



## Chad Skills Development for Youth Employability Project (P164297)

WESTERN AND CENTRAL AFRICA | Chad | IBRD/IDA | Investment Project Financing (IPF) | FY 2019 | Seq No: 10 | Archived on 11-Nov-2024 | ISR02188

Implementing Agencies: Ministere de la Formation Professionnelle et des Petits Metiers, Ministere de l'Economie et de la Planification du Developpement, Ministere de l'Education Nationale et de la Promotion Civique

**1. OBJECTIVE****1.1 Development Objective**

Original Development Objective (Approved as part of Approval package on 20-Jun-2019)

The project development objective (PDO) is to improve access to skills training and labor market outcomes for project beneficiaries, and strengthen the technical and vocational education and training (TVET) sector in Chad

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

No

**2. COMPONENTS**

Name

Expanding Access to Skills through Improved Technical and Vocational Education:(Cost 17,400,000.00)

Employment Support for Youth and Improved Entrepreneurship Opportunities:(Cost 8,500,000.00)

Improving TVET System Governance and Institutional Capacity Building:(Cost 1,800,000.00)

Project Management and Monitoring and Evaluation:(Cost 4,800,000.00)

**3. OVERALL RATINGS**

| Name                                 | Previous                  | Current                   |
|--------------------------------------|---------------------------|---------------------------|
| Progress towards achievement of PDO  | ● Moderately Satisfactory | ● Moderately Satisfactory |
| Overall Implementation Progress (IP) | ● Moderately Satisfactory | ● Moderately Satisfactory |
| Overall Risk Rating                  | ● Substantial             | ● Substantial             |



## 4. KEY ISSUES & STATUS

### 4.1 Implementation Status and Key Decisions

The Skills Development for Youth Employability Project underwent a second restructuring in February 2024, which included: (a) a partial cancellation of funds; (b) adjustments to the project scope and the results framework; and (c) an extension of the project's closing date from October 31, 2024 to July 31, 2025 to complete the reforms planned under Component 1.

#### *Progress by Component*

**Component 1: Expanding Access to Skills through Improved Technical and Vocational Education.** Despite delays in the recruitment of trainers and centre managers and the risk of late delivery of teaching equipment, progress is being made in this Component. Progress to date includes: (a) Construction of the new Sarh CFPT: The average rate of physical progress of all works is currently 72.6 percent, with 85 percent of the time already used, (b) a list of 133 training of trainers and managers to be trained abroad has been approved, a contract with a training firm was yet to be signed before the decision of the new minister in charge of vocational training to relocate the training in Chad; (c) the procurement process to purchase equipment for the existing centres and the Sarh centre has started with delivery scheduled for February 2025; and (d) the rehabilitation of the 2 LETINs in Moundou and N'Djaména should be completed by the end of January 2025.

**Component 2: Employment Support for Youth and Improved Entrepreneurship Opportunities.** The component is progressing satisfactorily. The project targets have been met, with (a) 10,400 young people enrolled in the three programs implemented: apprenticeships, work placements and training for young agricultural producers, (b) 3,000 young people, 44 per cent of whom are girls, have been placed in jobs in N'Djaména and 20 other provinces, (c) 3,183 young people, including 1,273 girls (40 percent), received practical training under the supervision of 1,216 master craftsmen (MA) in 291 companies in 16 sectors, (d) 4,200 young farmers, 45 percent of them girls, were trained in agricultural entrepreneurship in the provinces of Moyen-Chari and Salamat with the support of NGOs recruited by the project.

**Component 3: Improving TVET System Governance and Institutional Capacity Building.** The main activities carried out under this component concern the revision of the legal framework for the TVET. Seven (7) texts have been prepared. These texts include (i) a law establishing a framework for technical and vocational education and training; (ii) a tripartite framework partnership agreement for the development of technical and vocational education and training; (iii) three decrees dealing respectively with the national framework for vocational certification in Chad, the general status of public technical and vocational education and training institutions, and the organisation of apprenticeship and the procedures for its operation. In anticipation of the publication of these projects in the near future, it is proposed that provisional works councils be set up at Sarh and in the 3 CFPTs.

**Component 4: Project Management and Monitoring and Evaluation.** A total of 758 young people are registered in ONAPE's online job and internship search system, and several private companies have posted job and internship opportunities. Ten (10) regular monitoring missions of the Sarh construction site were carried out by the project implementation unit and the Ministry in charge of vocational training, as well as 4 missions were carried out by the



environmental expert. These missions, along with close monitoring by the task team, have accelerated the implementation of the CFPT construction in Sarh.

**5. SYSTEMATIC OPERATIONS RISK-RATING TOOL**

| Risk Category  | Rating at Approval<br>Approval Package -<br>21 Jun 2019 | Last Approved Rating<br>ISR Seq. 09 - 19 Apr<br>2024 | Proposed Rating |
|--|---|--|-----------------|
| Political and Governance                                     | ● Substantial   | ● High   | ● High          |
| Macroeconomic  | ● High  | ● Moderate   | ● Moderate      |
| Sector Strategies and Policies                               | ● Substantial   | ● Moderate   | ● Moderate      |
| Technical Design of Project or Program                       | ● High  | ● Moderate   | ● Moderate      |
| Institutional Capacity for Implementation and Sustainability | ● High  | ● Substantial  | ● Substantial   |
| Fiduciary  | ● High  | ● Substantial  | ● Substantial   |
| Environment and Social                                       | ● Moderate  | ● Moderate   | ● Moderate      |
| Stakeholders   | ● Substantial   | ● Substantial  | ● Substantial   |
| Overall  | ● High  | ● Substantial  | ● Substantial   |



## 6. RESULTS

### 6.1 PDO Indicators by PDO Outcomes

| Indicator Name  | Baseline                      |            | Actual (Previous)  |             | Actual (Current) |      | Closing Period |            |
|---|-------------------------------|------------|--|-------------|------------------|------|----------------|------------|
|   | Value                         | Month/Year | Value  | Date        | Value            | Date | Value          | Month/Year |
| Total beneficiaries of job focused interventions (Number)   |                               |            | 9,905.00   | 29-Mar-2024 |                  |      |                |            |
|   | Comments on achieving targets |            | This indicator is 95 percent completed. The total number of beneficiaries consists of the following: 773 students in the 3 CFTPs; 1,998 students in the 2 LETINs; 3,000 youth who have participated in the internship, 3,183 in the apprenticeship, and 4,200 in the entrepreneurship programs; and 146 in directors, teachers, and staff members of TVET institutions, and persons working in the directorates and agencies supported by the project. |             |                  |      |                |            |
| Percentage of female direct beneficiaries (Percentage)  |                               |            | 33.00  | 29-Mar-2024 |                  |      |                |            |
|   | Comments on achieving targets |            | Target exceeded. Total number of female beneficiaries divided by the total number of beneficiaries (4,391/10,529).   |             |                  |      |                |            |
| Share of beneficiaries of skills development programs who are employed within 6 months of completion (Percentage) | 0.00                          | Oct/2019   | 10.00  | 29-Mar-2024 |                  |      |                |            |
|   | Comments on achieving targets |            | To date, of the 924 youths supported by ONAPE who have completed their internships, 89 have found employment within 6 months, either in a salaried job or in self-employment.  |             |                  |      |                |            |
| Students benefiting from direct interventions to enhance learning (Number)  |                               |            | 9,829.00   | 29-Mar-2024 |                  |      |                |            |
|   | Comments on achieving targets |            | This indicator is 96 percent completed. This is the sum of 773 students in the 3 CFTPs, students in the 2 LETIN (1,998), (ii) youth in the internship (3,000), apprenticeship (3,183), and entrepreneurship programs (4200). There are 1,333 female youth in the internship program, 1286 female apprentices, 1,875 female youth in entrepreneurship program, 194 female youth in the 3 CFTPs and 160 in the 2 LETINs.                                 |             |                  |      |                |            |



|  |                               |  |   |             |  |  |  |  |
|--|-------------------------------|--|---|-------------|--|--|--|--|
| Students benefiting from direct interventions to enhance learning - Female (Number)                                    |                               |  | 3,252.00  |             |  |  |  |  |
| Number of CFPTs and TVET centers that have a functioning board of directors with private sector participation (Number) |                               |  | 0.00  | 29-Mar-2024 |  |  |  |  |
|  | Comments on achieving targets |  | The legal framework for the reforms on TVET institutions has been elaborated and is awaiting government endorsement by the end of November 2024 |             |  |  |  |  |

### 6.2 Intermediate Results Indicators by Components

| Not Categorized   |                               |            |  |             |                  |      |                |            |
|---|-------------------------------|------------|--|-------------|------------------|------|----------------|------------|
| Indicator Name  | Baseline                      |            | Actual (Previous)  |             | Actual (Current) |      | Closing Period |            |
|   | Value                         | Month/Year | Value  | Date        | Value            | Date | Value          | Month/Year |
| Teachers recruited or trained (Number)                            |                               |            | 0.00   | 29-Mar-2024 |                  |      |                |            |
|   | Comments on achieving targets |            | The design of training plan is completed. The negotiation with the international training center was unsuccessful and the procurement has been relaunched. |             |                  |      |                |            |
| Number of teachers recruited (Number)                             |                               |            | 0.00   | 29-Mar-2024 |                  |      |                |            |
| Teachers recruited or trained - Female (RMS requirement) (Number) |                               |            | 0.00   |             |                  |      |                |            |
| Number of teachers trained (Number)                               |                               |            | 0.00   | 29-Mar-2024 |                  |      |                |            |
|   |                               |            | No   | 29-Mar-2024 |                  |      |                |            |



|   |                               |  |             |  |  |          |  |
|---|-------------------------------|--|-------------|--|--|----------|--|
| Sub-component 1.1: Creation of a new CFPT and Expanded Opportunities through preexisting centers (Yes/No) | Comments on achieving targets | The construction of the new CFPT and key activities related to the expansion of pre-existed centers are still ongoing and the completion is expected on January 2025.  |             |  |  |          |  |
| CFPT created, built and functional (Yes/No)   |                               | No   | 29-Mar-2024 |  |  |          |  |
|   | Comments on achieving targets | A new CFPT creates, builds and functioning   |             |  |  |          |  |
| Number of students trained in CFPTs (Number)  |                               | 773.00   |             |  |  | 1,250.00 |  |
|   | Comments on achieving targets | Number of students trained in CFPTs has dropped drastically from 1,120 to 773 (of which 194 female) following the reduction in the number of CFTPs to be rehabilitated from 7 to 3 during the restructuring. |             |  |  |          |  |
| Percentage of female trained (Percentage)   |                               | 25.00  |             |  |  |          |  |
|   | Comments on achieving targets | Total number of female students trained is 194.  |             |  |  |          |  |
| Number of Performance-based Contracts with training institutions (private and public) (Number)            |                               | 0.00   |             |  |  |          |  |
|   | Comments on achieving targets | The performance-based contracts have been drafted and can be validated when the new legal framework is in place.   |             |  |  |          |  |
| Sub-component 1.2: Rehabilitation and upgrading of Lycées Industriels et Techniques (Number)              |                               | 0.00   | 29-Mar-2024 |  |  |          |  |
|   | Comments on achieving targets | The rehabilitation and upgrading of LETIN started on June 2024 and the expected delivery date is January 2025.   |             |  |  |          |  |
| Number of Lycées Industriels et Techniques rehabilitated and upgraded (Number)                            |                               | 0.00   | 29-Mar-2024 |  |  |          |  |
|   | Comments on achieving targets | Total number of Lycées Industriels et Techniques rehabilitated and upgraded  |             |  |  |          |  |



|   |                               |  |             |  |  |  |  |
|---|-------------------------------|--|-------------|--|--|--|--|
| Number of Performance-based Contracts with Lycées Industriels et Techniques (public and private) (Number) |                               | 0.00   | 29-Mar-2024 |  |  |  |  |
|   | Comments on achieving targets | Total number of PBC signed between Training institutions and the Ministry of Technical Education |             |  |  |  |  |
| Number of Students trained (Number)   |                               | 2,771.00   | 29-Mar-2024 |  |  |  |  |
|   | Comments on achieving targets | Total number of students trained (split by gender)   |             |  |  |  |  |
| Percentage of female trained (Number)   |                               | 13.00  | 29-Mar-2024 |  |  |  |  |
|   | Comments on achieving targets | Total number of students trained (split by gender)   |             |  |  |  |  |
| Sub-component 2.1: Internships for Improved School-to-Work Transition (Number)                            |                               | 3,000.00   | 29-Mar-2024 |  |  |  |  |
|   | Comments on achieving targets | Target overachieved.   |             |  |  |  |  |
| Number of youth enrolled in internship programs (Number)  |                               | 3,000.00   | 29-Mar-2024 |  |  |  |  |
|   | Comments on achieving targets | Total number of young (16-29) benefiting the internships (split by gender)                       |             |  |  |  |  |
| Share of female beneficiaries of internship programs (Number)   |                               | 44.00  | 29-Mar-2024 |  |  |  |  |
|   | Comments on achieving targets | 1320 Young females benefiting from internships as a share of total number of 3000 young (16-29)  |             |  |  |  |  |
| Number of enterprises accepting internships (Number)  |                               | 562.00   | 29-Mar-2024 |  |  |  |  |
|   | Comments on achieving targets | Number of private sector firms that accept students for internships                              |             |  |  |  |  |
|   |                               | 3,183.00   | 29-Mar-2024 |  |  |  |  |



|  |                                  |   |             |  |  |  |  |
|--|----------------------------------|---|-------------|--|--|--|--|
| Sub-component 2.2:<br>Expanding Opportunities for<br>Apprenticeships (Number)            | Comments on<br>achieving targets | Target achieved.  |             |  |  |  |  |
| Number of young<br>benefiting from<br>apprenticeship (by<br>gender) (Number)             |                                  | 3,183.00  | 29-Mar-2024 |  |  |  |  |
|  | Comments on<br>achieving targets | Total number of young (15-35) benefiting from apprenticeship  |             |  |  |  |  |
| Percentage of girls<br>(Percentage)  |                                  | 40.00   |             |  |  |  |  |
|  | Comments on<br>achieving targets | Number of 15-35 youth benefitting from apprenticeship programs  |             |  |  |  |  |
| Sub-component 2.3:<br>Development of Agricultural<br>Entrepreneurship (Number)           |                                  | 875.00  | 29-Mar-2024 |  |  |  |  |
| Number of youth<br>trained on<br>entrepreneurship in<br>rural areas (gender)<br>(Number) |                                  | 875.00  | 29-Mar-2024 |  |  |  |  |
|  | Comments on<br>achieving targets | Total number of young trained in entrepreneurship in the rural area   |             |  |  |  |  |
| Share of female<br>beneficiaries of<br>agricultural<br>entrepreneurship<br>(Number)      |                                  | 33.00   | 29-Mar-2024 |  |  |  |  |
|  | Comments on<br>achieving targets | Percentage of female beneficiary as a share of total number of beneficiaries.   |             |  |  |  |  |
| New Strategy for TVET<br>validated / New strategy of<br>employment validated<br>(Yes/No) |                                  | No  | 29-Mar-2024 |  |  |  |  |
|  | Comments on<br>achieving targets | Diagnostics of TVET available; TVET strategy under development.   |             |  |  |  |  |
| Citizen engagement -<br>Beneficiary surveys complete<br>(Number)                         |                                  | 0.00  | 29-Mar-2024 |  |  |  |  |
|  | Comments on<br>achieving targets | One beneficiary survey is expected to gauge the perception of the project beneficiaries and their communities on the impact of the project. |             |  |  |  |  |



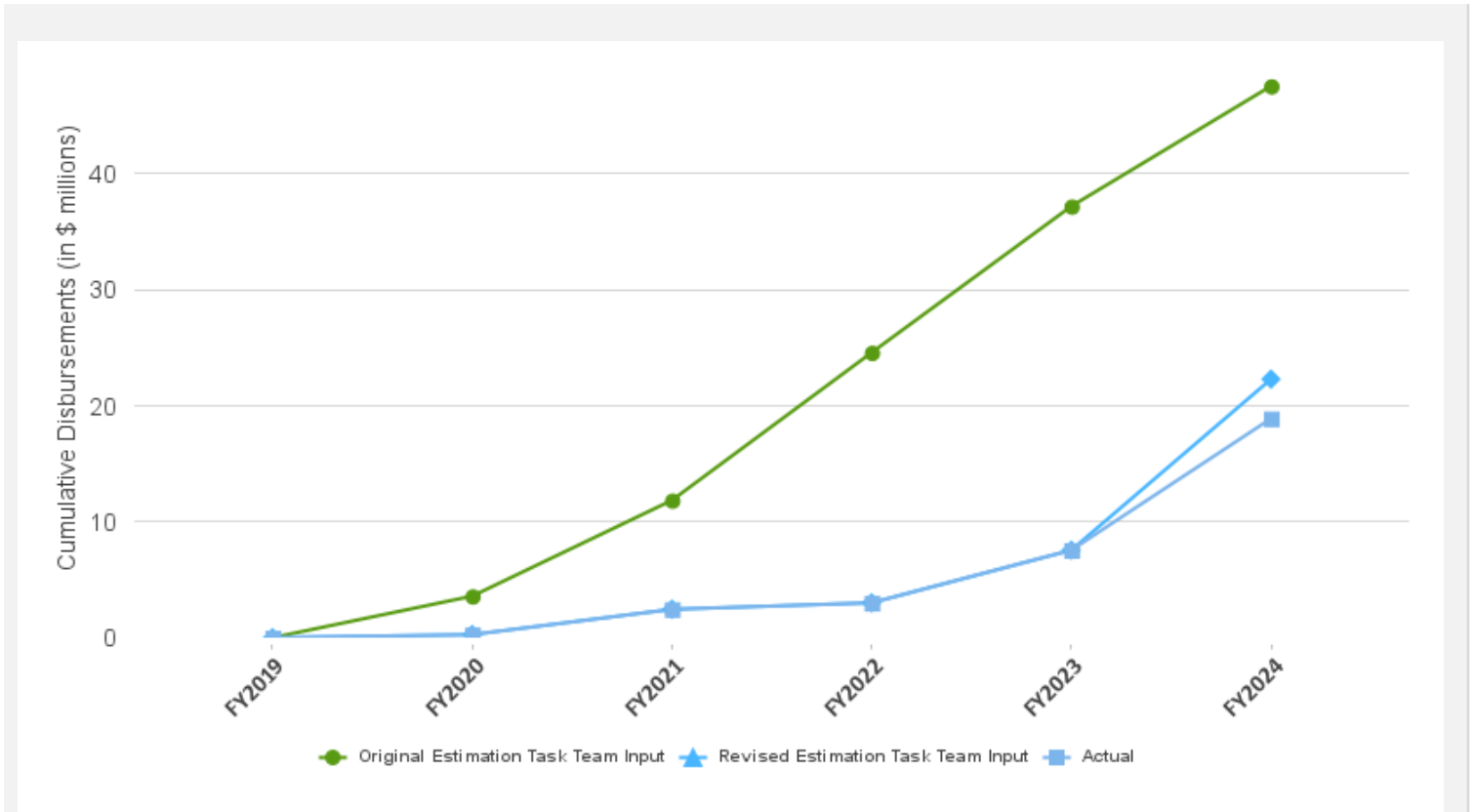


|   |                               |   |             |  |  |       |          |
|---|-------------------------------|---|-------------|--|--|-------|----------|
| Number of grievances received, addressed, and resolved with a feedback to complainants (Number)                 |                               | 22.00   |             |  |  |       |          |
|   | Comments on achieving targets | A total of 68 complaints have been captured by the GRM and through beneficiary surveys among which 56 have been processed, and closed. The remaining 12 cases are still pending resolution. |             |  |  |       |          |
| Number of youth registered in ONAPE's web-based system for job and internship search (Number)                   |                               | 13,352.00   | 29-Mar-2024 |  |  |       |          |
|   | Comments on achieving targets | 13,352 youths have accessed and successfully registered in ONAPE's training and job search database/system to match demand and supply. However, it's not web-based yet.                     |             |  |  |       |          |
| Number of private firms posting jobs and internships opportunities in ONAPE's web-based dataset/system (Number) |                               | 967.00  | 29-Mar-2024 |  |  | 80.00 | Oct/2024 |
|   | Comments on achieving targets | Target exceeded. This is the number of firms in the private sector that post internship and job opportunities in ONAPE's system.  |             |  |  |       |          |



## 7. DATA ON FINANCIAL PERFORMANCE

### 7.1 Cumulative Disbursements



### 7.2 Disbursements (by loan)

| Loan/Credit/TF | Status    | Original | Revised | Cancelled | Disbursed | Undisbursed | % Disbursed  | Historical Disbursed |
|----------------|-----------|----------|---------|-----------|-----------|-------------|--|----------------------|
| IDA-D4990      | Effective | 50.00    | 32.50   | 17.50     | 20.58     | 10.29       | <div style="width: 66.67%; background-color: #28a745;"></div> 66.67% | 50.00                |

### 7.3 Key Dates (by loan)

| Loan/Credit/TF | Status    | Approval    | Signing     | Effectiveness | Orig. Closing | Rev. Closing |
|----------------|-----------|-------------|-------------|---------------|---------------|--------------|
| IDA-D4990      | Effective | 21-Jun-2019 | 07-Oct-2019 | 15-Apr-2020   | 31-Oct-2024   | 31-Jul-2025  |

## 8. KEY DATES



| Key Events                     | Planned     | Actual      |
|--------------------------------|-------------|-------------|
| Approval                       | 21-Jun-2019 | 21-Jun-2019 |
| Effectiveness                  | 15-Apr-2020 | 15-Apr-2020 |
| Mid-Term Review No. 01         | 12-May-2023 | 13-Feb-2023 |
| Operation Closing/Cancellation | 31-Jul-2025 |             |

## 9. RESTRUCTURING HISTORY

Restructuring Level 2 Approved on 25-Jan-2024

Restructuring Level 2 Approved on 26-Jun-2023

## 10. ASSOCIATED OPERATION(S)

There are no associated operations