

**Terms of Reference**  
**Skills for Employment Investment Program**  
**International Policy Advisor**  
**(36 working days, intermittent)**

**Background of the Assignment**

The Government of Bangladesh recognizes the low education and skill levels of the labor force as a major binding constraint to achieving higher economic growth. To address the shortage of skilled workforce, the government began to implement the Skills for Employment Investment Program (SEIP), financed through a multi-tranche financing facility by the Asian Development Bank (ADB) and the Swiss Agency for Development and Cooperation (SDC). The SEIP supports the government's reform efforts in skills development, as articulated in the 2011 National Skills Development Policy (NSDP) and the Seventh Five-Year Plan for 2016–2020. It aims at enhancing the productivity and employability of the growing workforce to reduce poverty and move the country into an accelerated growth path. The program initiates a large-scale private sector engagement in skills training through public-private partnerships and invigorates public training institutes under several ministries. It helps scale up skilling of new entrants and up-skilling of existing workers to meet current and emerging demands in domestic and overseas labor markets.

Project 1 of SEIP is being implemented by forging large-scale partnerships with public, private, and nongovernmental training providers to deliver mostly entry-level skills training to new and existing workers in six priority sectors. Project 2 of SEIP, to be implemented from 2017, aims to harness the evolving skills development system by continuing ongoing training, while expanding the scope of skills training both horizontally and vertically. In particular, Project 2 will upscale mid-level skills programs and introduce a new industry-specific managerial program in response to emerging needs for mid- to higher-skilled workers (e.g., the “middle management gap”). Given the increasingly large workforce, Project 2 intends to further elaborate an evolving skills development system that can meet diverse industry needs. SEIP will engage an international consultant to provide policy advice on the overall SEIP and support capacity building activities which will enhance the implementation of SEIP components.

**Scope of the Assignment**

The main purpose of the assignment is to support the Skills Development Coordination and Monitoring Unit (SDCMU)—the project management unit of SEIP—with policy advice and capacity building support for SEIP's implementation. In particular, the consultant will help SDCMU in preparing new industry-specific managerial training programs, which will be implemented by selected universities in close collaboration with specific industries under SEIP support (e.g, garments, textiles, leather, and footwear). The consultant will also provide seminars/lectures for government officials, SDCMU staff, and other key stakeholders to enhance their understanding of the role that skills training plays for worker productivity, and enterprise growth.. In addition, the consultant will advise on industry-TVET training cooperation modalities and options for relevant SEIP activities, including managerial training and teacher training programs.

**Detailed Tasks**

The consultant will provide services for the following tasks:

- (i) Review ongoing preparatory activities on industry-specific managerial training programs, being carried out by selected universities in collaboration with industry representatives, and provide advice on the contents and delivery modalities of the program, which may require consultations with concerned stakeholders at universities and priority industries;
- (ii) Provide experiences and lessons from industry-university linkages in other Asian countries, including specific and some well-known case studies of mid- and higher-level managerial training programs in selected countries with special relevance to Bangladesh (e.g., Korea);
- (iii) Provide advice on potential overseas visits and short-term training programs for resource persons/trainers of managerial training programs that can enhance the expected outcome of the program;

- (iv) Deliver capacity building seminars/lectures on selected topics related to skills training—in consultation with the executive project director of SEIP—targeted at various stakeholders that may include government officials, SDCMU staff, industry representatives, or training providers;
- (v) Based on ongoing training modalities in SEIP’s priority sectors, provide specific suggestions on overseas training options for a group of master trainers across different sectors;
- (vi) Based on reviews of skills gaps across priority sectors, provide advice on the scope for additional mid- to higher-level skills training programs that may be incorporated into future SEIP programs; and
- (vii) Provide advice on overall SEIP institutional reform initiatives, as requested, which may concern the establishment of human resource division and a national training fund.

### **Duration of the assignment**

36 working days; intermittent services per SDCMU request during the period of November 2016-December 2017. He will visit Dhaka thrice with at least two weeks stay in Bangladesh

### **Deliverables**

- (i) A report containing Specific inputs or advice on the development of industry-specific managerial training programs;
- (ii) At least 3 seminars or lectures targeted at government officials and other stakeholders on skills development related topics (specific topics and target audiences are to be determined);
- (iii) Briefing papers on specific issue areas of SEIP components, upon request; and
- (iv) Brief exit reports per specific task (based on missions).

### **Qualification and Experience of the International Consultant**

The consultant is expected to have the following qualifications:

- (i) An advanced degree in education or related field, with minimum 20 years’ experience related to education and development, especially skills training and human resource development strategies in the developing country context;
- (ii) Proven records in policy advisory roles for governments of developing countries and industries, regarding TVET and higher-levels of skills training aimed at industrial development;
- (iii) Experience in designing managerial training programs for specific industries will be an advantage;
- (iv) Proven experience in designing lectures or seminars for high-level government officials or industry representatives on human resource development strategies, issues of work productivity, and economic development;
- (v) Strong communication skills, both verbal and written, in English; and
- (vi) Excellent interpersonal skills to work as a team in multicultural settings.

### **Payment Methods**

Payment will be made based on working days per specific tasks; travel expenses and per diems (fixed) will be reimbursed based on submission of supporting documents.

### **SEIP Input and Counterpart Personnel**

SDCMU, SEIP will provide financial support and other logistic arrangements (e.g., organization of seminars/lectures) for the assignment. The consultant will report to the Executive Project Director and the Deputy Executive Project Director (private) of SDCMU, SEIP.