

Basic Information			
Approval Year	: 2018	Region	: CCB
Team Leader	: Pavon, Fernando Yitzack	Country	: Jamaica
Taxonomy	: Operational Support	Department	: SCL
Fund	: ORC-SOC,SOC	Sector	: IS - Vocational And Workforce Training
Approval Number	: ATN/OC-16788-JA	Sub Sector	: VOC
Execution Agency	: JA-JAMPRO		
Execution Status	: Closed		
Operation Objective	: This Technical Cooperation (TC) will support the design and early implementation of critical activities oriented to supporting the skills development programme for GSS in Jamaica. Its main objective is to strengthen the institutional capacity of JAMPRO for the preparation and implementation of skills development programme for GSS including a pilot for teacher training for job-readiness/soft skills module in high schools.		

Financial Information			
JA-T1151			
ATN/OC-16788-JA:ORC	Original	Current	% of Current Amount Financed
Amount Financed	\$300,000.00	\$300,000.00	
Disbursed Amount	N/A	\$300,000.00	100.00 %
Commitments not yet disbursed Amount	N/A	-	0.00 %
Available Amount	N/A	-	0.00 %
Final Disbursement Date	Oct 30, 2021		
Associated Loan Operations:			
JA-L1079	: Skills Development for Global Services in Jamaica		

Status Update

Despite the impact of ongoing pandemic on the overall implementation of the Skills programme (JA-L1079), all outstanding deliverables supported under this TC, includingThe 2020Global Skills Sector Survey and Phase 1 of the Update to Job Readiness Curricula were delivered during 2020. The Global Skills Sector Survey, a baseline industry characterization survey is the first of its kind in Jamaica. The pilot phase of the Job Readiness Curricula entailed modulation of soft, cognitive, and digital skills as the GSS evolves and embraces technology adoption. This TC has also supported the second phase (funded under the loan) to include a second revision of the job-readiness standards, Programme Outline, and curricula more comprehensively beyond the categories identified in phase 1. During 2021, this TC maintained its support for strengthening and capacity building for the project implementing unit as well contributed to the development of a cultural perception/outsourcing survey, which is also partly funded under the loan. The results of the survey have provided data fora broader nationalawareness programme undercomponent 2 of the loan.The final audit of this TC that was considered for Q4 in 2021 is currently underway to be delivered in Q1 2022. Overall, this TC has successfully delivered strong results in the areas of capacity building and in providing support to the GSS industry with some critical activities while the EA prepared for the broader Skills programme. This TC expired in October 2021 and is currently in its closeout phase with a final evaluation report and financial audit being underway for complete close-out by March 2022.

Advance in the Achievement of Outcome and Outputs

Advance in the Achievement of Outcome

1 . JAMPRO's capacity strengthened to implement the Skills Development for GSS Program

This TC helped with programme design and early implementation of critical activities oriented to support the wider skills development programme for GSS in Jamaica (JA-L1079). It has strengthened the institutional capacity of Jamaica Promotions Corporation (JAMPRO) for the preparation and implementation of skills development programme (JA-L1079) for GSS by providing staffing for the PEU, development of project operational manual and subsequently the development of the competitiveness fund manual. It has also supported a pilot for training for job readiness/ soft skills module as well provided the GSS industry with critical baseline data including a GSS characterization study and a Cultural perception survey/Outsourcing survey to better understand and align with sector with greater opportunities in the higher value segments.

Advances in Execution

1. Institutional Strengthening of JAMPRO

Component Cost: \$160,000

Output Indicator	Indicator Detail	Unit Of Measure	Baseline	Baseline Year	Means Of Verification	Theme	Year	P	P(A)	A
1.1 ^s Operational manuals developed	Project operating manual developed. (SOC)	Manuals (#)	0	2018	Operations Manual Approved by Bank.	Labor Markets	Physical			
							2018	1	0	0
							2019	0	0	1
							2020	0	0	0
							2021	0	0	0
							2022		0	
							EOP 2021	1	1	1
							Financial			
							2018	10000	0	0
							2019	0	0	0
							2020	0	10000	0
							2021	0	10000	10000
							2022		0	
EOP 2021	10000	10000	10000							
Advances In Execution: The projects operational manual was successfully completed by the Project Executing Unit in 2019. This forms a critical part of the loan conditions for JA-L1079. The operational manual continues to evolve and now includes the operational processes for successful delivery of the competitiveness fund under the loan.										

Output Indicator	Indicator Detail	Unit Of Measure	Baseline	Baseline Year	Means Of Verification	Theme	Year	P	P(A)	A
1.2 ^s Project implementation unit established	Establishment of PIU for Skills Development for GSS (SOC)	PIUs (#)	0	2018	3 key positions in PIU hired.	Labor Markets	Physical			
							2018	1	1	0
							2019	0	0	1
							2020	0	0	0
							2021	0	0	0
							2022		0	
							EOP 2021	1	1	1
							Financial			
							2018	100000	59948	58286
							2019	50000	96800	83829
							2020		17885	0
							2021		7885	7885
							2022		0	
							EOP 2021	150000	150000	150000

Advances In Execution: Staffing of the PEU supported under this TC included: Programme Manager, Financial Specialist, Procurement Specialist, and Programme Assistant in 2019. The PIU is now fully complimented by a cadre of skilled staff including Skills, Development Specialist, M&E Specialist, Competitiveness Fund Manager among other key staff for the execution of JA-L1079.

2. Support in the design of skills development Programs

Component Cost: \$40,000

Output Indicator	Indicator Detail	Unit Of Measure	Baseline	Baseline Year	Means Of Verification	Theme	Year	P	P(A)	A
2.1 ^s Pilot interventions designed	(i) a pilot for teacher training for job-readiness/soft skills module in the education and training system; (ii) design of a programming pilot such as “code next”. (SOC)	Pilots (#)	0	2018	Pilot proposals presented for validation by industry (GSS).	Labor Markets	Physical			
							2018	1	0	0
							2019	0	1	0
							2020	0	1	1
							2021	0	0	0
							2022		0	
							EOP 2021	1	1	1
							Financial			
							2018	0	0	0
							2019	40000	38750	0
							2020	0	40000	40000
							2021	0	0	0
							2022		0	
							EOP 2021	40000	40000	40000

Advances In Execution: This TC supported the pilot phase of the process to update the current job-readiness curricula which was successfully completed in Q2 2020. This phase entailed a modulation of soft, cognitive skills and foundational digital skills. The second phase, which is being funded under the loan will include revision of the job-readiness standards, programme outline and a curricula which more comprehensively support the development soft, cognitive, and digital skills identified in phase 1. Additionally, this TC contributed to a Training Needs Analysis (TNA) of other curricula development needs that the GSS have and including the creation of training plans, training material and training profile for trainers based on findings.

3. Analytical work

Component Cost: \$90,000

Output Indicator	Indicator Detail	Unit Of Measure	Baseline	Baseline Year	Means Of Verification	Theme	Year	P	P(A)	A
3.1 ^s Diagnostics and assessments completed	Analytical work to support the GSS industry and JAMPRO to generate information relevant in the design and implementation of the skills development programs. (SOC)	Diagnostics (#)	0	2018	Analytical work presented by JAMPRO to industry (GSS) or Bank.	Labor Markets	Physical			
							2018	1	0	0
							2019	1	1	0
							2020	1	2	1
							2021	0	2	2
							2022		0	
							EOP 2021	3	3	3
							Financial			
							2018	0	0	0
							2019	40000	74250	0
							2020	30000	70000	32827
							2021	20000	57173	57173
							2022		0	
							EOP 2021	90000	90000	90000

Advances In Execution: This TC supported the development of the 2020 Global Services Sector Survey which is the first of its kind in Jamaica with the primary objective of establishing a baseline for skills development in the Global Services Sector (GSS). A Cultural Perception Survey/Outsourcing Surveys was originally planned to be delivered in 2020 was extended to 2021 and is now being subsumed under the broader Skills programme (JA-L1079) The purpose of this survey is to establish a baseline for the generation of marketing and communications plans for the national awareness output (Component 2) under the loan. The success of the GSS in Jamaica is dependent on increased awareness of the impact and opportunities within the sector and the ability to attract highly qualified employees who have previously not shown a strong interest in the sector.

4. Audit

Component Cost: \$10,000

Output Indicator	Indicator Detail	Unit Of Measure	Baseline	Baseline Year	Means Of Verification	Theme	Year	P	P(A)	A
4.1 Audit Report	SOC	Report (#)	0	2018	Audit report presented to Bank.	Labor Markets	Physical			
							2018	0	0	0
							2019	0	0	0
							2020	0	0	0
							2021	1	1	0
							2022		1	
							EOP 2021	1	1	0
							Financial			
							2018	0	0	0
							2019	0	0	0
							2020	0	0	0
							2021	10000	10000	0
							2022		10000	
							EOP 2021	10000	10000	0
							Advances In Execution: The audit report that was planned for completion in Q4 2021 will be completed in Q1 2022 due to delays in the procurement process arising from impact of the ongoing pandemic. The audit is currently underway and the TC will be closed by the end March 2022.			