

Capacity Building Commission (CBC)
(attached office under Department of Personnel and Training-DoPT, Government of India)
Jawahar Vyapar Bhawan, 22nd floor, Janpath, New Delhi - 110001
Tel –011-23701126, Email - cbc-dopt@gov.in

Clarifications request for Pre-Proposal Conference

Assignment: Request for Proposals For Empanelment of Agencies for Development of Capacity Building plans at various Ministry, Department and Organizations (MDO) under Mission Karmayogi

Date: 21-07-2025

RFP No.:IN-CBC-482165-CS-QBS

#	Section / Clause no. of RFP	Pg. no.	Reference clause from RFP/ Subject	Clarification Sought	Clarifications/ response by CBC
1	Section 2. Instructions to Consultants	12	Conflict of Interest, Clause 3.2	If an organization is already empanelled with CBC for other capacity-building (CB) works, does this need to be disclosed in the proposal? Should empanelment with other ministries (e.g., DoPT, MoHUA) also be disclosed?	It can be submitted as credentials for supporting the relevant experience requirement as specified in the RFP
2	Section 2. Instructions to Consultants E. Data Sheet	31	Method of Selection 2 Method of selection: 1)Quality Based Selection (QBS) method shall be applicable for the empanelment of agencies for the framework agreement. Consultants who qualify the pre-qualification criteria and secure the minimum technical qualification marks as specified in the RFP shall be eligible of empanelment. The financial proposal of all technically qualified consultants shall be opened. The financial proposal taken at primary procurement stage is only for the purpose of capping of rate of services of each empaneled consultant. The evaluated rates as quoted by each technically qualified consultant shall be taken as the capped unit price for each service/ resource in their Framework Agreement. 2)While awarding the work, the client may choose to float the requirement to all categories of empaneled agencies or to a particular category of empaneled agencies. The empaneled agencies shall be required to submit their technical proposal as per the scope of work and other details given in the call off RFP. The agencies shall submit the financial proposal for the development of CBP for particular M/D/O/ State in response to the call off RFP and shall be free to quote rates below the capped unit prices in the empanelment RFP. The agencies shall	If prices are capped based on quotes in this tender, how will inflation costs be addressed in secondary (Call-off) RFPs? How long will the capped rates remain valid for future assignments?	The bidding agencies may consider inflation and any other such relevant factors while submitting the financial bid for empanelment RFP

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3	Section 2. Instructions to Consultants E. Data Sheet	35	Clauses 17.7 and 17.9 The Proposals must be submitted no later than: Date: 9th July, 2025 Time: 16:00 local time	Request for a two-week extension of the submission deadline to allow adequate preparation time.	Kindly refer the amendment issued to the RFP for same
4	Section 2. Instructions to Consultants E. Data Sheet	36	Clauses 1(e) and 1(s) Clients The Client(s) that are permitted to procure consulting services under the Framework Agreement are: 1.Karmayogi Bharat (KB) -7th Floor, Parsavnath Capital Tower, Bhai Vir Singh Marg, Gole Market, New Delhi-110001 2.Department of Personnel & Training (DoPT)- Block 04, 3rd floor, Old JNU Campus, New Mehrauli Road, New Delhi-110067 3.Various Ministries/ Department / Organizations (MDOs) / States	Can you clarify if the Framework Agreement (FA) will be executed with all three listed clients (Karmayogi Bharat, DoPT, and MDOs/States) or only one of them?	The finalised Framework Agreement (FA) shall be utilised by CBC, MDOs and States. Framework Agreement shall be signed only with CBC while call off RFP/orders can be issued by CBC, any MDOs or state governments. Also refer the amendment issued to the RFP for same
5	Clause 21.1 Mandatory Criterion	37	Mandatory Criterion (pre-qualification criteria) #3 The company should have liquid assets worth INR 5 Cr. at the time of bidding. Supporting Documents: Letter from the statutory auditor of the firm confirming financial capability of 5 Cr. at the time of bidding.	For the mandatory criterion of liquid assets worth INR 5 Cr., does this need to be certified by a statutory auditor at the time of bidding, or can it be supported by bank statements/other financial documents?	Statutory Auditor Certification is required
6	Clause 21.1 Mandatory Criterion	37	Mandatory Criterion #4 The Consultant as a firm (Bidder)/ agency must have relevant experience of development and implementation of Capacity Building Plan (CBP)/ Training Calendar/ Training Needs Assessment (TNA)/ Workforce Development and Organization Restructuring / Governance Reforms, Strategy and vision- policy formulation and implementation / HR consulting services for Indian Public Sector Organizations / Ministries/ Department /State Government/ PSU/ Enterprises/ Large Private Enterprises. The firm must have experience of implementing at least 3 such relevant projects during last 5 years (as on date of publication of this RFP) of the minimum value of Rs. 1 Crore of each contract. The bidder must provide details of the projects (as much as possible) for the evaluation committee to ascertain relevance.	For ongoing projects claimed under relevant experience can organisation provide MoU/Work order as a proof?	Also refer the amendment issued to the RFP for same

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7	Clause 21.1 Mandatory Criterion	37	<p>Mandatory Criterion #5</p> <p>Domain-Specific Experience in Functional Groups (Group/ Category A, B, C and D): The agency should have prior experience in at least following nos. of domain area/ sectors/ identified governance domains in each Category mentioned in the ToR for empanelment under this RFP Category A- Minimum 4 domain area/ sectors specified Category B, C and D- Minimum 3 domain area/ sectors specified Submit at least 2 relevant Work Order/ Contract/ MoU copies of relevant projects executed for Government/ PSU only for each Sector and Domain of the minimum value of Rs. 2 crores, substantiating the experience and knowledge of consultant of particular sector/ domain.</p>	<p>Can an organization apply for only one group (A/B/C/D)? Where in the technical proposal should this preference be stated? Also, request to reduce the mandatory domain requirement for Groups B, C, and D from 3 to 2 areas.</p>	<p>The agency can apply for 1 or any no. of groups/ category of empanelment specified in the RFP.</p> <p>Also refer the amendment issued to the RFP for same</p>
8	Clause 21.1 Mandatory Criterion	38	<p>Domain-Specific Experience: Supporting Documents/ Documentary Evidence</p> <p>Submit 2 relevant Work Order/ Contract/ MoU copies for showcasing experience of each sector/ domain. The work order/ contract must include the scope of work of services provided in such sector</p>	<p>For domain-specific experience (Group A, B, C, D), can the same project be used to demonstrate experience in multiple domains, or must separate projects be submitted for each domain?</p>	<p>If the agency has covered more than 1 domain in a contract/ project and it is clearly specified in the contract, it can be submitted with clear details in their proposal.</p> <p>However details of each contract to be submitted against each domain requirement as per evaluation criteria (even if it is repetitive). CBC will not be responsible for identifying the domain under contracts</p>
9	Clause 21.1 Criteria, sub-criteria, and point system for the evaluation of the Technical Proposals	39	Case Study Evaluation	<p>For the case study requirement (max 3000 words), is there a specific format or structure to be followed? Can annexures be included beyond the word limit?</p>	<p>No specific format for case study response. Annexures/ supporting documents will not be included in the word limit.</p>

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10	Criteria, sub-criteria, and point system for the evaluation of the Technical Proposals	47	(iii)Key Experts' qualifications and competence for the Assignment:	Can Key Experts proposed for this assignment also be part of other ongoing projects, or must they be exclusively dedicated?	Its preferable, however the minimum qualification and experience requirement specified in the RFP should be met by proposed resources during Call-Off RFP / or as per Call-off RFP requirement
11	Section 7. Terms of Reference	81	Clause 4 (Expected Deliverables)	Page 81 (Clause 4, Expected Deliverables) lists deliverables for only 2 months, but the FA term is 5 years. Please clarify the timeline alignment.	The actual deliverables and timelines shall be specified in the call-off RFP. This is tentative timelines for deliverables under for CBP lite of each particular department (M/D/O/state) The broad deliverables expected under call off contract is also specified at sl. no. IV for detailed CBP implementation of any particular department (M/D/O/state)
12	Section 7. Terms of Reference	81-82	Clause VII (Team Qualifications)	Request to expand eligible qualifications for all team positions (e.g., Program Director, HRD Expert, Policy Specialist) to include Master's degrees in Social Sciences, Environmental Science, Engineering, and Infrastructure Planning, alongside the currently listed qualifications.	Also refer the amendment issued to the RFP for same
13	General	85	Secondary RFP Process	What is the expected timeline for the secondary RFP process after empanelment? How frequently will work orders be issued?	1st Call-off RFP may happen soon after finalization of FA. Rest will depend on the need of department.
14	General	85	Secondary RFP Process	Is there a predefined budget for individual assignments under the FA, or will it vary based on the MDO/State's requirements?	variable
15	General	85	Clauses 1.2 and 1.3	Though firms can apply for all four categories (A/B/C/D), will empanelment be restricted to domains where they demonstrate expertise?	Yes
16	General	—		In the Group C category of the RFP, the domain area is stated as "Urban Development." We understand this includes areas such as urban water and sanitation management, urban governance, policy, etc.	Yes
17	17.7, 17.9, 26.1	32, 42	17.7 and 17.9 The Proposals must be submitted no later than: Date: 9th July, 2025 26.1 Expected date and address for negotiations to conclude a Framework Agreement/s: Date: 30th June, 2025	Request you to pls confirm the date of bid submission as two different dates are mentioned in the RFP. We also request for extension of bid submission date by 14 days post publication of prebid queries. This will allow us to submit the proposal aligned with the project requirements.	Kindly refer the amendment issued to the RFP for same

#	Section / Clause no. of RFP	Pg. no.	Reference clause from RFP/ Subject	Clarification Sought	Clarifications/ response by CBC
18	data sheet 3	85	<p>Clause 3. Secondary RFP Process for Work Order Allocation</p> <p>3.4. The upper limit of rate of experts and technical resources as specified above shall be fixed in the framework agreement of each agency. The agency can apply for secondary RFP and free to quote less than the unit quoted rate and total man month cost based on the actual need of assignment.</p> <p>3.5. Selection for work orders will be based on technical and financial evaluation based on the LCS (Least Cost Selection) or any other method of procurement and evaluation criteria defined in the secondary RFP, as decided by the purchaser.</p>	<p>As per our understanding, the empaneled agencies will be eligible to participate in competitive bidding for assignments through secondary RFPs, where they may quote rates lower than those quoted during the empanelment stage. In this context, we would request to seek a clarification regarding the man-month rates:</p> <p>Given that agencies may quote significantly lower man-month rates during secondary RFPs (e.g., quoting ₹7,000 against an empaneled ceiling of ₹100,000 for a position), we are keen to understand the intended objective of the empanelment process beyond establishing an upper ceiling.</p> <p>We request you to kindly consider defining standard or indicative rates within the secondary RFPs across categories to ensure consistency in quality and to discourage under-quoting, which may impact the deployment of suitably qualified and experienced personnel.</p>	<p>Kindly refer the amendment issued to the RFP for same</p>

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19	Section 2. Instructions to Consultants (ITC) clause nos. 6, 11, 14, 17 and 19	14, 17, 33	<p>Clause 6. Eligibility</p> <p>6.1 The Bank permits consultants (individuals and firms, including Joint Ventures and their individual members) from all countries to offer consulting services for Bankfinanced projects.</p> <p>6.2 Furthermore, it is the Consultant's responsibility to ensure that its Experts, joint venture members, Sub-consultants, agents (declared or not), sub-contractors, service providers, suppliers and/or their employees meet the eligibility requirements as established by the Bank in the applicable Procurement Regulations</p> <p>Clause 11. Only One Proposal</p> <p>11.1 The Consultant (including the individual members of any Joint Venture) shall submit only one Proposal, either in its own name or as part of a Joint Venture in another Proposal. If a Consultant, including any Joint Venture member, submits or participates in more than one proposal, all such proposals shall be disqualified and rejected. This does not, however, preclude a Sub-consultant, or the Consultant's staff from participating as Key Experts and Non-Key Experts in more than one</p>	<p>Request you to clarify whether joint ventures are allowed in the project. As per clause 6, 11, 14, 17 and 19 Joint ventures are allowed in the project. However, as per 'Section B. Preparation of Proposals – point 11'</p> <p>•Participation of Sub-consultants, Key Experts and Non-Key Experts in more than one Proposal is permissible: Yes</p> <p>•However, No Consortium or Joint Venture is allowed under this RFP. Only individual agencies are required to participate</p>	<p>Kindly note clauses mentioned in the "Data Sheet" shall supercede than the clauses referred from ITC. The provision specified in the data sheet is specific to this RFP.</p> <p>Accordingly clause no. 11.1 of the data sheet may be considered for same which specify that '<i>No Consortium or Joint Venture is allowed under this RFP. Only individual agencies are required to participate</i>'</p>

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20	Clause 21.1 Mandatory Criterion	37	<p>The Consultant as a firm (Bidder)/ agency must have relevant experience of development and implementation of Capacity Building Plan (CBP)/ Training Calendar/ Training Needs Assessment (TNA)/ Workforce Development and Organization Restructuring / Governance Reforms, Strategy and vision- policy formulation and implementation / HR consulting services for Indian Public Sector Organizations / Ministries/ Department /State Government/ PSU/Enterprises/ Large Private Enterprises.</p> <p>The firm must have experience of implementing at least 3 such relevant projects during last 5 years (as on date of publication of this RFP) of the minimum value of Rs. 1 Crore of each contract.</p> <p>The bidder must provide details of the projects (as much as possible) for the evaluation committee to ascertain relevance.</p>	<p>Request you to pls confirm if we can submit proof of payment which is certified by CA against the project completion along with Work order against this criteria.</p> <p>Request you to also consider all ongoing projects in this criteria. A3</p>	Kindly refer the amendment issued to the RFP for same
21	Clause 21.1 Mandatory Criterion	37	<p>Domain-Specific Experience in Functional Groups (Group/ Category A, B, C and D):</p> <p>The agency should have prior experience in at least following nos. of domain area/ sectors/ identified governance domains in each Category mentioned in the ToR for empanelment under this RFP</p> <p>Category A- Minimum 4 domain area/ sectors specified</p> <p>Category B, C and D- Minimum 3 domain area/ sectors specified</p> <p>Submit at least 2 relevant Work Order/ Contract/ MoU copies of relevant projects executed for Government/ PSU</p> <p>only for each Sector and Domain of the minimum value of Rs. 2 crores, substantiating the experience and knowledge of consultant of particular sector/ domain.</p>	<p>As per our understanding, there is an option for applying for Categories out of A, B, C, D. There is no such mandate for applying for all 4 categories. May pls confirm, if our understanding is correct.</p>	Yes, understanding is correct

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22	Clause 21.1 Mandatory Criterion	37	<p>Clause 21.1 Mandatory Criterion</p> <p>Domain-Specific Experience in Functional Groups (Group/ Category A, B, C and D): The agency should have prior experience in at least following nos. of domain area/ sectors/ identified governance domains in each Category mentioned in the ToR for empanelment under this RFP</p> <p>Category A- Minimum 4 domain area/ sectors specified</p> <p>Category B, C and D- Minimum 3 domain area/ sectors specified</p> <p>Submit at least 2 relevant Work Order/ Contract/ MoU copies of relevant projects executed for Government/ PSU only for each Sector and Domain of the minimum value of Rs. 2 crores, substantiating the experience and knowledge of consultant of particular sector/ domain</p>	<p>We understand that in case a firm is planning for empanelment for multiple Categories, following will be the number of projects required to be submitted as part of mandatory criteria:</p> <p>Category A – 2 each sector, 4 sectors, i.e atleast 8 projects Category B, C and – 2 each sector, 3 sectors, i.e atleast 6 projects</p> <p>Pls confirm</p>	<p>Yes, in case of different project and contracts are covering different sectors. Otherwise a project with more than one domain/ sector experience project can be submitted.</p> <p>Kindly refer the amendment issued to the RFP for same</p>
23	Clause 21.1 Mandatory Criterion	38	<p>Clause 21.1 Mandatory Criterion</p> <p>Must have a manpower of at least 30 technical personnel on pay roll of the bidder</p>	<p>Please note that the technical personnels is a very broad category, request if the following verbiage may be considered:</p> <p>Must have a manpower of at least 30 employees in Consulting on pay roll of the bidder.</p>	<p>Kindly refer the amendment issued to the RFP for same</p>

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24	Criteria, sub-criteria, and point system for the evaluation of the Technical Proposals	40	<p>Clause 21.1 Mandatory Criterion</p> <p>Specific experience of the Consultant (as a firm) relevant to the Assignment:</p> <p>2. Domain-Specific Experience in Functional Groups (Group A, B, C, D, as specified in the ToR): (10 Marks)</p> <p>Case Study for specific experience of development of Capacity Building Plan / Training Needs Assessment (TNA) and development of training calendar/ competency based CBP or training plan/ Workforce Development and Organization Restructuring for any 2 Domain/ Sectors from any of the Category/ Categories applied by the Consultant, covering minimum following details:</p> <p>The Agency should submit a maximum 3000-word write-up for each case study highlighting the objective, context, key intervention and complexity of the project, key design challenges faced, stakeholders managed, and key deliverables and results achieved in each project.</p>	<p>As per our understanding, in case a firm is planning for empanelment under all the 4 Categories, total number case studies required to be submitted will be 8. May pls confirm.</p> <p>Request you to also consider ongoing project in this requirement</p>	<p>Refer the criteria of the RFP which specifies to submit case studies on any 2 Domain/ Sectors from any of the Category/ Categories applied by the Consultant.</p> <p>Even if the agency has applied for all 4 categories has to submit any 2 case studies only which best justifies their competency</p>
25	Criteria, sub-criteria, and point system for the evaluation of the Technical Proposals	40	<p>Clause 21.1 Mandatory Criterion</p> <p>Specific experience of the Consultant (as a firm) relevant to the Assignment:</p> <p>(ii) Adequacy and quality of the proposed approach and methodology in responding to the Terms of Reference (TORs):</p> <p>Integration of technology-driven solutions, e-learning, AI-driven capacity building, and digital governance tools in CBP development</p>	<p>As per our understanding, the role of the selected firm will only be to develop Capacity Development Plans and Blueprints only and will not involve development of any tech/digital tools for the training. The firm can also advice the possible platforms or usage of technology for conducting capacity building programmes. May pls clarify.</p> <p>May also clarify the total number of CVs to be provided.</p>	<p>Yes. MDOs in the state may ask for the tools /framework for CBP.</p> <p>Total 11 CVs to be submitted as specified in the ToR and Evaluation Criteria (Key Experts' qualifications and competence for the Assignment) of the RFP</p>

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26	Criteria, sub-criteria, and point system for the evaluation of the Technical Proposals	40	<p>Clause 21.1 Mandatory Criterion</p> <p>Specific experience of the Consultant (as a firm) relevant to the Assignment:</p> <p>(iii) Key Experts' qualifications and competence for the Assignment:</p> <p>Point 5 – Subject Matter Experts (SMEs) (Sector-Specific Experts)- CVs of at least any 3 domain experts to be submitted based on the category applied by the agency</p>	<p>If the firm is planning to apply for empanelment for all the 4 Categories, may pls confirm whether 3 CVs of domain experts are required to be submitted for each category, i.e if firm is willing to get empanelled in 4 categories, CVs of total 12 domain experts are required to be provided.</p>	<p>Total 11 CVs to be submitted as specified in the the RFP including CVs of any 3 SMEs of any sector/ domain applied by the agency.</p> <p>The intention is to judge the technical capability and competence of the agencies to be empanelled and fix the ceiling rate of each resource. Actual requirement of SMEs/ other resources shall be given in the call-off RFP.</p>
27	7		<p>Section 7. Terms of Reference</p> <p>III. Scope of Work</p> <p>V. Scope of Services for implementation of Capacity Building Plan (CBP)-lite</p>	<p>We understand that there are two SoW areas under the project:</p> <p>1)The consultant/agency will be responsible for guiding and assisting the departments in the preparation of their CBPs, ensuring that the plans are in line with the mission and goals outlined by the CBC.</p> <p>Only deliverables mentioned & no timeline provided</p> <p>2)The empaneled agencies may also require implementing the CBP Lite across various Ministries, Departments, and Organizations (MDOs) or state as per the guidance of the CBC. The ACBP or CBP Lite will be lighter or quicker version where department would like to implement the capacity building plan quickly or within small department</p> <p>Timelines for deliverables provided from Week 1- 10.</p> <p>Pls confirm whether both the scope of work in the secondary procurement will covered or it will be at the discretion of the concerned department.</p> <p>Request you to also provide a clarity on the duration of the contract in the secondary procurement</p>	<p>The actual scope of work and timelines (detailed CBP or CBP Lite) shall depend on the requirement of department during call off RFP</p>
28	7	78	<p>Section 7. Terms of Reference</p> <p>III. Scope of Work</p> <p>11.Blueprint for Capacity Building vision and roadmap for implementation</p>	<p>May specify the total number of years the plan need to be created</p>	<p>for 2-3 years</p>

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29	7	79	<p>Section 7. Terms of Reference</p> <p>IV. Schedule for Deliverables and Timelines</p> <p>Deliverable 5: Hand holding the Department for completion of identified training interventions for 20% of proposed staff strength identified to undergo training</p>	As per our understanding, the firm will only support in designing blue print of capacity building plan, however the overall responsibility of conducting the trainings will be of respective departments. May pls confirm.	Yes
30	7	79	<p>Section 7. Terms of Reference</p> <p>2.1 Formation of Capacity Building Units (CBUs)</p> <p>Phase 1: Capacity Needs Assessment & Planning</p> <p>Conduct orientation sessions to equip CBUs with knowledge of ACBP Lite implementation.</p>	We understand that the role of the firm will be to support the concerned department in conducting orientation sessions to equip CBUs with knowledge of ACBP Lite implementation. May pls confirm	Yes
31	7	79	<p>Section 7. Terms of Reference</p> <p>2.2 Conducting Capacity Needs Assessment (CAN)</p> <ul style="list-style-type: none"> •Engage with Division/Bureau Heads and stakeholders to assess organizational priorities. •Deploy CAN tools (Google Forms, surveys, focus groups, etc.) to collect competency requirements for different roles. 	<p>We understand that the firm will be supporting the concerned department for engaging with Division/Bureau Heads and stakeholders to assess organizational priorities.</p> <p>Further, the concerned department will facilitate in conducting Capacity Needs Assessment, using excel and Microsoft word. There will be no development of tech tool for data collection on ground. Pls confirm</p>	As per ToR
32	7	85	<p>Section 7. Terms of Reference</p> <p>2.2 Conducting Capacity Needs Assessment (CAN)</p> <p>Section 7. Terms of Reference</p> <p>VIII. Terms and Conditions for Empanelment of Agencies/Consultants</p> <p>1.2. The empanelment will be conducted under four designated categories/sectors, aligned with the domain expertise of the applying firms.</p> <p>1.3. Firms may apply for specific sectors based on their demonstrated experience and technical capabilities and may apply for one or more categories based on their competency.</p>	<p>May confirm that the selected firm will be permitted to onboard a data collection agency at the secondary contract stage for large scale data collection on ground, if required. The overall responsibility of conducting the data collection will be of the selected firm only.</p> <p>Request you to provide a clarity whether it will be allowed to apply for additional sector or change the sector in the applied Category post signing of a Framework Agreement</p>	<p>Any work will not be allowed to be outsourced.</p> <p>Change of Sector and additional Sector will not be allowed after signing of FA</p>

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33	C: Submission, Opening and Evaluation 21. 1 : Mandatory Criteria:	Page 37/157	5. Domain-Specific Experience in Functional Groups (Group/ Category A, B, C and D): The agency should have prior experience in at least following nos. of domain area/ sectors/ identified governance domains in each Category mentioned in the ToR for empanelment under this RFP Category A- Minimum 4 domain area/ sectors specified Category B, C and D- Minimum 3 domain area/ sectors specified Submit at least 2 relevant Work Order/ Contract/ MoU copies of relevant projects executed for Government/ PSU only for each Sector and Domain of the minimum value of Rs. 2 crores, substantiating the experience and knowledge of consultant of particular sector/ domain.	Clarification is requested on whether the requirement of 2 relevant Work Orders/Contracts/MoUs applies separately to each domain area/sector, meaning: • A minimum of 8 such documents for Category A (2 per sector across 4 sectors). • A minimum of 6 such documents for Categories B, C, and D (2 per sector across 3 sectors at an overall level for all the 3 categories collectively).	Yes
34	C: Submission, Opening and Evaluation 21. 1 : Criteria, sub criteria, and point system for the evaluation of the Technical Proposals:	Page 38/157	Relevant Experience in Public Sector and Government Projects (20 Marks): Experience of successful implementation of projects related to development of Capacity Building Plans (CBP)/ Workforce Development and Organization Restructuring/ competency mapping/ HRD strategy/ training need assessment (TNA)/ capacity building/ Institutional strengthening/ development of competency-based training plan/ training calendar for large-scale government programs for Central Ministries/Departments, State Governments, Public Sector Undertakings (PSUs) and Autonomous Government Bodies of minimum value of Rs. 1 Crore of each contract - 5 and more projects- 18 marks - 4 projects- 14 marks - 3 projects- 10 marks - 2 projects- 6 marks - less than 2 projects- 0 marks 1 extra marks (maximum 2 contract) will be given for contract with experience in working with Mission Karmayogi initiatives or similar/ relevant large-scale government reform programs or similar competency-driven initiatives for central/ state government under each category above.	Clarification is requested on the following points: • Documentation Requirements – What specific documents or write-ups are required to substantiate the experience, and under which section or form of the technical proposal should these be included? • Kindly clarify whether we have to submit additional credentials over and above the 5 and more projects required for 18 marks.	Relevant supporting documents to be submitted against each relevant project experience showcased, as per document requirement specified in the Mandatory Criteria clause no. 4.

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35	21.1 : Criteria, sub criteria, and point system for the evaluation of the Technical Proposals:	Page 39/157	Domain-Specific Experience in Functional Groups (Group A, B, C, D, as specified in the ToR): Case Study for specific experience of development of Capacity Building Plan / Training Needs Assessment (TNA) and development of training calendar/ competency based CBP or training plan/ Workforce Development and Organization Restructuring for any 2 Domain/ Sectors from any of the Category/ Categories applied by the Consultant	<ul style="list-style-type: none"> • Under which section or form of the technical proposal should these case studies be included? • If a consultant intends to bid for all four categories, kindly clarify whether the requirement of submitting two case studies applies collectively to any of the applied categories, or whether two separate case studies must be submitted for each of the four categories individually. • What is the page limit for each case study? 	<p>It shall be responded as part of organisation experience and also in response to the Evaluation Criteria.</p> <p>Submit case studies on any 2 Domain/ Sectors from any of the Category/ Categories applied by the Consultant.</p> <p>3000 word limit for each case study</p>
36	21.1 : Criteria, sub criteria, and point system for the evaluation of the Technical Proposals:	Page 40/157	<p>Adequacy and quality of the proposed approach and methodology in responding to the Terms of Reference (TORs):</p> <p>The evaluation will be based on the quality of the technical proposal submitted by the consultant. They must demonstrate the following but not limited to:</p> <ul style="list-style-type: none"> • Understanding of the ToR, scope of work, and expected outcomes of the CBP development process. • Demonstrated approach to competency-based CBP, incorporating national and international best practices in training and skill development. • Practicality and relevance of the execution approach and methodology for the current assignment addressing each scope element in this RFP • Ability to design a practical and scalable execution methodology that aligns with Mission Karmayogi's vision. • Integration of technology-driven solutions, e learning, AI-driven capacity-building, and digital governance tools in CBP development. • Clarity in deliverables, timelines, and work plan, ensuring structured implementation. • Innovative Solutions & Value Addition. 	<p>Clarification is requested on whether a detailed sub-scoring framework is defined for these specific aspects. If available, kindly provide insights into the weightage assigned to each criterion.</p> <p>What is the maximum page limit for presenting the approach and methodology section?</p>	<p>Kindly refer the amendment issued to the RFP for same</p>
37	Section 3. Technical Proposal – Standard Forms	Page 43/157	<p>TECH-5 - Planning for Deliverables for a Typical Assignment Under the Framework Agreement</p> <p>TECH-6 - Team Composition, Key Experts Inputs, and attached Curriculum Vitae (CV)</p>	<p>Clarification is requested on the maximum allowable page limit for each section.</p>	<p>As per need</p>

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38	Section 3. Technical Proposal – Standard Forms	Page 51/157	TECH-5 - Planning for Deliverables for a Typical Assignment Under the Framework Agreement	As TECH-4 (Approach & methodology) requires details on the work plan, deliverables, timelines, and execution methodology, further clarification is sought on how TECH-5 differs in terms of content and expectations.	TECH-5 is work plan
39	Section 7. Terms of Reference	Page 77/157	III: Scope of work	Is there an indicative range or tentative estimation of the number of states and MDOs a consultant may be expected to handle under the awarded contract? What factors shall influence the final allocation of states/MDOs, such as scope of work, consultant capacity, or government priorities?	Based on Call off RFP between empanelled agencies
40	Section 7. Terms of Reference	Page 78/157	IV: Schedule for Deliverables and Timelines Deliverable 5: Hand holding the Department for completion of identified training interventions for 20% of proposed staff strength identified to undergo training	Clarification is requested on whether the identified training interventions for 20% of the proposed staff strength will be: • Strictly limited to training programs rolled out on the iGOT platform or through recommended training partners/institutions. • Inclusive of broader initiatives such as workshops, immersions, and other experiential learning formats beyond structured training modules.	Yes

#	Section / Clause no. of RFP	Pg. no.	Reference clause from RFP/ Subject	Clarification Sought	Clarifications/ response by CBC
41	Section 7. Terms of Reference	Page 78/157 – Page 81/157	V. Scope of Services for implementation of Capacity Building Plan (CBP) - lite Annual Capacity Building Plan (ACBP) Lite is a streamlined, fast-track version of the full-fledged ACBP, designed to quickly implement competency based capacity-building initiatives for government officials in small departments, niche ministries, or in time sensitive situations.	Seeking clarification on the implementation and allocation of CBP-Lite mentioned under the RFP <ul style="list-style-type: none"> • Will empanelled agencies be by default considered for preparing CBP-Lite for certain ministries, in addition to ACBPs for allocated MDOs? • How are niche ministries identified and allocated for CBP-Lite? What criteria determine their inclusion? • What level of support and coordination will CBC provide to ensure timely completion of CBP-Lite assignments within short timelines? • Will the ministries assigned for CBP Lite be within the same states and sectors as those allocated to the consultant for ACBPs? • In terms of expected deliverables, are the empaneled agencies responsible to roll out and track all the training interventions suggested in CBP – lite for the selected MDOs? • Please specify the expected duration of the implementation and monitoring & evaluation (M&E) phase for CBP-Lite as part of the contractual deliverables. 	The CBP-Lite to be implemented based on the requirement only, not applicable to all contracts. The call-off RFP will specify the actual requirement
42	Section 7. Terms of Reference VII. Team Qualifications and Competence for the Assignment	Page 82/157	Educational qualification for all the positions	We kindly request that MBA, PGDM, or similar general management degrees be considered as eligible qualifications for all positions under the current requirements.	Kindly refer the amendment issued to the RFP for same
43	17.7 and 17.9 : Last date and timelines for submission of RFP	Page 35/157	The Proposals must be submitted no later than: Date: 9th July 2025 Time: 16:00 local time The Proposal submission address is online through CPPP portal https://eprocure.gov.in/eprocure/ap	We kindly request that the bid submission deadline be extended by at least two weeks to allow us time to prepare a comprehensive proposal document	Kindly refer the amendment issued to the RFP for same

#	Section / Clause no. of RFP	Pg. no.	Reference clause from RFP/ Subject	Clarification Sought	Clarifications/ response by CBC
44	Data Sheet Point No. 2.1 Parameter 2)	37	While awarding the work, the client may choose to float the requirement to all categories of empaneled agencies or to a particular category of empaneled agencies. The empaneled agencies shall be required to submit their technical proposal as per the scope of work and other details given in the call off RFP. The agencies shall submit the financial proposal for the development of CBP for particular M/D/O/ State in response to the call off RFP and shall be free to quote rates below the capped unit prices in the empanelment RFP. The agencies shall be selected as per Least Cost Selection (LCS) or any other method of selection as per the Procurement Regulations (available on www.worldbank.org).	Given that one of the major purposes of this RFP is to establish rates for Consulting Organizations that would be done through Empanelment, it is suggested that for the secondary stage i.e. when Authorities would select from the empanelled list of organizations, it is highly recommended to choose the mode of Quality Based Selection. This would mitigate any risks of extremely low quoted proposals (possible in Least Cost Selection method) which would in turn affect the quality of work expected in delivery.	Kindly refer the amendment issued to the RFP for same
45	Data Sheet Point No. 21.1 Parameter (Section 4)	43	The Consultant as a firm (Bidder)/ agency must have relevant experience of development and implementation of Capacity Building Plan (CBP)/ Training Calendar/ Training Needs Assessment (TNA)/ Workforce Development and Organization Restructuring / Governance Reforms, Strategy and vision- policy formulation and implementation / HR consulting services for Indian Public Sector Organizations / Ministries/ Department /State Government/ PSU/ Enterprises/ Large Private Enterprises. The firm must have experience of implementing at least 3 such relevant projects during last 5 years (as on date of publication of this RFP) of the minimum value of Rs. 1 Crore of each contract.	To allow showcasing of larger and specific capabilities, request is to have this clause be read as below (amendment stated in bold): The Consultant as a firm (Bidder)/ agency must have relevant experience of development and implementation of Capacity Building Plan (CBP)/ Training Calendar/ Training Needs Assessment (TNA)/ Workforce Development and Organization Restructuring / Governance Reforms, Strategy and vision- policy formulation and implementation / HR consulting services for Indian Public Sector Organizations / Ministries/ Department /State Government/ PSU/ Enterprises/ Private Enterprises. The firm must have experience of implementing at least 3 such relevant projects during last 5 years (as on date of publication of this RFP) of the minimum value of Rs. 50 Lakhs of each contract.	Kindly refer the amendment issued to the RFP for same
46	Data Sheet Point No. 21.1 Supporting Documents/ Documentary Evidence (Section 4)	43	Submit Work Order/ Contract/ MoU copies along with client completion/ performance certificates or other supporting document substantiating the successful completion/ performance under such project. In case of ongoing projects only projects which are 80% complete shall be considered. CA certificate certifying 80% payment has been billed and received along with copy of work order needs to be submitted for ongoing projects.	In the case of projects that are 100% complete and where 100% payments have been realised by the Consultant, it is requested that either a Completion Certificate from the Client is submitted or a CA certificate that certifies 100% payment has been billed and received and therefore substantiating successful completion of project.	Kindly refer the amendment issued to the RFP for same

#	Section / Clause no. of RFP	Pg. no.	Reference clause from RFP/ Subject	Clarification Sought	Clarifications/ response by CBC
47	Data Sheet Point No. 21.1 Specific experience of the Consultant (as a firm) relevant to the Assignment (Section 1)	44-45	Experience of successful implementation of projects related to development of Capacity Building Plans (CBP)/ Workforce Development and Organization Restructuring/ competency mapping/ HRD strategy/ training need assessment (TNA)/ capacity building/ Institutional strengthening/ development of competency-based training plan/ training calendar for large-scale government programs for Central Ministries/Departments, State Governments, Public Sector Undertakings (PSUs) and Autonomous Government Bodies of minimum value of Rs. 1 Crore of each contract	We request that this clause be read as below (amendments requested in bold):- Experience of successful implementation of projects related to development of Capacity Building Plans (CBP)/ Workforce Development and Organization Restructuring/ competency mapping/ HRD strategy/ training need assessment (TNA)/ capacity building/ Institutional strengthening/ Policy Design and Strategy /development of competency-based training plan/ training calendar for large-scale government programs for Central Ministries/Departments, State Governments, Public Sector Undertakings (PSUs) and Autonomous Government Bodies of minimum value of Rs. 50 Lakhs of each contract.	Kindly refer the amendment issued to the RFP for same
48	Data Sheet Point No. 21.1 Specific experience of the Consultant (as a firm) relevant to the Assignment (Section 2)	45	Case Study for specific experience of development of Capacity Building Plan/ Training Needs Assessment (TNA) and development of training calendar/ competency based CBP or training plan/ Workforce Development and Organization Restructuring for any 2 Domain/ Sectors from any of the Category/ Categories applied by the Consultant, covering minimum following details: - The Agency should submit a maximum 3000-word write-up for each case study highlighting the objective, context, key intervention and complexity of the project, key design challenges faced, stakeholders managed, and key deliverables and results achieved in each project.	We would like to seek clarification on whether 2 case studies may be submitted under 1 project i.e. 1 client agreement. Reason for such a request is that 1 project or client agreement showcases and includes coverage of multiple domains/ sectors across the list of functional categories of this RFP. If the project demonstrates relevant experience across various domain groups, would it be considered valid for multiple domains? For example: If we have a single project from 1 client that encompasses coverage across both the Social (Group A) and Infrastructure (Group C) groups and covers a minimum of 2 domains i.e. Rural Development & Skill Development in Social followed by Industries & Tourism in Infrastructure, we would like to showcase Case Study 1 for Social and Case Study 2 for Infrastructure. These would effectively be 2 case studies required for maximum marks but under the same client and project name.	Refer the criteria of the RFP which specifies to submit case studies on any 2 Domain/ Sectors from any of the Category/ Categories applied by the Consultant.

#	Section / Clause no. of RFP	Pg. no.	Reference clause from RFP/ Subject	Clarification Sought	Clarifications/ response by CBC
49	Data Sheet Point No. 21.1 Specific experience of the Consultant (as a firm) relevant to the Assignment (Section 2)	45	Marking criteria - 5 marks per case study; each project to be graded based on the description provided by the Consulting Agency, outcome achieved and basis its relevance to the scope outlined in this RFP - Maximum 10 marks - Project showcased in Minimum Qualification criteria or in response to Question 1 above can be repeated - Any project completed during last five (5) years by the agency can be provided - Each project must be greater than INR 2 crores - The bidder must provide details of the projects (as much as possible) for the evaluation committee to ascertain relevance.	In order to enable inclusion of engagements and case studies that are specific to the requirements of this RFP and are strategic to respective Groups/ Categories, it is our request and suggestion that this clause be read as below (portions highlighted in bold are suggested as amendments): Marking criteria - 5 marks per case study; each project to be graded based on the description provided by the Consulting Agency, outcome achieved and basis its relevance to the scope outlined in this RFP - Maximum 10 marks - Project showcased in Minimum Qualification criteria or in response to Question 1 above can be repeated. - Any project completed during last seven (7) years by the agency can be provided - Each project must be greater than INR 1 crores. - The bidder must provide details of the projects (as much as possible) for the evaluation committee to ascertain relevance.	Kindly refer the amendment issued to the RFP for same
50	Data Sheet Point No. 26.1	48	Expected date and address for negotiations to conclude a Framework Agreement/s: Date: 30th June, 2025 Address: Capacity Building Commission, Jawahar Vyapar Bhawan, 22nd floor, Janpath, New Delhi - 110001	We seek clarification on the expected date for negotiations to conclude a Framework Agreement/s.	Kindly refer the amendment issued to the RFP for same
51	Data Sheet Point No. 17	48	The bidders shall be empaneled under 4 different categories (i.e. Category A; Category B; Category C and Category D as defined in the ToR) based on their technical competence and experience for particular domain/ sector specified under each Category. Bidders are also free to apply for more than one category if they meet the pre-qualification and technical qualification criteria as specified in the RFP. In case a bidder applies for a category and the bid evaluation committee finds that he does not meet the eligibility requirements for the category then the committee has the right to re-assign the bidder to a different category for which the bidder fully meets the eligibility requirements.	We kindly request CBC to clarify whether we need to submit four separate proposals for each of the four categories, or if a single consolidated proposal will suffice in the case that we are applying for multiple groups/ categories.	A single technical proposal to be submitted with clear details and separate supporting documents for no. of categories applied, as per the requirements specified in the RFP.

#	Section / Clause no. of RFP	Pg. no.	Reference clause from RFP/ Subject	Clarification Sought	Clarifications/ response by CBC
52	Section 2.3	40	Key Experts' qualifications and competence for the Assignment Digital Learning & Technology Experts	We seek clarification regarding the role of the Digital Learning and Technology Experts as outlined in the Scope of Work . Our understanding is that this role may not be essential and could potentially be substituted with a Capacity Building Expert profile.	As specified in the ToR
53	Phase 2: Training Calendar & Execution	80	2.5 Integration with My iGOT Digital Platform • Upload finalized training plans onto My iGOT for tracking and centralized access. • Ensure alignment of training interventions with My iGOT's competency-based learning framework.	We request CBC to clarify if the Digital Learning & Technology Experts are required only for the integration with My iGOT digital platform.	As specified in the ToR
54	Clause 3: Secondary RFP Process for Work Order Allocation	91	3.5 Selection for work orders will be based on technical and financial evaluation based on the LCS (Least Cost Selection) or any other method of procurement and evaluation criteria defined in the secondary RFP, as decided by the purchaser.	Reference to our suggestions around clause no. 2.1 (2), as also this clause, it is suggested that this clause be read as:- Selection for work orders will be based on technical and financial evaluation based on Quality Based Selection (QBS) or any relevant method of procurement and evaluation criteria defined in the secondary RFP, as decided by the purchaser.	Kindly refer the amendment issued to the RFP for same
55	Confidentiality	27	18.1 Information relating to the evaluation of Proposals and recommendation to conclude a Framework Agreement(s), shall not be disclosed to Consultants or any other persons not officially concerned with the Primary Procurement until the Notification of Intention to conclude the Framework Agreement is transmitted. Exceptions to this ITC are where the Procuring Agency notifies Consultants of the results of the evaluation of the Technical Proposals. 18.2 Any attempt by shortlisted Consultants or anyone on behalf of the Consultant to influence the Procuring Agency in the evaluation or decision to conclude a Framework Agreement may result in the rejection of its Proposal, and may be subject to the application of prevailing Bank's sanctions procedures. 18.3 Notwithstanding the above provisions, from the time of the Proposals' opening to the time of the Framework Agreement being concluded, if a Consultant wishes to contact the Procuring Agency or the Bank on any matter related to the selection process, it shall do so only in writing.	We propose additional language as follows: "The Bidder may retain such portion of the Confidential Information including its working papers that is required for compliance with its statutory, regulatory or professional conduct obligations"	No change

#	Section / Clause no. of RFP	Pg. no.	Reference clause from RFP/ Subject	Clarification Sought	Clarifications/ response by CBC
56	21.1	36	The Consultant as a firm should be a single legal entity, and must be: a. A company incorporated under the Indian Companies Act, 2013 or any other previous company law as per section 2 (20) of the Indian Companies Act 2013/ Partnerships Firm registered under the Limited Liability Partnerships or Partnership Act	<p>xxxxxxxEducation Foundation, established in 1986, is a registered society under the REGISTRATION OF SOCIETIES ACT, XXI OF 1860. A copy of certificate of registration is enclosed as Annexure A in this document. xxxxx is the parent company and an Education Foundation and is registered under the SOCIETIES REGISTRATION ACT, XXI OF 1860 under which Amity University is establish and which also houses Institute of Training and Development, a sponsored institute that is dedicated for conducting Professional Training Services for Government, PSUs, Private and Public Undertaking sectors.xxxxxxxxxxxxxx has been established and is sponsored by xxxxxxxx. It is India's largest private university established registered under and recognized by University Grants Commission (UGC). We have also been empanelled with Capacity Building Commission for Large Scale Training Intervention of MDO. We have undertaken many Government, Public Sectors and Private Projects.</p> <p>In this context, may please be considered eligible to participate in the RFP as it is registered under Registration of Society ACT XXI OF 1860. Also section 8 of company act 2013 takes into account the societies or trust with charitable objectives also known as the Non-Profit organization and are established for promoting education.</p>	No change
57	Objectives para. 4. Build Shared Resources and Knowledge Networks	71 - 73	<p>four distinct groups have been carved out based on functional domains across a State or MDO. Each group represents a specific area of governance, encompassing critical sectors that directly impact on the socio-economic development and welfare of the population.</p> <p>The following groups have been identified for the preparation of CBPs, with each group requiring specialized capacity-building interventions tailored to specific needs:- (However, this does not restrict the award of work for any other state, for which the states can decide themselves.)</p>	Can a procuring agency select the domains in each group — Group A to D within the same proposal submission? Please specify the minimum and maximum domains which can be selected in each group.	Refer the mandatory Evalutaion Criteria no. 5 for same.

#	Section / Clause no. of RFP	Pg. no.	Reference clause from RFP/ Subject	Clarification Sought	Clarifications/ response by CBC
58	E. Data Sheet	31	2. The agencies shall submit the financial proposal for the development of CBP for particular M/D/O/ State in response to the call off RFP and shall be free to quote rates below the capped unit prices in the empanelment RFP.	<p>Please define and clarify "capped unit price" as given - The agencies shall submit the financial proposal for the development of CBP for particular M/D/O/ State in response to the call off RFP and shall be free to quote rates below the capped unit prices in the empanelment RFP.</p> <p>As per Section 4 (PART I – SELECTION PROCEDURES AND REQUIREMENTS) of the RFP, the financial proposal is to provide the remuneration rates of experts and unit rates for reimbursables, and Section 2.1 of the Data Sheet further states that agencies “shall be free to quote rates below the capped unit prices” in response to future Call-off RFPs.</p> <p>Please confirm whether the financial proposal submitted during the current empanelment stage is intended solely for the purpose of price capping, i.e., to establish the maximum unit rates for future secondary procurements, and will not be used for evaluation, scoring, or ranking of proposals during this primary empanelment process?</p>	The financial proposal submitted during the current empanelment stage is intended solely for the purpose of price capping, i.e., to establish the maximum unit rates for future secondary procurements
59	E. Data Sheet	31	Financial Proposal to be submitted together with Technical Proposal:	<p>As per Clause 17.5 and 17.6 Page 20-21 of the RFP, the Technical and Financial Proposals must be submitted in separate sealed envelopes, with clear instructions not to open the Financial Proposal with the Technical Proposal.</p> <p>Whereas, Clause 2.2 of the Data Sheet states: "Financial Proposal to be submitted together with Technical Proposal: Yes."</p> <p>Please confirm if the financial proposal that is "Section 4. Financial Proposal Standard Forms" with Form FIN 1, FIN 2 and FIN 3 is to be submitted with Technical Proposal in same file or to be submitted in a separate file format?</p>	<p>Financial proposal to be submitted in separate file and folder at CPPP portal and any financial proposal information should not be submitted in technical proposal.</p> <p>Here together means at the same time both proposals to be submitted but in separate folder</p>

#	Section / Clause no. of RFP	Pg. no.	Reference clause from RFP/ Subject	Clarification Sought	Clarifications/ response by CBC
60	C. Submission, Opening and Evaluation - 17	34	The Consultants shall submit their Proposals electronically only. The electronic submission shall be at https://eprocure.gov.in/eprocure/app (No other form of proposal submission shall be accepted, other than online submission)	Clause 17.5–17.6 mention instructions for sealed envelope, while the Data Sheet specifies that all proposals must be submitted only electronically via the CPPP portal. Please confirm that no physical/hard copy submission is required and that the complete submission must be at https://eprocure.gov.in/eprocure/app .	Kindly note clauses mentioned in the "Data Sheet" shall supercede than the clauses referred from ITC. The provision specified in the data sheet is specific to this RFP. No physical/hard copy submission is required and the complete proposal submission to be done through CPPP portal.
61	Datasheet 1E	29	This Primary Procurement will conclude a Multi-User Framework Agreement	Please specify the framework of Multi-Consultant Framework Agreement in terms of their modalities and their effectiveness.	As per provisions specified in the RFP.
62	21.1	36	The company should have liquid assets worth INR 5 Cr. at the time of bidding.	Please define liquid assets and statutory auditor.	Consider Liquid Asset as per standard legal definition and it should be certified by a statutory auditor, an external auditor appointed under the law (such as the Companies Act in India) to examine and report on the financial statements of a company.
63	21.1	37	The Consultant as a firm (Bidder)/ agency must have relevant experience of development and implementation of Capacity Building Plan (CBP)/ Training Calendar/ Training Needs Assessment (TNA)/ Workforce Development and Organization Restructuring / Governance Reforms, Strategy and vision- policy formulation and implementation / HR consulting services for Indian Public Sector Organizations / Ministries/ Department /State Government/ PSU/ Enterprises/ Large Private Enterprises. The firm must have experience of implementing at least 3 such relevant projects during last 5 years (as on date of publication of this RFP) of the minimum value of Rs. 1 Crore of each contract. The bidder must provide details of the projects (as much as possible) for the evaluation committee to ascertain relevance.	Please clarify the modalities and charter of capacity building plans for MDOs and the training need assessment.	Kindly refer the ToR for same

#	Section / Clause no. of RFP	Pg. no.	Reference clause from RFP/ Subject	Clarification Sought	Clarifications/ response by CBC
64	Section 2. Instructions to Consultants E. Data Sheet	31	The agencies shall be selected as per Least Cost Selection (LCS) or any other method of selection as per the Procurement Regulations (available on www.worldbank.org).	Request you to consider QCBS as the preferred method of selection during the secondary procurement so as to ensure that the allotted workstreams are not only competitively priced but also reflect quality.	Kindly refer the amendment issued to the RFP for same
65	Section 2. Instructions to Consultants E. Data Sheet	37, 39	The firm must have experience of implementing at least 3 such relevant projects during last 5 years (as on date of publication of this RFP) of the minimum value of Rs. 1 Crore of each contract.	Request you to consider including projects below INR 1 Cr in case the scope and impact are clearly demonstrated (e.g., pilot reforms, PMUs, TNA workstreams). This would ensure valuable smaller-scale strategic interventions are also considered.	Kindly refer the amendment issued to the RFP for same
66	Section 2. Instructions to Consultants E. Data Sheet	37	Mandatory Criterion: Submit at least 2 relevant Work Order/ Contract/ MoU copies of relevant projects executed for Government/ PSU only for each Sector and Domain of the minimum value of Rs. 2 crores, substantiating the experience and knowledge of consultant of particular sector/ domain.	Request you to clarify whether we should submit at least 2 relevant projects for each domain or for each sector within a domain. Also, please suggest if we can submit a single large project that may be counted towards multiple sectors or domains?	Yes, in case of different project and contracts are covering different sectors. if the agency has covered more than 1 domain in a contract/ project and it is clearly specified in the contract, it can be submitted with clear details in their proposal. However details of each contract to be submitted against each domain requirement as per evaluation criteria (even if it is repetative). CBC will not be responsible for identifying the domain under contracts
67	Section 2. Instructions to Consultants E. Data Sheet	37	Submit work order / contract / MoU copies along with client completion / performance certificates or other supporting documents substantiating the successful completion / performance under such project. In case of ongoing projects only projects which are 80% complete shall be considered. CA certificate certifying 80% payment has been billed and received along with copy of work order needs to be submitted for ongoing projects	We request you to kindly consider the suggested clause.	Kindly refer the amendment issued to the RFP for same

#	Section / Clause no. of RFP	Pg. no.	Reference clause from RFP/ Subject	Clarification Sought	Clarifications/ response by CBC
68	Section 2. Instructions to Consultants E. Data Sheet	37, 39	2. Domain-Specific Experience in Functional Groups (Group A, B, C, D, as specified in the ToR): Each project must be greater than INR 2 crores	Request you to consider including projects below INR 2 Cr in case the scope and impact are clearly demonstrated (e.g., pilot reforms, PMUs, TNA workstreams). This is requested for both mandatory criteria and technical evaluation criteria (case study related criterion) requirements. This would ensure valuable smaller-scale strategic interventions are also considered.	Kindly refer the amendment issued to the RFP for same
69	Section 2. Instructions to Consultants E. Data Sheet	38	6. Must have a manpower of at least 30 technical personnel on pay roll of the bidder	The RFP's scope covers areas which are largely advisory, programmatic, and analytical services, not tech-heavy implementation projects. Hence, request you to modify the clause suitably.	Kindly refer the amendment issued to the RFP for same
70	Section 2. Instructions to Consultants E. Data Sheet	39	1. Relevant Experience in Public Sector and Government Projects Experience of successful implementation of projects related to development of Capacity Building Plans (CBP)	Request you to allow ongoing projects as well in case the scope and impact are clearly demonstrated (e.g., pilot reforms, PMUs, TNA workstreams).	Kindly refer the amendment issued to the RFP for same
71	Section 2. Instructions to Consultants E. Data Sheet	39	2. Domain-Specific Experience in Functional Groups (Group A, B, C, D, as specified in the ToR): Any project completed during last five (5) years by the agency can be Provided.	Request you to allow ongoing projects as well in case the scope and impact are clearly demonstrated (e.g., pilot reforms, PMUs, TNA workstreams).	Kindly refer the amendment issued to the RFP for same
72	Section 2. Instructions to Consultants E. Data Sheet	40	(ii) Adequacy and quality of the proposed approach and methodology in responding to the Terms of Reference (TORs):	Request you to share the sample scoring rubric for the evaluation sub-criteria.	Kindly refer the amendment issued to the RFP for same
73	Section 2. Instructions to Consultants E. Data Sheet	41	(iii) Key Experts' qualifications and competence for the Assignment: 5. Subject Matter Experts (SMEs) (Sector-Specific Experts)- CVs of at least any 3 domain experts to be submitted based on the category applied by the agency	In case we choose to apply for more than one domain category, can we submit the CV of one expert for more than one domain category if they meet the criteria?	Separate CVs to be submitted for different sectors/ domain (atleast 2 domain expert as per requirement of RFP)
74	Section 2. Instructions to Consultants E. Data Sheet	42	Expected date and address for negotiations to conclude a Framework Agreement/s: Date: 30th June, 2025	Request you to correct the date as this date falls before the last date of submission of proposals.	Kindly refer the amendment issued to the RFP for same

#	Section / Clause no. of RFP	Pg. no.	Reference clause from RFP/ Subject	Clarification Sought	Clarifications/ response by CBC
75	NA	NA	General	<p>The RFP lists competency gap analysis but doesn't mention whether CBC will provide a base competency framework or expects each agency to create one.</p> <p>Please suggest if a standardized competency framework be provided by CBC/ Karmayogi Bharat, or are we expected to create bespoke ones per department?</p>	Refer ToR for same
76	Section 7. Terms of Reference	78	IV. Schedule for Deliverables and Timelines	Requiring that 20% of proposed staff must complete training during the planning phase may not be feasible within a 10-week planning horizon. Request you to provide flexibility in the same.	The actual timelines with expected deliverables shall be given during call-off RFP stage based on the requirement and size of department. However this is tentative timelines expected to be followed for CBP and CBP-lite process.
77	Section 7. Terms of Reference	81	4. Expected Deliverables	<p>The proposed 10-week schedule (e.g., ACBP rollout, TNA, training calendar, iGOT mapping) may not suit complex, multi-level ministries.</p> <p>We request you to allow flexibility in the 10-week timeline based on the size, decentralization level, or responsiveness of the target MDO.</p>	The actual timelines with expected deliverables shall be given during call-off RFP stage based on the requirement and size of department. However this is tentative timelines expected to be followed for CBP and CBP-lite process.
78	Section 7. Terms of Reference	81	<p>4. Expected Deliverables Step 4: CNA Rollout</p> <p>Circulate Google form for CNA to all departments and collect responses</p>	<p>The CNA (Capacity Needs Assessment) involves collecting employee-level data across ministries.</p> <p>Request you to clarify if CBC will provide a standardized data collection protocol and approvals to access sensitive data from central ministries for CNA purposes?</p>	Refer ToR for same and more details will be provided during contract execution
79	VII. Team Qualifications and Competence for the Assignment	82	<p>Program Director – Lead</p> <p>Minimum 15 years of professional experience in training, strategy development, public sector transformation, or capacity-building initiatives. At least 8 years of experience in capacity-building, HRD strategy, or institutional strengthening in the Indian public sector or with development partners.</p>	<p>Proposed following changes:</p> <p>Minimum 10 years of professional experience in training, strategy development, public sector transformation, or capacity-building initiatives. At least 5 years of experience in capacity-building, HRD strategy, or institutional strengthening in the Indian public sector or with development partners.</p>	Kindly refer the amendment issued to the RFP for same
80	VII. Team Qualifications and Competence for the Assignment	82, 83, 84	Education qualification in: Public Policy, Public Administration, Organizational Development, Human Resource Management, Education Management, or a related field from a recognized institution.	We request you to allow Masters / MBA in other fields as well since the experience criteria ensures only relevant resources with the specific experience and skillset are proposed	Kindly refer the amendment issued to the RFP for same

#	Section / Clause no. of RFP	Pg. no.	Reference clause from RFP/ Subject	Clarification Sought	Clarifications/ response by CBC
81	Instructions to Consultants 3. Conflict of Interest b. Conflicting Assignments	13	(ii) Conflict among consulting assignments: a Consultant (including its Experts and Sub-consultants) or any of its Affiliates shall not be hired for any assignment that, by its nature, may be in conflict with another assignment of the Consultant for the same or for another Client.	We request you to kindly provide definition of 'conflicting assignments' or 'conflict of interest' in the context of this current assignment.	Refer clauses and definition given in the RFP for same
82	Instructions to Consultants 3. Conflict of Interest b. Conflicting Assignments	13	(iii) Relationship with the Procuring Agency's or Client's staff: a Consultant (including its Experts and Sub-consultants) that has a close business or family relationship with a professional staff of the Borrower (or of the Procuring Agency, Client, or of the project implementing agency, or of a recipient of a part of the Bank's financing) who are directly or indirectly involved in any part of (i) the RFP or preparation of the Terms of Reference for the Framework Agreement or Call-off Contract, (ii) the selection process for the Framework Agreement or Call-off Contract, or (iii) the implementation or supervision of the Framework Agreement or Call-off Contract, may not be able to conclude a Framework Agreement or be awarded a Call-off Contract, unless the conflict stemming from this relationship has been resolved in a manner acceptable to the Bank throughout the selection process and the execution of the Framework Agreement and/or Call-off Contract.	We request that this clause be made applicable only to the team members being proposed by us as part of this empanelment process. This is because, given the size and scale of operations of our firm, it will not be possible for us to confirm compliance to this clause if this is made applicable to our entire firm.	This is a standard clause as per world bank procurement regulation
83	Framework Agreement Provisions (FAP) 4. Consultant's Obligations	94	Standard of Performance 4.4 The Consultant shall perform the Services and carry out the Services with all due diligence, efficiency and economy, in accordance with generally accepted professional standards and practices, and shall observe sound management practices, and employ appropriate technology and safe and effective equipment, machinery, materials and methods.	We request to kindly replace the verbiage with alternate text, as highlighted in the next column. Consultant's services shall be provided with reasonable skill and care without any identified conflict of interest. In performing the services, the Consultant will need to rely on the completeness and accuracy of the information/data provided by the Client or on its behalf from third party sources.	No Change

#	Section / Clause no. of RFP	Pg. no.	Reference clause from RFP/ Subject	Clarification Sought	Clarifications/ response by CBC
84	Framework Agreement Provisions (FAP) 13. Liability of the Consultant	106	13. Liability of the Consultant	<p>We request you to incorporate the clause, as highlighted in the next column, in this RFP document to limit the consultant's liability.</p> <p>liabilities, indemnity, cost or expenses (“Losses”) of any nature whatsoever, for an aggregate amount in excess of the fee paid by the client for the Services provided under this Contract, except where such Losses are finally judicially determined to have arisen primarily from fraud or other liability to the extent the law does not permit limitation of the Consultant. In no event shall the Consultant, be liable for any consequential (including loss of profit and loss of data), special, indirect, incidental, punitive, or exemplary loss, damage, or expense relating to the services provided pursuant to this Contract.</p>	No Change
85	Framework Agreement Provisions (FAP) 17. Records, inspections and audit	106	17. Records, inspections and audit	<p>We request the following clause be added.</p> <p>a) Whilst the Consultant shall work in good faith with the Client to provide the requisite information, due to confidentiality obligations, the Consultant would be unable to grant access to the Client or its nominated agencies to its records, premises or people, in which case the Consultant shall discuss in good faith and agree with the Client such reasonable steps to meet the purpose.</p> <p>b) Any access by the Client or its nominated agencies shall be conducted:</p> <p>(i) upon reasonable notice;</p> <p>(ii) either by the Client's team or by its nominated agency that is not a direct competitor of the Consultant; and subject to reasonable arrangements to ensure that duties of confidentiality on the part of the Consultant to its other clients and third parties are preserved.</p>	No Change

#	Section / Clause no. of RFP	Pg. no.	Reference clause from RFP/ Subject	Clarification Sought	Clarifications/ response by CBC
86	Framework Agreement Provisions (FAP) 23. Termination of the Framework Agreement	110	23. Termination of the Framework Agreement	<p>We request the following clause be added.</p> <p>The Consultant may suspend or terminate the Contract, by not less than thirty (30) days' written notice of termination to the Client, in case:</p> <p>The Client does not make the payment to the Consultant; or</p> <p>The Client does not adhere to the arbitration judgment; or</p> <p>If the Consultant determines that a law, regulation or anything having similar import, or circumstances (including cases where the Client's ownership or constitution has changed), makes the Consultant's performance of the Contract impermissible or in conflict with independence or professional rules applicable to the Consultant.</p>	No Change
87	26. Negotiations a. Availability of Key Experts	24	The invited Consultant(s) shall confirm the availability of all Key Experts included in the Proposal(s) as a pre-requisite to the negotiations, or, if applicable, a replacement in accordance with ITC 12. Failure to confirm the Key Experts' availability may result in the rejection of the Consultant's Proposal and the Procuring Agency proceeding to negotiate the Framework Agreement with the next-ranked Consultant.	We request you to please remove the replacement clauses in the RFP as we cannot commit the availability of the proposed resources at this stage of empanelment and is subject to the time of call-off contract. We request you to kindly appreciate that the proposed resources may or may not be available at the time of call-off contract for specific MDOs as it will depend on the location of MDOs, time of contract signing, and other factors.	No change. This clause shall be applicable at Call-off RFP stage.
88	Section 1. Request for Proposal Letter	5	The Corrigendum of RFP (if any) shall also be published at this portal.	We request you to please provide at least 3 weeks from the date of corrigendum issuance for bid submission for us to submit a responsive proposal.	Kindly refer the amendment issued to the RFP for same

#	Section / Clause no. of RFP	Pg. no.	Reference clause from RFP/ Subject	Clarification Sought	Clarifications/ response by CBC
89	Mandatory Criteria, Point 4	Page 37,	<p>The Consultant as a firm (Bidder)/ agency must have relevant experience of development and implementation of Capacity Building Plan (CBP)/ Training Calendar/ Training Needs Assessment (TNA)/ Workforce Development and Organization Restructuring / Governance Reforms, Strategy and vision- policy formulation and implementation / HR consulting services for Indian Public Sector Organizations / Ministries/ Department /State Government/ PSU/ Enterprises/ Large Private Enterprises.</p> <p>The firm must have experience of implementing at least 3 such relevant projects during last 5 years (as on date of publication of this RFP) of the minimum value of Rs. 1 Crore of each contract.</p> <p>The bidder must provide details of the projects (as much as possible) for the evaluation committee to ascertain relevance.</p> <p>In case of ongoing projects only projects which are 80% complete shall be considered. CA certificate certifying 80% payment has been billed and received along with copy of work order needs to be submitted for ongoing projects</p>	<p>Request: Considering that some ongoing projects on extensive capacity building planning and implementation may be large-scale and of longer duration, the threshold of 80% payment may not be achieved despite its high relevance. We request you to kindly consider relaxing this criteria.</p>	<p>Kindly refer the amendment issued to the RFP for same</p>
90	Mandatory Criteria, Point 4	Page 37	<p>Submit Work Order/ Contract/ MoU copies along with client completion/ performance certificates or other supporting document substantiating the successful completion/ performance under such project. Submit Work Order/ Contract/ MoU copies along with client completion/ performance certificates or other supporting document substantiating the successful completion/ performance under such project.</p>	<p>Clarification: Please clarify other supporting document substantiating completion can be last invoice raised</p>	<p>Kindly refer the amendment issued to the RFP for same</p>
91	Mandatory Criteria, Point 4	Page- 37	<p>1.2 The firm must have experience of implementing at least 3 such relevant projects during last 5 years (as on date of publication of this RFP) of the minimum value of Rs. 1 Crore of each contract</p>	<p>Clarification- Considering the limitations in new project opportunities and affected ongoing projects during Covid-19 pandemic, we request you to kindly consider projects during the last 7 years</p>	<p>Kindly refer the amendment issued to the RFP for same</p>
92	Mandatory Criteria, Point 5	Page- 37	<p>The agency should have prior experience in at least following nos. of domain area/ sectors/ identified governance domains in each Category mentioned in the ToR for empanelment under this RFP</p>	<p>Clarification- We request clarification that out of the four Categories, the firm can select one or more categories and provide proof of work orders for the minimum number of domain areas specified from the selected category/categories.</p>	<p>Yes</p>

#	Section / Clause no. of RFP	Pg. no.	Reference clause from RFP/ Subject	Clarification Sought	Clarifications/ response by CBC
93	1.Secondary Procurement method(s)	Page-119	The Secondary Procurement method(s) that apply to the selection of a Consultant for the award of a Call-off Contract under this Framework Agreement are: 1.competitive proposals through mini competition [Least Cost Selection (LCS)]	Request: - We request to have QCBS based selection at the secondary procurement method to ensure the quality of the work.	Kindly refer the amendment issued to the RFP for same
94	Data Sheet, Mandatory Criterion – Clause 21.1	37	Domain-Specific Experience in Functional Groups (Group/ Category A, B, C and D) And Table - Group Name/ Categories Department Domains/ Categories (Page no. 73-74)	The terms "Category" and "Group" have been used interchangeably at multiple points in the document. We request you to kindly clarify whether these two terms refer to the same concept or if there is a distinction between them. Also, if the consultants need to submit a single consolidated proposal covering multiple categories (A, B, C, D), or if separate submissions are required for each category being applied for.	The term "Category" and "Group" referred in RFP is same. A single technical proposal to be submitted with clear details and separate supporting documents for no. of categories applied, as per the requirements specified in the RFP.
95	Section 7 – Scope of Work	78	The empanelled agencies may also require implementing the CBP Lite across various Ministries, Departments, and Organizations (MDOs) or state as per the guidance of the CBC.	Given the time-sensitive nature/ requirement of implementation, many departments would be opting for ACBP Lite instead of the full ACBP. Could you please clarify the key differences between ACBP and ACBP Lite in terms of team and effort involved? This is critical to be defined at RFP stage/ framework agreement, since at secondary/ call-off RFP stage the MDOs/ states would refer these documents as primary documents.	Kindly refer TOR included in RFP for same.
96	Section 7 – Scope of Work	80	Monitoring & Evaluation (M&E) Framework	Please elaborate on the proposed approach for establishing Key Performance Indicators (KPIs) and success metrics to effectively track learning outcomes and improvements in competencies within the framework since improvement in competencies is typically measured through Assessment Centres. Are the consultants expected to create a framework for assessment or a simple M&E framework? Also, request you to kindly confirm whether M&E reporting will be integrated with CBC's existing digital systems (e.g., dashboards or portals), or if the consultant must develop and manage custom reporting tools.	Refer ToR for same and more details will be provided during contract execution

#	Section / Clause no. of RFP	Pg. no.	Reference clause from RFP/ Subject	Clarification Sought	Clarifications/ response by CBC
97	Data Sheet – Clause 2.1	31	b) Award of Work - The agencies shall submit the financial proposal for the development of CBP for particular M/D/O/ State in response to the call off RFP and shall be free to quote rates below the capped unit prices in the empanelment RFP. The agencies shall be selected as per Least Cost Selection (LCS) or any other method of selection as per the Procurement Regulations	Given the scope of work of the tender require highly technical expertise of the bidder, QCBS with 80:20 evaluation with more focus on quality of the bids than the price, would be ideal at secondary/ call off stage. We request you to kindly modify the selection mechanism from LCS to QCBS.	Kindly refer the amendment issued to the RFP for same
98	Data Sheet – Clause 10.2	33	Statement of Undertaking is required	Request you to please confirm the form for Statement of Undertaking.	Statement of Undertaking is required (as given under referred clause 10.2 of Data sheet) In competing for (and, if the award is made to us, in executing) the Contract, we undertake to observe the laws against fraud and corruption, including bribery, collusion, in force in the country of the Borrower.
99	Data Sheet, Mandatory Criterion – Clause 21.1	37	Documentary evidence of successful completion required - Submit Work Order/ Contract/ MoU copies along with client completion/ performance certificates or other supporting document substantiating the successful completion/ performance under such project. In case of ongoing projects only projects which are 80% complete shall be considered. CA certificate certifying 80% payment has been billed and received along with copy of work order needs to be submitted for ongoing projects.	With our experience of delivering similar mandates, completion certificates are not always issued by Government clients. We request you to kindly accept certificate from Chartered Accountant on payment collection as proof of completion.	Kindly refer the amendment issued to the RFP for same
100	Data Sheet, Mandatory Criterion – Clause 21.1 & Domain-Specific Experience in Functional Groups (Group A, B, C, D, as specified in the ToR)	37, 39	Domain-Specific Experience in Functional Groups (Group/ Category A, B, C and D): Submit at least 2 relevant Work Order/ Contract/ MoU copies of relevant projects executed for Government/ PSU only for each Sector and Domain of the minimum value of Rs. 2 crores, substantiating the experience and knowledge of consultant of particular sector/ domain.	Based on our experience of implementing large scale transformation projects, sector-specific projects may not always be purely HR-focused. We request you to kindly consider inclusion of such sectoral projects that contain substantial Capacity Building Plan (CBP)/ Training Calendar/ Training Needs Assessment (TNA)/ Workforce Development and Organization Restructuring / Governance Reforms, Strategy and vision- policy formulation and implementation / HR consulting services. Request you to kindly clarify whether projects executed with large private enterprises will be considered eligible for demonstrating domain-specific experience as outlined in the Mandatory Criteria.	Kindly refer the amendment issued to the RFP for same

#	Section / Clause no. of RFP	Pg. no.	Reference clause from RFP/ Subject	Clarification Sought	Clarifications/ response by CBC
101	Data Sheet, Mandatory Criterion – Clause 21.1	41	The minimum technical score (St) required to pass is: 70	Request you to please confirm if all bidders who qualify the minimum technical score shall be empanelled under the Framework agreement.	Yes, as per terms of RFP
102	Team Qualifications and Competence for the Assignment	82	Program Director - Lead: Minimum 15 years of professional experience in training, strategy development, public sector transformation, or capacity-building initiatives.	Request you to please reduce the number of experience to 12 years to ensure hands-on delivery experience.	Kindly refer the amendment issued to the RFP for same
103	Team Qualifications and Competence for the Assignment	82	Capacity-Building & HRD Expert Educational Qualification: • MBA or postgraduate degree in Human Resource Development, Public Administration, Public Policy, Organizational Behaviour, or Education Management or equivalent.	Given that Capacity Building experts come from different educational backgrounds, request you to please modify the criteria to: MBA or postgraduate degree in Human Resource Development, Public Administration, Public Policy, Organizational Behaviour, or Education Management, Social Sciences or equivalent.	Kindly refer the amendment issued to the RFP for same
104	Team Qualifications and Competence for the Assignment	83	Governance & Policy Specialist - Educational Qualification: • Master's degree in Public Policy, Governance, Economics, or Development Studies or equivalent.	Given that the Governance & Policy experience is required from HR point of view, request you to please modify the criteria to: MBA or Post Graduate degree in HR, Public Policy, Governance, Economics, or Development Studies or equivalent.	Kindly refer the amendment issued to the RFP for same
105	Team Qualifications and Competence for the Assignment	83	Digital Learning & Technology Experts Educational Qualification: • Master's degree in education technology, Digital Learning, IT Management, or related fields.	Given that Digital Learning experts come from different educational backgrounds, request you to please modify the criteria to: MBA or postgraduate degree in Human Resource Development, education technology, Digital Learning, IT Management, or related fields.	No change

#	Section / Clause no. of RFP	Pg. no.	Reference clause from RFP/ Subject	Clarification Sought	Clarifications/ response by CBC
106	Team Qualifications and Competence for the Assignment	83	<p>Subject Matter Experts (SMEs) (Sector-Specific Experts) - Educational Qualification:</p> <ul style="list-style-type: none"> • Postgraduate degree in relevant sector-specific fields (e.g., Health, Finance, Law, Urban Planning, Environment, Social Policy, Infrastructure, IT, etc.) <p>Experience Requirements:</p> <ul style="list-style-type: none"> • 10+ years of domain-specific experience in policy implementation, strategy development, and capacity-building for respective ministries and departments. • Experience in advising government institutions on sectoral skill development and competency enhancement. 	Given that Sector experts come from different educational backgrounds, request you to please modify the criteria to: MBA or postgraduate degree with 8+ years of experience in domain-specific experience in related field	Kindly refer the amendment issued to the RFP for same
107	Team Qualifications and Competence for the Assignment	83	<p>State-Level CBP Coordinators/ Technical or CBP Consultants</p> <p>Educational Qualification:</p> <ul style="list-style-type: none"> • Postgraduate degree in Public Administration, HRD, or Organizational Development or equivalent. 	Request you to please modify the criteria to: Postgraduate degree in HR, Public Administration, HRD, or Organizational Development or equivalent.	Kindly refer the amendment issued to the RFP for same
108	Team Qualifications and Competence for the Assignment	84	<p>Monitoring & Evaluation (M&E) consultant / Research & Data Analysts</p> <p>Educational Qualification:</p> <ul style="list-style-type: none"> • Master's degree in Statistics, Economics, Public Administration, or M&E or related disciplines. 	Given that the M&E experience is required from HR point of view, request you to please modify the criteria to: MBA or Post Graduate degree in HR, Statistics, Economics, Public Administration, or M&E or related disciplines.	No change
109	Team Qualifications and Competence for the Assignment	84	<p>Stakeholder Engagement & Communications Experts</p> <p>Educational Qualification:</p> <ul style="list-style-type: none"> • Master's degree in mass communication, Public Relations, or Public Policy or equivalent 	Given that the Stakeholder engagement is required from HR point of view, request you to please modify the criteria to: MBA or Post Graduate degree in HR mass communication, Public Relations, or Public Policy or equivalent.	Kindly refer the amendment issued to the RFP for same
110	Team Qualifications and Competence for the Assignment	84	<p>General Guidelines for Resource Deployment ·</p> <p>1. The actual number of consultants to be deployed for the assignment shall be decided by the service provider as per requirement of the client, ensuring timely completion of the scope of work during secondary RFP stage for award for contract.</p> <p>2. The bidder must clearly indicate the proposed team composition in their proposal, along with their respective roles and responsibilities in the secondary RFP process</p>	Request you to kindly clarify whether the team structure is expected to remain consistent across all subsequent secondary RFPs for both ACBP & ACBP lite.	It shall depend on actual requirement at secondary RFP stage

#	Section / Clause no. of RFP	Pg. no.	Reference clause from RFP/ Subject	Clarification Sought	Clarifications/ response by CBC
111	Data Sheet– Clause 26.1	42	Expected date and address for negotiations to conclude a Framework Agreement/s: Date: 30th June, 2025	Request you to please modify the date as applicable.	Kindly refer the amendment issued to the RFP for same
112	Secondary RFP Process for Work Order Allocation	85	The upper limit of rate of experts and technical resources as specified above shall be fixed in the framework agreement of each agency. The agency can apply for secondary RFP and free to quote less than the unit quoted rate and total man month cost based on the actual need of assignment.	We understand that the Framework Agreement and the quoted Remuneration Rates will be specific to each empanelled bidder, and no further negotiations will be undertaken at the time of Framework Agreement (at this stage).	Yes
113	Section 3. Technical Proposal – Standard Forms	43	CHECKLIST OF REQUIRED FORMS – Tech 6, Tech 7, Tech 8	Given that this RFP is to measure the technical capability of the firm only and the resource deployment shall be done at secondary/ call off stage, we request you to remove the Tech form 6 (team composition table with man months), Tech 7 and Tech 8 since these directly correlate to resource deployment.	submit referred forms as per understanding and requirement specified for any standard CBP in ToR to assess the technical capability of the consultant
114	FORM FIN-2 REMUNERATION RATES	63	FORM FIN-2 REMUNERATION RATES	If the changes suggested in the above query i.e. Sn. 20. are accepted, we request you to kindly make the respective changes to the Form FIN-2.	No change, Person man-month rate to be provided
115	FORM FIN-3 BREAKDOWN OF REIMBURSABLE EXPENSES	64	FORM FIN-3 BREAKDOWN OF REIMBURSABLE EXPENSES	Given that the location of the call offs/ secondary RFPs is not specified and the reimbursable expense unit rates will vary from location to location within the country, we request you to remove Form Fin 3 at this stage.	A standard rate considering any location across India may be considered for same
116	Framework Agreement Provisions (FAP), Liability of the Consultant	106	(ii) for any direct loss or damage that exceeds [insert a multiplier, e.g.: one, two, three] times the total value of the Contract;	Request you to consider capping the consultant's liability to the total contract value.	Kindly refer the amendment issued to the RFP for same
117	FINANCIAL PROPOSAL FORM 2 BREAKDOWN OF REMUNERATION	140	Person-month Remuneration Rate	Request you to kindly clarify whether the quoted remuneration rate applies solely to the Capacity Building Plan (CBP) or if it also covers ACBP Lite assignments. If both are included, please indicate if there is any difference in the applicable rates for the two types of assignments. Also request you to kindly clarify whether there will be a year-on-year escalation in the Person-Month remuneration over the duration of the empanelment period. We propose to at least a 10% escalation in the remuneration rates year-on-year on quoted rates.	The quoted remuneration rate applies to both Capacity Building Plan (CBP) and ACBP Lite assignments, only man-moth will differ in case of CBP or CBP-lite

#	Section / Clause no. of RFP	Pg. no.	Reference clause from RFP/ Subject	Clarification Sought	Clarifications/ response by CBC
118	Datasheet - 17.7 and 17.9	35	The Proposals must be submitted no later than: Date: 9th July 2025 Time: 16:00 local time	Given the complexity of the project and list of documents to be submitted as part of proposal, we request an extension of submission date to help us develop a comprehensive proposal addressing the requirements of the RFP document. The extension will also help us in obtaining internal approvals/ certifications required for submission of proposal. We request you to kindly consider extending the proposal submission deadline by at least 2 weeks.	Kindly refer the amendment issued to the RFP for same
119	Schedule 2 - Key Experts	115	Insert a table based on the Consultant's Technical Proposal and negotiated, if any, while concluding the Framework Agreement, that includes the title, agreed job description, minimum qualification and estimated period of engagement (if known). Attach the CVs (updated and signed by the respective Key Experts) demonstrating the qualifications of Key Experts.	Given that Key Experts may change/ vary during secondary RFP/ Call-off agreement over 3 years of empanelment, request you to consider removing Schedule 2 – Key Experts as part of the Framework Agreement.	No change. CVs will be strictly evaluated at this stage also to assess the technical capability of the Consultant.
120	Additional Question	NA	Technical Proposal	Request you to kindly confirm that as a part of evaluation process of the proposal, are the bidders be expected to make any technical presentation to the Bid Evaluation Committee.	No
121	Additional Question	NA	Financial Proposal	Request you to kindly confirm whether the financial proposal should be submitted inclusive of all applicable taxes.	exclusive of any taxes/ GST