National Vocational & Technical Training Commission Pakistan (NAVTTC)



TRACER STUDIES, THIRD PARTY EVALUATION, MONITORING AND EVALUATION, IMPACT EVALUATION AND DATA COLLECTION

Submission of Bids: (Due Date: 11-12-2023 at Time: 2:00 PM) Opening of Bids: (Due Date: 11-12-2023 at Time: 2:30 PM)



GOVERNMENT OF PAKISTAN NATIONAL VOCATIONAL & TECHNICAL TRAINING COMMISSION



NAVTTC Headquarters, Plot 38, Kirthar Road, Sector H-9/4, Islamabad Ph: 051-9044417, Fax: 051-9206638, http://navttc.gov.pk

PREQUALIFICATION NOTICE

National Vocational & Technical Training Commission (NAVTTC), Government of Pakistan, management invites sealed proposals through as per Rule-16(A) of PPRA Rules, 2020 (amended 2021) from interested and registered firms for the "**Tracer Studies, Third Party Evaluation, Monitoring and Evaluation, Impact Evaluation and Data collection**" for TVET sector across Pakistan, including Gilgit-Baltistan and Azad Jammu & Kashmir, for NAVTTC executed programs.

The interested bidders must be technically sound and registered with respective taxation and other relevant government authorities in Pakistan (with valid NTN and STRN). They should possess the relevant experience and proven track record for "Tracer Studies, Third Party Evaluation, Monitoring and Evaluation, Impact Evaluation and Data collection" through research and data analysis etc. The bidder shall demonstrate the capacity to complete the requisite tasks / assignments of NAVTTC's skill development programs and also suggest practical and effective ways & means for improvements on the basis of evidences, data and research.

The comprehensive proposal should be submitted at the following address on the prescribed prequalification document by 11-12-2023 at 2:00 PM, which will be opened on the same date at 2:30 PM in presence of the bidders / their representatives. The pre-qualification documents can be obtained from this office (free of cost) or download from our website: http://navttc.gov.pk and http://www.ppra.org.pk. Incomplete proposals or late submissions shall not be entertained.

Director General (P&D)

Ph: 051-9044417

1. Introduction

National Vocational and Technical Training Commission (NAVTTC) is the apex body for Technical and Vocational, Education and Training (TVET) sector, established as a body corporate under Section 3(3) of the NAVTTC Act No. XV of 2011. NAVTTC has the mandate to "provide for regulations, coordination and policy direction for Vocational and Technical Training" and is thus involved in policy making, strategy formulation, and regulation & revamping of TVET system.

A comprehensive skill development program i.e. Prime Minister's Special Package to implement "Skills for All" Strategy as a catalyst for TVET Sector Development, approved by the Planning Commission, is being implemented by National Vocational &Technical Training Commission (NAVTTC). NAVTTC with the vision of "Skills for Employability, Skills for All" is imparting the youth of country with employable technical and vocational hands-on skills which provides them decent employment and self-employment, as skill development is the swiftest and most effective method of youth empowerment and channelizing their energies for socio-economic development.

2. Scope of Work

TRACER STUDIES, THIRD PARTY EVALUATION, MONITORING AND EVALUATION, IMPACT EVALUATION AND DATA COLLECTION

Data	Specific Instructions / Requirements
Background of the Project	National Vocational and Technical Training Commission (NAVTTC) is the apex body for Technical and Vocational, Education and Training (TVET) sector, established as a body corporate under Section 3(3) of the NAVTTC Act No. XV of 2011. NAVTTC has the mandate to "provide for regulations, coordination and policy direction for Vocational and Technical Training" and is thus involved in policy making, strategy formulation, and regulation & revamping of TVET system. A comprehensive skill development programs i.e. Prime Minister's Special Package to implement "Skills for All" Strategy as a catalyst for TVET Sector Development, approved by the Planning Commission, is being implemented by National Vocational &Technical Training Commission (NAVTTC). NAVTTC with the vision of "Skills for Employability, Skills for All" is imparting the youth of country with employable technical and vocational hands-on skills which provides them decent employment and self-employment, as skill development is the swiftest and most effective method of youth empowerment and channelizing their energies for socio-economic development.

Data	Specific Instructions / Requirements
	NAVTTC programmes aim to ensure the access, quality and efficiency and relevance of technical and vocational training to achieve the national skills goals envisioned in the SDGs and strategic five year plan of the Ministry of Federal Education & Professional Training, Government of Pakistan through the expansion of flexible vocational education opportunities to out-of-school children and youth for improved livelihoods and increasing employment opportunities. The current and largest skills reforms program being implemented by the present government offers a large and diversified scope of training services to the masses in the conventional and modern technology based sectors, is more geared towards employment generation locally and abroad, is more socially inclusive and promotes entrepreneurship through multiple micro finance lending opportunities.
	NAVTTC is implementing the skill development and TVET uplift program namely; Prime Minister's Special package to implement "Skills for All" Strategy as catalyst for TVET sector development in Pakistan. The program comprises of various areas of interventions (components), required to revamp TVET practices in Pakistan. Out of these components, two components entail; Skill training of 85,000 youth in High-Tech, Digital and IT technologies and Skill Training of 60,000 youth, in conventional trades, preferably from less developed areas.
	These components of the project aims at providing hands-on skills to the youth in most demanded High-Tech / High-End and Conventional technologies/trades and vocations to prepare them for decent employment in High-Tech industry, including abroad. This project is a nation-wide program, which covers the whole country. Along with this core objective, it also targets to ensure the availability of skilled workforce, for digital and IT industry of Pakistan along with enhancing the productivity and efficiency of Pakistani industry and making them internationally competitive. Additionally, preparing Pakistani youth for international job market, both for improving socio-economic circumstances of
	Pakistani youth and earning the country maximum foreign remittances, is the prime objective of this component. The skilled workforce is likely to make best use of opportunities opened up by initiation of mega projects under the CPEC framework as well as international market demand, in the wake of forthcoming international economic activities. Therefore, the overarching and cumulative objective of the NAVTTC skill development programs is ensuring the best outcome for the country from its demographic dividend resulting from our huge youth bulge, both in terms of the socio-economic wellbeing of youth and increased productivity and competitiveness of Pakistani industry and economy.

The training components encompassing the provision of technical and vocational training are expected to generate employment & self-employment opportunities for the youth including the inhabitants of less-developed areas of country. This program entails to produce skilled workforce in different batches of training courses of different time durations, as decided by NAVTTC management, keeping in view the market requirements of skilled workforce.

Specific Instructions / Requirements					
Main objective of the independent third-party monitoring firm is to keep close check on the training projects activities as per defined plan and to evaluate the project progress through quarterly evaluations as an independent third-party agency. Project partners work independently or in partnerships will be monitored to ensure delivery of agreed activities that aims to achieve training project outputs and outcomes with agreed resources and time plan. For this purpose, a third-party monitoring service provider will be engaged to monitor the delivery by project partners as per agreement. Third Party Monitoring firm will be engaged to: • Assess the extent to which the programs have achieved their stated objectives. • Evaluate the efficiency of program implementation and resource utilization. • Determine the relevance of program activities and outcomes in the context of Pakistan's youth and labor market needs.					
 Analyze the impact of the programs on the skills development and employment prospects of participating youth. Identify key strengths, weaknesses, opportunities, and threats associated with program implementation. Provide actionable recommendations for program improvement and future 					
 initiatives. Detect unexpected consequences of the program. Recommend the usefulness or limitations of the program. Employability of the youth should be consulted and reported to NAVTTC and Regional Offices. Assess training schedule, quality of training and curriculum, the environment and availability of training facilities at the Partner institute. Conduct visits that would be authentic and credible. Design and develop Evaluation system for TVET under the umbrella of Prime Minister's Check for complaints (if any) and suggest remedies for incorporation in the evaluation reports of Regional Director Offices and NAVTTC with a copy to the M&E Section of NAVTTC HQs. Coordinate with both head(s) of institute(s) and Director General, Regional Office NAVTTC and M&E Section of NAVTTC HQs, whenever, required. All 					
NAVTTC shall evaluate the proposals in the manner prescribed in the document. After prequalification, only the prequalified monitoring and evaluation firms shall be entitled to participate in the subsequent procurement proceedings. These prequalified firms will be invited to submit technical and financial proposals for various M&E activities aim to cover the aforementioned objectives. These M&E activities will include:					

Data	Specific Instructions / Requirements	
	■ Baseline Studies: Baseline studies will be conducted at the beginning of a various NAVTTC programs/initiatives or intervention to collect data and establish a benchmark of the current state or conditions related to the program's objectives. It will provide a reference point against which progress, and impact can be measured later.	
	■ Process Monitoring : Process monitoring of various on-going NAVTTC programs/initiatives for tracking and assessing the implementation of program activities to ensure they are carried out as planned and according to defined timelines. It will help identify any issues or challenges that may arise during implementation and allows for timely interventions or adjustments as needed.	
	■ Midterm Evaluations : To assess the progress, effectiveness, and challenges faced by the various NAVTTC programs/initiatives, providing valuable insights for program managers to make improvements, adjust strategies, and optimize outcomes before the program concludes.	
	■ End line / Impact Evaluations: To evaluate programs overall impact and effectiveness. It will assess the outcomes and achievements of the program, providing evidence to determine if the desired goals have been met and identifying key lessons learned for future programs.	
	Note Both mid-term and end line evaluations, in addition to the objectives stated above, shall also take account of the <u>labour market forecasting/job</u> market trends, compatibility of NAVTTC funded courses with market demand both national and international, high employment trades, gender gap, female enrollment and empowerment through NAVTTC courses and NAVTTC success stories of transformation.	

3. <u>ELIGIBILITY CRITERIA</u>

Eligibility Criteria: (Mandatory Requirement)	Response
Legal Status of Firm/ Company, (Firm/ Company must be registered with either of the following) Security and Exchange Commission of Pakistan (SECP) Registrar of Firms Recognized by Govt. of Pakistan Relevant registration forum (In case of international firms)	Please provide copy of incorporation/ registration certificate attested by Notary Public

NTN/ FTN (In case of International Firm local Partner should be registered with Federal Tax Authority in Pakistan)	Please provide registration certificate
Must be an active taxpayer in FBR	Please provide evidence to ascertain that firm/company is active on FBR income taxpayer list
Firm/ company must be registered with the relevant (federal and provincial) tax authorities (i.e. STRN, etc.) as the case may be (if not already registered then, if awarded the work, the Firm/ Company will have to get registered before signing of contract)	Please provide relevant registration certificate or undertaking on firm/ company letterhead for registration before signing the contract (if already not registered)
Financial Statements of the firm/ company duly audited by ICAP registered firm OR tax returns in case of SBP category "A" ICAP registered firm for the last 3 years.	Please provide a copy of audited financial statements OR IT returns for last three years.
Firm/ Company must be in Services Business for a minimum of 15 years	Registration Certificate
Affidavit for Non – Blacklisting & Eligibility declaring that the firm/ company is not blacklisted by any Government agency/ semi-government/ authority/ organization	As per bidding document
Affidavit for Correctness of information and Signatures	As per bidding document
Bidder (Lead Bidder) must have registered office in any of the city (Islamabad/ Rawalpindi, Lahore and Karachi)	As per bidding document
Power of Attorney	As per the template
Bid Validity	As per the bidding document requirement
Affidavit to confirm that bidder has not declared bankrupt, is not involved in bankruptcy or receivership proceedings, and there is no judgment or pending legal action against the vendor that could impair its operations in the foreseeable future	As per bidding document
All requirements of "Eligibility criteria" as mentioned in Instructions to consultant/applicant should be met.	Must Meet Requirement

4. **EVALUATION CRITERIA**

Criteria, sub-criteria, and point system for the evaluation are given below:

A-1: Experience of the Firm [50 Marks]

	Evaluation Criteria	Total Marks	Marks Breakup	Response
	Minimum 03 projects of Monitoring & Evaluation for Donors/ Government funded projects at grass root level in last 15 years: (03 marks for each project)	<u>15</u>		Attach relevant documentary evidence (completion letters /performance satisfactory letters) clearly showing tenure of projects
2.	Monitoring & Evaluation Project (Process Monitoring, Tracer Studies / Third Party Evaluation / Impact Evaluation) of Skills Training/Capacity Building at grass root level for donors/Government funded projects in last 15 years with following minimum		<u>4</u> <u>8</u>	Provide documentary evidence (completion letters /performance satisfactory letters) clearly mentioning value of project.
i. ii. iii.	values. Individual Project value equal to or more than PKR 20 million but less than 50 million (4 marks) Individual Project value equal to or more PKR 50 million but less than 80 million (8 marks) Individual Project value equal to or	12	<u>12</u>	
3.	more than PKR 80 million (12 marks) Number of Projects (minimum 1 year duration) of Monitoring & Evaluation (Process Monitoring, Tracer Studies / Third Party Evaluation / Impact Evaluation) of Skills Training/Capacity Building at grass root level for Donors/Government funded projects in		<u>3</u>	Provide documentary evidence (completion letters /performance satisfactory letters) clearly mentioning value of project.
	last 10 years: (Can be same or other than the projects mentioned above in point no. 2 above)	<u>10</u>	<u>06</u> <u>10</u>	
i. ii. iii.	One Project (3 marks) Two Projects (6 marks) Three or More Projects (10 marks)			
4.	Qualification and prior experience of monitoring projects involving CAPI based Data Collection using software. Should have capability of Software Development / Mobile Application development.	<u>8</u>	<u>4</u> <u>4</u>	Copy of organogram of IT department (of all five employees) along with names, qualification & experience duly attested by Head of HR Department. (Required for Point (i) Attach relevant documentary evidence of

 i. Organogram of IT department of at least Ten Employees (4marks) ii. Atleast 01 or more projects of monitoring through software development (4 marks) 			completion letters /performance satisfactory letters) clearly showing tenure of project. (Required for Point (ii)
5. Affiliation with an International Membership Firm.	<u>5</u>	<u>5</u>	To demonstrate that the requisite support is available to implement international best practices and experience.

A2: Financial Capability of the firm and Field Presence [15 Marks]

Evaluation Criteria	Total Marks	Marks Breakup	<u>Response</u>
1. Average Financial Turnover of the firm/ company in last three years i. Less than PKR 200 million (0 marks) ii. Equal to or more than PKR 200 million but less than or equal to PKR 500 million (5 marks) iii. Average Financial Turnover of the firm/ company more than PKR 500 million (10 marks)	<u>10</u>	<u>0</u> <u>5</u> <u>10</u>	Please provide copy of audited financial statements of last three years Audited by ICAP registered firms in SBP category "A" Or tax returns of last three years in case of SBP Category A ICAP registered firm.
 2. Number of offices in Pakistan i. More than 1 Office (3 marks) ii. More than 3 Offices (4 marks) iii. 4 or more offices (5 marks) 	<u>5</u>	<u>3</u> <u>4</u> <u>5</u>	Evidence confirming the details of local office addresses and representatives / staff

A-3: Staff Proposed (Structure of implementation team) [35 Marks]

Required Position	<u>Criteria</u>	<u>Marks</u>
Team Lead	 Mandatory Criteria: Minimum 16 years of education in Business Administration or Social Sciences or Accounting & Finance)/CA/ACCA with 15 years of project management experience: Marking Criteria: At least three number of completed relevant projects minimum of one year duration (3 Marks) At least five number of completed relevant projects minimum of one year duration (6 Marks) 	10 Marks

Required Position	<u>Criteria</u>	<u>Marks</u>
	 More than five number of completed relevant projects minimum of one year duration (10 Marks) 	
	Mandatory Criteria: 16 years of education (Business Administration or economics or commerce/finance or statistics) with 10 years of relevant experience in monitoring & evaluation.	
M&E Specialist	 Marking Criteria: At least three number of completed relevant projects minimum of one year duration (3 Marks) At least five number of completed relevant projects minimum of one year duration (5 Marks) More than five number of completed relevant projects minimum of one year duration (8 Marks) 	08 Marks
Data Analyst	 Mandatory Criteria: 16 years of education in Business Administration or Economics or Statistics with 05 years of relevant experience: Marking Criteria: At least three number of completed relevant projects (2 Marks) At least five number of completed relevant projects (4 Marks) More than five number of completed relevant projects (6 Marks) 	<u>06 Marks</u>
Field Coordinato r	 Mandatory Criteria: 16 years of education in Business Administration or Economics or Statistics with 05 years of relevant experience: Marking Criteria: At least three number of completed relevant projects (2 Marks) At least five number of completed relevant projects (3 Marks) More than five number of completed relevant projects (5 Marks) 	05 Marks
Total Manpower / Resources Strength	Mandatory Criteria: At least 50 permanent employees with a minimum of one member from each of the above-mentioned categories. Marking Criteria: Equal to more than 50 employees but less than 100 employees (1 Mark) Equal to or more than 100 employees but less than 200 employees (3 Marks) Equal to more than 200 employees (6 Marks)	06 Marks

Technical Evaluation Score Formula: {A1+A2+A3} = 100 Marks

Minimum 75% in technical score is required to qualify.

5. <u>Instructions / General conditions</u>

- 1) This proposal will be governed under Public Procurement Rules, 2020 (Amended 2021), especially Rule 16 (A), as amended from time to time.
- 2) Bidders shall adhere to all the requirements mentioned in this document, including any amendments made in writing subsequently by "National Vocational & Technical Training Commission" management (Hereinafter NAVTTC). (Purchaser).
- 3) Any Bid submitted will be regarded as an offer by the Bidder and does not constitute or imply the acceptance of the Bid by NAVTTC management. NAVTTC is under no obligation to award a contract to any Bidder.
- 4) NAVTTC management reserves the right to cancel the procurement process, at any stage without assigning any reason, before award of contract, without any liability/cost to the NAVTTC, upon notice to the bidders or publication of cancellation notice on NAVTTC website.
- 5) NAVTTC strictly enforces a policy of zero tolerance on prescribed practices, including fraud, corruption, collusion, unethical or unprofessional practices. NAVTTC requires all bidders/ vendors observe the highest standard of ethics during the procurement process and contract implementation.
- 6) Bidders/ vendors shall not offer gifts or hospitality of any kind to NAVTTC staff members, or anyone claiming to act on its behalf.
- 7) In pursuance of this policy, NAVTTC management:
 - a) Shall reject any bid, if it determines that the selected bidder has engaged in any corrupt or fraudulent practices in competing for prequalification in question;
 - b) May declare a vendor ineligible, either indefinitely or for a stated period, to be awarded a contract, if at any time NAVTTC management determines that the vendor has engaged in any corrupt or fraudulent practices in competing for, or in executing a NAVTTC contract.
- 8) In preparing the Bid, the Bidder is expected to examine the pre-qualification document in detail. Material deficiencies in providing the information requested in the pre-qualification document may result in rejection of the Bid.
- 9) The Bidder will not be permitted to take advantage of any errors or omissions in the prequalification document. In case of such errors or omissions be discovered, the Bidder must notify the NAVTTC accordingly.
- 10) The Bidder shall bear all costs related to the preparation / submission of the Bid, whether its Bid is accepted or not for pre-qualification. NAVTTC shall not be responsible or liable for any costs or liability incurred during the procurement process.
- 11) The Bid, as well as any, and all related correspondence exchanged by the Bidder and NAVTTC, shall be written in the English / language(s) specified by NAVTTC.
- 12) All prices mentioned in the financial proposal shall be in Pak Rupees (PKR) and inclusive of all applicable taxes.
 - 13) The pre-qualification or enlistment of bidder does not constitute or create a retainer ship.
 - 14) Each page of the pre-qualification document shall be signed by focal person / authorized representative of the firm. The authorization letter on official letterhead of the firm shall be produced alongwith proposal.
 - 15) For any clarification relating to pre-qualification document the bidder may contact on given telephone numbers.

- 16) NAVTTC, may reject all bids / proposals at any time prior to the acceptance of bid or proposal.
- 17) The applicant firms are under obligation to read and understand complete information relating to pre-qualification documents. In case of any complaint, which may arise as a result of non or mis-reading of the pre-qualification document, NAVTTC shall not be responsible for any claim/complaint.
- 18) The Prequalified Sole Proprietors/Firms/Companies will be issued a Letter of Enlistment initially, for period of one (03) year however the said term can be extended with mutual consent of parties subject to satisfactory performance.
- 19) NAVTTC shall not consider delay in receipt of pre-qualification documents in any case after due date 11-12-23.
- 20) The services will be procured on the basis of "As and When required".
- 21) The pre-qualification proposals shall be submitted together with one hard copy in a sealed envelope and a soft form (USB) as well.
- 22) In case of un-declared holiday on the submission date, the pre-qualification is to be submitted on next working day and other terms & conditions will remain the same.
- 23) The Proposals shall be submitted before 11-12-2023, 02:00 PM and will be opened on same dated at 02:30 PM in front of all the Bidders or their focal person / authorized representatives.

6. SUBMISSION OPENING AND RECEIPT OF PROPOSALS

- 1) The original proposal shall be prepared clearly and without any overwriting.
- 2) One original proposal along with "one HARD copy" & "one soft copy" (USB)
- 3) The proposals must be delivered at the address given below on or before 02:00 pm. (PST), 11 December 2023.

National Vocational & Technical Training Commission Pakistan (NAVTTC) Headquarters Plot 38, Kirthar Road, Sector H-9/4, Islamabad 051-9044300, 051-9206638, http://navttc.gov.pk

4) Proposals shall be opened on 11th December 2023 at 02:30 pm. (PST), in presence of all the applicants who chose to be present.



[Letterhead paper of the Bidder, including full postal address, telephone no., fax no., and e-mail address]

	Date:
To,	
National Vocational & Technical Training Commission	
Pakistan (NAVTTC) Headquarters	
Plot 38, Kirthar Road, Sector H-9/4, Islamabad	
051-9044300 051-9206638	

Dear Sir/Madam

1.	I/we, the undersigned, being duly authorized to represent and act on behalf of
	(hereinafter "the Bidder") have reviewed and fully understood all
the prequalification information provided by NAVTTC, the undersigned hereby a	
	be pregualified as a Bidders for the "Services" bearing Pregualification No

- 2. NAVTTC and its authorized representatives are hereby authorized to conduct any inquiries or investigations to verify the statements, documents, and information submitted in connection with this application, and to seek clarification from our bankers and clients regarding any financial and technical aspects. This Letter of Application will also serve as authorization to any individual or authorized representative of any institution referred to in the supporting information, to provide such information deemed necessary and requested by yourselves or the authorized representative to verify statements and information provided in this application, or with regard to the resources, experience, and competence of the Bidder.
- 3. NAVTTC and its authorized representatives may contact the following persons for further information, inquiries, technical Inquiries, financial Inquiries, if and when needed.

S#	Name	Designation	Contact Information
1.			
2.			
3.			

- 4. This application is made with the full understanding that:
 - (a) bids by prequalified Bidders will be subject to verification of all information submitted for prequalification at the time of bidding;

- 5. I/We confirm that in the event that I/we bid, that bid as well as any resulting contract will be signed so as to legally bind me/us jointly and severally.
- 6. The undersigned declare that the statements made and the information provided in the duly completed application are complete, true, and correct in every detail.

For and on behalf of	
Signature	
Name	
Designation	