

**(Re-announcement for Time Extension)**

**Request for Proposal**

10th January 2021

**Hiring Consultancy Firm/ Consultant for External Final Evaluation of ESIF Program in Six provinces of Afghanistan.**

**About Mercy Corps:**

Mercy Corps works in places of transition, where conflict, disaster, political upheaval, or economic collapse present opportunities to build a more secure, productive, and just communities. Providing emergency relief in times of crisis, we move quickly to help communities recover and build resilience to future shocks, and promote sustainable change by supporting community-led and market-driven initiatives. Recognizing both the great potential and the complex challenges faced by Afghanistan, since 1986 Mercy Corps has been implementing a range of humanitarian assistance and development programs tailored to the specific needs of the country and of those communities where we work.

Mercy Corps has been working in Afghanistan continuously since 1986 with a large portfolio of programs addressing the promotion of sustainable licit livelihoods, agriculture development, youth vocational training, Renewable Energy and natural resource management; it has helped more than 2.5 million Afghans through these wide-range of community–based agriculture and economic development programs. Mercy Corps is working in Kabul, Kandahar, Helmand, Uruzgan, Herat, Takhar, Badakhshan, Parwan, Baghlan,,Samangan, Balkh and Nangarhar.

**Program’s Background:**

The Employable, Skilled and Inclusive Workforce (ESIF) Program has expanded on Mercy Corps‘ proven model of delivering market relevant work skills in Kandahar, Helmand, Parwan, Kabul, Herat and Nangarhar Provinces. Under the program, a total of 8,000 under-employed male, female and disabled youth from host, Internally Displaced Persons (IDPs) and returnee communities has received a market driven trade skill and was linked with the opportunities available in the local and national labor markets for the pursuit of gainful employment.

**Mercy Corps Afghanistan is planning/**Hiring Consultancy Firms / Consultant for External Final Evaluation of ESIF Program in Six **(Kabul, Parwan, Kandahar, Helmand, Herat and Nangarhar)** provinces in Afghanistan” **as per below TOR.**

**Submission Guidelines for Proposal:**

Subsequently the interested companies/individuals are encouraged and kindly requested, from the companies/individuals to fill the Proposal/Request for quotation where it is required accordingly. The Proposal/RFQ package should be stamped and signed in an envelope and submit it to Mercy Corps Afghanistan Kabul Office. House # 1010, Street # 5th, Qala-e- Fathullah, Kabul, Afghanistan by COB **21th Jan 2021**. No later than 3:30pm or the companies can make electronic submission of the package to the e-mail address mentioned in below.

[tenders@mercycorps.org](mailto:tenders@mercycorps.org)

For more information and question, please contact below numbers if required:

Questions will be answered throughAf-tender-questions@mercycorps.org

Phone Numbers: Kabul: +93 (0) 7S93 50 65 03

**Terms of Reference – Final Evaluation**

**Employable, Skills and inclusive Workforce (ESIF) Program**

Program name: Employable, Skills and Inclusive Workforce (ESIF)

Locations: Kandahar, Nangahar, Heart, Helmand, Parwan and Kabul

Theme: Improve the livelihoods and employability of 6000 young men and women through the provision of vocational and life skills opportunities.

Target group: Young Afghan men and women

Program duration: 31 October 2017 – 30th September 2020 (with possibility of extension until 31st March 2021)

Donor: Swedish Agency for International Development Cooperation (SIDA)

Program budget: $8,328,858

BRIEF DESCRIPTION OF ESIF PROGRAM

The Employable, Skilled and Inclusive Workforce (ESIF) Program has expanded on Mercy Corps‘ proven model of delivering market relevant work skills in Kandahar, Helmand, Parwan, Kabul, Herat and Nangarhar Provinces. Under the program, a total of 8,000 under-employed male, female and disabled youth from host, Internally Displaced Persons (IDPs) and returnee communities has received a market driven trade skill and was linked with the opportunities available in the local and national labor markets for the pursuit of gainful employment. The program is designed with five core objectives as followings:

1. Strengthen employability of 2,400 (40%) individuals and increase access to market opportunities for these graduates including Women and Persons with Disability (PWD).
2. Improve skills of 3,600 (60%) individuals from the Internally Displaced Persons (IDPs), returnees, and host community, in consultation with the ABA, Afghanistan Industrial Union (AIU), Afghanistan Chamber of Commerce, and Afghanistan Investment Support Authority (AISA), which is not part of the Ministry of Commerce, and their members in targeted provinces according to the needs of these business bodies.
3. Promote sustainability of 12 TVET structures, 8 VTCs and 4 private TVET providers. This will include continue piloting a fee charging model with two VTCs – one male and one female for each province, under the Ministry of Labour, Social Affairs, Martyred and the Disabled (MoLSAMD), with a view to connect Vocational Training Centres (VTCs) to Community Development Centres and clusters comprising the CDCs to strengthen community ownership and sustainability of the VTCs;
4. Raise awareness among business bodies such as the ABA, AIU, ACCI and AISA as well as other relevant stakeholders about the significance of the TVET industry and the role it can play in promoting employment and economic development.
5. Produce and disseminate learning material to communities, businesses and government on the role of TVET and enablers/barriers to effectively support "employable" graduates via on-going ESIF programmatic learning.

OVERALL OBJECTIVE OF THE EVALUATION:

To evaluate the implemented interventions of ESIF against the expected results and assess the contribution that ESIF has made in developing the vocational skills of youth and improving the employability of young Afghan men and women

SPECIFIC OBJECTIVES OF THE EVALUATION:

The objectives of this Program Evaluation are to evaluate the relevance, effectiveness, efficiency, sustainability and impact of the programme, to identify lessons learned from the programme’s implementation and to formulate recommendations for future programming. More specifically, this Program Evaluation aims at answering the following evaluation-questions:

1. **Effectiveness**
2. To what extent have ESIF’s interventions achieved its intended results?
3. To what extent did the programme (technically) prepare and motivate youth (especially women and IDPs) to become employable?
4. What were the major factors influencing the achievement or non-achievement of ESIF program results?
5. Was a gender balance and inclusiveness achieved in this program?
6. **Efficiency**
7. How efficient have the resources been used to implement the program intervention and attain the expected results
8. How efficient was the program’s management structures?
9. Were activities cost-efficient?
10. What factors influenced the time-efficiency of the program?
11. **Relevance**
12. How relevant was the program to the needs of the target groups?
13. Was the intervention solving an existing problem (lack of youth employment in specific sectors specifically for IDPs actually one of employability, or are there other things (i.e. cultural barriers, cost, work permit issues, etc.) that are keeping youth (especially women and IDPs) out of a job?
14. To what extent the labour market assessments conducted as part of the project contributed to the identification of market relevant vocational skills?

**d Sustainability**

1. To what extent did the program increase the capacity of TVET institutions?
2. To what extent did the program build synergies with other relevant business structures, local initiatives and organisations?
3. To what extent did the vocational skills training offered to beneficiaries through the program promote sustainable employment for them?
4. What other interventions are needed to address the long-term need of the target beneficiaries and multiply the project’s impact?
5. How likely it is that the vocational skills development, particularly progress toward the overall objective of ESIF, will continue in target location after the project ends? Or, how do you assess level of the sustainability of this project

**e Impact**

1. To what extent did the program activities have an impact on employability, employment, income or other higher-order things like consumption, net assets, savings, etc. for program beneficiaries?
2. Is there any unintended (positive and/or negative) impact in the areas of the programme (Helmand, Nangahar, Heart, Kandahar, Parwan, Kabul)?
3. What implication has COVID made on the expected results of ESIF program?
4. To what degree the fulfilment of the project outcomes has fed into the intended impact of ESIF program

f. Lessons Learned:

1. What are the best practices, as per the program’s implementation, in youth employability in the program’s target provinces?
2. What are the best practices, as per the program’s implementation, in reinforcing TVET structures in the program’s target provinces?
3. What lessons learned can be drawn in terms of how the program was developed?
4. What lessons learned can be drawn in terms of the management of the program?
5. What lessons learned can be drawn in terms of monitoring and evaluation of the program?

**g. Recommendations:**

1. How can the several Program Activities be improved regarding to the mentioned evaluation questions
2. How can the program’s management structure be improved?
3. How can the program’s monitoring and evaluation systems be improved?
4. How can learning from data be mainstreamed within the program?

SCOPE OF WORK

The Final Evaluation should cover the six provinces of ESIF program target locations, namely Kabul, Parwan, Nangarhar, Kandahar, Helmand and Herat provinces. Additionally, the evaluation will focus on demand and supply aspect of the of labor. On the “supply” side, the evaluation will assess whether program participants and non-participants (with criteria equal to the program target) feel more employable and more “attractive” in the labor market, while women and IDPs feel having less restrictions in market mobility. On the “demand” side, businesses and clusters of businesses will be interviewed at the end of the program in order to understand if their perception towards youth vocational skill programs and VTCs has changed, and whether they think that there are more skilled individuals as part of the program. This last aspect will also be the result of Objective 4 and Objective 5 of the log frame, where it is expected that Mercy Corps undertake an advocacy approach towards the program and VTCs.

SUGGESTED APPROACH

The evaluation methodology will be based on the careful analysis of the intended outcomes, outputs, activities, and the contextual factors that may have had an effect on implementation of the ESIF program, which requires review of all project documents, development of tools, collection of primary data, presentation of key findings and preparation of high quality evaluation report. The evaluation should cover the relevant districts of the 6 mentioned provinces. It is recommended to apply a mixed method design and sampling per province (considering 95% confidence level / 5% margin of error) and 20 individual interviews with key informants such as representatives of government, TVET institution, CDCs, private business and ESIF program staff.

Review of all project documents such as project proposal, progress reports, baseline and post-graduation survey reports, labor market assessment reports, field visits notes and monitoring reports is an integral part of the evaluation. The instruments should be developed based on findings of literature review and the existing information gaps.

EXPECTED DELIVERABLES

This is a seven week assignment during the month of March to May 2021, which encompasses the following deliverables:

1. Inception report, which includes draft methodology and evaluation matrix, detailed work plan and timeline [Week 1]
2. Presentation of key findings of the secondary information on the ESIF Program and collected feedback to modify the methodology [Week 2]
3. Data collection in relevant districts of the 6 target provinces [Week 2- 4]
4. Presentation of the initial findings and outline for the final report [Week 5]
5. The first draft of the report [Week 6]
6. The finalized evaluation report [Week 7]

QUALIFICATIONS REQUIRED:

* Several years of proven experience in TVET or livelihood program evaluations
* Good knowledge about technical vocational education and trainings projects
* Excellent skills in writing research reports in English.
* Highly skilled in development of data collection tools, application of KII / IDIs and analysis and interpretation of qualitative data and quantitative data
* Ability to communicate with government authorities, community people, and NGOs effectively
* Good knowledge of Afghanistan context

**Documents/Criteria for supporting in Evaluation:**

* Valid Business Certificates from Ministry of Commerce and industries.
* Official document showing Bank details by company name
* Complete cost proposal (2-3 pages)
* Company/consultancy profile to show past experience in conducting similar projects
* Copy of their lead researchers and technical staffs’ CVs
* A brief methodology and work plan (2-3 pages).
* Copy of previously conducted evaluation’s report

**Offers/bid should be submitted in: AFN (AFGHANI)**

**Payments will be made in AFN (AFGHANI)**

**Must be signed and stamp the Request for Proposal**

