



# Participant Training Program in Ukraine

**ANNUAL REPORT, YEAR 2**

*MAY, 2014– June, 2015*

**Submitted by World Learning**

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**To Tamara Palyoda, USAID/Ukraine, Contracting Officer's Representative**

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Disclaimer:

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*The group after the meeting in the Department of Education, “Youth Citizenship: Civic Education Reform in Schools” training, US, Washington DC, February 27, 2015*

## **I. PROGRAM OVERVIEW**

This Annual Report for the USAID Participant Training Program in Ukraine (PTP) was prepared by prime contractor World Learning to meet the requirements of Task Order AID-121-TO-13-00001 under the FORECAST II IDIQ, AID-OAA-I-12-00008. It was developed with substantial contributions from the two Task Order sub-contractors: the Consortium for Enhancement of Ukrainian Management Education (CEUME), World Learning’s local Ukrainian partner in Kyiv; and Project Harmony International (PH), which provides capacity building consulting and advisory services to CEUME.

The goal of PTP is to help advance Ukraine as a stable, democratic, and prosperous country integrated into Europe. The objectives of the Project are to:

- Transfer new knowledge, skills, and attitudes to Ukrainians to improve the political, social, and economic context in Ukraine; and
- Create a network of professionals that share international best practices and knowledge throughout Ukraine.

The major expected outcomes of PTP are:

- Updated professional and technical skills of selected private sector and government leaders; and
- Capacity building of the local organization (CEUME) to assume a primary, unassisted role in Project implementation through partnering, mentoring and institutional development by PH and World Learning

To achieve the above, PTP recruits leaders from Ukrainian civil society, the private sector and government at various levels and exposes them to new methodologies, progressive models and effective approaches in the US and in Europe. These experiences give the Ukrainian participants the insights and skills to serve as catalysts for promising and sustainable impact in their respective fields and communities. Training programs take the general form of study tour-style exchange visits that include workshops and meetings with leading practitioners, and for US programs include extensive homestays with US families as well. In addition, beginning this reporting period, PTP procures the services of expert advisors to assist public sector agencies in Ukraine.

By agreement with USAID, this report covers extends the standard reporting period by one month in order to capture the fully second year cycle of program implementation (May 31, 2014 - June 31, 2015).

## **II. MAJOR YEAR II ACCOMPLISHMENTS AND HIGHLIGHTS**

### **Major Second Year Accomplishments and Highlights:**

- Eight training programs were conducted, all taking place in the five-month period January 2015 - May 2015. Seven programs took place in Europe (Bosnia and Herzegovina, Czech Republic, UK, Netherlands and Poland), and one took place in the US (Baltimore, MD)
- 79 Ukrainian participants (40 women and 39 men) participated in training programs, from 14 regions of Ukraine and the capital city of Kyiv; participants' age varied from 21 to 65
- The majority of participants reported that they were highly satisfied with the trainings. 97% of participants reported that they obtained relevant new skills and knowledge as a result of training (compared with the Project's target of 85%) and 94% confirmed that the exchange met most of their professional and personal expectations (target 85%)
- A major education conference was organized in Kyiv as a PTP follow-on event by CEUME. The conference brought together 93 participants (58 women and 35 men) including numerous PTP alumni of educational training programs, government officials, experts, academia and professionals involved in education reform
- Another substantial follow-on activity was a study tour to Belarus for 10 alumni of PTP (6 women and 4 men, with one participant who uses a wheelchair) and its predecessor project (Community Connections) involved in services for children with special needs and inclusive education. A visit by Belarus PTP alumni to Ukraine is anticipated next year
- Review of PTP program applications: 19 Ukraine-based experts reviewed 568 applications (312 applications were from women) and conducted 113 interviews
- Pre-qualification of training providers in Europe: World Learning piloted a competitive prequalification process in Europe resulting in nine pre-qualified training providers from

five countries by year's end, which enhanced cost control and procurement efficiency as well as ensured quality of training programs

- CEUME's institutional experience and capacity deepened through organization of follow-on events in Ukraine and Belarus, travel with a group to the US by CEUME's Program Coordinator and participation in two staff trainings. In addition, CEUME developed new working relations with other USAID implementing partners in Ukraine that provided opportunities for future collaboration
- CEUME's promotional and information dissemination activities resulted in high awareness of PTP; 1,417 applicants registered with the project and 568 submitted complete application packages for 8 programs
- The Program added a technical advisor component to address the urgent need of GOU for international expertise and policy advice; during this period, an initial advisor made several trips to support the Ministry of Agriculture, a second advisor was engaged to begin work with the Ministry of Health in July 2015, and a search for a third advisor for the City of Kyiv was launched
- The training program Accurately Reflecting the Ukraine–European Union Association Agreement in Ukrainian Media introduced the Polish Solidarity Fund as a training provider under PTP, furthering USAID's efforts to support Poland's official relationship with Ukraine
- Participant numbers were on target – 79 out of the projected 80 people participated in programs. Joint efforts by both World Learning, CEUME and PH, along with close collaboration with USAID allowed quick reactions for replacement of approved candidates who withdrew.
- Connections established by CEUME with European Embassies in Kyiv helped with timely receipt of visas and cost savings on visa-related fees
- Eight training programs conducted under PTP this year accommodated participation of eight observers, including three USAID staff and five professionals working in areas closely connected to training topics

### **III. YEAR II CHALLENGES AND LESSONS LEARNED**

#### **Second Year Challenges:**

- Continuing conflict in the East Ukraine presented several challenges, including the possibility and then the reality of calling up military reserves and limited mobility of people within the country. These factors influenced the recruitment process and contributed to the withdrawal of several participants. The decision to increase the number of alternates helped to address this challenge.
- Ongoing changes or the threat of changes in personnel within the Ukrainian government caused delays in participant recruitment and program start timing. Careful scheduling mitigated these challenges.
- As during the first year of PTP implementation, visa application procedures for European Schengen countries were highly bureaucratic. The visa process for this year's program in the United Kingdom was similarly complex and unclear, as well as lengthy and costly. However, all participants in this group ultimately received visas in time, due to the diligence and tenacity of the program team.

- This year there was an increase in the number of participants nominated directly as opposed to recruited through open procedures. On the one hand, direct nomination simplified participant selection. On the other hand, it made it more difficult for CEUME staff to coordinate the process and communicate effectively with participants, and some participants in this category did not demonstrate full motivation and commitment. To address this challenge in the future CEUME will work more closely with nominators to ensure their understanding of the nomination process and expectations regarding participants, including expectation about participation, deadlines and responsibilities prior to and after programs.

## **Second Year Lessons Learned:**

- Volunteerism is an essential part of everyday life for millions of Americans, a volunteer component is a valuable requirement for US-based training. To ensure buy-in and understanding of participants, the PTP team will increase the focus on this component in pre-departure preparation of participants.
- It can be very valuable for observers to travel with groups, but the inclusion of observers with several groups this year created some administrative challenges. For example, training providers were unsure how to plan for group events (when it wasn't clear whether observers would join those events), and there was confusion around coverage of certain expenses. In response, the team strengthened its MOU template for observers and will recommend that observers be expected to participate in all events organized by training provider for the participants.

## **IV. PROGRAM ACTIVITIES**

The main activities of the Project this year may be divided into the three components described below: Training Programs, CEUME Capacity Building and Advisory Services

### **V.1. TRAINING PROGRAMS**

During the second year of PTP implementation the following training programs were organized:

<b>Program Title</b>	<b>Dates</b>	<b>Country</b>	<b>Training Provider</b>
Do No Harm: Fostering Conflict-Sensitivity in Southern and Eastern Ukraine	January 18-25, 2015	Bosnia and Herzegovina	Peace Academy (Bosnian NGO)
Political Finance Monitoring and Advocacy for Reform	February 1-8, 2015	Czech Republic	KNO Worldwide (a Czech NGO)
Youth Citizenship: Civic Education Reform in Schools	February 25 – March 18, 2015	US	World Trade Center Institute (Baltimore, MD)
Energy Efficiency through Restructuring Gas Transportation System and Building Capacity among Ukrainian Professionals	March 15-25, 2015	Czech Republic and Slovakia	KNO Worldwide (a Czech NGO)
Accurately Reflecting EU Integration in Ukrainian Media	March 22 – April 4, 2015	Poland	Polish Solidarity Fund (Polish Donor organization)
Civil Society Oversight: E-Governance	April 11-18, 2015	UK	Experiment in International

			Living UK
Improving Methods and Skills to Reduce Administrative Burden on SME Sector	May 17-24, 2015	Netherlands	Ecorys (a Dutch company)
Promoting and Ensuring Provision of Sustainable HIV Prevention Services for Key Affected Populations (KAP) at the Regional Level	May 23 -30, 2015	Poland	UNILOB (Polish organization)

Out of *eight training programs* this year, seven programs took place in European countries and *one* program was organized in the US. The duration of the European programs varied; five of the European programs were one-week programs, one other was a two-week program, and one was for 10 days and included two countries (Czech Republic and Slovakia). Participants were generally selected through an open and competitive recruitment process. For two programs participants were nominated: USAID/Ukraine nominated participants for the E-Governance program (UK) and for the HIV Prevention program participants were nominated by the USAID-funded project working in this area.

This year, World Learning adapted its US competitive pre-qualification process for procurement in Europe (remaining consistent with principals of competition outlined in ADS 253). This resulted in increased efficiency, and allowed the team to focus more on program development, as staff was able to work more closely with a single pre-qualified organization on the training schedule and programmatic details. Nine training providers were pre-qualified in five countries by year's end.

<b>Do No Harm: Fostering Conflict-Sensitivity in Southern and Eastern Ukraine</b>	
<b>PROGRAM DATES</b>	<b>January 18-25, 2015</b>
<b>RECRUITMENT REGIONS</b>	<b>all Ukraine, specifically Donetsk, Luhansk, Kharkiv, Dnipropetrovsk, Zaporizhzhya, Kyiv, Odessa and Lviv regions</b>
<b>LOCATIONS</b>	<b>Bosnia and Herzegovina, Sarajevo</b>
<b>TRAINING PROVIDER</b>	<b>Peace Academy</b>



*The group after a meeting in Sarajevo City Hall, January 19<sup>th</sup>, 2015*

**Overall goal:** This program aimed to develop the ability of Ukrainian professionals to integrate conflict sensitivity into journalism, activism, and humanitarian assistance to ensure that such efforts promote peace and do not exacerbate violent conflict in southern and eastern Ukraine. Specifically, this training aimed to develop skills among leading journalists, activists and humanitarians to mitigate violence and influence their constituents’ attitudes and perceptions about people on either side of the conflict in accordance with the “do no harm” philosophy.

**Specific Objectives:** Participants were expected to return from training able to answer the following questions:

1. How to conduct basic conflict analysis, including:
  - a. Analyzing actors, issues, structures, aspects of culture and other factors that fuel conflict or promote peace;
  - b. Analyzing current opportunities to mitigate conflict and promote peace, including shared needs, wants, goals and perspectives; and
  - c. Analyzing present dangers with regards to promoting peace in this region at this time
2. What are the key elements of “do no harm” approaches?
3. How to develop and implement conflict-sensitive aid and assistance programs, so that IDPs and host communities recognize their benefit and tensions are not exacerbated
4. How to do conflict sensitive journalism and activism
  - a. Understanding the context of the conflict
  - b. Understanding the relationship between journalism, information and conflict
5. How to educate citizens to reject propaganda that could trigger violence

6. How to promote dialogue, tolerance, relationships and national unity among conflict effected communities, IDPs and host communities

**Program Summary:** The program consisted of meetings, discussions, presentations, a two-day workshop and informal peer-to-peer communications. Highlights included:

- Visit to the BH Radio 1 studios where journalists in the group were interviewed about the current situation in Ukraine for the “Ino Magazin” broadcast. The Journalists peer group included extensive time for discussion and questions in both directions. The Ukrainian participants asked very specific questions about how to maintain balanced reporting in volatile and divided contexts.
- The NGO activists were partnered with staff of similar organizations. Participant [REDACTED] from the SOS Children’s Villages was especially warmly received by their sister organization in Bosnia. Additional presentations were done [REDACTED] from Sumero, a leading network for the rights of disabled people, [REDACTED] from the XY Association which focuses on HIV Education, and M [REDACTED] from the Center for Human Rights of the University of Sarajevo. Some of the NGO participants were initially skeptical about the benefit of visiting NGOs working in areas different from their own, but during the evaluation commented that this was highly beneficial for them. Participant [REDACTED] also noted at the program conclusion that this exchange was exceptionally valuable for establishing a framework for the human rights and documentation work that her NGO is doing in Ukraine.
- For the government institution representatives, presentations and interaction focused on the City of Sarajevo Administration, local and Cantonal levels of the Cantonal Center for Social Work, and the Federal Ministry of Work and Social Policy. Due to the participants’ interest and focus on responses to IDPs, all visits included resource persons who had been personally involved in wartime and immediate postwar response. [REDACTED] [REDACTED], Cantonal Center for Social Work, covered the programs of the Center, legislative framework, and evolution of the Center during the post-war period.

**Recruitment and Selection of Participants:** This training program was open to applicants from across Ukraine, with a focus on journalists, community activists and domestic aid workers working in or focused on the conflict region, as well as IDPs, and host community leaders living outside of the eastern region. Specific oblasts to target for recruitment include Donetsk, Luhansk, Kharkiv, Dnipropetrovsk, Zaporizhzhya, Kyiv, Odessa and Lviv, where the majority of IDPs live and where journalists, activists and humanitarians are working on the conflict.

The training program promotion started on October 10<sup>th</sup> 2014 and caused high interest among potential participants, testifying to the program’s timeliness and urgency. In total, PTP staff received 87 applications (59 from women, 28 from men), of which 75 applications were advanced for expert evaluation (12 applications did not comply with program technical requirements; applicants failed to provide all necessary documents or applications were not from the program target regions). After the expert commission meeting 30 candidates were interviewed and 13 selected (10 finalists and 3 alternative candidates).

**Participants:** The group consisted of ten participants representing the following groups:

- Journalists, civil society activists, or humanitarian workers active in the conflict region

- Community leaders representing internally displaced people (IDPs)
- Leaders from a community hosting IDPs

**Action Plans:** Highlights from participant action plans, developed during training, include:

- To disseminate information received during the training program and familiarize governmental institutions, NGOs, media in Ukraine with Do No Harm approach through awareness raising and educational events (meetings, seminars, media publications, etc.)
- To introduce Do No Harm principles in everyday work to mitigate violence and form tolerant attitude towards IDPs from Eastern Ukraine
- To develop a platform for starting national dialogue on tolerance and reconciliation through establishing partnerships with other organizations, media publications and networking

**Progress to date:**

- Program alumni initiated a new project on peace advocacy and facilitation of national dialogue through the development and introduction of an interactive training program “Reconciliation – Ukraine” for IDPs and local communities, representatives of different ethnic groups, historical and political groups, local authorities. The initiative has been discussed with OTI office in Kyiv and positive feedback was received
- A number of publications about the training program and Do No Harm approach developed and published in media (list attached)
- Information received during the training program was disseminated among NGOs, local authorities, humanitarian organizations and included into every day work of organizations. For example:
  - All-Ukrainian Charity Organization ""All-Ukrainian Network of People Living with HIV-AIDS" conducted a number of meetings in its branch offices to disseminate information received during the training;
  - Charity Organization "Lugansk Branch Office of "International Charity Organization "Charity Fund "SOS Children’s Village" included training topic on tolerance into its training plan;
  - Public Organization "Centre of Civic Freedoms started creation of a coalition of NGOs for registering cases of violence based on information received during the training program in Bosnia;
  - Having returned from the training program the Head of Boriv Village Council (Kharkiv region) conducted a festival of patriotic song in which local community and IDPs from Eastern Ukraine participated.

Quotes from participants:

- ██████████ (Centre of Civic Freedoms): “During the training program I received answers to all my questions I had before the trip. I much appreciate the efforts of the trainers’ and program facilitator’s in B&H and CEUME staff in Kyiv for such invaluable experience.”
- ██████████ (Zaporizzhia Oblast Center of Social and Psychological Support): “I was impressed with one of the assignments we did in Bosnia. Each of the participants wrote his/her vision of peace – what does “peace” mean to each of us. And later we shared our visions. So different visions and perceptions but later we united all our visions

in one and created “a sea of peace.” I am going to do this exercise at absolutely all of my trainings regardless of the topic.”



*Presentation by Journalist [REDACTED] and BH Director [REDACTED]*

Political Finance Monitoring and Advocacy for Reform	
PROGRAM DATES	February 1-8, 2015
RECRUITMENT REGIONS	Odessa Oblast and Kyiv City
LOCATIONS	Czech Republic
TRAINING PROVIDER	KNO Worldwide



*Ukrainian group of community activists and investigative journalists greeted at the Prague airport by [REDACTED], Coordinator of KNO*

**Overall goal:** This program aimed to share experiences, ideas and strategies of CSOs in the Czech Republic (and neighboring countries through video conferences) on political finance monitoring. Political finance monitoring has been conducted extensively in the Czech Republic, and has played an important part in civil society’s struggle for greater transparency and integrity in public life. Although that struggle is ongoing, Czech CSOs have learned key lessons that will be of great value to Ukrainian colleagues, who are only beginning to appreciate the potential of monitoring programs.

**Specific Objectives:** Participants were expected to return from training able to answer the following questions:

1. How do Czech regulations ensure the transparency of political campaigns and the disclosure of funding sources?

2. What are the roles and tasks of CSOs in monitoring political campaign finance?
3. What are the main approaches and best practices in campaign finance monitoring and advocacy?
4. How do Czech stakeholders design and implement programs to monitor campaign expenditures?
5. What kind of approaches, tools and techniques are utilized in political corruption investigations?
6. How do Czech stakeholders develop and apply monitoring methodologies and how can they be applied in Ukraine?
7. How can monitoring data be collected and recorded in a systematic and impartial manner?
8. How can monitoring programs promote compliance among candidates?
9. How can monitoring data and reports raise awareness of loopholes in political finance law and be used in legislative reform advocacy campaigns?
10. How can European standards and approaches strengthen arguments for political finance reform?
11. How are coalitions between CSO organizations, journalists and others built to improve the effectiveness of advocacy campaigns?

**Program Summary:** The program consisted of meetings, discussions, site visits and Skype presentation from Hungary by Transparency International. The speakers' pool consisted of high-level experts eager to share their knowledge and glad to meet Ukrainian participants given the fact that the current political situation in Ukraine is of concern to Czech citizens.

Participants were so interested in the Czech experience that presenters shared with the group that discussions with the presenters continued even during lunch breaks, and participants preferred to skip their meal for the opportunity to talk to speakers. Participants [REDACTED] and [REDACTED] arranged a personal meeting with [REDACTED] and ran an interview with him after the scheduled agenda. Participants [REDACTED] and [REDACTED] interviewed random pedestrians in Prague to learn about political finance awareness of Czech citizens.

**Recruitment and Selection of Participants:** Participants were recruited from Kyiv and Odesa regions. By involving activists from both places, the program fostered linkages between regions and encouraged participants to coordinate their strategies, which is critical for strengthening of law reform.

The program was initiated by IFES, Ukraine. [REDACTED], IFES Project Director supported CEUME with announcement dissemination and involvement of NGOs, projects and specialists who closely collaborate with IFES on political finance issues. In addition, [REDACTED] made a significant contribution to development of the program..

#### **Advertisement and recruitment:**

Program promotion started on November 3, 2014. CEUME distributed the program announcement among relevant institutions and organizations. . Program advertisement was published on the PTP-Ukraine website, and distributed via the listserv for Ukrainian alumni of the US Government programs.

Program advertisement was reposted on PTP Facebook page USAID-Ukraine Facebook page and on other professional Facebook groups, and posted on Ukrainian resource portals [www.gurt.org.ua](http://www.gurt.org.ua), [www.civicua.org](http://www.civicua.org). During the recruitment and selection process, CEUME worked closely with the experts from IFES and Office of Democracy & Governance, USAID.

Overall 91 candidates were interested in the training program and registered for participation. Out of these 30 completed applications, including 14 men and 16 women. After experts' assessment 15 candidates were invited for individual interviews that were conducted face to face and by Skype.

**Participants:** The group consisted of ten participants representing the following groups:

- Organizations that monitor and report on elections
- Organizations that advocate publically for election law reform or anti-corruption laws
- Investigative journalists

**Action Plans:** Highlights from participant action plans developed during training include:

- To share Czech approaches and best practices in campaign finance monitoring and advocacy by blogs, informational portals, newspapers and video plots in order to increase awareness of voters and transparency of political campaigns in Ukraine
- To develop recommendations for Ukrainian Parliament for improving the mechanisms of state control over political party funding
- Advocacy to adopt the new law on political financing using media and public pressure on policy makers

**Progress to date:** ██████████, Analyst of the NGO CHESNO and ██████████, Lawyer of Center for Political Studies and Analysis, published a series of articles on informational portal "European Pravda" Analysing topics of political corruption in the Czech Republic, Czech experience funding parties and sources of funding of Ukrainian parties.

██████████, investigative journalist of Radio Svoboda, First National TV, published 'Russian Source of Funding. Example of Zeman' on his blog on informational portal "European Pravda."

### **Quotes from Participants:**

**██████████, Lawyer, the Center for Political Studies and Analysis:**

"The host organization prepared a fantastic program. Meetings with experts, lecturers and small city tours produced only positive emotions. The Participant Training Program does an important thing providing opportunity for professional development and exposure to other countries' experience. Let's continue doing this and we will be able to implement all reforms which our country needs."

**██████████, investigative journalist at Radio Free Europe/Radio Liberty:**

"The professional part of the program was amazing - everything was organized at a high level. The most significant for me were sessions with investigative journalists. "A meeting with Czech senators inspired me to organize a workshop for the Ukrainian young parliamentarians on transparency of election campaigns."

**[REDACTED], Investigative journalist at the First National TV Chanel:**

“During the program I learned interesting facts about the funding of political processes in other countries, I studied examples of investigative journalism and public initiatives. I was impressed with the presentation of [REDACTED], who researched financing and support of political parties in terms of their transparency. In addition, the topic of anonymous sources of party funding and work of journalists for its detection was useful for my everyday practice. Program presentations in Prague helped me to create a TV spot about storage of the financial statements of Ukrainian parliamentary candidates.”

**[REDACTED] Lawyer, “Committee of Voters of Ukraine:”**

“Successful experience of the Czech Republic demonstrates that Ukraine needs to consider public financing of political parties for improving the transparency of the political process. The program provided a lot of interesting information about legal framework of election process in Czech Republic.”



*Group meeting with*

*Participants with the [REDACTED], founder of the Czech Centre for Investigative Journalism*

Youth Citizenship: Civic Education Reform in Schools	
<b>PROGRAM DATES</b>	<b>February 25-March 18, 2015</b>
<b>RECRUITMENT REGIONS</b>	<b>Kyiv and Kyiv region</b>
<b>LOCATIONS</b>	<b>USA, Baltimore</b>
<b>TRAINING PROVIDER</b>	<b>World Trade Center Institute (WTCI)</b>



*The group at the World Trade Center Institute office during welcome orientation*

**Overall goal:** This program aimed to reinforce the Ukrainian government’s commitment to reforming the education system with a special focus on youth civic education. Specifically, training aimed to help Ukrainian secondary school educators understand citizenship and civic education concepts, goals and systems in the US; to introduce them to different models, practices and methods in the US; and to enhance collaboration among stakeholders involved in education reform.

**Specific Objectives:** Participants were expected to return from training able to answer the following questions:

1. What are the key youth citizenship education concepts, approaches and models implemented in the US?
2. How did the concept of civic education and citizenship evolve and what are the current approaches and best practices at the national and sub-national levels?
3. What are the main youth civic education programs supported at the national, state and local levels?

4. How are youth citizenship programs managed and funded at the national and sub-national levels?
5. How are elements of civic education introduced in the learning process and everyday life activities?
6. What afterschool activities, including community projects, are implemented in the US?
7. How does volunteering contribute to developing good citizenship mentalities and attitudes within school youth?
8. How are educational programs designed to include a variety of civic citizenship education concepts?
9. What are the main stakeholders involved in developing and implementing youth citizenship programs in the US?
10. What is the media's role in promoting good citizenship concepts and programs?
11. What awards programs exist in the US to promote good citizenship among youth, recognize outstanding youth and reward their contribution?
12. How does social media and ICT contribute to civic education of youth?

**Program Summary:** The program consisted of presentations, site visits, interactive sessions and meetings. Despite diverse professional interests, participants were engaged and found value in each meeting. The host organization provided the visitors with the opportunity to exchange views with their American counterparts and among themselves. The rigorous programming in Maryland was delivered to the participants with a genuine view of the struggles, accomplishments, and diversity within the American civic education field. Participants highlighted meetings with an NGO called the Center for Civic Education, organization that has published several books on civic education, iCivic, which promotes an online approach to civic education and volunteering activities together with Civic Works. Participants stayed with US families that were spread out throughout neighborhoods in Baltimore City, Reisterstown, and Columbia. Hosts were diverse in age representation, family status, and background. Six out of the nine hosting families had educators within their households, which provided another positive addition.

**Recruitment and Selection of Participants:** This training program was open to applicants from Kyiv and Kyiv region, because it is a huge metropolitan area with a large number of schools, NGOs and local communities having capacity and interest to implement new approaches and models, including youth civic education and active engagement in community issues. In addition, as a capital of Ukraine Kyiv hosts the Ukrainian government, which is a driving force for school reform to improve the quality of education, adopting international standards and implementing innovative practices.

**Advertisement and recruitment:**

Program promotion started on October 29, 2014. CEUME distributed the program announcement among institutions and relevant communities, including an official mailing to reach state and local government officials, direct e-mailing for projects and NGOs working on civic education, and personal meetings and phone calls. The program advertisement was published on the PTP-Ukraine website, distributed via the listserv for Ukrainian alumni of the US Government programs. Program advertisement was reposted on PTP Facebook page, the USAID-Ukraine Facebook page and other professional Facebook groups, and posted on Ukrainian resource

portals [www.gurt.org.ua](http://www.gurt.org.ua), [www.civicua.org](http://www.civicua.org) and [www.osvita.com.ua](http://www.osvita.com.ua). During the recruitment process, CEUME worked closely with the Public Affairs Section of the US Embassy. Generally 213 candidates were interested in participation. 92 professionals applied to the program, including 23 men and 69 women. After the experts' assessment 23 candidates were invited for individual interviews that were conducted face-to face and by Skype.

**Participants:** The group consisted of ten participants representing the following organizations and groups:

- Ministry of Youth and Sports
- Educators and government officials involved in policymaking related to citizenship in education
- NGO activists
- Teacher training specialists

### **Action Plans:**

At the end of the program the participants developed a joint action plan on the topic Formation of Civil Consciousness of Children and Youth through Participation in the Autumn Educational Camp - Citizen of the 21st century. The camp is planned as a 7-days event and scheduled for October 25-31, 2015. There is an expected enrollment of about 100 participants including students aged 14-16 and their parents. The overall budget for this event is \$18,700.

### **Progress to date:**

- [REDACTED], Institute of Pedagogy and Psychology at the National Pedagogical University M.P. Dragomanov, developed a course called Civic Education for Junior Students of High School that will be used in the University for teacher training.
- [REDACTED], Head of the Youth NGO Heart in the Palms, completed a pilot project called Summer Civic School - Agents of Change – for youth and children. The main goal was to form awareness among rural youth of belonging to the local community through informal interactive learning. During the two-week camp children studied the concepts civil society, community, and responsible participation. In the future [REDACTED] plans to apply this successful project in Kyiv's schools with cooperation of [REDACTED], Head of Division on Afterschool Education of the Department of Education and Science, Youth and Sports at the Kyiv City Council.

### **Quotes from participants:**

[REDACTED], School Media Coordinator at the Kyiv Palace of Children and Youth:

“The training program was very professionally structured and we were able to receive information about various levels of education system in the USA. During the program I established new contacts and got new ideas that I could apply in my work. I was impressed by social relations in the US, the level of culture, attitude toward time management, respect for human rights and freedom of choice.”

[REDACTED], Director of District Lyceum of Ivankiv:

“The program was very interesting and useful. Many thanks to the host organization World Trade Center Institute. Participation in such events encourages us to take active actions, and sparks creativity. This is an amazing opportunity to get new experience, and establish new contacts. Participation in this program gave me the impetus for reflection and reassessment of my actions. In professional terms, I received a lot of new knowledge; I tried to draw parallels between the activities of institutions in Ukraine and the United States for better understanding what we need to change to improve the situation in our country and what we can keep.”

██████████, Deputy Director at the Postgraduate Teacher Education Institute of the Kyiv University Borys Grinchenko:

“Meeting with the Baltimore Urban Debate League, which involves students from underserved urban schools to participate in competitive debate on social themes, encouraged me to introduce a student debate competition in Kyiv. This is one of the ways to improve youth civic education. At first it will be at just one initial school, and then be implemented at the district level.”

Energy Efficiency through Restructuring Gas Transportation System and Building Capacity among Ukrainian Professionals	
<b>PROGRAM DATES</b>	March 15-25, 2015
<b>RECRUITMENT REGIONS</b>	Nationwide (with focus on Kyiv and Kyiv Oblast) and special representation from Kherson, Kremenchug and Gadyach
<b>LOCATIONS</b>	Czech Republic and Slovakia, Prague and Bratislava
<b>TRAINING PROVIDER</b>	KNO Worldwide



*The group after a meeting at RWE Gas Storage Příbram – Háje, Czech Republic*

**Overall goal:** This program aimed to strengthen the capacity of professionals in the gas transport as part of the larger goal of improving efficiency in this area in Ukraine. This program supported reform of the Ukrainian gas transportation sector in accordance with the Second and Third EU Energy Packages; supported structural transformation; built relationships between Ukrainian gas transport companies and their European counterparts; and encouraged the implementation of energy-saving and energy-efficient technologies to strengthen regional development and reduce environmental risks.

**Specific Objectives:** Participants were expected to return from training able to answer the following questions:

1. What are the key approaches to ensuring that gas transmission and distribution systems function efficiently, reliably and resiliently?
2. What are best European legislative practices regarding setting tariffs for gas transmission and distribution companies; technical regulations and requirements; principles of organization and cooperation among gas market participants; cost

- recovery; and guarantees of return on investments?
3. Who are the major stakeholders in gas transmission and distribution and what are their roles, functions, interests and interactions?
  4. How can modern organizational practices leading to effective solutions and sustainable results in gas transmission and distribution be implemented?
  5. What is the EU's experience in developing and introducing energy efficiency programs and strategies in gas transmission and distribution?
  6. What are the latest trends in technological modernization, including best European practices, technologies and materials used by European gas distribution companies, and how can they be implemented in the Ukraine?
  7. What progressive approaches to the financial management of gas transmission and distribution sector work well including modern accounting systems, dispatching, billing, and Enterprise Resource Planning for companies?
  8. What is Europe's experience with developing and implementing instruments to identify, control and reduce technological losses, support technological upgrades, and improve the reliability and safety of the gas supply?
  9. What technological tools do European companies use to detect and mitigate gas leaks in a cost-effective manner?
  10. What approaches to gas storage capacity management, maintenance and development are employed in Europe?
  11. What steps have been taken to integrate the European gas sector and how successful have they been?
  12. What strategies have proven most effective in increasing the efficiency and reliability of gas distribution network maintenance including implementation of instrument control methods; installation of 100% device metering to control gas distribution; optimization of organizational structures that govern gas distribution companies; and promotion incentives to improve the quality of services?
  13. What are the main European gas sector associations and professional networks?
  14. How do European networks and associations stimulate cross-border trade, ensure efficient management, coordinate the operations of European gas companies and facilitate the sound technical evolution of gas networks?
  15. What are the major environmental concerns and risks of gas transmission and distribution and how do they impact technologies and practices of the gas sector in Europe?

**Program Summary:** Over the course of ten days participants met their peers in the Czech and Slovak Republics and were exposed to the professional experience of Czech experts through presentations, workshops, discussions and site visits. The pool of professionals that the group met included practitioners from the top gas Czech and Slovak business companies along with high level officials from state offices responsible for gas industry regulation and policy development. The most valuable experience for the group were interactions with their counterparts with positions and responsibilities similar to their own - top managers, heads of departments and board members in the gas industry. Most sessions were presented by executives, not their deputies, which was extremely beneficial for the group.

The program was advertised starting on November 10<sup>th</sup> and the application period lasted until December 15<sup>th</sup>, 2014. Advertising included targeted announcements to the Ministry of Energy and Coal, Association of Energy Efficiency and Energy Saving and Energy Association of

Ukraine.. Of 54 people who started the application process 32 people were advanced to the expert evaluation process for review by a committee including experts from Energy Association of Ukraine and USAID's "Municipal Energy Reform Project."

**Participants:** The group consisted of ten participants representing the following groups:

- Ministry of Energy
- Leading gas research institutes
- Gas producers
- Gas distribution companies
- NGOs and selected government organizations involved in gas transportation/distribution

**Action Plans:** Highlights from participant action plans developed during training, include:

- Dissemination of information on gas transportation system in Czech and Slovak republic among colleagues in Ukraine at seminars, round tables, working meetings;
- Participation in the development of the respective legislative framework (by laws and technical regulations) which would comply with EC standards and regulations;
- Introduce new approaches to gas distribution and transportation in gas companies based on Czech gas model with its adaptation to conditions of Ukraine.

**Progress to date:**

All program participants shared information on the Czech gas model with their colleagues during working meetings:

- [REDACTED] from the International Center for Political Studies (ICPC) organized a round table "Is there a future for the gas industry in Ukraine?" Czech Gas Company experts with whom [REDACTED] had established partnership relations during the training program joined the event by Skype and shared their expert opinion on potential of gas extraction in Ukraine, in particular, in the Carpathians region.
- The companies Khersongas, Gadiachgas, Kremenchuggas made presentations during the working meetings for technical staff, about optimization of gas transportation and distribution.
- Drafted and proposed an approach to modernizing part of the gas distribution and supply system at their companies. Currently possibilities for introduction of technical innovations are being reviewed.

**Quotes from participants:**

[REDACTED] (International Center for Political Studies): "The training program exceeded my expectation. Afterwards I came to a conclusion – to manage the future one should invest in the energy sector. Today it's especially relevant for Ukraine."

[REDACTED] (National Commission on State regulation in energy and municipal services sectors): "I think the group selection was very successful. My job is more theoretical, i.e. I deal with formation of rates for gas. For me it was very useful to learn about practical things. I saw how gas companies operate in the Czech Republic but I also had a chance to communicate with

other group participants who are involved in practical things in the Ukrainian gas companies. It will help me in my job. We'll continue our communication in the future.”

██████████ (Chief Engineer, Public JS company Khersongas): “This program met my expectations. I am a technical person and I think that the “theoretical” and “technical” components were well balanced. I will definitely use the new knowledge in my company”



*March 19, 2015  
Visit to Czech Ministry of Trade and Industry*



*March 20, 2015  
██████████ a.s., Praha - field visit  
to the transfer station of Prague's main  
distributor of gas.*

Accurately Reflecting The Ukraine–European Union Association Agreement in Ukrainian Media

<b>PROGRAM DATES</b>	<b>March 22 – April 4, 2015</b>
<b>RECRUITMENT REGIONS</b>	<b>all Ukraine</b>
<b>LOCATIONS</b>	<b>Poland, Warsaw, Lublin, Gdansk</b>
<b>TRAINING PROVIDER</b>	<b>Polish Solidarity Fund</b>



*April 2, 2015 Meeting with Lech Walesa in Gdansk*

**Overall goal:** This program aimed to increase knowledge and awareness among Ukrainian media professionals to better communicate the facts about EU integration, by using Poland’s experience as a comparative point of reference.

**Specific Objectives:** Participants were expected to return from training able to describe the following:

1. How European institutions function in the Polish context and how this information may apply to the Ukrainian context
2. How policy information is presented regarding actions arising from Poland’s membership in EU in the President’s Office, Prime Minister’s Office and the Parliament
3. How EU funds are used
4. How membership in the EU influences the development of civil society in Poland
5. How Polish citizens participate in public life at the city, district and village levels
6. What non-governmental organizations/institutions are involved in dissemination of information about the EU
7. Media and information policy on European integration strategies
8. How European integration is practically implemented, e.g. local development, local government support programs for the unemployed, programs for rural areas and farmers, anti-corruption programs, independence of the judiciary, transparent policy programs, independent media

**Program Summary:** The program consisted of meetings, presentation, discussions and site visits. Participants appreciated the high level of presenters and speakers and noted as highlights meetings at the Ministry of Economy of Poland and a meeting with [REDACTED], former President of Poland.

**Recruitment and Selection of Participants:** This training was open to media professionals from across Ukraine, with a focus on those from the East and South, where understanding of EU integration is lowest and opposition to integration is highest.

Program advertising started on December 26<sup>th</sup> and ended on February 17<sup>th</sup> and was shorter than usual as this program was a late addition to the work plan. Nevertheless, within a 3-week period more than 309 people expressed interest in the program. The program turned out to be very popular among journalists as media professionals urgently need knowledge and first-hand information in order to more effectively and objectively communicate information regarding EU integration to the Ukrainian public.

Of 121 applicants 109 applicants were evaluated by an expert commission composed of staff from USAID projects working on media issues. The committee also included an expert from the Polish Solidarity Fund, which was a new experience for the project. The Polish expert participation allowed international expertise to be incorporated into candidate evaluation. At the same time, it required additional effort during the application process (the PTP online resource is designed for local experts in Ukraine) and additional time for communication with the Polish expert.

**Participants:** The group consisted of ten participants including Ukrainian journalists, editors, bloggers, and other professionals from the media sector from Eastern and Southern regions.

**Action Plans:** Highlights from participant action plans developed during training, include:

- To develop and present media products on the content of the training program in local media in order to disseminate first-hand information and share the experience in Poland with an audience in Ukraine.
- To promote the idea of EU integration and increase participants' own professional knowledge on this topic through participation in trainings, seminars, USAID workshops and other means.
- To continue linking and networking within the group; to exchange media content between the group participants and other media

**Quotes from participants:**

[REDACTED] (journalist from newspaper "Porto Franko," Odesa): "It was an unforgettable experience that changed my world view.

[REDACTED] (journalist from information portal "Letvytsia", Donetsk): "The agenda was super. Our group was like 'a slice' of Ukrainian society – we had people from different communities, different regions – but every participant found information he/she was looking for. The program organization was on a very high level – many thanks to all people involved in its organization."

██████████ (Sumy Oblast social and political newspaper “Sumshyna”): “It was an unforgettable experience and I’m very thankful to USAID and PTP for providing me with this opportunity. It turned out that my native city Sumy is a twin-city of Polish city Lublin and there are joint initiatives, in particular in civil society development. I am going to pay more attention to this topic and my plans include creation of ‘Euroclub of Sumschyna – for and against EC Association’ as a discussion platform for local community members.”



*March 25, 2015  
Meeting at State Council of Jurisdiction*



*March 24, 2015  
Meeting with at Stefan Batory Foundation*

Civil Society Oversight: E-Governance	
<b>PROGRAM DATES</b>	<b>April 11-18, 2015</b>
<b>RECRUITMENT REGIONS</b>	<b>Nationwide</b>
<b>LOCATIONS</b>	<b>United Kingdom</b>
<b>TRAINING PROVIDER</b>	<b>Experiment in International Living UK</b>



*The group on a London sightseeing tour*

**Overall goal:** This program aimed to help Ukraine build inclusive and effective e-governance policies and systems to increase public sector transparency, encourage civic engagement and make economic and social reforms sustainable. Participants were expected to contribute to strategic national planning for the expansion of e-government tools that are efficient, transparent, responsive, participatory and inclusive. Training gave participants critical knowledge to be able to provide input to the *E-governance Development Concept Paper* and *State Program for E-Governance Development*.

**Specific Objectives:** Participants were expected to return from training able to answer the following questions:

1. What is the purpose and key principles of e-governance?
2. What are the main elements of an integrated e-governance system?
3. Who are key stakeholders to develop and oversee e-governance?
4. What is the government's role in developing e-governance policies, implementing best practices and promoting the use of e-governance platforms by citizens?
5. How can e-governance increase citizen participation in policy design and implementation, reforming public and third sector institutions, and creating a climate conducive for businesses?
6. How can e-governance shift the government's role from information and service controller to facilitator?

7. What online government services do citizens find most useful and access most often? Are there any limitations to public services that can be delivered on-line?
8. What are the ways and main obstacles to expanding the utilization of e-government services, particularly by vulnerable groups?
9. What results are expected when implementing e-governance models?
10. What modern technologies can improve inter-institutional coordination, support civic engagement and achieve sustainable development?
11. How can e-governance approaches and policies reduce resource depletion, financial costs and transaction times for the public and private sector?
12. How can outdated hierarchical and bureaucratic structures be transformed into modern, horizontally integrated systems?
13. How can the integration, efficiency and effectiveness of the government and service delivery be improved through a unified, whole-of-government model?
14. What is the role of e-governance in improving inter-organizational linkages and consolidating government systems?
15. How can e-governance enhance institutional linkages in tiered government structures?

**Program Summary:** The schedule was split into two halves, the first in London and the second in Worcestershire, in order to ensure that both national and regional contexts of e-Governance were fully explored. The program consisted of meetings, discussions and site visits to the headquarters of E-businesses. The training coincided with the pre-election period known as ‘Purdah’ when meetings with public officials can be difficult to arrange. However, training provider, the Experiment in International Living UK (EIL) was able to arrange a meeting with government officials from the Government Digital Service at their headquarters, which gave delegates a unique insight into the British government's current digital strategy. Participants considered this session a highlight of the program. Other meetings highly evaluated by participants included Oracle and Microsoft presentations and session with UK regional government in Worcestershire.

**Recruitment and Selection of Participants:** This program was open to government and private sector applicants from all Ukrainian regions involved with developing e-governance systems in Ukraine. Selection was guided by USAID/Ukraine E-Governance advisor.

**Advertisement:**

Program promotion started on January 12, 2015. CEUME published the program advertisement on the PTP-Ukraine website, and distributed it via the listserve for Ukrainian alumni of US Government programs and PTP’s partners and experts. The program advertisement also was reposted on PTP Facebook page, and the USAID-Ukraine Facebook page.

Overall, more than 473 candidates expressed interest in the program and 217 people (including 103 women) applied. The significant competition demonstrated the level of interest in this topic.

**Participants:** The group consisted of 10 participants representing selected national government agencies and sub-national governments, appropriate GOU and independent working groups, and non-governmental organizations including business associations and private sector companies.

**Action Plans:** Highlights from participant action plans developed during training, include:

- Introduction of eGovernance services at the national level using international experience.
- To implement a pilot program to overcome the digital divide at the regional level (Vinnitsia region).
- Introduction of appropriate changes to Ukrainian law

**Quotes from Participants, Training Provider and USAID:**

██████████ (Associate Professor of Information Technology Department of the Kharkiv Regional Institute of Public Administration): “The program in UK fully met my professional and cultural expectations. I saw a developed country that has long been introduced to digital technology that makes reasonable and calculated decisions. My first and strongest impressions are from about the meetings with the staff of famous IT companies such as Oracle, GDS, and Microsoft. Choosing the UK as a host country for this program was completely justified.”

██████████ (Deputy Chief of the Informatization and Information Society Development Directorate, State Agency for e-Governance of Ukraine): “During the program I learned that the Ukrainian E-governance sphere is at the stage of formation. I was highly impressed with such an informative program and well-selected group of Ukrainian participants. My learning started on the plane on the way to program.”

██████████ (Chief Executive of the Experiment in International Living UK - host organization): “What a fabulous week. I hope that we will have the chance to work with the Ukraine again, I have loved learning about the culture during this process. Count us in to apply to run any future opportunities. “

██████████ (eGovernance Advisor, USAID/ Ukraine): “Last week I was fortunate enough to participate as an observer in the eGovernance tour to the UK with a group of 10 Ukrainians. While input from the delegation will be the final proof, I can say that from my perspective the trip was very successful, greatly strengthening my professional and personal relationship with this key group of individuals.”



*Participants at the Customer Center of the Microsoft, London*



*Group in front of Tower Bridge, London*

Improving Methods and Skills to Reduce Administrative Burden on SME Sector	
<b>PROGRAM DATES</b>	<b>May 17 - 24, 2015</b>
<b>RECRUITMENT REGIONS</b>	<b>Eastern industrial regions, Kyiv city</b>
<b>LOCATIONS</b>	<b>Netherlands</b>
<b>TRAINING PROVIDER</b>	<b>Ecorys</b>



*The group after a meeting with the Ecorys team*

**Overall goal:** This program aimed to educate participants about the methods used by European government units/councils/agencies to improve inter-agency cooperation, reduce administrative barriers, improve regulations, and improve business and consumer confidence. Specifically, this training focused on tools used to measure the administrative burden regulations impose on SMEs, including Regulatory Impact Analysis (RIA) and Standard Cost Model (SCM). In addition, it provided insights into the role and influence of SMEs and business associations in developing regulations, assessing their consequences and advocating for a favorable business environment.

**Specific Objectives:** Participants were expected to return from training able to answer the following questions:

1. What government bodies are responsible for regulatory policy; what are their roles, duties and functions; and how do they coordinate and cooperate?
2. What are the strategies and tasks of agencies responsible for assessing regulations and measuring administrative burden, and how often regulations are revised?
3. Who are the main stakeholders in developing regulations regarding the SME sector?
4. What tools do SMEs and business associations use to influence government?
5. What key methods are used to reduce administrative barriers and improve regulations?
6. What technical tools are used in the host country to measure administrative burden?
7. How are RIA and SCM used to measure the impact of regulations pertaining SMEs?
8. How can SMEs influence the regulatory process and advocate for their interests, and what methods are used to do so?

9. What are the main principles and methods for resolving disputes between SMEs, the business community and authorities?
10. What role does the country's governmental statistician service play in evaluating administrative burden?

**Program Summary:** The program consisted of meetings, round table discussions, presentations and site visits. Participants considered overview sessions conducted by Ecorys experts on deregulation and assessment of administrative burden to be particularly useful, as they helped them understand how the system works, the differences between Dutch and Ukrainian systems and the key definitions and issues. As a result of the Ecorys presentations the group was fully prepared for the subsequent meetings. The group also singled out a meeting with the Dutch watchdog ACTAL that provided an extremely informative and valuable presentation with a lot of examples and case studies.

**Recruitment and Selection of Participants:** This program was open to applicants from Kharkiv and Dnipropetrovsk oblasts and Kyiv city, where business associations are well-established, active and able to organize their own training programs for SMEs, associations and representatives of local governments. Two experts from the Commercial Law Center (CLC) took part in program development and the selection process. The same experts joined the group as observers.

**Advertisement:**

Program promotion started on January 12, 2015. CEUME published the program advertisement on the PTP-Ukraine website, and distributed it via list-serve to Ukrainian alumni of the US Government programs and to PTP's partners and experts. Program advertisement also was reposted on PTP Facebook page and the USAID-Ukraine Facebook page.

Overall, more than 137 candidates expressed interest in the program and 57 people (including 21 women) applied.

**Participants:** The group consisted of ten participants representing the following groups:

- Representatives of non-governmental business associations or professional associations
- 
- Public servants working for government agencies that prepare regulatory impact assessments (RIA) or assure the quality of RIA reports
- Experts of the specially authorized government agency in charge of developing and supporting small and medium-sized businesses
- Representatives of the Ukrainian Parliament Commissioner (Ombudsman) for Business.

Experts: Professionals with experience conducting RIAs and/or running RIA training programs for representatives of business associations and civil servants

**Action Plans:** Highlights from participant action plans developed during training, include:

- Reducing administrative burdens to SMEs by 25% during the years 2016-2018

- Identification of areas of regulatory relations that create major administrative burden on SMEs
- Determining the amount of administrative burden

### Quotes from Participants

██████████ (Director of the private enterprise Vostok-TechServis): “In Ukraine, we want to reduce the administrative burden on business by 25% in the first stage. This means that businessmen will spend their own money on administrative and regulatory procedures by 25% less. I was impressed with the long-term success of Netherlands’ best practice that has been implemented since 2002.”

██████████ (Head of Sumy Regional Agency at the State Service for Regulatory Policy and Entrepreneurship): “I thank the Participant Training Program, USAID for the excellent organization of the program and rich curriculum. Thanks to representatives of Ecorys and their partners Koninklijke Metaalunie, Actal, the Ministry of Economy, and the Dutch Council for Trade for the new knowledge I gained, interesting and useful presentations, practical experience and practical tools. I would like to share my thanks to all program participants for their active participation! I hope for some constructive work in the future. We are beginning to implement the knowledge and skills in Ukraine”



*The group during a visit to the Ministry of Economic Affairs*



*Participants talking about the lessons learned during the week of training*

Promoting and Ensuring Provision of Sustainable HIV Prevention Services for Key Affected Populations (KAP) at the Regional Level	
PROGRAM DATES	May 23 -30, 2015
RECRUITMENT REGIONS	Poltava, Dnipropetrovsk and L'viv regions of Ukraine
LOCATIONS	Poland
TRAINING PROVIDER	UNILOB



*The group after a meeting at the Association Solidarni "PLUS". May 26, 2015*

**Overall goal:** This program aimed to strengthen capacity of policy makers, regional governments, service providers and civil society to develop and implement HIV related services, decentralize HIV-related services provision, and fund these services through regional governments. Participants were expected to become better advocates for HIV services funded by local government agencies and for expanded regional programs for vulnerable groups.

**Specific Objectives:** Participants were expected to return from training able to answer the following questions:

7. What is the current situation in Poland with regards to the HIV epidemic, especially among key populations?
8. How are Polish HIV services organized and managed?
9. How are regional and local governments involved in providing HIV related services to key populations?
10. What HIV related services are provided to KAPs through public and/or private health care facilities?
11. What approaches are commonly used to provide key HIV related services to KAPs in Poland and how are they administered?
12. How did the decentralization of the healthcare system effect service provision for KAPs and how has it impacted access to essential services?
13. What mechanisms ensure the allocation of funds for HIV programs through regional authorities and how is funding represented in their annual budgets?

14. How are care and prevention services offered to KAPs through social contracting or NGOs and what are the legal parameters?
15. How are HIV related services offered to KAPs through public-private partnerships involved in HIV-related service provision for KAP and what are the legal parameters?
16. How are state social service centers, insurance companies and pharmacies involved in HIV related service provision to KAP?
17. What role do “watch-dog” organizations play in advocating for the needs of key populations and in monitoring of adequate and accessible services provision to KAP?
18. What aspects of Poland’s experiences in HIV programming can be applied in Ukraine?

**Program Summary:** The program consisted of meetings, workshops, discussions and presentations. Highlights according to the participants included meetings with Health National Aids Center in Warsaw, Solidarni PLUS, the largest HIV/AIDS rehabilitation Center in Poland, representatives of regional governments and NIDA Development Foundation.

**Recruitment and Selection of Participants:** This training program was open to applicants from Poltava, Dnipropetrovsk and Lviv regions of Ukraine. These regions were selected because they received support under the USAID-funded “HIV Reform in Action” project implemented by Deloitte based on epidemiological data, professional capacity, political will to combat HIV, experience with health care reform, potential for change and the presence of World Bank regional health reform programs. Partnerships have been established between Oblast Administrations, Oblast Health Departments, Oblast AIDS Centers, NGOs and other local stakeholders.

The group was nominated by Deloitte and included Deloitte project stakeholders. Of 10 nominated finalists 3 persons refused to participate in the training program and have been substituted by alternative candidates. One of the training program participants did not show during PDO meeting without notifying CEUME on his refusal.

**Participants:** The group consisted of ten participants representing the following groups:

- Elected oblast and city councils including Regional Health Care Committees,
- Oblast Administrations including Healthcare/Social Policy Departments,
- Change agents and opinion leader involved in health care and HIV AID issues

**Action Plans:** Highlights from participant action plans developed during training include:

- Adaptation and introduction of Polish experience of work with vulnerable groups of population in Ukraine.
- Development of partnerships between organizations from HIV Reform in Action project for joint implementation of the project objectives and tasks.
- Development of social entrepreneurship for KAP for their inclusion in social and economic life.
- Further cooperation and networking with Polish colleagues.

## Progress to date:

- Use of experience and skills received under HIV Reform in Action project activities in Dnipropetrovsk, Kharkiv and Poltava regions;
- Sharing information received during the training program with the colleagues and partner organizations;
- Development of information materials and activities aimed at prevention of HIV/AIDS for KAP.

## Quotes from participants:

██████████ (Poltava Region Health Center): “The program exceeded my expectations as regards diversity of organizations and meetings in the program agenda.”

██████████ (Regional Social Services Centre for Children, Families and Youth): “I’d like to stress the excellent organization of the program in Poland and Ukraine. The only wish for the next time would be to organize such program for a longer period of time, 10-12 days.”

██████████ (NGO “Svitlo Nadii”): “For me the most interesting were visits to the rehabilitation centers for drug addicted populations. It was useful to learn about their approaches to work with clients, ensuring sustainability of service provision, in particular, initiative on social entrepreneurship implemented on the basis of rehabilitation centers.”



*May 25, 2015. Meeting at National Aids Center*

*May 29, 2015. Participation in International Conference on Behavioral Addictions, University of Warmia and Masuria*

## V.2. CAPACITY BUILDING OF CEUME

Prime contract holder World Learning and project partner PH International continued to work closely with CEUME to identify capacity gaps, provide assistance and solutions, and monitor performance. CEUME feels that it now meets the criteria for a funding-eligible organization under USAID’s Non-US Organization Pre-Award Survey (NUPAS), and World Learning and PH agree.

### **V.2.1. CEUME LEGAL STRUCTURE**

During year two CEUME continued to evaluate its board of directors to ensure the organization remains on a path that is prosperous and transparent. Several board members have been acquainted with CEUME's current state and meetings are taking place quarterly with the full board. Sub-committees, such as the finance committee, meet more often to monitor CEUME financials and program development. Meeting notes are likewise documented. CEUME will dedicate time over the next year to seek new board members and ensure members remains active and represent a cross-section of skills and experience that benefit the organization.

### **V.2.2. CEUME FINANCIAL MANAGEMENT AND INTERNAL CONTROLS**

CEUME continues to actively review and update its financial policies, procedures and practices. Staff now fully understand and can demonstrate knowledge of USAID and OMB policies and procedures.

As US government regulations continue to evolve with the recent issuance of the Uniform Administrative Requirements (aka Super Circular), CEUME continues to review its preparedness to pursue its own NICRA. USAID has clearly stated NICRA negotiations for foreign non-profit organizations are the responsibility of local USAID Missions. CEUME would seek a NICRA if it were to obtain direct USAID funding or if it were to become a sub-awardee on another USAID contract. In the latter instance, CEUME would automatically be eligible for the new default 10% baseline NICRA if it did not negotiate its own proposal with the US government.

The second year of the program was financially challenging due to the impact of the continued military conflict on currency exchange. Likewise, Ukrainian legislation governing cash management, and banking operations has required extensive time commitments to effectively manage.

### **V.2.3. CEUME PROCUREMENT SYSTEMS**

CEUME conducted and documented two staff retreats events during the second year to ensure staff are confident and aware of procurement policies and regulations (including internal as well as Ukrainian and US federal). CEUME now independently submits most US government specific reports such as USAID's annual non-expendable property report.

Over the next year, CEUME management plans to develop cost share procedures to prepare for future program development.

PH continued to train CEUME management during the past year on the processes, information and requirements necessary to maintain an active SAM.gov registration. CEUME was able this year to complete its registration extending it to September 29, 2015.

#### **V.2.4. CEUME HUMAN RESOURCE SYSTEMS**

CEUME has developed an organizational chart that includes how its subcontractors interact with the organization. CEUME has identified the need to organize a staff retreat to discuss staff roles and responsibilities, points of contact documents and clarify communication pathways both internally and externally.

PH assisted CEUME with evaluating and interviewing candidates for the position of program coordinator when one program officer resigned this year for family reasons. CEUME developed a very effective three-stage candidate evaluation process that ensured a comprehensive assessment of each candidate's skills, professionalism and capacity.

#### **V.2.5. CEUME PROGRAMMATIC PERFORMANCE MANAGEMENT**

Despite the turmoil in Ukraine and frequent changes in leadership at all Ministries, CEUME continues to successfully maintain well-coordinated communication with local administrations and government officials.

#### **V.2.6. CEUME ORGANIZATIONAL SUSTAINABILITY**

The organization remains highly dependent on current US government funding, a challenge that is not uncommon among organizations of this type. CEUME's ownership of its building greatly benefits its continuing capacity and stability. Management remains optimistic of future funding and has worked on three proposals over the past year in efforts to expand its funding base.

CEUME organized all of the logistics for the educational follow-on conference in Kyiv utilizing organizational in-house resources, thus saving program funds. In addition, with alumni input, CEUME developed a conference schedule that was evaluated highly by the educational specialists and others who attended.

#### **V.2.7. CEUME CAPACITY WITH PARTICIPANT TRAINING REGULATIONS AND PROCEDURES**

During year two, World Learning and PH continued to work closely with CEUME to develop documents and procedures to ensure smooth program operations. PH provided CEUME with samples of documents for in-country and follow-on activities (procurement procedures for alumni activities, samples of requests for program design for follow on events, guidelines for proposal development, evaluation criteria for training and logistics proposals, guidelines and recommendations for final report development, and others). Special attention was paid to budget development for in-country activities and follow-on activities, cost tracking, discussion of eligible expenses, categories of expenses and ensuring they match TraiNet categories.

CEUME adopted the materials and very effectively used them to handle the procurement process for the Psychological Training (see below). This included the development of a Ukrainian language program design request, evaluating proposals and negotiating with the identified provider proposed training services and total training cost. The request for training was professionally developed by CEUME, which ensured the training goal was achieved.

Revisions made to ADS 252 and 253 in the fall of 2014 were discussed with CEUME staff, so that they could adequately update training forms and procedures.

Visitor Exchange Request Form writing is important for the success of training programs. PH prepared recommendations to CEUME on VEF writing and also discussed the importance of working closely with USAID offices and partners as well as technical assistance implementers in order to clearly describe in the VEF program objectives, necessary components, topics and trainee program expectations so that all program stakeholders are on the same page and have a clear idea of the program and expected outcomes.

### **V.3. BUILDING CEUME’S CAPACITY THROUGH RECRUITMENT AND ALUMNI WORK**

Key areas of responsibility for CEUME include recruitment of potential candidates, selection of training participants, processing training participants through USAID systems in accordance with its requirements, facilitating networking, follow-on support and monitoring progress of alumni. CEUME receives ongoing mentorship from PH and World Learning on fulfilling all these functions to become increasingly independent in its program roles and ultimately enhance its sustainable capacity to serve as a direct USAID donor recipient in the future.

#### **V.3.1. CEUME CAPACITY WITH RECRUITMENT**

Since the beginning of PTP project implementation, CEUME has been working on the development of the online platform [PTP.ceume.org.ua](http://PTP.ceume.org.ua), which was tested and significantly modified during this period. The registered applicants received access to their application form through an online account and can observe the process of evaluation of their application, make changes in contact information of their recommenders, and sign up for events organized by CEUME. This platform was successfully used for recruitment of applicants for 2014-15 programs as well as registration of participants in the follow-on national conference “Assuring Quality of Education in Ukraine” and demonstrated its user-friendly approach. It also became an effective tool for monitoring registration process dynamics, tracking the number of the participants and re-allocation of available resources accordingly. (For example, of 134 applicants originally registered for participation in the Conference 29 applicants cancelled their registration later.) Online monitoring of the number of participants the team to make quick changes in the process of the conference preparation, such as reducing meal cost. As of June 19, 2015 CEUME’s online platform had 2848 registered users.

Through the development of the Experts’ Evaluation Section in the online CEUME platform and dissemination of relevant information, CEUME has created a large database of experts on various topics. This database was used for selection of experts for PTP programs (more than 440 experts).

On October 23-24, 2014 CEUME organized a two-day staff training in “Psychological Methods of Effective Interaction with the Program Candidates.” This training focused on the core principles of psychology and human behavior analysis for efficient selection of program candidates, team building and managing conflict and stress during the selection process. These training sessions contributed to the development of staff skills for successful project performance, especially with regard to participant recruitment.

Participation of [REDACTED], CEUME’s Senior Program Assistant, as a training observer in the US PTP training (February 25 – March 10, 2015) in the program “Youth Citizenship: Civic Education Reform in Schools” was very useful for making recruitment process more efficient. This trip gave her a deeper understanding of how a training program is developed and organized,

and gave her first-hand experience of being on board with the group. ██████ observed the delivery of training and interacted directly with the participants in order to develop insights about their needs. This observation changed her views on participant preparation and gave her new insights regarding the importance of strategic planning and action planning as a basic tool of training. In addition, in observing this program ██████ saw the need to strengthen orientation for participants regarding the expectation of volunteer activity in the US. Overall, ██████’s observation helped her, and will help the rest of the CEUME team, improve recruitment strategy, enhance interview processes and prepare better participants before their programs

Working relationships have been established between CEUME and this year’s initiators of training programs, such as the US Embassy, the International Foundation for Electoral Systems (IFES) and the Commercial Law Center

### **V.3.2. CEUME’s WORK WITH ALUMNI**

After the first project year CEUME incorporated debriefing sessions one month after the program completion into its work with alumni. Debriefing meetings are an efficient way to facilitate networking, gather alumni feedback, and discuss participants’ achievements.

During this second year, CEUME developed concepts for two follow-on alumni events and successfully implemented them in May 2015. The national conference “Assuring Quality of Education in Ukraine” (May 20, 2015) was a follow-on activity centered around alumni of three PTP programs: “Innovation in Education”, “Interaction between Education and Labor Market, Progressive Approaches and Modern Models”, and “Youth Citizenship: Civic Education Reform in Schools.” The conference provided PTP alumni with an excellent opportunity to share knowledge gained during exchanges in Europe and the US with their colleagues and discuss steps and joint efforts to contribute to the improvement of the quality of education in Ukraine. The Conference brought together 93 education experts including 16 PTP and two Community Connections alumni. Of seventeen speakers and moderators, eight were PTP alumni.



*Conference opening, Kyiv, May 20, 2015*



*Conference opening, Kyiv, May 20, 2015*

The second follow-on event was the Ukraine-Belarus Exchange Visit, organized in Minsk, Belarus from May 26-29, 2015 for ten alumni of the 2012 Community Connections Inclusive Education program (implemented by World Learning under a previous task order) and PTP's 2014 Mastering Modern Methods in Rehabilitation of Disabled Children. This event was conducted in collaboration with USAID/Belarus to share the achievements of USAID program alumni and aimed at improving community services for vulnerable groups in Belarus and Ukraine. The program included meetings, discussions, presentation and site visits. The Ukrainian and Belarusian alumni shared experience, learned best practices of both countries and established working relationships.



*The group together with USAID/Belarus representatives, in Minsk, Belarus*

These first CEUME-organized follow-on events under PTP demonstrated that CEUME has good in-house resources, capacity and sufficient staff expertise allowing for organization of large-scale follow-on events without involvement of external service providers.

CEUME maintained strong working relations with alumni and their organizations. Such relations allowed efficient leveraging of resources, using premises offered by alumni for various events free of charge. The follow-on conference took place in one of the leading universities in Ukraine – Shevchenko Kyiv National University and conference hall was provided free of charge due to support of [REDACTED], Director of Scientific and Methodological Center, PTP 2014 alumnus. It is expected that program alumni will be involved as experts in future PTP programs.

CEUME continues expanding the work with alumni, encouraging networking among them, sharing success stories and disseminating best practices throughout Ukraine. CEUME developed recommendations for success stories writing and distributed them among 2014-2015 alumni.

#### **V.4. NEW COMPONENT OF TASK ORDER: ADVISORY SERVICES**

The World Learning Task Order was amended in November 2014 to make it possible for USAID/Ukraine to engage the services of expert advisors to public agencies in Ukraine.

Prior to the placement of the first advisor, World Learning worked with the COR to set up a system of approvals and reporting protocols for each advisor that would be engaged.

During this reporting period, one advisor was fully engaged and started services, supporting the Ministry of Agrarian Policy and Food (MAPF). This advisor made four trips to Kiev and occasionally provided remote support to the GOU. His role was as follows:

- Provided support to the MAPF in the preparation of a new unified Strategy for Agriculture and Rural Development (2014-2020)
- Led an agreement on changes to supporting documents for both the Strategy and state owned enterprise project outlines, which were signed by the Minister for on January 28th
- Supported the Ministry's Functional Analysis and Restructuring
- Supported public consultations for the Agriculture Strategy
- Supported activities of Agriculture Strategy Working Groups
- Provided policy contributions to the MAPF's Rural Development Strategy Working Group on SWOT analysis and future policy options
- Supported Strategy Coordination Council meeting(s)
- Supported the institutional assessment of MAPF including outlining initial proposals for structures to manage rural development and the transition from direct subsidies to investment support
- Supported an assessment of State Owned Enterprises and review of linkages with wider process and anti-corruption measures being supported by the EU and USAID (initiated by EU Support Group and linkages with Justice team)
- Supported the development of detailed proposals for state support simplification, modernization of production and processing, support for small scale farms, and local governance

A second advisor was contracted this year to support the Ministry of Health and will arrive in Ukraine for her first visit in July 2015. A third advisor was requested to support the City of Kyiv

with Land Allocation, Permitting and Construction; recruitment for this position began in June 2015.

## V. PROJECT MONITORING AND EVALUATION

The table below shows PTP Ukraine Performance Indicators from the Project's Performance Monitoring and Evaluation Plan (PMEP), with data collected as of June 25, 2015.

### USAID Ukraine PTP Performance Indicators

Results Hierarchy	Indicator	Yr1	Yr1 Fact	Yr2	Yr2 Fact	Yr1-2 Fact Total/ Av	Yr3	Yr4	Yr5	Total
1.1.1	Number of participants completing project/exchange (note: target is for minimum 30% women)  Female Male	70	79 49 30	70	79 40 39	158 89 69	90	90	90	410
1.1.2	Number of exchange projects designed, approved and completed	7	8	7	8	16	9	9	9	41
1.1.3	Percentage of participants who report that they have obtained relevant new skills or knowledge as a result of the exchange (Likert Scale 5-point agreement)	80%	87%	85%	97%	92%	90%	90%	90%	87%
1.1.4	Percentage of participants who report that the exchange met most or all of their professional and personal expectations (Likert Scale 5-point fulfillment)	80%	91%	85%	94%	93%	90%	90%	90%	87%
1.1.5	Number of follow-on activities provided (workshops, seminars, TA/mentoring, grants, etc.)	0	0	2	2	2	2	2	2	8
1.1.6	Percentage of women utilized as presenters at training and exchange programs	10%	56%	10%	43%	50%	15%	15%	20%	15%
1.1.7	Percentage of applicants for participation that are women	40%	40%	40%	55%	48%	50%	55%	55%	50%
1.2.1	Percentage of alumni who have multiplied their training to colleagues within 3 months of exchange completion	80%	100%	90%	100%	100%	95%	95%	95%	92%
1.2.2	Percentage of alumni who report that they have made progress on their action plan in the 3 months following the exchange	70%	100%	75%	100%	100%	80%	80%	80%	78%
1.3.1	Percentage of alumni that report that they have implemented at least one new or improved practice, method or	50%	N/A	70%	84%	78%	75%	75%	80%	74%

Results Hierarchy	Indicator	Yr1	Yr1 Fact	Yr2	Yr2 Fact	Yr1-2 Fact Total/ Av	Yr3	Yr4	Yr5	Total
	technique in their parent organization within 6 months following the exchange									
1.3.2	Percentage of alumni who report that they have completed their action plan within 6 months following the exchange	60%	N/A	67%	22%	22%	70%	75%	75%	70%
1.3.3	Number of organizations that USAID contractors and grantees report improved performance attributable to the exchanges (Note: Cannot be targeted until WL knows number of organizations involved)	TBD	N/A	TBD	N/A	N/A	TBD	TBD	TBD	TBD
2.1.1	Number of participants who are registered with (1) "International Exchange" (formerly State Alumni), (2) PTP website or (3) both	63	79	63	74	153	108	108	108	369
2.2.1	Number of visits to website(s) in the 3 months post-training/exchange by alumni	150	N/A	150	177	327	250	250	250	1050
2.2.2	Percentage of alumni who report that they have continued to communicate with fellow alumni 3 months following the exchange	50%	67%	60%	100%	84%	75%	75%	75%	70%
2.3.1	Percentage of alumni who report that they have found the website(s) as a useful tool for (1) keeping contact with fellow alumni, (2) making new contacts, (3) obtaining information and resources	67%	100%	70%	71%	100%	75%	75%	80%	75%
2.3.2	Number of joint activities launched among PTP alumni (collaborative projects, papers, workshops, etc) within 6 months following the exchange	1	N/A	2	9	9	3	3	3	12
3.1.1	Number of local media events conducted during projects	5	5	6	9	14	7	7	7	32
3.2.1	Number of participating organizations whose participation in PTP are reported in the Ukrainian media	TBD	16	TBD	42	58	TBD	TBD	TBD	TBD
3.3.1	Number of positive media coverage items about PTP and participating persons and organizations released by Ukrainian media	TBD	16	TBD	42	58	TBD	TBD	TBD	TBD
4.1.1	Number of sub-contractor personnel trained in USAID policies, procedures and systems	TBD	4	TBD	4	8				
4.2.1	Number of new systems, practices	TBD	7	5	7	14				

Results Hierarchy	Indicator	Yr1	Yr1 Fact	Yr2	Yr2 Fact	Yr1-2 Fact Total/ Av	Yr3	Yr4	Yr5	Total
	and/or procedures put into place by the sub-contractor towards compliance with USAID requirements									
4.2.2	Number of PTP programs implemented by sub-contractor (CEUME) with minimal support from World Learning or PH	1	0	3	2	2				
4.3.1	Mission inspection and confirmation of sub-contractor compliance with USAID requirements		N/A	Y	N/A	N/A				

#### Notes on Selected Performance Indicators:

- 1.1.1. It is a USAID requirement to ensure that women participants will represent at least 50% of the total number of participants. For the second year of PTP implementation percentage of women participants is exactly 50%. Compared to the previous year percentage of female participants decreased and this is attributable to the nature of the themes selected for training, such as gas transportation, political finance monitoring and SME deregulation, where male professionals dominate.
- 1.1.3. This indicator exceeds planned number by 12% and it reflects that the quality of the project team work increased, i.e. recruitment was efficient and candidates selected for the program matched training goals and objectives, training providers became experienced with PTP programs and were flexible and responsive training participants' needs.
- 1.1.4. Participants' satisfaction with training programs exceeded the planned number by 9%. This is second year of PTP implementation and project team works effectively both to recruit participants and select training providers.
- 1.1.6. Women presenters comprised 43% of all presenters working for PTP training programs. Given three "male topics" it is a decent number across all programs for the second year.
- 1.2.1. This indicator is 100% because the majority of alumni were delegated by their organizations to apply for training. Therefore they were expected to share knowledge gained alumni conducted presentations, workshops, seminars and trainings for their colleagues and published articles about their internships.
- 1.2.2. This indicator is 100% because activities targeted to share knowledge, experience and lessons learned through presentations, workshops and trainings were part of the vast majority of Action Plans developed by the PTP participants. It is also a requirement of the organizations where participants work and that supported participants' applications to the PTP programs. This is reflected in the stakeholder agreement and conditions of sponsorship where participants agree to disseminate their training experience.
- 1.3.2. This indicator is 22% that is almost three times lower than planned for the second year. According to six-month Post-Exchange Surveys, 22% of the Year 1 alumni marked that they completed 100% of their Action Plans and 35% of alumni indicated that they completed 75% of their personal Actions Plans. Among the barriers and obstacles to Action Plans implementation PTP alumni indicated: 1) Unpredictable social and economic situation in Ukraine due to political and economic crisis; 2) Military actions in Eastern Ukraine; 3) Changes in Action Plan goals and priorities due to changes in current

legislation; 4) Challenges with access to additional funding for Action Plans implementation.

- 2.1.1. Since the PTP application process was facilitated by CEUME online, all participants were required to register on the PTP website. This year five participants were nominated for Health/HIV program and were not registered on website and submitted paper applications due to their busy schedule and high position.
- 2.2.1. Results from the 3-month evaluation proved that PTP website is a popular tool among alumni, specifically vast majority (95%) of alumni visited PTP website during the 3-months post-training period.
- 2.2.2. As indicated in the 3- months evaluation 100% of alumni keep in touch with each other using all kinds of personal communications including meetings, telephone calls, email correspondence, social media and through professional networks.
- 2.3.1. PTP website and PTP Facebook page is considered by alumni as an efficient tool for information dissemination about PTP training programs, alumni news, success stories and opportunities to receive funding for the new projects/trainings. In addition, through PTP website PTP alumni receive access to information on fellow alumni, new contacts and other resources useful for alumni.
- 2.3.2. As indicated in 6-months survey PTP alumni launched 9 joint programs. Survey results indicated that alumni communicated actively not only within their group but also with other groups' alumni. Typical joint projects include TOT, workshops, seminars, articles.
- 3.1.1. For more details on these media exposures see Appendix I.
- 3.2.1. For more details on these media exposures see Appendix I.
- 4.1.1. CEUME key staff (four people) was trained on USAID policies, procedures and systems during the first year of the project. Partial revisions made to ADS 252 and 253 in the fall of 2014 were reviewed by the staff. The Acknowledgement letters that the staff read/reviewed, understood and would adhere to the policies and procedures were developed and signed by each employee. The Acknowledgement letters are filed at personnel files.
- 4.2.1. PH continued to work closely with CEUME to identify capacity gaps, provide assistance and monitor performance. During the Year 2, the capacity building efforts focused on exposure to the new Uniform Administrative Requirements to pursue NICRA, update procedures and policies; procurement process guidance and support; cost share process requirements and documentation; overview of revisions of ADS 252 and 253; review of documents for in-country and follow-on activities.

## VI. SUCCESS STORIES

**Do No Harm: Fostering Conflict-Sensitivity in Southern and Eastern Ukraine (January 2015):** ██████████ (Zaporizhzhia Oblast Center of Social and Psychological Support) is actively applying Do No Harm principles in her day-to-day work providing social support to IDPs from the neighbouring regions. She is also working on creation of a special facility that will focus on provision of support to IDPs in Zaporizhzhia. Currently negotiations are underway with local authorities regarding provision of premises for this facility. Participation in her PTP program also allowed Iryna and her colleagues to establish a partnership with the Ukraine Confidence Building Initiative. ██████████ is negotiating provision of small grant for IDP support in Zaporizhzhia region.

**Energy Efficiency through Restructuring Gas Transportation System and Building Capacity among Ukrainian Professionals (March 2015):** After returning to Ukraine, [REDACTED] (International Center for Political Studies) organized a round table “Is there a future for the gas industry in Ukraine?” [REDACTED] from Czech Gas Company and his colleagues joined the event by Skype from the Czech Republic and shared their expert opinion on the potential for gas extraction in Ukraine, in particular in the Carpathians region. As a result of their training, participants established strong peer-to-peer relationships with their Czech colleagues, which will be essential to sustain collaboration.

**Accurately Reflecting EU Integration in Ukrainian Media (March 2015):** While in Poland [REDACTED] (a journalist from the newspaper “Sumshchyna”, Sumy) wrote a series of 8 articles about the group’s visit to Poland covering a wide range of topics related to Ukraine-EC Association. It turned out that [REDACTED]’s native city Sumy is a twin city of the Polish city Lublin and there are joint initiatives in civil society development. [REDACTED] believes that the information she shared with her readers was very encouraging for her native community.

**Promoting and Ensuring Provision of Sustainable HIV Prevention Services for Key Affected Populations (KAP) at the Regional Level (May 2015):** [REDACTED] (Kryvyi Rig Branch of Network of PLHIV, Director) inspired by Polish program started the development of Social Program for Kryvyi Rig city. After returning from Poland [REDACTED] approached the Mayor’s Office and organized a presentation for all organizations involved in HIV/AIDS services provision in the city (Department of Social Protection, Department of Health Protection, etc.). The presentation resulted in the creation of a working group composed of representatives of state organizations responsible for social services provision. The working group developed a Draft Social Program to be presented to the Mayor’s Office and People’s Deputies session for further elaboration and approval. This program includes many provisions proposed based on Polish experience. For example, the creation of Ergotherapy Center for social adaptation of drug addicts is based on similar centers that [REDACTED] visited in Poland.

**Mastering Modern Methods in Rehabilitation of Disabled Children (April 2014):** Since his return from the US, [REDACTED], Director of the Ukraine National Center of Vocational Rehabilitation of People with Disabilities, has been improving services that support children with disabilities and other vulnerable populations. For example, during his US program, Dr. Avramenko met with a variety of Americans and organizations involved with volunteer activities, a fundamental aspect of US society, and took part himself in a volunteer activity. These encounters inspired him to expand and strengthen the volunteer work at his Center. In an ongoing voluntary initiative called “Help the Heroes Injured during the Anti-Terrorist Operation,” children with disabilities visit the Main Military Clinical Hospital in Kyiv and organize charity events to support wounded soldiers. Children from the Center give drawings and handmade crafts to soldiers.

**Pro Bono Lawyering (February 2014):** After returning from his training in the Czech Republic, [REDACTED] [REDACTED], a prominent lawyer and citizens’ advocate, established the Coordination Center for support of ATO (anti-military operation) participants, and launched the project “Legal Support to ATO Participants” in collaboration with the NGO KOLA and the Bar Association of Ukraine. The Coordination Center received 1,474 requests for pro bono legal assistance during its first month of operation. Working with more than 250 lawyers from all over

Ukraine, the services concern mostly the status of combatants and appropriate benefits for them under the law. In addition, [REDACTED] is working with the Kyiv Oblast State Administration to create 12 legal community counselling offices, which conduct weekly lectures and workshops on the protection of rights and legal interests of ATO participants and their families.