

Quarterly Report #10

January - March 2015

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 10th quarter of the Building Human and Institutional Capacity project, twenty-four programs begun in December 2014 or before were in various stages of implementation as the quarter began. They include a course for garment machine maintenance and matching grants in Fier, a grant 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. Fifteen new programs were initiated during this quarter, including eight democracy grants and seven were completed. As the quarter ended, 42 programs were in various phases of preparation/implementation.

	FY 2013 Building Human and Institutional Capacity Programs	Status as of March 31, 2015
	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 March 31, 2015
	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	GR/CFE Strengthening Through a Survey of Health Centers	completed
6	ICT/Bankruptcy Administration	on-going
7	Youth Empowerment Grant – New Epoch	on-going
	Conditions for broad-based, sustainable & inclusive economic growth	
1	ICT/Garment Machine Maintenance Course – Fier	completed
2	GR/Protik ICT Resource Center Support	on-going
3	GR/Youth Empowerment Grants for youth employment (6)	on-going
	Support to LGBT	
1	TA/Aleanca Finance Officer and Commodities	completed
2	GR/LGBT Shelter in Tirana	on-going

	FY 2015 Building Human and Institutional Capacity Programs	Status as of March 31, 2015
	Strengthened rule of law and improved governance	
1	GR/Democracy grants (8)	awarded
2	Strategic Planning & Proposal Writing for AMSHC	completed
	Conditions for broad-based, sustainable & inclusive economic growth	
1	GR/Matching Grants for Garment Machines with donations/internships (FR) 3	completed
2	GR/Matching Grants for Footwear Machines with donations/internships (DR) 3	in-process
3	ICT/Vocational Training for Footwear Operators (Durrës)	in-process
4	ICT/Vocational Training for Footwear Operators (Kruja)	in preparation
5	TA/Medicinal Aromatic Plants (MAP) Market Study	in preparation
	Support to LGBT	
1	ProLGBT & Aleanca LGBT proposal writing training and mentoring	on-going
2	ProLGBT proposal writer	on-going

CAPACITY BUILDING ACTIVITIES IN SUPPORT OF INSTITUTIONS/ORGANIZATIONS

CAPACITY BUILDING FOR GOVERNMENTAL INSTITUTIONS

Internship at firm for the Advanced Machine Maintenance course given by the Professional Training Center in Fier



The course offered at the **Professional Training Center in Fier** for both garment and footwear machine maintenance saw 14 completing the 8-week advanced level course. Twelve completed the internship. Used machinery for course participants to practice on was donated by local firms thanks to linkages established through the project. All 12 participants who completed the internship successfully passed the course evaluation and received certificates. 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 with a three-day training in proposal writing. Eleven people from the agency took part, developing log-frames, identifying winning themes and working out proposal budgets.



KURSI TRAJNUES
për
“PUNËTORË PËR QEPJE KËPUCËSH”
drejtuar nga:
Drejtoria Rajonale e Formimit Profesional Publik (DRFPP), Durrës

Kursi është dymujor:
Praktikë dhe teori pranë DRFPP Durrës.

Në fund të muajit të dytë parashikohet një praktikë një mujore për të gjithë kursantët në një nga kompanitë e prodhimit të këpucëve në Durrës.

Afati kohor: Prill- Qershor, 2015

**NXITONI!
VENDE TË
LIMITUARA**

Regjistrohu:
Drejtoria Rajonale e Formimit Profesional Publik, Durrës
Lagjia 17, Rr. Prokop Sorro, Ish URT
Nr. telefoni: 052221463; 052229857

A new professional training course was developed for **footwear operators** for the **Professional Training Center in Durrës**. Assist Impact developed the curriculum including input from footwear industry specialists and sent it to the appropriate ministry for approval. The Professional Training Center was provided with some essential instructional equipment such as tables, tools and a laptop and projector. The main machinery to be used by course participants are to be donated by some nearby footwear firms in exchange for matching grants for new equipment. The firms will also take interns. A capable instructor with years of experience in footwear production has been identified. Course participants are identified by the Employment Office.



Although the City Council of the **Municipality of Fier** had approved the procurement for **Energy Efficient Public Lighting PPP in Fier**, clarifications were necessary regarding the role of the state procurement agency as well as notification to the Ministry of Finance. Procurement is expected to begin in April.

The cities of Kucova and Elbasan decided to postpone procurement of the approved PPPs regarding recycling and public parking respectively until after the local elections in June 2015. The city of Saranda also decided to postpone steps to develop new management contracts with businesses on beach fronts until after the local elections.

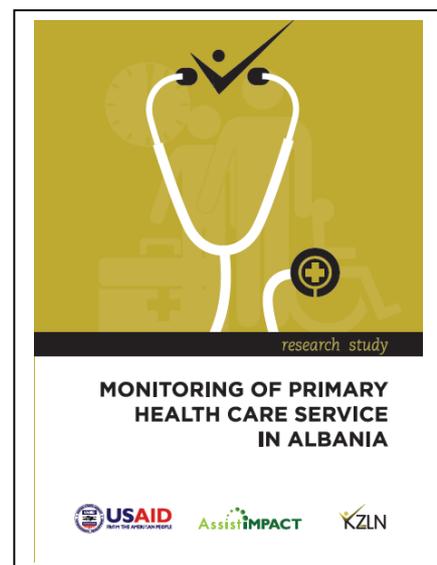
CAPACITY BUILDING FOR NON-GOVERNMENTAL INSTITUTIONS

A grant to Protik continued to help them to fulfil their goal of offering high level ICT technical training courses while experimenting with true market interest. A training course planned for this period was cancelled due to undersubscription. A training in Administering Microsoft SQL Server 2014 Databases in collaboration with Semos Education is planned for early April.



Matching grants awarded to **three garment/footwear firms in Fier, Blue Sky, Krel's Luck and Picari**, in exchange for donated machines for the Center and internships for the participants were completed. The firm were provided with matching grants to purchases new machinery. Picari bought five linear shoe sewing machines. Krel's Luck bought two linear sewing machines, two cover stitch 3-threads machines, and two cover stitch 5-threads machines. Blue Sky bought two linear sewing machines and two cover stitch 3-threads machines. The machines have allowed these firms to hire additional operators and improve their competitiveness.

The **Coalition for Free and Fair Elections and Sustainable Democracy (CFFESD)** published its "Survey on Health Centers in Albania" during which it used statistically based observation methods. The publication was launched during a well-attended public event at which US Ambassador Donald Lu as well as Minister of Health, Ilir Beqaj and Deputy Minister of Health Milva Ekonomi spoke. Whereas in the past central government has not always welcomed independent studies of their services, in this case, the Ministry of Health was notably collaborative, indicating its intention to utilize the findings to target specific improvements.





A grant to Aleanca to establish and operate the first **LGBT shelter** in Albania progressed well. The shelter is set up to house up to eight persons for up to six months as well as provide them with counseling and facilitate their attendance in vocational courses aimed at job skills. During this period, the shelter provided housing and services to seven members of the LGBT community.

Aleanca and Pro-LGBT continued to be strengthened through the technical assistance provided through Assist Impact. The finance/administrative officer hired for Aleanca completed her year handling financial and administrative matters thereby allowing leadership at Aleanca to focus on management, project implementation and other issues. Her position will now be funded under the shelter grant. ProLGBT was provided the additional support of a full time proposal writer. In support of both Aleanca and ProLGBT's need for sustainability, a high quality **workshop on writing winning proposals** with LGBT themes was provided in January.



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:** During the period of Dec 2014 - March 2015 in the framework of project Youth Employment in Agriculture, CBS provided 13 trainings to 150 participants. 74 of these participants were youth (50 men and 24 women). CBS signed preliminary agreements with 11 businesses, which committed to employ in their businesses youth who attended the trainings. As a result, 21 youth are expected to be employed. The trainings were conducted covering 5 sub sectors:

Cold Storage, Green Houses, Dairy, Herb and Spice and Fruit and Vegetables (Olive Oil) and distributed in 10 cities.



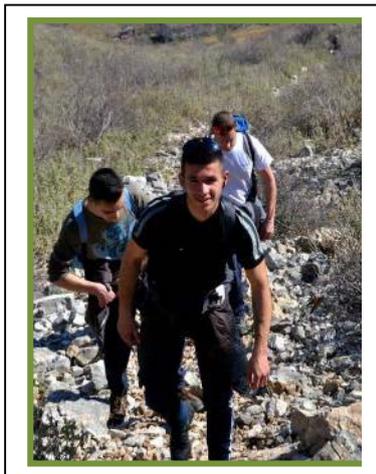
- The **Albanian Students Network Alumni (AS@N)** aims to train, find internships and employ students or young graduates in a variety of work situations in Shkodra, Vlora and Tirana. During this period they launched their website www.unepunoj.com as an interactive online portal with information on the labor market and career counseling. They also provided a one-day training to a total of 107 students, 77 females and 30 males, in the three

locations. During March, 22 of the trained students were provided with internships in their area of studies in either private or public institutions. Eighteen of the internships were in Tirana, two in Shkoder and two in Vlora. Other internships began in April.

- 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, 8 youth were employed in Bulqize, 4 at TV Bulqize and 4 at a private video/photography studio. Five additional youth were provided with cameras thereby enabling them to find self-



employment. In Laç, two youth trained as electricians were employed at the electricity company, OSHEE, and two were employed at a company repairing coffee machines. Eight other youth were provided with tool kits (4 for electricians, 4 for plumbers) which will enable them to be self-employed. Several have already found some clients.



- The **Albanian Rafting Group (ARG)** developed and is marketing a new 5 day package Regional Tourism Package; for 5 days and 4 night in Berat and Gjirokaster. In February ARG conducted training of young people of Berat for hiking combined in theory and practice. This 9-day course, which ended with an exam and certification, was designed to train participants to guide day hikes and multi-day backpacking trips on and off trail in mountain terrain. A total of 18 people aged 14-27 were trained.

In March training in kayaking and rafting followed. This training, in which 16 young people took part, was conducted for 2 weeks and combined theory with practice. The Training included four main areas, rafting and rafting equipment, safety, rescue techniques, and first aid.

- The **Regional Development Agency in Korca (RDA-Korca)** during this period provided training in creating your own business including writing a business plan to more than 100 of the 152 youth in vocational courses. By the end of March, 20 youth had submitted business plans and several more were expected to. From among the best business plans, winners will be selected to receive tools/equipment needed to start their own business. The Youth Council with 10 young people continued to provide youth input into municipal issues. With RDA-Korca support, the Youth Council members facilitated a very successful World Café which brought together youth, representatives from businesses and vocational training. During the event youth pointed out how important it was for them to coordinate and engage the local government structures, entrepreneurs and civil society actors in order to build their capacities and skills. Also mentioned was the importance of youth themselves to provide ideas in order to create jobs, to revitalize community and make the economy work for everyone.



- The **Livestock Entrepreneurs Association of Albania (LEAA)** provided hands-on practical training to a **total of 87 young men** during this period in Lushnja (39), Shkodra (18), Korca (15) and Diber (15). Each five-day training included the topics of artificial insemination, hoof trimming and mastitis control. During the period January – April 5th, 2015 LEAA organized practical training courses in all four project areas on artificial insemination, hoof trimming and mastitis control. Fifty especially active participants were provided with California Mastitis Test (CMT) kits. Using these kits they will check cows for mastitis. The results of these tests will be recorded in the record books provided to them. Fifty Artificial Insemination manuals and record books were also delivered to participants with the highest frequency of attendance in both theoretical and practical training courses.



- **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 conducted trainings on “Voluntary Service”, “Advocacy and Lobby”, and “Civil Society and Youth Organizations”. Twenty-five youth from Youth Advisory Groups (YAG) Fier and Patos representing different interest groups including unemployed girls and housewives, pupils, students, special needs representatives, young employees, Roma community, etc. attended these trainings. A round table was organized with local representatives, civil society representative and other youth organizations to introduce the project and the advocacy campaign about the reconstruction of the park that the Youth Advisory Group is working on



Under a program entitled “**Democracy Grants**”, Assist Impact awarded eight grants focusing various issues of democracy. They will run from April – November, 2015.

- **Partners for Children Partnere per Femijet** will, in collaboration with the Ministry of Education, further extend the project “Schools as Community Centers” in Diber prefecture. The project aims at empowering young people in Bulqize and Peshkopi to participate in the political life of their community.
- **Albanian Institute of Science** will promote accountability and transparency, by providing on-line access to well-structured data on assets declared by politicians and judiciary officials Data will also be provided regarding public assets and procurements, as well as public spending data.
- **Balkan Investigative Reporting Network** will enhance independent and professional investigative journalism as a means to increase accountability, transparency and anti-corruption mechanisms on Public Procurement procedures.
- **The Center for Research Cooperation and Development** will support the citizens in the newly extended Vlora municipality to actively participate in election debates, especially regarding environmental and health issues. The project will prepare a voting guide and will hold elected officials accountable for their election promises.



- **Meridia** will work to protect human rights of women and girls who have been in conflict with the law after their release from the penitentiary institutions. Through this project the organization aims to assist the women and girls in their reintegration process by providing them on the job training and employment opportunities.
- **Light Steps** aims to empower communities in Shkoder and Puka Municipalities by giving them a direct participatory role in the decision making process. Through Community Based Scorecards they will enhance a vibrant society as an impartial channel for citizen's voices to hold government accountable and promote consensus and community building.
- **Women's Network Equality in Decision Making** will aim to raise the visibility of women experts through media in order to change the perception of the public on the role of women in the society. The project will emphasize the importance of women's political participation focusing in the new Tirana, Vlora and Shkodra Municipalities.
- **The Center for Transparency and Freedom of Information** will promote accountability and transparency by monitoring the implementation of the recommendations provided by the High State Audit Institution to public institutions in Tirana, Elbasan and Korca Municipalities.

TRAINING AND TECHNICAL ASSISTANCE FOR LEADERS AND SPECIALISTS

TRAINING AND TECHNICAL ASSISTANCE FOR LEADERS



Bankruptcy administration training and mentoring was conducted during this period for the following leaders: 14 judges from the Court of Vlore and one partners from the law firm, Kalo & Associates. Many of the judges are grappling with bankruptcy cases in Vlore and were able to discuss specific questions regarding their cases.

TRAINING AND TECHNICAL ASSISTANCE FOR TECHNICAL SPECIALISTS



Fourteen men and boys successfully completed the advanced level course and internship offered at the Professional Training Center in **Fier** for both **garment and footwear machine maintenance**. After an evaluation, they were all awarded certificates for the five-month course.

As part of an effort to assist judges, lawyers, administrators and other specialists dealing with bankruptcy cases in Albania, Assist Impact's expert in bankruptcy administration conducted several training/ mentoring activities in January 2015. A meeting with four or the approximately six active bankruptcy administrators, licensed by the Bankruptcy Supervision Agency and appointed by judges to administrate firms under bankruptcy procedures proved very helpful, especially a review of the collateral registry and amended bankruptcy law. Discussions during another meeting with seven specialists and a partner from the well-known law firm, Kalo & Associates, revolved in particular around priorities between conflicting claims in bankruptcy especially when the tax department is one of them, creditors' right for separate satisfaction during bankruptcy and reform done by the Central Bank on creditors' right on intangible property and the impact it has on the debtor creditor relationship before and during bankruptcy proceedings.

Training of Bankruptcy Administrators



AMSHC proposal writing workshop



As mentioned above, a three day intensive workshop in proposal writing was conducted for AMSHC focusing on attracting funds from international donors to complement the organization's own funds. Ten specialists took an active part, five men and five women.

As mentioned above under youth economic empowerment grants, a significant number of youth were provided with technical training as part of the grant 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

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:

Blue Sky, Krel’s Luck and Picari, garment or footwear manufacturing firms in Fier, 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. Blue Sky and Krel’s Luck bought several basic linear machines and special cover stitch machines which will improve the quality of their jeans production. The new linear machines purchased by Picari has helped them increase their production capacity. They were also able to hire more people



The **Coalition for Free and Fair Elections and Sustainable Democracy (CFFESD)** demonstrated its ability to conduct citizen-led, nation-wide, statistically based observation methods.

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

Interns in Fier who have been hired.



Fourteen participants at the Professional Training **Center in Fier** successfully completed **advanced level training on Garment/Footwear Machine Maintenance**. Twelve completed the 80 hours of internship at various garment/footwear manufacturing companies. All twelve can be considered as having removed a barrier to improved performance. To date, three have found work at garment/footwear manufacturing firms. Those employed are: Lavdosh Cobaj, Eridion Merkaj and Kristel Metushi.

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

	Indicator	Target for FY 2015	Actual for 2nd Qtr	Cumulative for FY 2015	Cumulative for Project	Target for Project
1	Number of government institutions receiving capacity building assistance	6	1	6+1	16+1	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;					
	FY15 Q2: Professional Training Center in Durres					
2	Number of non-governmental institutions receiving capacity building assistance	21	0	10	49	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, Dika, Bellaconfex, Bellador, Reaconf, Ergotex and Melgushi, CFFE, Tjeter Vizion, Vatra, Different & Equal, Aleancea; RDA-Fier, RDA-Tirana, IP3, Pro-LGBT Essence Producers and Cultivators Association					
	FY15 Q1: Food Bank/AL, Blue Sky, Krel's Luck, Picari, CBS, AS@N, ACID, Rafting Group, LEAA, New Epoch (RDA-KO already counted)					
	FY15 Q2: none					
3	Number of gov. institutions that have removed a barrier/constraint to improving performance	5	1	1+1	9+1	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	Ag Univ is using effectively the new demonstration garden for improved instruction. Professional Training Center in Shkodra				

	Indicator	Target for FY 2015	Actual for 2nd Qtr	Cumulative for FY 2015	Cumulative for Project	Target for Project
	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.	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.				
	FY15 Q2: AMSHC	Training staff in Proposal Writing &TA for a Strategic Plan has removed a barrier to obtaining outside funding				
4	Number of non-governmental institutions that have removed a barrier or constraint to improving performance	20	3	11+4	28+4	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.				
	FY15 Q2: Blue Sky, Krel's Luck, Picari, CFFESD	Blue Sky, Krel's Luck, and Picari are more competitive. CFFESD has demonstrated its ability to conduct nation-wide statistically based observation.				

	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	22	6	107	92	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;									
	FY15, Q2: law partners (bankruptcy) 1m/0w; VL bankruptcy judges 8m/3w; AMSHC head 1m;			10	3					
6	Number of technical specialists trained, mentored or receiving technical assistance or grants	310	70	270	41	304	64	936	561	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)									
	FY15, Q2: 4w insolvency administrators 0m/4w; bankruptcy lawyers 3m/4w; AMSHC 5m/5w; ARG (Rafting) 26m/8w			34	23					
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									
	FY15 Q2: none this period									

8	Number of technical specialists reporting improved performance	140	166	14	0	25	136	64	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 in SH passed the advanced level.						
	FY15 Q2: machine maintenance technicians FR: 12m			Garment machine maintenance technicians in FR 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 received approval for 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.

During this period, an able program officer began work, replacing a program officer who had moved abroad. Due to her previous experience with USAID-funded projects, she had quickly gotten up to speed on Assist Impact procedures.

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

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 quarterly 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 submitted a revised Monitoring and Evaluation Plan with new targets, reflected in this report.

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.

4) Organizational Issues

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 staff attended two three-day seminars on proposal writing developed for Aleanca/ProLGBT and AMSHC. It also hired the same expert to mentor Assist Impact staff in proposal writing and fund-raising. With the help of the consultant, Assist Impact also drafted a much improved Strategic Plan for 2015-2017. Among other things, the Strategic Plan foresees the need for Assist Impact to transition to more direct project implementation as well as greatly increased fund-raising efforts.

As part of Assist Impact's effort to increase its visibility, an attractive annual report for 2014 was prepared and disseminated to numerous donors and partners. A Facebook page was also created and an attractive fact sheet regarding the Women's Economic Empowerment Grants. Assist Impact greatly increased its networking, attending several conferences and meeting six potential donors. Two of these meetings resulted in requests for proposals. During this period, Assist Impact applied for six funding opportunities with other donors, two in Albania. Assist Impact has not received any funding from these applications.