



Maldives: Enhancing Employability and Resilience of Youth Project (P163818)

SOUTH ASIA | Maldives | Education Global Practice |
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Implementing Agencies: Republic of Maldives, Ministry of Higher Education

Key Dates**Key Project Dates**

Bank Approval Date: 14-Jun-2019

Effectiveness Date: 03-Sep-2019

Planned Mid Term Review Date: 31-May-2022

Actual Mid-Term Review Date:

Original Closing Date: 31-Dec-2024

Revised Closing Date: 31-Dec-2024

Project Development Objectives

Project Development Objective (from Project Appraisal Document)

The Project Development Objective (PDO) is to improve the relevance of technical and vocational skills and foster entrepreneurship to promote youth employment in priority sectors.

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

No

Components Table

Name

Fostering skills development and entrepreneurship in priority sectors:(Cost \$10.00 M)
Promoting entrepreneurship and employment through skills Development and eLearning Strategy:(Cost \$5.45 M)
Project Coordination, Monitoring and Evaluation:(Cost \$4.55 M)
Contingent Emergency Response Component

Overall Ratings

Name	Previous Rating	Current Rating
Progress towards achievement of PDO	<input type="checkbox"/> Satisfactory	<input type="checkbox"/> Satisfactory
Overall Implementation Progress (IP)	<input type="checkbox"/> Satisfactory	<input type="checkbox"/> Satisfactory
Overall Risk Rating	<input type="checkbox"/> Substantial	<input type="checkbox"/> Substantial

Implementation Status and Key Decisions

Project implementation is ongoing with 63 active procurement activities. The PMU has completed 04 contracts as of the review date comprising 2 Goods contracts and 2 Consultancy contracts. Seven (07) contracts are currently in 'Signed' stage. There is an increase in the number of activities in 'pending implementation' stage which is now 34. The contacts 'under implementation' have gone up marginally.

Key decisions in the areas of skills development and the entrepreneurship sub-components have resulted in the launch of major activities such as the training needs assessment, the labor market survey, and the marketing firm for the JobCenter platform. Three Training Needs Assessments (TNAs) have been completed. The MoED has requested a fourth TNA be undertaken for the agriculture sector. Three training needs assessments (TNAs) have been completed and have been utilized to prepare a National Skills Mater Plan. Short term skills development courses have commenced, following which students will graduate, and seek employment. Fifty-nine (59) students were trained and that internships or jobs



placements are now being sought for them. The entrepreneurship course and a short course on personal skills development are being developed. The courses in the area of information communications technology (ICT) are currently being developed, as are the associated standards, with consultant working with the Technical Vocational Education and Training Authority (TVETA) to obtain approvals. The terms of reference for the major activity--the business pitch competition has been prepared. However, the activity has not been rolled out yet as of mid-October 2020 due to the MoED's request for additions to the implementation structure. A revised proposal from MoED is awaited following the discussions about two options during the recently concluded implementation support mission.

Risks

Systematic Operations Risk-rating Tool

Table with 4 columns: Risk Category, Rating at Approval, Previous Rating, Current Rating. Rows include Political and Governance, Macroeconomic, Sector Strategies and Policies, Technical Design of Project or Program, Institutional Capacity for Implementation and Sustainability, Fiduciary, Environment and Social, Stakeholders, Other, and Overall.

Results

PDO Indicators by Objectives / Outcomes

Table for PDO Indicators by Objectives / Outcomes. Title: Access to labor-market relevant vocational, technical & entrepreneurship skills in priority sectors. Includes relevance, baseline, actual (previous), actual (current), end target, and comments.



employers and the MoHE to provide the students with internship as well as guaranteed permanent job at the resorts once they complete the internship.				
► Youth employment: Targeted trained youth in wage employment in an area relevant to technical and vocational skills within six months of graduation, of which females (Text, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	Total: 0.00 % Females: 0.00 %	Total: 0.00% Females: 0.00%	Total: 0.00% Females: 0.00%	Total: 50.0 % Females: 25.0 %
Date	31-Dec-2019	28-Feb-2020	30-Sep-2020	28-Jun-2024
Comments:	<p>Project supported (targeted) trained youth in wage employment in an area relevant to area relevant to technical and vocational skills within six months of graduation. Numerator: Number of project supported trained youth in wage employment in an area relevant to area relevant to technical and vocational skills within six months of graduation. Denominator: Number of project supported youth who graduated from market-relevant technical and vocational skills development training program in priority sectors.</p> <p>Progress: The entrepreneurship course and short course for personal skills development are being developed. The consultant for developing courses in the area of ICT is currently developing the needed standards and working with the TVETA in getting the approval. Once these courses roll out, the data regarding the students and their employment will be collected. Online short courses under “Skills for Resilient Work Force” program has commenced. 59 students are enrolled under this program in three courses. 12 students are studying National certificate III in food preparation, of which 5 are female students. 27 students are enrolled in National certificate III in front office, 14 are female. 20 students are doing National certificate III in bakery and pastry course and 16 of the students are female. MoHE is seeking internship opportunities from various employers and resorts for these students. The graduates' information will be collected once the students complete the theory and practical stages of the course and complete their internship program. Discussions regarding Waste Management training curriculum took place in February/March 2020. Progress will be made during the period October - December 2020 to develop the course and prepare for rolling it out in January 2021.</p>			
► Entrepreneurship: New businesses registered by targeted trained youth after receiving business support services, of which females (Text, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	Total Number: 0.00 Of which number by Females: 0.00	Total Number: 0.00 Of which Number by Females: 0.00	Total Number: 0.00 Of which Number by Females: 0.00	Total Number: 40.00 Of which number by Females: 15.00
Date	31-Dec-2019	04-Sep-2019	30-Sep-2020	28-Jun-2024
Comments:	<p>New businesses that have been formally registered by youth who have received business support services through the project. EOP target is a cumulative target.</p> <p>Progress (September 2019 - March 2020): This indicator is measurable only after: (i) youth have received entrepreneurship and personal initiative training, (ii) the business pitch competition has taken place. The terms of reference for this activity is currently under preparation, and (iii) the winners have been identified. Preparations for the implementation of the entrepreneurship sub-component are well underway. Consultancies for the development of entrepreneurship module(s), and personal initiative training (PIT) are ongoing. The business pitch competition will be held in mid-2020. The business support services will be tailored to the results of the business pitch competition to provide youth who are winners with the most appropriate support for them to succeed in their business ventures.</p> <p>Progress (March - September 2020): Consultancies for the development of entrepreneurship module(s), and personal initiative training (PIT) are ongoing. The modules are being prepared. The business pitch competition was planned to be held later October 2020. Preliminary work (update to the Grants Manual, and preparation of the draft Grants Operations Manual, application templates) are completed. Approval of the documents are ongoing. The business support services will be tailored to the results of the business pitch competition to provide youth who are winners with the most appropriate support for them to succeed in their business ventures. A viable proposed is anticipated from the MoED to determine the administration and management of the business pitch competition.</p>			



Intermediate Results Indicators by Components

Component 1. Fostering skills development and entrepreneurship in priority sectors				
▶ Labor market surveys carried out (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	1.00	1.00	4.00	3.00
Date	29-Mar-2019	28-Feb-2020	30-Sep-2020	31-Dec-2021
Comments:	<p>Localized labor market surveys carried out. Baseline: Training needs assessment carried out by MoHE and MoED.</p> <p>Progress: <i>This indicator has been achieved.</i> Three more labor market Analysis reports have been developed under the project. Consultants were selected to carry out the TNA in the three project priority sectors. The surveys comprised the baseline for the labor market surveys. The TNA for the Tourism Sector, TNA for Tourism related construction sector and TNA for ICT sector have now been completed. The final reports have been shared with the stakeholders and with the World Bank. The reports are published in the MEERY and MOHE websites. The reports are being used by the MoED as well as MOHE to obtain information about the skills gaps in the country as well as to understand the market analyses in the three fields.</p>			
▶ Curricula and National Competency Standards developed/revised to include entrepreneurship and for pilot interventions in the project priority areas (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	100.00
Date	31-Dec-2019	28-Feb-2020	30-Sep-2020	28-Jun-2024
Comments:	<p>Curricula and/or National Competency Standards revised and/or developed in priority sectors to reflect employer requirements and will include modules on entrepreneurship and soft skills. Revision or development of curricula and/ or National Competency Standards will also include revision or development of associated teaching learning materials.</p> <p>Progress: <i>The activities under this indicator are progressing very well.</i> The consultancy to develop the competency standards for TVET Authority of Maldives is progressing well. The 13 standards developed by the consultant have been endorsed by the sector councils. The consultant is developing the learning materials based on the standards.</p> <p>The consultancy for developing the Entrepreneurship and Personal Initiative Training modules are progressing well. The entrepreneurship standard developed by the consultant has been endorsed by the sector council. The consultant is developing the learning materials and course materials based on the standards. The consultant will also develop a level 3 entrepreneurship course with 168 contact hours and short course for Personal Skills Development which has 72 contact hours. The course materials will be available in both Dhivehi and English Languages.</p> <p>The consultancy for development of ICT course module is proceeding well. The consultant has developed the needed standards and these are being finalized and approved by the relevant panels.</p> <p>The National Skills Development Master Plan for Maldives TVET Authority consultancy is ongoing and on schedule. The contract is signed with an international firm on 18th May 2020. The Analytical Report and Strategic plan are developed and under revision based on the comments from the steering committee members. The consultant is currently developing the 05-year National Skill Development Master Plan and road map.</p>			
▶ Trainers, instructors and assessors on revised curricula and competency based standards (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target



Value	0.00	0.00	0.00	125.00
Date	31-Dec-2019	28-Feb-2020	30-Sep-2020	28-Jun-2024
Comments:	<p>Number of trainers, instructors and assessors trained on the new and/or revised curriculum and competency standards. Progress: <i>Activities related to this indicator are well underway.</i> The curriculum and competency standards are being developed. Training will commence once the Master Plan, along with the revised curricula are completed. The trainers, instructors and assessors to be trained are being identified.</p>			
▶ Targeted youth completing market-relevant short-term vocational, technical, entrepreneurship, personal initiative, and soft skills development training in priority sectors supported by the project (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	3,000.00
Date	31-Dec-2019	28-Feb-2020	30-Sep-2020	28-Jun-2024
Comments:	<p>Number of youth completing market-relevant short-term vocational, technical and soft skills development training in priority sectors supported by the project Target age group: Youth ages 16-35 who are not in employment, education or training. Progress: <i>Tasks pertaining to this indicator have commenced and good progress is being made.</i> Market relevant short term vocational, technical and soft skills developments trainings are being conducted. The courses have been identified based on the findings of the Training Needs Assessments (TNAs). The first batch of students under the 'Skills for Resilient Workforce', have commenced the theory part of their courses. 59 students are enrolled. 35 of them students are females. As part of the course, students are required to complete an internship program. The MoHE has already commenced reaching out to the employers for the internship for the students so that they get the required hands-on-experience along with the theoretical knowledge in the area. Links are being made with the employers to provide the students with permanent jobs in the resorts once they complete the internship. The preparation for enrolling the second batch is ongoing. Training will be targeted for 1,200 students within a year.</p>			
▶ Business development service (BDS) providers trained (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	30.00
Date	31-Dec-2019	28-Feb-2020	30-Sep-2020	28-Jun-2024
Comments:	<p>BDS providers who are trained as ToT and to provide services to the new and existing entrepreneurs. Progress: <i>Activities under this indicator is on track and progressing well.</i> The Incubation Center Operational Framework is being developed by an international consultant and the work is progressing very well. The consultancy is expected to be completed by October 26, 2020. The detailed drawings, list of furniture and equipment are being finalized, following which the work will commence to set up the physical unit. The Ministry of Economic Development (MoED) has carried out surveys for the identification of the relevant trainings, and to identify the Business Development Services and Training Service Providers in different regions. MoED has collected economic profiling data for different regions. The data have been shared with the World Bank Team.</p>			
▶ Youth benefitting from BDS services (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target



Value	0.00	0.00	0.00	100.00
Date	31-Dec-2019	28-Feb-2020	30-Sep-2020	28-Jun-2024
Comments:	<p>Number of youth benefiting from BDS services. Progress: The data collection and recording of the BDS training will commence once the trainings commences. The youth benefiting from incubation center services will be assessed after the center is opened and is functional.</p>			
► Business plan competitions held (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	2.00
Date	31-Dec-2019	28-Feb-2020	30-Sep-2020	30-Dec-2022
Comments:	<p>Number of business plan competitions held. Progress: <i>Tasks under this activity is well underway.</i> All the prerequisite tasks are completed. All the documents are commented and approved. The Grants Manual is currently being updated and revised. A graphic designer has been hired and the consultant is working closely with the BCC to develop marketing materials and the marketing plan for the competition. A firm to provide photography and videography services for the BPC marketing is also being procured. The MEERY website is being updated to incorporate separate link for the submission of proposals. The procurement process for hiring of a local firm to conduct the competition is ongoing for which ToR is being revised by the BCC.</p>			

Component 2. Promoting entrepreneurship & employment through skills Development & eLearning Strategy				
► 21st century skills development strategy adopted (Yes/No, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	No	No	No	Yes
Date	31-Dec-2019	04-Sep-2019	30-Sep-2020	28-Jun-2024
Comments:	<p>21st century skills development strategy adopted. Progress: <i>Ongoing.</i> 21st Century Skills Strategy is targeted and scheduled towards the end of the project. This is to incorporate the learnings from all the components and to reflect the learning experiences of the activities. This is included as a part of one of the deliverables in the development of a Master Plan, which is ongoing. The consultant will finalize the Master Plan, Skills Strategy and Action Plan by end of December 2020. Thus, the strategy is in the process of being developed. The Training Needs Assessments (TNAs) prepared is being utilized to inform the strategy. The final 21st Century Skills Strategy is due on December 2023.</p>			
► Basic and intermediate ICT-based teaching and learning packages for digital skills developed and utilized through eLearning Platform/eLibrary (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	10.00
Date	31-Dec-2019	04-Sep-2019	30-Sep-2020	28-Jun-2024
Comments:	<p>Basic and intermediate ICT-based teaching and learning packages for digital skills developed and utilized through eLearning Platform/e Library.</p>			



Progress: Ongoing. Upon request from the Maldives Polytechnic, the decision is to hire a consultant to provide technical expertise for the preparation of an appropriate ToR for a consultant to develop an E-Learning System under the supervision of an existing consultant whose terms of reference complement that of the other consultant. The ToR has been revised by incorporating comments from and cleared by the World Bank task team.

► Job seekers and employers registered on the jobs platform (Number, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	4,922.00	4,922.00	0.00	6,000.00
Date	31-Dec-2019	04-Sep-2019	30-Sep-2020	28-Jun-2024

Number of job seekers and employers registered on the jobs platform. Baseline: job seekers registered - 4,878 businesses registered - 44 EOP Target: job seekers registered - 5,000 (in addition to the baseline figures) businesses registered - 100 (in addition to the baseline figures).

Progress: Activities are showing good progress and other tasks are on schedule. The consultancy to enhance the Job Center platform is progressing well. 40% of the tasks have been completed. New features have been added to the platform. They include: adding of Dhivehi Language, an Unemployment Benefit/Income Support Allowance Module, and Specialized Job Listings for People with Disabilities. The consultant is currently developing the mobile application.

The procurement process for the selection of a firm to conduct marketing activities for the Job Center is ongoing. The aim of the consultancy is to develop and implement a marketing and communications strategy to develop and execute an integrated marketing campaign to promote the use of the Job Center to employers & job-seekers throughout the country.

Component 3. Project coordination, monitoring and evaluation, and technical assistance

► Employer satisfaction survey completed (Number, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	4.00
Date	31-Dec-2019	28-Feb-2020	30-Sep-2020	28-Jun-2024

Employer satisfaction survey completed.

Progress: The employer satisfaction survey will commence in year 2. The survey forms are being drafted.

► Direct project beneficiaries (Number), of which female (%) (Text, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	Total: 0 Females: 0%	Total: 0 Females: 0%	Total: 0 Females: 0%	Total: 3,500 Females: 40.0%
Date	31-Dec-2019	28-Feb-2020	30-Sep-2020	28-Jun-2024

Direct beneficiaries are people or groups who directly benefit from project interventions (youth graduating from improved skills development programs, youth receiving market-relevant short-term skills development training, instructors, teachers and assessors who receive training, youth receiving BDS services, BDS providers and trainers who receive training, etc).

Progress: As all project activities are progressing well and more courses will be rolled out, this indicator will be achieved as per the schedule. The Project Beneficiaries Surveys are planned to be carried out after each activity or training of the project. The forms are being developed to carry out the surveys.



► A social media campaign on positive imaging around young women in the tourism sector. (Text, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	No specific social media campaign to address the issue.	A communications strategy has been prepared. The social media campaign on positive imaging is under design.	A communications strategy has been prepared. The social media campaign on positive imaging is under design.	A social media campaign to address the issue that has elicited some positive results.
Date	31-Dec-2019	28-Feb-2020	30-Sep-2020	29-Dec-2023
Comments:	<p>A social media campaign on positive imaging around women working in the tourism sector and enabling safer work environments for women in this sector, and the role of parents and young men as partners.</p> <p>Progress: A communication strategy has been adopted and the activities are ongoing as per the plan. The objective is to set up short and medium-term plans for dissemination of project related information to inform the project stakeholders, and showcase the efforts to improve youth employability and resilience. The strategy includes approaches for going from local to global and global to local (for example, bringing international know-how and news to inform local decisions in the areas of skills development and entrepreneurship). The strategy also includes various marketing strategies and the use of social media campaigns to highlight project implementation and successes.</p> <p>The social media campaign would be included in the plans. The objective is to focus on positive imaging around women working in the tourism sector and enabling safer work environments for women in this sector, and the role of parents and young men as partners.</p>			

Component 4. Contingent Emergency Response Component

► Beneficiaries satisfied with the skill development training, BDS services or other project activity (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	80.00
Date	31-Dec-2019	04-Sep-2019	30-Sep-2020	30-Dec-2022
Comments:	<p>Percentage of beneficiaries satisfied with the skill development training, BDS services or other project activity.</p> <p>Progress: The MEERY Project design is flexible and responds to the requirements precipitated by the COVID-19 pandemic. Consequently, there has been no necessity to trigger the CERC for the MEERY Project despite the COVID-19 pandemic. A Covid19 Crisis response plan has been prepared for the MEERY Project and tasks are being undertaken accordingly. The status of the tasks have been shared with the World Bank.</p>			

Performance-Based Conditions

Data on Financial Performance

Disbursements (by loan)

Project	Loan/Credit/TF	Status	Currency	Original	Revised	Cancelled	Disbursed	Undisbursed	% Disbursed
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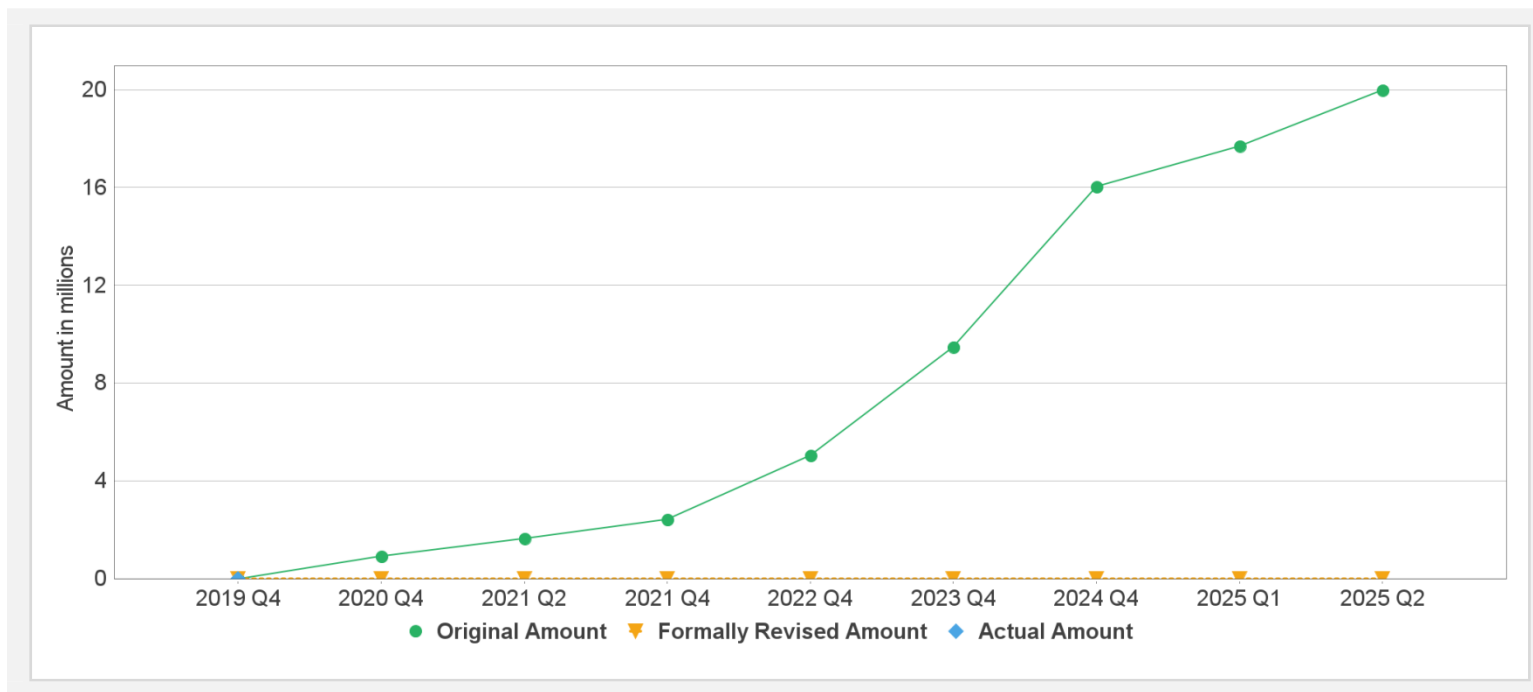


P163818	IDA-64430	Effective	USD	10.00	10.00	0.00	0.00	10.00	<div style="width: 0%; height: 10px; background-color: #ccc;"></div>	0%
P163818	IDA-D4800	Effective	USD	10.00	10.00	0.00	1.57	8.67	<div style="width: 15%; height: 10px; background-color: #2e8b57;"></div>	15%

Key Dates (by loan)

Project	Loan/Credit/TF	Status	Approval Date	Signing Date	Effectiveness Date	Orig. Closing Date	Rev. Closing Date
P163818	IDA-64430	Effective	14-Jun-2019	25-Jul-2019	03-Sep-2019	31-Dec-2024	31-Dec-2024
P163818	IDA-D4800	Effective	14-Jun-2019	25-Jul-2019	03-Sep-2019	31-Dec-2024	31-Dec-2024

Cumulative Disbursements



PBC Disbursement

PBC ID	PBC Type	Description	Coc	PBC Amount	Achievement Status	Disbursed amount in Coc	Disbursement % for PBC

Restructuring History

There has been no restructuring to date.

Related Project(s)



There are no related projects.
