Terms of Reference:

<table>
<thead>
<tr>
<th>JOB TITLE:</th>
<th>Consultant for vocational skills training and educational opportunities for Out of School Youth study</th>
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</thead>
<tbody>
<tr>
<td>REPORTING TO POSITION:</td>
<td>Programme Director: Skills Component</td>
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<tr>
<td>WORK LOCATION:</td>
<td>North Dagon and Yankin, Yangon and travel within Myanmar</td>
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<td>TEAM:</td>
<td>CARE - Aung Myin Hmu Skills Component</td>
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<tr>
<td>This assignment is for up to 88 days of work to be delivered between October 2019 - February 2020</td>
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**INTRODUCTION**

CARE is an international development and humanitarian aid organisation fighting global poverty, with a special focus on working with women and girls to bring lasting change to their communities. As a non-religious and non-political organisation, CARE works with communities to help overcome poverty by supporting development efforts and providing emergency assistance. We believe supporting women and girls is one of the most effective ways to create sustainable outcomes in poor communities.

CARE International in Myanmar’s programmes focus on gender-based violence; food and livelihood security; disaster risk reduction; sexual reproductive health rights; peace-building; policy and law reform in related areas.

CARE International in Myanmar’s project, Aung Myin Hmu, with partners Legal Clinic Myanmar and BusinessKind Myanmar (BKM), in collaboration with the Ministry of Labour, Immigration and Population (MoLIP) works in partnership with the private sector, government and civil society actors to improve the quality and safety of employment for urban migrant women.

Aung Myin Hmu has established a Garment Skills Training Centre, is supporting the establishment of accredited training lines in factories, and is running soft skills and sexual harassment in workplace training in garment factories as well as offering mentoring and other support to female garment workers. The project is working with the private sector, and legal, social and health care service providers to improve workplace and community protection systems against gender-based violence, and ensure migrant women are able to access appropriate services. Aung Myin Hmu is funded by the Livelihoods and Food Security Trust Fund (LIFT).

**BACKGROUND**

In Myanmar’s fast-growing garment sector, child and adolescent labour is an area of concern, particularly in the informal sector. Although there is little comprehensive data on the role of children and youth in the garment sector, in a country with high levels of poverty, low rates of secondary school enrolment, and weak enforcement of labour laws, dropping out of school to search for work is, unsurprisingly, a common option for many children and youths. While the legal working age in Myanmar for light employment is 14 years and for full employment (under certain
restrictions) is 16 years, many of the international garment buyers have chosen to limit their risk and exposure by working solely with factories that require a minimum age for their workers of 18 years. While this may be a safeguard for brands, it ignores the broader economic context of Myanmar where decent job and educational opportunities are scarce, and overlooks the risk that children and youth ending up being employed outside of responsible manufacturers in the informal sector.

AMH garment skills training has been limited to adults, however we are increasingly asked about training for adolescents, either by individuals making inquiries during recruitment drives for Sewing Machine Operator (SMO) or on Facebook, or by development organizations who are looking for places to refer young people for garment sector training.

Aung Myin Hmu aims to support the development of a two-year alternative technical and vocational education and training course for youths who are prone to exploitation in the informal sector and yet face difficulties finding safe and secure employment in the formal garment sector.

The goal of the training would be to reduce the vulnerability of youth by delaying the age at which they enter the factories or other work, while giving them skills and experience that will increase their earning potential when they do start working.

The main elements of the training course will be vocational and/or skills training, combined with classes on literacy and numeracy, life skills and labour law.

OBJECTIVES OF THE CONSULTANCY

The objectives of the consultancy:

- Identify feasible options for the delivery of a garment skills training course for youth within the current landscape of vocational education in Myanmar, including, but not limited to, existing facilities and courses run by the Department of Training and Vocational Education (DTVE).
- Identify potential training partners, in government or the private sector, who can deliver the technical skills training and/or supporting skills training such as literacy, numeracy, financial literacy, Life skills and Industrial skills.
- Identify options for training in not only sewing machine skills but in other common career options in the garment industry, such as planning, bookkeeping, mechanics, CAD/CAM, etc.
- Identify potential funding streams (beyond the training facility and the course content) to sustain the proposed training.
- Explore accreditation of a new course by engaging with potential training providers to discuss the parameters for accreditation, Training of Trainers, standards and monitoring frameworks.
- Identify practical considerations around the sustainability of a training course for youth, such as capital investment, and where a course would be offered, how and by whom.
- Explore how a garment sector course for youth could be positioned vis-à-vis development partners and government initiatives such as the planned National Youth Education Certificate.

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1 For example, the MoE (for its Government Technical High School in Insein township in Yangon) has expressed interest in offering a garment sector course for youth.
It is envisioned that Aung Myin Hmu will support partners with the development of the garment skills training, but that Aung Myin Hmu will not be directly responsible for delivery the training.

If the research concludes that it is feasible to create and deliver a course for youth, and there is sufficient interest on the part of partners and the government to justify moving forward, the next stage would be to facilitate the development and delivery of such a course. This second stage is not part of this TOR.

**METHODOLOGY:**

1. Carry out desk research and key informant interviews, FGDs and surveys with Ministries, GTI, GTHS, Private training venues, DP’s and others to understand the present provision of training for 14-18 year olds and potential training opportunities, partnerships and financing for training. CARE - Aung Myin Hmu will provide initial appropriate briefing materials and contacts to supplement the research.
2. Report on findings and make key recommendations.

**DELIVERABLES:**

A report on:

- the potential and challenges for establishing an Alternative and Vocational Training for youth in the garment industry, including the current provision of Alternative Education, Skills Training and TVET for youth.
- In depth recommendations for training methodology, topics, training partners, government partnerships, and financing for sustainability.

**EXPERIENCE AND QUALIFICATIONS:**

This consultancy is for Myanmar Nationals. The consultant will have a good understanding of Alternative Education, Skills and TVET in Myanmar and the different programmes that are run under the Ministries of Education, Labour, Immigration and Population and others. S/he will have a background in education and pedagogical knowledge. Knowledge of the garment industry is a bonus.

The consultant must have good spoken and written English language. The consultant will have considerable report writing experience combined with experience of developing and carrying out (market) research, including interviewing stakeholders.

**INTELLECTUAL PROPERTY RIGHTS**

All material developed during the course of this assignment remains the sole property of CARE International in Myanmar-Aung Myin Hmu.

Discretion clause
The consultant and CARE International in Myanmar - Aung Myin Hmu will take all necessary actions to protect any sensitive information they may come across while implementing this consultancy.

**TIMELINE**

The consultancy is for up to **88 days** of work to be delivered between October 2019 - February 2020 with a competitive fee based on experience. The consultancy will be based in Yangon with frequent travel to industrial zones around Yangon, Pathein, Kyauksay and Nay Pyi Taw.
TO APPLY
All applicants must send a cover letter explaining their interest and how they meet the requirements for the consultancy. Applicants must provide a sample of two reports or other written work that they have been part of, and a proposal for how they would use the **26 days** to produce the deliverables.

Please note that the consultants are required to provide proof of registration and payment of applicable taxes as per Myanmar law.

Interested applicants are requested to submit above-mentioned documents to the address below not later than **30 October 2019**.

Send your submission (in English) to:

Care: Aung Myin Hmu
No. 3/89, Kant Kaw Myaing Street, 8 Quarter,
Yankin Township, Yangon, Myanmar.
Email: michelle.panhnin@aungmyinhmu.org