



ANTI-CORRUPTION ACADEMY OF NIGERIA (ACAN)

An Institution of the Independent Corrupt Practices and Other Related Offences Commission



2020 BROCHURE



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The Anti-Corruption Academy of Nigeria is the Research and Training arm of the Independent Corrupt Practices and Other Related Offences Commission, ICPC.

Location

The Anti-Corruption Academy of Nigeria
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Keffi, Nasarawa State

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To be a model anti-corruption resource development centre in Africa.



To be a centre of excellence, promoting multi-disciplinary approach to the fight against corruption through training, research, documentation and advisory services.



Corruption and related crimes can be controlled through robust training and retraining that are grounded in sound policy formulation, operational efficiency, good management culture, behaviour and communication skills that are required to drive a corruption-free society



Excellence in service delivery
Innovation in research, teaching and learning
Professionalism in knowledge dissemination
Integrity in conduct and practice

THE ICPC



PROF. BOLAJI OWASANOYE

Honourable Chairman, ICPC

The Independent Corrupt Practices and Other Related Offences Commission, ICPC, was established in June, 2000 with the enactment of the Corrupt Practices and Other Related Offences Act, 2000¹. The Act was signed into law on 13th June, 2000 by Nigeria's former President, Chief Olusegun Obasanjo, following which the ICPC was inaugurated on 29th September, 2000.

Before the establishment of the ICPC, Nigeria had been stigmatized by the international community as being very corrupt and classified as the second most corrupt country in the world. For three consecutive years; 2000, 2001 and 2002, it maintained this unenviable position. Perhaps, the ranking came up as a consequence of failed attempts to wipe out corruption in the country or reduce it to the barest minimum.

The Penal Code and the Criminal Code that were in existence before the enactment of the Act, contain provisions meant to prohibit corruption and punish the corrupt. However, the enactment of the Act setting up the ICPC marked the first time a specialized agency was established to fight corruption. The Act is made up of 71 Sections. In Section 6 of the Act, the Commission is mandated to carry out investigation, prosecution, system study and review, advisory duties to public officers and public bodies, education, as well as enlistment and fostering of public support in combating corruption.

Sections under the Act

Sections of the Act	Focus of the Sections
Section 1	Citation of the Act
Section 2	Interpretation of the Act
Sections 3-7	Establishment of the Commission and provision for the appointment and powers of its officers. In particular, Section 6 spells out the mandate of the Commission which is not only penal but also preventive and advisory
Sections 8-26	Offences and penalties
Sections 27-42	Powers of investigation, search, seizure and arrest
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Apart from sections 8 - 26 as noted above, sections 28 and 64 of the Act also cover offences and their penalties. The various offences have been broadly grouped into eight classes, i.e.:

¹Section 3(1) of the Corrupt Practices and Other Related Offences Act, 2000 hereinafter referred to as the Act

Grouping of Offences under the Act

S/No.	Section(s) of the Act	Offences
1.	Sections 8,17,19,24	Gratification
2.	Sections 8,9,10,18,19,21,22,23	Bribery
3.	Sections 12,13,19	Fraud
4.	Section 14	Postal Crimes
5.	Sections 16,25,64(3)	False Statements
6.	Sections 15	Deliberate Frustration of investigation
7.	Sections 26	Conspiracy
8.	Sections 28	Concealment of Information

Section 61 (2) of the Act also empowers the ICPC to prosecute a public officer or any other person for the offences of bribery, corruption or other related offences committed by such public officer or other persons contrary to any law in force before or after the coming into effect of the Act.

The independence of the Commission is guaranteed under Section 3 (14) of the Act, though the Commission draws its fund through the National budgetary process. Legislative oversight is performed by the Committees on Anti-Corruption of the National Assembly, namely: The Senate Committee on Anti-Corruption and Financial Crimes, and the House of Representatives Committee on Anti-Corruption.

The Board of the Commission consists of a Chairman and twelve (12) other members, two of whom shall come from each of the six geo-political zones². The Chairman and members of the Commission who shall be persons of proven integrity shall be appointed by the President, upon confirmation by the Senate, and shall not begin to discharge the duties of their offices until they have declared their assets and liabilities as prescribed in the Constitution of the Federal Republic of Nigeria.

The Chairman has the powers to control, supervise and give general direction for the efficient and effective functioning of the Commission. In this regard, he is empowered to issue Standing Orders as provided by Section 7(1) of the Act. The Act also provides for a Secretary, who shall be appointed by the President, function under the general direction of the Chairman, and is responsible for keeping the records of the Commission as well as the general administration and control of the staff of the Commission.

The Act also provides that an officer of the Commission, when investigating or prosecuting a case of corruption, shall have all the powers and immunities of a police officer under the Police Act and any other laws conferring power on the Police, or empowering and protecting law enforcement agents.

² Section 3(3) of the Corrupt Practices and Other Related Offences Act, 2000

The operational duties and execution of the Commission's policies are carried out by 9 Departments and 11 Units, as well as the Commission's research and training arm, namely:

a. Departments

1. Administration
2. Corruption Monitoring and Evaluation
3. Education
4. Finance and Accounts
5. Investigation
6. Legal
7. Planning, Research and Review
8. Public Enlightenment
9. Special Duties

b. Units

1. Asset Tracing, Recovery and Management
2. Audit
3. Chairman's Special Unit
4. Computer Security and Forensics
5. Financial Investigation
6. Intelligence and Security Support
7. International Co-operation
8. Petition Registry
9. Procurement

10. Records and Documentation
11. Special Investigation Team

c. The Anti-Corruption Academy of Nigeria

The Headquarters of the ICPC is situated in Abuja, the Federal Capital Territory, FCT. The Act also empowers the ICPC to "establish one or more branch offices in each State of the Federation and the Federal Capital Territory, Abuja to carry out its functions³". At present, the ICPC has a total staff strength of less than a thousand, with offices in fifteen states of the federation, namely:

- i. Adamawa
- ii. Akwa Ibom
- iii. Bauchi
- iv. Benue
- v. Edo
- vi. Enugu
- vii. Imo
- viii. Kaduna
- ix. Kano
- x. Kogi
- xi. Lagos
- xii. Osun
- xiii. Oyo
- xiv. Rivers
- xv. Sokoto



³ Section 7(2) of the Corrupt Practices and Other Related Offences Act, 2000

THE ACADEMY

The Anti-Corruption Academy of Nigeria, the ICPC Academy, was established pursuant to Section 6 of the Corrupt Practices and Other Related Offences Act 2000 which empowers the Commission to carry out preventive, enforcement and enlightenment functions. By virtue of the provisions of section 6 of the Corrupt Practices and Other Related Offences Act 2000, the Commission is empowered to:

- a. Receive and investigate complaints from members of the public on allegations of corrupt practices and in appropriate cases prosecute the offenders.
- b. Examine the practices, systems and procedures of public bodies and where in the opinion of the Commission, such practices, systems or procedures aid or facilitate fraud or corruption, to direct and supervise a review of them.
- c. Instruct, advise and assist any officer, agency or parastatal on ways by which fraud or corruption may be eliminated or minimized by such officer, agency or parastatal.
- d. Advise heads of public bodies of any changes in practices, systems or procedures compatible with the effective discharge of the duties of the public bodies as the Commission thinks fit, to reduce the likelihood or incidence of bribery, corruption and related offences.
- e. Educate the public on and against bribery, corruption and related offences, and
- f. Enlist and foster public support in combating corruption.

In order to carry out the above mandate effectively, the Commission must train its officers and other persons who will assist in eradicating corruption in the society. The Commission can do this either by spending huge sums of money on training programmes designed by other institutions which might not strictly meet its requirements or establish an outfit which is designed to meet the skills needed for the fight against corruption. This second option is more cost effective, hence the establishment of the Academy.

Thus, it is in order to facilitate the effective implementation of its functions that the Commission decided to establish a training Academy known as the Anti-Corruption Academy of Nigeria (ACAN), to equip its staff with the necessary skills and knowledge that would enable them to perform at required levels. The Academy is also designed to provide training for public officers, public servants and the general public on good governance, accountability, transparency, integrity, ethics and all issues relating to corruption and corrupt practices, as well as build up a body of knowledge that will facilitate the development of knowledge-based anti-corruption policies in the country.

The establishment of ACAN is also partly in fulfilment of Nigeria's commitment to the regional and global initiative to rid the world of the menace, as the Academy is a key enabling instrument required for the successful implementation of the African Union Convention on Preventing and Combatting Corruption (AUCPACC) and the United Nations Convention Against Corruption (UNCAC) respectively, in the country.

With this move, Nigeria has taken its place among the nations that have shown seriousness to tackle corruption under the AUCPACC and UNCAC initiatives. When these Conventions came into force in 2003 and 2005 respectively, they were the first legally binding regional and global anti-corruption instruments, clearly defining corruption in its various forms and setting templates to deal with them through constitutional and legal methods. The Conventions required signatory nations to implement a wide range of measures in areas such as law enforcement, asset recovery, mobilization of stakeholders and international co-operation, for the overall success of the national and global anti-corruption campaign.

In particular, the challenge posed by the UNCAC agenda gave rise to the need for an intellectual and practical support platform to guide, direct and co-ordinate the campaign. That was the background to the establishment of the International Anti-Corruption Academy (IACA) with headquarters in Laxenburg, Austria. IACA was mandated to provide education, capacity building and necessary technical assistance to relevant groups of stakeholders involved in the anti-corruption fight in both public and private sectors. The institution has been delivering on these mandates. Nigeria joined IACA in 2011 while her membership was ratified by the Federal Executive Council in 2012.

Location of the Academy

Located in a serene environment in Keffi, Nasarawa State, about 46 Kilometers from Abuja city centre, the Anti-Corruption Academy of Nigeria (ACAN) commenced activities in November 2014.



The Administrative building housing the auditorium and lecture rooms

Our Objectives

The objectives of the Academy are:

- To provide world-class law enforcement and anti-corruption education, for top professionals and administrators in the public and private sectors.
- To transform into an elite institution for law enforcement studies.
- To become a think-tank for policy formulation and implementation in the law enforcement and anti-corruption sector.
- To certify competencies of law enforcement professionals through short-duration courses, in-service training, certificate programmes, diploma courses and post-graduate degree programmes.
- To bridge the gap between knowledge and practice through academic research and professional policy analysis.
- To serve as a platform for dialogue, networking, cooperation and collaboration in crimes management and control.
- To promote best practices, document and publish research findings, and provide efficient library services.

SENIOR STAFF LIST

Office of the Provost

Professor Sola Akinrinade, FNAL, FHSN - Provost
Mark Faison (Assistant Chief Superintendent)

Departments and Units

Administration

Sampson M. Iroka (Assistant Commissioner) - Head of Department
Nofiu Olufemi (Assistant Chief Investigator)
Ruth Christopher (Assistant Chief Superintendent)
Yahaya Maikasuwa (Superintendent)
Mrs. Cynthia L. Odela (Superintendent)

Training and Consultancy

Richard A. Bello (Deputy Commissioner) - Head of Department
Samuel Ishaya (Assistant Chief Investigator)

Research and Policy

Dr. Elijah O. Okebukola
Akindele Ogunleye (Principal Superintendent)

Advocacy and External Relations

Dr. Oluwasina Babasola (Assistant Commissioner) - Head of Department

Finance and Accounts

Mrs. Mutiat Lasisi (Chief Superintendent) - Head of Department
Babre S. Zabadi (Principal Superintendent)
Johnson Peter Essiet (Senior Investigator)

Audit

Bako Adamu Abdullahi (Assistant Chief Superintendent/HoU)

Librarian

Aliyu Garba Gusau (Chief Superintendent)

ICT Unit

Mohammed Abubakar Baba' Abu (Principal Superintendent/HoU)

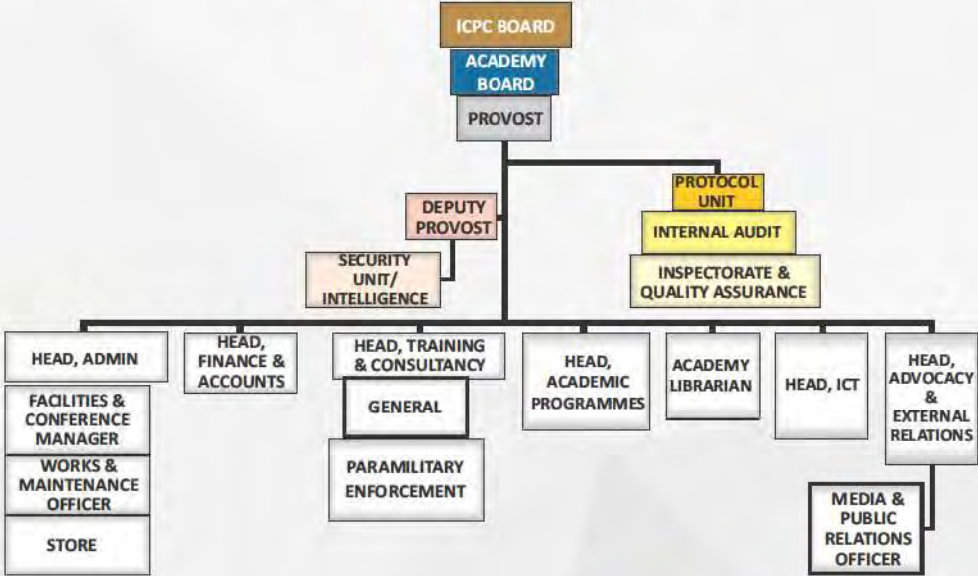
Intelligence and Security Support Unit

Jeremiah Stephen Enada (Superintendent)

ADMINISTRATION OF THE ACADEMY

At the head of the Academy's management is the ICPC Board that provides overall policy direction for the Academy. Directly below is the Academy Board chaired by the Chairman of ICPC. The Provost is the Chief Executive Officer, providing academic and administrative leadership for the Academy. The Provost reports to the Board and he is assisted in the day-to-day administration of the Academy by the Deputy Provost and heads of the various Departments as noted hereunder:

Organogram of the Academy



Academic Board

Overseeing the content and quality of the programmes shall be an Academic Board consisting of Heads of Departments, Directing Staff of Programmes, and Principal Officers of the Academy. The Academic Board reports to the Management that in turn reports to the Board of the Academy.



Professor Sola Akinrinade, FNAL, FHSN
Provost

PROGRAMMES OF THE ACADEMY

A CAN is being developed as a last-stop institution for training of high-calibre anti-corruption professionals such as ethics and compliance officers, investigators, assets recovery and management officers, prosecutors, administrators and integrity practitioners by offering programmes at post graduate levels. The programmes of ACAN therefore include:

Categories of Programmes

- In-house staff training programmes
- Bespoke training courses for outside institutions
- Mandatory Induction and Refresher courses for ACTU members
- Certificate and Diploma Courses
- Postgraduate courses
- Master's degree in Anti-Corruption Studies (in collaboration with partner institutions)
- Thematic conferences, seminars and workshops.

Academic Programmes

The Academy's academic programmes are situated in four Departments, namely:

- a. Prevention Studies
- b. Enforcement Studies
- c. Public Education/Mobilization
- d. General Studies

Duration of Courses

The duration of courses and programmes vary and depend on the nature of particular courses. Workshops and seminars last between one day for executive seminars and two weeks. Certificate and Diploma courses last a minimum of two weeks and up to nine months. The postgraduate courses of the Academy are to be regulated by the guidelines applicable in the collaborating institutions.

Fees

All courses are subject to payment of specified tuition. Tuitions payable vary from one course to another and the amounts are indicated in separate course module on each particular course as detailed in the schedule of training programmes.

Resource Faculty

Highly qualified and skilful resource persons shall be drawn from the Academy, the ICPC Headquarters, members of the academia, and among other professionals to deliver lectures on various subjects.

Web-based Learning Platform

The Information and technology age has brought exciting new learning possibilities. The Academy has developed an online platform for e-delivery of the contents of courses to participants. It is expected that this will provide students and teachers with an effective means of communication with each other for teaching and learning process. Apart from its 250-capacity digital classrooms, all the learning centres of the Academy are equipped with e-learning facilities, including full multimedia learning systems.

Anti-Corruption Research

The Research Division is engaged in the conduct of cutting-edge research in the general areas of anti-corruption and disseminating the outcomes of same for the purpose of building the body of knowledge in the area that will aid the development of appropriate policy responses and acquisition of skills necessary for tackling corruption nationally and internationally. The Academy which is to serve as a platform for regular scholarly exchange in the field of anti-corruption studies and leading public opinion, will engage in efficient and widespread dissemination of anti-corruption resources and literature nationally and internationally.



275-seater ICT Centre in the Academy for ICT Learning

Certificates

Participants who have successfully completed various programmes of the Academy are issued certificates confirming their levels of participation and attainment upon meeting the minimum requirements for certification.

Nigerian Journal of Anti-Corruption Studies

An Academic Journal, The Nigerian Journal of Anti-Corruption Studies, will be produced by the Academy to showcase the research activities of the Academy and other valuable information. A team of highly skilled officials with Academic and journalistic background have already commenced the process of producing the Academic Journal.

ACAN Newsletter

A newsletter captioned, "ACAN NEWS", which seeks to inform and enlighten the public on the activities of the Anti-Corruption Academy of Nigeria is produced three times in a year by the Media and Advocacy Department of the Academy. So far, four editions have been published.

Public/Private Sector Partnership and Collaboration

The Anti-Corruption Academy of Nigeria also organises the following anticorruption-related programmes in collaboration and partnership with agencies in the public and private sectors:

1. Workshops
2. Seminars
3. Summits
4. Symposia
5. Youth Competitions
6. Youth Camp
7. National Youth Debating Championship (among students)
8. Sandwich courses (on request)

LEARNING RESOURCES AND FACILITIES

The Academy's activities are conducted from its Keffi premises which houses a Central Administrative block that provide staff offices, lecture rooms and auditoria equipped with multimedia projection systems. In addition to the 200-seater main auditorium is a 48-seater auditorium suitable for mini-conferences, seminars and workshops. The lecture rooms include three 25-seater and a 250-seater e-learning centres equipped with state-of-the-art computer systems and multimedia projection systems. The Academy also boasts of video conference room.



The 200-seater Main Auditorium at the Academy



Video Conference Room



Cross-section of the 48-seater Mini Auditorium at the Academy



One of the e-learning classrooms at the Academy in session

Library Facilities

The Academy is currently developing a state-of-the-art library, combining physical holdings with extensive web-based resources. In the meantime, participants at its various courses and programmes have access to the well-stocked library at the ICPC headquarters. When fully developed, users from all over the world will have free access to the Academy's online library resources.



ACAN has been a centre for the Unified Tertiary Matriculations Examinations (UTME) since 2015



Well-stocked Library for vigorous Academic Research

Extra-curricular Activities

Indoor and outdoor sporting activities are available for the pleasure and relaxation of participants.

Internet Facility

To facilitate academic research and development activities, wireless internet access is available to staff and participants within the premises of the Academy.

Communication and Feedback Mechanism

The Academy considers effective communication among teachers and students to channel the feedback to the Academy and to assist in the quality assurance process. All cases will be handled in strict confidence and will not affect students' assessment results in any way.

Accommodation

All courses, except one-day executive seminars and workshops, are residential. To facilitate the comfort of learners and participants at its programmes, the Academy has in place a 64-bed hostel facility for entry-level and mid-career trainees and a 40-room all en-suite Guest House located on its premises. The accommodation facilities are equipped with a modern restaurant and coffee shop.

Other Facilities

To ensure constant power and water supply throughout the premises, the Academy has a twin-standby Power Plant and Water reservoir respectively. The Guest House, Hostel and other buildings in the Academy are serviced by these facilities to ensure 24-hour power and water supply.



40-Room ACAN en-suite Guest House



A cross-section of ICPC Board and Management Staff at the inaugural Board and Management Retreat, held on 12 – 13 February 2019 to usher-in the current Board of the Commission.



Dignitaries on the High Table at the Policy Dialogue on Eradicating Electoral Corruption: Focus on Vote Buying, held on 16 April 2019. From the left, the Provost of the Academy, Prof. Sola Akinrinade; ICPC Board Member Overseeing the Academy, Hon. Mrs. Olubukola Balogun; the Emir of Keffi, HRH. Alhaji (Dr.) Shehu Usman Chindo Yamusa III; INEC's National Commissioner and Chairman, Information and Voter Education, Mr. Festus Okoye, representing the INEC Chairman; DG Centre for Democracy and Development, Ms. Idayat Hassan, who was the Keynote Speaker; and the ICPC Chairman, Prof. Bolaji Owasanoye.



Participants seated for a Pre-Training Assessment Test, prior to the commencement of the workshop on Achieving Zero-Tolerance for Fraud and Corruption in MDAs through Forensic Accounting and Auditing, held on Monday 24 – Wednesday 26 June 2019.



A cross-section of participants at the 2019 edition of the Certificate Course in Corruption Prevention, held on Monday 24 June - Friday 19 July 2019, seated during the graduation ceremony on 19 July 2019.



The Board Chairman, Joint Admissions and Matriculations Board (JAMB), delivering an address, while the Registrar and top Management staff as well as the Provost of the Academy listened, at a bespoke training for the Management of JAMB on Entrenching Integrity, Transparency and Accountability in the Workplace, held on 22 – 23 July 2019.



The Provost of the Academy, Prof. Sola Akinrinade, leading a session at the bespoke training on Entrenching Integrity, Transparency and Accountability in the Workplace for Senior Officials of National Pension Commission, held at the Auditorium, PENCOM Headquarters, Abuja, from 16 – 18 September 2019.



Participants at the workshop on Achieving Zero-Tolerance for Fraud and Corruption in Nigerian Polytechnics, Organised by the Anti-Corruption Academy of Nigeria (ACAN) in collaboration with Bursars' Association of Polytechnics and Colleges (BURSCON), on 15 – 17 October 2019, in a group photograph with the Provost and some Management Staff of ACAN.



A cross-section of participants at the Induction Training for Officials of National Hajj Commission of Nigeria (NAHCON), held from 29 - 31 October 2019.



SCHEDULE OF PROGRAMMES FOR 2020

A. BESPOKE PROGRAMMES

Bespoke Training

Apart from the various categories of programmes enumerated earlier, the Academy also designs bespoke training for organisations to meet the peculiarities of their job. Some of the bespoke trainings available on demand, include:

1. Academic Integrity Programme for Tertiary Institutions
2. Examinations Integrity Course for Tertiary Institutions
3. Entrenching Ethics and Integrity in Tertiary Institutions
4. Anti-Corruption and Integrity Orientation Programme for Newly Employed Staff
5. Anti-Corruption, Ethics and Integrity Training for Management and Staff of Public and Private Sector Organisations
6. Entrenching Integrity, Transparency and Accountability in the Workplace
7. Achieving Zero-Tolerance for Corruption in the Workplace

The outline of the bespoke training listed as items 6 and 7 above follows:

COURSE CODE:	2020/001
PROGRAMME TITLE:	Entrenching Integrity, Transparency and Accountability in the Workplace
DATE:	To Be Determined on Request
OBJECTIVES:	The training aims at building the capacity of participants to relate to potential and actual corruption and corrupt practices in their workplace. In particular, it will help promote a culture of integrity, transparency and accountability in the business of government in MDAs. Participants will also appreciate the import of nipping corruption in the bud and the pertinent role they play in the fight against corruption in their workplace
EXPECTED OUTCOMES:	Participants will be able to: identify corruption-prone areas in the workplace and their methods of perpetration; appreciate the need for transparency and accountability in the workplace; build a sustainable culture of integrity; relate to the integrity laws and the provisions of the Corrupt Practices and Other Related Offences Act 2000 in particular; report corruption and get involved in anti-corruption efforts in their workplace; and ultimately promote public confidence in the activities and integrity of government MDAs.
CONTENTS:	Corruption: Forms, Types, Nature, Cost, Causes and Effects; Corruption Red Flags in the Workplace; Overview of national Integrity Laws and their applications to organisations; Corruption Prevention Strategies; Conflict of Interests; The Integrity Imperative in Public and Private Organizations; Building a Sustainable Culture of Transparency and Accountability in the Workplace; Developing an Integrity Action Plan for your organisation
METHODOLOGY:	This is a customized programme. Intending organisations may wish to get their staff trained at the Academy or other desired location. The theoretical framework will be imparted through PowerPoint presentations while experience sharing; Brain Teasers; Questions and Answers Session; Focus Group Discussions and Case Studies would help internalize and apply the knowledge gained.
TARGET AUDIENCE:	Officials of MDAs at Federal and State levels and private organisations.
DURATION:	3 days
VENUE:	ACAN, Keffi or any other venue agreed by host organization(s)
COURSE FEE:	To be determined in conjunction with prospective organisation(s)

COURSE CODE:	2020/002
PROGRAMME TITLE:	Achieving Zero-Tolerance for Corruption in the Workplace
DATE:	To Be Determined on Request
OBJECTIVES:	To build the capacity of senior public servants to appreciate the need for zero-tolerance for corruption in their workplace; realise the pivotal role they play in the fight against corruption; empower them to support anti-corruption efforts, and set the tone in promoting zero-tolerance for corruption in their workplace.
EXPECTED OUTCOMES:	Corruption prone areas in MDAs and their methods of perpetration exposed; establishment of ACTUs (where non-existent) and their activities supported; participants exposed to the provisions of the Corrupt Practices and Other Related Offences Act 2000, the procedures for reporting corruption and how to set the tone for zero tolerance for corruption in their workplace.
CONTENTS:	Overview of Corruption in Nigeria; Corruption: Forms, Types, Nature, Cost, Causes and Effects; Corruption and Corrupt Practices in the Workplace; The Imperative of Zero Tolerance for Corruption in the Workplace; Corruption Prevention: Methods and Strategies; Corruption Risk Assessment; Gifts and Hospitality: The Dilemma; Role of ACTUs/ACTU Circulars and Standing Orders; Monitoring and Reporting Corruption; Overview of National Integrity Laws: ICPC Act, 2000, EFCC Law, CCB & CCT, PPA, FRA, FOI, etc.
METHODOLOGY:	This is a bespoke programme. Intending organisations may wish to get their staff trained at the Academy or other desired location. The theoretical framework will be imparted through lectures. This would be complemented by experience sharing; Questions and Answers Sessions; Focus Group Discussions and Case Studies that would help participants to internalize and apply the knowledge gained.
TARGET AUDIENCE:	Officials of MDAs at Federal and State levels and private organisations.
DURATION:	3 days
VENUE:	ACAN, Keffi or any other venue agreed by host organization(s)
COURSE FEE:	To be determined in conjunction with prospective organisation(s)



B. PROGRAMMES FOR ICPC OFFICIALS, OTHER ANTI-CORRUPTION AGENCIES AND SPECIALISED ORGANISATIONS

COURSE CODE:	2020/003
PROGRAMME TITLE:	Microsoft Excel Training for Accountants and Auditors
DATE:	21 January 2020
OBJECTIVES:	To build the capacity of participants to understand and relate to the use of Microsoft Excel Spreadsheet for the purpose of effective examination and investigation of records as well as presentation of facts and reports
EXPECTED OUTCOMES:	Participants will be able to display basic understanding and the use of Microsoft Excel Spreadsheets to extract information from other platforms, identify the main components of the user interface, examine and interrogate records, perform basic arithmetic operations in a spreadsheet, insert charts into spreadsheets and use the fill function
CONTENTS:	Basic Spreadsheet Skills, Creating New Workbook, Selecting Cells and Cell Referencing, Formatting Numbers and Formatting Cells, Working with Worksheets, Use of Microsoft Excel Functions for Data Analysis, etc.
METHODOLOGY:	Paper presentations on PowerPoint; experience sharing; Questions and Answers Session; Work Group Sessions and Case Studies would help participants to internalize and apply the knowledge gained.
TARGET AUDIENCE:	ICPC Officials involved in Accounting and Audit role at the Headquarters and State Offices.
DURATION:	1 day
VENUE:	ACAN, Keffi
COURSE FEE:	Nil

COURSE CODE:	2020/004
PROGRAMME TITLE:	Effective System Study and Review Training
DATE:	22 – 24 January 2020
OBJECTIVES:	To build the capacity of participants to understand and relate to emerging issues in the study and review of the systems, practices and processes of organisations, particularly the Personnel Costs of MDAs.
EXPECTED OUTCOMES:	Participants will acquire skills for financial investigation and uncovering money laundering acts; compute income from illegal sources using the Bank Deposit and Net Worth Methods; navigate the System Study and Review Process; relate to the Ethics and Compliance Scorecard and the methodology for its deployment; and write an effective System Study and Review Report.
CONTENTS:	The basics of the System Study and Review Process; Ethics and Compliance Scorecard and the methodology for its deployment; Materiality; Understanding Financial Investigation and Money Laundering; Computing Income from Illegal Sources using the Bank Deposit and Net Worth Methods; Writing an Effective and Comprehensive System Study and Review Report.
METHODOLOGY:	Paper presentations on PowerPoint; experience sharing; Questions and Answers Session; Work Group Sessions, and Case Studies would help participants to internalize and apply the knowledge gained.
ARGET AUDIENCE:	ICPC Officers in Audit; Finance and Accounts; Planning, Research & Review; and Corruption Monitoring and Evaluation Departments.
DURATION:	3 days
VENUE:	ACAN, Keffi
COURSE FEE:	Nil

COURSE CODE:	2020/005
PROGRAMME TITLE:	Strategic Communication Training
DATE:	27 January – 5 February 2020
OBJECTIVES:	To build the capacity of participants to understand and relate to Strategic Communication issues and apply themselves to the knowledge garnered.
EXPECTED OUTCOMES:	Participants will be able to: plan and research for Effective Strategic Communication; relate to the ethics of Strategic Communication; review the Concept of Integrated marketing Communication; practice Strategic Project Management; deploy creative strategies to reach their audience with strategic messages; identify and connect with what reporters really want; and court the media.
CONTENTS:	The Concept and Principles of Strategic Communication; Courting the Media; What Reporters Really Need; Mapping Efficient Opportunities; Creative Strategy - Mapping your Audience
METHODOLOGY:	Paper presentations on PowerPoint; experience sharing; Questions and Answers Session; Work Group Sessions, and Case Studies would help participants to internalize and apply the knowledge gained.
ARGET AUDIENCE:	ICPC Officers in Education and Public Enlightenment Departments
DURATION:	3 days (in 3 batches)
VENUE:	ACAN, Keffi
COURSE FEE:	Nil

COURSE CODE:	2020/006
PROGRAMME TITLE:	Basic Investigation and System Study Course V
DATE:	10 February – 6 March 2020
OBJECTIVES:	To build the capacity of participants to understand and relate to emerging issues in the study and review of the systems, practices and processes of organisations; and conduct basic investigation into allegations of corruption.
EXPECTED OUTCOMES:	Participants will be able to: relate to the basic techniques for corruption investigation; carry out intelligence-led investigations; deploy modern technology for forensic investigation; examine financial documents, compile case files and write investigation reports; conduct system study and review; mention corruption risk assessment procedure; state the basic differences between system study and corruption risk assessment; carry out corruption risk assessment; write a system study report; and design a corruption risk mitigation plan.
CONTENTS:	Overview of National Integrity Laws ; Overview of Corruption Investigation; Techniques of Investigation; Assets Tracing, Searches, Seizures and Forfeiture; Surveillance; Intelligence-led Investigations; Sting Operations, Arrests, Detention and Suspect Handling; Basics of Forensics, Modern Technology and Trends in Investigation; Examination of Financial Documents; Evidence Gathering, Handling, Admissibility and Qualities of Good Evidence; Examination of Evidence; Compilation of Case File and Investigation Report Writing; Data Structuring, Links Chart Analysis, Network Analysis, Financial Profiling and Summary Chart for Evidence; System Study and Review Methodology; The ICPC System Study and Review Template; The System Study and Review Report; Overview of the Ethics and Compliance Scorecard; Basics of Corruption Risk Assessment (CRA); CRA Preparation, Risk Identification and Risk Classification; Corruption Risk Assessment - Relating Risks to Procedure and Developing Risk Scorecard; Corruption Risk Prioritization and Mitigation.
METHODOLOGY:	Paper presentations on PowerPoint; experience sharing; Questions and Answers Session; Panel Discussions, and Case Studies would help participants to internalize and apply the knowledge gained.
ARGET AUDIENCE:	ICPC Officers on GL 07 – 14
DURATION:	4 Weeks
VENUE:	ACAN, Keffi

COURSE CODE:	2020/007
PROGRAMME TITLE:	Essential Skills for Effective Administrative Duties
DATE:	15 – 17 April 2020
OBJECTIVES:	To build the capacity of participants to understand and relate to emerging issues in Administration and develop their capacity to function effectively in administrative matters.
EXPECTED OUTCOMES:	Participants will be able to: demonstrate basic knowledge of the Public Service Rules, including the provisions for discipline and disciplinary procedures; appreciate the import of the documentation and good record management; relate to workplace ethics and demonstrate personal integrity; apply basic communication skills in the workplace; relate to the types of meetings and how to minute in the public service; and improve on their letter writing and report writing skills.
CONTENTS:	Overview of Public Service Rules; Discipline and Disciplinary Measures; Types of Meetings and Minutes Writing; Document and Record Management; Personal Integrity and Values in the Workplace; Effective Communication in the Public Service; Report and Letter Writing Skills.
METHODOLOGY:	Paper presentations on PowerPoint; experience sharing; Questions and Answers Session; Case Studies would help participants to internalize and apply the knowledge gained.
ARGET AUDIENCE:	ICPC Officers on GL 08 –12, especially those in administrative functions
DURATION:	3 Days
VENUE:	ACAN, Keffi
COURSE FEE:	Nil

COURSE CODE:	2020/008
PROGRAMME TITLE:	Financial Investigation Workshop
DATE:	28 – 30 April 2020
OBJECTIVES:	To build the capacity of participants to understand and relate to emerging issues in financial investigation
EXPECTED OUTCOMES:	Participants will be able to: relate to money laundering and terrorism financing; explain why people launder money; clarify the nexus between corruption and money laundering; relate to the international architecture of AML/CFT and the regime in Nigeria; define financial investigation and state its import; isolate how financial investigation supports criminal investigation; state the stages of financial investigation; and utilize basic tools like link chart analysis to connect crimes and criminals.
CONTENTS:	Overview of Money Laundering and Terrorism Financing Money Laundering Risks; Understanding the AML/CFT Framework; What is Financial Investigation?; Stages of Financial Investigation; Link Chart Analysis; Practical Sessions on Financial Investigation and Money Laundering; and Practical Session on Link Chart Analysis.
METHODOLOGY:	Paper presentations on PowerPoint; Experience Sharing; Questions and Answers Session; Group Discussions, and Case Studies would help participants to internalize and apply the knowledge gained.
ARGET AUDIENCE:	ICPC Personnel and officials of other Anti-Corruption Agencies, including EFCC, CCB, BPP, FIRS, FRC, NCS, NIS, NPS, NAPTIP, Kano State PCACC, PCC, NFIU, Ebonyi State etc.
DURATION:	3 Days
VENUE:	ACAN, Keffi
COURSE FEE:	₦ 60,000.00

C. CERTIFICATE PROGRAMMES

COURSE CODE:	2020/009
PROGRAMME TITLE:	Certificate Course in Corruption Prevention (CCCP) (Intensive)
DATE:	14 – 26 June 2020
OBJECTIVES:	To build the capacity of anti-corruption practitioners to better understand the intricacies of corruption and the array of responses to tackling the menace; thus, deploying their knowledge into developing appropriate anti-corruption measures and contributing more meaningfully to the fight against corruption in their respective domains.
EXPECTED OUTCOMES:	Proper perspectives on Corruption Prevention developed; different preventive tools appreciated and tested; basic research methodology in corruption prevention espoused; methods of identifying and mitigating corruption risks outlined; change and behaviour management exposed; and the design and management of anti-corruption projects and programmes demonstrated.
CONTENTS:	Introduction to Corruption Prevention; Corruption Prevention Methods; Basic Research Methods in Corruption Prevention; Corruption Risk Assessment; Behaviour Change Management; and Project Design and Implementation.
METHODOLOGY:	Two-week intensive on-site programme, consisting of (a) lectures, classroom and experience sharing sessions; (b) submission of a seminar paper/completion of group research project; (c) end of module tests; and (d) examination covering all the modules studied. However, plans are ongoing for the development of an online distant learning version of the course.
TARGET AUDIENCE:	Prevention Officers in Anti-Corruption Agencies, Members of ACTUs, Ethics and Compliance Officers, Regulatory Officers, etc.
DURATION:	2 Weeks
VENUE:	ACAN, Keffi, Nasarawa State
PROGRAMME FEE:	₦350,000 (Nigeria) /\$1,500 (Foreign) per participant. (This covers tuition, training materials, accommodation and feeding throughout duration of the programme)

COURSE CODE:	2020/010
PROGRAMME TITLE:	Certificate Course in Corruption Investigation (CCCI) (Intensive)
DATE:	29 June – 10 July 2020
OBJECTIVES:	To expose participants to the basics of corruption; acquaint them with the procedure for Investigating corruption cases and build their capacity to effectively investigate corruption cases for a seamless prosecution where necessary
EXPECTED OUTCOMES:	Participants should be able to: understand basic investigation techniques; relate to the typical procedure for investigating corruption; initiate and conclude investigations into corruption; and write investigation reports.
CONTENTS:	Overview of Corruption Investigation; Techniques of Investigation; Intelligence-led Investigation; Sting Operations; Arrests, Detention and Handling of Suspects; Examination of Financial Documents; Surveillance; Simulation Exercises on Surveillance; Compilation of Case Files and Investigation Report Writing; Evidence Gathering, Handling, Admissibility and Qualities of Good Evidence; Custody of Exhibit and Document Security, etc.
METHODOLOGY:	Two-week intensive on-site programme, consisting of (a) lectures, classroom and experience sharing sessions; (b) submission of a seminar paper/completion of group research project; (c) end of module tests; and (d) examination covering all the modules studied.
TARGET AUDIENCE:	Corruption and fraud Investigators; Compliance Officers; Internal Control Officers, Auditors, Finance and Accounts Officers; Regulatory Officers, etc. in both public and private sector organisations.
DURATION:	2 Weeks
VENUE:	ACAN, Keffi, Nasarawa State
COURSE FEE:	₦ 350,000 (Nigeria) /\$1,500 (Foreign) per participant. (This covers tuition, training materials, accommodation and feeding throughout duration of the programme)

COURSE CODE:	2020/011
PROGRAMME TITLE:	Certificate Course in Ethics and Compliance (CCEC) (Intensive)
DATE:	14 - 29 September 2020
OBJECTIVES:	To expose participants to ethics and compliance issues in the workplace; examine and address conflict of interest situations; promote organisational ethics and integrity; uphold high ethical standards and entrench a culture of integrity in the workplace.
EXPECTED OUTCOMES:	Culture that inspires organisational ethical behaviour underscored; best practices enumerated, examined and imbued; proactive and predictive compliance programmes that minimize risks promoted; ethical leadership and management stimulated; and ethics, integrity and compliance evaluation processes designed.
CONTENTS:	Ethics (definition, objective, nature and related terms); Work Ethics (definition, objective & the 3 Cs of work ethics); Ethics and Integrity; Conflict of Interest; Compliance Issues; Unethical Conduct in the Workplace; Ethical Dilemmas; Incentives and Ethical Compliance; Case Studies; Addressing Compliance and Ethical Challenges; Building Ethical Infrastructure in the Workplace.
METHODOLOGY:	Two-week intensive on-site programme, consisting of (a) lectures, classroom and experience sharing sessions; (b) submission of seminar papers/completion of group research projects; (c) end of module tests; and (d) examination, covering all the modules studied.
TARGET AUDIENCE:	Anti-Corruption Officers, Integrity Officers, Ethics and Compliance Officers, SERVICOM Officers, Internal Control Officers, Auditors, Regulatory Officers, etc. in both public and private sector organisations.
DURATION:	2 Weeks
VENUE:	ACAN, Keffi, Nasarawa State
COURSE FEE:	₦350,000 (Nigeria) /\$1,500 (Foreign) per participant. (This covers tuition, training materials, accommodation and feeding throughout duration of the programme)

COURSE CODE:	2020/012
PROGRAMME TITLE:	Certificate Course in Corruption Prevention (CCCP)
DATE:	16 November – 11 December 2020
OBJECTIVES:	To build the capacity of anti-corruption practitioners to better understand the intricacies of corruption and the array of responses to tackling the menace; thus, deploying their knowledge into developing appropriate anti-corruption measures and contributing more meaningfully to the fight against corruption in their respective domains.
EXPECTED OUTCOMES:	Proper perspectives on Corruption Prevention developed; different preventive tools appreciated and tested; basic research methodology in corruption prevention espoused; methods of identifying and mitigating corruption risks outlined; change and behaviour management exposed; and the design and management of anti-corruption projects and programmes demonstrated.
CONTENTS:	Introduction to Corruption Prevention; Corruption Prevention Methods; Basic Research Methods in Corruption Prevention; Corruption Risk Assessment; Behaviour Change Management; and Project Design and Implementation.
METHODOLOGY:	One-month on-site programme, consisting of (a) lectures, classroom and experience sharing sessions; (b) submission of a seminar paper/completion of group research project; (c) end of module tests; and (d) examination covering all the modules studied. However, plans are ongoing for the development of an online distant learning version of the course.
TARGET AUDIENCE:	Prevention Officers in Anti-Corruption Agencies, Members of ACTUs, Ethics and Compliance Officers, Regulatory Officers, etc.
DURATION:	One Month
VENUE:	ACAN, Keffi, Nasarawa State.
PROGRAMME FEE:	₦500,000 (Nigeria) /\$2,000 (Foreign) per participant. (This covers tuition, training materials, accommodation and feeding throughout duration of the programme)

D. ANTI-CORRUPTION AND FRAUD PREVENTION PROGRAMMES

COURSE CODE:	2020/013
PROGRAMME TITLE:	Achieving Zero-Tolerance for Fraud and Corruption through Forensic Accounting and Auditing
DATE:	14 – 16 July 2020
OBJECTIVES:	To build the capacity of participants to: understand the concept of fraud and corruption and their methods of perpetration; possess and deploy the requisite forensics accounting and audit skills to detect and prevent corruption; manage their financials devoid of fraud and corruption, in line with best practice; and address all emerging challenges requiring application of forensics with a view to promoting a zero-tolerance culture for corruption in the workplace.
EXPECTED OUTCOMES:	To relate to issues of fraud, corruption and anti-corruption in their workplace; appreciate the application of forensics for fraud detection and prevention; address fraud and corruption risks areas in the workplace; and acquire and deploy forensic skills to promote zero-tolerance for fraud and corruption in the workplace
CONTENTS:	Understanding Fraud, Corruption and Corrupt Practices in Governance; Typology of Corruption and Corrupt Practices; Overview of Anti-Corruption Legislations in Nigeria; The Integrity Imperative in the Workplace; Fraud Detection Applications; Strategies for Fraud Prevention; Introduction to Forensic Accounting and Fraud; Application of Forensics to Fraud and Corruption; Internal Control Mechanisms and Financial Reporting System; and Promoting Zero-Tolerance for Corruption in the Workplace.
METHODOLOGY:	Lecture presentations; experience sharing; Questions and Answers Session; Panel Discussions, and Case Studies would help participants to internalize and apply the knowledge gained.
TARGET AUDIENCE:	Accountants and accounts officers, auditors, compliance officers, investigators and their equivalents in Federal and State MDAs.
DURATION:	3 days
VENUE:	ACAN, Keffi
COURSE FEE:	N 60,000.00 per participant

COURSE CODE:	2020/014
PROGRAMME TITLE:	Anti-Corruption and Fraud Prevention Training for State Investment Companies
DATE:	28 – 30 July 2020
OBJECTIVES:	To develop participants’ understanding of key issues in corruption and anti-corruption, especially as they apply to the investment environment; and equip them with relevant skills to build organisational integrity systems.
EXPECTED OUTCOMES:	Participants will be able to: identify corruption red flags; prevent fraud within their systems; investigate infractions; institutionalise integrity, transparency and accountability; enhance the revenue generation capacity of their organisations; prevent leakages and increase the capacity of owner states to launch their states on the path of sustainable development.
CONTENTS:	Understanding Corruption and Anti -Corruption; Forms, Types, Nature, Cost, Causes and Effects of Corruption; Corruption and Corrupt Practices in the Workplace; Overview of Nigerian National Integrity Laws; Basics of Corruption Investigation; Introduction to Financial Investigation; Application of Forensics to Corruption and Fraud Prevention; Administrative Measures for Controlling Corruption; New Payment Methods, e - Transactions and their Associated Risks; Designing, Implementing and Monitoring Integrity Management Systems; Introduction to International Financial Reporting Standards.
METHODOLOGY:	Paper presentations on PowerPoint; Experience Sharing; Questions and Answers Session; Group Discussions, and Case Studies would help participants to internalize and apply the knowledge gained.
TARGET AUDIENCE:	Chief Executive Officers/Chief Operating Officers, Monitoring and Compliance Officers, Finance and Investment Officers, Heads of Administration and other Officers in similar roles.
DURATION:	3 days
VENUE:	ACAN, Keffi
COURSE FEE:	₦100,000.00 per participant

COURSE CODE:	2020/015
PROGRAMME TITLE:	Combating Corruption in Public Procurement
DATE:	11 – 13 August 2020
OBJECTIVES:	To build the capacity of participants to understand and relate to corruption issues in the procurement process and deploy procurement as a veritable method for promoting transparency, accountability, fairness and obtaining value for money.
EXPECTED OUTCOMES:	Participants will be able to: acquire basic knowledge of the essential steps in public procurement; appreciate the import of the process; relate to the possible corrupt practices that could mar the procurement process; apply basic monitoring and evaluation skills in their workplace; relate to the sanctions in the PPA 2007, Corrupt Practices and Other Related Offences Act, 2000 and other anti-graft laws and the procedures for reporting corruption.
CONTENTS:	Legal and Institutional Frameworks for Procurement; The Procurement Process; Corruption Risks in the Procurement Process and their Mitigation; Procurement Planning, Appropriation and Advertising; Pre-Qualification; Bid Submission; Bid Opening; Bid Evaluation - Technical and Financial, etc. Conflict of Interest; Case Studies; and Challenges to effective Procurement Process and Way Forward
METHODOLOGY:	Paper presentations on PowerPoint; experience sharing; Questions and Answers Session; Panel Discussions, and Case Studies would help participants to internalize and apply the knowledge gained.
TARGET AUDIENCE:	Officers involved with procurement, project and physical planning, works and maintenance, project monitoring, and compliance in Federal MDAs.
DURATION:	3 days
VENUE:	ACAN, Keffi
COURSE FEE:	₦60,000.00 per participant

COURSE CODE:	2020/016
PROGRAMME TITLE:	Addressing Illicit Financial Flows and Money Laundering
DATE:	1 – 3 September 2020
OBJECTIVES:	To build the capacity of participants to understand and relate to corruption related issues, particularly illicit financial flow and money laundering and developing appropriate responses to mitigate and respond to such vices.
EXPECTED OUTCOMES:	Participants will be able to: acquire basic knowledge on best practice in the financial system; contextualized the various types of fraud and fraud schemes; relate to the strategies utilized by fraudsters to launder illicit funds; deploy effective anti-money laundering technics; appreciate the provisions in Economic and Financial Crimes Commission (Establishment) Act 2004; the Corrupt Practices and Other Related Offences Act, 2000, Money Laundering Prohibition Act 2011 and other anti-graft laws; and the procedures for reporting corruption.
CONTENTS:	The Concept of Money Laundering; New Payment Methods; e-transactions and their associated risks; Anti-Money Laundering Measures; Regional and International Anti-Corruption Legislations; Understanding the Nigeria Financial Intelligence System; Advance Fee Fraud and Other Fraud Related Offences Act 1995; the Corrupt Practices and Other Related Offences Act 2000; Economic and Financial Crimes Commission (Establishment) Act 2004; The Money Laundering Prohibition Act 2011.
METHODOLOGY:	Paper presentations on PowerPoint; experience sharing; Questions and Answers Session; Panel Discussions, and Case Studies would help participants to internalize and apply the knowledge gained.
TARGET AUDIENCE:	Corruption and Fraud Investigators; Accountants; Auditors; Finance Officers; Compliance Officers; Fraud Examiners; Internal Control Officers, etc.
DURATION:	3 days
VENUE:	ACAN, Keffi
COURSE FEE:	₦ 60,000.00 per participant

COURSE CODE:	2020/017
PROGRAMME TITLE:	Achieving Project Objectives with Transparency and Accountability
DATE:	15 – 17 September 2020
OBJECTIVES:	To expose participants to best practice in projects and management; equip them with requisite skills for managing the procurement of goods and services; uncover the principles and processes of project management; address the skills and competencies gaps among project supervisors and project execution team members and thus help in delivering projects with integrity; and acquaint participants with the relevant provisions of the Public Procurement Act 2007, Corrupt Practices and Other Related Offences Act 2000 and other relevant integrity laws.
EXPECTED OUTCOMES:	The strategies and technical exposure to the vulnerabilities in project management process provided; Competencies and skills to effectively achieve management of procurement/ management of goods, services and projects developed; A core of professionals who deliver their functions with integrity evolved; an appropriate execution framework to make project implementation seamless developed.
CONTENTS:	Principles and Practices of Public Procurement; Overview of the Public Procurement Act 2007 and other relevant integrity laws; Initiating and Planning Projects/ Procurement of goods and services; Understanding Corruption Risks in Public Procurement Processes; Managing Projects Risks; Managing Project Quality and Schedule; Managing Communication and Stakeholder; Entrenching Integrity in Procurement Process.
METHODOLOGY:	Professionals in the field will lead discussions and set the tone for deliberations. Participants will share learning through focused group discussions, case studies and work -group exercises.
TARGET AUDIENCE:	The programme is targeted at heads of units and officers in charge of procurement, project and physical planning, works and maintenance, project monitoring and compliance, in MDAs, higher institutions and other agencies in the public sector as well private organisations.
DURATION:	3 days
VENUE:	ACAN, Keffi

E. PROGRAMMES FOR ANTI-CORRUPTION AND TRANSPARENCY UNITS (ACTUs)

COURSE CODE:	2020/018
PROGRAMME TITLE:	Effective Preliminary Investigation of Corruption Cases in MDAs
DATE:	9 – 11 June 2020
OBJECTIVES:	To expose participants to the basics of corruption; acquaint them with the procedure for Investigating corruption cases and build their capacity to effectively investigate corruption cases for a seamless prosecution where necessary
EXPECTED OUTCOMES:	Participants should be able to: understand basic investigation techniques; relate to the typical procedure for investigating corruption; initiate and conclude investigations into allegations of corruption; and write investigation reports.
CONTENTS:	Overview of Corruption Investigation; Techniques of Investigation; Intelligence-led Investigation; Sting Operations; Arrests, Detention and Handling of Suspects; Examination of Financial Documents; Surveillance; Compilation of Case Files and Investigation Report Writing; Evidence Gathering, Handling, Admissibility and Qualities of Good Evidence; Custody of Exhibit and Document Security, etc.
METHODOLOGY:	Paper presentations on PowerPoint; experience sharing; Questions and Answers Session; Panel Discussions, and Case Studies would help internalize and apply the knowledge gained
TARGET AUDIENCE:	ACTU Chairmen, Secretaries and other members
DURATION:	3 days
VENUE:	ACAN, Keffi
COURSE FEE:	₦50,000.00 per participant

COURSE CODE:	2020/019
PROGRAMME TITLE:	Upholding Ethical and Integrity Standards in MDAs: The Role of ACTUs
DATE:	3 – 5 November 2020
OBJECTIVES:	To build the capacity of ACTU members to better relate to corruption and corrupt practices in the workplace; appreciate the import of personal integrity in their role as agents of anti-corruption and help build their MDAs into integrity organisations.
EXPECTED OUTCOMES:	Participants will be able to: understand the place of integrity in their work; appreciate the import of their role as integrity pillars in MDAs; relate to their role in the National Anti-Corruption Strategy vis-à-vis upholding ethical and integrity standards in the workplace; imbibe the skills required to uphold the culture of integrity in the workplace; and further enlist and foster support for integrity in their organisations.
CONTENTS:	Overview of National Anti-Corruption Strategy; The Integrity Role of ACTU Members; ACTUs Members as Agents of Change; Typical Workplace Integrity Measures; Promoting Financial Integrity in the Workplace; Designing, Implementing and Monitoring Organisational Integrity Management System; Avoiding Conflicts by Upholding Integrity; Case Studies.
METHODOLOGY:	Paper presentations on PowerPoint; experience sharing; and Focus Group Discussions would help internalize and apply the knowledge gained
TARGET AUDIENCE:	ACTU Chairmen, Secretaries and other members
DURATION:	3 days
VENUE:	ACAN, Keffi
COURSE FEE:	N 50,000.00 per participant

F. ANTI-CORRUPTION LEADERSHIP PROGRAMMES

COURSE CODE:	2020/020
PROGRAMME TITLE:	Anti-Corruption Leadership Course
DATE:	6 – 8 October 2020 (also available on demand as a bespoke programme)
OBJECTIVES:	To build a core of executives who would spearhead the management of institutional integrity systems in their respective organisations. Designed for both public and private practitioners, the programme seeks to develop participants’ understanding of key issues in corruption and anti-corruption, especially as they apply to Nigeria; equip participants with relevant skills for building organisational integrity profile and enhance their capacity to enthrone integrity, accountability and transparency in the workplace; equip them with skills for designing and managing anti-corruption procedures and integrity systems; and develop participants’ skills for safeguarding their organisations against corruption and internal fraud
EXPECTED OUTCOMES:	Participants will be able to: appreciate and understand Nigerian national integrity laws and their application to organisations in the public and private sectors; set the ethical tone for their organisations; design and implement an organisational framework for integrity management; formulate an organizational ethical policy; design and periodically review an organizational Integrity Action Plan; support ethical decision-making in their organisations; promote a culture of openness in their organisations; and manage incentives (reward and punishments) for ethical compliance/violations, including ability to monitor complaints, investigate and enforce ethical values in the organization.

CONTENTS:	Integrity Imperative in Public and Private Organizations; Types, Risks and Consequences of Corruption in Public and Private Organisations; Leadership and the Fight Against Corruption in Public and Private Organizations; Team Building for Sustainable Ethical Compliance; Setting Organizational Ethical Tone for Improved Performance; Integrity Action Plan and Corruption Prevention in Organizations; Designing, Implementing and Monitoring of Integrity Management System; Designing, Implementing and Monitoring Private Sector Organizational Compliance System; Work Group Sessions; Overview of Nigerian National Integrity Laws; Incentives and Ethical Compliance; Entrenching Accountability and Transparency in the Workplace.
METHODOLOGY:	Content delivery will feature a combination of teaching sessions, experience sharing; focus group discussions and simulation sessions
TARGET AUDIENCE:	Mid to senior career officers with leadership and decision-making potentials in public and private sector organisations. For organisations to benefit maximally, such officers should not be below Grade Level 12 in the public service and their equivalent in the private sector.
DURATION:	3 days
VENUE:	ACAN, Keffi
COURSE FEE:	₦100,000.00 per participant
Additional Remark	This training is also available as a bespoke programme on demand.

COURSE CODE:	2020/021
PROGRAMME TITLE:	Senior Executive Course
DATE:	19 – 23 October 2020 (also available on demand as a bespoke programme)
OBJECTIVES:	To build a core of leaders to drive the anti-corruption agenda in the public and private sectors of the country. It is designed to develop participants’ understanding of key issues in corruption and anti-corruption work; build participants’ capacity to provide leadership in tackling corruption in their respective workplaces; develop participants’ competencies for building their personnel and organisations into anti-corruption agents; build their capacity to manage critical relationships in the war against corruption in public and private sectors; equip them with requisite skills to design and manage anti-corruption procedures and integrity systems in their organisations; mentor and develop the capacity of subordinate officers to tackle corruption in their domains.
EXPECTED OUTCOMES:	Participants would: be equipped with cutting edge strategic leadership skills expected to assist in tackling corruption in the workplace; appreciate and understand Nigerian integrity laws and their applications to organisations in the public and private sectors; develop basic competencies in key areas of anti-corruption work, including corruption prevention, detection and investigation; appreciate contemporary challenges of managing organisational integrity and corruption challenges; appreciate the critical relationships associated with leading and managing anti-corruption work and the competencies required to manage them; be better prepared to provide effective leadership and mentor their personnel to become change agents for anti-corruption; and be able to set the required leadership tone from the top and provide mentorship for personnel under their leadership.

CONTENTS:	Corruption as an Economic Vice; Understanding Corruption and Anti-Corruption; Administrative Procedures for Combating Corruption; National and International Anti-Corruption Legislations; Basics of Corruption Risk Assessment; Building a Sustainable Culture of Integrity in Your Organisation; Building Stakeholders' Support for Anti-Corruption in Nigeria; Designing, Implementing and Monitoring Integrity Management System; Effective Information Management: A Key Factor in Achieving Organisational Integrity; Partnering with Civil Society in Achieving Public and Private Sector Integrity; Organisational Leadership Development: Leading with Integrity; Managing Critical Relationships; Organisational Integrity Management: A Private Sector Experience; Integrity Management Compliance System; Gifts and Hospitality.
METHODOLOGY:	Content delivery will feature a combination of teaching sessions; guest lectures; experience sharing and focus group discussions, simulation sessions; and study tours of anti-corruption organisations and cognate agencies.
TARGET AUDIENCE:	Directorate level staff (Assistant Directors and above) in Ministries, Departments and Agencies (MDAs) of Government and their equivalents in the private sector.
DURATION:	5 days
VENUE:	ACAN, Keffi, Nasarawa State
COURSE FEE:	₦150,000.00 per participant
Additional Remark:	This training is also available as a bespoke programme on demand.

G. PROGRAMMES FOR THE LEGISLATURE

COURSE CODE:	2020/022
PROGRAMME TITLE:	Leading with Integrity to Achieve Corruption-Free Legislature
DATE:	8 – 10 September 2020
OBJECTIVES:	This leadership training programme is aimed at building a core of leaders in the legislature to drive the anti-corruption agenda in this arm of government. It is designed to develop participants' understanding of key issues in corruption and anti-corruption work; expose them to the import of imbibing and exhibiting cultures of integrity and allied virtues; build the capacity of participants to provide leadership driven by vision and results; as well as develop competencies for management of resources and change.
EXPECTED OUTCOMES:	Participants will: be equipped with cutting-edge strategic leadership skills; be exposed to the need to imbibe and practice integrity; appreciate and understand Nigerian national integrity laws; be able to develop basic competencies in key areas of anti-corruption work, including prevention, detection and investigation skills; appreciate contemporary strategies for managing organizational Integrity and Corruption challenges; be able to set the required leadership tone from the top and provide mentorship for personnel under their leadership.
CONTENTS:	Anti-Corruption Leadership Skills and Styles; Overview of Nigerian Anti-Corruption Laws; Leadership Role and Functions; Integrity, Transparency, Probity and Accountability; Resource Management; Fund Management; Strategic Planning; Team Building and Effective Delegation; Team Building and Communication; Results-Driven Orientation and Value System; Skills of staff Coaching and Mentoring; Building Inter-Agency Synergy, Appreciating Nigerian Anti-Corruption Drive; Fraud Detection and Prevention Skills; amongst others.
METHODOLOGY:	The theoretical framework will be imparted through lecture presentations while experience sharing, focused group discussions, and case studies would help participants to internalize and apply knowledge gained.
TARGET AUDIENCE:	Speakers, Deputy Speakers, Majority Leaders, Minority Leaders and Chief Whips in the States Legislature.
DURATION:	3 days
VENUE:	ACAN, Keffi
COURSE FEE:	₦60,000.00 per participant

COURSE CODE:	2020/023
PROGRAMME TITLE:	Achieving Integrity in Legislative Services Support Management
DATE:	28 – 30 September 2020
OBJECTIVES:	To build the capacity of participants to appreciate the role they play in the fight against corruption in the legislature; underscore the import of proper record management and improve their record management skills; expose participants to corrupt practices associated with poor record keeping; build their capacity to relate to issues bordering on corruption in records management; promote a culture of integrity, transparency and accountability in record management; expose participants to the provisions of the Corrupt Practices and Other related Offences Act 2000, the procedure for reporting corruption and the penalties for infractions of the provisions of the Act.
EXPECTED OUTCOMES:	Participants equipped with the imperative of Integrity in the workplace; best practices and procedures in Record Management; Increased integrity and transparency in record management in the various State Houses of Assembly; effective communication strategies for the anti-corruption war; the import of whistle blowing; and given technical exposure to the vulnerabilities of corruption in the record management process; exposed to the provisions of the Corrupt Practices and other Related Offences Act 2000; and other anti-corruption legislations.
CONTENTS:	Typologies of Corruption and Corrupt Practices in the State Houses of Assembly; The Integrity Imperative in the workplace; The role of Legislative Service Support Personnel in the fight against Corruption; Effective Record Management as a veritable tool for transparency and accountability in legislative duties; Effective Communication as a Tool for the anti-corruption campaign; Conflict of interest in the workplace; Overview of the Corrupt Practices and Other Related Offences Act 2000.
METHODOLOGY:	The theoretical framework will be imparted through lecture presentations while experience sharing, focused group discussions, and case studies would help participants to internalize and apply knowledge gained.
TARGET AUDIENCE:	Clerks, Deputy Clerks, Committee Secretaries and other administrative officers in the Houses of Assembly.
DURATION:	3 days
VENUE:	ACAN, Keffi
COURSE FEE:	₦60,000.00 per participant

H. RESEARCH AND POLICY PROGRAMMES

A. Policy Dialogues and Policy Briefs

A Policy Dialogue will be implemented in the 2020 session: The dialogue will be shortly followed by a Policy Brief. The ideas, contexts and principles in each the Policy Brief will be developed from the Policy Dialogue. The Dialogue and Brief will be guided by the following general principles:

- The ultimate aim of discussions, analysis and all activities is to proffer solutions (or at least improvements) to the subject in focus.
- The solutions may be short or long term but must be instantly practicable within the parameters of existing institutional frameworks.
- The solutions should focus more on systemic and institutional improvements than reliance on personal strength(s).
- The solutions should be sustainable regardless of changes in political administration

Policy Dialogue

- As ACAN will be driving the formulation of anticorruption policies, the Policy Dialogue will provide an avenue for the convergence of stakeholders who will discuss key issues, share points of view and try to find common ground, agreement or consensus on the policy matter in focus.
- The Policy Dialogue will help participants see problems from each other's perspectives. Concomitantly, the Dialogue will increase the possibilities of wider ownership of the policy being driven by the ACAN.

Policy Brief

- It will be a concise, standalone publication with a focus on a specific anticorruption policy being driven by the ACAN.

- The Policy Brief will synthesise research findings and conclusions in such a manner that will make them easy to understand.

- It will proffer solutions that are practicable and directly relevant to the improvement of the subject matter of the policy.
- As far as possible, the Brief will not deal with more than one issue.
- In general, the Brief will promote some improvement in the subject matter.

Issue for Policy Dialogue and Brief, 2020

The subject for the Policy Dialogue in 2020 is Accountability for Constituency and Executive Projects.

B. Annual Anti-Corruption Conference

ACAN will host its annual multidisciplinary conference on anti-corruption on 16 September 2020. The conference is open to academics, law enforcement agents, jurists, civil society representatives and anti-corruption enthusiasts.

Main Theme

The proposed theme for the 2020 conference is: Corruption, Insecurity and Terrorism

Subthemes

- i. Corruption and Insecurity
- ii. Corruption and Terrorism
- iii. Historical Links of Corruption, Insecurity and Terrorism
- iv. Balancing Transparency Accountability and National Security
- v. Political Corruption and Electoral Violence

- vi. Non-profit organizations and Terror Financing
- vii. Terrorism and Financial Intelligence
- viii. Corruption and stability in post-conflict states
- ix. Corruption and armed conflict
- x. Role of Values in Combating Corruption, Insecurity and Terrorism
- xi. Relationship Between Culture of Tolerance to Corruption and Terrorism
- xii. Elite Fragmentation and Corruption

C. 2020/026: Annual Anti-Corruption Lecture Series

The objective of the lecture is to inform anti-corruption policy making. The 2020 edition is scheduled for Tuesday, 15 September, 2020.

Theme: Preventing Corrupt Use of Development Aid

D. Nigerian Journal of Anti-Corruption Studies (NJACS)

The NJACS is a multidisciplinary peer-reviewed journal with primary focus on anti-corruption and related matters.

2020 Call for Papers

The journal will receive scholarly short commentaries, long articles and book reviews on a rolling basis for publication in 2020. Generally, the subject of a manuscript should fall under the broad theme of anti-corruption.

E. General Studies in Anti-Corruption

One of the strategic goals of the Implementation Plan of the National Anti-Corruption Strategy (IP NACS) is to improve public awareness of corruption and its implications. The strategic objective of this goal is the sensitisation of the entire nation to the devastating consequences and ills of corruption. This objective requires the formulation of anti-corruption initiatives in institutions of formal learning including tertiary institutions. The implementation activities include the introduction of general studies in anti-corruption in universities.

In line with the overall goal of General Studies courses, the General Studies in Anti-corruption will seek to engender appropriately-informed and ethically-genuine graduates with sound understanding of the dangers of corruption and the superiority of a corruption-free society.

Key Objectives

- i. Acquisition, development and inculcation of a knowledge-based anti-corruption value orientation
- ii. The development of intellectual capacities of individuals to understand the essence of anti-corruption.
- iii. Imbuing students with broad knowledge of the harmful personal and systemic effects of corruption
- iv. Instilling students with the awareness of the national and global anti-corruption initiatives.
- v. Preparing students with the skills and knowledge to identify, resist and report corrupt practices as students and as

I. 2019 PROGRAMMES IN PICTURES



Effective Study and Review of Progress, Practices and Systems to Achieve Corruption-Free MDAS 18-20 June 2019 Group 1



Effective Study and Review of Progress, Practices and Systems to Achieve Corruption-Free MDAS 18-20 June 2019 Group 2



A cross-section of participants at the 2019 edition of the workshop on Achieving Zero-Tolerance for Fraud and Corruption in MDAs through Forensic Accounting and Audit, held on 24 – 26 June 2019.



A cross-section of Management Staff of the Joint Admissions and Matriculations Board (JAMB) at a bespoke training on Entrenching Integrity, Transparency and Accountability in the Workplace, held on 22 – 23 July 2019.



The Chairman, ICPC; Board Member, Hon. Obiora Igwedibia; Provost, ACAN; Resource Persons and some Principal Officers of the Academy, in a group photograph with the Commission's Lawyers during the capacity building workshop for ICPC Lawyers, held from 5 – 7 August 2019.



Course IV Participants at the Basic Investigation and System Study Course for ICPC Officials, held on 19 August – 13 September 2019, in a group photograph with the representative of the ICPC Chairman, Board Member, Mrs. Olubukola Balogun, flanked by two other Board Members, the Provost of the Academy and some Management Staff of the Academy.



One of the three batches of participants at the workshop on Understanding and Combating Emerging Trends in Illicit Financial Flows and Money Laundering, held on 10 – 12 September 2019, in a group photograph with the Head, Training and Consultancy and one of the resource persons.



Participants at the bespoke training on Entrenching Integrity, Transparency and Accountability in the Workplace for senior officials of National Pension Commission, held at PENCOM Headquarters, Abuja from 16 – 18 September 2019, in a group photograph with the Provost of the Academy and Head, Training and Consultancy.



Participants at the 2019 edition of the Anti-Corruption Leadership Academy, held from 8 – 10 October 2019, in a group photograph with the Provost of the Academy; Director, Public Enlightenment and Spokesperson for the ICPC; and some Management staff of the Academy.



A cross-section of participants at the 2019 edition of the Senior Executive Course in Organisational Integrity Management, held on 21 – 25 October 2019, in rapt attention to the Guest Speaker, Dr. Otive Igbuzor during the Experience Sharing Session of the Course.

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