

PMR Operational Report

| | | | |
|-----------------------------|----------------------------|---|----------|
| Operation Number | BH-L1037 | Chief of Operations Validation Date | 04/05/18 |
| Year- PMR Cycle | Second period Jan-Dec 2017 | Division Chief Validation Date | 04/05/18 |
| Last Update | 03/16/18 | Country Representative Validation Date | 04/09/18 |
| PMR Validation Stage | Draft | | |

Basic Data

Operation Profile

| | | | |
|---------------------------|---|---|--|
| Operation Name | Skills for Current and Future Jobs in the Bahamas | Loan Number | 3787/OC-BH |
| Executing Agency | Ministry of Labour and National Insurance | Sector/Subsector | IS-VOC - SOCIAL INVESTMENT-VOCATIONAL AND WORKFORCE TRAINING |
| Team Leader | PAVON, FERNANDO YITZACK | Overall Stage | Approved |
| Operation Type | Loan Operation | Country | BAHAMAS |
| Lending Instrument | Investment Loan | Convergence related Operation(s) | |
| Borrower | THE COMMONWEALTH OF THE BAHAMAS | | |

Environmental and Social Safeguards

| | | | |
|---|---|--|----|
| Impacts Category | B | Was/Were the objective(s) of this operation reformulated? | NO |
| Safeguard Performance Rating | | Date of approval | |
| Safeguard Performance Rating - Rationale | | | |

Financial Data

| Item | Total Cost and Source | | | | | Available Funds (US\$) | | | |
|-------------------|-----------------------|-------------------|-------------------|------------------------|---------------------|------------------------|----------------------|--------------|--------------------|
| | Original IDB | Current IDB | Local Counterpart | Co-Financing / Country | Total Original Cost | Current IDB | Disb. Amount to Date | % Disb | Undisbursed Amount |
| BH-L1037 | 25,000,000 | 25,000,000 | 25,000,000 | 0 | 50,000,000 | 25,000,000 | 0 | 0.00% | 25,000,000 |
| Aggregated | 25,000,000 | 25,000,000 | 25,000,000 | 0 | 50,000,000 | 25,000,000 | 0 | 0.00% | 25,000,000 |

Expense Categories by Loan Contract (cumulative values)

Please note that the Overall Stage represents the stage of the operation at the time of this report's publication, which might not necessarily match the stage of the operation during the PMR Cycle to which the report pertains. Please also note that inactive indicators and outputs are not displayed; totals in the actual cost table may not match the sum of the cost of the outputs displayed, due to the cost of inactive outputs.

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RESULTS MATRIX

IMPACTS

Impact Nbr. 0: Increase employability and quality of employment of beneficiaries of the programme, improving access to quality jobs in the Bahamas, especially for youth.

Observation:

| Indicator | | Unit of Measure | Baseline | Baseline Year | | EOP 0 |
|-----------|---|-------------------|----------|---------------|------|-------|
| 0.0 | Employment rate of the apprenticeship graduates | percentage points | 0.00 | 2017 | P | 5.00 |
| | | | | | P(a) | |
| | | | | | A | |

Details

Means of verification: Follow up evaluation survey

Observations: Difference between employment rate of treatment versus control groups (in percentage points –pp–). The indicator for the treatment group versus the control group will be measured through the follow up survey. We expect that the impact will sustain until 2025 remaining constant. The programme will establish the required mechanisms to implement a National Apprenticeship Programme for the 1st time; therefore, there is no baseline. The Department of Statistics' definition of "Employment" will be used.

Pro-Gender No **Pro-Ethnicity** No

| Indicator | | Unit of Measure | Baseline | Baseline Year | | EOP 0 |
|-----------|--|-------------------|----------|---------------|------|-------|
| 0.1 | Formality rate of the apprenticeship graduates | percentage points | 0.00 | 2017 | P | 10.00 |
| | | | | | P(a) | |
| | | | | | A | |

Details

Means of verification: Follow up evaluation survey

Observations: Difference between people with written contract in treatment versus control groups (in pp). This indicator will use the legal definition of formality as the probability of having a written contract. It will be measured through the follow up survey.

Pro-Gender No **Pro-Ethnicity** No

| Indicator | | Unit of Measure | Baseline | Baseline Year | | EOP 0 |
|-----------|---|-----------------|----------|---------------|------|-------|
| 0.2 | Average earnings differential of apprenticeship graduates | % | 0.00 | 2017 | P | 20.00 |
| | | | | | P(a) | |
| | | | | | A | |

Details

Means of verification: Follow up evaluation survey

Observations: Difference between earnings in treatment versus control groups (in %). The earnings differential of the treatment group versus the control group will be measured through the follow up survey.

Pro-Gender No **Pro-Ethnicity** No

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RESULTS MATRIX

OUTCOMES

Outcome Nbr. 2: Enhance the capacity of the labour market's intelligence and monitoring and evaluation systems

Observation: By 2019, the different entities should have access to the dashboard.

| Indicator | | Unit of Measure | Baseline | Baseline Year | | EOP 0 |
|--|---|-----------------|---------------|---------------|------|-------|
| 2.0 | Number of dashboard consultations made by the different public and private stakeholders | number | 0.00 | 2017 | P | 75.00 |
| | | | | | P(a) | |
| | | | | | A | |
| Details | | | | | | |
| Means of verification: Mid-term and/or final report with the Dashboard' end of year system report. | | | | | | |
| Observations: By 2019, the different entities should have access to the dashboard. | | | | | | |
| Pro-Gender | | No | Pro-Ethnicity | | No | |

Outcome Nbr. 1: Improve the effectiveness of Public Employment Services (PES)

Observation: The new facilities are expected to expand services, and attract and increase use of the service.

| Indicator | | Unit of Measure | Baseline | Baseline Year | | EOP 0 |
|--|---------------------------------------|-----------------|---------------|---------------|------|-------|
| 1.0 | PES job placement rate in the Bahamas | Rate (%) | 2.00 | 2017 | P | 18.00 |
| | | | | | P(a) | |
| | | | | | A | |
| Details | | | | | | |
| Means of verification: Mid-term and/or final report based on PES Administrative data. | | | | | | |
| Observations: The new facilities are expected to expand services, and attract and increase use of the service. | | | | | | |
| Pro-Gender | | No | Pro-Ethnicity | | No | |

Outcome Nbr. 0: Increase pertinent skills and employability in productive jobs of programme beneficiaries

Observation: The programme will establish the required mechanisms to implement a National Apprenticeship Programme for the 1st time; therefore, there is no baseline.

| Indicator | | Unit of Measure | Baseline | Baseline Year | | EOP 0 |
|--|---|-----------------|---------------|---------------|------|-------|
| 0.0 | Employment rate of the apprenticeship graduates | pp | 0.00 | 2017 | P | 5.00 |
| | | | | | P(a) | |
| | | | | | A | |
| Details | | | | | | |
| Means of verification: Follow up evaluation survey | | | | | | |
| Observations: The programme will establish the required mechanisms to implement a National Apprenticeship Programme for the 1st time; therefore, there is no baseline. | | | | | | |
| Pro-Gender | | No | Pro-Ethnicity | | No | |

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OUTCOMES

| Indicator | | Unit of Measure | Baseline | Baseline Year | | EOP 0 | |
|--|--|-----------------|---------------|---------------|------|-------|--|
| 0.1 | Formality rate of the apprenticeship graduates | pp | 0.00 | 2017 | P | 10.00 | |
| | | | | | P(a) | | |
| | | | | | A | | |
| Details | | | | | | | |
| Means of verification: Follow up evaluation survey | | | | | | | |
| Observations: This indicator will use the legal definition of formality as the probability of having a written contract. 49.36% of the occupied have a written contract (LFS, 2014). | | | | | | | |
| Pro-Gender | | No | Pro-Ethnicity | | No | | |

| Indicator | | Unit of Measure | Baseline | Baseline Year | | EOP 0 | |
|---|---|-----------------|---------------|---------------|------|-------|--|
| 0.2 | Average earnings differential of apprenticeship graduates | % | 0.00 | 2017 | P | 20.00 | |
| | | | | | P(a) | | |
| | | | | | A | | |
| Details | | | | | | | |
| Means of verification: Follow up evaluation survey | | | | | | | |
| Observations: The earnings differential of the treatment group versus the control group. Average wage for the apprentices is B\$1,510. This information is based on the LFS, for the current apprenticeship scheme. | | | | | | | |
| Pro-Gender | | No | Pro-Ethnicity | | No | | |

| Indicator | | Unit of Measure | Baseline | Baseline Year | | EOP | EOP 0 |
|--|--|-------------------|---------------|---------------|------|-----|--------|
| 0.3 | Number of participants certified by the pre-apprenticeship programme | Beneficiaries (#) | 0.00 | 2017 | P | - | 990.00 |
| | | | | | P(a) | - | |
| | | | | | A | - | |
| Details | | | | | | | |
| Means of verification: Mid-term and/or final report based on administrative data. | | | | | | | |
| Observations: The indicator will measure the results of the available participants at the moment of each evaluation. We expect 10% of participants will not obtain the certificate. Based on the experience of the National Training Agency and Juventud y Empleo, we expect that 90% of participants will graduate. The rest will drop-out from the training –perhaps joining the labor force- or will not pass the assessment successfully. The same applies to both phases. | | | | | | | |
| Pro-Gender | | No | Pro-Ethnicity | | No | | |

| | | | | | | | |
|--|-------|--|--|--|------|--|--|
| | Women | | | | P | | |
| | | | | | P(a) | | |

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OUTCOMES

| | | | | | | | |
|--|---|--|--|--|------|--|--|
| | Women | | | | A | | |
| | Men | | | | P | | |
| | | | | | P(a) | | |
| | | | | | A | | |
| | Afro-descendant | | | | P | | |
| | | | | | P(a) | | |
| | | | | | A | | |
| | Youth | | | | P | | |
| | | | | | P(a) | | |
| | | | | | A | | |
| | Non-Youth | | | | P | | |
| | | | | | P(a) | | |
| | | | | | A | | |
| | Climate-relevant training (# beneficiaries) | | | | P | | |
| | | | | | P(a) | | |
| | | | | | A | | |

| Indicator | | Unit of Measure | Baseline | Baseline Year | | EOP | EOP 0 |
|-----------|--|-------------------|----------|---------------|------|-----|----------|
| 0.4 | Number of participants certified by the apprenticeship programme | Beneficiaries (#) | 0.00 | 2017 | P | - | 1,215.00 |
| | | | | | P(a) | - | |
| | | | | | A | - | |

Details

Means of verification: Mid-term and/or final report based on administrative data.

Observations: The indicator will measure the results of the available participants at the moment of each evaluation. We expect 10% of participants will not obtain the certificate. Based on the experience of the National Training Agency and Juventud y Empleo, we expect that 90% of participants will graduate. The rest will drop-out from the training –perhaps joining the labor force- or will not pass the assessment successfully. The same applies to both phases.

| Pro-Gender | No | Pro-Ethnicity | No |
|------------|-------|---------------|----|
| | Women | | |
| | | | |
| | | | |
| | Men | | |
| | | | |

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RESULTS MATRIX

OUTCOMES

| | | | | | | | |
|--|---|--|--|--|------|--|--|
| | Men | | | | A | | |
| | Afro-descendant | | | | P | | |
| | | | | | P(a) | | |
| | | | | | A | | |
| | Youth | | | | P | | |
| | | | | | P(a) | | |
| | | | | | A | | |
| | Non-Youth | | | | P | | |
| | | | | | P(a) | | |
| | | | | | A | | |
| | Climate-relevant training (# beneficiaries) | | | | P | | |
| | | | | | P(a) | | |
| | | | | | A | | |

| Indicator | | Unit of Measure | Baseline | Baseline Year | | EOP 0 |
|-----------|--------------------------------------|--------------------|----------|---------------|------|-------|
| 0.5 | Skills assessment index differential | Standard Deviation | 0.00 | 2017 | P | 0.10 |
| | | | | | P(a) | |
| | | | | | A | |

Details

Means of verification: Mid-term and/or final report based on the assessment results.

Observations: This assessment will determine whether the individuals have the needed occupational skills. Index of soft and hard skills standardized following Kling et al (2006). Difference based in Soft Skills Index in Acevedo, et al (2016).

| | | | |
|-------------------|----|----------------------|----|
| Pro-Gender | No | Pro-Ethnicity | No |
|-------------------|----|----------------------|----|

RESULTS MATRIX

OUTPUTS: ANNUAL PHYSICAL AND FINANCIAL PROGRESS

Component Nbr. 1 1: Pre-Apprenticeships + Apprenticeships Programme + Sector Skills Councils

| | Output | Unit of Measure | | PHYSICAL PROGRESS | | FINANCIAL PROGRESS | |
|-----|--|-----------------|------|-------------------|-------|--------------------|------------|
| | | | | 2017 | EOP 0 | 2017 | EOP 0 |
| 1.1 | Number of pre-apprenticeship places | number | P | 275 | 1,100 | 200,000 | 800,000 |
| | | | P(a) | | 0 | | 0 |
| | | | A | | 0 | | 0 |
| 1.2 | Number of apprenticeship places | number | P | 0 | 1,350 | 0 | 18,705,950 |
| | | | P(a) | | 0 | | 0 |
| | | | A | | 0 | | 0 |
| 1.3 | Number of skills councils activated and holding meetings | councils | P | 1 | 3 | 144,000 | 1,728,000 |
| | | | P(a) | | 0 | | 0 |
| | | | A | | 0 | | 0 |
| 1.4 | Quality guidelines for the Apprenticeship programme developed and approved by the Skills Council | number | P | 1 | 1 | 50,000 | 50,000 |
| | | | P(a) | | 0 | | 0 |
| | | | A | | 0 | | 0 |
| 1.5 | Matching Gran Facility (MGF) platform developed and active | number | P | 1 | 1 | 50,000 | 100,000 |
| | | | P(a) | | 0 | | 0 |
| | | | A | | 0 | | 0 |
| 1.6 | Communications strategy | number | P | 0 | 1 | 50,000 | 350,000 |
| | | | P(a) | | 0 | | 0 |
| | | | A | | 0 | | 0 |
| 1.7 | Small & Medium Enterprise (SMEs) grants to support apprentice training delivery granted | number | P | 0 | 25 | 0 | 600,000 |
| | | | P(a) | | 0 | | 0 |
| | | | A | | 0 | | 0 |

Component Nbr. 2 2: Enhancing Institutional Capacity of the Department of Labour (DoL)

| | Output | Unit of Measure | | PHYSICAL PROGRESS | | FINANCIAL PROGRESS | |
|-----|---|-----------------|------|-------------------|-------|--------------------|------------|
| | | | | 2017 | EOP 0 | 2017 | EOP 0 |
| 2.1 | Design of the new building | number | P | 0 | 1 | 1,566,383 | 2,119,050 |
| | | | P(a) | | 0 | | 0 |
| | | | A | | 0 | | 0 |
| 2.2 | Department of Labour LEED certified building designed & built | number | P | 0 | 1 | 0 | 22,380,950 |
| | | | P(a) | | 0 | | 0 |
| | | | A | | 0 | | 0 |

RESULTS MATRIX

OUTPUTS: ANNUAL PHYSICAL AND FINANCIAL PROGRESS

Component Nbr. 3 3: Labour markets information system

| | Output | Unit of Measure | | PHYSICAL PROGRESS | | FINANCIAL PROGRESS | |
|-----|--|-----------------|------|-------------------|-------|--------------------|---------|
| | | | | 2017 | EOP 0 | 2017 | EOP 0 |
| 3.1 | Employer surveys for specific sectors to identify skills/training gaps designed, collected, digitalized, analysed and ready to use for external users. | number | P | 1 | 2 | 0 | 210,000 |
| | | | P(a) | | 0 | | 0 |
| | | | A | | 0 | | 0 |
| 3.2 | Database assessment and analysis of the current available information developed | number | P | 1 | 1 | 70,000 | 70,000 |
| | | | P(a) | | 0 | | 0 |
| | | | A | | 0 | | 0 |
| 3.3 | Database framework with labour market information from the different government entities consolidated and harmonized | number | P | 0 | 1 | 0 | 200,000 |
| | | | P(a) | | 0 | | 0 |
| | | | A | | 0 | | 0 |
| 3.4 | Labour market information dashboard (platform) | number | P | 0 | 1 | 30,000 | 340,000 |
| | | | P(a) | | 0 | | 0 |
| | | | A | | 0 | | 0 |
| 3.5 | Number of training places to staff including agencies that interact with the dashboard | number | P | 7 | 56 | 0 | 80,000 |
| | | | P(a) | | 0 | | 0 |
| | | | A | | 0 | | 0 |

Other Cost

| | | | | | | |
|--|-------------------------|------|--|--|---------|-----------|
| | Audits | P | | | 20,000 | 120,000 |
| | | P(a) | | | | |
| | | A | | | | |
| | Project Management | P | | | 275,000 | 1,500,000 |
| | | P(a) | | | | |
| | | A | | | | |
| | Monitoring & Evaluation | P | | | 75,000 | 500,000 |
| | | P(a) | | | | |
| | | A | | | | |
| | Contingencies | P | | | 0 | 146,050 |
| | | P(a) | | | | |
| | | A | | | | |

Total Cost

| | | | | | | |
|--|------------|------|--|--|-----------|------------|
| | Total Cost | P | | | 2,530,383 | 50,000,000 |
| | | P(a) | | | | 0 |
| | | A | | | | 0 |

CHANGES TO THE MATRIX

No information available for this section