



Program Overview

Instructions

Before submitting your application, please ensure you have completed the following documents.

1. Budget template (Shared separately)
2. Detailed Work Plan
3. Due Diligence form
4. Please use Calibri font size 12 for your responses
5. Where applicable, refer to the [Terms of Reference](#) for your responses.

Project Name	APPLY+ Project Accelerated Pathways to Dignified Work, Enterprise and Economic Resilience for Refugee and Host Community Youth	Country/Location/ Camp	Yei River County, Central Equatoria State – South Sudan.
Organization Name	Rescue And Relief Mission - RRM	Proposed Start Date	01 st July 2026
Thematic Area(s) of Intervention	Education Food security and Livelihood Protection Climate Change and Environmental Protection	Proposed End Date	30 June 2028
Total Budget (USD)	USD 35,000	Youth in Work	90

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Executive Summary

Rescue and Relief Mission (RRM) proposes the implementation of the APPLY+ Project (Accelerated Pathways to Dignified Work, Enterprise and Economic Resilience for Refugee and Host Community Youth) in Yei River County over 24 months with a total budget of USD 35,000.

APPLY+ responds to persistent unemployment and economic exclusion among refugee, returnee, internally displaced, and vulnerable host community youth aged 18–35 years by creating practical pathways to dignified work and enterprise development. Building on lessons from RRM's 2025 APPLY pilot, the project shifts from stand-alone skills training to an integrated employment ecosystem that connects young people to employers, markets, financial services, and enterprise opportunities.

The project will recruit 140 refugee, returnee, internally displaced, and host community youth, including 98 young women (70%) and 14 persons with disabilities (10%). Of these, at least 120 participants are expected to successfully complete the Employment and Enterprise Readiness Pathway, comprising employability skills, entrepreneurship development, financial literacy, career guidance, and individualized transition planning. During the project implementation period, at least 120 participants will successfully complete the Employment and Enterprise Readiness Pathway and be supported to transition through Cooperative Enterprise Employment, Self-Employment, Wage Employment and Apprenticeship-to-Employment pathways. The target of 90 refers to participants expected to achieve Primary Youth-in-Work within the project implementation period. The remaining 30 apprenticeship participants are expected to continue progressing toward Primary Youth-in-Work beyond the reporting period through structured transition support.

The remaining 30 graduates will enter a structured apprenticeship transition pathway, where they will continue receiving workplace learning, employer matching, mentorship, enterprise coaching, and labour-market linkage support until they successfully transition into employment or self-employment. Once they secure employment or establish sustainable self-employment, they will also be counted as Primary Youth-in-Work. The project anticipates that up to 20 participants (14%) may not complete the Employment and Enterprise Readiness Pathway due to participant mobility and other contextual factors common in displacement settings.

Implementation is organized around three interconnected pillars. (1) Enterprise and Employability Preparation will provide participant profiling, individualized transition planning, employability coaching, entrepreneurship development, financial literacy, mentorship, and career guidance to prepare participants for work. (2) Youth-in-Work Transition and Market Pathways will support graduates to transition through four market-driven pathways: Cooperative Enterprise Employment, Self-Employment, Wage Employment, and Apprenticeships Leading to Employment.

These pathways respond to participants' aspirations and labour-market demand while contributing to Primary Youth-in-Work outcomes. As a result, at least 120 participants will successfully complete the Employment and Enterprise Readiness Pathway and transition through Cooperative Enterprise Employment, Self-Employment, Wage Employment, and Structured Apprenticeship-to-Employment



Pathway. During the project implementation period, at least 90 participants are expected to achieve Primary Youth-in-Work, while 30 apprenticeship participants will continue receiving workplace learning, employer matching, mentorship and transition support until they successfully secure employment or establish sustainable self-employment.

The 20 Self-Employment participants will receive individual enterprise coaching, financial literacy, and market-linkage support to establish and grow viable micro-enterprises in locally demanded sectors. The 15 Wage Employment participants will be placed with local employers, SMEs, and institutional buyers through employer partnership agreements and job-placement facilitation. In addition, 30 participants will participate in a structured apprenticeship-to-employment pathway, receiving workplace learning, employer matching, mentorship, enterprise coaching, and post-placement support to facilitate their transition into wage employment or sustainable self-employment.

Participants who successfully transition from the Structured Apprenticeship-to-Employment Pathway into employment or self-employment will be counted as Primary Youth-in-Work in accordance with the Foundation's Youth-in-Work measurement framework. (3) Financial Inclusion and Local Systems Strengthening will establish four Village Savings and Loan Associations (VSLAs) linked to SACCOs and financial institutions to improve business growth, financial resilience, and long-term employment sustainability. Participants requiring additional support will continue to receive mentorship, enterprise coaching, financial inclusion services, networking opportunities, and employment referrals to strengthen their transition into dignified work.

The project will prioritize locally viable sectors with demonstrated market demand, including branding and printing services, detergent production, visibility materials, and community business services. It aims to achieve 90 Primary Youth-in-Work outcomes, with at least 63 participants remaining economically active twelve months after transition. Beyond individual employment outcomes, APPLY+ will strengthen inclusive local employment systems by fostering partnerships among refugee-led organizations, employers, financial institutions, government agencies, and community stakeholders, creating sustainable opportunities for displacement-affected youth.

A Youth-in-Work Tracking System, integrated with robust Gender Equality and Social Inclusion (GESI), safeguarding, and Monitoring, Evaluation, Accountability and Learning (MEAL) systems, will support evidence-based decision-making, accountability, continuous learning, and effective measurement of employment outcomes while contributing to long-term economic resilience and self-reliance in Yei River County.

Program Design

APPLY+ is designed as a market-systems and Youth-in-Work transition initiative that addresses the structural barriers preventing displacement-affected youth from accessing dignified work. Rather than assuming that training automatically leads to employment, the project is intentionally designed to support participants' transition into new, additional, improved, or sustained employment and self-employment (Primary Youth-in-Work) by connecting them to markets, employers, financial services,

enterprise opportunities, business networks, and continued mentorship that enable long-term economic participation and resilience.

The project adopts a three-stage Youth-in-Work Transition Model that aligns with the Mastercard Foundation Shared Measures Framework, supporting participants from recruitment and employability preparation through transition into Primary Youth-in-Work and sustained employment outcomes.

The first stage focuses on readiness and pathway planning. A total of 140 participants will undergo profiling, vulnerability assessment, labour-market orientation, and individualized transition planning recognizing the likelihood of normal participant mobility and contextual attrition common in displacement settings. This process identifies participants' aspirations, support needs, employability gaps, and the most appropriate pathway towards Primary Youth-in-Work. At least 120 participants are expected to successfully complete the employment and enterprise readiness pathway.

The second stage focuses on Youth-in-Work transition through four structured employment pathways. Participants who complete the employment and enterprise readiness pathway will transition into the pathway most appropriate to their skills, aspirations, and labour-market opportunities

(i) Cooperative Enterprise Employment: Participants transition into youth-led cooperative enterprises operating in locally viable sectors including branding and printing services, visibility materials production, sanitary and detergent production, and community business services. Cooperative members contribute their skills and labour, jointly manage enterprise operations, generate income from collective business activities, and receive cooperative governance training, business management coaching, production planning, quality assurance support, market linkage facilitation, institutional buyer engagement, and post-transition mentoring to sustain dignified work. The project does not provide grants, loans, revolving funds, or start-up kits.

(ii) Self-Employment: Individual micro-enterprises in tailoring, printing and photocopying services, detergent production, graphic design, digital services, mobile money agency support, retail trading, repair and maintenance services and other viable local enterprises supported through entrepreneurship coaching, business mentoring and market linkages.

(iii) Wage Employment: Employment with NGOs, private businesses, schools, hospitality businesses, printing companies and local SMEs following employability training, employer engagement and job matching.

(iv) Structured Apprenticeship-to-Employment Pathway: Structured workplace learning in tailoring and fashion design, Driving and basic mechanics for female participants only, printing, branding, ICT services, business administration and technical trades leading to wage employment or sustainable self-employment.

The project intentionally supports participants to transition into new, additional, improved, or sustained employment or self-employment (Primary Youth-in-Work), while post-placement



mentorship, employer follow-up, enterprise coaching, and market linkages are designed to help participants sustain these outcomes over time in line with the Mastercard Foundation Shared Measures Framework.

The third stage focuses on retention, sustainability, and verification of Youth-in-Work outcomes. Post-placement coaching, business mentoring, employer follow-up, VSLA participation, SACCO linkages, enterprise coaching, and business performance monitoring will help participants sustain their employment or self-employment, strengthen financial resilience, and improve the quality and stability of their livelihoods over time. The project's sustainability strategy emphasizes locally owned systems, including employer partnerships, financial institutions, cooperative governance, and peer mentorship mechanisms that continue supporting Youth-in-Work beyond the project period.

The project will be implemented through a refugee-led, gender-responsive, and disability-inclusive approach. Women, persons with disabilities, refugees, returnees, IDPs, and host community youth will participate as decision-makers, enterprise leaders, and peer mentors. Safeguarding, accessibility measures, and social cohesion principles will be integrated throughout implementation to ensure safe, equitable, and meaningful participation.

Through this design, APPLY+ seeks not only to strengthen local employment systems but also to enable measurable Youth-in-Work outcomes, supporting participants to secure and sustain new, additional, improved, or sustained employment or self-employment while creating inclusive labour-market systems that continue generating opportunities for displacement-affected youth beyond the project period.

Project Goal, Key Objectives and Milestones

Project Goal

The goal of the APPLY+ Project is to increase access to inclusive, sustainable, and dignified Youth-in-Work opportunities for 140 refugee, internally displaced, returnee, and vulnerable host community youth (18–35 years) in Yei River County, including at least 70% young women (98 participants) and 10% persons with disabilities (14 participants). To account for anticipated participant attrition, the project will recruit 140 participants and support at least 120 participants to successfully complete the employment and enterprise readiness pathway.

Building on lessons from the APPLY pilot, the project will support participants to transition into new, additional, improved, or sustained employment or self-employment (Primary Youth-in-Work) through Cooperative Enterprise Employment including youth-led service enterprises; Self-Employment through locally viable micro-enterprises including tailoring and fashion design, driving and basic mechanics for female participants, printing, detergent production, digital and business services; Wage Employment through employer partnerships with NGOs, SMEs and private businesses; and Apprenticeships Leading to Employment in market-demand skills that result in wage employment or sustainable self-employment.

The project aims to reduce unemployment, economic exclusion, and aid dependency while promoting self-reliance, social cohesion, income growth, and long-term economic resilience. APPLY+ will contribute to stronger local labour-market systems that enable displacement-affected youth to access, sustain, and improve dignified livelihoods beyond the project period.

Key Objectives

Objective 1: Strengthen Employment Readiness and Transition Capacity

Outcome 1.1: At least 120 participants successfully complete the employment and enterprise readiness pathway and demonstrate improved employability, entrepreneurship, financial literacy, and work-readiness competencies required to transition into Primary Youth-in-Work.

Outputs

Output 1.1.1: Participants are recruited, profiled, assessed, and enrolled into tailored Youth-in-Work transition pathways.

Output 1.1.2: Participants receive employability coaching, entrepreneurship development, mentorship, career guidance, and individualized transition support to prepare for employment or self-employment.

Objective 2: Increase Participants' Transition into Primary Youth-in-Work

Outcome 2.1: At least 90 participants achieve Primary Youth-in-Work during the project period following successful completion of the Employment and Enterprise Readiness Pathway. An additional 30 participants will continue progressing through a structured apprenticeship-to-employment pathway. Their transitions into Primary Youth-in-Work will be tracked and verified as they secure employment or sustainable self-employment, including beyond the project reporting period.

Outputs

Output 2.1.1: Four structured Youth-in-Work pathways are operational, enabling participants to transition through Cooperative Enterprise Employment, Self-Employment, Wage Employment, or Apprenticeships Leading to Employment according to their individualized transition plans.

Output 2.1.2: Inclusive labour-market systems are strengthened through 15 employer and market partnerships supporting transition of 90 participants into Primary Youth-in-Work through Cooperative Enterprise Employment, Self-Employment, Wage Employment and structured Apprenticeship-to-Employment pathways. In addition, 30 participants will participate in the Structured Apprenticeship-to-Employment Pathway, receiving workplace learning, mentorship, employer matching and transition support. Participants who successfully transition into employment or self-employment will be counted as Primary Youth-in-Work.

Objective 3: Strengthen Employment and Enterprise Partnerships for Financial Resilience and Sustainability

Outcome 3.1: Youth-in-Work participants demonstrate improved financial resilience, enterprise performance, and long-term business sustainability through strengthened financial inclusion systems and market partnerships.

Outputs

Output 3.1.1: Youth-led enterprises receive incubation, shared business services, market access, and business development support.

Output 3.1.2: Inclusive financial systems are strengthened through Village Savings and Loan Associations (VSLAs), SACCO linkages, financial literacy, and enterprise financing mechanisms that enhance employment retention and business growth.

Objective 4: Promote Inclusive Economic Participation and Systems Change

Outcome 4.1: Women, persons with disabilities, refugees, returnees, internally displaced persons, and host-community youth participate equitably in Youth-in-Work opportunities and inclusive local economic systems.

Outputs

Output 4.1.1: Gender Equality and Social Inclusion (GESI), safeguarding, disability inclusion, and leadership are strengthened across all project interventions.

Output 4.1.2: Structural barriers to Youth-in-Work are addressed through multi-stakeholder engagement, inclusive labour-market advocacy, employer partnerships, and refugee-host community economic collaboration.

Project milestones:

Milestone (Including Principal Deliverables)	By Whom	Estimated Completion Time
Milestone 1: Project Start-Up, Stakeholder Engagement & Systems Set-Up		
Project Start-Up & Systems Established Project inception completed, stakeholders engaged, and project management and MEAL systems operational.	Project Coordinator, Program Officer, MEAL Officer, Finance, Admin & Compliance Officer	Month 1
Milestone 2: Labour Market Assessment, Partnership Development & Participant Recruitment		

Partnerships & Participant Recruitment Completed Labour-market assessment completed, partnerships established, and 140 participants enrolled with transition plans.	Project Coordinator Program Officer	Months 2–4
Milestone 3: Employment Readiness & Youth-in-Work Preparation		
Employment Readiness Completed At least 120 participants complete the Employment and Enterprise Readiness Pathway.	Program Officer, Project Coordinator	Months 4–8
Milestone 4: Enterprise Development, Financial Inclusion & Market Readiness		
Youth-in-Work Pathways Operational Four Cooperative Enterprise Employment pathways, four VSLAs, and employer and market partnerships operational.	Project Coordinator, Program Officer	Months 6–10
Milestone 5: Youth-in-Work Transition & Enterprise Growth		
Primary Youth-in-Work Achieved At least 90 participants transition into Primary Youth-in-Work through the four employment pathways.	Project Coordinator, Program Officer	Months 9–18
Milestone 6: Youth-in-Work Retention, Learning, Sustainability & Project Close-Out		
Employment Sustained & Project Closed At least 63 participants sustain Youth-in-Work outcomes and project learning and close-out completed.	Project Coordinator, MEAL Officer, Program Officer	Months 12–24

Assumptions:

Assumption Category	Key Assumptions
Participant Engagement & Retention	It is assumed that the targeted refugee, internally displaced, returnee, and host community youth will remain committed to participating in the APPLY+ Project activities throughout the 24-month implementation period, including mentorship, enterprise incubation, apprenticeships, and VSLA activities.
	It is assumed that at least 86% of enrolled participants will complete the project cycle and actively engage in post-training employment, enterprise, or Structured Apprenticeship-to-Employment Pathway.
	It is assumed that women and persons with disabilities will continue to participate meaningfully in leadership, enterprise, and financial inclusion activities when provided with safe, inclusive, and gender-responsive support systems.



Labour Market & Economic Environment	It is assumed that local demand for services such as branding, printing, detergent production, tailoring, visibility materials, and digital business services in Yei River County will remain stable or increase during the project period.
	It is assumed that local SMEs, NGOs, schools, churches, radio stations, and private-sector actors will remain willing to engage in apprenticeship placements, enterprise partnerships, and youth employment opportunities.
	It is assumed that the local economy and market systems in Yei River County will remain functional enough to support youth-led enterprises and small business growth despite economic fluctuations.
Financial Inclusion & Enterprise Growth	It is assumed that participating youth will actively save through VSLAs and utilize SACCO linkage opportunities to strengthen enterprise growth and financial resilience.
	It is assumed that cooperative enterprises established under APPLY+ will generate sufficient income to sustain operations beyond the project period.
	It is assumed that youth-led enterprises will progressively reinvest profits into business expansion and job creation.
Infrastructure & Operational Environment	It is assumed that internet connectivity, electricity, and access to digital tools will remain sufficiently available to support enterprise operations and digital business activities.
	It is assumed that the Youth Enterprise & Digital shared enterprise infrastructure will remain operational and accessible throughout the project period.
	It is assumed that suppliers, service providers, and local partners will remain accessible despite inflation or logistical challenges.
Social Cohesion & Community Support	It is assumed that refugee, IDP, returnee, and host community youth will continue to collaborate peacefully within joint enterprises, VSLAs, and economic activities.
	It is assumed that community leaders, local authorities, and families will support youth participation, particularly women and persons with disabilities, in economic activities and leadership roles.
Institutional & Partnership Support	It is assumed that WUSC/DREEM will provide the planned technical assistance, mentorship, and institutional strengthening support throughout implementation.
	It is assumed that RRM staff and community facilitators will remain available and committed to delivering project activities effectively.

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	It is assumed that partnerships with financial institutions, SACCOs, NGOs, and labour-market actors will remain active during the implementation period.
Security & Political Context	It is assumed that the security situation in Yei River County will remain sufficiently stable to allow project implementation, movement of staff and participants, and operation of enterprises.
	It is assumed that political instability or conflict will not significantly disrupt project implementation, market access, or youth participation.
Sustainability & Long-Term Impact	It is assumed that the Youth Enterprise & Digital PPP/shared enterprise infrastructure. and cooperative enterprises will continue operating after project completion through generated income and local ownership systems.
	It is assumed that successful graduates and peer mentors will continue supporting future youth cohorts and enterprise systems beyond donor funding.

Technical Assistance Needs at RLO

Capacity Needs	By Whom
Strengthening of Monitoring, Evaluation, Accountability and Learning (MEAL) systems, including outcome tracking, employment indicators, and data management tools	WUSC MEAL Team to RRM MEAL Officer and Project Team
Technical support on labour-market systems development, youth employment pathways, and enterprise incubation models	WUSC Livelihoods & Economic Inclusion Specialists
Capacity strengthening on financial management, donor compliance, budgeting, and financial reporting systems	WUSC Finance Team to RRM Finance and Admin & Compliance Staff
Procurement systems strengthening, supplier management, and asset accountability procedures	WUSC Operations/Procurement Team
Support in developing safeguarding, anti-discrimination, disability inclusion, and Gender Equality and Social Inclusion (GESI) policies and procedures	WUSC GESI and Safeguarding Team
Training on enterprise development, cooperative business management, and sustainability planning for youth-led enterprises	WUSC Economic inclusion and Enterprise Development Specialists
Strengthening organizational systems for partnership development, private-sector engagement, and employer linkage mechanisms	WUSC Program Team and Labour Market Advisors



Capacity building in proposal writing, donor engagement, and long-term resource mobilization strategies	WUSC Institutional Capacity Strengthening Team
Coaching on risk management, conflict-sensitive programming, and “Do No Harm” implementation approaches in fragile settings	WUSC Protection and Safeguarding Team
Digital systems strengthening, including digital data collection, reporting tools, and online visibility	WUSC Digital Innovation and Communications Team
Support in developing sustainability and revenue-generation strategies for the Youth Enterprise & Digital PPP/shared enterprise infrastructure.	WUSC Enterprise and Sustainability Advisors
Mentorship and coaching for RRM staff on adaptive management, project learning, and evidence-based programming	WUSC Technical Mentors and Project Advisors

Resource Plan

Activities	Budget (USD)	Resources Planned / Comments
Community mobilization, participants profiling, vulnerability assessment	500	Community meetings, participant registration forms, profiling and vulnerability assessment tools, transport and communication.
Labour-market assessment and employer mapping	500	Labour-market survey tools, stakeholder consultations, employer database templates and market assessment materials.
Employability, entrepreneurship and financial literacy coaching for 140 participants, with at least 120 completing the employment and enterprise readiness pathway.	500	Training materials, flipcharts, stationery, facilitator support and business planning templates.
Individual transition planning, mentorship and Youth Transition Tracking System	1,000	Participant Database, tracking forms, phone communication, mentorship tools and follow-up visits.
Cooperative enterprise incubation and establishment of 4 enterprises	1,000	Cooperative development manuals, enterprise coaching, registration support and production planning tools.
Enterprise tools, productive assets and quality assurance support	1,000	Shared production equipment, packaging materials, branding tools and quality assurance materials.



Implementation of the four Youth-in-Work pathways through cooperative enterprise support, self-employment coaching, wage employment placement, apprenticeship facilitation, employer engagement, and post-placement retention support.	1,000	Placement facilitation, supervision visits, retention coaching and employer engagement support.
Employer engagement, institutional buyer forums and market linkage events	800	Partnership meetings, institutional buyer consultations, MoU development and market linkage activities.
Business networking and market linkage events	500	Networking forums, business fairs and buyer-seller engagement sessions.
Enterprise registration and business compliance support	1,000	Registration fees, business licenses, constitutions and governance documentation.
Establishment and strengthening of 4 VSLAs and SACCO linkages	2,000	VSLA toolkits, savings ledgers, lock boxes, financial literacy materials and SACCO partnership meetings.
Employment and Enterprise Partnership Platform (PPP arrangements and co-investment support)	600	Shared workspace agreements, co-investment arrangements, mentorship partnerships and apprenticeship agreements.
Desktop computer procurement	1,800	Six desktop computers to support digital services, business incubation and enterprise production.
Heat press machine procurement	800	One heat press machine for branded merchandise and visibility production.
Epson printer procurement	500	One high-capacity printer for branding, printing and visibility services.
Starlink internet device	600	One Starlink device for enterprise operations and digital services.
Monthly internet subscription	1,200	Internet connectivity for 24 months to support enterprise services, business incubation and training activities.
Women leadership and disability inclusion activities	900	Leadership sessions, mentoring, inclusion training and accessibility materials.
Child-friendly spaces, caregiver support and disability accommodations	800	Childcare arrangements, accessibility support, transport support and reasonable accommodation measures.
Social cohesion and joint economic dialogue sessions	600	Dialogue meetings, community engagement sessions and collaborative enterprise discussions.



Transport and field monitoring	2,400	Fuel, field travel, monitoring visits and stakeholder engagement activities.
50% contribution to office rent	3,600	Shared office space for project management and implementation over 24 months.
Office stationery, printer ink and supplies	1,200	Printing materials, office supplies and consumables.
Banking, audit and compliance costs	600	Bank charges, audit services and compliance requirements.
Project Coordinator	2,400	Project oversight, partnerships and reporting.
Program Officer	2,400	Day-to-day implementation and enterprise support.
Finance, Admin & Compliance Officer	2,400	Financial management, procurement and compliance.
MEAL Officer	2,400	Monitoring, reporting and learning activities.
TOTAL PROJECT COST	35,000	

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Sustainability

The sustainability strategy is designed to sustain each of the four Youth-in-Work pathways. Cooperative Enterprise Employment will continue through locally governed enterprises; Self-Employment will be supported through financial inclusion, SACCOs, and enterprise mentoring; Wage Employment will be sustained through employer partnerships and labour-market referral systems; while Structured Apprenticeship-to-Employment Pathway will continue through long-term agreements with employers and vocational institutions.

First, APPLY+ will establish an Employment and Enterprise Partnership Platform bringing together employers, SMEs, SACCOs, vocational institutions, NGOs, and local authorities. Through formal partnership agreements, apprenticeship commitments, and buyer-supplier relationships, youth enterprises will continue accessing markets, mentorship, and employment opportunities after project completion.

Second, four cooperative enterprises and four VSLAs will be strengthened as community-owned economic structures. The cooperatives will operate in locally viable sectors with verified market demand, while VSLAs linked to SACCOs will continue mobilizing savings, providing business loans, and supporting enterprise expansion and financial resilience.

Third, the project will implement a graduated peer-mentor model. Eight peer mentors, including at least four women and representation of persons with disabilities and youth business champions will receive modest facilitation support during implementation to provide coaching, business follow-up, and transition support. Over time, mentors will be integrated into cooperative enterprises, partnership institutions, and business service arrangements, enabling them to generate income through training, enterprise coaching, and market facilitation services rather than relying indefinitely on project stipends. This approach builds local capacity while reducing long-term dependence on external technical assistance.

Fourth, sustainability will be reinforced through enterprise retention and local ownership mechanisms. The project aims for at least 70% of transitioned youth to remain economically active 12 months after entering employment or enterprise pathways. Enterprise governance systems, business continuity plans, and local management structures will be established by Month 18, six months before project closure.

Finally, RRM will leverage evidence generated through APPLY+ to mobilize additional investment, strengthen consortium partnerships, and scale the model to other refugee-hosting communities. By embedding employment pathways within local institutions and markets, APPLY+ is designed to leave behind a functioning, inclusive employment ecosystem that continues supporting dignified work and self-reliance beyond donor funding.

Estimated Implementation Timeline

Activities	Year 1 & 2								Responsibility
	1	2	3	4	1	2	3	4	

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Recruitment and orientation of project staff										Finance, Admin & Compliance Officer
Project inception meetings and stakeholder orientation										Project Coordinator
Community mobilization and participant recruitment (single cohort of 140 participants).										Project Coordinator, Program Officer
Baseline assessment										MEAL Officer
Labour-market assessment, employer mapping and buyer engagement										Program Officer
Development of participant database and profiling										MEAL Officer
Forward purchase agreements and apprenticeship MOUs										Project Coordinator
Enterprise and employability coaching sessions										Program Officer
Enterprise incubation and cooperative business set-up										Program Officer
Implementation of Cooperative Enterprise Employment, Self-Employment, Wage Employment and Structured Apprenticeship-to-Employment Pathway										Project Coordinator, Program Officer, Finance, Admin & Compliance Officer
Formation and strengthening of 4 VSLAs										Project Officer
SACCO and financial institution linkage activities										Program Officer
Procurement and installation of productive equipment and shared infrastructure										Finance, Admin & Compliance
Establishment of Employment and Enterprise Partnership Platform										Project Coordinator
Apprenticeship placement and employer engagement										Program Officer
Business networking and youth market linkage forums										Project Coordinator
Apprenticeship and job placement follow-up visits										Program Officer
Monitoring and mentorship support to enterprises and VSLAs										MEAL Officer
Women leadership and inclusion workshops										Project Coordinator
Safeguarding and disability inclusion sessions										Admin & Compliance
Midline review and adaptive learning assessment										MEAL Officer
Sustainability planning and transition arrangements										Project Coordinator
Documentation of success stories and case studies										MEAL Officer
Endline assessment (measurement of final indicators)										MEAL Officer
Final evaluation (independent review of relevance, effectiveness, sustainability and lessons learned)										External Evaluator

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Implementation Plan Key Performance Indicators (KPIs) & Measurement Plan

Key Performance Indicator	Data Collection Method, Frequency & Responsibility
KPI 1. Number of refugees, internally displaced, returnee and host community youth enrolled and supported through APPLY+ activities (disaggregated by sex, age, disability status, and registration status [Refugee, IDP, returnee, Host Community]). Target: Target: 140 participants recruited (98 women, 14 PWDs).	Registration forms, participant database and attendance records. Frequency: Quarterly. Responsibility: Program Officer MEAL Officer (verification and reporting).
KPI 2. Number and percentage of enrolled participants completing the Employment and Enterprise Readiness Pathway. Target: At least 120 participants complete the Employment and Enterprise Readiness Pathway.	Attendance sheets, completion records and transition plans. Frequency: Quarterly. Responsibility: Program Officer; MEAL Officer validates data.
KPI 3. Number of participants achieving Primary Youth-in-Work outcomes by securing new, additional, improved, or sustained employment or self-employment as a direct result of Foundation-supported interventions. Target: 90 participants achieve Primary Youth-in-Work during the project period. In addition, 30 participants will participate in the Structured Apprenticeship-to-Employment Pathway as a transition pathway. Their progression into Primary Youth-in-Work will be monitored and verified as employment outcomes are achieved.	Employment verification forms, employer confirmation, enterprise registration records, cooperative membership records, self-employment verification, and income surveys. Frequency: Quarterly. Responsibility: Program Officer (data collection), MEAL Officer (verification and reporting).
KPI 4. Percentage of Primary Youth-in-Work participants remaining economically active 12 months after transition. Target: At least 70% of participants who achieved Primary Youth-in-Work (63 participants) remain economically active 12 months after transition.	Employer verification, enterprise performance records, cooperative attendance and sales records, business registration and financial records (where applicable), participant follow-up interviews, and income verification surveys. Frequency: 12 months after transition (with periodic follow-up monitoring). Responsibility: Program Officer (data collection), MEAL Officer (verification, analysis, and reporting).
KPI 5. Number of youth: Number of participants participating in VSLAs and accessing enterprise	Program Officer and VSLA Leaders collect data.

financing. Target: 90 participants participating in VSLAs and 50 participants accessing loans/internal lending.	Finance, Admin & Compliance Officer and MEAL Officer verify.
KPI 6 Number and percentage of labour-market partnerships with employers, SMEs, SACCOs, institutional buyers, and private-sector actors that result in tangible Youth-in-Work opportunities for project participants, including employment, Structured Apprenticeship-to-Employment Pathway, procurement contracts, enterprise market access, or business partnerships. Target: 15 labour-market partnerships established and maintained. At least 12 partnerships generate Youth-in-Work opportunities resulting in transition of participants through Cooperative Enterprise Employment, Self-Employment, Wage Employment and In addition, 30 participants will participate in Structured Apprenticeship-to-Employment Pathway. Their progression into Primary Youth-in-Work will be monitored and verified as employment outcomes are achieved.	Signed MoUs, partnership agreements, apprenticeship records, employer verification forms, procurement contracts, market linkage records, participant employment verification forms, and partnership performance reports. Frequency: Biannual (every six months). Responsibility: Project Coordinator leads partnership engagement and verification; Program Officer documents employment and market outcomes; MEAL Officer validates, analyzes, and reports results.
KPI 7: Percentage of women and persons with disabilities (PWDs) participating in leadership roles and successfully transitioning into Primary Youth-in-Work (Cooperative Enterprise Employment, Self-Employment, Wage Employment, and Apprenticeships Leading to Employment Structured Apprenticeship-to-Employment Pathway). Target: Maintain 70% women, 10% PWD participation, and 50% women representation in enterprise governance structures.	Participant database, leadership records, enterprise and apprenticeship records, Youth-in-Work tracking database. Frequency: Quarterly, with midline and endline verification. Responsibility: Program Officer collects data. MEAL Officer verifies, Project Coordinator provides oversight.
KPI 8. Total cumulative savings mobilized through VSLAs. Target: USD 5,000.	Savings ledgers and financial reports. Frequency: Quarterly. Responsibility: Finance, admin and compliance Officer and VSLA leaders; MEAL Officer verifies.
KPI 9: Percentage of Primary Youth-in-Work participants reporting improved income, job	Income surveys, enterprise performance records, employer verification. Frequency: Midline and Endline.

quality, or business performance compared to baseline. Target: At least 70%.	Responsibility: MEAL Officer.
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Risks & Mitigation Measures

Risk	Mitigation Measures
Socio-cultural norms limiting women's participation and leadership	Conduct community sensitization with local leaders, men, caregivers, and women's groups; provide flexible schedules, child-friendly spaces, and female mentorship; maintain at least 70% women's participation and leadership quotas in VSLAs and cooperatives.
Low participation of persons with disabilities (PWDs)	Use vulnerability profiling tools during participant selection to identify accessibility and support needs; implement safeguarding and disability inclusion sessions; provide reasonable accommodation, assistive support, transport assistance, and tailored mentorship; engage caregivers and promote PWD leadership opportunities.
Refugee and host community movement affecting participation continuity	Establish participant tracking systems, remote coaching, and phone-based mentorship; prioritize cooperative and transferable enterprise models that can continue across locations.
Limited market demand and low purchasing power	Conduct labour-market assessments before enterprise investment; secure forward purchase agreements and institutional buyers; strengthen business-to-business partnerships and diversify income streams.
Weak private-sector engagement and limited employment opportunities	Establish formal partnerships and MOUs with employers, NGOs, SMEs, schools, and churches; create apprenticeship agreements and employment referral systems; organize business networking and employer engagement forums.
Security instability and election-related disruptions	Conduct regular security assessments and contingency planning; coordinate with local authorities and humanitarian partners; avoid large gatherings during periods of tension and adopt flexible implementation approaches.
Inflation and rising operational costs	Apply phased procurement, prioritize local suppliers, establish framework agreements, and regularly review budgets and cost assumptions.
Fraud, misuse of funds, and weak financial controls	Enforce procurement and financial policies, conduct regular audits and spot checks, apply segregation of duties, and maximize cashless transactions.
Low savings culture and weak financial resilience among youth	Strengthen financial literacy, establish four VSLAs linked to SACCOs, provide enterprise coaching, and monitor savings and loan performance regularly.

Low enterprise survival after project completion	Focus on market-driven enterprises, strengthen governance and business continuity plans, facilitate SACCO linkages, and provide post-transition mentorship and retention support.
Dependency on project-supported services and structures	Establish public-private partnership arrangements, gradually transfer management responsibilities to local actors, and implement sustainability and exit plans beginning in Year 2.
Weak monitoring and participant tracking systems	Deploy and maintain a Youth-in-Work Tracking System with indicators disaggregated by sex, age, disability status, and registration status (Refugee, IDP, Returnee, Host Community); assign monitoring responsibilities across project staff and community structures.
Safeguarding incidents or exclusion of vulnerable participants	Implement safeguarding policies, complaint and feedback mechanisms, staff training, referral pathways, and periodic safeguarding reviews to ensure safe and meaningful participation.

Annex 1

Attach all the necessary supporting documents (Detailed Budget and Work Plan).

Implementation Phase	Activity	Expected Output / Deliverable	Indicative Timeline	Lead Responsibility	Related KPI(s)	Means of Verification	Key Risks / Dependencies	Learning / Adaptive Management Actions
Project Start-up & Systems Set-up	Project inception, stakeholder engagement, staff induction, safeguarding and GESI orientation, partnership mapping, and establishment of project management, MEAL, and Youth-in-Work Tracking Systems.	Inception Report, Approved Work Plan, Stakeholder Mapping Report, Project Management Systems, MEAL Framework, Safeguarding Systems, and Youth-in-Work Tracking System established.	Month 1	Project Coordinator	KPI 1, 6, 7	Inception report; stakeholder register; MEAL tools	Delayed stakeholder engagement	Review readiness and strengthen stakeholder coordination.
Labour Market Assessment, Partnership Development & Participant Recruitment	Conduct labour-market assessment, employer mapping, institutional buyer consultations, participant recruitment, profiling, and development of individualized Youth-in-Work transition plans.	Labour Market Assessment Report completed; Employer Partnership Database established; 140 participants (98 women, 14 PWDs) recruited, profiled and enrolled; 140 individualized Youth-in-Work	Months 2–4	with Project Coordinator Program Officer	KPI 1, 2, 6, 7	Labour Market Assessment Report, Participant Database, Employer Partnership Database, Registration Forms, Transition Plans	Weak market demand	Adjust pathways based on market evidence.

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		transition plans completed.						
Employment Readiness & Enterprise Preparation	Deliver employability, entrepreneurship, financial literacy, workplace readiness, mentorship, career guidance, safeguarding, and individualized transition support.	At least 120 participants complete the Employment and Enterprise Readiness Pathway and demonstrate improved employability, entrepreneurship, financial literacy, and workplace-readiness competencies.	Months 4–8	MEAL Officer Program Officer	KPI 2, 7,9	Attendance Registers, Pre- and Post-Training Assessments, Mentorship Records, Individual Transition Plans, Competency Assessment Reports	Participant attrition	Increase mentoring where completion rates decline.
Enterprise Development, Financial Inclusion & Market Readiness	Establish four cooperative enterprises, four VSLAs, facilitate SACCO linkages, provide enterprise incubation and productive assets, establish the Employment & Enterprise Partnership Platform, and strengthen employer and market partnerships.	4 cooperative enterprises, 4 functional VSLAs supporting 90 participants, SACCO partnerships established, Employment & Enterprise Partnership Platform operational, and enterprise market linkages secured.	Months 6–10	Program Officer	KPI 3, 5, 6, 7, 8,9	Placement records; enterprise records; MoUs	Limited employer uptake	Expand employer engagement and business support.

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Youth-in-Work Transition through Four Employment Pathways	Support participants through Cooperative Employment, Self-Employment, Wage Employment, and Apprenticeships Leading to Employment using employer engagement, enterprise coaching, job placement, apprenticeship facilitation, and post-placement support.	90 participants achieve Primary Youth-in-Work, including 45 in Cooperative Employment, 20 in Self-Employment, 15 in Wage Employment, and 10 completing Apprenticeships Leading to Employment or Self-Employment.	Month 9-18	Project Coordinator Program Officer	KPI 3, 6,7,9	Employer verification forms, employment records, apprenticeship records, enterprise registration records, cooperative membership records, income verification	Limited employer uptake; low enterprise performance; apprenticeships not leading to employment	Expand employer partnerships, strengthen market linkages, and adjust participant pathway placement based on performance.
Retention, Monitoring, GESI & Adaptive Learning	Conduct post-placement coaching, employer and enterprise follow-up, Youth-in-Work verification, income and enterprise performance monitoring, GESI tracking, quarterly learning reviews, and document success stories.	At least 63 participants remain economically active after 12 months; Youth-in-Work retention, enterprise performance, income growth, financial resilience, GESI outcomes, and	Months 12–24	MEAL Officer Program Officer	KPI 3, 4, 5, 7, 8, 9	Monitoring reports; follow-up surveys	Weak enterprise sustainability	Use monitoring evidence to adapt implementation.

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		success stories documented.						
Sustainability & Close-out	Finalize the Sustainability & Exit Strategy, strengthen enterprise governance and local ownership, formalize employer, SACCO and vocational partnerships, conduct the final evaluation, document lessons learned and success stories, disseminate results, and complete project close-out.	At least 63 participants sustain Youth-in-Work outcomes; Sustainability & Exit Strategy completed; enterprise continuity arrangements established; employer and financial partnerships formalized; Final Evaluation completed; Success Stories and Lessons Learned documented; Final Project Report submitted.	Sustainability Planning: Months 1–24; Final Evaluation & Close-out: Months 23–24.	Project Coordinator MEAL Officer Program Officer	All KPIs	Sustainability & Exit Strategy, Final Evaluation Report, Partnership Agreements, Enterprise Continuity Plans, Success Stories, Lessons Learned Report, Final Project Report	Reduced partner engagement; limited enterprise sustainability after project closure	Document lessons learned, strengthen long-term partnerships, and use project evidence to inform future programming and resource mobilization.

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Implementing period	
YEAR 1	YEAR 2

Partner Organisation Name :
Project Title:
Fund Implementation Period:

Rescue And Relief Mission -RRM
APPLY + Project
2026-2028

Country: South Sudan
Start Date: dd/mm/yy 1-Aug-26
End Date:dd/mm/yy July 30 2028



Categories of cost	Unit of cost (USD)	No. of Units/litres/ People	Partner RLO- Level of effort/ Percentage	Months/ days	Total Cost (USD)		Quarter 1	Quarter 2	Quarter 3	Quarter 4	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Comments
OBJECTIVE 1: Employability & Transition Readiness															
1.1. Community mobilization, participant recruitment, profiling and vulnerability assessment for 140 participants	250.00	2.00	-	24 Months	500.00		500.00								2 *\$250 field mobilization exercises. Supports the Labour Market Assessment, Partnership Development & Participant Recruitment phase (Months 2-4): two community mobilization exercises enabling recruitment, profiling and vulnerability assessment ahead of enrolment, contributing to KPI 1, 6 and 7.
1.2. Labour-market assessment, employer mapping and institutional buyer engagement	250.00	2.00	-	24 Months	500.00		250.00			250					2 x \$250 assessment and consultation exercises. Supports the Labour Market Assessment, Partnership Development & Participant Recruitment phase (Months 2-4): two assessment/consultation exercises informing the Labour Market Assessment Report and Employer Partnership Database, contributing to KPI 1, 2, 6 and 7.
1.3. Employability, entrepreneurship, financial literacy and workplace-readiness training for 140 recruited participants (120 completing the readiness pathway).	250.00	2.00	-	24 Months	500.00			250.00		250					2 training sessions X \$250 Per training session. Supports the Employment Readiness & Enterprise Preparation phase (Months 4-8): two training sessions delivering employability, entrepreneurship, financial literacy and workplace-readiness content, contributing to KPI 2, 7 and 9.
1.4. Individual Youth-in-Work transition planning, mentorship and Youth-in-Work Tracking	250.00	4.00	-	24 Months	1,000.00		250.00		250	250	250				4 X \$250 mentorship/tracking follow-up sessions. Supports the Employment Readiness & Enterprise Preparation phase (Months 4-8): four mentorship and Youth-in-Work Tracking System follow-up sessions enabling individualized transition planning and career guidance, contributing to KPI 2, 7 and 9.
Sub Total 1:					2,500.00	#	1,000.00	250.00	250.00	-	750.00	250.00	-	-	
OBJECTIVE 2: Youth-in-Work Transition & Labour Market Systems															
2.1. Workplace Readiness and Employability Assessment Services	250.00	4.00	-	24 Months	1,000.00		250		250		250	250			4 workplace readiness assessment at \$250 per sessions. Supports the Employment Readiness & Enterprise Preparation phase: four workplace readiness and employability assessment sessions supporting completion of the Readiness Pathway, contributing to KPI 2, 7 and 9.
2.2. Youth Career Development and Employment Readiness Services	250.00	4.00	-	24 Months	1,000.00		250		250.00		250.00	250			4 career development sessions x \$250. Supports the Employment Readiness & Enterprise Preparation phase: four career development sessions covering CV development, interview preparation and employment action planning, contributing to KPI 2, 7 and 9.
2.3. Youth-in-Work transition through Apprenticeships Leading to Employment, Wage En	250.00	4	-	24 Months	1,000.00			250		250		250	125	125	4 x \$250 placement and retention support sessions. Supports the Youth-in-Work Transition through Four Employment Pathways phase (Months 9-18): four activities facilitating apprenticeship placement, wage employment matching and post-placement retention support, contributing to KPI 3, 6, 7 and 9.
2.4. Employer engagement, institutional buyer partnerships and labour-market linkage events.	400.00	2	-	24 Months	800.00			400			400				2 employer engagement events at \$400 per engagement. Supports employer and market-systems engagement across the project: four employer engagement and labour-market linkage events establishing and maintaining partnerships, contributing to KPI 3, 5, 6, 7, 8 and 9.
2.5. Business networking and market linkage events	250.00	2	-	24 Months	500.00			250			250				2 business networking events X \$250 each market linkages event. Supports the Enterprise Development, Financial Inclusion & Market Readiness phase (Months 6-10): two business networking and market linkage events strengthening enterprise market access, contributing to KPI 5, 6, 7, 8 and 9.
2.6. Enterprise Performance Improvement and registration, licensing and business comp	250.00	4	-	24 Months	1,000.00			1,000.00							4 enterprise performance support sessions including registration at \$250 each . Supports the Enterprise Development, Financial Inclusion & Market Readiness phase: four sessions on enterprise performance coaching, registration, licensing and compliance support, contributing to KPI 3, 5, 6, 7, 8 and 9.
Sub Total 2:					5,300.00		500.00	1,900.00	500.00	250.00	1,400.00	500.00	125.00	125.00	
OBJECTIVE 3: Enterprise Hub, Financial Inclusion & Local Systems Strengthening															
3.1. Youth-in-Work Transition and Employment Support Across Four Employment Pathw	500.00	2.00	-	24 Months	1,000.00			500			500				2 employment pathway support activities x \$500 each. Supports the Enterprise Development, Financial Inclusion & Market Readiness phase (Months 6-10): four activities establishing and strengthening cooperative enterprises and VSLAs, contributing to KPI 3, 5, 6, 7, 8 and 9.
3.2. Employment & Enterprise Partnership Platform, employer engagement and market s	300.00	2.00	-	24 Months	600.00			300			300				2 partnership coordination activities x \$300 each. Supports coordination of the Employment & Enterprise Partnership Platform: four activities strengthening employer and market-systems linkages, contributing to KPI 3, 6, 7 and 9.
3.3. Desktop computers procurement	300.00	6 Pcs	-	24 Months	1,800.00		1800								6 desktop computers X \$300 each. Equips the Youth Enterprise & Digital Hub with six desktop computers to support enterprise production, digital services and MEAL/administrative functions, contributing to KPI 3, 5, 6 and 9.
3.4. Heat press machine procurement	800.00	1.00	-	24 Months	800.00		800								1 heat press machine X \$800. Equips the Youth Enterprise & Digital Hub with one heat press machine supporting cooperative branding and production services, contributing to KPI 3, 5 and 9.
3.5. Epson printer procurement	500.00	1.00	-	24 Months	500.00		500								1 Epson printer X \$500. Equips the Youth Enterprise & Digital Hub with one high-capacity printer supporting enterprise printing, visibility and cooperative production services, contributing to KPI 3, 5 and 9.
3.6. Starlink internet device	600.00	1.00	-	24 Months	600.00		600								1 Starlink device X \$600. Establishes connectivity for the Youth Enterprise & Digital Hub through one Starlink device, supporting enterprise, MEAL, and coordination systems for the project duration.
3.7.Monthly Internet Subscription	50.00	24.00	-	24 Months	1,200.00		150	150	150	150	150	150	150	150	24 months subscription of internet services X \$50 Each Month. Sustains connectivity for the Youth Enterprise & Digital Hub through 24 months of internet subscription, supporting enterprise operations, MEAL reporting and partnership coordination.
3.8. Solar Power System Upgrade (Additional Solar Panels, Battery Storage and Installati	1,000.00	1 Lot	-	24 Months	1,000.00		1,000.00								1 solar power units X \$1000. Strengthens the existing power supply at the Youth Enterprise & Digital Hub with two additional solar power units, ensuring reliable energy for enterprise production and digital services.
Sub Total 3:					7,500.00		4,850.00	950.00	150.00	150.00	950.00	150.00	150.00	150.00	
OBJECTIVE 4: Inclusive Economic Participation & Systems Strengthening															
4.1. Women leadership, disability inclusion and enterprise governance support.	225.00	4 Sessions	-	24 Months	900.00		225		225		225		112.5	112.5	4 leadership and inclusion sessions at a cost of \$225 per session. Supports the Retention, Monitoring, GESI & Adaptive Learning phase: four sessions on women's leadership, disability inclusion and enterprise governance, contributing to KPI 7, 8 and 9.
4.2. Implement inclusive participation support measures, including temporary child-frien	200.00	4.00	-	24 Months	800.00		200		200		200		100	100	USD 200 × 4 quarters = USD 800. The budget will support the establishment and operation of temporary child-friendly spaces during training, coaching, mentorship, and other project activities, including childcare attendants, basic play and learning materials, caregiver support, and reasonable accommodations for participants with disabilities. The allocation is budgeted quarterly to ensure these inclusive participation measures are available consistently throughout the 24-month project implementation period, enabling women, caregivers, and persons with disabilities to participate fully in project activities without interruption.
4.3. Social cohesion and refugee-host economic collaboration dialogues.	150.00	4.00	-	24 Months	600.00		150		150		150		75	75	4 community dialogue sessions conducted X \$ 150 Per session. Supports social cohesion objectives across the project: four quarterly dialogues fostering refugee-host economic collaboration, contributing to KPI 7 and 8.
Sub Total 4.					2,300.00		575.00	-	575.00	-	575.00	-	287.50	287.50	
5. Operations Cost															
5.1.Transport, field supervision and Youth-in-Work monitoring and success-story docum	100.00	1.00	-	24 Months	2,400.00		300	300	300	300	300	300	300	300	24 months X \$ 100 monthly. Covers 24 months of transport, field supervision and Youth-in-Work monitoring/success-story documentation, supporting implementation and MEAL functions across all phases.
5.2. 50% Contribution to office rent	150.00	1.00	-	24 Months	3,600.00		450	450	450	450	450	450	450	450	24 months X \$50 Monthly rent contribution. Covers 24 months of the partner's 50% office rent contribution, sustaining project operations for the full implementation period.
5.3. Office stationary, Printer Ink and supplies	50.00	1.00	-	24 Months	1,200.00		150	150	150	150	150	150	150	150	24 months X \$50 monthly. Covers 24 months of office stationery, printer ink and supplies required for day-to-day project administration and documentation.
5.4. Banking, Financial Management, Audit and Compliance Costs	600.00	1.00	-	24 Months	600.00		90	85	85	85	85	85	42.5	42.5	1 audit X \$600, Cost covers Project cycle (24 Months) Withdrawal Charges and compliance package. Covers banking, financial management, audit and compliance services for the 24-month project period, ensuring sound financial oversight and donor compliance reporting.
Sub Total 5:					7,800.00		990.00	985.00	985.00	985.00	985.00	985.00	942.50	942.50	
6. Personnel															
6.1. Project Co-ordinator	100.00	1.00	-	24 Months	2,400.00		300	300	300	300	300	300	300	300	Covers 24 months Incentive X \$100 for Project Coordinator time dedicated to inception, stakeholder coordination, oversight of the Work Plan and overall project management (All KPIs).
6.2. Program officer	100.00	1.00	-	24 Months	2,400.00		300	300	300	300	300	300	300	300	Covers 24 months X \$100 monthly incentive for Program Officer time supporting labour-market assessment, participant recruitment, training delivery and Youth-in-Work transition activities (KPI 1, 2, 3, 6, 7, 9).
6.3. Finance, Admin & Compliance.	100.00	1.00	-	24 Months	2,400.00		300	300	300	300	300	300	300	300	Covers 24 months X \$100 Monthly Incentive for Finance, Admin & Compliance Officer time managing project finances, procurement and donor compliance.
6.4. MEAL Officer	100.00	1.00	-	24 Months	2,400.00		300	300	300	300	300	300	300	300	Covers 24 months X \$100 monthly incentive for MEAL Officer time managing the MEAL Framework, Youth-in-Work Tracking System, monitoring, evaluation, accountability and learning
Sub Total 6.					9,600.00		1,200.00	1,200.00	1,200.00	1,200.00	1,200.00	1,200.00	1,200.00	1,200.00	
					35,000.00	#	9,115.00	5,285.00	3,660.00	2,585.00	5,860.00	3,085.00	2,705.00	2,705.00	
														2,434.50	

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