

TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANTS

Title	Type of engagement	Duty Station:
Youth Trainer (Green Skills & Climate Innovation)	<input checked="" type="checkbox"/> Consultant	Home-based

Purpose of Activity/Assignment:

To facilitate Climate Innovation Labs and deliver trainings on green skills using the FunDoo Green-PAL module.

Background:

Green skills have been defined by the European Centre for the Development of Vocational Training as “*the knowledge, abilities, values, and attitudes needed to live in, develop and support a sustainable and resource-efficient society.*” They encompass a range of hard and soft skills, including science, engineering, advocacy, disaster risk management (DRM), and general education and awareness about climate change and the environment. Although the share of green talent in the workforce is rising globally as per the [LinkedIn Global Green Skills Report 2023](#), the total is nowhere near what is needed. To ensure that the green transition is successful, it will be critical that more children and young people can acquire green skills today and deploy them in the future.

In a [U-Report poll](#) carried out by UNICEF in 2023, 56% of young respondents indicated they haven’t learned enough about climate change at school, whereas a 20% responded that they haven’t learned anything at all. Furthermore, a 65% highlighted that children and young people are not receiving the training and skills to help them respond to climate change and its impacts. This reveals an urgent need to equip children and youth with green skills and empower them to address environmental sustainability and climate change. It also indicates a need to strengthen existing mechanisms to involve children and young people in sustainability and climate action initiatives, and build their capacity to influence climate policies and plans at local and national levels.

UNICEF is uniquely positioned to address this deficit among children and young people, equipping them with the knowledge and green skills they need to adapt and respond to the climate crisis and pursue environmentally sustainable career paths. UNICEF aims to further advance green skills and climate innovation for adolescents and young people by building on existing tools with demonstrated progress, including the [FunDoo Green-PAL module](#) and the [UPSHIFT Social Innovation Bootcamp methodology](#) to build the capacities of young people to plan and advocate for climate action initiatives and enhance their resilience in terms of climate adaptation and disaster risk reduction.

[FunDoo Green-PAL](#) is an innovative digital climate coach designed to empower young people to lead positive climate action in their communities. It was launched by the UNICEF Global Office of Innovation at the COP28 in December 2023 and will be available in Greece in February 2024. The Green-PAL will be part of the new green skills module of [FunDoo](#), a digital tool that aims to equip young people with 21st Century Skills. The launch of the FunDoo tool in March 2023 has been a major innovation, with Greece being the first UNICEF Country Office in Europe and the fourth worldwide to pilot it. Within eight months since its launch, over 2,500 adolescents and youth 12-24 years old had accessed the tool to build 21st Century Skills. This indicates the high potential of the tool to deliver skills at a large scale, reaching young people who live in rural and remote areas, as well as vulnerable youth and NEETs.

At the same time, UNICEF will promote the involvement of adolescents and youth in activities that combine environmental sustainability and economic development through the implementation of **Climate Innovation Labs** in targeted municipalities in regions affected by environmental disasters and water disruptions. In doing so, UNICEF will empower young people to respond to challenges related to climate and water resilience and disaster preparedness in

their communities, while pushing local governments and businesses to create more opportunities for young people in the green economy.

For the implementation of the Climate Innovation Labs, UNICEF will bring in its unique UPSHIFT Social Innovation Bootcamp methodology adapted to the Greek context. UPSHIFT is a skills building journey that combines workshops, teamwork, and mentorship with entrepreneurial challenges. In this context, young participants will form teams to identify and work towards solutions to environmental and water challenges in their communities. UPSHIFT turns young people's sense of agency into action and achievement now, while building the growth mindset and entrepreneurial skills they need to shape a brighter future in the Green Economy.

Scope of work:

Under the supervision of the Youth & Adolescent Development Officer and the Climate, Energy, Environment and Disaster Risk Reduction Focal Point, the Youth Trainer (Green Skills & Climate Innovation) is expected to:

- Facilitate Climate Innovation Labs for youth 14-24 years old using the UPSHIFT Bootcamp methodology and produce reports summarizing the solutions put forward by young participants.
- Deliver face-to-face trainings to youth 14-24 years old on green skills using the FunDoo Green-PAL module. Trainings shall be delivered in formal education schools, vocational education and apprenticeship schools operated by DYPA, as well as in ad hoc events organized by UNICEF Greece Country Office and its partners. Travel around Greece may be required to deliver trainings outside of Attica region.
- Organize and deliver online and/or offline trainings/webinars to education professionals on how to use the FunDoo Green-PAL module to build green skills for their students.

Work Assignments Overview	Deliverables/Outputs	Delivery deadline
Facilitate Climate Innovation Labs using the UPSHIFT Bootcamp methodology.	At least 2 Climate Innovation Labs facilitated and results reports produced.	30 April 2024 (18 days)
Deliver face-to-face trainings to youth 14-24 years old on green skills using the FunDoo Green-PAL module.	At least 1500 youth 15-24 years old trained and used the FunDoo Green-PAL module during the 1 st semester of 2024.	30 June 2024 (40 days)
Deliver face-to-face trainings to youth 14-24 years old on green skills using the FunDoo Green-PAL module.	At least 1500 youth 15-24 years old trained and used the FunDoo Green-PAL module during the 2 nd semester of 2024.	31 December 2024 (40 days)
Organize and deliver online and/or offline trainings/webinars to education professionals on how to use the FunDoo Green-PAL module to build green skills for their students.	At least 100 education professionals trained during the 1 st semester of 2024.	30 June 2024 (5 days)

Organize and deliver online and/or offline trainings/webinars to education professionals on how to use the FunDoo Green-PAL module to build green skills for their students.	At least 100 education professionals trained during the 2 nd semester of 2024.	31 December 2024 (5 days)
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<p>Minimum Qualifications required*: <input checked="" type="checkbox"/> Bachelors <input type="checkbox"/> Masters <input type="checkbox"/> PhD <input type="checkbox"/> Other</p> <p>A University degree in Education, Social Sciences, Social Work, Career Coaching, Psychology, Environmental Science, Climate Change Adaptation and Resilience or another relevant field is required.</p>	<p>Knowledge/Expertise/Skills required *:</p> <ul style="list-style-type: none"> - A minimum 3 years of professional experience in green skills training, environmental education, career coaching, 21st century skills training and/or facilitation is required. - At least 2 years of experience in designing and delivering training for youth audiences and/or facilitation of trainings or events for young people is required. - Experience in working on skills development for young people is required. - Professional experience or knowledge of environmental and climate change adaptation and mitigation is desirable. - Excellent communication and interpersonal skills, high level of professionalism, flexibility to respond to changes and demonstrated ability to meet deadlines and work under pressure. - Knowledge of child safeguarding and ethics of working with children and youth. - Relevant experience in a UN system agency, international organization or civil society organization is an asset. - Relevant experience teaching in DYPA apprenticeship schools, lifelong learning centres or high schools is an asset. - Knowledge of the FunDoo tool and/or the UPSHIFT Bootcamp methodology is an asset. - Fluency in English and Greek is required. Knowledge of French, Arabic, Farsi and/or Urdu is an asset.
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¹ Costs indicated are estimated. Final rate shall follow the “best value for money” principle, i.e., achieving the desired outcome at the lowest possible fee. Consultants will be asked to stipulate all-inclusive fees, including lump sum travel and subsistence costs, as applicable.

Payment of professional fees will be based on submission of agreed deliverables. UNICEF reserves the right to withhold payment in case the deliverables submitted are not up to the required standard or in case of delays in submitting the deliverables on the part of the consultant

Individuals engaged under a consultancy will not be considered “staff members” under the Staff Regulations and Rules of the United Nations and UNICEF’s policies and procedures and will not be entitled to benefits provided therein (such as leave entitlements and medical insurance coverage). Their conditions of service will be governed by their contract and the General Conditions of Contracts for the Services of Consultants. Consultants are responsible for determining their tax liabilities and for the payment of any taxes and/or duties, in accordance with local or other applicable laws.

The selected consultant is solely responsible to ensure that the visa (applicable) and health insurance required to perform the duties of the contract are valid for the entire period of the contract. Selected consultant are subject to confirmation of fully-vaccinated status against SARS-CoV-2 (Covid-19) with a World Health Organization (WHO)-endorsed vaccine, which must be met prior to taking up the assignment. The vaccine mandate, does not apply to consultants who will work remotely and are not expected to work on or visit UNICEF premises, programme delivery locations or directly interact with communities UNICEF works with, nor to travel to perform functions for UNICEF for the duration of their consultancy contracts.

UNICEF offers [reasonable accommodation](#) for consultants with disabilities. This may include, for example, accessible software, travel assistance for missions or personal attendants. We encourage you to disclose your disability during your application in case you need reasonable accommodation during the selection process and afterwards in your assignment.

Consultants must have their own equipment, tools and materials needed to perform their services.

They will use their own laptops/computers, any application or system needed to complete the assignment. This applies to facilitators as well, that may need flipcharts, facilitation cards, any printed material, etc. They need to provide the full service without using UNICEF resources.

The access to UNICEF email and system is restricted to UNICEF staff therefore consultants should not be granted access unless it is imperative to complete the assignment.