



TERMS OF REFERENCE

To Enable Youth and Women to Venture as Agripreneurs in Five Regions of Southern Tanzania through Training, Coaching and Mentoring Approaches.

Background

Focusing on the younger generation, a growing group in the world's population, we see quite some challenges in countries where Rikolto is active. In Burkina Faso, Ecuador and Tanzania, for example, the share of young people in the population is large with half of the population younger than 25 years. Tanzania is on the 10th place in the world in terms of the share of young people. It is important therefore to have special focus to this group of population ensure that they are employed in various sectors of the economy, including agriculture sector which provide employment to the majority of the population in the developing countries like Tanzania.

Agriculture is the most important source of income for young people in Tanzania (62.5%). The informal sector is following in second place (23.3%). In Ecuador, 49.9% of the population is younger than 25 years and 39.9% of young people (15 to 24 years old) is unemployed. The demographic profile of Burkina Faso also shows a predominantly young population and a high poverty index. In 2017, an estimated 67% of the population were under 25 years of age. While the agricultural sector is by far the sector that can provide productive employment opportunities for most of the population (it employs nearly 80% of the labour force), only 0.2% of the working-age population is trained in agricultural occupations. Young people are increasingly turning away from the agricultural and agri-food sector. However, the involvement of the youth is essential to maintain the dynamism of the agri-food sector - which extends from production through processing to marketing and ensuring a supply of quality products in thriving, resilient, local food systems.

The Tanzanian labour market is at a critical juncture. While its gross domestic product (GDP) has more than doubled over the past decade from US \$21.5 billion to \$47.4 billion in 2017, its population and especially youth population is growing rapidly.

Young people aged 15-34 already make up 65% of the labour market. Each year approximately 800,000 young people enter the Tanzanian workforce to an estimated 40,000 formal sector jobs, and the number of job seekers is going up each year, particularly in rural areas. In order to grow the economy by using its large youth population and taking advantage of the "demographic dividend", Tanzania must adopt new approaches to skills development, employment and entrepreneurship.

The Youth Labor Market Assessment (LMA) determines those pathways, analysing how relevant stakeholders in Iringa and Mbeya, the private sector, local government authorities (LGAs), business development service (BDS) providers, technical and vocational educational training (TVET) schools and other education and training bodies, non-governmental organizations (NGOs) and civil society organizations (CSOs) and youth themselves, address employment, provide and obtain needed skills, and find and create the opportunities to expand self-employment through entrepreneurship.

Luckily, most of the young people already looking for answers. The young (potential) entrepreneurs show that they see opportunities in starting their own business in agriculture and other productive sectors. Specifically in agriculture, this may involve producing sustainable, healthy food themselves, or starting a small company that produces seedlings, provides BDS, processes and/or ecologically packs food. But we also learned that young people's lack of (agri)business and entrepreneurial skills is one of the many causes of youth unemployment. Young people often lack the necessary skills to start their own agribusiness, such as business planning,, business management, strategic planning, and linkages with other chain actors. They struggle to access critical resources for their businesses, including capital, knowledge and a network. Furthermore, a stimulating environment to develop soft skills such as low level of personal entrepreneurship competences (resilience, leadership, collaboration etc) and a lack of exposure to successful agri-businesses and entrepreneurs prevents them to learn from more experienced peers.

The program is aligned with Rikolto's global ambitions on food system thinking, sustainable sourcing landscape approach, inclusive business facilitation strategy, evidence for impact and upscaling food smart city strategy.

Rikolto in East Africa together with its partners (INADES Formation, Agronomos Sin Fronteras, MIICO and TCCIA) secured funding for a 4-year horticultural programme in Tanzania called "***Building Inclusive and Competitive Horticulture Businesses in Tanzania's Southern Highlands (BICHOBS)***", which aims to improve and increase market competitiveness in the sector supplying both domestic and international markets. The establishment of an incubator and adoption of the business development curriculum available at Rikolto will change the attitude among youth on the issues of investing in horticulture and generating the employment in five regions of southern Tanzania. This project runs from 2020 to 2024 covering Iringa, Njombe, Mbeya, Songwe and Katavi.

There is a need for coaching, mentoring and feedback on their business plans and ideas, to provide equal opportunities for both young women and men in Southern Tanzania. Engaging the youth and women in production of safe foods, dietary and crop diversification, malnutrition in the regions will reduce. and contribute to improve the performance of Tanzanian's horticulture sector, the inclusion of smallholder farmers in it and its contribution to the job creation and nutrition security as the overall project objective.

Description of the Assignment

Rikolto, focuses on Inclusive Business Model development (coaching, mentoring and inspiration), knowledge (access to experts and practical field education) and market facilitation (access to markets) for young women and men in the horticulture agri-food value chain. With this in mind we want to set up an incubator as an organization or place that supports the development of new agri-business/agripreneurs ventures and that will successfully link horticulture agribusinesses to financial institutions and later on to match-grants for successfully and promising 20 youth agripreneurs.

The incubator can be set up in many different ways: providing office space, access to funding, access to experts, access to networks, mentorship, education or both. Customarily, a consultant should guide and emphasis on the methodology that leads to practical, this translates into support through training, coaching, mentorship and networking.

Rikolto is currently looking for a consultant(s) to establish an agri-food incubator that inspires and supports 100 new and emerging agripreneurs annually for the period of 4 years that strive for local content, inclusive, resilient and healthy food systems that enable youth and women to venture in horticulture value chain in five (05) regions of southern Tanzania.

Objective of the Assignment

The consultant shall strive to develop a business incubator and support financial inclusion and financial literacy particularly for youth and women.

The consultant should come up with the proposed action that will support training in financial literacy and business development especially for women and youth. Simple but bankable business plans should be developed and linked to access LGAs funds or loan from financial institution for matching grants. Some high-potential agribusiness plans should come out with the coaching sessions for youth agripreneurs. There is a need to come up with the efforts to link these promising agribusiness ventures to financial markets.

If some young agro-entrepreneurs cannot realize their ambitions via classical finance channels, there is the need for the consultant to come up with the action that will develop their potential by providing co-investment opportunities.

Scope of work

The consultant(s), with the support of Rikolto and their partners will lead the consultant in the whole course of undertaking the assignment. The scope of work includes and not limited to the following:

- i) To develop a model to ensure recruitment of youth (100 women and men annually for the period of 4 years) agripreneurs from five regions
- ii) To adopt the business development curriculum available at Rikolto to support youth in the five regions of the Southern highlands of Tanzania to develop business planning, business canvas, visioning, financial management, accounting, strategic planning, and linkages with other chain actors
- iii) To mentor and coaching youth in starting their own agribusiness. This may involve producing sustainable, healthy food themselves, or just as much about starting a small company that produce, provide BDS, processes and/or ecologically packs food especially horticulture from smallholder farmers
- iv) To facilitate youth to access critical resources for their businesses, including capital, knowledge, market and a network
- v) To support and build a stimulating environment to develop soft skills (resilience, leadership, collaboration) and ensure youth acquire exposure to successful agribusinesses and entrepreneurs
- vi) To enable the successively and ambitious ideas from selected youth to learn from more experienced peers within the country
- vii) To adopt a coaching, mentoring and feedback model on their business plans and ideas, whereby it is key to provide equal opportunities for both young women and men in five regions of Southern Tanzania and employ others
- viii) To develop the action that will aim to provide financial literacy, business development and matching grants particularly for successfully agripreneurs women and youth. Thus, support will particularly focus on development of business plans with very simple cash flows templates for production level enterprises, BDS provision, agro-processing and other local value addition

Expected Deliverables

The consultant(s) will be expected to ensure the following deliverables are in place as a proof of their successful completion of the task:

1. An inception presentation which shall be presented before the commencement of the assignment. On the inception report, the detailed criteria that will be used for the selection of 100 youth per year (400 in 4 years) that will be trained, and 20 youth will undergo incubation programme as well as matching grant.
2. Inception report clearly outlining how the assignment will be carried out with approach and methodology to be used. The report will need to be approved by Rikolto before going to the next step
3. To adopt the training, coaching and mentoring of these youth; thus should start with well-planned hackathon followed by bootcamp.

4. Developed operational action plan that will be used to link trained agripreneurs with financial sector and develop friendly financial model for matching grants for youth
5. To develop a financial proposal for the whole assignment that includes costs for professional fees, materials and other associated costs to host bootcamp/training, mentoring and coaching
6. The final handing over report after the training, coaching and mentoring.

This assignment is to be completed within a maximum of one year as phase I.

Qualifications and Experience

- A master's degree in social sciences, Agriculture economics, Business Administration, economics or equivalent qualification
- Must have a minimum of 7 years of overall experience conducting business consultancies especially agriculture related projects
- Experience with implementing business incubators especially is an advantage
- Good understanding of facilitations approaches/Market System Development (MSD)
- Familiarity and understanding of agribusinesses and demonstrated knowledge and professional experience in developing agribusiness financial models, incubators, business and strategic plans with a clear track record
- Experience in conducting Business ToTs, B2B meetings preferably on agriculture themes
- Demonstrated experience of working in donor funded projects under public sector and /or NGOs
- Ability to engage private sector and policy makers both at National and local level.
- Excellent analytical, interpersonal, communication and reporting skills both in English and Swahili

Procedure to Apply

Qualified candidates (either Individual Consultants or Consultants Firm) are invited to submit their Technical and Financial proposal with the following documents:

- Cover letter;
- CV of proposed consultant teams including reference details of previous clients.
- References with detailed contact addresses of at least 3 organizations in which the consulting firm provided similar services and;
- Samples of 2-3 similar previous work (Incubators development, Agribusiness Consultancies ToTs and Facilitation work includes mentoring, coaching and linkage to financial institutions).

Send your proposal via email to eastafrika@rikolto.org latest by **28th January, 2020** at 16.00hrs (EAT) clearly indicating “Youth and Women in agribusiness consultancy” in the subject of the email.