
Revamping IT Industry Landscape

Selection of Training Firm's to Deliver Export-Oriented IT Boot-Camps

Request for Proposal

A (01)/PSEB/2025-31

Pakistan Software Export Board

Ministry of Information Technology & Telecommunication

Government of Pakistan

PAKISTAN SOFTWARE EXPORT BOARD

Table of Contents

1. Pakistan Software Export Board (G) Ltd - An Introduction	2
2. Introduction to the Project Revamping IT Industry Landscape.....	3
3. Objectives of the Project.....	3
4. Purpose of this Document.....	3
5. Bidder(s) Definition	4
5.1 IT Company / IT Export Firm	4
5.2 IT Training Firm	4
5.3 University	4
5.4 Consortium / Joint Venture (JV) Definition	4
5.5 Minimum Composition Requirements:.....	4
6. Deliverables.....	5
6.1 Boot-camp (Trainings & Certifications)	5
6.2 Trainings to be Offered	7
6.3 Distribution of Deliverables.....	10
6.4 Classrooms and Computer Labs	11
6.5 Learning & Performance Management System	11
6.6 Boot Camp Data Impact Assessment Report.....	11
7. General Instructions & Requirements	12
7.1 Proposal Submission.....	12
7.1.1 Consortium/Joint Venture (JV) Requirements.....	12
7.1.2 Bid(s) Submission Requirements	13
7.1.3 Contract Termination Conditions.....	14
7.2 Technical Proposals	14
7.3 Submission	14
7.4 Evaluation Criteria	15
7.4.1 Mandatory Criteria:	15
7.4.2 Technical Evaluation Criteria.....	20
7.4.3 Financial Evaluation.....	26
7.4.4 Payment Plan.....	29
8. Undertaking	29
9. Process of Evaluation.....	30
10. Contact Information	30
TRAINING /CERTIFICATIONS REFERENCE FORM FOR COMPANY.....	31
TRAINING /CERTIFICATIONS REFERENCE FORM OF TRAINER'S	32

1. Pakistan Software Export Board (G) Ltd - An Introduction

The Pakistan Software Export Board (PSEB), operating under the Ministry of IT & Telecom, is the Government of Pakistan's premier agency responsible for promoting the growth, development, and sustainability of the country's Information Technology (IT) and IT-enabled Services (ITeS) sectors. Serving as a one-stop facilitation body, PSEB plays a critical role in enhancing IT and ITeS exports and driving the overall expansion of the industry.

One of PSEB's key strategic objectives is to ensure the availability of a skilled and future-ready workforce, trained in cutting-edge and emerging technologies, to meet the evolving needs of the IT sector. To bridge the gap between industry requirements and available talent, PSEB—under the guidance of the Ministry of IT & Telecom and in close consultation with industry stakeholders—is launching a comprehensive series of human resource development initiatives under the project titled **"Revamping IT Industry Landscape."**

This initiative aims to equip ICT graduates, IT professionals from the private sector, and public sector employees with in-demand technical skills through targeted boot-camp training programs delivered by a consortium of IT companies and IT training firms and/or universities. The overarching goal is to enhance both the quantity and quality of the national talent pool, thereby improving employability and supporting the sustainable growth of Pakistan's IT and ITeS sectors.

By strengthening the technological competencies of the workforce, this initiative will significantly contribute to maintaining and improving Pakistan's competitiveness in the global IT and ITeS markets.

Major Functions of PSEB

Since 1995, PSEB has been facilitating the overall development of the IT industry in general, and the export of software as well as IT enabled services in particular. Major functions are as follows;

1. Formulate and implement policy frameworks and incentive packages for the IT industry.
2. Act as an interface between the Government and the IT industry.
3. Interact with the relevant regulatory bodies to develop the enabling infrastructure.
4. Conceptualize and execute projects for the development of the industry.
5. Enhance the quality of IT education.
6. Resolve problems/concerns of the IT industry with relevant government quarters.
7. Address queries by overseas companies or direct them to the appropriate channels.
8. Maintain the competitiveness of the local IT industry in the international market by creating a viable domestic environment.
9. Bring IT companies under one platform.
10. Market Pakistan as a viable IT Destination
11. Monitor developments within the global IT sector and formulate / implement policies to adjust for the changed environment.
12. Accelerate the growth of the domestic IT Sector.

2. Introduction to the Project Revamping IT Industry Landscape

PAKISTAN SOFTWARE EXPORT BOARD (PSEB) has been entrusted for the execution and implementation of PSDP funded project titled “Revamping IT Industry Landscape”. Through this Request for Proposal (RFP), PSEB invites applications from consortiums to deliver Boot Camps (trainings/certifications) for capacity building of IT talent.

For this RFP, formation of a consortium shall be mandatory for eligibility to apply for the trainings/certifications. The consortium must include at least one IT firm with a proven history of IT exports, which is a compulsory member, and may also include any IT training institute or university with prior experience in delivering certification-based training. The members of the consortium may mutually determine the lead organization, which may be either the IT firm or the IT training institute/university. IT training institutes, or universities.

The subsidy structure for trainees includes a 100% subsidy for fresh graduates who completed their degrees within the past two years (comprising 80% of the training cohort) and an 80% subsidy for graduates who completed degrees more than two years ago, employed IT professionals, and unemployed graduates/professionals (collectively forming the remaining 20% of the cohort).

3. Objectives of the Project

The objective of this project is to provide high-end ICT Bootcamp trainings and certifications to university graduates from the past two years with a 100% subsidy, and to graduates who completed their degrees more than two years ago with an 80% subsidy.

4. Purpose of this Document

The purpose of this document is to specify the approach that PSEB will use to evaluate and select the consortium for this program. This document also describes the requirements that the company has to fulfill in order to be selected.

5. Bidder(s) Definition

5.1 IT Company / IT Export Firm

- An IT/ICT firm registered and operating in Pakistan with established operations in the IT/ICT sector.
- Must demonstrate a proven export track record by generating revenue from services provided abroad.

5.2 IT Training Firm

- An IT training service provider operating in Pakistan.
- Must be an authorized training partner of a globally recognized certification/accreditation body.
- Must demonstrate experience in delivering IT trainings and certifications.

5.3 University

- An HEC-recognized university in Pakistan, located in Tier-1 or Tier-2 cities, with a ranking of W2, W3, or W4.
- A University offering IT/ICT disciplines
- Must have functioning computer labs and infrastructure for IT/ICT training.
- May also be an authorized training partner of a globally recognized certification / accreditation body delivering IT trainings and certifications.

5.4 Consortium / Joint Venture (JV) Definition

- A Consortium/Joint Venture (JV) refers to a collaborative association of two or more independent entities formed specifically to participate in this RFP.
- Participation is only permitted through a consortium/JV, with roles, responsibilities, and contributions clearly defined in a formal agreement, and a lead partner designated to represent the consortium in all official matters.

5.5 Minimum Composition Requirements:

1. At least one IT export firm (mandatory partner).
2. An IT training institute partnered with global certification/accreditation bodies, and/or
3. A University offering IT/ICT disciplines with an HEC ranking of W2, W3, or W4.

6. Deliverables

6.1 Boot-camp (Trainings & Certifications)

Under this program, approximately **1000** individuals will be trained & certified in cutting-edge technologies aligned with current industry demands in this phase. Boot-camp training & certifications will be conducted across major cities in Pakistan as mentioned in Section 6.3 (Distribution of City-wise Deliverable Lots). However, the following eligible candidates from any part of Pakistan are encouraged to apply:

1. **University IT graduates** who graduated within the past two years (80% of total trainings/certifications will be offered to fresh graduates/unemployed graduates who graduated within the last two years).

- 100% fee subsidy for fresh graduates including training and certification (graduated within the past two years)

along-with;

2. **Graduates** who have completed undergraduate degrees more than two years ago, employed IT professionals, and unemployed graduates/IT professionals (20% of total trainings/certifications will be offered to graduates who completed degrees before 2023, Employed IT professionals, and Unemployed graduates/professionals)

- 80% fee subsidy

General Information

- **Hybrid Approach:** Overall, trainings shall follow a hybrid approach (70% onsite, 30% online) across all cities, with flexibility allowed for female candidates to accommodate participation and accessibility needs.
- **Number of Training & Certifications:** Based on the demand and availability of fund PSEB reserves the right to change the number of the boot-camp training and certifications mentioned in the table below (Section 6.2), (total as well as city wise).
- **Duration:** Each boot-camp is 300 hours, full-time training. Vendor to provide a comprehensive training plan not exceeding than the total time duration of three (3) months.
- **Course Outline:** The bidder may propose more effective/enhanced courses (leading to the employability) in addition to the ones specified below (Section 6.2). However, the final approval and selection of course outlines shall rest solely with PSEB.
- **Open-Source Courses:** For open-source/ vendor-neutral trainings/courses where no international certification body exists, bidders must either (i) provide certification from a recognized international certification body, or (ii) develop an industry-prepared examination (question bank) to be proctored by the consortium partner or (iii) through HEC's Central Testing System, contingent upon the approval by the Steering Committee.

- **Soft Skills & AI Tools:** Selected training firms will deliver comprehensive 300 hours full-time Boot-camp training/certifications. The training firm must provide soft skills trainings as well as AI tools training (relevant to technology tools) as part of a Bootcamp (20-30 hours each).
- **Pre-Assessment Certification Exam:** A proposed mock test/exam should be conducted for all candidates prior to certification exams to support the 100% certification mandate.
- **Employability Assurance:** A minimum 70% post-training employability rate shall be ensured by the consortium/bidder. i.e. all certifications shall be aligned with industry requirements and the 70% employability target.
 - Mechanism to ensure at least 70% of certified candidates are employed within six (06) months after the completion of training/certification.
 - Placements must be in IT-related domains, including public, private sector and IT industry.
 - Minimum entry-level salary of Rs. 50,000 for placed candidates should be considered as a baseline.
 - Development/white-labeling of a centralized portal for PSEB M& E team to monitor and track placements for at least 12 month's post-certification (PSEB monitoring to begin 2 months after certification phase).
 - Final project payments are contingent upon achieving 70% placement target.
- **Class Delivery:**
 - Under hybrid classroom model, at least 70% in-person and up to 30% remote trainings should be provided (including tier-2/3 cities) to ensure quality and women's participation in underserved/underdeveloped areas. The classroom environment shall be technologically enabled in such a way that the online students shall be an integral part of the whole training ecosystem ensuring the quality training.
 - The number of candidates/trainees per class/batch should not exceed a maximum of 40.
 - Lots & Evaluation: JVs/Consortium may bid for all or single lots; PSEB may split region-wise; awards based on Most Advantageous Bid.
 - Flexibility: PSEB may revise the number of location/cities, trainees per location and lots based on the availability of funds and enrolment of trainees.
- **Consortium/Joint Venture (JV)** Requirements are mentioned in Section 7.1.1.
- **Separate Pricing:** The bidder is required to submit separate pricing for each individual boot-camp category, for any combination of multiple categories, and for all categories they intend to bid for (See Section 6.2). Failure to do so shall render the bid non-responsive and liable to rejection.

6.2 Trainings to be Offered

Category	Technologies	Proposed AI Assisted Technologies	Official Certifications	Trainings
Programming Web Engineering	Python (Native, Django)	PyTorch, TensorFlow, Hugging Face, LangChain, OpenAI API	PCEP™ – Certified Entry-Level Python Programmer (Exam PCEP-30-0x) https://pythoninstitute.org/pcep	120
	Java + Angular / React	Deep Java Library (DJL), Weka, TensorFlow Java API Oracle Certified Associate, Java SE 8 Programmer	Oracle Certified Associate, Java SE 8 Programmer Certification. https://education.oracle.com/oracle-certified-associate-java-se-8-programmer/trackp_333	120
Cloud Infrastructure	AWS Developer Certifications	AWS SageMaker, AWS Rekognition, AWS Lex	AWS Certified Cloud Practitioner https://aws.amazon.com/certification/certified-cloud-practitioner/	80
Tool/Certification	Microsoft Azure Certifications	Microsoft Certified: Azure Fundamentals Azure Cognitive Services,	Microsoft Certified: Azure Fundamentals https://learn.microsoft.com/en-us/credentials/certifications/azure-fundamentals/?practice-assessment-type=certification	80

		Azure ML, OpenAI on Azure		
Artificial Intelligence	Machine Learning/ Deep Learning	TensorFlow, PyTorch, Scikit-learn, Hugging Face Transformers, Microsoft Azure AI Services	Microsoft Certified: Azure AI Fundamentals (AI-900) Microsoft Certified: Azure AI Fundamentals (AI-900)	80
Automation & Software Testing	ISTQB and Selenium ((Java/C# / Python / JavaScript))	Testim.io (AI-based testing), Applitools (Visual AI), Mabl, DeepCode (AI for test code review)	Certified Tester Foundation Level (CTFL) v4.0 https://istqb.org/certifications/certified-tester-foundation-level-ctfl-v4-0/	80
DevOps	Git, Jenkins, Docker, Kubernetes, Ansible	GitHub Copilot, Datadog Watchdog, Harness AI, Logz.io, Splunk (AI Insights)	Microsoft Certified DevOps Engineer Expert (AZ-400) Microsoft Certified DevOps Engineer Expert (AZ-400) https://learn.github.com/certifications	120
Games Development	Game Development (Unity / Unreal)	Unity ML-Agents, Unreal Engine MetaHuman AI, NVIDIA Omnivers	Unity Certified User Programmer only https://unity.com/products/unity-certifications	120

		e, Runway ML		
CRM - Tool	Salesforce	Admin & AI	Salesforce Certified Agentforce Specialist https://trailhead.salesforce.com/en/credentials/agentforce/specialist	40
Data Analyst Tools	Data Analyst Tools (Power BI, Tableau, Splunk, Qlik)	Power BI	Microsoft Power BI Data Analyst Professional Certificate https://www.coursera.org/professional-certificates/microsoft-power-bi-data-analyst	80
		Tableau	Salesforce Certified Tableau Desktop Foundations https://trailheadacademy.salesforce.com/certificate/exam-tableau-desktop-found---Analytics-101?_gl=1*17y0z44*_gcl_au*MjM0MTc2NTMzLjE3NTY0OTM5Mjk	80
Total				1000

(Soft Skills Trainings Content and AI Tools must be integrated in to the above mentioned bootcamps. Business communication, Presentation, Public Speaking, Interview skills, Resume writing etc.)

6.3 Distribution of Deliverables

The deliverables under this project are divided into following three lots:

Lot	Lot Name	Areas	Approx. No. of Students
1	Southern Region	Sindh & Baluchistan * (Karachi & Quetta)	300
2	Central Region	Punjab Lahore & Rawalpindi	350
3	Northern Region	Islamabad, Peshawar, G-B & AJK *	350

* 5% quota may be reserved for Baluchistan, Gilgit Baltistan, Azad Jammu & Kashmir.

At least 70% of classes must be conducted in person, while up to 30% may be delivered remotely for participants, ensuring uncompromised quality and greater access for women IT professionals and entrepreneurs in underserved/under-developed areas.

The bidding Joint Ventures/Consortium may apply for all lots or for any single lot under the training scheme. PSEB reserves the right to split the tender into region-wise lots and to award contracts to the most advantageous bidder(s). Evaluation will be conducted on a ‘Most Advantageous Bid’ basis. Each Bootcamp class shall have a maximum of 40 candidates/trainees.

The bidding Joint Ventures/Consortium may apply for single or more courses / trainings or all courses / trainings under the training scheme. Evaluation will be conducted on a ‘Most Advantageous Bid’ basis.

PSEB reserves the right to revise the number of delivery cities (in addition to the mandatory cities listed), trainees, trainee batches, training sessions, and lots, subject to availability of funds, industry demand, trainee participation, as directed by the Project Steering Committee.

6.4 Classrooms and Computer Labs

The training firms shall provide well-equipped classrooms and computer labs in the cities where the boot-camp programs are to be conducted.

- **Capacity Limits:**

Each classroom shall accommodate a maximum of 40 trainees at any given time. Similarly, computer labs must be designed to host no more than 40 participants simultaneously, maintaining a **1:1 computer-to-trainee ratio**.

- **Facility Standards:**

All classrooms and computer labs, along with their equipment—including computers with the required hardware and software—must be maintained in a condition suitable for delivering high-quality training in the specified subject areas.

- **Compliance and Inspection:**

PSEB reserves the right to inspect any training facility and reject those deemed unsuitable or non-compliant with the required standards. In such cases, the selected bidder will be required to immediately provide a suitable alternative that meets PSEB's specifications.

- **Safety and Inclusivity:**

The awardee shall implement all necessary measures to ensure the safety, dignity, and well-being of project staff and trainees throughout the duration of the training program. Particular attention must be given to maintaining a secure, inclusive, and respectful environment for female participant.

6.5 Learning & Performance Management System

The bidder shall provide the following Application Systems

- Application Tracking System
- Learning Management System
- Post-Training Evaluation System
- Real-Time Dashboard for Trainings oversight

6.6 Boot Camp Data Impact Assessment Report

The awardee shall submit a detailed Boot Camp Impact Assessment Report upon completion of the training program. The report must evaluate the boot camp's effectiveness in terms of skill development, upskilling, reskilling, employment transitions, and participant satisfaction. This component is critical for understanding the socio-economic and professional impact of the intervention. Impact Assessment Report will be prepared.

7. General Instructions & Requirements

7.1 Proposal Submission

7.1.1 Consortium/Joint Venture (JV) Requirements

- a. Eligibility is limited to established local IT export firms, local or international training providers, and universities with proven IT training and certification experience. Each member must individually and collectively meet the eligibility criteria, with a formal JV/consortium agreement defining roles, responsibilities, contributions, and designating a lead partner authorized to represent the group.
- b. Participation is only permitted through a consortium/Joint Venture (JV) comprising of two or more members:
 1. At least one **IT export firm** (mandatory partner)
and;
 2. Either an **IT training institute** partnered with global certification bodies
and/or;
 3. An **HEC-recognized university** in Pakistan, located in Tier-1 or Tier-2 cities, ranked W2, W3, or W4, and offering IT/ICT disciplines with functioning computer labs and training infrastructure; the university may also be an authorized training partner of a globally recognized certification/accreditation body for delivering IT trainings and certifications.
 4. Within the consortium/JV, either the IT firm or the training firm/university must be an authorized training partner of a globally recognized certification/accreditation body (e.g., Microsoft, Oracle, Cisco). For open-source/ vendor-neutral trainings/courses where no international certification body exists, bidders must either (i) provide certification from a recognized international certification body, or (ii) develop an industry-prepared examination (question bank) to be proctored by the consortium partner or (iii) through HEC's Central Testing System, contingent upon the approval by the Steering Committee.
- c. The consortium must primarily focus on delivering professional IT training and certifications, with proven experience, technical capacity, and infrastructure to deliver the proposed programs within PSEB's timelines and requirements
- d. The consortium/JV must not comprise more than 5 partners in total.
- e. At least 50% of consortium IT firms must individually demonstrate an average annual IT export track record of USD 100,000 over the past two years. (Exemption applies to universities or training institutes applying individually or in partnership).
- f. 100% of IT firms within the consortium must be registered members of PSEB; this condition does not apply to training institutes or universities.

- g. The consortium must demonstrate a track record of delivering certification-based training to at least 2,000 IT candidates within the past two years.

7.1.2 Bid(s) Submission Requirements

- a. A single-stage, two-envelope bidding process will be followed. Technical and financial bids must be submitted in English via EPAD (mandatory for consideration).
- b. All Bidders/Firms will provide Earnest money/bid bond of **Rs. 5 million**, in the form of Bank Draft/Pay Order in favour of ‘**PSEB (Guarantee) Ltd.**’, must be delivered to PSEB (via courier or in person) before the bid closing date/time, with a copy uploaded on EPAD alongside the proposals.
- c. The successful Bidders/Firms will provide Integrity Pact on Legal Stamp paper (worth Rs. 500). Format attached as **Annex – III**.
- d. The successful firm(s) will have to provide performance bond in shape of Pay-order/Bank Guarantee in favor of Pakistan Software Export Board (G) Ltd. equal to **10%** of the contract value within 7 days of the issuance of workorder.
- e. Only firms/companies whose Technical Proposals are accepted by the Technical Evaluation Committee will have their Financial Proposals opened. The final award will be made on the basis of the combined technical and financial score:

Proposal	Weight
Technical	80%
Financial	20%

- f. The proposals shall be clear and elaborate.
- g. Bidders may request in writing, for clarification of any of the provisions of the RFP up till 05 (five) days before the submission date. All queries may be sent to <mailto:agilani@pseb.org.pk>. Responses to the queries will be emailed.
- h.
- i. The costs of preparing the proposal and of negotiating any subsequent funding, including visits for discussion with the PSEB are not reimbursable.
- j. Each bidding firm must provide an undertaking that it has not been blacklisted by any other firm/company/organization or Government department(s) in the past.
- k. Each bidding firm must also provide details of any commercial litigation that it is currently involved in or has been involved in during the last five years.
- l. PSEB may reject all bids or proposals at any time prior to the acceptance of a bid or proposal. PSEB shall upon request communicate to any supplier or contractor who submitted a bid or proposal, the grounds for its rejection of all bids or proposals, but is not required to justify those grounds.
- m. A pre-bid meeting will be held on 12th September, 2025 at 4:00PM to address the queries of intended bidders. Please use following zoom link to join pre-bid meeting: <https://us06web.zoom.us/j/83284371053?pwd=37EtXhrSNCJ52hL4mt2YimhKZaVgbd.1>

7.1.3 Contract Termination Conditions

- a. Bankruptcy/Insolvency: PSEB may terminate the contract at any time, by written notice, if the bidder becomes bankrupt or insolvent. Termination will be without compensation and shall not affect PSEB's accrued or future rights of action or remedy.
- b. Failure to Perform/Withdrawal: If the bidder fails to fulfill obligations under the approved work plan or withdraws from the project, PSEB may terminate the contract by written notice. In such case, PSEB shall bear no liability for bidder-incurred expenses and the security deposit (bid bond) will be forfeited.

7.2 Technical Proposals

Technical Proposals shall be in compliance with the requirements laid down in the RFP. The technical proposals shall include the following:

- a) Information about the organization
- b) Eligibility Requirements and declarations
- c) Financial & Human Resource Capacity
- d) Course content
- e) Applicant declaration
- f) List of attached documents
- g) Trainers resume
- h) Training methodology with duration.
- i) International firms must also provide details of their local arrangements/partnerships that will be utilized for completing the assignment. International training providers must partner with a local service provider to ensure technology transfer and local capacity building, with a formal agreement.
- j) Training Work Plan must be submitted
- k) Contact List

7.3 Submission

- a. Proposals should be submitted electronically ONLY through EPADS. For registration and training on EPADS or in case of any technical difficulty in using EPADS, prospective bidders may contact PPRA Team, Director MIS Room No.109, 1st Floor, FBC building Sector G-5/2, Islamabad. Contact Number 051-111-137-237.
- b. The proposals must be prepared and submitted in accordance with the instructions in the detailed RFP along with bid security instrument & Proof of Eligibility documents through EPADS latest by **25th September, 2025 at 03:00PM**, and will be opened on the same day at **03:30 pm** at below mentioned address in the presence of vendors/bidders or their authorized representatives who desires to attend the bid opening session.
- c. Original Bid Security instrument MUST BE submitted to the undersigned before closing hours of the bid's submission time.

Project Director, PSEB

**Revamping IT Industry Landscape,
Pakistan Software Export Board,
6th Floor, Plot no 61, New State Life Tower, Blue Area, Islamabad**
<mailto:agilani@pseb.org.pk>

- d. Only those bids will be entertained who applied through EPADS <https://eprocure.gov.p>
- e. Financial proposal must indicate price per candidate.

7.4 Evaluation Criteria

Procurement committee appointed by PSEB will evaluate the technical proposals on the basis of their compliance with RFP and by applying the evaluation criteria and the point system as specified below. A technical proposal shall be rejected at this stage, if it fails to achieve the minimum score indicated in table below:

7.4.1 Mandatory Criteria:

S. No.	Sub Section	Documents/Evidence Required	Yes/No
1	Credibility — Confirmation that the company/institute is neither blacklisted nor involved in litigation with any Government Department, Agency, or Organization (local or international).	<ul style="list-style-type: none"> • Undertaking on stamp paper of Rs. 200/- declaring that the firm(s)/company(s) is not blacklisted by any firm and/or government department. 	
2	Eligibility & Structure — Local or international training providers, IT companies, universities, and training institutions may apply only as part of a consortium or Joint Venture (JV); individual applications will not be accepted.	<ul style="list-style-type: none"> • Consortium/JV Agreement — Signed and stamped agreement clearly defining consortium breakdown, roles, responsibilities, contributions, and the designated lead entity. • Authorized Partner Certificate — Proof that at 	

	<p>The consortium/JV must include at least 50% established IT export-focused companies. At least one consortium/JV member must be an authorized training partner of a globally recognized principal (e.g., Microsoft, Oracle, Cisco, AWS).</p>	<p>least one member is an authorized training partner of a globally recognized principal (Microsoft, Oracle, Cisco, AWS, etc.), verifiable through the principal’s official website.</p>	
<p>3</p>	<p>Compliance — All JV/Consortium partners must have been in business for at least 5 years. Participating firms (local or international) must be registered with the relevant government body in their jurisdiction.</p>	<p>For IT Companies:</p> <ol style="list-style-type: none"> a. If SECP Registered: Provide Incorporation Certificate, Memorandum & Articles of Association b. If Partnership Firm: Provide Form C (City Registrar). If not registered, provide FBR registration certificate c. If Sole Proprietorship: Provide FBR registration certificate d. If AOP: Provide FBR registration certificate e. For any other category(s): Provide relevant registration certificate f. Provide Directors’ / Proprietors’ valid NTN and GST/STN certificate <p>For IT Training Firms:</p> <ol style="list-style-type: none"> a. Mandatory SECP Registered: Provide Incorporation Certificate, b. Provide valid NTN and GST/STN certificate 	

		<p>For Universities:</p> <p>a. Proof of Charter</p>	
4	<p>Mandatory PSEB Registration for Local IT Companies –</p> <p>All participating local IT companies in the JV/Consortium must be registered with PSEB (100% compliance required). No such condition applies to training institutes or universities.</p>	<p>Valid PSEB Registration Certificate of each participating local IT company.</p>	
5	<p>For International Firms Only</p> <p>Partnership Requirements (International Firms Only) –</p> <p>International training providers must partner with a local service provider to ensure technology transfer and local capacity building, with a formal agreement.</p>	<p>Formal Partnership / JV Agreement – Signed agreement between the international training provider and the local service provider.</p> <p>Local Partner Registration Proof –</p> <p>Incorporation/registration certificate of the local service provider (SECP or equivalent, as per Item 3).</p> <p>Technology Transfer & Capacity-Building Commitment – Undertaking or explicit clause in the agreement covering technology transfer and local capacity-building activities.</p>	

<p>6</p>	<p>For International Firms Only</p> <p>Annual Turn-over — Minimum average annual turnover of USD 1 million over the last 3 years; at least 5 years’ proven experience in delivering advanced IT bootcamps, short courses, or master trainer programs.</p>	<p>Audited Financial Statements – Last 3 years, clearly showing annual turnover \geq USD 1 million.</p> <p>Work Orders / Agreements / Contracts – Documentary evidence demonstrating 5+ years’ experience in advanced IT training (bootcamps, short courses, master trainer programs).</p>	
<p>7</p>	<p>For Local IT Firms Only</p> <p>Exports – At least 50% of consortium IT firms must individually demonstrate an average annual IT export track record of USD 100,000 over the past two years. (Exemption applies to universities or training institutes applying individually or in partnership).</p>	<p>Export Evidence (for 50% IT export-focused members)</p> <ul style="list-style-type: none"> • Export Certificates – from relevant authorities (e.g., State Bank of Pakistan export proceeds realization, PSEB export registration, or equivalent international documents). • Audited Financial Statements or other verifiable export transaction proof. 	
<p>8</p>	<p>IT Trainings & Certifications – Consortium</p>	<ul style="list-style-type: none"> • Work orders, agreements, or contracts as proof of training delivery. 	

	<p>The consortium must demonstrate a track record of delivering IT trainings and certifications to at least 2,000 IT candidates within the past two years.</p>	<ul style="list-style-type: none"> • Completion certificates, training records, or verifiable reports showing at least 2,000+ IT candidates trained in the last two years. 	
<p>9</p>	<p>Hybrid Training Capability The consortium must demonstrate capacity for both in-person and online delivery.</p> <p>a. Infrastructure for on-site and online delivery, with details of recent hybrid trainings.</p> <p>b. At least 70% of classes must be conducted in person, while up to 30% may be delivered remotely for participants</p>	<ul style="list-style-type: none"> • Proof of hybrid training infrastructure (photos, equipment, connectivity setup). • Screenshots/demonstration of LMS features (whiteboard, chat, quizzes, assessments). • Records/reports of recent hybrid training cohorts delivered (participant logs, schedules, completion reports). 	

7.4.2 Technical Evaluation Criteria

Sr.	Requirements	Documents/Evidence Required	Marks Each	Total Achievable
10	<p>Exam Proctoring Capability</p> <p>a. Local and remote exam proctoring infrastructure.</p> <p>b. Designated proctoring locations with appropriate facilities.</p> <p>c. Qualified and trained proctoring staff.</p> <p>d. Secure online proctoring tools (ID verification, screen monitoring, browser lockdown, recording, AI/observer monitoring).</p>	<ul style="list-style-type: none"> • Details of local/remote proctoring infrastructure and locations. • Profiles/credentials of proctoring staff. • Documentation/demo of online proctoring tools and security features. • Records of past proctored exams (if available). 	5 Marks each	20
11	<p>Infrastructure Facilities</p> <p>a. Availability of classrooms, computer labs, workshops, and library facilities (own or through partner institutions).</p> <p>b. Facilities must be adequately equipped to support certification-based training programs.</p>	<ul style="list-style-type: none"> • Ownership/partnership agreements for training facilities. • Photographs and layout details of classrooms, labs, workshops, and library. • List of equipment (computers, software, lab tools) available at each facility. • Compliance statement ensuring readiness for training delivery. 	5 Marks each	20

<p>12</p>	<p>Learning Programs & Tools</p> <p>Learning Management System (LMS)</p> <ul style="list-style-type: none"> • Capability to support multiple instructor-led programs, virtual learning sessions, real-time cloud labs, and access to online learning materials. • Clearly indicate the number and type of cloud-based labs available. <p>Core Features (minimum required)</p> <ul style="list-style-type: none"> • User & Course Management: Enrollments, scheduling, progress tracking, and course catalog management. • Assessment & Quizzes: Automated quizzes, assignments, grading, and feedback. • Communication Tools: Whiteboards, student chats, discussion forums, breakout rooms, and live Q&A. • Reporting & Analytics: Learner progress reports, performance dashboards, trainees' attendance, and certification tracking. 	<p>Documents/Evidence Required</p> <ul style="list-style-type: none"> • Access/demo of the LMS platform with described features i.e. Documentation / screenshots of core modules (user/course management, assessments, reporting, etc.). • Record of recent programs delivered through the LMS (showing usage of labs, whiteboards, chats, quizzes). 	<p>25</p> <p>25</p>	<p>50</p>
<p>13</p>	<p>Feedback Mechanism</p> <p>a. System in place to collect trainee feedback (surveys, forms, digital tools).</p>	<ul style="list-style-type: none"> • Copy/screenshots of feedback forms, online survey tools, or LMS feedback modules. 	<p>6 Marks</p>	<p>20</p>

	<p>b. Process to analyze feedback and implement improvements in training delivery.</p>	<ul style="list-style-type: none"> • Past trainee feedback reports and summary of improvements made. • Description of internal process for reviewing and acting on feedback. 	<p>7 Marks</p> <p>7 Marks</p>	
14	<p>Strategic Framework Clear baseline indicators and mechanisms to track and ensure:</p> <p>a. Effective marketing & outreach for trainee enrolment. b. Enrolment targets achieved. c. High training completion rates. d. Certification success (international or equivalent).</p>	<ul style="list-style-type: none"> • Strategic framework/plan document outlining baseline indicators. • Past examples of marketing/enrolment campaigns and outcomes. • Completion and certification success data from prior programs. • Monitoring & evaluation mechanism (dashboards, reports, etc.). 	<p>5 Marks each</p>	<p>20</p>
15	<p>Employability Plan Mechanism to ensure at least 70% of certified candidates are employed within 3 months of certification.</p>	<ul style="list-style-type: none"> • Detailed Employability Plan document, including placement partnerships (MoUs / agreements with IT industry, government entities). • Framework for job placement support (career services, job fairs, industry linkages). • Design/prototype of the proposed PSEB placement portal. • Past evidence of successful trainee placement rates and salary benchmarks (if available). 	<p>5 Marks each</p>	<p>20</p>

<p>16</p>	<p>Financial Capacity</p> <p>a. Each consortium/JV partner must demonstrate financial capacity through audited statements or bank certificates.</p> <p>b. The minimum benchmark (average annual revenue of Rs. 50M over the last two years) shall apply to the smallest JV partner; all other members must meet or exceed this benchmark</p> <p>c. The Lead Bidder must demonstrate an average annual financial turnover of over Rs. 100 million during the last two years.</p>	<ul style="list-style-type: none"> • Audited financial statements for the last 2 years. and/or; • Bank Statements 	<ul style="list-style-type: none"> • 20 Marks: \geq Rs. 500M • 15 Marks: \geq Rs. 200M • 10 Marks: \geq Rs. 100M 	<p>20</p>
<p>17</p>	<p>Human Resource Capacity</p> <p>a. Trainers and support staff must have relevant certifications and industry experience.</p> <p>b. Adequate trainer-to-trainee ratio must be maintained with mandatory roles in each classroom.</p>	<p>Minimum Staffing Requirements (per classroom):</p> <ul style="list-style-type: none"> • 1 Master Trainer (per domain) • 1 In-person Teacher • 1 Lab Attendant <p>Required Documents</p> <ul style="list-style-type: none"> • Trainer profiles (CVs, certifications, work experience). • Staff deployment plan, including city-wise quota allocation. • Letters of commitment / availability from proposed trainers and staff. 	<p>Number of certified trainers = 0.5 marks each (up to 40 marks max)</p>	<p>40</p>

<p>18</p>	<p>Company’s Capability - Presentation</p> <p>a. Proven institutional experience in delivering IT training and certification programs, including large-scale bootcamps.</p> <p>b. Strong track record of trained professionals, bootcamp execution, and program delivery methodology.</p>	<p>Documents Required:</p> <p>Company profile with proof of registration/incorporation.</p> <p>List and evidence of past training programs with trainee counts.</p>	<ul style="list-style-type: none"> • Experience in Years: <ul style="list-style-type: none"> - Minimum 5 years = 3 marks - More than 5 years = 5 marks - More than 10 years = 10 marks • Number of Professionals Trained (IT Trainings): <ul style="list-style-type: none"> - 2,000 = 20 marks - 3,000 = 30 marks - 4,000 = 40 marks - 5,000 = 50 marks 	<p>60</p>
<p>19</p>	<p>International Training Firm(s) Participation</p>	<p>Valid incorporation/registration certificate in home country + JV/consortium agreement with a local partner (SECP-registered or equivalent).</p>	<p>Proof of JV Agreement</p>	<p>5</p>

20	Presentation	Slides/plan outlining delivery methodology and monitoring framework.	Presentation on Methodology (execution, monitoring, placement strategy)	25
Total: (70% minimum to qualify)				300

NOTE: The training proposal must be submitted on turnkey basis. Partial or incomplete proposals shall be rejected.



7.4.3 Financial Evaluation

a) The trainings shall be delivered in Southern Region, Central Region, Northern Region. PSEB will not make ANY payments not quoted in the bid. Financial proposal must cover the followings:

1. Training cost per participant

1.1 Training fee per participant

1.2 Training material and certificate cost per participant

1.3 Certification fee per participant

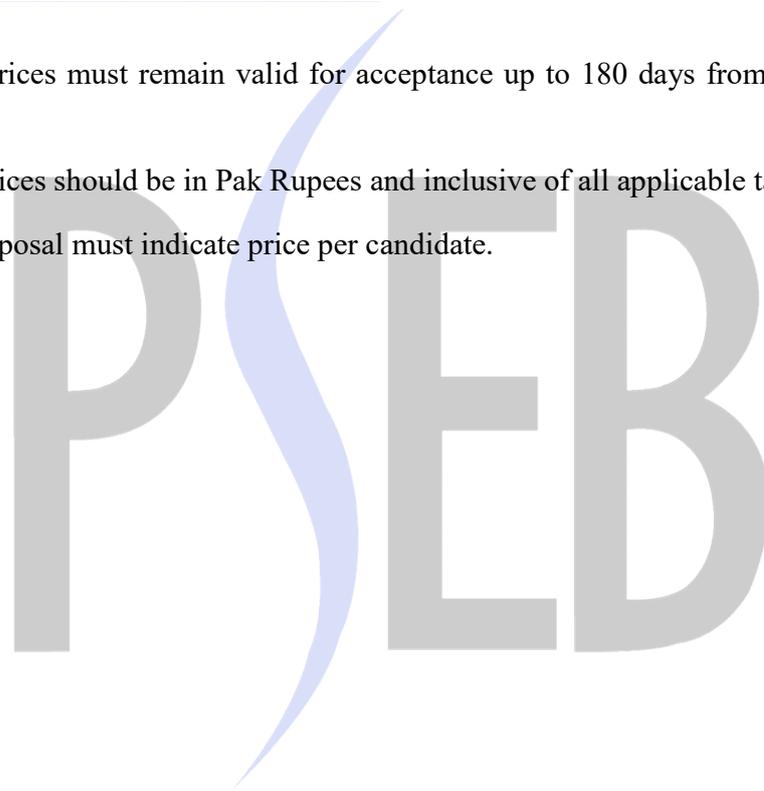
2. Lunch and Tea cost

3. Venue cost

b) The quoted prices must remain valid for acceptance up to 180 days from the date of its opening.

c) The quoted prices should be in Pak Rupees and inclusive of all applicable taxes.

d) Financial proposal must indicate price per candidate.



FINANCIAL ESTIMATION

S. No.	Training/Certification, Training Locations & Number of Trainees	Training Cost		Certification Cost																	
		Duration	Cost per participant	Duration	Cost per participant																
1	Name of the Training/Certification <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 50%;">Location</th> <th style="width: 50%;">No. of Trainees</th> </tr> </thead> <tbody> <tr><td> </td><td> </td></tr> </tbody> </table>	Location	No. of Trainees																		
	Location	No. of Trainees																			
2	Name of the Training/Certification <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 50%;">Location</th> <th style="width: 50%;">No. of Trainees</th> </tr> </thead> <tbody> <tr><td> </td><td> </td></tr> </tbody> </table>	Location	No. of Trainees																		
	Location	No. of Trainees																			

3	Name of the Training/Certification <table border="1" data-bbox="316 741 735 1261"> <thead> <tr> <th>Location</th> <th>No. of Trainees</th> </tr> </thead> <tbody> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> </tbody> </table>	Location	No. of Trainees																				
		Location	No. of Trainees																				

7.4.4 Payment Plan

Payments to the selected firm shall be made strictly against achievement of deliverables, subject to submission of verifiable documentary evidence and approval by the Client. The payment schedule shall be as follows:

Deliverables	Payments
Upon approval of Course Curriculum and successful Onboarding of Students	10%
Upon completion of 33% of Trainings	10%
Upon completion of a further 33% of Trainings (cumulative 66%)	10%
Upon completion of 100% of Trainings	10%
Upon achievement of 50% Candidate Certifications	15%
Upon achievement of 100% Candidate Certifications	15%
Upon successful Job Placement of 50% of the required 70% Placement Target	20%
Upon achievement of the complete 70% Job Placement Target	10%

In case the bidder is conducting multiple boot camps under this contract, milestone-based payments shall be claimable on a per-batch basis. The bidder may submit invoices separately for each batch upon completion of the respective milestones, subject to submission of verifiable evidence and approval by the PSEB

8. Undertaking

(This must be provided on a Rs. 200 stamp paper as an affidavit)

I/We declare that the information provided in the request for proposal (RFP) is accurate and can be proved whenever required. I/We further declare that if in case the information provided by me/us in this request for proposal (RFP) proved to be incorrect at any point, PSEB reserves the right to take any action deemed feasible by the PSEB authorities against me/us. I/We further declare that our company (***** Company Name here *****) is not blacklisted by any division, department or organization of Government of Pakistan.

Signature & Seal

9. Process of Evaluation

All proposals will be verified in the light of requested information. The financial proposals of the successful companies will be opened in the presence of their representatives. The companies securing minimum 70% marks or more shall be invited for financial bid opening. The firm/Company to obtained the maximum scoring will be considered as a most advantageous bidder for award of the contract

All bids must be submitted online on E-PAD latest by 25th September at 03:00 pm. which shall be opened on the same day at 3:30 p.m. in the presence of the bidders. PSEB will not entertain the proposals received through email.

10. Contact Information

Project Director, PSEB
Revamping IT Industry Landscape
Pakistan Software Export Board
6th Floor, Plot no 61 State Life Tower Blue Area, Islamabad
agilani@pseb.org.pk



Reference Form

TRAINING /CERTIFICATIONS REFERENCE FORM FOR COMPANY

Please provide references for trainings/certifications closely reflect similar projects to the scope of work which have already been completed within the past five (2) years. Please use the following format in submitting references. Please attached evidence/support documents in favor of record provided below:

Sr .#	Year	Name of Client	Details of Trainings/Certifications Delivered (*)	Technology Platform used for onsite or online trainings	Regions of Strength	Number of Trainees Trained /Certified	Project Cost (Rs. Million)	Project starting Date	Project completion Date	POC Details (Designation, Cell, Email)
1										
2										
3										
4										
5										

(Please add records as many as are required)

(*) Please clearly mention whether assignment carries only trainings or training and certifications both, also attach work orders/contracts

Reference Form

TRAINING /CERTIFICATIONS REFERENCE FORM OF TRAINER’S

Please use the following format in submitting references. Please attached evidence/support documents in favor of record provided below:

Sr.#	Name of Trainer	Education	Experience	Certifications	Name of Training Delivered	No. of students trained	Name of Clients	Contact Details
1								
2								
3								
4								
5								

(Please add records as many as are required)

(To be submitted on Legal Stamp Paper for successful bidder only)

Affidavit

Tender Number: _____ Date: _____

Tender Value: _____ Tender Title: _____

[name of Firm] hereby declares that it has not obtained or induced the procurement of any contact, right, interest, privilege or other obligation or benefit from Government of Pakistan or any administrative subdivision or agency thereof or any other entity owned or controlled by it (GoP) through any corrupt business practice.

Without limiting the generality of the foregoing, [name of firm] represents and warrants that it has fully declared the brokerage, commission, fees etc. paid or payable to anyone and not given or agreed to give and shall not give or agree to give to anyone within or outside its affiliate , agent, associate, broker, consultant, director, promoter, shareholder, sponsor or subsidiary, any commission, gratification, bribe, finder's fee or kickback, whether described as consultation fee or otherwise, with the object of obtaining or inducing the procurement of contact, right, interest, privilege or other obligation or benefit in whatsoever form from Purchaser, except that which has been expressly declared pursuant hereto.

[The Firm/Contractor] certifies that it has made and will make full disclosure of all agreements and arrangements with all persons in respect of or related to the transaction with the Purchaser and has not taken any action or will not take any action to circumvent the above declaration, representation or warranty / support.

[The Firm/Contractor] accepts full responsibility and strict liability for making any false declaration, not making full disclosure, misrepresenting facts or taking any action likely to defeat the purpose of this declaration, representation and warranty / support. It agrees that any contract, right, interest, privilege or other obligation or benefit obtained or procured as aforesaid shall, without prejudice to any other right and remedies available to the Purchaser under any law, contract or other instrument, be voidable at the option of the Purchaser.

Notwithstanding any rights and remedies exercised by the Purchaser in this regard, [the Firm/Contractor] agrees to indemnify the Purchaser for any loss or damage incurred by it on account of its corrupt business practices and further pay compensation to the Purchaser in an amount equivalent to ten times the sum of any commission, gratification, bribe, finder's fee or kickback given by [the Firm/Contractor] as aforesaid for the purpose of obtaining or inducing the procurement of any contract, right, interest, privilege or other obligation or benefit in whatsoever form from the Purchaser

Authorized Signature & Stamp

Subscribed and sworn to me this _____. Day of _____ 20____

Verified by the Notary Public