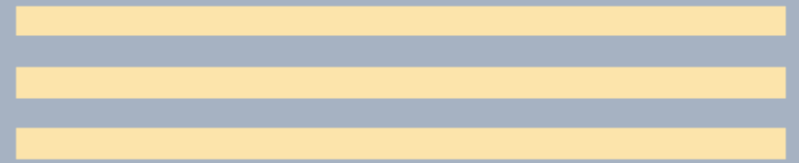




Edging towards SAIs formalising practical experience

Turning challenges to opportunity



Consider the following....



Does your SAI provide new recruits with training and workplace exposure that is systematic and intentional?



Are junior staff in your SAI mentored/ coached by senior staff?



Does your SAI plan to provide junior staff with exposure to be able to grow in competence and assume management and leadership roles in the future?

Overview

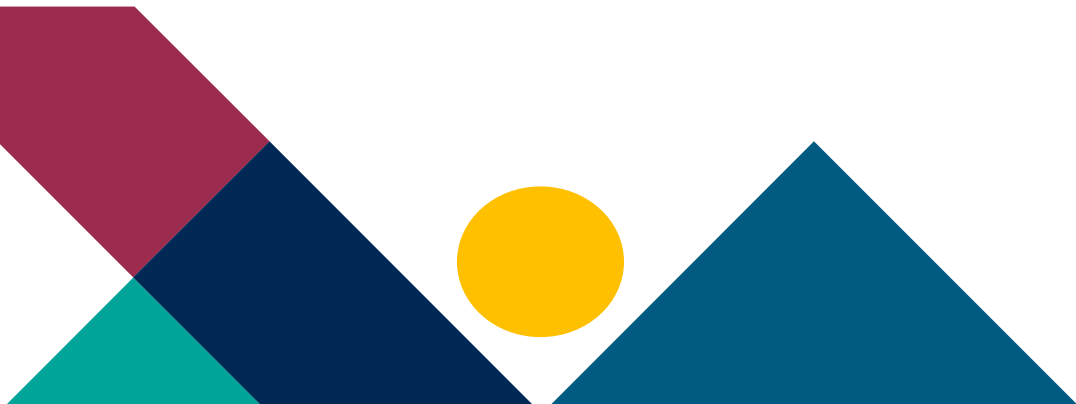
What is practical experience?



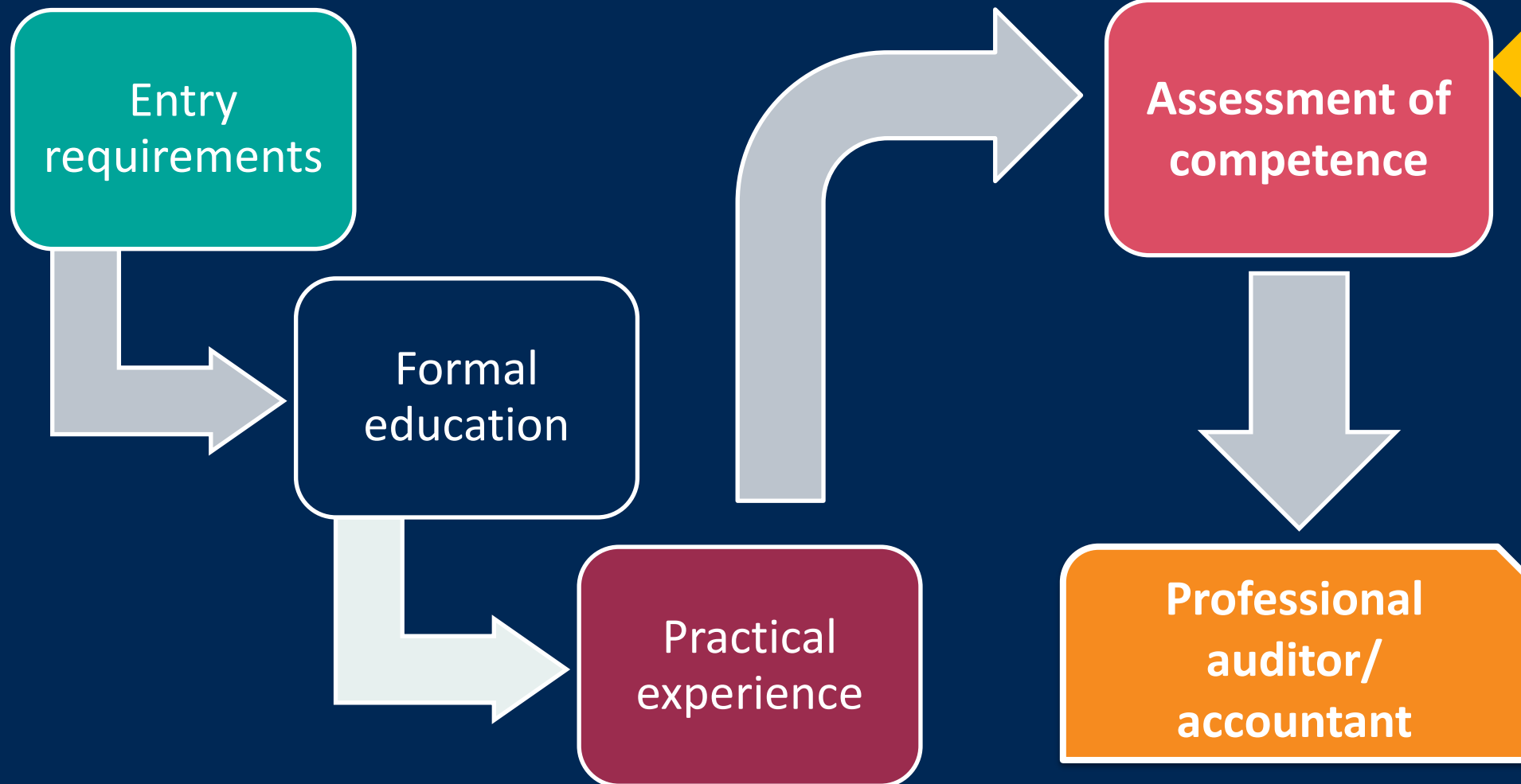
On-the-job learning that develops professional competence



A key component of IPD



What is IPD?



Overview

Why is practical experience important?

1. Provides a means to learn by doing
2. Real experience prepares one for real-world challenges
3. Provides learners with public-sector specific experience



AUDITOR
COMPETENCE



PROFESSIONAL
DEVELOPMENT



VALUE AND
BENEFITS OF SAIS

Overview

How can such formalisation occur?

PAO Accreditation

PAO/Regulator aligned

Internally determined
structure

Challenges & related opportunities

INSTITUTIONAL

INDIVIDUAL

Challenges

Institutional (External And Internal)

No strategic/ institutional support for the initiative

Low starting base

Limited or no interaction/ collaboration with key institutions(PAO/
Regulator/ PSC, etc.)

Lack of autonomy by the office

Competency framework basis for the process

Polling question (#1)



Opportunities

No strategic/ institutional support for the initiative

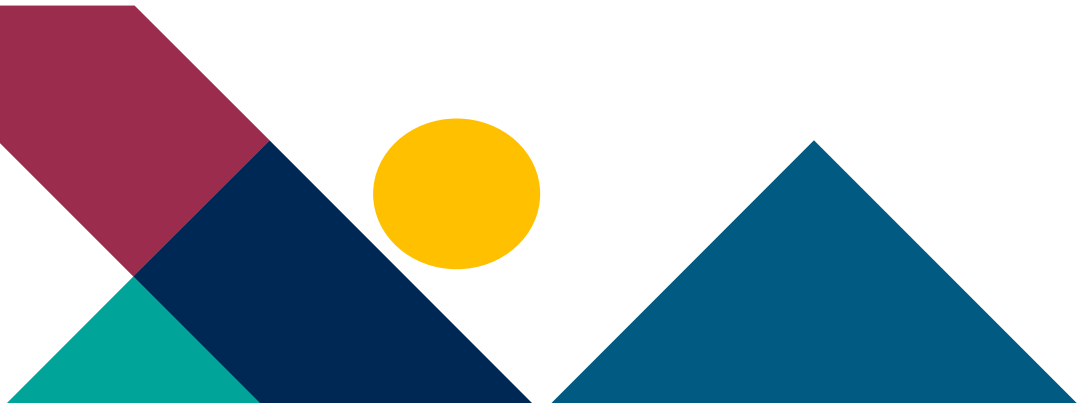
- A case may need to be made, for purposes of ensuring that there is alignment between practical experience process and the professional development ambitions of the office
- Using strategic revisions (including at interim), as an opportunity to align practical experience requirements with the strategic goals of the SAI



Opportunities

Low Base

- Partnerships with other entities with capacity to roll-out such a process might be necessary in the early stages (e.g. the private sector)
- Partnership with the PAO/ Regulator to facilitate the creation of such a process factoring the public sector context

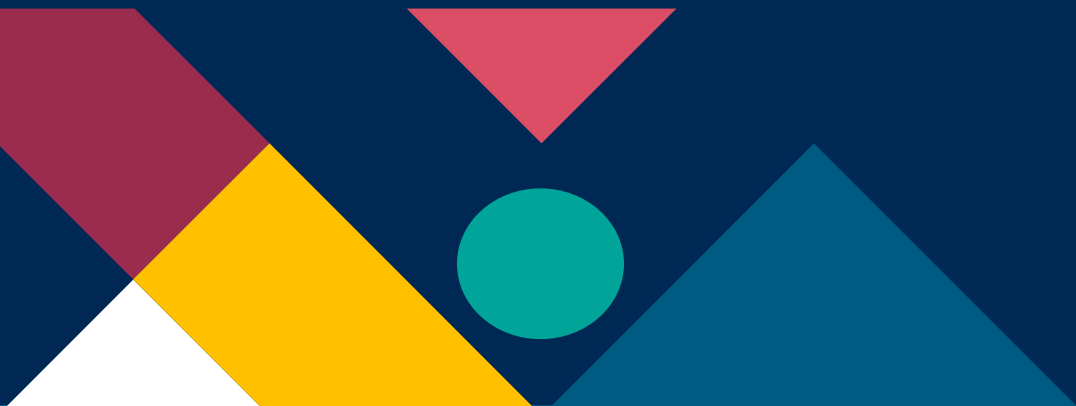


Opportunities

Limited or no interaction/ collaboration with key institutions(PAO/ Regulator/ PSC, etc.)

An opportunity to renew/ create a relationship with the PAO, specific to this process

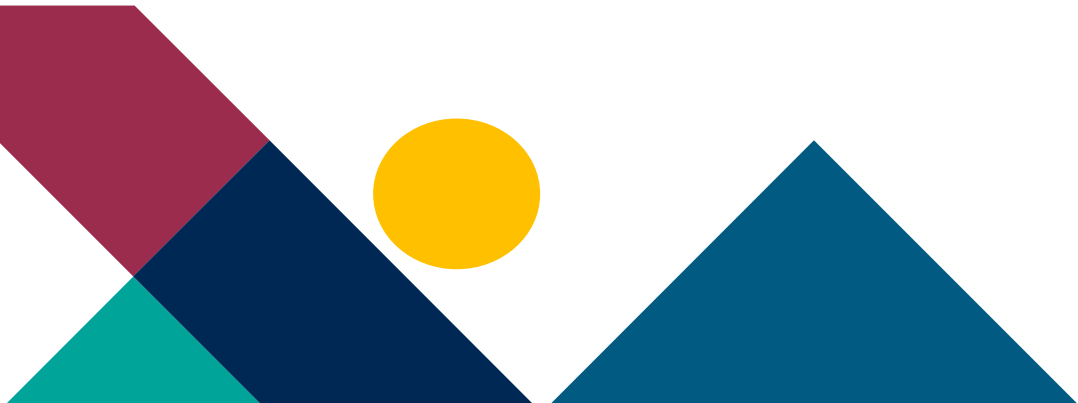
- An opportunity to partake and influence the activities of the PAO/ Regulator, particularly in relation to the public sector



Opportunities


Lack of office autonomy

- An opportunity to renew/ create a relationship with the Public Service Commission or similar entities
- Opportunity for the SAI to continue being a visionary and exemplary public sector entity



Opportunities

Competency framework basis for the process

- Use the opportunity to set minimum standards for auditor levels at the SAI
 - Refer to guidance provided by INTOSAI to determine an appropriate Competency Framework or refer to the AFROSAI-E determined framework
- 

Challenges

Individual

Lack of success with professional exams

Lack of enthusiasm for the process

Career path

Perceptions about the attractiveness of the public sector

Polling question (# 2)



Opportunities

Lack of success in the professional exams

- Opportunity to offer work place support to complement practical experience process
- Create incentives for progress being made on the educational and practical experience component of the professionalisation journey



Opportunities

Lack of enthusiasm for the process

- Partner with the candidates on a journey that enhances the SAI and their personal professional ambitions
- Indicate possible positive future outcomes (Emphasise what becoming a professional may mean for them)



Opportunities

Career path

- Determine possible opportunities for career growth for those who complete the process
- Create incentives for professional growth (recognition and rewards)
- Access to available attraction and retention benefits



Opportunities

Perceptions about the attractiveness of the public sector

- Emphasise the unique opportunity to impact the country directly
- Indicate the full length and breadth of public sector experience
- Part of unique and one of a kind experiences
- Emphasise the extent of coaching and mentoring opportunities



Polling question (#3)



AFROSAI-E Assistance

Formalised practical experience programme

AFROSAI-E can assist the SAI in implementing a formalised practical experience programme aligned to strategic and professionalised objectives, which may include:

- Development of generic practical experience plan
- Training of mentors/ assessors
- Facilitating engagements with the PAO



Questions?

Comments?



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