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Core 0B2 / Noyau 0B2

Gatineau, Québec K1A 0S5

Bid Fax: (819) 997-9776

**SOLICITATION AMENDMENT  
MODIFICATION DE L'INVITATION**

The referenced document is hereby revised; unless otherwise indicated, all other terms and conditions of the Solicitation remain the same.

Ce document est par la présente révisé; sauf indication contraire, les modalités de l'invitation demeurent les mêmes.

**Comments - Commentaires**

**Vendor/Firm Name and Address**

Raison sociale et adresse du  
fournisseur/de l'entrepreneur

**Issuing Office - Bureau de distribution**

Business Management and Consulting Services Division  
/ Division des services de gestion des affaires et de  
consultation

11 Laurier St. / 11, rue Laurier

10C1, Place du Portage

Gatineau, Québec K1A 0S5

<b>Title - Sujet</b> TRAINING CAPABILITY DEVELOPMENT	
<b>Solicitation No. - N° de l'invitation</b> W8486-163226/D	<b>Amendment No. - N° modif.</b> 011
<b>Client Reference No. - N° de référence du client</b> W8486-163226	<b>Date</b> 2017-11-23
<b>GETS Reference No. - N° de référence de SEAG</b> PW-\$\$ZG-402-31860	
<b>File No. - N° de dossier</b> 402zg.W8486-163226	<b>CCC No./N° CCC - FMS No./N° VME</b>
<b>Solicitation Closes - L'invitation prend fin</b> <b>at - à 02:00 PM</b> <b>on - le 2017-12-12</b>	<b>Time Zone</b> <b>Fuseau horaire</b> Eastern Standard Time EST
<b>F.O.B. - F.A.B.</b> <b>Plant-Usine:</b> <input type="checkbox"/> <b>Destination:</b> <input type="checkbox"/> <b>Other-Autre:</b> <input type="checkbox"/>	
<b>Address Enquiries to: - Adresser toutes questions à:</b> Lalonde, Martin	<b>Buyer Id - Id de l'acheteur</b> 402zg
<b>Telephone No. - N° de téléphone</b> (873) 469-3955 ( )	<b>FAX No. - N° de FAX</b> (819) -
<b>Destination - of Goods, Services, and Construction:</b> <b>Destination - des biens, services et construction:</b>	

Instructions: See Herein

Instructions: Voir aux présentes

<b>Delivery Required - Livraison exigée</b>	<b>Delivery Offered - Livraison proposée</b>
<b>Vendor/Firm Name and Address</b> <b>Raison sociale et adresse du fournisseur/de l'entrepreneur</b>	
<b>Telephone No. - N° de téléphone</b> <b>Facsimile No. - N° de télécopieur</b>	
<b>Name and title of person authorized to sign on behalf of Vendor/Firm</b> <b>(type or print)</b> <b>Nom et titre de la personne autorisée à signer au nom du fournisseur/</b> <b>de l'entrepreneur (taper ou écrire en caractères d'imprimerie)</b>	
<b>Signature</b>	<b>Date</b>

**Amendment 011 is raised to answer the following questions:**

**Question 45**

Perhaps we misunderstood the definition and requirements of the transition phase, but our understanding is Transition begins at contract award, and ends at SED, which Canada defines as Contract Service Delivery in Answer 20. Based on the dates provided in Answer 20, the Transition phase is clearly 1 year in duration, from April 2018 to April 2019. We are also concerned about memory retention. We do not want to conduct training long before the SED, and then require a refresher course.

To provide the flexibility the Contractor requires over a 1-year period in which there is far less than one year's level of effort in the unfunded Transition period, please consider our request to allow the Bidder's Transition approach to provide for two kick-off meetings. The first kick-off meeting occurs 2 weeks after contract award, and includes the Contract Management Team (CMT). At that kick-off meeting, Canada and the Contractor will review the Transition schedule and approach. At a time proposed by the Bidder and verified by Canada and the Contractor in this first kick-off meeting, Canada will meet the Contractor for a second kick-off meeting, in which both the CMT and the Initial Core Resource Team will attend. This second kick-off meeting will serve the purpose of the kick-off meeting identified in the RFP, Annex A, Section 4.2.1, Item (b).

**Answer 45**

Contract award by TB is expected around April-May timeframe, so the transition period will be approx. 10 months. The length of the handover period for all Core and non-Core resources will vary, depending on the complexity of and required knowledge / experience of the position. Some individuals will require only a few months of transition while others will require the full period of 10 months (especially the technical positions). Despite this, all resource requirements, both Core and Non-Core resources, are required upon Contract Award as outlined in the RFP. The Initial Kick-Off Meeting which involves the Initial Core Resources Team (see page 103/208) will outline the training program and subsequently set the conditions to achieve all training requirements for Core and Non-Core resources to meet the requirements of SED. In conclusion the transition period as outlined within the RFP will remain extant.

**Question 46**

Per Part 2 – Bidder Instruction of the RFP, specifically 2.7 Improvement of Requirement during Solicitation Period, which states:

"Should bidders consider that the specifications or Statement of Work contained in the bid solicitation could be improved technically or technologically, bidders are invited to make suggestions, in writing, to the Contracting Authority named in the bid solicitation. Bidders must clearly outline the suggested improvement as well as the reason for the suggestion. Suggestions that do not restrict the level of competition nor favor a particular bidder will be given consideration provided they are submitted to the Contracting Authority at least 15 days before the bid closing date. Canada will have the right to accept or reject any or all suggestions."

The bidder fully supports the need for the individuals submitted for the initial 10 core positions, which must be submitted at the bid closing date, to meet all the mandatory requirements as stated in the RFP at Attachment 1 to Part 4, Technical Criteria and Annex A, SOW. This ensures that Canada has sufficient confidence that a bidder has an initial core team that fully meets CASC's requirements.

**However, the bidder offers the following recommendation with respect to the 66 CVs that are required to be submitted at Contract Award.**

This RFP diverges significantly from the current contract by requiring all of the remaining 66 position qualifications be based on mandatory requirements rather than point rated ones. Inherently this change makes the qualifications more stringent and as a result, may disqualify incumbents who are successfully doing the job today. In many cases, the disqualification would come because a military qualification, degree or diploma is now mandatory, where in the past, not having that level of qualification/education meant the loss of 1 point out of 10 or 12. Many ex-military personnel do not have the requested military qualification (i.e., AFAY and/or AFAZ), degree or diploma but nonetheless have proven themselves to be more than able to fill senior roles on CASC. Disqualifying them will not only have the effect of making it hard for the incumbent but will also have a negative impact for any other bidder's ability to produce 66 compliant resources upon Contract Award. This will also considerably reduce the pool of potential replacements as the contract unfolds.

In the interest of providing CASC with the best possible training professionals, and maintaining employment for proven performers, the bidder respectfully recommends that for the remaining 66 positions, Canada amends the RFP such that a rated assessment is used, using the Assessment Guide in the current contract (see Attachment A). This recommendation will enable DND to maintain access to both proven performers and additional ex-military staff and is reasonable, even at this late date, because this amendment would not impact any bidder's proposal efforts. It would only simplify their task of delivering the remaining 66 team members at contract award, and consequently, no proposal submission extension would be required.

#### **Answer 46**

Although the proposition above is a viable one, at this late stage in the process, adopting a very different evaluation system for the Core resources criteria would cause significant delays in the process as it would warrant a further contract extension which would have an adverse effect on the bid award date and ultimately the transition period which is unacceptable to Canada. The mandatory criteria for all Core resources remain extant.

#### **Question 47**

Please refer to Addendum 1 to Appendix 1, Core Resource Position Profile Index, 2. Qualifications, 2.a which reads "An AFAY and an AFAZ qualification, or the NATO standard equivalent qualifications through another NATO military education institute".

This requirement is very similar to that required for certain individuals within the initial mandatory 10 core resources (required at bid submission) which reads "Must have obtained an AFAY qualification and an AFAZ qualification, or the equivalent qualification recognized by the CAF"

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Please confirm that to ensure consistency with the qualification requirements for similar positions the wording in Addendum 1 to Appendix 1, Core Resource Position Profile Index will be changed to reflect the mandatory requirements specified in the RFP at Attachment 1 to Part 4, Technical Criteria – Resource Criteria.

The positions affected by this change include Position Reference #'s: K-006, K-007, K-008, K-009, K-010, K-011, K012, K-013, K-014, K-015, K-028, K-029, K030, K031, K037, E-002, E-003, P-002, P-003, V-002, V-003, G-002, G-003 and G-004.

#### **Answer 47**

The statement, *"Must have obtained an AFAY qualification and an AFAZ qualification, or the equivalent qualification recognized by the CAF"* is correct and supersedes, *"An AFAY and an AFAZ qualification, or the NATO standard equivalent qualifications through another NATO military education institute"*. The statement also applies to all of the positions described in this question. (K-006, K-007, K-008, K-009, K-010, K-011, K012, K-013, K-014, K-015, K-029, K030, K031, K-032, G-007, K-037, E-002, E-003, P-002, P-003, V-002, V-003, G-002, G-003, G-004). The remainder of the requirements remain extant for the positions listed within this response.

#### **Question 48**

Please refer to Addendum 1 to Appendix 1, Core Resource Position Profile Index, 2. Qualifications, b. ii which reads "Employment as an instructor or directing staff at a CAF Instructional (or NATO/ABCA equivalent) institution."

This requirement is very similar to that required for certain individuals within the initial mandatory 10 core resources (required at bid submission) which reads "Employment as an instructor or directing staff at a Canadian Armed Forces (CAF) Instructional Institution (or NATO/ABCA) equivalent which includes either a Professional Military Education Institute or Instructional Institution (as per Amd. 6, Q&A #28)."

Please confirm that to ensure consistency with the qualification requirements for similar positions the wording in Addendum 1 to Appendix 1, Core Resource Position Profile Index will be changed to reflect the mandatory requirements specified in the RFP at Attachment 1 to Part 4, Technical Criteria – Resource Criteria.

The positions affected by this change include Position Reference #'s: K-006, K-007, K-008, K-009, K-010, K-011, K012, K-013, K-014, K-015, K-029, K030, K031, K-032, G-007, K-037, E-002, E-003, P-002, P-003, V-002, V-003, G-002, G-003, G-004.

#### **Answer 48**

Canada confirms that the employment as an instructor or direction staff at a CAF Instructional Institute (or NATO/ABCA) equivalent which includes either a PME Institute or Instructional Institution applies to all of the positions described within this question. (K-006, K-007, K-008, K-009, K-010, K-011, K012, K-013, K-014, K-015, K-029, K030, K031, K-032, G-007, K-037, E-002, E-003, P-002, P-003, V-002, V-003, G-002, G-003, G-004). The remainder of the

requirements remain extant for the positions listed within this response.

#### **Question 49**

Please refer to Addendum 1 to Appendix 1, Core Resource Position Profile Index, 2. Qualifications, b. which reads " Must have a minimum of 10 years of experience in the reconfiguration of large networks of serving at least 700 client workstations. This experience must include the use of ghosting, remote system management and/ or other techniques to allow for rapid data populating of all computers on a simulation and secure network."

This requirement is very similar to that required for certain individuals within the initial mandatory 10 core resources (required at bid submission) which reads "Must have a minimum five (5) years of experience in the last ten (10) years in the reconfiguration of large networks serving at least 200 client workstations. This experience must include the use of ghosting and other techniques to ensure full functionality of all client stations on a simulation network."

Please confirm that to ensure consistency with the qualification requirements for similar positions the wording in Addendum 1 to Appendix 1, Core Resource Position Profile Index will be changed to reflect the mandatory requirements specified in the RFP at Attachment 1 to Part 4, Technical Criteria – Resource Criteria.

The positions affected by this change include Position Reference #'s: K-017, K-018, K-019, K-020, K-023, E-004, P-004, V-004, G-005, K-024, K-025, K-026, K-027, E-005, E-006, P-005, V-005 and G-006.

#### **Answer 49**

The position descriptions for K-016, K-017, K-018, K-019, K-020, K-023, K-024, 025, 026, 027, E-004, E-005, E-006, P-004, P-005, V-004, V-005, G-005 and G-006 are forthwith amended to reflect that the resources "*Must have a minimum five (5) years of experience in the last ten (10) years in the reconfiguration of large networks serving at least 200 client workstations. This experience must include the use of ghosting and other techniques to ensure full functionality of all client stations on a simulation network.*" The remainder of the requirements remain extant for the positions listed within this response.

#### **Question 50**

Please refer to Addendum 1 to Appendix 1, Core Resource Position Profile Index, 2. Qualifications, c. which reads "Must have a minimum of two (2) years of military experience having directed/managed a Combat Arms (Armour, Artillery, Combat Engineers, or Infantry) organization of at least 150 personnel and having been responsible for overseeing operations, personnel management, financial management and logistics."

This requirement is very similar (in terms of number of personnel directed/managed) to that required for certain individuals within the initial mandatory 10 core resources (required at bid submission) which reads "Must have a minimum of two (2) years of military experience directing/managing an organization of at least 100 personnel and overseeing operations, personnel management, financial management and logistics."

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Please confirm that to ensure consistency with the qualification requirements for similar positions the wording in Addendum 1 to Appendix 1, Core Resource Position Profile Index will be changed to reflect the mandatory requirements (in terms of number of personnel managed/directed) specified in the RFP at Attachment 1 to Part 4, Technical Criteria – Resource Criteria.

The positions affected by this change include Position Reference #'s: K-006, K-007, K-008, K-009, K-010, K-011, K-012, K-013 and E-001, P-001, V-001 and G-001.

### **Answer 50**

The question has identified an error within the RFP mandatory requirements and technical requirements for the positions K-006, K-007, K-008, K-009, K-010, K-011, E-001, P-001, V-001, and G-001. The following statement "*Must have a minimum of two (2) years of military experience directing/managing an organization of at least 100 personnel and overseeing operations, personnel management, financial management and logistics*" will apply to positions K-005 (Senior Activity Leader), K-006, K-007, K-008, K-009, K-010, K-011, E-001, P-001, V-001, and G-001. The remainder of the requirements within each position remains extant. The requirement outlined within the RFP for positions K-012 and K-013 will remain extant.

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**All other terms and conditions remain unchanged**

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