

ANNEXE 1

The key objectives of the Young Cells Scheme in Albania

One of the key challenges faced by Albania is the enhancement of the capacity of the civil servants involved in the EU integration process. Continuous improvement of the administrative framework and good management practices for implementation and coordination of the integration process are adequate responses. The Action will thus address the needs and priorities of the government of Albania, notably those related to EU integration, policy coordination and support to decision-making.

In the light of all these elements, the overall objective of the Action is to contribute to the sustainable development of a professional, efficient, and transparent public administration in Albania, through the development and implementation of a traineeship programme dedicated to young Albanian civil servants.

The Action will improve the professional capacity and expertise of a batch of 25 civil servants in key sectors of the Albanian public administration, by providing them with the opportunity to undertake practical training, mentoring sessions, study visits and internships in EU Member States schools and public administrations. The practical knowledge and skills that these civil servants will gather will enable them to contribute fully to the Albanian Government's endeavour to meet the obligations and challenges arising from the EU Integration Process.

The project also aims to develop sustainable mechanisms supporting the career development of the skilled young civil servants, hence enabling them to give a meaningful contribution to key reforms and making them agents of change for a more efficient and innovative Albanian public administration. The Action thus intends to support the Albanian government in making the best use of the enhanced capability that the trainees represent. Also identified is the encouragement of networking and *esprit de corps* among alumni of the programme, to promote sustainable peer-to-peer experience sharing within the civil service. Finally, information on PAR and EU integration will be shared through visibility events and networking activities.

Through the implementation of a comprehensive programme dedicated to young civil servants that encompasses training, mentoring, internships and study visits to EU MS public administrations, the Young Cells Scheme will contribute to the sustainable development of a professional, efficient and transparent public administration. The Action is thus expected to strengthen the capacities of the Albanian public administration in line with the government priorities and EU accession.

The Scheme will be implemented by a consortium led by the INSP, with the University of Kehl (UASK), in Germany, the University of Bologna (UNIBO) and the region Emilia-Romagna in Italy, as co-applicants. The National Centre for Public Administration and Local Government of Greece (EKKDA), and the National School of Public Administration (NSPA) of Croatia are associated partners. INSP will endorse the responsibility of managing and reporting on the Action toward the CFCU in Albania.