

HARYANA SKILL DEVELOPMENT MISSION

Notice-Inviting for Expression of Interest (EoI) for conducting Skill Gap Study to identify current and future Skill Demand in all 22 Districts of Haryana with special focus on Emerging / High-Potential Manufacturing Sectors and Circular Economy.

Memo No. HSDM/Skill Gap Study/2025/562

Dated: 27-10-2025

1. Objective of the EOI:

The purpose of this Expression of Interest (EOI) is to invite proposals from reputed consulting organizations, research institutions, or professional agencies with demonstrated expertise in skill gap analysis/assessment and reporting.

The selected agency will assist HSDM in developing a district-wise and sector-specific skill demand map that will guide policy formulation, training design, and future skilling interventions in the State.

2. Scope of Work:

The selected agency shall be responsible for the following tasks:

- I. Conduct a district-wise skill gap analysis for all 22 districts of Haryana.
- II. Map the existing skill vocational education ecosystem, including training infrastructure, industrial base, workforce profile, and employment trends.
- III. Identify current and future skill requirements across key traditional sectors and also emerging sectors, with particular emphasis on future ready skills, emerging technology/green technology skills.
- IV. Analyze the impact of technological change, automation, and sustainability trends on skill needs.
- V. Conduct extensive stakeholder consultations with business House, industries, industry associations, training partners, district administrations, and academia youth, workforce in industries, students in ITIs/Polytechnic & skill centers & SVSU.
- VI. Provide data-driven recommendations for aligning skill training programs with future labour market needs.
- VII. Prepare district-level and consolidated analytical reports supported by quantitative and qualitative insights.

3. Eligibility Criteria:

Organizations responding to this EOI should meet the following criteria:

- Must be a registered legal entity in India with at least 5 years of experience in research, consulting, or analytics in the field of skill development and industrial assessment.



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Kaushal Bhawan, IP-2, Near Majri Chowk, Sector 3, Panchkula

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- Should have successfully completed at least two (2) skill gap studies/assessments for Central or State Governments, international agencies and semi Govt. agencies.
- Must have a qualified team of experts in market analysis, data analytics, economics, industrial development, sustainability and skill assessment.
- Should have adequate financial and human resource capacity to undertake a statewide study within the stipulated timeframe.

4. Deliverables:

- I. Inception Report – Methodology, data collection framework, and detailed work plan.
- II. District Skill Gap Reports – Analysis and findings for each district.
- III. State Consolidated Report – Key sector trends, demand projections, and recommendations.
- IV. Presentation and Validation Workshops with key stakeholders.

5. Duration:

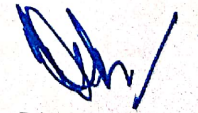
The total duration of the study shall be six (6) months from the date of award of contract.

6. Submission of EOI:

Interested organizations may visit HSDM website: <https://hsdm.haryana.gov.in/Default.aspx> for more details and requested to submit their proposal on or before 10th November 2025 along with the following documents:

- Organization profile and legal registration documents.
- Details of relevant assignments undertaken.
- Proposed methodology and approach.
- Key personnel details and team structure.
- Financial capability (audited statements of the last three years).

The EOI should be submitted in a sealed envelope clearly superscribed as: "EOI for Conducting Skill Gap Study in Haryana" and addressed to: The Mission Director, Haryana Skill Development Mission (HSDM), IP-2 Sector 3 Panchkula, Haryana.



Mission Director
Haryana Skill Development Mission
Panchkula, Haryana



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