



Maldives National Skills Development Authority



# National Competency Standard for Entrepreneurship

Standard Code: SOC-21L4-V1-24

Qualification Name: National Certificate IV in Entrepreneurship

## 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 IV in Entrepreneurship 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	Miruzza 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	Industry Expert	-
07	Hamid Abdul Ghafoor	Industry Expert	-
08	Fathimath Haula	Programme Officer	Maldives National Skills Development Authority
09			
National Occupational Standard has been endorsed by:			
 <p>Hamid Abdul Ghafoor Chairperson Social Sector Council</p>			
<p>Maldives National Skills Development Authority Umar Zahir Office Building, 5th Floor, Orchidmaa Hingun, Hulhumale', Republic of Maldives.</p>			
<p>Date of Endorsement: 22.12.2024</p>			

TECHNICAL SUPPORT			
#	Name	Designation	Organisation
01			
02			

TECHNICAL PANEL MEMBERS			
#	Name	Designation	Organisation
01	Mohamed Firaz	Chief Executive Officer	Haifa Investments PVT LTD Freelance lecturer
02	Fathimath Najatha	Manager in Administration and Finance	Maldives Institute of Technology
03	Ubaidhulla Muaz	Industry Expert	-
04	Hassan Aalif Abdul Gani	Industry Expert	-

VERSION	DEVELOPER	DATE	STANDARD CODE
V1	Maldives Institute of Technology	2/7/2024	SOC-21L4-V1-24

## Standard Development Process

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The development of the “National Certificate-4 in Entrepreneurship” Standard involved a comprehensive study of business and corporate occupations in Maldivian workplaces, with a focus on tourism 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 Tourism 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 Tourism Employment Sector Council, the finalised National Occupational Standard for Entrepreneurship 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 Entrepreneurship program, ensuring its widespread implementation across the country

## Description of “Entrepreneurship”

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The "Entrepreneurship" standard is a comprehensive framework meticulously designed to cultivate crucial skills essential for navigating the dynamic landscape of entrepreneurial endeavours. This program is thoughtfully crafted to equip individuals with fundamental competencies crucial for launching and managing successful ventures in diverse markets. Participants will gain practical insights into core strategies and practices, emphasising the importance of innovation, strategic planning, and proactive problem-solving.

This certification serves as a foundational cornerstone for aspiring entrepreneurs, offering a robust foundation in essential skills necessary for building and sustaining thriving business ventures. It provides a solid grounding for individuals aiming to excel in orchestrating entrepreneurial operations across various industries and markets, fostering an environment conducive to growth and success.

## Proposed Qualification Titles

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Following are the recommended titles by the selected internal expert team of MIT for the National Certificate-4 in Entrepreneurship.

1. Nil-

## Job opportunities upon completion of “National Certificate IV in Entrepreneurship”

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Upon successful completion of the National certificate IV in Entrepreneurship, students can work in the following jobs.

1. *Entrepreneur*
2. *Sales Officer / Representative*
3. *E-commerce specialist*
4. *Business Development Officer*

## 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 a 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 IV IN ENTREPRENEURSHIP		
3. Qualification code: SOC-21L4-V1-24		Total Number of Credits: 120
<b>4. Purpose of the qualification</b> This qualification prepares individuals for a multitude of roles within the realm of Entrepreneurship by furnishing them with essential knowledge and skills. Tailored to prioritise meticulous attention and support, it equips learners with both practical and theoretical insights crucial for effectively managing and supervising entrepreneurial ventures. Upon successful completion, individuals are equipped to address challenges in business development, strategic planning, and fostering the overall growth of enterprises within the entrepreneurship sector.		
5. Regulations for the qualification		National Certificate IV in the occupation of Entrepreneurship 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+18
6. Schedule of Units		
Unit No.	Unit Title	Code
Common Competencies		
01	Foster sustainable leadership in diverse work environments	SOC-21-CM01-V1-24
02	Apply occupational health and safety requirements	SOC-02-CM01-V2-24
03	Enhance customer service experience	SOC-01-CM09-V2-24
04	Perform computer operations	SOC-01-CM06-V2-24
05	Understand fundamentals of business communication and numeracy skills	SOC-21-CM02-V1-24
Core Competencies		
06	Understand foundational knowledge on entrepreneurship	SOC-21-CC01-V1-24
07	Understand components and layout of strategic business plans	SOC-21-CC02-V1-24
08	Understand leadership and human capital management	SOC-21-CC03-V1-24
09	Read and understand financial management techniques	SOC-21-CC04-V1-24
10	Apply marketing and sales strategies	SOC-21-CC05-V1-24
11	Create innovative solutions and encourage creativity	SOC-21-CC06-V1-24
12	Assess risks and making decisions	SOC-21-CC07-V1-24
13	Implement project management principles	SOC-21-CC08-V1-24
14	Manage business growth and scaling operations	SOC-21-CC09-V1-24
15	Manage human resource functions	SOC-21-CC10-V1-24
16	Understand business corporate in legal environment	SOC-21-CC11-V1-24
17	Understand business analytics	SOC-21-CC12-V1-24

18	Execute entrepreneurial practices in a business environment	SOC-21-CC13-V1-24
<b>7. Accreditation requirements</b>	The training provider should have a workshop or similar training facility to provide the trainees the hands-on experience related to this qualification. The qualification can be delivered in a blended mode, combining both online and in-person training to ensure flexibility while maintaining the required practical exposure.	
<b>8. Recommended sequencing of units</b>	As appearing under the section 06	



## Unit Details

Unit No.	Unit Title	Code	Level	No. of credits	Credit hours	Contact hours
01	Foster sustainable leadership in diverse work environments	SOC-21-CM01-V1-24	IV	05	50	25
02	Apply occupational health and safety requirements	SOC-02-CM01-V2-24	III	04	40	20
03	Enhance customer service experience	SOC-01-CM09-V2-24	IV	10	100	50
04	Perform computer operations	SOC-01-CM06-V2-24	III	03	30	15
05	Understand fundamentals of business communication and numeracy skills	SOC-21-CM02-V1-24	IV	06	60	30
06	Understand foundational knowledge on entrepreneurship	SOC-21-CC01-V1-24	IV	05	50	25
07	Understand components and layout of strategic business plans	SOC-21-CC02-V1-24	IV	05	50	25
08	Understand leadership and human capital management	SOC-21-CC03-V1-24	IV	06	60	30
09	Read and understand financial management techniques	SOC-21-CC04-V1-24	IV	06	60	30
10	Apply marketing and sales strategies	SOC-21-CC05-V1-24	IV	07	70	35
11	Create innovative solutions and encourage creativity	SOC-21-CC06-V1-24	IV	07	70	35
12	Assess risks and making decisions	SOC-21-CC07-V1-24	IV	06	60	30
13	Implement project management principles	SOC-21-CC08-V1-24	IV	08	80	40
14	Manage business growth and scaling operations	SOC-21-CC09-V1-24	IV	08	80	40
15	Manage human resource functions	SOC-21-CC10-V1-24	IV	09	90	45
16	Understand business corporate in legal environment	SOC-21-CC11-V1-24	IV	05	50	25
17	Understand business analytics	SOC-21-CC12-V1-24	IV	07	70	35
18	Execute entrepreneurial practices in a business environment	SOC-21-CC13-V1-24	IV	13	130	65
Total				120	1200	600

**Packaging of National Qualifications:**

National Certificate IV in Entrepreneurship 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+18

Qualification Code: SOC-21L4-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.