Telecom Sector Skill Council (TSSC)

(An Industry-led Sector Skill Council under NSDC- MSDE)

Expression of Interest (EOI)

For

Development of Research Report on

Telecom Skill Gap in India

EOI No. : TSSC/SGR/Telecom/2026/01

Date of Issue: 16/01/2026

Last Date for Submission of EOI: 27/01/2026

1. Introduction – Telecom Sector Skill Council

Telecom Sector Skill Council (TSSC) is a Non-Profit Organization, registered under the Societies Registration Act, 1860. We are an industry-led apex body, jointly set up by the Cellular Operators Association of India (COAI), Indian Cellular and Electronics Association (ICEA) and National Skill Development Corporation (NSDC), to ensure adequate availability of skilled manpower to boost growth and productivity in the Telecom sector.

TSSC is mandated to assess, forecast, and develop skills for India's Telecom and Information & Communication Technology (ICT) sector. In view of rapid technological advancements such as 5G/6G, AI/ML, IoT, Cloud Computing, Cybersecurity, Network Automation, Data Centres, Satellite Communications, and Digital Infrastructure, the sector is undergoing significant transformation in job roles and skill requirements.

To ensure that skilling initiatives remain aligned with industry demand and future workforce needs, TSSC proposes to undertake a **comprehensive Skill Gap Study for the Telecom & ICT Sector**.

Accordingly, **Expressions of Interest (EOI)** are invited from eligible organizations to participate in and/or undertake the said study.

2. Objectives of the EOI

The primary objectives of this EOI are to: enable evidence-based skilling and reskilling strategies.

- Telecom industry overview, existing workforce landscape, and mapping of telecom programmes offered by institutions

- Identification of telecom clusters in India

- Identify skill shortages and skill gaps across job roles and sub-sectors

- Assess current and future skill demand in the Telecom & ICT sector

- Capturing industry demand projections and emerging workforce trends for next five years, including Region-wise, state-wise, and district-wise demand projections

- Identification of new and evolving job roles & skills driven by technology adoption, along with career progression pathways for emerging roles

- Ensuring strong industry participation and validation of study outcomes

- Mapping of mandatory telecom certifications in India and the existing training ecosystem (Government and Private)

- Review of telecom-related government schemes and policies in India

- Analysis of the future of telecom – transition from Telco to Techco

- Promotion of entrepreneurship in the telecom & Information and Communication Technology ecosystem

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- Assessment of international placement opportunities and foreign mobility of youth in telecom sector

3. Scope of Work

The selected organization(s) shall be required to undertake the following indicative scope of work:

3.1 Sector and Demand Mapping

- Mapping of Telecom & & Information and Communication Technology sub-sectors and value chains

- Assessment of workforce demand by job role, skill level, and geography

- Short-term, medium-term, and long-term demand projections/ micro-credentials

3.2 Identification of Emerging Skills & Job Roles

- Identification of new job roles arising due to emerging technologies.

- Mapping of evolving skill requirements (technical, digital, cognitive, and behavioural)

- Identification of roles becoming redundant or requiring reskilling or upskilling

3.3 Data Analysis

Primary Data

- Conduct industry-level surveys capturing:

  o Workforce profile

  o Hiring practices

  o Hard-to-fill roles

  o Skills requirements

  o Impact of technology

  o Salary and experience levels

  o Women's workforce participation

- Ensure representation across regions, firm sizes and ownership types

Secondary Data

- Use national datasets, including:

  o PLFS (Periodic Labour Force Survey): India's primary source for employment and unemployment data

  o Census of India

- o NSSO (National Sample Survey Office): Key government body that conducts large-scale socioeconomic surveys

- o MoSPI (Ministry of Statistics and Programme Implementation): Indian government's executive ministry responsible for national statistics

- o Niti Aayog

- o Administrative sources such as MCA (Ministry of Corporate Affairs) and GSTN (Goods and Services Tax Network), where relevant

- Analyse employment by job role, geography, gender, formality and skill level

3.4 Stakeholder Engagement

- Conduct consultations with industry, Telecom associations, training providers, Telecom experts and policymakers

- Use FGDs (Focus Group Discussions), interviews, and workshops

- Validate job roles, skills and demand trends

3.5 Skill Gap Assessment

- Identification of skill shortages and gaps across entry-level, mid-level, and advanced-level roles

- Assessment of upskilling and reskilling requirements for the existing workforce

3.6 Forecasting and Projections

- Prepare workforce demand projections for the next 3–5 years

- Use trend analysis, industry growth data, and technology scenarios

- Identify future job roles and skills

3.7 Gender and Inclusion

- Analyse women's participation in the workforce

- Identify suitable roles for increased inclusion

- Recommend gender-responsive skilling strategies

3.8 Deliverables

- Comprehensive Skill Gap Report for the Telecom and **ICT** sector

- List of priority job roles and emerging skills

- Recommendations for skilling, upskilling, and reskilling initiatives, including Qualification Packs, Apprenticeships, On-the-Job Training, and Industry Partnerships

- Inputs for curriculum development and Qualification Pack (QP) development

4. Framework for Regular Update

- Propose a system for annual or biennial updates

- Recommend tools and data sources for continuous tracking

- Enable TSSC to maintain and regularly refresh the skill demand database

5. Eligibility Criteria

The EOI may be submitted by:

- Consulting firms and research organizations

- Academic institutions, think tanks, and policy research bodies

- Organizations with demonstrated experience in sectoral skill studies

6. Submission Requirements

Interested organizations are required to submit the following:

1. Organization Profile

2. Relevant experience in skill gap studies and/ or workforce assessment

3. Proposed Approach & Methodology (brief)

4. Details of Key Personnel

5. List of Similar Assignments Undertaken (if any)

6. Budget: A first-level financial proposal
7. Contact Details

7. Submission Process

- Mode of Submission: [Email / Online Portal / Both]

- Email ID: tssc@tsscindia.com

- Subject Line: *EOI – Skill Gap Study for Telecom & ICT Sector*

8. Evaluation & Selection

The proposals will be evaluated based on the following criteria:

- Methodological robustness and alignment with MSDE and TSSC guidelines

- Relevance and past experience

- Cost-effectiveness

- Adherence to timelines

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9. Important Dates

Activity	Date
EOI Issue Date	16/01/2026
Last Date for Submission	27/01/2026

10. Rights of TSSC

TSSC reserves the right to:

- Accept or reject any or all EOIs without assigning any reason

- Modify the scope, timelines, or terms of the EOI

- Cancel the EOI process at any stage

11. Contact Information

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For any queries or clarifications regarding this EOI, please feel free to reach out to us.
Suggestions and inputs to strengthen this initiative are also most welcome.

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