



Republic of the Philippines
SOCIAL SECURITY SYSTEM
East Avenue, Diliman, Quezon City

PROCUREMENT PLANNING & MANAGEMENT DEPARTMENT
Tel. No. 8709-7198 loc 5504-5507/6391

March 21, 2023

Sir/Madam:



Please furnish us with your quotation on or before **MARCH 27, 2023 @ 10:00 AM** for the items listed in the attached **Request for Quotation (RFQ)**.

Kindly accomplish the **RFQ Form** together with the **Bidder's Information** and indicate your confirmation on the **Terms and Conditions** by signing the **Certification**.

Refer to the Instruction to Suppliers for the procedure on the submission of quotation.

Thank you.

Very truly yours,


BILLY V. DIBDIB
Acting Head, PPMD 

PHILGEPS REF NO.:	9594375
DATE POSTED	: 03/21/23
POSTED BY	: AMY

REQUEST FOR QUOTATION (RFQ) FORM

RFQ Number 2023-0045	RFQ Date March 21, 2023	APP NO. 2023-0060
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RESOURCE SPEAKER FOR THE CONDUCT OF VARIOUS TRAINING PROGRAMS				
Lot No.	Quantity	P A R T I C U L A R S	Unit Cost	Total Cost
1	8 Batches (50 to 55 Pax per Batch)	Hiring of Resource Speaker for the Basic Supervisory Development Course (BSDC) ABC: P 520,000.00	P _____ / Lot	P _____
2	9 Batches (60 to 80 Pax per Batch)	Hiring of Resource Speaker for the Competency Training Program for Incumbent Account Officers from NCR and LuzVizMin ABC: P 450,000.00	P _____ / Lot	P _____

**Please completely fill-out and submit the following form/s:
Annex A – Technical Specifications**

Price Validity	Three (3) Months
Delivery Terms and Place	<ul style="list-style-type: none"> • Please see attached Annex A – Technical Specifications for the schedules of conduct per batch (subject to change) • Lot 1 - Basic Supervisory Development Course – Webinar (MS Teams) • Lot 2 - Competency Training Program for Account Officers – Face to Face (SSS Main Office and Various Branch Offices) Platform may be changed to webinar for 1-2 batches
Payment Terms	<ul style="list-style-type: none"> • Government Terms • SSS shall withhold the applicable taxes from the amount payable in accordance with the BIR regulations • Payment is upon delivery of items/services and submission of billing documents • One-time payment (Awarded Resource Speaker shall be paid after the conduct of the last batch of the said training)

BIDDER'S INFORMATION		
Business Name	Address	
Name of Company Representative	Email Address	Telephone/Mobile Number
PhilGEPS Registration No.	SS Number	BIR TIN

NOTE: The Supplier must ensure to fill-out the details of its business and of the owner/company representative, with signature over printed name. Incompletely filled-out RFQ Form is a ground for disqualification of submitted quotation.

TERMS AND CONDITIONS

1. **For contract price amounting to P100,000.00 and above**, the winning Supplier shall be required to post a Performance Security from receipt of Notice of Award equivalent to % of Contract Price as follows:
 - 5% (Goods & Consulting Services) or 10% (Infrastructure) Cash, Cashier's/Manager's Check, Bank Draft/Guarantee, or
 - 30% Surety Bond callable upon demand.
2. If two (2) or more Suppliers submitted the same price quotation and have been post-qualified as the suppliers with Lowest Calculated and Responsive Quotations, the procuring unit shall use "draw lots" or similar method of chance to break the tie.
3. Alternative offer shall not be allowed. Any bid exceeding the ABC shall be a ground for disqualification.
4. Quantity is subject to change but not to exceed the quantity in the approved PO/JO/LO.
5. Award shall be on a per "**LOT BASIS**" and the date of conduct/start of the project is subject to change.

INSTRUCTIONS TO SUPPLIERS

1. For clarification of details, please contact **Ms. Marian Avecilla** for **BSDC** and **Ms. Lara Trivilegio** for **CDP of AOs** at **8709-7198 local 6305** or via e-mail avecillama@sss.gov.ph & trivilegiomu@sss.gov.ph.
2. Supplier should indicate "COMPLY" or "NOT COMPLY" in the STATEMENT OF COMPLIANCE COLUMN. Failure to indicate compliance and non-compliance will mean automatic disqualification.
3. Sealed Quotations may be submitted through the following:
 - a. DROP BOX located at Procurement Planning & Management Dept. (PPMD), 2nd Floor, SSS Main Bldg., East Ave., Diliman, Quezon City. It shall be addressed to Ms. BILLY V. DIBDIB – Acting Head of the PPMD. Indicate in the sealed envelope the RFQ Number, company name, name of company representative, business address, and contact details.
 - b. ELECTRONIC MAIL at bacsealedquotations@sss.gov.ph with the following requirements:
 - i. Quotations and attachments should be in portable document format (pdf), compressed/zipped and protected by a password. (See attached Guide in Creating password protected zip file folder.)
 - ii. File name of the zip file folder shall be by **RFQ number and Project Title**.
 - iii. The Supplier who timely submitted its Sealed Quotation but who fails to provide its password on the date and time of opening shall be disqualified.
 - iv. Passwords shall be made available only through email (bacsealedquotations@sss.gov.ph) or **SMS (09062603807)** during opening of bids which is scheduled on:

DATE: MARCH 27, 2023

TIME: 1:30 PM – 2:00 PM

4. After evaluation of offer, the SUPPLIER shall be required to submit the complete and applicable documentary requirements under Appendix A - Annex "H" of R.A. 9184 **after receipt of notice or advice from the SSS**, as follows:
 - a. Valid Mayor's/Business Permit¹
 - b. PhilGEPS Registration Number (Red Membership) or PhilGEPS Certificate (Platinum Membership)
 - c. Professional License/Curriculum Vitae (for Consulting Services)

¹ Per GPPB Resolution No. 09-2020, dated 7 May 2020, Expired Business or Mayor's permit with Official Receipt of renewal application and Unnotarized Omnibus Sworn Statement may be submitted for procurement activities during a State of Calamity, or implementation of community quarantine or similar restrictions subject to compliance therewith after award of contract but before payment.

- d. Philippine Contractors Accreditation Board License (PCAB) (for Infrastructure Projects)
- e. Latest Annual Income / Business Tax Return (for ABCs above P500K)
- f. Notarized Omnibus Sworn Statement (for ABCs above P50,000)¹
For ABCs amounting to P50,000 and below, the supplier with lowest calculated & responsive quotation/bid shall be required to submit a Notarized Special Power of Attorney (SPA) for Sole Proprietorship or Secretary's Certificate for Partnership/Corporation, authorizing the representative, if any, to sign on behalf of the owner/company.
- g. Domestic Trade & Industry (DTI)²
- h. Certificate of Registration (BIR Form 2303)²

GENERAL CONDITIONS OF THE CONTRACT

1. The SUPPLIER shall deliver the goods in accordance with the description and quantity specifications of the Purchase Order/Job Order.
2. The SUPPLIER shall deliver the goods within the period indicated in the Purchase Order. A penalty of 1/10 of 1% of the total amount of the items shall be imposed for every day of delay in delivery.
3. The SUPPLIER shall deliver Goods/Services which must all be fresh stock, brand-new, unused, properly sealed, and which are not set to expire within two (2) years from date of delivery to the SSS, if applicable.
4. The SUPPLIER warrants that all the Goods/Services have no defects arising from design, materials, or workmanship or from any act or omission of the Supplier or the manufacturer that may develop under normal use of consumables, if applicable.
5. For Goods, the SUPPLIER shall replace any defective item within twenty-four (24) hours from the time that it was notified by the SSS of the defect. Defects detected only after the item is installed and used are covered by the replacement warranty which will be in effect for every item until its expiry date. Replacement of defective item shall have no cost on the SSS, if applicable.
6. To assure that manufacturing defects shall be corrected by the SUPPLIER, a warranty security shall be required from the SUPPLIER for a minimum of three (3) months in the case of expendable items, or a minimum period of one (1) year in the case of non-expendable items, after the acceptance of the delivered items. The obligation for the warranty shall be covered, at the Supplier's option, by either retention money in an amount equivalent to five percent (5%) of total purchase price, or a special bank guarantee equivalent to five percent (5%) of the total purchase price with validity period starting from the date of acceptance. The said amounts shall only be released after the lapse of the warranty period
7. If the SUPPLIER, having been notified, fails to remedy the defect(s) within the specified period, the SSS may proceed to take such remedial action as may be necessary, at the SUPPLIER's risk and expense and without prejudice to any other rights which the SSS may have against the SUPPLIER under these Terms and Conditions and under the applicable law.
8. The pricing of the Goods/Services shall be in Peso and inclusive of Twelve Percent (12%) Value-Added Tax (VAT).

² For individuals engaged under Sec. 53.6, 53.7 and 53.9 of the IRR of RA No. 9184, only the BIR Certificate of Registration shall be submitted in lieu of DTI Registration and Mayor's Permit.

MISCELLANEOUS PROVISIONS

1. **Confidentiality.** Neither Party shall, without the prior written consent of the other, disclose or make available to any person, make public, or use directly or indirectly, except for the performance and implementation of the works, any confidential information acquired from an information holder in connection with the performance of this Agreement, unless: (i) the information is known to the disclosing Party, as evidenced by its written records, prior to obtaining the same from the information holder and is not otherwise subject to disclosure restrictions on the disclosing Party, (ii) the information is disclosed to the disclosing Party by a third party who did not receive the same, directly or indirectly, from an information holder, and who has no obligation of secrecy with respect thereto, or (iii) required to be disclosed by law.

The obligation of confidentiality by both Parties, as provided herein, shall survive the termination of this Agreement.

2. **Merger and Consolidation.** In case of merger, consolidation or change of ownership of the SUPPLIER with another company, it is the responsibility of the surviving company/consolidated company/acquiring entity to inform the SSS of the change in corporate structure/ownership. Failure to do so shall translate in such company assuming all liabilities of the acquired/merged company under this Agreement.
3. **Force Majeure.** The SUPPLIER shall not be liable for forfeiture of its performance security, liquidated damages, or termination for default if and to the extent that the SUPPLIER's delay in performance or other failure to perform its obligations under this Agreement is the result of a force majeure.

For purposes of this Agreement the terms "force majeure" and "fortuitous event" may be used interchangeably. In this regard, a fortuitous event or force majeure shall be interpreted to mean an event which the SUPPLIER could not have foreseen, or which though foreseen, was inevitable. It shall not include ordinary unfavorable weather conditions; and any other cause the effects of which could have been avoided with the exercise of reasonable diligence by the SUPPLIER. Such events may include, but not limited to, acts of the SSS in its sovereign capacity, wars or revolutions, fires, floods, epidemics, quarantine restrictions, and freight embargoes.

4. **Non-Assignment.** Neither Party may assign the Contract in whole or in part without the consent of the other Party.
5. **Waiver.** Failure by either Party to insist upon the other the strict performance of any of the terms and conditions hereof shall not be deemed a relinquishment or waiver of any subsequent breach or default of the terms and conditions hereof, which can only be deemed made if expressed in writing and signed by its duly authorized representative. No such waiver shall be construed as modification of any of the provisions of this Agreement or as a waiver of any past or future default or breach hereof, except as expressly stated in such waiver.
6. **Cumulative Remedies.** Any and all remedies granted to the Parties under the applicable laws and this Agreement shall be deemed cumulative and may, therefore, at the sole option and discretion, be availed of by the aggrieved Party simultaneously, successively, or independently.
7. **No Employer-Employee Relationship.** It is expressly and manifestly understood and agreed that the employees of the SUPPLIER assigned to perform the PROJECT are not employees of the SSS. Neither is there an employer-employee relationship between the SSS and the SUPPLIER.

This Agreement does not create an employer-employee relationship between the SSS and the SUPPLIER including its personnel; that the PROJECT rendered by the personnel assigned by the SUPPLIER to the SSS in the performance of its obligation under this Agreement do not represent government service and will not be credited as such; that its personnel assigned to the SSS are not entitled to benefits enjoyed by SSS' officials and employees such as Personal Economic Relief Allowance (PERA), Representation and Transportation Allowance (RATA), ACA, etc.; that these personnel are not related within the third degree of consanguinity or affinity to the contracting officer and appointing authority of the SSS; that they have not been previously dismissed from the government service

by reason of an administrative case; that they have not reached the compulsory retirement age of sixty-five (65); and that they possess the education, experience and skills required to perform the job. The SUPPLIER hereby acknowledges that no authority has been given by the SSS to hire any person as an employee of the latter. Any instruction given by the SSS or any of its personnel to the SUPPLIER's employees is to be construed merely as a measure taken by the former to ensure and enhance the quality of PROJECT performed hereunder. The SUPPLIER shall, at all times, exercise supervision and control over its employees in the performance of its obligations under this Agreement.

8. **Partnership.** Nothing in this Agreement shall constitute a partnership between the parties. No Party or its agents or employees shall be deemed to be the agent, employee or representative of any other Party.
9. **Compliance with SS Law.** The SUPPLIER shall report all its employees to the SSS for coverage and their contributions, as well as all amortizations for salary/education/calamity and other SSS loans shall be updated. Should the SUPPLIER fail to comply with its obligation under the provisions of the SS Law and Employees' Compensation Act, the SSS shall have the authority to deduct any unpaid SS and EC contributions, salary, educational, emergency and/or calamity loan amortizations, employer's liability for damages, including interests and penalties from the SUPPLIER's receivables under this Agreement.

Further, prescription does not run against the SSS for its failure to demand SS contributions or payments from the SUPPLIER. Moreover, the SUPPLIER shall forever hold in trust SS contributions or payments of its employees until the same is fully remitted to the SSS.

10. **Compliance with Labor Laws.** The SUPPLIER, as employer of the personnel assigned to undertake the PROJECT, shall comply with all its obligations under existing laws and their implementing rules and regulations on the payment of minimum wage, overtime pay, and other labor-related benefits as well as remittances or payment of the appropriate amount or contributions/payment (SSS, EC, Pag-IBIG, PhilHealth and taxes) with concerned government agencies/offices.

It is agreed further, that prior to the release of any payment by the SSS to the SUPPLIER, its President or its duly authorized representative, shall submit a sworn statement that all moneys due to all the employees assigned to the PROJECT as well as benefits by law and other related labor legislation have been paid by the SUPPLIER and that he/she assumed full responsibility thereof.

11. **Compliance with Tax Laws.** The SUPPLIER shall, in compliance with tax laws, pay the applicable taxes in full and on time and shall regularly present to the SSS within the duration of this Agreement, tax clearance from the Bureau of Internal Revenue (BIR) as well as copy of its income and business tax returns duly stamped by the BIR and duly validated with the tax payments made thereon, if applicable. Failure by the SUPPLIER to comply with the foregoing shall entitle the SSS to suspend payment of the Contract Price.
12. **Liquidated Damages.** If the SUPPLIER fails to satisfactorily deliver any or all of the Goods and/or to perform the Services within the period(s) specified in the PBD inclusive of duly granted time extensions if any, the SSS shall, without prejudice to its other remedies under this Agreement and under the applicable law, deduct from the Contract Price, as liquidated damages, the applicable rate of one tenth (1/10) of one (1) percent of the cost of the unperformed portion for every day of delay until actual delivery or performance. Once the amount of liquidated damages reaches ten percent (10%), the SSS may rescind or terminate this Agreement, without prejudice to other courses of action and remedies open to it.
13. **Hold Free and Harmless.** The SUPPLIER agrees to defend, indemnify, and hold the SSS free and harmless from any and all claims, damages, expenses, fines, penalties and/or liabilities of whatever nature and kind, whether in law or equity, that may arise by reason of the implementation of the Agreement. In addition, the SUPPLIER agrees to indemnify the SSS for any damage as a result of said implementation.

14. **Settlement of Disputes.** All actions and controversies that may arise from the Contract involving but not limited to demands for specific performance of the obligations as specified herein and/or in the interpretation of any provisions or clauses contained herein, shall, in the first instance, be settled within thirty (30) calendar days through amicable means, such as, but not limited to mutual discussion. Should the dispute remain unresolved by the end of the aforementioned period, the dispute shall be settled in accordance with applicable provisions of Republic Act No. 9285, otherwise known as the Alternative Dispute Resolution Act of 2004.
15. **Venue of Actions.** Any suit or proceeding arising out of or relating to the contract shall be instituted in the appropriate court in Quezon City, the Parties hereto waiving any other venue.
16. **Governing Law.** This Agreement shall be governed by and interpreted according to the laws of the Republic of the Philippines.
17. **Amendments.** This Agreement may be amended only in writing and executed by the Parties or their duly authorized representatives.
18. **Separability.** If any one or more of the provisions contained in this Agreement or any document executed in connection herewith shall be invalid, illegal or unenforceable in any respect under any applicable law, then: (i) the validity, legality and enforceability of the remaining provisions contained herein or therein shall not in any way be affected or impaired and shall remain in full force and effect; and (ii) the invalid, illegal or unenforceable provision shall be replaced by the parties immediately with a term or provision that is valid, legal and enforceable and that comes closest to expressing the intention of such invalid, illegal or unenforceable term or provision.
19. **Binding Effect.** This Agreement shall be binding upon the Parties hereto, their assignee/s and successor/s-in-interest.
20. **Non-Publicity.** No press release in oral, written or electronic form shall be issued covering this transaction without prior written approval of the SSS. Inclusion in any reference lit shall also be undertaken only upon prior written approval of the SSS.

CERTIFICATION

This is to certify that my company conforms with the above Terms and Conditions, and that the data/quotation indicated is true, correct, and valid.

Owner/Company Representative
(Signature over Printed Name)

Date

ANNEX A. TECHNICAL SPECIFICATIONS

Suppliers/Bidders should indicate "COMPLY" or "NOT COMPLY" to each specification below. Please do not leave any portion blank as it will result to disqualification of quotation/bid.

Lot No. 1: Hiring of Resource Speaker for the Basic Supervisory Development Course (BSDC)

Item	Specifications	Statement of Compliance
I	<p>MODULE / TOPIC OUTLINE</p> <p>I. Planning, Leading, Organizing and Controlling (PLOC) II. Upward & Downward Communications III. Conducting Effective Meetings (Face to Face / Online) IV. Motivation, Delegation, Discipline V. Managing an Intergenerational Team</p>	
II	<p>DURATION</p> <p>24 training hours</p>	
III	<p>NUMBER OF BATCHES / SCHEDULE</p> <p>Eight (8) Batches</p> <p>Schedule of Conduct:</p> <p>Batch 1: May 17 - 19, 2023 Batch 2: June 7 - 9, 2023 Batch 3: June 14 - 16, 2023 Batch 4: June 28 - 30, 2023 Batch 5: July 12 - 14, 2023 Batch 6: July 19 - 21, 2023 Batch 7: August 2 - 4, 2023 Batch 8: August 16 – 18, 2023</p> <p>Schedule per batch:</p> <p><u>Synchronous</u> (Online Session: 18 hours) 3 days at six hours per day Time: 8:00 AM to 3:00 PM</p> <p><u>Asynchronous</u> (Offline Activities: 6 hours) Allotted for take-home assignments</p> <p><i>Note: The resource speaker has the hand on how to utilize the six hours allotted for asynchronous activities, i.e., two hours per day or more, depending on the level of difficulty of the assigned activity.</i></p> <p><i>*Schedule is subject to change</i></p>	
IV	<p>NUMBER OF PARTICIPANTS</p> <p>50 to 55 Pax / Batch</p>	
V	<p>PLATFORM</p> <p>MS Teams (webinar)</p>	

VI	REQUIREMENTS	<p>Resource Speaker: The complying bidder is required to conduct a demo teach and shall be rated based on the following criteria:</p> <ul style="list-style-type: none"> • Mastery of the topic – 50% • Communication skills – 25% • Training methodologies – 25% <p>Passing Rate is 90%</p> <ul style="list-style-type: none"> • Trainer must be open to customizing the course design according to the needs of the target participants. <p>-Technical requirements during the demo teach & actual program conduct:</p> <ul style="list-style-type: none"> • Resource speakers should have a strong and stable internet connectivity. • To share with ease on screen, the Powerpoint presentation & other training materials as needed. <p>-The winning bidder must submit of the following:</p> <ul style="list-style-type: none"> • a soft copy of the presentation / lecture materials, at least 2 weeks prior the scheduled webinar. This will be given to all participants at the end of the program. • Learning Validation Tool (Sample Pre- and Post-Test Questionnaires) To be administered on the first and last day of the webinar, respectively. 	
VII	OTHER REQUIREMENTS	<p>-Submission of the following along with the accomplished RFQ:</p> <ul style="list-style-type: none"> • Program proposal with Course Design/ Outline, to include training methodologies/ approaches to be used. • Sample Asynchronous Activities (for Individual work) • Resource speaker’s comprehensive resume, which includes the relevant training he/she has conducted/facilitated in the last 3 years (to include name of organization, title of training program conducted, and date of conduct should be specified). • Resource speaker’s educational background and certifications (i.e., college degree, masteral degree, certification courses, etc.) 	

Lot No. 2: Hiring of Resource Speaker for the Competency Training Program for Incumbent Account Officers from NCR And LuzVizMin

Item	Specification		Statement of Compliance																														
I	MODULES / TOPIC OUTLINE	<p>I. Basic Marketing Concepts and Strategies</p> <ul style="list-style-type: none"> • Understanding the Scope and Core Concepts of Marketing • Marketing Mix • Understanding Customer Profile and Behavior <p>II. Developing Basic Marketing Strategies and Plans</p> <ul style="list-style-type: none"> • The Value Delivery Process and The Value Chain • Revisiting the Corporate and Division Strategic Plan • Community Organizing • The Nature and Content of a Marketing Plan • Workshop on Marketing Plan (Traditional and Digital) <ul style="list-style-type: none"> - Employed - Self-Employed - Informal Sector Group <p>III. Managing the Customer Interface Across Varied Communication Channels</p> <ul style="list-style-type: none"> • Customer Relationship Management (Face-to-face, Telephone, Emails, Social Media) • Building Customer Value, Satisfaction, and Loyalty 																															
II	DURATION	<p>12 training hours</p> <ul style="list-style-type: none"> • Day 1: 8:00 AM – 5:00 PM (8 hours) and Day 2: 8:00 AM – 12:00 NN (4 hours) <p><i>*Time is subject to change</i></p> <ul style="list-style-type: none"> • Involves travelling locally to various SSS Branch Offices. • SSS will shoulder accommodation and travel expenses of resource speaker for face-to-face training to be conducted outside NCR. 																															
III	NUMBER OF BATCHES / SCHEDULE	<p>Nine (9) Batches Schedule of Conduct:</p> <table border="1" data-bbox="581 1763 1276 2220"> <thead> <tr> <th>BATCH</th> <th>DATES</th> <th>VENUE</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>April 20-21, 2023</td> <td>Quezon City</td> </tr> <tr> <td>2</td> <td>April 27-28, 2023</td> <td>Quezon City</td> </tr> <tr> <td>3</td> <td>May 4-5, 2023</td> <td>Baguio or La Union</td> </tr> <tr> <td>4</td> <td>May 10-11, 2023</td> <td>Pampanga or Malolos</td> </tr> <tr> <td>5</td> <td>May 17-18, 2023</td> <td>San Pablo or Tagaytay</td> </tr> <tr> <td>6</td> <td>May 23-24, 2023</td> <td>Naga or Legazpi</td> </tr> <tr> <td>7</td> <td>May 30-31, 2023</td> <td>Cebu</td> </tr> <tr> <td>8</td> <td>June 8-9, 2023</td> <td>Bacolod or Iloilo</td> </tr> <tr> <td>9</td> <td>June 15-16, 2023</td> <td>Davao or Cagayan de Oro</td> </tr> </tbody> </table> <p>Schedule is subject to change. Time schedule of Day 1 and Day 2 may vary depending on the venue and travel time (i.e., flight schedule).</p>	BATCH	DATES	VENUE	1	April 20-21, 2023	Quezon City	2	April 27-28, 2023	Quezon City	3	May 4-5, 2023	Baguio or La Union	4	May 10-11, 2023	Pampanga or Malolos	5	May 17-18, 2023	San Pablo or Tagaytay	6	May 23-24, 2023	Naga or Legazpi	7	May 30-31, 2023	Cebu	8	June 8-9, 2023	Bacolod or Iloilo	9	June 15-16, 2023	Davao or Cagayan de Oro	
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IV	NUMBER OF PARTICIPANTS	60 to 80 Pax / Batch																															

V	PLENARY SESSION	Classroom Training (Face-to-face) * *Platform may be changed to Webinar (1 to 2 batches only)	
VI	REQUIREMENTS	Resource Speakers (1 lead trainer or with 1 co-trainer) The <u>complying bidder</u> is required to conduct a demo teach and shall be rated based on the following criteria: a.) Mastery of the Topic – 50% b.) Communication Skills – 25% c.) Training Methodologies – 25% Passing Rate is 90% <i>*Trainer must be open to customizing the course design according to the needs of the target participants.</i>	
VII	OTHER REQUIREMENTS	Submission of the following along with the accomplished RFQ: <ul style="list-style-type: none"> • Program proposal with Course Design/Outline, to include training methodologies/approaches to be used. • Sample Marketing Plan Outline. To serve as final output of the participants. • Learning Validation Tool (Sample Pre- and Post-Test Questionnaires). To be administered before the <u>start & end</u> of the session/s, respectively. • Resource speakers' comprehensive resume, which includes the relevant training they/he/she has/have conducted/facilitated in the last 3 years. • Resource speakers' educational background and certifications (i.e., college degree, masteral degree, certification courses, etc.) The winning bidder must submit a soft copy of the presentation / lecture materials at least 2 weeks prior to the scheduled classroom training. This will be given to all participants at the end of the program.	