

**REQUEST FOR EXPRESSIONS OF INTEREST
(CONSULTING SERVICES – FIRMS SELECTION)**

Republic of Serbia

Project: From Education to Employment (E2E), Component 1: Youth Employment Initiative

Output 1.4.: Strengthening National Qualification Framework and Sector Skills Councils

Assignment Title: Consultant for Development of Sector Profile – Education

Reference No. : Output 1.4, A11

The Ministry of Education, Science and Technological Development has received financing from the Swiss Agency for Development and Cooperation toward the cost of the project: **From Education to Employment** and intends to apply part of the proceeds for consulting services.

This project is designed with aim to contribute to the resolution of identified problems related to youth employment and employability in the Republic of Serbia.

The overall mission of this project is to increase youth employability in Serbia in a socially inclusive and sustainable way for this particular project - **decrease gap between education and the labour market needs through improved National Qualification Framework (NQF) and the establishment of Sector Skills Councils (SSCs).**

The National Qualification Framework (NQF) is an instrument which regulates the issues of qualifications required in the labour market, and it represents the basis for the implementation of the concept of lifelong learning and provides support to development of a modern, relevant and flexible system of education and training.

The key role of the SSCs is to determine the qualifications necessary for the functioning of the Serbian economy and society as a whole. As bodies based on the principle of social partnership, SSCs are planned to be organized at sectoral level, and to be constituted of representatives of commercial companies in the area for which the SSC is formed, representatives of chambers of commerce/associations, experts from the fields of education /adult education, organizations responsible for the employment, ministries responsible for: education, activities related to the area for which the SSC is established, employment and labour, youth policy, the relevant association or association of schools and higher education institutions, representative branch unions and others.

The fundamental goals of SSCs, planned through establishing and implementing NQF, are the analysis of existing and establishing the necessary qualifications in a particular sector; identifying qualifications and their modernization; identifying qualifications which no longer meet the needs of the sector; determining the qualification standard within the sector; considering the implications of the national qualifications framework to the qualifications within the sector; recommending the list of qualifications through levels and types which can be acquired by recognizing of the previous learning, etc.

In order for the members of SSCs to make decisions that will meet current and future needs of the labour market, one of the key preconditions needs to be fulfilled, and that is the creation of sector profile, which is the analytical foundation of relevant and up to date data on the state of supply and demand for qualifications, i.e. knowledge and skills balance in a particular sector.

The requested consulting services (“the Services”) shall include **the review of the Sector Profile** which would entail the following sets of the data:

1. Macroeconomic framework of the Republic of Serbia (e.g. macroeconomic trends, structural reforms, etc.) as well as the situation and trends in the labour market in the Republic of Serbia (e.g. labor market trends, informal employment, registered unemployment, etc.);
2. Mapping of the sector in the national and EU strategic documents relevant for the sector, mapping the law, institutions and projects relevant to the Sector Profile which is the subject of the analysis;
3. The state and prospects for the development of the sector, or the characteristics of the labour demand in the analyzed sector (e.g. the characteristics and the number of companies in the sector, number of

employees, the representation of the informal economy, the earnings in the sector, the structure of employees in the sector according to occupation, employment trends, perspectives of the sector development and other relevant indicators of demand in the sector which is the subject of the analysis);

4. Characteristics of the labour supply in the sector (e.g. number of pupils / students who enroll and complete their education (secondary school, high, non-formal) to acquire qualifications, number and types of qualifications in the sector, the number of unemployed individuals registered with the National Employment Service in the sector which is the subject of the analysis and other relevant indicators of demand in the sector which is the subject of the analysis);
5. Supply and demand ratio for the professions related to the sector, and recommendations to reduce possible mismatch;
6. The projection of future needs for the work in the sector i.e. projection of knowledge for the replacement of the existing workforce and for further development (e.g. from the viewpoint of strategic documents and similar);
7. Concluding remarks.

The main objective of these services is development of the Sector Profile, based on the methodology provided by the Consultant.

The intended **commencement date** of the assignment is August, 2017 and the period of execution of the contract will be 9 months.

The Ministry of Education, Science and Technological Development **now invites eligible consulting firms** (“Consultants”) to indicate their interest in providing the services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services.

The **shortlisted criteria** are:

- a) general experience of the firm;
- b) previous experience in the field of the assignment;
- c) references of the firm;
- d) CV of key expert.

The **profile of the key expert** for this contract shall be as follows:

- Bachelor's with honours degree (minimum 240 ECTS) in Economics, Social Sciences or in other discipline relevant to the project
- Knowledge related to the methodology of developing sector profiles and to the national legislation and sector policies would be considered as an advantage
- Experience regarding the functional analysis at sectoral level and in consultancy and advisory work, in areas related to the project would be considered as an advantage
- Realised studies, researches or projects related to this project would be considered as an advantage

The Consultant **needs to ensure sufficient number of supporting staff**, in addition to the key expert.

Expressions of Interest should contain following documentation:

1. profile of the firm;
2. documentation on experience in similar assignments and supportive material indicating qualification and competence of the firm to perform the services (portfolio, description of similar assignments etc.
3. CV of the key expert.

Consultants may associate with other firms in the form of a joint venture or a sub consultancy to enhance their qualifications.

A Consultant will be selected in accordance with the Selection Based on the Consultants' Qualifications (CQS) method set out in the Annex 2: Selection of the Consultants.

The consultant will be, later on, during the process of selection, obligated to deliver the technical and financial proposal, the methodology and the work plan, as well as the composition of the whole team together with the key expert. All of the services provided by the Consultant shall be on the basis of the Terms of Reference determined by the Ministry.

Further information can be obtained at the address below during office hours, between 8AM and 3PM.

Expressions of interest must be delivered in a written form to the address below (in person, or by mail, or by fax, or by e-mail) not later than 25th of July, 2017.

Ministry of Education, Science and Technological Development
Development and Higher Education Sector
Nemanjina Street 22-26
11000 Belgrade
Attn: Ana Brkić Đorđević
Email: ana.brkic.djordjevic@mpn.gov.rs
nok@mpn.gov.rs