

Financing Agreement

(Sierra Leone Skills Development Project)

between

REPUBLIC OF SIERRA LEONE

and

INTERNATIONAL DEVELOPMENT ASSOCIATION



FINANCING AGREEMENT

AGREEMENT dated as of the Signature Date between REPUBLIC OF SIERRA LEONE ("Recipient") and INTERNATIONAL DEVELOPMENT ASSOCIATION ("Association"). The Recipient and the Association hereby agree as follows:

ARTICLE I — GENERAL CONDITIONS; DEFINITIONS

- 1.01. The General Conditions (as defined in the Appendix to this Agreement) apply to and form part of this Agreement.
- 1.02. Unless the context requires otherwise, the capitalized terms used in this Agreement have the meanings ascribed to them in the General Conditions or in the Appendix to this Agreement.

ARTICLE II — FINANCING

- 2.01. The Association agrees to extend to the Recipient a credit, which is deemed as Concessional Financing for purposes of the General Conditions, in an amount equivalent to fourteen million three hundred thousand Special Drawing Rights (SDR 14,300,000) (variously, "Credit" and "Financing"), to assist in financing the project described in Schedule 1 to this Agreement ("Project").
- 2.02. The Recipient may withdraw the proceeds of the Financing in accordance with Section III of Schedule 2 to this Agreement.
- 2.03. The Maximum Commitment Charge Rate is one-half of one percent ($1/2$ of 1%) per annum on the Unwithdrawn Financing Balance.
- 2.04. The Service Charge is three-fourths of one percent ($3/4$ of 1%) per annum on the Withdrawn Credit Balance.
- 2.05. The Payment Dates are January 15 and July 15 in each year.
- 2.06. The principal amount of the Credit shall be repaid in accordance with the repayment schedule set forth in Schedule 3 to this Agreement.
- 2.07. The Payment Currency is Dollar.

ARTICLE III — PROJECT

- 3.01. The Recipient declares its commitment to the objective of the Project. To this end, the Recipient shall carry out the Project in accordance with the provisions of Article V of the General Conditions and Schedule 2 to this Agreement.



ARTICLE IV — EFFECTIVENESS; TERMINATION

- 4.01. The Effectiveness Deadline is the date ninety (90) days after the Signature Date.
- 4.02. For purposes of Section 10.05 (b) of the General Conditions, the date on which the obligations of the Recipient under this Agreement (other than those providing for payment obligations) shall terminate is twenty (20) years after the Signature Date.

ARTICLE V — REPRESENTATIVE; ADDRESSES

- 5.01. The Recipient's Representative is its minister for finance.
- 5.02. For purposes of Section 11.01 of the General Conditions:

- (a) the Recipient's address is:

Ministry of Finance
Treasury Building
George Street
Freetown, Sierra Leone; and

- (b) the Recipient's Electronic Address is:

Facsimile:
232 22 228 472

- 5.03. For purposes of Section 11.01 of the General Conditions:

- (a) the Association's address is:

International Development Association
1818 H Street, N.W.
Washington, D.C. 20433
United States of America; and

- (b) the Association's Electronic Address is:

Telex:	Facsimile:
248423 (MCI)	1-202-477-6391

AGREED as of the Signature Date.

REPUBLIC OF SIERRA LEONE

By



Authorized Representative

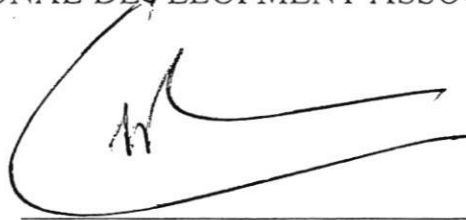
Name: Jacob Jusu Saffa

Title: Minister of Finance

Date: 2/10/2018

INTERNATIONAL DEVELOPMENT ASSOCIATION

By



Authorized Representative

Name: GAYLE MARTIN

Title: COUNTRY MANAGER

Date: Oct 2, 2018

SCHEDULE 1

Project Description

The objective of the Project is to increase access to demand-led skills training and build the foundations for a demand-led skills development system in Sierra Leone.

The Project consists of the following parts:

Part 1: Skills Development Fund

The establishment and operationalization of a Skills Development Fund ("SDF") to increase access to demand-led skills upgrading programs, through financing for:

- (a) provider-driven labor market-relevant quality TVET ("Window 1") aimed to improve access to quality demand-responsive TVET programs focusing on Formal TVET and Informal TVET, through *inter alia*: (i) updating of curricula; (ii) purchasing learning resources; (iii) training of instructors; (iv) providing industrial attachments; (v) twinning arrangements; (vi) providing career counseling and internships; and (vii) conducting training needs assessments and tracer studies; and
- (b) support for business in productive sectors ("Window 2") aimed to address skills gaps experienced by companies in the formal and informal sectors corresponding to their demands and business needs, including co-financing short- to medium-term training aimed at upgrading the skills of current and potential employees.

Part 2: Capacity Building and System Strengthening

A program of activities to establish a foundation for evidence-based skills policy formulation and to improve the relevance of skills training programs, through:

- (a) an integrated skills information system requiring TVET providers to report on students, training programs, training faculty, and training facilities and TVET providers that are SDF Grantees to conduct tracer studies of their graduates;
- (b) a pilot certification of TVET program conducted by the NCTVA to improve the credibility and relevance of certification by involving industries and businesses in the process; and
- (c) project coordination, including technical assistance, training and operational costs for project planning, coordination, monitoring and reporting of project progress.

SCHEDULE 2

Project Execution

Section I. Implementation Arrangements

A. Institutional Arrangements

1. **Project Implementation Generally.** The Recipient shall designate, at all times during the implementation of the Project, the MoTHE, in coordination with MoF, to be responsible for the overall implementation of Project activities and shall cause to be taken all actions, including the provision of funding, personnel, and other resources, necessary to enable MoTHE to implement the Project.
2. Without limitation to the provisions of Paragraph I.A.1 above, NCTVA and MoTHE shall jointly coordinate the implementation of Part 2 of the Project, as further elaborated in the Project Implementation Manual. To this end, NCTVA shall be responsible for hosting the skills information system and leading the pilot TVET certification program; and MoTHE shall be responsible for working with TVET providers to ensure the proper collection and reporting of data and consolidating the data and preparing Annual Work Plans and Budgets and Progress Reports based thereon.
3. **Skills Development Steering Committee**
 - (a) The Recipient shall establish and thereafter maintain, at all times during the implementation of the Project, a Skills Development Steering Committee ("SDSC") with a composition, mandate, and resources satisfactory to the Association to provide policy guidance and oversight for the Project.
 - (b) Without limitation to sub-paragraph (a) above, the SDSC shall be chaired by the Minister of Finance and include representatives from the Recipient's relevant ministries, the private sector, and donor partners, including the MoTHE, Ministry of Planning and Development, Ministry of Fisheries and Marine Resources, Ministry of Mines and Mineral Resources, Ministry of Agriculture, Ministry of Works, Housing and Infrastructure, Ministry of Tourism and Cultural Affairs, Ministry of Energy, Ministry of Youth Affairs, Ministry of Trade and Industry, Ministry of Labour and Social Security, the NCTVA, TVET Coalition, Chambers of Commerce and the Anti-Corruption Commission, the Chair of the SDF Grant Committee, and/or such other representatives as the Bank and the Recipient may agree from time to time.

- (c) Without limitation to sub-paragraph (a) above, the SDSC shall be responsible for Project oversight, including, *inter alia*: (i) providing cross-sectoral strategic oversight of Project implementation; (ii) reviewing progress reports, including the results reports submitted by the SDF Secretariat, MoTHE, and NCTVA; (iii) advising on key implementation issues, strategic priorities, and economic sectors to be targeted through the SDF; (iv) ensuring that agreed performance targets and timelines for activities under Schedule 1 to this Agreement are met; (v) meeting biannually to review progress reports to be submitted to the Recipient and the Association; and (vi) supervising the performance of SDF.

4. SDF Grant Committee

- (a) The Recipient shall, acting through the MoF in consultation with the MoTHE, establish and thereafter maintain, at all times during the implementation of the Project, an SDF Grant Committee, with qualifications and experience satisfactory to the Association to provide oversight for the SDF under Part 1 of the Project.
- (b) Without limitation to sub-paragraph (a) above, the SDF Grant Committee shall be chaired by an industry practitioner with considerable knowledge of TVET issues, labor market and business environment, appointed by the MoF. The SDF Grant Committee shall also be comprised of the Commissioner of the National Youth Commission (NaYCOM) and other members approved by the Minister of Finance in consultation with the MoTHE, including senior officials from the MoF, MoTHE, and the Local Content Agency, and four private sector representatives with a good understanding of the Recipient's labor market. The Sierra Leone Chamber of Commerce and industry associations shall be invited to nominate the private sector representatives, with the decision on appointment to be made by the MoF, in consultation with the MoTHE.
- (c) Without limitation to sub-paragraph (a) above, the SDF Grant Committee shall be responsible for: (i) approving plans and arrangements for the dissemination of information regarding the procedures and operation of the SDF and ensuring access to required information; (ii) approving eligibility criteria to fund proposals in Window 1 and Window 2; (iii) approving the procedures for pre-qualification and approval of applications to the SDF; (iv) endorsing the quality assurance procedures for skills development initiatives supported by the SDF; (v) overseeing the progress of the SDF; (vi) evaluating the relevance and quality of the skills training supported by the SDF; (vii) recommending to the MoF and SDSC possible changes in the scope and operation of the SDF; and (viii) investigating and acting on complaints received from stakeholders

regarding the training, assessment, and awarding of qualifications of training initiatives supported by the SDF.

5. SDF Secretariat

- (a) The Recipient shall establish and thereafter maintain, at all times during the implementation of the Project, an SDF Secretariat to manage the SDF with qualifications and experience and competitively selected under terms of reference satisfactory to the Association.
- (b) Without limitation to sub-paragraph (a) above, the SDF Secretariat shall be headed by an SDF Fund Manager responsible for managing the day to day activities of the SDF Secretariat. The SDF Secretariat shall also be comprised of technical staff, including two grant specialists for each Window 1 and Window 2, a grant officer, a monitoring and evaluation specialist, and an administrative assistant.
- (c) Without limitation to sub-paragraph (a), the SDF Secretariat shall be responsible for: (i) the administration, supervision and logistics required to operate the SDF; (ii) securing the implementation of the SDF in accordance with the SDF Operational Manual, including monitoring the results framework for outcomes and outputs of the SDF Grantees; (iii) monitoring activities to validate that the SDF Grantee is appropriately utilizing funds from the SDF in accordance with its contractual obligations; (iv) submitting quarterly progress reports and budgets to the PFMU, the Association, and the SDSC for approval; (v) reporting on administrative issues to the PFMU; (vi) reporting on technical matters to the Chairman of the SDF Grant Committee; and (vii) monitoring and evaluating, along with the MoTHE, NCTVA, and other participating institutions.

6. Project Fiduciary Management Unit

- (a) The Recipient shall maintain, at all times during the implementation of the Project, a Project Fiduciary Management Unit ("PFMU") with a composition, mandate, and resources satisfactory to the Association to provide fiduciary arrangements for the implementation of the Project, including, financial management, procurement, and audit.
- (b) Without limitation to sub-paragraph (a) above, the PFMU shall be responsible for: (i) the day to day management of funds and accounting, including preparing and submitted withdrawal applications and operation of the designated account(s) for the Project; (ii) financial reporting for the Project including preparing the quarterly interim financial reports to be submitted to the Association forty-five (45) days after the end of each



fiscal calendar year and facilitating the annual audit of such financial statements by independent auditors acceptable to the Association; (iii) review of procurement plans and the carrying out the procurement of goods and services for the Project; (iv) support the preparation, review, consolidation and approval of the proposed annual work plan and budgets; and (v) inputting the relevant Project codes into the accounting software no later than one month after the Effective Date, all in accordance with the Project Operational Manual and this Agreement.

- (c) The Recipient shall maintain appropriate administrative and regulatory arrangements throughout the implementation of the Project to ensure smooth collaboration between the PCU and PFMU, to ensure implementation of the Project.

B. Operational Manuals

1. The Recipient shall prepare, no later than three (3) months after the Effectiveness Date, and thereafter maintain throughout Project implementation, a Project Operational Manual and a SDF Operational Manual, in accordance with terms of reference acceptable to the Association, which it shall furnish to the Association for review before adoption.
2. Without limitation to paragraph (1) above, the Project Operational Manual shall include provisions on the following matters: (i) arrangements on financial management and the flow of funds; (ii) procurement management procedures; (iii) implementation arrangements for the Project; (iv) policy guidelines and strategy planning to prepare and approve each Annual Work Plan and Budget; (v) monitoring and evaluation; (vi) reporting; (vii) information, education, and communication of Project activities; and (viii) such other technical and organizational arrangements and procedures as shall be required for the Project.
3. Without limitation to paragraph (1) above, the SDF Operational Manual shall include provisions on the following matters: (i) an overview of the SDF, including its objectives, SDF beneficiaries, priority sectors, and operational principles; (ii) SDF Window 1 on provider-driven labor market relevant quality TVET and Window 2 on support for business in productive sectors; (iii) governance and management, including on the roles and mandates of the SDSC, the SDF Grant Committee, the MoTHE and NCTVA, and the management structure of the SDF; (iv) operational details, including eligibility criteria and procedures; (v) grant execution; and (vi) monitoring and evaluation of Part 1 of the Project.
4. The Recipient shall ensure that the Project is carried out in accordance with the Project Operational Manual and the SDF Operational Manual, respectively; provided, however, that in case of any conflict between the provisions of the

Project Operational Manual or the SDF Operational Manual and the provisions of this Agreement, the provisions of this Agreement shall prevail.

5. Except as the Association shall otherwise agree, the Recipient shall not amend, abrogate, or waive any provision in the Project Operational Manual and the SDF Operational Manual, respectively.

C. Annual Work Plans and Budgets

1. The Recipient shall, not later than September 30 of each year during the implementation of the Project, starting September 30, 2018, or such later date as the Association may agree, prepare and furnish to the Association for its approval the annual work plan and budget containing all proposed activities (including training and workshops) proposed for inclusion in the Project during the following calendar year, together with the financing plan for such activities and a timetable for their implementation.
2. The Recipient shall afford the Association a reasonable opportunity to exchange views with the Recipient on such proposed annual work plan and budget and thereafter ensure that the Project is implemented in accordance with such annual work plan and budget as shall have been approved by the Association ("Annual Work Plan and Budget").
3. Only activities included in the Annual Work Plan and Budget shall be eligible for inclusion in the Project.

D. SDF Sub-grants

1. In order to ensure the proper implementation of Part 1 of the Project, the Recipient shall, through the SDF Secretariat, make SDF Sub-Grants in accordance with eligibility criteria and procedures acceptable to the Association, as elaborated in the SDF Operational Manual, including that:
 - (a) Sub-Grants are awarded to applicants with the highest scores based on evaluation metrics as elaborated in the SDF Operational Manual; and
 - (b) maximum amount of each SDF Sub-Grant for a Subproject shall not exceed 100 percent of the total estimated cost of the Subproject, minus the amount of other funds allocated to finance such cost, plus any performance bonus granted in connection with the Subproject in accordance with the SDF Operational Manual.

2. SDF Grant Agreement

- (a) The Recipient shall make each SDF Sub-Grant to an SDF Grantee under a Grant Agreement on terms and conditions satisfactory to the Association, including the contractual obligations, financial commitments, and both the Recipient's and SDF Grantee's rights as further described in the SDF Operational Manual, which shall include the following:
 - (i) under Window 2, the Grant Agreement will include a tripartite contract to be signed by the beneficiary of the training, the training provider, and the Recipient;
 - (ii) the proceeds of the SDF Sub-Grant shall be made available to an SDF Grantee on non-reimbursable grant terms;
 - (iii) a description of the Sub-project and the applicable rates for the services included thereunder;
 - (iv) the SDF Grantee shall be required to: (A) carry out the Sub-project with due diligence and efficiency and in accordance with sound technical, financial, administrative, and environmental practices; (B) ensure that the resources required for the Sub-project are provided promptly as needed; (C) procure goods, non-consulting services, and other Eligible Expenditures required for the Sub-project in accordance with the Procurement Regulations; (D) maintain policies and procedures adequate to enable it to monitor and evaluate, in accordance with indicators acceptable to the Association, the progress of the Sub-project and the achievement of its objectives; (E)(i) maintain a financial management system and prepare financial statements in accordance with consistently applied accounting standards acceptable to the Association, both in a manner adequate to reflect the operations, resources and expenditures related to the Sub-project; and (ii) at the request of the Association or the Recipient, have such records audited by independent auditors acceptable to the Association, in accordance with consistently applied auditing standards acceptable to the Association, and promptly furnish the records as so audited to the Recipient and the Association; and (F) report periodically on the receipt and use of SDF funds and the progress of the Sub-project;
 - (v) the SDF Grantee shall be required to carry out the Sub-project in accordance with the provisions of the Anti-Corruption Guidelines;

- (vi) the SDF Grantee shall be required to carry out the Sub-project in accordance with the provisions of the SDF Operational Manual;
 - (vii) the goods, non-consulting services, consultants' services and other Eligible Expenditures to be financed out of the proceeds of the SDF Sub-Grant shall be used exclusively for the Sub-project; and
 - (viii) the Recipient shall have the right to: (A) inspect by itself, or jointly with the Association, if the Association shall so request, the goods and sites included in the Subproject, the operations thereof, and any relevant records and documents; (B) obtain all information as it, or the Association, shall reasonably request regarding the Sub-project; and (C) suspend or terminate the right of the SDF Grantee to use the proceeds of the SDF Sub-Grant, or obtain a refund of all or any part of the amount of the SDF Sub-Grant then withdrawn, as the case may be, upon failure by the SDF Grantee to perform any of its obligations under the SDF Grant Agreement.
- (b) The Recipient shall exercise its rights under the SDF Grant Agreement in such manner as to protect its interests and those of the Association (including, the right to suspend or terminate the right of the SDF Grantee to use the proceeds of the SDF Sub-Grant, or obtain a refund of all or any part of the amount of the SDF Sub-Grant then withdrawn, upon the SDF Grantee's failure to perform any of its obligations under the SDF Grant Agreement) and to accomplish the purposes of the SDF Sub-Grant, and, except as the Association shall otherwise agree, the Recipient shall not assign, amend, abrogate, or waive, or permit to be assigned, amended, abrogated, or waived, the aforementioned, or any provision thereof.

Section II. Project Monitoring, Reporting and Evaluation

The Recipient shall furnish to the Association each Project Report not later than one month after the end of each calendar quarter, covering the calendar quarter.

Section III. Withdrawal of the Proceeds of the Financing

A. General

Without limitation upon the provisions of Article II of the General Conditions and in accordance with the Disbursement and Financial Information Letter, the Recipient may withdraw the proceeds of the Financing to: (a) finance Eligible Expenditures in the amount allocated and, if applicable, up to the percentage set forth against each Category of the following table:

Category	Amount of the Credit Allocated (expressed in SDR)	Percentage of Expenditures to be Financed (inclusive of Taxes)
(1) SDF Sub-Grants under Part 1 of the Project	10,300,000	Such percentage as agreed to between the Recipient and the Association based on Annual Work Plans and Budgets.
(2) Goods, non-consulting services, and consulting services, Training and Operating Costs for Parts 1 and 2 of the Project	4,000,000	100%
TOTAL AMOUNT	14,300,000	

B. Withdrawal Conditions; Withdrawal Period

1. Notwithstanding the provisions of Part A above, no withdrawal shall be made, namely for payments made prior to the Signature Date, except that withdrawals up to an aggregate amount not to exceed SDR 150,000 may be made for payments made prior to this date but on or after July 25, 2018, for Eligible Expenditures under Category 2.
2. The Closing Date is October 31, 2023.

Section IV. Other Undertakings

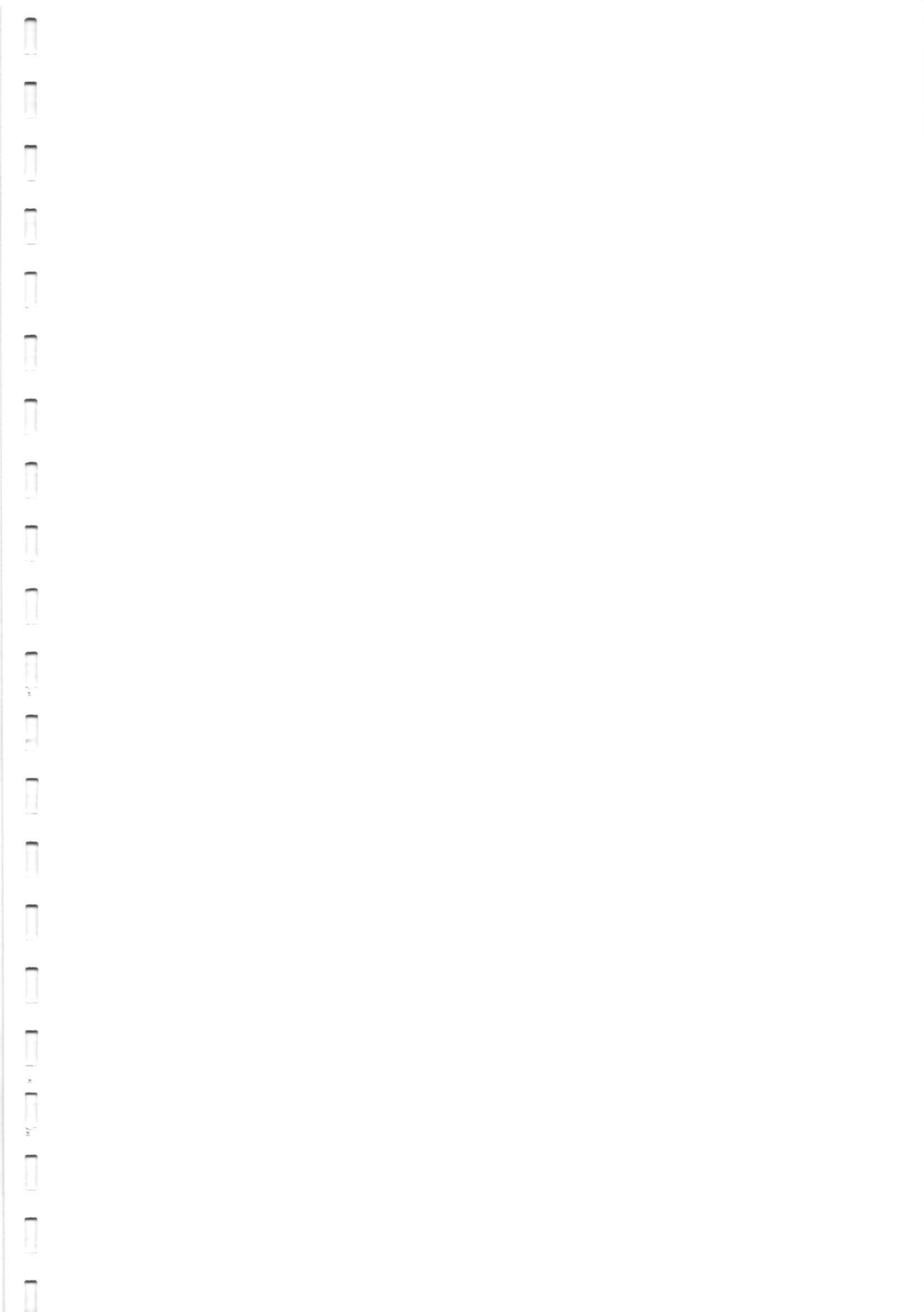
1. The Recipient shall ensure that, no later than four (4) months after the Effectiveness Date, training on the Association's financial management and disbursement procedures is provided to PFMU staff.
2. **Counterpart Funding.** The Recipient shall maintain, at all times during Project implementation, a separate account in a bank and under terms and conditions acceptable to the Association, for deposit of the Recipient's counterpart funds in an amount in Leones equivalent to \$1 million for each of Fiscal Years 2019 and 2020, respectively, to meet the cost of carrying out Category 1 of the Project, as further detailed in the Annual Work Plan and Budget.

SCHEDULE 3

Repayment Schedule

Date Payment Due	Principal Amount of the Credit repayable (expressed as a percentage)*
On each January 15 and July 15, commencing January 15, 2025 to and including July 15, 2056	1.5625%

* The percentages represent the percentage of the principal amount of the Credit to be repaid, except as the Association may otherwise specify pursuant to Section 3.05 (b) of the General Conditions.



APPENDIX

Definitions

1. "Annual Work Plan and Budget" means each annual work plan, together with the related budget, for the Project approved by the Association pursuant to the provisions of Section I.C of Schedule 2 to this Agreement.
2. "Anti-Corruption Guidelines" means, for purposes of paragraph 5 of the Appendix to the General Conditions, the "Guidelines on Preventing and Combating Fraud and Corruption in Projects Financed by IBRD Loans and IDA Credits and Grants", dated October 15, 2006 and revised in January 2011 and as of July 1, 2016.
3. "Category" means a category set forth in the table in Section III.A of Schedule 2 to this Agreement.
4. "Fiscal Year" means the Recipient's fiscal year, beginning in January and ending in December.
5. "Formal TVET" means programs officially recognized and certified by professional associations or the NCTVA that are typically full-time, structured, last one (1) to three (3) years, and are delivered by a mix of public and private TVET institutions, in accordance with Part 1 of the Project.
6. "General Conditions" means the "International Development Association General Conditions for IDA Financing, Investment Project Financing", dated July 14, 2017.
7. "Informal TVET" means short-term training programs (usually between three (3) and six (6) months) delivered by a mix of public, private, and non-governmental organization providers and not assessed by professional associations such as the NCTVA to provide trainees with a qualification to engage in some form of gainful employment, in accordance with Part 1 of the Project.
8. "Local Content Agency" means the agency under the Recipient's Ministry of Trade responsible for promoting local content, including human resources, in foreign-owned businesses operating in the Recipient's territory, or any successor thereto.
9. "Ministry of Finance" or "MoF" means the Recipient's Ministry of Finance, or any successor thereto.
10. "Ministry of Technical and Higher Education" or "MoTHE" means the Recipient's Ministry of Technical and Higher Education, or any successor thereto.

11. "NCTVA" means the National Council for Technical, Vocational and other Academic Awards, or any successor thereto.
12. "Operating Costs" means the reasonable incremental expenses arising under the Project, and based on the Annual Work Plan and Budget, on account of vehicle operation and maintenance, maintenance of equipment, communication and insurance costs, office administration costs, utilities, rentals, accommodation, banking charges, advertising expenses, travel and *per diem*, but excluding the salaries of the Recipient's civil servants.
13. "Procurement Regulations" means, for purposes of paragraph 87 of the Appendix to the General Conditions, the "World Bank Procurement Regulations for IPF Borrowers", dated July 2016, revised November 2017.
14. "Project Fiduciary Management Unit" or "PFMU" means the unit established under the MoF, as referred to in Section I.A.6 of Schedule 2 to this Agreement.
15. "Project Operational Manual" means the Recipient's manual providing details of arrangements and procedures for the implementation of the Project referred to in Section I.B of Schedule 2 to this Agreement.
16. "SDF Grant Committee" means the committee responsible for, among other things, providing oversight for the SDF under Part 1 of the Project, in accordance with Section I.A.4 of Schedule 2 to this Agreement.
17. "SDF Grantee" means any training institution, company, organization or association that receives an SDF Sub-Grant under Part 1 of the Project in accordance with Section I.D of Schedule 2 to this Agreement, and "SDF Grantees" means more than one such SDF Grantee.
18. "SDF Grant Agreement" means the grant agreement between the Recipient and the SDF Grantee specifying, among other things, the contractual obligations, financial commitments, and both the Recipient's and SDF Grantee's rights under Part 1 of the Project in accordance with Section I.D.2 of Schedule to this Agreement, and "SDF Grant Agreements" means more than one such SDF Grant Agreement.
19. "SDF Sub-Grant" means a grant under Part 1 of the Project extended in accordance with Section I.D of Schedule 2 to this Agreement, and "SDF Sub-Grants" means more than one such SDF Sub-Grant.
20. "SDF Operational Manual" means the Recipient's manual providing details of arrangements and procedures for the implementation of Part 1 of the Project referred to in Section I.B of Schedule 2 to this Agreement.

21. "SDF Secretariat" means the secretariat responsible for, among other things, the administration, supervision, and operation of the SDF, as referred to in Section I.A.5 of Schedule 2 to this Agreement.
22. "Signature Date" means the later of the two dates on which the Recipient and the Association signed this Agreement and such definition applies to all references to "the date of the Financing Agreement" in the General Conditions.
23. "Skills Development Steering Committee" or "SDSC" means the committee responsible for, among other things, providing policy guidance and Project oversight, as referred to in Section I.A.3 of Schedule 2 to this Agreement.
24. "Sub-project" means the activities to be financed by any SDF Sub-Grant, in accordance with the eligible criteria and procedures set out in the SDF Operational Manual and set out in the relevant SDF Grant Agreement.
25. "Training" means the costs directly associated with the training and workshops required under the Project, including national and international travel and subsistence costs for training and workshops participants, costs associated with securing the services of trainers, rental of training facilities, preparation and reproduction of training materials, and other costs directly related to course preparation and implementation.
26. "TVET" means technical and vocational education and training.
27. "Window 1" means the part of the Project referring to provider-driven labor market-relevant quality TVET described in Schedule 1 to this Agreement.
28. "Window 2" means the part of the Project referring to support for business in productive sectors described in Schedule 1 to this Agreement.

