



Terms of Reference and Scope of Services

FOR

Consultancy to develop Travel & Tourism Education at Maldives Polytechnic

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

Maldives Polytechnic, 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. Objectives

Objectives for Implementation of Travel & Tourism Education in Maldives Polytechnic are;

- To make students aware of the consequences of unsustainable tourism and promote the development of eco-tourism and responsible tourism.
- To know the importance of personal presentation in the workplace.
- Learning the importance of preserving the environment and local culture.
- To create a strong work ethic like integrity, sense of responsibility, emphasis on quality, discipline or sense of teamwork.
- To provide citizenship education to young people in order to prepare them for citizenship and to encourage critical thinking and active community engagement.
- Focused on developing the necessary skills to perform the selected occupations.

3. Scope of Services

Hospitality and tourism is a labor-intensive industry, with jobs concentrated in accommodation, food and beverage, retail, transportation and recreational services. It is one of the most labor-intensive industries in the non-agricultural sectors, offering unskilled and semi-skilled workers access to well-paid lifelong employment in the service economy. To improve the human work force in the travel and tourism industry with the importance of primary education in the field with all requirements, the consultant is expected to perform the following tasks:

- Study the market research on travel and tourism sector in Maldives.
- Know the attentiveness of people in learning the hospitality courses.
- Ensure the safety of the working environment in accordance with Maldives standards
- Plan a site visit and ensure the site is suitable for implementing the new course;
- Understand the merits and demerits of site and make necessary site plan;
- Develop a schematic arrangement of the labs and classrooms in the site plan;
- Make the estimate of the laboratory materials and the required tools & equipments;
- Create a list of materials and required assets with future standards;
- Make a note on needs of the human work force in accordance with the course modules;

- Give the detailed note on the cost estimation and cost – benefit analysis report for implementing the entire course structures.

4. Approach

This work will be in the form of a fully fledged structure program. The consultant will be expected to consult with polytechnic staff. Human centered approach will be followed through the entire duration.

5. Institutional Arrangements:

Consultant will work at their own workplace however, the consultant must attend all relevant meetings arranged by the Maldives Polytechnic, Ministry of Higher Education.

6. Deliverables

1. A detailed report with the clear - cut structure on every cause;
2. Implementation chart with comprehensive report.
3. Expected duration to successful completion of implementing the course.

7. Duration of services and remuneration:

The service is for a period of 2 working months or 8 weeks. The consultant will be hired as a specialist/consultant under the project and will be paid MVR 105,000 upon completion of the outputs specified in the TOR and the contract.

8. Project Timelines

<i>Time frame</i>	<i>Consultant's Deliverables</i>
Ten days after signing of the contract	Submits to Maldives polytechnic an inception note including the conceptualization, work plan for the assignment.
8 weeks after signing of the contract	Submits to Maldives polytechnic a comprehensive report on the research activities to implement the course with cost estimation and detailed specifications.

9. Desired Candidates' / companies Qualifications and Experience

Applications are expected from suitably qualified individual consultants satisfying the following requirements;

<i>Specific Experience</i>	<ul style="list-style-type: none">● Demonstrated track record of production of relevant publications and technical documents on sustainable tourism planning and management, and/or tourism planning and management into protected areas, and/or standards for sustainable tourism (papers, project proposals, guidelines, manuals, etc.).● Good knowledge of and a good record of practical experiences with participatory training and facilitation approaches and methods.● Relevant professional experience in the development of standards for sustainable tourism, and/or in the development of certification systems for sustainable tourism, and/or in tourism planning and management into protected areas.
<i>General experience</i>	<ul style="list-style-type: none">● At least 2 or more years experience in sustainable tourism planning and management with hands-on experiences in developing and strengthening human capacities in a multi stakeholder context.
<i>Education</i>	<ul style="list-style-type: none">● Hold a Bachelor's Degree with expertise in the area of tourism; or hold a combination of degrees in tourism, and environmental management, or related fields
<i>Other Skills</i>	<ul style="list-style-type: none">● Additional relevant professional trainings and courses are an asset.● Work experience with projects funded by international donors.● Previous working experience on sustainable tourism development.

10. Proposal should include the following

- Executive Summary containing a brief description of the proposed project development approach and associated cost.
- Company profile including:
 - a. Company /sole proprietor registration certificate
 - b. Tax registration certificate
 - c. Receipt of payment for company / SP annual fee
 - d. Relevant Experience including URL's and name, role and connect number of the staff to contact regarding the project
- Asser and draft deliver methods:
 - 1. Project stages: description of the stages of the project
 - 2. Proposed development team and their qualifications and experience
 - 3. Work Schedule including Gantt chart (both summary and detail must be included)
- Financial Details
 - 1. Costs
 - 2. Payment terms
 - 3. Terms and conditions of the undertaking