



Terms of Reference

TwB Support FCA's Education Projects in 2022

IN-COUNTRY POSITION / CAMBODIA

Technical and Vocational Training and Education (TVET)

Location	Siem Reap Province
Host Organization	Finn Church Aid (FCA) Cambodia Country Office (CAMCO)
Length of Posting	5-6 months
Date of Deployment	February-July 2022
Number of Positions	2
Title of the Position	TwB Education Adviser (TwB Volunteer)

NOTE the realization of in-country volunteer positions depends on the global and local health and security situation.

Description of the Project

Women's Bank is funding the project *Inclusive Actions for Improving Women's Social Status through Skills, Employment and Economic Development (INSWEED)* through CAMCO. The project is implemented by an FCA led consortium with Cambodian Women Crisis Center (CWCC) from 2020 to 2023.

INSWEED's overall objective is that women and adolescent girls in the target areas enjoy equal opportunities and rights to education, decent work, and representation. The project contributes to the goal that adolescent girls and their families in the targeted areas would be economically empowered and become more active members in their local communities.

The project aims to increase the access of girls and youth to relevant and quality Technical and Vocational Education and Training (TVET) services by improving the quality and relevance of governmental services through e.g. collaboration between institutions, promoting Public-Private Partnerships, revising and piloting market-driven curricular, teacher training, and Career Guidance and Counselling (CGC) development. In addition, capacity building is provided for pre-TVET/skills training: awareness raising and advocacy on rights, education and TVET options, CGC in Lower Secondary School (LSS)/Upper Secondary School (USS). These will contribute to improved quality of TVET responding to the market demand.

Furthermore, the project aims to increase the access of targeted girls and women to jobs and/or establish micro businesses and the access of targeted girls and youth to vocational and soft skills

training. The project focuses on poor families to ensure they can afford education for their children and on graduating students by promoting Income Generating Activities (IGAs) and various support modalities for setting up micro and small businesses, such as networking, coaching and mentoring. The project will offer start-up support packages or start-up capital to micro and small businesses established by project beneficiaries.

Soft skills training and CGC are provided to ensure that the enrolled students finish their studies. The project will offer Learning Support Incentives to vulnerable students, as well as adapted support through Civil Society Organizations (CSOs) or Disabled Persons' Organizations (DPOs) to People with Disabilities to increase their access to TVET/vocational skills training.

The Main Tasks May Include

- Develop, facilitate, and support soft skills trainings and enhance the quality of the services provided by the targeted TVET centers.
 - TwB volunteer will contribute to training of trainers (ToT) training to TVET teachers and INSWEED project staff
 - Training sessions on e.g. pedagogical skills, competence-based approach in TVET, learner-centered methods, inclusive education, psychosocial support, assessment of learning outcomes, and cooperation with private sector actors to TVET teachers will be provided
- Support the development of a capacity-building plan for target TVET centers in Siem Reap
- Provide technical assistance and contribute to the development of the TVET training curricula and Master Plan for TVET centers (optional)
- Provide coaching and mentoring to the trainees
- Review existing Career Guidance and Counselling (CGC) training materials and manuals for the needs of TVET education and vocational skills training, assuring gender sensitivity and disability inclusion
- Co-facilitate training(s) with Cambodian CGC Master Trainers, who FCA has trained within previous CGC related initiatives.
- Provide additional support to TVET counsellors to build their capacity to provide professional counselling.

Expected Deliverables

- New training curricula, which will attract more female adolescents to participate in TVET.
- Soft skills training program is developed and piloted.
- CGC training materials and manuals for the needs of TVET education and vocational skills training, assuring gender sensitivity and disability inclusion, and by applying the existing manuals and materials.
- Planned training and coaching sessions are delivered.

Position Specific Qualifications and Competencies

- Background in TVET and/or entrepreneurship in education related field
- Experience of working with relevant stakeholders, ministries, NGOs and/ or private sector is an asset
- Interest in promoting gender equality in education
- Guidance and coaching experience is a notable asset
- Expertise in TVET curricula development is preferred
- High level of adaptability as changes of plans occur with a short notice, due to nature of work and local context



- **In addition, general qualifications, and competencies for all TwB volunteers defined in the TwB webpage.**

Coordination and Support

TwB volunteer reports the key findings, successes, lessons learned and suggestions for further development along the progress of the work to Livelihood Development Manager, who also coordinates the volunteer's tasks. TwB volunteer also works in close collaboration with Project Coordinator, Project Partner (CWCC), Master Trainers (TVET Centers), and relevant stakeholders. Education Advisor provides technical guidance and reflective support to TwB volunteer and is responsible for the overall coordination of the TwB volunteer of the country office.

Each TVET center is required to assign a focal point who closely works with the Livelihood Development Manager to coordinate the volunteers' tasks.

The working language in FCA Cambodia is English. The language of instruction in trainings is also English. Translation of the materials (English – Khmer) and interpretation during the training sessions will be provided by a local staff member.