

## Activity Appraisal Document ODA

€ 1.000.000 or more

### I REQUESTED DECISION CONCERNS

Explanation of the policy data can be found in the [ODA Policy Data Guide](#).

For the **highlighted** subjects in table below the de [ODA Policy Data Guide](#) gives further explanation .

**Red --> Parts which should not be published in the open data.**

<b>Application number</b>	4000003894
<b>Short name application</b>	Job Booster SEC Burkina Faso
<b>Long name application</b>	Boosting decent (self-)employment in insecure-prone Burkina Faso
<b>Description application</b>	(Self-)employment and employability brokering, linking private sector actors (job demand), with quality A/TVET providers (training) and youth (job supply); A/ TVET quality improvement; strengthening the enabling environment for employment and employability of youth
<b>Budget holder</b>	BAM / OUA
<b>Number business partner</b>	
<b>Implementing organisation(s)</b>	Job Booster Office, SPONG, Conseil National de la Jeunesse (CNJ)
<b><u>Legal relationship</u></b>	Contribution
<b><u>Commitment</u> in foreign currency (if applicable)</b>	
<b>Corporate rate</b>	n.a.
<b><u>Commitment</u> in euros</b>	6,000,000
<b>Funds centre</b>	1701UO3190003
<b>Activity start date</b>	01/07/2020
<b>Activity end date</b>	31/12/2023
<b>Contract start date</b>	01/07/2020
<b>Contract end date</b>	31/12/2023
<b>Has an evaluation been planned?</b>	Yes, mandatory (see decisiontree in 5.3.6.)
<b><u>Aid modality</u></b>	Other aid
<b><u>Donor role</u></b>	Single donor
<b><u>Technical assistance</u></b>	TA=0 0% of the activity budget
<b><u>Beneficiary's country/region</u></b>	Burkina Faso: Sahel, East and Centre Nord

<b>Countries within the region (if applicable)</b>			
<b>Allocation country information</b>	100% Burkina Faso		
<b>Location within the country (be as specific as possible)</b>	Province	<b>Name location(s)</b>	Sahel Region: Yagha, Soum, Oudalan ,Seno. Est: Komamdjari, Gnagnan, Kompienga, Gourma. Centre Nord: Bam, Namentenga, Sanmatenga.
<b><u>CRS Code</u></b>	11330		
<b><u>Policy marker weight is 'principal'</u> (no minimum or maximum amount)</b>	BrpOndw Vocational Education		
<b><u>Policy marker weight is 'significant'</u> (no minimum or maximum amount)</b>	<ul style="list-style-type: none"> <li>- PrivSct: Private sector development</li> <li>- GikhMV: Promotion of equality between men and women, and women empowerment).</li> <li>- WrkJng: Youth employment</li> <li>- InsOntw: Institutional development and capacity building</li> </ul>		
<b><u>Special pledges made by the Minister or State Secretary / and/ or special marks regarding sensitive information</u></b>	n/a		

## **II. ACTIVITY APPRAISAL**

### **2.1 Contribution made by the activity to BZ policy objectives (policy relevance)**

#### **2.1.1 Description policy relevance**

- *Explain the policy markers which have been assigned to the activity in the cover sheet of the BEMO.*

The program basically exists of employment creation for largely uneducated youth by vocational training and coaching and coordination. The program aims to employ 10.000 youngsters of which 60% women.

- *Explain the international policy markers which have been assigned to the activity in the cover sheet of the BEMO.*

*To be addressed:*

- *Contextual overview*

The intervention aims to enhance access to vocational training and employability for vulnerable youth. As such it contributes to goal 8 of SDGs (decent Jobs and economic growth as well as Objective 4, (quality Education). Furthermore, its fits with the priority #1, Promoting employment and inclusive growths in the Sahel region stated in of the Policy Framework "Investing in Global Prospect".

The intervention fits with the Netherlands Embassy in Burkina Faso Annual Plan and the MARS strategy, especially regarding the HGIS5 (sustainable trade and investment) and HGIS 7 (Social Progress).

Regarding HGIS 7, the project mainly contributes to the objective the outcome area "more youth have access to relevant vocational training".

At the national level, the project is in line with the National Economic and Social Development Plan (PNDES), especially at its the axe 2, and particularly regarding the specific objective OS2.2 aiming at "enhancing and improving access and quality of Education and training in coherence with the local economy". The specific objective OS2.4 of the PNDES also aims at promoting decent job and protection for all particularly for youth and women.

In addition, the project will contribute to the national Policy of Employment of Burkina Faso, at its axe 2, which aims at "improving employability, through the vocational training and the adequacy between vocational training and the reality of the labor market".

Regarding HGIS 5, ", the following thematic results areas will be addressed: - business development through investments and trade particularly aimed at supporting young entrepreneurs and creating jobs.

The following policy markers are relevant to the current project:

- BrpOndw : Vocational Education
- WrkJng: Youth employment
- PrivSct: Private sector development
- GlkhMV: Promotion of equality between men and women, and women empowerment).
- InsOntw: Institutional development and capacity building

- *Policy markers explanation*

### BrpOndw : Vocational Education

Providing information on (self-) employment and training opportunities will contribute to a positive mindset and enable youth to make informed choices. Training providers and business coaches will be capacitated to provide demand-driven flexible training and coaching (business, 21st century, technical skills), accessible for the targeted youth.

### WrkJng: Youth employment

Private Sector Actors – as input suppliers, factories, traders, Micro Finance Institutions (MFIs, as Réseau des Caisses Populaires du Burkina (RCPB) and Société Financière de Garantie Interbancaire du Burkina Faso (SOFIGIB)) – will benefit from employable and self-employed youth. In addition, JB-SEC targets *10.000 vulnerable youth* (vulnerable in their employability or position in the labour market), including *60% women*. The overall goal is *improved life conditions* for this target group, through (self-) employment. Together with local actors as CBOs, community leaders and youth themselves, the barriers for (self-)employment for these specific groups will be made visible.

### PrivSct Private sector development

JB-SEC will mobilise key private sector actors (e.g. Essakane, SEMAFO, Sahel Naye Kossam, Centre apicole Selintaanba, Fada N’Gourm) and youth enterprises to take their role in boosting youth (self-)employment, by expressing their demands, sharing relevant expertise and creating favourable conditions for youth (self-) employment, as decent work conditions and rewarding for (female) youth and access to finance.

### GikhMV : Promotion of equality between men and women, and women empowerment:

The intervention aims at enhancing youth employability and gender equality. As women are most vulnerable regarding (self-) employment, extra effort will be made to support them in getting a decent position in the labour market. From the start, women themselves and their environment (including parents) will be involved to assure an equal say of female youth in order to assure equal opportunities in taking a strong position in the labour market, supported by their environment. A family and community inclusive approach will be used to gradually transform perceptions, traditions and structures (e.g. related to land tenure), hindering women to acquire decent (self-)employment.

Gender will be mainstreamed through the whole JB-SEC strategy. As different gender roles in work and different values attached to these roles often lead to different access to and control over resources, the intervention will mainly focus on the gender roles and values attached to these roles. All staff will be capacitated on gender sensitiveness and approaches to promote gender equality. A family and community inclusive approach will be used to gradually transform perceptions, traditions and structures (e.g. related to land tenure), hindering women to acquire decent (self-)employment.

Cf point 4.1, page 41

### InsOntw: Institutional development and capacity building

The CBOs will be capacitated to play a main role in awareness raising and mobilizing communes, parents and youth to take action in removing barriers and supporting youth (self-) employment. Training providers and business coaches will be capacitated to provide demand-driven flexible training and coaching (business, 21st century, technical skills), accessible for the targeted youth.



### 2.1.2 Appraisal

Appraise the policy relevance of the project, using the appraisal table. If the maximum score is not achieved, explain why. If certain criteria do not apply, please indicate this.

No.	Criteria 2.1 Policy relevance	Indicators ( score 0, 1, 2)	Score	EXPLANATION/ REFERENCES
2.1.1	The proposed intervention ties in with the operational objectives in the Explanatory Memorandum and the related policy memorandum (policy theory and <a href="#">in-tervention logic</a> ).	<input type="checkbox"/> <p>The proposed intervention ties in with both the main objective and the secondary objectives .</p>	2	HGIS 5  Increased revenues and food security from trade related activities for small scale producers and traders with a focus on agriculture  HGIS 7  More young people have access to relevant vocational training
2.1.2	The proposed intervention ties in with the ODA <a href="#">priorities</a>	<input type="checkbox"/> <p>The proposed intervention ties in with more than one of the result areas of the BH&amp;OS priorities.</p>	2	Education and employment, Private Sector Development, youth, gender
2.1.3	The proposed intervention ties in with the annual plan and the result chain of the <a href="#">MIB/MASP</a>	<input type="checkbox"/> <p>The intervention is specifically mentioned in the result chain of the MIB/MASP.</p>	2	Improved life opportunities through increased (self-) employment for at least 10,000 youth (60% female) in three regions of Burkina Faso
2.1.4	The relevance of the proposed intervention to the crosscutting themes of women's rights and gender equality / climate / PSD / coherence	<input type="checkbox"/> <p>The proposed intervention is relevant to more than one of the crosscutting themes.</p>	2	1.Gender: focus on 60% women and tackling the barriers of women empowerment through sensi-

	and strengthening of civil society organisations		<p>zation and advocacy</p> <p>2. Strengthening of civil society organisations through the participation of the CSO and the capacity building for the CSOs in the intervention areas</p> <p>3. Private sector development through the entrepreneurship</p>
Total score (maximum 8 out of 8 points)			8

## **2.2 Problem analysis and lessons learned**

### **2.2.1 Description**

*Describe:*

- *what problem the proposed activity addresses;*

1. Sensitization meetings including the opportunity for all youth to submit their business ideas
2. Selected youth get 2-3 day business training
3. Trained youth submit their business proposal
4. Selected youth with an interesting proposal receive a 1-day pitch training
5. Youth do a pitch of their business idea
6. Final selection of youth with the best business ideas
7. Youth are coached to implement their business plan

Through this selection process, most of the youth trained will start their own business (85% of the beneficiaries). Those who are not selected for the long-term business coaching after the initial training, will be provided the opportunity to become employed by one of youth businesses (15% of the beneficiaries). In this way, the drop-out of trained youth will be minimal and most youth who are trained will become self-employed or employed.

The intervention aims at boosting job opportunities for youth in regions in a challenging context in the regions of Centre-North, North, and Sahel. These regions contend with serious challenges, yet they have much potential.

#### **- Youth unemployment**

youth in the SEC-regions often have limited life opportunities. They hardly have perspectives on education, decent (self-) employment and a decent income to care for themselves and their families. Along with their limited perspective on improved live circumstances and decent employment, youth loose hope and aspirations for a better future.

- **Lack of hope for the future**

The large majority of the population above 15 years of age is economically active (99% Sahel, 81% Est, 97% CN ). However, a major part of them is underemployed. In the Sahel region for example 86,6% of the population works in the primary sector (agriculture, breeding, hunting, forestry), al-most all of them, 85,5%, are underemployed, not acquiring a decent income. The high underemployment rates result in household poverty.

- **Insufficiency and Inadequacy of education**

The lack of or inadequacy of the education hinders many youth to acquire decent (self-) employment. Access to education strongly increased in recent years, however, access especially to secondary education (30%, 2018 ) and A/TVET is still very limited in Burkina Faso and especially in the target regions. A/TVET offered is most often still traditional, with a high level of theory and not adapted to the demand of the current labour market and starting up a competitive business. In the Sahel there are only 9 known TVET centres, in Centre-Nord 14 and 84 in Est.

- **Women empowerment**

Gender inequalities are still strongly present and reflect in a low participation of women in the economic life. This relates to underlying or connected factors. Women have in general less access to education and training, the inequality increases along with the educational level. In politics they are less represented (e.g. only 11% women in the National Parliament), affecting the view on gender equality at political level. Gender violence as forced early marriage is still widely present, affecting the chances of women in life. Access to property, especially land and livestock, access to finance, is difficult for women, reducing their prospects in (self-) employment. Repayment rates for women in microfinance are higher. Land ownership among women is marginal.

To solve these problems, Job booster will target 10 000 vulnerable youth, including 60% women, to improve their employability or position in the labour market. The intervention will start with opportunities and potential and will built in measures to deal in the best way with occurrent or possible challenges. The strategy includes TVET providers capacity building, new curriculum development, communities sensitizations, awareness raising regarding mind-set on entrepreneurship, especially women entrepreneurship, access to land, etc.

*JB-SEC will start with the (self-) employment opportunities and demand, instead of training supply.*

Linking business opportunities to selection, training and coaching is a key approach of the intervention. The main belief underlying the Job Booster approach is to start from the market opportunities, and linking youth to these market opportunities. To be able to respond in a flexible way on the ever changing employment opportunities, training providers should be able to easily adjust the training to the demand. This training can be provided by public or private TVETs, or by individual consultants. The main criteria is if the training is qualitative and demand driven. Because the SEC regions offer opportunities for self-employment, the focus will be on entrepreneurship training.

To make sure that the youth businesses are decent businesses, a selection process is used to select the most promising business ideas of youth with an entrepreneurial mind-set:



- Lessons learned

The Norad midterm evaluation, WD Job Booster program evaluation (2019) as well as the Dutch-funded missions by representatives of the Dutch Ministry of Foreign Affairs provide concrete recommendations. In the scale-up plan, Job Booster-SEC will work with the following main recommendations:

1. Have a stronger focus on self-employment opportunities.
2. Strengthen the policy influencing strategy and create synergy with other actors as employers.
3. Put a strong focus on promising sectors, as the agricultural sector and solar energy.
4. Have a stronger focus on women, targeting at least 60% women.
5. Select A/TVETs with the right mind-set and strengthen the quality of their services.

- Problem analysis


(Female) youth un(der)employment is rooted in a complexity of interrelated factors and non-supportive social structures, contexts and systems. The context analysis (chapter 3) elaborates on these complexities. There are a number of essential factors to take into account when talking about the long-term change aimed to bring about. The rural SEC-regions are increasingly struggling to offer youth attractive long-term perspectives. The regions are confronted with serious insecurity situations, related migration and increasing unfavourable climate conditions as drought and unpredictable rainfall. A lack of (relevant) education and training, access to employment services, resources and finance, hinders youth to acquire decent (self-)employment. Female youth are especially deprived, as they experience more often barriers to education and training and (land) resources and finance. A supportive and enabling environment for youth (self-) employment is often lacking.

### **2.2.2 Appraisal**

Appraise the [contextual analysis](#) of the project proposal using the appraisal table. If the maximum score is not achieved, explain why and how this is dealt with. If certain criteria do not apply, please indicate this.

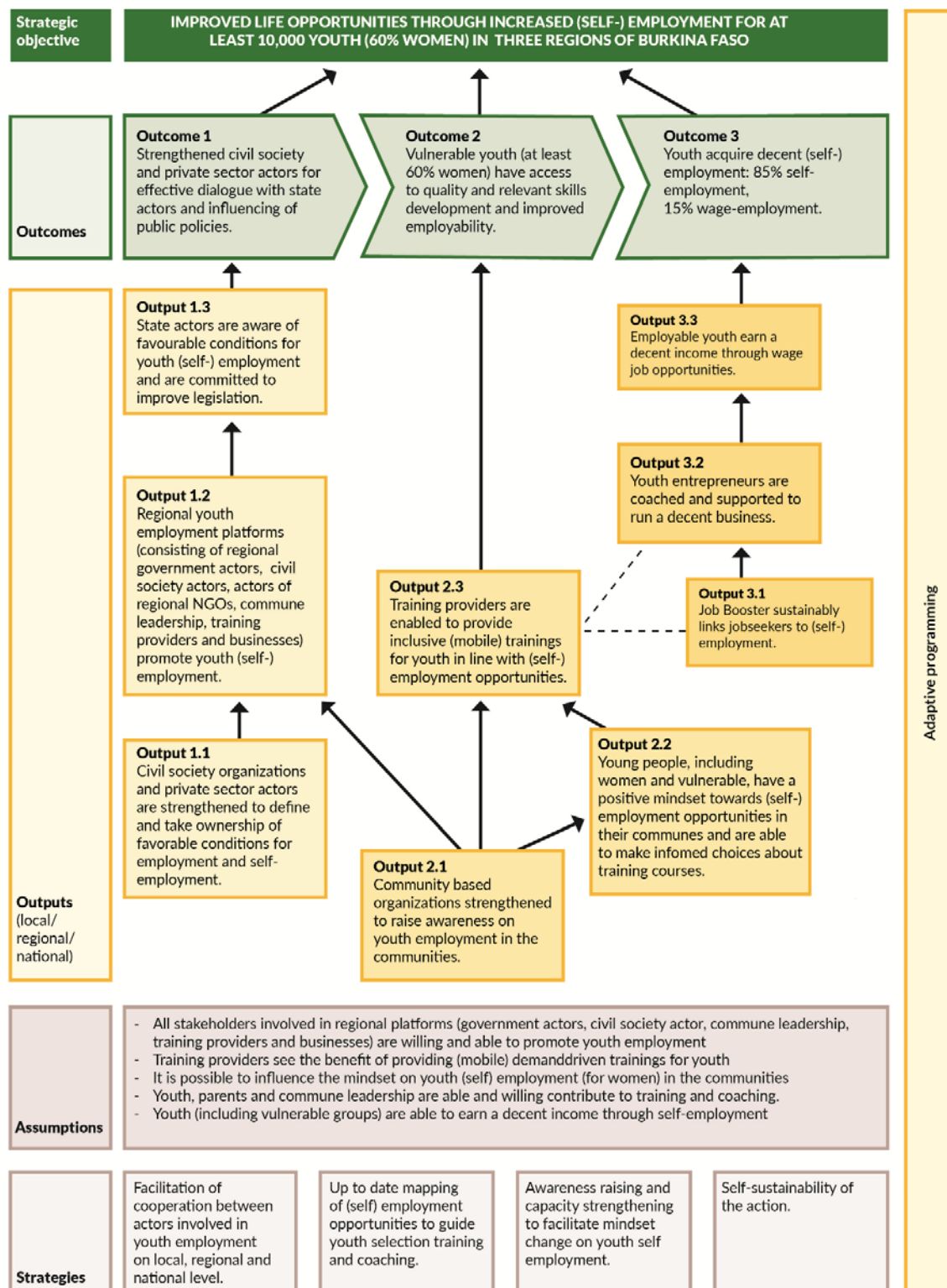
No.	Criteria 2.2	Indicators (score 0,1,2)	Score	EXPLANATION/ REFERENCES
	<b>Contextual analysis</b>			
2.2.1	The proposal is based on a careful and thorough contextual analysis, from which a logical problem definition and objective are generated.	<input type="checkbox"/> <p>The proposal is based on a careful and thorough analysis and results in a logical problem definition and objective.</p>	2	JB-SEC builds on strategies and networks of the successful Job Booster Burkina Faso program. JBBF improved the employability of already 10.000+ youth in Burkina Faso since its start in 2018. JBBF is also widely known and acknowledged in Burkina Faso, visible in various great partnerships with the government, companies and TVETs. The

				strategies of JB-SEC are adapted to the specific contexts of the SEC-regions.
2.2.2	Based on the problem formulated, the proposal explains in a logical manner why the intervention is aimed at the specified geographical location.	<input type="checkbox"/> <p>The proposal gives a realistic explanation of why the intervention is aimed at the specified geographical location and substantiates this with examples.</p>	2	<p>Due to the challenges in these regions. In addition, WD has already worked in the Centre North region. The current intervention of Job Booster focusses on Boucle du Mouhoun, Centre, and North regions. This new project will allow a scaling up in the intervention area of EKN</p> <p>There is a strong request from the local government agencies such as municipalities and regional councils in these regions</p>
2.2.3	The proposal justifies the choice of <a href="#">target group</a> .	<input type="checkbox"/> <p>The proposal clearly justifies the choice of target group.</p>	2	(vulnerable) Young people, of which 60% are female. Women are the most affected by vulnerability and lack of means, lands and input, and even the right to undertake economic
2.2.4	The proposal sets out which relevant actors were involved in formulating the proposal and what influence they had on the content of the proposal.	<input type="checkbox"/> <p>The proposal sets out the involvement of actors, both in formulating the proposal and in the proposed intervention (including its management).</p>	2	. Regional platforms, assembling key actors in youth employment per region (private sector actors, commune leaders, CBOs, NGOs, authorities), will be the place of common action per region.
2.2.5	A <a href="#">stakeholder analysis</a> (incl. women and youth) has been carried out and the results incorporated in the proposal.	<input type="checkbox"/> <p>The proposal sets out who has a stake in the programme/project and details their relative interests.</p>	2	authorities, CSOs, commune leadership, training providers and private sector actors - together with the consortium members as CNJ representing youth and SPONG involved in policy influencing and representing a large network

				<p>of CSOs.</p> <p>In addition, parents, customary leaders, farmers' organisations, womens' groups will actively participate in the implementation process of the project</p>
2.2.6	The proposal describes how the results of evaluations and/or studies feed into formulation of the proposal.	 <p>The proposal clearly sets out how results from evaluations and/or studies contributed to formulation of the proposal.</p>	2	The Norad mid-term evaluation's recommendations were taken into account in the formulation of the project
Total score (maximum <sup>12</sup> out of 12 points)			12	

## 2.3 Objectives (outcomes), results (outputs), activities and resources, based on the SMART principle

### 2.3.1 Description



The Overall Goal of Job Booster-SEC is **Improved life opportunities through increased (self-) employment for at least 10,000 youth (60% female) in three regions of Burkina Faso.**

- The objectives at outcome level, including performance indicators;

Outcome 1: Strengthened civil society and private sector actors for effective dialogue with state actors and influencing of public policies. Performance indicator: # of civil society and private sector actors actively addressing favorable conditions for (self) employment.

Outcome 2: Vulnerable youth (at least 60% women) have access to quality and relevant skills development and improved employability. Performance indicator: # and % of youth that finished training which can be attributed to activities of Job Booster entity (M/F, vulnerable/not vulnerable).

Outcome 3: Youth acquire decent (self-) employment: 85% self-employment, 15% wage-employment. Performance indicator: # of youth sustainably employed (self employment/employment, M/F).

- *what activities and resources are needed to achieve the outputs;*

***Outcome 1: Strengthened civil society and private sector actors for effective dialogue with state actors and influencing of public policies***

**Result 1.1. Civil society organizations and private sector actors are strengthened to define and to take ownership of favorable conditions for employment and self-employment**

Activity 1.1.1 Conduct and annually update a labour market scan to identify local (self-) employment opportunities in cooperation with civil society organizations and private sector actors in the three target regions

A1.1.2 Identify barriers for youth (self-) employment through regional meetings with civil society organisations and private sector actors, including barriers for specific groups (women, IDPs)

A1.1.3 Build capacity of civil society and private sector actors needed to take ownership of and address favourable conditions for (self-) employment in the regional youth employment platforms

A1.1.4 CSOs and private sector organizations actively participate in national and regional networks, publications and events on youth (self-) employment

A1.1.5 Civil society and private sector actors participate effectively in youth employment dialogue frameworks alongside government at local and national levels to monitor the application of national policies and practices about youth (self-) employment at regional level

**Result 1.2 Regional youth employment platforms (consisting of regional government actors, civil society actors, commune leadership, training providers and businesses) promote youth employment**

A1.2.1 Set up three regional multi-stakeholder platforms to promote youth (self-) employment

A1.2.2 Jointly identify barriers for decent youth (self-) employment in the region and develop an action plan to promote youth (self-) employment on different levels (commune, regional and national)

A1.2.3 Jointly define conditions for cooperation within the three multi-actor platforms (vision and targets,

**Result 1.3 State actors are aware of favorable conditions for youth (self-) employment and are committed to improve legislation**

- A1.3.1 Facilitate dialogue between state actors and youth employment platforms from three regions about favourable conditions for youth (self-) employment
- A1.3.2 Actively participate in national networks, publications and events on youth (self-) employment
- A1.3.3 Monitor national policies and practices on youth employment

***Outcome 2: Vulnerable youth (at least 60% women) have access to quality and relevant skills development and improved employability.***

**Result 2.1 CBOs are strengthened to raise awareness on youth (self-) employment in the communities**

- A2.1.1 Identify and select CBOs in the three target regions
- A2.1.2 Facilitate cooperation between CBOs to develop and implement awareness raising plans on youth (self-) employment for different target groups (youth, parents, community leaders)
- A2.1.3 Capacitate CBOs to sensitize youth, parents and community leaders on local (self-) employment opportunities for youth

**Result 2.2 Youth (including women and vulnerable) have a positive mindset towards (self-) employment opportunities in their communes and are able to make informed choices about training courses**

- A2.2.1 Develop national and regional communication tools to raise awareness on (self-) employment opportunities for youth and their parents in the three target regions
- A2.2.2 Facilitate commune leaders and CBOs to map (self-) employment opportunities for youth (including women and IDPs) on commune level
- A2.2.3 Facilitate sensitisation and selection of youth on starting their own business using role models
- A2.2.4 Raise awareness at the level of women's groups, farmers' organisation and others associations working with vulnerable people on employment opportunities and promising jobs of the SEC regions

**Result 2.3 Training providers are enabled to provide inclusive (mobile) trainings for youth in line with (self-) employment opportunities**

- A2.3.1 Identify demand for technical, 21st century and business skills training in the three target regions based on the labour market scan and demand from communes
- A2.3.2 Identify and select training providers to provide quality demand driven trainings (Start Your Own Business, 21st century and technical skills) based on Job Booster quality standards
- A2.3.3 Capacity building of training providers to provide demand driven (mobile) trainings
  - A2.3.3.1 Training of trainers depending on the need (21st century skills, business skills, gender sensitivity, social inclusion)
  - A2.3.3.2 Sensitize trainers on health, safety and hygiene at work (labour law, social protection)
- A2.3.4 Facilitate basic numeracy and literacy trainings for youth with limited education background (speed school approach)
- A2.3.5 Facilitate sustainably financed demand driven (mobile) training for youth (including vulnerable youth, women and IDPs)

***Outcome 3: Youth acquire decent (self-) employment: 85% self-employment, 15% wage-employment.***

**Result 3.1 Job Booster sustainably links jobseekers to (self-)employment**

A3.1.1 Define the structure, ownership and mode of work in the SEC-regions as part of the Job Booster social enterprise in Burkina Faso

A3.1.2 Develop and implement a sound business plan for the Job Booster social enterprise in the SEC-regions

### **Result 3.2 Youth entrepreneurs are coached and supported to run a decent business**

A3.2.1 Selection of youth through pitching their business idea

A3.2.2 Provide coaching (max 1 year) to a selection of youth entrepreneurs in implementing their business plan

A3.2.2.1 Select and capacitate coaches to support youth enterprises

A3.2.2.2 Support youth enterprises to become a decent business

A3.2.2.3 Support young people to have access to credit

A3.2.2.4 Support youth enterprises to become member to a functional network

### **Result 3.3 Employable youth earn a decent income through wage job opportunities**

A3.3.1 Adjust online JB database available for employable job seekers and vacancies in (youth) enterprises in the SEC regions

A3.3.2 Employment mediation of job seekers in (youth) enterprises in SEC regions

- *how the sustainability (in the sense of lasting impact) of the intervention is assured.*

*Add the framework 'objective-result-activities-resources' (logical framework) as an appendix to the BEMO.*

#### Financial sustainability

WD has more than 15 years of experience of contributing to/ making Job and Business Services and vocational training financially self-sufficient in 20 developing countries. JB-SEC works towards financial sustainability from day one. Job Booster brokering services will only be realised when they are directly based on market opportunities and demand and customers/clients (businesses, youth) are willing to pay for them. The financial sustainability of the JB-SEC social enterprise will be part of the business plan being developed starting during the inception phase (A3.1.2). The JB-SEC social enterprise will become part of the current JB Burkina Faso social enterprise (to be registered in 2020), and adapted to the (agricultural) context of the SEC-regions. The JBBF has developed experience in an entrepreneurial way of working and has success in managing financial contributions from customers. The financial sustainability strategy includes payments for services expected will be shared from the start with all actors involved. In the inception phase a sustainability pact will be elaborated with all participating stakeholders to ensure the brokering role of JB-SEC will be implemented in a financial sustainable strategy. Training providers will be trained and coached to develop the right mindset and to adopt the demand-driven approach. Training providers will be engaged on result-based principles. Market demands will be continuously screened by the JB-SEC social enterprise and translated in (adapted) training provision for youth. Based on results, the JB-SEC clients (youth and businesses) will contribute financially in order to benefit from (self-) employment brokering services through JB-SEC. Details of contributions will be worked out during the inception phase based on variables like training and coaching duration, credit provision, etc. To receive capacity building, training providers have to sign the sustainability pact and adhere to the quality standards set by the project (see R2.3). From year 3 training providers will be financed based on results. Cf 5.2, page 47

#### Institutional sustainability Cf 5.2, page 47

The JB-SEC consortium of WD, SPONG and CNJ and involved implementing partners are strongly committed to boost youth employment in the SEC-regions and have all relevant experience in this theme. To further ensure institutional sustainability, capacity building of key actors to strengthen their position and role is a significant part of JB-SEC. CBOs, commune leaders, training providers, private sector actors and authorities will be capacitated to take their role to improve on the supporting and enabling environment for youth (self-)employment. JB-SEC has been identified, formulated and validated by key stakeholders, ensuring their commitment. In all phases of the program, (national, Job Booster-SEC – Full Proposal 41 regional, local) stakeholders will actively participate to ensure ownership. The regional platforms (R1.2) to be created will sustain after the program period when all actors have taken their role and keep contributing based on their motivation and experienced benefits.

#### Political sustainability

JB-SEC is aligned and coherent with the national policies for the agriculture sector and the promotion of youth employment in rural areas (see paragraph 3.4). The JB-SEC consortium will appeal to political actors to put priority on youth employment as the theme is urgent with an increasing youth population (R1.3). Capacities of key actors (CBOs, private sector actors) will be built to provide information for adequate policies for (female) youth (self-)employment and enforce implementation (R1.1). The JB-SEC consortium will work in close cooperation with national, regional and local authorities and commune leaders, to assure alignment and ownership at authority level.

#### Environmental sustainability Cf 5.2, page 47

Environmental sustainability is a cross-cutting issue in JB-SEC as it is crucial for sustainable agricultural development. Acting responsibly within and with the natural environment will be an explicit topic integrated in the trainings and be made concrete for youth in their businesses. (Innovative) ways to ensure preservation and restoration of natural resources will be part of the curricula (circular economy and use of renewable (solar) energy). This knowledge will also actively be shared with CBOs and private sector actors, as preservation and restoration is a condition for sustainable agricultural development, which again is a condition for growing youth employment in this sector. Environmental sustainability also offers opportunities to stimulate innovation leading to new employment opportunities (new businesses e.g. for solar techniques).



### **2.3.2 Appraisal**

*Appraise the logical framework using the appraisal table. If the maximum score is not achieved, explain why and how this is dealt with. If certain criteria do not apply, please indicate this.*

No.	Criteria 2.3  Outcomes, outputs, activities and resources based on the SMART principle	Explanation of score (1 point per indicator)	Score
2.3.1	The objectives at outcome level are clearly formulated, fall within the proposal's span of influence and are realistic. The outcomes follow logically from the problem formulated.	<input checked="" type="checkbox"/> The outcomes are specifically formulated.  <input checked="" type="checkbox"/> The objectives follow logically from the problem formulated.  The objectives fall within the proposal's span of influence and are realistic (taking account of its duration and local circumstances).  <input checked="" type="checkbox"/>  The objectives are acceptable to the target group and other stakeholders.  <input checked="" type="checkbox"/>  The objectives formulated are realistic bearing in mind the scope of the activities and the capacity of the (local) organisation(s).	5
<b>EXPLANATION/ REFERENCES</b>  The objectives at outcome level are clearly formulated, and are related to the problem analysis. The objectives fit with the vulnerable young (female) people the main targeted group. 10 000 YOUNG people among them 60% girls have improved their lives through vocational training, wage employment 15% and entrepreneurship 85%. These objectives are also coherent with the stakeholders objectives and duties. The selected ONGs in the regions are specialized in the youth empowerment domain			
2.3.2	Progress in achieving the outcomes can be determined objectively on the basis of measurable performance indicators.	Relevant performance indicators have been formulated for each outcome.  <input checked="" type="checkbox"/>  A baseline measurement and a measurable target (quantitative and/or qualitative) have been formulated for each performance indicator.  <input checked="" type="checkbox"/>	3

		<p>The verification method (the means by which data is collected and the sources of that data) is realistic and feasible.</p> <input checked="" type="checkbox"/>		
<p><b>EXPLANATION/ REFERENCES</b></p> <p>The main indicators related to the Skills and Jobs policy of the Embassy are targeted in the table of the indicators</p> <ul style="list-style-type: none"> <li>• number of young men and women enrolled in formal or non-formal education and training – (male/female) (SDG4);</li> <li>• Number of jobs supported (direct/indirect; male/female; fragile states). DDE methodological notes. (SDG8) ;</li> <li>• Number of young men and women assisted to develop economic income generating activities – (male/female) (SDG8)</li> </ul> <p>A baseline study is planned during the inception phase, it will allow to determine progress toward achievement.</p> <p>Gender relevant indicators are mentioned for the overall outcome of the project: Improved life opportunities through increased (self-) employment for at least 10,000 youth (60% female) in three regions of Burkina Faso. All indicators are disaggregated (M/F, vulnerable/not vulnerable)</p>				
2.3.3	<p>The outputs formulated are concrete and fall within the proposal's span of control. The outputs follow logically from the outcomes formulated.</p>	<p>The project proposal is divided into clear phases, each having concretely formulated outputs.</p> <input checked="" type="checkbox"/> <p>The outputs are specific.</p> <p>There is a clear link between the outputs and the out-comes, i.e.</p> <input checked="" type="checkbox"/> <p>the outputs can be expected to contribute to achievement of the outcomes.</p> <p>The outputs are acceptable to the target group and other</p> <input checked="" type="checkbox"/> <p>The outputs formulated are realistic bearing in mind the scope of the activities and the capacity of the (local) organisation(s) .</p> <input checked="" type="checkbox"/>	5	
<p><b>EXPLANATION/ REFERENCES</b></p> <p>There is a coherence between activities, outputs and outcomes. It is quite easy to understand how it links to the 3 outcomes and the described outputs are realistic since they fit with the capacities of the</p>				

<p>consortium members and stakeholders.</p> <p>The outputs are specific and based on the problem analysis and the proposed solutions</p>			
2.3.4	<p>Progress in achieving the outputs can be determined objectively on the basis of measurable performance indicators.</p>	<p><input checked="" type="checkbox"/> Relevant performance indicators have been formulated for each output.</p> <p><input type="checkbox"/> A baseline and a measurable target (quantitative and/or qualitative) have been formulated for each performance indicator.</p> <p><input checked="" type="checkbox"/> The verification method (the means by which data is collected and the sources of that data) is realistic and feasible.</p>	<p>2</p>
<p><b>EXPLANATION/ REFERENCES</b></p> <p>The database of the JB will have to be created and implemented during the inception phase. . Beside that the project leader should monitor the quality of the other resources, the project team, mainly the M&amp;E team will collect the data. Due to security issues, some data will be collected through remote tools.</p> <p>The inception phase will provide baseline data for gender indicators</p>			
2.3.5	<p>There is a logical link between the proposed activities and the outputs formulated.</p>	<p><input checked="" type="checkbox"/> The proposal sets out the nature of the activities and explains how the activities formulated will contribute to achieving the outputs.</p>	<p>1</p>
<p><b>EXPLANATION/ REFERENCES</b></p> <p>Yes from the problem analysis and the proposed strategy, the logical link between the activity and the output is well explained</p>			
2.3.6	<p>There is a logical link between the activities and the project budget (efficiency).</p>	<p><input checked="" type="checkbox"/> The budget is supported by figures on price and quantity (p x q).</p> <p><input checked="" type="checkbox"/> The budget is broken down by output and/or outcome.</p>	<p>2</p>
<p><b>EXPLANATION/ REFERENCES</b></p> <p>The budget is drawn classic style and per outcome. However, to be more gender sensitive, the partner has been invited to specify the budget related to the gender objective. Especially the project targets 60% of women and the part of the budget related to the mobilization of women should be</p>			

visible in the budget.			
2.3.7	When the activity ends, its envisaged outputs will have a lasting effect for the ultimate target group.	<input checked="" type="checkbox"/> The proposal contains a clear vision (with objectives) as to how the activities will be continued when the intervention comes to an end.  <input checked="" type="checkbox"/> To achieve these objectives, specific measures will be taken during implementation of the activities to ensure that the target group will help continue the activities.  <input checked="" type="checkbox"/> The proposal contains suitable criteria against which progress in continuing the activities can be  <input type="checkbox"/> The proposal includes a transition plan or exit strategy, identifying the various actors.	3
<b>EXPLANATION/ REFERENCES</b> Civil society and private sector actors are strengthened to hold an effective dialogue with the government and to influence policies. Key actors as commune leadership, NGOs, youth organizations, civil society actors, businesses, training providers will be assembled in regional platforms to take action on youth employment and improving on the enabling environment. The budget also mentions activities to make the intervention sustainable.			
2.3.8	At the end of the activity, the envisaged outputs will have a lasting effect on the local partners.	<input checked="" type="checkbox"/> The proposal contains a clear vision (with objectives) as to how the quality of the activities and/or financial independence of the local partner will be	4

		<input checked="" type="checkbox"/> To achieve these objectives, specific measures will be taken during implementation of the activity.  <input checked="" type="checkbox"/> The proposal devotes attention to the capacity of the local partner to generate income from various sources.  <input checked="" type="checkbox"/> The proposal sets out suitable criteria against which progress in regard to institutional sustainability can be measured.			
<b>EXPLANATION/ REFERENCES</b> Communication tools with a good reach within the communities and among youth will developed and used for awareness raising. Effective tools are for example radio broadcast, social media, posters and leaflets, using success-stories of youth. These sensitization activities will last after the end of the project.					
Total score (maximum score 27 points)				2	

## **2.4 Cooperation, harmonisation and added value**

*Describe briefly and concisely:*

**Cooperation:** [Woord en Daad, SPONG and CNJ together form the JB-SEC consortium](#). The consortium represents a wide network of NGOs and youth (organisations) in Burkina Faso and brings in strong expertise in youth (self-) employment, training and policy influencing.

The success of the project is acknowledged by the government, private sector actors, TVET providers, and youth. This project will enable JBBF to implement lessons learned from the current praxis and to improve on project strategies. JB-SEC is aligned and coherent with the national policies for the agriculture sector and the promotion of youth employment in rural areas

The intervention will also align with and build on relevant government policies and strategies as the National Employment Plan and underlying regional strategies and action plans for the Sahel, Est and Centre-Nord, the SDFA on value chain development, the Rural Land Tenure Law and possible other policies encountered relevant for (female) youth (self-)employment. The consortium will cooperate with national, regional and local governments to align with strategies and try to make use of relevant interventions and available budget (policy influencing). such as [cf point 3.4, page 23](#)

**Harmonization and complementarity:** The Aid modality is complementary to the NORAD funding and will allow the extension of the JBBF project for # other regions and for 10 000 additional young people.

**Added Value:** Job Booster Burkina Faso (JBBF) is a unique concept, operating as a social enterprise and approaching youth employment from the perspective of the labour market opportunities, instead of starting with training supply. The success of the current project implemented by Job Booster is acknowledged by the government, private sector actors, TVET providers, and youth. This new project will enable JBBF to implement lessons learned from the Norad Mid-term evaluation and to improve on project strategies.

The environmental sustainability, the link with the private sector and the strong involvement of the agricultural sector are key added values that make JBBF suitable, compared with other NGOs and institutions. In addition, the Project enables gender equality since 60% of the targeted youth are female.

## **2.5 Channel and aid modality (including alignment)**

- *the aid modality / channel*

The funding is a BZ contract with an international non-governmental organization (Woord en Daad), therefore civil society. However this program will be implemented in close collaboration with local Civil society Organizations, local governance agencies and CBOs.

- *Alignment*

The project is in line with the MARS strategy and the nexus Skills and Jobs policy. The MARS strategy states as priorities for the period 2019-2023 in the Sahel and particularly for Burkina Faso that Education, vocational training and employment will become more accessible to women and girls. And the annual plan of EKN Burkina Faso aims to provide access to relevant vocational training for more young people, through co-financing relevant programs. HGIS 7 (social Progress).

The activity aligns also with the Government of Burkina Faso National Program for social development (PNDES) especially at its the axe 2, and particularly regarding the specific objective OS 2.2 aiming at "enhancing and improving access and quality of Education and training in coherence with the local economy".

- *whether there is any contribution or co-participation from the recipients (explain the level of participation).*

The total project budget is EUR 6.600.000. The planned funding's are:

- EKN BF subsidy: 6.000.000 (91%)
- Contribution Woord en Daad: 468.000 (7%)
- Contribution consortium partners Burkina Faso: 132.000 (2%)

## **V. IMPLEMENTATION**

### **5.1 Budget**

#### **5.1.1 Breakdown of costs**

*State the overall cost of the activity and overheads. Indicate the various cost centres (activities and outputs) in the rows and cost types (e.g. personnel, equipment, etc.) in the columns.*

<b><i>Output/direct costs</i></b>	<b><i><u>Inception Phase (EUR)</u></i></b>	<b><i><u>Year 1 (EUR)</u></i></b>	<b><i><u>Year 2 (EUR)</u></i></b>	<b><i><u>Year 3 (EUR)</u></i></b>	<b><i><u>Total (EUR)</u></i></b>
<b><i>Outcome 1: Strengthened civil society and private sector actors for effective dialogue with state actors and influencing of public policies</i></b>	<b>7988</b>	<b>213230</b>	<b>140124</b>	<b>140124</b>	<b>501466</b>
Output 1.1. Civil society organizations and private sector actors are strengthened to define and to take ownership of favourable conditions for self-employment and employment	7988	116482	65180	65180	254830
Output 1.2. Regional youth employment platforms (consisting of regional government actors, civil society actors, actors of regional NGOs, commune leadership, training providers and businesses) promote youth (self) employment	0	35311	13507	13507	62325
Output 1.3. State actors are aware of favourable conditions for youth (self-) employment and are committed to improve legislation	0	61437	35311	35311	132059
<b><i>Outcome 2. Vulnerable youth (at least 60% women) have access to quality and relevant skills development and improved employability.</i></b>	<b>79559</b>	<b>855144</b>	<b>853238</b>	<b>668203</b>	<b>2456144</b>
Output 2.1. CBOs are strengthened to raise awareness on youth (self-) employment in the communities	0	54882	54882	54882	164645
Output 2.2. Youth (including women and vulnerable) have a positive mindset towards (self-) employment opportunities in their communes and are able to make informed choices about training courses	0	117386	117386	117386	352157
<b><i>Output 2.3.</i></b> Training providers are enabled to provide inclusive (mobile) trainings for youth in line with (self-) employment opportunities	79559	682876	680971	495936	1939342
<b><i>Outcome 3 Youth acquire decent (self-) employment: 85% self-employment, 15% wage-employment.</i></b>	<b>109311</b>	<b>516099</b>	<b>817657</b>	<b>660453</b>	<b>2103520</b>

3.1 Job Booster sustainably links jobseekers to (self-) employment	0	0	0	0	0
3.2 Youth entrepreneurs are coached and supported to run a decent business	80346	411519	715784	556677	1764327
3.3 Employable youth earn a decent income through wage job opportunities	28965	104580	101873	101876	339194
<b>General direct cost</b>	<b>206698</b>	<b>297588</b>	<b>293252</b>	<b>309557</b>	<b>1107094</b>
<b>Overheads</b>	<b>28249</b>	<b>131744</b>	<b>147299</b>	<b>124484</b>	<b>431776</b>
<b>Total (EUR)</b>	<b><u>431806</u></b>	<b><u>2013805</u></b>	<b><u>2251570</u></b>	<b><u>1902821</u></b>	<b><u>6600002</u></b>
<b>Income</b>					
EKN BF subsidy	392551	1830732	2046881	1729836	6000000
Contribution Woord en Daad	30619	142797	159657	134927	468000
Contribution consortium partners Burkina Faso	8636	40276	45032	38058	132002
<b>Total income (EUR)</b>	<b><u>431806</u></b>	<b><u>2013805</u></b>	<b><u>2251570</u></b>	<b><u>1902821</u></b>	<b><u>6600002</u></b>

### **5.3 Monitoring**

In JBBF, a database has been developed to be able to easily link youth to job opportunities. This database is also used for monitoring, besides the reporting tool that is used for the monitoring data from partners. To facilitate faster learning loops, but also to be able to work in the SEC- regions with safety challenges, it is needed to develop a mobile application linked to the database. Through this application, both youth businesses and youth looking for a job can be connected. Also for business coaching and support, a mobile application will be developed which can be used for business administration and distant coaching, which is linked to a separate database. Relevant monitoring data will be captured in the JB-SEC database (anonymous), which will be connected to the Project Connect monitoring system of WD.

Bi-annual, annual narrative and financial reports will be provided to EKN. Cf 5.4, page 52

#### **5.3.1 Narrative and financial reports**

Use [the performance assessment decision tree](#). Give a short explanation with the result of the decision tree.

The [USK](#) lays down separate rules for narrative reports: if the value of the activity is under €125,000, a work completion statement (P statement) is required instead of narrative reports.

Annual and final reports will also be provided by WD to EKN. The findings of the field trips will be part of the narrative reports.

In the case of additional requirements: specify what conditions must be set (e.g. greater frequency, criteria relating to content, etc.). Also indicate if there is some other means of oversight of



activity implementation (e.g. via Board of Donors).

### **5.3.2 Audit opinion**

Use the [audit certificate decision tree](#) to determine which type of audit opinion is required for the activity. Give a short explanation with the result of the decision tree.

Based on decision tree there is only an audit opinion on annual accounts, but we ask for audits on activity level and on an annual basis. Cf section 5.3.5 for more details on the calendar of these audits.

#### **Additional reports by the auditor:**

*If it is desirable for the audit opinion to be accompanied by an additional report on certain aspects, explain why (e.g. high-risk activity, poor management capacity on the part of the implementing organisation).*

*If the organisation itself also makes prepayments and reports on an accrual basis, the [audit protocol](#) (annexe to decision) should require the external auditor to report on the effectiveness of the control exercised by the organisation on the making of prepayments.*

### **5.3.3 IATI - International Aid transparency Initiative**

*Is the organisation capable of reporting in accordance with the IATI standard, as set out in the BZ publication guidelines entitled 'How to use the IATI standard'?*

With effect from April 2017, Woord en Daad is publishing quarterly IATI data following the Guidelines of the Ministry of Foreign Affairs of the Netherlands. Woord en Daad policy is to stimulate open data systems. Up till now, Woord en Daad is publishing the mandatory IATI compliant projects (EYE program of ARC Fund) and some other Inclusive Agribusiness Development projects. Data are captured via an automated IATI module from our internal system ProjectConnect. Grant managers and PMEL experts within Woord en Daad are responsible for the good quality project data. Cf 5.4, page 52

<https://www.government.nl/documents/publications/2015/12/01/open-data-and-development-cooperation>

The organisation will report on results in accordance with the IATI standard, as set out in the BZ publication guidelines.

*If applicable: describe any information that must be included in the IATI publication/progress report in addition to the requirements in the publication guidelines, and how often this extra information is to be provided. E.g. a narrative text providing further clarification, certain results or standard indicators, photos or film footage.*

### **5.3.4 Annual plans and other reports**

#### **5.3.5 Monitoring calendar**

*Set out the reporting requirements in the table below, to ensure they are accurately incorporated in the decision/agreement.*

<b>Report type</b>	<b>Any specific requirements*</b>	<b>Period</b>	<b>Submission by</b>

<b>Annual plan</b>	Partner to provide an annual detailed plan including an annual budget before the first instalment. <b>The first plan will include the inception phase and the year 1 activities.</b>	01/07/2020- 31/12/2020 01/01/2021- 31/12/2021 01/01/2022- 31/12/2022 01/01/2023- 31/12/2023	15/07/2020 01/11/2020 01/11/2021 01/11/2022
<b>Narrative progress report consisting of:</b>			
<b>1. Updates on progress</b> in accordance with the IATI standard described in the Ministry of Foreign Affairs' IATI Publication Guidelines.	Periodically in accordance with the IATI standard		<i>To be published in IATI no later than three months after the end of the quarter</i>
<b>2. An annual analytical narrative</b> progress overview, drawn up in accordance with the IATI standards described in the Guidelines, to be published in IATI under 'related documents/document link'.		01/07/2020- 31/12/2020 01/01/2021- 31/12/2021 01/01/2022-31/12/2022 01/01/2023- 31/12/2023	31/03/2021 31/03/2022 31/03/2023 31/03/2024
<b>3. A final analytical narrative progress overview</b> , drawn up in accordance with the IATI standards described in the Guidelines, to be published in IATI under 'related documents/document link'.	A narrative final report is requested at the end of the project	01/07/2020-31/12/2023	31/03/2024
<b>Financial</b>	Financial reports are provided on an annual basis	01/07/2020- 31/12/2020 01/01/2021- 31/12/2021 01/01/2022- 31/12/2022 01/01/2023- 31/12/2023	31/03/2021 31/03/2022 31/03/2023 31/03/2024 <i>The last annual report is part of the final report</i>
<b>Final financial</b>	A narrative final report is requested at the end of the project including a good practices capitalization report	01/07/2020- 31/12/2023	31/03/2024
<b>Audit and certified statement</b>	The audit is carried out on an annual basis	01/07/2020- 31/12/2020 01/01/2021- 31/12/2021 01/01/2022-31/12/2022 01/01/2023- 31/12/2023	31/03/2021 31/03/2022 31/03/2023 31/03/2024

<b>Mid-term Evaluation</b>	midterm evaluation will be done in 2022	<i>01/07/2020- 31/12/2021</i>	<i>30/06/2022</i>
<b>Final evaluation</b>	Report on impact, lessons learnt, capitalization and close out process	<i>01/07/2020- 31/12/2023</i>	<i>30/09/2023</i>

*\* Narrative / narrative IATI: reports on the contributions by third parties (inputs), outputs, outcome, sustainability and the spending of the Dutch contribution in accordance with the latest approved budget. If a financial report (other than the A statement) is submitted separately, please insert a line.*

*In the case of IATI-compliant reporting, also refer to the additional reporting requirements specified under 5.3.3.*

*In this case, include the following text in the BEMO:*

The organization will report in accordance with the BZ publication guidelines on the IATI standard.

For more information about the narrative reports, please see 5.3.3.

*\*\* See also the results given in section 5.3.1; if any additional criteria are desirable, insert them here.*

### **5.3.6 Evaluations**

Use the [decision tree evaluations](#) to determine whether an evaluation is required for the activity. Explain in this paragraph.

Mid-term and end-evaluation is budgeted for Eur 121 959 in the Job Booster Budget. WD will support monitoring and evaluation fees for Eur 16 000.

An external, midterm evaluation will be done in 2022. The mid-term review verifies the progress of the project on the agreed indicators, including those measured through regular monitoring and outcome studies. It draws preliminary conclusions regarding relevance, effectiveness, sustainability and impact of the project, and formulate lessons for the second phase of the project. The findings are expected to serve as lessons learnt for the remaining period of the project.

A final evaluation stating the efficiency, effectiveness the impact is required 3 months after the end of the projects.