





Unmet Demand for Training in Sub-Saharan Africa, Capacity Constraints, and Collaboration with other RCDCs

10TH MEETING OF THE AFRICA TRAINING INSTITUTE

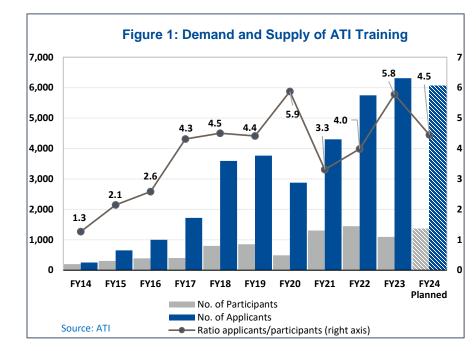
KINSHASA, DRC JUNE 15, 2023

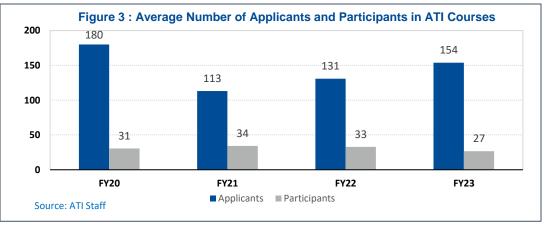
Carlos de Resende
Deputy Director
Africa Training Institute

FY21-22: Sharp reduction in unmet demand gap FY23: Return to in-person training attracted more candidates



- ATI's Phase I (FY14-FY19): Fast-growing unmet demand gap
 - Pre-pandemic peak in FY18 = 4.5 applicants / participant (oversubscription ratio)
- FY20: Effect of the pandemic
 - New peak in oversubscription = 5.9
- FY21–FY22: Sharp reduction in unmet demand
 - Despite historical peak in applicants, sharp increase in participation as result of ATI scaling up operations
- FY23 Resumption of in-person training
 - New peak in number of candidates (> 6,300)
 - Slight drop in number of courses (44 → 41)
 and decline in participants (1440 → 1100)
 - In-person courses more expensive / resource intensive
 - Covid-19 protocols reduced number of participants per in-person course

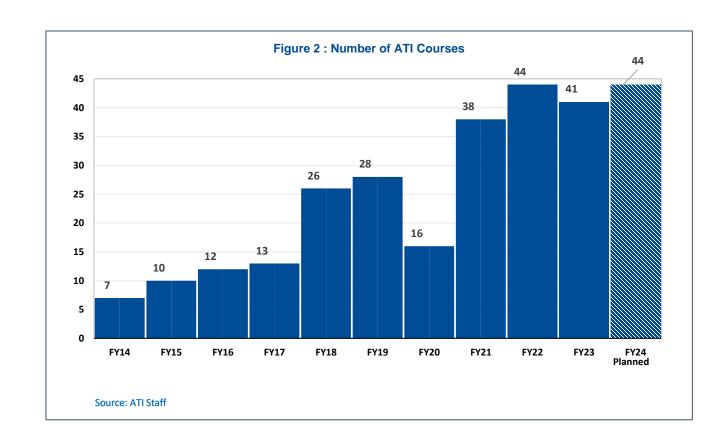




ATI scaled up its operations in FY21-FY23



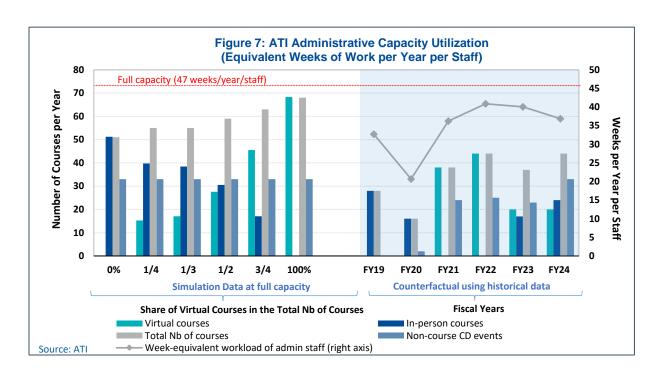
- FY21-FY23: Strong rebound in number of applicants, participants, and <u>courses</u>
 - Scaling up operations as outlined in strategy for Phase II, made easier by virtual environment
 - 41 courses in FY23 (44 in FY22, 28 in FY19)
 - Aggressive response to new priorities
- Diversification of modalities of CD delivery
 - 20 non-course events (webinars, peer-learning, and outreach) in FY23 (25 in FY22)
- FY23: Resumption of in-person engagement
 - 37 courses planned
 - 41 courses delivered, of which 19 fully virtual, and 2 blended.
- FY24: Removal of Covid restrictions
 - 44 courses planned, 20 fully virtual
 - 33 non-course CD events (including new Climate Series)



Main constraint to ATI operations is no longer administrative capacity, but financial



- Additional staff released administrative capacity constraint
 - Two new POs and one research analyst
 - FY24 program fully inside the feasibility frontier
- FY24: Main constraint is financial
 - FY24 work program not yet fully funded, under conservative assumptions regarding contributions
 - Financial gap = US\$ 1.6 million under conservative scenario
- FY24: Contingent strategy
 - Quarterly monitoring of implementation of WP
 - Convert more in-person to virtual courses? Scale down?
- Phase III: Sustainable funding?

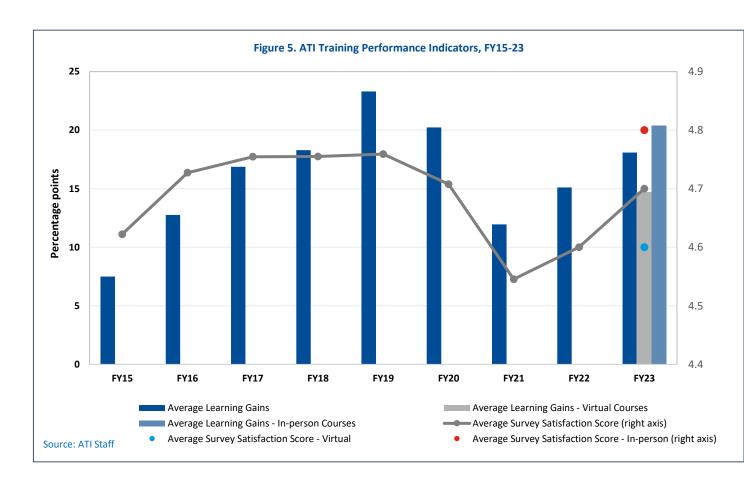


ATI Financial Situation and the FY24 Work Program (44 courses, 33 non-course CD events)									
Funding gap if 20 Max number of in-person cou									
Scenario		Available Funds	in-	person courses	with no financial gap				
Optmistic	\$	11,233,929.46	\$	764,175.53	24				
"Realistic"	\$	9,853,929.46	\$	(615,824.47)	16				
Conservative	\$	8,853,929.46	\$	(1,615,824.47)	9				
Source: ATI Staff									

There are trade-offs between in-person and virtual courses



- Typical cost of two-week courses at ATI
 - In-person: US\$ 221,000
 - Virtual: US\$ 64,000
 - Difference = US\$ 157,000
- Virtual courses associated with lower learning gains and overall satisfaction
 - Average leaning gains and overall participant satisfaction both decline
 - FY21-FY23: learning gains drop on average
 5.7 percentage points in virtual courses
- Trade-off: savings vs. less learning gains
 - Each additional pp of learning gain costs about US\$ 27,500 (= US\$ 918 / student)



Collaboration with RCDCs: ATI Synergies with AFRITACs and RTCs



In fulfilling its mandate of delivering demand-driven CD to its 45 member-countries, ATI:

- Builds fundaments and basic knowledge to support TA and ensuing training by AFRITACs.
- Promotes experience sharing and peer-to-peer learning opportunities at a broader scale.
- Leverages its capability of convening larger CD events, with collaboration with AFRITACs.
- Pool resources with AFRITACs to deliver CD
 - AFS advisors teach courses at ATI
 - ATI economists teach courses and facilitate workshops in AFRITACs (recently, AFW2, AFE, AFS)
 - ATI economists participate in AFS TA missions
 - CD events are jointly organized: i.e., recent and upcoming workshops on climate (AFS, AFE), fintech (STI and SARTTAC), Diversification (CEF)

Joint ATI-AFS seminars/workshops/courses



Recent and upcoming ATI events (FY22-FY23):

- Course on Fiscal Risks Management and Debt Sustainability (Sep 2021 and Nov 2022)
- Experience with Forecasting and Policy Analysis Systems in Sub-Saharan African Central Banks (Feb 2022; AFS/AFE)
- High Level Seminar on Evolving Monetary Policy Frameworks in Sub-Saharan Africa (Feb 2022; AFS/AFE)
- Course on Financial Market Infrastructures Principles and Practices (April 2022 and April 2023)
- Regional workshop on how to prepare macro-fiscal scenarios to macroeconomic shocks (IMF HQ, AFE, ATI, AFS)
- High Level Conference on Corporate Governance (June 2022; AFS and all other AFRITACs)
- Course on Nowcasting (Sep 2022)
- Workshop on Long Term Fiscal Sustainability and Climate Related Fiscal Risk (Oct 2022; AFS/AFE)

Sharing experts



Participation of AFS experts in ATI events (FY22-FY24):

- Courses on Monetary Policy (April 2021 and Aug/Sep 2021)
- Monetary Policy Frameworks and Operations (February 2022)
- Macroeconomics of Climate Change (April 2022)
- DSGE and FS courses (FY24)

Participation of ATI economists in AFS TA Missions (FY22-FY23):

- Lesotho: Strengthening Macro-fiscal framework for Lesotho (March/April 2022)
- Eswatini: Strengthening Macro-fiscal Framework for Eswatini (April 2022)



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Adapting ATI's Facilities to New Modalities of Delivery

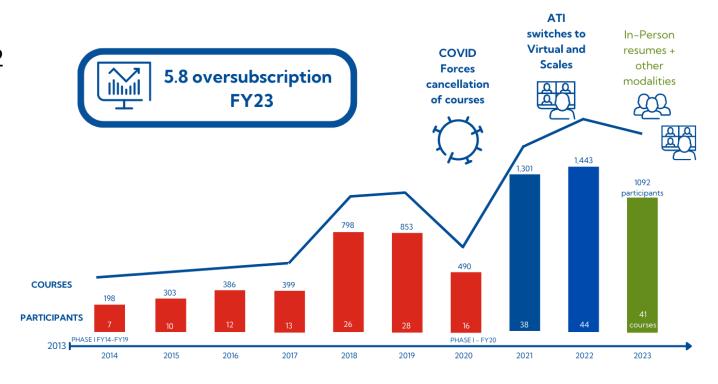
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Nicolas Aragon Resident Advisor, ATI

ATI's Challenges and Adaptation

- ☐ Virtual delivery brought costs in Learning Gains but ATI has learned to deliver
 - Statistical analysis shows that Learning Gains worsened in FY21, improved in FY22
 - FY23: learning gains in virtual courses not statistically different than in in-Person courses, after controlling for other participant and course attributes.
- ☐ To address the growing training needs of member countries, ATI needs to keep new delivery modalities in the mix
 - Virtual and hybrid
 - Blended, with and without virtual components



New Modalities

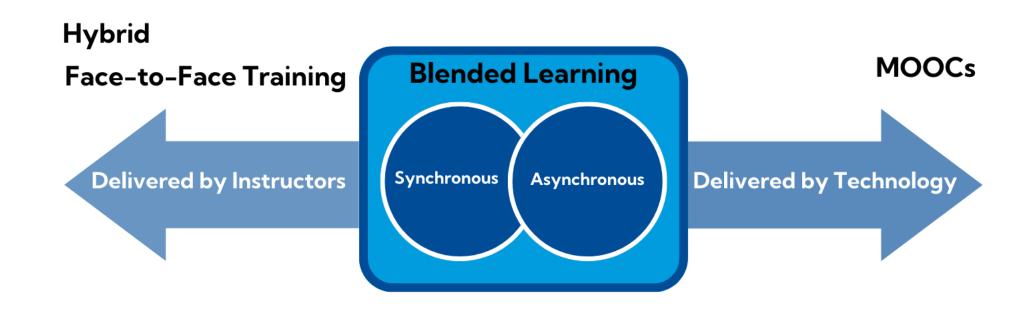
ATI is innovating with different modalities to phase out demand at a low cost

Hybrid Training

Hybrid training is when we have **both in-person and virtual participants** joining the training at the **same time**.

Blended Training

Blended training is a combination of synchronous (real time) and asynchronous (self-paced) components.



New Modalities: A Blended Experiment

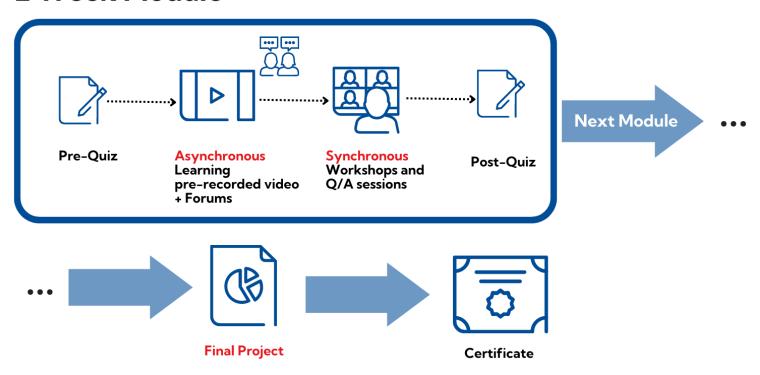
ATI is developing a virtual-blended Course for *Monetary Policy* (MP).

MP has no available MOOC and has one of the largest oversubscriptions ratio (approx. 6)

The goal is to provide better engagement than online courses and reach large audiences at low cost

The course is split into two-week modules that include asynchronous (pre-recorded) and live (online) sessions

2 Week Module



Facilities Need Upgrading for Hybrid and Blended Deliveries

Strategically, ATI is not equipped to meet the training needs of the region.

The following upgrades are essential:

- General Room Infrastructure: improve ventilation system, interpretation booths, etc.
- AV System: Needs replacement to make it compatible with new platforms like Webex, Teams, and Zoom
- Sound System: Requires upgrading for making audio quality of recorded lectures acceptable
- Interpretation and IT Control: Keeps failing and requires replacement to ensure robustness
- Breakout Room: Requires adapting for interpretation and engagement in hybrid format
- Video Recording and Editing Equipment: Purchase equipment such as smart cameras to capture
 whiteboard content and participant questions for interpreters and participants.

Ongoing Plans for Revamping IT/AVC

- Receipt of 100 laptops from HQ by end of July 2023.
- Preparation of a Statement of Works after HQ's visit in May 2023.
- Allocation of a \$400K budget in the FY24 Budget for AV revamping.
- Ensuring the upgrades are portable for future locations.



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Climate Change CD Program in Africa

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Vimal Thakoor Resident Advisor Africa Training Institute

ATI Climate Change Capacity Development (CCCD) Strategy



 Supports rollout of the Fund's Climate Strategy, lending, including under the Resilience and Sustainability Trust (RST)



Reflects feedback from country authorities and partners (including Australia, EU, FCDO)



Scaling-up strategy includes courses, seminars/webinars, peer-to-peer events, and TA

Goal: Integrate climate considerations in macro policy frameworks to build resilience

ATI has placed IMF's first resident advisor on Macroeconomic Resilience

ATI is collaborating with all Fund Departments to support rollout of Climate Strategy

CCCD Strategy – Implementation FY23 to FY24

FY 23

- Flagship course on "Macroeconomics of Climate Change"
- Workshop on "Fiscal Risks and Climate Change"
- Workshop on "Climate Change and Macro-Financial Policies" to meet excess demand
- Webinar organized with AFS on "Climate Change and Financial Sector Risks"

FY24 - What's New?

- New course on "Climate Change Statistics"
- New workshop on Models and Analytical
 Tools + Deliveries to other SSA RTACs +
 Deepening of CD
- Launch of "ATI Climate Series"
- Faculty and Peer-to-Peer webinars
- High-level conference to facilitate exchange of information and generate policy buy-in

Limited funding is creating trade-offs with other workstreams given strong and increasing demand for CD

Meeting Demand for Climate CD – New Products



Workshop: Climate Change and Macro-Financial Policies

Sponsor: Central Bank of Kenya

Countries: Ethiopia, Kenya, Malawi, Rwanda, South Sudan,

Tanzania, and Uganda

Additional Demand for CD

- Climate change and fiscal risks
- Climate Change and monetary policy

Plans for FY24:

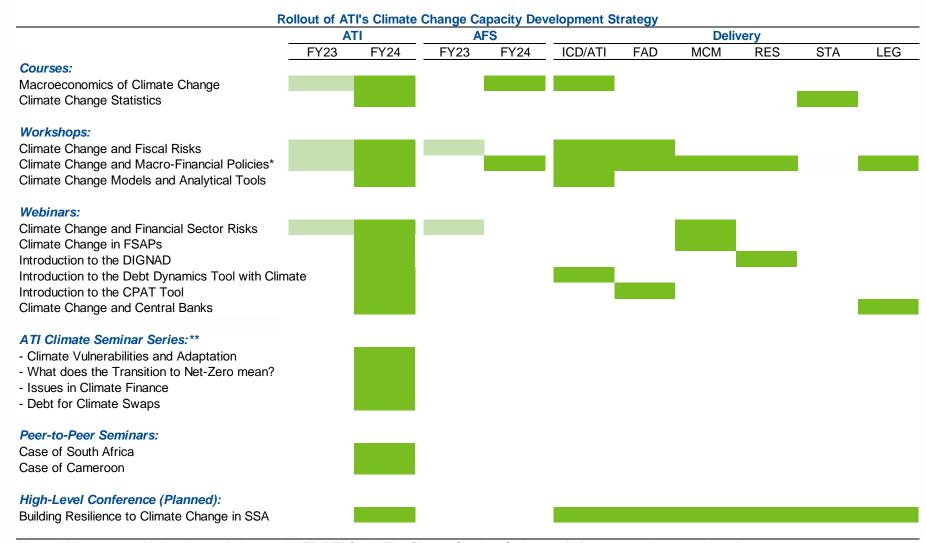
June AFRITAC South (13 countries)

Sep AFRITAC West 1

Sep AFRITAC West 2

TBD AFRITAC Central

ATI CCCD Deliverables



Notes: * We expect to deliver the workshop to all AFR RTACs. ** The Climate Seminar Series would feature mostly external speakers.



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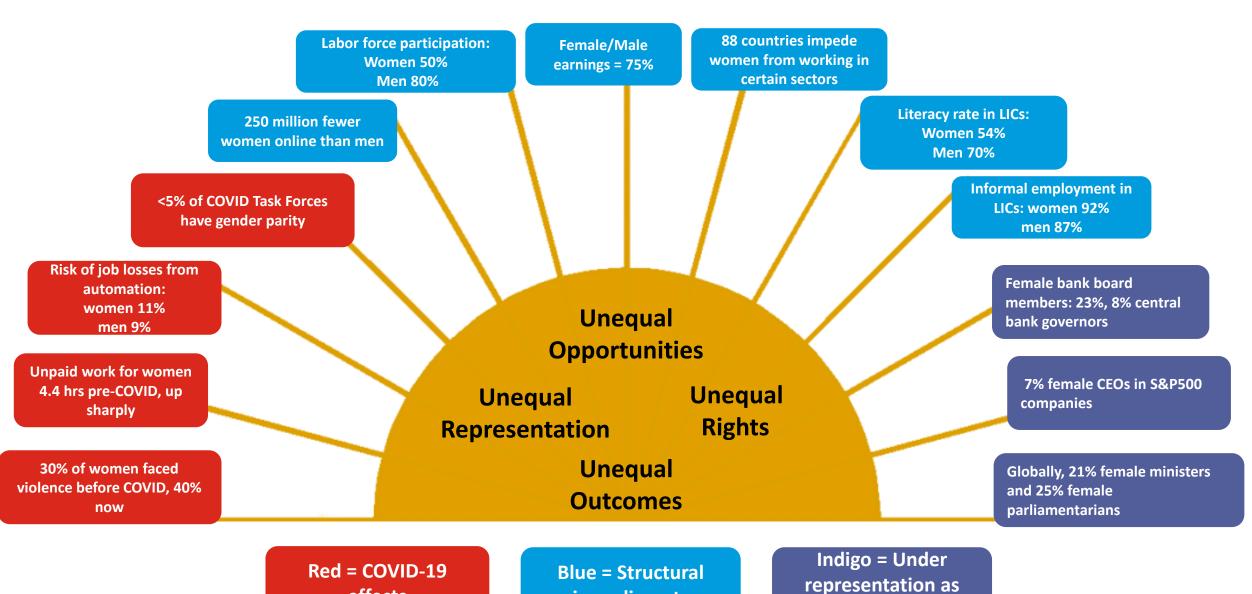
ATI's Gender Workstream

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KINSHASA, DRC JUNE 15, 2023

Priscilla Muthoora Resident Advisor Africa Training Institute

Gender Disparities are Many and Large



INTERNATIONAL MONETARY FUND 23

impediments

leaders

effects

The IMF's 2022 Gender Strategy

Vision:

Bring a gender lens to all aspects of the IMF's work

Focus Fund's expertise where macrocritical gaps exist

Establish systematic criteria for engagement

Provide tailored advice and CD support to members

Leverage external partners to maximize impact

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Gender at ATI to date

- ► Coverage of gender issues in courses in 'core' areas of IMF expertise: *Fiscal policy Analysis, Inclusive Growth*
- ► *Peer learning workshops*, organized jointly with UN Women, with Francophone and Lusophone participants to discuss gendered policy solutions at the onset of the pandemic
- ► A collaboration with the IMF's African and Fiscal Affairs Departments to pilot a *five-day training on gender-responsive budgeting* (January 2021)
- ► A collaboration with UN Women, the IMF's African Department and Institute for Capacity Development and other departments to develop and offer a course on *Gender and Macroeconomics* (February 2022)—the IMF's first offering in this area
- ► The first in person delivery of the new ICD external curriculum *course* on *Gender Inequality and Macroeconomics* (January 2023)
- ▶ Webinar on *Addressing Gender Inequalities through Fiscal Law Design* (March 2023)

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How does the ATI's Work support the 2022 IMF Gender Strategy?

ATI's multi-country training and webinars provide:

Knowledge and tools for gender analysis from macroeconomic perspective:

Assess macroeconomic impact of gender gaps and policies to address them

Assess gender differentiated impact of policies and structural reforms to design them in a more balanced manner including mitigating measures

- Opportunities to gauge demand for CD needs and tighten links with surveillance, lending, and technical assistance
- Platforms for collaboration with external/development partners and policymakers from the region

A still evolving work agenda given the phased implementation of the Strategy by the IMF

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ATI's Planned Activities on Gender Economics in FY24

- **▶ Course offerings:** *Gender Inequality and Macroeconomics* (GM)
- ► Curriculum development: to incorporate participants' and faculty's feedback on GM and dialogue between Country Authorities and IMF mission teams (surveillance and technical assistance)
- ▶ Webinars: External collaboration for a webinar on Women and Financial Inclusion
- ▶ Peer-to-Peer (P2P) Research Seminar Series: selection and dissemination of high-quality research papers within the region on gender issues, including those highlighting synergies with other megatrends/topics (climate change, digitalization, fragility).

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Strategy for Phase III (FY 2025-29)

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KINSHASA, DRC JUNE 15, 2023

Sukhwinder Singh Director, ATI

Strategy for Phase III (FY25-29)



1. Program Document currently under preparation

- Can the strategy of scaling up operations to reduce unmet demand gap be realistically sustained?
 Can financing be secured to scale up ATI given strong demand?
- Sustainable funding broaden financing base, leverage lower cost modalities
- New modalities of delivery: hybrid, virtual, and blended
- Physical, IT and AVC infrastructure adapted to new modalities of delivery
- Change ATI's governance structure to increase member country engagement and ownership
- Leverage technology and IMF global network for more inter-regional peer learning
- Continued efforts to tailor training to the region
- More training targetting senior officials to complement junior and mid-level officials
- Continued deepening of partnerships with development partners and regional and national training institutions

Strategy for Phase III (FY25-29)



1. Priorities

- Standard macro and financial topics: still high demand in SSA and importance highlighted by the recent shocks
- Climate change cross cutting issue, step up in training in fiscal, debt, monetary, external and legal implications
- Digitalization increase in support for FINTECH (CBDCs and mobile money) and GOVTECH leveraging technology to improve
- More TA on macroframeworks, and blending of TA and training
- Further integrating CD with programs and surveillance
- Support for Fragile and Conflict Affected States
- Continued efforts on diversity fostering female and francophone/lusophone participation



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FY24 Work Program and Budget

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KINSHASA, DRC JUNE 15, 2023

Carlos de Resende (Deputy Director, ATI) Kanand Gooly
(Chief of Administration, ATI)

FY24 Work Program: Courses



ATI Courses, FY21-24

CD Department	FY23			FY24 (Planned)				
	FY21	FY22	Total	Virtual	Total	Virtual	Blended	In-person ^{/1}
ICD	23	22	19	7	19	8	1	10
AFR	2	1	1	0	1	0	0	1
FAD	2	3	3	2	5	3	0	2
LEG	2	3	2	2	3	2	0	1
STA	6	6	8	4	8	4	1	3
MCM	2	6	6	2	6	3	1	2
FIN	0	1	1	0	1	0	0	1
SPR	1	2	1	1	1	0	0	1
RES	0	0	0	0	0	0	0	0
Total	38	44	41	18	44	20	3	21

Source: ATI Staff

Training Courses: Guiding Principles

- 44 courses
 - 20 fully in-person, 1 hybrid, 3 blended (2 with inperson module), 20 fully virtual
- Demand-driven (largest unmet demand), good ratings
- Core areas of expertise (macro and finance), with synergies with TA (consultation with AFRITACs)
- New CD priorities and growing demand (climate, digitalization, governance, and gender).
- Mix of virtual and in-person/hybrid courses balances scaling up goals with budget constraints
 - Careful selection to minimize loss in learning gains
- Intra-year adjustments may be needed in case of funding shortfalls
 - Funding gap ≈ \$ 1.6 million under conservative donor financing assumptions

^{/1} It includes, fully in-person and hybrid virtual/in-person.

FY24 Work Program: Non-course CD events



ATI Non-course events, FY21-24

CD Department	FY21	FY22	FY23	FY24
ICD	5	7	3	12
AFR	14	10	10	14
FAD	1	1	2	1
LEG	1	0	3	2
STA	3	2	1	0
MCM	0	3	1	0
FIN	0	0	0	0
SPR	0	0	1	2
RES	0	2	2	2
Total	24	25	23	33
of which:				
Webinars	11	14	11	26
Peer-to-Peer	10	6	6	11
Climate Series	-	-	-	9
Workshop	-	-	-	1
Conferences	-	-	-	3
Outreach	3	5	5	3

Source: ATI Staff

Non-course events: Guiding Principles

- 33 events courses, mostly virtual
 - ATI 10th Anniversary planned as high-level, in-person
 - P2PRS
 - New seminar series on climate change
- Demand-driven, complement ATI's training
- Bring together leading experts, academics, and authorities in SSA—including members of ATI's steering committee, and ATI Alumni
- Discuss both conjunctural and longer-term economic challenges for the region
- Help strengthen the links between IMF surveillance, lending and capacity development and foster collaboration with external development partners.

FY24 Work Program: Non-course CD events



Department	Event	Dates
	ATI FY23 Steering committee Meeting	Jun. 15, '23
	Climate Change Webinar Series (8 additional webinars)	May 09, '23
Institute for Capacity Development (ICD)	Workshop on Macroeconomics of Climate Change – Models and Analytical Tools	Jan. 15-19, '24
	High-level Conference on Climate Change in Sub-Saharan Africa	TBD
	Peer-to-Peer Research Seminar Series (10 additional P2P Events)	May 02, '23
	Regional Economic Outlook – SSA	June 07, '23
Africa Department (AFR)	Event on Accelerating Trade Integration in SSA and Risks from Economic Fragmentation	TBD
	10-Year Anniversary	TBD
Research Department (RES)	Spring 2023 WEO	June 12, '23
nesearch Department (NLS)	Fall 2023 WEO	TBD
Fiscal Affairs Department (FAD)	Webinar on Digital Public Finances	TBD
Strategy and Policy Review Department (SPR)	Webinar on Economic Diversification	TBD
	Women and Financial Inclusion	TBD
Legal Department (LEG)	Climate Change and Central Banks	TBD
Legal Department (LLG)	Webinar on Anti-Corruption	TBD

Source: ATI Staff

FY24: Budget Assumptions



- Staff
 - Recruitment of additional IT staff
 - Economist Staff increased from 3 to 5
- AV Interim Upgrade of \$400K provided in the Facilities Budget
- Potential Relocation Costs not included (\$1.5m)
- Mid Term Thematic Evaluation to be completed in FY24.
- Increase in Travel Costs of Participants

ATI FY24 Budget



	Р	hase Summary			FY2023		FY2024
Project	Program Budget	Working Budget	Expenses	Working Budget	Expenses	Execution (%)	Working Budget ^{1/}
Customized Training Training project	1,596 29,651	175 29,166	25 17,209	75 8,101	- 6,063	- 75%	75 9,349
Governance and Evaluation (including RBM advisor/backstopping)	385	256	15	200	15	7%	56
Sub Total	31,631	29,597	17,249	8,376	6,078	73%	9,480
Trust Fund Management	2,214	2,072	1,207	586	425		664
Total	33,845	31,669	18,456	8,963	6,504	73%	10,144
IMF Expenses 2/	847	997	709	173	193	112%	326
Host Country In-kind	-	-	-	-	-	-	-
Total	34,692	32,666	19,165	9,135	6,696	73%	10,470

^{1/} Future fiscal year budgets are indicative.

ATI Liquidity Situation

				_	FY24				
	FY20	FY21	FY22	FY23	Optimistic	"Realistic"	Conservative		
Total Inflows /1	9.1	5.0	3.8	3.2	8.6	7.2	6.2		
Total Expenses	4.2	3.4	4.3	6.5	10.5	10.5	10.5		
Liquidity	4.8	6.5	5.9	2.6	0.8	-0.6	-1.6		

/1 Includes interest received

Source: ATI Staff Calculations

ATI FY24 Detailed Budget



		FY23			24
Budget Item	Budget	Actual	Variance (Budget-Actual)	Budget	Variance (Budget FY24- Actual FY23)
Training project	8,176,426	6,064,404		9,424,094	
Long-term Advisors	1,282,303	1,239,617	42,686	1,759,508	519,891
Local Staff (including Interpreters)	569,467	473,896	95,571	580,857	106,961
Facilities and related expenses	1,250,000	268,063	981,937	924,558	656,495
Training	4,430,671	3,926,728	926,548	5,358,536	1,628,543
Project Management	93,612			104,283	
Peer Learning	275,620			92,453	
Outreach Costs	53,373				
Other	146,380	156,100	-9,720	149,600	-6,500
Meeting of Directors of Training				179,300	179,300
ATI 10th Anniversary				200,000	200,000
Customized / In Country training (US\$)	75,000		75,000	75,000	75,000
Governance and Evaluation (including RBM advisor/backstopping)	200,000	14,832		55,728	
Governance Costs including Steering Committee / Evaluations	200,000	14,832	185,168	55,728	40,896
Sub Total	8,376,426	6,079,236		9,479,822	
Trust Fund Management	586,350	425,000		663,588	
Total	8,962,776	6,504,236		10,143,410	
IMF Expenses	172,724			326,178	
Total	9,135,500	6,504,236		10,469,588	

FY24 Budget – Variance Analysis



- FY23 Budget versus FY23 Actual
 - A provision of \$800K was made for IT Upgrade. Laptops provided by HQ. AV upgrade rescheduled for FY24 (+980K)
 - 7 courses were financed through IMF01 budget (+926K)
 - Mid Term Evaluation costs was shared with 2 other centers.
- FY23 Budget versus FY24 Budget
 - Provision for additional staff (Program Officers for full Year, IT and Economists)
 - Interim Upgrade of AV equipment
 - Provision for Meeting of Training Directors
 - Provision for a High-Level Event linked to ATI 10th Anniversary
 - Outreach Costs to be covered by IMF01



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Recommendations for Endorsement by the Steering Committee

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Sukhwinder Singh Director, ATI

Items Requiring Endorsement by the Steering Committee



- 1. Workplan for FY24 and contingencies for funding shortfalls
 - Respond to high demand, broadly keeping operations at the FY23 level
 - Accommodate new CD priorities—including gender, governance, digitalization, and resilience-building on climate
 - Balance sustaining level of operations with budget constraints
 - Budget directives in ATI's Program Document Restrict number of (more costly) in-person courses
 - Contingency measures: scale down overall, increase share of virtual courses, regionalize delivery

2. Mid-year Steering Committee Meeting to discuss:

- Options and costs to revamp building and IT infrastructure, address existing shortcomings, and modernize ATI
- ATI Program Document for Phase III
- Ongoing external thematic evaluation of ATI
- 3. Work to regionalize some course delivery and reduce costs by sharing facilities with training partners
- 4. Further exploration of the blended modality to respond to excess demand for some of ATI courses



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