



**African Union Development Agency (AUDA-NEPAD)**

**REQUEST FOR EXPRESSION OF INTEREST (REOI)**

**CONSULTANCY SERVICES – FIRMS SELECTION**

**CONSULTANCY SERVICES FOR DEVELOPMENT OF A JOB CREATION SELF -  
ASSESSMENT TOOLKIT**

**PROCUREMENT NUMBER: 82/NPCA/SEFY/OSSP/QCBS/2019**

## **INTRODUCTION**

African economies continue to experience positive economic growth over recent years, averaging 4.6 % annually (AOE, 2018). However, this growth does not seem to be creating the requisite quantity and quality of jobs to absorb Africa's labour market.

In terms of the statistics, the Youth unemployment rate decreased from 13.4% (1991-2000 period) to only 12.3% (2001-2012)<sup>1</sup>. A hidden number is the significant economic activity that occurs informally and employs a large population of many rural populations which is mostly seasonal, and associated with poor wages, leaving many workers vulnerable. Africa is also experiencing high population growth rates, rapid urbanization, while also beset with low literacy levels. On the economic front and further spurred by Agenda 2063 industrialization drive, job demand is projected to grow from 20 million to 33 million new employment opportunities on an annual basis until 2030 equating nearly 440 million jobs. Inevitably, in many of the African countries, particularly those in which there is a relatively large youthful population, 'jobless growth' has also meant many young people have not been able to access decent jobs, earn decent wages and improve their social-economic status. Young people wanting to start self -employment initiatives do not receive the requisite holistic support to set-up and develop entrepreneurial potentials. Allowed to continue, this situation presents risks of widening inequality and poverty and risks to peace and stability within countries.

There to, the AUDA-NEPAD through its **Skills and Employment for Youth Programme** seeks to support African Union member states with tools and best practices to help unlock employment creation and growth based on the set targets and aspirations of national development plans and the African Union's Agenda 2063.

## **OBJECTIVES**

Pursuant of A2063 aspirations and targets, the AUDA-NEPAD Skills and Employment Programmes (SEFY) aims to support member states to build capacity to ensure that job creation is integral to economic growth strategies and policies. In this regard, this Consultancy assignment seeks to develop technical advisory tools to support youth employment creation, skills development and self -employment opportunities. The proposed Youth Job Creation Self -Assessment toolkit aims to unlock employment potentials, generates decent jobs, facilitate policy coherence, monitoring and evaluation within national development and attendant sector development plans, to improve the prospects for inclusive growth and improved livelihoods of African Youth.

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<sup>1</sup> ILO, 2014 , World Employment Social Outlook, Trends 2015

The objective of the consultancy is therefore to assist AUDA-NEPAD to develop a Youth Job Creation Self-Assessment Toolkit which will comprise a collation of a comprehensive diagnosis as well as planning and implementation methodologies that serve to facilitate assessment and mainstreaming National Development Plans, programme design, investment, implementation, monitoring and evaluation of youth employment action plans. Design of the toolkit should allow for flexibility to accommodate local contexts and local priorities to match national development aspirations and direct efforts and investments to reach the optimal scale and critical quantity of jobs and skills that can drive economic growth.

Application of the self -assessment not only serves to facilitate alignment to national-regional – global goal but should also help locate medium to long term systemic changes necessary to create a conducive employment ecosystem as well as sustain progress. This includes providing a set of diagnostic and normative tools to help member states conduct pre-, post ante and foresight analysis of national policy interventions, strategies and tools used at country level along productive sectors for facilitating analysis of job creation potentials. This could also include identifying economic opportunities for small enterprise development, nurturing of innovation and entrepreneurship development which could further generate self - employment opportunities and create new sectors (e.g. Implications of the Fourth Industrial Revolution, rise and use of technologies such as the green technology sector).

The final product should serve as a checklist and direct the end user to a set of available tools and best practice that enable:

- support to improved inter-sectoral planning for job creation and capacity building for youth, to ensure demand oriented skills development along a pipeline of skills required along *growth sectors and attendant multiplier sectors*;
- facilitate building synergies within multi-sectoral arrangements, with greater participation and private sector-led development; and
- Facilitate strengthening of data generation systems to help national governments to generate critical knowledge and data for an efficient job creation system.

## **SCOPE OF THE ASSIGNMENT**

The consulting firm is expected to engage with key stakeholders including policy makers, private sector actors and other partners to undertake a comprehensive scoping study of existing policies, planning processes in the labour sector. This should lead to identification of existing and potential gaps of tools, technical advisory service gaps constraining national planning systems to comprehensively address job creation particularly for youth. Conduct of the assignment will comprise a desk study and virtual consultations with respective national ministries, business associations, partners and other actors, including facilitating a consultation/validation workshop.

## **EXPECTED OUTPUTS:**

The Consulting Firm is expected to deliver the following outputs:

- a. Inception Report: Outline of methodological approach, survey instrument, milestones and delivery timelines;
- b. Desk study & Field studies (5 country visits): working report; comprehensive overview of outcomes of the mapping exercise, where available graphical and statistical annexes in a format that allows further analyses. The report will be discussed by stakeholders in a validation working session. Final Report: incorporating outcomes of the validation workshop and outline of the emerging Self- Assessment Toolkit;
- c. Self-Assessment Toolkit Validation workshop report; and
- d. Finalisation (user testing) and Final Self- Assessment Tool in the form of a software and all related line codes.

The African Union Development Agency (AUDA-NEPAD) now invites eligible consulting firms (“Consultants”) to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services.

Interested firms must provide information indicating that they are qualified and experienced to perform the services:

1. An Official signed Letter from an authorized official, expressing interest of the firm to participate in the Consultancy;
2. General profile and background of the firm which should elaborate the following:
  - a. Core Business of the firms
  - b. Names of authorized representatives of the firms (Power of Attorney).
  - c. In the cases of Consortiums/Partnerships/Associations shall be required to submit Joint venture Agreements/Joint Association letters stating the lead firm.
  - d. Commercial Registration of the firms attaching Registrations certificates;
3. Experience of the Firms in handling consultancy services of similar assignments in the past five years;
4. Availability of Professional Key Staff with Suitable Qualifications and experience in the field of assignment; and
5. At least 3 (three) references from corresponding clients and sites to which the firm has provided similar services.

**Reporting and Time Schedules:** The duration of assignment is expected to be six (6) months. The Consultant will report directly to the Head of Skills and Employment for Youth Programme, through the Officer designated for the assignment.

Consultants may associate with other firms in the form of a joint venture or a sub-consultancy to enhance their qualifications. Firms from African Union Members States and/or joint ventures will have an added advantage.

A Consultant will be selected in accordance with the Quality and Cost Based Selection (QCBS) method set out in the AU Procurement Guidelines.

This is an Expression of Interest (EOI) only; submission of Financial Proposals is not applicable at this stage.

NEPAD Agency reserves the right to verify any information provided by prospective entities/individuals and false information will lead to disqualification. The NEPAD Agency reserves the right to cancel or reject any or all EOIs without stating any reason.

Expressions of interest must be delivered to the address below by the **16<sup>th</sup> July 2019 by 14:30 hours (South African Time)** and should be clearly marked as **“CONSULTANCY SERVICES FOR DEVELOPMENT OF A JOB CREATION SELF - ASSESSMENT TOOLKIT. REF: 82/NPCA/SEFY/OSSP/QCBS/2019”**.

EOIs can also be sent by email, addressed to the address below. Interested Consultants may also obtain further information at the address below during office hours (08:00 - 17:00 South Africa time):

**The Chairperson, Internal Procurement Committee (IPC)**  
African Union Development Agency (AUDA-NEPAD)  
230, 15th Road, P. O. Box 218 Midrand,  
1685 Johannesburg, South Africa  
Email: [bathom@nepad.org](mailto:bathom@nepad.org) and [procurement@nepad.org](mailto:procurement@nepad.org)

Attention of: Procurement Division

## Appendix 1:

### Customer Reference Card

Please provide the following information for each referral client submitted (please fill out the form as required).

#### Footnote 1:

Organization/company name:	
Client name and title:	
Phone:	
E-mail:	
Address:	
Contract Value:	
Size of company 1: Number of employees:	
Size of company 2 : Number and location of offices in the world):	
Industry/market sector (private, public, non-profit):	
Detailed description of the services actually provided by your company (types, geographical coverage, etc.):	
Service duration (month): Start date (month/year): End date (month/year):	
Description of services provided on the referenced sites:	

NEPAD will have the right to contact each referral client provided by the providers. It is the claimant's responsibility to ensure that the contact information provided above is accurate and to ensure that your client will respond to the African Union Development Agency-NEPAD's questions.