The Republic of Angola has negotiated and received a loan from the African Development Bank (AfDB) towards the cost of implementation of the Institutional Capacity Building for Private Sector Development Project (ICBPSD), and intends to apply part of the agreed amount for this loan to payments under the contract for a recruitment of a consulting firm, to provide technical assistance to the Ministry of Economy and Planning in carrying out HUMAN CAPACITY BUILDING AND TRAINING NEEDS ASSESSMENT, AND DEVELOPMENT OF A TECHNICAL TRAINING PLAN FOR THE STAFF ASSIGNED TO PRODESI, INCLUDING SUPPORT STAFF, TRAINERS/RESEARCHERS, AND SMEs IN ANGOLA.

The ICBPSD Project’s overall goal is to build the capacity of the various public services which support private sector development. The project’s specific objectives are to: i) support enterprise competitiveness and entrepreneurship and ii) support the development of the cooperative sector. The project is being implemented over a 5-year period (2014-2019).

The training plan shall include, inter alia;

Training needs assessment of technical and behavioral skills to meet the needs of public servants, business managers, employees, trainers, and researchers working for PRODESI;

Identification of global comprehensive learning services, training centers, and instructors to carry out instructor-led training, consultative education support, virtual learning environments, coaching, mentorship, expert workshops, and well-defined programs for the various roles identified in the sixty six activities. Whether the trainee is a SME owner, researcher, trainer, PRODESI staff, the goal is to help the trainee to develop both the technical know-how and the hard and soft skills to meet the most demanding business challenge;

(i) Develop approach, strategy and methodology for English and French language training needs in a business setting;

(ii) Develop approach, strategy and methodology to create strategic networks to foster on the job training and know-how transfer, especially on continuous system improvement, by focusing on the Theory of Constraints, Lean and Six Sigma, to meet the needs of Angolan businesses and PRODESI;

(iii) Develop a strategy for capacity building of the Angolan business community, and the small micro enterprises;
(iv) Develop approach, strategy and methodology to create PRODESI virtual classroom and eLearning. Many organizations are working in a geographically dispersed environment and local training sessions may create high travel costs and/or scheduling conflicts. PRODESI virtual classroom and eLearning shall offer a number of eLearning programs and virtual classroom formats making it easy for PRODESI supporting staff to get the training they need to work more effectively in their various roles;

(v) Develop curriculum, training manuals, training plans, and training videos that leverage both existing knowledge and materials and best practice human resource development to meet the unique needs of PRODESI at national level.

(vi) Develop training management information systems.

The Ministry of Economy and Planning now invites eligible consultants to indicate their interest in providing these services. Interested consultants must provide information indicating that they are qualified to perform the services (brochures, description of similar assignments, experience in similar conditions, availability of appropriate skills among staff, etc.). Consultants may constitute joint-ventures to enhance their chances of qualification. Only consultants from the African Development Bank member countries are eligible to submit their expression of interest (the list of member countries is available at http://www.afdb.org/en/about-us/corporate-information/members/).

Eligibility criteria, establishment of the short-list and the selection procedure shall be in accordance with the African Development Bank’s “Rules and Procedures for the use of Consultants” dated May 2008 and revised in July 2012, which is available on the Bank’s website at http://www.afdb.org.

Expressions of interest must be delivered to the address below by October 19, 2018 at 16:00 and should mention: “HUMAN CAPACITY BUILDING AND TRAINING NEEDS ASSESSMENT, AND DEVELOPMENT OF A TECHNICAL TRAINING PLAN FOR THE STAFF ASSIGNED TO PRODESI, INCLUDING SUPPORT STAFF, TRAINERS/RESEARCHERS, AND SMEs IN ANGOLA”.

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