

Call for Experts

Dual Vocational Training Expert (Teacher) - Plumbing

The Centre of Practical Skills

Posting Date:	03/12/2021
Deadline for Applications:	03/01/2022
Duty Station:	Enugu, Nigeria
Contract Duration:	maximum 105 working days (5 month)

Organisational overview

The International Centre for Migration Policy Development (ICMPD) is an international organisation with 19 Member States and more than 460 staff members. Active in more than 90 countries worldwide, it takes a regional approach in its work to create efficient cooperation and partnerships along migration routes. Priority regions include Africa, Eastern Europe and Central Asia, Mediterranean, Silk Routes, Western Balkans and Turkey. Its three-pillar approach to migration management – structurally linking research, migration dialogues and capacity building – contributes to better migration policy development worldwide. The Vienna-based organisation has a mission in Brussels, regional offices in Ankara and Malta as well as project offices in several countries. ICMPD receives funding from its Member States, the European Commission, the UN and other multilateral institutions, as well as bilateral donors. Founded in 1993, ICMPD holds UN observer status and cooperates with more than 240 partners including EU institutions and UN agencies.

Project background

The Centre for Practical Skills (CoPS) is part of “Eco-Social Market Economy in Nigeria” - a public-private initiative spearheaded by ICMPD and its private sector partners to support the creation of sustainable and decent livelihoods for Nigerian youth, supporting economic development of Nigeria and tackling some of the root causes of irregular migration. In a nutshell, the initiative will encourage European investments in Nigeria and create training and employment opportunities for youth, with a particular focus on women and returnees. The private sector component of the initiative aims to provide eco-friendly business infrastructure in Enugu (Business Park) to stimulate investment, economic growth and job creation. It also aims to develop a Start-up Centre to facilitate entrepreneurship at local level, developing a solid partner and client base for European investors. ICMPD is leading the training component of the initiative, focussing on the creation of a sustainable vocational training centre, to provide demand-driven training and certification of skills of youth in technical areas, mainly linked with the construction industry. The successful trainees will receive employment with partner companies or support to create their own company/start-up thereby becoming self-employed and potentially generating additional jobs. The present action is focused on the set-up and roll-out of the CoPS in Enugu, Nigeria, including the start of the first phase of the training. Among other things, it will include the development of training programmes, job profiles and curricula, identification of teachers and trainees, training of trainers, setting up the project office as well as the training facilities, including the necessary infrastructure and equipment.

Objective

The objective of the assignment is to support the Centre of Practical Skills in Enugu, Nigeria by preparing and carrying out a train-the-trainer programme involving a few Nigerian teachers and supervising initial stages of the training of a group of Nigerian youth in Plumbing. The training should be carried out in line with the provided curriculum (to be developed via a separate assignment, and it is possible that the assignments are combined and carried out by the same expert), based on international standards. The objective of the train-the-trainer is to capacitate several selected Nigerian teachers to be able to carry out high quality teaching in line with the developed curriculum. The objective of the supervision is to ensure a smooth kick-off of the training process and that the capacitated teachers are delivering on their teaching objectives.

The training will take place in the European Business Park at the Centre of Practical Skills in Enugu, Nigeria. It should be carried in accordance with the dual training approach, whereby the majority of the training time must be completed on the job, in close cooperation with ICMPD's private sector partner, also operating in the Business Park.

The tentative term of the assignment is May or June till the end of September/October 2022 (depending on the start of the assignment, with some flexibility).

Tasks

The tasks to be completed by the Expert within this assignment are the following:

- Receive briefing from ICMPD and its European private sector partner on the objective of the training;
- Familiarize with the provided international curricula and teaching materials;
- Deploy to Enugu, Nigeria for the assignment.
- Assess the capacities of the selected Nigerian trainers through interviews and other assessment tools, as appropriate, and develop an annotated version of the curriculum for the train-the-trainer program; based on the assessment, add additional course work as necessary, emphasizing technical and general elements that may be necessary to build teachers' capacities, including (e.g. didactics, communication skills, etc.);
- Initiate the train-the-training programme in English with the selected teachers and staff (maximum 4) on the premises provided by ICMPD. The duration of the programme should be maximum 3 months (could be shorter based on the assessment of the capacities of the selected teachers). Training should include theoretical lessons and practical instruction at the European Business Park in close cooperation with the European construction company, the partner of the training program.
- Conduct appropriate testing and examination of the teachers to ensure that they are ready to start teaching, based on the given curricula;
- Write a report on the outcomes of the train-the-trainer programme, describing challenges and lessons learned;
- Lead and supervise the initial stages of the training process (up to 2 month) with trainees, starting tentatively in September 2022, ensuring the quality and appropriateness of the teaching process by the Nigerian teachers, in line with the curriculum;
- Supervise the first testing of the trainees after the introductory section of the course;
- Write a report on the initial stage of the training process, describing challenges and lessons learned.

Deliverables

The Expert is expected to provide the following deliverables:

- Annotated version of the curriculum and course work for the train-the-trainer programme;
- Complete the train-the-training programme and report on the programme, both as per given specifications;
- Supervise the initial stages of the training process for a Plumbing course and report on the process, both as per given specifications.

The final deliverables must be submitted no later than **15 November 2022**.

Maximum number of working days: 105 (5 months)

Reporting lines

The Expert will work closely and regularly report to the ICMPD team in Enugu on the progress of the assignment. ICMPD Project Manager in Enugu will be in charge of the overall supervision, providing input and comments on deliverables as needed. Ms. Laura Laubichler will be the focal point on administrative issues.

Qualifications and Experience

- Generic requirements
 - Substantial experience with dual vocational training; experience with vocational training in development context is an advantage;
- Specific requirements
 - Experience in Plumbing; official qualification(s) and/or certification(s) in teaching Plumbing is strongly preferred;
 - Teaching experience in a dual vocational setting preferred, including with train-the-trainer programmes;
 - Substantial experience with the construction sector is an advantage;
- Language skills
 - Proficiency in spoken/written English is required.

Background information/documentation to be provided by ICMPD

- Description of the project and related documents;
- Contacts to the relevant partners;
- Background information (CVs) on the selected teachers and trainees;
- Relevant materials such as the Nigerian occupational standards and curricula, teaching materials, risk assessment and the standard operating procedures.

Administrative Information

- Accommodation

The expert will be provided with appropriate accommodation and security arrangements, or instead s/he can make his/her own arrangements and receive additional compensation of EUR 1,000 per month during his/her stay in Enugu, Nigeria.

- Travel

ICMPD will make appropriate travel arrangements for the Expert to travel to Enugu, Nigeria and back to his/her place of residence. Travel and mission related payments will be processed according to ICMPD Travel Rules applicable at the time when the travel takes place.

- Payment

Fees for the assignment are processed monthly, in line with the contract and upon submission of required documentation.

Application Process

Interested experts should send their CV with a reference to this announcement in the subject line of the email to alexander.muterko@icmpd.org, and address it to Mr. Alexander Muterko.

Due to the high volume of applications, only shortlisted candidates will be contacted. The applicants should be available for a face-to face meeting or an interview via videoconference.

The assignment is subject to project funds availability and/or final approval by the donor. The invitation to an interview does not establish any right to future employment.