

Terms of Reference (TOR) for Short-Term Consultant/Expert

Title/Position: Short-Term Consultant/ Expert to conduct Madhesh TVET Partnership Need Assessment

Location: Madhesh Province

Type of Contract: Short Term

Duration of Contract: 15 Working Days

1. Background

Government of Nepal has been emphasizing on importance of human capital development through TVET to realize its goal of sustainable economic growth and youth employment. But Nepali TVET system has its own challenges to respond the government ambitions. While meaningful partnership and collaboration between public and private sector is critical for enhancing relevance and quality of TVET. Private sector participation in TVET is improving but there is need to institutionalize it. Skill mismatch is prevalent in the market. One of the underlining causes for such mismatch is lack of meaningful collaboration between public and private sector. It is crucial that private sector as customer of the TVET graduates, engages in defining TVET policy, sharing resources, developing and implementing TVET provision to ensure TVET system produced relevant graduates for employers. With devolution of TVET mandate to provincial and local governments under federalism, issues around employer's engagement and private sector participation are even more relevant at federal, provincial and local level.

The Federation of Nepalese Chambers of Commerce and Industry (FNCCI) and the British Council entered into an agreement to implement TVET Partnership through the Employer Led Skills Secretariat in national and sub-national level. The employer Led Skills Secretariat in collaboration with provincial Public Private Partnership (PPP) working group is undertaking a needs assessment to explore the potential Technical and Vocational Education and Training (TVET) partnership in Madhesh Province. The assessment will delve into partnership in provincial TVET policy, labour market information exchange, local training curriculum development, with special focus on delivery of training on work-based modality. Work-based learning programmes are critical in providing practical skills aligned with labour market demands. However, the implementation of the Work-based learning programme in Nepal, especially in Madhesh Province, faces several challenges including limited collaboration between government and private sector employers, inadequate policy framework and lack preferred modalities for employers.

In addition to work-based learning, this assessment aims to identify key areas where system for private sector engagement can be strengthened particularly through the Public-Private Partnership (PPP) and to suggest concrete steps for improving the alignment between private and public sectors with the needs of local industries.

2. Objectives

The overall objective of the assignment is to assess the opportunities, gaps and modalities for TVET partnership in Madhesh Province.

The Specific objectives includes:

- Assess the current status of Private Sector Engagement in TVET within Madhesh Province

- Identify challenges and opportunities for strengthening Public-Private Partnerships for implementing Work-Based Learning Programs
- Propose strategies to institutionalize active engagement of private sector in provincial and Local TVET Systems

3. Scope of the Work

The consultant/expert will be responsible for the following tasks:

- Review and assess the existing status of private sector engagement in TVET within Madhesh Province.
- Identify and categorize key stakeholders involved in TVET within Madhesh Province, focusing on private sector entities such as local businesses, industry associations, chambers of commerce, and training providers.
- Identify gaps and barriers that hindering active engagement of private sector in TVET to address labor market needs
- Analyze current work-based learning initiatives in Madhesh Province focusing on sector with high labour market demand.
- Identify potential sectors and industries where work-based learning can be piloted and expanded.
- Analyze current policy frameworks governing TVET at the provincial level to identify gaps and possible remedies for fostering sustainable public-private collaboration.
- Suggest models for encouraging active engagement of employers in TVET including inputs related to appropriate provision of incentives for conducting work-based learning programs.

4. Deliverables

The consultant/expert is expected to deliver the following

- **Inception Report:** Outlining the methodology, work plan and timelines including key stakeholders to be consulted
- **Need Assessment Report:** Comprehensive analysis of current state of private sector engagement, challenges and opportunities for strengthening public-private partnership in work-based learning program and strategies for active engagement of private sector in provincial and local TVET system.
- **Presentation:** A final presentation on key findings and proposed partnership model for the TVET PPP working group in Madhesh Province.

5. Duration of the Assignment

The assignment is expected to be completed within 15 effective working days from the date of contract signing.

Qualifications of Consultant/Expert

The consultant/expert should possess the following qualification and experience

- Master's degree in social science, education, TVET, labour economics or directly related field
- Minimum five years of experience in TVET sector
- In-depth knowledge of apprenticeship and work-based learning modalities
- Experience working with public-private partnership and engaging both government and private sector stakeholders
- Strong analytical, research and presentation skills with proven experience of need assessment
- Excellent communication skills in English and Nepali and knowledge of local language such as Maithili, Bhojpuri, Hindi etc.

6. Reporting and Supervision:

The consultant/expert will report directly to the project manager stationed at FNCCI and TVET PPP Working Group at Madhesh Province. The TVET PPP working group will oversee and provide guidance on the assessment process. The consultant needs to be in close communication and consultation with TVET PPP Working Group with regular update on assignment progress.

7. Mode of Payment

Payment will be made in two installments upon submission of agreed deliverables in each payment followed by submission of report and supporting documents to the satisfaction of FNCCI, as mentioned below:

- First Installment: 30 % of the total contract amount upon submission and approval of the inception report
- Final Installment: 70 % of the contract amount upon submission and approval of the final report.

8. Application Procedure

Interested candidate having above mentioned qualifications and experience are invited to apply with following documents.

- A brief technical proposal including methodology and approach to the assignment
- A financial proposal indicating daily consultancy fee for 15 workdays.

Applicants are requested to send the documents to fncci.hrd@gmail.com within 10 days from the date of notice published. Please indicate "Madhesh TVET Partnership Need Assessment" in the subject line. Application received after this deadline will not be considered. Only the final selected candidate will be contacted for further process.



