

## Labour Market Survey and Training Needs Assessment for Youth with Disabilities

### Terms of Reference

**Action Title:** Developing Vocational Training Model for employment of Youth with Disabilities (VTM-YwD)

#### **I. INTRODUCTION**

##### **a. Asmae**

Asmae is a French international solidarity NGO specialised in child development. Independent, non-religious and non-political, it is open to everyone. Created in 1980 by Sister Emmanuelle following her experience with the poorest people of Egypt's slums, Asmae keeps on respecting its founder's values and methods: listening and proximity, pragmatism, respect of the differences, professionalism and reciprocity.

Asmae's action aims to support vulnerable children and their families through providing tailor-made and long lasting support to local stakeholders working on child education and protection.

Its vision, "A fair world which guarantees that children can live and grow with dignity within their environment, to become free women and men who contribute to society", is broken down into four missions:

- Stimulate child development through a holistic approach. To do this, Asmae works on supporting families in all their environments;
- Build the capacity of local stakeholders involved in child development, boost cooperation amongst them, and maximize their social impact;
- Stand up for the rights of children by raising awareness and advocating;
- Innovate, disseminate and share practices.

Nowadays Asmae supports education and protection projects through local organizations in France, Burkina-Faso, Egypt, Lebanon, Madagascar, and the Philippines. Furthermore, in France, Asmae also directly manages a mother and childcare center.

##### **b. Asmae in Egypt**

The country representative office of Asmae is registered under the Egyptian Association Law at the Ministry of Solidarity with the number 105/2015. Asmae's action plan in Egypt for 2020 is implemented as follows:

<b>Program</b>	<b>Objectives</b>
Prevention of school dropout and underperformance	To deepen our understanding on education issues and sectorial priorities.
	To contribute to increasing access to quality education of vulnerable children.
Support to children with disabilities	To deepen our understanding on disability issues and to identify new partner(s).
	To promote improvement in adapted care and services to children & youth with disabilities, in rehabilitation centers and inclusive schools.



Prevention and care of children at risk

To deepen our understanding of child protection issues.

To reach its target, Asmae provides technical and financial support to its local Egyptian partners working in the above mentioned fields.

Asmae's team is based in Cairo that includes a Country Representative, Senior Project Officer, Financial and Administrative Officer, and a National Office Assistant at the present time.

## **2. PROJECT OVERVIEW**

Asmae Egypt is currently implementing the Project “Developing Vocational Training Model for employment of Youth with Disabilities” in Cairo, in co-operation with Basmet Amal NGO **to enable the youth with disabilities to have access to employment opportunities based on market needs.**

As Persons with disabilities in Egypt (12 millions) tend to be excluded from both the school and vocational training systems, more efficient methods may be provided through tailored vocational training. Our historic partner “Basmet Amal”, demonstrates high interest in developing a vocational training model for Youth with Disabilities in its educational centers, in which, youth will have equitable access to formal and informal skill training and employment opportunities in different target sectors. The project specific objectives/results are:

1. Supporting Basmet Amal in designing their **Technical and Vocational Education and Training model (TVET)** for youth with disabilities based on appropriate labor market opportunities.
2. Basmet Amal develop new initiatives with the civil society organizations on tailored vocational training for the youth with disabilities.
3. Raising the community’s awareness (parents, business sector, and local authorities) on inclusion of persons with disabilities into the work force.

## **3. OBJECTIVES OF THE CONSULTANCY:**

Asmae Egypt is willing to recruit a “Researcher/Consultant” for its pilot project “Developing Vocational Training Model for employment of Youth with Disabilities”, implemented in two districts in Cairo with our partner Basmat Amal NGO for youth with disabilities.

Understanding the labor market and business opportunities is vital for a demand-driven TVET system. Therefore, a comprehensive labor market survey will form the basis for different TVET interventions and facilitate understanding of important elements of the wider TVET system, from skill areas with market demand to the types of jobs and employment opportunities available, considering the specificities of the public targeted: youth with disabilities. The survey will also help to assess potential TVET providers and professional training institutions to find out their capacity and capability to offer quality skills training and professional courses demanded in the market and adapted to youth with disabilities.

Asmae is willing to support Basmet Amal's educators in developing a TVET model for the youth with disabilities in their targeted educational centres. The first step is to provide them with the training skills needed by the market, identified thanks to the survey outcomes (selecting the professions / vocational / trade skills for their target beneficiaries based on market demand).

Given such, the labor market assessment to be implemented will identify:

- The employment sectors in Egypt which provide employment opportunities for Youth with Disabilities,
  - The existing TVET models to adapt them to the needs/capacities of the YwD, especially in Basmet Amal centers.
  - Potential volunteer craftsmen/companies willing to take part in the future training sessions.
- The survey will provide general information for TVET structures working with Youth with Disabilities, but will pay **specific attention to Basmet Amal structure, providing adapted findings for developing TVET in its centers.**

This includes gathering information on the following domains:-

1. Assessment of Basmet Amal centers' needs, and identification of Youth with disabilities' profiles.
2. Identification of type of jobs that are available in the market that can be filled by TVET graduates, with a special focus on highly demanded skills for youth with disabilities.
  - ⇒ Categorize immediate priority skills needs in the priority economic sectors into skill types and levels.
3. Assessment of the capacity of TVET service providers in relation to the provision of identified market-demanded courses, including a detailed assessment of the capacity of government to deliver and support TVET initiatives.

#### **4. TASKS AND SCOPE OF WORK**

##### **Scope of work:**

The consultant will find out the most employable skills training opportunities and programs that can be offered to youth with disabilities, and provide special recommendations for tailoring Basmet Amal TVET model.

##### **Expected results:**

The market research report should include:

##### **An inventory of:**

- The sectors of employability most suitable in the labour market for youth with disabilities (*Skill gaps in the market, specific type of jobs available and locations, level of skill required, etc*);
- The most employable skills training programs that can be offered to youth with disabilities;
- Challenges faced by TVET graduates in getting employment, especially youth with disabilities, including attention to aspects of gender and location.

##### **An assessment of:**

- The existing TVET providers and their capacity to deliver quality market-driven skills training with a particular focus on youth with disabilities;
- How private microfinance institutions provide small business loans and identify best approaches for linking TVET graduates to have access to such services;

<sup>1</sup> Survey will be conducted in Cairo City; YwD age range between 12- 20 years old including girls and boys

- Private and public opportunities to provide internships and employment for youth with disabilities (*analyzing private and public employers attitude towards provision of internships & employments*)

### **Recommendations:**

- Select the main suitable sectors and trainings programmes that TVET structures working with Youth with Disabilities should develop, with specific recommendations for Basmet Amal;
- Advice on innovative trades that are in demand and are not covered by the local market and are “new” to Egypt that is worth exploring ;
- Identify ways to create stronger linkages with TVET graduates and the private market;
- Based on the challenges identified for Youth With disabilities, provide relevant recommendations and ways of creating decent work for them ;

### **3. METHODOLOGY:**

The consultant/consulting firm is expected to come up with the best approaches for undertaking this labor market survey. However, the following guiding principles should be taken into consideration:

1. Desk review of secondary data including project documents, reports, assessments, evaluations and previous labor market surveys on this topic.
2. Interviews with private sector employers, previous graduates, TVET centers, relevant government ministries and industries.
3. Extensive mapping of labor market needs through primary data collection.
4. Direct interviews with key staff undertaking the project, governmental bodies, INGOs.
5. Interview with previous a sample of the previous graduates to explore what trainings worked and to identify the factors of success and failure.
6. Interview with Vocational Centers for youth with disabilities (Seti Center/Caritas, Kayan and other NGOs working in the field of youth with disabilities training and employment to explore different types training that worked well and identify best practices.

#### **3.1 DOCUMENTS TO REVIEW:**

Desk study review of all relevant documentation, including but not limited to: The project document; Technical and Vocational Education and Training Reform Programme (**TVET Egypt**) nationwide initiative co-funded by the Government of Egypt (GoE) and the European Union (EU); Labour Market Survey reports earlier published; Final report of a previous EU Project implemented with Basmet Amal.

#### **3.2 DATA ANALYSIS:**

Data gathered using various methods and tools will to be collated, analyzed and interpreted systematically. Qualitative data will be analyzed for key themes and used to supplement quantitative data organized into themes. Both qualitative and quantitative data should be used to find out employable skills and assess the capacity of TVET service providers to offer such training programs.

## 5. KEY DELIVERABLES/ DUE DATES:

#	Deliverables	Estimated Due Date/Timeframe
1	Inception Report: detailing the methodology including the main research methods, the sampling framework, proposed sources of data, procedures for data collection and analysis. The proposed research tools will be discussed and approved by Asmae Technical Team before data collection commences.	One week after signing the contract
2	Draft Final Report, incorporating suggestions and recommendations from the reference group. A second round of revision may be required before the final version of the Final Report can be produced,	One month after submission of inception report
3	A final report in English (one electronic copy in PDF Format and one in DOC format). Expected number of pages is 50 pages maximum with an executive summary.	One week after receiving incorporated suggestions by Asmae team
4	An electronic copy of all data collection tools and the labor market study data set.	Same time with final report
5	A final presentation of the overall findings to Asmae team, partners and other stakeholders	One week after validating the final report

## 6. LEVEL OF EFFORT AND DURATION OF THE ASSIGNMENT:

This assignment is expected to take place in the time period between 10th of May, till July 15th, 2020 with expected level of effort of 30 days (this excluded number of off-days).

## 7. TERMS OF PAYMENT: (55,000 LE approximately)

The consultant's payment will be disbursed according to the following deliverables

- Submission and approval of inception report (40% of the total payment)
- Submission and approval of final survey report (40% of the total payment)
- Final presentation of the overall findings of the labour market survey (20% of total payment)

## 8. CONFIDENTIALITY AND CODE OF CONDUCT:

Asmae's work is based on deeply held values and principles of child safeguarding, and it is essential that our commitment to children's rights and humanitarian principles is supported and demonstrated by all members of staff and other people working for and with Asmae Association.

Asmae's Code of Conduct sets out the standards which all staff members must adhere to and the consultant is bound to sign and abide to the Asmae's Code of Conduct.



A contract will be signed by the consultant before commencement of the action. The contract will detail terms and conditions of service, aspects on inputs and deliverables. The Consultant will be expected to treat any information disclosed to her/him or with which she/he may come into contact during her/his service as confidential. The Consultant will not therefore disclose the same or any particulars thereof to any third party or publish it in any paper without the prior written consent of Asmae Association. Any sensitive information (particularly concerning individual children) should be treated as confidential.

## 9. QUALIFICATIONS AND EXPERTISE REQUIRED

- Post-graduate degree in Social Sciences, Business, Economics, Statistics or related field.
- Minimum of 8 years relevant professional experience in research and labor market studies.
- Strong background and experience in data collection and analysis.
- Technical expertise in assessing issues of labor market demand and supply in Egypt, and the ability to draw strong and valid conclusions.
- Strong knowledge of TVET programs is essential.
- Excellent communication and report writing skills in both English and Arabic.

## 10. APPLICATION PROCEDURE, REQUIREMENTS AND DEADLINE:

Candidates interested in the position are expected to provide the following documentation:

- A technical proposal with detailed response to the TOR, with specific focus on the scope of work, methodology to be used and key selection criteria for respondents.
- Initial work plan based on methodology outlined, and indication of availability
- A financial proposal detailing the daily rate expected OR lump sum figure as GROSS including all taxes. Asmae will cover all transportation expenses related to this job.
- Company profile or CV including a minimum of 3 references
- Detailed budget breakdown based on expected daily rates.

Qualified candidates are requested to apply by email to [recruitment.egypt@asmae.fr](mailto:recruitment.egypt@asmae.fr) stating the Survey title in the subject of their email.

**Applications close date is 30<sup>th</sup> of May 2020 at 5:00 PM**

Any applications received after this date will be disregarded.