



## Sierra Leone Skills Development Project (P163723)

WESTERN AND CENTRAL AFRICA | Sierra Leone | Education Global Practice |  
IBRD/IDA | Investment Project Financing | FY 2019 | Seq No: 11 | ARCHIVED on 23-May-2023 | ISR55966 |

Implementing Agencies: Ministry of Finance, Ministry of Technical and Higher Education

**Key Dates****Key Project Dates**

Bank Approval Date: 25-Sep-2018

Effectiveness Date: 20-Dec-2018

Planned Mid Term Review Date: 19-Jul-2021

Actual Mid-Term Review Date: 15-Jul-2021

Original Closing Date: 31-Oct-2023

Revised Closing Date: 14-Jun-2024

**Project Development Objectives**

Project Development Objective (from Project Appraisal Document)

The Project Development objective (PDO) is to increase access to demand-led skills training and build the foundations for a demand-led skills development system in Sierra Leone.

**B. Key Results**

Progress towards meeting the PDO would be measured through the following key outcome indicators:

- (a) Number of people (disaggregated by gender) having successfully completed demand-led skills upgrading programs:
- Number of people (disaggregated by gender) completing skills training programs provided by Window 1 participating TVET institutions
  - Number of TVET programs participating in Window 1 reaching the milestone of 65 percent of graduates in productive employment after 1 year of completing the training program
  - Number of people (disaggregated by gender) trained and employed by companies/businesses and self-employed in Window 2
- (b) The skills information system operational with increased number of TVET providers reporting annual data on students, teachers, training programs, and facilities
- (c) Number of TVET programs conducting pilot accreditation with industries participation

Has the Project Development Objective been changed since Board Approval of the Project Objective?

No

**Components Table**

Name

Skills Development Fund:(Cost \$17.00 M)

Capacity Building and System Strengthening:(Cost \$3.00 M)

**Overall Ratings**

Name	Previous Rating	Current Rating
Progress towards achievement of PDO	<input type="checkbox"/> Moderately Satisfactory	<input type="checkbox"/> Satisfactory
Overall Implementation Progress (IP)	<input type="checkbox"/> Moderately Satisfactory	<input type="checkbox"/> Satisfactory
Overall Risk Rating	<input type="checkbox"/> Moderate	<input type="checkbox"/> Moderate



## Implementation Status and Key Decisions

This ISR is being prepared following the implementation support mission which took place between April 11-19, 2023.

**The project is close to achieving all PDO-level targets (with 5 out of 6 targets already achieved or surpassed), and good progress has been made since the last mission in September 2022 on training completion, the operationalization of the TVET MIS, the initiation of the National Council for Technical, Vocational and other Awards (NCTVA) assessment and certification of trainees, and the rollout of entrepreneurship and business development training for SDF graduates.**

**Key Results.** Under the project, 14,130 people have successfully completed demand-led skills training programs against a target of 8,000. With respect to post-training employment outcomes, the number of TVET programs achieving the milestone of 65 percent employment of graduates, is currently four against an end-of-project target of 5 and this target is likely to be met. The target for number of TVET programs conducting pilot accreditation with industry participation (4) has also been surpassed with 27 institutes having piloted program accreditation with industry participation and this number is expected to increase as each institution is implementing multiple programs. Lastly, the TVET Management Information System has reported information on 245 training institutes across Sierra Leone, which is critical to ensure evidence-based planning and policy-making.

**Formal employment remains a major challenge for graduates, however, the project is seeking to mitigate this challenge by (i) ensuring NCTVA assessment and certification of graduates, (ii) rolling out entrepreneurship training and (iii) a new package of digital skills training.**

**Assessment and Certification of SDF graduates.** The NCTVA assessment and certification process for SDF graduates has commenced with 211 trainees having been assessed. NCTVA plans to assess and certify 7,000 SDF graduates. This activity is expected to help increase the employability of training beneficiaries by providing them with a nationally recognized certification.

**Entrepreneurship training for SDF graduates.** As formal job opportunities seem very limited in the current economic environment, the project is looking to provide a subset of beneficiaries with entrepreneurship and business skills training to set up or expand their businesses. A firm has been contracted to conduct this training and it is expected that 2,000 SDF training graduates will benefit from this training over the coming months.

**Initiating digital skills training to enhance the employability of youth.** To help improve the employment prospects of youth, the project is planning to rollout a digital skills training package for youth. This would focus on basic and intermediate level digital skills training.

**Operationalizing the TVET MIS.** Significant progress has been made in addressing the gaps in the TVET MIS including adding missing data, improving data visualization, and the integration with other databases. Moving forward, the key next steps involve updating the recently collected enrollment data and deciding on a launch.

## Risks

### Systematic Operations Risk-rating Tool

Risk Category	Rating at Approval	Previous Rating	Current Rating
Political and Governance	<input type="checkbox"/> Substantial	<input type="checkbox"/> Substantial	<input type="checkbox"/> Substantial
Macroeconomic	<input type="checkbox"/> Substantial	<input type="checkbox"/> Substantial	<input type="checkbox"/> Substantial
Sector Strategies and Policies	<input type="checkbox"/> Substantial	<input type="checkbox"/> Moderate	<input type="checkbox"/> Moderate
Technical Design of Project or Program	<input type="checkbox"/> Substantial	<input type="checkbox"/> Moderate	<input type="checkbox"/> Moderate
Institutional Capacity for Implementation and Sustainability	<input type="checkbox"/> Substantial	<input type="checkbox"/> Moderate	<input type="checkbox"/> Moderate
Fiduciary	<input type="checkbox"/> High	<input type="checkbox"/> Substantial	<input type="checkbox"/> Substantial
Environment and Social	<input type="checkbox"/> Moderate	<input type="checkbox"/> Moderate	<input type="checkbox"/> Moderate
Stakeholders	<input type="checkbox"/> Substantial	<input type="checkbox"/> Low	<input type="checkbox"/> Low
Other	--	--	--
Overall	<input type="checkbox"/> Substantial	<input type="checkbox"/> Moderate	<input type="checkbox"/> Moderate



**Results**

**PDO Indicators by Objectives / Outcomes**

Increase access to demand-led skills training programs				
▶ Number of people having successfully completed demand-led skills upgrading programs (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	4,831.00	14,130.00	8,000.00
Date	31-Oct-2018	28-Feb-2022	31-Mar-2023	14-Jun-2024
Comments:	This is the number of trainees that have completed training as of March 31, 2023. This target has been exceeded.			
□ Number of people completing skills training programs provided by Window 1 participating TVET institutions (Number, Custom Breakdown)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	3,842.00	10,462.00	5,000.00
Date	31-Oct-2018	28-Feb-2022	31-Mar-2023	14-Jun-2024
□ Number of TVET programs participating in Window 1 reaching the milestone of 65 percent of graduates in productive employment after 1 year of completing the training program (Number, Custom Breakdown)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	4.00	5.00
Date	31-Oct-2018	28-Feb-2022	31-Mar-2023	14-Jun-2024
□ Number of people (disaggregated by gender) trained and employed by companies/businesses and self-employed in Window 2 (Number, Custom Breakdown)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	989.00	3,668.00	3,000.00
Date	31-Oct-2018	28-Feb-2022	31-Mar-2023	14-Jun-2024
Build the foundations for a demand-led skills development system				
▶ The Skills Information System operational with increased number of TVET providers reporting annual data on students, teachers, training programs and facilities (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	245.00	245.00	245.00



Date	31-Oct-2018	28-Feb-2022	31-Mar-2023	14-Jun-2024
Comments:	The TVET survey was conducted in November-December 2021			
<b>► Number of TVET programs conducting pilot accreditation with industries participation (Number, Custom)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	2.00	27.00	4.00
Date	31-Oct-2018	28-Feb-2022	31-Mar-2023	14-Jun-2024
Comments:	This target has been exceeded. The exact number is to be verified but at least 27 institutes have partnered with industry in the following areas: (1) on the job training (2) industrial attachment of trainers (3) updating the curriculum (4) student assessments. The number of programs will be more than 27 as institutes run multiple programs			

### Overall Comments

The end target dates have been revised to coincide with the new project closing date (June 14, 2024). Overall 5 out of 6 PDO level indicators (and sub-indicators) have been achieved. The PDO indicator target for the skills information system has been restructured to 245 institutes and therefore this is also now considered met. The only remaining PDO level sub-indicator that is yet to be achieved is the Number of TVET programs reaching a milestone of 65 percent employment rate of graduates. This is likely to be achieved by the next mission.

### Intermediate Results Indicators by Components

<b>Component 1 Skills Development Fund</b>				
<b>► Number of participating TVET institutions/providers conducting tracers study (Number, Custom)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	15.00	16.00	30.00
Date	31-Oct-2018	28-Feb-2022	31-Mar-2023	14-Jun-2024
Comments:	Currently 16 grantee institutions are participating in the TVET tracer study. Additional tracer studies are likely to be completed by December 2023 to allow sufficient time for job-seekers to find employment.			
<b>► Number of trainers in participating TVET institutions obtaining practical industries' experience (Number, Custom)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	27.00	145.00	100.00
Date	31-Oct-2018	28-Feb-2022	31-Mar-2023	14-Jun-2024
<b>► Number of TVET programs updated with industries' inputs (Number, Custom)</b>				



	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	31.00	31.00	10.00
Date	31-Oct-2018	28-Feb-2022	31-Mar-2023	14-Jun-2024
Comments:	The information will come from two sources. The first is SDFS grantee institutions that update their curriculum through industry input. The second is through the programs adopting the Competency-Based Education and Training curricula that have been developed by NCTVA.			
<b>► Number of partnerships with industries established by participating TVET institutions/providers (Number, Custom)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	34.00	34.00	30.00
Date	31-Oct-2018	28-Feb-2022	31-Mar-2023	14-Jun-2024
<b>► Percentage of beneficiaries who expressed satisfaction with the Skills Development Fund Training (Percentage, Custom)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	--	94.00	90.00
Date	20-Dec-2018	--	31-Mar-2023	14-Jun-2024

Component 2 Capacity Building and System Strengthening				
<b>► Structure of the annual report on students, teachers, training programs and facilities by TVET institution developed (Yes/No, Custom)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	No	Yes	Yes	Yes
Date	31-Oct-2018	28-Feb-2022	31-Mar-2023	14-Jun-2024
<b>► Process for pilot accreditation of TVET programs with industries' participation developed (Yes/No, Custom)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	No	Yes	Yes	Yes
Date	31-Oct-2018	28-Feb-2022	31-Mar-2023	14-Jun-2024

### Overall Comments

For all indicators in the results framework, the end target date has been revised to coincide with the new project closing date (June 14, 2024). All intermediate results indicator have been met except the number of TVET institutes participating in Tracer Study. This is likely to be met by December 2023 when all grantees have completed their activities and submitted their final reports.



Performance-Based Conditions

Data on Financial Performance

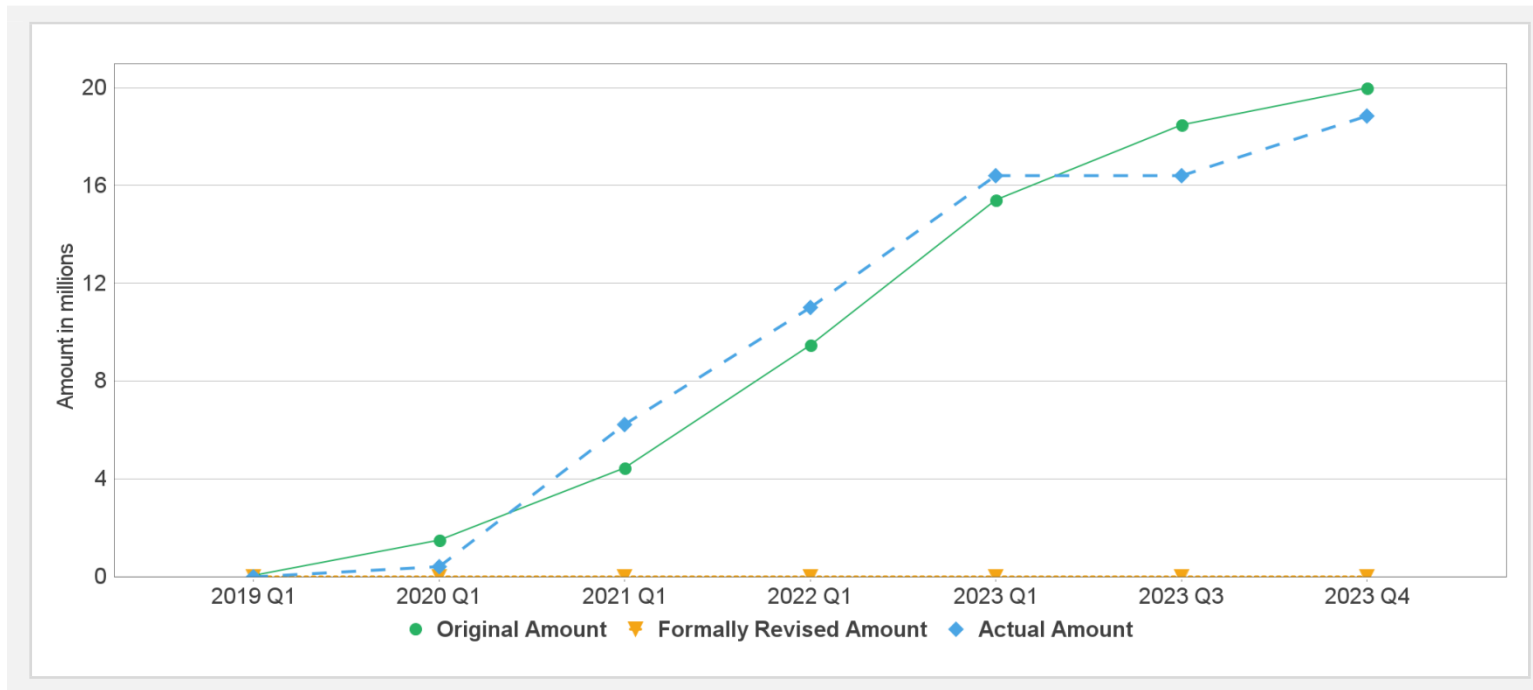
Disbursements (by loan)

Project	Loan/Credit/TF	Status	Currency	Original	Revised	Cancelled	Disbursed	Undisbursed	% Disbursed
P163723	IDA-63090	Effective	USD	20.00	20.00	0.00	18.85	1.10	94%

Key Dates (by loan)

Project	Loan/Credit/TF	Status	Approval Date	Signing Date	Effectiveness Date	Orig. Closing Date	Rev. Closing Date
P163723	IDA-63090	Effective	25-Sep-2018	02-Oct-2018	20-Dec-2018	31-Oct-2023	14-Jun-2024

Cumulative Disbursements



Restructuring History

Level 2 Approved on 10-Mar-2023

Related Project(s)



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There are no related projects.

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