



REQUEST FOR PROPOSAL (RfP) DOCUMENT
FOR
IMPLEMENTATION OF 1696 HOURS TRAINING WITH OJT PROGRAM
ON

Building Electrician



Issued by

**Bardaghat Municipality for Enhanced Skills for Sustainable and Rewarding
Employment Project**

1 June 2022

7/11/22

NOTICE OF REQUEST FOR PROPOSAL (RFP)

(First published on 1st June 2022)

FOR IMPLEMENTATION OF 1696 HOURS TRAINING WITH OJT PROGRAM

Enhanced Skills for Sustainable and Rewarding Employment (ENSSURE) -II is a bilateral initiative of the Government of Nepal (GoN) and the Government of Switzerland implemented by 3 tiers of government at Federal, Provincial and Local level with technical assistance from Helvetas Nepal. The overall goal of the project is to contribute for improved living standard of Nepalese workers particularly from disadvantaged groups to benefit from continuous employment.

In this connection, under ENSSURE -II, Bardaghat Municipality invites proposals from interested and competent Training Institutes/Technical Schools/Industry having training facilities with adequate physical infrastructures and Human resources, to implement the training Program on the above-mentioned occupation/s as per the CTEVT's curricula

The interested bidders can download *bid documents* from <https://www.bardaghatmun.gov.np> or can collect from the following address during 9:00am - 5:00pm, Monday to Friday:

Bardaghat Municipality

Tel: 078 580407,580210

The *bid documents* must be submitted in one sealed envelope containing 2 separate envelopes of the following documents:

- i. *Technical Proposal and Documents for eligibility,*
- ii. *Financial Proposal,*

The consultants will be selected following the Quality and Cost based Selection (QCBS) method. The minimum score to pass the technical proposal is 60 percent. Any inquiries other than necessary clarifications on Request for Proposal (RfP) will not be entertained and any types of solicitation will automatically disqualify the bidder from the selection process. Bardaghat Municipality reserves the right to accept or reject any or all proposals without stating any cause.

The deadline for the submission of proposal is before 5:00 PM, 15th June 2022. In case of the last day of submission falls on public holiday, then the next working day and same time shall be considered as the last date

ELIGIBILITY DOCUMENTS

Interested Training Institutes/Technical Schools are requested to submit their RFP along with the required information and supporting documents listed below. The applications should also include authorized signatures and office seals assuring the authenticity and correctness of information provided. Please refer the Terms of Reference (TOR) issued by the Project.

To be eligible in the selection process, the Training Institutes/Technical Schools must submit of following documents of eligibility:

1. *Copy of firm's renewal, organization or company registration certificate indicating at least three years standing of the firm/s;*



2. Copy of VAT registration certificate;
3. Copy of tax clearance and audit report for the last two fiscal years;
4. Copy of valid CTEVT affiliation certificate to conduct training in related occupation/sector.
5. Self-Declaration made in writing by the Training Institutes/Technical Schools that it is not disqualified for taking part in the procurement proceedings, that it has no conflict of interest in the proposed procurement proceeding and that it has not been punished for an offence relating to the concerned profession or business;
6. List of industries with demanded number of trainees for OJT.
7. Letter from concerned industry association/Chamber of commerce/professional association indicating their support and cooperation in the training implementation and placement of the graduates.

Failing to submit any of the above document/s with necessary authentication will result in automatic disqualification for further evaluation process.

Signature

Signature



Technical Proposal - Standard Forms

- 3A. TECHNICAL PROPOSAL SUBMISSION LETTER.
- 3B. CONSULTANT'S REFERENCES.
- 3C. SPECIFIC EXPERIENCE OF THE CONSULTANTS RELATED TO THE ASSIGNMENT
- 3D. AVAILABLE INFRASTRUCTURE AND EQUIPMENT (SUBJECT TO FIELD VERIFICATION)
- 3E. DESCRIPTION OF THE METHODOLOGY AND WORK PLAN TO PERFORM THE ASSIGNMENT.
- 3F. TEAM COMPOSITION AND TASK ASSIGNMENTS.
- 3G. FORMAT OF CURRICULUM VITAE (CV) FOR PROPOSED PROFESSIONAL STAFF.
- 3H. ACTIVITY (WORK) SCHEDULE.

→ R. R. R. R.



3A. TECHNICAL PROPOSAL SUBMISSION LETTER

Date:

Bardaghat Municipality / Enhanced Skills for Sustainable and Rewarding Employment
(ENSSURE)
Bardaghat

Subject: Submission of the Technical Proposal

Dear Sir:

We, the undersigned, offer our services to implement 1696 hours Training with OJT program on Professional **Building Electrician** in accordance with your Request for Proposal dated 15 June 2022 and our Proposal. We are hereby submitting our technical proposal sealed under a separate envelope to serve 20 trainees.

Our proposal is binding upon us and subject to the modifications resulting from contract negotiations. We hereby confirm that our proposal is in accordance with the Standard Formats provided in the Request for Proposal (RFP).

We understand you are not bound to accept any Proposal you receive.

Sincerely Yours,

Authorized Signature:

Name and Title of Signatory:

Name of Bidder:

Address:

Stamp of the Bidder:



3B. BIDDER'S REFERENCES

3B1. Background information (Maximum 500 words)

A. General Information of Training Provider (TP)

S.N.	Description			Remark
1	Name of the TP/Institute			
2	Address	District		
		Municipality/RM		
		Ward No.		
3	Contact Detail	Office Phone No.		
		Email Address		
4	Contact Person	Name		
		Designation		
		Mobile No.		
		Email address		

B. Legal Information

1	Main Shareholders and Their Holding	Name	Shared Percentage	Remark
2	Head of Organization			
	Name			
	Home Address			
	Mobile			
	Email Address			
3	Company Registration Status	Registration Number		
		Registered Date		
4	CTEVT Affiliation	Affiliation No.		
		Date of Affiliation		
		Affiliated level and occupation/s		
		Validity Date		
5	VAT/PAN Registration	Registration No.		
		VAT No.		

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C. Brief Information of the Organization Please provide brief information of the organization including, vision, mission, goal, areas of expertise, geographical experiences and Organizational Charts (Maximum 2 pages).

Introduction		
Vision		
Mission		
Goal		
Areas of Expertise	Trade	Occupation
Main Geographical Regions of Experience		
Organizational Chart including the full name of Board of Directors		

C.1 Please provide information of the legally established branch offices, If applicable.

Information	Branch 1	Branch 2
District		
Municipality/RM		
Ward Number		
Office Telephone No.		
Contact Person's Name		
Contact Person's Designation		
Contact Person's Mobile Number		
Email		

D. Financial Information of Training Provider (Please submit the notarized copy of financial documents in ANNEX)

Description	FY 2076/077	FY 2078/079	Total	Remark
Annual turnover (Rs.) (According to audit report)				

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[Handwritten signature]



Net profit (Rs.) (According to audit report)			
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3B2. Understanding the objective of the assignment

3B3. Expected output/outcome of the assignment

3C: SPECIFIC EXPERIENCES RELATED TO THE ASSIGNMENT

3C1. Training experience in related occupation (at least 390 hours) imparted in last five fiscal years (2014/015 to 2018/019)

S.N.	Occupations	Number of Trainees Trained	Number of Trainees Passed Skill test	Employment rate (%)	Funding Organization/client (write full name and address)	In which Fiscal Year training was conducted?
1						
2						
3						

(Please attach copies of experiences provided by the funding agency and NSTB only. Do not attach the copy of agreement)

3D. AVAILABLE INFRASTRUCTURE AND EQUIPMENT (SUBJECT TO FIELD VERIFICATION)

Availability of Infrastructure: Office Building, Classrooms, Practical Workshop/labs, Library, Hostels for male and female, Toilets for male and female, furniture's, Safety Equipment/Provisions etc.

3D1. Office space and training facilities

S.N.	Particular	Description	Unit (Number)	Size	Remark
1					
2					
3					
4					
5					

3D2. Safety Equipment

S.N.	Particular	Description	Unit (Number)	Size	Remark
1					
2					
3					
4					

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5				
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3D3. List of tools, equipment and training materials available

[Please mention the list of available teaching learning materials for those occupations in which you are intended to apply. You can add more rows where necessary.]

SN	Description	Quantity (No. Pieces, etc.)	SN	Description	Quantity (No. Pieces, etc.)
1			6		
2			7		
3			8		
4			9		
5			10		

3D4. List of industries/companies accepting trainees for industry-based practices (OJT)

[Please mention the list of industries/companies who have accepted for providing industry-based practices in the proposed occupation. You can add more rows where necessary.]

SN	Name of Company	Number of Trainees accepted	In-company trainer/s confirmed (yes/no)	MOU signed (yes/no)

3E. DESCRIPTION OF THE METHODOLOGY AND WORK PLAN FOR PERFORMING THE ASSIGNMENT (PLEASE MENTION FOR BOTH INSTITUTE-BASED TRAINING AND INDUSTRY-BASED TRAINING)

3E1. Preparation methodology

- Selection of occupation
- Selection of industry and collaboration
- MoU sign with OJT providing industries
- Outreach strategy/social marketing
- Application collection and Orientation to applicants
- Selection of trainees
- Venue Management, Human resources management, Safety Measures/ Emergency Preparedness

3E2. Implementation methodology

- Training implementation method (institute-based and industry-based)
- Work plan and personnel schedule
- Management of institute-based
- Allocation of trainees and management of industry-based training
- Monitoring and performance evaluation methodology

3E3. Post Implementation methodology

- Skill test preparation and appear in NSTB skill test
- Job placement strategy
- Communication and reporting mechanism

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3E4. Other innovative ideas related to the assignment



3F. TEAM COMPOSITION AND TASK ASSIGNMENTS

3F1. Provide information on staff proposed for the program under this assignment.

S. N.	Proposed Position	Name	Qualification	ToT /instructional skills	Years of Experience
1	Training Coordinator				
2	Instructor 1				
3	Instructor 2				
4	Instructor 3				
5	Instructor 4				
6					
7					

3F2. Provide information on staff proposed as In-company trainers at the companies

SN	Proposed Position	Name	Name of Company	Academic Qualification	Years of Experience	ToT /instructional skills
1	In-company trainer 1					
2	In-company trainer 1					
3	In-company trainer 1					
4	In-company trainer 1					

Note:

CVs of the proposed staff except In-company trainers, duly signed by the proposed professional staff and the authorized representative of the bidder must be attached for the evaluation. CV must be in the format given below in 3H.

Please submit the notarized copies of following certificates. If same expert's CV is submitted by more than one bidder such CV will not be evaluated in any bidders' favour.

1. Highest qualification certificate
2. TOT/ instructional skills/managerial skills certificates and
3. Evidence of relevant experiences and similar tasks performed; based on the submitted CV.

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[Signature]

3 G. FORMATS OF CURRICULUM VITAE (CV) FOR PROPOSED PROFESSIONAL STAFF



Proposed Position: _____

Name of Training Institute/Technical School: _____

Name of Staff: _____

Phone /Mobile No. of Staff: _____

Date of Birth: _____

Membership in Professional Societies: _____

Education:

[Summarize the degrees obtained, college and university and year of education completion of a staff member.]

Qualification	Institute/School/College	Year of Completion

Employment Record:

[Starting with present relevant position, list in chronological order every employment held. List all dates and positions held, names of employing organizations and major tasks performed.]

Position and Duration	Employer	Major tasks performed
Example (Instructor from 2015 to till date)	XYZ

Training:

[Summarize relevant training (TOT or Management and Supervision) successfully completed by staff member, giving names of training institution and duration.]

Training	Institute	Duration and Date

[Handwritten signature]

[Handwritten signature]



Certification:

I, the undersigned, certify that to the best of my knowledge and belief, these data correctly describe my qualifications, my experience, and myself.

_____ Date: _____

[Signature of staff member and authorized representative of the consultant] Day/Month/Year]

Full name of staff member: _____

Full name of authorized representative: _____

Stamp of the bidder provider: _____

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3H. ACTIVITY (WORK) PLAN

Activity	[1st, 2nd, etc. are months from the start of assignment. Work plan for 12 months period is required.]												
	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	
Activity (Work)													



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i.



Financial Proposal - Standard Forms

- 4A. FINANCIAL PROPOSAL SUBMISSION FORM
- 4B. SUMMARY OF COSTS
- 4C. DETAILED BREAKDOWN OF COST
- 4D. INSTRUCTIONS FOR COST CALCULATIONS

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4A. FINANCIAL PROPOSAL SUBMISSION LETTER



Date:

Bardaghat Municipality / Enhanced Skills for sustainable and Rewarding Employment (ENSSURE)
Bardaghat,

Subject: Submission of the Financial Proposal

Dear Sir/Madam;

We, the undersigned, offer our services to implement 1696 hours Training with OJT program on Building Electrician occupation accordance with your Request for Proposal dated 15 June 2022 and our Proposal. Our attached Financial Proposal is for the sum of NRs.------(Amount in words-----). to serve 20 trainees.

Our Financial Proposal is subject to change if there is any alterations that may arise during and after the contract negotiants.

We understand you are not bound to accept any proposal you receive.

Sincerely Yours,

Authorized Signature:

Name and Title of Signatory:

Name of the Bidder:

Address:

Stamp of the bidder:

4B. SUMMARY OF COSTS

Costs	Amount(s)	Amount in Figure
Subtotal		
Total Cost without VAT		
Value Added Tax (VAT)		
Total Amount of Financial Proposal		

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4C. DETAILED BREAKDOWN OF COST

Name of Service Provider:

Address:

Occupation: **Building Electrician (Level**

Training Duration: 1696 hrs. (10 months)

Important Note:

- Proposed number of participants = 20
- Ceiling (Upper limit) of direct cost for training per participants (Excluding VAT):
 - For Building Electrician: **NRs.**



S.N	Particulars	Month	Quantity	Rate (NPR)	Amount (NPR)
A.	Direct Training Cost				
1	Remuneration				
1.1	Training Coordinator	10	1		
1.2	Instructor (Institute based)	7	2		
1.3	Instructor (During OJT)	3	1		
2	Teaching Materials		20		
2.1	Consumable materials		20		
2.2	Non-consumable materials (Dep.)		20		
3	Other Supports				
3.1	Advertisement & Selection		LS		
3.2	Management and Administrative cost/months	10	LS		
3.3	Utilities / months	10	LS		
	Total Cost				
	Per unit training cost				
	VAT (13 %)				
	Total per unit cost Including VAT				
B	Indirect Cost (Refundable Cost)				
1	Tiffin / day	260 Day	1	75	19,500.00
2	Group personal accidental insurance		1	500	500.00
				Total	

1.LG will recommend the skill test to NSTB based on the provided list of technical school/TP

2. Based on recommendation of LG,the cost of skill test will be paid directly to NSTB by the project/PSU

Authorized Signature

Date:

Office Stam

Signature

Signature



Terms of Reference (TOR)

for

Conducting 1696 hrs. Dual-VET Training Program

1. Background

Enhanced Skills for Sustainable and Rewarding Employment (ENSSURE) -II is a bilateral initiative of the Government of Nepal (GoN) and the Government of Switzerland implemented by 3 tiers of government at Federal, Provincial and Local level with technical assistance from Helvetas Nepal. The overall goal of the project is to contribute for improved living standard of Nepalese workers particularly from disadvantaged groups to benefit from continuous employment.

The project addresses the issues of unemployment, underemployment and unfair pay facing the Nepalese labour market resulting from the mismatch in skills demanded by the industries and that which the workers possess through different training modalities such as apprenticeship and training with robust on the job training for the new job entrants. Institutionalization of workplace-based learning - such as apprenticeship and formal OJT in TVET system is one of the major objectives of ENSSURE project.

ENSSURE-II covers the 33 Municipalities of province 1, 3 and 5. **Bardaghat Municipality** is one to lead the implementation of Training with OJT component. In this connection, **Bardaghat Municipality** is going to implement 1696 hrs. dual-VET professional training program of Level 2 for 20 youths in **Building Electrician** occupation.

In this connection, Kohalpur Municipality invites proposals from interested and competent Training Institutes/Technical Schools/Industries having training facilities with adequate physical infrastructures and human resources for managing institute-based training (Off-the-Job Training) and industry-based training or industrial practices (On-the-Job-Training) to implement the dual-VET training program on the above-mentioned occupation/s.

2. Objectives of the Assignment

The main objective of the assignment is to deliver quality skill training for the targeted beneficiaries following the CTEVT curriculum, managing their skill testing and placing them for sustainable and rewarding employment in the trained occupations. Other objectives are to:

- Ensure that the targeted beneficiaries have participated in training
- Ensure the quality of training as per the developed quality indicators/criteria this includes quality delivery by the instructors, coaching by the supervisors/mentors in the industries
- Confirm that trainees receive adequate practical (in-house practice and OJT) experiences as per the curricula and agreed criteria.
- Confirm that theory and practical sessions are well balanced during the classroom-based instruction following the defined criteria by CTEVT (20% theory and 80% practical)

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- Ensure the maximum participation (pass rate is minimum target 90%) of trainees in the skill testing
- Ensure that graduates are facilitated to be employed in the competitive job market

3. Scope of Work

In line with the above stated objectives, the training institute/technical school will be responsible to provide institute/school-based training (off-the job training) and facilitate the partner companies (OJT providing industries) to run the industry-based training (on-the-job training). The training institute/technical school will also facilitate and assist training graduates for getting into the employment in the related occupations. The scope this assignment will be as explained below:

3.1 Occupations:

Based on the training need discussion conducted by Bardaghat Municipality project and consultation with stakeholders through the workshops, the following occupations have been selected as the most demanded and appropriate for the implementation of Training with OJT program in Bardaghat Municipality. The table below shows the occupation wise allotted number of trainees under this assignment.

S.N.	Occupation	Training to be conducted in	Allotted no. of trainee
1	Building Electrician	Bardaghat Municipality and its periphery	20

3.2 Geographical coverage: Since training with OJT program needs industries/ working place to complete the OJT as recommended by its curriculum. Major urban and semi-urban centres the, having more industries and market size, is recommended to cover under this assignment. Like

- In main market of Bardaghat and its periphery

3.3 Selection of participants: The training institute/technical school will follow the "Training Program Implementation Guidelines". The guidelines can be collected from the Kohalpur Municipality, and representative from the industries must be involved in the selection process.

3.4 Duration of the assignment: Duration of this assignment will be of 15 months after signing the contract. The training institute/technical school will submit detailed work plan along with human resource plan with for both off-the-job (institution based) training and list agreed companies/industries for on-the-job training (industry based).

3.5 Quality of instructions:

3.5.1 Institute-based training: The training institute/technical schools are required to manage well-qualified and highly experienced instructor/s and practical instructor/s (demonstrator/s) to conduct classroom instruction along with laboratory practice during institute-based training, which includes skill demonstration, illustrated talk, guided practice, independent practice etc. They also required managing modern training facilities as envisioned by the curricula as far as practicable.

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3.5.2 Industry-based training (OJT): The training institute/technical schools are responsible to identify and select appropriate/suitable industries and required to facilitate them for effective OJT (industry-based training) of the trainees through proper coordination with top management/HR Manager/Supervisor of the respective industry. So, commitment of the industries to provide enough industrial practice opportunities for the trainee is must. During industry-based training, continuous guidance, and supervision of the trainees from the experienced Supervisor/In-company-trainer will be required. The Supervisor/In-company trainer is also the responsible person to carry out performance assessment of trainee/s during the industry practice. Applicants are expected to submit the list of industries along with their technical proposal in order to secure the space for OJT.

3.6 Entrepreneurship Development and Life skills sessions: The training institute/technical school will be responsible to facilitate the training sessions on entrepreneurship development and life skills including career guidance based on the curriculum and teaching/learning materials provided by the project. The training institute/technical school will facilitate and coordinate with ENSURE to conduct such training sessions at appropriate time during the training period.

3.7 Assessment of trainees' performance and record keeping: The Service Providers are responsible for keeping the records of all training related activities including daily/weekly performance evaluation of the trainees.

3.8 Facilitation for Skills testing: The Service providers are responsible to facilitate skill testing of all the trainees ensuring at least 90% trainees succeed in the skill test administered by the NSTB.

3.9 Job placement: The Service Providers are responsible to assist the graduates through adequate post training supports ensuring at least 80% employment in the related occupations.

4. Required competency of the training institute/technical schools

The training institute/technical schools are required to have the following minimum physical facilities and human resources to carry out the services.

4.1 Physical facilities requirements: The training institute/technical school must have the adequate training facilities, such as well-equipped classrooms, practical labs, instructor's preparation room, rest rooms, library, extra-curricular facilities and adequate tools, equipment and training materials, safety equipment/provisions. The facilities and materials will be as per the curriculum, which is subject to verify during the selection process.

4.2 Team composition: A team of professionals from technical schools to deliver institute-based training and at least one in-company trainer/OJT supervisor from partnering companies to facilitate and guide the trainees during the industry-based training, will be required for the effective implementation of the program. The followings are the required key professionals with their minimum competencies (qualification and experiences) and major responsibilities.

4.2.1 Title/number: Training coordinator – One person

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Qualifications and Experiences: Minimum bachelor's degree with minimum 3 years of work experience on coordinating and implementing various academic or professional courses. Experience working with private sectors/industries for OJT and job placement of the graduates. Proven skills on communication/networking with multi-stakeholders.

Total time input: Full time

Responsibilities:

- Overall management of the training program/s and training team, coordination with ENSSURE and other related stakeholders;
- prepare training/OJT implementation plan and make sure the effective implementation
- Conduct regular visit to training/OJT sites during the training period;
- Submit training reports and other documents as per agreement;
- Develop strategy, approach and methodology ensure effective monitoring of the training program
- Collaborate with strategic partners to facilitate job placement for the training graduates
- Coordinate and plan of Skill Testing
- Maintain records of necessary training related documents that includes the roster of the potential employers too
- Supervise, monitoring and evaluating the training program
- Ensure the quality of the training (both classrooms based and on-the- job training)
- Develop success story, lesson learned and implement corrective measures etc.
- Coordinate with ENSSURE for all training related activities.

4.2.2. Title/number: Instructor/s

Qualifications and experiences: Minimum Diploma or Skill Test Level-3 passed or equivalent in related occupation or as per curriculum. Minimum 3 years of work experience in conduction of training in related occupation with TOT or instructional skills training from the recognised institute.

Total time input: 10 months – Full Time (2 persons per 20 trainees)

Responsibilities:

- Develop daily lesson plan, deliver training sessions according to the set guidelines and criteria;
- Conduct theory and practical classes according to the curricula.
- Use learner centered teaching methodologies for effective training delivery
- Assess continuously the performance of the trainees' and maintain the records;
- Assist training coordinator in Planning and managing training program
- Arrange site visit, study visit, OJT etc.;
- Supervise trainees' performance and provide necessary feedback for their improvement
- Orient trainees for NSTB skill test procedure;

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- Manage/Maintain, trainers' books, trainees' attendance, and other training related documents
- Arrange/manage extra coaching for weak trainees (if necessary);

4.2.4. Title/number: In-company trainer

In company Trainer/s should be from the consortium industries having adequate work experiences on the related occupations who will be capacitated in the OJT management and instructional skills by the project if needed. Bidder should provide the name, qualification and work experience of the proposed In-company trainer/s in the RfP.

5. Eligibility Criteria for Bidder

To be eligible for further evaluation process of Request of Proposal, the training institute/technical schools must meet the following criteria:

S. N.	Eligibility Criteria	Compliance	Remark
1	Copy of firm's renewal, organization or company registration certificate indicating at least three years standing of the firm/s;	Yes/ No	
2	Copy of VAT registration certificate.	Yes/ No	
3	Copy of tax clearance and audit report for the last two fiscal years.	Yes/ No	
4	Copy of valid CTEVT affiliation certificate to conduct training in related occupation/sector.	Yes/ No	
5	Self-Declaration made in writing by the Training Institutes/Technical Schools that it is not disqualified for taking part in the procurement proceedings, that it has no conflict of interest in the proposed procurement proceeding and that it has not been punished for an offence relating to the concerned profession or business	Yes/ No	
6	List of industries Including the name of In company trainers with demanded number of trainees for OJT.	Yes/ No	
7	Letter from concern industry association/Chamber of commerce/professional association indicating their support and cooperation in the program implementation and placement of the graduates.	Yes/ No	

NOTE: Failing to submit any of the above document/s with necessary authentication will result in automatic disqualification for further evaluation process.

6. Criteria for Technical Proposal Assessment

Evaluation of technical proposal shall be done under five categories with scores as shown in the table below making a total score of 100 points. The minimum score for proposal/s to be accepted

71.030.

71.030.



is 60. The weightage of the technical proposal score will be 80% and that of financial will be 20%. The proposal/s will be ranked based on aggregated (score of technical and financial proposal) scores obtained. Then contract negotiation will be started with the top ranked bidder. If negotiation is failed, then second ranked service providers will be called for negotiation and so on.

S.N.	Evaluation Criteria	Max. point Allocated
1	Conformity with technical proposal requirements	10
2	Experiences of the Bidder	10
3	Training facilities available	20
4	Program implementation methodology	15
5	Quality of proposed key staff	25
6	Financial Proposal	20

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