

**GROUPE DE LA BANQUE AFRICAINE DE DEVELOPPEMENT  
DEPARTEMENT DU DEVELOPPEMENT HUMAIN**



**REQUEST FOR EXPRESSIONS OF INTEREST**

**AFRICAN DEVELOPMENT BANK**

***Immeuble CCIA, Avenue Jean-Paul II, Plateau – 01 BP 1387 Abidjan RCI  
Education, Human Capital and Employment Division  
E-mail: [p.ekoh@afdb.org](mailto:p.ekoh@afdb.org) Telephone: (225) 2026 1769***

**SUBJECT: RECRUITMENT OF A CONSULTING FIRM FOR THE CONDUCT OF THE  
FEASIBILITY STUDY ON UNDERSTANDING THE SKILLS GAP IN THE ECONOMIC  
GROWTH SECTORS OF LIBERIA**

The Education, Human Capital and Employment Division (AHHD.1) in Human Capital, Youth and Skills Development Department (AHHD) at the African Development Bank (AfDB) requires the services of a consulting firm to conduct a feasibility study on understanding the skills gap in the Economic Growth sectors of Liberia. The feasibility study seeks to facilitate the assessment and evaluation to understand the existing capacity gaps in the following economic growth sectors: agriculture, energy, education and training, mining, health, ICT, and entrepreneurship of the Liberian economy as well as design a corresponding capacity building framework and other interventions as may be necessary to support the growth sectors.

**SPECIFIC OBJECTIVES**

- a. To conduct a diagnostic study that will generate data on the existing gaps in human capital, Skills development infrastructure, and institutional capacity required in the identified growth sectors;
- b. To enable policymakers to understand details of the depths of current challenges facing the economic growth sectors of Liberia;
- c. To provide data that will inform the conduct of evidence-based intervention in the area of human Capital and Skills development in the identified economic growth sectors
- d. Generate a study that will enhance employability and access to decent employment opportunities among youth and women through human capital and skills development
- e. To develop a pipeline of next-generation entrepreneurs thereby creating additional 10,000 businesses and 500,000 additional jobs by 2031

- f. To enhance the efficiency and productivity of the national workforce
  - g. Generate data that will feed into the Country Diagnostic Note (CDN) and the next Country Strategic Paper (CSP) for Liberia.
1. The estimated duration of the services is **three months** and expected to commence on **October 2022**.
  2. The African Development Bank, through the Education, Human Capital and Employment Division (AHHD.1) now invites eligible consultants to indicate their interest in providing these services. Interested consultants must provide information indicating that they are qualified to perform the services (brochures, description of similar assignments, experience in similar conditions, availability of appropriate skills among staff, etc.). Consultants may constitute joint ventures to enhance their chances of qualification.
  3. Eligibility criteria, establishment of the short-list and the selection procedure shall be in accordance with the Bank’s Procurement Policy and procedure for the recruitment of corporate consultants. Please, note that interest expressed by a Consulting Firm does not imply any obligation on the part of the Bank to include it in the shortlist.
  4. Interested Consulting firms may obtain further information **by contacting the email indicated below**.
  5. **Evaluation Criteria**

Criteria	Score %
1. General qualification and experience in the area of expertise	40
2. Similar experience	30
3. Availability of skills within the personnel of the company during the period planned for the execution of the contract	20
4. Experience with MDBs and DFIs in the Social Sector	10
5. Total	100

6. Expressions of Interest must be received at the email address below no later than **Friday, 19 August 2022 at 17:00** local time and specifically mentioning “Expression of Interest

to conduct the feasibility Study on understanding the skills gap in the Economic Growth sectors of Liberia. Submission could be done via email:

*For the attention of Ms. Hendrina Doroba, Manager,*

*Education, Human Capital and Employment Division (AHHD.1), Human Capital, Youth and Skills Development Department (AHHD)*

*African Development Bank*

*Email:*

*To: [p.ekoh@afdb.org](mailto:p.ekoh@afdb.org); [k.takei@afdb.org](mailto:k.takei@afdb.org)*

*CC: [h.doroba@afdb.org](mailto:h.doroba@afdb.org); [j.muganza@afdb.org](mailto:j.muganza@afdb.org)*

# TERMS OF REFERENCE FOR THE CONDUCT OF A STUDY ON UNDERSTANDING THE SKILLS GAP IN THE ECONOMIC GROWTH SECTORS OF LIBERIA

## 1.0 Background

Liberia's National Development Plan, the "Pro-Poor Agenda for Prosperity and Development (PAPD) 2018 – 2023", underscores human capital development and job creation as key drivers for sustainable social and economic development and growth in pillars I and II, with Pillar I accentuating empowerment of Liberians with the requisite skills to gain control of their lives through more equitable provision of opportunities in education, while pillar II emphasized economic stability and job creation through effective resource mobilization. The third pillar emphasizes conducive security for sustainable development. Toward the achievement of the national vision, the Ministry of Education has successfully initiated several policies geared toward addressing human capital and skills development. Some of these include (a) the Education Reform Act (2011), (b) National Girls Education Policy, (c) Special and Inclusive Education Policy; (d) National School Health Policy, and (e) Education Sector Plans (2010 – 2020), (2016 - 2021) as well as (2022 – 2027). They all equally emphasize equitable access to quality, relevant, inclusive education and training at all levels.

Before the Liberia civil crisis, the Liberian economy was on the brink of becoming a middle-income economy. Agriculture, Mining, Energy, Health, Education and Training, and Entrepreneurship were all vibrant, productive, and forward-looking. Youth employability and employment prospects were promising. At the time, terminal levels of education in Liberia played a crucial role in enhancing human capital development. Employment and decent work opportunities were available for graduates. The civil conflict ravaged the institutional, infrastructures, human capital, and social and economic sectors of Liberia. Most of the skilled manpower were either killed or fled in search of safety and greener pasture. The current population of Liberia is approximately 5.3M (LISGIS 2011); and of this figure, around 64% constitutes an economically active population (EAP) aged between (15 – 64 yrs). The report on Liberia Labor Force Survey was last published in 2010.

Considering the level of peace and stability, specifically with the conduct of two successive democratic elections characterized by peaceful transition, one is inclined to accentuate that Liberia is on a trajectory for infrastructural, social, and economic reconstruction. In this regard, Pillar III of the PAPD commits the government to ensure that sustainable peace and security prevails. This supports improvement in human capacity and the development of a knowledge economy. Consequently, efforts are being made by partners in support of the government's national development initiatives. For instance, in 2019, the Government of Liberia received funding from the World Bank aimed to improve equitable access and quality of secondary education in Liberia. Through a project named and styled "Improving Results in Secondary Education (IRISE). A key intervention of the IRISE Project is to develop digital skills and competencies in all public secondary schools. Additionally, in 2018, the European Union (EU) provided funding support for skills development under a project called "Youth Rising". Under this project, seven TVET

institutions were rehabilitated and equipped with 21<sup>st</sup> Century state of the art equipment, and scholarships were provided to several TVET teachers in graduate studies abroad

In an effort to create a healthy environment for entrepreneurship growth, in 2011, the Ministry of Commerce and Industry developed the Micro, Small, and Medium Enterprises (MSMEs) Policy which addresses the four overarching constraints faced by entrepreneurs in Liberia: Access to Finance, Access to Market, Capacity Building, and Legal and Regulatory Reform.

Howbeit, to address these existing capacity gaps, it is important to carry out diagnostic studies of the following economic growth sectors: agriculture, energy, education and training, mining, health, ICT, and entrepreneurship of the Liberian economy as well as design a corresponding capacity building framework and other interventions as may be necessary to support the growth sectors. Because of the foregoing, the Government of Liberia is proposing the conduct of a diagnostic study with a specific focus on the above economic growth sectors. To achieve this objective, a consulting Firm will be procured to carry out these assessments. We hope that the study when conducted, will generate data that will support the conduct of evidence-based research on skills gaps within the sectors. Additionally, findings from the research are expected to present a broader picture of the challenges facing these sectors.

## 1.1 objectives

The objectives of the diagnostic study are as follows:

- To conduct a diagnostic study that will generate data on the existing gaps in human capital, Skills development infrastructure, and institutional capacity required in the identified growth sectors;
- To enable policy-makers to understand details of the depths of current challenges facing the economic growth sectors of Liberia;
- To provide data that will inform the conduct of evidence-based intervention in the area of human Capital and Skills development in the identified economic growth sectors
- Generate a study that will enhance employability and access to decent employment opportunities among youth and women through human capital and skills development
- To develop a pipeline of next-generation entrepreneurs thereby creating additional 10,000 businesses and 500,000 additional jobs by 2031
- To enhance the efficiency and productivity of the national workforce
- Generate data that will feed into the Country Diagnostic Note (CDN) and the next Country Strategic Paper (CSP) for Liberia.

## **2.0 Description of the assignment and key deliverables**

### **2.1 Assess the Skills gap in the Agriculture Sector nation-wide to explore investment possibilities**

The consultant will assess the following key areas within the agriculture sector including; Infrastructure in the institutions, human capital and skills development and make the appropriate recommendations for intervention, other areas will include:

- Assess road
- Storage facilities
- Cooperatives
- Agriculture tool

### **2.2 Assess the Energy Sector**

The consultant will assess the following key areas within the energy sector including; the skills gap in the energy sector regulatory framework, policies, and strategies, human capital, and skills development, and make the appropriate recommendations for intervention, other areas will include:

- Environmental sustainability
- Social sustainability
- Economic sustainability

### **2.3 Assess the Mining Sector**

The consultant will assess the following key areas within the Mining Sector of Liberia including; institutions, human capital, and skills development, and make the appropriate recommendations for intervention, other areas will include:

- Ecological protection of natural resources
- The environment
- Social development
- Community development

### **2.4 Assess the Health Sector**

The consultant will assess the following key areas within the Health Sector of Liberia including; infrastructure, institutions, human capital, and skills development, and make the appropriate recommendations for intervention, other areas will include:

- Population
- Specialize Doctors
- Emergency

**2.5 Assess the Education Sector**

The consultant will assess the following key areas within the Educator Sector of Liberia including; infrastructure, institutions, human capital and skills development and make the appropriate recommendations for intervention, other areas will include:

- Curriculum
- Teachers Management
- Employable or livelihood skills
- ICT in education

**2.6 Assess Entrepreneurship Development**

The consultant will assess the following key areas within the entrepreneurship including; infrastructure, institutions, human capital, and skills development, and make the appropriate recommendations for intervention, other areas will include:

- Liberian own business
- Business start-up
- Small Business
- Sustainability

3.0 the consultant is expected to submit the following:

Deliverables
Inception report
Zero drafts of the feasibility Study
A final draft of the feasibility study report
A final post-validation study report
All annexes as necessary

1. The report should determine the feasibility of rolling out a vigor evidence-based research on the following growth sectors of Liberia: education, health, agriculture, energy and entrepreneurship;
2. Develop and recommend policy framework and strategies for effective national Human Capital skills development program in Energy, Agriculture, Education, Health and ICT;
3. Develop and recommend an institutional framework and identify the roles and responsibilities of various players in the subject matter,
4. highlight some best practices in similar jurisdictions that can be tailored to the local context in Liberia;
5. Recommend measures and initiatives for monitoring and evaluating the progress of the program and the performance of the various actors,
6. Provide recommendations for any legal and regulatory changes to ensure robust and all-inclusive economic development programs in Liberia;
7. Recommend an estimated cost for effective implementation of both demand and supply-driven economic recovery program nation-wide.



**Required competencies**

1. Ability to facilitate and conduct research and work with diverse groups including government officials and people with diverse backgrounds
2. Excellent communication skills (spoken, written, and presentational)
3. Independent and good problem-solving skills
4. Good interpersonal skills and ability to work together with teams.
5. Familiarity with Liberia's development policies, Labor policies, Human Capital, and Skills development initiatives will be an added advantage.
6. Good working knowledge of curricula, technical platforms including e-learning authoring tools, multimedia web and virtual classroom technologies, mobile apps, and social media appropriate to support technology-enhanced learning
7. Strong quantitative and qualitative research skills
8. Evidence of quality report writing and presentation skills such as publications in accredited spaces.

**Qualification**

The Consultant or Firm should have a minimum master' Degree in Education Evaluation, Labor Economics, Social Research, public policy, or related field with a minimum of seven years of relevant professional experience with demonstrated expertise in the field of economic research in relation to Human Capital, Skills development, employability/Job Skills, Labor market survey and experience in the leadership of research programs. A Ph.D. in the related field will be an added advantage.

The consulting Firm should have proven experience in the development of policy briefs within Liberia and related project strategic documents

**Administrative Schedule:**

The consultant or firm will report to the Ministry of Education, which will facilitate coordination with the other consultants and relevant Ministries Agencies and Commission (MACs).

**Language Requirement:**

**Excellent oral and writing skills in English.**

**Timeframe:**

The duration of the assignment is expected to be three (3) calendar months. The number of days of honorarium, the payment modalities, and the detailed cost of the assignment will be agreed upon with the selected consultant or firm.