

TERMS OF REFERENCE (ToR)

For

CONSULTANCY SERVICES FOR THE DEVELOPMENT OF YOUNG PROFESSIONAL PROGRAMS FRAMEWORK

AUC/WGYD/AUC/C/021

Women, Gender and Youth Directorate (WGYD)

November 2021

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CONSULTANCY SERVICES FOR THE DEVELOPMENT OF YOUNG PROFESSIONAL PROGRAMS FRAMEWORK

1. Background

Africa with roughly 40% of its population between the ages of 15 – 35, is currently the most youthful continent. The African Youth Charter defines youth as persons aged 15 to 35 years old. It is estimated that of the 1.3 billion increases in Africa's labor force over the period between 2015 – 2063 46% will be made of young people aged 15-34, averaging 12.1 million a year. With this rapid transformation, youth development is one of the ways to harness the energy and enthusiasm of youth and turn it towards the development of the continent while building the skills and experience of young people i.e. harnessing the demographic dividend of the continent.

A new emergent and integrated Africa can be fully realized only if it's a demographic advantage "large population of youth" is mobilized and equipped to help drive Africa's integration, peace, and development agenda. This vision emanates from the belief and conviction that strong and accountable leadership and successful integration needs to be anchored on the participation of the key segment of the population of which the youth are an essential pillar.

In line with AU Agenda 2063 – Aspiration 6: *"An Africa whose development is people-driven, relying on the potential of African people, especially its women and youth, and caring for children"* H.E. Moussa Faki Mahamat - AUC Chairperson, launched the 1 Million by 2021 Initiative to inspire investment in African youth across 'the 4 E's': Entrepreneurship, Employment, Education and Engagement.

Under its Employment pillar, the 1 Million by 2021 Initiative aims to support the employment prospects of young Africans by connecting them to new professional internships and apprenticeships opportunities, job centres and digital skills programs to allow African youth to learn professional skills and contextualise their learning within the world of work.

Furthermore, AU Decision Assembly/AU/Dec.687(XXX) mandates that AUC workforce is composed of 35% youth and 50% women. In this regard the framework for young professional programs will define the scope for various entry level opportunities for young professionals at the African Union.

2. Objectives of the Assignment

The main purpose of the consultancy is the development of young professional programs framework at the African Union Commission which includes internships, youth volunteer program, Fellowships, Junior Professional Program among other. The work builds on some existing initiatives that already exist such as AU Internships, AU Youth Volunteer Corps, Africa CDC Fellows, Legal Associates Program etc.

There are a number of decisions, frameworks, conditions of service etc that have been developed in the past that may not be aligned to the existing vision, while some programs do not have a program framework at all.

The objective of the assignment is to:

- Define the type and scope of young professional programs that are meaningful to the AU and its vision to attaining 35% youth workforce
- Review existing frameworks (where exist)
- Develop program framework for young professional programs
- Establish linkage among the young professional programs with career progression

3. Scope of the assignment

The consultant will be expected to produce a well-researched draft Framework on young professional programs:

The consultant will be required to undertake the following specific tasks:

- Produce an inception report indicating how to proceed
- Conduct extensive consultations with all the relevant stakeholders with a view to gathering the necessary data and information.
- Present the draft Framework at a validation workshop and respond to queries and concerns by the relevant stakeholders.
- Incorporate views, comments, recommendations and concerns in the final draft document.

To achieve the above-mentioned main purpose, the development process will focus on the following specific objectives:

To undertake a situational analysis of volunteerism in Africa to enhance understanding of the following aspects:

- A. What are the similarities and differences of the existing forms of young professional programs in similar international organizations?
- B. What are the strengths and the weaknesses of existing forms of Young Professional Programs?
- C. What is the situation of young professional programs as related to:
 - Young Professionals
 - Existing young professional programs by various departments
 - The contribution of young professional programs to the 35% target and Agenda 2063 at large
 - Funding of young professional programs
 - Existing legal and HR frameworks, staff rules and regulations, etc.

4. The deliverables / Reports and Schedule

The consultant is expected to produce the following deliverables:

- Inception report with a work plan
- Progress Framework (AU Young Professionals Framework)
- Draft Framework
- Final Framework in which comments and amendments have been incorporated and concerns raised have been addressed

5. Duration of the assignment

The consultant will be required to undertake the exercise within a period of 3 months effective from contract signing. The timetable is as follows:

1. Inception Phase first two weeks after signature of the contract or arrival at AUC if briefing travel is necessary
2. Preparation of the draft Framework in the next two months after the briefing and/or inception report
3. Validation workshop held one month after submission of the draft Framework.
4. Submission of final Framework within 2 weeks of validation workshop

6. Consultancy Fee

The African Union shall pay the Consultant a fixed Sum not exceeding US\$15,000. This amount includes all of the Consultant's fees, reimbursable and profits as well as any tax obligation that may be imposed on the Consultant. The Cost for reimbursable

will be borne by AUC and it should be in line with the African Union DSA rate to Addis Ababa for at least two trips related to the inception phase of the assignment and verification phase of the final reports/deliverables.

7. Governance and support by the African Union

The African Union is expected to:

- Provide Support or counterpart staff from the AU for the consultant to undertake his/her duties
- Provide Data /previous studies / reports
- Pay the Consultant his/her consulting fee after completion of consultancy

8. Qualification and Experience of Consultant

The consultant should be a highly knowledgeable person on volunteerism policy development.

In addition, the consultant should possess the following skills and competencies:

- Minimum a master's degree in Sociology, Policy Studies, law and other related fields
- Minimum of 8 years' experience in volunteerism policy development;
- Solid understanding of volunteerism in Africa;
- Good analytical and report writing skills;
- Fluent in spoken and written English and French;
- Good communication and facilitation skills;
- Good interpersonal skills and computer literacy;

9. Evaluation and Qualification Criteria

The African Union Commission invites eligible individual Consultants to indicate their interest in providing the Services. Interested candidate must provide information demonstrating that he/she has the required qualifications and relevant experience to perform the services. For evaluation of the expressions of interests the following criteria will be applied:

- a. General Education Qualification and relevant training (15 points)
- b. Experience related to the assignment (55 points)
- c. Technical approach and methodology (20 points)



d. Work plan (10 points)

Further information can be obtained at the address below during office hours 8:00-13:00hrs and 14:00-17:00 hours Local Time.

Proposal must be delivered in a written form to the address below not later than 15:00 hours local time, **7th December 2021.**

**African Union Commission,
Attn: Carine Toure Yemitia (Mrs.)
Head of Procurement Travel and Store Division
Building C, Room 327
P.O. Box 3243, Roosevelt Street
OR
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