

Terms of Reference

Consultancy Support for the Establishment of Sector Skills Body and Development of Sector Skills Strategy South Sudan

Strengthening Technical and Vocational Education and Training in South Sudan

A. Background

In South Sudan, Technical and Vocational Education and Training (TVET) is considered as a vehicle to empower youth and contribute to peace and nation's building. The prevalence of youth unemployment in South Sudan with its associated factors continues to entangle the South Sudanese society. Presently, there are about 88 TVET institutions and 111 training/vocational centers in the country, but about 35.2 percent of these are not operational for variety of reasons including funding problem, infrastructure, and equipment (UNESCO Assessment Report, 2022). The sector suffers from limited resources and thus many of TVET centers are abandoned or used for other purposes. There are more than 23 ministries mandated for an implementation of TVET in addition to non-government actors. However, the sector is very much fragile in absence of formal governance and coordination mechanism (UNESCO, 2018). In 2019, the government with facilitation of the Transitional Legislative Assembly (TNLA) formed the National Ad-Hoc TVET Coordination Committee under leadership of the MoGEL with technical support from UNESCO under Capacity Development for Education (CapED) programme. This committee has since been working actively through its five sub-committees and have made significant progress to address governance and coordination gaps. The committee has developed and validated policy instruments; Unified National TVET Policy and Bill 2021, TVET National Qualification Framework, and Quality Assurance Guidelines 2021. All of them are validated and under process for its further endorsement.

Under the CapEd project, UNESCO supported the National Ad-Hoc TVET Coordination Committee/MoGEL/MoL to develop a framework of Occupational Standards in three sectors (Agriculture/livestock, Auto-mechanic; Hospitality; and Building and Construction) up to two to four levels in line with the National TVET Qualification Framework and Quality Assurance Guidelines.

UNESCO with funding from the government of Sweden (SIDA) is implementing a four (4) year TVET project "*Strengthening Technical and Vocational Education and Training in South Sudan*" in collaboration with the national TVET Ad-Hoc Coordination Committee. The Project aims to strengthen governance, quality and relevance of the TVET system in South Sudan. The project focus is to strengthen TVET governance and equip key actors with sustainable capacities and tools to develop evidence-based policies and the related legal framework, while mobilizing at the same time private sector involvement in TVET governance, including in key economic sectors affected by climate change. Secondly, the project aim to improve the quality of TVET provision by reinforcing national capacities and institutions in charge of TVET teachers training design and implementation as well those responsible for TVET curricula development, adopting a gender transformative and greening lens.

At present, engagement of the private sector in TVET is very limited in South Sudan. Although the scope of industrial expansion has been limited, there is an increasing need for service delivery by various sectors (construction, hospitality, food production, etc). It is important to bring the private sector on board in the governance and implementation of TVET to ensure that the offer caters to labour market's demand.

The establishment of the sector skills body in priority sector is very vital in contributing to the development of national competency standards, which delineate skills, attitudes and attributes based on knowledge and experience that together make an individual competent to practice a certain occupation. Under the Swedish funded project, UNESCO, intend to establish and pilot two sector skills bodies in priority sectors which is industry-led governance bodies tasked with leading skills development in their sectors and help strengthen private sector engagement and participation in TVET development, guide the development of curricula and training programmes.

Objectives of the consultancy contract

The main objective of the consultancy is to support the Government of South Sudan to establish sector skills bodies in priority areas in Agriculture, Building Construction and other areas determined in consultation with the TVET Ad-Hoc Coordination committee.

B. Tasks

Under the overall supervision of the Head of UNESCO Country Office and Head of Education Unit, and the direct supervision of the Project Officer-Education, the service provider (company/organization) will undertake the following tasks:

1. Conduct desk review on best practices in other countries Asia and Africa, particularly in East African countries related to sector skills development with sector skills bodies and lessons learned.
2. Support the establishment and training of Sector Skills bodies in the building construction and agriculture industry in coordination with sector representatives, the TVET Ad-Hoc Coordination Committee, Chamber of Commerce.
3. Undertake an assessment of skills identification tools and processes used both by public and private stakeholders.
4. Develop appropriate tools to identify skills needs in South Sudan
5. Developing Sector Skills strategies and an action plan for the sector skills body.
6. Orientation of sector skills bodies
7. Facilitate 4 consultation workshops of national stakeholders on the establishment of sector skills bodies and sector skills strategy.
8. Make a presentation for validation of sector skills TOR sector skills body and sector skills strategies, and tools based on needs during or after completion of the contract.

Deliverables.

| S/N | DELIVERABLES | # Working Days |
|-----|--|----------------|
| D1 | <ul style="list-style-type: none"> • Inception Report • Mapping of stakeholders in priority economic sectors conducted. • TVET Sector Skills Body established with TOR developed. • Training/orientation report for sector skills body | 30 |
| D2 | <ul style="list-style-type: none"> • An assessment of skills identification tools and processes used both by public and private stakeholders undertaken. | 30 |

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|----|---|----|
| | <ul style="list-style-type: none"> Appropriate tools developed to identify skill needs in priority sectors in South Sudan. | |
| D3 | <ul style="list-style-type: none"> Sector Skills strategy for two priority sectors for 4 years developed and validated. | 15 |
| D4 | <ul style="list-style-type: none"> Submission of Final report: After completion of the assignment | |
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C. Duration of the Contract

The total duration of this consultancy is 75 working days within the period of 90 days effective from 1ST February to 30th May 2024.

D. Duty Station

This is a virtual assignment with maximum two missions planned for one person from the service provider.

E. Remuneration and Travel cost

The service provider to propose the cost required for this assignment. In addition to remuneration, UNESCO will cover travel and DSA for the planned missions (one Expert) as per the standard financial rules of UNESCO. UNESCO will be responsible to arrange local transportation in Juba and organize the workshops facilitated with the service provider.

UNESCO will not be responsible to cover visa fee, and other cost if any.

F. Minimum Qualification and Experience:

1. Proven record of accomplishment in working with the TVET sector and experience developing occupational standards and job roles.
2. Master's degree/ PhD in relevant field.
3. More than 8 years of work experience in TVET sector in coordination with the government on policy, qualification, curriculum development and setting up standards of occupations.
4. Familiar with the TVET governance system in South Sudan.
5. Have excellent coordination /facilitation and writing skills.
6. Fluency in English is a must, and ideally Arabic is an asset.
7. Have stability to work in a team and communicate in a timely and professional manner.
8. Having ability to work virtually coping with all virtual limitations and challenges.

G. Interested firms are invited to submit the following (in English) and referencing "Proposal – Sector Skills Strategy" by **Monday 19th, February 2024.**

- Cover letter- statement indicating qualifications/experience that make them suitable for the assignment (Maximum: 1 page)
- A detailed technical proposal, an approach and methodology for the assignment, a work plan, and comments on the Terms of Reference if any (in brief).
- Organization profile and up-to-date curriculum vitae of the expert/team lead
- Daily fees and total cost required for the assignment.

Submission of Application by e-mail:

E-mail: Proposals.Juba-ED@unesco.org; CC procurement.juba@unesco.org