APPROVED

Strategic Goal 1: Foster capacity development among SAIs										
Strategic Objective 1.1 Modernise and enhance the quality of training activities that practically meet the needs of member SAIs										
Project	**Activity**	**KPI**	**Explanation for SP Alignment**	**Output**	**Outcome**	**Funding Source**	**Time**	**Responsible Committee**	**Responsible SAI**	
									Lead	**Host**
1.1.1 Assessment and strengthening of Training Governance, Mechanisms, and Processes (TGMP Project)	a. Prepare Coaching and Mentoring Strategies anchored on the established ASEANSAI Learning and Development Framework, and deliver the same to ensure the continuous development of needed competencies of member SAIs	Competency development though formal means is supported with informal methods	Expands learning interventions beyond classrooms to hasten competency development thereby improving staff competency needs. *Note:* *This is a re-programmed activity from the previous biennium due to the ratification of ISSAI 150 and its related Guidances in November 2022, as this will depend on the outcome of the Learning and Development Framework that will be delivered before EO 2023*	**Coaching and Mentoring Strategy and Policy** is adopted that will support the TC works on non-formal learning interventions	Competency developments are followed-through and made continuous that allowed for a sustained and increased capacity building	n/a	2024 1st qtr	TC	SAI Phils	n/a
	b. Prepare for and conduct a Learning Needs Survey and Assessment (LNA) to ensure that L and D needs of member	LNSA is delivered within the desired timeframe	Allows the TC to identify learning and development needs. *Note:* *This is a re-*	A **Learning Needs Analysis** is conducted and **LNA Report** is prepared within 2024	Learning interventions are **focused on the needs** of the auditors of member SAIs	n/a	EO 2024	TC	SAI Phils	n/a

Strategic Goal 1: Foster capacity development among SAIs										
Strategic Objective 1.1 Modernise and enhance the quality of training activities that practically meet the needs of member SAIs										
Project	**Activity**	**KPI**	**Explanation for SP Alignment**	**Output**	**Outcome**	**Funding Source**	**Time**	**Responsible Committee**	**Responsible SAI**	
									Lead	**Host**
	SAIs are met, as supported by the TC members		*programmed activity due to the ratification of ISSAI 150 in November 2022 as this is dependent on the ratification of the ASEANSAI Competency Model*							
	c. Design and develop learning interventions, based on the results of learning needs assessment to support the efficient programming of these interventions	Formal and informal learning and development interventions are prepared based on competency needs and the ASEANSAI Competency Framework.	Concretizes the learning interventions to make learning and development activities more focused *Note:* *This is a re-programmed activity from the previous biennium due to the ratification of ISSAI 150 and its related Guidances in November 2022, as this will depend on the outcome of the ASEANSAI competency model that will be delivered before EO 2023*	**Two (2) Coursewares** are designed and developed for identified formal learning interventions relating to functional competencies	Formal learning interventions are **carried-out based on the identified needs**, based on established ASEANSAI policies on competency	n/a	2024-2025	TC	SAI Phils.	SAI Phils.

Strategic Goal 1: Foster capacity development among SAIs										
Strategic Objective 1.1 Modernise and enhance the quality of training activities that practically meet the needs of member SAIs										
Project	Activity	KPI	Explanation for SP Alignment	Output	Outcome	Funding Source	Time	Responsible Committee	Responsible SAI	
									Lead	Host
	d. Establish a Learning Management System within 2022 to support the conduct of virtual learning and other	Optimal use of the LMS is achieved within the planned timeframe	The use of LMS modernizes the conduct of learning interventions and in the efficient conduct of these interventions. *Note:* *This new activity is a result of the implementation of the previous workplan. It was agreed with the ASEANSAI Secretariat that SAI Philippines will use its own LMS in the delivery of e-learning courses, moving forward.*	**Learning Management System**	Learning interventions are **conducted efficiently** and upon demand	n/a	EO 2024	TC	SAI Phils.	SAI Phils.
	e. Design and develop the Monitoring and Evaluation Framework and Policies for Learning and Development interventions to help ensure the adequate measurement of the interventions.	ASEANSAI Learning and Development Monitoring and Evaluation Framework and Policies are established.	Improves quality of learning interventions through formal feedbacking and lessons learning mechanisms. *Note:* *This is a re-programmed activity from the previous biennium due to the ratification of ISSAI*	A **Learning Monitoring and Evaluation Framework and Policies** is developed within 2025	**Learning and development initiatives are improved** through concrete feedbacking mechanisms	n/a	EO 2025	TC	SAI Phils.	SAI Phils.

Strategic Goal 1: Foster capacity development among SAIs										
Strategic Objective 1.1 Modernise and enhance the quality of training activities that practically meet the needs of member SAIs										
Project	**Activity**	**KPI**	**Explanation for SP Alignment**	**Output**	**Outcome**	**Funding Source**	**Time**	**Responsible Committee**	**Responsible SAI**	
									Lead	**Host**
			150 and its related Guidances in November 2022, as this will depend on the outcome of the ASEANSAI Learning and Development Framework that will be delivered before EO 2023							

Strategic Goal 1: Foster capacity development among SAIs										
Strategic Objective 1.2 Enhance SAI Capacity in achieving Quality, Effective and Efficient Operations										
Project	**Activity**	**KPI**	**Explanation for SP Alignment**	**Output**	**Outcome**	**Funding Source (in-person)**	**Time**	**Responsible Committee**	**Responsible SAI**	
									Lead	**Host**
1.2.1 Improving Organizational by raising awareness on staff competency and learning and development in compliance with ISSAI 150	a. Conduct orientation workshop on ASEANSAI Competency Framework, Competency-Based Human Resource and Learning and Development	Workshop conducted within planned timeframe and participants understand the benefits of adopting a competency-based human resource system and staff	Building staff competency and learning and development parthway contributes to improved staff performance that eventually support effective audits.	TC Report on the workshop conducted	Awareness level of auditors on competency frameworks, Competency-Based Human Resource system and Learning and Development Pathways is raised.	n/a	2nd Quarter 2024 3 days	TC	SAI Phils.	TBD <mark>(proposed is SAI Malaysia; to formalize through a letter request)</mark>

Strategic Goal 1: Foster capacity development among SAIs										
Strategic Objective 1.2 Enhance SAI Capacity in achieving Quality, Effective and Efficient Operations										
Project	Activity	KPI	Explanation for SP Alignment	Output	Outcome	Funding Source (in-person)	Time	Responsible Committee	Responsible SAI	
									Lead	Host
	learning and development									
	b. Conduct learning sessions on Coaching and Mentoring, as an informal intervention aligned to the ASEANSAI Learning and Development Framework	Workshop conducted within planned timeframe and participants understand the benefits of coaching and mentoring in the development of audit capacities within the adopted learning and development pathway	Provides member SAIs another perspective in building staff competencies through informal means as part of their learning and development pathway.	TC Report on the learning sessions/ workshops conducted	Increased level of awareness on the importance of coaching and mentoring as an integral part of staff learning and development	n/a	4th Quarter 2024 3 days	TC	SAI Phils.	TBD ==(proposed is SAI Thailand; to formalize through a letter request)==
1.2.2 Improving Audit competencies through formal interventions based on ASEANSAI Competency Model	a. Conduct two trainings relating to functional competencies as defined in the ASEANSAI Competency Model. Training on Leadership Competencies can be an option.	Formal trainings conducted are anchored on the ASEANSAI Competency Model relating to functional competencies	Auditors' capacity is further enhanced if formal interventions are undertaken based on a concrete competency model that ultimately improves audit quality	TC Report on the learning sessions/ workshops conducted	Audit capacity based on competency needs is increased.	n/a	Within 2025 (to be determined in 2024, in consultation with TC and after the ASEAN SAI	TC	SAI Phils.	TBD ==(proposed are SAIs Indonesia and Brunei; to formalize through a letter request)==

Strategic Goal 1: Foster capacity development among SAIs											
Strategic Objective 1.2 Enhance SAI Capacity in achieving Quality, Effective and Efficient Operations											
Project	**Activity**	**KPI**	**Explanation for SP Alignment**	**Output**	**Outcome**	**Funding Source (in-person)**	**Time**	**Responsible Committee**	**Responsible SAI**		
									Lead	**Host**	
							Compete ncy Model is ratified)				