

SKILLS FOR EMPLOYMENT INVESTMENT PROGRAM: REQUEST FOR PERIODIC FINANCING

Project Description	The components proposed for financing under the requested PFR are (i) Market responsive inclusive skills training delivered; (ii) Quality assurance system strengthened; (iii) Institutions strengthened; (iv) Effective program management. The Design and Monitoring Framework is in Annex 2.																		
Cost Estimates and Financing Plan	<p>The total cost of the components is estimated at \$138.5 million inclusive of taxes, duties, and interest and other charges on the loan during the implementation period. The detailed cost estimates and financing plan are in Annex 3.</p> <p>The financing plan SEIP for tranche 1 is summarized below:</p> <table border="1" data-bbox="574 695 1240 890"> <thead> <tr> <th>Financing Source</th> <th>Total (\$) Million</th> <th>Share (%) of Total</th> </tr> </thead> <tbody> <tr> <td>Asian Development Bank</td> <td>100.0</td> <td>72.2</td> </tr> <tr> <td>Government</td> <td>25.0</td> <td>18.1</td> </tr> <tr> <td>Government of Switzerland</td> <td>10.0</td> <td>7.2</td> </tr> <tr> <td>Private Sector</td> <td>3.5</td> <td>2.5</td> </tr> <tr> <td>Total</td> <td>138.5</td> <td>100.0</td> </tr> </tbody> </table> <p>Source: Asian Development Bank.</p>	Financing Source	Total (\$) Million	Share (%) of Total	Asian Development Bank	100.0	72.2	Government	25.0	18.1	Government of Switzerland	10.0	7.2	Private Sector	3.5	2.5	Total	138.5	100.0
Financing Source	Total (\$) Million	Share (%) of Total																	
Asian Development Bank	100.0	72.2																	
Government	25.0	18.1																	
Government of Switzerland	10.0	7.2																	
Private Sector	3.5	2.5																	
Total	138.5	100.0																	
Loan Amount and Terms	The request is for a loan of \$100 million from the Special Funds resources of the Asian Development Bank (ADB), with a a 25-year term, including a grace period of 5 years; an annual interest rate of 2% per annum throughout the loan term; and such other terms and conditions set forth in the Framework Financing Agreement and further supplemented under loan agreement.																		
Period of Utilization	The project is expected to be completed by 31 December 2017. No disbursements from the loan account will be requested or made later than 30 June 2018.																		
Advance Contracting	Advance contracting is requested for consultancies.																		
Retroactive Financing	The loan may finance eligible expenditures of up to 20% of the loan amount. Advance contracting is allowed for recruiting consulting services.																		
Implementation Arrangements	The executing agency will be the Finance Division of the Ministry of Finance (MOF) and the Skills Development Coordination and Monitoring Unit (SDCMU) under the Finance Division will be the implementing agency. Other implementing agencies for tranche 1 include the Directorate of Technical Education under the Ministry of Education, Bureau of Manpower, Employment and Training under the Ministry of Expatriates' Welfare and Overseas Employment, 3 Bangladesh Institute of Technical Assistance Centers under the Ministry of Industries, Bangladesh Technical Education Board, National Skill Development Council Secretariat (NSDC-S), and Bangladesh Bank Small and Medium Enterprise (SME) Department. A Skill Development Implementation Committee headed by the Executive Project Director will include																		

	<p>representatives from all the implementing agencies and 9 industry associations in 6 priority sectors¹ and Palli-Karma Sahayak Foundation (PKSF) to provide a common forum to discuss implementation issues and to make joint efforts to resolve problems emanating from implementation. If problems cannot be resolved at this level, these will be escalated to the PSC level for resolution.</p> <p>An inter-ministerial project steering committee (PSC) chaired by the secretary of Finance Division of the MOF will be established, and will comprise senior-level representatives from ECNSDC, and other key implementing ministries, Ministry of Public Administration, Economic Relations Division (ERD), Planning Commission, Implementation Monitoring and Evaluation Division, as well as representation from the private and NGO sectors. The PSC may co-opt other members as necessary. It will oversee the SEIP implementation, review project progress, approve the SEIP annual budget, ensure timely decisions in critical inter-ministerial policy and implementation issues, and provide operational guidance.</p> <p>The SDCMU headed by an additional secretary level Executive Project Director will be established under the technical project proposal (TPP), to be funded by the government and the Government of Switzerland through the Swiss Agency for Development Cooperation (SDC) by April 2014 and will help the Finance Division to (i) carryout its EA functions effectively, (ii) provide interim arrangements for focal agency acceptable to all stakeholders until a new ministry or authority for skills development is established and becomes operational, (iii) coordinate all stakeholders with the support of NSDC-S, and (iv) facilitate the establishment and operationalization of a National Human Resource Development Fund (NHRDF) by 2015.</p> <p>Project agreements between the SDCMU and public training institutions and Bangladesh Bank SME Department, and contracts between the SDCMU and 9 industry associations and PKSF will clarify roles and responsibilities of all the implementing agencies to meet the agreed targets. A business plan and an annual work plan and budget (AWPB) will indicate the agreed program for each year as well as clarify the procedures for implementing the AWPB.</p>
Procurement and Consulting Services	The procurement plan is attached as Annex 4. Outline of terms of reference for the engagement of consultants under this tranche have been prepared.

¹ The six priority sectors for tranche 1 are readymade garment and textile, leather and footwear, construction, light engineering, information technology, and shipping. There are three associations under the readymade garment and textile sector that are involved in tranche 1: Bangladesh Garment Manufacturers and Exporters Association, Bangladesh Knitwear Manufacturers and Exporters Association, and Bangladesh Textile Mills Association. Once the respective Industry Skills Councils in the priority sectors are legally established, these will replace the associations as implementing agencies representing the industries.

Confirmation of Continuing Validity of and Adherence to Provisions of FFA, Previous Agreements, the Design and Monitoring Framework	The government confirms that the understandings set out in the FFA have been adhered, and remain true to date.
Readiness of the Project for Implementation	Finance Division will submit the Development Project Proforma (DPP) to the Project Evaluation Committee (PEC). DPP has been discussed at the Project Evaluation Committee (PEC) and will be submitted to the Executive Committee for National Economic Council (ECNEC).
Safeguards	The project is classified as category C for environment in accordance with ADB's Safeguard Policy Statement. Environmental Assessment and Review Framework was prepared to ensure that the potential adverse environmental impacts are appropriately mitigated and to present the environmental assessments. The project is classified as category C for involuntary resettlement. The project does not involve land acquisition or involuntary resettlement impacts. Resettlement Framework has been prepared to mitigate against any potential negative impacts should that occur. The project is classified as B for small ethnic community people.

Annexes

Annex 1: Project Description

Annex 2: Design and Monitoring Framework

Annex 3: Detailed Cost Estimates

Annex 4: Procurement Plan

PROJECT DESCRIPTION

1. Periodic Financing Request (PRF) 1 will be implemented from FY2014-2015 to FY2017-2018. Expected impact of PFR1 is Increased employment in priority sectors and skills for males and females. Outcome of PFR 1 is Increased inclusive access to skills training in priority sectors. There are four outputs: (i) market responsive inclusive skills training delivered; (ii) quality assurance system strengthened; (iii) institutions strengthened; and (iv) effective program management.

2. Output 1 will support mainly two sub-outputs. First, SEIP will engage 32 public training providers under three ministries to train around 47,400 people, and 9 associations (192,600), PKSF (10,000) and Bangladesh Bank SME Department (10,000) to train over 260,000 people, initially in six priority sectors, with an average job placement of 70%. Second, it will help target 40,000 people from disadvantaged groups including people with disabilities as well as to ensure that around 40% of the total trainees are women. It will support piloting targeting schemes.

3. Output 2 will support four sub-outputs. First, it will support development of at least five qualification packages including occupational standards, one for each priority sector, and support registration of all the participating training providers. Second, it will train trainers, industry assessors and principals and managers of the public training institutions and for the private sector. Third, it will support improvements of training facilities of participating public training providers. A public-private partnership modality will be adopted to bring together public and private training providers to maximize enrollments, share facilities and resources and address industry skills needs. It will develop criteria and mechanisms to establish centers of excellence in each priority sector. Fourth, it will strengthen the capacity for assessment and certification through partnership between Bangladesh Technical Education Board (BTEB) and the respective Industry Skills Council (ISCs) in each priority sector. It will also help establish a credible recognition of prior learning system which will help develop 20 assessment centers from the existing training centers to assess and train 20,000 trainees.

4. Output 3 will support four sub-outputs. First, it will help establish a NHRDF under MOF as envisaged in the National Skill Development Policy (NSDP) to increase funding to substantially increase high quality skilling and up-skilling. Second, it will support the establishment of a new ministry or a skills authority with its own medium term budgetary framework for skills development by building on NSDC's initiatives. Third, it will provide delegation of powers to participating 32 public training institutions to generate earnings which will be reflected in additional budget, hire trainers and any other resource persons, offer flexible courses, and enter into partnership with employers and enterprises. Fourth, it will strengthen industry linkages, job placement and career counseling in partnership with training providers and employers.

5. Output 4 will support four sub-outputs. First, it will support a robust monitoring and evaluation (M&E) system to track students and training providers to ensure high quality training and job placement. It will support the NSDC secretariat in common sector monitoring, skills-gap analysis and strengthening ISCs. Second, it will strengthen sector planning and budgeting for the skills development sector to move towards a sector-wide approach (SWAp) by 2017. Third, it will establish mechanisms to strengthen governance and risk management in skills development in close partnership with NSDC secretariat. Fourth, it will support strong project management including effective management of technical assistance under SEIP particularly in targeting, quality assurance, institutional development, M&E and capacity building.

6. PFR 1 will also undertake due diligence and project development and preparation for PFR 2.

DRAFT DESIGN AND MONITORING FRAMEWORK FOR TRANCHE 1 (2014–17)²

Design Summary	Performance Targets and Indicators with Baselines	Data Sources and Reporting Mechanisms	Assumptions and Risks
<p>Impact Increased employment in priority sectors and skills for males and females [NSDP 2 & 3]</p>	<ul style="list-style-type: none"> • Employment increased in formal sector from 12.5% (M: 14.5%; F:7.7%) in 2010 to 18% by 2021 (M: 20%; F: 14.5%) [NSDP 2, 3, 5 & 17] M/F • Share of vocational training in labor force increased from 4% (M: 76%; F: 24%) in 2010 to 8% (M: 70%; F: 30%) by 2021 [NSDP 17 & 22] • Youth unemployment decreased from 8.7% (M: 7.8%; F:9.2%) in 2010 to 8.3% (M 7.5%; F: 8.8%) by 2021 	<p>For all indicators</p> <ul style="list-style-type: none"> • National Accounts publication • HIES • Labor force survey • Special surveys 	<p>Assumption Economic growth is sustained at high level to generate demand for higher skilled workers in priority growth sectors</p>
<p>Outcome Increased inclusive access to skills training in priority sectors</p>	<p>By 2017 (for all indicators)</p> <ul style="list-style-type: none"> • Annual skills training capacity in priority sectors increased by 10% (F: 30%) • Annual share of higher skills training in priority sectors increased by 15% (F: 30%) • Annual share of disadvantaged groups in skills training in priority sectors increased by 10% (F: 40%) • Annual share of certified trainees in priority sectors increased by 10% (F:30%) 	<p>For all indicators</p> <ul style="list-style-type: none"> • HIES • Labor Force Survey • Tracer studies • M&E reports • Special surveys • BMET reports (overseas recognition) • ISC and BTEB reports 	<p>Assumption The government is committed to implement the approved National Skill Development Policy</p> <p>Risk Slow progress in addressing legal issues and binding capacity constraints stifle pace of NSDP implementation</p>
<p>Outputs 1. Market responsive inclusive skills training delivered</p>	<ul style="list-style-type: none"> • 260,000 new entrants and existing workforce trained by 2017 (F: 30%) • 70% of trained participants (F: 30%) employed and self-employed within 6 months of completion of training program by 2017 (base line: less than 40% in 2013) • 40,000 poor and disadvantaged granted financial support through pilot schemes (F: 40%) by 2017 	<p>For all indicators</p> <ul style="list-style-type: none"> • M&E reports • Special surveys • BTEB QMS reports • Training provider (including NGO) monitoring reports 	
<p>2. Quality assurance system strengthened</p>	<ul style="list-style-type: none"> • 5 training packages (standards, learning materials and assessment tools) aligned with NSDP requirement implemented by 2017. • 40 public and private training providers registered with BTEB by 2017 • 1,320 teachers, 300 industry assessors and 92 managers certified by 2017 (F: 25%) • 20 RPL centers registered by 2017 • 200 RPL trainers and 200 RPL (F: 25%) assessors certified by 2017 • 20,000 persons certified through RPL (F: 	<p>For all indicators:</p> <ul style="list-style-type: none"> • M&E reports • Special surveys • BTEB QMS reports • Training providers including NGO monitoring reports 	<p>Assumption BTEB and ISCs are willing and able to collaborate to implement quality assurance as per NSDP</p> <p>Risk Weak existing capacity and partnerships between industry, regulatory bodies and training providers may lead to</p>

² A baseline survey will be undertaken in year 1 to firm up baseline for all indicators. Some of the targets will be revisited to explore higher targets for females, such as female trainees and trainers.

Design Summary	Performance Targets and Indicators with Baselines	Data Sources and Reporting Mechanisms	Assumptions and Risks
	30%)		slow implementation
3. Institutions strengthened	<ul style="list-style-type: none"> • A new Ministry or Skills Authority established by 2017 (baseline: institutions fragmented) • NHRDF operational by 2017 (baseline: NHRDF does not exist) • At least 6 ISCs in priority sectors fully operational by 2017 (baseline 9 ISCs formed) • 32 public training institutions granted delegation of powers by 2017 • 50 job placement officers deployed to ensure job placement support to public and private institutions by 2014 (F: 25%) • MTBF for skills development implemented by 2017 • Sustainable funding sources identified for NHRDF (vouchers, student loan, stipends, tax/levy) by 2017 	For all indicators: <ul style="list-style-type: none"> • Gazette notification/circulars • MTBF and ADP publications • M&E reports • Special surveys • External audit reports 	<p>Assumption GoB and private sector are committed to work together to ensure strong coordination and unified funding for skills training.</p> <p>Risk Slow process in establishing coordination and sustainable financing lead to continued fragmentation and inadequate financing and implementation.</p>
4. Effective program management	<ul style="list-style-type: none"> • SDCMU operational by 2014 • MTBF guide and funding requirements completed by 2017 • SWAp framework approved by 2017 • MIS system operational by 2017 • Results disseminated from 1 tracer study, 1 employer satisfaction survey, and 1 skill-gaps analysis in each sector by 2017 	For all indicators: <ul style="list-style-type: none"> • M&E reports • Special surveys • NSDC database • GoB 5-year MTBF plan published • Annual Sector Performance Report • Study reports 	<p>Risk Lack of timely policy decisions may delay program implementation.</p>
<p>Activities with Milestones</p> <p>Output 1: Market responsive inclusive skills training delivered</p> <p>1.1 Training/business plan for public, private, industry association, Bangladesh Bank and PKSf finalized by March 2014 and implemented to cover 260,000 participants by June 2018</p> <p>1.2 Operational manual to deliver responsive packages by involving ISCs/Associations, BTEB, NSDC and training providers approved by June 2014 and 5 training packages endorsed by ISCs by December 2015.</p> <p>1.3 Awareness campaign targeting potential participants, training providers, employers designed and contracted by December 2014 and implemented nationwide</p> <p>1.4 Targeted financial support scheme developed in 2014, piloted in 2015 and replicated nation-wide based on evaluation of pilots.</p> <p>Output 2: Quality assurance system strengthened</p> <p>2.1 The operational manual will include (i) procedures to develop CBT courses, (ii) steps to be followed by training providers in developing and implementing CBT courses (iii) steps to be followed by ISCs to endorse courses.</p> <p>2.2 Capacity development plan for 32 public training providers identified for tranche 1 and finalized by 2014, with institutions registered based on CBT registration process (BTEB requirements).</p>			<p>Inputs</p> <p>ADB: \$100 million Government: \$25 million Government of Switzerland: \$10 million Private Sector: \$3.5 million Total: \$138.5 million</p>

Activities with Milestones	Inputs
<p>2.3 5 training packages developed and endorsed by ISCs and disseminated by 2015 and 105 existing courses reviewed, revised and updated by 2017.</p> <p>2.4 Training agencies identified and outsourced in 2014 and 1320 teachers, 92 managers and 300 industry assessors trained and certified by 2017.</p> <p>2.5 Possibility of developing existing organizations as TOT trainers, managers and assessors explored in 2014, appropriate organizations identified in 2015 and capacity developed by 2017.</p> <p>2.6 RPL system designed and approved in 2014 and first batch of RPL training and assessment completed in 2015 to cover 20,000 trainees by 2017.</p> <p>Output 3: Institutions strengthened</p> <p>3.1 Preparatory exercise to establish a new Ministry or Skills Authority institutions initiated in 2014 and the new Ministry or Authority established by 31 December 2017.</p> <p>3.2 A concept note with a governance structure and costed action plan to establish the NHRDF approved by 30 June 2014 and established by 2015.</p> <p>3.3 Capacity development plan for at least 6 ISCs developed in 2014 and implemented by 2017.</p> <p>3.4 A costed action plan to establish and develop 4 additional ISCs approved by 2014 and plan implemented by 2017.</p> <p>3.5 A circular to provide delegation of powers to 32 public training institutions included in the DPP and approved by March 2014.</p> <p>3.6 Government assesses the impact of delegation of powers during mid-term review and makes decisions for wider applications.</p> <p>3.7 Costed Skills Development (SD) Program Framework (SDPF) for NSDP developed, approved, and implementation initiated in coordination with potential DPs by 2017.</p> <p>Output 4: Effective program management</p> <p>4.1 SDCMU established and operational by May 2014.</p> <p>4.2 Costing of NSDP policy completed and MTBF developed for the skills development sector by 2017 for implementation to guide annual priorities and funding requirements.</p> <p>4.3 SWAp road map and framework agreed by 2017 and implementation initiated from 2018.</p> <p>4.4 Baseline information established by 2014 including sex disaggregated database.</p> <p>4.5 External monitoring including MIS functions outsourced by June 2014.</p> <p>4.6 MIS for common monitoring completed by 2017 for NSDC secretariat.</p> <p>4.7 Agreed studies completed and disseminated by 2017 (1 in each sector tracer study, employer satisfaction survey, skill-gap analysis).</p> <p>4.8 Fiduciary risk mitigation action plan approved by March 2014 and implemented as per plan through quarterly and annual fiduciary risk management.</p> <p>4.9 LMIS established guiding market responsive training by 2017 through NSDC and ISC network.</p>	

BBS = Bangladesh Bureau of Statistics, BMET = Bureau of Manpower Employment and Training, BTEB = Bangladesh Technical Education Board, CBT = competency based training, GDP = gross domestic product, GSEAP = gender, social and equity action plan, GoB = Government of Bangladesh, HIES = household income and expenditure survey, HRD = human resource development, ISC = industry skills council, M&E = monitoring and evaluation, MIS = management information system, MTBF= medium term budget framework, NHRDF=National Human Resource Development Fund, NGO = nongovernment organization, NSDC = National Skill Development Council, NSDP = National Skill Development Policy, QMS = quality management system, SDCMU=Skills Development Coordination and Monitoring Unit, SWAp = sector wide approach, TOR = terms of reference.
Source: Asian Development Bank

DETAILED COST ESTIMATES BY YEAR (US\$ MILLION) : TRANCHE 1^a

Items	Year 1	Year 2	Year 3	Year 4	Total	% of Total
A. Investment Costs						
1. Civil Works	0.5	0.2	0.2	-	0.9	1%
2. Equipment	5.9	-	-	-	5.9	4%
Training Equipment	5.7				5.7	4%
SDCMU Equipment	0.2				0.2	0%
Subtotal	5.9				5.9	4%
3. Furniture	0.7	-	-	-	0.7	1%
4. Training						
Local Training	0.2	0.2	0.2	-	0.6	0%
Overseas Training	0.3	2.4	-	-	2.7	2%
Subtotal	0.5	2.6	0.2		3.3	2%
5. Consultancy						
International Consultants	1.0	2.0	2.0	2.0	7.0	5%
International Consultants (IC)	0.5	1.0	0.5	0.3	2.3	2%
National Consultants	2.0	2.0	2.0		6.0	4%
National Consultants (IC)	1.0	1.0	1.0	0.4	3.4	2%
Subtotal	4.5	6.0	5.5	2.7	18.8	14%
6. Grants for Training (Associations, BB and PKSf)	10.7	16.6	18.8	11.5	57.5	42%
7. Grants for Training (PTIs)	2.0	3.5	4.6	1.8	11.9	9%
8. Research, Seminar & Workshop	0.1	0.2	0.2	0.1	0.6	0%
9. Stipend for disadvantage group	0.2	0.6	0.8	-	1.6	1%
10. Manpower	0.6	0.6	0.6	0.5	2.3	2%
11. Operating Cost ^b	2.0	2.2	2.6	1.8	8.6	6%
Total baseline Costs [A]	27.7	32.6	33.5	18.4	112.1	81%
B. Taxes and Duties	3.1	2.4	2.4	2.4	10.5	8%
C. Contingencies^c						0%
Physical Contingencies	0.3	2.0	1.8	-	4.1	3%
Price Contingencies	0.5	1.5	2.5	3.2	7.7	6%
Total: Contingencies [C]	0.8	3.5	4.3	3.2	11.8	9%
D. Financial Charges During Implementation^d	0.3	0.8	1.3	1.8	4.1	3%
Total Project Cost [A+B+C+D]	31.9	39.3	41.5	25.8	138.5	100%

^a In November 2013 prices.

^b Operating cost includes office maintenance, office rent, transport rent, papers, stationery, etc.

^c Physical contingencies are set at 3% and price contingencies at 6%.

^d Interest charges on the ADB loan will be capitalized at 2% per annum during implementation.

Source: Asian Development Bank estimates.

PFR 1 PROCUREMENT PLAN

Table A4.1: Basic Data

Project Name: Skills for Employment Investment Program	
Country: Bangladesh	Executing Agency: Finance Division, Ministry of Finance
Loan Amount: \$100 million	Loan Number:
Date of First Procurement Plan: loan approval date	Date of this Procurement Plan:
Source: Asian Development Bank.	

A. Process Thresholds, Review, and 18-Month Procurement Plan

1. Project Procurement Thresholds

7. Except as ADB may otherwise agree, the following process thresholds shall apply to procurement of goods and works (Table A4.2).

Table A4.2: Procurement of Goods and Works

Method	Threshold
International Competitive Bidding for Works	\$2 million
International Competitive Bidding for Goods	\$1 million
National Competitive Bidding for Works	Below \$2 million
National Competitive Bidding for Goods	Below \$1 million
Shopping for Works	Below \$100,000
Shopping for Goods	Below \$100,000

Source: Asian Development Bank.

2. ADB Prior or Post Review

8. Except as ADB may otherwise agree, the following prior or post review requirements apply to the various procurement and consultant recruitment methods used for the project (Table A4.3).

Table A4.3: Prior or Post Review Requirements for Various Procurement and Consultant Recruitment Methods

Procurement Method	Prior or Post	Comments
Procurement of Goods and Works		
ICB Works	Prior	
ICB Goods	Prior	
NCB Works	Prior/Post	ADB will prior review the 1 st package
NCB Goods	Prior/Post	ADB will prior review the 1 st package
Shopping for Works	Post	
Shopping for Goods	Post	
Recruitment of Consulting Firms		
QCBS	Prior	
QBS	Prior	
CQS	Prior	
Single Source Selection	Prior	
Recruitment of Individual Consultants		
Individual Consultants	Prior	

ADB = Asian Development Bank, CQS = consultant qualification selection, ICB = international competitive bidding, NCB = national competitive bidding, QBS = quality based selection, QCBS = quality and cost-based selection.

Source: Asian Development Bank.

3. Goods and Works Contracts Estimated to Cost More than \$1 Million

9. Table A4.4 lists goods and works contracts for which procurement activity is expected to commence within the next 18 months.

Table A4.4: Goods and Works Contracts with Procurement Activity Expected to Commence Within the Next 18 Months

General Description	Contract Value	Procurement Method	Prequalification of Bidders	Advertisement Date (quarter/year)	Comments
---------------------	----------------	--------------------	-----------------------------	-----------------------------------	----------

ICB = international competitive bidding.
Source: Asian Development Bank.

4. Consulting Services Contracts Estimated to Cost More Than \$100,000

10. Table A4.5 lists consulting services contracts for which procurement activity is expected to commence within the next 18 months.

Table A4.5: Consulting Services Contracts with Procurement Activity Expected to Commence Within the Next 18 Months

General Description	Contract Value	Recruitment Method	Advertisement Date (quarter/year)	International or National Assignment	Comments
Twining arrangement	2.67 million	SSS	Q2-14	International	For continuity
International training program	3.25 million	QCBS (90:10)	Q2-14	International	
Quality assurance	3.07 million	QCBS (90:10)	Q2-14	International	
Institutional strengthening, MIS at NSDC Secretariat, skill-gaps analysis & tracer studies	2.87 million	QCBS (90:10)	Q2-14	International	
Teacher & assessor training	0.33 million	CQS	Q2-14	National	
Teacher & assessor training	0.33 million	CQS	Q2-14	National	
Teacher & assessor training	0.27 million	CQS	Q2-14	National	
Teacher & assessor training	0.27 million	CQS	Q2-14	National	
Management training	0.67 million	QBS	Q2-14	National	
Due Diligences and PFR 2 Design Consultants	1.33million	QCBS (90:10)	Q2-15	International	
Planning and management & PPP	1.20 million	QBS	Q2-14	International	
Social marketing, road show, targeting	0.80 million	QBS	Q2-14	National	
Career counseling and job placement & Enrollment facilitation service	1.33 million	QBS	Q2-14	National	
SEIP M&E	0.53 million	QBS	Q2-14	National	
Trainee Tracking	0.20 million	SSS		National	
Annual external audit	0.67 million	QBS	Q2-14	National	
Development of Modules for laws and regulation OSH /Life skills	0.27 million	SSS	Q2-14	National / International	Engage already experienced
NGO for Selection of Disadvantage group	0.67 million	QCBS	Q2-14 Q2-14	National	

General Description	Contract Value	Recruitment Method	Advertisement Date (quarter/year)	International or National Assignment	Comments
Skills Training of Light Engineering(BEIOA)	2.1 million	SSS	Q2-14		
Skills Training of Construction works (BACI)	5.9 million	SSS	Q2-14		
Skills Training of Leather Technology (LFMEAB)	7.3 million	SSS	Q2-14		
Skills Training of Call Centre Skills/shipbuilding (BACCO)	.35 million	SSS	Q2-14		
Skills Training of IT Skills (BASIS)	6.0 million	SSS	Q2-14		
Skills Training of RMG skills-1 (BKMEA)	7.4 million	SSS	Q2-14		
Skills Training of RMG skills-2 (BGMEA)	8.9 million	SSS	Q2-14		
Skills Training of Textile skills (BTMA)	4.2 million	SSS	Q2-14		
Skills training of PKSf	7.8 million	SSS	Q2-14		
Pooled consultants for SDCMU (international)	3.11 million	Individual	Q2-14	International	
SDCMU (national consultants)	4.59 million	Individual	Q2-14	National	

BACI = Bangladesh Association of Construction Industry, BACCO = Bangladesh Call Center Operators' Association, BASIS = Bangladesh Association of Software and Information Services, BEIOA = Bangladesh Engineering Industry Owners' Association, BGMEA = Bangladesh Garment Manufacturers and Exporters Association, BKMEA = Bangladesh Knitwear Manufacturers and Exporters Association, BTMA = Bangladesh Textile Mills Association, CQS = consultants' qualification selection, IT = information technology, LFMEA = Leathergoods & Footwear Manufacturers & Exporters Association, M&E = monitoring and evaluation, MIS = management information system, NGO = nongovernment organization, NSDC = National Skill Development Council, OHS = occupational health and safety, PFR = periodic financing request, PKSf = Palli-Karma Sahayak Foundation, PPP = public-private partnership, QCBS = quality and cost-based selection, QBS = quality-based selection, SEIP = skills for employment investment program, SSS = single source selection, SDCMU = skills development coordination and monitoring unit.

Source: Asian Development Bank

5. Goods and Works Contracts Estimated to Cost Less than \$1 Million and Consulting Services Contracts Less than \$100,000

11. Table A4.6 groups smaller-value goods, works, and consulting services contracts for which procurement activity is expected to commence within the next 18 months.

Table A4.6: Smaller-Value Goods, Works, and Consulting Services Contracts with Procurement Activity Expected to Commence Within the Next 18 Months

General Description	Contract Value	Goods and Works			Comments
		Procurement Method	Prequalification of Bidders	Advertisement Date (quarter/year)	
Civil works	0.9 million	NCB	N	Mar-14	
Furniture	0.77 million	NCB	N	Mar-14	
Procurement of Desktop Computers, laptops Printers, UPS,	\$1.29million	NCB	N	Q-2/14	

General Description	Contract Value	Procurement Method	Prequalification of Bidders	Advertisement Date (quarter/year)	Comments
Server, Software, internet networking and others (1582 sets)					
Procurement of air conditioner, telephone sets, camera, photocopier, fax machine Multimedia Projector (232 nos.)	\$0.50 million	NCB	N	Q-2/14	
Procurement of Generator(12 nos.)	\$0.24 million	NCB	N	Q-2/14	
BKMEA training equipments (90 nos)	\$0.10 million	NCB	N	Q-2/14	
BGMEA training equipments (825 nos)	\$0.39 million	NCB	N	Q-2/14	
Leather association training equipment (lumpsum)	\$0.65million	NCB	N	Q-2/14	
Light engineering associations (14 nos)	\$0.46million	NCB	N	Q-2/14	
Training Equipment for PTI's (BMET)	\$01.12million	NCB	N	Q-2/14	
Training Equipment for PTI's (DTE & BITAC)	\$0.98million	NCB	N	Q-2/14	
BTMA training equipment (4 nos)	\$0.7million	NCB	N	Q-2/14	
BACI training equipment (lumpsum)	\$0.08million	NCB	N	Q-2/14	

BACI = Bangladesh Association of Construction Industry, BACCO = Bangladesh Call Center Operators' Association, BASIS = Bangladesh Association of Software and Information Services, BEIOA = Bangladesh Engineering Industry Owners' Association, BGMEA = Bangladesh Garment Manufacturers and Exporters Association, BKMEA = Bangladesh Knitwear Manufacturers and Exporters Association, BTMA = Bangladesh Textile Mills Association, CQS = consultants' qualification selection, IT = information technology, LFMEA = Leathergoods & Footwear Manufacturers & Exporters Association, M&E = monitoring and evaluation, MIS = management information system, NGO = nongovernment organization, NSDC = National Skill Development Council, OSH = occupational safety and health, PFR = periodic financing request, PKSf = Palli-Karma Sahayak Foundation, PPP = public-private partnership, QCBS = quality and cost-based selection, QBS = quality-based selection, SEIP = skills for employment investment program, SSS = single source selection, SDCMU = skills development coordination and monitoring unit.
Source: Asian Development Bank

Consulting Services

General Description	Contract Value	Procurement Method	Prequalification of Bidders	Advertisement Date (quarter/year)	Comments
Pooled consultants for SDCMU (international)	Some with less than \$300,000	TBD	N	Q-2/14	
SDCMU Staff (national consultants)	Several with less than \$100,000	TBD	N	Q-2/14	

SDCMU = skills development coordination and monitoring unit, TBD = to be decided.
Source: Asian Development Bank

6. Indicative List of Packages Required Under the Project

12. Tables A4.7, A4.8 and A4.9 provide an indicative list of all procurement (goods, works and consulting services) over the life of the project. Contracts financed by the Borrower and others should also be indicated, with an appropriate notation in the comments section.

Table A4.7: Indicative List of Goods Packages Required Under the Project

General Description	Contract Value	Estimated number of contracts	Procurement method	Domestic preference Applicable	Comments
Furniture	0.77 million	1	NCB		SDCMU to Procure
Procurement of Desktop Computers, laptops Printers, UPS, Server, Software, internet networking and others (1582 sets)	\$1.29million	1	NCB	N	SDCMU to procure
Procurement of air conditioner, telephone sets, camera, photocopier, fax machine Multimedia Projector (232 nos.)	\$0.50 million	1	NCB		SDCMU to Procure
Procurement of Generator(12 nos.)	\$0.24 million	1	NCB		SDCMU to Procure
BKMEA training equipments (90 nos)	\$0.10million	1	NCB		SDCMU to Procure
BGMEA training equipments (825 nos)	\$0.39 million	1	NCB		SDCMU to Procure
Leather association training equipment (lumpsum)	\$0.65million	1	NCB		SDCMU to Procure
Light engineering associations (14 nos)	\$0.46million	1	NCB		SDCMU to Procure
BTMA training equipment (4 nos)	\$0.70million	1	NCB		SDCMU to Procure
Training Equipment for PTI's (BMET)	\$1.12million	1	NCB		SDCMU to Procure
Training Equipment for PTI's (DTE & BITAC)	\$0.98million	1	NCB		SDCMU to Procure
BACI training equipment (lumpsum)	\$0.08million	1	NCB		SDCMU to Procure

BACI = Bangladesh Association of Construction Industry, BGMEA = Bangladesh Garment Manufacturers and Exporters Association, BITAC = Bangladesh Institute of Technical Assistance Center, BKMEA = Bangladesh Knitwear Manufacturers and Exporters Association, BMET = Bangladesh Bureau of Manpower, Employment and Training, BTMA = Bangladesh Textile Mills Association, DTE = Directorate of Technical Education, NCB = national competitive bidding, PTI = public training institute, SDCMU = skill development coordination and monitoring unit.

Source: Asian Development Bank.

Table A4.8: Indicative List of Works Packages Required Under the Project

General Description	Contract Value	Estimated number of contracts	Procurement method	Domestic preference Applicable	Comments
Civil works	0.9million	1	NCB	N	PMU to procure

NCB = national competitive bidding, PMU = project management unit.

Source: Asian Development Bank.

Table A4.9: Indicative List of Consulting Services Packages Required Under the Project

General Description	Contract Value	Estimated number of contracts	Recruitment Method	Type of Proposal	Comments
Twining arrangement	2.67 million	1	SSS	FTP	For continuity
International training program	3.25 million	1	QCBS (90:10)	FTP	
Quality assurance	3.07 million	1	QCBS (90:10)	FTP	
Institutional strengthening, MIS at NSDC Secretariat, skill-gaps analysis & tracer studies	2.87 million	1	QCBS (90:10)	FTP	For 3 years
Teacher & assessor training	1.2 million	4	CQS	BTP	
Management training	0.67 million	1	QBS	STP	For 3 years
Due diligence and PFR 2design consultants (international)	1.33 million	1	QCBS(90:10)	STP	
Planning and management & PPP	1.20 million	1	QBS	STP	
Social marketing road show, targeting	0.80 million	3	QBS	STP	For 3 years
Career counseling and job placement & Enrollment facilitation service	1.33 million	1	QBS	FTP	For 3 years
SEIP M&E	0.53 million	1	QBS	STP	For 3 years
Trainee Tracking	0.20 million	1	SSS	BTP	
Annual external audit	0.67 million	1	QBS	STP	For 3 years
Development of Modules for laws and regulation OHS /Life skills	0.27 million	1	SSS	BTP	Selecting an NGO which is already doing this
NGO for Selection for Disadvantage group	0.67 million	1	QCBS	STP	For 3 years
Skills Training of Light Engineering(BEIOA)	2.1 million	1	SSS	N/A	For 3 years
Skills Training of Construction works (BACI)	5.9 million	1	SSS	N/A	For 3 years
Skills Training of Leather Technology (LFMEAB)	7.3 million	1	SSS	N/A	For 3 years
Skills Training of Call Centre Skills/shipbuilding (BACCO)	0.35 million	1	SSS	N/A	For 3 years
Skills Training of IT Skills (BASIS)	6.0 million	1	SSS	N/A	For 3 years
Skills Training of RMG skills- 1 (BKMEA)	7.4 million	1	SSS	N/A	For 3 years
Skills Training of RMG skills- 2 (BGMEA)	8.9 million	1	SSS	N/A	For 3 years
Skills Training of Textile skills (BTMA)	4.2 million	1	SSS	N/A	For 3 years
Skills training of PKSF	7.8 million	1	SSS	N/A	For 3 years
SDCMU Pool of International Consultants	3.11 million	TBD	Individual	N/A	Intermittent
SDCMU National Consultants	4.59 million	TBD	Individual	N/A	For 3 years

BACI = Bangladesh Association of Construction Industry, BACCO = Bangladesh Call Center Operators' Association, BASIS = Bangladesh Association of Software and Information Services, BEIOA = Bangladesh Engineering Industry Owners' Association, BGMEA = Bangladesh Garment Manufacturers and Exporters Association, BKMEA = Bangladesh Knitwear Manufacturers and Exporters Association, BTMA = Bangladesh Textile Mills Association, BTP = bio-data technical proposal, CQS = consultants' qualification selection, FTP = full technical proposal, LFMEAB = Leathergoods & Footwear Manufacturers & Exporters Association, M&E = monitoring and evaluation, MIS = management information system, N/A = not applicable, NGO = nongovernment organization, NSDC = National Skill Development Council, OHS = occupational health and safety, PFR = periodic financing request, PKSF = Palli-Karma Sahayak Foundation, PPP = public-private partnership, QCBS = quality and cost-based selection, QBS = quality-based selection, SEIP = skills for employment investment program, SSS = single source selection, SDCMU = skills development coordination and monitoring unit, STP = simplified technical proposal, TBD = to be decided.

Note: All the packages are inclusive of taxes and VAT except package of associations.
Source: Asian Development Bank.

B. National Competitive Bidding

1. General

1. The procedures to be followed for NCB shall be those set forth for the National Open Tendering Method in the government's Public Procurement Rules, 2008 (as updated and issued pursuant to the Bangladesh Public Procurement Act, 2006) with the clarifications and modifications described in the following paragraphs required for compliance with the provisions of the Procurement Guidelines.

2. Advertising

2. Bidding of NCB contracts estimated at \$500,000 or more for goods and related services or \$1,000,000 or more for civil works shall be advertised on ADB's website via the posting of the Procurement Plan.

3. Anti-Corruption

3. Definitions of corrupt, fraudulent, collusive, and coercive practices shall reflect the latest ADB Board-approved Anti-Corruption Policy definitions of these terms and related additional provisions (such as conflict of interest, etc.).

4. Location of Bid Submission

4. Submission of bids to 'primary' and 'secondary' locations, or 'multiple droppings' of bids shall not be required or allowed. Advertisements and bidding documents shall specify only one location for delivery of bids.

5. Rejection of All Bids and Rebidding

5. Bids shall not be rejected and new bids solicited without ADB's prior concurrence.

6. Member Country Restrictions: Bidders must be national of member countries of ADB and offered goods must be produced in member countries of ADB.

6. Lottery

7. A lottery system shall not be used to determine a successful bidder, including for the purpose of resolving deadlocks.

7. Qualification Requirements

8. A successful bidder must be determined by an assessment process that shall include the application of qualification requirements to all bids.

8. Rejection of Bids

9. A bid shall not be rejected on the grounds that its bid price is not within a percentage range above or below the contract estimate.