

Assignment Title: This assignment is to provide technical assistance and programme delivery services for the Skills Development component of the Enhancing Employability of Urban Youth Programme. The contract term will run from July 2019 to March 2020.

Enhancing Employability for Urban Youth - Programme Context

This programme sits within our Higher Education, Skills and Enterprise portfolio of work. It is designed to enable young women and men in urban areas to acquire skills and experiences that are relevant to them having jobs either as seekers or creators of jobs.

The programme builds on our current portfolio of work in the SSA region in the areas of skills development, social entrepreneurship, English, Creative Industries and Education. It seeks to use a holistic and multi sectoral approach, that builds on our successful work streams working in partnership with both public and private sector players. In line with the UK International Development (Gender Equality) Act 2014, the programme will ensure that historical gender inequality is not reinforced and factors affecting the participation of women and men in skills development and work opportunities are addressed.

The programme will respond to the evolving world of work and provide a means by which young women and men can continue to derive social and economic benefits, beyond the period of intervention. It will bring together the different enablers which include elements of youth-led, demand and supply side and ecosystem strengthening approaches that support urban youth in accessing and maintaining meaningful work and sustainable incomes through skilled employment and self-employment. Through the programme, we will look to address the skills, gender and experience gaps, promote and equip young women and men for skilled self-employment and employment.

The approach is to align and equip young women and men in urban areas with the skills and knowledge to prepare them transition to the world of work and entrepreneurship; thereby increasing the ability of more young people in different sectors of the economy to access enhanced employment opportunities

1. Introduction

- 1.1. One programme delivery consultant will be selected to provide programme management and technical assistance from July 2019 to March 2020.
- 1.2. The assignment will include day to day programme management, liaison and management of programme stakeholders (public and private sector), grantees and partners and weekly reporting to British Council on programme progress and milestones.
- 1.3. The consultant will be required to report daily to the British Council office.

2. Background

- 2.1. Our Higher Education, Skills and Enterprise programmes are designed to ensure that young people have the skills and knowledge required to access future livelihood opportunities. Our aim is to engage with high level stakeholders in the UK and Nigeria to develop initiatives and interventions which will support institutional /system development and reform.

Enhancing Employability for Urban Youth is a component of our skills work which focuses on providing access to UK and international expertise and policy to support the growth of industry led post-secondary skills training in Nigeria.

This project will focus specifically on the supporting the improvement and development of skills and qualifications required to access jobs within the construction industry in Nigeria.

2.2. Immediate programme management/delivery will be focused on the following areas:

- Explore the approaches and binding constraints related to skills development in the Construction sector in Nigeria; specifically understanding the ecosystem for Skills in the Construction sector, and the interface with employment, employability and job creation
- Assess the relevance of the projects to the needs of project target groups as defined in each of the projects/programmes and in the results frameworks
- Collate intelligence/mapping of available skills training in construction sector areas and identify rationale for choice of preferred intervention
- Identify Institutions and organizations implementing efficient and effective approaches for skills training in the construction sector in Nigeria with particular consideration of training that meets the needs of the labour market and private sector, specifically in Abuja
- Explore interventions for providing stakeholders with the knowledge required to support effective approaches to skills development in the construction sector. Consideration should be given to areas which are not currently being worked at, where short term interventions can be of significant benefit and where there is potential to scale through the formal and informal learning system
- Support the programme team, in further development of the project ideas including rollout of mechanisms for implementation

The technical consultant will:

- Provide country-specific recommendations and guidance on approaches to adopt.
- Provide actionable recommendations in the design and delivery of appropriate and/or scalable country-specific interventions.
- Provide technical support in the implementation of identified interventions on access to skills and jobs in the construction sector.

3. Deliverables:

- A briefing session to sense-check proposed methods and study approach.
- A comprehensive work plan towards undertaking of the market study, development of business plan and implementation of the interventions
- A market study report including recommendations on interventions
- A business plan on implementation of the identified interventions
- Assessment tools including discussion guides and survey questions to guide British Council in ensuring that the planned assessment data and report cover all areas of evaluation study
- A debrief power-point presentation to the British Council, detailing the diagnostic framework, process and preliminary findings.
- A debrief power point presentation to the British Council, detailing results from the diagnostic and mapping process

- Organize and facilitate workshops which will include British Council and partners teams to share and discuss learning from diagnostic exercise and integrate findings into existing programme design.

4. To apply:

4.1. Submit (in one PDF attachment) evidence in a CV and cover letter demonstrating your experience of:

- Extensive experience, networks and knowledge of the skills development and training in Nigeria. This should include operating context, regulatory framework, and technical knowledge of the TVET and Skills sector in Nigeria
- Extensive experience in assessing development programmes or projects focused on Skills and Employability
- Knowledge of evaluation methods and techniques, including a thorough understanding of data collection, evaluation methodologies and design, and strong qualitative and quantitative research skills
- Evidence of solid and high-level experience in undertaking similar tasks (experience in similar projects will be an advantage).
- Expert-level experience delivering well-written, clearly analysed research reports in a timely manner;
- Communicating and Influence: using influencing techniques to manage diverse and complex public and private sector relationships.
- Partnership management: using strong relationship building skills to manage senior government and private sector partners
- Grant management: managing grantees and beneficiaries preferably in the education sector

4.2. Also submit at least two references from organisations which you have provided similar consultancy work.

4.3. Submit your CV, cover letter and references to HE.Nigeria@ng.britishcouncil.org

5. Cross-cutting Issues

5.1. In the delivery of the assignment, the consultant will be required to ensure that all programme partners, consultants and stakeholders are considering the following:

- **Equality, Diversity and Inclusion:** All inputs and material used for the programme and outputs generated will be in line with British Council equality and diversity approach as outlined at: <https://www.britishcouncil.org/organisation/how-we-work/equality-diversity-inclusion>
- **Child Protection:** All inputs and material used for the programme and outputs generated will be in line with British Council Child Protection policy as found at: <https://www.britishcouncil.org/organisation/transparency/policies/child-protection>
- **Information management:** All data the consultant gains access to in the course of their delivery of the assignment will be handled in line with British Council Information and

Security policy as outlined at:

<https://www.britishcouncil.org/organisation/transparency/policies/child-protection>

- **Code of Conduct:**

https://www.britishcouncil.org/sites/default/files/code_of_conduct_final_may_2016.pdf

- Further requirements will be outlined in the contract to be signed.

6. Monitoring & Evaluation

- 6.1. As part of this assignment, the consultant will be required to ensure the regular British Council monitoring and evaluation of the projects are carried out in line with each projects objective and expected outcomes and will be expected to report on this.
- 6.2. Additionally, the consultant will be expected to prepare case studies from each project.

7. Timing and Resources

- 7.1. The consultancy will have a 9-month duration from July 2019 to March 2020.
- 7.2. An all-inclusive monthly remuneration of One Million, One Hundred and Eighty-Three Thousand, Five Hundred and Thirty-Eight Naira only (1,183,538 Naira) subject to withholding tax at 5%, applies.

8. Travel

- 8.1. Programme delivery may include some travel, some unsocial hours and weekend work.
- 8.2. All Travel will be governed and managed in line with British Council Travel Risk Management policy and all travellers will need to adhere to Travel Risk Management requirements issued at the time of travel.
- 8.3. Consultant will be required to procure their own insurance for travel and other activity in relation to the programme except as otherwise agreed.

9. Management Arrangements

- 9.1. The consultant will report directly to the Director Higher Education, Skills and Enterprise (British Council Nigeria) on a day to day basis.
- 9.2. It is essential that information in the annex and relevant links are read in detail in advance of an application.

We will receive applications until the position is filled.