

TC Document

I. Basic Information for TC

▪ Country/Region:	Argentina/CSC
▪ TC Name:	Training Program for Young Women and Persons with Disabilities to Promote Labor Inclusion
▪ TC Number:	AR-T1212
▪ Team Leader/Members:	Andrea Monje (SCL/GDI) team leader; Suzanne Duryea (SCL/SCL), alternate team leader; Mario Sánchez (SCL/SPH); Lina Uribe (SLC/GDI); Natalia Ruiz, Maria Soledad Gomez Caruso y Leticia Maricel Frungillo (CSC/CAR); Viviana Maya (LEG/SGO); and Claudia Vazquez (SCL/LMK)
▪ Indicate if: Operational Support, Client Support, or Research & Dissemination	Client Support
▪ Date of TC Abstract authorization:	May 16, 2018
▪ Beneficiary (countries or entities which are the recipient of the technical assistance):	Argentina (750 youth and persons with disabilities from the <i>Esteban Echevarría</i> geographical department and surrounding areas)
▪ Executing Agency and contact name (Organization or entity responsible for executing the TC Program):	Fundación del Plata (FdP); contact name: María Cristina Colabello, responsible for the academic coordination of the project
▪ Donors providing funding (amount and Fund's name):	Japan Special Fund Poverty Reduction Program (JPO)
▪ IDB Funding Requested:	US\$983.000
▪ Local counterpart funding, if any:	US\$110.000 (in-kind)
▪ Disbursement period (which includes Execution period):	36 months (30 months of execution and 6 for disbursement)
▪ Required start date:	October 15, 2018
▪ Types of consultants (firm or individual consultants):	Firms and individual consultants
▪ Prepared by Unit:	Gender and Diversity Division (SCL/GDI)
▪ Unit of Disbursement Responsibility:	IDB Country Office in Argentina (CSC/CAR)
▪ TC Included in Country Strategy (y/n):	Yes
▪ TC included in CPD (y/n):	No
▪ Alignment to the Update to the Institutional Strategy 2010-2020:	Social Inclusion and Equity, and transversal area of gender equality and diversity

II. Objectives and Justification of the TC

- 2.1 **Objective.** The objective of the Technical Cooperation (TC) is to promote labor market inclusion for young men and women, and persons with disabilities from vulnerable areas of Greater Buenos Aires (GBA) through professional training focused on the development of technical and soft skills in high demand areas.
- 2.2 **Justification.** In Argentina, official data confirm that unemployment and informality among adolescents and youth is twice the national average. With an average rate of 9.2% for the general population, unemployment for men between 14 and 29 years is 17.2%, with the rate even higher for women in the same age range at

20.1%. Likewise, a disproportionate share of the unemployed (53%) are under 29 years old.¹

- 2.3 The differential rates of inactivity across demographic groups is concerning. While youth have higher rates of inactivity than older age groups, young women are overrepresented among the 765,000 youth who do not study, do not work and do not look for work (77% of women versus 23% of men). In addition, among the universe of young people who do not study or work, but care for other people (mainly children), 95% are represented by women. The higher rates of inactivity for women reflect not only different expectations of providing care in the home but also job matches that may not be appealing since they may be in sectors where pay is low. Likewise, the employment situation of persons with disabilities is also precarious. It is estimated that, in Argentina, 13% of the population has some type of disability with 90% living in urban areas, 31% of persons with disabilities are heads of household, while 52.3% are inactive and, among the active population, 6.5% are unemployed.²
- 2.4 Despite the high unemployment rates among young people and persons with disabilities, six out of every 10 companies in Argentina have difficulties in finding the required talent. According to employers, this is due to the fact that applicants generally lack the technical skills or professional experience necessary to carry out the work and/or the soft skills required to work with others. In addition, among the 10 most difficult positions to fill are positions for skilled manual tradespeople (such as electricians, plumbers, masons and carpenters)³, IT and technical staff positions. In the case of software development, there is an unsatisfied demand that exceeds the supply by 5,000 people each year.⁴
- 2.5 **Executing Agency.** The Fundación del Plata (FdP) was founded in 1998 and aims to analyze and promote social, political, economic and cultural development in Argentina and Latin America. For training, FdP has a Vocational Training Center No.403 certified by the National Institute of Technical Education (INET), that has operated for over 10 years, in which 24 vocational training courses are taught. FdP also has agreements with private companies and special schools for persons with disabilities. These agreements facilitate the incorporation of the target population groups into the training, as well as promote the labor market insertion of the graduates. In 2017, 475 students trained by FdP received an official certification from the General Directorate of Culture and Education of the Province of Buenos Aires.
- 2.6 **Selection of Communities and Participants.** The TC activities will be carried out in the geographic department of Esteban Echeverría (80%) and the remaining 20% in the surrounding areas of the Autonomous City of Buenos Aires. The department of Esteban Echeverría has a population of 350,000 and according to the 2010 census, 10.8% of households have unsatisfied basic needs. This

¹ INDEC First Semestre 2017.

² Censo 2010. "Población con dificultad o limitación permanente".

³ According to reports from the National Institute of Statistics and Censuses (INDEC) one of the most dynamic sectors of the economy is the construction industry which advanced 12.7% in 2017. According to estimates by LCG (Manpower Argentina 2016 *Encuesta Escasez de Talentos*) the industry has an expected annual growth of 2% in 2018.

⁴ See <http://www.cessi.org.ar/opssi> and <https://www.produccion.gob.ar/organismos/oec>

estimate of structural poverty is higher in Esteban Echeverría than in the metropolitan region of GBA, (8.5%) or in the country as a whole (9.1%). The main participants in the program will be vulnerable youth and persons with disabilities. Youth served by the TC will be between 18-25 and will have at least one of the following characteristics: (i) unemployed or not studying or working (Ni-Ni); (ii) working in the informal sector or in vulnerable conditions; (iii) receiving social benefits for vulnerable families; (iv) heading households as single mothers; or (v) adolescent mothers. The program will be open to people living with different types of disabilities (physical, sensory, cognitive).

- 2.7 **Alignment.** This project is aligned with the Update of the Institutional Strategy (AB-3008) of the IDB Group insofar as it seeks to reduce inequality and social exclusion in a sustainable manner. The project is aligned with the cross-cut area of Gender Equality and Diversity by “increasing access to human capital” and “improving labor market outcomes” for women and persons with disabilities. Likewise, it is aligned with the IDB Group Country Strategy with Argentina (2016-2019) (GN-2870-1) in seeking to reduce poverty and inequality by reducing youth unemployment, adapting skills to the demands of the labor market and encouraging greater female labor participation. Moreover, the TC is aligned with the Gender and Diversity Sector Framework (GN-2800-8) since it seeks to “expand women’s economic opportunities by providing access to more productive jobs”. Finally, the TC is also aligned with the JPO as it seeks to “respond directly to the needs of socially and/or economically disadvantaged people”.

III. Description of Activities/Components and Budget

- 3.1 **Component 1. Technical Training and Professional Insertion (US\$554,000).** The objective of this component is to train 750 young women and men between 18 and 25 years of age and persons with disabilities from *Esteban Echeverría* and surrounding communities in GBA in electricity, welding, carpentry and computer courses. Specifically, it is expected that, of the total beneficiaries, at least 35% will be young women and 15% will be persons with disabilities. The gender target represents an increase of 40% with respect to the baseline, based on the participation of women in electricity, welding, carpentry and computer courses. The target of 15% for persons with disabilities is far above the percentage of students in the baseline (5%) who take these same courses after previously attending special schools for students with disabilities.
- 3.2 By training young women and persons with disabilities in high demand jobs, where these demographic groups have traditionally been underrepresented, this project contributes to innovation in inclusion in the labor market. Towards this aim, the following will be financed: (i) the development of a communication and dissemination campaign to attract participants to the program⁵; (ii) 12 courses in programming for 240 participants⁶; (iii) six courses in home electricity installation for 120 participants; (iv) 7 courses in welding for 140 participants; (v) 14 courses

⁵ The project will hire one consulting firm to develop the campaign. This campaign will produce materials, messages and information targeting the three different populations (young people, young women and persons with disabilities). The campaign will ensure that all the materials, messages and information produced are adapted and customized according to the targeted group.

⁶ This training course will use the class curriculum of the National Government “*Programa Plan 111Mi*”.

in the design and production of melamine furniture for 250 participants; and (vi) a project launching event. All the trainings will also include general sessions on workplace practices in companies with which FdP already has signed agreements. Likewise, courses in professional development skills and career guidance will be taught with the aim of facilitating the insertion of young people and persons with disabilities in the labor market once they complete the training.

- 3.3 **Component 2. Training and Labor Market Inclusion of Young Women (US\$97,000).** This component aims to promote the participation of young women in the training program to facilitate their insertion in traditionally male professions. To this end, the following will be financed: (i) the development of a communication campaign to inform young women about the training program and the benefits of entering traditionally male professions; (ii) the development and implementation of five awareness workshops on the benefits of having diverse work teams aimed at potential employers; (iii) coaching on gender issues and inclusion for teachers and project team; and (iv) the implementation of a multi-age playroom in the training center to offer childcare services to participants who need such service.
- 3.4 The communication campaign will highlight the economic benefits of training in the selected professional profiles with respect to the unmet demand present in the current labor market. Information will be provided to the target population about what jobs and salary levels are associated with the different trades and women's trajectories in these trades. The campaign will involve social organizations (such as youth centers, schools, health centers, community organizations) in the dissemination of information. The dissemination will be made through events, as well as posters and pamphlets circulating through mobile devices and social networks.
- 3.5 **Component 3. Training and Labor Market Inclusion of Persons with Disabilities (US\$131,000).** The objective of this component is to promote the participation of persons with disabilities in the training program, as well as to facilitate their employment in the professions mentioned in Component 1. Toward this aim, the component will finance: (i) the development of an information campaign to attract and inform persons with disabilities about the training courses and the benefits of participation; (ii) the adaptation of the training rooms and spaces for professional practices and curricular contents; (iii) the development and implementation of three training courses for 60 "labor inclusion specialists"⁷, who will play a role as tutors for persons with disabilities participating in the program; (iv) the development and implementation of eight awareness and information workshops on the inclusion of persons with disabilities for potential employers; and (v) the development and implementation of 10 job orientation workshops for persons with disabilities who participate in the program.⁸
- 3.6 The communication campaign to attract persons with disabilities will use the same methodologies as the campaigns for young people and women, but will target organizations working with this population, such as national and/or provincial

⁷ The labor inclusion specialists can include human resources staff from private companies, NGOs focused on the inclusion of persons with disabilities and public employment offices/labor intermediation areas.

⁸ The beneficiaries of these workshops include both people who participate in the program and other persons with disabilities who live in GBA.

and/or municipal social programs (Social Development, Work, Health, Education and others).

- 3.7 **Component 4. Implementation, Monitoring, Evaluation and Dissemination of Results (US\$196,000).** The objective of this component is to provide technical support to the program, follow-up and monitoring of the execution, evaluate the results achieved and disseminate these achievements. Toward this aim, the following will be financed: (i) consultancies to support the implementation of the project⁹; (ii) consultancies to support the monitoring¹⁰ and evaluation of the project; and (iii) one closing event to present the results of the project.
- 3.8 **Lessons Learned.** For the design of this project, the lessons learned and recommendations from similar projects implemented in Argentina have been taken into account. Among those, it can be highlighted the importance of ensuring that persons with disabilities and their families have access to information and know about the existence of programs targeting them, and include actions to adapt the trainings to their specific needs. Also, they recommend working and training potential employers so that they have the knowledge and tools to adapt the work environment and the jobs to make them more inclusive for persons with disabilities. Finally, other projects also recommend accompanying the persons with disabilities that have been trained for a period of time after they find a job to facilitate their integration.¹¹ In that regards, this project is putting in place a campaign that will help inform persons with disabilities about the existence of the program. It will also put in place workshops to train potential employers on how to create more inclusive working conditions. Finally, the project will train 60 people that will be specialized on labor inclusion and will accompany the students with disabilities during the job search.
- 3.9 **Expected Results.** The expected result of this TC is to increase the employability of youth, particularly women, and persons with disabilities in vulnerable communities into professions with high levels of unsatisfied demand through training, certification and job intermediation (see Annex II, Results Matrix).
- 3.10 **Indicative Budget.** The total budget for this TC is US\$1,093,000, of which US\$983.000 will be financed by the Japan Special Fund Poverty Reduction Program (JPO) and FdP will finance US\$110.000, in kind (see Annex IV, Procurement Plan).

⁹ Including a full-time general coordinator and part-time procurement and financial specialists.

¹⁰ To evaluate the results of the program, the use of participant surveys before and after the training, follow-up surveys of participants who complete the first training courses and focus groups with different population groups in order to understand their experiences, is contemplated. Level of satisfaction and degree of labor insertion.

¹¹ OIT 2015. *Empresa Inclusiva: Guía para la Contratación de Personas con Discapacidad*.

Indicative Budget (US\$)

Component	IDB/Fund Funding (JPO)	Counterpart Funding	Total Funding
Component 1. Technical Training and Professional Insertion	554,000	70,000	624,000
Component 2. Training and Labor Market Inclusion of Young Women	97,000	11,200	108,200
Component 3. Training and Labor Market Inclusion of Persons with Disabilities	131,000	16,800	147,800
Component 4. Implementation, Monitoring, Evaluation and Dissemination of Results	196,000	12,000	208,000
Others: Auditing firm	5,000	0	5,000
Total	983,000	110,000	1,093,000

- 3.11 **Supervision.** The team leader will be responsible for the supervision of the TC with the support of the alternate team leader and the rest of the team. The team leader is located at the IDB Country Office in Argentina (CSC/CAR) which will ensure a closer follow-up and supervision of the project. This will also help to reduce supervision costs. Moreover, the IDB team will coordinate the execution of the project with the General Office of International Relations of the Honorable Senate of Argentina (the government agency that has been involved in the design of this project) so that the products of the project can be shared with them and the Government of Argentina.
- 3.12 **Monitoring and Evaluation Report.** The executing agency will present to the Bank implementation reports every semester and a final report at the end of the TC. The implementation reports will include information about: (i) progress on the achievement of objectives and results agreed in each Annual Operation Plan (AOP) and Program Monitoring Report (PMR), including analysis and monitoring of risks that affected them and mitigation measures; (ii) the status of execution and of the procurement plan; (iii) compliance with the contractual clauses; and (iv) financial execution status. Additionally, the report for the second semester of each calendar year will include the new AOP for the new year and an updated procurement plan. Finally, an independent consultant will be hired to carry out an independent evaluation of the execution and results of the project, as well as an independent auditing consulting firm.
- 3.13 **Sustainability.** In order to ensure sustainability, the project includes activities that will result in reports with implementation methodologies, as well as instruments and tools (such as guides and toolkits) that will provide guidelines, lessons learned and recommendations on how to ensure the success of similar programs. These documents will be published so that not only the executing agency can learn from the project, but also other organizations from the public and private sector, and civil society. Moreover, by providing technical support to the executing agency, the team expects to expand its capacities to replicate similar projects with other funds.

IV. Executing Agency and Execution Structure

- 4.1 Fdp will be the executing agency of this project. FdP is a nonprofit organization founded in 1998 with the objective to improve the conditions of lives of people in Argentina through trainings and human development. To reach this goal, FdP put in place over 50 strategic agreements and partnerships with both public and private institutions, such as the Government of the City of Buenos Aires, the Polytechnic University of Valencia and the General Confederation of Production of the Republic of Argentina. The structure for the execution of the TC will be: (i) the General Supervisor, who will be responsible for the supervision and approvals of the technical and administrative aspects of the TC; (ii) 4 Component Coordinators, who will be in charge of the implementation of the activities of their correspondent components; and (iii) Procurement and Financial specialists, who will be responsible for procurement and financial processes, respectively.
- 4.2 **First Disbursement.** It is expected to make the disbursements through the advance of funds. The minimum percentage that will be required for the replenishment of the advance payment will be 80%. The TC does not contemplate retroactive reimbursement of expenses. Moreover, as part of the conditions for the first disbursement, the executing agency must contract the procurement and financial specialists. Also, the executing agency has to prepare a Project Operation Manual.
- 4.3 In accordance with the taxonomy and the specific strategic objectives pursued by this TC, in accordance with the Bank's Procurement Policies (GN-2349-9, and GN-2350-9) and based on its experience, the executing agency will be the FdP. Moreover, the executing agency will hire individual consultants, consulting firms and goods and services following the Bank's current policies and procedures (GN-2349-9 and GN-2350-9). Finally, financial management of the project will be carried out according to the Bank's Financial Management Guide for Projects Financed by the IDB (OP-273-6).

V. Major Issues

- 5.1 The incorporation and retention of young women and persons with disabilities into training programs where they are traditionally underrepresented are the greatest risks detected. To mitigate these risks, the project includes two components (2 and 3) that seek to facilitate this process through information campaigns that attract these population groups to participate in the training. Additionally, information workshops for potential employers will be put in place to inform them about the benefits of having diverse teams and provide them with the instruments to adapt their spaces to respond to the specific needs of persons with disabilities. Moreover, follow-ups with labor inclusion specialists and tutoring activities are envisaged to encourage the retention of all students in the courses until they obtain the final certification, as well as internship to facilitate subsequent job placement.

VI. Exceptions to Bank Policy

- 6.1 This project does not envisage any exceptions to Bank's policies.

VII. Environmental and Social Strategy

- 7.1 According to the Environmental Safeguards Filter (SSF) and the Safeguard Policies Filter (SPF) made for the TC, it is classified as [Category "C"](#); therefore, it does not require special measures for its implementation in terms of safeguards and environmental conservation. There are no associated environmental risks and positive social impacts are expected.

Required Annexes:

- Annex I. [Request from the Client](#)
- Annex II. [Results Matrix](#)
- Annex III. [Terms of Reference](#)
- Annex IV. [Procurement Plan](#)

September 12, 2018

**TRAINING PROGRAM FOR YOUNG WOMEN AND PERSONS WITH DISABILITIES TO
PROMOTE LABOR INCLUSION**

AR-T1212

CERTIFICATION

I hereby certify that this operation was approved for financing under the **Japan Special Fund - Poverty Reduction Program (JPO)**, through a communication dated May 16, 2018 and signed by Michiko Tamashiro. Also, I certify that resources from said fund are available for up to **US\$983,000** in order to finance the activities described and budgeted in this document. This certification reserves resource for the referenced project for a period of four (4) calendar months counted from the date of eligibility from the funding source. If the project is not approved by the IDB within that period, the reserve of resources will be cancelled, except in the case a new certification is granted. The commitment and disbursement of these resources shall be made only by the Bank in US dollars. The same currency shall be used to stipulate the remuneration and payments to consultants, except in the case of local consultants working in their own borrowing member country who shall have their remuneration defined and paid in the currency of such country. No resources of the Fund shall be made available to cover amounts greater than the amount certified herein above for the implementation of this operation. Amounts greater than the certified amount may arise from commitments on contracts denominated in a currency other than the Fund currency, resulting in currency exchange rate differences, representing a risk that will not be absorbed by the Fund.

Certified by:

Sonia M. Rivera
Chief
Grants and Co-Financing Management Unit
ORP/GCM

Date

Approved by:

Marcelo E. Cabrol
Manager
Social Sector
SCL/SCL

Date