Punjab Skill Development Mission SCO No. 149-152, 2nd Floor, Sector 17 C, Chandigarh Tel. 0172-2720152, 2720153

EXPRESSION OF INTEREST (EOI)

EOI NO. 7.0

PSDM/PB/2023/2708

DATE 31-08-2023

Empanelment of Training Partners to undertake projects

For various Skill Development Schemes under

Punjab Skill Development Mission

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PSDM	Punjab Skill Development Mission
NULM	National Urban Livelihood Mission
DDU-GKY	Deen Dayal Upadhaya Grameen Kaushal Yojana
ΡΜΚVΥ	Pradhan Mantri Kaushal Vikas Yojana
CSR	Corporate Social Responsibility
EOI	Expression of Interest
PWD	Persons with Disabilities
NGO	Non-Governmental Organization.
MD	Mission Director
RFP	Request for Proposal
SSC	Sector skill council
NSDC	National skill Development Corporations
UT	Union Territory
PAN	Permanent Account Number
GST	Goods and Services Tax
P&L	Profit and Loss
СА	Charted Accountant
MOU	Memorandum of Understanding
ТОТ	Training of Trainers

1. Introduction

Punjab Skill Development Mission (PSDM) aims to enable a large number of youth to take up industry-relevant skill training that will improve their theoretical as well as practical knowledge and help them in securing a better livelihood by bringing necessary synergy, oversight and effective coordination. Punjab Skill Development Mission is bridging the gap between the skilled people required in Industry and the unemployed youth by ensuring that the right candidate with passion for a particular job chooses the right course according to his/her academic background, aptitude and skill-set.

The Government of Punjab accords highest priority to the Skill Development of its youth and to make them employable. The State Government accordingly has set up Punjab Skill Development Mission (PSDM) in line with the National Skill Development Policy. The Mission would be a single point within the Government to formulate and steer various skill development schemes.

Currently the Mission is implementing the following schemes and projects:

- a) Employability Skill Training Program Component of National Urban Livelihood Mission (NULM) skill training program for urban youth.
- b) Deen Dayal Upadhaya Grameen Kaushal Yojana (DDUGKY) skill training program for rural youth.
- c) Pradhan Mantri Kaushal Vikas Yojana (PMKVY)- skill training program for urban & rural youth.
- d) Corporate Social Responsibility (CSR) Projects for skill development.
- e) SANKALP (Skills Acquisition and Knowledge Awareness for Livelihood).

PSDM invites the Expression of Interest (EOI) for proposal for empanelment to undertake projects in the State of Punjab listed as below:

- **Private Academic/Technical institutions** who have set up State of the art infrastructure for promoting innovation in skill-training life cycle wherein the state of the infrastructure is defined as belonging to the most recent stage of the development of technological development and having or using the latest techniques and equipment's.
- Skill Training in **Future skills like Artificial intelligence, Cloud computing**, etc. The list of future technologies is attached at Annexure A. The list of future technologies is subject to change from time to time as per the industry demand by PSDM.

• Skill Training targeted for **specific segments of the society** such as Drug rehabilitation, Persons with Disabilities (PWD), Transgender, Seropositive, Jail inmates, etc.

2. <u>Eligibility Criteria</u>

- The applicant must be a Company/Partnership/Proprietorship/Public sector undertakings /Public sector company /Society/Trust/NGO registered prior to 01.06.2020. (The empanelment of Government, Semi Government Industries/organisations and Private Industries is open and can be empanelled throughout the year without any Expression of Interest under PSDM).
- The applicant is not blacklisted by any donor/State Government/Central Government/ any competent authority from which they have received the allocation under any skill development training. (Should submit an undertaking on its letterhead duly signed by authorised representative).
- The Net worth of the organisation as on 31-03-2022 should be positive.

3. <u>Terms & Conditions</u>

- The applicant will not involve into franchising/subletting/outsourcing.
- The applicant will adhere to PSDM and respective scheme norms (as amended from time to time.
- In case of negative feedback or feedback on poor Performance received from any authority with which the applicant has worked in past, it will be liable to be rejected/ terminated at any stage of the empanelment process, before or after empanelment at the discretion of MD, PSDM without giving any notice.
- Consortium is allowed. In the case of a Consortium/Association, the term Applicant, wherever the context requires, shall mean and include each Consortium/Association member. Consortium/Association means a group of legal entities (not more than three) joining together under a binding agreement to apply and submit a Proposal in response to this RFP. Any Consortium/Association member may be the Lead Applicant. The applicant/ each Consortium/Association member can apply in only one Proposal at any point in time.

4. Evaluation Criteria

The Training Partners will be empanelled with PSDM under any of the following two categories as per the technical evaluation criteria mentioned below:

4 a) Category A - Applicants having prior Skill Training Experience

This category is applicable to applicants who have prior experience in implementation of Government Sponsored (Central/State/UT) Skill Training Schemes /Sector skill council (SSC) programs free of cost or on paid basis/National skill Development Corporations schemes (NSDC)/ Empanelled with large organisations for implementing corporate social responsibility projects in skill development. Only Empanelment letters shall not be sufficient to be considered under this category. Any applicant which has received work order/sanction order from Central/ State Government/ Sector skill council / National skill Development Corporations/ Empanelled with large organisations (large organisations hereby are defined as an entity with an annual turnover of Rs. 50 million (Rs. 5 crores) and more) for implementing Corporate social responsibility in the period 01.04.2018 to 31.03.2023 or still executing the projects and have a positive net worth as on 31.03.2022 will be considered under Category A.

S. N	Eligibility Criteria	Documents to be submitted along with the proposal	Max. mark s	Benchmarks	Marks
1	The applicant must be a Company/Partnership/Pr oprietorship/Public sector undertaking/Public sector company /Society/Trust /NGO registered prior to 01.06.2020	 Certification of Incorporation PAN No. GST No. In the case of a Consortium/Association, all members shall submit their incorporation certificate(s) 	5	 a) 3 years of incorporation or above but less than 5 years of incorporation b) 5 years of incorporation or above but less than 7 years of incorporation c) More than 7 years of incorporation 	a) 02 Marks b) 03 Marks c) 05 Marks
2	The applicant should have a minimum average annual turnover of INR 50 Lakhs in any of the last 3 financial years out	• IT return document, Audited P&L/Income statements for the stated years along with CA certificate stating total turnover & turnover from conducting training	10	a) Equal to or more than 50 lakh and less than 75 lakh	a) 05 Marks

i) <u>Technical Evaluation for Category A shall be on the following basis (First round)</u>

	of 5 financial year's i.e. FY 2022-23, 2021-22, 2020-21, 2019-20 and 2018-19 from training/skilling programs.	 programs for stated financial years. Provisional financial statements for the year 2022- 2023 can be submitted in case of absence of Audited financial statements for the FY 2022-23. CA certified net worth documents as on 31-03-2022. For Consortium/Association (only the Lead Applicant has to fulfil the criteria) 		b Equal to or more than 75 lakh and less than 1 crore c) Equal to or more than one crore	b)7 Marks c)10 marks
	Duration for which the organization has been imparting skill training under different	• Sanction order from the UT/State / Centre Govt, NSDC, SSC, CSR organisation. Such documents should not be older than		a) Equal to or more than 1 and less than 2 years	02 Marks
3	schemes/paid courses as on the date of EOI submission.	 01.04.2018. An undertaking from the applicant on the letter head of the applicant that no other trainings except mentioned in EOI has been conducted by the applicant after 	5	b Equal to or more than 2 and less than 3 years	03 Marks
		01-04-2018.		c) Equal to or more than 03 years	05 Marks
	Training performance under State/Centre /UT Govt sponsored /NSDC/ CSR implementing / SSC schemes (free of cost or paid basis) of the	 On letter head of UT/State / Centre Govt, NSDC, SSC, CSR organisation in terms of target, trained, certified and placed with details of Job roles executed. Recognition of prior learning 		a) Equal to or more than 100 but less than 250 candidates trained	02 marks
4	organisation during the past three years out of 5 financial years i.e FY 2022-23,2021-22,2020- 21, 2019-20 and 2018-19	and non-placement linked schemes will not be considered in the trained and certified figures.	5	b) Equal to or more than 250 but less than 500 candidates trained	03 Marks
	Atleast 100 candidates should be trained			c) Equal to or more than 500 candidates trained	05 Marks
5	Number of candidates that have been provided employment under Centre/State/UT Govt sponsored /NSDC/ CSR implementing / SSC schemes (free of cost or paid basis) of the organisation during the past three years out of 5	• On letter head of UT/State / Centre Govt, NSDC, SSC, CSR organisation in terms of target, trained, certified and placed. The placement figures as mentioned should be verified by the UT/ State / Centre Govt, NSDC, SSC, CSR organisation on letter head with details of Job roles executed under that project and candidates placed.	5	a) Equal to 50% and less than 60% candidates placed	02 marks

	financial years FY 2022- 23, FY 2021-22, 2020-21, 2019-20 and 2018-19 Should be at least 50 percent of the candidates trained by the organisation.	 Please note Recognition of prior learning and non-placement linked schemes will not be considered in the trained and certified figures. The definition of the placement will be considered as per the definition of the scheme under which applicant has worked. 		 b) Equal to 60% and less than 70% candidates placed c) Equal to or more than 70% candidates placed 	03 marks 5 Marks
6	No of tie-ups for placement/apprenticeshi p	Copy of MOU signed with the employers (criteria of minimum wages of the state has to be taken in consideration)	5	 a) Equal to or more than 10 MOU b) Less than 10 and more 5 MOU c) Equal and Less than 5 and more than 2 MOU 	a) 5 Marks b) 4 Marks c) 3 Marks
	Infrastructure for training (Owned/Rented/leased) as of EOI floating date) in the state of Punjab for training centre	 Owned property – Copy of registration deed of the land and sale deed for building Leased property – Copy of registered agreement signed between the applicant and the owner of land and building or 		 d) Equal or less than 2 MOU a) Owned/leased training centre b) Rented training 	 d) 0 Marks a) 05 marks b) 03
7		 entire building or part of the building taken for lease. Pictures of training centre Possession letter/rent agreement/electricity bills not older than 01-01-2023 / lease agreement. Rent agreement should be valid for six months to one-year duration on the date of EOI floating date. The rented/leased/ owned premises/ should be in Punjab. 	5	centre	marks
8	Trainer availability (Domain trainer)	• Qualification , Curriculum Vitae and in case of TOT certified the copy of certificate in job roles in which the EOI has been submitted	5	 a) if the qualification is not as per the Job role mentioned in qualification pack b) if the qualification is as per the Job role mentioned in qualification pack 	a) 0 marks b) 2 marks

			but not TOT certified	
			c) TOT certified trainer	c) 5 marks
Total	45	45		

Submission of all the valid/legal documents in context to the above table is mandatory. Only those applicants whose proposals meet all the eligibility criteria will be shortlisted for empanelment. The documents as submitted by the applicant will be physically verified by Punjab Skill Development Mission by visiting the centre. It is desired that the applicant should have an office in Punjab with availability of Point of contact as State head or project head at the time of application submission.

ii) <u>Evaluation Criteria for 2nd Round for Category A applicants (Maximum Marks</u> <u>10)</u>

Evaluation Criteria of Technical Presentation for Category-A	Maximum Marks
Plan for Implementation of project after allocation of target	3
Plan for monitoring the project effectively	2.5
Existing process of tracking the alumni after placement	2
Employability potential assessment based on target demand and MOU's shared	2.5
Total	10

iii) <u>Selection Process for Category A Applicants</u>

The selection process will consist of two distinct rounds:

- 1. **First Round:** The initial screening and selection will be conducted based on the eligibility parameters and supporting documents submitted to the Punjab Skill Development Mission (PSDM). Applicants will be evaluated on their eligibility criteria, and a basic level of screening will be conducted.
- 2. **Second Round:** Applicants that score a minimum of 50% marks in the first round will proceed to the second round. This round involves a technical presentation where the selected applicants will have an opportunity to present their candidature. To be considered for final empanelment, applicants must score a minimum of 40% marks in the presentation round.

3. **Final Empanelment:** The final empanelment decision will be based on the combined score of both the first and second rounds. The applicant's combined score from both rounds must be at least 50% to qualify for final empanelment

4 b) Category B – Applicants having no Prior Skill Training Experience

This category is applicable to applicants who don't have prior experience in implementation of Central/ State Government skill development schemes, Sector skill council projects, National Skill Development projects or implementing any corporate social responsibility project with any large organisation.

i) <u>Technical Evaluation for category B shall be on the following basis (First</u> round)

S. N	Criteria	Documents to be submitted along with the proposal	Max mark s	Benchmarks	Marks
	The applicant must be a Company/Partnership /Proprietorship/Publi	 Certification of Incorporation PAN No. GST No. 		a) 3 years of incorporation or above but less than 5 years of incorporation	a) 02 Marks
1	sector company /Society/Trust /NGO registered prior to	b) 5 years of incorporation or above but less than 7 years of incorporation	b) 03 Marks		
	01.06.2020			c) More than 7 years of incorporation	c) 05 Marks
	The applicant should have a minimum average annual turnover of INR 50 Lakhs in any of the	• IT returns document, Audited P&L/Income statements for the stated years along with CA certificate stating total turnover for stated financial years.		a) Equal to more than 50 lakh and less than 75 lakh	a) 05 Marks
2	last 3 financial years out of 5 financial years' i.e. FY 2022-23, 2021-22, 2020-21, 2019-20 and 2018-19 from any business.	 Provisional financial statements for the year 2022-2023 can be submitted in case of absence of Audited financial statements for the FY 2022-23. CA certified net worth 	10	b Equal to more than 75 lakh and less than 1 crore	b)7 Marks
		documents as on 31-03-2022.		c) Equal to or more than 1 crore	c)10 Marks
3	Number of tie-ups for placement/apprentice ship	• Copy of MOU signed with the employers (criteria of minimum wages of the state has to be	5	a) Equal to or more than 10 MOU	a) 5 Marks
		taken in consideration)		 b) Less than 10 and more 5 MOU 	b) 4 Marks

				c) Equal and Less than5 and more than 2 MOU	c) 3 Marks
				d) Equal or less than 2 MOU	d) 0 Marks
	Infrastructure for training (Owned/Rented/lease d) as of EOI floating date) in the state of	 Owned property – Copy of registration deed of the land and sale deed for building Leased property – Copy of 		a) Owned/leased training centre	a) 05 marks
	Punjab for training centre	registered agreement signed between the applicant and the owner of land and building or entire building or part of the building taken for lease		b)Rented training centre	b)03 marks
4		• Pictures of training centre,	5		
		 Possession letter/rent agreement/electricity bills not older than 01-01-2023 / lease agreement. Rent agreement should be valid for six months to one-year duration on the date of EOI floating date. 			
		• The rented /leased/ Owned premises should be in Punjab			
	Job role list with	• Job role, sector, NSQF level		a) Level 5 and above	5
	National Skill Qualification	with qualification packIt is desired that maximum of		b) Level 4	4
	framework level	3 sectors may be mentioned	5	c) Level 3	3
5	(NSQF)	• It may be noted that the targets in case allocated under		d) Level 2	2
5		any scheme of PSDM, the Job roles mentioned by the applicant in this document or higher NSQF aligned Job role will be considered.		e) Level 1	1
	Trainer availability (Domain trainer)	• Qualification, Curriculum Vitae and in case of TOT certified the copy of certificate in job roles in which the EOI has been		a) if the qualification is not as per the Job role mentioned in qualification pack	a) 0 marks
6		submitted.	5	b) if the qualification is as per the Job role mentioned in qualification pack but not TOT certified	b)2 marks

			c)TOT certified trainer	c)5 marks
Total		35		

Submission of all the valid/legal documents in context to the above table is mandatory. Only those applicants whose proposals meet all the eligibility criteria will be shortlisted for empanelment. The documents as submitted by the applicant will be physically verified by Punjab Skill Development Mission by visiting the centre. It is desired that the applicant should have an office in Punjab with availability of Point of contact as State head or project head at the time of application submission.

ii) Evaluation Criteria for 2ndRound for Category B applicants (Maximum Marks 10)

Evaluation Criteria of Technical Presentation for Category-B	Maximum Marks
Plan for Implementation of project after allocation of target (approach and methodology for skilling)	2.5
Plan for monitoring the project effectively	2
Plan for Tracking plan of alumni if targets are allocated	1.5
Employability potential assessment based on target demand and MOU's shared	1.5
Understanding of skilling ecosystem (understanding of Skill India mission , skill India portal , sector skill council, understanding of the state and suitability for the state	2.5
Total	10

iii) <u>Selection Process for Category B Applicants</u>

The selection process will consist of two distinct rounds:

- 1. First Round: The initial screening and selection will be conducted based on the eligibility parameters and supporting documents submitted to the Punjab Skill Development Mission (PSDM). Applicants will be evaluated on their eligibility criteria, and a basic level of screening will be conducted.
- 2. Second Round: Applicants that score a minimum of 50% marks in the first round will proceed to the second round. This round involves a technical presentation where the selected applicants will have an opportunity to present their candidature. To be considered for final empanelment, applicants must score a minimum of 40% marks in the presentation round.
- **3. Final Empanelment:** The final empanelment decision will be based on the combined score of both the first and second rounds. The applicant's combined score from both rounds must be at least 50% to qualify for final empanelment.

5 **Duration of Empanelment**

The duration of the empanelment will be of 3 years and to be reviewed and extended year on year basis. The PSDM reserves all the rights to de-empanel Training Partner in case of non/poor performance and accordingly further action will be initiated.

6 <u>Cost Norms</u>

The payment for skill development training costs is determined in accordance with the relevant scheme guidelines, common cost norms, or PSDM guidelines, which are periodically issued. These guidelines provide the framework for allocating funds and disbursing payments related to skill development training.

7 <u>Training Infrastructure</u>

The responsibility of mobilising, training, certifying and placement of the candidates lies with the training partner. Once empanelled, the training partner has to adhere to the requirements and expectations of the schemes in which the target is allocated.

8 <u>Placement</u>

The empanelled training partners (TP) shall strive to provide placement/apprenticeship to maximum trained candidates. However, PSDM mandates TP to place a minimum of candidates as per the allocated scheme guidelines. Minimum Salary/stipend should be as per the minimum wages or higher of the state in which the candidate is placed / or provided apprenticeship.

9 <u>Renewal fees</u>

After a period of 3 years, the Training Partner has the option to apply for the renewal of empanelment by providing fresh proposal. However, the eligibility for renewal is contingent upon the Training Partner meeting the criteria established by Punjab Skill Development Mission and evaluation with a fees of Rs. 25000/- or as amended at that time.

10 Tender Cost & Proposal Processing Fees (Non-Refundable)

All applicants are requested to submit a non-refundable Processing fee on https://eproc.punjab.gov.in as per portal norms and non-refundable Proposal Processing Fees of Rs. 25,000/- (Twenty-Five Thousand only).

11 Indicative Timeline

S. N.	Activity	Date/Time : Duration
1	Online Sale/Download date of	From 01-09-2023 at 09.00 AM
	Tender documents	https://eproc.punjab.gov.in/
2	Last Date/Time for	04-10-2023 up to 03.00 PM
	submission/uploading of offer/Bid	(https://eproc.punjab.gov.in/)
3	Date & time for opening of tender	10-10-2023 at 03.00 PM
	(Round -1)	(https://eproc.punjab.gov.in/)
4	Presentation Round	Will be intimated later
	(Round -2)	
5	Contact person/Nodal Officer	Name: Ankush Sharma,
		Designation: Prog. Expert
		Contact details 8054908030 (09.00 AM to
		05.00 PM on working days)

- Bids along with necessary online payments must be submitted through e-Procurement portal (https://eproc.punjab.gov.in/) before the date and time specified in the EOI.
- The Department/Tendering Authority doesn't take any responsibility for the delay / Non Submission of Tender / Non Reconciliation of online Payment caused due to Non availability of Internet Connection, Network Traffic/ Holidays or any other reason.
- The applicants shall submit their eligibility and qualification details, Certificates as mentioned in section etc., in the online standard formats given in e-Procurement website (https://eproc.punjab.gov.in/) at the respective stage only.
- The applicants should ensure that all the required documents as mentioned in the tender document are uploaded along with the bid and in the prescribed format only.
- The applicant shall upload the scanned copies of all the relevant certificates, documents etc. in support of their eligibility criteria/ technical bids and other certificate /documents in the e-Procurement website (<u>https://eproc.punjab.gov.in/</u>). This will be the applicant's sole responsibility to ensure that all required documents have been uploaded and all uploaded documents, when downloaded, must be legible/readable failing which their bid will be rejected. Hence, it is advised that all the documents should be properly scanned and uploaded.
- The applicant shall digitally sign on the supporting statements, documents, certificates, uploaded by him, owning responsibility for their correctness/authenticity.

- The applicant shall attach all the required documents for the specific tender after uploading the same during the bid submission as per the tender notice and bid document.
- Proposals submitted in hard copy, fax, telex, or email shall not be entertained.

Important Note - Always mention e Procurement Reference No.

Go to Pay online -- SBI Bank—Submit—Payment verification—Verify) and Mode of payment (Internet Banking / NEFT / RTGS) in your email for quick rectification of the issue(s).

Tel:022-27560266, 022-27560267 (On working days from 10.00 am to 05.00 PM)

Mobile: 91-22-27560266, 67

E-Mail: merchant(at)abi(dot)co(dot)in, agmgad(dot)lhocha(at)sbi(dot)co(dot)in

For any portal related technical queries please contact the Help Desk.

Important Note – Always mention Tender ID in the subject line of e-Mail for thorough screening of your queries.

6284884511 (Only for Saturdays and Sundays from 09.00 am to 05.00 pm)

E-mail: eproc(at)punjab(dot)gov(dot)in

Corrigendum/ Addendum/ amendments if any, will be published on the departmental website. All such corrigendum/ addendum/ amendments shall be binding on all the applicants. The applicants are also advised to visit the aforementioned website on a regular basis for checking of corrigendum/ addendum/ amendments, if any. Validity of Bids: Minimum 180 days from Last date of Bid submission. Conditional Bids shall be summarily rejected.

PSDM reserves the right to reject any or all the proposals submitted in response to this EOI document at any stage without assigning any reasons whatsoever. PSDM also reserves the right to hold or withdraw or cancel the process at any stage under intimation to the applicants who submit the response to EOI.

12. Submission of Proposal

Interested agencies fulfilling eligibility condition as mentioned above can submit their detailed proposal.

Mandatory Annexure (Applicable for both A & B category applicants)

- a. Cover letter (Annexure-1)
- b. Applicant Detail along with documents (Annexure-2)

- c. Self-Declaration for not being blacklisted (Annexure-3)
- d. Certificate of net worth of the agenda of the organization as on 31.03.2022 on letterhead of CA with his/her signature (Annexure-4)

Additional Annexure – Applicable only for category A

- a. Self declaration for no other training conducted except mentioned in this EOI (Annexure A1)
- b. Financial Details(Annexure A2)
- c. Training Details (Annexure A3)
- d. Verified Placement details (Annexure A4)
- e. Linkages (Number of MOU's) (Annexure A5)
- f. Infrastructure details (Copy of Registration deed of the building in case of owned , copy of registered agreement signed between the applicant and the owner of land and building or entire building or part of the building in case of leased, rent agreement /electricity bills not older than 01-01-2023 with rent agreement validity for 6 months to one year at the time of date of EOI floating .(Annexure A6)
- g. Pictures of the training centre with Geo coordinates of the centre (Annexure A7)
- h. CV of all the domain trainers in Job roles in which mentioned in EOI with TOT certificates of Domain trainers if any (Annexure A8)

Additional Annexure – applicable only for Category B

- a. Financial Details (Annexure B1)
- b. Linkages (Number of MOU's) (Annexure B2)
- c. Infrastructure details (Copy of Registration deed of the building in case of owned , copy of registered agreement signed between the applicant and the owner of land and building or entire building or part of the building in case of leased, rent agreement /electricity bills not older than 01-01-2023 with rent agreement validity for 6 months to one year at the time of date of EOI floating .(Annexure B3)
- d. Pictures of the training centre with Geo coordinates of the centre (Annexure B4)

- e. Job role list with Sector, NSQF level and qualification Packs (Not more than 3 Job roles may be provided) (Annexure B5)
- f. CV of all the domain trainers in Job roles in which mentioned in EOI with TOT certificates of Domain trainers if any (Annexure B6)

For further information, you may visit Punjab Skill Development Mission State Office, SCO No. 149-152, 2nd Floor, Sector 17 C, Chandigarh on Monday to Wednesday 10.00 AM to 01.00 PM till the validity of EOI or contact at 0172-2720154, 2720153.

Annexure A				
IT-ITeS	Future Skills	Artificial Intelligence and Big Data Analytics	Al - Data Quality Analyst	
IT-ITeS	Future Skills	Artificial Intelligence and Big Data Analytics	AI - Business Intelligence Analyst	
IT-ITeS	Future Skills	Artificial Intelligence and Big Data Analytics	AI - Data Scientist	
IT-ITeS	Future Skills	Artificial Intelligence and Big Data Analytics	AI - Data Engineer	
IT-ITeS	Future Skills	Artificial Intelligence & Big Data Analytics	AI - Data Architect	
IT-ITeS	Future Skills	Artificial Intelligence and Big Data Analytics	AI - Solution Architect	
IT-ITeS	Future Skills	Artificial Intelligence and Big Data Analytics	Database Administrator	
IT-ITeS	Future Skills	Artificial Intelligence and Big Data Analytics	DevOps Engineer	
IT-ITeS	Future Skills	Artificial Intelligence and Big Data Analytics	AI - Machine Learning Engineer	
IT-ITeS	Future Skills	Internet of Things	IoT - Product Manager	
IT-ITeS	Future Skills	Internet of Things	IoT - Product Manager	
IT-ITeS	Future Skills	Internet of Things	IoT - Solution Architect	
IT-ITeS	Future Skills	Internet of Things	IoT - Solution Architect	
IT-ITeS	Future Skills	Internet of Things	IoT - Hardware Solution Designer	
IT-ITeS	Future Skills	Internet of Things	IoT - Software Analyst	
IT-ITeS	Future Skills	Internet of Things	IoT - Software Analyst	
IT-ITeS	Future Skills	Internet of Things	IoT - Test Analyst	
IT-ITeS	Future Skills	Internet of Things	IoT - Test Analyst	
IT-ITeS	Future Skills	Internet of Things	IoT - Security Specialist	
IT-ITeS	Future Skills	Internet of Things	IoT - Security Specialist	
IT-ITeS	Future Skills	Internet of Things	IoT - Network Specialist	
IT-ITeS	Future Skills	Internet of Things	IoT - Network Specialist	
IT-ITeS	Future Skills	Internet of Things	IoT - Control Room Operator	
IT-ITeS	Future Skills	Internet of Things	IoT - Control Room Operator	
IT-ITeS	Future Skills	Internet of Things	IoT - Domain Specialist	
IT-ITeS	Future Skills	Cloud Computing	Cloud Consultant	
IT-ITeS	Future Skills	Cloud Computing	Cloud Consultant	
IT-ITeS	Future Skills	Cloud Computing	Cloud Architect	
IT-ITeS	Future Skills	Cloud Computing	Cloud Architect	
IT-ITeS	Future Skills	Cloud Computing	Cloud Application Developer	
IT-ITeS	Future Skills	Cloud Computing	Cloud Application Developer	
IT-ITeS	Future Skills	Cloud Computing	Cloud Infrastructure analyst	
IT-ITeS	Future Skills	Cloud Computing	Cloud Migration Analyst	
IT-ITeS	Future Skills	Cloud Computing	Cloud Administrator	

IT-ITeS	Future Skills	Cloud Computing	Site - Reliability Analyst
IT-ITeS	Future Skills	Cloud Computing	Site - Reliability Analyst
IT-ITeS	Future Skills	Cloud Computing	Cloud Risk and Compliance Officer
IT-ITeS	Future Skills	Cloud Computing	Cloud Risk and Compliance Officer
IT-ITeS	Future Skills	Cloud Computing	Cloud Security Analyst
IT-ITeS	Future Skills	Cloud Computing	Cloud Security Analyst
IT-ITeS	Future Skills	Web & Mobile Development	Product Manager - Web & Mobile
IT-ITeS	Future Skills	Web & Mobile Development	Application Architect - Web & Mobile
IT-ITeS	Future Skills	Web & Mobile Development	Application Developer - Web & Mobile
IT-ITeS	Future Skills	Web & Mobile Development	User Experience Designer
IT-ITeS	Future Skills	Web & Mobile Development	Mobile Device Management Analyst
IT-ITeS	Future Skills	IT Marketing	Marketing Operations Analyst
IT-ITeS	Future Skills	IT Marketing	Marketing Automation Specialist
IT-ITeS	Future Skills	IT Marketing	Marketing Content Writer
IT-ITeS	Future Skills	Augmented Reality & Virtual Reality	AR/VR Consultant
IT-ITeS	Future Skills	Augmented Reality & Virtual Reality	AR/VR Architect
IT-ITeS	Future Skills	Augmented Reality & Virtual Reality	AR/VR Designer
IT-ITeS	Future Skills	Augmented Reality & Virtual Reality	AR/VR Developer
IT-ITeS	Future Skills	Augmented Reality & Virtual Reality	AR/VR Test Engineer
IT-ITeS	Future Skills	Augmented Reality & Virtual Reality	AR/VR Researcher
IT-ITeS	Future Skills	Augmented Reality & Virtual Reality	AR/VR Infrastructure Engineer
IT-ITeS	Future Skills	Augmented Reality & Virtual Reality	AR/VR Support Analyst