



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

Ministry of Higher Education  
Republic of Maldives

**Development of Courses on Travel & Tourism Education at Maldives Polytechnic**

(Procurement Ref: MV-MOHE-122725-CS-CQS)

**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 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 existing market researches done on travel and tourism sector in Maldives to learn the attentiveness of people in learning and demand for the hospitality related courses.
- Develop full fledge curriculums for the school of hospitality and develop courses (level 3 to 5) based on training need analysis.
- Ensure all the courses are competency based.
- Develop the list of course materials, practical equipment and tools required for the above mentioned courses.
- Create a list of materials and required assets with future standards.
- Prepare a staff plan in accordance with the implementation of the new curriculum
- Conduct and develop a site inspection plan and select the most suitable place to conduct the practical session (field work) for implementation of the new courses.
- Develop a schematic arrangement of the labs and classrooms in the site plan.
- Develop assessment criteria and methodology for all requested courses.
- These courses (with possibility of being conducted via e-learning) should be compatible with the e-learning platform to be used in Maldives Polytechnic.

\*Note: All the courses should meet the requirements of Maldives Qualification Authority.

#### **4. Approach:**

The consultant is expected to develop competency-based course structures and curriculums based on training need analysis and develop lists of course materials, practical equipment and tools and other relevant details. The consultant will be expected to consult with polytechnic staff. Material collected will be reformatted where necessary for publication.

#### **5. Project Deliverables and Timeline:**

- Submission of an inception report including work plan (timeline) for the assignment - Seven days after contract signing.
- Submission of comprehensive report along with clear cut structure of course - Within 8 weeks after contract signing.

- i. Full-fledged curriculums for the school of hospitality with course structures, course material lists, required staff plan, site plan, expected duration to successful completion of implementing the course and other relevant details (Course level 3 to 5).

**6. Firm Qualification:**

- a. 4 or more years of experience in developing tourism/hospitality-based courses. The firm must provide details on the modules/courses being delivered that are relevant to this assignment.
- b. 3 years of practical experiences in conducting training and facilitation programs.
- c. Demonstrate 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.)

**7. Key Staff Qualification:**

#	Position	Required No.	Qualification	Experience
1.	Expert 1: Team Leader	1	<ul style="list-style-type: none"> <li>• Masters’/Bachelor’s Degree in Tourism, Environmental management, or any other relevant field.</li> </ul>	<ul style="list-style-type: none"> <li>• 5 years of experience in education management, curriculum development or any other relevant field.</li> <li>• 2 years of experience in tourism or sustainable tourism planning and management with hands-on experiences in developing and strengthening human capacities in a multi stakeholder context or any other relevant field.</li> </ul>
2.	Expert 2	1	<ul style="list-style-type: none"> <li>• Bachelors’ Degree or above in Tourism, Environmental management, or any other relevant field.</li> </ul>	<ul style="list-style-type: none"> <li>• 2 years of experience in tourism or related field.</li> </ul>

3.	Expert 2	1	<ul style="list-style-type: none"> <li>• Diploma or above in Tourism, Environmental management, or any other relevant field.</li> </ul>	<ul style="list-style-type: none"> <li>• 2 years of experience in tourism or related field.</li> </ul>
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**8. 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.

**9. Duration of services:**

The service is for a period of two (2) months.



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**SELECTION CRITERIA**

**1. Selection Criteria for Firm:**

- 4 or more years of experience in developing tourism/hospitality-based courses. The firm must provide details on the modules/courses being delivered that are relevant to this assignment.
- 3 years of practical experiences in conducting training and facilitation programs.
- Demonstrate 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.)
- Organization Chart of proposed team (including key staff as in ToR).
- Written Documentation stating availability of each staff of proposed team for the assignment.

Notes to Applicant:

*\*The required experience (as stated in criteria) of the firm should reflect similar assignments completed/ongoing as a firm. Nature and duration of such assignments should be indicated.*

*\*Firm must submit supporting documents (such as completion certificates) showing evidence of the above stated requirements.*

*\* The applicant must ensure to explicitly state the elected staff clearly in their application.*

*\*All personnel (including key staff as per ToR) in the Team proposed by the Firm for this Service must submit a Commitment Letter indicating his/her acceptance and availability of the assignment for this Consultancy Service according to the TOR.*

*\* Curriculum Vitae (CV) of key staff/proposed team must be submitted. The supporting documents are not required as key staff will not be evaluated at this stage.*

### **1. Documents comprising the Expression of Interest**

Minimum Requirements that the Consulting Firm must provide with documentary evidence to prove the validity of the information:

- Letter of Expression of Interest
- Firm/Institute Registration Certificate (Valid)
- Company Profile
- Pension Registration

Based on the above criteria, only the selected firm will be invited to submit the Technical and Financial Proposal (whereby more information will be requested).

*Selection will be made based on Consultant's Qualification-Bases Selection (CQS) method set out in the World Bank Procurement Regulations for IPF Borrowers' Procurement in Investment Project Financing- Goods, Works, Non-Consulting and Consulting Services, July 2016 Revised November 2017 and August 2018.*

**\* Please refer to checklist for easier preparation of Expression of Interest.**