Mrs. Dei-Tumi continued: ‘JICA sponsored me on a training in Singapore and I learnt to be a better facilitator and administrator than I was. Now, we create what we call ‘organisation buy-in’. We make participants fill a pre-course evaluation form with their superiors or supervisors before they enroll for any training at the Centre. Participants also write their goals and objectives. CSTC ensures participants set goals that are time-bound, and they make their superiors aware of those goals, thereby, strategically making them subscribe to it.’

CSTC also puts in place, evaluation mechanisms to improve the quality of training courses. Mr. Kunitoshi Saito, a Japanese expert, explained; ‘CSTC regularly introduced ‘Learning Platform’, where facilitators can share successful experiences and information to foster quality training.”

In fact, Mrs. Elizabeth Ellie, the Deputy Secretary at the Office of the Sierra Leonean President values the training course at CSTC. ‘The three-week training is very educative, informative and participatory. I have found answers to the challenges of time management, record-keeping and job description that we have back home and I can foster a more efficient relationship between the senior and junior cadres in my office.”

Mr. Baba Silah, the Personnel Director at the Liberian Ministry of Information, Culture & Tourism said; ‘We have lots of challenges back home, some of them are lack of ethical leadership, accountability, low productivity and motivation and poor record-keeping. I have learnt a lot from the training programme and as part of my action-plan, I will propose to the cabinet of my information ministry, that there is the need to establish a centralized record management unit that will collect information and records from all departments and have a centralized depository and also as addendum to that, provide some funding to train people who will be able to manage our information and records competently.’

Asked about what the success story is, Mrs. Dei-Tumi said; ‘We have recorded many successes. Participants are more efficient at their workplaces, they are change-agents and are influencing their peers positively.

Mrs. Dei-Tumi said; ‘We are developing more courses for the sub regions. As a result of the need-assessment we conducted for them and with time, we can help them build structures and capacity so that they would not have to always come to Ghana, but can access quality training in their home-countries. We are also making efforts toward becoming sustainable in terms of finances.’

Mr. Saito said; ‘We are empowering CSTC into becoming a world-class training centre for civil service training in Africa as a ‘Centre for Excellence’. With the success of the JICA project, CSTC will be able to provide valuable insight about advanced training methods, which neighboring countries can rely on, when they have difficulties on job training and capacity development.”

In conclusion, Mrs. Dei Tumi lauded JICA; ‘JICA will be remembered for its tremendous contributions.’ OHCS and JICA’s collaborative efforts to enhance the capacity of CSTC extends till February 2014.
Strengthening the Monitoring and Evaluation (M&E) System of Ghana

Project Background

The Government of Ghana (GoG) and development partners are increasingly becoming more aware of the importance of monitoring and evaluation of programmes, projects and policies and as such the need for strong functioning M&E system across all levels. This concern has also been highlighted during the Multi-Donor Budget Support (MDBS) annual review in the past two years in which M&E and Statistics was identified as one of the key cross-cutting issues for discussion.

In its effort to show results and ensure transparency, accountability and good governance for citizens and development partners, the GoG has committed itself to strengthening M&E and making it a performance management tool. In Ghana, M&E is carried out at the policy level to some extent by the National Development Planning Commission (NDPC); however, in the case of evaluation, especially, at programmes and projects levels and feedback of results into planning and budgeting is virtually non-existent and remains a challenge.

Project Scope

In response to addressing some of these gaps, the Ministry of Finance and Economic Planning (MoFEP) has requested JICA to support a three-year technical cooperation titled: “Strengthening the M&E capacity of MoFEP” (2010-2012). Initially, the request was to enable MoFEP establish a functioning M&E Unit to monitor and evaluate donor-funded programmes and projects being implemented by Ministries, Departments and Agencies (MDAs) but it became obvious M&E was a cross-cutting issue and the need to expand the scope of the project to include the Policy Planning Monitoring and Evaluation (PPME) Units of selected key MDAs in the project, namely Ministries of Health, Education, Roads and Transport/Feeder Roads, Agriculture and NDPC.

The project is a joint support in which JICA through its technical cooperation scheme provides training to staff of MoFEP/MDAs whilst GoG/Embassy of Japan uses the counter value fund