

Request for Expression of Interest
E-Learning Course Resource Development
We Can Work Program

1. Introduction

The We Can Work program improves access to dignified and fulfilling work for young women and men with disabilities in Ethiopia, Kenya, Uganda, Rwanda, Ghana, Nigeria and Senegal.

In each country, teams of Disability Inclusion Advisors and Facilitators support the development of Mastercard Foundation internal and partner capacity to mainstream disability in all Young Africa Works programs.

The program further deploys targeted skills building and entrepreneurship support interventions for young women and men with disabilities to successfully transition to work. We Can Work is instrumental in realizing the ambitions of Mastercard Foundation in relation to Disability Inclusion.

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Program Objective aims to empower Young women and men with disabilities access dignified and fulfilling work through the three pillars ;

Pillar 1: Targeted interventions to support young women and men with disabilities into work.

Pillar 2: Embedding and institutionalizing disability inclusion into Young Africa Works strategies and programs.

Pillar 3: Youth led advocacy toward more inclusive policies and environment. Young women and men with disabilities enact agency by contributing to national and regional advocacy processes to implement youth and disability inclusive policies.

2. Background information and Context

Under Pillar 2 of We Can Work, technical support services are provided to Mastercard Foundation partners and staff to enable them to implement disability inclusion in their programming. To support this aim, there is need for a training

materials for mainstream development practitioners to learn the basics of disability inclusion. The We Can Work team is developing an online resource platform where these tools resources and learning materials are housed. On this platform we envision a learning hub with e-courses addressing specific needs. This consultancy is the beginning of the development of that learning hub.

3. Purpose and the Objective of the Consultancy

The overall goal of this consultancy is to support in the development of 3 introductory e-courses on disability inclusion. The consultant will support with reconceptualizing our existing e-course to be presented in a dynamic and gamified way, the development of illustrations to support the course content, and the production of videos to be used in the course. The planned short courses are:

Deconstructing Disability

- Basic definitions of Disability/ Impairment/ Barriers
- Models of viewing disability
- Overview of types of impairments

Respectful Language

- Impact of Language
- Respectful Language guidelines
- Translating Respectful language to local languages

Barriers and Cornerstones of Inclusion

- Introducing to barriers (ACAP framework)
- Tips to address barriers
- Cornerstones of Inclusion
- Videos about specific inclusive practices

4. Expected Result

- Illustrations, gamification and videos to support the completion of 3 e-course modules

5. Responsibilities

- Participate in design meetings on the re-organization of the course
- Develop up to 50 illustrations relating to the e-course content (Exact numbers to be determined jointly based on reorganization)
- Develop up to 12 short videos (Under 3 mins) in relation to the e-course content, developed collaboratively with the Content Development and Documentation Specialist. (Exact numbers to be determined jointly based on reorganization)

- Procurement of 3 pieces of artwork from artists with disabilities to be given as rewards for completion of each course.

Development of an adaptable template for branding for video content (Front and end screen, name tags)

6. Qualifications/Special Skills

- Demonstrable experience in design and illustration for educational materials
- Skills and experience with video production and scripting
- Knowledge of working in the field of disability
- A collaborative spirit
- Demonstrated commitment to high professional ethical standards; and strong safeguarding ethical standards.
- Strong command of English language while French will be added advantage
- Should be available within the period of assignment

7. Organisation and Management

The We Can Work technical team is primarily located in Kampala Uganda. The consultant will work closely with the Content Development and Documentation Specialist.

8. Duration and Timeframe- (Consultancy Period)

The consultancy will take place during the months of August to December 2024 and should be delivered in the time frame as mentioned below.

#	Key Tasks	# of products	Location
1	Illustration	20-50	Remotely
2	Video Production	8-12	Remotely
3	Procurement of Art produced by persons with disabilities	3	Remotely
4	Planning meetings	2-6	Remotely

9.Deliverables

In accordance with the implementation schedule, the consultant shall submit the following reports:

#	Key Deliverables/ Reports	Delivery Date
1	Inception Meeting	Within two weeks of signing contract
2	Video Planning and Scripting Meeting	Within two weeks of signing contract
3	Illustration Planning Meeting	Within two weeks of signing contract
4	Development of an adaptable template for branding for video content (Front and end screen, name tags)	Sept 27th
5	Written up video plans for approval, including technical specs, filming locations etc. based on planning meeting. Content requirements to be provided by Content Development and Documentations Specialist	Sept 27th
6	Draft Videos	Within 2 weeks of filming date
7	Final videos including captioning and voiceover	Within 2 weeks of receiving feedback on draft
8	Draft illustrations	Within 2 weeks of illustration meeting
9	Final illustrations	Within 2 weeks of receiving feedback on draft
10	Art suggested for procurement	Sept 27th
11	Final Art Procured	Oct 7th

13. Submission of the proposal

Interested and qualified parties are invited to submit an Expression of Interest not to exceed 6 pages, by **September 6**, to wecanwork@light-for-the-world.org indicating the following:

1. Legal structure of your company. An individual does not need this.
2. A brief description of your capacity and experience that meet the requirements listed above
3. A high-level approach to implementing the proposed interventions.
4. Brief insights into your approach to co-designing and implementing similar assignments
5. Short examples of relevant assignments undertaken by you/ your firm (3-5 examples – use links for more details).
6. Bios of staff who you anticipate would lead the project.
7. A High-Level budget /or Cost estimation

All materials sent to Light for the World will be kept confidential.