
Requirement of “ICT Training Consultant” for ICT Training Division of KEONICS

V4-0 dated 06.10.2025

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1. About ICT Training Division of KEONICS

KEONICS offers a dual-pronged approach to IT education: core IT programmes providing foundational computer skills and specialized, job-centric courses delivered through strategic partnerships. Its extensive network of training centers across Districts, Taluks and Hoblis in Karnataka represents an unparalleled grassroots reach which is crucial for digital inclusion and equitable skill development across the State.

2. Current Challenges in the ICT Training offered by KEONICS

KEONICS effectively covers the basic digital literacy and basic programming skills. However, emerging technology based upskilling required to meet the emerging industry demands are not being covered in the current ICT Education portfolio at KEONICS.

In general, industries in Karnataka face a severe shortage of skilled workers, especially in emerging technology areas such as Artificial Intelligence, Machine Learning, Deep Learning, Cybersecurity, Cloud Computing, Generative AI, Data Science, Quantum Computers, Internet of Things, Chip Design/VLSI, Chip Fabrication, Mobility, etc.

A report from NASSCOM highlights this challenge, indicating that 75% of Indian companies encounter difficulties in sourcing professionals equipped with these specific skills. The rapid growth of GCCs in Karnataka further intensifies this demand. This growth trajectory necessitates a highly specialized workforce, to meet the escalating demands of these global companies. This implies that upskilling initiatives within Karnataka must be highly targeted and responsive to these industry-specific demands, moving beyond generic training to specialized, cutting-edge programs. The continued economic vitality and competitive advantage of Karnataka are directly constrained by this skills deficit. The success of key economic drivers like GCCs is fundamentally dependent on effectively addressing this specialized talent shortage through focused and agile upskilling programs.

To bridge the technical skill gap between the availability of skilled resources and the skills required by the

emerging industries in Karnataka, Karnataka has introduced NIPUNA KARNATAKA which is a State Government initiative for guaranteed employment through skilling of youths in the areas of emerging technologies. However, KEONICS IT Education Division is yet to incorporate and leverage the NIPUNA KARNATAKA scheme in its ICT Training programmes.

3. Need for “ICT Training Consultant”

To bridge the above-mentioned gaps in the current ICT Training provided by KEONICS and the skill requirements in emerging technologies required by the industries in Karnataka, there is a need for KEONICS to revamp its ICT Training programmes. For this KEONICS is looking to immediately onboard a “Training Consultant” on contract basis.

The Training Consultant is a professional who will assess, design, develop, partner and deliver training programs that bridges the skilling objectives of Karnataka and its industries.

4. Key Responsibilities of “ICT Training Consultant”

4.1. Strategic Planning & Needs Analysis

Conduct in-depth training needs analysis (TNA) and performance gap assessments across the emerging technologies and other requirements of the industry, using a combination of qualitative and quantitative data. Develop a series of comprehensive long-term and short-term strategies and roadmaps that anticipate the current and future technological shifts.

Should develop strategies for the effective utilization of the existing training infrastructure of KEONICS and for augmenting the infrastructure available at Government Schools, Colleges and Digital Libraries.

4.2. Advanced Curriculum Design and Development

Design and develop innovative and emerging ICT training programs, including multi-modal and blended learning solutions for technical skills, leadership development, change management, and other critical ICT industry functions.

Creation of high-quality, engaging training materials, leveraging advanced e-learning authoring tools, virtual reality (VR), augmented reality (AR), and other emerging technologies.

Application of adult learning principles, instructional design models (e.g., ADDIE, SAM), and neuroscience research to optimize learning outcomes.

Plan, design and develop Micro Learning modules in series leading to diploma and/or advanced diploma programmes.

Industry consultation, industry partnership and industry-led customized ICT learning programmes and learning paths.

4.3. Selection of EduTech Training Partners

Identify the need for various types of EduTech training partners.

Should prepare terms of reference, scope of services, SLAs, etc. for publishing tenders, as per KTPP Acts and Rules, for the selection of EduTech Training Partners.

4.4. Training Delivery & Facilitation

Should manage, monitor and control the delivery of training programmes, training partners, trainers, trainees.

4.5. Evaluation & Reporting

Design and implement training evaluation methodologies and analysis to measure the effectiveness and impact of training activities.

Analyze evaluation data to generate actionable insights and identify compelling cases for policy intervention in training.

Develop and maintain a framework for measuring the return on investment (ROI) of training programs.

Shall report to the Director (Operations).

4.6. Stakeholder Management

Manage relationships with external training stakeholders, ensuring high quality and cost-effective training programmes.

Conduct large-scale training projects from concept to completion, timelines, and resources effectively.

Stay abreast of the latest L&D technologies, methodologies, and industry best practices, making recommendations for continuous improvement.

5. Minimum, preferred and other requirements

The minimum, preferred and other requirements in the ICT Training Consultant is as given below:

5.1. Minimum Educational Qualification Requirement

- Should be a Graduate.

5.2. Minimum Experience Requirement

- Should have 10+ years of relevant experience in education / training in the ICT sector.
- Should have experience in training, course design, course development and learning management in areas of Information Technology
- Should have good communication, training documentations and presentation skills.

5.3. Preferred Requirements

- Post Graduate in Training / Learning / related fields.
- Certification in Training / Learning / related fields.
- Knowledge of tools and technologies such as Learning Management Systems (LMS), e-learning authoring / design tools.

5.4. Other Requirements

- Should be below 55 years of age on the date of notification in newspapers.