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Quarterly Report #9

October - December 2014

BUILDING HUMAN AND INSTITUTIONAL CAPACITY IN ALBANIA

Cooperative Agreement No. AID-182-A-12-00001



GOALS AND RESULTS TO BE ACHIEVED

The goal of the Building Human and Institutional Capacity (BHIC) project in Albania is to build the capacity of institutions, governmental, non-governmental and private sector, as well as leaders and technical experts who play a key role in Albania's development as it strives to bring about the reforms necessary for European integration. Within the Mission's overarching goal of *European integration through strengthened democratic institutions and inclusive economic growth*, Assist Impact focuses on building capacity to address the two stated Development Objectives of 1) *strengthened rule of law and improved governance* and 2) *conditions created for broad-based, sustainable and inclusive economic growth*. With substantial involvement of the Mission, Assist Impact provides a flexible approach to meeting capacity building needs that includes in-country, U.S., and third-country training of current and potential leaders and experts, institutional assessments of key private organizations/public institutions, targeted technical assistance and focused grants.

Since Assist Impact had achieved or exceeded all the goals of the BHIC project by the end of September 2014, it proposes the following new goals:

By the end of the three and a quarter-year period, BHIC will achieve the following results:

- Strengthen the performance of at least 13 (instead of 5) Albanian central and local governmental organizations, including Albanian ministries and municipalities.
- Strengthen the performance of at least 55 (instead of 15) Albanian non-governmental organizations and private sector entities, including associations, civil society organizations and small and medium enterprises (SMEs).
- Build the performance of at least 55 (instead of 45 per year) leaders of Albanian governmental, private sector and non-governmental organizations and institutions – across sectors including business, economics, human rights, governance and democracy.
- Build the expertise of at least 370 (instead of 45 per year) technical specialists – across sectors including business, economics, human rights, governance and democracy.

MAIN ACTIVITIES OF THIS PERIOD

1) PROGRAM INTERVENTIONS

TRAINING, TECHNICAL ASSISTANCE AND GRANTS

During the 9th quarter of the Building Human and Institutional Capacity project, two programs begun in FY2013 were still continuing, both regarding Public-Private Partnerships. Six new programs were initiated during this quarter and twelve were completed. Thirty programs begun in FY2014 or before were in various stages of implementation as the quarter began. They include six women's empowerment grants, five garment machine matching grants, CEC software technical assistance, assistance to Protik for high level ICT training, two PPP mentoring technical assistance programs, four PPP preparation projects, seven youth grants, a grant for a health survey, two LGBT technical assistance programs and a grant for an LGBT shelter.

FY 2013 Building Human and Institutional Capacity Programs		Status as of Dec. 31, 2014
Strengthened rule of law and improved governance		
1	TA/PPP Support CO-PLAN-Street Lighting in Fier	on-going
2	TA/Public-Private Partnership Support-International Expert/compendium	on-going

FY 2014 Building Human and Institutional Capacity Programs		Status as of Dec. 31, 2014
Strengthened rule of law and improved governance		
1	TA/PPP Support round II – training/mentoring organization	on-going
2	TA/PPP Support round II – Elbasan Public Parking	on-going
3	TA/PPP Support round II – Kucova Recycling	on-going
4	TA/PPP Support round II – Saranda Beach Management	on-going
5	TA/Central Election Committee IT software update	completed
6	GR/CFE Strengthening Through a Survey of Health Centers	on-going
7	ICT/Bankruptcy Administration	on-going
8	GR/Mobile Units to Identify Victims/Potential Victims of Trafficking	completed
9	Youth Empowerment Grant – New Epoch	on-going
Conditions for broad-based, sustainable & inclusive economic growth		
1	GR/Matching Grants for Garment Machines with donations/internships SH (5)	on-going
2	ICT/Garment Machine Maintenance Course – Fier	on-going
3	GR/Women’s Economic Empowerment Grants (6)	on-going
4	GR/Protik ICT Resource Center Support	on-going
5	GR/Youth Empowerment Grants for youth employment (6)	on-going
Support to LGBT		
1	TA/Aleanca Finance Officer and Commodities	on-going
2	TA/Aleanca Financial/Administrative/HR Manuals	on-going
3	TA/PRO-LGBT English Courses, NGO Finance, Manuals, Commodities	on-going
4	GR/LGBT Shelter in Tirana	on-going

FY 2015 Building Human and Institutional Capacity Programs		Status as of Dec. 31, 2014
Strengthened rule of law and improved governance		
1	Food Bank Warehouse Commodities	completed
2	Strategic Planning & Proposal Writing for AMSHC	on-going
Conditions for broad-based, sustainable & inclusive economic growth		
	GR/Matching Grants for Garment Machines with donations/internships (FR) 3	on-going
1	ProLGBT & Aleanca LGBT proposal writing and donor mapping TA	on-going

CAPACITY BUILDING ACTIVITIES IN SUPPORT OF INSTITUTIONS/ORGANIZATIONS

CAPACITY BUILDING FOR GOVERNMENTAL INSTITUTIONS

The **Professional Training Center in Shkoder** continued to receive support from Assist Impact for the master technicians who taught the 8 week advanced level course in garment machine maintenance. The 80 hour internship in various firms was also facilitated by the linkages established between five garment manufacturing firms and the Training Center. The Center issued its first course completion certificates for this type of professional training in December.

Professional Training Center in Shkoder distributes certificates for successful completion of the first garment machine maintenance course



Advanced Machine Maintenance at Professional Training Center in Fier



The course offered at the **Professional Training Center in Fier** for both garment and footwear machine maintenance began in October with 17 attending and 14 completing the 8-week course. As in Tirana and Shkodra, used machinery for course participants to practice on was donated by local firms thanks to linkages established through the project. The eight-week advanced course began in December with these 14 participants. The instructor, a master technician, was a key part of the support to the Center provided by Assist Impact.

The state Agency for the Support of Civil Society (which is known by its Albanian acronym, AMSHC) was provided technical assistance to produce a five-year strategic plan. After a one and a half day workshop in which the director and eleven staff gave their input and another meeting with members of the Board of Directors, the strategy was drafted, refined and finalized. “The [strategic plan] has exceeded our expectations,” states the AMSHC director, Andi Kananaj.



Although the City Council of the **Municipality of Fier** had approved the feasibility study for **Energy Efficient Public Lighting PPP in Fier** in July, it didn't have the funds to support the PPP. During this period City Council made the decision to proceed with the procurement of the pilot (city center) Public Lighting PPP, setting the amount budgeted for the contract. During this period, Assist Impact's technical expert, Co-Plan, refined and updated the

feasibility study and the terms of reference for the procurement as well as the performance-based contract.

The cities of Kucova, Elbasan and Saranda were all provided with feasibilities for PPPs.



The City of Kucova organized a public meeting with interested citizens, organizations and institutions to hear about and discuss the planned PPP for recycling. In December 2014, the City Council unanimously approved the feasibility study as well as the establishment of a working group for the next steps and approved a long-term (20 year) contract which would allow the private partner to recoup his investment.

The feasibility study for a Public Parking PPP in Elbasan revealed a challenge regarding the changes the municipality made after reconstruction of the main roads and how it affected parking. The study showed that parking fees would make sense only between the hours of 8 a.m. – 3 p.m. During this period, an open meeting was held with the businesses which operate in the area where parking fees are proposed to obtain their input regarding the plan.



At the request of the municipality of Saranda, the feasibility study focused only on the public beaches that are in from of and currently ‘managed’ by the private hotels/restaurants. These beaches are used by the businesses without paying fees, without maintaining safety and health



standards, and without proper enforced contracts with the municipality. The feasibility study confirmed the need to increase the contract period from 45 days to 60-90 in order to ensure standards for visitors during the entire high tourist season and a need to increase the daily fees applied to the businesses from 15 lek/m² to 20 lek/m². These businesses must also pay any previously unliquidated obligations to the municipality.

CAPACITY BUILDING FOR NON-GOVERNMENTAL INSTITUTIONS

A grant to Protik allowed them to fulfil their goal of offering high level ICT technical training courses while experimenting with true market interest. The first training in “Cyber Security and Business Resilience Tutorial (CERT-RMM)” took place on 4-5 November 2014 with a total of 7 participants. Protik had managed to sell a total of 5 training seats at full market price (490 Euro) and through the grant it provided free seats to talented women in the ICT field. Protik organized their second advanced ICT training under this grant called “Top 10 Web Threats” on 6th Nov 2014 with a trainer from European Software Institute - Center Eastern Europe (ESI CEE). Protik enrolled 10 paying participants, all Software Developers & System Administrators, and provided the course free to one woman talented in the ICT field. This training was so profitable that it covered the losses from the first training. Protik has learned the lessons that very short high level ICT courses are especially profitable and that the firm and institutional budgets are tight the last quarter of the year.



Food Bank/Albania was supported with a grant to improve its warehouse so that it could better store, and remove for distribution to poor families, food that it had collected. The warehouse was outfitted with 20 meters of three and a half meter high metal shelving, an industrial scale to weigh up to 500kg of food, a manual forklift, two dollies to wheel heavy boxes of food to and from the shelves and two fire extinguishers.

As part of the efforts to link the Professional Training Center of Shkodra to the Garment Industry for its Garment Machine Maintenance Course, Assist Impact awarded matching grants to five **garment manufacturing firms in Shkoder**: Bellaconfex, Bellador, Reaconf, Ergotex and Melgushi. These firms donated a total of ten machines to the Professional Training Center to be used for hands-on instruction and provided one-month internships. During the reporting period, four of the firms, Bellaconfex, Bellador, Reaconf, and Ergotex, managed to purchase the machines for which the matching grants were awarded.



Machine donation to Professional Training Center in Fier



In support of the garment and footwear machine maintenance course at the Professional Training Center in Fier, matching grants were awarded to **three garment/footwear firms in Fier** in exchange for donated machines for the Center and internships for the participants. The firms are **Blue Sky, Krel's Luck and Picari**.

A six-month project to strengthen the **Coalition for Free and Fair Elections**

and Sustainable Democracy (CFFE) continued through a monitoring exercise called "Survey on Health Centers in Albania" using statistically based observation methods. The one-day survey was conducted in October with results of 547 monitors sent within the day. This allowed the Coalition to provide solid data quickly in a way that caught the attention of the media and the public, creating conditions likely to lead to real change in the provision of health services. The rest of the period was spent analyzing the data and compiling a full publication on the survey. CFFE also worked on preparing a video designed to highlight the capabilities of the coalition for other statistically based surveys.

Call Center receiving input from 547 monitors



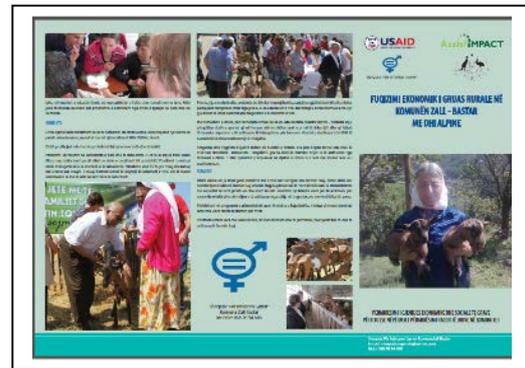
Under the program "Women's Economic Empowerment Grants" for marginalized or isolated women, Assist Impact continued to monitor the implementation of the remaining six grants. They included the following organizations:



- **Diakonia Agapes** worked in the area of Elbasan in the villages of Shushica, Hajdaran, Milza and Shelcan. The project had trained 58 women in vegetable cultivation and marketing, greenhouse management and how to make a business plan. Of the thirty-three women who submitted their business plans, twenty were selected to receive materials to build their 91m² greenhouses. The women covered about 30% of the cost of these materials. Although the main greenhouse season begins in March, already during November and December, all the women were able to plant and harvest for family-consumption and the market. On average the 20 women earned 6300 lek or \$55 for the two month period with the most successful women increasing their income by \$90-\$120.

- **The Gender Integration Association** worked in the remote villages of Bastar i mesem, Murrize and Vilez (district of Tirana) supporting 20 women by providing them with special, highly productive Alpine goats as well as training in goat care and the production

of quality goat cheese. A total of 28 women received training. The goats assist in providing sustainable livelihoods for these rural families in these remote mountain villages of Zall Bastar commune (county). Each beneficiary committed to ‘passing on the gift’ by giving a kid to a neighbor. In September, 14 of the goats gave birth to kids. The females will be given away when they are old enough. During this period a brochure was made about the project and the value of this breed of goat.



- **The Gender Alliance for Development Center (GADC)** completed its project to employ 25 marginalized women in Puka and Lezha, succeeding in **employing 28 women**. During the project, a total of 170 women received training in gender awareness, women’s rights, the labor code, how to prepare a CV and present oneself for an interview. Nearly 20 also received training in sewing. Fifteen women were employed in Puka, five in the Venetian Mask factory, nine in a shoe factory, one at a phone company and one at Agropuka. In Lezhe, a total of 12 women were employed: five at a shoe factory, two at a fish factory and one each at a bakery, school, shop, phone company and a legal studio.

- **Gjirokastra Foundation:** During this period the Gjirokastra Foundation assisted several more of their beneficiaries to find jobs or income-generating work enabling a total of 17 women to find work or generate modest amounts of income. Although the work may be dependent on the tourist season, even the small income of on average \$100 for a few months during the tourist season can make a significant difference in the lives of these women coming from difficult circumstances.



- During past periods, the **Counseling Line for Women and Girls** had provided 25 female victims of domestic violence from the suburban areas of Tirana with training on



employment rights, violence against women, CV preparation, interviewing and safe housekeeping. They had also raised the awareness of the families of these women regarding their approach to and support for the women to work. Employment had already been found for ten of the young women, with employment for the remainder the focus of the rest of the project. During this period, employment was found for the remaining

15 women leading to the successful completion of the project. Some were doing office work, others working as hairdressers, waitresses, saleswomen, seamstresses or house-cleaners.

- **MEDPAK (Defending the Rights of People with Disabilities)** implemented a project to train and employ marginalized women in the town of Librazhd. Twenty-eight women were provided training in women's rights, the family code, domestic violence, the education of children and women, communication, teambuilding, and rights and obligations in the workplace. By the end of the project 25 women had been assisted to find jobs: nine women at a recycling plant, fifteen at a new garment manufacturing firm and one at a local restaurant.



A grant to Aleanca to establish and operate the first **LGBT shelter** in Albania progressed well. The shelter site was renovated allowing up to eight people from the LGBT community to have a place to stay and access to services for up to six months. During this time, manuals on internal regulations, procedures and management were drawn up and staff recruited including five caretakers to provide 24 hour coverage

as well as a social worker and psychologist. The Albert Kennedy Trust provided training to management and staff on best practices regarding shelter operations. The shelter was inaugurated in early December with a visit from the Minister of Social Welfare as well as the Deputy Chief of Mission from the American Embassy and the Ambassador of the United Kingdom. In December the shelter took in and provided services to its first two cases.

Aleanca and Pro-LGBT continued to be strengthened through the technical assistance provided through Assist Impact. The finance/administrative officer hired for Aleanca easily handled financial matters related to the Shelter grant allowing leadership at Aleanca to focus on management and other issues. In support of both Aleanca and ProLGBT's need for sustainability, high quality LGBT donor mapping was provided and a proposal writer hired for ProLGBT. The donor mapper will also provide a workshop on writing winning proposals with LGBT themes in January.

Donor Mapping for Albanian LGBT Organizations

1.2.6. The European Network of Equality Bodies (Equinet) <http://www.equineteurope.org/>

Equinet, the European Network of Equality Bodies, brings together 41 organizations from 31 European countries, which are empowered to counteract discrimination as national equality bodies across the range of grounds including age, disability, gender, race or ethnic origin, religion or belief, and sexual orientation. Equinet builds upon a two-year

Under a program entitled “**Youth Empowerment Grants**”, Assist Impact awarded seven grants focusing on youth in nineteen different districts of Albania. Six of the grants aim at addressing youth employment. The seventh is designed to mobilize youth for active citizenship. They include the following:



- **Creative Business Solutions** will work in 13 different rural localities from Malesi e Madhe to Gjirokaster to train and employ young people as specialists in dairy production, fruits and vegetables, herbs and spices, cold storage and green houses. During this period, they provided training to 153 people of whom 36 were youth, 34 young men and 2 young women. In the Korca region, the two half-day trainings in Dvoran and Devoll focused on cold storage: post-harvest produce treatment, sugar and

color measurement, processes, standards, packaging and labeling. CBS signed preliminary agreements with two businesses, which committed to employ youth. Six are expected to be employed. Cold storage was also the topic of training in Elbasan where five youth are expected to be employed. Training in quality milk production was conducted in Krajen/Lezhe for 55 producers from Krajen, Baldren and Bushat. Training in cheese making was conducted for four in Lezhe.

- The **Albanian Students Network Alumni (AS@N)** aims to train, find internships and employ students or young graduates in a variety of work situations in Shkodra, Vlora and Tirana. During this period they met with several stakeholders (Chamber of Commerce, Entrepreneurships, and representatives from Universities) in Tirana, Shkoder and Vlora and created the website as an interactive online portal with information on the labor market and career counseling. (The final version of the website has NOT yet been launched.) They also identified about 80 youth in the three implementation areas that will participate in the project.

- The **Association for Communitarian Integration and Development (ACID)** aims to train and facilitate employment of youth in Bulqize in video production skills and youth in Laç in plumbing, electrical work and handicrafts. During this period, 20 youth (in two groups) participated in the filming and editing course in Bulqize, 17 males and 3 females. In Lac, 42 students were engaged in vocational training modules. Thirty young men (in four groups) took part in courses to become plumbers or electricians (15 each) and 12 young women took part in a handicrafts course. All the courses were for two hours per day three days a week and will continue.



- The **Albanian Rafting Group (ARG)** identified 12 guest houses in Berat as potential partners and trained six in hospitality services, from desk reception techniques, cleaning and hygiene requirements, kitchen services and online marketing of their



businesses. Signage and regulations are in process of printing for the guest houses. ARG also developed a list of cultural and sport activities to do attend while in Berat, and collaborated with the Info Point as one of the main contact points of tourism in Berat. Working closely with the high schools in Berat, AFG informed about 30 high school students on employment opportunities as touristic guides and trained 17 of them on hospitality services. A more professional training of kayaking and hiking will follow in the next quarter as well as mapping of hiking trails. AFG has started to work on the development of a Regional Tourism Package; for 5 days and 4 night in Berat and Gjirokaster.

- The **Regional Development Agency in Korca (RDA-Korca)** a Youth Council was created with 10 young people to provide youth input into municipal issues. After having identified the training needs of youth based on the registration forms, **professional training was provided for a total of 120 youth** - 23 young women and

97 young men broken down into the following groups: Electricians-16 males; Plumbers-12 males; Stonecutters-6 males; Barbers-10 males; Car services-14 males; Woodworkers-10 males; Seamstresses/Tailors-11 females and 2 males; Hairdressers: 21 females; Cooks-12 females and 6 males. The training courses are continuing.



- The **Livestock Entrepreneurs Association of Albania (LEAA)** provided training to a **total of 78 young men and 1 young woman** during this period in the following locations: Lushnja (32 men), Shkodra (14 men), Korca (20 men) and Dibra including a



few participants from Kukes (12 men, 1 woman). Each five-day training included the topics of diagnostic skills, artificial insemination (genetics and equipment), mastitis causes, symptoms, prevention and cure, and hoof disease and treatment. Practical training will be provided during subsequent periods.

- **New Epoch** is working in Fier and Patos to encourage youth participation in the democratic process. Youth will form Youth Advisory Groups, one each, in the newly enlarged Patos and Fier municipalities and learn to advocate with government officials for issues of special interest to youth. During this period New Epoch concentrated on designing and completing 200 questionnaires to evaluate the level of information youth had on the services provided by local government, the Labor Office, Centers for Vocational Training and high schools. Data collection and analysis will happen during January. In order to identify the needs of youth, eight Focus Groups were organized in total, four in Patos Municipality with 21 young women and 20 young men and four focus groups in Fier Municipality with 19 youth women and 23 young men.



TRAINING AND TECHNICAL ASSISTANCE FOR LEADERS AND SPECIALISTS

TRAINING AND TECHNICAL ASSISTANCE FOR LEADERS

Discussions with judges of Tirana Court



Bankruptcy administration training and mentoring was conducted during this period for the following leaders: 11 judges from the Court of Tirana, the head of the Bankruptcy Supervision Agency, and a total of four partners from the three law firms, Tonucci & Partners, Zeka and Kosta and Boga Associates. The meetings included a deep discussion on the essence of creditors' rights during bankruptcy including that creditors' rights on movables under bankruptcy are real rights in (not only on) the property of the bankrupt.

TRAINING AND TECHNICAL ASSISTANCE FOR TECHNICAL SPECIALISTS

Of the twelve course participants who began the advanced level eight week course at the **Professional Training Center in Shkoder** in September, all twelve completed their 80 hour internship at various garment manufacturing firms successfully and received course completion certificates from the Center.



Seventeen participated in the basic level course offered at the **Professional Training Center in Fier** for both garment and footwear machine maintenance and 14 completed the 8-week course successfully. The eight-week advanced course began in December with these 14 participants.

As part of Assist Impact's Bankruptcy Administration program during this period, 17 technical specialists from Bankruptcy Supervision Agency and three law firms, Tonucci & Partners, Zeka and Kosta and Boga Associates, participated in training/mentoring activities.



ASSESSMENTS

No assessments were conducted this period.

J-1 VISA PROCESSING SERVICES

	This period	Project Cumulative
# of contractors provided services for	0	2
# of trainees processed for other contractors	0	4

No J-1 Visa processing was requested this period.

2) RESULTS

PERFORMANCE IMPROVED OF THOSE RECEIVING ASSISTANCE

GOVERNMENT INSTITUTIONS

The Bankruptcy Agency is now aware of the importance of preservation of priorities during bankruptcy. It also has a better grasp of the intricacies of drafting bankruptcy legislation. Finally it is more aware of the need to ensure that administrators are more familiar with the legal system as a condition for their successful performance.

Results of the support to the Agency for the Support of Civil Society (AMSHC) will be reported during a later period.

PERFORMANCE IMPROVED OF THOSE RECEIVING ASSISTANCE

NON-GOVERNMENTAL INSTITUTIONS:

Bellaconfex, Bellador, Reaconf, and Ergotex, garment manufacturing firms in Shkoder, report having improved the quality and competitiveness of their production line as a result of the machinery purchased with their matching grants awarded by Assist Impact. Bellador and Bella Confex report that their new line machines allow them to meet the demand for larger quantities and has also given them the ability to employ more people in their factories. Reaconf bought two new machines, one of which was a special 12 needle machine that they needed to make some special swimwear products, so their variety in production has increased. The two special travetta machines purchased by Ergotex have allowed the firm to improve the quality and longevity of their products.

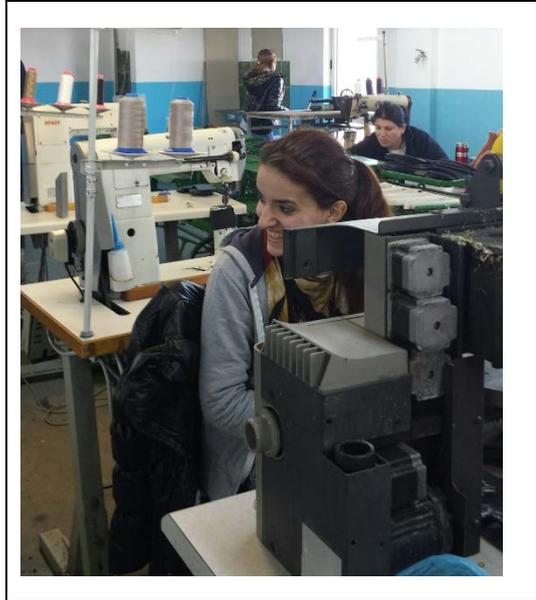
Bellador employee at new sewing machine



After the **Albanian Food Bank** received the all-important shelving, forklift, scales and other commodities essential for their warehouse, they started a campaign to collect food for families living below the poverty level. During just the last week of the year, they gathered around 4,000 kilo (4 tons) of food: flour, milk, pasta, rice, beans, coffee, jam, oil, cookies, etc. “And without your help,” says the Executive Director, Wilma Verburg, we would not have been able to store, organize and distribute it in a proper and professional way.”



All seven grantees implementing the women’s economic empowerment grants may be considered as having removed a barrier to improved performance. The **Association for Traditional Arts and Crafts (ATACT)**, **Gender Alliance (GADC)** and **MEDPAK** all deepened their understanding of the challenges of motivating marginalized women to take the steps necessary to find and keep a proper job. They will build on their experience to find funding to replicate and/or take their collaboration with local businesses and employment offices to the next level. The **Counseling Line for Women and Girls**, based on their experience with this project, has included in their overall strategy finding employment for the victims of domestic violence with whom they work. **Gjirokaster Foundation** strengthened its appreciation of the efforts needed to actually find trained women jobs or income-earning activities. **Diakonia Agapes** was pleasantly surprised to see how actively men participated in discussions about gender equality including domestic violence. (It was a requirement of the project to include men/boys in awareness raising activities.) The **Gender Integration Association** gained a clearer understanding of standards of project management and implementation.



PERFORMANCE IMPROVED OF THOSE RECEIVING ASSISTANCE

LEADERS

Nothing to report for this period. Performance improvement for the judges and law partners trained/mentored during the bankruptcy administration will be reported at a later time.

PERFORMANCE IMPROVED OF THOSE RECEIVING ASSISTANCE

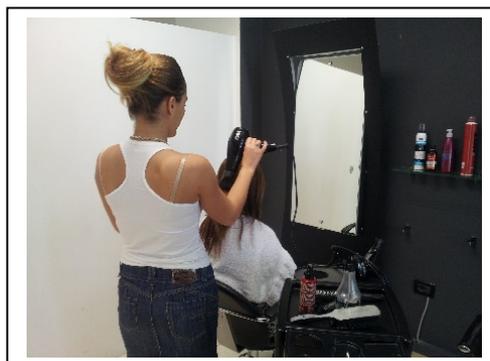
TECHNICAL SPECIALISTS

During course evaluation at Professional Training Center in Shkoder



Twelve participants at the Professional Training Center in Shkoder successfully completed **advanced level training on Garment Machine Maintenance** including 80 hours of internship at various garment manufacturing companies. All can be considered, therefore, as having removed a barrier to improved performance. To date, seven have found work, one at the Professional Training Center and the others at garment manufacturing firms. Those employed are: Safete Gjetja, Dode Preka, Zef Prroni, Ndririm Lina, Edmond Mehmetaj, Denis Cuku, Samet Bizi.

As a result of the six women’s empowerment grants which were completed during this period, **135 women in difficult circumstances** (divorced, single, on social assistance, victims of domestic violence or rural poor) benefited from training and assistance to find employment or self-employment.



Achievements towards the goals during this period are summarized in the following table.

	Indicator	Target for FY 2015	Actual for 1st Qtr	Cumulative for FY 2015	Cumulative for Project	Target for Project
1	Number of government institutions receiving capacity building assistance	6	6	6	16	16
	FY13: Central Inspectorate, Central Elections Committee, School of Magistrates					
	FY14: Agricultural University of Tirana, Agency of Bankruptcy Supervision, Professional Training Center N#1 Tirana, Professional Training Center in Shkodra, Korça Municipality, Academy of Sciences; Professional Training Center in Fier					
	FY15 Q1: AMSHC; Fier, Berat (not counted in FY13), Elbasan, Saranda, Kucova Municipalities;					
2	Number of non-governmental institutions receiving capacity building assistance	21	10	10	48	59
	FY13: 5 banks: BKT, Credins Bank, Raiffeisen, ProCredit, NOA; 3 PPP NGOS: Co-Plan, URI, RDA-Korca; Coalition for Domestic Observers; Assn of Journalists for Justice					
	FY14: OSR, 7 Women Grants, Protik, Ola 1, Kler shpk, Omega, Women’s Network Equality in Decision Making, Protik grant, Bellaconfex, Bellador, Reaconf, Ergotex and Melgushi, CFFE, Tjeter Vizion, Vatra, Different & Equal, Aleancea; RDA-Fier, RDA-Tirana, IP3, Pro-LGBT					
	FY15 Q1: Food Bank/AL, Blue Sky, Krel’s Luck, Picari, CBS, AS@N, ACID, Rafting Group, LEAA, New Epoch (RDA-KO already counted)					

	Indicator	Target for FY 2015	Actual for 1st Qtr	Cumulative for FY 2015	Cumulative for Project	Target for Project
3	Number of gov. institutions that have removed a barrier/constraint to improving performance	5	1	1	9	13
	Governmental Institution Improved	Improvement or Barrier to Improvement Removed				
	FY13: Central Elections Committee, Central Inspectorate, School of Magistrates					
	FY14: Professional Training Center N#1 Tirana, Professional Training Center in Shkodra, Korça Municipality, Professional Training Center in Fier. Note: The Central Elections Committee was counted in 2013 and has not been counted again despite major improvements.	Ag Univ is using effectively the new demonstration garden for improved instruction. Professional Training Center in Shkodra has a well-equipped training room and a curriculum for a garment machine maintenance course. The Korça Municipality has a PPP for public parking. Professional Training Center in Fier has a well-equipped raining room and a curriculum for a garment & footwear machine maintenance course. The Central Elections Committee has the software necessary to administer and rapidly report the results of local elections.				
	FY15, Q1: Bankruptcy Supervision Agency	The Bankruptcy Agency is aware of the importance of preservation of priorities during bankruptcy.				
4	Number of non-governmental institutions that have removed a barrier or constraint to improving performance	20	11	11	28	55
	Non-governmental Institution Improved	Improvement or Barrier to Improvement Removed				
	FY13: BKT, Credins Bank, ProCredit, NOA; Assn of Journalists for Justice, Coalition for Domestic Observers					
	FY14: Women's Network Equality in Decision Making, Kler, Ola 1, Omega ACIT, RDA-Korça, URI, Co-Plan, Aleanca, Dika, ATACT	The Women's Network fair increased its reputation and capacity to organize other fairs. Machinery purchased through three matching grants has improved quality and competitiveness. ACIT has succeeded to generate some revenue from its trade report and knows it needs to find an effective web-based payment mechanism. RDA-Korça, URI and Co-Plan report lessons learned mainly regarding city councils. Aleanca qualifies to receive USAID-funded grants. Machinery purchased by Dika has improved quality and competitiveness. ATACT has demonstrated its ability to train and find employment for marginalized women in PG.				
	FY15, Q1: GADC, MEDPAK, Counseling Line, GJ Foundation, Diakonia Agapes, Gender Integration Association, Food Bank/Albania; Bellaconfex, Bellador, Reaconf, and Ergotex	GADC, MEDPAK, Counseling Line, GJ Foundation have demonstrated their ability to train and find employment for marginalized women. Diakonia Agapes, Gender Integration Association have demonstrated their ability to assist rural women to increase their income. Food Bank Albania has a properly furnished warehouse. Bellaconfex, Bellador, Reaconf, and Ergotex are more competitive.				

	M=men, W=women	M	W	M	W	M	W	M	W	Total
5	Number of leaders trained, mentored, receiving technical assistance or grants	28	9	12	3	12	3	97	89	113/95=208
	FY13: 60 Judges, 7 CEC members, 5 ag coop leaders: 72 (39 m/33 w)									
	FY14: judges trained in Insolvency Law: 35m/45w; Bankruptcy Supervision Agency Director & 1 judge: 2m/0w; PPP: 5m/6w; Cochran Ag Policy: 4m/2w									
	FY15, Q1: law partners (bankruptcy) 4m/0w; bankruptcy judges 8m/3w;									
6	Number of technical specialists trained, mentored or receiving technical assistance or grants	310	70	270	41	270	41	902	538	942/528 = 1470
	FY13: 6 ag credit specialists, 682 ag producers/processors, 17 magistrate students: 603m/102w									
	FY14: Bankruptcy Supervision Agency specialists: 3 m/4 w; PPP: 8m/14w; garment machine course TR: 14m/2w; PG marginalized women: 4m/37w; SH machine maintenance course 14m/1w; Cochran Ag Extensionists, 4m/1w; 6 Women's Empowerment grants (more than 2.5 days of training): 336w									
	FY15, Q1: FR machine maintenance course, 14m/0w; CBS youth, 34m/2w; ACID, 47m/15w; RDA-KO youth, 97m/23w; LEAA, 78m/1w (more than 2.5 days of training)									
7	Number of leaders reporting improved performance	8	2	0	0	0	0	26	19	34/21 = 55
	FY13: 3 Judges: E Hoxha, A Tahiri, L Kola Trebicka 0m/3w; 7 agroproducers, 1 coop leader: Xh Zakaj: 8m/0w. Total: 8m/3w									
	FY14: Judges: E Lluri, A Prendi, M Koca, V Skenderi, R Merlika, F Osmani, R Panajoti, B Muca, A Mullaj, I Mustafaj, A Aliaj, R Balliu, B Abdullai, M Osmani, D Caka, A Kalia, Enkela Bajo Vlora, Manjola Berberi, Fatri Islamaj, Ibrahim Hoxha, Astrit Faqolli, Arjana Lico: 13m/12w; PPP training: 4m/4w; Cochran Ag Policy, 1m; P Rapushi			Judges much more able to make decisions based on the insolvency law. Heads of NGOs, LGUs or LGU depts awarded PPP support projects. P Rapushi has focused effort on the new Assn of Cooperatives						
	FY15, Q1: none this period									

8	Number of technical specialists reporting improved performance	140	166	11	136	11	136	50	183	163/207 = 370
	FY13: 4 Ag credit specialists, 2 Central Inspectorate specialists, 1 magistrate student, 2 CEC staff									
	FY14: machine maintenance technicians TR: 12m/2w PPP: 4m/4w; Pogradec marginalized women (and men) 4m/37w			Garment machine maintenance technicians passed the advanced level. Specialists from NGOs, LGUs participating in PPP training subsequently awarded PPP support projects. Marginalized women (and men) in Pogradec trained and employed.						
	FY15, Q1: 12 machine maintenance technicians SH: 11m/1w; women with jobs due to 6 women's empowerment projects: 135			Garment machine maintenance technicians passed the advanced level.						
	NOTE: an individual attending/receiving multiple capacity building activities within a program is counted only once. An individual participating in multiple programs is counted per program. Institutions are counted only once.									

3) PROJECT MANAGEMENT

Assist Impact requested a modification to its Cooperative Agreement during this period for a no additional cost extension to January 2016 as well as some funding reallocation across major line items. The request was expected to be approved.

During this period, an able program officer was recruited and hired to replace a program officer who was moving abroad.

One of the observations made by the Post Award Survey Team was with regards to sustainability and the urgency of obtaining other projects. During this period, Assist Impact applied for two funding opportunities with other donors. It also submitted a proposal to USAID for additional Human Rights funding.

Assist Impact continues to appreciate the considerable effort USAID has made in order to support Assist Impact.

WORLD LEARNING'S SUB-AWARD

During this period Assist Impact informed World Learning that it would no longer require any services. With the work on assessments complete and no need for contracting services, Assist Impact decided to terminate the subaward and reprogram the remaining funds for programs.

REPORTS

Financial reports with actual versus budgeted expenses as well as the 'checkbook' showing program related 'obligations' and actual expenses were provided to the Agreement Officer's Representative on a regular basis. Advance requests and liquidation of advances were submitted monthly as requested including justifications for requested but as yet unexpended funds. The annual narrative report was submitted in a timely fashion and information and photos frequently provided for USAID's Facebook/website and/or weekly briefings.

IMPLEMENTATION ISSUES

CONTRACTUAL

Since all eight targets for Building Human and Institutional Capacity have been met, some by a large margin, Assist Impact intends to submit a revised Monitoring and Evaluation Plan with new targets.

Although more than 170 women were employed through the women's empowerment grants, our effort to reach gender balance will not be reached because of the large number of men and boys trained through the Access to Rural Credit program as well as the current youth employment grants. Likewise, most leaders in Albania tend to be male.

IMPLEMENTATION ISSUES

FINANCIAL

Assist Impact sees no significant cost overruns. Rather, it foresees the need for a four month no-additional-cost extension in order to enable a number of current programs to be completed and several foreseen democracy grants to have sufficient time for proper implementation.

Considerable effort continued to be devoted to providing documentation for the financial management center in Sarajevo regarding requests. Assist Impact improved its estimate of needs regarding advances, with final balances well below the required threshold during this period. The fact that Assist Impact has extremely different funding needs from month to month, depending on expected programs, as well as delays due to late submission of deliverables on the part of service providers/grantees, remains a challenge.