



Niger Delta Youth Employment Pathways (NDYEP) Scale-up in Abia, Akwa Ibom & Rivers States - Grants Program

Request for proposal

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, implemented the Niger Delta Youth Employment Pathways (NDYEP) Project between 2018 and 2021 as a pilot program. The pilot was implemented in Abia, Akwa Ibom and Rivers States with 4,355 youths trained with specific skills in identified sectors with most of them linked to employment or supported to start various enterprises.

With target sectors such as Agriculture, Information and Communication Technology (ICT) and Construction, the project mapped the ecosystem of skills development, analyzed opportunities for employment creation and developed models of youth job readiness or workforce development that provided disadvantaged young men and women in the Niger Delta the opportunities to secure sustainable jobs and enterprises. Our approach under the NDYEP involved innovative and quality technical occupational training which prepared selected youth with market-relevant skills and supported their transitioning into work or entrepreneurship.

The interventions implemented under the NDYEP Project in the pilot were 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.**

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

Under the NDYEP project scale up, PIND will provide limited funding available as 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 youth across four sectors (building construction, ICT, agriculture, finished leather and services) in the 3 project states; Abia, Akwa Ibom and Rivers.

Proposals are requested from interested **organizations** that have competencies with requisite training facilities to provide training on the Niger Delta Youth Employment Program in the following areas:

Sectors	Skill Areas
Agriculture	- Aquaculture - Poultry - Snail Rearing - Etc.
Services	- Finished Leatherworks - Tailoring & Fashion - Etc.
ICT	- Web development, Product development (UI&UX), Data science, - Digital Marketing, Coding, Graphic Design, - Hardware repairs & Maintenance, Networking - Etc.
Building Construction	- Tiling, Piping & Plumbing, Carpentry & Cabinetry - Masonry, Wall finishing & POP, Aluminum Profiling

	<ul style="list-style-type: none"> - Electrical installation, Welding & Fabrication - Etc.
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These interventions will be implemented through small grants provided to qualifying partner organizations to conduct 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.

Purpose: The engaged institutions or organizations will be required to identify and support unemployed and disadvantaged youth interested in rapid vocational skills training program that will equip them with capacity and competence to start enterprises or become work ready in the selected growth sectors identified. The beneficiaries will be equipped with technical skills and business know-how, linkages to start-up capital to build new enterprises and create new jobs in the process.

This grant program will leverage existing NDYEP model and framework developed in the pilot phase. Youth that successfully complete the program and perform satisfactorily will be guided and supported to initiate their own businesses or linked to waged employment.

Target youth beneficiaries - Unemployed/underemployed youth especially youth aged 16- 30, out of school youth who are resident in the target states. Young women and people living with disabilities are encouraged to apply to participate.

Who can apply? This grant is available to eligible organizations with modern technical vocation training facilities that have the capacity to recruit and train youths, and possess proven track record of working in the Niger Delta.

3. Proposals should demonstrate:

- **Capacity:** Prospective grantee’s capacity, track record, networks, and other non-financial resources to recruit, train, and provide business and technical support including business linkages, **Provide** details of **curriculum and certification standards** where applicable.
- Experience in building capacity of young entrepreneurs in the outlined sectors or value chain and starting new businesses quickly, and how trained youths will be supported in starting sustainable enterprises that create jobs for themselves and other youth. Proposals that demonstrate **innovative** ways around identified challenges faced by youth in exploring waged employment and business opportunities are most welcome.
- **Outreach:** The grantee will propose a program to identify, profile, train at least 60 or more youth in outlined sectors, including hands-on assignments, team projects, apprenticeship, and start up enterprises. Training will include technical and business skills training as well

as soft skills training which may be delivered by the prospective grantee directly or by another selected provider.

- The grantee will propose a monitoring and evaluation plan to track the program's performance and impact on youth employment. (KPIs proposed may include for instance # youth receiving training and equipment; #youth starting new businesses. Number of new jobs to be created

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 **NGN12,000,000** (covering pre -training, training and post training support including for linkages for startup enterprises) and depending also on the proposed number of youths to be trained and activities. All grants will be made in Naira subject to availability of funds.

Please note; the grant sum for selected registered NGOs/Government Institutions will be exempt from Withholding Tax while the grant sum for Limited Liability companies will be subjected to 10% Withholding Tax.

Expected duration: For this scale up 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.

4. Application Process:

Eligible organizations are invited to submit a detailed technical and cost proposals AS SEPARATE DOCUMENTS using the templates provided in appendix 1 and 2 below, as a guide, to **procurement@pindfoundation.org** not later than two weeks from the date of this call for proposal. Please use "Application for NDYEP Grant_ Sector Name" (Example 'Application for NDYEP Grant _Building Construction) as the subject of your email. Note that organizations can only apply for one (1) sector; though the application could cover many skill areas within the institutions competence (Please refer to the table on page 2).

- The technical proposal should outline the project for which the grant is requested, the expected results and key activities (no more than 8-10 pages excluding attachments), Please refer to appendix 1 for guidance.
- Cost proposal (detailed budget (in Naira) and notes as applicable) Budget template is attached in Appendix 2. Please indicate any cost shares or contributions from your organization where applicable.

The above listed documents should 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 April 21st, 2022. 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 the scale up of NDYEP 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 PIND Directors for consideration and approval. They may approve or reject. See appendix 3 for scoring criteria.

5. Anticipated date of grant award and commencement: May 2022

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. Please 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.

6. 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 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
2. Profile of organization
3. Valid 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

Project Proposal Template (for guidance)

Please use this application format 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 and training approach to be used and plans for competency assessment/certification as appropriate. Alignment with PIND aquaculture delivery approach</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>Coverage area 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 (Pls ensure that activities correlate with proposed budget)</i>
Other Funding / contributions	<i>including support from your organization or other partners</i>
Any Other Information:	

Appendix 2

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.								