

ToR Questions	Feedback
<p>1. As we work on drafting our response, we have some clarification questions to help better refine our proposal to address your specific requirements, highlighted below:</p> <ul style="list-style-type: none"> a. Given the focus on enhancing the granularity of green job estimates and the intention to yield actionable recommendations for stakeholders, what are your expectations on geographical scope? <ul style="list-style-type: none"> ○ We would recommend focusing on a few countries (e.g., South Africa, Kenya, and Nigeria from Phase 1) to obtain a higher degree of accuracy and actionability b. Has there been a re-evaluation or prioritization on the focus value chains? <ul style="list-style-type: none"> ○ We noticed that the value chains mentioned in the ToR are adjacent to what was covered in Phase 1 ○ In the spirit of moving to practical implementation, is there liberty to select the highest yielding value chains and job profiles (occupations) within each, rather than doing a shallowed analysis across all 12 value chains? c. What are the expectations on the level of granularity required in the roles forecasting? <ul style="list-style-type: none"> ○ Would this be at the job family level (e.g., business support, labourer, scientist, technician, engineer etc.) or at the occupation level (e.g., project manager, HR, general construction worker, data analyst, civil technician, chemical engineer etc.)? As a reference, when we have done similar work, a single value chain can yield 30-40 occupations across 8-10 job families. d. What is the expectations on the types of jobs for the forecasting? <ul style="list-style-type: none"> ○ Our hypothesis is that direct and indirect jobs is in scope, whereas 	<ul style="list-style-type: none"> a. We would encourage bidders to propose the geographic scope that they believe will be best placed to execute against and provide the most relevant and accurate figures. We are looking for data that will be actionable and relevant. b. Related to above, we would encourage the bidders to propose the value chains that they believe will be most likely to drive towards action and relevant data and insights for stakeholders. c. Our ideal scenario would be to deep dive on as many occupations as possible, but we understand that may impact the number of value chains and/or countries you may focus on. If suitable, we could review a set of options that show more or less job families vs occupations to understand the trade-offs and make the best-informed decision. d. For the purposes of this study focusing on jobs that require skilling would be the most important.

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| <p>induced jobs would be less relevant</p> <ul style="list-style-type: none"> ○ Further, is the expectation to cover all job taxonomies in equal measure (unskilled, specialized, general/admin, and advanced) or to focus on job profiles that require skilling (e.g., specialized and advanced) <p>e. For labour supply analysis, to what extent are we sizing the volume of graduates and trainees in existing programmes to understand the gap against demand for green jobs versus conducting an in-depth diagnostic on the capabilities set, including an employer-led skills gap/ mismatch analysis?</p> <ul style="list-style-type: none"> ○ Our hypothesis is that it would be most relevant to look at institutional capacity to understand the skills and volume of graduates these can churn out rather than following career paths and taking a stock of skills in the country. <p>f. Under the deliverables, there is a discrete request for 'SME job creation models' and a 'Green SME Employment Playbook'. Given the focus of the ToR on workforce development, we consider this to be an independent, follow-on project. Could you please share expectations and research questions for these?</p> <p>g. Is the same level of granularity expected for demand forecasts for 2030 and 2050?</p> <ul style="list-style-type: none"> ○ Our recommendation for the 2050 forecast would be to have a small work module to extend the existing Phase 1 2030 forecasts based on best available data (or growth expectations) of the unit growth drivers for each value chain. But, it will be challenging to translate this to 2050 supply/demand values at the job profile / occupation level with any degree of accuracy. <p>h. To confirm, is the deadline for submission on a Sunday (22nd June 2025)? Would it be possible to submit on the following Monday, 23rd of June?</p> | <p>e. We encourage the bidder to pursue whichever approach will allow them to get to the most relevant and actionable data, and are not opposed to either option.</p> <p>f. This is mainly to ensure that research report provides practical recommendations for scaling job creation in small and growing businesses. However, should the bidder feel that it would compromise the data and research insights; thus necessitate an independent assignment- we are happy to reconsider.</p> <p>g. No we do not expect the same level of granularity for both.</p> <p>h. The bid submission deadline has been extended to 25th June 2025, 12:00pm EAT.</p> |
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<p>i. We recognize that the dissemination of the study results is a major priority. Is there any expectation that the consulting partner manage this dissemination process through delivery and drive the engagement with stakeholders? Or is the to aim to receive a deliverable of a actionable plan and mapping of institutions/individuals for engagement?</p>	<p>i. We hope to receive a deliverable of an actionable plan and mapping of institutions/individuals for engagement?</p>
<p>2. Is there any other entity we can contract with (ex: Shell Foundation), as Accenture does not have a legal entity in Kenya? We do have our legal entity in South Africa.</p> <p>a. We recently conducted a project for FSD Africa and the Carbon Value Exchange Ltd (CAVEX) on the <i>Feasibility of designing a fund to accelerate high impact carbon projects joining CAVEX</i>. For this opportunity, Accenture UK contracted with CAVEX UK for ease of contracting in light of Accenture's geographic and legal limitations.</p> <p>b. Are you open to a remote team working on this project or do you expect an in-person team?</p> <p>c. Are you open to a consortium of partners performing this assignment?</p> <p>d. Would you be able to provide us with additional information on the budget range?</p>	<p>a. We can only contract with our Kenyan entity. Nevertheless, our contract has two governing laws, England and Wales and the Republic of Kenya. So, I believe there should not be a problem with contracting if awarded</p> <p>b. We are generally open to remote working team but would appreciate it if some team members are based in Africa.</p> <p>c. Yes, that should be fine. Just important to have a lead firm for the assignment.</p> <p>d. Thank you for this. for this assignment, the budget range is between £150k-£200K (tax inclusive). This should also include your reimbursable costs and all project relate costs. Additionally, our emphasis is on value for money, therefore we encourage the suppliers to provide us with the most competitive rates in the market</p>
<p>3. It would be better if we know the evaluation criteria and awarding of marks for this consultancy project.</p>	<p>Thank you. This was outlined in the ToR section, under section 6 – Basis of award. Every criteria has weighted score.</p>
<p>4. Do you have any indication on the budget or LOE available for this project? Is the financial score calculated including the reimbursement costs?</p> <p>a. While we understand the research is assessing green jobs across Africa, are there any specific focus regions?</p> <p>b. Given the report will be a publicly available document, should we include a budget for copy editing and graphic design to ensure the report is suitable for an external facing audience?</p> <p>c. We note that the consultant is expected to engage with users of the data (i.e. private sector, government, funders etc) - is there</p>	<p>Thank you for this. For this assignment, the budget range is between £150k-£200K (tax inclusive). This should also include your reimbursable costs and all project related costs. Additionally, our emphasis is on value for money, therefore we encourage the suppliers to provide us with the most competitive rates in the market</p> <p>a. We would encourage bidders to propose the geographic scope that they believe will be best placed to execute against and provide the most relevant and accurate figures. We are looking for data that will be actionable and relevant.</p> <p>b. Yes, the report will be published. We believe copy editing should be part of delivering a good final report,</p>

<p>also an expectation to engage with the beneficiaries of the potential jobs?</p> <p>d. You mention in the TOR the requirement for references from at least three comparable assignments - please confirm that these should be reference letters rather than just a name and contact of the referee. If so, do you have a template or format you would like these reference letters in and can these letters be included as an appendix (i.e. outside of the 10 page limit)?</p> <ul style="list-style-type: none"> o Can we include references from the partners that have issued the TOR (i.e. FSD Africa, Shell Foundation or Shortlist)? <p>e. Is the skills and qualification requirement of a master's degree or equivalent post-graduate qualification required for the whole team or only the team lead?</p> <p>f. Is the gender sustainability consideration focused on the consultant's team or also based on how the methodology is conducted?</p>	<p>whether it is public-facing or not, so we don't recommend quoting it separately. However, you can include a separate budget item for design.</p> <p>c. This might not be relevant at this point, unless the consultant deems it crucial to the assignment. However, you could also consider engaging with organisations that have direct contact with the workforce such as skilling institutions, intermediaries (eg placement companies), and associations in workforce development.</p> <p>d. Yes, it would be great to have reference letters if they can be gathered within the timeline. If not, contacts of the relevant companies or people should do. We don't have a template for reference letters, but there are particular things we would wish to see included – project period, output, value of the project and any successes achieved.</p> <ul style="list-style-type: none"> • References from the research partners are fine to have. <p>e. That is for the lead team mainly.</p> <p>f. The sustainability considerations are generally in reference to the team. However, note that the research itself seeks to provide gendered insights; therefore, the methodology should be drafted to deliver on this.</p>
<p>5. We recently came across an RFP titled "Forecasting Green Jobs in Africa: Strategies for Workforce Development".</p> <p>However, in order to meet our firm's compliances and participate in the bid, we wanted clarification on:</p> <ul style="list-style-type: none"> a. Who would be the contract signing entity b. Are any countries of the assessment pre-defined within Africa or is the assessment applicable PAN Africa. 	<ul style="list-style-type: none"> a. Contract will be signed with FSD Africa. b. Answered in qn 1a. above
<p>6. We would appreciate it if you could confirm whether or not a consortium partnership is allowed for this bid. If consortiums are permitted, kindly advise if there are any specific conditions or requirements that need to be met.</p>	<p>Yes, consortia can apply. They should clarify the lead firm.</p>
<p>7. We are planning to apply, but at present, we can only decipher that this research covers Africa broadly. Is there</p>	<p>Answered in qn 1a. above</p>

<p>any guidance or further detail regarding the geographic regions covered in this research? This will help us to build out our budget and methodology in greater detail.</p>	
<p>8. In preparation for our proposal, and to ensure it is fully aligned with the consortium's vision, we have identified several areas where further clarification would be invaluable. We have grouped our questions below for ease of reference:</p> <p>I. Regarding Scope and Methodology</p> <ol style="list-style-type: none"> Geographical Focus: The ToR refers to "Africa" generally. To ensure the six-month timeframe is used most effectively, could you clarify if the study should target a specific set of priority countries or regions? Alternatively, is the expectation that EY proposes a selection of focus countries based on a clear rationale? Sectoral Priority: Are the four value chains listed (renewable energy, e-mobility, regenerative agriculture, circular economy) definitive, or is EY expected to validate or refine this list during the inception phase? Definition of 'Green Job': To ensure consistency in analysis and forecasting, could you provide the working definition of a 'green job' used in the preceding reports? Or is the development of a precise, operational definition for this study considered a key task for the inception phase? Informal Economy Analysis: The ToR notes the importance of the split between formal and informal jobs. Given the challenges in measuring the informal economy, does the consortium have a preferred methodology for its quantification, or should the consulting firm propose its own? <p>II. Regarding Data, Access, and Partner Roles</p> <ol style="list-style-type: none"> Access to Foundational Data: The study builds directly on two previous reports. Will EY be granted full access to the raw data sets, analytical models, and methodologies from the 'Forecasting Green Jobs in Africa' (2024) and 'Assessment of Women Livelihoods' (2025) reports if successful in this bid? Stakeholder Engagement Support: Could you elaborate on the level of active support the consortium partners can provide in facilitating access to key stakeholders, such as government 	<p>I. Regarding Scope and Methodology</p> <ol style="list-style-type: none"> Guidance on geography is above. As mentioned above- we welcome the bidders' proposals on value chains with the intention to achieve the most actionable findings. According to FSD Africa's jobs framework, we define Green Jobs as jobs that contribute to preserving or restoring the environment, they could be in traditional sectors such as manufacturing and construction, or in new, emerging green sectors such as renewable energy and energy efficiency. <i>This definition was adapted from the developed by the ILO in 2016 (see: www.ilo.org/global/topics/green-jobs/news/WCMS_220248/lang-en/index.htm)</i> We encourage the consulting firm to propose a methodology for quantifying informal sector jobs. <p>II. Regarding Data, Access, and Partner Roles</p> <ol style="list-style-type: none"> Yes, this should be possible. Please note that the raw data from the Forecasting green jobs is available here: https://fsdafrica.org/publication/forecasting-green-jobs-in-africa/

<p>ministries, industry bodies, and private sector employers?</p> <p>c. Project Governance: Could you please clarify the governance and communication structure for the project? Specifically, who will serve as the primary day-to-day contact, and how will feedback from the three partner organisations be consolidated and prioritised?</p> <p>III. Regarding Deliverables and Budget</p> <p>a. Draft Reporting: The timeline indicates a "Draft final report" is due within four months. Does this refer to a single, consolidated draft, or should we plan to submit drafts of all key written deliverables (e.g., Green Jobs Sector Report, Gender Inclusion Report, SME Employment Playbook) by that point?</p> <p>b. Public Data Requirements: For the 'Raw Data File' deliverable, are there specific formats, data-sharing protocols, or privacy standards we must adhere to for its intended use as a public good?</p> <p>IV. Regarding Strategic Intent</p> <ul style="list-style-type: none"> • 'Inflection Points': Could you please elaborate on the types of 'inflection points' or 'triggers' you envision for tracking job creation progress? For example, are you primarily interested in economic indicators, policy milestones, investment flows, or technological adoption rates? 	<p>b. The consortium does not have vast connections with stakeholder groups in the green jobs area; however, wherever possible, we can provide access to any existing stakeholders. Therefore, we expect the consultant to facilitate new connections.</p> <p>c. FSD Africa will act as project manager for this assignment, and communication will be channelled through us.</p> <p>III. Regarding Deliverables and Budget</p> <p>a. The timeline is for both the Green Jobs sector report and gender report; however, we maintain flexibility for to suggest a sequence/timeline that delivers the best final outputs. As noted above, the SME employment playbook is mainly a set of recommendations.</p> <p>b. At the moment, we don't have any special data requirements. As long as the raw data file can be easily accessed by a public audience as this research will be a public good.</p> <p>IV. Regarding Strategic Intent</p> <p>a. We propose to focus on those that have the greatest effect on green job creation.</p>
<p>9. a. Is there any indication for the budget? We have a range of options to deliver this work with differing degrees of granularity of sectors, countries and more. Picking the right level of depth without any guidance on budget will be a gamble.</p> <p>b. Is the scope for the entire African continent, including North Africa? Are there any priority countries that the project should provide extra depth on?</p> <p>c. Can you outline the balance between primary and secondary research you expect in the report?</p> <p>d. Can the proposal deadline be extended to 30th June 2025 to ensure that the most comprehensive proposal is submitted?</p> <p>e. "Undertaken at least 3 comparable assignments in the last 5 years. This should be submitted with reference letters from the respective clients."</p>	<p>a. Please refer to above.</p> <p>b. Already answered above</p> <p>c. Please propose a methodology, including data collection techniques, that gives the most actionable results from the research.</p> <p>d. The bid submission deadline has been extended to 25th June 2025, 12:00pm EAT.</p> <p>e. This should be fine</p>

For an assignment that is currently ongoing, would it be acceptable to submit a snippet of the contract or a letter from the client confirming the status of the work, in lieu of a reference letter?