



Project Title	Pathways to Empowerment (P2E) for Youth in South Sudan
Consultancy Title	Comprehensive Market Assessment for Youth Employment.
Consultancy Timeframe	March 2026 – June 2026
Report Deadline	June 26, 2026
Application submission Deadline	March 23, 2026
Reports to	War Child Canada P2E MEAL Manager, South Sudan
Supported by	P2E Chief of Party, Education, Livelihoods and MEAL Technical Working Group of the P2E consortium
Invitation to submit proposal	<p>War Child Canada (WCC) invites qualified consulting firms or individual consultants to submit proposals to conduct a comprehensive market assessment to identify growth sectors and employment opportunities for refugee and host community youth under the Pathways to Empowerment (P2E) project in South Sudan.</p> <p>This Request for Proposal outlines the scope of work, expected deliverables, submission requirements, and evaluation criteria. WCC seeks a firm with demonstrated expertise in labour market analysis, market systems development, and youth employment in fragile contexts.</p>
Background	<p>The Pathways to Empowerment Project: War Child Canada, in partnership with Windle Trust International (WTI), Titi Foundation, Humanitarian Development Consortium (HDC), UNHCR, and Refugee-Led Organizations (RLOs/CBOs), is implementing the P2E project with funding from the Mastercard Foundation.</p> <p>The P2E project aims to enhance access to dignified and sustainable employment and entrepreneurship for refugee and host community youth (18 to 35 years) within Aweil Center, Aweil West, Awerial, Jamjang, Juba, Maban, Malakal, Magawi, Raja, Torit, Wau, Yambio, and Yei. Outcomes 2 of the project focus on strengthening market-relevant skills and supporting youth transition into dignified and fulfilling work. Central to achieving these outcomes is ensuring that TVET, tertiary, and non-formal training programs are aligned with labour market demand.</p> <p>WCC is commissioning a comprehensive market assessment to generate actionable evidence to guide curriculum alignment, institutional strengthening, and employment transition pathways.</p>

<p>Purpose of the Assignment</p>	<p>The purpose of this consultancy is to produce a rigorous, location-specific market assessment that informs:</p> <ol style="list-style-type: none"> 1. Selection of priority sectors and trades 2. Curriculum development and short course design 3. Institutional partnerships with training providers 4. Employer engagement and job placement strategies 5. Youth transition pathways to employment and entrepreneurship 6. Strengthening of the local entrepreneurship ecosystem 7. Digital and blended learning opportunities
<p>Scope of Work</p>	<p>The consultancy firm will:</p> <ul style="list-style-type: none"> • Conduct a desk review of relevant labour market and sector studies • Perform sector and value chain analyses • Map and assess TVET and tertiary institutions • Conduct employer and enterprise surveys • Analyze apprenticeship and internship ecosystems • Assess entrepreneurship support systems and access to finance • Evaluate digital/blended learning opportunities • Conduct youth consultations and examine cross-cutting themes (gender, disability inclusion, climate, digital economy) • Produce geographic labour market profiles • Facilitate a stakeholder validation workshop
<p>Methodology Expectations</p>	<p>Proposals should describe a mixed-methods approach that is gender and disability inclusive and appropriate for displacement-affected contexts. The methodology should demonstrate clear strategies for triangulating quantitative and qualitative data and ensuring representation of refugee and host community youth. Methods may include, but are not limited to:</p> <ul style="list-style-type: none"> • Enterprise and employer surveys to assess labour market demand, gaps, required skills, and opportunities • Institutional capacity assessments of TVET, tertiary, and non-formal training providers • Value chain competitiveness analysis • Labour demand forecasting • Youth focus groups and participatory consultations to understand aspirations and barriers across gender, disability, and refugee/host population groups • Entrepreneurship ecosystem analysis • Sector prioritization scoring <p>All research must comply with ethical, safeguarding and data protection standards.</p>
<p>Deliverables and Timeline</p>	<p>The consultancy duration is nine (9) weeks from contract signing.</p> <p>Expected deliverables:</p> <ul style="list-style-type: none"> • Inception report, including a refined methodology, sampling strategy and workplan (Week 1) • Approved data collection tools and approach to data analysis (Week 2-4) • Draft market assessment report with institutional assessment findings (Week 5-6)

	<ul style="list-style-type: none"> • Validation workshop presentation (Week 7) • Final report and implementation roadmap (Week 8) • Full datasets (Week 8) • Executive summary and policy brief (Week 9) <p>All deliverables must be submitted in English in editable and PDF formats.</p>
<p>Consultant Qualifications</p>	<p>The consultant/team must demonstrate the following:</p> <ul style="list-style-type: none"> • Proven experience in market assessments, market systems and labour market/value chain analysis • Expertise in youth employment and private sector engagement • Experience working in fragile or humanitarian settings • Familiarity with the South Sudan context • Strong analytical and reporting skills • Gender, disability, and social inclusion expertise in research and program design • Strong mixed-methods research capacity, including survey design, sampling, qualitative research, and data triangulation
<p>Proposal Submission Requirements</p>	<p>Interested applicants must submit:</p> <p>Technical Proposal:</p> <ul style="list-style-type: none"> • Understanding of the assignment • Proposed methodology and workplan • Team composition and roles • Risk mitigation approach • Safeguarding and inclusion approach <p>Financial Proposal:</p> <ul style="list-style-type: none"> • Detailed budget breakdown • Professional fees and expenses <p>Supporting Documents:</p> <ul style="list-style-type: none"> • CVs of key personnel • Organizational profile/registration • Samples of similar work
<p>Evaluation Criteria</p>	<p>Proposals will be evaluated using the following weighted criteria:</p> <ul style="list-style-type: none"> • Understanding of assignment and methodology – 30% • Relevant experience and technical expertise – 25% • Team composition and capacity – 15% • Quality and feasibility of workplan – 10% • Safeguarding and inclusion approach – 5% • Cost effectiveness and value for money – 15% <p>WCC reserves the right to request clarifications or interviews with shortlisted bidders.</p>
<p>Submission Instructions</p>	<p>Proposals must be submitted electronically to: Email: ssd.procurement@warchild.ca</p> <p>Subject line: “RFP – P2E Market Assessment Consultancy”</p> <p>Deadline: March 23, 2026, at 5:00 pm</p>

	Late submissions may not be considered.
Ethical Standards and Compliance	The consultant must comply with WCC safeguarding, child protection, and data protection policies. All research must ensure voluntary participation, confidentiality, and Do No Harm principles.
Confidentiality and Ownership	All data, reports, and materials produced under this consultancy remain the property of WCC and the P2E consortium and may not be shared without written consent.

ANNEX 1: PROGRAM REACH AND TARGET PARTICIPANTS

State	County	Location	Partners			Refugees		IDPs		Returnees		Host	Total Reach	% of Total Reach	
			Lead Org	IP/RLO	# of Schools	Total Population	Reach Target	Total	Reach Target	Total Population	Reach Target	Reach Target (30%)			
Central Equatoria	Yei	Yei - WTI	WTI	CSI	4					142,294	12,806	5,507	18,313	18.61%	
		Yei - WCC	WCC	FACE	4	1,868	168	73,238	6,591			2,422	9,182	9.33%	
	Juba	Gorom Refugee Camp	WTI	AMA	2	13,455	1,346					579	1,924	1.96%	
		Juba IDP 3 Camp	HDC	HDC	3			28,106	2,811			1,209	4,019	4.08%	
Eastern Equatoria	Magwi	Magwi/ Nimule	Titi	CDI	2			35,249	3,525			1,516	5,041	5.12%	
	Torit	Torit	Titi	HDF	3			41,772	4,177			1,796	5,973	6.07%	
Western Equatoria	Yambio	Makpandu Refugee Settlement	WTI	YAPD	1	10,960	1,096					471	1,567	1.59%	
Lakes	Awerial	Awerial	WTI	HESS	2			21,644	2,164			931	3,095	3.15%	
Upper Nile	Malakal	Malakal	WCC	WCC	3			45,416	4,542			1,953	6,494	6.60%	
	Maban	Doro	HDC	ISA	2	92,914	9,291					3,995	13,287	13.50%	
		Gendarassa	HDC	ISA	1	18,586	1,859					799	2,658	2.70%	
Ruweng Administrative Area	Jamjang	Jamjang/ Ajoung Thok	WTI	KODI	3	40,784	4,078					1,754	5,832	5.93%	
Northern Bahr el Ghazal	Aweil Center	Aweil Center	WCC	VITRAS	4	53,021	5,302					2,280	7,582	7.70%	
	Aweil West	Aweil West	WCC	MAHA	3	32,867	3,287					1,413	4,700	4.78%	
Western Bahr el Ghazal	Raja	Raja	WCC	HARD	2	35,965	1,798					773	2,571	2.61%	
	Wau	Wau	WCC	HARD	5	35,965	1,817		732		1,423	2,193	6,165	6.26%	
TOTAL					0	44	300,420	28,225	245,425	23,810	142,294	12,806	27,397	98,404	100%

ANNEX 2: PROGRAM THEORY OF CHANGE AND RESULTS MATRIX

