



Request for Proposals (RFP)

Design and Delivery of an Electric Vehicle (EV) Skilling Programme in Karnataka

1. About the Organization and Project

Overview of the Organization

WRI India, an independent knowledge organisation registered as the India Resources Trust, provides objective information and practical proposals to foster environmentally sound and socially equitable development. As an independent knowledge organisation, we leverage our data and expertise to catalyze change across systems like food, land and water; energy; and cities. Our work focuses on improving people's lives, protecting and restoring nature, and addressing climate change. To enable progress at the pace and scale needed, we also engage with the economic, finance and governance systems that are key to enabling this change. Know more: wri-india.org

Project background

This work is being undertaken as part of the "Electrifying Mobility in Cities: Investing in the Transformation to Electric Mobility in India" initiative by the United Nations Environment Programme (UNEP), funded by the Global Environment Facility (GEF), guided by NITI Aayog and executed on ground by WRI India. The project workstreams focus on freight electrification, battery circularity and enabling a just and equitable transition to electric mobility in India. Under the workstream on 'Enabling a just and equitable transition to electric mobility', WRI India proposes targeted e-mobility skilling programmes in Karnataka, in collaboration with the Karnataka Electric Vehicle Manufacturers & Dealers Association (KEVMDA) and Federation of Karnataka Chambers of Commerce and Industry (FKCCI). The proposed intervention will focus on strengthening workforce readiness in the EV repair and maintenance ecosystem, with a specific focus on women and informal workers.

Context about the assignment

India's EV penetration has crossed the double-digit mark, reaching 12.5% in June 2026¹, indicating that the transition is moving from early adoption to wider market scale. As the country works towards the EV30@30 target, the sector will require a trained workforce that can safely operate, diagnose, repair and maintain EV systems across vehicle segments. This makes downstream workforce readiness particularly important. A large share of India's automotive workforce (80.4%) is concentrated in post-manufacturing activities such as dealerships, service centers, repairs, and after-sales support². These segments include a significant number of informal and semi-skilled workers who may have limited access to formal training, certification, and employment pathways in the emerging EV ecosystem.

Without targeted skilling, the EV transition may create a mismatch between market growth and repair and service capacity. This could adversely affect vehicle uptime, safety, consumer confidence, and the long-term reliability of EV adoption. Workers transitioning to EV repair and maintenance will require specialized competencies in high-voltage safety, battery systems, diagnostics, power electronics, thermal management, software-enabled fault detection, troubleshooting, etc.

The EV transition also presents a significant opportunity to build a more gender-inclusive workforce in the automotive sector. While women's participation is gradually increasing in select parts of the EV value chain, including assembly, product development, and software roles, their presence in downstream technical occupations remains limited. Targeted training for women in EV repair and maintenance will create entry points into non-traditional automotive roles.

Karnataka stands among India's most advanced EV markets. The state has achieved 8.5% EV penetration against a national average of 8.19% in FY2026³, recorded a 17-fold increase in EV sales between FY2021 and FY2026, and is home to approximately 8,600+ EV charging stations ⁴. Under the Karnataka Clean Mobility Policy 2025-30, the state targets USD 5.2 billion in investments and the creation of 1 lakh jobs in the clean mobility sector.

As EV adoption and manufacturing activities scale, Karnataka will need a parallel focus on the repair and maintenance ecosystem that supports vehicle deployment, customer confidence, and long-term performance. This includes strengthening the capabilities of service technicians, informal mechanics, workshop workers, and new entrants into the EV workforce.

Karnataka's early-mover advantage in EV adoption, combined with an established industrial base and an active mandate for clean mobility, makes it an ideal geography to pilot targeted e-mobility skilling programmes. The proposed intervention can demonstrate a practical, industry-aligned, and inclusive skilling model for the EV repair and maintenance ecosystem, with learnings that can inform other such initiatives across Karnataka and other high-growth EV markets across India.

2. Objective

WRI India intends to engage an experienced and qualified Training Partner to design and deliver an EV skilling programme across 2-3 cities in Karnataka, including participant mobilization, classroom and practical training, on-the-job (OJT) training, assessment, certification, and placement/apprenticeship support. The proposed intervention will strengthen workforce readiness in the EV repair and maintenance ecosystem, with a focus on women and informal workers.

Component	Details
Programme Type	EV skilling programme
Focus area	EV repair and maintenance
Target participants	Women and informal workers
Training target	150-200 participants (minimum 50 informal workers and 100 women)
NSQF Levels	2.5-4.5 (aligned with relevant occupational standards by Sector Skill Councils)
Location	2-3 cities across Karnataka

Note: The final curriculum, module depth, duration, delivery format, OJT arrangements, and placement/apprenticeship strategy may be adapted for each city and/or cohort to address the specific learning and employment needs of women and informal workers. Such adaptations shall be informed by the needs assessment, participant profiles, local EV service and repair ecosystem, employer demands, and finalized in consultation with WRI India prior to delivery.

3. Scope of Work

The selected Training Partner will be entrusted with a range of responsibilities which includes:

A. Needs assessment, mobilization and participant engagement

- Conduct a rapid needs assessment for each selected city and/or cohort to assess participant education and prior work experience, existing technical competencies and learning needs, local EV industry requirements, employer demand, and relevant practical training and placement/ apprenticeship opportunities. Findings from the assessment shall inform the final curriculum and programme delivery approach.



- Undertake targeted, on-ground mobilization of women and informal workers in the selected cities, including existing ICE mechanics, small-garage workers, workshop assistants/helpers, and workers in unorganized workshops and informal enterprises.
- Accompany mobilization with participant counselling on the programme structure, training and OJT requirements, available incentives/support, relevant placement/apprenticeship opportunities, and indicative career pathways. Where relevant, counselling may also engage participants' families to support informed participation and programme retention.
- The Training Partner shall verify participants' identity by their government-issued identification documents, subject to obtaining necessary consent and complying with applicable privacy and data protection requirements.

B. Curriculum development

- The Training Partner shall develop a modular training curriculum aligned, where applicable, with relevant Qualification Packs (QPs), National Occupational Standards (NOS), micro-credentials and other recognized competency standards.
- The curriculum should be adaptable to classroom and practical training format, excluding OJT and any additional bridge or supplementary modules that may be required based on the needs assessment and participant profile.
- By the end of the program, participants should be able to demonstrate comprehensive knowledge of EV architecture, high-voltage (HV) safety, vehicle diagnostics, and preventive/corrective maintenance and repair of electrical, electronic, and mechanical systems. Participants must demonstrate proficiency in interpreting OEM technical documentation and applying workplace safety, quality, and resource management standards/ practices. Specific competency depth and training scope will be tailored to the findings of the preliminary needs assessment and learning needs of participants.
- In addition to the curriculum, the training partner shall develop the following content and materials:
 - A comprehensive training manual in Kannada and English languages, covering all modules and topics.
 - Bilingual (Kannada and English) PowerPoint presentations, posters, and brochures.
 - Standard Operating Procedures (SOPs) for all key training and workshop processes.
 - Real-life, scenario-based case studies for each module, delivered preferably through simulations, videos, or animations.
 - Evaluation sheets and pre- and post-training assessment instruments.
- Indicative reference qualifications and occupational standards:
 - Electric Vehicle Service Technician Level 4 (ASDC)⁶
 - Electric Vehicle Maintenance Technician Level 3.5 (ASDC)⁷
 - Electric Vehicle Service Lead Technician Level 4.5 (ASDC)⁸
 - Electric Vehicle Service Assistant Level 2.5 (ASDC)⁹
 - Mechanic EV Level 4 (DGT CTS)¹⁰

Note: The above list is indicative. The Training Partner shall identify and consider the latest applicable QP/NOS and certification pathways at the time of programme design.

C. Training Delivery

- Training must be delivered at the Training Partner's own centre or at a centre for which a valid rent or lease agreement is in place. Outsourcing training delivery to any third party or franchisee is strictly prohibited.
- Practical and hands-on training shall form a significant component of the programme. Participants must have access to industry-standard tools, equipment, and/or simulated working environments to enable applied learning.
- On-the-Job Training (OJT) shall be an integral part of the programme and shall be undertaken at appropriate industry or on-field premises. The Training Partner shall provide documentary evidence of the OJT arrangement with the relevant industry partner(s).
- Batch size, cohort composition and programme schedules shall be finalized in consultation with WRI India prior to commencement of each cohort.

D. Placement assistance and support

- Provide appropriate post-training placement/apprenticeship support based on participant profiles, including employer linkages and facilitation of relevant placement/apprenticeship opportunities, along with employability support such as resume and interview preparation, and job-search assistance, as required.
- Establish and maintain partnerships with local dealerships, service centers, workshops and relevant industry associations to facilitate placement/apprenticeship opportunities.

E. Monitoring and reporting

- Maintain records covering enrolment, attendance, completion, drop-outs, assessment, certification and other programme-related indicators for all participants throughout programme implementation.
- Track post-training outcomes for each cohort, including placement/apprenticeship, employer feedback, and other relevant livelihood outcomes where applicable.
- Submit periodic progress and outcome reports throughout the programme, covering participant mobilization and enrolment, attendance, training and OJT progress, assessment, certification, placement/apprenticeship outcomes, employer feedback, implementation challenges, corrective measures, and illustrative success stories.
- Facilitate reasonable verification of programme outcomes by WRI India, including coordination with participants and employers where required, subject to necessary stakeholder consents.
- Maintain all programme records, supporting documentation and outcome records for a minimum of twelve months following programme completion as may be required by WRI India for donor reporting, audit or compliance purposes.

4. Timeline of deliverables and milestones

The following table indicates important milestones and timelines for completion of programme activities:

Sr. No.	Phase and deliverable	Timeline	Description
1	Needs assessment and programme implementation plan	T + 1 month	Conduct needs assessments across the selected cities/cohorts and submit the final mobilization strategy, proposed cohort plan and programme delivery approach. Findings should identify participant learning needs, local EV industry requirements, employer demand, and any adaptations required in programme delivery.
2	Contextualized curriculum and training modules	T + 1.5-2 months	Submit the final curriculum and training package incorporating needs-assessment findings, including session plans, bilingual training materials, practical training approach, assessment tools, SOPs and proposed OJT arrangements.
3	Training delivery, certification, and cohort completion reports across selected cities	T + 2 to T + 6 months	Deliver classroom instruction, practical laboratory sessions, OJT, assessment, and certification, alongside placement/apprenticeship linkages in cohorts across selected cities. For each completed cohort, submit a completion report covering attendance, completion, assessment, certification, OJT, participant feedback and placement/apprenticeship status available at the time of reporting.
4	Consolidated programme completion report	Within 15 working days of completion of the final cohort/OJT	Submit a consolidated report covering implementation and outputs across all cities/cohorts, including total enrolment and completion, assessment, certification, OJT, placement/apprenticeship outcomes, as well as participant and employer feedback, implementation challenges, corrective measures and key learnings for future delivery or scale-up.

- a. The duration of the services will be 7 months from the date of Letter of Award.
- b. Payments shall be made upon approval of the corresponding deliverable(s) by WRI India and submission of the required supporting documentation and invoice.
- c. Invoices must reference the contract number and be supported by documents required for finance processing.

5. Eligibility criteria

To be considered for empanelment as a Training Partner under this programme, applicants must satisfy the following criteria:

A. Organizational registration

- Must be a registered firm, company, partnership, society, or trust incorporated under applicable Indian law.
- Must have been in operation for a minimum of three years as of the date of this RFP.

B. Vocational training experience

- Must have a demonstrated track record of at least three years in the design and delivery of vocational or skill development training programmes.
- Certified training partners of respective Sector Skill Council (SSC) with prior experience in automotive/ EV repair and maintenance, EV-specific trainings, or related electrical/electronics and automotive trades will be preferred.
- Must provide evidence of past training projects, including programme scope, number of participants trained, certification outcomes, and placement rates.



- Experience working with government skilling schemes (e.g., Pradhan Mantri Kaushal Vikas Yojana, Deen Dayal Upadhyaya Grameen Kaushalya Yojana) or in collaboration with SSCs, National Skill Development Corporation (NSDC), or other national skilling bodies will be preferred.
- Any awards, recognitions, or certifications received for excellence in vocational training should be highlighted.

C. Inclusive practices

- Must demonstrate prior experience in designing and delivering training programmes specifically targeting women, informal workers, and/ or marginalized communities.
- Must present a credible plan for mobilizing, enrolling, and supporting women and informal workers throughout the training and placement/apprenticeship cycle.

D. Infrastructure and resources

- Must possess or have access to adequate training infrastructure in Karnataka, including a well-equipped training centre with relevant tools, machinery, and a conducive learning environment.
- Must have a team of qualified trainers and master trainers with relevant domain expertise, as well as administrative and coordination support.

6. Proposal Submission Requirements

Interested institutions are invited to submit separate technical and financial proposals addressed to 'WRI India' to develop and deliver the proposed programme as described in this document.

A. Technical Proposal

- Understanding of the assignment: A concise articulation of the objectives, scope, and context of the programme, demonstrating a clear grasp of the target participants and sector-specific challenges.
- Methodology and approach: A detailed description of the proposed approach to needs assessment and contextualization, participant mobilization, curriculum development, training delivery, OJT, assessment, certification, and placement/apprenticeship support, including strategies for women and informal workers.
- Indicative programme structure, workplan and timelines: A brief proposed session and cohort structure indicating modules, pedagogy, duration, practical training and expected learning outcomes, including any proposed differentiation across participant profiles. The final programme structure will be refined based on the needs assessment.
- Team and faculty profile: Short bios of proposed trainers, master trainers, and subject-matter experts, including qualifications and relevant experience. A team structure and management plan detailing roles and responsibilities.
- Relevant experience: An overview of past assignments or similar programmes, with outcomes data (participants including women and informal workers trained, certifications issued, placements achieved).
- Infrastructure details: Description of training facilities, available equipment, and OJT partner(s), with supporting documentation.

B. Financial Proposal

- A detailed cost breakdown covering all the programme components: professional fees, content development, training delivery, OJT coordination, placement support, travel, logistics, materials, and applicable taxes.



- Clear statement of any assumptions, exclusions, or conditions.
- Total cost for completing all deliverables, with applicable taxes clearly indicated.

The selected Training Partner shall comply with all branding, acknowledgement and visibility requirements communicated by WRI India and applicable donor requirements. No use of UNEP, GEF, WRI India or other key stakeholders name, logos, emblems or branding shall be made without prior written approval from WRI India.

Training materials, curriculum, presentations, IEC materials, reports and other outputs intended for external dissemination shall be subject to review and approval by WRI India prior to publication, dissemination or public release.

7. Evaluation criteria

Submitted proposals will be evaluated based on the following criteria:

- **Relevance of experience:** Demonstrated expertise in vocational skilling or capacity building in the EV and/or automotive service and repair sector, including experience delivering training aligned to ASDC or comparable Qualification Packs, and a track record of working with target participants i.e. informal workers and women.
- **Technical approach and methodology:** Practicality, coherence, and alignment of the proposed needs assessment and contextualization approach, mobilization strategy, curriculum, training delivery model (classroom, practical/lab, and OJT), assessment, certification, and placement/ apprenticeship linkages with the programme objectives and target participant profiles.
- **Quality of team and faculty:** Qualifications and professional experience of proposed trainers, master trainers, and subject-matter experts, particularly in EV/HV systems, diagnostics, and service and repair, along with the strength of the team structure and coordination plan.
- **Inclusivity and local partnerships:** Integration of gender-inclusive pedagogy, credible strategies for mobilizing and retaining informal workers and women through training and placement, and strength of industry/OJT partnerships in Karnataka.
- **Financial proposal:** Cost-effectiveness, clarity, and justification of the proposed budget and resource allocation.

Disclaimer

- Proposals will be evaluated based on technical quality and financial cost.
- WRI India may seek clarifications from applicants during the evaluation process.
- WRI India reserves the right to modify or cancel the RFP process, reject any proposal, or make no award at its sole discretion.
- Contracts will not be awarded to organisations failing to meet our due diligence criteria.
- All proposal preparation and submission costs shall be borne by the applicant. WRI India will not reimburse these costs.
- No part of this RFP shall be construed as an offer document. The acceptance of a proposal does not contractually bind WRI India. The selected Training Partner must sign definitive contractual documents governing their relationship with WRI India.

Deadline: October 5, 2026

Expression of interest:



WRI INDIA

All expressions of interest, queries and proposals in response to this RFP must be received via email to the contact below by October 5, 2026

Aprajita.Verma@wri.org