



CALL FOR PROPOSAL: CONSULTANCY ON DOCUMENTATION OF WBL GOOD PRACTICES IN MYANMAR

1. INTRODUCTION

Inclusive Systems Myanmar is a social enterprise in its focus on people and the communities in which they live, and the planet and its multiplicity of tiny ecosystems. ISM centers around the idea of development and advancement in a manner that empowers stakeholders and satisfies investors and philanthropists who wish to impact and improve the bigger picture.

To enhance the sustainable business models that support the development and well-being of the people of Myanmar, ISM provides support and coaching for business development plans, grants to innovative ideas to make them more competitive in the market, and facilitation of market linkage to penetrate the market and to produce more varieties of products.

Under ISM, now we are implementing the ASEAN Swiss TVET Initiative (ASTI) project funded by the Swiss Agency for Development and Cooperation (SDC). The project was launched in 2022, and it supports the conceptualization, development, and implementation of a uniform workplace-based (WBL) concept and its integration into the TVET systems.

2. OBJECTIVES

The main objective of the consultancy is to systematically document the good practices in workplace-based learning (WBL) focusing on ASTI project's target geographical regions in Myanmar, specifically on the following specific objectives:

1. To identify the leading WBL organizations and top companies that are successfully implementing WBL and are open to sharing their practices and resources
2. To collect and analyze WBL practices, occupational standards, and the benefits and challenges of WBL programs for the employers
3. To develop a WBL good practices matrix that categorizes the practices by sector with a focused 7 occupations and process of conducting WBL
4. To recommend sustaining WBL practices considering incentives for companies in current and upcoming fragile contexts

2. DELIVERABLES

A comprehensive report examining good practices in WBL programs in Myanmar is produced (maximum 20 pages in English plus annexes) covering the following **two outputs** considering gender and social equity and conflict-sensitive aspects.

Output 1: The list of the leading WBL organizations and top-performing companies in WBL and a WBL Good Practices Matrix, is prepared by sector, highlighting focused 7 occupations; 1) stock control/warehousing; 2) air conditioning; 3) electrician; 4) machine tools; 5) basic mechanics; 6) mechanics with hybrid/EV; 7) customer service.

Output 2: A comprehensive list of recommendations for developing the WBL Implementation Guideline based on regional guidelines that can be further adapted to training programs, dialogues, and exchanges.

3. TIME FRAME OF THE CONSULTANCY SERVICE

The consultancy time frame is from mid-July to mid-September 2025. The consultant should propose a work plan for the required days for the assignment. Total number of working days should not exceed **20** days.

4. SUBMISSION OF PROPOSAL

It is required of interested consultants to submit a proposal in English that should include the following:

1. Motivation letter and CVs
2. A sample study related to the WBL
3. Proposed methodology
4. Budget proposal and work plan

The shortlisted consultant will be invited for a brief presentation of the proposal to the project team. ToR can be shared upon request.

Selection Criteria for consultants:

1. Track record and experiences of the consultant (60%)
 - A. on conducting research and analysis
 - B. on developing WBL practices or related programs
 - C. on subject matter expertise
 - D. on context sensitivity
2. Financial proposal (20%)
3. Availability to complete the study within the proposed timeframe (20%)

5. YOUR QUALIFICATION

We are seeking **an international consultant** - an individual, or a team, or a Consulting Company. The consultant will have -

- Relevant professional experience e.g. Good Practices Matrix and Guideline Development (esp., in WBL or in-company training or dual apprenticeship), TVET sector development, employment, private sector dynamics, migration, and related issues in the context of Myanmar
- Proven experience in qualitative research methodologies
- Knowledge of country context is an asset
- Prior experience in dealing with leading WBL organizations and private companies with good WBL practices.
- Knowledge of the seven occupations (as mentioned in Section 3: Output 1) is desirable.
- Proven experiences of mainstreaming conflict sensitivity, Do No Harm, Gender and Social Equity

6. YOUR OFFER

Please submit your proposal (as mentioned in session 5) to hr.mmr@helvetas.org latest by **30th June 2025**. For more information about our organization, please visit our website at <https://www.inclusivesystems.org/>.