REQUEST FOR PROPOSAL (RFP)

Consultant – Strengthening the Training modules & Framework

Mobile Creches

Consultancy Period: Three Months | 2026–27

---

1. About Mobile Creches

Mobile Creches is an organization working to ensure quality early childhood care and development (ECCD) services for children from vulnerable and underserved communities across India.

Over the years, Mobile Creches has developed a comprehensive training ecosystem for childcare workers, supervisors, trainers, government stakeholders and community members. This includes pre-service and in-service training, ECCE training, Training of Trainers (ToT), refresher and thematic trainings, as well as digital and blended learning initiatives.

As Mobile Creches expands its work across multiple states and partnerships, there is a need to further strengthen and institutionalize the existing training system into a structured, competency-based, evidence-informed and scalable model that supports the professionalization of the childcare workforce.

The consultant will work closely with the Training & Quality and Content & Innovation teams.

2. Background and Rationale

Mobile Creches has developed significant institutional experience, training content and methodologies for strengthening the capacities of childcare and early childhood development personnel.

At the same time, the current training ecosystem comprises multiple programmes, modules and learning initiatives developed for different cadres and purposes. There is an opportunity to bring these together into a more coherent system that clearly connects:

Roles → Competencies → Learning Pathways → Training → Assessment → Application in Practice → Quality Assurance → Professional Progression

Registered under the Societies Registration Act XXII860 Reg# 4392

Mobile Creches is also exploring how its training system can contribute to the broader professionalization and standardization of childcare training through clearer competency expectations, structured learning pathways, assessment and certification, trainer development and opportunities for professional progression.

As part of this work, relevant HSSC/NSDC and other applicable occupational or qualification standards may be mapped against Mobile Creches' competency framework, where relevant, to identify areas of alignment, gaps and opportunities for contextual adaptation.

The assignment is intended to strengthen the existing system rather than replace it. The consultant will therefore build on the current Mobile Creches training model, existing curricula, mapped outcomes, session plans, digital modules and assessment processes.

3. Objective:

The overall objective is to strengthen and standardise Mobile Creches' existing training structure into a coherent, competency-based and scalable framework that supports workforce development and professionalization of childcare and ECD cadres.

The assignment will focus on:

- Diagnostic Review of existing MC training structure and its modules and mapping against national competency frameworks.
- Framework mapping of competency as per different ECD job roles and assessments.
- Recommend structured learning, assessments required and progression pathways
- Identify pathways for strengthening curriculum, training quality and application of learning.

---

4. Scope of Work

The assignment will be undertaken over three months. The consultant will work closely with the Mobile Creches Training Team and relevant cross-functional teams throughout the engagement.

PART A: Diagnostic Review and Competency Framework

A.1 Diagnostic Review and Training System Mapping

The consultant will:

- Review the existing Mobile Creches training model/SOP, curricula, mapped outcomes, session plans, digital modules, assessments, reports and related documentation.

Registered under the Societies Registration Act XXII860 Reg# 4392

- Consult with the Training, MEAL, Programme, Quality and Content & Innovation teams, as well as selected trainers and field stakeholders.
- Map existing training programmes against relevant cadres, competencies and stages of the workforce journey.
- Assess the overall quality of the existing curriculum and whether the training modules incorporate adult learning principles, including building on participants' existing knowledge and experience, practical learning, active participation, reflection and feedback.
- Identify gaps, overlaps, duplication and areas requiring strengthening.
- Identify priority areas for curriculum, assessment and training-system strengthening.

Deliverable: Diagnostic Review and Training System Mapping Report, including key findings, gaps, opportunities and priority recommendations.

Timeline: End of Month 1

A.2 Cadre-wise Competency Framework and Standards Mapping

Develop a cadre-wise competency framework defining the knowledge, skills, attitude (KSA) and proficiency levels required for effective performance across relevant childcare/ECD cadres based on the existing MC training module and larger ecosystem.

The framework may include:

- Creche Worker/ Health Care worker
- Helper
- Balwadi Worker/ECCE Worker
- Supervisor
- Mid-Level Functionary/In-charge/State Head/Manager-ECD centre
- Master Trainer
- State Trainer
- Child Health Worker (HSSC)
- Carepreneur (HSSC)

The framework should define, as relevant:

- Knowledge
- Skills
- Attitudes and behaviours
- Functional/employment competencies

Registered under the Societies Registration Act XXII860 Reg# 4392

- Leadership/supervisory competencies
- Adult Learning Principles
- No. of credit hours required for each domain of KSA.

As part of this exercise, the consultant will review relevant HSSC/NSDC and other applicable occupational/qualification standards, where relevant to Mobile Creches' priority roles, and map these against the proposed competency framework.

The mapping should identify:

- Areas of alignment
- Competency gaps
- Areas requiring contextual adaptation for childcare/ECD settings
- Implications for curriculum and assessment revisions.
- Integration of adult learning approaches.

The competency framework should provide the foundation for subsequent training design, assessment, certification and professional progression.

Deliverable: Mobile Creches Competency Framework & Standards Mapping Matrix

Timeline: End of Month 2 and 3

5. Key Deliverables and Timeline

No.	Deliverable	Timeline
1	Diagnostic Review & Training System Mapping Report	Month 1
2	Mobile Creches Competency Framework & Standards Mapping Matrix	Month 2 & 3

6. Expected Approach and Methodology

The consultant is expected to adopt a participatory, collaborative and field-informed approach comprising:

1. **Document Review** – Review existing training frameworks, curricula, tools, assessments and relevant standards.
2. **Training Observation**: Attend at least one pre-service (8 days) and one incremental training (4 days). Observation should assess module facilitation, including adult learning methods, participant engagement, practice and feedback, while distinguishing gaps in module design from gaps in delivery.

Registered under the Societies Registration Act XXII860 Reg# 4392

3. **Stakeholder Consultations** – Engage with relevant Mobile Creches teams, trainers and selected field stakeholders.

4. **Feedback & Validation** – Work closely with the Training Team to develop and validate key outputs.
5. **Field-informed Refinement** – Incorporate relevant feedback from field and programme teams into the final recommendations.

The consultant is expected to contribute to **institutional capacity-building and ownership** within Mobile Creches rather than independently developing and handing over a final document.

7. Duration

The consultancy will be for **three months during 2026–27**.

The detailed workplan and dates will be finalized with the selected consultant during the inception phase.

8. Required Qualifications and Experience

The consultant should demonstrate:

- At least **10 years of relevant experience** in learning and development, workforce development, capacity building, education, skilling or related fields.
- Demonstrated experience in designing or strengthening **end-to-end training systems**.
- Experience in competency frameworks, curriculum design, assessment and certification.
- Familiarity with relevant qualification/occupational standards and competency-based skilling systems is desirable.
- Familiarity with ECD, ECCE or the social development sector is desirable.
- Strong analytical, facilitation, stakeholder engagement and report-writing skills.
-

9. Proposal Submission Requirements

Interested consultants should submit a technical and financial proposal, including:

A. **Understanding of the Assignment:** A brief note demonstrating understanding of the existing training system and the key areas to be strengthened.

Registered under the Societies Registration Act XXII860 Reg# 4392

B. Proposed Approach: A concise description of the proposed approach, including competency mapping, training assessment, quality and professionalization.
C. Relevant Experience: Details of 2–3 comparable assignments, including client details, scope, key deliverables and outcomes.
D. Consultant Profile: Updated CV highlighting relevant qualifications and experience.
E. Workplan and Availability: Indicative three-month workplan, proposed consultancy days/person-days and availability.

F. Financial Proposal: Professional fee/rate, estimated consultancy days, total fee and any applicable travel or other costs.

Proposals must be submitted to steffi.j@mobilecreches.org and shraddha.n@mobilecreches.org by 16th November 2026, with the subject line "Strengthening the Training modules & Framework". Applications will be reviewed on a rolling basis; therefore, early submission is encouraged.

For any questions or clarifications regarding the assignment or submission process, please connect on the same email id.

10. Selection Process

Proposals will be assessed based on:

- Relevant technical experience
- Understanding of the assignment
- Experience in competency-based training and workforce professionalization
- Quality and feasibility of the proposed approach
- Relevant qualifications and comparable assignments
- Ability to work collaboratively with and strengthen the Mobile Creches Training Team
- Financial proposal

Mobile Creches may seek clarification or conduct an interaction with shortlisted consultants as part of the selection process.

11. Reporting and Governance

The consultant will work closely with the ECD Training Team and relevant cross-functional teams throughout the assignment. A designated focal point from the Training Team will support day-to-day coordination, review and follow-up.

Registered under the Societies Registration Act XXII860 Reg# 4392

Representatives from Content & Innovation Team will provide relevant technical inputs and participate in review and validation processes.
Detailed roles and responsibilities will be finalized during the inception phase.

12. Ownership and Confidentiality

All frameworks, tools, training resources, analyses, documentation and other outputs developed under this assignment shall be the property of Mobile Creches, unless otherwise agreed in writing.

The consultant shall maintain confidentiality of all organizational, programme, participant and other information accessed during the assignment and shall not use or share such information without prior written approval from Mobile Creches.

Registered under the Societies Registration Act XXII860 Reg# 4392