



EVALUATION SUMMARY:

President's Young Professionals Program of Liberia

An Independent Evaluation by Innovations for Successful Societies of Princeton University

Program Background: Launched in 2009, the President's Young Professionals Program (PYPP) is a prestigious two-year fellowship that places recent Liberian college graduates in important roles in the civil service and provides them with training and mentorship as they support the government's top priorities.

Evaluation: Innovations for Successful Societies at Princeton University conducted an evaluation of the PYPP based on 80 surveys of current PYPs, alumni, & comparison individuals and 70 interviews with survey respondents in addition to program staff, supervisors, mentors and government officials.

NEW PIPELINE OF TALENT

Only 18% of PYPs indicated that they would have tried other routes into a public sector career - the remainder stated they would have opted for alternative career paths

COST-EFFECTIVE IMPACT

96% of mentors and supervisors reported PYPs as being integral to the workplace. PYPP compared favorably with other capacity building programs on program cost-effectiveness

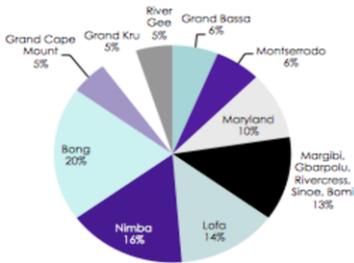
ONGOING CAREER DEVELOPMENT

Significant number of PYPs reported a significant improvement in their knowledge and skills through PYPP orientation and training

ACCELERATED LEADERSHIP

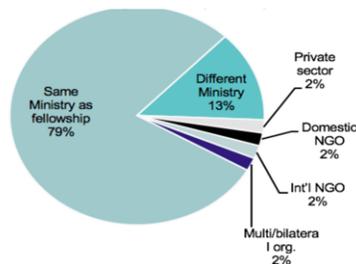
79% of PYPs continue to work in the same agency or ministry but in more senior management roles – some having become directors or assistant directors

County of origin of PYPs



PYPs represent 14 of Liberia's 15 counties

Current employment



92% of PYPs still work within the Government of Liberia (GoL)

Skills gained



88% of PYPs reported gaining leadership skills

PYP in action



Sarah Johnson was a PYP in the finance ministry and is now a Senior Budget Officer - achieved in 3 years

Key Recommendations for Continued Programmatic Improvements and PYPP Responses

ISS KEY RECOMMENDATIONS

Build staff capacity and standardize operating procedures

Detail the recruitment process & adopt a longer recruitment cycle

Increase emphasis on writing, reporting, and computer skills in the initial orientation

Consider expansion at a state level to boost the much needed capacity at state level

Establish stronger communication and ties with ministers and agencies

Develop a viable funding structure and establish an agreement with the GoL for the management of PYPP

PYPP RESPONSES

PYPP has transitioned into a Liberian entity and has built up a strong program team with robust operating procedures

All program components, including recruitment, are undergoing extensive review to improve processes

A new training program has been implemented with an emphasis on writing, reporting, and computer skills training

To support Liberia's decentralization agenda, PYPP is exploring growth to the county level with an initial focus on education

PYPP is actively building support within the GoL. Several ministers and heads of agencies are PYPP board members

PYPP is in the final stages of establishing an MOU for a public-private partnership with the GoL

