

# PMR Operational Report

<b>Operation Number</b>	BA-L1016	<b>Chief of Operations Validation Date</b>	10/01/18
<b>Year- PMR Cycle</b>	First period Jan-Jun 2018	<b>Division Chief Validation Date</b>	
<b>Last Update</b>	09/28/18	<b>Country Representative Validation Date</b>	
<b>PMR Validation Stage</b>	Validated by Chief of Operations		

## Basic Data

### Operation Profile

<b>Operation Name</b>	Skills for the Future	<b>Loan Number</b>	2739/OC-BA
<b>Executing Agency</b>	The Ministry of Education and Human Resources	<b>Sector/Subsector</b>	ED-SEC - EDUCATION-SECONDARY EDUCATION
<b>Team Leader</b>	RIEBLE-AUBOURG, SABINE	<b>Overall Stage</b>	Disbursing (From eligibility until all the Operations are closed)
<b>Operation Type</b>	Loan Operation	<b>Country</b>	BARBADOS
<b>Lending Instrument</b>	Investment Loan	<b>Convergence related Operation(s)</b>	
<b>Borrower</b>	BARBADOS		

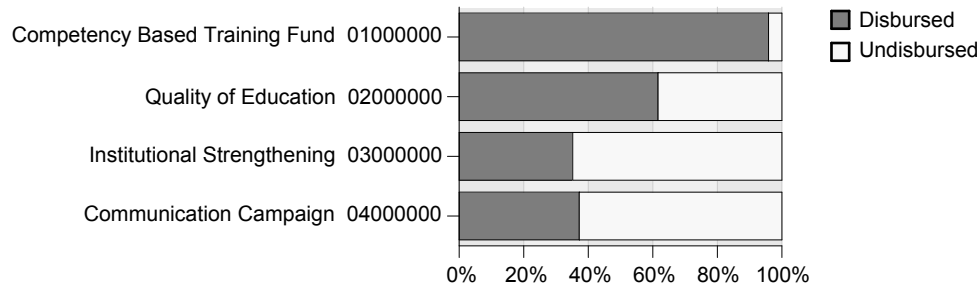
## Environmental and Social Safeguards

<b>Impacts Category</b>	C	<b>Was/Were the objective(s) of this operation reformulated?</b>	NO
<b>Safeguard Performance Rating</b>		<b>Date of approval</b>	
<b>Safeguard Performance Rating - Rationale</b>			

## 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
BA-L1016	20,000,000	20,000,000	506,572	0	20,506,572	20,000,000	14,557,337.51	72.79%	5,442,662.49
<b>Aggregated</b>	<b>20,000,000</b>	<b>20,000,000</b>	<b>506,572</b>	<b>0</b>	<b>20,506,572</b>	<b>20,000,000</b>	<b>14,557,337.51</b>	<b>72.79%</b>	<b>5,442,662.49</b>

## 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.

## PMR Operational Report

### RESULTS MATRIX

#### IMPACTS

**Impact Nbr. 1:** Outcome Indicators

**Observation:**

Indicator		Unit of Measure	Baseline	Baseline Year		2013	2014	2015	2016	2018	EOP 2019
1.1	% of TVET graduates and apprentices employed in the area of their training	Percentage	32.00	2006	P				50.00		50.00
					P(a)				50.00		50.00
					A						

#### Details

**Means of verification:** Traces Studies that are executed during loan

**Observations:** Available information / baseline information is from BVTB Tracer Study 2006 but has to be updated.

<b>Pro-Gender</b>	No	<b>Pro-Ethnicity</b>	No
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Indicator		Unit of Measure	Baseline	Baseline Year		2013	2014	2015	2016	2018	EOP 2019
1.2	% reduction in unattached youth	Percentage	0.00	2013	P				5.00		5.00
					P(a)				5.00		5.00
					A						

#### Details

**Means of verification:** Continuous Labour Force Sample Survey once amended and executed

**Observations:** Decrease from the baseline data

<b>Pro-Gender</b>	No	<b>Pro-Ethnicity</b>	No
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Indicator		Unit of Measure	Baseline	Baseline Year		2013	2014	2015	2016	2018	EOP 2019
1.3	% of BTVB graduates who participated in the A Ganar Program that remain employed with the same employer after one year of being hired	Percentage	18.52	2006	P				25.00		25.00
					P(a)				25.00		25.00
					A						

#### Details

**Means of verification:** Tracer Studies that will be executed under the loan

<b>Pro-Gender</b>	No	<b>Pro-Ethnicity</b>	No
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Indicator		Unit of Measure	Baseline	Baseline Year		2013	2014	2015	2016	2018	EOP 2019
1.4	% of SJPP graduates who participated in the A Ganar Program that remain employed with the	Percentage	0.00	2013	P				25.00		25.00

## PMR Operational Report

### RESULTS MATRIX

#### IMPACTS

1.4	same employer after one year of being hired	Percentage	0.00	2013	P(a)				25.00		25.00
					A						

#### Details

**Means of verification:** Tracer Studies to be executed under the Loan

<b>Pro-Gender</b>	No	<b>Pro-Ethnicity</b>	No
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Indicator	Unit of Measure	Baseline	Baseline Year		2013	2014	2015	2016	2018	EOP 2019
1.5	% of BVTB graduates who participated in the A Ganar Program that were hired or continued their education	Percentage	60.00	2006	P			80.00		80.00
					P(a)			80.00		80.00
					A					

#### Details

**Means of verification:** Tracer Studies to be executed under the loan

<b>Pro-Gender</b>	No	<b>Pro-Ethnicity</b>	No
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Indicator	Unit of Measure	Baseline	Baseline Year		2013	2014	2015	2016	2018	EOP 2019
1.6	% of SJPP graduates who participated in the A Ganar Program that were hired or continued their education	Percentage	0.00	2013	P			65.00		65.00
					P(a)			65.00		65.00
					A					

#### Details

**Means of verification:** Tracer Studies that will be carried out under the loan

<b>Pro-Gender</b>	No	<b>Pro-Ethnicity</b>	No
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## PMR Operational Report

### RESULTS MATRIX

#### OUTCOMES

**Outcome Nbr. 1:** Component 1: Support an employer driven system

**Observation:**

Indicator		Unit of Measure	Baseline	Baseline Year		2013	2014	2015	2016	2017	2018	2019	EOP 2019
1.1	Unskilled workers trained and certified by CBTF	Percentage	0.00	2013	P	0.00	0.00	4.00	6.00				10.00
					P(a)	0.00	0.00	4.00	3.00	3.00			10.00
					A		0.00	0.40	14.30	53.00			

#### Details

**Means of verification:** Monitoring and Evaluation System CBTF

**Observations:** In 3 years it is expected that up to 10% of unskilled labor force will be trained and certified. 2013: 56,500 unskilled workers according to labour statistics.

<b>Pro-Gender</b>	No	<b>Pro-Ethnicity</b>	No
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Indicator		Unit of Measure	Baseline	Baseline Year		2013	2014	2015	2016	2017	2018	2019	EOP 2019
1.2	Apprentices in a new apprenticeship program in a service area/ white collar sector.	Apprentices	0.00	2013	P	0.00	0.00	15.00	20.00				35.00
					P(a)	0.00	0.00	15.00		35.00	35.00		35.00
					A		0.00	0.00	0.00	0.00			

#### Details

**Means of verification:** Monitoring and Evaluation System Competency Based Training Fund (CBTF)

<b>Pro-Gender</b>	No	<b>Pro-Ethnicity</b>	No
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Indicator		Unit of Measure	Baseline	Baseline Year		2013	2014	2015	2016	2017	2018	2019	EOP 2019
1.3	Graduation of apprentices increased.	Percentage	35.00	2013	P			45.00	50.00				50.00
					P(a)			45.00		50.00			50.00
					A		0.00	0.00	0.00	0.00			

#### Details

**Means of verification:** Monitoring and Evaluation System of CBTF; tracer study from BVTB

<b>Pro-Gender</b>	No	<b>Pro-Ethnicity</b>	No
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Indicator		Unit of Measure	Baseline	Baseline Year		2013	2014	2015	2016	2017	2018	2019	EOP 2019
1.4	# of approved training proposals resulting from partnerships	Proposals	0.00	2013	P		5.00	9.00					14.00
					P(a)		5.00	4.00	4.00				29.00
					A		19.00	6.00	5.00	0.00			30.00

## PMR Operational Report

### RESULTS MATRIX

#### OUTCOMES

##### Details

**Means of verification:** Ministry of Education semi-annual progress reports

**Observations:** The CBTF aims to promote partnerships/ alliances among private sector associations and training institutions. Currently there is little collaboration on training matters. This will imply a shift in "behavior" and training culture.

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

**Outcome Nbr. 2:** Component 2: Improving Quality and relevance of secondary education

**Observation:**

Indicator	Unit of Measure	Baseline	Baseline Year		2013	2014	2015	2016	2017	2018	2019	EOP 2019
2.0	Secondary school students participate in the A Ganar program.	Students (#)	0.00	2013	P	100.00	300.00	350.00				750.00
					P(a)	100.00	300.00	200.00	233.00	84.00		750.00
					A	0.00	115.00	168.00	383.00	218.00		666.00

##### Details

**Means of verification:** Ministry of Education reports.

**Observations:** A Ganar will improve life skills.

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

Afro-descendant	Boys				P							
					P(a)							
					A							
	Girls				P							
					P(a)							
					A			174.00	151.00			174.00
	Indigenous				P							
					P(a)							
					A			96.00	67.00			96.00
Men					P							
					P(a)							
					A							
Post-secondary					P							
					P(a)							
					A							

## PMR Operational Report

### RESULTS MATRIX

#### OUTCOMES

	Post-secondary				P(a)								
					A								
	Pre-primary				P								
					P(a)								
	Primary				A								
					P								
					P(a)								0.00
	Secondary				A								0.00
					P								
					P(a)					84.00			750.00
	Women				A				666.00	218.00			666.00
					P								
					P(a)								
					A								

Indicator		Unit of Measure	Baseline	Baseline Year		2013	2014	2015	2016	2017	2018	2019	EOP 2019
2.1	BVTB students trained in life skills	Students (#)	0.00	2013	P	50.00	200.00	200.00					450.00
					P(a)	50.00	200.00	175.00	167.00	55.00			450.00
					A	0.00	61.00	55.00	279.00	129.00			395.00

#### Details

**Means of verification:** Barbados Vocational Training Board (BVTB) annual statistics

**Observations:** A Ganar program will be modified to BVTB context

Pro-Gender	No	Pro-Ethnicity				No							
	Afro-descendant				P								
					P(a)								
					A								
	Boys				P								
					P(a)								
					A			115.00	68.00		115.00		
	Girls				P								
					P(a)								

## PMR Operational Report

### RESULTS MATRIX

#### OUTCOMES

	Girls				A				77.00	61.00			77.00
	Indigenous				P								
					P(a)								
					A								
	Men				P								
					P(a)								
					A								
	Post-secondary				P								
					P(a)					55.00			450.00
					A				395.00	129.00			395.00
	Pre-primary				P								
					P(a)								
					A								
	Primary				P								
					P(a)								
					A								
	Secondary				P								
					P(a)								
					A								
	Women				P								
					P(a)								
					A								

Indicator		Unit of Measure	Baseline	Baseline Year		2013	2014	2015	2016	2017	2018	2019	EOP 2019
2.3	SJPP students trained in life skills	Students (#)	0.00	2013	P	50.00	125.00	125.00					300.00
					P(a)	50.00	125.00	25.00	25.00				77.00
					A	0.00	27.00	19.00	15.00	0.00			61.00

#### Details

**Means of verification:** Samuel Jackman Prescott Polytechnic (SJPP) Annual Statistics; A Ganar project records.

<b>Pro-Gender</b>		No	<b>Pro-Ethnicity</b>		No
	Afro-descendant			P	

## PMR Operational Report

### RESULTS MATRIX

#### OUTCOMES

	Afro-descendant				P(a)								
					A								
	Boys				P								
					P(a)								
					A				22.00				22.00
	Girls				P								
					P(a)								
					A				4.00				4.00
	Indigenous				P								
					P(a)								
					A								
	Men				P								
					P(a)								
					A								
	Post-secondary				P								
					P(a)								0.00
					A				61.00				61.00
	Pre-primary				P								
					P(a)								
					A								
	Primary				P								
					P(a)								
					A								
	Secondary				P								
					P(a)								
					A								
	Women				P								
					P(a)								
					A								
	Indicator		Unit of Measure	Baseline	Baseline Year		2013	2014	2015	2016	2017	2018	2019



## PMR Operational Report

### RESULTS MATRIX

#### OUTCOMES

2.4	Increase in pass rates in CSEC examinations in English and Mathematics (2 or more passes including English and Math)	Percentage	43.00	2010	P	43.00	45.00	47.00	50.00				50.00
					P(a)	43.00	45.00	47.00		50.00			50.00
					A	0.00	0.00	0.00		0.00			

#### Details

**Means of verification:** Ministry of Education reports

<b>Pro-Gender</b>	No	<b>Pro-Ethnicity</b>	No
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Indicator		Unit of Measure	Baseline	Baseline Year		2013	2014	2015	2016	2017	2018	2019	EOP 2019
2.5	Increase in % of students passing 4 or more CSEC including English and Math	Percentage	19.00	2010	P	19.00	21.00	23.00	25.00				25.00
					P(a)	19.00	21.00	23.00		25.00			25.00
					A	0.00	0.00	0.00		0.00			

#### Details

**Means of verification:** Ministry of Education Reports

<b>Pro-Gender</b>	No	<b>Pro-Ethnicity</b>	No
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Indicator		Unit of Measure	Baseline	Baseline Year		2013	2014	2015	2016	2017	2018	2019	EOP 2019
2.6	% of secondary education students who passed the CCSLC	Percentage	0.00	2013	P	0.00	35.00	45.00	65.00				65.00
					P(a)	0.00	35.00	45.00		65.00			65.00
					A		0.00	0.00		0.00			

#### Details

**Means of verification:** Ministry of Education Reports

<b>Pro-Gender</b>	No	<b>Pro-Ethnicity</b>	No
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**Outcome Nbr. 3: Component 3: Institutional Strengthening / Enhanced Sector Management**

**Observation:**

Indicator		Unit of Measure	Baseline	Baseline Year		2013	2014	2015	2016	2017	2018	2019	EOP 2019
3.1	reliable, relevant and timely labor market report published	Reports	0.00	2013	P	0.00	1.00	1.00	1.00				3.00
					P(a)	0.00	1.00	2.00	1.00	2.00	2.00		3.00
					A		0.00	0.00	0.00	0.00			

#### Details

**Means of verification:** Ministry of Labour, Manpower Unit Reports

<b>Pro-Gender</b>	No	<b>Pro-Ethnicity</b>	No
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## PMR Operational Report

### RESULTS MATRIX

#### OUTCOMES

Indicator		Unit of Measure	Baseline	Baseline Year		2013	2014	2015	2016	2017	2018	2019	EOP 2019
3.2	BVTB, BCC, ETTC, TVET Council, SJPP institution accredited (at least 4 complete process)	institution accredited	0.00	2013	P				4.00				4.00
					P(a)					4.00	4.00		4.00
					A			0.00	0.00	0.00			

#### Details

**Means of verification:** Ministry of Education, Reports

**Observations:** At least 4 of the 5 institutions complete accreditation process

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

Indicator		Unit of Measure	Baseline	Baseline Year		2013	2014	2015	2016	2017	2018	2019	EOP 2019
3.3	Technical programs reorganized in response to employer needs	programs	0.00	2013	P			10.00	10.00				10.00
					P(a)			10.00	2.00	3.00	3.00		10.00
					A			5.00	0.00	0.00			

#### Details

**Means of verification:** Ministry of Education, Reports

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

## RESULTS MATRIX

### OUTPUTS: ANNUAL PHYSICAL AND FINANCIAL PROGRESS

#### Component Nbr. 1 Component 1: support an employer driven training system

	Output	Unit of Measure		PHYSICAL PROGRESS		FINANCIAL PROGRESS	
				2018	EOP 2019	2018	EOP 2019
1.1	# of approved training proposals resulting from partnerships	Proposals	P		14		6,759,643
			P(a)	0	30	0	7,033,634.27
			A	0	30	0	7,033,634.27
1.2	Firms with approved partnership training proposals visited	Percentages	P		100		1,038,748
			P(a)	100	100	0	1,102,285.59
			A	100	100	128,906.24	1,231,191.83
1.3	Marketing Campaign for CBTF initiated	Firms	P		3		416,000
			P(a)	0	5	0	156,865.06
			A	0	5	4,135.8	161,000.86

#### Component Nbr. 2 Component 2: Improving quality and relevance of secondary education

	Output	Unit of Measure		PHYSICAL PROGRESS		FINANCIAL PROGRESS	
				2018	EOP 2019	2018	EOP 2019
2.1	Secondary school principals and department heads training in leadership	Teachers (#)	P		110		625,440
			P(a)	20	45	246,481.34	547,046.68
			A	0	25	63,816.11	117,900.11
2.2	Secondary schools that received grant based on school improvement plans according to established criteria	Schools	P		12		360,000
			P(a)	1	12	90,370	360,000
			A	0	11	59,259.26	328,889.26
2.3	The A Ganar program for secondary and post-secondary education is operational	Program	P		1		2,119,678.7
			P(a)	0	1	281,976	2,119,678.1
			A	0	1	35,884.73	1,873,586.83
2.4	# of faculty at Erdiston Teacher Training College trained (ETTC)	person / staff	P		19		269,260
			P(a)	9	9	134,630	269,260
			A	0	0	0	0

#### Component Nbr. 3 Component 3: Institutional Strengthening / Enhanced Sector Management

	Output	Unit of Measure		PHYSICAL PROGRESS		FINANCIAL PROGRESS	
				2018	EOP 2019	2018	EOP 2019
3.1	Tracer Studies at Ministry of Education (METI) executed	Studies	P		3		299,001
			P(a)	1	2	118,350	299,001
			A	1	2	0	180,651
3.2	Employer Surveys for specific sectors completed to identify skills/ training gaps	Surveys	P		4		300,000
			P(a)	2	2	161,151.18	300,000
			A	4	4	93,877.99	232,726.81
3.3	Expanded survey CFLSS executed for better LM data	Survey	P		2		1,000,000
			P(a)	0	2	321,029.47	1,000,000
			A	0	2	0	357,941.05
3.4	Loan resources dedicated to the implementation of the business plans disbursed for BVTB and SJPP	%	P		100		4,819,263
			P(a)	30	100	1,437,489.5	4,819,263
			A	0	30	250,698.25	2,194,982.25

RESULTS MATRIX

OUTPUTS: ANNUAL PHYSICAL AND FINANCIAL PROGRESS

Component Nbr. 4 Component 4: Communication Campaign

				PHYSICAL PROGRESS		FINANCIAL PROGRESS	
	Output	Unit of Measure		2018	EOP 2019	2018	EOP 2019
4.1	marketing campaing executed	Campaigns	P		3		360,000
			P(a)	1	3	253,131	360,000
			A	0	2	26,481.87	133,350.87

Other Cost

	Operational Cost	P				1,755,338
		P(a)			395,284.98	1,755,338
		A			114,955.71	1,079,723.75
	Contingency	P				384,198
		P(a)			0	384,198
		A			0	0

Total Cost

	Total Cost	P				20,506,569.7
		P(a)			3,439,893.47	20,506,569.7
		A			778,015.96	14,925,578.89

### CHANGES TO THE MATRIX

No information available for this section