



TERMS OF REFERENCE FOR A CONSULTANCY TO DEVELOP CURRICULUM FOR STRENGTHENING RURAL YOUTH EMPLOYMENT & ENTREPRENEURSHIP IN MALI AND IDENTIFY SYNERGIES AND GAPS TO SUPPORT DECENT RURAL JOBS IN MALI

1.0 Background to the Assignment

The African Union Development Agency – NEPAD (AUDA-NEPAD) is an African-owned and led continental agency, spearheading the implementation of Agenda 2063. The decision on the African Union Development Agency is an affirmation by Member States of their commitment to own an instrument that will champion development support to countries and regional bodies in advancing their priorities, through the implementation of Agenda 2063. The Decision was made during the 31st Ordinary Session of the Assembly of African Union Heads of State and Government in Nouakchott, Mauritania, in July 2018. The AUDA-NEPAD structure and directorates were approved during the 35th Ordinary Session of the Assembly of African Union Heads of State and Government in Niamey, Niger in July 2019.

The Programme Innovation and Planning Directorate (PIPD) of AUDA-NEPAD is charged with programme development, data analytics, research and innovation, as well as technical, cooperation and advisory services. PIPD wishes to recruit a consultant to support its work on decent rural jobs.

1.1 Strengthening Opportunities for Rural Youth Employment and Entrepreneurship in Africa

The 2030 Agenda recognizes young people as “critical agents of change” and integrates their priorities and needs across the economic, environmental and social dimensions of development. Africa's demographic profile indicates that more than 30% of Africa’s population is unemployed, of which 60% are young women and men. For targeted countries of this grant, youth unemployment as a percentage of total labour force aged 15-24 stands at 6.9% for Cameroon, 12.1% for Mali, 41.7% for Mozambique and 13.8% for Zambia. More so, 75% of the unemployed youth in Africa are females. Some of the reasons for the continued high youth unemployment rates in Africa is the mismatch between policies and the demand for jobs by young people.

The marginalization of rural youth can be attributed to several factors including: (a) inadequate employment policy for the rural youth, (b) lack of access to land and inability to access finance and (c) illiteracy and skills' mismatch. This gloomy state of affairs has resulted in the high rural-urban/cross-border migrations with the worst scourge being the inter-continental migration resulting in deaths due to harsh weather condition in the Sahara and at sea. If this situation is allowed to continue, it may lead to instability and risk of civil unrest in the continent.

One of the interventions to address rural unemployment in the continent is the African Union Development Agency-NEPAD (AUDA-NEPAD) led project on Strengthening Opportunities for Rural Youth Employment and Entrepreneurship in Africa. The project is funded by the International Fund for Agricultural Development (IFAD). The target groups are young women and men between the ages of 15 and 35 years in Cameroon, Mali, Mozambique and Zambia. The overall goal of the project is to contribute towards improving the enabling environment for young women and men to access decent and sustainable employment opportunities, through (i) development of National Action Plans for Rural Youth employment and entrepreneurship (ii) adapting and piloting skills curriculums in Agriculture Training and Vocational Training (iii) strengthening policy dialogue on innovative and inclusive financial services for entrepreneurship and employment for the rural youth.

2.0 Rationale

The Mali Vocational Training, Integration and Rural Youth Entrepreneurship (FIER) project is exclusively focused on rural youth who have difficulty accessing vocational training that could qualify them for a first decent job, within or outside family farms; those who are seeking to diversify their sources of income or engage in new income-generating activities; and those who need to strengthen their technical and managerial capacities in order to develop their activities and improve their incomes. The NEPAD project will also learn from FIER experience and approaches in developing vocational training towards rural youth and promoting rural youth entrepreneurship in Mali in improving the current curriculum used in Mali, to suit the rural youths. The NEPAD project will also ensure young women and men under FIER are involved in the consultative processes of developing the National Action Plan in Mali, with some also participating in Regional dialogues. The work on the National Action Plan requires multi-stakeholder engagement at country level. In this case, The NEPAD Team will work with the IFAD Teams in Mali during consultation processes, as well as validation of the document.

Some activities under the AUDA-NEPAD project is expected to increase participation of the rural youths as follows:

- The development of relevant training modules to support capacity building of the youth in entrepreneurship. Some youth beneficiaries of the FIER could participate in the training programme;
- Identify possible gaps on FIER and explore avenues to address the gaps; and
- Facilitate the participation of youths under the FIER to Regional policy dialogue.

The consultancy would work to identify possible gaps on FIER and identify how to increase choices of value chains within the formal and informal training in the rural sector in the selected country, by producing standardize curriculum in agriculture and agribusiness value chains to be agreed upon.

3.0 Objectives of the Assignment

The consultancy will focus on (a) identifying gaps on the Mali Vocational Training, Integration and Rural Youth Entrepreneurship (FIER) and suggest ways to address them (b) Identify relevant stakeholders involved in rural agriculture entrepreneurship and agribusiness, such as Government Ministries, Government Agencies and institutions, Agriculture and Technical Vocational Education Training centres (ATVET), youth networks and the private sector (c) Develop Curriculum/Training Materials customized for **Mali** along value. The developed curricula will support piloting and training of selected youth within the AUDA-NEPAD project. This will also create opportunities for the youth to be linked to other IFAD's funding initiatives within the country, creating, therefore pools of young entrepreneurs and potential employers or employees.

Specific objectives include - To facilitate the process of curricula development along selected priority strategic value chains (in case of **Mali** 5 value chains will be identified) and document the process of courses development based on Competency Based Education and Training (CBET) approach. The developed curriculum should identify occupations/ skills which would enhance the young peoples, employability in the rural space, or the opportunity for them to become entrepreneurs. The curriculum should be based on the following principles and must include and is not limited to the following areas:

- Rural youth sensitive occupations in the curriculum development which must be reflected in the curriculum itself;
- Private sector (or labour market relevant occupations) skills demand must be the primary basis for developing the curricula;

- The curricula should be developed within the National Qualification Frameworks, norms and standards, to ensure that post-assessment the certification could be recognized nationally;
- The curriculum must be modularized to ensure that the training delivery can be done in modules and individuals can select relevant modules to be trained on for the non-formal training route;
- The level of curricula developed must be clearly defined and in agreement with the national stakeholders;
- Focus on agripreneurial concepts to identifying entrepreneurship areas and imparting soft skills in business approaches; and
- Where possible the curricula should ensure the inclusion of Gender Transformative approaches i.e. selecting value chains which have a high potential for females to partake in gainful employment, where socio-cultural norms hindered female participation amongst other gender barriers.

3.1 Specific Activities and Methodology

The first part of the consultancy requires interviews and consultation with the coordinators of the Mali Vocational Training, Integration and Rural Youth Entrepreneurship (FIER) to identify possible gaps on the programme. Some current youth beneficiaries of the programme should be interviewed in the process. In addition, identify key players in rural enterprises, such as Ministries, Non-Governmental bodies and private sector.

On the second part, in consultation with the relevant Ministries and ATVET centres, the consultant will be required to perform the following activities per value chain identified:

- Identify 5 of the country's agriculture and agribusiness priority value chains;
- Carry out a training needs analysis (5 TNA for each of the value chains to be selected in Mali);
- Develop an Occupational Standards chart (use of the DACUM approach is highly encouraged);
- To document the process using CBET approach and different methodologies (DACUM / Functional Analysis);
- Prepare, develop and draft the 5-curriculum focusing various Value Chain Thematic Areas;
- Clarification of the context with relevance to process of curricula development (difference between occupational standards and curriculum), facilitate piloting, implementation, validation of the curriculum in Mali;
- Develop a guide on process of developing a curriculum that addresses rural youth unemployment; and
- Identify Agriculture Technical Vocational Centres/ Rural Focused Institutes where curricula will be piloted.

4.0 Outcomes of the Assignment

The consultant is expected to deliver the following:

- a. Prepare an inception report articulating the methodology for carrying out the assignment;
- b. Submit report of the gap analysis for the IFAD investment programme and recommendation of the value addition that AUDA-NEPAD project could bring;
- c. Identify 5 of the country's agriculture and agribusiness priority value chains;
- d. Based on the value chains, provide the necessary formats and instruments for the curriculum development;
- e. Prepare conceptual document for course development;
- f. Prepare the final report with the documentation of the complete process of course development based DACUM and functional mapping;
- g. Draft curriculum for validation;
- h. Submit the list and contact details of the relevant stakeholders involved in rural agriculture entrepreneurship and agribusiness, including ATVET centres; and
- i. Final report on curriculum on 5 value chains.

5.0 Language Requirement

The project is implemented in a Francophone country. Therefore, the National consultant should be proficient in **French** languages:

6.0 Deliverables/Reports/Milestones Schedule

Milestone	Delivery Period
Technical proposal on the assignment	9 th July 2021
Contract signing	30 th July 2021
Inception Report	13 th August 2021
Submission of (a) the list and contact details of the relevant stakeholders involved in rural agriculture entrepreneurship and agribusiness, including Agriculture Technical Vocational Centres/ Rural Focused Institutes (b) Submission of country's priority agriculture value chains	20 th August 2021
Submission of Gap analysis report on IFAD funded project with recommendations	27 th August 2021
Submission of draft course development and curriculum report	10 th September 2021
Submission of final course development and curriculum report for expert review	24 th September 2021
Submission of final report on the curriculum focusing on 5 value chain thematic areas	30 th September 2021.

7.0 Duration of the Assignment:

The consultancy will be undertaken between August – September 2021.

8.0 Duty Station: The National consultant should be based in Mali.

9.0 Consultancy Fees

AUDA- NEPAD shall pay the Consultant time-based fees on lump sum basis, this amount includes all the Consultancy fees, reimbursable and all profits as well as any tax obligations that may be imposed on the consultant. The consultancy and indicated associated cost would be funded from the (IFAD) **NRCCF0432** budget. The mode of payment is as follows:

SN	Stages and completion of the following deliverables	Payment (%)
i.	Submission of inception report	20
ii.	<ul style="list-style-type: none">Submission of (a) the list and contact details of the relevant stakeholders involved in rural agriculture entrepreneurship and agribusiness, including Agriculture Technical Vocational Centres/ Rural Focused Institutes (b) Submission of country's priority agriculture value chains; andSubmission of (a) Gap analysis report on IFAD funded project with recommendations (b) draft course development and curriculum report for review	40
iii.	Submission of final course development and curriculum report	40
	Total	100

10.0 Governance and Support by the African Union Development Agency

The consultants will primarily report to the Director of Programme Innovation and Planning at the African Union Development Agency/NEPAD or her designated officer. In undertaking this exercise, the Consultant will be expected to liaise frequently with the AUDA/NEPAD for clearance of each deliverable.

Contributions from NEPAD Team:-

- Monitor and supervise the assignment including (review, comment and approve the deliverables in a timely manner)
- Pay the consultant as per agreed payment schedule.
- Could assist with necessary reports and documents for the assignment where possible
- Could assist with key relevant contacts in the country

11.0 Expertise and Competence Required

a. Academic Qualifications

The person should have at least a Master's Degree in rural development, development management, agriculture-economics, Business Administration or other related field. PhD in related discipline will be an advantage.

b. Experience and Competencies

- At least eight (8) years of professional experience in experience in course development processes in education or vocational training;
- Demonstrable at five (5) years' experience on understanding of gender, youth and rural development, with focus on local economic development and micro-credit and rural finance;
- Demonstrated at least eight (5) years' experience in basic and/ or higher academic teaching, students supervision and curriculum / training model development; and
- Demonstrable experience working in Mali or Consultant in Mali based institutions - French speaking language - English will be distinct advantage;

12.0 Copyrights

All materials / documents arising out of this consultancy work shall remain the property of the African Union Development Agency.