

2024 Capacity-Building Program
...building capacity of development finance professionals in Africa



#	ACTIVITY	VENUE & LANGUAGE	DATE	OBJECTIVES	PARTICIPANTS
1	2024 Consultative Forum for Human Resource Professionals in African DFIs Theme: HR driving the shift in Climate Change impact	Virtual English & French	March 13 - 14	<p>The 2024 HR Consultative Forum will discuss HRM in addressing climate change. Climate change threatens the global community, and it requires businesses and all stakeholders to make a difference in reducing and mitigating its effects. Organizations no doubt can make changes to reduce the impact of climate change on the environment. This is where HR comes into the equation.</p> <p>The Forum gathers the community of HR practitioners in DFIs to discuss human capital management issues in the changing work environment and share experiences and benchmark practices.</p>	HR and Training Managers, Head of Administration, and Senior Officers involved in HR and Training Management.
2	Professional Certificate Program in Development Finance – Foundation Level	Virtual English	March 18 – 21 26 – 28 (7 days)	<p>The focus of the PCP training is on developing practical and hands-on skills in development finance operations. The Foundation level is an introduction to the early stage of development banking/development finance. The training aims to expose participants to the concepts and operations in development finance. The teachings are basic, mainly introducing participants to the world of development finance.</p>	Officials in DFIs, banks, and development agencies
3		Virtual French	March 18 – 21 26 - 28 (7 days)		
4	PSGRS Application and Methodology	Virtual English & French	April 2 - 4	Improve knowledge of the PSGRS methodology, self-assessment, and rating process.	PSGRS Focal persons in DFIs, Compliance officer, Internal Auditors
5	Current Trends in Agriculture Value Chain Finance & De-risking	Côte d'Ivoire English & French	April 15 - 19	Build skills in emerging trends in smart agriculture project appraisal and financing. Consider climate change issues and de-risking in agriculture finance.	Agric-Finance Officers, Officials in agricultural desks of banks/DFIs, Credit Analysts
6	Monitoring & Evaluation of Development Projects	Abidjan English	April 22 - 26	Monitoring & Evaluation (M&E) is essential for success of development project as it provides frameworks to assess project implementation and make appropriate decisions on an ongoing basis. The training will teach toolkits for efficient M&E, including logical frameworks. It will provide skills to improve M&E functions and processes in participating institutions.	Senior Level Project Officials, Team Leaders, M&E Officials, Analysts. Officials involved in development project management in government departments

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7	Credit Portfolio Monitoring and Evaluation	Virtual English	May 6 - 9	Credit portfolio monitoring provides lending institutions with valuable information on the performance of loans to borrowers and businesses to help minimize losses. The course will improve skills in monitoring and evaluation of credit portfolios.	Portfolio Officers, Credit, and Investment Analysts. Loan Officers
8	Risk Management	South Africa English	June 3 - 6	Sharpen awareness and understanding of current risk issues impacting finance institutions. Discuss dimensions in risk management in the light of current global crises and share experience on risk response approaches.	Chief Risk Officers, Risk and Compliance Managers, Head and Senior Officers in Finance
9	Asset and Liability Management Optimization	South Africa English	June 3 - 6	Retool skills and competencies in ALM optimization, including balance sheet risk management, foreign currency risk, and hedging solutions under challenging times. Improve knowledge in treasury and ALM functions under the challenging global economic situation.	Investment & Fund Managers, Officials in Treasury, Finance & Accounts, Investment & Corporate Finance, Risk & Portfolio Managers, Officials involved in Asset & Liability Management, and members of ALCO
10	Master class on Environmental, Social and Governance (ESG): Evaluation, Measurement and Sustainability Lending	Virtual English & French	June 19 - 21	ESG is gaining attention as more value is placed on reporting sustainability in project/investment decisions. Nowadays, projects with better ESG and financial criteria rank well in managing risks. The course will build capacity in ESG assessment, risk assessment and ESG sustainability reporting.	Sustainability Managers, M&E Managers, Compliance and Finance Managers
11	Professional Certification Program (PCP) in Development Finance – Intermediate Level	Cote d'Ivoire English	June 24 - 29	The PCP Intermediate level is a high-level training and a continuation from the Foundation level. It aims at upscaling skills and competencies in DFI operation. The focus is technical at a higher level and general knowledge of issues in development institutions.	Professionals who have passed through the Foundation level. Professionals with experience and exposure to development finance needing to be upgraded in skill to supervise the freshers as Team Lead or Head of Desks or Units.
12		Cote d'Ivoire French	June 24 - 29		

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13	Workshop on Interest-Free Financing Operations – Appraisal and structuring finance	Virtual	July 1 - 4 (4 days)	Learn the methodology of Interest-Free Financing, Products and Services. Appraise products and structure financing. Learn the risks involved and mitigation strategies. Understand how to operationalize and set up Interest-Free Financing units.	Business Development, Analysts, Corporate Communications
14	Microcredit Lending and Small Business Development (sustaining microcredit in challenging times)	Virtual	July 15 - 18 (5 days)	To improve competencies in small/micro business lending. Improve risk analysis and how to mitigate risk for optimal credit delivery to the sector. Scale up skills in small business development.	Loan Officers, Business Development Officers, Relationship Officers Analyst, Credit Officers, and Officers involved in micro-lending and lending to cooperatives. Those involved in promoting lending to the unbanked and poor.
15	Equity Investment Portfolio Management	English Virtual	June 23 - 24	Upscale understanding and skills in equity investment, due diligence, and management of equity investment. Build competency in valuation, deal structuring in private equity, risk, and return.	Analysts, Credit Officials, and those in Equity Investment valuations
16	Professional Certificate Program in Development Finance – Advanced Level	Abidjan, Côte d'Ivoire English	August 12 - 16	At the Advanced level, participants are assumed to be vast in technical aspects of development finance or appointees to top management positions in DFIs. They require knowledge of the development finance management landscape and interpretation of technical presentations to make informed investment and institutional management decisions. The focus is mainly on general technical issues and decision-making strategies in DFIs.	Participants that passed through the intermediate level. A special waiver may be granted to officials with higher knowledge in development finance as set by the program Directorate.
17	Research Method, Data Analysis, Interpretation, and Technical Report Writing	Virtual English	August 20 - 23	Sharpen research skills in development finance operations. Improve knowledge on identifying and defining research problems. Equip participants with skills to write good project proposals and technical / business reports.	Officers in Operations, Research, Business Development, Investment / Credit, Projects, Corporate Affairs, and Human Resources and Administration
18	Project Pipeline Origination and Structuring	South Africa English	August 26 -30	The dearth of bankable projects is one reason for low investment in climate-related projects. The training will teach steps in project origination and structuring, and project funding for small and medium projects. It will build robust project pipelines. Cases will be drawn from climate, infrastructure, and SME projects.	Project Officers, Business Development, Analysts, Investment, and Credit Officials

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19	Problem Loan Restructuring, Business Rescue, & Workout Management	French	TBC	With the growing size of delinquent loans in some lending institutions as a result of many factors, the need to strengthen capacity in recovery from bad accounts and nurture redeemable ones to good health is paramount. The course will improve participants' skills in managing problem accounts and recovery and discuss how to restructure ailing project/investment.	Officials in DFIs and other banking institutions. Managers whose schedule includes loan appraisal and approval, repayment monitoring, debt recovery, and loan restructuring officers
		English	TBC		
20	Project Preparation and Implementation	English & French	Sept 9-13	Strengthen the capacity in project preparation and implementation – covering origination, preparation, and financing – to generate bankable projects and ensure successful project implementation.	Business Development Officers, Project Analysts, Project Managers, Analysts, Business Development Officials
21	Financial Modeling – Introductory Class	Virtual English	TBC 7 days	Learn the basics of a financial model and how to construct a financial model. Improve knowledge of Financial Analysis, ratios and their interpretations. Build capacity on financial statements and financial and ratio analysis. Scale up capacity to interpret ratios and financial statements to support business decisions.	Finance officers, officers in credit and project units
22	Advanced Financial Modeling	Virtual English	TBC 7 days	Improve skills in financial modeling and how to apply financial modeling tools in developing appropriate financing for projects.	Project Managers, Analysts, and Credit and Finance Professionals
23	Credit Risk Modeling and Management	Virtual English & French	September 2 - 5	Sharpen skills in assessing the future effects a financial institution will suffer in case of default from borrowers. Draw upon the credit history, third party, etc., in assessing the future effect of non-payments of loans on the capital adequacy ratio of DFIs. Determine potential borrowers' default probability and help make key lending decisions. Improve skills in credit risk modeling, assessing, and managing credit risk, identifying early warning signs of deteriorating credit, and determining the probability of default of potential borrowers.	Credit Analysts, Project, and Risk Officers
24	Cybersecurity and Data Protection	TBC	TBC	To update knowledge and skill on cybersecurity and data protection management.	Finance professionals, IT and Audit officials

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Consultancy Services

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| <ul style="list-style-type: none"> - Institutional Reforms and Reengineering - Balance Sheet Diagnosis and Analysis - Local Currency Risk Analysis and Management - Operational Policies Document Review (credit manual, monitoring, evaluation, etc.) - Loan Portfolio Management | <ul style="list-style-type: none"> - Pricing Model Assessment - Asset Valuation - Monitoring and Evaluation - Business Strategy Planning and Review - Business Mission/Study Visits - Review and Update of Strategic Plan |
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Note:

TBC: To be confirmed. | The dates, countries, and venues are proposals subject to confirmation in the program announcements. | These activities and other capacity-building activities could be organized in-house on request. | For inquiry, please contact the AADFI Training Unit at training@adfi-ci.org, Tel.: (+225) 2722527940, Website: www.adfi-ci.org.