Qudra 2 – Resilience for refugees, IDPs, returnees and host communities in response to the protracted Syrian and Iraqi crises

Developing Skills for Employability of Vulnerable Youth and Syrian Refugees in Jordan

Reference: JOR 180011T/AP/001

Questions and Answers

September 2020

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Requests	Clarifications
Admissibility – Actions	
Training approach	
1. Does the training programme have to be accredited? 2. Due to COVID-19, new jobs and means have been created; so how to balance between demand driven and accreditation issue?	In first instance, the Call intends to support skills trainings that support and create livelihood and employment opportunities for the targeted beneficiaries. Consequently, the Call wishes to support trainings that are accessible to the target groups and truly relevant to the labour market or 'demand driven'. Because formal assessment and certification, embedded in the national qualification framework, can function as a quality standard and facilitate beneficiaries' entry into the labour market, the Call encourages the provision of training programmes that are accredited by the VTSDC. **This does not mean that the Call excludes not nationally accredited training programmes.** **Not nationally accredited training programmes are eligible** as long as: (1) their relevance for the livelihood and employment opportunities of (one of) the specific beneficiary groups targeted by the Call is clearly demonstrated by the applicant(s); (2) the trainings are based on well-integrated methods; and (3) the training level is more or less equivalent to semi-skilled worker level.
3. Is it a must to work with and design professional curricula according to ASCO code? Or it could be designed only according to each profession required competencies since it is demand driven? 4. Why the program is following the ASCO	The syllabus of the accredited training program should meet ASCO description of the occupation. But it is allowed to add more competencies to match the labour market needs as required.

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guidelines for accreditation, hence it was defined years back it is considered very delayed from the current labour market?	
5. What is the criterion to consider the training program as completed?	Training programmes are considered to have ended once the full training programme, including the WBL component, has been implemented, and assessments and graduations have been completed.
6. Is it possible to have 100% of the vocational training to be WBL? If the full training is on the Job training (WBL), would that be allowed?	The total duration of training programmes under this Call should comprise of minimum 50% WBL, meaning that **50% or more** of the vocational training can be WBL. The Call however aims to support training programmes that are managed and implemented by vocational and/or technical training providers licensed by the VTSDC. If the entire training programme would be fully organized and implemented by a private company through WBL, this would only be eligible as long as this company is licensed as a training provider by the VTSDC.
7. It is mentioned in the call for proposal that the VT hours should be not less than 150 hours and not more than 700 and 50% should be WBL. That means if the lead applicant chose to train 150 hours, 75 hours should be WBL?	Yes, minimum 75 hours. The total duration of training programmes under this Call should comprise of minimum 50% WBL, meaning that **50% or more** of the vocational training can be WBL.
8. Does the WBL have to be or can be paid?	Trainees can be remunerated for the work they do during their placement, but this is not required. Private enterprises/business owners acting as WBL providers can be compensated for their participation, but this is not required and will depend on your partnership agreement/type of collaboration.
9. Would self-employment count as WBL for the entrepreneurs? We have learned that especially in the camps the WBL opportunities for the jobs which are both inside and outside the camps are very limited, but self-employment through HBB or micro-business is a valid option. Could you please clarify if starting entrepreneurs who will be setting up their businesses as a part of the training program with coaching and supervision from the project staff would be	Yes, this set-up can be considered as WBL. See page 4, footnote 3: "The concept Work-based learning in this Call for Proposals refers in first instance to **workplace-based learning**, i.e. learning processes that take place in the workplace. The set-up and terms and conditions of the training component can vary, yet **it must comprise learning through real work in real workplaces leading to the production of real goods and services**".

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considered as those receiving WBL?	Consequently, WBL can be implemented through a self-employment setting and is not limited to placements in companies. Nonetheless, adequate supervision and mentoring by trainers or business development experts are considered important components to integrate to ensure quality and effective WBL.
10. Is it possible for the WBL inside the camp to be conducted by an NGO rather than a private entity? 11. For inside camps, is it possible to work with donors/NGO's for WBL or must be only private sector?	In-camp trainings (Lot 2) aim to respond to skills needs of in-camp economic activities, in-camp income generating or livelihood opportunities, and/or capacity building needs aimed at building resilience of Syrian refugees residing in camps upon future return to their country of origin. Many in-camp economic activities are linked to the in-camp service economy which is (often) operated by NGOs. It is therefore plausible that WBL linked to this camp-based service economy is provided by NGOs and not private companies. See page 4, footnote 3: "The concept Work-based learning in this Call for Proposals refers in first instance to **workplace-based learning**, i.e. learning processes that take place in the workplace. The set-up and terms and conditions of the training component can vary, yet it must comprise learning through real work in real workplaces leading to the production of real goods and services".
12. Would blended learning methodologies be accepted?	Yes, a blended learning approach is eligible, as long as the training programme includes <u>minimum</u> 50% WBL and the applicant can demonstrate the relevance of the proposed training for beneficiaries' employment opportunities and consequently labour market skills demand. The WBL component is expected to be implemented physically.
13. Is accreditation of the Ministry of Higher Education (which provide professional diploma) be considered for proposed training programs?	This Call intends to support skills development at **semi-skilled worker level**. The provision of training programmes at skilled, craftsman, technician, professional or postgraduate level, are not admissible to this call.

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14. What is the maximum cost for start-up kits and can they differ in type depending on the sector/occupation of the training programme?	Yes, the type and set-up of the distribution of start-up kits can vary depending on the different occupations subject to the trainings. A maximum cost for start-up kits is not specified in the Call guidelines. The evaluation will assess the overall efficiency and value for money of the proposed action.
Duration of the grant and action	
15. The project duration will be for 9 or 12 months?	The total duration of the grant agreements, i.e. the implementation of projects, can be <u>**minimum 9 months**</u>, and <u>**maximum 12 months**</u>.
16. If the project should start on Feb 2021 and end on 31/12/2021, what will be the exact implementing duration of this project?	The statement is not correct. The total duration of the projects can be <u>**minimum 9 months**</u>, and <u>**maximum 12 months**</u>. This refers to the total duration of the implementation of the grant agreements. Grant agreements are foreseen to be awarded by February 2021. **Implementation period of the grant agreements cannot exceed March 1st, 2022.** **Within** each project/grant agreement the **training programmes** cannot end later than December 31st, 2021 (irrespective of their duration). In project planning grantees must thus take into account that all trainings that they plan to implement must end by December 31st, 2021.
17. Regarding the training total hours which is between 150-700 hours, in some cases candidate can complete the overall training hours / work based learning in less than 7 months , is this applicable and approved?	Yes, training programmes with a duration of less than 7 months are eligible. The duration of training programmes does not have to be 7 months. It **can** be 7 months or less. It cannot exceed/ be longer than 7 months.
Call objectives and funding windows	
18. The final total number that should be trained is 1500 or 2000 youth for the two Lots?	The total target is 2000 for the overall program implemented by Enabel, 1,500 is only targeted this this open Call for Proposal mechanism.
19. The percentage for recruitment will be	The Call requires applicants to deploy

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30% or 25% out of the total number of graduate's youth from Qudra2?	specific strategies to ensure that minimum 30% of trained beneficiaries will be in employment (wage or self-employment), within 3 months after completing their training.
20. Self-employed youth will be counted in this percentage? 21. Please clarify if this means 30% of trained beneficiaries are to be in self-employment **OR** employment at private sector employers?	Both wage- and self-employed graduates are considered as "persons in employment", as long as they are of working age and engaged in any activity to produce goods or provide services for pay or profit.
22. What is the exact targeted number to be trained in each lot? is it 750 youth for each LoT? 23. Regarding the target number of the project 1500 out of 2000, is it divided equally (LOT1- OUT-CAMP) and (LOT2-IN-CAMP)? If not what is the number for each lot?	Exact targets for trained youth per Lot are not specified hence the total allocated budget is different for each Lot. The evaluation of the concept notes and proposals will take into account the relevance, quality, efficiency and value for money of the proposed actions. Noting that applicants should take into consideration their capacities to implement efficiently and effectively as well as the budget parameters per grant.
24. If the max amount should be 400K for Lot one, what is the max number of trained youth in LoT one?	The Call does not specify the maximum number of beneficiaries trained for a given grant volume. The overall cost can be influenced by the training content, training/project approach, etc. The evaluation committee will assess the relevance, quality, efficiency and value for money of each proposal.
25. As a lead we can submit only one proposal, that means if we want to apply for both Lots (1+2), it has to be under one proposal with max budget of 400k. Is that correct? 26. Is it possible to apply for 2 lots in one CN?	Correct. The lead applicant can only submit one application under this Call for proposals. If the applicant wants to apply for both Lots this can be done, yet only under one and the same application.
27. Would it be possible to apply for Lot 1 and Lot 2 and the successful one can be selected? Can Lot 1 and Lot 2 be included in one proposal and then if one is not successful to be negotiated to	The lead applicant can only submit one application under this Call for proposals. If the applicant wants to apply for both Lots this can be done, yet only under one and the

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focus on one Lot?	same application.
	If an application covers both Lots the evaluation committee will be attentive to the capacity, expertise and the effectiveness and efficiency of the planned approach of the applicant(s) to combine both Lots in one action. Applicants are expected to take this into consideration when selecting the Lots they apply for.
	Applicants proposing actions covering both Lots could be negotiated to focus on only one Lot and proceed to the next stage, if their capacity and approach to cover both Lots is evaluated negatively yet one component of the proposal is deemed to be particularly strong (shortlisted). All will fully depend on how the proposal and its components is evaluated.
28. Can you kindly clarify the camp based refugees term (inside and outside the camp) meaning. Is it employment, WBL, or training?	The table on pages 13-14 of the Call guidelines list the priority occupations based on the **employment needs (i.e. labour market needs)** that could be identified by the study. These cover both the needs inside the camps ("inside the camps"), as well as those identified in the surrounding areas ("outside the camps"). The surrounding areas refer to Um Al-Jmal Municipality and Al-Mafraq city (Za'atari camp) and Azraq and Zarqa cities (Azraq camp).
29. Can the WBL be conducted inside the camp as well as outside the camp area? 30. Would it be possible to conduct the WBL or to provide employment opportunities for the Syrian refugees outside the camp area? 31. Is reaching out the Syrian refugees and vulnerable Jordanian youth trained for semi-skilled work through WBL for both Lots?	Yes, minimum 50% WBL should be integrated under both Lot 1 and Lot 2. WBL for Syrian refugees residing in camps (Lot 2) can be implemented both inside or outside the camps. See page 5 of the Call guidelines: **"Lot 2**: Initiatives targeting only Syrian refugee youth, including women, residing in refugee camps. The trainings are organized within the camps and respond to skills needs of in-camp economic activities, in-camp income generating or livelihood opportunities, and/or capacity building needs aimed at building beneficiaries' resilience upon future return to their country of origin. The training

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	programmes should equally integrate WBL (at least 50% of the total duration of the training programme), **either linked to in-camp economic activities or through attachment of trainees to out-of-camp private companies**." S*ee also the answer to questions 9 and 10*
Target groups	
32. What is the target number of Syrian refugees and vulnerable Jordanian youth to be trained *under this call for proposal*?	See page 14 of the Call guidelines: Actions under **Lot 1** are required to target 65% vulnerable Jordanian nationals and 35% Syrian refugees. Actions under **Lot 2** implemented in Syrian refugee camps will target 100% Syrian refugees only.
33. Regarding the percentages of vulnerable Jordanians Syrian refugees and in the host communities (Lot 1), the stated percentage is 65% - 35% respectively as stated in the guidelines, the government directions now stating that the percentage should be 70% to 30 %, is the suggested percentages coordinated with the government? 34. The government will not allow or give approval to train more than 30% Syrians? Can you please give the exact approved percentage to be trained from Syrians?	The percentages are as already stated in the call guidelines. If there are any changes to this you will be informed.
35. Regarding to (LOT-1- Out-Camp) What is the percentage of Jordanian and Syrian targeted in each governorate? 36. If two of the 5 governorates are targeted, what is the target percentage in each governorate of Jordanian and Syrian nationality, e.g. – if we targeted Irbid and Mafraq can we target 100% Syrian in Mafraq?	Overall, actions under **Lot 1** are required to target 65% vulnerable Jordanian nationals and 35% Syrian refugees. There are no different targets specified per governorate. Hence the Call encourages applicants to target both vulnerable Jordanians and Syrian refugees in each target region to ensure support to social cohesion.
37. Regarding the age range of the target group, would it be possible to increase the age to 40 years hence the access to employment especially for females would be much needed?	No. Following Qudra 2 targets, all targeted beneficiaries (100%) must be youth between the age of 17 and 30 years.

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38. Can we train youth already hired?	Yes, although the Call prioritizes actions that target vulnerable youth, and consequently youth not in employment, education or training. If the proposed training programmes meet the eligibility criteria and if the applicant(s) can demonstrate the relevance of the training programmes for the livelihood and employment opportunities for the beneficiary groups targeted by the Call (including vulnerable youth), upskilling or reskilling initiatives can be eligible.
39. What is the selection criteria for youth?	Youth must be between the age of 17 and 30 years; at least 40% of which should be females; and the Call targets vulnerable youth. A set of vulnerability criteria will be further detailed under Qudra 2 and shared with successful applicants to serve as a guiding framework facilitating beneficiary selection procedures/approach. Applicants can however adopt their own vulnerability criteria based on their expertise and understanding of the local context. The evaluation committee will assess the relevance of the beneficiary groups targeted in the proposed actions, as well as the proposed approaches to address the specific needs and constraints of these groups.
Target regions	
40. Should all targeted areas stated in the guidelines be covered in the application? 41. Must all proposed projects for Lot 1 target ALL governorates?	No. The guidelines list the target regions/areas (governorates, camps) per Lot that are eligible. Per Lot, the actions can thus be implemented in one or more or all of the regions listed.
42. Can we work in one region or we should choose more than one region? 43. According to (LOT1 – OUT-CAMP) Is it possible to target (prepare our business proposal) 2 governorates out of 5? 44. According to (LOT 2– IN-CAMP) Is it possible to target one camp out of two? For example only Zaatari camp?	The guidelines list the target regions/areas (governorates, camps) per Lot that are eligible. Per Lot, the actions can thus be implemented in one or more or all of the regions listed. So for Lot 1, yes it is possible to implement the action in two out of the five governorates.

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	For Lot 2, yes the action can be implemented in one of the two camps listed, or in both.
45. According to (LOT1-OUT-CAMP) If 2 out of 5 governorates are targeted, what is the number of people targeted out of 1500, e.g. – if we targeted Irbid and Mafraq, out of 1500 = 100 in Irbid and 200 in Mafraq?	The Call does not specify the number of beneficiaries to be trained per eligible target region.
46. Can training for people selected from specific region be trained in a different region?	See page 12 of the guidelines: Work-Based Learning activities can be delivered outside the targeted governorates (Lot 1) or camps (Lot 2) if relevant, as long as the beneficiaries reside in the targeted regions, and as long as their safety and accompaniment is guaranteed. The training at the training centers should take place in the targeted governorates (Lot 1) or camps (Lot 2). If the training is located outside the targeted regions, this should be strongly motivated.
47. Can people from a specific region be employed in another region?	Yes, there are no geographical limitations on employment.
Priority sectors	
48. Should all the sectors stated in the guidelines be covered in the application?	No. The guidelines list priority sectors and occupations based on an analysis of local labour market skills demand. Actions can cover trainings in one, more, or up to 4 of these priority sectors.
49. Is it possible to include other sectors/occupations different than that suggested in the CFP guidelines based on the conducted study?	Yes. Trainings in other sectors or occupations not mentioned in the tables, are however also eligible if applicants can clearly demonstrate and substantiate the relevance of the proposed trainings based to the local labour market and employment opportunities for the

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	specific target group(s).
50. Regarding that the work should not exceed 4 sectors, does this include as well the occupations (which fall under each sector)? 51. Can you clarify "training must not be more than 4 per applicant" as shown on page 12; Does this mean 4 sectors or 4 occupations per applicant?	The proposed training programs must not be more than 4 occupations, either within the same sector or spread over in different sectors.
52. During the information session it was indicated that the formal and informal session is allowed to train in these sectors? Please clarify?	If the informal training implies no contribution of the licensed training providers, this would not be eligible as the Call aims to support training programmes that are managed and implemented by vocational and/or technical training providers licensed by the VTSDC.
53. If sectors are decided, what is the percentage per sector per governates/Camp?	The Call does not specify this. This will depend on the proposals we receive and their evaluation.
54. How can the study conducted regarding the sectors in the regions/governorates and camps be accessed? 55. Is it possible to provide us with a study of the targeted sectors?	The full report of the study "Skills needs analysis and mapping of private enterprises with employment and PPP potential" is uploaded on the same link where the Call for Proposals is published: https://www.qudra-programme.org/index.php?id=343
56. Does the Market study that the program conducted about the sectors include as well the companies that can employ the trainees?	No, this was not part of the scope of the study.
57. Does the mapping study of the sectors include the camps as well?	Yes.
58. Is it possible to target the Zaatari camp only in the agricultural sector? This question because all open jobs currently	This is possible. The guidelines list priority sectors and

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in the camp for Syrians only because other sectors will need work permit.	occupations per targeted region based on an analysis of local labour market skills demand.
	The Call encourages trainings in one, more, or up to 4 of these priority sectors.
	Trainings in other sectors or occupations not mentioned in the tables, are also eligible if applicants can clearly demonstrate and substantiate the relevance of the proposed trainings based to the local labour market and employment opportunities for the specific target group(s).
59. What is the percentage of training and employment from each sector? For example percentage for agriculture, Construction and industry?	The Call does not specify this. It is up to the applicant(s) to decide based on the different parameters stated in the call.
Admissibility – Actors	
60. Should the lead applicant be accredited? 61. Is it required that lead partner to be certified by VTSDC?	All applicants that would act as a technical and /or vocational training provider and would (co-)implement the delivery of the training programmes in the proposed actions, be it as a lead or co-applicant, <u>must be licensed as training provider by the VTSDC.</u> So only if the lead applicant itself would act as a training provider in the grant, the lead applicant must then be licensed by the VTSDC.
62. Can we submit individually as organization? does it affect the selection criteria?	Yes you can submit individually as long as you meet the conditions. For both Lots the lead applicant is <u>allowed to both act individually or with one or two co-applicant(s).</u> The evaluation of the proposal will look at the relevance, quality, and efficiency of the proposed action.
63. Can lead applicants be co applicant in another proposal?	No. See page 17 of the guidelines: The lead applicant may not be at the same time a co-applicant in another application.

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64. Is it possible for the lead applicant to submit for one LoT only?	Yes. The lead applicant can only submit one application under this Call for proposals and should specify under which Lot(s) its application falls. One same application can cover either one or both Lots.
65. The co applicant can have only one year accreditation and registration?	All applicants, be it lead or co-applicants, must be established or officially registered in the Hashemite Kingdom of Jordan for at least 2 years. Applicants acting as training providers that would (co-)implement the delivery of the training programmes in the proposed actions, must be licensed by the VTSDC. There is no minimum required duration for obtaining this license.
66. We are a limited liability company, we want to double check that we are considered as an eligible company for this bidding?	Please see chapters 4.1.1 and 4.1.2 of the Call guidelines: Under the given criteria, private entities are admissible to receive grants, acting either as lead or co-applicants, as long as they are **not-for-profit entities or a legal entity of private law for which profit maximization is not the priority objective.** If they are for-profit entities, they are not admissible for grants as lead or co-applicants. For-profit entities can actively participate in the proposed actions however, in case they would be involved as associates or contractors to the grant beneficiaries. - Associates are not eligible for grants, except for daily allowances and travelling expenses. - Contractors are contracted and compensated as suppliers (services, works, equipment) for specific activities that are part of the action, and as such subject to procurement rules.
67. Are governmental public entities eligible to apply?	Please see chapter 4.1.1 of the Call guidelines: The following types of organisations are eligible as lead and/or as co-applicants:

Organisation	Lead	Co-

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type	applicant	applicant
Private (not-for-profit) vocational and/or technical training institutions	Yes	Yes
Public vocational and/or technical training institutions	No	Yes
National or international Non-Governmental Organizations (NGOs), Foundations, or Community-Based Organizations (CBOs)	Yes	Yes
Employer and Business Membership Organizations (EBMOs), including Chambers of Commerce, Chambers of Industry, and business associations	Yes	Yes
Non-profit business cooperatives or enterprises	No	Yes

As for public entities in particular, Chambers can act both as lead or co-applicants, and public VTIs are eligible to apply as well, but only as co-applicants. Other types of organizations eligible to apply are private law entities.

Finally, the lead applicant if acting individually, or **at least one** of the applicants in case a lead applicant acts with one or two co-applicants, must be a technical and /or vocational training provider licensed by the

	VTSDC.
68. What is the difference between association partners and co applicants? 69. What is the difference between associates and contractors, what if they hold other costs? 70. Associate partners can be assigned as a service provider? 71. What is eligible and not eligible for associates/for contractors/ for co-applicants in this call ? 72. Is there any special requirements for selecting associates and/or contractors?	**Co-applicants** are eligible for grants, alongside and under the representation of the lead applicant. They must satisfy the same admissibility criteria which apply to the lead applicant. They participate in specifying and implementing the action. The costs that they incur for their participation shall be admissible in the same way as those incurred by the lead applicant. **Associates** can contribute to the implementation of an action and do not need to satisfy any admissibility criteria. The costs they incur for their participation are not eligible for grants. Their involvement can only be compensated by daily allowances and travel expenses. Applicants do not need to follow any procedures to select associates. **Contractors** equally contribute to the implementation of an action and do not need to fulfil any admissibility criteria. The costs they incur for their participation are equally not eligible for grants. Through contracting they can be reimbursed as suppliers for the work/services/supplies they deliver. Applicants need to follow procurement rules to award contracts. Organizations who cannot meet the admissibility criteria for applicants (for example private **for-profit** entities) can thus be involved as partners in the actions as associates or contractors. Whether they will be selected as associates or contractors will depend on the extent that they would have to be reimbursed for their involvement by the applicants. Compensation for associates cannot go beyond daily allowances travelling expenses; Compensation for contractors can go beyond these costs but the selection of contractors will be subject to procurement rules and will imply the awarding of contracts.
73. Can we have more than one associate partner?	Yes, there are no limits on the number of associates.
74. Which procedures for procurement process for contractors be adopted, the implementer or the program (Enabel)?	If the lead applicant/contracting beneficiary is a private entity (not for profit), it must adhere to **minimum procurement principles set forth in Annex VII of the Grant Agreement template (Annex F of**

- To justify the choice of tenderers that are invited to submit an offer.
- To evaluate the offers received against objective criteria which enable measuring the quality of the offers and which take into account value for money.
- To keep sufficient and appropriate documentation with regard to the procedures applied and which justify the decision on the pre-selection of tenderers (where an open tender procedure is not used) and the award decision.

Grantees can thus adopt their own procurement rules, as long as Enabel's minimum requirements described in the above mentioned annex are respected.

Only if the lead applicant/contracting beneficiary is a public entity, suppliers shall be subject to public procurement rules.

Admissibility – Costs / Financial	
75. What is the maximum value of the grant if only two governorates are targeted? Part of 950,000 euro	Irrespective of the number of regions targeted or the Lot(s) selected, grants requested under this Call for Proposals can be **minimum** 100,000 € and **maximum** 400,000 €.
76. How much deviation in the budget is allowed between what is proposed in the concept note and the full proposal stage?	See page 19 of the Call guidelines: In the concept note, applicants need only to provide an estimate of the amount of the contribution requested from the contracting authority. Only applicants invited to submit a complete application in the second stage will then present a detailed budget. Elements defined in the concept note may not be modified by the applicant in the proposal. **The contribution requested from the contracting authority may not vary more than 10% in relation to the initial estimate**.
77. Is the allocated budget proportional to the	Not necessarily.

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suggested numbers to be trained?	The evaluation committee will assess the relevance of each proposal to the Call's objectives, the quality of the proposed approach, as well as value for money and the of the overall efficiency of each proposal. Please review the concept note verification and evaluation grid to see the basis of the evaluating the CN applications (Annex G)
78. Is in-kind and co-financing a requirement for this application?	See page 8 of the Call guidelines: The Call encourages applicants to provide co-financing when adequate to include in the proposed actions, but it is not required. In-kind contributions as a co-financing mechanism is not accepted under this Call for Proposals.
79. Admistrative costs Operational costs / Managment costs 7% overhead costs Please clarify. Does this mean that in addition to the administrative (structural cost which are up to 7%), another 7% overhead costs may be calculated?	See page 17-18 of the Call guidelines: Operational costs: necessary and indispensable costs for achieving the objectives and outputs of the action. Management costs: identifiable costs related to management, supervision, coordination, monitoring, control, evaluation and financial audit, which specifically originate in the implementation of the action or the justification of the Grant. Structure costs (overheads): costs related to the achievement of the social purpose of the beneficiary, which even though they are influenced by the implementation of the action are neither identifiable nor attributable to the budget of this action. (…) The **structure costs** are maximum 7% of the operational costs and are calculated on the basis of actual expenditure.
80. Is the max 7% overhead of the overall budget or the operational budget only?	The **structure costs** are maximum 7% of the operational costs.
81. Can we calculate transportation allowances for youth participants in the budget, in addition to work permits,	Yes, these costs are eligible. See eligible costs on pages 17-18 of the Call

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personal accidents?	guidelines, ineligible costs on pages 18-19, and eligible and ineligible actions and activities on pages 14-16.
82. Would development of curricula and provision of equipment as part of capacity building of the training provider, be considered eligible costs?	See eligible activities listed on pages 15-16 of the Call guidelines: - Development of new training programmes and/or adjustment of existing programmes in line with labour market needs and integration of Work-Based Learning in the training programmes is eligible. - Basic infrastructure and equipment is only eligible if it is clearly linked to the training and applicants can demonstrate that it is needed to increase the access to the Skills Development initiative. In addition maximum 30% of the budget can be spend on basic infrastructure and equipment.
83. To ensure the effective selection and participation of the target group especially females, would costs tackling gender barriers be admissible/eligible?	Yes. See eligible actions and activities listed on pages 14-16 of the Call guidelines: - Community outreach and awareness or sensitization activities aimed at enhancing access and participation of vulnerable youth and women in the Skills Development initiatives is eligible and moreover required to be included in the action. - Other activities supporting social inclusion and equitable access (eg. services responding to specific needs of vulnerable trainees such as numeracy and literacy trainings, day care services for young mothers, additional transportation arrangements, …) are eligible. The evaluation committee will assess the relevance of each proposal to the Call's objectives, which include social inclusion, as well as value for money of the approach and the overall efficiency of each proposal.
84. The entrepreneurship training requires providing entrepreneurs with SEED fund to buy equipment to run a business or	See eligible and ineligible actions and activities on pages 14-16 of the Call guidelines, eligible costs on pages 17-18,

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/and raw material or /and register a business. Is it eligible to provide the above-mentioned items within this call? Can we include it in the budget?	and ineligible costs on pages 18-19. Start- up kits for training programmes supporting self-employment are eligible. Direct financial support to beneficiaries is not eligible.
85. Is there any procurement procedures required to follow from the lead applicant?	If the lead applicant/contracting beneficiary is a private entity, it must adhere to the minimum procurement principles set forth in Annex VII of the Grant Agreement template (Annex F of the Call guidelines): - To justify the choice of tenderers that are invited to submit an offer. - To evaluate the offers received against objective criteria which enable measuring the quality of the offers and which take into account value for money. - To keep sufficient and appropriate documentation with regard to the procedures applied and which justify the decision on the pre-selection of tenderers (where an open tender procedure is not used) and the award decision. Suppliers shall be subject to public procurement rules if the lead applicant/contracting beneficiary is a public entity.
Technical aspects, other	
86. Why is the wide range of training hours (150 – 700) hours? Is that the range for each sector/ training?	The Call targets short-term, semi-skilled worker training programmes. The duration of all training programmes can be between 150 and 700 hours. They shall have to be implemented within a timeframe of 7 months or less. This range and timeframe is in line with the average duration of training programmes at semi-skilled worker level and takes into account the limited timeframe of the Call for proposals.
87. What is the definition considered for (self)	Any type of work performed in exchange for pay or profit (be it through wage-or self-

employment? 88. Is income generation considered as the main indication for employment (not necessarily contracts and formal employment)?	employment). People are considered employed when: • They are of working age, i.e. 17 years or older • Working formally or informally (i.e. formal employment is not a requirement) • Producing goods/services • generating an income through their work • their income meets the national minimum wage/international working poverty line
89. What is meant by in- kind employment?	Income generation was mentioned during the information session as one of the key dimensions of 'employment'. Income generated through employment is usually considered monetary but can be (partially) in-kind in some circumstances. In-kind payments are non-cash remuneration received for work performed. Under Qudra 2, work in the agriculture sector that generates production for beneficiaries' own use will also be considered as employment.
Selection procedure	
90. Who will be evaluating the proposals, would it be Enabel staff only?	Enabel will follow the evaluation process stated in its grant manual. It will form an evaluation committee with at least 3 members with voting rights.
91. Who is responsible of the foreign funding approval process from MoPIC system? Is it the applicant or the program (Enabel)? And the duration of this process is taken into consideration?	Enabel is taking the need for this step into consideration in terms of timing. The approval process will be needed for the successful applicants in the full proposal application phase (not this concept note phase). Though usually granting the approval is the responsibility of the applicant, Enabel will continue to facilitate this process as possible to minimize any delay in the

Implemented by

	implementation process of the final selected applicants.
92. Who will be responsible for JORISS approval, the lead applicant or Qudra2/Enabel partners?	Awarded applicants will be advised of JORISS registration process to be followed, taking into consideration the time needed to obtain named approval to start implementation of activities.
Implementation/other	
93. Would the program provide any assistance in the selection of the private sector and/or the beneficiaries (target group)?	It is the sole responsibility of the applicant to identify and select the private sector partners. Enabel will develop vulnerability criteria in collaboration with Qudra 2 partners and share these with (pre-selected) applicants once finalized. These criteria can be used as a guidance in selecting and screening beneficiaries.
94. Since the grant will be distributed on more than one implementing partner, how Enabel will ensure that competition between two implementers in the same will not affect negatively the project impact?	Any overlap is taken into account during the evaluation to minimise duplication/competition and to promote complementarities.