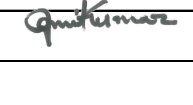


Project Results and Monitoring Pathway

Basic Information	Name of Project	Skill Development and Enterprise Promotion for Inclusive Development
	Project Award ID	000128824
	Project Output ID	000122693
	Overall project period	01-Jan 2021 to 31-Dec-2021
	Name of Programme Officer	Amit Kumar
	Government Counterparts	Ministry of Skill Development and Entrepreneurship
	Implementing Partner	UNDP
Total Budget (USD)	2021	2,033,103

Name	Amit Kumar-Head Inclusive Growth Unit
Signatures	

Integrated Results and Resources Framework (IRRF)	Project Linked to Strategic Plan Outcome	SP Outcome 1:	Advance Poverty Eradication in all its Forms and Dimensions		
	Project Linked to Strategic Plan Output	SP Output 1.6.1:	Country-led measures accelerated to advance gender equality and women's empowerment		
	SP Indicator Name and Number	Indicator 1.1.2.3:	Existence of improved enabling environment for expansion of decent work and livelihoods:		
		Sub Component 1.1.2.3.A.1	Policy, legal, regulatory and institutional frameworks		
		Sub Component 1.1.2.3.B.2	Direct creation of employment in the Private sector		
		Sub Component 1.1.2.3.C.2	Direct support to livelihoods in the private sector		
	Linked SDG Target	Target_4.3:	By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university		
		Target_4.4:	By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship		
		Target_9.3:	Increase the access of small-scale industrial and other enterprises, in particular in developing countries, to financial services, including affordable credit, and their integration into value chains and markets		
	Unit of Measurement	Binary	Yes/ No		
	Progress towards SP Output / indicators / Targets				
	Targets - Overall for SP Indicator	Baseline (2017)	Milestone (2018)	Achievement: Mid Year (June)	Achievement: End Year (December)
	Sub Component 1.1.2.3.A.1 Policy, legal, regulatory and institutional frameworks	1	1		1
		Baseline (2018)	Milestone (2019)	Achievement: Mid Year (June)	Achievement: End Year (December)
		1	2		2
Baseline (2019)		Milestone (2020)	Achievement: Mid Year (June)	Achievement: End Year (December)	
2		3		3	
Sub Component 1.1.2.3.B.2 Direct creation of employment in the Private sector	Baseline (2020)	Target (2021)	Achievement: Mid Year (June)	Achievement: End Year (December)	
	3	3			
	Baseline (2017)	Milestone (2018)	Achievement: Mid Year (June)	Achievement: End Year (December)	
	0	15,000		11862	
	Baseline (2018)	Milestone (2019)	Achievement: Mid Year (June)	Achievement: End Year (December)	
Sub Component 1.1.2.3.C.2 Direct support to livelihoods in the private sector	15,000	30,000		35000	
	Baseline (2019)	Milestone (2020)	Achievement: Mid Year (June)	Achievement: End Year (December)	
	35,000	60,000		36953	
	Baseline (2020)	Target (2021)	Achievement: Mid Year (June)	Achievement: End Year (December)	
	60,000	100,000			
Sub Component 1.1.2.3.C.2 Direct support to livelihoods in the private sector	Baseline (2017)	Milestone (2018)	Achievement: Mid Year (June)	Achievement: End Year (December)	
	0	20,000		21491	
	Baseline (2018)	Milestone (2019)	Achievement: Mid Year (June)	Achievement: End Year (December)	
	20,000	35,000		41,447	
	Baseline (2019)	Milestone (2020)	Achievement: Mid Year (June)	Achievement: End Year (December)	
Sub Component 1.1.2.3.C.2 Direct support to livelihoods in the private sector	35,000	50,000		78910	
	Baseline (2020)	Target (2021)	Achievement: Mid Year (June)	Achievement: End Year (December)	
	50,000	70,000			
Means of Verification, Data Evidence Source	Annual reports of partner State Governments; Large number of data sources but inconsistent; Large number of data sources but inconsistent				

COVID 19 impacted the jobs sector, leading to loss of jobs and further could not be trained/placed due to lockdown.

MSME (KR-7916 + UP 7916)

Country Programme Results Framework	Project Linked to 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.	
	Project Linked to CPD Output	CPD output 2.1:	Models with large-scale replicability, integrating employability, skilling, employment and entrepreneurship targeting women and poor people are developed.
		*CPD output 2.2:	Poor and vulnerable have the capacity, options and opportunities to move out of deprivation.
	CPD output 2.3:	Partnerships for skill development and integrated housing solution forged between government, private sector, multilateral and bilateral agencies, vertical funds, CSR and foundations.	

CPD Indicator	Indicator 2.1.1:	Number of states providing career counselling in state-run educational and vocational establishments targeting women and poor.				
	Indicator 2.1.2:	Percentage increase in the ownership of enterprise by women from marginalized communities.				
	Indicator 2.1.3:	Number of collectives of poor producers initiating and continuing access to capital and risk management through new modes of financing.				
	*Indicator: 2.2.1:	Number of replicable models demonstrating integrated/sectoral development solutions for women, poor, vulnerable groups, particularly in tribal, mining and Left-Wing Extremism areas; and aspirational district.				
	Indicator 2.3.1:	Number of new partnerships with private sector facilitated by UNDP in skill development and integrated housing solutions.				
<i>* CPD Outcome and Indicator added to 2021 reporting following the CPD MTR and approval</i>						
Progress towards CPD Output / Indicators / Targets						
CPD Indicator	Baseline as indicated in CPD (2017)	End target as indicated in CPD (2022)	Project Baseline (2017)	Project Annual Target (2018)	Achievement: Mid Year	Achievement: End Year
Indicator 2.1.1:	2 states (Delhi & Telangana)	5 states (Karnataka, Haryana, Maharashtra)	2 (Delhi & Telangana)	3	1 (Karnataka)	2 (Hayana, Karnataka)
			Baseline (2018)	Annual Target (2019)	Achievement: Mid Year	Achievement: End Year
			3	4		4
			Baseline (2019)	Annual Target (2020)	Achievement: Mid Year	Achievement: End Year
			4	5		5 (Maharashtra-SDED)
			Baseline (2020)	Annual Target (2021)	Achievement: Mid Year	Achievement: End Year
Indicator 2.1.2:	1.4% (national level)	3% in select states	Project Baseline (2017)	Project Annual Target (2018)	Achievement: Mid Year	Achievement: End Year
			1.40%	1.70%		
			Baseline (2018)	Annual Target (2019)	Achievement: Mid Year	Achievement: End Year
Indicator 2.1.3:	1 (MAVIM, Maharashtra)	10 new collectives	Project Baseline (2017)	Project Annual Target (2018)	Achievement: Mid Year	Achievement: End Year
			1 (MAVIM, Maharashtra)	2	3	5
			Baseline (2018)	Annual Target (2019)	Achievement: Mid Year	Achievement: End Year
			2	4		10
			Baseline (2019)	Annual Target (2020)	Achievement: Mid Year	Achievement: End Year
			10	10		
Indicator 2.2.1 (added in 2021)	TBD	5	Baseline (2020)	Annual Target (2021)	Achievement: Mid Year	Achievement: End Year
			Baseline (2022)	Annual Target (2022)	Achievement: Mid Year	Achievement: End Year
Indicator 2.3.1	5 (IKEA Foundation, LTPCT, L&T CSR, Kalinga)	15	Project Baseline (2017)	Project Annual Target (2018)	Achievement: Mid Year	Achievement: End Year
			5	6	4 (IMG Reliance, KOIS, Hero Honda, SCCI)	5 (IMG Reliance, KOIS, Hero)
			Baseline (2018)	Annual Target (2019)	Achievement: Mid Year	Achievement: End Year
			6	7		14 (Coco Cola Foundation, CITI)
			Baseline (2019)	Annual Target (2020)	Achievement: Mid Year	Achievement: End Year
			14	15		17 (SAP Labs, Nyara Energy,)
Frequency of Data Collection						
Means of Verification, Data Evidence Source			Ministry of Skill Development and Entrepreneurship Report, State Education Department Report, State Technical Education Institutions Report (annual), All India Census of Ministry of Micro, Small and Medium Enterprises (once in 5 years)/ Start Up Village Entrepreneurship; programme and project reports (annual)			
Other Projects Contributing to the CPD output			00090214: Capacity Building for Entrepreneurs in Madhya Pradesh; 00106512: Capacity Building for MSME in North East			

Project Results Path	Progress towards the project outputs, indicators & targets				
Project Outputs	Activities	Progress: QTR 1	Progress: QTR 2	Progress: QTR 3	Progress: QTR 4

<p>Output 1: Provide women, girls and youth with the skills and knowledge that will help them get improved access to further vocational and educational opportunity or secure apprenticeship/employment</p> <p>Indicator: Number of Women, Youths, and people from the marginalised communities provided with employability / 21st century skills and apprenticeship/ job connect.</p> <p>Baseline: 0</p> <p>Target: 10,000</p> <p>Gender Marker 2</p>	<p>1.1 Code Unnati:</p> <p>1.1.a Digital and 21st Century Skills Enhancement</p> <ul style="list-style-type: none"> - Youths are better equipped to make informed career choices and capable to access income generation (including internship, apprenticeship, jobs and entrepreneurship) opportunities 				
	<p>1.1.b Incubation Support and Accelerator labs</p> <ul style="list-style-type: none"> - IT Platform Creation/Customization /Maintenance - Advanced Youth Engagement & Industry-Youth Connect <p>NextGenGov and Gender & BI experiment with RBAP</p>				
	<p>1.2 KISS</p> <p>Promoting skill and Entrepreneurship with technology-enabled blended skilling model for tribal youth- Kalinga Institute of Social Sciences, Odisha</p>	<p>1. Capacity building of 100 youth volunteers also known as Covid-19 Warriors completed; 2. Draft report on Market and Value Chain Study for products produced by KISS students prepared and proposal for three products under preparation; 3. Supported developing of a project proposal based on Mother Tongue Based Multi Lingual Education (MTBMLE) for Bolangir, Kandhamal and Mayurbhanj HCL Grant VII 2021. 4. Supported in development of 2 Videos</p>			
	<p>1.3 Kraftsamla</p> <p>Mobilization, training, placement and post placement handholding of 30</p>				
	<p>1.4 Driving Economic Empowerment for Youth and Women (DEEWY) - Marico</p> <p>1.4. a Partnership & Mobilization:</p> <ul style="list-style-type: none"> -Establishing partnerships with govt, skill institutes, civil society and other key stakeholders -Mobilization and counseling of candidates 	<p>1. Secondary research for project. Employment landscape analysis to identify key sectors for placement of youth, identification of key project stakeholders</p> <p>2. Field visit to meet key stakeholders - govt departments, universities, CSOs, industry associations, potential employers</p> <p>3. Finalization of partner for English communications training</p>			
	<p>1.4.b Training of candidates on Employability Skills (Communication, digital, 21st Century skills set)</p> <ul style="list-style-type: none"> -Industry Connect and outreach - English Literacy Curriculum 				
	<p>1.4.c Enhancing access to Employment</p> <ul style="list-style-type: none"> -Mobilization of youth/ women candidates -Soft skills curriculum customization -Soft skills training delivery -Industry Connect and Outreach -Orientation workshops, printing, career conclave <p>Policy Advocacy</p>				
	Budget	18,152			
	Expenditure	8,589			
	<p>Output 2: Households benefitting from livelihoods and entrepreneurship opportunities increased</p> <p>Indicator: 2.1: Number of households benefit from livelihoods and entrepreneurship trainings</p> <p>Baseline: 0</p> <p>Target: 250 families</p> <p>Indicator: 2.2: Number of social entrepreneurs trained to manage, grow and scale business</p> <p>Baseline: 0</p> <p>Target: 25</p> <p>Gender Marker 3</p>	<p>2.1 PROSPER (NER)</p> <ul style="list-style-type: none"> -Strengthened ability of 25 social entrepreneurs to manage, grow and scale up their business -Improved quality of raw materials being supplied to social enterprises in the region -Curriculum of broad handholding of social entrepreneurs mainstreamed with government programs and schemes -Training of 25 social entrepreneur for six month course -Certification of social entrepreneurs -Handholding support to social entrepreneur -Market linkage development -Mobilisation of 1200 families 	<p>1. Outreach to 322 applicants through the Business Enterprise Leadership and Management programme (BELMP) application process</p> <p>2. Developed a integrated and inclusive curriculum for Social Entrepreneurs through the under the BELMP with IIM Shillong</p> <p>3. Developed a two-day producer manual for training producers in the natural fibre and related value chain</p> <p>4. Drafted a Government mapping study on natural fibre and related Sectors in the region</p>	Not Applicable	Not Applicable
<p>2.2 Rural Women-Owned Micro Entrepreneurship Promotion (Code Unnati)-SAP</p> <ul style="list-style-type: none"> - Stakeholder Awareness & Mobilisation - Adaptation/ Customization/ Development of Training content (EAP, EDP, Unnati Sakhi, Master Trainer) - Capacity Building / Training Programmes - Mentorship, Handholding and Psycho Social Support to women 	<p>1. 33 Stakeholder Awareness and mobilisation meetings conducted including with the State-level department of Planning, Pre-University and Higher Education, Technical Education, Women and Child Development as well as with the District Collectors of the concerned districts. Stakeholder meetings were also conducted with the local employers/ entrepreneurs, industry associations, NGOs/ CSOs, credit and micro-finance institutions</p> <p>2. 4 Volumes, more than 600 pages Unnati Sakhi curriculum, jointly developed by UNDP, TISS, NIESBUD and NIRDPR, translated and customised into Kannada. Additionally, supplementary digital learning content based on the curriculum in the form of PPTs, handouts, supporting videos, etc. developed</p> <p>3. 1755 women trained under the 19 structured two-day long Entrepreneurship Awareness programs for the women across the three target districts of Bengaluru Rural, Dakshina Kannada and Raichur</p> <p>4. 34 community-based women mentors (Unnati Sakhis) have been identified, oriented and selected for intensive training/ capacity building program through the Unnati Sakhi Curriculum to offer mentorship, handholding, business advisory and psychosocial support to the aspiring and</p>				

<p>2.3 Uddyam (LTPCT)</p> <p>1. To increase the income of 3000 families in the 3 GPs to INR 36,000 from baseline by July 2021 and strengthening community cadres & market linkages for sustainability of livelihoods across Talasari</p> <p>2. To strengthen the government delivery system and convergence ecosystem to impact all 20 GPs for improved delivery of government schemes and income enhancement to 30,000 end beneficiaries in Talasari</p> <p>3. To improve the income of Warli artisans of Talasari from sales of Warli products from INR 8,000 to INR 24,000 per annum by Jul 2021</p> <p>4. To create knowledge products to facilitate evidence-based policy making for local governments at district and block levels</p>	<p>- 2 procurement centres made functional</p> <p>- 232 farmers provided agri extension services</p> <p>- 38 demo farms established</p> <p>- 30 community cadres trained on Enterprise Leadership Management Programme</p> <p>- 148 farmers supplied 26.53 m tonnes produce (Chilli, Paddy) worth INR 6.83 lakhs to the project's procurement centers</p> <p>2. Warli Art</p> <p>- 10 new artisans registered under the project and organized into one producer group</p> <p>- INR 3 lakhs worth Warli products made by the project's artisans sold</p> <p>- 4 institutional buyers onboarded</p> <p>- A society for the PGs has been registered named 'Warli Shaili' to ensure sustainability of the project's work after its closure in July 2021.</p> <p>3. Social Protection</p> <p>- Awareness generated among 8516 families about govt schemes</p> <p>- 6977 individual/group proposals submitted</p> <p>- 6046 families supported to access at least one govt scheme</p> <p>- 50 convergence plans/proposals prepared</p>			
<p>2.4 WASEP (LTI)</p> <p>- Institution Building</p> <p>- Market Linkage</p> <p>- Common Facility Centre</p> <p>- Awareness and Promotion</p>	<p>the basics of Warli craft and the importance of collectivization</p> <p>- 283 artisans were provided training on product design and development</p> <p>2. Market Linkage:</p> <p>- 4 institutional buyers were on-boarded</p> <p>- Products made by the artisans were marketed through 2 exhibitions</p> <p>3. Communication:</p> <p>- A compendium of 20 human stories developed</p> <p>- 10 video testimonials created</p>			
<p>2.5 Project Excel - Promoting Entrepreneurship (set up 50 enterprises - train 10 cadre)</p> <p>-NAYARA</p> <p>2.5.a training in Y1 and then handholding</p> <p>-Awareness and mobilization of potential entrepreneurs</p> <p>-Creation of 30 Biz Sakhi; Reward and recognition; Enterprise awareness; Enterprise Development; Business advisory support; Network events;</p>	<p>Due to COVID-19, the project has been delayed with on-ground Scoping Study initiated to understand the key focus areas and emerging priorities within the project.</p>			
<p>2.5.b Facilitating market access for farmers (50 sourcing Managers and 2000 farmers)</p> <p>- Mobilization of cadres and farmers, vision building exercise</p> <p>- Creation of 50 sourcing managers</p> <p>- Provision of extension services to 7500 farmers, demo farms</p> <p>- Development of training market linkages</p> <p>- Backward and forward modules</p> <p>- Workshop with local agencies on collectivization</p> <p>- Honorarium for SMs</p>				
<p>2.5.c Enabling access to schemes/entitlements</p> <p>-Creation of 30 Village Level Entrepreneurs (VLEs); Honorarium for VLEs; Enabling access to welfare schemes for 2000 households</p>				
<p>2.5.d Incubation Center:</p> <p>-Machinery+Incubation Manager</p>				
<p>2.6 a.YCL:</p> <p>-Supporting 150 youth entrepreneurs</p> <p>- LGBTI Incubation Programme</p>	<p>1. 20 youth social entrepreneurs are undergoing an incubation programme as a part of YCL's Innovations Marketplace initiative.</p> <p>2. Four teams are undergoing the National and Regional Sojaneboard Programme</p>			
<p>2.6 b YCL</p> <p>-Movers</p>	<p>1. Trained 335 young people on SDGs and 21st century skills through 16 Movers Workshops</p> <p>2. Mobilized 10 youth organizations/universities to come onboard as community partners for the workshops</p> <p>3. Supported 8 volunteers to conduct their first workshop and empowered them through digital and soft skills</p> <p>4. Supported 3 volunteers to become Movers Mentor by</p>			
<p>Policy Advocacy</p>				
<p>Budget</p>	<p>364,898</p>			
<p>Expenditure</p>	<p>256,359</p>			
<p>Monitoring, Evaluation and Learning</p> <p>Monitoring and Evaluation</p>	<p>Monitoring:</p> <p>- All projects are reviewed on a monthly basis by the Team Lead.</p> <p>- Monthly project reports provided to donor for each project.</p> <p>Evaluation: Each project includes an Evaluation Study either conducted by an external agency to map the value for indicators and overall status for each project.</p> <p>- Baseline Study completed for Project Code Unnati</p> <p>- Scoping Study completed for Project Excel</p> <p>- End Term Study planned for Project Uddyam</p>			
<p>Knowledge Mangement and Communication</p> <p>Knowledge Management and Communication</p>	<p>Knowledge Management: Each project has a focus on Knowledge Management through project-based consolidation on SharePoint and Microsoft Teams by documenting progress, toolkits, manuals, SOPs, etc. created as a part of the implementation.</p> <p>Communication: Each project has identified the communication requirements in terms of posters, brochures, banners, case studies, videos, etc. and the teams are the process of engaging external communication agencies as per their requirements.</p>			

	Budget	0		
	Expenditure	0		

Cumulative Project Delivery Status		Q1	Q2	Q3	Q4
Grand total budget		383,050			
Delivery		264,948			
Shortfall in delivery		118,102			
Exp % against Budgets		69%			

Risk Log and Management (Quarterly Input)					
Risk Type**	Risk Description	Risk Assessment	Risk Mitigation strategy	Current Status	Escalation Required?
Strategic	Changes in national government priorities, shifts government attention on skill development and entrepreneurship (Industry 4.0)	Impact 3; Probability 2	Sustained engagement with national and state government on skill development through public programmes	No change noticed so far	Not yet
Political	Weakened national economy leads to reduced private sector interest in skilling	Impact 3; Probability 2	Strong focus on viable business models for skill development and entrepreneurship to ensure sustainability of efforts to provide demand based training and placements	No likely to change unless a change of Government in 2019 National election	No
Operational	Onset of the COVID19 pandemic and lockdown reduces efficient implementation of the projects on-ground, leading to re-strategise, funding cuts by Donor, rescheduling work to Virtual platforms (March onwards)	Impact 4; Probability 4	Re-structuring the workflow with guidance from Senior Management and in discussion with the Donors, and other partners	Workflow stabilising (towards end of Q2) with "Work From Home" and other support from Senior Management; discussions with Donors on-going on implementation delays and revision of workplan to adjust to the new normal; new projects adding stability to the portfolio;	No yet
Strategic	Training agencies (some) are not found suitable by Government skill mission or others at the implementation level	Impact 3; Probability 3	Collaborative, win-win engagements will be designed and facilitated to enable synergies between Government agencies, training agencies and others. Alternate models and partners may be suggested.	While working with the State Govt, suitable partners Agencies were identified jointly for smooth implementation	No
Financial	Low interest of traditional donors in supporting skill development and entrepreneurship initiatives	Impact 3; Probability 4	Focused strategy will be developed on funds mobilization to enable maximum leverage; Longer term engagements will be explored with funding partners to ensure continued funding for the programme	Resources are being mobilised from other sources. Some have materialised, others in pipelines. Funding from IF for the scale-up phase is being explored as well.	No
Operational	Private sector companies may engage in practices considered unethical as per UN mandate***	Impact 2; Probability 2	Private sector engagement strategy developed includes robust due diligence process for the private sector.	Due Diligence - Rapid Assessment Tool (RAT) is conducted for the private sector partner prior to signing of Agreements	No

**Risk Categories: Environmental, Financial, Operational, Organizational, Political, Regulatory, Strategic, Other

Lessons Learnt/ Recommendations (Quarterly Input)	
<p>QUARTER 1</p> <p>1. Financial:</p> <ul style="list-style-type: none"> - With the change in the FCRA norms PROSPER project faced unprecedented challenges and sudden inability to take funds from Donor. In order to ensure continuity of such projects, a sustainability plan and mechanisms to ensure the targeted beneficiaries are not affected, is necessary. - The financial and closure documents should be prepared within one month of the closure of the project. <p>2. Strategic:</p> <ul style="list-style-type: none"> - Keeping the COVID-19 pandemic in view, there should be the scope of amendment in the targets for a project. - Process of renewal of contract should be started in advance to ensure there is no/minimum gap. <p>3. Operational:</p> <ul style="list-style-type: none"> - The implementing partner should share the data on fortnightly basis to get a clearer picture of the ground. - Collaboration and partnerships with multiple stakeholders across the various levels of government, private sector; academia, community and local NGOs/ CSOs has helped towards effective outreach and implementation of the project activities. - Use of experiential learning, role-play-based/ simulator training methodologies supported by physical teaching aids such as charts, handouts, etc. in the local language, especially at training venues with the absence of power supply and subsequent lack of audio-visual and multimedia support, has received positive response from the training participants and has proved to enhance the on-ground training effectiveness. 	
<p>QUARTER 2</p>	
<p>QUARTER 3</p>	
<p>QUARTER 4</p>	