National Competency Standard for Youth Development and Management

Standard Code: SOC-14L3-V1-24

FOREWORD

The pivotal role of the Maldives National Skills Development Authority (MNSDA) in meticulously implementing and expanding Technical and Vocational Education & Training (TVET) exemplifies the steadfast commitment of the Maldives to build a skilled and resilient workforce. This commitment is evident from the strategic formulation of National Standards and the establishment of a comprehensive framework for training and certification.

Under the Higher Education and Training Act 7/2021, the MNSDA assumes an instrumental role, reflecting the government's unwavering dedication to streamlining TVET policies and procedures. This includes the establishment of a robust system for accrediting and registering both Institution Based Training (IBT) and Employer Based Training (EBT) providers. The MNSDA's active involvement in conducting the National Apprenticeship Program (NAP), National Trade Testing and Certification (NTTC), and the issuance of National Certificates reflects a comprehensive approach to ensure elevated quality standards and competency within the workforce.

The National Competency Standards (NCS) revised through the Maldives Enhancing Employability and Resilience of Youth (MEERY) project accentuates the commitment to updating and sustaining contemporary skill sets aligned precisely with industry demands. Deliberate efforts to revise existing NCS, coupled with the development of curriculum, teaching materials, resource books, and logbooks, attest to our dedication to ensuring the ongoing relevance and currency of the TVET system in the Maldives.

The active engagement of Technical Panels and Employment Sector Councils in the NCS development and approval process, coupled with alignment to the Maldives National Qualification Framework (MNQF) and accreditation by the Maldives Qualifications Authority (MQA), certifies that the TVET system not only remains highly responsive but also ensures the quality standards demanded by industries. This approach enables the system to effectively meet the diverse needs of industries and adapt to the evolving economic landscape.

The collaborative development of the National Certificate III in Youth Development and Management by the MNSDA, MEERY, and the Maldives Institute of Technology exemplifies the practical implementation of TVET initiatives. This training package represents a critical stride towards addressing the requisite skills while fostering opportunities to integrate sustainable economic development within the TVET framework.

Dr. Zahra Mohamed

Chief Executive Officer

Maldives National Skills Development Authority

EMPLOYMENT SECTOR COUNCILS			
#	Name	Designation	Organisation
01	Saudath Afeef	Director	Ministry of Youth Empowerment,Information and Arts
02	Miruza Mohamed	Deputy Director General	Ministry of Climate Change, Environment and Energy
03	Alfeen Adnan Ismail	Allied Health Council Member	Maldives Allied Health Council
04	Abdul Wahid Mohamed	Director	FENAKA Corporation Limited
05	Ali Shareef	Director	Villa College / Centre for Foundation Studies
06	Salma Hassan	Maldives Nursing & Midwifery Council	Salma Hassan
07	Hamid Abdul Ghafoor	Technical Director	Hamid Abdul Ghafoor
08	Fathimath Haula	Program Officer	Maldives National Skills Development Authority
09			

National Occupational Standard has been endorsed by:
Hamid Abdul Ghafoor Chairperson Social Sector Council
Maldives National Skills Development Authority Umar Zahir Office Building, 5th Floor, Orchid Ma higun, HulhuMale' , Republic of Maldives.

Date of Endorsement: 23.06.2024	Date of Revision:

TECHNICAL SUPPORT			
#	Name	Designation	Organisation
01			
02			

TECHNICAL PANEL MEMBERS			
#	Name	Designation	Organisation
01	Nasia Sadig	Dean, Faculty of Education	Avid College
02	Fathimath Shehezinee	Child Protection Officer	UNICEF
03	Maeed Mohamed Zahir	Chief Commissioner	Scout Association
04	Saudhath Afeef	Director	Ministry of Youth Empowerment, Information and Arts
05			
06			
07			
08			
09			

VERSION	DEVELOPER	DATE	STANDARD CODE
V1	Maldives Institute of Technology	07/01/2024	SOC-14L3-V1-24

Standard Development Process

The development of the "National certificate III in Youth Development and Management" Standard involved a comprehensive study of Youth Development and Management occupations in Maldivian workplaces, with a focus on social enterprises. Job descriptions and international occupational trends were analysed to draft an initial Occupational Standard. This draft will undergo further refinement through a Technical Panel (TP) from Maldivian workplaces, ensuring incorporation of competencies and edits. The TP will provide technical input, suggesting changes to the standard, until a final draft is agreed upon. The approved Final Draft will then be submitted to the Social Employment Sector Council for endorsement and validation. A brief report detailing the compilation process will accompany the Standard for the Council's review, and any recommended changes will be addressed before final endorsement.

With the endorsement from the Social Employment Sector Council, the finalised National Occupational Standard for Youth Development and Management will be submitted to the Maldives Qualification Authority (MQA) for final approval. Upon receiving MQA approval, the standard will be officially published on the Maldives National Skills Development Authority (MNSDA) website. This publication will enable training providers in the Maldives to utilise the standard for delivering the Youth Development and Management program, ensuring its widespread implementation across the country

Description of "Youth Development and Management"

The "Youth Development and Management" standard serves as a foundational guideline designed to enhance essential skills across diverse industries. This program is dedicated to equipping individuals with fundamental competencies crucial for fostering the personal, social, and educational growth of young people. Participants will gain practical insights into core techniques and practices, emphasising the significance of leadership development, mentoring, life skills education, and community involvement.

The certification acts as an entry point for professionals venturing into the application of Youth Development and Management principles, providing a robust foundation in the skills necessary for implementing and managing programs that support youth in becoming responsible, productive, and engaged members of society. This standard is particularly valuable for individuals in the Maldives, aiming to establish a strong foothold in promoting positive youth outcomes and ensuring social development within their respective communities.

Proposed Qualification Titles

Following are the recommended titles by the selected internal expert team of MIT for the National Certificate-3 in Youth Development and Management.
1. Nil-

Job opportunities upon completion of "National Certificate III in Youth Development and Management"

Upon successful completion of the National certificate III in Youth Development and Management, student can work in youth development and management related job.

KEY FOR CODING

Coding Competency Standards and Related Materials

DESCRIPTION	REPRESENTED BY
Industry Sector as per ESC (Three letters)	Construction Sector (CON) Fisheries and Agriculture (FNA) Information, Communication and Technology (ICT) Transport Sector (TRN) Tourism Sector(TOU) Social Sector (SOC) Foundation (FOU)
Standard Number - Occupation with in an industry sector	Two digits 01-99
Common Competency	CM
Core Competency	CC
Unit Number - Occupation with in an Standard	Three digits 01-99
MNQF level of qualification	L1, L2, L3, L4 etc.
Version Number	V1, V2 etc.
Separator	-
Year of Last Review of standard, qualification	Two digits responding to the year of last review, example 23 for the year 2023
Qualification Code	Refers to Standard code in cover page

1. Endorsement Application for Qualification 01

2. NATIONAL CERTIFICATE III IN YOUTH DEVELOPMENT AND MANAGEMENT

3. Qualification code: SOC-14L3-V1-24	Total Number of Credits: 70

4. Purpose of the qualification

The purpose of the qualification for National Certificate 3 in Youth Development and Management is to comprehensively equip individuals with the essential skills, knowledge, and competencies necessary to effectively support, develop, and manage youth development programs and initiatives. This qualification aims to ensure that graduates are well-prepared to address the diverse needs of young people and contribute positively to their personal and professional growth.

5. Regulations for the qualification	National Certificate III in the occupation of Youth Development and Management will be awarded to those who are competent in units 1+2+3+4+5+6+7+8+9+10+11+12+13+14+15+16+17

6. Schedule of Units

Unit No.	Unit Title	Code
Common Competencies		
01	Apply occupational health and safety requirements	SOC-02-CM01-V2-24
02	Apply work ethics and optimise professionalism	SOC-01-CM02-V2-24
03	Practice effective workplace communication	SOC-01-CM03-V2-24
04	Provide effective customer care	SOC-01-CM05-V2-24
05	Perform computer operations	SOC-01-CM06-V2-24
06	Respond to emergency situations	SOC-01-CM04-V2-24
Core Competencies		
07	Foster nationalism and patriotism	SOC-14-CC01-V1-24
08	Apply youth development principles and practices	SOC-14-CC02-V1-24
09	Manage personal stress in the work environment	SOC-14-CC03-V1-24
10	Empower youth in community engagement	SOC-14-CC04-V1-24
11	Work with vulnerable youth	SOC-14-CC05-V1-24
12	Manage youth programs, projects and advocacy campaigns	SOC-14-CC06-V1-24
13	Engage and supervise volunteers	SOC-14-CC07-V1-24
14	Working with people in communities and NGO's	SOC-14-CC08-V1-24
15	Empower youth leadership skills	SOC-14-CC09-V1-24
16	Promote youth health and well-being	SOC-14-CC10-V1-24
17	Build community engagement and partnerships	SOC-14-CC11-V1-24

7. Accreditation requirements	The training provider should have a workshop or similar training facility to provide the trainees the hands-on experience related to this qualification and 120 hours of industrial experience.
8. Recommended sequencing of units	As appearing under the section 06

Unit No.	Unit Title	Code	Level	No. of credits	Credit hours	Contact hours
01	Apply occupational health and safety requirements	SOC-02-CM01-V2-24	III	04	40	20
02	Apply work ethics and optimise professionalism	SOC-01-CM02-V2-24	III	03	30	15
03	Practice effective workplace communication	SOC-01-CM03-V2-24	III	03	30	15
04	Provide effective customer care	SOC-01-CM05-V2-24	III	05	50	25
05	Perform computer operations	SOC-01-CM06-V2-24	III	03	30	15
06	Respond to emergency situations	SOC-01-CM04-V2-24	III	05	50	25
07	Foster nationalism and patriotism	SOC-14-CC01-V1-24	III	04	40	20
08	Apply youth development principles and practices	SOC-14-CC02-V1-24	III	04	40	20
09	Manage personal stress in the work environment	SOC-14-CC03-V1-24	III	04	40	20
10	Empower youth in community engagement	SOC-14-CC04-V1-24	III	06	60	30
11	Work with vulnerable youth	SOC-14-CC05-V1-24	III	05	50	25
12	Manage youth programs, projects and advocacy campaigns	SOC-14-CC06-V1-24	III	04	40	20
13	Engage and supervise volunteers	SOC-14-CC07-V1-24	III	04	40	20
14	Working with people in communities and NGO's	SOC-14-CC08-V1-24	III	04	40	20
15	Empower youth leadership skills	SOC-14-CC09-V1-24	III	04	40	20
16	Promote youth health and well-being	SOC-14-CC10-V1-24	III	04	40	20
17	Build community engagement and partnerships	SOC-14-CC11-V1-24	III	04	40	20
Total				70	700	350

Packaging of National Qualifications:

National certificate III in Youth Development and Management will be awarded to those who are competent in units 1+2+3+4+5+6+7+8+9+10+11+12+13+14+15+16+17

Qualification Code: SOC-14L3-V1-24

COMPETENCY BASED ASSESSMENT

The final assessment of the National Competency-Based Programmes conducted by the Maldives National Skills Development Authority (MNSDA) is a competency-based assessment.

The Competency-Based Assessment ensures that the students' performance meets the requirements specified in the National Competency Standards (NCS). This assessment approach is designed to verify that graduates are job-ready and meet established occupational competency requirements within their respective fields.

Eligibility for Final Assessment

To be eligible for the final Competency-Based Assessment, students must fulfil the following conditions:

- achieve a **minimum of 80%** attendance
- deemed competent in each of the units of the programme in the pre-assessment

Competency-Based Assessment Process

Upon submission of the Pre-assessment report by the training provider, MNSDA will check for all the necessary supporting documents and conduct Competency-Based Assessment through a National Assessor registered with MNSDA. It is important to note that any trainer involved in the training process is **not permitted** to conduct the assessment to maintain impartiality and integrity of the process.

The final Competency-Based Assessment conducted by MNSDA includes both:

- **Theory**: Evaluating students' knowledge and understanding of key theoretical aspects of the competency.
- **Practical:** Assessing hands-on skills and application of knowledge in real-world or simulated environments.

Once the assessment is completed, the National Assessor will send the Competency-Based Assessment Report to MNSDA.

Competency Status Requirement

For certification to be granted, the student must be officially declared **"Competent"** in each of the units of the programme by the National Assessor.

Conclusion

Competency-Based Assessment is a critical component in ensuring the quality and credibility of technical and vocational skills-based training. By adhering to the outlined procedure, MNSDA upholds the standards required to certify students who are fully prepared to meet industry demands.