

# **SKILLS FOR RURAL EMPLOYMENT (S4RE)**



## **Assessment of Approach and Methodology**

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December 2015  
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# 1. Executive Summary

The goal of S4RE is to reduce the poverty in four rural areas of Kosovo. The project objective will be achieved through effective trainings that are in compliance with community needs. Similar methodology and approach of training provision, with minor modifications has been used in 2013 and 2014. In December 2015 the project held a series of focus groups with the graduate trainees of outcome 1 and farmer beneficiaries of outcome 3. The original purpose of these focus groups was to learn about effectiveness of project activities implemented in 2015, and to gather information on beneficiaries' perceptions of ways in which the project might implement activities more effectively to them. Heterogeneous groups with a background on beekeeping, raspberry, dairy livestock, non-forest timber plants and hairdressing provided suggestions for future interventions.

This report is designed to summarize key findings and make recommendations with respect to enhancing effectiveness of project activities and increase project impact in target municipalities.

The key findings are:

- The overall methodology and approach of the S4RE project responded to community needs.
- The interviewed focus groups were very satisfied with the methodology and approach.
- Trainers were professional and competent for their area. Their professionalism and good communication skills enhanced the quality of trainings.
- Majority of the groups were not supplied with training handouts.
- In most cases, teaching methods were selected based on the ability of participants to gain the information. Teaching methods included combination of theory to practice, as well as group work and discussions.
- From all groups, beneficiaries have expressed a need to receive hard copies of teaching/learning materials.
- The 95% of interviewed beneficiaries groups have stated that training duration should be longer.
- Beneficiaries have expressed the need to have advanced trainings.
- Nearly all of beneficiaries are expecting financial support by the S4RE in the future, with purpose of expansion.

## 2. Background of the Project

The goal of 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 - 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 uses 3 main intervention strategies:

- Developing the capacities of young unemployed men and women through skills and training programs, linked to private sector opportunities
- Working with existing businesses to increase employment and income through skills and business development
- Linking self-employed suppliers of raw material (agricultural and others) to national and regional buyers

The project is active in the Sharr Mountains area, as well as in the area of Novo Brdo and Kamenica. Phase I of the project was run from 2013 to 2015. The next phase will be from 2016 to 2018.

### 3. Introduction

The main objective or output of the assessment is to conduct and evaluate through focus groups the training methodology and the approaches used by the project outcomes 1 and 3 in four municipalities. S4RE held series of Focus Group Discussions comprised of beneficiaries of 2015.

### 4. Objective

The objective of these focus groups discussions was to learn about effectiveness of project activities implemented in 2015, and to gather information on beneficiaries' perceptions of ways in which the project might implement activities more effectively to them in the future.

### 5. Methodology

The methodology of this assessment relies on primary data obtained through Focus Group Discussions with beneficiaries of outcome 1 and 3. Focus Groups comprised of five to fifteen participants and were led through an open discussion by a skilled moderator, note taker and the observer. It is noticeable that for each outcome was designed the same questionnaire (Annex 1). Through discussions the project aims to understand and gather qualitative data on methodology and approach of trainings.

The project covered four municipalities and conducted following focus groups:

Outcome 1: One focus group in each municipality. Each group comprised of approximately 5-15 participants.

Outcome 3: One focus group in each municipality. Each group comprised of approximately 5-15 participants.

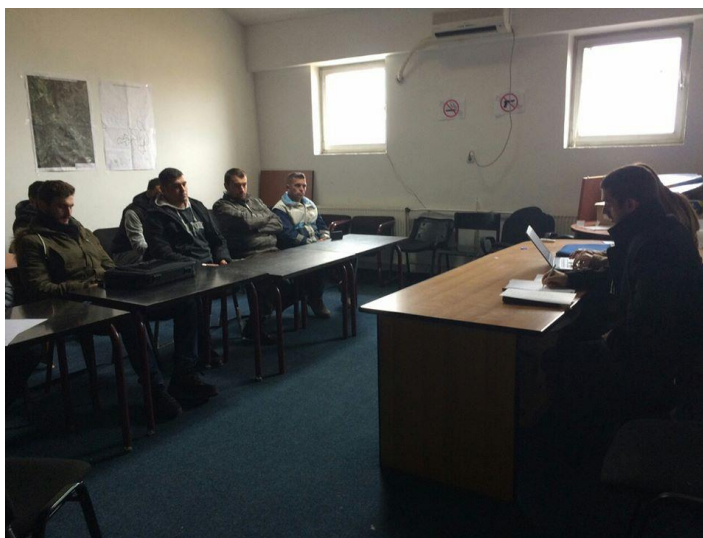
## 6. Survey results

### 6.1 Kamenica municipality

#### 6.1.1 Outcome 1

The focus group discussion organized in Kamenica was comprised of nine participants. Those participants have been trained in beekeeping, raspberry cultivation and bee boxes production. After combining their experiences and perception regarding to methodology and approach, the key findings are:

- The inhabitants of Kamenica firstly heard for the training from the facilitator of Kamenica. The idea for starting the training was mainly because of the high level of unemployment. Also, when they heard that the project helps to even open a personal business, the training seemed even more attractive and trainees were more motivated.
- Through trainings they were able to gain the adequate basic knowledge for their professions. Beekeeping group is satisfied with the knowledge they gained. The two other groups believe that they still have a lot to learn about their fields.
- The beekeeping group is highly satisfied with the training and they now are able to further continue with the beekeeping business. On the other hand the bee boxes production group was able to open their own business by applying in practice everything they have learnt during the trainings provided by S4RE. However, the raspberry group had negative results in the raspberry production even though they thought they have gain the necessary knowledge.
- Trainers for the beekeeping group and the bee boxes production were professionals in their fields; they were able to answer any question that trainees had, and they were there to help trainees with any problem they had to understand specific things in their fields. Yet, the raspberry group was highly dissatisfied with their trainer. The trainer rarely came to meet them, he was just three time and was not able to provide trainees with adequate knowledge. As a result, the raspberry's group production of raspberries failed.
- Regarding the duration of the training and the place where the training was held, the beekeeping group and the bee boxes group were satisfied. Though, the bee boxes group believes they need longer trainings because they have only gained the basic knowledge about the bee boxes, they need to gain more knowledge for the newest



edition of the bee boxes. On the other hand, the raspberries group was dissatisfied both with the training place and duration.

- Bee boxes production group had financial benefits, they produced 50 bee boxes this year and they are aiming to increase the production to 200 bee boxes for the next year since the demand for boxes is increasing. The beekeeping group did not have any financial benefit yet, they believe to have benefits during the spring of 2016. The raspberries group instead of benefits had losses. Because of the fact that they were not provided with an adequate training and trainer, they lost 2000 seedlings, because they were not qualitative and the production of raspberries failed. It has caused lots of damages for the producers. They believe to start with the production of raspberries again and have financial benefits for the following year.
- For the needed materials, the beekeeping and bee boxes production groups were provided with adequate materials which were very useful. The raspberries group was able to get only some leaflets which were quite useful but they received them very late. For all three groups, the method used for trainings, was theory and practice method, which method is very useful to better understand what was explained during lectures.
- Furthermore, the bee boxes group proposes to extend the duration of trainings in order to be able to learn new things. And, the raspberries group proposes that trainees need to be provided with an adequate trainer who will be professional in his field, will be able to answer questions that are addressed to him and will not cause damages to the raspberries producers.

### 6.1.2 Outcome 3

The focus group discussion in Kamenica was comprised of twenty four beneficiaries, who pursued trainings in dairy livestock, non-timber forest plants, process of milk production and pickles production. The key findings are summarized as follows:

- The idea of starting the training came from the interest that they had in specific occupations and this opportunity of being trained in fields such as non-timber forest plants, dairy livestock, process of milk production and pickles production seemed attractive for trainees.
- Through trainings all groups have gained knowledge and are able to work in their fields.
- Each trainer was highly qualified and professional in their own fields. They were willing to help trainees to understand everything in details and did not hesitate to answer any question the trainees had regarding the lectures.
- Regarding the financial personal benefits, the dairy livestock and non-timber forest plants groups had only personal benefits by further generating the knowledge in those fields, while the process of milk production group and pickles production after the training had financial benefits by selling their produced goods.
- The place where the trainings were held was suitable for all the groups. Regarding the duration of the training, they believe that longer trainings would be more effective and they would learn more things in details for their fields.
- The methods used for dairy livestock group, non-timber forest plants and process of milk production were mainly theory and practice. While for pickles production it was only practice. They find both ways very effective and helped them to understand in an effective manner everything they needed. Also, they were provided with adequate training materials which were very helpful.
- What all groups find challenging is ensuring the market to sell their products? Since now they feel secure in the jobs they do and consider their products as highly qualitative, they need assistance in ensuring the market, such as creating “collection points.” This is because the pickles production group is not being able to sell their goods in any of the stores, while the milk production group is selling milk with very low and inconvenient price. The non-timber forest plants group is satisfied with the fact they now know how to prepare different kinds of healthy teas.
- As for the dairy livestock group, they expressed the need of having the working tools and they propose to have a contract which will ensure 50% of investments from the





producers and 50% of investments from the project so that they can be able to achieve their goals.

- Overall, all groups are thankful for the knowledge they have gained. If the training duration is extended and the market is ensured, the level of satisfaction from both sides would increase.

## 6.2 Novo Brdo municipality

### 6.2.1 Outcome 1

On December 10th, 2015, S4RE held a focus group with homogenous learning groups in Novo Brdo municipality. The three participants have been trained in Beekeeping and Raspberry cultivation.

After data consolidation gathered from beneficiaries, the key findings are:

- Channels of information which informed the beneficiaries regarding to the opportunities that project provides are project facilitator.
- The idea for training derived from bad economic conditions, since majority of youth in Novo Brdo municipality is unemployed. Hence, this training could help them to start a small business and by that improve their economic situation.
- Interviewed beneficiaries did not had previous experience in areas they are trained; they were beginners.
- Timing and place are determined by groups, and by that both groups tend to favour the fact on determining place and timing of the training.
- Both groups did not select the trainer; the trainers were selected by the project through a selection process.
- Both groups gave credit to trainers for their professionalism and availability.
- Major teaching methods of beekeeping group were combination of theory with practice, group work and group discussions. The opportunity group for raspberry cultivation used just the teaching method of theory, without practice which made trainees unsatisfied with this method of teaching.
- For the beekeeping group, the training has fulfilled their expectations, due to inexperienced group members. The training modules, trainer's teaching approach and practice were outstanding parts of the trainings. For the raspberry cultivation group, the training did not fulfill their expectations, because they receive poor quality seedlings, where the majority of planted seedlings failed. The results are in the high unsatisfactory level, which leads to unsatisfied trainees, who spent their time and their hard work, which was not paid off at the end. Currently this group does not make any progress.
- For the beekeeping group, the training resulted that for now they have learned how to prepare the bees for winter (basic things). On the other side, for raspberry cultivation



group they have learned just the theory how to plant the raspberry seedlings and take proper care of it; in practice they needed to do it alone, without help of the trainer, based on the learned theory.

- The beekeeping group has prepared the bees for winter by applying the acquired skills and knowledge from the training. They are expecting the first results in spring, in order to see whether it was successful. Beside it, this group has increased the number of bees from four to fourteen, which show how serious they took the beekeeping business and what was the impact of the training. They also are planning in spring to further expand the number of bees. On the other side, raspberry cultivation group used the gained knowledge to plant the raspberry seedlings, by in the end because seedling were bad quality, they failed and results were very unsatisfactory. They could not utilize fully acquired skills and knowledge from the training.
- Both groups think that the training duration should be longer.
- Both groups were not supplied with training materials. They needed to take notes by themselves.
- The beekeeping group was very satisfied with the overall approach and methodology of the project. Everything was properly organized and they managed to gain needed skills and knowledge in beekeeping, they also were supported with two bees per each member of the group.
- The raspberry cultivation group was not really satisfied with the overall approach of the project, since during the training they did not have practical part, which based on their words was of crucial importance, and the raspberry seedling were very bad quality, which resulted negatively in the overall result of this group.

### 6.2.2 Outcome 3

The focus group discussion organized in Novo Brdo was comprised of nine participants. The all participants pursued S4RE trainings in Beekeeping.

After combining their experiences and perception regarding the methodology and approach, the key findings are:



- The idea for the training was created based on the fact that municipality of Novo Brdo is very proper for the beekeeping activities, and participants wanted to improve their poor economic situation.
- The main motivations why participants decided to get trained were the need for specialization and learning the new methods in beekeeping.
- The groups did not select the trainer; the trainer was selected by the project through a selection process. The trainer was professional enough, and his style of communication was clear at that level so he managed to transmit all important information.
- The groups had an excellent cooperation with the trainer. The groups were very satisfied with the availability of the trainer after the training, since they are still in contact with him and call him for help or advices they need in beekeeping.
- Timing and place were determined in mutual coordination with the trainer. It was encouraging because these farmers could manage their other obligations as well.
- Teaching methods were selected based on the topics such as group discussions and combination of theory with practice. Majority of the beneficiaries agreed that practice was most outstanding part of the training.
- Topics were selected by the trainer. Furthermore, as the group members raised a concern about a certain topic the trainer explored that topic in details.
- The group stated that not all members were of the same level in terms of knowledge in beekeeping. Some were more knowledgeable and some less, since some group members were beginners in beekeeping, and even they did not had bees. It is important that all group members are of the same level, it can be easily coordinated.
- Sufficient training materials were distributed to the participants.
- Trainings have resulted, that beneficiaries have learned how to unite and divide the bee society, marking nut and stimulating nut.
- Lately, the groups have separated the bees' society, and are expecting from next year honey and start of sales process, which will show what, were the results of training and how the groups were able to utilize the acquired knowledge and skills.

- Still, the groups did not receive certificates and they are unsatisfied with this issue. On the other side, it was promised to the groups that after the training, those trainees who did not have bees the project will give them bees, and those of trainees who have bees, the project will support them with necessary equipment for beekeeping. Unfortunately, this was not realized, and interviewed trainees are very unsatisfied because the S4RE project did not fulfil its obligations. Because of this, those participants who were beginners could not start working with beekeeping and that is the reason they are unemployed.
- The participants were satisfied with the overall approach and methodology by the project; just they did not like the ending part, because the promises made by the project were not fulfilled.

## 6.3 Shtpce municipality

### 6.3.1 Outcome 1

In December 4th, 2015 S4RE held a focus group with homogenous learning groups in Shtpce. The nine participants of different backgrounds such as beekeeping, raspberry cultivation and hairdressing have contributed with their answers in evaluation of methodology and training approaches. After data analysis, the key findings are as following:



- Opportunity groups' participants have been informed about the opportunity through friends and project facilitator.
- The idea has been created based on the high youth unemployment rate in Shtpce municipality. Besides that, raspberry cultivation and beekeeping are two branches of agriculture which are well developed in this municipality, so since those branches are further developing the youth also was motivated to be trained in those fields.
- The groups did not select the trainer; the trainer was selected by the project. All the groups are very satisfied with the trainer. The professionalism of the trainer resulted in successful skill acquisition of every group member. Furthermore, even that the training has successfully finished, group members still keep contacts with their trainers and help them in continuity with any issue or problem they have.
- The main teaching method was the combination of theory and practice, which is a characteristic that distinguishes S4RE training from others. It enables to learn in theory and then perform or implement in practice.
- As beginners in this field they did not have such expectations, and they are surprised and satisfied with all the knowledge that they have gained.
- All three trained opportunity groups managed to gain basic knowledge in the field they were trained, which made them ready to start a business.
- All groups for now did not make any big achievements. The group for beekeeping has received two bees from the project; they have prepared bees for winter, and are waiting the first results in spring. The group for raspberry cultivation has planted the raspberries and from next year they are expecting results. The trainees from hairdressing group are working as part-time at hairdressing salon of their trainer, who calls them based on her needs.

- The groups are trying to utilize acquired skills, until the first satisfactory results are reached.
- From next year, the groups for beekeeping and raspberry cultivation are planning to expand, increase the number of bees society and increase plantation of raspberries, since already they are self-employed.
- For majority of interviewed trainees, training serves as a backup, since most of them do not have college education, which leads to unemployment in this municipality.
- Timing and place was chosen in mutual coordination with the trainer, since it is easier to keep training in accordance with the more convenient time for trainer and also trainees. Furthermore, the trainees think that the time duration of the training should be longer because they would be able to acquire more skills and knowledge, and some things could be explained better and detailed.
- Trainees were not supplied with the training handouts. Furthermore, they are searching for information on the internet for further advancement.
- All three groups are really satisfied with the overall approach and methodology of S4RE project, it was very interesting and beneficial for them, since they learned a lot of important things which helped them to become self-employed in areas they were trained.



### 6.3.2 Outcome 3

In December 4, 2015 S4RE held a focus group with heterogeneous training groups in Shterpce. Six participants of different backgrounds such as beekeeping, raspberry and dairy livestock have contributed with their answers in evaluation of methodology and training approaches. After data analysis the key findings are as follow:



- The idea for the training derived from high unemployment in the labour market, and interest of farmers to be trained with purpose of advancement.
- The beekeeping groups started the training with idea of better marketing of beekeepers association.
- The main motivations for the training were new skills, knowledge and education.
- The beekeeping and raspberry cultivation group have suggested the trainer. On the other side, for dairy livestock group the project selected the trainer.
- Trainers of all groups were very professional, experienced and they delivered sufficient knowledge to trainees. The all groups really liked the trainers' style of communication, where trainers tried to explain everything in details to trainees.
- Trainers selected for appropriate topics. During the training sessions all group members were actively engaged through various questions and discussions. Trainers ensured that all necessary information is transmitted to the trainees.
- Teaching approach which trainers used was a combination of theory and practice. Farmers believe that main focus should be on practice, since majority of their activities are linked to practice.
- The all groups managed to gain expected skills and knowledge in areas they are trained, but they need some further similar trainings since those are areas that need continuous updates in order to keep in track with the new developments.
- Major achievements after training completion are better treatment of raspberries and bees against diseases (the lack was identified), increase in the quantity and quality of the products, self-employment and potential stimulation for other participants to start up their businesses in the future.
- All groups have managed to utilize the acquired skills and knowledge in their business. The raspberry group started to better treat raspberries against different diseases, which they did not knew before, and they planted raspberries properly based on suggestions from Professor Aleksandar Leposavljevic, who visited this group. The beekeeping group



started to treat better their bees against the diseases, since they did not know how to do it properly. The dairy livestock group started implementing knowledge how to increase the quality and quantity of dairy products.

- All groups' further need advanced trainings in their occupations with purposes of further advancement and improvement.
- Determination of timing and place was done by mutual coordination between group members and trainers; they needed flexibility since they are engaged in other private obligations. Especially, the all groups were really satisfied with the place where practical part was held, because the most important part of the training was learned.
- All groups did not receive printed materials with information; therefore, they suggest that in the upcoming trainings, they should receive the needed literature which will serve them as a guide for training and in the future.
- The farmers further need financial support for expansion and for better equipment, which will make their work easier and more qualitative.
- All three groups are very satisfied with the overall approach and methodology of the project. The success of the training was emphasized, where farmers improved treatment for their products, increase quality and quantity of it, which in the future will results in rapid growth of their earnings.

## 6.4 Dragash municipality

### 6.4.1 Outcome 1

In December 3, 2015 S4RE held a focus group with heterogeneous training groups in Dragash. Nine participants of different backgrounds such as hairdressing, beekeeping and tailoring have contributed with their answers in evaluation of methodology and training approaches. After data analysis, the key findings are as following:

- The idea for starting the training was mainly because of the opportunity given to be trained in the professions they liked the most.
- Through trainings they were able to gain the adequate basic knowledge for their professions. However, they believe that they still have a lot to learn.
- The beekeeping group is highly satisfied with the training and they are now able to further continue with the beekeeping business. On the other hand the hairdressers were able to open their own business by applying in practice everything they have learnt during the trainings provided by S4RE. Furthermore, the hairdressers stated that the professional training that they had attended motivated them to open their own business. Lastly, also for the tailoring group the training has fulfilled all their expectations of gaining the proper knowledge needed. They have not opened any personal business yet, but they will start soon a small business in their own home with the equipment's that they have received by the project.
- The hairdressing group had personal income benefits. On the other hand, the beekeeping group and the tailoring group did not have any income benefit yet. They are expecting to have income benefits during the spring 2016.
- Regarding the training place and duration, all three groups stated that the places where they held their trainings were adequate and it did not cause any problem even if they had to travel from village to village. However, they propose that trainings should be longer; this is because during this time they were only able to gain only the basic knowledge for their professions. And, in order to get more qualified, they need to proceed further with the trainings. The tailoring group by self-financing continued the training for 1 extra month so they could feel more secure and professional in the job.
- Trainers of each group were highly qualified; they were able to teach the trainees in a professional manner. They had good communication skills and were able to answer any question that trainees had. However, in the tailoring group, at the beginning the trainer



refused to teach the trainees about the new tailoring machine, but she promised she will teach them in the near future by visiting each of the tailoring trainees in their houses.

- Teaching approach which was used by trainers was a combination of theory and practice. They first started with the lecture and then everything they heard during the lecture was able to see in practice. This helped members of the groups a lot to remember in details all the acquired information for their profession.
- All three groups were supplied with the needed teaching materials. The beekeeping group said that they could also find in internet everything they needed to know about bees.
- Regarding the overall approach, the beekeeping, the hairdressing and the tailoring groups were highly satisfied with the knowledge they gained during the training. The only thing they propose to change is the training duration.

### 6.4.2 Outcome 3

The following focus group discussion organized in Dragash comprised of 12 participants. The majority of them attended the S4RE trainings in Dairy livestock, Raspberry cultivation and Non forest timber plants.

After combining their experiences and perception regarding to methodology and approach, the key findings are:

- Since they were very interested in fields such as raspberry cultivation, non-forest timber plants and in dairy livestock, they asked for trainings which were provided by Helvetas Swiss Intercooperation, more specifically the S4RE Project.
- Through training, the dairy and livestock group learnt a lot about the possible diseases of livestock, how to prevent various diseases and how to increase the quality of milk. On the other hand, the raspberry group and the non-forest timber plants group gained knowledge about the possible poisons, drugs and quality of their products that they aim to cultivate.

- The raspberry trainees got 10 acres of land each to cultivate raspberries, however they need more. One of the trainees, by self-financing has increased the number of acres from 10



to 40 and is highly satisfied with the achieved results. The dairy and livestock group learnt more about the importance of the quality of the milk and how to raise healthy livestock.

- They all started as beginners and now they believe they have achieved 60% of the needed knowledge in each of their own fields.
- All three groups managed to gain expected skills and knowledge in areas they are trained and they are now able to work in their specific fields. Dairy livestock group mentioned that after their training, they have prevented their livestock from a disease, which they did not know it even existed.
- The place of the training was decided by a mutual agreement between all the members of the group. Regarding the duration of the training, all three groups believe that they need longer trainings, or to be provided by new similar trainings so that they can learn everything in details for their professions.
- The trainers of each field were adequate for those fields, were very professional and able to answer any question the trainees had during and after lectures.

- The method used during trainings for every group was theory and practice. The trainers first explained everything in slides and then in practice so the trainees could understand better what was said during lectures.
- All three groups were able to get all the needed materials for their fields, in some cases materials were sent electronically.
- Regarding the employment, all of them call it more as self-employment. However, they admitted that all of them had financial benefits and are highly satisfied with the results. Dairy livestock group said that because of black market they are selling milk with very low prices.
- Since they gained basic knowledge for their fields, they believe the duration of the trainings should be longer so that they can gain more knowledge.
- Requests of the groups were different from one-another. Dairy and livestock want to find ways to be prevented from black market so they can increase the price of the milk. Non-forest timber plants need longer trainings to know better how to specify plants in easier ways. And, the raspberry group denoted that they need more land to cultivate their products.
- All in all, all three groups were thankful for the opportunities that had from S4RE project to get trained in different fields from which they can have financial benefits.

## 7. Main findings

The main findings of this assignment are:

- The overall methodology and approach of the S4RE project responded to community needs.
- The interviewed focus groups were very satisfied with the methodology and approach.
- Trainers were professional and competent for their area. Their professionalism and good communication skills enhanced the quality of trainings.
- Majority of the groups were not supplied with training handouts.
- In most cases, teaching methods were selected based on the ability of participants to capture the information. Teaching methods included combination of theory to practice, as well as group work and discussions.
- All groups have expressed the need to receive hard copies of teaching/learning materials.
- The 95% of interviewed beneficiaries groups have stated that training duration should be longer.
- Beneficiaries have expresses the need to have advanced trainings.
- Nearly all of beneficiaries are excepting financial support by the S4RE in the future, with purpose of expansion.

## 8. Recommendations

- Training providers should supply the beneficiaries with teaching materials/handouts.
- Provide further trainings for advanced skills development of existing groups for Outcome 1 and 3.
- At the beginning, S4RE project should clearly explain to the beneficiaries what will be their financial support.
- In the upcoming years, S4RE project should consider the increasing investments.
- S4RE should be very careful in selecting adequate trainers and suppliers for raspberry seedlings, since majority of interviewed beneficiaries of 2015 had problems with raspberry seedlings which were given to them.
- The bees should be given to the beneficiaries at the right time, in order to avoid difficulties for preparing them for the winter.
- To those groups from outcome 1 and outcome 3, which did not receive the certificates, S4RE project, should provide them with certificates for the training completion as soon as possible.
- In the upcoming years, S4RE should follow up beneficiaries of 2015 (mostly in agricultural sector), and consider about giving new grants with purpose of improvements and expansion.

## 9. ANNEX 1 – Questionnaire for focus groups

1. Which training have you attended?  
How the idea was created?  
How did you created idea for training-enhancement?  
How did you identify the trainer?  
How and where the trainings were held?
2. Have you managed to acquire the skills/knowledge in areas which had the need?
3. Can you tell us about any achievements as result of training?
4. (a). (For those employed) – Did the training have impact on your employment?  
(b). (For those unemployed) – What do you think were the reasons that you did not find job?  
(c). (For those unemployed) – What should S4RE project take into consideration in the future, so that you more easily find employment?
5. How have you achieved to use the utilized skills received in the training, in work/business?
6. What do you think about the training place and duration?
7. Was the trainer the adequate one of this field (method of communication, accessibility)?
8. Have you been sufficiently supplied with teaching materials?
9. Do you have any additional comments or recommendations for S4RE project?