

Palladium Challenge Fund



WHEN IT'S TIME TO REBUILD:
JOBS FOR REFUGEE RETURNEES

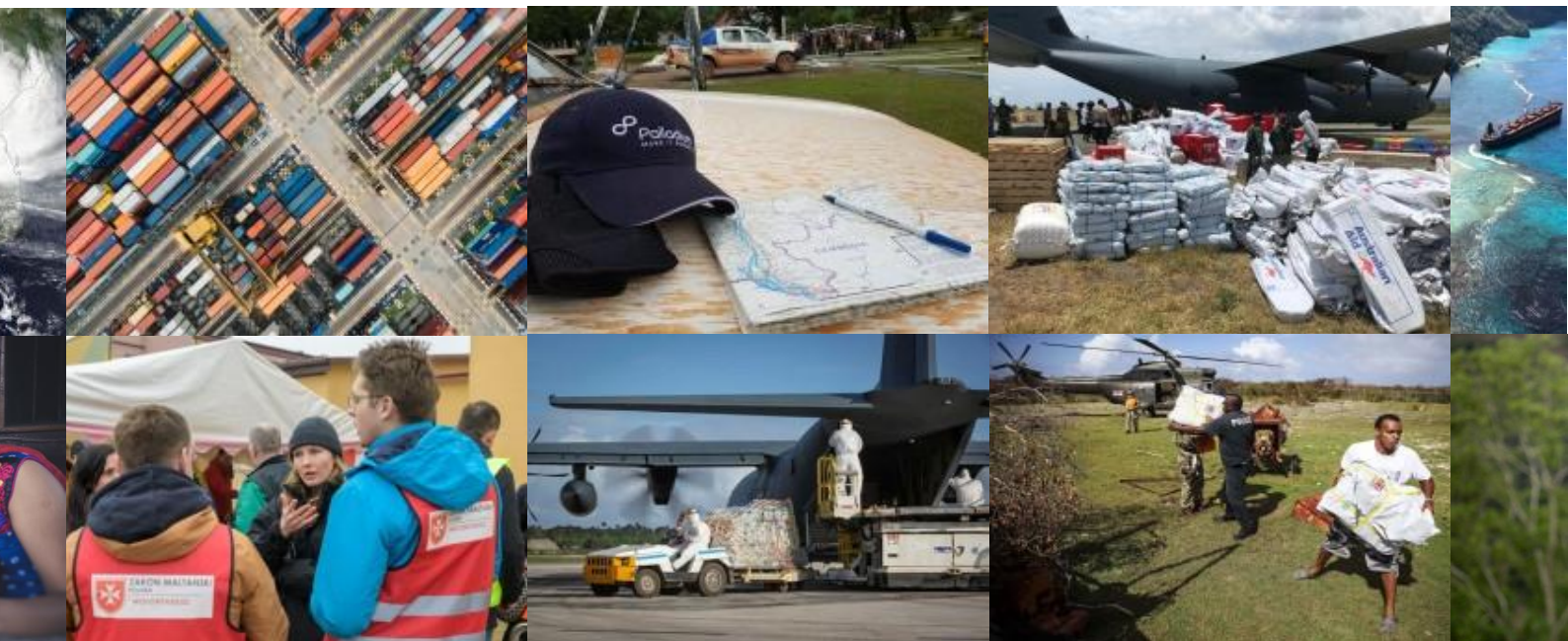
About Palladium

Palladium works with governments, businesses, and investors to solve the world's most pressing challenges. We have nearly 60 years of experience creating strategies, building partnerships, mobilising capital, and implementing programs that transform societies, economies, and lives. In the last year alone, we've supported our clients to improve the lives of over 150 million people across the globe.

For over 20 years, Palladium has committed 1.5% of our profit before tax to funding humanitarian relief efforts, supporting community projects nominated by Palladium employees, and running an annual Challenge, through which we solicit and fund ideas to tackle a major global problem.

The **Palladium Challenge Fund** brings in ideas from our network in over 90 countries and partnership with over 1,600 organisations to source innovative responses to global challenges. Operating against a clear “problem statement”, we fund organisations and initiatives that:

- Pilot new technologies and innovative approaches
- De-risk start-up ventures
- Deliver outcomes from innovative financial mechanisms
- Support the convening of innovation challenges



When it's Time to Rebuild: Jobs for Refugee Returnees

Conflict can leave unimaginable destruction in its wake, and the work to rebuild requires more than funding; it requires people with passion, resilience, and skillsets matched to the country's reconstruction needs. Many of these people could be 'returnees' – whether refugees or other emigrants returned home.

From Ukraine to Gaza to South Sudan, recovery will take decades. These and more will embark on a long and complex road, key to which is the recovery of the labour market to ensure meaningful livelihoods for people in the process.

The ask is deceptively simple: connect refugees with jobs that bring them home and let them rebuild their lives while they rebuild their societies.

As the world brainstorms solutions, Palladium co-CEO Sinéad Magill believes that it's time to reinvent some of the development approaches upon which we've traditionally relied. "What got us here won't always be the right way forward. Rather, the answer is in new ideas, new players, and new technology, blended with the development sector as we know it now," she says. "In conflict-torn countries, we need to be ready when the task of rebuilding begins."

"We must go beyond the obvious solutions, digging deeper into systemic issues and how they can be addressed."

Sustainable economic growth requires a skilled, educated, and competitive workforce.

Without empowered workers with the right skills, rebuilding after a conflict is slow and poverty remains high. The task at hand needs people; but just as much, people need to be connected to the tasks at hand. This is particularly true for youth who may see more opportunity to build their lives elsewhere, when the right approach to skills development and matching could help them build a life and future at home.

The potential to transform workforce development is huge. Market led training can help fill labour gaps, faster. Innovative technologies can scale up digital education and target skill building. Improvements to services like childcare and transportation make it easier for individuals to start (and keep) jobs. And new thinking and approaches can match up refugee skillsets with what's really needed.

Through this challenge fund, we will unlock innovative solutions that connect refugees as a workforce with the post-conflict needs of their home countries.

Palladium is at the forefront of humanitarian preparation and response, working on behalf of governments for nearly 60 years. Since 2017 alone, we have responded to 73 crises across 123 countries. This has ranged from manmade crises (including the immediate aftermath of the war in Ukraine and conflicts in Gaza, Ethiopia and Sudan), to natural disasters (such as the cyclones in Indonesia and Mozambique, the volcanic eruption in Tonga and the devastating earthquake in Syria and Turkey).

With long term recovery in mind, we also partner with industry, governments, education systems, and the private sector to achieve sustainable economic growth through a skilled, educated, and competitive workforce. Drawing on decades of global experience, we address skills and knowledge gaps through targeted organisation and human resource development.

Through this challenge fund, we're seeking proposals from organisations that offer innovative and sustainable solutions to building a strong post conflict labour market, which in turn, will support economic reconstruction and social transformation.

Innovations could include, but are not limited to:

- Skills matching for refugees
- Market-led training and job placement services in post-conflict environments
- Income-earning opportunities like training stipends, internships and apprenticeships
- Innovative technologies that address unemployment and skill building
- Wraparound services that support job placement, including childcare, transportation and health services

We are looking for solutions that:

- Pilot innovative and cost effective approaches
- Connect and prepare individuals for long term employment
- De-risk start up ventures targeting post conflict workforce building
- Leverage partnerships with businesses, civil society and government
- Can be scaled up and applied across different country contexts

Get Involved.

To apply for funding up to \$100,000.00 please go to letsmakeitpossible.com. Applications are due 31 July 2024.

Palladium's humanitarian experts will shortlist and select the winning applications. Selected organisations will benefit from funding and additional technical assistance from Palladium, including connections to Palladium's teams of advisers worldwide.