



Uttarakhand Workforce Development Project (P154525)

SOUTH ASIA | India | Education Global Practice |
IBRD/IDA | Investment Project Financing | FY 2018 | Seq No: 8 | ARCHIVED on 22-Nov-2021 | ISR48692 |

Implementing Agencies: Republic of India, Government of Uttarakhand

Key Dates

Key Project Dates

Bank Approval Date: 19-Jun-2018

Effectiveness Date: 04-Dec-2018

Planned Mid Term Review Date: 01-Feb-2021

Actual Mid-Term Review Date: 12-Mar-2021

Original Closing Date: 30-Jun-2023

Revised Closing Date: 30-Jun-2023

Project Development Objectives

Project Development Objective (from Project Appraisal Document)

The Project Development Objectives (PDO) are to improve the quality and relevance of training at priority Industrial Training Institutes (ITIs) and to increase the number of labor-market-relevant workers through short-term training in Uttarakhand.

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

No

Components Table

Name

Component 1: Improving the Quality and Relevance of ITI Training:(Cost \$39.60 M)

Component 2: Increasing the Supply of Skilled Workers through Short-Term Training:(Cost \$20.00 M)

Component 3: Policy and Institutional Development and Project Management:(Cost \$7.60 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 Satisfactory	<input type="checkbox"/> Moderately Satisfactory
Overall Risk Rating	<input type="checkbox"/> Moderate	<input type="checkbox"/> Moderate

Implementation Status and Key Decisions

A virtual Implementation Support Mission (ISM) was held from September 29 to October 4, 2021 to review progress under the Uttarakhand Workforce Development Project. Progress has been made in several areas and key achievements in the last 6 months include:

1. Initiation of civil works in 18 out of 23 ITIs and close monitoring of works through standardized formats and site visits.
2. A phase-wise procurement strategy to ensure upgradation is completed effectively. Procurement for upgradation of 19 trade units is complete and installation of tools/equipment is underway.
3. Achievement of enrollment and certification targets for long-term (through ITIs) and short-term training. Overall targets have been exceeded and the project is now focusing on ensuring that equity targets are also achieved.
4. Professional development of ITI instructors and staff has progressed through remote and blended modes despite COVID-19 travel constraints. A number of staff have received training in Occupational, Environment, Health and Safety (OEHS), which will enhance the capacity of instructors and foremen in training and supervising students on OHS-related modules.



5. Various studies and consultancies initiated under the project are almost complete and provide important insights for qualitative improvements in the state's skilling ecosystem. Among these, the women's needs assessment study will provide recommendations for improving participation of women in training and the labor force, industry linkage cells in ITIs are designed to introduce closer engagement of employers in the training and placement cycle, and the functional review and institutional capacity assessment of the system will generate recommendations on strengthening sector governance.
6. The project's Project Development Objectives are measured by four indicators tracking progress on outcomes related to enrollments and placement in ITI and short-term training and equity objectives. The project has either exceeded or achieved overall year 3 targets for 3 out of the 4 PDO indicators related to job placement and enrollment in priority ITIs and job placement rate from short term skills training. The project is on track to meet the PDO indicator related to certification in short term skills training.

Risks

Systematic Operations Risk-rating Tool

Risk Category	Rating at Approval	Previous Rating	Current Rating
Political and Governance	□ Low	□ Low	□ Low
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	□ Substantial	□ Substantial	□ Substantial
Fiduciary	□ Moderate	□ Moderate	□ Moderate
Environment and Social	□ Moderate	□ Moderate	□ Moderate
Stakeholders	□ Moderate	□ Moderate	□ Moderate
Other	--	□ Substantial	□ Substantial
Overall	□ Moderate	□ Moderate	□ Moderate

Results

PDO Indicators by Objectives / Outcomes

To improve the quality and relevance of training at priority ITIs				
▶ Job placement rate among graduates of priority ITIs within six months of training completion (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	21.00	28.86	28.86	32.00
Date	19-Jun-2018	31-Mar-2021	30-Sep-2021	30-Jun-2023
Comments:	Placement activities for Year 4 in ITIs started in the month of September, 2021 and are ongoing. The status will be updated in the next ISR when complete data will be available.			



<input type="checkbox"/> Job placement rate for male (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	21.50	39.11	39.11	32.00
<input type="checkbox"/> Job placement rate for female (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	4.00	17.88	17.88	15.00
► Number of students enrolled in labor market relevant trades in priority ITIs (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	4,065.00	5,662.00	5,460.00	6,100.00
Date	19-Jun-2018	31-Mar-2021	30-Sep-2021	30-Jun-2023
Comments:	Enrollment in Year 3 was reported as 5662 in the previous ISR. As per IVA verification, the enrollment number stands at 5460. The correction has been made in the current ISR. Updated information on enrollment in labor market relevant trades and share of female enrollment is not yet available as admission date has been extended to October 31, 2021 as per guidelines from Directorate General of Training. Updated data is expected around December 2021. 2296 students in 2-year programs have completed 1st year and have enrolled in 2nd year. Admissions for 1-year programs and 1st year of 2-year programs are ongoing. As of 30th September 2021, 10,556 applicants have paid the registration fee.			
<input type="checkbox"/> % female (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	13.00	13.91	13.00	25.00
To increase the number of labor-market-relevant workers through short-term training				
► Job placement rate among short course pass-outs after three months of training completion (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	45.00	14.32	63.95	50.00
Date	19-Jun-2018	31-Mar-2021	30-Sep-2021	30-Jun-2023
Comments:				
<input type="checkbox"/> Job placement rate for male (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target



Value	48.00	13.83	71.00	53.00
<input type="checkbox"/> Job placement rate for female (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	43.00	14.55	60.00	48.00
<input type="checkbox"/> Number of target trainees who obtain certification from a short term training course (cumulative) (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	12,527.00	16,062.00	32,000.00
Date	19-Jun-2018	31-Mar-2021	30-Sep-2021	30-Jun-2023
Comments:	12,527 trainees were certified against the year 3 target of 19,200 by March 2021 and trainings for the remaining are underway in the current year. As of September 30 2021, 16,062 trainees have been certified. The project is on track to achieve Year 3 target by December 2021.			
<input type="checkbox"/> % female (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	48.30	67.86	84.00	55.00
<input type="checkbox"/> % SC/ST (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	17.40	0.19	0.37	22.00

Intermediate Results Indicators by Components

Component 1: Improving the Quality and Relevance of ITI Training				
<input type="checkbox"/> Direct project beneficiaries (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	34,482.00	34,680.00	64,000.00
Date	19-Jun-2018	31-Mar-2021	30-Sep-2021	30-Jun-2023
<input type="checkbox"/> ITI Students (Number, Custom Breakdown)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	15,307.00	15,307.00	24,000.00
Date	19-Jun-2018	31-Mar-2021	30-Sep-2021	30-Jun-2023



□ Female beneficiaries (Number, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	16,651.00	16,792.00	25,000.00
▶ Percentage of teachers and staff in all public ITIs who receive at least 1 annually-held professional training programs (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	9.00	70.37	16.00	95.00
Date	19-Jun-2018	31-Mar-2021	30-Sep-2021	30-Jun-2023
Comments:	Out of 800 instructors and staff eligible for training during the year, 128 have either completed or were part of an ongoing training as on 30th September 2021. Rest of the eligible instructors and staff will be provided training in coming months.			
▶ Students benefiting from direct interventions to enhance learning (Number, Corporate)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	4,065.00	5,662.00	5,662.00	6,100.00
Date	19-Jun-2018	31-Mar-2021	30-Sep-2021	30-Jun-2023
Comments:	The mission has recommended that female enrollment in ITIs, currently lagging, be closely monitored. Specifically, it would be important to track the number of female candidates who have applied with special efforts to encourage these applicants to proceed through the admissions process through focused counseling and addressing any information barriers. The project will also initiate a pilot on high-end skills training for disadvantaged youth – female and SC/ST students – and assess the effectiveness of this training to improve employability. It was recommended that the project should also draw lessons from the women's need assessment study and draw up an action plan to improve the status of female enrollment in ITIs in the state.			
□ Students benefiting from direct interventions to enhance learning - Female (Number, Corporate Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	528.00	787.00	787.00	1,525.00

Component 2: Increasing the Number of Skilled Workers through Short-Term Training				
▶ Direct project beneficiaries - short-term training students (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	19,175.00	19,373.00	40,000.00
Date	19-Jun-2018	31-Mar-2021	30-Sep-2021	30-Jun-2023
Comments:	This indicator contributes to the total Direct project beneficiaries indicator under Component 1			



Component 3: Policy and Institutional Development and Project Management				
► Improved administrative and planning capacities of DSDE (Text, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	No skills sector policy or strategy exists. Institutional capacity is weak due to unidentified responsibilities and shortage of staff.	Functional review of the department is underway.	Functional review of the department is underway. An inception report has been submitted by the agency hired for this activity.	Institutional reform based on the capacity-building assessment is completed
Date	19-Jun-2018	31-Mar-2021	30-Sep-2021	30-Jun-2023
Comments:	Progress on this activity has been significantly delayed and the target will require restructuring. This is part of the restructuring plan for which proposal has been sent to the DEA.			
► Number of communication and awareness raising campaigns conducted (cumulative) (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	17.00	9.00	18.00
Date	19-Jun-2018	31-Mar-2021	30-Sep-2021	30-Jun-2023
► % of priority ITIs that have conducted at least one consultation annually and reflect the beneficiary feedback in the improvement plan in the following year's institutional plan (Citizen Engagement) (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	100.00	100.00	100.00
Date	19-Jun-2018	31-Mar-2021	30-Sep-2021	30-Jun-2023
Comments:	The project conducted a detailed survey of ITI students, instructors, and principals during July-August 2021 on digital preparedness and experience with remote/online learning during lockdown. Students from all priority ITIs participated in the survey. Further, as part of Tracer Study assignment, the project is conducting Youth Aspiration survey of current ITI students to understand their career aspirations. As of 30th September 2021, 16priority ITIs have conducted youth aspiration survey.			

Performance-Based Conditions

Data on Financial Performance

Disbursements (by loan)

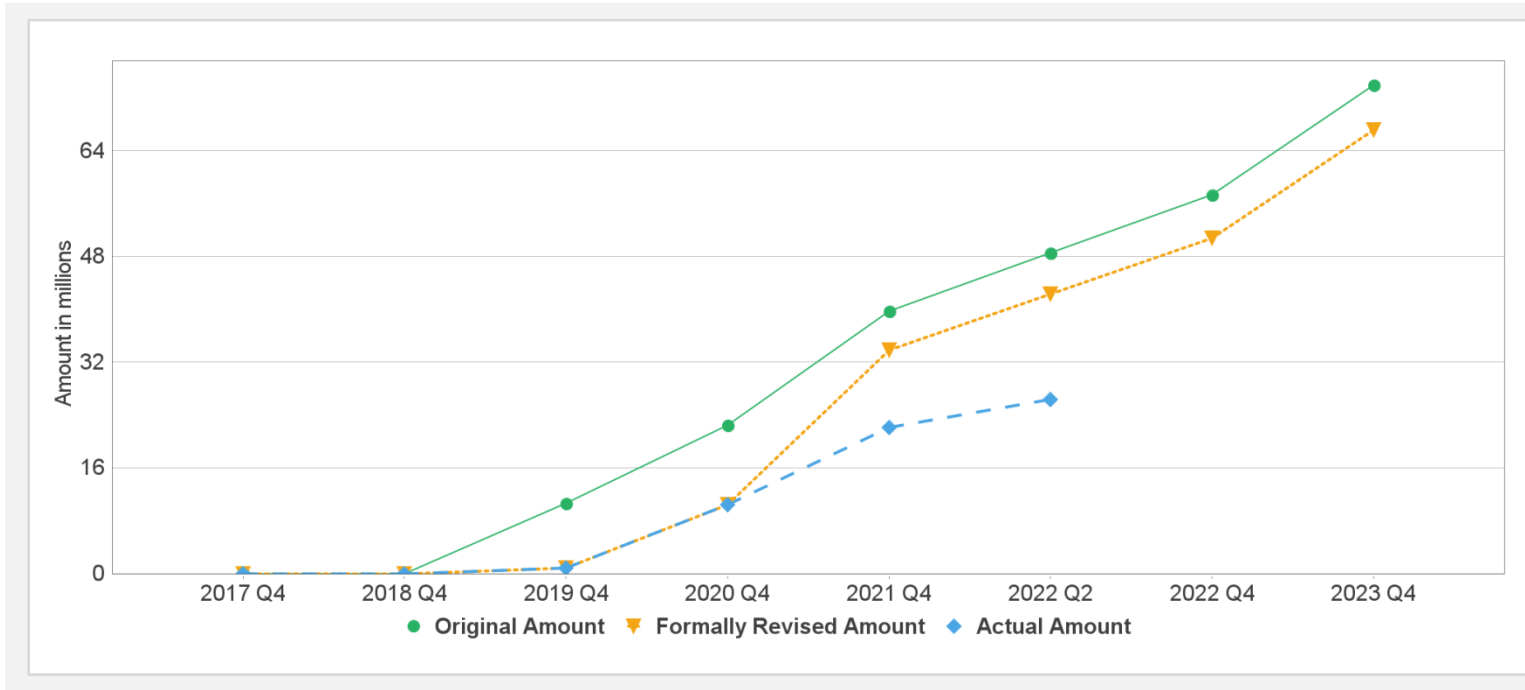
Project	Loan/Credit/TF	Status	Currency	Original	Revised	Cancelled	Disbursed	Undisbursed	% Disbursed
P154525	IBRD-88770	Effective	USD	74.00	67.20	6.80	26.50	40.70	39%



Key Dates (by loan)

Project	Loan/Credit/TF	Status	Approval Date	Signing Date	Effectiveness Date	Orig. Closing Date	Rev. Closing Date
P154525	IBRD-88770	Effective	19-Jun-2018	18-Sep-2018	04-Dec-2018	30-Jun-2023	30-Jun-2023

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 13-Aug-2020 ,Level Approved on 14-Aug-2020

Related Project(s)

There are no related projects.