REQUEST FOR EXPRESSIONS OF INTEREST
CONSULTING SERVICES

Selection # as assigned by e-Tool: RG-T4060-P003
Selection Method: Simplified Competitive Selection
Country: *Belice*
Sector: SCL
Funding – TC #: ATN/OC-19425-RG
Project #: RG-T4060
TC name: Regional Call for Proposals to create Industry Skills Strategies
Description of Services: Consulting Service for Deployment of Skills Development Strategy for the tourism industry in Belize

Link to TC document: https://www.iadb.org/en/project/RG-T4060

The Inter-American Development Bank (IDB) is executing the above mentioned operation. For this operation, the IDB intends to contract consulting services described in this Request for Expressions of Interest. Expressions of interest must be delivered using the IDB Portal for Bank Executed Operations (http://beo-procurement.iadb.org/home) by: **September 11th** at 5:00 P.M. (Washington D.C. Time).

To access the IDB Portal, the firms must generate a registration account, including ***all*** the data requested by the Portal. In the event that any of the information requested is not included, the firm will not be able to participate in this or any other Bank-executed selection process for operational work. If the firm has been previously registered, please validate that you have ***all*** the firm's information updated and complete before submitting an expression of interest.

The consulting services ("the Services") include the development of an industry skills strategy for the tourism industry in Belize to pivot towards eco-tourism. The final product is an actionable industry skills strategy containing a 3-5 year roadmap. The services are expected to be delivered during the first quarter of 2024.

Eligible consulting firms will be selected in accordance with the procedures set out in the Inter-American Development Bank: *Policy for the Selection and Contracting of Consulting firms for Bank-executed Operational Work* - GN-2765-4. All eligible consulting firms, as defined in the Policy may express an interest. If the Consulting Firm is presented in a Consortium, it will designate one of them as a representative, and the latter will be responsible for the communications, the registration in the portal and for submitting the corresponding documents.

The IDB now invites eligible consulting firms to indicate their interest in providing the services described above in the draft summary of the intended Terms of Reference for the assignment. Interested consulting firms must provide information establishing that they are qualified to perform the Services (brochures, description of similar assignments, experience in similar conditions, availability of appropriate skills among staff, etc.). Eligible consulting firms may associate in a form of a Joint Venture or a sub-consultancy agreement to enhance their qualifications. Such association or Joint Venture shall appoint one of the firms as the representative.

Interested eligible consulting firms may obtain further information during office hours, 09:00 AM to 05:00 PM, (Washington D.C. Time) by sending an email to: *Fernando Pavón at fernandop@iadb.org or Gaston Ferrin at ferring@iadb.org*

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IDB Inter-American Development Bank

TERMS OF REFERENCE

Consulting Service for Deployment of Skills Development Strategy for the tourism industry in Belize

Regional
RG-T4060
Regional Competitive Fund to create Industry Skills Strategies

1. Background and Justification

1.1. The Fourth Industrial Revolution (4IR), characterized by rapid technological change, is significantly transforming the world's economic dynamics. The development of new digital technologies including artificial intelligence, robotics, biotechnology, and blockchain, marks a period that has been referred to as the 4IR. This Revolution offers the potential to boost economic growth through increased exports from higher value-added, more digitized activities in the manufacturing and services sectors. The successful adoption of existing technologies in a country or in the world is the main source of growth for countries (McKinsey, 2015). Continuing to introduce information technologies, such as broadband, and further progress in the digitalization of processes, in conjunction with a growing use of AI and robotics, will generate essential productivity gains to sustain high growth. This is an enormous opportunity for Latin America & the Caribbean, but for that to happen industries should be able to deploy people with the right talent to lead and take advantage of investments in technology.

1.2. Recent studies show that as **digital technologies dramatically reshape industry after industry at a global scale**, many companies are pursuing large-scale change efforts to capture the benefits of these trends or simply to keep up with competitors. Recent studies based on Global Survey (McKinsey, 2018) on digital transformations, points to a set of factors that might improve the chances of a transformation succeeding. Among the key factors, building capabilities for the workforce of the future are of top priority. The survey results confirm that developing talent and skills throughout the organization—**a fundamental action for traditional transformations**—is one of the most important factors for success in a digital change effort.

1.3. **Developing people with the right skills is not only crucial to deploy the right technologies**; it is also key to achieving inclusive growth. A large body of evidence suggests that technologies are changing the demands for occupations and skills, and that many workers performing routine tasks run the risk of being displaced by technology. In the region, as much as 19% of men and 21% of female may be displaced by new technologies in the coming years (Bustelo, Suaya and Viollaz, 2019). In addition, the lack of skills may create a backlash against the introduction of new technologies – much as taxi drivers resist the penetration of raid-hail companies such as UBER. As highlighted in the Skills Development Sector Framework Document (IDB, 2020), aligning skills development to a country's growth strategy and the demands of productive sectors improves the relevance of the skills being developed. To properly align the supply and demand of skills, it is important to involve industries and other social partners in the identification of skills needed, curricula design, and provision of learning (OECD, 2019; Amaral et al., 2017). Ongoing collaboration supports the continuous adaptation of curricula to labor market demands. Many developed countries have ensured employers' participation in skills development through the establishment of sector bodies or organizations that represent industries, as part of their institutional arrangements.

1.4. **However, there is little information in Latin America and the Caribbean (LAC)**, on the impact the adoption of new technologies is having in industries in the region. This presents a challenge in identifying the evolution of skills needs in different industries, potential missed growth opportunities, as well as potential job displacement. This lack of information limits the ability for the training delivery ecosystem to be able to respond to industry-specific skills needs. This in turn limits industries' capacity to train new prospective employees and upskill or reskill the current workforce as they embark on their digital transformation journeys.

1.5. **It is important that the countries in the region implement policies to strengthen the recovery of their economies and achieve a sustainable rebound**. To this end, this initiative will help collect information to provide decision makers with data to design more appropriate interventions in the development of skills in industries with job creation prospects. A specific example of an industry that has expressed interest in regional initiatives such as this is the steel industry. The growth of the steel industry and its entire value chain plays a fundamental role in generating new jobs and promoting local communities; reaffirming that the steel industry is an important economic engine in Latin America. To achieve sustainable growth, it is vitally important to accompany the 1.2 million jobs in their transformation to Green Jobs. 3 The steel industry in Latin America (represented by Alacero) is working with the Bank (ENE) on a decarbonization project for the Latin American and Caribbean Steel sector. The objective is to lay the foundations for the implementation of decarbonization projects for the steel industry in Latin America and the Caribbean. Therefore, the Latin American steel sector seeks to interconnect its ecosystem made up of universities, industries, service and equipment providers, associations, etc. to align individual efforts to support this transformation. The common language to achieve this interconnection is the skills that are based on the functional analysis of processes. In addition to generating permanent competence in human resources, the sector seeks to develop a standardized skills matrix for Latin America that allows us to identify training needs, channel investments, etc.

1.6. **To address this, the Bank team is working directly with specific industries to support their skills development process**, understand what needs to exist in the industry, and how the demand for skills will continuously evolve in the coming years. This type of industry-specific collaboration will provide information enabling the generation of better knowledge products around skills development and produce better diagnostics to promote our gender (gender gaps in the labor market) and climate change (green jobs and skills) agenda. To collect this industry-specific skills data as industries continue to evolve (which is currently difficult to identify due to this continuous evolution), a regional competitive fund will be established that will allow LAC industries to apply for funds to finance the design of training strategies they need. This in turn will create great amounts of skills data for its use among the region, mainly on benchmarking skill gaps for the digital transformation among countries within LAC, per industry, in comparison to more advanced economies. The competitive fund contemplates a fund limit per industry, and this amount is increased if different criteria are met (i.e. skills that contribute to environmental objectives and/or actions to mitigate gender imbalances in that industry).

1.7. **A regional competitive fund has been established to allow industries in LAC to apply for funds to develop their industry skill strategies (for specific countries).** The scope of the strategy is to identify industry skills needs to be able to charter occupational pathways as the industries evolve in the next few years. The objective of the strategy is to create a pipeline of workers with the required skills companies need to fuel their digital and/or business transformation in the context of the 4IR, as well as support the upskilling and reskilling of their workforce. Furthermore, these skills strategies will provide insights to

mitigate workforce displacement in industries that are adopting technologies as well as drive digital inclusion of vulnerable populations by training them in the job-readiness skills they will need to access good jobs. The information generated by these skills strategies will be useful to identify the industries and countries facing higher risks of skill gaps as a barrier for productivity as digital transformation is deployed.

2. Objectives

2.1. The objective of this consultancy is to develop an industry skills strategy for the **tourism industry in Belize to pivot towards eco-tourism**. The final product is an actionable industry skills strategy containing a 3-5 year roadmap.

3. Scope of Services

3.1. The key activities of this consultation will be:

a) Provide an overview of i) global industry trends, ii) regional competitors and iii) competitive advantage for the industry. It will set forth the current state context and the desired industry objective.

b) Implement a methodology for an industry-wise risk exposure to tech-driven changes produced by 4IR and/or transition to green jobs. For **Belize** in particular, develop an industry strategy of how the industry can transition to **eco-tourism**.

c) Create a roadmap of what the industry requires to achieve its desired state and identify main stakeholders and their role.

d) Identify the required skills needs and how to develop such within the industry. The process needs to entail what's the most appropriate skills development tools to achieve such required skills and identify the training ecosystem partners to do so.

e) Clearly define the collection and dissemination of industry skills data - incorporate industrial intelligence reports and how these will be shared within the industry.

4. Expected Outcome and Deliverables

4.1. The key activities to be developed for this consulting service will include but not limited to:

a) Industry Overview and Desired Objective report. This includes but it is not limited to: (i) industry definition, identification of industry segments/sub-segments; (ii) information regarding industry growth both globally (to understand market trends/evolution) and locally (to understand industry growth projections in terms of market share, GDP share and employment); (iii) identify potential areas where the industry in the particular country could have (or generate) a competitive advantage.

b) **Industry upgrade/transition roadmap**.

c) **Industry Skills Strategy.** A report and mechanism to identify the labor-skills profile for the industry. This should include at the minimum: (i) define and clearly propose the prioritized skills the industry should focus on for that country; and (ii) present the actual status of the labor force within such industries, in regards to skill and demographic characteristics. Stemming from this information, a report on the gaps on skills needed for easing the digital transformation for selected industries will be elaborated. This will enable the identification of industries with larger skill gaps to cover and how to close them. This minimum requirement will allow benchmarking for the region as a comparison on the gaps can be

assessed by industry.

d) **Final Industry Presentation.**

5. Project Schedule and Milestones

5.1. The delivery of the consulting service should be in line with the following:

Milestone	Deadline from contract signature	% of contract
1. Workplan	1 week after signing contract	**10%**
2. **Industry Overview and Desired Objective report**	3 months	**20%**
3. **Industry upgrade/transition roadmap**	4 months	**20%**
4. **Industry Skills Strategy & Presentation**	6 months	**50%**

Output	Sept	Oct	Nov	Dec	Jan	Feb	Mar
1. Workplan	**15**						
2. Industry Overview and Desired Objective report			**20**				
3. Industry upgrade/transition roadmap				**20**			
4. Industry Skills Strategy & Presentation							**15**

6. Reporting Requirements

6.1. Reports will be reviewed by the Operations Senior Specialist of the Labour Market and Social Sector Division. Acceptance of deliverables are contingent on addressing comments and feedback provided by this party within revised versions of the submissions.

7. Acceptance Criteria

7.1. Reports developed under this consultancy must be submitted to the Bank in an electronic file. The report should include cover letter, main document, and all annexes. Zip files will not be accepted as final reports due to Records Management Section regulations. Deliverables will be reviewed by the Operations Senior Specialist of the Labour Market and Social Sector Division and other IDB staff.

8. Schedule of Payments

8.1. Payment terms will be based on project milestones or deliverables. The Bank does not expect to make advance payments under consulting contracts unless a significant amount of travel is required. The Bank wishes to receive the most competitive cost proposal for the services described herein.

8.2. The IDB Official Exchange Rate indicated in the RFP will be applied for necessary conversions of local currency payments.

Payment Schedule	
Deliverable	**%**
1. Workplan	10%
2. **Industry Overview and Desired Objective report**	20%
3. **Industry upgrade/transition roadmap**	20%
4. **Industry Skills Strategy & Presentation**	50%
TOTAL	100%