



Terms of Reference

Tracer study for training programmes National Consultancy

Introduction and Background

Jordan has been ensnared in back-to-back shocks that severely affected its economic and social stability for over a decade. Amid coping with the aftermath of a global economic crisis, the country was struck with the repercussions of turmoil in neighboring countries and regional instability that would shape the political and socio-economic landscape in the country for years to come. Political upheaval, namely in Syria, ushered the influx of over one million refugees to Jordan, leading to a sudden increase of 40 percent in population between 2008 and 2020. The country currently hosts the second-highest number of refugees per capita globally, with 650,000 officially registered with UNHCR. Over the past few years, Jordan made remarkable leaps in facilitating the Syrian refugees' access to formal employment and issuing thousands of work-permits in specific sectors. Nevertheless, whilst shouldering the Syrian refugees' crisis, Jordan was faced with mounting economic challenges, including the closure of major trade routes, rising energy prices, growing debt levels, exhausted infrastructure, among others.

In spite of a wearied economy, Jordan has been determined to handle the COVID-19 outbreak with the lowest possible impact on human life. This meant imposing exceptionally stringent measures and extended lockdown periods that took a toll on every aspect of macroeconomic performance. The year 2020 was marked by a deep economic recession, with Real GDP growth falling to -2.0 percent and public debt approaching 115 percent to GDP. Initial forecasts had predicted that economic growth would bounce back to its pre-pandemic levels (around 2 percent growth) in 2021. The lingering crisis, however, renders these projections unattainable and the country's growth trajectory is likely to remain stagnant until year's end. Fortunately, the government initiated the vaccine rollout programme in January 2021 to facilitate the alleviation of containment measures and gradually opening up the economy.

Throughout two phases of collaboration between 2018-2021, the ILO and The US Department of State's Bureau of Population, Refugees, and Migration (PRM) implemented targeted interventions aimed at formalizing access to employment for Syrian refugees and host communities. The partnership was centered on a number of approaches to achieve its objectives, including skills development, Recognition of Prior Learning (RPL) & certification, entrepreneurship, and the issuance of work permits.

Under Phase I Phase II, 3,503 beneficiaries (44% SYR, 56% JOR) have received RPL training, and an additional 446 beneficiaries (49% SYR, 51% JOR) received vocational and on-the-job trainings to support them in accessing formal skills testing and certification, with the aim of formalizing their access to the Jordanian labour market, mainly in the construction and manufacturing sectors. Also, **a pool of 172 Jordanian and Syrian workers** were trained and certified as supervisors on Occupational Safety and Health for their places of work (Please see **ANNEX A** for more details)

The beneficiaries were reached through other national partners such as the Princess Taghrid Institute (PTI), the Young Women's Christian Association (YWCA), Education for Employment (EFE), AMIDEAST, VTC and the Middle East University (MEU). Out of the beneficiaries who received training, 49% were Syrians and 53% were females.

The programme in its third phase will build on the success and lessons learned from previous ILO & PRM programmes. Through capitalizing on the ILO's areas of expertise in skills and employment, the programme will guide job seekers and offer them with training opportunities in a demand-driven approach so that they are well-suited for employment.

The assessment will focus on the vocational training and on the job training conducted by vocational training corporation (VTC), the Princess Taghrid Institute (PTI), the Young Women's Christian Association (YWCA), Education for Employment (EFE), AMIDEAST and the Middle East University (MEU). The sectors and the topics of the vocational training courses varied, which includes a lot of different topics as follows: Product Design and 3D Printing; Retail/Electronic; Dates Packaging; Operator of Pharmaceutical Equipment, Basic Mosaic, Elderly Care and Assistant Food Production, wool work (cleaning, dying, spinning), crochet, weaving , barista/coffee making and occupational health and safety.

Scope of work:

The purpose of this assignment is to measure the outcomes for employment of the women and men who received vocational training. The consultant will conduct a tracer study for the women and men who were provided vocational training under (PRM project) to track the employment status of the workers after completing the vocational training.

The tracer study will provide information across five main areas:

- The quality of the training programme including the adequacy of the training programme, training methodology, flexibility (eg accommodating different learning abilities, training hours), positive or negative unintended impacts.
- The results of training programs in terms of employment (self employment and wage employment) including the time taken to find a job after training, the relevance of the training to the employment they found, the sustainability of the jobs found (duration, change of jobs, promotions), working conditions in light of decent work principles

- The reasons for not finding employment, e.g. skills mismatch between training and workplace, lack of opportunities, other factors that prevent them from accessing the labour market.
- The impact of employment and income on gender equality within the household and community, including time-use, sharing of care work, attitudes to women and work.
- Good practices that can be learned from the different training programs of the project and that can be applied to similar future training programs, key challenges identified, recommendations for similar training programs in the future.

Indicative work programme and key deliverables:

Tasks and Deliverables	Number of Working days
➤ Kick-off meeting	1
➤ Desk review of documents related with training programs	2
➤ Inception report (with survey tools)	2
➤ Tracer study methodology including the sample design	2
➤ Collection of data (Interviews, focus groups, meetings, questionnaires)	6
➤ Briefing of preliminary findings	1
➤ Draft report	3
➤ A final report on the results and recommendations based on the tracer study	3
Total	20

The ILO will provide the consultant with the names of participants in all training programmes.

Payment schedule:

- Survey tools (first instalment)
- Draft report (second instalment)
- Final report and PowerPoint presentation (third and final instalment)

Qualifications, knowledge and experience required

ILO is looking to hire a **national** consultant, who has the below requirements:

- A university degree in related field.
- At least 5 years' work experience in research methods (data collection, interviewing, mapping, and data analysis)
- field work related project's activities;
- Experience in TVET sector
- Understanding of measuring gender equality and change
- Able to draft reports and present findings in English language;
- Very good communication skills;
- Very good command of English and Arabic Language
- Experience with ILO would be an asset.

Application

Interested candidates should send the following documents to ishtaiwi@ilo.org no later than 20th of April 2022.

- Updated CV
- Proposed proposal including methodology with sampling and workplan
- Sample of previous work of a similar nature
- Financial proposal including all costs including travel if applicable

The technical and financial proposals should be submitted in a separate documents.

Emails must use subject title: PRMIII_JO_02/2022

Supervision

The consultant will conduct the assignment under the supervision of the ILO Project coordinator and the overall guidance of the OIC/ILO Programme of Support to the Crisis Response.

ANNEX A

Institution Training Body	Training program/occupation	Nationality (Jordanian, Syrian)	Number of trainees (Male, Female)
vocational training corporation (VTC)	Beautician Assistant, Machine-operator, stitching Basic-Vehicle maintenance and repair, Basic-sewing	Syrian	60 participants 15 male 45 female
Princess Taghrid Institute (PTI)	wool work (cleaning, dying, spinning), crochet, weaving and barista/coffee making and Interpersonal skills	Jordanian Syrian	96 participants 96 female
Young Women's Christian Association (YWCA)	Mosaic Maker, Hairdresser, Secretary, Typist, Makeup/Beautician, Elderly Care, Basic Mosaic skills, Assistant Food Production	Jordanian Syrian	195 participants 16 male 179 female
Education for Employment (EFE)	Shawerma Maker/Coffee Maker, Women's Hairdresser Garment, Machine Operator & Industrial Stitching, Assistant Mechanic, Car Painter, Pedicurist, Manicurist	Jordanian Syrian	251 participants 92 male 159 female
AMIDEAST	developing trainees' skills in delivering training as well as in life and employability skills for jobseekers.	Jordanian	30 participants 17 males 13 females
Middle East University (MEU)	Product Design and 3D Printing, Retail/Electronic, Operator for Pharmaceutical Equipment, Dates Packaging	Jordanian Syrian	148 participants 52 male 96 female