

PMR Operational Report

Operation Number	BH-L1037	Chief of Operations Validation Date	04/20/20
Year- PMR Cycle	Second period Jan-Dec 2019	Division Chief Validation Date	04/28/20
Last Update	04/15/20	Country Representative Validation Date	04/30/20
PMR Validation Stage	Validated by Representative		

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	Disbursing (From eligibility until all the Operations are closed)
Operation Type	Loan Operation	Country	Bahamas
Lending Instrument	Investment Loan	Convergence related Operation(s)	
Borrower	THE COMMONWEALTH OF THE BAHAMAS		

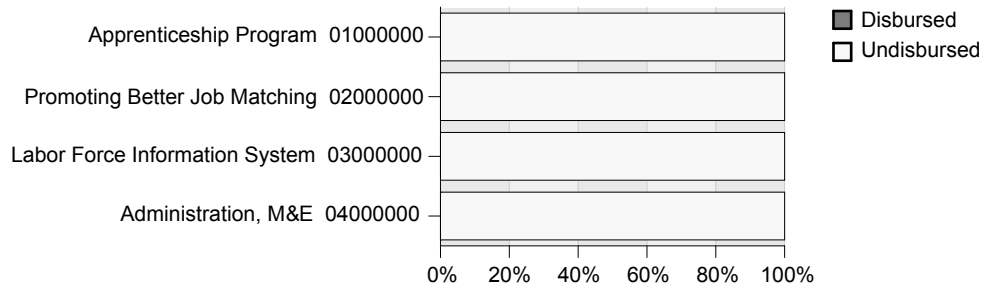
Environmental and Social Safeguards

Impacts Category	C	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	20,000,000	30,000,000	0	55,000,000	20,000,000	486,536	2.43%	19,513,464
Aggregated	25,000,000	20,000,000	30,000,000	0	55,000,000	20,000,000	486,536	2.43%	19,513,464

Expense Categories by Loan Contract (cumulative values)



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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		2024	EOP 2024
0.0	Employment rate of the apprenticeship graduates	percentage points	0.00	2017	P		5.00
					P(a)		5.00
					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
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Indicator		Unit of Measure	Baseline	Baseline Year		2024	EOP 2024
0.1	Formality rate of the apprenticeship graduates	percentage points	0.00	2017	P		10.00
					P(a)		10.00
					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
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Indicator		Unit of Measure	Baseline	Baseline Year		2024	EOP 2024
0.2	Average earnings differential of apprenticeship graduates	%	0.00	2017	P		20.00
					P(a)		20.00
					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. 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		2024	EOP 2024
0.0	Employment rate of the apprenticeship graduates	pp	0.00	2017	P		5.00
					P(a)		5.00
					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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Indicator		Unit of Measure	Baseline	Baseline Year		2024	EOP 2024
0.1	Formality rate of the apprenticeship graduates	pp	0.00	2017	P		10.00
					P(a)		10.00
					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
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Indicator		Unit of Measure	Baseline	Baseline Year		2024	EOP 2024
0.2	Average earnings differential of apprenticeship graduates	%	0.00	2017	P		20.00
					P(a)		20.00
					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
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Indicator		Unit of Measure	Baseline	Baseline Year		2024	EOP 2024
0.3	Number of participants certified by the pre-	Beneficiaries	0.00	2017	P		990.00

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OUTCOMES

0.3	apprenticeship programme	(#)	0.00	2017	P(a)		990.00
					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		
	Afro-descendant		
	Youth		
	Non-Youth		
	Climate-relevant training (# beneficiaries)		

Indicator		Unit of Measure	Baseline	Baseline Year		2024	EOP 2024
0.4	Number of participants certified by the apprenticeship programme	Beneficiaries (#)	0.00	2017	P		1,215.00
					P(a)		1,215.00
					A		

Details

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OUTCOMES

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)		
					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		2024	EOP 2024
0.5	Skills assessment index differential	Standard Deviation	0.00	2017	P		0.10
					P(a)		0.10
					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).

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OUTCOMES

Pro-Gender	No	Pro-Ethnicity	No
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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		2024	EOP 2024
1.0	PES job placement rate in the Bahamas	Rate (%)	2.00	2017	P		18.00
					P(a)		18.00
					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
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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		2024	EOP 2024
2.0	Number of dashboard consultations made by the different public and private stakeholders	number	0.00	2017	P		75.00
					P(a)		75.00
					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
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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	
				2019	EOP 2024	2019	EOP 2024
1.1	Number of pre-apprenticeship places	number	P	0	1,100	97,181.82	1,069,000
			P(a)	0	1,100	97,181.82	1,069,000
			A	0	0	0	0
1.2	Number of apprenticeship places	number	P	0	1,350	0	18,705,950
			P(a)	0	1,350	0	18,705,950
			A	0	0	29,250	29,250
1.3	Quality guidelines for the Apprenticeship programme developed and approved by the Skills Council	number	P	0	1	0	0
			P(a)	0	1	0	20,000
			A	0	0	0	0
1.4	Matching Gran Facility (MGF) platform developed and active	number	P	0	1	38,400	425,000
			P(a)	0	1	38,400	425,000
			A	0	0	21,600	21,600
1.5	Small & Medium Enterprise (SMEs) grants to support apprentice training delivery granted	number	P	0	25	0	600,000
			P(a)	0	25	0	600,000
			A	0	0	0	0
1.6	Number of skills councils activated and holding meetings	councils	P	0	3	75,000	1,284,000
			P(a)	0	3	75,000	1,284,000
			A	1	1	72,586.2	72,586.2
1.7	Communications strategy	number	P	0	1	0	350,000
			P(a)	0	1	0	330,000
			A	0	0	25,000	25,000

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

	Output	Unit of Measure		PHYSICAL PROGRESS		FINANCIAL PROGRESS	
				2019	EOP 2024	2019	EOP 2024
2.1	Design of the new building	number	P	0	1	0	1,859,050
			P(a)	0	1	0	1,859,050
			A	0	0	0	0
2.2	Department of Labour LEED certified building designed & built	number	P	0	1	0	20,930,950
			P(a)	0	1	0	20,930,950
			A	0	0	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	
				2019	EOP 2024	2019	EOP 2024
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	0	1	0	120,000
			P(a)	0	1	0	120,000
			A	0	0	0	0
3.2	Database assessment and analysis of the current available information developed	number	P	0	1	0	50,000
			P(a)	0	1	0	50,000
			A	0	0	0	0
3.3	Database framework with labour market information from the different government entities consolidated and harmonized	number	P	0	1	0	150,000
			P(a)	0	1	0	150,000
			A	0	0	0	0
3.4	Labour market information dashboard (platform)	number	P	0	1	0	250,000
			P(a)	0	1	0	250,000
			A	0	0	0	0
3.5	Number of training places to staff including agencies that interact with the dashboard	number	P	0	56	0	80,000
			P(a)	0	56	0	80,000
			A	0	0	0	0
3.6	Digital Credentials Issuance platform (blockchain-based pilot to issue eCredentials)	number	P	0	1	0	1,700,000
			P(a)	0	1	0	1,700,000
			A	0	0	0	0

Other Cost

	Audits	P			12,000	72,000
		P(a)			12,000	72,000
		A			0	0
	Project Management	P			308,250	1,933,000
		P(a)			308,250	1,933,000
		A			196,749.7	196,749.7
	Monitoring & Evaluation	P			25,000	275,000
		P(a)			25,000	275,000
		A			0	0
	Contingencies	P			0	146,050
		P(a)			0	146,050
		A			0	0

Total Cost

	Total Cost	P			555,831.82	50,000,000
		P(a)			555,831.82	50,000,000
		A			345,185.9	345,185.9

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CHANGES TO THE MATRIX

Section	Name	Reasons	Type of Change	Subtype	Modified By	Entered in the System
Output	Communications strategy	The budget for the communications strategy was reduced by \$20,000 as the Executing Agency intends to utilize an enhanced digital communications strategy, with less reliance on print. \$20,000 was reallocated to the Quality guidelines for the Apprenticeship programme developed and approved by the Skills Council.	Modify Output	Modify Financial EOP P(a) value - caused by a change in the Financial P(a).	TIMYKAD	03/20/2020
	Number of apprenticeship places	Planned actual numbers for number of apprenticeship places were adjusted for consistency with planned numbers.	Modify Output	Modify Physical EOP P(a) value - caused by a change in the Physical P(a).	TIMYKAD	03/20/2020
	Quality guidelines for the Apprenticeship programme developed and approved by the Skills Council	\$20,000 was reallocated from the Communications Strategy to support the delivery of this output, as no previous budget allocation was included.	Modify Output	Modify Financial EOP P(a) value - caused by a change in the Financial P(a).	FERNANDOP	03/20/2020

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IMPLEMENTATION STATUS AND LEARNING

Lesson Learned - Categories

Project Management Capacity