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## **GOVERNANCE AND ECONOMIC MANAGEMENT ASSISTANCE PROGRAM GEMAP**

**Implemented by: IBI International**

# **GEMAP and Liberian Institute of Public Administration Build Public Sector Capacity**

***Building the capacity of the Liberian civil service to deliver government services to citizens more effectively is a policy priority for the President of Liberia.*** In support of this objective, USAID GEMAP collaborated with the Liberian Institute of Public Administration, a Liberian institute with the mandate to build public administration capacity, to provide practical, hands-on financial management training on a sustained basis, through the Financial Management Capacity Building Program (FIMCAB).

FIMCAB generated wide interest soon after it was announced. Registrants came mostly from the public sector, including the Ministry of Finance, Central Bank of Liberia, the Senate, the Civil Service Agency, the General Audit Commission, Ministry of Public Works, and Ministry of Health. There were also registrants from the private sector and non-profit organizations.

With the completion of the first training quarter, participants received their certificates at a ceremony in March 2010. Director of LIPA, the USAID Deputy Mission Director, and representatives from the Executive Branch made remarks emphasizing the role of capacity building in the nation's development agenda, and LIPA's pivotal role in enhancing the public sector's administrative capacity. The first cohort trained 53 people in different areas of financial management and IT, including internal controls and internal audit.

The results from the second cohort represented significant progress and continued momentum for the program. Enrollment increased from 53 trainees in the first cohort to 206 registered for the second cohort; a sign of the demand for increased accountability and proficiency in the public sector. 20% of the participants paid for the course directly, while 40% were sponsored by the Government of Liberia and 38% were funded by the private sector.

The FIMCAB catalog for the second cohort offered courses in Internal Auditing, Procurement, Public Sector Finance, Public Sector Management, and Computer Knowledge. An analysis of questionnaires completed by trainees following program completion indicated 90% satisfaction in regards to the facilitators' knowledge of course material, 83% satisfaction in regards to content delivery, 88% satisfaction in regards to the opportunity to meet other professionals, and an average of 84% general satisfaction with the program. Supervisors of civil servants that received training report a notable improvement in the employees' confidence and attitude towards work following FIMCAB.