

## **Private Sector Engagement Models for Skills Development Consultant**

Project: USAID Industry-led Skills Development Program

Location: Tbilisi, Georgia

Employee classification: Short-term Local Consultant

Duration: up to 30 consulting days.

Starting date: On or around May 7, 2023

### **About IESC:**

IESC is a leading U.S. nonprofit organization that fosters private sector development in the economically developing world. Since 1964, we have delivered lasting solutions that have resulted in more than 1.5 million jobs in 137 countries. We partner with businesses, cooperatives, entrepreneurs, jobseekers, and governments to sustainably build capacity, create jobs, and grow enterprises, sharing proven skills and experience that improve the lives of individuals, families, and communities around the world. Our major funders today are the U.S. Agency for International Development (USAID) and the U.S. Department of Agriculture (USDA), among others.

### **About the USAID Industry-led Skills Development Program:**

IESC is implementing the United States Agency for International Development Industry-led Skills Development Program (the Program) in Georgia. The purpose of the Program is to develop industry-relevant human capacity to contribute to high-value employment opportunities and increased economic competitiveness in Georgia. The Program achieves this by systematically engaging employers to equip Georgians with skills demanded in sectors with high growth potential and create direct linkages between training programs and employment opportunities. The Program prioritizes interventions under three components:

Component 1: Incentivize private sector engagement in skills development;

Component 2: Establish skills training programs demanded by the private sector;

Component 3: Increase access to training opportunities for rural and priority populations.

Central to achievement of results under the Program is an innovative approach to competitive grants, which allows the Program to respond to gaps in the supply of skilled workers to meet high-growth industry needs, as well as address the needs of priority populations such as youth, women, ethnic minorities, people with disabilities (SWD), and people residing in close proximity to the Administrative Border Line (ABL).

### **Assignment Background:**

As a result of the Program's interventions, a significant number of private sector representatives have proposed to take part in the partnership schemes offered by the Program. Consequently, under the components mentioned above, a number of grant projects have already been implemented, and a number of additional projects are being implemented on an ongoing basis, thereby exhibiting a diverse range of modalities of private sector engagement (PSE) in skills development.

In order to explore the effectiveness of the Program's approaches to increasing the private sector's interest in engagement, as well as successes and challenges related to the implementation of PSE modalities, the Program intends to conduct an analysis and develop a white paper on Private Sector Engagement Models for Skills Development.

For this purpose, IESC is seeking a short-term Local Consultant to help an international consultant identified by the Program to conduct such an analysis and develop the aforementioned white paper.

**Objective:**

The overarching objective of the proposed assignment is to support an international consultant to review and analyze the Program's efforts to engage the private sector to invest in skills development, the types and design of the partnerships and engagement modalities developed, and the prospects for the resulting activities to build a durable foundation for advancing lasting improvements in Georgia's skills development ecosystem, as well as potentially serving as a model that could achieve similar goals in other countries.

**Tasks:**

The Local Consultant will support an international consultant in addressing a variety of questions, including but not limited to the following:

- How has the Program's demand-driven design enabled it to be adaptable and flexible in a dynamic environment?
- Which efforts did the Program undertake to engage the private sector in discussions about its skills needs and those of its specific industry sectors, and what lessons were learned from this process in terms of effectiveness and efficiency?
- Of the Program's various co-investment and organizational resources, which have elicited the greatest interest from the private sector and why?
- How willing were private sector representatives to invest their own time, in-kind, and financial resources in skills development, and how could these findings inform future program design?
- How willing were private sector players to partner, whether with other businesses, educational institutions, or other stakeholders, in order to advance skills development?
- What types of partnerships emerged from the Program's efforts to facilitate private sector engagement in skills development, and can any preliminary conclusions be drawn as to the effectiveness and sustainability of various partnership models?
- How do the ability and willingness of the Georgian private sector to engage in skills development compare to those of one or more other countries in a similar stage of economic and political development?

Specific anticipated tasks for the assignment include support to the international consultant in the following:

1. Conducting desk research on the Program and how it works to catalyze the development of demand-driven skills development, with a particular emphasis on private sector engagement.
2. Designing a robust research framework in conjunction with the Program.
3. Drafting questionnaires for interviews with Program stakeholders, including current and former partners and grantees, skill development program trainees/beneficiaries, USAID/Georgia representatives, Program staff, and relevant Government of Georgia agencies.
4. Contacting Program stakeholders, including current and former partners and grantees, skill development program trainees/beneficiaries, USAID/Georgia representatives, Program staff, and relevant Government of Georgia agencies and conducting and/or helping to conduct meetings and/or interviews with them.
5. Providing logistical and translation/interpretation support to the international consultant
6. Based on findings from the desk research and interviews, supporting the international consultant to 1) draft a white paper that contains lessons learned on the effectiveness and replicability of private sector engagement mechanisms created through the Program, best practices/recommendations for future interventions based on desk and in-person research, and any other relevant findings, and 2) prepare a PowerPoint presentation summarizing the key findings and conclusions of the conducted research.

#### **Qualifications and Requirements:**

- Postgraduate university degree in business administration, economics, sociology or similar.
- Experience in collecting data and making analysis.
- Understanding of private sector specifics.
- Vocational skills development related knowledge and experience will be considered as an advantage.
- Strong analytical skills.
- Great attention to detail.
- Good communication aptitude and ability to liaise with various stakeholders, including private sector organizations and training providers.
- Native Georgian and fluent English communication skills, including professional experience in oral interpretation and written translation between the two languages.

How to apply: Please submit a Curriculum Vitae, including a minimum of three references in English, and a letter of interest. Applications will be accepted until **May 5, 2023**. Finalists will be contacted by IESC. Preselected applicants will be requested to submit their documents related to the consultancy matter.

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