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PUGLIA



**NET-Work You: Creation of a Skills Network to Increase Employment Opportunities for
Young Egyptians in the Green Job Sector
ICMPD/2024/MPF-357-461-006**

Terms of references

Developing a skill measurement and evaluation system (Outp. 1.3)

1. Introduction

NET-WORK YOU is a project implemented by Confcooperative Puglia and CIHEAM Bari and awarded in the framework of The Migration Partnership Facility (MPF), an EU-funded initiative implemented by ICMPD in support of the external dimension of the EU migration policy. Through its grants, the MPF facilitates the execution of projects to strengthen dialogue and cooperation on migration and mobility between member states and partner countries outside the EU. In its 36 months lifespan, the project aims to **establish a pioneering and sustainable model of circular and skilled labour mobility between Italy and Egypt.**

The core purpose is twofold: to **enhance the employability of young Egyptians** and to **foster invaluable connections with the private sectors** in both Italy and Egypt, achieved through a meticulously crafted traineeship program. The action centres on enhancing participants' proficiencies in the realms of the **green and digital agriculture-related sectors.**

Therefore, the above-mentioned action is built on the fulfilment of 3 specific objectives:

- **SO1: to develop a structure for circular migration** between Italy and Egypt leading to the creation of a Mediterranean multi-stakeholder network
- **SO2: to successfully pilot circular skilling mobility** between Egypt and Italy in the green and digital job sector
- **SO3: to facilitate the return** of trained young Egyptians to their country of origin

- Final beneficiaries &/or target groups:

- 75 fresh graduates
- 75 technicians
- universities, private sector, and public institutions
- 10 incubators



The project will offer a traineeship opportunity in the region of Apulia, southern Italy, to 100 young Egyptians, 40 recent university graduates (equally divided between men and women) and 60 agricultural/technical workers from Egypt's most marginalized regions. Through that a labour mobility scheme will be developed, focused on enhancing the participants' technical skills in the fields of green economy, digitalisation and agriculture. A training programme delivered complementarily in Egypt and Italy will contribute to the acquisition of professional skills valid in both countries, increasing the participants' employment prospects in Europe as well as in their country of origin. Furthermore, the establishment of a Mediterranean multi-stakeholder network will strengthen public-private partnerships at local, regional and national levels in both countries involved, fostering the exchange of good practices also with other EU member states.

2. Purpose of the assignment

Through this assignment, the project aims to set up a sustainable system for the recognition of skills acquired by participants in both Egypt and Italy. This system will ensure long-term employability and integration prospects for the participants, beyond the duration of the project.

The assignment will involve the definition of skill profiles based on prior assessments, the development of recognition criteria, the setup of assessment tools, and the progressive institutionalization of the recognition system between the two countries.

The assignment will also include the definition of the methodological approach for the recognition process, the codification of the identified skills into structured training pathways, the identification of the most appropriate certification modalities, and support during the recognition phase.

Objectives

The main objective of this assignment is to design, develop, and foster the institutionalization of a skills recognition system, ensuring its relevance to both Egyptian and Italian labor markets, and promoting its integration into training curricula.

Specific outputs are:

System-Level Objectives (Referring to the development of a general and sustainable framework beyond the scope of the pilot model)

- Develop a framework for the recognition and evaluation of skills.
- Ensure compliance with national and European recognition standards.
- Work towards the formal recognition of the skills framework between Egypt and Italy.



- Define the methodology for the recognition process.
- Identify the most appropriate certification modalities, in line with national and European standards.
- Facilitate employer involvement in the design and implementation of recognition mechanisms in Italy and Egypt.

Pilot Model-Level Objectives (Referring to the concrete activities to be carried out within the pilot model to be established)

- Define skills profiles based on assessment outcomes.
- Establish the assessment methodology and tools.
- Support the definition of criteria for the selection of participants to the training activities organized within the project.
- Translate the skills identified in the four priority profiles into structured and coherent training pathways.
- Support the recognition process, including institutional engagement and procedural assistance.

3. Tasks and Descriptions

Phase 1 / Lot 1: Definition and Setup (July 2025 – September 2025)

Task 1: Analyze profiles and define relevant skills: Review the assessment results (ref. A1.2) to identify priority professional profiles, and describe related skills, sub-skills, and proficiency levels. Ensure alignment with the existing recognition and certification standards.

Task 2: Contribute to the definition of the selection criteria for training participants. Support the project team in setting clear, relevant, and inclusive criteria for selecting beneficiaries of the training programs, ensuring early alignment with project goals.

Task 3: Develop the basis for the skills recognition framework: Propose a methodological approach to guide the future recognition of skills identified. Outline how competencies could be structured into coherent training pathways, including initial elements of codification.

Phase 2: – Skills Framework Consolidation and Recognition Design

(Indicative period: October 2025 – 30 June 2027)



Task 4: Organize stakeholder validation workshops conduct participatory workshops with institutions, training providers, universities, and private sector stakeholders to discuss and refine the skills identified. Gather inputs to ensure that the framework will reflect institutional requirements and labour market needs. Document and systematize feedback to inform the phase of framework development.

Task 5: Define the skills recognition framework Define the evaluation criteria and proficiency standards for each skill profile. Design assessment tools (e.g., tests, interviews, practical evaluations) suitable for the skills identified and for different learning contexts.

Task 6: Prepare guidelines for future integration into migrant training programs: Develop initial recommendations and technical guidelines to support the future adoption of the recognition framework in migrant training programs in Italy. Identify potential implementing partners and preconditions for integration.

Task 7: Develop recognition and alignment mechanisms

Propose systems for the formal recognition of the identified skills. Consult national authorities (e.g., CIMEA) to align with national and European qualification frameworks. Identify appropriate certification pathways and mechanisms.

Task 8: Engage and mobilize employers Facilitate engagement with employers in Egypt and Italy to ensure that the recognition system responds to real market needs, especially for non-regulated professions. Encourage employer buy-in and support.

Task 9: Advocate for mutual recognition and monitor implementation Support bilateral institutional dialogue for the mutual recognition of skills between Egypt and Italy. Contribute to the monitoring, evaluation, and progressive improvement of the recognition framework. Provide technical assistance on procedural and institutional aspects, as needed.

4. Deliverables

Phase 1 / Lot 1: Definition and Setup (July 2025 – September 2025)

Deliverables expected in relation to **Tasks 1–3**:

1. **Inception Report including - 1. Selection Criteria Document** – detailing the criteria and rationale for selecting training beneficiaries, in alignment with the profiles identified. **2 Skills Definition Document** – Listing and describing the key skills and sub-skills associated with selected profiles, including preliminary levels of proficiency. **3 Draft**



Training Pathways Document – Translating the identified skills into coherent training pathways for each of the selected profiles.

2. **Methodological Note on Recognition** – Describing the proposed methodology for skills recognition, including core principles, approach to assessment, and implications for recognition.

Phase 2 / Lot 2: Skills Framework Consolidation and Recognition Design (October 2025 – June 2027)

Deliverables expected in relation to **Tasks 4–9**:

7. **Stakeholder Consultation Summary Report** – Documenting the outcomes of the participatory workshops held with institutions, universities, training providers, and private sector stakeholders.
8. **Finalized Skills Recognition Framework** – Including defined evaluation criteria, proficiency standards, and draft assessment tools (e.g., tests, interviews, practical tasks) for each selected profile.
9. **Guidelines for Future Integration** – Recommendations and technical guidelines for the future adoption of the recognition framework in migrant training programs in Italy.
10. **Institutionalization Roadmap** – Outlining the steps and key actors needed to embed the recognition system into relevant national and institutional structures.
11. **Certification Mechanisms Report** – Identifying the most suitable certification pathways and corresponding institutions, aligned with national and European standards.
12. **Employer Engagement Report** – Summarizing the consultation process with employers in both Egypt and Italy, and their contributions to the development and relevance of the recognition system.
13. **Progress and Monitoring Reports** – Periodic updates capturing the advancement of the system's implementation, challenges encountered, and adaptive measures taken.
14. **Final Completion Report** – A consolidated report summarizing all activities, deliverables, results achieved, and strategic recommendations for sustainability and potential scale-up.

5. Duration and Timeline

The assignment is developed over two main phases. Participation to one lot over two is not allowed.

Phase 1 / Lot 1: Definition and Setup (8 weeks)

This initial phase will focus on designing the skills recognition system, beginning with the definition of selection criteria for training participants. It will include the analysis of needed



profiles, the definition of skill sets and preliminary recognition criteria, the development of a methodological approach to recognition, the design of initial training pathways.

Phase 2 / Lot 2: Institutionalization and Follow-up (October 2025 – June 2027)

The second phase will support the operationalization and sustainability of the recognition system. This includes the organization of preliminary participatory workshops with stakeholders. It will also lay the groundwork for identifying suitable certification modalities, its refinement through evaluation criteria and assessment tools, consultations with institutional bodies (e.g., CIMEA), engagement with employers, and bilateral advocacy for mutual recognition between Egypt and Italy. It will also include the identification and development of certification mechanisms and provide technical assistance in institutional coordination and procedural facilitation. Continuous monitoring and feedback collection will ensure iter-active improvement of the system.

Phase 1: Definition and Setup (July – September 2025) 8 weeks

Phase	Task	Deliverables	Duration (weeks)	Start Week	End Week
Phase 1	Task 1: Analyze profiles and define relevant skills and criteria	1. Inception Report including – a) Selection Criteria Document b) Skills Definition Document c) Draft Training Pathways Document	4	1	4
Phase 1	Task 3: Develop the basis for the skills recognition framework	4. Structured 5. Methodological Note on Recognition	4	5	8

Phase 2: Skills Framework Consolidation and Recognition Design (1 October 2025 – 30 June 2027) 50 weeks

Phase	Task	Deliverables	Duration (weeks)	Start Week	End Week
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Phase 2	Task 4: Organize stakeholder validation workshops	7. Stakeholder Consultation Summary Report	4	9	12
Phase 2	Task 5: Define the skills recognition framework	8. Finalized Skills Recognition Framework	8	13	20
Phase 2	Task 6: Prepare guidelines for integration into migrant training programs	9. Guidelines for Future Integration	6	21	26
Phase 2	Task 7: Develop recognition and alignment mechanisms	10. Institutionalization Roadmap 11. Certification Mechanisms Report	8	27	34
Phase 2	Task 8: Engage and mobilize employers	12. Employer Engagement Report	4	35	38
Phase 2	Task 9: Advocate for mutual recognition and monitor implementation	13. Progress and Monitoring Reports 14. Final Completion Report	12	39	50

6. Budget

- First Phase: **12.900** euro all included
- Second Phase: **25.904** euro all included (TBC)

7. Expertise and Qualifications

The selected Consultant/Entity should demonstrate:

- Proven experience in skills assessment, certification, and recognition frameworks.



- Knowledge of international standards in qualifications and mobility (e.g., EQF, NQF, CIMEA processes).
- Experience working with labor markets in Egypt and Italy.
- Familiarity with migrant integration programs.
- Strong facilitation and participatory methodologies skills.
- Excellent command of English; working knowledge of Arabic and/or Italian is an asset.

8. How to apply

Interested candidates/entities should submit the following documents:

- Organization and methodology (see Annex III)
- A financial proposal indicating the expected consultancy fee see Annex IV)
- Legal entity and financial identity form (see Annexes V and VI)
- Tender submission form
- Declaration on honour

Applications should be sent to ***gareappalti@iamb.it*** no later than 20 July 2025. The object should be as follows “NETWORK-YOU: **Developing a skill measurement and evaluation system (Outp. 1.3)** name of the organization or person”.

9. Evaluation Criteria:

Applications will be evaluated based on the following criteria:

- Relevant qualifications and experience.
- Quality and feasibility of the proposed approach and methodology.
- Experience in project implementation support.
- Financial proposal and value for money.

10. Reporting and Supervision

The expert will report to Project Manager and will work closely with the project team. Regular updates and consultations will be required throughout the assignment and the first year of implementation.

11. Confidentiality

The expert must maintain confidentiality regarding all information and data received during the course of the assignment.