



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 conduct a Mapping Exercise of MSMEs, Training Service Providers (TSP) and Business Development Service (BDS) Providers in the Maldives

(Procurement Ref: MV-MOHE-210150-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 is 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

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

2. Objective of the Assignment

The overall objective of this assignment is to conduct a mapping exercise for all Training Service Providers (TSP) and Business Delivery Service (BDS), assess the potential and capabilities of local TSP and BDS providers to deliver TSP and BDS services to beneficiaries (youth, communities, and Micro, Small and Medium Entrepreneurs (MSMEs). The outputs will inform the program to upgrade the TSP and BDS providers' capacity in Maldives, to enhance the effectiveness of their services to beneficiaries, and overall to contribute to improve the TPS and BDS ecosystem.

3. Scope of Work:

The scope of work will be divided into three parts:

- (a) The first part will cover a MSME training needs assessment and the need for support of MSMES and the role the current institutions plays in addressing these needs.
- (b) The second part will cover the mapping of TSP (public, private, NGOs, etc.) (a) across the project-specific Atolls (Greater Malé Region, Lhaviyani Atoll, Addu City, Fuvahmulah City) in the Maldives as a first step, and then to extend the mapping to other atolls in the country, and (b) will cover only the providers of training services in the project specific areas of Tourism, Tourism related construction and ICT related services; and
- (c) The third part will cover the mapping of BDS providers (public, private sector, NGOs, etc.) (a) across the project-specific Atolls in the Maldives as a first step, and t//hen to extend the mapping to other atolls in the country, and (b) will cover only the providers of training services in the project specific areas of Tourism, Tourism related construction and ICT related services;. The scope of work described below will be applicable to both the TSP and BDS providers:
 - **MSME Needs Assessment:** This will be a detailed review of MSME needs leveraging primary and secondary data sources. The assessment will focus on MSMEs training needs relative to business development and training services available in Maldives. The assessment will make recommendations on any existing gaps and make recommendation on potential program or policies relevant to address such gaps in all regions of the Maldives.
 - **Mapping:** Conduct a mapping exercise of all TSP and BDS providers (domestic and foreign), including setting a standardized definition for TSP and BDS provision, identifying all types of TSP and BDS offered, and their target audiences and geographical distribution. The information gathered will include TSP and BDS providers' legal status (public/private/SoEs/NGOs), their areas of expertise and qualifications, their capability to perform services, availability of appropriate skills, their locations and areas of interventions/clients, and their ability to deliver diverse services to entrepreneurs.

- **Gap Analysis:** Conduct a gap analysis and where possible a training needs assessment (TNA) on the following: skills set and needs of TSP and BDS providers, (by region, by sector), learning and skills upgrading mechanism, the services often requested by the clients and skills needed to offer these services, and how they reach out to their targeted audiences, among others. Of specific importance are: (a) the TSP and BDS providers' interest in and understanding of women entrepreneurs and business owners' needs, and (b) the level of understanding and application of the interdependency between financial and non-financial BDS services for export and supply development programs.
- **Recommendations on how to serve MSME needs in project specific atolls:** Propose specific recommendations based on the Consultant's findings and conclusions, focusing on how TSP and BDS will deliver good quality services to targeted youth and MSMES in project specific atolls, mobilize capacity availability, sustainability, and relevance. This section would specifically highlight the outreach capacity of specific public/private/SOE/NGO TSP and BDS providers and propose interventions to match their services/footprint capacity to serve youth, communities, and MSMEs/entrepreneurs more effectively.

4. Qualification and Experience

- Must have an undergraduate degree in business or a related field.
- Must have experience in conducting survey, research, data analysis or in a related field.
- Must have minimum 5 years of experience in the area of entrepreneurship training or development or MSME Development or in a related field.
- Previous experience in core research planning, design and implementation will be an added advantage.

Other Competencies

- Have an understanding of Maldives governmental and non-governmental organizations and private sector.
- Have an understanding of issues facing women and youth in Maldives.
- Ability to engage in, and knowledge of organizational performance management.
- General awareness of key stakeholders and players in the training and entrepreneurship ecosystem in Maldives with a focus on BDS providers.
- Demonstrate good written and oral communication skills, and the ability to prepare high quality reports in English.

5. Deliverables and Timeline

The main deliverable will comprise a report in three parts that will include:

- Inception report with timeline.
- A needs assessment of MSMEs on business development and training.
- A comprehensive database and map of TSP and BDS providers in Maldives broken down by services provided, size, geography, organizational type, etc.
- A gap analysis section as described above clearly defining the real and perceived gaps with respect to the provision of market led TSP and BDS services (general and technical/sector specific) and meeting the needs of all MSMEs/entrepreneurs, including women entrepreneurs.

- A final section with recommendations on how to measurably increase the outreach/intake of youth and match them to market driven TSP and BDS services in project specific atolls, with a specific emphasis on women and youth entrepreneurs. The recommendations should be actionable in the short and medium term and include interventions that will be well received by both the providers and receivers of TSP and BDS assistance.

The Consultant will provide regular updates to the PMU and the World Bank Group project team, liaising with the PMU to request clarifications and make adjustments during the assignment. The Firm will provide an interim report, and a final report that integrates all comments received from the PMU and the World Bank Group project team.

The total timeline allocation for this assignment is 12 weeks.

6. Confidentiality, Ethics and Conflict of Interest

The selected Consultant undertakes to comply with the World Bank's rules with regard to corrupt and fraudulent practices, conflict of interest and confidentiality. The Consultant shall maintain confidentiality on all sensitive information obtained during the assignment and shall not publish wholly or in part the findings or such information, without prior written consent by the PMU. Any draft reports and other documents produced by the Consultant will be discussed and cleared with the DOSMEP before their final issue.

7. Reporting

The Consultant will report to the Project Manager of the MEERY Project. The consultant will work in at his or her own workplace. However, the consultant will be required to attend all the relevant meetings arranged by implementing agency.