**Terms of reference   
and technical Specifications**

1. **General information**

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| Assignment name | Support the Ministry of Technical and Vocational Education (MoTVE) and the Ministry of Labour and Rehabilitation (MoL) to design a TVET Education Employability Strategy |
| Beneficiary | Ministry of Technical and Vocational Education and the Ministry of Labour and Rehabilitation |
| Country | Libya |
| Total estimated number of days | 70 |

1. **Context and justification of the need**

The EU4Skills project is designed to tackle the pressing issue of unemployment in Libya, addressing the urgent need for a comprehensive approach to employability. As of 2020, Libya faced an unemployment rate of 19.6%, disproportionately impacting women and youth. The barriers to accessing quality employment opportunities are multidimensional, necessitating a strategic and integrated response.

Libya’s economy is heavily reliant on oil and gas, which, despite being a primary source of national income, employs only 2% of the workforce. This highlights a significant mismatch between job opportunities and available employment. Although Libya has a high enrolment rate in higher education, with a ratio of 60.5% for both genders, the quality of education is lacking, as evidenced by its ranking of 102 out of 144 countries in quality performance and 133rd out of 144 in labour market efficiency. As part of the EU4Skills project, it supports the MoTVE and MoL to develop a comprehensive employability strategy. Libya’s high youth unemployment and the limited integration of practical and labour market-aligned content into TVET curricula underscore the urgency for reform. The employability strategy will provide a roadmap to embed labour market relevance into technical and vocational education institutions, with a particular focus on internships, apprenticeships, dual education systems, and the responsiveness of vocational training institutions to labour market needs.

1. **Objectives and desired results**
   1. **General objective**

The objective of the assignment is to support the MoTVE and MoL in designing a holistic employability strategy that better prepares technical and vocational education learners for the labour market:

1. Provide technical support for the technical teams to analyse the current legislation related to employment and labour, and propose reforms to improve the employability of TVET graduates.
2. Support the design of frameworks to promote internships, apprenticeships, and dual education systems within the TVE sector.
3. Designing a framework for training and internships that connects students with the labour market before graduation.
4. Provide guidance on aligning vocational training curricula with labour market needs.
5. Creating a proactive and interactive communication and feedback framework that fosters continuous dialogue between TVET institutions and employers.
   1. **Specific objectives**
6. Deliver workshops on strategy design and implementation.
7. Present best practices and case studies on national and international TVET employability strategies.
8. Support the technical teams in drafting the TVET employability strategy.
9. Provide guidance on aligning TVET curricula with labour market demands.
10. Support the development of internship, apprenticeship, and dual education system regulations.
11. Support the design of frameworks to strengthen linkages between vocational training centres and employers.
12. Support developing an action plan and roadmap for the strategy implementation.
    1. **Anticipated results**
13. MoTVE technical teams are trained in strategic planning and labour market engagement.
14. Reforms for the current TVET regulations are proposed.
15. A national framework is proposed for internships, apprenticeships, and dual education within the TVET sector.
16. Institutional models for employer engagement and industry partnerships are designed.
17. Interactive communication and feedback frameworks are defined to strengthen collaboration between TVET and employers.
18. Support developing an action plan and roadmap for the strategy implementation.
19. **Description of the assignment**
    1. **Planned activities**

The expert must support the MoTVE and the MoL in line with the overarching goals of Component One of the EU4SKILLS project, which aims to build institutional capacity to design and implement a comprehensive employability strategy. This includes the development of an action plan to align curricula with labour market needs, fostering systemic collaboration between education institutions and employers.

Assignment preparation

* Engage in consultation meetings with key stakeholders and the Expertise France team to clarify expectations and finalise the assignment roadmap.
* Develop a detailed inception report, including the workplan, capacity-building schedule, and deliverable calendar.
* Participate in a launch meeting with Expertise France and national counterparts to validate the approach.

Phase I: Building the capacities of stakeholders and technical teams from the MoTVE and the MoL

* Deliver training sessions to MoTVE technical staff on employability strategy design, implementation, and monitoring in the context of technical and vocational education.
* Facilitate sessions on reviewing and amending the legal and regulatory frameworks related to technical and vocational education and training and employability.
* Present case studies and best practices from countries with strong apprenticeship and dual education models.
* Strengthen communication mechanisms by developing frameworks linking TVET with employers.

Phase II: Provide technical support to the stakeholders and technical teams from the MoTVE and MoL

* Support the drafting of a national employability strategy for TVET.
* Guide the development of the national framework for internships, apprenticeships, and dual education systems.
* Offer iterative feedback on strategy drafts and ensure alignment with TVET reforms priorities.
* Assist in preparing the final draft for official MoTVE validation and approval.
  1. **Anticipated deliverables**

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| --- | --- |
| Deliverables | End date |
| 1. Inception report that includes the workplan, capacity-building topics and schedule, and deliverables calendar | 2 weeks |
| 1. Capacity-building material that includes topics covered by the capacity-building workshop, pre- and post-tests/detailed agenda/targeted trainees (Before each capacity-building workshop) | 2 weeks prior to each capacity-building workshop |
| 1. Deliver capacity-building workshops | To 12 weeks |
| 1. A Workshop Summary Report including LoP, actual topics covered, bullet points with the topics discussed during the workshop, and the pre- and post-test results. | 2 weeks following each workshop |
| 1. A comprehensive final report that outlines all activities organised during the assignment, outcomes, and recommendations | To 28 weeks |

* 1. **Coordination**

The service provider shall designate a single contact person for project implementation purposes.

Mr Sohaib Sbeta, the Chief of Component One – EU4SKILLS, will be the service provider’s sole contact person for Expertise France

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1. **Place, duration and terms of performance**
   1. **Implementation period: 7 months**
   2. **Start date: 15 June 2025**
   3. **End date: 31 December 2025**

*The provisional programme for assignment implementation is as follows:*

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| **Activity** | **Place** | **Period** | **Duration** |
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| Assignment Preparation and Inception Report | Remote | June 2025 | 3 days |
| Capacity-building workshops | Tripoli/Tunis | 15 July – 15 October 2025 | 32 days |
| Supporting the design of the TVET strategy | Tripoli/Tunis/Hybrid | 15 October – 30 November | 30 days |
| Final report | Remote | December 2025 | 5 days |
| **Total** |  |  | **70 days** |

1. **Required expertise and profile**
   1. **Number of experts per assignment:** 1 senior expert
   2. **Profile of the designated expert(s) responsible for contract execution**
2. Qualifications and skills:

* Holder of a postgraduate university degree in education policy, labour economics, public administration, or a related field.
* Demonstrated expertise in TVET policy design and labour market reforms.
* Strong facilitation, communication, and analytical skills.
* Proven experience in TVET institutional capacity building and regulatory analysis, and dual-education systems.
* Fluency in English is required; **Arabic language proficiency is strongly preferred**.

1. General professional experience

* Minimum of 7 years’ professional experience in TVET strategies, particularly in education-employment linkages.
* Experience delivering training and technical assistance to government or educational institutions.

1. Specific professional experience

* Proven experience conducting legal and regulatory analysis in education or employment sectors.
* Direct involvement in developing national strategies, particularly in education-to-employment methodology.
* Familiarity with dual education, apprenticeship systems, and labour market-responsive training programmes.

1. **Assignment reports**

The expert shall submit the following reports by email in English:

* **Inception report.**
* **A Workshop Summary Report.**
* **Final assignment report**.

Reports must follow the format provided by Expertise France and be submitted in an editable digital format.

1. **Monitoring-evaluation**

**Performance indicators**

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| Deliverables | Immediate effects | Intermediate effects | Verification sources |
| Inception report submitted and approved | Clarified scope, timeline, and deliverables shared with Expertise France | Roadmap established to guide strategy development and capacity-building activities | Inception report validated by Expertise France |
| Capacity-building workshops delivered | Increased technical understanding of employability strategy components among MoTVE and MoL teams | Strengthened institutional capacity to design and implement policy frameworks aligned with labour market needs | Workshop Summary Reports |
| Support the design of the national employability strategy for TVET | Draft strategy structure and thematic pillars are co-developed with national stakeholders | Stakeholder ownership of the strategy and readiness for MoTVE-level approval and implementation | Strategy draft, stakeholder consultation reports, and feedback logs |
| Final assignment report | Consolidated record of outcomes, tools developed, and lessons learned | Informed follow-up planning and scaling of employability reforms across the TVET system | Final report document, summary of deliverables, EF validation email |