

TERMS OF REFERENCE

Consultant – Youth Employment Pathways & Partnerships

CONTRACT MODALITY Individual Consultancy

DUTY STATION New Delhi, India (remote with travel)

DURATION OF CONTRACT 11 months

Purpose of Assignment

The purpose of this consultancy is to provide comprehensive programmatic, technical, analytical, and strategic support to YuWaah (Generation Unlimited India) in advancing its youth employment portfolio, including wage employment, self-employment, and internships.

The assignment seeks to strengthen YuWaah's program portfolio on youth employability and enhance partnerships with key ministries and stakeholders with youth employment mandates. By reinforcing both programs and partnerships, the consultancy will support the scaling of existing initiatives and the design of new interventions to improve program effectiveness, functionality, and reach, connecting young people across India with economic opportunities.

The consultancy will also contribute to policy dialogue, advocacy, and resource mobilization, positioning YuWaah's work within national development priorities and youth policy frameworks related to employability, skills development, and workforce participation.

Scope of Work

UNICEF's mandate is anchored in the realization of the rights of every child, everywhere, with a strong emphasis on equity—prioritizing the most disadvantaged and excluded children and adolescents. UNICEF's equity strategy recognizes that unequal life chances across social, political, economic, civic, and cultural dimensions constitute violations of children's rights. Evidence demonstrates that investing in the most marginalized populations accelerates progress toward sustainable national development, stability, and social cohesion.

In recent years, UNICEF has intensified its focus on adolescents and young people, recognizing the growing complexity of challenges they face. In alignment with the United Nations Youth Strategy, UNICEF is advancing Generation Unlimited (GenU)—a global partnership dedicated to ensuring that all young people aged 10–24 are in education, training, or employment by 2030. GenU prioritizes those most at risk of being left behind, including girls, young people from poor households, young people with disabilities, migrants, and those affected by conflict and climate shocks.

In India, GenU is operationalized as YuWaah, a multi-stakeholder platform that catalyzes partnerships across government, civil society, private sector, and youth to expand opportunities for learning, skilling, employment, and entrepreneurship. YuWaah emphasizes co-creation of scalable and locally relevant solutions.

Strengthening youth employment outcomes requires integrated programmatic and partnership-driven approaches. Given the scale and diversity of YuWaah's interventions, there is a need for support to enhance programme design, improve implementation effectiveness, and deepen collaboration with government and ecosystem partners. This assignment will contribute to strengthening employment, and internship initiatives through programme development, partnership engagement, and alignment with government priorities on youth employment.

Under the leadership and guidance of Program Specialist, the consultant is expected to bring understanding and experience of the jobs & internship ecosystem and support the planning, implementation, oversight and partner engagement for youth employment programming in the country. The consultant is also expected to strengthen partnership with relevant ministries who work on youth employment for women.

The consultant will play a critical role in assisting YuWaah to meet program objectives by managing the project implementation, reporting and coordinating with various departments/ agencies/ stakeholders for ensuring smooth rollout & meeting the planned targets for the outreach and overall scale. The consultant will also ensure that the overarching principles of UNICEF and YuWaah that support inclusivity, gender diversity and environmental sustainability are upheld through strategic partnerships and intentional programming.

Objective: Specific objectives include:

- Strengthen YuWaah's youth employment and internship portfolio – Support the design, refinement and implementation of YuWaah's youth employment and internship initiatives to improve program quality, effectiveness, and scalability across priority geographies.
- Enhance strategic engagement with key government ministries and schemes - Strengthen collaboration with the Ministry of Skill Development and Entrepreneurship, and Ministry of Corporate Affairs by aligning YuWaah's solutions with national schemes and priorities, and supporting joint planning and implementation.
- Support implementation and learning from pilot programmes - Provide technical and programmatic support to pilot initiatives, ensuring effective execution, documentation of learnings, and identification of pathways for scale-up.
- Strengthen advocacy and policy alignment on youth employment - Contribute to policy dialogue and advocacy by mapping YuWaah-supported interventions to relevant government schemes and positioning evidence from pilots to inform programme convergence and collaboration.
- Expand partnerships and resource mobilisation for youth employment - Identify and develop a pipeline of partners across civil society, private sector and philanthropy, and support fundraising and pitching efforts to mobilise resources for youth employment initiatives.
- Strengthen outreach and youth-facing communication on government schemes - Support awareness-building and outreach efforts to ensure young people are informed about jobs and internships opportunities under government schemes, with structured feedback mechanisms to improve programme responsiveness.

Work Assignments Overview	Deliverables/Outputs	Delivery deadline to complete the deliverable
One-year engagement plan for YuWaah with the Ministry of Corporate Affairs (MCA) on the Prime Minister Internship Scheme (PMIS).	Deliverable 1 – A detailed document outlining the plan of action with MCA, including activities, timelines and expected outcomes	28/02/2027
Compilation of reports and results of YuWaah's Remote Employment models for young	Deliverable 2 – Project Completion Report capturing implementation progress, results	02/04/2027

women and develop the scale-up strategy for successful models	and key learnings. Pitch deck to scale the models	
Prepare a concise end-point technical report summarizing key standards, lessons learned, and recommendations for maintaining and updating ECG LL content over time	Deliverable 3 – Digital Quality Assurance and Documentation. The technical report of max 3 pages, developed in word format, will be sent by email to UNICEF.	30/06/2026
Mapping of the international mobility ecosystem and potential areas of collaboration with private and government stakeholders to support young people in India to access aspirational economic opportunities.	Deliverable 4 – A detailed document with the landscape of international mobility, major relevant stakeholders and areas of collaboration with potential partners	12/05/2027
One year engagement plan for YuWaah with the Ministry of Skill Development & Entrepreneurship (MSDE) to enhance youth participation in skilling-to-employment schemes.	Deliverable 5 – A detailed document outlining the plan of action with MSDE across relevant schemes, including activities, timelines and expected outcomes	17/06/2027
Continued engagement with Ministry of Corporate Affairs on the Prime Minister Internship Scheme-Providing technical and programmatic support on agreed areas of work with MCA - Facilitate the integration of YuWaah's solution and programs within MCA	Deliverable 6 – Report with progress updates on areas of collaboration with MCA	23/07/2027
Rollout of awareness sessions and campaigns on government schemes, incorporating structured mechanisms to track the metrics for the sessions and campaigns	Deliverable 7 – A completion report documenting outreach, session & campaign outcomes and youth feedback	30/08/2027

Develop a pipeline of partners to which can be leveraged for pitching and subsequent fundraising to support YuWaah's youth employment initiatives	Deliverable 8 – Two Pitch decks developed for fundraising along with detailed budget and fund commitment assured from one partner	05/10/2027
Annual reports for two major funders supporting youth employment programmes, including progress against agreed targets, key insights and learnings, and program case studies.	Deliverable 9 – Two annual reports developed and submitted in the agreed reporting format	31/10/2027
Developing a scale-up and adoption plan for YuWaah's Migration Support Program	Deliverable 10 – A deck with the scale-up and adoption plan with specific govt partners and minutes from the meetings facilitated	31/12/2027

Payment Schedule:

Payment will be made on submission and acceptance of deliverables. UNICEF reserves the right to withhold payment in case the deliverables submitted are not up to the required standard or in case of delays in submitting the deliverables on the part of the consultant.

Important Notes

- Individuals engaged under a consultancy or individual contract will not be considered "staff members" under the Staff Regulations and Rules of the United Nations and UNICEF's policies and procedures and will not be entitled to benefits provided therein (such as leave entitlements and medical insurance coverage). Their conditions of service will be governed by their contract and the General Conditions of Contracts for the Services of Consultants and Individual Contractors. Consultants and individual contractors are responsible for determining their tax liabilities and for the payment of any taxes and/or duties, in accordance with local or other applicable laws.
- The selected candidate is solely responsible for ensuring that the health insurance (and visa if applicable) required to perform the duties of the contract are valid for the entire period of the contract. Selected candidates are subject to confirmation of fully-vaccinated status against SARS-CoV-2 (Covid-19) with a World Health Organization (WHO)-endorsed vaccine, which must be met prior to taking up the assignment. It does not apply to consultants who will work remotely and are not expected to work on or visit UNICEF premises, programme delivery locations or directly interact with communities UNICEF works with, nor to travel to perform functions for UNICEF for the duration of their consultancy contracts.
- UNICEF offers reasonable accommodation for consultants with disabilities. This may include, for example, accessible software, travel assistance for missions or personal attendants. We encourage you to disclose your disability during your application in case you need reasonable accommodation during the selection process and afterwards in your assignment.

**QUALIFICATIONS / SPECIALIZED KNOWLEDGE / EXPERIENCE/ COMPETENCIES
(CORE/TECHNICAL/FUNCTIONAL) / LANGUAGE SKILLS REQUIRED FOR THE ASSIGNMENT**

- **Education:** Bachelors for Social sciences/ political sciences/ economics/development studies, or a related field
 - **Work Experience:** Minimum 5 years of experience in program or project planning and implementation with a particular emphasis on youth livelihoods and employment
 - **Language Requirements:** Fluency in English required
 - **Knowledge/Expertise/Skills:**
 - Experience of working with central and/or state government entities such as Ministry of Labour and Employment (MoLE), Ministry of Skill Development and Entrepreneurship (MSDE), Ministry of Corporate Affairs (MCA) etc.
 - Experience of working on Adolescents and youth programs would be highly desirable.
 - Experience of working and managing livelihood programs especially with a focus on women involving multiple partners and agencies.
 - **Desirables:**
 - Experience working with multilateral/bilateral institutions on government-facing programs will be an advantage.
 - Experience of working on govt. internship schemes, providing technical support and drafting advocacy pitches/notes
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