



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

Request for proposal: Building skills for the Construction 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 Ford Foundation, started the implementation of 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 the three states and a number of them matched/placed in jobs and being supported in their enterprises.

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 work or entrepreneurship.

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

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.

To achieve its objectives, PIND working in collaboration with its partners and stakeholders has designed these specific interventions:

- **Building Skills for the Construction Sector**
- **Strengthening ICT Ecosystem**
- **Bright Future Grant**
- **Agric-Innovation Challenge**
- **Jumpstarting Aquaculture Enterprise skills**

These interventions are implemented through small grants provided to qualifying partner organizations to implement technical, business and soft/employability skills trainings 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 is aimed at Building Skills for the Construction sector for youth in the three project states.

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

A. Building Skills for the Construction Sector

Construction sector employers within the Niger Delta region often report that graduates of vocational training programs are not being trained with practical technical skills that are currently most in demand, and have themselves often had to bear the cost of retraining young recruits. Therefore, many construction companies have had to engage young people from outside the region for work in many skill areas. NDYEP therefore seeks to collaborate with interested construction companies and training partners to design and implement Professional Development Programs for the building construction sector that will ensure that youths in the region find construction work to be professional, reliable and an appealing career path.

Purpose: This grant aims to support initiatives for professional development in the housing construction sector, that provide youth with practical technical skills (and related soft skills) that are currently most in demand by construction sector employers.

It also aims to strengthen the link between employers (construction companies) and technical/vocational education training providers in curriculum development/modification; training delivery (including Building capacity of training partners to deliver training), and job placements/retention. **(Applications for grant need to demonstrate this link/partnership as much as possible)**

Through this intervention, youth would have upgraded skills and increased their employability through the incentive structure of the company and their new certification credential.

Target group:

- Existing (skills upgrade) and new entrants into building construction sector
- Primary focus on young school leavers between ages 16 and 30 including the vulnerable and disadvantaged (rural, women and people living with disabilities).
- Unemployed/underemployed youth interested in pursuing careers in the building construction sector

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.

Skill Areas: In demand skills for the building construction sector, NDYEP understands that some of the skill areas with existing gaps/opportunities for youth in the building construction industry include: **Carpentry, Tiling, Painting, POP, Plumbing, Masonry, Electrical installations, Painting** etc. The project will support professional development in these areas. However, we also

appreciate that construction companies/partners might have need for other specific skills with very high possibility for job recruitment/retention for youths in the project areas. The project will consider proposals for training in such skill areas with demonstrated market relevance and job placement opportunities.

Who can apply? This grant is available to eligible organizations- Construction companies /housing, or technical and vocational education and training organizations (TVETs, Universities etc.) or others providing technical training for the construction sector, and operating in the project states.

Proposals should demonstrate:

- Capacity/track record: Prospective grantee's capacity, track record, networks, and other non-financial resources available to provide training and follow on support for the selected youth including details of curriculum, assessment of competence and certification standards where applicable. Proposal should demonstrate that the proposing company/org can handle the training and either have the requisite skills, manpower and equipment or is linked/ to a partner that has.
- Linkages/partnership: Any existing or prospective connections with potential employers or programs to place youth in jobs or are able to help youth find earning opportunities based on skills upgrade at the end of the training program.
- Outreach: The grantee will propose a program to identify, profile, and train 30 or more youths in building construction 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 Internships/work attachments, direct job placements and entrepreneurship.
- The grantee will propose a Monitoring and Evaluation plan to track performance and impact on youth.
- Sustainability: how your organization intends to continue the program at the expiration of the grant.

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 6 to 8 months.

Note: The project will consider the option to renew grants for high performing grantees in the scale up phase of the project subject to availability of funding.

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) Budget template is attached. 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, August 30, 2019**. All applications received will be acknowledged. Any proposal received after this dateline will not be honoured.

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. Successful applicants at this stage may be required to make adjustments based on outcome of review. Successful proposals will then be recommended to the Project’s Advisory Committee for consideration and approval. They may approve or reject. See appendix 2 for scoring criteria.

Anticipated date of grant award and commencement: September 2019

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, 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/Means 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

Construction Sub-Grants Program

Project Proposal Template (for guidance)

Please use this application format to submit Proposal for Building Construction Skills Grant, 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 internships, 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.								

Appendix 2:

				
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