MALDIVES: ENHANCING EMPLOYABILITY AND RESILIENCE OF YOUTH PROJECT
(MEERY: P163818)
Ministry of Higher Education Republic of
Maldives

Consultancy to Develop E-Learning Platform for Maldives Polytechnic

(Procurement Ref: MV-MOHE-168741-CS-CDS)

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 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

2. Objective of the Assignment:

It is expected that Maldives Polytechnic will carry out their courses online in the future to reach a wider audience and bridge the geographical gap via an e-learning platform. The overall objective of this assignment is to develop (design and set up) a customsied e-learning platform for Maldives Polytechnic that support all their courses and deliver content interactivity using multimedia, making learning more effective and interesting for both students and educators.

3. Scope of Work:

3.3.1 Review and advise MoHE and Maldives Polytechnic about the ideal open source learning management system for the Maldives.

- The consultant shall carry out a context analysis of the current programmes and their nature at the Maldives Polytechnic
- The consultant shall carry out a review of the current practices of the academic staff at the Maldives Polytechnic in delivering the content through the traditional model of delivery
- The consultant shall review the requirements of the Maldives Polytechnic in delivering their content Online
- The consultant shall propose an elearning platform that support the following
  - International standard complaint such as SCORM, AICC, IMS
  - Integrated Tools for courses creation with Google Suite, Microsoft Office365

- o Integration with collaboration tools such as Zoom, Google Meet, WebEx, BigBlueButton etc
  - o Integration Capability with the proposed AR/VR system of the Maldives Polytechnic
- The consultant shall propose an elearning platform that has the following functions
  - o Assessment Tools
  - o Blended Learning Capability
  - o Branding and White Labelling
  - o Calendar Configurability
  - o Certifications
  - o Course Management
  - o Data migration
  - o Gamification
  - o Intuitive User Interface (UI)
  - o Learner Analytics
  - o Learning Platform Scalability
  - o Mobile Learning Capability
  - o Multilingual
  - o Notifications
  - o Online Collaboration Tools
  - o Personalized Learning Paths
  - o Responsive Design
  - o Role management
  - o Single Sign-On (SSO)
  - o Social Learning Tools
  - o Video Conferencing Integrations for Virtual Classrooms
  - o Virtual Coaches
- The consultant shall recommend the different hosting options for the eLearning platform
- The consultant shall recommend the hardware and software requirements for hosting the eLearning platform

3.3.2 Implement the selected learning management system

- The consultant shall implement the chosen eLearning Management on the hosting platform
- The consultant should customise the eLearning Platform with the branding of the Maldives Polytechnic
- The eLearning Platform should be able to support 100 to 500 concurrent users
- The consultant should migrate the current data into the new platform
- The proposed should have a back-up mechanism where daily backups are made and stored in a separate physical location

- The proposed system should have the capability of restoring to the current state in case of failure
- The consultant should configure the system to have a Unique URL or sub domain within the Maldives Polytechnic domain
- The proposed system should have a backend interface for access using FTP and cPanel
- The proposed system should have the mechanism of automatic installation of software updates and patches
- The proposed system should be scalable
- The consultant should provide evidence of the proposed system having 99.9% up-time with 24/7 server monitoring
- The proposed system should be able to produce user reports and generate user analysis reports

3.3.3 Train staff for usage and backend administration of the e-learning platform

- The consultant should train all the users of the Maldives Polytechnic on how to use the system including but not limited to
  - Adding content
  - Adding activities
  - Creating assessments
  - Delivering Online
  - Grading Assessments
  - Collaborating Online
  - Group based activities
- The consultant should train a selected staff (identified by the Maldives Polytechnic) to manage the backend of the system. The administration and management training should include
  - Course creation
  - User creation
  - Site policies
  - Site administration
  - Security
  - Installation of modules
  - Installation of updates

3.3.4 Report and User Manual Development

- The consultant should provide a report on the consultancy and an appropriate user manual for the eLearning platform.

4. **Deliverables:**

   - Develop work plan/schedule/inception report for the consultancy.
   - Review and present a learning management system.
   - Implement the chosen learning management system.
   - Train staff for using the platform and backend administration.
   - Create and submit Report and User Manual Development.

5. **Firm Qualification:**

   Applications are expected from suitably qualified firms satisfying the following two requirements:
   - 3 years or more experience in development of eLearning systems.
   - 3 years or more experience in management of eLearning systems.

6. **Key Staff:**

   Applications from the suitably qualified respective firm must include minimum three key staff satisfying the following requirements:

#	Key Staff	Number Required	Qualification	Experience
1	Developers	Minimum 2	Master's/Bachelor's Degree in Programming, Software Development, Information Communications Technology, Information Systems Management, Computer Science or a related field.	• Participation in or completion of 2 or more successful e-learning platform development project or other relevant projects. • 3 years of experience in development or management of e-learning systems. **Additional experience** • Demonstrate experience in ICT planning, computer systems analysis and design.

7. Institutional Arrangements, Reporting and Supervision:

The work will be carried out under the guidance and direction of Maldives Polytechnic and Ministry of Higher Education (MoHE) and the progress of the work carried out shall be reported to both Maldives Polytechnic and PMU. The consultant will work at their own workplace. However, the consultant will be required to attend all the relevant meetings arranged by the client.

8. Duration of Services:

The assignment is expected to be completed in **6 months** including non-working days.

9. 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 confidentially. The Consultant shall maintain confidentially 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 Client. Any draft reports and other documents produced by the consultant will be discussed and cleared with the Client before their final issue.