Terms of Reference (ToR)

for the

Recruitment of a Consultant to Support the Development of a TVET Policy in the Gambia

I. Context

UNESCO Multi sectoral Regional Office for West Africa (Sahel) in Dakar has partnered with the Ministry of Higher Education, Research, Science and Technology of The Gambia (MoHERST), the Ministry of Basic and Secondary Education (MoBSE), the Gambia Bureau of Statistics (GBoS) and the Gambia Technical Training Institute (GTTI), amongst others. The objective of such collaboration is to reinforce the Technical and Vocational Education and Training (TVET) system in the country through the implementation of the Youth Empowerment through Technical and Vocational Education and Training project in The Gambia. The overall goal of the project funded by the Korea International Cooperation Agency (KOICA) is to create an enabling environment that will give young people, especially girls, a better chance of finding decent employment by providing them with lifelong learning opportunities as recommended by SDGs 4 and 8. One of the activities envisaged by this project is the development of a TVET policy in The Gambia, which will provide a national TVET framework with clear directions on established linkages between TVET and pre-vocational delivery, general education, tertiary and higher education, labour market needs and quality service delivery.

The newly developed TVET policy will provide focus on access, public-private partnerships arrangements, out-of-school youth, lifelong learning opportunities, teacher training, infrastructure and funding, advocacy and sustainability. It will also guarantee a continuity for learners to transit from basic and secondary education and TVET to tertiary and higher education, and will develop pathways and bridges between the formal and non-formal education programmes.

To ensure its effective and efficient implementation, a National Technical Team been set up.
The consultant will involve the National Technical Team in his/her work for the successful achievement of the goals listed on section II, through consultation, meetings, workshops, etc. with the objective of building their capacity and facilitating the tools for them to be able to continue performing the activities related to TVET policy after the end of the project (sustainability).

II. Goals of the consultancy

The final goal of this consultancy is to develop a comprehensive and responsive TVET Policy. In order to achieve this goal, the mission of the consultant will be to:

- Carry out a diagnosis of the TVET system and labour market needs with intensive consultation;
- Review the existing policies and official engagements or orientations related to TVET;
- Draft the new TVET Policy & Strategy with intensive consultation;
- Validate and finalize the TVET policy.

In order to successfully accomplish his/her missions, the consultant will work under the supervision of the UNESCO international staff in charge of TVET and will liaise with the project team members based in Dakar and Banjul, especially with the deputy project coordinator present in The Gambia.

III. Activity implementation timeline

The implementation timeline is as follows:

<table>
<thead>
<tr>
<th>Tasks</th>
<th>Implementation Timeline</th>
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<tr>
<td>Diagnosis of TVET system and labour market needs with intensive consultation</td>
<td>April      May June     July     August    Sept.     Oct.</td>
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<tr>
<td>Review of existing policies and official engagements or orientations related to TVET</td>
<td>April      May June     July     August    Sept.     Oct.</td>
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<tr>
<td>Drafting of the TVET policy and strategy with intensive consultation (including portal display)</td>
<td>April      May June     July August    Sept.     Oct.</td>
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<tr>
<td>Finalization of the TVET policy and strategy after validation</td>
<td>April      May June     July August    Sept.     Oct.</td>
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IV. Desired profile of the consultant

- Master’s Degree in Education, Social Sciences or other relevant field;
- Very good knowledge of the educational context of The Gambia, its issues and opportunities and of the role played by the Gambian public and private sector institutions, especially in relation to TVET;
- A solid professional background (7 years or more) in the domain of policy making and/or policy research;
✓ Very good analytical (conducting surveys and data analysis), synthesis, and report writing skills;
✓ English proficiency. French will be an asset.

V. How to apply

Applications will be submitted electronically no later than March 12, 2020 to Ndeban Joof-Ndeng: n.joof-ndong@unesco.org, Ana Ruiz: a.ruiz@unesco.org and Olivier Pieume: co.pieume@unesco.org.

The application file will include:
- The consultant's CV;
- A cover letter specifying how the consultant(s) is/(are) qualified to conduct the proposed tasks;
- A Technical Proposal of 3 pages maximum defining the methodology and timelines that the consultant will follow to accomplish the tasks described above, working days and a detailed budget proposition for the assignment (including accommodation and travel expenditures if needed as well as a consultancy fee.)