

APPOINTMENT OF A SERVICE PROVIDER FOR THE PROVISION OF LEARNING AND DEVELOPMENT SYSTEM.

1.1. BACKGROUND

Sentech is a state-owned company and is the largest broadcasting signal distributor in South Africa. Sentech is a licensed Electronic Communications Network Service provider in South Africa. It currently operates many telecommunication networks for Satellite, Television, Radio, Internet and more. As such, Sentech is a global enabler of broadcasting and digital content delivery.

Scope of Work	<p>Sentech seeks to procure a Learning Management System (LMS) that will support its Learning and Development (L&D) function, ensure compliance with legislative requirements (including MICT SETA), and enhance reporting for BBBEE skills development.</p> <p>The LMS must integrate with external learning platforms (e.g., Udemy), provide a seamless user experience, integrate with BBBEE toolkit and allow for accurate reporting and document management across all training, internship and bursary initiatives.</p> <p>The LMS should:</p> <p>Serve as a centralized platform for managing learning and development initiatives.</p> <p>Track and manage skills development for BBBEE compliance.</p> <p>Support seamless integration with external learning providers, including Udemy.</p> <p>Provide automated reporting aligned with SETA, WSP, and internal HR requirements.</p> <p>Mobile-friendly user interface.</p> <p>Functional Requirements</p> <p>The proposed LMS should include, but not be limited to, the following capabilities:</p> <p>Core Learning & Development Features</p> <p>Upload, store, and manage internship and learnership documents in line with MICT SETA requirements.</p> <p>Generate Annual Training Reports.</p> <p>Manage training applications, approvals, and completion tracking.</p> <p>Manage bursary applications and reporting.</p> <p>Track Individual Development Plans (IDPs) aligned to employee performance contracts.</p> <p>Provide online learning and development pathways, including integration with Udemy.</p>
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	<p>Option of live classroom and seminars.</p> <p>Compliance & BBBEE Requirements</p> <p>Integrated BBBEE Skills Development Toolkit to track compliance, training spend, and target achievement.</p> <p>Generate reports required for BBBEE audits and verification.</p> <p>Support categorization of training spend by priority skills, designated groups, and learning interventions.</p> <p>Reporting & Analytics</p> <p>Automated dashboards and reporting on:</p> <p>Training spend by category.</p> <p>Learner participation and completion rates.</p> <p>Bursary allocations and outcomes.</p> <p>Export reports in multiple formats (Excel, PDF, etc.).</p> <p>Role-based access (employee, manager, HR, administrator).</p> <p>Service & Support Requirements</p> <p>Vendors must include details on:</p> <p>System implementation methodology and timelines.</p> <p>User training and change management support.</p> <p>Ongoing technical support and maintenance.</p> <p>Licensing models (subscription/perpetual).</p>
Terms and Conditions	<p>SENTECH reserves the right to</p> <ul style="list-style-type: none"> • Extend the closing date. • Verify any information contained in a response; • Request documentary proof • Cancel or withdraw the requirement • To limit communications to only those Service Providers who meets the requirements. • This request will be subject to the General Conditions of Contract issued in accordance with Treasury Regulation 16A published in terms of the Public Finance Management Act, 1999 (Act 1 of 1999). The Special Conditions of Contract are supplementary to that of the General Conditions of Contract. Where, however, the SCC conflict with the GCC, the SCC shall prevail. • The successful Service Provider may only enter into a subcontracting arrangement with the approval of SENTECH. The successful Service Provider may not subcontract more than 30% of the value of the contract to any other enterprise that does not have an equal or higher B-BBEE status level of contributor than the Service Provider concerned, unless the contract is subcontracted to an EME that has the capability and ability to execute the subcontract.

	<ul style="list-style-type: none"> • SENTECH reserves the right to request a BBBEE transformation plan with clearly defined timelines and milestones if the recommended Service Provider does not meet SENTECH's transformation goals. These milestones must be achieved over the term of the contract. This transformation plan shall be submitted within 10 working days from the written request, failing which SENTECH reserves the right to withdraw its appointment of the preferred recommended Service Provider. • SENTECH shall have the right, at its sole and exclusive discretion, upon written notice to the Service Provider, to terminate this Agreement, in whole or in part should the SERVICE PROVIDER fail to perform any of its obligations or deliver any deliverable timeously or should SENTECH not be satisfied with the quality of any service/s in terms of this Agreement, to the satisfaction of SENTECH. • SENTECH shall furthermore have the right, as a result of such termination, to appoint a third party to perform the obligations of the Service Provider in terms of the Agreement and the Service Provider indemnifies SENTECH against all costs incurred by SENTECH in appointing such third party to fulfil the obligations of the Service Provider. • SENTECH shall have the right, at its sole and exclusive discretion, to terminate this Agreement, at any time, upon 30 (thirty) days' written notice to the Service Provider. • SENTECH reserves the right to conduct supplier due diligence at any time pre, during and post the contract period. This may include announced or unannounced site visits. • Key resource provided in response should be engage in the project, should there be resource changes the resource levels must be equivalent to the resources in the proposal, with notice and acceptance by SENTECH be understood as special condition of contract. • Service Level Agreement will be signed with the successful Service Provider. • SENTECH will renew the contract annually based on satisfactory performance review.
Functionality Criteria	<p>Stage 1 Administrative Evaluation</p> <p>Stage 2 Functional evaluation</p> <p>Stage 3 Reference interview questionnaire if deemed necessary</p>

STAGE 2

Functional Evaluation: Must be comprehensive and supported by evidence

Number	Functionality Criteria	Documents required	Weighting factor
1	Company Experience		20
1.1	<ul style="list-style-type: none"> 1–2 years' Experience 5 Points 3–4 years' Experience 10 Points 5-6 years' Experience 15 Points 7 and more years' Experience 20 Points 	Company profile	
2	Demonstration of previous LMS implementations, especially in learning & development and SETA reporting.		40
2.1	<ul style="list-style-type: none"> 1-2 LMS successfully implemented 10 Points 3-4 LMS successfully implemented 20 Points 5-6 LMS successfully implemented 30 Points 7 and more LMS successfully implemented 40 Points 	Experience and proven track record through contactable references.	
3	Proposed LMS meets the above functional requirements.		30
3.1	<ul style="list-style-type: none"> Proposal meets 3 requirements 10 Points Proposal meets 5 requirements 20 Points Proposal meets all the requirements 30 Points 	Proposal meets all the following: ATR, bursaries, BBBEE toolkit, performance management system and Udemu integration, IDP tracking, reporting and mobile user interface	
	Total		90 Points
	Minimum requirement		65

PRICING
Price List

Description	Rate	Month total
	Sub Total	
	Total (Including vat)	