***Employability Consultant to review, contextualize and implement the Employability Curriculum.***

**Terms of Reference (ToR)**

**Background on Save the Children**

Save the Children is the leading global independent organisation for children. Save the Children believes every child deserves a future. Around the world, we work every day to give children a healthy start in life, the opportunity to learn and protection from harm. When crisis strikes, and children are most vulnerable, we are always among the first to respond and the last to leave. We ensure children’s unique needs are met and their voices are heard. We deliver lasting results for millions of children, including those hardest to reach.

We do whatever it takes for children – every day and in times of crisis – transforming their lives and the future we share.

* **Our vision:** A world in which every child attains the right to survival, protection, development and participation.
* **Our mission:** To inspire breakthroughs in the way the world treats children, and to achieve immediate and lasting change in their lives.
* **Our values:** Accountability, ambition, collaboration, creativity and integrity.

We are committed to ensuring our resources are used as efficiently as possible, in order to focus them on achieving maximum impact for children.

In Lebanon, Save the Children is fully engaged at the national coordination level, and actively participates in the Livelihoods Working Group. Save the Children has been engaged in the technical guidance and development of the Livelihoods working group in the Lebanon Country Response Plan since 2014. In this role, Save the Children has supported development of response-level indicators, technical guidance documents, and other key sector initiatives.

With regard to the private sector, micro, small, and medium enterprises (MSMEs) as well as larger businesses, are explicitly linked in both Save the Children’s Livelihoods strategy, and under the proposed program. Within Save the Children’s Livelihoods strategy, one pillar includes strengthening MSMEs in the form of business development services and financial inclusion. Another pillar is employability, which is achieved through technical trainings and on-the-job training provided by either MSMEs or larger businesses. This activity is a key component of the proposed program, whereby employers are directly engaged from an early stage in the identification of specific skills trainings, thereby addressing the skills gap in their sector.

**Background information/context**

In Lebanon, a multitude of crises, including economic collapse, political turmoil, the refugee crisis, the COVID-19 pandemic, and the aftermath of the Beirut explosion, have exacerbated vulnerabilities across the nation, plunging families into poverty and uncertainty. Basic food security is threatened, and access to essential services has eroded, particularly for vulnerable groups like youth, women, female-headed households, and families with disabilities.

The livelihoods sector has been severely impacted, with soaring unemployment rates, especially among women and youth. According to the World Bank, Lebanon's youth unemployment rate stands at 23.8%, and around half of new entrants struggle to find jobs. The Crisis Observatory at the American University of Beirut reported an extensive emigration of skilled professionals in 2021, with 77% of youth in Lebanon expressing a desire to leave. Information International estimated that between 2019 and 2022, 875,000 people left the country, compared to 600,000 between 1992 and 2018.

Lack of opportunities and exclusion from education push youth into informal labor, exposing them to protection risks and emotional well-being concerns. Women, in particular, face heightened vulnerabilities, including food insecurity, unemployment, and increased risk of girls early and forced marriage. Patriarcal norms and practices, hinder women and girls' participation in economic opportunities, through lack of financial opportunities, difficult access to loans and starting capital, and uneven distribution of assets. Social pressure penalizes women who try to pursuit economic activities and entrepreneurship and yet are the main responsible for unpaid care work, that hampers their education opportunities and double burden specially the most vulnerable young girls. Among refugee and migrant women, domestic work in unfair conditions, constraint them to negative coping strategies, and increase inequality gap, exacerbating social conflict, negative perceptions, racism and xenofobia.

These crises deepen existing vulnerabilities, limiting opportunities for youth from both refugee and host communities to meaningfully participate and address the challenges they face. Social, cultural, and economic barriers to the job market persist, with high youth unemployment rates despite a surplus of educated and skilled labor. Skilled professional emigration exacerbates the issue, leading to a less-educated domestic workforce and the expansion of low productivity economic activities.

Intense competition for limited job opportunities, coupled with insufficient skills, work experience, and professional networks, discourage youth from actively pursuing employment. Political and economic instability, low wages, and poor working conditions further compound these challenges. The absence of vital life skills education exacerbates the situation, discouraging meaningful engagement in economic activities. Yet,following the EU4W study, some sectors such as agrifood businesses, manufacturing or design, with high women participation through owned or leaded medium and small enterprises, increased their sales despite the crisis.

In Lebanon, there's been a noticeable surge in interest in employability programs, especially with recent developments focusing on enhancing household self-reliance. Vocational training has emerged as a vital aspect, providing essential practical skills for employment and adaptability to changing economic conditions. Youth empowerment takes center stage in this initiative. As young people transition into adulthood, acquiring skills, knowledge, and attitudes for self-sufficiency and societal contribution becomes crucial. However, youth unemployment is a pressing issue in Lebanon and globally, with rates nearly double those of adults, leading to poverty and potential social unrest.

Recognizing youth as the future workforce underscores the need to invest in their education and skills. Employability programs play a critical role in equipping them with the necessary competencies to navigate the job market successfully. Moreover, these programs serve as a means to combat child labor by providing sustainable alternatives. By imparting skills for formal employment, they reduce children's vulnerability to exploitation and offer families alternative income sources.

Empowerment efforts target both refugee and Lebanese youth, particularly those out of school and unemployed. Through various means such as life skills development, vocational training, and tailored counseling, the aim is to uplift vulnerable youth, including those with disabilities and early-married girls. In marginalized neighborhoods, vulnerable youth embark on comprehensive livelihood training. Starting with motivational interviews, personalized counseling tailored to individual capacities and skills ensures continuous support throughout the program, fostering resilience and empowerment among participants.

**Objective**

This TOR outlines the requirements for a consultancy service to conduct a comprehensive review and contextualization of the Employability Curriculum component within Lebanon's youth employment sector and its implementation. The consultancy aims to enhance the curriculum by integrating best practices for effective educational approaches, support the youth in conducting labor market assessments, and ensuring inclusivity across age groups, gender, and disability. Interested parties are invited to submit proposals adhering to the provided guidelines.

Scope of Work:

1. Conduct a comprehensive review and contextualization of the Employability Curriculum component within Lebanon's youth employment sector.
2. Engage in labor market assessments to identify sectors for vocational training.
3. Integrate best practices for effective educational approaches into the curriculum.
4. Collaborate with the technical team to revise the curriculum, ensuring inclusivity across age groups, gender, and disability.
5. Provide training sessions for trainers covering various livelihood components and employability activities.

**Services the Supplier will provide**

The consultant will undertake a comprehensive approach, encompassing document reviews, virtual meetings, and internal and external Key Informant Interviews (KIIs). They will develop a structured Youth Employability curriculum to educate non-technical stakeholders, such as teachers, educators, caregivers, volunteers, and others, on the significance of youth employability. This curriculum will include activities aimed at enhancing knowledge, practices, and attitudes among individuals in communities facing vulnerable employability conditions. Moreover, the consultant will deliver technical and practical training on all livelihood training packages and conduct assessments and evaluations to gauge the impact of the training interventions.

**Experience and skill set required**

**Minimum competencies**:

1. Will have 4 + years of experience in either technical and/or practical field-based or relevant academic experience in the employability sector within the context of international development and humanitarian settings, utilizing this expertise to construct effective inquiries and provide practical recommendations.
2. Have a broad understanding and experience of conducting evaluations (more than 4 years), outcome and impact assessments, reviews using a variety of methodologies, including curriculum reviews tailored to employability.
3. Must have experience across the different pillars of the program, including knowledge in life skills for success, labor market assessment, livelihood counseling, vocational training, digital literacy, one-to-one meetings, basic numeracy and literacy curriculum, and activities.
4. Have a broad understanding of the relationship between employability and socio-economic factors.
5. Possess strong qualitative and quantitative research skills relevant to employability programming.
6. Write informatively and succinctly in English.
7. Demonstrated experience of providing similar services in-country and within an INGO context.
8. Respect the values of Save the Children.

**Expected Deliverables**

SCI expects the following deliverables to be provided:

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| --- | --- | --- | --- |
| **Deliverable number** | **Deliverable title** | **Description** | **Format and style** |
| 1 | Inception report | The consultant should provide a general overview on the Employability Curriculum to be contextualized according to the Lebanese context. | Presentation delivered to Project Board |
| 2 | Employability Curriculum First draft | The consultant should deliver a first draft curriculum as per the agreed-on inception report detailed outline. | Presentation delivered to Project Board |
| 3 | Employability Curriculum Second draft | The consultant should deliver a second draft curriculum as per the agreed-on inception report detailed outline. | Presentation delivered to Project Board |
| 4 | Dissemination and content presentation | The consultant should capacitate a team of SCI staff/volunteers on the curriculum content usage from all relevant sides; so, they are able to disseminate it themselves to relevant stakeholders. | Training physical |

**Timeline**

Estimated Commencement Date: June 2024

Estimated End Date: August 2024

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| **Deliverable number** | **Deliverable title** | **Submit to** | **Delivery date** |
| *1* | Inception report | Project Board | 1 weeks after contracting |
| *2* | Employability Curriculum First draft | SCI Project Manager and TA | 3 weeks after contracting |
| *3* | Employability Curriculum Second draft | Project Board | 4 weeks after contracting |
| *4* | Dissemination and content presentation | SCI Project Manager and TA | 5 weeks after contracting |

**Status updates/reporting**

*The Supplier shall provide the below status updates for the duration of the services:*

* *Bi-weekly progress update with project team*
* *Monthly progress update with project sponsor*

**Payment information**

Detail the payment arrangement for the services. To better control costs the SCI preference is that payment is made on a milestone basis, on specific dates or all on satisfactory completion of the work.

30% of the total cost payable after completion of Deliverable 1

70% of the total cost payable after completion of Deliverable 4

The Fees are inclusive of all costs, overheads and expenses, including travel, subsistence, trainers, and accommodation. The Fees are exclsive of training logistic costs.