

# OFFICIAL DOCUMENTS

Supplemental Letter No. 2

INDIA

December 13, 2017

International Bank for Reconstruction and Development  
1818 H Street, N.W.  
Washington, D.C. 20433  
United States of America

INDIA: Loan No. 8769-IN  
(Skill India Mission Operation)  
Performance Monitoring Indicators

Dear Sirs and Mesdames:

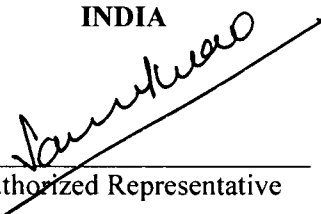
We refer to Section III.A of Schedule 2 to the Loan Agreement of even date between India and the International Bank for Reconstruction and Development (Bank).

Unless otherwise agreed with the Bank, we shall monitor and evaluate implementation of the Project in accordance with the Performance Monitoring Indicators attached to this letter.

Very truly yours,

INDIA

By

  
\_\_\_\_\_  
Authorized Representative

Attachment – Performance Monitoring Indicators

**Results Framework**  
**India: Skill India Mission Operation**

Results Indicators	#	Unit of Measure	Baseline	Target Values (Cumulative)					
				Year 1 (2017-2018)	Year 2 (2018-2019)	Year 3 (2019-2020)	Year 4 (2020-2021)	Year 5 (2021-2022)	Year 6 (2022-2023)
<b>PDO:</b> To enhance institutional mechanisms for skill development and increase access to quality and market-relevant training for the workforce.									
<b>PDO Indicator 1:</b> Trainees who have successfully completed the NSQF aligned market-relevant short-term SD programs and were certified (disaggregated by women and disadvantaged sections)	1 and 7	Number and Percentage	2 million trainees successfully completing market-relevant short-term SD programs; current female labor force participation is 31%; participation of SCs and STs is 18%; participation of PWD in training programs is negligible	Target: 2.76 million cumulative trainees over baseline successfully completing market-relevant short-term SD programs	Target: 3.78 million cumulative trainees over baseline successfully completing market-relevant short-term SD programs: women - 32%; SCs and STs - 19%; and PWD - 0.5%	Target: 5.06 million trainees cumulative over baseline successfully completing market-relevant short-term SD programs	Target: 6.33 million trainees cumulative over baseline successfully completing market-relevant short-term SD programs: women - 33%; SCs and STs - 21%; and PWD - 0.8%	Target: 7.60 million trainees cumulative over baseline successfully completing market-relevant short-term SD programs	Target: 8.87 million trainees cumulative over baseline successfully completing market-relevant short-term SD programs: women - 34%; SCs and STs - 22%; and PWD - 1%

Results Indicators	DLI #	Unit of Measure	Baseline	Target Values (Cumulative)					
				Year 1 (2017-2018)	Year 2 (2018-2019)	Year 3 (2019-2020)	Year 4 (2020-2021)	Year 5 (2021-2022)	Year 6 (2022-2023)
<b>PDO Indicator 2:</b> Percentage of graduates who are wage employed or self-employed within six months of completion of short-term SD programs	2	Percentage	27% of graduates are wage employed or self-employed within six months of completion of short-term SD programs	n.a.	30% of graduates are wage employed or self-employed within six months of completing training from Year 1	35% of graduates are wage employed or self-employed from Year 2 within six months of completing training from Year 2	40% of graduates are wage employed or self-employed within six months of completing training from Year 3	45% of graduates are wage employed or self-employed within six months of completing training from Year 4	50% of graduates are wage employed or self-employed within six months of completing training from Year 5
<b>PDO Indicator 3:</b> Improved performance of states on institutional strengthening, market relevance of SD programs, and access to and completion of training by marginalized populations	6	Text	n.a.	The baseline for SIG Scorecard has been calculated for each state	Participating states have improved their SIG scores by 15 points over the baseline with at least 3 points in each component of the scorecard	Participating states have improved their SIG scores by 15 points over the previous year with at least 3 points in each component of the scorecard.	Participating states have improved their SIG scores by 15 points over the previous year with at least 3 points in each component of the scorecard	Participating states have improved their SIG scores by 15 points over the previous year with at least 3 points in each component of the scorecard	Participating states have improved their SIG scores by 15 points over the previous year with at least 3 points in each component of the scorecard
<b>PDO Indicator 4:</b> NSQF-aligned	3	Text	The NSDA set up as regulatory	At least 200 NSQC approved QPs	NQAF accreditation standards	Teaching learning resource	QPs and teaching learning packs based on the model	At least 1,000 NSQC approved QPs or 100% of	Accreditation, assessment, and

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QPs translated into model curriculum, trainers guide, and teaching learning resource packs.			arm of the MSDE. The NQAF overview manual notified in 2013. 40 SSCs have been approved out of which 32 are operational: 1,426 QPs approved by the NSQC with limited impact on SD programs	made into model curriculum and 100 job roles for transnational standards developed according to the approved NQAF manuals	applied to all TPs delivering NSQF qualifications affiliated with the NSDC and the SSCs	packs developed under Creative Commons license for 80% job roles at levels 5-7 of the NSQF	curriculum developed and approved for the MSMEs for at least 100 job roles in 25 sectors	the existing QPs (current or revised) cumulatively from year 1 are covered by the model curriculum, trainers guide, and teaching learning resource packs and disclosed on the NSDC website	certification conducted according to the NQAF for all central and state level short-term training programs under the Program	
<b>Intermediate Results Area 1: Institutional Strengthening at the National and State Levels for Planning, Delivering, and Monitoring High-quality Market Relevant Training</b>										
<b>Intermediate Result Indicator 1:</b> A system in place to undertake the M&E of SD programs at the national and	5	Text	Several MIS blocks in place nationally and at the state level, but design is fragmented and	(a) The NSRD has been formally established and (b) NSRD has completed a baseline report for	At least five central MIS schemes (including SDMS) have been put in place and at least 10 SSDMs in	The first tracer study (including for the PMKVY) report has been disclosed by the NSRD	At least 16 SSDMs in total have submitted data to the LMIS	The second tracer study (including for the PMKVY) report have been disclosed by the NSRD	(a) at least 25 participating states have submitted data to the LMIS; (b) All data incorporated in final SIMO impact	

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				Year 1 (2017-2018)	Year 2 (2018-2019)	Year 3 (2019-2020)	Year 4 (2020-2021)	Year 5 (2021-2022)	Year 6 (2022-2023)	
state level			reliability of data questionable Research on SD sporadic and based on limited data.	SIMO's impact evaluation	participating states submitted data to the LMIS					evaluation report
<b>Intermediate Results Area 2: Improved Quality and Market Relevance of Skill Development Programs</b>										
<b>Intermediate Result</b> <b>Indicator 2:</b> Number of trainers and assessors trained/retrained with the new CPD modules	4	Number	Insufficiently skilled trainers; lack of qualified assessors; and assessment practices questionable	ToT and assessors plan for existing and potential trainers and assessors created and approved, including curriculum design and materials for new modules	All faculty of the current TPs delivering NSQF compliant qualifications ; 4,750 trainers and 750 assessors have been trained with new modules	ToT programs executed in compliance with NSQF for 7,500 trainers and 1,500 assessors cumulatively from Year 2	ToT programs conducted in compliance with NSQF for 10,000 trainers and 2,000 assessors cumulatively from Year 2	ToT programs conducted in compliance with NSQF for 12,500 trainers and 2,500 assessors cumulatively from Year 2	ToT programs conducted in compliance with NSQF for 15,000 trainers and 3,000 assessors cumulatively from Year 2	
<b>Intermediate Results Area 3: Improved Access to and Completion of Skills Training for Female Trainees and Other Disadvantaged Groups</b>										
<b>Intermediate Result</b> <b>Indicator 3:</b> Number of completed pilot projects targeting	--	Number	n.a.	0	10	25	45	70	—	

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socially excluded groups to improve access to skills training programs										
<b>Intermediate Results Area 4: Expanding Skills Training through PPPs</b>										
<b>Intermediate Results Indicator 4:</b> Joint public and private sector funding successfully channeled into and utilized in priority SD initiatives	8	Text	CSR provides an option for firms to contribute 2% of their profits to community development, including SD. No transparent and reliable mechanism exists to mobilize CSR funds for SD.	S2J Portal developed and operational. At least US\$ 2 million CSR funds credited to the Skills Fund	At least US\$ 2 million additional CSR funds to Year 1 have been credited to the Skills Fund	At least US\$ 2 million additional to Year 2 CSR funds credited to the CSR Skills Fund. At least 50% of CSR funds contributed by the end of Year 1 have been successfully utilized.				

Note: CPD = Continuous Professional Development.