



Call for Expression of Interest

**Market Gap Assessment for the “Capacity
Development in Renewable Energy through Technical
and Vocational Education and Training Project”
MGA-CDRE-TVET**

TERMS OF REFERENCE

November 2022.

1. About us

Established in 2009, Pamoja for Transformation is a national Non-Governmental Organization (NGO) registered in Kenya as a Trust. The organization envisions a Peaceful, Just and Prosperous society. Pamoja for Transformation serves communities affected by conflict with resources and tools to move from crisis and poverty to peace and development. We seek to contribute to resolving structural and latent conflicts that commonly arise from weak governance systems, historical injustices, ethno-politics and economic inequalities. To this end, we adopt an integrated approach to development that combines peace building, participatory governance and economic development strategies to attain sustainable change.

We work amongst conflict-affected communities in East Africa, supporting local, community-based initiatives that strengthen resilience against violence and promote economic stability and employment. Since its inception, Pamoja for Transformation has implemented projects in rural and urban areas on the Coast, Nairobi, Western and Northern Kenya. We attach importance to capacity development in the areas of civic rights and duties, electoral processes and business development. All projects contribute to the goal of improving the safety and socio-economic situation of disadvantaged communities.

Pamoja has four core program areas namely: (1) Skills and Enterprise Development (2) Peace and Governance (3) Climate Change Mitigation and Adaptation (4) Institutional Development. The organization operates at the nexus of security, peace and development, and works with civil society, donor agencies, and private sector and state institutions to address the push and pull factors of violence as well as drivers of poverty. We, therefore, adopt an integrated approach to development that combines peacebuilding, participatory governance, formal education and economic development strategies to attain sustainable change. We purposefully integrate climate change and gender across all our activities by promoting a green economy.

2. Background

Pamoja is implementing a capacity development in renewable energy project to equip 120 youth aged 18 to 24 with demand-led technical skills in the renewable energy sector. The project targets to reach a total of 120 people thereof 35% women and 40% youth. Trainees will participate in a three months' classroom training followed by three months of industrial attachment and WTS and NITA Energy assessment and certification. The technical training shall take place at the NITA- Nairobi centre.

The goal of the project is to improve employment and economic opportunities for the youth through cooperation with the public and private sectors by supporting young Kenyans aged between 18 to 24 years to access job opportunities in the renewable energy sector. The project will promote demand-oriented skills and develop a renewable energy talent pool, thereby increasing the number of skilled technicians in the renewable energy subsectors to fill the skills shortage experienced in Kenya by both public and private sector stakeholders (including retailers, technicians, consumers and technology innovators in the renewable energy space. This will be achieved through skills training, practical exposure through industrial attachment and matching trainees to jobs.

The project will facilitate the linkage of trained young people to jobs through a partnership with the private sector where 50% of the 120 trained young people will be linked to employment opportunities through direct formal jobs.

The scope of the consultancy- market gap assessment is within Nairobi metropolitan with a possibility of extending to other counties.

3. Purpose of the consultancy

A key aspect within the project is assessing the existing market gap within the existing and potential renewable energy courses. The project implementation team has worked to develop a draft Market Assessment report that needs further improvement on certain sections as well as generation of new findings to inform the development of training curriculum at NITA Grade Test III level. The organisation is therefore seeking to contract a consultant to support in undertaking the Market gap assessment on the following renewable energy sub-sectors:

1. Solar (Solar Installation, Mini-grids, Solar thermal, Solar lighting)
2. Biogas/biomass/Biofuel
3. Transmission/high voltage electrification

The consultancy shall entail:

- a) A detailed analysis of existing local skills gaps and skills matching services for the renewable energy sector:
 - Information on the current status of the renewable energy field and its sub-sectors.
 - Information on the upcoming sub-sectors in the renewable energy field.
 - Information on which subsectors in the renewable energy field have potential for job creation.
 - Potential career pathways within the renewable energy sub-sectors
 - Information on profiles/descriptions for renewable energy occupations/jobs
 - Information on labour-, goods and service market needs (current & forecasts) through STCs
 - Determination of skills gaps and training needs for youth and woman in renewable energy sub-sectors
 - Available manpower/jobs information on the above-mentioned renewable energy sub-sectors.
 - Available job portal for trainees seeking job opportunities, career guidance and career platform services
- b) Conclusions and recommendations for renewable energy training to be delivered

4. Objective

The outcome of the assessment and information gathered from key players and relevant stakeholders in the renewable energy subsectors will be the baseline for curriculum design and delivery. The assessment will obtain basic information about the renewable energy sectors including the potential employers, and skills required and ascertain various entry-level and career development job opportunities.

The assessment will therefore seek to:

1. Establish a diverse market demand for different components within renewable energy sub sectors listed above through a jobs analysis to understand the cumulative jobs likely to be created between 2023-2025

2. Identify the skills gap and priority training areas for up-skilling and skilling to promote sustainable use of renewable energy.
3. Establish the impediments/challenges within each sub-sector that undermine the development and use of renewable energy technology in Kenya.
4. Identify industry specific skills/training needs and gaps existing in the above prioritized sub sectors. This will also help in identifying placement and job opportunities for trainees.
5. Identify opportunities for the growth and innovation of the Renewable Energy sub sectors and skills training in the TIVET and other tertiary institutions.

5. Deliverables

The following are the key deliverables in response to the call for EOI:

- i. A technical proposal detailing your understanding of the Terms of Reference, outlining the scope of works, including work plan, methodology for qualitative and quantitative data collection and analysis, as well as data collection processes and tools.
- ii. Literature review and share available resources within renewable energy as guided by your understanding of the Terms of Reference.
- iii. Profile of consultant clearly describing previous experience in conducting similar assignment. Include CV of the consultant and or his/her team with contact information of at least three references from similar assignments undertaken by the consultant.
- iv. Detailed financial proposal in Kenya Shillings, inclusive of VAT.

6. Desired Qualification/Competencies

The consultant must demonstrate the following qualifications:

- (i) Minimum of 5 years of experience in a relevant field related to the renewable energy sub-sectors.
- (ii) Degree or advanced studies in the Energy sector preferably Engineering (Electrical) and/or Renewable Energy.
- (iii) Hold a valid certificate for practicing at least one of the related Sub-sectors
- (iv) Ability to access public and private stakeholders for purpose of gathering relevant information
- (v) Availability and willingness to work with a diverse team.
- (vi) Fluency in English and Swahili (written and spoken).

7. Timeframe

This consultancy is for **ten (15) working days** and shall be conducted between **28th November 2022** to **15th December 2022**.

8. Instructions for Submission

Submissions must be sent to info@pamoja-transformation.org with Subject: **MGA-CDRE-TVET** and copy koballa@pamoja-transformation.org by **5:00pm EAT on 22nd November 2022**. The subject title of your mail should be; **Market Gap Assessment**

Our commitment

Pamoja for Transformation is an Equal Opportunity Employer and is committed to Safeguarding and Promoting the Welfare of Children, Youth and Vulnerable Adults and expects all Staff, consultants and Partners to Share this Commitment.