



REGIONAL FLAGSHIP TVET INSTITUTE FOR TEXTILE TECHNOLOGY  
(RFTITT)

**THE KISUMU NATIONAL POLYTECHNIC**  
**EAST AFRICA SKILLS FOR TRANSFORMATION AND REGIONAL INTEGRATION**  
**PROJECT (EASTRIP)**

**TERMS OF REFERENCE FOR**  
**UNDERTAKING LABOUR MARKET INFORMATION SURVEY AND**  
**ECONOMIC FEASIBILITY STUDY FOR THE PROPOSED REGIONAL FLAGSHIP**  
**TVET INSTITUTE FOR TEXTILE TECHNOLOGY (RFTITT)**  
**AT THE KISUMU NATIONAL POLYTECHNIC**

**1. BACKGROUND**

The Kisumu National Polytechnic herein refers to as “TKNP” is a premier National Polytechnic in Kenya situated within the Lake city of Kisumu, around 349Km from Nairobi. TKNP is among the 16 beneficiaries of World Bank funded project, spread across Kenya, Ethiopia and Kenya, under East Africa Skills for Transformation and Regional Integration Project (EASTRIP). The main objective of EASTRIP is to increase the access and improve the quality of TVET programs in selected Regional Flagship TVET Institutes and to support regional integration in East Africa. By improving the capacity of flagship TVET providers and relevant national agencies, and expanding the pool of qualified skilled labor in the growing economic sectors, the project will contribute to the high-level project objective of promoting regional integration through supporting the regional corridors and sector markets and promoting mobility of students, faculty, and graduates. In addition, it will contribute to the high-level objectives of poverty alleviation and economic growth for the participating countries and for the East Africa region by developing highly skilled and productive workforce. The Project’s proposed development objectives and results will be achieved through activities grouped under three components namely:



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**Component 1;** Strengthening selected Regional Flagship TVET Institutes for high quality skills development in priority sectors;

**Component 2;** Creating national TVET enabling environments;

**Component 3;** Enhancing regional collaboration in TVET and project coordination;

TKNP is the Regional Flagship TVET Institute for Textile Technology (RFTITT) under the component of strengthening selected Regional Flagship TVET Institutes for high quality skills development in priority sectors. To achieve this Project Development Objective (PDO), six (6) activities have been identified namely;

- 1) Strengthening governance and management
- 2) Institutionalizing industry links
- 3) Developing market relevant competency based training programs
- 4) Training of TVET managers and teachers
- 5) Upgrading key training facilities and equipment
- 6) Outreach and support for non-project national TVET institutes

This ToR has been developed as one of the key activities necessary for jump starting subcomponent 5 under upgrading key training facilities and equipment.

## **2. OBJECTIVE AND SCOPE OF THE ASSIGNMENT**

### **2.1. Main Objective**

The overall objective of the assignment is to carry out Labour Market Information survey and Economic feasibility study within the East Africa Region.



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## 2.2. Specific Objectives

The specific objective of the assignment is:

- I. To identify what type of jobs are available in the market that can be filled by TVET graduates, with a special focus on highly demanded skills in Textile Technology value chain.
- II. To map out and analyse the stakeholders within the textile technology value chain
- III. To provide an authoritative overview of current labour market trends and snapshots of businesses' opinions on training and strategic skill needs as well as an overall assessment of economic, social and technical drivers of textile technology market growth.
- IV. To find out the relevance of skills training courses offered at the RFTITT to market needs.
- V. To assess immediate priority skills needs in the textile value chain categorized into skill types and levels
- VI. To review various economic and financial models and recommend the most suitable for implementation in the proposed learning and production facility.
- VII. To assess the legal requirements (including the statutory/permitting processes) for the facility
- VIII. To evaluate various potential business models and viable management structures for the RFTITT with a view to recommending the most suitable for implementation.
- IX. To assess the capacity of RFTITT in relation to the provision of identified market demanded courses.
- X. To determine the sustainability of the proposed RFTITT implementation model.

## 2.3. Scope of the Assignment

The scope of services to be carried out by the Consultant shall involve all activities that pertain to obtaining labour market information and economic feasibility report on the proposed RFTIT. The services shall be divided into two distinct areas:



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Activity 1 – Labour Market Information Survey

Activity 2 – Economic Feasibility Study for the RFTITT.

***Activity 1 – Labour Market Information Survey***

The consultant will:

i. Identify the most employable skills training courses that can be offered in the RFTITT.

This should be classified into:

a. Specific type of jobs available and locations.

b. Level of skill required, including attention to aspects of gender and location

ii. Visit and hold discussions with employers to find out their attitude towards provision of trainers/trainee attachments and internships, and identify areas and ways to create stronger linkages with TVET graduates.

iii. Assess the capacity of the RFTITT to deliver quality market-driven skills training with a particular focus on: center infrastructure: training classrooms, machines, washing and sanitary facilities, suitability of center location, etc.

iv. Identify challenges faced by TVET graduates in getting employment, especially females, and provide relevant recommendations and ways of creating decent work for females.

***Activity 2 – Economic Feasibility Study for the RFTITT.***

The consultant will undertake:

- i. A Detailed assessment and review of existing and proposed facilities and infrastructure
  - a) Review potential production technologies and business models
  - b) Review the useful economic life and efficiency of the facility;
  - c) Review the Institute's existing and proposed outputs to determine if the Institute has the capacity to deliver the projected output based on capital outlay;
  - d) Assess raw material requirements for training and production;
  - e) Determine the critical points of production (including shut down and breakeven points)
  - f) Assess the optimal number of students for sustainability of the facility;
  - g) Assess spare parts and maintenance requirements;
- ii. Production strategy and management
  - a) Determine whether output levels projected based on the intended capital investments are reasonable and attainable;



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- b) Comment on the Institute's existing production methods and proposed production technologies to be utilized;
- c) Recommend an execution plan for the Project
- d) Identify issues and risks likely to threaten the operational sustainability of the project and recommend ways of minimizing the effects of such risks on the operations of the Project;
- iii. Market Study  
The Consultant is required to undertake a detailed market assessment of the Kenyan Textile and Fashion design sector in relation to RFTITI's business, including industry prospects, expected trends, competitor information and economic data. The report should include market size and key industry trends, growth drivers and opportunities, customer segments and their evolving needs, a regulatory analysis, impact of evolving technology and the competitive environment.
- iv. Financial Feasibility  
Review relevant financial models and prepare 5 year financial forecasts for the facility
- v. Legal Study  
Ascertain and report on the business and regulatory approvals, consents and permits which may be required.

### **3.0 KEY DELIVERABLES:**

- i. Brief report of an initial meeting between the PIU and the consultant to discuss the terms of reference.
- ii. Inception report detailing the understanding/ interpretation of the TORs; the methodology of carrying out the assignment; work plan and implementation schedule as agreed upon with TKNP staff.
- iii. Draft LMI and Economic Feasibility Study reports.
- iv. An electronic copy of all data collection tools and the labor market and economic feasibility study data set.
- v. Comprehensive LMI and Economic Feasibility Study reports (each two hard copies and electronic copies)
- vi. A presentation of overall findings to the TKNP management.
- vii. A final presentation of the overall findings to the stakeholders for validation

### **4.0 DURATION OF THE CONTRACT**

The assignment is to be completed within a maximum of 3(three) months after the date of signing the contract for execution.

### **5.0 THE PROGRAM OF WORK/REPORTS**

Over the period of execution, the consultant is expected to undertake the following activities and submit reports within the time schedules indicated:



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<b>Activity</b>	<b>Timeframe (Days)</b>
Initial TOR discussion report	2
Preparation / Inception report	6
Field Visits/Data collection	30
Data entry/analysis	12
Draft final report	6
Meeting with PIU	1
Stakeholders Validation meeting	1
Revised and finalized report	2
<b>Total</b>	<b>60</b>

## 6.0 QUALIFICATIONS AND EXPERTISE REQUIRED

1. The consulting firm shall have prior experience in conducting similar assignments, and should possess the following:

- Should be a registered consultancy firm, or research institute;
- Previous experience in project development focusing on TVET;
- Demonstrated experience in conducting technical feasibility studies focusing on large scale projects
- Extensive experience in East Africa
- Substantial relevant experience in consulting for development projects

### 6.1. Team Composition and Qualification Requirements for Key Experts

#### 6.1.1 Team Composition

The key experts for the assignment are:

- Team Leader (with experience in managing similar assignment with similar scale)
- Technical Expert experienced in Textile, Garment making and/or Fashion industry
- A marketing Expert.
- A Financial expert with minimum CPA (K) qualification or equivalent.
- Legal Expert

### 6.2. Required Skills and Experience

6.2.1 **Team Leader:** The team leader should possess the following attributes:

- a) Post-graduate degree in Textile technology or Social Sciences, Business, Economics, Statistics or other related field.
- b) Minimum of 5 years relevant professional experience in research.
- c) Strong background and experience in data collection and analysis.
- d) Technical expertise in assessing issues of labor market demand and supply/Economic feasibility studies in East Africa, and the ability to draw strong and valid conclusions.



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- e) Experience in working with multi-disciplinary teams, including local and international technical experts
- f) Strong knowledge of TVET programs is essential.
- g) Excellent communication and report writing skills
- h) Flexibility and ability to operate in different cultural settings and with a variety of stakeholders; culturally and gender sensitive.

**6.2.2 Technical Expert** (at least 5 years' experience)

- a) Specialization in textile technology or related field
- b) Experience in manufacturing, Project Evaluation and/or Feasibility studies
- c) Project Management
- d) Financial modeling for viability or the proposed operations along with projected earnings for next 5 years inclusive of payback schedule for potential investors

**6.2.3. Marketing Consultant** (at least 5 years' experience)

- a) Specialization in Business and Marketing
- b) Prior experience in Market Evaluation and Feasibility studies
- c) Prior Industry experience
- d) Graduate in Marketing and/or Business Administration

**6.2.4 Legal Consultant** (at least 5 years' experience)

- a) Specialization in Business and Conveyance Law
- b) Prior experience in Market Evaluation and Feasibility studies for Textile/Garment making and and/or fashion design
- c) Graduate in Law

**6.2.5 Financial Expert/Economist** (at least 5 years' experience)

- a) A Financial expert with minimum CPA (K) qualification or equivalent/ Post Graduate in economics
- b) Prior experience in Economic Feasibility studies
- c) Experience in Financial modeling

Any further suggestion on the improvement on this Terms of Reference is encouraged.

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