



MULTILATERAL INVESTMENT FUND (MIF)



PROJECT PERFORMANCE MONITORING REPORT (MPPMR)

		2.Improvements in service and quality, increased visitors and profits, and ability to compete at regional levels in the selected areas.	
Assumptions Related to each Development Objective 1. A system of National Skill Standards will be accepted in Peru 2. Existing skill standards and methodologies will succeed in Peru		Probability	
		High	Low
		X	
		X	
-----		X	
Summary Development Objectives Assumptions Classification (check one)			
Expected Achievement of Development Objective Classification (DO): <input checked="" type="checkbox"/> Highly Probable (HP) <input type="checkbox"/> Probable (P) <input type="checkbox"/> Low Probability (LP) <input type="checkbox"/> Improbable (I) 2. Briefly explain major factors taken into account to justify the DO Classification: 1. The execution of this project began with a very comprehensive work plan which is being followed carefully step by step. 2. CENFOTUR has made a special effort to build upon the experience gained through the Tourism Training project financed by AECI (Agencia Española de Cooperación Internacional), particularly in establishing commitment from the beginning with the local tourism entrepreneurs. 3. Workshops have been carried out in the five cities selected as part of the Needs Analysis, to familiarize the private sector tourism firms with the concept of occupational standards and competencies. 4. As the sector specialist responsible for the administration of this project I have participated in four meetings with private sector counterparts to validate the interest and commitment in the objectives of the project. 5. CENFOTUR has worked carefully to include all the actors who eventually will make-up the Tourism HR Council and oversee the implementation of the competency standards.			

Annex 2

IV. OVERVIEW OF PROJECT PERFORMANCE ISSUES

Check key reasons for Unsatisfactory/Very Unsatisfactory IP Classification or Low Probability/Improbable DO Classification

- | | | |
|---|---|---|
| <input type="checkbox"/> Legislative approvals | <input type="checkbox"/> Consultant performance | <input type="checkbox"/> Environmental issues |
| <input type="checkbox"/> Borrower / executing agency commitment | <input type="checkbox"/> Inter-agency coordination | <input type="checkbox"/> Cost overrun |
| <input type="checkbox"/> Counterpart funding shortfall | <input type="checkbox"/> Supplier/contractor performance | <input type="checkbox"/> Qualified external audit |
| <input type="checkbox"/> Executing agency institutional capacity | <input type="checkbox"/> Project/component design | <input type="checkbox"/> Policy changes |
| <input type="checkbox"/> Organizational changes in executing agency | <input type="checkbox"/> Contract condition compliance delays | <input type="checkbox"/> Organizational changes |
| <input type="checkbox"/> Community/political opposition | <input type="checkbox"/> Bank efficiency (response delays) | <input type="checkbox"/> Executing agency personnel changes |
| <input type="checkbox"/> Executing agency staff deficiency | <input type="checkbox"/> Procurement difficulties | <input type="checkbox"/> Other (see Issues, Section VI) |

V. PROJECT STATUS

Progress to date in implementing each component (Include reference to IP assumptions, if applicable)

1. The first step taken by the counterpart was the hiring of a firm to prepare a strategic plan to guide the execution of the project. This plan is very complete and includes among other things 1) A strategy to establish the Human Resources Council; 2) An Evaluation of the recognized firms offering a package of occupational standards; 3) Description of project activities step by step with GANTT chart; 4) a Log Frame which takes the project to the next level of detail.

Component no. 1. Development of National Skill Standards, the following actions have been completed: (a) Meetings and workshops have been carried out in the five cities identified through the needs analysis to work with the private sector entities in their understanding of competency standards and in developing their commitment. (b) Currently CENFOTUR is evaluating proposals from firms that will carry out the work related to the analysis and development of the occupational and competency standards for the tourism sector including validation and acceptance of a methodology.

Component no. 2. Training of Trainers and project promotion. The following actions have been completed: a) A Needs Analysis was carried out which identified the cities in order of priority requiring training and the specific training required for each region; b) A consulting firm has been hired to carry out the Base Line study for measuring tourist satisfaction after completing the training; c) workshops have been held in each region to establish the training counterpart.

Current Status of each Assumption related to DO

The development of skills and competency standards is an area which has been receiving special interest and effort from the Ministry of Education (MED), the Ministry of Labor and FOPECAL (Foro Peruano de Capacitación Laboral). In particular the MED has developed families of professions and worked closely with CENFOTUR is preparing the professional profiles for the tourism sector. All of these entities are supporting the work CENFOTUR is doing with tourism and are anxiously awaiting the results of this project to apply this to other sectors. Therefore the assumptions have a 95% certainty.



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Timeliness of Compliance with contractual conditions (If applicable)

Contractual clauses are in compliance

“Qualified opinions” of external auditors

None exist

Reformulation (If applicable): Date of last reformulation _____. Briefly describe:

Not applicable

Lessons learned (If applicable):

1. Investing time and resources in a carefully prepared Strategic plan for project execution has been very important to the successful step by step implementation of program activities in a timely manner.
2. Given that this project complimented the project begun by the Ágenica Española de Cooperación Internacional, the PEU staff and the IDB Sectoral Specialist carefully reviewed this experience which particularly helped in the strategy to establish training partners in the selected regions.
3. The Sectoral Specialist managing this project was also the Team leader for project design and approval. This has been a key element in the commitment and working relationship established with the PEU.

Potential Problems (If applicable):

Not applicable

VI. ISSUES AND ACTIONS

<u>Issue</u>	<u>Action</u>	<u>Responsible Unit</u>	<u>Date Action to be taken</u>	<u>Completed</u>

