

Terms of Reference – Consulting Assignment

Title:	Review of TEVET entrepreneurship and construction curricula training materials level 1-4 in Malawi
Domain:	Technical and Vocational Education and Training
Consulting Level Grade:	Middle
Organizational Unit:	UNESCO Regional Office for Southern Africa
Location:	Lilongwe, Malawi
Type of contract:	Consultancy
Duration of the contract	20 work days (estimated level of effort)
Deadline (midnight, Paris time):	31/1/2020.
Application to be sent to:	i.pondani@unesco.org

1. Background

UNESCO is implementing the European Union funded Skills and Technical Education Programme (STEP)¹ in Malawi. In this context, UNESCO and the European Union are partnering in supporting the expansion and improvement of equitable and gender-balanced TVET in Malawi. In particular, the project is working to improve access to TVET, review qualifications system, update curricula, review the governance and management of TVET system, and better train TVET teachers and trainers. The project's time frame is four years (April 2016 – March 2020) and the overall budget for UNESCO is 9 million Euros. (When including the cost of building renovations and equipment plus the provision of grants to a number of NGOs, the entire value of STEP is more than thirty-two million Euro. The project is targeting programmes² for the construction sector of the economy and also is tasked with promoting inclusion of disadvantaged groups.

Under STEP specific objective 2: Improve the quality and relevance of TEVET, support has been provided for the revision and enhancement of Curricula level 1-3 within 5 construction trades (Bricklaying, Carpentry, Plumbing, Painting and Electrical Installation) (15), and in TEVET entrepreneurship (3). Besides STEP has supported development of level 4 curricula within entrepreneurship, construction supervisor, renewable energy, instrumentation and CNC (5).

For all the above curricula, trainer's and learner's guides have been developed. The curricula for level one construction have been reviewed through a gender lens to ensure that these are gender sensitive. The training materials for level 2-3 (10), entrepreneurship (4) and level 4 programmes need a gender review (4).

In relation to the above, UNESCO is seeking an individual consultant to review entrepreneurship training within the TEVET system in Malawi.

2. Objectives:

¹ The STEP website can be seen at: www.stepmalawi.com

² The documented training approach for the construction trade programmes is competency based training and assessment and this is combined in formal training with an apprenticeship scheme of four years.

The objective of the assignment is to ensure gender sensitivity of the construction curricula, entrepreneurship curricula, and level four curricula.

3. Activities:

The consultant is expected to carry out the following activities to achieve the objective of the assignment:

1. Prepare a brief work plan to achieve the objective of the assignment within the allocated time frame.
2. Develop a baseline/ checklist for the gender review
3. Review and revise training materials (trainer's guides and learner's guides according to gender review checklist for:
 - a. Bricklaying level 2
 - b. Bricklaying level 3
 - c. Carpentry level 2
 - d. Carpentry level 3
 - e. Electrical installation level 2
 - f. Electrical installation level 3
 - g. Plumbing level 2
 - h. Plumbing level 3
 - i. Painting level 2
 - j. Painting level 3
 - k. Entrepreneurship level 1
 - l. Entrepreneurship level 2
 - m. Entrepreneurship level 3
 - n. Entrepreneurship level 4
 - o. Construction supervisor level 4
 - p. Renewable energy level 4
 - q. Instrumentation level 4
 - r. CNC level 4

The consultant should take into consideration the baseline for gender review of the level 1 curricula and graphics pictures developed during this process.

4. Deliverables:

The consultant will produce these deliverables:

1. Assignment work plan.
2. Baseline/checklist for the gender review
3. Gender reviewed and revised training materials for:
 - a. Bricklaying level 2
 - b. Bricklaying level 3
 - c. Carpentry level 2
 - d. Carpentry level 3
 - e. Electrical installation level 2
 - f. Electrical installation level 3
 - g. Plumbing level 2
 - h. Plumbing level 3

- i. Painting level 2
- j. Painting level 3
- k. Entrepreneurship level 1
- l. Entrepreneurship level 2
- m. Entrepreneurship level 3
- n. Entrepreneurship level 4
- o. Construction supervisor level 4
- p. Renewable energy level 4
- q. Instrumentation level 4
- r. CNC level 4

5. Required qualifications

EDUCATION

Consultant must have at least a first degree in education, sociology, social studies, gender or other relevant subject area.

WORK EXPERIENCE

The consultant should have at least 5 years’ experience working with gender related aspects preferably within education or TEVET. The consultant should besides demonstrate experience from at least 2 equivalent assignments. It is desirable that the consultant has work experience within Malawi or Southern Africa.

SKILLS/COMPETENCIES

- Understanding of gender issues in Malawi which hinder ability to start and successfully run businesses
- Ability to work under pressure and to meet strict deadlines.
- Ability to conduct gender analysis
- Must display a high standard of ethical conduct and exhibit honesty and integrity
- Sound judgement
- The ability to work in a multicultural environment.
- Gender-sensitive behaviour and attitudes are required.
- Knowledge of the UNESCO’s mandate and its programme of activities.
- Excellent analytical skills.
- Excellent writing skills
- Ability to work in multi-ethnic, multi-cultural environment
- Strong communication skills

LANGUAGES

- Excellent knowledge of English.

DESIRABLE QUALIFICATIONS AND EXPERIENCE

- Higher qualification in a related field would be an advantage

RENUMERATION

This will be at a level of middle consultant and negotiable depending on relevant experience.

Closure of contract is 20.3.2020.

HOW TO APPLY

To apply, please send a **cover letter** and **CV** in English by email to Pondani, Ivy i.pondani@unesco.org by 31st January, 2020.

For more information, contact Arthur E. Shears at ae.shears@hotmail.com