

SKILLS FOR RURAL EMPLOYMENT (S4RE)



Report for Opportunity Groups of 2015

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2. EXECUTIVE SUMMARY

The Skills for Rural Employment (S4RE) project implemented by the Helvetas Swiss Intercooperation Kosovo (HSIC-K) has the goal to reduce poverty in rural areas of Kosovo through increased employment and income opportunities.

The S4RE project within their first intervention strategy is developing capacities of young employed men and women through skills and training programs, linked to private sector opportunities. In this context, interest of the young population including both men and women in municipality of Dragash, Kamenica, Novo Brdo and Shterpce has increased. That is the reason that the S4RE project has decided to undertake an assessment of trainings of young population with objective to collect data from the participants which have finished the training, regarding their economic situation after the training with main focus of increasing employment and income.

For the assessment, interview was completed with trainees from thirty nine opportunity groups which finished the training in 2015.

The main findings were:

- 97% of interviewed opportunity groups of 2015 in municipality of Kamenica, Novo Brdo, Shterpce and Dragash have been engaged in different economic activities after the training;
- 79.4% of interviewed opportunity groups of 2015 in four municipalities which are economically active are engaged in activities in agriculture sector, which include beekeeping activities;
- After the training, 17.9% of opportunity groups of 2015 have improved their economic situation, since they started generating income;
- 5.1% of the opportunity groups have started small startup businesses, which was made possible from knowledge they have gained during the training.
- The approximate monthly earnings that opportunity groups are gaining from their economic activities are from 50€ to 300€ of profit; the opportunity groups for hairdressing in Dragash municipality, which opened hairdressing salon, during seasonal period have earnings around 3,500€.
- Opportunity groups for beekeeping need to wait minimum next year in order to start generating profits.
- 74.3% of 2014 opportunity groups would like to have additional trainings.
- 34.7% of all interviewed opportunity groups in four municipalities are female gender and remaining 65.3% are male.
- 23% of interviewed opportunity groups of 2015 were minorities, Serbian population.

3. BACKGROUND

The aim of Skills for Rural Employment (S4RE) project is to reduce poverty in rural areas of Kosovo through increased employment and income opportunities. This will be 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 project is active in the Sharri Mountains area (Municipalities of Dragash and Shterpce), as well as in the area of Novo Brdo and Kamenica focusing on youth, women and minorities.

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

The project uses 3 main intervention strategies:

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

4. INTRODUCTION

The reason why this assignment was done was to find out what is the situation of opportunity groups of 2015 in four municipalities after the training, in which stage they are, did training facilitated by S4RE project brought positive changes to their economic situation, and do they need any further support from the project.

Today's generations of young people are the largest in the history. Kosovo has the youngest population in the Europe. In the Republic of Kosovo, the average young people (aged from 15-24), represent the highest percentage of population. They represent a huge potential resource, in this developing country. Yet, rural areas are not benefiting fully from this resource. In fact, many rural communities are ageing precisely because, in the absence of incentives to remain, young women and men are leaving rural areas to seek opportunities elsewhere, mostly in developed cities of Kosovo; such as capital city, Pristina.

During the past years, young people in Kosovo have been underestimated and neglected by communities, government and international organizations. Globally, young people are three times more likely to be unemployed than adults. The same evidence applies for Kosovo as well, where the unemployment rate (ages 15-24), represents 30.2% of total population which is unemployed, which yet is very huge percentage. Compared to old peers, young rural people face particular constraints in gaining access to land, credit and new technologies. They also need wider educational opportunities and access to relevant vocational training programs. Young rural people in the Republic of Kosovo are the group who need and deserve special attention, support and follow up. With their energy, their passion and their talents, they can solve many of the serious problems this country in developing is facing today. But first they should receive tools they need.

In this context, the youth population in rural areas of Kosovo, in municipality of Dragash, Kamenica, Novo Brdo and Shterpce is population with potential. Unfortunately, youth in these rural areas are facing with various challenges in education and gaining skills, which have major influence on their employment. Those young people have lack of education, and need trainings related to specific areas which can contribute towards increase in their revenues to support their families, employment and economic growth of Kosovo.

The S4RE project will stimulate Opportunity Groups as effective way to develop locally demanded technical, entrepreneurial & life skills for young people leading to improved employment and income.

5. OBJECTIVES

The main objective of the assignment is to find out what was the impact of S4RE project intervention on opportunity groups of 2015 in municipality of Dragash, Kamenica, Novo Brdo and Shterpce who have participated in training provided by S4RE, in order to analyze their economic situation after the training with main focus of increasing employment and income.

6. METHODOLOGY

The assessment was completed using interview which monitoring expert with help of field facilitators held with opportunity groups of 2015 in municipality of Dragash, Kamenica, Novo Brdo and Shterpce. Questions used in this interview were prepared in close collaboration with project staff, and it included 13 questions which were related to the change of the situation of the opportunity groups after the trainings. Data collected have been further analyzed and processed from a monitoring expert who is engaged from the Project (Annex 1).

Interviews were completed with thirty nine opportunity groups of 2015, from which twenty three of them were from Kamenica, six from Novo Brdo, four from Shterpce and six from Dragash municipality.

7. SURVEY RESULTS

In the table 1.1 below are presented the number of learning groups and trainees which Skills for Rural Employment (S4RE) project facilitated to opportunity groups in 2015, in four municipalities:

In the Kamenica municipality, in total were 23 opportunity groups, different professions which finished the trainings successfully, including 196 trainees from all trained opportunity groups.

In Novo Brdo municipality, 6 opportunity groups attended and finished the trainings, which includes 52 trainees (youth population).

On the other side, in Shterpce municipality 4 opportunity groups of youth population attended and finished trainings facilitated by S4RE project, including in total 47 trainees in this municipality.

In Dragash municipality, in total were 6 opportunity groups, which finished trainings in different profession areas, including in total 94 trainees from all trained opportunity groups of 2015 in this municipality.

Municipality	Learning Groups	
	Number of groups	Trainees
Kamenica	23	196
Novo Brdo	6	52
Shterpce	4	47
Dragash	6	94

Table 1.1 - List of Opportunity Groups for beekeeping of 2015

In all four municipalities, in total in 2015 were 39 opportunity groups which finished trainings in different business areas, and including 389 trainees in total which were trained.

The trainings which were facilitated by Skills for Rural Employment (S4RE) project in 2015 for different opportunity groups (youth population) in municipality of Kamenica, Novo Brdo, Shterpce and Dragash, have left very positive influence and results on participants.

Results of data collected from the interview with opportunity groups of 2015 in those four municipalities show that all of interviewed opportunity groups really liked the trainings provided by S4RE project. The trainings were very good planned and realized, interactive, including both theoretical and practical part, which participants mostly liked which was in best interest for them to learn how it works in practice and to improve their economic situation.

The facilitated trainings have helped participants of opportunity groups from 2015 from all four municipalities; to extend their knowledge in the fields they were trained, from the basic to advance knowledge, and for some participants to become economically active.

7. 1 Kamenica Municipality – Results of Opportunity Groups of 2015

In the table 1.2 below are presented the opportunity groups of 2015 in Kamenica municipality. In this municipality, in total were 23 opportunity groups which finished the trainings in 2015, including 196 trainees from all groups. The professions in which all opportunity groups were trained include both agro business and non-agro business profession. One opportunity groups (146 trainees), have finished the training in agro business areas, which include beekeeping. On the other side, 5 opportunity groups have finished the trainings in non-agro business areas, which in total include 50 trainees and the trainings, were for tailoring, hairdressing, carpentry, production of bee boxes and decoration technique.

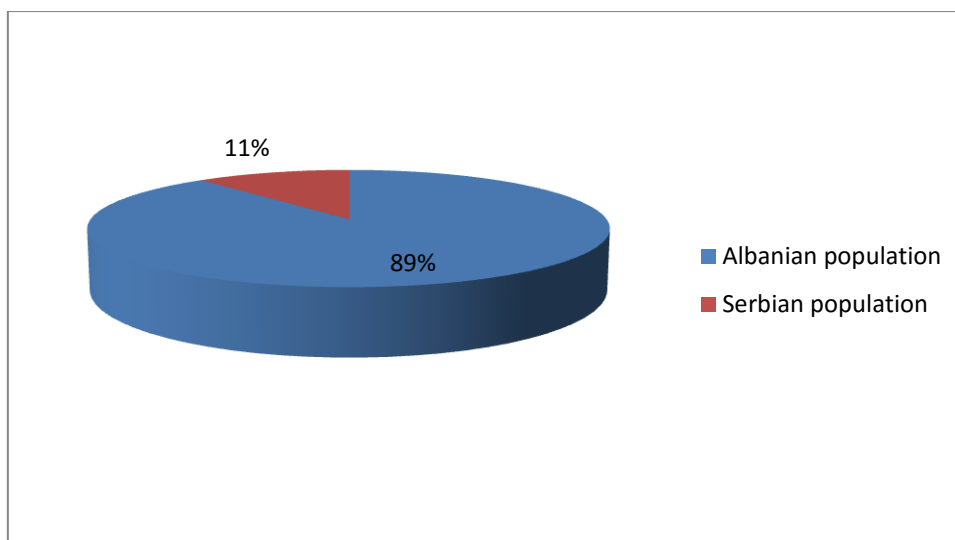
Occupation	Learning Groups	
	Number of groups	Trainees
Agro business Profession		
Beekeeping	18	146
Non Agro Business Profession		
Tailoring	1	12
Carpentry	1	11
Hairdressing	1	10
Production of bee boxes	1	8
Decoration techniques	1	9

Table 1.2 - List of Opportunity Groups for 2015 in Kamenica municipality

Beekeeping (18 groups)

In total there were eighteen opportunity groups for beekeeping in municipality of Kamenica, where sixteen of them were trained by Bajram Bajrami (16 groups) who in the same time was the supplier of the bees which were given to trainees of eighteen opportunity groups for beekeeping and two groups were trained by Radovan Mihajlovic. The trainings of those opportunity groups lasted for 8 days.

In the graph 1.1 below is presented the nationality of trainees from eighteen opportunity groups for beekeeping. The 11% of all trained beekeeping opportunity groups of 2015 were Serbian population (two groups). The remaining 89% of beekeeping opportunity groups are Albanian population (sixteen groups).



Graph 1.1 – Nationality of beekeeping opportunity groups of 2015 in Kamenica

Income generation and employment

After the training, trainees from sixteen opportunity groups (Albanian population) were granted with two bees from S4RE project and two groups (Serbian population) with one bee, in order to have something to start work with beekeeping. This way, by receiving bees, they became economically engaged to beekeeping activities (Annex 2).

Although, groups have received bees this year; the economic situation of all trainees of eighteen opportunity groups is not improved yet. The main reasons for this, is that the eighteen opportunity groups are still not making earnings from beekeeping. Since, it is still the first year; the earnings should be made from second year, when the process of collecting honey starts. All trainees from eighteen opportunity groups are planning to extend the number of bees' society.

Furthermore, there is one opportunity group from Karaqeve, Kamenica , which this year beside they received 2 bees from S4RE project, they bought additional 10 bees, in order to immediately extend the bees society and have higher earnings next season, and that bees be stronger in order to easily overwinter (Annex 3).

Additional trainings

In graph 1.2 below is shown that 83% of trainees of eighteen opportunity groups for beekeeping in Kamenica municipality expressed their need to be additionally trained. The areas in which they would like to be further trained includes, multiplication of bees and society, nuts development in order to make more nuts, protecting bees against diseases and honey production.

The remaining 17% of trainees, said that for now they do not need to be additionally trained, since trainers are at their disposal every time they need help.

All interviewed trainees, are very satisfied with quality of the bees they have received.



Graph 1.2 - Need for additional trainings for beekeeping opportunity groups of 2015 in Kamenica municipality

Challenges & Follow up

Trainees of all opportunity groups did not face with any major challenge. There were some minor challenges with beekeeping, since nearly all trainees are beginners and for the first time are working with bees. For every problem or challenge the groups had, their trainers Bajram Bajrami and Radovan Mihajlovic were always there to provide them with the needed guidance and necessary support to the groups in order to succeed in beekeeping. Both trainers regularly call all opportunity groups in order to make sure that everything is going well and show that they are available for the trainees in case of any query or question.

The S4RE project can further help those beekeeping opportunity groups, by providing financial support to the groups in the form of bees' expansion and necessary equipment, which they will need in the future.

Tailoring group

This opportunity group consisted of 12 participants and was lectured by the trainer Ibadete Sermakhaj (DPZ Er-Rosi). The length of training was three months.

Income generation and employment

After the training, seven trainees of this opportunity group were employed by the trainer, which has its tailoring business "Er-roši", and they became economically active, by which their economic situation is improved. Since participants of this opportunity group are economically active, this group is still in improvement stage, making progress on daily bases. When it comes to the incomes, those trainees have salary around 200-250€, which can increase in the summer period, then boutique has more orders for weddings, engagements and similar events which happen during this period.

Challenges & Follow up

For all the challenges which they faced at the beginning, they received support by their trainer/employer, who is on their disposal at any time they need help and support. This

opportunity group has showed no interest in being additionally trained, since they learned enough important things in the training, which they need for their current job. For now this group does not need any further support from S4RE project.

Bee boxes production group

This opportunity group consisted of 8 participants and was lectured by trainer Hajrush Krasniqi (NTP Diti). The length of training was 5 days.

Income generation and employment

After the training, three participants of this opportunity group decided to open a business for production of bee boxes. This support provided from S4RE project, this group achieved to open the business. The S4RE project donated them one machine. By establishing a small business, they become economically active, and their economic situation is improved. This is a seasonal business, where main activities happen in the spring, where orders are made in autumn. This group did not made earnings until now, but orders for bee boxes are already made for spring. Now the group is mostly focused on buying needed material.

Challenges & Follow up

The group has faced with the challenges at the beginning, which is managing the business properly. Every time the group needed the help, they called and addressed to the trainer, which provided needed guidance and technical expertise to the group for the establishment of the business and for the every difficulty they had. He helped them to solve it successfully. The group is opened for any additional trainings and support.

Carpentry group

This opportunity group consisted of 11 participants and was lectured by the trainer Egzon Spahiu (NTP Linda). The length of training was 60 days.

Income generation and employment

After the training, all trainees of this opportunity group were employed by trainer Egzon Spahiu in his carpentry fabrics NTP "Linda". This immediate employment after the training helped all trainees to significantly improve their economic situation, since the previous situation of trainees was very difficult. Trainees are working full time job in the factory. They are receiving monthly salary which approximately is from 250€-300€, which also depends of the job orders which this business is receiving. The trainer/employer is very satisfied with the performance and learning skills of the employed trainees.

Challenges & Follow up

This opportunity group at the beginning faced with the challenge of work adaptation, since none of the trainees had working experience before, but with the trainer/employer help, this challenge was easily over passed. For now, this opportunity group showed no interest in being additionally trained, since they are learning by working. For now this group does not need any further support from S4RE project, they are very thankful to S4RE project for their help and support so far.

Hairdressing group

This opportunity group consisted of 10 participants and was lectured by the trainer Ardiana Berisha (PPZ Fortesa). The length of training was three months.

Income generation and employment

After the training, five trainees (girls) of this opportunity group were employed by trainer Ardiana Berisha in her hairdressing salon "Fortesa". Basing on very good performance and learning capabilities, trainer and owner Ardiana selected those five girls for employment. Being employed, their economic situation is improved. During the training, those trainees learned all important things regarding hairdressing. They are working full time in the salon. Approximately their earnings are around 150€, which also depends from appointments from customers. So far, employed trainees are showing very good performance.

Challenges & Follow up

This opportunity group faced with challenges such as adaptation to working activities, since trainees are girls which are very young. With the help of the trainer, they adapted easily to the job and started making improvements every day. For those 7 months that they are working there, the trainer/employer is satisfied with their performance so far. The opportunity group further would like to be additionally trained, in advanced trainings for hairdressing. For now, this opportunity group does not need further help from S4RE project.

Decoration technique group

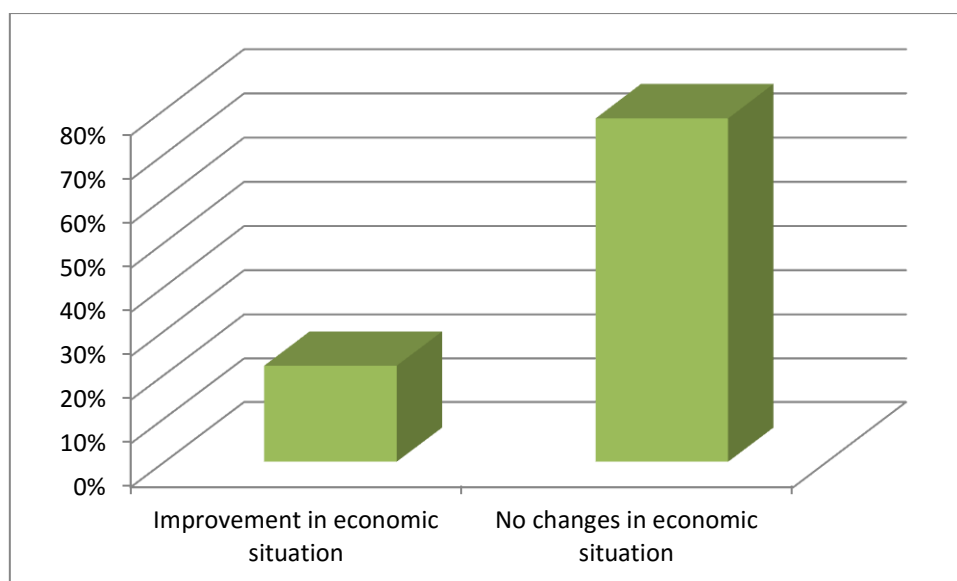
This opportunity group consisted of 9 participants and was lectured by the trainer Slavica Denkovic. The length of training was 12 days.

Income generation and employment

After the training, two trainees of this opportunity group were employed by the trainer Slavica Denkovic in her business network for making and decorating cakes. Economic situation of those two employed trainees after the training was improved, since one of the employed trainees is a high school student. They are working part time, depending from orders for cake which they receive. The days which they are working, two trainees usually work 8-9 hours on day. Their earnings depends on cake orders, so approximately their monthly earnings are from 50€-120€.

Challenges & Follow up

This opportunity group did not faced with some major challenges, since before starting the training, decorating and making cakes was well known to them. The group does not have a need to be additionally trained, since every day from their trainer is learning something new. For now, this group does not need support from S4RE project.



Graph 1.3 – Economic situation of opportunity groups of 2015 after the training in Kamenica municipality

The main findings for opportunity groups of 2015 in Kamenica municipality are:

- All opportunity groups after the training completion, have been engaged in activities related to the area they were trained.
- The 22% of opportunity groups, after the training faced with improvement in economic situation.
- One opportunity group after the training has established a small startup business for production of bee boxes.
- The 74% of all interviewed opportunity groups of 2015 in Kamenica municipality have a need to be additionally trained.
- The 34% of interviewed trainees were female gender and remaining 66% were male gender.
- 13% of all interviewed opportunity groups were minority, Serbian population.

7.2 Novo Brdo Municipality – Results of Opportunity Groups of 2015

In the table 1.3 below, are presented the opportunity groups of 2015 in Novo Brdo municipality. In this municipality, in total were 6 opportunity groups which finished the trainings in 2015, including 52 trainees from all groups. The profession which all opportunity groups were trained includes agro business profession. All six opportunity groups have finished the trainings in beekeeping area.

Occupation	Learning Groups	
	Number of groups	Trainees
Agro business Profession		
Beekeeping	6	52

Table 1.3 - List of Opportunity Groups for 2015 in Novo Brdo municipality

Beekeeping (six groups)

In total there were six opportunity groups for beekeeping in municipality of Kamenica, which were trained by Bajram Bajrami, who at the same time was the supplier of the bees. The trainings of those opportunity groups lasted for 8 days.

The 33% of all trained beekeeping opportunity groups of 2015 were Serbian population (two groups). The remained 77% of beekeeping opportunity groups are Albanian population (four groups).

Income generation and employment

After the training, the all trainees of those six opportunity groups for beekeeping were granted with two bees from S4RE project, in order to have something to start work with beekeeping, so they are economically engaged in beekeeping activities (Annex 5).

Since, groups have received two bees; the economic situation of all trainees from six opportunity groups has not improved yet. The main reasons for this, is that the six opportunity groups for beekeeping are not making earnings from beekeeping. Since, it is still the first year; the earnings should be made from second year, then process of collecting honey and selling starts. All trainees from six opportunity groups are planning that next year to extend the number of bees' society, so quantity of honey can be higher which will result in higher earnings.

Still, there is one of trainees, which this year beside he received two bees from S4RE project, he bought additional two bees, in order to have higher earnings in near future and seriously start beekeeping development business.

Additional Trainings

The majority of trainees of all six opportunity groups for beekeeping expressed the need to be additionally trained. The areas in which they would like to be further trained includes, treatment against aloe, multiplication of bees and society, honey production and nuts development in order to make more nuts, protecting bees against diseases and collection of pollen and propolis. Also the trainees expressed the need to be additionally trained in preparing the bees for wintering and preparing them for the spring.

All interviewed trainees, are very satisfied with quality of the bees they have received. The quality is very good, and they think the bees are strong enough in order to overwinter.

Challenges & Follow up

Trainees of beekeeping opportunity groups did not face with any major challenge. There were some minor challenges in beekeeping, since nearly all trainees for the first time are working with bees. For every difficulty or challenge the groups had, the trainer Bajram Bajrami was always there in order to provide them with the needed guidance and necessary support to succeed in beekeeping, since the opportunity groups are still beginners. Now all six opportunity groups are still in contact with their trainer Bajram Bajrami, which based on their words, is in their disposition any time they need them, and is all the time following the situation of the groups.

For the moment, those six opportunity groups do not need any further support from the S4RE project.

7.3 Shtpce Municipality – Results of Opportunity Groups of 2015

In the table 1.4 below are presented the opportunity groups of 2015 in Shtpce municipality. In this municipality, in total were 4 opportunity groups which finished the trainings in 2015, including 47 trainees from all groups. The profession which all opportunity groups in Shtpce were trained includes both agro business and non-agro business profession. Three opportunity groups – 37 trainees, have finished the trainings in agro business areas, which includes beekeeping. On the other side, one remained opportunity group has finished the training in non-agro business areas in hairdressing, which in total includes 10 trainees.

Occupation	Learning Groups	
	Number of groups	Trainees
Agro business Profession		
Beekeeping	3	37
Non Agro Business Profession		
Hairdressing	1	10

Table 1.4 - List of Opportunity Groups for 2015 in Shtpce municipality

Beekeeping (three groups)

In total there were three opportunity groups for beekeeping, where two of the groups were trained by Branislav Stankovic and one group was trained by Zivce Sarkovic. The trainings of those opportunity groups lasted for 8 days.

Income opportunities and employment

After the training, all trainees of those three opportunity groups for beekeeping in Shtpce municipality were granted with two bees from S4RE project, in order to have something to start work with beekeeping, so they became economically engaged in beekeeping activities (Annex 6).

Having recently received two bees, the economic situation of all trainees from three opportunity groups has not improved yet. The main reasons for this, is that the three opportunity groups for beekeeping are not making any earnings from beekeeping. Since, it is still the first year; the earnings should be made from second year. The all trainees are hoping that next year will be better than this year, so they can start generating money from beekeeping, then honey collection and sales process starts.

In comparison to beekeeping opportunity groups of 2015 in Kamenica and Novo Brdo municipality, where beekeeping group firstly plan to extend the number of bees society and after that start making money, the beekeeping groups in Shtpce are planning next year to start generating money and after that to do expansion of bees society.

Additional Trainings

91.9% of interviewed trainees of all three opportunity groups for beekeeping expressed the need to be additionally trained. The areas in which they would like to be further trained includes, honey production, nuts development in order to make more nuts, bees feeding

and drugs that they should be given, development of bees society and protecting bees against diseases.

The remained 8.1% of interviewed trainees do not have a need to be additionally trained, since based on their words they learned enough in training, and they are using internet as a main source for learning things they need or will need in beekeeping.

Challenges & Follow up

The challenges which majority of participants faced regarding beekeeping was beginner's difficulties, since nearly all trainees for the first time are dealing with beekeeping. On the other side, there are some trainees, who face with financial difficulties; they need money to buy hives for bees. For every difficulty the trainees of three groups had, the trainer Branislav Stankovic and Zivce Sarkovic, were always on their disposal in order to provide them with the needed guidance and necessary support to succeed in beekeeping. All trainees are in regular contact with their trainers.

All interviewed trainees, are really satisfied with quality of the bees they received. The quality is very good, and they think the bees are strong enough in order to overwinter. The only remark the trainees have regarding bees, is that swarm of the bees is small, are small in number. If swarm is bigger, that is better for bees in order to much more easily overwinter.

The S4RE project can further help those three opportunity groups for beekeeping, by providing them financial support for purchase of needed material and equipment for beekeeping, and providing them required additional trainings which will be of huge importance for their future beekeeping business.

Hairdressing group

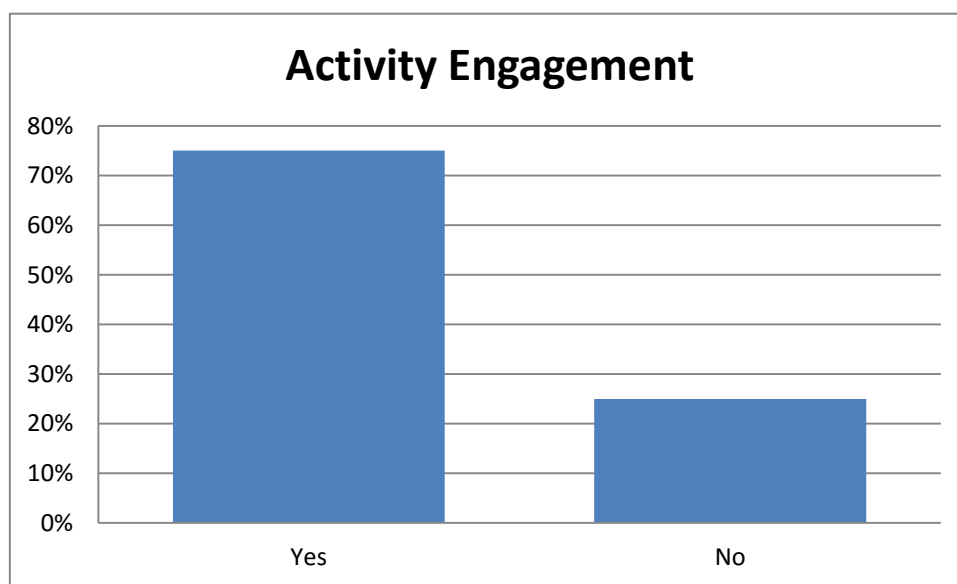
This opportunity group consisted from 10 participants and was lectured by the trainer Valentina Dobrosavljevic (SRZ Tina). The length of training was 36 days.

Income generation and employment

After the training, participants of this opportunity group were not engaged in any economic activity. The trained girls had an idea to open hairdressing salon, to be self-employed, but they did not have monetary assets. Even if the group had idea for project request and S4RE project was in situation to help them with joint funding, the group also in that case would not have money for participating, which leaves them not active economically and not making any earnings. The trainer Valentina Dobrosavljevic (SRZ "Tina"), had a mentoring criteria that after training completion to employ six trainees, but because of small working place, she was not able to employ them.

Challenges & Follow up

The only challenge for this group is that they are not economically active after the training. The only help which for now S4RE project can provide to this opportunity group is financial help for opening hairdressing salon. This group is in non-development stage.



Graph 1.4 – Economic Activity Engagement of Opportunity Groups of 2015 in Shtrpce

The main findings for opportunity groups of 2015 in Shtrpce municipality are:

- The 75% of opportunity groups once they completed the training, have been engaged in activities related to the area they were trained. The remaining 25%, were not engaged in any activities.
- For now, none of the opportunity groups, after the training, has faced with improvement in economic situation.
- The 91.9% of all interviewed opportunity groups of 2015 in Kamenica municipality have a need to be additionally trained.
- The 45% of interviewed trainees were female gender and remained 55% were male gender.
- All interviewed opportunity groups were minority, Serbian population.

7.4 Dragash Municipality – Results of Opportunity Groups of 2015

In the table 1.5 below are presented the opportunity groups of 2015 in Dragash municipality. In this municipality, six opportunity groups finished the trainings in 2015, in total including 94 trainees from all groups. The profession which those opportunity groups in this municipality were trained includes both agro business and non-agro business profession. 150 trainees – 4 opportunity groups, have finished the training in agro business area, which include beekeeping. On the other side, two remained opportunity groups have finished the training in non-agro business area, hairdressing and central heating, which in total include 44 trainees.

Occupation	Learning Groups	
	Number of groups	Trainees
Agro business Profession		
Beekeeping	4	50
Non Agro business Profession		
Central Heating	1	15
Hairdressing	1	29

Table 1.5 - List of Opportunity Groups for 2015 in Dragash municipality

Beekeeping (4 groups)

In total there are four opportunity groups for beekeeping in Dragash municipality, which are trained by Bajram Bajrami, who in the same time was the supplier of the bees. Three out of four opportunity groups are still in training, because training started little bit late and fourth group did not started the training yet. They are waiting that trainer Bajram; set a date when to start training.

Income generation and employment

During the training, participants of three opportunity groups have received two bees from S4RE project, so after the training they can have something in order to start with beekeeping activities, and in the future become economically engaged. Also the participants of fourth opportunity group which have not started training yet have received the bees from S4RE project (Annex 6).

Since, groups have recently received two bees; the economic situation of trainees from four groups is not improved yet. The main reasons for this, is that the all groups for beekeeping are not making earnings from beekeeping. Since, it is still the first year; the earnings should be made from second year. If everything goes well, all trainees from four opportunity groups are planning that next year to extend the number of bees' society, so quantity of honey can be higher which will result in higher earnings, and lead them into the business.

Additional trainings

The interviewed three opportunity groups which are still in training expressed the need to be additionally trained once this training is finished. The areas in which they would like to be further trained including the multiplication of bees, nuts development in order to make more

nuts, and different diseases of bees. Also the trainees expressed a need to be additionally trained in preparing the bees for wintering and preparing them for the spring. It will be good for trainees to again repeat the things they are already learning.

Challenges & Follow up

Trainees of beekeeping opportunity groups are not facing with some major challenges, since bees which were given to them were very good prepared. Some smaller challenges which groups are facing is experience in beekeeping, since nearly all trainees for the first time are working with bees, the training is not finished yet and they are in learning process. For every difficulty or problem the groups have, the trainer Bajram Bajrami is always there in order to provide the necessary guidance and support to succeed in beekeeping. All interviewed trainees, are very satisfied with the quality of the bees they received. The trainees are also equipped, since majority of trainees bought needed protection equipment for beekeeping.

Still, some trainees from one of the opportunity groups because of university obligations are not able all the time to take care of bees, so their families are taking care. S4RE project needs to take this issue into consideration, because it can be huge loss if care of bees is not good, and they are not able to overwinter.

For the first three opportunity groups, the S4RE project can further help those groups by providing them with the needed guidance for beekeeping in upcoming years, and for the fourth group to start the beekeeping trainings as soon as possible.

Hairdressing groups

There are four opportunity groups for hairdressing, which consisted of 29 participants and was lectured by the trainer Alltane Tershnjaku (DPZ "Alena"). The length of training was 36 days.

Income generation and employment

After the training, 27 trainees are self-employed; the trained groups have opened their hairdressing salons and are working together. Those groups have opened hairdressing salons in village Buce, Plav and Bresane. Each of the groups sent a request for support to S4RE Project, which was accepted by the project, and with joint funding, the S4RE project donated the basic equipment of work to the groups, for their business. One trainee after the training is employed to DPZ "Alena", since this trainee has expressed the need to further continue training, for three more months, and now she is working there. The economic situation of the groups is significantly improved in comparison to situation it was before the training. The hairdressing salon is seasonal business. They are working from beginning of June until the end of September. During this seasonal period, approximately earnings made by the groups in total are around 3,500€.

Challenges & Follow up

The opportunity groups did not face with any challenge. All the time, they had their trainer Alltane Tershnjaku available and approachable for every problem they have or advice they need. The all interviewed trainees are open for any additional training, since that will help them make further improvements. Those opportunity groups are in developing stage. For the moment they don't need any further support from S4RE project.

Central Heating group

This opportunity group consisted of 15 participants and was lectured by the trainer Lulzim Krrabaj. The length of training was 30 days.

Income generation and employment

After the training, 60% of trainees found employment. Four trainees have been employed and are working regularly with monthly salary. One of those four trainees is employed in “Adetex” business for central heating in Pristina. Two other trainees are working employed regularly with the monthly salary in “Opoja Term”, and last fourth trainee which is long term employed, is working in BOSCH in Mitrovica. Approximately, monthly salary of those four trainees is around 250€.

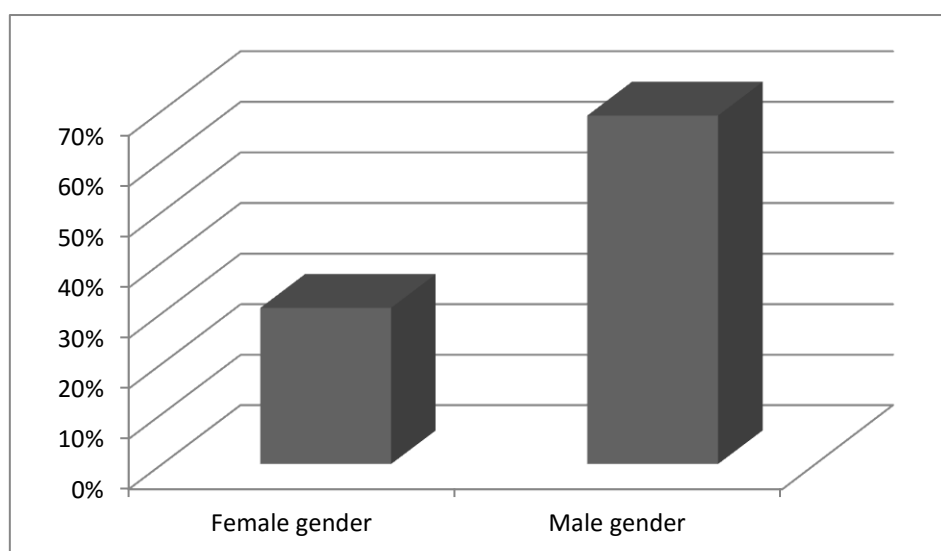
The other four trainees who are seasonally employed, one is employed seasonally in “Adetex” company. The other three trainees are employed in “Opoja Term”, where they are working seasonally, based on the needs and requirements of the enterprises for central heating installations. Their monthly earnings depend how many times they are called to work during a month. The economic situation of those full and part time employed trainees is improved comparing with their situation prior to the training.

The other four trainees for central heating, are working on completing the project request (business plan), for establishing central heating business, and they will send business plan to the S4RE project, which further will decide will they support and approve their request for this business. Currently they are not making any earnings.

Challenges & Follow up

The opportunity groups did not face with any challenge. All the time, they find their trainer Lulzim Krrabaj available and approachable for every problem they have or advice they might need. For now trainees do not have a need to be additionally trained, but maybe in near future they will, because the demand for central heating business is increasing in the market. The S4RE project can further help this opportunity group, by supporting four trainees which wrote a project request for opening central heating business.

31% of interviewed trainees in Dragash municipality were female gender and remained 96% were male gender.



Graph 1.5 – Gender of trainees of opportunity groups 2015 in Dragash

The main findings for opportunity groups of 2015 in Dragash municipality are:

- All opportunity groups after training completion have been engaged in activities related to the area they were trained.
- 33.33% of opportunity groups, after the training has faced with improvement in economic situation.
- Four opportunity groups for hairdressing after the training have established start up business, opening hairdressing salon.
- 83% of all interviewed opportunity groups of 2015 in Dragash municipality need to be additionally trained.
- All interviewed opportunity groups are Albanian population.

7 MAIN FINDINGS

The main findings of this assignment are:

- 97% of interviewed opportunity groups of 2015 in municipality of Kamenica, Novo Brdo, Shtpce and Dragash have been engaged in different economic activities after the training;
- 79.4% of interviewed opportunity groups of 2015 in four municipalities which are economically active are engaged in activities in agriculture sector, which include beekeeping activities;
- After the training, 17.9% of opportunity groups of 2015 have faced with improvement in their economic situation, since they started generating income;
- 5.1% of the opportunity groups have started small startup businesses, which was made possible from knowledge they have gained in the trainings.
- Approximately monthly earnings which opportunity groups are gaining from their economic activities are from 50€ to 300€ of profit; the opportunity groups for hairdressing in Dragash municipality, which opened hairdressing salon, during seasonal period have earnings around 3,500€.
- Opportunity groups which are making earnings are keeping evidence of their profits.
- Opportunity groups for beekeeping need to wait minimum next year in order to start generating profits.
- 74.3% of 2014 opportunity groups would like to have additional trainings.
- 34.7% of all interviewed opportunity groups in four municipalities are female gender and remained 65.3% are male.
- 23% of interviewed opportunity groups of 2015 were minorities, Serbian population.

8 RECOMANDATION

The business development and monitoring expert recommends to the S4RE project as follows:

- S4RE project should further monitor the situation of beekeeping opportunity groups in Kamenica, Novo Brdo, Shtpce and Dragash municipality, with purpose of improvement;
- S4RE project can work with the same beekeeping groups next year, in order to form beekeeping association in each municipality;
- For the beekeeping opportunity groups which want to start beekeeping business, S4RE project should provide support for those groups in business orientation;
- Monitoring expert should twice in six months monitor the situation of all opportunity groups of 2014 who are economically active and those opportunity groups which received grants;
- S4RE Project should monitor situation and work closely with the opportunity groups of 2015 in municipality of Kamenica, Novo Brdo, Shtpce and Dragash, which have established small startup business. The role of business development expert is important.
- S4RE project should provide additional trainings for opportunity groups who are highly interested in being additionally trained with purpose of advancement

9 ANNEX 1 – Questionnaire for opportunity groups of 2015

1. Which training have you attended?
2. Did you like the training?
3. Has this training helped you to extend your knowledge in the field you were trained?
4. Has this training helped you to improve your economic situation?
5. Have you been engaged in some economic activities after training?
6. If yes, what were those activities/ If no, why not?
7. Approximately, what are your monthly earnings from those activities?
8. What are the challenges which you are facing the most?
9. Have you planned to open your own start up business after the training?
10. If yes, how attending this training could help you achieve that?
11. Would you like to have some additional training?
12. If yes, in what areas?
13. What are your recommendations/any additional comments for S4RE project?

10 ANNEX 2 – Some of the trainees from opportunity groups for beekeeping in Kamenica municipality

















11. ANNEX 3 – Opportunity group from Karaqeve, Kamenica



12. ANNEX 4 – Some of the trainees from opportunity groups for beekeeping in Novo Brdo municipality











13. ANNEX 5 - Some of the trainees from opportunity groups for beekeeping in Shtrepce municipality





14. ANNEX 6 - Some of the trainees from opportunity groups for beekeeping in Dragash municipality



