



Maldives National Skills Development Authority



National Competency Standard for Entrepreneurship

Standard Code: SOCS01V1/20

Qualification Name: National Certificate III in Entrepreneurship
Qualification Code: SOCS01Q1L3V1/20

PREFACE

Technical and Vocational Education and Training (TVET) Authority was established with the vision to develop a TVET system in the Maldives that is demand driven, accessible, beneficiary financed and quality assured, to meet the needs of society for stability and economic growth, the needs of Enterprise for a skilled and reliable workforce, the need of young people for decent jobs and the needs of workers for continuous mastery of new technology.

TVET system in the Maldives flourished with the Employment Skills Training Project (ESTP) funded by ADB with the objective of increasing the number of Maldivians, actively participating in the labor force, employed and self-employed. The Project supported expansion of demand driven employment-oriented skills training in priority occupations and to improve the capacity to develop and deliver Competency Based Skill Training (CBST). The project supported delivery of CBST programs to satisfy employer demand-driven needs.

Recognizing the importance of developing the youth sector to enable Maldives to transition from an upper-middle-income country to high-income country, the World Bank Country Partnership Framework (CPF) proposes to finance the Maldives Enhancing Employability and Resilience of Youth (MEERY) project. As part of the MEERY project is financing for skills development and entrepreneurship in priority sectors such as tourism, ICT and construction sector MEERY continues to provide support to TVET Authority to develop National Occupational Standard, instructional materials, assessment resource book and trainees log book for the National Occupational Standard for "Entrepreneurship". As part of the MEERY Project, TVET Authority has only undertaken to review standard which were developed in the ESTP Project to increase the economic opportunities for youth's trainees and promote equitable economic & social development in the country.

The National Competency Standards (NCS) provide the base for this training. Currently CBST is offered for six key sectors in the Maldives: Tourism, Fisheries and Agriculture, Transport, Construction, Social and the Information and Technology sectors. These sectors are included as priority sectors that play a vital role in the continued economic growth of the country.

The NCS are developed in consultation with Employment Sector Councils representing employers. They are designed using a consensus format endorsed by the Maldives Qualifications Authority (MQA) to maintain uniformity of approach and the consistency of content amongst occupations. This single format also simplifies benchmarking the NCS against relevant regional and international standards. NCS specify the standards of performance of a competent worker and the various contexts in which the work may take place. NCS also describes the knowledge, skills and attitudes required in a particular occupation. They provide explicit advice to assessors and employers regarding the knowledge, skills and attitudes to be demonstrated by the candidates seeking formal recognition for the competency acquired following training or through work experience. By sharing this information, all participants in the training process have the same understanding of the training required and the standard to be reached for certification. Certification also becomes portable and can be recognized by other employers and in other countries with similar standards.

NCS are the foundation for the implementation of the TVET system in Maldives. They ensure that all skills, regardless of where or how they were developed can be assessed and recognized. They also form the foundation for certifying skills in the Maldives National Qualification Framework (MNQF).

NCS are developed by the Technical and Vocational and Education Training Authority of Ministry of Higher Education. The NCS are endorsed by the Employment Sector Councils of the respective sectors and validated by the Maldives Qualification Authority.



Mohamed Hashim
Minister of State for Higher Education
TVET Authority



Ahmed Nisham
Director, Standard Development & Statistics
TVET Authority

TECHNICAL PANEL MEMBERS			
#	Name	Designation	Organization
01	Mohamed Aushan Latheef	CEO	Maldives Stock Exchange
02	Rifaath Jaleel	Managing Partner	Professional Audit Firm (MHPA)
03	Leena Abdul Jaleel	Chief Operating Officer	Business Center Corporation
04	Thaasyn Hilmy	Consultant Trade and Investment	Ministry of Economic Development
05	Ibrahim Afsah Ahmed	Assistant Credit Analyst	SDFC
06	Fathimath Haifa	Credit Analyst	SDFC
07	Ahmed Mohamed	CEO	Coffee Lab
08	Hussain Jinan	Executive Officer / Co-Founder	Spark Hub

VERSION	DEVELOPER	DATE	STANDARD CODE
V1	Cyryx College	08 th October 2020	SOCS01V1/20

SOCIAL SECTOR COUNCILS			
#	Name	Designation	Organization
01	Hamid Abdul Ghafoor	Director	Male' Fitness Club
02	Saudhath Afeef	Director	Ministry of Youth Sports, and Community Empowerment
03	Aminath Mohamed	Chief Human Resource Officer	ADK Hospital
04	Akram Hussain	Deputy Director General	Ministry of Gender and Family
05	Mariyam Neerish	HOD of Wellness at Faculty of Health Science	Faculty of Health Science
06	Aminath Shani	Director	Ministry of Economic Development
07	Azza Ahmed	Director	Maldives Polytechnic
08	Aishath Uraiba Asif	Assistant Director	Ministry of Higher education
09	Hussain Maaniu	Director	Ministry of Health
10	Leena Abdul Jaleel	Chief Operating Officer	Business Centre Corporation
National Occupational Standard has been endorsed by:			
 Hamid Abdul Ghafoor Chairperson Entrepreneurship Sector Council		 Aishath Uraiba Asif Vice-Chairperson Entrepreneurship Sector Council	
Technical and Vocational Education and Training Authority Ministry of Higher Education Handhuvaree Hingun, M. World Dream Male', Maldives			
Date of Endorsement: 8 th October 2020		Date of Revision: NA	

Standard Development Process

The Entrepreneurship Standard was developed as part of the Maldives Enhancing Employability and Resilience of Youth Project (MEERY) with the assistance from MEERY Consultant Firm was hired by the Ministry of Higher Education. The competency standard was developed in line with the Terms of Reference outlined in “A Consultancy to Design the Entrepreneurship and Personal Skills Training Course/Module: Train-Selected Trainers and Roll Out of the Course / Module at selected pilot sites.

The draft National Occupational Standard for Entrepreneurship was then fine-tuned in line with comments and feedback from the Entrepreneurship Technical Panel of the Technical and Vocational Education and Training Authority (TVETA). This will be finalized by the Social Employment Sector Council. The Social Employment Sector Council ensures that industry needs have been catered to in the standard.

After endorsement of the Council, the final document is submitted to Maldives Qualification Authority (MQA) for approval. After the approval of MQA the National Occupational Standard for Entrepreneurship is published, which would be than used by training providers.

Description of “Entrepreneurship”

Entrepreneurship, for the purpose of this standard, is defined as the knowledge, skills and attitudes to create and maintain a start-up or small business in their different fields (i.e. Tourism, ICT, Agriculture, Fisheries, and Construction).

The standard comprises of two main modules:

- Entrepreneurship (Common Competencies / Personal Skills)
- Entrepreneurship (Core Competencies / Technical Skills)

These two modules which constitutes a total of 23 units SHOULD be successfully completed for a trainee to be fully competent to obtain the Level 3 Entrepreneurship certification.

It is envisaged that participants who complete the Entrepreneurship standard will go on to develop and establish their own small business in various sectors of the economy. The Entrepreneurship standard will also pave the way for those in existing jobs to create viable and successful business ventures.

“Employment” opportunities upon completion of “National Certificate-3 in Entrepreneurship”

Upon successful completion of the National Certificate III in Entrepreneurship, students can create or contribute to successful ventures in any of the economic or social sectors in Maldives.

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)
Competency Standard	S
Occupation with in an industry sector	Two digits 01-99
Unit	U
Common Competency	CR
Core Competency	CM
Optional / Elective Competency	OP
Assessment Resources Materials	A
Learning Resources Materials	L
Curricular	C
Qualification	Q1, Q2 etc.
MNQF level of qualification	L1, L2, L3, L4 etc.
Version Number	V1, V2 etc.
Year of Last Review of standard, qualification	By “/” followed by two digits responding to the year of last review, example /20 for the year 2020

1. Endorsement Application for Qualification 01		
2. NATIONAL CERTIFICATE III IN ENTREPRENEURSHIP		
3. Qualification code: SOCS01Q1L3V1/20		Total Number of Credits: 40
4. Purpose of the qualification This qualification describes the performance outcomes, skills and knowledge required to become an entrepreneur. This program focuses on the application of technical and personal skills to give participants to confidently go out and start out business ventures of their own.		
5. Regulations for the qualification	National Certificate III 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+19+20+21+22+23	
6. Schedule of Units		
Unit No	Unit Title	Code
Common Competencies (Entrepreneurship – Personal Skills)		
01	Leadership Skills to lead an organization and manage a team as an entrepreneur	SOCCM01V1/20
02	Communications and Public Relations for Entrepreneurs	SOCCM02V1/20
03	Time management techniques for self-development	SOCCM03V1/20
04	Motivation basics for entrepreneurs	SOCCM04V1/20
05	Change management concepts and strategies for real life situations	SOCCM05V1/20
06	Develop Self-esteem and confidence through self-awareness and self-development strategies	SOCCM06V1/20
07	ICT skills required for successful entrepreneurs	SOCCM07V1/20
Core Competencies (Entrepreneurship – Technical Skills)		
08	Understand Basic Concepts of Entrepreneurship	SOCS01CR08V1/20
09	Generate Creative and Viable Business Ideas	SOCS01CR09V1/20
10	Develop a Business Plan	SOCS01CR10V1/20
11	Model Characteristics and Behaviours of Successful Entrepreneurs	SOCS01CR11V1/20
12	Select Profitable Investment Opportunities	SOCS01CR12V1/20
13	Make Effective Entrepreneurial Decisions	SOCS01CR13V1/20
14	Understand the Characteristics and Environment of Small and Medium Enterprises	SOCS01CR14V1/20
15	Make Effective Marketing Decisions as Business Owner	SOCS01CR15V1/20
16	Apply Key Operations Management Practices to an Organization	SOCS01CR16V1/20
17	Understand the basics of planning and managing finance in an organization	SOCS01CR17V1/20
18	Read and Understand Key Financial Statements of an Organization	SOCS01CR18V1/20
19	Make Effective Long Term and Legally Compliant Human Resource Related Decisions for an Organization	SOCS01CR19V1/20
20	Formulate an Organizational Strategic Plan	SOCS01CR20V1/20
21	Apply Good Governance Principles and Effective Managerial Practices to an Organization	SOCS01CR21V1/20

22	Identify Beneficial Entrepreneurial Opportunities in Maldivian Industries/Sectors	SOCS01CR22V1/20
23	Follow Policies and Regulations for Establishing and Operating a Business in Maldives	SOCS01CR23V1/20
7.Accreditation requirements		The training provider should provide the trainees the hands-on experience exposure either through practical work or case study scenarios used related to this qualification.
8. Recommended sequencing of units		<p>The Business Plan Unit will be a capstone unit for the whole qualification. Other units can be scheduled to contribute to the business plan development stages. It is recommended that common competency units are started together with the core competency units.</p> <p>In making the decision to teach these competencies to someone who is already working or has a rich work experience, it is recommended that they start with the business plan unit and then link related units as to suit the competencies gaps identified.</p> <p>Similarly training providers can sequence the units around the Business plan unit, in a manner that is in line with the level of competencies of the group being trained to acquire the Entrepreneurship standard.</p>

Units Details

#	Unit Title	Code	Level	No of Credits	Credit Hours	Contact Hours
01	Leadership Skills to lead an organization and manage a team as an entrepreneur	SOCCM01V1/20	III	03	30	15
02	Communications and Public Relations for Entrepreneurs	SOCCM02V1/20	III	03	30	15
03	Time management techniques for self-development	SOCCM03V1/20	III	01	10	5
04	Motivation basics for entrepreneurs	SOCCM04V1/20	III	01	10	5
05	Change management concepts and strategies for real life situations	SOCCM05V1/20	III	02	20	10
06	Develop Self-esteem and confidence through self-awareness and self-development strategies	SOCCM06V1/20	III	01	10	5
07	ICT Skills required for Successful Entrepreneurs	SOCCM07V1/20	III	03	30	15
08	Understand Basic Concepts of Entrepreneurship	SOCS01CR08V1/20	III	01	10	5
09	Generate Creative and Viable Business Ideas	SOCS01CR09V1/20	III	01	10	5
10	Develop a Business Plan	SOCS01CR10V1/20	III	03	30	15
11	Model Characteristics and Behaviours of Successful Entrepreneurs	SOCS01CR11V1/20	III	01	10	5
12	Select Profitable Investment Opportunities	SOCS01CR12V1/20	III	01	10	5
13	Make Effective Entrepreneurial Decisions	SOCS01CR13V1/20	III	01	10	5
14	Understand the Characteristics and Environment of Small Businesses and Small and Medium Enterprises	SOCS01CR14V1/20	III	01	10	5
15	Make Effective Marketing Decisions as Business Owner	SOCS01CR15V1/20	III	03	30	15
16	Apply Key Operations Management Practices to an Organization	SOCS01CR16V1/20	III	02	20	10
17	Understand the basics of planning and managing finance in an organization	SOCS01CR17V1/20	III	1.5	15	7.5
18	Read and Understand Key Financial Statements of an Organization	SOCS01CR18V1/20	III	1.5	15	7.5
19	Make Effective Long Term and Legally Compliant Human Resource Related Decisions for an Organization	SOCS01CR19V1/20	III	03	30	15
20	Formulate an Organizational Strategic Plan	SOCS01CR20V1/20	III	02	20	10

21	Apply Good Governance Principles and Effective Managerial Practices to an Organization	SOCS01CR21V1/20	III	02	20	10
22	Identify Beneficial Entrepreneurial Opportunities in Maldivian Industries/Sectors	SOCS01CR22V1/20	III	01	10	5
23	Follow Policies and Regulations for Establishing and Operating a Business in Maldives	SOCS01CR23V1/20	III	01	30	15
TOTAL				40	400	200

Packaging of National Qualifications:

National Certificate III 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+19+20+21+22+23

Qualification Code: SOCS01Q1L3V1/20

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.