

بِسْمِ اللّٰهِ الرَّحْمٰنِ الرَّحِیْمِ



**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

Consultant to Develop Maldives National Apprenticeship Framework (MNAF) for TVET

Authority of Maldives

(Procurement Reference: MV-MOHE-210934-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 Development Objective is to improve the relevance of technical and vocational skills and foster entrepreneurship to promote youth employment in priority sectors.

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. Introduction

Technical and Vocational Education and Training (TVET) Authority is responsible for the development and management of comprehensive demand-driven system for competency based TVET of the Maldives. TVET Authority is accountable for developing the National Competency Standards (NCS). NCS are developed with the support of Employment Sector Councils. Currently, there are six employment sector councils in TVET Authority. The councils are responsible in providing a sustainable mechanism to accurately define the immediate and future demand for human resources, to provide a sustainable mechanism to represent enterprises and provide the necessary input from the enterprise partners in the TVET system and to ensure that all training standards endorsed by the council have the requirements of enterprise for employment at each job level within the Maldives National Qualifications Framework (MNQF).

Once the standard is endorsed by the council, it will then be ready for training. There are two types of TVET trainings: they are Institutional Based Training (IBT) and Employer Based Training (EBT). Maldives National Apprenticeship Program is a good example of Employer Based Training. National Apprenticeship program is a full-time employment -based training however, the knowledge component will be delivered by a registered training institute and the program is delivered in accordance with the National Competency Standards.

2. Objective

The objective of this assignment is to develop a Maldives National Apprenticeship Framework (MNAF) to align with National Skills Development Master Plan and the MNQF. The framework should have all the relevant components to develop and implement a sustainable apprenticeship system for the Maldivian workforce development.

3. Scope of Services

The overall responsibility of the consultant is to develop Maldives National Apprenticeship Framework (MNAF).

The tasks will include, but will not be limited to the following:

- Study minimum of five apprenticeship systems practiced in other countries and propose an appropriate apprenticeship model for Maldives.
- Study the current National Apprenticeship Program run by the TVET Authority.
- Study the following existing documents:
 - A Guide to conduct Competency Based Training and Assessment
 - Training Provider Registration Form
 - Program Registration Form
 - Commencement of Training Form
 - Pre-assessment Report
 - Assessment Report
- Study and bring necessary changes to the above listed documents to align with the Newly developed MNAF to deliver the training/apprenticeship programs.
- Conduct relevant stakeholder meetings, and focus group discussions to collect relevant data and information in coordination with TVET Authority.
- Present the MNAF to TVET Authority.
- Bring the necessary amendments to the proposed MNAF as per the suggestions from the TVET Authority.
- Submit the final MNAF to TVET Authority.
- Develop an “Occupational Dictionary” to be used by TVET Authority.

4. Project Deliverables

Project Deliverables include the following:

- Inception Report.
- The complete Maldives National Apprenticeship Framework (MNAF) including three printed copies of MNAF in a book format and soft copy in MS Word format.

- Revised TVET Authority Training Guideline to align with MNAF and MNQF including all the relevant registration forms.
- Submit “Occupational Dictionary” to be used by TVET Authority.

5. Required Qualification and Experience

In order to successfully carry out the tasks listed above, consultant is required to have the following qualifications and experience:

- Holds a master’s degree in Education or technical and vocational related field;
- At least 10 years of experience in Technical and Vocational Education and Training (TVET).
- Must be a Maldivian citizen.

6. 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)

7. Institutional Arrangements

The Consultant will be working at their own workplace; however, the consultant has to attend all the meetings organized by the TVET Authority.

8. Duration of Services and Terms of Payment

The service is for a period of **three months**. The consultant will be hired 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.