

Strengthening the capacity of the IFAPAs in Maputo, Beira and Lichinga, Mozambique

Assignment	The project focuses on improving the capacity of the IFAPA to improve the capacity to design, organize and implement modern Public Administration training courses.
Client	Government of Mozambique
Financing Agency	Nuffic
Partners	CBE, SIPU (SE)
Composition of Team	<i>BMB Mott MacDonald:</i> Team Leader; Training Expert/Deputy Team Leader; Gender Expert; Documentation Expert; Data Base Expert; Strategic Training Advisor; Public Sector trainer and Project Director <i>Partner(s):</i> Labour Market Expert
Period of Assignment	From January 2011 to January 2015 Staff months: BMB Mott MacDonald: 36; Partner(s): 31
Contract value	BMB Mott MacDonald: € 670,000 Partner(s): € 829,000
Background	<p>Since 2001, the Government of Mozambique has been implementing its Global Strategy for Public Sector Reform 2000–2011 (GSPSR) which focuses on (a) strengthening service delivery through decentralisation and institutional restructuring; (b) policy formulation and monitoring; (c) public sector professionalism; (d) financial management and accountability; (e) good governance and combating corruption; and (f) the management of the reform process itself. One of the main components of the Public Sector Reform strategy is the Training System for Public Administration programme. This system has not been very well developed despite the fact that over the past years three Training Institutes for Public Administration were created in the country, in the south in Maputo, in central Mozambique in Beira and in the northern city of Lichinga. These centres organize training courses for civil servants with a special focus on cadre at municipal level however their curriculum as well as their infrastructure (documentation centre, ICT etc) have not yet been well developed nor integrated in the wider Public Administration System.</p> <p>Through this project the Dutch Government hopes to contribute to the development of a stronger system of Public Sector training in the country, which will lead to better service delivery at local level, an increased transparency, less staff turnover, higher quality training, and a gender balanced professional career development in the Public Sector which matches the requirements of a modern Public Administration.</p>
Description of project	The project will enhance the efficiency of the Mozambican Public Sector by improving the quality and strengthening the organisational context of (Municipal) Public Administration training. It will do so by strengthening the capacity of the three training institutes – IFAPAs - and will achieve:

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- i) an improvement in the capacity of IFAPAs to manage their new training programmes;
 - ii) an improvement in the capacity of the teaching staff of IFAPA in designing, organizing, implementing and updating new training courses for trainers;
 - iii) a specific gender policy statement and a gender strategy based on a gender analysis;
 - iv) a policy / guidelines for the integration of IFAPA's graduates in public institutions.

Services provided

Among many other things we will:

- Conduct an assessment on the capacity of the teaching staff in IFAPAs to provide training in core subjects and carry out a Training Needs Assessment of their staff
 - Carry out an assessment of the conditions for and the level of E-Learning and usage of ICT in Public Sector training
 - Train executive and administrative staff of IFAPA's to carry out training needs assessment and organize and manage the new training programs developed under this project
 - Training of executive staff of IFAPA's in English language
 - Provide on-the-job training to IFAPA management
 - Develop and manage a computerized database for student and financial registration, which can provide timely data related to IFAPAs staff, trainees, trainers and library and training for users provided
 - Share expertise between IFAPA's and other similar institutions in Mozambique and abroad
 - Set up and manage IFAPAs documentation –library centres for its staff and students
 - Develop a project web site and -if need be- also the IFAPA web sites
 - Build the capacity of staff/teachers to manage and deliver training in Human Resources Management, in Information Systems management, Research, Partnerships, Financial Resource Management, Patrimonial Assets, Mozambican administrative laws and General Administration (secretariat, public relations and protocol, document management and others)
 - Establish a Gender Unit within all IFAPAs at appropriate organisational level
 - Implement an equal opportunities marketing campaign for civil servants in general
 - Disseminate IFAPAs gender policy among staff, branches, enrolled and prospective students
 - Make an assessment of the present status of approaches towards integration of IFAPAs graduates in public institutions and try to establish partnerships
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- Establish partnerships and a Project Advisory Committee (PAC) with state institutions for provision of tuition, internships and match making between IFAPA students and possible employers
- Develop quality guidelines and standards for Civil Service Training together with the Ministry of Public Service (MFP)