

Term of Reference (TOR) for consultants to conduct a Training Course on Financial literacy and Mindset Change.

Job by: Yalelo Uganda in Partnership with Master card Foundation and Private Sector Foundation.

Category: Consultancy and Training.

Career level: Senior Level (5 + Years Experience)

Job Description.

Term of Reference (TOR) for consultant/s to conduct Training Courses on Financial literacy and Mindset Change

1.0 Background.

Yalelo Uganda Limited (Referred to as Yalelo (YU) operates in the Aquaculture industry. Yalelo is a pioneer in African aquaculture, combining local resources with world-class aquaculture practices. Yalelo began its operations in 2019 and has grown to become Uganda's market leader in sustainable fish production. Our cages are among the largest in Africa providing an open environment for our fish to swim far and deep against the natural lake currents.

Yalelo's main drive is to lead Uganda in becoming a regional Aquaculture powerhouse by sustainably developing region-wide fish Protein and stabilizing regional food security by sustainable producing reliable and affordable supply of fresh fish.

Yalelo Uganda (YU) in partnership with the Private Sector Foundation of Uganda (PSFU) under the Young Africa Works Uganda program sponsored by Master Card Foundation aims at creating employment opportunities for both the youth and women entrepreneurs in the fish value chain (Advancing Women and Youth 's entrepreneurs in the fish value chain for wealth creation) in the age range of 18-35 years.

YU strives to engage 7215 youth entrepreneurs in different sales channels to avail fresh fish to consumers in the Kampala Metropolitan Areas (KMA), Wakiso, Mukono and then countrywide over the course of the next 3 years

YU, therefore, invites competent consultant/s to implement the assignment on Financial Literacy, Mindset skills and Progress thinking training.

2.0 Purpose of the Consultant.

The purpose of the financial literacy consultant and Mindset consultant is to support young entrepreneurs with financial literacy skills and better mindset skills to improve and boost their performance in business.

3.0 Scope of the Work.

The training will be implemented in the greater Kampala Metropolitan Area(KMA), Wakiso, Mukono, Buikwe and Jinja. The assignment aims to train approximately 7215 youth as targeted by the project in three years.

4.0 Objective of the training.

The main objective of the training is to build and strengthen financial literacy and align participants to a well-developed and profitable Business mind.

By the end of the training, the participants should demonstrate the following skills.

No	Financial Literacy Consultant -Skills attained by the end of the training.	Mindset training Consultant -Skills attained by the end of the training.
1	Understanding Savings and Creating VSLA.	Behaviour Change.
2	Understanding Financial Planning.	Change Management
3	Cash flow Management.	Dealing with stereotypes
4	Loan Management (Managing debts).	Breaking the business barrier mindset
5	Understanding Budgeting VS spending.	Building self-insight and self-esteem
6	Managing business risks and compliance.	Business ownership and control.
7	Implications of wasting money.	Building work relationships.
8	Application of Digital and Mobile Money Services	Approach to negativity
9	Client protection and fraud prevention	Understanding principles of leadership and effective people management

5.0 Major Deliverables.

The consultant is expected to deliver the following materials before and after the completion of the tasks.

No	FINANCIAL LITERACY DELIVERABLES.	MINDSET CHANGE DELIVERABLES	Timeline
1	Develop a Financial Literacy tool kit which includes resource materials, teaching aids, curriculum, interactive learning materials, digital resources and other relevant materials covering up to 5 different modules of financial inclusion.	Develop a mindset tool kit which includes resource materials, teaching aids, curriculum, interactive learning materials, digital resources and other relevant materials covering up to 5 different modules of mindset inclusion	Friday 29 th Sept
2	Develop a specific methodology for the training.	Develop a specific methodology for the training.	Friday 29 th Sept
3	Develop and design the training agenda and its modules and content from the financial literacy tool kit	Develop and design the training agenda and its modules and content from the Mindset tool kit	Friday 29 th Sept
4	Conduct training of trainers' workshops.	Conduct training of trainers' workshops.	One in a week for the team leaders .

5	Provide continuous support and information regarding documentation and preparation of training	Provide continuous support and information regarding documentation and preparation of training	Daily
6	Review and adjust the curriculum based on the needs of the participants.	Review and adjust the curriculum based on the needs of the participants.	After every training period
7	Share training reports and Evaluation results.	Share training reports and Evaluation results.	Every after a training session
8	Evaluate the effectiveness of the training and make recommendations for improvements and Actions.	Evaluate the effectiveness of the training and make recommendations for improvements and Actions.	After every session
	Share Daily attendance lists on hard copies	Share Daily attendance lists on hard copies.	Daily (Every after each session)
	Share inception reports	Share inception reports	At the end of each project phase

6.0 Duration.

The actual training activity is estimated to last 7 working days each month throughout the project lifetime.

7.0 Reporting Lines.

- The consultant shall report directly to the PSFU Case Manager and Project Manager (Yalelo) on matters of progress and completion of the assignment who shall be responsible for approving the quality of work and the extent to which the reports fulfil the requirements stated in the TOR before the respective payments are done.

8.0 Responsibilities of Yalelo.

- Provide ToR for the assignment
- Mobilize all partners and other stakeholders for the assignment
- Providing logistical support for the training
- Support the facilitator in the selection of participants for the training.

9.0 Degree of Expertise and Qualifications.

No.	QUALIFICATIONS	FINANCIAL LITERACY	MINDSET CHANGE
1	Education	Master of Business Administration or related field	Master of Business Administration with 10 years in leadership training.
2	Qualification	Experience and track record in financial management for small and medium businesses.	Experience and track record in people performance.

Application Process.

Interested Consultancy Firms may obtain further information by sending an enquiry to the email procurement@yalelo.ug. Detailed Terms of reference can be accessed on the Yalelo (u) Limited Website www.yalelo.ug

Yalelo (u) Limited will only consider Physical sealed proposals submitted to Steadman Global, 1ST Floor Britam House, Plot 24A, Akii Bua Road – Nakasero by 29th September 2022 before 1600hrs