



Food and Agriculture
Organization of the
United Nations



Kingdom of the Netherlands



People for development



International
Labour
Organization



Improved access to employment opportunities for Lebanese host communities and Syrian refugees in Lebanon Project

Terms of Reference for a consultancy to Identify and propose potential types of apprenticeships/Work Based Learning (WBL) system suitable for the Baccalaureate Technique (BT) courses of Ministry of Agriculture (MoA)

Background

The FAO project ‘Upgrading the technical agriculture education system in Lebanon’ supported by the MoA, ILO and AVSI, aims at supporting the seven agriculture technical schools so that they are managed and are able to deliver high quality agriculture technical training to young male and female Lebanese and Syrians to respond to the labour market demand. The project include the Baccalaureate Technique in the Agriculture (BTA) curriculum review and, by default, it will look into the way the BTA as well as the agriculture schools are administered/coordinated by the Agricultural Education and Extension Services (EES) (a division under the Directorate of Studies and Coordination (DSC) within the General Directorate of Agriculture). The EES relies on 28 agricultural centres, 7 agricultural technical schools¹, and 3 agricultural service centres covering all districts, with the mission to deliver agricultural extension, education and training.

The Technical and Vocational Education Training (TVET) systems in Lebanon are often argued on the basis that there is a mismatch between the skills offered and the needs of employers. There is no strong linkage between TVET system and the labour market demand². This means that young job seekers are learning skills that are not needed by industry. This is an important issue for any country to improve the employability of young workforce and enhancing the productivity and competitiveness of their enterprises.

Considering the above situation, to enhance the employability of the potential Lebanese youths the TVET programmes under MoA requires enhancement and improved linkages to the private sector to ultimately contribute to employment generation and poverty reduction. In particular, there is a need to review the existing curricula and training delivery methodology of TVET programmes under MoA as current school-based training system are not able to satisfy current and future requirement of the employers.

In this regard, a sectoral study was conducted under FAO-ILO project to review and analyze the supply and demand for skills in the agriculture sector. The study identified the market-driven occupations for agriculture sector which will contribute to the development of training standards

¹ one school in each of North, Akkar, and Beqaa governorates, and two schools in each of Mount Lebanon and Nabatieh governorates

² National Strategic Framework for TVET 2018-2022,

based on the employers' demand. Therefore, there is a need to develop a strategy to involve the employers in the training delivery system which the current school based training programmes are failing to do.

Scope of the work

Within the framework of the FAO-ILO project output 1.2 “Relevant form of apprenticeship defined in support of the national agriculture technical policy strategy revision”, the project aims to identify a suitable apprenticeship/WBL system for the MoA. In this regard the consultant will conduct desk review on apprenticeship/work based learning system of Lebanon in particular for the TVET programmes under the MoA. S/he will also review the international good practices on apprenticeship/WBL for this purpose. The consultant will recommend an adaptable apprenticeship/WBL model.

Specific Objective of the Tasks

The specific objective of the consultancy is to propose the most relevant apprenticeship/work-based learning model to the Ministry of Agriculture (MOA) based on the lesson learned from the local and international good practices.

Major tasks and activities

- i. Review existing training delivery strategy of Agriculture Schools under Ministry of Agriculture including internship/traineeship activities;
- ii. Review the findings of the tracers study on Dual Training System conducted by GIZ in collaboration with the Ministry of Education and Higher Education (MEHE);
- iii. Review the recent study on supply of and demand for skills in Agriculture sector in Lebanon conducted by ILO-FAO with MOA;
- iv. Review the ILO Toolkit for Quality Apprenticeships;
- v. Review the current apprenticeships/WBL practices in Lebanon;
- vi. Review the guidelines for Non-Formal Market-Based Skills Training in Lebanon;
- vii. Review the current international good practices of apprenticeships/WBL and derive the lesson learned for Lebanon;
- viii. Interview the Senior Officials of MoA, Chamber of Commerce and Industry and Agriculture (CCIA), General Confederation Lebanese Workers (CGTL), NGOs and training providers to draw the apprenticeship/ WBL model for Lebanon;
- ix. Conduct three one-day consultation meetings to discuss the assessment report;
- x. Prepare a draft report accompanying different options of apprenticeships/WBL system to be proposed for the MoA, Lebanon;
- xi. Facilitate a validation workshop to review and finalise the proposed apprenticeships/ WBL model;
- xii. Review existing laws/regulations/policy supporting apprenticeship/WBL under Ministry of Agriculture and propose what types policy integration need to be adopted to implement the proposed model of apprenticeship/ WBL.

Results of the study

A final report including identified potential types of apprenticeship/WBL system suitable for MoA's BT course

Outputs/deliverables/budget³

	Outputs	Number of days	Daily fees	Total
1	Review of literature on local and international good practices of apprenticeships /WBL system.	5		
2	Interview Senior officials of MoA, CCIA, CGTL, NGOs and Training Providers	4		
2	Conduct two one-day meetings and one validation workshop to share the findings with stakeholders	4		
2	Draft report (no more than 30 pages in edited English Arial 10 Font)	4		
3	Submit final report after validation by stakeholders	3		
	Total	20		

Report Structure

Chapters	Contents	Number of pages (maximum)
Foreword by ILO RD		
Introduction	Characteristics of the Lebanese labour market (in particular in the agriculture sector), skills demand and supply, skills training system, workplace based learning and background for the activity	1
Executive summary	Main findings and conclusions	2
Methodology	Methodology and possible shortcomings	2
Outline of literature review on Local and International apprenticeships/WBL	Major findings and lesson learned	6 page / sector
Qualitative data analysis based on the interview	Findings based on interview	4 pages
Conclusion, findings and recommendations	Main conclusions and recommendations	3 pages
Annex 1: A semi-structure questionnaire	-	
Annex 2: List of stakeholders interviewed with contact details		

Consultant Profile

Education

The consultant must have an advanced graduate degree (MSc, MA, or PhD) in economics/ statistics/ engineering, social science with expertise on data analysis and reporting.

³ Budget will be calculated based on daily fees

Experience

The consultant must have:

- At least 5 years demonstrated experience in conducting literature review, interviews and surveys, data collection and analysis.
- A strong background and experience in skills development system in particular apprenticeships/WBL system
- Experience in undertaking research studies and writing policy briefs.
- Experience with multi-disciplinary teams.

Core Competencies

The consultant must have demonstrated a high level of proficiency in:

- Working with multi-disciplinary teams in Lebanon;
- Analyzing labour market and/or economic data and producing reports;
- Consulting with various stakeholders (including governments, business/employer and labour/employee organizations);
- Developing and delivering report;
- Good command of spoken and written English including Arabic.

Criteria for Selection

The consultant will be selected based on best value for money, i.e. based on (a) his/her demonstrated research capacity as evidenced by CV and recent papers / research, and (b) his/her financial proposal.

Time frame & outputs

This contract will be implemented in the period of 6 January 2020 to 10 February 2020 including conducting two meetings and one validation workshop and completion of all deliverables.

Supervision and logistics arrangements

The consultant will work closely with and under the supervision of the CTA, TVET Programme, ILO-ROAS, Beirut and in close coordination with the Skills Development Officer and the National Project Coordinator.

Payment procedures

The consultant will be paid after all deliverables were submitted against submission of invoice and upon satisfaction of ILO terms of reference.

Submission of proposal

The ILO invites technical and financial proposals from qualified consultants having relevant experience in delivering similar services as mentioned in this Terms of Reference (TOR). The application should be submitted by ***e-mail to serajul@ilo.org, no later than, 30 November 2019.***