

CAPABILITY STATEMENT

Skills, Livelihood and Education Systems

What we do

Skills development is a multidimensional, cross-cutting work stream, located within our Education Portfolio. We view skills development as having its roots in the education system, but with strong cross-sectoral linkages. Working in the skills workstream is exciting as it gives us an opportunity to contribute across a wide range of our practice areas and deepen our expertise within the area of education, training, skills development and youth livelihoods.

Through our work we have had the opportunity to influence policy makers in a number of different ways. We have contributed to institutional reform in India; shaped the institutional strategies of Foundations and other non-profit organizations; and identified sector-specific skills gaps and challenges in the decentralized renewable energy sector and the health sector in India and communicated these gaps directly to government, at the highest levels.

Our work so far has focused on three key areas:

- **On understanding skills development systems, through diagnostic studies, strategy, and research work** focused on education, skills development, technical vocational education and training (TVET) and employability.
- **Using skills development as a lens to engage with a wide range of cross-cutting themes.** These include: adolescent development, youth aspirations, livelihoods and youth employability, vulnerable youth (and the challenges they encounter), skills for the future and institutional design and reform. This has enabled us to contribute to projects within our other practice areas such as: Public Sector Governance, Health, and Climate Change and Energy. We have had the opportunity to work across countries – having worked in India, Indonesia, Papua New Guinea, and The Gambia, over the last four years. Our recent project with the Mastercard Foundation has enabled us to conduct desk-based research focused on 10 countries in Africa, giving us a strong understanding of some of the skills development and employability challenges, particularly in sub-Saharan Africa. Taking up these diverse projects, across regions has also enabled us to utilise the deep, context-specific networks and expertise across our international offices in Australia, India, Pakistan, Indonesia, Tanzania, the United Kingdom, and the United States.
- **Being the monitoring, evaluating and learning (MEL) partner for skills programs across countries:** We specialize in evaluating skills programs – with a focus on women and youth. We have evaluated programs in The Gambia and Papua New Guinea and we are currently the MEL partner for the Skill Impact Bond in India.

Over the last four years, we have worked with a diverse range of clients including: the World Bank, UNICEF, the Mastercard Foundation, GIZ, DFAT (Department of Foreign Affairs and Trade), Central Square Foundation, British Asian Trust, Templeton Foundation and the Bill & Melinda Gates Foundation. We are looking forward to increasing our regional areas of focus in the year ahead.





Our current work on skills development

Our current project work focuses on:

- [Evaluating the Skill Impact Bond, for the British Asian Trust](#), as the Monitoring, Evaluation and Learning partner. This is the first Development Impact Bond in the Skills sector in India and aims to shift the focus from outputs to outcomes (see Box 1).
- [Evaluating the Global Initiative on Character Development, for Templeton Foundation](#). This project has a strong focus on assessing and measuring a range of initiatives, funded by Templeton Foundation on socio-emotional skills and transferable skills.

Box 1: The Skill Impact Bond in India

The Skill Impact Bond or SIB initiative aims to support 50,000 young people in India over four years, 60 percent of whom will be women and girls. The skills training is provided to enable access to wage-employment in Covid-19 recovery sectors such as retail, apparel, healthcare, and logistics.

The project leverages an innovative and results-based finance mechanism—called the Development Impact Bond (DIB) model—making it the first initiative of its kind in skills development in India. Impact bonds are designed to shift the focus from inputs to performance and results. Rather than a government or a donor financing a project upfront, private investors initially finance the initiative and are repaid by ‘outcome funders’, only if agreed-upon outcomes are achieved. This mechanism creates incentives for every partner to achieve learning outcomes and not just deliver services.

National Skill Development Corporation (NSDC) in collaboration with a coalition comprising HRH King Charles’ British Asian Trust, the Michael & Susan Dell Foundation, The Children’s Investment Fund Foundation, HSBC India, JSW Foundation, and Dubai Cares, with FCDO (UK Government) and USAID as technical partners launched this initiative in 2021. Dalberg Advisors, the performance manager, will regularly measure outcomes so that delivery partners can reiterate and adapt to stay on track to achieve.

Our role is to validate and verify outcomes for payments and to contribute evidence and knowledge on how this initiative works on the ground and to analyze the impact of this initiative on the overall skills development ecosystem and on the life and career trajectories of trainees who enrol in short-terms skills programs.

Our completed work

- [Implemented the MUVA, Women's Economic Empowerment Programme, in Mozambique, funded by the FCDO](#)
- **Conducted a systems diagnostic analysis of the Indian skills ecosystem** for the Government of India, funded by the World Bank;
- **Conducted a qualitative study on 'Skills for the Future in Indonesia', for UNICEF Indonesia**, highlighting the kinds of skills that adolescents in Indonesia will need to maximize their potential;
- **Formulated a skills development strategy to support the Mastercard Foundation's ambitious 'Young Africa Works' strategy** to ensure that 20 million youth in Africa are able to access decent and fulfilling work by 2030;
- **Formulated a skills development strategy to support the growth of the decentralised renewable energy sector in India**, funded by GIZ;
- **Created a skills development framework to understand and assess the skills of Front Line Workers in India's health sector**, funded by the Gates Foundation;
- **Conducted an impact evaluation of three youth skills training interventions in Papua New Guinea and advised the Australian High Commission in Papua New Guinea, on their youth strategy**, funded by DFAT;
- **Evaluated the Jobs, Skills and Finance program**, in The Gambia, for the United Nations Capital Development Fund.

The head of the Skills Livelihoods and Education Systems hub at OPM, is a member of the Tamil Nadu High Level Advisory Committee on Skill Development (in her personal capacity). She was also invited by UNESCO to contribute a background paper on the theme of public private partnerships on skill development in India.

About us

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