Technical Advisor on Disability & Professional Inclusion for Youth
(Egyptian Fixed-Term Employment Contract or Consultancy)

Terms of Reference: Developing Vocational Training Model for employment for Youth with Disabilities (VTM-YwD Project)

1. Introduction

Asmae is a French international solidarity NGO specialized in child development. Independent, non-religious and non-political, it is open to everyone. Created in 1980 by Sister Emmanuelle following her experience with scavengers in 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 global approach. To do this, Asmae also works on family support by taking their environment into account;
- Build the capacity of local stakeholders involved in child development, boost cooperation amongst them and maximize their social impact;
- Stand up for children by raising awareness and advocating;
- Experiment, disseminate and share practices.

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

Asmae Background in Egypt:

Asmae is registered under the Ministry of Solidarity since May 2015. Asmae promotes child education and care within two areas of intervention: the prevention of school drop-out and underperformance and the support to children with disabilities. Asmae is currently supporting Egyptian associations working in informal areas of Greater Cairo and Upper Egypt to support children in need and most vulnerable families. Asmae Egypt’ team is based in Cairo and is composed of one Country Representative, one Administrative and Finance Officer, one National Office Assistant and one Senior Project Officer.

Asmae plans to extend its intervention to promote the rights of youth with disabilities for employment in 2020. In order to do so, Asmae is planning to conduct a labor market assessment that will identify the skills needed, gaps and opportunities in the Egyptian market for youth with disabilities, to promote their inclusion into the workforce. Based on the results of the study, Asmae will promote a training model for providing the skills identified by the market assessment and will partner with an NGO that is willing to establish new vocational centers, providing these skills to youth with disabilities.
Within the area of intervention “Support to children with disabilities”, **Asmae supports Basmat Amal Association** that was created in year 2000, by six families of poly-handicapped children. Their objective was to promote access to quality service centers for children with special needs. Asmae has been supporting Basmat Amal since 2009. Asmae provides technical and financial support to three rehabilitation centers for children with special needs. The technical support is provided through Asmae’s Technical Advisor (TA).

Basmat Amal’s work with children with disabilities can be summarized as follows:

- Support to children with disabilities in day centers, where they provide children with individual and collective sessions of psychomotricity, speech therapy and academic learning.
- Children with special needs who can be enrolled in schools spend three days at the center and two days in inclusive schools.
- Raising awareness activities and support to families
- Cooperation with Egyptian Authorities (Ministries of Education, Solidarity and Health) in order to promote effective access to rights for children with special needs (social insurance, education, etc.)

2. **Project Objectives**

Aligned with Government of Egypt strategy, Asmae is implementing a pilot project titled “Developing Vocational Training Model for employment of Youth with Disabilities (VTM-YwD). This pilot is funded by Walanpatrias Foundation and cooperates with the Ministry of Education and Directorate of Technical Education, Bureau for Manpower Employment, National Council for people with Disabilities as well as other stakeholders including employers and worker groups.

The pilot project will be implemented by Asmae Egypt in partnership with Basmat Amal NGO. It builds upon and expands the work of the TVET Reform project in Egypt funded by European Union and the Ministry of Education. The initial duration of the project is 6 months, with a possible extension if additional funds are identified.

As Persons with disabilities in Egypt (12 million) are frequently excluded from both school and vocational training systems, provision of tailored vocational training programmes are an efficient method of skills development. Our historic partner “Basmat Amal”, demonstrates a high interest in developing a vocational training model for Youth with Disabilities in its centres, in which, youth will have equitable access to formal and informal skill training and employment opportunities across different target sectors.

**The VTM pilot project main objectives are:**

- Conducting a local workplace assessment to identify employment opportunities for Youth with Disabilities;
- Supporting Basmet Amal in developing its own applicable TVET model.

The mid and long term objectives of this initiative are the following:

1. Developing **new initiatives** with the civil society organizations on tailored vocational training for the youth with disabilities.
2. Raising the community’s awareness (parents, business sector, and local authorities) on inclusion of persons with disabilities into the work force.
3. Offering work opportunities increasing the linkage between the vocational training provided and the local business sector.

3. **Mission Objectives**

The VTM project will provide increased access to vocational skills and employment opportunities for disadvantaged groups, through development and delivery of technical, supervisory and entrepreneurial skills for youth with disabilities (YwDs) to obtain employment in the target sectors. The provision of **technical support to the VTM project and its partners is in line with** the National Strategy on Inclusion of Persons with Disabilities in Skills Development (approved by Government of Egypt).

As such, the objective of this ToR is to engage a national disability **Technical Advisor/Consultant** who will provide technical assistance to Basmat Amal in designing and implementing its own TVET model, in line with the Youth’s capacities and the market’s opportunities. TVET model must be designed with the full participation and collaboration of Basmat Amal’s team in order to allow them an appropriation and a practical implementation.

4. **Responsibilities of the Technical Advisor/Consultant**

Based on the momentum developed by the TVET Reform Project in Egypt, the VTM Project is in a position where they can push forward on inclusion of persons with disabilities in skills development and employment. Given such, and as a first part of a larger initiative, the TA/Consultant will be responsible for the implementation of the following activities:

4.1 **Support Basmat Amal's operational team in defining, developing, implementing, monitoring and evaluating the vocational training programs for youth with disabilities:**

- Perform a diagnosis of Basmat Amal’s capacities in promoting employment of youth with disabilities
- Strengthen Basmat Amal’s knowledge on disability (skills assessment, definition, strategies, policies, etc.)
- Based on the labor market opportunities assessment findings, support the partner in designing its vocational training program for youth with disabilities
- Support Basmat Amal in the organization of community sensitization activities to raise awareness on the inclusion of youth with disabilities

*Additional mid and long-term responsibilities of the TA:*

- Support delivery of skills development programs and self-employment opportunities for youth with disabilities in the VTM project target areas; based on the operational diagnosis
- Provide technical assistance to Basmat Amal’s educators on the identified topics
- Support the technical team in the implementation, follow-up and evaluation of the vocational trainings provided
- Develop a consistent programme of sensitization activities with the local community enterprises and businesses to identify opportunities for workplace training

**4.2 Contribute to the development of tools, vocational materials as well as the strategy related to inclusive education:**

- Based on the diagnosis of Basmat Amal’s needs, identify and design tools and pedagogical materials in order to build the partner's capacity related to professional inclusion
• Work with Basmat Amal’s team in implementing tools and material
• Participate in designing and implementing strategy on inclusion of youth with disabilities in Skills Development that is promoted by Egyptian authorities with Basmat Amal’s management team and Asmae’s team

4.3 Contribute in designing and implementing Asmae’s area of intervention « support to youth with disabilities »:

• Submit an action and capacity building plan at the beginning of the support, as well as a monthly and end of mission report to the Country Representative
• Evaluate and document lessons-learned from project implementation and identify strategy for further programmes
• Facilitate dialogue between key actors, employers and other stakeholders that promotes inclusive employment for youth with disabilities
• Prepare and facilitate experience sharing between Asmae’s partners and other NGOs working in the field of inclusive education and employment

Additional mid and long term responsibilities of the TA:
• Participate in national network on education and protection, and Asmae activities in Egypt
• Support organizing and facilitating meetings with governmental authorities to develop action-plans on disability professional inclusion

5. Qualifications/Profile required for the position

• Minimum 5 years practical experience in the area of capacity building and social development especially with TVET/ skills projects engaging relevant stakeholders for inclusion of the people with disabilities in skills and employment
• A University Degree; Master Degree/ MPhil or PhD in the relevant field will be an added value
• Excellent interpersonal skills, analytical skills, training and facilitation skills
• Excellent working knowledge of English/Arabic and Computer literacy
• Work experience with international donors or any INGOs agency will be an advantage
• Excellent networking ability with the stakeholders including government agencies, industries, NGOs, private training organizations, etc.
• Ability to meet deadline and complete assignment within the stipulated time-frame
• Ability to work in a multicultural environment

6. Practical Information

• Location: Cairo (Maadi)
• Contract: Egyptian fixed-term OR Consultancy contract
• Duration of the contract/mission: 4-5 months
• Starting date: ASAP
• Salary: As per Asmae’s internal salary range
7. **Application Process**

**Closing Date: May 10th, 2020**

Interested candidates may send their resume along with a cover letter showing why they are the best to be considered for this assignment, along with a short work plan (one page) that outlines the capacity building program they planned to implement with Basmat Amal before the deadline mentioned above to email recruitment.egypt@asmae.fr before 5:00 PM (Cairo Time)

*Applications received after this deadline will be disregarded*