

## EXPRESSION OF INTEREST

### TO PROVIDE ON THE JOB/VOCATIONAL SKILLS TRAINING, INTERNSHIPS, AND/OR JOB PLACEMENTS TO SELECTED RETURNED NIGERIA MIGRANTS AND OTHERS AS PART OF THEIR SOCIO- ECONOMIC REINTEGRATION

#### **Project background:**

Assisted voluntary return and reintegration (AVRR) is a key strategy in ensuring the humane and orderly movement of migrants. It is an indispensable component of a migration management approach which is intended to be mutually beneficial to migrants, governments and other sectors of society affected by migration. IOM implements the AVRR which has well-tailored reintegration measures supporting the socio-economic integration of returnees in their country of origin.

The International Organization for Migration (IOM) aims to contribute to the government of Nigeria's efforts to sustainably reintegrate returning Nigerian's migrants, providing educational and employment opportunities for them and promote safe migration among aspiring youth and source communities.

Since 2017, IOM and the government of Nigeria has provided assisted voluntary return and reintegration support to more than 20,500 Nigerian migrants stranded along the Central Mediterranean route. These returnees can serve as a pool of labour force for organizations in Nigeria. It has become pertinent to establish a more sustainable system of reintegration support and providing socio-economic to returned migrants through aligning IOM approaches in interventions.

This expression of interest aims to seek private firms, which has the required financial standing, management and technical industry-specific expertise to offer relevant trainings, mentorship/apprenticeship, internship opportunities and job placements to qualified beneficiaries as part of their socio-economic reintegration.

#### **Objective**

The main objective of the assignment is to provide training on relevant skills acquisition, internship and job placement opportunities to Nigerian returned migrants in different sectors such as fast manufacturing consumer goods (FMCGs), hospitality, construction, welding, metal and wood work, fashion and design, ICT, Arts & Craft, manufacturing, farming and animal husbandry etc, (non-exhaustive)

#### **Specific context**

IOM seeks to engage private sector companies in Nigeria to create more opportunities available to returned migrants to enhance their ongoing economic assistance, particularly migrants with small scale businesses and those interested in job placement or internship/mentorship opportunities. This initiative will be in line with the four objectives of IOM's Private Sector Partnership Strategy 2016-2020. IOM recognizes that active participation of the private sector in economic reintegration is crucial to advance its humanitarian objectives. By engaging and partnering with private sector actors, IOM aims to achieve sustainable, long-term engagement with these actors and to promote a multi-stakeholder approach in strengthening the economic reintegration of returned migrants.

Apart from providing migrants with coaching, basic skills acquisition, the private sector can engage migrants in various more ways, including as employees, customers, and increasingly as shareholders, managers and corporate leaders.

## REQUIREMENT

IOM is seeking private sector organizations, including small and medium enterprise (SMEs) and multi-national enterprise (MNEs), which has the funds, management, market for the products and technical industry -specific expertise, preferably in FMCGs, manufacturing, ICT, fashion design, hospitality, to partner with for the achievement of financial independence and economic self-sufficiency of returned Nigeria migrants.

### Tasks to be performed

- Organize and coordinate technical training and oversee the various activities to ensure the successful implementation of the programme.
- Provide facilitators and training curriculum and evaluation.
- Assign trainers responsible for the Skills acquisition, vocational training, internship, mentorship and Entrepreneurship management training.
- Conduct practical/hands on sessions for the trainees.
- Award every trainee with a certificate of completion/participation after the successful completion of the training.
- Provide timely, accurate and comprehensive report of each concluded training session to IOM no later than one week after the said training.
- Provide orientation about the company and career - practice, opportunities and prospects.
- Secure job placements for all trained beneficiaries with reputable employers.
- Conduct background check and ensure that all employers intended for referral have a workplace/training environment free from discrimination, exploitation, violence or abuse, and that promotes gender equality.
- Share employment contracts (in line with local labor laws), must be signed by both parties before deployment with of all trained beneficiaries.
- Develop a continuous professional development plan for each operative, encouraging them to engage in further certifications e.g. skills acquisition certifications.

### Deliverables

- Successful facilitation of skills acquisition programme, vocational training, internships, mentorships and Entrepreneurship management training and IOM business skill trainings
- Development plan for engaging the participants in further certification in private sector field
- Employment contract for all the trained participants in line with local labor law.
- Check list for post training field assessment.
- Facilitate job placements, mentorship and/or internship opportunities

S/N	EVALUATION CRITERIA	MAXIMUM POINT	
		POINTS	SCORES
1	Must operate in Nigeria with preference given to those who are within/near any of the following States: Lagos, Imo, Abia, Anambra, Abuja, Ogun, Edo and Delta states, and some northern states such as Kano and Yobe <b>(No = 0, Yes = 15)</b>	15	

2	Must be registered and certified by the Corporate Affairs Commission and tax certificate <b>(Evidence of both traits = 10 points. Evidence of either traits only = 5 points. No evidence of either traits = 0 points)</b>	10	
3	Must have been in operation for at least two (2) years in similar area of expertise <b>(No Experience = 0 points. Experience in training only = 10 points. Experience in BOTH training &amp; internships/job placements for at least 2 years = 20 points)</b>	20	
4	Evidence of consistent regulatory compliance <b>(No evidence = 0 points. Evidence BUT not up to date = 5 points. Evidence AND up to date = 10 points)</b>	10	
5	Evidence of the existence of a proper governance structure <b>(No evidence = 0 points. Evidence BUT inexperienced trainers = 5 points. Evidence AND experienced trainers = 10 points)</b>	10	
6	Evidence of successful facilitation of skills acquisition programme, vocational training, internships, mentorships and on the job training and certificates provided <b>(No evidence = 0 points. Evidence BUT sufficient = 10 points. Evidence AND sufficient = 20 points)</b>	20	
7	Proven financial capacity, by taking responsibility for agreed financial commitments of the trainee/employee. <b>(No/poor financial reports = 0 points. Consistent, good BUT unaudited financial reports = 10 points. Consistent, good AND audited financial reports for the last 2 years = 15 points)</b>	15	
<b>TOTAL POINTS</b>		100	

#### METHOD OF APPLICATION

IOM invites experienced and interested private sector organizations to submit an expression of interest, technical proposal along with a cover letter in support of their application addressed to IOM Lagos via email [IOMLagosTenders@iom.int](mailto:IOMLagosTenders@iom.int) OR via hard copy to IOM Lagos Office at No.1 Isaac John Street, Ikeja GRA, Lagos, Nigeria on or before 11<sup>th</sup> October 2021.

The subject of the cover letter should indicate the proposed project title.

#### For example:

The subject line should state **“Expression of Interest to provide vocational skills training in the reintegration of returned Nigeria migrants”**

Each submission must include; A technical proposal, with detailed methodology and work plan (max 4 pages), along with: - Organizational profile and structure, with required above list of competencies and qualification/expertise; - Recently audited financial reports for two consecutive years and required set of registration documents; - List of projects (past and current) with short but very brief descriptions as part of background information in the lieu of the experiences and expertise and projects have been worked on

**Please note that only short-listed organizations will be contacted**