



Gabon - Skills Development and Employability Project (P146152)

AFRICA | Gabon | Education Global Practice |
IBRD/IDA | Investment Project Financing | FY 2016 | Seq No: 9 | ARCHIVED on 30-Jun-2020 | ISR42269 |

Implementing Agencies: Gabon Skills Development Project, Gabon Skills Development Project

Key Dates

Key Project Dates

Bank Approval Date: 10-Feb-2016

Effectiveness Date: 13-Dec-2016

Planned Mid Term Review Date: 25-Mar-2019

Actual Mid-Term Review Date: 08-Nov-2018

Original Closing Date: 31-Dec-2021

Revised Closing Date: 31-Dec-2021

Project Development Objectives

Project Development Objective (from Project Appraisal Document)

The objective of the project is to improve effectiveness of vocational training, short term skills development, and entrepreneurship programs in key growth sectors in the Gabonese Republic.

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

No

Components Table

Name

Component 1. Extension of Training Supply and Quality Improvement in TVET in key growth sectors:(Cost \$34.65 M)

Component 2. Employability Development, Youth Integration and Entrepreneurship Promotion:(Cost \$17.93 M)

Component 3. Institutional Capacity Support and Project Implementation:(Cost \$7.00 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 Unsatisfactory	<input type="checkbox"/> Moderately Satisfactory
Overall Risk Rating	<input type="checkbox"/> Moderate	<input type="checkbox"/> Substantial

Implementation Status and Key Decisions

This ISR is based on findings from the virtual implementation support mission carried out in May 2020 as well as the technical missions undertaken in December 2019, January and March 2020. The project closing is December 31, 2021.

Overall implementation and project management: Following the project restructuring (April 30, 2019) and the last implementation support mission (ISM) in September 2020, the mission has observed many improvements. Sub-Component 1.1 on construction of two new training centers



in Construction and Public Works (CPW) and Information and Communication Technology (ICT) sectors and Sub-Component 1.2 on rehabilitation of vocational schools has finally been initiated. However, the delays on the implementation schedule since the commencement of the project are not fully caught yet. The activities under the other subcomponents are still on track to achieve expected results. The disbursement of the restructured project reached 50.4% on May 31, 2020. A new Project coordinator has been recruited and has been in place since March 2020. The dynamism, proactivity and responsiveness of the new management team has been acknowledged by both the Ministry of Employment, Civil Service, Labor and Vocational Training in charge of Social Dialogue (MEFPTFPDS) and the World Bank mission. The mission also acknowledged the full engagement and support of the Minister of MEFPTFPDS, who has extensively participated in the virtual mission. The mission has been informed that the activities have been largely disrupted by the occurrence of the COVID-19 epidemic both at the project coordination level and the activity level. It is anticipated that the epidemic will continue to pose significant difficulties in the coming months.

Ratings: The overall project implementation progress has been upgraded from Moderately Unsatisfactory to Moderately Satisfactory as the required key actions were mostly completed as explained above. This progress has been achieved despite the disruption caused by the outbreak of the COVID-19 epidemic. The current pace of implementation must be maintained over the next few months to complete the pending activities and compensate for the delays experienced in the past.

Implementation support: The World Bank team has intensified implementation support to boost the pace of implementation. In addition to audio and video conferences, since the last supervision mission in September 2019, four technical missions have been carried out. The team will continue to intensify the close support and will continue to monitor implementation progress.

Progress of activities: The critical paths for each key project activities have been reviewed and updated. The Minister stressed the construction of the two new centers as high priority for the Government and its dedication to support the opening and operationalization of the two centers by October 2021.

Sub-Component 1.1. After the request from the current Government on the integration of wood processing to the new training center, the design and architectural studies were updated, the environmental and social impact assessment were completed, the procurement of the construction company was completed. The contract was finally signed on June 11, 2020.

Sub-Component 1.2 is progressing well as the architectural and design studies as well as environmental and social impact notices have been completed. The bidding documents for the rehabilitations are under preparation/finalization by the Client.

The Component 2 is progressing reasonably well, given the current pandemic. Both programs are heavily affected by COVID-19, with a significant number of apprenticeship and internship activities interrupted due to the COVID-19 epidemic, especially in Libreville. 2,199 youth (including 839 girls) had been registered in apprenticeship program. 2,938 youth had been registered in internship program. For the *Formation Adaptation* program (FAJ), 123 youth have been registered. The mission recommended further acceleration of this program. The training in the Entrepreneurship program must also to be accelerated. To date, 215 youth have been trained in entrepreneurship; eight business plans are being implemented. Sixty-eight selected simplified business plans are being finalized.

Component 3 is progressing relatively well as all institutional strengthening activities are on track. Achievement on the indicator for number of youths who have registered in the job seekers database established by the National Office of Employment (ONE) is at 31,000, exceeding the end target. Procurement of firms in charge of evaluation studies (tracer study and dual apprenticeship study) is ongoing.

Financial Management and Procurement. The financial management and the procurement ratings continue to be Moderately Satisfactory and the procurement risk is still Substantial.

Monitoring and Evaluation rating is still Moderately Satisfactory with a functional monitoring tool for activities and results which allows data monitoring on a weekly basis.

Environmental and Social Safeguards: The implementation of the environmental and social safeguards measures agreed in the Environmental and Social Management Framework Plan for the project is considered Moderately Satisfactory. The mission noted with satisfaction that significant efforts have been made by PRODECE to implement the recommendations from the last mission.

COVID-19. As mentioned above, the project is heavily impacted by COVID-19 due to border closures, curfews limiting working hours and especially the complete or partial closure of craft units and enterprises, as well as schools and training centers. The different actions required to mitigate the risks associated with the pandemic before and during containment were discussed. New activities will be introduced in the budgeted annual work plan. These mainly involve the provision of additional personal protective equipment such as gloves, masks, hair covers, gowns, shoe covers, disinfectant gels for the youth and, to the extent possible, tools to enable distance and remote services for the ONE and national training agency (ANFPF). At the level of METFPDS, a rapid survey on the impact of COVID on employment in the formal and informal sectors has been agreed.

Risks

Systematic Operations Risk-rating Tool

Risk Category	Rating at Approval	Previous Rating	Current Rating
Political and Governance	□ Moderate	□ Moderate	□ Moderate



Macroeconomic	□ Moderate	□ Moderate	□ Moderate
Sector Strategies and Policies	□ Moderate	□ Moderate	□ Moderate
Technical Design of Project or Program	□ Moderate	□ Moderate	□ Moderate
Institutional Capacity for Implementation and Sustainability	□ High	□ High	□ High
Fiduciary	□ High	□ Substantial	□ Substantial
Environment and Social	□ Low	□ Moderate	□ Moderate
Stakeholders	□ High	□ High	□ High
Other	--	--	□ Substantial
Overall	□ Substantial	□ Moderate	□ Substantial

Results

PDO Indicators by Objectives / Outcomes

Improve effectiveness of vocational training, short-term skills development, and entrepreneurship				
▶ Direct project beneficiaries (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	5,324.00	6,250.00	12,573.00
Date	19-Jan-2015	12-Sep-2019	29-May-2020	31-Dec-2021
Comments:				
□ Female beneficiaries (Percentage) (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	50.00	41.00	30.00
▶ Youth who have completed apprenticeship program (percentage) (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	20.00	26.00	70.00
Date	01-Jan-2016	12-Sep-2019	29-May-2020	31-Dec-2021
□ Percentage Female (Percentage, Custom Breakdown)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	68.00	38.00	30.00



Date	01-Jan-2015	12-Sep-2019	29-May-2020	31-Dec-2021
▶ Youth who completed internship program (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	72.00	78.00	90.00
Date	01-Jan-2016	12-Sep-2019	29-May-2020	31-Dec-2021
□ Percent Female (Percentage, Custom Breakdown)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	60.00	56.00	30.00
Date	01-Jan-2016	12-Sep-2019	29-May-2020	31-Dec-2021
▶ TVET institutions with functioning board of Directors (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	6.00
Date	19-Jan-2015	12-Sep-2019	29-May-2020	31-Dec-2021
Comments:	Reform not implemented yet; pending approval of the regulatory texts on the governance of TVET institutions. The approval is expected in the end of March 2020.			
▶ Number of public-private joint management agreements signed. (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	4.00
Date	19-Jan-2015	12-Sep-2019	29-May-2020	31-Dec-2021
Comments:	Reform not implemented yet; pending approval of the regulatory texts on the governance of TVET institutions.			
▶ Share of youth having completed a training (apprenticeship or internship) supported by the project employed or self employed one year after the end of the program (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	11.00	20.00	50.00
Date	28-Dec-2018	12-Sep-2019	29-May-2020	31-Dec-2021
□ Percentage Female (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target



Value	0.00	45.00	12.00	30.00
► Number of Youth having started the implementation of income generation projects (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	8.00	300.00
Date	28-Dec-2018	12-Sep-2019	29-May-2020	31-Dec-2021

Intermediate Results Indicators by Components

Component 1. Extension of Training Supply and Quality Improvement in TVET in key growth sectors				
► Adoption by Government of a regulatory Framework on the Management of TVET institutions (Yes/No, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	No	No	No	Yes
Date	28-Dec-2018	12-Sep-2019	29-May-2020	31-Dec-2021
Comments:	Regulatory framework currently still under consultation and validation.			
► Youth enrolled in the TVET institutions supported by the project in the two priority sectors (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	2,200.00
Date	19-Jan-2015	12-Sep-2019	29-May-2020	31-Dec-2021
Comments:	The new sectoral centers are expected to open in October 2021. The construction firm has been selected. Negotiations were completed and the contract will be signed in the coming days.			
□ Percentage Female (Number, Custom Breakdown)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	30.00
Date	19-Jan-2015	12-Sep-2019	29-May-2020	31-Dec-2021
► Number of youth enrolled in restructured vocational institutions (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	2,800.00
Date	19-Jan-2015	12-Sep-2019	29-May-2020	31-Dec-2021



Comments:	The Environmental and Social Impact Notes are being finalized. Related bidding documents are also under finalization by the project team.			
<input type="checkbox"/> Percentage Female (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	30.00
<input checked="" type="checkbox"/> Number of programs which have revised and implemented curricula (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	25.00
Date	19-Jan-2015	12-Sep-2019	29-May-2020	31-Dec-2021
Comments:	The new curricula have been developed and adopted.			

Component 2. Employability Development, Youth Integration and Entrepreneurship Promotion				
<input checked="" type="checkbox"/> Number of youth enrolled in dual apprenticeship program in urban area (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	1,959.00	2,199.00	2,400.00
Date	19-Jan-2015	12-Sep-2019	29-May-2020	31-Dec-2021
Comments:	2,199 youth have benefited from the apprenticeship program.			
<input type="checkbox"/> Percentage Female (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	38.00	40.00	35.00
<input checked="" type="checkbox"/> Number of youth enrolled in internship program (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	3,261.00	3,836.00	4,300.00
Date	19-Jan-2015	12-Sep-2019	29-May-2020	31-Dec-2021
Comments:	3836 youth have benefited from internship program.			
<input type="checkbox"/> Percentage Female (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	59.00	62.00	55.00



▶ Number of youth trained in entrepreneurship program having elaborated an income generating project (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	123.00	215.00	873.00
Date	19-Jan-2015	12-Sep-2019	29-May-2020	31-Dec-2021
Comments:	215 youth have developed an income generating project (business plan)			
□ Percentage Female (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	23.00	37.00	35.00

Component 3. Institutional Capacity Support and Project Implementation				
▶ Number of youth who have registered in the job seekers database established by ONE (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	18,963.00	31,000.00	20,000.00
Date	19-Jan-2015	12-Sep-2019	29-May-2020	31-Dec-2021
Comments:	31,000 job seekers were registered in ONE's data base in May 2020.			
▶ Availability of a survey on youth who have completed internship (Tracer study) (Yes/No, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	No	No	No	Yes
Date	19-Jan-2015	12-Sep-2019	29-May-2020	31-Dec-2021
Comments:	The technical proposal form the firm is currently under evaluation.			
▶ Availability of an evaluation of the dual apprenticeship program (Yes/No, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	No	No	No	Yes
Date	19-Jan-2015	12-Sep-2019	29-May-2020	31-Dec-2021
Comments:	The technical proposal form the firm is currently under evaluation.			

Performance-Based Conditions



Data on Financial Performance

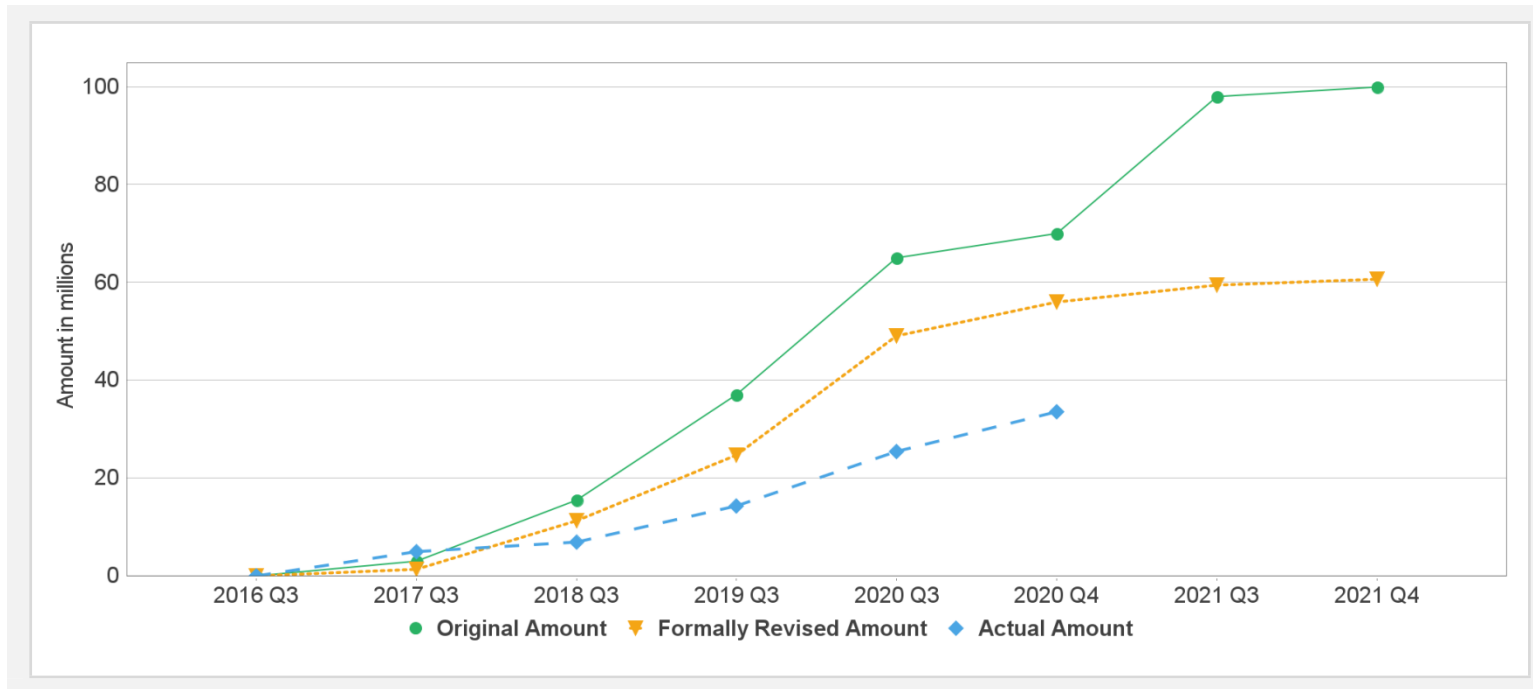
Disbursements (by loan)

Project	Loan/Credit/TF	Status	Currency	Original	Revised	Cancelled	Disbursed	Undisbursed	% Disbursed
P146152	IBRD-85820	Effective	USD	100.00	63.12	36.88	33.75	31.31	52%

Key Dates (by loan)

Project	Loan/Credit/TF	Status	Approval Date	Signing Date	Effectiveness Date	Orig. Closing Date	Rev. Closing Date
P146152	IBRD-85820	Effective	10-Feb-2016	13-Apr-2016	13-Dec-2016	31-Dec-2021	31-Dec-2021

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 19-Apr-2019

Related Project(s)

There are no related projects.
