



Accessing Overseas Employment Opportunities for Moroccan Youth (P150064)

MIDDLE EAST AND NORTH AFRICA | Morocco | Social Protection & Labor Global Practice |
Recipient Executed Activities | Investment Project Financing | FY 2015 | Seq No: 1 | ARCHIVED on 07-Nov-2015 | ISR20869 |

Implementing Agencies: Agence Nationale de Promotion de l'Emploi et des Compétences (ANAPEC)

Key Dates

Key Project Dates

Bank Approval Date:19-Mar-2015

Effectiveness Date:14-Apr-2015

Original Closing Date:31-Oct-2018

Revised Closing Date:31-Oct-2018

Project Development Objectives

Project Development Objective (from Project Appraisal Document)

The project development objective (PDO) is to strengthen institutional capacity to pilot the reform of international labor intermediation services in Morocco and better prepare the Moroccan workforce for greater integration with international labor markets.

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

No

Components

Name

Overall Ratings

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

Implementation Status and Key Decisions

The project in the amount of US\$ 1,5 million was approved by the Bank on March 12, 2015 and the Grant Agreement was signed on April 14, 2015 and it became effective the same date. The project consists of three components: (1) Institutional capacity building for the selection and preparation of overseas employment candidates; (2) Developing sustainable partnerships between public and private actors within and across borders for job



placement beyond the above pilot, and Project implementation support; and (3) Project evaluation and knowledge-sharing. The first two components will be implemented by the *Agence Nationale de Promotion de l'Emploi et des Compétences* (National Agency for Promotion of Employment and Skills; ANAPEC) in partnership with GIZ – ANAPEC's information and capacity building needs related to placement on the German market will be addressed by the GIZ team in the framework of this partnership. Component 3 will be implemented by the World Bank in order to (i) maintain independence in the evaluation process, and (ii) leverage learning from other countries in the MENA Region and elsewhere.

No substantial progress has been achieved since effectiveness as the implementation of project's activities is awaiting the signing of the GIZ contract which has experienced some delays. However, the Bank team is providing technical support to ensure the finalization and signing of the contract and thus, enable the project to take off the ground. This is the first ISR for the project.



Risks

Overall Risk Rating

Risk Category	Rating at Approval	Previous Rating	Current Rating
Overall	--	--	--

Results

Project Development Objective Indicators

►Number of Beneficiaries (Number, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	--	0.00	105.00
Date	14-Apr-2015	--	22-Sep-2015	31-Oct-2018

Comments

Description (indicator definition): The Project beneficiaries are candidates enrolled in the program

►Morocco, through ANAPEC, has established stronger pre-selection procedures and pre-departure training modules for candidates seeking overseas employment (Yes/No, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
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Value	N	--	N	Y
Date	14-Apr-2015	--	22-Sep-2015	31-Oct-2018

Comments

Description (indicator definition): Lessons from the pilot inform the design of pre-departure and pre-selection guidelines that are in line with international good practice.

►A sustainable public-private partnership between ANAPEC, GIZ, and the German employers' representatives is established and functioning in practice to scale up and replicate the pilot initiative (Yes/No, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	N	--	N	Y
Date	14-Apr-2015	--	22-Sep-2015	31-Oct-2018

►Percentage of German employers participating in the pilot and willing to hire again from Morocco (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	--	0.00	--
Date	14-Apr-2015	--	22-Sep-2015	31-Oct-2018

Comments

Data source: Employer surveys

Responsibility for data collection: The World Bank

Description (indicator definition): Increase in percentage of employers participating in the pilot who will be willing to hire a Moroccan worker

The baseline and end target will be decided after the kick off the program and the baseline evaluation

►A regional model of good practice is developed and shared through the World Bank and other networks (Yes/No, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	N	--	N	Y
Date	14-Apr-2015	--	22-Sep-2015	31-Oct-2018



Overall Comments

Intermediate Results Indicators

►Pre-selection manual which incorporates feedback from project stakeholders is developed and aligned with the established selection principles and international good practice (Yes/No, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	N	--	Y	Y
Date	14-Apr-2015	--	22-Sep-2015	31-Oct-2018

Comments

Description (indicator definition): Manual is developed and used for candidate pre-selection

►Candidate pre-selection completed in line with good practice and led jointly by private and public sector stakeholders from destination countries (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	--	0.00	90.00
Date	14-Apr-2015	--	22-Sep-2015	31-Oct-2018

►Percent of participants who report being adequately equipped for their apprenticeship (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	--	0.00	75.00
Date	14-Apr-2015	--	22-Sep-2015	31-Oct-2018



►Preparation of a placement strategy for ANAPEC and MESA on the basis of recent and detailed information on growth prospects and labor needs in key sectors of the German economy, legal frameworks and a (Yes/No, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	N	--	N	Y
Date	14-Apr-2015	--	22-Sep-2015	31-Oct-2018

►Consultations held with employers and other relevant public and private players in Germany based on the sectoral analysis to be conducted for the placement strategy beyond the pilot (Yes/No, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	N	--	N	Y
Date	14-Apr-2015	--	22-Sep-2015	31-Oct-2018

►South-South workshops with other MENA origin countries and Deauville partners, at least one of which is held in Morocco, to share experience on international labor intermediation and related pilot exp (Yes/No, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	N	--	N	Y
Date	14-Apr-2015	--	22-Sep-2015	31-Oct-2018

►Firms surveyed to measure level of satisfaction with candidates and perceptions of Moroccan workers (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	--	0.00	70.00
Date	14-Apr-2015	--	22-Sep-2015	31-Oct-2018

Overall Comments

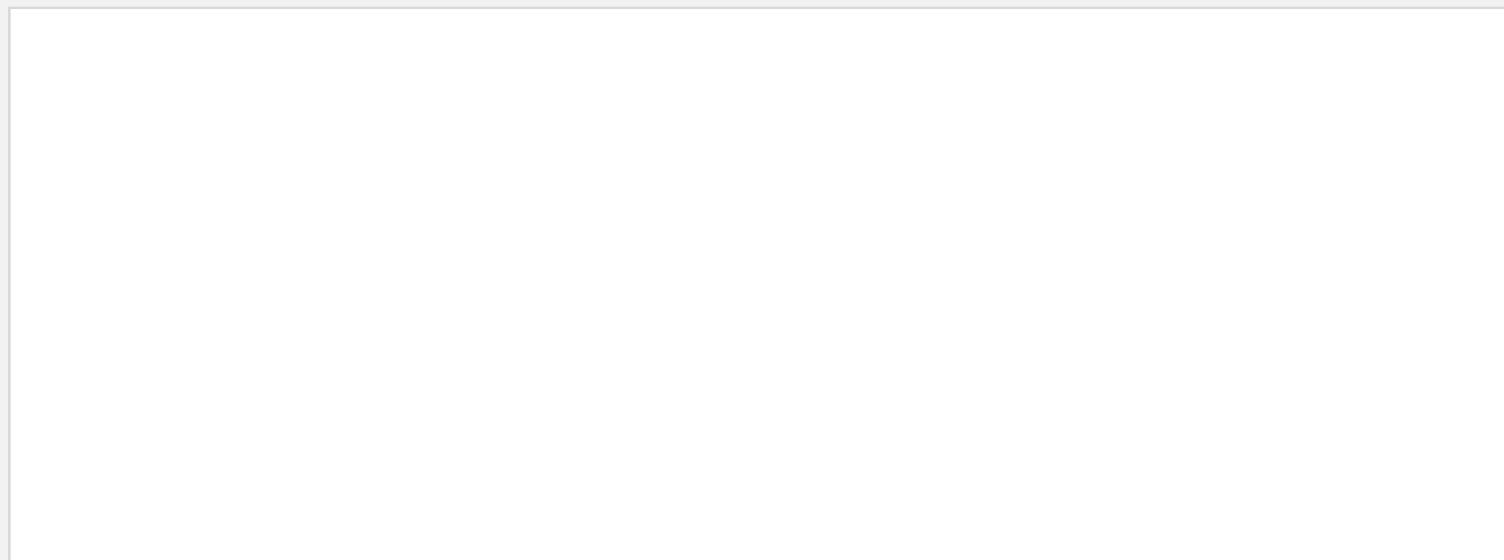
Data on Financial Performance

**Disbursements (by loan)**

Project	Loan/Credit/TF	Status	Currency	Original	Revised	Cancelled	Disbursed	Undisbursed	Disbursed
P150064	TF-A0100	Effective	USD	1.55	1.55	0.00	0.00	1.55	0%

Key Dates (by loan)

Project	Loan/Credit/TF	Status	Approval Date	Signing Date	Effectiveness Date	Orig. Closing Date	Rev. Closing Date
P150064	TF-A0100	Effective	19-Mar-2015	14-Apr-2015	14-Apr-2015	31-Oct-2018	31-Oct-2018

Cumulative Disbursements**Restructuring History**

There has been no restructuring to date.

Related Project(s)

There are no related projects.