

**INVITING EXPRESSION OF INTEREST (EoI)**  
**for**  
**Industry-anchored Skill Development Programmes in**  
**AI, IT & Emerging Technologies**

*(Two Structured Programmes implemented by GIL:*

*(A) Student Skill Development and*

*(B) Government Employee Capacity Building)*

**Issued by**

Gujarat Informatics Limited (GIL) under  
Department of Science and Technology (DST)  
Government of Gujarat

30.05.2026

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# 1. Background

Gujarat Informatics Limited (GIL), a State Public Sector Undertaking under the administrative control of the Department of Science and Technology (DST), Government of Gujarat, has been playing a key role in enabling and supporting the State's digital transformation, technology adoption, and capacity building initiatives.

As Gujarat advances towards a technology-driven economy, there is a growing emphasis on building a future-ready workforce equipped with skills in Artificial Intelligence (AI), Information Technology (IT), and emerging digital technologies. While academic institutions and online learning platforms across India offer a large number of courses in these domains, industry interactions and hiring feedback indicate that employment-ready talent at entry level remains limited.

The rapid expansion of online and academic programmes has resulted in a significant increase in course availability; however, this has not translated proportionately into improved hiring outcomes. Employers across sectors consistently highlight a persistent gap between curriculum-driven learning and real-world job requirements, particularly for pre-final and final year students entering the workforce.

Industry demands increasingly favor candidates who demonstrate applied readiness, platform familiarity, and practical exposure to real tools and workflows, rather than purely theoretical or academic knowledge. This has led to a growing consensus that industry-aligned, platform-based skilling models are essential to improve employability outcomes.

In this context, GIL, in coordination with DST, intends to facilitate industry-anchored skill development initiatives that bridge the gap between academic training and workplace expectations. The focus is on engaging with Original Equipment Manufacturers (OEMs), technology platform providers, and industry stakeholders to co-design skilling programmes that reflect current industry practices and evolving technology ecosystems.

Accordingly, this Expression of Interest (EoI) is being issued by GIL to identify capable organizations and partners who can contribute to the design and delivery of applied, outcome-oriented skill development programmes for pre-final and final year students, with the objective of enhancing employability, interview readiness, and industry relevance. In view of the

need for deeper hands-on exposure, peer learning, and direct interaction with industry practitioners, GIL intends to prioritize offline, in-person training models for skill development under this initiative.

GIL, under DST, shall directly implement these skill development programmes, including curriculum design, delivery coordination, quality assurance and outcome monitoring.

The programme shall consist of two categories: (i) Skill Development for Students (pre-final and final year), and (ii) Capacity Building for Government Employees working in AI, IT and Emerging Technology functions across departments.

## 2. Rationale

- Existing skilling efforts are largely content-heavy but job-light, with limited hiring signal value.
- Entry-level industry roles demand applied readiness, platform familiarity and execution capability, not academic research orientation.
- Gujarat has a rapidly growing applied-AI and deep-tech ecosystem across manufacturing, logistics, energy, Smart Cities, GovTech, semiconductors, Industry 4.0 and cybersecurity, necessitating deployment-ready technical talent.
- There is a need to co-design skilling programmes with industry and OEMs, ensuring relevance, transferability of skills, and measurable employability outcomes.
- There is a growing need to build internal capacity among Government officials who conceptualize, supervise or implement AI/IT and emerging-technology projects across departments. As digital and data-driven systems expand in Government, a structured in-person capacity-building programme is essential to equip officials with the practical understanding required for effective technology planning and oversight.

## 3. Purpose of the EoI

The purpose of this EoI is to identify OEMs, platform providers, and specialized training partners who can design and deliver, through GIL under DST, two distinct skill development programmes:

(A) AI/IT Skill Development Programme for Students (Pre-final & Final Year)

(B) AI/IT Capacity Building Programme for Government Employees

Both programmes shall be conducted fully in-person (offline), with strong emphasis on hands-on labs, practical exercises, realistic industry cases and applied learning.

The EoI is intended to:

- Identify capable partners with industry-relevant platforms and proven training frameworks.
- Enable co-creation of curricula aligned to real industry roles and government requirements.
- Strengthen industry-readiness of students and enhance technology capacity within Government departments.
- Shift from generic/aggregator-driven training to structured, applied and OEM-anchored skilling models.
- Promote industry-anchored skill development models with a strong preference for offline, in-person delivery to ensure deeper applied learning and hands-on competency.

#### 4. EoI Schedule (Key Dates)

| <b>Particulars</b>                                     | <b>Details</b>  |
|--|---|
| EoI Issue Date   | 30.05.2026  |
| Pre-EoI Clarification meeting date & venue for meeting | 09.06.2026 at 1500 hours<br><br>At Gujarat Informatics Ltd, Block 2, 2nd Floor, Karmayogi Bhavan, Sector 10A, Gandhinagar |
| Pre-EoI Clarification Queries submission deadline      | On or before date & time of Pre-EoI Clarification meeting   |
| Last Date & Time for EoI Submission                    | 29.06.2026, up to 1500 hours  |

GIL reserves the right to amend the above schedule by issuing corrigendum(s), if required.

#### 5. Scope of the Initiative

The scope of the initiative is envisaged to cover the entire lifecycle of skill development, ranging from programme conceptualization to certification and, wherever feasible, linkage with industry engagement. Selected respondents are expected to work closely with GIL/DST and associated academic institutions to ensure that training interventions translate into measurable improvements in job readiness. For this initiative, GIL envisages that training interventions shall be conducted primarily in offline (in-person) mode, at identified institutions or training centers, to maximize hands-on learning and industry interaction.

##### Programme Structure

The initiative will be implemented by GIL under DST and shall consist of the following two programmes:

##### Programme A: Student Skill Development Programme (Pre-final & Final Year)

- i. Free of cost
- ii. Minimum academic score requirement (e.g., 55%)

- iii. University-administered screening test
- iv. 5 pilot courses in first phase
- v. Fully in-person with labs
- vi. Capstone project mandatory
- vii. Certification exam with 2 free attempts; fees applicable from 3rd attempt
- viii. Courses designed to reduce industry–student gap

#### Programme B: Government Employee Capacity Building Programme

- i. For employees nominated by Govt departments
- ii. Short-duration (2–5 days or 1–2 weeks depending on module)
- iii. Fully offline
- iv. Basic-to-intermediate modules
- v. Focus on AI for governance, data handling, cybersecurity, cloud, emerging tech
- vi. No screening test
- vii. Certificate of completion

Both programmes shall be delivered via selected OEMs and partners through the empaneled OEMs/training partners under GIL. Screening test syllabus for students will be framed jointly with universities.

The scope shall broadly include, but not be limited to, the following areas:

#### 5.1 Programme Conceptualization and Curriculum Design

The Respondent shall be responsible for conceptualizing and co-designing two distinct yet complementary programmes to be delivered under GIL’s programme framework: (A) the AI/IT Skill Development Programme for Students (Pre-final and Final Year), and (B) the AI/IT Capacity Building Programme for Government Employees.

The curriculum design for both programmes shall be application-oriented, platform-anchored, and aligned with current industry practices and Government use-cases. The Respondent is expected to

ensure that the overall programme architecture reflects the State's vision of reducing the industry-academia skill gap while simultaneously strengthening the digital capability of Government departments.

#### Programme A: Student Skill Development Programme

For the student programme, the Respondent shall design five (5) pilot courses in the initial phase, selected based on their relevance to contemporary industry needs in AI, IT, cloud, data, emerging technologies, and cybersecurity. The curriculum must be structured to ensure:

- In-person, instructor-led training with extensive hands-on learning, lab work and practical exercises.
- Clear mapping to real industry job roles, tools and workflows.
- A balance between foundational understanding and advanced applied modules.
- Progressive learning from concept → practical → deployment readiness.
- A mandatory capstone project demonstrating end-to-end implementation capability.
- Structured preparation for technical interviews and workplace expectations.

The programme curriculum shall incorporate inputs from industry practitioners, OEM partners and domain experts to ensure relevance, realism and job-market applicability. The design shall explicitly avoid generic or theory-first content and instead emphasize platform-based, tool-oriented, real-scenario learning.

The Respondent shall also structure the curriculum to integrate the State's eligibility and certification framework, including:

- Screening test syllabus and structure (in alignment with universities).
- Integration of eligibility criteria such as minimum academic score thresholds.
- Assessment components for the final certification exam, including first and second attempts free for students.

The Respondent shall align with GIL's requirement that the screening test interface will be hosted on the unified digital platform.

## Programme B: Government Employee Capacity Building Programme

For Government officials, the Respondent shall design short-duration, in-person courses tailored to the functional needs of officers and staff who deal with policy, administration, technology oversight or service delivery. The curriculum shall be:

- Contextualized to governance-oriented use cases such as AI in public service delivery, data-driven decision making, process automation, predictive analytics, cybersecurity, and cloud adoption.
- Delivered in a simplified, practical format that reflects the diverse technical backgrounds of participants.
- Designed to enhance officials' ability to conceptualize, evaluate, supervise, and implement AI/IT/Emerging-Tech projects.
- Flexible enough to allow departments to nominate employees from various cadres and functional roles.

Where relevant, the Respondent may propose sector-specific modules (e.g., urban governance, health, education, agriculture, policing, citizen services, utilities, and transport) based on State priorities. The Respondent shall support GIL in creating assessment rubrics and simple evaluation frameworks suitable for working officials.

For both programmes, the Respondent shall ensure cross-cutting curriculum principles, including:

- Alignment with OEM tools, platforms and ecosystems.
- Strong emphasis on practical, hands-on, offline learning.
- Integration of case studies, real deployment scenarios and Gujarat-relevant examples.
- Well-defined learning outcomes linked to measurable competencies.
- Structured teaching-learning materials, lab manuals, datasets, and project templates.
- Use of industry-standard best practices for pedagogy, assessment and learning design.

The Respondent shall work in close coordination with GIL to finalize detailed syllabus structures, learning paths, module durations, lab requirements, assessment mechanisms and certification criteria for each course.

## 5.2 Training Delivery and Learning Methodology

All trainings under both programmes shall be conducted fully offline (in-person) at designated institutions or training centres identified by OEMs and approved by GIL. Programmes shall include (wherever applicable):

- Hands-on labs
- Use of OEM tools/platforms
- Practical assignments
- Instructor-led sessions
- Supervised capstone projects (students only)
- Real-world government-relevant case studies (employees only)

Training batches for Programme A and Programme B shall be scheduled separately due to differences in depth, pacing, and participation profile.

## 5.3 Industry Contextualization and Use Cases

Respondents are encouraged to integrate industry problem statements, sector-specific use cases, and deployment scenarios relevant to Gujarat's economic ecosystem, including manufacturing, logistics, energy, Smart Cities, GovTech, semiconductors, and related areas. This contextualization is critical to ensure that learning is locally relevant, industry-validated, and immediately applicable.

For students, industry-linked capstone projects shall be aligned to the selected pilot courses. For government officials, contextualization shall include use cases related to governance, public service delivery, compliance, data-driven decision-making and departmental automation.

## 5.4 Certification and Skill Validation

The Respondent shall propose certification mechanisms that ensure credible, transparent and outcome-based validation of learning for both programmes. Certifications must be:

- Jointly recognized by GIL/DST and the OEM / technology partner.
- Clearly aligned with defined skill outcomes and role-specific competency expectations.
- Valued by industry and government as an indicator of applied capability.
- Designed to differentiate candidates with practical proficiency from those with generic course completion credentials.

Certification systems shall include structured assessments, practical evaluations and platform-based tests wherever applicable.

#### 5.4.1 Certification Rules

##### A. Student Certification Conditions

- First and second attempts of the final certification examination shall be free of cost to the student.
- From the third attempt onwards, examination fees shall be payable by the student.
- Completion of the capstone project is mandatory for eligibility to receive certification.

##### B. Government Employee Certification

- Assessment may include short quizzes, case-based evaluations, or project assignments, depending on module design.
- Certifications shall be issued jointly by GIL and OEM/training partner, reflecting successful completion of the prescribed programme.

## 6. Focus Technology Areas

The GIL/DST intends to support programmes in advanced and emerging technology domains that have demonstrated industry demand and strong future growth potential.

Indicative focus areas include, but are not limited to:

- Applied Artificial Intelligence and AI-enabled systems
- Cloud computing integrated with AI and data platforms
- Data engineering and large-scale data processing systems
- Cybersecurity, including AI-driven security and privacy engineering
- Semiconductor ecosystem awareness (design, testing, automation fundamentals)
- Industry 4.0, Internet of Things (IoT), and smart manufacturing systems
- Technology platforms relevant to digital governance and Smart Cities

Respondents may propose additional domains, provided strong justification and industry relevance are demonstrated. Government employee modules may focus on simplified, governance-relevant versions of the above.

## 7. Eligibility and Participation

This EoI invites participation from organizations with demonstrated capability and credibility in industry-aligned skilling.

Eligible respondents may include:

- Global or Indian OEMs and technology platform providers.
- IT product companies or system integrators with proprietary platforms.
- Industry-recognized training and certification providers with OEM partnerships.
- Consortiums comprising OEMs, industry bodies, and training organizations.

Respondents should have prior experience in delivering practical, outcome-oriented training and must demonstrate the capability and infrastructure to conduct such programmes at scale across institutions in Gujarat, with a primary focus on offline, in-person delivery at designated training locations. They must also demonstrate the ability to deliver both student-oriented technical training and government employee-oriented capacity building and shall be required to work in alignment with the GIL program governance and monitoring framework.

## 8. Expected Outcomes

The overarching objective of this initiative is to enhance employability outcomes for graduating students in Gujarat while simultaneously strengthening the capacity of Government officials in AI, IT and emerging technologies.

Expected outcomes include:

- Graduates with demonstrable platform skills and applied competencies.
- Improved performance in technical interviews and hiring assessments.
- Reduced onboarding and retraining efforts for industry employers.
- Stronger alignment between academic institutions and industry needs.
- Establishment of Gujarat as a hub for industry-ready technical talent.
- Government officials gain functional understanding of AI/IT use in governance.
- Improved readiness of departments to conceptualize and evaluate technology projects.

## 9. Explicit Design Position of GIL

For clarity and transparency, GIL emphasizes that this initiative is not intended to support models that rely on:

- Aggregator-only course distribution without platform depth.
- Theory-first or purely academic training approaches.
- Predominantly online or self-paced training models without structured in-person engagement.
- Generic certification distribution lacking industry recognition.
- Programmes without clear linkage to defined learning outcomes and practical applicability.
- The programme strictly mandates in-person delivery; online-only or hybrid-first models shall not be considered.

The Department's focus is firmly on capability creation rather than certificate proliferation.

## 10. Digital Platform for Programme Management

GIL will develop and operate a unified digital platform for end-to-end management of the programme. The platform should serve as the single point of management for both programmes, includ

- Student registration and screening management
- Upload of student academic scores for eligibility verification
- University-administered screening test interface
- Course scheduling, attendance & progress tracking
- Capstone project submission module
- Exam results & certification
- Department nomination system for govt employees
- Progress tracking dashboards
- Data access for DST/GIL officials and respondent for data feed.

## 11. Process and Next Steps

Upon issuance of this EoI:

- Interested organizations shall submit their Expressions of Interest.
- Separate consultations may be held for Programme A and Programme B.
- GIL will undertake a preliminary evaluation based on relevance, capability, and alignment with objectives.
- Shortlisted respondents may be invited for consultations or presentations.
- Detailed programme structures, implementation modalities, and/or RFPs may be issued thereafter.
- Pilot implementations may be undertaken prior to wider scale-up.

## 12. Mode of Submission

The Expression of Interest shall be submitted in the following manner:

| <b>Particulars</b>                  | <b>Details</b>                                      |
|-------------------------------------|---|
| Mode of Submission and Language     | Online / Offline & English                          |
| Submission Method                   | By e-mail OR Physical copy at GIL Office            |
| E-mail title for Submission of EoI  | EoI_SDP_{company name}                              |
| Designated e-mail to submit the EoI | dgmapp-gil@ gujarat.gov.in<br>kajalp@gujarat.gov.in |

## 13. Communication Details

| <b>Particulars</b>                                | <b>Details</b>                                      |
|---|---|
| Submission of Pre-EoI Clarification Queries to    | GM – Software Procurement, GIL                      |
| E-mail ID to submit Pre-EoI Clarification Queries | dgmapp-gil@ gujarat.gov.in<br>kajalp@gujarat.gov.in |

## 14. Submission Guidelines and Validity of EoI Response

GIL reserves the right to extend timelines, seek clarifications, or modify requirements as deemed necessary.

The Expression of Interest submitted by the Respondent shall remain valid for a period of 90 (Ninety) days from the last date of submission of the EoI.

GIL may, at its discretion, request an extension of the validity period.

## 15. Format and Contents of EoI Submission

The Expression of Interest (EoI) submitted by the Respondent shall be structured in the following order and shall contain the information as outlined below. Submissions shall be concise, factual, and relevant to the objectives of the initiative.

### **1. Covering Letter**

A covering letter duly signed by the authorised signatory of the Respondent, clearly:

- Expressing interest in participating in the initiative.
- Confirming acceptance of the terms and conditions of the EoI.
- Providing contact details of the authorised representative for communication.

### **2. Organisation Profile**

Brief profile of the Respondent, including:

- Legal status of the organisation and year of incorporation.
- Nature of business and core competencies.
- Details of OEMs, technology platforms, or industry partnerships, if any.

### **3. Relevant Experience**

A summary of relevant experience, including:

- Description of similar skill development, training, or capacity-building initiatives undertaken.
- Experience in delivering industry-aligned, technology-or OEM-based training programmes.
- Experience of working with government departments, academic institutions, or public sector entities, if applicable.

#### **4. Proposed Approach and Value Proposition**

The Respondent shall provide a brief but structured description of its proposed approach for contributing to the objectives of this initiative. This section is intended to enable GIL/DST to understand the current capabilities, solution models, and practical offerings available in the market, and shall therefore be descriptive in nature.

The Respondent is encouraged to cover the following aspects, to the extent relevant:

- The Respondent’s understanding of current industry skill gaps in AI, IT, or emerging technologies, particularly at the entry-level.
- Respondent’s plan to support both student and government employee training tracks under the GIL’s programme framework.
- Description of the training or skilling model proposed, including:
  - Platform(s), tools, or technology stack involved.
  - Role of OEM platforms or proprietary systems, if any.
  - Balance between conceptual learning and applied, hands-on training.
- Indicative structure of the proposed programme, such as:
  - Modules, labs, case studies, projects, or capstone components.
  - Duration and mode of delivery, with primary emphasis on offline, classroom-based and in-person training, including physical labs and supervised project work.
- Approach to ensuring applied readiness and job relevance, including exposure to:
  - Real-world workflows.
  - Industry problem statements or use cases.
  - Deployment or implementation scenarios.
- Indicative certification or skill validation mechanism, if proposed.
- Any additional value addition envisaged, such as industry interaction, mentorship, or linkage with internship or hiring pipelines (non-binding).

This section shall not be treated as a binding proposal, but as an expression of capability and approach, and may be utilized by GIL/DST for refining programme design and preparation of subsequent RFPs, framework MoUs, or pilot initiatives.

## **5. Declarations**

The Respondent shall submit the following declarations duly signed by the authorised signatory:

- Declaration of non-blacklisting / non-debarment by any Government authority.
- Declaration regarding absence of conflict of interest.
- Declaration confirming acceptance of the terms and conditions of the EoI.

### **General Instructions:**

- a) All submissions shall be made in the English language.
- b) All documents shall be duly signed by the authorised signatory.
- c) GIL reserves the right to seek clarifications or additional information, if required.

## **16. Disclaimer**

Issuance of this EoI does not constitute a commitment by the GIL/DST to award any contract or financial support. GIL reserves the right to accept or reject any or all submissions, modify the scope of the initiative, or discontinue the process without assigning reasons.

## **17. Final Note**

Through this Expression of Interest, the Gujarat Informatics Limited seeks to initiate a strategic shift from content-centric skilling to workforce-ready competence building, ensuring that Gujarat's students and Government employees acquire skills that are relevant, recognized and demanded by industry and public sector technology initiatives.