**Scope of Work**

| **Project Title:**  | **Skills Building and Improving Employability - *3amaly*** |
| --- | --- |
| **Activity Title:**  | **Sustainable water management and sanitation**  |
| **Project Location(s):**  | **Nabatieh**  |

**About Mercy Corps**

Mercy Corps exists to alleviate suffering, poverty, and oppression by helping people build secure, productive, and just communities. The agency pursues its mission through emergency relief services, sustainable community development, civil society and economic development initiatives. Mercy Corps has been present in the Middle East since the 1980s and currently has offices in Yemen, Lebanon, Palestine, Jordan, Syria, Iraq, Egypt and Libya. Working in Lebanon since 1993, Mercy Corps has implemented community development programs focused on promoting economic development and increased opportunity for disadvantaged communities, while responding to emergencies as they emerged in the country. In 2012, the program portfolio partially shifted in response to the massive refugee influx from Syria and Mercy Corps in Lebanon has solidified its emergency response programming while integrating longer-term development programming by focusing on key sectors: Protection, Water Sanitation and Hygiene (WASH), Governance and Conflict, and Livelihoods.

**About 3amaly**

Funded by the Canadian government, Mercy Corps is implementing “Market-based opportunities and Skills Training for Women and Youth - *3amaly*”, an integrated programme designed to improve livelihood opportunities for women and youth (aged 15-34) from vulnerable populations. The overall objective is that women and youth are empowered and valued for playing an active economic role within their households and communities employment in four geographic zones: (1) Tripoli district, North Lebanon Governorate; (2) Saida district in the South Governorate; (3) Lower Chouf district in the adjacent Mount Lebanon Governorate; and (4) Nabatiyeh district, in the Nabatiyeh Governorate.

This will be done by addressing constraints to employment by linking youth and women to market-driven skills in partnership with the private sector, by working with micro, small and medium sized enterprises (MSMEs) and entrepreneurs to provide technical assistance or in-kind support packages to accelerate growth and foster merit-based hiring practices, and by training and/or providing business coaching to potential start-ups to help create employment.

**Description of the Required Services**

Mercy Corps is seeking to contract consultant firms and/or service providers (private institutions, non-governmental organizations, Technical Schools/Institutions, and specialized firms), or Individual trainers[[1]](#footnote-0) to provide a Sustainable water and sanitation skills course and employ 35% of each graduating class.

**Objective of the Call**: Through this activity, 3amaly intends to improve employability for individuals.

**Target participants:** up to 15 participants

**Participants’ criteria:**

 **Nationality:** 30% Lebanese, 70% Syrians and Palestinians

**Age:** 18-34 years old

**Gender:** 50% women , 50% men

**Educational Level:** Must be a drop-out for more than 6 months and possess no skill (not previously taken a vocational training) or have taken a previous vocational training in a sector that they cannot legally work in or is obsolete within the market demands.

**Employment Status:** Unemployed or daily worker

**Course Details:**

* Course duration: 80- 100 hours
* Duration of the project: November 2021-May 2022
	+ Course Duration: November 2021- February 2022
	+ Employment: March 2022 - May 2022

**Learning Objectives and Training Topics**

**The Learning objectives of the Sustainable water and sanitation training are :**

**By the end of the Sustainable water and sanitation course, participants will:**

* Have a basic knowledge of Plumbing definition and application
* Have in depth Knowledge of Rainwater harvesting systems
* Have a detailed Knowledge of Irrigation systems emphasizing on water efficiency
* Have a basic knowledge of wastewater treatment at household levels
* Have a good knowledge about marketing tools and Businesses.

**Theoretical and Practical skills:**

**The training will be divided into four main topics:**

 **1- Plumbing :(approx 20 hrs )**

* Introduction into Plumbing definition and application.
* Introduction into plumbing tools, techniques, materials and prices.
* Know how about plumbing networks , and plumbing in buildings.
* **Hands on installation of plumbing techniques**

**2- Rainwater Harvesting systems: ( approx 20 hours)**

* Introduction into the concept and purpose of rainwater collection .
* Detailed knowledge of the rainwater harvesting systems for existing and new buildings.
* Introduction to water quality including measurement and improvement
* **Hands on Installation of a rainwater harvesting system .**

 **3- Irrigation systems: ( approx 30 hours)**

* Introduction to different types of irrigation systems , materials and tools used.
* Detailed knowledge about system sizing ( storage, network , and needs)
* **Hands -on installation of a full irrigation system .**

 **4- Wastewater treatment at household levels:( approx 15 hours)**

* Importance of wastewater treatment
* Components and functioning of a household water and wastewater treatment system
* **Hands on installation of a wastewater treatment system**

**Conclusion:( approx 15 hours)**

* Summary of the training
* Basic knowledge about different marketing tools and businesses, in addition to different kits

***Practical implementation must be at least 80% of the total course hours including visiting different factories- companies.***

***Graduation tool kit:***

* ***Plumbing technician Toolbox :***

*Plumbing tools:( SDS Drill,Grinder, Hole saw kit (0.5-4), Level, Adjustable wrench, Tube and plastic pipe cutters, Plumbers torch, thread sealing tapes , Pipe wrench, PPR welding machine,PEX pipe expander fittings, plungers, Drain snake)*

*Basic tools : (Tape measure, Precision Screwdriver, Voltage Tester pan, Hardware accessories kit, Drive Sockets, Hex key wrenches, Long nose pliers, Insulation tape, Slip joint pliers, Claw hammer, Hack saw, Screwdrivers, Utility knife )*

*Safety Kit ( Gloves, goggles)*

*Note:*

*-The graduation kit to be distributed for all graduates*

*N.B. Graduates definition: participants who attended minimum 70% of the training and passed the post test.*

*-Specs and details to be mentioned in the proposal ( EU or turkish origin are only accepted )*

**Soft Skills**

1. **First aid and occupational safety in Sustainable Nature :**
	1. How to take care and treat: cuts, burns, cuts, burns such heat and electrical burns, shock, severe bleeding Amputation/severed body parts, fractures and musculoskeletal injury.
	2. How to keep the work safe, awareness of equipment/tools safety (including the proper wearing of safety uniforms)
	3. How to turn off a fire
2. **COVID-19 Response:**
	1. Have ample knowledge of COVID-19, its spread and mechanisms of contagion
	2. Know how to take safety precautions and hygiene practices
3. **Communication Skills:**
	1. Presentation skills and Interview preparation
	2. Business Ethics
	3. Customer Service
	4. Teamwork, coordination and efficient communication (emotional intelligence and professionalism in the workplace)

**Employment Terms**

**The employment of the Sustainable water and sanitation course are:**

* The selected service provider should facilitate the employment of at least 35% of the course graduates.
* Employment could be categorized into part-time, full-time, seasonal or self-employment.
* Employment is counted/considered after the second employment follow-up done by Mercy Corps 3amaly Team (in six months).

**Required Tasks from the Service Provider**

**The Service Provider, upon signing with Mercy Corps, is responsible for:**

* Assign focal points who then attend the kick-off meeting and coordinate with Mercy Corps 3amaly team.
* Inform and clear all communication products with Mercy Corps and 3amaly communication guidelines.
* Outreach and selection of potential participants (as per the criteria set above) in coordination with Mercy Corps 3amaly program.
* Ensure the safe transportation for participants (either through insured buses or paying transportation fees).
* Ensure safe and suitable insured location for both the practical and theoretical sections of the course (must be detailed in the proposal).
* Deliver a set of technical/vocational skills, life/soft skills and practical skills within the scope of the course (details mentioned above).
* Ensure that each course session below 4 hours contains a coffee break and each session above 4 hours has a minimum of one lunch break and one coffee break.
* Distribute toolkit and graduation kit related to the delivered course (please give details of kit and purpose of use)[[2]](#footnote-1).
* Assist in finding relevant mentors to participate in mentoring activities within women economic empowerment component
* All concerned staff must participate in Mercy Corps training (Gender, Protections, etc. when requested).
* Follow-up and present proof of employment upon completion of the course and employment of any participant.

**NB:** Service Providers are encouraged to take the chance to safeguard the environment and provide means of waste management within the scope of the course (recycling…).

**Submittals**

* Filled Vocational Course Proposal Form including a detailed profile and articulation of the:
	+ Outreach and preselection plan and target location/groups
	+ Schedule and curriculum of the course
	+ Distribution of staff and trainers in addition to their CVs
	+ Locations and employment links
* Profile of organization including list of consultancies and relevant past projects conducted in the previous years
* A scan/copy of the organization’s registration at the Ministry of Finance or/and the Ministry of Interior.
* Two references (include: client name, date of project, value of project, client contact name, phone number and email).

***Mercy Corps 3amaly Team prefers local service providers within the area to apply.***

**Evaluation Criteria for Vocational Training**

“3amaly” will use the following criteria to assess Vocational training applicants:

| **Technical** |
| --- |
| Clear articulation of the specific content of the training (timeline, curriculum, methodology) specifying the percentage of on-site training.Defined mechanism of the interactivity and practicality of the training (hands on training 80%)[[3]](#footnote-2) | **15** |
| Detailed articulation of the outreach process, plan and target groups. Outreach and course location must be area specific within the geographic zone assigned. | **10** |
| Profile of the trainers (with relevant experience and roles within the training/course). | **10** |
| Clear articulation of the requirements of safety, environment safeguarding and health that will be ensured (insurance). | **5** |
| Clear identification of needed toolkits and graduation kits (detailed quantities, pictures and specifications noting that samples may be requested). | **15** |
| Please include a mitigation plan for any possible delays or changes subject to the country’s situation. | **10** |
| Detailed presentation of its connection / knowledge the related ecosystem | **5** |
| Detailed articulation of the employment plan and links. | **10** |
| **Financial** |
| Clear articulation of cost per participants, including consideration of other costs | **20** |
| **Total** | **100** |

**Selection Process**

After ensuring that applicants meet the eligibility requirements, a technical review committee will score each proposal per criteria.

Mercy Corps may solicit feedback from external experts and may follow up with additional questions. At any stage, Mercy Corps reserves the right to pose clarifying questions and conduct discussions with some, all, or none of the applicants. Other applicants do not need to contact Mercy Corps.

Mercy Corps reserves the right to fund any or none of the applications submitted. Mercy Corps may choose to incrementally fund selected application(s). Mercy Corps will not fund applications which, in its view, will result in duplicate or redundant activities. The number of awards and amount of available funding is subject to change and Mercy Corps reserves the right to make no awards.

**Qualifications**

Applicants registered with the Ministry of Finance are preferred and they should include their registration number in their application. Any non-governmental organizations must also provide their notification application with the Ministry of Interior. Proven experience in conducting training with youth and women from different nationalities.

**Questions and Answers (Q&A):**

Questions to be sent to procurement

 **Monitoring / Progress Control**

The work of the Selected Service Provider will be coordinated and monitored, on a regular basis, by 3amalyTeam at Mercy Corps.

The Selected Service Provider is required to have a focal point who updates the 3amaly Skills focal point with all updates and changes.

1. Individual consultants can apply if they have links with the local community businesses and can prove their ability to complete the employment percentage required. [↑](#footnote-ref-0)
2. Courses with options of self-employment must have an efficient, practical and sufficient graduation kit. [↑](#footnote-ref-1)
3. We would like the Service Provider to demonstrate how they would transform rigid soft skills class into a practical, hands-on training through exercises, workshops, table-top discussions etc. [↑](#footnote-ref-2)