

# SAARC HUMAN RESOURCE DEVELOPMENT CENTRE (SHRDC)

## Concept Paper

Subject: **Conceptual Design for Establishment of “ Network of Centres of Higher Learning, Training and Skill Development Institutes (SDIs) in South Asia**

### Introduction:

It is empirically established that for achieving sustainable growth, a well-educated, skilled and adaptable workforce compete in the domestic and international markets is necessary. Human Resource Development (HRD) is the process of enhancing the knowledge and skills of the people in the society. In economic terms, it could be described as the accumulation of human capital supporting the development of an economy. The recent economic, social and technological change is gathering pace and calls for continuous policy and institutional adaptation to meet the emerging needs and seize opportunities, which are opening up in rapidly integrating world economy. Countries all over the world are preparing themselves to meet the challenges of globalisation, structural and technological changes through redesigning their training programmes and reviewing their policies and institutional frameworks to developing their human resources. Such changes have placed great demand on training of the workforce.

2. The South Asian region, despite fairly high economic growth needs significant improvements in its knowledge and skill base and capacity building institutions. The SAARC Countries must move rapidly to develop knowledge and skills through sound HRD policies and programmes.

3. For development of human resources at the regional level network provides arrangements for enhancing the capacity and promotes collaboration amongst various interest group/institutions towards the achievements of concrete goals. The 12 SAARC Declaration in Islamabad emphasised that *“investment in human resources is critical for future development essential to establish a network of Centres of higher Learning, Training and Skill Development Institutes (SDIs) across the South Asia”*.

4. Network is a forum for bringing together key stakeholders like the Centres of higher learning, training and skill development institutes to work together towards building consensus. It is an important mechanism for capacity building, which is flexible and sensitive to changing needs of the SAARC Member States and situations, and strong in consensus building and implementation of sustainable solutions. In this context, regional network can support by addressing regionally specific issues through working in partnership with national, regional and international networks in related areas. A study on regional network expected to stimulate exchange of ideas, experiences, strategies and address issues of HRD institutions in the SAARC region.

5. For developing a conceptual design for a regional network of Centres of Higher Learning, Training and Skill Development Institutes (SDIs) in South Asia, SHRDC is commissioning a research study with the following objectives and ToRs.

### **Objectives:**

6. The objectives of the study are:

- Assess role of vocational education and skill development in national developments.
- Assess over all public and private investment in education sector, particularly in vocational education and skill development in South Asia.
- Identify problems faced by the Member States due to lack of market driven skilled manpower, particularly in enhancing productivity and competitiveness in the global manner.
- Suggest modalities to mobilize additional investment to promote vocational education and skill development in South Asia.
- Suggest short, medium and long term investment policies and programmes for vocational education and skill development in South Asia.

### **Terms of Reference (ToRs):**

7. The terms of reference of the study are:

- To review the education, vocational education and skill development policies and programmes of SAARC Member States to assess the trends and pattern of investment.

- To assess the importance of vocational education & training and its impact on enhancing productivity and competitive position of SAARC Member States.
- To analyse the trends of public and private investment in vocational education and skill development in the SAARC Region.
- To identify priority areas for investment to develop demand driven skills in South Asia.
- To analyse the existing labour market situation in South Asia with a view to assess the quality of the labour force of the SAARC Member States and determine the skill gaps.
- To evaluate the labour market requirements view of emerging global and regional trends.
- To suggest modalities for mobilization of additional public and private investment to promote vocational education and skill development in the SAARC Region.
- To suggest short, medium and long term policies, programmes and investment plans for promotion of vocational education and skill development in the SAARC Region.

### **Research Methodology:**

8. The following research methodology will be adopted to compile the information for the network and analyse the existing institutional set up of Centres of higher learning, Training and Skill development institutes for development of network of these institutions in the region.

#### **Data Collection**

9. In line with the objectives and terms of reference of the study, the consultant will collect the relevant information through a comprehensive literature review and questionnaire survey.

#### **i) Comprehensive Literature Review:**

10. A comprehensive literature review will be carried out to critically assessing and evaluating published and unpublished material to collect information on vocational education and skill development policies and



### **Implementation Schedule:**

14. The conceptual design should be completed within three months beginning from the effective date of the contract. The consultant(s) will report to Director, SAARC Human Resource Development Centre (SHRDC), Islamabad-Pakistan. The consultant(s) will require submitting the first draft of the study by 1 October 2006 and final draft by 15 November 2006. The study will be completed by the 30 November 2006.

### **Budget:**

15. A total amount of US\$ 3,000 has been allocated for the consultancy service for three months.

16. The budget break-up of the study programme is as follows:

<b>Sr. No.</b>	<b>Description</b>	<b>Amount in US\$</b>
1.	Total Cost of the Study for one Man Month	11000
2.	Down payment on signing of the contract 30% of total cost	2200
3.	Payment of first tranche 25 % of the total cost on submission of First Draft of Study	2750
4.	Payment of second tranche 25 % of the total cost on submission of second Draft of the study	2750
5.	Final Payment on submission of Study 30 copies	3300

### **Monitoring and Evaluation:**

17. Director SHRDC will monitor the progress of the study and evaluate the drafts of the study submitted by the consultant jointly with the faculty of SHRDC.

18. Note: The last date of submission of impression of interest, financial proposal & CV's is 31 July, 2006