

November 17, 2022

Mr. Rajat Kumar Mishra
Additional Secretary (MBC)
Department of Economic Affairs
Ministry of Finance
Government of India
North Block
New Delhi - 110001

Dear Mr. Mishra:

***India: Skills Strengthening for Industrial Value Enhancement Operation (Credit No. 5965- IN)
Amendment to the Financing Agreement***

We refer to the Financing Agreement (“Financing Agreement”) between India (“Recipient”) and the International Development Association (“Association”) dated December 19, 2017, for the Skills Strengthening for Industrial Value Enhancement Operation (“Operation”).

We also refer to your letter no. F.No.10/09/2014-FB-V dated October 11, 2022, providing your no objection to the Ministry of Skill Development and Entrepreneurship’s proposal in its letter No. DGT-35(4)/NSC meeting/2021-NPIU dated September 28, 2022, proposing a Closing Date Extension and cancellation of twenty million (USD 20,000,000) from the above-captioned Credit. As a result of the cancellation there are certain amendments to the Financing Agreement. Accordingly, the Association, after due consideration proposes to amend the above-mentioned agreement as follows:

Closing Date Extension

In view of the foregoing, we are pleased to inform you that the Association concurs with the request and has established May 31, 2024, as the later date for purposes of Section V.C.2 of Schedule 2 to the Financing Agreement.

Cancellation

In view of the foregoing, and in accordance with the provisions of Section 6.01 of the General Conditions for Credits and Grants applicable to the Financing Agreement, the Association hereby cancels as of October 11, 2022, an amount of the Credit equal to twenty million United States Dollars (USD 20,000,000).

The withdrawal table set forth in Section IV.A.2 of Schedule 2 to the Financing Agreement has been revised accordingly and is set forth in Attachment 1 hereto.

The commitment charges on the total amount cancelled cease to accrue from October 11, 2022.

Amendment to the Financing Agreement

The above referenced letter necessitates a restructuring of the Operation which requires certain amendments to the Financing Agreement. as set forth below:

1. The Results Framework agreed further to Section III.A of Schedule 2 to the Financing Agreement is revised to read in its entirety as set forth in *Attachment II* hereto.
2. The Disbursement Linked Indicators set forth in Schedule 3 to the Financing Agreement are revised to read in entirety as set forth in *Attachment III* hereto.
3. The Program Action Plan agreed further to Section I.G of Schedule 2 to the Financing Agreement is revised to read in its entirety as set forth in *Attachment IV* hereto.

Except as specifically amended by this Amendment Letter, all other provisions of the Financing Agreements shall remain unchanged and in full force and effect.

The Association will disclose this Amendment Letter and related information in accordance with the World Bank's Policy on Access to Information. By entering into this Amendment Letter, the Recipient consents to disclosure of this Amendment Letter and related information.

Please confirm your acceptance to the foregoing by signing and dating the two originals, retaining one original for your records and returning the other original to the Association. Upon receipt by the Association of the original Amendment Letter countersigned by you, in a manner satisfactory to the Association, unless indicated otherwise, this Amendment Letter will become effective as of the date of the countersignature.

Very truly yours,
INTERNATIONAL DEVELOPMENT ASSOCIATION

Auguste Tano Kouame

Auguste Tano Kouame
Country Director, India

AGREED:

INDIA

By:  23/11/2022

Authorized Representative

Name: रजत कुमार मिश्र/Rajat Kumar Mishra

Title: अपर सचिव/Additional Secretary
आर्थिक कार्य विभाग/Deptt. of Economic Affairs
वित्त मंत्रालय/Ministry of Finance
भारत सरकार/Government of India
नई दिल्ली/New Delhi

Date: _____

*Attachment I***Attachment to the Association's Letter dated November 17, 2022****Skills Strengthening for Industrial Value Enhancement Operation
Credit No. 5965-IN****Revised Withdrawal Table**

Category	Amount of the Credit Allocated (expressed in USD)	Percentage of Eligible Expenditures to be Financed (inclusive of Taxes)
(1) Disbursements under the Program for:		
(a) DLI #1: Increase in the number of graduates from ITIs that have signed PB Grant Agreements	8,820,000	N/A
(b) DLI #2: Improvement in industrial training and employment outcomes for trainees and graduates of ITIs that have signed PB Grant Agreements	20,110,000	
(c) DLI #3: Reduction in ITIs' trainer vacancies and improvements in training of trainers	18,800,000	
(d) DLI #4: Number of Participating States that have conducted tracer studies	15,640,000	
(e) DLI # 5: Number of ICs that have introduced at least 2 different apprenticeship programs within their participating (member) industries	17,000,000	
(f) DLI #6: Increase in female enrollment rate in ITIs with PB Grant Agreements and ICs receiving IAI Grants	18,630,000	
(2) Eligible Expenditures under the Project for goods, non-consulting services, consultants' services, Training and Workshops and Incremental Operating Costs for the Project.	5,000,000	100%
Amount Cancelled as on April 30, 2021	1,000,000	
Amount Cancelled as on October 11, 2022	20,000,000	
TOTAL AMOUNT	125,000,000	

*Attachment II**Results Framework*

Results Areas Supported by PforR	PDO/Outcome Indicators	Intermediate Results Indicators	DLI Number	Unit of Measurement	Baseline (FY17)	Mid-term Review	May 2022	Actual Current (Aug. 2022)	End Target (FY24)
Results Area 1: Improved Performance of Industrial Training Institutes	PDO Indicator 1: Increase in the number of graduates from ITIs that have signed PB Grant Agreements		1	Percentage (annual)	0	NA	Result yet to be declared	22 (Internal MSDE data validation ongoing)	20
		IR Indicator 1.1: Percentage increase in enrolment across ITIs with signed PB Grant Agreement		Percentage (annual)	0	-2	1	1	25
		IR Indicator 1.2: Percentage of trainees undergoing OJT across ITIs with signed PB Grant Agreements	2	Percentage (annual)	2*	12	31	31	25
	PDO Indicator 2: Female enrolment rate in ITIs with signed PB Grant Agreements		6	Percentage (annual)	9.7*	19.1	18.6	18.6	15
	PDO Indicator 3: Percentage of graduates from ITIs that have signed PB Grant Agreements who are in gainful employment one year after graduation		2	Percentage (annual)	50*	NA	NA	NA	50
	% female			Percentage (annual)	39.7	NA	NA	NA	42
Results Area 2: Increased Capacities of State Governments to Support Industrial Training Institutes	PDO Indicator 4: Number of Participating States that have reduced the vacancies of sanctioned trainers' posts by at least 20% in government it is		3	Number (cumulative)	0	10	15	15	15
		IR Indicator 4.1: Number of Participating States that have conducted tracer studies	4	Number (cumulative)	0	NA	4	4	16

Results Areas Supported by PforR	PDO/Outcome Indicators	Intermediate Results Indicators	DLI Number	Unit of Measurement	Baseline (FY17)	Mid-term Review	May 2022	Actual Current (Aug. 2022)	End Target (FY24)
and Apprenticeship Training		IR Indicator 4.2: Percentage of trainees in government ITIs who are from ST populations		Percentage (annual)	1.35	Already achieved and hence removed from the project			4
Results Area 3: Improved Teaching and Learning	PDO Indicator 5: Number of teachers who have completed pre-employment or in-service distance learning/blended modules			Number (Cumulative)	5,000	18,000	20,000	20,000	20,000
		IR Indicator 5.1: Number of CTS trades for which ICT-based teaching and learning packages have been developed		Number (cumulative)	0	0	6	6	4
		IR Indicator 5.2: Number of CITS trades upgraded	3	Number (cumulative)	0	0	0	0	4
		IR Indicator 5.3: Impact evaluation of work readiness pilot and girls' incentive pilot completed		Number (cumulative)	0	Indicator Dropped during Restructuring in June 2020			0
Results Area 4: Improved and Broadened Apprenticeship Training	PDO Indicator 6: Number of ICs that have introduced at least 2 different apprenticeship programs within their participating (member) industries		5	Number (cumulative)	0	4	16	16+Data validation ongoing for 3	30
		IR Indicator 6.1: Number of ICs receiving IAI Grants that have reached a female enrolment of 12% in their respective apprenticeship programs	6	Number (cumulative)	0	Data gathering under process	10	10	10
Cross-cutting	PDO Indicator 7: Direct Operation beneficiaries			Number (cumulative)	0	150,000+	440,521	440,521+	400,000
	% female			Percentage (annual)	0	19	19	19	12

INDICATOR DESCRIPTION

Indicator Name (Number)	Description (Clear Definition, and so on)	Frequency	Data Source	Methodology for Data Collection	Responsibility for Data Collection	DLIs	
						Responsibility for Data Verification	Scalability of Disbursement (Yes/No)
PDO Indicator 1: Increase in the number of graduates from ITIs that have signed PB Grant Agreements (DLI 1)	Indicator measures the percentage increase over baseline of total number of graduates across all ITIs with signed PB Grant Agreements. Graduates refer to trainees who have successfully completed a CTS trade or any other trade offered in the ITI with a minimum duration of 300 hours.	Annual from year 3 onwards	Annual progress report on STRIVE to be prepared by the MSDE	ITIs will report through national level monitoring portal such as NCVT MIS portal each year.	MSDE	IVA to be hired by the MSDE	Yes
IR Indicator 1.1: Percentage increase in enrollment across ITIs with signed PB Grant Agreements	Indicator refers to all trainees in ITIs that have signed PB Grant Agreements who were enrolled in the year in any CTS trade or any other trade offered in the ITI with a minimum duration of 300 hours. If a trainee was enrolled in more than one training program in the same year, then s/he is counted for every different training program in which s/he was enrolled.	Annual	Annual progress report on STRIVE to be prepared by the MSDE	ITIs will report through national level monitoring portal such as NCVT MIS portal each year.	MSDE		
IR Indicator 1.2 Percentage of trainees undergoing OJT across ITIs with signed PB Grant Agreements (DLI 2)	Indicator measures the number of trainees undergoing OJT across all ITIs with signed PB Grant Agreements in each academic year. This shall be counted for trades under dual system of training guidelines and other trades under CTS for which the curriculum has an OJT requirement. The minimum period of OJT for the purpose of this indicator shall be as prescribed in the guidelines for dual system of training and two weeks per year for other CTS trades or as per prescribed curriculum/guidelines by DGT. OJT requirement may be fulfilled through training in any	Annual	Annual progress report on STRIVE to be prepared by the MSDE	ITIs will report through national level monitoring portal such as the NCVT MIS portal each year.	MSDE	IVA to be hired by the MSDE	Yes

Indicator Name (Number)	Description (Clear Definition, and so on)	Frequency	Data Source	Methodology for Data Collection	Responsibility for Data Collection	DLIs	
						Responsibility for Data Verification	Scalability of Disbursement (Yes/No)
	enterprise, including informal and/or local industry, and production centers.						
PDO Indicator 2: Female enrollment rate in ITIs with signed PB Grant Agreements (DLI 6)	Indicator measures the female enrollment rate across all ITIs with signed PB Grant Agreements for each academic year.	Annual	Annual progress report on STRIVE to be prepared by the MSDE.	ITIs will report through national level monitoring portal such as the NCVT MIS portal each year.	States, MSDE	IVA to be hired by the MSDE	Yes
PDO Indicator 3: Percentage of graduates from ITIs that have signed PB Grant Agreements who are in gainful employment one year after graduation	Graduates refer to trainees from ITIs that have signed PB Grant Agreements who successfully completed the CTS program in academic year 2021-22 and hold the National Trade Certificate. Indicator measures the percentage of all graduates who are wage employed, self-employed, enrolled in an apprenticeship contract, or enrolled in higher studies. Indicator will be measured by national level graduate tracer study.	Year 5	Tracer study report	Tracer study conducted by MSDE	MSDE	IVA to be hired by the MSDE	No
PDO Indicator 4: Number of Participating States that have reduced the vacancies of sanctioned trainers' posts by at least 20% in government ITIs (DLI 3)	Participating states refer to those states that have signed PB Funding Agreement with the MSDE. Vacancy rate measures the share of posts filled either permanently or through contract teachers of the total sanctioned posts for NCVT trades in government ITIs. Relevant is the state average across all government ITIs in the state. Indicator is met if the vacancy rate is 20% lower than at baseline (3 rd January 2019) Each participating state that met the target is counted once.	Annual	Annual progress report on STRIVE to be prepared by the MSDE.	States will submit data through NCVT MIS	MSDE	IVA to be hired by the MSDE	Yes

Indicator Name (Number)	Description (Clear Definition, and so on)	Frequency	Data Source	Methodology for Data Collection	Responsibility for Data Collection	DLIs	
						Responsibility for Data Verification	Scalability of Disbursement (Yes/No)
IR Indicator 4.1: Number of Participating States that have conducted tracer studies (DLI 4)	Participating states refer to those states that have signed PB Funding Agreement with the MSDE. Indicator measures the number of participating states that have completed tracer studies (sample surveys) of ITI graduates using a methodology accepted by DGT, MSDE in consultation with the World Bank. A tracer study is considered completed, if data have been submitted to the MSDE in a format accepted by the DGT, MSDE and the findings are publicly disclosed.	Annual	Tracer study reports by states; Annual progress report on STRIVE to be prepared by the MSDE.	States will conduct tracer studies and submit findings to MSDE	States; MSDE	IVA to be hired by the MSDE	Yes
IR Indicator 4.2: Percentage of trainees in government ITIs who are from ST populations	Indicator measures the percentage of trainees in government ITIs who are from ST populations.	Annual	Annual progress report on STRIVE to be prepared by the MSDE	States submitting data on national level monitoring portal such as NCVT MIS	MSDE		
PDO Indicator 5: Number of teachers who have completed pre- employment or in- service distance learning/blended modules	Indicator measures number of teachers, during the duration of project who have completed at least one pre-employment or in-service distance learning, blended modules or a classroom training recognized by DGT. The definition of teacher includes teachers in a government or private ITIs either as permanent staff or as contract teacher.	Annual from year 2 onwards	CITS and CPD databases	Evaluation of CITS and CPD database assessment records	MSDE		
IR Indicator 5.1: Number of CTS trades for which ICT-based teaching and	The indicator measures curricula (so-called trades) for the CTS, for which comprehensive technology-based TL resource packages have been developed by NIMI, in consultation	Annual	NIMI;	Approval by NCVET and/ or DGT (including	MSDE		

Indicator Name (Number)	Description (Clear Definition, and so on)	Frequency	Data Source	Methodology for Data Collection	Responsibility for Data Collection	DLIs	
						Responsibility for Data Verification	Scalability of Disbursement (Yes/No)
learning packages have been developed	with CSTARI, based on a curriculum revision and content development process.			NIMI and CSTARI);			
IR Indicator 5.2: Number of CITS trades upgraded (DLI 3)	Indicator measures the number of CITS trades for which comprehensive digital TL resource packages, incorporating effective use of video and computer-based multimedia as educationally appropriate, have been developed by NIMI, in consultation with CSTARI, using a curriculum revision and content development process, in order to offer the trades in a blended learning mode (comprising a combination of distance learning and face-to-face learning methods).	Annual, from Years 4 onwards	Annual progress report on STRIVE to be prepared by the MSDE.	Approval by NCVET and/ or DGT (including NIMI and CSTARI);	MSDE	IVA to be hired by the MSDE	Yes
PDO Indicator 6: Number of ICs that have introduced at least 2 different apprenticeship programs within their participating (member) industries (DLI 5)	Indicator refers to those ICs that have signed grant agreements with the MSDE under the IAI grant mechanism, and have introduced at least two different apprenticeship programs within their participating (member) industries. Apprenticeship programs must be designed in accordance with the requirements of programs as defined in the IAI guidelines of the OM. There must be evidence that at least 10 apprentices have been enrolled under each apprenticeship program. ICs that have introduced at least 2 such programs are counted only once.	Annual	Apprentice Contracts and/or apprenticeship portal/ national level monitoring portals	ICs will report data through apprenticeship portal/ national level monitoring portals	MSDE	IVA to be hired by the MSDE	Yes
IR Indicator 6.1: Number of ICs receiving IAI Grants that have	Indicator measures the number of ICs that have signed grant agreements with the MSDE under the IAI grant mechanism that on aggregate level	Annual	Apprentice Contracts and/ or apprenticeship	ICs will report data through Apprenticeship portals/	MSDE	IVA to be hired by the MSDE	Yes

Indicator Name (Number)	Description (Clear Definition, and so on)	Frequency	Data Source	Methodology for Data Collection	Responsibility for Data Collection	DLIs	
						Responsibility for Data Verification	Scalability of Disbursement (Yes/No)
reached a female enrollment of 12% (DLI 6)	have at least 12% female enrollment in the apprenticeship programs introduced using the IAI grant funding.		portal/ national level monitoring portals	national level monitoring portals			
PDO Indicator 7: Direct Operation beneficiaries	<p>The following groups are considered 'direct beneficiaries':</p> <ul style="list-style-type: none"> a) Apprentices enrolled in apprenticeship programs implemented under the IAI grant mechanism b) All short- and long-term trainees enrolled in ITIs that have signed PB Grant Agreements, as defined in IR Indicator 1.1 c) Teachers who have completed CITS or CPD modules, as defined in PDO Indicator 5 d) Any actor from the government or private sector that has participated in training programs that are related to apprenticeship or ITI reform and have been funded through STRIVE e) Number of ITI students, apprentices, or any other participants of skills development programs who have participated in programs on ICT-supported training platforms 	Annual	<ul style="list-style-type: none"> (a) Apprentice Contracts and/ or apprenticeship portal/ national level monitoring portals (b) See IR Indicator 1.1 (c) See PDO Indicator 5 (d) Attendance sheets of training programs; annual progress report on STRIVE to be prepared by the MSDE (e) States and other training organizing institution to submit data to MSDE 	<ul style="list-style-type: none"> (a) ICs will report data through Apprenticeship portals/ national level monitoring portals (b) See IR Indicator 1.1 (c) See PDO Indicator 5 (d) MSDE will maintain data on the attendees of training programs conducted through STRIVE funding (e) State and other training organizing institutions will submit 	<ul style="list-style-type: none"> (a) MSDE (b) See IR Indicator 1.1 (c) See in PDO Indicator 5 (d) MSDE (e) MSDE (f) States, MSDE 		

Indicator Name (Number)	Description (Clear Definition, and so on)	Frequency	Data Source	Methodology for Data Collection	Responsibility for Data Collection	DLIs	
						Responsibility for Data Verification	Scalability of Disbursement (Yes/No)
	f) Students trained in ITIs and other training institutions by teachers who have improved their skills through access to the CITS and CPD.		(f) States submitting data to MSDE; state/NCVT MIS	data to MSDE. (f) State will submit data to MSDE			

Attachment III

SCHEDULE 3

Disbursement-Linked Indicators, Disbursement-Linked Targets and Allocated Amounts

DISBURSEMENT LINKED INDICATORS	Total Financing Allocated to DLI (USD Mn)	As % of Total Financing Amount	Baseline	DISBURSEMENT-LINKED RESULTS							
				RESULTS TO BE ACHIEVED IN FY2017/18 (YEAR 1)	RESULTS TO BE ACHIEVED IN FY2018/19 (YEAR 2)	RESULTS TO BE ACHIEVED IN FY2019/20 (YEAR 3)	RESULTS TO BE ACHIEVED IN FY2020/21 (YEAR 4)	RESULTS TO BE ACHIEVED IN FY2021/22 (YEAR 5)	RESULTS TO BE ACHIEVED IN FY2022/23 (YEAR 6)	RESULTS TO BE ACHIEVED IN FY2023/24 (YEAR 7)	
<i>1. Increase in the number of graduates from ITIs that have signed PB Grant Agreements</i>			0		-	(i) At least 200 ITIs have signed PB Grant Agreements with MSDE* (ii) The number of graduates in the academic year for ITIs that have signed PB Grant Agreements has increased at least by 5% compared with number of graduates in academic year 2017/18*					

<p>Allocated Amounts</p>	<p>8.82</p>	<p>8.9</p>				<p>(a) USD 2,000,000 for DLR (i) above; and (b) USD 1,705,000 on achievement of target across the project ITIs for DLR (ii) above; and USD 341,000 for every percentage point increase above 5% to a maximum of 20% across the project ITIs</p>				
<p>2. Improvement in industrial training and employment outcomes for trainees and graduates of ITIs that have signed PB Grant Agreements</p>						<p>(i) At least 10% of trainees enrolled in academic year 2019/20 across ITIs that have signed PB Grant Agreements have undergone OJT (ii) At least 15% of trainees enrolled in academic year 2019/20 across ITIs that have signed PB Grant Agreements</p>	<p>(i) At least 20% of trainees enrolled in academic year 2020/21 across ITIs that have signed PB Grant Agreements have undergone OJT*</p>	<p>(i) At least 25% of trainees enrolled in academic year 2021/22 across ITIs that have signed PB Grant Agreements have undergone OJT</p>		<p>(i) A national-level graduate tracer study on trainees graduated from ITIs who have signed PB Grant Agreements is conducted and published to measure job placement outcomes*</p>

						have undergone OJT*				
Allocated Amounts	20.11	20.31				(a) USD 6,000,000 on achievement of target across the project ITIs as in DLR (i) (b) USD 5,000,000 for achievement of target across the project ITIs as in DLR (ii)	(a)USD 4,000,000 on achievement of target across the project ITIs	(a) USD 3,410,000 on achievement of target across the project ITIs		(a) USD 1,700,000 for completing the National level tracer study
3. Reduction in ITIs' trainer vacancies and improvements in training of trainers						(i) MSDE has developed a policy paper on sustainability plan for the recruitment, training and career progression for ITIs trainers* (ii) At least 5 Participating States have reduced the vacancies of sanctioned trainers' posts by at least 20% in government ITIs compared with vacancy numbers as on 3 rd January 2019*	(i) At least 7 Participating States have reduced the vacancies of sanctioned trainers' posts by at least 20% in government ITIs compared with vacancy numbers as on 3 rd January 2019*	(i) At least 10 Participating States have reduced the vacancies of sanctioned trainers' posts by at least 20% in government ITIs compared with vacancy numbers as on 3 rd January 2019*		(i) DGT has upgraded at least 4 CITS trades in blended mode and approved by NCVET/DGT/NSC* (ii) Participating States have developed the career progression policy*

Allocated Amounts	18.8	19.02				(a) USD 1,000,000 for DLR (i) above (b) USD 3,000,000 for DLR (iii) above	(a) USD 1,200,000 for DLR (i) above;	(a) USD 1,800,000 upon achievement of threshold of DLR (i) above; plus USD 400,000 for each additional Participating State thereafter (up to maximum of 15 states)		(a) USD 2,130,000 for upgradation of every CITS trade (maximum of 4) as per DLR (ii) above (b) USD 85,333 for each state up to maximum of 15 states for DLR (ii) above
4. Number of Participating States that have conducted tracer studies			0			(i) Pilot tracer study in one state by DGT			(i) At least 5 Participating States have conducted tracer studies*	(i) At least 10 Participating States have conducted tracer studies*
Allocated Amounts	15.64	15.79				(a) USD 2,000,000 for DLR (i) above			(a) USD 5,000,000 for DLR (i) above	(a) USD 5,000,000 upon achievement of threshold; plus USD 728,000 for each additional Participating State thereafter (up to maximum of 15 states)

<p>5. Number of ICs that have introduced at least 2 different apprenticeship programs within their participating (member) industries</p>					<p>(i) M SDE has developed and approved/a dopted the Operations Manual for the IAI Grant mechanism *</p>		<p>(i) At least 4 ICs, that have enrolled apprentices under the IAI Grant mechanism, have each introduced at least 2 new apprenticeship programs within their participating (member) industries*</p>			
<p>Allocated Amounts</p>	<p>17</p>	<p>17.17</p>			<p>(a) USD 1,500,000</p>		<p>(a) USD 2,800,000 upon achievement of threshold, plus USD 700,000 for every additional IC meeting the requirements till 16 ICs, plus USD 307,143 for every additional IC meeting the requirements till a maximum of 30 ICs.</p>			
<p>6. Increase in female enrollment rate in ITIs with PB Grant Agreements and ICs receiving IAI Grants</p>			<p>(i) 15.62 %* (ii) 0</p>			<p>(i) Female enrollment across ITIs with signed PB Grant Agreements during academic year</p>	<p>(i) Female enrollment across ITIs with signed PB Grant Agreements during academic year</p>	<p>(i) Female enrollment across ITIs with signed PB Grant Agreements during academic year 2021/22 has reached 15% of all</p>		

						<p>2019/20 has reached 11% of all enrollees</p> <p>(ii) Female enrollment across ITIs with signed PB Grant Agreements during academic year 2019/20 has reached 12.5% of all enrollees*</p> <p>(iii) At least 4 ICs receiving IAI Grants have reached a female enrollment of 5% in aggregate*</p>	<p>2020/21 has reached 14% of all enrollees</p> <p>(ii) Female enrollment of 10% in aggregate across 10 industry clusters*</p>	<p>enrollees</p> <p>(ii) Female enrollment of 12% in aggregate across 10 industry clusters</p>		
Allocated Amounts	18.63	18.81				<p>(a) USD 2,500,000 upon achievement of DLR (i) above across the project ITI;</p> <p>(b) USD 2,500,000 upon achievement of DLR (ii) above across the project ITI; and</p> <p>(c) USD 2,000,000 upon achievement of DLR (iii) above</p>	<p>(a) USD 2,500,000 upon achievement of DLR (i) above across the project ITI</p> <p>(b) USD 4,000,000 upon achievement of DLR (ii) above</p>	<p>(a) USD 2,130,000 upon achievement of DLR (i) above across the project ITI</p> <p>(b) USD 3,000,000 upon achievement of threshold of DLR (ii) above</p>		

DLI VERIFICATION PROTOCOL

#	DLI	Definition/Description of Achievement	Scalability of Disbursements (Yes/No)	Protocol to Evaluate Achievement of the DLI and Data/Result Verification		
				Data Source/Agency	Verification Entity	Procedure
1	Increase in the number of graduates from ITIs that have signed PB Grant Agreements	Year 3: Indicator measures the number of ITIs that have signed a PB Grant Agreement in accordance with the OM. Year 3 onward: Indicator measures the percentage increase over baseline of total number of graduates across all ITIs with signed PB Grant Agreements. Graduates refer to trainees who have successfully completed a CTS trade or any other trade offered in the ITI with a minimum duration of 300 hours. The results for Year 3 through Year 7 may be achieved in any year. For example, if MSDE achieves the result allocated for Year 4 in Year 3 itself, it will be entitled to receive the amount allocated for both Years 3 and 4 in Year 3 when it achieves the result.	Year 3 and onwards: Yes	Annual progress report on STRIVE to be prepared by the MSDE	IVA to be hired by the MSDE	ITIs will report through national level monitoring portal such as NCVT MIS portal each year. Data will be validated on a sample basis by IVA.

#	DLI	Definition/Description of Achievement	Scalability of Disbursements (Yes/No)	Protocol to Evaluate Achievement of the DLI and Data/Result Verification		
				Data Source/Agency	Verification Entity	Procedure
2	Improvement in industrial training and employment outcomes for trainees and graduates for ITIs that have signed PB Grant Agreements	Year 3 to Year 5 Indicator measures the number of trainees undergoing OJT across all ITIs with signed PB Grant Agreements in each academic year. This shall be counted for all trades under dual system of training guidelines and other trades under CTS for which the curriculum has an OJT requirement. The minimum period of OJT for the purpose of this indicator shall be as prescribed in the guidelines for dual system of training and two weeks per year for other CTS trades or as per prescribed curriculum/guidelines by DGT. OJT requirement may be fulfilled through training in any enterprise, including informal and/or local industry, and production centers or as per prescribed curriculum. Year 7: Graduates refer to trainees from ITIs that have signed PB Grant Agreements who successfully completed the CTS program.	Yes	Year 3 to Year 5: Annual progress report on STRIVE to be prepared by the MSDE Year 5: Tracer study conducted and published by MSDE	IVA to be hired by the MSDE	Year 2 to Year 5: ITIs will report through national level monitoring portal such as the NCVT MIS portal each year. Data will be validated on a sample basis by IVA. Year 7: MSDE will conduct a tracer study on a sample basis for graduates from academic year 2021/22 from ITIs that have signed PB Grant Agreements.
3	Reduction in ITIs' trainer vacancies and improvements in training of trainers	Participating states refer to those states that have signed PB Funding Agreement with the MSDE. Year 3: (i) The indicator is met when the MSDE has developed guidelines for states to develop ITI teachers' development plans, which must include principles for recruitment, guidelines for training and further training, as well as guidelines for career progression and improvement of working conditions of technical teachers.	(i) Yes (ii) Yes	Year 3: Annual progress report on STRIVE to be prepared by the MSDE Year 4 onwards: Annual progress report on STRIVE to be prepared by the MSDE	IVA to be hired by the MSDE	Year 3: (i) Central ministry Approval by MSDE/DGT/NSC on sustainability plan document. (ii) States, through DGT, submit the document and proof of formal adoption to the World Bank task team leader. Year 4 onwards: (i) States will submit data to the MSDE. Data will be validated on a sample basis by IVA. (ii) IVA verifies upgradation of CITS

#	DLI	Definition/Description of Achievement	Scalability of Disbursements (Yes/No)	Protocol to Evaluate Achievement of the DLI and Data/Result Verification		
				Data Source/Agency	Verification Entity	Procedure
		<p>(ii) The indicator is met when up to a maximum of 15 participating states develop specific teachers' development plans based on the guidelines provided by the MSDE.</p> <p>Year 4 onwards: (i) Vacancy rate measures the share of posts filled, either permanently or through contract teachers, of the total sanctioned posts for NCVT trades in government ITIs. Relevant is the state average across all government ITIs in the state. Indicator is met if the vacancy rate is 20% lower than at baseline (3rd Jan 2019). Each participating state that meets the target is counted once.</p> <p>Year 7 (ii) Indicator measures the number of CITS trades for which comprehensive digital TL resource packages, incorporating effective use of video and computer-based multimedia as educationally appropriate, have been developed by NIMI, in consultation with CSTARI, using a curriculum revision and content development process, in order to offer the trades in a blended learning mode (comprising a combination of distance learning and face-to-face learning methods) and approved by the MSDE/DGT/NSC.</p>				trades in blended mode and approval by MSDE/DGT/NSC

#	DLI	Definition/Description of Achievement	Scalability of Disbursements (Yes/No)	Protocol to Evaluate Achievement of the DLI and Data/Result Verification		
				Data Source/Agency	Verification Entity	Procedure
4	Number of Participating States that have conducted tracer studies	Participating states refer to those states that have signed PB Funding Agreement with the MSDE. (i)MSDE, through one of the participating state, will carry out a pilot of the tracer study tools using technological interventions. (ii)Indicator measures the number of participating states that have completed tracer studies (sample surveys) of ITI graduates using a methodology accepted by the DGT, MSDE (in consultation with World Bank TTL); A tracer study is considered completed, if data has been submitted to the MSDE in a format accepted by the central government and the findings are publicly disclosed. Pilot tracer study conducted through 1 participating state will not be counted towards achievement of targets for subsequent years.	Yes	(i)Tracer study report of pilot (ii) Tracer study reports by states	IVA to be hired by the MSDE	Data will be validated on a sample basis by IVA.

#	DLI	Definition/Description of Achievement	Scalability of Disbursements (Yes/No)	Protocol to Evaluate Achievement of the DLI and Data/Result Verification		
				Data Source/Agency	Verification Entity	Procedure
5	Number of ICs that have introduced at least 2 different apprenticeship programs within their participating (member) industries	<p>(i) Indicator is achieved when guidelines for the IAI grant mechanism are developed, approved and formally adopted by the MSDE and are agreeable to the World Bank. Guidelines are part of the STRIVE OM and include selection methods and criteria, eligible expenditure, disbursement rules and procedures, and a monitoring plan.</p> <p>(ii) Indicator refers to those ICs that have signed grant agreements with the MSDE under the IAI grant mechanism, and have introduced at least two different apprenticeship programs within their participating (member) industries. Apprenticeship programs must be designed in accordance with the requirements as defined in the IAI guidelines of the OM. There must be evidence that at least 10 apprentices have been enrolled under each apprenticeship program. ICs that have introduced at least 2 such programs are counted only once.</p>	Yes	<p>(i) Guideline document and STRIVE Operation Manual</p> <p>(ii) Apprentice Contracts and/or apprenticeship portal/ national level monitoring portals; annual progress report on STRIVE to be prepared by the MSDE.</p>	IVA to be hired by the MSDE	<p>(i) The DGT submits the document and proof of formal adoption to the World Bank task team leader.</p> <p>(ii) ICs will report data through apprenticeship portal/ national level monitoring portals . Data will be validated on a sample basis by IVA.</p>
6	Increase in female enrollment rate in ITIs with PB Grant Agreements and ICs receiving IAI Grants	<p>(i) Indicator measures female enrollment across all ITIs with signed PB Grant Agreements for each academic year.</p> <p>(ii) Indicator measures the number of ICs that have signed grant agreements with the MSDE under the IAI grant mechanism that have at least 12% female enrollment, on an aggregate level per IC (upto a maximum 10 ICs), in the apprenticeship programs introduced using the IAI grant funding.</p>	<p>(i) Yes</p> <p>(ii) Yes</p>	<p>(i) Annual progress report on STRIVE to be prepared by the MSDE.</p> <p>(ii) Apprentice Contracts and/ or apprenticeship portal/ national level monitoring portals; Annual progress report on STRIVE to be prepared by the MSDE</p>	IVA to be hired by the MSDE	<p>(i) ITIs will report through national level monitoring portal such as NCVT MIS portal each year. Data will be validated on a sample basis by IVA.</p> <p>(ii) ICs will report data through Apprenticeship portals/ national level monitoring portals. Data will be validated on a sample basis by IVA.</p>

*Attachment IV****Program Action Plan***

Action Description	Source	DLI#	Responsibility	Timing		Completion Measurement
Functional procurement complaint handling and redressal mechanism	Other		MSDE	Due Date	08-Feb-2019	Availability on project website and reports generated from the system
Inclusion. All ISPs to include a plan for inclusion of vulnerable groups	Technical		MSDE	Due Date	01-Aug-2018	ISPs have been received and contain an inclusion plan.
MIS. Develop a system to disaggregate data pertaining to SCs, STs, OBCs, women, minorities, and persons with disabilities as part of tracer studies for ITI graduates to be implemented by states under the Program	Technical		MSDE	Recurrent	Yearly	ToRs for tracer studies to include requirement for disaggregation of data pertaining to SCs, STs, OBCs, women, minorities, and persons with disabilities
Robust environmental management system developed and functioning in ITIs	Environmental and Social Systems		MSDE	Recurrent	Continuous	Each ITI should have a designated nodal person on environmental and safety management who would be responsible to undertake following broad environmental management in respective ITI. These include onsite construction management covering the aspects
Students aware of and practice good safety norms in ITI	Environmental and Social Systems		MSDE	Recurrent	Continuous	Training to staff and students of each ITI on OHS and environment, including hazardous waste, completed. The PB Grant Agreement to include provisions to ensure that students use safety gear in workshop, are clearly communicated OHS measures, and use
Apprenticeship enforce good OHS	Environmental and Social		MSDE	Recurrent	Continuous	Grant agreement on IAIs to include provisions to ensure that

and waste management standards	Systems					apprentices are aware of and practice good OHS measures, and proper waste management systems in place and functional
Disclosure of approved Procurement Plans on project website	Other		MSDE	Recurrent	Continuous	Year 2: 20%, Year 4: 40%
Renewal of Independent Verification Agency (IVA) for the 18-months of the project extension period from November 30, 2022 to May 31, 2024	Fiduciary Systems		MSDE	Due Date	30-Nov-2022	IVA contract signed.
Renewal of PMC contract for the 18-months project extension period from November 30, 2022 to May 31, 2024.	Technical		MSDE	Due Date	30-Nov-2022	PMC contract signed.
Procurement of firm to undertake the Graduate Tracer Study	Technical		MSDE	Due Date	30-Dec-2022	Contract signed for firm to undertake the Graduate Tracer Study.
Preparation and approval of plan for CITS/ CTS trades to operate in a blended mode.	Technical		MSDE/NIMI	Due Date	30-Nov-2022	Plan for CITS/ CTS trades to operate in a blended mode reviewed and agreed.
Submission of the CAG audit report for FY21-22	Fiduciary Systems		MSDE	Due Date	30-Nov-2022	CAG audit report for FY21-22 received.
Revive and operationalize the Bank of India (BOI) dashboard in line with NPIU & SNA requirements.	Fiduciary Systems		MSDE	Due Date	30-Nov-2022	Bank of India (BOI) dashboard revived and operationalized in line with NPIU & SNA requirements.
Complete procurement audit as per requirements of the Program Operations	Fiduciary Systems		MSDE	Due Date	31-Mar-2023	Procurement audit as per requirements of the POM completed.

Manual (POM).						
Ensure a separate paragraph with auditor's opinion on procurement in internal audit, including that of NIMI, and provide information on auditor's opinion in a systematic manner.	Fiduciary Systems		MSDE	Due Date	31-Mar-2023	A separate paragraph with auditor's opinion on procurement in internal audit, including that of NIMI, and information on auditor's opinion provided in a systematic manner.
Continue providing quarterly progress reports on procurement and disclose them in public domain	Fiduciary Systems		MSDE	Recurrent	Quarterly	Quarterly reports on procurement received and disclosed in the public domain.
Submission of the E&S monitoring-cum-compliance report with detailed information on the E&S PAP actions and GRM details (based on questionnaire surveys and sample ITI visits)	Environmental and Social Systems		MSDE	Recurrent	Semi-Annually	The E&S monitoring-cum-compliance report with detailed information on the E&S PAP actions and GRM details (based on questionnaire surveys and sample ITI visits) received regularly on a quarterly basis.

cc:

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Government of India

Mr. Hanish Chhabra, Joint Secretary, Department of Economic Affairs, Ministry of Finance
Mr. Navjot Singh, Deputy Secretary, Department of Economic Affairs, Ministry of Finance
Mr. Sukhbir Singh, Controller of Aid Accounts & Audit, DEA, Ministry of Finance

Ms. Trishaljit Sethi, Director General (Training), Directorate General of Training, Ministry of Skills Development and Entrepreneurship
Mr. R K Pathak, Deputy Director General (Projects), Directorate General of Training, Ministry of Skill Development & Entrepreneurship
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