

# Consultant Terms of Reference – Bridging Innovation and Learning in TVET (BILT) – New Qualifications and Competencies in Technical and Vocational Education and Training (TVET)

## 1. Background

The UNESCO-UNEVOC International Centre for Technical and Vocational Education and Training, Bonn, Germany, is seeking the services of a Consultant to undertake activities relating to the recently initiated, *Bridging Innovation and Learning in TVET (BILT)* project.

To remain relevant for the world of work and attractive to learners and potential employers, modern Technical and Vocational Education and Training (TVET) systems need to adapt to new technologies, disruption, and structural changes in the labour market. A main challenge of TVET is to create modern and attractive professions and career paths that attract and integrate youth. With ever-faster innovation cycles, the demand for peer learning is also accelerating, both within Europe and internationally. In Europe, there is already a wealth of experience in addressing some of these challenges, but little space to exchange on the experience of implementing new ideas and concepts. Such an exchange, however, could help improve, speed-up or, in some instances, initiate relevant action to ensure modern and relevant TVET, in both Europe and elsewhere.

In particular, there is a high demand in TVET to capitalize on the opportunities from digitalization trends, to contribute to sustainability through green career pathways and competencies and to foster entrepreneurial skills and mindset. There is also a high demand to understand how TVET can address the challenge of migration, both at the sending and the receiving end of population flows.

The BILT project seeks to support TVET institutions in addressing these transformational challenges and to explore innovative approaches and new practices.

## 2. Purpose of the Assignment

This Consultancy will address one of five work streams within BILT, specifically *New Qualifications and Competencies in TVET*.

The goal is to identify qualifications and competencies for relevant TVET careers in the future under two different aspects:

First, the focus will be on new competencies and their introduction into curricula, training regulations and occupational profiles (systemic level). Here two approaches shall be in focus. The integration of crosscutting competencies and the integration of additional competencies.

Second, the focus will be on practical examples in the field of initial and continuing TVET and in the field of upskilling (practical level).



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### 3. Duties/Tasks and Expected Outputs:

*Activities explained below are leading to a platform for partnership and peer learning, highlighting besides a report, implementation pathways and practical examples, on how to bring new qualifications and competencies into practice.*

Under this contract, the Consultant will be required to work in collaboration with designated UNESCO-UNEVOC programme staff and its partners to undertake the following tasks:

- **Activity 1:** Trends Mapping in New Qualifications and Competencies in TVET (led by Consultant). The Trend Mapping activity consists of the following components:

- **1.1 Develop research framework/conceptual model** to support the collection of information on the development of new qualifications and competencies, with a particular focus on the integration of crosscutting competencies and the integration of additional competencies.
- **1.2 Literature review** of the existing body of knowledge created in the area of *New Qualifications and Competencies* by stakeholders such as the European Commission, CEDEFOP, the OECD, and others.
- **1.3 Conduct an online survey** on the topic, targeting the UNEVOC Network and UNEVOC's online TVeT Forum members. (i) Draft a briefing note (approx. 1100 words) that contains information about the objectives and structure of the study; and (ii) Develop survey tool based on the research framework/conceptual model which will be sent to TVET stakeholders who are members of UNESCO-UNEVOC's global platform, the UNEVOC Network, and other partners. The survey tool should allow information to be collected on trends of new qualifications and competencies in TVET in institutional culture, the relationship with the local skills eco-system, and products and processes. It should also facilitate the collection of examples/case studies.
- **1.4 Moderate a virtual UNEVOC TVeT conference** on *New Qualifications and Competencies in TVET*. (i) Moderate a 1-2 week virtual conference, to share the initial findings of the work and help further develop the final report. The purpose is to engage the TVET community in discussions on *New Qualifications and Competencies in TVET*, and receive feedback from a wide range of TVET stakeholders on the initial findings of the trends analysis study. (ii) Produce a summary report (approx. 3000 words) capturing the main outcomes of the virtual conference.
- **1.5 Final Trends Analysis report** of new qualifications and competencies in BILT thematic strands.  
Draft a trends analysis report (approx. 20,000 to 25,000 words long) consisting of: (i) an executive summary; (ii) introduction and background on *New Qualifications and Competencies* in European TVET, including understandings and its application to TVET at the policy and systems levels; (iii) a summary of the literature review of publications, journal articles, position and working papers and reports from a variety of sources on *New Qualifications and Competencies* in TVET and the lessons learnt; (iv) 10-15 examples of *New Qualifications and Competencies* in TVET from the European UNEVOC Network and other partners; (v) discussion/analysis on *New Qualifications and Competencies* in TVET, conducted on the basis of examples collected and the discussions



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through the virtual conference and questionnaire;

(vi) conclusion, including challenges and recommendations/solutions, and outlook on

future implications for TVET and *New Qualifications and Competencies* in general; (vii) references; (viii) Annexes, including the virtual conference summary report.

- **Output 1:** Trends mapping report on new qualifications and competencies in Europe, with examples of how different countries and TVET systems address this challenge, including:
  - o Emerging future oriented qualifications for relevant TVET careers (e.g. in the thematic strands of BILT, but also beyond)
  - o Emerging key competencies, and the changing role of competence for relevant TVET careers
  
- **Activity 2:** Participate as a Subject Matter Expert in the area of *New Qualifications and Competencies in TVET*, in the following events:
  - o A thematic workshop in Switzerland in November 2019
  - o A two-day UNESCO event in Bonn, Germany, during the week of December 2-6, 2019.
  - o In partnership with the German Federal Institute for Vocational Education and Training, actively participate in a two-day BILT Learning Summit designed to present the project findings from all five of the BILT work streams, and position for the subsequent round of the BILT project which focusses on bridging with African and Asian UNEVOC Centres. Q3 2020 timeframe.

#### 4. Timeline:

This consultancy will come into effect on November 25, 2019, and shall expire upon satisfactory completion and delivery of the services described herein, but no later than August 31, 2020.

##### Activity 1:

- Literature Review completed by January, 2020
- Implementation of Online survey completed by end of February, 2020
- Virtual Conference completed by end of April, 2020
- Trends Mapping Report completed by end of June, 2020

##### Activity 2:

- Various as per Activity 2 description

#### 5. Qualifications

A relevant post-graduate qualification and minimum of 5+ years relevant experiences in comparable work. Experience of European educational systems, including TVET, are an asset.

#### 6. Supervisory Arrangements:

This work will progress with the close collaboration of the BILT project team.

Duty station: Remote work arrangements, with the possibility to spend some working days in Bonn. The position will require a combination of regular working from the UN Campus in Bonn, Germany, with

consideration given to also working from home. Additional requirements to meet with representatives from the German Federal Institute for Vocational Education and Training in Bonn may also be necessary.



### Other Information:

#### **Data protection**

The Consultant agrees that any personal information (name, telephone, email address, address etc.) shared by UNESCO-UNEVOC shall only be used for the work covered under this contract. This information shall not be used or disseminated after the contract period or for any other purpose. All records of the personal information shared must be deleted after the contract period.

## Annex I

Having national competencies in view, the project will support collaboration activities targeted to enhance national as well as multinational TVET capacities, generate new knowledge and share information in TVET. The project will mobilize and reactivate the European UNEVOC TVET cluster as a platform to foster learning and to establish content-oriented synergies in TVET. It will also act as a springboard for trans-regional action, involving innovative UNEVOC Centres in Europe, the Asia-Pacific region, and Africa.

The five thematic work streams of engagement for the BILT project are:

- Entrepreneurship and TVET
- Greening TVET
- Migration and TVET
- Digitalization and TVET
- New Qualifications and Competencies in TVET