Young Africa
Empowering Youth

TERMS OF REFERENCE (ToR)
A STUDY OF YA's STUDY OF YA's HOLISTIC YOUTH EMPOWERMENT SERVICES
(Zimbabwe, Zambia, Mozambique, Namibia, Botswana)

ABOUT YOUNG AFRICA (YA)

Founded in the Netherlands in 1998 Young African (YA) currently operates nine TVET centers in five countries as a confederation of independently and locally registered affiliated organizations. YA operates in 1 more country in partnership with 3 other organizations that are replicating the YA model. Each Affiliate operates TVET – Centre(s), youth (self-) employment programs and community activities.

The vision of YA is a world of quality and shared word of equality where the power of young people is channeled to transform the world around them. The mission of YA is the integral development of disadvantaged youths aged 15 to 35 years with a special focus on young women and youths with disabilities. YA does this through imparting to youth skills of the hands to make them self-reliant, skills of the heart and mind to help them live with dignity and skills of the soul to help them live with a purpose.

Young Africa's core business is essential skills training for employability and entrepreneurship. TA delivers its programme (the integral approach to youth development), which is based on the conviction that for young people to reach their full potential they have to develop in a holistic way. This is why life skills, entrepreneurship skills training, and talent development are integrated in all of YA Vocational Training Courses. The integral approach to youth development addresses the multi-dimensional nature of the development needs of young people (i.e. economic, social and emotional) in a highly synchronized way. Young people receive on-the-job vocational training (70% practical, 30% theory), life skills education and entrepreneurship skills training. As part of complementary courses, that are an integral part of all vocational training at YA, students also receive ICT and English lessons (for Mozambique) as part of its innovative high impact solution to addressing youth employment needs. YA also promotes talent in sport and art. Since 2001 the organization, together with its Affiliates has managed to graduate over 40,000 youths.

Young Africa delivers its skills training through an innovative franchise business model. The broader purpose of the YA Franchise Model ensures the Financial Sustainability of YA Centres, opportunity for on the job exposure to Trainees, availability of local entrepreneurial role models, and participation of Young Africa Centres in the local economy as well as a cost-efficient alternative to traditional cost-intensive technical vocational Training. Young Africa's uniqueness lays essentially in the two innovative concepts: the Franchise Business Model and the Integral approach to Youth development.

ABOUT THE CURRICULUM REVIEW TASK

With the aspiration of performing always to the highest standard and with the mission of developing youth holistically, YA currently provides 5 complementary courses (wrap around services) to YA students over and above the TVET courses of their choice. Current complementary courses are (i) Entrepreneurship, (ii) Life Skills Education, (iii) Digital Literacy/ICT, (iv) English Language (for Portuguese speaking countries) and (v) Work Readiness (being piloted in Mozambique and being offered in Botswana).

The Aim of the study is to improve YA's complementary education programs and trainee support services towards holistic development of youth.

The specific objectives of the study are to:

1. Profile a sample of target beneficiaries to understand the development needs and other social welfare situations that affect young people's learning and participation in YA programmes and how the programme the programme can address these.
2. Conduct a review of YA complementary courses taught at each centre, identify any gaps (informed by findings from objective 1 above) analyse their effectiveness and make recommendations for additional complementary courses/topics to be included in the curriculum to address those.
3. Assess the existence and adequacy of systems/interventions at each centre/Affiliate to support trainees during and after graduation towards facilitating holistic empowerment of the participating youth including promoting their employability and income earning capacity,
4. Assess and review the small business development programmes offered by each centre (existing measures to support small business start-up) and make appropriate recommendations to improve on YA's small business development interventions.

Geographical scope of the study

The study will be conducted in Zimbabwe, Mozambique, Zambia, Botswana and Namibia. In each country, the study and its recommendations is expected to be grounded in the local context.

Dissemination of the research results

The study findings will be used by the following stakeholders:

1. YA International
2. YA Affiliates in the respective countries,
3. Government departments responsible for youth empowerment in the respective countries of operation,
4. Other organizations focused on youth empowerment YA's countries of operation and beyond,
5. Funding agencies supporting youth empowerment initiatives in the countries of operation,
6. Other organizations replicating the YA models of youth empowerment.

THE CONSULTANT

YA is therefore keen to engage an external consultant to conduct this study. YA invites bids from individual consultants, consulting companies, research agencies or universities. The lead consultant(s) must have extensive experience conducting curriculum development or review processes for soft skills programmes targeting youths and must hold an advanced degree in any of the following social science areas; Psychology, Social Work, Sociology, Education or any other related are of study. The consultant needs to have small business development expertise within the team in order to fully satisfy the objectives of this study.

SUBMISSION OF BIDS

Consultants can submit their bids for a country-specific study or for conducting the study in all 5 countries. Consultants that submit bids for more than one country must demonstrate their capacity to conduct research in the respective countries. Interested consultants must submit their bids on or before 18 September 2020 clearly marked bid for **STUDY OF YA's HOLISTIC YOUTH EMPOWERMENT SERVICES.** All bids must be submitted by email to wraparound.study@youngafrica.org

The bid must include the following:

1. Letter of introduction (1 page)
2. Proposal (maximum 3 pages) outlining understanding of the ToRs, proposed methodology, statement of competence of team leader and key consultants that will work on the assignment.

3. Proposed work plan and budget (itemised)
4. CV of Lead Consultant and key consultants that will work on the assignment
5. At least 2 contactable references for similar work
6. Sample of similar work (optional)