

A. Objectives of the Market Assessment;

Basmeh and Zeitooneh aims to conduct a thorough labor market assessment in Shatila and Burj Al Barajneh Camps and surrounding areas, in order to understand the job market and the set of skills needed. The results of this assessment will be the base for designing the vocational training courses that B&Z is planning to provide in its community center in Shatila camp.

1. To identify what type of jobs are available in the market of Shatila, Burj al Barajneh and surrounding areas that can be filled by Vocational Training graduates, with a special focus on highly demanded skills.
2. To provide an authoritative overview of current labor market trends and snapshots of businesses' opinions on training and strategic skill needs.
3. To assess the capacity of VT service providers in relation to the provision of identified market- demanded courses.
4. Identification of other economically significant sectors where skills deficiencies might constrain future employment and economic growth.

5. Assessment of key sectors and skill requirements by occupations.

5-6. VT stakeholder and Service Mapping in the area of implementation

B. SCOPE OF WORK

The consultant will:

- Find out the most employable skills training courses that can be offered Basmeh and Zeitooneh.
- Find out skill gaps in the market uncovered by other stakeholders. This should be classified into:
 - a. Specific type of jobs available and locations.
 - b. Level of skill required, including attention to aspects of location and legal status.
- Visit and hold discussions with private employers to find out their attitude towards provision of internships and identify ways to create stronger linkages with VT graduates.
- Identify challenges faced by VT graduates in getting employment, especially females, and provide relevant recommendations and ways of creating decent work for females.
- Assess how private microfinance institutions provide small business loans and identify best approaches for linking VT graduates to have access to such services.
- Advise on suitable project target locations for provision of VT.
- Develop a comprehensive 2 years program plan which focus on 1-2 vocational training

C. METHODOLOGY:

The consultant/consulting firm is expected to come up with the best approaches for undertaking this labor market survey. However, the following guiding principles should be taken into consideration:

- Desk review of secondary data including project documents, reports, assessments, evaluations and previous labor market surveys.
- Interviews with private sector employers, previous graduates, VT public and private centers.
- Extensive mapping of labor market needs through primary data collection.

D. DATA ANALYSIS:

Data gathered using various methods and tools will to be collated, analyzed and interpreted systematically. Quantitative data will be analyzed using SPSS or other statistical data analysis programs available that can help generate the required information. Qualitative data will be analyzed for key themes and used to supplement quantitative data organized into themes. Both qualitative and quantitative data should be used to find out employable skills and assess the capacity of VT service providers to offer such courses.

E. KEY DELIVERABLES:

- Inception report: detailing the methodology including the main research methods, the sampling framework, proposed sources of data, procedures for data collection and analysis, and a draft but detailed table of contents. The proposed research tools will be discussed and approved by Basmeh and Zeitooneh Program Team before data collection commences.
- Revised first Draft Final Report, incorporating suggestions and recommendations from the reference group. A second round of revision may be required before the final version of the Final Report can be produced.
- A final report (one electronic copy in PDF Format and one in DOC format)
- An electronic copy of all data collection tools and the labor market study data set.
- A final presentation of the overall findings to the stakeholders for validation
- A comprehensive 2 years program plan.

F. QUALIFICATIONS AND EXPERTISE REQUIRED

1. Post-graduate degree in Social Sciences, Business, Economics, Statistics or related field.
2. Minimum of 10 years relevant professional experience in research and labor market studies.
3. Strong background and experience in systematic both qualitative and quantitative data collection and analysis.
4. Technical expertise in assessing issues of labor market demand and supply in Lebanon and Specifically in Mount Lebanon and Beirut, and ability to draw strong and valid conclusions.
5. Strong knowledge of VT programs is essential.
6. Demonstrate excellent English and Arabic writing and communication skills.
7. Excellent communication and report writing skills.

The market assessment will contribute towards:

- Progressively enhance vocational skills of the selected participants in Shatila
- Provide guidance and support to the beneficiaries on starting-up businesses and linking their products to open market

2. Purpose of the market assessment

The consultant will:

- Assess and analyse the market supply/demand of the labour market & employment opportunities in Shatila
- Identify the market requirements/gaps in terms of the specific skills and trainings that are in demand/shortage.
- Identify potential institutions, organizations that provide financial opportunities to that support small to medium entrepreneurs.
- Provide consolidated evidence on the market feasibility on recommended skill development

The consultant will:

Carry out a wide range of consultation with the municipality representatives, relevant NGOs/INGOs, entrepreneurs and other relevant stakeholders, including B&Z past beneficiaries.

The consultancy will be undertaken from 15 March 2019 to 15 August 2019

Description of tasks	Deadline	Comments
Inception report	End of March 2019	discussed and approved by Basmeh and Zeitooneh Program Team before data collection commences
Revised first Draft Final Report	Mid of July2019	1 st Draft revised by Livelihood Technical Manager and Country Director
Revised Second Draft final report	End of July 2019	2 nd Draft revised by Livelihood Technical Manager and Country Director
A final report	Mid of August 2019	Final report approved Livelihood Technical Manager and Country Director
An electronic copy of all data collection tools and the labour market study data set	End of August 2019	Sent to Livelihood Technical Manager and Country Director
A final presentation of the overall findings to the stakeholders for validation	Last week of August 2019	B&Z team
A comprehensive 2 years program plan	3 rd week of August 2019	Sent to Livelihood Technical Manager and Country Director

Please submit the following documents to HR@basmeh-zeitooneh.org

- Brief proposal demonstrating a clear methodology, deliverable timeframe, budget, including prior experience on carrying out similar assessments.
- CV demonstrating the essential skills and experience as outlined in the TOR
- A sample report (similar), if possible.