



Tanzania Education and Skills for Productive Jobs Program (ESPJ) (P152810)

AFRICA | Tanzania | Education Global Practice | Requesting Unit: AFCE1 | Responsible Unit: GED01
IBRD/IDA | Program-for-Results Financing | FY 2016 | Team Leader(s): Cornelia Jesse, Huma Ali Waheed

Seq No: 5 | ARCHIVED on 01-May-2019 | ISR36760 | Created by: Nkahiga Mathus Kaboko on 18-Apr-2019 | Modified by: Nkahiga Mathus Kaboko on 20-Apr-2019

Program Development Objectives

Program Development Objective (from Program Appraisal Document)

The Program Development Objective is to strengthen the institutional capacity of the Recipient's skills development system and to promote the expansion and quality of labor market driven skills development opportunities in select economic sectors.

Overall Ratings

Name	Previous Rating	Current Rating
Progress towards achievement of PDO	● Moderately Satisfactory	● Moderately Satisfactory
Overall Implementation Progress (IP)	● Moderately Satisfactory	● Moderately Satisfactory

Implementation Status and Key Decisions

Overall results achievement and implementation performance of the Education and Skills for Productive Jobs (ESPJ) has improved noticeably thanks to increased government ownership and leadership, including ensuring adequate staffing of key implementing agencies. Skills Development Fund (SDF) and Trainee Voucher Scheme (TVS) is rolled out nationally, implementation of capacity building program has been initiated (608 staff already trained), establishment of six sector skills councils is being completed and the Skills Management Information System is up and running across skills agencies.

Data on Financial Performance

Disbursements (by loan)

Project	Loan/Credit/TF	Status	Currency	Original	Revised	Cancelled	Disbursed	Undisbursed	% Disbursed
P152810	IDA-58190	Effective	USD	120.00	120.00	0.00	30.36	88.89	25%

Key Dates (by loan)

Project	Loan/Credit/TF	Status	Approval Date	Signing Date	Effectiveness Date	Orig. Closing Date	Rev. Closing Date
P152810	IDA-58190	Effective	16-Jun-2016	28-Jul-2016	25-Jan-2017	30-Jun-2021	30-Jun-2021

Program Action Plan

Action Description
Adoption of the National Skill Development Strategy by the Recipient



Source	DLI#	Responsibility	Timing	Timing Value	Status
		Client	Due Date	17-Jan-2017	Completed
Completion Measurement					
Comments					

Action Description	Effective implementation of the envisaged national coordination mechanism, comprising of entities such as NSC, SDF, TVS, SSC				
Source	DLI#	Responsibility	Timing	Timing Value	Status
Technical		Client	Due Date	29-Mar-2019	In Progress
Completion Measurement	SDF,TVS and TVS in place. formation of NSC and SSC are being finalized				
Comments	Several DLIs are supporting this action. SDF, TVS, and Sector Skills Council Coordination mechanisms are in place, but need to be further refined.				

Action Description	Operationalization of integrated SMIS by participating agencies				
Source	DLI#	Responsibility	Timing	Timing Value	Status
Technical	DLI 7	Client	Due Date	30-Jun-2021	Completed
Completion Measurement	SIMS is in place and function. All implementing agencies data are in the system				
Comments	MoEST has made good progress on the SMIS, which is now including all agreed upon data for pre-vocational (Folk Development Colleges, vocational (VETA and private vocational training providers), Technical Colleges and universities.				

Action Description	Implement the ESSA measures to (a) ensure construction activities are properly implemented, supervised through the verification process and reported in Program reports (b) enhance existing Complaints Handling Mechanisms; and (c) awareness programs				
Source	DLI#	Responsibility	Timing	Timing Value	Status
Environmental and Social Systems		Client	Recurrent	Yearly	In Progress
Completion Measurement	No Environmental and Social issues triaged yet				
Comments					

Action Description	Earmark/ ring-fence program funds within the Consolidated Fund Account using accounting codes for a				
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	project sub-account under the MoESTVT.				
Source	DLI#	Responsibility	Timing	Timing Value	Status
Fiduciary Systems		Client	Due Date	30-May-2017	Completed
Completion Measurement	Program Account opened and program sub code has been created in MTF and EPICOR				
Comments	Verified during supervision mission.				

Action Description	MoESTVT to enter into 'trust fund manager' agreements with fund administrators (TEA and HESLB) specifying clearly how program funds will be kept and reported separately at all times.				
Source	DLI#	Responsibility	Timing	Timing Value	Status
		Client	Due Date	26-Apr-2017	Completed
Completion Measurement					
Comments					

Action Description	Establish records keeping/management system to facilitate audit process of Program				
Source	DLI#	Responsibility	Timing	Timing Value	Status
Fiduciary Systems		Client	Recurrent	Yearly	Completed
Completion Measurement	FM system in place				
Comments	All Financial Management System to allow program auditing are in place. both internal and External audit reports are carried out as per procedure and reports are out in timely				

Risks

Systematic Operations Risk-rating Tool

Risk Category	Rating at Approval	Previous Rating	Current Rating
Political and Governance	● Substantial	● Substantial	● Substantial
Macroeconomic	● Substantial	● Substantial	● Substantial
Sector Strategies and Policies	● Moderate	● Moderate	● Moderate
Technical Design of Project or Program	● Substantial	● Substantial	● Substantial



Institutional Capacity for Implementation and Sustainability	● Substantial	● Substantial	● Substantial
Fiduciary	● High	● High	● High
Environment and Social	● Low	● Moderate	● Moderate
Stakeholders	● Moderate	● Moderate	● Moderate
Other	--	--	--
Overall	● Substantial	● Substantial	● Substantial

Results

PDO Indicators by Objectives / Outcomes

Strengthen the institutional capacity of the recipients skills development system				
▶PDO 1: Institutional Framework in place for NSDS and institutional strengthening complete (Text, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	No	Partial	Partial	Yes
Date	15-Jun-2016	26-Jan-2018	26-Jan-2018	30-Jun-2021
Comments	Progress towards achieving PDO 1 is underway with various institutions such as SSCs and flagship initiatives such as SDF and TVS being established, which are part of this PDO.			
Promote expansion & quality of labormarket driven skills dev opportunities in select eco sectors				
▶Direct project beneficiaries (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	4,206.00	5,133.00	30,000.00
Date	15-Jun-2016	26-Jan-2018	31-Mar-2019	30-Jun-2021
Comments	Direct beneficiaries are people or groups who directly derive benefits from an intervention (i.e., children who benefit from an immunization program; families that have a new piped water connection). Please note that this indicator requires supplemental information. Supplemental Value: Female beneficiaries (percentage). Based on the assessment and definition of direct project beneficiaries, specify what proportion of the direct project beneficiaries are female. This indicator is calculated as a percentage.			
▲Female beneficiaries (Percentage, Custom Breakdown)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	36.00	0.00	31.70	45.00
Date	15-Jun-2016	26-Jan-2018	26-Jan-2018	30-Jun-2021
▶PDO 3: Number of trainees completing alternative, TVET and university training programs in key economic sectors (supported by SDF or TVS) (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target



Value	0.00	0.00	0.00	25,500.00
Date	15-Jun-2016	26-Jan-2018	26-Jan-2018	30-Jun-2021
Comments	The indicator is not updated. Enrollment of students were delayed due low late disbursement of funds and lack of clarity of utilization of grant at training providers level. The indicator will be updated after graduation of students support under pilot phase. The first Batch of graduates are expected end of April. 2019			
▲Of which female (Percentage, Custom Breakdown)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	45.00
Date	15-Jun-2016	26-Jan-2018	26-Jan-2018	30-Jun-2021
▶PDO 4: Percentage of trainees who did an internship, apprenticeship or entrepreneurship training employed or self-employed one year after training completion (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	45.00
Date	15-Jun-2016	26-Jan-2018	26-Jan-2018	30-Jun-2021
Comments	The program is yet to be launched. MoEST is in discussion with labor ministry to develop and adopt sustainable program.			

Intermediate Results Indicators by Results Areas

System Level: Strengthening the Institutional Capacity of the Skills Development System				
▶IR 1.1: National Skills Council and Secretariat operational (Yes/No, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	No	No	No	Yes
Date	15-Jun-2016	26-Jan-2018	26-Jan-2018	30-Jun-2021
Comments	Blue print for establishment of NSC has been developed, approval process before launching is underway			
▶IR 1.2: Skills Development Fund operational (Yes/No, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	No	Yes	Yes	Yes
Date	15-Jun-2016	26-Jan-2018	26-Jan-2018	30-Jun-2021
Comments				
▶IR 1.3: Trainee Voucher Scheme operational (Yes/No, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target



Value	No	Yes	Yes	Yes
Date	15-Jun-2016	26-Jan-2018	26-Jan-2018	30-Jun-2021
Comments				
►IR 1.4: Completion of annual capacity building activities for program institutions as set forth in the POM (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	100.00
Date	15-Jun-2016	26-Jan-2018	26-Jan-2018	30-Jun-2021
Comments Capacity building program is being implemented. 608 out of 2217 end of the program target have received training				
►IR 1.5: Agreed allocations of additional sources of funds, including SDL deposited into SDF and/or TVS accounts as set forth in the POM (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	28.00	100.00
Date	15-Jun-2016	26-Jan-2018	26-Jan-2018	30-Jun-2021
Comments				
►IR 1.6: Sector Skills Councils established (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	4.00
Date	15-Jun-2016	26-Jan-2018	26-Jan-2018	30-Jun-2021
Comments Blue print for establishment of establishment of 6 (end target 4) sector councils are being finalized.launching expected				
►IR 1.7: Number of training providers submitting complete data set upon agreed variables list in POM to TCU, NACTE, and TCU records/SMIS (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	120.00	1,275.00	600.00
Date	15-Jun-2016	26-Jan-2018	31-Mar-2019	30-Jun-2021
Comments The system has been developed to capture all accredited training providers to facilitate information sharing and planning. All accreditation institutions are now linked together.				
►IR 1.8: Skills Management Information System is operational at ministry, NACTE, VETA, TCU and training provider level (Yes/No, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	No	Yes	Yes	Yes
Date	15-Jun-2016	26-Jan-2018	26-Jan-2018	30-Jun-2021

Comments				
►IR 1.9: Number of training providers fully registered by relevant regulatory body (total and disaggregated by vocational, technical and university level) (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	235.00	235.00	1,275.00	335.00
Date	15-Jun-2016	08-Jun-2017	08-Jun-2017	30-Jun-2021
Comments				

Service Delivery: Promoting Expansion & Quality of Labor Market Driven Skills Dev in select eco sector				
►IR 1.10: Number of training programs receiving full accreditation by relevant regulatory body (total and disaggregated by vocational, technical and university level) (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	29.00	335.00
Date	15-Jun-2016	08-Jun-2017	08-Jun-2017	30-Jun-2021
Comments				
►IR 2.1: Number of training programs receiving financing from the Skills Development Fund (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	29.00	100.00
Date	15-Jun-2016	26-Jan-2018	26-Jan-2018	30-Jun-2021
Comments				
►IR 2.2: Number of new training programs established addressing skills gaps (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	15.00	15.00
Date	15-Jun-2016	26-Jan-2018	26-Jan-2018	30-Jun-2021
Comments				
►IR 3.1: Percentage of trainees satisfied with TVET and alternative training programs (Text, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	tbc	tbc	tbc	+10%
Date	15-Jun-2016	26-Jan-2018	26-Jan-2018	30-Jun-2021
Comments	The indicator is not updated. graduate of first group of trainees is expected end of April, 2019			



►IR 4.1: Number of students benefitting from at least 1 month internship/apprenticeship/work-based opportunities relevant to their field (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	8,000.00
Date	15-Jun-2016	26-Jan-2018	26-Jan-2018	30-Jun-2021
Comments	The indicator is not updated. Implementation of the program is yet to commence. MoEST is in discussion with Ministry of Labour to agree on most sustainable program			
►IR 4.2: Number of training providers participating in the 'Fit for Business' seal of approval scheme (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	30.00
Date	15-Jun-2016	26-Jan-2018	26-Jan-2018	30-Jun-2021
Comments	This indicator will be updated once SDF and TVS is fully launched.			
►IR 4.3: Number of signed collaboration agreements between enterprises and training providers (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	60.00
Date	15-Jun-2016	26-Jan-2018	26-Jan-2018	30-Jun-2021
Comments	This indicator is not updated. MoEST is collecting data from institutions to establish actual institutions with collaboration agreement.			
►IR 4.4: Number of public vocational training providers with at least 30% employer representation on their board (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	25.00
Date	15-Jun-2016	08-Jun-2017	08-Jun-2017	30-Jun-2021
Comments	The indicator is not updated. MoEST is developing guidelines to govern appointment of representative from employers.			
►IR 4.5: Percentage of programs delivered by a professional trainer from the private sector in targeted sectors (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	25.00
Date	15-Jun-2016	26-Jan-2018	26-Jan-2018	30-Jun-2021
Comments	SDF will fund Programs run by professional bodies from the second round launched on April 4, 2019. once the program is in place, the indicator will be updated.			

Disbursement Linked Indicators



►DLI 1 DLI 1: National Skills Council and Secretariat operational (Process, 10,000,000.00, 0%)				
	Baseline	Actual (Previous)	Actual (Current)	Fiscal Year
Value	No	No	No	Yes
Date	15-Jun-2016	08-Jun-2017	08-Jun-2017	--
Comments				

►DLI 2 DLI 2: Skills Development Fund operational (Process, 7,000,000.00, 0%)				
	Baseline	Actual (Previous)	Actual (Current)	Fiscal Year
Value	No	Yes	Yes	Yes
Date	15-Jun-2016	15-Oct-2018	15-Oct-2018	--
Comments				

►DLI 3 DLI 3: Trainee Voucher Scheme operational (Process, 7,000,000.00, 0%)				
	Baseline	Actual (Previous)	Actual (Current)	Fiscal Year
Value	No	Yes	Yes	Yes
Date	15-Jun-2016	15-Oct-2018	15-Oct-2018	--
Comments				

►DLI 4 DLI 4: Completion of annual capacity building activities for program institutions as set forth in the POM (Output, 6,000,000.00, 0%)				
	Baseline	Actual (Previous)	Actual (Current)	Fiscal Year
Value	No	No	No	Yes
Date	15-Jun-2016	15-Oct-2018	15-Oct-2018	--
Comments				

►DLI 5 DLI 5: Agreed allocations of additional sources of funds, including SDL, deposited into SDF and/or TVS accounts as set forth in the POM (Process, 10,000,000.00, 0%)				
	Baseline	Actual (Previous)	Actual (Current)	Fiscal Year
Value	No	No	No	Yes
Date	15-Jun-2016	15-Oct-2018	15-Oct-2018	--



Comments

►DLI 6 DLI 6: Sector Skills Councils established (Process, 8,000,000.00, 0%)

	Baseline	Actual (Previous)	Actual (Current)	Fiscal Year
Value	0.00	0.00	0.00	4.00
Date	15-Jun-2016	15-Oct-2018	15-Oct-2018	--

Comments

►DLI 7 DLI 7: Number of training providers submitting complete data set upon agreed variables list in POM to TCU, VETA, NACTE and TCU records/SMIS (Process, 6,000,000.00, 0%)

	Baseline	Actual (Previous)	Actual (Current)	Fiscal Year
Value	0.00	0.00	0.00	--
Date	15-Jun-2016	26-Jan-2018	26-Jan-2018	--

Comments

►DLI 8 DLI 8: Number of students benefitting from at least one month internship/apprenticeship work-based opportunities relevant to their field (Output, 10,000,000.00, 0%)

	Baseline	Actual (Previous)	Actual (Current)	Fiscal Year
Value	0.00	0.00	0.00	8,000.00
Date	30-Jun-2016	15-Oct-2018	15-Oct-2018	--

Comments

►DLI 9 DLI 9: Number of training programs receiving financing from the Skills Development Fund (Intermediate Outcome, 6,000,000.00, 0%)

	Baseline	Actual (Previous)	Actual (Current)	Fiscal Year
Value	0.00	0.00	0.00	100.00
Date	15-Jun-2016	26-Jan-2018	26-Jan-2018	--

Comments

►DLI 10 DLI 10: Number of trainees enrolled in alternative, TVET and university training programs in key economic sectors funded by the Skills Development Fund or the Trainee Voucher Scheme (Outcome, 50,000,000.00, 0%)

	Baseline	Actual (Previous)	Actual (Current)	Fiscal Year
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Value	0.00	0.00	0.00	31,250.00
Date	15-Jun-2016	26-Jan-2018	26-Jan-2018	--
Comments				