



## Skills Development Project (P145309)

AFRICA | Uganda | Education Global Practice |  
IBRD/IDA | Investment Project Financing | FY 2015 | Seq No: 2 | ARCHIVED on 25-Feb-2016 | ISR22676 |

Implementing Agencies: Ministry of Education and Sports, Ministry for Agriculture, Animal Husbandry and Fisheries, Private Sector Foundation of Uganda

### Key Dates

#### Key Project Dates

Bank Approval Date:22-Apr-2015

Effectiveness Date:--

Planned Mid Term Review Date:28-Feb-2018

Actual Mid-Term Review Date:--

Original Closing Date:31-Aug-2020

Revised Closing Date:31-Aug-2020

### Project Development Objectives

Project Development Objective (from Project Appraisal Document)

The project development objective is to enhance the capacity of institutions to deliver high quality, demand-driven training programs in target sectors.

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

No

### Components

Name

Component 1: Institutionalizing systemic reforms in skills development:(Cost \$5.00 M)

Component 2: Improving Quality and Relevance of Skills Development:(Cost \$62.20 M)

Component 3: Employer-led short-term training and recognition of prior learning:(Cost \$18.00 M)

Component 4: Project Management, Monitoring and Evaluation:(Cost \$11.80 M)

Unallocated:(Cost \$3.00 M)

### Overall Ratings

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



Overall Risk Rating

● Substantial

● High

## Implementation Status and Key Decisions

The Project is pending Parliamentary ratification to reach effectiveness, which is a country specific requirement. An effectiveness target of April 2016 is envisaged in light of the upcoming National elections scheduled for February 18th, 2016.

There has been limited progress since the last ISR, and the status of other effectiveness conditions remain largely the same: (i) The Project Operations Manual for the MoESTS is awaiting incorporation of safeguards elements and a detailed workplan and budget for component 1; (ii) a draft subsidiary agreement is pending signature by MoFPED and PSFU; (iii) The BTVET Reform Task Force has been re-constituted and is functioning. Progress has been made on the recruitment process for core consultants under the MoESTS and PSFU Project Coordination Units, though it is not complete. A detailed annual workplan and budget for PSFU has been cleared.

Key procurements remain behind schedule and as a result, implementation progress is moderately satisfactory. In addition, key consultants are yet to be hired and baseline data has not yet been collected

## Risks

### Systematic Operations Risk-rating Tool

| Risk Category  | Rating at Approval | Previous Rating | Current Rating |
|--|--------------------|-----------------|----------------|
| Political and Governance                                     | ● Substantial      | ● Substantial   | ● High         |
| Macroeconomic  | ● Substantial      | ● Substantial   | ● Substantial  |
| Sector Strategies and Policies                               | ● Substantial      | ● Substantial   | ● Substantial  |
| Technical Design of Project or Program                       | ● Substantial      | ● Substantial   | ● Substantial  |
| Institutional Capacity for Implementation and Sustainability | ● Substantial      | ● Substantial   | ● Substantial  |
| Fiduciary  | ● Substantial      | ● Substantial   | ● Substantial  |
| Environment and Social                                       | ● Low              | ● Low           | ● Low          |
| Stakeholders   | ● Substantial      | ● Substantial   | ● Substantial  |
| Other  | --                 | --              | --             |
| Overall  | ● Substantial      | ● Substantial   | ● High         |

## Results

### Project Development Objective Indicators



► Development of National Occupational Standards for relevant trades/occupations in target sectors (Number, Custom)

|       | Baseline    | Actual (Previous) | Actual (Current) | End Target  |
|-------|-------------|-------------------|------------------|-------------|
| Value | --          | --                | --               | 0.00        |
| Date  | 01-Sep-2015 | --                | 09-Feb-2016      | 31-Aug-2020 |

► Increased number of new intakes in the targeted training programs (Number, Custom)

|       | Baseline    | Actual (Previous) | Actual (Current) | End Target  |
|-------|-------------|-------------------|------------------|-------------|
| Value | --          | --                | --               | 0.00        |
| Date  | 01-Sep-2015 | --                | 09-Feb-2016      | 31-Aug-2020 |

▲ Proportion of female intakes in the targeted training programs (Percentage, Custom Supplement)

|       | Baseline | Actual (Previous) | Actual (Current) | End Target |
|-------|----------|-------------------|------------------|------------|
| Value | 15.00    | --                | --               | 25.00      |

► Proportion of entrants who completed targeted short courses (Percentage, Custom)

|       | Baseline    | Actual (Previous) | Actual (Current) | End Target  |
|-------|-------------|-------------------|------------------|-------------|
| Value | --          | --                | --               | 0.00        |
| Date  | 01-Sep-2015 | --                | 09-Feb-2016      | 31-Aug-2020 |

▲ Proportion of entrants who completed targeted certificate courses (Percentage, Custom Breakdown)

|       | Baseline | Actual (Previous) | Actual (Current) | End Target |
|-------|----------|-------------------|------------------|------------|
| Value | --       | --                | --               | 0.00       |



|      |             |    |             |             |
|------|-------------|----|-------------|-------------|
| Date | 01-Sep-2015 | -- | 09-Feb-2016 | 31-Aug-2020 |
|------|-------------|----|-------------|-------------|

▾ Proportion of entrants who completed targeted diploma courses (Percentage, Custom Breakdown)

|       | Baseline    | Actual (Previous) | Actual (Current) | End Target  |
|-------|-------------|-------------------|------------------|-------------|
| Value | --          | --                | --               | 0.00        |
| Date  | 01-Sep-2015 | --                | 09-Feb-2016      | 31-Aug-2020 |

▶ Improved participation of employers in skills training programs (Percentage, Custom)

|       | Baseline    | Actual (Previous) | Actual (Current) | End Target  |
|-------|-------------|-------------------|------------------|-------------|
| Value | 0.00        | --                | --               | 0.00        |
| Date  | 01-Feb-2015 | --                | 09-Feb-2016      | 31-Aug-2020 |

▶ Satisfaction with skills by trainees in supported firm disaggregated by economic sectors and size (Percentage, Custom)

|       | Baseline    | Actual (Previous) | Actual (Current) | End Target  |
|-------|-------------|-------------------|------------------|-------------|
| Value | --          | --                | --               | 0.00        |
| Date  | 01-Sep-2015 | --                | 09-Feb-2016      | 31-Aug-2020 |

Overall Comments

**Intermediate Results Indicators**



► Management Information System for BTJET sector established and functional (Number, Custom)

|       | Baseline    | Actual (Previous) | Actual (Current) | End Target  |
|-------|-------------|-------------------|------------------|-------------|
| Value | 0.00        | --                | --               | 1.00        |
| Date  | 01-Sep-2015 | --                | 09-Feb-2016      | 31-Aug-2020 |

► Number of Sector Skills Councils established in priority sectors (Number, Custom)

|       | Baseline    | Actual (Previous) | Actual (Current) | End Target  |
|-------|-------------|-------------------|------------------|-------------|
| Value | 0.00        | --                | --               | 5.00        |
| Date  | 01-Sep-2015 | --                | 09-Feb-2016      | 31-Aug-2020 |

► Number of competency based training courses developed and validated. (Number, Custom)

|       | Baseline    | Actual (Previous) | Actual (Current) | End Target  |
|-------|-------------|-------------------|------------------|-------------|
| Value | --          | --                | --               | 0.00        |
| Date  | 01-Sep-2015 | --                | 09-Feb-2016      | 31-Aug-2020 |

► Number of targeted CoEs with over 50% representation on governing council by employers (Number, Custom)

|       | Baseline | Actual (Previous) | Actual (Current) | End Target  |
|-------|----------|-------------------|------------------|-------------|
| Value | 0.00     | --                | --               | 4.00        |
| Date  | --       | --                | 09-Feb-2016      | 31-Aug-2020 |



► Number of academic staff trained in the new CBT curriculum (Number, Custom)

|       | Baseline    | Actual (Previous) | Actual (Current) | End Target  |
|-------|-------------|-------------------|------------------|-------------|
| Value | --          | --                | --               | 0.00        |
| Date  | 01-Sep-2015 | --                | 09-Feb-2016      | 31-Aug-2020 |

► No. of collaboration agreements between enterprises and training providers (Number, Custom)

|       | Baseline    | Actual (Previous) | Actual (Current) | End Target  |
|-------|-------------|-------------------|------------------|-------------|
| Value | --          | --                | --               | 0.00        |
| Date  | 01-Sep-2015 | --                | 09-Feb-2016      | 31-Aug-2020 |

► Employers' rating of competency of trained employees (Percentage, Custom)

|       | Baseline    | Actual (Previous) | Actual (Current) | End Target  |
|-------|-------------|-------------------|------------------|-------------|
| Value | --          | --                | --               | 0.00        |
| Date  | 01-Sep-2015 | --                | 09-Feb-2016      | 31-Aug-2020 |

Overall Comments

## Data on Financial Performance

### Disbursements (by loan)

| Project | Loan/Credit/TF | Status        | Currency | Original | Revised | Cancelled | Disbursed | Undisbursed | Disbursed |
|---------|----------------|---------------|----------|----------|---------|-----------|-----------|-------------|-----------|
| P145309 | IDA-56120      | Not Effective | XDR      | 71.10    | 71.10   | 0.00      | 0.00      | 71.10       | 0%        |

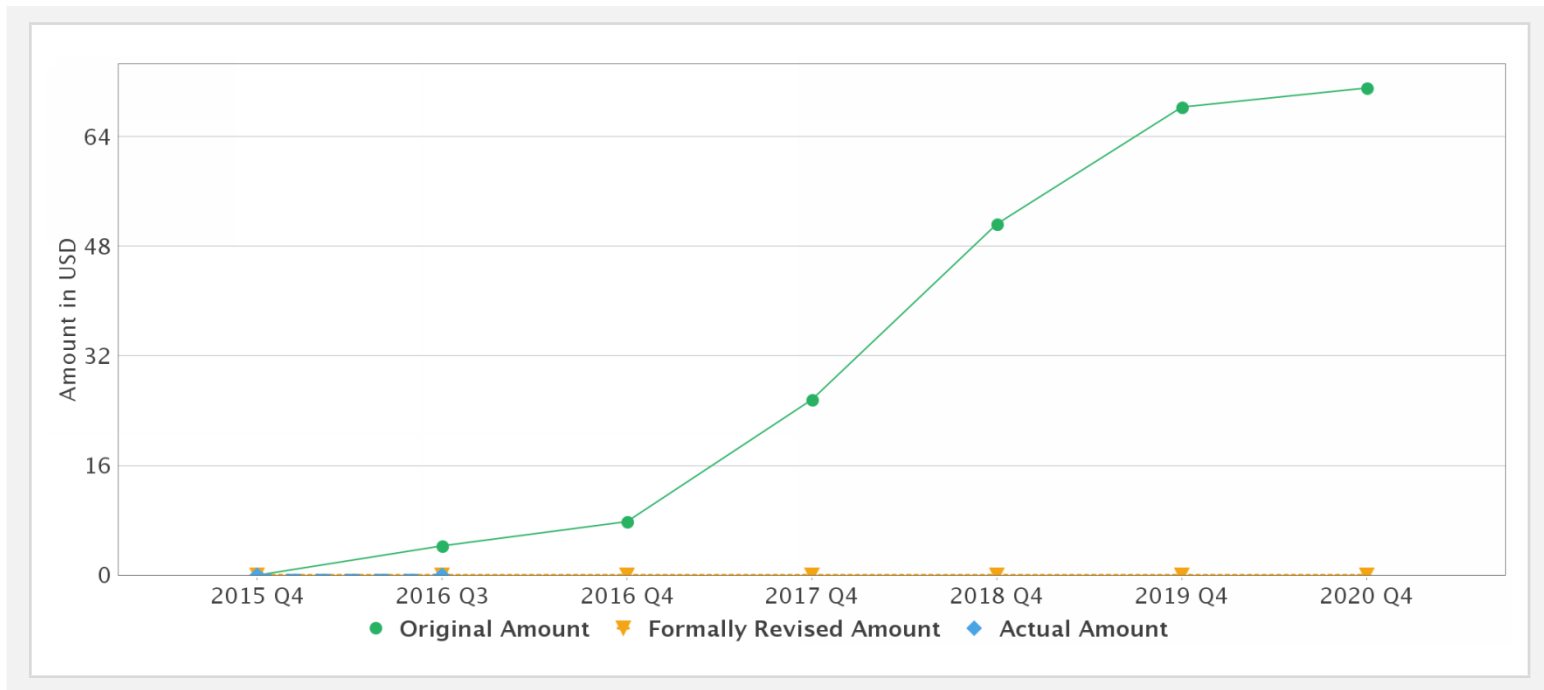
### Key Dates (by loan)

| Project | Loan/Credit/TF | Status | Approval Date | Signing Date | Effectiveness Date | Orig. Closing Date | Rev. Closing Date |
|---------|----------------|--------|---------------|--------------|--------------------|--------------------|-------------------|
|---------|----------------|--------|---------------|--------------|--------------------|--------------------|-------------------|



|         |           |               |             |    |    |             |             |
|---------|-----------|---------------|-------------|----|----|-------------|-------------|
| P145309 | IDA-56120 | Not Effective | 22-Apr-2015 | -- | -- | 31-Aug-2020 | 31-Aug-2020 |
|---------|-----------|---------------|-------------|----|----|-------------|-------------|

### Cumulative Disbursements



### Restructuring History

There has been no restructuring to date.

### Related Project(s)

There are no related projects.