



Inclusive jobs and education for refugees and host communities
-PROSPECTS-
Terms of Reference

TOR Title	Consultant for the Support in Reporting on PROSPECTS Skills and Employment Activities		
Country	Lebanon	Project Code	LBN/19/50/NLD - 107274
Duration	From	01/10/2022	to 30/03/2023
Pillar:	Education		
Outcome:	05: Years 2-4 - Component Education - Increased number of forcibly displaced and host community people with quality education and training		
Output:	05.01 - (Y2-4) More people acquire additional occupation-relevant skills for transition to work		
Activity / BL	05.01 01 - Displaced populations and vulnerable Lebanese have access to market relevant skills development programs (TVET; transferrable; digital; entrepreneurship)		
	05.01.02 - Updated systems for skills governance, accreditation, assessment and certification are developed and implemented		
	05.01.03 - Work-based learning services are provided, including on-the-job- training, apprenticeships, and internships		

PROJECT BACKGROUND

General Background

The forced displacement crisis has increased in scale and complexity in recent years. According to UNHCR, 79.5 million people were forcibly displaced worldwide at the end of 2019. Forcibly displaced persons (FDPs), including refugees and internally displaced persons (IDPs) face specific vulnerabilities, including loss of assets and psychological trauma, limited rights, lack of opportunities, a protection risk as well as a risk to be out of school, and a lack of planning horizon. In addition, the communities hosting FDPs also struggle to pursue their own development efforts.

In response to the considerable challenges facing FDPs and host communities, a new partnership initiative titled: 'PROSPECTS' Partnership for improving Prospects for host communities and forcibly displaced persons, was launched by the Government of the Netherlands, that brings together the International Finance Corporation (IFC), the International Labour Organization (ILO), the UN Refugee Agency (UNHCR), the UN Children's Fund (UNICEF) and the World Bank. Through the PROSPECTS partnership, the five partner agencies aim to leverage their comparative advantages and areas of expertise to programme complementary and interdependent interventions that address education and skills, employment and protection challenges. The partnership spans eight countries, namely Egypt, Ethiopia, Iraq, Jordan, Kenya, Lebanon, Sudan, and Uganda and covers the period 2019-2023.



PROSPECTS in Lebanon

Within the framework of the PROSPECTS partnership in Lebanon, ILO's focus is on enhancing resilience of the country's crisis- distressed labour market and creating better livelihoods for both Lebanese host communities and Syrian refugees. It is doing so by promoting the development of market relevant skills, enhancing employment placement services and labour market governance, strengthening social protection schemes and promoting micro, small and medium sized enterprises (MSMEs) as well as sectors, including the agriculture and agro-food with potential for decent job creation.

ASSIGNMENT BACKGROUND AND OBJECTIVES

The multifaceted crisis facing the country has led to an estimated 350,000 private sector jobs lost during the period October 2019–June 2020, 130,000 of which were lost in the first half of 2020¹ - and young people are among the hardest hit. Prior to the onset of the pandemic, half of all employed young people were working in sectors that were at high risk of job losses; while almost a quarter of all young people were not in employment, education, or training - or “NEETs”². Prior to the spread of COVID-19, the country's dire economic and financial situation had already impacted people's lives, leaving thousands of workers either unemployed, or under-employed with reduced wages and working hours. With disruptions in education and training, and limited prospects for work due to COVID-19 containment measures and the deteriorating economic situation, labour inactivity and NEET rates are expected to increase even further among youth. The core challenge facing skills training systems in Lebanon is the need to better align skills supply with market demand. The programmes, curricula, and assessment methods at skills training centres have not been updated to meet new skills demands; this is, in part, due to the absence of mechanisms for regular engagement between skills training centres with employers and the private sector and communication of competencies in demand. The lack of work-based learning opportunities and entrepreneurship opportunities further hampers young people's ability to transition from learning to earning. With the economic crisis, inability of students to pay their registration and tuition fees will likely result in increasing dropout rates and demand for short to medium term skills building employability training programmes – especially those that support young people to access the digital landscape, start their own businesses and/or access the labour market with work-based learning opportunities.

Support to improve the agriculture technical education³

In 2018, ILO partnered with FAO in a joint project ‘Upgrading the technical agriculture education system in Lebanon’ implemented by FAO, funded by the Kingdom of the Netherlands, and supported by the MoA, and AVSI. The project aimed at supporting the seven agriculture technical schools so that they are managed and able to deliver high quality agriculture technical training to respond to the labour market demand. Within the context of this project, the ILO conducted a market assessment on the trends in supply and demand in the agriculture sector to support curricula review of MoA BT courses in line with market demand. PROSPECTS program has continued and built on this work and has an implementation agreement with AVSI to deliver competency based vocational training for 5 occupations in the agricultural sector namely Livestock-Dairy Production, Agriculture Machinery Repair, Poultry Production, Nursery Working, and Landscape Maintenance. Trainings are delivered in close coordination with the Ministry of Agriculture at Agriculture Technical schools in Beqaa, North Lebanon, and Akkar, targeting 500 trainees.

¹ Business News (26 June 2020): “550,000 unemployed InfoPro survey shows: One third of private sector jobs have been lost”. Available at: <http://www.businessnews.com.lb/cms/Story/StoryDetails/8681/550,000-unemployed-InfoPro-survey-shows>

² https://www.ilo.org/wcmsp5/groups/public/---ed_emp/documents/publication/wcms_754666.pdf

³ ILO – FAO Project https://www.ilo.org/beirut/projects/WCMS_584082/lang--en/index.htm



Moreover, PROSPECTS shall be supporting 3 TVET schools under the DGTVET by providing them with solar energy system installation coupled with skills training on solar energy system maintenance and repair to 50 trainees. This activity is implemented by Safadi foundation in North Lebanon and Beqaa.

Support to UNHCR community development centres by providing employability services

PROSPECTS program supported UNHCR and DRC to establish and run (3) career guidance and employment service centres in Akkar and North Lebanon within the existing UNHCR Community Development Centres (CDCS) operated by the Danish Refugee Council (DRC) to facilitate access of Lebanese and Syrian refugees to the labour market in Lebanon.

Building on the above, Prospects Partnership in Lebanon complements this work to increase the numbers of vulnerable refugee and Lebanese youth and adults in quality, integrated learning opportunities, and strengthen the capacity of the education system to deliver to all. This will be achieved through various interventions aiming towards enhancing provision of formal TVET programmes and certification of graduates, recognition of prior learning, development of curricula, occupational standards, training materials, institutional development, career guidance, skills profiling, and referral mechanisms.

Overall Objective

The overall objective of the ILO PROSPECTS Skills programme is to contribute to more people acquiring additional occupation-relevant skills for transition to work. The specific objective of the programme is to train youth and adults (fd/hc) on accredited skills-development training, including (i) life skills, (ii) digital skills, (iii) employability skills, (iv) vocational skills and (v) entrepreneurial skills, with support from Prospect Partners.

Outcome 5 “More people acquire additional occupation-relevant skills for transition to work” is to implement market-based vocational training aligned with the Guidelines on Non-Formal Market Based Skills Training to improve the standard of evidence-based training and post-training support within the agriculture sector; in addition to support upgrading informal apprenticeship in the effort of upskilling and reskilling for lifelong learning.

The Vocational Training (VT) programme is targeting 500 youth and adults, in coordination with the ILO and the MoA, to benefit vulnerable Lebanese and Syrian refugees. The training will be delivered through a training institution accredited by the Lebanese Government to deliver vocational trainings. The following are the major outputs:

- Output 5.1. Displaced populations and vulnerable Lebanese have access to market relevant skills development programs (TVET; transferrable; digital; entrepreneurship)
- Output 5.2. Updated systems for skills governance, accreditation, assessment and certification are developed and implemented
- Output 5.3. Work-based learning services are provided, including on-the-job- training, apprenticeships, and internships

The employability services programme is targeting 1,000 youth and adults to be registered and 500 to be career counselled and referred to further short-term and long-term opportunities (skills development and livelihoods).

- Output 06.01.02. Refugees and host communities attending Community Development Centers are provided with employment support services (job matching, career counseling, coaching) including in the agriculture sector



SCOPE OF WORK AND METHODOLOGY

The immediate objective of this consultancy is to follow-up with Implementing Partners, monitor, and report on the above activities.

Tasks and duties:

Monitoring and reporting:

1. Advise on the progress of the skills activities and interventions within the framework of Prospects Lebanon Project by reviewing, verifying, and analysing workplans, progress reports, final reports and other data for soundness, consistency, and completeness. This shall also include the attendance of Bi-weekly follow up meetings with the 3 implementing partners (AVSI – Safadi Foundation – DRC) + Skill-Lab and reporting on achieved results and targets to the concerned PROSPECTS Officers; in addition to supporting the Regional M&E officer and Data Analyst in data collection and reporting when needed.
2. Draft briefs, background information, technical reports and periodic progress reports and statistical data on status of the overall activities of the project interventions.
3. In-Country Field Missions to project activity sites and the delivery of a field mission report to every mission made. The associated costs and logistics of the in-country missions shall be borne by PROSPECTS Lebanon. The expected number of missions shall be 2 missions per month (1 to Akkar and the North and 1 to Beqaa)

Deliverables:

1. Minutes of 10 meetings with implementing partners drafted.
2. Six technical reports from partners reviewed, with data validated and progress checked against target set in the IA and ILO's data collection sheet under the relevant outputs of PROSPECTS Lebanon.
3. 8 field mission reports by 10 March 2023. Each mission report is to be delivered within one week of the mission date.
4. Updated data for skills and employment pillars in the data collection sheets prepared monthly and verified with the PROSPECTS Data Analyst in Jordan.
5. Compiled inputs from PROSPECTS Lebanon prepared based on inputs from technical officers and submitted to regional technical and M&E officer.

Working days: 33 days

Deliverables	Details	Duration	# Days
1	Minutes of 10 meetings with implementing partners drafted.	Attend bi-weekly meetings with Implementing Partners and review the Minutes of Meetings submitted from their end 1.1 8 reports by December 2023 (4 days) 1.2 2 reports by March 2023 (1 days)	Sept – March 5
2	Six technical reports from partners reviewed, with data validated and progress checked against target set in the IA and ILO's data	6 Technical reports. 2.1 3 Technical reports by December 2022 (3 days) 2.2 3 Technical reports by March 2023 (3 days)	Sept - March 6



	collection sheet under the relevant outputs of PROSPECTS Lebanon.			
3	8 field missions + mission reports. Each mission report is to be delivered within one week of the mission date.	10 field visits 3.1 6 visits until December 2022 (including visibility and film shooting) (6 days) 3.2 4 visits in 2023 - until March 2023 (4 days)	Sept- March	10
4	Updated data for skills and employment pillars in the data collection sheets prepared monthly and verified with the PROSPECTS Data Analyst in Jordan.	1 general update per Month 4.1 3 days by December 2022 4.2 3 days by March 2023	Sept- March	6
5	Compiled inputs from PROSPECTS Lebanon prepared based on inputs from technical officers and submitted to PROSPECTS regional technical officer consolidation in ILO progress reports for Lebanon.	1 update per month 5.1 3 days by December 2022 5.2 3 days by March 2023	Sept - March	6
		Total number of Working days		33

REQUIRED QUALIFICATIONS AND APPLICATION PROCESS

To be considered as an eligible candidate, the applicant should have the following qualifications:

1. First level university degree public policies, social sciences, economics, education, development studies or a relevant field. An advanced degree with a focus on education/TVET would be a strong advantage.
2. A deep understanding of Skills vocational training in the Lebanese context in general, and in the agricultural sector in specific, with well demonstrated experience.
3. Experience in managing quantitative and qualitative primary data collection
4. At least 3 years conducting mixed methods research and quality reporting.
5. Experience working with international organizations / bilateral donors / technical agencies shall be an advantage
6. Strong writing and reporting skills, including the ability to write accurate reports with English fluency.
7. Ability to understand and work with different cultures and ethnicities, particularly in the context of Lebanon.
8. Responsive, accurate and punctual.
9. Ability to work independently, quickly, and actively take initiatives when necessary.
10. Good analytical and organizational skills and ability to justify requirements and approaches to problem solving.

SELECTION CRITERIA

Selection will be made against the required experience and based on the proposal with the highest value for money. Clarity of the proposal, provision of all required documentation, and innovative delivery are considered as a cross cutting measurement criteria..

SUPERVISION AND LOGISTICAL ARRANGEMENTS



The consultant will work under the overall supervision and in close coordination with the Chief Technical Adviser for Arab States as well as PROSPECTS National Senior Officer to support in the implementation of skills activities under PROSPECTS Lebanon.

Proposal Submission Procedure

Interested applicants must submit a Technical and Financial proposals.

The technical proposal should include a Cover Letter and the CV of the applicant. The financial proposal should include the daily fees (overall fees for carrying out this assignment denominated in USD).

Applications should be submitted by email to:

1. Mr. Nassim Njeim, Lebanon Senior National Officer - njeim@ilo.org
2. Ms. Lara Al Hajj, Administrative and Finance Officer - alhajj@ilo.org

Both financial and technical proposals should be valid for 30 days. The deadline for submission of technical and financial proposals is 26 September – **midnight, Beirut time**.

The assessment and all other material mentioned in the ToR shall be owned by the ILO. Under no circumstances, the consultant shall use the material for any other purpose, publish electronically or in print, or disseminate in any other form without consent from the ILO.

TIME FRAME AND ESTIMATED BUDGET

The above tasks and deliverables shall be finalized within 33 working days over the period **01 October 2022** and **30 March 2023**. The consultant shall be provided with a daily fee of USD **xxx**.

PAYMENT SCHEDULE

Payments will be dispersed based on the receipt of quality deliverables and estimated working days. Payments are to be made as per the below schedule:

1. 1st Payment: 19 working days upon the delivery of activities 1.1, 2.1, 3.1, 4.1, and 5.1 to the satisfaction of the ILO by end of December 2022.
2. 2nd Payment: 14 working days upon the delivery of activities 1.2, 2.2, 3.2, 4.2, and 5.2 to the satisfaction of the ILO by end of March 2023.