Terms of Reference (ToR)

for the

Recruitment of a Consultant to Coordinate the Implementation of a Regional and National Skills Competition in The Gambia

1. Context

The Gambia Labour Force Survey (GLFS 2018) indicates that The Gambia has a very high youth unemployment rate\(^1\) estimated at 56% (of the total youth population of 377,326)\(^2\). The basis for this situation is the lack of readiness of the youth to be gainfully employed because of their lack of skills or because their skills are not appropriate for graduates to effectively participate in the evolving labour market. The inadequate visibility of and poor perception of Technical Vocational Education Training (TVET) is another key factor in the low participation of the youth in this sector.

Aware that the provision of quality and relevant TVET is one of the most effective ways for poverty alleviation and youth empowerment, The Government of The Gambia now prioritizes the expansion of this sector through the implementation of diverse strategies including Skills Competitions (the National Development Plan 2018–2021). Within the framework of this plan, The Government of The Gambia and UNESCO are collaborating through the project ‘Youth Empowerment through Technical and Vocational Education and Training in The Gambia’, financed by the Korean Cooperation Agency (KOICA).

In the context of this project, UNESCO is supporting The Gambia through the implementation of an activity consisting of the celebration of a series of Regional Skills Competitions (RSC) and a National Skills Competition (NSC) in The Gambia, which will focus on promoting TVET skills in the country. Previous skills competitions in The Gambia have been constrained by factors such as inadequate access to funding, poor coordination of events, inability to mobilize highly competent trainers, limited public outreach resulting in limited public awareness and low participation, low morale of volunteers, failure to meet international standards and limited access to raw materials, equipment and facilities. The activity described in this ToR is expected to address these concerns.

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\(^1\) Percent [25-35] who are part of the labour force age, without work but available for and seeking employment (The Global Economy World Bank; The Gambia Labour Force Survey, GLFS 2018)

\(^2\) This is 68.2 per cent of the working age population, which is of 1,256,859 persons (The Gambia Labour Force Survey, GLFS 2018)
UNESCO is hiring a consultant to coordinate and provide both technical and organisational support in the design and implementation of a series of Regional Skills Competitions (RSC) that will take place in November 2020 and to give solid orientations and prepare documentations, partnerships and administrative arrangements that will allow for a National Skills Competition (NSC) to take place in 2021.

2. Goals of the consultancy

The goal of this consultancy is to ensure timely coordination and technical and organizational support for the implementation of the Regional (within The Gambia) Skills Competitions and the preparations necessary to implement the National Skills Competition in 2021 through the achievement of the following expected results:

- Institutional arrangements needed to implement the RSC and NSC are put in place following the orientations of the existing Feasibility Study Report on the National Skills Competition in The Gambia. This will include setting up the NSC coordinating Committee and the World Skills Gambia (WSG) Secretariat;
- The Regional Skills Competitions are implemented successfully in 2020 and all necessary arrangements have been made to prepare the implementation of the National Skills Competition in 2021, in line with the World Skills International Competition Standards;
- Capacity building is completed to ensure the human resources required for the successful implementation of RSC within the context of the project and after its termination;
- A comprehensive and realistic strategy for the sustainability of the RSC and the future participation of The Gambia in the World Skills Competition is available.

The Consultant will work with relevant stakeholders to provide the following deliverables:

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| 1.  | - The proposal (technical and financial) for the RSC and NSC, in coherence with the first existing draft plan,  
- Official document on roles and responsibilities of all participant stakeholders  
- Functional Secretariat |
| 2.  | - Competition Rules official document for the RSC and NSC  
- Report on the official decision setting up the RSC and NSC Coordinating Committee  
- Report on the official decision setting up the WSG Secretariat  
- Bi-weekly reports on the advancement of the marketing and communications strategy (hired externally) |
| 3.  | - List of participants and competitors to the RSC  
- List of tools, equipment and materials to be purchased for the RSC  
- List of experts and roles for the RSC  
- Program of the RSC  
- Bi-weekly reports on the advancement of the marketing and communications strategy (hired externally) |
| 4.  | - Technical and financial report on the RSC |
3. Profile of the consultant

The selected applicant must have the following qualifications and experience:

- A Master’s Degree in Economics, Education, Social Sciences or other fields related to TVET;
- A very good knowledge of The Gambian TVET context, its challenges and opportunities and partnership dynamics;
- A strong professional background (7 years or more) in TVET and organizing TVET Skills Competition, preferably in The Gambia;
- Communication, analyzing, synthesizing, and report writing skills;
- English proficiency.

4. Duration of the consultancy and remuneration

The consultancy is expected to last for a period of 9 months beginning in April 2020. The total lump sum for this consultancy is of 18,000 USD.

5. Deadline for submission

Applications must include
- The candidates’s CV;
- A cover letter specifying how the applicant is qualified to conduct the proposed tasks.

Applications must be submitted on or before March 15, 2020 by email to Ndeban Joof-Ndong: n.joof-ndong@unesco.org, Ana Ruiz: a.ruiz@unesco.org and Olivier Pieume: co.pieume@unesco.org.