



For a world without hunger

Solicitation for consultancy services to undertake a Training of Trainers (ToT) for individuals/artisans prospected to deliver work-based non-formal vocational apprenticeships in partnership with the skillup ! project

1. Background:

The Skill Up! project code named UGA 1091 is implemented by JESE in five sub-counties of Kabarole District with support from Welthungerhilfe and funding from BMZ over a 30-month period to the end with April 2023. The project is premised on the theory of change that education and vocational training is one of the most effective and sustainable means of reducing poverty, improving food & nutrition security, promoting health, economic growth, creating employment and enabling vulnerable young people to lead a self-determined life as full members of the community with meaningful contribution to society. The Skill Up! project in Kabarole is part of the Multi Country Skill Up! program which aims at enhancing the quality and relevance of (non-formal) vocational education and training at multiple levels through strengthening local partner organizations to engage in Skills Development and networking capacities of stakeholders to enhance synergies. Projects that constitute the Skill Up! program are being implemented in Africa (Kenya, Malawi, Sierra Leone, and Uganda) and Asia (Afghanistan, India, Nepal and Tajikistan). The objective is to improve the employability and entrepreneurial ability of vulnerable young people to boost their chances of earning a decent income and improving their quality of life and that of their families and communities.

The Skill Up! project in Kabarole covering five sub-counties shall strengthen training capacity and coordination between training centers (envisaged to be MSMEs), relevant actors in Kabarole District to promote market responsive and inclusive job creation approaches in a sustainable manner. The project will systematically promote networking between enterprises delivering the training, the local private sector, local governments in Kabarole and national authorities such as DIT. The project envisages establishment of partnerships that promote the creation of jobs through vocational training and improve the supply and quality of non-formal vocational education and training, in effect contributing to gainful employment and self-employment among the targeted youth. .

The project shall focus on the promotion of at least four vocational trades with the highest potential for self-employment and impacting on the living conditions of young women and men in rural and peri-urban areas in 05 selected sub counties and town councils.

Vocational skills are trained at the centre's ten workshops and within partner MSMEs in Kabarole district. Youth shall train for a period of 6-8 months. The Directorate of Industrial Training (DIT) validates their skills; qualified trainees receive the Worker's PAS certificate. The training goal at JESE is to enhance perspectives of the youth to gain (self) employment and earn incomes among other post training initiatives, inclusive of mentorship, top up trainings and exposure visits; business start-up support is extended to innovative and vibrant graduates of the training initiative.

We are cognizant of the fact that the training field and the needs of the market can change very fast which makes training of trainers very crucial thus the solicitation of one such a training in this call. New training methodologies and didacts emerge, there are new discoveries about the way adults/youth learn and above all, expectations of trainees (targeted youth) change as well as the desired approaches/aspirations of project partners.

Objectives of the consultancy:

1. Conduct a training needs assessment among the work-based vocational trainers allied to skillup! project. (Including those contracted & sourced from the private sector) and utilise the findings of the needs assessment to shape the training and to generate the final deliverables in agreement with the client.
2. Deliver training of trainers to a maximum of 25 (might be less according to the training needs assessment that will be conducted) work-based vocational skills trainers who are spread through the following proposed trades that are determined by the Labour Market Study (LMS) of the same project
3. Equip the participating trainers with knowledge and skills to deliver market relevant training which matches standards established by DIT as a means of preparing apprentices for assessment to attain accreditation for Workers' PAS and eventual improvement of employability perspectives.

Deliverables and outcomes:

1. Deliver a training needs assessment report justifying the selected modules for delivery to the trainers which would be consumed by project management to guide subsequent actions concerning the ToT.
2. Prepare and deliver comprehensive modules that can be trained to the trainers at the ToT based on the needs assessment conducted prior.
3. Develop awareness approaches to skills delivery under Competence Based Education and Training framework amongst participants of the ToT.
4. Ensure that a maximum of 25 trainers have attained knowledge and skills, and have their capabilities enhanced to deliver sound work-based vocational training to youth in different trades as determined by the LMS and the project management according to market/industry needs and the standards recommended by DIT and/or any other statutory authority aligned to the skills development sub sector.
5. Ensure that trained trainers understand the latest and best training approaches and methods in place and deploy them to transform assigned trainees into highly competent artisans suited for the labour/market
6. Issue certificates to ToT participants
7. Develop and submit to the client a comprehensive consultancy service report

Qualifications, experience and competencies of the resourceful persons involved in the delivery of the service:

- Possession of experience in conducting training of trainers in the work-based non-formal set up for the trades determined by the said LMS
- Understand and can apply adult learning principles to training development and delivery.
- Demonstrate group facilitation/moderation skills and can clearly and accurately communicate the goals and objectives of the training.
- The trainers maintain a professional demeanour in the training environment, including maintaining standards for dress code, adhering to pre-set time frames for the training, and being well organized and fully prepared for the training.
- Ability to apply Experiential Learning. The trainers appropriately use experiential exercises to increase awareness, modify attitudes, challenge misconceptions, and facilitate learning and mastery of both knowledge and skills.
- Qualification as an assessor at DIT/knowledge of the DIT assessment criteria/model is an added advantage. Any other TVET aligned experience is also another advantage.
- Possession of working knowledge of Runyoro-Rutooro is desired

Reporting

Throughout the assignment the consultancy will work under the guidance and supervision of the JESE project program manager. During the fulfillment of their work, the consultancy will ensure regular communication with JESE Skill up program manager prior to the delivery of expected results. The contractor shall ensure quality and timely delivery of the expected results and will regularly inform JESE skillup program manager the progress as well as any obstacles that might occur. JESE skill up program manager shall subsequently translate such reporting to the Project Management for further action. The consultancy shall tender in a comprehensive draft report within 1-week upon completion of the delivery of training to the JESE skillup program manager. Upon feedback from the JESE skill up program manager and project management, a final report will be produced by the consultancy. The report should be comprehensive and include lessons learnt and recommendations aimed at consolidating and scaling good practices in work-based learning as applied to non-formal vocational training.

Resources and Timeframe:

The successful consultancy shall mobilize other resourceful trainers who are competent in different trades as shown above to augment, provide mentorship and work with the categorised trade trainers in the broad fields of construction, transport, textiles and beauty services at least in the last 2 days of the 5-day training. The consultancy service team shall avail themselves at the agreed venues/stations of assignment throughout the scheduled needs assessment and training dates as will be agreed upon with the client. The training needs assessment should be approached through familiarisation spot visits to the training workshops and thereafter conduct a meeting with the representatives of the visited work-based vocational training workshops. The client expects a lag of no more than 4 days between the submission of the needs assessment report and the actual start of the ToT. The whole assignment is expected to be delivered during July 2021.

The training needs assessment report, covering training strengths, gaps, and recommendations to address the gaps as well as training modules for delivery at the ToT will be sent to JESE skillup program manager instantly – within 48 hours after the needs assessment exercise.

Remuneration

The contract shall be processed and negotiated according to the policies of JESE as managed at WHH! The prospective consultancy firms shall quote their fee (with a corresponding break down) within the response to this call.

Documents to include when submitting proposal:

Interested individual consultants/consultancy firm must submit the following documents/ information to pursue the call:

- 1. Technical Proposal, including:**
 - a. Profile of the consultancy firm or consultant in relation to relevant experience for the job
 - b. A summary of their interpretation of the call
 - c. Demonstration of competencies matching the assignment
 - d. Provide a brief methodology on how they will approach and deliver the job at hand.

- 2. Financial proposal, including:**
 - a. Professional fees
 - b. Disbursement (if any), and other relevant costs.

- 3. Curriculum vitae/profiles of at least 2 lead consultants and the entire auxiliary team clearly indicating their qualifications, and previous work history in a similar field.**

HOW TO APPLY

Send your technical and financial proposals by E-mail to the following addresses below:

jese@jese.org

Joint Effort to Save Environment (JESE)

P.O. Box, Fort 728 Portal– Uganda

Telephone contact: +256 -772315433

DEADLINE FOR SUBMISSION IS: **15th JUNE 2021**. ONLY SHORTLISTED CANDIDATES WILL BE CONTACTED.