

Leadership Development Programme Questions & Answers (Q&A)

1. How do we see the structure of the cohort with 200 delegates? In one virtual session or split into cohorts?

The BANKSETA does not prescribe how the project is implemented. We are dependent on the Service Provider to suggest the best way to deliver and implement this project with the initial 200 number of delegates.

2. The Service Provider should have the ability to form and develop relationships with African and International business. What does that look like for BANKSETA? Is there a prescribed list that we can suggest or provide with Service Providers with?

No, the BANKSETA does not have a prescribed list of African and International Organisations that we can provide the Service Providers with.

3. Please give an overall idea/picture of the "average" age and experience of the delegate. You mention Senior Executives – Will people in the age range between 30-45 be a good guestimate?

Unfortunately, there is no 'average' age of delegates as Senior Managers can be younger than 30 and older than 45 or higher. We do acknowledge that it could make it difficult to pitch your content.

Would it be fair to say that the delegate should have several years of experience in the Banking Sector?

Yes, this is the discussion BANKSETA will have with its stakeholder representatives.

4. Give an indication on the NQF level that this programme should be pitched at. What is meant by international immersion for this programme? In previous tender briefings there was reference to international travel and that meant that delegates travelled and obtained experience in other workplaces overseas. What does this look like in the online space? What is expected from the SETA?

The Leadership Development Programme should be pitched at a NQF level 9. The programme should bring those international immersion online.

5. What does it mean that the "intake for each year is 8 months"? Does that mean that participants will only actively work on their studies for 8 months out of a year?
6. With 'intake' we mean each group that will participate in that particular year. So, for Year 1, the intake will be 200 delegates, etc. Yes, it means that participants will only actively work on their 'studies' for the 8 months.
7. Does 3.2.5 mean that a Blended Learning approach will be adopted?

Yes, a Blended Learning Approach is suggested, meaning learning material together with facilitated online learning. That is where the Subject Matter Experts come in.

8. **To confirm, this is a BANKSETA project. Not for own staff, but for the stakeholders of the BANKSETA. BANKSETA, will announce it to our stakeholders asking them for nominations, they will send nominations to the BANKSETA.**

This is a BANKSETA project that we implement to the benefit of our stakeholders. BANKSETA is the funder/sponsor of the programme. The programme Project Manager will engage with our stakeholder representatives (Skills Development Facilitators) to discuss the target audience and the requirements we have.

This list will then be sent to the winning Service Provider to do the final selection of the delegates.

9. **Just for clarity. The role the winning Service Provider will play is when they take the initial delegate list and further reduce it via the Selection Tool.**

Yes, that is correct. This is where the Selection Tool comes to play to reduce the number of delegates.

10. **Confirm, that the Service Provider is responsible to develop the content. Will it go through an approval process with the SETA? Is the Service Provider also responsible to develop the e-content (online)? Is the Service Provider also responsible to ensure that they have Facilitators to deliver the online content?**

Yes, the Service Provider is responsible to develop the content for the Leadership Development Programme if that content is not readily available already. The Service Provider is also responsible to develop the e-content (online). Facilitators / or Subject Matter Experts that we spoke of in this briefing will play a role in delivering the programme through various topics.

11. **Technical evaluation point 3 – it talks about the company ability to deliver a Leadership Development Programme - references. The weighting is quite bulky. Is it a requirement that the Service Provider provides the BANKSETA with these reference letters and tick all the bullet point boxes to get the point allocations? Or can we submit reference more or less to what is required? For instance, if we don't mention the online platform or topics will that impact on the scoring of that reference letter.**

The BANKSETA requires that Service Providers submit reference letters as per the Technical Evaluation criteria.

12. **Format of submission. There is a reference to a soft copy. Are we referring to a USB?**

Envelope 1 – the original submission.

The soft copy should be on a USB.

Compile all the documents in hard copy. Ensure that all documents are signed and that it is complete. Then transfer all hard copy documentation to a Soft Copy.