



Niger Delta Youth Employment Pathways (NDYEP) Project - Sub-Grants Program

Request for proposal: Youth Skills training for employment in the finished Leather products sector

PIND is a Nigerian non-profit Foundation established in 2010 with initial funding by Chevron Corporation to support a portfolio of socio-economic development programs for Nigeria's Niger Delta in order to improve standards of living of communities in the region. PIND supports projects in collaboration with a diverse range of donor partners including bilateral and multi-lateral aid agencies, federal and state government agencies in Nigeria, private companies and foundations. With an overarching goal of increasing income and employment in the region, the Foundation has four distinct but interrelated program areas. They are:

- An **economic development program** focused on generating opportunities for pro-poor market development and employment generation.
- A **capacity building program** that will build the service delivery and engagement capacity of government, civil society and communities.
- A **peace-building program** that strengthens conflict resolution mechanisms for enabling integrated peace and economic growth.
- An **analysis & advocacy program** that improves analysis and understanding of systemic constraints to growth in the Niger Delta region.

1. Background to the Niger Delta Youth Employment Pathways (NDYEP) Project

In response to the challenge posed by the very high rates of unemployment or underemployment in the Niger Delta, particularly amongst the youth population, PIND with funding support from the Ford Foundation started implementation of the Niger Delta Youth Employment Pathways (NDYEP) Project in the last quarter of 2017. The pilot phase of NDYEP is implemented over two years in Abia, Akwa Ibom and Rivers States with over 1400 youth already trained in the first year of the project in these three states.

With target sectors that include Agriculture, Information and Communication Technology (ICT) and Construction, the project seeks to map the ecosystem of skills development, analyse opportunities for employment creation and develop models of youth job readiness or workforce development that will provide disadvantaged young men and women in the Niger Delta the opportunity to secure sustainable jobs and enterprises. Our approach involves innovative and quality training that prepares selected youth with market-relevant skills and supports their transitioning into waged employment or self-employment /entrepreneurship.

A labor market assessment conducted by the project in 2018 identified the leather and garments sector especially in Abia state as a potential target sector for intervention. A follow on opportunities assessment of the leather sector in Abia State conducted in 2019 notes that ‘despite the generally poor performance of Nigeria’s non-oil sector in terms of productivity, income and employment growth, overtime, the leather goods and garment making industries in Aba, Abia State, compared to the rest of the country, continues to show promise, both in terms of output and employment growth. An estimate by Time Economics in 2018 shows that ‘the Aba garment and leather goods clusters employs approximately 25,000 people. The findings also show that the finished leather products and garments sector face significant constraints and challenges like inadequate access to electricity power, lack of economies of scale – fragmentation, low technology adoption to drive growth and scale. A cultural apprenticeship system is widespread in the area and this usually serves as entry point into the industry for most youth. However, this practice has its several limitations in relation to raising the workforce to support changing industry need.

In spite of this, the ‘opportunities available to young people in the leather goods and garment making industries categorized into three – enterprise, technology, and the application of skills. The enterprise opportunities are endless. It is about identifying the business and enterprise and job opportunities in the value chains. For the leather goods industry, these include manufacturing skills, design know how, computer aided design systems, and branding and marketing’. As the leather sector becomes increasingly sophisticated and integrated to serve an even wider regional and global market, the demand for youth with requisite technical skills that match changing industry needs is also increase. The focus of this intervention is therefore youth skills development for the purpose of enhancing job supply opportunities and entrepreneurship in the finished leather products sector.

All interventions implemented under the NDYEP Project are guided by the following principles:

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|---------------|---|
| Market-driven | We take into account market dynamics, including both supply and demand factors, as well as the roles of other market actors within the sector, so that the program strengthens the market rather than distort it. |
| Sustainable | We prioritize strengthening linkages between market actors and building their capacity to provide services, rather than program staff providing services that will end after the program is over. |
| Inclusive | We aim to be inclusive of groups that are traditionally excluded, including vulnerable youth, especially young women and people living with disabilities. Targets 40% inclusive participation in all programs. |

NDYEP Interventions are implemented through small grants provided to qualifying partner organizations to implement **technical, business and soft/employability skills** training that demonstrate actual potential for **job readiness** (including opportunities for structured internships/apprenticeship), direct waged employment **or job creation through entrepreneurship** for youth participants in the program. Conflict awareness/sensitivity and management is an important embedded part of the training program for the youth.

2. About the NDYEP Grant Program and call for proposals:

Under this phase of the NDYEP pilot project, there is limited funding available as sub-grants to eligible organizations for **innovative, demand-led** training and support for equipping youth with relevant skills for work and job creation. This Call for Proposal aimed at supporting skills development and job creation in the finished leather goods sector for youth in the project states.

Proposals are requested from interested **organizations** that have competencies to receive grants in the following area

Purpose: This grant is aimed at strengthening the finished leather goods and garments ecosystem in project states. It will provide selected youth with training in market-relevant skills and post training business advisory and support that will enable them obtain jobs or become self-employed through entrepreneurship in the finished leather and related sectors.

Target beneficiaries: Unemployed/underemployed youth in the three project states with the basic qualifications required to undertake the specific programs successfully. Young school leavers aged 18- 30 are the primary target for NDYEP. Selection of participants must be inclusive, of vulnerable or disadvantaged youth especially women or youths in underserved communities.

Who can apply? Technical vocation training organizations, Organizations in the sector offering embedded training services and opportunity for retention trainees; NGOs, or other training and business services providers in the leather /garments industry segment located in NDYEP project states

Proposals should demonstrate:

- Capacity/track record: Prospective grantee's capacity, track record, networks, and other non-financial resources available to provide training for youth including details of **curriculum and certification standards** where applicable.
- Linkages: Any existing or prospective connections with employers or programs to place youth in jobs or are able to help youth find earning opportunities as independent consultants, entrepreneurs or online freelancers etc at the end of the training program.
- Outreach: The grantee will propose a program to identify, profile, and train at least 50 or more youth relevant in ICT skills, including hands-on assignments, team projects. Training will include soft skills which may be delivered by the prospective grantee or by another provider selected by NDYEP.

- The grantee will propose a mechanism that connects a portion of participating youth (top performers) to job placements or other work opportunities.
- The grantee will propose a monitoring and evaluation plan to track the program's performance and impact on youth employment. The grantee
- Sustainability: how your organization intends to continue the program at the expiration of the grant.

The grant will support training and skills development initiatives that demonstrate current market relevance and addresses the need for certification of skills and measurement and testing of competencies.

Grant Size: NDYEP envisages that grant requests would range up to \$25,000 (covering pre - training, training and post training support including placements) and depending also on the proposed outreach (number of youths to be trained) and proposed activities. **All grants will be made in Naira.**

Expected duration: For this pilot phase, we invite proposals for intensive training and post training support to youth that will be implemented with tangible results within a short period of time of 3 to 4 months.

Applying:

Eligible organizations are invited to submit a detailed proposal using the template provided in the appendix 1 below, as a guide, to procurement@pindfoundation.org not later than two weeks from the date of this call for proposal. The proposal will have i) Narrative section outlining the project for which the grant is requested, the expected results and key activities (no more than 8-10 pages excluding attachments) and ii) Financial section (detailed budget (in Naira) and notes as applicable). The financial section should also indicate any **cost shares or contributions** from the grantee where applicable.

The proposal will be submitted electronically (in Word) while any support documents might be in PDF.

Timeline for Submission of proposals – Two weeks (All proposals for this round should be submitted on or before 5pm, March 13, 2020. All applications received will be acknowledged. Any proposal received after this dateline will not be honored.

Proposal Review:

As indicated earlier, these grants are for piloting models and pathways to employment /job creation that work, therefore the possible number of awards is limited.

Proposals received in response to this call will be reviewed internally, and after due verifications, the most promising proposals are selected and recommended for approval. Successful applicants

at this stage may be required to make adjustments based on outcome of review. See appendix 2 for scoring criteria.

Anticipated date of grant award and commencement: March 2020

Upon the approval of a proposal for grant award, the successful organizations will be duly notified and a grant agreement negotiated and signed by PIND and the grantee. This will signal the commencement of the activity. Pls note that **no** pre-grant award expenses will be eligible for reimbursement under the grant. All material terms and conditions will be agreed and codified in the grant agreement. These will include specific terms required by the funder (Ford Foundation) under this program for all sub-grants.

Grant Restrictions:

- The Grant funds will not cover purchase of vehicles or computers, office rent
- Grant fund can only be applied for relevant activities and procurement of other materials (hard or soft) directly related to the proposed program and the achievement of the objectives outlined.
- If in doubt as to what may or may not be eligible, pls feel very free to contact the NDYEP project team for guidance.

Mandatory Required items from vendors, grantees or consultants who are bidding for any work or service in PIND

1. Certificate of Business Registration/Mean of Personal Identification
2. Profile of organization
3. Most recent Tax Clearance Certificate
4. Tax Identification Number
5. Full physical contact address
6. Bank Reference Letter **or confirmation of your account details** containing accounts number and bank account name – addressed to the Finance Manager, PIND Foundation, # 25 Jimmy Carter Crescent Asokoro, Abuja
7. Bank details as follows:
 - I. Name of Account
 - II. Account Number
 - III. Name of Bank
 - IV. Address of Bank

Appendix 1:

Niger Delta Youth Employment Pathways (NDYEP) Project

Skills training for employment in the finished Leather products sector

Project Proposal Template (for guidance)

Please use this application format as guide to submit Proposal, maximum 8-10 pages

General Information	
Name of Organization:	
Brief Profile of Organization:	<i>Type of organization, summary of activities etc.</i>
Location:	<i>Physical Address of Organization</i>
Name of Authorized Signatory:	
Position in Organization:	
Contact Information:	<i>Telephone Numbers and E-mail address</i>
Name & Address of Contact Person:	
Contact Information:	<i>Telephone Numbers & E-mail address</i>

Proposed Project Narrative	
Title of Project:	
Project Brief:	<i>Summary of proposed project</i>
Organizational Capacity and Track record	
Project Justification/rationale	
Project Objectives / Goal	<i>State specific objectives the project will achieve and the overall goal it will contribute to</i>
Detailed project Description and expected outcomes	<i>Detailed Project description, outline of activities, duration and expected outputs/outcomes Description of curriculum to be used and plans for competency assessment/certification as appropriate.</i>
Project Duration	<i>Project Start and End Dates (including period for participants' selection and post training support)</i>

Total Grant Sum Requested (Naira):	<i>Amount in Figures</i>
Proposed Project Plan:	
Project Outreach:	<i>Include age, gender groups and geographic spread of would-be beneficiaries, target 40% women beneficiaries and disadvantaged groups including people with disabilities as appropriate. This should include description of process for selection of participants.</i>
Innovative Inputs:	<i>New ideas (inputs or process)- What is innovative about your proposal?</i>
Job Linkage or Enterprise Start-up:	<i>How the process intends to support beneficiaries have access to structured apprenticeships, direct jobs placements, start enterprises/self-employment. Pls note that internships and apprenticeships are for this purpose continuations of the training /certification. Proposals should show clearly how participants will be supported into jobs or entrepreneurship. Prior agreements and contacts with identified potential employers /off taker for the trainees count.</i>
Sustainability:	<i>How might activities and project outcomes be continued/sustained beyond this grant.</i>
Proposed monitoring & evaluation Plan:	
Proposed work plan	<i>In excel format showing activities and timelines/targets /milestones (Please ensure that activities correlate with proposed budget)</i>
Other Funding / contributions	<i>including support from your organization or other partners</i>
Any Other Information:	

Proposed Budget: Please submit detailed budget separately in excel. See sample template below

PROJECT BUDGET								
NAME OF ORGANIZATION								
PROJECT NAME								
LOCATION								
PERIOD								
S/No.	ACTIVITIES/DESCRIPTION	Persons/Units	Days/Qty	Cost/Unit	Amount (NAIRA)	PIND Grant	Organization's Contribution	Comments / Justification
1	DIRECT COSTS (TRAINING)							
					-			
	Sub-Total				-	-	-	
2	DIRECT COSTS (PERSONNEL)							
					-			
	Sub-Total				-	-	-	
3	DIRECT COSTS							
	Stationeries/Consumables							
					-			
	Sub-Total				-	-	-	
4	INDIRECT COSTS							
					-			
	Sub-Total				-	-	-	
5	OTHER COSTS							
	Sub-Total				-	-	-	
	GRAND TOTAL				-	-	-	
N/B: Please expand the rows as you deem appropriate.								



Foundation for Partnership Initiatives in the Niger Delta

NDYEP

Technical Proposal Scoring Criteria

	Criteria	Description	Scores allowed	Scores earned
1	Proposal goals & Objectives	Does it meet desired NDYEP Goal as in RFP and expected outputs are clear	15	
2	Gender consideration (women & vulnerable persons)	What percentage of expected beneficiaries will be women, or disadvantaged youth?	10	
3	Proposers track record/experience	does the proposer have experience of doing similar work. Does the proposal show capacity (human and materials) resources to deliver?	10	
4	Internship / Linkage to jobs	Proposal demonstrates market relevance of training and potential linkages to Jobs/entrepreneurs , internship programs etc , % placement	20	
5	Target group/ Outreach (no of trainees)	Number of youths to be trained; Is it reasonable and feasible? Predominantly within the age bracket , Does the proposal demonstrate how beneficiaries will be selected? Inclusive ?	15	
6	Curriculum/certification	demonstrates market relevance of technical skills; Any professional certification for proposed training/curriculum? Soft skills or business training integrated? Competent and experienced trainers available/ linked to TVET institution?	10	
7	Project Work Plan /Budget	does it include a clear and concise workplan linked to budget, fits NDYEP timeline?	10	
8	Innovation	Includes innovative ideas or approaches for the training, linkages to employment or earning	5	
9	Monitoring & Evaluation Plan	how will the project assess its performance . How will the proposed activity be sustained ?	5	
	Total Score		100	0