

RFP Number: T54/12/25

Description: REQUEST FOR PROPOSAL TO APPOINT A SERVICE PROVIDER TO IMPLEMENT AN ENTERPRISE LEARNING PLATFORM.

Question and Answers Version 1

No.	Question	Type	Answer
1	Course Categories and Curriculum		
	What are the key courses or course categories that the IDC would like to host on the LMS platform?	Technical	The IDC aims to host a diverse range of courses on the LMS platform, focusing on areas such as leadership development, digital transformation, and compliance (POPIA, AML, PFMA, etc) training.
	Kindly share detailed information on the proposed course modules and the corresponding knowledge areas to be addressed as part of the LMS curriculum.	Technical	Detailed information on the proposed course modules and their corresponding knowledge areas will be provided, ensuring alignment with IDC's strategic objectives.
	Are there any priority or mandatory courses that should be considered during the initial rollout?	Technical	Priority and mandatory courses for the initial rollout include compliance training and digital skills enhancement.
2	Course Interactivity and Engagement		
	What level of interactivity is expected across the different courses and learning programs?	Technical	The IDC expects high levels of interactivity across all courses and learning programs.
	What is the expected duration for each course module or learning unit?	Technical	The duration of each course module or learning unit will vary based on the complexity and depth of the topic, but they should be engaging and interactive.
	Should the courses include interactive elements such as simulations, scenario-based learning, voice-over narration, gamification, and embedded knowledge checks?	Technical	Courses should include elements such as simulations, scenario-based learning, voice-over narration, gamification, and embedded knowledge checks.
	Are pre-assessments, post-assessments, or certification-based evaluations required for these courses?	Technical	Pre-assessments, post-assessments, and certification-based evaluations are required to ensure comprehensive learning outcomes.
3	AI Coaching and Role Play Capabilities		
	What specific use cases should AI coaching support (e.g., personalized recommendations, real-time feedback, skill gap identification)?	Technical	AI coaching should support use cases such as personalized recommendations, real-time feedback, and skill gap identification.
	How does the IDC envision the use of AI role play within the LMS environment?	Technical	The IDC envisions the use of AI role play to provide immersive and interactive learning experiences within the LMS environment.
4	Scope and Deployment Logistics		
	The RFP mentions a 3-week deployment requirement. Could you clarify if this refers to the core infrastructure "go-live" or a full migration of any existing data and custom courseware?	Technical	The 3-week deployment requirement refers to the core infrastructure "go-live," after which a full migration of existing data and custom courseware will follow.
	Regarding the integration with SAP and SharePoint, are there specific API protocols or single sign-on (SSO) requirements we should prioritize?	Technical	Integrating with SAP and SharePoint at the IDC is essential for several reasons. Firstly, both platforms are core to our operations, housing critical business data and processes. Ensuring seamless connectivity between the LMS and these platforms through specific API protocols and single sign-on (SSO) will facilitate effortless data exchange and user management.
5	Technical / Functional Skills Content		
	Please clarify whether IDC expects training content aligned to:		
	Specific IDC functional roles (e.g. investment, finance, risk, legal, operations, ICT, HR, supply chain)	Technical	Training content should align with IDC's functional roles, including: oDealmaking, Project Development, Investment, Finance, Risk Management (credit risk, governance, compliance) oLegal (e.g., Business Rescue), ICT (Microsoft, etc), HR, Corporate Treasury, Corporate Strategy, and Supply Chain
	Sector specific or industry related skills relevant to IDC's development finance mandate	Technical	Sector-specific or industry-related skills relevant to IDC's development finance mandate, such as: oMining and Metals, Services, Infrastructure, Energy, Automotive, Chemicals and Pharmaceuticals, Machinery and Industrial Equipment
	ICT and digital skills (e.g. data analytics, systems, cybersecurity, digital literacy)	Technical	ICT and digital skills training is essential, covering: oData Analytics, Systems, Cybersecurity, and Digital Literacy

	Any mandatory or priority technical courses currently in use at IDC	Technical	Compliance, governance, and regulatory training must include: oPOPIA, AML, PFMA, and other mandatory or priority technical courses currently in use at IDC
6	Business Skills Content Please advise whether IDC requires business focused courses in areas such as:		
	- Project and programme management - Financial management, budgeting, and financial analysis - Strategic management and organisational planning - Risk management, governance, and compliance - Procurement, contract management, and supply chain management - Leadership for managers and professionals	Technical	Business Skills Content Business-focused courses should cover: oProject Finance, Project Development, Financial Management, Budgeting, Financial Analysis, Strategic Management, and Organizational Planning Additional areas include: oRisk Management, Governance, Compliance, Procurement, Contract Management, and Supply Chain Management Leadership development for managers and professionals is also required.
7	Behavioural / Soft Skills Content Please confirm whether the behavioural/soft skills category includes:		
8	- Leadership and people management development - Communication, presentation, and interpersonal skills - Change management and adaptability - Teamwork, collaboration, and conflict management - Emotional intelligence and ethical conduct - Customer service and stakeholder engagement	Technical	Behavioural / Soft Skills Content Courses should include: oLeadership and People Management, Communication, Presentation, and Interpersonal Skills Other critical areas: oChange Management, Adaptability, Teamwork, Collaboration, Conflict Management, Emotional Intelligence, and Ethical Conduct Training in Customer Service and Stakeholder Engagement is also necessary.
9	Content Scope and Delivery In addition, we request clarity on:		
	Whether IDC requires off the shelf / library based courses, customised courses, or a combination of both	Technical	IDC requires a mix of off-the-shelf/library-based courses and customized (IDC Specific) courses.
	Whether IDC has preferred learning pathways, role based curricula, or competency frameworks	Technical	Learning pathways, role-based curricula, and competency frameworks should be adhered to.
	The intended depth and level of training (foundational, intermediate, advanced)	Technical	Training should cover foundational, intermediate, and advanced levels.
	Any priority skills focus areas for the initial rollout of the LMS	Technical	Priority skills for the initial LMS rollout include the technical, business, and behavioural areas outlined above.
10	Request for time extension.	Technical	The IDC is not in a position to extend the closing date and time.
11	Could you please clarify if the mandatory OEM certification applies to LMS only or including the underlying cloud infrastructure?	Technical	Based on the requirements outlined in the RFP documentation, the mandatory OEM certification applies only to the Learning Management System (LMS) that bidders are proposing. Therefore, bidders are required to submit OEM certification specifically for the LMS platform (i.e., the proposed solution itself). While not mandatory, bidders are welcome to include any additional supporting certifications or documentation (e.g., cloud infrastructure certifications, security compliance certificates, platform level accreditations) that help demonstrate the robustness, security, and overall quality of their proposed solution.