Skills for Employment Programme (सीप)

CHALLENGE FUND

INFORMATION PACK

Louis Berger
A WSP Company

In Collaboration with

Clear Horizon

FROST & SULLIVAN

IIDS — INSTITUTE FOR INTEGRATED DEVELOPMENT STUDIES

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Acronyms

BFI	Banks and Financial Institutions
CF	Challenge Fund
CTEVT	Council for Technical Education and Vocational Training
EOI	Expression of Interest
DAG	Disadvantaged Group
DDA	Due Diligence Assessment
DFID	Department for International Development
EOI	Expression of Interest
EQF	European Qualifications Framework
GBP	Great Britain Pounds
GESI	Gender Equality and Social Inclusion
GoN	Government of Nepal
IA	Investment Application
ICT	Information Communication Technology
ISC	Independent Selection Committee
MEL	Monitoring Evaluation and Learning
M&E	Monitoring and Evaluation
NPR	Nepalese Rupees
NQF	National Qualification Framework
NSTB	National Skill Testing Board
POC	Point of Contact
PwDs	People with Disabilities
RPL	Recognition of Prior Learning
सीप	Skills for Employment Programme

1. Introduction and Background

The UKaid Skills for Employment Programme (सीप), a collaborative effort between the Government of Nepal (GoN) and the Department for International Development (DFID), is designed to support generation of new employment by working with the government, employers in the private sector, training and education institutions, and young people to carry out innovative employment and migration management interventions, including skills training, job placement, increase saving and investment of remittances, reducing cost of migration and ethical recruitment. The programme's end goal is to help generate skilled human resource, create new employment, enable higher wages for individuals, increase productivity of firms in growth sectors, reduce migration costs and promote productive investments by returnee migrants.

By 2022, UKaid सीप will support at least 90,000 Nepalis with employment and migration management outcomes and strengthen the links between public and private sector employers, training and education institutions and workers. UKaid सीप will cater to nationwide geographical coverage with focus on Provinces 2 and 5 and all sectors with market-led solutions but with priority in specific sectors, including: i) Commercial Agriculture, ii) Tourism, iii) Construction, iv) Information Communication Technology (ICT) and v) Light Manufacturing.

UKaid सीप is drawing on national and international resources and expertise to provide technical advisory support to the Nepalese private and public sectors to address identified sector specific problems in skills development and facilitate better migration. To trigger additional investments, UKaid सीप uses a Challenge Fund (CF) mechanism to bring innovative skill development models in the above-mentioned sectors to address key gaps while also leveraging private sector resources. In selecting innovative models for partnerships, the CF looks at proposals that address the following:

- responds to market constraints;
- projects which have large numbers of beneficiaries that will be trained and placed in gainful employment as well as benefit from reduced costs of migration; and development of migration related savings and investment products;
- are innovative and additional to what would have happened without UKaid सीप's support;
- are inclusive, target women, people with disabilities (PwDs) and other disadvantaged groups (DAGs);
- will be sustainable after UKaid सीप's funding, and have the potential to scale-up; and,
- provide good value for money including leverage from the CF partner.

UKaid सीप CF also accords an important opportunity for international providers to work with Nepali partners to propose sustainable co-investment models that ensure quality training and placement for the domestic and foreign labour markets within which Nepalis seek employment.

Through the CF investment, UKaid सीप intends to achieve the following final outcomes by the end of the programme:

- Nepal's skills and migration systems are strengthened;
- reach 45,000 beneficiaries in skills sector; 50% women; 40% DAGs of which 500 are PwDs;
- skills sector beneficiaries demonstrate 20% increase in income and/or 20% increase in productivity;
- reach 45,000 people directly in migration sector and their annual income from migration net of costs is increased by 20% on average, and there is an increase in savings and /or investment of remittances

Potential applicants, who submit Expressions of Interests (EOIs) and Investment Applications (IAs), looking for co-investment from UKaid सीप are recommended to link their interventions with the National Skill Testing Board (NSTB) and the emerging National Qualifications Framework (NQF) and follow the curriculum where possible. Although UKaid सीप is not an educational awarding body or training provider, it needs to ensure that quality has been built into the qualifications and training it co-invests in.

As DFID's implementing partner on this initiative, Louis Berger is coordinating its strategies and activities with relevant government entities at the federal, provincial and local levels, the private sector, donor

agencies and other stakeholders who are involved in providing support to the Government of Nepal (GoN) in skills development. Louis Berger's team partners for this programme include the International Organization for Migration (IOM), Frost & Sullivan, Institute for Integrated Development Studies (IIDS) and Clear Horizon.

2. Identified Challenges in Skills & Migration

UKaid सीप recently conducted a skills sector macroeconomic assessment and identified skills gaps in six key sectors; i) Commercial Agriculture, ii) Tourism, iii) Construction, iv) ICT v) Light Manufacturing and vi) Health and potential training models that can be adopted to close the skills gap.

This exercise identified the following market systemic constraints for skills development and employment as well as the overall labour market:

- the risk of workers leaving the company once they have been trained; the risk of attrition is the symptom of underperformance in the labour and skills markets related to wages and perceptions etc;
- limited information on the benefit of skills development including information on jobs and information on labour affecting matchmaking of supply and demand for labour;
- lack of incentives for employers to employ Nepali workers when foreign workers are cheaper, with no compulsion to pay additional benefits asrequired by the labour law for Nepalese workers;
- a short-term mentality of both workers and employers resulting in underinvestment in human resources;
- inequitable access as many training institutions are based in economic centres, which tend to be urban areas, only addressing the needs of able-bodied workers and not women, DAGS or PwDs; demand side finance for students to afford the real and opportunity costs of training; co-location of training infrastructure in underserved geographies, transportation and migration of students to training opportunities, government training policy affecting its distribution.
- lack of coordination between the public and private sector employers and training providers; uniformity and standardisation of curriculum development and trainer's skills development in public and private training institutions;
- focus on low value-added activities;

Similarly, the migration component conducted stakeholder mapping of the migration ecosystem in Nepal, including a survey with recruitment agencies, and an in-depth macroeconomic survey to prioritise sectors and corridors for aspiring migrant workers. This exercise identified the following four key challenges/systemic constraints for migrants:

- high cost of migration; borrowing from informal sources at high interest rates;
- high cost of remittances;
- low paying jobs in foreign employment due to lack of skills; and
- low savings and investment of remittances in productive sectors

Therefore, the migration component will focus on harnessing the benefits of migration by focusing on cost effective models to lower the cost of migration through ethical recruitment, increase migrant income through skilling, increase savings and investment of remittances by outgoing and returnee migrants and their families.

UKaid सीप is designed to address above-mentioned systemic constraints by working with the private and public sectors. Through a CF mechanism, it seeks to encourage market driven solutions from Private Sector companies, Sector Associations, Training Providers and Employment Brokers/Recruiters working in the key sectors. UKaid सीप CF will co-invest in innovative skills training and migration projects that are perceived to be high risk and high cost with a long payback period. Section 3 below gives non-exhaustive solutions to the identified challenges but welcomes other market driven solutions from applicants that address clearly defined constraints being faced in skills development and migration.

3. Proposed Solutions

UKaid सीप is looking to support projects which address the challenges identified above and result in the creation of better employment opportunities such as:

- improve job retention by addressing the low skills / low technology skills and offer Industry ready human resources for high skills jobs that encourage employers to invest in training to provide higher skilled employees, such as providing and equipping qualified trainers;
- address the lack of knowledge about the benefits of skills development, especially for the underprivileged including people with disability;
- provide demand driven training for aspiring job seekers to match the demand from the industry through better human resource management or through the establishment of innovative job platforms and training institutes;
- improve geographical access and overcome issues related to remoteness and poor infrastructure and provide better or equitable skills training; and more appropriate financial products and services, in particular, to migrant workers; co-location of training infrastructure in underserved geographies; establish new/retrofitting training infrastructure in Province 2 or Province 5 which will ease access for target benefeciaries to training opportunities;
- facilitate in developing new occupational standards and curricula of demanded training to NSTB/Council for Technical Education and Vocational Training (CTEVT)
- introducing new industry-aligned curricula and enable large-scale adoption by the academic sector;
- help training institutes be more adaptive and interactive with the learning methodologies they use for different learners, in particular for PwDs, illiterate learners and other disadvantaged groups;
- provide financial packages that improve access to information and affordable training opportunities for women, DAGs and PwDs and to address social attitudes towards women, DAGs and PwDs;
- improve the skills mismatch for migrant workers so they have access to better paying jobs in destination countries;
- reduce cost of migration through a fair recruitment process instead of traditional methods (middleman/commission-based) of recruitment;
- increase migrant's access to Banks and Financial Institutions (BFIs) for loans, savings and investment products

The above solutions are not exhaustive, and UKaid सीप will consider other solutions from organisations. To this end, UKaid सीप has designed specific "windows" (See Section 4 below) to address the challenges highlighted in Section 2 above, and encourage various solutions to overcome the problems being faced to promote skills development, more ethical recruitment and conditions for migrant workers.

4. Challenge Fund Windows

To address the various systemic constraints identified in Section 2, UKaid सीप has designed various CF windows. सीप CF is a mechanism to engage with the private and public sector to leverage their resources, align their business objectives with social-economic development by co-investing in costly and risky projects with the aim to give access to services and products which benefit poor people on a commercially sustainable basis. UKaid सीप has developed 7 Windows along with its own investment criteria, co-investment limit and ratio of co-investment. Following CF windows are aimed at different market players to encourage proposals that address the systemic constraints in skills development and migration ecosystem management;

- **Window 1:** Employer/Industry-led Training Models that encourage private sector to invest in skills development through sponsorships, apprenticeships, on-the job training and certified in-house training.

- **Window 2:** Training Provider-led Training Models that encourage stand-alone and employer-run training providers to conduct skills assessment led skills certification/Recognition of Prior Learning (RPL), and on-the-job training.
- **Window 3:** Training Models Specifically for GESI & PwDs that encourages non-profit organizations, civil society, associations and community-based organizations to lead training programmes that recognize equal rights of women, PwDs and DAGs.
- **Window 4:** Open to encourage non-prescriptive skills development proposals which can address any unidentified market constraints and market-driven innovative ideas.
- **Window 5:** Cost of Migration and Ethical Recruitment that encourages responsible firms to recognise and uphold ethical standards in the movement of workers and reduces the cost of migration.
- **Window 6:** Saving, Investment, Loan and Remittance that encourages BFIs to design remittance, savings, loans and investment products for migrant workers, returnee migrants and/or migrant household.
- **Window 7:** Open to encourage non prescriptive migration proposals which can address any unidentified systemic constraints and market driven innovative ideas.

Please see Annex 2: Challenge Fund Windows Fact Sheet for further details.

5. Challenge Fund Process and Timeline

Applying for the UKaid सीप CF is a two - step process:

Firstly, a short EOI to explain your project idea, your solution to address the challenges highlighted in Section 2 above. The EOI is then assessed by the UKaid सीप team.

Secondly, if there is merit in the EOI, applicants will be encouraged to draft an IA which is more detailed for the pilot and scale-up phases. The IA is assessed by an Independent Selection Committee (ISC).

Applicants will receive support from the सीप team to draft the IA (for the pilot and scale-up phases) to make their project more competitive.

UKaid सीप CF team will conduct due diligence assessment (DDA) on successful EOI applicants and based on the recommendations of the DDA, applicants can seek capacity building and technical assistance during the implementation phase.

Pilot: The stage of an intervention that is being tested to assess its contribution to the outcomes. This stage requires impact evaluations to understand the effectiveness.

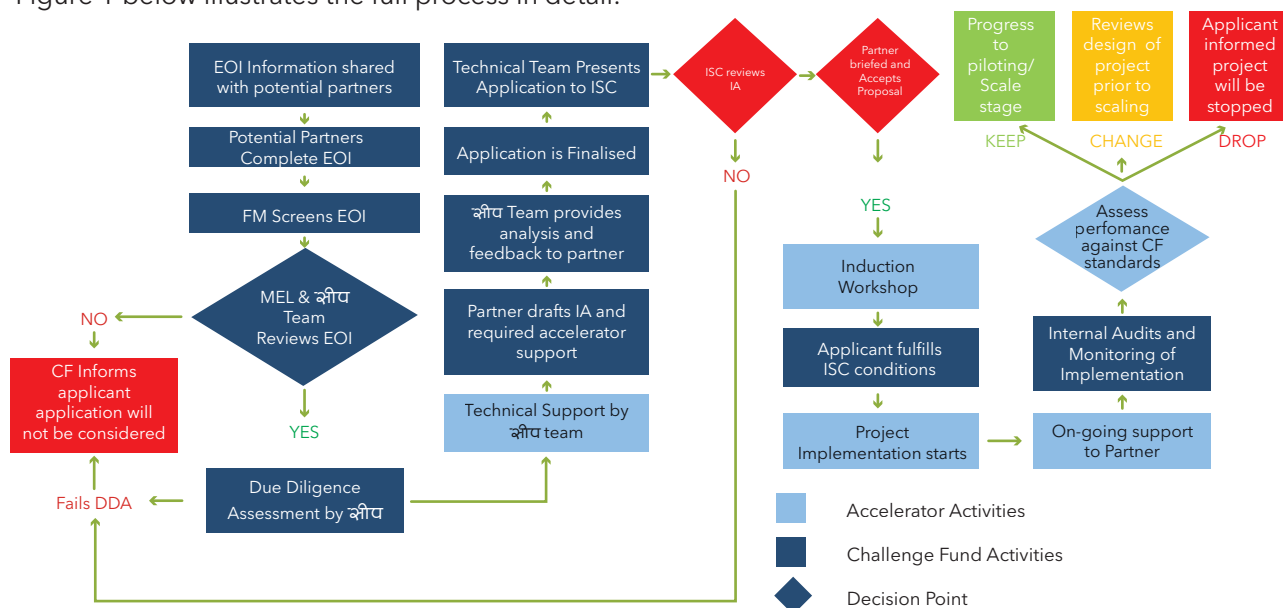Figure 1 below illustrates the full process in detail:

Figure 1: UKaid सीप Challenge Fund Process

EOIs are typically processed within a week by the UKaid सीप team. The team will provide feedback on improvement of concept mentioned in the EOI, after which the applicant has the opportunity to submit a revised EOI. Once the EOIs are approved by UKaid सीप, the applicant will be given three weeks to draft the final IA. The UKaid सीप team will then review the applicant's IA and present it to the ISC for a co-investment decision. Their decision is final, but subject to no-objection from DFID. Based on the decision of ISC, UKaid सीप team will inform applicants/investment partners of the ISC's decision.

It ideally takes less than 6 weeks from submission of the IA for a final investment decision and the signing of the Grant Agreement.

For successful applications, induction workshops and Grant Agreement Signing will take place in the week following approval. A proforma grant agreement is available to download from official UKaid सीप website *www.seepnepal.com*. The applicants are advised to read and understand the grant agreement before they draft the IA.

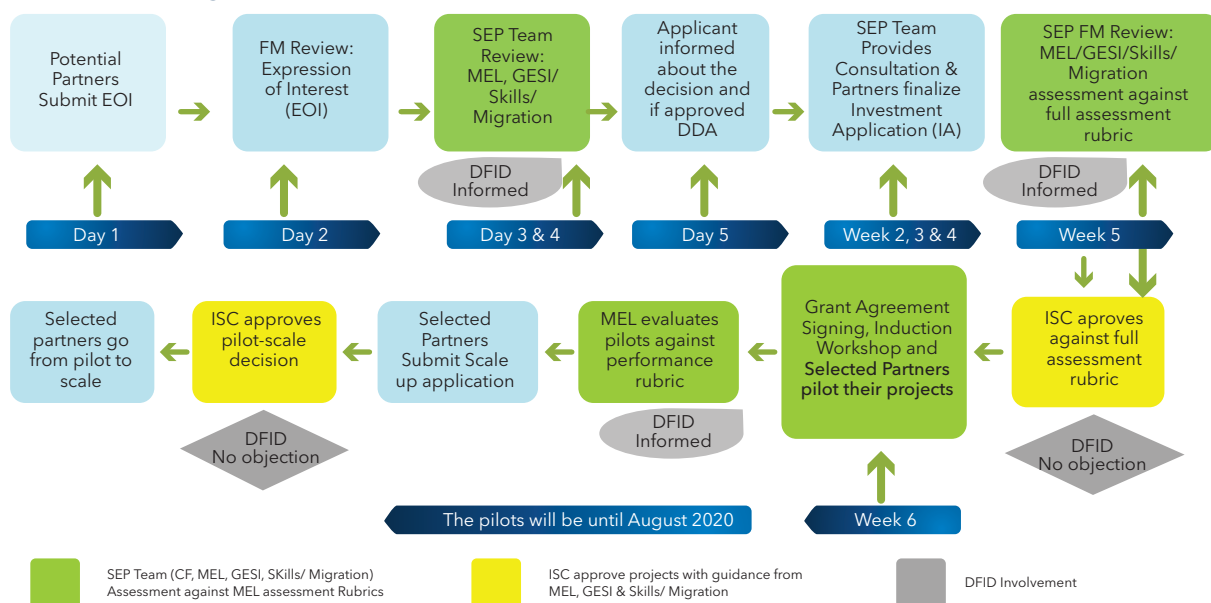Figure 2 below shows the assessment and approval process in detail:

Figure 2 UKaid सीप Challenge Fund Process & Timeline

6. Challenge Fund Evaluation Process

EOIs and IAs (for pilot and scale-up phases) will be evaluated against investment decision making criteria that has been agreed with DFID. It is important to note that bidders submitting EOIs and IAs should not automatically assume that their proposal will be approved. Funding to projects is made available only after ISC approves the proposal, and DFID gives its no-objection.

The final IA is assessed by the ISC, which is formed from industry experts who will remain anonymous to the bidders. Probing into the ISC by applicant will automatically disqualify them from the bidding process. UKaid सीप technical team will present the IA to the ISC on behalf of the applicants.

The decision of ISC is final. Once the ISC gives its verdict the applicants are informed of funding or no-funding decisions, but subject to no-objection from DFID Nepal.

In selecting innovative models to fund, the ISC will use the following criteria:
Alignment with UKaid सीप's identified challenges/systemic constraints and proposed solutions as described in Sections 2 and 3:

- How does your application propose solutions to address the sector skills or migration systemic constraints as defined by UKaid सीप?
- How does your proposed solution contribute towards increases in income/productivity for individuals; upskilling migrants to increase incomes; increase in remittances; reduction in the cost of remittances; and/or improved use of their re-investment?

Alignment with Outcomes
- Is the immediate, and potential future reach of your project, in line with UKaid salp targets?
- How will your project contribute to either 20% increase in incomes for individuals, increase in productivity for firms, improvement in remittances; reduction in the cost of remittances; and improved use of remittance investment products?

Inclusivity Contribution to Targets and GESI Outcomes
- How are you targeting UKaid सीप beneficiaries?
- To what extent are women, DAGs, and PwDs included in your design and implementation; and, how do they benefit from your intervention? How do your interventions assure affordability by these groups?
- Does your intervention mainstream or specifically target women, DAGs, PWD, and how?

Innovation
- How is your approach to skills development innovative?
- Do you demonstrate the potential to scale, or replicate best practices or innovation?
- Does your proposal demonstrate that it is either new to Nepal, or scaling up an existing 'successful' model that is experiencing constraints to scale-up or replicate?

Additionality
- Do you demonstrate that your proposed solution is triggering an investment that would not have happened without UKaid सीप CF support?
- Is your proposal seeking funding or technical support that you otherwise would not have access to?
- Would your project happen more quickly with UKaid सीप's support?
- How do you demonstrate your financial and organisational capacity to co-invest and implement the proposed project?

Scalability and Sustainability

- Is there a potential for your project to be scaled-up (larger beneficiaries, affordability by targeted beneficiaries, new locations/businesses, deepen or broaden the scope, and, ripple into new sectors)?
- To what extent are your proposed benefits likely to endure beyond UKaid सीप financing?
- How will your project be sustainable, including any potential income generation or self-financing?

Value for Money/Leverage

- What are your direct and indirect resources being leveraged (co-financing, in kind contribution, cost-effectiveness in terms of cost to project versus potential benefits)?
- What plan of action do you present for your objectives to be achieved economically?

7. Types of Forms to Guide the Application Process

UKaid सीप has designed special formats for EOI and IA. These templates are available to download and complete from the official UKaid सीप website (*www.seepnepal.com*). Proposals which are not submitted using these templates will not be considered.

The EOI application form is a short (4-page) document where you need to show what constraints you are currently facing and your proposed solution(s)/value proposition with beneficiaries' details and a brief proposed budget.

The IA form is more comprehensive and includes your organisation's details, a complete description of your proposed project with a project workplan and budget.

You are advised to read and understand this Information Pack before submitting your EOI and IA. All the information requested in the form should be provided. (Please see Annexes 1-3 for further details about required information).

Formalising Partnerships

When the ISC has made a funding or a no funding decision, UKaid सीप will contact the applicant to formalise the partnership with their organisation that includes an induction workshop, Workplan, a Grant Agreement Signing Ceremony, ongoing compliance and reporting; and, publicity and branding for UKaid सीप co-funded projects.

Informing Applicants about the ISC Decision

Once the final co-investment decision from the ISC has been made, UKaid सीप will inform the applicant of the decision. Their decision is final and subject to DFID's no-objection.

Grant Agreement Signing

If the IA is successful, there will be a Grant Agreement Signing Ceremony soon after the decision.

The Grant Agreement mandates the organisation to maintain documentation and adequate records of the implementation of the approved project. These records must be available to UKaid सीप or DFID Nepal as required. You will agree to permit the UKaid सीप personnel to visit your organisation and the funded project at any time, subject to reasonable prior notice.

Applicants are also requested to read and understand the Grant Agreement that they will be signing with सीप before applying and also upon the approval from ISC. There is no room for any amendment or change in the sections of the DFID approved Grant Agreement. You are advised to download the Proforma Grant Agreement from official UKaid सीप website (*http://seepnepal.com/challenge-fund-application-process.html*), and understand the commitments outlined in the agreement.

Induction Workshop

Once the applicant has signed the Grant Agreement, they will be invited to an Induction Workshop, where they will be further advised of the reporting requirements (including Monitoring, Evaluation and Learning -MEL plans), process to claim UKaid सीप contribution, commitment to UKaid सीप's GESI Strategy, Code of Business Conduct, Anti-COrruption Policies, Due Diligence, Safeguarding and Communications requirements as well as review of the project workplan and budgets.

Compliance and Reporting

For all the UKaid सीप CF funded projects, partners are required to submit monitoring reports throughout the project implementation period to assess progress, project impact and achievement of objectives. Partners must submit monitoring reports to UKaid सीप on a regular basis and are expected to assist the monitoring evaluators where possible.

Publicity and Branding

UKaid सीप would like to influence other innovative ideas and prospective partnerships by promoting and publicising the achievement of pilot projects. For this reason, the UKaid सीप Communications Director may need data from your organisations and therefore, the partner is expected to furnish the needed information. UKaid सीप will be publishing success stories and other information about your project but will be conscious not to cause the applicant commercial disadvantage.

8. Frequently Asked Questions

What is UKaid Skills for Employment Challenge Fund (UKaid सीप CF)?
The UKaid सीप CF is a mechanism by which DFID can engage with organisations involved in skills development and co-invest in their ideas to overcome identified systemic constraints or address issues around systemic constraints or missing markets.

How can I check if my EOI application is aligned with UKaid सीप CF funding criteria or not?
Organisations are requested to read and understand this Information Pack before submitting their EOIs and IAs. The Information Pack gives complete information on which proposals would likely be aligned to the UKaid सीप CF criteria or not. While evaluating your EOI application, your project area, targeted beneficiaries and project sector will be taken into consideration along with other measures. However, the organisation should always consult the UKaid सीप CF Manager or Technical Teams before finalising their EOI.

What kind of projects will be funded?
UKaid सीप CF funds only those projects which address skills development and/or migration issues. Priority will be given to projects to be implemented in Provinces 2 & 5; they must target women, PwDs, DAGs and the youth in key sectors: commercial agriculture, tourism, construction, ICT and light manufacturing.

When can I submit EOI for funding?
EOI can be submitted at any date and time. It's open till the notice of closing published on the सीप website.

Are there any special templates for EOIs and IAs? If yes, where can I get them?
Yes, there are prescribed templates for EOIs and IAs, which are available in the official सीप website *http://www.seepnepal.com/* and can be downloaded. You can also get them from UKaid सीप CF Manager on request. You are requested to follow the EOI and IA formats strictly and if there is any confusion, the CF Manager will help you.

My organisation is working on multiple sectors, can I submit more than one EOI application for different projects under the same organisation?
UKaid सीप CF will accept multiple EOIs from the same organisation. However, we would advise you to submit a combined EOI for selected sectors with limited activities. Having said that, applicants should clearly differentiate the project areas and product details/sectors they are targeting.

Who can submit EOIs? (Size, profile and geographical project location)
Any organisation operating in Nepal can submit an EOI to work in Provinces of 2 & 5. UKaid सीप will, however, accept proposals for other Provinces which meets the criteria. But it is strictly advised to write EOI to identify and address systemic constraints in the UKaid सीप targeted key sectors.

My project is already in operation, can I apply for upgrading this project or does it have to be a new and innovative idea?
Yes, you can. You can apply to upscale and to expand your operation to different project areas. In this case, you need to justify that there is evidence that the project is worthy of up-scaling, and that there remains a risk to up-scaling the project and motivate why UKaid सीप funding is needed to mitigate those risks. The project needs to serve the target beneficiaries and must fall within the key सीप target sectors and provinces.

How much is the maximum available fund to support my project?
Each window has its own funding amounts. Please decide which window you want to apply to and seek information from the CF Manager.

How long does it take to make an investment decision on my EOI proposal and how I will be notified about that?

All EOIs will be processed typically within a week. The organisation will be notified by email with a follow-up phone call once the decision has been made. For the successful EOIs, the organisation will coach/support them on how to write an application. The investment decision is ideally made within 4 – 6 weeks by an ISC. Once the decision is made, the UKaid सीप CF Manager will inform the organisation via email and telephone.

Do I need to contribute at least 50% of the project cost?

No, but the UKaid सीप CF is a competitive process and partners that are willing to co-invest a minimum 50% will be prioritised. Organisations are expected to contribute to the project, but depending on the risk, the outreach, the beneficiaries and other issues, UKaid सीप CF investment might be more than 50% of total project cost. Your minimum required contribution differs based on CF investment window. (Please see Annex 2: Challenge Fund Windows Fact Sheet for the types of funding available).

How long should the project duration be? Can I have funding for over two years?

The UKaid सीप investment in pilot projects are available until August 2020 . Should the pilot show promise, the organisation can submit another proposal to upscale the pilot project after the pilot phase. The ISC will make the final decision regarding any investments by UKaid सीप CF.

I do not have competencies to lead this venture, but I am working in the UKaid सीप's key target sectors for a long time and in need of this funding, can another firm lead this project for me?

You need to work closely with a competent firm who can articulate your idea into a credible EOI and has the adequate competencies to implement the project, should it be selected by the ISC.

My project is competitive, and it covers the UKaid सीप sector, but the major beneficiaries are not women, DAGs, PwDs, can I submit an EOI proposal?

Yes. If you are working in the UKaid सीप target key sectors and Provinces, and your EOI is innovative and meets or exceeds the other investment decision making criteria.

Can I submit an IA without the EOI?

No. You must follow the UKaid सीप CF processes. No IAs without an EOI will be entertained.

What are the parameters that the ISC will be looking at to reach the final investment decision?

The selected application will be presented to a pool of experts. These independent market experts will make the final decision based on the criteria set out at in Section 6. During the drafting process, the UKaid सीप team will advise all applicants if their application is likely to meet the criteria.

How often do I need to report to UKaid सीप regarding my progress and what are the assessment criteria to release the subsequent payment?

UKaid सीप Investment Partner needs to submit (2 pager) monthly progress report and a detailed quarterly report, including budget review and an Annual Report.

You will be provided with the monthly, quarterly and annual reporting formats if your investment is approved. You need to follow the provided reporting formats before the next investment is released and the UKaid सीप Internal Auditor agrees with your expenditure pattern/budget vs actual expenditure. Then the CF Manager will request that you make an official investment claim. This is processed by the UKaid सीप CF Manager and approved by the UKaid सीप Team Leader.

Where can I get the further assistance if needed?

The CF Manager (or Point of Contact -POC) is available to assist you if you need any further help with your EOI and if successful, will provide guidance to draft the IA. Once the investment decision is approved, the successful organisations will get further assistance to implement the project where necessary.

Annexes
Annex 1: Self-Assessment Checklist
Please check the following before you submit your EOI and/or IA proposal.

Please tick as appropriate

Checks	Yes	No
Does your EOI/IA comply with the word limits as specified in the template?	☐	☐
Is your budget mathematically correct?	☐	☐
Is your budget in UKaid सीप's given format?	☐	☐
Have you clearly presented the sectors you are addressing as per UKaid सीप guidance?	☐	☐
Have you quantified your targeted beneficiaries as per UKaid सीप guidance? Is your project located in Provinces 2 or 5?	☐	☐
Have your clearly explained why you need UKaid सीप CF Funding?	☐	☐
Have you presented your financial performance for the last three years? Are you a going concern?	☐	☐
Have you completed all the sections of EOI/IA?	☐	☐
Does your EOI/IA address skills development and/or migration component of UKaid सीप, including the identified systemic constraints?	☐	☐
Is your proposal innovative?	☐	☐
Have you understood and signed the declaration?	☐	☐
Have you specified your proposed investment window model?	☐	☐
Have you gone through Grant Agreement template and you agree to abide by all the clauses mentioned therein ?	☐	☐

If you have ticked all questions with "Yes", then you can submit your EOI or IA. If you have ticked any question with "No", think about revising your EOI or IA; or, explain why in a covering letter.

Annex 2: Challenge Fund Windows - Fact Sheets

Window 1	Employer/Industry Led Training Models
Objective	This window is aimed at large, medium and small enterprises or companies contributing to skills development. This window will encourage private sector to invest in skills development through sponsorships, apprenticeships, on-the job training and certified in-house training linked to affirmation of employment.
Provinces of implementation	Nationwide with special priority in Provinces 2 and 5
Launch date	April 2019
Type of funding available	Cost-sharing investment, with a minimum contribution from the bidders of 50% of the total project costs. Funding decisions are made on a competitive, deadline-driven basis. Only the best bids will receive funding.
Entities eligible to apply	Officially registered Entities in Nepal or abroad, but working with local Nepali organisations: • Private sector companies working in key sectors • Sector Associations • Training Providers • Employment Brokers/Recruiters • Coalitions of the above Entities must be in satisfactory financial health (in terms of being a "going concern"), and able to show at least three years of unqualified audited accounts; but provision will be made for weaker/newer organisations with credible proposals.
Application procedure	Organisations should first write an EOI explaining their proposed intervention and how it will address identified skills gaps. Organisations with successful EOIs will be provided consultation by UKaid सीप, where they will be assisted to develop their IAs. Detailed IAs must be made on official UKaid सीप forms. All applications must be submitted electronically or on paper by the deadline. Applications will be appraised by the UKaid सीप Technical Teams who will submit all applications to the ISC, whose decision is final.
Eligible Training Models	Model 1: Employer sponsor or own training provider affiliated to national or international certifying institution. Model 2: Apprenticeship/Industry Trainee Programme fully led by the Employer Model 3: In-house training, with an internal and/or external national certificate. Model 4: In-house training, with external international certificate.

Window 2	Training Provider Led Training Models
Objective	This window is aimed at training institutes who are specialised in providing training in skills in Commercial Agriculture, Tourism, Construction, ICT, and Light Manufacturing. This window will encourage stand-alone training providers and employer-run training providers having skills assessment leading to skills certificate/RPL component or training with on the job components to apply for CFs under this window.
Provinces of implementation	Nationwide with special priority in Provinces 2 and 5
Launch date	April 2019
Type of funding available	Cost-sharing investment, with a minimum of 50% contribution from the bidders of the total project costs. Funding decisions are made on a competitive, deadline-driven basis. Only the best bids will receive funding.
Entities eligible to apply	Officially registered Entities in Nepal or abroad, but working with local Nepali organisations: • Training Providers • Employment Brokers/Recruiters • Sector Associations • Private sector companies working in key sectors • Coalitions of the above Entities must be in satisfactory financial health (in terms of being a "going concern"), and able to show at least three years of unqualified audited accounts; but provision will be made for weaker/newer organisations with credible proposals.
Application procedure	Organisations should first write an EOI explaining their proposed intervention and how it will address identified skills gaps. Organisations with successful EOIs will be provided consultation by UKaid सीप, where they will be assisted to develop their IAs. Detailed IAs must be made on official UKaid सीप forms. All applications must be submitted electronically or on paper by the deadline. Applications will be appraised by the UKaid सीप Technical Teams who will submit all applications to the ISC, whose decision is final.
Eligible Training Models	Model 5: Skills Assessment (L1/2/3) and certification; and/or, Recognition of Prior Learning (RPL). Model 6: Institution based training with on the job component.

Window 3	Training Models Specifically for GESI & PwDs
Objective	This window is aimed at non-profit organizations, civil society, associations and community-based organizations who can lead a training programme to recognize equal rights of women, PwDs and DAGs to live and work in the community, with choices equal to others, and shall take effective and appropriate measures to facilitate inclusive and participatory training for them.
Provinces of implementation	Nationwide with special priority in Provinces 2 and 5
Launch date	April 2019
Type of funding available	Cost-sharing investment, with a minimum of 20% contribution from the bidders of the total project costs. Funding decisions are made on a competitive, deadline-driven basis. Only the best bids will receive funding.
Entities eligible to apply	Officially registered Entities in Nepal or abroad, but working with local Nepali organisations working for GESI and PwDs: • Organisations working in Social Sector for GESI and PwDs • Sector Associations • Private Sector companies working in key sectors • Training Providers • Employment Brokers/Recruiters • Coalitions of the above Entities must be in satisfactory financial health (in terms of being a "going concern"), and able to show at least three years of unqualified audited accounts; but provision will be made for weaker/newer organisations with credible proposals.
Application procedure	Organisations should first write an EOI explaining their proposed intervention and how it will address identified skills gaps. Organisations with successful EOIs will be provided consultation by UKaid सीप, where they will be assisted to develop their IAs. Detailed IAs must be made on official UKaid सीप forms. All applications must be submitted electronically or on paper by the deadline. Applications will be appraised by the UKaid सीप Technical Teams who will submit all applications to the ISC, whose decision is final.
Eligible Training Models	Model 7: Partners/Stakeholders-led Livelihood Training Programme Model 8: Civil Society Associations and Community-Based Organisations -initiated skills-based training for PwDs

Window 4	Open (Skills)
Objective	Although extensive research and studies have been done to identify specific systemic constraints, the CF wants to create an open window, which is not prescriptive, and which can address any unidentified systemic constraints, innovative ideas coming from the market.
Provinces of implementation	Nationwide with special priority in Provinces 2 and 5
Launch date	April 2019
Type of funding available	Open Funding decisions are made on a competitive, deadline-driven basis. Only the best bids will receive funding.
Entities eligible to apply	Officially registered Entities in Nepal or abroad, but working with local Nepali organisations: • Training Providers • Employment Brokers/Recruiters • Sector Associations • Private Sector companies working in key sectors • Coalitions of the above Entities must be in satisfactory financial health (in terms of being a "going concern"), and able to show at least three years of unqualified audited accounts; but provision will be made for weaker/newer organisations with credible proposals.
Application procedure	Organisations should first write an EOI explaining their proposed intervention and how it will address identified skills gaps. Organisations with successful EOIs will be provided consultation by UKaid सीप, where they will be assisted to develop their IAs. Detailed IAs must be made on official UKaid सीप forms. All applications must be submitted electronically or on paper by the deadline. Applications will be appraised by the UKaid सीप Technical Teams who will submit all applications to the ISC, whose decision is final.
Eligible Training Models	Open Skills and Migration Interventions

Window 5	Cost of Migration and Ethical Recruitment
Objective	This window helps to improve the ability of responsible firms at different stages of the recruitment pipeline to recognise and selectively partner to uphold ethical standards in movement of workers, in order to reinforce good practices which reduces cost of migration for inspiring migrant workers from Nepal.
Provinces of implementation	Nationwide with special priority in Provinces 2 and 5.
Launch date	April 2019
Type of funding available	Cost-sharing investment, with a minimum contribution from the bidders of 50% of the total project costs. Funding decisions are made on a competitive, deadline-driven basis. Only the best bids will receive funding.
Entities eligible to apply	Officially registered Entities in Nepal or abroad, but working with local Nepali organisations: • Recruitment Agencies • Training Providers • Employment Brokers/Recruiters • Sector Associations • Private Sector companies working in key sectors • Coalitions of the above Entities must be in satisfactory financial health (in terms of being a "going concern"), and able to show at least three years of unqualified audited accounts; but provision will be made for weaker/newer organisations with credible proposals.
Application procedure	Organisations should first write an EOI explaining their proposed intervention and how it will address identified skills gaps. Organisations with successful EOIs will be provided consultation by UKaid सीप, where they will be assisted to develop their IAs. Detailed IAs must be made on official UKaid सीप forms. All applications must be submitted electronically or on paper by the deadline. Applications will be appraised by the UKaid सीप Technical Teams who will submit all applications to the ISC, whose decision is final.
Eligible Training Models	Model 9: Financial Products for lowering the cost of migration Model 10: Migrant Skilling Model 11: Access to factual information (crosscutting)

Window 6	Saving, Investment, Loan and Remittance
Objective	This window facilitates BFIs to design savings, loans and investment products for migrant workers and returnee migrants. Any intervention that reduces the transaction fees of remittances and makes remittances channel safe, easy to operate, fast and reliable may also apply under this window.
Provinces of implementation	Nationwide with special priority in Provinces 2 and 5.
Launch date	April 2019
Type of funding available	Cost-sharing investment, with a minimum contribution from the bidders of 50% of the total project costs. Funding decisions are made on a competitive, deadline-driven basis. Only the best bids will receive funding.
Entities eligible to apply	Officially registered Entities in Nepal or abroad, but working with local Nepali organisations: • Banks and Financial Institutions • Fintech Providers • Mobile Financial Services Providers • Sector Associations • Private Sector companies working in key sectors • Coalitions of the above Entities must be in satisfactory financial health (in terms of being a "going concern"), and able to show at least three years of unqualified audited accounts; but provision will be made for weaker/newer organisations with credible proposals.
Application procedure	Organisations should first write an EOI explaining their proposed intervention and how it will address identified skills gaps. Organisations with successful EOIs will be provided consultation by UKaid सीप, where they will be assisted to develop their IAs. Detailed IAs must be made on official UKaid सीप forms. All applications must be submitted electronically or on paper by the deadline. Applications will be appraised by the UKaid सीप Technical Teams who will submit all applications to the ISC, whose decision is final.
Eligible Training Models	Model 12: Financial products for loans, savings and investment Model 13: Financial Literacy (crosscutting)

Window 7	Open (Migration)
Objective	Although extensive research and studies have been done to identify specific market constraints, the CF wants to create an open window, which is not prescriptive, and which can address any unidentified market constraints, innovative ideas coming from the market.
Provinces of implementation	Nationwide with special priority in Provinces 2 and 5.
Launch date	April 2019
Type of funding available	Open Funding decisions are made on a competitive, deadline-driven basis. Only the best bids will receive funding.
Entities eligible to apply	Officially registered Entities in Nepal or abroad, but working with local Nepali organisations: • Training Providers • Employment Brokers/Recruiters • Sector Associations • Private Sector companies working in key sectors • Coalitions of the above Entities must be in satisfactory financial health (in terms of being a "going concern"), and able to show at least three years of unqualified audited accounts; but provision will be made for weaker/newer organisations with credible proposals.
Application procedure	Organisations should first write an EOI explaining their proposed intervention and how it will address identified skills gaps. Organisations with successful EOIs will be provided consultation by UKaid सीप, where they will be assisted to develop their IAs. Detailed IAs must be made on official UKaid सीप forms. All applications must be submitted electronically or on paper by the deadline. Applications will be appraised by the UKaid सीप Technical Teams who will submit all applications to the ISC, whose decision is final.
Eligible Training Models	Open Migration Interventions

20 Skills for Employment Programme (सीप) Challenge Fund: **Information Pack**

Annex 3: Challenge Fund Windows – Models

Window 1: Employer Industry Led Training Models

Eligible Training Models

Model 1: Employer sponsor or own training provider affiliated to national or international certifying institution

In this model, training is either sponsored by the employer or implemented in employer owned training provider which is affiliated to national or international institutions. These training programmes will help to provide the skills as per employer/business and industries' need while certifying the learnings.

Model 2: Apprenticeship/Industry Trainee Programme fully led by the Employer

This model focuses on workplace-based learning with limited amount of time spent in a class room setting. Support of enterprises is very important to make this model successful. Apprenticeship programmes are hard to run without full commitment from employer or industry as they need to offer learning and working space for apprentices as well as potential employment at the end.

Model 3: In-house training, with an internal and/or external national certificate

In-house training programmes reduces the skills mismatch of skills need of the employers. Small business enterprises often do not have the opportunity to train their staff in a structural way. This training model can be enhanced by using roving instructor approach who could then mobilise senior staff for training of junior staff in an enterprise. National certification for this kind of training is possible by collaboration with CTEVT.

Model 4: In-house training, with external international certificate

These are market-oriented demand driven training models which have international recognition. Trained workers can work in local and international markets with a higher salary. Employer-led in- house training with internationally recognised certificate from India, the United Kingdom and others come under this model.

Window 2: Training Provider Led Training Models

Eligible Training Models

Model 5: Skills Assessment (L1/2/3) and certification; and/or, Recognition of Prior Learning (RPL)

These are training models based on occupational skills standards leading to skill assessment of Level 1/2/3. The models are provided as per industry or business' need/requests. Private Sector employers solicit with training providers to conduct training programme for their staff. RPL is an assessment process to evaluate a person's skills, knowledge and experience gained through working or learning in Nepal or elsewhere. This could be based on formal, informal or even voluntary work experience. RPL will be assessed and certified in a specific level of qualification which will be recognised in the job market.

Model 6: Institution based training with on the job component

Training institutions can run a training programme with an on-the-job component. At the end of the course, the candidate is placed in a real working environment to learn employability skills. Institutes are currently running this training model in engineering, health, construction, automobile and service sector in Nepal. To run in this model, the training provider/institutes should have a good linkage with business and industry which helps in facilitating on-the-job training and placement.

Window 3: Training Models specifically focused on GESI & PwDs

Eligible Training Models

Model 7: Partners/Stakeholders Led livelihood training programme

Partners/Stakeholders can lead a training programme to recognise equal rights of all PwDs, DAGs and women to live and work in the community, with choices equal to others, and shall take effective and appropriate measures to facilitate inclusive and participatory training. The models focused on livelihood training programmes.

Model 8: Civil Society Associations and Community-Based Organisations -initiated skills-based training for PwDs

This model recognises the rights of PwDs to work on an equal basis with others. Training models designed for PwDs gives them an opportunity to gain a meaningful living, having the right to work freely and be accepted in a labour market: a work environment that is open, inclusive and accessible to the PwDs.

Also, this model encourages employment of people with disabilities in the mainstream labour force including quotas and other measures. It also promotes employment and career advancement for people with disabilities in the labour market, as well as assistance them to find, maintain and return to employment. Further, it enables PwDs to have effective access to general technical and vocational training programmes, placement services and continuous training.

Window 4 : Open Window (Skills)

Eligible Training Models

Open Skills Interventions

This intervention is aimed at any transformative ideas presented by the private and public sector which

is in line with key investment principles which have not been covered by other window/training models. It will also cover interventions used by employment service providers and new innovative skills development models. Ideas complimenting DFIDs "Leave No-one Behind" concept of inclusion on skills development will also be considered.

Window 5: Cost of Migration and Ethical Recruitment

Eligible Training Models

Model 9: Financial Products for lowering the cost of migration.

These models focus on financial products for lowering the cost of migration. This could be accessibility to loans, safer remittance process and other financial product for migrants.

Model 10: Migrant Skilling

The model focuses on fair recruitment agencies and stakeholders to provide training for the most requested sector.

Model 11: Access to factual information (crosscutting)

This model helps to improve ability of responsible firms at different stages of recruitment pipeline to recognise and selectively partner with one another in upholding ethical standards in movement of workers. Looking for innovative ideas that significantly improve transparency, accountability and the

wider adoption of leading industry practices among the firms that facilitate the global movement of Nepali migrant workers. Any intervention that eases or facilitates a fair recruitment process for migrant workers in pre-employment, skills training and placement in destination countries will be welcomed under this window.

Technological intervention targeted at migrant workers for factual information on job opportunities and skills required for higher income also falls under this model.

Window 6: Savings, Investment, Loan and Remittance

Model 12:Financial products for loans, savings and investment

BFIs proposing saving schemes, loans and insurance products more accessible to migrant household will apply under this model.

This model facilitates BFIs to design savings, loans and investment products for migrant workers and returnee migrants. Large sum of remittance is used on consumption to support dependents in the home country which typically are sent out in monthly basis. Any intervention that reduces the transaction fee of remittances and makes remittances channel safe, easy to operate, fast and reliable may also apply under this window.

Model 13: Financial Literacy (crosscutting)

Organisations delivering tailored financial literacy programmes to migrant households, women and DAGs may apply for co investment under this model.

Window 7: Open Window (Migration)

Eligible Training Models

Open Migration Interventions

This intervention is aimed at any transformative ideas presented by Private Sector which is in line with key investment principles which have not been covered by other window/models. It will also cover interventions used by training providers, employment brokers/recruiters, sector associations, Private Sector companies working in key sectors.

For Additional Information

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