



WORKERS' COMPENSATION FUND CONTROL BOARD

INVITATION FOR BIDS

IFB No: WCFCB/14054/2020: PROVISION OF INSURANCE BROKERAGE SERVICES TO THE WORKERS COMPENSATION FUND CONTROL BOARD FOR A PERIOD OF THREE YEARS (2022- 2024)

Background

The Workers' Compensation Fund Control Board (WCFCB) is a Social Security Institution headquartered in the city of Ndola, with operations throughout Zambia. WCFCB's mandate is to provide benefits to workers who get injured or contract diseases in the course of their employment. WCFCB collects revenue from employers by way of Assessments in order to meet its mandate as provided for in the Workers' Compensation Act No. 10 of 1999 of the Laws of Zambia.

WCFCB has made a provision towards the cost of insurance brokerage services for a period of three years (2022- 2024) in the 2021 budget and intends to apply part of the proceeds to cover eligible payments under the contract for which the Invitation for Bids has been issued.

The Workers' Compensation Fund Control Board now invites sealed bids from reputable and eligible companies for the provision of insurance brokerage services for a period of three years (2022- 2024).

Bidding will be conducted using the Open National Bidding (ONB) procedures specified in the Public Procurement Act of 2008 and the Public Procurement Regulations of 2011, and is open to all Bidders eligible as defined in the Bidding Documents.

Bidders will be evaluated based on the Preferential Procurement Margin Clause for bidders registered with the Citizen Economic Empowerment Commission (CEEC) as follows:

- a) Citizen Influenced Company, by 4%
- b) Citizen Empowerment Company, by 8%
- c) Citizen Owned Company, by 12%

Interested eligible bidders may obtain further information by downloading the bidding documents from the Workers' Compensation Fund Control Board website: www.workers.com.zm.

Due to Covid-19 pandemic, interested bidders are advised to download the bidding documents from the workers compensation website, then make payment of a non-refundable fee of Five Hundred Kwacha (K500.00) or its equivalent in any freely convertible currency or bank certified cheque as participation fee, proof to be submitted with the bid. The Bank Details are provided in the bid document.

Interested Bidders may obtain further information from the office of the Purchasing & Supplies Manager, Workers' Compensation Fund Control Board during office hours from 08:00 to 13:00 hours and 14:00 to 17:00 hours, local time, week working days only before 25th March 2021. The telephone numbers are 260 (212) 612411/610481-7 and fax number is 260 (212) 612411. The bid must be accompanied by a bid securing declaration with a period of one year.

Sealed and properly bound bids clearly marked "WCFCB/14054/2020: PROVISION OF INSURANCE BROKERAGE SERVICES TO THE WORKERS COMPENSATION FUND CONTROL BOARD FOR A PERIOD OF THREE YEARS (2022- 2024)" must be deposited in the tender box situated at the reception, Compensation House in Ndola on or before Thursday 1st April 2021 at 10:30 hours local time.

The closing date for the receipt of bids is Thursday 1st April 2021 at 10:30 hours Local time and any bids received after the time and date stipulated above shall not be accepted. The bids will be opened soon after closing in the Procurement Unit Conference Room, Fourth Floor, Compensation House, Broadway/Moffat Road, Ndola, Zambia, in the presence of bidders or representatives who choose to attend.

HOWEVER TELEGRAPHIC AND/OR ELECTRONIC OFFERS WILL NOT BE ACCEPTED

Bidders should pay attention to the following

Item No.	Description of Item	Date
1.	Date of Publication of Tender	Thursday 25 th February 2021
2.	Date and Time of commencement of inspection/sale of Bidding Documents	Monday 1 st March 2021 at 14:00 hours
3.	Last Date for requesting any clarifications	7 days before the closing date.
4.	Last Date and Time for receipting of Bids at WCFCB (Address as given above)	Thursday 1 st April, 2021 at 10:30 hours
5.	Date and Time of opening of Bids	Thursday 1 st April, 2021 at 10:30 hours, opening of Bids is immediately after closing

Secretary – Procurement Committee
For Commissioner and Chief Executive Officer

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• A NORTEC heavy duty student working on an engine.

Developed TEVET curricula boosts youth employability

By KAFULA CHANDA
Unemployment is one of the most pressing challenges facing young people in Zambia.

In this regard, the United Nations Industrial Development Organization (UNIDO), the Embassy of Sweden in Zambia, Volvo Group, Volvo Trucks South Africa and Zambia's Ministry of Higher Education have partnered to address skills shortages in the heavy duty equipment and transportation involving commercial trucks.

This is aimed at promoting sustainable and productive employment for Zambian youth through the expansion of the Zambian Industrial Training Academy (ZAMITA).

The initiative is being implemented at Northern Technical College (NORTEC). Government started a series of reforms to drive growth of Technical Education, Vocational and Entrepreneurship Training (TEVET) institutions.

This was meant to facilitate the development of a new curriculum that meets the current needs of industry and the labour market.

The goal is to place training providers under a system to boost the quality of learning and broaden the chances for graduates to position themselves in the labour market.

Earlier this year, the Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA) unveiled a revised modern curriculum for automotive and heavy equipment engineering.

The curriculum was approved in 2020 in readiness for implementation this academic year, 2021, to make TEVET the preferable and rewarding choice for the youth while re-energizing the competences of the national workforce to build a competitive economy.

In the past curriculum, a lot of challenges in terms of content were identified. These have been incorporated in the new curriculum by meeting the needs of industry in order to create employment and entrepreneurship opportunities for the youths.

According to TEVETA, the move was also in line with the ZAMITA project objective aimed at contributing to Zambia's economic development and diversification by aligning TEVET training standards with the needs of the private sector.

ZAMITA provided a platform for the upgrading of the curriculum, targeting the automotive and heavy equipment industry.

Prior to the revealing of the new curriculum, TEVETA Director General Cleophas Takaiza said TEVET provides for everybody.

He said there are different levels of qualifications in the sector.

Mr Takaiza said each of the qualification levels comes with different entry requirements tailored in such a manner that they even allow people who have very minimal education background to access skills development in all TEVET programmes.

He expressed optimism that the work done on the curriculum is going to produce graduates of different capacity levels and also provide for people of different backgrounds.

He said the curriculum will also address the issues of inclusivity especially for young women and men.

It highlights a clear distinction of the levels of education, starting from Trade Test Level III, Trade Test Level II, Trade Test Level I, craft certificate, advanced certificate and diploma. These are inclusive curriculum that will cater for everyone with a focus on leaving no one behind.

NORTEC Training Manager Martin Kasonso said there is need to align the curriculum with industry needs.

He said prior to the development of a revised curriculum, a team of experts conducted a comprehensive Training Needs Analysis (TNA) reaching over 50 companies.

He said what industry brought out from the TNA were a series of gaps that required training providers such as NORTEC to address.

Mr Kasonso said according to findings from the TNA, in the past, many private sector training centres used to hire school leavers and train them as qualified technicians.

"Issues brought about from the TNA were that students were very good at theory but lacked practical skills like electronic diagnosis skills and knowledge in new automotive technologies," Mr Kasonso said.

He said today, this is not possible because of the digital technology integrated into products, it will be longer and costly to adopt unskilled workers into their workforce.

He said most of the Original Equipment Manufacturer (OEM) training centres are not affiliated to the mother body, TEVETA, which makes their certification non-accredited and chances for further education is void.

"Moreover, these OEM training centres lack facilities to deliver accredited training programmes on automotive mechanics, automotive electricians and heavy equipment repair personnel," he said.

Mr Kasonso said most of the companies depend on public vocational training institutions like NORTEC to provide for them.

He further noted that the digital technology integration into their products and systems has evolved the industry and so are tools, diagnostic equipment and other specialized equipment which make work easy and reduce on time of troubleshooting.

He said it is for this reason that the revised curriculum has also adopted the digital technological skills so that the graduates are readily employable and can be easily trained by the private sector training centres on their product specific technology.

Mr Kasonso said many companies have established training departments which help train their workforce on the product specific OEM technology with the prerequisite for attending these trainings being pushed higher due to the introduction of digital technologies.

As a result, companies are constantly looking for graduates who either possess sound digital technological skills or those with strong electrical and electronics background who can be retrained in short duration of time and at low cost.

He noted that the new curriculum concerns because industry addressed new models have been included.

The new models are expected to bring about the right skill sets in students, enabling them to gain access to employment opportunities.

"In terms of quality, I have no doubt that the revised curricula will meet international standards. I believe in terms of stakeholder acceptance, the involvement of industry, who are the major stakeholders, was well represented and also the work was well benchmarked with other curricula across the world and therefore, I believe that the graduates that will be produced from these programmes will be globally received," he said.

According to research conducted by UNIDO, the ZAMITA project will help to lower the costs currently carried by the transport industry in form of high wage requirements for skilled expatriate workers in Zambia.

This is because industry faces an acute shortage worse than ever before of local workers with the skills to work on more complex trucks while wages of skilled workers are high in relation to other sectors.

This will in turn increase the pressure to offer the cost of higher wages in other areas, including the public sector.

Because the academy will produce skilled workers through the revised curriculum, the market supply of such workers will increase, and therefore, wage levels are expected to stabilize in the medium term.

Epiroc Training Supervisor Timothy Banda acknowledged that in the past, his organization would have graduates coming from different training institutions equipped with obsolete knowledge on equipment found in industry.

But with the work that has been done on the curriculum, industry is going to benefit from the knowledgeable individuals that will enter the workforce.

It is for this reason that the revised curriculum has also adopted digital technological skills so that the graduates are readily employable and can be easily trained by the private sector training centres on their product specific technology.

TEVETA has revised the qualification framework to promote academic progression smoothly.

Previously, progression was a problem for craft students wanting to pursue advanced certificate or diploma.

A craft student would take three years and three months to do a diploma, and an advanced certificate student would also take two years to do the diploma.

In the revised curriculum, they have recognized content for both craft and advanced certificate students and aligned the three areas.

"If a craft student did two years in college, when they want to pursue a diploma, they would only take two additional years, exempting them from one year. If an advanced certificate student wants to upgrade to a diploma, instead of them spending the whole three years in the college, they will only do one year," Mr Kasonso said.

He said the revised the craft and advanced certificate programmes have been revised to align them with the diploma programme.

He said this assures the needs of industry.