

2022 Final Donor Report
Modernization of the Apprenticeship Model Linked to the Productive Sector
DR-T1166

Basic Information

Approval Year	: 2018	Region	: CID
Team Leader	: Fazio, Maria Victoria	Country	: Dominican Republic
Taxonomy	: Operational Support	Department	: SCL
Fund	: ORC-SOC,SOC	Sector	: IS - Vocational And Workforce Training
Approval Number	: ATN/OC-17055-DR	Sub Sector	: VOC
Execution Agency	: US-IDB		
Execution Status	: Closed		
Operation Objective	: The objective of the TC is to generate evidence and technical support to modernize the design and expand the coverage of Dual Training programs (apprenticeship model which combines classroom and workplace training) of INFOTEP (National Technical and Professional Training Institute) in training for present and future jobs, with the inclusion of the productive sector as a key actor in the process.		

Financial Information

DR-T1166

ATN/OC-17055-DR:ORC	Original	Current	% of Current Amount Financed
Amount Financed	\$300,000.00	\$213,350.44	
Disbursed Amount	N/A	\$213,350.44	100.00 %
Commitments not yet disbursed Amount	N/A	-	0.00 %
Available Amount	N/A	-	0.00 %
Final Disbursement Date	Dec 9, 2022		

Associated Loan Operations:

DR-L1127 : Technical Vocational Education and Training Improvement

Status Update

Recent data of 2022 from the Apprenticeship program run by INFOTEP and supported by the TC shows that the TC direct support, reports has helped INFOTEP produce upgrades in their processes, organization, and external visibility with private sector employers. The results are extraordinary for a TC: The apprenticeship model expanded coverage from 300 apprentices per year to 868 apprentices per year, and added the participation of 123 new firms to the program. The program was expanded to several new sectors, which helped improve the percentage of women in the program from 3% to 21%. This means the program is already being able to triple its population, duplicate the number of firms, and multiply by 7 times the percentage of women amongst all the apprentices. Through this collaboration INFOTEP has been strengthened to expand the apprenticeship model with the Demand driven approach that is crucial for increasing the employability of the apprentices. INFOTEP is also now able to execute the activities of the loan DR-L1127, including: strengthening the dual model Outreach force, implementing the competitive funds for the greater participation of companies with training initiatives and inclusion of women in the dual program, adapting new information systems, teacher training, communication campaigns, and an impact evaluation of this program. During its execution period- 2018-2022, the CT has provided a whole set of significant tools and technical support to strengthen INFOTEP in executing the activities for transforming the Apprenticeship program in the DR, that is being supported with the loan DR-L1127 (4692/OC-DR). INFOTEP has been able to apply most of the recommendations provided over the years and the results show that the Apprenticeship program is now expanded to three times more apprentices, two times more firms and 7 times more women than it was before this support. One of the consultancies that was carried out during 2022, developed by the IEET firm, allowed INFOTEP to have a detailed plan and recommendations for executing the main activities of the loan listed above. This support has strengthened INFOTEP's capacity to plan the execution of the activities of the DR-L1127 loan, including improvements in INFOTEP's strategy regarding how to convene and collaborate with a greater number of companies in the dual program, how to develop curricula pertinent to meet demands of the productive sector, how to develop sector advisory skills councils for professional training, among other activities that were financed with the consultancy. The second individual consultancy that began execution on March 7, 2022 has allowed INFOTEP to develop guidelines for competitive funds for employers to apply and incorporate apprenticeship programs in their firms. (With the competitive funds initiative, firms with training proposals that are eligible and that include opportunities for women to participate in the apprenticeship program will be able to apply to the competitive funds. The consultant and IDB team provided direct support to INFOTEP in the preparation of the guidelines, and several training and workshops to INFOTEP staff in regional offices to create a task force within INFOTEP that specializes in the competitive funds. The activity of competitive funds is financed by loan DR-L1127 and required a series of technical support from a consultant with international experience in the preparation of competitive fund guidelines and implementation of competitive funds). During the execution, and despite delays due mainly to the pandemic and political cycle, the TC accomplished all the planned activities to strengthen INFOTEP as an institution and as a co-executor of the loan: The TC supported the redesign of the roles of the Sector skills councils that are crucial in creating partnerships between private employers and the National training institute (INFOTEP) for developing more demand-driven and effective training programs. The TC supported INFOTEP in the core processes that determine the effectiveness of the apprenticeship program: corporate engagement, enrolment, monitoring, quality assurance, among others. The TC supported the areas of curricular design and training the teachers of INFOTEP. The TC supported the development of a new model for incentivizing firm participation in expanding apprenticeship, especially for women, through a competitive fund mechanism that support firms investing in female participation, and other key criteria for improving the coverage of the program. The TC supported the training of INFOTEP staff in areas related to private sector engagement, communication campaign. Summary of the first years of execution: 1) One key activity was to conduct a mission to kick off a work plan in consensus with the INFOTEP, with a sequence of activities to be developed with focus on the client engagement strategy of the institution in reaching out to employers to hire apprentices. 2) Another activity was to conduct two series of training sessions (including assessment, training, practice, ex post assessment) to the INFOTEP staff in charge of directly working with private sector employers and firms that hire apprentices. 3) The third activity was to develop the first cost-benefit analysis methodology for an apprenticeship program in the region, by hiring an international expert in developing this methodology and conducting a series of activities. The fact that INFOTEP has transformed the approach to communicate with the productive sector in cost-benefit terms will be a significant value added for the expansion and modernization of the program over time. All the inputs from the CT are directly aligned and being included in the execution process of the activities included in the loan. This coordination with the loan is beneficial for improving INFOTEP executing capacity and for improving the quality of the apprenticeship model and its expansion.

Advance in the Achievement of Outcome and Outputs

Advance in the Achievement of Outcome

1 . Modernize the design and management of the dual training program (apprenticeship model that combines classroom and On-the- Job- training) by INFOTEP, so that its coverage can be increased

The TC contributed to prepare INFOTEP in several areas for a successful execution of the activities of an investment loan for \$5million dollars that will transform the apprenticeship program in order to reach more people and more firms. The plan is to expand the program from 300 apprentices per year to 3,000 apprentices in 3 years. The program will also expand to new sectors and it will have specific actions to support the inclusion of more women to the program (that are currently only 3% of total number of apprentices). The apprenticeship model is the best training solution to enhance skills for employability and productivity of the labor force and thanks to the value added from this TC and the investment loan in execution, INFOTEP will be able to support young people in their transition to formal jobs while more firms from new sectors can benefit from a more skilled human capital.

Advances in Execution

1. I. Reinforcing linkage with productive sector

Component Cost: \$111,000

Output Indicator	Indicator Detail	Unit Of Measure	Baseline	Baseline Year	Means Of Verification	Theme	Year	P	P(A)	A
1.1 Report of the Cost-benefit analysis for employers participating in dual training- completed	SOC	Study document	1	2018	Document approved by specialist	Labor Markets	Physical			
							2018	0	0	0
							2019	1	0	1
							2020	0	1	0
							2021		1	0
							2022		0	0
							EOP 2022	1	1	1
							Financial			
							2018			
							2019	20000		5000
							2020		15000	2500
							2021		12500	7000
							2022		5500	0
							EOP 2022	20000	20000	14500

Advances In Execution: The research on Cost benefit of participating in the apprenticeship program for firms found that the existing firms lack the data to create a full cost-benefit analysis of participating in the program

Output Indicator	Indicator Detail	Unit Of Measure	Baseline	Baseline Year	Means Of Verification	Theme	Year	P	P(A)	A
1.2 Pilot of the dual training model designed	SOC	Design document	0	2018	Validation of deliverable by specialist	Labor Markets	Physical			
							2018	0	0	0
							2019	0	0	0
							2020	1	0	1
							2021		0	0
							2022		0	0
							EOP 2022	1	1	1
							Financial			
							2018			
							2019	30000		0
							2020		30000	20000
							2021		10000	10000
							2022			0
							EOP 2022	30000	30000	30000
Advances In Execution: The pilot was designed and will be implemented within the loan										

Output Indicator	Indicator Detail	Unit Of Measure	Baseline	Baseline Year	Means Of Verification	Theme	Year	P	P(A)	A
1.4 ^s Action plans designed	Plan of Strategic Communication of the program (SOC)	Action Plans (#)	0	2018	Communications plan validated by specialist	Labor Markets	Physical			
							2018	0	0	0
							2019	0	0	0
							2020	1	0	1
							2021		0	0
							2022		0	0
							EOP 2022	1	1	1
							Financial			
							2018			
							2019	30000		15000
							2020		15000	1000
							2021		13000	10000
							2022		5000	0
							EOP 2022	30000	31000	26000
Advances In Execution: The TC provided a set of tools and plans for implementing upgrades for the expansion of the program in all areas that INFOTEP required new capacities										
2. 2.Institutional Strengthening of INFOTEP										
Component Cost: \$111,000										

Output Indicator	Indicator Detail	Unit Of Measure	Baseline	Baseline Year	Means Of Verification	Theme	Year	P	P(A)	A
2.1 * Diagnostics and assessments completed	Analysis of the gaps and needs in terms of information systems and technologies for the dual training program (SOC)	Diagnostics (#)	0	2018	Validation of deliverable by specialist	Labor Markets	Physical			
							2018	0	0	0
							2019	1	0	1
							2020	0	1	1
							2021		1	1
							2022		0	0
							EOP 2022	1	3	3
							Financial			
							2018			
							2019	35000		35000
							2020		0	1000
							2021		0	10000
							2022		0	0
							EOP 2022	35000	46000	46000
Advances In Execution: The diagnostics conducted continuously with INFOTEP staff provided a baseline to draft the final recommendations for transforming the apprenticeship model										

Output Indicator	Indicator Detail	Unit Of Measure	Baseline	Baseline Year	Means Of Verification	Theme	Year	P	P(A)	A
2.2 * Technical models designed	Design of technological platforms to expand coverage of the dual training program (SOC)	Models (#)	0	2018	Validation of deliverable by specialist	Labor Markets	Physical			
							2018	0	0	0
							2019	0	0	0
							2020	1	0	0
							2021		1	0
							2022		1	1
							EOP 2022	1	1	1
							Financial			
							2018			
							2019	20000		0
							2020		20000	0
							2021		20000	5000
							2022		15000	100
							EOP 2022	20000	20000	5100
Advances In Execution: The TC provided specific recommendations to upgrade the data collection and technological systems along with the whole modernization strategy for the apprenticeship program										

Output Indicator	Indicator Detail	Unit Of Measure	Baseline	Baseline Year	Means Of Verification	Theme	Year	P	P(A)	A
2.3 * Implementation and Management Plan developed	Operations manual of the Competitive Funds completed (SOC)	Plans (#)	0	2018	Validation of deliverable by specialist	Labor Markets	Physical			
							2018	0	0	0
							2019	1	0	1
							2020	0	0	0
							2021		1	0
							2022		1	1
							EOP 2022	1	2	2
							Financial			
							2018			
							2019			0
							2020	30000	30000	0
							2021		30000	20000
							2022		10000	700
							EOP 2022	30000	30000	20700
Advances In Execution: The TC supported the operational manual of the expansion of the apprenticeship program and the competitive funds guidelines										

Output Indicator	Indicator Detail	Unit Of Measure	Baseline	Baseline Year	Means Of Verification	Theme	Year	P	P(A)	A
2.4 ^s Technical models designed	Linea de base para la evaluación de resultados y procesos del programa de formación dual establecida (SOC)	Models (#)	0	2018	Validation of design by specialist	Labor Markets	Physical			
							2018	0	0	0
							2019	0	0	0
							2020	1	0	0
							2021		1	0
							2022		1	1
							EOP 2022	1	1	1
							Financial			
							2018			
							2019	15000		15000
							2020		0	0
							2021		0	0
							2022		0	0
							EOP 2022	15000	15000	15000

Advances In Execution: The TC provided specific recommendations to upgrade the data collection and technological systems along with the whole modernization strategy for the apprenticeship program

3. 3.Curriculum development and Training the trainers

Component Cost: \$38,000

Output Indicator	Indicator Detail	Unit Of Measure	Baseline	Baseline Year	Means Of Verification	Theme	Year	P	P(A)	A
3.1 ^s Technical models designed	Propuesta de mejoras a los procesos de desarrollo curricular del INFOTEP (SOC)	Models (#)	0	2018	Validation of deliverable by specialist	Labor Markets	Physical			
							2018	0	0	0
							2019	1	0	0
							2020	0	1	0
							2021		1	0
							2022		0	0
							EOP 2022	1	0	0
							Financial			
							2018			
							2019	15000		15000
							2020		0	0
							2021		0	0
							2022		8000	0
EOP 2022	15000	23000	15000							
Advances In Execution: The TC assessed all processes for the implementation of the apprenticeship model and provided specific recommendations and flow charts to update processes so INFOTEP can expand the apprenticeship program										

Output Indicator	Indicator Detail	Unit Of Measure	Baseline	Baseline Year	Means Of Verification	Theme	Year	P	P(A)	A
3.2 ^s Operational manuals developed	Propuesta para mejorar la capacitación de docentes y monitores del Programa de Formación Dual del INFOTEP (SOC)	Manuals (#)	0	2018	Manual validated by Executive agency	Labor Markets	Physical			
							2018	0	0	0
							2019	1	0	0
							2020	0	1	0
							2021		1	0
							2022		1	1
							EOP 2022	1	1	1
							Financial			
							2018			
							2019	25000		0
							2020		25000	0
							2021		25000	5000
							2022		10000	2050.44
EOP 2022	25000	15000	7050.44							
Advances In Execution: The CT contributed to finalize the guidelines for the competitive funds that were also included in the operations manual of the loan for expanding the apprenticeship model from 300 to 3,000 apprentices										
4. Support to the design of the system of Monitoring and Evaluation of the program DR-L1127										
Component Cost: \$30,000										

Output Indicator	Indicator Detail	Unit Of Measure	Baseline	Baseline Year	Means Of Verification	Theme	Year	P	P(A)	A
4.1 * Monitoring and Evaluation Plan developed	Proposal of dual training program results indicators (SOC)	Plans (#)	0	2018	Monitoring and Evaluation plan validated by Impact evaluation specialist	Labor Markets	Physical			
							2018	0	0	0
							2019	0	0	0
							2020	1	1	0
							2021		0	0
							2022		1	1
							EOP 2022	1	1	1
							Financial			
							2018			
							2019			0
							2020	40000	40000	0
							2021		40000	0
							2022		30000	0
							EOP 2022	40000	30000	0