

TERMS OF REFERENCE (TOR)
CURRENT AND FUTURE JOB MARKET RESEARCH
(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 YA CURRENT AND FUTURE JOB MARKET STUDY

YA desires to ensure that its courses are aligned to the job marked needs. Accordingly, YA wishes to empower youth with the skills for today's job market and with skills for the future job market. To achieve this, YA wishes to conduct a job market study covering industrial, commercial, Information Technology, tourism, agricultural, green technologies and other relevant sectors in the 5 countries where YA is operating.

The Aim of the study is to provide evidence on the current and emerging market driven vocational training courses in each of the five countries of operation.

Specific objectives of the study

In pursuit of this aim, the study is expected to:

1. Conduct a comprehensive analysis of the job market sectors of the respective national economies to show where current and future jobs exist for the graduate of YA training programmes and what skills sets are required by the respective sectors. The study must use such evidence to make recommendations on current and future sectorial job market demands requisite skills sets to which YA centres must respond through its trainings.
2. Assess the relevance of the courses taught at the existing TVET centres to the current and future sectorial job market trends of the respective countries and make necessary recommendations on curriculum review, standard equipment required for training workshops, continuing or discontinuing some of the courses.
3. Using evidence from objective 2 above (regarding which courses to keep, discontinue or add), make an assessment of the existing workshops, equipment available and recommend what should constitute a standard workshop (this applies to current courses that are found to be relevant to current and future job market trends).
4. Make comprehensive operational recommendations on how each centre can align its courses to the job market needs (including

NB: The entire analysis must be guided by the level at which YA centres offer their trainings, the target groups they reach (mostly disadvantaged youths – academically, economically and socially). This understanding is crucial for designing the study and the analysis of data.

Geographical scope of the study

The study will be conducted in Zimbabwe, Mozambique, Zambia, Botswana and Namibia. In each country, the study is expected to identify the appropriate job markets (markets relevant to the level of graduates produced by YA centres e.g. the informal job markets in certain countries will be targeted for analysis while in other contexts, both formal and informal job markets will be included in the analysis).

Dissemination of the research results

The study will be used by the following stakeholders:

1. YA Affiliates in the respective countries,
2. Government departments responsible for TVET in the respective countries of operation,
3. Other private TVET providers in the countries of operation
4. Funding Agencies supporting TVET in the countries covered by the study

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 job market surveys and holder of at least an advanced degree in marketing/business administration.

SUBMISSION OF BIDS

Consultants must submit their bids for a country-specific study or for conducting the study in all 5 countries. Consultants that submit bids for all five countries 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 **CURRENT AND FUTURE JOB MARKET RESEARCH**. All bids must be submitted by email to jobmarket.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, **methodology**, statement of competence of team leader and key consultants that will work on the assignment.
3. Proposed work plan and budget
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 report of similar work (optional)