



## Gabon - Skills Development and Employability Project (P146152)

AFRICA | Gabon | Education Global Practice |  
IBRD/IDA | Investment Project Financing | FY 2016 | Seq No: 8 | ARCHIVED on 29-Dec-2019 | ISR40022 |

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

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	● Moderately Satisfactory	● Moderately Satisfactory
Overall Implementation Progress (IP)	● Moderately Unsatisfactory	● Moderately Unsatisfactory
Overall Risk Rating	● Moderate	● Moderate

### Implementation Status and Key Decisions

This ISR is based on findings from the implementation support mission carried out in September 2019 as well as the technical mission in December 2019.

Progress towards achievement of the PDO continues to be Moderately Satisfactory. The indicators and the target values after project restructuring are well aligned with the restructured activities. As such, the Project is well positioned to achieve the project development objective.



The overall implementation progress rating continues to be Moderately Unsatisfactory as the Project is still behind schedule, especially Sub-Component 1.1 (construction of two new training centers in CPW and ICT sectors). The project management rating has been upgraded from Moderately Unsatisfactory to Moderately Satisfactory. The project coordinator is being replaced. The recruitment is currently at the evaluation stage. In the meantime, the Government appointed the general coordinator of all external funded projects within the Ministry of Employment, Civil Service, labor and Vocational Training, in charge of Social Dialogue to act as interim project coordinator. As of today, no major project management issues have been noted.

The 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, two World Bank technical missions have been carried out. Other technical missions are planned in January and February before the official implementation support mission in March 2020. The team is closely monitoring the implementation progress and an upgrade of the overall implementation progress rating to Moderately Satisfactory is envisaged if identified critical actions under Sub-Component 1.1 are completed by end March 2020. Sub-Component 1.2 progresses well as the architectural studies have been completed. The Component 2 and Component 3 ratings remain Moderately Satisfactory. The apprenticeship and internship programs have exceeded the yearly cumulated targets. The training in Entrepreneurship program has resumed after the recruitment of the two NGOs which will provide supports to the program. All institutional strengthening activities are generally on track.

**Environmental and Social Safeguards:** Safeguards Corrective Action Plans related to previous incidents in the Apprenticeship program were shared with the Ministry of Employment, Civil Service, labor and Vocational Training, in charge of Social Dialogue and their implementation is being regularly monitored. The environmental and social impact study related to the construction of the two new training centers and the environmental and social impact notice related to the restructuring of the four existing training centers are ongoing and expected to be approved in January 2020.

**Disbursement rate:** the total disbursement is at 40 percent of project's funding. When the construction starts, the disbursement is expected to increase to above 50 percent by end April 2020.

**Dated covenant for recruitment of technical auditor.** After the restructuring of the Project, the Terms of Reference for the technical auditors in charge of technical audit under sub-component 1.2 were approved by the Bank. The selection process is now at the evaluation stage.

## 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	--	--	--
Overall	● Substantial	● Moderate	● Moderate

## Results



**PDO Indicators by Objectives / Outcomes**

Improve effectiveness of vocational training, short-term skills development, and entrepreneurship				
<b>▶Direct project beneficiaries (Number, Custom)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	4,979.00	5,324.00	12,573.00
Date	19-Jan-2015	15-May-2019	12-Sep-2019	31-Dec-2021
Comments:				
<b>▲Female beneficiaries (Percentage) (Percentage, Custom Supplement)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	51.00	50.00	30.00
<b>▶Youth who have completed apprenticeship program (percentage) (Percentage, Custom)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	20.00	70.00
Date	01-Jan-2016	15-May-2019	12-Sep-2019	31-Dec-2021
<b>▲Percentage Female (Percentage, Custom Breakdown)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	68.00	30.00
Date	01-Jan-2015	01-Nov-2018	12-Sep-2019	31-Dec-2021
<b>▶Youth who completed internship program (Percentage, Custom)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	42.00	72.00	90.00
Date	01-Jan-2016	15-May-2019	12-Sep-2019	31-Dec-2021
<b>▲Percent Female (Percentage, Custom Breakdown)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	52.00	60.00	30.00
Date	01-Jan-2016	15-May-2019	12-Sep-2019	31-Dec-2021
<b>▶TVET institutions with functioning board of Directors (Number, Custom)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target



Value	0.00	0.00	0.00	6.00
Date	19-Jan-2015	15-May-2019	12-Sep-2019	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.			
<b>►Number of public-private joint management agreements signed. (Number, Custom)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	4.00
Date	19-Jan-2015	15-May-2019	12-Sep-2019	31-Dec-2021
Comments:	Reform not implemented yet; pending approval of the regulatory texts on the governance of TVET institutions.			
<b>►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)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	7.00	11.00	50.00
Date	28-Dec-2018	15-May-2019	12-Sep-2019	31-Dec-2021
<b>▲Percentage Female (Percentage, Custom Supplement)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	58.00	45.00	30.00
<b>►Number of Youth having started the implementation of income generation projects (Number, Custom)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	300.00
Date	28-Dec-2018	15-May-2019	12-Sep-2019	31-Dec-2021
Comments:	The NGOs which are supporting this activity has been recruited. The activity started in end November for the first cohort.			

### Overall Comments

The Results Framework will be updated during the next supervision mission in February/March 2020.

### 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	15-May-2019	12-Sep-2019	31-Dec-2021
Comments:	Regulatory framework currently under consultation and validation.			
<b>► Youth enrolled in the TVET institutions supported by the project in the two priority sectors (Number, Custom)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	2,200.00
Date	19-Jan-2015	15-May-2019	12-Sep-2019	31-Dec-2021
Comments:	The new sectoral centers are expected to open in January/February 2021.			
<b>▲ Percentage Female (Number, Custom Breakdown)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	30.00
Date	19-Jan-2015	15-May-2019	12-Sep-2019	31-Dec-2021
<b>► Number of youth enrolled in restructured vocational institutions (Number, Custom)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	2,800.00
Date	19-Jan-2015	15-May-2019	12-Sep-2019	31-Dec-2021
Comments:	Reforms in existing centers have not started yet. The study on the design and architectural has been completed. Related bidding documents are under finalization by the project team.			
<b>▲ Percentage Female (Percentage, Custom Supplement)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	30.00
<b>► Number of programs which have revised and implemented curricula (Number, Custom)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	25.00
Date	19-Jan-2015	15-May-2019	12-Sep-2019	31-Dec-2021
Comments:	Activities on the new curriculum are ongoing.			

**Component 2. Employability Development, Youth Integration and Entrepreneurship Promotion**



▶Number of youth enrolled in dual apprenticeship program in urban area (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	1,783.00	1,959.00	2,400.00
Date	19-Jan-2015	15-May-2019	12-Sep-2019	31-Dec-2021
Comments:	1,959 youth have benefited from the apprenticeship program.			
▲Percentage Female (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	39.00	38.00	35.00
▶Number of youth enrolled in internship program (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	2,951.00	3,261.00	4,300.00
Date	19-Jan-2015	15-May-2019	12-Sep-2019	31-Dec-2021
Comments:	3261 youth have benefited from internship program.			
▲Percentage Female (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	60.00	59.00	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	123.00	873.00
Date	19-Jan-2015	15-May-2019	12-Sep-2019	31-Dec-2021
Comments:	245 youth have been trained on entrepreneurship among which 123 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	23.00	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	13,689.00	18,963.00	20,000.00



Date	19-Jan-2015	15-May-2019	12-Sep-2019	31-Dec-2021
Comments:	18,963 job seekers were registered in ONE's data base in December 2019.			
<b>►Availability of a survey on youth who have completed internship (Tracer study) (Yes/No, Custom)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	No	No	No	Yes
Date	19-Jan-2015	15-May-2019	12-Sep-2019	31-Dec-2021
Comments:	The recruitment of a firm is ongoing.			
<b>►Availability of an evaluation of the dual apprenticeship program (Yes/No, Custom)</b>				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	No	No	No	Yes
Date	19-Jan-2015	15-May-2019	12-Sep-2019	31-Dec-2021
Comments:	The recruitment of a firm is ongoing.			

### Overall Comments

The Results Framework will be updated during the next supervision mission in February/March 2020.

## Data on Financial Performance

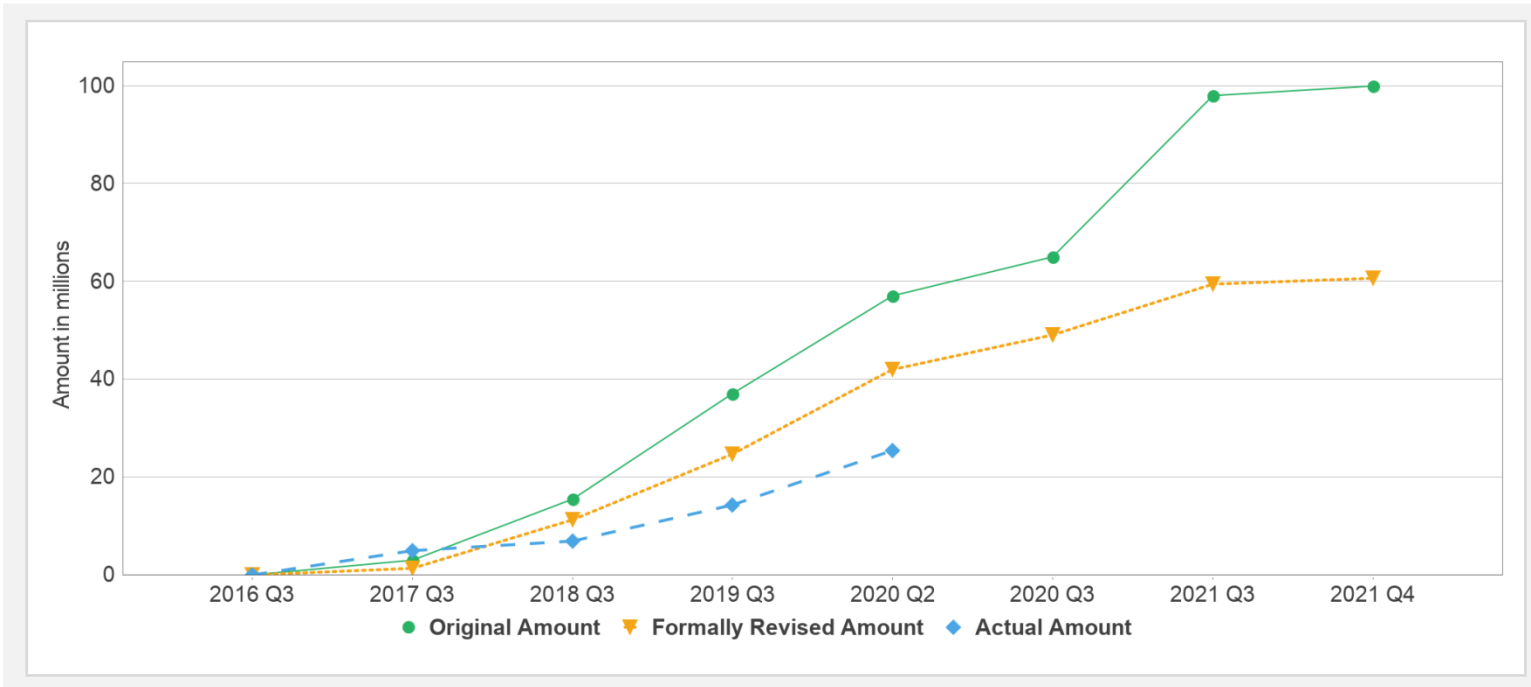
### Disbursements (by loan)

Project	Loan/Credit/TF	Status	Currency	Original	Revised	Cancelled	Disbursed	Undisbursed	% Disbursed
P146152	IBRD-85820	Effective	USD	100.00	63.12	36.88	25.59	39.14	40%

### 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



### Restructuring History

Level 2 Approved on 19-Apr-2019

### Related Project(s)

There are no related projects.