

Terms of References (GIZ/21.2273.7-006.00)

Date of Announcement: 25/2/2025

This ToR is relevant to agreement number (81312965) for project processing number (21.2273.7-006.00) – **Sectoral Strategy and Institutionalization of the National Sector Skills Council for Water & Energy (WE SKILL)** by the EDAMA association

A. Brief About the Project:

Project Key Information

Project Number: GIZ/21.2273.7-006.00

Title of lot: Support to Jordan Educational Institutions in Offering Labor Market Oriented Vocational Training

Title of the action: Sectoral Strategy and Institutionalization of the National Sector Council for Water & Energy (WE SKILL)

Partners: GIZ, EDAMA, The National Sector Skills Councils for Water & Energy (NSSC - WE SKILL), The Ministry of Labor, and The Technical Vocational Skills Development Commission (TVSDC)

Project Duration: 8 Months

This project aims to create a sustainable institutional framework for WE SKILL within EDAMA, enabling it to function effectively. EDAMA will serve as the operational arm of the National Sector Skills Council (NSSC), providing WE SKILL with the necessary office space, administrative support, and carrying on the council's secretariat function to institutionalize and enhance its capacity and viability. Edama will enable WE SKILL to deliver its work plans along with managing the day-to-day operations and delivery of projects and programs.

Once fully operational, EDAMA, the host and secretariat of WE SKILL, will engage all stakeholders in the water and energy sectors in a lively and professional interaction to exchange ideas and provide innovative solutions for TVET. This is expected to have great impact on the water and energy sectors by enhancing the skills of technical and vocational workers and will bring advanced expertise from the private sector to public sector employees.

B. Brief About “EDAMA” & “We Skill”:

EDAMA in Arabic means “sustainability”. EDAMA Association is a Jordanian NGO established in 2009. As a Business Association, we are here to cultivate an environment where innovative solutions for energy and water independence and environmental conservation emerge.

Advancing Jordan's movement towards a green economy is an ambitious and priority goal. To be achieved, we need robust knowledge hubs, multi-stakeholder dialogue avenues, and private sector mobilization. EDAMA's niche is in providing a platform agile and inclusive enough to involve a large number of public, private and NGO sector representatives. These key players together discuss and shape the future development of the Energy, Water, and Environment (EWE) sectors in Jordan.

WE SKILL (the National Skills Council for Water & Energy) was born out of the GIZ-Funded TWEED II project and was officially established in March 2018 by the Ministry of Labor. In 2019, the work of the NSSCs, including WE-SKILL, was regulated by law following the enactment of the Technical and Vocational Skills Development Law, No. (9) / 2019, which provided a framework for the work of NSSCs. WE-SKILL aims at providing the labor market with skilled manpower to improve their

performance for the construction, operation and maintenance of equipment and projects in the water and energy sectors in Jordan. Thus, they will be able to manage the scarce water and energy resources of Jordan for the future supply of the country with more efficiency and sustainability. Women benefit directly through improved access to employment-oriented training opportunities and indirectly through better access to water and energy-efficient systems and water connection networks in their role as household managers.

The main objective behind the establishment of We-SKILL is that the vocational training and higher education increasingly meet the needs of the Jordanian labor market and satisfies employers' needs in the water and energy sectors.

C. Adhering to Sustainable Development Goals (SDGs):

Once fully operational, WE SKILL will contribute to the realization of the following Sustainable Development Goals (SDGs): -

- ❖ **Quality Education (SDG4):** Driving quality TVET in the fields of water and energy is the primary goal of WE SKILL.
- ❖ **Gender Equality (SDG5):** WE SKILL will aim at and ensure that all E-TVET programs and projects involve women on equal footing with men.
- ❖ **Clean Water & Sanitation (SDG6):** WE SKILL will be heavily involved in training the Water Authority of Jordan and Water Companies in order to help them maintain the highest standards for clear water and safe management and disposal of wastewater.
- ❖ **Affordable & Clean Energy (SDG7):** As solar energy becomes an affordable and clean energy source, WE SKILL will focus its training activities on this field.
- ❖ **Decent Work & Economic Growth (SDG8):** WE SKILL will promote the importance of decent work for all, contributing to sustainable economic growth.
- ❖ **Climate Action (SDG13):** WE SKILL is very conscious about the contribution of its activities towards Climate Action, especially in its planned projects in solar and renewable energy.

D. Requested Tasks and services:

- The **technical expert** is expected to start as soon as possible, and complete the following tasks within the 8-month project timeline:

Task	Description	Proposed Date	Deliverables
Identify Skill Gaps	Conduct an in-depth analysis of the current workforce and job market in the water and energy sectors to determine the skills in demand but currently lacking.	3 weeks	Comprehensive gap analysis report on skill requirements in the water and energy sectors.
Stakeholder Engagement	Engage key stakeholders, including employers, training institutions, and potential trainees, to assess industry needs and expectations.	Ongoing	Workshop reports and stakeholder engagement summaries.
Enhancing Technical and Vocational Training (TVET) Programs	Propose actionable solutions to improve technical and vocational training programs in alignment with market demands.	Ongoing	Policy recommendations for strengthening TVET in the water and energy sectors.
Curriculum Development and TVET Roadmap	Develop or update training programs based on industry standards and identified skill gaps. Design a roadmap for strengthening TVET programs and sectoral governance.	Ongoing	A structured curriculum outline aligned with industry needs and an implementation roadmap for TVET programs.
Industry Partnerships	Establish collaborations with businesses to support internships, apprenticeships, and continuous alignment of training programs with industry demands.	Ongoing	Framework for industry-academic partnerships to enhance practical training opportunities.
Inclusivity and Support for Disadvantaged Groups	Develop strategies to ensure inclusivity, including scholarships and special training programs for underrepresented groups.	Ongoing	Inclusivity framework and program recommendations.
Scalability Plan	Design an approach for expanding the program to cover additional trades and scale up existing initiatives.	Ongoing	Scalability strategy report for WE-SKILL expansion.
Drafting and Finalizing the Sectoral Strategy Update	Develop an updated version of the sectoral strategy incorporating all findings, recommendations, and stakeholder input.	17th Nov. 2025	Draft and final versions of the revised sectoral strategy.

E. Requirements and qualifications of the Sectoral Strategy Advisor:

Qualifications and skills:

1. At least 10 years of professional experience in new business development, marketing, communications, PR.
2. Project Management Professional (PMP) certificate or equivalent highly desirable
3. Strong written skills with proven experience of developing quality proposals and reports and generating income, and experience of working with and coaching technical teams to develop complex proposals and reports
4. Proven experience in participatory and consultative processes, including facilitating workshops, stakeholder consultations, field surveys and project evaluation
5. Knowledge Water and Energy sector and/or education and TVET Sector in Jordan is an asset

F. Bidding:

The bid shall be comprised of two parts which should take into consideration the parameters outlined above:

- Technical Offer: The bidder shall provide an action plan and timeline with Methodology and past Experience.
- Financial Offer.

G. Evaluation Accepted Criteria:

Offers will be evaluated based on the following:

Technical Offer	80%
Methodology (quantitative & qualitative)	35%
Action plan (Breakdown activities & Timeline)	25%
Past Experience, similar Projects	20%
Financial offer (Total mandates/ Daily rate)	20%
Total	100%

H. ToR Timeline:

Milestone	Date	Time (Jordan's time)
Release of ToR	25.Feb.2025	14:00
Deadline for questions	6.Mar.2025	14:00
Release of answers to questions	10.Mar.2025	14:00
Deadline for offers	13.Mar.2025	14:00

I. Administrative Issues:

1. Consultant will be expected to arrange and pay for their own travel to the project locations.
2. Consultant expected to use their own computer and communication equipment.
3. No contract may commence unless the contract is signed by both EDAMA and the consultant.
4. No meeting, publications should take place without an authorized consent from the contracting authority.
5. Consultant will commit to all policies govern EDAMA, GIZ, and We Skill.
6. Additional details of rules, regulations and conditions will be attached to the contract.

J. Disclaimers:

- a. Prior to the submission deadline, EDAMA reserves the right to:
 - Modify, delete, or add any term in this ToR.
 - Extend the ToR deadline.
- b. EDAMA may reject any or all offers received after the submission deadline.
- c. At any time prior to the execution of the Contract with the successful Tenderer, EDAMA reserves the right to the following:
 - Request clarifications from Tenderers to their Offers
 - Negotiate with multiple Tenderers on the terms of their Offers.
 - Terminate this ToR upon its perspective without declaring and without any legal consequences, and the Tenderers have no right to object.
- d. The Tenderer has no right to object to the technical and financial evaluation criteria.
- e. EDAMA reserves the right to issue award based on initial evaluation of offers without further discussion.
- f. EDAMA may choose to award only part of the activities in the solicitation, or issue multiple awards based on solicitation activities.
- g. EDAMA reverse the right to waive minor offer deficiencies that can be corrected prior to award determination to promote competition.
- h. Final price shall be clear and in JOD