**The World Bank**
Skills for Better Jobs Project  (P179159)

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EAST ASIA AND PACIFIC | Cambodia | IBRD/IDA | Investment Project Financing (IPF) | FY 2024 | Seq No: 1 | Archived on 05-Aug-2024 | ISR01197

Implementing Agencies: Ministry of Labour and Vocational Training, Skills Development Fund

## 1. OBJECTIVE

### 1.1 Development Objective

Original Development Objective (Approved as part of Approval package on 22-May-2024)

To enhance quality and relevance of skills among Cambodia's upcoming and existing workforce, and in case of an Eligible Crisis or Emergency, respond promptly and effectively to it.

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

No

## 2. COMPONENTS

| Name |
| --- |
| Component 1 – Strengthening TVET to Upskill and Respond to Industry Needs:(Cost 29,230,000.00) |
| Component 2 – Information and Orientation for Better Jobs:(Cost 5,650,000.00) |
| Component 3 – Strengthening Sector Associations for EESD and Expanding Skills Development:(Cost 5,080,000.00) |
| Component 4 – Project Management and Monitoring:(Cost 5,150,000.00) |
| Component 5 – Contingent Emergency Response:(Cost 0.00) |

## 3. OVERALL RATINGS

| Name | Current |
| --- | --- |
| Progress towards achievement of PDO | ●Satisfactory |
| Overall Implementation Progress (IP) | ●Satisfactory |
| Overall Risk Rating | ●Substantial |

## 4. KEY ISSUES & STATUS

### 4.1 Implementation Status and Key Decisions

## 5. SYSTEMATIC OPERATIONS RISK-RATING TOOL

| Risk Category | Rating at Approval Approval Package - 23 May 2024 | Proposed Rating |
|---|---|---|
| Political and Governance | ●Moderate | ●Moderate |
| Macroeconomic | ●Moderate | ●Moderate |
| Sector Strategies and Policies | ●Moderate | ●Moderate |
| Technical Design of Project or Program | ●Substantial | ●Substantial |
| Institutional Capacity for Implementation and Sustainability | ●Substantial | ●Substantial |
| Fiduciary | ●Substantial | ●Substantial |
| Environment and Social | ●Moderate | ●Moderate |
| Stakeholders | ●Moderate | ●Moderate |
| Overall | ●Substantial | ●Substantial |

## 6. RESULTS

### 6.1 PDO Indicators by PDO Outcomes

| To enhance quality and relevance of skills among Cambodia's upcoming and existing workforce | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| Indicator Name | Baseline | | Actual (Previous) | | Actual (Current) | | Closing Period | |
| | Value | Month/Year | Value | Date | Value | Date | Value | Month/Year |
| Percentage of employers satisfied with the skills of graduates of project-supported training programs (disaggregated by sex and by upcoming and existing workforce) (Percentage) | 0.00 | Mar/2024 | | | | | 75.00 | Mar/2029 |
| Graduates of Component 1 project-supported TIs (Percentage) | 0.00 | | | | | | 75.00 | |
| Graduates of Component 3 training providers (Percentage) | 0.00 | | | | | | 75.00 | |
| Female graduates of project-supported training programs (Percentage) | 0.00 | | 0.00 | | 0.00 | | 75.00 | |
| Graduates of upcoming workforce of the project-supported | 0.00 | | 0.00 | | 0.00 | | 75.00 | |

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| training programs (Percentage) | | | | | | | | | |
| Graduates of existing workforce of the project-supported training programs (Percentage) | 0.00 | | | | | | | 75.00 | |
| Percentage of graduates of project-supported training programs in good jobs six months after completion of training (disaggregated by sex and by upcoming and existing workforce) (Percentage) | 0.00 | Mar/2024 | | | | | | 75.00 | Mar/2029 |
| Graduates of Component 1 project-supported TIs (Percentage) | 0.00 | | | | | | | 75.00 | |
| Graduates of Component 3 training providers (Percentage) | 0.00 | | 0.00 | | 0.00 | | | 75.00 | |
| Female graduates of project-supported training programs (Percentage) | 0.00 | | 0.00 | | 0.00 | | | 65.00 | |
| | Comments on achieving  targets | | This is the gender tag indicator. | | | | | | |
| Graduates of upcoming workforce of the project-supported | 0.00 | | 0.00 | | 0.00 | | | 75.00 | |

| Indicator Name | Baseline | | Actual (Previous) | | Actual (Current) | | Closing Period | |
|---|---|---|---|---|---|---|---|---|
| training programs (Percentage) | | | | | | | | |
| Graduates of existing workforce of project-supported training programs (Percentage) | 0.00 | | 0.00 | | 0.00 | | 75.00 | |
| Number of Industry-School Committees (ISCs) set up and in operation at project-supported TIs (Number) | 0.00 | Mar/2024 | 0.00 | 29-Jul-2024 | 0.00 | 29-Jul-2024 | 5.00 | Mar/2029 |
| Number of new MOUs implemented at project-supported TIs (Number) | 0.00 | Mar/2024 | | | | | 40.00 | Mar/2029 |
| Number of individuals receiving project-supported job counseling or career guidance or completing the online career guidance self-assessment (disaggregated by sex and by type of activity) (Text) | 0 | Mar/2024 | | | | | 25000 Job counseling: 4500 Career guidance: 8000 Online self-assessment: 12500 | Mar/2029 |
| of which, share of female (Percentage) | 0.00 | | | | | | 35.00 | |

**6.2 Intermediate Results Indicators by Components**

| Component 1 – Strengthening TVET to Upskill and Respond to Industry Needs | | | | |
|---|---|---|---|---|
| Indicator Name | Baseline | Actual (Previous) | Actual (Current) | Closing Period |

| | Value | Month/Year | Value | Date | Value | Date | Value | Month/Year |
|---|---|---|---|---|---|---|---|---|
| Number of Standard Training Packages (STP) for priority occupations developed (disaggregated by new and updated STPs, and STPs for basic competencies/21st century skills) (Number) | 0 | Mar/2024 | | | | | 10 | Mar/2029 |
| of which, STPs for priority occupations (Number) | 0 | Mar/2024 | 0 | 29-Jul-2024 | 0 | 29-Jul-2024 | 6 | Mar/2029 |
| of which, STP for basic competencies/21st century skills (Number) | 0 | Mar/2024 | 0 | 29-Jul-2024 | 0 | 29-Jul-2024 | 4 | Mar/2029 |
| Number of teachers trained on new curricula (Number) | 0 | Mar/2024 | 0 | 29-Jul-2024 | 0 | 29-Jul-2024 | 240 | Mar/2029 |
| Project-supported TIs having achieved the annual goals of their ILDP (Text) | 0 | Mar/2024 | 0 | 29-Jul-2024 | 0 | 29-Jul-2024 | 85 percent on average | Mar/2029 |
| Number of teachers being trained in industry (disaggregated by sex) (Number) | 0 | Mar/2024 | 0 | 29-Jul-2024 | 0 | 29-Jul-2024 | 120 | Mar/2029 |
| of which, female (Number) | 0 | Mar/2024 | | | | | 48 | Mar/2029 |

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| Number of industry staff providing guest lectures for at least 32 hours per year (disaggregated by sex) (Number) | 0 | Mar/2024 | | | | | | 384 | Mar/2029 |
| of which, female (Number) | 0 | Mar/2024 | 0 | 29-Jul-2024 | 0 | 29-Jul-2024 | 115 | Mar/2029 |
| Number of students supported with better education (Number) | 0 | Mar/2024 | 0 | 29-Jul-2024 | 0 | 29-Jul-2024 | 5,500 | Mar/2029 |
| of which, female (Number) | 0 | Mar/2024 | | | | | 2,200 | Mar/2029 |
| Number of trainees completing internships of more than three months that benefited from project-supported TIs (disaggregated by sex) (Number) | 0 | Mar/2024 | | | | | 3,600 | Mar/2029 |
| of which, female (Number) | 0 | Mar/2024 | | | | | 1,440 | Mar/2029 |
| Percentage of graduates of project-supported TIs receiving certification (disaggregated by sex) (Percentage) | 0 | Mar/2024 | | | | | 85 | Mar/2029 |
| Percentage of female graduates of project-supported TIs receiving certification (Percentage) | 0 | Mar/2024 | | | | | 85 | Mar/2029 |

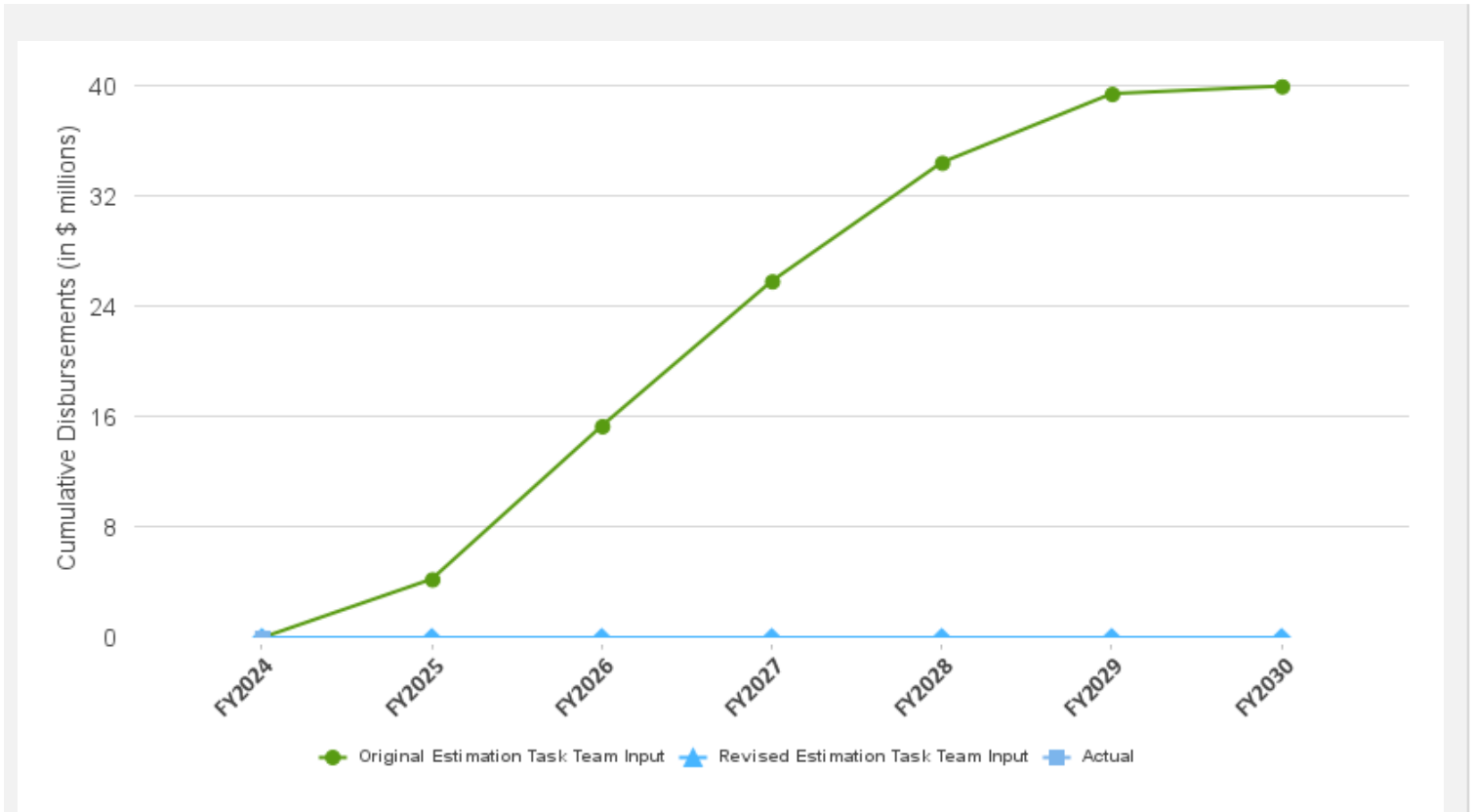| Component 2 – Information and Orientation for Better Jobs | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Indicator Name** | Baseline | | Actual (Previous) | | Actual (Current) | | Closing Period | |
| | Value | Month/Year | Value | Date | Value | Date | Value | Month/Year |
| Number of users of the Labor Market Intelligence (website, app, social media) (Number) | 0 | Mar/2024 | | | | | 200,000 | Mar/2029 |
| Job placement ratios (jobseeker placement/jobseeker registration) in project-supported job centers (Percentage) | 25 | Mar/2024 | | | | | 40 | Mar/2029 |
| Number of job advertisements (Number) | 100,000 | Mar/2024 | | | | | 150,000 | Mar/2029 |
| Number of individuals receiving training organized by NEA (Number) | 0 | Mar/2024 | | | | | 7,000 | Mar/2029 |
| Number of key indicators published (on the LMIS website, app, social media) (Number) | 0 | Mar/2024 | 0 | 29-Jul-2024 | 0 | 29-Jul-2024 | 9 | Mar/2029 |
| **Component 3 – Strengthening Sector Associations for EESD and Expanding Skills Development** | | | | | | | | |
| **Indicator Name** | Baseline | | Actual (Current) | | | | Closing Period | |
| | Value | Month/Year | Value | Date | | | Value | Month/Year |
| Number of industry or employer associations' capacity strengthened (Number) | 0 | Mar/2024 | | | | | 2 | Mar/2029 |
| Number of persons trained through SDF training financing (Number) | 0 | Mar/2024 | | | | | 2,500 | Mar/2029 |

| Indicator Name | Baseline | | Actual (Previous) | | Actual (Current) | | Closing Period | |
|---|---|---|---|---|---|---|---|---|
| | Value | Month/Year | Value | Date | Value | Date | Value | Month/Year |
| of which, female (Number) | 0 | Mar/2024 | | | | | 750 | Mar/2029 |

**Component 4 – Project Management and Monitoring**

| Indicator Name | Baseline | | Actual (Previous) | | Actual (Current) | | Closing Period | |
|---|---|---|---|---|---|---|---|---|
| | Value | Month/Year | Value | Date | Value | Date | Value | Month/Year |
| Number of tracer studies completed (Number) | 0 | Mar/2024 | 0 | 29-Jul-2024 | 0 | 29-Jul-2024 | 7 | Mar/2029 |

## 7. DATA ON FINANCIAL PERFORMANCE

### 7.1 Cumulative Disbursements



### 7.2 Disbursements (by loan)

| Loan/Credit/TF | Status | Original | Revised | Cancelled | Disbursed | Undisbursed | % Disbursed |
|---|---|---|---|---|---|---|---|
| IDA-75480 | Not Effective | 40.00 | 40.00 | 0.00 | 0.00 | 40.19 | 0% |

### 7.3 Key Dates (by loan)

| Loan/Credit/TF | Status | Approval | Signing | Effectiveness | Orig. Closing | Rev. Closing |
|---|---|---|---|---|---|---|
| IDA-75480 | Not Effective | 23-May-2024 | 07-Jul-2024 | | 31-Mar-2029 | 31-Mar-2029 |

## 8.  KEY DATES

| Key Events | Planned | Actual |
|---|---|---|
| Approval | 23-May-2024 | 23-May-2024 |
| Effectiveness | 29-Mar-2024 | |
| Mid-Term Review No. 01 | 12-Oct-2026 | |
| Operation Closing/Cancellation | 31-Mar-2029 | |

## 9.  RESTRUCTURING HISTORY

## 10.  ASSOCIATED OPERATION(S)

There are no associated operations