



Reimagining Industry to Support Equality

## **REQUEST FOR PROPOSAL**

### **RISE: Landscape scan of digital-tools, platforms and delivery models for training delivery**

#### **1. Background and Rationale**

RISE: Reimagining Industry to Support Equality accelerates equality for low-income workers in global garment and footwear supply chains through collaboration with industry stakeholders and a firsthand understanding of workers' needs and priorities. RISE pursues its mission through three core strategies: (1) strengthening knowledge and skills for workers and managers; (2) embedding gender equality in business practice and (3) influencing industry and public policy.

There are 60million workers (approximately 65% women) in global garment, footwear and home textile sector. The daily reality for workers especially women, is shaped by persistent inequality and discrimination – limited financial inclusion, inadequate access to healthcare, violence and harassment at work and growing climate related risks. These challenges restrict workers from reaching their full economic potential and directly affect business performance and productivity.

Digital tools offer a significant opportunity to strengthen and scale workplace training in garment factories. They can support the delivery of training at scale, provide accessible and engaging learning content for workers and managers, and enable reinforcement of learning over time.

RISE has piloted and implemented a range of digital training approaches, including interactive and multimedia-based formats. These experiences have highlighted both the potential and limitations of digital tools in terms of usability, scalability, inclusion, and integration at factory level. RISE aims to strengthen its use of digital tools for training and is seeking a consultant to conduct a landscape scan of relevant tools, platforms, and delivery models. This will help RISE position its current approach, identify emerging practices, and assess implications for learning outcomes, inclusion, cost, and operational feasibility.

#### **2. Purpose and Objectives**

##### **Overall purpose:**

To map, analyse, and synthesise relevant digital tools, platforms, and delivery models used by comparable organisations and service providers to support factory worker and manager training, in order to inform RISE's future digital approach.

##### **Specific objectives:**

1. Identify existing and emerging digital tools and platforms relevant to worker and manager learning, outreach, training data analysis and evaluation.
2. Assess the relevance, strengths, limitations, and trade-offs of different tools and models.
3. Develop actionable recommendations for RISE on future digital training investments and priorities, identifying which tools, platforms, and delivery models are most likely to drive outcomes and enable scale.

### 3. Scope of Work and Analytical Focus

The landscape scan will be structured around a series of focus areas.

| <b>Focus areas</b>   | <b>Assessment Questions</b>  |
|--|--|
| <b>Digital Approach</b>                                      | What types of digital tools and platforms are being used to support training of factory workers and managers, and for what purposes?   |
| <b>Delivery Models and Integration at Factory Level</b>      | How are digital tools integrated into training delivery models at factory and workplace level?   |
| <b>Learning Outcomes and Engagement</b>                      | How do different digital tools and models support learning outcomes and sustained engagement? This includes how tools support different learning objectives and stages, such as initial comprehension, retention, recall, and ongoing reinforcement (e.g. through refreshers, reminders, or repeated exposure to content). |
| <b>Gender, Inclusion and Accessibility</b>                   | To what extent are digital training tools relevant and accessible for women workers?   |
| <b>Technology Infrastructure and Scalability</b>             | What infrastructure and resourcing requirements do digital training tools and models entail?   |
| <b>Digital tools for monitoring, evaluation and learning</b> | How do organisations use digital tools to monitor, assess and generate learning from training initiatives?   |

### 4. Methodology

The landscape scan will use a light-touch, rapid review methodology, combining:

- Desk review of selected organisations, platforms, and tools relevant to RISE's context.
- Key informant interviews with NGOs, not-for-profits training providers and digital services providers using digital tools that could be applicable to RISE
- Structured comparison of tools and models against the agreed focus areas and assessment questions.

The methodology will prioritise practical applicability over exhaustive coverage, while taking into account data protection, privacy, and ethical considerations related to digital tools and platforms.

### 5. Deliverables

Expected outputs include:

1. **Landscape Scan Report**
2. **Comparative Matrix or Shortlist Table**
3. **Key Implications and recommendations for RISE**

## 6. Use of Findings

Findings from this assignment will:

- Inform RISE's ongoing thinking on digital priorities and future investments Inform decisions on early prototyping and piloting
- Support internal alignment and evidence-based discussion on digital priorities

## 7. Deliverables and Timeframe

The assignment would need to be completed by 30 June 2026

| Deadline     | Deliverable                              | Approx no of days |
|--------------|--|-------------------|
| 25 May 2026  | Inception and kick-off of the assignment | 1                 |
| 17 June 2026 | First Draft of the Landscape Scan Report | 8                 |
| 30 June 2026 | Final Report                             | 1                 |

The consultant(s) should demonstrate:

- **Proven experience in digital tools for training delivery and learning**, including strong understanding of different tool types (e.g. learning platforms, mobile/low-bandwidth, messaging and micro-learning tools) and their usability, accessibility, and application in training contexts.
- **Experience designing and implementing digital or blended training delivery models and associated MEL approaches** in low- and middle-income or resource-constrained contexts, including tracking participation, engagement, and learning outcomes.
- **Strong understanding of operational, gender, and inclusion considerations affecting digital training and MEL**, including constraints such as connectivity, shared devices, and low digital literacy, and ability to translate insights into practical, actionable recommendations.

## Language and Availability

- Fluency in English is required.
- Availability to deliver the assignment within the agreed timeframe and to participate in regular check-ins with RISE.

## Application Process

Interested individuals or organisations must **submit an application to [recruitment@riseequal.org](mailto:recruitment@riseequal.org) before 17 May 2026** and reference the RFP title 'RISE Landscape scan of training digital-tools, platforms and delivery models' and in the email title and file name. Application must include:

- Brief proposal and timeline
- Budget
- CVs

**Confidentiality Statement and Intellectual Property Rights**

All information shared during the course of this assignment shall be treated as confidential and used solely for the purposes of delivering this assignment. The consultant shall not disclose, reproduce, or use such information for any other purpose without prior written consent. All outputs, reports, and materials produced under this assignment shall be the property of BSR, on behalf of RISE. The consultant may not reuse, publish, or share these materials, in whole or in part, without prior written approval.