



Terms of Reference and Scope of Services

For

Consultation to Conduct a Comprehensive Training Needs Analysis of the ICT Sector

Maldives: Enhancing Employability and Resilience of Youth Project (MEERY; P163818)

Ministry of Higher Education

Republic of Maldives

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 preparing to implement 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. Background of the assignment

In 2018, Maldives observed an unemployment rate of 6.1%, the highest in South Asia, according to statistics published by Asian Development Bank. With the demand for Higher Education expected to rise over the next five years, there is a need to ensure that efforts to increase enrollment in Higher Education is well-planned to tackle the issue of skills mismatch in the country. There is also a large percentage of both skilled and unskilled foreign workers employed in the identified sectors. Without extensive research on sector needs, locals cannot be trained to replace. While efforts have been made to solve this problem by providing scholarships and loans for specific fields of study, there is insufficient data to guide policy makers, for example, on how many slots are needed at which levels of study.

Thus, there is a need for a broader national assessment of training needs, based on employment demands and changing economic contexts. Such a comprehensive assessment, inclusive of public and private sector labour market needs, economic growth projections and development initiatives of the Government, would be essential to ensure that academic planning in institutions is guided by relevant data.

3. Objectives

- Conduct a comprehensive training needs analysis based on employment demands, economic growth projections and national priority to develop quantitative data for ICT sector that can assist in data-driven policy planning.
- Train human resource based on labour market needs.

4. Scope of Services

The project is to be an extension of the training needs analysis conducted by Ministry of Higher Education and published in February 2019, to further identify quantitative data that represent the market demand specifically for **ICT sector** in particular.

The project will be headed by a Steering Committee, chaired by the Minister of Higher Education and Ministry of Economic Development. The consultant will receive policy directions from the from Project PMU and MED.

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

1. Prepare an inception report before commencing the research study. Design and document detailed methodology for the study ie.

- main research methods,
 - sampling framework,
 - questionnaires or other documents needed for research activities
 - proposed sources of data,
 - procedures for data collection and analysis on the demand and supply gaps in the labor market for the mentioned sector
2. Prepare work schedule with goals for each stage
 3. Present the overall findings of the draft report in the form of presentation. The report should include extensive research on labor force including the expatriate labor force in the country within ICT sector. The study must include the gap analysis of demand and supply of labor, skill gap areas, and recommendations for skill development for the sector.
 4. Soft and hard copy of the report including data set of labor market study.

5. Qualifications and Expertise required

In order to successfully carry out the tasks listed above, the consultant as an individual / firm is required to demonstrate the following expertise

- If the consultancy is undertaken by an individual
The individual should have a Master's Degree in either Economics or Social studies or Statistics or Management or Research or Human Resource Planning and Development, or ICT. Specialization in labor economics will be an asset. The individual should have minimum of 5 years relevant professional experience in research and labor market studies.
- If the consultancy is undertaken by a firm
The lead consultant of the firm should at least have a Bachelor's Degree in either Economics or Social studies or Statistics or Management or Research or Human Resource Planning and Development, or ICT. Specialization in labor economics will be an asset., Construction or a relevant discipline; Specialization or Master's degree in labor economics will be an asset. The consulting firm should have technical experience of 3 to 5 of conducting labor market studies.
- Strong background and experience in data collection and statistical analysis.
- Technical expertise in assessing issues of labor market demand and supply of Maldives, and the ability to draw strong and valid conclusions.
- knowledge of TVET programs is essential.
- Excellent communication and report writing skills.
- Experience working with different government units and agencies, and familiarity with relevant government procedures and regulations.

6. Other Competencies required

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

- Strong organization, co-ordination and teamwork skills.
- Strong client orientation and skills in promoting stakeholders' participation in the project.
- Excellent verbal and written communication skills in English, and the ability to prepare high quality reports in English.
- Proficiency in the use of MS Office, basic statistical software, email and the internet.
- Ability and willingness to travel to the Atolls for field visits to oversee project implementation.
- Skills in providing information that lead to the development labor market policies and strategies
- Skills in developing labor market policies and
- Proven capacity to supervise and coordinate all administrative and technical aspects of the consultancy.
- Demonstrate local knowledge on labor market, trends and culture.

7. Institutional Arrangements

Consultant will work at a place as agreed by both parties.

8. Duration of services and terms of payment

The duration of assignment period of three months (calender days). 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.