

Dakchyata: TVET Practical Partnership

Consultancy title	<i>TVET Technical Expert – LMIS</i>	
Activity area	<i>Dakchyata Result Area: Component 2 - Innovative PPP models piloted to enhance the relevance, quality and sustainability of TVET</i>	
Report to	<i>Team Leader and Dep. Team Leader (TL/DTL)</i>	
Location	<i>Kathmandu, with associated project travel outside of Kathmandu</i>	
Inputs	<i>Max. No. of days:</i>	20
Dates	<i>November-December</i>	

1. Background to project

The Dakchyata project is part of the TVET Practical Partnership programme, the flagship skills development programme of the European Union in Nepal. Dakchyata is being implemented by the British Council under the leadership of Ministry of Education, Science and Technology, Government of Nepal and technical support of the Council for Technical Education and Vocational Training (CTEVT). The programme started in 2017, with an implementation period of 48 months.

The specific objective of the programme is to strengthen and implement more effective policy in the Technical and Vocational Education and Training (TVET) sector, responsive to labour market needs. The programme is piloting an integrated Public Private Partnership approach in three key economic sectors i) agriculture ii) construction, and iii) tourism. The Dakchyata project delivers two components of the overarching TVET PP programme:

- Component 2: an innovative grant fund mechanism has been designed to pilot Public Private Partnership projects in the construction, tourism and agriculture sectors. The aim is to generate learning on enhancing the relevance, quality and sustainability of TVET provision in Nepal
- Component 3: technical assistance to the Government of Nepal and national TVET authority to strengthen governance, coordination and reform of the national TVET system, and raise the profile of TVET in Nepal

(Component 1 is being addressed as part of the inter-linked ‘Sakchyamta’ programme, delivered by the Council for Technical Education and Vocational Training (CTEVT) in Nepal). Further to the above, TVET-PP will support the strengthening and practical implementation of Nepal’s TVET policy through a set of effective policy reforms, built upon sound initiatives piloted within three crucial sectors of the economy – agriculture, construction and tourism. In this vein, and central to Component 2, a major element of TVET-PP will be the establishment and testing of Public-Private Partnership (PPP) models. In various ways, these will promote shared ownership of the TVET system, support the sustainable development and delivery of an effective TVET system and form a partnership between the supply and demand sides of the labour market.

The TVET PPP process – not least brought about through the PP grants – are meant to provide increasing opportunities to the private sector to take the responsibility for skills provision and standards required for human resources development to support national and regional economic development. To pursue this strategy, it has been decided to earmark substantial funds for the development of a Labour Market Information System (LMIS) in Nepal, not as a government-based and operated system, *but nested with employers and their associations*. A well designed and functioning LMIS has the ability to collect, evaluate

and disseminate information about the labour market so that individuals can provide information about their skills and employers can offer their vacancies and provide information about working conditions, hiring requirements and skills requirements, particularly those that the TVET training system is providing. From the point of view of the private sector (employers), a well-functioning LMIS can no doubt provide timely, updated and accurate information about the labour market and help employers make new plans for ongoing operations like replacement of employers and new business investment. LMIS data can also assist the employers to coordinate their needs for skills and provide leverage, when employer associations put forward their views towards TVET training suppliers regarding their present and future needs for skills, which the TVET system therefore should strive to make available, for the sake of relevance and employability of human resources. In spite of these obvious advantages for employers to have a well-functioning LMIS at their disposal, employers and their associations have not as yet embraced LMIS and it is a key objective of this consultancy to further explore the possibilities for employers and their associations – in particular within the focal sectors of the Dakchyata Project (agriculture, construction, and tourism), if grant assistance could make employers come forward *vis-à-vis* LMIS.

Where to start LMIS? Making some hard choices.

The main purpose of LMIS is the production of information and analysis for policy-makers, employers and other labour market stakeholders on issues related to employment and the workforce. LMIS can help institutions and people make informed plans, choices and decisions for a variety of purposes, including (just to mention some areas):

- Demand and supply of labour (occupational outlooks, in-demand occupational lists)
- Needs and expectations of business and industries regarding labour and quality of skills
- Hiring of labour, do gap analysis of skills, include demographic data, wage data etc.
- Analyse education and training offerings, collect perceived value of education and certificate programs
- Public or private workforce investments
- Trends in the economy and the workforce
- Job search opportunities and much more.

As a start, LMIS can track a set of indicators, which constitute the basis for the development of more advanced systems, where more and more data elements are integrated. Further under LMIS, labour force surveys can be designed to cover the entire population of Nepal, all sectors of the economy and all categories of workers, or only selected sectors and professions. Finally, LMIS also has many different kinds of data delivery mechanisms (reports, websites interactive web tools and so on). *But how to start and where to start LMIS requires making some hard choices, based on analysis of what information in particular employers think is “nice to have” and “what we have to have”.*

2. Description of assignment

The British Council is looking to appoint a Technical Expert to strengthen the technical expertise, aiming for providing support and technical advice in relation to establishing if 1) grant assistance could make employers come forward *vis-à-vis* LMIS and 2) capture the view of employers on what their expectations would be to an employer-led LMIS as well as 3) gauging the capacity of employers and their associations to draft grant proposals for establishing LMIS (or only some elements of LMIS, as mentioned above) to a quality that would be required in order to qualify for reception of grants via the Dakchyata TVET PP grant scheme.

The assignment is expected to have the following flow: After having established what is already available in terms of LMIS or elements of LMIS in the country in general and after having understood what it entails to draft a proposal that is eligible for Dakchyata grant funding, the consultancy would thereupon investigate the needs for LMIS among employers

and their associations, as seen and expressed by themselves. Such data would lead to the drafting of a survey, in which a mixed method approach is applied, using both quantitative and qualitative tools, in order to provide fact-based answers to the above three questions, i.e. if 1) grant funds could make employers come forward and make use of LMIS and 2) capture their various views on what their expectations and needs would be to an employer-led LMIS (perhaps starting with only particular elements of an LMIS, please see above Box) and finally 3) gauge the capacity/skills gaps of employers and their associations to draft grant proposals for establishing of LMIS (or elements of LMIS) through Dakchyata grant funding. Upon completion, such a survey would be handed over to Dakchyata for further action.

2.1 Objectives

LMIS is widely used globally as an important tool and can act as a key labour market policy instrument, but of course has to be shaped to meet the needs of a given country. LMIS is a portal that brings information together from diverse sources in a uniform way. In any given economy of a certain size, there is an essential need for collecting, integrating, analysing, disseminating and presenting labour market information in real-time, but for a number of reasons, it seems that LMIS is not a well-versed tool in Nepal, particularly not in employer-circles. Therefore, in terms of objective, the consultancy aims to provide answers to the following 3 set of questions, which the successful award of some of the important Dakchyata grants will depend on finding meaningful answers to:

1. What are the views of stakeholders – in particular employers and their associates – on the usefulness, needs and expectations to LMIS, to be operated and controlled by employers themselves? If there are particular elements of LMIS is particular demand by employers, what are these elements of LMIS?
2. Would employers and their associations – if supported by grants from the Dakchyata grant fund – have the capacity to apply for the establishment of a LMIS (or elements of LMIS)? If not, what are the main capacity gaps and how can they be overcome?
3. What do stakeholders – in particular employers and their associations – see as the most important barriers and obstacles to the establishment of LMIS, which addresses the qualifications and skills needs within the focal sectors of Dakchyata (agriculture, construction and tourism) and how do they view ways to permeate such, in order for a LMIS (partially or as a whole) to be established that can function on national, provincial and local levels?

2.2 Required services/activities

The required services are as follows:

- Within 5 WDs after the start of the assignment, draw up a short Inception Report, addressing the task at hand and demonstrating his understanding of the assignment, i.e. the Dakchyata grant requirements, the overall approach suggested (data collection and analysis method applied), list of stakeholders to be called upon, interview forms and survey forms to be used, timeframes to be observed and a work plan, for the approved by the TL/DTL.
- Collect information and data to provide a broad understanding of the ways in which LMIS (or elements of LMIS) is presently carried out (by Ministries, CTEVT, donors or others) in Nepal and by whom, covering which sectors, methodology used, its state of operation (active or not?), pointing out data gaps etc.
- Through the use of a methodology based on using both qualitative and quantitative methods, undertake an in-depth analysis of how (selected) employers and their

associations view the usefulness and need for LMIS and for the advantages LMIS as an active labour market policy instrument that collects, evaluates and provides labour market information to both the labour supply side and the labour demand side. (The views of employers' associations on a national level and views from associations and employers within agriculture, construction and tourism have particular interest for this assignment).

- Capture points of view by interviewees on the usefulness and needs of (partial or full) LMIS and the possible obstacles and barriers for LMIS establishment, with particular emphasis on gauging the present capacity by the grantees to analyse/synthesize their needs for LMIS and gauge their present capacity to draft a funding proposal to Dakchyata Project for establishing LMIS. Capturing views of how such obstacles may be overcome by prospective grant receivers are of particular interest to record.
- Organise and systematise findings of the above interviews/surveys, state findings and recommendations clearly and present them in a Survey Report, which in full provide answers to the 3 basic questions that form the main objectives of the Survey.
- Hand over finalized survey to Dakchyata, for its further consideration and action.

2.3 Required outputs

- Short and concise **Inception Report**, explaining how the assignment will be addressed and with a work plan that clearly shows the actions needed and the timelines to be observed. The Inception Report will also contain information about 1) which organisations/individuals to be contacted, 2) the questionnaires and data collection sheets to be used, as agreed with the TL/DTL.
- A **Survey Report**, which in clear language (in English) provides answers to the 3 main questions of the survey. It must be ensured that - as far as possible – findings and recommendations are segregated as per the three focal sectors (Agriculture, Construction and Tourism) and the usefulness may also be viewed in the perspective of macro, meso and micro consideration.

1. Location and duration

Kathmandu, with possible field visits outside of Kathmandu

3.1 Input period

The input period for this assignment will be from November to December 2018.

3.2 Location(s) of assignment

The consultants will work in the project office in Kathmandu and outside of project office with associated country travel as per assignment requirements.

4. Administrative information

4.1 Equipment

The Expert will be required to work from office space of Dakchyata while in Kathmandu. Field visits may be required as agreed. The Expert will be expected to provide his/her own office equipment i.e. laptops, mobile phone etc.

4.2 Invoicing

Payment will be made in arrears on acceptance of deliverables and receipt of corresponding invoice and timesheets. An indicative payment schedule for the Expert will be agreed and form part of his/her contract.

4.3 Fee rate and expenses

The daily fee rate for the Expert will be considered an all-inclusive fee, including all applicable Government taxes such as VAT, and cover all preparation, report writing and all other work required for completion of the services.

4.4 Working days

For the purposes of this assignment “Working Hours” and “Working Days” shall mean an 8 hour day, 9 a.m. to 5 p.m. local time Monday to Friday. Work on weekend days may be required from time to time, and must be agreed in advance.

5. Qualifications and experience required

Qualification and skills (incl. language)

- Fluency in written and spoken English and Nepali – strong skills in report-writing
- Academic qualifications of Masters and above in sector-related discipline
- Solid knowledge of the TVET sector of Nepal, i.e. experience of at least 10 years in development of TVET curricula, TVET-related programmes or course delivery or conducting TVET-related studies and different approaches to HR analysis and training delivery.
- Knowledge and experience of conducting research on education and training sectors, particularly in the area of TVET. Experience in labour market research and skills development is a requirement.
- Experience from Nepal in engaging with Government, private sector employers, donors, NGOs and other stakeholders.

6. How to apply?

Interested candidates should send a CV in EU format (attached) to sudha.subba@britishcouncil.org.np with the title ‘**LMIS Expert – Dakchyata: TVET Practical Partnership Nepal**’ by midnight local time on 18 November 2018.

Candidates must include in their covering email their availability to perform the services against the required time scale, and expected daily fee rate.

Please note, we can only respond to successful applicants.