



Innovation Development and Effectiveness in the Acquisition of Skills (IDEAS) Project (P166239)

AFRICA WEST | Nigeria | Education Global Practice |
IBRD/IDA | Investment Project Financing | FY 2020 | Seq No: 2 | ARCHIVED on 09-Jan-2021 | ISR44764 |

Implementing Agencies: Federal Republic of Nigeria, Federal Ministry of Education

Key Dates**Key Project Dates**

Bank Approval Date: 18-Feb-2020

Effectiveness Date: --

Planned Mid Term Review Date: 01-Dec-2022

Actual Mid-Term Review Date:

Original Closing Date: 30-Jun-2025

Revised Closing Date: 30-Jun-2025

Project Development Objectives

Project Development Objective (from Project Appraisal Document)

To enhance the capacity of the Nigerian skills development system to produce relevant skills for the formal and informal sectors.

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

No

Components Table

Name

Incentivizing partnerships with industry for enhanced quality and labour-market orientation of public Technical Colleges:(Cost \$88.00 M)
Improving skills formation in the informal sector:(Cost \$26.00 M)
Increasing the availability of competent and motivated technical teachers and instructors:(Cost \$30.00 M)
Strengthening the regulatory environment and public management capacities for market-oriented skills development:(Cost \$46.00 M)
Unallocated:(Cost \$10.00 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"/> Moderate

Implementation Status and Key Decisions

This ISR is based on the findings of the first virtual implementation support mission since the COVID-19 pandemic, held between December 7-11, 2020. The project was approved on February 18, 2020, signed by the Government and the World Bank on September 18, 2020 and was issued a legal opinion by the Government on November 10, 2020. The project is nearing effectiveness, currently expected by January 16, 2021.

Project effectiveness and disbursement conditions



The project has met the only effectiveness condition which is the adoption of the Project Implementation Manual (PIM) in the form and substance acceptable to the Bank. It has also met one of two disbursement conditions – establishment of the State Project Steering Committees (SPSCs) and State Project Implementation Units (SPIUs) in all six states supported by the Project. The second disbursement condition which is the signing of at least one subsidiary agreement (SA) is expected in January 2021.

Implementation readiness

Despite the prolonged time between the project approval by the Board (February 2020), project signing (September 2020) and issue of legal opinion (November 2020), the project has benefited from the PPA and overall project implementation progress is on track. Implementation readiness differs amongst project components. The consolidated project workplan and state workplans were discussed during the mission and took into account the time between the Board approval, signing, issue of legal opinion and eventual effectiveness. Capacity building activities in the areas of procurement and safeguards will take place over the next two months.

Key issues: These relate to capacity of the project implementing units, and engagement with the private sector. The capacity of project implementing units will be strengthened in certain areas, including monitoring and evaluation, technical teacher development and apprenticeship. Moreover, the federal project implementing units will have to accelerate their support and coordination with the states on cross-cutting issues, such as innovation grants, capacity building for fiduciary and safeguards issues, establishment of reporting mechanisms. Further engagement of the private sector, especially at the federal level, to form partnerships is critical to the project.

Risks

Systematic Operations Risk-rating Tool

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

Results

PDO Indicators by Objectives / Outcomes

To improve the relevance of skills development in Technical Colleges



► Increase in employers of graduates from project supported TC programs indicating they are satisfied with the performance of the graduates (CE indicator) (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	15.00
Date	30-Jun-2020	14-May-2020	11-Dec-2020	30-Jun-2025
Comments:	Indicator measures the perception about the work-readiness of graduates from Technical Colleges that enter into employment after training. To measure the indicator an employers' perception survey will be conducted at the beginning of the project (once supported programs are approved) to establish the baseline. Only actual and potential employers of graduates from those TVET programs supported through the grant funding under the project will be included in the survey. The survey will be repeated with the same group of employers at the end of the project. "Performance" refers to work-readiness after graduation including technical (theory and practical) skills, digital skills and soft/socio-emotional skills. The indicator is met if the percentage of employees that indicates satisfaction with graduates has increased by at least 15 percentage points compared to the established baseline. The feedback collected will be used to inform project implementation and address grievances.			
► Female enrollment rate in project-supported Technical Colleges programs (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	13.00	13.00	13.00	23.00
Date	30-Jun-2020	14-May-2020	11-Dec-2020	30-Jun-2025
Comments:	Indicator measures the average percentage point increase against baseline of female students enrolled in supported training program across all supported (short- and long-term) programs. This includes also newly introduced programs that were not measured in the baseline. The baseline of 13 percent represents the current average participation rate across TCs. It needs to be verified and specified for the participating TCs, once is the selection of all participating TCs is completed. The indicator is met, if the rate is 10 percentage points over the baseline.			

To improve the relevance of skills development in the informal sector				
► Youth obtaining recognized skills certification after completing an informal apprenticeship (disaggregated by gender) (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	3,000.00
Date	30-Jun-2020	14-May-2020	11-Dec-2020	30-Jun-2025
Comments:	The indicator measures the cumulated number of all apprenticeship completers that were undergoing an apprenticeship training with a master craftsperson in a cluster supported by the project and have successfully undergoing an assessment leading to a NSQF-registered full or unit certification. At least 20% of the number must be female.			

To enhance the capacity of the skills development system to foster relevance in skills development				
► Youth completing supported skills development programs with basic digital skills competencies (disaggregated by gender) (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	60.00



Date	30-Jun-2020	14-May-2020	11-Dec-2020	30-Jun-2025
Comments:	Indicator measures digital skills competencies according to accepted standard measurements of graduates/completers of supported TC programs and informal apprenticeships. The definition and measurement of basic digital skills to be used for measuring this indicator will be disaggregated by type of training, i.e. it will be different for TC graduates and completers of informal apprenticeships. Baseline will be established upon start of intervention and among graduates/completers from the fourth year of project implementation onwards, using standard digital skills measurement tools. Targets measure the percentage of youth with basic digital skills competencies of all youth that have completed supported programs in the year of measurement.			
► Beneficiaries of job-focused interventions (Number, Corporate)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	50,000.00
Date	30-Jun-2020	14-May-2020	11-Dec-2020	30-Jun-2025
□ Direct Project beneficiaries (disaggregated by gender) (Number, Custom Breakdown)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	50,000.00
Date	30-Jun-2020	14-May-2020	11-Dec-2020	30-Jun-2025

Intermediate Results Indicators by Components

Incentivizing partnerships with industry for enhanced labour-market orientation of public Tech.colll				
► Technical Colleges supported with functioning modernized governance body with industry partnership (cumulated) (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	20.00
Date	30-Jun-2020	14-May-2020	11-Dec-2020	30-Jun-2025
Comments:	Indicator counts the number of TCs supported under the project, in which a Governing Board has been formally established and is functional in accordance with the standards and functions defined in the IDEAS Project Implementation Manual (PIM). A Governing Board is considered functional when (1) the government agency, under which the TC is operating has officially appointed the Board through a written notice and appointed its members; (2) the Board has met at least two times during the previous 12 months and has compiled and adopted minutes of these meetings. Each Governing Board that is functional during the previous 12 months will be counted each year.			
► Training programs in supported Technical Colleges delivered and monitored in partnership with the private sector (cumulated) (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	40.00
Date	30-Jun-2020	14-May-2020	11-Dec-2020	30-Jun-2025



Comments: The indicator measures the cumulated number of training programs delivered in supported TCs that have been subject to improvement through any of the following: curriculum revision; upgrading/revision of teaching and learning material; workshop/lab upgrading; or improvement of internship management. The improvement must have been planned and implemented with involvement of the industry partner(s), as stipulated in the MoU.

► Fully functioning upgraded workshops/labs in supported TCs (cumulated) (Number, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	55.00
Date	30-Jun-2020	14-May-2020	11-Dec-2020	30-Jun-2025

Comments: The indicator measures the cumulated number of training workshops and training labs in supported TCs to be upgraded under the project, for which the upgrading has been completed in accordance with the IDP and which are in use for training.

► TCs supported with reporting and referral mechanisms for GBV affected youth (Citizens Engagement Indicator) (cumulated) (Number, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	25.00
Date	30-Jun-2020	14-May-2020	11-Dec-2020	30-Jun-2025

Comments: Indicator counts number of TCs that have developed policies to deal with GBV accepted by the NPSC and the World Bank.

Improving skills formation in the informal sector

► Master craftspersons supported by the project certified as assessors/verifiers - at least 20 females (cumulated) (Number, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	3,000.00
Date	30-Jun-2020	14-May-2020	11-Dec-2020	30-Jun-2025

Comments: Indicator counts the cumulated number of master craftspersons (MCP) that have undergone NSQF-compliant assessor training and have subsequently been certified by NBTE as assessor under the NSQF. At least 20% of a MCPs certified as assessors must be female. To be counted, MCPs must not necessarily be from a supported cluster.

► Youths supported by the project completing informal apprenticeship training with foundational (literacy and maths) skills (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	60.00
Date	30-Jun-2020	14-May-2020	11-Dec-2020	30-Jun-2025

Comments: The indicator captures the percentage of all youths in project-supported clusters having completed apprenticeship training with a MCP demonstrating basic foundational skills according to a standard literacy and numeracy assessment. Completion of apprenticeship training is defined as having been undergoing the relevant NSQF-based trade assessment irrespective of whether the candidate passed or failed. Literacy refers to the ability to read and write information necessary for the beneficiary's job role, while numeracy refers to the ability of the candidate to apply arithmetic and mathematical skills required



for his job role. The indicator measures foundational skills of those youth that completed in the year of measurement.				
► Evaluation conducted on the impact of the enhancement of informal apprenticeship and foundational skills training on labour market outcomes and business dev. according to agreed work plan (CE indicat (Text, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	None	None	None	Work plan completed
Date	30-Jun-2020	14-May-2020	11-Dec-2020	30-Jun-2025
Comments:	The indicator captures whether defined steps of the impact evaluation plan related to the informal apprenticeship and foundational skills training interventions are successfully completed at the planned point in time. The impact evaluation plan will be drawn up and approved during the first year of project implementation. The findings of the study will be used to inform project implementation and address grievances.			

Increasing the availability of competent and motivated tech.teachers and instructors				
► Human Resource Strategy for skills development endorsed by NPSC (Yes/No, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	No	No	No	Yes
Date	30-Jun-2020	14-May-2020	11-Dec-2020	30-Jun-2025
Comments:	Indicator is met when the NPSC has endorsed the strategy. The strategy must at least address the issues: (i) estimates of future demand for technical teachers and instructors in Nigeria considering current vacancies, expected retirements and skills development growth prospects; (ii) work conditions and career path for technical teachers and instructors; (iii) entry requirements into the technical teachers and instructors profession; (iv) deployment policies at federal and state-levels; (v) pre-service training needs analysis and development strategies; (vi) in-service training needs analysis and delivery strategies; (vii) development of a continuous professional development (CPD) system for technical teachers and instructors.			
► Technical teachers and instructors participating in supported skills upgrading programs (at least 20 percent female) (cumulated) (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	2,500.00
Date	30-Jun-2020	14-May-2020	11-Dec-2020	30-Jun-2025
Comments:	The indicator counts the technical teachers and instructors that have participated in in-service skills upgrading programs that are developed and/or implemented with funding from the project. Technical teachers and instructors to be counted can be employed in any public or private Technical College, whether accredited or not accredited, or any other registered skills acquisition centre in Nigeria. Programmes to be attended can be resident or distance-education/online programs, but TTIs must have completed the program to be counted. In case, a teacher or instructor has attended and completed more than one program, he or she will only be counted once.			
► Assessment of technical teachers' performance developed and implemented (Text, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target



Value	None	None	None	Assessment conducted and results published
Date	30-Jun-2020	14-May-2020	11-Dec-2020	30-Jun-2025
Comments:	The indicator is achieved, if (a) an assessment instrument for the performance of technical teachers and instructors has been developed and piloted in accordance with international best practice, and (b) on the basis of the new assessment instrument two assessments have been conducted.			
► Technical teachers and instructors training courses in pre-and in-service programs that are enriched with technology-enabled teaching and learning instruments (cumulated) (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	10.00
Date	30-Jun-2020	14-May-2020	11-Dec-2020	30-Jun-2025
Comments:	Indicators refers to pre- and in-service training courses for TTIs that have been newly developed and enriched with technology-enabled teaching and learning resources (e.g. e-learning, video, audio, computer-based multi-media, computer-based assessment, etc.). Courses or programs eligible to be counted may lead to a full qualification, represent a module towards a full qualification or be a stand-alone course. They can be related to technical or methodological/pedagogical skills upgrading. To be counted, a course must have been implemented, or started to be implemented, and attended by at least 20 TTIs.			

Strengthening the regulatory envi. and public management capacities for market-oriented skills level				
► Sector Skills Councils operational (cumulated) (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	3.00	3.00	3.00	12.00
Date	31-Jul-2020	14-May-2020	11-Dec-2020	30-Jun-2025
Comments:	The indicator is measured by the cumulated number of formally inaugurated Sector Skills Councils (SSCs) that have an approved work plan and must have convened at least twice. Mandate and membership of the SSCs must be in line with the relevant regulations set by the NBTE.			
► Improved and NSQF – recognised TC curricula reflecting digital skills requirements in the labour market (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	15.00
Date	30-Jun-2020	14-May-2020	11-Dec-2020	30-Jun-2025
Comments:	The indicator measures the number of curricula, based on NSQF-aligned National Occupational Standards, that have any of the following characteristics: (a) represent skills needed to qualify for a specific ICT occupation; (b) is related to a traditional trade or occupational specialization but includes specific modules on digital competences required in that specific trade; (c) is related to a traditional trade or occupational specialization but includes specific modules that increases the overall digital literacy of students.			
► Technical teachers and instructors in technical colleges and skills acquisition centers certified as NSQF assessors or verifiers (cumulated) (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target



Value	0.00	0.00	0.00	800.00
Date	31-Jul-2020	14-May-2020	11-Dec-2020	30-Jun-2025
Comments:	Indicator counts the cumulated number of TTIs from any public or private TC, IEI, VEI or tertiary TVET institution, and from any accredited or registered public or private skills acquisition centre that have been certified as assessors under the NSQF.			
► Nigeria Skills Development Reports published (cumulated) (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	2.00
Date	30-Jun-2020	14-May-2020	11-Dec-2020	30-Jun-2025
Comments:	Indicator is achieved when NBTE has compiled and published an annual skills report for Nigeria, that at least includes the following information: (i) Management data (enrolment, completers, programs delivered, teaching staff, etc) of accredited TCs, tertiary TVET institutions and other skills acquisition centers for which information is available; (ii) activities of the Government of Nigeria to strengthen skills development; (iii) plans and strategies developed during the reporting period for the further development of skills development in Nigeria; (iv) findings from relevant research and evaluations; (v) progress in the implementation of the NSQF (NOS, curricula, assessors accredited, certification, operations of SSCs); any other information relevant to inform the interested public (government, private sector, academia, general public) about the recent performance of the Nigerian skills system. Furthermore, the reports need to include results from representative sample tracer studies.			
► Tracer Studies conducted. The findings of the study will be used to inform project implementation and address grievances. (cumulated) (CE indicator) (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	2.00
Date	29-Jun-2020	14-May-2020	11-Dec-2020	30-Jun-2025
Comments:	Indicator is achieved if two tracer studies have been conducted of TVET graduates and completers. As a minimum, the tracer studies have to include a representative sample of TC graduates and completers of supported informal apprenticeship training, but preferably the tracer studies should cover a larger part of the TVET completers universe. The methodology for the tracer studies must have been approved by the World Bank and should be based on technology-enabled instruments (e.g. SMS-based) for increased effectiveness, efficiency and sustainability. To be counted against the target, the results of the tracer studies must have been made publicly available.			

Performance-Based Conditions

Data on Financial Performance

Disbursements (by loan)

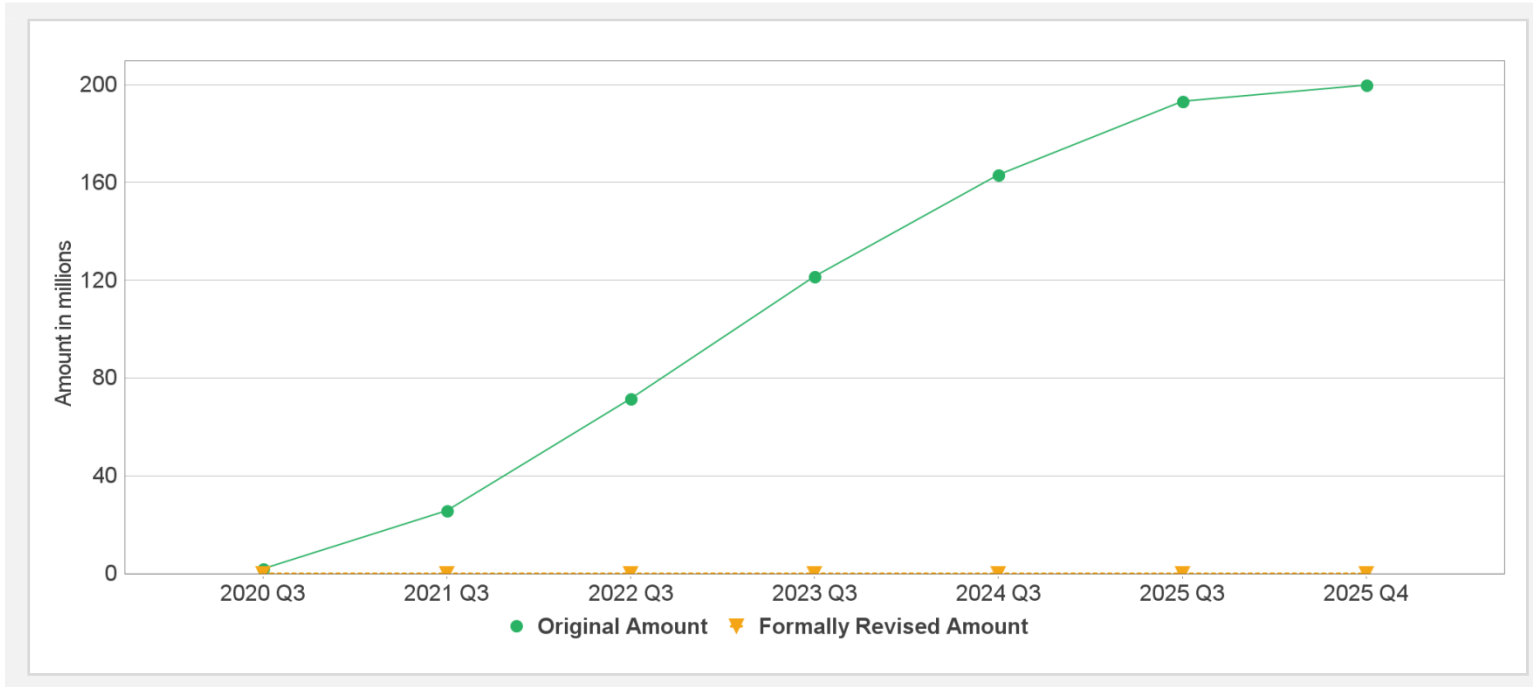
Project	Loan/Credit/TF	Status	Currency	Original	Revised	Cancelled	Disbursed	Undisbursed	% Disbursed
P166239	IDA-65140	Not Effective	USD	200.00	200.00	0.00	0.00	208.40	0%

Key Dates (by loan)



Project	Loan/Credit/TF	Status	Approval Date	Signing Date	Effectiveness Date	Orig. Closing Date	Rev. Closing Date
P166239	IDA-65140	Not Effective	18-Feb-2020	18-Sep-2020	--	30-Jun-2025	30-Jun-2025

Cumulative Disbursements



PBC Disbursement

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

Restructuring History

There has been no restructuring to date.

Related Project(s)

There are no related projects.