

# **Accelerating Higher Education Expansion and Development (AHEAD) Operation Funded by the World Bank**

**ELTAELSE/DP- Department of Agribusiness Management**

## **Terms of Reference**

**Online Workshop on Industrial Training Requirements conducted by the Department of  
Agribusiness Management of the Faculty of Agricultural Sciences, Sabaragamuwa  
University of Sri Lanka**

### **2.1 Introducing the employability of the graduates through agri-food industry collaborations. AHEAD/RA2/ELTAELSE/SAB/FAG/DAB/OVAA/6**

#### **1. BACKGROUND**

The development of the higher education sector is of central importance to enable Sri Lanka to make the transition from a Lower-Middle Income Country (LMIC) to an Upper Middle-Income Country (UMIC). Recognizing this, the Government of Sri Lanka (GoSL) and the World Bank have agreed, to support the higher education sector through a Bank funded Accelerating Higher Education Expansion and Development (AHEAD) operation.

The Faculty of Agricultural Sciences (FAS) of the Sabaragamuwa University of Sri Lanka (SUSL) aims to achieve excellence in agricultural education with special emphasis on practical exposure, since 1995. The Faculty strives to achieve this objective by creating a conducive teaching and learning environment that enhances knowledge, skills and attitudes of undergraduates and staff by the means of effective teaching and learning, research and extracurricular activities. The Faculty of Agricultural Sciences consists of three academic departments: Agribusiness Management, Export Agriculture and Livestock Production, representing all possible disciplines related to Agriculture and offers six modules of specializations. Some centers and units established within the faculty are supported to academic and other activities and also helped to enhance soft skills of undergraduates. The faculty teaching farm provides a sound practical training on all kinds of crops and livestock species. The faculty offer two (02) four-year honors degree programs (with SLQF level 6), viz, B.Sc. in Agricultural Sciences & Management and B.Sc. in Food Business Management to cater to the employability needs of the nation.

Under the Accelerating Higher Education Expansion and Development (AHEAD) Operation, the Faculty of Agricultural Sciences (the contractor of the agreement), has identified the following five activities.

- Activity 1: Integrating entrepreneurial skills development into the teaching and learning process
- Activity 2: Enhancing training and research opportunities
- Activity 3: Upgrading facilities for improving practical exposure
- Activity 4: Improving English Language skills
- Activity 5: Enhancing personal and professional development of students

This TOR is connected to one of the sub-activities identified under the Activity 2: Strengthening the link between the industry and the Degree Programmes of B.Sc. in Food Business Management and B.Sc. in Agricultural Sciences and Management of the Department of

Agribusiness Management of the Faculty of Agricultural Sciences. This workshop is planned for the year 4 semester 2 Agribusiness students and the year 3 semester 2 Food Business Management students, who are ready to go for the industrial training programs. Industrial Training is one of the strongest components of the B.Sc. Business Management (Special) Degree Programme. This Industrial Training is presumed to make students to expose to the corporate environment in a reputed firm so that the undergraduates will be able to understand both the theory and practice. Undergraduates are placed in the selected Business Organizations. They could apply theoretical knowledge, skills, their own capabilities, and values that they had been acquired during the course in the degree programme. The training provides undergraduates a greater opportunity to develop their own competencies in connections with the Business Enterprises and also to develop their career opportunities too. Organizations also can absorb the best performed students into permanent cadres in some instances. This is one of the facilitation as a faculty, we can do is to make an arrangement to get a very good exposure to the working business environment. Not just only to find a job, but training the young minds to aspire and plan their career in the long-term, as well. As an academic department, our target is to enable the students to interfere with industry to promote their theoretical knowledge into practice and understand issues arisen during the implementation process, and identify strategy(s) to overcome the issues.

The main objectives of the Industrial Training are as follows;

To make the students expose with the practical environment where they can apply the concepts and theories learned.

To provide a quality management training programme under the supervision of external (company) and internal (university senior academic) supervisors.

To enhance the ability to solve issues that a firm confronts by applying the concepts and theories.

To improve competencies especially in modern management strategies

To produce quality and relevance graduates to whom potential employment opportunities are presumed

To create an industry-university link to enhance the potential employment opportunities in producing quality graduates.

## **2. THE OPERATION**

Accelerating Higher Education Expansion and Development (AHEAD) operation is organized into two components. The first is a Program Component that supports the national Higher Education Development Program. The second is a systems strengthening, capacity building and technical assistance component that will assist GoSL to strengthen the higher education sector and achieve the objectives of the AHEAD program component. This second will also cover monitoring and evaluation, policy analyses, program coordination and communication.

The implementing agency is the Ministry of Higher Education and Highways (MHEH). The University Grants Commission (UGC) will coordinate the activities of the universities. There will be an Operations Monitoring and Support Team (OMST) which will coordinate and support all AHEAD activities between the MHEH, UGC, and the universities.

AHEAD has three Results Areas:

**Results Area 1:** Increasing Enrollment in Priority Disciplines for Economic Development

**Results Area 2:** Improving the Quality of Higher Education

### **Results Area 3: Promoting Research, Development and Innovation**

This project comes under Result Area 2: Improving the Quality of Higher Education.

### **3. THE OBJECTIVES OF THE ASSESSMENT**

As a responsible authority in producing future man power requirements in the agribusiness and related fields, the Department expects to provide a better environment to get a fruitful industrial exposure to all the final year students through providing following objective using this workshop.

- Make aware of the importance of industrial training
- To explain the various aspects of industrial training
- To provide a good understanding of receiving a fruitful industrial training experience
- To provide opportunities to meet industrial people and make important relationships
- To facilitate to find job opportunities, research project and further education

### **4. SCOPE OF THE CONSULTANCY/WORKSHOP**

Producing a qualified graduate who is appropriate for the modern society is certainly a challenging task. Although undergraduates have theoretical knowledge, if they don't have skills to apply them in the real world, it is a sad situation. Practical training is always in association with building a skills and confidence in doing things and enhancing the employability of the graduates as it helps to bridge the need of the industry and the graduates.

Industrial training, where a student undertakes a period of training with an organization usually during a certain period of time, act as an important part in preparing the student for a professional career. With the active involved preparation, the student learns about the industrial demands, skill set and work ethics. At the mean time it gives the student an opportunity to put into practice what he or she has learned at university. The industry introduction increases the undergraduate's work life through added eagerness and responsibility; gives a long lasting learning experience; is an opportunity to engage with the profession to which they aspire in a realistic work environment; appreciate and understand the practical application of their academic program; work with professional mentors and to begin to build networks within their profession.

### **5. KEY TASKS AND RELATED ACTIVITIES**

The main duties and responsibilities of the resource person will be to:

- Explain attributes, skills, behavior and attitudes required at a work place.
- Instruct to apply appropriate scientific principles, techniques, innovations creativity etc in a dynamic working environment

- Demonstrate the ability to establish effective relationship with others, and to define, share and delegate responsibilities, leadership, team work, decision making.
- Describe skills of professional scholarship required for personnel development and career management.
- Motivate students to get a successful training including all the expectation.

Further, the resource person will be able to provide followings to the audience and the activity coordinator.

- Study materials/booklet/ hand book of workshop notes including all the important aspects of industrial training requirements.
- Prepare a certificate for the participants

## 6. DELIVARABLES AND TME FRAME

| Key Task | Required Deliverable                     | Time frame (Tentative)           |
|----------|--|----------------------------------|
| Workshop | Lectures, presentations, discussions etc | 25 <sup>th</sup> September, 2021 |

## 7. DURATION OF THE ASSIGNMENT

The time duration of the whole workshop will be 03 hours

## 8. a) MODE OF CONDUCTING THE PROGRAM

Online program

## b) MODE OF PAYMENT/ EXPENDITURE

| Description  | Expenditure                  |
|--|------------------------------|
| Honorarium for resource person (3 hours in the weekend) Online session | Rs.12,000.00 (Rs.4,000.00*3) |
| Certificate printing cost for 65 students (Rs.150.00/Participant)      | Rs. 9,750.00                 |
| DVD preparation (5 DVDs)   | Rs.6000.00                   |
| Miscellaneous  | Rs.3,000.00                  |
| <b>Total cost</b>  | <b>Rs.30,750.00</b>          |
|  |                              |

\*standards rates of AHEAD applies

Above budget is prepared with assumption of 65 participants.

## 9. REQUIRED QUALIFICATIONS & EXPERIENCE

- I. Ph. D Degree qualification.
- II. Minimum of 10 years of relevant professional experience
- III. Prior experience in conducting lectures, workshops related to industrial training programs, research studies, national and international development programs etc.

## 10. METHOD OF APPOINTMENT

The consultant will be shortlisted respective to their qualifications and be selected on the basis of their performance through Individual Competitive Consultancy (IC-C) method.

#### **11. DELIVERABLES**

The resource person shall closely coordinate and report to the PIC and Activity coordinator.

- Conduct the workshops – approximately 3 hours/ day.

#### **12. OWNERSHIP OF THE ASSIGNMENT**

This assignment is going to be evaluated through the subjects; Industrial Training (AB 42012) and Research Project (AB 42025) of the Agribusiness Management and the Industrial Training (FBM 420112) and Research Project (FBM 42028) of Food Business Management Course units. The resource person should have to maintain high level of professionally and confidentiality during the prior and post stages of the assignment. In any grounds, the resource person will have no rights to disclose or use research findings or related data and information gathered through the assignment for other purposes without written permission from the secretary of the Ministry of Higher Education and Cultural Affairs,

This assignment is funded by the Ministry of Higher Education via AHEAD-OMST under the program component of AHEAD. As such, the University shall be the owner of the assignment and will reserves the Intellectual Property Rights for all deliverable of the assignment under the terms and conditions given in the IP policy of the University. The Consultant will have no right of claim to the assignment or its outputs once it is completed and no rights to use Data and Information gathered through the assignment for other purposes without written permission from the Vice Chancellor of the SUSL. Any Curricula/Manual/Reports/ Data/Information produced as a part of this assignment shall be handed over to the Client in soft and hard forms.