

## **SECTION 5: TERMS OF REFERENCE**

### **a) Background**

As countries confront new skills and labour requirements, there has been growing momentum around the movement of skilled workers and effective cooperation on cross-border skills and labour mobility.

Whilst cooperation around skills mobility is not new, it has not always been of benefit to all stakeholders involved: i.e. origin and destination countries, migrant workers, the private sector, training and education institutions and civil society.

To this end, IOM formulated in 2019 a global approach to skills mobility and partnership, captured in the model of Skills Mobility Partnerships (SMPs). SMPs are predicated on eight prerequisites, touching, among others, on migration data and skills anticipation, long-term planning and policy coherence, migrant's aspirations, and the social aspects of migration, as well as equitable cost sharing for skills development and training.

To operationalize SMPs, IOM has launched in 2021 the global project "Towards Sustainable Integration of Skills into Migration Governance" that will support governments in their efforts to facilitate skills-based mobility through the set-up of efficient and sustainable skills mobility partnerships or their prerequisites. The envisaged assignment will in this pursuit develop tailored training modules for interested government officials and other stakeholders wishing to set up SMP or their prerequisites. The assignment will build upon prior project outputs such as a global mapping of key stakeholders and skills mobility initiatives and will contribute to the development of a training course on how to set up SMPs or reinforce their prerequisites.

### **b) Objectives**

The product of this assignment – a report consisting of policy recommendations, guidance and methodology - is aimed to provide interested stakeholders with practical advice and step-by-step orientation on how to effectively set up Skills Mobility Partnerships or strengthen their prerequisites.

Based on IOM's SMP approach, the assignment will do so by identifying stakeholders' needs and knowledge gaps with regards to establishing or further promoting effective skills mobility governance and cross-border cooperation. In responding to these needs, the service provider will devise a comprehensive and actionable report that offers practical advice on skills mobility governance and SMP implementation.

Overarchingly, the assignment pursues the following objectives:

- Deepen interested stakeholders' understanding of IOM 's model of SMPs, including on cross-border skills mobility governance and cooperation;
- Provide interested stakeholders with practical and replicable examples and illustrations on how to effectively set up governance structures in support of cross-border mobility and cooperation;
- Facilitate policy dialogue on SMPs and skills mobility cooperation, including its challenges, risks, opportunities and benefits;
- Support the development and implementation of SMPs, including of individual prerequisites, at national, regional and international level;

### **c) Scope of the Services**

The scope of work includes the development of policy recommendations, guidance and a methodology for governments and other stakeholders to effectively manage and cooperate on skills mobility via the establishment of SMPs or their prerequisites.

Taking the extant knowledge and various publications surrounding skills mobility into account, the assignment foresees comprehensive desk research in combination with consultations with relevant stakeholders.

Under the overall supervision of the Head of the Labour Mobility and Social Inclusion Division (LMI) and direct supervision of the Head of Labour Mobility and Markets Unit at HQ; in collaboration with relevant units at HQ and organizational partners, the successful service provider will be responsible and accountable for drafting a report that formulates policy recommendations, practical guidance and a methodology on how to operationalize Skills Mobility Partnerships or reinforce individual prerequisites.

The service provider might carry out the following activities to plan, assess, draft, and synthesize all findings into a comprehensive report:

### **Component One – Implementation Plan**

- Submit a research plan comprising of a proposed methodology, information needs and a timeline for each research phase (literature review, interviewing/consultations, analysis and report drafting);

### **Component Two – Needs Assessment and Policy Analysis**

- Review existing publications and literature on skills mobility schemes and cooperation frameworks with special attention given to identified needs, challenges and policy recommendations, itemized for each key stakeholders;
- Undertake an assessment of the roles and interconnectivity of key issues and stakeholders surrounding skills mobility. Special attention shall, among others, be paid to issues relating to data, interstate cooperation, the development and implementation of Bilateral Labour Migration Agreements, fair and ethical recruitment, skills matching, skills anticipation, labour market information systems, diaspora communities as well as the private sector, governmental and non-governmental organizations, TVET (technical and vocational education and training) institutes and other stakeholders and aspects;
- Take stock of existing policy and capacity development tools, guidance and methodologies aimed at facilitating cross-border skills cooperation;

### **Component Three – Report Drafting**

- Draft a report outline, detailing the report's structure and envisaged chapters;
- Formulate interview questions for consultations with members of the Global Skills Partnership on Migration and other stakeholders;
- Conduct and assess consultations/ interviews with key stakeholders in coordination with IOM;
- Elaborate and refine IOM's model of Skills Mobility Partnership, incorporating the insights of the mapping, desk research and interviews/consultations;
- Draft policy recommendations, that are reflective of key stakeholders' needs, and to be added to the final synthesis report;
- Develop practical guidance and a step-by-step methodology for governments and other stakeholders on how to conduct SMPs or to set-up their prerequisites to be added to the final synthesis report;

- The report should be structured around the eight pre-requisites included in IOM’s Skills Mobility Partnerships model, it shall include basic definitions, practical recommendations and examples or cases for illustration.

**Component Four – Consolidation and Presentation of Results**

- Draft a final synthesis report that consolidates the assessment of stakeholders’ needs and knowledge gaps, an elaboration of the SMP approach, the formulated policy recommendations as well as the devised guidance and methodology to set up effective skills mobility governance and cooperation.
- Participate in a follow-up discussion with government counterparts that were trained on the operationalization of skills mobility partnerships, based on the recommendations and guidance developed under this assignment, with a view to validate the policy recommendations and guidance.

**e) Reports and Time Schedule**

IOM expects the assignment to be fully completed by the 21st of October 2022.

<b>Deliverables and Timelines</b>			
<b>#</b>	<b>Deliverable</b>	<b>Description</b>	<b>Deliverable by</b>
<b>1</b>	Implementation plan	Submit a plan and timeline for this assignment, detailing the proposed methodology to conduct the assignment, information needs and estimated time for each research step.	21 August 2022
<b>2</b>	Report outline	Submit a draft report outline, detailing the report’s structure and envisaged chapters.	05 September 2022
<b>3</b>	First draft report	Based on the desk research and select consultations, submit draft policy recommendations, practical guidance and a methodology for government officials and other interested stakeholders.	03 October 2022
<b>4</b>	Final consolidated report	Submit final draft report that elaborates on IOM’s SMP approach and proposes policy recommendations, practical guidance and a methodology to set up effective skills mobility systems and cooperation that respond to policy gaps, stakeholders’ needs and challenges as identified in the desk research and in consultation with key actors.	21 October 2022

**f) Data, Local Services, Personnel and Facilities to be provided by IOM**

For the execution of this assignment, the service provider will work in close coordination with IOM and will be provided with relevant project-related documents as well as literature for reference. IOM will also facilitate the contact to key stakeholders to consult for the development of the policy recommendations, guidance and methodology.