I. BACKGROUND

As part of Vision 2030, CRS aims to scale youth livelihoods and leadership. Our vision is to transform employment and entrepreneurship systems to be more responsive to the needs of young people, thereby resulting in sustained impact on the lives and livelihoods of 5 million opportunity youth. We will accomplish this through a three-pronged strategy of building platforms for dignified employment and entrepreneurship with governments, private sector, civil society and youth; integrating youth approaches and models into our strategic platforms; and advancing innovative financing and business models to expand livelihoods opportunities for young people. Promoting youth workforce development (YWFD) is a critical aspect of our strategy and we seek to strengthen our approaches to designing and implementing YWFD programming.

II. OBJECTIVE

Develop a framework for YWFD that illustrates CRS’ approach for designing and implementing programming that increases young people’s opportunities for employment and workplace success. The framework should represent key components for holistic and scalable YWFD programming and reflect best practice and evidence from thought leaders and researchers in the global youth development sector. The framework should also build on the CRS framework for youth engagement and on Positive Youth Development, a programmatic approach that engages youth along with their families, communities, and governments so they can reach their full potential.

III. WORK TO BE ACCOMPLISHED

1. Review existing resources related to YWFD, CRS’ youth engagement framework, and frameworks from relevant CRS units, as well as from global thought leaders in youth employment and YWFD.
2. Develop a list of the key components of the proposed YWFD framework.
3. Develop the framework for CRS’ approach for YWFD, including a visual aid that represents the approach and a document not to exceed 10 pages that includes CRS’ approach to YWFD and a detailed description of the components of the framework.

The Consultant and CRS HQ Youth team will have periodic meetings throughout the consultancy to align expectations and ensure that the objective and deadlines are met.
IV. DELIVERABLES

- Workplan.
- Draft list of the proposed key components of the framework for CRS HQ Youth team’s review and input.
- Final list of key components of the framework for CRS HQ Youth team’s approval.
- Draft framework for CRS HQ Youth team’s review and input.
- Final framework for CRS HQ Youth team’s approval.

V. DATES OF PERFORMANCE

The consultancy will be conducted between February 1, 2022, and April 1, 2022.

VI. LEVEL OF EFFORT

This assignment is estimated to be completed within a level of effort of approximately 22 working days.

VII. LOCATION

The consultant(s) shall work outside the CRS office, working remotely from his/her/their home, personal office, or usual place of business. No travel is planned, whether overseas or domestic. Meetings and discussions with CRS staff will take place virtually.

VIII. PROPOSAL SUBMISSION

Consultants interested in being considered for this consultancy should submit the following documents by COB on Tuesday, January 18, 2022, to Jasmine Ferrell (jasmine.ferrell@crs.org):

A. Résumé
B. A proposal that includes a description of how the consultant would approach the development of the YWFD framework
C. Examples of previous frameworks from similar assignments (if available)
D. An estimated total fee for the service
E. Reference list (names and contact information for at least three professional references)

Note: Applications that do not include the requirements noted above will not be considered.

IX. Q&A OPPORTUNITY

Prospective bidders may submit any clarification questions to the same contact email address noted above, jasmine.ferrell@crs.org, by January 11, 2022. Responses will be provided to any known prospective bidders on January 13, 2022.
X. TERMS OF PAYMENT

The consultant/s shall be compensated for on a fixed-price basis for provision of the deliverables outlined above. Payment shall be disbursed in two tranches upon receipt of an invoice after completion and approval of the following milestones:

<table>
<thead>
<tr>
<th>Milestone</th>
<th>Payment/%</th>
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<tbody>
<tr>
<td>Workplan, final list of key components YWFD framework, draft framework</td>
<td>60%</td>
</tr>
<tr>
<td>Final framework</td>
<td>40%</td>
</tr>
</tbody>
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XI. CRS CONTACT PERSON

Primary points of contact for this consultancy will be Joanna Ramos-Romero and Michelle Bradley.

XII. QUALIFICATIONS

The ideal consultant will possess the following qualifications:

- Minimum of a master’s degree in international development, economic development, youth development, education, public administration, business or a related area
- Deep and broad familiarity with effective approaches and best practices for youth workforce development (YWFD), particularly for Opportunity Youth – defined as young people between the ages of 15 and 29 who are neither enrolled in school nor participating in the labor market.
- Understanding of policy trends, donor institutions, and international development organizations related to YWFD.
- Familiarity with private sector engagement and positive youth development, particularly how to apply these approaches in YWFD programs.
- Demonstrated experience with capacity strengthening of youth-serving organizations.
- Demonstrated experience with the development of strategies or frameworks for YWFD.
- Excellent writing and analytical skills for producing high quality, practical tools and reports.
- Strong skills for coordination and collaboration, as well as ability to adhere to deadlines and work remotely.
- Familiarity with CRS a plus.