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# REQUEST FOR PROPOSAL

*Trainer Empanelment – Java, JavaScript & AI Integration Program*  
**Industry-Ready Skilling for Persons with Locomotor Disabilities**

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**Issued by:**

## **GiftAble Foundation**

Bengaluru, Karnataka | [accounts@giftabled.org](mailto:accounts@giftabled.org)

RFP Reference No.: RFP/TRNG/JVJS/PWD/2026/002

Date of Issue: April 24, 2026

**Submission Deadline: April 30, 2026 by 5:00 PM IST**

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## 1. Introduction & Background

GiftAble Foundation (hereinafter referred to as 'the Organization') is a Bengaluru-based non-profit dedicated to empowering Persons with Disabilities (PWDs) through structured, industry-aligned skill development programmes. With a mission to bridge the gap between disability and meaningful employment, GiftAble Foundation designs inclusive learning experiences that equip PWD learners with skills directly demanded by the technology industry.

Building on the success of our Agentic AI programme, GiftAble Foundation is now launching a specialized Java, JavaScript & AI Integration programme exclusively designed for individuals with Locomotor Disabilities. This programme combines core full-stack development skills — Java for backend and enterprise applications, JavaScript for dynamic frontends and Node.js-powered servers — with practical AI integration techniques, enabling learners to build modern, intelligent software applications and compete confidently in the technology job market.

To deliver this programme at the highest quality, we invite proposals from qualified, experienced trainers and training agencies to join our empanelled trainer pool for this initiative.

## 2. Purpose of this RFP

This Request for Proposal (RFP) is issued with the objective of:

- Identifying and shortlisting highly competent trainers with demonstrable expertise in Java, JavaScript, and AI integration for modern software development.
- Building a quality-assured trainer pool capable of delivering an industry-ready, 200-hour programme to learners with Locomotor Disabilities.
- Establishing transparent, merit-based empanelment procedures that ensure fair and consistent evaluation of all applicants.
- Promoting inclusive, accessible pedagogy that fully accommodates the physical and assistive technology needs of persons with locomotor disabilities.

## 3. Training Domain – Java, JavaScript & AI Integration

This RFP focuses exclusively on Java, JavaScript, and AI Integration as a cohesive full-stack and intelligent applications programme. GiftAble Foundation invites proposals from trainers with expertise across the following areas:

### 3.1 Java – Backend & Enterprise Development

- Core Java – OOP principles, data types, collections, exception handling, and I/O
- Java 17+ Features – Records, sealed classes, pattern matching, and modern syntax
- Spring Framework & Spring Boot – REST API development, dependency injection, MVC architecture
- Spring Data JPA & Hibernate – ORM, database interaction, and persistence
- Maven / Gradle – Build tools and dependency management
- Unit Testing – JUnit 5, Mockito, and test-driven development (TDD) basics
- Microservices Architecture – Design principles, service communication, and API gateway concepts

### 3.2 JavaScript – Frontend & Full-Stack Development

- Core JavaScript (ES6+) – Variables, functions, closures, promises, async/await, and modules
- DOM Manipulation & Browser APIs
- React.js – Components, hooks, state management, React Router, and Context API
- Node.js & Express.js – RESTful API development, middleware, routing, and authentication
- npm Ecosystem – Package management and modular project structure

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- Database Integration – MongoDB with Mongoose (NoSQL) and SQL with Sequelize
  - Responsive UI Design – CSS3, Flexbox, Grid, and basic accessibility standards (WCAG)

### 3.3 AI Integration – Intelligent Application Development

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- Introduction to AI/ML Concepts – Supervised learning, NLP, and model inference for developers
- Calling AI APIs from Java & JavaScript – OpenAI, Gemini, Hugging Face, and open-source LLMs
- Building AI-powered Features – Chatbots, smart search, document summarization, and content generation
- LangChain.js – Integrating LLM workflows into JavaScript/Node.js applications
- Spring AI – Integrating AI capabilities into Java Spring Boot applications
- Prompt Engineering for Developers – Crafting effective prompts in application code
- Vector Databases & Semantic Search – Pinecone, Chroma, and embedding-based retrieval
- Responsible AI in Applications – Ethics, bias detection, and safe deployment practices

### 3.4 Developer Tooling & Professional Skills

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- Git & GitHub – Version control, branching strategies, pull requests, and collaborative workflows
- REST API Design Principles & Postman testing
- Docker Basics – Containerization concepts for deployment
- Cloud Deployment – Deploying Java and JavaScript applications on AWS / Azure / GCP
- Agile & Scrum Fundamentals for software development teams

## 4. Scope of Work

Empanelled trainers shall be responsible for end-to-end training delivery for the Java, JavaScript & AI Integration programme. The scope of work includes, but is not limited to, the following:

### 4.1 Core Responsibilities

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#### A. Curriculum Development & Adaptation

- Design, adapt, or refine course content to align with current industry standards and the specific learning needs of learners with locomotor disabilities.
- Ensure all digital materials and development environments are accessible — fully operable via keyboard-only navigation, voice commands, and switch-access compatible IDEs (e.g., VS Code with keyboard shortcut profiles, IntelliJ IDEA with accessibility plugins).
- Incorporate real-world programming projects, AI-integrated application builds, and code reviews that reflect practical industry expectations.
- Develop a structured 200-hour curriculum covering online (120 hours) and offline (80 hours) components with clear module-wise breakdown.

#### B. Training Delivery

- Facilitate engaging, interactive, and outcomes-focused coding sessions using tools fully compatible with assistive technologies for locomotor disabilities.
- Prioritize voice-activated coding tools (e.g., Talon Voice, GitHub Copilot voice mode), keyboard-shortcut-first IDE workflows, and minimal mouse-dependency demonstrations.
- Deliver sessions in the agreed Hybrid mode: 120 hours online (VILT) and 80 hours in-person at Bengaluru.
- Leverage platforms and communication tools that support accessibility throughout both online and offline components.

#### C. Assessment & Progress Tracking

- Design assessments that do not place undue physical burden on learners — favouring project-based evaluations, code submissions via GitHub, typed quiz formats, and voice-based walkthroughs.
- Maintain individual learner progress records and provide structured, timely feedback on code quality and concept understanding.
- Flag learners requiring additional assistive support or concept reinforcement to the Programme Coordinator.

#### D. Reporting & Documentation

- Submit session-wise attendance and progress reports in the prescribed format.
- Provide end-of-batch feedback reports with learner performance insights, course effectiveness analysis, and recommendations for programme improvement.

#### E. Placement Readiness Support

- Guide learners in building professional GitHub portfolios showcasing Java, JavaScript, and AI-integrated projects.
- Assist learners in preparing for technical interviews — including coding assessments, system design discussions, and AI-feature explanation rounds.
- Coordinate with GiftAble Foundation's placement team for employer connects, hackathons, and career linkage activities.

## 4.2 Delivery Parameters

The following parameters govern each training batch under this programme:

Parameter	Details
<b>Delivery Mode</b>	Hybrid – 60% Online + 40% In-Person
<b>Total Program Duration</b>	200 Hours (120 hours online + 80 hours offline)
<b>Batch Size</b>	Approximately 30 learners per batch
<b>Offline Location</b>	Bengaluru, Karnataka
<b>Language</b>	English
<b>Accessibility Mode</b>	Voice-activated tools, keyboard-only navigation, switch-access compatible IDEs and platforms supported throughout

## 5. Target Audience

This program is exclusively designed for Persons with Locomotor Disabilities, as defined under the Rights of Persons with Disabilities Act, 2016 (RPwD Act). This includes individuals with:

- Orthopedic or musculoskeletal impairments affecting mobility of limbs or body.
- Cerebral Palsy with primary locomotor impact.
- Post-polio syndrome or limb differences.
- Spinal cord injuries or conditions affecting motor function.
- Other physical/locomotor conditions affecting mobility but not cognitive functioning.

Learner profiles within each batch may span:

- Recent graduates or school leavers with a foundational interest in software development.
- Working professionals with locomotor disabilities looking to upskill, transition into tech roles, or move from non-technical to full-stack development careers.
- Individuals seeking employment at companies committed to diversity, equity, and disability inclusion.

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Trainers must understand that locomotor disability does NOT affect cognitive or intellectual capacity. Learners are fully capable of engaging with complex programming and AI concepts. The primary adaptations required are in the physical delivery mode, development tooling, and accessibility of the training environment — not in the depth or rigor of the technical content.

## 6. Trainer Eligibility & Requirements

### 6.1 Educational Qualifications

- Minimum graduate degree in Computer Science, Information Technology, Software Engineering, or a closely related field (B.E. / B.Tech / M.Tech / MCA or equivalent).
- Post-graduate qualifications, full-stack development certifications, or professional training credentials will be preferred.

### 6.2 Technical Domain Expertise – Java, JavaScript & AI

- Minimum 3–5 years of hands-on industry experience in Java development, JavaScript full-stack development, or both.
- Demonstrated practical experience building and deploying production-grade applications using Java (Spring Boot) and/or JavaScript (React, Node.js).
- Hands-on experience integrating AI capabilities (LLM APIs, AI-powered features, or ML model inference) into Java or JavaScript applications.
- Proficiency with developer tools: Git, Docker, REST API design, and cloud deployment on at least one major provider (AWS / Azure / GCP).
- Industry-recognized certifications preferred, such as:
  - Oracle Certified Professional – Java Developer
  - Meta Front-End Developer Certificate / Meta Back-End Developer Certificate
  - AWS Certified Developer – Associate / Azure Developer Associate
  - DeepLearning.AI full-stack or LLM application development courses
- Demonstrated subject matter authority through GitHub repositories, published projects, technical talks, or professional accomplishments.

### 6.3 Training Experience

- Minimum 2 years of experience in designing and/or delivering technical training program to professional or semi-professional audiences.
- Prior experience training persons with disabilities or other underserved, non-traditional learner groups is a significant advantage.
- Familiarity with Learning Management Systems (LMS) such as Moodle, Google Classroom, or equivalent virtual training platforms.
- Experience conducting hybrid (online + offline) training program is preferred.

### 6.4 Soft Skills & Professional Attributes

- Excellent verbal and written communication skills in English.
- High degree of patience, empathy, and sensitivity when working with PWD learners.
- Ability to explain complex programming concepts clearly, using analogies and practical examples relevant to learners with varied backgrounds.
- Proficient in managing collaborative group coding environments and maintaining an inclusive, respectful learning space.
- Reliable, punctual, and responsive to the coordination requirements of the Program team.

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## 6.5 Locomotor Disability Inclusion Competencies

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Given that the entire target cohort comprises persons with locomotor disabilities, the following competencies are considered essential:

- Knowledge of Universal Design for Learning (UDL) principles and their application to technical training.
- Familiarity with assistive technologies relevant to locomotor disabilities in a programming context, including:
  - Voice-to-code tools such as Talon Voice, GitHub Copilot (voice mode), and voice-activated terminal commands
  - Keyboard-only navigation within IDEs (VS Code, IntelliJ IDEA) and browsers
  - Switch-access and alternative input devices (joysticks, mouth-controlled mice, eye-gaze systems)
  - AI-assisted code completion tools (GitHub Copilot, Tabnine) that reduce manual typing burden
  - Ergonomic input tools, head-tracking devices, and on-screen keyboard setups
- Ability to conduct hands-on coding sessions without requiring learners to perform high-dexterity tasks; all tool demonstrations should default to accessible, low-motor-demand methods.
- Experience, training, or certification in disability inclusion, accessible technology, or related fields is an added advantage.

## 7. Proposal Submission Requirements

Prospective trainers must submit a comprehensive proposal organized as per the following structure:

### Part A – Trainer Profile

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- Full name, contact information (email, phone number), LinkedIn profile URL, and GitHub / portfolio link (mandatory for technical applicants).
- Highest academic qualification and field of study.
- Specialization areas within Java, JavaScript, and AI Integration.
- Total years of professional software development experience and years of dedicated training/facilitation experience.
- Brief professional biography (maximum 300 words).

### Part B – Proposed Course Details

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- Proposed course title and a concise program description (2–3 sentences).
- Target learner profile and rationale for suitability for locomotor disability learners in a coding environment.
- Minimum 5 measurable learning objectives (outcome-focused, job-ready).
- Detailed module-wise course outline for the full 200-hour program: topics, sub-topics, and time allocation per module for both online (120 hrs) and offline (80 hrs) components.
- Recommended tools, IDEs, platforms, and frameworks — with specific notes on accessibility and locomotor-disability compatibility for each.

### Part C – Inclusive Pedagogy & Methodology

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- Description of your teaching and facilitation approach, with specific detail on how programming sessions will be adapted for learners with locomotor disabilities.
- Explanation of how coding exercises will be structured to minimize high-dexterity requirements — e.g., use of GitHub Copilot, voice-to-code tools, pair programming via screen sharing, and project-based rather than timed coding tasks.

- Assessment strategy: types of assessments (GitHub project submissions, code reviews, voice walkthroughs, typed tests), grading criteria, and feedback mechanisms — with specific accessibility accommodations detailed.
- Any physical or environmental accommodations recommended for in-person sessions at Bengaluru (seating arrangements, peripheral setups, ergonomic considerations).

## Part D – Experience & References

- Summary of up to 5 relevant training assignments, software projects, or AI integration work undertaken.
- Names of organizations / clients engaged with, nature of the engagement, and scale of learners trained.
- Client references: contact details for up to three referees from past training engagements (optional but strongly recommended).
- Evidence of prior work with PWDs, inclusive education settings, or accessible technology environments (if any).

## Part E – Commercial Proposal

- Fee structure: Cost per hour / per session / per batch — clearly itemized for online and offline components separately.
- Separate cost for curriculum development or customization (if applicable).
- Any additional costs (travel to Bengaluru for offline sessions, materials, software licenses, etc.) — must be stated explicitly.
- GST registration number and billing entity details.

## Part F – Supporting Documents & Samples

- Demo video (10–15 minutes) showcasing your Java, JavaScript, or AI integration teaching style — ideally demonstrating use of accessible development tools or voice-to-code workflows.
- Sample course content: a module handout, slide deck, coding exercise, or a mini project brief relevant to the proposed curriculum.
- Links to relevant GitHub repositories or live project demos (strongly recommended).
- Copies of relevant certifications (academic, professional, and/or disability inclusion training, if any).
- Optional: Written response to the scenario-based question in Section 10.

## 8. Evaluation Criteria & Weightage

All proposals will be evaluated by a duly constituted Evaluation Committee using the following weighted criteria:

Evaluation Criteria	Weightage	Description
<b>Domain Expertise – Java, JavaScript &amp; AI Integration</b>	<b>25%</b>	Depth of knowledge in Java, JavaScript (frontend + backend), and AI/ML integration with practical industry experience
<b>Training Experience</b>	<b>20%</b>	Proven track record delivering full-stack or AI training program, preferably to PWD or non-traditional learner cohorts
<b>Course Design &amp; Relevance</b>	<b>20%</b>	Quality and structure of proposed curriculum; alignment with locomotor disability learner needs and industry employment outcomes

Evaluation Criteria	Weightage	Description
<b>Inclusive Delivery Approach</b>	15%	Use of accessible, adaptive methodologies accommodating locomotor disability constraints (voice-first tools, keyboard navigation, minimal motor-demand environments)
<b>Inclusion &amp; Accessibility</b>	10%	Demonstrated sensitivity and experience with assistive technologies relevant to locomotor disabilities
<b>Commercials</b>	10%	Value for money, fee transparency, and cost reasonableness

Note: The Organization reserves the right to shortlist candidates for a live coding demo or structured technical interview as part of the evaluation. Shortlisted candidates will be notified via registered email.

## 9. Process Timeline

The following timeline governs the RFP process. All dates are firm unless revised with due written notice to all applicants.

Milestone	Date	Details
<b>RFP Release Date</b>	April 24, 2026	Invitation open to all eligible trainers and training organizations
<b>Pre-Bid Queries Deadline</b>	April 29, 2026	Last date to submit clarifications or queries via email to <a href="mailto:accounts@giftabled.org">accounts@giftabled.org</a>
<b>Proposal Submission Deadline</b>	April 30, 2026	Complete proposals (PDF) to be received by 5:00 PM IST
<b>Shortlisting Notification</b>	May 7, 2026	Shortlisted candidates notified via registered email
<b>Demo / Interaction Round</b>	May 11–16, 2026	Live demonstration session (virtual/in-person) on a Java, JavaScript, or AI-integration topic of choice
<b>Final Empanelment</b>	May 20, 2026	Issuance of empanelment letters and signing of service agreements

## 10. Scenario-Based Question (Strongly Recommended)

To enable a more holistic evaluation of your inclusive technical teaching capability, applicants are strongly encouraged to include a written response (maximum 500 words) to the following scenario:

*Scenario: You are assigned to deliver a 200-hour Java, JavaScript & AI Integration program to a batch of 30 learners — all of whom have locomotor disabilities of varying degrees. Several learners have limited or no hand mobility and rely on voice recognition software, eye-gaze systems, or switch-access devices to write code and interact with their computers. All learners are cognitively capable, motivated, and aspiring to secure software developer roles. Describe, in detail, how you would: (a) set up a development environment and toolchain that is fully operable without conventional keyboard-and-mouse input; (b) structure hands-on coding exercises in Java and JavaScript so learners can participate equally regardless of physical input limitations; (c) integrate AI tools (such as GitHub Copilot or voice-to-code*

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*assistants) as productivity equalizers for locomotor-disabled developers; and (d) assess technical competency in a way that is fair, equitable, and not biased by the learner's physical input speed or dexterity.*

## **11. General Terms & Conditions**

### **11.1 Empanelment & Contract**

- Successful applicants will be issued a formal Empanelment Letter and required to execute a Service Agreement prior to commencement of any training activity.
- Initial empanelment will be for a period of one (1) year, renewable annually based on performance review and organizational requirements.
- Empanelment does not guarantee a minimum volume of training assignments.

### **11.2 Payment Terms**

- Payment will be released upon submission and approval of attendance records, session reports, and valid tax invoices.
- Specific payment milestones and schedules will be outlined in the individual Service Agreement.
- All payments are subject to applicable statutory deductions (TDS, GST, etc.) as per prevailing laws of India.

### **11.3 Confidentiality**

- All proprietary information, learner data, course content, and organizational information shared during the engagement must be treated with strict confidentiality.
- Trainers shall not share, publish, or use any GiftAble Foundation-owned content or learner data for any purpose beyond the scope of the engagement without prior written consent.

### **11.4 Code of Conduct & Safeguarding**

- All empanelled trainers are required to adhere to GiftAble Foundation's Code of Conduct, which includes a strict zero-tolerance policy for discrimination, harassment, ableism, or any form of abuse.
- Trainers must treat all learners with dignity and respect, without making assumptions about learner capability based on disability.
- Trainers working with PWD learners must observe safeguarding protocols and report any concerns through established channels.
- Background verification will be conducted prior to final empanelment.

### **11.5 Trainer Replacement & Quality Assurance**

- GiftAble Foundation reserves the right to request a trainer replacement if performance, conduct, or learner feedback does not meet agreed quality standards, with reasonable prior notice.
- Periodic quality reviews, peer observations, and learner satisfaction surveys will be conducted.
- Trainers must be available for Training-of-Trainers (ToT) and orientation sessions organized by the Foundation.

### **11.6 Intellectual Property**

- All course content developed exclusively for GiftAble Foundation under this engagement shall be the intellectual property of GiftAble Foundation.

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- Trainers may retain rights to pre-existing proprietary materials, subject to prior written agreement.

## 12. Submission Instructions

Please submit your complete proposal package electronically in accordance with the following instructions:

**Submission Mode:** Email (soft copy / PDF)

**Submit To:** [accounts@giftabled.org](mailto:accounts@giftabled.org)

**Submission Deadline:** April 30, 2026 by 5:00 PM IST

**Email Subject Line:** RFP Submission – Java JS AI Trainer – [Your Full Name / Organization Name]

**File Format:** All documents in PDF format; Video in MP4 (max 500 MB) or shared via Google Drive / YouTube link; GitHub links accepted for code samples

Incomplete proposals or proposals received after the stated deadline will not be considered. GiftAble Foundation will not be responsible for any electronic transmission delays.

For any queries or clarifications regarding this RFP, please contact:

**Point of Contact:** Rajesh – Accounts & Procurement Manager, GiftAble Foundation

**Email:** [accounts@giftabled.org](mailto:accounts@giftabled.org)

**Phone:** +91-9945801505

**Office Hours:** Monday to Saturday, 9:30 AM – 6:00 PM IST

## 13. Disclaimer & Reservation of Rights

- This RFP does not constitute an offer or commitment to empanel any trainer or award any contract.
- GiftAble Foundation reserves the right to accept, reject, or cancel this RFP at any stage without assigning any reason thereof.
- GiftAble Foundation is not liable for any costs incurred by applicants in preparing or submitting proposals.
- GiftAble Foundation reserves the right to modify the scope, timelines, or terms of this RFP, with due intimation to all applicants.
- The decision of the Evaluation Committee shall be final and binding on all applicants.

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**Authorized Signatory:**

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**Name:**

**Designation:**

**Organization:** GiftAble Foundation

**Date:** April 24, 2026