

# **International Consultants for the Project of 'Enhancing the Competitiveness of ASEAN Human Resources through TVET Curriculum Supported by Involvement of Industries and Labor Market'**

**Location:** home based

**Application Deadline:** 21 JULY 2020 (Midnight, Seoul, Republic of Korea)

**Type of Contract:** Individual contract

**Post Level:** International Consultant (For further information, please refer to the below 'F. Qualification' section)

**Language Required:** English

**Expected Duration of Assignment:** Between August – February 2022 (About 1.5 year ~ 2 year)

## **A. Background and Context**

Human resource development is one of the strategic objectives of the ASEAN towards achieving a productive and competitive workforce. Investments in human resource development enhance the capacity of the ASEAN workforce through strategic programs that will develop qualified, competent, and well-prepared workers that would benefit from, as well as cope with the challenges of the regional integration. One of the accompanying critical areas in the development of the people is equipping them with the required competencies, which include technical and social skills that will make them job-ready locally and overseas.

The importance of investing in human resource development is made more urgent with the accelerated pace of the Fourth Industrial Revolution. The rapidly changing business models it brings about are expected to significantly impact the global economic growth and employment landscape. According to the report of the World Economic Forum (WEF), the impact may range from significant creation of new jobs to dislocation of jobs, and from intensified labor productivity to broadening skills gap.

To effectively implement human resource development initiatives that address rapidly changing business models, there is a need for an effective and efficient national and regional Labor Market

Information (LMI) based on updated information from industries and other stakeholders. LMIs are essential tools in ensuring that the TVET curricula and standards being developed are responsive to the latest labor trends and thus, encouraging/facilitating skills recognition, productivity, competitiveness, and mobility of the workforce across the region.

Through this Project titled “Enhancing the Competitiveness of ASEAN Human Resources through Responsive TVET Curriculum Supported by Involvement of Industries and Labour Market Information”, labour market demands and supplies will be analysed. The level of TVET responsiveness of AMS and the extent of industry involvement and LMI systems in supporting TVET to be responsive to labour market demands will also be analysed. The project was planned in the Work Plan 2016-2020 of the SLOM Working Group on Progressive Labour Practices to Enhance the Competitiveness of ASEAN (SLOM-WG). The project will be undertaken by Korea Research Institute for Vocational & Training (KRIVET), as the implementing agency, together with the ASEAN project proponents notably: the Technical Education and Skills Development Authority of the Philippines (TESDA), Ministry of Labour of Thailand (MOL), Ministry of Labour, Invalids and Social Affairs of Viet Nam (MOLISA), and ASEAN Secretariat (ASEC).

KRIVET is a national research institute specializing in skills and workforce development. It was established in 1997, right before the IMF crisis hit the country and the rest of the world. It is a research institute established with an objective to foster technical and vocational education & training and to innovate TVET institutions so that they can work toward building up the skilled labor force needed for the economic development. Since its establishment, KRIVET has contributed to the improvement of TVET both in the national and the international context, through extensive research, numerous projects, and diverse consultations.

Projects conducted at KRIVET broadly cover the following areas; identifying skill needs based on labor market analysis, research on qualification systems, vocational training system, curriculum developments, and career guidance and counseling to name a few. In addition to the basic research activities on skill development system, it also supports the governmental VET policies by running such centers as dual-training center, employ-led training center, and career exploration center. KRIVET’s major contribution is to promote lifelong vocational education and training, and to enhance the public’s vocational competencies by conducting future-oriented research and projects related to vocational skills development and to linking education and training, employment, and qualifications.

## **B. Objectives**

The general objective of the project is to provide in-depth information and assessment of the existing

level of responsiveness of TVET to labour trends, the recurring issues and pitfalls, and the strategies/mechanisms being implemented in the AMS. This result shall serve as reference in the conduct of related workshops, which aim to facilitate mutual learning, and ultimately, provide regional recommendations to improve TVET curriculum. The specific objectives of the project are as follow;

1. Understand the current situation of the supply and demands in the labour market nationally and regionally, including the demands of overseas workers in AMS
2. Determine and analyse the level of TVET responsiveness of each AMS to labour market demands, the extent of industry involvement in skills standards and TVET curriculum development, and the effectivity of labour market information systems in supporting TVET to be responsive to labour market demands and skills needed locally and overseas
3. Learn effective practices, approaches and strategies towards a responsive TVET curriculum that is developed with the participation of the industry and supported by updated and timely LMIS
4. Strengthen ASEAN's regional dialogues and network in order to facilitate the region's capabilities to move forward with effective mobility programs
5. Share and disseminate knowledge and experience in enhancing the employability of TVET learners by means of advancement of TVET governance
6. Reduce the gap between TVET programs and skill demands from labour market in AMS

In order to achieve these objectives, a broad range of activities will be conducted under the framework of the project, corresponding to the following three expected result areas:

- I. Implementing a case study for 10 AMS (Including field visits to 10 AMS: a recruited personnel is required to conduct the field visit to selective AMS);
- II. Conducting two regional workshops and two project steering committee meetings ; and
- III. Circulating and presenting of the Final Report to the SLOM, ROK, and other stakeholders.

## **C. Scope of Work and Deliverables**

### ***C-1. Scope of Work***

Under the joint supervision of KRIVET, Technical Education and Skills Development Authority of the Philippines (TESDA), Ministry of Labour of Thailand (MOL), Ministry of Labour, Invalids and Social Affairs of Viet Nam (MOLISA), and ASEAN Secretariat (ASEC), , and with support of the officers in the relevant Ministries in 10 AMS, the incumbent will undertake the following tasks;

1. Overseeing the process of the project implementation in consultation with KRIVET, SLOM, and ASEC and thereby providing timely advice, comments, and assistance at time of such needs
2. Assisting recruitment of national resource persons for the 10 AMS before their appointments, and acting in coordination with the national resource persons (NRP) in crucial activities such as country data collection and compilation, field visits, and preparation of country report for selective countries
3. Working with NRPs for the preparation of the field visit to selective countries, and accompanying in the field visits (countries of visits will be further specified in the contract and subject to mutual agreement) and summarizing key outcomes of the visits
4. Providing data and data sources (institutions) which are needed to compile a country report according to the analytical framework developed by KRIVET, in collaboration with the NRPs of selective countries
5. Reviewing & validating the draft country reports written by national resource persons for selective countries, thereby supplementing the missing information that is required to complete those country reports.
6. Working with KRIVET and the representatives of the host country in organizing and implementing the two regional workshops, thereby helping inviting key national stakeholders to participate in the workshops
7. Validating and proof-reading the regional report developed by KRIVET researchers
8. Liaising between KRIVET and local resource persons throughout the project cycle, informing KRIVET on progress and obstacles in the implementation and provide necessary documentation upon request from KRIVET
9. Any other tasks deemed necessary to achieve the project objectives according to the request of KRIVET and ASEAN Secretariats

### ***C-2. Deliverables***

The Project is hiring three (3) consultants who will be working as a team together with the specialists from KRIVET. The consultants are expected to be experts in the areas of labour market analysis, TVET systems, and/or qualifications preferably in the context of ASEAN countries.

The team of consultants is expected to deliver the following outcomes;

1. Inception report (in English) including the methodology and expected outputs of the study
2. Facilitation of PSC meetings (1<sup>st</sup> and 2<sup>nd</sup>) to validate the methodology and results of study
3. Results of field visits to selective AMSs which include the following;

- Field visit workshops
  - Field visit reports (in English) summarizing important findings of meetings and workshops
  - Conduct of surveys during the visits and delivery of the surveys completed.
4. Facilitation of regional workshops (1<sup>st</sup> and 2<sup>nd</sup>) to disseminate the results of the study
  5. Compilation of data and documents submitted by national resource person in selective AMS to develop country reports
  6. Country reports (in English) for selective AMS based on the given analytical framework. The county report shall focus on the following area;
    - The existing level of responsiveness of TVET to domestic and overseas labour market demands
    - Good practices in promoting involvement of industries in skills standards and TVET curriculum development
    - Good practices of effective and efficient LMIS as a tool to enhance responsiveness of TVET to labour market demands
  7. Regional report (in English) of AMS
    - Validating and proof-reading the draft regional report developed by KRIVET researchers

#### **D. Work plan of the project**

❖ The suggested work plan is subject to adjustment to the current situation of the COVID-19 pandemic.

<b>Phases</b>	<b>Activity</b>	<b>Indicative timeline</b>
<b>1. Inception Phase</b>	(1) Providing relevant feedback for the analytical framework developed by KRIVET, and validating the analytical framework	August 2020
	(2) Developing an inception report that incorporating inputs from AMS and submitting the final version of inception report to KRIVET and ASEAN Secretariat	August 2020
	(3) Preparing and implementing the 1 <sup>st</sup> PSC meeting (Seoul, South Korea), and presenting an inception report if necessary	September 2020

<b>2. Implementation Phase</b>	(1) Monitoring the implementation status of the analytical framework in concurrence with national resource person in 10 AMS	October 2020 – February 2021
	(2) Reviewing the validity and reliability of the collected data by national resource person in 10 AMS	October 2020 – February 2021
	(3) the 1 <sup>st</sup> round of field visits to selected AMS with KRIVET researcher and submitting a field visit report to KRIVET	October 2020 – February 2021
	(4) Compiling the data collected by National resource person in 10 AMS to develop the draft version of county reports and submitting the draft version of country reports of respective AMS to KRIVET	March 2021
<b>3. Synthesis and Reporting Phase</b>	(1) Preparing and implementing the 2 <sup>nd</sup> PSC meeting (Thailand), and presenting the draft version of country reports and regional report if necessary	April 2021
	(2) Preparing and implementing the 1 <sup>st</sup> regional workshop (Vietnam)	May 2021
	(3) Developing and providing guidelines to discover the best practices of TVET curricula in 10 AMS	May 2021
	(4) Reviewing and validating the best practices submitted by national resource person in 10 AMS	May – August 2021
	(5) the 2 <sup>nd</sup> round of field visits to selected AMS with KRIVET researcher and submitting a field visit report to KRIVET	May – August 2021
<b>4. Closure and Scale-up Phase</b>	(1) Preparing and implementing the 2 <sup>nd</sup> regional workshop (Philippines)	September 2021
	(2) Finalizing and proofreading country reports and regional report including the best practices and policy recommendations, and submitting the reports to KRIVET	September 2021 – January 2022
	(3) Publicizing the final reports and disseminating to relevant stakeholders in 10 AMS	January 2022

## E. Required Competencies

The consultant is expected to demonstrate following competencies.

## **1. Core competencies**

- Accountability – fulfils all commitments made to colleagues and partners; takes ownership for actions and decisions
- Communication – is able to process and filter diver information appropriately; disseminates information appropriately and in a timely manner; uses communication channels, tools and options effectively
- Teamwork – builds trust-based relationship within and across main stakeholders in AMS and with KRIVET’s researchers; builds consensus with others to achieve common goals; solicits input by valuing others’ ideas and expertise
- Result focus – manages time and resources effectively, monitoring progress and making adjustments, when necessary; quickly identifies issues in own work and is able to generate creative and practical solutions
- Planning and organizing – foresees risks and obstacles and allows for contingencies when planning; allocates appropriate time and resources effectively for completing work; consults with relevant parties to ensure that tasks and time frames are realistic and resources are available

## **2. Marginal competencies**

- Building partnership – identifies key internal and external stakeholders and maintains open and trustworthy relationship with them; initiates new partnerships and builds alliances that facilitate the achievement of project’s goals
- Managing performance – aligns own and team performance with project’s goals and objectives; provides objective and regular feedback

## **F. Qualifications**

The consultant will hold the following qualifications, experiences and skills

- Post graduate degree in Human Resource Development(HRD), Social Sciences, Business, Economics, other Skills development fields
- At least 7-10 years relevant professional experience in research and/or program development in Human Resource Development, skills development, and/or labour market studies
- Strong backgrounds and experience in research and development in various HRD fields.

- Good knowledge of ASEAN economies and one/more of the following areas of expertise: i) labour market information systems, ii) TVET systems, and iii) qualification frameworks and systems in 10 ASEAN countries
- Good networking and contacts with ASEAN regional experts, national experts
- Ability to collect and analyse data, compile reports, assess reports, and manage the project
- Previous work experience with international organizations and or donors (not required but recommended)
- Excellent communication skills in English(written and verbal)

### **G. Duration of the Consultant-ship**

The consultant is expected to perform his/her duties for approximately 1.5 ~ 2 years as indicated in the job description section. However, their duties will be completed when the final report is approved and endorsed by ASEC. Therefore, the consultant is required to fulfil their obligations until all deliverables have been produced and endorsed. .

### **H. Selection and Recruitment Process**

Please note that all candidates must complete an on-line application and provide complete and accurate information.

The evaluation of candidates is based on the internal criteria consented by KRIVET, ASEC, and relevant stakeholders in AMSs. Shortlisted applicants may participate in a competency-based interview. The only selected candidates will be further contracted and be subject to reference checks based on the information provided.

### **I. How to Apply**

- Application Period: From 22<sup>nd</sup> June 2020 till 21<sup>st</sup> July 2020

- Recruitment Method: The candidates shall apply for this position by submitting necessary documents to KRIVET and ASEC.

Application will be submitted electronically no later than 21<sup>st</sup> July 2020 to one of the following e-mail account;

- KRIVET (based in the Republic of Korea): [hyun.choi@krivet.re.kr](mailto:hyun.choi@krivet.re.kr) c/o Mr. Hyunsik Choi
- ASEC (based in Indonesia): [LCSD@asean.org](mailto:LCSD@asean.org) c/o Mr. Carl Daquilo

Any applications received after the deadline will not be considered.

The application file shall include:

1. The consultant's CV;
2. A cover letter specifying how the consultant(s) is(are) qualified to conduct the proposed tasks
3. A writing sample (Applicants can submit any pieces of work listed in the CV )

**For any further enquiries, please contact Mr. Hyunsik Choi at [hyun.choi@krivet.re.kr](mailto:hyun.choi@krivet.re.kr) or call (+82)-10-5506-7687**

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