

**Government of the People's Republic of Bangladesh**  
**Ministry of Finance**  
**Finance Division**  
**Skills For Employment Investment Program (SEIP)**

**Request for Expressions of Interest (REOI) For Selection of One National Individual Consultant for Specialized Nursing Training (Package: 18 N)**

**Country:** People's Republic of Bangladesh  
**Title of the Project:** Loan 3131-BAN: Skills for Employment Investment Program, Support to Skills Development Coordination and Monitoring Unit (SDCMU)  
**Executing Agency:** Finance Division of Ministry of Finance

**No.** FD/SEIP-18 &19/93/2014-2015(Part-01)

**Date:** 03/06/2016

**A. Project Background**

Government of Bangladesh is implementing the Skills for Employment Investment Program (SEIP) with financial assistance from the Asian Development Bank (ADB) and Swiss Agency for Development and Cooperation (SDC) that will develop a workforce equipped with contemporary technical skills and knowledge through vocational training by establishing a mechanism to facilitate collaboration between training institutes and industry which would optimize the utilization of available human resources.

The program will work in close coordination with the National Skill Development Council (NSDC) secretariat. The program will also work in close collaboration with a number of training institutes under different ministries, selected industry associations, BBSME and PKSF in SEIP priority sectors (RMG and textiles, construction, light engineering, information technology). The program will have linkages with on-going projects supported by government and development partners including Skills Development Project, Skills Training Enhancement Project, etc.

The Skills Development Coordination and Monitoring Unit (SDCMU) has been established under the Finance Division, Ministry of Finance to serve as the Program Management Unit (PMU) of the SEIP program. Finance Division of the Ministry of Finance is the executing agency for the SEIP.

Bangladesh has high potential of demographic dividend in coming two decades. By combining effective policies, SDCMU believes markets could trigger faster rates of economic growth and human development and thus SDCMU has been implementing demand driven skill-based training project 'Skills for Employment Investment Program (SEIP)' to ensure training and employment for the unprivileged people of the country so that they can develop their living standard sustainably. Despite having an enormous demand for specialized nursing and healthcare services in Bangladesh, most European

and North American countries but the existing arrangement for developing specialized nurses in Bangladesh is not sufficient enough to meet this high demand. Nurses are becoming informally skilled only by their working experience. In relation to that, SDCMU aims to create specialized nurses to meet the demand in Intensive Care Unit (ICU), Coronary Care Unit (CCU), Neonatal Intensive-care Unit (NICU), Pediatric Nursing, Geriatric Nursing, Palliative Nursing, Care Giver, Assistant Nurse and other areas of the health sector. The assignment will create an option for the existing registered nurses to pursue a very specialized courses at different institutions.

SEIP is planning to extend support for skills development programs to address the skills needs of three new priority sectors in the 2<sup>nd</sup> tranche including: i) Health Care (Nursing and health technician); ii) Agro-food; and iii) Hospitality & Tourism.

The overall objective of this assignment is to improve quality of specialized nursing education (e.g. ICU, CCU, NICU, Pediatric Nursing, Geriatric Nursing, Palliative Nursing etc;) to ensure international standard for nursing human resources in order to develop a strong health care workforce for national and international job market.

**B. The highlights of Roles/tasks, Responsibilities, Competencies Qualifications and Experience of One National Consultant for Specialized Nursing Training are as follows:**

**Roles/Responsibilities and /or Expected Output:**

**8.** The core tasks and responsibilities of the national consultant will be as follows:

- identify job demands for specialized nurses in home and abroad;
- stock taking of the existing training system of developing specialized nurses in Bangladesh (such as; ICU, CCU, NICU, Pediatric nursing, Geriatric nursing, Palliative nursing, Care Giver, Nursing Assistant etc.);
- find out the challenges of existing nursing education in Bangladesh;
- ascertain the existing institutional capacity of nursing education in Bangladesh;
- examine the prospects of specialized training in different short courses on nursing education for nursing graduates, such as; ICU, CCU, NICU, Pediatric nursing, Geriatric nursing, Palliative nursing, Care giver, Nursing Assistant etc. and suggest national and international market responsive training programs;
- formulate selection criteria for identifying and selecting appropriate training institutes, trainers and prospective trainees;
- categorize specialized training institutes based on available facilities and management structures;
- Identify and suggest the path of achieving international standard certificate in specialized nursing training;
- prepare business plan for implementing demand driven specialized nursing training in Bangladesh(outline of the business plan is given below);
- Any relevant tasks assigned by the Executive Project Director, SEIP from time to time.

**Outline of the Business Plan**

1. Back ground of the sector;
2. Rationale of the training proposal;
3. Labor market, Skill gaps, Growth and Contribution to GDP;
4. Outputs, Impacts and Key performance Indicators (KPIs);
5. Proposed specialized training programs and duration;  
(At least 70% of the enrolled trainees will have to be placed in gainful jobs).
6. Training target and budget;

7. Trainee selection criteria and methodology;
- 8 Trainers selection criteria;
9. Training Centers selection criteria and procedures;
10. Status of availability of curricula/standards, method of development of new curriculum and standards,
11. Institutional management arrangement and implementation mechanism
12. Methodology of up skilling training for existing nurses employed in various specialized hospitals;
13. Training stipends/allowances;
14. Employment support service;
15. Training Quality Assurance;
16. Assessment & Certification;
17. Risk assessment/Due diligence
18. Course wise unit cost analysis (Direct costs, indirect costs and summary of costs)

**Qualification, Experience and Competencies:** The consultant should be medical/nursing/university graduate from any university/ institution recognized by the government. Ph.D. degree of the candidate will be extra advantage.

- 10 years' experience in conducting research on education, training, capacity building in the health and nursing sector etc.;
- excellent academic and/or research background and have proven track record in conducting such type of assignments;
- knowledge and experience of using participatory approaches and innovative facilitation techniques;
- excellent knowledge of capacity building theory and the application of methodology: good understanding of capacity assessment methodologies;
- ability to work collaboratively with multiple individuals and groups;
- excellent interpersonal and communication skill;
- strong analytical and report writing skill;
- fluency both written and spoken English;
- sound knowledge about skills development;

The details of above are available on ADB's CMS and SEIP Website : [www.seip-fd.gov.bd](http://www.seip-fd.gov.bd)

### **C. Assignment Location**

The assignment will be based at Dhaka, Bangladesh with requirement of field visit as per need.

### **D. Implementation arrangements**

The individual consulting services will be carried out for a period of 66(sixty six) working days over a period of 4 months(approximately 5 working days per week) and is expected to commence in 15 June 2016. The consultant will be selected under **Individual Consultant Selection (ICS) method** in accordance with ADB's Guidelines on the Use of Consultants and other arrangements satisfactory to ADB on the recruitment of domestic consultants.

### **E. Counterpart Facilities:** SDCMU, SEIP.

**F. Reporting Requirements:**

- I. At the end of 10(ten) working days, an inception report with detailed work plan including methodology;
- II. At the end of 55 (fifty five) working days, draft reports to be submitted;
- III. At the end of 65(sixty five) working days, final reports including business plan to be submitted

The consultant will also deliver the following outputs to SDCMU, SEIP

- The consultant will be required to provide one or more face-to-face presentations in SDCMU before finalizing any document/report or the submission of the final report;
- Final report hard copy (5 copies) and soft copy with MS Word format;
- All reports including business plan must be submitted in both hard and soft copy.

**G.** Eligible (Eligibility as per ADB's Guidelines on the Use of Consultants and other arrangements satisfactory to ADB on the recruitment of domestic consultants) and interested applicants are requested to send their CVs to the following address by 11.59 pm (Manila local time) on 9 June 2016 during the office hours. EOI must be submitted through ADB's CSRN in standard EOI format. If any applicant does not send EOI through CSRN, they must re-submit the EOI through CSRN. Without EOI, CV of any applicant will not be evaluated. Additionally hard copy of EOI may be submitted to the undersigned. The shortlisting will be based on *General Qualification, Project Related Experience and Regional Experience and others*. Only short listed candidates will be notified.

**H.** Under no circumstances will ADB or Finance Division be responsible for any cost incurred in submission of this EOI and the procuring entity reserves the right to accept or reject any or all EOIs without assigning any reason thereof.

(Jalal Ahmed)  
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and  
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