

## **The Skills Pledge Initiative – Requirements of Organisations and Mentors**

The Human Resource Development Council (HRDC), under the aegis of the Ministry of Education and Human Resources, is launching the Skills Pledge Initiative (SPI). This initiative falls under one of the objectives of the HRDC which is to '*Stimulate a culture of training and lifelong learning at the individual, organisational and national levels for employability and increasing productivity*'.

### **(A) Corporate**

The SPI is a corporate commitment taken by employers to drive their business forward by training their employees and improving their skills and it will be on a voluntary basis. The main objectives of this project are to:

- ensure that employers/organisations value their employees;
- recognise the benefits of skills development and talent management;
- help employers/organisations to willingly invest in continuous empowerment of all their employees; and
- to assist and collaborate with the Mentor who will be assigned to your organisation for a period of one year in implementing the Skills Pledge Charter.

The ultimate objective of the SPI is to ensure that all employees are skilled, competent and able to make a full contribution to the success of their organisations. Organisations will have to adhere to the Skills Pledge Charter which will act as a framework for the project. It is open to all organisations in the private sector. The SPI will be launched initially on a pilot basis where 12 organisations (2 large, 5 medium and 5 small) will be selected according to number of employees, contribution to the HRDC Levy Grant Scheme and sector of activities.

### **(B) Mentors**

For the pilot phase, HRDC is looking for Mentors to assist in the implementation of the project. The assignment will be on a part-time basis for a duration of one year. The mentors will be required to:

- Facilitate the project with selected organisations to explain the objectives of the pilot, present the Charter, devise a work plan and also explain their involvement over a period of one year;

- Conduct a Learning and Development Needs for each organisation and devise a Learning and Development plan (L&D) and with a budget and the subsequent implementation of the plan;
- Facilitate training needs assessment for each organisation
- Facilitate the implementation of training;
- Provide support through regular visits in the organisations and regular meetings with a minimum of 10 hours per month with organisations (a template for reporting will be provided) to assess the progress and report on the implementation of training;
- Monthly reporting to HRDC (Technical Committee);
- Conduct a mid-term evaluation of the company;
- Conduct a training evaluation at the end of one year;
- Prepare a final report of the company with clear indication of the number of clauses achieved and further recommendations;
- Evaluate how far companies have adhered to the clauses of the Charter and make recommendations on how to further improve on existing HR practices to adhere to the ten clauses of the Charter;
- Prepare a final report of the company with clear indication of the number of clauses achieved; and
- Perform any other duties in relation to the project.

#### **Profile of mentors**

- Minimum of 3 years proven working experience in conducting TNAs, mounting of training and evaluation of training at enterprise level
- Proven evidence of working experience with SMEs
- Qualified persons with specialisation in HRD/HRM
- proven knowledge of HRD/HRM practices/framework at enterprise level
- MQA registered trainer
- Have a very good knowledge of training providers/trainers for specific skills and who can tailor-made training programme for specific needs
- Have a good knowledge of the HRDC Levy Grant Scheme

Please note that the above should be supported with the appropriate documentations. A fixed package will be offered to selected candidates.

In this context, HRDC is inviting private organisations to participate in the pilot and potential candidates as Mentors to send their expression of interest to the **Director, Human Resource Development Council, 5<sup>th</sup> Floor, NG Tower, Ebène**. Your expression of interest should reach HRDC by **Friday 16 May 2014** and the top left corner should state SPI.

For further details and application forms, please consult our website on [www.hrdc.mu](http://www.hrdc.mu) or you can contact us on 4544009.

***HRDC reserves the right not to go ahead with this advert***