

**Project Title and ID: Technical Support for implementation of
the Uttarakhand Workforce Development Project**

Annual Progress Report
January - December 2021

PROJECT SNAPSHOT

Date:	21/02/2022
Award ID:	110393
Project ID:	118971
Project Title:	Uttarakhand Workforce Development – World Bank
Project Start Date:	8/14/2019
Project End Date:	6/30/2023
Donor:	Government of Uttarakhand
Implementing Partner:	UNDP
Total Project Budget (all years):	USD 851165
Core Resources:	USD 851165
Non-Core Resources:	
Government contribution:	

Project Brief Description and Outputs:

To improve the quality and relevance of training at priority Industrial Training Institutes (ITIs) and to increase the number of labor-market-relevant workers through short-term training in Uttarakhand, a project has been signed with World Bank on Uttarakhand Workforce Development. The Country Partnership Strategy of World Bank Group, India expresses that it will contribute to the 12th Five Year Plan target of providing skills training to 400 million workers by 2022. The project will contribute to these objectives by supporting Uttarakhand to strengthen the delivery of skills and training programs to produce higher-quality workers with relevant market skills and increasing access. This state-level skills development project would also play a strategic role in the World Bank's engagement in the skills agenda at the national level. An in- depth experience and lessons from Uttarakhand would inform the national-level engagement and could also provide a demonstration effect. There would be close linkages and synergies between the proposed project and the national-level engagements.

The Uttarakhand Workforce Development Project (UKWDP) has the following three components. Components 1 and 2 use a Result-based Financing (RBF) approach using Disbursement-linked Indicators (DLIs), and Component 3 uses traditional expenditure-based financing.

- Component 1: Improving the Quality and Relevance of ITI Training
- Component 2: Increasing the number of Skilled Workers through Short-term Training
- Component 3: Policy and Institutional Development and Project Management.

UNDP AS TECHNICAL SUPPORT AGENCY

UNDP will provide support to the **Department of Skill Development and Employment (DSDE)** and Uttarakhand Workforce Development Project (**UKWDP**) in hiring of team of professionals and provide capacity building support through trainings, workshops, exposure visits and Knowledge Management along with documentation of best practices.

- Workshops at State / District and Block level

List of focus States/districts				
Uttarakhand	All 13 Districts			
Overall Project Quality Rating (mark on the scale of 1 to 5 as per the following criteria):				
Exemplary (5) *****	High (4) ****	Satisfactory (3) ***	Poor (2) **	Inadequate (1) *
All outputs are rated High or Exemplary	All outputs are rated Satisfactory or higher, and at least two criteria are rated High or Exemplary	One output may be rated Poor, and all other criteria are rated Satisfactory or higher	Two outputs are rated Poor, and all other criteria are rated Satisfactory or higher	One output is rated Inadequate, or more than two criteria are rated Poor
Budget 2021	USD 851165			
Expenditure 2021	USD 96198			
Delivery %	71%			

CONTENTS

1. Executive Summary
2. Project Background
3. Project Performance and Results
4. Project risks and issues
5. Lessons Learned

6. The Way Ahead/Key Priorities for 2019

ACRONYMS

1. Executive Summary

The executive summary is a concise brief on the progress towards the project outputs during the reporting period. The section also includes key implementation challenges, lessons learned and way forward. It is also suggested to include key financial information, such as expenditure for the reporting period, cumulative expenditure and a delivery rate against budget. (Suggested length - 400 words maximum)

The objective of the Project is to Improve the Quality and Relevance of Training at Priority ITIs & to increase the number of labor market relevant workers through short term training programs in Uttarakhand

To meet the same, following outputs are being focussed on:

1. Institutional Strengthening of the Department of skill development and employment.
2. Capacitating State Project Implementation Unit (SPIU) under UKWDP to further support stakeholders involved to convert selected 24 ITIs into Model ITIs

Challenges and Lessons:

Due to Covid-19, all capacity building activities were not able to take place, therefore, amount allocated was underspent.

2. Project Background

The background should be a short introductory of the project. The situation analysis and the objective sections of the Project Document can be referred to for this section. Also include an up-to-date overview of changes in the context and situations. (Suggested length - maximum half a page)

UNDP as a technical support agency hired a team of professionals and provides capacity building support through trainings, workshops, exposure visits and knowledge management along with documentation of best practices. The team of professionals will help the project in implementation and monitoring of project activities. UNDP will also conduct capacity building trainings from time to time to strengthen the delivery of skills and training programs and to produce higher-quality workers with relevant market skills and increasing access. UNDP will undertake following tasks:

- Task1: Recruitment and Management of Professionals/PMU to roll out the project activities in the state

•Task2: Provide technical support in terms of Capacity building, trainings and knowledge management.

Mobilization of high quality human resource within the Department of Skill Development and Employment and implementation of capacity building training plan of existing and newly recruited professionals will lead to directly in achievement of the UKWDP objectives of improving the quality and relevance of training at priority Industrial Training Institutes (ITIs) and of increasing the number of labor-market-relevant workers through short-term training in Uttarakhand

3. Project Performance and Results

3.1. Contribution towards Country Programme Outcome

CPD Outcome: By 2022, institutions are strengthened to progressively deliver universal access to basic services, employment, and sustainable livelihoods to the poor and excluded, in rural and urban areas.

Indicator(s): Technical team is in place for implementation of Uttarakhand Workforce Development Project (UKWDP)	Baseline: 8	Target(s): 12	Achievement(s): Recruited 12 consultants
CPD Output/s: Models with large-scale replicability, integrating employability, skilling, employment			
Indicator State Project Implementation Unit (SPIU) under UKWDP to convert selected 24 ITIs into Model ITI	Baseline: 0	Target(s): 24	Achievement(s): Exposure visit planned to facilitate learning on the best practices across skill development sector One State Level workshop
Description of output level/outcome level <u>results achieved</u> in 2021:			
Mobilisation of Human Resource- Currently 12 consultants are onboard			
Gender indicator: (i) at least 30% females are recruited, (ii) at least 1 female in the Interview panel, (iii) Interview questions will be strongly aligned with gender perspective under the required technical competencies for each position			

Means of Verification

Project Reports

3.2. Progress towards Project Results/Outputs**Project Output I: Institutional strengthening of the department of skill development and employment**

Indicator(s)	Baseline	Target(s)	Achievement(s)
Technical team in place for implementation of Uttarakhand Workforce Development Project (UKWDP)	8	12	12

Description of project output level results achieved in 2021:

High priority 8 technical team under UKWDP was in place. Gender Specialist / Procurement / Institutional Strengthening / Environmental specialist / Monitoring & Evaluation / Mobilisation (Training) / Project Manager / Manager Finance / Manager Mobilization and Placement /

Overall Output Status (mark the output on the scale of 1 to 5 as per the following criteria):

Exemplary (5) *****	High (4) ****	Satisfactory (3) ***	Poor (2) **	Inadequate (1) *
The project is expected to over-achieve targeted outputs and/or expected levels of quality, and there is evidence that outputs are contributing to targeted outcomes	The project is expected to over-achieve targeted outputs and/or expected levels of quality	The project is expected to achieve targeted outputs with expected levels of quality	The project is expected to partially achieve targeted outputs, with less than expected levels of quality	Project outputs will likely not be achieved and/or are not likely to be effective in supporting the achievement of targeted outcomes

Means of Verification:

Project Output II: Capacity Building of new and existing staff and, knowledge Management.

New and existing staff of Department of Skill Development and Employment have enhanced capacities on delivering training courses in various fields of Skill Development.

Indicator(s):	Baseline:	Target(s):	Achievement(s):											
Officials of Department of Skill Development and Employment(DSDE) and district Industrial Training Institute(ITIs) are able to deliver trainings in news of skill development like - integrating employability, skilling, employment and entrepreneurship targeting women and poor people.	0	1	<ol style="list-style-type: none"> 1. Convergence meet with Industry Partners and ITI principals completed 2. Leadership and Management training workshop was completed with SPIU and selected ITI principals 3. Exposure visit to other states (Odisha) for Government Officials under Skill Eco-system <p>Online and Offline training on "Project Implementation and Finance for Non-finance" modules to selected nodal ITI principals</p>											
<p>Description of project output level <u>results achieved</u> in 2021:</p> <p>New and existing staff of Department of Skill Development and Employment have enhanced capacities on delivering training courses in various fields of Skill Development.</p> <p>Due to covid scenario, no such training took place either online or off-line. Govt was focusing on development of infrastructure at the selected 24 it is under the project (which is taken up by Govt)</p> <p>Overall Output Status (mark the output on the scale of 1 to 5 as per the following criteria):</p> <table border="1"> <thead> <tr> <th>Exemplary (5) *****</th> <th>High (4) ****</th> <th>Satisfactory (3) ***</th> <th>Poor (2) **</th> <th>Inadequate (1) *</th> </tr> </thead> <tbody> <tr> <td>The project is expected to over-achieve targeted outputs and/or expected levels of quality, and there is evidence that outputs are contributing to targeted outcomes</td> <td>The project is expected to over-achieve targeted outputs and/or expected levels of quality</td> <td>The project is expected to achieve targeted outputs with expected levels of quality</td> <td>The project is expected to partially achieve targeted outputs, with less than expected levels of quality</td> <td>Project outputs will likely not be achieved and/or are not likely to be effective in supporting the achievement of targeted outcomes</td> </tr> </tbody> </table>					Exemplary (5) *****	High (4) ****	Satisfactory (3) ***	Poor (2) **	Inadequate (1) *	The project is expected to over-achieve targeted outputs and/or expected levels of quality, and there is evidence that outputs are contributing to targeted outcomes	The project is expected to over-achieve targeted outputs and/or expected levels of quality	The project is expected to achieve targeted outputs with expected levels of quality	The project is expected to partially achieve targeted outputs, with less than expected levels of quality	Project outputs will likely not be achieved and/or are not likely to be effective in supporting the achievement of targeted outcomes
Exemplary (5) *****	High (4) ****	Satisfactory (3) ***	Poor (2) **	Inadequate (1) *										
The project is expected to over-achieve targeted outputs and/or expected levels of quality, and there is evidence that outputs are contributing to targeted outcomes	The project is expected to over-achieve targeted outputs and/or expected levels of quality	The project is expected to achieve targeted outputs with expected levels of quality	The project is expected to partially achieve targeted outputs, with less than expected levels of quality	Project outputs will likely not be achieved and/or are not likely to be effective in supporting the achievement of targeted outcomes										
<p>Means of Verification:</p> <ul style="list-style-type: none"> • Reports • M&E Evaluation surveys • Records of ITI • Placement records of students • Quality of Trainings 														

4. Project Risks and Issues

This section identifies and analyses project risks and issues that:

*1) had an impact on project deliverables¹ (quality, schedule, etc.) During the reporting period, or
2) were newly identified during the reporting period and are being addressed by the project (in the case of risks, “addressed” means to mitigate their effects or decrease the likelihood of impact, and in the case of issues, how to resolve them).*

Brief overall narrative of project risks and issues:

- Covid Scenario may affect the progress of the work considering the mandatory field visits.
- All Capacity Building (CB) activities were not able to take place, therefore, amount allocated was underspent.
- State election in Uttarakhand has affected the progress and may delay the activities unless new government takes the charge
- There may be transfer of government officials post elections which may also delay the activities unless new officer joins and understands the project

a. Updated Project Risks and Actions

Project Risk 1: Timelines set by World Bank are not accomplished by Govt, and therefore the project might extend for next 6-8 months.

Actions taken: Government is negotiating the same with world-bank, once clarity is arrived, amendment will be made between the parties.

Project Risk 2:

Actions taken:

b. Updated Project Issues and Actions

Project Issue 1:

Actions taken:

Project Issue 2:

Actions taken:

5. Lessons Learned

¹ A deliverable is defined as the result of an activity or in other terms the product which contributes to the achievement of project outputs).

This section should capture the lessons learned to ensure on-going learning, knowledge sharing and communication within the organisation and with the partners/donors. It should include analysis on the following contents:

- 1) *Key project successes and factors which supported these successes;*
- 2) *Difficulties encountered and measures taken to overcome these difficulties;*
- 3) *Analysis on what could have been done differently / better to attain the project results;*
- 4) *Recommendations to improve future programming.*

(Suggested length – half a page to 1 page)

Use of Virtual Platforms for Trainings: One lesson learnt was that instead of offline trainings, we could have organized online trainings. Now online courses are planned considering the covid scenario. And timelines and strategies are modified to complete the pending activities before the end of the project period.

Involvement of multi-stakeholder: Another learning was limited involvement of multi-stakeholders. Few adjustments internally were made to overcome the delays and meet the demands considering multiple stakeholders' involvement.


6. The Way Forward/ Key Priorities for 2022

This section should summarize the achievements, challenges and lessons learned as well as explain the way forward, including relevance of the project and necessary revisions that will be made to the project and plans of the upcoming reporting period. Any funding gaps, resource requirements as well as further partner engagement plans can be specified in this section. This should include any modifications that need to be made to indicators, baselines, targets as well data collection and monitoring to track progress

If this is a Final Report and if applicable, also mention on sustainability of the project and/or plans on future projects that may supplement / scale up the achievements of this project.

(Suggested length – half a page to 1 page)

- To Improve the Quality and Relevance of Training at Priority for ITIs
- To increase the number of labor market relevant workers through short term training programs in Uttarakhand is in progress as per the timelines.
- The capacity building activities were not able to take forward due to pandemic scenario and the same are compensated post covid relaxation.
- Considering the current retention rate, margin of back-up list is prepared in advance and meet the sudden demands.

DocuSigned by:

1556012D647B473...

