

Pathways to Skills and Employment – Q&A

1. We kindly request an extension of the deadline for submission.

At this stage, the submission deadline remains unchanged. Any modification to the deadline will be communicated to all interested bidders through the official procurement platform.

2. Do we need to cover all four Northern Jordan governorates? The tender documents mention “Northern Jordan” and “targeted governorates” but do not list which ones. Can a tenderer focus on one or two governorates instead of all four (Irbid, Al-Mafraq, Jerash, Ajloun), as long as the selection criteria and STEP's vulnerability goals are still met? Or is coverage of all four required?

The implementation approach is based on establishing regional hubs in the selected intervention areas to facilitate the delivery of project services to the target beneficiary groups. The hubs will serve as focal points for project implementation, ensuring accessible and coordinated service provision while applying a gender-sensitive approach to promote equitable participation and address the specific needs of women and men throughout the project.

3. How should the training, career guidance, WBL and entrepreneurship activities connect? The ToR sets targets for generic skills training (75), career guidance (40), WBL (40) and entrepreneurship training (30), but does not say how these connect. Our plan: every beneficiary completes the generic training and career guidance first. After that, each beneficiary is placed into either WBL or entrepreneurship training, based on their interest and fit, not a separate application for each activity. Is this approach acceptable, or does Enabel expect something different (e.g. separate recruitment for each activity, or beneficiaries doing both WBL and entrepreneurship)?

Every beneficiary completes the generic training and career guidance first. After that, each beneficiary is placed into either WBL or entrepreneurship training, based on their interest and fit, not a separate application for each activity. True: however, a mechanism to be developed to select the students for the participation in the career guidance from the 200 students.

4. Can the local partner be a company from the same group as the lead firm? "Section 5 says the consortium should include “qualified partner organizations operating in the target area.”, our proposed local partner is a separately registered Jordanian company within the same corporate group as the lead firm, with its own commercial registration and an active business license in Irbid. Does this satisfy the local partner requirement, or must the local partner be a fully independent third-party organization with no company link to the lead firm?

Yes it could

5. The TOR states that *"Enabel seeks to engage a qualified Consulting Firm to lead a consortium."* Could you please clarify whether the lead applicant may be an international for-profit consulting firm that operates in Jordan but does not have a local legal registration, provided that the consortium includes a locally registered partner (either a for-profit company or an NGO) responsible for supporting local implementation?

Yes, the international company has to pay local taxes.

6. Can an organization that is not yet registered in Jordan apply as the lead applicant, with the understanding that it will complete the registration process upon contract award?

No, only registered companies whether in Jordan or international.

7. Considering that the project aims to support 75 students from BTEC schools in Northern Jordan, could you please clarify whether Enabel and the participating schools will support the outreach and awareness activities, or whether the implementing consortium is expected to lead and manage the entire outreach, mobilization, and beneficiary application process?

For the general skills training and further training activities: The implementing consortium is expected to lead and manage the outreach, awareness, and beneficiary identification process in close coordination with Enabel, participating BTEC schools, and other relevant stakeholders. Enabel will facilitate coordination with the Ministry of Education and participating schools where required, while schools are expected to support awareness activities and facilitate access to students and parents.

8. Could you please clarify whether the implementing consortium is responsible only for identifying and screening eligible beneficiaries, or whether it will also participate in the final beneficiary selection process?

The Consulting Firm will be supporting the identification and screening eligible beneficiaries, conducting outreach and awareness activities, and supporting applicants throughout the application process. Applications will be managed through the online scholarship platform developed by Enabel. The final selection and approval of scholarship beneficiaries will remain the responsibility of Enabel through the established scholarship selection process and governance mechanisms.

9. Could you kindly specify the expected number of participating BTEC schools and their locations in Northern Jordan to support accurate planning of the implementation approach, staffing, and logistics?

The assignment will be implemented in BTEC schools located in the northern governorates mainly of Mafraq and Jerash. The final list and number of participating schools will be confirmed by Enabel in coordination with the Ministry of Education prior to implementation. Bidders should develop their implementation approach based on the target of supporting 75 scholarship beneficiaries across the target governorates and propose an efficient staffing and logistics plan that is sufficiently flexible to accommodate the final distribution of participating schools. Please refer to the answer of the first question. The implementation approach is based on establishing regional hubs in the selected intervention areas to facilitate the delivery of project services to the target beneficiary groups. The hubs will serve as focal points for project implementation, ensuring accessible and coordinated service provision while applying a gender-sensitive approach to promote equitable participation and address the specific needs of women and men throughout the project.

10. The TOR requires the consulting firm to facilitate work-based learning placements through partnerships with micro and small enterprises. Could you please clarify whether Enabel has an existing network of

partner companies that the consultant can build upon, or whether the implementing consortium is expected to identify, engage, and formalize all enterprise partnerships independently?

The implementing consortium is expected to identify, engage, and establish partnerships with suitable micro and small enterprises (MSEs) to facilitate Work-Based Learning (WBL) placements. Enabel will coordinate with relevant stakeholders and, where appropriate, may facilitate introductions to potential partners. However, the responsibility for securing and managing partnerships with enterprises, including arranging WBL placements, rests with the implementing consortium.

11. Regarding the entrepreneurship support component, is the scope limited to delivering entrepreneurship training and mentorship, or is the implementing consortium also expected to provide post-training incubation support, business coaching, and linkage to financing opportunities?

The scope includes the design and delivery of entrepreneurship training, mentorship, and coaching to support beneficiaries in developing viable business ideas. The implementing consortium is also expected to facilitate linkages to relevant business development services, incubators, accelerators, and financing opportunities where available. However, the consortium is not expected to provide or finance incubation services or seed funding directly. The approach to post-training coaching and referral mechanisms should be described in the bidder's proposed methodology. Considering that the targeted employment percentage out of the whole assignment should be achieved.

12. The TOR indicates that insurance during the work-based learning period should be covered by the consulting firm. Could you please clarify the minimum insurance requirements, including the expected scope of coverage and whether there are any specific standards that should be followed?

The Consulting Firm is responsible for ensuring that beneficiaries participating in WBL placements are adequately insured throughout the placement period, in accordance with applicable Jordanian legislation and the nature of the placement. The specific insurance policy and level of coverage should be appropriate to the proposed WBL activities and associated risks.

13. Could you please clarify whether there is a predefined budget allocation per beneficiary or per activity, or whether bidders are expected to propose the budget distribution based on the proposed implementation methodology?

Bidders are expected to develop their financial proposal based on their proposed implementation methodology, ensuring that all required tasks, deliverables, and minimum targets specified in the TOR are adequately covered. The proposed budget should demonstrate value for money and be commensurate with the proposed technical approach.

14. Could you please clarify the expected level of coordination with BTEC schools throughout implementation, particularly regarding student follow-up, monitoring, and work-based learning placements?

The implementing consortium is expected to work in close coordination with participating BTEC schools throughout the implementation period. Supporting beneficiary follow-up, monitoring attendance and progress (The monitoring data will be entered by the schools directly), facilitating communication with students and parents where needed, and coordinating the planning, implementation, and monitoring of Work-Based Learning (WBL) placements. The detailed coordination mechanisms should be proposed by

the bidder in its implementation methodology and will be agreed upon with Enabel and the participating schools during implementation.

15. Should the applicant develop and submit the detailed training curriculum and learning materials as part of the technical proposal, or will Enabel provide or approve a standardized curriculum for the technical, employability, and entrepreneurship training components?

Bidders are expected to present their proposed training approach and methodology as part of the technical proposal. Detailed training curricula and learning materials are not required at the proposal stage. Following contract award, the implementing consortium will be responsible for developing the detailed curricula and training materials for the generic skills and entrepreneurship components, in line with the objectives and indicative topics set out in the TOR. All training curricula and materials will be subject to Enabel's review and approval prior to implementation. Alignment with existing curricula from MoE or other organizations is essential.

16. How many hours of work-based learning are expected to be covered by Enabel funding for each student?

2 weeks, 6 hours a day, 5 days (60 hours)

17. We are concerned that, any students asked to choose between the WBL stream and entrepreneurship stream have to make a learning opportunities trade-off. Are the 40 WBL / 30 entrepreneurs a direct split of 70 participants, or would Enabel be interested to support the aspiring student entrepreneur pool with an opportunity to participate in Enabel-funded WBL?

The targets of at least 40 beneficiaries for Work-Based Learning (WBL) and at least 30 beneficiaries for entrepreneurship support represent minimum targets rather than mutually exclusive beneficiary groups. The implementing consortium is expected to assess beneficiaries' interests, aspirations, and potential, and propose appropriate transition pathways.

18. For consortium partners, is the lead or are partners required to provide an electronic signature on the proposal?

The proposal shall be submitted in accordance with the instructions set out in the Selection File. Where the proposal is submitted by a consortium, it should be signed by the authorized representative of the lead applicant. Consortium members are not required to provide separate electronic signatures unless explicitly requested in the tender documentation or where a specific consortium agreement or declaration is required. Bidders should ensure that all required forms are duly completed and signed as specified in the Selection File.

19. Is there an indicative envelope size for the consultancy assignment?

In line with Enabel procurement rules, the contracting authority is unable to disclose the available budget or a maximum budget ceiling. Bidders are requested to submit their best technical and financial proposal based on the scope of work described in the Terms of Reference.

20. Can a bidder counter-propose an alternative deliverables structure?

No

21. Does the supplier have the flexibility to propose to implement the project in less than 3 years?

No

22. Does the supplier have the flexibility to counter-propose an alternative timeline for key deliverables?

Bidders may propose a detailed work plan and timeline for the implementation of the activities and deliverables. However, the proposed timeline should remain consistent with the overall implementation period and key milestones specified in the Terms of Reference. Any adjustments to the sequencing or timing of deliverables will be subject to agreement with Enabel during the inception phase and must not affect the achievement of the assignment objectives or contractual deadlines.

23. The tender encourages a consortium approach, while the assignment itself is limited in scope and scale. What was Enabel's thinking on this? What is Enabel's definition of a consortium (limited subcontractors vs. each consortium partner should be a specific value-add role).

The consortium approach is intended to provide bidders with flexibility in assembling the expertise and implementation capacity required for the successful delivery of the assignment. Participation as a consortium is not mandatory; a single legal entity may submit a proposal if it meets the eligibility and selection criteria. For the purpose of this tender, a consortium refers to two or more entities submitting a joint proposal under a lead applicant, with each member contributing to the implementation of the assignment. Consortium members are expected to have clearly defined roles and responsibilities that complement one another and add value to the proposed approach. Subcontracting arrangements remain permissible in accordance with the provisions of the Selection File and are distinct from consortium arrangements.

24. Will tenders by single suppliers be accepted?

Yes. Single suppliers are eligible to submit a proposal, provided they meet the eligibility and selection criteria set out in the Selection File. Participation through a consortium is optional and is intended to provide flexibility where bidders wish to combine complementary expertise and implementation capacity.

25. How does Enabel define "start a business"? For example, are the youth entrepreneurs expected to register and formalize their business? Previous entrepreneurship projects in Jordan have struggled on this issue – for that reason, is Enabel interested with youth entrepreneurship methodologies which suggest alternative KPIs (to business registration) as markers of entrepreneurs' success.

For the purposes of this project, income generation is considered to commence once a beneficiary starts generating income through a business activity. Formal registration of the business is not a prerequisite for recognizing the business as established.

26. If the supplier has a corporate pool ready to take TVET students for WBL but who do not qualify as MSEs, can such corporates be included?

The primary focus of the Work-Based Learning (WBL) component is to facilitate placements with micro and small enterprises (MSEs), in line with the objectives of the assignment. However, where appropriate and justified, placements with larger enterprises may also be considered if they provide high-quality learning opportunities that are relevant to the beneficiaries' fields of study and contribute to the objectives of the assignment. Bidders should clearly describe their proposed approach to employer engagement and WBL placements in their technical proposal.

27. Will Enabel cover the cost of employer's time for providing on-site mentorship support to the WBL students?

No. However, the Consulting Firm shall organize awareness sessions on Work-Based Learning (WBL) for the selected companies to strengthen their understanding of the WBL approach, their roles and responsibilities, and the benefits of participating in the programme.

28. An electronic platform uploading process is mentioned (clause 10.1) but the earlier submission instruction requires only an email submission. Please can you clarify if email submissions are accepted? If there is an electronic platform we should register on before submission / to submit our documents, please can you provide a link to this platform?

Submission through the email mentioned in the tender.

29. In addition to the three core team members mentioned in the TOR can more staff members be added?

Yes. However, the cost estimation is based on the agreed deliverables rather than on the number of staff deployed or the level of effort utilized by the Consulting Firm.

30. Is the STEP scholarship is this program, or whether there is a post-secondary stage beyond this assignment's scope?

The STEP scholarship is awarded to eligible BTEC students during their school years. The purpose of this assignment is to complement the scholarship by strengthening beneficiaries' employability and facilitating their transition to the labour market or further education and training. The provision of post-secondary scholarships is not part of the scope of this consultancy, however it will be delivered separately by Enabel partners (DAAD).

31. **Total number of scholarship beneficiaries to be monitored (Tasks 2–3):** Could you please confirm the total number of STEP scholarship beneficiaries the contracted firm is expected to identify and monitor under Tasks 2 and 3? Task 5 refers to 75 STEP beneficiaries. Is the total cohort 75 students, or is 75 the subset receiving generic skills and school-to-work transition support?

- 200 Students targeted for the scholarship.
- 75 for the general skills training
- 40 WBL
- 30 Entrepreneurship
- The general monitoring will be through the support of the digital platform

32. **Monitoring system and online application platform:** The Specific Objectives state that the Firm shall “manage and operate the monitoring system” and support “the management of the online applications,” while Task 3 states the Firm shall “establish and implement” a monitoring system. Could you please clarify: whether a monitoring system or online scholarship application platform

already exists and will be made available to the Firm to operate; or the Consulting Firm is expected to design, develop, and host these systems?

Enabel will develop and make available the online scholarship application platform. The implementing consortium will be responsible for supporting the management of the application process through the platform and for verifying applicant information, as described in the TOR. The implementing consortium is not expected to design, develop, or host the online application platform. Similarly, the consultancy does not include the development of a digital monitoring system. The requirement to "establish and implement" a monitoring system refers to developing and applying the operational monitoring and follow-up processes, tools, and procedures necessary to monitor beneficiaries and track their progress throughout the assignment.

33. **Definition and measurement of the income-generation outcomes (Task 5):** Regarding the Task 5 requirement “at least 75% of the beneficiaries who receive WBL opportunities and beneficiaries who started their own business” generate income through employment or self-employment: does Enabel have a definition for “income opportunity”? Are other positive post-education outcomes of interest (e.g. reducing the % of NEETs) and is there a defined period after each placement where Enabel expects income generation results?

No. However, Enabel and the selected Consulting Firm could agree on a definition.

34. In reference to the “Pathways to Skills and Employment – Northern Jordan” Reference №: JOR24001-10003” tender, could you please confirm whether the selected consulting firm is expected to develop the training curricula for both the Generic Skills Training and the Entrepreneurship Training, or whether the curricula will be provided by Enabel?

The selected consulting firm will be responsible for developing the training curricula and learning materials for both the Generic Skills Training and the Entrepreneurship Training, in line with the objectives and indicative topics outlined in the Terms of Reference. Enabel will not provide standardized curricula. All curricula and training materials developed by the consulting firm will be subject to Enabel's review and approval prior to implementation. However, there is no need to reinvent the wheel. The curriculum should build on existing curricula and training materials developed by the Ministry of Education (MoE) and other relevant organizations, adapting and enhancing them where necessary to meet the project's objectives.

35. Do we need to cover all four Northern Jordan governorates? The tender documents mention “Northern Jordan” and “targeted governorates” but do not list which ones. Can a tenderer focus on one or two governorates instead of all four (Irbid, Al-Mafraq, Jerash, Ajloun), as long as the selection criteria and STEP's vulnerability goals are still met? Or is coverage of all four required?

The assignment targets Northern Jordan, with a particular emphasis on the governorates of Mafraq and Jerash. Bidders are expected to propose an implementation approach that prioritizes these governorates while aligning with the beneficiary identification process and the final distribution of participating BTEC schools, as agreed with Enabel and the Ministry of Education.

36. How should the training, career guidance, WBL and entrepreneurship activities connect? The ToR sets targets for generic skills training (75), career guidance (40), WBL (40) and entrepreneurship training (30), but does not say how these connect. Our plan: every beneficiary completes the generic training and career guidance first. After that, each beneficiary is placed into either WBL or entrepreneurship training, based on their interest and fit, not a separate application for each activity. Is this approach acceptable, or does Enabel expect something different (e.g. separate recruitment for each activity, or beneficiaries doing both WBL and entrepreneurship)?

Every beneficiary completes the generic training and career guidance first. After that, each beneficiary is placed into either WBL or entrepreneurship training, based on their interest and fit, not a separate application for each activity. True: however, a mechanism to be developed to select the students for the participation in the career guidance from the 200 students.

37. Can the local partner be a company from the same group as the lead firm? "Section 5 says the consortium should include "qualified partner organizations operating in the target area.", our proposed local partner is a separately registered Jordanian company within the same corporate group as the lead firm, with its own commercial registration and an active business license in Irbid. Does this satisfy the local partner requirement, or must the local partner be a fully independent third-party organization with no company link to the lead firm?

Yes it could

38. What age range should we plan for, particularly for WBL placements and the job fairs? The ToR targets "secondary and post-secondary TVET" students but does not state a specific age range. Since some beneficiaries placed with host enterprises under Task 5 may still be under 18 at the time of placement, could you confirm the expected age range of STEP beneficiaries, particularly for WBL placements?

STEP scholarship beneficiaries are secondary-level BTEC students, and some beneficiaries participating in the assignment, including Work-Based Learning (WBL), may be under the age of 18. Bidders should therefore design their implementation approach to accommodate both minor and adult beneficiaries, ensuring that all activities, including WBL placements, comply with applicable Jordanian laws and regulations, safeguarding requirements, and any relevant Ministry of Education policies. The exact age distribution of beneficiaries cannot be confirmed in advance.

39. **Definition of "local organisation"** The ToR states: *"Bidders are encouraged to establish a consortium with qualified organizations operating in the target area... The local organization will serve as a hub for students to receive support and guidance."* The Selection File (Clause 1.6) states: *"Experience working in Northern Jordan governorates is a must."* Does "local organisation" refer strictly to an organisation physically based and operating in the Northern Jordan governorates, or would an organisation based in Amman with demonstrated field operations in Northern Jordan satisfy this requirement?

The term "local organisation" refers to an organization with demonstrated operational presence and capacity to implement activities in the target governorates (Mafrq and Jerash). It is not mandatory for the organization to be physically based in Northern Jordan, however it will be a plus. An organization based in Amman with proven operational experience and field presence in the target area would be acceptable.

40. **Hub facility** : The ToR refers to the local organisation serving as a "hub" for students. *Does this require the local partner to have a dedicated physical space (e.g. office, centre) in the target governorates where students can receive in-person support, or can the hub function be delivered through outreach and mobile support?*

In person, support. This should be facilitated through the cooperation with the existing structure

41. Northern Jordan experience (Clause 1.6): The Selection File states that experience in Northern Jordan governorates "is a must." *Does this requirement apply to the lead firm, to the consortium as a whole, or specifically to the local partner? If it applies to the consortium as a whole, can the requirement be met through the local partner's references even if the lead firm has not previously worked in Northern Jordan?*

The requirement for experience in Northern Jordan may be demonstrated collectively by the consortium. Therefore, relevant experience of the proposed local partner may be considered in meeting this requirement, provided the consortium as a whole satisfies the selection criteria.

42. In connection with Question above, could Enabel please confirm the following regarding the practical application of the WHT:

42.A. Please confirm that the employer withholds the applicable withholding tax from the consultant's invoice

Yes the withholding tax will be deducted for individuals for companies, they can have the VAT exemption

42.B. Please confirm that the employer will transfer the subsequent withholding tax to the relevant tax authorities.

In case of individuals yes

43. Currency and payment terms All prices must be quoted in euro. Services are delivered in Jordan. *Could Enabel confirm the payment schedule (e.g. advance, milestone-linked, monthly) and clarify whether invoices are processed in euro or converted to Jordanian dinar at the time of payment?*

Euro

44. STEP programme budget and beneficiary numbers The ToR references specific output targets (≥ 75 students for generic skills training, ≥ 40 for WBL, ≥ 30 for entrepreneurship) but does not state the total number of STEP scholarship beneficiaries in Northern Jordan. *Could Enabel provide the total number of STEP scholarship beneficiaries expected to be enrolled in Northern Jordan over the 2026–2029 period, and confirm whether the output targets in the ToR (75, 40, 30) represent a subset of this total or the full cohort?*

These are the targeted numbers through out the three years. To be selected from the 200 scholarship holders.

45. Insurance for WBL The ToR states: "Insurance during the WBL should be covered by the Consulting Firm." *Could Enabel clarify whether this refers to liability insurance covering students*

during WBL placements, and whether there is a minimum coverage requirement or a standard policy type that Enabel expects?

The Consulting Firm is responsible for ensuring that beneficiaries participating in WBL placements are adequately insured throughout the placement period, in accordance with applicable Jordanian legislation and the nature of the placement. The specific insurance policy and level of coverage should be appropriate to the proposed WBL activities and associated risks.

46. **National contribution:** Please confirm that the national contribution applicable to this contract shall be stated separately such as VAT.

Yes VAT should be mentioned separately under the price, the price should be without VAT and a row below with VAT

47. **Flexibility of School-to-Work Pathways:** Given that individual student aspirations and local market demands vary across Northern Jordan, is the breakdown of targets between the two school-to-work pathways (minimum 40 students for WBL and 30 students for entrepreneurial training) strictly fixed? Alternatively, is there flexibility to adjust these specific targets based on findings from the baseline mapping, field realities and context, and student assessments and preferences?

The minimum targets of at least 40 beneficiaries for Work-Based Learning (WBL) and at least 30 beneficiaries for entrepreneurial skills training are expected to be achieved. However, the consultant is expected to guide beneficiaries toward the pathway that best matches their interests, aspirations, and assessment results. The implementation approach should remain responsive to beneficiary needs while ensuring that the minimum targets set out in the TOR are met.

48. **Cumulative vs. Annual Cohorts:** Regarding the specific target metrics outlined in the Terms of Reference (at least 75 students for generic skills training, 40 for WBL, and 30 for entrepreneurship): Could the contracting authority confirm if these figures represent the cumulative total target for the entire three-year duration of the project, or if they are intended as targets for recurring annual cohorts? And if they are annual cohorts, can you please specify the number of annual cohorts expected?

For the three years.

49. **Definition of Income Generation:** Regarding the KPI to generate income opportunities for at least 75% of the beneficiaries who complete WBL or start their own businesses: Is there a specific minimum threshold, formal contract requirement, or standard definition of an "income-generating opportunity" that the consultant must achieve to satisfy this indicator?

No specific minimum threshold, or formal contract requirement, or standard definition of an "income-generating opportunity", However, the definition of income-generating opportunity will be agreed jointly with the selected Consulting Firm and Enabel.

50. **Question Regarding the Scope of Regional Job Fairs:** Task 5 mandates the organization and execution of two regional Job Fairs (in 2028 and 2029). Given that the total scholarship cohort is limited to 75 beneficiaries—with a minimum target of 40 entering the Work-Based Learning (WBL) pathway—could the contracting authority clarify the expected scale and target audience for these events?

Specifically, are these fairs intended as exclusive, micro-level matchmaking events restricted solely to the project's immediate beneficiaries, or are they expected to be larger, macro-level regional events open to the wider BTEC student community and youth in Northern Jordan?

The regional job fairs are intended primarily to support the school-to-work transition of STEP beneficiaries by connecting them with employers, training providers, and relevant support organizations. While the events should prioritize STEP scholarship beneficiaries, bidders are encouraged to design them in a way that also engages a broader group of relevant stakeholders—including employers, BTEC schools, youth support organizations, and, where appropriate, other BTEC students—to maximize networking opportunities and strengthen employer engagement. The exact scale, format, and target audience of the events should be proposed by the consultant as part of the implementation methodology, while ensuring that the primary objective of facilitating employment and transition opportunities for STEP beneficiaries is achieved.

51. Entrepreneurial Training Scope: For the 30 beneficiaries entering the entrepreneurship pathway, could you clarify the expected scope, minimum hours, or duration of the training? Should the consultant design a comprehensive incubation/business development curriculum, or is a shorter, introductory-level module (similar to the 10-day generic skills training structure) preferred?

The consultant is expected to design and deliver a practical entrepreneurship programme tailored to the needs of the target group. The Terms of Reference (ToR) intentionally provide flexibility regarding the training methodology to allow for innovative and context-appropriate approaches. The programme is expected to be delivered over a period of two weeks. The final content and training topics will be determined based on the findings of the needs assessment and agreed upon with the contracting authority.

52. Prioritization of BTEC Majors: Are there specific BTEC majors or sectors that Enabel expects this project to focus on? Is it mandatory to cover all available tracks, or does the consultant have the flexibility to prioritize widely offered and highly accessible specializations (e.g., IT and Business) that align strongly with Northern Jordan's small enterprise ecosystem?

The consultant should work with participating BTEC schools and beneficiaries across the selected target areas. The consultancy is not restricted to specific BTEC streams. During school identification and mapping, the consultant should consider programme relevance to local labour market needs and priority economic sectors while maintaining flexibility based on the selected schools and beneficiaries.

53. Generic Skills Training Operational Structure: The deliverables table lists the Generic Skills Training during the summer breaks of 2027 and 2028. To clarify the operational model: Is the consultant expected to deliver two separate 5-day training blocks over the participants' 2-year engagement period to satisfy the 10-day total requirements? Furthermore, to ensure logistical viability across multiple governorates, is it acceptable to assume a framework of 4 distinct training cohorts across 4 participating schools (i.e., one school per northern governorate)?

The implementation approach is based on establishing regional hubs in the selected intervention areas to facilitate the delivery of project services to the target beneficiary groups. The hubs will serve as focal points for project implementation, ensuring accessible and coordinated service provision while applying a gender-sensitive approach to promote equitable participation and address the specific needs of women and men throughout the project.

54. Estimated Financial Envelope: Could the contracting authority clarify if there is an explicit maximum budget ceiling or an estimated budget range allocated for this project?

In line with Enabel procurement rules, the contracting authority is unable to disclose the available budget or a maximum budget ceiling. Bidders are requested to submit their best technical and financial proposal based on the scope of work described in the Terms of Reference.

55. What documentation is required to evidence a partnership? What if the partner is a public institution such as the Ministry of Education?

Any document that will show the relationship between partner such as a partnership or consortium agreement; Where the partner is a public institution, such as the Ministry of Education, a commercial registration document is not required. The partnership may be evidenced by an official letter of commitment, memorandum of understanding, cooperation agreement or another official document issued or signed by the duly authorised representative of the institution.

56. Is there a minimum number of entities required in a consortium?

No, provided that the consortium collectively meets the tender requirements.

57. Can a partner be engaged as a subcontractor, and does its experience count toward the technical/professional aptitude criteria?

Yes

58. What is the age range for eligible STEP scholarship beneficiaries?

15–18 years old.

59. Are there prescribed criteria for selecting BTEC schools and scholarship students, or should the consultant propose its own?

The Consulting Firm is not expected to establish new scholarship eligibility or vulnerability criteria. Student identification must follow the criteria established by STEP. For schools, the consultant will coordinate with MoE through Enabel to identify schools, however, the Consulting Firm may propose and apply an assessment methodology in coordination with Enabel and the Ministry of Education, considering factors such as relevance to priority sectors, available capacity, inclusion and accessibility, quality and support services, and willingness to collaborate.

60. What does the STEP scholarship cover?

The scholarship includes Monthly living expenses / internet coverage, Mobility allowance, Annual training allowance (materials & tuition fee), Work-Based Learning (WBL) support, Support for Persons with Disabilities (PwDs) and/or Mobile phone provision

61. Is there a defined list of priority governorates or districts within Northern Jordan?

The assignment targets Northern Jordan, with a particular emphasis on the governorates of Mafraq and Jerash. Bidders are expected to propose an implementation approach that prioritizes these governorates

while aligning with the beneficiary identification process and the final distribution of participating BTEC schools, as agreed with Enabel and the Ministry of Education.

62. Which sectors are considered priority under Task 1?

Indicative priority sectors include manufacturing, agriculture/agri-processing, logistics and transportation, construction, renewable energy, tourism and hospitality, and creative industries. Cross-cutting areas include Digital/IT, language, soft skills, entrepreneurial skills, and health and community-related fields. Sector relevance should also be assessed against available BTEC programmes and local labour-market opportunities.

63. Does the consultant role end at submitting a verified beneficiary shortlist, or does it have a role in final scholarship award decisions?

The Consulting Firm will be supporting the identification and screening eligible beneficiaries, conducting outreach and awareness activities, and supporting applicants throughout the application process. Applications will be managed through the online scholarship platform developed by Enabel. The final selection and approval of scholarship beneficiaries will remain the responsibility of Enabel through the established scholarship selection process and governance mechanisms.

64. Are certified or notarized translations required for supporting documents originally issued in Arabic?

No

65. What level and type of insurance coverage is expected for students during WBL placements?

The Consulting Firm is responsible for ensuring that beneficiaries participating in WBL placements are adequately insured throughout the placement period, in accordance with applicable Jordanian legislation and the nature of the placement. The specific insurance policy and level of coverage should be appropriate to the proposed WBL activities and associated risks.

66. What mechanisms are accepted for the performance bond, and are there pre-approved local institutions?

Mentioned in the tender document , no pre approved institutions