



## India: Supporting Kerala's Additional Skill Acquisition Program in Post-Basic Education

Project Name	Supporting Kerala's Additional Skill Acquisition Program in Post-Basic Education								
Project Number	47334-002								
Country	India								
Project Status	Active								
Project Type / Modality of Assistance	Loan Technical Assistance								
Source of Funding / Amount	<table> <tr> <td colspan="2"><b>Loan 3188-IND: Supporting Kerala's Additional Skill Acquisition Program in Post-Basic Education</b></td></tr> <tr> <td>Ordinary capital resources</td><td>US\$ 100.00 million</td></tr> <tr> <td colspan="2"><b>TA 8760-IND: Capacity Building for the Additional Skill Acquisition Program</b></td></tr> <tr> <td>Japan Fund for Poverty Reduction</td><td>US\$ 1.50 million</td></tr> </table>	<b>Loan 3188-IND: Supporting Kerala's Additional Skill Acquisition Program in Post-Basic Education</b>		Ordinary capital resources	US\$ 100.00 million	<b>TA 8760-IND: Capacity Building for the Additional Skill Acquisition Program</b>		Japan Fund for Poverty Reduction	US\$ 1.50 million
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Japan Fund for Poverty Reduction	US\$ 1.50 million								
Strategic Agendas	Inclusive economic growth								
Drivers of Change	Governance and capacity development Knowledge solutions Partnerships Private sector development								
Sector / Subsector	<b>Education</b> - Technical and vocational education and training								
Gender Equity and Mainstreaming	Gender equity								
Description	<p>The Kerala State Skill Development Project was launched by the Government of Kerala (GOK) in July 2012 to enhance the employability of the state's youth and create opportunities for productive employment. It has two sub-programs to tackle the supply-side problems. The first, the Additional Skill Acquisition Program (ASAP), has been designed by the Departments of Higher Education and General Education, GOK to address the _preventive_ dimension of low employability. The second, the Additional Skill Enhancement Program, has been designed by the Department of Labor and Employment and the Department of Local Self Government, GOK to address the _curative_ dimension by focusing on re-skilling the unemployed youths registered with employment exchanges. The Government of India and GOK have requested Asian Development Bank assistance for strengthening and scaling up ASAP since it aims to tackle the problem of low employability early on by integrating general and vocational education so that students become _market-ready_ even while being enrolled in school and college. The impact will be increased employment of Kerala's youth. The outcome is that the graduates of government and government-aided higher secondary schools and arts-science colleges are more employable. This will be achieved by the following outputs: (i) market-relevant vocational training introduced in post-basic education, (ii) access to quality vocational training enhanced, (iii) increased awareness and private sector participation facilitated, (iv) improved program management and monitoring and evaluation.</p>								
Project Rationale and Linkage to Country/Regional Strategy	<p>The proposed support for ASAP reflects the priorities of the India Country Partnership Strategy, 2013-2017 which seeks to reinforce India's efforts towards inclusive growth and recognizes education (with focus on TVET) as a new sector in ADB's India operations. It is also closely aligned with the midterm review of Strategy 2020 which emphasizes the need for ADB to expand education sector lending from an average of 3% during 2008-2012 to 6% -10% of annual approvals by focusing on post-basic education and TVET to promote human capital development, and facilitating public-private partnerships to leverage and improve results.</p>								
Impact	Increased employment of Kerala's youth (aged 15 to 24 years)								

### Project Outcome

Description of Outcome	Increased employability of ASAP certificate holders
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Progress Toward Outcome	Target for skill development centers (SDCs) for 30 SDCs have been achieved ahead of time. 110 SDCs upgraded and operational. RFPs for 15 Community Skills Parks (CSPs) have been floated. They are expected to be operationalized by end 2017/early 2018. The original target in terms of SDCs for the entire RBL (ie Government of Kerala + ADB) was 105. The ASAP secretariat, has in fact, already exceeded operationalized 121 SDCs (including 30 of which were included in the ADB program).
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## Implementation Progress

Description of Project Outputs	Market-relevant vocational training introduced in post-basic education Access to quality vocational training enhanced Increased awareness and private sector participation facilitated Improved program management and M&E
Status of Implementation Progress (Outputs, Activities, and Issues)	<p>3a. (i) As of 1 January 2017, 99,325 students have enrolled for the foundation training and 90,522 students have enrolled for vocational training on a cumulative basis for the period, 2012-13 to 2016-17. Of the total enrollment (foundation as well vocational courses), on average, around 55% are females and 53% are below poverty line (BPL).</p> <p>(ii) For the academic year 2015-16 alone, 25,615 students have been enrolled for foundation training. During the same academic year under the Summer Skills Program, an additional 3,750 students enrolled for training. This took the total enrollment to 29,365, which was less than the original target of 61,861.</p> <p>(iii) During the academic year of 2016-2017, 32,294 students have enrolled in the foundation course and the enrollment is still going on. ASAP will thus, exceed the 2017 target by fair margin.</p> <p>3b. MOUs have been signed with 848 higher secondary schools and 106 colleges. Foundation training has been initiated in 50% institutions. Vocational training initiated in March 2015 after their annual examinations.</p> <p>3c. Twenty two (22) MOUs signed between ASAP and various sector skills councils. This will help to strengthen industry engagement, and ensure the continued relevance and quality of ASAP's training interventions.</p> <p>3d. (i) At least 32 private skills training providers engaged by ASAP as of 31 Dec. 2015.</p> <p>(ii) The CDTA firm has been assisting the TSPs in improving and standardizing the quality of their course material and training practices. ASAP has also initiated its own train the trainer program.</p> <p>(iii) ASAP has empanelled 28 private training providers for offering 81 job rolls offering industry accredited vocational courses.</p> <p>2a. (i) Request for Proposals (RFPs) for 15 community skills parks (CSPs) have been floated.</p> <p>(ii) Construction of 11 CSPs started in Mid September 2016. These are expected to be operationalized by end of 2017/early 2018.</p> <p>2b. 110 skill development centres (SDCs) have been upgraded and operational. On average, 5 rooms in the partner Govt. Higher Secondary schools/ Colleges have been upgraded into SDCs. Improved furniture, computer labs, smart classrooms, and internet connectivity are part of the package. Foundation training is also provided in these SDCs.</p> <p>2c. O&amp;M of CSPs not yet started.</p> <p>d1. 199 experienced program management staff engaged of which 107 (54%) are females.</p> <p>d2. ASAP's MIS for monitoring implementation and achievement of gender and social inclusion targets is already operational.</p> <p>d3. 1,912 skill development executives (SDEs) who impart foundation training (communication English, basic IT) have been empanelled as of 31 June 2016. Of these, 66% are females. This will help in further enhancing the participation and interest of female trainees in ASAP.</p> <p>1a. (i) ASAP is currently offering training in 96 courses in 81 job roles with covering 21 sectors. The quality of the training material and its alignment with the prescribed national occupation standards(NOS)/NSQF is reviewed on an ongoing basis.</p> <p>(ii) A rigorous _Quality Frame-work_ has been laid out for each course, specifying the objectives for each session, pedagogy style, training delivery, prerequisites required, and the expected outcomes. Further, training service providers have to prepare proper syllabi, Trainers' guides, Participants' Hand books, and Assessment Guides before starting any skills course under ASAP.</p> <p>(iii) Courses are being selected on the basis of the recommendations of the respective Business Advisory Committee (BACs) to ensure industry/market relevance. 17 Kerala-based BACs, covering various trades, are operational as at 30th June 2016.</p> <p>1b. 66,783 students have been enrolled in vocational courses as of 31 Dec. 2015. Of which 54% were female and 54% of trainees were below poverty line.</p>

Geographical Location	
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## Safeguard Categories

Environment	B
Involuntary Resettlement	C
Indigenous Peoples	C

## Summary of Environmental and Social Aspects

Environmental Aspects	The program is categorized as B in terms of environment.
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Involuntary Resettlement	The program is being categorized as C in terms of involuntary resettlement. No new land will be acquired, nor will anyone be displaced.
Indigenous Peoples	The program is category C for indigenous peoples since the program will support construction of new community skills parks on unencumbered government land and upgrading and remodeling of existing government buildings into community skills parks. Indigenous people account for only 1% of Kerala's population and will not be affected in any way by the civil works.

#### Stakeholder Communication, Participation, and Consultation

During Project Design	The Additional Skill Acquisition Program (ASAP) has been designed on the basis of intensive (and ongoing) consultations with all relevant stakeholders _ students, principals and teachers of higher secondary schools and undergraduate colleges, parents, industry associations, and sector skills councils.
During Project Implementation	The ASAP Secretariat will continue with the above outreach efforts during project implementation. A detailed communication strategy and roll-out plan has been prepared.

#### Business Opportunities

Consulting Services	This is a results-based loan. All procurement and consultant recruitment will be undertaken by the implementing agency in line with the country systems.
Procurement	This is a results-based loan. All procurement and consultant recruitment will be undertaken by the implementing agency in line with the country systems. Training service providers will be recruited for imparting the vocational training. Procurement will include civil works (upgrading of community skills parks) and purchase of training equipment and teaching materials.

#### Responsible Staff

Responsible ADB Officer	Lee, Sunhwa
Responsible ADB Department	South Asia Department
Responsible ADB Division	India Resident Mission
Executing Agencies	<i>Department of Higher Education, Government of Kerala GKUZHIVELI@GMAIL.COM 3rd Floor, Secretariat Annex, Statue, Thiruvananthapuram, Kerala India</i>

#### Timetable

Concept Clearance	19 Jun 2014
Fact Finding	09 Jun 2014 to 20 Jun 2014
MRM	08 Aug 2014
Approval	19 Nov 2014
Last Review Mission	-
Last PDS Update	17 Mar 2017

#### Loan 3188-IND

Milestones					
Approval	Signing Date	Effectivity Date	Closing		
			Original	Revised	Actual
19 Nov 2014	27 Nov 2014	11 Dec 2014	30 Jun 2019	-	-

Financing Plan		Loan Utilization			
	Total (Amount in US\$ million)	Date	ADB	Others	Net Percentage
Project Cost	147.00	Cumulative Contract Awards			
ADB	100.00	19 Nov 2014	55.00	0.00	55%
Counterpart	47.00	Cumulative Disbursements			
Cofinancing	0.00	19 Nov 2014	55.00	0.00	55%

**TA 8760-IND**

Milestones					
Approval	Signing Date	Effectivity Date	Closing		
			Original	Revised	Actual
19 Nov 2014	01 Dec 2014	01 Dec 2014	30 Apr 2017	31 Dec 2017	-

Financing Plan/TA Utilization							Cumulative Disbursements	
ADB	Cofinancing	Counterpart				Total	Date	Amount
		Gov	Beneficiaries	Project Sponsor	Others			
0.00	1,500,000.00	0.00	0.00	0.00	0.00	1,500,000.00	19 Nov 2014	827,128.47

Project Page	<a href="https://www.adb.org/projects/47334-002/main">https://www.adb.org/projects/47334-002/main</a>
Request for Information	<a href="http://www.adb.org/forms/request-information-form?subject=47334-002">http://www.adb.org/forms/request-information-form?subject=47334-002</a>
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