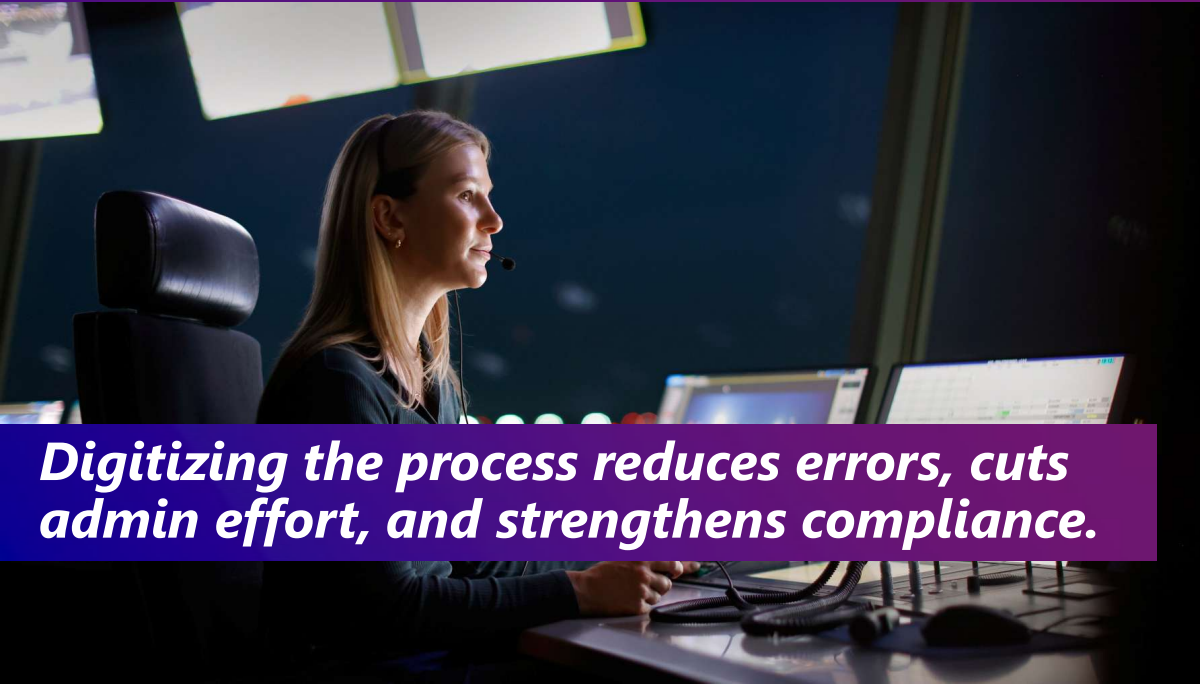




Wanted: Qualification Management Tool



Project Description



Digitizing the process reduces errors, cuts admin effort, and strengthens compliance.



We are looking for a centralized software solution to manage, plan, and report all academy operations.

Application
Deadline

May 11th,
2026

Pitches

May 26th –
29th, 2026

Submission
of Offers

June 8th,
2026

Start of
Collaboration

June 22th,
2026

End of
MVP-Project

August
20th, 2026



Briefing: Fraport Digital Factory Project “Qualification Management Tool FraSec Academy”

The Digital Factory is a virtual organizational unit at Fraport that acts as an internal solution partner with digitalization and technology specialists to support Fraport divisions in Frankfurt and worldwide in solving problems. In a three-month project phase, the team develops a solution in the form of a Minimum Viable Product (MVP). More information about our approach can be found on our [homepage](#).

Below you will find the open call for one of our projects.

Problem/goal description and technology focus:

At present, all training and certification administration at the FraSec Academy is managed manually using Excel. To do this, lists filled out by hand by the instructors are scanned individually by the Academy’s administrative staff and manually entered into Excel spreadsheets, which are then processed manually into reports that are ultimately sent to clients and regulatory authorities. This process results in a high risk of errors, significant administrative overhead, and a potential risk of failing to reliably meet regulatory requirements.

At the same time, the requirements of customers, authorities, and internal stakeholders are becoming increasingly complex, diverse, and regulatory in nature. Poor data quality can lead, for example, to erroneous work suspensions for employees as well as regulatory sanctions against the airport operator.

We are looking for a technical solution that provides a centralized software for managing and planning the entire academy operations, including integrated monitoring and reporting.

Schedule and milestones:

- If interested, please contact us at digitalfactory@fraport.de with information about your company and a short outline of your solution (max. 5 slides) by May 11th, 2026.
- Solution provider presentations (pitch) from May 26th – 29th, 2026.
- Shortlisting of providers asked for a quote by May 29th, 2026.
- Submission of quotes by June, 8th, 2026 8 am CEST.
- Contracting and start of cooperation within 1-2 weeks after quotes have been submitted
- End of project and final presentation by solution provider expected on August, 20th, 2026.

Goals and Non-goals:

Goals:

- Centralized and audit-proof management and analysis of qualifications in accordance with LuftSiSchulV
- Introduction of comprehensive and individualized analyses for training



monitoring to identify qualification gaps early on and address them targeted. This is intended to ensure that the required qualification level is maintained at all times.

- Efficient organization and automated processes facilitate the planning, implementation, and tracking of training sessions.
- Transparency: Stakeholders (clients, authorities) have a constant overview of training status and qualifications.
- Reduction of manual transactions, e.g., recording of continuing education activities (attendance confirmations)

Non-goals/characteristics:

- No interfaces in the MVP
- Training content does not need to be digitized, e.g., via e-learning
- No replacement of existing HR, payroll, or scheduling systems
- No social collaboration tools (forums, chats)

Acceptance criteria:

Requirements:

- Management of various user groups (e.g., learners, trainers, administrators), assignment and management of roles and permissions
- Creation, editing, and management of courses (including course capacity) and learning paths, assignment of courses to specific user groups or individuals
- Management and course registration for participants and instructors
- Registration option for corporate employees
- Creation and management of attendance certificates and course certificates
- Reporting & Analysis: Reports on participant progress and performance, course completions and attendance (training hours completed by participants and instructors), as well as course utilization; Export functions (e.g., Excel, PDF)
- Notification function regarding certificate expiration (for employees and instructors)
- Data protection & IT security, GDPR compliance, and secure data storage, user and access logging

Optional:

- Booking functionality for external training participants, with the option to book via the public FraSec website
- Recording and documentation of learning assessments, tests, and evaluation results from the instructor's assessment of on-the-job performance
- Booking and management of facilities
- Proof of integration with existing HR systems, shift scheduling, or other relevant IT systems

Acceptance criteria with KPI list:

- Role and permission system fully implemented
- Courses can be created, edited, published, and archived



- Learning paths can be configured and assigned to users
- Manual and automatic enrollment functional
- Reminder logic for instructors and participants implemented
- Certificate expiration warnings active
- Certificates can be generated automatically
- Certificates of completion are downloadable
- Generation of reports and evaluations on progress, completions, and attendance is possible
- Export of reports to Excel and PDF is possible
- GDPR compliance confirmed

Description of test setup/test options:

- The system will be piloted over a one-week period in an isolated, virtual test environment. Two representative courses will be selected for the test, during which all key process steps will be demonstrated. The test covers the entire process chain, from course planning and participant enrollment to the creation of participant lists and the subsequent evaluation via the reporting module.

These KPIs must be achieved by August 20th, 2026 or verifiably achievable.

List of standards and norms the solution must comply with:

- GDPR
- IT Security Act
- Luftsicherheitsgesetz/ Luftsicherheits-Schulungsverordnung

Priority questions to be answered during a possible pitch:

- Ability to deliver
- References for projects with government agencies (preferably HMWVW, BPOL)
- Integration of external links
- Knowledge of sp-expert/roster interface technologies



Evaluation criteria:

Should you be invited to pitch, you will be evaluated according to the following criteria:

1. Customer reference: Customer references in the aviation industry (airports, airlines) or in similar industries, not older than 3 years (*simple scoring*)
2. Effectiveness: Can this technology solve the problem? (*triple scoring*)
3. Maturity of the solution: Existing product or new development? (*triple scoring*)
4. Efficiency: How well can the technology solve the problem (KPI achievement, MVP scope)? (*triple scoring*)
5. User Interface: User-friendly, clear interface – the following criteria will be assessed: graphics, design, clarity and intuitive user interface, practicability (*triple scoring*)
6. Data collection and storage: Where is the data stored (e.g. on-premise/cloud)? (*simple scoring*)
7. Data sharing: Possibility of data sharing (data flows into data lake or similar, APIs etc.?) (*simple scoring*)
8. Access: Is there a user concept, can different users be assigned different access rights etc. (*simple scoring*)
9. Primary scope of rollout: Use of additional areas, scalability (FRA) (*simple scoring*)
10. Other possible applications, e.g. in other airport areas or for different use cases (*simple scoring*)
11. Use in the Fraport Group: Use for subsidiaries (*simple scoring*)
12. GDPR compliance / compliant with German law (*simple scoring*)
13. Visualization: Were a demo/photos/videos shown? (*simple scoring*)
14. Presentation style: Convincing presentation and reaction to questions (*simple scoring*)
15. Price indication: Was a first indication provided, info about pricing model? (*simple scoring*)
16. Speed of implementation: Describe timeline, prove feasibility (*simple scoring*)

Please keep the evaluation criteria in mind for your presentation and be responsive to the demanded content. Should you not be able to address all points in your pitch due to time restrictions, please make sure to include all information in the presentation you send us afterwards.

Based on the aforementioned criteria, Fraport will select suitable providers for a shortlist and ask for a cost proposal.

Should you not be able to offer us the whole solution and wish to work with a partner, please provide information about the partner and your previous experience. Please keep in mind that Fraport will commission one contractor only. Your partner needs to be commissioned as a subcontractor on behalf and for account of you as the contractor. Should you be shortlisted and asked to submit a cost proposal, Fraport will only accept a comprehensive offer.



Further hints and instructions

You will have 30 minutes to pitch your solution idea to us. Please plan for 15-20 minutes of presentation at maximum, so that we have time for questions. You may present in German or English language and we would appreciate to receive your presentation slides afterwards (please send us a version that we are allowed to distribute internally for information purposes).