Honourable Goodall E. Gondwe  
Minister of Finance, Economic Planning and Development  
Ministry of Finance, Economic Planning and Development  
P.O. Box 30049  
Lilongwe 3, Malawi

Dear Honourable Gondwe:

Malawi: Skills Development Project  
(Credit Number 5472-MW and Grant Number H-959-MW)  
Second Amendment to the Financing Agreement

We refer to the Financing Agreement (the Agreement) for the above-mentioned Project, dated August 13, 2014, as amended, between the Republic of Malawi ("Recipient") and the International Development Association ("Association").

We further refer to our recent discussions regarding (1) the reallocation of proceeds out of the Financing from category 3 of Eligible Expenditures to category 2, and (2) the revision of a number of Disbursement Linked Results to ensure consistency between the Project Appraisal Document and the Agreement. The Association proposes to amend the Agreement as follows:

1. The table in Section IV.A.2 of Schedule 2 to the Agreement shall be deleted in its entirety and replaced as follows:

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount of the Credit Allocated (expressed in SDR)</th>
<th>Amount of the Grant Allocated (expressed in SDR)</th>
<th>Percentage of Expenditures to be Financed (inclusive of Taxes)</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1) Goods, works, non-consulting services, consultant services, Training and Operating Costs required for Sub-Projects and to be financed out of Sub-project Grants under Part A of the Project</td>
<td>25,920,000</td>
<td>-</td>
<td>100%</td>
</tr>
<tr>
<td>(2) Goods, non-consulting services, consultant services, Training and Operating Costs under Part B of the Project</td>
<td>513,033</td>
<td>3,200,000</td>
<td>100%</td>
</tr>
<tr>
<td>(3) Refund of Preparation Advance</td>
<td>458,967</td>
<td>-</td>
<td>Amount payable pursuant to Section 2.07 of the General Conditions</td>
</tr>
<tr>
<td>(4) Unallocated/Amount Cancelled</td>
<td>2,908,000</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>TOTAL AMOUNT</td>
<td>29,800,000</td>
<td>3,200,000</td>
<td>-</td>
</tr>
</tbody>
</table>

2. The tables set forth in Schedule 4 to the Agreement shall be deleted in their entirety and replaced with the tables set forth in the Annex to this letter.

All other provisions of the Agreement, except as herein amended, shall remain in full force and effect.

Please indicate your agreement with the foregoing amendment by countersigning on the two original copies of this letter and returning one original countersigned copy to us. Upon receipt by the Association of this countersigned copy, this amendment shall become effective as of the date of its countersignature.

Sincerely

INTERNATIONAL DEVELOPMENT ASSOCIATION

[Signature]

Bella Bird
Country Director for Tanzania, Malawi, Burundi and Somalia
Africa Region
CONFIRMED:

REPUBLIC OF MALAWI

By: ____________________________

Name: Hon. Goodall E. Gondwe

Title: Minister of Finance, Economic Planning and Debt

Date: February 22, 2018
Annex

**SCHEDULE 4**

A. Disbursement Linked Indicators under Part A of the Project- University of Malawi-The Polytechnic

<table>
<thead>
<tr>
<th>Disbursement Linked Indicator</th>
<th>Action to be Completed</th>
<th>Amount of the Financing Allocated (expressed in SDR)</th>
<th>Disbursement Calculation Formula</th>
</tr>
</thead>
<tbody>
<tr>
<td>DLI #1: Each of the Participating Skills Development Institution has developed and adopted its Institution Improvement Plan</td>
<td>DLR#1.1: The Polytechnic has developed and adopted its Institution Improvement Plan in FY 2014-2015</td>
<td>970,000</td>
<td>DLR 1.1: 970,000</td>
</tr>
</tbody>
</table>
| DLI #2: Student enrollment in agreed skills development programs increases | DLR#2.1: The number of student enrolled in agreed skills development programs increases by:  
 (a) 80% and above of 900;  
 (b) 70-79% of 900;  
 (c) 60-69% of 900;  
 (d) 50-59% of 900 | 1,100,000 | DLR 2.1: 1,100,000  
 (a) 100%  
 (b) 90%  
 (c) 80%  
 (d) 60% |
| DLI #3: Each of the Participating Skills Development Institution achieves its infrastructure development targets as set out in the Institution Improvement Plan | DLR#3.1: The Polytechnic has adopted a procurement plan for infrastructure development and has signed at least 20% of contracts for the implementation of infrastructure works in FY 2014-2015  
 DLR#3.2: The Polytechnic has signed 100% of contracts for the implementation of infrastructure works in FY 2015-2016  
 DLR#3.3: Overall, works under the infrastructure contracts have been completed by:  
 (a) No less than 80%;  
 (b) 40-79%;  
 (c) 15-39%; | 1,380,000 | DLR 3.1: 275,000  
 DLR 3.2: 275,000  
 DLR 3.3: 830,000  
 (a) 100%  
 (b) 75%  
 (c) 35% |
<table>
<thead>
<tr>
<th>Disbursement Linked Indicator</th>
<th>Action to be Completed</th>
<th>Amount of the Financing Allocated (expressed in SDR)</th>
<th>Disbursement Calculation Formula</th>
</tr>
</thead>
</table>
| DLI #4: Each of the Participating Skills Development Institution develops and implements the agreed skills development programs in consultation with the private sector | DLR#4.1: The Polytechnic has developed all the agreed skills development programs in consultation with the private sector in FY 2014-2015  
DLR#4.2: The Polytechnic has implemented at least 50% of all the agreed skills development programs in FY 2015-2016  
DLR#4.3: The Polytechnic has implemented all the agreed skills development programs in FY 2016-2017 | 1,325,000                                          | DLR 4.1: 465,000  
DLR 4.2: 465,000  
DLR 4.3: 395,000 |
| DLI #5: Each of the Participating Skills Development Institution achieves its staff development targets as set out in the Institution Improvement Plan | DLR#5.1: The Polytechnic has adopted all staff training plans and at least 25% of staff have commenced training in FY 2014-2015  
DLR#5.2: At least 20% of staff have been trained and resumed work in FY 2015-2016  
DLR#5.3: At least 50% of staff have been trained and resumed work in FY 2016-2017  
DLR#5.4: At least 80% of staff have been trained and resumed work in FY 2017-2018  
DLR#5.5: All staff have been trained and resumed work in FY 2018-2019 | 1,155,000                                          | DLR 5.1: 230,000  
DLR 5.2: 230,000  
DLR 5.3: 290,000  
DLR 5.4: 290,000  
DLR 5.5: 115,000 |
| DLI #6: Each of the Participating Skills Development Institution carries out and publishes tracer studies on on-going and new skills development programs | DLR#6.1: The Polytechnic has carried out and published tracer studies on on-going skills development programs in FY 2014-2015  
DLR#6.2: The Polytechnic has traced 50% of 2015 graduates through database creation in FY 2017-2018  
DLR#6.3: The Polytechnic has carried out and published on-going and new skills development programs in FY 2018-2019 | 550,000                                            | DLR 6.1: 55,000  
DLR 6.2: 275,000  
DLR 6.3: 110,000  
DLR 6.4: 110,000 |
<table>
<thead>
<tr>
<th>Disbursement Linked Indicator</th>
<th>Action to be Completed</th>
<th>Amount of the Financing Allocated (expressed in SDR)</th>
<th>Disbursement Calculation Formula</th>
</tr>
</thead>
<tbody>
<tr>
<td>DLR#6.4: The Polytechnic has traced 50% of 2016 graduates through database creation in FY 2018-2019</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### B. Disbursement Linked Indicators under Part A of the Project- University of Malawi-The Chancellor College

<table>
<thead>
<tr>
<th>Disbursement Linked Indicator</th>
<th>Action to be Completed</th>
<th>Amount of the Financing Allocated (expressed in SDR)</th>
<th>Disbursement Calculation Formula</th>
</tr>
</thead>
<tbody>
<tr>
<td>DLI #1: Each of the Participating Skills Development Institution has developed and adopted its Institution Improvement Plan</td>
<td>DLR#1.1: The University of Malawi-Chancellor College has developed and adopted its Institution Improvement Plan in FY 2014-2015</td>
<td>970,000</td>
<td>DLR 1.1: 970,000</td>
</tr>
<tr>
<td>DLI #2: Student enrollment in agreed skills development programs increases</td>
<td>The number of student enrolled in agreed skills development programs increases by:</td>
<td>1,055,000</td>
<td>DLR 2.1: 1,055,000</td>
</tr>
<tr>
<td></td>
<td>(a) 80% and above of 920;</td>
<td></td>
<td>(a) 100%</td>
</tr>
<tr>
<td></td>
<td>(b) 70-79% of 920;</td>
<td></td>
<td>(b) 90%</td>
</tr>
<tr>
<td></td>
<td>(c) 60-69% of 920;</td>
<td></td>
<td>(c) 80%</td>
</tr>
<tr>
<td></td>
<td>(d) 50-59% of 920;</td>
<td></td>
<td>(d) 60%</td>
</tr>
<tr>
<td>DLI #3: Each of the Participating Skills Development Institution achieves its infrastructure development targets as set out in the Institution Improvement Plan</td>
<td>DLR#3.1: The University of Malawi-Chancellor College has adopted a procurement plan for infrastructure development and has signed at least 20% of contracts for the implementation of infrastructure works in in FY 2014-2015 DLR#3.2: The University of Malawi-Chancellor College has signed 100% of contracts for the implementation of infrastructure works signed in FY 2015-2016 DLR#3.3: Overall works under the infrastructure contracts has been completed by:</td>
<td>1,050,000</td>
<td>DLR 3.1: 210,000 DLR 3.2: 210,000 DLR 3.3: 630,000</td>
</tr>
<tr>
<td></td>
<td>(a) No less than 80%;</td>
<td></td>
<td>(a) 100%</td>
</tr>
<tr>
<td></td>
<td>(b) 40-79%;</td>
<td></td>
<td>(b) 75%</td>
</tr>
<tr>
<td></td>
<td>(c) 15-39%;</td>
<td></td>
<td>(c) 35%</td>
</tr>
<tr>
<td>Disbursement Linked Indicator</td>
<td>Action to be Completed</td>
<td>Amount of the Financing Allocated (expressed in SDR)</td>
<td>Disbursement Calculation Formula</td>
</tr>
<tr>
<td>-------------------------------</td>
<td>-----------------------------------------------------------------------------------------</td>
<td>------------------------------------------------------</td>
<td>---------------------------------</td>
</tr>
</tbody>
</table>
| **DLI #4**: Each of the Participating Skills Development Institution develops and implements the agreed skills development programs in consultation with the private sector | DLR#4.1: The University of Malawi-Chancellor College has developed all the agreed skills development programs in consultation with the private sector in FY 2014-2015  
DLR#4.2: The University of Malawi-Chancellor College has implemented at least 50% of all the agreed skills development programs in FY 2015-2016  
DLR#4.3: The University of Malawi-Chancellor College has implemented all the agreed skills development programs in FY 2016-2017 | 1,015,000 | DLR 4.1: 355,000  
DLR 4.2: 355,000  
DLR 4.3: 305,000 |
| **DLI #5**: Each of the Participating Skills Development Institution achieves its staff development targets as set out in the Institution Improvement Plan | DLR#5.1: The University of Malawi-Chancellor College has adopted all staff training plans and at least 25% of staff have commenced training in FY 2014-2015  
DLR#5.2: At least 20% of staff have been trained and resumed work in FY 2015-2016  
DLR#5.3: At least 50% of staff have been trained and resumed work in FY 2016-2017  
DLR#5.4: At least 80% of staff have been trained and resumed work in FY 2017-2018  
DLR#5.5: All staff have been trained and resumed work in FY 2018-2019 | 880,000 | DLR 5.1: 175,000  
DLR 5.2: 175,000  
DLR 5.3: 220,000  
DLR 5.4: 220,000  
DLR 5.5: 90,000 |
| **DLI #6**: Each of the Participating Skills Development Institution carries out and publishes tracer studies on on-going and new skills development programs | DLR#6.1: The University of Malawi-Chancellor College has carried out and published tracer studies on on-going skills development programs in FY 2014-2015  
DLR#6.2: Intentionally left blank  
DLR#6.3: The University of Malawi-Chancellor College has carried out and published tracer studies on on-going | 210,000 | DLR 6.1: 40,000  
DLR 6.2: Intentionally left blank  
DLR 6.3: 85,000  
DLR 6.4: 85,000 |
<table>
<thead>
<tr>
<th>Disbursement Linked Indicator</th>
<th>Action to be Completed</th>
<th>Amount of the Financing Allocated (expressed in SDR)</th>
<th>Disbursement Calculation Formula</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>and new skills development programs in FY 2018-2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>DLR#6.4: The University of Malawi-Chancellor College has traced 50% of 2016 graduates through database creation in FY 2018-2019</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### C. Disbursement Linked Indicators under Part A of the Project- Lilongwe University of Agriculture and Natural Resources (LUANAR)

<table>
<thead>
<tr>
<th>Disbursement Linked Indicator</th>
<th>Action to be Completed</th>
<th>Amount of the Financing Allocated (expressed in SDR)</th>
<th>Disbursement Calculation Formula</th>
</tr>
</thead>
<tbody>
<tr>
<td>DLI #1: Each of the Participating Skills Development Institution has developed and adopted its Institution Improvement Plan</td>
<td>DLR#1.1: LUANAR has developed and adopted its Institution Improvement Plan in FY 2014-2015</td>
<td>970,000</td>
<td>DLR 1.1: 970,000</td>
</tr>
</tbody>
</table>
| DLI #2: Student enrollment in agreed skills development programs increases | The number of student enrolled in agreed skills development programs increases by:  
(a) 80% and above of 1,100;  
(b) 70-79% of 1,100;  
(c) 60-69% of 1,100;  
(d) 50-59% of 1,100 | 1,055,000                              | DLR 2.1: 1,055,000  
(a) 100%  
(b) 90%  
(c) 80%  
(d) 60% |
| DLI #3: Each of the Participating Skills Development Institution achieves its infrastructure development targets as set out in the Institution Improvement Plan | DLR#3.1: LUANAR has adopted a procurement plan for infrastructure development and has signed at least 20% of contracts for the implementation of infrastructure works in in FY 2014-2015  
DLR#3.2: LUANAR has signed 100% of contracts for the implementation of infrastructure works signed in FY 2015-2016  
DLR#3.3: Overall works under the infrastructure contracts has been completed by:  
(a) No less than 80%;  
(b) 40-79%;  
(c) 15-39%; | 1,050,000                              | DLR 3.1: 210,000  
DLR 3.2: 210,000  
DLR 3.3: 630,000  
(a) 100%  
(b) 75%  
(c) 35% |
<table>
<thead>
<tr>
<th>Disbursement Linked Indicator</th>
<th>Action to be Completed</th>
<th>Amount of the Financing Allocated (expressed in SDR)</th>
<th>Disbursement Calculation Formula</th>
</tr>
</thead>
</table>
| DLI #4: Each of the Participating Skills Development Institution develops and implements the agreed skills development programs in consultation with the private sector | DLR#4.1: LUANAR has developed all the agreed skills development programs in consultation with the private sector in FY 2014-2015  
DLR#4.2: LUANAR has implemented at least 50% of all the agreed skills development programs in FY 2015-2016  
DLR#4.3: LUANAR has implemented all the agreed skills development programs in FY 2016-2017 | 1,015,000 | DLR 4.1: 355,000  
DLR 4.2: 355,000  
DLR 4.3: 305,000 |
| DLI #5: Each of the Participating Skills Development Institution achieves its staff development targets as set out in the Institution Improvement Plan | DLR#5.1: LUANAR has adopted all staff training plans and at least 25% of staff have commenced training in FY 2014-2015  
DLR#5.2: At least 20% of staff have been trained and resumed work in FY 2015-2016  
DLR#5.3: At least 50% of staff have been trained and resumed work in FY 2016-2017  
DLR#5.4: At least 80% of staff have been trained and resumed work in FY 2017-2018  
DLR#5.5: All staff have been trained and resumed work in FY 2018-2019 | 880,000 | DLR 5.1: 175,000  
DLR 5.2: 175,000  
DLR 5.3: 220,000  
DLR 5.4: 220,000  
DLR 5.5: 90,000 |
| DLI #6: Each of the Participating Skills Development Institution carries out and publishes tracer studies on on-going and new skills development programs | DLR#6.1: LUANAR has carried out and published tracer studies on on-going skills development programs in FY 2014-2015  
DLR#6.2: Intentionally left blank  
DLR#6.3: LUANAR has carried out and published tracer studies on on-going and new skills development programs in FY 2018-2019 | 210,000 | DLR 6.1: 40,000  
DLR 6.2:  
Intentionally left blank  
DLR 6.3: 85,000  
DLR 6.4: 85,000 |
<table>
<thead>
<tr>
<th>Disbursement Linked Indicator</th>
<th>Action to be Completed</th>
<th>Amount of the Financing Allocated (expressed in SDR)</th>
<th>Disbursement Calculation Formula</th>
</tr>
</thead>
<tbody>
<tr>
<td>DLR#6.4: Luanar has traced 50% of 2016 graduates through database creation in FY 2018-2019</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## D. Disbursement Linked Indicators under Part A of the Project - Mzuzu University

<table>
<thead>
<tr>
<th>Disbursement Linked Indicator</th>
<th>Action to be Completed</th>
<th>Amount of the Financing Allocated (expressed in SDR)</th>
<th>Disbursement Calculation Formula</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>DLI #1: Each of the Participating Skills Development Institution has developed and adopted its Institution Improvement Plan</strong></td>
<td>DLR#1.1: Mzuzu University has developed and adopted its Institution Improvement Plan in FY 2014-2015</td>
<td>970,000</td>
<td>DLR 1.1: 970,000</td>
</tr>
</tbody>
</table>
| **DLI #2: Student enrollment in agreed skills development programs increases** | The number of student enrolled in agreed skills development programs increases by:  
(a) 80% and above of 2,700;  
(b) 70-79% of 2,700;  
(c) 60-69% of 2,700;  
(d) 50-59% of 2,700 | 1,220,000 | DLR 2.1: 1,220,000  
(a) 100%  
(b) 90%  
(c) 80%  
(d) 60% |
| **DLI #3: Each of the Participating Skills Development Institution achieves its infrastructure development targets as set out in the Institution Improvement Plan** | DLR#3.1: Mzuzu University has adopted a procurement plan for infrastructure development and has signed at least 20% of contracts for the implementation of infrastructure works in in FY 2014-2015  
DLR#3.2: Mzuzu University has signed 100% of contracts for the implementation of infrastructure works signed in FY 2015-2016  
DLR#3.3: Overall works under the infrastructure contracts has been completed by:  
(a) No less than 80%;  
(b) 40-79%;  
(c) 15-39%; | 1,220,000 | DLR 3.1: 245,000  
DLR 3.2: 245,000  
DLR 3.3: 730,000  
(a) 100%  
(b) 75%  
(c) 35% |
<table>
<thead>
<tr>
<th>Disbursement Linked Indicator</th>
<th>Action to be Completed</th>
<th>Amount of the Financing Allocated (expressed in SDR)</th>
<th>Disbursement Calculation Formula</th>
</tr>
</thead>
</table>
| DLI #4: Each of the Participating Skills Development Institution develops and implements the agreed skills development programs in consultation with the private sector | DLR#4.1: Mzuzu University has developed all the agreed skills development programs in consultation with the private sector in FY 2014-2015  
DLR#4.2: Mzuzu University has implemented at least 50% of all the agreed skills development programs in FY 2015-2016  
DLR#4.3: Mzuzu University has implemented all the agreed skills development programs in FY 2016-2017 | 1,170,000 | DLR 4.1: 410,000  
DLR 4.2: 410,000  
DLR 4.3: 350,000 |
| DLI #5: Each of the Participating Skills Development Institution achieves its staff development targets as set out in the Institution Improvement Plan | DLR#5.1: Mzuzu University has adopted all staff training plans and at least 25% of staff have commenced training in FY 2014-2015  
DLR#5.2: At least 20% of staff have been trained and resumed work in FY 2015-2016  
DLR#5.3: At least 50% of staff have been trained and resumed work in FY 2016-2017  
DLR#5.4: At least 80% of staff have been trained and resumed work in FY 2017-2018  
DLR#5.5: All staff have been trained and resumed work in FY 2018-2019 | 1,020,000 | DLR 5.1: 205,000  
DLR 5.2: 205,000  
DLR 5.3: 255,000  
DLR 5.4: 255,000  
DLR 5.5: 100,000 |
| DLI #6: Each of the Participating Skills Development Institution carries out and publishes tracer studies on on-going and new skills development programs | DLR#6.1: Mzuzu University has carried out and published tracer studies on on-going skills development programs in FY 2014-2015  
DLR#6.2: Intentionally left blank  
DLR#6.3: Mzuzu University has carried out and published tracer studies on on-going and new skills development programs in FY 2018-2019 | 240,000 | DLR 6.1: 50,000  
DLR 6.2: Intentionally left blank  
DLR 6.3: 95,000  
DLR 6.4: 95,000 |
<table>
<thead>
<tr>
<th>Disbursement Linked Indicator</th>
<th>Action to be Completed</th>
<th>Amount of the Financing Allocated (expressed in SDR)</th>
<th>Disbursement Calculation Formula</th>
</tr>
</thead>
<tbody>
<tr>
<td>DLR#6.4: Mzuzu University has traced 50% of 2016 graduates through database creation in FY 2018-2019</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## E. Disbursement Linked Indicators under Part A of the Project: Technical, Entrepreneurial and Vocational Education and Training Authority (TEVETA)

<table>
<thead>
<tr>
<th>Disbursement Linked Indicator</th>
<th>Action to be Completed</th>
<th>Amount of the Financing Allocated (expressed in SDR)</th>
<th>Disbursement Calculation Formula</th>
</tr>
</thead>
<tbody>
<tr>
<td>DLI #1: Each of the Participating Skills Development Institution has developed and adopted its Institution Improvement Plan</td>
<td>DLR#1.1: TEVETA has developed and adopted its Institution Improvement Plan in FY 2014-2015</td>
<td>650,000</td>
<td>DLR 1.1: 650,000</td>
</tr>
<tr>
<td>DLI #2: Student enrollment in agreed skills development programs increases</td>
<td>The number of student enrolled in agreed skills development programs increases by: (a) 80% and above of 6,500; (b) 70-79% of 6,500; (c) 60-69% of 6,500; (d) 50-59% of 6,500</td>
<td>745,000</td>
<td>DLR 2.1: 745,000 (a) 100% (b) 90% (c) 80% (d) 60%</td>
</tr>
<tr>
<td>DLI #3: Each of the Participating Skills Development Institution achieves its infrastructure development targets as set out in the Institution Improvement Plan</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>DLI #4: Each of the Participating Skills Development Institution develops and implements the agreed skills development programs in consultation with the private sector</td>
<td>DLR#4.1: TEVETA has developed ten (10) skills development programs in consultation with the private sector in FY 2014-2015 DLR#4.2: TEVETA has developed an additional five (5) skills development programs and has implemented the ten (10) skills</td>
<td>820,000</td>
<td>DLR 4.1: 205,000 DLR 4.2: 205,000 DLR 4.3: 205,000 DLR 4.4: 205,000</td>
</tr>
<tr>
<td>Disbursement Linked Indicator</td>
<td>Action to be Completed</td>
<td>Amount of the Financing Allocated (expressed in SDR)</td>
<td>Disbursement Calculation Formula</td>
</tr>
<tr>
<td>-------------------------------</td>
<td>------------------------</td>
<td>----------------------------------------------------</td>
<td>---------------------------------</td>
</tr>
</tbody>
</table>
| DLR#4.3: TEVETA has implemented thirteen (13) skills development programs in FY 2016-2017 | DLR#4.3: TEVETA has implemented thirteen (13) skills development programs in FY 2016-2017 | 725,000 | DLR 5.1: 145,000  
DLR 5.2: 145,000  
DLR 5.3: 180,000  
DLR 5.4: 180,000  
DLR 5.5 75,000 |
| DLR#4.4: TEVETA has implemented all the agreed skills development programs in FY 2017-2018 | DLR#4.4: TEVETA has implemented all the agreed skills development programs in FY 2017-2018 | 725,000 | DLR 5.1: 145,000  
DLR 5.2: 145,000  
DLR 5.3: 180,000  
DLR 5.4: 180,000  
DLR 5.5 75,000 |
| DLI #5: Each of the Participating Skills Development Institution achieves its staff development targets as set out in the Institution Improvement Plan | DLR#5.1: TEVETA has trained 100 master craftsmen in FY 2014-2015  
DLR#5.2: TEVETA has trained 150 master craftsmen in FY 2015-2016  
DLR#5.3: TEVETA has trained 200 master craftsmen in FY 2016-2017  
DLR#5.4: TEVETA has trained 250 master craftsmen in FY 2017-2018  
DLR#5.5: TEVETA has trained 250 master craftsmen in FY 2018-2019 | 725,000 | DLR 5.1: 145,000  
DLR 5.2: 145,000  
DLR 5.3: 180,000  
DLR 5.4: 180,000  
DLR 5.5 75,000 |
| DLI #6: Each of the Participating Skills Development Institution carries out and publishes tracer studies on on-going and new skills development programs | DLR#6.1: TEVETA has carried out and published tracer studies on on-going skills development programs in FY 2014-2015  
DLR#6.2: TEVETA has carried out and published tracer studies on on-going skills development programs in FY 2015-2016  
DLR#6.3: Intentionally left blank  
DLR#6.4: TEVETA has carried out and published tracer studies on on-going skills development programs in FY 2017-2018 | 300,000 | DLR 6.1: 60,000  
DLR 6.2: 60,000  
DLR 6.3: Intentionally left blank  
DLR 6.4: 60,000  
DLR 6.5: 60,000  
DLR 6.6: 60,000 |
<table>
<thead>
<tr>
<th>Disbursement Linked Indicator</th>
<th>Action to be Completed</th>
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<tbody>
<tr>
<td>DLR#6.5: TEVETA has carried out and published tracer studies on on-going and new skills development programs in FY 2018-2019</td>
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<tr>
<td>DLR#6.6: TEVETA has traced 50% of 2016 graduates through database creation in FY 2018-2019</td>
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</tbody>
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