Call to Tender for the development of an AI skills assessment and career advisor tool for persons with disabilities

# Context

Innovation to Inclusion (i2i) is a new programme funded by the Foreign, Commonwealth & Development Office (FCDO), Government of UK to ensure people with disabilities are engaged in waged employment, particularly in the private sector. This is a 3-year programme implemented in Kenya and Bangladesh. The Leonard Cheshire (LC) led consortium brings together a diverse and complimentary group of global and local actors which includes ILO, World Bank, ICED-LSTHM, CBM, EDF, ANDY, BBDN, GDIH and Plan International.

LC is leading on a series of activities, within the Innovation to Inclusion programme (i2i), to develop a digital pathway to employment (DEP). The DEP consists of several components that will support the journey of people with disabilities (PwD) as they are placed into employment. The DEP will register candidates, asses their skill level, abilities, interest and access needs, as well as providing guidance to possible career paths, providing eLearning modules and signposting to training opportunities to improve their skills to external providers. At the end of the DEP, candidates will be matched with inclusive and accessible jobs.

Besides the i2i programme, LC is working globally to promote digital pathway for Economic Inclusion of persons with disabilities. In India, the digital journey has already begun, not just limiting to wage employment, but also emphasising on self-employment programmes with lot of rural focus. So the platform that is being considered under i2i will be rooted in the principles of transferability and sustainability.

# Job description

LC is looking for **a skills assessment digital solution** that will **assess the skills** and **advise a career/ employability prediction** for those who have taken assessment by (preferably) adapting existing [**open source ONET career tools: Ability Profiler and interest profiler.**](https://www.onetcenter.org/tools.html) LC in their i2i digital pathway for persons with disabilities has developed the [Career Advisor platform,](https://www.i2i.net.bd) a place that is registering the candidates, it has basic assessment details like education, difficulties faced in seeing, hearing, physical, communicating, cognitive thinking and assistive devices, tools used to mitigate challenges posed by the difficulties.

The proposed skills assessment will work as a tool of the Career Advisor platform and will plugin into the existing digital pathway through APIs, plan the assessment based on the data available and allow the user to take various tests. On completion of the tests, the tool has to provide advice and suggest the career options or skills development required using appropriate proven exploration models of classifications, that the person can undertake using global assessment and career decision framework, based on **ONET** [**open source tools**](https://www.onetcenter.org/tools.html) **and** [**database**](https://www.onetcenter.org/database.html#individual-files).

The skills assessment and career advisor platform have to seamlessly get integrated with i2i digital pathway platform in such a way that the user find it as part of the wholesome journey towards employment opportunities by providing an accessible interface. The assessment tests and procedures in the platform has to be accessible for persons with disabilities and comply with web accessibility standards for ease of perception, operation, use and robust for handling (WCAG 2.1 compliant) and responsive to various screen sizes. It also need to pave the way for employer / stakeholder engagement in further steps as appropriate to be effective in terms of bridging the gap of inclusion.

# Why ONET tools?

Although [ONET content framework](https://www.onetcenter.org/content.html) has been built around the work context of the US, the tools and the skills and career data are easily transferable to the global context. By using ONET Open Source Resources we are hoping to adapt existing tools to the context of the i2i without having to develop tools from scratch.

The new tool developed using ONET Open source code should be able to learn from the new data being introduced to it, with the aim of adapting its recommendations to the contextual characteristics of the beneficiaries of the i2i: Persons with disabilities in Bangladesh.

By using ONET open source code we are also hoping to be able to have a working tool fairly soon.

**Important note:** We will accept applications which offer an assessment of skills and career interest with further career recommendations that are not based on ONET’s open source tools if the solutions proposed are able to deliver the same level of service at the same cost.

# Aims

* To adapt open source ONET career tools to develop an skills assessment and career recommendation tool for persons with disabilities seeking jobs.
* The skills assessment tool and career advisor will be part of i2i career advisor digital pathway platform through integration. It will be a customisable platform to cater to any geographies adopting the digital pathway framework
* The tool will provide accessible testing methodologies to assess the skills required for predicting an employment career as job families or suggesting suitable livelihood options
* The tool will use a proven global assessment ONET framework, and have customise the job families from global classifications to the context of the implementation country, Bangladesh and adaptable to other countries.
* The tool will provide English and Bangla interface for the purpose of linguistic ease of use and will have provision to incorporate other languages as and when required
* The platform will work well with all major computer browsers as well as mobile technology platforms.
* To have a sustainable digital solution that persons with disabilities seeking employment can can access for free.

# Digital components of the tool that will be developed

* Analyse the data collected in i2i Career Advisor digital pathway and recommend, if there are any additional data inputs required for seamless integration.
* Develop, adapt or customise standard skills and personality traits assessment tests for the local bilingual requirements and accessibility guidelines standards.
* Preferably, the digital tool and the data used and gathered by the tool will be stored in the i2i servers in Bangladesh.
* Map the global standard job families to country specific standards and create the job families reference data.
* Check and implement accessibility components in the test content, grading results and career prediction of job families or skills development.
* Development of APIs for data and workflow between i2i digital pathway platform and existing assessment and career recommendation solution, implement the integration with the i2i platform.
* Integrate the skills assessment tests developed or customised with the i2i career advisor platform with interfaces.
* Test with pilot users for accessibility and validating with career counselling experts and job coaches in the country. Implement the feedback for any improvements and issues.
* Launch the platform for existing and future users.
* Leonard Cheshire will own the IP rights of the new product developed taking into account Onet licensing agreements.

# Considerations for the supplier

1. The platform will be compliant with international universal design principles and accessibility and standards, particularly Web Content Accessibility Guidelines (WCAG) 2.1 (AA).
2. The Supplier will have experience providing digital services globally and developing web products adapting ONET tools to a different context.
3. During development the supplier may store, manage and protect user data transacted complying with GDPR guidelines or any country regulations on data protection and make it available to i2i career advisor platform, on request, through the duration of the programme.
4. The supplier may have to offer digital access support, on-demand user support and platform troubleshooting during development, integration, implementation until March 2022.
5. The supplier for sustainability of the services can discuss with the i2i platform maintenance and support partner identified further continuation of the services.
6. AOB that will be identified during the course of the assignment to be considered through a consultative process
7. Sustainability: The i2i project is expected to end in March 2022. The Digital Pathway Services will be taken over by a local partner in Bangladesh who will take responsibility for the costs of running the services. All the tools being implemented under the digital pathway are being funded for their design and digital development but are expected to have running costs that are as low as possible to ensure long term sustainability of the programme, which can be afforded by our local partner.

# Expression of interest

Please submit an expression of Interest: In your Expression of Interest, please propose a timeline for delivering this work, showing the start date, various stages of consultation & drafting, finalisation and delivery.

The Expression of Interest should include:

* Your track-record, including recent projects, and your experience of delivering work similar to this project in scope or focus.
* A project proposal and diagram.
* Confirmation of timeline for delivering this work.
* Budget for the project, with a breakdown of daily rates. Please clarify payment schedules and whether VAT will be additional. We expect the tools to be own and run by LC but if there are any ongoing costs the maintaining the service, please break them down on a monthly basis.
* Detailed explanation for Intellectual property and software license agreement after the project ends.
* Please include any figures on Pounds Sterling.
* Two references from donors of previous assignments

Contract: Contractual obligations will be defined through a standard supplier agreement, outlining deliverables, timelines, payments, and stating that the intellectual property will belong to Leonard Cheshire.

**Deadline for Application 08/01/21**

If you have any queries, please contact Angel Perez, Senior Technology and Innovation Lead for the i2i Programme. Angel.perez@leonardcheshire.org