

in cooperation with





CEFE is.....

**a comprehensive training concept and methodology
to strengthen competencies
needed for a successful start and career as**

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- ***Employee***
- ***Manager***
- ***Entrepreneur***

in all kind of sectors

To achieve this, CEFE

- **uses amazing innovative training methods**
- **applies participative experiential learning**
- **is highly adaptable to target groups**
- **is specialized in adult learning**



At the end of the training, participants

- see, understand and can explore opportunities on the market
- will be more competitive on labor market
- fit for successful job applications
- they are more competitive in leading their own business



How is that possible??

The program will..

- motivate & energize trainees to change their current situation
- change their perception of employment opportunities
- make them target oriented
- develop their job application skills
- enable them to identify and define employment objectives and strategies
- enhance their team ability
- improve their client orientation
- increase their entrepreneurial characteristics



Impact Objectives

- improved employability
- diversified employment options for participants
- increased competencies of labor force
- more job opportunities
- reduced unemployment

We declare:

- *over 80% of participants will evaluate the training as useful or very useful*
- *depending on the composition of participants, > 50% of them will have found employment within 12 months after training*
- *At least 70% of the entrepreneurs will increase their turnover after CEFE training*



Personal Qualities for Successful Entrepreneur

extroversion

ambiguity tolerance

focus of self-control

learning from failures

persistence

decision making

self confidence

creativity

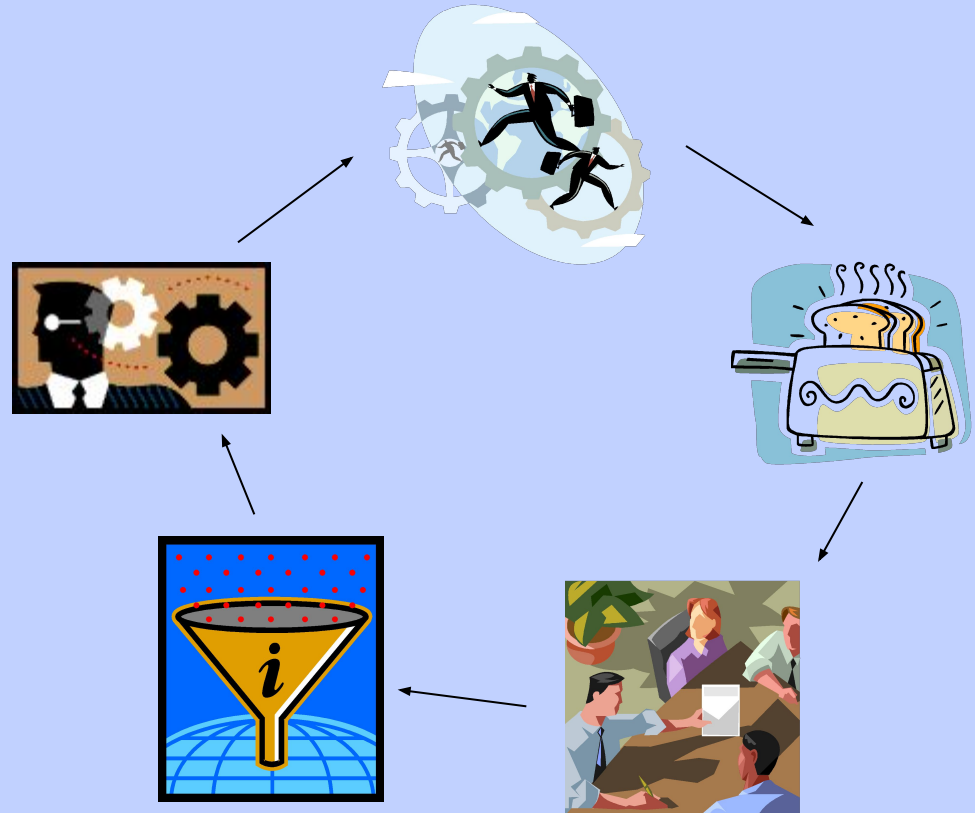
opportunity seeking

information seeking



Method: Experiential Learning Cycle

- Action
- Publishing
- Processing
- Generalizing
- Application



Cash Flow exercise



Diffusion

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North America,
Latin America
and
the Caribbean

Argentina
Bolivia
Brazil
Canada
Chile
Colombia
Ecuador
El Salvador
Guatemala
Honduras
Jamaica
Mexico
Nicaragua
Paraguay
Peru
Dom. Republic
Uruguay
USA
Venezuela

Europe
Albania Austria
Bosnia-Herc. Germany
Hungary Macedonia
Montenegro Netherlands
Poland Portugal
Russia Romania
Serbia Ukraine

Africa

Egypt
Ethiopia
Ivory Coast
Kenya
Mozambique
Rwanda
South Africa
Tunisia
Benin
Burkina Faso
Cape Verde
Morocco
Swaziland
Algeria
Botswana
Cameroon
Mali
Namibia
Zimbabwe
Tanzania
Angola
Congo
Malawi
Mauritania
Nigeria
Togo

Asia

Bangladesh China
Indonesia Laos
Kirgisia Nepal
Pakistan Palestine
Philippines Sri Lanka
Thailand Yemen
Uzbekistan Vietnam
Cambodia Fiji
Kazakhstan India
Lebanon Malaysia
Papua N.G. Singapore
Turkmenistan East Timor



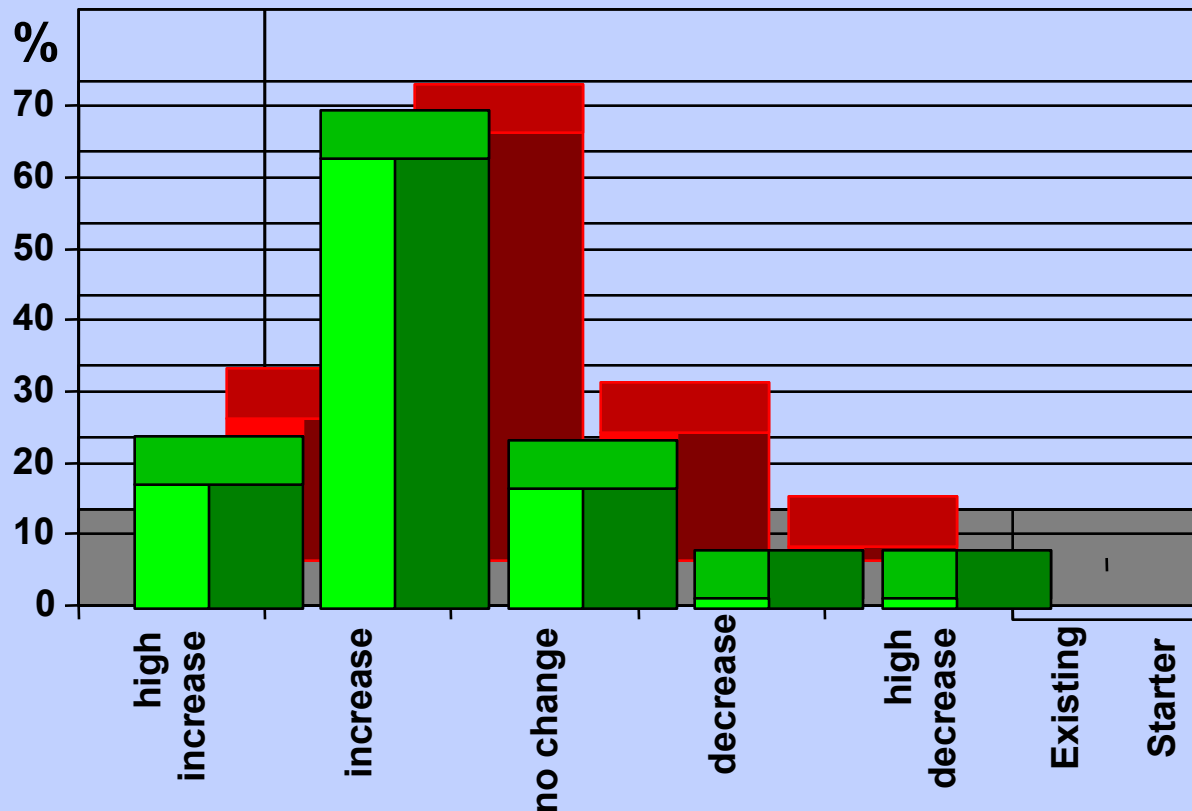
Income

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About 80% of the participants who are employed or in business claim that

their personal income increased (min. 30%) or highly increased (min. 50%)

after CEFE.



Source of Evaluation:



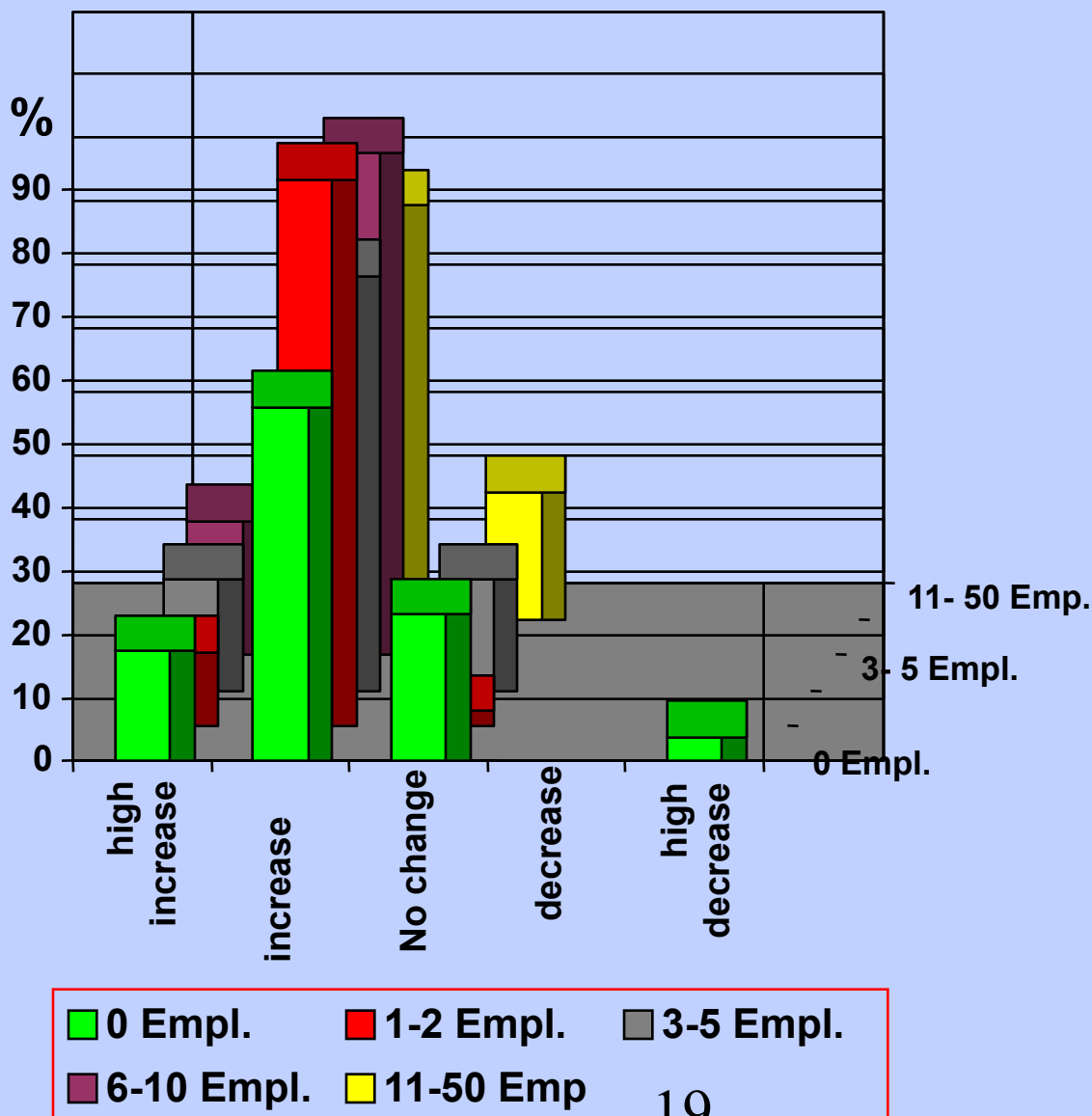
Existing Starter



Between 78% and 100% of the participants claim that

their turnover did increase (min. 30%) or highly increase (min. 50%) after CEFE.

Source:
Evaluation BMZ /
IFO-Institute



Leading bankers in Egypt

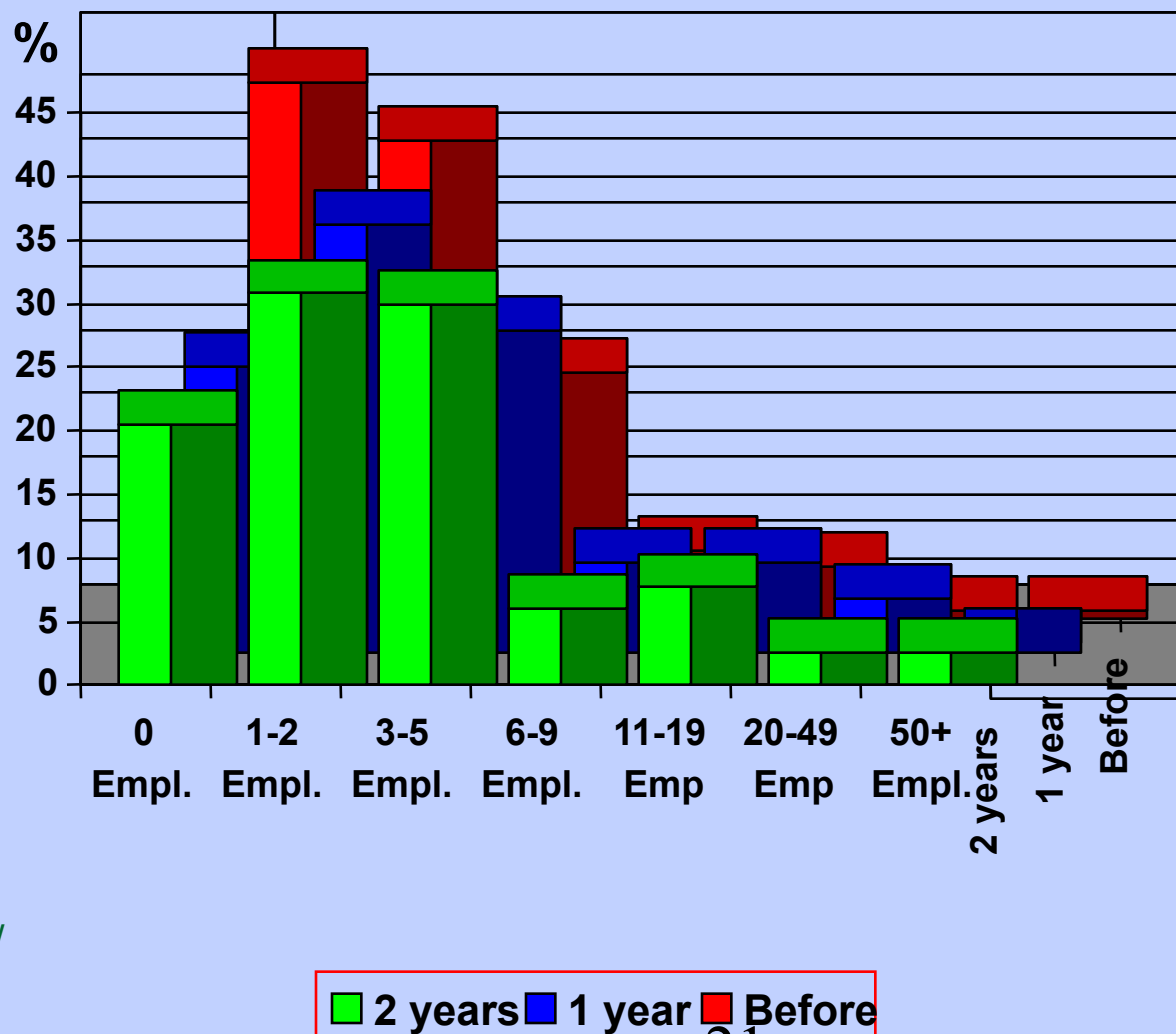


Employment

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Both, existing and new entrepreneurs did create sizeable new employment opportunities after CEFE. It can be assumed that on average a minimum of 4.5 new jobs were created per participant.

Source:
Evaluation BMZ /
IFO-Institute





CEFE Balkans References

- Capacity building:
 - 12 ToT programs
 - 190 CEFE trainers trained
 - 130 certified
 - 90 active
- Regional coverage: National associations registered in Bosnia-Herzegovina, Kosovo, Macedonia, Montenegro, Romania, Serbia
- Regional cooperation and coordination office in Belgrad
- Client list
 - International: GTZ, SDC, USAID, SIDA, Telecom, InWEnt, EU, Catholic Relief Service, Lend'O Lakes
 - National: local municipalities, national enterprise promotion agencies, local labor offices, technical colleges, higher education organizations

CEFE Balkans References Illustration

Country	Topic	N° courses	N° participants
Balkans	Training of Trainers	12	180
BiH	entrepreneurship for vocational school graduates	4	200
BiH	business training for farmers	4	80
BiH	entrepreneurship and employment training	20	300
BiH	management training	10	150
BiH	business creation courses	4	70
Kosovo	business creation courses	20	300
Kosovo	business management training	10	150
Macedonia	employability training for graduates from technical faculties	2	50
Macedonia	entrepreneurship training	10	240
Macedonia	preparation of business plans	15	300
Macedonia	financial management seminars	8	126
Macedonia	marketing courses	7	120
Macedonia	PPP	6	100
Macedonia	training for women in business	3	68

CEFE Balkans References

Country	Topic	N° courses	N° participants
Montenegro	business creation courses	5	120
Montenegro	business management training	5	75
Montenegro	high school graduate employability training	3	65
Romania	business plan training	50	1000
Romania	project management training	5	75
Serbia	start up courses	6	90
Serbia	tourism sector training	10	200
Serbia	high school and vocational training graduates employability	8	140
Serbia	Women in business world conference	1	400

Team building exercise



CEFE International

www.cefe.net

www.cefe.net

CEFE Macedonia

www.cefe.mk

***THANK YOU FOR YOUR
ATTENTION***