

REPUBLIC OF KENYA


**MINISTRY OF YOUTH AFFAIRS, SPORTS, AND THE ARTS
STATE DEPARTMENT FOR YOUTH AFFAIRS**

Kenya Youth Employment and Opportunities Project

TERMS OF REFERENCE

Contract Ref. No	KE-MPYG-324737-CS-INDV
Description	Monitoring and Evaluation Specialist for KYEOP

BACKGROUND

The Government of Kenya has received financing from the International Development Association (IDA) to finance the Kenya Youth Employment and Opportunities Project (KYEOP) which aims to increase employment and earning opportunities for targeted youth. The main beneficiaries of the project are youth between 18 and 29 years of age, who are without jobs and have experienced extended spells of unemployment or who are currently working in vulnerable jobs. The education level of targeted beneficiaries will be up to Form 4. For one of the interventions supported by the Project, the Business Plan Competition (Subcomponent 2.2), the age limit for direct beneficiaries (entrepreneurs receiving grants as winners of the competition) is raised to 35 years.

The project consists of four components. Component 1 addresses skills mismatch by engaging training providers and private sector employers to offer training and work experience to targeted youth. Component 2 responds to the need for job creation with initiatives to help launch new businesses, improve productivity and job creation potential of existing microenterprises and among self-employed youth, and support innovative approaches to improve job and earning opportunities among the hard-to-serve youth. Component 3 plans to improve access to and the quality of labor market information (LMI) to help public and private actors make decisions and formulate policies. Component 4 provides support for strengthening youth policy development, monitoring and evaluation (M&E) and management of the project.

Component 1: Improving Youth Employability

This component responds to Kenyan employers who assert that youth who come out of schools and training centers frequently lack the relevant work experience and competencies, including behavioral skills, needed for employment. The component will scale up the pilot Kenya Youth Empowerment Project providing targeted youth with training and work experience in the private sector with the goal of improving youth employment outcomes. The component will be jointly implemented by the Ministry of ICT, Innovation and Youth Affairs (MIIYA) and the National Industrial Training Authority (NITA). This component will contain two subcomponents: Subcomponent 1.1: Provision of training and work experience in the formal sector; and Subcomponent 1.2: Provision of training and work experience in the informal sector.

Component 2: Support for Job Creation

This component will address key constraints and market failures that limit the demand for youth employment and hamper youth productivity, once they are employed. Specifically, this component will finance activities addressing the following specific constraints: (a) lack of start-up financing for young entrepreneurs; (b) lack of managerial and entrepreneurial skills among youth; (c) lack of relevant exposure and networks for starting and growing a business among youth; (d) limited information and capacity to take advantage of government programs, in particular Access to Government Procurement Opportunities (AGPO); and (e) highly specific income generation and productivity constraints faced by the 'hard-to-serve' youth subgroups and limitations in knowledge and experience in effectively addressing these at scale in the local context. This component is structured into two subcomponents, jointly implemented by the MPYG and the Micro and Small Enterprise Authority (MSEA). Subcomponent 2.1 will provide youth with support for self-employment while Subcomponent 2.2 will provide catalytic interventions for job creation.

Component 3: Improving Labor Market Information

This component responds to the problem of obtaining timely information about labor demand and supply as well as career prospects in Kenya. LMI helps private and public actors in the labor market make decisions and formulate policies. The LMI currently available is often scattered over different locations and is hard to find. It is infrequently interpreted and analyzed for decision making and policy formulation. The lack of easily available information about the employment outlook, job profiles, and career prospects makes it difficult for job seekers to plan their careers. Similarly, it is difficult for schools and training institutions to identify competencies sought by employers and for individuals and families to get a clear idea of which skills and occupations are most rewarded in Kenya. In response, this component will support the development of a one-stop-shop for access to LMI by strengthening Kenya's Labor Market Information System (LMIS) with its survey and administrative data sources. The component will finance the following activities: (a) identification of LMIS users and their information needs; (b) production of LMIS content; and (c) dissemination of LMI content and creation of awareness. It will be implemented by the Ministry of East African Community, Labour and Social Protection (MEACLSP) through its Department of National Human Resource Planning and Development (DNHRP&D).

Component 4: Strengthening Youth Policy Development and Project Management

Component 4 will support capacity building for the MPYG and the management and coordination of the overall project. It includes three subcomponents: (a) building youth employment policy development and coordination capabilities; (b) M&E of youth employment policies and funds; and (c) project management and coordination. The overall implementation, coordination, and progress reporting of the activities under this component has been assigned to a Project Coordination Unit (PCU) established within the Directorate of Youth Affairs. Subcomponent 4.1: Building youth employment policy development capabilities; Subcomponent 4.2: Building capacity for monitoring and evaluation of youth employment policies and programs; Subcomponent 4.3: Project management and coordination.

MIIYA seeks a consultant for a period of six (6) months to provide monitoring and evaluation (M&E) consulting services. The consultant will be responsible for ensuring effective monitoring, evaluation and reporting of project activities and results.

A. Duties and responsibilities

The duties and responsibilities of the M&E Consultant will include the following:

- i. Develop a concrete implementation completion report (ICR) delivery plan with timelines and persons responsible for providing data from each of the KYEOP implementing agencies.
- ii. Prepare KYEOP implementation completion report (ICR) in the prescribed format. The report should cover.
 - a) Project Context and Development objectives
 - Context at appraisal
 - Changes during the project implementation (if any)
 - b) Outcomes
 - Relevance of PDOs
 - Achievements of PDOs (Efficacy)
 - Efficiency
 - Justification of the overall outcome rating
- iii. Consolidate all project data collected by the various KYEOP implementing agencies including the MIS system.
- iv. Conduct employment tracking of KYEOP beneficiaries.
- v. Oversight of the Tracer Study and Evaluation of government catalytic fund.
- vi. Any other duties as assigned by the National Project Coordinator.

B. Outputs/Deliverables

S/No	Output	Estimated No of days/Weeks
1.	ICR delivery workplan	To be negotiated
2.	Implementation completion report (ICR)	To be negotiated
3.	Database of all KYEOP data and reports	To be negotiated
4.	Employment tracking reports	To be negotiated

- Project context, development objectives, and design,
- Key factors affecting implementation and outcomes and,
- Assessment of outcomes.

C. Required competencies, qualifications, and experience

Be in possession of a master's degree in Economics, Applied Statistics, Project Management, Social Sciences or a related field. A minimum of seven years' hands-on experience at a senior position in Monitoring and Evaluation with strong data analysis skills Proven abilities in the areas of conducting operations research, impact assessments, project/program monitoring and evaluation, documentation and advocacy; demonstrated capacity to develop and oversee implementation, monitoring and evaluation of plans; excellent analytical, presentation, communication and reporting skills. Sound IT knowledge in word processing, spreadsheets, databases, presentations, data collection tool development (ODK) and statistical applications (SPSS and/or Stata) is essential.

D. Location and reporting

The M&E officer will be based in the PCU in the Directorate of Youth Affairs, Ministry of ICT, Innovation and Youth Affairs Headquarters in Nairobi and will report to the KYEOP Coordinator.

E. Timeframe, duration, and commencement

The duration of the contract will be for a period of 6 months beginning February 2023 running through August 2023.