



## INNOVATIONS FOR SUCCESSFUL SOCIETIES

### Graduates to Government: The President's Young Professionals Program in Liberia

Launched in 2009, the President's Young Professionals Program helped the Liberian government boost middle-management capacity by attracting talented young graduates from the country's universities to serve as fellows in key ministries and agencies. Through training, mentoring, and skills development, the program filled civil service capacity gaps and prepared a new generation for state leadership roles. By 2016, 72 fellows had completed this two-year fellowship with 75 percent remaining in public service. As the Civil Service Agency continued to implement systemic reforms to improve overall administrative performance, the program's alumni stood out as some of the top public servants.

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*President's Young Professionals Program fellows and staff. Photo by Sara Wallace Beatty.*

#### ISS Featured Interview

In a 2011 interview with ISS, **Harold Jonathan Monger** shares his experiences at the Liberian Institute of Public Administration and describes the challenges involved in institutionalizing capacity building. Monger also outlines some of the obstacles to improving governance in Liberia and recommends the establishment of formal, uniform systems and procedures, improved communication and increased collaboration between agencies to avoid duplication.

## More on Liberia's Post-Conflict reforms:

A case study on **Building Civil Service Capacity** describes the steps Civil Service Agency Director-General C. William Allen took to recruit highly skilled people for senior leadership roles as well as the efforts by [Harold Monger](#), head of the Liberia Institute of Public Administration, to retrain existing civil servants.

Another case on **Cleaning the Civil Service Payroll** highlights the Civil Service Agency's efforts to enumerate all workers, establish a centralized personnel database, and issue biometric identification cards to all government employees. These reforms helped to identify and eliminate roughly 8,000 ghost workers from the payroll.

A third case focuses on the **National Port Authority**, Liberia's only functional seaport in 2006. Over five years, port authority directors embarked on a series of reforms that established new financial controls, reduced staff size, developed workforce skills, and improved the port's security infrastructure to meet international standards.

Other case studies about Liberian reform efforts:

- [A Path to Peace: Liberia's First Post-War Elections](#)
- [Matching Goodwill with National Priorities: Liberia's Philanthropy Secretariat](#)
- [Improving Decision Making at the Center of Government: Liberia's Cabinet Secretariat](#)
- [Getting Reforms off the Ground: Roberts International Airport](#)
- [Building Civilian Police Capacity in Post-Conflict Liberia](#)
- [Building an Inclusive, Responsive National Police Service: Gender-Sensitive Reform in Liberia](#)

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