



EMERGING PUBLIC LEADERS

A Proven Solution Developing Talent in and for African Civil Service

Where prosperity is distributed most equitably in the world, it depends on effective, ethical governance. Governments, in turn, are only as functional as the people working in them: talented civil servants who put citizens first. Throughout Africa, Emerging Public Leaders (EPL) is populating government ministries with professionals like these, who are energetic, creative and highly motivated to serve. With EPL's support throughout their career journeys, these leaders influence and strengthen their country's infrastructure for delivering government services with care, innovation and integrity for the benefit of all.

Operating in Liberia, Ghana and Kenya, EPL's competitive and merit-based recruitment process, continuous and responsive training, professional development and mentorship motivates highly qualified, college-educated young professionals to pursue careers in the civil service. These Fellowship programs promote an inclusive and accessible approach across class, gender, ethnicity, ability and geography, because governments that reflect the diverse communities they serve better meet the needs of their citizens. Beyond the Fellowship, EPL's active alumni network is one of the program's greatest strengths, offering a cross-country community of mentorship and collaboration.



Meritocratic and transparent recruitment



Performance management



Community service projects



Mentorship and professional development support



Continuous and responsive training



Alumni engagement & career development support

Providing Value to Governments and Public Servants

- In Liberia, EPL's longest-existing Fellowship, a 2022 impact evaluation study showed that **more than 95% of Fellows** have increased knowledge on how to become effective public sector leaders.
- **More than 80% of supervisors** agreed that the EPL Fellows assigned to their units contributed toward strengthening the organizational capacity of their ministry or other institution.
- **73% of supervisors** asserted that the performance of staff with the EPL program is higher than that of staff not with the program.
- **100% of supervisors** said culture change in their organizations depends on the sustained presence of the EPL program.

Making an Impact through the Fellowship

"[The Emerging Public Leaders program] has proven to be an innovative program to build leadership, respond to capacity gaps, and employ promising graduates. It remains an essential component of our strategy to strengthen public sector capacity."

- Former Liberian President and EPL Co-founder Ellen Johnson Sirleaf

"Young people pursuing public service, who are indeed the future of the public service and the stability of the nation, need to be equipped with new skills and ethos of leadership in order to become the next generation of leaders that this country deeply needs."

- Dr. Mary Mwiandi, Ph.D., MBS, a Commissioner at the Public Service Commission of Kenya

"Public service creates an enabling environment for institutions across all sectors. It's the best place for me."

- Abdul Kudus Abdulai, EPL Ghana Cohort 4 Fellow, Ministry of Finance



The Kenya Fellowship program's training on citizen-centric public service inspired **Khadija Mohamed**, a probation officer in Lamu County, to advocate for the inclusion of more women in decision-making platforms and the establishment of advocacy networks through her school mentorship initiative. This work resulted in Khadija's appointment to the Board of Directors of Bomani Secondary School and membership of the Children's Court Users Committee.

In Liberia, **Dr. Moses Ziah II** started his journey with the President's Young Professionals Program (PYPP) as a medical student serving at the Ministry of Health to address the Ebola epidemic. The leadership and technical skills gained as a Fellow empowered Dr. Ziah to volunteer alongside other young doctors during the COVID-19 pandemic. Building off his training, he not only cared for the patients in the clinic but shared information about the disease with government and community leaders, compiled data and statistics to secure donations of medical equipment and reassured the public about the importance of testing and how to stay safe. This work ensured that COVID-related deaths in Liberia remained substantially lower per capita than many other wealthier countries.



After a Fellowship in the Office of the President of Liberia and the Ministry of Education, today **Albert K. Samukai** is the chief of staff and senior advisor to Liberia's education minister. He works alongside Fellowship alumni Abraham Dagher, now director for administration and coordinator for partnership schools program, and Leah Tomah-Zinnah, who manages statistics, monitoring and evaluation for the ministry.

Cross-Sector Impact Starts with Funding Governance

Financially supporting Emerging Public Leaders makes an impact beyond good governance. EPL Fellows are applying their leadership and raising the standard for governance and service delivery in core functions of government:



Public health



Energy



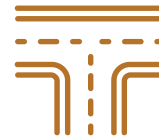
Agriculture



Education



Environment and Climate



Infrastructure



Transportation



Finance

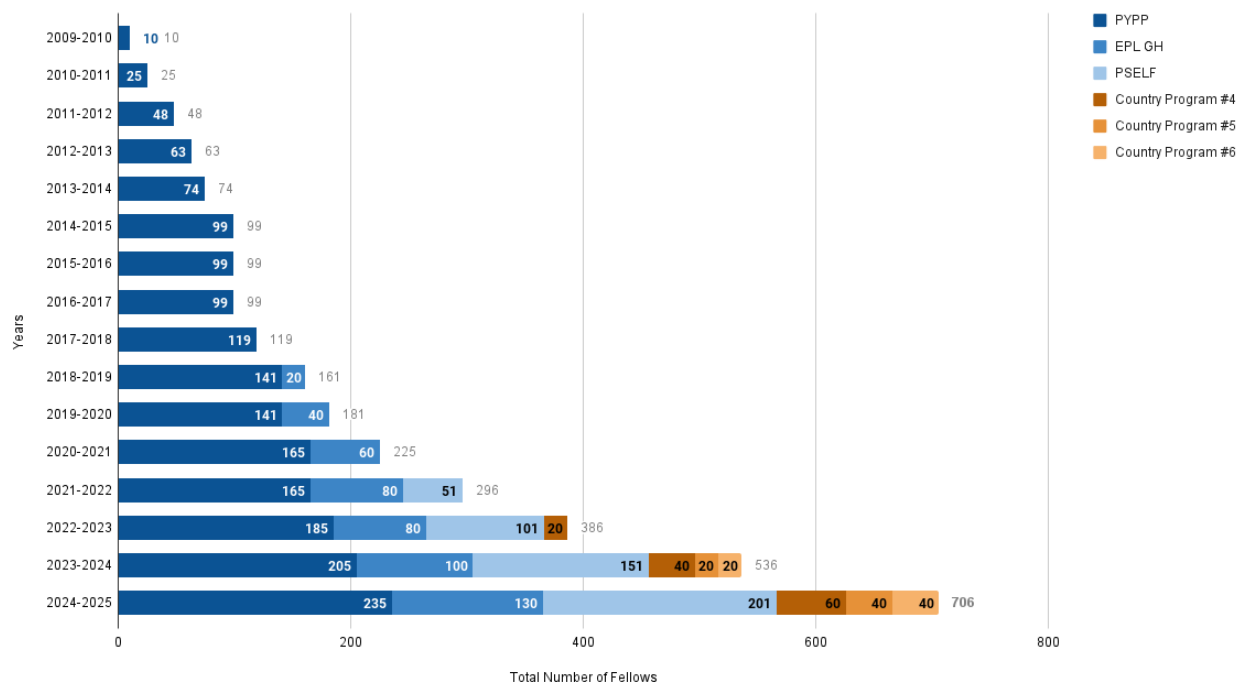


Courts & Justice

In 2023, approximately **500** Fellows will be in EPL programs or working as alumni across the three countries. Here is the current breakdown of our Fellows:

- In Liberia, Fellows are currently serving in **10 ministries and agencies**
- In Ghana, Fellows are currently serving in **15 ministries and agencies**
- In Kenya, Fellows are currently serving in **26 ministries and agencies**

Number of Fellows in Current and Projected Programs



The Next Generation of Africa's Civil Servants

EPL is committed to expanding the programs in Ghana, Kenya, and Liberia, as well as working in new countries that are eager to partner on a Fellowship program.

The training program compares well with other academic and technical training programs as it also includes sustained mentoring, supervision, and career path support that are unique to EPL and make the model so successful.

We are grateful for the generosity of our current funders and partners that support these initiatives and encourage organizations that share our values and ambitions to connect with our leadership team.

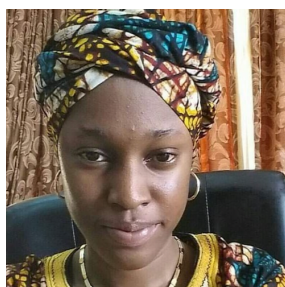
To learn more about EPL and our impact, visit www.emergingpublicleaders.org or contact us at info@emergingpublicleaders.org

Our Leadership Team

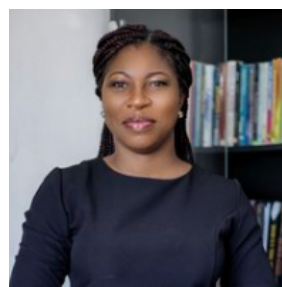
EPL Global & Country Leadership



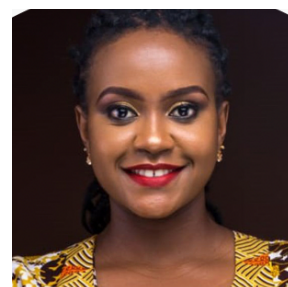
Caren Wakoli
Interim Executive Director



Ciata Stevens d'Almeida
Executive Director, PYPP (Liberia)



Juliet Amoah
Country Director, Ghana



Stella Nderitu
Program Director, PSELF (Kenya)

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