



## ANNUAL PROJECT REPORT

7<sup>th</sup> of April 2016

**Project Name: Skills for Rural Employment (S4RE)**

**Reporting period: January – December 2015**

**Author: S4RE**

---

## Table of Contents

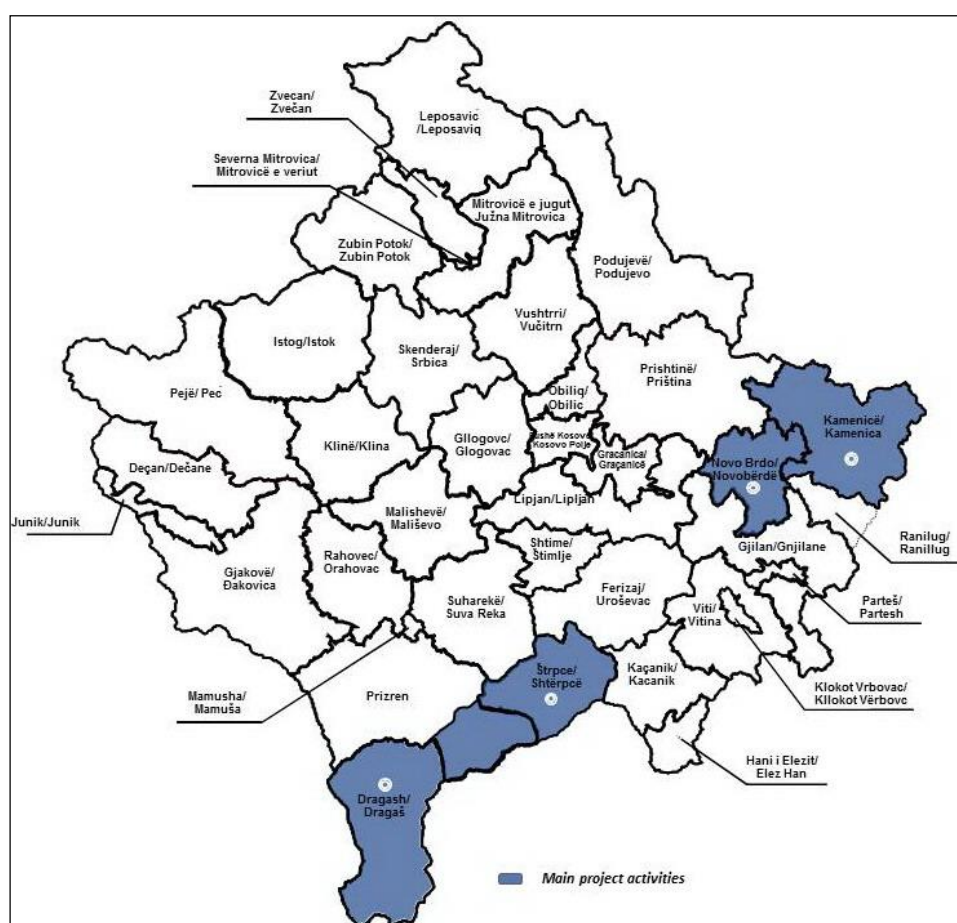
---

List of Abbreviations .....	2
Basic Information.....	3
1. Executive Summary.....	4
2. Context and introduction .....	5
3. Project Progress .....	6
3.1. Project Progress along Outputs and Outcomes .....	6
3.2. Project Progress regarding Project Objectives .....	11
3.3. Transversal Themes .....	12
3.4. Advocacy .....	13
4. Partnerships .....	13
5. Project Management.....	14
5.1 Monitoring and Evaluation .....	14
5.2 Capacity Development of Staff.....	14
5.3 Support missions .....	15
6. Lessons Learned and Conclusions.....	15
7. Appendices .....	16
Annex 1: Project Synopsis.....	18
Annex 2: Logical Framework .....	20
Annex 3: Yearly Plan of Operation 2015 .....	25
Annex 4: Monitoring sheet for S4RE .....	27
Annex 5: Fact and Figures for Outcome 1 .....	30
Annex 6: Fact and Figures for Outcome 2.....	31
Annex 7: Fact and Figures for Outcome 3.....	32
Annex 9: Events and Missions .....	33
Annex 10: Publications .....	35
Annex 11: Video Documentary of S4RE.....	37
Annex 12: Photos .....	38

## List of Abbreviations

Caritas	Caritas Switzerland
EU	The European Union
GIZ	German association for international cooperation
HACCP	Hazard Analysis and Critical Control Points
LG	Learning Group
MoU	Memorandum of Understanding
NTFP	Non-Timber Forest Product
OP	Opportunity Group
SEC	Senior Experts Corps - Swisscontact
S4RE	Skills for Rural Employment
ToT	Training of Trainers
USAID	U.S. Agency for international Development
UNDP	United Nations Development Programme
VETC	Vocational Education Training Center

**Map with Project Intervention Area**



## Basic Information

<b>Country:</b> Kosovo	
<b>Domain:</b> Skills and Employment	<b>Name of project:</b> Skills for Rural Employment - S4RE
<b>Goal</b>	Poverty reduction in rural Kosovo through targeted training and skills development, leading to increased employability
<b>Outcomes (OC)</b> (Project Objective, Purpose)	OC 1: Opportunity Groups targeting young unemployed people OC 2: Private sector training programs to new and existing employees OC 3: Supply chain linkages strengthened OC 4: Capacity building of local training providers
<b>Project phase duration:</b> 01.01.2013 – 31.12.2015	<b>Reporting period:</b> 01.01.2015 – 31.12.15
<b>Budget in phase (CHF):</b> 1,452,301.80	<b>Budget in 2015 (CHF):</b> 478,831.80 <b>Spent in 2015 (CHF):</b> 430,770.15 <b>Spent in 2013 - 2015 (CHF):</b> 1,334,581.97 <sup>1</sup>
<b>Implementing organisations:</b>	
<b>Main national partners:</b> MLSW <sup>2</sup> , Department of Labour and Employment, Public Employment Centres, VETs <sup>3</sup> Municipalities, Department of Youth, Culture and Sport, Department of Economic Development, Youth Centres, Private Sector, Local Training providers	<b>Main international partners:</b> Caritas Switzerland, UNDP, GIZ
<b>Project manager:</b> Luan Hoti	<b>Number project staff: 3</b> Expat: 0 National: 4

<sup>1</sup> Total phase expenditures (2013-2015) including overhead costs

<sup>2</sup> Ministry of Labor and Social Welfare

<sup>3</sup> Vocational education training centers

## 1. Executive Summary

Year 2015 was the last year of the project implementation of its first project phase. The overall project activities were implemented based on the yearly plan of operation.

During **phase I** S4RE has supported the **training of 4,896 persons** under its three main intervention lines (outcomes), which constitutes 94% of the target (5,200). The project's monitoring shows that to date **1,603 of them have found employment or entered into additional economic activities**.<sup>4</sup> The project has achieved about 90% of the overall employment goal which has been set for phase one (1,860). The following table summarizes some quantitative achievements of phase I:

	Target	Achieved	%
Total trained beneficiaries	5,200	4,896	94%
Women trainees	2,600	1,405	54%
Minority trainees	1,300	1,303	100%
Youth economically active	960	945	99%
New jobs created	250	237	95%
New farmers entered into agribusiness	650	421	65%
Training Providers engaged other than S4RE	6	9	150%

Apart for the quantitative data, also qualitative information and lessons learnt indicate that the skills development models and solutions piloted by S4RE during phase 1 are leading to desired outcomes. The project worked closely with different local and regional actors' e.g. municipal officials (department of youth, agriculture, and economic development), local and regional businesses, formal and informal farmers groups, local service and providers, local facilitators.

During **2015**, 75 opportunity groups (OGs) were created with **719 participants** completing the **training** cycle, **79%** have already moved to **economic activity**. Cooperation with Department of Youth, PES, VTC and businesses is continuing being essential to project implementation.

The integrated approach to local employment that S4RE used during the three years of the project implementation led to the testing of innovative and new solutions, and generated good results. Businesses have improved the perception toward investment into skills development of existing and new employees. In co-sharing basis, a total of **447** or 128% of new and current **employees** have been involved in a series of **trainings** conducted in different profiles.

Smallholder producers and farmers groups in the target region continue to improve their productivity and quality of produce through better access to knowledge and information facilitated by the project. A total of **87** (annual target 85) formal and informal **groups were formed** in 2015. These groups represent **1,060** (annual target 1,100) **beneficiaries/producers** across 6 value chains.

Municipalities played very important role in supporting different project activities through cost sharing financial contribution to the beneficiaries e.g. beekeeping, fruits, dairies, hairdressing, tailoring.

Outcome based contracts with training providers became a very effective tool of involving trainers in mentoring activities beyond the training and ensure the ultimate goal of getting youth into economic activity.

The project staff continued to increase knowledge through participation to the different trainings locally and abroad. Monitoring and result measurement (MRM) and Market Systemic Development (MSD) were two trainings topics attended by the project staff members in 2015. Three interns were engaged in 2015 for the period of 3 months each.

S4RE continued to be supported by international advisors. In total 5 missions of the international advisors were conducted during the year.

<sup>4</sup> The project is measuring economic activity with at least an additional income per year of minimum € 1'000

A documentary video program about the project achievement was prepared and shared with main stakeholders - different project partners, donors and wider audience.

---

## 2. Context and introduction

---

The goal of Skills for Rural Employment (S4RE) is to reduce poverty in rural areas of Kosovo through increased employment and income opportunities. This is achieved by addressing both the supply and demand sides of the labour market, namely stimulating local economic development (demand) and improving the skills of the local population (supply). The focus is on youth, women and minorities.

S4RE targets a community-wide approach to tackling the difficult problem of unemployment. The project is implemented through local service providers who identify beneficiaries and provide skills development; as well as engaging with the private sector.

The project is targeting the Sharr Mountain area (municipalities of Dragash and Strpce) and Southeast of Kosovo (municipalities of Novobrd and Kamenica).

The political situation in Kosovo has been somewhat uncertain following the signature of the agreement between Kosovo and Serbia in August 2015. The agreement led to parliament tensions, the opposition parties have disrupted proper functioning of the parliament as well as organized several protest to oppose the agreement.

The Government created after the elections in December 2014 is struggling to function properly and improve economic situation. The Stabilisation and Association Agreement (SAA) with EU has been signed and will enter into force on 1<sup>st</sup> of April 2016. The migration wave of the youth has stopped, gradually they are returning to Kosovo looking for a better future.

In 2015, project developed strong relationships with local communities and stakeholders, and achieved high visibility in the target regions. Use of the public spaces for the training purposes, co-financing by the municipalities and private businesses of different project activities related to the youth employment are an indication that the local partners are willing to take the ownership of different project activities.



### 3. Project Progress

#### 3.1. Project Progress along Outputs and Outcomes

<b>Outcome 1</b>	<i>S4RE will stimulate &amp; support groups of young unemployed to develop locally demanded technical, entrepreneurial and life skills; leading to improved employment and income opportunities</i>	<i>Rating*: 1 Targeted results achieved</i>
------------------	---	---

Indicator	Baseline (2013-2014)	Target for 2015	Achievements 2015	Cumulative 2013-15	Target End of Phase
# of learning groups created	75	40	75	150	80
# of young unemployed trained	789	800	719	1,508	1,600
# of women of young unemployed trained	247	400	259	506	800
# of minorities of young unemployed trained	259	200	218	477	400
# of young unemployed moving into self-employment or employment <sup>5</sup> after training	379	480	566	945	960
<b>Analysis of Trends and Deviations of most significant Indicators and Deviations</b>					

S4RE project has pursued ambitious targets in improving employment and income opportunities for rural youth, women and minorities. During 2015 out of targeted 800 the project achieved to enrol 719 participants in the training cycle using opportunity group methodology. 719 trainees, spread in 75 learning groups have completed learning cycle and have gained technical, entrepreneurial and life skills enabling them to better respond to the market demand.

Of the 719 training participants in 2015, 36% are female (target 50%) and 30% are from minorities (target 25%). Of the 719 persons completing the training, over 60% have moved to economic activity immediately. The project has followed-up the trainees/groups through mentoring to ensure a sustainable economic activity is in place.

The main field of occupation chosen by the participants is agribusiness, with 81% of trainees choosing beekeeping, raspberry cultivation or poultry farming. Annex 5 provides information for the groups.

In target municipalities where the project operated for three years agriculture is the main source of income, therefore it is vital to have the youth connected with the farming. The attitude of the youth towards agriculture has changed over years, agriculture initiative from youth have increased. However, extension services have to improve in these municipalities to keep the youth updated and enabling them access to innovations, thus help them view agriculture as exciting and innovative industry.

An approximate 10ha of raspberry have been planted with groups of youth, 2ha in Kamenice, 5ha in Strpce, 1.3ha in Dragash and 1.9 in Novobrdno enabling over 200 youth to enter an economic activity. Beekeeping is another sector with potential, 250 youth will be able to produce honey through their bee yards consisting of total 515 bees. All agriculture activities have been implemented in cooperation and with co-financing from groups of youth and municipalities. Youth entering the

<sup>5</sup> The project is measuring economic activity with at least and additional income per year of minimum € 1'000

agribusiness (beekeeping, raspberries production) will benefit economically by next agriculture season in 2016.

To cope with the challenge of low women participation (36% vs. 50% targeted) the project has designed gender specific intervention. In partnership with women organization the project has used successful women from other rural places as role models during awareness meetings to influence their social and cultural attitudes. Most women do choose gender specific occupations such as hairdressing and tailoring, and less agriculture. Of 60 female trainees attending hairdressing, five groups or 26 female have established start-up businesses to provide hairdressing services in Dragash. Five have been employed with the existing businesses. The remaining will be able to provide services from home and generate income. Tailoring is another occupation highly preferred by women; seven trainees have been employed and generate income with an existing business in Kamenice. In Kamenice a women group of 22 women has been mobilized and organized to engage in food processing. After training completion, the group has been registered as association and linked to the market enabling them to operate further.

The opportunity groups, not including agriculture, have been registered with employment offices as un-qualified job-seekers; the process brought close collaboration with the local Employment Office and lead to groups' creation. After training completion they either move into economic activity or will be upgraded as qualified job-seekers and will be able to benefit from public employment services.

A group of three youth have established the bee-boxes business and have started operating. In cooperation with a private business in Kamenica for furniture production, a group of 11 youth have been successfully employed with a business after training completion.

In addition to technical training, the opportunity groups are receiving life skills and entrepreneurship training. Life skills training on CV preparation, motivation letter and job search was part of training cycle for training participants.

#### Outcome 1 – General Assessment of Progress and Adaptation for next Period

Overall impact achieved during three years of first phase shows that the approach and methodology work in the Kosovo context for improving income and employment opportunities for rural youth, women and minorities. Guiding principles of the intervention strategy for outcome 1 were opportunity group methodology, local participation, focus on agribusiness sector and mentoring activities to follow-up the groups. These principles enabled the project to succeed. The opportunity group providing universal access and using a holistic approach to build capacities of the trainees proved to be well accepted by the local community, having them participate in the learning process. Skills training was designed to be delivered by experienced business people, who understood not only the technical side of the training, but also could provide mentoring to the trainees to help move them into economic activity. The approach has proven to be very successful in helping the youth understand the existing potential and to move into economic beneficial activities.

Having only one project facilitator to organize learning groups in four municipalities was obviously not enough, thus the project used local facilitators to drive the on-ground work. The project relied on local implementers to drive project activities. This approach has built a high degree of local ownership and will ensure smooth transition to systemic project approach planned for next phase.



<b>Outcome 2</b>	<i>S4RE will collaborate with existing businesses (including self-employed) to develop targeted training programmes that aim to improve productivity, employment, and employment conditions</i>	<i>Rating*: 1 Targeted results achieved</i>
------------------	---	---

Indicator	Baseline (2013-2014)	Target for 2015	Achievements 2015	Cumulative 2013-15	Target End of Phase
# of employees trained	402	350	447	849	1,000
# of new employees trained	100	88	137	237	250
# of minorities trained	17	88	70	87	250
# of female trained	111	175	130	241	500
# of formal agreement (MoU)	18	7	18	36	20

#### Analysis of Trends and Deviations of most significant Indicators and Deviations

Most of the targets in Outcome 2 were exceeded in the last year of the Project phase. The on job training methodology continues to be very effective in skills development of current and future employees of local businesses. The outcome strategy which was slightly changed in terms of relations with the large businesses (>5 employees) and small businesses (<5 employees) at the end of 2014; resulted with the project achievements to be higher and having more tangible results in the following year. Due to the cost sharing agreement which was highly promoted and implemented by the project, results in terms of increasing income generation, productivity and employment for new and existing employees were highly satisfying. 18 local businesses (target 7) formalized the collaboration with the Project through signing a Memorandum of Understanding.

A total of 447 new and existing employees against target of 350 (128%) were able to receive training through cost sharing agreement with local businesses. Out of the total employees trained, 70 of them represent the minority and 130 female. Out of the total employees trained, 140 of them are new, either employed by the company fully, seasonal or part time (see Annex 6).

Large businesses are few in the targeted municipalities, whereas the small businesses are well developed and continue to have the largest impact in local economy of the targeted municipalities. Employees of small businesses participated in various training program, mainly focused in business management, 264 employees (target 200) gained advanced skills training, where 69 of them were new employees.

Access to finance is limited for small businesses in the targeted municipalities, mainly due to lack of information, knowledge and capacities to understand and meet the application requirements. Project interventions have improved the perception that the businesses should search for opportunities. As result of it, 12 local businesses were facilitated by the Project through developing business plans for different donor e.g. Ministry of Agriculture and USAID. Currently 6 of these businesses are implementing grants received in the field of milk & wood processing and textile.

Having in mind that the unemployed rate of women is very high in remote area, S4RE joined forces with local businesses, donors and public institutions to tackle the difficulties of women to gain proper skills and secure job. Such a collaboration and innovative business models motivated and encouraged women to join the program for offering solution in job opportunities. The approach has been recognized to be very attractive for women to get into the tailor business and jeans factory in Kamenica and Dragash. As result of it 31 women are currently working in two local business and they are having a secure job.

22 local businesses jointly with municipality of Kamenica took initiative to form a business association. The process was facilitated by S4RE, and a core group of 8 business members have initiated the business association formation process.

## Outcome 2 – General Assessment of Progress and Adaptation for next Period

The achievements in outcome 2 are very satisfying, targets in terms of total employees trained are exceeded, and women and minority inclusion is almost reached.

S4RE interventions have improved the perception of local businesses about the importance of investing into skills of their employees. In addition, specific interventions have indicated that the smaller businesses formed a network in order to make training more affordable and accessible for them. Specific skills provided increased the competitiveness and business growth which reflects to more jobs and higher productivity.

Engaging learning Facilitators that are familiar with the local context in the targeted municipalities has proven to be the right approach for the project to reach the higher results.

In the next period, the Project will focus its intervention on working with local partners such as business centres and public institutions. In this context the private sector should not only be beneficiary of training services, but also as contributor to the skills development programs. S4RE will continue to stimulate private training providers to offer tailor-made and on the job training for new and existing employees. Business models tested and implemented in phase I of the Project will continue to be promoted to other local businesses in order to ensure that the training are affordable, accessible and relevant to them.

<b>Outcome 3</b>	<i>Supply chain integration through skills development of small enterprises in the two focus areas with national and regional companies will improve self-employment opportunities</i>	<i>Rating*: 1 Targeted results achieved</i>
------------------	--	---

Indicator	Baseline (2013-2014)	Target for 2015	Achievements 2015	Cumulative 2013-15	Target End of Phase
# of Value Chains identified	6	0	0	6	6
# of producers trained	1,479	1,100	1,060	2,539	2,600
# of groups (formal & informal)	93	60	87	180	150
# of minorities trained	417	275	322	739	650
# of female trained	357	550	301	658	1,300
# of new producers trained	295	275	188	483	650

## Analysis of Trends and Deviations of most significant Indicators and Deviations

S4RE jointly with local and regional businesses achieved considerable results in benefits of smallholder farmers in rural areas of the targeted municipalities. The regions where S4RE was active currently supply a range of products to businesses located in and outside of the targeted municipalities. During 2015, S4RE has mainly worked with smallholder farmers supplying basic products to businesses along four agriculture value chains (NTFP, Dairy, Honey and Fruits) and two non-agriculture value chains (Services/IT and Handicrafts).

During 2015, the Project has increased income generation and improved employment conditions due to better access to knowledge and information for 1,060 smallholder farmers ((target phase:1,100). The total beneficiaries were organized in 87 (target: 60) of formal and informal groups who have completed training cycle which was prepared in close collaboration with local and regional businesses.

Out of total smallholder producers in 2015 as part of the training program, 29% of them are female (target 50%) and 30% are from minorities (target 25%). In cooperation with the local/regional businesses, S4RE has managed to provide opportunities for employment in agriculture for 188 new producers which represent the 18% of the total beneficiaries. The most promising value chains

which represent more than 70% of the total beneficiaries in targeted municipalities were fruits, followed by honey, dairy and agro processing (see Annex 4&7).

S4RE improved the information of smallholder farmers needs in terms of market and financial access through developing business plans and project proposal in cost sharing agreement. Six smallholder producers were supported to develop required documents for application to financial institutions mainly to Ministry of Agriculture, Forestry and Rural Development. Additionally, above of 80% of the total project beneficiaries get linked with private companies aiming to improve the quality of their interaction and efficiency.

Local and regional businesses in the field of agriculture have changed their perception as result of the project facilitation, currently they are not seeing themselves only as beneficiary but also providing contribution in developing the training programs, offering training services and investment to smallholder producers. As result of it, 15 smallholder farmers (mix group in terms of gender and ethnicity) from Dragash increased their orchards for 0.10 ha each, by investing in seedlings and irrigation system, while the project has provided a moderate contribution through training and little investment.

S4RE developed a specific intervention to tackle difficulties of women in remote area. S4RE joint forces and built a partnership with an informal women group from Serbian community in Strpce to improve the domestic cheese production. 25 women saved their own money and invested in improving the facility for better cheese production, while the project has facilitated the process and offered training services.

### Outcome 3 – General Assessment of Progress and Adaptation for next Period

The overall achievements in 2015 and during three year's phase are very satisfactory and exceed targets in terms of income generation, quality production, linkages with market and improvement of employment conditions for smallholder producers. Business models (training and investment) designed in partnership with local and regional businesses have proven to be very successful and enabled the Project to achieve very significant results. Advanced skills training provided by very experienced training provider and business people, who have not only provided technical training but as well acted as mentors, have shown positive results for smallholder producers to move deeper into income generation and better employment condition.

In the next period the project will continue to integrate smallholder producers and local/regional businesses into selected four supply chains which aim to improve the productivity and quality leading more and higher income generation. To do so, S4RE will facilitate the overall process and focus in capacity building of the local partners that become enabled to perform skills training, market linkages and investment opportunity in benefit of smallholder producers.

<b>Outcome 4</b>	S4RE will support locally available service providers to offer skills and training services that are more strongly based on practical training and private-sector linked activities, and are complementary to the formal VET system	<i>Rating*:1</i>
------------------	---	------------------

Indicator	Baseline (2013-2014)	Target for 2015	Achievements 2015	Cumulative 2013-15	Target End of Phase
# of training providers strengthened	10	3	39	49	88
Percentage (50%) of training providers engaged in projects other than S4RE	5	1.5	0	5	9

### Analysis of Trends and Deviations of most significant Indicators and Deviations

The project developed a database with information of the training providers engaged by the project, during 2015. The database includes contact details and area of specialty of the training providers. Based on the project experience from last years, this is a good tool that helps training providers to gain work outside of project.

In order to identify needs of the training providers for further capacity development a questionnaire was developed. Based on the data collected from the training providers, the project agreed to facilitate the ToT training on raspberry production to four training providers with the agriculture background. The promotion of the training providers services play a crucial role for a sustainable local offer of services. Therefore, the project facilitated the promotion of their services through development of promotional materials such as business cards, flyers, NTFP atlases and brochures.

In addition S4RE engaged a local consultant to assess the current situation in four municipalities with regard to the feasibility of establishing training providers' hubs. All municipalities expressed their willingness to set-up such hubs but the project lacked the financial resources to support this activity. Nevertheless the GIZ implemented a similar model by creating a trainers' pool at the national level where one of the S4RE project trainer is part of this pool recognized by the state as a certified trainer on agriculture.

Training providers work based on outcome-based payment contracts composed of two components, training and mentoring. Payments are executed on two instalments, the first one is related to training criteria (training sessions are completed and 100% of initial participants complete training) and the second one is related to mentoring criteria (follow up and mentoring, provide guidance and necessary support for the group to succeed in trained profession)

In total, 102 outcome-based contracts have been prepared and signed during year 2015.

The Networking Event of the project has been held on 11th of December, 2015. The aim of this networking event was bringing together all project stakeholders such as training providers, local authorities and other donors and agencies. During this event, the training providers had the opportunity to meet each other, create networks and share experiences.

The project promotes activities through a website and Facebook. In order to increase project visibility, the project has engaged a local experienced company to produce a short video documentary about project achievements.

#### General Assessment of Progress and Adaptation for next Period

The project will continue to follow up activities related to training provider's capacity development and promotion of their services, such as: share of training providers' database with each municipality, networking events, design and publication of the success stories and case studies.

## 3.2. Project Progress regarding Project Objectives

The project has intervened in four areas; youth skills development, supply chain, informal training for businesses and capacity building of the local service providers); with the aim to facilitate the local economic development in each municipality where the project was acting. S4RE enhanced the use of locally available and affordable training providers. In the following chapter some factors which make the project sustainable and some of the elements which could be scaled up in the future are further explained:

**Local participation:** The project has built a strong credibility towards institutions, local service providers and the private businesses. One key element is the engagement of the local facilitators who were in charge of the promoting and driving the project activities. The advantage of using local facilitators has proven to be successful, in that they are widely known and accepted by the local youth, as well as the enterprises. This has enabled the project to achieve an acceptance and recognition critical to touch ground with the local actors in each area.

**Non – formal skills trainings** were designed to be delivered by experienced business people, who understood not only the technical side of the training, but also could provide mentoring to the trainees to help move them into economic activity. The approach has proven to be very successful in helping the youth understand the potential of the activity they have been involved with.

**Outcome based contracts:** The contracts with the local service providers are based on a fee split between training implementation, and the follow up and mentoring of trainees which in the successful case of trainees finding an economic activity (employed or self-employed) is unlocking the second instalment of (40%). This showed to be a very effective tool of involving them beyond the training and ensure the ultimate goal of getting youth into economic activity.

**Opportunity groups** The original term used for this area of interventions was 'Learning Groups' based on the LearnNet model developed by GTZ and also implemented in the U-Learn and LSDY projects in East Africa<sup>6</sup>. Whilst the core of this approach was maintained, the methodology was adapted to reflect the context in rural Kosovo.

**Work with private sector:** The municipalities where the project is operating have only a few large employers, but a larger number of small enterprises. The aim of the project was to provide non formal skills development for two types of the businesses. Majority of the businesses have accepted the project approach and expressed the interest to co-finance different non formal skills trainings.

**Strengthening supply chain:** The project was able to demonstrate opportunities for income and employment in the remote areas of Kosovo. This was done in close cooperation with supply chain actors making use of the opportunities mainly offered in agriculture and using available natural resources such as wild collection of NTFP products.

### 3.3. Transversal Themes

#### *Gender and social inclusion:*

Due to social and cultural norms the participation of women in rural areas is low. The project pursued an inclusive approach throughout all components to foster gender equality with an ambitious target of 50% female. The average female participation reached by the project is 31%. The quantitative target was not fully reached, but a lot of interesting qualitative aspects have been improved. The interest of women to get trained in agriculture, such as beekeeping and fruit cultivation, has increased in 2015 in Kamenice, Novoberd and Strpce. 130 women have been active in attending agriculture training. A group of 22 women has been trained in agro-processing activities, being the first activity in food processing. The group has been organized into association thus enabling them better access to market and finances. S4RE joined forces and built a partnership with an informal women group from Serbian community in Strpce to improve the domestic cheese production. 25 women saved their own money and invest in improving the facility. Further, through outcome 3, the inclusion of women in four agriculture value chains was satisfactory and it represents 229 participants from the total beneficiaries.

In Dragash women tend to get training in women specific occupations. Four opportunity groups with total 40 women have successfully completed the training and established five hairdressing businesses employing 26 women. This year, through savings the groups were able to co-finance in establishing the business with 20%. The project has influenced to change women perception and increase trust in their business idea to generate income through short term non formal trainings. In addition, social enterprises "Women in business" from Dragash managed by a woman and representing 9 beneficiaries increased their professional skills in knitting and tailoring and established they market and secure a job for them by investing into facilities. Two women were provided with training on business plan and proposal writing to enable application for grants. Training on business plan and business management has been provided by a local women NGO "Women in business" with 15 members in Dragash.

---

<sup>6</sup> U-Learn was implemented by Swisscontact and supported by Mastercard, implemented in Uganda and Tanzania. Local Skills for Development of Youth (LSDY) was also implemented by Swisscontact in Uganda and supported by Medicor.



In addition, the project has supported two groups of mixed gender composition with training in business management. Through provision of training in tailoring an existing business owned by a woman has increased the production capacity; eight women are working together providing tailoring services.

A group of 15 Gorani women have been supported to improve the production and marketing of their textile and handicraft work through training provider.

Gender disaggregated data can be found in the monitoring sheet and fact and figures (see Annex 4-7).

S4RE project activities promote the **social inclusion** of minorities. All four municipalities in which S4RE works have mixed ethnic communities of Albanian, Serbian, Gorani and Bosnians. Several interethnic activities were promoted by the project which lead to successful cooperation of different ethnicities and improved inclusion of minorities. The target of the project was successfully reached, 25% of the project beneficiaries are minorities.

### 3.4. Advocacy

S4RE project during the project phase has continuously advocated with local municipal authorities aiming to influence mainly the social and economic situation of projects' target groups specifically youth, women and minorities. Joint activities with municipalities explained under each outcome above have mobilized the local government and the private sector to respond to the needs and aspirations of youth, women and minorities. It is expected that more resources, financial and in-kind, will be mobilized during second phase to empower women economically and promote youth's education, no matter of their ethnicity.

---

## 4. Partnerships

---

The project has strengthened the partnership with public and private actors within targeted municipalities. Participatory tools and solutions designed have been very useful to increase and strengthen the partnership. Co-funding arrangements have been reached with partners aiming to utilize natural resources as much as possible.

The collaboration with the project partners (public and private actors) have been formalized with the signature of the agreements leading to implementation of several activities. The Memorandum of Understanding signed with each municipality enabled the collaboration with them as well as with specific department such as department for youth, for economic development and agriculture department. Such agreements, allowed the project and its beneficiaries to utilize local public premises and natural resources. In this context, municipalities were very active in joint activity, not only in offering premises but as well supporting financially the project beneficiaries in agriculture and business fair.

Beekeeping value chain as one of the most promising sector in income generation and self-employment for youth has been supported by municipalities, project and beneficiaries in co-financing manner for 250 youth to enter into the business. Dairy and livestock as another value chain with highest potential was highly improved through financial contribution provided by a partnership established with municipality of Kamenica and which indicated that 80 local producers now are better positioned in the market. Stronger partnerships built with municipality of Kamenica and Dragash and the private sector has enabled women inclusion into business. As a result of these partnerships 42 women have now secured a job.

Municipality of Kamenica, specifically the department for economic development joined forces with the project and organized a business fair aiming to promote domestic products as well as to facilitate the linkages between consumers and local businesses. The event has been organized during peak summer season in order to reach the diaspora visitors.

The project continues to have strong partnership with different organisations in target municipalities' e.g. UNDP, Swiss Caritas and USAID, through exchanging information for identifying synergies and implementing activities jointly.



## 5. Project Management

The supervision and steering of S4RE project is done by Country director for Kosovo with support of the team leaders of the Eastern Europe Unit (EEU). The country director provides also the regular coaching of the project manager. The advisory services of the HQ are offering the backstopping support on planning, implementation and monitoring. The thematic backstopping team provides support to the project on skills development, value chain and market systemic development. S4RE is much aligned with the Eastern Europe strategy of Helvetas and has contributed a lot with its innovative approach.

The highest merits for a successful implementation of the 3 years of the first phase goes to a small local team of Helvetas Swiss Intercooperation Kosovo, led by the project manager and two project officers (agribusiness and skill and training facilitators) an administrative assistant and local field facilitators.

### 5.1 Monitoring and Evaluation

S4RE gives strong commitment to the importance of monitoring the project activities. Project developed several tools related to the monitoring of the activities. Each learning group has its Registration book, where the participants are registered with detailed information of each participant. Before starting with skills training each youth member of the group completes a pre tracer survey. The post graduate survey with participants is done after the period of 6 to 9 month after learning cycle completion. The project engaged an independent consultant to verify all the data ensuring that they are correct and allow correct measurement of the performance.

Business survey and questionnaire before the training and after the training are tools which are used related to monitoring of the achievement in outcome 2 and 3.

The activities related to the monitoring include also the following:

- Assessment of the opportunity groups in 2015,
- Assessment of the services of the training providers 2015
- Assessment of the project approach and methodology through Focus Groups Discussion for participants in Outcome 1 and 3.

Refer to annex 4 for detailed project monitoring data.

### 5.2 Capacity Development of Staff

The project staff attended a number of trainings organized locally and abroad aiming to develop their personal knowledge and capacities. The project manager attended the training course on "Measuring results for sustainable private sector development" in Bangkok, Thailand from 2 to 6 of February organized by Hans Posthumus Consultancy (HPC). Three staff members attended course on Market System Development (MSD) organized by EEU of Helvetas Swiss Intercooperation in Sarajevo and in Prishtina in March and September 2015.

In addition three staff members attended training on Presentation skills organized locally by country support office in Pristina during November 2015.

Administrative assistant Flutura Vidishiqi attended training on Legal tax changes Kosovo, organized by European Management Institute on 11-12 September 2015.

In November, the project manager attended one day internal workshop in Bern, Switzerland organized by Coö team leader of EEU, Matthias Herr and International Advisor on Skills and Education, Peter Porten.

The project manager attended the management retreat workshop organized by Eastern European Unit (EEU) of HSI in May 2015 in Ohrid, Macedonia.

In 2015, S4RE engaged three interns for the period of 3 months, providing the opportunity to youth entering the labour market to gain experience and in the same time increase the staff resources for the project.

### 5.3 Support missions

The project was supported by several international advisors in 2015. Katharina Walker, project back stopper from Helvetas Swiss Intercooperation (HSI) continued to support the project providing advice on preparation and finalization of different project documents e.g. Yearly Plan of Operation (YPO), Annual Report (AR). Katharina Walker conducted two missions in Kosovo in May and July 2015, supporting project through reviewing the progress against planned activities and providing the inputs to the revised work plans.

In July 2015 one day workshop was organized with the international advisor Mr. Zenebe Uruguchi on MSD. In regards to the preparation of the capitalizations project documents, international advisor Mr. Stuart Pettigrew was engaged from September until November in total for 5 working days.

Mr. Peter Porten who substitute Ms Katharina Walker due to her maternity leave, completed a 3 days mission in November to support the project for planning of the new project activities for 2016.

---

## 6. Lessons Learned and Conclusions

---

During 2015 which is the last year of the first phase of the project implementation, several valuable lessons can be drawn, which will be used during the second phase of the project implementation. Below are listed some of the main lessons learned:

**Youth in Agribusiness** – During 2015 the youth's interest for project activities in agribusiness have increased rapidly. Agriculture offers very good prospects for increasing employment in the rural areas (land, water and climate). Project's activities could demonstrate that agriculture is a sector which has market potential (e.g. berries cultivation and beekeeping) and gives quick return on investment.

**Job placement – training cost for new employees are barriers for employers.** On-job training has proven to be successful and employment outcomes are pleasing, it connects potential workers with potential employers. The employers (training providers) during on-job training they provide the participants with real world experience, providing hands-on training that goes beyond what can be taught in a classroom. It involves mentoring, coaching and builds relationship with employers, and fosters soft skills necessary to be successful in the workplace.

**Women empowerment – replication of the business model leads to employment** - Women in rural areas face greater challenges for employment when compared to men, they lack the support of family members in their entrepreneur initiatives and have lack of confidence. This has caused low participation of women in project activities in the first year; especially the project faced high reluctance of women to start-up a business. In the second year, working with the training provider the project has succeeded to change radically the situation and convinced a group of women to co-finance and start-up a business. Through informal savings of group members and with S4RE support they managed to purchase some equipment, adopt the facilities for business and start providing services. The approach had a positive impact in women, the business model created in second year of the project has made the impact and they have changed perception of themselves. In third year five start-up businesses were created in hairdressing employing over 20 women.

**Study visit – Sharing knowledge, new ideas and experiences it is crucial for successful project implementation** – Study trip to Serbia facilitated by the project for youth engaged in raspberry production showed that it is very important tool for exchange of the ideas and increasing the knowledge. It is obvious that learning by seeing is very successful methodology for those engaged in agribusiness. In other side the barriers between ethnic groups (Serb –Albanians) are very easy to be overtaken through organizing similar study trips.

**Innovative training solutions** - tested by S4RE using learning group methodology has proven an effective instrument to prepare youth for improvement of the employability of the youth for the labor market.

## Planning of Next Phase

Based on the good result of the project generated during the 3 years of the project implementation the management of the Helvetas Swiss Intercooperation decided for project continuation for the next phase of the project 2016-2018. The project document for phase II was prepared and delivered in August 2015 to Helvetas and the Medicor foundation.

S4RE phase II is shifting from a project-driven approach taking more a facilitative role. Based on the learning and experience of phase I, S4RE II will seek to deepen its integrated approach addressing the different dimensions of local economic development, focussing further on skills development: workforce supply or employability of young people, the capacity of businesses to generate local income and employment opportunities and the required economic and institutional framework that delivers essential training and capacity building services and support.

The vision is that rural population in particular young women and men in the region of Sharri mountains and Southwest of Kosovo have access to income and employment opportunities within the local economic context, and are able to fulfil their own idea of a purposeful life. S4RE II will work towards a vision where men and women, Albanians and minorities have equal access and discrimination boundaries for active labour market and economic participation are overcome. The project focus will remain on the four municipalities of phase I while the project's 'crowding-in' strategy will aim at increasing outreach to eight additional municipalities in the two regions.

The overall goal of the project to increase income and employment of youth, women and minorities in targeted rural areas is expected to be achieved through activities under three outcomes:

Outcome 1: Youth have access to and use of adequate employment related information and skills

Outcome 2: Producers improve their skills and are better linked to markets in selected supply chains

Outcome 3: Businesses increase their competitiveness through tailored, quality and affordable trainings.

---

## 7. Appendices

---

1. Annex 1: Project Synopsis
2. Annex 2: Log Frame
3. Annex 3: YPO 2015 – Main activities
4. Annex 4: Monitoring sheet
5. Annex 5: Facts and figures OC 1
6. Annex 6: Facts and figures OC 2
7. Annex 7: Facts and figures OC 3
8. Annex 8: Financial Statement
9. Annex 9: Events and Missions
10. Annex 10: Publications
11. Annex 11: Video Documentary
12. Annex 12: Photos

## Annex 1: Project Synopsis

Synopsis - Project Overview				
<b>Name of project:</b>	Skills for Rural Employment (S4RE) II		<b>Country:</b>	Kosovo
<b>Project no:</b>	1403.05.1.0		<b>DAC Category:</b>	
<b>Working Area:</b>	Skills development and employment		<b>Working Field:</b>	Rural economic development, Supply chain strengthening, private business stimulating, training providers strengthening
<b>Start date of current phase:</b>	1-Jan-13		<b>End date of current phase:</b>	Dec-15
<b>Phases:</b>	Phase I: 01.01.2013-31.12.2015	Phase II: 01.01.2016-31.12.2018	Phase III: start/end dates (year/month)	Phase ?: start/end dates (year/month)
<b>Phase Budget; contribution per donor(s):</b>	1,308,380.00	1,400,205.06		
<b>Short description of project, primary stakeholders and project logic (Impact Hypothesis/Results Chain):</b>	Skills for Rural Employment (S4RE) project aims to increase employment and income opportunities in rural areas of Kosovo, through a set of interventions aimed at skills, training and economic development. S4RE is a pro-poor project targeting a community-wide approach, but still emphasizing youth, women and minorities within the overall goal of increasing employment and income. S4RE focuses on matching the supply of skills with the demands of the market, leading to improved economic development in the focus regions. The project also stimulates private sector development in the target regions, in order to realize a sustainable change to employment and income opportunities			
<b>Development Goal (Overall Goal):</b>	Poverty reduction in rural Kosovo through targeted training and skills development, leading to increased employability			
<b>Specific Project Objective (Purpose):</b>	N/A			
<b>Outcome 1:</b>	S4RE will stimulate & support groups of young unemployed to develop locally demanded technical, entrepreneurial and life skills; leading to improved employment and income opportunities			Main indicators: 800 youth trained, with 50% of these young women and 25% minorities. 60% engaged in economic activity after training is complete.
<b>Outcome 2:</b>	S4RE will collaborate with existing businesses (including self-employed) to develop targeted training programmes that aim to improve productivity, employment, and employment conditions			Main indicators: 350 employees (and potential employees) will be trained and enter employment or self-employment
<b>Outcome 3:</b>	Supply chain integration through skills development of small enterprises in the two focus areas with national and regional companies will improve self-employment opportunities.			Main indicators: 1,100 self-employed people are economically active in at least 6 value chains targeted by S4RE
<b>Outcome 4:</b>	S4RE will support locally available service providers to offer skills and training services that are more strongly based on practical training and private-sector linked activities, and are complementary to the formal VET system			Main indicators: At least 3 local service providers is strengthened

<b>Primary Stakeholders/ Right Holders:</b>	The total beneficiaries are 5,200 persons: unemployed youth, women and minorities, Rural households - producers groups in supply chain of selected six value chains, employees of local businesses, and training providers.
<b>Project area, main location:</b>	S4RE is focused in the regions of the Sharr Mountains and the Southeast of Kosovo, targeting four municipalities of Kamenice, Dragas, Strpce and Novobrd.
<b>Main implementing partners:</b>	Municipalities (Department of Youth, Culture and Sport, Department of Economic Development) Local and national businesses, Public Employment Centres/Offices, Training Providers
<b>Project Set-up:</b>	S4RE I is implemented by local staff of Helvetas Swiss Intercooperation Kosovo. The overall strategic steering, supervision and quality assurance of the project is done by the team leaders of Eastern European Unit (EEU) jointly with Country Director (CD) for Kosovo.
<b>Project staff:</b>	In total four project staff. Luan Hoti - project manager, two project officers, one Administrative Assistant.
<b>Donors:</b>	Medicor foundation Liechtenstein, Julius Bear Stiftung, Rieter Stiftung and Helvetas Swiss Intercooperation,



## Annex 2: Logical Framework

Overall Project Goal		Poverty Reduction in rural Kosovo through targeted training and skills development, leading to increased employability		
Hierarchy of Objectives	Key indicators	Source of Verification	Assumptions & Risks	
Outcome 1. S4RE will stimulate & support groups of young unemployed to develop locally demanded technical, entrepreneurial & life skills; leading to improved employment and income opportunities				
	At least 1,600 beneficiaries are trained through group activities, with 50% of these young women and 25% minorities.	Facilitator contracts will require reporting on members of groups	Facilitators and young unemployed can be found in each of the target municipalities	
1.1 Groups of young unemployed are organised to form groups, and economic opportunities and needs are analysed				
	Target of 20 participants per group, 10 groups in Year 1, 30 groups Year 2 and 40 groups in year 3	Annual and half year reports	Young unemployed men and women are willing to form groups for skills and training.	
Activity 1.1.1: Select group facilitators for each regions and train them in learning group methodology				
Activity 1.1.2: Select possible group members of young unemployed based on defined criteria,				
Activity 1.1.3: Facilitators facilitate (self-)diagnostic processes exploring visions for personal development of each member				
Activity 1.1.4: Facilitators train and guide the application of RAS/Learning Group methodology				
1.2 Training programmes designed and implemented to achieve identified opportunities and needs				
	Training programs designed for each group.	Project officers monitoring of training providers	The skills are available in Kosovo to design training programmes	
Hierarchy of Objectives	Key indicators	Source of Verification	Assumptions & Risks	
Activity 1.2.1: established groups implement RAS and to explore suitable economic potentials				
Activity 1.2.2: groups implement training needs analysis based on suitable economic potentials, actual competences and vision for personal development of each member				
Activity 1.2.3: map appropriate training providers or/and resource persons to provide skills training				
Activity 1.2.4: contract training providers based on quality and result based payment principles				
1.3 Employment and self-employment opportunities are improved, and follow up mentoring in place				
	At least 60% of beneficiaries move into employment of self-employment after training.	Tracer surveys will be undertaken through group facilitators	Local economic development allows new employment and entrepreneurs to develop.	
	Jobs through migration may also occur, and should not be excluded from data			

**Activity 1.3.1** support the placement of the group members into companies

**Activity 1.3.2** establish coaching system for wage-employees

**Activity 1.3.3** support self-employment

**Activity 1.3.4** facilitate access to financial services

**Outcome 2. S4RE will collaborate with existing businesses (including self-employed) to develop targeted training programmes that aim to improve productivity, employment, and employment conditions**

A total of 1,000 employees (and potential employees) will be trained and enter employment or see improved employment conditions

MOUs signed with partner businesses to state objectives, which will be measured after training

Businesses are willing and able to increase employment and conditions.

**2.1 Training programmes and improvement targets agreed with private sector partners**

A target of 20 large businesses (>10 employees) and 200 small businesses will collaborate with S4RE

Project officers to report on number of participants via half year and annual reports

Businesses are able to communicate training needs

**Hierarchy of Objectives**

**Key indicators**

**Source of Verification**

**Assumptions & Risks**

**Activity 2.1.1** Identify and map target businesses, agree on projects interventions

**Activity 2.1.2** Facilitate training needs analysis and identify training providers or resource persons

**Activity 2.1.3** Sign MOUs regarding training provision and corresponding cost-sharing agreements

**Activity 2.1.4** Contract training providers to conduct agreed trainings

**2.2 Training is implemented based on agreed targets**

400 trainees from large businesses and 600 from smaller businesses are trained

Training providers to report on all activities

Employees are willing and able to participate in training courses

**Activity 2.2.1** Support design of quality trainings

**Activity 2.2.2** agree on modality of training provision and of payment

**Activity 2.2.3** monitor training and assess training results in cooperation with experienced resource persons

**Activity 2.2.4** monitor application of new trained skills and measure results

**2.3 Existing businesses will be supported in business planning and access to finance, thereby creating greater employment opportunities**

20 large and 200 small businesses will be offered support on business planning, with at 50% undertaking planning activities

Business plans will need to be submitted to S4RE

Low level of existing business skills may require significant resources to be used on this activity

**Activity 2.3.1** Identify appropriate service providers and resource persons to assist companies in business planning

**Activity 2.3.2** Identify finance service providers discuss and agree on finance packages and cooperation modalities

**Activity 2.3.3** Link target companies to financial service providers

**Activity 2.3.4** Coach companies to comply with repayment obligations

2.4 Productivity, employment and employment conditions are improved			
	1,000 beneficiaries are trained, with at least 250 being new employees, predominantly youth and women. Conditions are improved based on agreed MOUs with partners	Audit of employment and conditions after training, undertaken by project officers	Business conditions allow for new employees to be hired after training. Training is able to deliver improvements in productivity
Hierarchy of Objectives	Key indicators	Source of Verification	Assumptions & Risks
<b>Activity 2.4.1</b> Monitor and coach implementation of proposed changes and /or innovations <b>Activity 2.4.2</b> Support companies to analyse feasibility for increase number of staff <b>Activity 2.4.3</b> Support companies to improve employment conditions for existing staff			
<b>Outcome 3. Supply chain integration through skills development of small enterprises in the two focus areas with national and regional companies will improve self-employment opportunities</b>			
	A total of 2,600 self-employed people are economically active in at least 6 value chains targeted by S4RE	Surveys of participants to be undertaken within the market period for the relevant VC	National and regional companies have the economic capacity to increase the number of suppliers. Suppliers are able to produce the products (and services) required by the market actors
3.1 Value chain market opportunities are identified, and agreements in place with VC actors			
	6 Value Chains are identified and market opportunities analysed with current actors	Value chain reports prepared for main sectors in each region of S4RE	
<b>Activity 3.1.1</b> Assessment of the different value chains which impacts on the overall self-employment in selected municipalities <b>Activity 3.1.2</b> Identify at least 6 value chains through the discussion with major stakeholders in selected areas of intervention <b>Activity 3.1.3</b> Create sustainable linkages between producers –suppliers and buyers- interested firms and companies in the regions			
3.2 Skills of suppliers/producers are improved through training and technology transfer, enabling them to access market opportunities			
	Training programs are developed with VC actors, and a total of 150 groups are trained – 30 in Year 1, 60 in Year 2 and 60 in Year 3	Project officers to report on groups and activities	Skills and training providers are available that can develop and deliver training

Hierarchy of Objectives	Key indicators	Source of Verification	Assumptions & Risks
<b>Activity 3.2.1</b> Assessment of the relevant trainings on value chain of different crops <b>Activity 3.2.2</b> Identify trainings in best agricultural practices, post harvest - processing and rapid market appraisal <b>Activity 3.2.3</b> Develop information on opportunities in non-agricultural value chains in collaboration with other projects (e.g. GIZ, UNDP) <b>Activity 3.2.4</b> Development of the curricula's on the different trainings on the value chains			
<b>3.3 Relationships are enhanced between actors to improve supply-demand matching in selected value chains</b>			
	Supplier meetings are conducted with all supplier-buyer relationships stimulated by S4RE, with market opportunities shared between actors	Reports from project officers	Buyers are willing to meet with supplier groups and share market information
<b>Activities</b> <b>Activity 3.3.1</b> Share market information between key actors of the value chain <b>Activity 3.3.2</b> Facilitate market linkages between VC actors through participation in different events e.g.fairs local and regional <b>Activity 3.3.3</b> Improve market access for the existing suppliers			
<b>Outcome 4. S4RE will support locally available service providers to offer skills and training services that are more strongly based on practical training and private-sector linked activities, and are complementary to the formal VET system</b>			
	At least 1 local service provider is available for each of the groups formed under Components 1 to 3	Database of providers	S4RE is able to identify and build capacities of local service providers
<b>4.1 Training providers are identified and strengthened through project activities, and provider networks are developed</b>			
	Mapping of service providers identifies suitable service providers.	Database of service providers maintained by S4RE and published on project's website	

Hierarchy of Objectives	Key indicators	Source of Verification	Assumptions & Risks
<b>Activity 4.1.1</b> Complement mapping of suitable training providers initiated under activity 1.2.3 <b>Activity 4.1.2</b> Facilitate dialogue of identified training providers with companies interested in skills development <b>Activity 4.1.3</b> Assist training providers to improve existing curricula or develop new ones based on competences <b>Activity 4.1.4</b> Assist training providers in creating networks to share good practices for training and cooperation with private sector			
<b>4.2 Beyond the project activities, the informal training market within the focus areas is serviced by providers supported by S4RE</b>			
	At least 50% of the service providers supported by S4RE are able to provide services outside of the project	Tracer surveys of training providers	Other projects or private sector actors interested in service provision
<b>Activity 4.2.1</b> Assist training providers to develop business models which are feasible and marketable training offers <b>Activity 4.2.2</b> support training providers to marketing training products <b>Activity 4.2.3</b> Support training providers and its network to getting official recognition and accreditation			
<b>4.3 A system of outcome-based payments to training providers is developed and tested</b>			
	Contracts are designed and tested that include outcome based payments structures by year 3 of S4RE	Contracts	Outcome based payments are accepted by service providers
<b>Activity 4.3.1</b> Assist training providers to assess market opportunities for skills <b>Activity 4.3.2</b> Facilitate cooperation with financial service providers enabling training providers to link trainees for self-employment to feasible financial services <b>Activity 4.3.3</b> Assist training providers to creating a network of experts to provide mentorship for self-employed and new micro/small enterprises <b>Activity 4.3.4</b> Assist training providers to design a outcome based payment modality and support its introduction through monitoring and support to improvement			

## Annex 3: Yearly Plan of Operation 2015

Poverty Reduction in rural Kosovo through targeted training and skills development, leading to increased employability	
ACTIVITIES	
<b>Outcome 1</b>	<b>S4RE will stimulate &amp; support groups of young unemployed to develop locally demanded technical, entrepreneurial and life skills; leading to improved employment and income opportunities</b>
<b>Output 1.1</b>	<b>Groups of young unemployed are organized to form groups and economic opportunities and needs are analyzed</b>
Activity 1.1.1	Intensify working relationships with project partners
Activity 1.1.2	Establish opportunity groups (OG) in target municipalities
Activity 1.1.3	Identify needs for life skills training
<b>Output 1.2</b>	<b>Training programs designed and implemented to achieve identified opportunities and needs</b>
Activity 1.2.1	Training Providers (TP) identified based on the OG ideas
Activity 1.2.2	Development of training curricula
Activity 1.2.3	Training implementation on technical, life skills, entrepreneurship and business plans
<b>Output 1.3</b>	<b>Employment and self-employment opportunities are improved, and follow up mentoring in place</b>
Activity 1.3.1	Facilitate access to financial support
Activity 1.3.2	Support-start-up business ideas, including through the opportunity fund
Activity 1.3.3	Support the OG members in transition from training to employment
<b>Outcome 2</b>	<b>S4RE will collaborate with existing businesses (including self-employed) to develop targeted training programs that aim to improve productivity, employment, and employment conditions</b>
<b>Output 2.1</b>	<b>Training programs and improvement targets agreed with existing businesses operating in four municipalities</b>
Activity 2.1.1	Identify formal and informal businesses for collaboration
<b>Output 2.2</b>	<b>Training programs and improvement targets agreed with businesses</b>
Activity 2.2.1	Formalize collaboration with businesses for technical assistance and trainings
Activity 2.2.2	Implement training programs
<b>Output 2.3</b>	<b>Businesses will be supported through technical assistance, including in business planning and access to finance, thereby creating greater employment opportunities</b>
Activity 2.3.1	Support businesses through technical assistance and improve access to finance, including business plan development
Activity 2.3.2	Link businesses with financial institutions
<b>Output 2.4</b>	<b>Productivity, employment and employment conditions are improved</b>
Activity 2.4.1	Facilitate businesses through creation of business association in each municipality



<b>Outcome 3</b>	<b>Supply chain integration through skills development of small enterprises in the two focus areas with national and regional companies will improve self-employment opportunities</b>
<b>Output 3.1</b>	<b>Value chain market opportunities are identified, and agreements in place with VC actors</b>
Activity 3.1.1	Identify opportunities for income generation and secure job placement
Activity 3.1.2	Collaborate with public and other project partners
<b>Output 3.2</b>	<b>Skills of suppliers/producers are improved through training and technology transfer, enabling them to access market opportunities</b>
Activity 3.2.1	Assess the relevant training required on each VChs
Activity 3.2.2	Implement training topics identified
Activity 3.2.3	Implement training material (micro-franchising)
<b>Output 3.3</b>	<b>Relationships are enhanced between actors to improve supply-demand matching in selected value chains</b>
Activity 3.3.1	Facilitate sustainable market linkages between smallholder farmers and markets
Activity 3.3.2	Facilitate access to the public and project partners
Activity 3.3.3	Monitoring and follow up of value chain activities are undertaken
<b>Outcome 4</b>	<b>S4RE will support locally available service providers to offer skills and training services that are more strongly based on practical training and private-sector linked activities, and are complementary to the formal VET system</b>
<b>Output 4.1</b>	<b>Training providers are identified and strengthened through project activities, and provider networks are developed</b>
Activity 4.1.1	Complement mapping of suitable training providers initiated under all outcomes
Activity 4.1.2	Assist training providers in creating networks to share good practices for training
<b>Output 4.2</b>	<b>Beyond the project activities, the informal training market within the focus areas is serviced by providers supported by S4RE</b>
Activity 4.2.1	Support training providers to promote their services
Activity 4.2.2	Publication of project activities on the project website
<b>Output 4.3</b>	<b>A system of outcome-based payments to training providers is developed and tested</b>
Activity 4.3.1	Conclude outcome based contracts with TP
<b>Outcome 5</b>	<b>Project management assures efficient implementation of activities, enhance capacity development of staff and capitalization of results</b>
<b>Output 5.1</b>	<b>Regular monitoring and reporting is done, results are communicated</b>
Activity 5.1.1	Regular internal planning, monitoring & reporting against YPO outputs and monthly action plans
Activity 5.1.2	Reporting to donors concluded as agreed
Activity 5.1.3	Capitalization of experiences

## Annex 4: Monitoring sheet for S4RE

<b>HELVETAS Swiss Intercooperation</b> <b>Skills For Rural Employment (S4RE) - Monitoring Sheet</b>														
LogFrame Indicator	Indicator	2013				2014				2015				2013-2015
		Target 2013	1st Half Year	2nd Half Year	Annual Total	Target 2014	1st Half Year	2nd Half Year	Annual Total	Target 2015	1st Half Year	2nd Half Year	Annual Total	Total
1.1	# of learning groups created	10	15	1	16	30	25	34	59	40	67	8	75	150
1.1	# of facilitators created	8	7	0	7	0	6	0	6	0	0	0	0	13
1.2	# of young unemployed trained	200	59	134	193	600	130	466	596	800	688	31	719	1508
1.2	# of women of young unemployed trained	100	33	57	90	300	35	122	157	400	237	22	259	506
1.2	% of women of young unemployed trained	(50% of 200)	56%	43%	47%	50%	27%	26%	26%	50%	34%	71%	36%	34%
1.2	# of minorities of young unemployed trained	50	21	25	46	150	67	146	213	200	218	0	218	477
1.2	% of minorities of young unemployed trained	(25% of 200)	36%	19%	24%	25%	52%	31%	36%	25%	32%	0	30%	32%
1.3	# of young unemployed moving into self-employment or employment after training	120	4	43	47	360	14	318	332	480	64	502	566	945
1.3	% of young unemployed moving into self-employment or employment after training	(60% of 200)	7%	32%	24%	60%	11%	68%	56%	60%	9%	70%	79%	63%
1.3	# of MoUs signed with MFI partner	1	0	0	0	1	0	0	0	1	0	0	0	0
2.1	# of MoUs signed with private sector businesses	5	6	2	8	8	7	3	10	7	16	2	18	36

2.2	# of large business' employees (new and existing) trained	100	0	48	48	150	45	102	147	150	123	60	183	378
2.2	# of new employees trained (large business)	25	0	21	21	38	5	24	29	38	60	8	68	118
2.2	% of new employees trained (large business)	(25% of 100)	0%	84%	84%	(25% of 150)	13%	63%	76%	(25% of 150)	158%	21%	179%	117%
2.2	# of SME employees trained (new and existing)	200	0	66	66	200	69	72	141	200	132	132	264	471
2.2	# of new employees trained (SME)	50	0	10	10	50	29	11	40	50	27	42	69	119
2.2	% of new employees trained (SME)	(25% of 200)	0%	20%	20%	(25% of 200)	58%	22%	80%	(25% of 200)	54%	84%	138%	79%
2.3	# of contracts signed with training providers for employees	5	0	5	5	0	7	11	18	0	16	6	22	45
2.3	# of contracts signed with training providers for business planning	5	1	3	4	0	3	0	3	0	3	4	7	14
3.1	# of VC identified and MoUs signed	6	4	0	4	0	2	0	2	0	0	0	0	6
3.1	# of beneficiaries trained - NTFP Wild harvest	200	60	40	100	400	49	276	325	500	150	64	214	639
3.1	# of beneficiaries trained - NTFP Cultivated	50	0	10	10	100	51	0	51	100	20	30	50	111
3.1	# of beneficiaries trained - Berries & Fruits	100	105	3	108	100	51	47	98	100	101	89	190	396
3.1	# of beneficiaries trained - Dairy & Livestock	100	142	38	180	200	191	94	285	200	151	99	250	715
3.1	# of beneficiaries trained - Honey	50	95	12	107	100	99	8	107	100	188	18	206	420
3.1	# of beneficiaries trained - Textile & handicraft	0	0	0	0	50	16	12	28	50	24	35	59	87

3.1	# of beneficiaries trained - Services (IT/Financial)	0	0	0	0	50	20	60	80	50	11	80	91	171
3.2	# of supplier groups with improved skills	30	29	2	31	60	32	30	62	60	53	34	87	180
4.1	# of training providers strengthened	4	2	13	15	3	11	34	34	3	12	27	39	88
4.1	% of training providers engaged in projects other than S4RE	(50% of 4)	0%	150%	150%	(50% of 3)	150%	0%	150%	50%	0%	0	0%	100%

## Annex 5: Fact and Figures for Outcome 1

Monitoring information for outcome 1														
Profession	Learning Groups		Group Training Cycle		Group Business Plans		Ethnicity (Groups)			Gender		Employment (Individuals)		
	Number	Participants	Ongoing	Complete	Ongoing	Complete	Alb.	Serb.	Other	M	F	Full Time	Part Time	Self
Carpentry-furniture	1	11	0	11	0	0	11	0	0	7	4	11	0	0
Bee boxes production	1	8	0	8	0	1	8	0	0	8	0	0	0	3
Raspberry	23	228	0	228	0	1	107	103	18	161	67	0	0	169
Hairdressing	6	60	0	60	0	4	50	10	0	0	60	5	0	32
Cake decoration	1	9	0	9	0	0	0	9	0	0	9	0	2	0
Tailoring	2	34	0	34	0	0	34	0	0	0	34	7	0	10
Vegetable processing	1	22	0	22	0	0	22	0	0	0	22	0	0	10
Beekeeping	29	290	0	290	0	0	215	73	2	227	63	0	0	290
Poultry-quails	1	5	0	5	0	0	2	2	1	5	0	0	0	5
Strawberry	1	9	0	9	0	0	9	0	0	9	0	0	0	6
Central Heating	1	15	0	15	0	0	15	0	0	15	0	3	4	0
Poultry	2	28	0	28	0	0	28	0	0	28	0	0	0	9
<b>Total achievements</b>	<b>69</b>	<b>719</b>	<b>0</b>	<b>719</b>	<b>0</b>	<b>6</b>	<b>501</b>	<b>197</b>	<b>21</b>	<b>460</b>	<b>259</b>	<b>26</b>	<b>6</b>	<b>534</b>

Target	Target	Achievements	%
Trainees (participants)	800	719	90%
Groups (Learning groups)	80	69	86%
Minority (25% of 600))	200	218	109%
Female (50% of 600)	400	259	65%
Trainees completing the training		719	90%
Employment (60% of 600)	480	566	118%

## Annex 6: Fact and Figures for Outcome 2

Monitoring information for outcome 2												
Companies	Training field	Employees trained		Training Cycle		Ethnicity (Participants)			Gender (Participants)		Employment (Individuals)	
		New	Existing	Ongoing	Complete	Alb.	Serb.	Other	M	F	Full Time	Part Time
NTP Zgadari	Tailoring	23	0	0	23	16	0	7	0	23	20	3
D.P.Z. "BEKA GLAS"	Glass processing	3	3	0	6	6	0	0	6	0	3	3
DPZ Elektro Mekanik	Home Appliance	3	8	0	11	11	0	0	11	0	6	5
NN Bruti ING	Construction	10	5	0	15	15	0	0	15	0	15	0
SMEs	Business management	20	109	0	129	105	24	0	124	5	129	0
SMEs	Heating System Installation	0	15	0	15	15	0	0	15	0	15	0
DPZ Medina	Tailoring	8	0	0	8	8	0	0	0	8	8	0
DPZ Luki	Hairdressing	2	5	0	7	7	0	0	7	0	5	2
NSHT Radeçi	Metal Processing	4	1	0	5	4	0	1	5	0	3	2
DPZ Elbasani	Automechanic	5	1	0	6	6	0	0	6	0	5	1
Smartech	Information technology	8	0	0	8	8	0	0	6	2	4	4
SMEs	Business plan development	0	9	0	9	9	0	0	7	2	9	0
NPT Alta&Albi	NTP Processing	3	0	0	3	3	0	0	2	1	3	0
PPZ Ceki	Water Installation	7	3	0	10	10	0	0	10	0	7	3
NSHN Tri Term	Welding	5	0	0	5	5	0	0	5	0	5	0
Malesia Shpk	Business management	3	2	0	5	5	0	0	3	2	5	0
TV Kamenica	Business management	3	0	0	3	3	0	0	2	1	2	1
NTP Haliti	Kitchen & Waiters	0	19	0	19	19	0	0	12	7	19	0
NPN EuroElementi	Construction	2	5	0	7	7	0	0	7	0	7	0
NPN Archiplan	Construction	4	8	0	12	12	0	0	12	0	5	7
SMEs Promotion	Business Fair	20	45	0	65	23	40	2	50	15	65	0
Euro Fruti Shpk	Berries Processing	0	60	0	60	60	0	0	6	54	0	60
NP Natyra	NTP Processing	3	7	0	10	10	0	0	0	10	0	10
PP Japanac	Cleaning & Sewage	4	2	0	6	0	6	0	6	0	5	1
<b>Total achievements</b>		<b>140</b>	<b>307</b>	<b>0</b>	<b>447</b>	<b>367</b>	<b>70</b>	<b>10</b>	<b>317</b>	<b>130</b>	<b>345</b>	<b>102</b>



## Annex 7: Fact and Figures for Outcome 3

Monitoring information for outcome 3														
Value Chains (VChs)	Groups trained		Farmers trained		Training Cycle		Ethnicity (Participants)			Gender (Participants)		Employment (Individuals)		
	Number	Participants	New	Existing	Ongoing	Complete	Alb	Serb	Other	M	F	Full Time	Part Time	Self
Dairy & Livestock	20	250	12	238	0	250	200	50	0	212	39	181	69	250
Berries & Fruits	16	190	18	172	0	190	97	89	4	170	20	45	144	186
NTFP (wild & cultivated)	20	264	110	154	0	264	264	0	0	219	45	0	264	264
Textile & Handicrafts	6	59	20	39	0	59	35	9	15	0	59	12	47	47
Business Management	1	13	0	13	0	13	13	0	0	0	13	6	7	13
Honey & beekeeping	16	206	0	206	0	206	51	155	0	159	47	11	195	206
Agro processing	8	78	28	50	0	78	78	0	0	0	78	0	78	78
<b>Total achievements</b>	<b>87</b>	<b>1060</b>	<b>188</b>	<b>872</b>	<b>0</b>	<b>1060</b>	<b>738</b>	<b>303</b>	<b>19</b>	<b>760</b>	<b>301</b>	<b>255</b>	<b>804</b>	<b>1044</b>

Value chains	Target	Achievements	%
Dairy & Livestock	200	250	125%
Honey & Beekeeping	100	206	206%
NTFP	600	264	44%
Fruits & Berries	100	190	190%
Agro processing	50	78	156%
Textiles & Handicrafts	50	72	144%
	<b>1100</b>	<b>1060</b>	<b>96%</b>

Indicators	Target	Achievements	%
Trainees (participants)	1100	1060	96%
Groups (formal/informal)	85	87	102%
Minority (25% of 1100)	275	322	117%
Female (50% of 1100)	550	301	55%
New (25% of 1100)	275	188	68%

## Annex 9: Events and Missions

List of S4RE Project Events and Missions				
Event/Mission	Who	Where	When	Comments
Events & Missions of International Advisors 2015				
S4RE Phase II, planning workshop	Luan Hoti Project Manager	Zurich, HQ	February 2015	EEU organized one day workshop about second phase of the project
AR 2014 & YPO 2015	Katharina Walker Project back stopper at HQ	Pristina, Kosovo	May & July 2015	Supporting project through reviewing the progress against planned activities and providing the inputs to the revised work plans e.g. Yearly Plan of Operation (YPO), Annual Report (AR)
Management retreat	Luan Hoti Project Manager	Ohrid, Macedonia	May 2015	Management retreat event organized by EEU
YPO 2015	Katharina Walker Project back stopper at HQ	Pristina, Kosovo	July 2015	Supporting project through reviewing the progress against planned activities, providing the inputs to the revised work plans e.g. Yearly Plan of Operation (YPO)
MSD workshop	Zenebe Uraguchi HQ MSD Advisor	Pristina, Kosovo	July 2015	Workshop on MSD approach
CAPEX	Stuart Pettigrew International Advisor	Pristina, Kosovo	September & November 2015	Preparation of the different capitalizations project documents
Communication and knowledge sharing workshop	RoB Van Hout	Pristina, Kosovo	October 2015	One day workshop on Communication and knowledge sharing
Project Planning workshop	Luan Hoti Project Manager	Bern, HQ	November 2015	EEU organized one day workshop about second phase of the project with focus on new approach of the project
YPO 2016	Peter Porten Project back stopper at HQ	Pristina, Kosovo	November 2015	Support the project for planning of the new project activities for 2016
Networking Event	Project staff, partners , beneficiaries and donors	Pristina, Kosovo	December 2015	The event gathered together municipal representatives, beneficiaries, private sector, local and international organizations active and contributing to skills development of unemployed rural communities. The aim was to exchange views and share experiences, results and lessons learned from the implementation of

				the project in municipalities of Kamenice, Dragash, Strpce and Novoberdo
<b>Project staff training 2015</b>				
MRM - DCED Training	Luan Hoti Project Manager	Bangkok, Thailand	February 2015	Measuring results for sustainable private sector development The training course was organized by Hans Posthumus Consultancy (HPC)
MSD Training	Basri Pulaj Project Officer	Sarajevo, BiH	March 2015	Market System Development (MSD) The training course was organized by Eastern Europe Unit (EEU) of Helvetas Swiss Intercooperation
MSD Training	Mimoza Mirashi Project Officer	Pristina, Kosovo	September 2015	Market System Development (MSD) The training course was organized by Eastern Europe Unit (EEU) of Helvetas Swiss Intercooperation
MSD Training	Flutura Vidishiqi Administration Assistant	Pristina, Kosovo	September 2015	Market System Development (MSD) The training course was organized by Eastern Europe Unit (EEU) of Helvetas Swiss Intercooperation
Tax training	Flutura Vidishiqi Administration Assistant	Pristina, Kosovo	September 2015	Legal tax changes Kosovo The training course was organized by European Management Institute
Presentation skills training	Mimoza Mirashi Project Officer	Pristina, Kosovo	November 2015	Presentation skills The training course was organized by locally by country support office in Prishtina
Presentation skills training	Flutura Vidishiqi Administration Assistant	Pristina, Kosovo	November 2015	Presentation skills The training course was organized by locally by country support office in Prishtina
Presentation skills training	Basri Pulaj Project Officer	Pristina, Kosovo	November 2015	Presentation skills The training course was organized by locally by country support office in Prishtina

## Annex 10: Publications

### SUCCESS STORY

#### TRAINING THAT CHANGED MY LIFE PERSPECTIVE

**B**erivoje is a multi-ethnic village, only 4 km away from city of Kamenica, inhabited by about 1,500 Albanians, Serbians and RAAs (Roma, Ashkali and Egyptian). Before the conflict of 1999, the inhabitants used to live a happy life because there were operating two factories, ceramic producing factory and magnesium processing factory. After privatization, the factories changed to restaurants and the employees remained unemployed. Many youth left and migrated to Western countries.



**S4RE** Skills for Rural Employment

Link: [http://helvetas-ks.org/s4re/wp-content/uploads/2014/06/Success\\_Story\\_Training\\_that\\_changed\\_my\\_life\\_perspective.pdf](http://helvetas-ks.org/s4re/wp-content/uploads/2014/06/Success_Story_Training_that_changed_my_life_perspective.pdf)

Link: [http://helvetas-ks.org/s4re/wp-content/uploads/2014/06/Success\\_Story\\_Training\\_A\\_hope\\_for\\_a\\_better\\_future.pdf](http://helvetas-ks.org/s4re/wp-content/uploads/2014/06/Success_Story_Training_A_hope_for_a_better_future.pdf)

### SUCCESS STORY

#### TRAINING – A HOPE FOR A BETTER FUTURE

**N**evena Nick, a 25 year old girl, lives in the village Berivoje with her family of five. Nevena has completed secondary medical school and graduated as pediatric nurse. However, living in Kamenica, eastern part of Kosovo, where employment opportunities are very limited she was not able to get a job. As Nevena says "Considering the family financial situation I was not able to even think of continuing advanced studies". Her mother gets a social assistance of 75 Euro monthly due to health disability, while her father barely manages to get some income through his skills in auto gas mounting. Her sister and brother are unemployed too.



**S4RE** Skills for Rural Employment

### SUCCESS STORY

#### FURNITURE BUSINESS IN KAMENICE – YOUTH GETS TRAINED ON-THE-JOB AND EMPLOYED

**M**rs. Pajtesa Kryeziu, 34, lives in Rrogojica, a village close to Kamenica, eastern part of Kosovo, with beautiful nature surrounded by hills, and one of many villages in which S4RE project intervened to improve youth employability. Like many other villages in the region youth faces many employment challenges. Due to a lack of qualified local work force the furniture producing company "Linda ES" had to recruit people from neighboring country, which increased its operation costs considerably and limits the production capacity. Specialized in producing living room furniture, "Linda ES" produces for retailers in cities such as Gijani, Ferizaj and Prishtine.

Pajtesa has been looking for a job for more than a year. At the age of 16 the family arranged her engagement with a man that would prohibit her further education and work. Thus, Pajtesa has completed only primary school. Being the youngest in the family of five with no income, Pajtesa broke her engagement and started working as a bakery shop worker earning a minimum wage, but not for long. Having no education and technical skills it was hard to find a job in an area with high unemployment and with labor market outcomes being more unfavorable for women than men.

"It's hard, none of the family members are working. I have my mother with a chronic disease that needs regular treatment. My two older siblings were not able to find a job. We don't have a land that would enable us to deal with agriculture," says Pajtesa. "I was suffering the family situation, the inability to contribute to welfare, thus I was constantly seeking for opportunities," Pajtesa continues.



**S4RE** Skills for Rural Employment

Link: [http://helvetas-ks.org/s4re/wp-content/uploads/2014/06/Success\\_Story\\_Furniture\\_Business.pdf](http://helvetas-ks.org/s4re/wp-content/uploads/2014/06/Success_Story_Furniture_Business.pdf)

Link: [http://helvetas-ks.org/s4re/wp-content/uploads/2014/06/Success\\_Story\\_Raspberry\\_Cultivation.pdf](http://helvetas-ks.org/s4re/wp-content/uploads/2014/06/Success_Story_Raspberry_Cultivation.pdf)

### SUCCESS STORY

#### CULTIVATING RASPBERRIES FOR HEALTH AND WEALTH

**I**t is end of August and raspberries have featured as news actuality in the media, promoting the fruit as healthy and wealthy and praised as the best source to reduce unemployment. August and September are raspberry harvesting time. A raspberry fair is taking place at the center of Pristina, the capital city of Kosovo, where farmers are promoting fresh raspberries. Colorful and refreshingly sweet, juicy and satisfying to eat, raspberries also offer plenty health benefits, from helping control weight to possibly helping prevent cancer. Although it's hard to beat the flavor and texture of fresh raspberries, raspberries can be frozen, freeze-dried, and even dried and powdered without losing their nutritive value. One of the world's largest exporting countries, in the border with Kosovo, associates raspberries with gold calling them "red gold" due to high profitability.

130 km far from capital, in the village Blaq of the municipality of Dragash, five youth have planted an area of 0.25ha of raspberry, variety Polka. Egzon Ineri, the group leader, age 19, parallel to his studies in law has decided to enter agribusiness. The harvesting of Polka variety has started and Egzon and his four colleagues have already generated 200 Euro each for ten days. They expect to earn at least 500 Euro this season. "No, we didn't visit the fair. We are selling our entire yield here in Dragash, the market is secured with a very good price. Nowadays, raspberries are very popular among the community. When we first started to cultivate the raspberry our parents and the community were skeptical of our decision. They told us you are losing time, but due to our hard work, the first year yield provided return on investment," says Egzon.



**S4RE** Skills for Rural Employment



## CASE STORY

### ADVANCE TRAINING ENABLES DAIRY COMPANY TO EXPAND ITS PRODUCT RANGE

#### Background

Kamenica, a small town in South-East Kosovo, is well known for its dairy value chain. In the past decade, the milk production quantity decreased due to lack of investment in milk processing. Investing in milk processing can improve the value addition and encourage farmers to produce milk, and bridge the gap between the demand and supply. This is the case with "Malesia", an investment from remittance sources, operating from 2013 who became a strategic partner of S4RE in working with supply chain to improve the production capacity of farmers. Being new in milk processing industry Malesia also needed guidance to improve the production quality.

#### Intervention by S4RE

From 2013 until end of 2014 local dairy processor Malesia has been producing two types of products: cheese and yoghurt. Being a strategic partner in working with supply chain, the project assessed the great potential of the company for growth based on the available technology, that would lead to improve of supply chain as well. Guided by the project and based on the market demand, Malesia was interested to improve the quality of its products and launch new products in the market. In dairy developing new products requires special attention due to the short shelf life of milk. Malesia current employees did lack such technical capacities. The company and S4RE agreed to make use of Swisscontact's Senior Expert Corps (SEC) and bring in international expertise. Mr. Carlos Marbach, dairy technologist in Switzerland and part of the corps, conducted a two-week mission in Kamenica. The well-qualified and highly motivated Senior Expert provided on-site practical support in the solution of technical and operating problems, and technical expertise in expanding the production line. He accomplished it on a voluntary basis.



## CASE STORY

### YOUNG WOMEN BECOME DRESSMAKERS IN KAMENICA

#### Background

Kamenica can be an excellent place to get tailor-made suits, dresses, shirts and trousers at a good price. With few economic opportunities and limited financial support, the unemployment rate is high and many young people migrate. Yet, thanks to an entrepreneurial business owner and committed public actors, men and women can produce some fantastic clothes and generate income.

#### Intervention by S4RE

Mrs. Mirveta Sermexhaj, dressmaker in Kamenica, has produced clothes at home for a long time. Recently, she opened a small entrepreneur "DFZ Medina" in centre of the city. In order to respond to market demand she needed support in equipment and qualified workforce. Skills for Rural Employment (S4RE) intervenes to bring together the municipality of Kamenica, showing an interest to contribute to the idea of the company, and the company who expressed the interest to train and employ eight women. In implementing the idea the company invested approximately 7,000 Euro in-kind with business premises and existing tools and equipment, and 2,200 Euro to purchase additional sewing machines. Municipality contributed with 830 Euro in equipment, whereas the project facilitated the training. Eight women attended a 30 day on-job training and gained skills in using the tools and equipment, pattern cutting, sewing and finalizing the uniforms.



Link: [http://helvetas-ks.org/s4re/wp-content/uploads/2014/06/Case\\_Story\\_Dairy.pdf](http://helvetas-ks.org/s4re/wp-content/uploads/2014/06/Case_Story_Dairy.pdf)

Link: [http://helvetas-ks.org/s4re/wp-content/uploads/2014/06/Case\\_Story\\_Dressmakers.pdf](http://helvetas-ks.org/s4re/wp-content/uploads/2014/06/Case_Story_Dressmakers.pdf)

## CASE STORY

### JEANS PRODUCTION IN THE FACTORY IS AN EXCELLENT OPPORTUNITY FOR WOMEN IN REMOTE AREA



#### Background

Dragash is a town and municipality in southern Kosovo, with a total population of 33,560 people. The population is most rural and opportunities for employment are limited; the main employers in the area are the Municipality and few private companies. NTP Zgatar, a textile company, has started operating in 2014 producing flares and cotton garments. The company plans to expand the business were constantly hindered due to lack of qualified workforce and financial constraints.

#### Intervention by S4RE

NTP Zgatar identified the market niche, in producing jeans, and was able to sign contract for supply. The supply contract provided production advantages, such as purchase of machines and raw material, thus the company was seeking support in recruiting qualified workforce. In view of the high local unemployment rate, especially



## SUCCESS STORY

### A SUCCESS STORY:

### COOPERATION CAN BRING JOB OPPORTUNITIES

More than 60% of the Kosovo population are between the ages of 18-35, but there are only few opportunities for youth to engage in employment.

On-the-job training is one avenue for students to gain valuable experience and improve their chance of gaining employment. However, there are only some schools which offer such trainings for students, mainly technical schools.

Jobs like heating system installation require not only theory but also practice. Bujar Kryeziu, the owner of Tr-Tem, a small business in heating installation, saw an opportunity to expand his work by engaging students with theoretical knowledge but not practical experience.

Mr. Kryeziu has been operating his business in Kamenica for 5 years and has 2 employees.

He heard about Skills for Rural Employment (S4RE) project from another participant and he thought that he could engage some high-school



Link: [http://helvetas-ks.org/s4re/wp-content/uploads/2014/06/Case\\_Story\\_Jeans\\_Production.pdf](http://helvetas-ks.org/s4re/wp-content/uploads/2014/06/Case_Story_Jeans_Production.pdf)

Link: [http://helvetas-ks.org/s4re/wp-content/uploads/2014/06/Success\\_Story\\_Cooperation\\_can\\_bring\\_job\\_opportunities.pdf](http://helvetas-ks.org/s4re/wp-content/uploads/2014/06/Success_Story_Cooperation_can_bring_job_opportunities.pdf)

## Annex 11: Video Documentary of S4RE



Click Link: <https://www.youtube.com/watch?v=kWQSJ-SMf50>



## Annex 12: Photos



*Women group training in knitting*



*Women group in Agroprocessing*



*Beekeeping opportunity group*



*Raspberry opportunity group*



