



## TERMS OF REFERENCE

### CONSULTING ASSIGNMENT

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#### WORK PACKAGE

Systems Mapping, Youth Economic Opportunities

<b>LOCATION</b>	VIETNAM
<b>APPLICATION DEADLINE</b>	April 14, 2021
<b>EXPECTED START DATE</b>	Late April, 2021
<b>REPORTING TO</b>	Country Manager, VIETNAM
<b>EXPECTED LEVEL OF EFFORT</b>	Part time for around 2-3 months
<b>BUDGET AVAILABLE</b>	Up to CAD \$5,000

#### Terms of Reference

World University Service of Canada (WUSC) is a Canadian non-profit organization with a mission to enhance education, economic opportunities, and empowerment for youth. We work with a diverse network of students, volunteers, institutions, governments, and businesses. Together, we foster youth-centered solutions to overcome inequality and exclusion.

WUSC's Volunteer Cooperation Program called IGNI+E (Innovative Global Networks for Inclusion + Equality, pronounced IGNI+E), is a 7-year initiative (2020-2027) funded by Global Affairs Canada, that will strengthen the performance of 70+ partner organizations to advance gender equality and economic empowerment for 1.2 million poor and marginalised youth, in particular young women (70% women). The IGNI+E Project will harness the knowledge, capacity and expertise of skilled Canadians through 1200 volunteer assignments to assist partners to improve their performance, advocate for gender equality, and implement more sustainable, innovative and inclusive initiatives and services for poor and marginalised youth, particularly young women.

#### Background of the Project

There is a growing body of evidence that specialized employment and entrepreneurship programs for young people do work, especially when they target the marginalized, and when they combine training with other forms of support. Given this background, IGNI+E aims to respond to these challenges by supporting 70+ partners across six countries to improve their performance in delivering inclusive and innovative programming

that advances gender equality. Through the improved performance of service delivery organisations, employers, government bodies, training institutions, advocacy groups, and a higher-performing and more inclusive ecosystem of stakeholders (Intermediate Outcome 1100), IGNI+E will contribute to the improvement of the socio-economic well-being of poor and marginalised youth, particularly young women, and in some countries forcibly displaced youth, by generating inclusive and sustainable employment and entrepreneurship opportunities (Ultimate Outcome).

The IGNI+E program prioritizes systems thinking and systems practice in all work with partners, volunteers and stakeholders. The program defines systems-led practice as:

*Making decisions regarding your organizational strategy based on understanding the systems within which you work and then envisioning wider system change goals – goals you know you can't achieve alone but which help guide your actions so that those actions connect with, build upon, and contribute to the wider impact of the collective.*

This consultant will work with WUSC staff, partner organizations and volunteers in **VIETNAM** to support a process of systems mapping and identification of spaces for collaborative action. To do so, the consultant will facilitate a process of systems mapping that will 1) specify challenges and opportunities faced by marginalized young people, especially young women and refugees 2) map the root causes of these problems along with potential solutions and gap; and 3) offer recommendations on a) potential new partnership opportunities and/or actions to be undertaken by IGNI+E; and b) opportunities for IGNI+E local partners to invest in new goods and services relevant to these challenges and opportunities; c) opportunities for collaboration between IGNI+E partners to tackle key challenges and respond to opportunities.

The consultant will collaborate with a global team of researchers, students and consultants working in Canada, Kenya, Malawi Uganda, Ghana, Sri Lanka and Vietnam. While working specifically in the context of a single country, the consultant will be expected to collaborate with global peers to share learning outputs and strategies. The consultant will be supported by young people from the seven countries listed above participating in WUSC's 2021 [International Seminar](#). These young students and young professionals will provide research support and assist in the documentation of results and recommendations.

The consultant will work both in person and virtually, depending on the local context. She or he will be expected to have access to a computer able to run the most recent version of Google Chrome, and adequate internet connection to participate in web conferencing and online collaboration.

### **Component 1: Systems Analysis**

The consultant will work with WUSC staff, volunteers and partners to conduct a systems gap analysis of key problems or problems, associated with youth employment and entrepreneurship, that has been identified by WUSC partner organizations. This includes:

- Validating key challenges posed by WUSC partner organizations through review of key documents and interviews;
- When appropriate, hosting virtual and/or in person stakeholder workshops with partners and stakeholders;

- With support from participants in the 2021 WUSC International Seminar, lead research on systems mapping, using tools and resources provided by WUSC.
- Collaborate with peer consultants in 5 other countries to share analysis

## **Component 2: Stakeholder and Solutions Mapping**

The consultant will document stakeholders and relationships that are important for driving change towards ensuring greater inclusion of the most marginalized young people in employment and entrepreneurship relevant programming. What barriers exist? What public or private sector policies currently create space or constraints for marginalized young women in local labour markets and what are the implications for reform? Institutional and systems mapping will also identify potential industry partners that can aid in achieving program goals. This includes:

- Identifying resources, among INGI+E partner organizations to contribute to systems change;
- Identify complementary stakeholders in the public and private sectors;
- Map relationships between key partners and stakeholders, and potential contributions to systems change.

## **Component 3: Action Items**

The consultant will produce a report documenting:

- The key problems and challenges identified by WUSC staff, volunteers and partners;
- Mapping of potential solutions;
- Identification of priority actions for WUSC partners, with a specific focus on detailing potential areas of collaboration;
- Recommendations to WUSC on how to support actions listed above.

**Qualifications requirements:** The consultant should show:

- At least ten years of experience in research, development management, or community engagement;
- Experience working with students and young professionals;
- A passion for collaborative problem solving and inclusive design;
- Understanding of systems thinking and design;
- Superior skills in online collaboration software, including Google Suite, Zoom and other collaboration tools;
- Excellent oral and written communication skills in English;
- Sound understanding of gender and development issues and commitment to gender equality.

**How to apply:** Interested people are invited to submit CVs and cover letter by email to [uyen@wusc.ca](mailto:uyen@wusc.ca)

**Deadline for application:** 14 April 2021.