



**USAID** | **KOSOVO**  
NGA POPULLI AMERIKAN  
OD AMERIČKOG NARODA

# **Kosovo Private Enterprise Program (KPEP) Overview**

**Four Year Project 2008 – 2012**

**\$17.8 Million**

**Focus on growth, jobs, exports, and  
investment**

**April 2010**

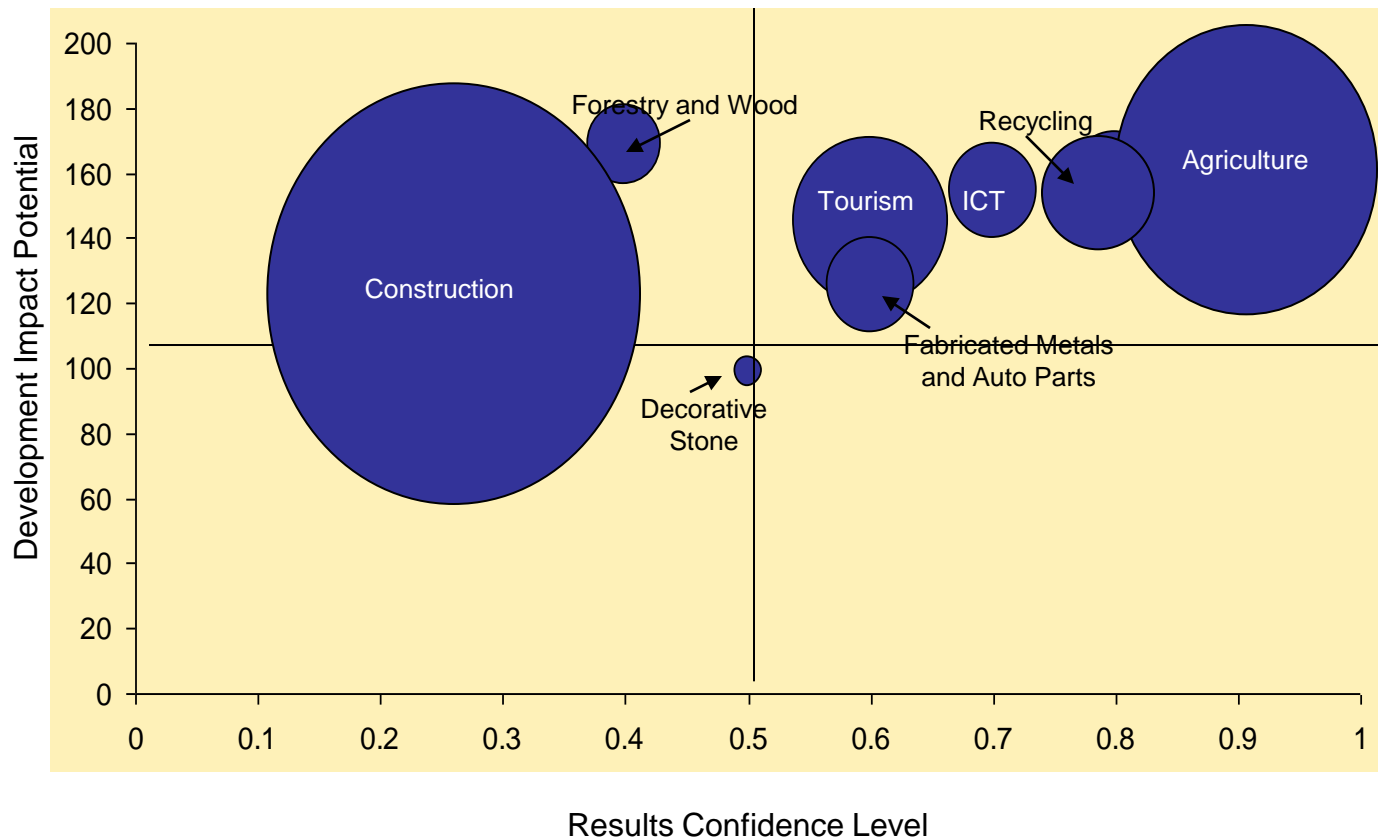


## Cross Linkage of KPEP's 4 Primary Components





## Plotting New and Pre-selected Sectors on Risk-Reward Framework Helps Balance Project's Risk and Reward Potential



Note: Size of the bubble indicates the size of the industry in terms of total revenue for 2007. Data is from UBO Consulting.



## **By design KPEP has a strong focus on Workforce Development. The contract includes:**

### **Required Tasks**

- Assessment – consider workforce development needs in selected sectors
- Design Training – design workforce development strategies
- Select Training Partners and deliver workforce development services
- Develop Public Private Partnerships
- Job counseling and referral services

### **Illustrative Tasks**

- Construction skills training
- Technical training in food safety
- Incumbent worker training in priority sectors
- Provision of “soft skills”
- Focus on vocational standards and curricula

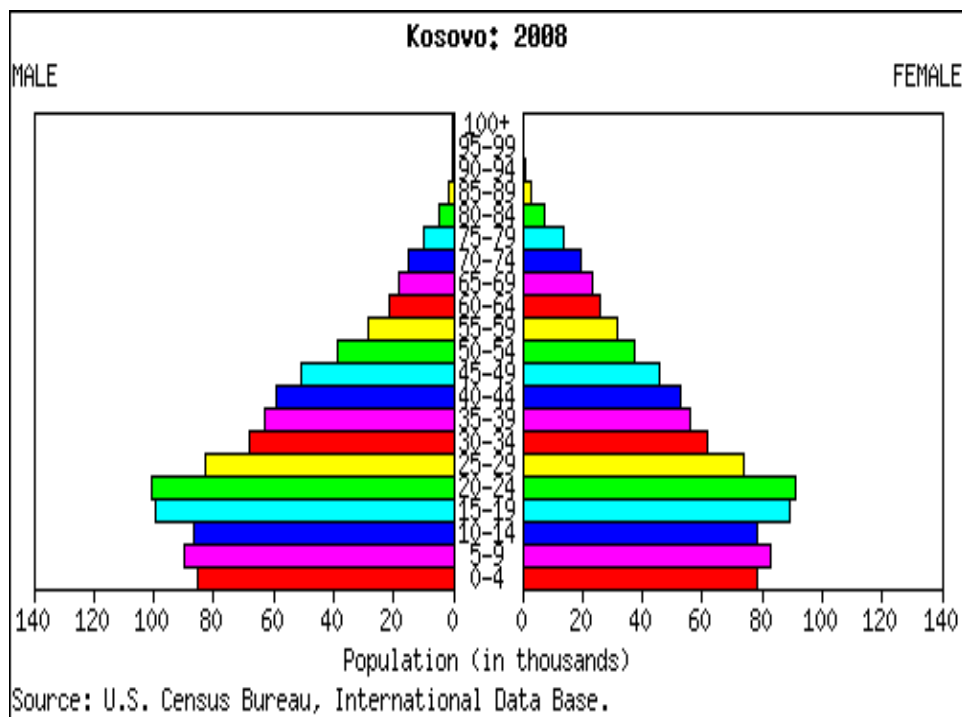


## **KPEP designed Workforce Development activities Aligned with the following Intervention Principles**

- Align primarily with sectors being proposed for assistance
- Include appropriate stakeholder involvement
- Identify outcome measures and standards in all programs
- Build local capacities in workforce development for future employees, currently unemployed, and employed but under-skilled workers
- Make available high quality job counseling, referral, and placement services to all USAID assisted trainees
- Include measures to reduce youth unemployment and provide youth opportunity



## Kosovo's demographics,

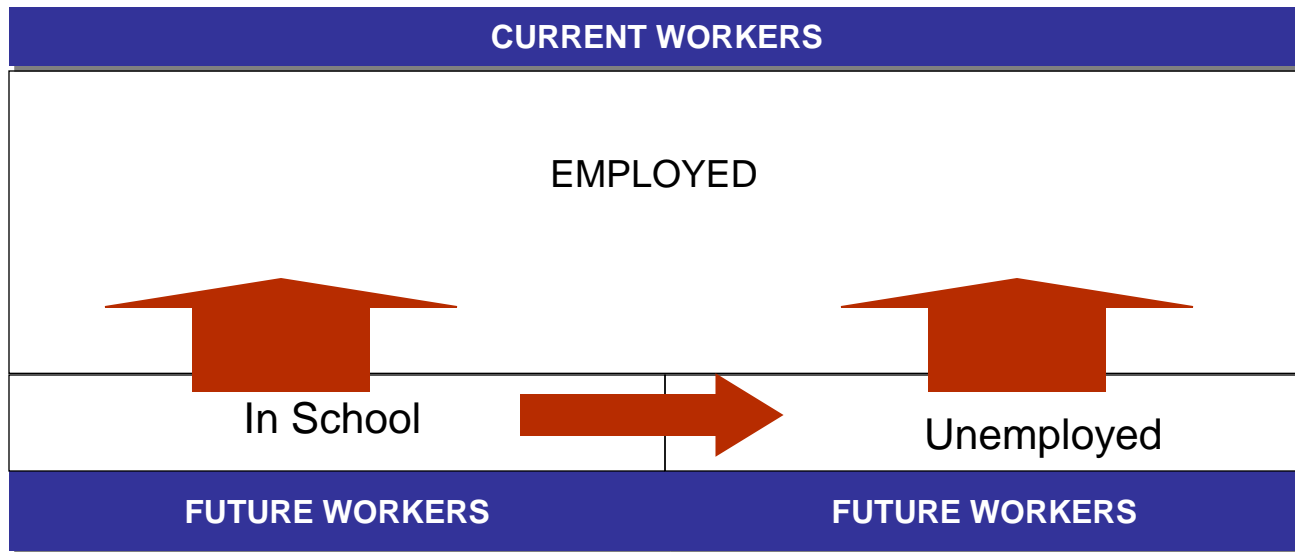


**Population  
Pyramid**

- 50% of the population is under age 25
- There are approximately 30,000 new entrants to the workforce each year and 3,000 jobs
- On average it takes 10 years for a school leaver to find permanent employment
- The unemployment rate for youth is estimated at between 50%-75%

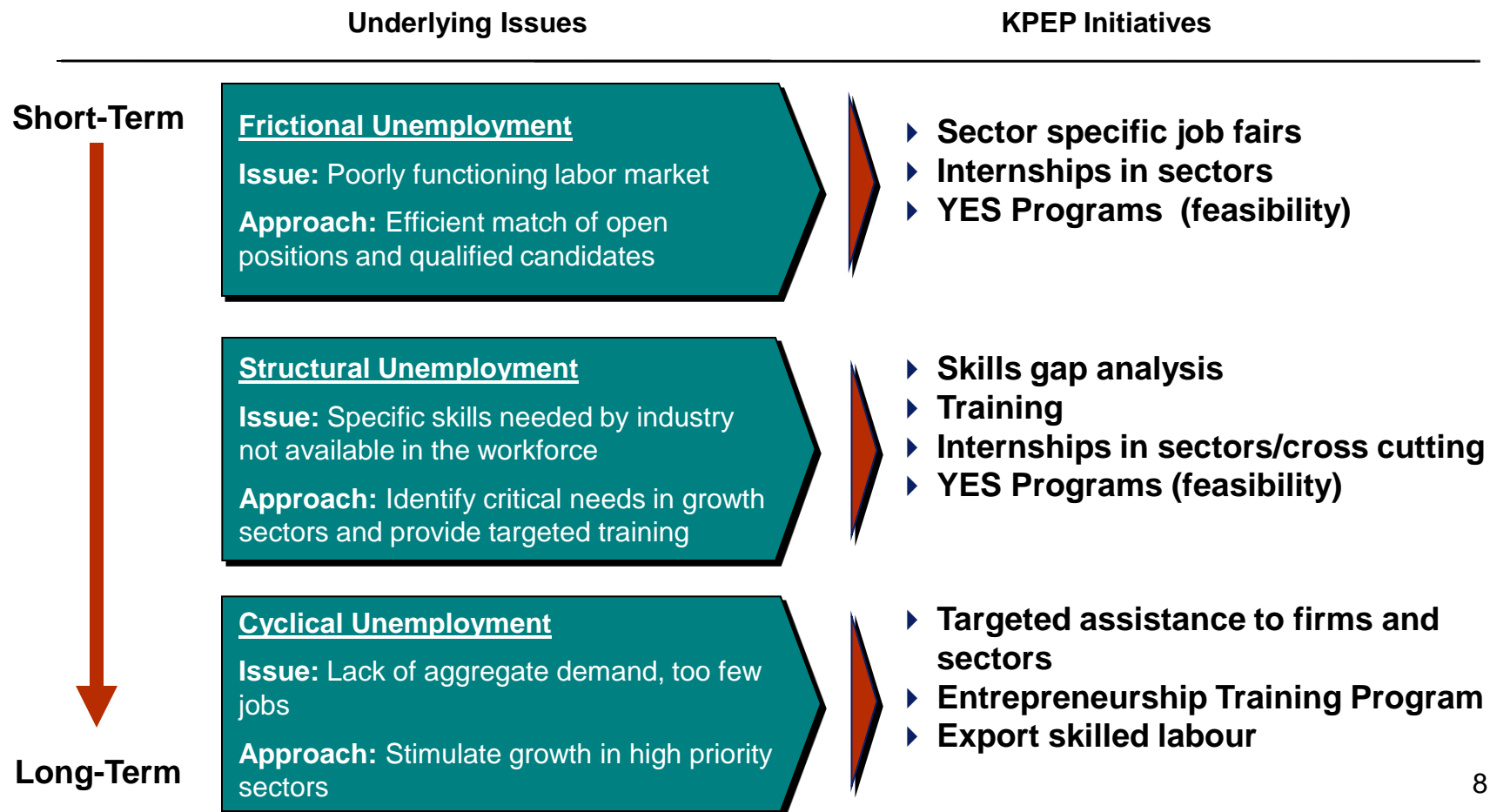


**KPEP addresses the needs of current and future workers. The overarching goal is to reduce unemployment and keep current workers in the workforce**



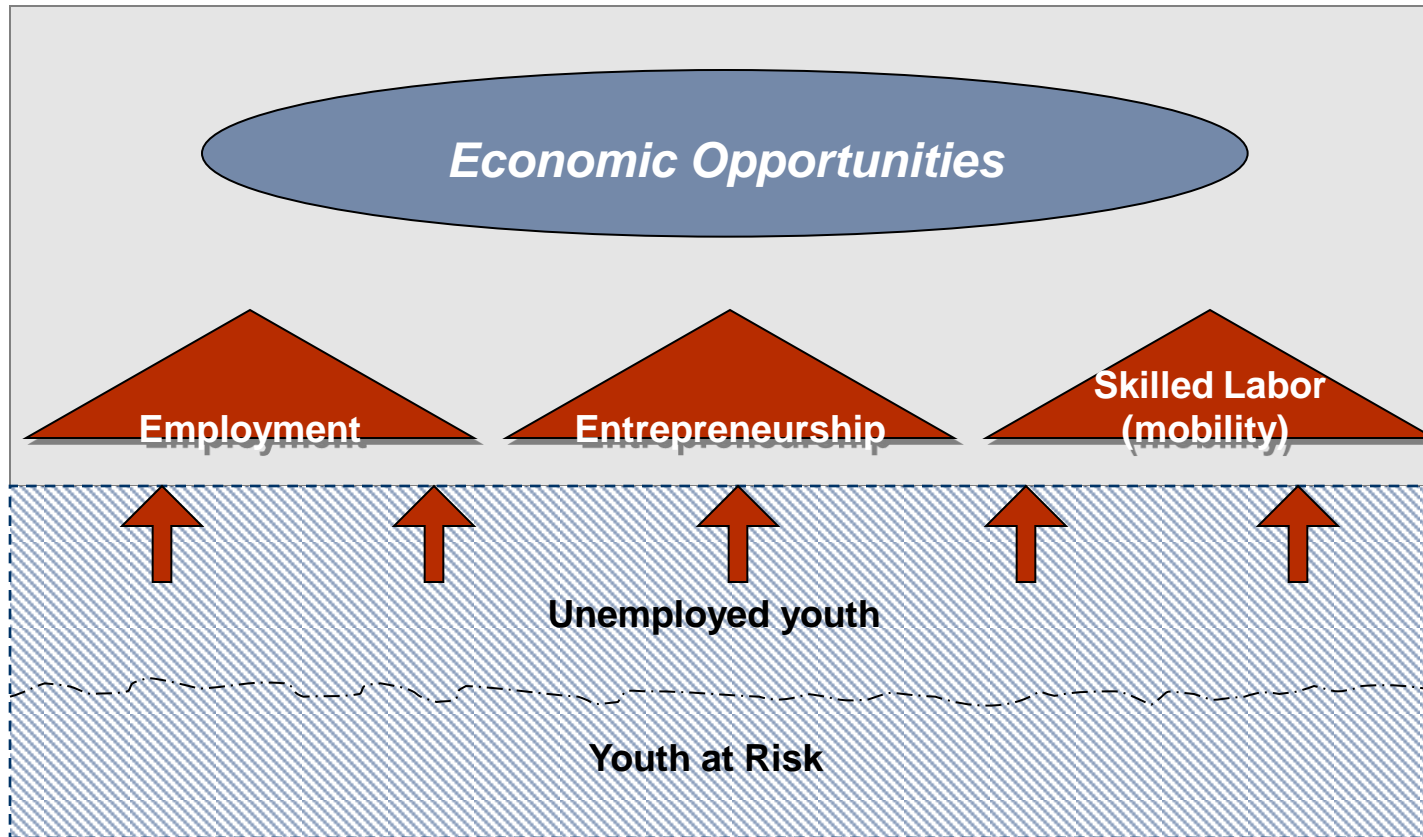


# Activities to support future workers seek to address the underlying causes of unemployment





Even with sustained economic growth, it will take years to absorb all surplus labor. Therefore KPEP has explored options to provide expanded economic opportunities for youth.



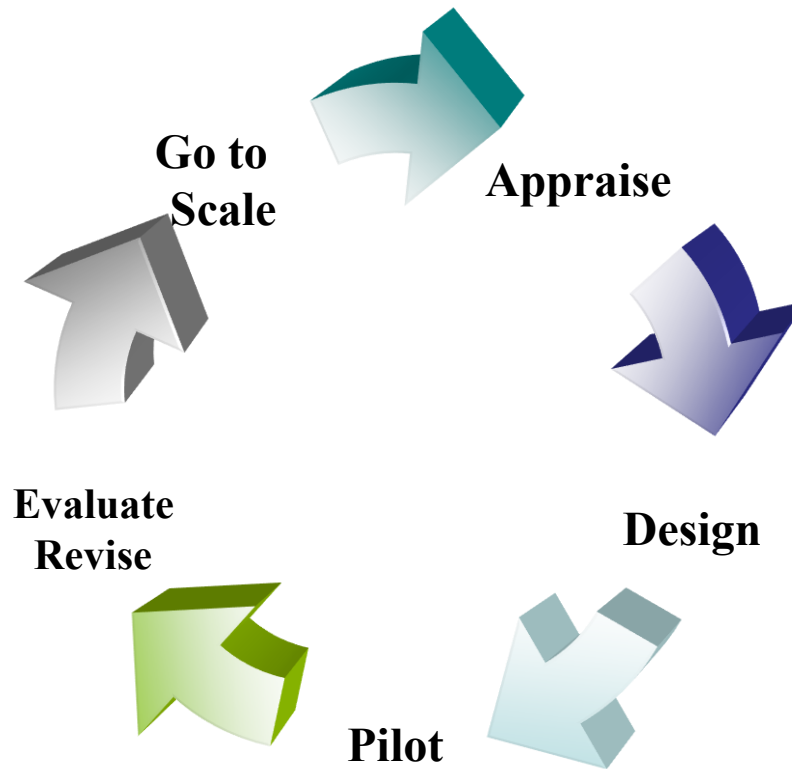


## **KPEP has made good progress in most of the objective areas related to Work Force**





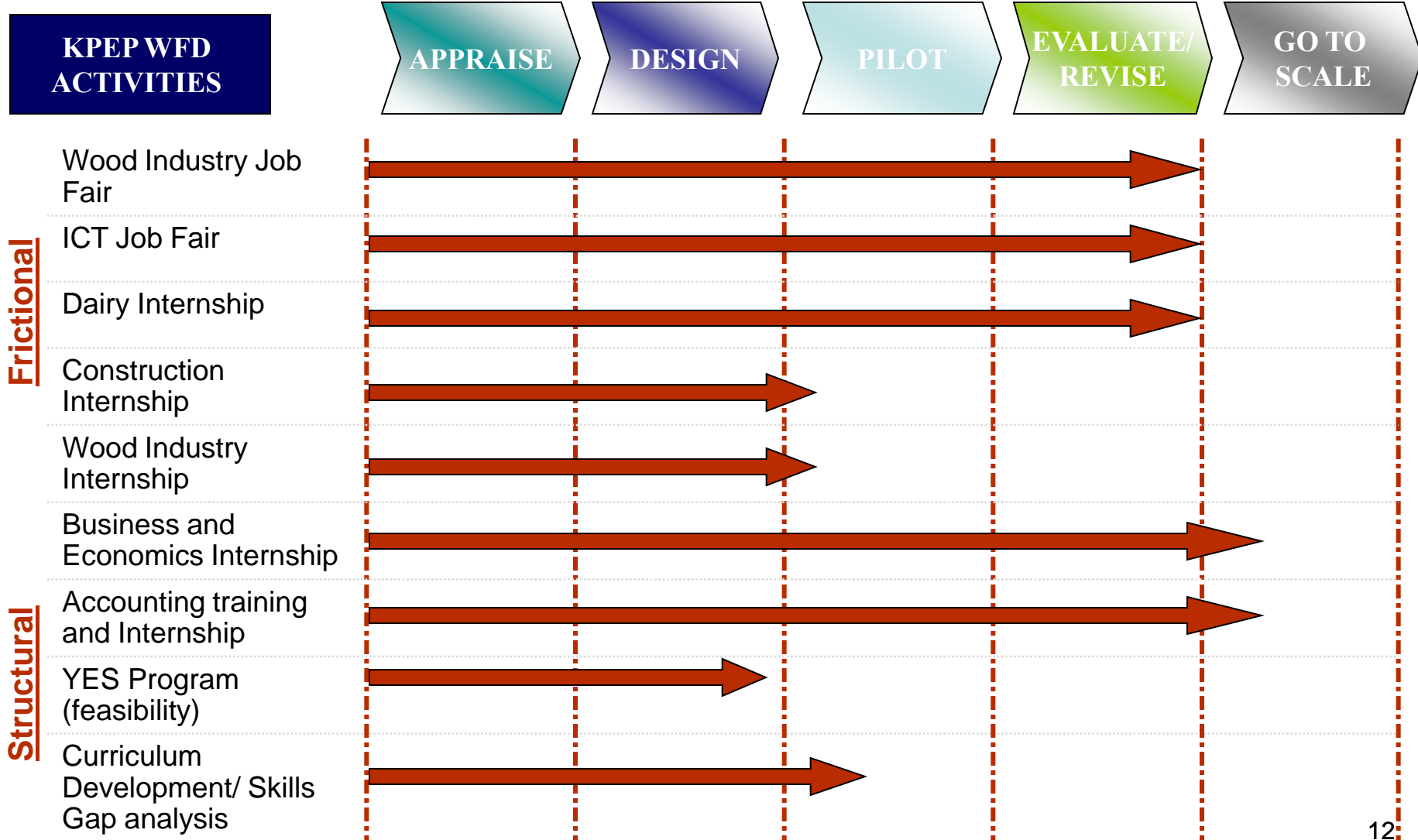
## WfD activities implemented by KPEP generally follow a defined project lifecycle





# USAID | KOSOVO

NGA POPULLI AMERIKAN  
OD AMERIČKOG NARODA





# USAID | KOSOVO

NGA POPULLI AMERIKAN  
OD AMERIČKOG NARODA

## KPEP WFD ACTIVITIES

APPRAISE

DESIGN

PILOT

EVALUATE/  
REVISE

GO TO  
SCALE

Wood Industry Job  
Fair

ICT Job Fair

Dairy Internship

Construction  
Internship

Wood Industry  
Internship

Business and  
Economics Internship

Accounting training  
and Internship

YES Program  
(feasibility)

Curriculum  
Development/ Skills  
Gap analysis

Frictional

Structural

### Open House in Carpentry VET:

**Aim:** Increase interest of young students to enroll in Vocational Education and Training school.  
> 30 ninth graders visited the Carpentry VET in Peja

### Wood industry Job Fair

**Aim:** To match skilled jobseekers with potential employers  
>55 participants: wood processing companies offering jobs and internships and senior/graduated carpentry students

**Results:** > 10 internships with possible employment were offered by 4 participating companies.





# USAID | KOSOVO

NGA POPULLI AMERIKAN  
OD AMERIČKOG NARODA

## KPEP WFD ACTIVITIES

APPRAISE

DESIGN

PILOT

EVALUATE/  
REVISE

GO TO  
SCALE

Wood Industry Job  
Fair

ICT Job Fair

Dairy Internship

Construction  
Internship

Wood Industry  
Internship

Business and  
Economics Internship

Accounting training  
and Internship

YES Program  
(feasibility)

Curriculum  
Development/ Skills  
Gap analysis

Frictional

Structural

### ICT Job Fair:

**Aim:** To establish efficient match of open positions and qualified candidates.

#### Results:

8 ICT companies participated  
26 position were opened  
More than 960 (782 through online portals + 178 on the event day) applied

86 interviews were conducted

**Challenge:** ICT Companies /  
Candidates were not qualified;  
Candidates / reservation salaries





# USAID | KOSOVO

NGA POPULLI AMERIKAN  
OD AMERIČKOG NARODA

## KPEP WFD ACTIVITIES

APPRAISE

DESIGN

PILOT

EVALUATE/  
REVISE

GO TO  
SCALE

Wood Industry Job  
Fair

ICT Job Fair

Dairy Internship

Construction  
Internship

Wood Industry  
Internship

Business and  
Economics Internship

Accounting training  
and Internship

YES Program  
(feasibility)

Curriculum  
Development/ Skills  
Gap analysis

Frictional

Structural

### Dairy Internship:

**Aim:** To accelerate the service culture by training agricultural faculty students in dairy processing facilities ;To serve as milk quality field personnel by advising farmers about hygiene

**Duration:** Three months

**Established Internship Monitoring**

**Procedures:**

**Results:**

10 senior students of Vet-Faculty  
Milk quality training course  
5 dairy companies  
72 farmers visited

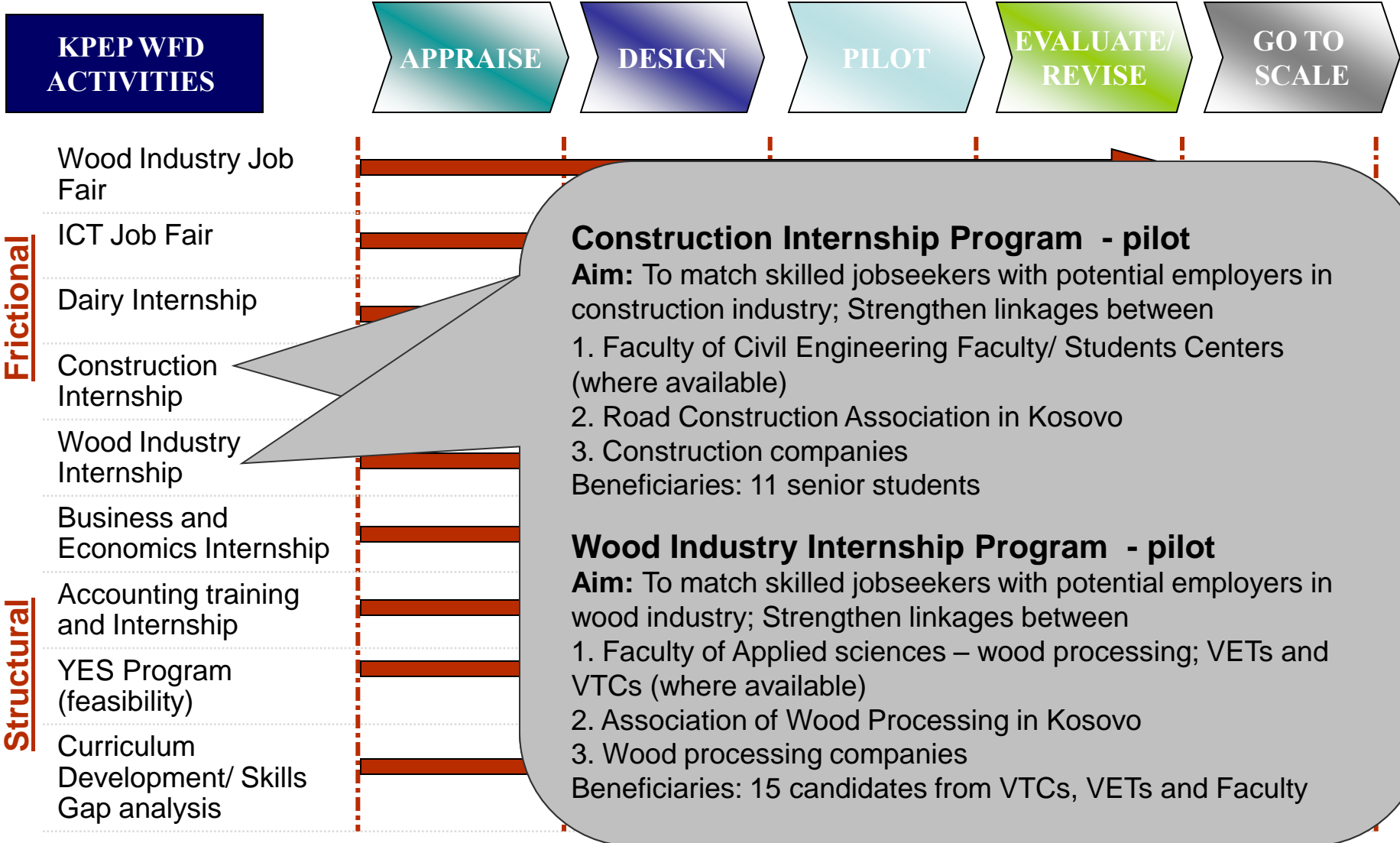
**Challenge:** Short period to re-visit farmers; Monitoring more closely





# USAID | KOSOVO

NGA POPULLI AMERIKAN  
OD AMERIČKOG NARODA





# USAID | KOSOVO

NGA POPULLI AMERIKAN  
OD AMERIČKOG NARODA

## KPEP WFD ACTIVITIES

APPRAISE

DESIGN

PILOT

EVALUATE/  
REVISE

GO TO  
SCALE

Wood Industry Job  
Fair

ICT Job Fair

Dairy Internship

Construction  
Internship

Wood Industry  
Internship

Business and  
Economics Internship

Accounting training  
and Internship

YES Program  
(feasibility)

Curriculum  
Development/ Skills  
Gap analysis

Frictional

Structural

### Business & Economics Internship:

**Aim:** To apply classroom learning to the work place and develop links between supply side and demand side to compliment formal education with practical employment experience

**Duration:** Three + three months

**Internship Monitoring Procedures:**

**Results:**

10 senior students of Economic Faculty and AUK

Soft skills training provided

5 jobs obtained

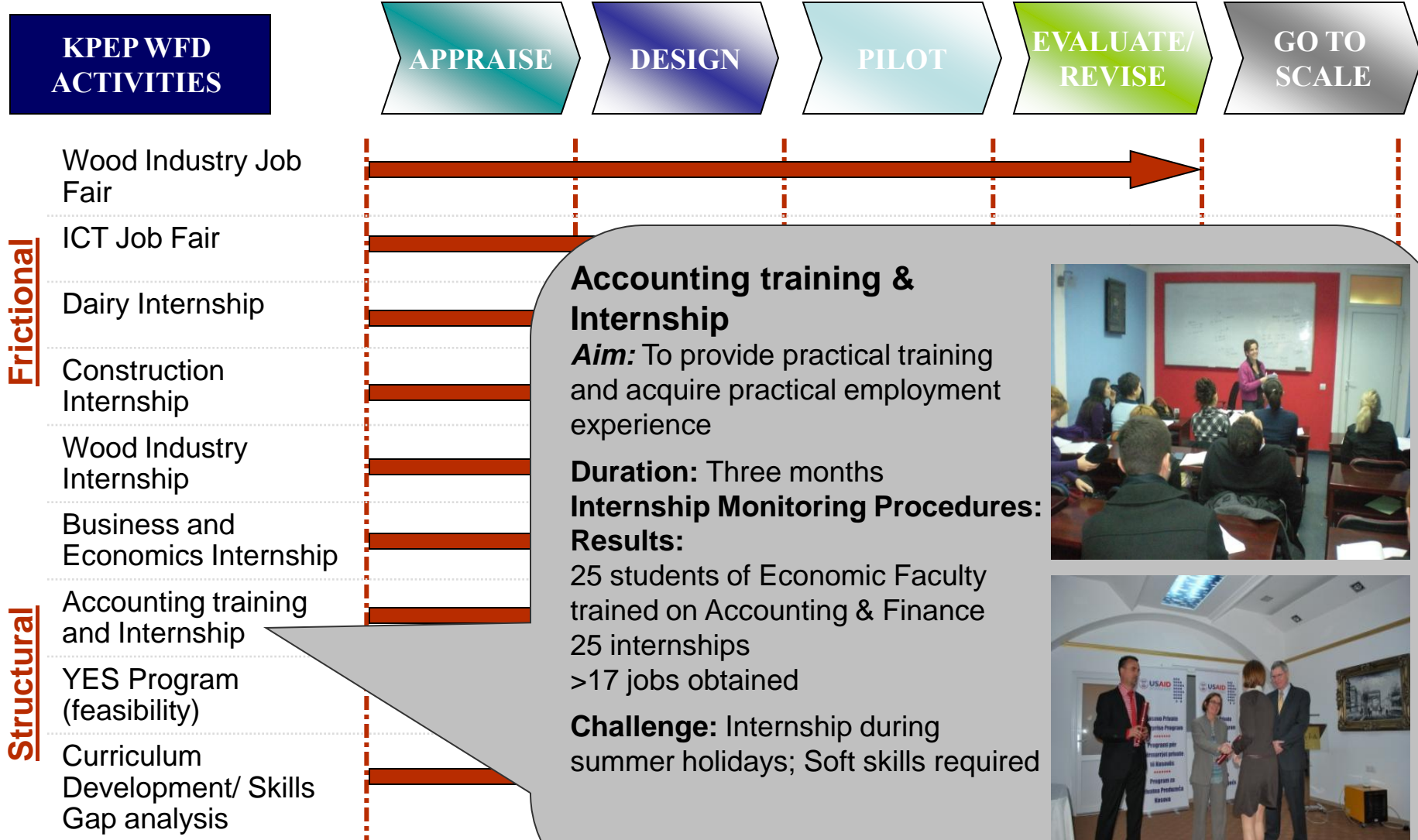
**Challenge:** Applying soft skills





# USAID | KOSOVO

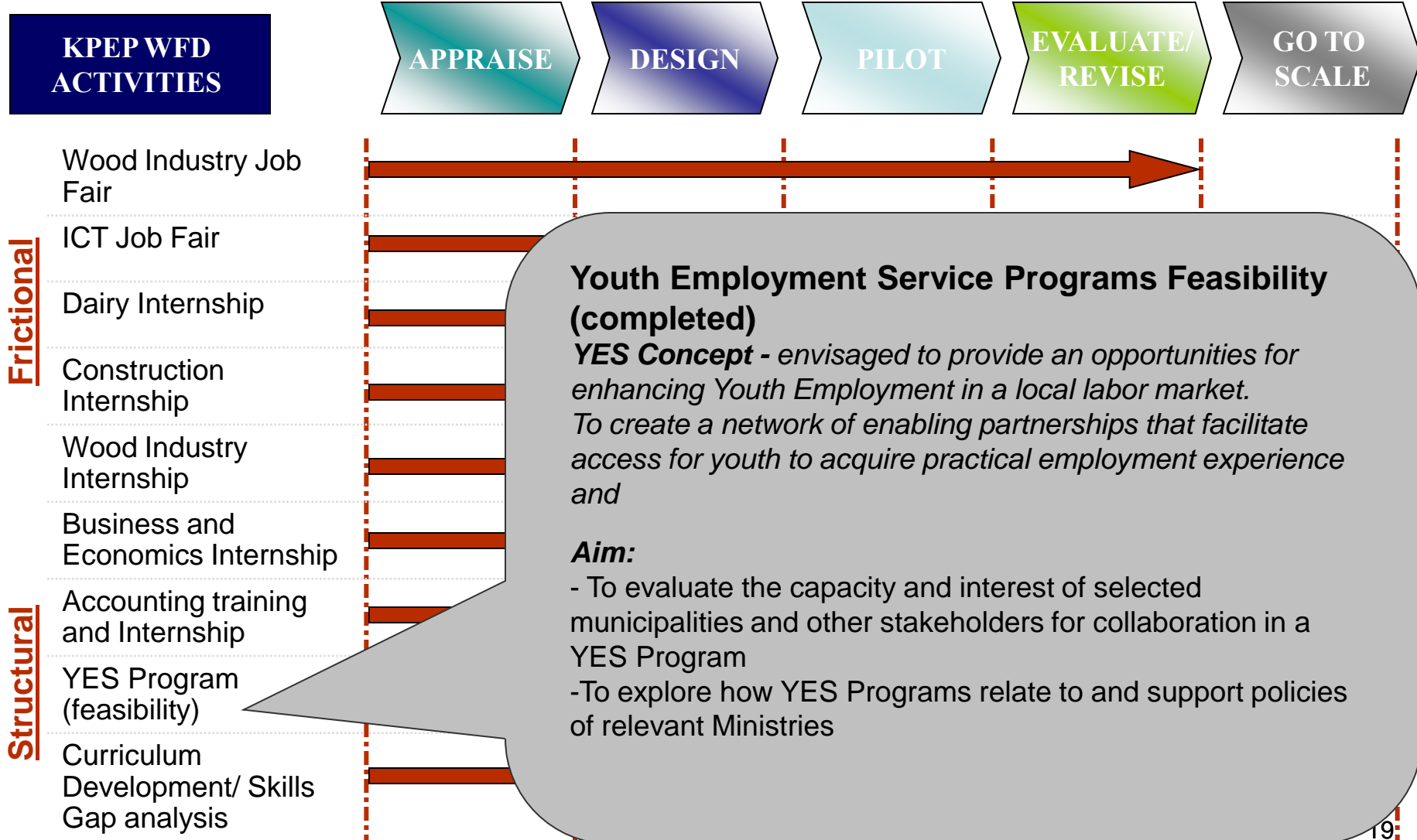
NGA POPULLI AMERIKAN  
OD AMERIČKOG NARODA





# USAID | KOSOVO

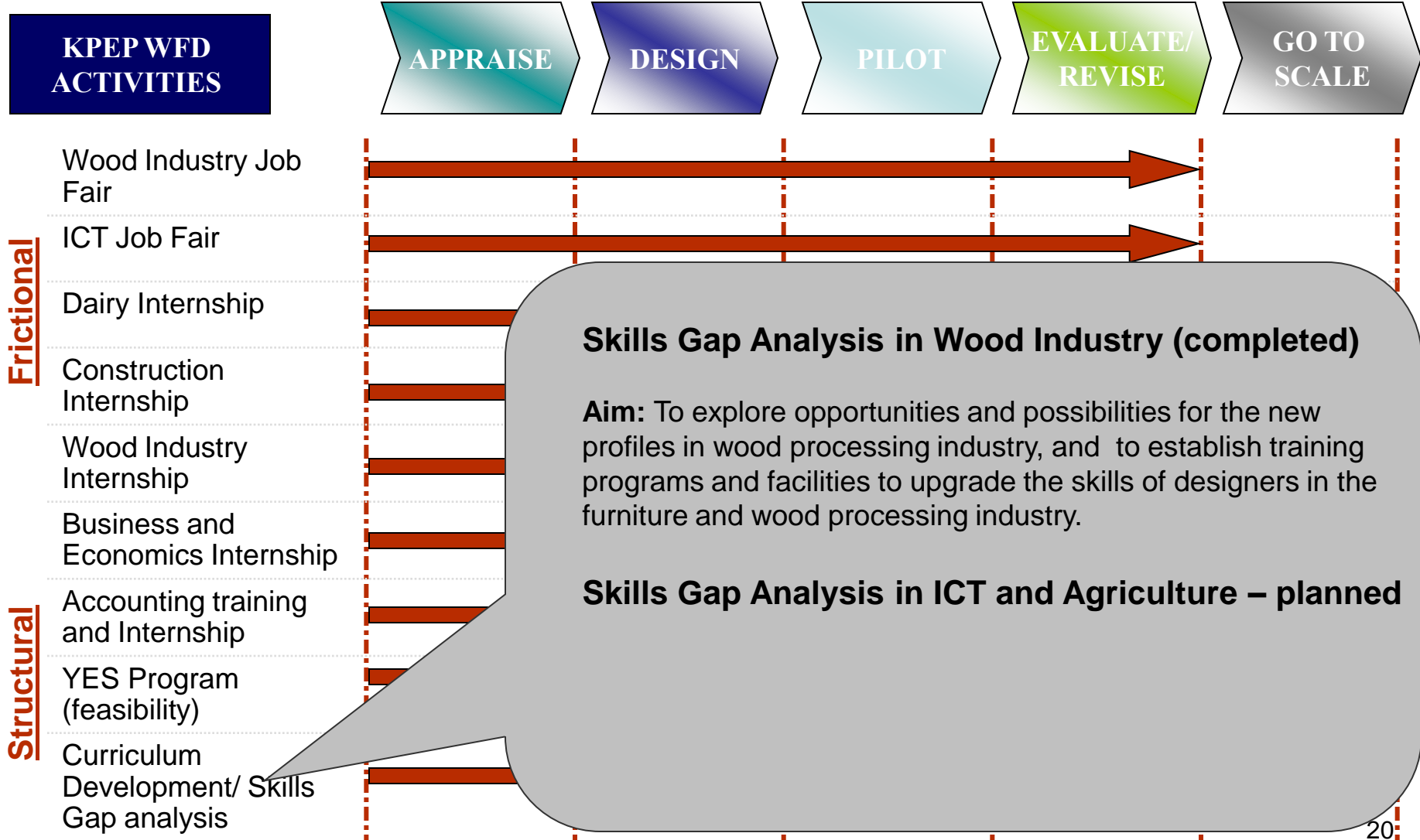
NGA POPULLI AMERIKAN  
OD AMERIČKOG NARODA





# USAID | KOSOVO

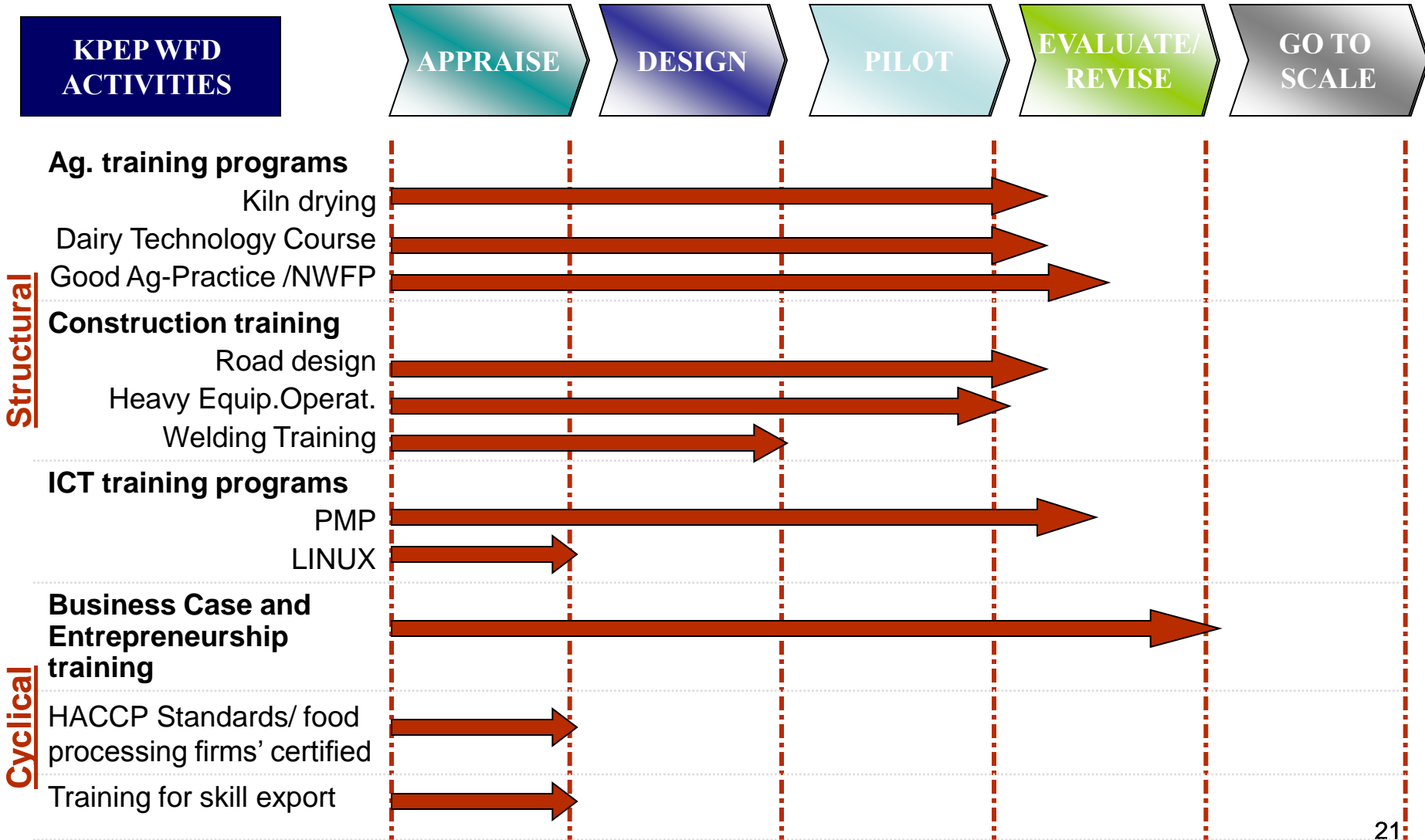
NGA POPULLI AMERIKAN  
OD AMERIČKOG NARODA





# USAID | KOSOVO

NGA POPULLI AMERIKAN  
OD AMERIČKOG NARODA





# USAID | KOSOVO

NGA POPULLI AMERIKAN  
OD AMERIČKOG NARODA

## KPEP WFD ACTIVITIES

APPRAISE

DESIGN

PILOT

EVALUATE/  
REVISE

GO TO  
SCALE

### Ag. training programs

Kiln drying

Dairy Technology Course

Good Ag-Practice /NWFP

### Construction training

Road design

Heavy Equip. Operat.

Welding Training

### ICT training programs

PMP

LINUX

### Business Case and Entrepreneurship training

HACCP Standards/ food  
processing firms' certified

Training for skill export

Structural

Cyclical

### Kiln Drying training and Consultation

**Aim:** To train key employees of wood processing companies and students of Faculty of Applied Sciences -Wood Processing on kiln drying processes that meet international standards & support exports.

**Results:**  
>30 students and employees were trained on kiln drying techniques  
-One on one consultation provided to 7 wood processing companies  
-Identified the appropriate institution and one counterpart who will continue the training on a sustainable basis





## KPEP WFD ACTIVITIES

APPRAISE

DESIGN

PILOT

EVALUATE/  
REVISE

GO TO  
SCALE

### Ag. training programs

Kiln drying

Dairy Technology Course

Good Ag-Practice /NWFP

### Construction training

Road design

Heavy Equip. Operat.

Welding Training

### ICT training programs

PMP

LINUX

### Business Case and Entrepreneurship training

HACCP Standards/ food  
processing firms' certified

Training for skill export

### Dairy Technology Short course:

**Aim:** To improve production  
of dairy processing  
companies – cheese & yogurt  
9 technologists from 5 dairy  
processing companies and  
Ag-School in Lipjan benefited.



Structural

Cyclical



## KPEP WFD ACTIVITIES

### APPRAISE

### DESIGN

### PILOT

### EVALUATE/ REVISE

### GO TO SCALE

#### Ag. training programs

Kiln drying

Dairy Technology Course

Good Ag-Practice /NWFP

#### Construction training

Road design

Heavy Equip. Operat.

Welding Training

#### ICT training programs

PMP

LINUX

#### Business Case and Entrepreneurship training

HACCP Standards/ food  
processing firms' certified

Training for skill export

Structural

Cyclical

### Good Agricultural Practices / NWFP



Training collectors and processors  
of Non-Wood Forestry Products

11 Villages

466 Collectors (of which 272 Youth; 219 Minority and  
81 Women)



# USAID | KOSOVO

NGA POPULLI AMERIKAN  
OD AMERIČKOG NARODA

## KPEP WFD ACTIVITIES

APPRAISE

DESIGN

PILOT

EVALUATE/  
REVISE

GO TO  
SCALE

### Ag. training programs

Kiln drying

Dairy Technology Course

Good Ag-Practice /NWFP

### Construction training

Road design

Heavy Equip. Operat.

Welding Training

### ICT training programs

PMP

LINUX

### Business Case and Entrepreneurship training

HACCP Standards/ food  
processing firms' certified

Training for skill export

## Heavy Equipment Operators Training

40 Heavy Equipment Operators will be trained



Structural

Cyclical



## KPEP WFD ACTIVITIES

### APPRAISE

### DESIGN

### PILOT

### EVALUATE/ REVISE

### GO TO SCALE

#### Ag. training programs

Kiln drying

Dairy Technology Course

Good Ag-Practice /NWFP

#### Construction training

Road design

Heavy Equip. Operat.

International Welding  
Training & Certification

#### ICT training programs

PMP

LINUX

#### Business Case and Entrepreneurship training

HACCP Standards/ food  
processing firms' certified

Training for skill export

Structural

Cyclical

## Internationally recognized Welding Certificates

Supporting the accreditation of the KEK training center to provide internationally recognized welding courses and certificates.





# USAID | KOSOVO

NGA POPULLI AMERIKAN  
OD AMERIČKOG NARODA

## KPEP WFD ACTIVITIES

APPRAISE

DESIGN

PILOT

EVALUATE/  
REVISE

GO TO  
SCALE

### Ag. training programs

Kiln drying

Dairy Technology Course

Good Ag-Practice /NWFP

### Construction training

Road design

Heavy Equip. Operat.

Welding Training

### ICT training programs

PMP

LINUX

### Business Case and Entrepreneurship training

HACCP Standards/ food  
processing firms' certified

Training for skill export

Structural

Cyclical

## Project Management Professional Training



Supported the accreditation of the local consulting firm to provide PMP training

First phase – trained 10 candidates  
Planned that every 2 months/10 candidates





# USAID | KOSOVO

NGA POPULLI AMERIKAN  
OD AMERIČKOG NARODA

## KPEP WFD ACTIVITIES

APPRAISE

DESIGN

PILOT

EVALUATE/  
REVISE

GO TO  
SCALE

### Ag. training programs

Kiln drying

Dairy Technology Course

Good Ag-Practice /NWFP

### Construction training

Road design

Heavy Equip. Operat.

Welding Training

### ICT training programs

PMP

LINUX

### Business Case and Entrepreneurship training

HACCP Standards/ food  
processing firms' certified

Training for skill export

### Business Case Challenge



- 14 student developed business plans – wood products exports
- 3 internships
- 4 winning candidates participated at the Balkan Case Challenge



Dardan Sylja – Winning group in Balkan Case Challenge

Structural

Cyclical



# USAID | KOSOVO

NGA POPULLI AMERIKAN  
OD AMERIČKOG NARODA

## KPEP WFD ACTIVITIES

APPRAISE

DESIGN

PILOT

EVALUATE/  
REVISE

GO TO  
SCALE

### Ag. training programs

Kiln drying

Dairy Technology Course

Good Ag-Practice /NWFP

### Construction training

Road design

Heavy Equip. Operat.

Welding Training

### ICT training programs

PMP

LINUX

### Business Case and Entrepreneurship training

HACCP Standards/ food  
processing firms' certified

Training for skill export

## Entrepreneurship training Program



**Who:** 50 youth with viable business ideas attended

**Where:** Prizren and Glllogovc

**Duration:** 10 weeks (9 training modules + consultation)

**Results:** 8 best business plans will benefit from: loan (5% interest rate); KPEP grant; consultation and free service for business registration



Structural

Cyclical

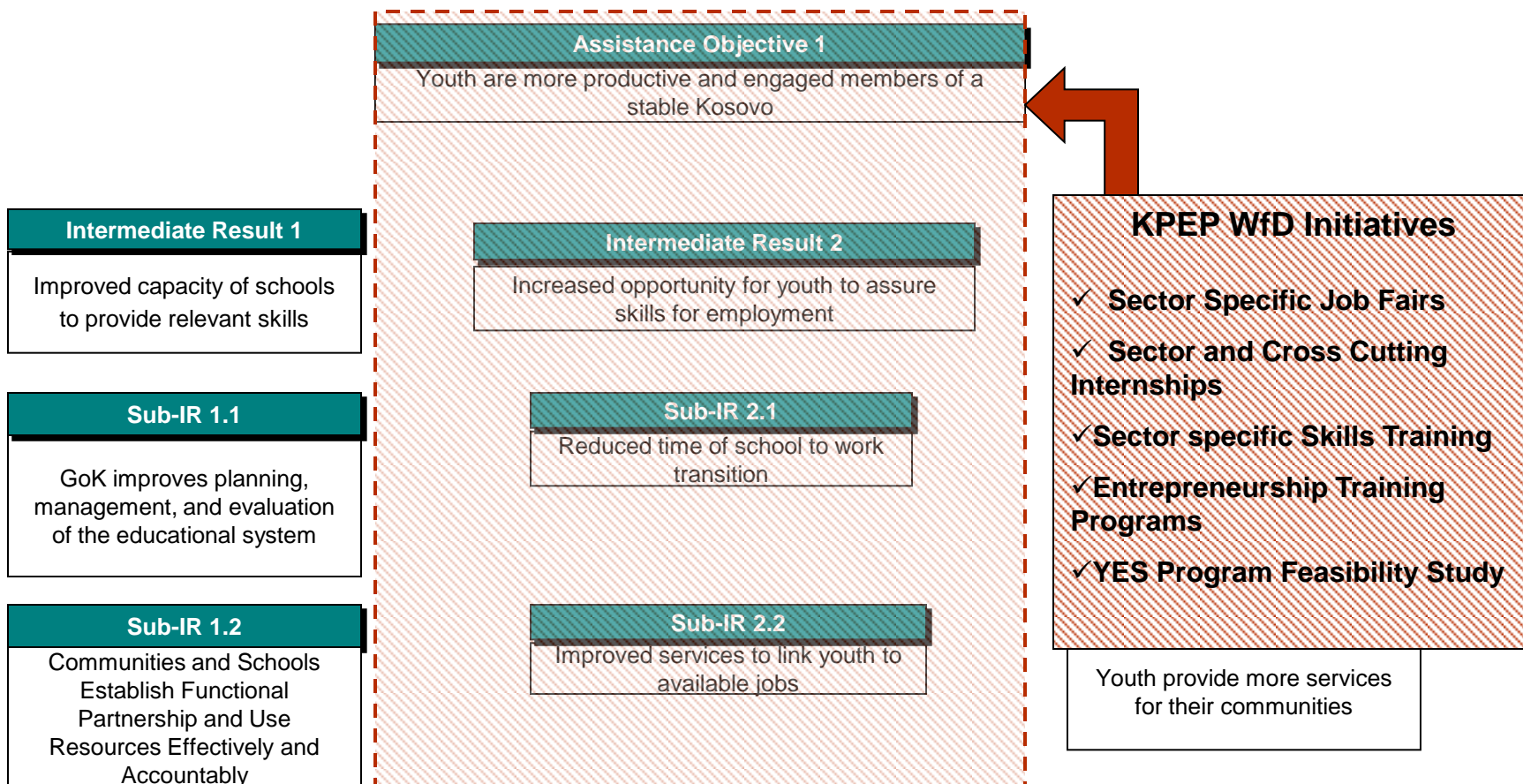


## Results achieved by KPEP to date have been good; we anticipate a significant improvement as more initiatives go to scale

Improved Capacity of the Workforce to Engage in Employment Opportunities								
SO # IR#	SO Name	Unit measure	Base-line Year	Base-line Value	2009 Target	2009 Actual	2010 Target (Year 1+2)	Actual LOP To Date
1	The number of individuals trained through USAID sponsored training	#	2008	0	700	1620	1400	958
2	Number of training certifications	#	2008	0	80	20	160	95
3	Number of jobs created under KPEP	#	2008	1538	808	316	2018	468
4	Number of individuals provided with services	#	2008	0	800	7326	1620	7399
5	Number of internship programs	#	2008	0	3	3	6	8
6	Number of interns	#	2008	0	0	33	100	85



## KPEP's current and planned activities support USAID's new strategy and focus on Youth





**USAID** | **KOSOVO**  
NGA POPULLI AMERIKAN  
OD AMERIČKOG NARODA

**Thank you for your attention!**