

# **Government of the People's Republic of Bangladesh**

## **Finance Division, Ministry of Finance**

### **Skills for Employment Investment Program (SEIP)**

#### **Individual Consultant to formulate skills development strategy for RTISC**

#### **Terms of Reference (ToR)**

### **1.0 Background and Objectives of SEIP Project**

The Skills for Employment Investment Program (SEIP) supports the Government of Bangladesh in the reform of the skills development training system as a focus of the National Skill Development Policy (NSDP) 2011. It also supports private sector involvement and strengthens public-private partnership, which is significant to meeting the existing and future labor market needs and reducing skills gap and skills mismatch. This is crucial for Bangladesh to move forward from the present "low-skill, low-wage equilibrium" to a "higher skill, higher wage virtuous cycle" necessary to achieve the status of a middle-income country. The program helps the government to scale up the skilling of new entrants and up-skilling of the existing workers that will contribute to higher growth and elevated productivity in the priority sectors. SEIP is strengthening the skills ecosystem in Bangladesh by establishing a unified funding system and enhancing the overall coordination of the currently fragmented system of skills development. This project is being implemented by Finance Division, Ministry of Finance under the financing arrangement from the Government of Bangladesh and the Asian Development Bank (ADB).

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

SEIP is organizing the training program in partnership with the major 10 priority sectors of the economy; RMG and Textile are in a vital position among them.

### **2.0 Background of the RMG Sub-sector**

Bangladesh is ranked as the 2<sup>nd</sup> largest global apparel exporter. Ready-Made Garments(RMG) and Textile sector play a significant role in the overall economy of Bangladesh. RMG and Textile sector is a multi-billion-dollar earning business and export-oriented industry in Bangladesh. This sector is also injecting the highest level of foreign currency in Bangladesh. RMG sub-sector improves GDP and it has brought revolutionary positive change to its economy becoming a strong column of Bangladesh's economy. This sector stimulates the development of other key sectors of the economy like Bank, Insurance, Transport, Logistics, Communication process, Buying a house, Liaison office, etc.

A skilled workforce is required to sustain the present growth and future development in this sector. But skill mismatches are widespread in the TVET system in Bangladesh. The TVET strategies in the National Education Policy 2010 and the National Skills Development Policy 2020?? are considered to be the most useful documents for skills development program formulation. The intricacies of the policies will need to be prioritized and implemented for skills training in Bangladesh. 4th industrial revolution and advancements in technology have also started creating a huge opportunity for a skilled workforce. A labor force with low levels of education and skills results in low productivity in RMG and Textile sectors. RMG and Textile sector has enormous scopes to employ a huge number of unemployed youths through imparting skills training (soft & technical skills) to the youths based on demand-driven curricula advised by industry. This will promote skills development to mitigate the shortage of productive workforce and enhance employment opportunities.

SEIP is, therefore, planning to engage one 'Individual Consultant to formulate a skills development strategy for the RMG and Textile sector who will conduct background assessment and prepare a comprehensive strategic plan for the next 05 (five) years (2023-2027).

### **3.0 RMG and Textile Industry Skills Council (RTISC)**

RMG and Textile Industry Skills Council (RTISC) was formed in the year of 2010 as the Sector Working Committee (SWC) with the support of the Skills Development Project (SDP) funded by ADB and SDC. Later, it was renamed RMG and Textile Industry Skills Council (RT-ISC) to make it in line with the nomenclature used in NSDP 2011. RT-ISC is registered with the Registrar of Joint Stock Companies to make it operational in order to achieve the mandate specified in the National Skills Development Policy (NSDP) 2011. RTISC is working to promote a wide range of skills development activities such as identifying priority occupations, developing a demand-driven curriculum in consultation with industry people under the National Technical and Vocational Qualification Framework (NTVQF), supporting industry to up-skill their workforce in order to improve productivity and getting entry-level skilled workforce.

### **4.0 Background of the Assignment**

RTISC intends to formulate its strategic framework and develop a feasible and visionary design for progressing towards achieving RTISC's vision. RTISC is expected to prepare a five-year strategic plan 2023-2027 which sets the long-term direction for the implementation of the sectoral priorities specified therein.

### **5.0 Objectives of the Assignment and Scope of the Services**

#### **a) Objectives of the Assignment**

The main objective of the assignment is to develop a five-year Strategic Plan for skill development in the RMG sector to ensure that RTISC fulfills its mandate.

#### ***Specific Objectives:***

- a) To identify baseline information on the workforce in RMG and Textile sector, the trend of growth of the sector- employment as well as financial.
- b) To set priorities for the RMG and Textile sector and identify pragmatic strategies and activities to implement them.
- c) To formulate a stratagem to support the supply of skilled workers to the sector addressing "skill gap", "Skill shortage" and "skill mismatch" by occupations.

- d) To craft operational strategies, the capacity, quality, and relevance of skills training providers and training delivery in accordance with the skill needs of the industry.
- e) To identify sustainable funding for a skills development system for the sector.
- f) To formulate resourcing strategies to develop a model for supporting and recommending skills-related issues for public and private stakeholders.
- g) To suggest inclusive capacity-building strategies and promote access of females, small ethnic communities, and underprivileged groups to skill development in RMG and Textile sector.
- h) To develop an action plan to implement the policy strategies on skill development training in RMG and Textile sector.
- i) To devise a proper monitoring and evaluation mechanism for the implementation of the strategy.

**b) Scope of the Assignment:**

The scope and focus of the assignment are to provide technical, strategic, and facilitation support to enable the RTISC to formulate a strategic plan for the next 05 (five) years (2023-2027) that would be the basis for future action of sectoral improvement. Key aspects of the consultancy are the preparation of the strategy paper through the collection of relevant data, analyzing, summarizing, and presenting the accrued findings. The consultant will conduct a thorough and focused assessment of sectoral strengths and weaknesses as well as opportunities and threats with a view to identifying appropriate strategic options for 2023-2027. Critical reflection by the board members, staff, and stakeholders is integral to this strategic planning initiative. The consultant will sit with the major associations in the sector to know their current business and future aspirations. The consultant will assist to establish realistic goals and objectives for the sector and also develop an action plan to achieve these goals and objectives. The finalized strategic document will be prepared through analysis and presentation of the matrix using a Theory of Change model. In order to develop a pragmatic strategic plan, the consultant will consult the existing strategy papers on different skill development issues/areas

**6.0 The detailed Tasks of the Consultant will be the following but are not limited to -**

- 1) Reviewing the existing literature on RMG and the Textile sector.
- 2) Analyzing the context of the RMG and Textile sector for developing a sectoral profile.
- 3) Identifying, reviewing, and analyzing existing occupations in RMG and Textile sector in Bangladesh.
- 4) Identifying the relevance and potential impact of technological advancement including 4iR.
- 5) Conducting any other tasks required for fulfilling the objectives of the assignment.
- 6) Prepare a work plan for the survey and workshop in consultation with RTISC–SEIP project.
- 7) Studying the sector and sub-sectors in RMG and Textile.
- 8) Expert-reviewing and analyzing the growth and prospect of the sector
- 9) Conducting Key Informant Interview (KII)
- 10) Arranging workshops, meetings, and other consultations as required.
- 11) Engaging with staff, board members, and other relevant stakeholders to collect appropriate data and information and their future aspiration.
- 12) Conducting Focus Group Discussion (FGD) with relevant stakeholders to collect inputs, suggestions, and necessary information.
- 13) Developing a skills development plan appropriate for the sector.
- 14) Submitting the draft report for review and validation
- 15) Submitting the final report by the set timeline to RTISC.

**7.0 Minimum Qualification and Experience of the Consultant**

The minimum qualification and experience of the consultant will be

- Masters in Social Science preferably in Economics, Statistics, Development studies, or BSc. Engineering Degree from a recognized University
- Minimum 10 years of experience (3 years experience in project preparation and strategic planning formulation). An exposure to RMG and the Textile sector is preferred.

## 8.0 Deliverables

The consultant will provide the following deliverables:

Sl.	Deliverables	Timeline
1.	<b>An Inception report containing -</b> Analysis of understanding the Terms of Reference. A work plan agenda, methodology to be used, and facilitation plan	2 weeks after signing the contract
2.	<b>Draft Report containing -</b> A five-year strategic plan including results framework and action plan document. The report will contain the following but are not limited to - <ul style="list-style-type: none"> <li>a. Executive summary.</li> <li>b. Analysis of the RMG and Textile Sector</li> <li>c. Background of the strategic plan.</li> <li>d. Skills development strategy for the next 05 (five) years (2023-2027).</li> <li>e. Context analysis using SWOT, PESTLE, and resource analysis</li> <li>f. Strategic Direction including detailed activities</li> <li>g. Strategic Approach of RTISC to best implement skills development program.</li> <li>h. Identification of occupations and their categorization.</li> <li>i. Prioritization of occupations based on market demand with 5 years projection.</li> <li>j. Job placement strategy.</li> <li>k. Innovation and technological advancement including 4iR.</li> <li>l. Sustainability of operation of RTISC.</li> <li>m. Role of RTISC in implementing the strategic plan.</li> <li>n. Challenges of RTISC in implementing the strategy.</li> <li>o. Identification of the Potential Financial supports (including support from the Development partners) for implementing the strategic plan</li> <li>p. Action Plan matrix for the execution of the Strategic Plan.</li> <li>q. Monitoring and Evaluation mechanisms for implementing the strategy paper.</li> </ul>	3 months from signing the contact
3.	<b>Dissemination Workshop</b>	Before submitting the final report
4.	<b>Final Report</b> incorporating the comments, inputs, and suggestions from the stakeholders	4 months from signing the contract

It is worthwhile to mention that the consultant will submit a progress report at the end of every month to the RTISC and SDCMU as well.

### **9.0 Period of assignment**

The assignment will be for a period of 5 months with intermittent arrangements starting on 1 August 2022 and ending on 30 November 2022.

### **10.00 Payment Schedule**

<b>Sl.</b>	<b>Deliverables</b>	<b>Payment schedule</b>
1.	After acceptance of the Inception report	20%
2.	After submission of the draft report	50%
3.	Final report incorporating feedback from the stakeholders	30%

### **11.0 Duty station**

The consultant will work from home, attend meetings at the SEIP office, RTISC, and association offices and conduct field visits, workshops, meetings, etc. in Bangladesh as and when required.

**12.0 Counterpart Support:** SDCMU, SEIP, and RTISC will provide support as required.