



NET-Work You: Creation of a Skills Network to Increase Employment Opportunities for Young Egyptians in the Green Job Sector
ICMPD/2024/MPF-357-461-006

CONTRACT REFERENCE : NY-B06

Terms of references

Evaluation of the circular model applied (outp. 1.5)

1. Introduction

NET-WORK YOU is a project implemented by Coofocoperative Puglia and CIH EAM Bari and awarded in the framework of The Migration Partnership Facility (MPF), a EU-funded initiative implemented by ICMPD in support of the external dimension of the EU migration policy. Through its grants, the MPF facilitates the execution of projects to strengthen dialogue and cooperation on migration and mobility between member states and partner countries outside the EU. In its 36 months lifespan, the project aims to **establish a pioneering and sustainable model of circular and skilled labour mobility between Italy and Egypt.**

The core purpose is twofold: to **enhance the employability of young Egyptians** and to **foster invaluable connections with the private sectors** in both Italy and Egypt, achieved through a meticulously crafted traineeship program. The action centres on enhancing participants' proficiencies in the realms of the **green and digital agriculture-related sectors.**

Therefore, the action is built on the fulfilment of 3 specific objectives:

- **SO1: to develop a structure for circular migration** between Italy and Egypt leading to the creation of a Mediterranean multi-stakeholder network
- **SO2: to successfully pilot circular skilling mobility** between Egypt and Italy in the green and digital job sector
- **SO3: to facilitate the return** of trained young Egyptians to their country of origin

Final beneficiaries &/or target groups:
75 fresh graduates
75 technicians
universities, private sector, and public institutions



10 incubators

The project will offer a traineeship opportunity in the region of Apulia, southern Italy, to 100 young Egyptians, 40 recent university graduates (equally divided between men and women) and 60 agricultural/technical workers from Egypt's most marginalized regions. Through that a labour mobility scheme will be developed, focused on enhancing the participants' technical skills in the fields of green economy, digitalisation and agriculture. A training programme delivered complementarily in Egypt and Italy will contribute to the acquisition of professional skills valid in both countries, increasing the participants' employment prospects in Europe as well as in their country of origin. Furthermore, the establishment of a Mediterranean multi-stakeholder network will strengthen public-private partnerships at local, regional and national levels in both countries involved, fostering the exchange of good practices also with other EU member states.

2. Purpose of the assignment

To carry out an evaluation of the circular model applied to consolidate the model (outp. 1.5).

In the project's **first phase**, a monitoring and evaluation system will be set up to **assess the process and potential outcomes**. The establishment of a sound monitoring and evaluation system is key to allow the project to track progress effectively, identify challenges and areas for improvement, ensure accountability among stakeholders, gather evidence to support decision-making, and ultimately measure the impact of the migration model being tested, thus facilitating its adaptability and scalability for future implementation.

Data collection and analysis will occur in the **second phase**, allowing for adjustments between the first and second piloting groups, which will consist of at least 100 beneficiaries divided into two groups of 50. This iterative approach enables the project team to refine strategies based on real-time feedback and outcomes, ensuring that the model is effectively tailored to meet the needs of participants and maximizing the overall success of the project.

In the third year, the **outcome and impact analysis** is foreseen, providing recommendations for improvement and scalability to other regions or countries. The useful insights collected will inform and contribute to the **dissemination strategy and activities** foreseen, including roundtables and conferences with representatives of local, regional, and European entities. This will facilitate discussion on the project's impact and best practices further leveraging insights from the Migration Partnership Facility and CIHEAM Bari's international network.

3. Tasks and Activities foreseen



PHASE I

Task #1: Setting up an internal monitoring and evaluation system for the circular model

Activities

- **Define Objectives and Indicators:** Develop specific, measurable indicators that align with the project's objectives to assess process, outputs, and potential outcomes.
- **Design the M&E Framework:** Create a comprehensive monitoring and evaluation framework outlining the methodologies, tools, and data sources needed for assessment. Establish protocols for data collection, analysis, and reporting.
- **Prepare a Workplan for Phase II:** Develop a data collection plan aligned with the project timeline, identifying key milestones.

The selected candidate may be requested to take part in key Events and roundtable, as foreseen by the project activities (e.g. kick-off meeting, roundtables). In these cases, travel and all costs directly linked to the participation will be at the charge of CIHEAM Bari.

PHASE II

Task #2: Gather and assess data produced by the initiative, including the analysis of skills assessment results conducted before and after training, as well as during internships, utilizing a shared system to acknowledge the skills gained

Activities

- **Define Data Objectives:** Clarify the specific data-related objectives, including what insights are needed from the skills assessments as well as internships.
- **Develop Data Collection Tools:** Adapt data collection tools (such as surveys, assessment forms, feedback questionnaires) specifically designed for pre and post-training skills assessments and internship evaluations.
- **Establish a Data Management System:** Set up a data management system to store and organize collected data. This can include databases or software that facilitates easy access and analysis.
- **Conduct Field Missions:** Organize data collection mission to Italy and Egypt.
- **Conduct Data Analysis and Restitution:** Analyze collected data to identify key trends and present findings to PMU to guide adaptation before the second pilot round.

Task #3: Identify best practices and lessons learned by harvesting results to establish a replicable model

Activities



- **Analyze Collected Data:** Analyze data from skills assessments (pre and post-training) and internship experiences to identify trends, improvements, and areas needing further adjustments.
- **Identify Best Practices and Lessons Learned:** Gather feedback from project participants and other stakeholders, and synthesize the insights gained from data analysis to pinpoint effective strategies and key lessons that can inform future planning. The identified lessons learned will be shared, firstly among the members of the steering committee, and secondly among those of the multi-stakeholder platforms to ensure engagement and follow-up, and finally among the wider group of professionals working in the field of circular migration and talent development.
- **Examine potential for replicability:** Leverage the efforts made within the framework of the Migration Partnership Facility as well as the EU Talent Partnerships, with a specific focus on the projects encompassing North African countries and European states (e.g., MOBILISE, HOMERe, PALIM).
- **Elaborate Recommendations:** Based on the analysis and identified best practices, develop a set of actionable recommendations aimed at improving program effectiveness, ensuring sustainability, and facilitating the scalability of the model to other Italian regions or South-Mediterranean countries.

Task #4: Disseminate the main findings to the partners, Italian Authorities and national and international /EU relevant stakeholders involved

Activities

- **Preparation of papers for Round Tables and Conference:** Summarize the study's results and achievements, focusing on insights particularly valuable for the identified stakeholders, including representatives of local, regional, and European entities. Develop concise briefing materials, policy briefs or presentations to be used during the round tables and the final conference, ensuring that they facilitate informed discussions on project advancements and best practices.

The selected candidate may be requested to take part in key Events and roundtable, as foreseen by the project activities (e.g. kick-off meeting, roundtables). In these cases, travel and all costs directly linked to the participation will be at the charge of CIHEAM Bari.

4. Expected Outputs and Deliverables:

Below are the expected output and deliverables by the consultant/entity based on close consultation with the Project Manager.

Evaluation of the circular model applied (outp. 1.5):

PHASE I



1. **M&E Framework Document:** A comprehensive guide detailing monitoring and evaluation system including objectives and measurable indicators, alongside methodologies and protocols and tools proposal for data collection and reporting with Detailed workplan.

PHASE II

2. **Data Collection Tools:** Tailored instruments, including surveys and assessment forms for evaluating skills pre and post-training, with templates for effective administration and list of target /stakeholders to involve.
3. **Report including findings and analysis of the interviews and questionnaires** of the field missions for data collected
4. **Data Management System:** An established system for organizing and facilitating access to collected data, complete with documentation of its functionality.
5. **Best Practices and Lessons Learned document:** A report with the analysis of the identified best practices, lessons learned and insights gathered from participants and stakeholders, with strategies for sharing findings with relevant parties.
6. **Recommendations Report:** Actionable recommendations based on data analysis and best practices, aimed at enhancing program effectiveness and scalability.
7. **Dissemination materials:** Briefing materials and policy briefs and relevant content to effectively inform the foreseen conferences and roundtables with designated stakeholders.

5. Timetable

Indicative timeline

Phase I (1 August – 15 September 2025):

Task	Activities	Deliverables	Timeline
Task 1 – Set-up of the M&E System	<ul style="list-style-type: none"> • Define M&E objectives and indicators • Develop the M&E framework • Draft detailed work plan aligned with the project timeline • Attend initial coordination meetings 	1. M&E Framework Document 2. Detailed Work Plan	Week 1 to Week 5
		Milestone: Framework validated and shared with PMU	Week 6



Phase 2 (1 October- 30 July 2027)

Task	Activities	Deliverables	Timeline
Task 2 – Data Collection & Analysis	<ul style="list-style-type: none"> Define data collection objectives Design tools for assessing skills & internships Plan and carry out field missions in Italy and Egypt Set up and maintain data management system 	3. Data Collection Tools 4. Field Mission Report 5. Operational Data Management System	Week 1 to Week 35
		Milestone: Field missions completed	By Week 30
		Milestone: Data system active	By Week 35
Task 3 – Identification of Best Practices & Lessons Learned	<ul style="list-style-type: none"> Analyze data collected Identify successful approaches and lessons Assess potential for replication Develop operational recommendations 	6. Best Practices & Lessons Learned Report 7. Recommendations Document	Week 36 to Week 44
		Milestone: Document approved by PMU	By Week 44
Task 4 – Dissemination Support	<ul style="list-style-type: none"> Support in preparing materials for roundtables and final event Summarize project results and impact Assist in knowledge transfer to stakeholders 	8. Dissemination Materials 9. Contribution to Final Event Outputs	Week 36 to Week 44
		Milestone: Final event and knowledge sharing completed	By Week 44



6. Budget

The maximum budget for each phase is as follows

- Phase 1: 6.000 euro
- Phase 2: 35.370 euro

7. Expertise and Experience required

The selected Consultant/Entity should demonstrate:

- Higher education, ideally a Master's degree or equivalent, in relevant fields such as Social Sciences, Migration Studies, Economic Development, or Evaluation and Monitoring, in case of single Consultant
- 10 years proven experience in the design and implementation of high-quality monitoring and evaluation (M&E) activities, preferably in international or complex program contexts utilizing participatory and adaptive approaches.
- In-depth knowledge of migration and skilled labor issues, with a focus on integration dynamics, socio-economic inclusion, and circular mobility in the Mediterranean context.
- Demonstrated expertise in establishing data management systems, including the use of relevant software tools for organizing and analysing data effectively.
- Advanced skills in developing objectives and indicators, implementing both qualitative and quantitative data collection and analysis methods.
- Ability to critically analyze and systematize good practices and lessons learned, aimed at developing operational and strategic recommendations.
- Recognized authority/experience on the subject, demonstrated through publications, consultancy roles, or participation in expert groups and networks at national and/or European level.
- Excellent skills in drafting policy briefs and policy recommendations, tailored to engage institutions, public decision-makers, and relevant stakeholders.
- Excellent communication skills, with proficiency in English, and the capacity to produce clear, concise, and compelling reports and dissemination materials.

8. How to apply

Applications should be sent to gareappalti@iamb.it, cc: dpalermo@iamb.it and martucci@iamb.it no later than 27 July. The object should be as follows "NETWORK-YOU -Tender: NY-B06– name of the company or team referent person".

The application dossier should be made up of the following documents:



- I. Tender submission form
- II. Terms of reference signed for acceptance
- III. Organisation and methodology (to be submitted by the tenderer using the template provided)
- IV. Budget (to be submitted by the tenderer as the financial offer using the template provided)
- V. Legal Identification Form
- VI. Financial Identification
- VII. Declaration on Honour on exclusion and selection criteria

The validity of the offer must be at least 60 days and must be explicitly stated in the offer.

Incomplete offers that do not include all mandatory information and technical documents (listed above) and attachments may not be considered.

9. Evaluation Criteria:

Applications will be evaluated based on the following criteria:

- Relevant qualifications and experience (30/100).
- Quality and feasibility of the proposed approach and methodology (50/100).
- Financial proposal and value for money (20/100).

10. Reporting and Supervision

The expert/ entity will report to Project Manager and will work closely with the project team. Regular updates and consultations will be required throughout the assignment and the first year of implementation.

11. Confidentiality

The expert/ entity must maintain confidentiality regarding all information and data received during the course of the assignment.