

Fellows Development Programme (FDP)

The Fellow's Development Programme was conceived to address the Institute's mission of sustainable capacity building on an accelerated basis. The programme is designed to develop officials in the region at the professional levels with clear potential of development into world class experts through an intensive programme of customized training, professional exposure to renowned institutions, attachment at exemplary institutions and "one-to-one" mentoring and coaching of fellows using leading experts in various areas of specialty.

Fellows Enrolment Status

MEFMI currently has a pool of 136 Fellows who fall under the categories of Candidate, Graduate and Accredited Fellows. Of these, only 30 or 28% are female. 24 or 18% of the Fellows are Candidate, 52% are Graduate while 30% are Accredited Fellows. (See table 3.1 below).

The MEFMI region is looking to become self-sufficient in relation to the number of MEFMI Fellows who are specialised in each area of the three main Programmes run by the Institute. However, the current number falls far short of the critical mass of at least two Fellows in each specialist area in each Member State. Presently, 77% of the MEFMI member countries do not have Graduate and Accredited Fellows. 26% of the member countries have no Graduate Fellows, while 56% have no Accredited Fellows (see figure 3.1 below). This is partly attributed to the duration that it takes for a Candidate Fellow to become a Graduate Fellow. Since the inception of MEFMI, each Phase has only been able to have an average output of 15 Graduate Fellows, and eight (8) Accredited Fellows.

Fellows play a significant role in the implementation of MEFMI's Programmes through facilitating workshops and country missions.

Fellows Recruitment

Phase IV is targeting to recruit 30 Fellows. These will be drawn from the Client Institutions covering various areas, including new or emerging areas in order to keep pace with the evolving nature of capacity building. A conscious decision was made to slow down recruitment in areas that are traditional and already have a pool of experts who could be developed into trained trainers. Deliberate efforts are also geared towards encouraging Member States that do not have Fellows to submit nominees.

In 2013, MEFMI recruited 19 Fellows who are currently undergoing training in various areas including new areas or areas where no fellow have been trained before. These areas include; Trade Policy and Regional Integration, Revenue Policy and Administration, Government Finance Statistics, Debt statistics and Reporting, Use of CS-DRMS (Management Tools and Public Debt Analytical Tool), retails payment systems and international

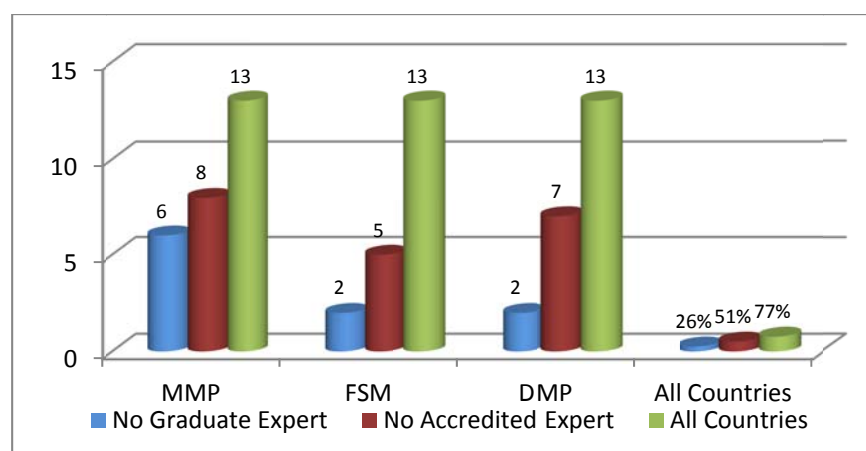
remittances, Macro prudential supervision and Financial Stability, Financial Markets Development (Primary Markets-issuance of securities, Secondary Market Operations, Reserves Management - Back Office Operations (settlement, clearing, accounting of investments).

Fellows Status by Programme and Gender_ June 2014

COUNTRY	MACROECONOMIC MANAGEMENT			FINANCIAL SECTOR MANAGEMENT			DEBT MANAGEMENT			% of Females	Total
Country/Status	Candidate	Graduate	Accredited	Candidate	Graduate	Accredited	Candidate	Graduate	Accredited		
Angola	0	0	0	0	0	0	0	1(0)	0	0%	1(0)
Botswana	0	0	0	0	1(0)	0	0	0	0	0%	1(0)
Kenya	1(0)	2(2)	1(0)	1(0)	4(3)	2(0)	1(0)	3(1)	0	40%	15(6)
Lesotho	0	1(1)	0	0	1(1)	2(1)	0	1(1)	1(0)	67%	6(4)
Malawi	2(0)	0	2(1)	1(0)	2(1)	2(0)	2(1)	3(1)	1(0)	27%	15(4)
Mozambique	0	0	0	1(0)	1(0)	0	0	0	0	0%	2(0)
Namibia	0	1(0)	0	0	1(0)	1(0)	0	2(1)	0	20%	5(1)
Rwanda	0	0	0	1(1)	1(0)	0	0	1(0)	0	33%	3(1)
Swaziland	0	0	1(0)	0	0	0	0	3(0)	0	0%	4(0)
Tanzania	1(0)	1(0)	1(0)	1(1)	1(1)	3(0)	1(0)	3(1)	1(0)	23%	13(3)
Uganda	0	2(0)	0	1(1)	3(2)	2(0)	1(0)	2(0)	3(0)	21%	14(3)
Zambia	0	3(1)	0	2(1)	1(0)	3(0)	0	1(1)	2(0)	25%	12(3)
Zimbabwe	1(1)	1(0)	2(0)	0	2(1)	5(2)	0	3(0)	1(1)	31%	16(5)
% of Females	20%	36%	14%	50%	50%	15%	20%	26%	11%	28%	
Total	5(1)	11(4)	7(1)	8(4)	18(9)	20(3)	5(1)	23(6)	9(1)		106(30)

Note: Figures in brackets denote number of Female Fellows. Source: MEFMI Database. Figures in brackets denote number of Female Fellows.

Expert Gap by Programme_ June 2014



Source: MEFMI Database.

Fellows Utilisation Status

MEFMI scaled up the utilization of graduate and accredited Fellows in capacity building activities from 155 in 2011 to 185 in 2013, while ensuring an appropriate balance of pairing with international resource persons. See table 3.2.

Fellows Percentage Utilisation_ June 2014

Type of Resource Person	2012	2013
Fellows	14%	18%
Fellows and Regional Experts	37%	44%
International Experts	63%	56%

Source: MEFMI Database.

Fellows Work programmes – Current Intakes

Candidate Fellows’ Work Programme – 8th Intake

No.	Item	Period	Status
1	Recruitment	Nov 2012 to April 2013	Completed
2	Selection of Candidates	April 2013	Completed
3	Orientation , development of Customised Training Plans (CTPs), Research Methodology and Report Writing Skills workshop - Victoria Falls, Zimbabwe.	1 to 10 July 2013	Completed
4	Deadline for submission of Technical Proposals.	By 31 st January 2014	Closed
5	Probation: <ul style="list-style-type: none"> - Development of Proposals of the Technical Papers, - Finalising of the CTPs, - Allocation of Mentors. 	August 2013 to January 2014	Completed
6	Implementation of the CTPs and writing of Technical Papers with the guidance of mentors, attend training courses, attachments and research.	February 2014 to February 2015	On-going
7	Submit Full paper to the Secretariat and Mentor for final comments and assessment of CTP implementation.	By 30 September 2014	
8	Fellows Facilitation and Consultancy Skills workshop – Tanzania.	17 to 25 November 2014	Scheduled
9	Deadline for submission of the Final Paper to the Secretariat for final review and Assessments.	By 30 th November 2014	
10	Reviews and Assessments by Client Institution and External Reviewers.	December 2014 to February 2015	
11	Graduation	June 2015	

NB:

1. Candidates that fail to meet the probation requirements and continuously fail to improve after warnings are considered for termination.
2. Candidates that fail to meet the graduation requirements and are forwarded for graduation with subsequent intakes are penalised with a 5% deduction in their overall assessment score at the time of graduating.

Apprenticeship Work Programme - 2014/2015

No.	Item	Period	Status
1	Selection of Graduate Fellows for Accreditation	April 2014	Completed
2	Announcement of selected fellows with the Client Institutions	July 2014	Partially done
3	Deadline for submission of Proposals for the Discussion Papers.	By 31 st October 2014	
4	Writing of discussion papers with the guidance of the Secretariat.	August 2014 to May 2015	
5	Facilitation of regional courses, attachments and research.	January 2014 to May 2015	On-going
6	Submission of draft papers to the Secretariat for final comments.	By 28 th February 2015	
7	Deadline for submission of the Final Discussion Papers to the Secretariat for final review and Assessments.	By 30 th April 2015	
8	Reviews and Assessments by Client Institution and External Reviewers.	May 2015	
9	Assessment and Accreditation	24 th July 2015	