



an investment of



Albanian-American
Development Foundation

Address: "Pjetër Bogdani" Nd.10, H.5, Ap.13
www.junior-albania.org

A grayscale photograph of a young woman with long dark hair, looking upwards and to the right with a thoughtful expression. In the background, other people are blurred. On the right side of the image, there is a decorative graphic consisting of several overlapping triangles in shades of blue, green, yellow, and orange, arranged in a cluster that points towards the top right.

MOVING FORWARD Creating Opportunities

2016-2017 Year in Review

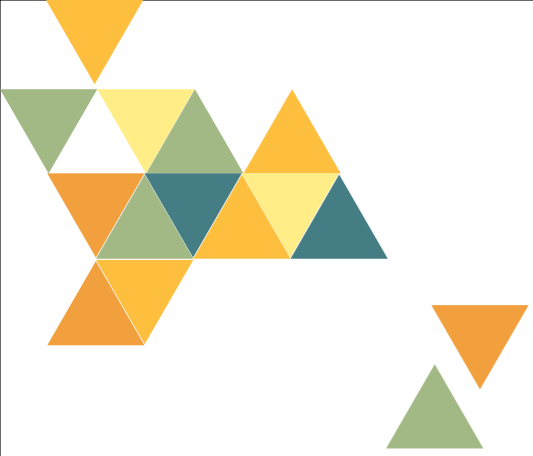


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>> FOREWORD



Martin MATA

Junior Achievement of Albania
Board of Directors Chairman

“

It is always with a special pleasure and pride that I dedicate these few lines to one of the most inspiring projects that the Albanian – American Development Foundation has financed during these last years.

I feel privileged as Chairman of the Board of JA Albania to confirm that thanks to a tireless effort of the management of the company and its staff, this year solidified the footprint of JA presence across the country and in an increasing number of schools. As a result of this effort today we have more kids and students than ever learning and acquiring valuable knowledge about entrepreneurship and business development in their classes, we have better teachers thanks to an ongoing training package provided to them, a network of mentors and friends that keeps enlarging and to whom we are deeply thankful for their trust and support in this program. JA Albania has been able to make a difference in the market with regard to quality education in our schools.

This could not be done without the precious support and cooperation of the Ministry of Education. Work continues to finalize an ongoing effort and relationship with the Ministry of Education to make JA part of the curricula in the high school system as well. We are confident that the solutions provided are professional and sustainable.

Each of us involved with this program feels excited about the opportunity lying ahead of us. On behalf of the Board Directors of JA Albania, to whom I would like to personally extend my thanks and appreciation for the very valuable contribution each of them gives, I wish JA Albania, its management and team another great year full of achievements and results.

”

“

For Junior Achievement of Albania has been a great honour and privilege to serve and support albanian students, teachers and communities for the last five years. JAA is passionate about providing both skills and inspiration in preparing albanian next generation to succeed in a more challenging local and global economy.

Over 200 000 students joined JA programs in 5 years, 7704 teachers and over 150 business volunteers supported our students in their pathway to building entrepreneurial skills and spirit. It has taken 5 years to establish this country wide network of schools, students, alumni, teachers and mentors from educational materials, teacher and volunteer training, to the extraordinary supportive partnership with government and the business community.

Since 2012 each year thousands of JAA alumni move forward in their lives, furthering their education, entering the workforce or taking the very first courageous steps in creating their businesses. Yet, we in JAA are aware that our contribution is only scratching the surface of what albanian youth, kids, schools and the entire education system needs out there. What motivates us in Junior Achievement of Albania to do more every day is our intent to reach throughout our programs all the preuniversity students in Albania believing that entrepreneurial mindset embeded in our youth will be the key to their success.

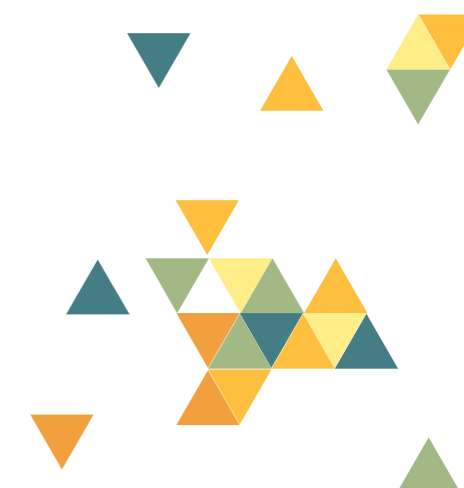
We can take satisfaction from a year of enormous achievement but we look forward to another year full of exciting developments. Our focus, as we go forward, will be on deeper partnerships, policy level impact and effectiveness and, most important of all, working hard to support our students teachers and schools to achieve their goals.

”



Suela BALA

Junior Achievement of Albania
Chief Executive Officer



5 YEARS ENTREPRENEURSHIP EDUCATION IN ALBANIA

"Entrepreneurship is neither a science nor an art. It is a practice!"

JA in Albania has co-contributed to create and develop better education standards and practices in delivering entrepreneurial know-how to young people, through program design and implementation; numerous after-school activities involving many stakeholders; teachers training (around 280 in total); sharing of best practices and recommendations through National Teachers' Conferences (3 in total), etc.







From the latest evaluation report (June-July 2017), conducted by an external evaluator, JA program in Albania is very well received by teachers, students and most school administrators. It is universally agreed by all stakeholders that JA is unlike other classes in Albanian schools and creates an academic and intellectual challenge often missing from other classes.

Students enjoy the practical aspects of the program and like getting to work with others to solve problems. According to the Operations Review process, conducted by JA Europe in 2015, JA Albania exceeds the international JA standards as specified in the Operations Review process (2.0 being a benchmark for meeting the standards and 3.0 being the mark of a "perfect" JA organization in its operational effectiveness and productivity), with an overall rating 2.32. JA Europe considered the performance of JA Albania as excellent, taking into account the fact that JA Albania is a "young organization" in JA network.

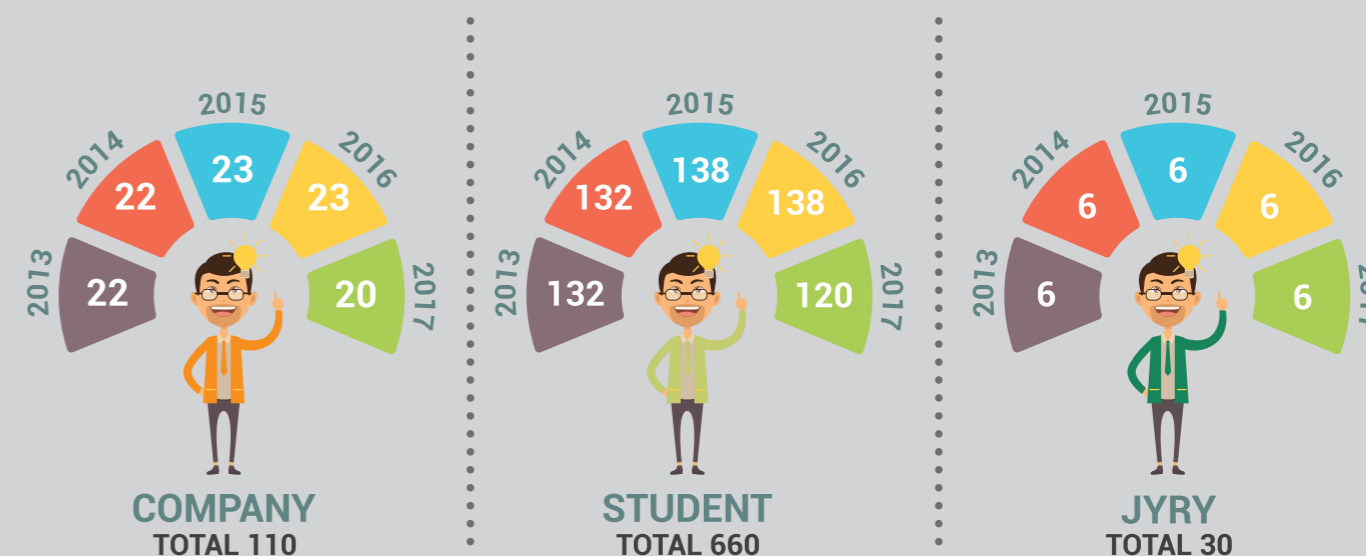


SUCCESS
=
when students believe they will succeed, they are more likely than others to actually succeed
=
SELF-EFFICACY

JA IN NUMBERS

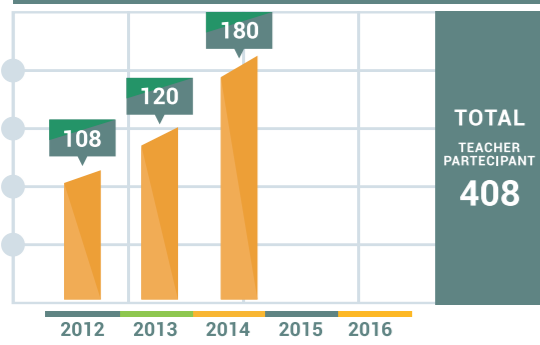
	 STUDENTS	 TEACHERS	 MENTORS	 JURY MEMBERS	 LEADERS	 SCHOOLS/COMPANY
RIC •	443		87	71		408
Leader for a Day •	242				239	
National Trade Fair •	660			30		110
Regional Trade Fair •	128			13		64
COYC •	25					5
Summer Camp •	40					6
Teacher Training •		285				
National Teacher Conference •		408				

NATIONAL TRADE FAIR

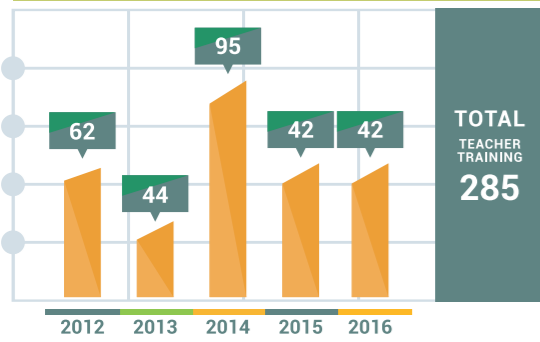


5 YEARS ENTREPRENEURSHIP EDUCATION IN ALBANIA

NATIONAL TEACHER CONFERENCE



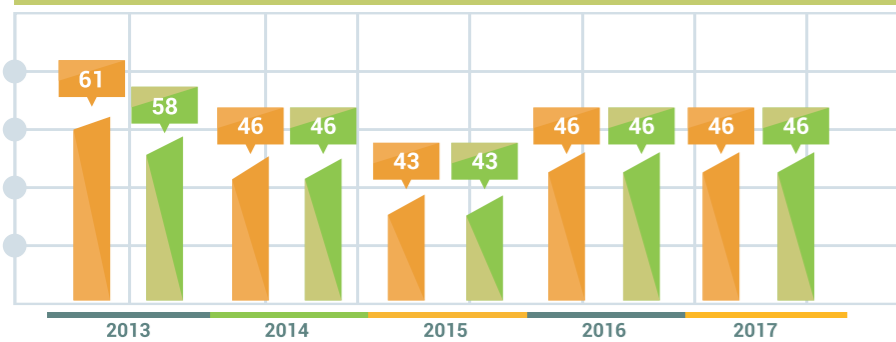
TEACHER TRAINING



REGIONAL TRADE FAIR



LEADER FOR A DAY



TOTAL

242 STUDENT

239 LEADERS

REGIONAL INNOVATION CAMP

	2013	2014	2015	2016	2017	TOTAL
STUDENTS	30	68	135	120	90	443
MENTORS	6	16	25	23	17	87
JURY	5	15	19	19	13	71
SCHOOLS	30	68	135	100	75	408

	2013		2014		2015		2016		2017						
	TR	VL	TR	KO	BR	SH	TR	GJ	FR	BU	PG	TR	TR	PE	FR
	30	18	25	25	30	25	30	25	30	30	30	30	30	30	30
	6	6	5	5	5	5	5	5	5	6	6	6	6	5	6
	5	5	5	5	3	4	3	4	5	6	3	5	5	4	4
	30	18	25	25	30	25	30	25	30	10	30	30	30	15	30





**EMPOWER THE
FUTURE**

▶ JA CONTENT

K-9 Program

JA modules are incorporated in the Civic Education mandatory subject, delivered as a chapter dedicated to learning and improving life skills & entrepreneurial competence.

High School

JA students learn about labor market, financial literacy, how to start and manage a business of their own, experiencing the complete business life-cycle .



It has become more and more evident that young people should acquire key competences before leaving school, in particular practical skills. JA helps young people to master skills such as creativity teamwork, determination, resilience, self-confidence, initiative talking responsibility and self-control- all skills that as value and improve young person's professional prospects.


A great effort is being made to bring hands-on entrepreneurial learning in Albania including young children and students, so that they have a chance to acquire practical skills early on in life .


▶ JA ACTIVITIES 2016 - 2017


JA brings the public and private sectors together to provide young people in primary and secondary schools with high-quality education programs to teach them about enterprise, entrepreneurship, business and economics in a practical way, using learning by doing methods.


Promoting young people as solution-providers & young innovators

JA achievers of ages 16-17 work together in teams, under time pressure and strict deadlines, to identify innovative solution/s that best address the business challenge.

	STUDENTS	SCHOOLS	MENTORS	JURY MEMBERS
 INNOVATION CAMP ACTIVITIES : 5	150	130	29	20

	STUDENTS	LEADERS	
 LEADER FOR A DAY	46	46	Promoting values of leadership & ethical decision-making among young people. Top excellent JA achievers of age 18 shadow for one business day real-life affirmed leaders, high level executives of private companies & public sectors.

	STUDENTS	STUDENTS COMPANY	JURY MEMBERS	
 REGIONAL TRADE FAIRS ACTIVITIES : 3	128	64	13	Promoting competitiveness & smart business ideas through youth-led enterprises, created by the 17-18 years old JA achievers. The fair and nation-wide competition brings together the best mini student-owned companies who run against one-another for the winning prize – Best Student Company – which is next eligible to run at the European-wide competition for the grand prize–Company of the Year.

	COMPANIES	STUDENTS	JURY MEMBERS
 NATIONAL TRADE FAIR AND COMPETITION	20	120	6

▶ COYC

Over 200 students of 37 student-teams gathered in Brussels to celebrate the top JA companies from across Europe. This year, Albania was represented from VirtuAlb, an IT and entertainment company, who created and produced "Virtualb", an VR glasses equipment. This product allows people to experience a virtual reality through the transmission of an image in HD resolution.

Our priority

Ensure that all young people have a practical entrepreneurial experience before leaving compulsory education.



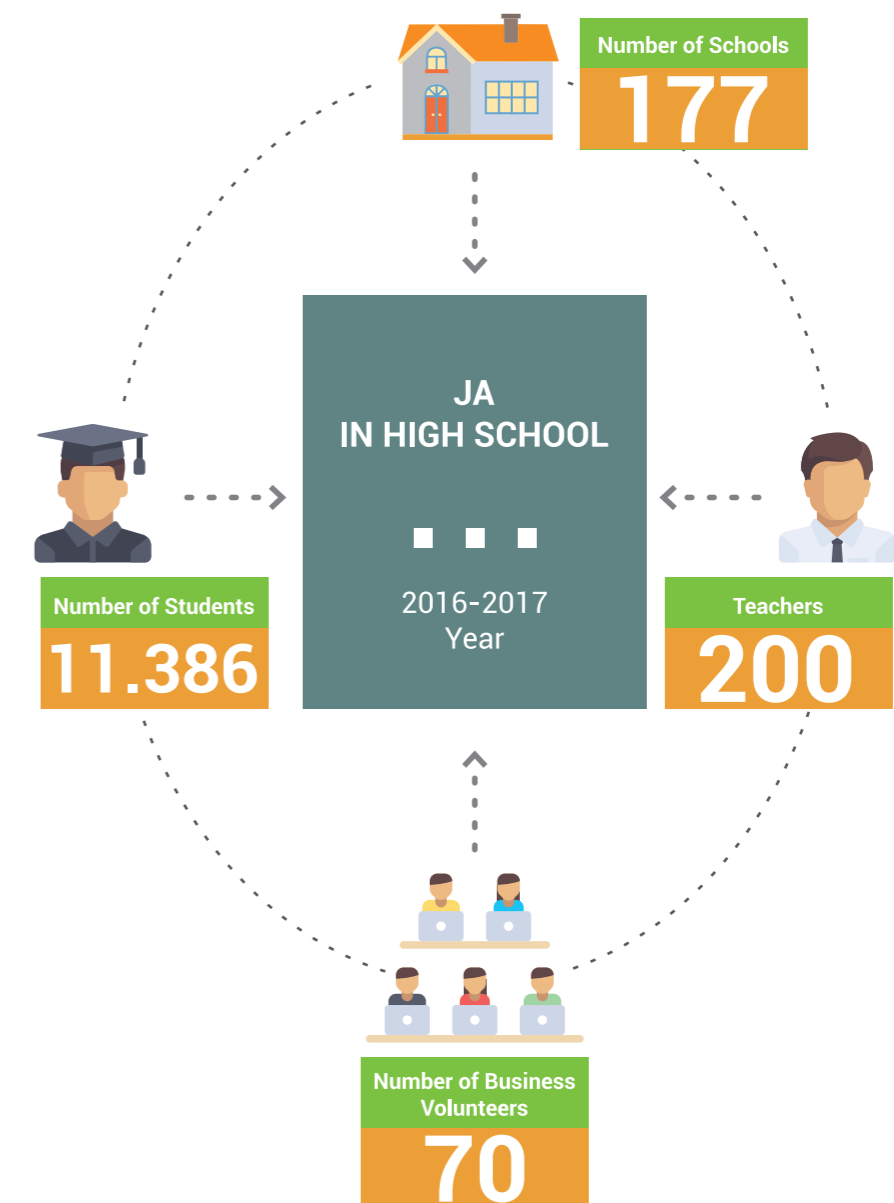


BRINGING SOLUTIONS TO REAL WORLD CHALLENGES

JA'S NETWORK

JA's implementation in Albania is an investment of the Albanian-American Development Foundation (AADF). Thanks to the strategic support of AADF and institutional support of the Ministry of Education and Sports & Ministry of Social Welfare and Youth, JA is integrated in the new official curricula of primary education (kindergarten-grade 9) and is delivered as elective course in high school. In the high school, Junior Achievement program is delivered across 177 high schools in Albania, encompassing +11.000 students, ages 16-18.

HIGH SCHOOL IN NUMBERS



▶ JA'S FACES



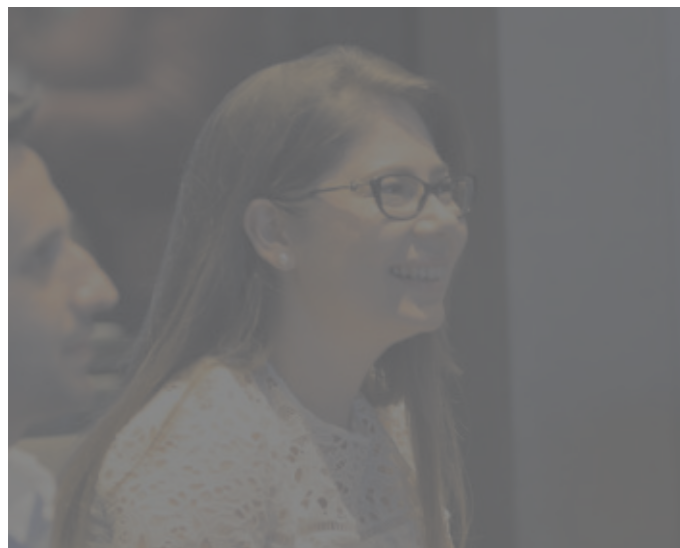
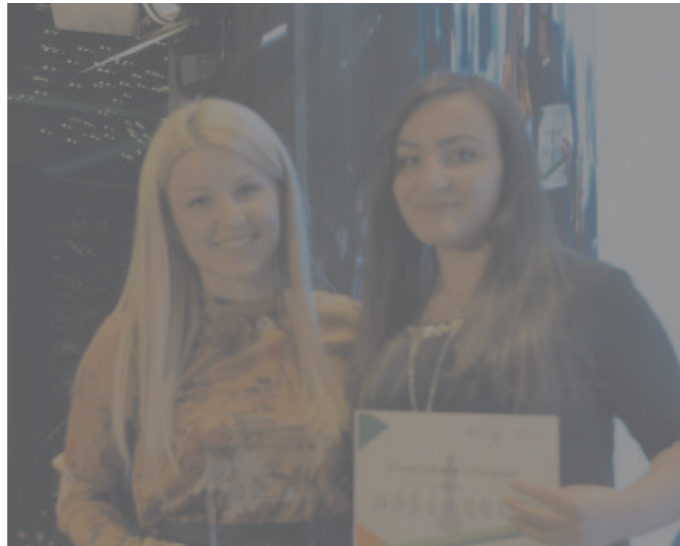
Education is the passport to the future, for tomorrow, belongs to those who prepare for it today.
Remember: The journey of lifelong learning helps you make the decision that is right for you.

Monika Milo
Executive Vice Director, Credins Bank
JA Partner



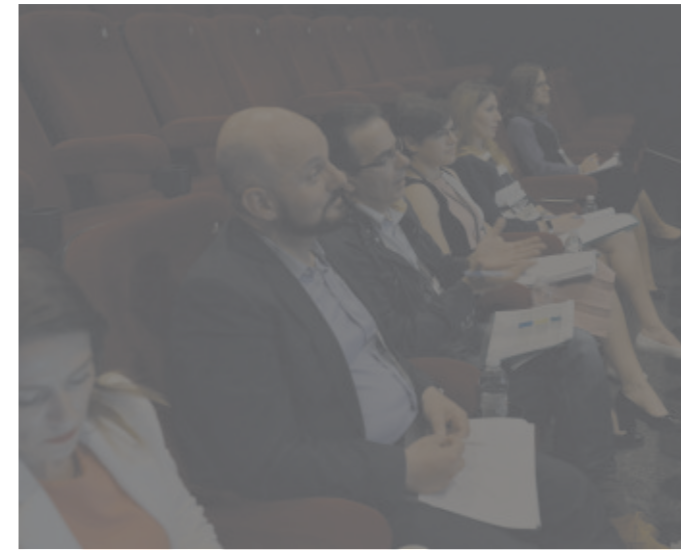
Experience JA gave me the first business lessons and taught me how to step up to success

Ornela Hamolli
JA Student, Faik Konica



A precious experience. Personally I feel accomplished beyond expectations that I had. Mentoring was a separate challenge I consider to be realized.

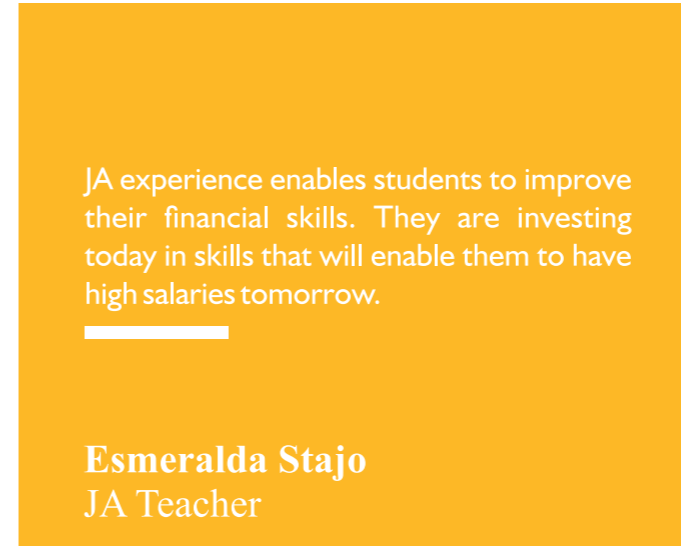
Albana Sovjani
JA Volunteer



This process helps students understand different business realities, practical challenges they may encounter, and practical approach to different situations, thus facing theoretical learning.

Direct contact and the ability to exchange information, combining real-world situations with the work environment, makes the business processes and the skills that they need to develop to succeed in making them more tangible and understandable.

Xhilda Shehu
JA Volunteer



JA experience enables students to improve their financial skills. They are investing today in skills that will enable them to have high salaries tomorrow.

Esmeralda Stajo
JA Teacher



As a mentor, i noticed the enrichment / improvement in learning about finances: on terminology and financial analysis and over the business cycle in general.

Fatmira Kola
JA Volunteer

▶ JA'S FACES



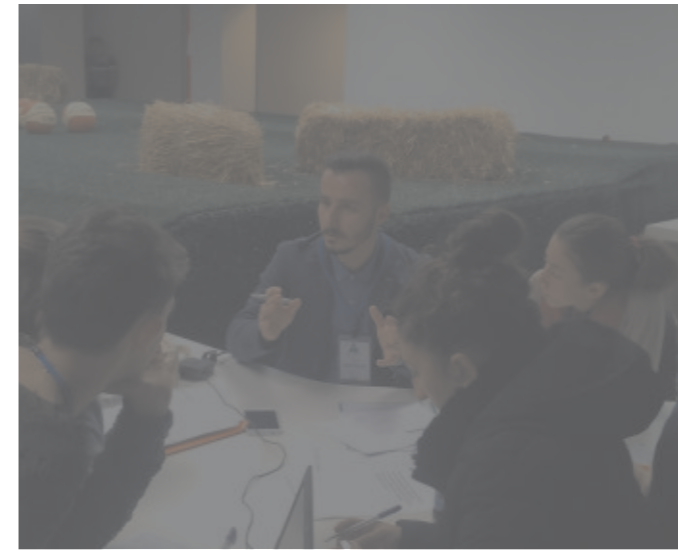
JA's experience motivated me to deepen my knowledge and skills in the finance field by opening up another prospect for the future.

Keisi Xhafa
JA Student



The JA modules and texts allow a warm communication and positive thinking to students. They actively participate, express their ideas by developing a classroom lesson than traditional: they learn to be entertained.

Besnik Toçi
JA Teacher



Even though total strangers in the beginning, we managed to become a team. Contributed respectively in the whole process, growing together and overcoming obstacles.

Besnik Ligaci
JA Volunteer

The greatest part of your success depends on your dispositions, not your circumstances. There's only one solution, you must embrace failure; find out what you're capable of; Hard work and commitment are the best ways to actualize this potency.

Ledian Sherra
Entrepreneur
JA Student



▶ HALL OF FAME



SUPPORTING ENTREPRENEURSHIP EDUCATION IN EASTERN EUROPE



Supporting Entrepreneurship Education in Eastern Europe is a 3-year project supported by USAID with the aim to prepare young people with skills and competences they will need to succeed in a global economy.

The project, under the auspices of JA Worldwide, will be implemented by JA national organisations in 4 target countries (Georgia, Macedonia, Moldova and Serbia) and JA Europe.

The project will include practical entrepreneurial experiences in schools, teacher training and peer-learning activities bringing together key stakeholders in the field in order to mainstream entrepreneurship education in these countries.

A unique aspect of the project is cross-border mentoring from mature JA organizations (Albania, Bulgaria, Romania and Serbia), as well as regular multi-country and multi-stakeholder events.

PEOPLE FIRST Growth in Tourism through Qualified Human Resources

JA of Albania in cooperation with The Headhunter is implementing People First project. This is a project supported by USAID and Swedish Embassy. This project is implemented in Korça, Vlora, Shkodra, Durrës and Tirana.

This project promotes job growth by training and placing employees with the skills demanded by tourism industry businesses in Albania.

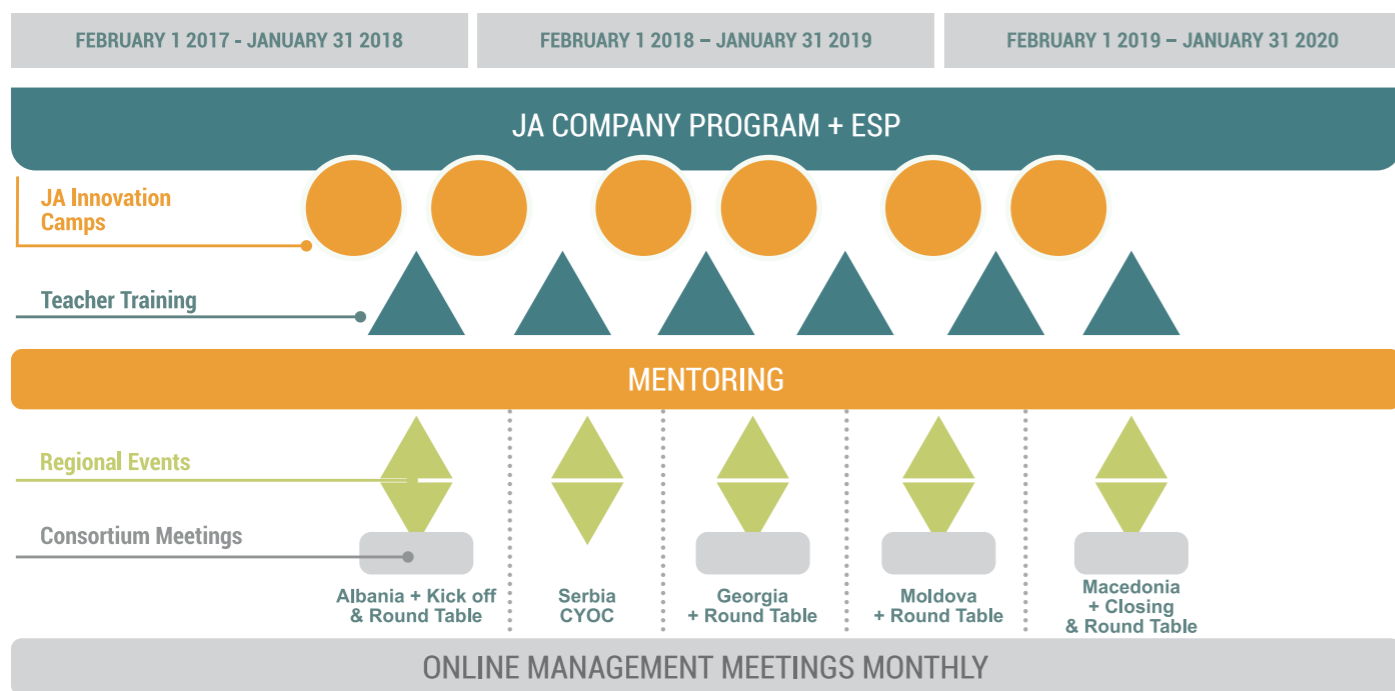
This project will create partnerships between prospective employees, Vocational Training Centers (VTCs), and businesses, and thus establish pathways for prospective employees –particularly, for youth and women—to gain skills and enter the workforce.

JA of Albania is present in 49 high schools in the rural and urban areas of the four regions targeted in the project and has an active volunteer network of over 250 alumni in Shkodër, Durrës, Korçë, Vlorë areas.

JA of Albania has organized groups in order to deliver the project to youth people interested, reaching almost 2,000 people.

JA of Albania organized:

- Focus Groups to understand students paths and interests in Tourism Sector
- Info Sessions (high schools and universities) to inform students
- Stand Promotion to inform, deliver and get registration from practices guide
- Poster Delivery in high schools and universities to inform the target groups





The Alumni Association



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. All high school graduates who have experienced Junior Achievement Programs 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.

Aim is to carry out: JA awareness-raising activities with other non-JA youth, sharing their JA experience; JA peer-learning activities through simulations & role-play; Workshops on leadership, public speaking & team-building; Network-building with other alumni (in Albania & in Europe); Network -building with private industries & business institutions; Volunteer help at JA organization's activities; Provide key input & contribute substantially at JA annual conference. In addition, JA alumni prove very helpful as volunteers in distributing JA surveys, reaching out to all their JA peers; in the process, they provide real input and important feedback on JA's performance & impact.



Alumni Activities in Albania :



- Junior Achievement Europe "Leader for a Day" with Pabiola Dushi as representative of JA of Albania Alumni.
- Coffee-Talks – meetings with new and existing Alumni to engage and involve them in upcoming activities.
- Workshops and Info sessions - to build and improve capacity in JA Alumni of Albania network.
- JA of Albania facilitators – Part of JA of Albania staff during JAA activities.
- Volunteers and regionally working as part of People First Project and as a strong point to promote and reach youth applicants.
- Internship opportunities - to enhance work readiness of young people graduate or undergraduate, giving them a chance to improve their abilities.
- Volunteers in activities organized by JA of Albania partners

Internships Program

Is designed to enhance work readiness of young people graduate or undergraduate, members of the network "JA Alumni Association", but not only, through a structured internship program in partnership with local business, corporations, various institutions operating in Albanian market.

5 Years





EMPOWERING TEACHERS

▶ TEACHERS TRAINING

Too often, teachers working with entrepreneurship, financial literacy, work readiness education feel alone. They ask for more opportunities to business network and share best practices.

JA programs are designed to help young people to succeed. The way how JA programs are taught by high school students, through practical activities and presenting them with the real world of work, enables a positive approach of young people to critical thinking, problem-solving and prepares them for the future challenges.

Our priority is to invest in teachers professional learning and development to increase impact on young people.



+1300 teacher trained
(K9 & secondary education)

Teachers Conference

In the 3d National JA Teachers Conference participated 180 teachers and. participants shared personal experiences about the impact of JA program in high school. The aim of the Conference it was the impact of entrepreneurship education to achieve the most important goal: make the young people skillful and independent for the labour market.

The focus of the Conference was:

- capacity building and skills for youth entrepreneurship and leadership,
- preparing independent and skillful individuals to succeed in the future
- teachers role in increasing students performance



▶ VOLUNTEER ENGAGEMENT

With the help of devoted +80 expert business mentors, reputable role-models & business leaders and concerned stakeholders, JA of Albania aims to:

- narrow the gap between theoretical learning & practical learning
- help young people make smart career choices
- help young people to consider future career prospects as self-employed business owners
- inspire young people to think & act more entrepreneurially.

FINANCIAL STATEMENTS

CURRENCY: USD / \$

Balance Sheet	As at DEC 31, 2016	Changes in net assets:	Year ended DEC 31, 2016
ASSETS		INCOME	
Current Assets		Revenues (Grants, donations, textbook revenues)	289,005
Cash and Bank	25,601	EXPENSES	
Accounts Receivable	-	Employee compensation and benefits	(130,467)
Total Current Assets	25,601	Travel & Transportation	(3,881)
Fixed Assets	12,455	Administrative Costs	(37,206)
TOTAL ASSETS	38,056	Deprec & amort - allowable	(10,637)
		Teaching and Learning Materials	(20,526)
Unrestricted Net Assets	35,138	Teachers & volunteer training	(10,541)
Restricted Net Assets	2,918	Inter-school events	(70,261)
TOTAL NET ASSETS	38,056	Miscellaneous	(7,084)
		TOTAL EXPENSE	(290,603)
		Net Ordinary Income	(1,598)
		Exchange Gain or Loss	(228)
		Change in net assets	(1,826)
		Nett assets at beginning of year	39,882
		Net assets at end of year	38,056

Financial statements have been prepared on the cash basis of accounting, modified to include donations in kind, property and equipments and related depreciation and write downs, which is a comprehensive basis of accounting other than accounting principles generally accepted in the United States of America, International Financial Reporting Standards and Albanian National Accounting Standards.



5
Years

JA'S PARTNERS

JA of Albania
is an investment of



Albanian-American
Development Foundation

Institutional Partners

