



International
Labour
Organization

PROSPECTS

Partnership on Inclusive Jobs & Education for Host Communities, Refugees & other Forcibly Displaced Persons

Start date: Sept 2022

End date: June 2023

Terms of Reference for NGOs only

Partner (NGO) to implement UPSHIFT - WestNile

1. Background

The International Labour Organization (ILO) is part of a Partnership on Inclusive Jobs and Education for Host Communities, Refugees and other Forcibly Displaced Persons, known as PROSPECTS. The Partnership is a multi-year programme, funded by the Government of the Netherlands, that brings together five agencies (ILO, World Bank, IFC, UNICEF, UNHCR) to devise collaborative and innovative approaches for inclusive job creation and education in contexts characterized by forced displacement. The programme encompasses three pillars, namely Education, Jobs, and Protection and operates in eight countries across East Africa, Horn of Africa and the Middle East employing an area-based approach, in which the partner agencies jointly focus their activities on selected regions in each country. More information: www.ilo.org/prospects

As part of the PROSPECTS Partnership on Inclusive Jobs and Education for Host Communities and Refugees, ILO is working with UNICEF to pilot UPSHIFT¹, a human-centred design methodology and curriculum, to build transferable skills and social innovation among adolescents and young girls and boys in Uganda. UPSHIFT which is a social innovation programme, complemented by ILO's entrepreneurship training packages to offer

¹ [UPSHIFT | UNICEF Office of Innovation.](#)

alternative learning and skilling pathways. In Uganda, ILO and UNICEF started piloting the integrated UPSHIFT with Trainer of Trainers workshop in October 2021 followed by supporting several partners to rollout UPSHIFT in various districts including in host communities and refugee settlements.

UPSHIFT empowers marginalized adolescents and youth to become social innovators and produce social impact on their communities. The approach combines social innovation workshop, mentorship, incubation and seed funding. While young people build transferable skills as well as social innovation and social entrepreneurship skills, UPSHIFT approach positively impacts the wider community through the benefits of the products and services that young people design and create, as well as changing perceptions about young people as positive agents of change, rather than “a problem” to be solved.

UPSHIFT contributes to ILO’s Programme and Budget Outcome 5 on Skills and lifelong learning to facilitate access to and transitions in the labour market.

2. The assignment

ILO invites Non- Profit Organizations to submit proposals to offer technical assistance to other local partners in WestNile to deliver UPSHIFT in the PROSPECTS target refugee settlements in the districts of Terego, Madi-Okollo, and Arua.

3. Work to be done

- a) Deliver a Trainer of Trainers (ToT) workshop for 25 local partners on how to implement UPSHIFT in host communities and refugee settlements of Rhino Camp and Imvepi.
- b) Identify and recruit 5 local partners to deliver UPSHIFT in Rhino Camp and Imvepi refugee settlements and their host communities.
- c) Support partners to raise awareness on UPSHIFT among the Adolescent and young people in Rhino Camp and Imvepi refugee settlements and their host communities. The outreach sessions will also include information on where young people can identify economic/livelihood

opportunities in their communities. Outreach sessions should be organized in any location, where the targeted adolescents/youth can be found (e.g. in-school and out-of-school, churches, community centers) in the form of 2 to 3-hour workshops. The session will help the adolescents/youth to: 1) Understand their role as potential agents of change, 2) how social innovation can help their communities, and become a source of income and livelihood for themselves 3) how they can analyze issues of concern to their communities and apply to participate in UPSHIFT.

- d) Support partners deliver a 4 day UPSHIFT bootcamp; Adolescents/youth selected to participate in UPSHIFT will go through a 4-day bootcamp, where they will advance from identification of their social problem to developing an innovative solution to the problem that they have selected. During the last day of the bootcamp, UPSHIFT teams will pitch their innovative solutions to a jury (composed of an UPSHIFT expert, community member, and a subject area expert). The 5 best innovative solutions will be selected for seed-funding (based on the proposed budget by the team) and go through the mentorship programme.
- e) Support the identified partners to mentor the selected teams to advance their solution, finalize their prototype and test it with the targeted users. The mentorship should follow a structured programme with milestones defined for every week.
- f) Support the identified partners to run 3 cycles of UPSHIFT, each partner is expected to reach 150 youth (each cycle will target 50 youth). Ensure 50% participation of refugees and 50% of youth from host communities as well as equal participation of male and female.
- g) Design and implement 3 cycles of UPSHIFT targeting 150 adolescents/youth in Central region
- h) Delivery of the USD 100 seed capital to each of the group with a promising innovation.
- i) Delivery of Final Meet-Up (Demo Day): the teams who developed the final solutions through mentoring and seed capital present their prototypes where peer adolescents and community stakeholders participate in, and receive comments and opinions

4. Deliverables

Below is a generic list of outputs for guidance on the expected deliverables at the minimum. The organisations are encouraged to be innovative and design intervention models that are feasible and provide tangible opportunities that are value for money.

- I. Inception report detailing approach and target
- II. Reports from ToT training for local partners and working agreements with 5 local CBOs to deliver UPSHIFT in West Nile region
- III. Reports from the 18 UPSHIFT bootcamps detailing progress the youth innovations and prototypes (3 bootcamps delivered by each of the 5 local partners and 3 bootcamps delivered by the NGO partner)
- IV. Report from the mentorship and demo days detailing the progress of the innovation prototypes
- V. End of assignment report detailing technical assistance offered to the local partners and progress the youth innovations and prototypes

5. Payment Schedule

- a) First payment will be 30% of the total budget and to be disbursed after the contract is signed and an inception report is submitted.
- b) Second payment will be 60% of the total budget and to be disbursed after submission of report from ToT workshop for local partners and working agreements with 5 local CBOs to deliver UPSHIFT.
- c) Last payment will be 10% of the total budget and to be disbursed after submission of End of assignment report detailing technical assistance offered to the local partners and progress the youth innovations and prototypes.

6. Required expertise and experience

- a) Demonstrated knowledge and experience on UPSHIFT implementation in Uganda including training
- b) Has strong expertise in working with and meaningfully engaging adolescents/youth in refugee and host community contexts
- c) National organizations but with operations in the PROSPECTS Programme target areas
- d) Have good working relation with the local actors, organisations, local governments and refugees/host communities

7. Bidding Process

Interested Non- Profit Organizations should submit financial and technical and proposal detailing their proposed approach to how they plan to implement the assignment in WestNile. The submission should include a detailed budget breakdown of proposed interventions, targets groups per settlement and district of focus.

Submit proposal to email klaprocedurement@ilo.org not later than **30th July 2022** and reference **Implementing UPSHIFT - WestNile**.