

Terms of Reference Industry Partnership Specialist (International)

Background

The reform of the post-secondary sector in Papua New Guinea (PNG) through the Higher and Technical Education Reform Act 2020 provides for a new governance and management framework for Technical and Vocation Education and Training (TVET) colleges with increased independence in management and leadership with closer partnerships and linkages with industry and businesses. The Higher and Technical Education Reform Act establishes, the National Skills Development Agency (NSDA) within the Department of Higher Education, Research, Science and Technology (DHERST) as a multi-stakeholder advisory and governance platform for TVET institutions. The NSDA oversees the planning and development of national skills in PNG shifting from the traditional supply-driven to demand-driven competency-based curricula and training.

The project is called “Improved TVET for Employment” (hereon referred to as ‘the project’) and is implemented by DHERST. The project strengthens the building blocks for effective TVET institutions to provide skills and competency-based training that meet labour market needs thereby increase employment potential for PNG nationals. The project focuses on achieving the following outputs: (i) TVET college governance and management provided; (ii) high quality TVET teacher training provided; (iii) curriculum for TVET demand-driven programs developed; (iv) gender-responsive TVET infrastructure and equipment established; and (v) national TVET governance and industry linkages developed. The project is loan financed by the Asian Development Bank, Government of Papua New Guinea (GoPNG) and grant funded by the Government of Australia’s Department of Foreign Affairs and Trade (DFAT).

The GoPNG has established a Project Management Unit (PMU) within DHERST to manage the implementation of the project. An Industry Partnership Specialist will be engaged to work with the PMU in ensuring industry engagement and linkages are established to support NSDA to develop demand-driven training packages and programmes that meet labour market needs in PNG.

Objectives of the Assignment

The objective of the assignment is to strengthen partnerships between TVET institutions and industry in order to: 1) ensure training programs are **aligned with industry needs**, 2) expand **work-based learning and apprenticeship opportunities**, and 3) improve **employment outcomes for TVET graduates**, including women.

The Consultant will provide **strategic guidance, technical support, and capacity building** to the PMU and relevant project stakeholders in developing and operationalizing effective industry engagement mechanisms across the TVET system.

Scope of Work

The Industry Partnership Specialist will support DHERST, NSDA, and the PMU in strengthening partnerships and engagement and establish linkages with industry to develop construction trade and agriculture skills training programmes in the colleges.

The Consultant will provide **strategic and technical leadership** in developing industry engagement strategies, facilitating partnerships with employers and industry associations, and supporting demand-driven training programs in priority sectors.

The Specialist will work closely with the **two Regional TVET College Support Coordinators**, who will be responsible for the **operational implementation of industry engagement activities at the national and college levels**.

The consultant will provide **technical guidance, mentoring, and quality assurance** to ensure that industry partnership initiatives are effectively implemented across the **10 TVET colleges supported by the project**.

Specific Assignment.

Industry Engagement Strategy

- Develop and update an industry engagement and partnership strategy for the TVET sector supported under the project.
- Identify priority industries and employers relevant to TVET training programs, particularly in sectors such as construction, agriculture, and other key growth sectors.
- Establish strategic partnerships with industry associations, sector councils, and major employers.

Coordination with Project Implementation Teams

- Provide technical guidance to PMU in implementing national-level industry partnership initiatives.
- Work closely with the Regional TVET College Support Coordinators to operationalize industry engagement activities across the supported TVET colleges.
- Support coordinators in establishing partnerships between colleges and local industries, employers, and training providers.
- Conduct regular coordination meetings to monitor progress and address implementation challenges.

Industry Linkages and Employment Pathways

- Facilitate partnerships with industry to support: apprenticeships, internships, work-based learning programs, and job placement opportunities for graduates

- Promote increased participation of women in industry-linked training and employment opportunities.

Labor Market Information and Industry Database

- Develop and maintain a database of industry partners, including information on skills needs and employment opportunities.
- Support the collection and analysis of labor market information to inform training program design.
- Provide advice on emerging skills requirements and employment trends.

National Industry Engagement Mechanisms

- Support DHERST and NSDA in strengthening industry participation in national TVET governance mechanisms.
- Assist in organizing and facilitating National Skills Summits and industry consultation events.
- Facilitate dialogue between industry and TVET institutions on skills development priorities.

Support to Curriculum and Work-Based Learning

- Work closely with the Curriculum Expert to integrate industry inputs into training programs.
- Provide technical advice on the implementation of Dual Workplace Learning and Training Programs.
- Consolidate feedback from employers regarding graduate performance and training relevance.

Capacity Building

- Build the capacity of the **Regional Coordinators** in: industry partnership development, employer engagement, work-based learning coordination, and job placement systems.
- Develop tools, guidelines, and templates for industry partnership management.

Monitoring and Reporting

- Establish indicators and systems to monitor: industry partnerships established, trainees placed in industry, employment outcomes of graduates, and participation of women in training and employment programs.
- Provide regular progress reports to the PMU and contribute to the project's monitoring and evaluation framework.

Minimum Qualification and Requirements.

- Masters Degree in Education, Economics, Business Administration, Labor Market Development of related field
- At least 10 years of relevant professional experience in labour market, business management, and training in government or private sector related to construction and agricultural sectors.

- At least 5 years demonstrated experience in establishing partnerships between training/education institutions and industries towards worker training customized training programs, job placement, or entrepreneurship development, particularly those targeting women.
- Broad knowledge of skills requirements across a range of industries and practical understanding of skills requirements and training needs in key industries.
- Deep knowledge of national policies, practices, and initiatives in skills development, and familiarity with international best practices in advance training, particularly in manufacturing and service-related fields.
- Direct operation and management experience of training programs in major industries will be an advantage.
- Experience working with ADB or other development partners will be an advantage.

Duration of the assignment and reporting requirements.

The contract duration will be for 12 months, for a total person-month of 120 days intermittent inputs. The continuation of the assignment is subject to the satisfactory performance of the consultant.

The consultant will work under the overall supervision of the **Project Manager of the PMU** within DHERST.

The consultant will work closely with:

- TVET Central Project Coordinator
- Regional TVET College Support Coordinators
- Curriculum and Training Specialists
- PMU Monitoring and Evaluation team
- NSDA and relevant industry stakeholders

The consultant will coordinate regularly with the PMU to ensure alignment with project implementation plan.