

# Challenge Fund for Youth Employment

Information Session on  
call for solutions Nigeria

28 July, 14.00 PM

CHALLENGE  
FUND  
FOR  
YOUTH  
EMPLOYMENT

# Agenda

- ✕ The Fund explained
- ✕ The challenge
- ✕ Definition of the Call and Selection Criteria
- ✕ Application process
- ✕ Q&A
  - ✕ FAQ
  - ✕ Moderated (live questions)
- ✕ Timeline and closure

# Team

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# Pigeonhole



Live Q&A with  
question voting



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from your audience.



**Anonymous questions:**  
Participants post and vote on questions  
at their own pace, anonymously or  
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Go to  
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Enter your questions through the link and vote for questions that you find relevant

# The Challenge Fund for Youth Employment

The fund explained

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# What is the Challenge Fund?

The Challenge Fund for Youth Employment is funded by the Netherlands Ministry of Foreign Affairs and managed by [Palladium](#), in partnership with [VSO](#) and [Randstad](#).



Kingdom of the Netherlands

This call is the first stage of the application process in Nigeria.

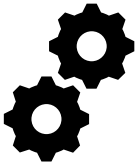
Successful applicants that progress to the next round, will be invited to submit a detailed proposal and business case.

# The Challenge Fund Explained



## Goal

By 2025, the Fund aims to create **decent employment for 200,000 young people including 100,000 women** in the Middle East, North Africa, West Africa, and the Horn of Africa (including Kenya and Uganda).



## Approach

We will run several competitive context-specific challenges per year to address supply, demand, or job-placement constraints to creating more jobs and/or improving the quality of work for people, especially women, aged 15-35 in the focus countries.

# CFYE Explained

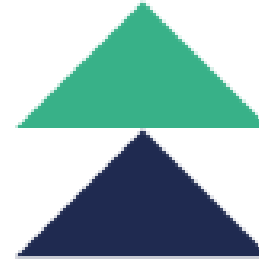
The Fund will support initiatives that will create decent employment by:



Create



Match



Improve



Sustain

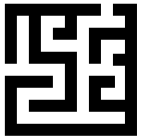


# What the Fund offers



## **Co-investment**

The Fund will co-invest between 10 and 50% of the total project budget, including both direct investment and TA.



## **Technical Assistance**

In-kind technical support will be available throughout the selection process and during implementation to maximise delivery of results.

The total contribution (co-investment and technical assistance) will have a minimum value of **200,000 Euros** and range from 10% to 50% of the total project budget

# Timeline



Launch Call for  
Concept Notes



Deadline to send  
questions (online)  
or request for one  
on one sessions\*



Responses to  
questions available  
on the Challenge  
Fund website



Deadline for  
submission of  
Concept Notes



Contract Signing

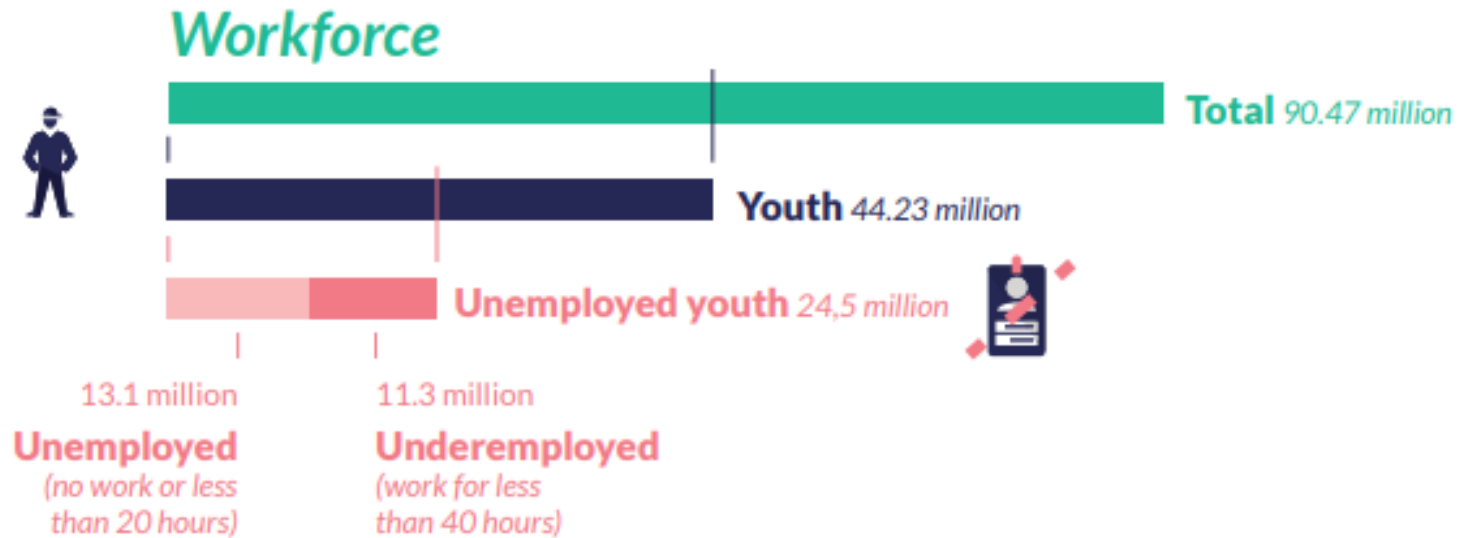


\* Requests for one on one sessions can be made alongside proof that eligibility requirements are met

# The Challenge

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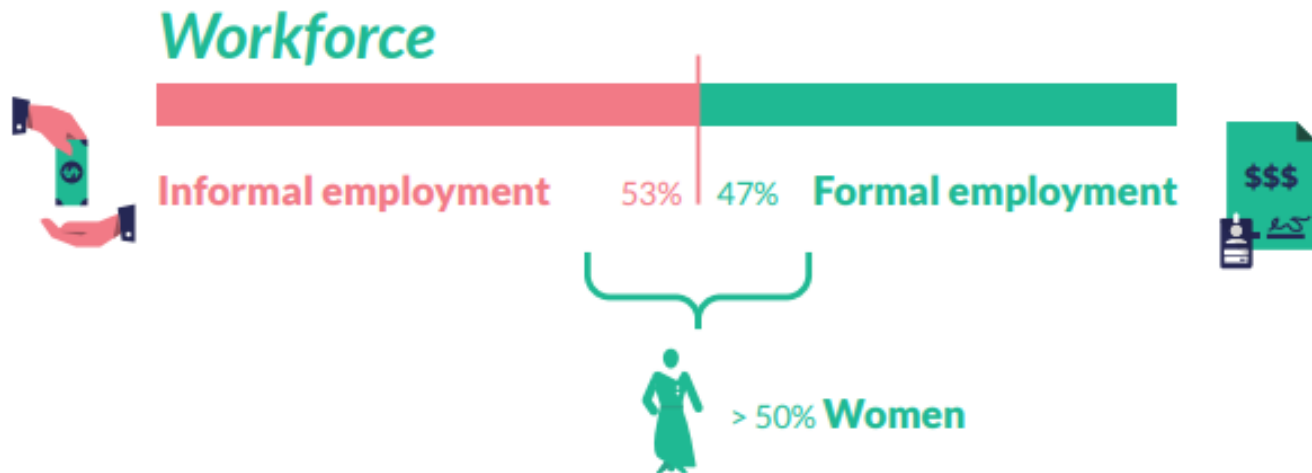
# The Youth Employment Challenge in Nigeria (1)



✂ ~24.5 million young men and women are currently either unemployed or underemployed.

✂ 26.6% of women were unemployed compared to 20.3% of men

# The Youth Employment Challenge in Nigeria (2)



- ✂ Formal, decent jobs in the private sector are scarce, especially in rural areas.
- ✂ ~75% of all new jobs are informal.
- ✂ More than 80% of the population works in agriculture or is engaged in a household non-agricultural enterprise

# The Youth Employment Challenge in Nigeria (3)

✂ 94% of Nigerian businesses surveyed have been affected by COVID19

✂ 30% say that they may not survive the pandemic

✂ Decent working conditions often don't apply

✂ 37% of Nigeria's working population earns less than US\$1.90 (€ 1.75) a day

# The Youth Employment Challenge in Nigeria



- ✂ We deconstructed the youth employment challenge across five domains
- ✂ Key opportunities and challenges in Nigeria  
Scoping Report available on CFYE website under **call for solutions**
- ✂ Based on country meetings, desk research and CFYE analysis
- ✂ Outlines the type of projects we are looking for

# Labour Demand



Youth employment initiatives funded by CFYE should focus on the following:

- ✧ Steering youth towards either waged employment or decent self-employment.
- ✧ Supporting working-learning trajectories that will increase employability of youth.
- ✧ Stimulate inter-project linkages
- ✧ Suggesting semi-employment models



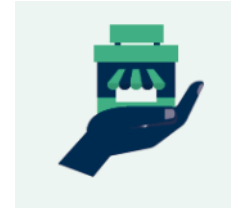
# Job related skills and Employability



Projects that focus on skills training are encouraged to

- ✕ Link the demands of employers to skills training
- ✕ Focus on soft and digital skills
- ✕ Encourage the combination of working and learning

# Business Support and Access to Finance



Projects that provide support to SMEs are encouraged especially those that involve the:

- ✕ Provision of B2B technology services
- ✕ Integration of access to finance
- ✕ Collaboration with public programmes can be sought to leverage CFYE funding of youth employment projects.

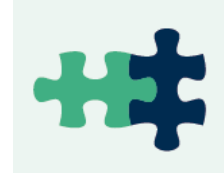
# Cultural and social norms



## Projects are encouraged to:

- ✕ Clearly lay out the social and cultural dimensions
- ✕ Incorporate elements that will encourage behavioural change to ensure the sustainability of employment for vulnerable groups after the project ends.

# Matching



Projects are encouraged to incorporate:

- ✕ Training youth in efficient networking
- ✕ Creating work experience opportunities
- ✕ Matching selected employers with a pre-determined supply pool
- ✕ Support to enterprises on the set up and/or improvement of their existing recruitment processes

# Call and Selection Criteria

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# Window 1: Digital Jobs

## *The Challenge*

There is a need to bridge the digital skills gap, especially for young women who are particularly affected by the digital divide. Digital jobs are increasingly in demand across sectors (e.g. e-commerce, e-payments) - they are 'future of work', they match youth aspirations and skills, and respond to emerging needs as result of covid-19.

Access to digital jobs will increase youth's prospects for a sustainable, resilient career and a skillset that allows them to easily switch between sectors and types of employment (wage, self)

## *A call for solutions*

- ✂ CFYE is calling for innovative and demand-driven digital job projects from either private sector organizations or private sector led consortia
- ✂ Projects should reach skilled youth that have finished at least secondary education.
- ✂ Projects should reach min. 500 youth, 50% women
- ✂ At least 50% of project beneficiaries should be young women. Projects targeting young mothers and/or single mothers are particularly welcomed and will be favoured
- ✂ We will prioritise projects in the high potential sectors

# Window 2: Skilled craft work

## *The challenge*

There is a need to bridging the technical skills gap in Nigeria, building skills and effective matching. This will allow youth, including young women, to capitalize on the existing unmet demand for technically skilled workers across various sector in Nigeria.

The Nigerian economy is transforming towards more technology driven production and value-added production sectors like manufacturing, hence a significant demand for technically skilled or 'craft' labour.

## *A call for solutions*

- ✂ We invite companies and private sector led consortia to submit their innovative ideas for projects that either create new technical craft jobs, improve the decency of existing craft jobs or match youth to (new or existing) craft job opportunities.
- ✂ Projects should reach skilled youth that have finished at least secondary education.
- ✂ Projects should reach min. 500 youth, 50% women
- ✂ Projects placing women in male-dominated sectors/positions will be favoured.
- ✂ We will prioritise projects in selected high potential sectors (agri, trade, ICT, construction, manufacturing, renewable energy)

# Example projects

## Digital Jobs

- ✕ A value chain service provider's field agents use tablets as main tool for farmer management and information collection
- ✕ A solar PAYG business's sales digitizes its client onboarding process and hires sales staff
- ✕ Entrepreneurs using social media or webshops to promote products

## Technical Craftmanship

- ✕ Enterprises are matched with trained construction of manufacturing workers
- ✕ Women trained, made aware of and matched to technical jobs



# Priority sectors

No sector will be ruled out upfront, but prioritised sectors are:

- ✕ Agriculture,
- ✕ Trade,
- ✕ ICT,
- ✕ Construction,
- ✕ Manufacturing,
- ✕ Renewable Energy,
- ✕ Transportation/Logistics,
- ✕ Financial Services,
- ✕ Automotive,
- ✕ Creative Industry,
- ✕ Entertainment,
- ✕ Education and
- ✕ Hospitality.

# Eligibility criteria



## **Private sector led**

Only projects presented by private sector firms are eligible.



## **Women priority**

Projects should create, match, improve or sustain at least 500 jobs for youth of which at least 50% jobs for women.



## **Decency**

Jobs should be at least 20 hours a week. Gross income / wage for 1 FTE should be at least N30,000 a month.

# Eligibility Criteria (2)

## Resilience



Able to adapt and pivot rapidly to threats such as Covid-19, and support employees to withstand shocks and stress resulting from those threats.

## Leverage



The minimum contribution of the fund is € 200,000. This should be matched by a co-investment that is at least equal to the grant requested.

# Application process

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# Application process

1. Eligibility check on Website
2. Apply through digital application form

## **Application form focuses on:**

- Lead company information
- Consortium information
- Description of project idea
- High level goals and potential impact
- High level financial proposal

- ✂ A shortlist of promising investment proposals will be selected and requested to submit a more detailed business case
- ✂ Business case development will be supported by CFYE coaches

# Youth Aspirations Session

- ✕ On the 4<sup>th</sup> of August we will host a Youth Aspirations Session.
- ✕ Content of the session:
  - ✕ Stories of youth
  - ✕ The Business Case for meaningful youth engagement, empowerment and resilience (YEER)

# Key Dates

7th of August	Deadline for submission of questions
31st of August	Deadline for submission of concept notes
End Sept.	Notification of successful applicants and invitation to submit detailed proposals
Oct (TBD)	Deadline for submission of business cases
Nov (TBD)	Nov (TBD) Notification and contracting of Implementing partners

# FAQ Selection Criteria

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# FAQ Selection Criteria



## Can an institution based in another country apply for a grant?

*The present call is only open for projects in Egypt and Nigeria. We plan to launch calls for proposals in other countries later. A foreign company or consortium can submit a project, if the project will take place in Egypt or Nigeria, and if they or one of the partners in the consortium is already operating in Egypt or Nigeria.*

# FAQ Selection Criteria



## Do you prefer single applicants or partnership applications

*We do not have a preference so long as the applicant's consortium includes a private company. Private companies can apply on their own, whereas NGOs would need to partner with a private sector company, as lead partner.*

# FAQ Selection Criteria



## Can an individual company submit multiple project proposals?

*Yes, it's possible as long as there is capacity in the organization to run multiple projects.*

# FAQ Selection Criteria



**Is it mandatory for an NGO to partner with the private sector?**

*Yes. The private sector partner even has to be in the lead for the Nigeria call.*

# FAQ Selection Criteria



## Is there a cost-per-job requirement?

*There is no cost-per-job requirement, but projects should demonstrate value for money by showing cost effectiveness.*

# FAQ Selection Criteria



## What is the expected typical project duration?

*We expect most CFYE projects to be for approximately 2-3 years, but this depends on the type of intervention.*

# FAQ Applicant's Contribution

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# FAQ Applicant's Contribution



Is it possible to bring in existing projects as the applicant's contribution?

*Any other funding can be proposed if it is not earmarked or has already been spent on other projects.*



# FAQ Applicant's Contribution



## Can grant funding from donors count as co-financing?

*Yes, as long as the grant does not come from the Dutch Government, except for venture capital or debt finance originating from the Dutch Government including the Dutch Good Governance Fund or FMO. The idea is that this would lead to an increase in impact. We will assess the level of additionality for each project.*

# FAQ Applicant's Contribution



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# FAQ Applicant's Contribution



How should the applicant value in-kind support as part of its contribution to the project (e.g. company staff that participates in setting up training or human resources programs)?

*In-kind support should be valued at market rates, and staff time budgeted as in-kind support must be reasonably justified as related to the project.*

# FAQ Fund's Contribution

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# FAQ Fund's Contribution



The guidelines specify that the minimum contribution to the Fund will be €200,000. Is there a maximum contribution?

*No.*

# FAQ Fund's Contribution



**Do projects need to apply for a combination of financial investment and technical assistance, or one or the other?**

*Applicants are invited to apply for a financial contribution, technical assistance contribution, or a combination. We don't expect to receive many proposals solely for technical assistance, but this is possible. It is also possible to request technical assistance later in the project.*

# FAQ Fund's Contribution



## What type of technical assistance support is offered complementary to the grant?

*Additional technical assistance (TA) that is offered depends on the need and type of project. Any capacity building that is essential to the project should be included in the project design and thus is part of the overall project budget.*

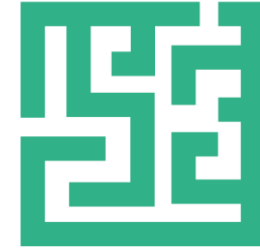
*Additional TA refers to aspects that are not part of the project design per se, but can enhance the outcomes. The range of additional TA that can be offered is wide, including gender, financial management, decent work, monitoring & evaluation, etc.*

# FAQ Overall Fund Design

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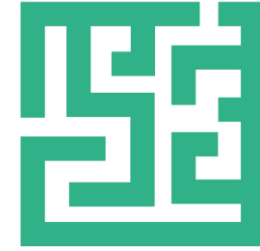
# FAQ Overall Fund Design



**Do you have or will you also develop an overall objective as fund-manager for each country?**

*We do not have country-specific objectives beyond our overall fund objective of supporting 200,000 youth including 100,000 young women to work in decent jobs across the focus regions.*

# FAQ Overall Fund Design



## What is the planning for the future countries?

*Our next calls will be in Jordan, Kenya, South Sudan and Sudan.*

# FAQ Results and Impact

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# FAQ Results and Impact



## How does the Fund define ‘decent work’?

*We are following the ILO’s definition, which states, “Decent work sums up the aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives, and equality of opportunity and treatment for all women and men.”*

*Decent work will be defined and addressed as relevant for each project context. It may not always be a static assessment, but rather a process towards improvement across various specific areas such as working hours, productivity, income, better prospects, etc.*

# FAQ Results and Impact



**Are there specific guidelines or standard indicators that should be referenced for measurements of youth employment (i.e. full-time, part-time, self-employed)?**

*While there are no standard indicators required at concept note stage, it would be helpful to have clear understanding of the nature of the jobs to which the proposed interventions would lead including a description of full time vs part time, self-employed vs. wage-earning, seasonal, etc. The only firm requirement is that the job must meet a certain standard of decency and income, which will be assessed on a project-by-project basis.*

# FAQ Results and Impact



Is the Fund only looking to support formal wage-earning jobs or can self-employment count?

*Self-employment can count.*

# FAQ Results and Impact



## What are the criteria to make sure women benefit?

*At concept note stage, the project needs to demonstrate that it has considered the specific context of women, explain how women are able to benefit, and have a clear strategy for achieving this.*

# FAQ Results and Impact



## Are projects eligible that create jobs for people older than 35?

*Projects must demonstrate how they will create, match, or improve employment for people aged 15-35. If projects also aim to create jobs for people older than 35, they would still be eligible, but the Fund's employment target refers only to people aged 15-35.*



# FAQ Results and Impact



## When do projects need to report on results?

*Projects will need to report on progress towards results targets at least biannually. The jobs target should be achieved by the end of the project (in principle, after 2-3 years), along with a plan for sustainability.*

# FAQ Results and Impact



**Are you accepting proposals that aim to create indirect jobs?**

*Yes, this is possible as long as the project can demonstrate that it contributed to the indirect jobs, and that they can be measured and verified.*

# Live Q&A



## Other Questions?

Post on Pigeonhole : <https://pigeonhole.at/2807>

# Thank you very much!

For more information:

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