



Vacancy add for consultants Scoping Study on planned project “Skills Development for Migrants in Morocco”

1. Context and Rationale for Study

Morocco in 2014/15 regularized roughly 26'000 immigrants and now is embarking on integrating them. A currently unknown number of Moroccans who migrated for work come back every year, some of them with unsuccessful migration outcomes and corresponding financial difficulties, and some of them non-voluntarily. Economic integration frequently proves difficult, both for immigrants and for returnees. All currently applied approaches for economic integration of migrants in Morocco focus on weakening disadvantages, access problems, and discrimination. The project takes a different approach, capitalizing on comparative strengths of immigrants and returnees. The new Moroccan skills development strategy (Stratégie Nationale de la Formation Professionnelle 2021) foresees recognition of prior learning and system permeability.

The dual-cooperative skills development system is recognized as one of the main reasons for Switzerland's competitiveness and innovation. Switzerland has long and strong experience in applying this skills development approach in third countries to improve labor market access for disadvantaged groups. Hospitality skills development has proven to be especially suited for employment creation with excluded populations. The Employment Fund in Nepal is considered as SDC's reference for this type of project (see also adaptation of approach in Mekong Region and in West Africa). Typical design elements of such approaches include:

- Support for the development of National Qualification Frameworks (NQF), in order to translate commitments for recognition of prior learning and system permeability into real access opportunities for people without formal education system credentials
- Practice before theory – immigrants and returnees work by applying the skills they bring with them (=> cooperation between employers and skills development service providers => work & skills development contracts, incentivized through scholarships or similar support schemes)
- Modular upskilling, one skill after another, but aiming at defined skill sets/professions (reception, house-keeping, chef etc.); life skills included; recognition of prior learning – individual skills are certified whenever excellence is achieved (see “passport for success”, LUXDEV/LANITH Laos)
- Permeability from non-formal into formal education => certified skill sets provide equivalence to national diplomas
- Private Public Partnerships: employers (private), skills development service providers (certification/franchising => private and/or public), certifiers (public).

The project is planned to be submitted for funding to the EU Trust Fund Migration in late 2016. Project duration will be four years (2017-2020) Tendering is foreseen for early 2017.

2. Expected Result of the Scoping Study

The main expected result of the scoping study is a project design, precise enough to serve as basis for a SDC investment decision.

3. Tasks

- a) **Mapping of skills development sector actors and political economy informed analysis of on-going & planned interventions** (scope: entire skills development sector; focus: hospitality skills development): The aim is to have a sound overview of who is and will be doing what, especially regarding **NQF development** (definition of occupations, definition of competencies needed for each occupation, curricula development for occupations, assessment standards for occupations); **recognition of prior learning** (regulatory framework state & ongoing/planned reform; definition processes & assessment instruments; implementation pilots & experiences); **system permeability from non-formal to formal** (regulatory framework state & ongoing/planned reform; definition processes & assessment instruments; implementation pilots & experiences); **apprenticeships/dual cooperative training** (regulatory framework state & ongoing/planned reform; definition processes & assessment instruments; implementation pilots & experiences); **inclusion of life skills training into skills development** (regulatory framework state & ongoing/planned reform; definition processes & assessment instruments; implementation pilots & experiences).
- b) **Identification of project niche:** Based on identified skills development system trends and reform objectives, consultation with authorities and other actors in the planned field of intervention (e.g. ETF, GIZ/WB, OFPPT, chambers), comparison with potential value added by Switzerland => definition of project corner stones (what to be achieved, where to work, with whom to work, what to deliver, how much/how big etc.)
- c) **Sketching project design:** In any new hospitality upskilling project, buy-in of employers and the readiness of the established skills development industry to allow for innovative approaches are critical assumptions, which often depend on appropriate entry points & support stratagems. Apprenticeships for marginalized youth typically need to be incentivized to be attractive to employers (=> positive cost/benefit relation for them to join in), which is normally done through scholarship or “payment upon employment” schemes (Employment Fund Nepal). The organizational anchoring of such schemes is a well-known thorny design issue with this approach (tension field independence – fiduciary risks – sustainability). These (and other critical issues) are to be translated into “how to do” recommendations for the project.

4. Schedule and Resources

The study is assumed to consume 31 working days of an International Skills Development Specialist (team leader), and 31 days of a Moroccan skills development/hospitality skills specialist. The draft final report of the scoping study is due on August 14th 2016.

5. Profiles needed

International Skills Development Specialist	Morocco skills development/hospitality skills specialist
<ul style="list-style-type: none"> • Proven experience in designing international support projects for dual cooperative training • French as working language (oral and written) • Experience with SDC skills development reference projects a plus • Familiarity with hospitality skills development and migration a plus 	<ul style="list-style-type: none"> • Deep knowledge of the Moroccan skills development sector and its actors • Familiarity with international support projects for skills development system reform • French and Arabic as working language (oral and written) • Knowledge of the Moroccan hospitality sector and familiarity with migration a plus

6. Applications

- Single applications for one position or team applications accepted
- Submission deadline: 06.05.2016
- Email declaration of interest to: adrian.gnaegi@eda.admin.ch
- As annexes: dated/signed declaration of interest with window of availability, daily rate expectation, 20-line description of qualification for the assignment (in French), a SDC reference, and a CV