

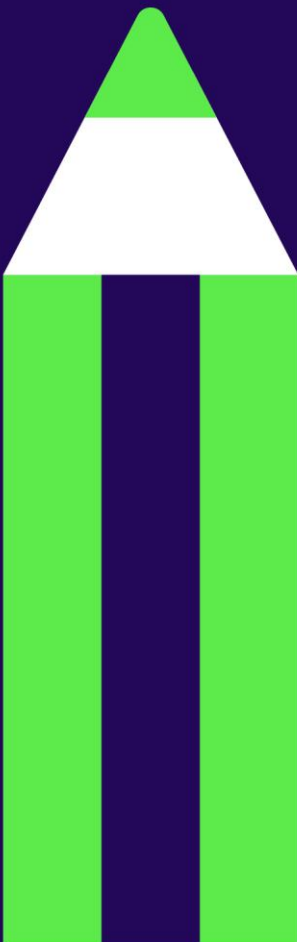


In partnership with



# The Climate Connection

---



# Climate Skills Global Collaboration Grants

**Guidance Notes**

October 2025

[www.britishcouncil.org/climate-skills-seeds-transition](http://www.britishcouncil.org/climate-skills-seeds-transition)

# Contents

<b>Climate Skills</b> .....	<b>3</b>
About .....	3
Aims.....	4
<b>Climate Skills Global Collaboration Grants</b> .....	<b>5</b>
About .....	5
Aims.....	5
Context .....	6
Information Webinar .....	8
Key Requirements .....	8
Partnership Roles & Responsibilities .....	9
Eligibility.....	9
Ineligibility: .....	10
Funding.....	10
Key Milestones .....	11
<b>Application Guidance</b> .....	<b>13</b>
Key Information.....	13
Equality, Diversity, and Inclusion .....	13
Gender Equality and Social Inclusion (GESI) .....	14
Approach for accessibility adjustments .....	15
Reporting Requirements .....	15
Monitoring, Evaluation and Learning (MEL).....	16
MEL Framework Requirements: .....	17
Budget Sheet .....	18
<b>Selection Process</b> .....	<b>20</b>
Overview.....	20
Assessment Criteria.....	20
Scoring Scale.....	23
Applicant Screening.....	24
<b>Contractual Requirements</b> .....	<b>25</b>
Key Information.....	25
Safeguarding .....	25
Impact on the Environment .....	26
Privacy Notice.....	26
<b>Annex 1: Eligible and Ineligible Costs</b> .....	<b>27</b>
Eligible Costs .....	27
Ineligible Costs .....	27

<b>Annex 2: Country Annex .....</b>	<b>28</b>
<b>Annex 3: Sample Grant Agreement.....</b>	<b>28</b>
<b>Annex 4: Glossary .....</b>	<b>28</b>

# Climate Skills

## About

In 2023 the British Council, in partnership with HSBC, launched **Climate Skills**, a programme designed to enhance climate education and green economy employability among vulnerable youth communities (aged 18 – 30 years) in Brazil, India, Indonesia, Mexico, and Viet Nam. With a strong focus on youth and education, the programme reflects the partners’ shared commitment to equipping the next generation with the knowledge and tools to understand, mitigate, and adapt to climate change.

The programme works to provide essential transferrable and technical skills to marginalised young people, building pathways for them in the transition to a green future.

The human-induced effects of climate change and environmental degradation are already disrupting lives, communities, and economies across the globe. These impacts are wide-ranging, affecting livelihoods, health, education, and more. It is increasingly recognised that the consequences of climate change - including the growing frequency of extreme weather events and long-term shifts in temperature and rainfall - are highly disproportionate, with the poorest, minority groups, and marginalised communities suffering the most.

Connecting grassroots communities to decision-making processes is essential to advancing climate action. For young people from vulnerable communities, this requires addressing cultural and systemic barriers that limit their visibility and access to resources, including collaborative spaces and networks. Addressing global disparities in resources, capacity, and access to knowledge is therefore crucial - through skills development, knowledge exchange, and capacity building. Real pathways connecting community initiatives and young people to practical, stable green livelihoods need to be built.

The Climate Skills programme model is as follows:

**Area 1:** Capacity strengthening and resourcing of local partner organisations in climate skills delivery through co-development of a global Climate Skills framework and training of local facilitators.

**Area 2:** Capacity strengthening of marginalised young people in climate skills through co-delivery of trainings. A focus on soft skills and cultural relations.

**Area 3:** Small grants programme with project-based mentoring to fund and support youth-led climate action projects to enable young people to apply their skills in practice.

---

**Area 4:** Future Pathways: Further development opportunities including structured training, education and workplace experience for marginalised young people. Bursaries, scholarship, internship, training placement and work experience programmes for marginalised youth to access green work and entrepreneurship opportunities linked to emerging green industry needs.

**Area 5:** Green Skills networks - connecting stakeholders globally, regionally and locally to knowledge share and build an evidence base on better skills provision. Together developing recommendations to advance the green skills agenda for a long-term green transition

## Aims

Climate Skills aims to achieve the following outcomes:

- Local community organisations have the skills, knowledge and resources to support youth climate skills development.
- Marginalised young people are better able to access greener economies and opportunities.
- Local, National and International organisations, including the British Council and HSBC, and their employees, are better able to support climate skills development for young people and play a part in an inclusive green transition.
- Decision makers are better informed of the skills and education young people need to be included in a green transition.
- Global connections of youth, NGOs, CSOs, employers, education and training organisations are better able to share knowledge and collaborate to build an inclusive global green transition and inspire change.

Climate Skills is part of the British Council's global youth leadership programme [Youth Connect](#) and [The Climate Connection](#). We deliver on [British Council's strategy to address climate change](#).

---

# Climate Skills Global Collaboration Grants

## About

The Climate Skills Global Collaboration Grants is part of Area 4 of the Climate Skills programme.

It will fund partnerships between the UK and Brazil, India, Indonesia, Mexico and Viet Nam to deliver green work experience, training and/green entrepreneurship experience for young people aged 18 – 30 years. We are inviting Higher Education Institutions (HEI's), Further Education Colleges, training providers, Technical and Vocational Education and Training (TVET) institutions, and Non-Governmental Organisations (NGOs) to apply for funding to develop capacity strengthening partnerships between UK organisations, and local organisations in the countries currently implementing in the Climate Skills.

The Climate Skills Global Collaboration Grants will fund collaborative partnerships between HEI's, TVET institutions, training providers and NGO's that respond to existing or emerging green skills gaps, exchange of knowledge and practice, deliver structured opportunities to young people and improve green work pathways.

All partnerships should focus on enabling underrepresented young people to access opportunities that enhance green work and entrepreneurial skills, expanding their access to meaningful green economic opportunities. Partners will work together to skill share and develop opportunities and provide the financial support to enable marginalised young people to undertake these. Initiatives should be looking long-term by linking with local/national green initiatives and enable sustainability after the grant ends.

Organisations from the UK and 1 other Climate Skills partner country (Brazil, India, Indonesia, Mexico, and Viet Nam) will be required to submit a **joint application**.

The total budget available for each partnership is between **£50,000 to £85,000**. There is a slightly different approach in each location, please refer to the Country Annex (Annex 2) for details of eligible partners in each of the partner countries and for total funding available.

Financial support offered to young people is intended to cover essential participation costs such as transportation, meals, research materials, and other relevant expenses enabling full engagement. The grant aims to remove financial barriers for marginalised youth, allowing them to fully participate in climate innovation and sustainability-focused initiatives.

## Aims

The Climate Skills Global Collaboration Grants aim to leverage international collaboration to respond directly to green skills gaps and emerging opportunities in green work. The programme will:

- Foster strategic partnerships between UK institutions and Country Partner organisations.

- 
- Promote cross-country knowledge exchange and innovation in youth green training and work pathways.
  - Improve partner practice in training delivery, employer engagement and work-placement models.
  - Co-design and deliver green work experience or training for young people (18-30) in the both the UK and partner country. This could include training, courses, work placements, internships, or other forms of structured employment or entrepreneurial skill development.
  - Address barriers to the identified opportunities for marginalised young people.
  - Strengthen networks and collaboration between the UK and Climate Skills countries to amplify collective impact and shared learning.
  - Demonstrate pathways for sustaining training and activities beyond the grant period.

## Context

The effects of man-made climate change and environmental deterioration are already disrupting lives, societies and economies globally. The impacts are multiple, experienced across many aspects of human life, such as livelihoods, health and education. Moreover, it is increasingly recognised that the consequences of climate change – including increased frequency of extreme weather events and lasting changes to temperature and precipitation – are highly disproportionate, affecting the poor, minority communities and marginalised groups more severely than dominant groups and more affluent parts of the world, as changes in biophysical systems exacerbate pre-existing inequalities in economic well-being, education and health, lowering life chances.

Climate shifts that may be registered as minor or inconsequential among affluent groups can be disastrous for marginalised communities, while young people, like any other marginalised group, often bear the brunt of the impact. Simply by virtue of age, they will be the section of the global population that will live through the worst climate disruption. Established economic sectors which children would have once been expected to readily enter, such as agriculture, are rendered increasingly unviable due to climate-related uncertainties. Structural vulnerabilities associated with marginalised groups, including gender disparities, will further aggravate the impact on sections of younger members of marginalised communities.

At the same time, however, young people worldwide have demonstrated that they should not simply be viewed as victims of climate change and instead have been using individual and collective agency to both mitigate and adapt to the unfolding reality of environmental shifts. This agency, however, and the particular skills, needs, knowledge and experience that young people possess and put into practice, tends to be overlooked by governments, employers, institutions and policy makers. Lacking visibility and access to resources to improve opportunities for meaningful participation for themselves and their peers, young people from marginalised communities are in a particularly unenviable situation when it comes to making contributions to vital developments in training, education, green work and urban and rural planning.

The most effective responses harness resources and knowledge at a variety of levels. Climate change adaptation and mitigation require a response that is cross-sector. Community-based networks and organisations that have long given voice and representation to marginalised

---

communities can become a vital provider of education and a layer of support for communities suffering from climate-related disasters and the impacts of changing industries. Groups with organic links to communities are best placed to understand the nature of marginalisation and environmental issues faced by the youth they represent. Solutions to a borderless problem are, however, beyond the preserve of single communities, organisations or even nation states, and instead require a flourishing global network working together to share knowledge, and also to influence national and international agendas. Employability in a world affected by climate change productive action demands putting technical and 21st century skills to use.

So far, the Climate Skills programme has been delivering training in soft 21<sup>st</sup> century skills and climate knowledge through local partners, cascading to young people aged 18-30 in Brazil, Mexico, India, Indonesia and Viet Nam. The holistic training programme is a non-formal approach, enabling young people to develop confidence, empathy, listening alongside practical climate literacy. Young people are then supported to apply these skills in action, through delivering small scale climate action projects locally. The programme is now looking to build on this approach by building further pathways for young people into stable employment or income generation. A new green future presents a huge opportunity to provide decent work globally. Young people are very keen to undertake green work, but the pathways are often confusing, or secure opportunities are simply not present, especially for more marginalised groups.

The Climate Skills Collaboration Grants aims to address this issue by responding directly to emerging skills gaps and green transition plans. The Climate Skills programme has been building an evidence base of the skills gaps and pathway gaps in the green economy. We would like proposals to consider the following insights. These have been developed throughout the programme with our partners:

- There is a training-opportunity mismatch. There is local job scarcity and a misalignment between industry and education.
- We need clear, visible and inclusive routes from education and training into real green jobs and enterprise.
- These need to be linked to policy and top-level initiatives and investment.
- We need to join up different stakeholders from across the green economy – educators, community members, employers and policy makers.
- We need employer and industry recognition of the pre-existing skills and knowledge of young people, especially from rural areas and indigenous communities.
- There is a demand for local training outside of major cities, and local jobs.
- Industry initiatives should engage with communities as training assets and ecosystems.
- Initiatives need to recognise the bias women often face in technical fields.
- We need to give marginalised young people, who are often time and resource poor, the opportunity for development. This can come from bursaries and funding, but training should be structured and matched to specific jobs and labour initiatives.
- Enterprise holds a lot of promise - young people need robust training and incubation support as well as policy-level support of green entrepreneurship to make it more sustainable.

---

## Information Webinar

Interested organisations are invited to join an online Information Webinar. Organisations from the UK and partner countries are invited, and there will be an opportunity to get to know potential partners. Please register for any webinars you want to attend using the links provided. Once registered, the Zoom details will be automatically shared with you. If there are multiple people joining a webinar from your organisation, please ensure that everyone registers individually to help us have a better picture of numbers.

Please note that all Webinars will be delivered in English.

The options for the webinar are as follows:

### **Option 1: 9:30 – 11:30 (BST) on 22/10/2025**

*Organisations in Indonesia, UK, and Viet Nam are invited to attend this webinar.*

Registration Link: [https://britishcouncil.zoom.us/webinar/register/WN\\_ehDIhZ\\_8RV-yjpAip1ChA](https://britishcouncil.zoom.us/webinar/register/WN_ehDIhZ_8RV-yjpAip1ChA)

### **Option 2: 15:30 – 17:30 (BST) on 23/10/2025**

*Organisations in Brazil, Mexico, and the UK are invited attend this webinar.*

Registration Link:

[https://britishcouncil.zoom.us/webinar/register/WN\\_3sQtC8fASC6JjOzq\\_6Telw](https://britishcouncil.zoom.us/webinar/register/WN_3sQtC8fASC6JjOzq_6Telw)

### **Option 3: 9:00 – 11:00 (GMT) on 28/10/2025**

*Organisations in India and the UK are invited to attend this webinar.*

Registration Link: [https://britishcouncil.zoom.us/webinar/register/WN\\_gjXS5px0TGSHm-rP3FzKDA](https://britishcouncil.zoom.us/webinar/register/WN_gjXS5px0TGSHm-rP3FzKDA)

## Key Requirements

Proposals must include all of the bellow:

1. Strategic and collaborative partnerships between UK institutions and a local organisation in a Climate Skills Partner County (Brazil, Indonesia, India, Mexico, or Viet Nam). Please refer to the Country Annex (Annex 2) for details of eligible partners within each country.
2. Co-designed and delivered green work experience or training for young people (18-30) in the UK and partner country. This could include training, courses, work placements, internships, or other forms of structured employment or entrepreneurial skill development. Opportunities for both young people in both the UK and in partner countries must be included. We recommend using this grant to offer young people financial support to access opportunities. Opportunities could be pre-existing placements or pilot activities, but applicants will need to demonstrate that any pilot activities are feasible in the timelines provided.

3. Meaningful exchanges and shared learning for young people in both the UK and the partner country, via joint activities, virtual collaboration, co-produced outputs, or storytelling, to build an international mindset. International travel to allow for face-to-face exchange will be considered, however, we will expect applicants to demonstrate the impact of the activity, and to evidence mitigation of environmental impact.
4. Partnerships must be able to manage project funding and deliver activities within the project timeline. Please see country specific budgets in the Country Annex (Annex 2)
5. Delivery of required Monitoring Evaluation and Learning activities including attendance at Community of Practice sessions. These will be virtual sessions for all partners to share learnings. There will be 3 sessions – and these are included in the “Key Milestones” below.

## Partnership Roles & Responsibilities

We expect proposals to demonstrate equitable partnerships between a UK organisation, and an organisation in Brazil, India, Indonesia, Mexico, or Viet Nam. This should be visible in delivery plans, governance structures and decision making.

Partners are responsible for agreeing roles and responsibilities, keeping the spirit of collaboration at the heart of this project. Partners will need to ensure that all organisations in the partnership share the same understanding of these.

In all cases, the UK organisations will act as the Reporting Organisation. As overall responsibility for these grants lies with the British Council UK, UK organisations will be required to lead on project monitoring, communications and reporting with the British Council.

UK organisations may also be required to hold Grant Agreements with the British Council, and process international payments to Country Partners (please see the Country Annex (Annex 2) for country specific contracting and budget details).

British Council offices in the relevant country will support relationships in Brazil, India, Indonesia, Mexico, and Viet Nam.

All partners will be required to pass Due Diligence checks before awards are granted, and will be required to have robust Safeguarding Policies in place.

## Eligibility

Joint applications, proposing a collaborative partnership between UK institutions and local organisations in partner countries (Brazil, India, Indonesia, Mexico, and Viet Nam), are required for this grant. Please see the Country Annex (Annex 2) for the partnership approach in each Partner Country.

ELIGIBILITY CRITERIA - GENERAL	
<b>1</b>	<p><b>Partnerships:</b></p> <p>Each proposal must have both:</p>

- one HEI, TVET institute, FE College, Training Provider, or NGO based in the UK
- one eligible organisation from a Climate Skills partner country (Brazil, India, Indonesia, Mexico, or Viet Nam).

A list of eligible organisations in Brazil, India, Indonesia, Mexico and Viet Nam is provided in the Country Annex (Annex 2).

The proposal must be prepared jointly by both organisations but submitted by the UK Reporting Organisation.

### **Skill Development for Young People:**

- 2 Opportunities to develop green work experience or training must be provided to young people in both the UK and in the partner country. We recommend using this grant to offer young people bursaries or financial support to take part.

### **Meet GEM1 or GEM2 criteria:**

- 3 All applications will need to demonstrate that they meet the [OECD-DAC gender equality policy markers](#) criteria for GEM1 or GEM2.

### **Capacity to deliver:**

- 4 Partnerships must be able to manage the project funding available (between £50,000 - £85,000 total, split between both delivery countries) and deliver activities within the project timeline. Projects must finish by 31<sup>st</sup> October 2026.

### **Application Deadline**

- 5 Organisations must submit their full proposal by the given deadline. A checklist for all documents that must be submitted is provided in the Supporting Documents section of the Application Form.

## **Ineligibility:**

If the following is the case, we are sorry to say you are not eligible for this funding opportunity:

- grant proposals by a single organisation
- grant proposals from an individual
- grant proposals from an unregistered organisation
- grant proposals from a for-profit organisation

## **Funding**

Details of how many grants are available in each country are provided in the Country Annex (Annex 2). The final number of awards offered will depend on the quality of the applications received.

UK organisations may be required to hold Grant Agreements with the British Council, and to process international payments to Country Partners (please see the Country Annex (Annex 2) for country specific contracting details).

Payment schedules will be agreed during contracting. The first payment will be made after the Grant Agreement has been signed and will be equivalent to 50% of the total grant requested.

Final payment will be dependent on the achievement of key deliverables, such as the number of young people completing a placement.

**Grant amount:** The combined total budget available for each partnership is up to **£85,000** (please see the Country Annex (Annex 2) for details of budgets available in each country).

**Project delivery:** 19<sup>th</sup> Jan 2026 – 31<sup>st</sup> October 2026 (9.5 months).

**Project timeline:** 19<sup>th</sup> Jan 2026 – 31<sup>st</sup> December 2026. Note that delivery must finish by 31<sup>st</sup> October including final report delivery.

The Climate Skills Global Collaboration Grants are intended to fund the direct costs of the collaboration and implementing the jointly planned activities. Applicants are asked to complete the budget spreadsheet provided with the project cost details. **Applicants may be asked to adjust their budget if their request does not fit within funding guidelines or if it is not considered appropriate.**

For the top-end of the budget, we recommend that a significant amount of the funding is distributed to young people as financial support to undertake opportunities. You will need to outline how any disbursement of funds to young people will be facilitated safely and effectively. We recommend that funding is used to offer bursaries or financial support to young people as part of this grant, to remove financial barriers to access programmes. Support is intended to cover programme costs as well as essential participation costs such as transportation, meals, materials, and other relevant expenses, enabling full participation.

A list of eligible and ineligible use of funds can be found in Annex 1.

## Key Milestones

Applications open	Tuesday 14 <sup>th</sup> October 2025
Applications close	Monday 1 <sup>st</sup> December 2025 10:00 GMT
Results announced	22 <sup>nd</sup> December 2025
Contract and first payment	16 <sup>th</sup> January 2026
Project start	19 <sup>th</sup> January 2026
Community of Practice: Session 1 <i>Virtual session(s) for all partners to share learnings</i>	February 2026
Interim report <i>This will include a progress report and a financial report.</i>	May 2026
Community of Practice: Session 2	May 2026



<i>Virtual session(s) for all partners to share learnings</i>	
<b>End of project delivery</b>	31 <sup>st</sup> October 2026
Community of Practice: Session 3	October 2026
<i>Virtual session for all partners to share learnings</i>	
<b>Final report</b>	
<i>This will include a final progress report as well as a final financial report</i>	31 <sup>st</sup> October 2026
Support The Social Investment Consultancy (TSIC) with any final data collection, reporting and sharing	31 <sup>st</sup> December 2026
<b>Final payment</b>	December 2026

---

# Application Guidance

## Key Information

- All applications should be sent to [climate.skills@britishcouncil.org](mailto:climate.skills@britishcouncil.org).
- The deadline for applications is **1<sup>st</sup> December 2025 at 10:00 GMT**. Any application received after specified deadline will be considered ineligible.
- Applications must be written in English, and submitted by the UK organisation.
- Applications must only be submitted using the application form supplied. All sections must be completed and page limits must be taken into account.
- Applicants must ensure all documentation listed in the Supporting Documents Checklist is included; incomplete applications will be regarded as ineligible.
- Applicants should refer to the Assessment Criteria to support their answers.

## Equality, Diversity, and Inclusion

All proposals must demonstrate how Equality, Diversity and Inclusion (EDI) principles are embedded in the project design and implementation. See our Equality Policy [here](#). Applicants should ensure equal opportunities and consider any costs that may be required to ensure equity of participation (including these costs in proposed budgets).

Projects must be gender sensitive, i.e. promote gender equality, by addressing gender-based disparities and empowering women and girls.

Proposals should also consider other dimensions such as;

- Age
- Disability
- Ethnicity
- Religion
- Socio-economic background

Through our EDI/Gender Analysis, we have identified marginalised groups that should be prioritised. We will accept proposals that do not engage or deliver to these groups, however, applicants will need to identify alternative marginalised groups and demonstrate an equal or increased level of need. Details of the groups identified for each of the partner countries are given in the Country Annex (Annex 2). These lists are not exhaustive, and we welcome delivery to additional groups as well.

EDI priorities identified in the UK are listed below:

- Addressing the gender gap for girls (including specific gender imbalances for girls accessing entrepreneurial and technical skills)
- Young people who are classified as Not in Employment Education or Training (NEET)
- Young people from geographical areas with low educational attainment and high youth employment
- Young people from coastal and/or post-industrial communities

- Girls from low-income backgrounds
- Young people and especially girls from Black and minority ethnic (within the UK context) backgrounds
- Young people from Traveller and Roma communities.
- Young people with disabilities

## Gender Equality and Social Inclusion (GESI)

To comply with the International Development (Gender Equality) Act 2014, applications must outline how they have taken meaningful yet proportionate consideration as to how the project will contribute to reducing gender inequalities.

All applications will need to demonstrate that they meet [OECD-DAC gender equality policy markers](#) criteria for GEM1 or GEM2. This is a requirement included in our eligibility criteria, and applications that do not meet GEM1 or GEM2 criteria will not be considered.

Applicants should demonstrate an understanding of wider gendered power dynamics and social inclusion in both country contexts and demonstrate specific ways in which they will ensure that the project will contribute to strengthening gender equality in both country contexts. This is part of the GESI assessment criterion in this call.

### Gender Assessment Classification

Gender Assessment	Descriptors
<b>Gender Blind/Unaware</b>	The specific issues affecting women are not identified at project design stage. They may only refer to issues affecting ‘people,’ ‘communities,’ ‘youth,’ ‘audiences’ etc., rather than breaking these groups down by sex. There is no gender analysis of the wider context and it is not clear how women, girls, men and boys are differently affected by a particular issue.
<b>Gender Neutral</b>	The differential needs of women and men are identified in the project documents or by stakeholders but are not addressed in the project activities.
<b>Gender Sensitive</b>	A robust gender analysis has been undertaken to understand the different barriers facing women, girls, men and boys using sex-disaggregated data. Specific solutions to address the needs and concerns of women and girls are included in the project activities and outcomes. Activities focus on women’s practical needs to improve their condition in their everyday lives.
<b>Gender Transformative</b>	There is an attempt to challenge the root causes of gender discrimination by, for example, addressing discriminatory gender norms, stereotypes and unequal power relationships between the sexes. Activities might focus on more strategic needs that improve the position of women and girls in society.

Applicants are encouraged to check the “[Guide to Addressing Gender Equality](#)” document. The British Council reserves the right to reject the application if inadequate consideration has been

given to gender equality or if the proposal is assessed to result in a negative impact for gender equality.

## Approach for accessibility adjustments

Applicants are encouraged to take a proactive approach to consider accessibility into the design and delivery of their proposed activities, so that we can improve the experience for everyone, including for disabled people. All venues used as part of this programme should be accessible.

Applicants must include any costs related to participant accessibility in their project budget, submitted as part of this application.

## Reporting Requirements

The Reporting Organisation (UK partner) will lead on collating information from across partners and reporting. The Reporting Organisation is required to submit two reports to the British Council; please refer to Key Milestones for dates.

Report templates will be provided. Please note if the interim report or final report is not completed on time, the British Council will reserve the rights to recoup funds or not give future instalments of funds that are due.

Applicants are expected to report on the below characteristics for participants, where possible.

The categories used are:

Characteristics	
<b>Gender</b>	<ul style="list-style-type: none"> <li>• Female</li> <li>• Male</li> <li>• Other</li> <li>• Prefer not to say</li> </ul>
<b>Self-declared disability</b> <i>(Do you consider yourself to have any disability?)</i>	<ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> <li>• Prefer not to say</li> </ul>
<b>Age</b>	<ul style="list-style-type: none"> <li>• 18 – 25 years old</li> <li>• 26 – 30 years old</li> </ul>
<b>Ethnic Minority and/ or marginalised ethnic or racial background in country</b> <i>(Do you consider yourself from an ethnic minority and/or marginalised ethnic or racial background <b>in your country</b>? E.g. indigenous, of African heritage, ethno-religious minority)</i>	<ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> <li>• Prefer not to say</li> </ul>

---

The British Council can conduct regular monitoring and evaluation, including the commission of independent evaluations for selected activities of strategic importance to the project. A record should be kept of project activities, contracts, expenditures, financial transactions, and other important documentation for external auditing purposes.

## **Monitoring, Evaluation and Learning (MEL)**

These grants form part of the British Council's broader Climate Skills programme, which has an overarching Monitoring, Evaluation and Learning (MEL) framework led by The Social Investment Consultancy (TSIC). Grantees will be expected to:

- Participate in programme-wide MEL activities coordinated by TSIC, including learning conversations, and case study development (1 case study per partnership).
- Develop a project – level MEL framework that aligns with the overarching Climate Skills programme Theory of Change.
- Include at least one explicit gender equality outcome backed by at least one gender-specific indicator (or a firm commitment to do this if the results framework has not been elaborated at the time of marking the project).
- Budget appropriately for time to engage in these MEL activities (estimated at approximately 5 – 7% of the total grant), covering:
  - Attendance at three community of practice sessions (led by British Council)
  - Two reporting rounds (interim and final)
  - Systematic data tracking
  - Coordination with Climate Skills' youth evaluators and TSIC for qualitative data collection
  - Production of case study
- Share data and insights with the British Council and TSIC to contribute to programme-level learning and reporting.
- Co-ordinate qualitative data collection activities for TSIC, including connecting with stakeholders, providing context information.
- Engage with Youth Evaluators. As part of MEL approach for wider Climate Skills programme, Youth Evaluators have been selected and trained in each partner country to conduct peer-led evaluation activities of the programme activities. They support TSIC and the local partners on MEL data collections and are responsible for capturing grassroots stories and impacts from young participants and the communities on the ground.

All projects should track and report on the following core indicators, in addition to project-specific indicators:

1. Output Indicators (including, but not limited to):
  - Number of training/workshops/placements delivered for young people
  - Total number of young people trained or completing an opportunity (e.g. young people (aged 18-30) participating in green entrepreneurship or work training), disaggregated by gender, disability status, and ethnicity

- 
- Number and value of bursaries/payments provided to young people
  - Number of partnership activities delivered between UK and partner country organisations

2. Outcome Indicators (to be measured at endline):

TSIC developed the Climate Skills Youth Personal Journey Tracker for the Climate Skills programme to provide baseline and endline surveys for young participants. This is a standardised survey tool used across the Climate Skills programme that measures:

- Climate literacy and knowledge (including understanding of just transition, adaptation, and mitigation).
- Skills development (including project management, networking, engaging decision-makers, and collaboration).
- Confidence and attitudes towards climate action and leadership.
- Personal goals and aspirations related to climate action and green careers.

While grantees are not expected to adopt the full Youth Personal Journey Tracker for the Climate Skills Global Collaboration Grants, TSIC will work with grantees to develop a similar and tailored endline survey to capture outcomes of the grants on the young participants.

Grantees will be required to:

- Distribute the endline survey to all young participants. The survey will be available in both online and paper formats.
- Support young people to complete the survey (providing translations, accessibility support, or assistance as needed).
- Collect and submit completed surveys to TSIC by the specified deadlines.
- Grantees may supplement the survey with additional project-specific indicators and data collection methods relevant to their proposed activities.

## **MEL Framework Requirements:**

Partners must develop a project-level MEL framework (once in delivery, a full framework is not needed for application) that:

- Aligns with the overarching Climate Skills programme Theory of Change.
- Includes the standard programme indicators listed above, plus project-specific indicators (developed by partners and included in their proposal).
- Specifies data collection methods, timelines, and responsible parties.
- Outlines how learning will be captured and shared with stakeholders.
- Demonstrates how MEL findings will inform project adaptation and improvement.
- All data collection must follow ethical research principles, including informed consent and data protection.
- Approaches must be inclusive and accessible to marginalised young people.
- Disaggregated data should be collected and analysed to understand differential impact.

---

Applicants should allocate approximately 5 – 7% of the total budget to MEL activities, including:

- Staff time for MEL design, data collection, analysis, and reporting
- Costs for youth participant involvement in evaluation activities (where appropriate)
- Translation costs for MEL tools and reports (if needed)
- Data management and analysis tools (if needed)

To support with the above, partners will have access to:

- The Climate Skills programme MEL framework and guidance materials
- Sample data collection tools (surveys, interview guides) that can be adapted for project use
- Opportunities to participate in cross-programme learning events to share MEL insights

Further details will be provided to successful applicants.

## **Budget Sheet**

Budgets must only be submitted using the Budget Sheet supplied within the application documents. A list of eligible and ineligible costs can be found in Annex 1.

Depending on the partner country you can apply for £50,000 or up to £85,000 per proposal. The maximum award available is £85,000. However, applicants are encouraged to request only the level of funding necessary for their proposed activities. Awards at the upper limit will only be made where there is robust justification, a detailed expenditure plan, and clear evidence that a substantial proportion of the budget will provide direct financial support to young people.

The total grant fund will be awarded based on the budget supplied. The total quoted grant requested (cell G4) should be the full estimated gross costs of delivering the grant project (with VAT included).

### **Section 1 – Human Resource/Staff Costs (limited to 30% of total budget)**

- List all staff working on the project in all organisations that intend to claim staff costs.
- Permanent staff means those who are employed by the organisation with a contract that will outlast the project grant and reporting period.
- Project staff are those employed on or temporarily assigned to the project, often on fixed-term, part-time or short contracts, usually with more of their time dedicated to the work.
- The number of units multiplied by the unit rate will populate Column H. In Column I, confirm how much of this total is intended to be covered by the grant.
- If the entire cost is not being covered by the grant, a residual amount will populate in Column J. Please explain how this amount is being covered in Column K.
- In Column M, confirm how staff costs are monitored/controlled for audit purposes.
- The total cost for this section is limited to 30% of the requested budget.

### **Section 2 – International Travel and Subsistence Costs (limited to 30% of total budget)**

- Supply details of approximate costs/allocation for your travel and subsistence costs.

- 
- Clarify what portion of these costs is it intended be covered by the grant and how any residual costs are to be funded.
  - The total cost for this section is limited to 30% of the requested budget.

### **Section 3 – Operational and Activity Costs**

- Provide the approximate costs/allocation for specific operations and activities.
- Domestic travel associated with the activities should be accounted for in this section.
- Clarify the amount to be covered by the grant and how any residual costs are to be funded.
- Include Monitoring Evaluation and Learning costs in this section.
- Include costs for youth opportunities, bursaries and financial support for youth in this section.

### **Section 4 – Marketing and Communication Costs**

- Provide the approximate costs/allocation for marketing and communications.
- Clarify the amount to be covered by the grant and how any residual costs are to be funded.

### **Section 5 – Miscellaneous and Additional Costs**

- Provide the approximate costs/allocation for any elements not covered in previous sections.
- This section should be used to allocate administrative costs e.g. international bank transfer costs associated with grant disbursements to country partners etc.
- Clarify the amount to be covered by the grant and how any residual costs are to be funded.

### **Budget Summary**

- After completing Section 5, a summary of the sections above will self-populate.
- Column I shows a section-by-section summary of the costs you have indicated will be covered by your grant if your application is successful.
- Column J will flag any issues. If, for Sections 1 and 2, the box turns **green** and displays “This is within the funding rules” then no action is required.
- If, however, the box turns **red** and displays “This is outside the 30% funding rules”, you must return to the relevant section and amend your proposed budget.
- The requested budget must comply with the funding limits for your application to be eligible.
- The final row of Column G will automatically display the total cost and in Column I will display the total grant you are intending to request. This cell will turn red if it exceeds the budget limit of £15,000.
- Note that a warning message will appear if your planned costs do not match the requested budget and you will be asked to review the budget before submitting.
- If the total cost exceeds requested budget, the application will still be considered providing that any residual costs are clearly explained.

# Selection Process

## Overview

- All applications received by the deadline will be logged and acknowledged – if you have not received an acknowledgement within **five working days** please check your spam folder for messages from [climate.skills@britishcouncil.org](mailto:climate.skills@britishcouncil.org). If you have not received any acknowledgement of receipt of application, please contact us with details.
- All applications received by the deadline will be screened using the Eligibility Criteria listed above. Applications will be reviewed for completeness – if we do not have everything requested in the Supporting Documents checklist your application will be declared ineligible and not proceed to next stage.
- Applications will be assessed using the criteria specified below by three internal experts and one external expert. Their scores will be moderated by a separate Selection Panel, which will include external and internal experts.
- Top ranked applications will be selected and will be notified about their selection for contracting and disbursement of grants.
- Unsuccessful applications can be notified at a later stage. You can request feedback on your application by writing to [climate.skills@britishcouncil.org](mailto:climate.skills@britishcouncil.org), depending on level of interest we may not be able to give detailed feedback to all applicants.
- If you have any questions, please contact us at [climate.skills@britishcouncil.org](mailto:climate.skills@britishcouncil.org)

## Assessment Criteria

The following criteria will be used by assessors to score applications.

	Weight %
Relevance and Alignment	20
Sustainability and Capacity Strengthening	10
Experience, Capacity to Deliver and Resources	15
Methodology	25
Monitoring Evaluation and Learning	5
Gender Equality and Social Inclusion	10
Budget	15

### Relevance and Alignment

**Weighting: 20%**

The proposal clearly responds to needs of youth and green opportunities:

- The proposal clearly identifies relevant youth needs in both countries
- The proposed activities clearly address national level priorities for green skilling, work and entrepreneurship.

The proposal outlines:

- Emerging or existing skills gaps

- Industry alignment
- The link between the opportunity and the identified target youth group(s)

The proposal has a strong focus co-designed and co-delivered green work experience and/or training for young people (aged 18-30 years).

- Young people in both partner countries develop green work and/or entrepreneurship skills and experience.
- Barriers to entry are considered and addressed.
- The international element of the project is clearly articulated

**Sustainability and Capacity Strengthening** **Weighting: 10%**

- The proposal demonstrates how both organisations will work together and how this will enable capacity strengthening.
- The benefits and relevance of the collaboration to both the UK and partner country institution(s) are described.
- The proposal demonstrates equitable partnership, and this is clear in roles and responsibility splits, governance structures, and decision making.
- Roles and responsibilities of each organisation included in the partnership are clearly defined.
- The proposal includes a clear and feasible description of how both organisations in the partnership intend to ensure the outcomes in both countries are achieved beyond the funding period.
- There is a clear plan for how the benefits of the activity(s) will be developed and sustained beyond organisations, whether at a local/regional/national level.
- There is a clear alignment to ongoing funding or investment opportunities.

**Experience, Capacity to Deliver and Resources** **Weighting: 15%**

- The project team for both organisations demonstrate strong, relevant experience.
- The project team for both organisations have demonstratable experience in international collaboration.
- Past projects demonstrate credibility and impact.
- Clear evidence that the team can manage the grant and deliver as planned.
- Clear evidence that the distribution of funds to young people is safe, tested, pre-set up and assured.
- Resource planning and team capacity are realistic and appropriate.

**Methodology** **Weighting: 25%**

- Activities are clearly described and feasible within the timeline and budget.
- Outputs and outcomes are realistic, clearly defined and measurable.
- A detailed, coherent and realistic workplan is provided.
- At least 3 key risks are identified. Project clearly considers risks and includes quality mitigations and contingency. This should include considering risks such as timelines, achieving key milestones and safeguarding. As well as and any EDI related risks, such increased risks faced by certain groups of young people.
- Partner engagement activities are clearly mapped out – such as events, workshops, knowledge sharing initiatives and resource creation. Clear outputs are detailed.
- Details of any accreditation or certification of youth opportunities are provided.
- Clear and realistic plans are in place to engage and recruit young people into the proposed programme.
- Delivery targets to young people in both countries allow for high impact, and the proposal demonstrates these are achievable using evidence.
- Delivery targets to marginalised young people demonstrate a commitment to working with young people who are most in need.
- Sufficient time and budget are included for engagement and delivery to young people.

#### **Monitoring, Evaluation and Learning (MEL)**

**Weighting: 5%**

- The proposal demonstrates clear understanding of how the project contributes to Climate Skills programme outcomes and incorporates standard programme indicators.
- The proposal includes relevant, measurable indicators beyond the standard set provided that are specific to the project's activities and intended outcomes.
- The proposal demonstrates commitment to using MEL findings for project improvement and wider learning, including plans for sharing insights with partners and stakeholders.
- The proposal commits to disaggregating data by gender, disability, and other relevant characteristics, and demonstrates plans to monitor and report on gender equality and inclusion outcomes. Plans demonstrate a commitment to monitor and report on the gender equality results achieved by the project in the evaluation phase.
- Presence of at least one explicit gender equality outcome backed by at least one gender-specific indicator (or a firm commitment to do this if the results framework has not been elaborated at the time of marking the project).
- The MEL approach is realistic given project resources and timeline, and the budget includes adequate resources for MEL activities.
- Clear plan for UK Reporting Organisation to collate data and submit reports to British Council.

#### **Gender Equality and Social Inclusion (GESI)**

**Weighting: 10%**

- The proposal identifies barriers preventing marginalised groups from accessing the outlined opportunities and has clear adjustments in place to address these.
- The proposal activity itself demonstrates improving practice to continue the removal of these barriers beyond the life of the project.
- The proposal demonstrates a clear commitment to GESI with well-articulated rationale.



- The proposal demonstrates clear and concrete actions to include the priority marginalised groups that the British Council have identified in each country. In cases where these priority groups have not been included in project plans, the proposal identifies alternative marginalised groups and demonstrates an equal or increased level of need.
- Organisations have demonstrable experience in delivering to the groups identified in their proposal and provide previous delivery data to evidence this.
- The proposal allocates sufficient budget and resource to accessibility costs.

<b>Budget</b>	<b>Weighting: 15%</b>
<ul style="list-style-type: none"> <li>• The proposal represents value for money</li> <li>• All costs are fully justifiable.</li> <li>• The proposal shows equity in the budget distribution with planning costs clearly distributed within the defined caps.</li> <li>• The proposal demonstrates the Reporting Partner’s ability to pay Country Partners where applicable</li> <li>• The proposal demonstrates experience of project budget and financial management at the appropriate level of funding</li> </ul>	
<b>Total Score</b>	<b>100%</b>

## Scoring Scale

Proposals will be assessed against the criteria outlined above using the following scoring scale for each question:

### 0 - Unacceptable

The response is non-compliant with the requirements set out in the tender document and/or no response has been provided.

### 3 - Poor

The response does not meet the requirement in one or more areas. This lack of demonstration, therefore, is a poor response with significant ambiguity as to whether the applicant can meet the requirement.

### 5 - Adequate

Overall the response demonstrates that the applicant meets all areas of the requirement, but not all of the areas of evidence requested have been provided. This, therefore, is an adequate response, but with some ambiguity as to whether the applicant can meet the requirement due to the failure to provide all of the evidence requested.

### 7 - Good

Overall the response demonstrates that the applicant meets all areas of the requirement and provides all of the areas of evidence requested, but contains some trivial omissions in relation to the level of detail requested in terms of either the response or the evidence. This, therefore, is a good response that meets all aspects of the requirement with only a trivial level ambiguity due the failure to provide all information at the level of detail requested.

### 10 - Excellent

---

Overall the response demonstrates that the applicant meets all areas of the requirement and provides all of the areas of evidence requested in the level of detail requested. This, therefore, is a detailed excellent response that meets all aspects of the requirement leaving no ambiguity as to whether the applicant can meet the requirement.

## **Applicant Screening**

In order to comply with UK government legislation, the British Council may at any point during the application process carry out searches of relevant third-party screening databases to ensure that neither the applicant institutions nor any of the applicants' employees, partners, directors, shareholders are listed:

- as an individual or entity with whom national or supranational bodies have decreed organisations should not have financial dealings;
- as being wanted by Interpol or any national law enforcement body in connection with crime;
- as being subject to regulatory action by a national or international enforcement body;
- as being subject to export, trade or procurement controls or (in the case of an individual) as being disqualified from being a company director; and/or
- as being a heightened risk individual or organisation, or (in the case of an individual) a politically exposed person.

If the applicant or any other party is listed in a screening database for any of the reasons set out above, the British Council will assess the applicant as ineligible to apply for this grant call. The applicant must provide the British Council with all information reasonably requested by the British Council to complete the screening searches.

---

# Contractual Requirements

## Key Information

- Successful applicants will be expected to undertake activities in the UK and in the overseas countries listed in these guidelines.
- A sample Grant Agreement has been provided in Annex 3. By submitting a response to this call for applications, you are agreeing to be bound by the terms of these guidelines and the Grant Agreement without further negotiation or amendment. Please do note that the Grant Agreement provided in Annex 3 is a sample agreement, and the final version may include some variations.
- The Country Annex (Annex 2) provides details of contracting arrangements in each country.
- In the event that you have any concerns or queries in relation to the Grant Agreement, you should submit a clarification request to [climate.skills@britishcouncil.org](mailto:climate.skills@britishcouncil.org) in accordance with the provisions of this call for applications by the application deadline.
- The British Council reserves the right not to make any changes to the Grant Agreement.
- The British Council is under no obligation to consider any clarifications/amendments to the Grant Agreement requested following the application deadline.
- Awards will be subject to all organisations in the partnership passing Due Dilligence checks as required.

## Safeguarding

The British Council is committed to safeguarding children and adults and to upholding their rights in accordance with all applicable legislation and statutory guidance. As part of that commitment, we require that all staff, and those we work with, including partners and suppliers, operate within the FCDO guidance on [Sexual Exploitation, Abuse and Harassment \(SEAH\) guidance](#) and our [Safeguarding Policy](#) which articulates our approach to protecting children and adults at risk and promoting their wellbeing.

We have robust systems and procedures in place to both prevent incidents (covering, for example, the recruitment of appropriate staff, training and support given so that staff can work safely, and standards regarding the way in which we carry out activities) together with responsive actions necessary to address situations where we become aware that a child or an adult at risk may have been harmed. As part of our policy, all countries have a named Safeguarding Focal Point (SFP) who is supported by a Regional Safeguarding Manager (RSM) and the British Council Safeguarding Team.

If successful in their application, organisations must provide the following documents to be assessed in our Due Diligence screening checks. Applicants will need to pass these checks before Grant Agreements can be signed:

- Organisation Safeguarding Policy
- Organisation Code of Conduct
- Safeguarding Lead
- Evidence of Background Checks
- Safeguarding Training Log
- Risk Assessment Template
- Safeguarding Incident Management Protocol

- 
- Participant Awareness Approach

## Impact on the Environment

The British Council is committed to minimising its environmental impact. We welcome information from Applicants regarding environmental considerations such as reducing carbon emissions for their projects (for example, alternatives to national or international travel such as virtual delivery), minimising waste or promoting resource efficiency.

## Privacy Notice

The British Council and UK partners comply with UK GDPR and the UK Data Protection Act 2018 and data protection laws in other countries that meet internationally accepted standards. The British Council will use the information that you provide for the purposes of processing your application, making any awards and the monitoring & review of any grants. The legal basis for processing your information is agreement with our terms and conditions of application (contract).

We may share selected non personal data with agencies responsible for monitoring and evaluation of the Climate Skills Global Collaboration Grants. Your information will not be used/shared beyond these partners for any other purpose without your specific consent. British Council and its partners reserve the right to publish and share anonymised aggregated information with stakeholders.

Organisation details, where collected, are used for monitoring and evaluation and statistical purposes. Gender information and country of origin, where collected, is used solely for statistical purposes. If we need to contact you, we will do so using the contact details you have provided.

Under UK Data Protection law, you have the right to ask for a copy of the information we hold on you, and the right to ask us to correct any inaccuracies in that information. If you want more information about this, please contact your local British Council office or see our [website](#). We will keep your information for a period of seven years after the project.

---

# Annex 1: Eligible and Ineligible Costs

## Eligible Costs

- Travel (economy class) and subsistence costs, visa fees, vaccinations, medical insurance, and roaming charges during travel essential to the project, to the UK and partner country.
- Local travel in the UK and overseas (public transport to and from the airport and for meetings/visits is encouraged where possible).
- Reasonable accommodation, subsistence and hospitality costs for staff or participants when visiting partner organisations in the UK or overseas.
- Reasonable production costs (such as for the development of materials but excluding time spent by staff in relation thereto).
- External consultancy fees (such as marketing, monitoring and evaluation).
- Essential equipment for use in the project including consumables, specialist software licences essential to the collaboration, access fees for facilities or library services.
- Equipment that is essential to project delivery and beyond the scope of organisational provision.
- Cost of meetings, training events, workshops, public engagement events, and seminars integral to the proposal.
- Translation and interpreter fees.
- Publication costs directly related to the collaboration. Open access publication is encouraged.
- Online platform and relevant costs for digital delivery can be included.
- Attendance at conferences or other events in the UK, partner countries, or virtual events to present the outputs and outcomes of the project.
- All the foregoing activities must be directly related to the development and delivery of the agreed project. Partners will be asked to provide the British Council with information on expenditure, supported by receipts for monitoring and auditing purposes.
- The cost of staff time for full-time personnel working directly on the project, plus the costs of temporary personnel and other temporary staff recruited to work solely on the project.
- Financial support for young people taking part in the programme in both the UK and partner country. This includes covering essential participation costs such as transportation, meals, research materials, and other relevant expenses. This could be paying the young people bursaries or internship salaries. All mechanisms to disperse funds to young people must be functional and safe. Please list all payments to young people to undertake structured, outcome driven roles under operational costs, not staff costs.

## Ineligible Costs

- Organisational overheads including administration fees, rent, energy bills and other indirect costs.
- For-profit non-education organisations are welcome in your proposal, but are not eligible to receive any grant funds, except to cover travel associated costs.

- 
- Costs associated with any building or physical infrastructure.
  - Purchase or rental of standard office equipment (except specialist equipment essential to the activities). This includes IT hardware – laptops, personal computers, tablets, smartphones, workstations, computer parts and peripherals, etc. Any standard hardware routinely used by the organisations will not be funded.
  - Office software and office equipment including desks, chairs, filing cabinets, photocopiers, printers, and fax machines.
  - Entertainment costs such as:
    - Gifts
    - Alcohol
    - Restaurant bills or hospitality costs for personnel not directly participating in the project.
    - Excessive restaurant costs
    - Excessive taxi fares

## **Annex 2: Country Annex**

Please see the Country Annex attachment.

## **Annex 3: Sample Grant Agreement**

Please see the Sample Grant Agreement attachment

By submitting a response to this call for applications, you are agreeing to be bound by the terms of these guidelines and the Grant Agreement without further negotiation or amendment. Please do note that the Grant Agreement provided in this annex is a sample agreement, and the final version may include some variations.

## **Annex 4: Glossary**

Please see the Glossary attachment