

SUSTAINABILITY OF TRAINING CENTRES: TRAINING VIABILITY ASSESSMENT STUDY	Unique Identifier	559-651204805
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	Evaluation Strategy	Just Energy Transition
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1. INTRODUCTION

This document describes the process to be followed in performing technical evaluations during the tender evaluation for the Consultancy Services for Skills Mapping, Gap Analysis, and Training Facility Viability Assessment at Selected Eskom Power Stations

The evaluation is based on the tenderer's ability to meet both mandatory and qualitative requirements specified for the appointment of the Consultancy Services for Skills Mapping, Gap Analysis, and Training Facility Viability Assessment at Selected Eskom Power Stations.

A weighted score card approach will be used to evaluate the tenders against the *Employer's* requirements.

2. SUPPORTING CLAUSES

2.1 SCOPE

This document details the technical evaluation strategy for assessing submitted bids for the consultancy services for skills mapping, gap analysis, and training facility viability assessment at selected Eskom power stations.

2.1.1 Purpose

The purpose of this tender's technical evaluation strategy is to define the Mandatory Evaluation Criteria, Qualitative Evaluation Criteria and the Tender Evaluation Team (TET) members' responsibilities. The technical evaluation strategy serves as basis for the tender technical evaluation process.

2.1.2 Applicability

This document is applicable to the Consultant and shall apply to the communities within a 30 km radius of the following power stations: Arnot, Camden, Grootvlei, Hendrina and Komati.

2.2 NORMATIVE/INFORMATIVE REFERENCES

Parties using this document shall apply the most recent edition of the documents listed in the following paragraphs.

2.2.1 Normative

- [1] 240-48929482: Tender Technical Evaluation Procedure
- [2] ISO 9001 Quality Management Systems

2.2.2 Informative

None

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2.3 DEFINITIONS

Term	Definition
Controlled Disclosure	Controlled disclosure to external parties, either enforced by law or discretionary.
Enquiry	A competitive or non-competitive request for information, interest, quotations or proposals made to a supplier, a group of suppliers or the market at large.
Implementation Agency	A contractor or professional service provider that assists clients with the development and implementation of infrastructure projects and meets all requirements of the scope of work provided by the client.
Tender	An open or closed competitive request for quotations or prices against a clearly defined scope or specification.

2.4 ABBREVIATIONS

Table 1: Abbreviations

Abbreviation	Description
CV	Curriculum Vitae
ISO	International Organization for Standardization
PM	Project Manager
SME	Small and Medium-sized Enterprises
SMME	Small, Medium, and Micro Enterprises
TET	Technical Evaluation Team

2.5 ROLES AND RESPONSIBILITIES

As per 240-48929482: Tender Technical Evaluation Procedure

2.6 PROCESS FOR MONITORING

The procurement buyer will monitor the evaluators during evaluations.

2.7 RELATED/SUPPORTING DOCUMENTS

- 240-53716746: Tender Technical Evaluation Report Template

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- 240-53716712: Tender Technical Evaluation Results Form Template
- 240-53716726: Tender Technical Evaluation Scoring Form Template
- 240-53716769: Tender Technical Evaluation Strategy Template
- 559-1364817056: Scope of Work for Consultancy Services for Skills Mapping, Gap Analysis, and Training Facility Viability Assessment at Selected Eskom Power Stations

3. TENDER TECHNICAL EVALUATION STRATEGY

3.1 TECHNICAL EVALUATION THRESHOLD

The minimum weighted final score required for a tender to be considered technically acceptable is 75%.

3.2 EVALUATION SCORING TABLE

Tenderers that have met all the Mandatory Evaluation Criteria shall be evaluated against the Qualitative Criteria as defined in this Tender Technical Evaluation Strategy.

The scoring of qualitative criteria shall be based on the degree of achievement by the tenderer to meet the technical requirements. A score shall be allocated as per Table 1 below: Qualitative Evaluation Criteria Scoring Table, for each technical qualitative criterion.

Each TET member shall populate a Tender Technical Evaluation Scoring Form for each tenderer.

Table 2: Qualitative Evaluation Criteria Scoring Table

Score	%	Definition
5	100	COMPLIANT Meets technical requirement(s) AND. No foreseen technical risk(s) in meeting technical requirements.
4	80	COMPLIANT WITH ASSOCIATED QUALIFICATIONS Meets technical requirement(s) with: • Acceptable technical risk(s) AND/OR; • Acceptable exceptions AND/OR; • Acceptable conditions.
3	60	PARTIALLY COMPLIANT WITH MATERIAL QUALIFICATIONS Partially meets technical requirement(s), but with material gaps that require clarification, improvement or mitigation, including: • Moderate technical risk(s) AND/OR; • Material exceptions AND/OR; • Material conditions that may affect delivery but are potentially manageable.
2	40	NON-COMPLIANT Does not meet technical requirement(s) AND/OR:

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		- Unacceptable technical risk(s) AND/OR; - Unacceptable exceptions AND/OR; - Unacceptable conditions.
1	20	SIGNIFICANTLY NON-COMPLIANT Provides limited evidence of meeting technical requirement(s), with significant deficiencies, including: - Substantial technical risk(s) AND/OR; - Major exceptions AND/OR; - Major conditions that are unlikely to be resolved without significant revision.
0	0	TOTALLY DEFICIENT OR NON-RESPONSIVE

3.3 TECHNICAL EVALUATION TEAM (TET)

Table 3: Technical Evaluation Team

Name	Role
Lungile Gumbi	Middle Manager: JET
Dana Gampel	Corporate Specialist: JET

3.4 TECHNICAL EVALUATION CRITERIA SCORING

Eskom is seeking consultants with research-specific skills complemented by analytical review capability to support the development of a business case for addressing skills gaps in and around the selected power stations. Eskom is not seeking a training partner at this stage; rather, the requirement is for consultants who can review what training is currently offered and determine what interventions are required.

The output for this project is a detailed report supported by a populated database that demonstrates the analysis of both existing datasets shared by others and the insights generated through this study. Consultants will be supported with existing datasets, access to partners in the JET-PMU Skills Working Group, TVET colleges and Eskom Academy of Learning. Workshops with Eskom's relevant skills-related suppliers and the JET Office will support the Consultant in generating the required insights and will be available for clarification and confirmation.

The tender will be evaluated on an 80:20 basis referencing technical and financial viability.
The technical evaluation of the bids will be scored in 3 sections:

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3.4.1 Section 1: Research and analytical capacity (Weight 33%)

Criteria	Capacity	Score allocation	Evidence	Weighting
Company experience in the skills supply space	Demonstrated experience in developing / reviewing / refining skills strategies or curricula.	0 = Experience exceeds time window 1 = Experience in developing curricula 2 = Experience in reviewing curricula 3 = Experience in reviewing curricula with amendments / refinements 4 = Experience in reviewing curricula with amendments / refinements accepted beyond the institution 5 = Experience in developing, reviewing and refining curricula beyond the institution and recognised for the approaches proposed.	List 3 relevant projects undertaken in the last 5 years with references for verification.	30%
Company's presence in Mpumalanga	A presence and awareness of the dynamics and players that make up the skills landscape in Mpumalanga.	0 = No history of an MP presence 1 = Presence in 1 District only 2 = Presence in 2+ Districts but for less than 3 years 3 = Presence in 2+ Districts for 3 years + 4 = Presence in Nkangala and Gert Sibanda Districts specifically for 3	Evidence of presence in Mpumalanga and possible collaborations with other skills providers/research projects on skills/training programmes undertaken during this time.	30%

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		years 5 = Presence in Nkangala and Gert Sibanda Districts specifically for more than 3 years.		
Company's research experience	Research and analysis capacity.	0 = No research experience in house 1 = Research is a secondary function of the company 2 = Research is secondary – the company focuses on analytical findings. 3= Research is secondary to analysis – relies on available data and has access to latest data sets 4= Primary and secondary research skills in house with senior analytical capacity 5= Primary and secondary research and senior analytical skills in house with results referenced publicly	Evidence of research undertaken (title will suffice) and the publication/website where results were referenced. Three references will suffice.	40%

3.4.2 Section 2: Proposed methodology to address the tasks (weight 33%)

The Consultant may apply an appropriate range of methodologies to address the tasks, provided that the work is undertaken through a Just Energy Transition lens that:

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Table 4: Research and analytical capacity

No.	Just Energy Transition requirement	Total score
1	Supply-Demand matching methodologies, ensuring employability of skills	25%
2	How economic diversification will be supported and sustained.	25%
3	Methodologies informing financial viability of the interventions	25%
4	Methodologies to ensure retention of skills in the area	25%

3.4.3 Section 3 - Expert resources required for this project (34%)

The required experts are detailed below. Bidders may compliment the list with additional skills but these requirements are essential. The evaluation of the CVs submitted for the tender will count 33% towards the total technical evaluation. The key expert resources whose CVs and experience will be evaluated are set out in the table below:

Table 5: Key Expert resources and experience

Resource / position	Experience requirements	Role in this assignment	Weight
Lead Analyst	Minimum of 7 years' experience in managing or assessing educational and training deliverables in a commercial context, supported by verifiable references of successful assignments. • Insight into critical success factors for courses and training interventions. • Familiarity with TVET colleges in Mpumalanga and their sustainability. • Experience in outcomes-based training interventions.	Provides technical leadership for the skills mapping, gap analysis, interpretation of findings and development of recommendations through a Just Energy Transition lens.	30%
Project Manager	Minimum of 5 years' experience in coordinating research and analysis findings and ensuring that insights are consolidated into a viable, bankable and decision-ready report. • Minimum of 5 years' socio-economic development experience.	Manages the overall assignment, workplan, stakeholder coordination, quality control, reporting schedule and submission of deliverables to Eskom.	20%

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	• At least two successfully completed bankable projects with references.		
Analyst / Researcher	Minimum of 5 years' experience in analysing social, financial and/or economic data, specifically in the training, developmental and/or public sector environment. • Postgraduate training in social sciences, psychology, economics or development studies. • Effective writing skills. • Minimum of 4 years' experience analysing social and business-related results.	Leads data collection, database population, analysis of supply and demand information, evidence synthesis and drafting of analytical sections of the report.	30%
Built Environment Specialist	Minimum of 4 years' experience in the development or assessment of training facilities, with insight into costings and technologies required for accreditation. • Building science or related degree or diploma. • Design skills.	Assesses Eskom training facilities, identifies upgrade or asset requirements, estimates high-level facility-related costs and advises on the viability of site-based training delivery.	20%

3.5 TET MEMBER RESPONSIBILITIES

TET members are responsible for evaluating submissions objectively, applying the approved evaluation criteria, documenting evaluation outcomes, declaring conflicts of interest, and maintaining confidentiality throughout the evaluation process.

3.6 FORESEEN ACCEPTABLE / UNACCEPTABLE QUALIFICATIONS

3.6.1 Risks

Acceptable and unacceptable technical risks will be recorded and assessed in accordance with the applicable tender technical evaluation procedure.

3.6.2 Exceptions / Conditions

Acceptable and unacceptable technical exceptions or conditions will be recorded and assessed in accordance with Eskom's tender technical evaluation requirements.

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4. AUTHORISATION

This document has been seen and accepted by:

Name & Surname	Designation

5. REVISIONS

Date	Rev.	Compiler	Remarks
02 September 2026	1	Sam Moswane	Updated to Align with the revised SOW

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