

## Labour Market & Employment Opportunity Assessment for Unemployed Youth in Displacement Affected Communities)

### SAGAL 2 Program – Somali Cash Consortium

#### 1. Introduction & Rationale

Somalia faces some of the world's harshest climate shocks, putting decades of hard-won economic gains at risk. This initiative targets the most affected communities in four districts (Xudur, Qhardo, Sheikh, Caadado) by helping early-stage businesses and young entrepreneurs —especially women from host communities and IDPs sites—launch, strengthen, and scale sustainable, inclusive employment opportunities that generate decent jobs. The Social Protection, Adaptation and Resilience to Climate Change (SAGAL 2) program, led by the Ministry of Labour and Social Affairs (MoLSA) and implemented by the Somali Cash Consortium (SCC) with EU funding, aims to bolster the resilience of displacement-affected communities. It is planned MoLSA project will contribute to enhance access to employment opportunities and livelihood pathways in **Sheikh/Burao (Somaliland), Qardho (Puntland), Caadado (Galmudug) and Hudur (Southwest State)** for **800 vulnerable unemployed youth (18-21 yrs)**.

Programme participants targeted under the MoLSA lead intervention will receive US\$20 per person per month for a period of 12 months (6-8 months training + 3-4 months follow up).

Under the lead of MoLSA the Action offers two distinct, but complementary modalities designed to increase employability opportunities for vulnerable youth in the target locations:

1. **Modality A – TVET / Skills Training + Coaching + support for Small-Business Start-Up:** This modality targets unemployed youth from host communities who already have medium level literacy, and an intermediate skill set. Labour market opportunities have to be tailored to enhance self-or waged green jobs requiring more advanced vocational skills (basic financial management, business administration, carpentry, welding, plumbing, hospitality, decoration, mechanics, beautification, cooking, computer & IT skills, electrician, graphic design, mobile repairing, agribusiness, livestock products etc). By combining classroom instruction with practical, hands-on learning, the programme equips participants with the technical proficiency and workplace competencies employer's demand. Upon completion, graduates can move directly into paid positions through organised internships and job-matching services or options to launch their own micro-enterprises using start-up grants and toolkits tailored to their chosen trade, thereby fostering both waged employment and sustainable self-employment pathways.
2. **Modality B – Green Graduation + Coaching + support for Small-Business Start-Up :** This second modality is purpose-built for internally displaced youth and other highly vulnerable groups whose limited literacy, numeracy, and work experience keep them locked out of mainstream labour markets. It centres on low-skill, environmentally sustainable trades—such as climate-smart urban gardening, recycling services, eco-friendly food vending, or other small neighbourhood enterprises—that add tangible value within local markets while minimising ecological impact. Participants receive a carefully sequenced package of support: foundational vocational and business training delivered in plain language, continuous one-to-one coaching, and access to modest start-up kits or in-kind grants. This sustained guidance, combined

with follow-up mentoring over several months, will help graduates move from extreme poverty to resilient self-employment, building livelihoods that are both climate-conscious and economically viable.

Because the **profiles of participants, the skill depth required, and the nature of viable enterprises differ between the two modalities**, the consultant must analyse labour-demand trends, and market potential entry points for each group separately in relation to the above mentioned or any additional trending skills in the respective areas. The assessment will:

- Map growth sectors, private actors and hiring practices relevant to **higher-skill urban/peri-urban jobs** for Modality A.
- Identify **green micro-business niches and low-capital trades** that match the capacities of IDP and low-educated youth under Modality B, paying attention to look at opportunities and barriers in access to employment and self-employment for women, IDPs, minority groups
- Identify those core life, financial, digital literacy skills for both models that could be potentially integrated into the curricula.
- Test the feasibility of linking both pathways to existing TVET / skills training institutions, community mentors, financial-service providers, and MoLSA/SODMA priorities, while safeguarding gender equity and environmental sustainability.

MoLSA intends to seek alignment of employment opportunities identified through the labour and market assessment within on EU ongoing (IOM's experience in Hudur), WV (SomRep) in Burao, WHH + FAO (climate smart agriculture, value chains, markets etc) or planned Global Gateway investments in the districts and states selected for the Action. The EU-Africa: Global Gateway Investment Package aims to support Africa for a strong, inclusive, green and digital recovery and transformation in key areas as the renewable energy, circular economy, digitalisation, agri-food).

This ToR sets out the requirements for a specialised consulting firm (hereafter **"the Consultant"**) to conduct that assessment.

## **2. Purpose & Specific Objectives**

**Overall purpose:** Analyse the socioeconomic landscape of Sheikh, Qardho, Caadado, and Hudur; pinpoint inclusive, climate-smart employment and enterprise niches; tracking demand of goods or identifying oversaturated goods and services and deliver actionable recommendations that link SAGAL 2 trainees to these opportunities and unlock sustainable livelihoods.

### **Specific objectives:**

- a) Mapping out market systems and current and emerging labour demand—including high-growth 'green' and digital niches—across priority sectors in alignment within the EU-Africa: Global Gateway Investment Package in the four districts selected.
- b) Quantify skills gaps and training needs, disaggregated by gender, disability status and displacement, assessing the feasibility of linking livelihood pathways to TVET institutions, mentors, financial services and Local Development Plans.

- c) Analyse the ecosystem for Skill training provision, entrepreneurship support and access to finance in the four-district selected and recommend tracer studies options, paying attention to look at opportunities and barriers in access to employment and self-employment for women, IDPs, minority groups
- d) Produce location-specific opportunity matrices and placement strategies for both the Skill training and Green Graduation modalities including manufacturing and required potential inputs for business opportunities.
- e) Explore the list of Gateway financed or EU bankable projects in and around the four SAGAL districts and States

### 3. Scope of Work

**Geographic focus:** Sheikh (Somaliland), Qardho (Puntland), Caadado (Galmudug) and Hudur (Southwest State).

**Target groups:** Unemployed youth aged 18–21 issued from Host Communities and IDPs.

#### Key tasks:

- a) **Desk review of macro-economic and climate-risk data**, including Somaliland Vision 2030 and National Employment Policy and Decent Work Country Program<sup>1</sup> and the Somalia NDC 3.0)<sup>2</sup>.
- b) **Stakeholder mapping:** employers, business associations, TVETs / Skill training centres, finance providers, government.
- c) **Field research:** employer survey, youth/IDP survey, KIIs, FGDs, rapid value-chain appraisals using ILO Rapid Market Appraisal and Participatory Market Systems Development (PMSD) techniques.
- d) **Opportunity analysis:** identify high-demand job profiles—e.g., interior decoration, welding, electricity/energy, food & catering—and low-capital start-ups suitable for Green Graduation and TVET.

	TVET/vocational skills training Modality A	Green Graduation Modality B
<b>Target population</b>	Unemployed youth with medium level vocational skills and literacy	Unemployed youth with low level skills, numeracy and literacy. Expected to be adapted to IDPs employability needs.

- e) **Gender & protection lens:** barriers, safeguarding measures, and affirmative-action options.
- f) **Job-linkage strategy:** internships, apprenticeships public-works linkages, micro-finance pathways.
- g) **Validation workshops:** four State-level plus a national debrief.

<sup>1</sup> The **DWCP 2023-2025** outlines the policy direction, strategies, and anticipated results through prioritised work areas during this period that will contribute to the country's attainment of Decent Work. In recent years, with significant international community support, Somalia has made good progress in its institutional and economic reconstruction efforts.

<sup>2</sup> NDC 3.0: Somalia's updated **climate action plan** aimed at enhancing the country's efforts in tackling climate change and minimizing its impacts, as part of its obligations under the Paris Agreement.

#### 4. Methodology

The assessment will employ a **mixed-methods design** that fuses quantitative rigour with qualitative insight. Primary evidence will be gathered through structured **surveys** of programme-eligible youth/IDPs, generating statistically sound estimates of labour demand, wage ranges and skills gaps. These data will be enriched by **key-informant interviews (KIIs)** with business leaders, TVET providers, financial institutions and local authorities, plus gender-segregated **focus-group discussions (FGDs)** with youth, female entrepreneurs and IDP representatives—surfacing informal market rules, social norms and conflict drivers that surveys alone cannot capture.

Complementary to the fieldwork, the team will conduct a rapid desk review of macro-economic outlooks, trade statistics, climate-risk assessments and prior livelihood studies. Leveraging **ILO Rapid Market Appraisal (RMA)** techniques, the consultants will benchmark emerging sectors against criteria such as growth potential, ‘green’ intensity, inclusivity and resilience to climatic shocks. Where national datasets lack granularity, they will be down-scaled through proxy indicators and visualised via **GIS mapping of key value-chain nodes**—input suppliers, aggregation hubs, off-takers—creating a spatial picture of opportunity hotspots and logistical bottlenecks in Sheikh, Qardho, Caadado and Hudur.

Throughout the process a **Participatory Market Systems Development (PMSD) lens** will be applied. Findings will be co-created and iteratively validated with stakeholders through short sense-making sessions after each field round and formal validation workshops in every State. This participatory approach not only improves data accuracy but also nurtures early buy-in among employers who may host apprenticeships or hire graduates. All data will be captured digitally using **KoboToolbox / CommCare**, enabling real-time quality control, gender disaggregation and GPS tagging. Rigorous **triangulation** across quantitative and qualitative sources will mitigate bias and enhance credibility.

Finally, evidence will be consolidated into a **concise, action-oriented report**. The document will present opportunity matrices for Modality and Modality B, detailing job profiles, skill requirements, labor-absorption potential and environmental safeguards. Practical recommendations—spanning curriculum adaptations, enterprise-support packages, financing options and M&E indicators—will be prioritised by feasibility and impact. Cleaned datasets, survey tools and GIS layers will be annexed to facilitate replication and ongoing monitoring.

#### 5. Deliverables & Timeline (10 weeks)

Find below summary of deliverables:

- a) Inception Report (**Week 2, 30 % payment**): refined questions, instruments, sampling and QA plan.
- b) Location-Specific Opportunity Briefs in the four districts selected (**Week 5**).
- c) Draft Assessment Report & Cleaned Datasets for the four districts selected (**Week 8, 40 % payment**).
- d) Consultant will ensure validation at district and national level & Executive Slide Deck (**Week 9**).
- e) Final Report, Interactive Opportunity Matrix (**Week 10, 30 % payment**).

All deliverables to be provided in English (Word & PDF) with annexed data and GIS layers.

## 6. Consultant Profile

- a) Registered firm with ≥5 years' labour-market & value-chain analysis experience in fragile contexts.
  - b) Multidisciplinary team: labor economist (TL), market-systems specialist, TVET curriculum expert, environment/green-economy specialist, gender/protection adviser, Somali-speaking enumerators, data-quality lead.
  - c) Proven track record with EU, ILO, World Bank or INGO assignments.
  - d) Robust QA and data-protection protocols.
  - e) Proven track record of operating in challenging humanitarian and development contexts.
  - f) Documented experience producing comparable deliverables in similar settings—ideally for international NGOs or donor-funded programmes.
  - g) Solid understanding of the Somali socio-economic and cultural context is a strong advantage.
- ## 7. Management & Reporting.
- h) Robust data-quality assurance and data-protection protocols.
  - i) Excellent communication and coordination skills
  - j) Fluency in written and spoken English and Somali
  - k) Experience in working in Somalia and knowledge of the context of Somalia is considered an asset
  - l) Demonstrated experience and skills in facilitating stakeholder/working group consultations
  - m) Experience in working with Government and NGOs/INGOs/Donors
  - n) Experience working in the private sector is an asset.

The Consultant or Firm will report to the Ministry of Labour & Social Affairs with technical oversight from the SCC Consortium Management Unit. Bi-weekly check-ins and a dedicated focal point per State will be maintained.

## 7. Application procedures

The consultant that fits the requirements should submit an expression of interest in English that is a maximum of 15 pages long and should include the following:

- A technical proposal with a detailed response to the TOR, with a specific focus on the specific objectives, deliverables, and key selection criteria for respondents.
- A financial proposal detailing the itemized breakdown of the consultancy work, i.e. the number of units/days/weeks and rates, and other modes of payment.
- Methodology and Implementation Plan.
- Company profile and CVs of the core experts that sufficiently demonstrates his/her background in Policy and Advocacy research.
- A list of recent studies, publications of pertinent articles and research papers published in reputable and highly cited journals.
- Samples of similar work undertaken by the company or the lead consultant (s).
- List of at least 3 client references for similar work undertaken by the company or the lead consultant.
- Initial work plan based on realistic timelines.

## APPLICATION PROCESS

The deadline for the application is: Tuesday 5<sup>th</sup> of August 2025 5pm Mogadishu Time (EAT). Applications should be sent by email to: [som.vacancies@concern.net](mailto:som.vacancies@concern.net). The title of the email should be “Consultant- Labour Market & Employment Opportunity Assessment for Unemployed Youth in Displacement Affected Communities - SAGAL 2 Program – Somali Cash Consortium”

## 8. Terms and Conditions:

### ***Terms and Conditions:***

*Terms and conditions will be set in the consultancy contract. The consultant will also be required to sign and adhere to child safeguarding and child Protection Policy, and any violation to these policies will result in immediate termination of the contract.*

### ***Copyright and Intellectual Property Rights***

*The titles rights, copyrights, and all other rights of whatever nature in any materials used or generated under the provisions of this consultancy will exclusively be vested with Somalia Cash Consortium. All products developed under this consultancy belong to the Somalia Cash Consortium exclusively, guided by the rules of the grant contract. Under no circumstances will the consultant use the information of this study for publication or dissemination to any individual or organization without official prior written permission from Consortium Management Unit.*

## 9. Annexes

Annex I- Additional Information on SAGAL 2