



TERMS OF REFERENCE FOR DEVELOPMENT OF TRAINING CURRICULA FOR FOUR VOCATIONAL TRADES

Background

The Skill Up! project code named UGA 1091 is implemented by JESE in Fort Portal Tourism City, Bunyangabu, Rwimi and Kyenjojo areas of greater Kabarole 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 greater 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! programs 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 greater Kabarole covering Fort Portal Tourism city, Bunyangabu, Kabarole and Kyenjojo areas shall strengthen training capacity and coordination between training centers (envisaged to be MSMEs- Micro, Small and Medium Enterprises), relevant actors in greater Kabarole 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 greater 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 six vocational trades of Carpentry and Joinery, Brick laying and concrete practice, welding/ metal fabrication, tailoring/ knitting, mechanics/driving and hair dressing/ salon with the highest potential for self-employment and impacting on the living conditions of young women and men in urban and peri-urban areas in selected divisions and town councils. Vocational skills are trained at the centre's ten workshops and within partner MSMEs in the greater 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.

Given the increasingly dynamic employment market, the project supports the introduction of a private sector-led and a high-quality competency-based skills development approach facilitated by innovative and integrated internationally benchmarked frameworks, to increase the relevance of the skills training offered and to ensure an optimal absorption of the (new) skilled workforce into the labor market. The Skill Up! project is therefore at the onset of developing or reviewing curricula to adapt a suitable non

formal enterprise-based training curricula in six selected vocational trades and their respective training manuals to better guide and improve the future skills trainings.

Objectives

The main objective of this consultancy is two-fold i.e: 1) review any existing curricula the competency-based curriculum for the selected Vocational trades envisaged under the Skill Up! Project. Develop a Training Manuals for the selected trades – BCP, Carpentry and joinery, Salon/ hair dressing, Welding/ metal fabrication, tailoring and mechanics / driving.

Specifically, the lead Consultant shall:

- Review the training curricula for the non- formal training to be conducted through on job or work-based learning centers. A DACUM methodology to be adopted for the whole process
- Conduct an extensive literature review and study all the existing curricula for non-formal trainings including the DITs training guides Assessment Training Packages (ATPs)
- Review existing related curricula and from other Non-formal Skills training Projects
- Work closely with the enterprise-based trainers to understand the in-depth challenges and gaps of any existing curricula and improve on it where need be
- Prepare drafts and final revised curricula and easy to use training manuals for Trainer Reference
- Work closely with the Skill Up project team for technical guidance and support during the curriculum development/review process.
- Adapt curriculum to NCDC- National Curricula Development Centre format
- Design and develop training manuals detailing key learning or training outcome for the non-formal on job training.

Expected Deliverables and outcomes:

The deliverables/outputs of this assignment are:

- An inception report detailing the methodology or approach to the DACUM process.
- The action will deliver six (6) harmonized curricula tailored for training in the non-formal skills training that is enterprise based.
- A compiled six (6) training manuals for the selected vocational trades.

Duration of the Assignment:

The duration of the assignment will be 20 days presented in the technical proposal including travel days.

Responsibilities of JESE

JESE shall monitor and supervise the work and review progress of the work, provide regular technical support and feedback and provide support for engaging stakeholders and constituents as when required.

Besides, JESE will provide the necessary technical assistance for the planning and implementation of the curriculum development process.

Qualification and Experience of the lead consultant

To qualify for this assignment, the consultant must have the following mandatory professional experience and knowledge:

- University degree in any vocational related trades or engineering, or any related field
- At least 6 panel experts for the selected skills training trades.
- At least five (5) years of experience in vocational skills training curriculum design and development
- Extensive experience in non-formal skills training or work-based learning procedures
- Extensive experience and knowledge in skills development sector.
- Understanding the key issues involved in vocational education and training in the region.
- Outstanding communication skills, with excellent command of spoken and written English

Requirements:

The Consultant must have done similar assignment(s). Proof of the previous works done on the same should be provided.

Payments

The contract shall be processed and negotiated according to the policies of JESE as managed at WHH! The prospective consultancy firms shall clearly 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 lead consultants and the entire auxiliary team clearly indicating their qualifications, and previous work history in a similar field.

4. A company profile and its attendant documentation leading to its registration

HOW TO APPLY

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

godfreymulinda@jese.org, jese@jese.org or Benjamin.Kennedy@welthungerhilfe.de

Joint Effort to Save Environment (JESE)

P.O. Box, Fort 728 Portal–Uganda

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DEADLINE FOR SUBMISSION IS AT EXPIRY OF 14 DAYS OF ADVERTISEMENT. ONLY SHORTLISTED CANDIDATES WILL BE CONTACTED