

	Technical evaluation checklist for sustainability of training centres: training viability assessment study	Template Identifier	32-726-17T	Rev	1
		Document Identifier	240-140256	Rev	1
		Effective Date	May 2022		

Threshold is 75%

Table 1: Evaluation Criteria

<u>Evaluation Criteria</u>	<u>Description</u>	<u>Score allocation</u>	<u>Weight (%)</u>	<u>Submission</u>	<u>Actual Score</u>	<u>% Score</u>	<u>Comments</u>
				Y = Yes N= No			
Company requirements							
A. Experience	The firm/company must have at least of 3-year experience in similar projects Returnable: List of completed project(s) and/or client(s) serviced and a reference letter with contactable references.	0 = No experience, completed project/s and/or client/s serviced 4 = 0-1 years of experience, at least one completed project/s and/or client/s serviced 8= +1-2 years of experience, at least one completed project/s and/or client/s serviced 12 = +2-3 years of experience, at least one completed project/s and/or client/s serviced 16 = +3-4 years of experience, at least two completed project/s and/or client/s serviced 20= +4 years of experience, at least three completed project/s and/or client/s serviced	20				
B. Human resources	The personnel listed in Table 2, representing the minimum required experience, must be included in the	Table 2	45				

	execution of the company's scope of work						
C. Methodology	Methodology to include: 1. Approach undertaken to capture AND map the supply side data required (viz. who offers what skills, where and how these courses are determined as sustainable). 2. The delivery must have strong GIS mapping. How will this be done and shared. 3. How demand will be assessed in terms of what is needed within a specific 30km radius of the power station. 4. How the gap analysis will be conducted. 5. To determine how Eskom training facilities will be deemed viable	Refer to Table 3: Evaluation Criteria for Methodology	35				

Table 2: Human resources

<u>Human resources</u>	<u>Description</u>	<u>Score allocation</u>	<u>Weight (%)</u>	<u>Submission</u>	<u>Actual Score</u>	<u>% Score</u>	<u>Comments</u>
				Y = Yes N = No			
Company requirements							
1. Project Manager	- Proven track record delivering successful, bankable feasibility projects and business strategy projects. - Experience in overseeing detailed, multi-phase business feasibility studies, including market assessment, regulatory analysis, and project/ business financial analysis.	0 = No evidence submitted 1 = Less than seven years of experience in project management, B Degree/B Tech non-technical/technical at NQF 7 with 360 credits, completed at least one project as project manager, and contactable reference provided. 2. Seven years of experience in project management, B	5				

	• 7+ years in managing feasibility studies Returnable: CV with detailed information and contactable references	Degree/B Tech non-technical/technical at NQF 7 with 360 credits ,completed at least two projects as project manager, and a contactable reference is provided. 3.Seven years of experience in project management as a project manager, B Degree/B Tech non-technical/technical at NQF 7 with 360 credits, completed at least three project, and contactable references provided. 4.Seven years of experience in project management as a project manager, B Degree/B Tech non-technical/technical at NQF 7 with 360 credits, completed at least four projects, and contactable references provided. 5.Seven years of experience in project management as a project manager, B Degree/B Tech non-technical/technical at NQF 7 with 360 credits, completed at least five projects, and contactable references provided. Professional project manager registered with PMI and/or SACPCMP and/or PMSA.					
2.Analyst assistant	• 3 years + experience in Providing in support to the Lead Analyst (SME) by performing data collection, cleaning, organizing, and basic analysis	0 = No evidence submitted 1 = 0-1 years of experience, National Diploma/Diploma 2= +1-2 years of experience, National Diploma/Diploma 3 = +2-3 years of experience, National Diploma/Diploma	5				

	Returnable: CV with detailed information and contactable references	4 = +3-4 years of experience, National Diploma/Diploma 5 = +4 years of experience, National Diploma/Diploma					
3. Project assistant officer	3 years + experience in Project Accounting, project cost estimation, project administration and material demand Returnable: CV with detailed information and contactable references	0 = No evidence submitted 1 = 0-1 years of experience, National Diploma/Diploma 2 = +1-2 years of experience, National Diploma/Diploma 3 = +2-3 years of experience, National Diploma/Diploma 4 = +3-4 years of experience, National Diploma/Diploma 5 = +4 years of experience, National Diploma/Diploma	5				
4. Administrator officer	3 years + experience in Performing clerical duties in Project and Programme management offices, file documents, prepare information for processing, maintain personnel records, check material for consistency with original source material and write on behalf of illiterate persons. Returnable: CV with detailed information and contactable references	0 = No evidence submitted 1 = 0-1 years of experience, National Diploma/Diploma 2 = +1-2 years of experience, National Diploma/Diploma 3 = +2-3 years of experience, National Diploma/Diploma 4 = +3-4 years of experience, National Diploma/Diploma 5 = +4 years of experience, National Diploma/Diploma	5				
5. Information /document manager	3 years + experience in providing support in the administration of a completed and effective documents and records management function to the project team throughout the project lifecycle. Returnable: CV with detailed information and contactable references	0 = No evidence submitted 1 = 0-1 years of experience, National Diploma/Diploma 2 = +1-2 years of experience, National Diploma/Diploma 3 = +2-3 years of experience, National Diploma/Diploma 4 = +3-4 years of experience, National Diploma/Diploma 5 = +4 years of experience, National Diploma/Diploma	5				

6.Stakeholder Manager	• 5 years + experience in providing professional support in the execution of the stakeholder management strategies and the engagement plans • Degree/B Tech in Communication or Public Relations Returnable: CV with detailed information and contactable references	0 = No evidence submitted 1 = +0-2 years of experience, B Degree/B Tech 2= +2-4 years of experience, B Degree/B Tech 3 = +4-5 years of experience, B Degree/B Tech 4 = +5-6 years of experience, B Degree/B Tech 5 = +6 years of experience, B Degree/B Tech	5				
7.Researcher assistants	• 5 years + data management experience in a research environment.	0 = No evidence submitted 1 = +0-2 years of experience, B Degree/B Tech 2= +2-4 years of experience, B Degree/B Tech 3 = +4-5 years of experience, B Degree/B Tech 4 = +5-6 years of experience, B Degree/B Tech 5 = +6 years of experience, B Degree/B Tech	5				
8.Lead Analyst(SME)	• Strong expertise in conducting market assessments. • Proven skills in demand forecasting, pricing analysis, and assessing potential offtake agreements in local and export markets. • Financial modelling experience, including capital expenditure, operating expenses, and revenue forecasting. • Ability to synthesise financial and market insights into recommendations for operational models and business strategy.	0 = No evidence submitted 1 = +0-2 years of experience, B Degree/B Tech 2= +2-4 years of experience, B Degree/B Tech 3 = +4-5 years of experience, B Degree/B Tech 4 = +5-6 years of experience, B Degree/B Tech 5 = +6 years of experience, B Degree/B Tech	5				

	• 5+ years in market and business analysis, financial modelling. Returnable: CV with detailed information and contactable references						
9. Lead Researcher	• 3 years + experience in research environment Returnable: CV with detailed information and contactable references	0 = no proof experience 1. +0 - <3 of experience and an B Degree/B Tech at NQF 7 with 360 credits 2. At least three years of experience and an B Degree/B Tech at NQF 7 with 360 credits 3. At least three years of experience and an honor's degree. 4. At least four years of experience and an honor's degree. 5. At least five years of experience and a master's degree	5				

Table 3: Evaluation Criteria for Methodology

Criteria	Description	Score 1	Score 3	Score 7
1. Supply Side Data Capture & Mapping	Quality of approach to identify who offers what skills, where, and how course sustainability is assessed	No clear data sources or mapping strategy; lacks sustainability criteria	Basic identification of providers and skills; limited mapping and sustainability indicators	Comprehensive mapping of providers, geolocation, and robust sustainability assessment (e.g., funding, relevance, longevity)
2. GIS Mapping Delivery	Strength and clarity of GIS mapping strategy and sharing mechanism	No GIS integration or unclear delivery method	Basic GIS use with static maps or limited interactivity; unclear sharing plan	Advanced GIS with interactive layers, clear sharing via dashboards or portals
3. Demand Assessment (30km Radius)	Methodology to assess local skill needs around the power station	No demand analysis or vague assumptions	Some local data used; limited stakeholder engagement or radius-specific insights	Thorough demand analysis using formal and subcontracting economic references and stakeholder data within defined radius
4. Gap Analysis	Process to compare supply vs. demand and identify what needs to be offered given the gap findings	No gap analysis or generic commentary	Basic comparison of supply and demand; lacks depth or prioritization	Detailed matrix-based analysis with clear identification of gaps, priorities, and actionable insights
5. Viability of Eskom Training Facilities	Criteria and process to assess whether Eskom facilities will be viable	No viability criteria or assessment process	Some indicators used (e.g., sustained enrolment); lacks strategic depth	Multi-criteria assessment (e.g., relevance, infrastructure, accessibility, course sustainability) with clear viability conclusions

Scoring Guidance

- **Score 0–4:** Major gaps in methodology, lacks clarity or relevance.
- **Score +4-5:** Acceptable but limited; meets basic expectations.
- **Score +5–7:** Strong, well-developed, and actionable methodology.

COMPILED BY:

_____ Signature	_____ Name	_____ Date
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RECOMMENDED BY :

_____ Signature	_____ Name	_____ Date
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SUPPORTED BY:

_____ Signature	_____ Name	_____ Date
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APPROVED BY:

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