



Ministry of Education and Sports
Department of Higher Education



LOAN 3435/ADB GRANT 0500:
Second Strengthening Higher Education Project
(SSHEP)

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Q3 2019 QUARTERLY PROGRESS REPORT
July to September 2019

SSHEP Q3 2019 Progress Report

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LIST OF ACRONYMS

ADB	=	Asian Development Bank
ADB LRM	=	Asian Development Bank Lao PDR Resident Mission
CRF	=	Competitive Research Fund
CW	=	Civil Works
CU	=	Champassack University
COE	=	Center of Excellence
DOF	=	Department of Finance
DHE	=	Department of Higher Education
DMF	=	Design Monitoring Framework
DED	=	Detailed Engineering Design
D-PDU	=	Department Project Development Unit
D-PIU	=	Department Project Implementation Unit
EA	=	Executing Agency
GAP	=	Gender Action Plan
HEIs	=	Higher Education Institutes
HECO	=	Higher Education Council Office
HRD	=	Human Resource Development
HRDO	=	Human Resource Development Office
IT	=	Information Technology
IFECA	=	Innovation Fund for Extracurricular Activities
LIEDC	=	Lao – India Entrepreneurship Development Center
LAO PDR	=	Lao People’s Democratic Republic
LUMS	=	Lao University Management System
MOA	=	Memorandum of Agreement
MA	=	Milestone activities
MOES	=	Ministry of Education and Sports
NUOL	=	National University of Laos
PAM	=	Project Administration Manual
PCU	=	Project Coordination Unit
PIC	=	Project Implementation Consultants
PPMS	=	Project Performance Monitoring System
QAC	=	Quality Assurance Center
SKU	=	Savannakhet University
SU	=	Souphanouvong University
SF	=	Special Fund
SDR	=	Special Drawing Rights
RRP	=	Report of Recommendations to the President
TOR	=	Terms of Reference
TTT	=	Training and Technology Transfer, Ltd.
VS	=	Visiting Scholar

A. INTRODUCTION AND BASIC DATA

1. *Introduction*

1. This report covers the period from 01 July to 30 September 2019 or Quarter 3 of 2019. It presents the progress of the Second Strengthening Higher Education Project (SSHEP Project) made during the reporting period.

2. *Background*

2. The project was approved by ADB on 20 September 2016, declared effective on 6 January 2017, is scheduled to close on 30 June 2022 (physical completion by 31 December 2021). The Project has a total estimated cost of \$45.67 million, of which ADB will finance 87.4% through a loan in special drawing rights (SDR) 11,832, 000 (\$16.45 million equivalent) and a grant for \$23.47 million. About \$20.9 million of the loan and grant proceeds are earmarked for civil works, of which more than 90% are reserved to establish a new campus at the SKU.
3. The impact of the project is to establish stronger links between education services and socioeconomic needs¹ and the outcome is to improve quality of higher education services. The project is expected to achieve the outcome through three outputs; (i) Output 1: Quality and relevance of higher education services (teaching, research, extension) enhanced, (ii) Output 2: Access to modern higher education programs introduced, (iii) Output 3: Governance and management of Higher Education Institutes (HEI) strengthened. The project provides support to four public universities (participating universities): CU, NUOL, SKU, and SU, and intends to improve the regulatory framework for HEIs.
4. Key indicators include: (i) number of DHE and university staff with postgraduate degrees increases to 1,550 by 2022 (from 1,355 in 2015); (ii) number of peer-reviewed research articles originating annually from the four universities supported by the project increases to 100 in 2022 (from 83 in 2014); (iii) 12 MOUs signed by MOES and HEIs to provide extension and consultancy services by 2022; (iv) number of university enrollments increases to 45,000 by 2022 (from 38,520 in 2015)

3. *Project Basic Data*

- | | |
|------------------------|---|
| 5. ADB Grant No.: | 0500-LAO (SF) |
| Project Title: | Second Strengthening Higher Education Project (SSHEP) |
| Recipient: | The Lao People's Democratic Republic (LAO PDR) |
| Executing Agency: | Ministry of Education and Sports |
| Implementation Agency: | Department of Higher Education |

¹ Aligned to National Socio-Economic Development Plan VIII (2016-2020), Government of the Lao People's Democratic Republic, Ministry of Planning and Investment.

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6. The project investment cost is estimated at \$45.7 million comprising of \$39.920M ADB loan and a government counterpart fund of \$5.75M.

- **Date of completion:**

The Project was declared on 6 January 2017, is scheduled to close on 30 June 2022 (physical completion by 31 December 2021).

- **Date of last ADB review mission**

The last ADB Review Mission for the Project was conducted 1-5 July 2019.

Table: Project Basic Data

ADB Loan Number	Grant 0500-LAO/ Loan 3435-LAO
Project Title	Second Strengthening Higher Education Project
Borrower	Lao People's Democratic Republic
Executing Agency	Ministry of Education and Sports
Implementing Agencies	DHE, Champasack University, National University of Laos, Savannakhet University, and Souphanouvong University
Total Estimated Cost	US\$ 45,670,000
ADB loan	US\$39,920,000
Counterpart funds	US\$5,750,000
Loan Negotiations	08 Sep 2016
ADB Loan Approval Date	29 Sep 2016
ADB Loan Signed Date	08 Nov 2016
ADB Loan Effectiveness Date	06 Jan 2017
Predicted Project Completion Date	30 June 2022
ADB Loan Closing Date	30 June 2022
Total Months	60
Date of First Procurement Plan	31 August 2016
Date of Second Procurement Plan	14 September 2018, Version 2
ADB Loan/Grant Inception Mission	3-12 May 2017
ADB Loan Review Mission	8-12 January 2018

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Data of Financing

SSHEP Investment and Financing Plan
Table 2: Project Investment Plan^a
 (\$ million)

Item	Amount
A. Base Cost	
1 Enhanced Quality and Relevance of HE Services	10.10
2 Access to Modern Higher Education Programs Introduced	28.02
3 Governance of Higher Education Institutions Strengthened	0.62
4 Effective Project Management and Implementation	1.86
Subtotal (A)	40.60
B. Contingencies	4.59
C. Financial Charges	0.48
Total project (A + B + C)	45.67

^a Includes taxes of \$2.63 million and duties of \$1.36 million which are included in the base cost and to be financed from government resources (in cash and by tax exemption).

^b In mid-2015 prices.

^c Physical contingencies computed at 6.8% for civil works and equipment; and 6.0% for field research and development, training, surveys, and studies. Price contingencies computed at 4.8% on foreign exchange costs and 9.8% on local currency costs.

^d Includes interest charges. Interest on the Asian Development Fund loan has been computed at 1% on the amount disbursed.

Source: Asian Development Bank estimates

Table 3: Financing Plan
 (\$ million)

Source	Amount	Share of Total %
Asian Development Bank		
Special Funds Resources (Grant)	23.47	51.4%
Special Funds Resources (Loan)	16.45	36.0%
Government ^a	4.49	9.8%
Partner Foreign Universities	1.26	2.8%
Total	45.67	100.0%

^a Includes contribution of \$0.5 million in kind to project management expenses, and \$3.99 million in taxes and duties to be paid by the Government.

Source: Asian Development Bank estimates.

**Detailed Cost Estimates by Outputs
(\$ millions)**

	Total Cost	Output 1 - Quality & Relevance of HE Services		Output 2 - Access to Modern HE Programs Introduced		Output 3 - Governance of HEIs Strengthened		Project Management	
		Amount	% of Cost Category	Amount	% of Cost Category	Amount	% of Cost Category	Amount	% of Cost Category
A. Investment Costs^a									
1 Civil Works	20.915	0.172	0.82%	20.742	99.18%	0.000	0.00%	0.000	0.00%
a. Academic Area & Campus Centre	10.207	0.172	1.69%	10.034	98.31%				
b. Student Accommodation	2.055			2.055	100.00%				
c. Infrastructure & Landscaping	4.612			4.612	100.00%				
d. Furniture, fittings & equipment	4.041			4.041	100.00%				
2 Equipment and Vehicles	3.625	1.374	37.90%	2.251	62.10%		0.00%	0.000	0.00%
3 Design and Construction Management	1.500	0.000		1.500	100.00%				
4 Capacity Development	7.174	6.601	92.01%	0.000		0.574	8.00%	0.000	0.00%
a. Curriculum Development	0.768	0.768	100.00%						
b. Training	0.515	0.440	85.44%	0.000		0.075	14.56%	0.000	0.00%
c. Scholarships	3.995	3.829	95.84%	0.000		0.166	4.16%	0.000	0.00%
d. Research and Networking	1.332	1.192	89.49%			0.141	10.58%		
e. Systems Development Implementation	0.564	0.372	65.96%			0.192	34.04%		
5 Consulting Services	2.403	1.542	64.16%	0.000	0.00%	0.020	0.83%	0.841	35.01%
a. Short-term (incl. Visiting Scholars)	0.872	0.872	100.00%	0.000	0.00%	0.000	0.00%	0.000	0.00%
b. Long-term - SSHEP Project Team	1.531	0.670	43.76%	0.000	0.00%	0.020	1.28%	0.841	54.96%
6 Taxes and Duties ^b	3.993	0.413	10.35%	3.526	88.29%	0.023	0.59%	0.031	0.78%
Subtotal (A)	39.610	10.103	25.51%	28.019	70.74%	0.617	1.56%	0.873	2.20%
B. Recurrent Costs									
1 Project Management - TA staff costs	0.490	0.00	0.00%	0.000	0.00%	0.000	0.00	0.490	100.00%
2 Office space, GoL staff, utilities - in kind	0.500	0.00	0.00%	0.000	0.00%	0.000	0.00	0.500	100.00%
Subtotal (B)	0.990	0.00	0.00%	0.000	0.00%	0.000	0.00	0.990	100.00%
Total Base Cost	40.599	10.103	24.88%	28.019	69.01%	0.617	1.52%	1.862	4.59%
C. Contingencies									
1 Physical ^c	1.925	0.336	17.45%	1.559	80.96%	0.030	1.55%	0.000	0.00%
2 Price ^d	2.669	0.664	24.88%	1.842	69.01%	0.041	1.16%	0.122	4.59%

	Total Cost	Output 1 - Quality & Relevance of HE Services		Output 2 - Access to Modern HE Programs Introduced		Output 3 - Governance of HEIs Strengthened		Project Management	
		Amount	% of Cost Category	Amount	% of Cost Category	Amount	% of Cost Category	Amount	% of Cost Category
Subtotal (C)	4.595	1.000	21.77%	3.401	74.02%	0.071	1.53%	0.122	2.66%
D. Financing Charges									
1 Interest During Implementation	0.479	0.048	10.00%	0.431	90.00%	0.000	0.00%	0.000	0.00%
Subtotal (D)	0.479	0.048	10.00%	0.431	90.00%	0.000		0.000	0.00%
Total Project Cost (A+B+C+D)	45.673	11.15	24.41%	31.85	69.74%	0.688	1.51%	1.985	4.35%

^a In mid-2015 prices.

^b Taxes computed at 10% for all domestic procurements attracting value-added tax in Laos; and duties at 8.3% on the estimated cost of imports for project purposes.

^c Physical and price contingencies computed as explained in notes e and f to Table 11 above.

^d Interest during implementation has been computed at 1% a year on amounts disbursed over the period 2017-2021.

Source: PPTA staff estimates.

4. *Project Implementation Arrangements*

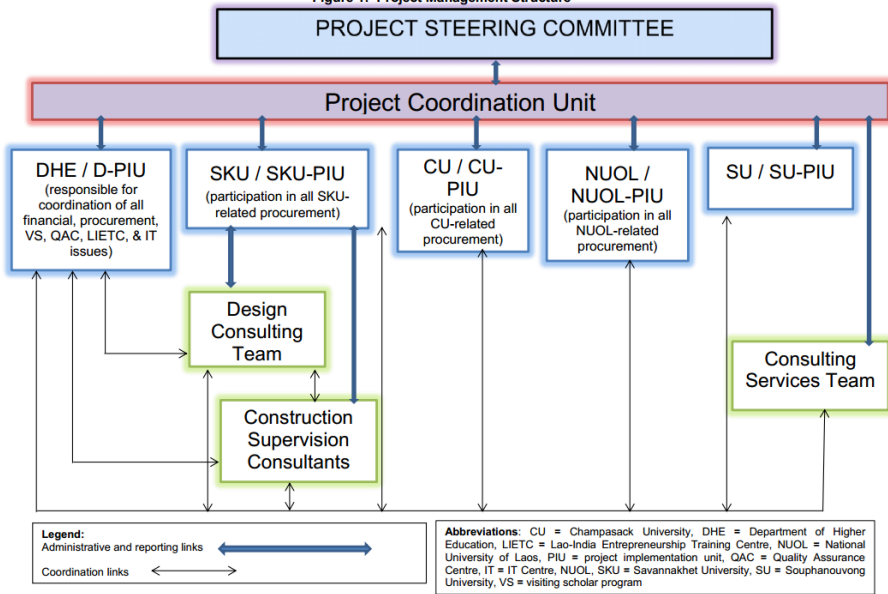
7. **Executing Agency.** The Executing Agency is the Ministry of Education and Sports.
8. **Project Management Organization.** The Ministry of Education (MOE) will be Executing Agency for the Project.

Table 4: Roles and Responsibilities

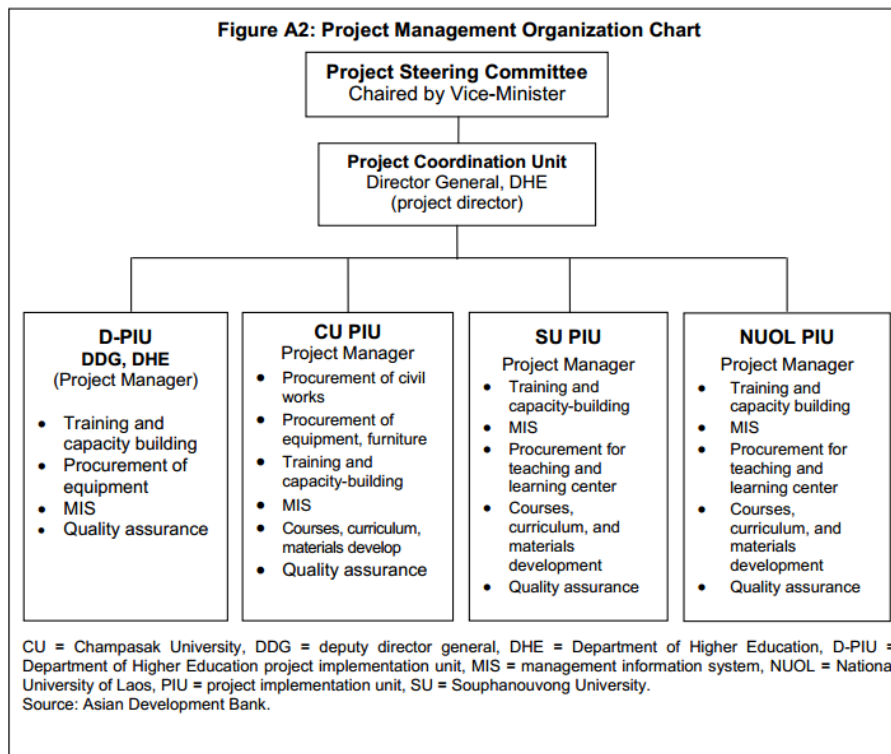
Project implementation organizations	Management Roles and Responsibilities
<ul style="list-style-type: none"> • Executing agency MOES 	<ul style="list-style-type: none"> ➤ Establish project implementation unit. ➤ Establish project steering committee. ➤ Establish systems, procedures, and mechanisms to ensure effective and efficient project implementation. ➤ Oversee overall project implementation and management activities to ensure smooth and timely implementation and completion of project activities.
<ul style="list-style-type: none"> • Project Steering Committee 	<ul style="list-style-type: none"> ➤ Support cross-agency dialogue ➤ Approve annual budgets and plans for the project. ➤ Oversee progress in project implementation. ➤ Guide and support project implementation. ➤ Provide coordination between ministries and other stakeholders involved in project implementation.
<ul style="list-style-type: none"> • Implementing agency MOES/Project Coordinating Unit 	<ul style="list-style-type: none"> ➤ Supervise all project activities ➤ Facilitate policy dialogue across MOES departments and the participating universities ➤ Facilitate day-to-day coordination with other relevant agencies ➤ Consolidate project reporting ➤ Review withdrawal applications for endorsement by the MOES's Department of Finance.
<ul style="list-style-type: none"> • MOES Department of Higher Education Project Implementation Unit (D-PIU) 	<ul style="list-style-type: none"> ➤ Assume day-to-day management of the project. ➤ Coordinate and implement project activities, including procurement, recruitment, disbursement, contract administration, monitoring, and reporting. ➤ Prepare, on behalf of the executing and implementing agencies, bidding documents, terms of reference, reports, and other supporting documents and submit them for review and approval. ➤ Prepare and submit withdrawal applications and supporting documents, quarterly and annual reports, annual audit reports and financial statements.
<ul style="list-style-type: none"> • ADB 	<ul style="list-style-type: none"> ➤ Provide technical support for project implementation. ➤ Supervise and ensure compliance by the executing and implementing agencies with Asian Development Bank's policies and procedures in project implementation.

Source: Page 15 of the PAM

Figure 1: Project Management Structure



Source: Page 17 of the PAM



9. A project steering committee will provide overall guidance to the Project and support cross- agency policy dialogue. The MOES vice minister in charge of higher education will chair the committee, which will comprise representatives of MOE and the three concerned public universities, as well as representatives from the Ministry of Finance, Ministry of Foreign Affairs, Ministry of Planning and Investment, and Office of the Prime Minister. Within DHE, a (i) project coordination unit headed by the DHE director general, as project director, will be established to facilitate policy dialogue across MOE departments and the participating universities and supervise and oversee project implementation; and (ii) a DHE project implementation unit (D-PIU) headed by the DHE deputy director general, as project manager, will be established to implement and supervise central 9 project activities including consolidation of project reporting and review of withdrawal applications for endorsement by the MOE's Department of Finance. MOE departments and institutions will be responsible for activities that fall within their area of responsibility. PIUs will be established in each participating university (NUOL, CU and SU), headed by the respective universities' vice presidents as project managers to coordinate with the D-PIU and concerned provincial authorities in implementing and supervising the Project, including procurement activities, monitoring, and reporting. The project management structure is in Appendix 2. To implement the staff and faculty development strategies and plan, a PDU will be established under DHE, which will be located at NUOL, and linked to outreach PDUs established at CU and SU and D-PIU. The MOE vice minister and DHE director general, together with the Center for Integrated Education (formerly the Gender and Ethnic Groups Education Unit), will be responsible for overseeing implementation of the gender and ethnic groups action plan.

10. Key persons who are involved in project implementation are per below:

Key Persons Involved in Implementation

<p>Executing Agency Ministry of Education and Sports Department of Higher Education</p>	<p>Assoc. Prof. Dr. Saykhong Saynasine Project Director-SSHEP Director General Department of Higher Education (DHE) Ministry of Education and Sports Lane Xang Avenue Vientiane Capital, Lao PDR ssaynasine@hotmail.com</p>
<p>ADB Southeast Asia Regional Department</p>	<p>Ms. Ayako Inagaki Director, SEHS +632 632 6612 ainagaki@adb.org</p>
<p>Mission Leaders</p>	<p>Ms. Yumiko Yamakawa Education Specialist, SEHS +632 6831668 yamakawa@adb.org</p> <p>Ms. Khamtanh Chanthy Senior Project Officer Lao Resident Mission +856 21 250 444 kchanthy@adb.org</p> <p>Ms. Arlene Bacasmas -de Guzman Project Analyst, SEHS agdeguzman@adb.org</p>

B. PROJECT FINANCING PLAN

1. FINANCIAL OVERVIEW

11. Please see Project costing overview by category and sorted between ADB and GOL financing (in USD):

SSHEP Investment and Financing Plan
Table 2: Project Investment Plan^a
(\$ million)

Item	Amount
A. Base Cost	
1 Enhanced Quality and Relevance of HE Services	10.10
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^a Includes taxes of \$2.63 million and duties of \$1.36 million which are included in the base cost and to be financed from government resources (in cash and by tax exemption).

^b In mid-2015 prices.

^c Physical contingencies computed at 6.8% for civil works and equipment; and 6.0% for field research and development, training, surveys, and studies. Price contingencies computed at 4.8% on foreign exchange costs and 9.8% on local currency costs.

^d Includes interest charges. Interest on the Asian Development Fund loan has been computed at 1% on the amount disbursed.

Source: Asian Development Bank estimates

Table 3: Financing Plan
(\$ million)

Source	Amount	Share of Total %
Asian Development Bank		
Special Funds Resources (Grant)	23.47	51.4%
Special Funds Resources (Loan)	16.45	36.0%
Government ^a	4.49	9.8%
Partner Foreign Universities	1.26	2.8%
Total	45.67	100.0%

^a Includes contribution of \$0.5 million in kind to project management expenses, and \$3.99 million in taxes and duties to be paid by the Government.

Source: Asian Development Bank estimates.

2. CAD PROJECTIONS

12. Project CAD projection is per below:

Baseline Projections – Project Level (Official)
LAO: Second Strengthening Higher Education Project: 48127-002
Version 3 (Current - Actualized 2018)

	Contract Awards (in USD million)					Disbursements (in USD million)				
	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total
2017	0.000000	0.227600	0.000000	0.100000	0.327600	0.000000	0.800000	0.000000	0.000000	0.800000
2018	1.160000	0.598584	1.918475	0.100000	3.777059	0.049797	0.087336	0.072486	0.571581	0.781200
2019	18.171518	1.500000	1.000000	1.500000	22.171518	7.418800	3.500000	3.500000	3.500000	17.918800
2020	2.000000	1.500000	1.500000	2.000000	7.000000	3.000000	3.500000	3.000000	3.000000	12.500000
2021	1.250000	1.250000	1.500000	1.670000	5.670000	2.000000	2.000000	1.700000	2.226000	7.926000
2022	0.250000	0.250000	0.000000	0.000000	0.500000	0.000000	0.000000	0.000000	0.000000	0.000000
	Total Contract Awards				39.446177	Total Disbursements				39.926000

Status Actualized (Annual)

Total ADB Financed/Administered Net Amount:	39.926000
Total Unallocated Amount:	0.000000
Total IDC Amount:	0.000000
Total FEF Amount:	0.000000
Total SC Amount:	0.479823
Total Value of Contract to be Awarded:	39.446177
Total Value for Disbursement:	39.926000

3. PROJECT SCOPE AND OBJECTIVES

Project Objectives

13. To maintain progress towards its overall socio-economic development goals, Government continues to support the development and transformation of higher education (HE). Present focus is on transformation of education delivery systems, to build the foundations for research and to inculcate necessary skills as well as knowledge in the HE system's graduates in order to raise competitiveness and regional engagement in relation to the AEC.

Project Scope

14. The project provides support to four public universities: Champasack University, National University of Laos (NUOL), Savannakhet University, and Souphanouvong University, and intends to improve the regulatory framework for higher education institutions (HEIs).

C. PROJECT IMPLEMENTATION STATUS

1. Overall Project Implementation

Output 1: Quality and relevance of higher education services in teaching, research and extension is enhanced.

15. Under Output 1, there are eight sub-outputs. Progress on each sub-output is summarized below:
16. **(i) establish centers of excellence (COEs) in participating universities.** The project supports the establishment of the following centers of excellence (COE) at: (i) CU (for agronomy, focusing on crops production); (ii) NUOL (for environmental science focusing on project based research); (iii) SU (for tourism management through inter-departmental coordination including faculty of economics and tourism and faculty of architect); and (iv) SKU (for logistics engineering and management based on its locational advantage in between eastern and western economic corridors). COE is relatively a new concept for the universities in Lao PDR and different level of understanding has been observed among the universities.
17. The PIC consultant conducted in-depth analysis on research capacity with the universities and from these findings developed a draft COE strategy and action plan which was presented to and discussed with the universities in joint workshops in July 2019. The draft strategy was be completed and consolidated by the Consultant in October 2019.
18. The project finances the construction of new COE buildings at the following:

University	Estimated Cost (USD)	Status
COE for NUOL Center of Environmental Excellence	140,000	33% completion paid for in September 2019. ² Expected to be completed by December 2019
COE for CU	177,600	100% Completed
COE equipment for CU	474,000	Contract signed with two suppliers in 2 October 2019. Delivery date is after 120 days from contract signing

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²33% based on last actual payment made in September 2019. The contractor has been speeding up work. Based on latest communication with the contractor, current work progress is estimated at 80% to date. Completion is by end of December 2019.

COE Equipment for NUOL	200,000	Scheduled for BEC meeting this 2 nd week of October 2019
SKU Fixtures and Furnishings	4,000,000	Q3 2021

19. (ii) **develop curricula for blended learning.** Two sets workshops were held by PIC International Curriculum and Textbook Development Specialist (ICTS) and National Curriculum and Textbook Development Specialist (NCTS) with each university from the 5th to the 23rd of August 2019 regarding curriculum development, aligned with the COE areas (Environmental Science for NUOL, Agriculture for CU, Tourism Management for SU and Logistics Engineering for SKU). The first set of the workshop was to assess those four curricula and Teaching and Learning Materials (TLM). It was found out that while the curricular have already been taught, they are not yet aligned with the National Curriculum Standards (NCS) and international standards. TLM are scattered, teachers create their own TLM, in which quality is questionable. As a result, the 2nd workshop, was geared towards introducing international curriculum practices to universities as compared to their own, in order to prepare them in upgrading their curricula.

20. The following in-house workshops/activities were completed at four universities:

Activity	Date Completed
CU: Agriculture curriculum drafting workshop	August 2019
NUOL: Environmental Science Curriculum drafting workshop	August 2019
SU: Tourism Management curriculum drafting workshop	August 2019
SKU: Logistics Engineering curriculum drafting workshop	August 2019

21. The government is in the end process of updating and adopting NCS. For Q4 2019, PIC consultants will then conduct a third set of workshops to disseminate updated NCS, because the 4 curricular will have to be aligned to the updated NCS. Budget plans for the workshops have been already been prepared and currently in the process of budget withdrawal. For Q4 2019, the following in-house workshop/activities on curriculum development are planned to be conducted by the four universities to complete teaching and learning materials (TLM). The Local Consultant in-charge of curriculum development is currently following up submitted budget with the Standards Division of the DHE:

Activity	Date Completed
NUOL: Environmental Science TLM workshop	October 28-29,2019
CU: Agriculture TLM drafting workshop	October 31 to November 1, 2019

SU: Tourism Management TLM drafting workshop	November 4-5, 2019
SKU: Logistics Engineering TLM drafting workshop	November 7-8, 2019

22. It was agreed in the ADB AM dated 8-12 January 2018, para. 7 that the entrepreneurship training will be a stand-alone training with its own academic credits and will be integrated in the 4 curricular. As a result, a series of workshops have been organized, and currently the entrepreneurship subject, consisting of 4 modules worth 3 credit units, have been finalized and will be adopted in Q4 2019. Plans for 2020 include printing of materials, Trainings of Trainers, and digitizing the subjects into e-learning. Detailed plans will be submitted by the LIEDC and NUOL, the two bodies assigned to lead the development of entrepreneurship training.

23. As necessary next steps, PIC will prepare the work plan for 2020/21, which will include submission of draft curricula and TLM to the Standards Division for comment. Then, a series of workshops will be conducted in 2020 to respond to comments per the curriculum and TLM review, with the end view of finalizing curricula and TLM. Printing is proposed if the SSHEP budget will accommodate materials printing. Digital curriculum packaging is also targeted for inclusion.

24. **(iii) strengthen capacities for research and delivery of extension services by (a) establishing competitive research grants, (b) upgrading research laboratories, and (c) providing capacity building programs. (a) establishing competitive research grant-** \$1.3 million have been earmarked for research grants. Grants shall be utilized by university lecturers and researchers. The project team estimates that about 50 research projects can be implemented over the project duration.

25. The funding for each research project will be in the range of \$4,800 to \$28,000. To ensure a smooth implementation of research projects and subsequent disbursement of funds, the PIU with PIC assistance prepared a guideline on preparation and selection of research proposal. A research team is established at each university to review and endorse research reports. Disbursement procedure was incorporated in the guideline and is currently being reviewed by the DOF.

26. The Ministerial Agreement on the establishment of the competitive research fund (CRF) was issued February 2019 and the guidelines and regulations for the selection of teachers' research proposals have been drafted in August 2019 with the research proposal template. This was presented, drafted by the universities at a joint workshop for finalization. Related activities were conducted as follows:

Activity	Date
COE Strategy and Action Plan Workshop	July 2019
Workshop for Competitive Research Fund and IFECA	July 2019
Workshop for Dissemination of CF Guidelines and training on writing high quality proposals for Competitive Research Funds (in-house workshops)	August 2 to September 29, 2019

27. After the workshop in July 2019, the guideline was submitted to the MOF in early August 2019. PIU will meet with the MOF in October 2019 to discuss MOF comments on the guideline. Another workshop has been approved in September 2019 to further develop the manual for the implementation of the Ministerial Decree on the Management of Research Projects in HEIs. This workshop will be conducted in October 2019.
28. **(b) upgrading research laboratories.** Research laboratories are being constructed in the COEs. Please refer to Output 2.
29. **(c) providing capacity building programs.** Per the draft CRF guideline, capacity building programs for research and grant fund implementation shall be conducted by the universities with assistance from PIC.
30. **(iv) postgraduate scholarships at NUOL or foreign partner universities to selected faculty and staff members.** \$2.5 million have been earmarked for master degree and doctoral matching scholarship programs for 115 university faculty staff. The project will finance a total of 115 scholarships (55 master (local), 33 master (international) and 27 doctorate degree (international)).
31. The selection process has been completed for 90 beneficiaries, with ongoing selection of the remaining 25. Each university coordinated and signed a memorandum of agreement (MOAs) with foreign and local universities. The project has developed a sample Memorandum of Agreement template for matching scholarships which includes all implementation matters to improve conditions for students to study abroad, i.e. waiving of fees, free accommodation etc. The template and implementation arrangement documents were approved by ADB. Based on the memo MOES and each university approached some international universities to establish partnerships to increase scholarship opportunities for their students.
32. DHE and PIC conducted a one-day workshop to clarify the implementation arrangements prior signing agreements with foreign universities and provided information on how to monitor the performance of scholarship recipients. Detailed scholarship time table and disbursement plan was prepared in January 2018, and continuously updated quarterly thereafter. DHE and universities assign focal staff to monitor performance of the scholarship recipients and reflect in the project quarterly progress reports. Please see table below prepared in January 2018.

**Scholarship Allocation as per Review Mission 8 - 12
January 2018**

Type of degree	Total	MOES/uni admin staff						Uni academic staff				
		Total	MoES	NUOL	C U	S U	SK U	Total	NUOL	C U	S U	SK U
MA (International)	33	4	0	0	1	1	2	29	7	6	2	14
PhD (International)	27	5	0	1	1	1	2	22	6	5	2	9
MA (Local)	55	14	4	4	2	1	3	41	9	10	6	16
TOTAL	115	23	4	5	4	3	7	92	22	21	10	39

33. In terms of targets, the scholarship program allocates 33 for international master's degree, 27 slots for international PhD degrees, and 55 slots for local masters; bringing to a total of 115 slots, allocated for 23 MOES/administrative staff (13 female; 56%) and 92 university academic staff (47 female; 51%). Please see table below:

Divided by education level	TOTAL	MoES/uni administrative staff	# female administrative staff	uni academic staff	# female academic staff
MA (International)	33	4	1	29	14
PhD (International)	27	4	1	23	10
MA (Local)	55	15	11	40	23
TOTAL	115	23	13	92	47

34. As of September 2019, the following scholarship slots have been approved and requested NOL by/from ADB: (i) 23 international scholars taking their master's degree of whom four are MOES/University Administrative staff, 19 university academic staff; (ii) 23 international PhD scholars of whom 12 are from MOES/university administrative staff while 20 are from the university academic staff; (iii) 44 local MA scholars of whom 12 are MOES/university admin staff while 32 are university academic staff. Please see table below:

Type of degree	Total	MOES/uni admin staff						Uni academic staff				
		Total	MoES	NUOL	C U	S U	SK U	Total	NUOL	C U	S U	SK U
MA (International)	23	4	0	0	1	1	2	19	4	6	2	7
PhD (International)	23	3	0	0	1	1	1	20	6	5	2	7
MA (Local)	44	12	4	3	1	1	3	32	5	7	6	14
TOTAL	90	19	4	3	3	3	6	71	15	18	10	28

35. Per the above, there are still 25 unassigned slots per the target. The DHE is working with the universities to award scholarship slots to eligible beneficiaries before January 2020, for beneficiaries to start study in March 2020. For the remaining slots, ADB requested the EA to submit NOL requests of a large number of candidates combined to facilitate the approval process. Scholarship Coordinator is to screen the candidates' field of study prior to submission to ADB. ADB is following the regulation on selection criteria of matching scholarship and in-country scholarship under SSHEP (8 August 2018, MOES) for reviewing field of study. The priority list itself is quite wide and does not only focus on CoEs.
36. After allocation of remaining slots, \$1.5M out of the \$2.5M budget will be committed with expected savings of at least \$1M after awarding scholarship support to remaining 22 scholars. The EA will decide whether to assign more scholarship slots or reallocate the savings for other activities; and make a proposal to ADB. The EA is aware about the project closing date and that if more scholarship slots are to be assigned, they will be only for Masters. Per the scholarship coordinator, there is a noted difficulty in finding matching scholarships in foreign partner universities.

Remaining Scholarship Quota

Type of degree	Total	MOES/uni admin staff						Uni academic staff				
		Total	MoES	NUOL	C	S	SKU	Total	NUOL	C	S	SKU
MA (International)	10	0	0	0	0	0	0	10	3	0	0	7
PhD (International)	4	2	0	1	0	0	1	2	0	0	0	2
MA (Local)	11	2	0	1	1	0	0	9	4	3	0	2
TOTAL	25	4	0	2	1	0	1	21	7	3	0	11

37. (v) establish mechanisms for providing continuing faculty and staff development programs. Per DMF 1b, 600 academic staff receive training in teaching pedagogy and instructional methods (at least 40% women) by 2021. SSHEP completed training for 149 teachers so far. For 2019, planned training activity for 240 teachers is programmed to be conducted in the respective university as follows: (i) NUOL-80; (ii) CU- 60; (iii) SU – 60; and, (iv) SKU- 60. When completed, this will bring pedagogy training accomplishment to a total of 409. However, the 2019 Work Plan was not approved until June 2019, resulting in SSHEP not achieving the 409-trainee target in 2019, which need to be reprogrammed in 2020. Rest assured that, the trainings will be continuous until DMF target is achieved.
38. The pedagogical training is designed for teachers who were not pedagogically trained, say those engineers, IT programmers, etc. The trainings are in-house, meaning delivered by universities. 12 training modules being used in the training were designed, revised and updated in SHEP and delivered by Master Trainers of their own universities. NUOL, CU and SU Master Trainers were trained by SHEP1. SKU Master Trainers were trained at the beginning of SSHEP.
39. Further per the DMF 1b, 600 academic staff receive training in teaching pedagogy and instructional methods (at least 40% women) by 2021. SSHEP completed training for 149 teachers so far. For 2019, planned training activity for 240 teachers is programmed to be conducted in the respective university as follows: (i) NUOL-80; (ii) CU- 60; (iii) SU – 60; and, (iv) SKU- 60. When completed, this will bring pedagogy training accomplishment to a total of 409, with remaining 191 teachers

targeted to be trained in 2020 using the university-based approach. The pedagogical training is designed for teachers who were not trained as teachers, say those engineers, IT programmers, etc., recruited to teach. The training module being used was designed in SHEP1, and delivered by trainers trained in SHEP1.

40. Universities conducted TNAs and results were consolidated by the PIC³ and developed into the Professional Training Development Plan (PTDP)⁴. The PTDP was translated into motion, as shown in 24 workshops and training topics for university faculty staff inclusion in the SSHEP 2019 work plan. Most workshops/training are proposed to be conducted in-house with a few trainings abroad and are targeted for implementation from 2019- 2020. The current PTDP alone targets to implement 24 training topics to 537 beneficiaries estimated to cost \$248,000.

41. The four universities have implemented some activities (12 out of 24) since the 2019 Work Plan was approved in July 2019. It is noted that the universities will not be able to implement all of these training activities in 2019 due to late approval of the workplan. Those not yet implemented activities will be pursued and included in the 2020/21 Work Plan.

42. **(vi) create or strengthen existing international university partnerships and networks for upgrading local programs and services.** Per the last Mission, ADB clarified with the participating universities that the objective of this sub-output are to: (1) increase the capacity of Laotian teachers/students to be able to learn in English-language courses which is currently being offered at NUOL and SKU; and (2) promote future student exchange programs and attract foreign students from the ASEAN region. This has been included in the TOR of the visiting scholars who will be fielded in November 2019 as mentioned above. Partnership and networking with international universities remain the main objective of this sub-activity.

Commented [P5]: Capacity of foreign students? If Laotian students is correct then please ignore my comment

³ PIC consolidated the findings of needs assessment study done by university and developed the capacity building program which includes: (i) training methods, (ii) number trainees, (iii) budget and (iv) timeline.

⁴ **NUOL:** (1) Developing QA guidelines by adopting AUN-QA into NUOL QA Framework; (2) Developing Policy Guideline and Regulation for Outcomes-Based Curriculum (OBC); (3) Determining and Developing a good multiple-choice item test for NUOL entrance examination; **SU:** (4) Development of the Book Registration and E-Library System for the Library; (5) Library Administration and Management System; (6) Writing Research Proposals for Junior Lecturers; (7) Exchanging on International Diplomatic Relation; **CU:** (8) Training on JAVA and PHP for the development and management of the university website; (9) Training on Student Online registration; (10) Training on University Network Management; (11) Training on WordPress Software for the development of the University Website; (12) Training on Software development for Teacher Assessment Online; (13) Training on Maintenance of IT Equipment in the IT Center (NUOL IT Center); (14) Training on Library operation and management; (15) Training and knowledge sharing on Online Library operation and management; (16) Training Workshop on Thesis writing for the final year students; (17) Training Workshop on Data Analysis and Econometric Package; (18) Training Workshop on HE Course Credit Accreditation System for 2019; **SKU:** (19) Research Technique Skills for lecturers in data mining and analysis; (20) Basic Science Laboratory Utilization and Management; (21) Faculty Members Capacity Development Training Packages; (22) Training of Logistics Engineering lecturers and staff, (23) Mobility Training including exposure visit (Faculty Staff Capacity Development Training Packages in accordance to the TN); **Training to senior managers, governors, academic staff of MOES, NUOL, SU, CU and SKU:** (24) Leadership and Networking, Strategic Planning for university in the future and good governance.

43. **(vii) develop university information technology infrastructure systems** . Internet connections at all participating universities have been upgraded. IT facility at Savannakhet University will take place at a later stage when civil works are completed. DHE aims that the internet service provider supports LUMS and blended learning courses with higher performance and larger bandwidth. ADB approved the results of the evaluation of financial proposal and overall ranking for Package CSF4: Software Development and Upgrading for Lao University Management System (LUMS). For this Package, Invitation for Contract Negotiation was successfully conducted with Indochina Research (Laos) Limited, on October 11, 2019. Contract signing is targeted for October 2019.
44. **(viii) support employment skills development through the creation of an innovation fund for extracurricular activities (IFECA)**. \$95,000 is earmarked to support extracurricular activities. The PIC assisted in the preparation of guideline on how to use the fund by engaging private & public companies and communities. Guidelines and regulations for the selection of student project proposal for IFECA was drafted and submitted to PIU by the PIC in June 2019. Workshops to discuss the draft guidelines and implementation arrangements alongside with the CRF were conducted by universities from July to August 2019.
45. After the workshop in July 2019, the guideline was submitted to the MOF in early August 2019. MOF comments on the guideline will be followed up by PIU through a meeting proposed for October 2019. As soon as finalized, IFECA activities to support innovation for students will be funded under SSHEP.

Output 2: Access to modern higher education programs introduced

46. The Project will support the establishment of a modern campus at Savannakhet University (SKU) following international standards, with an initial capacity of 3,700 students. The new campus will include faculty buildings (classrooms and laboratories), administration facilities and student dormitory with furniture and equipment. The Project will also strengthen systems for student selection and admissions applicable at the university level. A design firm (C+A with MSA) was contracted to prepare the detailed engineering design (DED) for SKU new campus.
47. The EA and senior management of SKU confirmed the prioritization of buildings for the project to finance. Per the mission, two civil work packages were designed below:

	Building	Estimated cost (million \$)	Package no.
1	Faculty building (Linguistic)	1.8	CW-1
2	Faculty building (Engineering)	1.8	CW-1
3	Infrastructure	3.4	CW-1
4	Faculty building (IT)	1.8	CW-4
5	Tech Cluster	3.5	CW-4
6	Student dormitory	2.0	CW-4
7	Landscaping and miscellaneous (covered walkway)	2.5	CW-4
8	<i>Library</i>	4.3	<i>To be considered</i>
9	<i>Administration/president building</i>	3.0	<i>To be considered</i>

48. **Agreed procurement schedule:** The EA, senior management of SKU and the mission agreed key steps to follow with target dates. The International Procurement Specialist under PIC consultant was deployed to assist in bid evaluation, working closely with the Procurement Specialist and Local Procurement Consultant of the Project. The technical evaluation of the bids is largely complete, but not yet conclusive. Some bids might require clarifications, depending on the financial evaluation that the team is currently working on. In a few more days, it will become clearer whether or not clarifications are required from those bidders and there will be a fair idea of which direction the bid evaluation is going. CW1 aims to issue notification to successful bidder in 20 November 2019. Please see schedule below:

**SSHEP
SKU CIVIL
WORKS 1**

No.	Activity	Start	End	Responsible Body	Remarks
A. Bid evaluation					
1	Preliminary Examination-Substantial responsiveness	17-Sep-19	10-Oct-19	PIU, PIC	
2	Detail Evaluation of Price Bid	09-Oct-19	11-Oct-19	PIU, PIC	
3	Presentation of Evaluation Findings		11-Oct-19	PIU, PIC	
4	Clarification and response	14-Oct-19	21-Oct-19	PIU, PIC	
5	BER Preparation	11-Oct-19	24-Oct-19	PIU, PIC, BEC	
6	BER Review and Endorsement	25-Oct-19	09-Nov-19	BEC	
7	Obtain ADB's NOL	10-Nov-19	16-Nov-19	ADB	
8	Clearance from MOES Vice Minister	17-Nov-19	20-Nov-19	VM	Once approved by ADB
B. Notification and Award					
9	Notification to Successful bidder	20-Nov-19	20-Nov-19	PIU	
10	Contract issue/ Performance Security	20-Nov-19	18-Dec-19	PIU	
11	Contract Signing	18-Dec-19	18-Dec-19	PIU, Contractor	
C. Contractor Mobilization					
12	Possessing of Site/ Work start	22-Jan-19	22-Jan-19	PIU, Contractor	
13	Construction Supervision Firm Recruitment	18-Aug-19	19-Dec-19	PIU, Contractor	

49. For Package CW4, EA was given approval for the extension of the contract of the design firm at no cost to 31 August 2019 in order to complete the detailed engineering design (DED). A letter of agreement was signed between the EA and the firm in July 2019. The DED was reviewed by concerned parties to include five faculty buildings, Tech cluster, library, and administration/president building in 4 July 2019. In same month (July 2019), the Savannakhet provincial public work and transport department approved the DED. No further approval was required from other authorities including the central Ministry of Public Work and Transport.

50. The firm submitted DED for the remaining buildings DED (e.g. student dormitory) in 31 August 2019 with comments from SKU. Comments were received from the campus development specialist (CDS) in early October 2019 and was communicated to the design firm right away. The EA requested the firm to submit the revised DED by the end of October 2019.

51. Per PIU, approval process from MOES and Savannakhet provincial authority will be faster compared to the core campus DED (CW1) as SSHEP has involved them in the design workshops since July 2019, which allow them to be familiarized with the design. IFB for CW 4 is expected to be advertised in late January 2020 and awarded in June 2020.

52. **Construction Supervision** package was advertised on CMS on 28/10/2019 and will be closed on 12/11/2019. As of now, one EOI has been received. If there are no more EOIs, the package is planned to be advertised for another 10 days.

53. Below is the target work schedule for CW 4:

Commented [P6]: I think we don't need to report this as we already did in para. 42

**SSHEP
SKU CIVIL WORKS 4**

No.	Activity	Start	End	Responsible Body	Remarks
A. Detailed Engineering Design					
1	Revision of DED by Firm	Early Oct 2019	End Oct 19	C+A Firm	
2	Approval from (i) Management (MOES) (ii) Education Construction and Design (MOES) (iii) Provincial public works and transport department	Nov 2019	End Nov 19	PIU, SKU, ADB	
3	Establishment of construction supervision committee	Nov 2019	Nov 2019	PIU	
B. Bid Documents					
4	Preparation of Bid Documents	December 2019	Mid-Dec 2019	PIC, PIU	
5	ADB Approval of bid documents	Jan 2020	Mid-Jan 2020	ADB	
C. Bidding Readiness					
6	Bid advertisement	Jan 2020	End Jan 2019	PIU	
7	Bid opening		Early Mar 2020	PIU	
D. Bid evaluation					
8	Preliminary Examination-Substantial Responsiveness	Mar 5, 2020	April 30, 2020	PIU, PIC, Bid Evaluation Committee	
9	Detail Evaluation of Price Bid	April 28, 2020	Apr 29, 2020	PIU, PIC, Bid Evaluation Committee	
10	Presentation of Evaluation Findings	Apr 30, 2020	Apr 30, 2020	PIC, PIU	
11	Clarification and response	14-Apr-20	21-Apr-20	PIU, PIC, Bid Evaluation Committee	
12	BER Preparation	11-Apr-20	24-Apr-20	PIU, PIC, Bid Evaluation Committee	
13	BER Review and Endorsement	25-Apr-20	30-Apr-20	PIU	
14	Obtain ADB's NOL	30-Apr-20	06-May-20	ADB	
15	Clearance from MOES Vice Minister	07-May-20	20-May-20	VM	
E. Notification and Award					

16	Notification to Successful bidder	20-May-20	20-May-20	PIU	
17	Contract issue/ Performance Security	20-May-20	18-Jun-20	Bidder	
18	Contract Signing	18-Jun-20	18-Jun-20	PIU, Bidder	
F. Contractor Mobilization					
19	Possessing of Site/ Work start	22-Jun-20	22-Jun-20	Bidder/Contractor	
20	Construction Supervision Firm Recruitment	18-Jul-20	19-Aug-20	Bidder/Contractor	

54. In response to ADB's suggestion to strengthen DHE and SKU capacity to manage the construction, DHE DG informed ADB in the October 2019 video conference that the Minister/Vice Minister will issue the agreement to establish the construction committee, which will include various members from related departments and universities. The committee will play a major role in monitoring the construction

Output 3: Governance and management of higher education institutions strengthened.

55. Under Output 3, there are seven sub-outputs. Progress of each sub-output is summarized below:

56. **(i) staff development of participating university managers and administrators.** (i) staff development of participating university managers and administrators. This sub-output relates to DMF 3a. 200 senior managers, governors, MOES staff, and academic leaders of participating HEIs will receive capacity building and mentoring in leadership, strategic mgt, and institutional planning (at least 30% women) by 2020. This task is originally assigned to be carried out by the TL and DTL per their terms of reference and per PAM.

57. In the 4-9 November 2018 Aide Memoire of the ADB Mission, in para. 29, the Mission suggested to rethink approach in the improvement of leadership skills and managerial skills and knowledge and strengthen internal procedures and long-term planning as indicated in the TOR. The 1-5 July 2019 Aide Memoire of the ADB Mission suggested that each of the participating university will share their needs assessment findings to DHE to identify common areas for staff development.

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58. Universities submitted their training needs assessment for senior managers and administrators. PIC did the initial consolidation and categorized the needs into 3 themes: (i) leadership and networking, (ii) strategic planning for universities of the future, and (iii) good governance. The VS in charge of faculty/staff development will assist the universities in updating and improving the PTDP to cater to training needs of managers. VS Mission scheduled in November 2019 will develop those 3 themes and submit a detailed work plan to include: (i) details of the training courses, (ii) who will deliver the course; (iii) where will it be conducted; (iv) how will it be conducted;

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(v) how much will it cost.⁵ It is noted that the 200 target may not be realistic and needs to be re-planned and discussed with the Mission.⁶

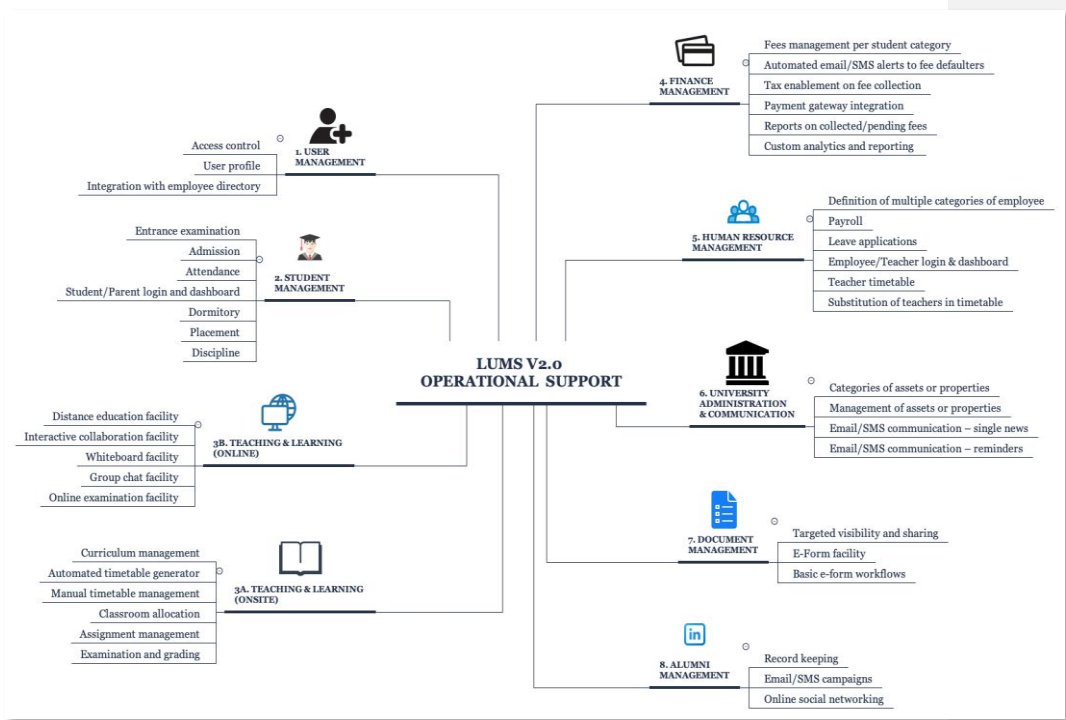
59. **(ii) international visiting scholar programs to the Lao PDR as part of the continuing professional development for university officials.** This sub-output will support the progress of sub-output 3.1 and the visiting scholar TORs will align with the universities' needs assessment findings that are unable to be addressed by existing university trainings or courses. Three visiting scholars will arrive in November 2019. Please see related progress in: *(v) establish mechanisms for providing continuing faculty and staff development programs.* The work plan prepared and submitted by the visiting scholars after their first mission in November 2019 will be submitted to ADB. This will include areas and numbers of people to be trained.
60. **(iii) review of the regulatory and financing framework for HEIs.** Universities under MOES introduced the collection of tuition fees to strengthen their management and financial capacity. The first draft of the terms of reference for the conduct of policy study on regulatory and financing framework for HEIs was submitted to ADB in September 2019. PIU received comments from ADB and PIC has revised the draft and submitted to ADB in October 2019.
61. **(iv) tracer studies and employer surveys, including assessment of higher education sector performance.** It was clarified by the last mission that tracer studies should be embedded in the ongoing university monitoring systems, and eventually LUMS 2.0, thus, there is no need to bring in an additional visiting scholar for this activity. The universities will proactively use data from these studies to revise their curricula to ensure quality and relevance. In same mission, it was agreed that the first round of employer surveys will be designed and implemented in small scale by the universities. A complete employer survey plan, including scope, methodology, sample size, time frame, and budget was submitted to ADB in September 2019. During the video conference with project management and ADB, ADB requested the PIU to submit the detailed cost breakdown to support the proposals to conduct the two studies. PIU submitted the detailed cost breakdown in October 2019. Once approved by ADB, the university-based tracer and employer surveys will be conducted.
62. **(v) upgrade of the higher education management information system.** The project issued a request for proposal to upgrade the Lao University Management System (LUMS) in June 2019. The Mission confirmed that the objective of this sub-output is to expand access of LUMS in its second version (LUMS 2.0) to the other 3 participating universities and DHE, beyond NUOL. Basic data functions will include; data entry and management of university staff numbers, student enrolment (per year, gender, and course), record of academic staff receiving training (by type and number), and record of grant allocation.

⁵ The current PTDP is limited as it only listed a general topic for managers which need to be redefined and reclassified into various sub-topics based on the 3 themes. These tasks will be done by the VS.

⁶ DMF 1b and 3a are two distinct trainings, 1b on pedagogy while 3a is CB and mentoring on leadership, strategic management and institutional planning. Training plans have been plotted out for 3b, though the 23 topics is a mix of what universities need and not just management related; to be delivered by the VS and via training abroad. Training topics are listed in the professional development plan.

63. SSHEP LUMS contract was signed with the service provider in October 2019. LUMS contract includes the following scope of work: (i) setting up suitable project management, communication and reporting tools, and obtaining approval from Project Owner to enable access and online monitoring by Project Owner; (ii) selecting a suitable application development framework and technology stack to support the software engineering effort. This needs obtaining approval from Project Owner; (iii) presenting software architecture and design choices; (iv) developing and delivering intermediate software Release #1; (v) developing and delivering intermediate software Release #2; (vi) developing and delivering intermediate software Release #3; (vii) Developing and delivering LUMS V2.0 Final Release; and, (viii) delivering technical documentation and user guide for LUMS V2.0 Final Release. A synopsis of all eight (8) operational areas to be supported by LUMS V2.0 is presented as a visual diagram in Figure 1 below.

Commented [P9]: Im not really updated with LUMS technicality. You get these from their latest TOR right?
 Commented [ng10R9]: Yes
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64. It is a general understanding among all stakeholders that: i) financial support will be provided under SHEP 2 to each institution for contributing to realizing needed upgrades on university ICT development plan; ii) related procurement activities must be completed within Year 2019; and iii) the ongoing upgrades under each ICT development plan must include the installation and operation of a network &

performance monitoring tool on premises. The IT Specialist under PIC continues to provide assistance to the universities in upgrading the higher education management information system.

65. **(vi) implementation of the government’s national human resource development strategy, 2016-2025.** Consultation workshops to review the student-staff quota plan have been conducted and 6 other workshops are planned to be implemented this year. The following activities were implemented and will be implemented as follows:

Activity	Status
1 Workshop to disseminate National Human Resource Development Strategies 2025 to Committee for Human Resource Development of national level	Completed in September 2019
2 Workshop to disseminate National Human Resource Development Strategies 2025 to Committee for Human Resource Development in provincial level (central provinces)	Completed in October 2019
3 Workshop to disseminate National Human Resource Development Strategies 2025 to Committee for Human Resource Development in provincial level (northern provinces)	Completed in October 2019
4 Workshop to disseminate National Human Resource Development Strategies 2025 to Committee for Human Resource Development in provincial level (southern provinces)	Completed in September 2019
5 Workshop to create and adopt manual for implementation of student-staff quota planning for TVET and HE	To be conducted in December 2019
6 Workshop to disseminate the manual for student-staff quota planning for TVET and HE	Scheduled for December 2019

66. HRDO expressed the need to print National Human Resource Development strategies (NHRD) and distribute to Human Resource Development Committee in the provinces. In the previous dissemination workshops conducted, there was no sufficient budget to do the printing in a large number as the documents are big. The hard copies of the strategies will further enhance the understanding of the provincial committee. HRDO will submit official request to the EA in October 2019.

67. **(vii) further strengthening of quality assurance for HEIs.** The TORs have been finalized for two resource persons to support the Quality Assurance Center in the drafting of a report on the Laos higher education QAE system. They were recruited in September 2019 to write a report to be sent to ASEAN Quality Assurance Network by October 2019 to be evaluated against the ASEAN Quality Assurance Framework for accreditation.

2. Utilization of Funds

68. In terms of fund utilization, the progress is slow with \$4.79M contract awards and \$2.747 M disbursement. Please see table below:

Current Actual Achievements To date

Year	Contract Awards					Disbursements				
	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total
2017		0.328			0.328	0.800				0.800
2018	1.160	0.598	1.96	0.185	3.903	0.050	0.087	0.073	0.571	0.781
2019	0.497	0.062			0.559	0.468	0.352	0.346		1.166
2020					-					-
2021					-					-
Total					4.790					2.747

Note: Table is as of August 2019 so it is not consistent with table below which is up to 30 September 2019.

69. Please see status of loan and grant as of 30 September 2019 below from ADB LFIS/GFIS. Out of the total \$39.20 ADB Grant/Loan, as of 30 September 2019, total contract award was \$5.215M (13.3%) while disbursement was \$2.858M (7.29%):

Second Strengthening Higher Education Project Status of Loan and Grant (as of 30 September 2019)

Loan 3435-LAO			Allocation	Contract Award	Disbursement	Uncommitted Balance	Undisbursed Balance
A	Civil Works (including contingency)		15.970	0.278	-	15.693	15.971
		NUoL COEE	0.146	0.134		0.012	0.146
		CU COE	0.131	0.144		(0.013)	0.131
		SKU CW	15.694			15.694	15.694
B	Interest During Implementation		0.479			0.479	0.479
Total Loan (A+B)			16.449	0.278	-	16.172	16.450
Grant 0500-LAO							
A	Civil Works		6.274	0.117	-	6.157	6.274
		NUoL COEE	0.052	0.057		(0.005)	0.052
		CU COE	0.057	0.060		(0.003)	0.057

		SKU CW	6.165			6.165	6.165
B	Other Project Costs		17.197	4.820	2.058	12.375	15.136
1	Equipment and Vehicles		3.625	0.587	0.587	3.037	3.037
		Laboratory CU COE	0.165			0.165	0.165
		Laboratory NUoL COEE	1.073			1.073	1.073
		Upgrading of LUMS	0.135			0.135	0.135
		SKU IT Equipment	0.560			0.560	0.560
		SKU Laboratory Equipment	0.823			0.823	0.823
		SKU Buses	0.170	0.223	0.223	(0.053)	(0.053)
		Project Buses	0.300	0.233	0.233	0.067	0.067
		CU Equipment/Vehicles	0.398	0.131	0.131	0.267	0.267
2	Design and Construction Management		1.500	0.960	0.691	0.540	0.809
		SKU Design	0.900	0.960	0.691	(0.060)	0.209
		Construction Supervision	0.600			0.600	0.600
3	Capacity Development		5.915	0.550	0.069	5.365	5.845
		Training (1.1.4)	0.018			0.018	0.018
		New Curriculum Developed (1.2.1)	0.577			0.577	0.577
		Support Curriculum & Course Development (1.2.3)	0.191			0.191	0.191
		Teacher training professional Development (1.2.4)	0.086			0.086	0.086
		Master's Degree - International (1.3.1)	1.007			1.007	1.007
		Doctorate Degree (1.3.2)	1.053			1.053	1.053
		Master's Degree - Local (1.3.3)	0.459	0.381		0.078	0.459
		Int'l Partnerships & Networks - Faculty and Post Grad Exchange, Seminars (1.3.5)	0.050			0.050	0.050
		Moodle Courses (1.4.2)	0.194			0.194	0.194
		Internet Connection (1.4.3)	0.255	0.169	0.069	0.087	0.186
		LUMS Modules (1.4.4)	0.118			0.118	0.118

		IFECA (1.5.1-1.5.3)	0.096			0.096	0.096
		Competitive Fund for Research (1.6.1-1.6.4;1.6.6-1.6.7)	1.237			1.237	1.237
		Governance/Management HE staff (Output 3)	0.573			0.573	0.573
4	Consulting Services		2.403	1.718	0.231	0.684	2.171
		Capacity Building & Project Implementation	1.530	1.373	0.137	0.157	1.393
		Visiting Scholars	0.756	0.345	0.094	0.411	0.662
		Adjunct Lecturers	0.116			0.116	0.116
5	Recurrent Costs		0.490	1.005	0.480	(0.515)	0.010
6	Contingency		3.264			3.264	3.264
C. Advance Account			-		0.800	-	(0.800)
Total Grant (A+B+C)			23.471	4.937	2.858	18.532	20.610
TOTAL ADB			39.920	5.215	2.858	34.704	37.060
Percent to ADB Financing				13%	7%		

70. The CAD targets were reviewed and the below was drafted by the PIU with assistance from the consultant for consideration for discussion during the Mission scheduled in November 2019:

Loan No 3435										
	Contract Awards					Disbursements				
	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total
2017	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
2018	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
2019	0.274	0.000	0.000	4.900	5.174	0.000	0.000	1.936	0.169	2.105
2020	0.000	7.000	0.000	0.000	7.000	0.490	0.513	1.136	1.250	3.388
2021	0.000	0.000	2.800	0.000	2.800	1.236	1.249	1.236	1.516	5.235
2022	0.000	0.000	0.000	0.000	0.000	2.356	1.890	0.000	0.000	4.245
Total Contract Awards					14.974	Total Disbursements				14.974
IDC										0.479
Savings					0.997					0.997
					15.971					16.450

Grant 0500										
	Contract Awards					Disbursements				
	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total
2017	0.000	0.228	0.000	0.100	0.328	0.000	0.800	0.000	0.000	0.800
2018	1.160	0.599	1.918	0.100	3.777	0.050	0.087	0.072	0.572	0.781
2019	0.270	0.083	0.447	2.547	3.348	0.468	0.352	0.456	0.697	1.974
2020	3.727	4.373	0.149	0.384	8.633	3.029	1.721	2.306	1.290	8.346
2021	0.936	2.165	1.331	0.384	4.817	1.230	1.462	1.008	1.245	4.945
2022	0.061	0.000	0.000	0.000	0.061	2.392	1.150	0.000	0.000	3.542
Total Contract Awards					20.964	Total Disbursements				20.389
To reverse from 2017-2018					0.575					
Savings					3.081					3.081
					23.470					23.470

D. Project Achievement

71. In terms of project achievements, below is the status of project per the project design monitoring framework:

1. Project Design Monitoring Framework

Impact the Project is Aligned with
 Links between higher education services and socioeconomic needs strengthened (*Eighth National Socio-economic Development Plan 2016–2020*)^a

Results Chain	Performance Indicators with Targets and Baselines	Data Sources and Reporting Mechanisms	Risks	STATUS																												
Outcome Quality of higher education services improved	a. Number of DHE and university staff ^b with postgraduate degrees increases to 1,550 (35% of new degree holders women) by 2022. (AY2015/16 baseline: 1,355; 32% women)	LUMS	Weak public sector and financial management systems, including procurement framework	a. University staff in the Lao context consists of teaching staff, administrative staff, and teaching +administrative staff. Covered all 3 types of university staff in four universities, but included the University of Health Science in the analysis. It is noted that in SHEP, UHS statistics were included because they are also a public HEI.																												
	b. Number of peer-reviewed research articles originating annually from participating HEIs increases to 100 by 2022. (2014 baseline: 83) ^c	Thompson Reuters web of knowledge database HEI financial reports	Lack of policy and institutional support to ensure achievement and sustainability of benefits Weak financial management and procurement capacity	Figures to be reported in Q4 2019. b. To track by gathering data from participating HEIs. Close monitoring of CRF utilization c. 12 memoranda on extension and consultancy services by MOES /HEIs will be developed and monitored. To date, 12 memoranda was signed by universities with various foreign universities for the scholarship program.																												
	c. 12 memorandums of understanding (contracts) signed by MOES and HEIs to provide extension and	LUMS	Gender imbalance at upper secondary education is not reduced.	d. Please see below:																												
				<table border="1"> <thead> <tr> <th>University</th> <th>Total</th> <th>Female</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>NUOL</td> <td>946</td> <td>300</td> <td>32%</td> </tr> <tr> <td>CU</td> <td>101</td> <td>30</td> <td>30%</td> </tr> <tr> <td>SU</td> <td>141</td> <td>29</td> <td>21%</td> </tr> <tr> <td>SKU</td> <td>53</td> <td>13</td> <td>25%</td> </tr> <tr> <td>UHS 14/15</td> <td>132</td> <td>62</td> <td>47%</td> </tr> <tr> <td>Total</td> <td>1375</td> <td>434</td> <td>32%</td> </tr> </tbody> </table>	University	Total	Female	%	NUOL	946	300	32%	CU	101	30	30%	SU	141	29	21%	SKU	53	13	25%	UHS 14/15	132	62	47%	Total	1375	434	32%
University	Total	Female	%																													
NUOL	946	300	32%																													
CU	101	30	30%																													
SU	141	29	21%																													
SKU	53	13	25%																													
UHS 14/15	132	62	47%																													
Total	1375	434	32%																													

	<p>consultancy services (job placements, applied research, among others) by 2022.</p> <p>d. Number of higher education (university) enrollments^d increases to 45,000 (45% women) by 2022. (AY2015/16 baseline: 38,520; 43% women)</p>			
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Results Chain	Performance Indicators with Targets and Baselines		Data Sources and Reporting Mechanisms	Status															
<p>Outputs</p> <p>1. Quality and relevance of higher education services (teaching, research, extension) enhanced</p>	<p>1a. New curriculum is developed in four disciplines in line with modern pedagogical principles and practices, and including entrepreneurship training by 2018.</p> <p>1b. 600 academic staff receive training in teaching pedagogy and instructional methods (at least 40% women) by 2021.</p>	<p>1a. MOES reports</p> <p>1b. MOES project reports, LUMS</p>	<p>Limited capacity of HEIs to generate revenues and low levels of recurrent funding</p>	<p>1a. Ongoing activity on curriculum development. Some activities were implemented in 2019 and will continue up to mid-2020. Titles approved by the Vice Minister of MOES are as follows: NUOL: Environmental Science; CU: Agriculture (Plantation); SU: Tourism Management; SKU: Logistics Engineering.</p> <p>The 4 universities appointed focal points to work on the project with issuance of a ministerial appointment in 2018.</p> <p>On entrepreneurship, LIEDC and LJHRDI assist in developing courses with support from DHE and the 4 universities.</p> <p>The first brainstorming workshop for entrepreneurship training was completed in November 2018.</p> <p>1b. To date, the project provided training on teaching pedagogy and instructional methods for academic staff. 54 (46%) out of 117 participants were female. The training course included 12 modules such as presentation and facilitation skills; professional development; learner's development; research; planning; learning environment; socio-cultural learning; human diversity; professionalism; assessment; evaluation; and technology.</p> <table border="1" data-bbox="756 1429 1056 1644"> <thead> <tr> <th>Location</th> <th>total participants</th> <th>Women</th> </tr> </thead> <tbody> <tr> <td>NUOL</td> <td>42</td> <td>18 (43%)</td> </tr> <tr> <td>CU</td> <td>67</td> <td>30 (45%)</td> </tr> <tr> <td>SU</td> <td>20</td> <td>12 (60%)</td> </tr> <tr> <td>SKU</td> <td>20</td> <td>10 (50%)</td> </tr> </tbody> </table>	Location	total participants	Women	NUOL	42	18 (43%)	CU	67	30 (45%)	SU	20	12 (60%)	SKU	20	10 (50%)
Location	total participants	Women																	
NUOL	42	18 (43%)																	
CU	67	30 (45%)																	
SU	20	12 (60%)																	
SKU	20	10 (50%)																	

	1c. 92 academic staff receive scholarships to attend NUOL or foreign HEIs to upgrade their qualifications and skills (30% women) by 2021.	1c. MOES project reports		1c. there are 71 academic staff, 47 (66%) female receiving scholarships. To achieve the target, 21 more beneficiaries need to be identified and provided scholarship assistance.
	1d. 50 grants will be allocated under the newly established competitive research fund by 2020.	1d. MOES project and HEI reports, LUMS, published articles		1d. grants will be provided under the CRF as soon as the guideline is approved by MOF.
2. Access to modern higher education programs introduced	2a. New 3,700 student capacity Savannakhet University campus, including classrooms, laboratories, education resource center, administration facilities available for use by 2019; other campus infrastructure designed.	2a. MOES project reports		2a. CW1 was bid out, bid evaluation currently ongoing (October 2019) and expected to conclude in October 2019. CW4 DED preparation will be completed by end October 2019 and will be bid out for project construction in June 2020.
	2b. 500 dormitory places (50% for women) will be built by 2019	2b. MOES project and Savannakhet University reports	Inadequate managerial and technical capacities within HEIs, and lack of project experience	The SKU dormitory construction will start in mid-2020 and SKU will ensure that dormitory space will be allocated to female students.
	2c. Student enrollment at Savannakhet University (both campuses) increases from 3,900 in AY2015/16 to 6,000 (45% women) by 2021. (AY2015/16 baseline: 3,922; 43% women)	2c. LUMS		LUMS is currently being put in place with assistance from PIC. A Firm (Indochina Research) to assist establishment and upgrading of LUMS is being procured. Negotiation and award will be completed in October 2019.

3. Governance and management of HEIs strengthened	3a. 200 senior managers, governors, MOES staff, and academic leaders of participating HEIs will receive capacity building and mentoring in leadership, strategic mgt, and institutional planning (at least 30% women) by 2020.	3a. MOES project capacity-building records		Training topics were proposed to be changed per the training assessment conducted by universities.
	3b. 23 DHE and university staff will receive scholarships to attend NUOL or foreign HEIs to upgrade their qualifications and skills (35% women) by 2021 (AY2015/16 baseline: 31%)	3b. MOES project reports		23 DHE and university staff receive scholarships, 13 are female (56%).
	3c. Revised regulatory and funding framework, including quality assurance framework, for HEIs will be introduced by 2017.	3c. Ministerial decree issued on regulatory and funding framework for HEIs		A policy for regulatory and funding framework of HEIs will be conducted by the universities. Proposals were submitted to ADB who provided comments. PIU responded to in October 2019. QAC has coordinated with AQAN and proposed several workshops prior to conducting the assessment.
	3d. Graduate tracer studies and employer surveys to provide evidence for curriculum and regulatory reforms will be carried out and results integrated into the assessment of the regulatory and funding framework by 2017.	3d. MOES project reports		3d. Tracer and employer studies will be carried out as soon as NOL'd by ADB. NOL expected to be issued by end October as soon as PIC/PIU complies with detailed cost requirement.
	3e. Four new LUMS modules will be developed and functioning by 2019.	3e. MOES project reports		3e. Four existing modules are functioning but partially at this time. NSDS completed the assessment and assisted in the procurement of LUMS firm. Please see item

Commented [ng13]: For discussion during the Mission specifically pertaining to the target and the TOR of TL and DTL

Commented [P14]: None trained yet

Commented [P15]: In the proposal sent this morning, there is no cost breakdown. Just revised concept, tor.

Commented [ng16R15]: Yes

Commented [ng17]: Aj I, have we done this?

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Key Activities with Milestones

1. Quality and relevance of higher education services (teaching, research, and extension) enhanced.

1.1 Identify, develop, test and disseminate interdisciplinary common courses in four subjects to participating HEIs by 2018.

1.2 Revise Teacher Training Professional Development content and materials; test and deliver training programs on academic staff teaching, pedagogy and instructional methods by 2017.

1.3 Develop entrepreneurship program standards, curriculum, and instructional materials, and train administrative and academic staff by 2018.

1.4 Assess the recent online mathematics interactive learning pilot and its feasibility for extension by 2017.

1.5 Develop design features and selection criteria for scholarship program for academic staff of participating HEIs by 2017.

1.6 Develop matching scholarship program design features, develop selection criteria, and identify partner foreign HEIs by 2017.

1.7 Connect Savannakhet University with the existing e-library at NUOL by 2017.

1.8 Support extracurricular activities by establishing an innovation fund by 2018.

1.9 Develop research policies and regulations that help enhance and inspire lecturers and staff members to do research by 2018.

1.10 Develop design features of a competitive research fund, including administrative setup and selection criteria by 2017.

1.11 Establish systems of research support and industry engagement through COEs by 2018.

1.12 Provide capacity-building and research equipment to Champasack University COE and NUOL Centre of Environmental Excellence by 2018.

1.13 Evaluate options and determine feasibility of innovative design, delivery, financing, and maintenance of laboratories in participating HEIs by 2017.

1.14 Incorporate the research findings as part of the teaching subjects in the study programs by 2019.

2. Access to modern higher education programs introduced.

2.1 Complete resettlement and site clearance for new Savannakhet University campus by 2017.

2.2 Conduct prefeasibility study on use of PPP modality for delivery of noncore services (e.g., dormitories, cafeteria, parking, security) at Savannakhet University's new campus by 2018.

2.3 Prepare the agreed procurement process to deliver the Savannakhet University campus by 2017.

2.4 Begin full operation at Savannakhet University's new campus by 2019.

2.5 Develop a mechanism that helps enhance equitable access (modality of admission) by 2018.

3. Governance and management of HEIs strengthened.

3.1 Complete assessment of higher education MIS by 2017.

3.2 Train staff on use of higher education MIS by 2018.

3.3 Complete assessment of the regulatory and funding framework for HEIs and issue ministerial decree implementing new framework by 2018.

3.4 Identify priority areas, design features, administrative setup, and selection criteria for human resource development program by 2017.

3.5 Develop research program (including studies to be undertaken, timeline, and work program) for the assessment of the present practices of HEI administration systems, and quality, performance, and labor market outcomes, effectiveness, and efficiency of the higher education subsector by 2017.

3.6 Develop design for and carry out tracer studies and employer survey by 2017.

3.7 Identify potential international university partners and develop student and academic staff exchange program by 2018.

3.8 Identify the prioritized areas of administration for further strengthening by 2017.

3.9 Train administration staff from various administrative offices by 2018.

3.10 Provide short- and long-term visiting scholars to help improve administration capacity of different offices by 2017.

Project Management Activities

Establish project steering committee and PIUs at DHE and participating HEIs by 2016.

Inputs

Asian Development Bank: \$39.92 million (\$16.45 million ADF loan and \$23.47 ADF million grant) Government: \$4.49 million
Others (partnering foreign universities): \$1.26 million

Assumptions for Partner Financing Not applicable

ADF = Asian Development Fund, AY = academic year, COE = center of excellence, DHE = Department of Higher Education, HEI = higher education institution, Lao PDR = Lao People's Democratic Republic, LUMS = Lao universities' management system, MIS = management information system, MOES = Ministry of Education and Sports, NUOL = National University of Laos, PIU = project implementation unit, PPP = public-private partnership.

^a Government of the Lao People's Democratic Republic, Ministry of Planning and Investment. 2015. *Five Year National Socio-economic Development Plan VIII (2016–2020)*. Vientiane. ^b

From National University of Laos, Champasack University, Medical Science University, Savannakhet University, and Souphanouvong University. ^c

Total citable research publications for the Lao PDR in 2014 numbered 165, assume half from the universities. ^d

At the five public universities cited above.

Source: Asian Development Bank.

B. Project Specific Assurance and Safeguard Inputs

72. Environmental safeguards per the covenant are observed with the hiring of the Environmental Safeguards Specialist. The ESS formulated environmental code of conduct for COEs construction for NUOL and CU, which have been approved by ADB LRM and are attached to the contracts of the CW contractors. The ESS also trained environmental officers from the NUOL and CU to report on environmental issues during construction per the code of conduct. Code of conducts have been reported to have been properly adhered to by contractors and no major environmental issues have been reported so far.

73. IEE preparation and approval for SKU construction have been completed and duly approved by proper authorities prior bid advertisement. Environmental safeguards per the covenant are observed with the hiring of the Environmental Safeguards Specialist reporting to PCU. The ESS trained environmental officers from the NUOL and CU to report on environmental issues per the code of conduct. There has been no major environmental issue reported so far.

1. Compliance with Grant Covenant and Safeguards

LOAN GRANT COMPLIANCE WITH COVENANTS Loan 3435/Grant 0500-LAO: Second Strengthening Higher Education Project

Sched.	Para.	Description	Status of Compliance as of 01-2018 Review Mission
5	2	Counterpart financing: The Beneficiary shall, and shall cause the EA and the IAs to ensure that (a) counterpart financing and resources necessary for administration, management and operation and maintenance of the Project facilities are made available on a timely basis; and (b) additional counterpart funding is available to cover any funding shortfalls that may occur during the Project implementation.	Being complied with. (a) Counterpart funding was requested through the Ministry of Planning and Investment from the Ministry of Finance, but due to an administrative error, the 2018 budget contribution was not allocated. However, the Minister of Education and Sports has committed to secure the estimated counterpart 2019 funds of \$400K within Q1 2018; (b) The EA submitted 2020 counterpart funding request to Department of Planning, MoEs, who will then submit to Ministry of Planning and Investment/Ministry of Finance.
5	3	Environment: The Beneficiary shall cause the EA to ensure that the preparation, design, construction, implementation, operation and decommissioning of the Project and all Project facilities comply with (a) all applicable laws and regulations of the Beneficiary relating to environment, health and safety; (b) the Environmental Safeguards; and (c) all measures, and requirements set forth in the IEE, the EMP, and any corrective or preventative actions	(a) All laws and regulations on environment, health and safety are being complied with; (b) and (c) environmental safeguards and all measures and requirement in the IEE, EMP and corrective actions are being complied with.

		set forth in a Safeguards Monitoring Report.	
IV	4	(a) The Beneficiary shall cause MOES to (i) maintain separate accounts and records for the Project, including separate accounts and records for the Loan and Grant; (ii) prepare annual financial statements for the Project in accordance with financial reporting standards acceptable to ADB; (iii) have such financial statements audited annually by independent auditors whose qualifications, experience and terms of reference are acceptable to ADB, in accordance with auditing standards acceptable to ADB; (iv) as part of each such audit, have the auditors prepare a report, which includes the auditors' opinion(s) on the financial statements and the use of the Loan proceeds, and management letter (which sets out the deficiencies in the internal control of the Project that were identified in the course of the audit, if any); and (v) furnish to ADB, no later than 6 months after the end of each related fiscal year, copies of such audited financial statements, audit report and management letter, all in the English language, and such other information concerning these documents and the audit thereof as ADB shall from time to time reasonably request.	The following are being complied with: (i) separate accounts are maintained for the loan and grant; (ii) annual financial statements for the project are prepared yearly; (iii) the State Audit Office provides auditing services to the Project. The first audited project financial statements are due by 30 June 2018; (iv) the audit report includes the auditors' opinion and others as required; and, (v) audit report are furnished to ADB per schedule;
5	4	Resettlement and Indigenous Peoples Safeguards: The Beneficiary shall cause the EA to ensure that the Project does not have any indigenous peoples or involuntary resettlement impacts, all within the meaning of the SPS. In the event that the Project does have any such impact, the Beneficiary shall take all steps required to ensure that the Project complies with the applicable laws and regulations of the Beneficiary and with the SPS.	Being complied with.
5	5	Human and Financial Resources to Implement Safeguards Requirements: The Beneficiary shall cause the EA to make available necessary budgetary and human resources to fully implement the EMP.	To be complied with.
5	6	Safeguards-Related Provisions in Bidding Documents and Works Contracts: The Beneficiary shall cause the EA to ensure that all bidding documents and contracts for Works contain provisions that require contractors to: (a) comply with the measures relevant to the contractor set forth in the IEE and the EMP (to the extent they concern impacts on affected people during construction), and any corrective or preventative actions set forth in a Safeguards Monitoring Report; (b) make available a budget for all such environmental and social measures; (c) provide the Beneficiary with a written notice of any unanticipated environmental, resettlement or indigenous peoples risks or impacts that arise during construction, implementation or operation of the Project that were not considered in the IEE and the EMP; (d) adequately record the condition of roads, agricultural land and other infrastructure prior to starting to transport materials and construction; and (e) reinstate pathways, other local infrastructure, and agricultural land to at least their pre-project condition upon the completion of construction.	Being complied with: (a) bid documents include measures relevant to contractor as stated; (b) budget is made available for environmental and social measures; (c) will be complied with as necessary; (d) will be complied with; and, (e) will be complied with.
5	7	Safeguards Monitoring and Reporting The Beneficiary shall cause the EA to do the following: (a) submit semi-annual Safeguards Monitoring Reports to ADB and disclose relevant information from such reports to affected persons promptly upon submission; (b) if any unanticipated environmental and/or social risks	Being complied with.

Commented [P18]: These info is confirmed yeah? If yes please disregard my comment

Commented [ng19R18]: Yes

		and impacts arise during construction, implementation or operation of the Project that were not considered in the IEE and the EMP, promptly inform ADB of the occurrence of such risks or impacts, with detailed description of the event and proposed corrective action plan; and (c) report any actual or potential breach of compliance with the measures and requirements set forth in the EMP promptly after becoming aware of the breach.	
5	9	<p>Project Scholarships:</p> <p>The Beneficiary shall cause the EA to ensure that (a) candidates for scholarships for in-country or foreign training and/or degree programs under the Project are selected in accordance with the criteria agreed with ADB; and (b) recipients of the scholarship training and/or degree shall be bound by the regulations of MOES governing contract agreements entered into between the respective university and the recipients of the scholarship training and/or degree after completing their training and/or degree.</p>	<p>Being complied with.</p> <p>Being complied with as follows: (a) Criteria is followed for the selection of scholarship beneficiaries; (b) recipients are bound by regulations and contract agreements with scholars.</p>
5	10	<p>Labor Standards, Health and Safety:</p> <p>The Beneficiary shall ensure that the core labor standards and the Beneficiary's applicable laws and regulations are complied with during Project implementation. The Beneficiary shall include specific provisions in the bidding documents and contracts financed by ADB under the Project requiring that the contractors, among other things: (a) comply with the Beneficiary's applicable labor law and regulations and incorporate applicable workplace occupational safety norms; (b) do not use child labor; (c) do not discriminate workers in respect of employment and occupation; (d) do not use forced labor; (e) allow freedom of association and effectively recognize the right to collective bargaining; and (f) disseminate, or engage appropriate service providers to disseminate, information on the risks of sexually transmitted diseases, including HIV/AIDS, to the employees of contractors engaged under the Project and to members of the local communities surrounding the Project area, particularly women.</p> <p>The Beneficiary shall strictly monitor compliance with the requirements set forth in the above paragraph and provide ADB with regular reports.</p>	Being complied with.
5	12	<p>Gender and Development:</p> <p>The Beneficiary shall cause the EA to ensure that (a) the GAP is implemented in accordance with its terms; (b) the bidding documents and contracts include relevant provisions for contractors to comply with the measures set forth in the GAP; (c) adequate resources are allocated for implementation of the GAP; (d) progress on implementation of the GAP, including progress toward achieving key gender outcome and output targets, are regularly monitored and reported to ADB; and (e) key gender outcome and output targets include, but not limited to: (i) at least 30% of staff and faculty members trained in curriculum development and assessment are female; (ii) at least 40% of the staff and faculty members to be trained for instructional skills and teaching methods are female; (iii) 40% female staff receives postgraduate scholarships; (iv) at least 30% staff participating in research development training and research teams are female; (v) 45% of student enrollment in SKU by year 2020 are female; (vi) 30% representation of university</p>	<p>Being complied with.</p> <p>CW for COEs have started. Civil works activities will commence after completion of detailed design of Savannakhet University campus.</p>

		councils and other management committees are women; and (vii) 30% of the recipients of training on institutional leadership, strategic management, and planning are women.	
5	13	<p>Governance and Anticorruption:</p> <p>The Beneficiary, the EA, and the IAs shall (a) comply with ADB's Anticorruption Policy (1998, as amended to date) and acknowledge that ADB reserves the right to investigate directly, or through its agents, any alleged corrupt, fraudulent, collusive or coercive practice relating to the Project; and (b) cooperate with any such investigation and extend all necessary assistance for satisfactory completion of such investigation.</p> <p>The EA and the IAs shall ensure that the anticorruption provisions acceptable to ADB are included in all bidding documents and contracts, including provisions specifying the right of ADB to audit and examine the records and accounts of the executing and implementing agencies and all contractors, suppliers, consultants, and other service providers as they relate to the Project.</p>	Being complied with.

2. Gender

74. Below is the status of SSHEP GAP implementation;

Gender ACTION Plan Monitoring Report

As of: 11 October 2019

Project Title:	Second Strengthening Higher Education Project
Country:	Lao PDR
Project No.	L3435/G0500
Type of Project (Loan/Grant/TA):	Loan/Grant
Approval and Timeline:	January 2017–December 2021
Gender Category:	Gender Equity Theme (GEN)
ADB Project Officer:	Ms. Yumiko Yamakawa Education Specialist, SEHS
Project Impact:	Stronger links between higher education services and socioeconomic needs. The outcome will be improved quality of higher education services. The project will provide support to four public HEIs (Champasack University, NUOL, Savannakhet University, and Souphanouvong University), and improve the regulatory framework for HEIs.
Project Outcome:	Quality of higher education services improved
Project Outputs:	The project includes 3 outputs: <ol style="list-style-type: none">1. Quality and relevance of higher education services (teaching, research, extension) enhanced2. Access to modern higher education programs introduced3. Governance and management of HEIs strengthened

Gender Action Plan (GAP Activities, Indicators and Targets, Timeframe and Responsibility) based on RRP	Progress to Date (This should include information on period of actual implementation, sex-disaggregated qualitative and quantitative updates (e.g. number of participating women, women beneficiaries of services, etc.). However, some would be in process - so explain what has happened towards meeting this Target.	Issues and Challenges (Please include reasons why an activity was not fully implemented, or if Targets fall short, or reasons for delay, etc.)																										
Overall																												
1. Ensure a level of 45% female enrollment in the 5 public universities (This from DMF)	Data not collected As of SY 2018/19, there were ____ female students who enrolled in the 5 public universities out of a total enrolment of _____.																											
Output 1: Quality and relevance of higher education services (teaching, research, extension) enhanced																												
2. 600 academic staff (at least 40% female) receive training in teaching pedagogy and instructional methods by (baseline 0)	On-track The project provided training on teaching pedagogy and instructional methods for academic staff. 54 (46%) out of 117 participants were female. The training course included 12 modules such as presentation and facilitation skills; professional development; learner's development; research; planning; learning environment; socio-cultural learning; human diversity; professionalism; assessment; evaluation; and technology. <table border="1" data-bbox="368 1245 887 1574"> <thead> <tr> <th>Location</th> <th>D/M/Y</th> <th>total participants</th> <th>Women</th> </tr> </thead> <tbody> <tr> <td>SKU</td> <td>7-19/052018</td> <td>20</td> <td>10</td> </tr> <tr> <td rowspan="2">CU</td> <td>17-29/09/2018</td> <td rowspan="2">67</td> <td rowspan="2">30</td> </tr> <tr> <td>19-31/08/2019</td> </tr> <tr> <td>SU</td> <td>3-19/09/2019</td> <td>20</td> <td>12</td> </tr> <tr> <td rowspan="2">NOUL</td> <td>15-19 Oct.18.</td> <td rowspan="2">42</td> <td rowspan="2">18 (43%)</td> </tr> <tr> <td>18 Mar-5 Apr.18</td> </tr> <tr> <td></td> <td></td> <td>149</td> <td>70 (47%)</td> </tr> </tbody> </table>	Location	D/M/Y	total participants	Women	SKU	7-19/052018	20	10	CU	17-29/09/2018	67	30	19-31/08/2019	SU	3-19/09/2019	20	12	NOUL	15-19 Oct.18.	42	18 (43%)	18 Mar-5 Apr.18			149	70 (47%)	
Location	D/M/Y	total participants	Women																									
SKU	7-19/052018	20	10																									
CU	17-29/09/2018	67	30																									
	19-31/08/2019																											
SU	3-19/09/2019	20	12																									
NOUL	15-19 Oct.18.	42	18 (43%)																									
	18 Mar-5 Apr.18																											
		149	70 (47%)																									
3. 92 academic staff (30% female) receive scholarships to attend NUOL or foreign HEIs to upgrade their	On-track Project allocated 115 scholarships from 2018-2021. Up to now, 50 (56%) female out of the 90 officially awarded the scholarship receivers were female academic staff																											

	qualifications and skills by 2021 (baseline 0)		
4.	Increased incentives for female students to study science, technology, math, and ICT, including marketing, career counseling, and improved subject selection	Not yet due Considering implementing quotas for university admission, but no activities taken place yet.	Unclear project entry point.
5.	Investigate gender elements of access to competitive research funds; incorporate relevant elements	On-track The Competitive Research Fund (CRF) program incorporated gender elements into the draft guideline which is still for review of the DOF as of October 2019.	
6.	When establishing systems for industry engagement, consider gender issues such as unconscious gender bias in hiring university graduates.	Not yet due System for industry engagement has not yet been established, and is expected to be established in Q4 2019. During the process, gender issues will be taken into consideration.	

Output 2: Access to modern higher education programs introduced		
7. Ensure 45% of students enrolled at SKU by 2020 are female (baseline 43%, AY 2015/16)	On-track From education year 2016 to 2018, 5,091 (59%) out of 8,642 students enrolled at SKU were female students	Need to verify data collection year or cumulative.
8. Designate 50% of dormitory spaces at SKU for female students and ensure separate living spaces and facilities for females and males (baseline 0)	Data not collected. 500 dormitory places (50% for women) and separate living spaces and facilities for females and males will be included in detailed design of dormitories. This document will be finalized by C+A MSA Design Joint Venture in October 2019.	
9. Provide training on Prevention of Sexual Harassment and reporting (including grievances) mechanism to all students.	On-track Gender consultant prepared TOT Training on Prevention of Sexual Harassment and reporting (including grievances) mechanism to assigned staff in 4 universities. After the training course, the trainers will continue to conduct training to students in their universities using their own budget line. The budget of the TOT training is included in the 2019 Work Plan, which is pending approval. Workshop is planned for October 2019.	
10. Provide training on "Code of Conduct" to all dormitory management, security guards and all dormitory staff.	Not yet due Training is scheduled after the construction of dormitories is completed.	
11. Tracer studies will include sex-disaggregated data and report on the results	Not yet due Tracer studies ToR is awaiting for approval from ADB. The gender consultant will provide input to the survey team during design development to ensure that sex-disaggregated data is included in the report.	
Output 3: Governance and management of HEIs strengthened		
12. Ensure that DHE undertakes policies and plans to maximize opportunities for females and ethnic origin university applicants and students.	Data not collected. DHE implement policies and plans to maximize opportunities for excellent students, those who are disadvantaged, particularly girls, ethnic and the poor by providing scholarships and create a study loan system. In academic year 2017-2018 the MOES allocated 1,669 quotas or scholarships (14.3%) and 1,387 quotas (13.4%) in 2018-2019. This data is not disaggregated by ethnicity. Sources: Education Sector Development Plan 2016-2020 and student registration reports of universities for AY 2017-2018 and 2018-2019.	Unavailable disaggregated data on quotas or scholarship by ethnicity

<p>13. 30% representation of university councils and other management committees are women</p>	<p>Data not collected</p> <p>Need to collect data on wider range of university management committees, such as the COE Management committee.</p> <p>Up to Jun 2019, 16 (16%) out of 100 University Council Members were female</p> <table border="1" data-bbox="464 667 871 954"> <thead> <tr> <th rowspan="2"></th> <th colspan="3">Council members</th> </tr> <tr> <th>Total</th> <th>Female</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>NHEC</td> <td>22</td> <td>3</td> <td>13</td> </tr> <tr> <td>NUOL</td> <td>27</td> <td>2</td> <td>25</td> </tr> <tr> <td>CU</td> <td>24</td> <td>6</td> <td>25</td> </tr> <tr> <td>SU</td> <td>24</td> <td>5</td> <td>21</td> </tr> <tr> <td>SKU</td> <td>25</td> <td>16</td> <td>16</td> </tr> <tr> <td>Total</td> <td>100</td> <td>16</td> <td>16</td> </tr> </tbody> </table> <p>The University Councils were established in each university in 2015 and the council term is 5 years. There has been very strong encouragement for female participation from both public and private sector. The female percentage is gradually maximized but it is still difficult to meet the target of 30% due to qualification and experience of female staff.</p> <p>In March 2016, National Higher Education Council was established at national level to approve the establishment, expansion and dissolution of national and international higher education institutions, govern the awarding and recognition of academic titles and approve national scientific research topics of higher education institutions.</p> <p>Female representation in the university councils and Higher Education Council is low because members selection criterion is position-based, regardless of the gender. Therefore, in future elections, if the person holding those positions are still males, the figures will not significantly change.</p>		Council members			Total	Female	%	NHEC	22	3	13	NUOL	27	2	25	CU	24	6	25	SU	24	5	21	SKU	25	16	16	Total	100	16	16	<p>Incomplete data sources.</p> <p>If it is only based on the university council, the indicator will be off-track.</p>
	Council members																																
	Total	Female	%																														
NHEC	22	3	13																														
NUOL	27	2	25																														
CU	24	6	25																														
SU	24	5	21																														
SKU	25	16	16																														
Total	100	16	16																														
<p>14. Ensure at least 30% female staff and faculty members from MOES, NUOL, CU, SU and SKU receive training on institutional leadership, strategic management, and planning.</p> <p>Ethnic male and female staff have equal</p>	<p>Not yet due</p> <p>Training is scheduled for Q2 2020</p>	<p>Unavailable disaggregated data on by ethnicity</p>																															

	opportunities to attend workshops to assess/validate improved budget and actual expenditure format, modern financial management techniques and data collection instruments		
15.	23 DHE and university administration staff (35% female) receive scholarships to attend NUOL or foreign HIEs to upgrade their qualifications and skills (baseline 31% AY2015/16)	On-track Total 23 DHE and university administrative staff were selected for scholarship receivers, of which 13 (57%) were female staff. They are officially awarded the scholarship to date.	
16.	Gender workshops will be conducted to introduce the GAP to project management team at the beginning stage.	Off-track / Not achieved	Overall project delays
17.	30% of PCU and PIU staff are women	Achieved 21 (37%) out of 57 PIU staff are female. Detail is below: D-PIU: Total 17, Female 6 (35%) NUOL-PIU: Total 10, Female 3 (30%) SU-PIU: Total 11, Female 4 (36%) CU-PIU: Total 7, Female 4 (57%) SKU-PIU: Total 12, Female 4 (33%) Source: decree 941/MOES.HE, dated 21/2/2017 on the organization and function of SSHEP implementation committee	
18.	All data will be disaggregated by sex and ethnicity.	Off-track - Data has been disaggregated by sex, but not by ethnicity, especially data on staff and teachers because ethnicity is considered to extremely sensitive issue. - The gender consultant will design training registration form for trainings/workshops to capture ethnicity-disaggregated data.	Unavailable disaggregated data on by ethnicity
19.	Project's M&E includes GAP indicators	Off-track - PPMS has not been established yet. - Gender consultant prepared data collection form with sex and ethnic disaggregated to be integrated into project's PPMS	

20. GAP performance report to ADB attaches GAP monitoring table in the quarterly reports.	On-track GAP monitoring table submitted to ADB as an attachment of quarterly report.	
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Summary: GAP consisted of 20 actions and targets:

	Achieved	On-track	Off-track	Data not collected	Not yet due
No. of actions/targets	1	6	6	4	3

Reviewed by:

- Duangchith Viravongsa, LRM Gender Consultant
- Theonakhet Saphakdy, Sr. Social Development Officer (Gender), ADB-LRM.

F. Following up the Agreed Timebound Action

75. Below is fulfillment status of agreed actions per the last ADB Mission:

ADB Aide Memoire of Review Mission as of October 10, 2019				
No.	Agreed Action	Deadline	Responsible person	Progress
1	ToR of construction supervision will be submitted for ADB review	07/12/2019	Ms. Amphavanh	First submitted on 15/07 ADB for editing and 2nd submitted on 02/09/08
2	Revised procurement plan will be submitted for ADB review	07/10/2019	Ms. Nida Calma	First submitted on 1/07/07 ADB Amended & Submitted 02/07/07
3	Submission of complied partnership university MoAs for PhD candidates to ADB for subsequent endorsement and NOL	25/07/19	Mr. Oupasath	08 PhD scholars have not yet received a response
4	Confirm on counterpart funds for 2020 annual budget	31/07/19	Ajarn Xeng called the Department of Planning	Ajarn Lavan Called the Department of Planning, MOPI. And he 's got the response that the documents from all projects were being summarized. There will be another meetign with the Planning Department
5	The meeting between DHE DG and MoF on CRF disbursement	Mid July	SSHEP	Dr. Sounthone drafted the Ministry of Finance's supplementary agreement on IFFECA research budget planning and awards proposal. The draft has been with the Director General for consideration before submitting a report to Minister of E&S and sent it to the Ministry of Finance
6	Staff development of participating univerty managers and administrators: Each participating univarsity	31/07/2019.	NUOL, SU, CU, SKU	The notification was sent to universities on August 19, 2019

	will share their needs assessment findings to DHE with the support of PIC			
7	PIC will (i) consolidate these findings, (ii) develop a training priorities list, (iii) identify the most appropriate training method (existing training course or individual VS), (iv) determine number of trainees and corresponding budget, and (v) developed detailed training program including the timeline of existing training courses for 2019	31/08/2019	Mr. Inthasone DTL	PIC completed the report in October 2019
8	Review of the regulatory and financing framework for HEIs): DHE committed to share their clear objectives for an assessment and required support (e.g. financial expert)	31/07/2019	SSHEP	Submitted the Proposal to ADB to request NOL on 19th August
9	Complete tracer study and employer survey plans, including scope, methodology, sample size, time frame, and budget will be submitted by the universities to DHE and forwarded to ADB	30/08/2019	NUOL, SU, CU, SKU	Submitted the general Concept to ADB to request NOL. Submitted the budget in October 2019.
10	The EA will submit a request to increase advance account to ADB	31/08/2019	Mr. Phetdaloune, Division of Finance	PIU received NOL on 23rd August
11	DED of non-core campus will be submitted	31/08/2019	C+A	The company will submit the final DED in October 2019.
12	Reconsider the prioritization of the IFECA regarding its relevance and propose any adjustments	Before the end of November 2019	NUOL, SU, CU, SKU	IFECA guideline is currently with the DOF. PIU will meet with the DOF in October 2019 to follow up comments

13	Mobilize international procurement consultant to support bid evaluation process CW-1	Before Sept. 2019	Mr. Inthasone DTL	TTT fielded the international procurement specialist in September 2019
14	Complete bid evaluation of CW-1	Nov-19	Committee of CW 1	Bid evaluation is ongoing and will be completed by end October 2019
15	Award CW-1	W4 12/19	Committee of CW 1	The bid will be awarded as soon as the BER is approved. Target date: November 20, 2019
16	issue IFB of non-core campus CW-4	Jan-20	Ms. Amphaivanh,	The IFB will be issued as soon as the bid documents and the DED are complete. Target date: January 2020

G. Conclusions and Recommendations

76. **Slow implementation pace.** Compared to the original SSHEP CAD targets, the project is moving in a slow pace. The 2019 work plan targeted lower contract awards and disbursement, reflective of what the project can absorb/implement during its “start-up” period, despite the fact that the project is on its mid-term. Project extension must be discussed during the ADB Mission, so the Project can be given the time to catch up on targets, especially its civil works requirements, curriculum development, scholarships and grant fund implementation (CRF/IFECA).
77. **CW and procurement.** CW Package 1 has to be awarded on time for timely implementation. Any savings that may be made from CW1 package maybe programmed and added to CW 4 package.
78. **Guideline with DOF.** The guidelines for the CRF and IFECA are currently being reviewed by the DOF. A close follow up is necessary so the guideline can be finalized and CRF and IFECA can be implemented on time as planned.
79. **Approval of CAD and preparation of project work plan.** The revised CAD target is completed in October 2019 for discussion with the upcoming ADB Mission. A corresponding work plan will be prepared to ensure that the targets are met and that sub-activities are implemented by assigned units.
80. **Achievement of CAD targets viz. work plan.** Revised targets must be agreed upon and approved by ADB. After which, preparation of a solid work plan which will cover CAD targets up to end of project life can guide the implementation process through measurable/solid project development milestones.
81. **DMF target of 200 senior managers, governors,** academic leaders of participating HEIs to receive training and mentoring in leadership, strategic management and institutional planning will have to be re-adjusted to accommodate Output 3, Item (i) shift to training topics based on university-based training needs. This has to be noted as part of changes in the PAM including the re-adjustment of said task in terms of reference of the TL and DTL of PIC. Scope of work for strategic planning and leadership may be shifted from what is indicated in the PAM to is noted to actual training needs.
82. **PPMS needs to be set up.** Data related to project reporting is available but scattered. The Project Performance Monitoring System must be set up in order to systematize data management so that project database per the DMF, the GAP, etc., can be more systematically accessible.

Commented [P20]: Can we discuss t rephrase this?

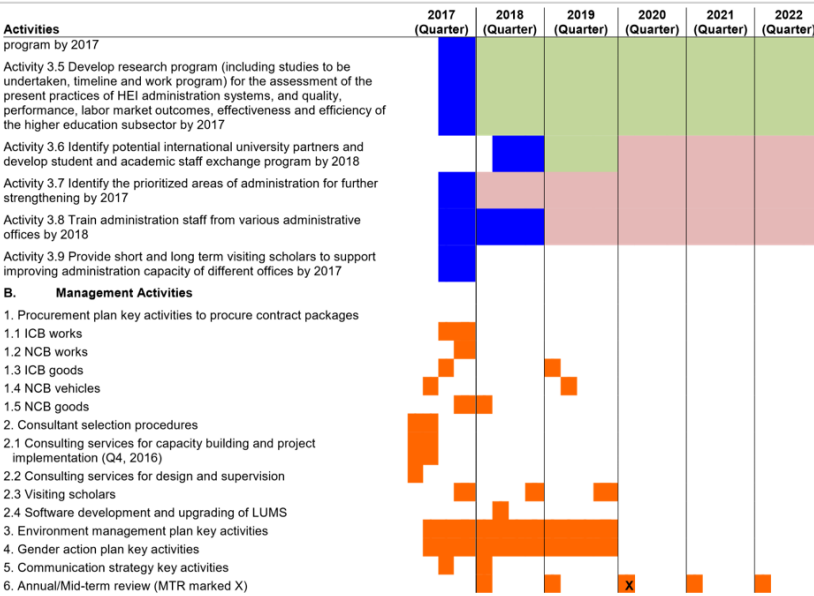
Commented [ng21R20]: Rephrased per discussion

H. Appendices

1. Project Implementation Plan

Table 3: Overall Project Implementation Plan

Activities	2017				2018				2019				2020				2021				2022							
	(Quarter)				(Quarter)				(Quarter)				(Quarter)				(Quarter)				(Quarter)							
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
A. DMF																												
Output 1 Quality of higher education services improved																												
Activity 1.1 Identify, develop, trial and disseminate interdisciplinary common courses in 4 subjects for participating HEIs by 2018																												
Activity 1.2 Revise TTPD content and materials, trial and deliver training program on academic staff teaching pedagogy and instructional methods by 2017.																												
Activity 1.3 Develop entrepreneurship program standards, curriculum, and instructional materials, and train relevant administrative and academic staff, by 2018																												
Activity 1.4 Assess the recent online mathematics interactive learning pilot and its feasibility for extension by 2017																												
Activity 1.5 Develop design features and selection criteria for scholarship program for academic staff of participating HEIs by 2017																												
Activity 1.6 Develop matching scholarship program design features, develop selection criteria and identify partner foreign HEIs by 2017																												
Activity 1.7 Connect SKU to the existing e-library at NUOL by 2017																												
Activity 1.8 Support extracurricular activities through establishing of an innovation fund by 2018																												
Activity 1.9 Develop research policies and regulations that help to enhance and inspire lecturers and staff members to do research by 2018																												
Activity 1.10 Develop design features of competitive research fund, including administrative setup and selection criteria by 2017																												
Activity 1.11 Establish systems of research support and industry engagement by 2018																												
Activity 1.12 Provide capacity-building and research equipment to NUOL by 2018																												
Activity 1.13 Evaluate options and determine feasibility for innovative design, delivery, financing and maintenance of laboratories in participating HEIs by 2017																												
Activity 1.14 Incorporate the research findings as part of the teaching subjects in the study programs by 2019																												
Output 2 Access to modern higher education programs introduced																												



Activities	2017 (Quarter)	2018 (Quarter)	2019 (Quarter)	2020 (Quarter)	2021 (Quarter)	2022 (Quarter)
7. Project completion report						

	Indicates preparatory phase with project funding
	Indicates delivery phase with project funding
	Indicates delivery phase under MOES/HEI recurrent funding
	Indicates key management activities

2. Physical Progress Tracking

PHYSICAL PROGRESS RATING

No.	Activity	Weight	Progress (%)	Weighted Progress
Output 1. Quality and relevance of higher education services in teaching, research, and extension is enhanced.				
1.1	Establish center of excellence (COEs) in participating universities	2.5	20%	0.5
1.2	develop curricula for blended learning	2.5	20%	0.5
1.3	strengthen capacities for research and delivery of extension services by			
	(a) by establishing competitive research grants	2.5	20%	0.5
	(b) upgrading research laboratories	2.5	20%	0.5
	(c) providing capacity building programs	2.5	20%	0.5
1.4	Postgraduate scholarship at NUOL or foreign partner universities to selected faculty and staff members	2.5	40%	1
1.5	Establish mechanisms for providing continuing faculty and staff development programs	2.5	20%	0.5
1.6	Create or strengthen existing international university partnerships and networks for upgrading local	2.5	20%	0.5
	local programs and services			
1.7	Develop university information technology infrastructure systems	2.5	20%	0.5
1.8	support employment skills development through the creation of an innovation fund for extracurricular	2.5	20%	0.5
	activities (IFECA)			
Output 2. Access to modern higher education programs introduced				
2.1	CW 1			
2.1.1	Preparation of DED	1.25	100%	1.25
2.1.2	Approval of DED	1.25	100%	1.25
2.1.3	Approval of IEE	1.25	100%	1.25
2.1.4	Preparation of bid documents	1.25	100%	1.25
2.1.5	Invitation	1.25	100%	1.25
2.1.6	Submission of bids	1.25	100%	1.25
2.1.7	Bid Evaluation	1.25	80%	1
2.1.8	Award	1.25	0%	0
2.1.9	Construction	1.25	0%	0
2.1.10	Turn-over	1.25	0%	0
2.2	CW 2			
2.2.1	Preparation of DED	1.25	80%	1
2.2.2	Approval of DED	1.25	0%	0
2.2.3	Approval of IEE	1.25	50%	0.625
2.2.4	Preparation of bid documents	1.25	50%	0.625
2.2.5	Invitation	1.25	0%	0
2.2.6	Submission of bids	1.25	0%	0

2.2.7	Bid Evaluation	1.25	0%	0
2.2.8	Award	1.25	0%	0
2.2.9	Construction	1.25	0%	0
2.2.10	Turn-over	1.25	0%	0
Output 3. Governance and management of higher education institutions strengthened.				
3.1	staff development of participating university managers and administrators	3.57	20%	0.714
3.2	international visiting scholar programs to the Lao ODR as part of the continuing professional development for university officials	3.57	20%	0.714
3.3	review of the regulatory and financing framework for HEIs	3.57	20%	0
3.4	tracer studies and employer surveys, including assessment of higher education sector			
	Performance	3.57	20%	0.714
3.5	upgrade of the higher education management information system	3.58	20%	0.716
3.6	Implementation of the government's national human resource development strategy (2016-2025)	3.57	20%	0.714
3.7	further strengthening of quality assurance for HEIs	3.57	20%	0.714
4. Procurement				
4.1	Civil Works for Champassack			
4.1.1	Preparation of DED	0.833	100%	0.833
4.1.2	Approval of DED	0.833	100%	0.833
4.1.3	Approval of IEE	0.833	100%	0.833
4.1.4	Preparation of bid documents	0.833	100%	0.833
4.1.5	Invitation	0.833	100%	0.833
4.1.6	Submission of bids	0.833	100%	0.833
4.1.7	Bid Evaluation	0.833	100%	0.833
4.1.8	Award	0.833	100%	0.833
4.1.9	Construction	0.833	50%	0.4165
4.1.10	Turn-over	0.833	0%	0
4.2	Equipment			
4.2.1	Preparation of Equipment List	0.833	80%	0.6664
4.2.2	Approval of Equipment List	0.833	80%	0.6664
4.2.3	Approval of Specifications	0.833	80%	0.6664
4.2.4	Preparation of bid documents	0.833	80%	0.6664
4.2.5	Invitation	0.833	80%	0.6664
4.2.6	Submission of bids	0.833	80%	0.6664
4.2.7	Bid Evaluation	0.833	80%	0.6664
4.2.8	Award	0.833	0%	0
4.2.9	Delivery	0.833	0%	0
4.2.10	Turn-over	0.833	0%	0
4.3	Consulting Services			
4.2.1	Preparation of TOR	0.833	50%	0.4165
4.2.2	Approval of TOR	0.833	50%	0.4165
4.2.3	Approval of Budget	0.833	50%	0.4165
4.2.4	Preparation of bid documents	0.833	50%	0.4165

4.2.5	Invitation	0.833	50%	0.4165
4.2.6	Submission of bids	0.833	50%	0.4165
4.2.7	Bid Evaluation	0.833	50%	0.4165
4.2.8	Award	0.833	50%	0.4165
4.2.9	Delivery of Consulting services	0.833	20%	0.1666
4.2.10	Work completion	0.833	0%	0
				35.78