

**10th (virtual) meeting for Training managers and Human Resource Managers of West and Central Africa region**

**20 to 22 October 2021**

**DRAFT WORK PROGRAMME**

**Theme : What management and development of human resources for customs in the WCA region post COVID-19 ?**

* *The opening of the virtual meeting room will be during the three (3) days from 8:30 am (Abidjan time) in order to proceed with the usual tests;*
* *All speakers are invited to submit their presentation 72 hours before the start of the work.*

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| **DAY 1: Wednesday, October 20, 2021** |
| **POINTS** | **HOURS** | **ACTIVITIES** | **SPEAKERS** |
| **1** | **09h00****09h15**  | **Opening ceremony:*** Welcome from the Director of ROCB-WCA
* Discours d’ouverture de la Vice-présidence de la Région
 | ROCB Vice-Presidency  |
| **2** | **09h15****09h30** | * Designation of the workshop office
* Exchanges on the objectives of the meeting
* Adoption of the draft program
 | Moderation : ROCB |
| **INTRODUCTIVE SESSION**  |
| **3** |  **09h30** **10h00** | * Evaluation of the implementation of the recommendations of the 9th Human Resource Managers meeting of Ouagadougou
* Exchange
 | ROCB All participants |
| **SESSION 2: Evolution of the regional strategy in terms of HR modernization initiatives: Ballance sheet, Perspectives** |
| **4** | **10h00****10h30** | * Expectations and challenges of customs administrations in the WCA region with a view to HR modernization

Exchange  | WCO Secretariat All participants |
| **5** | **10h30****11h30** | **Repositioning of human capital in regional strategies*** Regional trends resulting from the implementation of the regional strategic plan in term of HR

 *(In its communication, The ROCB-WCA will be present the operational objectives of the HR axis implemented during the 3rd modernization cycle and will highlight the achievements and challenges.**The ensuing discussions should make it possible to identify the main directions for the next planning cycle.)* * HR management after COVID-19

*(the current priority of customs administrations in the region is to turn to the post COVID and seize the opportunities of the future)* * Exchange
 | ROCB  WCO Secretariat All participants  |
| **6** | **11h30****12h10** | * Feedback from countries that have completed the process of developing HR tools

*(The identified administrations will share their experiences in the development of HR tools, present the process that led to its development and identify any difficulties encountered in its implementation and will propose solutions.)** Exchange
 | MaliGambiaLiberia Niger All participants |
| **DAY 2: Thursday, October 21, 2021** |
| **POINTS** | **HOURS** | **ACTIVITIES** | **SPEAKERS** |
| **SESSION 3: The challenges of Skills Development in the process of modernizing Customs Administrations in the region.** |
| **7** | **9h00****10h30** | **Panel: The problematic of the basic and continuing training and how to implement a skills-based training system.** * Exchange
 | Moderation : Vice-PresidencyROCBWCO SecretariatAll participants |
| **8** | **10h30****11h20** | **Tools and mechanisms for evaluating training activities.** *(The WCO will present the new evaluation tool for training and development activities)* * Exchange
 | WCO SecretariatRTC AbujaRTC OuagadougouRTC BrazzavilleAll participants |
| **9** | **11h20** **12h00** | Sharing of training experiences | TogoGuineaGambiaCôte d’IvoireAll participants |
|  **DAY 3: Friday October 22, 202** |
| **10** | **9h00****10h00** | Panel: The Human Resource Management based on data and technology | WCO SecretariatROCBECOWAS Expertise FranceMember administrations  |
| **11** | **10h00****10h30** | Regional market (Regional Coaching Program) | Countries wishing to share their experience |
|  | **10h30** | **Break**  |  |
| **12** | **11h00****12h00** | * Presentation and examination of the draft recommendations of the meeting.
* date of the next meeting
 | ROCBVice-Presidency / All participants  |
| **13** | **12h00** | Closing speech by the vice-presidency | ROCBWCO SecretariatVice-Presidency |