



**EMPOWERING YOUTH IN SUSTAINABLE AQUACULTURE MARKETS AND
JOBS CREATION
PROGRAM (YISA)**

**TERMS OF REFERENCE
FOR**

**LIFE SKILLS TRAINING FOR YOUNG PEOPLE PARTICIPATING IN YISA
PROGRAM**

1. About Farm Africa

Farm Africa is a non-governmental organization (NGO) that reduces poverty in Eastern Africa by helping farmers grow more, sell more and sell for more: we help farmers to not only boost yields, but also gain access to markets, and add value to their produce.

Farm Africa is implementing the Empowering Youth in Sustainable Aquaculture Markets and Jobs Creation program (YISA) in partnership with the Mastercard Foundation. The programme aims to tap the potential offered by the aquaculture and mariculture sectors for entrepreneurship and employment, building knowledge and capacity so that young people, especially women, are attracted by the opportunities and growth potential offered by working in aquaculture and mariculture sectors. The programme covers Kakamega, Kisumu, Homabay, Busia, Siaya and Kilifi counties.

Farm Africa is seeking to recruit an experienced consulting firm to conduct a capacity needs assessment and deliver appropriate life skills training program to YISA program participants. The consultant will seek to understand the key challenges experienced by the young people within the aquaculture sector; identifying opportunities for the young people and equipping them with relevant skills that are crucial for personal and professional success, health, and overall well-being. The consultant will equip the young people with the tools necessary to navigate challenges, build meaningful relationships, and contribute positively to society.

2. Purpose of the Assignment

The purpose of this consultancy is to provide targeted comprehensive training on essential life skills to the young people operating within the aquaculture sector. This initiative will equip the young people with the necessary skills to navigate personal, entrepreneurial and professional challenges, enhancing their capacities and fostering personal growth and development. The trainings will focus on a holistic approach to the young people development, addressing various aspects of their lives to ensure they are well prepared for the future.

By empowering the young people with these skills, we aim to contribute to their overall well-being and success in both their personal development, interpersonal relationships, adaptability and resilience and civic and professional engagements. This life skill development will be a foundational aspect of education and personal growth that benefits not just the young people, but also the communities as a whole.

3. Assignment Objectives

The main objectives of the consultancy are:

- Conduct a like skills capacity needs assessment for the young participants recruited in YISA program
- Develop a comprehensive life skills training program tailored to the specific needs of the young people. The program should be designed so that it addresses the unique challenges faced by young people within the aquaculture sector.
- Deliver comprehensive life skills trainings to the young people and provide them with tools they need to succeed in life.
- Enhance the participants' soft skills abilities in areas such as communication, problem-solving, decision-making, and emotional intelligence, skills that are crucial for personal and professional success that will help the young people effectively navigate various situations.
- Provide practical tools and techniques that the young people can apply in their daily lives and future endeavors. The training should include hands-on activities and real-life scenarios to ensure that participants immediately implement what they would have learned.

4. Scope of Work

The consultant will be responsible for,

- Conducting a thorough needs assessment to identify the specific life skills required by the target group. This assessment will involve engaging with the young people, stakeholders, and community leaders to gather insights and ensure the training program is relevant and

impactful.

- Designing a comprehensive training curriculum that covers key life skills topics. The curriculum will be structured to provide a balanced mix of theoretical knowledge and practical application, ensuring that participants gain a deep understanding of the concepts and can apply them in real-life situations.
- Delivering interactive and engaging training sessions. The consultant will use a variety of training methods, including workshops, group activities, role-playing, and discussions, to ensure that the sessions are dynamic and engaging for the participants.
- Providing follow-up support and resources to ensure the sustainability of the training outcomes. This may include additional training sessions, mentoring, and access to online resources and tools to help participants continue their development after the initial training.

5. Deliverables

The consultant will be expected to deliver the following:

- A comprehensive report on the needs assessment findings. This report will provide insights into the specific needs of the target group and recommendations for addressing these needs through the training program.
- A detailed training curriculum and materials. This will include lesson plans, handouts, presentations, and any other resources needed for the training sessions.
- A schedule of training sessions. This schedule will outline the dates, times, and locations of the training sessions, as well as any logistical details that need to be considered.
- A final report summarizing the training outcomes and recommendations for future initiatives. This report will evaluate the effectiveness of the training program, highlight key achievements, and provide suggestions for future improvements.

5.1. Structure of the Assignment

| Objective | Key activities | Deliverable |
|--|---|---|
| 1. Conducting a thorough needs assessment to identify the specific life skills required by the target group. | <ul style="list-style-type: none">• Needs assessment tools development• Data collection plans: Target respondents, enumerators trainings, data collection plan• Data analysis and report• Recommendations sharing with consortium and stakeholders | <ul style="list-style-type: none">• A comprehensive report on the needs assessment findings and recommendations |
| 2. Designing a comprehensive training curriculum that covers key life skills topics. | <ul style="list-style-type: none">• Training curriculum development• Training modules development• Training materials development: lesson plans, handouts, presentations, and other resources needed to deliver the trainings | <ul style="list-style-type: none">• Developed (mentioned) training materials |
| 3. A schedule of planned training sessions. | <ul style="list-style-type: none">• Training approach to be used by consultant• A schedule outlining the dates, times, and locations of training sessions• Required logistics for consideration to deliver trainings. | <ul style="list-style-type: none">• Comprehensive training schedule and required logistics |
| 4. A final report summarizing the training outcomes and recommendations for future initiatives | <ul style="list-style-type: none">• Output and outcome report for the trainings delivered• Post training evaluation report• Consultants recommendations | <ul style="list-style-type: none">• Final life skills training report |

6. Timelines

The consultancy will be conducted over a period of six (6) months. Specific timelines will be agreed on based on the scope of work and the approach that the consultant will adopt in delivery of the training to the program participants.

7. Consultant Qualifications and experience

The ideal consulting firm should have:

- Proven experience in designing and delivering life skills training programs. The consultant should have a track record of successfully implementing similar programs and achieving positive outcomes.
- Strong facilitation and communication skills. The consultant should be able to effectively engage with the young people, convey complex concepts in an understandable manner, and facilitate discussions and activities.
- Knowledge of young people's development. The consultant should have a deep understanding of the challenges and opportunities faced by young people and be able to design a training program that addresses their specific needs.
- Ability to engage and motivate young people. The consultant should be able to create a positive and supportive learning environment that encourages active participation and fosters a sense of empowerment among the participants.

8. Expressions of Interest

Interested consulting firms are requested to submit the below;

- i. A proposal detailing their interpretation of the TORs. The proposal should include a detailed plan for conducting the needs assessment, designing the training curriculum, delivering the training sessions, and providing follow-up support.
- ii. Financial proposal.
- iii. Detail Curriculum Vitae, which should include samples of previous consultancy work.
- iv. Three references - (should include recent clients – not more than two years old)

9. How to apply

Interested consultants are requested to send their Expression of Interest (EOI) of technical and financial proposal.

All documents should be submitted by email to procurementkenya@farmafrica.org, indicating the title/subject line as “ **LIFE SKILLS TRAINING FOR YOUNG PEOPLE (YOUTH).**” to reach us by **11th April 2025 at 5:00 PM EAT.**