

SKILLS



Project Management Consultants (PMC) for Supporting Innovations in the Philippine Technical and Vocational Education and Training System (SIPTVETS) Project

Asian Development Bank (ADB) / Technical Education and Skills Development Authority (TESDA)

Philippines (2024–2028)

We serve as the Project Management Consultant for an ADB-funded initiative to modernise the Philippines' TVET system to better align with evolving industry needs and future skills demands. The project is led by the Technical Education and Skills Development Authority (TESDA), acting as both the executing and implementing agency, focusing on institutional reform and capacity building.

Key Deliverables

- » Oversee day-to-day project administration, coordination, and monitoring
- » Manage annual work/financial plans, procurement, contracts, and compliance with ADB requirements
- » Support training programs on 4IR technologies, and operationalise Regional Training Innovation Centres
- » Provide strategic support in research and development, start-up, change management, monitoring and evaluation, industry partnerships, career counselling and guidance, gender inclusion, and social and environmental safeguards
- » Prepare and submit reports, and coordinate reviews, missions, and stakeholder meetings
- » Provide logistical/technical support and undertake other tasks required by TESDA and ADB under the project

Impact

The project is equipping the Philippines for the Fourth Industrial Revolution by upgrading 17 TTIs with climate-smart, gender-responsive designs and establishing 17 Regional TVET Innovation Centres (RTICs) to drive R&D, start-ups, and industry collaboration. It will strengthen TVET institutions through improved systems and reforms, providing students with upgraded facilities, enhanced curricula, and stronger industry linkages. In addition, 52 new high-level courses at NC III, NC IV, and diploma levels will be developed across 7 priority sectors, training more than 18,000 youth for future-ready careers.

Managed Services Operating Partner (MSOP) for Industry Linkage- Captive Placement under Supporting Human Capital Development in Meghalaya (SHCDM)

Asian Development Bank (ADB)/Meghalaya State Skill Development Society (MSSDS), Government of Meghalaya, India

Meghalaya (2019–2020)

The project aimed to enhance secondary education and vocational training and equip graduates with better skills for employment opportunities. The project intends to engage industry partners with training mandates for the Meghalaya youth through a Managed Services Operating Partner (MSOP) to provide exposure and gainful employment in the best of corporate India through dedicated networks and established strategies.

We helped to mobilise, train, and place about 2,600 youth with various technical, non-technical, and service-oriented skills at par with international standards from leading companies across various cities in India. Additionally, we provided market-oriented guidance to 500 youths, enabling them to develop business plans, conduct technical and financial feasibility analyses, establish linkages, and enhance capacities for enterprise establishment, thereby fostering successful entrepreneurship and sustainable livelihoods in Meghalaya.



Technical Support Agency for Financial Inclusion of Cluster Level Federations (CLFs), Producer Groups (PGs), and Farmer Producer Organisations (FPOs) for Tripura Rural Economic Growth and Service Delivery Project (TRESP) under Tripura Rural Livelihoods Mission (TRLM)

The World Bank/ Government of Tripura, India

Tripura (2025-2028)

The Government of Tripura is implementing the World Bank-financed Tripura Rural Economic Growth and Service Delivery Project (TRESP) with an aim to promote socio-economic development and improve the quality of life for rural communities in tribal areas of Tripura through a multi-sectoral approach. The project's objectives include increasing market access and agricultural incomes for rural households and enhancing governance and service delivery by state Institutions with a focus on improving rural livelihoods through diversified production clusters, agriculture production organisations, and supply chain markets.

Tripura Rural Livelihood Mission (TRLM) under the Government of Tripura is one of the Project Implementing Units (PIUs) under this World Bank funded TRESP project. It supports women centric community institutions (Self-Help Groups), village organisations, and cluster level federations by providing and promoting livelihood opportunities for poor households. In the 23 tribal blocks targeted by TRESP, entrepreneurship, agricultural and livelihood components are being implemented through Cluster Level Federations and Producer Groups with necessary financial support and capacity building.

Key Deliverables

- » Facilitate promotion of financial literacy amongst the members of self-help groups and community-based organisation, including the SC/ST/women and other minority communities. Additionally, supplement existing financial literacy modules with TRLM to enhance awareness and understanding of financial products including their benefits, risks, and costs
- » Support strengthening of Financial Inclusion Service Delivery Infrastructure and Technology for livelihoods generation and income enhancement
- » Improving the availability and reliability of financial infrastructure by enhancing banking facilities through alternative channels such as mobile banking and Business Correspondent (BC) based digital payments systems
- » Support to Entrepreneurship Financing in agriculture, Allied and other key sectors
- » Encourage and support small business development in geographical dominant sectors
- » Support to Progress Monitoring through MIS and Impact Assessment

Impact

- » Improved financial literacy and delivery across all community-based organisations or institutions
- » Improved digital financial services delivery
- » Promotion of micro and small enterprises run by women and community institutions
- » Increased adoption of government schemes and subsidies
- » Promote farm based and off-farm based livelihoods generation and income enhancement activities



Monitoring and Evaluation Consulting Firm for Himachal Pradesh Skill Development Project (HPSDP)

Asian Development Bank (ADB)/Himachal Pradesh Kaushal Vikas Nigam (HPKVN), India

Himachal Pradesh (2018–2025)

ADB assisted the Government of Himachal Pradesh in providing market-relevant and quality Technical & Vocational Education and Training (TVET) opportunities to the youth and preparing them for the changing labour market.

For this project, we were deployed as a Monitoring & Evaluation (M&E) firm to contribute to the State's overall development and prosperity by creating a skilled workforce equipped with market-relevant skills. We covered 70,000+ youth and 500+ employers while conducting labour market analysis, baseline studies, tracer studies, and skill gap studies under the project.

Key Deliverables

- » M&E framework to track project components
- » Baseline research, impact assessments, and tracer surveys
- » Skill-gap analysis design and implementation
- » Periodic project monitoring and capacity building
- » Conducting centre inspections and monitoring the project progress for RLC, CLC, VTPs, ITIs, and colleges in the State

Impact

- » 1,00,000+ youth enrolled in vocational training
- » 110+ MoUs with ITIs, Staff Selection Commissions, and national institutes for specialised training
- » 27 skilling and livelihood centres established
- » Equipment upgraded in 29 trades across 64 ITIs

Conducting Baseline for State Incentive Grant under Skills Acquisition and Knowledge Awareness for Livelihood Promotion (SANKALP)

The World Bank/ National Skills Development Cooperation Limited (NSDC), Government of India

India (2018–2019)

The SANKALP Program aimed to improve short-term skill training by strengthening institutions, improving market connectivity, and ensuring the inclusion of marginalised sections of society. It focused on the overall skilling ecosystem covering Central- MSDE, NSDC, National Skill Development Agency (NSDA), and State agencies. The outcomes of the project were measured periodically through the results framework and disbursement-linked indicators (DLIs) agreed upon between MSDE and the World Bank.

We supported NSDC in conducting a baseline for all States and UTs in India on the components of the State Incentive Grant (SIG) Matrix. The baseline report submitted presented a clear picture of the status of all the states and UTs in India on the achievement under various components of the SANKALP scheme. Subsequently, a detailed report for each State and UT was submitted, which supported development priority areas for further years.

Consulting Services for “Skill Gap Study” Under DDU-GKY

The World Bank/ Jharkhand State Livelihood Promotion Society (JSLPS), India

Jharkhand (2023–2024)

In partnerships with the Jharkhand State Livelihood Promotion Society (JSLPS), we conducted a “SKILL GAP ANALYSIS” under Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY) in all 24 districts of the State. The study aimed to identify the demand and supply gap in skilling across all districts, project the job requirements, and sectoral demand over the next five years and identify opportunities based on the skill gap availability.

The findings of the study are intended to help understand the gap between the industry demand, supply through public, private and formal/ informal channels, labour force participation, aspiration, and employability of both new entrants and the existing in the unskilled/semiskilled workforce.

Key Deliverables

- » Surveyed 10,000+ stakeholders, including employers, youth, industry associations, VTPs, colleges, labour unions, and state and district government departments
- » Assessed the skill demand, industry requirements, and emerging skills
- » Assessed skill supply, job trends, and wages
- » Mapped international opportunities for youth
- » Addressed the current and future workforce requirements of the industry

Impact

- » Enhanced employability of youth in the State
- » Strengthened the TVET ecosystem in the State
- » Sustainability of the skilling ecosystem
- » Improved skilled manpower availability as per industry requirements
- » Youth to be ready as per the requirements of Industry 4.0



Project Management Unit for Effective Implementation and Monitoring of Skills Acquisition and Knowledge Awareness for Livelihood (SANKALP) Scheme and Other Skill-related Initiatives

The World Bank/Government of Puducherry, India

Puducherry (2022–2024)

The Puducherry Skill Development Society (PSDS) commissioned us to assist the Government of Puducherry in identifying prevailing challenges and supporting the planning and effective implementation of skills development programs in Puducherry.

Key Deliverables

- » Designed and developed a comprehensive framework for monitoring of SANKALP.
- » Capacity building of district skill experts and other staff
- » Youth aspiration, job market studies, and industry-institute linkages
- » Awareness campaigns, job fairs and apprenticeship drives in schools and colleges
- » Women-centric job drives and skill development programs for PwD and vulnerable groups

Impact

- » Covered 8,000+ youth across different training centres, ITIs, and educational institutions
- » Improved quality and relevance of skill development programs
- » Bridged the demand and supply gaps in skills
- » Strengthened information, education, and communication of skill development schemes.
- » Industry institutional collaboration via CoEs



Technical Support Agency under Deen Dayal Upadhaya Grameen Kaushalya Yojana (DDU-GKY)

The World Bank/ Government of Uttarakhand, India

Uttarakhand (2017–2019)

Deen Dayal Upadhaya Grameen Kaushalya Yojana (DDU-GKY), a flagship program of the Ministry of Rural Development (MoRD), Government of India (GoI), aimed at improving the livelihoods of rural youth with a special focus on disadvantaged groups, including the SC/ST/women and other minority communities. It aimed to impart market-led training to ensure the youth's employability and emphasised partnership-based skilling and placement delivery. The State Project Management Unit (SPMU), Department of Rural Development, Government of Uttarakhand, is a State-level nodal unit for implementing DDU-GKY in the State.

We worked as a Technical Support Agency (TSA) and provided technical assistance to the SPMU for the overall program management of skill development initiatives in the state, enabling effective implementation of DDU-GKY at the district/block level. We supported achieving the training and placement targets of USRLM, streamlining the IT and MIS systems, developing annual action plans, developing monitoring and evaluation programs, setting up migration support centres, and achieving the overall program goals of the department.

Developing an Impact Evaluation Framework and Conducting Impact Evaluation of PMKVY 2.0

National Skills Development Cooperation Limited (NSDC), Government of India

India (2018)

Pradhan Mantri Kaushal Vikas Yojana (PMKVY) was a short-term training cum skill certification scheme launched under the Ministry of Skill Development and Entrepreneurship (MSDE), Government of India (GoI) and implemented by National Skill Development Corporation (NSDC). PMKVY 1.0 was launched in 2015 to provide skill training to youth across the country, enabling them to secure employment. PMKVY 2.0 was launched in 2016 to train 10 million youth over four years (2016-2020) with increased emphasis on market-relevant skills. An impact evaluation program was undertaken to understand the impact of these trainings. We conducted the study in two phases:

Phase 1: To develop an impact evaluation framework and toolkit to facilitate future impact evaluation studies with a clear operational guide on methodology for evaluation.

Phase 2: To implement an impact evaluation of two interventions- PMKVY 2.0- Short-Term Training, and Recognition of Prior Learning (RPL).

Based on the results of this evaluation, subsequent corrections/improvements in PMKVY 3.0 were made.



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