



EMERGING PUBLIC LEADERS

Empowering the next generation
of civil service professionals

ANNUAL REPORT

2022

Message

FROM THE

Country Director



Dear

Emerging Public Leaders of Ghana Community,

It is our pleasure to present our annual report on the developments of Emerging Public Leaders of Ghana (EPL Ghana) in 2022. EPL Ghana made significant progress in contributing and strengthening the capacity and efficiency of Ghana's public servants. Our Fellowship focuses on building young people through personal and professional development, mentoring, training, community networking, and lifelong learning. This year our Fellows did not only join the Civil Service, where they are adding value, but also set out to give back and help build and improve communities.

The third quarter of the year was really challenging and yet exhilarating for our EPL community. I joined as Country Director purposed to build on the solid foundation and forward-thinking vision set by previous leadership. Now, as we look back on how far we have come, we recognize that the year 2022 was a year of deep reflections on what we've achieved, and charting a new way forward. It's clear that Emerging Public Leaders of Ghana is still building and iterating on its original model and that we are positioning our program to achieve bigger and bolder impact.

As EPL Ghana moves to the next chapter of growth, we would like to thank you, generous donors and partners around the world—this year would not have been possible without you.

Your support is defining new possibilities in our shared mission of building better leaders.

With Sincere Thanks,

A handwritten signature in blue ink, appearing to read 'Juliet Adime Amoah', written in a fluid, cursive style.

Juliet Adime Amoah



Table of Contents

About EPL Ghana	03
Our Vision	04
Our Program	06
Deep Dive Trainings	08
Leadership Gatherings	11
More than just a Fellowship	13
Graduated Leaders	15
EPL Ghana & the SDGs	17
Our Alumni Impact	19
Get Involved	21
Sponsorship Opportunities / Sponsors & Partners	23
Our team	24

About EPL Ghana

Launched in 2018, Emerging Public Leaders of Ghana (EPL Ghana) provides high-achieving Ghanaians with transferable skills and a pathway to lead and support ethical and competent public service delivery. We provide young professionals the opportunity to join the public service in a prestigious role that includes monthly professional trainings, robust supervision and mentoring, and ongoing career support and development. Our leadership and skills development program targets Ghanaian young adults from diverse backgrounds who are driven to give back to their communities and make their mark in the grand narrative of Africa's development through public service and public policy engagements.

Program Elements



2022 was a fast-paced and fulfilling chapter for Emerging Public Leaders of Ghana. Our Fellowship successfully graduated 16 of the third cohort fellows. They were posted to full-time Civil Service placements across 10 ministries. Fellows attended quarterly knowledge gatherings, including our distinct “By the Fireside Chats,” Time with EPL meetings, two Deep Dive soft skills training sessions, varied alumni engagement events, monthly training sessions on how to function in the Civil Service delivered by the Civil Service Training Center, and the third cohort’s graduation ceremony. We are pleased that 20 of our fourth cohort Fellows have successfully finished their National Service requirements and were absorbed into full-time positions as Ghana Civil Service professionals.



OUR VISION

Our Vision is to become the premiere leader in creating opportunities and employment pathways for talented youth in Ghana. Our mission is to increase our impact through Fellow's placements in the wider public service, working with a range of 200+ public service organizations in Ghana by 2025, while training current civil service professionals to enhance the delivery of government services.



"With our strength and ingenuity, youth are strategically positioned to inject energy and creativity into the invaluable experience of older generation civil servants to keep government machinery running efficiently."

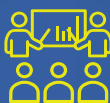
Emmanuel Gyasi

EPL Ghana Cohort 2 Fellow

We Provide:



Deep Dive
Training
Sessions



Monthly Training in
partnership with the
Civil Service Training
Center



Leadership
Gatherings and
Symposiums



Community
Service



Dedicated
Mentorship



Alumni
Engagement

At EPL Ghana, we believe mentorship matters, which is why we pair our Fellows with mentors to help them navigate their public service careers. Here EPL Ghana Fellow **Love Ntumy** reflections on her experience.

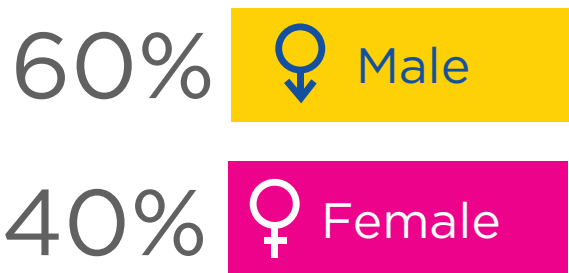


Love Ntumy
EPL Cohort 3 Fellow

My public sector mentor is the best mentor anyone can have. She is very dedicated to our journey as emerging leaders and often goes above and beyond. Aside from work-related issues, she is someone who pushes us to try and think outside the box. We have also had conversations about ways to balance work and life as we grow in our public service careers. We meet in informal settings, so she makes it easy to freely express ourselves. I couldn't have wished for any other mentor."

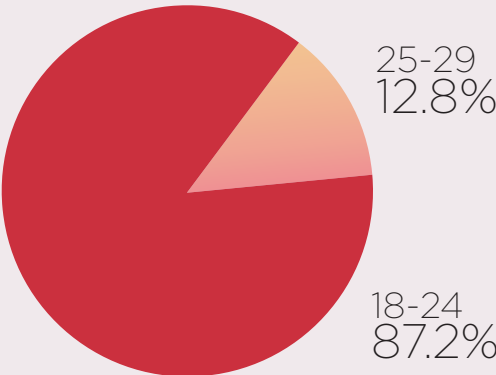
Our Program

Fellowship Program
Participatants by Gender

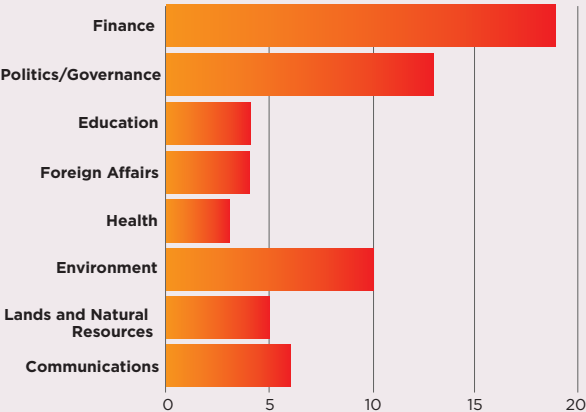


13 out of the 16 regions of
Ghana represented

Fellowship Program Participant by Age



Fellowship Program Participants by Focus Area



“

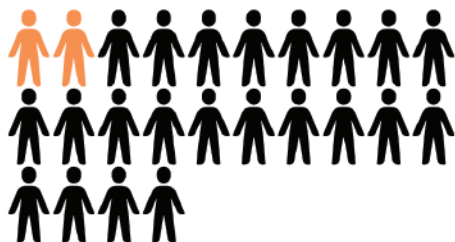
By 2030, 375 million young people in Africa will reach working age—a population equivalent to the combined populations of Canada and the United States.



Deep Dive Trainings

Our Deep Dive trainings are two-day intensive training sessions facilitated by an expert in the chosen topic. The trainings are interactive, engaging, and innovative, providing our Fellows and alumni with the tools they need to thrive in their work environment. With trainings ranging from emotional intelligence to managing upwards, our fellows and alumni are equipped with the knowledge to navigate any challenges they may face in their civil/public service journey.

This year, Fellows and Alumni completed two weekend-long Deep Dive training sessions on the topics of Managing Upwards and Intercultural Communications. Both training sessions included day and evening sessions and end of course assessments.



Before the Intercultural Communications training, only 2 participants passed the pre-test that checked their knowledge of the topic

After the two-day intensive training, 24 participants passed the Intercultural Communications post-test



Before the Managing Upwards module, the level of knowledge of participants averaged at 2.2

After the two-day intensive Managing Upwards module, the level of knowledge of participants averaged at 4.7



Following the training, our Fellows had this to say

"The training, in general, was great. 9 out of 10. This should happen more often"

"It was an excellent investment into my life."

"It has been an excellent training and I know it will go a long way to help now and in the future. Hope to apply the principles of decreasing and increasing when facing difficult situations."



"Through the training, I have overcome long years of pain in my heart for a failure in the past and I am grateful to EPL Ghana for putting this training together for us."

"It was a powerful session and I loved it. Some sessions were emotional but healing."

"I was satisfied with the training. By far the facilitator has been one of the best I have had. I have deeper insight and knowledge now as to the dynamics of my workplace in relation to the heads of unit."



"Fully equipped with essentials to help me manage upwards."

"I wish we had more trainings like these where practical issues are deliberated."

"The training has been very helpful as it has exposed me to effective ways of managing relationships with superiors and subordinates."

"I like the practicality of the training and how personal experiences were shared."



"The training content was insightful and will be useful for my personal and career development. Examples used were excellent. The content of the training was awesome, delivery was exceptional. Time management was great as well. The facilitator related with us on a personal level and that helped bring out the best in us."



Leadership Gatherings

Our Leadership Gatherings allow our Fellows to learn more from various high-level leaders in the public and private sectors. Our “By the Fireside Chat” events are our most popular leadership gatherings, which include a leadership talk, a question-and-answer session, and networking opportunities over refreshments.

In 2022, EPL Ghana had four “By the Fireside Chats” with Fellows and Alumni. In the last series, we achieved some cross-learning with youth from other development programs in Ghana. We invited each group to talk and learn more about what other fellows do in their programs to promote collaboration across youth fellowship programs in Ghana.





Time with EPL is a quarterly meeting used to check in with Fellows and give them a safe space to discuss any challenges they are facing in their respective positions. It is also a time when EPL staff give important updates on the program, listen to Fellows' concerns, and check the progress of their mentor-mentee relationships.

“

The work of the public sector is the infrastructure that shapes and supports our socioeconomic realities as a people. More women are needed at the table to help make important policies and regulations that produce the best outcomes for everyone. The leadership track for women in the public sector is a particularly challenging one, and leadership development especially for young talented women is key to preparing them for a successful career.”



Elsie Addo Awadzi

Second Deputy Governor
of the Bank of Ghana

More Than Just A Fellowship

EPL Ghana is more than just a Fellowship. In addition to delivering our program, Emerging Public Leaders of Ghana's Fellows spent significant time and energy promoting the importance of community service and impact. The community engagement component of the Emerging Public Leaders of Ghana Fellowship program aims to instill in Fellows problem-solving skills, teamwork, and resource gathering, while also contributing to the overall youth development of Ghana.

The 2022 Community Service Project of the fourth cohort of EPL Ghana was delivered in partnership with the Ngleshie Amanfro Senior High School. Our cohort four Fellows launched a project called the EPL Ghana Career and Entrepreneurial Drive 2.0. The school's selection was based on its mission "move forward with relevant education to acquire skills that will assist students in developing their potential in the three domains of education." This was well aligned with our Fellows' project goals. The event attracted 500 final-year students of Ngleshie Amanfro High School. Our Fellows coordinated and facilitated informative and impactful sessions on pre-tertiary orientation, scholarship opportunities, practical entrepreneurial breakout sessions, and a session covering opportunities in social media monetization.

The fourth cohort's community service project was supported by two giants in the Telecom and Finance industries: MTN Ghana Foundation and Databank Financial Services Ltd.



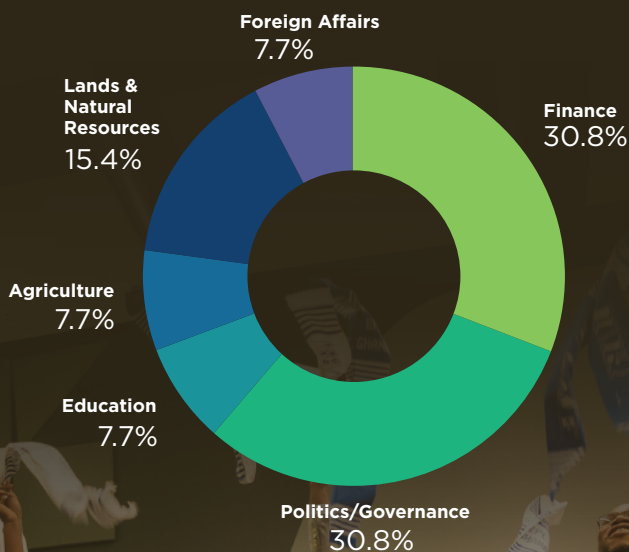


Graduated Leaders

This year EPL Ghana graduated 16 Fellows who completed the two-year Fellowship journey. They are ethical leaders who are ready to drive change and inspire the next generation of leaders. We celebrate our cohort three Fellows and all the work they have accomplished over their journey with Emerging Public Leaders of Ghana. Upon graduation, the new alumni are full-time civil service professionals across 10 ministries, authorities, and agencies.

- Think Critically
- Act Ethically
- Drive Change

Graph of Graduated Leaders employment by Ministries/Agencies





Graduating Cohort and Staff at the Sept 2022 Graduation Ceremony



Steffast Smith
(Cohort 3)

“It has been over two years since I embarked on this journey with the Emerging Public Leaders, and I must confess it has been one of a kind. My growth during this period has been unparalleled! As we draw the curtains down to another year, I take the opportunity to highly proclaim my utmost appreciation to the entire team for your unwavering love, guidance, and support. It has been an awesome journey to learn from the varied experiences presented to me.”

“When Fidelis Kwadwo Ankomah joined the State Interests and Governance Authority (SIGA) as an EPL Fellow, the authority was just a year old with a need for data. Fidelis quickly made an impact by building a ten-year financial database for 80 state-owned enterprises, joint ventures, and non-profit state entities. His colleagues and the organizations themselves immediately started using critical data to give advice and make informed financial decisions. Fidelis Kwadwo Ankomah Cohort 3



Fidelis Kwadwo Ankomah
(Cohort 3)

EPL Ghana and the SDGs

The 2030 Agenda for Sustainable Development, accepted by all United Nations Member States in 2015, is a shared plan for collective action in global partnership to tackle some of the globe's leading issues around health, equal opportunities, and education. The United Nations' 17 Sustainable Development Goals (SDGs) are a call to action and a framework influencing work across all countries. Emerging Public Leaders of Ghana, as an organization, aligns itself under six of the seventeen SDGs. The work we do every day in influencing and shaping the next generation of young leaders contributes to more than one of the SDGs. We believe that as we continue to shape our program and build more avenues for youth in public service, it is important that we align with achieving the SDG quotas in Ghana.

4 QUALITY EDUCATION



EPL Ghana promotes lifelong learning opportunities for our fellows, alumni, and the community. Our model includes deep dive trainings that are intensive and enhance our Fellows' and alumni knowledge and abilities across a range of hard and soft skills. In 2022 we completed two deep dive trainings in Intercultural Communications and Managing Upwards. Our model also includes quarterly "By the Fireside Chats," where our Fellows and alumni are able to learn from leading professionals in business, government, and a wide range of other industries.

5 GENDER EQUALITY



We recognize the disparity in women's representation and equality. Our model supports and gives opportunities for women to be represented in public service. As an organization, we strive to have gender parity. Our current ratio is 60% men and 40% women. We are proud to say our fourth cohort of fellows achieved a perfect score of 50/50 gender parity. Further, we support our female Fellows through an affinity group where they are able to build community and look to each other for support. Overall, our Fellows have increased the percentage of women working full-time in Ghana's Civil Service.

8 DECENT WORK AND ECONOMIC GROWTH



Uniquely, EPL Ghana is one of the only leadership Fellowships in Ghana to include full-time employment as one of its pillars. Our current cohort started as 20 recent university graduates, and they are now Ghana Civil Service professionals. As of December 2022, forty- six of our Alumni still work in Civil Service positions.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Roughly 22.7 percent of EPL Ghana Fellows and Alumni are working in Ghana Civil Service ministries and agencies that facilitate and contribute to building and investments in infrastructure in Ghana. Our fellows are at the forefront of innovations to bring about lasting change.

10 REDUCED INEQUALITIES



Our model reduces the inequalities of youth employability in Ghana while also reducing the gap in income inequality. Our fellows are paid employees as National Service personnel and then transition as full-time employees of the Civil Service of Ghana with commensurate salaries.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Our Fellows and Alumni work across fifteen ministries and agencies in Ghana, strengthening institutions and public service delivery. We train our Fellows to be leaders who think critically, act ethically, and drive change in their positions with the goal of contributing to building effective, accountable, and inclusive institutions in Ghana at all levels.

Our Alumni Impact

In September, Emerging Public Leaders of Ghana Alumnus Vasco Ayere Avoka attended the 77th United Nations General Assembly. Thanks to a partnership with the Africa-Europe Foundation, Vasco was able to travel to New York and join EPL Interim Executive Director, Caren Wakoli, for side events happening during UNGA77. EPL-Ghana Alumnus Vasco Ayere Avoka and PYPP-Liberia Alumnus Adolphus Momoh Jr. documented their experiences in a short film titled “Global Impact of African Youth Leadership: Fellowship Alumni at the UN 77th General Assembly” published on the Emerging Public Leaders YouTube page.



Vasco Ayere Avoka
Cohort 1 Fellow

While working in the Chief Director’s office in the Ministry of Finance, Fuseini Hamdallah realized that the Ministry had no way to generate a full picture of how their correspondence and files were being processed. Instead, Fuseini developed a system to automatically generate reports so the Chief Director and their staff would always know which files had come into the office, which had been sent out, and how many they were responsible for completing. This small change has helped the division increase its output and efficiency.



Fuseini Hamdallah
Cohort 2 Fellow

Through practical training and mentorship, the EPL Ghana Fellowship empowered Esther Emmanuella Spio to thrive as a civil servant in the Ministry of Finance. Throughout her career, she has referred back to the templates for drafting minutes, reports, and memos. When her new boss joined the civil service, Esther shared the templates with her, and they worked together to adapt them to better serve the needs of the Ministry. Esther's work was recognized by the EPL Ghana management team when she was selected to receive the Founder's Award.



***Esther Emmanuella
Spio
Cohort 1 Fellow***

During the peak of the lockdown caused by the COVID-19 pandemic, Irene Osei-Owusu, an EPL Ghana Fellow at the Ministry of Finance, negotiated the price of mandatory quarantining in hotels down from about 29 million Cedis to about 23 million Cedis, saving about 5 million Cedis.

Irene's negotiation skills helped curb the spread of the disease by making quarantine policies more cost-effective for travelers, who could now afford to properly await health screening clearances.



***Irene Osei-Owusu
Cohort 1 Fellow***

Get Involved

With approximately 1.2 billion people aged 15-24 years accounting for 16% of the global population, young people must be the center of the social change needed to address the continent's most pressing challenges. By engaging the next generation of leaders and decision-makers, we are working towards actively creating a better Ghana and world. EPL Ghana is dedicated to making our program diverse, inclusive, and accessible, by including Ghanaians from all backgrounds and as many communities as possible. We cannot do this without the support of generous partners, sponsors, and volunteers like you.

Emerging Public Leaders of Ghana's sponsors play an important role in the development of our program.

1

Join us by contributing ideas, resources, expertise, volunteer power, and in-kind support as we work towards accomplishing our mission of empowering youth for change.

2

Join us in building a movement of emerging leaders by volunteering to participate in our alumni enrichment series. Help us nurture a growing network of young leaders from across Ghana.

3

Join our curriculum development team and help us provide learning and course opportunities that promote intergenerational dialogue and propel ideas from creation to implementation.

4

Sponsor a fellow to complete the two-year fellowship program.

5

Sponsor a Deep Dive Training or a Leadership Gathering and Symposium Event.

6

Donate to Emerging Public Leaders Ghana.

*<https://www.un.org/en/global-issues/youth>

Here are three fellows who reflect on the value of participating in the Emerging Public Leaders Ghana Fellowship Program.

"I began this journey 14 months ago as a fresh graduate from the university of Ghana with the dream of making a positive impact wherever I find myself, especially in the public sector of Ghana, which was why I, studied BSc Administration with a Public Administration major and EPL was the best opportunity I could ever get to make my dream come true. This program has provided us with mentors from both the public and private sectors and these are people we can always rely on for guidance anytime we face difficulties. The EPL Ghana team has been tremendously supportive throughout this journey. They push us to do better and be better versions of ourselves."



Amina Abdul Rahaman
C4 Fellow

"Through this fellowship, I have had the advantage of meeting and learning from seasoned personnel who have gone through the challenges of life and yet have remained focused and positive towards their dream. I have utilized the opportunity to build my capacity to the best of my ability with the available resources. The programme provides avenues for great networking prospects where I have had the privileged of learning, unlearning, and relearning which is rare in our current dispensation. I am grateful to our benevolent funders who never grow tired of this program and generously support in diverse ways towards the growth and development of the Fellowship."



Justice Naaymenyele
C4 Fellow

"I am grateful for the opportunity to associate myself with Emerging Public Leaders, a platform that allows youth to contribute their quota in developing a country and a network of people with one mindset of prioritizing the interest of the public. The self and professional development support through trainings and the By the Fire Side discussions with seasoned speakers have improved my competency skills. They've broadened my scope of knowledge and help me stay relevant at my workplace."



Elvis Turkson
C4 Fellow

Sponsorship Opportunities

As a sponsor, you can empower and connect with the next generation of leaders in Ghana while demonstrating tangibly your personal or organization's commitment to youth empowerment, diversity, and youth employability. By helping develop young professionals from different backgrounds across Ghana to tackle the continent's biggest challenges and transform their vision for a better future into action, you will be responsible for real change. Support EPL Ghana by sponsoring services, materials, and other activities related to our fellowship. Help us reduce the overall cost of our events and services by providing financial support to our program. Below are the various sponsorship opportunities available with Emerging Public Leaders of Ghana:

Sponsor a By the Fireside Chat

Sponsor Amount: \$1,000

EPL Ghana Fellows come from an extraordinary range of backgrounds, regions, and fields. Our "By the Fireside Chats" provide a networking platform for Fellows to meet, learn from, and potentially form partnerships with other Fellows working in a similar fields, and with high-level professionals from the private and public sector who share their stories and advice. Light refreshments are provided.

Sponsor a Deep Dive Training

Sponsor Amount: \$3,000

Our two-day weekend intensive training sessions are facilitated by an expert in the chosen topic. The trainings are interactive, engaging, and innovative, providing our Fellows and Alumni with the tools they need to thrive in their work environment. Our trainings are held at a top facility in Ghana, where three meals daily and lodging are covered for our Fellows and Alumni in attendance. The venue provides internet access to all attendees and tech set up in the workshop room/s. EPL Ghana provides light refreshments throughout the day.

Sponsor a Fellow Scholarship

Sponsor Amount: \$3,000 per scholarship

Many youths interested in participating in the EPL Ghana Fellowship are from far-flung regions of Ghana. Many of them require additional funds to access this unique opportunity. Help bright, young professionals overcome financial barriers and make an impact in their home community. Your donation will contribute to a merit-based scholarship fund for Fellows with financial needs. Scholarship contributions can be restricted or unrestricted based on the Partner's needs (such as choosing to sponsor Fellows from a specific region of Ghana, school, or fields of study).

Partners / Sponsors



Our Team



Joyce Agbanavor
Finance and Admin Manager



Elizabeth Ofori
Senior Programs Associate



Percy Nana Kwesi Frimpong
Associate M&E



Kwasi Amankwah Amagyei
Program Associate



Charlotte Quarshie
Accounts and Admin Assistant



Nasya Blackwell
Intern, Princeton in Africa Fellow

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