

TERMS OF REFERENCE FOR CONSULTANTS

1. The Asian Development Bank (ADB) funds are pooled with those from other development partners and managed by the United Nations Development Programme (UNDP). UNDP will administer the funds in accordance with its rules and procedures and will be responsible for procurement, hiring consultants and financial reporting. The funds transfer will be regulated by the Administrative Arrangement between UNDP and ADB.

Output 1 – Report on emerging professions opportunities for Kazakhstan

2. The technical assistance (TA) will engage a specialized and highly qualified consulting firm, with a minimum 5 year-experience relevant to conducting large-scale and in-depth research and big data analysis.

3. In executing the terms of reference (TOR) prepared for the assignment, the firm will hold discussions with MLSP, MNE and any other relevant stakeholder in the project. The firm will ensure that the methodology adopted in report preparation is aligned with the intended objective of the assignment and will ensure the quality of the final outputs. Specific tasks include, but are not limited to:

- identify development trends and snapshot of labor market in Kazakhstan before COVID-19 pandemic
- conduct diagnostic analysis of COVID-19 impact on the labor market, employment, population incomes in Kazakhstan, including gender gap analysis and gender issues affecting women's labor force participation
- prepare a foresight of employment prospects in Kazakhstan in the post-pandemic period, including foresight of development prospects by industries and regions
- provide a detailed analysis of universities and colleges' programs with regard to the most demanded professions of post-COVID environment, including gender gap analysis
- deliver project presentations and help introducing to relevant government agencies basic deliverables of the TA.

Output 2 - Training programs for skills development

4. The technical assistance (TA) will engage a specialized and highly qualified firm, with a minimum 5 year-experience relevant to conducting trainings and retraining programs, including online and offline as appropriate.

5. In executing the terms of reference (TOR) prepared for the assignment, the firm will hold discussions with MLSP, MNE and any other relevant stakeholder in the project. The firm will ensure that the methodology adopted in delivering training programs is aligned with the intended objective of the assignment and will ensure the quality of the final outputs. Specific tasks include, but are not limited to:

- propose a capacity development framework that ensures that online training programs include active learning; case-studies and follow-up tasks

- develop individual employment schemes through mentoring, counseling and orientation
- design and conduct a gender sensitive and inclusive training programs to support capacity development for beneficiaries
- monitoring and further assessment of the training programs impact on the labor market using sex-disaggregated data
- develop practical recommendations for the development of related training programs.

Output 3 - Training programs for SMEs to enter emerging industries

6. The technical assistance (TA) will engage a specialized and highly qualified firm, with a minimum 5 year-experience relevant to conducting online trainings and retraining programs for SMEs.

7. In executing the terms of reference (TOR) prepared for the assignment, the firm will hold discussions with MLSP, MNE and any other relevant stakeholder in the project. The firm will ensure that the methodology adopted in delivering training programs is aligned with the intended objective of the assignment and will ensure the quality of the final outputs. Specific tasks include, but are not limited to:

- propose a capacity development framework that ensures that online training programs for SMEs are gender inclusive and comprise active learning; case-studies and practical tasks and courses are relevant to post COVID19 environment.
- design and conduct a gender sensitive and inclusive training programs to improve SMEs capacity for entering the emerging industries
- monitoring and further assessment of the training program's impact on the SMEs performance in entering emerging industries using sex-disaggregated data
- prepare recommendations for the state employment policy on the industries which will experience an increased demand of labor in the post-COVID-19 environment
- prepare recommendations for the monitoring of the related training programs.