



# PUBLIC REQUEST FOR TENDER

*Moroccan Youth Match Excellence*

Issued on October 16<sup>th</sup> 2024

Mon Miroir (hereinafter referred to as ‘the organisation’) welcomes all companies willing to compete over the implementation of the Organisation’s business, projects, or procurement. Before preparation proposals, Bidders shall read and understand the terms and specifications provided for herein.

All Bidders willing to submit proposals for the implementations of the Organisation’s projects or procurement shall fully comply with every testament stipulated herein.

## 1- Key Dates and contact information

Event	Date
Deadline for receiving queries	23/10/2024
Responding to bidders’ queries	02/11/2024
Deadline for proposal submission	17/11/2024

### Contract information

Queries about this document shall be raised through E-mail	<a href="mailto:contact@mon-miroir.com">contact@mon-miroir.com</a>
E-mail for proposal submissions	<a href="mailto:aulaya.rafi@mon-miroir.com">aulaya.rafi@mon-miroir.com</a>

## 2- Issuing Authority



Mon Miroir (the Organisation) is the issuing authority of the RFP. Should you have any queries, please contact the Organisation through the e-mail provided for herein at the beginning of this document.

### **3- Queries**

Any queries or concerns that may arise with respect to the interpretation of competition documents or any additional information required about the invitation to tender, including the specifications, shall be submitted to the Organisation via the e-mail herein stated.

Queries shall be reviewed, answered, and shared with all potential Bidders, with no reference to the inquirer.

### **4- Background:**

Youth unemployment continues to be one of the most significant economic challenges in Morocco. While it exceeds 25%, research shows that even among those employed, 75% of fresh graduates recruited report not being fulfilled in their position, 50% is their turn-over rate and 79% of recruiters report struggling to attract & retain the right talents.

Amongst the Reasons are:

- Lack of career orientation in the higher education: limited awareness of roles that are potentially available to them.
- Skills mismatch: academic degrees and content that are of no relevance to the job market needs.
- Poor soft skills that are critical to exploring, navigating and pursuing opportunities in the private job markets.

Based on current recruitments needs from our private sector partners, our program will empower 150 selected young Moroccans to build a strong purpose in life, develop the right mindset, skills and match/place them in jobs opportunities that are relevant to their aspirations, skills and personality traits.

### **5- Project Objectives**

The program will provide 600 participants with inspirational role models, purpose-oriented mindset, soft and hard professional skills, as well as on-going networking opportunities to sharpen their talents, and identify career opportunities in the private sector.

Based on HR needs and processes of partner companies and following the program, 600 or more participants will be placed into jobs within partner companies.

### **6- Scope of work**

Bidders shall provide detailed methodology for the implementation of the scope of work hereunder outlined, the timeframe, and proposed team members for the implementation of the entire work. All mandatory requirements stipulated in the detailed scope of work shall be fulfilled. Any other



additions or recommendations on the scope of work may be accepted, provided that the significance and justification of the proposed recommendations are clarified.

## 7- Phases of the program:

After having identified the needs from partner companies, the sourcing of candidate will be based on HR needs and processes.

Selected participants will then go through the following phases:

- **Phase I (30 hours): Mindset Shift Boot Camp**

Intensive workshops and boot-camps facilitated by experienced trained trainers and coaches, as well as local professionals from partner companies and institutions. The workshops will cover a number of critical skills and topics including: inspirational case studies from local role models, formulating mid and long term vision, identify and create professional and personal roadmaps, proactive networking skills, the art of composing a professional resume, cover letter, communications, public speaking, networking, creating professional presence online, along with other critical topics.

- **Phase II – On-job training combined with mentoring**

Phase 2 of the program will mark the start of the industry specific incubation/on-job training period.

While Phase 1 is a personal and deep process to unveil the potential of participants, phase 2 is a pragmatic phase where participants spend 3 months to 6 months within partner companies to practice some of the skills learned in the various training sessions. The aim to increase the job experience of the trainee in order to lead to better employment within the entity.

- **Phase III – Job placement and follow up**

At the of the on-job training, **600 or more of participants** will receive job offers within partner companies to join their teams. Winning Bidder will monitor their transition to the full-time job and provide mentorship, career coaching and feedback & recommendations for both talents and companies to smoothen the process and solve any challenges that might arise.

This will help prevent turn-over of these fresh graduates and provide best practices for future recruitments.

- **POST PROGRAM: Impact report & Graduation**

AE team will host an event once all phases are concluded to showcase students' progress and achievements, recognize and honour mentor and partner commitments and support to the program and the participants, as well as the program's impact. The meeting will be attended by key government, public and private sector figures, as well as AE's strategic partners.

- **A Tech platform for a more efficient program**



During the program, a platform is to be used as an all-in-one innovative tech platform that allows talents to architect their educational and skilling pathway based on their skills gap, aspirations and personality traits. It also matches them with existing training and job opportunities available in the market in order to achieve their vision in a gamified way.

## **8- Proposal Submission**

Proposals shall be submitted to the e-mail herein stated on page three. The application shall contain all mandatory requirements stipulated herein in the Bidder checklist below: The following method shall be adhered to:

1. Proposals shall be received from the bidders company's official E-mail.
2. The technical proposal shall be submitted in a separate PDF file and must at least contain:
  - a. A background on the project requirements.
  - b. Proposed solutions and services.
  - c. Implementation methodology, steps, and timeframe.
  - d. Project KPIs.
  - e. Past relevant experiences.
3. The financial proposal shall be submitted in separate PDF documents and must at least contain:
  - a. Proposal/quotation includes reference number dated and stamped.
  - b. Clear deliverables as per bill of quantities or bill of amount as lump sum.
  - c. Adding expected delivery dates in all requested lines/deliverables.
  - d. Schedule of payments shall be against schedule of deliverables to be received and invoiced accordingly.
  - e. Payment Terms will be due within 30 days from invoice date.
  - f. Guarantees and support provided after delivery of the project, if any.
4. Proposals submitted after the closing date hereinabove stipulated shall be deemed invalid.
5. All costs shall be inclusive of all expenses, such as VAT if applicable.
6. Proposals shall be valid for three months from the date of proposal submission.
7. Should the Vendor fail or breach the Agreement, the Vendor shall be subject to fines and penalties according to the Purchase Order or Contract and the applicable regulations.
8. Bidders shall not submit more than one proposal.

## **9- Evaluation of Proposals**

Proposals shall be evaluated in accordance with all the technical conditions and specifications required to determine the best Bidder to meet the requirements of the project or required services. Proposals shall be evaluated based on unified criteria and in light of precise controls and methods for comparison, weighing, and selection. A successful Bidder will be judged on the following evaluation criteria:



1. Quality of proposed methodology and business plan.
2. Vendor's past relevant experience.
3. Adherence to all RFP requirements.
4. Team members' expertise in similar projects.

Accordingly, the best proposal meeting project requirements shall receive the highest technical rating. The Proposal cost shall be evaluated based on the following criteria:

1. Competitiveness of proposed cost.
2. Availability of guarantees and support after project delivery.
3. Compatibility of payments schedule with deliverables.

### **10- General Provisions**

- 1) The regulatory document for the terms of such Competition shall be the Foundation's Procurement Policy.
- 2) Proposals shall be valid for ninety (90) days from the date of proposal submission.
- 3) All pages of this RFP, rate card, and enclosed conditions shall be stamped by the Bidder using the company's official stamp.
- 4) Mon Miroir shall be entitled to reduce and increase the numbers and quantities in the competition's rate card, whenever such change is in the interest of the Organisation.
- 5) The Bidder shall declare conflict of interest, including relatives up to the fourth degree, if any, in writing in the proposal.
- 6) The Bidder shall explain the parts to be implemented by the subcontractors within the project scope.