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POLICY PROPOSALS FOR THE ESTABLISHMENT OF A NATIONAL CUSTOMS TRAINING INSTITUTE

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POLICY PROPOSALS FOR THE ESTABLISHMENT OF A NATIONAL CUSTOMS TRAINING INSTITUTE

TECHNICAL ASSISTANCE FOR POLICY REFORM II

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POLICY PROPOSALS FOR THE ESTABLISHMENT OF A NATIONAL CUSTOMS TRAINING INSTITUTE

VISION

An Egyptian residential National Customs Training Institute (NCTI) recognized as a world leader and valued national and international partner in the development and delivery of innovative customs teaching strategies and courses aimed at building knowledgeable and professional customs services

MANDATES

Ensure that managers and staff in the ECA have the skills and knowledge to develop and implement policy, respond to change and manage customs and border programs, services clients and personnel efficiently, effectively and equitably:

- Develop customs learning and recruitment strategies;
- Design, develop, acquire and maintain a full range of customs training courses and materials;
- Deliver and Coordinate the delivery of all Customs Learning Programs;
- Coordinate and integrate all customs training programs with the Human Resources programs on quality management and career development policies;
- Develop and coordinate the delivery of generic training and management development with other national and international public and private sector training institutes.

IMPLEMENTATION MECHANISMS

- Training programs and courses (average duration of 6 months) for the candidates of customs new assignments, while employment will be based on the assessment of the trainee (pass- fail)
- Training programs and courses for the candidates of the position of a Director for a Directorate, while the selection will be bases on the training assessment.
- Training programs and courses for the candidates of the position of a Director General, while the selection will be bases on the training assessment.
- Training programs and courses for the candidates of the position of a Chief of A Central Directorate, wile the selection will be bases on the training assessment.
- Training programs and courses for the candidates of the position of a Customs Sector Director, wile the selection will be bases on the training assessment.
- Training programs and courses for those presenting to obtain the license of practicing the customs brokerage, while the license is offered inn accordance to the training assessment (the institute may offer training services to the trade community against certain charges which are determined as the case may be.)

- Training programs and courses conducted to conform to the requirements of the international organizations (such as: WCO- the Regional Office of the Mediterranean).
- Providing all kinds of reference books (electronic- hard copies- samples...etc) covering all fields of knowledge that the trainee might need, regardless to the professional level or the scientific specialty.

CLIENTS

- ECA staff members (all administrative levels)
- Stakeholders (importers- exporters- brokers)
- Trainees nominated by other national and international organizations and entities.

TRAINING CAPACITY

- 16 main and subsidiary multipurpose training halls, equipped with Video-conference and simultaneous interpretation facilities.
- IT laboratory
- Languages laboratory
- Tariff museum
- A library/ electronic library hall
- Sports training hall

FINANCING AND THE ROLE OF EACH OF THE CONTRIBUTING AGENCIES:

The infrastructure, equipments, development and execution of the training programs will be financed by:

1. The Ministry of Finance/ Customs Administration:

- Temporarily prepare the designated floors at Misr Station residency, till the building of the permanent residency at Alexandria Port is completed.
- Financing all the construction requirement for the facility (the basic construction cost of the institute is about 19 million Egyptian Pounds in accordance to the estimations of the Faculty of Architecture- Alexandria University)
- Contracting with Booz Allen Hamilton for developing the training programs and curricula.
- Providing the residency with the required furniture and the basic fittings.
- Financing the running costs on annual bases to ensure sustainable operation with the required standard. The annual percentage of this element in accordance to the international standards represents 6% of the Customs Administrations' Budget, in addition to dedicating a budget for the students' accommodation outside their home cities.

2. Donating Agencies through the individually ratified protocols and programs, as follows:

EU will conduct the following activities under the TEP-C program:

- Supplying the required equipment and tools for the institute's operation;
- Train the trainers;
- Training for the intermediate and upper management;
- Specific training for value for customs purposes- PCA- RM;
- Developing the relevant curricula of the aforementioned topics.

USAID will conduct the following activities under the Customs Enhancement Program:

- Train the trainers;
- IT, languages, administrative skills, and customs technical education training;
- Customs Intelligence and all relevant topics and curricula.

Swiss Customs will conduct the following activities under the cooperation protocol that will be ratified with the ECA:

- Developing the training curricula for all administrative levels;
- Developing the ECA general training policy;
- Determining the trainers' qualifications, competencies, and general conditions;
- Train the trainers;
- Developing the internal Institute's regulations;
- Developing the Institute's operation plan.

Booz Allen Hamilton will conduct the following activities under contract with the Ministry of Finance:

- Developing a long term customs training plan and identifying study topics as well as the required customs education topics;
- Developing an inclusive customs training plan for each of the customs administrative levels.

3. Financing schedules by the World Bank.

IMMEDIATE AND FUTURE CHALLENGES

Appoint a NCTI Management Committee that will focus will be on strengthening and developing four areas:

- Building and equipment of a residential national customs-training institute;

- Recruitment and development of a professional management and training staff in the NCTI;
- Recruitment and training of quality customs staff;
- Retaining of current staff to help employees to develop their careers and enhance their capacities.

NCTI TRAINING PRIORITIES FOR THE NEXT THREE YEARS

As the infrastructures and programs are being built, the NCTI staff will immediately:

- Develop a Pass-Fail Recruitment Program for new customs recruits consisting of:
 - A pass-fail entrance exam;
 - A pass- fail eight-week training course on customs basics;
 - A pass-fail on-site 12 week practical training course;
 - A series of pass-fail three-week specialization courses depending if candidates have been selected to work in land, airport, or seaport environment / enforcement anti-smuggling capacity;
- Align learning with the ECA and Ministerial corporate planning process, especially as they relate to the corporate HR employee assessment schemes;
- In cooperation with other Government and Ministry of Finance training programs, Ensure That ECA managers have the skills and knowledge to effectively manage change within the ECA;
- Develop and implement an intranet-based learning site including self-paced learning tutorials, which employees can access from their desktops as part of the national ECA automation initiative;
- Develop a Leadership Site containing reference and learning solutions of particular interest to managers;
- Develop and deliver technical customs training courses training courses aimed at ensuring a world-class delivery of the Egyptian Customs Program.

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