
swisscontact

Terms of Reference

Feasibility study on Dual
Apprenticeships in Tanzania

Date: 17 February 2025

1. Background and Context

Swisscontact, supported by the Hilti Foundation, is undertaking an extended feasibility study to replicate the PropelA model for Dual Apprenticeship in the construction industry in Tanzania (as well as in Uganda, while entry points in Zambia have been identified since August 2024). The intent of this initiative is to build on the experiences of the Kenyan PropelA project with the local private sector in the driving seat, and to scale this up in other suitable contexts in Eastern Africa.

2 Objective of the Assignment

The objective of the assignment is to test the feasibility of replicating the PropelA model (and defining modifications needed) in the Tanzanian construction sector and to prepare for full project implementation. Main objectives are as follows:

- Deepen the analysis of the Tanzanian construction sector composition and recruiting needs / practices.
- Deepen the analysis of the Tanzanian vocational training system (legal framework, detailed actors mapping), including systemic enablers and constraints.
- Developing a detailed stakeholder map, identifying the key players who can have a true stake in such an initiative, resulting in:
 - Definition of the right trades and locations for dual Apprenticeship
 - Identification of a shortlist of highly committed key partners: 20 companies and 1-2 training centres.
- Showcasing the successful PropelA model to potential early adopters / key partner

3. Process

The feasibility phase consists of 3 stages while after each step a decision is taken to continue or stop the feasibility study in the respective country. starts mainly with desks studies (that can be complemented by selected key informant interviews), continues with workshops with industry partners and other stakeholders and ends with developing project design and an inception phase plan. Consultations workshops (stage 2) are key moments to meet potential industry partners in person and identify their overall capacity and motivation for co-creating a PropelA-like project. Further consultation (stage 3) will serve to get an informal commitment from key actors and might or might not be linked to an exposure visit to PropelA in Nairobi.

The consultant will support during stage 1 and 2 with the following task and deliverables (tasks and deliverables for a possible stage 3 to be defined at a later stage in a separate TOR).

The consultant will report to the team leader (Roman Troxler) and to the international consultant (tbd.) in his absence.

4 Key Tasks and Deliverables

- Lead desk research, resulting in an analysis of the Tanzanian vocational training system: legal framework for dual apprenticeship, financing modalities, detailed actors mapping, including systemic enablers and constraints.

- Lead desk research (and selected key informant interviews if needed) resulting in an analysis of the construction industry composition, with particular emphasis on plumbing and electrical: Market dynamics, role of domestic vs. foreign companies, market shares, role of specialized subcontractors, skills gaps...
- Lead a Preliminary Stakeholder Mapping: List of potential partner companies and schools, providing contact data of the companies executive management / HR Prepare Consultation meetings / workshop in March/April: Establishing contact with a jointly selected sample of companies to be met in person, organize agenda, transportation etc.
- Participate in consultation meetings together with the international team leader and/or international consultant
- Further Partner Capacity Assessment: Follow-up with key stakeholders, providing additional information in order to assess the different potential partner's capacities

Specifically, this assignment will lead to the following outputs, collectively achieved with the parties involved.

- Draft desk report on VET system and construction industry composition of max. 20 pages (by 9 March)
- Draft stakeholder mapping (by 16 March)
- Comprehensive Analytical report discussing feasibility of dual apprenticeship in the Tanzanian construction sector, key partners to be involved and needed adaptations to the Kenyan model (by 5 May)

5 Timeframe and duration

The assignment will take place from February to early May, 2025.

Indicatively, the activity and timing breakdown is as follows;

Activities	Time
Lead desk research, resulting in an analysis of the Tanzanian vocational training system.	5 days, until 9 March 2025
Lead desk research (and selected key informant interviews if needed) resulting in an analysis of the construction industry composition, with particular emphasis on plumbing and electrical installations	5 days, until 9 March 2025
Lead a Preliminary Stakeholder Mapping	5 days until 16 March
Prepare Consultation meetings / workshops	5 days until 29 March (tbc.)
Participate in consultation meetings (in Dar es Salaam and other locations if needed) together with the international team leader and/or international consultant	5 days in April (tbc.)
Further Partner Capacity Assessment	5 days until 5 May 30 days
Total days	

(The utilisation of these days will be agreed with the team leader and itemised in timesheets.) The Total Working Day allocation for these ToR is 30 days.

6 Required Qualifications

The external consultant must meet the following qualification requirements:

- Experience in working with donor-funded projects in the area of vocational education and training and employment (experience with dual VET is an advantage).
- Good understanding of the construction industry and network within this industry.
- Good understanding of collecting data and report writing
- Fluency in written and spoken English, knowing Swahili is a distinct advantage.

7 Deadline and Application

All application must be submitted by email to tz_info@swisscontact.org by **24 February 2025, 5pm EAT**. Valid applications must include the consultant's CV (max. 3 pages), a short technical proposal of max. one page, a budget overview with tariffs inclusive of all taxes, and at least one example of similar work.

The submitted applications will be evaluated according to the following criteria.

- Understanding of the Tanzanian VET system
- Understanding of the Tanzanian construction industry
- Relevant experiences of the consultant
- Budget

No correspondence will be entered into regarding the outcome of the selection process.

8 CONTACT

For further questions regarding this term of references or other aspects of this assignment, please contact tz_info@swisscontact.org