

Questions from tenderers and corresponding answers

N.B.: The questions and answers will form an integral part of the tender documents.

Transaction number: 10031657
Project processing number: G-011545-005
Brief project title: Career Path Development for Employment (CPD4E)
Country: South Africa, Lesotho, and Eswatini

Version 3 from 20.10.2026

No.	Contract / Order No.	Questions/Queries	Answer
1.	10031657	Daily rates for Key Experts 1 and 2 Does GIZ prescribe or recommend daily rates, indicative ranges or maximum rates for Key Expert 1 (Lot 1) and Key Expert 2 (Lot 2), or should applicants propose their own market-related rates?	No. Applicants should propose their own market-related daily rates, taking into account the requirements of the assignment and the qualifications and experience of the proposed experts.
2.	10031657	Expert fees and supporting personnel May the daily rate charged for a Key Expert include supporting personnel costs, such as training facilitators and personnel delivering lecturer development, provided the nominated expert fulfils their required duties and expert days? Alternatively, must these costs be budgeted separately, and under which price schedule item?	All activities fall under Key Expert Days.

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3.	10031657	Equipment and vehicle leasing What provision is available for equipment needed for practical training? We propose leasing electric microvans because outright purchase would be prohibitively expensive. Would project-related leasing costs be eligible, and under which budget item, given that section 5.4 lists materials and equipment as “not applicable”? Are there limits or prior approval requirements?	No budget for training equipment. The contractor must attend minimum requirements for such a training or partner with an institution that has material and equipment available.
4.	10031657	Online learning costs Are costs for online learning eligible, including digital content development or adaptation, learning platform subscriptions or hosting, learner licences and online facilitation? Please indicate the appropriate price schedule item and any applicable restrictions.	Course elements could be offered online, but development of new self-learning online formats is not part of the ToR.
5.	10031657	Submission for individual lots May an applicant submit a proposal for either Lot 1 or Lot 2 independently, or must applicants submit for both? If applying for both, are separate technical and financial proposals required?	Prefereably for only one lot, but for 2 lots is also possible (not mandatory). If applying for both only one technical and financial proposal.

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6.	10031657	Implementation period Please confirm whether each lot has a 20-month implementation period. Must all activities, including workplace-based learning, be completed within that period, or does the placement milestone refer to learners commencing their placements? Is a minimum workplace placement duration prescribed?	18-month implementation period due to delays in the procurement process, preferably training and work placement should not exceed 12 months' implementation within 18 months.
7.	10031657	Accreditation for Lot 1 Must the applicant already hold accreditation for the relevant biogas digester training at proposal submission, or would evidence of an accreditation application suffice? At what stage must accreditation be secured? Alternatively, may the applicant deliver through an appropriately accredited training partner?	Preferably accreditation is available, if not provider can work with accredited institution.
8.	10031657	Learner training and workplace placement targets Is our understanding correct that each lot requires 100 learners to complete pilot training and all 100 to enter workplace-based learning, resulting in 200 trained and 200 placed if both lots are awarded?	Correct.

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9.	10031657	Employment and enterprise outcomes Does the 70% outcome target apply separately to each lot—70 participants per lot, or 140 across both? Please confirm whether employment, self-employment, operating a small business and improved working conditions all count towards this target, and what evidence is required.	Correct (70% outcome target apply separately to each lot—70 participants per lot, or 140 across both), Evidence: GIZ will conduct the tracer study, all indicated improvements count.
10.	10031657	Lecturer and company mentor targets Please clarify the participant allocation for the two 24-hour train-the-trainer courses under each lot. Is the requirement 10 TVET lecturers and 10 company mentors per course, or across both courses within each lot? In particular, is the combined target across both lots 40 TVET lecturers, excluding company mentors?	10 TVET lecturers and 10 company mentors per course, in total 20 TVET lecturers and 20 mentors
11.	10031657	Selection of TVET partners and locations May applicants select different TVET partners for each lot according to programme relevance and industry proximity—for example, colleges offering agriculture-related programmes for Lot 1 and colleges near micromobility operations for Lot 2? Must the same institutions participate in both lots, and is location within a Skills Development Zone mandatory or preferred?	Yes, 2 different institutions are possible, it could also be the same if applicable, must be in SDZ's.

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12.	10031657	MSME support and job creation Does the requirement concern supporting and formalising at least 10 existing informal businesses per lot, rather than establishing 10 new businesses? Across both lots, would this mean 20 businesses supported, each creating at least one job? For Lot 1, may these include agricultural enterprises integrating biogas production or use?	Per lot: Support min. 10 informal SMME's to formalize their business, not establishing new businesses / 20 SMMEs in total, 20 jobs created in total (not necessarily 1 in each)
13.	10031657	SETA or other workplace funding As workplace placement funding must be secured by month 12, please confirm whether applicants need proof of committed funding at proposal submission. Would a funding mobilisation plan and evidence of engagement with potential funders suffice initially? Please also clarify what evidence constitutes "secured funding" at month 12.	Stipends should be secured as early as possible after contract starts, no need for prove at proposal stage, later a letter from the funder is sufficient.