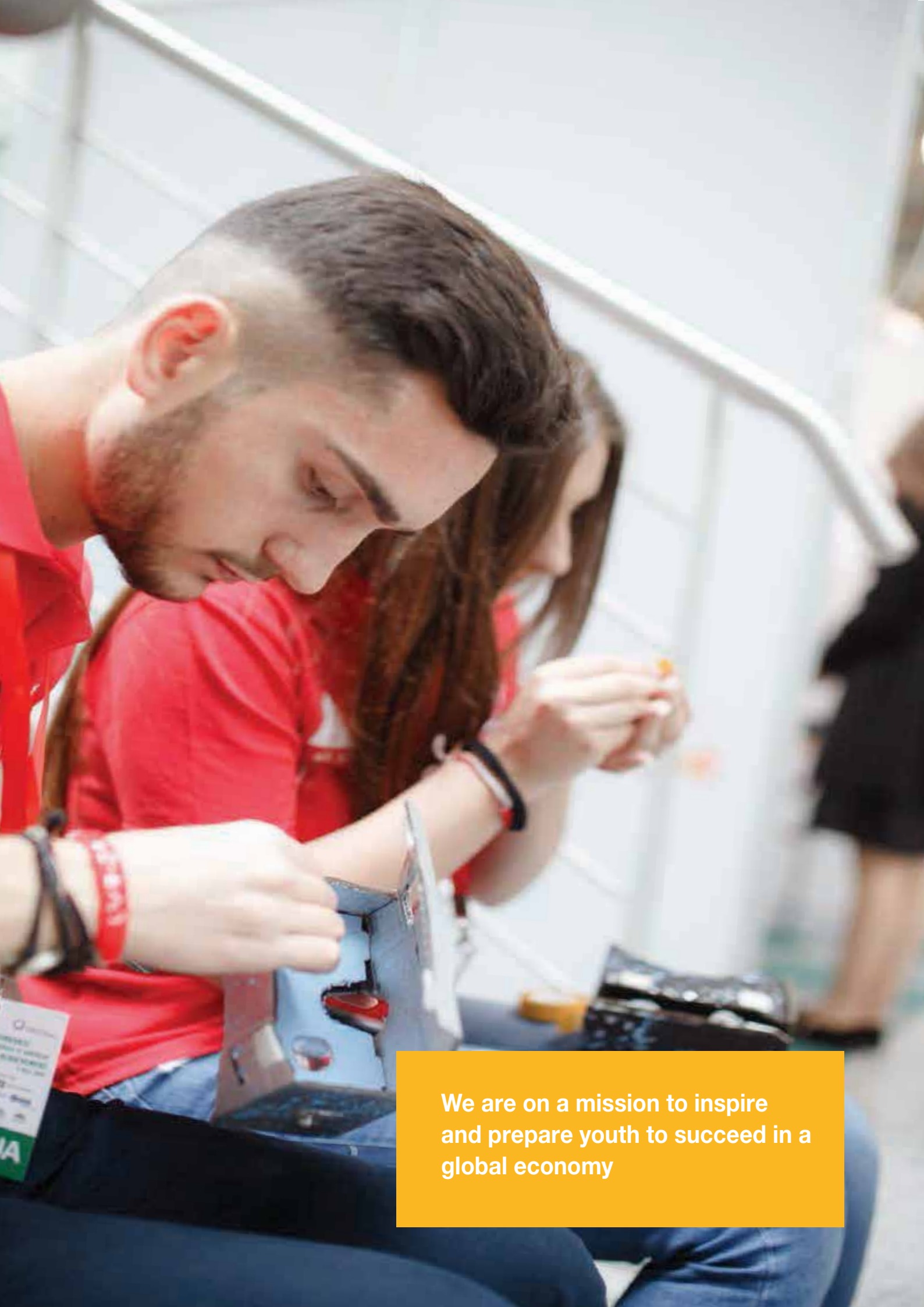




ACADEMIC YEAR IN REVIEW

EXECUTIVE SUMMARY

2015-2016



**We are on a mission to inspire
and prepare youth to succeed in a
global economy**



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Foreword



Martin MATA
Junior Achievement of Albania
Board of Directors Chairman

JA Albania is a corner stone project for the AADF. Not just because it is a proven success story for decades all over the world. Not simply because it deals with education, a major sector for the AADF's projects and efforts. More than all these, JA Albania embodies the thinking, the efforts and the approach that we would love to see for all of our projects to reflect – it is deep, sustainable, scalable and offers a unique opportunity for educating the Albanian kids and students with some of the most updated knowledge and information on business and entrepreneurship. This year JA Albania provides an exemplary picture of how a sustainable effort is bearing results. Thanks to an excellent cooperation with the Ministry of Education, JA is now present from the kindergarten kids through the whole elementary system and all the way up to the high schools. The result of such a unique approach of JA Albania compared to any other country where JA has been introduced is both exciting and encouraging. Led by highly skilled and dedicated management, the JA staff has contributed to the training of teachers, creating and supporting the mentors' network, encouraging the further development of JA Albania alumni and above all making sure that young Albanian students have access to education, knowledge and information that enrich their entrepreneurial skills, give them tools and opportunities to become Albania's tomorrow change makers. On behalf of a very committed Board of Directors of JA Albania, it is my privilege to thank and wish each and everyone of JA staff, partners, students and many more, the best for the years to come.

Remarks



Suela BALA
Junior Achievement of Albania
Chief Executive Officer

For Junior Achievement in Albania, the preparation of Albanian youth with the necessary knowledge and skills to be successful in a free market economy is the absolute priority. We believe that by inspiring youth with the concept of a free market economy, enabling them to understand how markets function and benefit society, and emphasizing the importance of fair competition and innovation as drivers of success will make them more responsible citizens, professional and knowledgeable consumers.

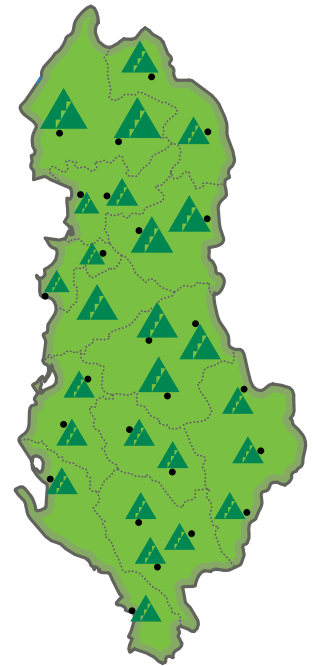
While the JA program in Albania is still in its first steps, now in its fourth year of operation, it is working in 168 secondary schools, and starting from the 2015-16 school year throughout the pre university mandatory education system. All this thanks to the dedication of the Albanian-American Development Foundation and the institutional partnerships of the Ministry of Education and Sports and the Ministry of Social Welfare and Youth. We thank these partners for the trust, cooperation, and opportunity to work with teachers and education experts to consolidate and adapt the JA program as part of a contemporary curriculum in the context of reforms in education.

We know that our achievements of the present and future would not have the desired impact without the active involvement and valuable contributions of the business community in Albania. Business support with professional expertise is an important aspect of JA program which we are determined to strengthen further. Junior Achievement strongly believes in young people and their boundless potential, and we are determined to create the necessary opportunities and spaces where they can conceive ideas, refine their skills, develop as responsible citizens, and be prepared to face competition from local and global challenges in a free market economy as the executives and experts of the future, for the good of our country.



Year in review

Junior Achievement in Albania reached a network of 168 high schools around the country, in its fourth year of implementation (academic year 2015-2016), with 10,987 young students, 183 JA teachers and 94 business mentors. In four years, JA has reached more than 140,000 students.



What is JA all about

The JA philosophy is heavily geared on student-centered development to foster:

- New mindset** → entrepreneurial know-how delivered through rich content with practical examples
- New competencies** → financial literacy, business planning, teamwork, presentation and sales skills
- Capacity building** → trained & retrained teachers to deliver entrepreneurial content
- New business ideas** → developing ideas, converting ideas into real plans and concrete actions, leading new mini-businesses and managing financial assets
- Community-based learning** → involved business community in JA classes and JA activities, locally, regionally and nationally
- Innovation** → applying JA knowledge and technology to address problems, identify solutions, produce cool and unique ideas to create innovative and sustainable social businesses that can potentially boost the domestic economy
- E-learning** → Modern learning systems made available through e-mentoring & e-training platforms
- New potential** → JA-inspired businesses and JA achievers can potentially contribute with new jobs, new business ventures, higher employment and employability, and new growth for our economy



What is our challenge

In many countries there is a skills crisis in the labor market, in particular in the youth labor force. Mismatched skills, skills gaps, high youth unemployment and an ever-changing labor market landscape, all call for action in order to help young people gain the right skills to succeed in life and in the workplace.



JA as a Solution

It has become more and more evident that young people should acquire key competencies while attending school, in particular practical skills. JA helps young people to master skills such as creativity, teamwork, determination & resilience, self-confidence, initiative taking, responsibility and self-control, all skills that add value and improve a young person's professional prospects.





Our IMPACT



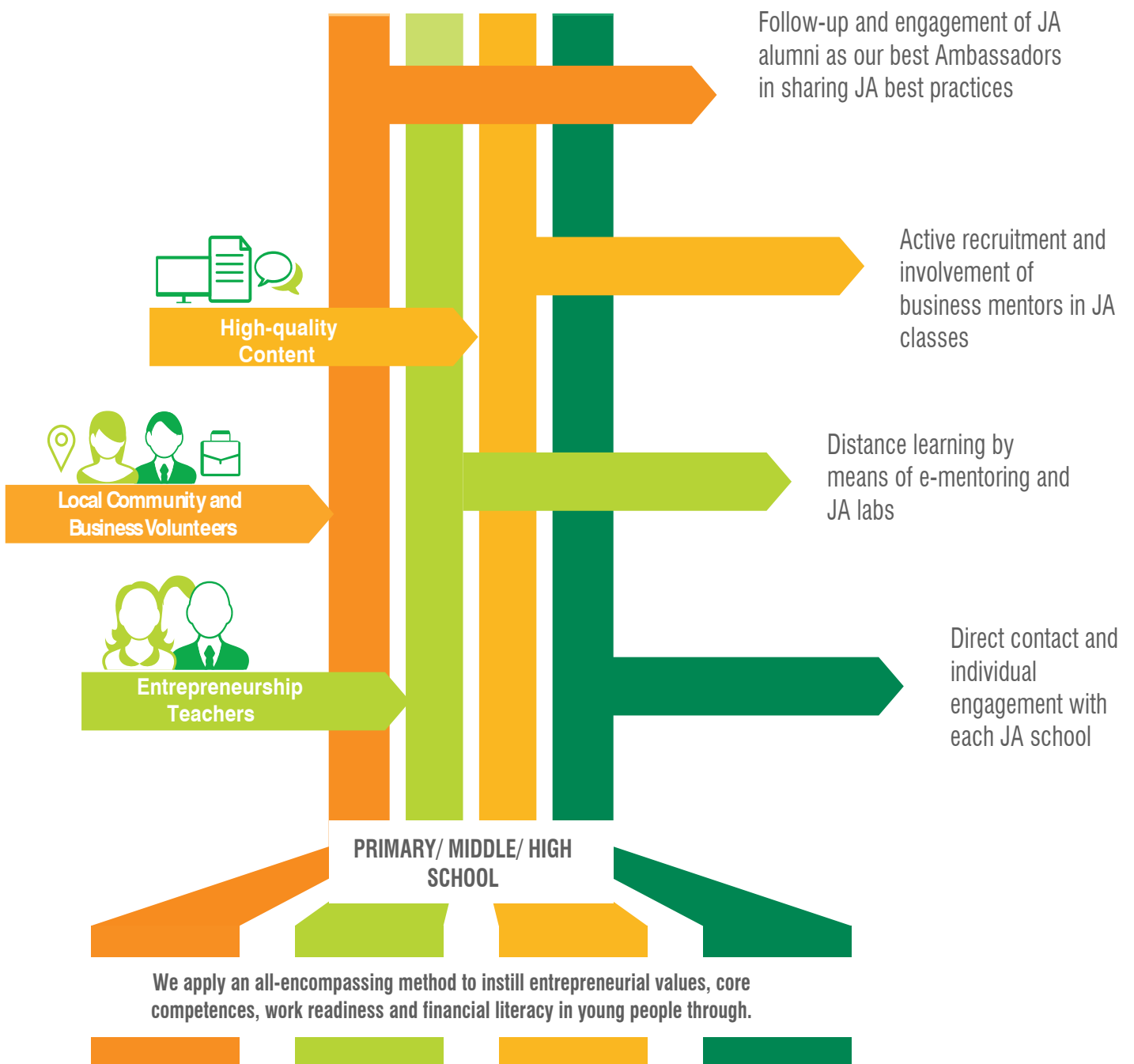
Our Approach

LEARNING OUTCOMES

Knowledge
Attitude
Skills



OUR APPROACH



Our Content

High School Program

In grade 11 JA students learn about the labor market and business industry, learn how to solve ethical dilemmas at the workplace, draft cover letters & curriculum vitae and position themselves in the labor market.



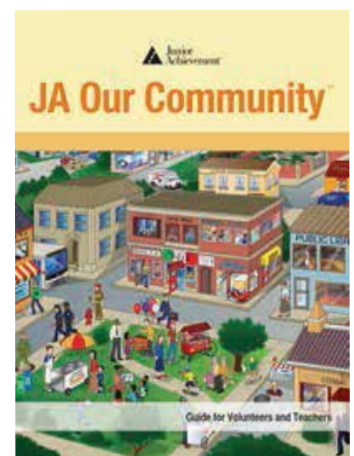
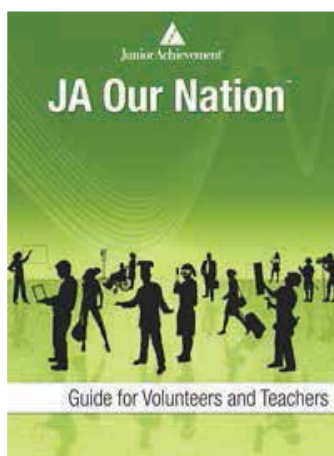
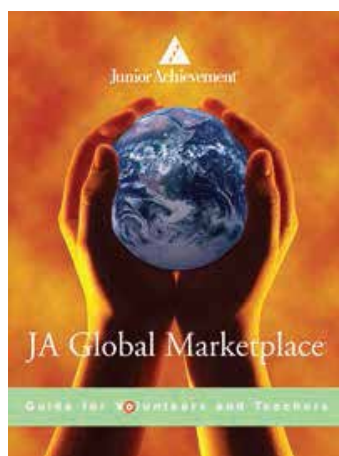
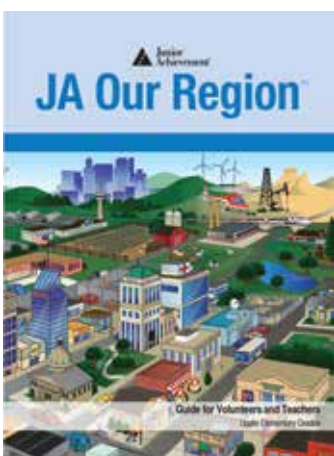
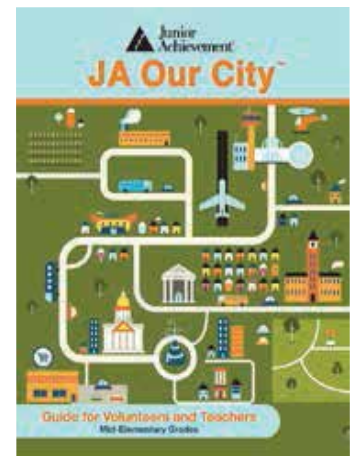
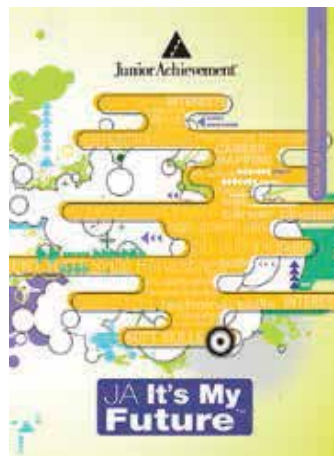
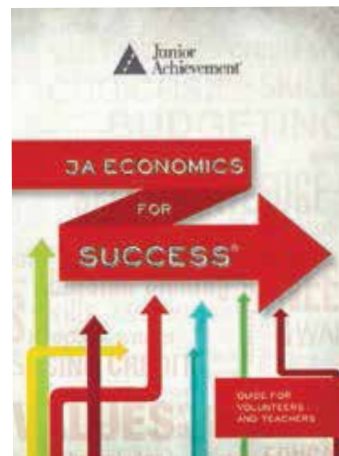
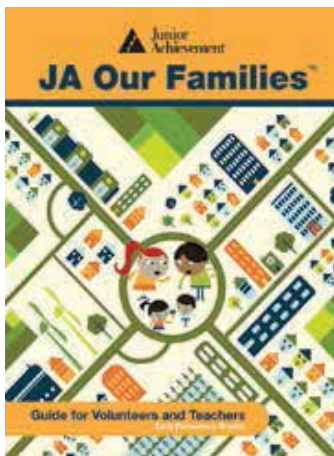
In grade 12 JA students learn to start and manage a business of their own, experiencing the complete business lifecycle.



Our Content

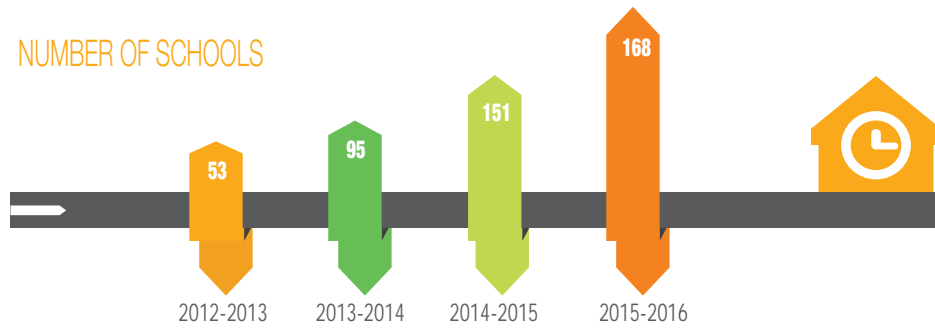
K-9 Program

In primary education: 8 JA modules are incorporated in the Civics Education mandatory subject, delivered as a chapter dedicated to learning and improving life skills & entrepreneurial competence.

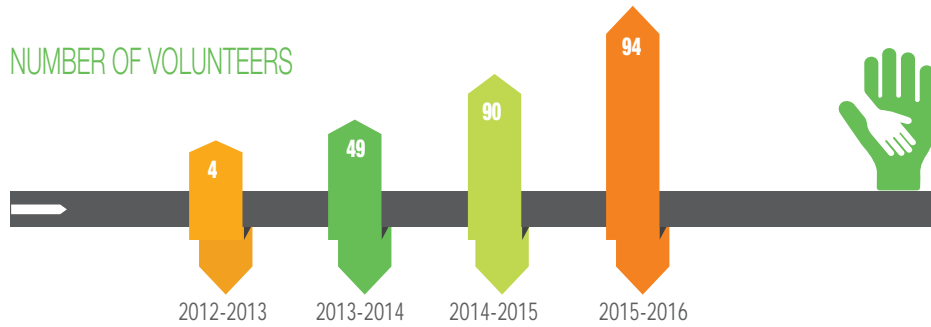


High School in Numbers

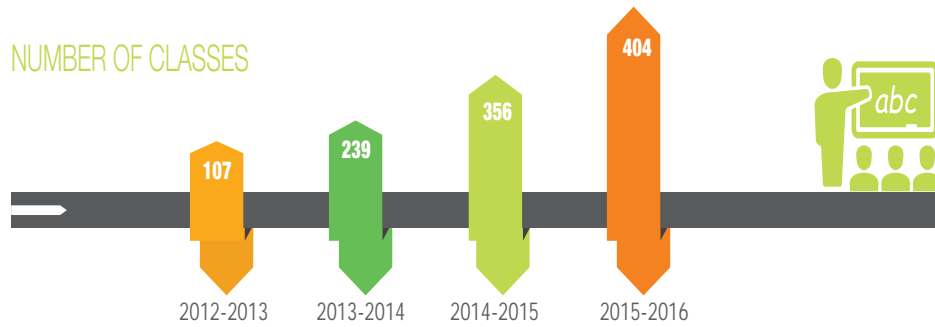
NUMBER OF SCHOOLS



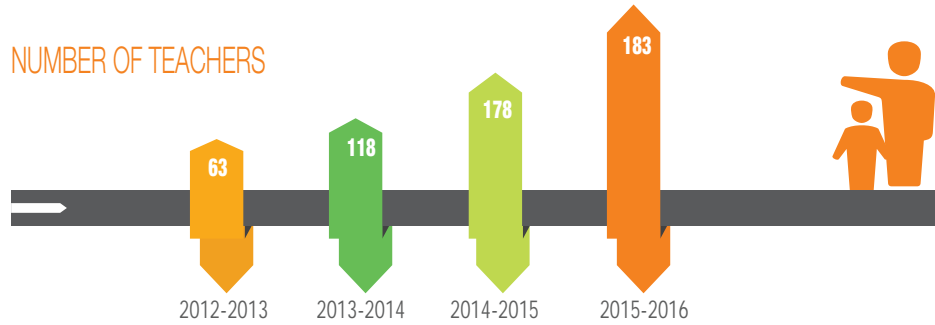
NUMBER OF VOLUNTEERS



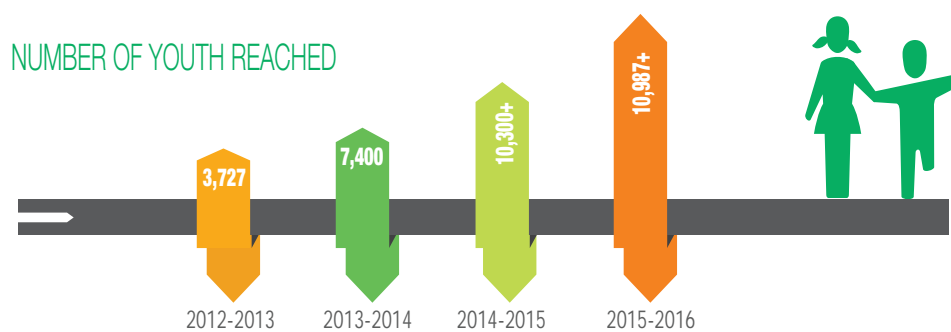
NUMBER OF CLASSES



NUMBER OF TEACHERS

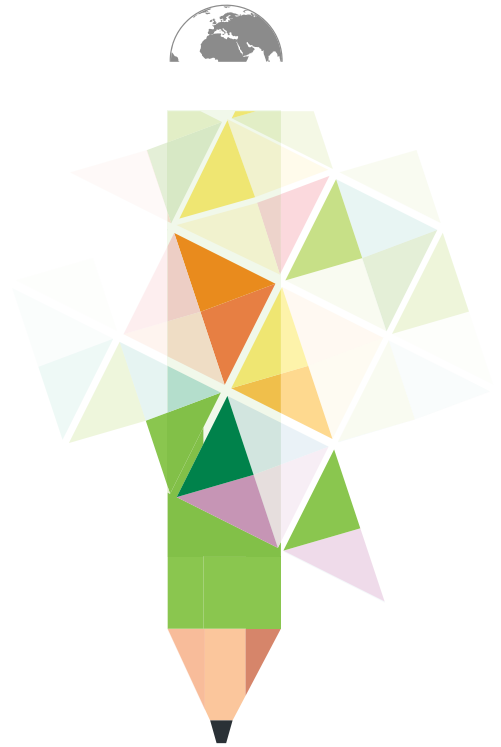


NUMBER OF YOUTH REACHED



K-9 in Numbers

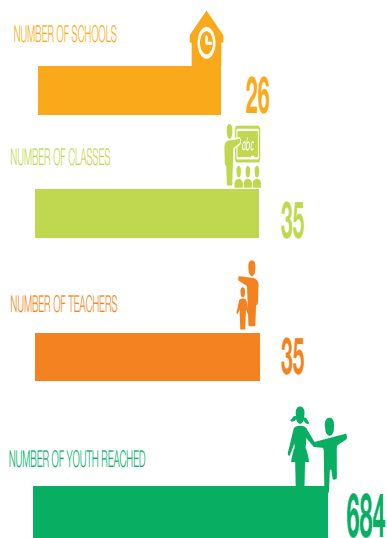
JA modules incorporated in basic education system core curriculum, and delivered in 1404 out of 1404 basic education schools reaching 68.878 students of grade 1-6.
JA modules for grade 2-7 piloted in 26 schools with a total reach of 1734 students.



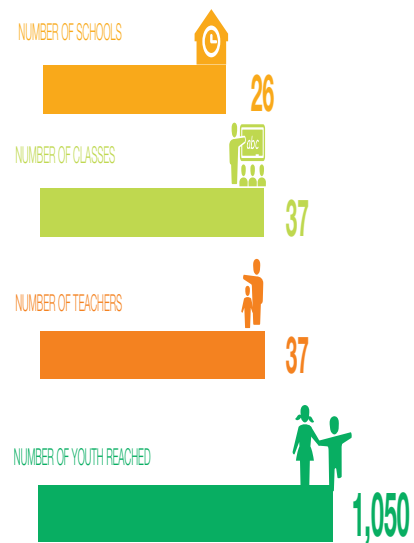
2015-2016

JA of Albania piloted K-9 program in 2 & 7 grade.

Grade 2



Grade 7



How does JA impact beneficiaries

Teachers' feedback:

- ✓ Appreciate JA's effect on all students, including high-performers and typically low-performers, who are driven and attracted by JA's practical appeal and dynamic methodology
- ✓ JA helps young students with financial literacy
- ✓ JA instills positive teamwork in class
- ✓ JA helps young people with conflict resolution and negotiation
- ✓ JA triggers the sense of responsibility in young students

JA Summer Camp

Business Mentors' feedback:

- ✓ Appreciate young people's enthusiasm to do something of their own and create a mini-business, thanks to JA
- ✓ Appreciation for fresh ideas that come out of JA experience
- ✓ Note & respect a can-do attitude in young people
- ✓ JA helps bring young people closer to the real market by virtue of exposure and interaction

Regional Innovation Camp Rinas

Students' / Alumni feedback:

- ✓ JA helps young people to get to know themselves and market themselves better
- ✓ JA helps young people make better career choices and smarter decisions
- ✓ JA strengthens organizational skills in young students

Alumni Board Elections

Capacity Building

Across 4 academic years, approximately 240 JA teachers have received training and preparatory sessions to best deliver entrepreneurial know-how. JA teachers have been exposed to hands on practical teaching & learning methodologies and have been inspired by distinguished business leaders and managers; this has helped to considerably shape and mold teaching of entrepreneurship. In fact, entrepreneurial learning processes work twofold, by transforming both teachers and students into active thinkers & doers.

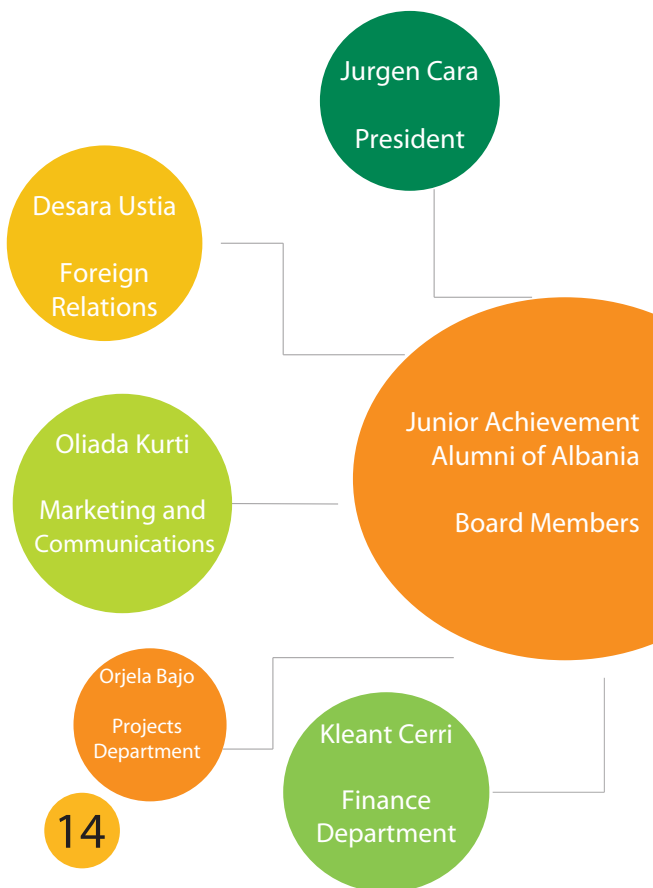




Alumni in Albania

The Alumni Association aims to be vitally instrumental in raising public awareness on JA and its valuable learning outcomes among parents, teachers, young students, policy makers and more.

"Junior Achievement Alumni of Albania" Board Members Election





Internship

All high school graduates who have experienced Junior Achievement Program are invited to register as Junior Achievement Alumni. The established network will allow alumni to connect with one another and will help them network in the labor market, follow different internships, mentor and inspire future generations.

Is designed to enhance work readiness of young people graduate or undergraduate, members of the network "JA Alumni Association", through a structured internship program in partnership with local business, corporations and various institution operating in Albania.

"During the internship, beside business dress code satisfaction and comfortable chair I learn how to be professional. And by professional I mean being on time, displaying correct attitude and team spirit with colleagues and the most important being polite and hardworking. I am trying to establish my own role and im really enjoyng the part when mentor says "You are going to be our future colleague". Maybe one day... Let's wake up from dreams and work hard for making it reality"

Erisjena Rruplli
JA Alumni

"I have never had a job before (I've always focused on school) and I was hoping to gain some experience before I graduate. Through JA, I was able to get a summer internship in the sector of my preference. I will always be thankful to JA and Intesa San Paolo Bank who gave me this opportunity"

Emanuela Onuzi
JA Alumni



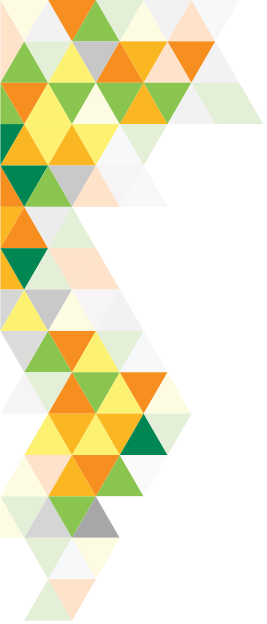
Innovation Camp



Innovation camps promote problem-solving skills and teamwork as JA students must work in random teams with students they do not know, must learn to create together against tight deadlines, and must come up with realistic solutions. Students work under the mentorship of professionals who help them shape their ideas better.

Increasingly, camp challenges have in focus science, engineering and technology. Students are challenged to propose “out of the box” solutions, push beyond the limits, and think big using latest technology, digital tools, math and engineering. Polls and studies show that students that experience an innovation camp come out of it with a sense of self-realization, higher confidence and determination, growing up and pursuing professional and non-professional goals persistently.

Gjirokaster December 2015	Students	25
	Schools	11
	Mentors	5
	Jury Members	4
Rinas November 2015	Students	30
	Schools	28
	Mentors	5
	Jury Members	3
Fier February 2016	Students	30
	Schools	30
	Mentors	6
	Jury Members	5
Burrel May 2016	Students	30
	Schools	10
	Mentors	6
	Jury Members	6



Summer Camp

The JA Summer Camp program is an intensive experience for each student participating in it and aims to enhance leadership, teamwork, communication, problem solving, decision-making, initiative and enterprise skills. Throughout the camp, students have the opportunity to experience and understand the business world, entrepreneurial spirit, and the main principles of learning by working in groups and individually. They have the opportunity to develop interpersonal skills, work under time, pressure and more.

Target age:	15-17
Students Enrollments:	40
Schools:	6
Volunteers:	6
Teachers:	7



Leader for a Day

This is a one-day intensive job shadowing activity, that brings together young aspiring archivists and prominent professional leaders from the business community. Adult leaders share with young leaders their wisdom, expertise and lessons learned from their experience.

Students	46
Hosting Leaders	46



National Trade Fair & Company Competition

The Fair & Competition of mini-companies owned and led by JA students is a public display of young achievement. Students present in public their enterprise, business idea, product and services they run. The fair is open to public, business industry and to the media.

Student Companies 23 | Students 138 | Jury Members 6



ESP Program

ESP is an international qualification that certifies that students (15-19 years old) who have had a real entrepreneurship experience, hold the necessary knowledge, competence and skills to start a venture of their own or be successfully employed.

- 231 students registered
- 189 completed the first questionnaire
- 133 completed the second questionnaire
- 49 students took the test

"The ESP project is a great forward-looking initiative. I think it is a valuable asset for every youngster who participated and I would encourage everyone to take part because you really learn a lot."

Orges Malaj
JA Achiever

JA COYC



"COYC cannot be considered as a real competition, because every company that was participating was already a winner even before the prizes were announced. We improved our knowledge, skills and confidence, learned how to behave as business leaders and network with European peers. We feel that we can be the tomorrow's leaders because COYC nurtured our entrepreneurial spirit. It was a once-in-a-lifetime experience!"

Pabiola Dushi
JA Achiever



Entrepreneurial Potential in Albania

Reliable surveys across European countries with far more experience in JA suggest that 15-20% of JA alumni across Europe start a business within 5 years. Another interesting fact is that JA students find it easier to get a job, as opposed to non-JA students.

Winning Companies

- Best Innovave Business Idea = H.I.M.O. Group, Gjergj Pekmezi, Pogradec
 - o Product: Intelligent diaper (sensor that informs parents, incorporated in diapers)
- Best Business Plan = Sheer - o - Bell, Petro Nini LUARASI Tirana
 - o Herbal cosmetic products, aromatic candles, etc produced by the essence of sage
- Best Marketing & Sales Plan = AIS, Naim Frashëri, Durrës
 - o Smartphone Application that promotes tourism and history of Durrës.
- Social Entrepreneur Award = Lux Aeterna, Kristaq Capo, Berat
 - o LED lamps manufactured by recycled material
- COMPANY OF THE YEAR (2016) = FindPark ALB, 18 Tetori, Lushnje
 - o Android Smartphone Application that locates free parking spaces .



Quotation

"The realization of a concrete profit in monetary value was stirring for the team that I mentored. At the end of the process, students realized that working hard and with dedication, despite various obstacles, makes you successful. I think that after this experience, my students also have strengthened their connection. It was very impressive looking at student work and commitment, team spirit and teamwork, although young in age."

Arla Tushe
JA Business Volunteer & Mentor



"It was an exciting experience. Such activities motivate us to create our businesses in the future. The start was difficult, but after hard working we succeeded. It was a great experience for us as a group."

Denian Kalemi
JA Achiever



"The practical activity of Student's Company, under the mentoring of a business volunteer, materializes qualitative theoretical knowledge of this program. Students not only are familiarized with financial knowledge, filling the gap that has for long existed in our school program, but also they become skillful in entrepreneurial learning."

Mimoza Fishta
JA Teacher



Quotation

"Over the past 11 years of operating here in Albania, we have hosted many visitors, international investors and high state officials, but none as inspiring as this group. Looking out at this room full of young people with so much potential and interest in furthering their own careers, helps us know that the future of Albania is in good hands."

David French
President and Chief Executive Officer
Bankers Petroleum



"During the teaching of the modules I have had an unforgettable experience especially looking at the enthusiasm of the children when acting like entrepreneurs, when comparing activities of the families with each other or when discovering how tax evasion hurts business."

Adila Lika
JA K-9 Teacher



K-9 Program Presentation

"In more specific, terms, business, entrepreneurs, professions, goods etc seem incomprehensible to children. Applying JA's hands on methodology and real life illustration made it easier for me to teach and easy for children to learn."

Anila Fetahu
JA K-9 Teacher

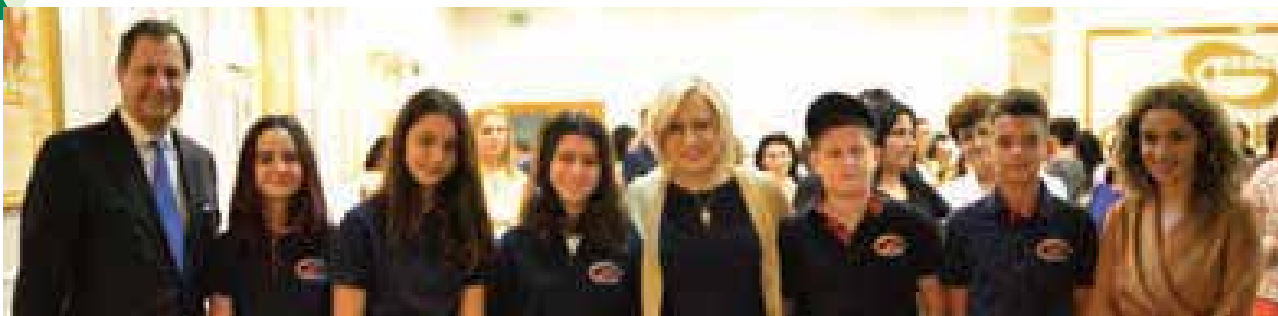


"It is the class we are more active, we learn by acting real life situations."

JA Achiever
(Grade 6)

K-9 Program Presentation

Our Best



Our Best



Our Best





Media Clips



Financial Statements

31 December 2015, in USD

Balance Sheet		As at DEC 31, 2015	Changes in net assets:		Year ended DEC 31, 2015
ASSETS			Income		
Current Assets			Revenues (Grants, donations, textbook revenues)		216.364,00
Cash and Bank	18.515		Expenses		
Accounts Receivable	-		Gross Payroll		(99.550,00)
Total Current Assets	18.515		Travel & Transportation		(5.596,00)
Fixed Assets	21.367		Administrative Costs		(28.352,00)
TOTAL ASSETS	39.882		Deprec & amort - allowable		(14.088,00)
			Teaching and Learning Materials		(20.654,00)
			Teachers & volunteer training		(8.162,00)
Unrestricted Net Assets	36.211		Inter-school events		(33.753,00)
Restricted Net Assets	3.671		Equipment for JA Labs		(5.727,00)
Total Net Assets	39.882		Miscellaneous		(8.913,00)
			Total Expense		(224.795,00)
			Net Ordinary Income		(8.431,00)
			Exchange Gain or Loss		316,00
			Change in net assets		(8.115,00)
			Net assets at beginning of year		47.997,00
			Net assets at end of year		39.882,00



Our Partners

JA of Albania
Is an Investment of



Albanian-American
Development Foundation

Institutional Partners



Innovation Camp



Leader for a Day



National Trade Fair & Company Competition



Summer Camp



Teacher Training





JA of Albania[®]

A Member of JA Worldwide

Junior Achievement of Albania

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