



International Labour Organisation

Terms of Reference for

Conducting Get Ahead Training of Trainers (ToT) in Eastern Region.

Background

Sustainable Reintegration and Livelihood Support for Returnees and IDPs (SRLS) is a project funded by the STFA and implemented by 6 UN Agencies from the ER-Durable Solutions Working Group and other 3 UN-Agencies providing complementary actions in the project implementation. The project was developed in response to the influx of Afghan returnees from Pakistan and other protracted IDPs from other regions to the Eastern Region of Afghanistan.

The forced repatriation of Afghans from Pakistan has caused significant socio-economic implication for the returnees and host communities including resource and services strain and infrastructural pressures that bears a potential risk of conflict arising between the returnees, IDPs and members of the host communities. Access to basic needs and services, sustainable livelihoods and decent employment opportunities for both returnees and host community members is paramount to ensure a seamless reintegration of returnees to their host communities. Some returnees bring with them skills and expertise from Pakistan that can contribute positively to enhance economic activities in the reintegration areas. However, they face difficulties in securing employment opportunities in the already strained economy. The situation is complicated by the local economy's limited capacity to create or absorb the new labour force, thus exacerbating unemployment situation.

The ILO through the Durable Solutions Working Group project has designed interventions that address the limited decent employment opportunities for the returnees, IDPs and vulnerable host community members through enterprise development initiatives mainly targeting women-owned enterprises. Working with Women MSEs in priority sectors, the project supports interventions that create and sustain more decent employment opportunities and enhance the participation of returnees and vulnerable members of host communities in labour markets.

The project will focus mainly on enterprise development of MSEs by facilitating entrepreneurship and business management trainings using the ILO standardized modules of SIYB, GET Ahead and Financial Education at both ToT and ToE levels. The project will also support post-training activities to benefit MSEs which will include improving access to finance and financial products for MSEs, access to markets and market information for local produced products, access to mentoring and coaching services for MSEs and promoting the fundamental principles and rights at work.

Following a post training evaluations from previous trainings conducted to female entrepreneurs, the need for more of these trainings was emphasized and found relevant to empower women in the region. However, the Eastern region lacks certified trainers for the GET Ahead. Bringing female trainers from the Northern Region has its own challenges in cost and logistics. As a result, the need to develop local trainers who will quickly respond to demanded training needs and business support services for women entrepreneurs in the region including business coaching services is of emphasis.

The project is therefore dedicated to developing local ILO certified Get Ahead female trainers who are willing to be trained and certified as trainers for female entrepreneurs in the Eastern Region.

This project is therefore seeking the services of an international consultant to support the delivery of a ToT training on GET Ahead for willing female or consultants to become ILO certified GET Ahead Trainers.

Structure:

This consultancy consists of two parts: first phase consists of conducting of ToT in Jalalabad and second part consists of supporting and observing the would-be trainers in conducting ToEs to entrepreneurs as part of their certification process which will also be held in Jalalabad.

Objectives:

The Objective of this intervention is to conduct training of trainers (TOT) for 20 people (female) as trainers and Training of Entrepreneurs (TOE) for selected beneficiaries in Eastern Province as part of the certification process under the supervision of International Lead Trainer/consultant.

Activities:

The Consultant will deliver the following activities as part of this assignment:

- Facilitate face-to-face Training of Trainer for 20 female participants, provide TNA Report, observation report, and final report for certification of the trainers to the ILO Project Manager for Eastern Region.

Tasks Part One: Training of Trainer Development Process

- Candidate selection based on the TOT selection criteria.
- Conduct the Get Ahead TOT.
- Review, debriefing and planning for the trainer certification workshops.
- Prepare the TOT and mission reports and submit to the ILO.

Tasks Part Two: Trainer Certification Process- Supervised Training of Entrepreneurs Seminars

The consultancy will use the supervised/ observed training sessions for the training of some selected target entrepreneurs as follows:

- Develop a program for observation and certification of trainers and share with the trainers, and the ILO

- Observe GET Ahead Training of Entrepreneurs workshops in Jalalabad and assess and recommend the GET Ahead trainers for certification.

Deliverables:

- Get Ahead TOT conducted to 20 female trainers.
- Action plan for delivery of GET Ahead training to entrepreneurs after TOT supervised by the consultant both physically and virtually.
- TOT and mission reports drafted and submitted to the ILO Project Manager for review and comments
- Observation reports for each trainer with recommendations on their certifications submitted to the ILO.

Outputs: The Output of the training should be as follow:

- 20 females trained as Get Ahead trainers
- At least training of 100 entrepreneurs conducted by trainers during observed sessions
- Certification of Get Ahead trainers recommendations made.

Fees and travel costs & payments

The project will take care of travel costs and consultancy daily fee which will be paid upon submission of satisfactory training report.

Funding

The work for this assignment and associated travel costs will be funded from ILO Durable Solutions Working Group Project for the East 109830 – AFG/24/52/UND.

Submission of proposal:

You are kindly requested to submit your proposal including **number of days, budget (daily rate) and action plan** to: tenders@ilo.org. and cc mwahunga@ilo.org before 29 December 2024.