From Design to Implementation: P4R: INDIA:

Enhancing Teacher effectiveness in Bihar - Hybrid P4R - $250 million (under Implementation)
And
Skill India Mission Operation - Hybrid P4R - $1 billion (under Preparation)

SOME IMPORTANT LESSONS
P4R | The Ecosystem

- Buy-In to Strengthen Existing Government Programs
- Improved Design and Implementation of Programs
- Governance Through Use of In-Country Systems
- Institutionalization of Results-Based Approach

Beneficiaries, Clearly Identified Activities & Impact Scope

Stakeholders

- Sharp Definition of P4R Financial Boundaries
- Crisp Delineation of P4R Scope & Budget
- Sustainability & Predictability of Reform
- Predictable Funding

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Government
The Program Boundaries:

NATIONAL SKILL DEVELOPMENT MISSION

STRIVE
Long-term skill training programs under the control of Directorate General of Training / NCVT

Skills India Mission Operation (SIMO)
- National Mission and its Sub-Missions: Infrastructure, Institutional training, Convergence, Trainers, Overseas Employment, Sustainable Livelihoods, Leveraging Public Infrastructure
- MSDE (NSDA, NSDF, NSDC, SSCs)
- State Skill Development Missions
Results Areas and related DLIs

**Result Area 1**
Institutional Strengthening at the national level
- Increased access to market relevant upgraded skills development programs offered by public and private sector training providers (DLI 1)
- Increased placement through market relevant upgraded skills development programs offered by public and private sector training providers (DLI 2)
- Strengthened Monitoring and Evaluation System including a fully functional Labor Market Information Systems (LMIS) created across national, and state levels (DLI 5)
- Improved performance of States on market relevant SD Programs (DLI 6)

**Result Area 2**
Improving the quality and market relevance of SD Programs
- Quality Assurance systems, regulatory mechanisms and curricular reform for improved quality of SD Programs (DLI 3)
- Upgrading the skills of Trainers and Assessors (DLI 4)

**Result Area 3**
Enhancing access for Women and Disadvantaged group
- Enhancing access for women and disadvantaged groups (DLI 7)

**Result Area 4**
Expanding skill training through Public Private Partnerships
- Joint public and private sector funding successfully channelized into priority SD initiatives (DLI 8)
### P4R | Preparation | Assessment (1 of 2)

**Prepare for the ROC!**

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The Program: Designing for Results: What gives me sleepless nights?

- Have we defined the program well and delimited its boundaries?
- Do the Results Framework and DLIs talk to each other?
- How well have we costed the DLIs? Should we have been more modest or more ambitious?
- Is the verification description clear? Has the IVA understood what and how to verify the results?
- Do I have the TA procurement plan ready?
DLIs MUST BE VERIFIED THROUGH AN AGREED PROTOCOL

IDENTIFY

- data sources
- data compatibility
- verifying agencies
- verifying agency

EXECUTE

- Hire Independent Verification Agency within 3 months of effectiveness
- Good to have IVA funded through IPF TA
- Go for the low hanging fruit! Agree on prior results or Year Zero DLIs for easy cash flows to govt.
### P4R | The Hybrid Model | Advantages

**YES! IT’S POSSIBLE TO COMBINE A P4R WITH AN IPF TA**

| To meet limited in-country capacity for time bound outcome oriented tasks | To meet procurement and governance challenges | To combine IPF policy benefits (securing services efficiently, price sensitivity and technical quality) with P4R |