Ministry of Foreign Affairs

Activity: SEED4Youth (23-0000031)

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Date	09-10-2023
SAP application number	4000006644

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Key data

Activity basics

Type	Standard
Short name	SEED4Youth
Contract party	UNDP/PNUD New York (30025787)
ODA	Yes
Amount and Currency	7000000 USD
Amount EUR	6650000
Start date	01-01-2024
End date	31-12-2027
Full name	Skills, Employment, and Empowerment for the Development of Youth in South Sudan (SEED4Youth)
Summary	*SEED4Youth aims to empower youth in 5 targeted locations through nurturing their entrepreneurial culture, tackling the mismatch and enhance their employability and productive engagement in economic activities. If additional funding is acquired, SEED4Youth will expand to 3 other states. The project seeks to increase the productivity & labour absorptive capacities of agriculture and natural resource-linked value chains and private sector enterprises with a focus on young men & women. Moreover, SEED4Youth is part of PfPRR - a donor platform - where stakeholders join forces to see how activities in an area can be clustered & connected with the aim to move into resilience. SEED4Youth aims to benefit 216.000 people and transform the lives of 51,000 youth & establish 3,000 MMSEs. The Dutch contribution to SEED4Youth is USD 7,000,000,- and with 1% levy this will amount to a total of USD 7,070,000,-. *SEED4Youth is phase 2 of YEEP (4000002057 UN identifier 00115998 sub 00113334).

Activity details

Date of receipt of proposal	25-04-2023
Proposal's reference number	
Budget holder	Juba Embassy (8221JBA)
Limit access	No
Related activity	YEEP project 4000002057

Accounting data

SAP application number	4000006644
Funds center	JBA SS Private sector development contr (1701U03020011)

Policy data

Aid modality	Project support
Technical assistance	Between 25% (inclusive) and 50% (exclusive) of the activity budget
Beneficiary location	Country
Country	South Sudan
Location type	Province
Specific location	Greater Bahr-El-Ghazal, Greater Equatoria and Greater Upper Nile
CRS code	25010 Business Policy and Administration
Policy Keywords	
Refugees & host communities	No
Policy Markers	
Biodiversity	Not targeted
Climate change: adaptation	Significant
Climate change: mitigation	Not targeted
Desertification	Not targeted
Equality between men & women	Significant
Food security	Significant
Market development	Significant
Private sector development	Principal
Skills development	Principal
Youth employment	Principal
Explain your choices	This activity is focusing on PSD, skills and youth employment as principal markers as the design of the activity is to provide better work and income for young men and women. Gender equality, Market development, Climate adaptation and Food security are significant markers as the activity will have that as indirect results but not as the main objective. Therefore, attention will be paid on: 1) Gender equality: equally dividing the targetted results between genders; 2) Market development: creating a matching platform and information sharing mechanism within the program will result to market development, and 3) Climate Adaptation and Food Security: via climate smart agriculture we will improve food security. The not targeted markers such as biodiversity, climate change mitigation and desertification are outside the scope of the activity.

Policy Appraisal

Policy relevance

- The draft end evaluation concluded that the Relevance and Coherence of the YEEP Project was rated as *Highly Satisfactory*. The final report will be submitted in October/November 2023.
- It is indeed very relevant to work on youth employment in the context of South Sudan, as well as the NL MFA results framework of DDE (PSD). It also fits within the NL MFA 'Youth at Heart' strategy and NL MFA Foreign Trade and Development Cooperation agenda.
- The Netherlands aspires to play an agenda-setting role in South Sudan in the field of Private Sector Development by bringing together interested donors as well as private sector actors. This is being pursued under the framework of the United Nations led Partnership for Resilience and Recovery (PfRR) initiative that brings together major donors with the aim of realigning policies and coordination towards building more resilient South Sudan.
    - The PFRR will be an important vehicle for operationalizing the area based triple nexus approach in the coming years. PfPRR is an inclusive group of donors, UN agencies and NGOs, committed to promoting locally driven and owned development. This approach will potentially enhance quality impact due to stronger synergies between the sectors and the partners for synergetic rather than fragmented development. PfPRR will use a flexible planning and adaptive programming approach as this is most suitable for the fluid and volatile environment in South Sudan.
    - SEED4Youth, as YEEP was, will be part of the PfPRR. As peacebuilding, social cohesion, and climate change adaptation are built on multi-faceted interventions that address issues of trust, dialogue, and the promotion of individual and collective wellbeing of communities, partnerships banking on the comparative advantages of the different units/teams within UNDP and partners on the ground will be leveraged and capitalized on to enhance efficiency in delivery and increasing impact.
- The proposal aligns well with EKN's ambition to put the Triple Nexus approach central in all programming. SEED4Youth will conduct resilience-building activities across the humanitarian-development-peace nexus. SEED4Youth will do that via its activities such as providing TVET trainings including Mental Health and PsychoSocial Support (MHPSS). SEED4Youth will have an inclusive approach (leave no-one behind) towards sustainable development by also targeting former gang members and other vulnerable groups (such as people with a disability). Integration reinforces the peace and development nexus and recognizes that youth empowerment, economic development, and food security through an integrated approach creates an enabling environment for them to thrive and enjoy their rights.
- The proposal also corresponds to the goals which are set out in the agenda for Aid, Trade and Investment and the Netherlands Multi-Annual Country Strategy (MACS) for South Sudan (HGIS 5).
- The project aligns well with South Sudanese policy on youth employment as well as general development priorities. The Government of South Sudan has actively been ensuring that the provisions of the R-ARCSS are carried out of which providing the necessary service to youth is a major pillar of intervention.
- This proposal is also in line with The South Sudan Transitional Constitution that prioritizes private sector development as a pathway towards recovery, resilience and peace. It also stresses that equitable economic development should be based on the agricultural and agro-industrial sectors, and the promotion of the private sector within a framework of transparent and accountable governance.
- Program activities will take place in the hubs of stability Juba, Yambio, Torit, Rumbek and Bor and will expand to three more locations if more funding is acquired (e.g. AfDB, see section on additional remarks for more information). The Hubs are part of a combined effort supported by several donors under the earlier mentioned UN Partnership for Recovery and Resilience (PfRR).
- The common denominator of all development activities that the Netherlands undertakes is aimed at creating more resilience and stability in the highly challenging environment of South Sudan. Making people more resilient means that Private Sector Development will be linked by creating value chains aimed at creating more sustainable production and employment for women and youth.

Rationale

- Youth account for a high percentage of the population in South Sudan whereby 60% are under 25. Given the context and environment and high levels of poverty, the so-called “youth bulge” may pose a threat to the volatile peace and security situation should the youth not be able to engage in their communities and contribute to their livelihoods and those of their families.
- Noting the challenge to decrease humanitarian needs and curtail the increasing number of vulnerable people, the path to enable national economic recovery is challenging. The necessity of supporting and building resilience in communities

and their livelihoods, backed by private sector initatives to drive the country's recovery and development agenda is needed. The project will therefor addres the problem of youth un(der)employment in South Sudan.

- The intervention logic of SEED4youth is fivefold:
    1. Enhancement of governance framework for skills development;
    2. Market-led Skills Development;
    3. Delivery of Employment Services;
    4. Capacity Enhancement for Skills Development Delivery and Access Improvement;
    5. MSME Development.
- The project aims at contributing to the progressive transformation of South Sudan towards durable peace and sustainable development by supporting the youth to earn a living by providing vocational, technical, and soft skills, nurturing an entrepreneurship culture to enhance their chances of getting employment and involvement in economic activities, and creating business and job opportunities for the youth by boosting the productivity and labor absorptive capacity on local institutions.
- Youth not only lack the skills necessary to obtain a job, but their access to jobs is also limited due to limited or lack of access to financial services, and, markets and market information, and lack of social networks through which to acquire jobs or business opportunities. The predominantly youthful population also lack the entrepreneurial culture, the technical and artisanal skills and capacity to form and develop their own small businesses. Outside of the UN and non-governmental organizations (NGO) community, few public or private sector organizations offer vocational and entrepreneurial skills training, and inclusive micro and small enterprises (MSEs) support programs across the states. This exclusionist environment leaves the youth at the mercy of being recruited for war.

Contextual analysis

- The context analysis in the adjusted proposal is well done and really shows a detailed knowledge of the theme but also of South Sudan and the different states.
- The target group of this project is youth and women under 35 years. The focus on women is made as they are often left out of economic opportunities the country has to offer. Women also usualy have a lower educational background then their male counterparts, and are 50% more likely to be unemployed than men. Hence the explicit focus on young women and their access to vocational education and employment.
- The Ministry of Labour will be the main government partner for the SEED4Youth project. Close collaboration with the Ministries of General Education and Instruction, Youth and Sports and Gender, Child and Social Welfare will be undertaken to ensure impact maximization and complementarity. Furthermore, different government (at national and state levels) ministries and local government executives will be engaged in all facets of project planning and implementation to ensure that this project feeds towards the achievement of national/government priorities and targets. The project will also build the capacity of government facilities (VTCs) and trainers in the implementation of project activities.
- The SEED4Youth project targets states in South Sudan that have relative stability and the agglomeration of livelihood and economic activities can be complemented by skills development and training, private sector development, and building on earlier initiatives on resilience programming.
- SEED4youth with only the Dutch funding will continue in the five states and work conducted by YEEP. If more funding is acquired, the UNDP will expand SEED4Youth to three more states. The divisions would be as following:
    - Greater Bahr-El-Ghazal: Northern Bahr-el-Ghazal (expansion possible only with additional funding), Western Bahr-el-Ghazal (expansion possible only with additional funding), and Lakes (SEED4Youth/YEEP focus area),
    - Greater Equatoria: Western Equatoria (SEED4Youth/YEEP focus area), Eastern Equatoria (SEED4Youth/YEEP focus area , and Central Equatoria (SEED4Youth/YEEP focus area);
    - Greater Upper Nile: Jonglei (SEED4Youth/YEEP focus area) and Upper Nile (expansion possible only with additional funding).

Added value

- The Netherlands embassy started this project with the UNDP in 2018 (YEEP project 4000002057 UN indentifier 00115998 sub 00113334). The SEED4Youth project is phase 2. The project will again be part of a joint initiative called the Partnership for Resilience and Recovery (PfRR).
- During phase 1 only UNDP, AfDB and the Netherlands were involved in the project. In phase 2 the office of the vice President will be involved as well.
- The added value of the Netherlands in this project is that not many doners are active in the field of supporting vocational education training. Moreover, the Netherlands contributed largly in phase 1 and it would not benefit from the results thusfar achieved if EKN decides to pull out now.
- In phase 2, the Netherlands will reduce its financial contribution and push the UNDP to look more into diversifying its funding, including increasing the financial contribution of the ministry.

	4000006644 **SEED4Youth** **(phase 2 2023-2027)**	4000002057 YEEP (phase 1 2018-2022)
Total resources required:	**$ 19,331,863**	**$ 14,507,286**
UNDP	$ 2,840,747	$ 3,285,800
Netherlands	$ 7,000,000	$ 9,424,953
AfDB	$ 4,560,000 (soft commitment, not confirmed)	$ 1,796,533
Office of the VP	$ 281,500	did not participate in phase 1

Lessons learned

- The draft end evaluation included the following lessons learned from YEEP.
    1. The engagement of national Civil Society Organisations (CSO) as implementing partners strengthens national capacities and ensures local ownership of project initiatives. Such partnerships leverage existing capacities and expands reach and coverage to areas inaccessible by UNDP.
    2. Adaptive programming and flexibility in project implementation ensures projects continue to pursue the achievement of their objectives and targets while also contributing significantly to responding to emerging challenges and contexts within the operating environment.
    3. The presence of UNDP Field Coordinators in project-targeted states is critical to implementing an area-based approach. The Field Coordinators monitored project activities regularly, coordinated activities with the local government, UNMISS, and other partners, gathered information on the ground and provided technical guidance to respond to area-specific needs.
    4. Working with the private sector creates opportunities for employment through internship and job placements, increased labour market participation, and local economic contribution. These partnerships need to be institutionalized and scaled up through the i-Hubs and as part of the training courses offered.
    5. The rehabilitation and equipping of VTCs with tools and equipment, standardized modules and assessment methodology, training of trainers to instructors, and management capacity enhances their capacities to continue providing more training.
    6. There is a need for more efforts to cultivate and nurture the spirit of teamwork among the youths, to enable them work in joint ventures with higher potential of growth.
    7. Innovative ways to ensure gender balance and improve access were employed including the community and mobile-based/outreach training modalities where livelihood skills training was brought to communities and more rural areas to ensure access, especially for those who cannot attend town-based training centers due to physical access and social obligations.
- The draft end evaluation also included the following main recommendations for the different stakeholders involved:
    1. To consolidate the gains of the project in the area of peace, stability, and social-economic development of South Sudan, the project interventions should be replicated and upscaled- (Government of South Sudan - GoSS -, UNDP, and the Kingdom of Netherlands).
    2. The Government of South Sudan should consider providing more budgetary allocations and other resources to VTCs to effectively continue providing vocational training for youth and women-(GoSS).
    3. There is a need to invest more in supporting new and existing private sector enterprises (e.g. access to finance/credit, capacity building, etc.) to enhance their labour absorptive capacities- (UNDP, GoSS).
    4. Enhance the follow-up and support given to training graduates especially those provided with start-up kits and/or established new businesses- (UNDP, local CSOs).
    5. Review the vocational training curriculum to ensure standardization of vocational training programs and certifications. The training duration of each vocational training programme should be reviewed and where necessary revised- (GoSS, UNDP).
    6. To ensure the effective transfer of community-based training skills, mechanisms should be put in place for cascading training programmes to other beneficiaries- (UNDP, CSOs).
    7. The GoSS should ensure the governance of all VTCs is placed under one ministry for effective management, coordination, and ownership of interventions-(GoSS).

Problem analysis

- More than 80% of South Sudanese live under the absolute poverty line (UNOCHA, 2019). While relative peace and order have been restored in parts of the country, many of these areas are in various stages of recovery and some are transitioning from requiring humanitarian assistance to recovery interventions to strengthen the coping and adaptive capacities of the local populations. In this regard, among the most effective interventions is the empowerment of local populations by helping them meet their own needs. In many of these cases, recovery is slowly gained by increasing

their ability to access socioeconomic services and insure their futures and livelihoods from shocks. Among these interventions are skills development, employment, and livelihood assistance.

- Employment opportunities are largely divided between the public, private, and humanitarian sectors, with a significant reliance on work in the public payroll, UN, and NGOs. Of its nearly 12 million citizens, only 4.35 million people are engaged in the labour force. About 29% of households derive income from the public sector, while only 10% are engaged in waged work for private firms. The private sector, characterized by small and medium-sized enterprises, faces challenges such as limited access to finance, expensive energy, and weak foreign investor confidence, limiting its ability to scale and fuel job creation. This is emphasised by South Sudan's low ranking in the World Bank's Doing Business survey, indicating difficulties in areas such as access to electricity (188), property registration (181), and credit availability (175).
- Within South Sudan, youth and women face significant barriers to economic empowerment. Illiteracy rates among the population exceed 60%, and reach 86% for young women, limiting access to opportunities for skills development and employment. Youth unemployment rates in urban areas, such as Juba surpass 60%, compounded by limited access to technical and vocational education and training. The low skill levels of the workforce hampers economic growth, with non-South Sudanese individuals dominating available private sector opportunities. Additionally, financial constraints hinder entrepreneurship, as up to 70% of youth lack the necessary resources to start or expand businesses. These challenges disproportionately affect young women, further impeding their ability to participate in the economy.
- Research shows that youth employment possibilities in most sub Saharan Africa countries including South Sudan is first and foremost something that can be created by improving agriculture.
  Skills improvement for youth is not one size fits all exercise. Analysis reveals that distinct groups of youth need a different approach.
  1. Rural youth need basic education, as well as vocational training and hard and soft skills training beyond agricultural production.
  2. Low-skilled, self-employed, youth in urban or rural survival enterprises need basic education, as well as vocational training and hard and soft skills.
  3. Young apprentices in rural or urban individual enterprises primarily need entrepreneurial and financial skills to successfully start and grow a farm or non-farm business.
  4. Young urban graduates need to have the qualifications (and experience) that the market demands.
- The Theory of Change targets three pathways in order to achieve its overachiching goal to facilitate the transformation of local economies and upliftment in the well-being of vulnerable youth and women through their social and economic empowerment. See picture in attachment for the ToC.
  - Pathway 1: ***If*** women and youth, including returnees and ex-combatants, are provided with technical vocational skills and market linked agricultural value chain training to build and match their skill sets with the needs of local industries and markets; ***THEN,*** employability and engagement in economic and livelihood initiatives, productivity, and incomes of young men and women in the target areas will increase.
  - Pathway 2: ***If*** graduates of vocational skills and agricultural and value chain trainings are provided with career counselling and placement services to gain permanent employment opportunities with MSEs and businesses; ***THEN,*** new business enterprises will be created whilst productivity and labour absorptive capacities of new and existing local private sector enterprises and value chains will be boosted;
  - Pathway 3: ***If*** women and youth are provided business development support and given access to start-up capitals/kits that leads to more micro and small enterprises (MSEs) and businesses in the market and allows for growth of the private sector; ***THEN,*** women and youth, including returnees, ex-combatants, persons with disabilities and their families, will be socially and economically empowered leading to their increased engagement in nation-building and improved resilience against shocks and stresses.

Gender

- The project is targetting youth including young women. Reference is made on challenges of women in the world of work, and in particular in a patriarchal society such as South Sudan.
- Under YEEP, gender targets have been met in the traditional sectors most women work in (e.g. hairdressing), but less succes have been booked in being gender transformative as mentioned in the evaluation report: *'The number of women who registered for male-dominated courses was low and therefore requires affirmative action'.* Under SEED4Youth, continious effort will be conducted towards being more gender transformative.

Climate change

- The proposal does take into account the effects of climate change on the lives of people in South Sudan.
- The project will target climate smart agricultural value chains in order to adapt to the effects of climate change and therefor will aim to make the lives of the South Sudanese more resillient.
- Moreover, green skills will also be included in the TVET training given (or will be included in the curriculum if green skills are not included).

Cooperation, harmonisation and alignment

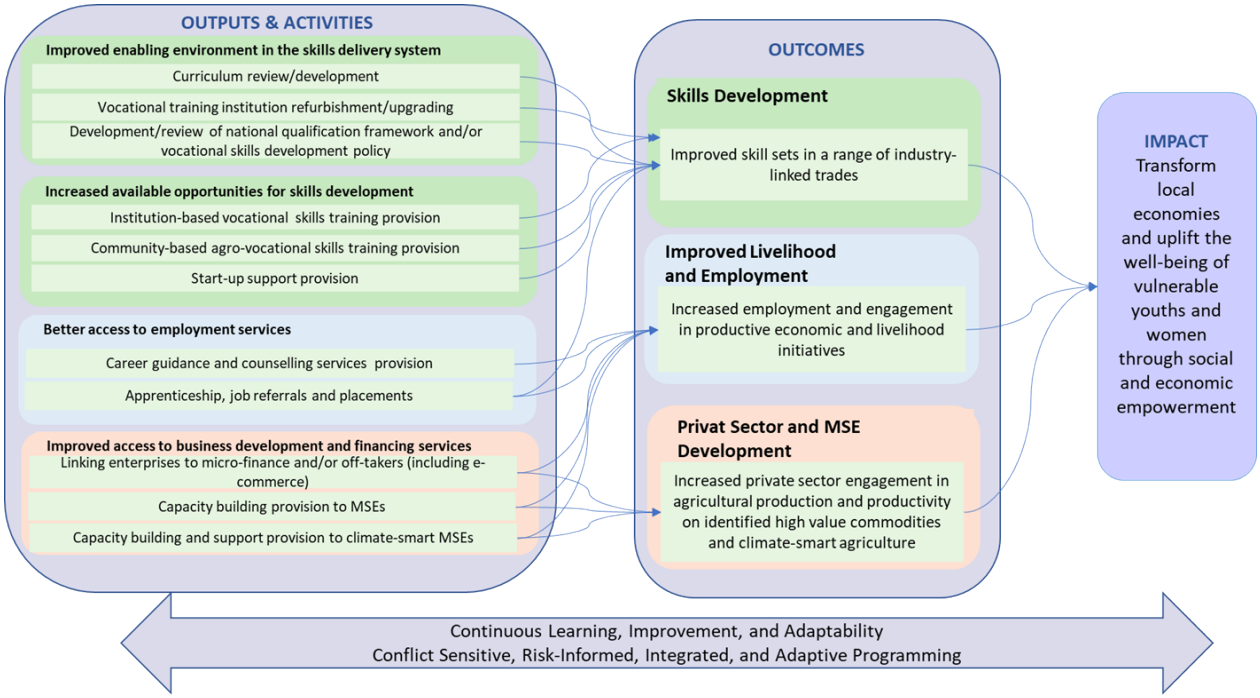
- The project is part of a joint initiative called the Partnership for Peace Resilience and Recovery (PfPRR). The partnership is open to all donors, developmental partners (bilateral and multilateral), UN Agencies, and international NGO's and national NGO's supporting recovery and resilience activities in the country.
    - All activities of the partnership will be centrally coordinated by a steering comity composed of representatives from NGO's, UN and Donors. The members of the steering comity will rotate on a regular basis. The comity will be chaired by the UN Resident Representative and the Chair of the Heads of Cooperation working group. The Deputy Head of Development of the Netherlands Embassy will be a member of the Steering Comity.
- The SEED4Youth project currently involves the cooperation with local organisations, national ministry, the UNDP and potentially the AfDB.
- The Ministry of Labour (MoL) is the lead ministry for the implementation of the SEED4Youth Project and will chair the Project Board which will be established as the highest policy making body of the project.
    - The Project Board will provide overall project oversight and quality assurance and support implementation and strengthening of the coordination, planning and monitoring of project activities. The composition of the Project Board will be comprised of the Ministry of Finance and Planning, (MoFP), Ministry of General Education and Instruction (MoGEI), Ministry for Youth and Sports (MoYS), Ministry for Gender, Child, and Social Welfare (MoGCSW), Ministry of Trade and Industry (MoTI), Ministry of Agriculture and Food Security (MAFS), the Employers Association of South Sudan, South Sudan Chamber of Commerce, and other relevant stakeholders. The Project Board will provide the link between the technical and policy aspects of the projects, ensuring that the projects are focused on the achievement of programming goals (impact) and expected results/ outcomes while providing an inclusive platform for stakeholder engagement to own and support project implementation.

Digitalisation

- The project will train young people on using digital tools and skills. Under YEEP a digital platform has been created called Dukaanye. This is the first digital marketplace platform in South Sudan. This platform can be used for e-commerce purposes but also as a platform to look for jobs.
- The platform has been established by a partnership with the Ministry of Trade. In phase 2 the platform will also have a server room that will be embedded at the Ministry.
- The proposal supports the local digital ecosystem. However, this is challenging as the literacy rate in South Sudan is very low, and the digital literacy rate is even lower.

Additional remarks (if applicable)

The African Development bank (AfDB) has made a soft commitment towards the UNDP to contribute to SEED4Youth in 2024. EKN has agreed with UNDP that SEED4Youth will only expand to other areas if additional funding is acquired. If that is not the case, the project areas will remain the same. Reference MINBUZA-2023.1333627.


OUTPUTS & ACTIVITIES
Improved enabling environment in the skills delivery system
Curriculum review/development
Vocational training institution refurbishment/upgrading
Development/review of national qualification framework and/or vocational skills development policy
Increased available opportunities for skills development
Institution-based vocational skills training provision
Community-based agro-vocational skills training provision
Start-up support provision
Better access to employment services
Career guidance and counselling services provision
Apprenticeship, job referrals and placements
Improved access to business development and financing services
Linking enterprises to micro-finance and/or off-takers (including e-commerce)
Capacity building provision to MSEs
Capacity building and support provision to climate-smart MSEs
OUTCOMES
Skills Development
Improved skill sets in a range of industry-linked trades
Improved Livelihood and Employment
Increased employment and engagement in productive economic and livelihood initiatives
Privat Sector and MSE Development
Increased private sector engagement in agricultural production and productivity on identified high value commodities and climate-smart agriculture
IMPACT
Transform local economies and uplift the well-being of vulnerable youths and women through social and economic empowerment
Continuous Learning, Improvement, and Adaptability
Conflict Sensitive, Risk-Informed, Integrated, and Adaptive Programming

Results

- This activity will primarily serve the results framework of DDE. This will be recorded in the **results application**. The UNDP is familiar with our resultsframework and reporting as we are going into phase 2 of the project. In the ToC of DDE, SEED4Youth will be targetting the DDE result indicators: 1.1, 1.7, 1.8 and 1.9. under portfolio 1 (Reference is made to the ToC of DDE page 12).
- The activity has three outcomes:
    1. Improvement in the skillset and increased employability of youth and women in industry-linked trades.
        1. Outputs: 1) Provision of capacity building in the skills development system; and 2) Delivery of market-driven skills training.
        2. Please see attchament for the resultsframework with its output and indicators.
    2. Employment generation and increased engagement in productive economic and livelihood initiatives.
        1. Output: Provision of public employment services including placements, career counselling and apprenticeship opportunities.
        2. Please see attchament for the resultsframework with its output and indicators.
    3. Increased private sector engagement in agricultural production and productivity on identified high value commodities and climate smart agriculture value chains.
        1. Output: Provision of business development services and financing.
        2. Please see attchament for the resultsframework with its output and indicators.
- Sustainability of the outcomes is to be assured via the collaboration with relevant governmental bodies and buy-in from the community.
- The projects aims to benefit 216.000 people and transform the lives of 51.000 young people and women who will directly benefit from project interventions. Of the targeted beneficiaries, 45.000 people will be provided with career advice, counselling, and referral services, whilst 30.000 young people will be trained on vocational and agricultural value chain trades. Furthermore, 36.000 young people will be provided with employment and livelihood oppertunities and 3.000 MSEs will be established, formalized, supported in business development, assisted in accessing credit and/or integrated in the South Sudan Digital Marketplace. The Image below describes the intended impact of the project with reference to the corresponding outcomes and outputs which will ultimately lead to the desired developmental effect.
- Reference is made to MINBUZA-2023.1337081 for the resultsframework for the start of SEED4Youth - excluding soft commitments.

Intended Outcome as stated in the UN Cooperation Framework: Women and men in South Sudan, particularly youth and vulnerable groups, benefit from and contribute to more sustainable and inclusive economic development, with reduced dependence on oil, improved climate change adaptation and greater resilience to economic shocks.

Output as stated in the Country Programme: Indicator 2.3. Productive capacities of youths are strengthened through vocational skill, financial service, employment, and income-generating opportunities.

Applicable Output(s) from the UNDP Strategic Plan: No one left behind centering on equitable access to opportunities and a rights-based approach to human agency and human development.

Project title and Atlas Project Number: Skills, Employment, and Empowerment for the Development of Youth (SEED4Youth)

EXPECTED IMPACT /OUTCOMES/OUTPUTS	OUTPUT INDICATORS	BASELINE		TARGETS (by frequency of data collection)						DATA COLLECTION METHODS & RISKS
		Value	Year	2023	2024	2025	2026	2027	FINAL	
Impact: Improved well-being, resilience and peaceful co-existence among youth in and around targeted areas in South Sudan.	% Employment rate.	53%	2022		55%	60%	65%	70%	70%	Tracer Study and Perception Survey
Outcome 1: Improved skill sets in a range of industry-linked trades.	% Skills Utilization Rate.	0	2022		50%	55%	60%	65%	65%	Tracer Study Project evaluation
Output 1.1: Provision of capacity building in the skills development system	1.1.1. No. of curriculums developed or reviewed	10	2021	10	0	0	0	0	10	**MOV:** Documents approved and adopted; Engineering and infrastructure handover reports **Risks:** Field access challenges Outbreak of conflict Politicisation of project activities
	1.1.2. No. of vocational training institutions refurbished or upgraded	5	2023	0	3	0	0	0	3	
	1.1.3. No. of national qualifications frameworks and policies on vocational skills development reviewed	0	2022	2	0	0	0	0	2	
Output 1.2: Delivery of market-driven skills training	1.2.1. No. of youths trained through institution-based vocational skills training	7,860	2022	500	3,500	3,500	3,000	1,500	12,000	**MOV:** Project and training reports; Physical verification; Tracer Study
	1.2.2. No. of youths trained through community-based agro VC skills training.	13,871	2022	750	5,000	5,000	4,500	3,000	18,000	

Intended Outcome as stated in the UN Cooperation Framework: Women and men in South Sudan, particularly youth and vulnerable groups, benefit from and contribute to more sustainable and inclusive economic development, with reduced dependence on oil, improved climate change adaptation and greater resilience to economic shocks.

Output as stated in the Country Programme: Indicator 2.3. Productive capacities of youths are strengthened through vocational skill, financial service, employment, and income-generating opportunities.

Applicable Output(s) from the UNDP Strategic Plan: No one left behind centering on equitable access to opportunities and a rights-based approach to human agency and human development.

Project title and Atlas Project Number: Skills, Employment, and Empowerment for the Development of Youth (SEED4Youth)

EXPECTED IMPACT /OUTCOMES/OUTPUTS	OUTPUT INDICATORS	BASELINE		TARGETS (by frequency of data collection)						DATA COLLECTION METHODS & RISKS
		Value	Year	2023	2024	2025	2026	2027	FINAL	
Impact: Improved well-being, resilience and peaceful co-existence among youth in and around targeted areas in South Sudan.	% Employment rate.	53%	2022		55%	60%	65%	70%	70%	Tracer Study and Perception Survey
come 2: Increased private sector engagement in agricultural production and productivity on identified high value commodities and climate smart agriculture value chains	No. of micro and small enterprises supported in formalization and operational	2,932	2022	0	700	900	900	500	3,000	Registration documents
Output 2.1. Provision of business development services and start-up support	2.1.1. No. of enterprises linked to micro-finance and/or off-takers and markets (including e-commerce	0	2022	0	700	900	900	500	3,000	Tracer Study; Loans approved/granted
	2.1.2. No. of enterprises supported with capacity building in enterprise management (coaching and mentoring)	1,179	2022	0	630	560	560	350	2100	Progress reports; Training Reports; Physical verification
	2.1.3. No. of climate smart enterprises provided with capacity building and support	0	2022	0	270	240	240	150	900	Progress reports; Training Reports; Physical verification

Intended Outcome as stated in the UN Cooperation Framework: Women and men in South Sudan, particularly youth and vulnerable groups, benefit from and contribute to more sustainable and inclusive economic development, with reduced dependence on oil, improved climate change adaptation and greater resilience to economic shocks.

Output as stated in the Country Programme: Indicator 2.3. Productive capacities of youths are strengthened through vocational skill, financial service, employment, and income-generating opportunities.

Applicable Output(s) from the UNDP Strategic Plan: No one left behind centering on equitable access to opportunities and a rights-based approach to human agency and human development.

Project title and Atlas Project Number: Skills, Employment, and Empowerment for the Development of Youth (SEED4Youth)

EXPECTED IMPACT /OUTCOMES/OUTPUTS	OUTPUT INDICATORS	BASELINE		TARGETS (by frequency of data collection)						DATA COLLECTION METHODS & RISKS
		Value	Year	2023	2024	2025	2026	2027	FINAL	
Impact: Improved well-being, resilience and peaceful co-existence among youth in and around targeted areas in South Sudan.	% Employment rate.	53%	2022		55%	60%	65%	70%	70%	Tracer Study and Perception Survey
	1.2.3. No. of youths provided with start-up support	11,868	2022	750	5,000	5,000	4,500	3,000	18,000	
Outcome 2: Increased employment and engagement in productive economic and livelihood initiatives.	Proportion of youth graduates that are productively engaged in part-time, full-time or self-employment disaggregated by gender.	53%	2022		55%	60%	65%	70%	70%	Tracer Study
Output 2.1: Provision of public employment services including placements, career counselling and apprenticeship opportunities.	2.1.1. No. of youths provided with career guidance and counselling.	9,666	2022	0	12,000	12,000	11,000	10,000	45,000	**MOV:** Services reports and attendance sheets; spot checks; perception surveys and tracer study Job placement records, employment database project evaluation reports **Risks:** Outbreak of conflict Politicisation of project activities Economic downturn
	2.1.2. No. of integrated business, innovation and employment hubs operational.	5	2022	5	8	8	8	8	8	
	2.1.3. No. of youths referred to and provided with industry experience.	3,279	2022		3,500	3,500	3,000	2,000	12,000	

Monitoring and evaluation

Monitoring

Monitoring

- EKN will establish monthly update calls/meetings with the UNDP. EKN's experience thusfar with UNDP is that you need to proactively ask for updates otherwise these will not be shared automatically. A monthly meeting will provide room and space to share updates and information informally rather than formally via e-mail (which UNDP is reluctant to do).
- Moreover, EKN will monitor SEED4Youth's activities based on the budget and resultsframework at the start of the project (thus excluding the soft commitments). Reference is made to MINBUZA-2023.1337081.
- Physical verification and spot checks will happen by the UNDP and the EKN, and occasionaly accompanied by DDE.
    - Spot checks will happen at least 5 times a year so that every state is visited at least once a year.
    - Experience of the EKN is that spot checks in Juba can happen more frequently and can be conducted in a smaller group (1 UNDP MEL advisor and 1 EKN vocal point).
    - Spot checks will also happen in a joint monitoring manner so synerchies can be activly looked for.
- The project will have multi-layered monitoring system involving donors, UNDP and implementing partners. There will be regular meetings among donors to discuss progress of the project. UNDP will develop an elaborate M&EL plan which will guide monitoring and evaluation activities during the course of the project. A dedicated M&E Officer (who also has been involved in YEEP) will be engaged to lead implementation of the project M&E plan in close collaboration with the project manager and the country office partnership and management support unit.
- Within the SEED4Youth project, the UNDP will conduct a tracer study and perception survey.
- EKN will also receive progress reports annually.
- The responsible policy departments will coordinate the policy dialogue with the UNDP to ensure that the IATI standard is implemented in accordance with the BZ/DGIS publication guidelines. These departments will also monitor progress, so EKN is not required to take any other action in this matter.

Report Type	**Remark**	**Period**	**Submission date**
Annual plan	Including liquidity request	Annually (exception for the first year which is part of the proposal)	1/11
Annual report Combi narrative and financial	Including interim financial statement	Annually	31/3
Annual Certified Statement (CFS)		Annually	30/6
Final report combi narrative and financial	Including interim financial statement	2023-2027 (Depending on the start of the activity 2023 could be 2024)	30/6
Mid Merm Review	Mid Term Review	Mid-point of the project life-time (depending on the start of the activity).	30/6/26
Evaluation	Final evaluation	Final Evaluation will take place three months prior to the terminal Project Board meeting (depending on the start of the activity).	30/6/28

Evaluation

- An end of project evaluation of the YEEP is in process and EKN is and will remain fully engaged in the evaluation process. The end of project evalaution of YEEP, will also serve as a base for the SEED4Youth project.
- In line with the decision tree for evaluations, this activity will have two independent evaluations/reviews; Mid-Term Review (MTR) and final evaluation.
- The UNDP will commission a MTR for SEED4Youth. This will be conducted by an external consultant and the EKN will advise on the TOR. An independent MTR will be undertaken at exactly the mid-point of the project life-time. The MTR will determine progress being made towards the achievement of outputs and outcomes and will identify course correction if needed.
    - The MTR will focus on: relevance and coherence, effectiveness, efficiency, sustainability and impact. The MTR will also highlight issues requiring decisions and actions; and will present initial lessons learned about project design, implementation and management. Findings and recommendations from the MTR will be incorporated for enhanced implementation during the final half of the project's term.
- The UNDP will commission a final evaluation for SEED4Youth. This will be conducted by an external consultant and the EKN will advise on the TOR. An independent Final Evaluation will take place three months prior to the terminal Project Board meeting, and will focus on the effectiveness, efficiency and timeliness of project implementation; and will present initial lessons learned about project design, implementation and management; it will also look at impact and sustainability of results, including cross cutting issues such as gender mainstreaming. The Final Evaluation should also provide recommendations for follow-up activities.

Finance

Budget breakdown

- The budget is arithmetically correct.
- The amounts/rates in the budget are acceptable (normal UN rates).
- The budget has been devided on an output level and per donor commitment.
- The charging for AfDB and unit price is higher because they are dealing with the delivery of services in the expansion areas – 3 states. Compared to the 5 states that Netherlands and UNDP are covering and of which the facilities and service provision have already been established (under YEEP), the expansion would require additional cost for mobilization, awareness raising, etc.
- The monthly rates of staff are also provided based on standard proforma costs.

Earmarking

- No. All funds are not earmarked by the donors but instead allocated to specific priority activities in the project proposal. This is expected to ensure the project is not adversely affected in case the remaining funding gap is not covered. Reporting will follow along UNDP's allocation of resources to specific activities.

Prepayments

- Based on the "prepayment decision tree", the payments will be accounted for as pre-payment. This is because even though it relates to an activity with more than one donor that contributes to the project, it is not a multi-donor trustfund. The Dutch contribution is non-earmarked and allocation of funds or spending is guided by effective governance structure.

Tentative prepayment schedule

Pre-payment will be made on basis of the liquidity request and paid in either Q4 or Q1 (Nov-Jan)

Date	**Currency**	**Amount**
1 after signing arrangement	USD	1,500,000
2 1/11/24	USD	1,500,000
3 1/11/25	USD	1,500,000
4 1/11/26	USD	1,500,000
5 1/11/27	USD	1,000,000
TOTAL	**USD**	**7,000,000**
Levy 1%	USD	70,000.00
TOTAL	**USD**	**7,070,000**

Available resources

	Foreign currency USD
Implementing organisation's own contribution (UNDP is both a donor and an implementer)	$ 2,840,747
Firm commitments by other donors (for each donor)	$ 281,500 (Office of the VP)
Dutch contribution	$ 7,000,000
Total available resources	**$ 10,122,247**
Budget needed*	**$ 19,331,863**
Still to be financed	**$ 9,209,616**
Soft commitments by other donors (for each donor)	$ 4,560,000 (AfDB, but subject to approval in 2024).
Uncovered balance	**$ 4,649,616** (The UNDP is confident that they will be able to mobilze the total funding for SEED4Youth. If UNDP fails to mobilize additional funding, SEED4Youth will not expand to other states but will remain in the 5 states funded under YEEP).

Grant with a repayment obligation, loans, equity investment or guarantee

- N/A. As the implementing partner is an UN agency, the activity will be an arrangement.

Audit opinions

- UNDP will hand in the CFS, which is standard for UN agencies.