



Skills Development Project (P145309)

AFRICA EAST | Uganda | Education Global Practice |
IBRD/IDA | Investment Project Financing | FY 2015 | Seq No: 13 | ARCHIVED on 19-Jan-2022 | ISR49233 |

Implementing Agencies: REPUBLIC OF UGANDA, Ministry of Education and Sports, Ministry for Agriculture, Animal Husbandry and Fisheries,
Private Sector Foundation of Uganda

Key Dates**Key Project Dates**

Bank Approval Date: 22-Apr-2015

Effectiveness Date: 28-Oct-2016

Planned Mid Term Review Date: 12-Mar-2019

Actual Mid-Term Review Date: 30-May-2019

Original Closing Date: 31-Aug-2020

Revised Closing Date: 31-Dec-2022

Project Development Objectives

Project Development Objective (from Project Appraisal Document)

The project development objective is to enhance the capacity of institutions to deliver high quality, demand-driven training programs in target sectors.

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

No

Components Table

Name
Component 1: Institutionalizing systemic reforms in skills development:(Cost \$5.13 M)
Component 2: Improving Quality and Relevance of Skills Development:(Cost \$64.21 M)
Component 3: Employer-led short-term training and recognition of prior learning:(Cost \$17.60 M)
Component 4: Project Management, Monitoring and Evaluation:(Cost \$13.06 M)

Overall Ratings

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

Implementation Status and Key Decisions

Despite the COVID 19 related challenges, project implementation has significantly improved since the last reporting period in May/June 2021. There is progress towards achievement of the Project Development Objective (PDO) indicators. Specifically, an increase in the number of students enrolled in target courses and those completing the target professional short courses, and increased beneficiaries of job focused interventions under the skills development fund. About 40 percent of construction sites are now completed.



Risks

Systematic Operations Risk-rating Tool

Risk Category	Rating at Approval	Previous Rating	Current Rating
Political and Governance	☐ Substantial	☐ Substantial	☐ Substantial
Macroeconomic	☐ Substantial	☐ Moderate	☐ Moderate
Sector Strategies and Policies	☐ Substantial	☐ Moderate	☐ Moderate
Technical Design of Project or Program	☐ Substantial	☐ Substantial	☐ Moderate
Institutional Capacity for Implementation and Sustainability	☐ Substantial	☐ Moderate	☐ Moderate
Fiduciary	☐ Substantial	☐ Substantial	☐ Substantial
Environment and Social	☐ Low	☐ Moderate	☐ Moderate
Stakeholders	☐ Substantial	☐ Moderate	☐ Moderate
Other	--	--	--
Overall	☐ Substantial	☐ Substantial	☐ Substantial

Results

PDO Indicators by Objectives / Outcomes

Enhance the capacity of institutions to deliver high quality, demand-driven programs in target sect				
▶ Development of National Occupational Standards for relevant trades/occupations in target sectors (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	25.00	25.00	18.00
Date	01-Sep-2015	30-Jun-2021	30-Nov-2021	30-Dec-2022
Comments:	The labour market survey identified additional occupations standards than envisaged at project design stage. The target for this indicator is therefore exceeded. The occupational standards (OS) were developed with support from the Sector Skills Councils (SSCs). Examples of OS developed include automated machine operator, industrial maintenance mechanic, metal fabrication technician, steel blender, crop and livestock production, soils and materials testing technician, road construction and maintenance technician, bridge construction and maintenance.			
▶ Increased number of new intakes in the targeted training programs (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	674.00	1,361.00	1,567.00	2,772.00



Date	30-Sep-2015	30-Jun-2021	30-Nov-2021	30-Dec-2022
Comments:	This indicator is now on track. MoES plans to enroll additional students February, June and September 2022. The target for this indicator was revised during the project restructuring. The target was reduced from 5,131 to 2,772 due to the reduced time to enroll students following delays in completion of pre-requisite activities such as programs developments, civil works and supply of equipment.			
<input type="checkbox"/> Proportion of female intakes in the targeted training programs (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	15.00	26.00	25.00	20.00
<input checked="" type="checkbox"/> Improved participation of employers in skills training programs (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	82.50	89.60	89.60	90.00
Date	01-Feb-2015	30-Jun-2021	30-Nov-2021	30-Dec-2022
Comments:	Based on assessment conducted in November 2020 by the PSFU to inform an ongoing impact study for the skills development facility (Component 3).			
<input checked="" type="checkbox"/> Satisfaction with skills by trainees in supported firm disaggregated by economic sectors and size (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	6.00	94.60	94.60	70.00
Date	01-Sep-2015	30-Jun-2021	30-Nov-2021	30-Dec-2022
Comments:	Data based on the completed impact study of the skills development facility.			
<input checked="" type="checkbox"/> Beneficiaries of job-focused interventions (Number, Corporate)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	76,909.00	82,247.00	75,132.00
Date	30-Sep-2015	30-Jun-2021	30-Nov-2021	30-Dec-2022
Comments:	Number of beneficiaries under the skills development facility, Component 3.			
<input type="checkbox"/> Beneficiaries of job-focused interventions - Female (Number, Corporate Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	36,147.00	38,985.00	36,284.00



► Students supported for internship, placement and industrial training as prescribed in the curriculum (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	85.00
Date	01-Jul-2020	30-Jun-2021	30-Nov-2021	30-Dec-2022
Comments:	<p>No students under component 2 have been placed on internships yet. The students will be placed for internship from February 2022, once they have completed the required part of the training. The Industrial Advisory Committee at the target colleges are expected to facilitate students' placement for industrial training.</p> <p>This indicator is a new indicator introduced during the project restructuring in July 2020. This indicator measures quality and demand driven nature of the training programs supported by the project.</p>			
► Proportion of entrants who completed targeted short courses (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	62.60	72.00	85.00
Date	08-Sep-2014	30-Jun-2021	30-Nov-2021	30-Dec-2022
Comments:	<p>Preparation of the short courses was completed. 507 out of the 701 enrolled students completed short courses, which is 72% completion rates. Uptake and completion of these courses is expected to significantly improve since the Government has allocated a bursary subsidy.</p>			

Overall Comments

Generally, there is improved progress towards achievement of the PDO indicators. Assuming training institutions remain open, MoES is likely to achieve the outstanding targets for students enrollment and internships.

Intermediate Results Indicators by Components

Component 1: Institutionalizing systemic reforms in skills development				
► Management Information System for BTJET sector established and functional (Yes/No, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	No	No	No	Yes
Date	01-Sep-2015	30-Jun-2021	30-Nov-2021	30-Dec-2022
Comments:	<p>Development of the TVET management information system (MIS) is advanced. MoES will define critical data points that the TVET institutions must complete and update periodically. Once completed, among other functions, the system is expected to support a graduate tracking system (tracer studies) for the target colleges, and have the ability to generate 'real time' or on demand reports to inform planning, budgeting and decision making for the TVET sub-sector. The indicator will be confirmed once the sample on demand reports are generated.</p>			



▶ Number of Sector Skills Councils constituted in priority sectors (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	2.00	5.00	5.00	5.00
Date	01-Sep-2015	30-Jun-2021	30-Nov-2021	30-Dec-2022
Comments:	<p>This indicator was reworded during the project restructuring in July 2020: the word 'Established' was replaced with 'Constituted' since 'establishment' would require TVET council regulations which are not yet formulated.</p> <p>Five sector skills councils (SSCs) are instituted and functional: (i) Agriculture Sector Skills Council, (ii) Construction Sector Skills Council, (iii) Manufacturing Sector Skills Council, (iv) Oil and Gas Sector Skills Council and (v) Tourism and Hospitality Sector Skills council.</p>			
▶ Students benefiting from direct interventions to enhance learning (Number, Corporate)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	8,168.00	8,168.00	5,132.00
Date	01-Feb-2015	30-Jun-2021	30-Nov-2021	30-Dec-2022
Comments:	<p>These include existing students enrolled in target colleges and vocational training institutes who are benefiting from an upgrade of learning facilities and staff development.</p>			
□ Students benefiting from direct interventions to enhance learning - Female (Number, Corporate Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	2,969.00	2,969.00	1,283.00

Component 2: Improving Quality and Relevance of Skills Development

▶ Number of competency based training courses developed and validated. (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	25.00	25.00	18.00
Date	01-Sep-2015	30-Jun-2021	30-Nov-2021	30-Dec-2022
Comments:	<p>25 competency based training courses developed and validated.</p>			
▶ Number of CoEs with Industrial Advisory Committee constituted and functional. (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	4.00	4.00	4.00
Date	01-Sep-2015	30-Jun-2021	30-Nov-2021	30-Dec-2022



Comments: The target four (4) colleges being developed into Centers of Excellence (CoE), have established Industry Advisory boards to compensate for the lack of employers representation in the governing councils. This is because current TVET Act strictly regulates composition of the councils and does not allow for 50% employers participation. Also, the target colleges coopt representatives of employers to increase their presence in the councils and engage private sector informally. The TVET Act will be revised in a due course as one of the requirements of the new TVET policy. As such, the wording of the indicator was revised during the restructuring in July 2020, "Number of targeted CoEs with over 50% representation on governing council by employers" to " number of CoEs with Industrial Advisory Committee constituted and functional" .

► Teachers recruited or trained (Number, Corporate)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	102.00	132.00	60.00
Date	01-Sep-2015	30-Jun-2021	30-Nov-2021	30-Dec-2022
Comments:	Total instructors trained trained in the new CBT curriculum. About 132 out of 148 instructors have undergone different levels of training.			

□ Number of teachers recruited (Number, Corporate Breakdown)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	73.00	73.00	60.00
Date	01-Sep-2015	30-Jun-2021	30-Nov-2021	30-Dec-2022

□ Teachers recruited or trained - Female (RMS requirement) (Number, Corporate Supplement)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	12.00	12.00	12.00

Component 3: Employer-led short-term training and recognition of prior learning

► No. of collaboration agreements between enterprises and training providers (Number, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	44.00	753.00	873.00	598.00
Date	01-Sep-2015	30-Jun-2021	30-Nov-2021	30-Dec-2022

► Employers' rating of competency of trained employees (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	35.00	95.80	95.80	75.00
Date	01-Sep-2015	30-Jun-2021	30-Nov-2021	30-Dec-2022



Comments:	The current value is based on an assessment conducted in November 2020 for the impact study of the skills development facility (Component 3).			
► Beneficiaries of job-focused interventions (Number, Corporate)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	76,909.00	82,247.00	75,132.00
Date	30-Sep-2015	30-Jun-2021	30-Nov-2021	30-Dec-2022
Comments:	These are beneficiaries under the Skills Development Facility (SDF), Component 3 of the project.			
□ Beneficiaries of job-focused interventions - Female (Number, Corporate Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	36,147.00	36,147.00	36,284.00

Component 4: Project Management, Monitoring and Evaluation				
► Management information system is fully operational (Yes/No, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	No	No	No	Yes
Date	04-Feb-2019	30-Jun-2021	30-Nov-2021	30-Dec-2022
Comments:	Development of the TVET management information system (MIS) is being finalized. MoES will define critical data points that the TVET institutions must complete and update periodically. Once completed, among other functions, the system is expected to support a graduate tracking system (tracer studies) for the target colleges, and have the ability to generate 'real time' or on demand reports to inform planning, budgeting and decision making for the TVET sub-sector. The indicator will be confirmed once the sample on demand reports are generated.			

Overall Comments

Generally, MoES is on track to achieve most of the intermediate results indicators.

Performance-Based Conditions

Data on Financial Performance

Disbursements (by loan)

Project	Loan/Credit/TF	Status	Currency	Original	Revised	Cancelled	Disbursed	Undisbursed	% Disbursed
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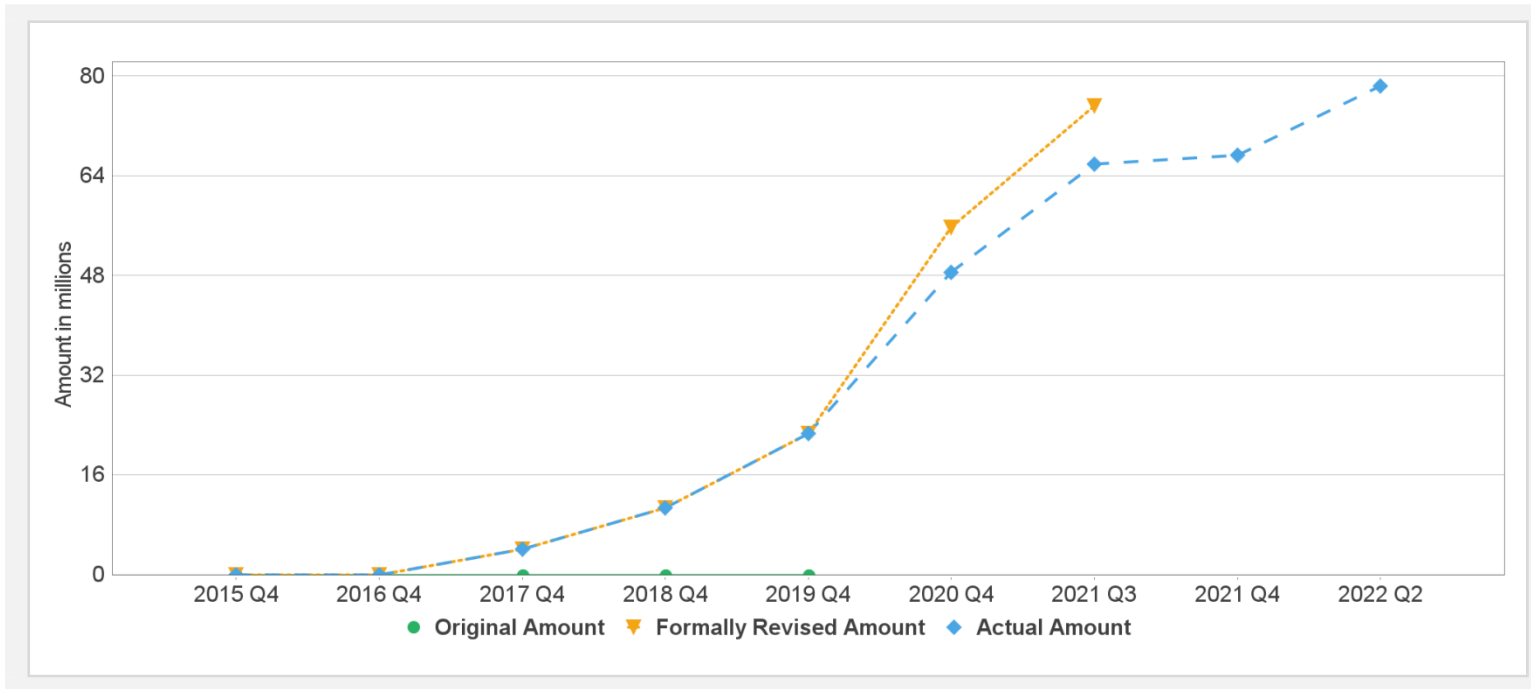


P145309	IDA-56120	Effective	USD	100.00	100.00	0.00	78.43	20.71	<div style="width: 79%; height: 10px; background-color: #4CAF50;"></div>	79%
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Key Dates (by loan)

Project	Loan/Credit/TF	Status	Approval Date	Signing Date	Effectiveness Date	Orig. Closing Date	Rev. Closing Date
P145309	IDA-56120	Effective	22-Apr-2015	24-Jun-2016	28-Oct-2016	31-Aug-2020	31-Dec-2022

Cumulative Disbursements



PBC Disbursement

PBC ID	PBC Type	Description	Coc	PBC Amount	Achievement Status	Disbursed amount in Coc	Disbursement % for PBC
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Restructuring History

Level 2 Approved on 29-Jul-2020 ,Level Approved on 28-Aug-2020 ,Level 2 Approved on 03-Aug-2021

Related Project(s)

There are no related projects.