



CONSULTANCY NOTICE
(Open to national candidates)

Position Title: **Consultancy on developing and delivering the training on labour market dynamics in the green transition for vocational schools**

Duty Station: **Home based**

Type of Appointment: **Consultancy Contract**

Closing Date: **5:00 PM (GMT+7), 09 March 2025**

1. Background

In light of Viet Nam's strong commitment to spearheading the green transition and placing a significant emphasis on enhancing skills and competencies within the future workforce, IOM Viet Nam has been implementing "Advancing skills development and mobility for Vietnamese future workforce in the context of the green transition" project (2024-2026), funded by IOM Development Fund. The project aims at laying a groundwork for future initiatives to accelerate the green transition in Viet Nam via capacity building for vocational training providers to tailor training programmes to emerging skill requirements of green industries and identification of priority skills to equip Vietnamese future labour force, taking into consideration the possibility of skill mobility in the context of the green transition.

In partnership with the Directorate of Vocational Education and Training (DVET) at central level and its counterparts at provincial level, the project will organize training workshops for leaders, teachers and relevant staff of some targeted vocational schools in Viet Nam. The training workshops will offer the opportunity for vocational schools to garner updates on the green transition, skill requirements and human resource demand of the green transition in Viet Nam. The workshop's participants will also learn know-hows to adjust the institutional guidance and training contents to equip the vocational students with skill sets as required by the labour market and to tighten the training partnership with the green industry.

IOM Viet Nam is seeking a qualified consultant to develop a training module on the labour market in the green transition as a part of a comprehensive training material on the green transition in vocational education and training. The consultant will then deliver the training module in a series of the training workshops for vocational schools.

2. Objective of the consultancy

The overall objective of this assignment is to develop a training module on the labour market tailored to the needs and capacities of vocational training providers and then deliver the training module to the targeted vocational schools, ensuring to enhance understanding of vocational stakeholders on the labour market shifts in the context of the green transition and tools used to forecast the skill needs and requirements in the green industry.

3. Scope of work

The consultant will team up with two other consultants including one consultant of green transition and one consultant of vocational education and training. The consultant will closely work with the National Programme Officer under the overall supervision of Head of Projects and Partnership to deliver the consultancy services which are divided into two following phases:

Phase 1 – Development of the training module on the labour market dynamics (February – April 2025)

- Conduct a stock-taking exercise of all relevant policies, status of the labour force in Viet Nam to meet labour requirements and skill requirements of the green economy.
- Conduct a small online survey to assess the current knowledge levels of participants on the labour market needs and skill requirements of the green economy and status quo of skill trainings.
- Develop a comprehensive training module:
- Featuring relevant policies, practices and trends and presenting hands-on experiences and concrete examples and exercises to guide leaders, teachers and staff of vocational schools in their response to in-demand skills for the green transition.
- Taking into account the labour and skill needs of the green transition with attention to vocational education and training.
- Providing specific examples and tools and guide the vocational schools to keep abreast of skill trends in the labour market.
- Develop pre-test and post-test for the training.
- Lay out a training plan in coordination with two other consultants.

Phase 2 – Delivery of the training module (April – December 2025)

- Deliver the training module on the labour market dynamics in coordination with two other consultants. There will be 10 two-day training workshops in three to five vocational schools in three provinces tentatively (Lao Cai, Bac Ninh and Da Nang).
- Carry out pre-test and post-test to assess the knowledge and skill change of the workshop's participants.
- Report on the training's results including the feedback and needs for further training.

4. Deliverables

Tasks	Deliverables	Person-day (tentatively)
Phase 1: Development of the training module on the green transition	<ol style="list-style-type: none"> 1. Survey documents to assess the level of knowledge of participants on green transition 2. A training module on labour market dynamics in the context of green transition 3. A detailed training plan (with preparation note for training delivery) 4. Pre-test and post-test for training sessions 	20
Phase 2: Delivery of the training module	<ol style="list-style-type: none"> 1. Report on the training's results 2. Revised training module to address feedback from training participants (if any) 	25

5. Require Qualifications & Experience

The consultant needs to demonstrate i) strong technical expertise of the labour market dynamics in Viet Nam and ii) practical experience in human resource planning in the field of

green economy and iii) proven record of engagement with companies in target provinces (tentatively Lao Cai, Bac Ninh, Da Nang).

Technical and qualification requirements will include:

- Hold at least a Master of relevant fields.
- Strong expertise in human resource planning in enterprises of all sizes and in field of welding and machine automation (desirable).
- Strong experience in developing and delivering participatory trainings to different groups of participants, ideally in the vocational education and training system.
- Strong understanding of labour market and skill requirement in the context of green transition.
- Understanding of gender aspects in the green economy (desirable).
- Proven track record in engaging with multiple stakeholders in both public and private sectors.
- Strong understanding of Vietnam's National Green Growth Strategy, climate change adaptation challenges, and TVET system in Viet Nam.
- Proven strong analytical and critical thinking skills.

6. Submission

Interested candidates are required to submit their proposals and attachments to the email: iomvietnamhr@iom.int by **9 March 2025**, marked in the subject “[IDF] Consultancy for training delivery in the field of labour market dynamics in the context of green transition”, with the following attachments:

- Resume demonstrating relevant qualifications, technical expertise, and experiences.
- Letter of Interest.
- Expected daily rate.

Deadline for submission: 5:00 PM (GMT +7), 09 March 2025.