



UNIDADE DE GESTÃO DE PROJECTOS ESPECIAIS

CABO VERDE'S HUMAN CAPITAL PROJECT

Terms of Reference

Recruitment of a Senior Technical and Vocational Training Specialist (TVET) to Support the Implementation of Component 2 of the Cabo Verde Human Capital Project

1. FRAMEWORK

The Government of Cabo Verde has received a funding from the World Bank to implement the Human Capital Project within the scope of Cabo Verde's Strategic Agenda for Sustainable Development (Cabo Verde Ambition 2030), aiming at accelerating the economic growth through the strengthening of its human capital and the creation of more employment opportunities.

The Human Capital Project's main objective is to "Strengthen the access to basic services and improve the employability of young people and women in Cabo Verde and will support interventions in the Education, Professional Training and Employment, Social Inclusion and Protection as well as in Housing by supporting the access to basic services and improving the living conditions of the most vulnerable.

At the Vocational Training and Employment level, the Project will support the improvement of the results of the current vocational training system and will ensure the investments in training that contribute to a greater employability of young graduates, especially women. It will specifically support (i) the expansion of the Vocational Training Grants program in identified accelerating sectors within the scope of Ambition 2030 with jobs potential, in partnership with the private sector based on the needs and demand and (ii) the development and implementation of new, high quality, internationally certified training courses in the blue economy and maritime industry fields.

The support to Professional Training shall be carried out through:

Component 2 - Improving the access to professional training which is relevant to the labor market.

This component aims at improving the results of the existing vocational training system and ensuring that the investments in vocational training programs lead to a greater employability of young people and particularly women.



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This component is divided into two sub-components:

- **Subcomponent 2.1:** Improve the employability of young people with vocational training. This subcomponent will focus on improving the effectiveness of the vocational training system, and will specifically support the following activities:

- **(i) Studies of impact to monitor the employability.** It aims to support the development and implementation of a simple survey that shall be conducted by all public vocational training institutions (IEFP, EHTCV, CERMI and EMAR) to ensure greater accountability and awareness regarding the employability of young people with vocational training. It will provide technical assistance to develop the surveys and ensure the capacity building of the staff of the 15 public vocational training institutions of the DGE, the Labor Market Observatory, and the FPEF, as well as the AT to update the Monitoring and Evaluation System of the FPEF through regular incorporation of the results of the questionnaires conducted every six months by the various public training institutions. **(ii) Grants to implement Professional Training programs.** To expand the grant program by funding training programs based on the labor market needs and fostering public-private partnerships to increase the employability of young people with vocational training. The training programs to be funded will be open to any of the identified accelerating sectors within the scope of Ambition 2030, with strong potential jobs, to meet the needs of the labor market. Similar to the pilot, the young people from the poorest quintiles (Groups 1 and 2) and the women will be prioritized in the selection of the training beneficiaries.

- **Subcomponent 2.2:** Increase the offer of quality professional training courses in tourism and blue economy.

2. JUSTIFICATION

Cabo Verde's government has assumed in the 2030 Agenda, the commitment to the development of human capital, "because the development is made by people and for people and as the main actors, they must be equipped with the necessary skills essential to make human capital be the main protagonist at all times".

Besides improving the education systems and skills development, the Government is determined not to "leave anyone behind" and has developed specific programs to ensure that all their citizens, in particular the women, have access to basic services associated with better human capital outcomes.

In the area of Professional Training, the Government of Cabo Verde, intends that such training be a socially recognized system as an accelerator axis of sustainable



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development, of human capital and promoter of dignified employment; That the professional formation system be of excellence, and that it be articulated with the structures of employment and the private sector, as well as with formal Education and higher education, and that it makes possible a professional qualification that serves the productive sector, allows the Cabo Verdean population and be a booster of a balanced and equitable socio-economic development.

The Government has assumed as a **vision for the 2030 horizon**: A professional training that is a system socially recognized as an accelerator axis for the sustainable development of human capital and promoter of decent employment. The Human Capital project will contribute to the implementation of this vision.

According to the institutional arrangement, the Directorate General of Employment (DGE) and the Employment and Training Promotion Fund (FPEF) will be the responsible for the implementation of the activities included in component 2.

In this scope of the Human Capital Project, it is intended to recruit a senior specialist in Technical and Vocational Training (TVET) field, to support the structuring and development of the activities included in component 2.

3. OBJECTIVE

The general objective of this consultancy is to support the implementation and operating of the activities included in component 2 of the project.

The specific objectives are:

- i) Ensure the efficient operationality of component 2 activities, taking into account the country's strategic priorities and project objectives;
- ii) Support the consolidation of the grant program implemented by the FPEF;
- iii) Identify public and private partnerships and possible ways of joint action, in the implementation of the funding program;
- iv) Support in the definition of a demand-driven approach, involving a stronger partnership with the productive sector in order to enable the development of skills and improve the employability of the trainees;
- v) Align the activities included in the human capital project, component 2, with the implementation of the Integrated Program for the skills Development - PIDC, provided for in the National Strategy for the Promotion of Decent Employment;



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- vi) Integrate the project activities in the national plans for skills development, as well as the elaboration of the implementation strategy; and
- vii) Assist in the organization of events, seminars, workshops that promote the Development of skills.

4. CONSULTING TASKS

In accordance with the objectives stated below, the consultant shall specifically have the following tasks and responsibilities:

- a) Provide support in the preparation, planning, coordination and implementation of component 2 activities;
- b) Assist the DGE in the follow-up and implementation of all activities included in the Human Capital Project, namely in component 2;
- c) Assist the FPEF in monitoring the subsidized entities by identifying deficiencies and proposing corrective measures;
- d) Assist in the implementation of the National Strategy for the Promotion of Decent Employment, through the operationalization of the PIDC;
- e) Develop and implement a plan for knowledge transfer in terms of skills development and provide on-job training for FPEF staff and the EFE (Education, Training and Employment) Sector;
- f) Support the implementation of monitoring procedures and produce periodic progress reports on the activities, covering technical/operational aspects of the project;
- g) Evaluate the differences between the results and the forecasts and, thus, identify problematic situations that could jeopardize the achievement of the project's objectives and propose improvements;
- h) Organize regular meetings with all parties involved for periodic review of the project's implementation status;
- i) Support the FPEF in the implementation and consolidation of the Vocational Training Financing Platform;
- j) Support the DGE in the development and application of questionnaires to public vocational training institutions to monitor the results of training and employability of the graduates, with the Labor Market Observatory;
- k) Update the FPEF Monitoring and Evaluation System by regularly entering the findings of the questionnaires;
- l) Update the Manual of Procedures in order to incorporate the lessons learned from the pilot project, namely in what concerns the simplification of the financial management procedures;
- m) Assist in the drafting of the TOR within the scope of the component 2 activities.



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- n) Assist in the implementation of EMAR's training projects.
- o) Deepen the partnerships with the private sector, promoting a greater participation in the grant projects.

5. CONSULTANT PROFILE

- a) Senior Consultant, with higher education (at least Master's degree) in Economics, Management, Social Sciences or related areas.
- b) More than 10 (ten) years of proven professional experience in the fields of Technical and Vocational Training (TVET) and skills development.
- c) More than 10 (ten) years of experience working in Employment, Vocational Training systems and policies, fully or partially in the field, in a developing country.
- d) Solid knowledge of the Cabo Verde National Qualifications System.
- e) At least 10 (ten) years of experience in strategic planning and preparation of strategic documents.
- f) Knowledge of Cabo Verde's Education, Employment and Vocational Training sector and policies related to skills development.
- g) Knowledge of Cabo Verde legislation regarding the Employment and Vocational Training sector is an asset;
- h) Excellent capacity of analysis, systematization, organization of information and proven experience in report writing;
- i) Experience in organizing conferences, workshops, seminars and capacity building;
- j) In-depth knowledge of public employment and vocational training policies, training models and programs for the labor market, methodologies and innovative tools;
- k) Ability to work in a multisectoral context and communicate effectively with specialists from other fields; and
- l) Mastery of the written and spoken Portuguese language and knowledge of the English language.

6. DURATION

The consultancy will be over a period of one year and may be extended by agreement between the parties.

7. SUPERVISORY

The consultant will work under the supervision of the Directorate General of Employment, focal point for the component 2, in collaboration with the FPEF.



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8. WORKPLACE

The consultant's workplace will be at the DGE and whenever the presence is justified, he/she will move to FPEF to carry out the tasks included in this TOR.

