

Developing Professional Training Programmes

Key points from the Auditing in Complex and Challenging Contexts Workstream Webinar

8 June 2021

To successfully adopt and apply the ISSAIs, SAIs need professionally trained staff. Sometimes SAIs can recruit people directly from the open market but increasingly they need to create their own accredited professional training programmes adapted to their specific institutional needs. Indeed, during this webinar, an on-line survey revealed that around 73 per cent of the respondents were from SAIs who provide professional training for their financial audit staff.

During the facilitated discussion, at the start of the webinar, we heard from the General Director of Audits, Dr Jeremias Zuande, from SAI Mozambique and the Deputy Auditor General of SAI Afghanistan, Syed Bilal Hashmi. In both cases, the SAIs were developing their professional programmes against a backcloth of national shortages of professionally trained accountants, and even a shortage of university level lecturers capable of training SAI staff. From Mozambique we learned of the wide ranging national and international research which was undertaken so that they could create course curriculum drawing on the best externally available and yet adapted to their own context. From Afghanistan, we learned of the structure of their training programme, and how professionalisation was proving a major means to motivate staff and gain their commitment to the institution.

During questions, participants sought to understand why the SAIs had decided to develop their professional training programmes, what impacts they were already seeing, how they were able to make sure SAI managers were able to utilise the newly acquired skills and knowledge of their professionally trained staff, and what happened to staff who failed to pass their professional examinations.

Bruce Vivian, from AFROSAI-E, facilitated the discussions and in summing up, stressed the importance of context in developing professional training programmes. There is much which can be borrowed and learned from colleagues in other SAIs but then begins the hard work of adapting this learning to each SAIs' unique context.

A recording of the webinar is available on the CBC website, alongside a Youtube video produced by SAI Afghanistan, a set of slides produced by SAI Mozambique, and the results of the on-line survey conducted during the webinar.

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Workstream on Auditing in Complex and Challenging Contexts.



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