

REQUEST FOR EXPRESSION OF INTEREST (EOI)

Title of the EOI: The extent and nature of the demand and supply of Medical and Pathology laboratory technicians: A case of the education and training landscape—2025-26	
Date of this EOI: 12/02/2026	Closing Date for Receipt of EOI: 25/02/2026
EOI Reference Number: HWSETA-25/26 EvalResearch-0011	
Service Category: Evaluation Research	
<p>Email address:</p> <p>Expression of Interest (EOI) via a proposal and quotation must be sent by email to research@hwseta.org.za (with attachments not exceeding 100MB or send separate emails once it is above 10MB). We recommend compressing your files when submitting to 100MB-150MB.</p> <p>The email must be received no later than 25 February 2026 (deadline) 17h00 with EOI reference number on the subject line.</p>	
<p>Project Commencement date: While the appointment of the service provider will be finalized or contracted with an MoA before the end of the financial year (31 March 2026), the project will commence in August 2026 except for acquiring an ethical clearance from a registered/accredited research ethics committee submitted by an appointed Service provider.</p>	

**TERMS OF REFERENCE FOR THE EXTENT AND NATURE OF THE DEMAND
AND SUPPLY OF MEDICAL AND PATHOLOGY LABORATORY TECHNICIANS:**

A case of the education and training landscape

Contents

1. BACKGROUND & CONTEXT	3
2. RATIONALE AND PURPOSE	5
3. GOAL	5
4. OBJECTIVES	5
6. SCOPE OF WORK	6
7. COMPETENCY AND EXPERTISE REQUIREMENTS	7
8. TIMELINES OF THE PROJECT	9
10. QUALITY AND REPORTING REQUIREMENTS	10
11. PRICING	10
12. MANDATORY REQUIREMENTS	11

1. BACKGROUND & CONTEXT

The Health and Welfare Sector Education and Training Authority (HWSETA) is mandated by the Skills Development Act No. 97 of 1998 as amended, which amongst other things provides for the development and updating of a Sector Skills Plan (SSP) within the framework of the National Skills Development Plan (NSDP). This plan is meant to address the skills development needs of the sector, which in the case of the HWSETA covers the Standard Industrial Classification (SIC) codes as per the HWSETA constitution. The SSP is developed at the start of a strategic period. It is then updated annually within the strategic period to keep track, adjust, and adapt to significant changes that affect the skill levels of the sector. As such, the HWSETA requires the services of a research service provider to conduct a research study that will ultimately contribute towards the update of an SSP.

The Organizing Framework for Occupations (OFO) classifies the Medical and Pathology laboratory technicians as the unit group that is under the Technicians and associate professionals. Medical and Pathology laboratory technicians constitute two occupations: Medical technicians (321201) and Medical technologists (321206). Medical technicians (321201) appear in both the 2020 and 2024 lists of Occupations in High Demand (OIHD), while Medical technologists (321206) only appear in the 2020 OIHD. This demonstrates the extent of demand in these occupations, given population growth and increased diagnostic services within the health system.

Table below shows the specialisations of each of the two occupations.

Occupations	Specialist Description
321201 - Medical Technician	Social Sciences Teacher
	Medical Research Officer
	Medical Science Technician
	Haematology Medical Technician
	Immunology Medical Technician
	Clinical Pathology Medical Technician
	Histopathology Technician
	Non Clinical Medical Technician
	Microbiology Medical Technician
	Medical Bloodbank Technician
	Blood Transfusion Medical Technician
	Haematology Technician
	Phlebotomist
	Cytotechnology Medical Technician
Pathology Technician	

Occupations	Specialist Description
	Medical Laboratory Technical Officer
	Medical Laboratory Assistant
	Clinical Microbiology Technician
	Chemical Pathology Medical Technician
	Bacterium Tuberculosis Medical Technician
	Venepuncturist
	Cytology Technician
	Phlebotomy Medical Technician
	Histopathological Medical Technician
321206 - Medical Technologist	Virology Medical Technician
	Lung Function Medical Technologist
	Parasitology Medical Technologist
	Forensic Pathology Medical Technologist
	Cytotechnology Medical Technologist
	Haematology Medical Technologist
	Blood Transfusion Medical Technologist
	Cytogenetic Medical Technologist
	Cardiology Medical Technologist
	Microbiology Medical Technologist
	Clinical Pathology Medical Technologist
	Immunology Medical Technologist
	Non Clinical Medical Technologist
	Pharmacology Medical Technologist
	Chemical Pathology Medical Technologist
	Radio-isotope Medical Technologist
	Histopathological Medical Technologist

Source: OFO version 2021.

As such, the HWSETA requires the services of a research service provider to conduct a research study to gain insight into what explains the changes, using the supply (training capacity) and demand analysis of Medical and Pathology laboratory technicians.

2. RATIONALE AND PURPOSE

This serves as a request for proposals and quotations from relevant research service providers to conduct a research study that will contribute towards the update of a Sector Skills Plan (SSP). This study will assess the extent and nature of the demand and supply of the Medical and Pathology laboratory technicians, looking into the education and training landscape for these occupations, and highlighting implications for skills development.

3. GOAL

The goal of the study is to analyze the extent and nature of the demand and supply of Medical and Pathology laboratory technicians to gain insight into how the education and training landscape influences or explains occupational shortages. Insights gained will inform evidence-based interventions to close the occupational gaps in the health sector.

4. OBJECTIVES

The study should, therefore, address the following related objectives:

- a) To quantify the number of Workers in each of the Medical and Pathology laboratory technician occupations in South Africa.
- b) To assess the capacity for the training of each of the Medical and Pathology laboratory technicians in the South African education and training institutions
- c) To assess the job placement of graduates from each of the Medical and Pathology laboratory technicians in South Africa after completion of qualifications
- d) To assess the extent of demand for each of the Medical and Pathology laboratory technicians in South Africa.

5. SPECIFIC RESEARCH QUESTIONS

The research study seeks to answer the following specific questions in relation key objectives as numbered above:

- a) How many learners have been enrolled and completed qualifications of each of the Medical and Pathology laboratory technicians?
 - i) What are the other factors that affect enrolments and completions for each of the Medical and Pathology laboratory technicians?
- b) How many training provider organizations in South Africa are offering qualifications for each of the Medical and Pathology laboratory technicians?

- i) How many spaces are available with training provider organizations for learner enrolments in qualifications for each of the Medical and Pathology laboratory technicians?
 - ii) Of those enrolled in qualifications for each of the Medical and Pathology laboratory technicians, how many have been funded by the HWSETA?
 - iii) What other factors are affecting the training capacity of skills development providers that offer training for Medical and Pathology laboratory technicians' qualifications?
- c) What is the annual job placement ratio of Medical and Pathology laboratory technicians against graduates produced per annum across the public and private sectors for practice?
- i) What are the limitations imposed by legislative or regulatory frameworks to placement of the Medical and Pathology laboratory technicians in the public, private, and NPO sectors?
- d) What is the vacancy rate of positions for Medical and Pathology laboratory technicians?
- i) What are the other factors that have been affecting the demand for Medical and Pathology laboratory technicians?

6. SCOPE OF WORK

The study will focus on the two occupations under Medical and Pathology laboratory technicians (Medical technician and Medical technologist) exploring the extent of demand and supply of these occupations. The study will use a mixed-method approach, which will focus on the collection and analysis of primary virtual qualitative interviews (15 one-on-one interviews with relevant organizations, i.e. employers) and secondary data analysis. The study covers a period of not more than 9 years (2017 to 2025).

The service provider will be required to:

- Conduct a document review of the supply and demand of Medical and Pathology laboratory technicians
- Conduct secondary database analysis of at most 9 years (2017 to 2025) of enrolment dataset for qualifications in Medical and Pathology laboratory technicians

- Conduct secondary database analysis of at most 9 years (2017 to 2025) of completion dataset for qualifications in Medical and Pathology laboratory technicians
- Conduct secondary database analysis of at most 9 years (2017 to 2025) of demand datasets for occupations in Medical and Pathology laboratory technicians.
NB: where applicable, secondary databases to be provided by HWSETA to the service provider for analysis. Further data may be requested from Department of Higher Education and Training DHET (CESM) and Health Professionals Council of SA (HPCSA).
- Conduct 15 one-on-one virtual qualitative interviews, ensuring representation across six occupations from organizations of Medical and Pathology laboratory technicians.
A research service provider must formulate the interview guide, which HWSETA must approve.
- Deliver a recording and transcripts of the virtual qualitative interviews conducted
- Conduct data analysis based on the analytical framework provided by the HWSETA.
- Prepare and submit a research report using a template provided by the HWSETA.

7. COMPETENCY AND EXPERTISE REQUIREMENTS

Prior to the bidder being subjected to the competency/ functional criterion, **it is mandatory for the bidder to have the research ethics approval capacity, where at least two names (team leader and any team member) are confirmed to have an active certificate of Training and Resources in Research Ethics Evaluation (TRREE) specifically Module 1 (introduction to research ethics) & Module 3 (informed consent), <https://elearning.trree.org/>**. The certificate should be provided.

NB: If a bidder does not meet these mandatory requirements, they will be disqualified immediately without undergoing the competency/functional criterion.

The successful bidder must have the following competencies:

FUNCTIONAL CRITERION	KEY COMPONENTS	MAXIMUM POINTS AVAILABLE												
<p>1. Organizational Structure and Function</p>	<p>1.1 A minimum of at least 2 team members must have at least 4 years of individual work experience. The team leader must have a minimum of 8 years of experience in research. The research service provider must submit CVs of all team members listed above.</p> <table border="1" data-bbox="300 600 1278 909"> <thead> <tr> <th data-bbox="300 600 544 667">Name & Surname</th> <th data-bbox="549 600 852 667">Title/Position</th> <th data-bbox="857 600 1278 667">Years of experience in research</th> </tr> </thead> <tbody> <tr> <td data-bbox="300 667 544 837"></td> <td data-bbox="549 667 852 837">Team members (at least two) [10] NB: A team leader cannot be submitted as team member.</td> <td data-bbox="857 667 1278 837">10 points</td> </tr> <tr> <td data-bbox="300 837 544 871"></td> <td data-bbox="549 837 852 871">Project/Team leader</td> <td data-bbox="857 837 1278 871">10 points</td> </tr> <tr> <td data-bbox="300 871 544 909"></td> <td data-bbox="549 871 852 909">Total</td> <td data-bbox="857 871 1278 909">20 points</td> </tr> </tbody> </table> <ul style="list-style-type: none"> • Table above not provided in the proposal = [0] • Table completed with individual team members with less than 4 years of experience = [0] • Table completed with team leader with less than 8 years of experience in research = [0] • Table completed with at least two team members with each having 4 years of experience in research specified = [10] • Table completed with a team leader with a minimum of 8 years of experience in research = [10] 	Name & Surname	Title/Position	Years of experience in research		Team members (at least two) [10] NB: A team leader cannot be submitted as team member.	10 points		Project/Team leader	10 points		Total	20 points	<p>[20 points]</p>
Name & Surname	Title/Position	Years of experience in research												
	Team members (at least two) [10] NB: A team leader cannot be submitted as team member.	10 points												
	Project/Team leader	10 points												
	Total	20 points												
<p>2. Professional Qualifications of the Research Team</p>	<p>The Project/Team leader should be in possession of the following qualifications [provide certified copy of the team leader's qualification the stamp must <u>not be more than 6 months (duration between stamp date and EOI deadline date)</u>]:</p> <p>A minimum of a Master's degree/Doctoral Degree in Social science:</p> <ul style="list-style-type: none"> ▪ Qualifications below Master's degree = [0] ▪ Master's degree = [10] ▪ PHD = [20] <p>NB: International qualifications must be verified by SAQA and a copy of letters confirming verification. Total [20 points]</p> <p>The research service provider must submit the qualifications of at least 2 team members that will be involved in this project <u>listed on the organization and structure table</u> above in possession of the following qualifications (excluding team leader).</p> <p>A minimum of an honours degree in Social science:</p> <ul style="list-style-type: none"> ▪ No qualification submitted or qualification submitted below honours degree = [0] ▪ Honours degree = [10] ▪ Master's or PhD = [20] <p>[Provide a certified copy of the qualification listed. The stamp must <u>not be more than 6 months (duration between stamp date and EOI deadline date)</u>]. NB: International qualifications must be verified by SAQA and a copy of letters confirming verification. Total [20 points]</p>	<p>[40 points]</p>												

3. Organizational Experience in research work	The proven track record for conducting similar studies		[40 points]
	CRITERION	SCORE	
	Reference letters	<p>The service provider must submit a <u>minimum of 2 reference</u> letters with contactable references in provision of research services. The reference letter should be between 2017 and 2025. For a reference letter to be valid it must be dated and signed. Less than two reference letters = [0] Minimum 2 reference letters = [20] In addition to meeting minimum 2 reference letters, following bonus points will be added when.</p> <p>At least one letter confirms the ability of research service provider in <u>using mixed methods research</u> (both qualitative and quantitative research [10] At least one letter confirms the exposure of research service provider to <u>labour market research or SETA landscape research</u> [10]</p>	
Each reference letter must have the following to meet the minimum requirements.			
Key elements of the reference letter			
It must be dated			
It must specify the research project study undertaken			
It must be signed			
The organization, position, and contact details of the signatory must be stated			
Subtotal for Functionality (maximum) 100%			100 points
<i>NB: A service provider must score a minimum of 80 points on functionality [competency and expertise requirements] to be considered for the next level scoring for compliance/preferential points</i>			

8. TIMELINES OF THE PROJECT

The duration of the project will be eighty (100) working days from the date that will be specified by the HWSETA.

9. EXPECTED DELIVERABLES

The service provider will be required to deliver:

- Conceptual Proposal including methodology
- Literature Review (includes document review analysis)
- Interview schedule for virtual qualitative interviews for review and approval by HWSETA.
- Recorded audios and transcripts of virtual qualitative interviews
- Enrolments and completions secondary database analysis in files and graphics
- Research report & Presentation.

10. QUALITY AND REPORTING REQUIREMENTS

The service provider will report directly to the Researcher (appointed as project lead from HWSETA) and the Research and Information Manager of HWSETA, as and when required. The service provider must oversee the general management of the service and performance.

11. PRICING

- The proposed project pricing must be all inclusive of VAT.
- The HWSETA may require a breakdown of rates on any of the items priced, and service providers are required to provide the same.
- The HWSETA reserves the right to negotiate the selection/prioritisation of deliverables in line with the contract price.

The following table must be used for the quotation. However, you are free to include more quotation details in your own preferred format in addition to the table shown below.

Outcome/Output	Activity	Team member(s) involve (Name and position)	Cost inclusive of VAT
<u>Conceptual Proposal including methodology</u>			
<u>Literature Review</u> (includes document review analysis)			
<u>Ethical Clearance</u> (Service Provider to source Ethical Clearance from a recognised institute)			
<u>Data collection</u> : (one-on-one virtual qualitative interviews) [15x]			
<u>Qualitative data analysis</u> from one-on-one virtual qualitative interviews (Including Raw data collected from interviews)			
Secondary quantitative <u>data analysis</u> (minimum of two datasets provided by HWSETA) <ul style="list-style-type: none"> a) Employment profile dataset (WSP) b) and hard-to-fill-vacancies dataset (WSP) 			

Outcome/Output	Activity	Team member(s) involve (Name and position)	Cost inclusive of VAT
secondary quantitative datasets to be requested by service provider from other institutions (i.e. DHET and/or HPCSA) a) Enrolment datasets b) Completion datasets			
<u>Report writing and presentation</u>			

Please, note that data collection will have one questionnaire, and a quote should be provided.

12. MANDATORY REQUIREMENTS

- Company registration documents
- Service provider's business address
- Service provider's contact person (name, email address, and telephone number)
- Proof of registration on the Central Supplier Database (attached relevant documents)
- Signed POPI Consent (**Refer to Annexure A below**)

ANNEXURE A: CONSENT IN TERMS OF SECTION 11 OF THE PROTECTION OF PERSONAL INFORMATION ACT, 2013 (“POPIA”)

In order for the Health and Welfare Sector Education and Training Authority (“HWSETA”) to consider the applicant’s response to the advertisement to become a service provider of the HWSETA, it will be necessary for the HWSETA to process certain personal information which the service provider may share with the HWSETA for the purpose of the bid, including personal information.

The HWSETA will process the Service Provider’s Personal Information in accordance with its Privacy Policy. Access to your Personal Information and purpose specification: Personal Information will be processed by the HWSETA for purposes of assessing the service provider’s submission in relation to the advertised EOI and the purposes of assessing current services required by HWSETA. We may also share the service provider’s Personal Information with third parties within the Republic of South Africa, including to carry out verification and background checks. In this regard, the service provider acknowledges that the HWSETA’s authorised verification agent(s) and service providers will access Personal Information and conduct background screening.

Consent:

By [ticking] "Yes" and signing below, you agree and voluntarily consent to the HWSETA's processing of your Personal Information for the purposes of evaluation, including to confirm and verify any information provided in the submission and service provider gives HWSETA permission to do so. The service provider understands that it is free to withdraw its consent on written notice to HWSETA and the service provider agrees that the Personal Information may be disclosed by HWSETA to third parties. Please note that if you withdraw your consent at any stage, we may be unable to process your bid submission.

Yes No

Supplier Name

Date

Signature