



TERMS OF REFERENCE

Job title:	National Consultant on Vocational Education and Training in the Renewable Energy and Energy Efficiency sector
Duty station:	Chisinau, Moldova and home based
Reference to the project	Moldova Energy and Biomass Project, Phase II
Contract type:	Individual Contract (IC)
Expected workload:	up to 40 consultancy days during March-May, 2015
Starting date:	02 March 2015

A. BACKGROUND and CONTEXT OF THE ASSIGNMENT:

The first phase (2011-2014) of the Moldova Energy and Biomass Project (MEBP) with a budget of 14.56 million EUR project, funded by the European Union and UNDP and implemented by UNDP, succeeded to contribute to a more secure, competitive and sustainable energy production in the Republic of Moldova through targeted support to the most viable and readily available local source of renewable energy, which is biomass from agricultural wastes.

In 2015 the project entered its second phase in the framework of the Eastern Partnership Integration and Cooperation (EaPIC) programme, based on its continued high relevance and the clearly identified need to further support the consolidation of the emerging biomass market in the country. The extension timeframe spans until the end of 2017 with additional EU-funding of 9.46million EUR.

The main objective of the project extension is to scale up the successful activities and extend them to so far not covered or underrepresented regions, specifically Transnistria, Gagauzia and Taraclia, and to support the further consolidation of the Biomass market.

To achieve these objectives, the focus of EaPIC top-up activities will be the following:

- Output 1. Municipal biomass heating and fuel supply markets established**
 This component will aim at installing at least 80 additional biomass-based municipal heating systems in Moldova, with focus on Transnistria, ATU Gagauzia, Taraclia district and small towns. An increased focus will be on the further development of the domestic biomass fuel market in view of ensuring sustainable supply, enhanced competition between producers, application of quality standards, certification of products and end-consumer protection. Integrated renewable energy and energy efficiency solutions will be piloted to demonstrate the suitability of modern biomass-based heating systems for small towns;
- Output 2. Foundations laid for the establishment of efficient household heating and heat supply markets and private sector demand promoted**
 Under output 2, at least 100 households and/or small businesses will be supported to procure modern and efficient biomass boilers under preferential conditions. Technical and financial support will be provided for the creation of 7 new PPPs throughout the country. This will foster public-private solutions in establishing sustainable biomass-based heating services as well as efficient operation and maintenance of the systems;
- Output 3. Capacity built for growth of biomass markets at regional and local levels**
 The capacity development activities will continue to be a key element of the component, being tailor-made and extended to Transnistria, Gagauzia and the Taraclia district, as well as to small towns. Vocational

education and training (VET) sector will also be addressed. School education activities on renewable energy and energy efficiency, the Bioenergy Summer Camps in particular, will be extended to small towns from Moldova, Taraclia district, Gagauzia and wherever feasible in Transnistria;

- **Output 4. The opportunities and benefits of biomass energy for Moldova are well known, visibility of project results is promoted**

Wide-spread awareness raising activities on the opportunities and benefits of biomass energy will be further facilitated, with a specific focus on increasing the uptake of renewable energy technologies in ATU Gagauzia, the Taraclia district, and the region of Transnistria. The visibility of the partnership and the impact of the action will be effectively promoted.

In view of a consolidated effort to equip the Moldovan labour force in support of the emerging markets and technologies, the vocational education and training (VET) sector has to be engaged. In this context, a series of partners and stakeholders have voiced the need to further assess the possibilities for integrating renewable energy and energy efficiency topics in the relevant educational programmes offered by VET institutions (covering e.g. professions in the energy, construction, engineering field).

In order to better shape MEBP's plans to support the VET sector in Moldova in a way that complements the current efforts of the Ministry of Education and its development partners, MEBP seeks to contract a local consultant with extensive experience in designing and/or carrying out educational and training programs, to conduct a skills needs assessment together with a targeted assessment of the VET sector. Based on this assessment, the MEBP's intervention in the sector will be further specified. All efforts to be undertaken by MEBP in this respect will be performed in close coordination with and under the overall guidance of the Ministry of Education and will be aligned to the on-going reform of the VET system in Moldova supported in the framework of the EU-funded VET Sector Budget Support Programme.

B. OBJECTIVE OF THE CONSULTANCY:

The main objective of the assignment is to support MEBP in its efforts to identify the most appropriate strategy for intervention in the VET sector, with regards to the skills and professions required for the biomass sector and emerging market of renewable energy technologies. The consultant will, among others, identify new occupations or/and existing occupations that can be expanded to provide the VET students with the required set of skills and competencies. Based on the findings and feedback from stakeholders, the consultant will develop a roadmap and an action plan detailing MEBP's intervention in the VET sector, and the detailed activities to be undertaken in order to implement the intervention.

C. KEY ACTIVITIES:

In order to achieve the stated objective, the consultant is expected to perform the following tasks:

Preparatory work:

1. Make an in-depth analysis of Moldova's VET strategy 2013-2020, including a desk-review of existing research and studies as well as reform plans, and reports of the Ministry of Education;
2. Conduct an assessment of the kinds of qualifications and professional skills necessary to meet the needs of the biomass market. For this purpose, under the leadership of MEBP and EEA, support the preparation and participate in targeted consultations and design-thinking workshops with the businesses, consumers and other key stakeholders active in the renewable energy sector, specifically biomass and energy efficiency, in order to get their inputs with regards to:
 - current availability of specialists and their profile given the rapid biomass market development trends;
 - lack of specialists (or over-saturation) of specialists for the sector;
 - the qualifications that need to be introduced to reflect the new skill sets required to sustain the development of the market;
 - opportunities for creating partnerships between business and VET sector in supporting the development and institutionalisation of new skills and occupations required by the emerging biomass industry (including co-financing);

3. Review the current nomenclatures and classifier of occupations, as well as review the occupational standards and qualifications (where available) to identify the most relevant professions to MEBP's intervention;
4. Conduct a thorough analysis of professions/occupational profiles that could be developed or/and expanded to cover the identified subjects related to renewable energy, specifically biomass, and potentially energy efficiency;
5. Conduct a review of the education providers outside the VET system, which might be potential partners and suppliers of training to meet the needs of the renewable energy and specifically, the biomass market;
6. Based on the conclusions reached after the completion of Activities 3, 4 and 5, conduct an extensive analysis of existing curricula, programmes and modules offered currently by the VET systems and institutions. This includes a review of the mapping of VET institutions done by GOPA, on one hand, and the Ministry of Education's plans regarding the reform of certain institutions, on the other, as a starting point. Identify what is the most appropriate time and cost efficient option of action for MEBP, e.g. either expanding and amending the existing curricula by adding subjects related to biomass and energy efficiency, or developing, piloting and implementing new occupational standards/professions related to biomass and energy efficiency sector;
7. In parallel, study best practices at international level on VET education in the field of renewable energy, specifically biomass, and energy efficiency. Identify most relevant examples for Moldova, given Moldova's biomass potential for energy generation, and the biomass market development trends (both supply and demand sides). Provide specific examples of countries, and VET professions relevant to the biomass sector that can be replicated in Moldova, which shall be incorporated in the Final activity report;
8. Under the MEBP leadership, participate in meetings with the VET department of the Ministry of Education, EU-funded VET Sector Budget Support Program and other donors and stakeholders active in VET, in order to consult MEBP's support and agree jointly on interventions;
9. At the request of MEBP team, participate in the meetings with the Energy Efficiency Agency – the key institutional partner of MEBP– in order to secure their inputs with regards to MEBP's interventions in VET sector in Moldova, and coordinate the efforts;
10. Depending on the outcomes of the meetings held and studies conducted, and taking into consideration the time-framework and available resource, develop a Roadmap, an Action Plan and a preliminary budget for MEBP's intervention in the VET sector, which is linked with the annual timeframe of VET curricula development and implementation cycle, as set by the Ministry of Education.

Based on the budgetary implications, versus the overall impact, MEBP will determine the most suitable intervention in cooperation with its partners.

D. DELIVERY Timeframe

Deliverable	Timeframe
Work plan for the assignment	02 March, 2015
A list of the current human resource capacity gaps and an outline of the skill sets and professions needed in the sector	23 March, 2015
A list of occupational standards and professions potentially relevant to the biomass sector, either from those currently listed in the Nomenclature of Occupations or those	30 March, 2015

that should be developed and included in the Nomenclature	
Based on the review of the existing curricula and educational programmes offered by the VET institutions, present the entry points in the current/reformed system: either in form of expanded profiles of occupations already part of the VET system and/or as entirely new programmes	15 April 2015
A Roadmap, a detailed Action Plan and Budget for VET implementation by MEBP	20 April, 2015
Final Report	30 April, 2015

E. MANAGEMENT ARRANGEMENTS:

Organizational Setting: The consultant will work in close cooperation with the Training and Capacity Building Officer and under the overall guidance of the Project Manager of Moldova Energy and Biomass Project.

Contributions: PMT will put at the contractor's disposal all available materials and necessary information for the achievement of tasks and will facilitate the meetings, as needed.

F. QUALIFICATIONS

- University degree in Education Management, Social Sciences or other related field. An advanced degree would constitute an advantage;
- At least 5 years of previous experience in conducting inter-sectorial research and designing interventions and experience in the education sector, preferably on VET;
- Demonstrated understanding and knowledge of VET principles, education and VET sector incl. current VET sector reform in Moldova;
- Excellent analytical, writing, drafting, planning and budgeting skills;
- Strong interpersonal communication skills at all levels;
- Good understanding of the renewable energy and energy efficiency sector in Moldova would constitute an advantage;
- Excellent proficiency in Romanian and Russian. Knowledge of written and spoken English is an advantage;
- Previous experience with UNDP on similar assignments is an advantage.