

**Government of the People's Republic of Bangladesh**  
**Ministry of Finance, Finance Division**  
**Skills For Employment Investment Program (SEIP)**  
**Prabashi Kallyan Bhaban (Level-15)**  
**71-72, Eskaton Garden**  
**Ramna, Dhaka-1000**

**Request for Expressions of Interest (REOI) for Selection of TVET Specialist**

**Package: SD-32-T – TVET Specialist**

**Country: People's Republic of Bangladesh**  
**Title of the Project: Loan 3468-BAN: Skills for Employment Investment Program (SEIP) (Tranche-2)**

**Executing Agency: Finance Division, Ministry of Finance**

**No. FD/ SEIP/SD-32T/544/2020/273**

**Date: 22 February, 2021**

1. The Finance Division, Ministry of Finance has been allocated public funds from the Government of the People's Republic of Bangladesh (GOB) and the Asian Development Bank (ADB) towards the cost of Skills Employment Investment Program (SEIP) and, intends to apply part of the proceeds of these funds under the ADB's Loan No. 3468-BAN, to eligible payments under the contract for consultancy services of **TVET Specialist** by an Individual Consultant (**National**).
2. The overall objective of the project is to qualitatively and quantitatively expand the skilling capacity of identified public and private training providers by establishing and operationalizing a responsive skills ecosystem and delivery mechanism through a combination of well-defined set of funding triggers and targeted capacity support. The main objective of the assignment is to ensure the quality of the training delivered by the SEIP training providers and to update the standards of the courses in line with the market demand.
3. The project will engage 1(One) TVET Specialist as per requirement of TOR. The duration of the assignment is one (1) year from the issuance of Notice to Proceed (NTP). It is expected that the services will commence tentatively from March 2021. The TOR for this assignment is available on ADB's CSRN or CMS website ([csrns.adb.org](http://csrns.adb.org)) and SEIP Project website ([www.seip-fd.gov.bd](http://www.seip-fd.gov.bd)).
4. SEIP now invites eligible National Individual Consultant to submit Expression of Interest (EOI) for providing the required services. The interested consultant may obtain further information from ADB's CMS and, if necessary, by applying to the address below during regular office hour.
5. EOI must be submitted in standard template through ADB's CMS along with detailed CV. Only online submission in ADB's CMS will be evaluated.

6. A Consultant will be selected using the Individual Consultant Selection (ICS) method in accordance with the ADB Guidelines for Use of Consultants. In addition to ADB's eligibility requirements, the short-listing shall be carried out using the following three major criteria corresponding to the EOI Evaluation Template:
  - A. General Qualification
  - B. Assignment Related Experience
  - C. Regional Experience and others
7. The deadline for submission of Expressions of Interest (EOI) is 11:59 pm (Manila local time) on 08 March, 2021 through ADB CMS.
8. The procuring entity reserves the right to accept or reject any or all EOIs received without assigning any reason thereof.



**(Md. Zahidul Haque)**

Executive Project Director

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**Finance Division, Ministry of Finance**  
**Skills for Employment Investment Program (SEIP)**  
**SD-32 T: TVET Specialist**

**Terms of Reference (ToR)**

**A. Background and Objective of SEIP**

1. The skills for employment investment program (SEIP) supports the Government of Bangladesh's reforms in skills development anchored in the National Skill Development Policy (NSDP), 2011. It also supports private sector involvement and public-private partnership, which is critical to meet existing and future labor market needs and in reducing skills-gap. This in turn is crucial for Bangladesh to move away from the current "low-skill, low-wage equilibrium" to a "higher skill, higher wage virtuous cycle" to transition to a middle income country. The program helps the government to scale up skilling of new entrants and up- skilling of existing workers that will contribute to higher growth of priority sectors. SEIP will strengthen the skills eco-system in Bangladesh by establishing a unified funding system and enhancing overall coordination of the currently fragmented system of skills development.

2. The overall objective of the project is to qualitatively and quantitatively expand the skilling capacity of identified public and private training providers of Bangladesh by establishing responsive skill ecosystem and delivery mechanisms through a combination of well-defined set of funding triggers and targeted capacity support. Quality skills training will be strengthened by implementing vocational trainers' development program; quality assurance functions and appropriate skills assessment. The project will enhance mid-level trainee targets with expanded partnership with private sector and public sectors. Institutional capacities for mid-level training would be strengthened and a national governance structure for skills development would be established. The project has been supporting industries to conduct training programs by providing grants to meet their skill requirements with a condition to employ at least 60% of the trained graduates.

3. To achieve the objective of the project, Finance Division has been implementing Tranche 1 and 2 of SEIP Project. Tranche 1 (Loan 3131) became effective on 24 July 2014 and its completion date is 30 June 2020 (loan closing on 31 December 2020). Tranche 2 became effective on 30 March 2017 and its completion date is 31 December 2021 (loan closing on 30 June 2022). In addition, Tranche 3 became effective on 28 January 2020 and its completion date is 18 November 2023 (loan closing on 18 May 2024).

4. Implementation of training programs through industry associations and public training providers has been going on under Tranche 2. All the associations and public training providers completed training under Tranche 1 in December 2019. The major activities of Tranche 3 will include (1) financing new sectors/sub-sectors/areas such as energy, electronics, auto mechanics including hybrid technology, (2) extending support to BITAC to establish a new training center and develop a cooperation between BITAC and BEIOA in order to produce skilled workforce for the light engineering sector; (3) financing for upgrading the training facilities of technical training centers (TTCs), (4) financing for establishment of training center in BACI-owned land, (5) scaling up of



executive development training program, and (6) continuing support to the existing industry associations (IAs) and public training institutes (PTIs). It is necessary to maintain the quality and standards of the training programs offered by the SEIP training providers.

6. SEIP is, therefore, planning to engage one TVET Specialist who will monitor and ensure that the quality and standards of the training programs offered by the SEIP training providers are as per SEIP requirements.

## **B. Objectives of the Assignment, Scope of Services & Competencies**

### **7. Objectives of the Assignment.**

The main objective of the assignment is to ensure the quality of the training delivered by the SEIP training providers and to update the standards of the courses in line with the market demand.

### **8. Scope of Service**

The Consultant will undertake the following tasks:

- Develop a strategy to improve quality and relevance throughout the TVET system to ensure that TVET graduates get gainful employment following training;
- Ensure training delivery methods are flexible and quality assured with industry providing guidance;
- Plan a role of the industry in the provision and quality assurance of TVET;
- Support to develop and implement Pilot schemes of the project;
- Develop a strategy to enhance TVET system management, pedagogy, and certification as well as the need for more technically skilled instructors to support expansion of the system;
- Support to implement a twinning arrangement to facilitate support to strengthen the role of BTEB to assure quality of training providers and training programs;
- Support to establish and institutionalize a credible RPL system in Bangladesh implement a world class accreditation and certification system against internationally recognized standards;
- Develop and implement a strategy for career counseling and guidance in selected training institutions which link training provision with jobs and career development opportunities in priority sectors;
- Develop a interface with secondary schools to ensure possible synergies;
- Any other task assigned by the Executive Project Director in relevance to effective project implementation.

## **C. Expected Deliverables**

The TVET Specialist will ensure the following deliverables:

- Inception Report by the end of month one.
- Quarterly Reports.
- Final Report.




#### **D. Minimum Qualification and Experience**

- Minimum Bachelor Degree in Engineering;
- 10 years of experience in TVET system. Preference will be given to those who have had working experience in externally aided projects;
- Understanding and experience on quality assurance of TVET;
- Exposure to TVET reforms;
- Strong communication interpersonal and computer skills.

#### **E. Assignment Duration and Payment Modalities**

- Duration of the assignment: 1 (One) year from the issuance of Notice to Proceed (NTP).
- Payment Schedule: Payment will be made monthly basis. Local Taxes will be paid by the Executing Agency.
- Assignment Location: Field

**F. Counterpart Support:** As determined through negotiation

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