

AFRICAN UNION

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Addis Ababa, ETHIOPIA P. O. Box 3243 Telephone: 00 251 11 551 7700 Fax: 00 251 11 551 7844

website: [www.au.int](http://www.au.int)

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## **REQUEST FOR EXPRESSIONS OF INTEREST CONSULTING SERVICES– ( FIRM CONSULTANT)**

**ASSIGNMENT TITLE: FOR CONSULTANCY TO PUBLISH FOR THE REVIEW OF  
THE AU CONTINENTAL STRATEGY AND PLAN OF ACTION FOR TVET TO  
FOSTER YOUTH EMPLOYEMENT**

**Date: July 21<sup>st</sup> 2023**

**PROCUREMENT REFERENCE NO.: ESTI/ED/600/447/06.23**

### **1. BACKGROUND**

The Continental Strategy for Technical and Vocational Education and Training (TVET) to foster youth employment, was developed and adopted 2015, to address the growing problem of youth unemployment and underemployment which is one of the main socio-economic development concerns of most African governments. It was aimed at providing a comprehensive framework for the design and development and employability to support economic development and contribute to poverty reduction.

The acquisition of employment-oriented skills is a key driver for economic development and growth of many nations. In addition, well-functioning Technical and Vocational Education and Training (TVET) systems play an important role in transforming human resources into productive assets to meet the National development objective for inclusive, employment-oriented growth. The African Union considers skills development a key priority in all its strategic documents.

In 2015, the “Continental Strategy for Technical and Vocational Education and Training (TVET) to Foster Youth Employment” was developed and adopted to address the growing problem of youth unemployment and underemployment which is one of the main socio-economic development concerns of most African governments. It was aimed at providing a comprehensive framework for the design and development of national policies and strategies that will enhance skills development and employability to support economic development and contribute to poverty reduction.

## **2. OBJECTIVE OF THE CONSULTANCY**

The main objective of the current continental TVET strategy under review is to promote skills acquisition through training focused on the response to the demand of the social economic milieu through employability tests, sustainable livelihoods and responsible citizenship; and also building capacity to create and innovate, anchored on a spirit of entrepreneurship and inventiveness. The objective of this consultancy is to support the African Union Commission in its review of the current state of play regarding the implementation of the Continental TVET Strategy and POA for TVET in AU Member States. The Strategy Review is intended to identify concrete options and strategies for improving TVET policies and systems in Africa.

### **Specific objectives:**

- i. Promoting an efficient and cost-effective system of quality TVET.
- ii. Ensuring the relevance of training and employability of trainees.
- iii. Developing creativity, innovation, and entrepreneurship.
- iv. Improving the legal and political environment as well as coherence and management of training provision.
- v. Promoting continuing apprenticeship; and
- vi. Strengthening the status and attractiveness of TVET.

## **3. SCOPE OF WORK**

Under the guidance of the AUC, Department of Education, Science, Technology and Innovation (ESTI) - Education Division and in liaison with Regional Economic Communities (RECs), National Institutions and relevant stakeholders when necessary, the consultant will assume the following core responsibilities and achieve the stated tasks:

### **I. Inception phase**

- a. establish a detailed methodological approach and activity / time plan for the implementation of the review process approved by the AUC.
- b. Kick-off Meeting with responsible AUC team: Mutual update and agreements on adjustments to activity starting and deliverables deadline dates where necessary
- c. Review of relevant documents and background material aimed at providing an understanding of the context for the consultancy and the structure of similar assignments within the African Union and globally. The literature review would include among others: AU Youth, Employment, Education and TVET related strategies
- d. Analyze the documents reviewed with regard to their coherence with, relevance for and interfaces with the Continental TVET strategy and POA as well as for the review process. Identify preliminary areas where gaps, overlaps, inconsistencies exist, and alignment may be required.

- e. For (b) prepare a matrix / mapping methodology as a basis for an analysis that can at a later stage be extended to mapping the continental TVET strategy objectives, outputs and indicators with Member States national TVET strategies where these exist.
- f. Conduct an initial mapping / desk review / collation of existing Member States TVET strategies as entry point for later analyses.
- g. Identify relevant stakeholders at continental, regional and Member State level that potentially should be engaged in the review process.
- h. Prepare an Inception Report which details the proposed methodology/approach and focus of the TVET review, based on the above analyses

## **II. Stakeholders' engagement phase**

- a. Support AUC in the formal communication with AU Member States, informing on TVET Review process and call for engagement in the process and reference group.
- b. Support AUC in a hybrid information / briefing session hosted by AUC on the objectives and scope of the review
- c. Support AUC in establishing the Reference Group, including developing Terms of Reference for the RG, and in identifying and inviting interested stakeholders for consultations / interviews.
- d. Prepare Report on agreed stakeholder engagement structures and processes

## **III. Continental TVET review phase**

- a. Conduct series of consultations with relevant stakeholders including the Member States, TVET practitioners, private and public sector entities, TVET associations and councils / committees, RECs and the regional and international partners in education and skills development in line with the approved methodology
- b. Based on documents reviewed, data collected, consultations held, and interviews conduct:
- c. Assess the coherence, relevance and effectiveness of the Continental TVET Strategy in view of its stated objectives
- d. Assess the current monitoring and evaluation processes and practices in relation to the Continental TVET strategy
- e. Analyze emerging trends and challenges in skills delivery and skills mismatch at continental and selected member states levels
- f. Identify areas of the TVET Strategy requiring adjustments, including incorporation of new strategic directions in the provision of TVET in the context of current trends, socio economic goals and priorities
- g. Prepare and submit a draft report with recommended focus areas and concrete actions that would improve coherence, relevance and effectiveness of the current Continental TVET Strategy / POA and prepare the ground for the next phase of implementation, monitoring and evaluation of the strategy.
- h. Develop a framework for improved governance and engagement, monitoring, evaluation and cooperation in the policy and strategy implementation and learning at national, regional and continental levels

- i. Present the report and facilitate an experts' group workshop, for validation.
- j. Finalize report taking into consideration the feedback from key stakeholders and submit the report of the Consultancy for the Review of the Continental TVET Strategy to Foster Youth Employment to the AUC.

#### **4. DELIVERABLES**

The above tasks are summarized in three deliverables with deadline/milestones with reference to Terms of Reference (ToR)

1. Inception phase
2. Stakeholder engagement phase
3. Continental TVET Strategy review phase

#### **5. DURATION OF CONSULTANCY**

The Consultancy assignment will be implemented by a key expert or consultancy over a period of approximately six months (6) from the start of the contract. The assignment will be implemented in a phased approach. Following the Inception Phase, subsequent phases will be dependent on the satisfactory completion of tasks and approval of respective outputs by the AUC.

#### **6. APPLICATION SPECIFICATIONS**

Interested consultants should include in their application the following:

- a. The CVs must clearly show the position and job the proposed person held in the reference project and for how long.
- b. The structure of the technical proposal should address the three main sections below and take into consideration the structure and contents of the ToRs.
- c. The bidder is required to consider the tasks to be performed with reference to the objectives of the services put out to tender.
- d. The bidder is required to present and explain its approach to steering the measures with the project partners.
- e. The technical proposal / bid must be legible (Arial font size 12) and clearly formatted.
- f. The CVs of the personnel proposed in accordance with Section 6 of the ToRs shall not exceed 4 pages.
- g. The bidder is required to describe the key processes for the services for which s/he is responsible and create a schedule (Activity / Time Plan) that describes how the services according to Section 4 are to be provided.
- h. Experience in multi-stakeholder engagement process and proven use of participatory skills in facilitating planning processes (list 3 reference projects/assignments)
- i. Demonstrated experience (3 similar assignments) of working with government agencies and/or international organizations in projects in the African region
- j. Documentary evidence of publications / reports relevant to this assignment. (List and be prepared to provide 3 upon request); experience with assessing

cross-cutting topics such as gender equality and inclusiveness in TVET sector policies or practices.

## **7. LANGUAGE (S)**

Full business language proficiency in English, as well as good language skills in either French, Portuguese, or Arabic languages.

## **8. DUTY STATION**

The expert / consultant is expected to work directly with the AUC, Department of Education, Science, Technology and Innovation Addis Ababa, Ethiopia.

## **9. QUALIFICATION AND EXPERIENCE OF THE CONSULTANT**

- Advanced University Degree in Education, TVET or relevant related field

### **Required experience**

- At least 10 years of professional experience in the TVET sector as high-level national, regional or supra-national institution-based policy and strategy development expert or consultant / external technical expert.
- At least 5 years in evaluating / reviewing TVET / workforce development related policies / strategies, programmes at sector, national, regional or supra-national level in the African context.
- Demonstrated ability to manage assignments effectively, consistently ensuring timeliness and quality of work with minimum supervision
- Experience in working with Development Partners in designing or evaluating TVET sector related projects, policies or strategies

## **10. CONSULTANCY FEE:**

Interested candidates are requested to submit the following documents in addition to their CVs for AUC's consideration:

- a) Technical Proposal showing:
  - understanding and interpretation of the TORs
  - methodology to be used in undertaking the assignment
  - time and activity schedule
- b) Financial proposal, lump sum of **=US\$50,000 .00**

## **11. FACILITIES AND SUPPORT BY AUC**

The following shall be made available by the African Union:

- Office accommodation
- Please note that this is a non-residential assignment. Any additional travel necessary for the successful completion of the assignment, duly authorized in advance by the African Union Commission will be paid for at cost against presentation of original receipts for actual expenses, and at the rate of the

most direct economy return flight, as well as a subsistence allowance at the prevailing UN rate.

- Any cost associated with organizing workshops with stakeholders at the AUC offices will be borne by the AUC.
- Facilitation of visa
- Internet access

## **12. REQUIRED DOCUMENTS**

- a. The complete technical proposal / bid shall not exceed 5 pages - excluding the CV of the expert(s).
- b. The CVs of the personnel proposed in accordance with Section 6 of the ToRs shall not exceed 4 pages
- c. The financial proposal bid

## **13. EVALUATION AND QUALIFICATION CRITERIA**

The scores for the technical proposal will be composed as follows:

- Technical-methodological concept: max. 30 points
  - CV of the proposed Expert(s): max. 70 points
  - Total technical score: max. 100 points
- a. Education qualification - 5 points
  - b. Language – 5 Points
  - c. General professional experience – 15 Points
  - d. Specific professional experience - 25 Points
  - e. Leadership/Management experience – 5 Points
  - f. Regional experience – 5 Points
  - g. Development Cooperation experience – 5 Points
  - h. Documentary evidence of publication/ reports relevant to the assignment 5 Points

The African Union now invites eligible Individual/Firm consultants to indicate their interest in providing the Services. Interested candidate must provide information demonstrating that he/she has the required qualifications and relevant experience to perform the services.

The consultant will be selected in accordance with Firm fixed budget selection method set out in the AU procurement manual V.2.0

Further information can obtain at the address below during office hours 8:00 – 13 hrs and 14:00 to 17:00 hours, Addis Ababa Time

**Interested consultants must respond to the call by sending their comprehensive technical and CVs in a written form following the above criteria to the emails below before 15:00 hours Addis Ababa Time on 15<sup>th</sup> August 2023.**

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Further information can be obtained at the address below during office hours 8:00-13:00hrs and 14:00-17:00 hours EAT.

Proposal must be submitted through email to the address below not later than **15:00 hours EAT** on **15<sup>th</sup> August 2023**

**Email: [Tender@africa-union.org](mailto:Tender@africa-union.org) and CC; [TizitaT@africa-union.org](mailto:TizitaT@africa-union.org)**

**African Union Commission,  
Head of Supply Chain Management Division  
Building C, Room 327  
P.O Box 3243, Roosevelt Street  
Email [Tender@africa-union.org](mailto:Tender@africa-union.org) and CC; [TizitaT@africa-union.org](mailto:TizitaT@africa-union.org)**