



## Tanzania Education and Skills for Productive Jobs Program (ESPJ) (P152810)

AFRICA EAST | Tanzania | Education Global Practice | Requesting Unit: AECE1 | Responsible Unit: HAEE1  
IBRD/IDA | Program-for-Results Financing | FY 2016 | Team Leader(s): Xiaoyan Liang, Innocent Kibira Najjumba Mulindwa

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### Program Development Objectives

Program Development Objective (from Program Appraisal Document)

The Program Development Objective is to strengthen the institutional capacity of the Recipient's skills development system and to promote the expansion and quality of labor market driven skills development opportunities in select economic sectors.

### Overall Ratings

Name	Previous Rating	Current Rating
Progress towards achievement of PDO	☐ Moderately Satisfactory	☐ Moderately Satisfactory
Overall Implementation Progress (IP)	☐ Moderately Satisfactory	☐ Moderately Satisfactory

### Implementation Status and Key Decisions

The Education and Skills for Productivity and Jobs (ESPJ) program is steadily progressing towards achieving its Program Development Objective (PDO) of strengthening the institutional capacity of the Recipient's skills development system and promoting the expansion and quality of labor market driven skills development programs in select economic sectors. At the system level, the institutional framework to support the implementation of the National Skills Development Strategy (NSDS) and institutional strengthening has made significant progress including: (a) the establishment and operationalization of the Skills Development Fund (SDF) through which short programs have been provided to 26,946 trainees (48.7 females); (b) establishment of six Sector Skills Councils (SSCs) for the six priority sectors by the Tanzania Private Sector Fund (TPSF); (c) quality assurance of skills training programs which has led to certification of 135 programs by the National Council for Technical Education (NACTE); and (d) establishment of the Skills Management Information System (SMIS). At the service delivery level, rehabilitation of 10 Vocational Technical Colleges (VTCs) and 40 Folk Development Centers (FDCs) has been completed which has enabled improved learning environments for 28,548 trainees. Dialogue with government continues to ensure sustainability of reforms introduced by ESPJ.

### Data on Financial Performance

#### Disbursements (by loan)

Project	Loan/Credit/TF	Status	Currency	Original	Revised	Cancelled	Disbursed	Undisbursed	% Disbursed
P152810	IDA-58190	Effective	USD	120.00	120.00	0.00	91.59	27.58	77%

#### Key Dates (by loan)

Project	Loan/Credit/TF	Status	Approval Date	Signing Date	Effectiveness Date	Orig. Closing Date	Rev. Closing Date
P152810	IDA-58190	Effective	16-Jun-2016	28-Jul-2016	25-Jan-2017	30-Jun-2021	30-Jun-2022



## DLI Disbursement

DLI ID	DLI Type	Description	Coc	DLI Amount	Achievement Status	Disbursed amount in Coc	Disbursement % for DLI
<b>Loan: IDA58190-001</b>							
2	Regular	Skills development fund operational	XDR	4,970,000.00	Fully Achieved	4,970,000.00	100 %
3	Regular	Trainee Voucher Scheme Operational	XDR	4,970,000.00	Fully Achieved	4,970,000.00	100 %
4	Regular	Completion of Annual capacity building	XDR	878,379.00	Fully Achieved	878,379.00	100 %
5.0	Regular	Atleast Tsh1B inFY21 budget dpositod to	XDR	2,500,000.00	Not Achieved	0.00	
6	Regular	Sector skills Councils established	XDR	5,680,000.00	Fully Achieved	5,680,000.00	100 %
7	Regular	NR of traning providers subm complt dta	XDR	3,195,000.00	Fully Achieved	3,195,000.00	100 %
8	Regular	Number of Students benefittings internsnp	XDR	1,317,792.00	Fully Achieved	1,317,792.00	100 %
9	Regular	Nr of traning programs receiving financ	XDR	4,260,000.00	Fully Achieved	4,260,000.00	100 %
10	Regular	Nr of trainee enrolled in TVET,UNIV trg	XDR	5,831,088.00	Fully Achieved	5,831,088.00	100 %
4.1	Regular	Capacity Building Adendum Plan developed	XDR	1,521,621.00	Fully Achieved	1,521,621.00	100 %
4.2	Regular	VCTs and FDCs with staff trained on modu	XDR	2,600,000.00	Not Achieved	0.00	
5.1	Regular	Atlist Tsh1.1B recip FY21 bdgte deposited	XDR	2,500,000.00	Not Achieved	0.00	
7.1	Regular	Recip 2020TVET indic rept prod frm SMIS	XDR	1,805,000.00	Not Achieved	0.00	
8.1	Regular	Trainees completed SEAP	XDR	3,500,000.00	Not Achieved	0.00	
8.2	Regular	Trainees completed internsnp SEAP	XDR	4,182,208.00	Not Achieved	0.00	
9.1	Regular	NACTE,VETA or ind certified prog set for	XDR	4,740,000.00	Partially Achieved	3,533,453.80	75 %
10.1	Regular	SDF benef compl prog windows 1-3	XDR	10,000,000.00	Partially Achieved	2,454,062.00	25 %
11	Regular	Bene of SDF for vulnerable youth selecte	XDR	7,580,000.00	Partially Achieved	1,199,535.00	16 %
10.2	Regular	SDF benef completed elearning progs	XDR	5,168,912.00	Not Achieved	0.00	
12	Regular	Trainees enrln in FDCs ad VCTs meet MOEST	XDR	8,000,000.00	Partially Achieved	4,670,669.00	58 %

## Program Action Plan



<b>Action Description</b>	Adoption of the National Skill Development Strategy by the Recipient				
<b>Source</b>	<b>DLI#</b>	<b>Responsibility</b>	<b>Timing</b>	<b>Timing Value</b>	<b>Status</b>
		Client	Due Date	17-Jan-2017	Completed
<b>Completion Measurement</b>					
<b>Comments</b>					

<b>Action Description</b>	Effective implementation of the envisaged national coordination mechanism, comprising of entities such as NSC, SDF, TVS, SSC				
<b>Source</b>	<b>DLI#</b>	<b>Responsibility</b>	<b>Timing</b>	<b>Timing Value</b>	<b>Status</b>
Technical		Client	Due Date	30-Apr-2019	Completed
<b>Completion Measurement</b>	SDF and TVS in place. Formation of the NSC is not envisaged during the Program life but 6 SSCs have been established. Proposals on how to proceed with the DLI on NSC will be presented in the restructuring paper.				
<b>Comments</b>	All actions to enable functionality of the Sector Skills Council (SSCs) are in place, the SDF is well established and functioning very well. The dialogue on establishment of the NSC is ongoing supported by other development partners.				

<b>Action Description</b>	Operationalization of integrated SMIS by participating agencies				
<b>Source</b>	<b>DLI#</b>	<b>Responsibility</b>	<b>Timing</b>	<b>Timing Value</b>	<b>Status</b>
Technical	DLI 7	Client	Due Date	30-Jun-2021	Completed
<b>Completion Measurement</b>	SIMS is in place and function. All implementing agencies data are in the system				
<b>Comments</b>	Data quality checks on in-coming data and capacity development in utilization for policy and programming still needed.				

<b>Action Description</b>	Implement the ESSA measures to (a) ensure construction activities are properly implemented, supervised through the verification process and reported in Program reports (b) enhance existing Complaints Handling Mechanisms; and (c) awareness programs				
<b>Source</b>	<b>DLI#</b>	<b>Responsibility</b>	<b>Timing</b>	<b>Timing Value</b>	<b>Status</b>
Environmental and Social Systems		Client	Recurrent	Yearly	In Progress
<b>Completion Measurement</b>	Challenges have been observed with the national roll-out of the Program. Awareness raising on environmental and social safeguards issues among training providers is needed to address observed challenges.				
<b>Comments</b>	Progress monitoring continues in consultation with the safeguards team to ensure compliance to the national labour laws and code of conduct, as well as harmonisation of GRMs across the ESPJ Program.				

<b>Action Description</b>	Earmark/ ring-fence program funds within the Consolidated Fund Account using accounting codes for a project sub-account under the MoESTVT.				
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Source	DLI#	Responsibility	Timing	Timing Value	Status
Fiduciary Systems		Client	Due Date	30-May-2017	Completed
<b>Completion Measurement</b>	Program Account opened and program sub code has been created in MTF and EPICOR				
<b>Comments</b>	Issues have been observed with respect to reporting of expenditures by respective implementing agencies. Intensive monitoring continues to ensure compliance to agreed actions.				

<b>Action Description</b>	MoEST to enter into 'trust fund manager' agreements with fund administrators (TEA and HESLB) specifying clearly how program funds will be kept and reported separately at all times.				
Source	DLI#	Responsibility	Timing	Timing Value	Status
Technical		Client	Due Date	26-Apr-2017	Completed
<b>Completion Measurement</b>	Agreements made and implementing agencies are being funded.				
<b>Comments</b>	Delays in access of funds were observed while support to the HESLB had been stopped arising from implementation challenges. Proposals on how to address this area were discussed during the MTR and will be presented in the restructuring paper.				

<b>Action Description</b>	Establish records keeping/management system to facilitate audit process of Program				
Source	DLI#	Responsibility	Timing	Timing Value	Status
Fiduciary Systems		Client	Recurrent	Yearly	Completed
<b>Completion Measurement</b>	FM system in place				
<b>Comments</b>	Challenges were observed with the manner in which expenditure records are captured and actions on how to improve were agreed at the MTR. Monitoring continues to ensure compliance.				

<b>Action Description</b>	Capacity development of program providers in maintaining records of trainees and conducting tracer studies at the central and entity levels.				
Source	DLI#	Responsibility	Timing	Timing Value	Status
Technical	DLI 8	VETA	Recurrent	Semi-Annually	In Progress
<b>Completion Measurement</b>	Records of trainees by their employment activity profile in addition to other socio-demographic attributes present at the training providers' sites to prove existence of a follow up mechanism by the training provider.				
<b>Comments</b>	The first cohort of 5,639 beneficiaries that completed their training one year ago has been identified and a phone-based survey been developed to trace their employment status. Terms of Reference (TOR) for the tracer study has been developed as well				

<b>Action Description</b>	Development of certification procedures for short programs				
Source	DLI#	Responsibility	Timing	Timing Value	Status



Technical	DLI 9	NACTE,VETA	Due Date	15-Dec-2021	In Progress
<b>Completion Measurement</b>	Number of the SDF funded courses that are certified.				
<b>Comments</b>	135 courses have todate been certified out of the targeted 110. Certification of programs continues to enhance their quality of programs.				

<b>Action Description</b>	Functionality of the SSCs at the sub-national and zonal levels arising from the agreed TOR that will govern their operations.				
<b>Source</b>	<b>DLI#</b>	<b>Responsibility</b>	<b>Timing</b>	<b>Timing Value</b>	<b>Status</b>
Technical	DLI 6	TPSF	Due Date	31-Mar-2022	In Progress
<b>Completion Measurement</b>	SSC meetings at the sub-national and zonal levels including agreed positions on issues related to TVET and roles of the SSCs at those levels.				
<b>Comments</b>	The SSCs are now fully functional as evidenced from assessments done by Government and secretariats exist for the six established SSCs. These operate under the ambit of the TPSF enabled by an MoU with the MoEST.				

<b>Action Description</b>	Capacity enhancement to enable quality and cost effective development and/or adaptation of online modules for use by the training providers.				
<b>Source</b>	<b>DLI#</b>	<b>Responsibility</b>	<b>Timing</b>	<b>Timing Value</b>	<b>Status</b>
Technical	DLI 10.2	VETA	Recurrent	Continuous	In Progress
<b>Completion Measurement</b>	Number of students completing SDF supported online courses.				
<b>Comments</b>	Roll-out of this training window (W4) has been planned for December 15, 2021; significant preparation has been done to ensure quality of delivered programs. Capacity of training providers was conducted and quality assurance standards prepared.				

## 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"/> Moderate	<input type="checkbox"/> Moderate
Macroeconomic	<input type="checkbox"/> Substantial	<input type="checkbox"/> Moderate	<input type="checkbox"/> Moderate
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"/> Substantial	<input type="checkbox"/> Low	<input type="checkbox"/> Low
Institutional Capacity for Implementation and Sustainability	<input type="checkbox"/> Substantial	<input type="checkbox"/> Substantial	<input type="checkbox"/> Substantial
Fiduciary	<input type="checkbox"/> High	<input type="checkbox"/> High	<input type="checkbox"/> High
Environment and Social	<input type="checkbox"/> Low	<input type="checkbox"/> Moderate	<input type="checkbox"/> Moderate
Stakeholders	<input type="checkbox"/> Moderate	<input type="checkbox"/> Low	<input type="checkbox"/> Low



Other	--	<input type="checkbox"/> Moderate	<input type="checkbox"/> Moderate
Overall	<input type="checkbox"/> Substantial	<input type="checkbox"/> Moderate	<input type="checkbox"/> Moderate

## Results

### PDO Indicators by Objectives / Outcomes

Strengthen the institutional capacity of the recipients skills development system				
▶ PDO 1: Institutional Framework in place for NSDS and institutional strengthening complete (Text, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	No	Fully	Yes	Yes
Date	15-Jun-2016	15-Dec-2020	15-Dec-2021	30-Jun-2022
Comments	This PDO indicator is considered fully met. Despite the non-establishment of the National Skills Council and Secretariat that had been envisioned to form the anchorage for the National Skills Development Strategy (NSDS), agreed reforms have been executed in a bid to strengthen the institutional capacity of the skills development system. The Skills Development Fund (SDF) is established and operational; (b) the Trainee Voucher Scheme (TVS) was established under the ambit of the Higher Education Students' Loans Board (HESLB) and the lessons learned enabled formation of the bursary scheme for vulnerable youth under the SDF which is currently enrolling students; (c) the capacity building activities have been executed by the National Commission for Technical Education (NACTE) in addition to the Tanzania Commission for Universities (TCU); (d) consensus has been generated between MoEST and ministry of finance on the annual financing amounts to the SDF per year to enable its continuity past ESPJ program financing; (e) the Skills Management Information System (SMIS) exists to inform policy and program dialogue on vocational education; (f) the registration of training providers by respective regulatory bodies is now ongoing; and (g) offered programs are being accredited for enhanced quality.			
Promote expansion & quality of labormarket driven skills dev opportunities in select eco sectors				
▶ Direct project beneficiaries (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	23,844.00	55,494.00	44,000.00
Date	15-Jun-2016	30-Apr-2021	15-Dec-2021	30-Jun-2022
Comments	Direct project beneficiaries include trainees that have completed the skills development programs organised by respective providers including government entities; as well as government personnel working in the respective agencies with mandates on vocational and technical education. It has however, been observed that the systems level impacts benefit all students in the vocational and technical education subsector. By the time of preparing this ISR, 10 Vocational Training Colleges (VTCs) and 40 Folk Development Centres (FDCs) had been upgraded with support from ESPJ resulting in significant increase in the number of direct program beneficiaries.			
□ Female beneficiaries (Percentage, Custom Breakdown)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	36.00	50.10	50.10	45.00



Date	15-Jun-2016	30-Apr-2021	15-Dec-2021	30-Jun-2022
<b>► Students benefiting from direct interventions to enhance learning (Number, Corporate)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	23,844.00	55,494.00	44,000.00
Date	30-Jun-2016	30-Apr-2021	15-Dec-2021	30-Jun-2022
Comments	This indicator has been added in response to the World Bank Global Education Practice requirement to have it added to all education projects. It will also assume the same values as the indicator on number of direct beneficiaries.			
<b>□ Students benefiting from direct interventions to enhance learning - Female (Number, Corporate Supplement)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	9,927.00	13,122.00	19,800.00
<b>► PDO 3: Number of trainees completing alternative, TVET and university training programs in key economic sectors (supported by SDF or TVS) (Number, Custom)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	21,742.00	26,946.00	38,000.00
Date	15-Jun-2016	30-Apr-2021	15-Dec-2021	30-Jun-2022
Comments	The verified completers constitute close to 30 percent of the registered trainees by the respective skills development programs being supported.			
<b>□ Of which female (Percentage, Custom Breakdown)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	15.00	48.70	45.00
Date	15-Jun-2016	15-Oct-2019	15-Dec-2021	30-Jun-2022
<b>► PDO 4: Percentage of trainees who did an internship, apprenticeship or entrepreneurship training employed or self-employed one year after training completion (Percentage, Custom)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	45.00
Date	15-Jun-2016	30-Apr-2021	15-Dec-2021	30-Jun-2022
Comments	The employability status of the first cohort of trainees will be assessed by December 31, 2021. The detailed analysis of SDF data base showed that the 2019/2020 trainees' cohort constituted 5,639 (42.5% female) beneficiaries and are thus eligible to furnish the status on PDO 4. A phone based survey to be conducted in December to update the status.			

#### Intermediate Results Indicators by Results Areas



System Level: Strengthening the Institutional Capacity of the Skills Development System

► IR 1.2: Skills Development Fund operational (Yes/No, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	No	Yes	Yes	Yes
Date	15-Jun-2016	15-Oct-2019	30-Jun-2021	30-Jun-2021
Comments	This indicator was successfully achieved.			

► IR 1.3: Trainee Voucher Scheme operational (Yes/No, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	No	Yes	Yes	Yes
Date	15-Jun-2016	15-Oct-2019	15-Oct-2019	30-Jun-2021
Comments	This indicator was successfully achieved.			

► IR 1.4: Completion of annual capacity building activities for program institutions as set forth in the POM (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	100.00	100.00	100.00
Date	15-Jun-2016	30-Apr-2021	30-Apr-2021	30-Jun-2022
Comments	Capacity building program is being implemented. 2,509 out of 2217 end of the program target have received training - target exceeded.			

The Capacity Building Addendum Plan (CBAP) developed (Yes/No, Custom Supplement)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	No	Yes	Yes	Yes

VCTs and FDCs with at least 6 management and technical staff trained on the specified training modules of the CBAP (Number, Custom Supplement)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	60.00

► IR 1.5: At least Tshs. 1 billion in the Recipient's FY2020/21 budget has been deposited into the SDF and/or the NACTE accounts (Amount(USD)) (Amount(USD), Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	432,291.00
Date	15-Jun-2016	30-Apr-2021	30-Apr-2021	30-Jun-2021
Comments	This indicator is undergoing verification by IAG. The update will be provided at the next reporting cycle.			





<input type="checkbox"/> At least Tshs. 1.1 billion in the Recipient's FY2021/22 budget has been deposited into the SDF and/or the NACTE accounts. . (Amount(USD), Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	475,520.00
<b>► IR 1.6: Sector Skills Councils established (Number, Custom)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	6.00	6.00	4.00
Date	15-Jun-2016	30-Apr-2021	30-Apr-2021	30-Jun-2021
Comments	The 6 established SSCs continue to be functional, have established secretariats and are leveraging additional resources to support their operations is ongoing. This is enabled by a running MoU between MoEST and the Private Sector Foundation (PSF). Efforts to develop an enabling policy for the SSCs and other structures to support the functionality of the skills development strategy are ongoing.			
<b>► IR 1.7: Training providers submitting complete data set upon agreed variables list in POM to TCU, NACTE, and TCU records/SMIS (Number, Custom)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	1,725.00	1,725.00	1,540.00
Date	15-Jun-2016	30-Apr-2021	15-Dec-2021	30-Jun-2022
Comments	The completion status of 1,725 institutions submitting data against a program target of 1,540 indicates the overall ESPJ target has been surpassed by 12%.			
<b>► IR 1.8: Skills Management Information System is operational at ministry, NACTE, VETA, TCU and training provider level (Yes/No, Custom)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	No	Yes	Yes	Yes
Date	15-Jun-2016	30-Apr-2021	30-Apr-2021	30-Jun-2021
Comments	This indicator target is fully achieved. The quality of data has significantly improved and the system is fully functional. The TVET second draft of the 2020 Indicators report has been reviewed by the World Bank and nearing completion. Dissemination is planned by end August 2021.			
<input type="checkbox"/> The Recipient's 2020 TVET Indicators Report has been produced from the SMIS data and disseminated. (Yes/No, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	No	No	No	Yes
<b>► IR 1.9: Number of training providers fully registered by relevant regulatory body (total and disaggregated by vocational, technical and university level) (Number, Custom)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	235.00	1,725.00	1,725.00	335.00
Date	15-Jun-2016	30-Apr-2021	30-Apr-2021	30-Jun-2022



Comments	The 1,725 registered providers is far higher than the 335 end target (414% above end target) - which indicates higher uptake of the registration system by the training providers than what had been anticipated.			
<b>► IR 1.10. Training programs receiving full accreditation by relevant regulatory body (total and disaggregated by vocational, technical and university levels) (Number, Custom)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	82.00	135.00	250.00
Date	10-Mar-2020	15-Dec-2020	15-Dec-2021	30-Jun-2022
Comments	Programs accreditation is moving slower than had been planned by NACTE and VETA; and the target is likely not to be met. The possibility of reducing this target will be explored during the planned restructuring in addition to deeper appreciation of the bidding constraints to faster accreditation of programs.			

Service Delivery: Promoting Expansion & Quality of LaborMarket Driven Skills Dev in select eco sector				
<b>► IR 2.1: Training programs receiving financing from the Skills Development Fund (Number, Custom)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	82.00	97.00	110.00
Date	30-Jun-2016	30-Apr-2021	15-Dec-2021	30-Jun-2022
Comments	97 Programs are now receiving financing from SDF against the overall target of 110.			
<b>► IR 2.3: NACTE, VETA or industry certified training programs under the four SDF training windows set forth in the POM. (Number, Custom)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	82.00	135.00	110.00
Date	15-Jun-2016	30-Apr-2021	15-Dec-2021	30-Jun-2022
Comments	As an integral part of the TVET quality enhancement reforms, all programs accreditation was devolved to NACTE.			
<b>□ Of which NACTE (Number, Custom Breakdown)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	135.00	60.00
Date	30-Jun-2016	30-Apr-2020	15-Dec-2021	30-Jun-2022
<b>□ Of which VETA (Number, Custom Breakdown)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	50.00
Date	30-Jun-2016	30-Apr-2021	15-Dec-2021	30-Jun-2022



► IR 3.2 Trainees enrolled in alternative, TVET and university training programs in key economic sectors funded by the Skills development Fund or the Trainee Voucher Scheme (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	21,742.00	27,104.00	38,000.00
Date	16-Mar-2020	30-Apr-2021	15-Dec-2021	30-Jun-2022
Comments	While the overall target for training Windows 1-3 remains achievable, the target for the innovations window (Window 4) may not be achieved in the remaining timeframe.			
<input type="checkbox"/> Of which female (Number, Custom Breakdown)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	11,306.00	13,497.00	17,000.00
Date	30-Jun-2016	30-Apr-2021	15-Dec-2021	30-Jun-2022
<input type="checkbox"/> SDF beneficiaries who have completed training program in windows 1-3 set forth in the POM. (Number, Custom Breakdown)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	21,742.00	26,946.00	32,000.00
Date	30-Jun-2016	30-Apr-2021	15-Dec-2021	30-Jun-2022
<input type="checkbox"/> SDF beneficiaries who have completed innovative /e-learning programs in window 4 set forth in the POM. (Number, Custom Breakdown)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	6,000.00
Date	10-Mar-2020	30-Apr-2021	15-Dec-2021	30-Jun-2022
► IR 3.3: Beneficiaries of the SDF bursary scheme for vulnerable youth selected through the national Tanzania Social Action Fund (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	2,102.00	2,042.00	4,000.00
Date	16-Mar-2020	30-Apr-2021	15-Dec-2021	30-Jun-2022
Comments	The data cleaning exercise revealed that 60 names had been entered twice which explains the reduction in number of selected beneficiaries. The first batch of thus constituted 2,102 (36.2 percent female) bursary beneficiaries of the overall target of 4000 have enrolled but the proportion of females was much lower than the expected 45%. The selection of enrollees for the second cohort of bursary beneficiaries focused more on females and the verification process of the selected number is still ongoing.			
<input type="checkbox"/> Number female (Number, Custom Breakdown)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	709.00	762.00	1,800.00



Date	15-Jun-2020	30-Apr-2021	15-Dec-2021	30-Jun-2022
<b>► IR 3.4. Trainees enrolled in the FDCs and VTCs that meet MoEST's minimum quality standards (Number, Custom)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	14,888.00	28,548.00	12,000.00
Date	10-Mar-2020	30-Apr-2021	15-Dec-2021	30-Jun-2022
Comments	To date, 14,888 have been enrolled in VTCs that meet the rest of the verifiable standards except one - management and committees trained. The number will be integrated in the results framework as soon as management training is completed consistent with the set verifiable standards.			
<b>□ Number of females (Number, Custom Breakdown)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	6,224.00	6,224.00	5,400.00
Date	10-Mar-2020	30-Apr-2021	30-Apr-2021	30-Jun-2022
<b>► IR 4.1: Number of students benefitting from at least 1 month internship/apprenticeship/work-based opportunities relevant to their field (Number, Custom)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	834.00	1,569.00	5,000.00
Date	15-Jun-2016	30-Apr-2021	15-Dec-2021	30-Jun-2022
Comments	This embraces some of the 4 DLIs that are not progressing well towards the overall target. An action plan has been developed to support acceleration of implementation. Progress made will be assessed during the planned restructuring for possibility of moving the resources to faster moving DLIs.			
<b>□ Trainees who have completed the Structured Engineers Apprenticeship Program ("SEAP") (Number, Custom Breakdown)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	500.00	500.00	2,000.00
Date	10-Mar-2020	30-Apr-2020	15-Dec-2020	30-Jun-2022
<b>□ Trainees who have completed internship/ apprenticeship programs other than SEAP (Number, Custom Breakdown)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	334.00	1,069.00	3,000.00
Date	30-Jun-2016	30-Apr-2020	15-Dec-2020	30-Jun-2022

**Disbursement Linked Indicators**

► DLI 2 DLI 2: Skills Development Fund operational (Process, 7,000,000.00, 100%)



	Baseline	Actual (Previous)	Actual (Current)	Fiscal Year
Value	No	Yes	Yes	Yes
Date	15-Jun-2016	31-Mar-2020	31-Mar-2020	--
<b>Comments</b>	Allocated amount fully disbursed			

► DLI 3 DLI 3: Trainee Voucher Scheme operational (Intermediate Outcome, 7,000,000.00, 100%)

	Baseline	Actual (Previous)	Actual (Current)	Fiscal Year
Value	No	Yes	Yes	Yes
Date	15-Jun-2016	31-Mar-2020	31-Mar-2020	--
<b>Comments</b>	This DLI is fully disbursed.			

► DLI 4 DLI 4: Completion of annual capacity building activities for program institutions as set forth in the POM (Output, 1,241,948.85, 100%)

	Baseline	Actual (Previous)	Actual (Current)	Fiscal Year
Value	No	No	No	Yes
Date	15-Jun-2016	31-Mar-2020	31-Mar-2020	--
<b>Comments</b>	DLRs were added to this DLI.			

► DLI 5 DLI 5: At least Tshs. 1 billion in the Recipient's FY2020/21 budget has been deposited into the SDF and/or the NACTE accounts (Intermediate Outcome, 3,534,775.00, 0%)

	Baseline	Actual (Previous)	Actual (Current)	Fiscal Year
Value	0.00	0.00	0.00	--
Date	15-Jun-2016	31-Mar-2020	31-Mar-2020	--
<b>Comments</b>	DLI has been revised			

► DLI 6 DLI 6: Sector Skills Councils established (Process, 8,031,008.00, 100%)

	Baseline	Actual (Previous)	Actual (Current)	Fiscal Year
Value	0.00	0.00	0.00	4.00
Date	15-Jun-2016	31-Mar-2020	31-Mar-2020	--
<b>Comments</b>	To change allocated amount to SDR consistent with the restructuring.			



► DLI 7 DLI 7: Number of training providers submitting complete data set upon agreed variables list in POM to TCU, VETA, NACTE and TCU records/SMIS (Process, 4,517,442.45, 100%)

	Baseline	Actual (Previous)	Actual (Current)	Fiscal Year
Value	0.00	0.00	0.00	--
Date	15-Jun-2016	31-Mar-2020	31-Mar-2020	--
<b>Comments</b>	New DLR created for this DLI			

► DLI 8 DLI 8.0: Number of students benefiting from at least one-month internship/ apprenticeship work-based opportunities relevant to their field. (Intermediate Outcome, 1,863,239.29, 100%)

	Baseline	Actual (Previous)	Actual (Current)	Fiscal Year
Value	0.00	0.00	0.00	5,000.00
Date	30-Jun-2016	31-Mar-2020	31-Mar-2020	--
<b>Comments</b>	Target changed from 8,000 to 5,000			

► DLI 9 DLI 9: Training programs receiving financing from the Skills Development Fund (Intermediate Outcome, 6,023,256.60, 100%)

	Baseline	Actual (Previous)	Actual (Current)	Fiscal Year
Value	0.00	0.00	0.00	110.00
Date	15-Jun-2016	31-Mar-2020	31-Mar-2020	--
<b>Comments</b>	Additional DLRs added to this DLI with stand alone funds.			

► DLI 10 DLI 10: Trainees enrolled in alternative, TVET and university training programs in key economic sectors funded by the Skills Development Fund or the Trainee Voucher Scheme (Outcome, 8,244,633.63, 100%)

	Baseline	Actual (Previous)	Actual (Current)	Fiscal Year
Value	0.00	0.00	0.00	--
Date	15-Jun-2016	31-Mar-2020	31-Mar-2020	--
<b>Comments</b>	Two DLRs have been introduced to this DLI with stand alone financing			

► DLI 11 DLI 11: Beneficiaries of the SDF bursary scheme for vulnerable youth selected through the national Tanzania Social Action Fund ("TASAF"). (Intermediate Outcome, 1.07, 0%)

	Baseline	Actual (Previous)	Actual (Current)	Fiscal Year
Value	0.00	0.00	0.00	--
Date	--	10-Mar-2020	10-Mar-2020	--



<b>Comments</b>	This is a new DLI
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<b>► DLI 12 DLI 12: Trainees enrolled in FDCs and VTCs that meet MoEST's minimum quality standards. (Intermediate Outcome, 11,311,280.00, 0%)</b>				
	Baseline	Actual (Previous)	Actual (Current)	Fiscal Year
Value	0.00	0.00	0.00	--
Date	--	10-Mar-2020	10-Mar-2020	--
<b>Comments</b>	This is a new DLI			