

EUROPEAN TRAINING FOUNDATION

ETF SURVEY ON THE CONTRIBUTION OF CIVIL SOCIETY
ORGANIZATIONS TO HUMAN CAPITAL DEVELOPMENT IN THE
CONTEXT OF LIFELONG LEARNING

Online Meeting | March 2021 | 11.00 am CET



CIVIL SOCIETY ORGANISATIONS AND HUMAN CAPITAL DEVELOPMENT

Country Report Albania

Entela Kaleshi



BENEFICIARY VIEWS

FUTURE
CONTRIBUTION
TO HCD

STAKEHOLDERS AND
POLICY DIALOGUE

RESPONSE TO THE
COVID19 PANDEMIC
EFFECTS ON HCD

CSO Profile

Introduction

CSO Profile

Selection Criteria



41 CSOs contacted initially.

28 CSOs & 5 Beneficiaries

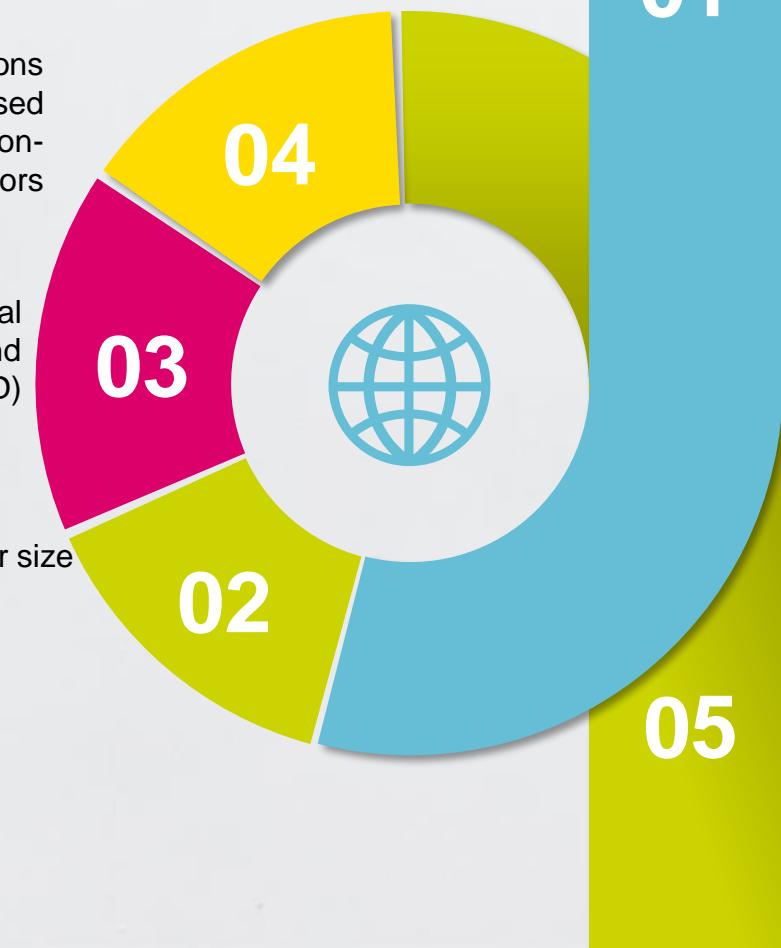
Responded and Interviewed

Non-governmental organisations (NGOs) and community-based organisations (CBOs) and other non-state actors

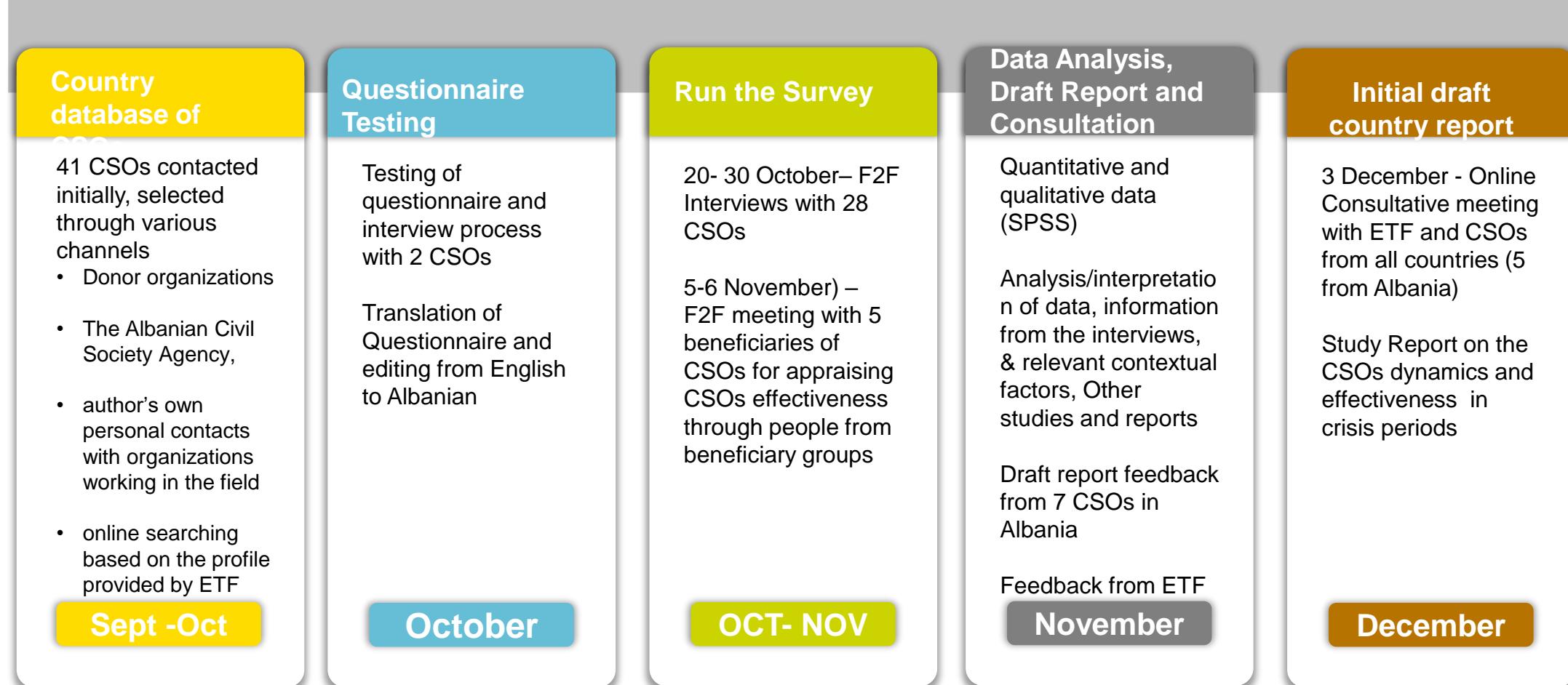
Operate in the field of non-formal learning, informal learning, and employment-related services (HCD)

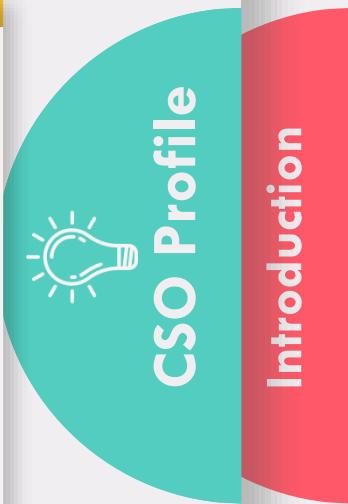
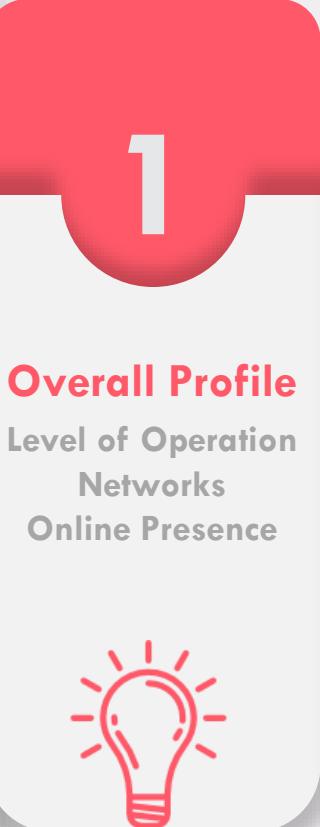
Active in HCD, regardless of their size

Geographical distribution



Key Steps

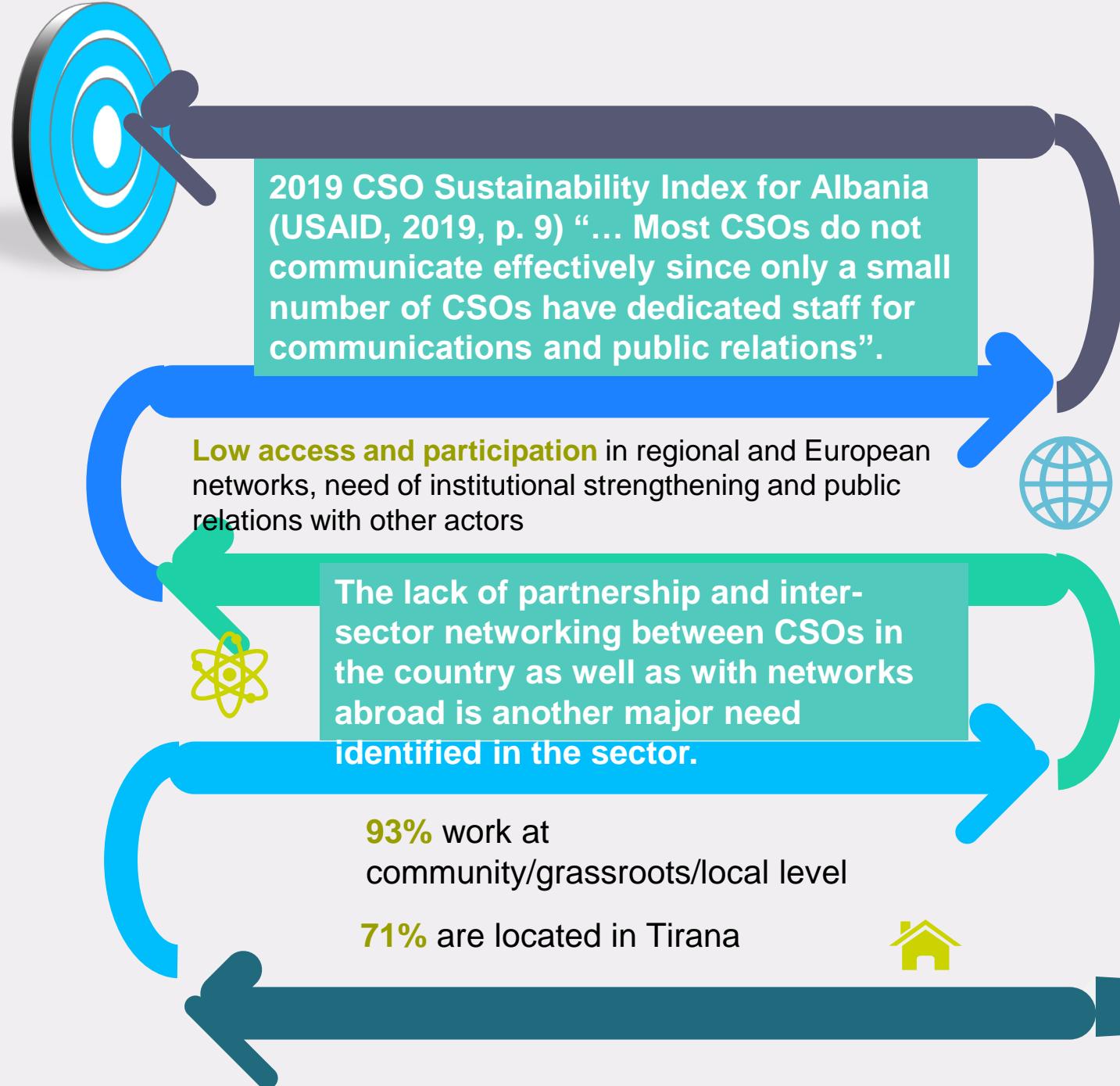




1

Overall Profile

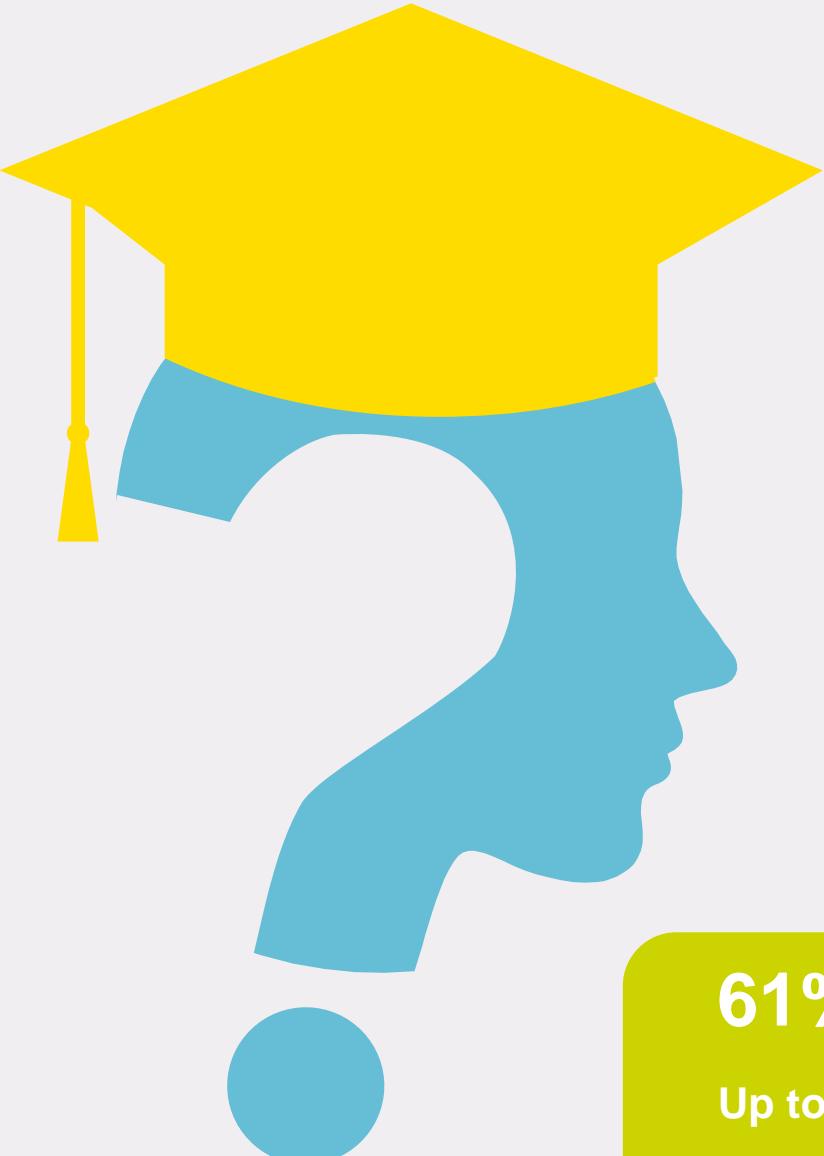
Level of Operation
Networks
Online Presence



2

HR Capacities

Staff employees
and collaborators
including
volunteers



61%
Up to 4

32%
Between 5-
14

7%
Between 15-
49

**Other studies show that
the volunteer
engagement in Albania
remains low.**

Also the Albanian legislation
in place does not hinder nor
stimulates the employment in
CSOs

**CSOs find it challenging to
maintain permanent and
full-time staff, mainly
because they are
constrained by project-
based funding**

3

Fin Capacities

Main sources of funding & alternative forms of revenues



Albanian CSOs lack the organizational capacities and resources needed to raise donations through fundraising activities.

Regarding alternative forms of revenues such as social enterprises CSOs were increasingly concerned about their treatment by tax authorities, local governments, and banks, which do not differentiate between non-profit and for-profit entities.

1

2

3

4

Only 29% of surveyed CSOs are self –financed through service provision as an alternative form of revenue generation vocational training and agricultural expertise, usually offered at below-market prices

Government funding continue to be very low especially for locally based CSOs

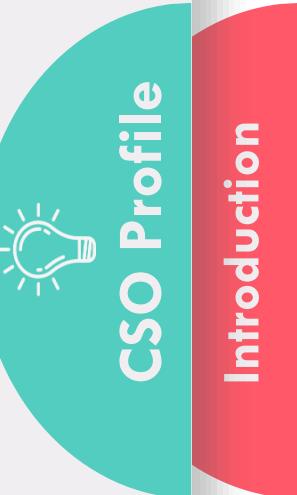
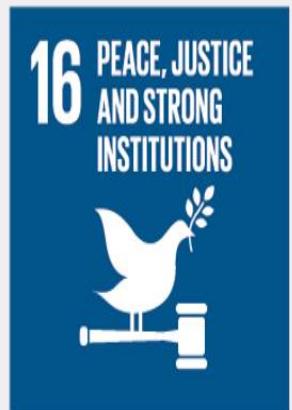
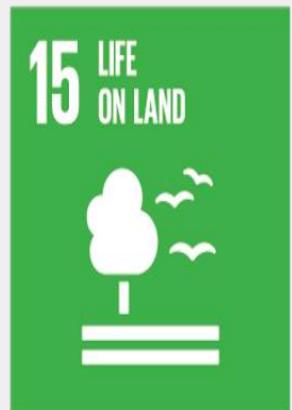
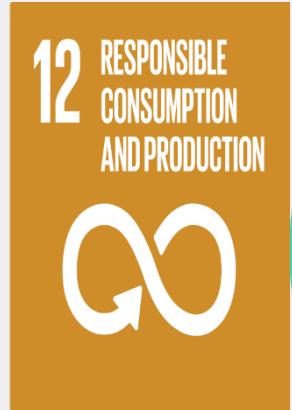
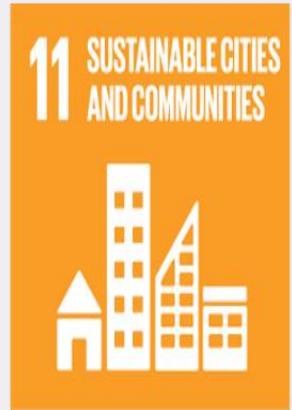
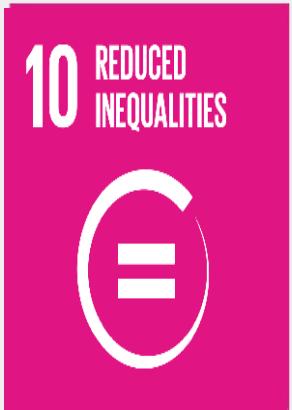
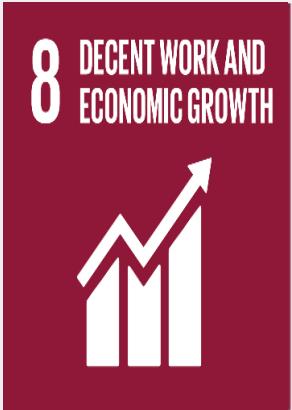
46%

21.4%

Rely on donor funds

Rely on government funds

Rely on private donations



5

Beneficiaries of
CSOs

Types of
beneficiaries of
CSOs' & activities
related to skills
development areas
of support



ETF
Working together
Learning for life

European Training Foundation

Delivering and
strengthening non-
formal learning to
young people and
advocacy activities

Education, awareness raising
and advocacy for the
promotion of human rights,
democracy and volunteering.

Skills promotion and
Development Platform
through the organization of
the National Skills
Competitions in yearly base
in Albania

Activities related to skills
development .

FOCUS

LESS FOCUS

>youth, vulnerable
youth and women
LGBTI and Minorities

Creation and/or use
of intelligent
information on skills
development and/or
on employment (e.g.
data collection,
independent data
analysis for,
formulation of policy
advice, etc.)



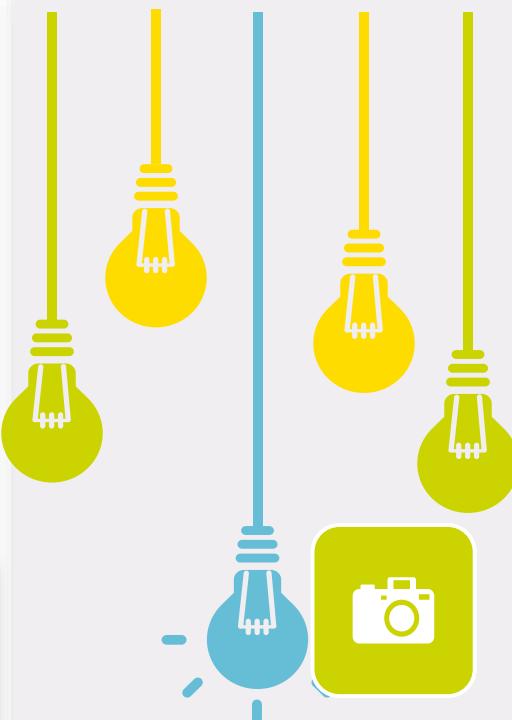
CSO Profile

Introduction

5

Beneficiaries of CSOs

Types of beneficiaries of CSOs' & activities related to skills development areas of support



Most Effective Learning Environment

- **89%** the classroom, training centre, advisory centre or similar learning environment
- **64%** On-the-job training
- **46%** Informal places

Most Effective Ways to implement activities

- Non formal training courses
- Supporting people's informal learning from peers, self-learning etc.
- Training/learning styles that are engaging and participatory
- Ensuring the motivation of people to learn
- Using a mix of traditional and digital training aids

Sharing Results

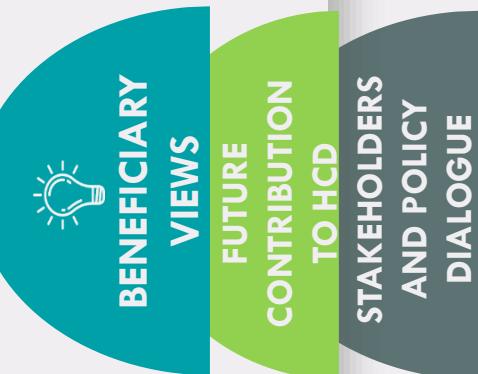
85% publish their analysis, publications and researches in their online channels of communication & are willing to share the results with networks and stakeholders



Content of CSOs' activities

75% support with Technical competences
60% support with Key competences





7
CSOs
changed their
beneficiary groups of
activities for HCD

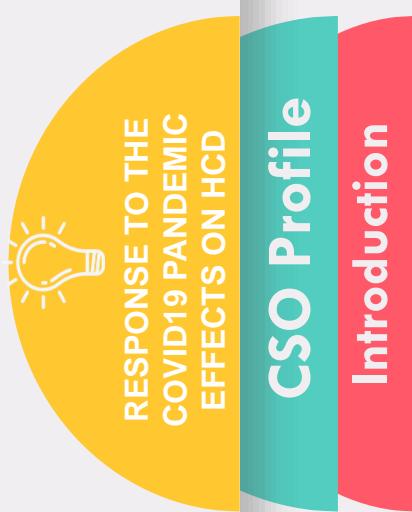


4
CSOs
changed priorities
regarding their
activities for HCD



89%
of respondents
used more **Digital Learning tools**

Deliver non-formal learning to young people, **Strengthen the informal learning of young people & work more on **Advocacy** for young people.**





96% have learned short-term lessons

- To adapt the activity implementation and/or methods
- To assess new needs
- To Offer new services and
- To mobilise new resources, human and/or financial and/or physical



89% have learned long-term lessons

- To offer new services
- To re-train our staff members and/or volunteers
- To attract additional funds
- To cooperate with other organisations
- To improve our organisational skills
- To increase our expertise

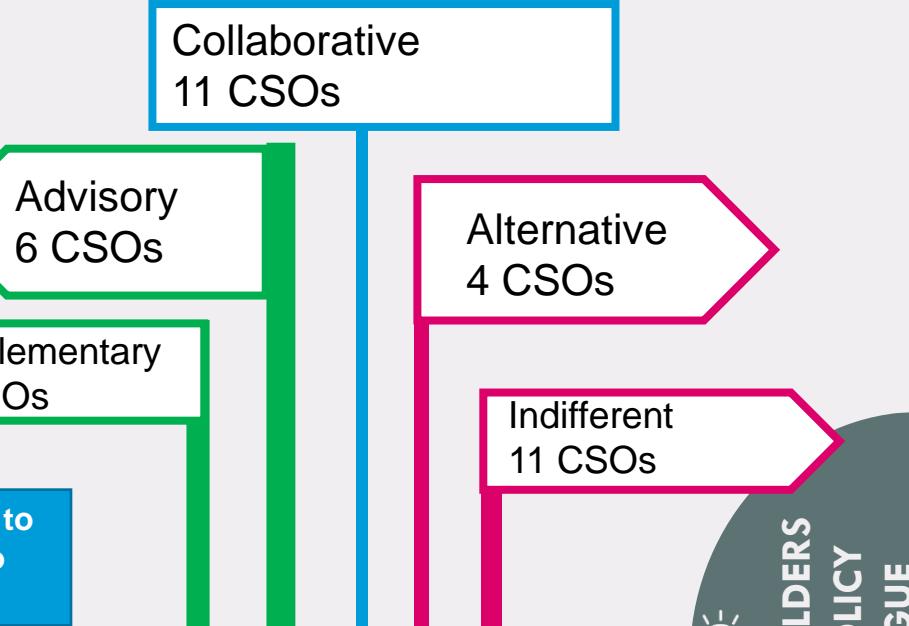
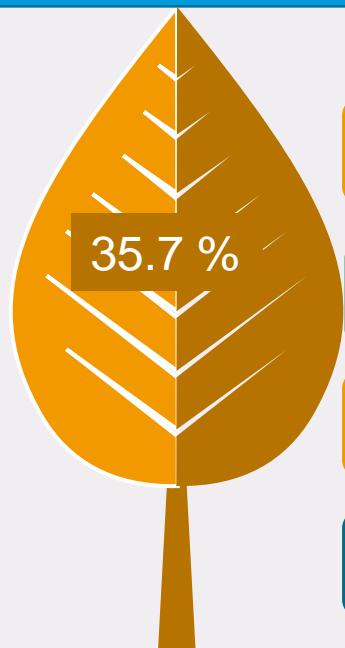
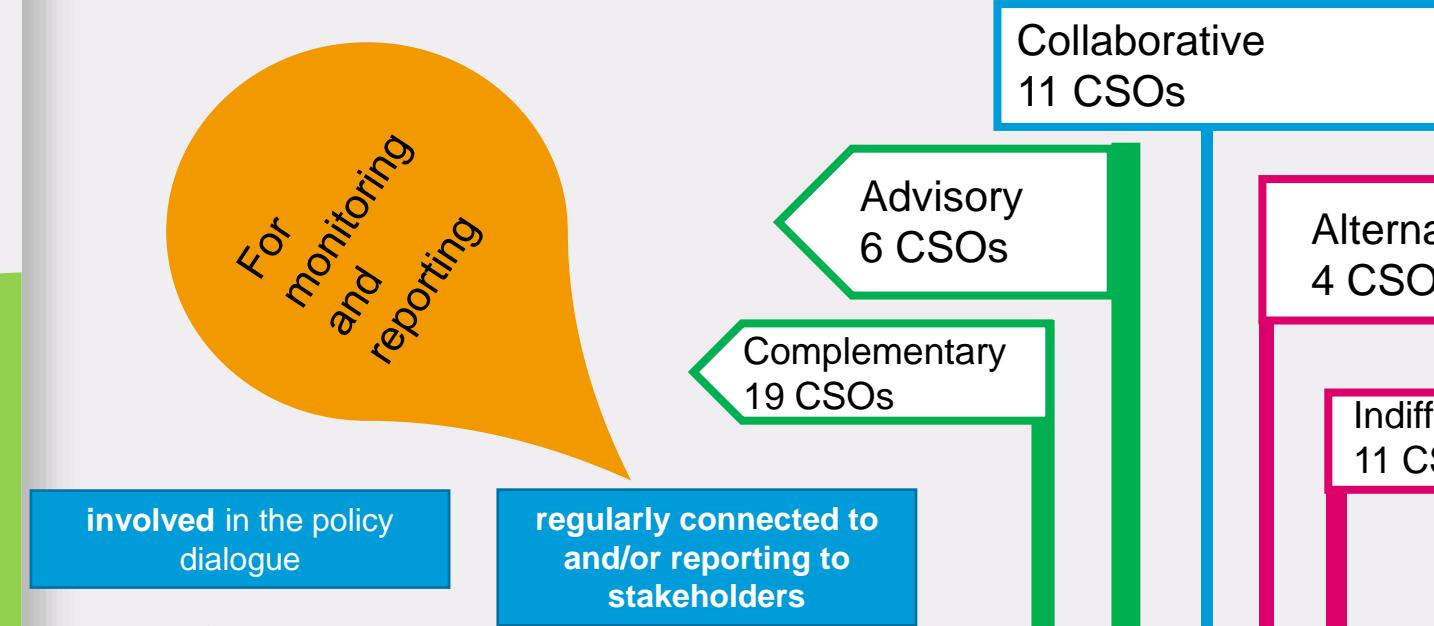
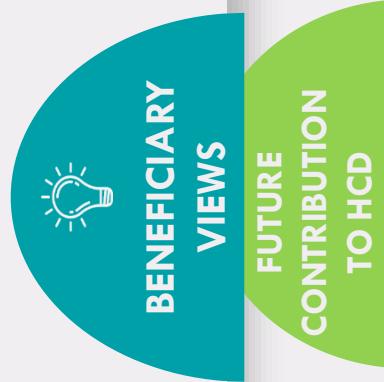
Both results from lessons learnt show the resilience of CSOs during COVID 19 pandemic crisis.



RESPONSE TO THE
COVID19 PANDEMIC
EFFECTS ON HCD

CSO Profile

Introduction



with Governmental institutions

with CSO platforms forums

with Education and training providers



BENEFICIARY VIEWS



The major advantage of CSOs compared to other institutions

75%

Support effectiveness of education, training and other learning processes

64.3 %

Improve the outcome of policy dialogue and public consultations

42.9%

Detect needs of groups out of the formal learning and employment system, and bring their voice to the policy dialogue

Forward looking, more than 53% of CSOs were planning to strengthen their contribution to HCD on accessibility of formal, non-formal, informal learning, inclusiveness, quality of learning opportunities and learning and employment needs of individuals.





Follow up training and support

peer learning, discussion on practical problems, interactive sessions and concrete examples; as well as practical work as something they really liked about the training and support they received

This support helped them to have new perspectives regarding their skills development and career perspective



BENEFICIARY VIEWS

FUTURE CONTRIBUTION TO HCD

STAKEHOLDERS AND POLICY DIALOGUE

RESPONSE TO THE COVID19 PANDEMIC EFFECTS ON HCD

CSO Profile

Introduction