



პროფესიული განათლება  
ეკონომიკის განვითარებისთვის  
INDUSTRY-LED SKILLS AND  
WORKFORCE DEVELOPMENT



# Due Diligence Summary of Findings and Recommendations ISWD PICG Grant Scheme

April 25, 2016

## Due Diligence Approach

- 21 Full Applications were submitted by 15.01.2016 under the ISWD PICG grant scheme.
- 19 passed the administrative and TEP compliance check and were subject to Due Diligence Check.
- The Due Diligence Checking, as an evaluation step, included two major sub-steps:
  - ✓ Documentation review and checking – identifying issues for the DD site visits;
  - ✓ DD Site Visits (ESP, Infra site visits to all proposed project activities sites).
- Highest appreciation to all who cooperated with the ISWD team to make the DD site visits possible.

## DD General Findings

- All applicants have been very cooperative in making the arrangements for the site visits, sharing relevant information and details about the submitted proposals and showing proposed project activities premises and sites;
- All applicants have demonstrated very high mobilization and commitment to the submitted proposals;
- There was a genuine exchange, whereby the ISWD experts were given the opportunity to raise a range of questions (defined by TEP and ISWD experts) and receive answers and clarifications, which will facilitate the evaluation process;
- The range of issues (as identified by TEP and the ISWD experts), which were discussed, hopefully enhanced the applicants' understanding of the standards, applicable to the PICG, especially in the area of ESP, OHS, SGI, Infra, cost-sharing and budgeting in regard to rebalancing the proposals;
- All proposals will benefit from rebalancing edits.

## DD General Findings

- In some of the proposals the industry needs and/or labour market needs were not specifically defined;
- TVET courses proposed – not always complying with National Qualification Framework requirements – content, duration, validation and/or accreditation requirements;
- Some proposals were very strongly driven by the international partners without taking into account the formal aspects of the current TVET legal and normative arrangements in Georgia as well as local labour market data; the involvement of the Georgian partners into the proposal design and justification was not sufficient;
- With some of the proposed internationally certificate TVET programs – it is not always very clear in the proposals how these will be embedded into the Georgian TVET system and how they will lead to a national qualification certificate within the project duration, i.e. to take into account the modular approach requirement for validation of the TVET course and the accreditation requirements for benefiting from the state voucher system;
- Incomplete ESMP, design documentation missing, incomplete or missing technical specifications, brands are mentioned;
- The NCEQE was not always consulted as to the already established TVET courses;

## DD General Findings

- In some cases, there is a need to update the Professional Standard(s) and National Qualification Framework (NQF), while this is envisioned, such activities are not included in the proposals and are not budgeted;
- Some proposals focus very strongly on informal educational courses, which are not integrated into a certified qualification under the NQF;
- Often there is an imbalance between project activities – development of the new TVET course curriculum, recruitment and training of teacher and instructors, development of teaching aids and assessment tools, facilities upgrading and equipment installment with related training and guarantees, etc.;
- Some activities are not budgeted, others under budgeted, most often – over budgeted;

## DD General Findings

- Some proposals do not describe precisely and in sufficient details the roles, responsibilities and functions of the different partners, members of the partnership/consortia, in the project design, management and the implementation of project activities;
- Some proposals do not describe adequately how industry representatives will be involved in the development and the delivery of the TVET course in terms of type, size, number of companies, how specifically these will be involved, sustainability of arrangements, etc.;
- Some proposals are very strongly centered on current training need of one company or industry sector without taking into account the TVET sector legislative and normative regulations.

## General Recommendations

- Project objectives and main deliverables cannot be changed;
- Review and update as to the current status of the proposed TVET courses with NCEQE to avoid duplication with already established courses, especially when proposing new TVET courses;
- Sustainable TVET course introduction will require balanced approach and allocation of resources towards the curriculum development, recruitment and training of teachers and company instructors, teaching aids and assessment tools development, training facilities and arrangements;
- Introduction of international courses has to take into consideration the NCEQE requirements and demonstrate clearly how these will lead to Georgian NQF certificate;
- The focus of the rebalancing should be on meeting the ESP, OHS, SGI and infrastructural requirements and budget optimization;
- All supporting documents as required by RfR should be submitted by 13<sup>th</sup> May 2016 if not provided previously.

## Resubmission Requirements

- 13<sup>th</sup> May 2016, 18:00 hrs at ISWD Project office at 27, Alexander Griboedov Street, Tbilisi;
- Rebalanced applications – 1 original in English and 5 copies in English and 2 in Georgian languages in print versions and electronic version on CD, DVD or flash stick, sealed in an envelope with proper inscriptions as per RfP;
- Electronic files have to be presented in word and excel formats, design documents may be in PDF formats;
- Print version nicely bound with dividers and sub-titles of application parts – application, ESMP, CBA, Budget – annex 9 and 9.1, SEP, GRM, design documentation and relevant permits and certificates;
- All sections of the applications have to be filled and all questions answered within the volume of pages as per the instructions;
- Application form with up to 4 pages of budget justification – to justify level of salaries/fees, duration of expert needs, training equipment cost needs that cannot be met by industry partners, etc.



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**Thank You!**

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