



European Training Foundation

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



CSO Profile

Selection Criteria

41 CSOs contacted initially.

28 CSOs & 5 Beneficiaries

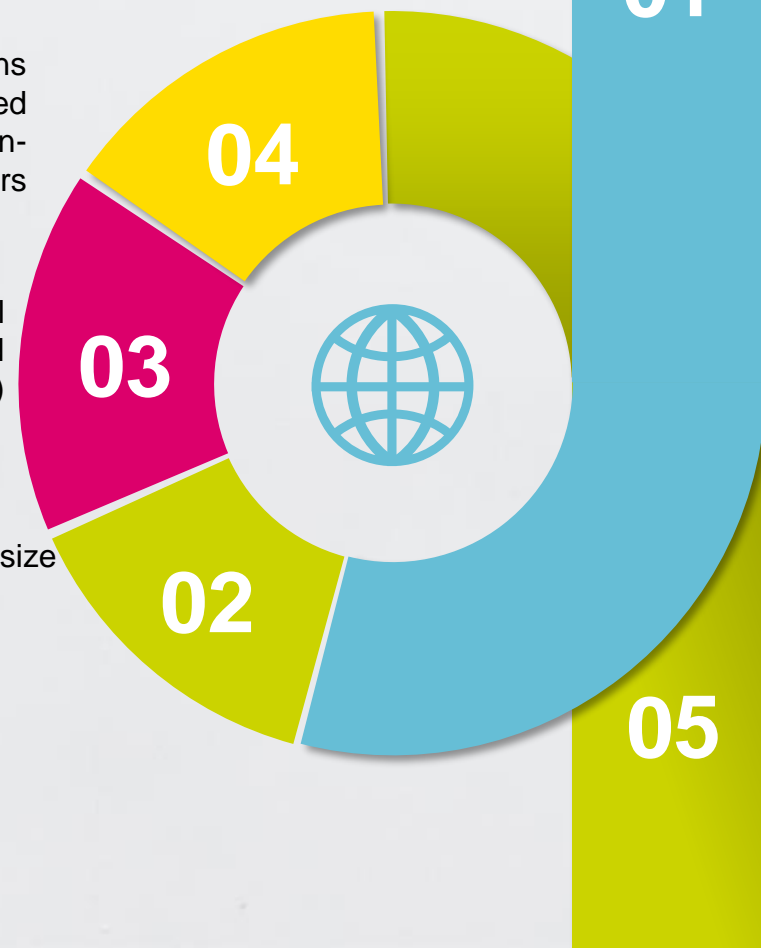
Responded and Interviewed

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

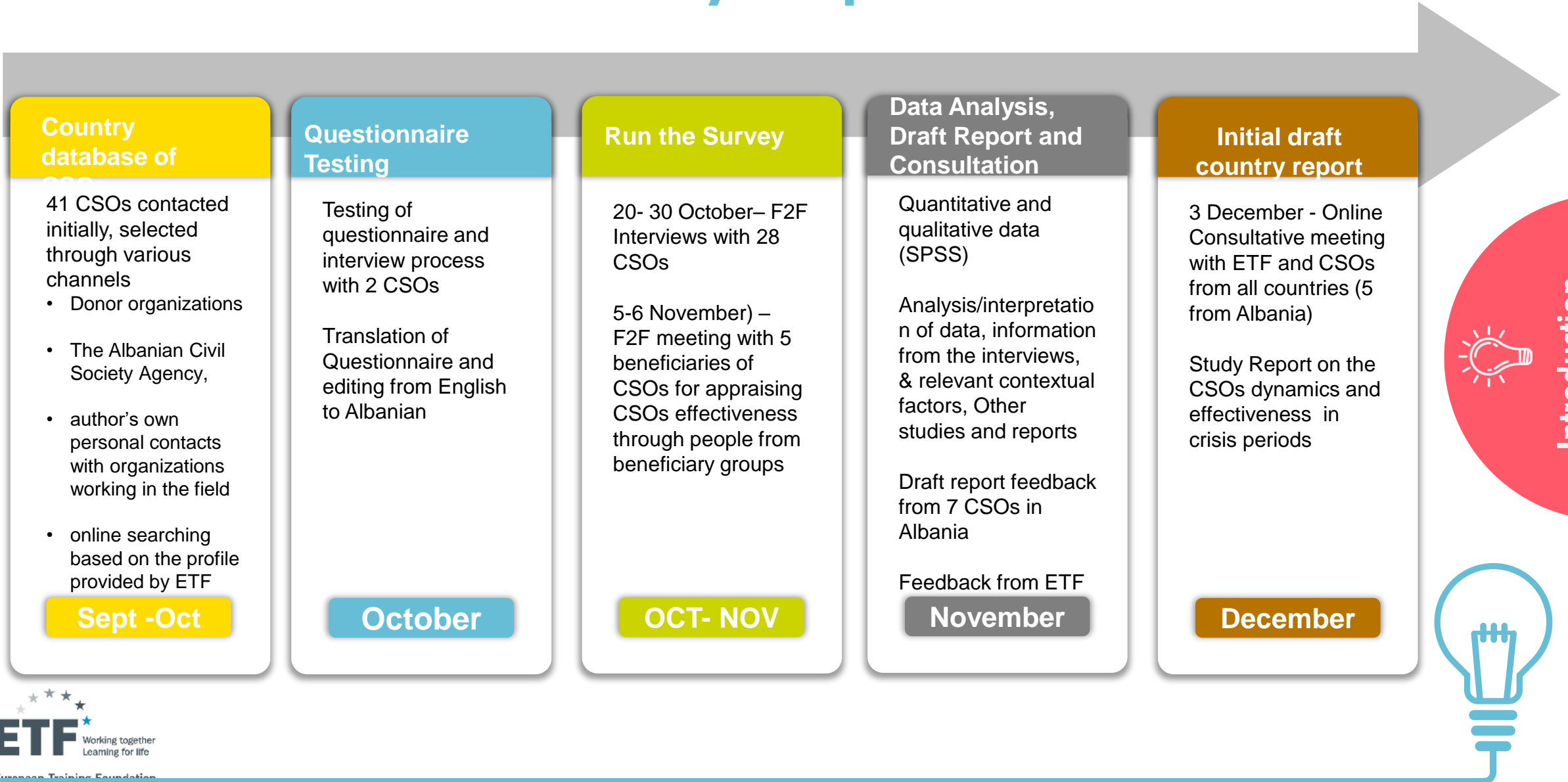
Operate in the field of non-formal learning, informal learning, and employment-related services (HCD)

Active in HCD, regardless of their size

Geographical distribution



Key Steps



BENEFICIARY VIEWS


FUTURE
CONTRIBUTION
TO HCD

STAKEHOLDERS AND
POLICY DIALOGUE

RESPONSE TO THE
COVID19 PANDEMIC
EFFECTS ON HCD

1

Overall Profile
Level of Operation
Networks
Online Presence



2

HR Capacities
Staff employees
and collaborators
including
volunteers



3

Fin Capacities
Main sources of
funding &
alternative forms
of revenues



4

Support to SDGs
Specific role of
CSO contribution
for each SDG



5

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

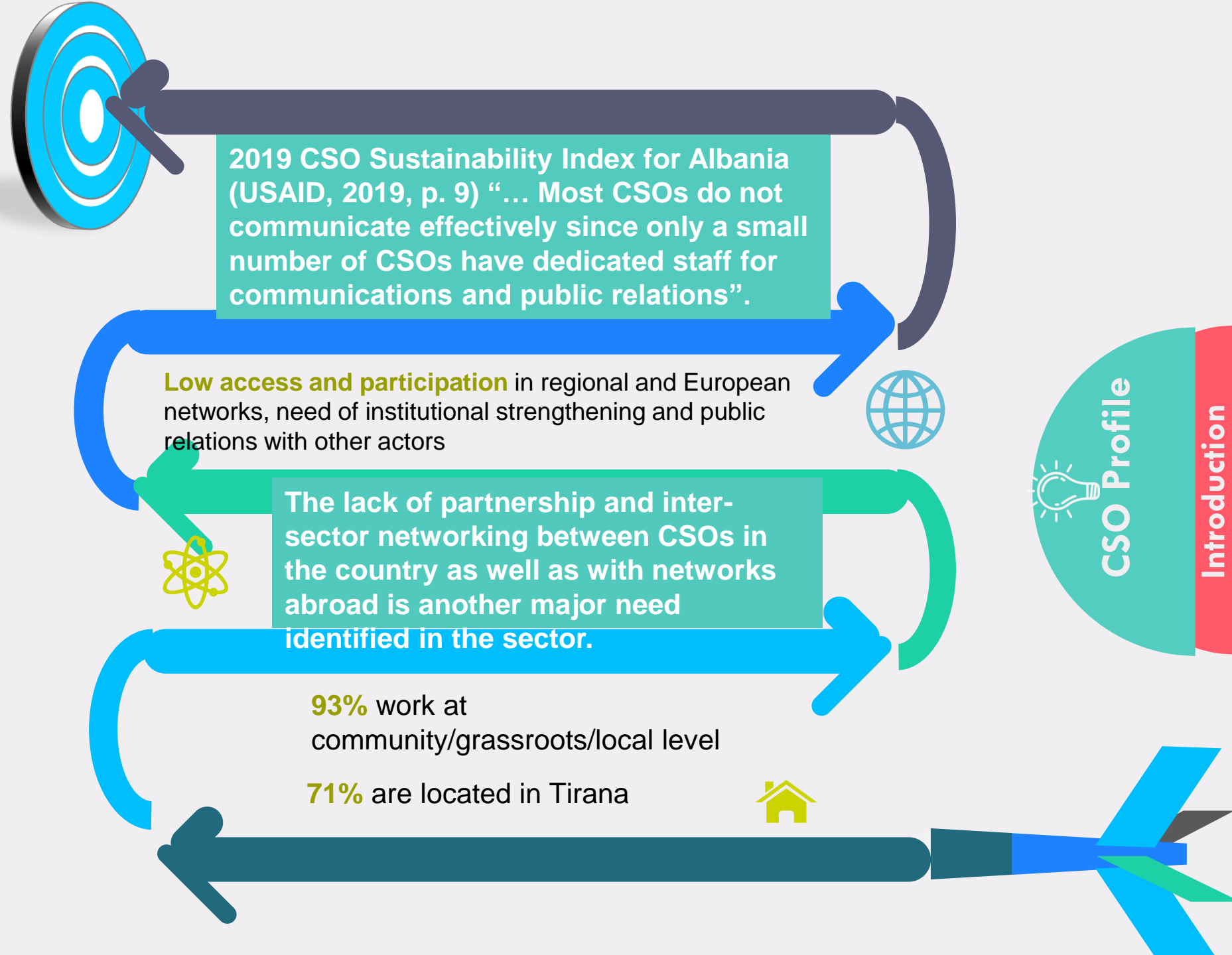




CSO Profile

Introduction

1

Overall Profile
Level of Operation
Networks
Online Presence



2

HR Capacities

Staff employees
and collaborators
including
volunteers



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

61%

Up to 4

32%

Between 5-14

7%

Between 15-49



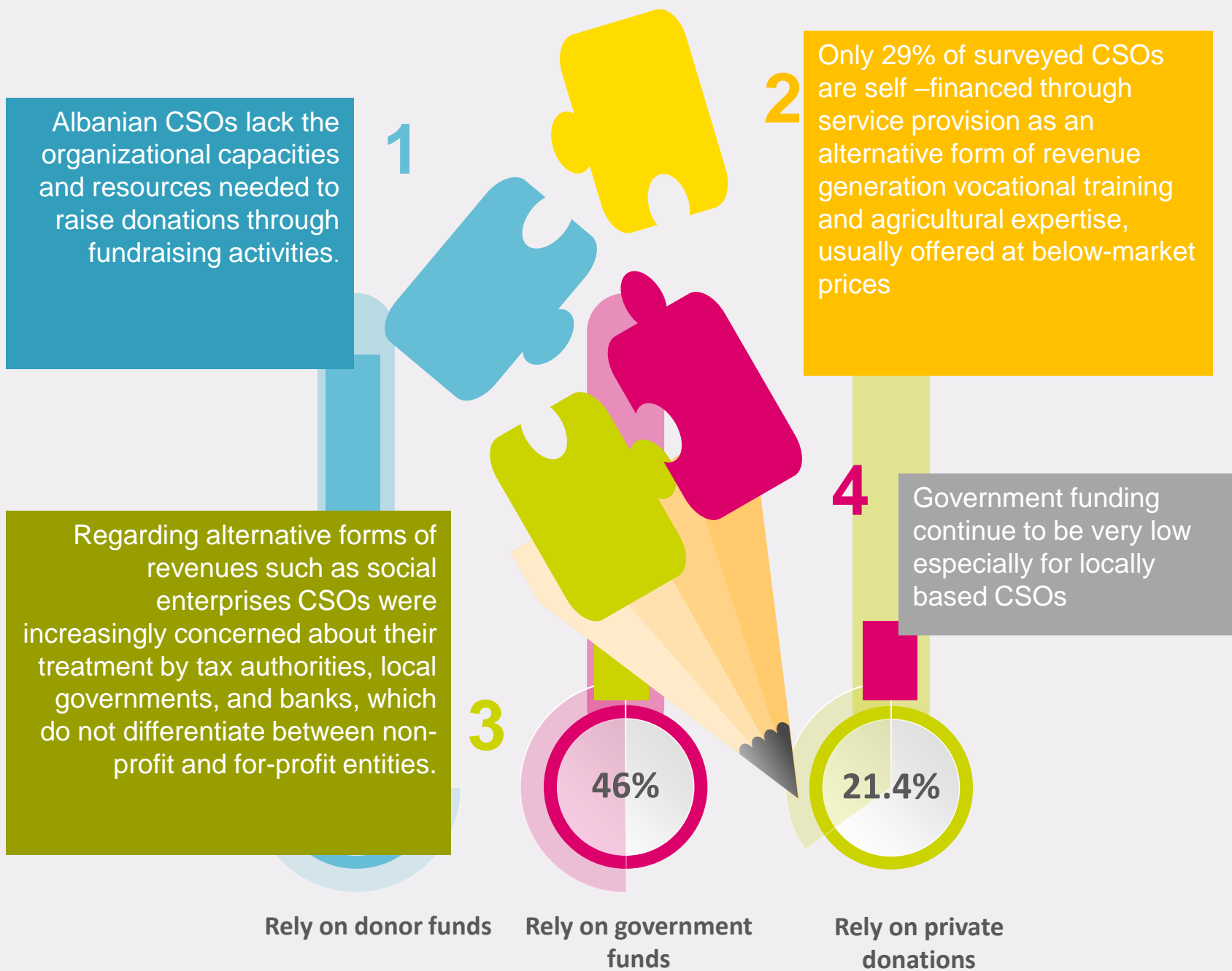
CSO Profile

Introduction

3

Fin Capacities

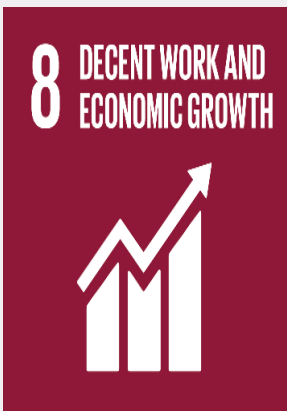
Main sources of funding & alternative forms of revenues



4

Support to SDGs

Specific role of
CSO contribution
for each SDG



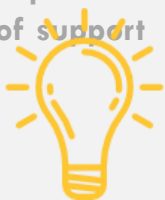
CSO Profile

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5

Beneficiaries of CSOs

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



Activities related to skills development .

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

FOCUS

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

LESS FOCUS

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.)

youth, vulnerable youth and women
LGBTI and Minorities



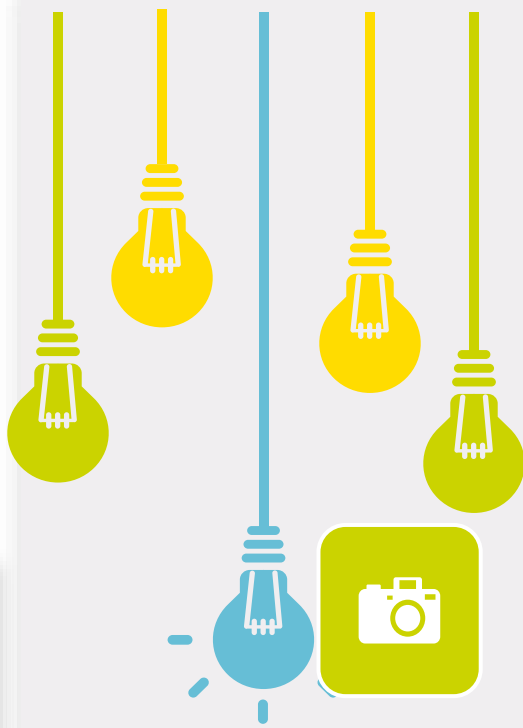
CSO Profile

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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



CSO Profile

Introduction



 **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

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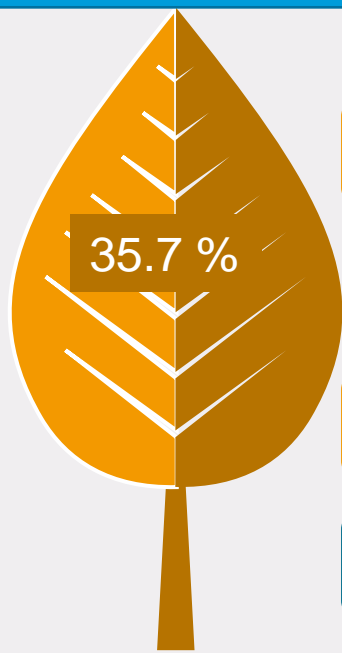
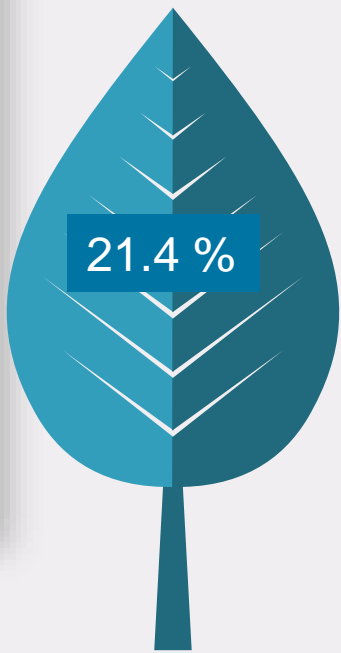
BENEFICIARY VIEWS

FUTURE CONTRIBUTION TO HCD

For monitoring and reporting

involved in the policy dialogue

regularly connected to and/or reporting to stakeholders



55.6%

55.6 %

61.1%

83.6%

CSO role with stakeholders with NES

with Governmental institutions

with CSO platforms forums

with Education and training providers

Collaborative 11 CSOs

Advisory 6 CSOs

Complementary 19 CSOs

Alternative 4 CSOs

Indifferent 11 CSOs

STAKEHOLDERS AND POLICY DIALOGUE

RESPONSE TO THE COVID19 PANDEMIC EFFECTS ON HCD

CSO Profile

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BENEFICIARY
VIEWSThe major advantage of CSOs
compared to other institutions

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.

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

FUTURE
CONTRIBUTION
TO HCDSTAKEHOLDERS
AND POLICY
DIALOGUERESPONSE TO THE
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CSO Profile

Introduction



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

Follow up training and support

Social learning

Internships training

Pursuing formal vocational education training

