



MALDIVES: ENHANCING EMPLOYABILITY AND RESILIENCE OF YOUTH PROJECT (MEERY: P163818)

Ministry of Higher Education
Republic of Maldives

TERMS OF REFERENCE AND SCOPE OF SERVICES

For

Selection of a Training Provider to conduct courses under ‘Skills for a Resilient Workforce Program’.

1. Background:

Several aspects of the Maldives’ recent development pattern highlight imbalances between labor demand and supply. Public sector jobs are predominantly in the civil service with the rapid expansion of cadres in the 1990s and 2000s. However, with the increasing standard of living over time, the labor market has become more challenging for Maldivians in general. Increasing educational attainment among the younger generation and expectations have coincided/collided with the rapid growth in low-skill service jobs associated with tourism and construction, leading to a mismatch in skills supply and demand. Despite the high levels of growth and labor market conditions in public investments, tourism, fisheries and non-tradable tourism related activities, important challenges remain for young Maldivians. These relate to (i) the need for greater inclusion and productive employment for youth, especially for those who cannot rely on public sector jobs (because of a sharp reduction of public sector employment) or who are from the most vulnerable segments of the population; and (ii) an increasing reliance on foreign labor in important sectors such as tourism and construction services and limited opportunities for women.

The Government of Maldives (GoM) is implementing the “Maldives: Enhancing Employability and Resilience of Youth (MEERY)” Project. The project is funded by the World Bank. The objective of the project is to improve the relevance of technical and vocational skills and foster entrepreneurship to promote youth employment in priority sectors. The project is being administered by the Ministry of Higher Education (MoHE), with a Project Steering Committee that will be co-chaired by the MoHE and the Ministry of Economic Development (MED). The project comprises of three components and a Contingent Emergency Component. The three primary components are:

Component 1: Fostering skills development and entrepreneurship in priority sectors (Tourism & Construction and ICT-related Services Sectors through four sub-components:

1.1: Labor-market assessment and analysis for demand driven skills identification

1.2: Revision of Skills Development (TVET and Entrepreneurship) Curriculum

1.3: Face-to-Face Skills Delivery.

1.4: Support for Entrepreneurship Development.

Component 2: Promoting entrepreneurship and employment through skills Development and eLearning Strategy through three sub-components:

2.1: Strategy Development, Strengthening and Diversifying skills development programs.

2.2: *IT infrastructure for skills development and jobs platform.*

2.3: *Career hubs for education-industry linkages.*

Component 3: Project Coordination, Monitoring and Evaluation

2. Introduction of the Assignment:

The Skills for a Resilient Workforce program was launched on 15th July 2020 by the Ministry of Higher Education, with the focus of minimizing implications of skills shortage that businesses are currently facing due to the COVID-19 pandemic. This is a one-year program and courses will be announced throughout the year.

The National Training Needs Analysis, 2019 (TNA) identified a rising skill gap and training requirement in various sectors and thereby to address the indicated issue, Ministry of Higher Education is seeking to recruit training providers to conduct certificate level 3 courses in project priority sectors: Tourism, Information Communication and Technology and Tourism related Construction, as well other sectors identified in the TNA.

3. Objective:

The main objectives of this program are:

- To prepare locals ready for the currently available jobs to support the employment shortage.
- To develop entrepreneurship mind-set by offering an entrepreneurship module to all the students.
- To develop a workforce equipped with soft-skills needed for the new economy.
- To support the locals to initiate small businesses
- To empower the youth group by building their capacity to take up the entrepreneurship opportunities.

4. Scope of Services:

Scope of services for the Training Provider includes:

- Conduct classes for the theory component of the courses through a suitable platform for all students.
- Provide the course outline, curriculum of the course and delivery modality.
- Provide work plan of the course to be conducted with details such as duration of the practical session and outcomes.
- Create a suitable environment to conduct classes and provide any required materials for the training component to all students/trainees.
- Conduct the practical/training component of the courses.
- The programs need to be delivered according to “A Guide to conduct competency-based training programs” developed by TVET Authority.
- The training programs need to be delivered to the trainees according to the National Occupational Standards which are developed by TVET Authority.
- All the trainees who take part in the training would achieve the National Certificate after completing an external assessment by TVET Authority.

- Starting from program registration to the completion of the program, all procedures must be completed according to the guidelines of the TVET Authority.
- Conduct assessments in accordance with the occupational standards developed by the TVET authority
- Maintain all student records inclusive of their attendance and results sheet.
- Provide certification to students who successfully complete the course.
- Partner with different and relevant organizations and NGOs to conduct practical sessions for students/trainees.
- Submit MoUs/ agreements made with employers to arrange the practical component for the trainees to successfully complete the program.
- Promote and market the courses carried out under Skills for a Resilient Workforce Program amongst the public.
- Ensure student safety throughout all program.
- To provide and regularly review the progress of the students while in internship and periodically apprise the Ministry of Higher Education of the same.
- The training provider will take full responsibility of the students until graduation.

List of Courses		
No.	Sector	Course Title
1	Tourism	National Certificate III in Housekeeping
2	Tourism	National Certificate III in Laundry Operations
3	Tourism	National Certificate III in Ticketing and Reservation
4	Tourism	National Certificate III in Water Sports
5	Tourism	National Certificate III in Inventory Management
6	Social	National Certificate III in Fitness Instruction
7	Social	National Certificate in III in Jewellery Design and Manufacturing
8	Tourism	National Certificate in III in Surf Guiding
9	Tourism	National Certificate in III in Snorkel Guiding
10	Tourism	National Certificate in III in Boat Operations
11	Tourism	National Certificate in III in Life Guarding
12	Tourism	National Certificate in III in Sports Fishing Guiding

5. Selection Criteria

Training Provider: (Institutional Qualification Criteria):

- Institute must be registered under Ministry of Higher Education (Compulsory).
- The institute should have the capacity to conduct the programs online and in suitable physical location
- Minimum 3 years of experience in conducting vocational education trainings courses.
- Have relevant equipment, tools and workshop required for Vocational Training to conduct the practical sessions of the course module. OR is affiliated with NGO or company with necessary equipment, tools, workshop required for Vocational Training to conduct the practical sessions of the course module

In order to successfully carry out the tasks listed above; the training institution should propose key lecturer for each course.

Key staff qualifications and experience criteria:

- Bachelor's degree with 2 years of experience in related field of the course to be delivered OR
- Diploma in relevant field with 5 years of experience in Technical and Vocational Education OR
- Diploma in relevant field with 3 years of experience in Technical and Vocational Education OR
- Specialized training in the field (license) with experience in Technical and Vocational Training and 3 years' experience the field.