qualify under Category C.</li> <li>Establishment of <b>RTD Model Centre</b></li> </ul> <p>We intend to establish a training centre in</p>	Applicant Organisation (s) are required to carefully examine <b>Clause no. 14</b> which states the " <b>Category wise Minimum Eligibility Criteria for Applicants</b> ".  Applicant Organisation (s) are required to carefully examine <b>Clause no. 15</b> which states that " <b>Training Partners would be allowed to setup training centers anywhere in India subject to fulfilling the criteria stated in the EOI</b> ".  Applicant Organisations are required to carefully examine the EOI document and also

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			Delhi-NCR under the RTD Model while setting up a mobilization office in Gangtok, Sikkim. Kindly confirm if this approach aligns with the framework of the EOI.	the Guidelines including Process & Cost Norms notified vide Notification Ref. No. GOS/SDD/15 in entirety.
15	Page No. 53 Tech 4	Tech 4: Eligibility Related Information ( Category B)	Our organization has been an NSDC Training Partner since 2015 and operates NSDC-accredited training centers across India. We would like to submit our willingness to set up training centre in the state of Sikkim.  In this case did we eligible for this Eoi assignment.	Applicant Organisation (s) are required to carefully examine <b>Clause no. 14</b> which states the " <b>Category wise Minimum Eligibility Criteria for Applicants</b> ".  Applicant Organisations are required to carefully examine the EOI document and Guidelines including Process & Cost Norms notified vide Notification Ref. No. GOS/SDD/15 in entirety.
16	24. Allocation of Districts	The SDD shall allocate the districts to TPs for enrolment of candidates such that there is equitable coverage of candidates from all districts of the State.	If the TC approved from NSDC is located in Gangtok. Will the TP be allocated for mobilization of candidates from Gangtok District only or from other districts also. If so, will the boarding cost be reimbursed	Applicant Organisations are required to carefully examine Clause 24 (Page 31) of the EOI document. The Applicant Organisations are also strongly encouraged to carefully examine the EOI document and the Guidelines including Process & Cost Norms notified vide Notification Ref. No. GOS/SDD/15 in entirety.
17	31. Repeat Enrolment	A candidate who had previously enrolled for training cannot be enrolled again within the same Financial Year regardless of whether he / she completed / passed the previous training	Will a candidate opting to upskill in different trades be allowed to enrol for different job roles in another FY	Applicant Organisations are required to carefully examine the EOI document and the Guidelines including Process & Cost Norms notified vide Notification Ref. No. GOS/SDD/15 in entirety.
18	EOI No: SDD/Sikkim INSPIRES/2025/EOI-01 Dated:		We have a query regarding the submission of certificates for our proposal. Firstly, we hold an MSME certificate	Applicant Organisations are required to refer to Clause 14. which specifies the Category wise Minimum Eligibility Criteria for



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	February 25, 2025 Page no 27 (Category D)		which validates our status as a Micro, Small, and Medium Enterprise. Additionally, we have conducted numerous training sessions under various schemes such as DDU-GKY and PMKVY. Could you please advise on the specific type of certificate required for the submission of our proposal under Category D?	Applicants and the Formats have been provided in the EOI document.  Applicant Organisations are required to carefully examine the EOI document in entirety.
19	14. Category wise Minimum Eligibility Criteria for Applicants  Category B  Page No. 24	iv. Should have trained at least 2000 candidates on a consolidated basis during the last two years (FY 2022-23 and FY 2023-24) v. Should have placed at least 1000 candidates in employment on a consolidated basis during the last two years (FY 2022-23 and FY 2023-24).	Do we have to show the data for trained and placed candidates, individually in all the sectors mentioned in the bid document. OR Do we have to show the data for trained and placed candidates, (individually) in the sectors bidders are interested in? OR Do we have to show a consolidated data (inclusive of all the mentioned sectors) for trained and placed?	The requirements are clearly stated in the EOI.  Applicant Organisations are required to carefully examine the EOI document in entirety.
20	Section 14.1. v Page no 22	Should have placed at least 100 candidates in employment on a consolidated basis during the last five years (up to the date of issuance of this EOI). "Placed" means the candidates should have been placed within or outside Sikkim at the wages not less than the	Given the requirement to have placed at least 100 candidates in employment over the last five years (up to the date of issuance of the EOI) in any of the priority sectors of SDD, we have completed training for over 2000 people across various sectors however we do not have a placement cell to trace the details. Would we still be eligible to submit a proposal?	Applicant Organisations are required to carefully examine the EOI document in entirety.



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		minimum wages of the State in which they have been employed in any one or more of the Priority Sectors of SDD viz., tourism & hospitality, beauty & wellness, IT/ITeS, creative design, green jobs, and Child & elderly care.		
21	Section: 14. Page no.:21 to 24	Category wise Minimum Eligibility Criteria for Applicants:	Clarification needed regarding documents to be submitted for all categories	Formats have been specified in the EOI. Applicant Organisations are required to carefully examine the EOI document in entirety.
22	SDD/Sikkim INSPIRES/2025/EOI-01, 30.	Training Cost and Incentives	Please specify	Applicant Organisations are required to carefully examine the EOI document and also the Guidelines including Process & Cost Norms notified vide Notification Ref. No. GOS/SDD/15 in entirety.
23	SDD/Sikkim INSPIRES/2025/EOI-01, 29	Payment Terms	Please specify Payment terms and condition	Applicant Organisations are required to carefully examine the EOI document and also the Guidelines including Process & Cost Norms notified vide Notification Ref. No. GOS/SDD/15 in entirety.
24	Eligibility Criteria, Category B, Point no IV, page no 24	Should have trained at least 2000 candidates in any one of more the priority sectors of SDD	Is it compulsory to train 2,000 candidates only in the mentioned sector, or will candidates trained in other sectors also be considered?	Applicant Organisations are required to carefully examine the EOI document and also the Guidelines including Process & Cost Norms notified vide Notification Ref. No. GOS/SDD/15 in entirety.
25	Section F, Scope of work, point no 21	Post placement support	Should we provide the PPS amount to candidates after job placement? If yes, then for how many months?	Applicant Organisations are required to carefully examine the Guidelines including Process & Cost Norms notified vide





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				Notification Ref. No. GOS/SDD/15 in entirety.
26			In the case of a Joint Venture (JV) application, where the Lead Partner is from Sikkim, does this imply that the other partner will be designated as the Implementing Partner? If so, will the payouts be transferred solely to the Implementing Partner? Kindly provide clarification on the payment structure.	Applicant Organisations are required to carefully examine the EOI document and also the Guidelines including Process & Cost Norms notified vide Notification Ref. No. GOS/SDD/15 in entirety.
27			Regarding the submission of documents, can we submit the Letter of Recommendation (LOR) at the time of EOI submission and provide a declaration confirming the submission of the NSDC Affiliation and Accreditation Certificate within 30–60 days of work allotment by the department?	Applicant Organisations are required to carefully examine the EOI document and also the Guidelines including Process & Cost Norms notified vide Notification Ref. No. GOS/SDD/15 in entirety.
28			What are the required documents for Public Sector Undertakings (PSUs) to participate in this EOI?	Applicant Organisations are required to carefully examine the EOI document and also the Guidelines including Process & Cost Norms notified vide Notification Ref. No. GOS/SDD/15 in entirety.
29			Can a government organization submit the NSDC affiliation and accreditation certificate after receiving the sanction?	Applicant Organisations are required to carefully examine the EOI document and also the Guidelines including Process & Cost Norms notified vide Notification Ref. No. GOS/SDD/15 in entirety.
30			Is it possible for a company registered outside India to participate in the RFP in partnership with an Indian entity	Applicant Organisations are required to carefully examine the EOI document and also the Guidelines including Process & Cost Norms notified vide Notification Ref. No. GOS/SDD/15 in entirety.

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31	19.Training	19.Trainer Remuneration	Will the trainer's remuneration be issued by the SDD or the TP? If so, what would be the minimum and maximum remuneration slab?	SDD does not prescribe any remuneration levels / slabs. However, trainer qualification and other eligibility criteria will be strictly as per the norms prescribed under NSQF or/ and by the concerned Sector Skill Councils.
32	Section A – Preface  2. Architecture and Strategy for Program Implementation with respect to Skill Development  Page No. 11	2.2. The priority sectors in which training would be imparted are a) Tourism & Hospitality b) Beauty & Wellness, c) IT/ITeS, d) Creative Design (to include digital design, UI/UX, VFX, animation, digital art, graphic design, product design, traditional design - handicraft, handloom, etc.) e) Green Jobs, and f) Child & elderly care.	Is it mandatory to apply in all the sectors or can the organization choose the sectors?	Applicant organizations are free to select one or more than one of the priority sectors based on area of expertise and experience. Applicant Organisations are required to carefully examine the EOI document in entirety.
33	Section A – Preface  2. Architecture and Strategy for Program Implementation with respect to Skill Development  Page No. 12	2.6. SDD shall continually monitor program performance as per the envisaged monitoring & evaluation framework. The entire task of Programme Monitoring and Evaluation shall be completed manually or through an online Management Information System (MIS) that would be	Can the organization leverage its own platform for monitoring and evaluation?	Beyond what is mentioned in the EOI, Organisations are free to leverage their own platforms for their internal monitoring and evaluation.

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		designed, developed and deployed by the SDD or as notified by SDD from time to time		
34	14. Category wise Minimum Eligibility Criteria for Applicants  Category B  Page No. 24	iii. Should have a positive net worth as on 31.03.2024	Can this point be exempted if the annual turnover is more than 5 Cr?	Original clause as per the EOI stands.
35	TECH 3: Firm Overview & Application Parameters  Page No. 49	Sectors Applied for (TECH 3A to be filled)  1. Tourism & hospitality 2. Beauty & Wellness 3. IT/ITeS 4. Creative design 5. Green jobs 6. Child & elderly care  (pick at least one sector)	What is the maximum number of sectors we can apply for?	Applicant organizations are free to select more than one sector based on area of expertise and experience. Applicant Organisations are required to carefully examine the EOI document in entirety.
36	Section 14.1.i Page no 21	A Partnership / Society / Trust / Private University (UGC - recognized) / Proprietorship registered on or before 31.03.2019	Since my company was registered on November 26, 2019, would it still be eligible to submit a proposal under the requirement that the entity must be a Partnership/Society/Trust/Private University (UGC-recognized) / Proprietorship registered on or before March 31, 2019?	Original clause as per the EOI stands.
37	Section 14.1.ii. Page no 21	Should have average annual turnover of INR	If my average annual turnover for FY 2022-23 and FY 2023-24 is below	Original clause as per the EOI stands.



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		50,00,000/- (Fifty Lakh only) during the last two years (FY 2022-23 and FY 2023-24).	₹50,00,000 (Fifty Lakhs), am I still eligible to submit a proposal?	
38	Section 2.4, Page no: 11,12	Architecture and Strategy for Program Implementation with respect to Skill Development	Clarification regarding category for Sector skill council as a PIA: Category A, Category B, Category C	This EOI is not applicable for SSCs.
39	Expression of Interest (EOI)	Expression of Interest (EOI) for Empanelment as Training Partner	Is Sector Skill Council be allowed to be Empanelled as a Training Partner.	This EOI is not applicable for SSCs.
40	9 sub-clause 1, Sub-contracting or Franchising Pg. No. 17/69	Training Partner cannot sub-contract the conducting of training	As a Sector Skill Council, we are mandated to execute all our training through our Empanelled Training Partners. Requesting for approval for Sector Skill Council to execute the training program through its Empanelled Training Partner	This EOI is not applicable for SSCs.
41	14 sub-clause 2 Category B, point Vii Minimum eligibility Criteria for Applicants Pg. No. 23/69	Certification regarding valid NSDC accredited Training Centres within the State of Sikkim for any of the Priority Sectors of SDD Viz., tourism & hospitality, beauty & wellness, IT/ITeS, creative design, green jobs, and child & elderly care.	As stated about the NSDC accredited training centre details to be submitted. As a Sector Skill Council, we are mandated to execute the training programs through registered and accredited training centre available on Skill India Digital Hub (SIDH) portal. Requesting for clarification of the documents to be submitted by Sector Skill Council in this regard.	This EOI is not applicable for SSCs.
42			Is it permissible to conduct training in sectors other than the preferred sectors specified in the EOI?	No, Trainings will have to be conducted in the priority sectors only. However, SDD will notify updates from time to time

  
05/08/25  
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 Skill Development Department  
 Government of Sikkim