



## Basic Data

Events Data	Objective
-------------	-----------

skills and employability in productive jobs of programme beneficiaries; (iii) improve the effectiveness of the Public

Ratification		Environmental and Social Safeguards	Expense Categories by Loan Contract (cumulative values)
--------------	--	-------------------------------------	---

<b>Total Eligibility</b>	01/17/19	<b>Risk</b>	Moderate	<b>Date of approval</b>	08/27/20
--------------------------	----------	-------------	----------	-------------------------	----------

Current Disbursement Expiration	07/26/24			
---------------------------------	----------	--	--	--

Preparation	
-------------	--

PP Approved	05/06/16		Total Cost and Source	Available Funds (US\$)
-------------	----------	--	-----------------------	------------------------

[illegible]

DLP Approved by OPC	07/13/20	BH-L1037	25,000,000	20,000,000	0	0	25,000,000	20,000,000	19,840,895.27	99.20%	159,104.73
---------------------	----------	----------	------------	------------	---	---	------------	------------	---------------	--------	------------

Negotiation	07/23/20	Aggregated	25,000,000	20,000,000	0	0	25,000,000	20,000,000	19,840,895.27	99.20%	159,104.73
-------------	----------	------------	------------	------------	---	---	------------	------------	---------------	--------	------------

Operation Approved	11/02/16
--------------------	----------

Economic Analysis

Undefined	Yes
-----------	-----

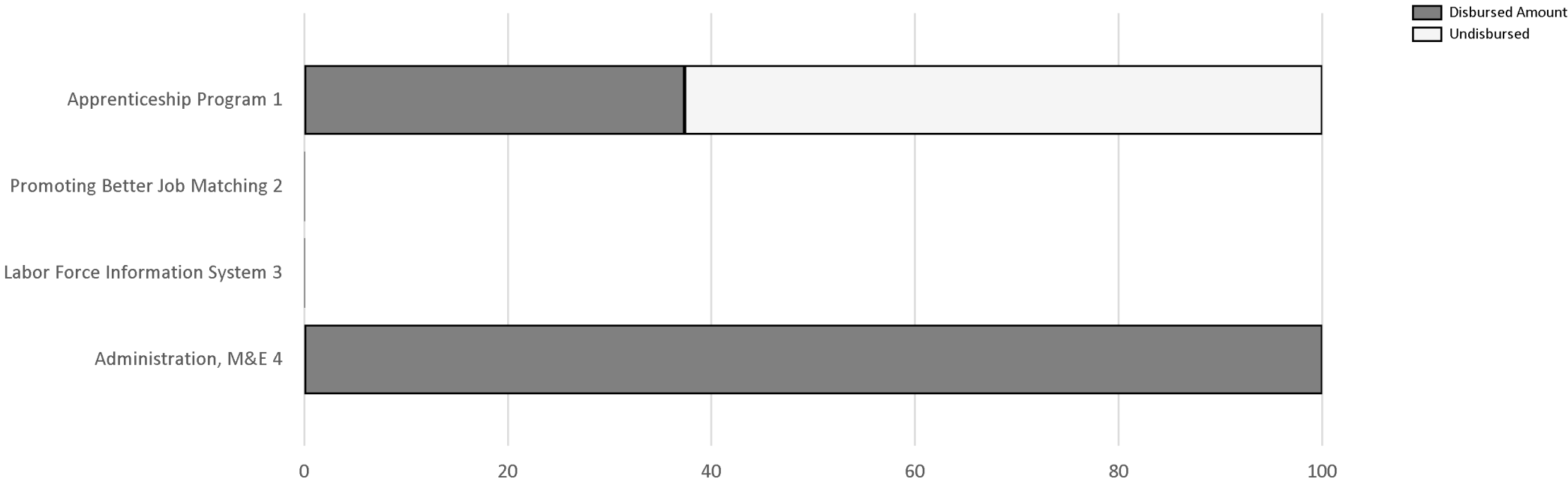
Cost benefit analysis	No
-----------------------	----

Cost effectiveness analysis	No
-----------------------------	----

General economic analysis (Economic rate of return)	No
--	----

Evaluation

Undefined	Yes
Random assignment	No
Non-experimental method	No
Ex-post cost benefit analysis	No
Ex-post cost effectiveness analysis	No
Before/after or With/without comparison	No



Printed on: December 28, 2022 7:05:52 PM

RESULTS MATRIX

General Development Objectives

General Development Objectives Nbr. 1: To contribute to ensuring minimum levels of quality of life for formal workers amid the crisis caused by COVID19

Observation:

Indicator		Unit of Measure	Baseline	Baseline Year	Expected Year of Achievement	EOP 2024	
1.0	Postcrisis total employment at formal sector in the specific industries supported by the project compared with pre-crisis total employment at those industries	%	103	2019	2020	P	80.1
						A	80.1

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.

The General Development Objective indicator target is expected to be observed by the operation's "Fully Justified" date in Convergence (CO): No

Pro-Gender	No	Pro-Ethnicity	No	CRF indicator	

RESULTS MATRIX

Specific Development Objectives

**Specific Development Objectives Nbr. 0:** Support employment levels in selected industries in the formal sector for those affected by the coronavirus in the immediate period and during the recovery

**Observation:**

	Indicator	Unit of Measure	Baseline	Baseline Year		2024	EOP 2024
0.0	Number of unemployment claims filed from individuals previously working in the participating industries during a period of twelve months.	number	0	2019	P	-	4,421
					A	-	4,421
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.

**Evaluation Methodology:** -

Pro-Gender	No	Pro-Ethnicity	No	CRF indicator					
Indicator					Unit of Measure	Baseline	Baseline Year	2024	EOP 2024
0.1	Total (short-term) employment three months after the social distancing period at formal sector enterprises supported by the project compared with precrisis total employment at those enterprises			%	0	2020	P	-	80
							A	-	80
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).

**Evaluation Methodology:** -

Pro-Gender	No	Pro-Ethnicity	No	CRF indicator					
Indicator					Unit of Measure	Baseline	Baseline Year	2024	EOP 2024
0.2	Total (medium-term) employment twelve months after the social distancing period at formal sector enterprises supported by the project compared with precrisis total employment at those enterprise			%	0	2020	P	-	64
							A	-	64
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.

**Evaluation Methodology:** -

Pro-Gender	No	Pro-Ethnicity	No	CRF indicator	

RESULTS MATRIX

OUTPUTS PHYSICAL PROGRESS

Component Nbr. 1: 1: Protection for the vulnerable population not on the rolls of transfer programs, working in the formal sector

1.1	Output	Unit of Measure		2019	2020	2021	2022	2023	2024	2025	EOP 2024	
	Companies that receive workforce subsidies to workers during the IDB project	Number	P	0	53	0	0	0	0	0	53	
			P (a)	0	53	0	0	0	0	0	58	

Companies that receive workforce subsidies to workers during the IDB project	Number	A	0	58	0	-	-	-	-	58
--	--------	---	---	----	---	---	---	---	---	----

Details

<b>Means of Verification:</b> Mid-term and/or final report based on the National Training Agency administrative data. It will be considered that a place has been delivered once the participant reaches the assessment stage.			
<b>Pro-Gender</b>	No	<b>CRF indicator</b>	
<b>Pro-Ethnicity</b>	No		

1.2	Output	Unit of Measure		2019	2020	2021	2022	2023	2024	2025	EOP 2024	
	Average of the staff levels of the participating enterprises in October 31st, 2020 as compared to the staff levels reported when selected in the program	percentge	P	0	80	0	0	0	0	0	80	
			P (a)	0	80	0	0	0	0	0	86	
			A	0	86	0	-	-	-	-	86	

Details

Means of Verification: Mid-term and/or final report based on administrative data. It will be considered that a place has been delivered once the participant reaches the assessment stage.

Pro-Gender	No	CRF indicator	
Pro-Ethnicity	No		

OUTPUTS FINANCIAL PROGRESS

Component Nbr. 1: 1: Protection for the vulnerable population not on the rolls of transfer programs, working in the formal sector

Component revised cost: 20,000,000

1.1	Output	Unit of Measure		2019	2020	2021	2022	2023	2024	2025	EOP 2024	
	Companies that receive workforce subsidies to workers during the IDB project	Number	P	-	19,358,464	0	0	0	0	0	19,358,464	
			P (a)	-	19,358,464	0	0	0	0	0	20,000,000	

Companies that receive workforce subsidies to workers during the IDB project		Number	A	486,536	19,358,464	155,000	-	-	-	-	20,000,000	
Details												
Means of Verification: Mid-term and/or final report based on the National Training Agency administrative data. It will be considered that a place has been delivered once the participant reaches the assessment stage.												
Pro-Gender	No	CRF indicator										
Pro-Ethnicity	No											
1.2	Output	Unit of Measure		2019	2020	2021	2022	2023	2024	2025	EOP 2024	
	Average of the staff levels of the participating enterprises in October 31st, 2020 as compared to the staff levels reported when selected in the program	percentge	P	0	0	0	0	0	0	0	0	
			P (a)	0	0	0	0	0	0	0	0	
			A	0	0	0	-	-	-	-	0	
Details												
Means of Verification: Mid-term and/or final report based on administrative data. It will be considered that a place has been delivered once the participant reaches the assessment stage.												
Pro-Gender	No	CRF indicator										
Pro-Ethnicity	No											

Other Costs									
		2019	2020	2021	2022	2023	2024	2025	Cost
Audits	P	-	15,000	-	-	-	-	-	15,000
	P (a)	-	15,000	15,000	-	-	-	-	-
	A	-	-	-	-	-	-	-	-
Project management	P	-	35,000	-	-	-	-	-	35,000
	P (a)	-	35,000	35,000	-	-	-	-	-
	A	-	-	-	-	-	-	-	-
Labour Force Survey	P	-	100,000	-	-	-	-	-	100,000
	P (a)	-	100,000	100,000	-	-	-	-	-
	A	-	-	-	-	-	-	-	-
Contingencies	P	-	5,000	-	-	-	-	-	5,000
	P (a)	-	5,000	5,000	-	-	-	-	-
	A	-	-	-	-	-	-	-	-

Total Costs									
		2019	2020	2021	2022	2023	2024	2025	Cost
Total Cost	P	-	19,513,464	-	-	-	-	-	19,513,464
	P (a)	-	19,513,464	155,000	-	-	-	-	20,000,000
	A	486,536	19,358,464	155,000	-	-	-	-	20,000,000

CORPORATE INDICATORS

CRF INDICATORS

No Information available for the section.

Change Matrix								
Section	Name	Reasons	Related Documents	Type of Change	Subtype	Modified By	Entered in the System	Agreed with Execution Agency
Output	Companies that receive workforce subsidies to workers during the IDB project	The loan programme was originally planned for a total cost of US\$25M, but was reformulated in 2020 . Prior to the reformulation process a total of 486K was disbursed to the Government to assist with starting up of the project activities. These amounts were not included in reformulated project and was therefore not captured in the planned amount for 2019. During the period of 2020, the project disbursed a total of 19.3M. Another 155K was disbursed in 2021 bring the total disbursement to 20M (the reformulated amount)	<a href="#">FW BH-L1037 PMR.msg</a>	Modify Output	Modify Financial Historical Actual	JODYKAYM	3/31/2022	
Output	Companies that receive workforce subsidies to workers during the IDB project	The loan programme was originally planned for a total cost of US\$25M, but was reformulated in 2020 . Prior to the reformulation process a total of 486K was disbursed to the Government to assist with starting up of the project activities. These amounts were not included in reformulated project and was therefore not captured in the planned amount for 2019. During the period of 2020, the project disbursed a total of 19.3M. Another 155K was disbursed in 2021 bring the total disbursement to 20M (the reformulated amount)	<a href="#">FW BH-L1037 PMR.msg</a>	Modify Output	Modify Financial EOP P(a) value - caused by a change in the Financial P(a).	JODYKAYM	3/31/2022	

IMPLEMENTATION STATUS AND LEARNING

Status of the Implementation

This programme was originally planned for a total cost of US\$25M, but was reformulated in 2020 for an amount of US\$20M . Prior to the reformulation process a total of 486K was disbursed to the Government to assist with starting up of the project activities. These amounts were not included in reformulated project and was therefore not captured in the planned amount for the financial progress in 2019 (and have contributed to an error when the verify content is being ran). During the period of 2020, the project disbursed a total of 19.3M. Another 155K was disbursed in 2021 which contributed to full disbursement of the reformulated project in 2021. The Project team is pushing to shift from DI to CO in 2Q of 2022 and proceed with PCR process.

As reference, the GoBH opted to not carry out the LFS contemplated in the project reformulation and decided that funds allocated for such as well as project Management, contingencies and Audit be allocated to fund subsidies. The Audit is to be carried out by the Auditor General Office. Taking this into account, a final disbursement for the remaining US\$155,000 was made on August of 2021.

Likelihood of Achieving Development Objectives

High	As we progress to collect data for PCR, results seem to be favorable as of the 5,088 workers reached by the subsidies granted to the 53 companies, as of Oct 2020, 4,733 workers remained employed. The results indicator in this regard expected that 80% of the initial subsidy would be maintained and in seems that 93% of employment was maintained.
------	---

Lesson Learned

Category	Lesson Learned	Entered in System
Project Management Capacity	Receiving final project data for PCR purposes has been a challenge given the limited capacity that the Project Management has. NO official PEU was established for the reformulation part of the loan. Hence, the designated technical teams were not fully committed to the Bank operation limiting their capacity to properly and timely respond to Bank's data requests.	3/31/2022

## RISKS AND PLANNED RESPONSES

Risk ID	Risk Status	Risk Description	Probability	Impact	Risk Level	Risk Taxonomy		
1	Active	Pending Clarifications/Confirmation on Data provided for Project Completion Report.	2 - Medium Low	4 - High	Medium High	Institutional Environment		
	Details							
	Associated Outputs	- Companies that receive workforce subsidies to workers during the IDB project	Source of Risk	Execution Environment	Type of Impact	- Quality		
	Associated Outcomes	- Support employment levels in selected industries in the formal sector for those affected by the coronavirus in the immediate period and during the recovery	Responsible	Executing Agency	Probability Factors	General elections were held in the Bahamas on 16 September 2021 which will cause a delay in the EA to respond to Bank request to validate/complete data related to the project.		
	Description of Impact	This information is crucial to calculate the results (1.1) stated in the Results Matrix of the Loan Contract. If we are unable to calculate this indicator, the Project would have zero impact which is something we know it is not true.						
	Response Actions							
	1	Response Description		Management Strategy		Status		
		We have requested Support from MoF in obtaining this data to be able to reflect project results properly in the report and it is expected that the Executing Agency comes through in completing the information for final reports.		TRANSFER		ACTIVE		
		Details						
Estimated Completion Date		October 30, 2021	Budget	0	Responsible	Executing Agency		
Completion Date		10/31/2021	Funding Source	LOANRESO	Status Description	-		
2	Response Description		Management Strategy		Status			
	We have requested Support from MoF in obtaining this data to be able to reflect project results properly in the report and it is expected that the Executing Agency comes through in completing the information for final reports.		AVOID		ACTIVE			
	Details							
	Estimated Completion Date	October 30, 2021	Budget	0	Responsible	Executing Agency		
	Completion Date	10/31/2021	Funding Source	LOANRESO	Status Description	-		

## MATERIALIZED RISKS

EVALUATION TRACKING

Impact Evaluation for the Bahamas Apprenticeship Program

Evaluation	
Evaluation Methodology as per DEM:	N/A
Current Evaluation Methodology:	Experimental –Random Assignment
Stage:	Design
Main Topic of the Intervention:	LABOR MARKETS
Other Topics of the Intervention:	
Main Topic of the Evaluation:	LABOR MARKETS
Other Topics of the Evaluation:	
Funding	
Source of funding:	
Amount in USD (Thousands):	
Code:	
Total amount in USD (Thousands) spent to date in data collection:	0

To analyze if apprentices obtain any benefits from the program we will perform a Randomized Controlled Trial (RCT) based on excess of demand in which we will offer each applicant the same probability of being part of the program through a random selection process (e.g., flipping a coin). Data will be collected through a series of surveys (options include telephone or face-to-face surveys, or a combination of both) to be applied to those participating in the apprenticeship training (Treated) and those out of the program (Not treated) at three different stages: at the beginning of the application, upon completion of the training program, and one year after the program completion.

Status of the evaluation:	Active
Expected Date of Final Evaluation Report:	12/30/2025
Responsible:	Project Team & External
Information on Responsible:	Pending.
Comments	
3/27/2019	Evaluation per Project Document (3.10): Given the innovative approach of the programme in the region, an experimental impact evaluation will be conducted to generate evidence on the effectiveness of Pre-apprenticeship and Apprenticeship Programmes. The lessons generated will be important not only at the national level, but also for the rest of the region. The randomized impact evaluation will be conducted with baseline 90 days after 2nd year of execution and a follow-up at the end of the programme. Through this evaluation, Average Treatment Effects (ATE) and Intention to Treat (ITT) effects will be estimated.
fernandop	

Documents							
Stage	Type of document	Name	Document Description	Document Date	Document Number	Document Permissions	Document User
Design	Evaluation Plan and/or Technical Note	Concept Note BH Apprenticeship Impact Evaluation Design (July 2018).pdf	Concept Note for Impact Evaluation Design for the Bahamas Apprenticeship Program	7/27/2018	EZSHARE-615242065-3	Team Members	OPEN_CYCLE.StoredProce dure

Validation Process

Date	User	Role	Action	Comment	Classification	Workflow
04/01/2022	fernandop	Team Leader	Completed by Team Leader		Satisfactory	Progress Monitoring Report March Validation Workflow
04/01/2022	mariaero	Chief of Operations	Validated by Chief of Operations		Satisfactory	Progress Monitoring Report March Validation Workflow
04/04/2022	CarolinaH	Division Chief	Validated by Division Chief		Satisfactory	Progress Monitoring Report March Validation Workflow
04/25/2022	danielac	Representative	Validated by Representative		Satisfactory	Progress Monitoring Report March Validation Workflow

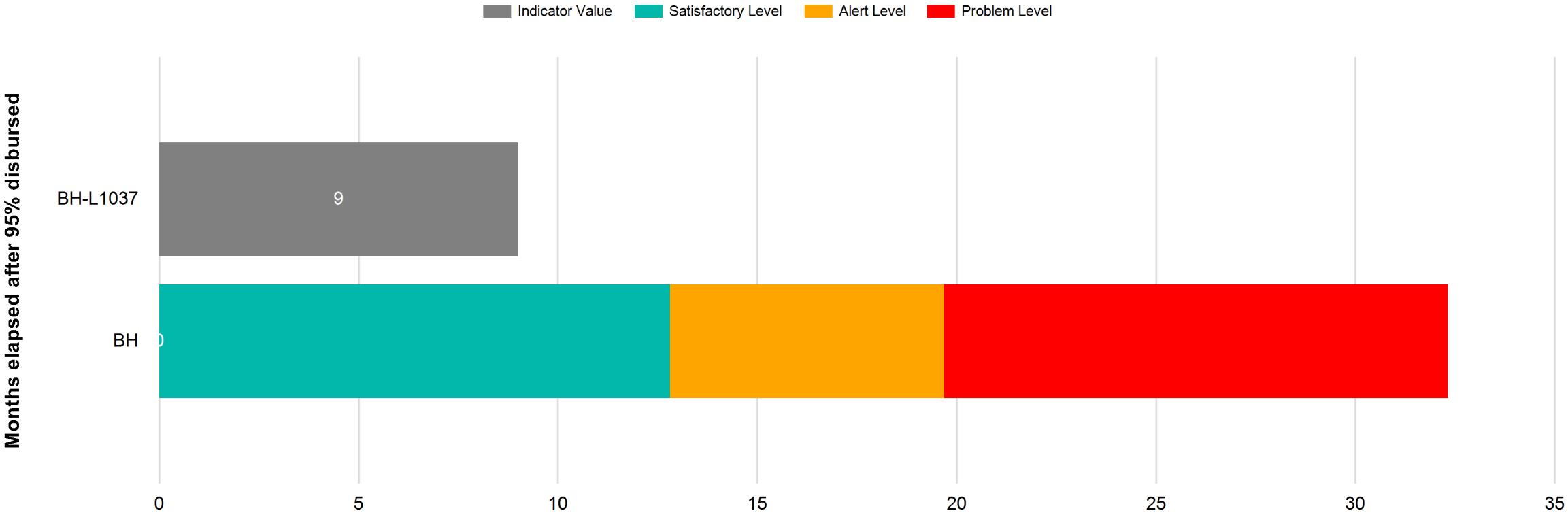
MONITORING INDICATORS [Show](#)

Stage 3: After Operation Reaches 95% of total Disbursements

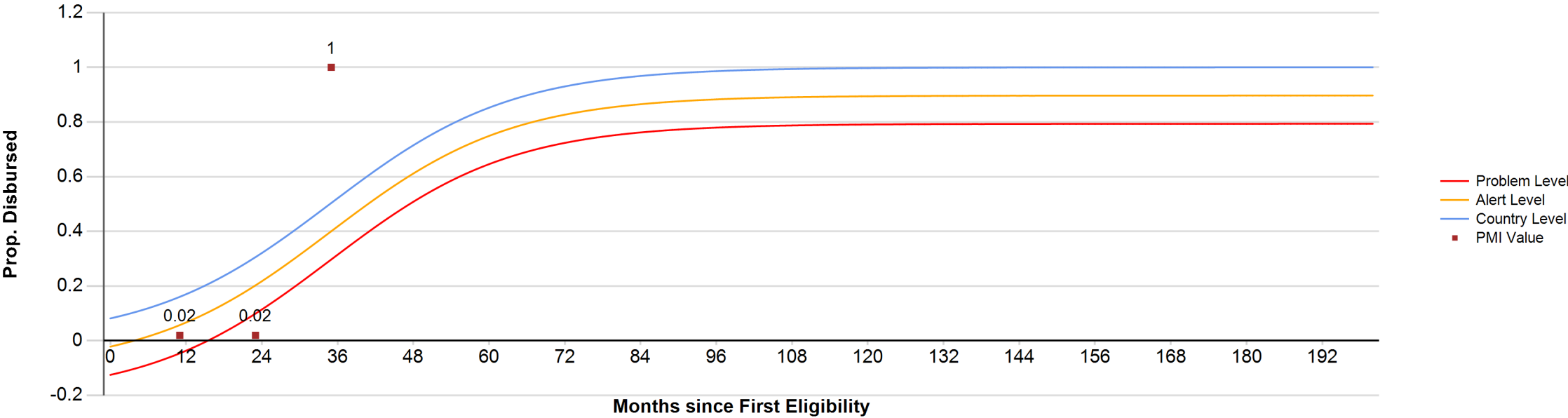
		Benchmark Indicator Value			
Indicator (I)	Project Indicator Value	Satisfactory	Alert	Problem	Traffic Light
Synthetic Indicator (SI)	3.00	2.5 <= I	2<=I<2.5	I<2	SATISFACTORY
# of months elapsed after 95% disbursements reached	9.00	I <=12.81	12.81I <=19.69	'I>19.69	SATISFACTORY
Accumulated disbursements to country's historic disbursements	1.00	1 >= I >=0.4	0.4 > I >=0.3	0.3 > I >= 0	SATISFACTORY
Cost Performance Index - CPI	1.06	0.80 <= I <= 2.00	0.40 <= I < 0.80	0.00 <= I < 0.40	SATISFACTORY
Cost Performance Index (annual - CPI(a)	0.99	0.80 <= I <= 2.00	0.40 <= I < 0.80	0.00 <= I < 0.40	SATISFACTORY
Schedule Performance Index - SPI	1.09	0.80 <= I <= 2.00	0.40 <= I < 0.80	0.00 <= I < 0.40	SATISFACTORY
Schedule Performance Index (annual)- SPI(a)	1.00	0.80 <= I <= 2.00	0.40 <= I < 0.80	0.00 <= I < 0.40	SATISFACTORY
Expected additional execution duration (months)	-5.69	N/A	N/A	N/A	For tracking purpose only
Environmental and social safeguards performance rating		N/A	N/A	N/A	For tracking purpose only



Time Elapsed After 95% disbursed

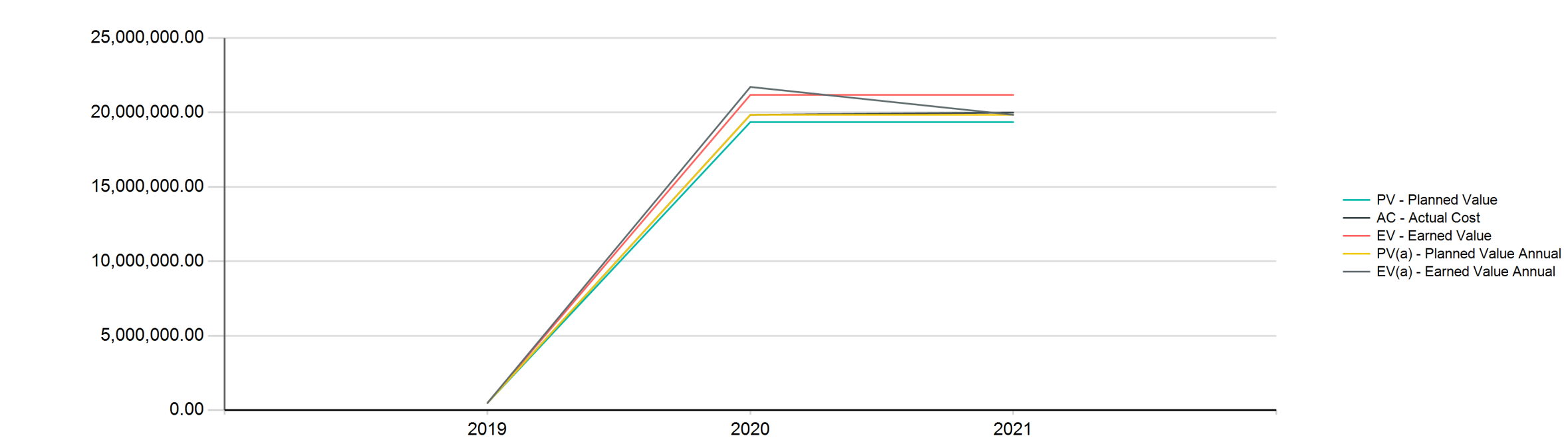


Accumulated disbursements as proportion of the total amount



PV, AC, EV, PV(a), EV(a)

	2019	2020	2021
PV	486,536.00	19,358,464.00	19,358,464.00
AC	486,536.00	19,845,000.00	20,000,000.00
EV	486,536.00	21,184,734.19	21,184,734.19
PV(a)	486,536.00	19,845,000.00	19,845,000.00
EV(a)	486,536.00	21,717,169.81	19,845,000.00



	2019	2020	2021
CPI	1.00	1.07	1.06
CPI(a)	1.00	1.09	0.99
SPI	1.00	1.09	1.09
SPI(a)	1.00	1.09	1.00

