Call for Applications

Country:
Republic of Lebanon

CfA No:
LB-BDD-297127-CS-FBS

Project Name:
Skilling-Up Lebanon Project

Project Number:
P176444

Client:
BDD Talent Development Hub

Grant Name:
DevOps Training Program

The *BDD Talent Development Hub* (the Recipient) has been allocated grant funds (the "Grant") from the Lebanon Syrian Crisis Multi Donor Trust Fund which are administered by the International Bank for Reconstruction and Development (IBRD) (the "Bank") and executed by the BDD Talent Development Hub ("the Client"). The Client intends to apply the funds to eligible payments under the contract for which this Call for Applications is issued. Payments by the Bank will be made only at the request of the Client and upon approval by the Bank, and will be subject, in all respects, to the terms and conditions of the Grant Agreement. The Grant Agreement prohibits a withdrawal from the grant account for the purpose of any payment to persons or entities, or for any import of goods, if such payment or import, to the knowledge of the Bank, is prohibited by a decision of the United Nations Security council taken under Chapter VII of the Charter of the United Nations. No party other than the Recipient shall derive any rights from the Grant Agreement or have any claims to the proceeds of the grant.

Attention is drawn to the Procurement Regulations requiring the Recipient to disclose information on the successful Consultant's beneficial ownership, as part of the Contract Award Notice, using the Beneficial Ownership Disclosure Form as per annex 1.

1. General Introduction:

Advancements in technology will continue to have an increasingly significant impact on jobs in the coming years and decades. According to the 2019 World Development Report (WDR), technology is having an impact on how firms operate, creating new business models and expanding job opportunities. Technology also opens opportunities to create new tech-enabled independent work as well as entrepreneurial activities. Consequently, technology is reshaping the skills needed for work with the demand for advanced cognitive skills, socio-behavioral skills and skill combinations associated with greater adaptability rising. In the World Economic Forum's "Future of Jobs Report 2020[1]", it is estimated that 85 million jobs will be displaced by 2025 while 97 million jobs will be created that tend to require a higher level of digital skills. The skill sets that are in high demand today did not exist five years ago and the pace of this trend is expected to accelerate. An analysis of LinkedIn job postings revealed that the most in demand hard skills for 2020 are Blockchain, Cloud Computing, Analytical Reasoning, Artificial Analysis, UX Design and Business Analysis.[2] In addition, the changing nature of work significantly raises the expectation of having multiple careers which requires continuous, lifelong learning.

Worldwide, there is a global talent shortage of around 40 million skilled workers. If left unattended, companies risk losing more than $8.4 trillion in unrealized revenue by 2030. Technology trends are

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[1] http://www3.weforum.org/docs/WEF_Future_of_Jobs_2020.pdf

[2] https://www.linkedin.com/business/learning/blog/top-skills-and-courses/the-skills-companies-need-most-in-2020and-how-to-learn-them

making the biggest impact in this shortage, and areas like data analytics and web development will face the greatest need to fill positions over the next decade. With this shortage, organizations are feeling understaffed, leading to additional duties being piled on skilled workers, creating burnout and a higher level of turnover than ever before. More than half a million of brand-new IT-related jobs are expected to be added by 2029 in the United States alone, an 11% growth from 2019, a rate much faster and higher than other industries. In Lebanon, the increasing growth of the digital economy opens opportunities for Lebanese talent given the local challenges and restrictions.

The lockdown period due to the COVID-19 health crisis accelerated and showcased the importance of digitalization and digital transformation. Although social distancing, lockdowns and temporary closure of stores have led to a dramatic impact on firms, at the same time, they led to a sharp increase in online and delivery services. Firms that had better digital processes in place, a workforce with more advanced digital skills and an overall more comprehensive digital infrastructure were more resilient and were able to shift smoothly their operations and adapt to the new reality. Some businesses are now working remotely by leveraging e-commerce platforms, particularly for food and grocery shopping. Similarly, educational platforms have risen considerably given the closure of all schools and universities nationwide. Now, more than ever, workers, including those in vulnerable communities, will need to have basic digital skills at a bare minimum and in most cases intermediate to advanced digital skills in order to remain or rejoin the workforce as demand for tech-enabled, digital economic opportunities will continue to rise.

The Lebanese workforce is considered ill-equipped with skills to thrive in a digital economy, and without the right skills the country may not benefit from the opportunities afforded by disruptive technologies and digital firms. Lebanon's labor force is young, and the share of youth entering the labor market is expected to continue to increase. Each year, roughly 50,000 Lebanese youth age into the labor market, yet many are not able to get a job with local firms, especially in the current environment. Lebanon's educational curriculum is outdated, and it does little to provide students with the necessary market-relevant digital skills. In the digital age, the in-demand market skills are constantly evolving whereas the Lebanese educational system is rigid and outdated – as the last update of the curriculum was done in 1997, or 24 years ago.[3] According to the recently launched Human Capital Index, a child born in Lebanon today will only be 54 percent as productive as she could be, had she had complete education and full health. Also, the lack of good quality work experience today undermines future job prospects and lowers future growth potential.

In this context, the World Bank Group launched the Skilling Up Lebanon (SUL) initiative in partnership with the Beirut Digital District (BDD) Talent Development Hub (commonly referred to as BDD Academy). SUL aims at addressing this skills gap in Lebanon by preparing young women and men for the local, regional and global jobs of the future and attracting digital technology (DT) players to make available their industry-linked certification to youth in Lebanon. This initiative will support the mobilization of private financing to more effectively link the supply of new skills to this ever-changing and growing market demand.

2. Grant Description:
BDD Talent Development Hub is publishing an open call for applications with a 21 days deadline to attract eligible training providers wishing to be part of the DevOps Training Program under the SUL project. The DevOps Training Program will focus on bridging the gap between software developers and the operation teams. It will target young software developers, cloud engineers, system adminitsrators, or network administrators who have acquired 1-2 years experience and who would like to develop their experience in deployment projects, hence reaching more senior positions in this field.

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[3] https://www.crdp.org/en/curriculum

3. Grant Guidelines:

The selected providers will have to deploy a DevOps Training Program, between August and November 2022 for at least 20 junior staff with a background and experience in:
- Software development
- Cloud engineering
- System administration
- Network administration

The DevOps Training Program proposal which might be accepted under this call for applications should include:
- A comprehensive training curriculum addressing:
  - Understanding DevOps tools on the cloud
  - Intergrating and deploying tools
  - Configuring management tools
  - Performing tuning and monitoring
- A list of credible trainers to deliver the curriculum
- A face to face, online or hybrid method of delivery – for any hybrid mode of delivery, it will be important for the face to face sessions to alternate between different regions in Lebanon depending on the location of the trainees
- The work on different real projects provided by either the training provider or local/international employers
- A pre-assessment test to select the best candidates
- A post-assessment test to validate the knowledge acquired
- A clear evaluation methodology for the candidates
- The list of certificates for which candidates should sit for an exam for, and proof of how valued they are by employers

It may also include:
- Meetings and/or webinars from key experts in the field
- Guaranteed job interviews at the end of the program

The main outcomes to be measured include:
- 40% of the graduates are able to secure a work opportunity at the end of the program
- Graduates will gain fundamental DevOps knowledge and learn the related DevOps essential skills
- Graduates will solidify the theory by practicing what they learnt in group projects
- Graduates will complete an end to end DevOps pipeline that requires the use of industry best practices and tools
- Graduates will gain a certificate which enhances their chances of being employed

4. Grant Selection Process:

1- Interested training providers will have to submit the training program **proposal** by email to grants@bddacademy.com by close of day 16 June 2022. The Technical and Financial Proposal will be submitted in 2 separate envelops securely encrypted by two different passwords. The passwords will be provided in a separate encrypted email **ONLY** when requested to do so during the public opening of the proposals.
2- A receipt confirmation will be sent from BDD Talent Development Hub to the training provider confirming receipt of the proposal
3- The call for proposals will be closed by end of day 16 June 2022.

4- BDD Talent Development Hub evaluation team will evaluate and score all proposals as per evaluation criteria detailed in para. 5 below
5- BDD Talent Development Hub evaluation team will invite the top 2 providers for a presentation of the proposal where questions could be addressed
6- BDD Talent Development Hub evaluation team will select the winning training provider
7- BDD Talent Development Hub will negotiate the contract to be signed with the training provider

Grant Amount: Up to 47,000 USD

The **proposal** should include the elements below:
- Submission form (as attached in annex 1)
- Information about the organization including a short profile
- Information about the organization representative, the person who will be managing this program
- Previous experience of the organization relevant to the scope of work of this proposal
- Registration documents:
    o Proof of registration
- A brief description of the proposed program highlighting:
    o The covered topics, proposed curriculum, and work plan
    o Its implementation format (i.e. virtual, face to face (individual or by group) or hybrid)
    o Sample content
    o Program learning outcomes
    o CVs of the trainers
    o The estimated duration of the program
    o Number of beneficiaries
    o Selection process of beneficiaries with an effort to ensure the selection is inclusive and youth from various background are selected
    o M&E approach
    o The certification exams which the candidates should sit for
- A section outlining how the program will benefit from SUL offering and how it can scale and sustain beyond the grant
- A budget showing a clear breakdown of the expenses related to the program implementation and detailing how the incurred costs will be covered
- The organization track record
- Two satisfactory references of institutions for whom the same type of training services was provided if applicable. These references should contain the beneficiary institution name, phone number and email in addition to a brief description of the delivered training(s)

5. The **evaluation criteria** are highlighted in the below table:

Criterion	Weight
The organization's experience in delivering DevOps training programs	15%
The experience of the trainers	15%
The curriculum of the program, its learning outcomes and the end of course certificates	20%
The proposed methodology of delivery	20%
The budget	20%
The potential of the program to scale and sustain beyond the grant	10%

6. Expected date of commencement of services:

The expected date of commencement of services is July 2022

7. Eligibility of Applicants:

The applicants for support under this Grant shall:

- Not have engaged in corrupt, fraudulent, collusive, coercive, or obstructive practices (as defined in the prevailing Lebanese laws procedures) in competing for the Grant
- Permit the World Bank and/or persons or auditors appointed by the World Bank to inspect and/or audit its accounts and records and other documents relating to the submission of the Application to provide the Services and performance of the Grant. Any failure to comply with this obligation may constitute a prohibited practice subject to contract termination and/or the imposition of sanctions by the World Bank (including without limitation a determination of ineligibility) in accordance with the World Bank's sanctions procedures
- Have no conflict of interest for the assignment. Without limitation on the generality of the foregoing, applicants shall not be awarded under the circumstances set forth below:
    o Applicants (including their experts and other personnel, and sub-consultants), that have a close business or family relationship with a professional staff of the Client, or of the project implementing agency, or of a recipient of a part of the Bank's financing, or any other party representing or acting on behalf of the Client, that is directly or indirectly involved in any part of (i) the preparation of the Terms of Reference for the Grant, (ii) the selection process for the Grant, (iii) the signing of Contract, or (iv) the supervision of the Contract;
    o Applicants have a conflict with another assignment for the same or for another Client.

The applicant is obliged to disclose to the Client any situation of actual potential conflict of interest that impacts its capacity to serve the best interest of the Client.

Annex 1:
SUBMISSION FORM

<div align="right">{Location, Date}</div>

To: *[Name and address of Client]*

Dear Sirs:

We, the undersigned, offer to provide the services for *[Insert title of assignment]* in accordance with your Call for Applications (CfA) dated *[Insert Date]* and our Application. We are hereby submitting our Application, which includes a Technical Proposal and a Financial Proposal by encrypted email*.*

We hereby declare that:

a) All the information and statements made in this Application are true and we accept that any misinterpretation or misrepresentation contained in this Application may lead to our disqualification by the Client and/or may be sanctioned by the Bank.

(b) Our Application shall be valid and remain binding upon us until *30 June 2022.*

(c) We have no conflict of interest.

(d) We meet the eligibility requirements, and we confirm our understanding of our obligation to abide by the Bank's policy in regard to Fraud and Corruption*.*

(e) We, along with any of our sub-consultants, subcontractors, suppliers, or service providers for any part of the contract, are not subject to, and not controlled by any entity or individual that is subject to, a temporary suspension or a debarment imposed by the World Bank Group or a debarment imposed by the World Bank Group in accordance with the Agreement for Mutual Enforcement of Debarment Decisions between the World Bank and other development banks. Further, we are not ineligible under the Client's country laws or official regulations or pursuant to a decision of the United Nations Security Council;

(f) Sexual Exploitation and Abuse (SEA) and/or Sexual Harassment (SH):   [*select the appropriate option from (i) to (iii) below and delete the others*].

> We, and any of our sub-consultants:

> (i)   [have not been subject to disqualification by the Bank for non-compliance with SEA/ SH obligations.]

> (ii)   [are subject to disqualification by the Bank for non-compliance with SEA/ SH obligations.]

> (iii)   [had been subject to disqualification by the Bank for non-compliance with SEA/ SH obligations. An arbitral award on the disqualification case has been made in our favor.]

(g) Our Application is binding upon us and subject to any modifications resulting from the Contract negotiations.

We undertake, if our Application is accepted and the Contract is signed, to initiate the Services related to the assignment no later than the date indicated by the Client.

We understand that the Client is not bound to accept any Application that the Client receives.

We remain,

Yours sincerely,

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Signature (of Consultant's authorized representative) {In full and initials}:

Full name: {insert full name of authorized representative}
Title: {insert title/position of authorized representative}