



## Stepping Up Skills Project (P146474)

AFRICA | Guinea | Education Global Practice |  
IBRD/IDA | Investment Project Financing | FY 2015 | Seq No: 3 | ARCHIVED on 31-Dec-2015 | ISR20130 |

Implementing Agencies: Ministry of Higher Education, Ministry of TVET, Ministry of Youth and Youth Employment

### Key Dates

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Bank Approval Date:30-Sep-2014

Effectiveness Date:31-Mar-2015

Planned Mid Term Review Date:15-Dec-2017

Actual Mid-Term Review Date:--

Original Closing Date:30-Dec-2020

Revised Closing Date:30-Dec-2020

### Project Development Objectives

Project Development Objective (from Project Appraisal Document)

The objective of this project is to boost the employability and employment outcomes of Guinean youth in targeted skills programs.

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

No

### Components

Name

Fund for Skills and Employability:(Cost \$13.00 M)

Education-to-Employment Program:(Cost \$4.00 M)

Institutional Support and Regulatory Framework:(Cost \$3.00 M)

### Overall Ratings

Name	Previous Rating	Current Rating
Progress towards achievement of PDO	<span style="color: green;">●</span> Satisfactory	<span style="color: orange;">●</span> Moderately Satisfactory
Overall Implementation Progress (IP)	<span style="color: green;">●</span> Satisfactory	<span style="color: orange;">●</span> Moderately Satisfactory
Overall Risk Rating	<span style="color: orange;">●</span> Substantial	<span style="color: orange;">●</span> Substantial

### Implementation Status and Key Decisions



The Stepping Up Skills Project was approved on September 30, 2014, signed on October 6, 2014, and became effective on March 31, 2015 after fulfilling the three effectiveness conditions. Responsibilities for project implementation were handed over to the recruited project staff. A supervision mission took place in August-September 2015 (with TTL support from DC) and regular implementation support meetings took place by videoconference.

#### General

1. **Offices:** Agreements concerning the location of the offices for the Executive Secretariat (ES) and the Competitive Fund Technical Secretariat (CF-TS) were reached. The MJEJ (Ministry of Youth) will be hosting the ES and the project will finance the rehabilitation of a few additional rooms that will become the offices of the CF-TS. The recruitment of a consulting firm to assess the feasibility of these civil works, prepare the technical specifications of the request for proposal and monitor the work is underway (TORs approved and REI launched).
2. **Communications:** The Project management team carried-out several communications activities in the media and at relevant events to present the project and its components. A communications plan is being developed for this purpose.
3. **Actions plan and budget:** The action plan and budget of the project were revised to ensure alignment of the different teams on upcoming activities and implementation strategies. This process took longer than expected but it is now complete.

The following provides an overview of progress under each Component:

#### Component 1: Competitive Fund for Skills and Employability

4. **Board:** The CF Board was put in place, its member legally nominated (arrêté N 5784/MJEJ/CAB/2015 du 29 mai 2015), and its president elected in August 2015. Implementation details (scheduled of meetings, compensations, etc.) are being discussed.
5. **Study Tour:** Given that this type of fund is quite new in the Guinea context, a team participated in a workshop in Tunisia on "Competitive Funding in Higher Education, what's next?" and learn about the lessons and achievements of the Tunisian CF from June 11 to 16.
6. **Forum:** A National Forum to promote partnerships between enterprises (private sector) and higher education institutions and technology and co-design of a training program in the context of the CF was organized and held on August 5-7 2015 at Gamal Abdel Nasser University of Conakry. It was attended by nearly 400 participants from academic and research institutions, private enterprises, consular and trade chambers and other employers' organizations, Ministries, technical and financial partners, etc.
7. **Preparing calls for proposals:** In order to support training institutions and enterprises in developing eligible and quality proposals, a number of individual advisors ("référénts") in targeted sectors as well as a training and project management consultancy firm will be recruited. The recruitment process of the consultancy firm is currently at the negotiations stage. The recruitment of advisors encountered a few obstacles (including not enough qualified candidates in the mining sector) and the process thus remains ongoing. The component team is finalizing TORs, guideline and forms needed to invite institutions to submit concept notes to select potential candidates to be trained and coached for the first call for proposal. The first call for proposals is expected to be launched within the next 6 months.

#### Component 2: Education to Employment (E2E) Program

8. **Website and interconnection:** The website, designed to facilitate the online registration of interested youth is now available at [www.aguieguinee.com](http://www.aguieguinee.com). Establishment of the interconnection of decentralized offices of the Public Employment Service Agency (*Agence Guinéenne pour la Promotion de l'Emploi, AGUIPE*) will be launched as soon as equipment needs are identified and approved.
9. **Impact Evaluation:** A team which comprised representatives of the ES and the AGUIPE attended an Impact evaluation (IE) workshop organized by the World Bank, through its Strategic Fund Impact Evaluation (SIEF), in collaboration with Abdul Latif Jameel Poverty Action Lab (J-PAL) from June 22 to 26 2015 in Abidjan. Finalization of the design and the Concept Note of this IE is currently on-going and the recruitment by the project of a field coordinator and a co-Principal Investigator are underway.
10. **E2E screening:** The E2E program will take place in several stages and involve identification, screening, selection and guidance of interested youth (candidates). To ensure appropriate screening and guidance of candidates, a psychometric screening consultant and a pedagogical and guidance consultant will be recruited. Preparation of the TORs for these two consultancies is on-going.
11. **Protocol:** A set of documents detailing the various stages of the E2E protocol are being prepared to ensure smooth implementation in the future. These include, among other things: (i) the screening and guidance of candidates; (ii) monitoring mechanism of the candidates oriented towards different tracks; and (iii) payment vouchers to the training institutions and enterprises offering internships.

#### Component 3: Institutional Support and Regulatory Framework

12. **Focal points:** Focal persons within each of the three involved ministries were nominated. As stated in the PAD, they agree that the Ministry of Higher Education and Scientific Research (Ministère de l'Enseignement Supérieur et de la Recherche Scientifique, MESRS) will ensure the first alternating presidency for six month,
13. **National Youth Observatory (NYO) Workshop:** A workshop to discuss and collect data on different stakeholders' perspectives of the challenges facing youth in Guinea was held on June 3 and 4 2015. The recruitment of a consultant to support the preparation of a Framework Document for the NYO is ongoing and expected to be completed soon.
14. **Inter-ministerial Commission for the revision of the regulatory framework:** The inter-ministerial commission was established but the mobilization of the selected members remains problematic. The component team will better define the methodology (structure of the work groups, calendar, etc.) and ensure that focal points are nominated in the legal text. The executive secretariat and the World Bank task team are following-up closely.
15. **National Quality Assurance and Accreditation agency (NQAAA):** Discussions on the establishment of the NQAAA including the legal framework and autonomy are back on track and aligned with the project design. The decree is awaiting signature. Meanwhile, working groups were put in place to draft and propose quality assurance standards and the work on this is ongoing.
16. **Information system:** For the strengthening the information system of the higher education and technical and vocational training institutions, information and communication technology specialists from the Ministries were nominated. The preparation of the TORs for the technical



support needed is ongoing.

17. **Organizational Audit of the MESRS:** The recruitment of a consultant to carry out this audit is ongoing and expected to be completed soon. Although only a limited number of indicators were expected to have progressed at this stage, each of the components have been experiencing small delays. No PPP project proposals have yet been endorsed by the Competitive Fund (three were expected), no employer satisfaction survey has been completed (one was expected); and no activities listed in Interministerial Commission's TORs have been completed (20% were expected). Most of the delay is due to the EVD crisis and the transition between the preparation and implementation project teams. Implementation is now expected to pick up within the next 6 months and to catch up with expectations.

## Risks

### Systematic Operations Risk-rating Tool

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

## Results

### Project Development Objective Indicators

► Students completing professional degrees fostering market relevant skills developed through the Competitive Fund (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	80.00



Date	05-May-2014	--	10-Dec-2015	30-Dec-2020
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► Programs accredited by the new National Quality Assurance and Accreditation Agency (Number, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	8.00
Date	05-May-2014	--	10-Dec-2015	23-Dec-2020

► Targeted trained youth employed in an area relevant to training 12 months after completing the training (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	70.00
Date	05-May-2014	--	10-Dec-2015	30-Dec-2020

► Employers satisfied with trainees and placing them (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	50.00
Date	05-May-2014	--	10-Dec-2015	30-Dec-2020

► Direct project beneficiaries (Number, Core)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	20800.00
Date	05-May-2014	--	10-Dec-2015	30-Dec-2020



▲ Female beneficiaries (Percentage, Core Supplement)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	30.00

▲ Students enrolled in professional degrees fostering market relevant skills developed through the competitive fund (Number, Custom Breakdown)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	18000.00
Date	05-May-2014	--	10-Dec-2015	30-Dec-2020

▲ Trainees receiving vouchers (Number, Custom Breakdown)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	2800.00
Date	05-May-2014	--	--	30-Dec-2020

Overall Comments

**Intermediate Results Indicators**

► Governance structure of Competitive Fund established (Board, Technical Secretariat) (Yes/No, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	N	N	Y	Y
Date	05-May-2014	18-Jun-2015	10-Dec-2015	30-Dec-2020



► PPP project proposals endorsed by the Fund (Number, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	25.00
Date	05-May-2014	18-Jun-2015	10-Dec-2015	30-Dec-2020

► Financing partners contributing to the Competitive Fund (Number, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	3.00
Date	05-May-2014	18-Jun-2015	10-Dec-2015	30-Dec-2020

► Employer satisfaction survey completed (Number, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	1.00	0.00	0.00	4.00
Date	05-May-2014	18-Jun-2015	18-Jun-2015	30-Dec-2020

► Targeted unemployed youth certified (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	80.00
Date	05-May-2014	18-Jun-2015	10-Dec-2015	30-Dec-2020



► Impact Evaluation completed (Yes/No, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	N	N	N	Y
Date	05-May-2014	18-Jun-2015	10-Dec-2015	30-Dec-2020

► Training institutions in compliance with the legal acts (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	80.00
Date	05-May-2014	18-Jun-2015	18-Jun-2015	30-Dec-2020

► Completion of activities listed in interministerial commission's TORs (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	90.00
Date	05-May-2014	18-Jun-2015	10-Dec-2015	30-Dec-2020

► National quality assurance and accreditation agency in place (Yes/No, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	N	N	N	Y
Date	05-May-2014	18-Jun-2015	10-Dec-2015	30-Dec-2020



▶ Youth Observatory in place and functional (Yes/No, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	N	N	N	Y
Date	05-May-2014	18-Jun-2015	18-Jun-2015	30-Dec-2020

▶ Training Institutions conducting tracer studies of their graduates (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	50.00
Date	05-May-2014	18-Jun-2015	10-Dec-2015	30-Dec-2020

▶ Training institutions with an Information System adhering to the new master plan (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	50.00
Date	05-May-2014	18-Jun-2015	10-Dec-2015	30-Dec-2020

**Overall Comments**

At this stage of project implementation, most indicators were not expected to have progressed significantly. Exceptions are as follows. It was expected that: three project proposals would have been endorsed by the Competitive Fund (component 1); one financing partners would be contributing to the Competitive Fund (component 1); one employer satisfaction survey would have been completed (component 2); and 20% of the activities listed in Interministerial Commission's TORs would have been completed (component 3).

**Data on Financial Performance**

**Disbursements (by loan)**

Project	Loan/Credit/TF	Status	Currency	Original	Revised	Cancelled	Disbursed	Undisbursed	Disbursed
P146474	IDA-H9850	Effective	XDR	13.10	13.10	0.00	0.96	12.14	7%

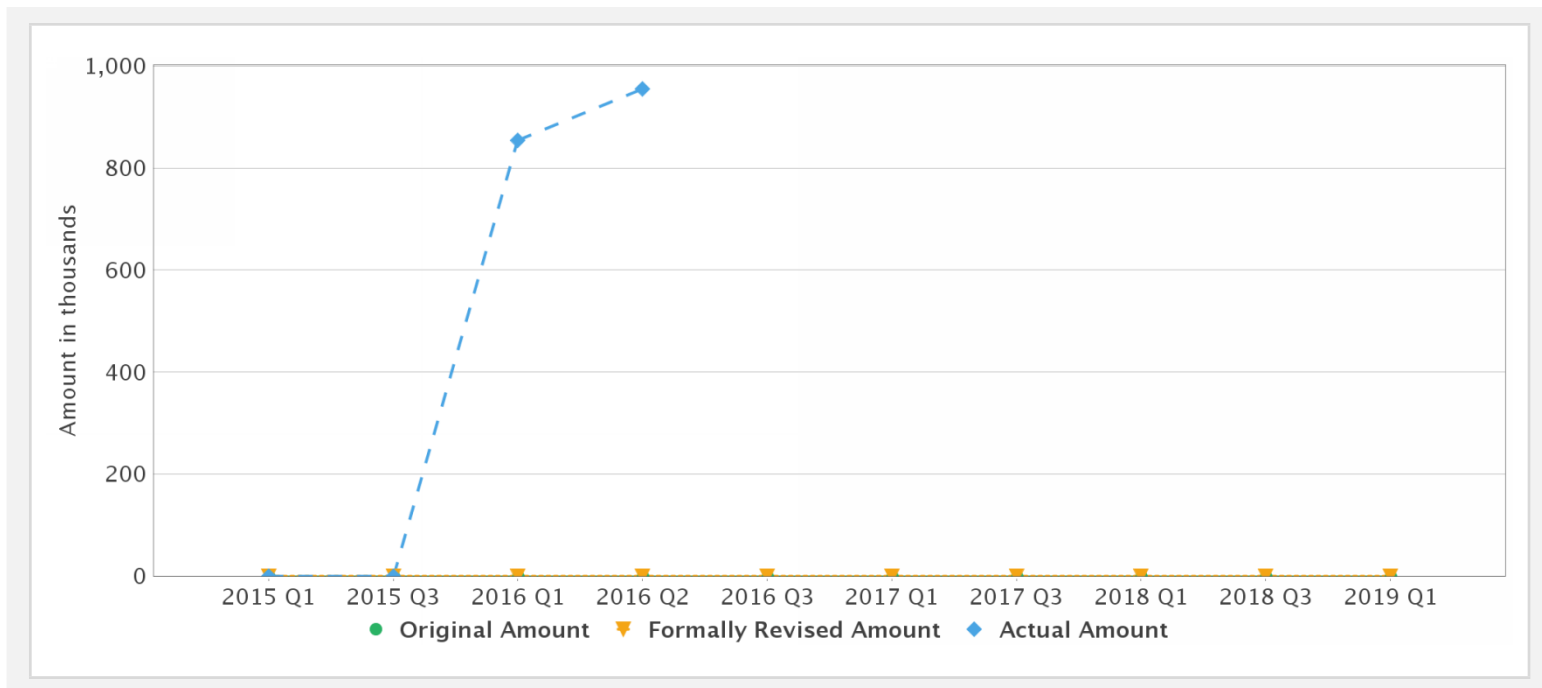
**Key Dates (by loan)**





Project	Loan/Credit/TF	Status	Approval Date	Signing Date	Effectiveness Date	Orig. Closing Date	Rev. Closing Date
P146474	IDA-H9850	Effective	30-Sep-2014	06-Oct-2014	31-Mar-2015	30-Dec-2020	30-Dec-2020

**Cumulative Disbursements**



**Restructuring History**

There has been no restructuring to date.

**Related Project(s)**

There are no related projects.