

### **Technical Questions**

Is PATH looking for organizations to develop new training package content and deliver it, or are you looking for organizations to review and modify PATH-provided content, and then hand back the modified content along with a project plan for PATH to implement the training?

**Answer: PATH is looking for organizations that have already developed training packages but can adapt them for use in the context of the COVID-19 pandemic. The primary goal is to adaptively use existing training packages and tools to enable rapid learning and course correction that ensures continuity of effective and equitable service delivery within the context of the COVID-19 pandemic. It is envisioned that digital or virtual training options will be used to provide an avenue for rapid content updates and refresher trainings as the COVID-19 situation and guidance continue to evolve. PATH is cognizant that a wide variety of tools are already available that can be adapted for the COVID-19 context as vetted and approved content is made available. Consequently, it is not an expectation that new training packages will be developed by the organizations that will be approved for this endeavor.**

What liberties do we have with content development? What is the expectation from the consultant for development of learning content?

**Answer: PATH is expecting developers to use materials that have already been developed and vetted. Minor adaptations can be made to enhance learning but existing materials that have already been developed by global partners such as WHO are expected to be used, albeit with adaptation.**

If the focus is around building, learning, and gathering an evidence base, should/can this be done around existing digital content?

**Answer: Yes, provided it addresses the COVID-19 pandemic and the context within which the learning and performance improvement is occurring.**

If the focus is to analyze existing learning content and mechanism, are we then strategizing for learning and performance improvement of frontline health workers?

**Answer: Yes, that is the intention.**

Is there a specific number of hours expected for training content? Does the content need to be prepared in the local language?

**Answer: Training content can be provided in the local language if this is called for. However, this is a short-term project, and it is highly unlikely, and it is not an expectation, that those contracted will have the time to develop content or translate training materials into local languages. There is no set expectation on number of hours for training content.**

Can the learning be gathering around a whole initiative, such as a digital classroom?

**Answer: Yes, if this is appropriate for the context.**

Given the pandemic scenario, is it possible to connect for the discussions using a virtual medium?

**Answer: Yes.**

Would PATH prefer that this scope of work be focused on an implementation of a specific remote training solution in one country, or would it be preferable to propose understanding how a specific solution works across multiple country contexts?

**Answer: Given the time frame and available resources, the expectation is that the focus for a single sub-awardee will be one country.**

Are there any specific expectations on the country from which the project needs to be delivered/ executed?

**Answer: The country must be [Gavi eligible](#), affected by COVID-19, and one that the sub-awardee already engages with so that we avoid the need for permissions and MOUs.**

Does PATH have the required baseline information of current practices for training and learning linked to performance measurement for the country(ies) in purview of this assignment?

**Answer: No, as this activity can take place in any of the Gavi eligible countries. For this reason, we are expecting the sub-awardee to work in countries where they have already made progress.**

On Page 2 IV. Scope of Work, bullet point 1: "Evolve strategies based on user input gathered through various engagement methodologies". Does this mean users' input from internal PATH projects or input from health workers of the country(ies) in consideration? In case of the latter, is the sub-awardee expected to bring in past experience in similar assignments done or is primary research expected?

**Answer: This is input from health workers – this is expected to happen through adoption of human centered design approaches. PATH will support the sub-awardee with applying the human centered design approach.**

On Page 3, IV. Scope of Work, bullet point 3: "Conduct assessments throughout the project period so outcomes are used to enhance performance." What is the expectation in terms of assessments? Is it review of the adapted training approach through key stakeholder discussions or is it carrying out frontline worker assessments for all/ chosen country(ies)?

**Answer: PATH has developed a monitoring, evaluation, and learning framework that will guide this process. The information gathering process would include discussions with stakeholders, feedback from learners, review of supervision reports, administration of self-assessment questionnaires to health workers, etc.**

On Page 3, IV. Scope of Work, B. Deliverables, bullet point 6: "Participate and contribute to project dissemination activities". Are these dissemination activities to be carried out for all country(ies) in the project's purview or is it in terms of knowledge transfer to selected PATH stakeholders?

Can you clarify whether a formal evaluation is required/encouraged after course-corrections have been implemented, or whether documenting lessons learned and best practices during the user input and adaptations process is sufficient?

**Answer: A formal external evaluation is not required but the sub-awardee should (through a process of continuous assessment) be able to document what they have learned during the course of implementation, any innovations they have come up with that have enhanced learning and performance, any promising practices, etc. which they can share during the end of activity dissemination event that will be planned by PATH.**

If post-adaptations evaluation is required, are sub-awardees expected to solicit and analyze user input, implement adaptations, and evaluate the success of the adaptations all within the limited 3-month time period? Or is it possible that user input and adaptations would be accomplished during the 3-month period, but evaluation of how changes implemented impacted learning could extend beyond the 3 months?

**Answer: A comprehensive evaluation is not required; what is required is consistent documentation of the implementation process, challenges, resolution of challenges, lessons, promising practices, and innovations.**

Would PATH consider extending the timeframe (4 to 6 months, for example) in order to allow time for coordinating with relevant Ministries of Health on the research and proposed changes, and to more fully implement and evaluate the changes and impacts?

**Answer: Currently, a timeline extension is not an option. For this reason, the sub-awardee is expected to work in a country where they are already working and have a good relationship with the government. Sub-awardees are not expected to conduct an impact evaluation.**

### **Operational Questions**

If multiple countries is preferred/encouraged, would the estimated budget still be within around \$150,000 to \$200,000 per solution, or would it be slightly higher if studying across more than one setting?

**Answer: Given the time frame and available resources, the expectation is that the focus for a single sub-awardee will be one country. The resulting sub-agreement will be a maximum of \$200,000.**

On Page 3, IV. Scope of Work, B. Deliverables, bullet point 3: What is the expectation in terms of financial progress report?

**Answer: Invoicing will be required on a monthly frequency or per milestone achieved. PATH will negotiate this with selected sub-awardees in the award negotiation period after selection.**

Can you apply as a consortium or do you need a lead organization to apply and the other organizations act as subcontractors?

**Answer: Both consortia or lead partners with subcontractors are eligible to apply.**

Is there a mandate for consortium or local partners to be onboarded for the project?

**Answer: Each sub-award will be treated individually, so if a selected proposal requires consortia or local partners, then the selected proposal will be required to onboard them.**

Can the RFP submission date can be extended?

**Answer: Currently, a timeline extension is not an option.**

Is there a recommended template or page limit for submitted proposals?

**Answer: There is no recommended template or page limit for the application, however please ensure to include all components listed in Section V. Proposal Requirements- Financial and Section VI. Proposal Requirements- Technical. We advise that you send files in commonly recognized MS formats. We will not accept responsibility for resolving technical transmission problems with applications. A hard copy of the application should not be sent. Your application should only include information specific to accomplishing the scope of work. Additional information submitted outside of the application requirements will be reviewed at PATH's discretion only. Elaborate materials, artwork or other information not directly related to the scope of work are not suggested.**

The cost table includes columns for a Phase 1 and Phase 2. Can you please clarify what the phases are referring to and how budgets should be organized by phase?

**Answer: The cost table included in the RFP was a misprint. The table should only include the total USD figure for each line item.**