

**Lebanese Republic**  
**Council of Development and Reconstruction (CDR)**  
**Roads & Employment Project (REP)**  
**World Bank - Loan Number 8705-LB**

**REQUEST FOR EXPRESSION OF INTEREST (Long version)**  
**(TRAINING SERVICES – NON-GOVERNMENTAL ORGANISATION**  
**SELECTION)**

**Assignment Title:** Provision Of Hands-On Practical & On-The Job Skills Training

**Reference No.:** T782

The Lebanese Republic (hereinafter called “Borrower”) has received US\$ 200 million US Dollars, from the International Bank for Reconstruction and Development (IBRD) (the “Bank”) in the form of a “loan” (hereinafter called “loan”) toward the cost of the Roads and Employment Project (REP). The Council for Development and Reconstruction (CDR), the implementing agency of the Government of Lebanon (Lebanese Republic), intends to apply a portion of the proceeds of this loan to eligible payments under the contract for which this Request for Expressions of Interest is issued. Eligible payments will be made by the Bank. Payments by the Bank will be made only at the request of the Lebanese Republic and upon approval by the Bank, and will be subject, in all respects, to the terms and conditions of the loan agreement.

The Roads and Employment Project comprises various components, including **Component 3: Capacity Building and Implementation Support** which, in its turn, includes various subcomponents as shown in the attached Terms of Reference.

The objective of the assignment is the delivery of training services relating to **Provision Of Hands-On Practical & On-The Job Skills Training**. Duties and responsibilities are described in the Terms of Reference. The objective of the assignment is to develop and deliver a training programme for up-to 100 laborers working across the 13 construction packages of REP.

The CDR now invites eligible Non-Governmental Organisation (“Training Provider”) to indicate their interest in providing the Services. Interested Training Providers should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services. The short listing criteria are: (Profile, brochures, detailed description of similar assignments, proven experience in similar conditions, availability of appropriate skills among staff and so forth). **The Training Provider is expected to present at least**

**three (3) relevant and successful implementation of projects in the last 10 years.** More details on the Consultancy Services are provided in the attached Terms of Reference.

Shortlisted Training Providers will be invited to submit their proposals, upon which a Training Provider will be selected in accordance with the (QCBS) method set out in the “Procurement Regulations for IFP Borrowers”, July 2016-Revision of November 2017.

Further information can be obtained at the address below during office hours (9:00 AM to 2:00 PM).

The Deadline for receiving EOIs is to be **Monday June 27<sup>th</sup>, 2022** at 12:00 noon, Beirut local time.

Expressions of Interest must be delivered to the address below by hand or carrier. Training Providers have to submit one original EOI and two copies.

**Address:**

**Council for Development and Reconstruction (CDR)**

**Tenders Department**

**Tallet El Serail, Beirut Central District**

**Beirut - Lebanon**

**Telephone: (+961-01-980096)**

**Facsimile number: (+961-01-981255)**



**LEBANESE REPUBLIC  
COUNCIL FOR DEVELOPMENT AND RECONSTRUCTION (CDR)**

**ROADS & EMPLOYMENT PROJECT (REP)  
LOAN NO. 8705-LB**

**TERMS OF REFERENCE (TOR)  
PROVISION OF HANDS-ON PRACTICAL & ON-THE JOB SKILLS  
TRAINING**

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**BACKGROUND**

To meet Lebanon's developmental needs in the road sector while also stimulating the economy and creating jobs, the World Bank approved in February 2017 the Road and Employment Project (REP<sup>1</sup>) through a US\$200 million Loan<sup>2</sup> from the International Bank for Reconstruction and Development (IBRD).

The REP has been declared effective on October 30, 2018 when the Lebanese Parliament endorsed Law 90 that allowed the Lebanese Government to sign the Loan agreement with IBRD for the implementation of REP. The REP is implemented by the Council for Development and Reconstruction (CDR) representing the Government of Lebanon (GOL) for the benefit of the Ministry of Public Works and Transport (MPWT).

The REP originally had three components. Following its restructuring in March 2021, a fourth component was added to address the impact of the COVID-19 on the agriculture sector.

1. Roads Rehabilitation and Maintenance: to finance works and related consultancy services for the rehabilitation and maintenance of about 500 km of primary, secondary, and tertiary roads, including road safety and spot improvements;
2. Improvement of the Ministry of Public Works and Transport's (MPWT) Road Emergency Response Capacity, especially during climate extremes;
3. Capacity Building and Implementation Support: to build the capacity of Lebanese agencies in planning and managing the road sector; and
4. Support to farmers engaged in crop and livestock production: to support continued agricultural production and vaccination of animals.

The development objectives of the REP are to: (i) improve transport connectivity along select paved road sections; (ii) create short-term jobs for Lebanese and Syrians and (iii) to support eligible farmers engaged in crop and livestock production to spur COVID 19 emergency recovery.

The REP covers classified roads (based on the official Ministry of Public Works road classification) in 25 Districts (or Caza) throughout Lebanon (see Exhibit 1) and it is grouped into six lots as follows:

- Lot 1: roads in Cazas of Jbeil, Kesrouane and El Maten.

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<sup>1</sup> More information about REP is available on the following CDR webpage <https://www.cdr.gov.lb/getmedia/935fe709-e3cf-4102-967e-8d5376977038/Q-A-on-REP-English-Final.pdf.aspx>

<sup>2</sup> non-concessional portion of US\$154.6 million, concessional portion of US\$45.4 million from the Concessional Financing Facility made on a grant basis

- Lot 2: roads in the Cazas of Aley, Baabda, Chouf and Zahle.
- Lot 3A: roads in the Cazas of Nabatiye, Marjaoun, Hasbaya, Rachaya and Bekaa West.
- Lot 3B: roads in the Cazas of Bent jbeil, Jezzine, Saida, and Sour.
- Lot 4: roads in the Cazas of Akkar, Minieh-Danniyeh and Zgharta.
- Lot 5: roads in the Cazas of Batroun, Bcharre, Koura and Tripoli.
- Lot 6: roads in the Cazas of Baalbeck and Hermel.

#### Exhibit 1 – Geographic distribution REP lots



Between 2020 and 2021, the CDR signed the civil works of 13 construction packages with Contractors as listed in the below exhibit.

#### Exhibit 2 - Distribution of construction packages

Construction Package No.	Caza Name	Contractor Name
Lot1- Package1	Kesrouane and El Maten	Société Nassim Abou Habib pour l'industrie et l'entreprise s.a.l
Lot1- Package2	Jbeil	Homan Engineering Co. SARL
Lot2- Package1	Aley and Chouf	Yamen Establishment For General Trading And Contracting
Lot2- Package2	Baabda and Zahle	<i>To be determined</i>
Lot3A- Package1	Nabatiye and Marjaoun	Danash Contracting & Trading Co
Lot3A- Package2	Hasbaya, Rachaya and Bekaa West	Hicon sarl
Lot3B- Package1	Sour and Bent Jbeil	Danash Contracting & Trading Co
Lot3B- Package2	Saida ad Jezzine	Yamen Establishment For General Trading And Contracting
Lot4- Package1	Akkar	Homan Engineering Co. SARL
Lot4- Package2	Minieh-Danniyeh and	Societe Antoine Makhoulf for Trading and

	Zgharta	Contracting sal
Lot5- Package1	Koura and Tripoli	Bureau Hamid Kairouz SAL
Lot5- Package2	Batroun, and Bcharre	Bureau Hamid Kairouz SAL
Lot6- Package1	Baalbeck and Hermel	Al Bonyan Company for Engineering & Contracting sarl

While the road rehabilitation works are progressing on site, a training is required under Component 3 about Capacity Building and Implementation Support. In particular, the fourth subcomponent about the “Support training activities” shall contribute to the training and capacity building of contractor’s workers on new and improved road construction and maintenance techniques as well as technical skills related to the work to be carried out at REP project sites.

## OBJECTIVE OF THE ASSIGNMENT

The Council for Development and Reconstruction (CDR - *hereinafter referred as Client*), acting as executing agency for and on behalf of the GOL, intends to award a Non-Governmental Organization (NGO - *hereinafter referred as Training Provider*) to provide hands-on practical as well as on-the-job skills training required under Subcomponent four “Support training activities” to selected workers of the Contractors that are implementing roads rehabilitation activities across the Lebanese territory (see Exhibit 2 above).

The purpose of this TOR is to develop a training programme for up-to 100 laborers working across the 13 construction packages of REP.

The scope of the training programme is to build knowledge and skills of REP workers by covering the following themes:

1. Labor-intensive techniques for the construction and maintenance under REP subprojects:  
How to build and maintain masonry retaining wall, Culverts, ditches and drainage structures, roadway surfaces, shoulders, roadside structures, etc.
2. The use of new equipment and material: How to use, install and adapt concrete formworks to fit the structural elements of the road, how to prepare design mixes, appropriate storage and use of material and equipment.

## SCOPE OF WORK

### 3.1 General Approach

Under this Subcomponent 4, the Training Provider will support the provision of hands-on practical and on-the job skills training targeted to the unskilled workers hired by the Contractors. The training will support REP project implementation; it will cover a range of construction skills mainly in (i) masonry and (ii) concreting.

The training programme should improve and broaden beneficiaries’ skills regarding road works construction techniques and the use of different materials and equipment. The training will include hands-on demonstration and on-the-job training. Upon the successful completion of the training and assessment, beneficiaries will receive certificate to enable them to improve their employability by signaling to employers the skills acquired.

The design and implementation of the training process should revolve around the following:

- a. Developing two training curriculums (Labor-intensive techniques for the construction and maintenance under REP subprojects and the use of new equipment and material);
- b. Designing training methodology and assessment instruments;

- c. Developing learning materials and training plan;
- d. Finalizing training content with CDR; and
- e. Conducting evaluation assessment that would measure the knowledge acquired from the training and satisfaction levels.

The Training Provider shall present the training programme in Arabic Language and shall use several methods for each training theme to ensure that trainees effectively learn and retain information. The Training Provider should use a combination of methods including and not limited to Power point presentations, white board, videos, overhead projector, small group discussions, demonstrations, etc.

### **3.2 Tasks**

The main tasks in the design and implementation of the training will include but not be limited to the following:

#### **1) Development of the Curriculum & Training Material**

Training development process will begin with the revision of the worker's competencies. The Training Provider should conduct training needs assessment of the participants' profile (skills and experience). The contractor will be strongly involved in the identification of tasks and duties that will be then standardized for each training themes. Based on the competencies, training provider will develop curricula, competency-based learning materials, and competency-based assessments for the two training themes. The curriculum should be developed in close collaboration with the selected Contractors to ensure maximum value add and relevance to the work under REP.

#### **2) Training Organization, Delivery & Implementation**

The training should be given to selected unskilled workers across the 13 construction packages at REP worksites throughout the country (see Exhibit 2 overleaf). The target group for each training session will be up to 10 workers. The trainings are to be delivered in a period of three months after curriculum development and material preparations are completed. The training should reach a total of 1,000 labor training days. Labor training days refer to the total number of days that each trainee will spend training on-the-job. The Contractors implementing civil contracts works under REP will select workers and invite them to attend the training programme. The training should take place along the construction site under the supervision and guidance of the supervising engineers. The Training Provider should coordinate the date and location of the training delivery with each Contractor separately. Training sessions can be given at several locations simultaneously. The Contractor will provide the work site as training ground, as well all necessary tools, equipment and construction materials for the on-the-job training component.

The organization of training will include but not limited to:

- Developing a schedule for the trainings;
- Selection of accessible and appropriate locations/ tools for the delivery of the trainings;
- Registration and follow up to ensure optimal attendance;
- Distribution of all materials and resources shared during the training to the participants;
- Carrying out a survey before and after each training to measure the value add of the training to the participants,

The training should be delivered with strict precautionary measures against COVID-19.

#### **3) Monitoring & Evaluation**

Trainees' performance should be assessed at the end of their learning period. Training Provider should monitor learning progress of trainees against the list of agreed competencies

and provide feedback on their performance. A final practical and theoretical assessment will be conducted at the end of the training period to verify that the trainee has attained the expected skills. Trainees who have successfully demonstrated knowledge and application of the new skills will receive certificates of training completion.

## DELIVERABLES

The Training Provider should finalize the tasks needed for the training within 26 weeks from the date of the signing of the contract. The consultant will carry out the following tasks and submit the below listed deliverables as per the indicated timeline:

Tasks	Deliverables	Timeline**
1. Development of the Curriculum & Training Material	D1 – Inception Report including draft curriculum of all the trainings, as well as PowerPoint documents that are to be presented in all trainings. Proposed schedule, as well as relevant logistical information of the workshops	ND+ 4 weeks
<i>Client Review &amp; Feedback to feed in the submission of a final curriculum and PowerPoint document for the trainings</i>		<i>2 weeks following the reception of D1</i>
2. Training Organization, Delivery & Implementation	D2 – Progress Report including updates, results and documentations (photos, list of attendees, Session Notes) of the organization, delivery and implementation of the training	ND+ 20 weeks
3. Monitoring & Evaluation	D3 – Final Report including the provision of a thorough insights on the quality, result and impact of the training with a special focus on the total number of labor training days	ND+ 26 weeks
Total	Three Deliverables	26 weeks

\*\* ND is the Notification of CDR Decision.

All Deliverables listed in the above table should be in English Language and delivered in three (3) printed copies along with a soft copy on a CD.

## Qualifications

The Training Provider wishing to be considered for the services described herein should have the following qualifications:

- 1) Relevant experience in similar assignment.
- 2) Proven track-record of trainings in the field of construction and/or infrastructure.
- 3) Knowledge and/or experience of the Lebanese context.

The Team should include staff with:

- Extensive experience and a successful track record in developing and delivering trainings tailored to low to medium-skilled workers in construction and/or infrastructure;
- Demonstrated experience in applying real life examples to the delivery of trainings and engaging the participants; ability to deliver an interactive, participatory workshop based on the participant's experiences and challenges and provide them with guided solutions and options;

- Proven record of organizing nationally trainings and ability to reach and ensuring attendance of targeted audience; and
- Experience in providing status report and M&Es of the training delivered.

## **Work Plan & DURATION**

The Training Provider should provide a preliminary proposed work plan covering all the tasks described in Section 3. The work plan should show a detailed list of tasks, duration, schedule per task and deliverables. It is envisaged that the above services and deliverables will take place during the course of the REP for a duration that should not exceed six months following contract signature.

## **ADMINISTRATION AND REPORTING**

The Training Provider will report to the CDR.

## **PAYMENTS**

Payments are due upon approval of CDR on the deliverables and as per the below terms:

- 30% of contract ceiling for the approved first deliverable report.
- 30% of contract ceiling for the approved second deliverable report.
- 40% of contract ceiling for the approved third deliverable report.

Noting that the total remuneration of the Training Provider shall include costs related to communication, software, computers, site visits, travel, lodging, meal, training logistics, printout and all other Taxes.

## **Bank Secrecy Declaration**

The Training Provider should submit with the offer a signed and stamped declaration, in which, as stipulated in “article (5) of the banking secrecy law dated 3/9/1956 and as stipulated in the resolution of the Council of Ministries no.4 dated 28/4/2020”, the Consultant agrees to lift banking secrecy over the bank account used to deposit or transfer public funds related to this Contract, and which will be included as Contract Clause.