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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**

**MV-MOHE-146091-CS-INDV / Consultant to give technical support to re-brand Maldives Polytechnic**

**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 *e*Learning 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

The Project Management unit (PMU) of the MOHE, who will be in charge of implementing the project, is looking for a qualified Firm to carry out this assignment.

1. **SCOPE OF SERVICES**

Scope of services under the contract includes but not limited to;

1. Review Programs offered at Maldives Polytechnic with review of Curriculums and on-going training activities, and prepare an assessment report comparing national skills needs versus Maldives Polytechnic Programs. Finalize the report with input from key stakeholders and develop a plan of action to address the need gaps.
2. Align National Skills Needs with the Government Training Needs Assessment report with extended details to support growth of public and private sector skills demands. This will need to cover not only the program curriculum and also include teaching activities and practical sessions including assessments of reviewed programs.
3. Compile a comprehensive structure and guideline to enhance the performance of Maldives Polytechnic
4. Work on the implementation of activities of MEERY project.
5. **required Qualifications and experience:**

* Master’s Degree or Bachelor’s Degree in Vocational Education. Having a background in Engineering would be an added advantage.
* A minimum of 3 years professional experience in managing vocational education.

1. **other competencies:**

* Good understanding and knowledge of local skills development needs
* Excellent research and drafting skills;
* Proven ability to write and present complex policy-related issues for a non-technical audience;
* Fluency in local language and excellent English speaking and writing skills.

1. **Duration of the Assignment**

* The consultant is required to complete all the tasks of the project within. The contract will be extended based on satisfactory performance.

1. **Remuneration and INSTITUTIONAL ARRANGEMENT**

* The consultant will be financed from the MEERY project. The remuneration will be set in line with other positions in the Project Management Unit. The selected candidate will work in the Maldives Polytechnic and report to the CEO of Polytechnic and the Project Coordinator (on activities related to MEERY).

1. **Selection Criteria**

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| **Criterion** | **Weightage** |
| University degree in Vocational Education with preference in Engineering Specialization   * + *Master’s degree*   + *Bachelor’s degree* | *20*  *10* |
| Experience - should have at least 3 years professional experience specifically in Institutional Development (Max 40 points)   * + *Professional experience in producing comprehensive documents related to VE (preferably on Maldives) (2 points for each document*   + *Experience data gathering and analysis in related fields (2 points for each project with all components)*   + *Experience in Stakeholder Consultation and engagement within the Maldives (2 points for each)*   + *Report/Review Writing (2 points each)* | *10*  *10*  *10*  *10* |
| Presentation | 20 |
| Proposed Financial Value | 20 |

1. **Intellectual Property**

The Maldives Polytechnic will have copyrights of all data collected and information collected for the purpose of this project. The Maldives Polytechnic 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 Maldives Polytechnic.