



Promoting Better Jobs through Integrated Labor and Skills Programs (P176781)

LATIN AMERICA AND CARIBBEAN | Argentina | Social Protection & Jobs Global Practice |
IBRD/IDA | Investment Project Financing | FY 2022 | Seq No: 3 | ARCHIVED on 29-Jun-2023 | ISR56697 |

Implementing Agencies: Argentine Republic, Ministry of Labor, Employment and Social Security

Key Dates**Key Project Dates**

Bank Approval Date: 24-Feb-2022

Effectiveness Date: 26-May-2022

Planned Mid Term Review Date: 30-Apr-2024

Actual Mid-Term Review Date:

Original Closing Date: 30-Apr-2026

Revised Closing Date: 30-Apr-2026

Project Development Objectives

Project Development Objective (from Project Appraisal Document)

Improve the employment of targeted groups and strengthen the quality and availability of training and employment services in Argentina.

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

No

Components Table

Name

Expansion and Strengthening of a Labor Competency-based Training and Certification System:(Cost \$115.50 M)
Stipends to promote participation in selected ALMPs:(Cost \$87.50 M)
Strengthening the network of OEM:(Cost \$12.50 M)
Strengthening evaluation and information systems:(Cost \$30.00 M)
Project Management and Monitoring:(Cost \$3.87 M)

Overall Ratings

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

Implementation Status and Key Decisions

The Government successfully launched the program *FOMENTAR* in May 2022. Substantial progress has been made in several key areas. First, more than 600,000 people and more than 3,000 firms have registered with the Employment Portal, which indicates continued use of this new tool. The Employment Portal significantly changes how employment programs are managed in Argentina both at the central and local level and has the potential to increase the efficiency and effectiveness of delivery of employment services. Improvements have been made in how the portal functions, particularly related to the user experience. Second, more than 100,000 people have undertaken one of the employment services financed under the project - labor market orientation (orientación laboral), apprenticeships (entrenamiento para trabajo), or vocational training (formación profesional) - and received a stipend. The participation of women has been a focus of recent efforts. Progress in this area includes the creation of care centers available to participants in vocational training. Women now make up more than half of participants. Third, Territorial Agencies and



Employment Offices are gaining experience using the Employment Portal to manage employment services, though some issues remain with registration and portal access. Finally, progress has been made on analytical and monitoring and evaluation activities, including expansion of the Occupational Observatory to include additional occupations and additional preparatory activities for the impact evaluation of FOMENTAR.

Risks

Systematic Operations Risk-rating Tool

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

Results

PDO Indicators by Objectives / Outcomes

| | | | | |
|---|--|-------------------|------------------|-------------|
| Improve the employment of targeted groups | | | | |
| ▶ Participants of FOMENTAR programs (Number, Custom) | | | | |
| | Baseline | Actual (Previous) | Actual (Current) | End Target |
| Value | 0.00 | 30,526.00 | 111,474.00 | 600,000.00 |
| Date | 31-Dec-2021 | 30-Nov-2022 | 30-Apr-2023 | 30-Apr-2026 |
| Comments: | This indicator measures the cumulative number of individual unique participants covered by FOMENTAR programs that have received at least one program (FOMENTAR programs include orientation, skills training, on-the-job training) | | | |
| □ Participants of FOMENTAR programs - Youth 18-24 years (Number, Custom Supplement) | | | | |
| | Baseline | Actual (Previous) | Actual (Current) | End Target |



| | | | | |
|--|--|-------------------|------------------|-------------|
| Value | 0.00 | 14,091.00 | 59,884.00 | 487,000.00 |
| <input type="checkbox"/> Participants of FOMENTAR program - Women 25-59 years (Number, Custom Supplement) | | | | |
| | Baseline | Actual (Previous) | Actual (Current) | End Target |
| Value | 0.00 | 13,686.00 | 38,616.00 | 101,250.00 |
| <input type="checkbox"/> Participants of FOMENTAR programs - Men 45-64 (Number, Custom Supplement) | | | | |
| | Baseline | Actual (Previous) | Actual (Current) | End Target |
| Value | 0.00 | 514.00 | 1,785.00 | 11,750.00 |
| ► Increase in formal employment for FOMENTAR participants who have completed a training course or on-the-job training (Percentage, Custom) | | | | |
| | Baseline | Actual (Previous) | Actual (Current) | End Target |
| Value | 0.00 | 0.00 | 0.00 | 4.40 |
| Date | 31-Dec-2021 | 30-Nov-2022 | 30-Apr-2023 | 30-Apr-2026 |
| Comments: | This indicator will be reported within 12 months after participants have completed a training course or an on-the-job training assignment, relative to a comparison group. The comparison group will be defined in the POM. The indicator is likely to be ready in October 2023. | | | |
| <input type="checkbox"/> Increase in formal employment for FOMENTAR participants who have completed a training course or on-the-job training – Female (Percentage, Custom Breakdown) | | | | |
| | Baseline | Actual (Previous) | Actual (Current) | End Target |
| Value | 0.00 | 0.00 | 0.00 | 5.00 |
| Date | 31-Dec-2021 | 30-Nov-2022 | 30-Apr-2023 | 30-Apr-2026 |
| Strengthen the quality and availability of training and employment services | | | | |
| ► FOMENTAR participants receiving competence-based training out of total FOMENTAR participants trained (Percentage, Custom) | | | | |
| | Baseline | Actual (Previous) | Actual (Current) | End Target |
| Value | 0.00 | 0.00 | 25.70 | 60.00 |
| Date | 31-Dec-2021 | 30-Nov-2022 | 30-Apr-2023 | 30-Apr-2026 |
| Comments: | The indicator measures the percentage of FOMENTAR participants receiving competence-based training out of the total FOMENTAR participants trained, as a measure of training quality. | | | |
| <input type="checkbox"/> FOMENTAR participants receiving competence based trained out of total FOMENTAR participants trained - Female (Percentage, Custom Breakdown) | | | | |
| | Baseline | Actual (Previous) | Actual (Current) | End Target |



| | | | | |
|---|--|-------------------|------------------|-------------|
| Value | 0.00 | 0.00 | 54.70 | 64.00 |
| Date | 31-Dec-2021 | 30-Nov-2022 | 30-Apr-2023 | 30-Apr-2026 |
| ► Employers registering vacancies in the Employment Portal (Number, Custom) | | | | |
| | Baseline | Actual (Previous) | Actual (Current) | End Target |
| Value | 100.00 | 3,221.00 | 3,464.00 | 19,200.00 |
| Date | 31-Dec-2021 | 30-Nov-2022 | 30-Apr-2023 | 30-Apr-2026 |
| Comments: | The indicator measures the number of employers that have registered at least one job vacancy in the Employment Portal in the last 12 months. | | | |
| ► Employment Offices (OEM) meeting minimum service targets for job placements and on-the-job training placements (Number, Custom, PBC) | | | | |
| | Baseline | Actual (Previous) | Actual (Current) | End Target |
| Value | 75.00 | 0.00 | 174.00 | 200.00 |
| Date | 31-Dec-2021 | 30-Nov-2022 | 30-Apr-2023 | 30-Apr-2026 |

Intermediate Results Indicators by Components

| | | | | |
|--|--|-------------------|------------------|-------------|
| Expansion and Strengthening of a Labor Competency-based Training and Certification System | | | | |
| ► FOMENTAR participants that completed a Labor Orientation Workshop since effectiveness (Number, Custom) | | | | |
| | Baseline | Actual (Previous) | Actual (Current) | End Target |
| Value | 0.00 | 2,834.00 | 23,319.00 | 390,000.00 |
| Date | 31-Dec-2021 | 30-Nov-2022 | 30-Apr-2023 | 30-Apr-2026 |
| Comments: | The indicator measures the cumulative number of FOMENTAR participants that completed a Labor Orientation Workshop since effectiveness. | | | |
| □ FOMENTAR participants that completed a Labor Orientation Workshop since effectiveness - Female (Number, Custom Breakdown) | | | | |
| | Baseline | Actual (Previous) | Actual (Current) | End Target |
| Value | 0.00 | 1,843.00 | 15,879.00 | 200,000.00 |
| Date | 31-Dec-2021 | 30-Nov-2022 | 30-Apr-2023 | 30-Apr-2026 |
| ► FOMENTAR participants who completed a training course since effectiveness (Number, Custom) | | | | |
| | Baseline | Actual (Previous) | Actual (Current) | End Target |
| Value | 0.00 | 10,504.00 | 58,000.00 | 256,000.00 |



| | | | | |
|---|---|-------------------|------------------|-------------|
| Date | 01-Dec-2021 | 30-Nov-2022 | 30-Apr-2023 | 30-Apr-2026 |
| Comments: | The indicator measures the cumulative number of FOMENTAR participants that have completed a training course since effectiveness | | | |
| <input type="checkbox"/> FOMENTAR participants who completed a training course since effectiveness - Female (Number, Custom Breakdown) | | | | |
| | Baseline | Actual (Previous) | Actual (Current) | End Target |
| Value | 0.00 | 8,679.00 | 34,412.00 | 130,000.00 |
| Date | 31-Dec-2021 | 30-Nov-2022 | 30-Apr-2023 | 30-Apr-2026 |
| <input type="checkbox"/> FOMENTAR participants who completed a virtual training course since effectiveness (Number, Custom Supplement) | | | | |
| | Baseline | Actual (Previous) | Actual (Current) | End Target |
| Value | 0.00 | 8,897.00 | 33,596.00 | 75,500.00 |
| <input checked="" type="checkbox"/> FOMENTAR participants in on-the-job training since effectiveness (Number, Custom) | | | | |
| | Baseline | Actual (Previous) | Actual (Current) | End Target |
| Value | 0.00 | 457.00 | 7,465.00 | 285,000.00 |
| Date | 01-Dec-2021 | 30-Nov-2022 | 30-Apr-2023 | 30-Apr-2026 |
| Comments: | The indicator measures the cumulative number of FOMENTAR participants in on-the-job training since effectiveness. | | | |
| <input type="checkbox"/> FOMENTAR participants in on-the-job training since effectiveness - Female (Number, Custom Breakdown) | | | | |
| | Baseline | Actual (Previous) | Actual (Current) | End Target |
| Value | 0.00 | 316.00 | 4,814.00 | 156,000.00 |
| Date | 31-Dec-2021 | 30-Nov-2022 | 30-Apr-2023 | 30-Dec-2022 |
| <input checked="" type="checkbox"/> FOMENTAR participants that have received more than one program (orientation, professional training / on-the-job training / labor insertion) (Number, Custom) | | | | |
| | Baseline | Actual (Previous) | Actual (Current) | End Target |
| Value | 0.00 | 1,934.00 | 39,987.00 | 150,000.00 |
| Date | 01-Dec-2021 | 30-Nov-2022 | 30-Apr-2023 | 30-Apr-2026 |
| Comments: | The indicator measures the number of participants who participated in more than one service. | | | |
| <input type="checkbox"/> FOMENTAR participants that have received more than one program (orientation, professional training / on-the-job training / labor insertion) Female (Number, Custom Supplement) | | | | |
| | Baseline | Actual (Previous) | Actual (Current) | End Target |
| Value | 0.00 | 1,529.00 | 29,826.00 | 82,500.00 |



| ► Professional Training Institutions Certified (Number, Custom) | | | | |
|---|--|-------------------|------------------|-------------|
| | Baseline | Actual (Previous) | Actual (Current) | End Target |
| Value | 0.00 | 0.00 | 0.00 | 50.00 |
| Date | 01-Dec-2021 | 30-Nov-2022 | 30-Apr-2023 | 30-Apr-2026 |
| Comments: | The agreement with the Certification Institution of quality is still being negotiated. | | | |
| ► FOMENTAR participants with disabilities (Number, Custom) | | | | |
| | Baseline | Actual (Previous) | Actual (Current) | End Target |
| Value | 0.00 | 464.00 | 1,410.00 | 7,000.00 |
| Date | 31-Dec-2021 | 30-Nov-2022 | 30-Apr-2023 | 30-Apr-2026 |
| Comments: | FOMENTAR participants with the national certificate of disabilities (Certificado único de discapacidad, CUD) and not included in the PROMOVER Program. | | | |

| Strengthening the network of the Municipal Employment Offices | | | | |
|---|--|-------------------|------------------|-------------|
| ► Employment Offices staff trained (Number, Custom) | | | | |
| | Baseline | Actual (Previous) | Actual (Current) | End Target |
| Value | 0.00 | 0.00 | 0.00 | 3,000.00 |
| Date | 31-Dec-2021 | 30-Nov-2022 | 30-Apr-2023 | 29-Dec-2023 |
| Comments: | The indicator measures the number of OEMs staff who have completed all training modules (the modules will be described in the POM). Implementation is planned for July-October 2023 with results in November/December. | | | |
| □ OEMs staff that have been assessed as satisfactory / certified in training (Number, Custom Breakdown) | | | | |
| | Baseline | Actual (Previous) | Actual (Current) | End Target |
| Value | 0.00 | 0.00 | 0.00 | 1,800.00 |
| Date | 31-Dec-2021 | 30-Nov-2022 | 30-Apr-2023 | 28-Jun-2024 |

| Strengthening evaluation and information systems and Project Management | | | | |
|---|-------------|-------------------|------------------|--------------|
| ► People registered in the Employment Portal (Number, Custom) | | | | |
| | Baseline | Actual (Previous) | Actual (Current) | End Target |
| Value | 25,000.00 | 431,363.00 | 630,695.00 | 1,070,000.00 |
| Date | 31-Dec-2021 | 31-Oct-2022 | 30-Apr-2023 | 30-Apr-2026 |



| | | | | |
|---|---|-------------------|------------------|---|
| Comments: | The indicator measures the number of people (excluding Employers) who are registered in the Employment Portal | | | |
| ▶ Methodological processes, institutional arrangements, and main informational outputs for users based on the Labor Market Occupations Observatory published in a public official website of the MTESS (Text, Custom) | | | | |
| | Baseline | Actual (Previous) | Actual (Current) | End Target |
| Value | - | None | None | Main elements of the Labor Market Occupations Observatory published in a public official website of the MTESS |
| Date | 31-Dec-2021 | 30-Nov-2022 | 30-Apr-2023 | 30-Apr-2026 |
| Comments: | The indicator measures the availability of essential background information on the Labor Market Occupations Observatory to demonstrate that the system is operational. The minimum requirements will be described in the POM. A first version is expected in the coming months. | | | |
| ▶ Occupations surveyed and included in the Labor Market Occupations Observatory (Number, Custom) | | | | |
| | Baseline | Actual (Previous) | Actual (Current) | End Target |
| Value | 0.00 | 0.00 | 12.00 | 250.00 |
| Date | 31-Dec-2021 | 30-Nov-2022 | 30-Apr-2023 | 30-Apr-2026 |
| Comments: | The indicator measures the number of occupations surveyed, processed and included in the Labor Market Occupations Observatory to demonstrate its coverage. | | | |
| ▶ Employment and Training programs' impact evaluation published (Yes/No, Custom) | | | | |
| | Baseline | Actual (Previous) | Actual (Current) | End Target |
| Value | No | No | No | Yes |
| Date | 01-Dec-2021 | 30-Jun-2022 | 30-Apr-2023 | 31-Dec-2024 |
| Comments: | The indicator measures the carrying out and completion of an impact evaluation for at least one employment and training program. | | | |
| ▶ Grievances related to the project recorded in the GRM system that are processed and communicated back to the concerned stakeholder within the agreed timelines (Percentage, Custom) | | | | |
| | Baseline | Actual (Previous) | Actual (Current) | End Target |
| Value | 0.00 | 0.00 | 0.00 | 95.00 |
| Date | 31-Dec-2021 | 30-Nov-2022 | 30-Apr-2023 | 30-Apr-2026 |
| Comments: | This indicator measures grievances related to the project recorded in the GRM system that are processed and communicated back to the concerned stakeholder within the agreed timelines as described in the POM. | | | |
| ▶ FOMENTAR participants reporting satisfaction with training provided through satisfaction surveys (Percentage, Custom) | | | | |
| | Baseline | Actual (Previous) | Actual (Current) | End Target |



| | | | | |
|-----------|--|-------------|-------------|-------------|
| Value | 0.00 | 0.00 | 0.00 | 80.00 |
| Date | 31-Dec-2021 | 30-Nov-2022 | 30-Apr-2023 | 30-Apr-2026 |
| Comments: | The assessing process is still under implementation. | | | |

Performance-Based Conditions

► PBC 1 Employment Offices (OEM) meeting minimum service targets for job placements and on-the-job training placements (Number, Outcome, 3.09, 1.24%)

| | Baseline | Actual (Previous) | Actual (Current) | December 2023 |
|-------|----------|-------------------|------------------|---------------|
| Value | 75.00 | 0.00 | 174.00 | 150.00 |
| Date | -- | 30-Nov-2022 | 30-Apr-2023 | -- |

Data on Financial Performance

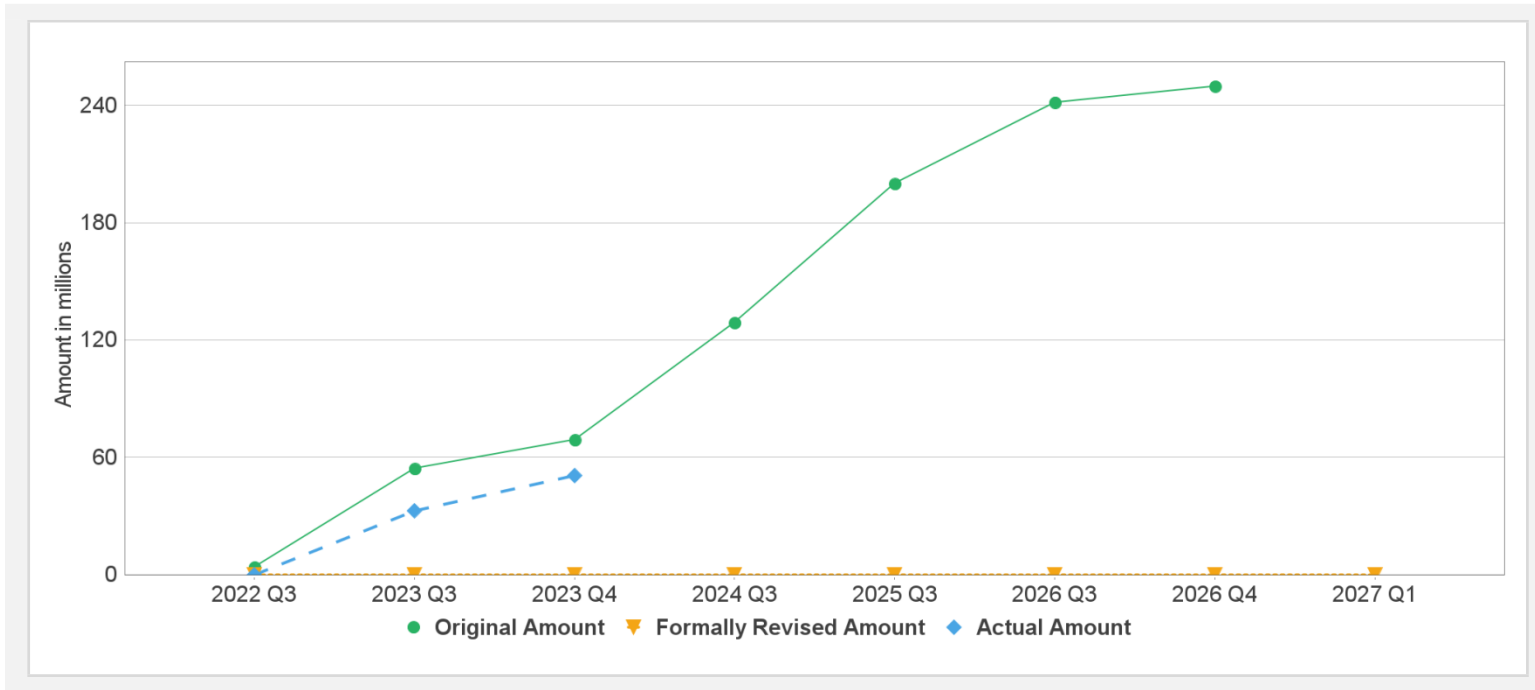
Disbursements (by loan)

| Project | Loan/Credit/TF | Status | Currency | Original | Revised | Cancelled | Disbursed | Undisbursed | % Disbursed |
|---------|----------------|-----------|----------|----------|---------|-----------|-----------|-------------|-------------|
| P176781 | IBRD-93370 | Effective | USD | 250.00 | 250.00 | 0.00 | 51.22 | 198.78 | 20% |

Key Dates (by loan)

| Project | Loan/Credit/TF | Status | Approval Date | Signing Date | Effectiveness Date | Orig. Closing Date | Rev. Closing Date |
|---------|----------------|-----------|---------------|--------------|--------------------|--------------------|-------------------|
| P176781 | IBRD-93370 | Effective | 24-Feb-2022 | 16-May-2022 | 26-May-2022 | 30-Apr-2026 | 30-Apr-2026 |

Cumulative Disbursements



Restructuring History

There has been no restructuring to date.

Related Project(s)

There are no related projects.