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World Customs Organization

**40th Anniversary of the WCO Fellowship Programme - Template for a success story**

The WCO Secretariat continues to take stock of Members’ experiences and is especially interested in how Members perceive and derive benefits from the learning and development opportunities offered to them. As we celebrate the 40th anniversary of the WCO’s flagship programme, the Fellowship Programme, we highly value the insights of the beneficiary administrations. We encourage you to provide examples of how you have incorporated the benefits of your participation in the Programme into your organization's growth and development prospects.

When presenting your experience, we invite you to follow the template below, explaining the whole process from the background, why you decided to present candidates, how you selected the fittest candidates, what practical use your Administration has made of this training following the return of your Fellow to your organization, how the Fellows’ developed capacities were recognized and exploited, how their modernization projects were implemented and especially what the results and lessons learned were.

You can choose the aspects of your experience you want to share from the list below. The essential requirement is to provide key information to assist other Members in implementing the same or similar improvements or changes in their organizations. Your unique perspective, shaped by your specific challenges and successes, is invaluable, and we encourage you to share it.

**Suggested template**

**PRIOR TO THE PROGRAMME**

**Overview / Background (Why?)**

Briefly introduce why your Administration decided to participate in the WCO Fellowship Programme and present candidates.

How did this Programme respond to your specific Administration’s needs and objectives?

**Selection of candidates (Who?)**

During the internal selection process of the candidates, can you describe the process or criteria followed in selecting candidates (e.g.: internal competition, prioritization of meritorious candidates, prioritization of candidates specialized in an identified modernization topic/project of interest for your Administration, preference for candidates skilled in strategic thinking or change management, career advancement possibility)?

**AFTER THE PROGRAMME**

**Results (What? - outputs)**

Explain the tangible results of your staff’s participation in the WCO Fellowship Programme (e.g., enhanced leadership and management skills of the candidate, increased understanding and knowledge of the WCO instruments, valuable modernization project and recommendations developed, increased network, beneficial international exposure, increased self-confidence and professionalism).

Kindly account for the implementation of some of the key initiatives developed by the Fellowship Programme Alumni in your Administration (if possible, including measurable outputs).

**Impact (What? - outcomes)**

Elaborate on the positive and negative experiences on the Administration and among staff. Positive experiences can inspire commitment from other administrations to contribute and participate in the programme. Acknowledging the negative aspects or difficulties of experiences can assist administrations in preparing or avoiding pitfalls.

Detail how the Fellowship Programme contributes to the capacity development and modernization of your Administration. What has it enabled your Administration to achieve?

**Outlook (What’s next?)**

Explain the lessons learned and future expectations or plans.

Do you have any further recommendations on how such a programme can actively participate in your Administration’s reform and modernization processes and ongoing organizational development initiatives?