



## ANNUAL PROJECT REPORT

Decent Jobs (Sub-component 1.3), Rural Enterprise and Remittance Project-SAMRIDDHI

Reporting Period: 2018-2019

Helvetas Swiss Intercooperation Nepal



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## Abbreviations

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AWPB	: Annual Work Plan and Budget
CSPE	: Country Strategy and Programme Evaluation
CTEVT	: Council for Technical Education and Vocational Training
ENSSURE	: Enhanced Skills for Sustainable and Rewarding Employment
Eoi	: Expression of Interest
FM	: Frequency Modulation
FNCCI	: Federation for Nepal Chamber of Commerce and Industry
GPS	: Global Positioning System
IFAD	: International Fund for Agriculture Development
ISM	: Implementation Support Mission
MoU	: Memorandum of Understanding
MSP	: Multi-Stakeholder Platform
MTR	: Mid-Term Review
NoL	: No Objection
OSS	: Occupational Skills Standard
PMO	: Project Management Office
PPI	: Poverty Probability Index
PSA	: Public Service Announcement
QBS	: Quality Based System
RERP	: Rural Enterprises and Remittances Project
RFP	: Request for Proposal
RMA	: Rapid Market Appraisal
RMSE	: Rural Micro and Small Enterprise
SDC	: Swiss Agency for Development and Cooperation
T&Es	: Training and Employment Service Providers
ToR	: Terms of Reference
ToT	: Training of Trainers
TVET	: Technical and Vocational Education Training
VST	: Vocational Skills Training

## Basic Project Information

Fact sheet status	June 2019						
Name of the project	SAMRIDDHI-Helvetas Nepal						
Implementing agency	Helvetas Swiss Intercooperation Nepal						
Purpose	Implementation Support (IS) to RERP-SAMRIDDHI in vocational skills training relevant for local employment and enterprise opportunities.						
Primary stakeholders	Youth from economically poor and socially disadvantaged households.						
Total target	Vocational skills training for 6,200 youth.						
Disaggregated target	5,200 youth trained under short-term vocational skills training; 1,000 youth trained under apprenticeship mode of training.						
Target outcome	80% youth trained under short-term vocational skills training are gainfully employed; 95% apprentices continue their employment in the same industry.						
Governing body	RERP Project Steering Committee chaired by Joint Secretary of Ministry of Industry Commerce and Supplies (MOICS) and Project Management Office (PMO).						
Funding agencies	International Fund for Agriculture Development (IFAD)						
Current phase and budget	<table border="1"> <thead> <tr> <th>Phase Duration</th> <th>Budget Source</th> <th>Budget (NPR.)</th> </tr> </thead> <tbody> <tr> <td>Jul. 2017 – Dec. 2021</td> <td>IFAD</td> <td>1,330,209,000</td> </tr> </tbody> </table>	Phase Duration	Budget Source	Budget (NPR.)	Jul. 2017 – Dec. 2021	IFAD	1,330,209,000
Phase Duration	Budget Source	Budget (NPR.)					
Jul. 2017 – Dec. 2021	IFAD	1,330,209,000					
Annual budget 2018-2019	NPR. 299,443,000 (for component 1.3)						
Expenditure as of 16 July 2019	NPR. 48,107,388.38						
Budget utilization 2018-2019	16%						
Geographical Coverage:	Total 16 districts from Province 1, 2 and 3						
Outlook for 2019-2020	<p>a) <b>Vocational skill training:</b></p> <ul style="list-style-type: none"> <li>• 14,700 (5200 of previous FY and 9,500 additional for this FY) youth from 16 districts will receive training and will be in decent jobs and/or set up Rural Micro, Small Cottage Enterprises (RMSEs)</li> <li>• At least 80% of the graduates in gainful employment earning monthly average income of NPR 10,000 for 6 months post training.</li> </ul> <p>b) <b>Apprenticeship training:</b></p> <ul style="list-style-type: none"> <li>• 2940 (including the targets of last FY) youth will be trained through apprenticeship mode of training</li> <li>• At least 95% of graduates will continue their employment in the same industry as trained in for at least 6 months post training.</li> </ul>						

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## Strategic Review and Outlook

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Helvetas Nepal is a key partner for the implementation of sub-component 1.3, Vocational training and Apprenticeship of Rural Enterprises and Remittance Project (RERP), SAMRIDDHI. The objective of this sub-component is to provide economically poor youth with quality skills relevant to local employment and enterprise opportunities, to enable them to secure decent jobs and/or establish their own skills-based Rural Micro Cottage and Small Enterprise (RMSE) through Training and Employment Service Providers (T&Es).

After having the amended bilateral agreement between the Project Management Office (PMO) and Helvetas including the revised Terms of Reference (TOR) of Helvetas during last trimester of last fiscal year 2017-2018, Helvetas team intensively worked on assisting the PMO for the training and employment service procurement process. The lengthy service procurement process concluded in second trimester and the training implementation in the field started only in third trimester of this fiscal year 2018-2019. In this context, this report presents the major activities and outputs attained by the project under the sub-component.

The major activities and outputs highlighting this reporting period are: support to Procurement Committee under the PMO to prepare TOR for Request for Proposal (RfP); technical and financial proposal assessments and contracting with T&Es; finalizing the apprenticeship training modules; preparation of Expression of Interest (EOI) for service procurement for vocational skills training (2nd round) and apprenticeship training (1st round); publication of Training Implementation and Monitoring Manuals for vocational skills; facilitating vocational training implementation and its monitoring.

The implementation of vocational training shows that 5074 youth (54% women, 97% youths<sup>1</sup>, 22% migrant families or returnees) have successfully completed the skills training (in 23 different occupations from 60 Palikas<sup>2</sup>). By this reporting period, Helvetas has recruited all the rest of the positions as per the amended TOR. Out of the total budget of NPR. 299,443,000.00 allocated for the fiscal year, budget utilisation was NPR 48,107,388.38 (16%).

As an outlook for FY 2019/2020, the project will complete the ongoing vocational training implementation (i.e. first round targeting 5200 youth) and will facilitate the disbursement of second claim to respective T&Es by first trimester. The service procurement process for second round of vocational skills training (targeting 9,500 youth) and for apprenticeship training (model one targeting 1080 youth) will be initiated. Whereas, the ongoing service procurement for apprenticeship training (model two targeting 1860 youths) will be concluded and service contract will be made at the mid of first trimester. Similarly, employment and income verification of first round of training graduates will be completed by this FY. To facilitate the project implementation, other activities such as conduction of Training of Trainers (TOT), development and dissemination of Public Service Announcements (PSAs), publication of revised Training Implementation and Monitoring Manual (in English and Nepali) for vocational skills training, adaptation and publication of same manual for leading to apprenticeship training, improvisation of the on-line database system application, monitoring of training events, its processes and post training employment verification will be carried out by the end of this Fiscal Year.

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<sup>1</sup> out of 97% youths, 43% are from 18-24 years and 54% are from 25-40 years of ages.

<sup>2</sup> Out of 60 intervened Palikas, 46 are priority Palikas enlisted by the Project.

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## 1. Introduction

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Rural Enterprises and Remittance Project (RERP) is a joint initiative of the Government of Nepal (GoN) and IFAD. Its strategic goal is reducing poverty and achieving sustainable development through employment-focused, equitable and inclusive economic development. The project is implemented by the Ministry of Industry, Commerce and Supplies (MOICS) and funded by IFAD. The development objective is that viable Rural Micro Cottage and Small Enterprise, in both farming and off-farming sectors, provide sustainable sources of income to poor households, migrant families and returnees.

The project targets economic opportunities in supply chains, local RMSEs and decent jobs, complemented by social inclusion strategies integrated within the approach. The project has three major components: 1) RMSE and Job promotion; 2) Productive investment; 3) Mobilization and Inclusion. The sub-component named as "Decent Jobs" is one of the key sub-components under component one. The objective of this sub-component is to provide youth from poor and marginalized communities with good quality skills training considering local employment and enterprise opportunities to enable them to secure decent jobs and/or establish their own successful skills-based enterprises.

The project beneficiaries participate in project activities based on their selection through pre-established eligibility criteria, primarily within the project supported priority Palikas<sup>3</sup>. In terms of geographic targeting, the project is implemented in 208 Palikas (including 100 priority Palikas of SAMRIDDHI intervention) in Province 1, 2 and 3. A corridor approach has been adopted outlining two corridors, namely, Janakpur Corridor (encompassing Bara, Rautahat, Sarlahi, Mahottari, Dhanusha, Sindhuli and Okhaldhunga - 7 districts) and Koshi/Sagarmatha Corridor (encompassing Bhojpur, Khotang, Udayapur, Siraha, Saptari, Sunsari, Morang, Dhankuta and Tehrathum - 9 districts).

The integration of the components and synergetic intervention amongst them seems to be one of the key success factors leading to intended results. Decent Jobs will be complemented with core economic mobilization activities in approximately 100 priority Palikas (under component 3) which will help to identify and inform interested potential applicants for skills development training and apprenticeship opportunities. Vocational skill trainees and apprentices from priority Palikas will also be offered business skills and financial literacy training under component 2. The approximately 45% successful skills graduates who are expected to start their own enterprises within 2 years of their training, will also have access to business development services from the Business Development Service Providing Organizations of the Chamber of Commerce and Industries under sub-component 1.2, and be eligible to apply for collateral free loans from partner financial institutions secured under the Financial Instrument for Risk Management under sub-component 2. Despite all these synergetic opportunities, the synergetic outcomes as anticipated are not clearly visible as of now due to the delay in full-fledged implementation of all the project components,

During the reporting period, Helvetas Nepal initiated the implementation of the agreed actions under vocational and apprenticeship training outlined in the bilateral agreement. The details of the activities accomplished, and outputs achieved are presented in subsequent chapter of this report.

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<sup>3</sup> In addition, component 1.3 may also select beneficiaries meeting the agreed criteria from other areas of Province 1 and 2 in addition to the priority Palikas.

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## **2. Project Activities and Outputs Achieved**

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As per the program design document, there are two categories of activities with corresponding budget allocations: i) Direct implementation by Project Management Office (PMO) with close Technical Assistance from Helvetas Nepal and, ii) Technical Support activities under Helvetas<sup>4</sup> Nepal. The major activities performed, and the outputs achieved under sub-component 1.3 during this reporting period are described as follows:

### **2.1. Direct Implementation by PMO via. Technical Support from Helvetas Nepal**

As per the mandate of Helvetas Nepal, the team has provided technical assistance to Project Management Office of RERP to execute the service procurement process aligning with the procurement process of Government of Nepal and the procurement guidelines IFAD. The major activities and outputs under this heading are as follows;

#### **2.1.1. Service Procurement Process for Vocational Skills Training**

Project Management Office developed and finalized the Request for Proposal (RFP) document based on the procurement guidelines of IFAD via intensive Technical Assistance of experts from Helvetas Nepal and multiple consultation with IFAD consultant. PMO also got No Objection Letter (NOL) from IFAD for both EoI and RfP for first batch of training delivery for 5200 targeted youth.

Helvetas Nepal supported the Project Management Office to develop an elaborate TOR for training and employment services and evaluation criteria based on the Quality Based System (QBS) as agreed with IFAD. During the course, series of conversation, meetings, and consultations were carried out with Project Management Office, procurement committee, IFAD consultant as the nature of service procurement process was new for most of stakeholders. At the same time, Helvetas also designed a web-based evaluation system (<http://202.166.206.168/EOIEntryGE.aspx>) to be adopted for evaluating the Technical Proposals. Based on the procurement document, the major criteria, sub-criteria and points for evaluation of the Technical Proposal were as below:

#### **A. The experience of the consulting firm relevant to the assignment (25)**

- A.1. General Technical Competency on skills training and employment
- A.2. Sectoral Technical Competency on skills training and employment
- A.3. Financial Competency/strength

#### **B. Proposed implementation approach and methods and Rapid Market Appraisal (RMA) (30)**

- B.1. Description of the proposed implementation approach and methods
- B.2. Work plan
- B.3. Rapid Market Appraisal and its information

#### **C. Human Resource competencies and Sufficiency in Number (45):**

- C.1. Adequacy, qualification and experience of instructional staffs proposed
  - Lead instructor (15)

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<sup>4</sup> The budgets under Technical Assistance activities are allocated to the Helvetas as per the bilateral agreement between Helvetas and RERP.

- Co-instructor (10)
  - Composition and social diversity of instructor staff (5)
- C.2. Adequacy, qualification and experience of non-instructional staff proposed
- Project lead or focal person (5)
  - Training Coordinator/Manager/Monitoring personnel (5)
  - Composition and social diversity of non-instructional staff (5)

Based on finalized documents, Helvetas assisted the procurement committee to invite the selected consulting firms for their proposal submission. The call was made to each of the shortlisted consulting firms by allocating target number of trainees, districts and sectors based on their Expression of Interests (EOIs).

Similarly, the team also prepared the Expression of Interest (EOI) call documents for second batch of Vocational Skill Training targeting 9500 youth for FY 2019/2020 incorporating comments on it from IFAD consultant from prior review and obtained No Objection Letter from IFAD.

### 2.1.2. Selection of T&Es for Delivering Vocational Skills Training

The technical team from Helvetas were invited by the procurement committee of Project Management Office for assisting in the selection of Training and Employment Service Providers (T&Es). A seven-member technical team from Helvetas were engaged in the assessment process. The assessment was made based on the pre-defined criteria and the scores as published in the call for the proposals. Out of the 41 consulting firms who had accepted the call, 39 had submitted the Technical and Cost Proposals to the PMO.

The assessment team generated its evaluation report and submitted to procurement committee of Project Management Office for further review and submission to IFAD to get a final No Objection Letter (NOL). Accordingly, 30 Training and Employment Service Providers were selected and contracted by PMO.

**Table 1: The Summary of Assessment**

SN	Description	Number	Note
1	Total number of firms shortlisted for Technical and Cost Proposal from EOI	42	78 applied their EOI
2	Total number of firms called by 'Request for Proposals (RFPs)	41	One firm self-declined the application
3	Total number of Technical proposals received	39	2 firms have not submitted the proposals
4	Total number of proposals assessed	39	One technical proposal was ineligible
5	Total number of recommended consulting firms from Technical Proposal assessment	30	
6	Total number of consulting firms selected and contracted by PMO	30	

### 2.1.3. Contract with T&Es to Deliver Vocational Skills Training

Project Management Office in line with project mandate, contracted with 30 selected Training and Employment Service Providers (T&Es) to deliver vocational skills training to targeted youths getting intensive Technical Assistance from Helvetas Nepal regarding contract document preparation, negotiation for contract and target distribution as per Scores Obtained in the Technical and Financial proposal assessment.

**Table 2: Sector wise distribution of targeted trainees (5200 youth)**

SN	Sectors	Number of firms that submitted proposal	Number of firms recommended	Total number of trainees proposed	Total number of trainees recommended
1	Automobile	2	2	200	200
2	Construction	28	11	2680	1200
3	Electrical	26	10	1840	800
4	Electronic	1	1	40	40
5	Health	8	7	760	560
6	Mechanical	5	5	400	400
7	Textile	26	13	2100	1160
8	Tourism	8	5	1040	800
9	Other	1	1	40	40
	<b>Total</b>			<b>9100</b>	<b>5200</b>

The list of T&Es with awarded target for the FY 2018/2019 is presented in Annex 1.

### 2.1.4. Endorsement of training modalities for Apprenticeship training

The formal apprenticeship training model is relatively new in the context of Nepal which is being implemented by some projects such as the Enhanced Skills for Sustainable and Rewarding Employment (ENSSURE), a Swiss Agency for Development Cooperation (SDC) project in Nepal implemented by the Council for Technical Education and Vocational Training (CTEVT) with technical assistance from Helvetas. Informally, however the training through the apprenticeship approach has been taking place since long. The Rural Enterprises and Remittances Project (RERP) has adopted the apprenticeship approach as a pilot initiative to train and develop skilled human resources with technical assistance from Helvetas Nepal. The following two different modalities of apprenticeship training were developed which got No Objection Letter from IFAD for Expression of Interest (EoI) and Request for Proposal (RFP) calls.

- **Modality 1:** Training and Employment Service Providers led apprenticeship training (i.e. Private sector Training Providers and CTEVT schools)
- **Modality 2:** Province level Federation of Nepalese Chambers of Commerce and Industries led apprenticeship training

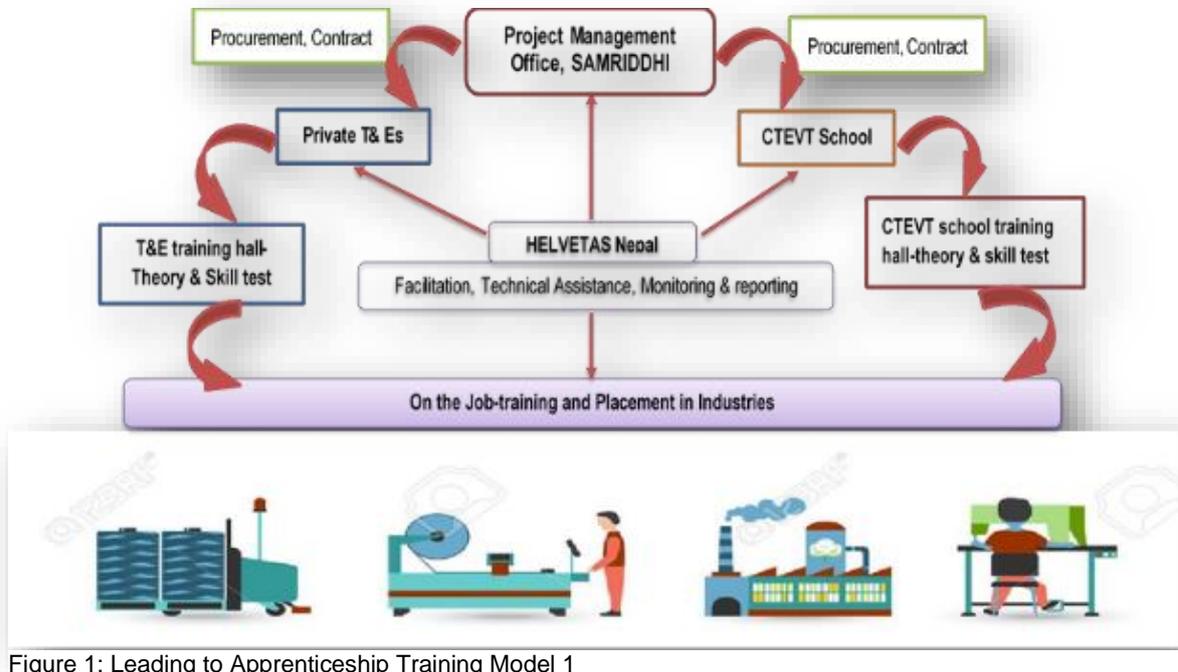


Figure 1: Leading to Apprenticeship Training Model 1

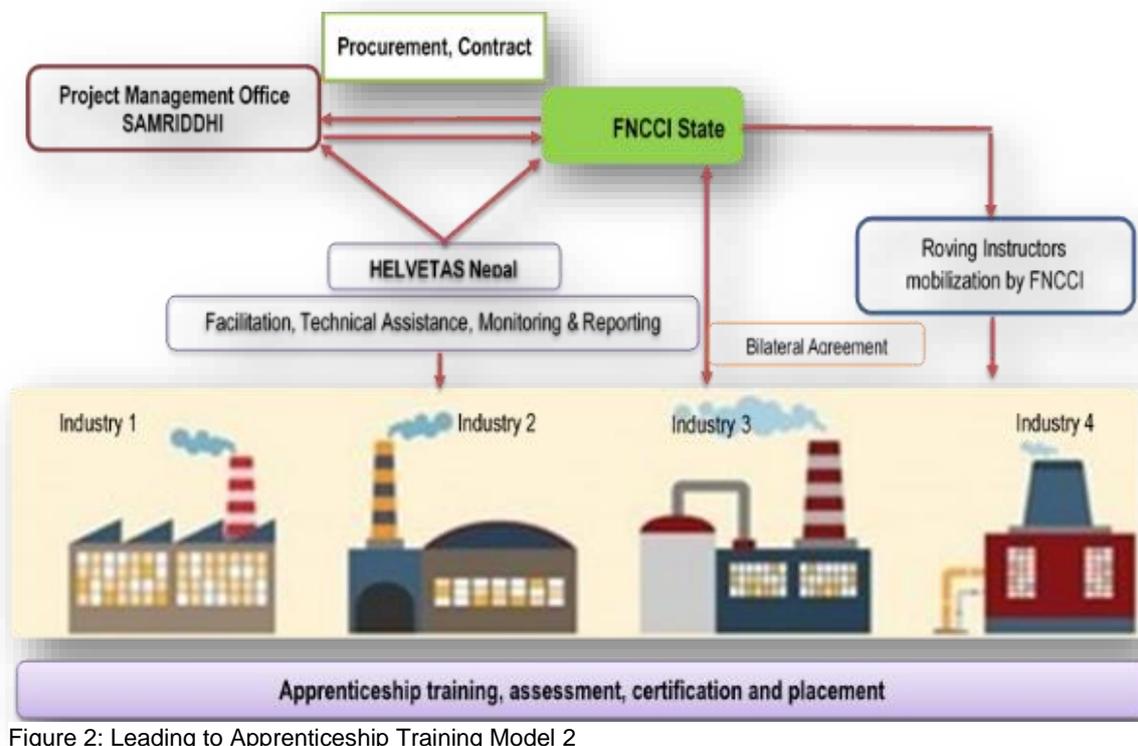


Figure 2: Leading to Apprenticeship Training Model 2

## 2.1.5. Development Request for Proposal (RFP) for Apprenticeship Training

Project Management Office (PMO) developed and finalized Request for Proposal (RFP) document for service procurement for Apprenticeship Training Model-2 (apprenticeship training led by FNCCI) targeting 1860 youths with Technical Assistance from Helvetas Nepal. The PMO made call for RFP from both FNCCI Province 1 and Province 2 after getting No Objection Letter from IFAD on the same.

Similarly, it prepared the Expression of Interest (EOI) call document for Apprenticeship training Model 1 (T&Es/or CTEVT school/Trust School led) targeting 1080 youth after incorporating comments of IFAD consultant and obtained No Objection from IFAD.

## 2.2. Technical Assistance of Helvetas Nepal

### 2.2.1. Amendment of Agreement and Signing with Project Management Office

As per the updated design document recommended by the Implementation Support Mission from IFAD in February 2018 and amended agreement between Helvetas and Project Management Office signed in July 2018, the Annual Work Plan and Budget

(AWPB) was approved by Project Management Office (PMO). In line with the approved AWPB, the activities accomplished, and outputs are described as follows:

### 2.2.2. Completion of Recruitment of Vacant Positions

In line with agreement between Project Management Office and Helvetas Nepal, Helvetas had made public announcement to fulfill the vacant positions of Monitoring Officers - 8; Programme Officer - 1 and Database Assistant - 2 for both Provincial Offices.

Helvetas Nepal has completed recruitment of all the vacant positions (Monitoring Officers; Programme Officer and Database Assistants) following its own recruitment process. All the recruited staff have been inducted and appointed in their duty stations in both the Provincial Offices. Currently, the project is fully staffed.

**Table 3: Total staff composition of Helvetas Nepal for SAMRIDDI**

Federal (Part time Staffs)	Provincial (Full time Staffs)	
	Province 1	Province 2
Team Leader- 1	Provincial Coordinator-1	Provincial Coordinator-1
Monitoring and Evaluation Manager-1	Cluster Monitoring Officer-2	Cluster Monitoring Officer-2
Finance and Administration Manager-1	Monitoring Officer-4	Monitoring Officer-4
Finance and Administration Officer-2	Programme Officer-1	Database Assistant-1
Database and IT Officer-1	Database Assistant-1	Driver-1
Driver-1	Driver-1	
Office Secretary-1		
Office Assistant-1		
Kitchen Warden-1		
<b>Total = 29</b>	<b>10</b>	<b>9</b>

There is a total of 29 staff in the project.

### 2.2.3. Publication of Implementation and Monitoring Manual for Skills Training

In line with SAMRIDDHI project's design document and Helvetas Nepal's own experience from implementing the Employment Fund project, a for vocational skills training was published after its sharing with the Project Management Office and upon endorsement by the Senior Management Team. The manual primarily targets the frontline staff of the project and the field staff of the T&Es. The project and the T&Es staff were oriented on the manual which is being used by them in the field extensively. The Nepali translated version is also in its printing stage.

Similarly, the Implementation and Monitoring Manual for Apprenticeship training considering the two different types of Apprenticeship training models outlined by newly developed concept note have been drafted. The draft has been circulated internally for feedback and will be published before the commencement of the training in the field.



Implementation and Monitoring Manual  
Rural Enterprise and Remittance Project, SAMRIDDHI  
Sub component 1.3: Decent Jobs

Technical Assistance



### 2.2.4. Assessment of Apprenticeship Training Potentiality

In addition to the labor market assessment done during the initial period, Helvetas Nepal provincial team along with its federal team carried out assessment specifically on potentiality and possibility of apprenticeship training in the industrial corridors of the project area. The objectives of the assessment were to i) identify potential sectors and industries for the training; ii) explore reflection of employers and industry associations on the apprenticeship training modalities; and iii) find out the ways of contracts/coordination and collaboration for the implementation of the apprenticeship trainings.

The assessment was carried out in Biratnagar-Itahari corridor of Province 1 and Simara-Pathlaiya-Lahan-Saptari as well as Janakpur-Bardibas Corridor of province 2. There were multiple level of meetings and interactions with CTEVT schools, industries and industry associations. The key findings of the assessment are as below:

- There is a huge scarcity of skilled labor in the industrial zone where employers are hiring their required workforces from local areas as well as from neighboring country, India.
- The employers have been struggling with the trend of high and frequent employee turnover annually.
- Most of the existing workers are freshers (unskilled) or semi-skilled, though there is a practice of grooming them by adopting an informal apprenticeship method teaming them with experienced employees.

- Some of the big industries like Reliance Jute Mill Pvt.; Arihant Jute Mill Pvt. Ltd. and Pulse Fashion Solution Pvt. Ltd. have been conducting skills training to produce skilled workers in their own initiation to fulfill the basic requirement of the industries which is quite inadequate. There is no provision of formal skills testing and certification.

It was also found that there is a high possibility and potentiality of apprenticeship mode of training in the industrial corridors of the project area. The industries and industry associations (both district and province level) are quite interested in managing and conducting apprenticeship training. However, they seemed reluctant to go through the tedious service procurement process required by projects like SAMRIDDHI. The findings of the assessment along with the proposed training modality have been shared with Helvetas Country Office.

### **2.2.5. Preparatory Works carried out for implementing skills trainings**

The project team at provinces carried out the following preparatory works for training implementation:

- Preparation of implementation procedures details, quality indicators for vocational skill training, monitoring process, etc.
- Distribution of vocational skills training targets in terms of sectors, occupations, and geography and target number of trainees based on the recommended technical proposal assessment report to better visualize the first-year disaggregated and clustering of the staff accordingly.
- Terms of Reference (TOR) for software developer and basic features of the software based on the Training Implementation and Monitoring Manual. Contracting the developer and development of on-line database system for vocational skill training.
- Collection and compilation of available training resources like Occupational Skills Standards, Occupational Profiles, Curricula and Manuals needed for the implementation of vocational skills training based on set target occupations for the first year.
- Compilation of list of proposed lead instructors and co-instructors based on the Technical Proposals submitted by the consulting firms.
- Preparation for conducting Training of Trainers (TOT) for the instructors from selected consulting firms once finalized from the ongoing service procurement process.
- Development of narrative scripts for Public Service Announcements (PSA) to be broadcasted via provincial or local level Radios/FM stations after completing the service procurement process.

## 2.2.6. Organization of Pre-proposal Conference for Vocational Skill Trainings

Helvetas Nepal together with PMO organized and facilitated the “Pre-proposal Conference and Rapid Market Appraisal Orientation Program”. The objective of the conference and orientation workshop was to orient the RMA procedure and facilitate them on developing the

- Total shortlisted consulting firms from EOI evaluation: **42** (out of 78 applied)
- Total consulting firms accepted invitation for RFP: **41**
- Total consulting firms participated in conference and orientation on RMA: **40**

technical and cost proposal for vocational skills training and employment services as per the Request for Proposal (RFP) announced from PMO. The conference also highlighted the major provisions of Term of Reference (TOR) for the consulting firms. It was also intended to have similar understanding among the shortlisted consulting firms about the process of technical proposal submission and evaluation in a transparent manner as guided by the procurement policy.

The events were of two days each for two different batches of participants and conducted during 28-31 August 2018 in Itahari.

## 2.2.7. Organization of Pre-proposal Conference for Apprenticeship Trainings

Helvetas Nepal together with the PMO organized and facilitated pre-proposal conference workshop in both Provinces 1 and 2 separately where Chairpersons of Federation Nepal Chamber of Commerce and Industry (FNCCI), Province 1 and 2 along with FNCCI members, representatives from big industries like Reliance Jute Mills, Arihant Jute Mills, Pulse Fashion Solution, etc.



Pre-proposal participants conducted in Province one, Itahari

participated where Kathmandu based staff along with Provincial staff of Helvetas and representatives from PMO, RERP facilitated the conference accordingly. Helvetas Nepal also oriented Apprenticeship training delivery model 2 (FNCCI led model), its objectives, roles of FNCCI and industries in the delivery of the training to the participants. The team also orient about the standard forms and formats to be ensured during Technical and Financial Proposal preparations as per the Request for Proposal (RFP) document called by the PMO.

### **2.2.8. Orientation Workshops among T&Es for Vocational Skills Training**

Training Implementation Orientation Workshops for the selected T&Es were conducted where two participants (one key management level staff and another field coordinator) from each of the selected T&Es participated. The major provisions made in Training Implementation and Monitoring Manual were discussed followed with the distribution of required number of manuals and trainee application forms.

Similarly, two separate events of 2-days long training on online-database system made for the vocational skill training were conducted for 30 database operators and 30 training coordinator/or field coordinators from all contracted Training and Employment Service Providers (T&Es) in Province one and two.

### **2.2.9. Development of on-line Database Management System**

Helvetas Nepal has developed web-based online data management system (<http://202.166.206.168/EOIEntryGE.aspx>) for recording the Technical Proposal assessment data and subsequent report generation. The objective of database system is to minimize human errors of data calculation, data analysis, and generation of different reports as per requirement. It has also created an increased access to the assessment details and disaggregated scores for concerned authorities from anywhere and anytime. It has also contributed to efficiency and effectiveness including transparency of the assessment process.

Similarly, the on-line database system to capture the vocational skills training details has also be developed with the support of external database consultant and being intensively used by project staff and T&Es to capture all the data from field. The system is also directly interlinked with subsequent payments to be made to respective T&Es after accomplishing the tasks. The database system (<http://202.166.206.168>) can also be accessed via SAMRIDDHI database with its users' identification and passwords.

### **2.2.10. Monitoring Training to Project Staff**

A four-days long project monitoring training is organized for all the staff under SAMRIDDHI-Helvetas at Itahari. At the same time, all component leader from PMO presented about the components and highlighted about the possible operational synergy at field. The training event was also accompanied with some capacity building sessions delivered by Mr. Govinda Gajurel (TVET expert, resource person) and Dr Usha Bhandari (TVET expert, Senior Program Officer, Swiss Agency for Development and Cooperation/SDC).

### **2.2.11. Vocational Skills Training Implementation Facilitation and Its Monitoring**

Thirty T&Es are being facilitated in implementing Vocational Skills Training (VST) and monitoring of each of training events as per the Implementation and Monitoring Manual developed by the project.

**Facilitation on training announcement and trainee selection:** Apart from the local announcements made by each T&E, Helvetas has also developed eight different Public Service Announcement (PSA) jingles in three different languages (i.e. Nepali, Bhojपुरी & Maithili) and aired via five different FM stations of state one and two. The jingles are being aired @ 8 to 10 times per day from each of 5 FM stations i.e. Saptakoshi FM

(90 MHz), Itahari Sunsari; Amurta FM (91.6 MHz), Triyuga, Udayapur; Radio Janakpur (97 MHz), Janakpur, Dhanusha; Rajdevi FM (93.2 MHz), Gaur, Rautahat and Radio Sargam (93 MHz), Lahan, Siraha.

**Training Venue Tracking by using KoBo:** The monitoring team assigned with a pre-training monitoring checklist to ensure the training preparation (like confirmation of training venues, preparation of training logistics, confirmation of trainers, announcement of trainings and selection of the trainees). Apart from the pre-training monitoring, project team has initiated application of KoBo software to upload the training location via GPS locators with the objective of online display of all the training locations. All 257 training events implemented by Training and Employment Service Providers (T&Es) have been tracked by KoBo application with its GPS location (<https://kobo.humanitarianresponse.info/accounts/login/?next=/#/forms> ) and can be accessed online.

**Facilitation on proper documentation of training events:** Moreover, the project team had printed and distributed "Trainee Attendance Register" and "Trainers' Book" for all the training events (260 events) anticipating the uniformities in attendances and well documentation of session plan, logbooks, On-the-Job (OJT) plan, visitor's reflection during the training.

**Table 4: The progress status as of reporting period is as below**

1.	Total number of training events contracted (targeting for 5200 youth)	260
2.	Number of training events implemented as of reporting period	257
3.	Number of training venues tracked by GPS locations	257 (100%)
4.	Pre-training and During-training monitoring status	
	– Number of training events monitored at its pre-training stage (training preparations and/or trainee selection interview)	257 events
	– Number of training events monitored at its during-training stage (first round monitoring)	251 events
5.	Number of training events not started as of now	3 events
6.	Number of training events claim report made by T&Es	239 events
7.	Number of training events made review and recommendation	204 events

## 2.2.12. Progress on Vocational Skills Training

The PMO selected 30 T&Es to deliver vocational skills training targeting 5200 youth in its first batch of procurement.

A total of 257 batches of trainings targeting 23 different occupations over 60 different Palikas<sup>5</sup> have been conducted. The progress as of this reporting period showed that that 5074 youth (54% women, 97% youths, 22% migrant families or returnees) have successfully completed the vocational skills training. The disaggregated trainees' data is presented in table 5 below.

- Total partners (T&Es): **30**
- Trainees enrolled: **5074** (54% women)
- Trade/Occupations: **23**
- Local Palika Coverage: **60**
- Key exports mobilization: **514**

**Table 5: Disaggregated Trainees Details**

Total Members	Dalit				Janajati				Others				Madhesi Economic Class 2		Muslim		Total	
	Terai		Hill		Terai		Hill		Terai		Hill		F	M	F	M	F	M
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Migrant	28	24	22	5	161	70	91	90	58	76	102	50	16	31	4	8	482	354
Returnees	0	6	4	5	6	14	3	22	6	7	8	16	0	6	0	3	27	79
Others	143	129	152	71	509	541	610	481	222	159	491	285	84	167	32	56	2243	1889
<b>Total</b>	<b>171</b>	<b>159</b>	<b>178</b>	<b>81</b>	<b>676</b>	<b>625</b>	<b>704</b>	<b>593</b>	<b>286</b>	<b>242</b>	<b>601</b>	<b>351</b>	<b>100</b>	<b>204</b>	<b>36</b>	<b>67</b>	<b>2752</b>	<b>2322</b>
																		5074
Youth (Age 18-24)	51	93	77	37	283	314	254	279	125	134	193	179	28	113	11	33	1022	1182
Youth (Age 25-40)	111	62	92	39	384	291	433	290	159	98	401	161	69	90	24	29	1673	1060
Age Above 40	9	4	9	5	9	20	17	24	2	10	7	11	3	1	1	5	57	80
<b>Total</b>	<b>171</b>	<b>159</b>	<b>178</b>	<b>81</b>	<b>676</b>	<b>625</b>	<b>704</b>	<b>593</b>	<b>286</b>	<b>242</b>	<b>601</b>	<b>351</b>	<b>100</b>	<b>204</b>	<b>36</b>	<b>67</b>	<b>2752</b>	<b>2322</b>
<b>Grand Total</b>																		5074

## 2.2.13. Participation in Multi-Stakeholder Platform Workshops

The provincial team from Helvetas Nepal from both provinces participated in the Multi-Stakeholder Platform workshops organized by corridor team of SAMRIDDHI project. It provided the opportunity to have a common understanding and identify the area for collaboration among inter-project components. The participating team also contributed to the workshop as facilitator and shared ideas and experiences in some of the relevant areas like development of business plan and entrepreneurship development interventions, etc.

<sup>5</sup> Out of 60 intervened Palikas, 46 are priority Palikas enlisted by the Project.

The Multi-Stakeholder Platform (MSP) workshop on Fish, Milk and Vegetable commodities in their respective corridors have been conducted by the respective component leads. The main objective of the MSP workshop was to share the findings of the assessment carried out by corridor team of SAMRIDDHI, explore issues, challenges and possible solutions. The workshops were also intended to validate the envisioned supply chain activities targeting to address the gaps and different issues in each of the commodity identified. The platforms are also supposed to be a sustainable association for upcoming discussions and validations. The key participants were farmers, traders, supplier, service providers, and financial institutes, etc. who are the key actors throughout the supply chain of respective commodities. The forums provided concrete opportunities and possible gaps obstructing the supply chain function.

#### **2.2.14. Participated in Project Orientation and MoU Signing Events at Palikas**

Project team of Helvetas Nepal under SAMRIDDHI in both the Provinces participated and facilitated Palika level project orientation and Memorandum of Understanding (MoU) signing events jointly with both corridor teams of RERP. The team of Helvetas also facilitated the process and sessions especially about the Vocational Skills and Apprenticeship training sub-component of the project. The events were useful in boarding in the local government authorities on the project activities and created space for upcoming project interventions including the implementation of training and employment activities under sub-component 1.3 of SAMRIDDHI.

#### **2.2.15. Participation in Implementation Support & Review Missions from IFAD**

During the reporting period, representatives from Helvetas participated in different Implementation Support Missions, Review Missions and field visits from IFAD.

**Implementation Support Missions:** Staff from Helvetas Nepal from participated in two different Implementation Support Missions organized from IFAD during September 2018 and March 2019. The team had contributed during the kick-off meeting, working sessions among project team, and field visits as per the mission schedule from 19-26 September 2018 and 4-13 March 2019.

**Country Strategy and Program Evaluation Mission:** A team of Helvetas Nepal participated in the IFAD's Country Strategy and Program Evaluation Mission in December 2019. The team presented the component details and status in front of Country Strategy and Program Evaluation (CSPE) mission team from IFAD at PMO and at Helvetas Office, Itahari. It facilitated field visit for evaluation consultant of IFAD where the team visited and interacted with one of the selected T&Es at Itahari. The major activities that the team participated in were:

- An inception meeting with MTR team along with Country Director of Helvetas Nepal in Kathmandu
- Participated in thematic group meetings organized by mission team and shared the progress, issues and challenges under sub-component 1.3 in Itahari
- Joined MTR team during visits and interactions with the different state level line ministries and briefed about the project interventions

- Supported to finalize log-frame of the project providing outcome, output of the component to the Monitoring and Evaluation thematic lead of the mission
- Meeting with Nigel Smith, Team Leader, MTR; Hari Dahal, Consultant IFAD and Mr. Alam, Economist to sort out some agendas like budget lines, apprenticeship training mechanisms and procurement process, etc.

**Field visit of Program Officer from IFAD:** A team of Helvetas Nepal participated in field visit of Mr. Frew Behatu, Programme Officer, Asia and the Pacific Division, IFAD. The Provincial team had also participated in the workshop organized by Mr. Frew and contributed on setting the program & financial disbursement targets by July 15 and by Dec. 2019 as well as contributed to listing out the project issues, challenges and possible way forwards.



Mr. Frew, interacting with Waiter/waitress trainee in Itahari, Sunsari

He had also visited vocational skills training sites around Itahari, Sunsari and interacted with the trainees of Tailoring/Dress maker, Indian Cook and Waiter/Waitress.

### 2.2.16. Participation in Senior Management Team Meetings

Helvetas Nepal's team has been participating in each of the Senior Management Team and occasional Corridor Management Team meetings to be organized by the PMO of SAMRIDDHI. The meeting platforms are being used to share the progress updates, issues and challenges by all the project components. Senior Management Team (SMT) meeting has been fruitful to reflect on the activities and outputs of the components and support to set plans to achieve milestones set by Missions.

Helvetas Nepal (especially focal person together with both the provincial coordinators) has been participating actively in the thematic discussion and presentation of the progress made in the field along with challenges and issues faced in the operation. Helvetas also endorsed *“Training Implementation and Monitoring Manual-2018”*, concept note of implementing ‘Leading to Apprenticeship’ training prepared by Helvetas. Moreover, the meeting also discussed on the issue of delay in service procurement process for vocational skills training and possible options for contracting and implementing the apprenticeship trainings through the potential industries. The issue of delay in service procurement was highlighted as it is a key milestone among the whole chain and mutually inclusive with succeeding project activities in the field.

### 2.2.17. Inputs in Farmers’ Diary formulated by Project Management Office

Both Helvetas team from the center as well as the province actively contributed to finalizing the “Farmers’ Diary” formulated by the PMO of SAMRIDDHI. The multifaceted diary was developed incorporating all the baseline information of a farmer or project beneficiary to capture the changes attributed by the overall project

interventions. The team of Helvetas in each Province also participated in consultation meetings before finalizing the diary and some electronic inputs were also made to make it final.

Moreover, the state team members of Helvetas also participated in surveying the data in field outlined by the diary as per the request from the PMO.

#### **2.2.18. Finalization of Annual Work Plan and Budget (AWPB)**

Helvetas Nepal has finalized Annual Work Plan and Budget (AWPB) for the year 2019-2020 and submitted to PMO. Based on the AWPB summary sheet, the team has also developed an elaborated booklet of AWPB explaining each of the activities planned and the corresponding budget.

#### **2.2.19. Participation in Poverty Probability Index (PPI) training**

Three persons (Bhanu Pandit, Suk Bahadur Chaudhary and Khul Bahadur Thapa) participated in Poverty Probability Index (PPI) training organized by the PMO in Itahari.

#### **2.2.20. Submission of Monthly, Trimester Reports**

Helvetas Nepal has been submitting the monthly, trimester reports regularly to the PMO as per bilateral agreement and on time. The report covers the activities carried out during the reporting period and outputs attained along with financial expenditure status.

#### **2.2.21. Safety and Security Training to the Project Staff**

As a part of the security regulation of the organization, newly appointed five monitoring officers from both states participated in four-days long safety and security training organized by the Swiss Agency for Development and Cooperation (SDC) in Kathmandu.

#### **2.2.22. Review and Planning Meeting among Project Team**

Helvetas Nepal organized two quarterly review and planning meetings among its project team in this FY where all staff participated. The meetings were instrumental to review and reflect the project progress along with issues, challenges and learning and planning for the subsequent quarter.

The meeting held in December 2018 was supplemented by a dedicated session on 'State Building for Federalization and Role of the Project/s' delivered by Country Director of Helvetas Nepal. Likewise, the meeting held in April 2019 was more focused on preparation of the training implementation as a 'Kick-off' meeting among the internal team. The major agendas were: clustering of the targets as per Cluster Monitoring Officers (CMOs) and Monitoring Officers (MOs), finalization of Public Service Announcements (PSAs), induction on the monitoring checklists (at least pre and during training) outlined in monitoring manual, development of inventory of Occupational Skill Standards (OSS), Curricula and Manuals, assessment of need of Training of Trainers (TOT), finalization of trainee register flip file, brochure, event ID creation and sharing of database entry templates among team, GPS mapping of Training venues and its operationalization, recording of toll-free calls and assurance of logistics for field movement, etc.

### 2.2.23. Monitoring of training by representatives of the local government

The long-awaited enrolment of vocational skills trainings in 60 different Palikas contributed to bring a positive and optimistic vibe among key stakeholders including the local government authorities. Representatives of the different Palikas were found to be closely engaged in all activities starting from advertisement of training, trainee selection, training inauguration and training monitoring.



Mayor of Mithila Municipality, Dhanusha interacting with trainees, Dhanusha (left) and Chairperson of Gaihat Municipality, Udayapur inaugurating Commis III training, Udayapur (Right).

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## 3. Financial Update

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During this FY 2018/2019, the total expenditure under Technical Assistance of Helvetas is NPR 34,470,817.46 (inclusive of VAT NPR 269,714.80) which is only 33% of annual budget NPR 105,653,000.00. The cumulative expenditure as of FY 2018/2019 under Technical Assistance is NPR 42,097,927.38 (inclusive of VAT NPR 284,997.71) which is only 13% against the total phase budget NPR 321,009,000.

During this reporting period, project was able to recommend and to settle the financial claim of 1<sup>st</sup> installment of 25 T&Es out of 30 T&Es. The total value of T&Es financial settlement is NPR 13,636,570.92 (inclusive of VAT NPR 1,568,784.92). Hence, the total expenditure of this FY 2018/2019 under component 1.3 is NPR 48,107,388.38 (inclusive of VAT NPR 1,838,499.72) which is only 16% of annual budget. Overall, as of FY 2018/2019, the cumulative reported expenditure under component 1.3 is NPR 55,734,498.30 (inclusive of VAT NPR 1,853,782.63) which is only 4% against the total phase budget NPR 321,009,000.

The budget utilization rate became low as majority of the activities envisioned was associated with implementation of skills training and employment that covered 65% out of annual budget (76% out of phase budget). Due to delay in rolling out of the training activities, the planned activities could not be materialized and hence carried over to the FY 2019/2020 accordingly.

Out of the cumulative expenditure as of reporting period NPR 42,097,927.38, NPR 16,265,263.64 (equivalent USD 153,643.55) has been reimbursed to Helvetas Nepal from IFAD against the first Statement of Expenditure (SOE) claim made by Helvetas. Similarly, the project has also submitted the second SOE amounting NPR 17,527,710.86 (inclusive of VAT NPR 181,225.13) and the third SOE amounting NPR 8,304,952.88 (inclusive of VAT NPR 103,772.58).

The annual budget vs expenditure and the Interim Financial Report (IFR) are presented in Annex 2 to Annex 4.

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## **4. Learning, Issues and Challenges**

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### **4.1. Learnings**

- The implementation of the vocational skills training in the field has led to a positive impression of progress of the RERP project. has gained positive visibility and a sense of progress.
- Local governments (Palikas) found very positive and excited on skills training implementation. In most of the Palikas, local government representatives have been participating in trainee's selection interview and supporting for training management as well.
- Applications received for training from women are more for occupations stereotyped as women friendly such as Assistant Beautician, Dress Maker or Tailoring and even in other white-color jobs like Cook, Waiter, Computer Repair & Maintenance Technician, etc. Quite several applications are received even in short notice for these occupations, whereas there are less women applicants for non-traditional occupations like Arc Welder, Mason, Plumbing, etc.
- Because of nominal women applicants in sector like Construction, Mechanical, Electrical and Automobile, Arc Welder and Plumbing, the T&Es have been facing difficulties to meet the awarded women target and are making their extra efforts to include them in trainings.
- T&Es have been facing scarcity of qualified instructors (mainly instructors with Training of Trainers/TOT certificates) because similar skills training projects were implemented by other agencies like EVENT Project/Ministry of Education, CTEVT's Project/Government of Nepal and skills training by some of the Palikas as well around the same time
- Some of the T&Es were not able to meet the total target for trainees due to the difficulty in getting women applicants. In such a case T&Es were not allowed to substitute women quota with men applicants.
- Eleven training venues (i.e. from allocated Palikas to adjoining Palikas) and one occupation (i.e. furniture maker to building painter in same sector) were approved for change based on T&Es request and realizing the issues (like less no. of applicants, duplication of training with other projects and potentiality of new proposed venue, etc.) and monitoring reflection from project team.

- The management of SAMRIDDHI-Helvetas including the representative from Country Office visited the field and provided significant suggestion to assure the training quality and avoid duplications.
- Door-to-door visit, announcement via mike and pamphlets were found more effective in disseminating information about trainings to the target group than using print media and FM radios.
- There are a few instances of replication of the training model:(i) Ministry of Social Development, State 1 has assigned Jeev Career Institute Pvt. Ltd. to conduct the same kind of training for 40 youth in Udayapur. (ii) Similarly, Belaka Municipality in Udayapur has shown commitment to contract Don Bosco Institute of Skill Development Pvt. Ltd. to conduct training for 25 youth in Result Based Financing model as adopted by SAMRIDDHI. Both the T&Es are ongoing partners of SAMRIDDHI Project under sub-component 1.3 (Decent Jobs)
- Few new initiatives taken by the project team like (i) Locating training events in [GPS location](#) via. Kobo and, (ii) development of [AWPB booklet](#) for project team are shared with SAMRIDDHI team during Senior Management Team (SMT) meeting.

#### 4.2. Issues and Challenges

SN	Issues/challenge	Possible causes	Way forward
1	Low no. of applications received for training in some locations and for some occupations	<ul style="list-style-type: none"> <li>• Delay in procurement; mismatch of RMA time and implementation time</li> <li>• Youth faced with more choices for training (offered by EVENT, ENSSURE, CTEVT) due to overlapping of working locations, occupations and time</li> <li>• Women are less interested in non-stereotypical trade/occupations</li> </ul>	<ul style="list-style-type: none"> <li>• Coordinate with other likeminded project to minimize the overlapping of time and location</li> <li>• Promote door-door visit, advertisement through mike and pamphlet</li> <li>• Women target should be revisited for non-stereotypical trade</li> <li>• Try to avoid the overlapping of service procurement with other agencies in next procurement,</li> </ul>
2	High dropout in two training events	<ul style="list-style-type: none"> <li>• High trainees' dropout in one training event (i.e. Waiter/Waitress occupation in Janakpur) because of less interest of the participants in the occupation and not having the training incentive</li> </ul>	<ul style="list-style-type: none"> <li>• One of the training events was merged with another event of same occupation in Janakpur after getting the monitoring reflection and common consent with T&amp;E.</li> </ul>
3	Two training events cancelled because of not getting sufficient applicants	<ul style="list-style-type: none"> <li>• Two training events of Commis-III not implemented due to a very smaller number of applicants even after re-announcement.</li> </ul>	<ul style="list-style-type: none"> <li>• T&amp;Es management has decided to drop these training events and officially informed the Provincial team.</li> </ul>
4	Halted training classes because of heavy rain and floods	<ul style="list-style-type: none"> <li>• The heavy rain and flood during the reporting period effected the ongoing training events like. Absenteeism increased during</li> </ul>	<ul style="list-style-type: none"> <li>• T&amp;Es had to halt a few training events in flood affected areas mostly in Province two in</li> </ul>

SN	Issues/challenge	Possible causes	Way forward
		heavy rain in some of the events; some training events needed to be halted for some time; and attendance register of Panchakanya Training Institute in Rajbiraj was lost in the flood etc.	consultation with the project team
5	Scarcity of instructors during the training implementation	<ul style="list-style-type: none"> <li>• Training of Trainers (TOT) for the trainees under selected T&amp;Es is not supported by project for the selected T&amp;Es</li> <li>• Huge number of trainings in similar occupations are running at the same time from different program like EVENT, CTEVT, ENSSURE</li> <li>• Due to part-time job nature of the instructors, they demanded for higher facility in some instances <ul style="list-style-type: none"> <li>○ Because of upcoming examination announced by Public Service Commission, Government of Nepal.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Prior approval from the Provincial team for the instructors replaced having required qualification and experience</li> <li>• Encourage the T&amp;Es for organizing the TOT on a cost sharing basis with the project at least in the next round</li> <li>• Encourage the T&amp;Es in implementing the training events in batches as far as possible</li> <li>•</li> </ul>
6	Better targeting	<ul style="list-style-type: none"> <li>• Poverty pocket areas lie in the southern part of <i>Terai</i> and in some hill Palikas, however most of the trainings are in highway corridor because of market and job opportunities</li> <li>• Most of the poor youth very less access to newspapers and radio to know about training opportunities</li> <li>• Poverty criteria is a barrier for eligibility for some migrant family members</li> <li>• Some of the needy and interested youth have no citizenship card</li> </ul>	<ul style="list-style-type: none"> <li>• Guided for better targeting within each of the events during pre-training monitoring</li> <li>• Door-door visit and use of amplifiers in rural area</li> <li>• Palikas having less Human Development Index (HDI) can be positively discriminated during the call for services without compromising the employment opportunity of the area</li> <li>• Targeted youth even without citizenship cards can be accommodated in the training through the recommendation from Palika or Ward Offices</li> </ul>
7	Woman target in non-stereo type of trade	<ul style="list-style-type: none"> <li>• The 50% women in trainings and employment as stated as a project target seem less feasible. The number of women applicants is low, and, the T&amp;Es are less confident on post training engagement of women</li> </ul>	<ul style="list-style-type: none"> <li>• Decrease the woman target from 50% to 30% or plan a additional positive discriminative actions to girls and womens</li> <li>• Promotional inputs like counseling to their family head, awareness to employer should</li> </ul>

SN	Issues/challenge	Possible causes	Way forward
		<p>trainees in some of the non-traditional trades/occupation</p> <ul style="list-style-type: none"> <li>• In most of the instances women are found to be less encouraged and less motivated for new occupations (non-traditional).</li> <li>• The likelihood earning income in women friendly trade is likely to be lower</li> </ul>	<p>be added in project intervention</p> <ul style="list-style-type: none"> <li>• Explore the possible occupation (woman friendly non-stereotypical trades that could connect woman's self-employment around their own community</li> <li>• There is limited woman friendly trade in agreed sector. So, they are facing high competition for employment. Agriculture sector can be opened for achieving woman target</li> </ul>
8	Changes in training venue and trade in some locations	<ul style="list-style-type: none"> <li>• Less number of applicants in some locations (Palikas) because of duplication of same training program by other agencies, long awaiting period after RMA, indicated women target percentage, etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Eleven such venues were approved for changes in adjoining venues with appropriate justifications from field observation form monitoring team</li> <li>• Service procurement system could be shortened after RMA as far as possible</li> </ul>
9	Target handling capacity of some of the T&Es	<ul style="list-style-type: none"> <li>• Multiple clients are handled at same time with large target by the T&amp;Es</li> <li>• Financial crisis to arrange tools, equipment and consumable in time</li> </ul>	<ul style="list-style-type: none"> <li>• Would be better to do physical verifications during the service procurement process (especially for institution-based training proposals)</li> <li>• Encourage the T&amp;Es for meeting deadlines for preparations</li> </ul>
10	Unavailability of migration and marriage certificate with some applicants	<ul style="list-style-type: none"> <li>• In the case of applicants received from immigrants to the project districts, the T&amp;Es faced a challenge to collect migration certificate and marriage certificate to enroll some potential candidates in training events as a compliance requirement of Implementation and Monitoring Manual.</li> </ul>	<ul style="list-style-type: none"> <li>• Encourage T&amp;Es to support with getting the certificates and give consideration for submission of the certificates to those with genuine interest in training</li> </ul>
11	Unavailability of citizenship card with some applicants	<ul style="list-style-type: none"> <li>• Some of the potential applicants were deprived from applying for the trainings because of not having the citizenship card with them.</li> </ul>	<ul style="list-style-type: none"> <li>• Encourage T&amp;Es to support with getting the certificate and give consideration for submission of the certificate to those with genuine interest in training.</li> </ul>

SN	Issues/challenge	Possible causes	Way forward
12	Various programs are focusing only on Level 1; however, Level 2 also seems to be potential to meet the skill standards in the labor market (in some of the occupations)	<ul style="list-style-type: none"> <li>• Like minded programs such as CTEVT, EVENT, ENSSURE, and the Palikas are offering similar kind of training package of L-1. A quick assessment showed that ~10,000 level one training is being offered in each of the state in state one and two in 2076/2077.</li> <li>• The content of some of the curricula were obsolete</li> <li>• Industry are demanding higher level and experienced human resource like L-2, L-3 in some of the occupations</li> </ul>	<ul style="list-style-type: none"> <li>• T&amp;Es can be insisted on exploring the demand of labor market in terms of level of skills standards per occupations (i.e. beyond level one as a set standard of the project)</li> <li>• T&amp;Es can be further encouraged to adopt employable skill standards than the easy and experienced pathway of level one training</li> <li>• Provision of level 2 in some of the occupations can be opened during the Service Procurement of next round training</li> <li>• The numbers of level one training can be traced back to a few years in state 1 and 2 to guide the demand for level 2 training in the field</li> </ul>

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## 5. Annexes

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Annex 1: List of consulting firms with target awarded for the FY 2018/2019

Annex 2: Budget and Expenditure Summary FY 2018/2019

Annex 3: Budget and Expenditure by Loan/Grant Categories

Annex 4: Budget and Expenditure by Financer and by Categories

Annex 5: Activities glimpses

**Annex 1: List of consulting firms with target awarded for the FY 2018/2019**

SN.	Name of T&Es	Target			Achievement		
		Women	Men	Total	Women	Men	Total
1	Asian School of Tourism and hotel mgmt (ASTHM)	80	80	160	82	75	157
2	Brilliant Manpower Training Center Pvt. Ltd. (BMTC)	140	140	280	146	132	278
3	Business Nepal Consultancy (BNC)	75	45	120	74	45	119
4	Byabasaya Talim Bikash Tatha Paramarsha Kendra (BTBPK)	6	54	60	0	54	54
5	Centre for Skill Development Career Consultancy (CSDCC)	12	108	120	12	108	120
6	College of Employment (COE)	12	28	40	8	27	35
7	Creative Skill (CS)	204	196	400	201	196	397
8	Damak Technical Education Foundation Pvt. Ltd. (DTEF)	81	59	140	77	63	140
9	Don Bosco Institute of Skill Development Pvt. Ltd. (DBISD)	40	0	40	40	0	40
10	Gandaki Polytechnic Institute (GPI)	144	96	240	146	92	238
11	Jayan Technical College of Technology Pvt. Ltd. (JTCT)	88	252	340	89	251	340
12	Jeev Career Institute Pvt. Ltd. (JCI)	200	0	200	200	0	200
13	Kantipur Bahu Prabidhik Shikshalaya Pvt. Ltd. (KBPS)	128	112	240	144	95	239
14	Kantipur Sudurpaschim Technical College Pvt. Ltd. (KSTC)	80	0	80	80	0	80
15	Kathmandu Institute of Hospitality Mgt (KIHM)	110	110	220	62	98	160
16	Kushal Byabasaya Paramarsha Tatha Talim Kendra (KBPTK)	80	0	80	80	0	80
17	Multi Skill and Environment Development Pvt. Ltd. (MSED)	163	17	180	163	17	180
18	Nepal Career Training Foundation (NCTF)	63	37	100	69	31	100
19	Oxford Advanced Engineering College Pvt. Ltd. (OAEC)	40	0	40	40	0	40
20	Panchakanya Training Institute Pvt. Ltd. (PTI)	129	211	340	156	184	340
21	Pathibhara Himalayan Polytechnic Institute Pvt. Ltd. (PHPI)	82	78	160	81	73	154
22	Sajha Byabasaya Sip Bikash (SBSB)	16	64	80	16	64	80
23	Sana Byabasaya Paramarsha Tatha Talim Kendra (SBPTK)	176	104	280	198	82	280
24	Social Development Centre (SDC)	8	32	40	6	32	38
25	Trade Link Technical Training Institute (TLTTI)	60	180	240	81	159	240
26	Training and Consultancy Center for Employment and Enterprise Pvt. Ltd. (TRACE)	206	134	340	188	134	322
27	Training Centre Nepal (TCN)	157	123	280	170	98	268
28	Udhyam Bikas Paramarsh Tatha Talim Kendra (UBPTK)	51	129	180	55	124	179
29	World Link Technical Training Institute Pvt. Ltd. (WLTTI)	52	48	100	52	48	100
30	World Wide Technical (WWT)	32	48	80	35	41	76
<b>Total</b>		<b>2715</b>	<b>2485</b>	<b>5200</b>	<b>2751</b>	<b>2323</b>	<b>5074</b>

## Annex 2: Budget and Expenditure Summary FY 2018/2019

SN	Activity	Project Target		FY 2018-19		FY 2018-19		Remarks
		Target	Budget	Target	Budget	Progress	Expenditure	
<b>Component 1: Direct implementation by PMO</b>								
<b>Skills Training and Employment</b>								
1.1	Skills Training and Employment (Level -1)	24,000 Trainees	835,200,000	13,200	164,500,000	4,073	13,636,571	
1.3	Skills Training and Employment (Apprenticeship)	6,000 Trainees	174,000,000	2,940	29,290,000			
	<b>Total</b>	<b>30,000 Trainees</b>	<b>1,009,200,000</b>		<b>193,790,000</b>		<b>13,636,571</b>	
<b>Component 2: Contract with Helvetas Nepal</b>								
<b>Technical Assistance of Helvetas Nepal</b>								
<b>TA 1.</b>	<b>Market Research and Product Development</b>							
1.1	Consultant: Various Research and Market Studies (Labor Market Studies; District Level Market Assessment; other researches)	5 LS	2,260,000	1 LS	579,000		-	
1.2	Consultant: Database System Support	4 Time	904,000	1 LS	550,000	1 LS	37,855	
1.3	Updating and Revision of Training Manuals/ Curriculum	18 Manuals	11,700,000	5 Manuals	3,250,000		-	
1.4	Printing & Publications of Training Materials (Manuals; Implementation Guidelines; Monitoring Guidelines and Application Guidelines; Flip file; handbook)	23 LS	6,497,000	4 LS	2,175,000	1 LS	241,230	
1.5	Training & Workshop on Communication & Outreach; Production and Broadcasting of PSAs; Communication and Outreach materials;	7 LS	3,955,000	1 LS	475,000		-	
1.6	Technical Assistance to Local Government on TVET	2 LS	5,000,000	1 LS	2,500,000		-	
	<b>Total</b>		<b>30,316,000</b>		<b>9,529,000</b>		<b>279,085</b>	
<b>TA 2.</b>	<b>Capacity Building (Training &amp; Workshops)</b>							
2.1	Capacity Building Training and Workshops to T&Es & Project Staff (General TOT and Other Trainings)	20 Events	7,401,000	1 Event	500,000	1 LS	475,215	

SN	Activity	Project Target		FY 2018-19		FY 2018-19		Remarks
		Target	Budget	Target	Budget	Progress	Expenditure	
2.2	Training and Capacity Building Workshop to T&Es (Monitoring; Database; Finance)	13 Events	3,672,000	3 Events	4,250,000	4 Events	1,534,351	
2.3	Review & Planning Meeting with T&Es, Project team; RERP & Stakeholders	16 Events	3,559,000	5 Events	1,700,000	5 Events	477,994	
2.4	Orientation on Decent Work Standard among Employer; Employee and Stakeholders	15 Events	4,576,000	5 Events	1,350,000		-	
	<b>Total</b>		<b>19,208,000</b>		<b>7,800,000</b>		<b>2,487,560</b>	
<b>TA 3.</b>	<b>Program Monitoring</b>							
3.1	Training/Outcome Monitoring personnel Cost	48 Months	114,312,000	18 Months**	40,794,000	12 months	17,649,082	
3.2	Program Monitoring, Travel & Vehicle Running Cost	48 Months	34,436,000	18 Months	9,800,000	12 months	2,022,255	
	<b>Total</b>		<b>148,748,000</b>		<b>50,594,000</b>		<b>19,671,337</b>	
<b>TA 4.</b>	<b>Project Management Cost</b>							
4.1	Project Management-Personnel Cost	48 Months	51,534,000	18 Months	14,500,000	12 months	7,702,070	
4.2	Office Operating Cost of Project	48 Months	20,220,000	18 Months	7,310,000	12 months	2,703,945	
4.3	Procurement of Vehicles (Duty Exempt)	2 Vehicles	6,000,000	2 Vehicles	6,000,000		-	
	<b>Total</b>		<b>77,754,000</b>		<b>27,810,000</b>		<b>10,406,016</b>	
	<b>TOTAL: Technical Assistance of Helvetas Nepal</b>		<b>276,026,000</b>		<b>95,733,000</b>		<b>32,843,997</b>	
	<b>Overhead Cost (3.5% of Total Skill component)</b>	<b>3.5%</b>	<b>44,983,000</b>		9,920,000		1,626,820	
	<b>Grand Total of TA</b>		<b>321,009,000</b>		<b>105,653,000</b>		<b>34,470,817</b>	
	<b>Total Budget: Sub Component 1.3</b>		<b>1,330,209,000</b>		<b>299,443,000</b>		<b>48,107,388</b>	

Note:

\* Though, 5074 youth have completed the training, as of now the financial settlement for first installment has been done only for 4073 trainees.

\*\* Budget planned for 6 months of FY 18 and 12 months of FY19, combinedly approved for FY 19 as the expenditure incurred in FY 18 reported in FY19 due to delay in final agreement between PMO and Helvetas.

### Annex 3: Budget and Expenditure by Loan/Grant Categories

Reporting period: Chaitra 2075 to Ashar 2076 (15 MARCH 2019 to 16 JULY 2019)

<b>Sources and Use of Funds by Category (all financiers)</b>			
<b>Sources of Funds (income)</b>	<b>Reporting Period (3rd Trimester) FY 2018-2019</b>	<b>Reporting Period (Annual) Fiscal Year 2018-2019</b>	<b>Cumulative project life</b>
	<b>Chaitra 2075 - Ashar 2076</b>	<b>Shrawan 2075 - Ashar 2076</b>	<b>Kartik 2074 - Ashar 2076</b>
	<b>In the currency of the financial statements (NRs)</b>		
Initial deposit (IFAD Loan)	N/A	N/A	N/A
Initial Deposit (IFAD Grant)	N/A	N/A	N/A
IFAD Loan	-	-	-
<b>IFAD Grant</b>	<b>16,265,263.64</b>	<b>16,265,263.64</b>	<b>16,265,263.64</b>
Government Funds	1,568,784.92	1,568,784.92	1,568,784.92
Reimbursable Fund (IFAD Loan)	12,067,786.00	12,067,786.00	12,067,786.00
Helvetas Reimbursable Fund (IFAD Grant)	(2,390,197.33)	17,935,839.02	25,547,666.03
Helvetas Reimbursable Fund (GON Fund)	158,330.57	269,714.80	284,997.71
Private Sector-Financing Institutions			
Beneficiary			
<b>Exchange rate differences (gain/loss)</b>			
<b>Total</b>	<b>27,669,967.80</b>	<b>48,107,388.38</b>	<b>55,734,498.30</b>
<b>Use of Funds (expenditures) by Project Category</b>			
Goods Service & Inputs	13,636,570.92	13,636,570.92	13,636,570.92
Consultancies	14,033,396.88	34,470,817.46	42,097,927.38
Vehicles			-
<b>Total expenditures</b>	<b>27,669,967.80</b>	<b>48,107,388.38</b>	<b>55,734,498.30</b>
<b>Income less Expenditures</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Other</b>			
Payables/commitments		0	0
Receivables (including advances)		0	0
<b>Total</b>			
<b>Opening Cash Balance</b>			
Comprising of:			
IFAD Loan project Account	N/A	N/A	N/A
IFAD Grant (Helvetas Account)	N/A	N/A	N/A
IFAD Project Account	N/A	N/A	N/A
Government Project Account	N/A	N/A	N/A
Beneficiary Project Account	N/A	N/A	N/A
cash book			
etc.			
<b>Closing Cash Balances</b>			
Comprising of:			
IFAD Loan project Account	N/A	N/A	N/A
IFAD Grant (Helvetas Account)	N/A	N/A	N/A
IFAD Loan Project Account	N/A	N/A	N/A
Government Project Account	N/A	N/A	N/A
Beneficiary Project Account	N/A	N/A	N/A
cash book			

## Annex 4: Budget and Expenditure by Financer and by Categories

Report 2: Summary of Expenditures by Loan/Grant Categories and By Financiers

Category	Description of category	Financing Source (in currency of the financial statements NRs)																		
		IFAD Loan			IFAD Grant			Government (Budget & Tax)			Cofinancier			Beneficiaries			Total			
		Category allocation as per financing agreement (USD)	Cumulative (NPR)	Reporting period (NPR)	Cash forecast for Next reporting period (NPR)	Category allocation as per financing agreement (USD)	Cumulative (NPR)	Reporting period (NPR)	Cash forecast for Next reporting period (NPR)	Cumulative (NPR)	Reporting period (NPR)	Cash forecast for Next reporting period (NPR)	Cumulative (NPR)	Reporting period (NPR)	Cash forecast for Next reporting period (NPR)	Cumulative (NPR)	Reporting period (NPR)	Cash forecast for Next reporting period (NPR)	Cumulative (NPR)	Reporting period (NPR)
A-II	Goods Service & Inputs	7,569,000.00	12,067,786.00	12,067,786.00	-	-	-	-	1,568,784.92	1,568,784.92	-	-	-	-	-	-	-	13,636,570.92	13,636,570.92	-
B-I	Consultancies	-	-	-	3,280,085.00	41,812,929.67	13,875,066.31	-	284,997.71	158,330.57	-	-	-	-	-	-	-	42,097,927.38	14,033,396.88	-
B-V	Vehicles	-	-	-	60,000.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	<b>Total</b>	<b>7,569,000.00</b>	<b>12,067,786.00</b>	<b>12,067,786.00</b>	<b>-</b>	<b>3,340,085.00</b>	<b>41,812,929.67</b>	<b>13,875,066.31</b>	<b>-</b>	<b>1,853,782.63</b>	<b>1,727,115.49</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>55,734,498.30</b>	<b>27,669,967.80</b>	<b>-</b>

Report 3: Financial performance by financier by component (NPR)																									
Component	IFAD Loan						IFAD Grant						Government (Budget & tax)						Total						
	Reporting period			Cumulative			Reporting period			Cumulative			Reporting period			Cumulative			Reporting period			Cumulative			
	Planned (AWPB)	Actual	%	Planned (Design report)	Actual	%	Planned (AWPB)	Actual	%	Planned (Design report)	Actual	%	Planned (AWPB)	Actual	%	Planned (Design report)	Actual	%	Planned (AWPB)	Actual	%	Planned (Design report)	Actual	%	
<b>Component 1: Skills Training and Employment</b>																									
Output 1: Skills Training and Employment																									
1.1: Skills Training and Employment (Level -1)	164,500,000	12,067,786.00	7%	626,400,000	12,067,786.00	2%																			
1.3: Skills Training and Employment (Apprenticeship)	29,290,000	-	0%	130,500,000	-	0%																			
Sub-Total (Output 1)	193,790,000	12,067,786.00	6%	756,900,000	12,067,786.00	2%	-	-	#DIV/0!	-	-	#DIV/0!	-	1,568,784.92	#DIV/0!	252,300,000	1,568,784.92	1%	193,790,000	13,636,570.92	7%	1,009,200,000	13,636,570.92	1%	
<b>Component 2: Contract With HELVETAS</b>																									
TA 1: Market Research and Product Development																									
1.1: Consultant: Various Research and Market Studies (Labour Market Studies; District Level Market Assessment; other researches)			#DIV/0!			#DIV/0!	579,000	-	0%	2,260,000	543,646.00	24%			#DIV/0!			#DIV/0!	579,000	-	0%	2,260,000	543,646.00	24%	
1.2: Consultant: Database System Support			#DIV/0!			#DIV/0!	550,000	-	0%	904,000	33,500.00	4%			#DIV/0!		4,355.00	#DIV/0!	550,000	-	0%	904,000	37,855.00	4%	
1.3: Updating and Revision of Training Manuals/ Curriculum			#DIV/0!			#DIV/0!	3,250,000	-	0%	11,700,000	-	0%			#DIV/0!			#DIV/0!	3,250,000	-	0%	11,700,000	-	0%	
1.4: Printing & Publications of Training Materials (Manuals; Implementation Guidelines; Monitoring Guidelines and Application Guidelines; Flip file; handbook )			#DIV/0!			#DIV/0!	2,175,000	224,980.00	10%	6,497,000	224,980.00	3%		16,250.00	#DIV/0!		16,250.00	#DIV/0!	2,175,000	241,230.00	11%	6,497,000	241,230.00	4%	
1.5: Training & Workshop on Communication & Outreach; Production and Broadcasting of PSAs; Communication and Outreach materials;			#DIV/0!			#DIV/0!	475,000	-	0%	3,955,000	-	0%			#DIV/0!			#DIV/0!	475,000	-	0%	3,955,000	-	0%	
1.6: Technical Assistance to Local Government on TVET			#DIV/0!			#DIV/0!	2,500,000	-	0%	5,000,000	-	0%			#DIV/0!			#DIV/0!	2,500,000	-	0%	5,000,000	-	0%	
Sub-Total TA1	-	-	#DIV/0!	-	-	#DIV/0!	9,529,000	224,980.00	2%	30,316,000	802,126.00	3%		16,250.00	#DIV/0!		20,605.00	#DIV/0!	9,529,000	241,230.00	3%	30,316,000	822,731.00	3%	
<b>TA 2: Capacity Building ( Training &amp; Workshops)</b>																									
2.1: Capacity Building Training and Workshops to T&Es & Project Staff (General TOT and Others Trainings)			#DIV/0!			#DIV/0!	500,000	371,198.57	74%	7,401,000	449,017.07	6%		26,198.25	#DIV/0!		26,198.25	#DIV/0!	500,000	397,396.82	79%	7,401,000	475,215.32	6%	
2.2: Training and Capacity Building Workshop to T&Es (Monitoring ; Database; Finance)			#DIV/0!			#DIV/0!	4,250,000	793,630.92	19%	3,672,000	1,404,298.92	38%		74,966.45	#DIV/0!		130,051.59	#DIV/0!	4,250,000	868,617.37	20%	3,672,000	1,534,350.51	42%	
2.3: Review & Planning Meeting with T&Es, EFS team; RERP & Stakeholders			#DIV/0!			#DIV/0!	1,700,000	94,946.00	6%	3,559,000	878,746.00	25%		3,003.00	#DIV/0!		3,003.00	#DIV/0!	1,700,000	97,949.00	6%	3,559,000	881,749.00	25%	
2.4: Orientation on Decent Work Standard among Employer, Employee and Stakeholders			#DIV/0!			#DIV/0!	1,350,000	-	0%	4,576,000	-	0%			#DIV/0!			#DIV/0!	1,350,000	-	0%	4,576,000	-	0%	
Sub-Total TA 2	-	-	#DIV/0!	-	-	#DIV/0!	7,800,000	1,259,775.49	16%	19,208,000	2,732,061.99	14%		104,187.70	#DIV/0!		159,252.84	#DIV/0!	7,800,000	1,363,963.19	17%	19,208,000	2,891,314.83	15%	
<b>TA 3: Program Monitoring</b>																									
3.1: Training/Outcome Monitoring personnel Cost			#DIV/0!			#DIV/0!	40,794,000	6,727,161.81	16%	114,312,000	20,822,384.09	18%		3,330.97	#DIV/0!		12,495.16	#DIV/0!	40,794,000	6,730,492.78	16%	114,312,000	20,834,879.25	18%	
3.2: Program Monitoring, Travel & Vehicle Running Cost			#DIV/0!			#DIV/0!	9,800,000	1,223,723.56	12%	34,436,000	2,537,545.34	7%		21,902.10	#DIV/0!		43,456.70	#DIV/0!	9,800,000	1,245,625.66	13%	34,436,000	2,581,002.04	7%	
Sub-Total TA 3	-	-	#DIV/0!	-	-	#DIV/0!	50,594,000	7,950,885.37	16%	148,748,000	23,359,929.43	16%		25,233.07	#DIV/0!		55,951.86	#DIV/0!	50,594,000	7,976,118.44	16%	148,748,000	23,415,881.29	16%	
<b>TA 4: Project Management Cost</b>																									
4.1: Project Management-Personnel Cost			#DIV/0!			#DIV/0!	14,500,000	2,306,877.00	16%	51,534,000	9,690,916.92	19%			#DIV/0!			#DIV/0!	14,500,000	2,306,877.00	16%	51,534,000	9,690,916.92	19%	
4.2: Office Operating Cost of Project			#DIV/0!			#DIV/0!	7,310,000	1,196,849.45	16%	20,220,000	3,343,153.33	17%		12,659.80	#DIV/0!		49,188.01	#DIV/0!	7,310,000	1,209,509.25	17%	20,220,000	3,392,341.34	17%	
4.3: Procurement of Vehicles (Duty Exempt)			#DIV/0!			#DIV/0!	6,000,000	-	0%	6,000,000	-	0%			#DIV/0!			#DIV/0!	6,000,000	-	0%	6,000,000	-	0%	
Sub-Total TA 4	-	-	#DIV/0!	-	-	#DIV/0!	27,810,000	3,503,726.45	13%	77,754,000	13,034,076.25	17%		12,659.80	#DIV/0!		49,188.01	#DIV/0!	27,810,000	3,516,386.25	13%	77,754,000	13,083,258.26	17%	
<b>TOTAL: Technical Assistance of HELVETAS</b>	-	-	#DIV/0!	-	-	#DIV/0!	95,733,000	12,939,367.31	14%	276,026,000	39,928,187.67	14%		158,330.57	#DIV/0!		284,997.71	#DIV/0!	95,733,000	13,097,697.88	14%	276,026,000	40,213,185.38	15%	
<b>Overhead Cost (3.5% of Total Skill component)</b>			#DIV/0!			#DIV/0!	9,920,000	935,699.00	9%	44,983,000	1,884,742.00	4%			#DIV/0!			#DIV/0!	9,920,000	935,699.00	9%	44,983,000	1,884,742.00	4%	
<b>Grand Total of TA</b>	-	-	#DIV/0!	-	-	#DIV/0!	105,653,000	13,875,066.31	13%	321,009,000	41,812,929.67	13%		158,330.57	#DIV/0!		284,997.71	#DIV/0!	105,653,000	14,033,396.88	13%	321,009,000	42,097,927.38	13%	
<b>Total Budget : Sub Component 1.3</b>	193,790,000	12,067,786.00	6%	756,900,000	12,067,786.00	2%	105,653,000	13,875,066.31	13%	321,009,000	41,812,929.67	13%		1,727,115.49	#DIV/0!		252,300,000	1,853,782.63	1%	299,443,000	27,669,967.80	9%	1,330,209,000	55,734,498.30	4%

**Annex 5: Glimpses of training activities**



Ongoing practical session in Construction Brick Layer Mason training conducted by Training Center Nepal Pvt. Ltd. in Kolhabi Municipality – 3, Bara



Ongoing practical session in Junior Plumber training (one of the non-traditional occupations for women) conducted by World Wide Technical Pvt. Ltd. in Gujara Nagarpalika – 3, Rautahat



Training participants in Junior Plumbing training conducted by Panchakanya Training Institute Pvt. Ltd. in Udhayapur



Ongoing practical session on Commis (III) training conducted by Training and Consultancy Center for Employment and Enterprise Pvt. Ltd. in Itahari



Mayor, Golbazar Municipality, Siraha interacting with Aluminum Fabricator trainees conducted by Sana Byabasaya Paramashara Tatha Talim Kendra Pvt. Ltd. in GolBazaar Municipality – 6, Siraha



Mayor, Mithila municipality, Dhanusha observing the Tile Marble Fitter Training conducted by Trade Link Technical Training Institute Pvt. Ltd. in Mithila Municipality – 2, Dhanusha



Training glimpses- Construction Brick Layer Mason training Conducted by Kantipur Bahu Prabidhik Shikshalaya Pvt. Ltd. in Bhirgaun, Dhankuta



Training participants in Junior Plumbing training conducted by Panchakanya Training Institute Pvt. Ltd in Udhayapur



Training glimpses of Hand Embroidery training conducted by Panchakanya Training Institute Pvt. Ltd. at Udayapur



Chairperson of Gaighat Municipality (with spoon at middle) inaugurating a Commis III training conducted by Asian School of Tourism and Hospitality Pvt. Ltd. in Udayapur



Indian Cook training conducted by Brilliant Manpower Training Center Pvt. Ltd. at Itahari