

# PMR Operational Report

<b>Operation Number</b>	BH-L1037	<b>Chief of Operations Validation Date</b>	04/01/19
<b>Year- PMR Cycle</b>	Second period Jan-Dec 2018	<b>Division Chief Validation Date</b>	05/02/19
<b>Last Update</b>	05/21/19	<b>Country Representative Validation Date</b>	05/17/19
<b>PMR Validation Stage</b>	Validated by Representative		

## Basic Data

### Operation Profile

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

## Environmental and Social Safeguards

<b>Impacts Category</b>	B	<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
BH-L1037	25,000,000	20,000,000	30,000,000	0	55,000,000	20,000,000	0	0.00%	20,000,000
Aggregated	25,000,000	20,000,000	30,000,000	0	55,000,000	20,000,000	0	0.00%	20,000,000

## 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		EOP 2024
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 2024
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 2024
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

## PMR Operational Report

### 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		EOP 2024
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.

<b>Pro-Gender</b>	No	<b>Pro-Ethnicity</b>	No
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Indicator		Unit of Measure	Baseline	Baseline Year		EOP 2024
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).

<b>Pro-Gender</b>	No	<b>Pro-Ethnicity</b>	No
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Indicator		Unit of Measure	Baseline	Baseline Year		EOP 2024
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.

<b>Pro-Gender</b>	No	<b>Pro-Ethnicity</b>	No
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Indicator		Unit of Measure	Baseline	Baseline Year		EOP 2024
0.3	Number of participants certified by the pre-	Beneficiaries	0.00	2017	P	990.00

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### RESULTS MATRIX

#### OUTCOMES

0.3	apprenticeship programme	(#)	0.00	2017	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)	
					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 2024
0.4	Number of participants certified by the apprenticeship programme	Beneficiaries (#)	0.00	2017	P	1,215.00
					P(a)	
					A	

#### Details

## PMR Operational Report

### RESULTS MATRIX

#### 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		EOP 2024
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).

## PMR Operational Report

### RESULTS MATRIX

#### 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		EOP 2024
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
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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		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)	
					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

				PHYSICAL PROGRESS	FINANCIAL PROGRESS
				EOP 2024	EOP 2024
Output	Unit of Measure				
1.1	Number of pre-apprenticeship places	number	P	1,100	1,069,000
			P(a)	1,100	1,069,000
			A	0	0
1.2	Number of apprenticeship places	number	P	1,350	18,705,950
			P(a)	1,350	18,705,950
			A	0	0
1.3	Quality guidelines for the Apprenticeship programme developed and approved by the Skills Council	number	P	1	0
			P(a)	1	0
			A	0	0
1.4	Matching Gran Facility (MGF) platform developed and active	number	P	1	425,000
			P(a)	1	425,000
			A	0	0
1.5	Small & Medium Enterprise (SMEs) grants to support apprentice training delivery granted	number	P	25	600,000
			P(a)	25	600,000
			A	0	0
1.6	Number of skills councils activated and holding meetings	councils	P	3	1,284,000
			P(a)	3	1,284,000
			A	0	0
1.7	Communications strategy	number	P	1	350,000
			P(a)	1	350,000
			A	0	0

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

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

## Other Cost

	Audits	P			20,000	112,000
		P(a)				72,000
		A				0
	Project Management	P			275,000	2,483,000
		P(a)				1,933,000
		A				0
	Monitoring & Evaluation	P			0	350,000
		P(a)				275,000
		A				0
	Contingencies	P			0	146,050
		P(a)				146,050
		A				0

## Total Cost

	Total Cost	P			295,000	50,665,000
		P(a)				50,000,000
		A				0



## CHANGES TO THE MATRIX

No information available for this section

## PMR Operational Report

### IMPLEMENTATION STATUS AND LEARNING

Lesson Learned - Categories