



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

Ministry of Higher Education Republic of Maldives

**Consultancy to Develop the 21<sup>st</sup> Century Skills Development Strategy**

**(Procurement Ref: MV-MOHE-124204-CS-INDV)**

**TERMS OF REFERENCE AND SCOPE OF SERVICES**

**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.

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. Objective of the Assignment:**

Globalisation has influenced several developments in world civilization in the twenty-first century. The advent of technology has resulted in a massive flood of information and news that impacts individuals in practically every aspect of life, including economics, society, politics, culture, education, public health, and the environment. The Maldives, in the twenty-first century, is therefore influenced by changes in global society, and the process of human development to adjust to the changes has aided in the growth of the country. Human development seeks to make people intelligent, capable, and morally upright, allowing the country to prosper and coexist harmoniously. 21st-century skills are the knowledge, skills, abilities, behaviors, and other characteristics that an individual requires to successfully perform work roles or occupational functions in new job domains oriented to the digital economy and climate change adaptation to promote resilience. These are a range of skills that can help a professional better navigate a career in the modern workplace. 21<sup>st</sup> century skills have become a very important issue at the national, regional, and international labour markets. The overall objective of this assignment is to formulate the 21<sup>st</sup> Century Skills Development Vision and Strategy for youth aged between 18 and 35 years for skill development, and for those already in the jobs market for reskilling and upskilling. The vision will be accompanied by a strategic plan and an action plan to operationalize the vision.

### **3. Scope of Work:**

The tasks include, but are not limited to, the following:

- Phase 1: Prepare and submit an inception report outlining the proposed methodology (desk review of available vision and strategies of regional and international countries, and the timeline.
- Phase 2: Data collection and Data Analysis
  - Conduct an Assessment to identify the components required for formulating a strategy for 21st Century skills development.
  - Analyze the existing strategies.
  - Conduct meetings and consultations with the MoHE and other relevant authorities to receive inputs on the vision and the formulation of the strategy.
  - Presentation of the findings to the MoHE.
- Phase 3: Preparation of reports consisting of the 21<sup>st</sup> Century Skills Development Vision, Strategy, Strategic Plan and Action Plan
  - Submission of first draft of the reports.
  - Presentation of the first draft of the reports to the MoHE for recommendations.

- Phase 4: Final Report
  - Prepare and present the final report consisting of the 21<sup>st</sup> Century Skills Development Vision, Strategy, Strategic Plan and Action Plan.
  - Submit final comprehensive report for the 21<sup>st</sup> Century Skills Development Vision, Strategy, Strategic Plan and Action Plan.

#### 4. Deliverables and Remunerations:

Deliverables	Timeline	Percentage of Remunerations
Upon signing the contract	-	5%
<b>Deliverable 1:</b> Upon submission and acceptance of Inception report	By the end of 2 <sup>nd</sup> week	5%
<b>Deliverable 2:</b> Upon submission and acceptance of Need Assessment Report	By the end of 9 <sup>th</sup> week	30%
<b>Deliverable 3:</b> Upon presentation of the first draft of the reports.	By the end of 21 <sup>st</sup> week	40%
<b>Deliverable 4:</b> Upon submission and acceptance of Final report (the 21 <sup>st</sup> Century Skills Development Strategy, Strategic Plan and Action Plan)	By the end of 24 <sup>th</sup> week	20%

#### 5. Required Qualifications and Experience:

In order to successfully carry out the tasks listed above, the consultant is required to have the following qualifications and experience:

- Minimum Master's Degree in Human Resource, Management, Planning and Development, Education or a relevant discipline;
- Minimum 5 years of experience in Human Resource Management, Planning and Development, Education or a relevant discipline;
- A minimum of 3 relevant consultancy experience with government agencies, or other government projects concerning human resource development or education.
- Must be Maldivian Citizen.

#### 6. Other Competencies:

In addition to the required qualifications and experience, the consultant is required to have the following competencies:

- Familiarity with relevant government procedures and regulations in the Maldives.
- Strong organization, coordination and teamwork skills.

- Strong client orientation and skills in promoting stakeholders' participation in the project.
- Skills in providing information that lead to the development labour market policies and strategies.
- Skills in developing labour market policies.
- Proven capacity to supervise and coordinate all administrative and technical aspects of the consultancy.
- Demonstrate local knowledge of the labour markets, trends and culture.
- Excellent verbal and written communication skills in Dhivehi and English, and the ability to prepare high quality reports in Dhivehi and English.
- Proficiency in the use of MS Office Suite (Word, PowerPoint, Excel), basic statistical software.
- Ability to communicate via email and conduct research on the internet.
- Ability and willingness to travel to the Atolls for field visits for primary data collection.

#### **7. Institutional Arrangements, Reporting and Supervision:**

The work will be carried out under the guidance and direction of the Ministry of Higher Education (MoHE) and the progress of the work carried out shall be reported to both MoHE and PMU. Consultant will work remotely. However, the consultant will be required to attend all the relevant meetings arranged by the client.

#### **8. Duration of services and terms of payment:**

The service is for a period of 24 weeks. The consultant will be hired as a specialist/consultant under the project and will be paid in accordance with the agreed rate upon completion of the outputs specified in the TOR and the contract.

#### **9. Confidentiality, Ethics and Conflict of Interest:**

The selected Consultant undertakes to comply with the World Bank's rules with regard to 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 Client. Any draft reports and other documents produced by the consultant will be discussed and cleared with the Client before their final issue.

#### **10. Data Protection:**

The Ministry of Higher Education will have copyrights of all data collected and information collected for the purpose of this project. The MoHE will have the full rights to all products, drafts and final deliverables of the project. The consultant will not have any right to the use of any component of this project including the raw data outside the scope of this project without prior consent from the MoHE.