



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

Ministry of Higher Education  
Republic of Maldives

**TERMS OF REFERENCE AND SCOPE OF SERVICES**

For

**Quality Assurance Consultant for TVET Authority**

(Procurement Ref: MV-MOHE-189059-CS-INDV)

## **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 Response Component. The three primary components are;

### **Component 1: Integrating Skills Development with Labor Demand in the Tourism & Construction, and ICT-related Services Sector.**

*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. Skills Development and eLearning Strategy.**

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**

### **1. Objective**

The Quality Assurance Consultant (hereinafter ‘Consultant’) is responsible for organizing and implementing quality assurance functions. The Consultant has to manage the competency-based assessment activities for the training programs conducted under the MEERY project and the programs will be conducted based on the occupational standards developed by the TVET Authority. The Consultant also has to coordinate with the ongoing project consultant’s work in developing occupational standards under the direct supervision of the TVET Authority administration.

### **2. Scope of Services**

The Consultant will carry out, *inter alia*, several tasks, including but not limited to the following;

- Supervise all the Occupational Standards developed under MEERY project and coordinate with Maldives Qualifications Authority (MQA) for the approval of occupational standards.
- Formulate technical panels for the areas which MEERY needs to develop National occupational standards.
- Supervise the development of learning materials, assessment resource books, and log books developed under MEERY project.
- Develop TORs for the development of occupational standards and other supporting materials for tourism sector, ICT sector, and tourism related construction sector.
- Manage the quality assurance functions of skills development programs conducted based on the occupational standards developed by the TVET Authority under MEERY project.
- Monitor skills development programs run based on the developed occupational standards under MEERY Project.
- Develop monitoring tools for the monitoring of skills development programs conducted under MEERY Project.
- Work closely with workplace assessors and manage the competency-based assessments conducted for the training programs run under the MEERY project.
- Maintain the inventory of workplace assessors and facilitate the assessors to conduct the competency-based assessments as per the quality assurance guidelines provided by the TVET Authority.
- Maintain the trainee’s database for the skills development programs run under the MEERY project.

- Prepare and present the work progress reports to TVET Authority administration.
- In addition to the quality assurance tasks, carry out any other additional tasks of TVETA as required.

### **3. Required Qualification and Experience**

- Minimum Master's Degree in Technical and Vocational Education and Training or any other relevant field.
- A Maldivian citizen with a minimum of five years' experience working in Technical and Vocational Education and Training (TVET).
- Preferably with experience in quality assurance in competency based TVET.
- Knowledgeable on OECD's Program on International Assessment of Adult Competencies (PIAAC).

### **4. Other Competencies**

- Excellent written and verbal communication skills.
- Strong organizational, managerial and analytical skills.
- Willing to learn and grow, and is motivated to take on additional tasks.
- Self-directed and able to work with limited supervision.
- Ability to multi-task in a fast-paced environment.
- Proficient in computer skills, including Microsoft Office Suite (Word, PowerPoint, and Excel)

### **5. Institutional Arrangements**

The Consultant will be working in TVET Authority and reporting directly to the Director of TVET Authority.

### **6. Duration of Services and Terms of Payment**

The service is for a period of 8 months. The agreement could however be extended should the need arise and the conduct of the assigned is found to be acceptable. The Consultant will be paid based on the qualifications and relevant experience.