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**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

**Consultant to Develop National Apprenticeship Training and Recognition of Prior
Learning (RPL) Framework**

(Procurement Ref: MV-MOHE-298349-CS-INDV)

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) and Ministry of Economic Development.

The project comprises 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. Objectives of the Assignment

The National Skill Development Authority (MNSDA) aims to achieve several key objectives. These include the establishment of a comprehensive national framework for skills training, the enhancement of policies for the National Apprenticeship Programme (NAP) and Recognition of Prior Learning (RPL), the strengthening of the Institution Based Training (IBT) framework, the alignment of the TVET system with international best practices, the development of efficient administrative tools, the promotion of a positive perception of MNSDA, and the increase of its brand authority in empowering youth employability.

The National Apprenticeship Program (NAP) and Recognition of Prior Learning (RPL) are integral parts of a comprehensive skills development system that provide a multitude of advantages for individuals and the nation. NAP serves as a link between theoretical education and practical skills, while RPL acknowledges and appreciates prior learning experiences. These programs not only improve employability and address industry demands, but also help mitigate unemployment rates. Additionally, they encourage lifelong learning, inclusivity, and economic growth, cultivating a competent and competitive workforce and contributing to the overall development of the country.

3. Scope of the task

The scope of the task is as follows:

- Prepare inception report with a detailed schedule of workplan, which indicates the phases in the evaluation with their key deliverables and milestones.
- Formulate the methodology and objectives of the National Apprenticeship Training and Recognition of Prior Learning (RPL) framework in consultation with stakeholders namely Institution Based Training (IBT) providers, Employer Based Training (EBT) providers, National Trade and Testing (NTTC) providers, National Assessors, Industry Experts, and Employment Sector Councils.
- Prepare a preliminary report on the methodology, objectives and scope of the National Apprenticeship Training and RPL framework.
- Once the preliminary report is approved by MOHE and MNSDA, Develop the National Apprenticeship Training and RPL framework.
- Formulate the NAP, NTTC, EBT and IBT regulations.
- Prepare a PowerPoint presentation and present the NAP, NTTC, EBT and IBT

regulations to the MNSDA Team.

4. Project Deliverables and Payment

Deliverables	Timeline	Payment
Deliverable 1: Submission and acceptance of the inception report	Within 10-15 days of contract signing	5%
Deliverable 2: Submission and acceptance of the preliminary report on the methodology, objectives, and scope of the National Apprenticeship Training and RPL framework	Within 30-60 days of contract signing	20%
Deliverable 3: Submission and acceptance of the of the National Apprenticeship Training and RPL framework, Regulation	Within 90 days of contract signing	30%
Deliverable 4: Submission and acceptance of the NAP, NTTC, EBT and IBT Regulation	Within 120 days of contract signing	30%
Deliverable 5: Presentation of the final NAP, NTTC, EBT and IBT Regulation and National Apprenticeship Training and RPL framework	Within 145 days of contract signing	15%

5. Required Qualification and Experience

- Holds a Master's degree in Education or technical and vocational related fields;
- At least 10 years of experience in Education, Technical and Vocational Education and Training (TVET), Teaching materials development / review, Project Management, Project Implementation
- Must be a Maldivian citizen.

6. Other Competencies

- Demonstrated experience in preparing strategic plans, policies and frameworks, project documents, etc.
- Demonstrated understanding and experience in organizing and managing workshops with different government and non-government stakeholders.
- Understand Maldives governmental and non-governmental organizations and private sector.

- Demonstrate good research and written communication skills, and the ability to prepare high quality reports in English and Dhivehi.
- Ability to analyze and evaluate developments in the TVET ecosystem.
- Ability to communicate effectively (in both oral and written contexts)
- Self-directed and able to work independently.
- Ability to multi-task in a fast-paced environment.
- Proficient in computer skills, including MS Office Suite (Word, PowerPoint, and Excel)
- Good presentation skills, including ability to persuade and to negotiate.
- Seamless ability to work in a team, and to lead a team.
- Excellent time-management and organizational skills.

7. Institutional Arrangements and Reporting

The consultant will be reporting directly to the MNSDA. The consultant will be working from home and reporting to the MNSDA office from time to time as and when required.

The Consultant is required to submit progress reports on a weekly basis on the work being carried out.

8. Duration of Services

- The objectives of this consultancy must be achieved within **5 months** from the date of signing of the contract.
- The consultant is required to submit a detailed schedule with deliverables and milestones clearly marked-out in the inception report.
- Poor performance could lead to termination of the contract.

9. Terms of Payment

The consultant will be hired under the project and will be paid in accordance with the approved financial proposal upon completion of the outputs specified in the TOR and the contract.

10. Confidentiality, Ethics and Conflict of Interest

The selected Consultant undertakes to comply with the World Bank's rules regarding corrupt and fraudulent practices, conflict of interest and confidentiality. The Consultant shall maintain confidentiality on all sensitive information obtained during the assignment and shall not publish wholly or in part the findings or such information, without prior written consent by the PMU.