



MINISTRY OF PLANNING AND INTERNATIONAL COOPERATION

JOB MARKET SURVEY CONSULTANCY

Terms of Reference for the planned Activities

A. The Job Market Surveys

1. Instruction:

Under Alternative Livelihoods to Piracy project (ALTP), UNDP willing to implement sub projects in Alula/Habo and Bargal districts of Puntland of Somalia. The project aims to contribute to piracy reduction through provision of alternative livelihoods and empowerment of vulnerable groups, particularly youth both men and women in vulnerable communities to piracy especially the previous hot spots of piracy areas of Puntland state of Somalia Central Regions of Somalia. One of the activities is providing vocational skill training for the vulnerable youth in Alula/Habo and Bargal districts of Puntland state of Somalia.

2. Background:

The conflict in Somalia has extremely devastated the socio-economic conditions of the Somali people thereby deteriorating the overall livelihoods of the country's population. The capacity of the people both men and women, especially been eroded. Hundreds of thousands of school age children have either lost the continuity of their schooling or never got chance to basic education, while many other have migrated from rural areas in search of better living. Large portion of this youth population have failed to maintain a sustained living at the urban centers and have become potential market for the employment of the armed conflicting groups or have become delinquent in the urban centers.

The prolonged civil anarchy and successive years of drought complemented by the absence of adequate inclusive employment strategies, vibrant economy and structured

and inclusive development plans have exasperated the problems even further leading to high unemployment which in turn lead to engagement of high percentages of the country's youth population both men and women in criminal activities that includes sea piracy, out migration and human trafficking, while others have been also employed by the armed factions leading to deterioration of the country's internal security.

Unemployment is the main factor of all these problems, according to UNDP mission to Alula/Habo and Bargal districts being carried out in February 2015 more than 90% of the youth in these two districts are unemployed. One of the major causes for the high unemployment rate is lack of vocational skills.

Efforts have been made by UNDP and other partners to allocate funds intended for income generating activities. The focus has been to provide vocational training to youths both men and women in different parts of Puntland and Somalia, with the view of helping them to acquire marketable skills that could lead to gainful and sustained employment.

A major limitation, however, in this approach has been the lack of adequate information on the marketable skills demanded in the job market. Moreover, due to the absence of market driven development and economic policies, shortage of funding for creation of micro-enterprises, there is no assurance that the hundreds of trained youths would be able to reap any type of financial gains from their acquired skills.

Another important aspect relating to the issue of vocational training of youths in Puntland and Somalia is the limited capacity of some training institutions, some of which are receiving funding

to conduct training activities, but may not have the necessary technical and institutional capacities to do so.

It is therefore important to carry out surveys in the priority areas to identify the job market needs and review the technical and institutional capacities of the lead vocational training centers there. While similar surveys have been carried out in the past by other development partners, all indicators point out to the fact that these surveys are mostly outdated and may not reflect the situation today.

So, Ministry of Planning and UNDP are interested to undertake this job market survey in the two target district to be able to design and implement a relevant skills training programme for the unemployed youth and women in the target districts and they are seeking for a qualified consultant to implement this assessment.

3. Objectives of Consultancy:

The objective of this consultancy is to gather job market information that would help UNDP and other partners on what type of vocational skills are required by the job markets in the two areas (Alula/Habo and Bargal) in both the immediate and long terms. The assessment will also assess the technical and institutional capacities of all vocational training providers and availability of qualified trainers in the two areas.

More specifically the Consultant shall:

- b. To conduct labor market scanning ; the study of two coastal communities(Alula/Habo and Bargal) on the job market information that would help inform UNDP PREP and other partners on what type of vocational skills are required by the job markets in the two coastal communities that project may target. The consultant will also provide an assessment of the what type of capacity of the technical and vocational training providers in the two coastal communities
- c. Identify the type of VTC centers in each of the target areas.
- d. Gather sex disaggregated data on skills trainings conducted in the two districts in the last three years.(the type of vocational training being conducted, the current position of the graduated trainees and overall job market situation)
- e. Assess the viability of courses being offered currently in vocational training centers to the market needs through analyzing the trainees' information. How many of them are managed to gain the provided skill? How many of them have got jobs relative to gained skill. How many got self-employment? What are the main challenges they have faced.
- f. Identify current skills gaps at the local market to help in informing design for certain professions;
- g. Determine the training interests of womenyouth and whether they correspond with the demands in the local market/economy;
- h. Review avenues available for trained youth to establish micro-enterprise and identify level of support needed for this to happen;
- i. Assess capacities of existing vocational centers and whether curriculums, training methodologies and equipment confirm to the market needs.
- j. Assess the quality and availability the instructors of vocational skills in these two districts.

Due to the remoteness of these areas there is a fear on the capacity and availability of qualified instructors. If not possible to get qualified teachers what is the best way of bringing qualified ones to the field

- k. Assess training courses which are more friendly to the women rather than vocational courses in these two districts (Alula and Bargal) if females are interesting specific courses
- l. Assess the willingness, Interest and capacity of Training Centers based in neighboring districts such as Bosaso to work in Alula and Bargal.
- m. Provide Recommendation on:
 - The main common market oriented skills needed in the respective communities and the skills that specific market demand of the specific community
 - The best way of vocational skill training in each of these communities
 - The best way of providing market oriented skills to the youth of specific community that has no vocational skills
 - The marketable vocational training courses with available training facilities/equipment. It is predicted most of the youth members will not be able to write or read therefore practical sessions will be more helpful than theatrical sessions
 - possible revision of curriculum for existing courses to match the labor market demands;
 - Advise the training venues in each training center for each community and the best way of bringing the groups together where necessary particularly Alula and Habo trainees as UNDP going to target these two communities as one community under this project.
 - Recommending the best way of bringing qualified instructors/ teachers both men and women to the field where necessary

4. Counter parts

The consultant is expecting to liaise with the local authorities of Bargal and Alula/Habo districts, Ministry of interior and rural development, Ministry of labor youth and sports and Puntland chamber of commerce while carrying out this assignment.

5. Methodology:

The consultant is expected to employ the following methodology when undertaking this task. This should consist of:

- **Desk Study** which is basically literature review of relevant evaluation reports, development plans, Puntland youth policy, employment strategies as well as reports of previously conducted similar job market reviews in Puntland. Capacity assessment reports of all relevant vocational training centers should also be reviewed during the desk review phase of the consultancy.
- **Interviews and site visits.** The Consultant should hold interview sessions with prospective employers, selected graduates of VTCs including those already employed as well as those who are still jobless. Interviews with the Government ministries, Chamber of Commerce and other relevant agencies should also be conducted. Interviews should be held at the site of the prospective employers and Government agencies. Visit to the vocational training centers to review capacities should also be undertaken. Every effort should be made during the visit to meet some of the technical staff as well as some graduates of the facility.

- **Data analysis and assessment.** Based on the information collected during the above-mentioned stage, the consultant should assess the information collected to reach a conclusion on the basis of which a set of recommendations could be made.
- **Present Findings in a Report.**

The consultant is expecting to held one day validation workshop to present the collected information to the participants and confirm the collected findings during the assignment.

5. Deliverables:

Under the direct supervision of MoPIC, the Consultant will undertake the following tasks with the corresponding deliverables:

6. Coordination arrangements:

No.	Task	Deliverable	Duration
1.	Prepare a detailed and concise action plan that reflects activities which be undertaken by the Consultancy during the entire contract period including the approach, methodology to be adopted, time frame and expected outputs.	Action Plan	1day
2.	Undertake a through Desk review of literature available in each area relating to job market needs and vocational institutions' capacities. Recruitment and training of enumerators where necessary	Assessment report	4days
3.	Carry out field visits and hold interviews with prospective employers, Government agencies, other relevant partners and graduates of VTCs	Assessment report	4 days
4.	Carry out an assessment of the technical and institutional capacities of the vocational training centers in the two target areas.	Assessment report	2 days
5.	Carry out an assessment of the technical and institutional capacities of the vocational training centers in neighboring towns (Bosaso) which are willing to work in Bargal and Alula.	Assessment report	2 days
6.	Consolidate all the above mentioned tasks in one comprehensive consultancy report and share with MoPIC and UNDP for virtual review as a zero-draft report		5 days
7.	Revise the reprotas per the received comments by MoPIC and UNDP and share the revised copy with MoPIC and UNDP		1 day
7.	Conduct a validation meeting to the key stakeholders in MoPIC. Power Point Presentation and soft copy of the report should be prepared in advance and shared with the attendees	Comprehensive Report	1 Day
8.	Provide a final Report endorsing all the comments resulted from the validation workshop		1 day
7.	Travel Days to the field (Round Trip)		6 days

During the consultancy process, the Consultant will establish close coordination arrangements with UNDP Puntland Office, the Manager of the area Office in Garowe and the one UNDP Project Officer based in Garowe. Linkages may also be established with the Ministry of Labour, Youth and Sports in Garowe and two local authorities of Bargal and Alula, especially during the initial data collection phase, as the Ministry may have some important information related to previous surveys.

7. Assignment duration and timeframe:

The duration of the assignment will be 27 days, during which the Consultant is expected to complete the assignment as per the tasks in table above. The consultant is expected to sign the contract with the MoPIC in April 2015.

8. Monitoring/process control:

The DG of MoPIC in cooperation with UNDP Project team will have frequent meetings and discussions with the Consultant throughout the duration of the assignment. The Ministry and UNDP staff may participate in some key field visits and meetings carried out by the Consultant.

9. Remuneration:

The interested consultants should send their detailed proposals to the Ministry of planning in two parts: (1) Narrative part reflects the plan, methodology and expected outputs of the study. (2) detailed financial part.

The Consultant will be contracted by MoPIC and will be paid directly by UNDP against agreed milestones between MoPIC, UNDP and the consultant which will be part of the contract. The consultancy fees will be determined based on the UNDP established rates for similar assignments, budget and the outputs/deliverables that are to be produced.

10. Qualifications and competences of the Consultant

- i. Advance University degree or first degree with solid experience in Social Sciences, Development Studies, and other related fields like management, economics, public administration etc., from a recognized University
- ii. Experience/technical skills in Gender or women studies
- iii. The consultant needs to have a track record of at least five (5) years' solid experience in assessment of Similar projects
- iv. Experience in previous similar appointments such as assessment and development of employment programs for state and non-state actors and rural communities is an asset,
- v. Good analytical skills
- vi. Fluency in Somali and English, Computer literacy and excellent reporting skills
- vii. Access to the target areas.

Applications and, CVs of the consultant with track record of previous trainings undertaken by the consultant should be sent to Ministry of planning and international cooperation Puntland state of Somalia via email admin@mopicplgov.net by not later than 13/07/2015

Women are encouraged to apply.