

Terms of Reference:

Provision of Services for Opportunities for Youth Employment

Purpose	Training in Basic Life, Business and Leadership Skills and Coaching and Mentorship	Manager	Robson Nyirenda
Position	Local Service Providers (LSPs), Training Institutions (TL)	Timeline	TBA
Sector	Agriculture / Energy	Location	Southern, Eastern, Northern
Project	OYE+ Scaling Up Youth Employment Initiative	No. of days	TBA

Background

SNV Netherlands Development Organisation

SNV Netherlands Development Organisation (SNV) is a non-for-profit international development organisation founded in the Netherlands in 1965, with local presence in over 25 developing countries in Asia, Africa and Latin America. SNV provides advisory services, knowledge networking and supporting advocacy in the agriculture, water, sanitation and hygiene and renewable energy sectors. Driven by the Sustainable Development Goals (SDGs), SNV makes a lasting difference in the lives of people living in poverty by helping them raise incomes and access basic services.

The OYE+ Scaling Up Youth Employment Initiative

The OYE Scaling up Youth Employment Initiative is a four years project which is being implemented by SNV with funding from the Swiss Development Cooperation (SDC), Department of International Development (DFID) and Swedish International Development Agency (SIDA) governments. The project aims to improve the livelihoods and prospects of 10,000 youths of which 50% are young women.

The project uses the OYE approach, which aims at A) reaching out and improving employability and self-employment for young people, and B) contributing to longer term innovative ecosystem development (i.e. service and support hubs for youth (self-) employment) and conducive policies on the basis of evidence-based results to enhanced employment and income for youth in agriculture. Gender equality is at the core of all project interventions.

In view of the above SNV is seeking for Local Service Providers (LSPs)/Training Institutions (TLs) to provide services that offer opportunities for youth employment and self-employment in energy and agriculture. The services include, but not limited to; offering training in gender-sensitive life, business & leadership skills training and offering mentorship and coaching in areas of energy and agriculture. linkages to the private sector for market, internship and finance. The services will be required to be provided to the youths in the Northern, Eastern, Central and Southern provinces to motivate them to take up employment and self-employment in agriculture and or energy.

The assignment will focus among others the following areas:

Training in basic life, business and leadership skills;

- Communication
- Professional behaviour at workplace
- Entrepreneurship
- Leadership & Diversity
- Opportunity identification
- Financial Literacy

Coaching and Mentorship;

- Practical training to Individual and group-based entrepreneurs.
- Establish connections with markets/private sector
- Establish linkages between agribusiness enterprises and financial institutions

Aims and Objectives

Aim: To contract Local Service Providers/Training Institutions to provide services that offer opportunities for youth employment and Self-employment in the following categories;

The objectives of contracting Local Service Providers/Training Institutions;

- To conduct gender-sensitive life, business & leadership skills training for all selected youth
- To provide mentorship and coaching to youth groups & individual entrepreneurs
- Provide practical training for the (individual and group-based) entrepreneurs in Agriculture and Energy.
- To facilitate connections with markets/private sector for youth enterprises
- To establish linkages between agribusiness enterprises and financial institutions

Tasks for Individual Consultants LSPs/TL

The LSPs/TL shall among other tasks do the following; in Zambia mainly focusing on Central, Southern, Northern and Eastern provinces and paying attention to:

- Conducting training for the youths in Business, Life and Leadership skills, Advanced Business Skills, Technical skills trainings (Agriculture and Energy), and includes; (Profiling of youth economic and social status, ambitions, aspirations, limitations etc) and developing an inventory of youth potentials and interest with categorization into sectors of agriculture and Energy
- Coaching and mentoring of youth entrepreneurs
- Creating linkages for the youth entrepreneurs to the private sector companies for market and internships and financial institutions for loans.
- Support companies for business development services for youth employment

Location

The local Service Providers /Training Institutions will provide services in the following Provinces:

- Southern
- Eastern
- Northern
- Central

Scope

The Consultant/LSP/TL shall undertake to provide services in youth employment while focusing on the following as potential youth employment areas as they represent the value chains the OYE+ project is targeting.

- Horticulture
- Legumes (Groundnuts, Soyabeans, Mixed beans)
- Cereals -Maize
- Green Jobs (Biogas, Solar)
- Nutrition
- Dairy
- Sugar cane

The consultant/LSP/TL with the support of SNV staff is expected to develop a programme for the activities for the youths in the selected provinces/districts. The support of SNV staff consists of sharing and providing participatory induction in the existing OYE Basic Life Skills Training manual(s), and guidance on the basis of already performed "market scans" i.e. identification of opportunities for (self-) employment in the selected value chains. These are essentially outlining the directions of basic life and business skills training during and follow-up coaching post-training.

Activities and timeframes

Activity (Month)	No. of days	Location	Target group	Exp. Results	Time period
1. July-November	TBA	Choma	300		TBA
					TBA
2. July-November	TBA	Monze	300		TBA
					TBA
3. July-November	TBA	Mazabuka	300		TBA
					TBA
4. July-November	TBA	Mungwi	50		TBA
					TBA
5. July-November	TBA	Mporokoso	100		TBA
					TBA
6. July-November		Lunte	50		TBA
7. July-November	TBA	Katete	500		TBA
					TBA
8. July-November	TBA	Chipata	300		TBA
					TBA
9. July-November	TBA	Lundazi	300		TBA
TOTAL (days)			2200		

Expected level of Effort

The assignment is expected to be completed over a period of 4 Months of which the consultant is to work according to the assignment given and agreed. The assignment is planned to start on 16th July -16th November 2020

Deliverables

Deliverable 1: Training of 2200 youths of which 50% are young women

Deliverable 2: Coaching and mentoring of youth groups/ individual entrepreneurs

Deliverable 3: Develop an inventory of youth potentials and interest with categories of the sector of agriculture and energy based on concrete linkages

Deliverable 4: Linkages with financial institutions and private sector companies for loans, internships and employment

Deliverable 5: Report outlining outcome of the training and coaching and mentorship of youths

Profile

- Must be a registered local service provider
- Proven track record in carrying out of the similar work
- Expertise in youth employment/self-employment
- Track record in working on youth empowerment programmes and or training of youths
- Good understanding of energy and agriculture sector and how they can play a role in youth employment

Payment is scheduled as follows;

Payment schedule
• 10% of contract fee upfront
• 40% Upon delivery of the services and report presentation
• 50% Upon acceptance by SNV of final report

Send your expression of interest/proposal/capacity statement and budget to SNV to include;

- Description of your understanding of the role of your firm as Service Provider
- Summary of your experience as Service Provider in a similar capacity
- Outline the methodology you will use to deliver the said services
- The cost of delivering the services including but not limited to transport, accommodation fees etc.
- Clearly state the duration you will take for each activity as outlined in the TORs
- Indicate the location/district in which you are interested to conduct the assignment