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Opportunity

## **Colleague Survey, Performance and Development Portal**

Construction Industry Training Board

F02: Contract notice

Notice reference: 2023/S 000-003759

Published: 7 February 2023, 4:05pm

### **Section I: Contracting authority**

#### **I.1) Name and addresses**

Construction Industry Training Board

Sand Martin House, Bittern Way, Fletton Quays

Peterborough

PE2 8TY

#### **Contact**

Cassie Mochan

#### **Email**

[cassie.mochan@gov.sscl.com](mailto:cassie.mochan@gov.sscl.com)

#### **Telephone**

+44 7874631086

**Country**

United Kingdom

**NUTS code**

UKH11 - Peterborough

**National registration number**

United Kingdom

**Internet address(es)**

Main address

[www.citb.co.uk](http://www.citb.co.uk)

Buyer's address

[www.citb.co.uk](http://www.citb.co.uk)

**I.3) Communication**

The procurement documents are available for unrestricted and full direct access, free of charge, at

<https://www.delta-esourcing.com/tenders/UK-UK-Peterborough:-Personal-development-training-services./AW7V9CWT29>

Additional information can be obtained from the above-mentioned address

Tenders or requests to participate must be submitted to the above-mentioned address

**I.4) Type of the contracting authority**

European Institution/Agency or International Organisation

**I.5) Main activity**

Education

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## **Section II: Object**

### **II.1) Scope of the procurement**

#### **II.1.1) Title**

Colleague Survey, Performance and Development Portal

Reference number

1009829

#### **II.1.2) Main CPV code**

- 80570000 - Personal development training services

#### **II.1.3) Type of contract**

Services

#### **II.1.4) Short description**

CITB is looking for a partner to enable us to understand engagement across CITB through the use of a variety of survey formats. We require a partner who will have an established experience base who can demonstrate excellent understanding of action planning as a result of the information gathered through surveys and can provide an easy to use tool to collate the actions in a transparent manner allowing oversight and accountability for delivery. The purpose of this work is to drive up engagement levels and thus increase performance across the organisation.

The tender will be split in lots as below, but the bidder will be able to bid on one or both lots.

#### **II.1.5) Estimated total value**

Value excluding VAT: £340,000

#### **II.1.6) Information about lots**

This contract is divided into lots: Yes

Tenders may be submitted for all lots

## **II.2) Description**

### **II.2.1) Title**

Engagement

Lot No

1

### **II.2.2) Additional CPV code(s)**

- 79311300 - Survey analysis services
- 73110000 - Research services
- 73200000 - Research and development consultancy services
- 73300000 - Design and execution of research and development

### **II.2.3) Place of performance**

NUTS codes

- UK - United Kingdom

Main site or place of performance

UNITED KINGDOM

### **II.2.4) Description of the procurement**

- Colleague Engagement Surveys
- Accept data uploads either manually or from HRIS
- Multiple questionnaire and report templates and ability to create own. To include 180 and 360 feedback surveys
- Provide regular insights and trend analysis on outcomes of survey events
- Ability to link survey data together to identify trends
- Multiple level reporting functionality/demographics
- Benchmarking ability against self and relevant sectors

- Coaching support for managers as an outcome
- Easy to access quick learning & skills development for managers and colleagues
- Support from people scientists to help inform results and action planning
- Online live chat/help facility
- Regular 121 contact from people scientist/support coach to implement continuous improvement

### **II.2.5) Award criteria**

Price is not the only award criterion and all criteria are stated only in the procurement documents

### **II.2.6) Estimated value**

Value excluding VAT: £35,000

### **II.2.7) Duration of the contract, framework agreement or dynamic purchasing system**

Duration in months

48

This contract is subject to renewal

No

### **II.2.9) Information about the limits on the number of candidates to be invited**

Envisaged minimum number: 2

### **II.2.10) Information about variants**

Variants will be accepted: Yes

### **II.2.11) Information about options**

Options: No

## **II.2.13) Information about European Union Funds**

The procurement is related to a project and/or programme financed by European Union funds: No

## **II.2.14) Additional information**

To respond to this opportunity please click here: <https://www.delta-esourcing.com/respond/AW7V9CWT29>

## **II.2) Description**

### **II.2.1) Title**

Performance & Development

Lot No

2

### **II.2.2) Additional CPV code(s)**

- 79311000 - Survey services
- 79311300 - Survey analysis services
- 73110000 - Research services
- 73200000 - Research and development consultancy services
- 73300000 - Design and execution of research and development

### **II.2.3) Place of performance**

NUTS codes

- UK - United Kingdom

Main site or place of performance

UNITED KINGDOM

### **II.2.4) Description of the procurement**

Performance – Essentials

- Performance management, align to Role profile and competency Framework, Employees

with business objective and purpose

- Evaluations, calibrations, multi-source feedback, goals, continuous feedback, 360s & resources for Development
- A system where employees will have access to continuous feedback through self-reflections, Manager guidance and feedback and peer to peer feedback
- Ability to ask for feedback through the platform to ensure everything is collated in one place
- Manager to have ability to access full team through the platform and move between them easily
- Talent Review process support and tool, succession reporting and talent management capability.
- Ability to link data to engagement survey to ensure high quality succession planning outcomes
- Ability for People team to easily access information on colleague population to ensure performance is monitored and managed effectively.

Development - Essentials

- Behaviour changing tools to support managers into leaders - Playbooks, Skills Coach, 1-on-1s.-
- Learning – Development plans linked to positions and competency framework

### **II.2.5) Award criteria**

Price is not the only award criterion and all criteria are stated only in the procurement documents

### **II.2.6) Estimated value**

Value excluding VAT: £50,000

### **II.2.7) Duration of the contract, framework agreement or dynamic purchasing system**

Duration in months

48

This contract is subject to renewal

No

**II.2.9) Information about the limits on the number of candidates to be invited**

Envisaged minimum number: 2

**II.2.10) Information about variants**

Variants will be accepted: Yes

**II.2.11) Information about options**

Options: No

**II.2.13) Information about European Union Funds**

The procurement is related to a project and/or programme financed by European Union funds: No



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## **Section IV. Procedure**

### **IV.1) Description**

#### **IV.1.1) Type of procedure**

Restricted procedure

#### **IV.1.8) Information about the Government Procurement Agreement (GPA)**

The procurement is covered by the Government Procurement Agreement: No

### **IV.2) Administrative information**

#### **IV.2.2) Time limit for receipt of tenders or requests to participate**

Date

10 March 2023

Local time

4:00pm

#### **IV.2.4) Languages in which tenders or requests to participate may be submitted**

English

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## **Section VI. Complementary information**

### **VI.1) Information about recurrence**

This is a recurrent procurement: Yes

Estimated timing for further notices to be published: 48 months

### **VI.3) Additional information**

For more information about this opportunity, please visit the Delta eSourcing portal at:

<https://www.delta-esourcing.com/tenders/UK-UK-Peterborough:-Personal-development->

[training-services./AW7V9CWT29](https://www.delta-esourcing.com/respond/AW7V9CWT29)

To respond to this opportunity, please click here:

<https://www.delta-esourcing.com/respond/AW7V9CWT29>

GO Reference: GO-202327-PRO-22069823

## **VI.4) Procedures for review**

### **VI.4.1) Review body**

Construction Industry Training Board

Sand Martin House, Bittern Way, Fletton Quays

Peterborough

PE2 8TY

Telephone

+44 3004567000

Country

United Kingdom

Internet address

[www.citb.co.uk](http://www.citb.co.uk)