

Prime Minister's Initiative

Selection of Training Firm to Deliver Boot Camps

Request for Proposal

A (01)/PSEB/2026-14

Government of Pakistan

PAKISTAN SOFTWARE EXPORT BOARD

MINISTRY OF INFORMATION TECHNOLOGY GOVERNMENT OF PAKISTAN

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1. INTRODUCTION TO PSEB

Since its establishment in 1995, the Pakistan Software Export Board (PSEB), an entity under the Ministry of IT and Telecommunication, has been actively facilitating the overall development and sustainable growth of Pakistan's IT and IT-enabled Services (ITeS) industry. Acting as a one-stop shop on behalf of the Government of Pakistan, PSEB is mandated to promote software exports, strengthen the domestic IT ecosystem, and enhance the global competitiveness of Pakistan's IT industry.

PSEB formulates and implements policy frameworks and incentive packages, serves as a vital interface between the Government and the IT industry, and collaborates with relevant regulatory bodies to develop the enabling infrastructure for sectoral growth. It conceptualizes and executes strategic projects aimed at industry development, resolves industry concerns through engagement with government authorities, and promotes Pakistan as a viable IT destination in the global market.

A key objective of PSEB is to ensure the availability of skilled human resources equipped with the latest technologies. To bridge the industry-academia gap and improve employability, PSEB—under the guidance of the Ministry of IT and in consultation with the IT industry—has launched several human resource development initiatives. Among these are programs designed to equip IT professionals and IT Graduates with cutting-edge technical and soft skills delivered by industry experts. These efforts aim to enhance both the number and quality of the skilled workforce available to Pakistan's IT and ITeS industry.

Through its continued efforts, PSEB strives to create a conducive environment for innovation, collaboration, and export growth, thereby strengthening Pakistan's position in the global technology landscape.

2. INTRODUCTION TO THE PROGRAM

Pakistan Software Export Board (PSEB) has been entrusted for the execution and implementation of "Capacity Building of IT Industry in Specialized Technologies & Platforms: component III of the PSDP funded project titled "Prime Minister's Initiatives - Support for IT Startups, Specialized IT Training, and Venture Capital". Through this Request for Proposal (RFP), PSEB invites applications from consortiums to deliver Boot Camps (trainings/international certifications) for capacity building of IT talent.

For this RFP, formation of a consortium shall be mandatory for eligibility to apply for the international certifications led Boot Camps. The consortium must include at least one IT firm with a proven history of IT exports, which is a compulsory member, and may also include any IT training institute or university with prior experience in delivering international certification-based trainings. The members of the consortium may mutually determine the lead organization, which may be either the IT firm or the IT training institute/university. IT training institutes, or universities.

The objective of the International Certification-Led Trainings program is to equip IT Graduates and professionals in cities but not limited to Peshawar, Rawalpindi/Islamabad, Abbottabad, GB (Gilgit/Skardu), AJK (Muzafarabad/Mirpur) Karachi, Sukkur, Quetta, Hyderabad Lahore, Multan, Bahawalpur, Gujrat, and Faisalabad (training cities can be added) with the latest industry-recognized IT skills and International certifications required to fill the shortage of skilled resources in the sector. Candidates/trainees from any city in Pakistan can participate in any one training of their interest, subject to meeting the pre-requisites of that training, which may include an admission test and/or prior academic or professional background as required by the International certification body.

This initiative is employment-supported in nature, focusing not only on skill development and International certification attainment but also on enhancing participants' employability through industry engagement, career readiness activities, and structured placement support mechanism.

Given the scale and the scope of the project, multiple entities may form consortiums/joint ventures which may be comprised of IT companies, IT industry firms, IT-related organizations, software houses, IT industry associations (duly registered with respective authorities under the laws of Pakistan), and HEC Recognized Universities to participate in the tender.

IT companies, IT industry firms, IT-related organizations, software houses, IT industry associations, Training Institutes and HEC Recognized Universities that possess the ability, capability, and capacity to train and successfully deliver the proposed International certification-led courses/trainings mentioned under deliverables within the agreed timeline are invited to submit their proposals to PSEB in response to this tender as consortiums/joint ventures.

3. PURPOSE OF THE DOCUMENT

The purpose of this document is to specify the approach that PSEB will use to evaluate and select the consortium /JV for this training. This document also describes the requirements that the JV/ has to fulfill in order to be selected.

4 BIDDER(S) DEFINITION

For this RFP, formation of a consortium shall be mandatory for eligibility to apply for the international certifications led Boot Camps.

Consortium / Joint Venture (JV) Definition

- A Consortium/Joint Venture (JV) refers to a collaborative association of two or more independent entities formed specifically to participate in this RFP.
- Participation is only permitted through a consortium/JV, with roles, responsibilities, and contributions clearly defined in a formal agreement, and a lead partner designated to represent the consortium in all official matters.

Minimum Composition Requirements:

1. At least one IT export firm as a lead bidder (mandatory partner).
2. An IT training institute partnered with global certification/accreditation bodies. Training Institute can partner with local or International Authorized Representative/s of requisite Global Certification/ Accreditation Bodies (mandatory partner)
3. A HEC recognized University offering IT disciplines degrees (Optional)

IT Company / IT Export Firm

- An IT firm registered and operating in Pakistan with established operations in the IT sector.
- Must demonstrate a proven export track record by generating export revenue from services provided abroad.

IT Training Firm

- An IT training service provider operating in Pakistan.
- Must be an authorized training partner of a globally recognized certification/accreditation body.
- Must demonstrate experience in delivering IT trainings and International certifications.

University

- A HEC-recognized university in Pakistan offering programs in IT disciplines
- Must have functioning computer labs and infrastructure for IT training.
- May also be an authorized training partner of a globally recognized certification / accreditation body.

5. DELIVERABLES

5.1 Boot Camps leading to International Certifications:

Under this International Certification-Led Trainings program, 3,384 IT professionals and Computing Graduates will be trained in the latest industry-demanded, international certification-aligned technologies. The training will be conducted in Peshawar, Rawalpindi/Islamabad, Abbottabad, GB (Gilgit/Skardu), AJK (Muzaffarabad/Mirpur) Karachi, Sukkur, Quetta, Hyderabad Lahore, Multan, Bahawalpur, Gujrat, and Faisalabad while candidates from any city in Pakistan may enroll, provided they meet the pre-requisites for their chosen training track.

Each boot camp shall comprise 300 hours of full-time training. The vendor shall submit a comprehensive implementation plan ensuring completion of all trainings, certification examinations, and job placement activities within a maximum period of seven (07) months.

Highly qualified and certified IT professionals will be engaged as trainers to deliver comprehensive, hands-on instruction aligned with international certification standards across the following areas:

Sr. No	Training Streams	Technology
01	Programming - Web Engineering	Javascript Fullstack (MEAN/MERN)
		DotNet Fullstack (C#/JavaScript/Angular/React/SQL)
		Python (Native, Django)
		Java + Angular / React
		PHP Fullstack (JavaScript/Angular/React)
02	Cloud Infrastructure - Tool / Certification	AWS Developer Certifications
		Microsoft Azure Certifications
03	Artificial Intelligence	Machine Learning/Deep Learning
04	Digital Forensic & Cyber Security	CEH, CHFI, CompTIA Security+, Autopsy, Kali Linux
05	Automation & Software Testing	ISTQB and Selenium ((Java/C#/Python/JavaScript))
06	Mobile Development	React Native (Hybrid), Flutter (Hybrid)
07	DevOps	Git, Jenkins, Docker, Kubernetes, Ansible
08	Database	Relational Database (MS SQL, MySQL, Oracle, DB2, Postgres)
09	UI/ UX	UI / UX (Indesign, Captivate, Adobe Photoshop)
10	Games & Art	Game Development (Unity / Unreal)

To enhance the overall effectiveness and workplace readiness of trainees, **15% of the total training content will be dedicated to Soft Skills**. This component will be a **mandatory part of each courseware**. A brief outline of soft skills is given as guideline:

- Communication Skills
- Collaboration and Teamwork
- Adaptability and Flexibility
- Problem-Solving and Critical Thinking
- Leadership and Influencing Skills
- Cultural Awareness and Sensitivity

It is mandatory for the bidding JV/Consortium to **select and opt for only one technology skillset** from each of the **ten (10) Technology Streams** in order to establish and demonstrate its technology expertise. To ensure the delivery of high-quality training aligned with international standards, all trainers must possess the necessary professional experience and qualifications as outlined in the Evaluation Criteria Table at clause 11 of the RFP. It is essential that trainers not only have subject matter expertise but also relevant teaching or industry experience in the respective certification areas. In the event a trainer is unable to attend a scheduled class or lab session for any reason, the project awardee shall be responsible for providing a suitable and qualified replacement without delay. This measure is critical to maintaining training continuity and ensuring that all sessions are delivered as per the approved schedule and curriculum.

A minimum 70% post-training employability rate shall be ensured by the consortium/bidder. i.e., all certifications led trainings shall be aligned with industry requirements and the 70% employability target.

5.2 Classrooms and Computer Labs

The bidder shall provide well-equipped classrooms and computer laboratories in Peshawar, Rawalpindi/Islamabad, Abbottabad, Gilgit-Baltistan (Gilgit/Skardu), AJK (Muzaffarabad/Mirpur), Karachi, Sukkur, Quetta, Hyderabad, Lahore, Multan, Bahawalpur, Gujrat, and Faisalabad, or any other cities as approved by PSEB.

Each classroom and computer lab shall accommodate a maximum of fifty (50) trainees, with computer labs maintaining a 1:1 computer-to-trainee ratio at all times. All facilities, including required hardware and software, must be properly maintained and suitable for delivery of the specified training programs. PSEB reserves the right to inspect and reject any classroom or computer lab found unfit for purpose, and in such cases, the bidder shall promptly arrange a compliant alternative.

The project awardee shall implement all necessary measures to ensure the safety, dignity, and well-being of trainers, staff, and trainees, with particular emphasis on providing a secure and respectful environment for female participants throughout the project duration. Joint Ventures / Consortiums shall be required to bid for all training streams, one technology per training stream along with the **relevant international certification**, in which it possesses demonstrated expertise. Selection of the proposed technology against each training stream shall be based on the bidder's core competency, experience, and capacity to deliver quality training outcomes. Bids submitted for partial training streams or multiple technologies against a single training stream shall not be entertained. PSEB may revise the number of cities and trainees per city based on the availability of funds and trainee enrolment.

5.3 Course Content and Stationery Material

The bidder shall provide detailed course contents for all certification-led training programs, including the Soft Skills component referenced under Clause 5.1, along with details of the relevant international certifications to be pursued and a comprehensive list of stationery, tools (including digital learning & delivery tools), and training materials required by both trainees and trainers to ensure effective classroom and practical delivery. The bidder may also propose enhanced or additional course plans, particularly those supporting employability outcomes, in addition to the trainings specified under Section 6.1; however, the final approval of all course outlines shall rest solely with PSEB, and each approved course outline must clearly define learning objectives, certification outcomes, practical components, and employment-relevant skills to ensure measurable training results.

5.4 Training Mode

Training shall be delivered under a hybrid classroom model, whereby at least seventy percent (70%) of sessions shall be conducted in person and up to thirty percent (30%) may be delivered remotely, including surrounding areas of the listed cities, to ensure training quality and enhance women's

participation in underserved and underdeveloped areas. The classroom environment must be technologically enabled to ensure that online participants are fully integrated into the training ecosystem and receive training of equivalent quality. The number of trainees per class or batch shall not exceed fifty (50).

5.5 Pre-Assessment Certification Exam

A proposed mock test/exam should be conducted for all candidates prior to international certification exams to support the 100% certification mandate.

5.6 Learning Management System (LMS) Service

A Learning Management System shall be deployed and delivered in-line with proposed training material. The trainees shall be able to access the training material through the LMS service during the delivery of the program, and shall be able to access the same up to one year after the end of the program. Minimum requirements of LMS are at Annex-V.

The bidder will maintain the LMS data for a period of one year after the completion of the trainings and provide the access to PSEB/authorized individual or firm.

5.7 Trainees

The program aims to train approximately 3,384 individuals, including IT professionals and Computing Graduates. It shall be the sole responsibility of the bidder to undertake all necessary and effective measures to identify and select potential trainees. The bidders shall include the conducting and evaluating the online entry assessment exam in the project costing.

The training classes of these courses will be distributed in regions as mentioned below:

Region	Cities	Approx. No. of trainees
North	Peshawar, Rawalpindi/Islamabad, Abbottabad, GB (Gilgit/Skardu), AJK (Muzafarabad/Mirpur)	1,128
South	Karachi, Sukkur, Quetta, Hyderabad	1,128
Central	Lahore, Multan, Bahawalpur, Gujrat, Faisalabad	1,128
Total		3,384

Based on the availability of the funds, demand from the industry and/or availability of the trainees, PSEB reserves the right to change the number of the trainees for any listed regions/cities and/or courses listed at clause 5.1.

Trainees shall be considered to have successfully completed the training if they meet all of the following criteria:

- i. Attend at least eighty percent (80%) of the total training hours for the respective course, as specified under Clause 5.1
- ii. Successfully pass the in-house Boot Camp assessment examination conducted by the contract awardee;
- iii. Ensure that a minimum of sixty percent (60%) of the trainees obtain the relevant international certification; and
- iv. Ensure that at least seventy percent (70%) of the trainees secure employment following successful completion of the training and international certification.

5.8 Boot Camp Data Impact Assessment Report

The awardee shall submit a detailed **Boot Camp Impact Assessment Report** upon completion of the training program. The report must evaluate the boot camp's effectiveness in terms of **skill development, upskilling, reskilling, employment transitions, and participant satisfaction**. This component is

critical for understanding the socio-economic and professional impact of the intervention. Impact Assessment Report will be prepared. Sample Boot Camp Impact Assessment Framework is attached.

5.9 Employability

Employment refers to the engagement of a certified Boot Camp trainees in a professional capacity that provides demonstrable career development. This includes:

- a. **Formal Employment:** A written employment contract with an organization for a **minimum period of one (01) year**.
- b. **Freelancing:** Evidence of sustained professional work as an independent freelancer, supported by contracts, invoices, or client attestations.
- c. **Entrepreneurship / Startups:** Proof of ownership, co-ownership, or active participation in a registered startup or business venture, including business registration documents, startup/incubation certificates, or tax filings.

6. PROJECT DURATION.

- a. This project aims to train IT Graduates and IT professionals, including graduates who have completed their IT degrees in 2023 or later, across the following locations: Peshawar, Rawalpindi/Islamabad, Abbottabad, Gilgit-Baltistan (Gilgit/Skardu), Azad Jammu & Kashmir (Muzaffarabad/Mirpur), Karachi, Sukkur, Quetta, Hyderabad, Lahore, Multan, Bahawalpur, Gujrat, and Faisalabad, within a maximum implementation period of seven (07) months.
- b. The deliverables include 300 hours of trainings for each of the trainee in their respective course and relevant international certification will completed within 5 months of award of contract.
- c. Employability of 70% of Certified Trainees will be concluded within 2 months of the completion of the trainings and certifications.
- d. Delivery period may be extended in case of events beyond the control of project awardee and PSEB. The project awardee shall inform in writing to PSEB of any such event and may request for extension in delivery period at least 3 weeks prior to the expiry of delivery period otherwise the request for extension will not be accepted. The request for extension in the delivery period shall be served with proper justification.
- e. The training activities shall commence within ten (10) days of the issuance of the Purchase Order.

7. PAYMENTS

Sr. No.	Deliverable s	Payment Percentage
1.	Submission of Project Plan, Training Resource and enrollment of trainees	20%
2.	Completion of 30% training Component	20%
3.	Completion of 70% training Component	20%
4.	Completion of 100 % training Component + 70% Certification Completion	20%
5.	Deliverable signoff by PSEB as per clause 5	20%

- a. If requested by the contract awardee, a mobilization advance of up to twenty percent (20%) of the total approved contract amount may be issued upon the signing of the contract. The mobilization advance shall be subject to the prior approval of PSEB. The Project Awardee shall submit an unconditional Bank Guarantee equivalent to the mobilization advance amount, along

with the Project Plan, enrollment details, and Training Resources, for PSEB’s review and approval. The Mobilization Advance will be adjusted in the first payment.

- b. 10% of the total contract value of the project shall be submitted as a performance guarantee by the Project Awardee at the time of award of contract. The performance guarantee should be in the form of Bank Guarantee/Bank draft/pay order with validity at least for one calendar year from the date of its issuance or completion of the contract.
- c. The performance guarantee will be released as governed by the contract between PSEB and the project awardee, upon submission of a request from the project awardee and PSEB’s completion certification/sign-off document.

8. LIQUIDITY DAMAGES

The bidder must submit an undertaking on the company’s official letterhead confirming that all items, services, and deliverables shall be provided strictly within the agreed timelines after the issuance of the Purchase Order (PO) and/or signing of the Contract. Failure to meet the agreed timelines will result in penalties as outlined below.

Deliverable	Parameter	Requirements	Penalty
Delivery of Trainings as per Purchase Order	Training delivery aligned with approved course curriculum, module structure, and agreed training schedule	Training must be completed within the mutually agreed timeframe (in weeks) as per PO/contract	<ul style="list-style-type: none"> • Delay upto 8 weeks to be approved by PSEB with due justification timely submitted by the awardee • Delay beyond 8 weeks: 1% of PO value • If delay exceeds 12 weeks, the Authority reserves the right to cancel the order and take further action as deemed appropriate <i>(Week means a full 7-day week)</i>

9. CORRUPT OR FRAUDULENT PRACTICES BY BIDDER.

The Bidder, its personnel, agents, consultants, subcontractors, and affiliates/JV/Consortium Partners shall observe the highest standard of ethics during the procurement process and execution of the Contract. Any effort by a Bidder to influence the Procuring Agency in the evaluation, comparison, or award process through corrupt, fraudulent, collusive, coercive, or obstructive practices shall result in rejection of the bid and may lead to further legal or administrative action under applicable laws, including the relevant provisions of the Public Procurement Rules/Regulatory Framework.

For the purpose of this clause:

(a) Corrupt Practice

“Corrupt Practice” means the offering, giving, receiving, or soliciting, directly or indirectly, of anything of value to influence the action of a public official or any person connected with the procurement process or contract execution.

(b) Fraudulent Practice

“Fraudulent Practice” means any act or omission, including misrepresentation, submission of forged or fabricated documents, false statements, concealment of facts, or deception intended to influence the procurement process or execution of a contract to the detriment of the Procuring Agency.

(c) Collusive Practice

“Collusive Practice” means an arrangement between two or more bidders, with or without the knowledge of the Procuring Agency, designed to improperly influence the procurement process, including bid-rigging, price fixing, or non-competitive practices.

(d) Coercive Practice

“Coercive Practice” means impairing or harming, or threatening to impair or harm, directly or indirectly, any person or property to influence participation in the procurement process or affect execution of the contract.

(e) Obstructive Practice

“Obstructive Practice” means deliberately destroying, falsifying, altering, concealing evidence material to an investigation, making false statements to investigators, or any act intended to materially impede an investigation or audit by the Procuring Agency or any competent authority.

Actions Against Bidder

If the Procuring Agency determines that a Bidder has engaged in corrupt, fraudulent, collusive, coercive, or obstructive practices, the Procuring Agency may, without prejudice to any other remedy available under law:

1. Reject the bid or proposal submitted by the Bidder;
2. Declare the Bidder ineligible, either indefinitely or for a stated period of time, to participate in any procurement proceedings;
3. Forfeit the bid security/performance security;
4. Terminate the contract, wholly or partially, for default;
5. Recover any losses suffered by the Procuring Agency;
6. Report the matter to the relevant government authorities, including regulatory, anti-corruption, or law enforcement agencies for appropriate legal action.

10. SUBMISSION OF BIDS:

- a) A single-stage two envelope bidding process will be followed. The technical and financial bids shall be in English language and must be submitted online through EPADS (which is mandatory otherwise bid will not be considered). Earnest money amounting to Rs. 16 Million in the shape of Bank Draft / Pay Order shall be in the favor of “Pakistan Software Export Board” must be delivered through courier or dropped at the PSEB office on or before the closing date and time of the bid, copy of the same must be uploaded on E-Pad along with the technical & Financial proposal.
- b) The JV will submit the bid for all training streams and only one selected technology for all cities mentioned at clause 5.1 and clause 5.7. Proposals should be submitted electronically ONLY through EPADS. For registration and training on EPADS or in case of any technical difficulty in using EPADS, prospective bidders may contact PPRA Team, Director MIS Room No.109, 1st Floor, FBC building Sector G-5/2, Islamabad. Contact Number 051-111-137-237.
- c) The proposals must be prepared and submitted in accordance with the instructions in the detailed RFP along with bid security instrument & Proof of Eligibility documents through EPADS latest by

Date **02nd June, 2026 at 03:00 pm**, and will be opened on the same day at 3:30 pm at below mentioned address in the presence of vendors/bidders or their authorized representatives who desires to attend the bid opening session.

- d) **Note:** The original Bid Security instrument **must be submitted** to the undersigned **before the closing time of bid submission, failure to comply shall result in rejection of bid.**
- e) Only those bids will be entertained who applied through EPADS <https://eprocure.gov.pk>
- f) Technical bids will be opened on the same day at 03:30 pm at below mentioned address in the presence of vendors/bidders or their authorized representatives who desire to attend the bid opening session online or through physical presence. The financial bids will be opened only of those bidders who qualify in technical proposals evaluation. The opening of financial bids will be notified separately once technical evaluation has been completed. Please note that submission date and time will be strictly adhered, and it will be bidders' responsibility to ensure the submission of bid at given date and time.
- g) The quoted prices must remain valid for acceptance up to 180 days from the date of its opening.
- h) The quoted cost shall be in Pakistani Rupees (PKR) and shall be considered inclusive of all applicable taxes, duties, levies, fees, and charges, as per prevailing Government of Pakistan rules. The cost shall further be inclusive of all supplies, services, manpower, trainings, certification costs, examination/assessment fees, learning material, logistics, documentation, deployment, operational support, and any other incidental expenses required for successful execution of the scope of work, strictly in accordance with the tender documents and PPRA Rules. No additional payment or claim shall be admissible on any account
- i) The Joint Venture/Consortium selected for the award the contract shall have to submit 10% of total contract amount as Performance Bond. The performance bond shall be in the shape of Bank Guarantee/Bank Draft / Pay Order in the favor of "Pakistan Software Export Board".

10.1 Withdrawal of Bid.

- a) The bid security will be forfeited if a bidder withdraws the bid after the deadline of bid submission or during the period of bid validity or in the case of a successful bidder fails to sign/accept the Purchase Order/Contract.

10.2 Rejection of Bid.

- a) Bid security has not been submitted as per section 10.
- b) Incomplete, conditional, or optional bids will be rejected forthwith.
- c) Bids received after due date & time will not be accepted.
- d) Bids failing to meet the eligibility / evaluation criteria.
- e) Any noncompliance to the terms and conditions of bidding documents.
- f) Joint venture/consortium shall be disqualified if financial figures are mentioned in the technical proposal.

10.3 Performance of Bidder

- a. PSEB performance monitoring team will be continuously monitoring the satisfactory delivery of the project.
- b. PSEB reserves the right to confiscate the performance guarantee of the project awardee, if the number of trainees with un-successfully delivered trainings (trainees not completing at least 80% of the training hours) increase beyond 25% of the total enrolled trainees in the program.
- c. In case of poor performance of the individual trainer as evaluated by PSEB performance monitoring team, the project awardee shall provide the replacement of the same within fifteen days, failing to do so will be considered as an Unattended Complaint.
- d. In case of three (3) absences of the individual trainer from the scheduled training sessions, the project awardee shall provide the replacement of the same within five working days of the 3rd absence, failing to do so will be considered as an Unattended Complaint.
- e. PSEB will issue a Poor Performance Certificate to project awardee in case of three Unattended Complaints. PSEB reserves the right to confiscate the performance bond of the project awardee in case of issuance of five (05) Poor Performance Certificates.

11. EVALUATION CRITERIA

The evaluation shall be carried out keeping in view the following criteria:

- a. The weightage of Technical Proposal = 80%.
- b. The weightage of Financial Proposal = 20%

11.1 Technical Evaluation Criteria

The bidding Consortium/Joint Venture securing 70% or more scores will be considered as technically responsive and subsequently selected for financial bid opening.

Mandatory Criteria

S. No.	Requirement	Status/ Marks	Documents/Evidence Required
1	Active Income Tax registration of each of the consortium/Joint Venture member company with FBR	Mandatory	The each of the consortium/ Joint Venture member company with FBR shall provide copy of active NTN certificate
2	Active sales tax registration of lead bidder (IT Firm) of the consortium/Joint Venture	Mandatory	Active Sales Tax registration of lead bidder (IT Firm) of Consortium / Joint Venture from either provincial or federal revenue boards/authorities.
3	All IT company(s) participating in a Joint Venture/Consortium must have an active PSEB registration	Mandatory	All IT company(s) participating in a Joint Venture/Consortium shall provide active PSEB registration certificate(s)
4	Accumulated annual export revenues of the Joint Venture/ Consortium companies shall not be less than USD 200,000 for each of the last 03 years	Mandatory	Audited financial statements and PRCs issued by the State Bank of Pakistan duly verified by CEO of the firm, for the last 03 years shall be part of the proposal. Accumulated export revenue of Joint Venture/ consortium members will be considered.

5	A certificate by lead bidder that any company/organization which is part of the Consortium/Joint Venture, is/are not blacklisted by any Government Department, or public sector organization in Pakistan.	Mandatory	The lead bidder of the Joint Venture/consortium shall provide undertaking on stamp paper of minimum Rs. 100 value for the subject RFP.
6	Lead bidder of the Joint Venture/Consortium must be in operations of IT/ITeS business for the last three (03) years.	Mandatory	Lead bidder of the Joint Venture/ Consortium shall provide proof of date of its establishment like copy of registration with a competent authority of either federal or provincial for doing IT/ITeS Business.
7	Evidence of previous training programs of similar nature with feedback from the trainees/clients and Percentage of Trainees employed from previous training programs	Mandatory	Details of the trainings Contracts / Workorders Delivery Completion Reports Feedback of trainees/Clients Post Training Employment details
8	Consortium/Joint Venture must ensure its capacity to deliver trainings in all the cities mentioned (or added) against the respective regions.	Mandatory	Proof of the bidder's presence and/or letters of collaboration from partner organizations, evidencing presence in the listed cities.

Evaluation Criteria

Sr. No	Requirement	Status/ Marks	Documents/Evidence Required	
1	Financial Position	50 Marks	Audited financial statements of Joint Venture / Consortium companies duly verified by CEO of the organizations. Accumulated revenues will be position of the Consortium/Joint Venture for each of last 03 years will be considered.	
	Revenue Slabs			Marks
	Annual accumulated revenue of the Joint Venture/consortium companies more than PKR 301 million and up to PKR 400 million or more			50
	Annual accumulated revenue of the company/Joint Venture more than PKR 151 million And up to 300 million			40
	Annual accumulated revenue of the company/Joint Venture PKR 150 million and up to 100 million	20		
2	Number of technical/professional trainers available to execute trainings	50 Marks	Consortium / Joint Venture shall provide details of the technical/training Human Resource of its members to be engaged in the project as per Annex - I	
	71- 90 and above professionals			50
	51-70 Professionals			40
	50 professionals			30
	The minimum qualification and experience criteria for the trainer shall be as follows:			

	<p>Minimum Qualification: 14 years of education with bachelor's degree from HEC recognized local university, or International university in IT/Computer Science/Software Engineering and relevant programs.</p> <p>Experience: Minimum three (03) Years' Experience in; developing software, IT system architect, IT system design, software development consultancy, software quality assurance, software business analysis, web development, mobile development, cloud architect, cloud platform architect, database design, database architect, database design consultancy, preferably, but not limited to the technologies listed under Clause 5.1</p> <p>The trainers and support staff shall possess relevant professional certifications and proven industry experience in the respective technologies for which bids are being submitted.</p>		
3	<p>Presentation on training methodology and program execution plan including: -</p> <ul style="list-style-type: none"> • <i>Understanding of Objectives (3)</i> • <i>Methodology & Pedagogy (3)</i> • <i>Module Execution Plan (4)</i> • <i>Enrollment & Outreach (2)</i> • <i>Framework for Job Placement Support (4)</i> • <i>Tools & Resources, LMS (2)</i> • <i>Monitoring & Evaluation (2)</i> 	20 Marks	<p>The bidder shall present program planning, execution, monitoring, training methodology, trainers' selection/retention / replacement processes, work breakdown structure (WBS), etc. to ensure the delivery of project's objective within given scope and timelines. Along with methods and ideas to track participants' career progression post-training and Provision of guidance to students for obtaining certifications from international bodies and how they plan to accommodate and support students with special needs</p>
4	<p>Evidence of previous training programs of similar nature with feedback from the users/customers. Percentage of Trainees employed from previous training programs Number of trainees trained: 2000 (accumulative) (100 trainees = 1.5 Mark)</p>	30 Marks	<p>Bidders should provide evidence of at least two training programs offered to 1,000 (mandatory) participants, including feedback from these participants/ organizations to whom services were provided</p>
5	<p>Exam Proctoring Capability a. Local and remote exam proctoring infrastructure.</p>	20 Marks	<ul style="list-style-type: none"> • Details of local/remote proctoring infrastructure and locations.

	<p>b. Designated proctoring locations with appropriate facilities.</p> <p>c. Qualified and trained proctoring staff. Secure online proctoring tools (ID verification, screen monitoring, browser lockdown, recording, AI/observer monitoring).</p>		<ul style="list-style-type: none"> • Profiles/credentials of proctoring staff. • Documentation/demo of online proctoring tools and security features. • Records of past proctored exams. <p>(5 marks each)</p>
6	<p>Employability Plan Mechanism to ensure at least 70% of certified candidates are employed within 2 months of certification.</p> <p>i. Detailed Employability Plan document, including placement partnerships (MoUs / agreements with IT industry, government entities).</p> <p>ii. Framework for job placement support (career services, job fairs, industry linkages).</p> <p>iii. Design/prototype of the proposed PSEB placement portal.</p> <p>iv. Past evidence of successful trainee placement rates and salary benchmarks</p> <p>(5 marks each)</p>	20 Marks	
7	<p>Any value addition specific to this project in terms of investment and long- term sustainability etc.</p>	10 Marks	<p>The bidder shall provide detail of value additions which can strengthen the delivery of these trainings beyond the scope of this program on sustainable basis.</p>
Total Marks		200 Marks	

11.2 Financial Bid Evaluation Criteria

The financial bids of only technically qualified bidders will be opened. The pricing shall include all applicable taxes, rates, duties, tolls, fees etc.

The evaluation of financial bids will be calculated as follows:

- The weightage of financial proposal is 20% in total score.
- The financial weightage will be calculated by the formula as given below:

$$\frac{\text{Bidder's Bid}}{\text{Lowest Bid}} \times 20$$

The score achieved by a bidder will be aggregated as follows:

Total score obtained by a bidder = Technical weightage + Financial weightage

The contract shall be awarded to the bidder who achieved the maximum points from Total Score and shall be considered a Most Advantageous Bidder. PSEB will not make ANY payments not quoted in the bid. Please use Annexure-II to develop financial proposal.

12. GENERAL TERMS AND CONDITIONS.

- There shall not be more than 50 trainees per classroom.
- Ratio between the lab computers and the trainees attending the lab simultaneously must be 1:1.

- c. In case the selected bidders do not accept the Purchase Order/Contract, their bid security will be confiscated.
- d. In case there is a difference between the unit price and total price for any items quoted in the bid, the unit price of that/those items shall prevail and decision of PSEB in this regard shall be final.
- e. Total prices must conform to the individual prices of all the items quoted and delivered.
- f. The quoted price will be considered inclusive of all overhead costs (seen or unforeseen), required for the successful delivery of the project.
- g. Participating vendors are requested to avoid from all overt & covert activities that shall create any doubt that leads towards ambiguity in the tendering process and tender opening session.
- h. The successful bidder will sign Integrity Pact with PSEB (draft attached as Annex-III).
- i. The procuring agency may reject all bids or proposals at any time prior to the acceptance of a bid or proposal. The procuring agency shall upon request communicate to any supplier or contractor who submitted a bid or proposal, the grounds for its rejection of all bids or proposals but is not required to justify those grounds.
The procuring agency shall incur no liability, solely by virtue of its invoking sub-rule (1) towards suppliers or contractors who have submitted bids or proposals
- j. PSEB may terminate the Contract at any time by giving written notice to the bidder, if the bidder becomes bankrupt or otherwise insolvent. In this event, termination will be without compensation, provided such termination will not prejudice or affect any right of action or remedy, which has, accrued or will accrue thereafter to PSEB.
- k. If the bidder is unable to fulfill its obligations as mentioned in the work plan and withdraws from the project, PSEB shall terminate the contract by issuing a written notice and shall not be responsible to pay off any liability incurred towards the bidder and forfeit the security deposit (bid bond amount).

13 CHANGES/AMENDMENT PRIOR TO SUBMISSION OF PROPOSAL

At any time prior to the deadline for submission of bids, PSEB may, for any reason, whether on its own initiative or in response to a clarification requested by a prospective bidder, amend the Tender. Such amendments shall be issued in the form of an Addendum / Corrigendum and shall be published on PPRA and EPADS, as well as in daily newspapers. It shall be presumed that the bidder has taken into account all such amendments while preparing and submitting its bid.

14 FORCE MAJEURE

If either party is temporarily rendered unable, wholly or in part by Force Majeure to perform its duties or accept performance by the other party under the Contract it is agreed that on such party, giving notice with full particulars in writing of such Force Majeure to the other party within 14 (fourteen) days after the occurrence of the cause relied on, then the duties, of such party as far as they are affected by such Force Majeure shall be suspended during the continuance of any inability so caused but for no longer period and such cause shall as far as possible be removed with all reasonable speed. Neither party shall be responsible for delay caused by Force Majeure.

The terms "Force Majeure" as used herein shall mean Acts of God, strikes, lockouts or other industrial disturbance, act of public enemy, war, blockages, insurrections, riots, epidemics (including operational disruptions due to government imposed COVID-19 restrictions), landslides, earthquakes, fires, storms, lightning, flood, washouts, government imposed restrictions due to environmental hazards, civil disturbances, explosion, Governmental Export/Import Restrictions, Government actions/restrictions due to economic and financial hardships, change of priorities and any other causes similar to the kind herein enumerated or of equivalent effect, not within the control of either party and which by the exercise of due care and diligence either party is unable to overcome.

The terms of this Contract shall be extended for such period of time as may be necessary to complete the work which might have been accomplished but for such suspension. If either party is permanently prevented wholly or in part by Force Majeure for period exceeding 4 (four) months from performing or accepting performance, the party concerned shall have the right to terminate this Contract immediately giving notice with full particulars for such Force Majeure in writing to the other party, and in such event, the other party shall be entitled to compensation for an amount to be fixed by negotiations and mutual agreement.

If a Force Majeure situation arises, the Bidder shall promptly notify PSEB in writing of such conditions and the cause thereof. Unless otherwise directed by PSEB in writing, the bidder shall continue to perform its obligations under the Contract as far as is reasonably practicable and shall seek all reasonable alternative means for performance not prevented by the Force Majeure event.

15 BIDDER'S QUERIES.

Any queries by the Bidders must reach to Project Manager (M&E) PSEB, either through email (mushoaib@pseb.org.pk) or postal at the below mentioned address, at least three (3) working days before the deadline of the bid submission, otherwise PSEB will not be liable to respond.

16 PRE-BID MEETING

A pre-bid meeting will be held on **18 May 2026 at 03:00 pm** to address the queries of intended bidders. Please use following link to register to attend the Pre-Bid meeting:

<https://zoom.us/j/91939366125?pwd=hxXY7wqpHiuWm92mm8rJxz4Toq9bV2.1>

17 POINT OF CONTACT. (e-mails)

To: mushoaib@pseb.org.pk

Copy to: rsukhera@pseb.org.pk

18 BID OPENING ADDRESS.

Manager Procurement
Pakistan Software Export Board
6th Floor, New State Life Tower, Blue Area, Islamabad

List of Trainers

Sr#	Name of Trainer	CNIC	Mobile Number	Email	Qualification	Certification (if any)	Company associated with	Years of Experience	Area of Expertise	LinkedIn Profile link
1										
2										
3										
4										

Please add as many records as required. The links to the LinkedIn profiles are mandatory.
Please attach the Trainer Qualification & Experience Form as per Annex-VII

Format of Financial Bid

The quoted cost shall be in Pakistani Rupees (PKR) and shall be considered inclusive of all applicable taxes, duties, levies, fees, and charges, as per prevailing Government of Pakistan rules. The cost shall further be inclusive of all supplies, services, manpower, trainings, international certification costs, examination/assessment fees, learning material, logistics, documentation, deployment, operational support, and any other incidental expenses required for successful execution of the scope of work, strictly in accordance with the tender documents and PPRA Rules. No additional payment or claim shall be admissible on any account

Sr. No	Training Streams	Selected Technology	Approx. No. of Trainees	Unit Cost	Total
01	Programming - Web Engineering		340		
02	Cloud Infrastructure - Tool / Certification		338		
03	Artificial Intelligence		340		
04	Digital Forensic & Cyber Security		338		
05	Automation & Software Testing		338		
06	Mobile Development		338		
07	DevOps		338		
08	Database		338		
09	UI / UX		338		
10	Games & Art		338		
Total			3384		

Note:

- i. The estimated number of trainees for each stream is 300
- ii. Based on the availability of the funds, demand from the industry and/or availability of the trainees, PSEB reserves the right to change the number of the trainees, training streams and/or cities.

Authorized Signature/Stamp

Date _____

ANNEXURE-III

INTEGRITY PACT

(To be submitted on Legal Stamp Paper for successful bidder only) Affidavit

Tender Number: _____

Date: _____

Tender Value: _____

Tender Title: _____

[name of JV/Consortium] hereby declares that it has not obtained or induced the procurement of any contact, right, interest, privilege or other obligation or benefit from Government of Pakistan or any administrative subdivision or agency thereof or any other entity owned or controlled by it Purchaser through any corrupt business practice.

Without limiting the generality of the foregoing, [name of JV/Consortium] represents and warrants that it has fully declared the brokerage, commission, fees etc. paid or payable to anyone and not given or agreed to give and shall not give or agree to give to anyone within or outside its affiliate, agent, associate, broker, consultant, director, promoter, shareholder, sponsor or subsidiary, any commission, gratification, bribe, finder's fee or kickback, whether described as consultation fee or otherwise, with the object of obtaining or inducing the procurement of contact, right, interest, privilege or other obligation or benefit in whatsoever form from Purchaser, except that which has been expressly declared pursuant hereto.

[The JV/Consortium] certifies that it has made and will make full disclosure of all agreements and arrangements with all persons in respect of or related to the transaction with the Purchaser and has not taken any action or will not take any action to circumvent the above declaration, representation or warranty / support. [The Firm/Contractor] accepts full responsibility and strict liability for making any false declaration, not making full disclosure, misrepresenting facts or taking any action likely to defeat the purpose of this declaration, representation and warranty / support. It agrees that any contract, right, interest, privilege or other obligation or benefit obtained or procured as aforesaid shall, without prejudice to any other right and remedies available to the Purchaser under any law, contract or other instrument, be voidable at the option of the Purchaser.

Notwithstanding any rights and remedies exercised by the Purchaser in this regard, [JV/Consortium] agrees to indemnify the Purchaser for any loss or damage incurred by it on account of its corrupt business practices and further pay compensation to the Purchaser in an amount equivalent to ten times the sum of any commission, gratification, bribe, finder's fee or kickback given by [the Firm/Contractor] as aforesaid for the purpose of obtaining or inducing the procurement of any contract, right, interest, privilege or other obligation or benefit in whatsoever form from the Purchaser

Authorized Signature & Stamp

Subscribed and sworn to me this _____. Day of _____ 20____ Verified by the Notary Public

ANNEXURE-IV

Format for Performance Security Bond

PERFORMANCE BOND GUARANTEE

Date _____

To: Pakistan Software Export Board (PSEB)
6th Floor, New Statelife Building, Blue Area
Islamabad.

SIR,

1. Bank Guarantee Number:
2. Contract/Purchase Order No:
3. Name of Guarantor:
4. Address of Guarantor:
5. Amount of Guarantee in relevant currency:
6. Amount in words:
7. Date of Expiry of Guarantee:

Whereas your good self have entered into Contract/Purchase Order No. with (vendor name with address) of hereinafter referred to as our customer and that one of the conditions of the Contract/Purchase Order is the submission of unconditional Bank Guarantee by our customer to your good self for a sum of (Amount in figure and words). In compliance with this stipulation of contract/Purchase Order, we hereby agree and undertake as under: -

- a. To pay you unconditionally on demand and/or without any reference to our customer an amount not exceeding the sum of Rs/or relevant currency (amount in figure) as would be mentioned in your written Demand Notice.
- b. To keep this Guarantee in force till (expiry date).
- c. That we shall inform your office regarding termination of the validity of this Bank Guaranty one clear month before the actual expiry date of Guarantee.
- d. That with the consent of our customer you may amend/alter any term/clause of contract/Purchase Order or add/delete any term/clause to/from this contract/Purchase Order without making any reference to us. We do not reserve any right to receive any such amendment/alteration or addition/deletion provided such like actions do not increase our monetary liability under this Bank Guaranty which shall be limited only to Rs/or relevant currency (Amount in figure and words).
- e. That the Bank Guarantee herein before given shall not be affected by any change in the constitution of the Bank or Customer/Seller or Vendor. That this is unconditional Bank Guarantee, which shall be en-cashed on sight on presentation without any reference to our customer/seller or vendor. Bank Guarantee will not be released unless No Objection Certificate (NOC) is provided by Headquarter PSEB Procurement Department.

Authorized Signature/Stamp

Date _____

Minimum Requirements of LMS for Boot Camp Trainings

The Learning Management System (LMS) to be used for the Boot Camp training programs must fulfill the following minimum technical and functional requirements:

1. User Management

- Role-based access control (Admin, Trainer, Trainee)
- User registration and authentication (manual and bulk import)
- Profile management for all users
- Secure login with support for two-factor authentication (optional but preferred)

2. Course Management

- Support for creating, organizing, and managing multiple courses and batches
- Multimedia content support (text, video, audio, PDF, PPT)
- Content scheduling and controlled release (drip content)
- Course progress tracking (individual and group level)

3. Assessments and Quizzes

- Built-in tools for creating quizzes, assignments, and exams
- Multiple question formats (MCQs, fill-in-the-blanks, short/long answers)
- Automatic and manual grading options
- Randomized question banks for fairness

4. Communication and Collaboration

- Announcements and notifications
- Discussion forums or message boards for each course
- Live chat or integrated communication tools
- Feedback and survey tools

5. Reporting and Analytics

- Trainee performance reports (individual and batch-wise)
- Attendance tracking and time spent on LMS
- Course completion and certification status
- Exportable analytics and dashboards (PDF/Excel/CSV)

6. Certification

- Auto-generation of certificates upon course completion
- Customizable certificate templates with trainer/institution logos
- Certificate validation through unique codes or QR

7. Accessibility and Compatibility

- Mobile-friendly and responsive design (cross-device compatibility)
- Multilingual support (preferably English and Urdu)

- Offline access to certain materials (optional)
- Compliance with accessibility standards (WCAG 2.1)

8. Data Security and Backup

- Data encryption at rest and in transit
- Regular automated backups
- Role-based access to data and audit logs
- GDPR and local data protection compliance

9. Application Tracking System

- Personal Information
- Educational Background
- Professional / Work Experience
- Boot Camp-Specific Information
- Pre-Training Assessment
- Post-Training Evaluation and Employment Status

10. Administrative Features

- Batch creation and enrollment management
- Integration with third-party tools (Zoom, Google Drive, etc.)
- LMS usage analytics (logins, page visits, time spent)
- Custom branding (logo, theme, URLs)

11. Support and Maintenance

- Technical support (email, phone, or ticketing system)
- Uptime guarantee (at least 99%)
- Regular updates and maintenance patches

JV / CONSORTIUM PROFILE

(To be submitted as a single consolidated document summarizing the Joint Venture / Consortium)

1. JV / Consortium Overview

JV / Consortium Name: _____

Lead Partner: _____

JV / Consortium Structure:

Joint Venture Consortium

JV Composition (No. of Members): _____

2. JV / Consortium Members Summary

Sr. No.	Company Name	Role (Lead / Member)	Core Responsibility in Project	Years in IT/Training
1		Lead Partner		
2		Member		
3		Member		
...				

3. Roles & Responsibilities Matrix

Project Component	Lead Partner	Member 1	Member 2	Remarks
Project Governance & Reporting				
Curriculum & Course Design				
Training Delivery (Technical / Soft Skills)				
Hybrid Training & LMS				
Trainers Deployment & Management				
Exam Coordination & Proctoring				
Employability & Job Placement Support				
Monitoring, Evaluation & Compliance				

4. Consolidated Core Competencies of JV / Consortium

- Design and delivery of certification-led IT boot camps
- Delivery of Soft Skills training for IT professionals
- Curriculum development aligned with international certifications
- Hybrid training delivery (minimum 70% in-person, up to 30% remote)
- LMS deployment and digital learning enablement
- Assessment and certification readiness management
- Local and remote exam proctoring support
- Employability and job placement facilitation
- Trainer management and quality assurance
- Monitoring, evaluation, and reporting of outcomes
- Inclusive and women-friendly training environments

5. Geographic Coverage

Evidence of the bidder's own presence and/or letters of collaboration from partner organizations, demonstrating that the Joint Venture/Consortium, collectively, possesses the capacity to deliver trainings in the following cities

- Peshawar
- Rawalpindi / Islamabad
- Abbottabad
- Gilgit / Skardu
- Muzaffarabad / Mirpur (AJK)
- Karachi
- Sukkur
- Hyderabad
- Quetta
- Lahore
- Multan
- Bahawalpur
- Gujrat
- Faisalabad
- Other : _____

6. Consolidated Experience & Capacity

Total Years of Combined Experience (JV Members): _____ Years

Total Trainees Trained by JV Members (Last 3–5 Years): _____

Total Trainers Available (Combined): _____

7. Financial & Compliance Snapshot (Consolidated)

- All JV / Consortium members are legally registered
 - NTN and Sales Tax
 - JV/Consortium members (IT Companies) are PSEB registered
 - Accumulated annual revenue meets RFP financial thresholds
 - Accumulative Export Revenue greater than or equal to USD 200,000 for each of last 3 years meets the RFP Mandatory criteria and relevant Audited Reports and PRC are attached
 - No JV / Consortium member is blacklisted
- (Detailed documents attached separately as per Bid Submission Checklist.)*

8. Single Point of Contact (Lead Partner)

Name: _____

Designation: _____

Company (Lead Partner): _____

Phone: _____

Email: _____

Declaration

We hereby certify that the above information represents a **true and accurate consolidated profile** of the Joint Venture / Consortium. All members jointly and severally accept responsibility for the execution of the project in compliance with the RFP, Contract and PPRA Rules.

Authorized Signatory (Lead Partner): _____

Signature & Official Stamp: _____

Date: _____

ANNEXURE VII

Trainer Qualification & Experience Form

Trainer Name: _____

1. Personal Information

Full Name	
CNIC.	
Contact Number	
Email Address	

2. Educational Qualification

Degree Title	Field of Study	University / Institute	Year of Graduation	HEC / Recognized Status
				<input type="checkbox"/> HEC Recognized <input type="checkbox"/> International
				<input type="checkbox"/> HEC Recognized <input type="checkbox"/> International

3. Professional Experience

Total Years of Experience in IT Trainings: _____ Years

#	Organization / Company	Job Title / Role	Duration (From – To)	Key Responsibilities / Projects	Technologies / Tools Used
1					
2					
3					

Relevant Areas of Experience: (Check all that apply)

- Software Development
- IT System Architecture / Design
- Software Quality Assurance
- Business Analysis / Requirement Gathering
- Web Development
- Mobile Application Development
- Cloud Architect / Cloud Platform Architect
- Database Design / Database Architecture
- Others (please specify): _____

4. Certifications

Certification Name	Issuing Organization	Year Obtained	Validity / Expiry Date

5. Declaration by Trainer

I, **[Trainer Name]**, hereby certify that:

1. I have **minimum 14 years of education** with a **Bachelor's degree** in IT / Computer Science / Software Engineering or relevant program from an HEC-recognized local university or an internationally recognized university.
2. I have **at least three (03) years of relevant professional and training experience** in software development, IT systems architecture, IT system design, software consultancy, QA, business analysis, web/mobile/cloud/database development as described above.
3. I possess **relevant industry certifications** and my experience is **authentic and verifiable**.
4. I understand that submission of false or misleading information may lead to **disqualification** from the program.

Trainer Signature: _____ **Date:** _____

Verified by Lead Bidder:

Name: _____

Designation: _____

Signature: _____

Date: _____

ANNEXURE VIII

Boot Camp Impact Assessment Framework



- Program Reach
- Target Population
- Demand Dynamics
- Educational Background
- Trainer Profiles

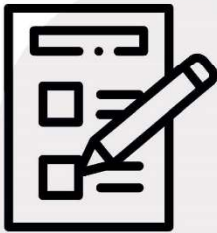
ATS

- Enrolled Demographics
- Geographical Footprint
- Trainee Profiles
- Track specific demand

LMS



Surveys



IMPACT



BID SUBMISSION CHECKLIST

(To be submitted as part of the Technical Proposal – duly filled, signed, and stamped)

Sr. No.	Requirement	Document / Evidence Required	Attached (✓)
MANDATORY ELIGIBILITY & LEGAL REQUIREMENTS			
01	Consortium / JV Agreement	Signed JV/Consortium Agreement indicating roles, responsibilities, shareholding, and nomination of Lead Partner	
02	Company Registration	Certificate of Incorporation / Registration of each JV/Consortium member	
03	Income Tax Registration	Active NTN Certificate (FBR) of each JV/Consortium member	
04	Sales Tax Registration / Exemption	Sales Tax Registration (Federal/Provincial)	
05	PSEB Registration	Active PSEB registration certificate(s) for IT company(s) participating in the Joint Venture/Consortium.	
06	Blacklisting Undertaking	Undertaking on minimum Rs. 100/- stamp paper by Lead Partner confirming no JV/Consortium member is blacklisted	
07	Regional Capacity	Evidence of own presence and/or Letters of collaboration confirming the capacity to deliver trainings in all listed cities.	
08	Previous Training Programs and Employment Outcomes	Details of similar training programs conducted <ul style="list-style-type: none"> • Copies of contracts / work orders • Training delivery completion reports • Feedback from trainees and/or clients • Post-training employment details, including percentage of trainees employed 	
FINANCIAL CAPACITY			
01	Financial Position	Audited Financial Statements of each JV/Consortium member for last 03 years, verified by CEO/Authorized Signatory	

02	Revenue Slabs	Statement showing accumulated annual revenue of JV/Consortium members mapped to RFP revenue slabs	
03	Export Revenue	PRC issued by the State Bank of Pakistan against the IT/ITeS export revenues for last 03 years.	
HUMAN RESOURCE & TECHNICAL CAPACITY			
01	Technical Professionals	Trainers/technical staff details as per Annex-I	
02	Minimum Trainers	Compliance with minimum trainers	
03	Trainer Qualification	Copies of degrees (HEC recognized / international)	
04	Trainer Experience	Experience certificates showing minimum 3 years relevant experience	
05	Trainer Certifications	National / international certifications of trainers	
COURSE PROPOSAL & PROGRAM DESIGN			
01	Training Methodology	Detailed methodology, pedagogy, WBS, LMS, M&E framework	
02	Course Contents	Detailed course outlines for certification-led trainings including Soft Skills	
03	Certification Mapping	Mapping of each course with relevant international certifications	
04	Enhanced Courses	Proposed employability-focused enhanced/additional courses (if any)	
PRESENTATION			
01	Presentation	<ul style="list-style-type: none"> • Understanding of Objectives • Training Methodology & Pedagogy • Module Execution Plan • Enrollment & Outreach Strategy • Employability & Job Placement Framework • LMS, Tools & Resources • Monitoring & Evaluation • Trainers' selection, retention & replacement • Support for international certification & special needs participants 	
INFRASTRUCTURE & DELIVERY MODEL			
01	Training Facilities	Details of classrooms & computer labs in listed cities	
02	Capacity Compliance	Confirmation of max 50 trainees per class & 1:1 computer ratio	

03	Hybrid Model	Plan for 70% in-person and up to 30% remote training	
04	Safety & Inclusion	Measures for safety, dignity, and women-friendly environment	
EXAM PROCTORING & EMPLOYABILITY			
01	Exam Proctoring	Local & remote proctoring infrastructure details	
02	Proctoring Staff	Profiles and credentials of proctoring staff	
03	Employability Plan	Detailed plan ensuring 70% employment within 2 months	
04	Placement Evidence	Past placement data and salary benchmarks	

DECLARATION

I/We certify that all information and documents submitted are **true, complete, and compliant** with PPRA Rules and the RFP requirements. Any misrepresentation may lead to disqualification.

Authorized Signatory: _____

Name & Designation: _____

Lead Bidder: _____

Signature & Stamp: _____

Date: _____