BLACKBIRD FOR TRAINING

Internal Auditing of Labour Support Funds and Programs

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Introduction

Effective internal auditing plays a critical role in safeguarding Labour Support Funds and labour support programs, ensuring good governance, transparency, accountability, and efficient use of public funds. As funding mechanisms become more complex and public scrutiny increases, internal audit functions must evolve beyond compliance to deliver risk-based assurance and performance insight.

This course is designed to strengthen participants' professional capabilities in conducting high-quality internal audits within Labour Support Funds and related programs. It integrates International Internal Auditing Standards IIA with practical, real-world applications tailored to public and semi-public labour support systems.

The program focuses on governance, risk management, internal control systems, regulatory compliance, and performance auditing, equipping participants with the tools and methodologies required to enhance oversight, prevent misuse of funds, and support continuous improvement.

Course Objectives

By the end of this course, participants will be able to:

- Understand the role and responsibilities of internal audit in Labour Support Funds and labour support programs.
- Apply international internal auditing standards and best practices in public and semi-public entities.
- Identify, analyze, and assess risks related to labor support funding and programs.
- Evaluate the effectiveness of internal control systems and regulatory compliance.
- Conduct financial, operational, compliance, and performance audits.
- Prepare professional internal audit reports with clear findings and recommendations.
- Design and monitor audit follow-up and corrective action plans.
- Strengthen governance, accountability, and transparency in the management of public funds.

Course Outlines

Day 1: Fundamentals of Internal Auditing in Labour Support Funds

- Concept and importance of internal auditing in labour support funds.
- Role of internal audit in governance, transparency, and accountability.
- Types of audits: financial, operational, compliance, and performance.
- Legal and regulatory framework governing labour support funds.
- International Standards for the Professional Practice of Internal Auditing IIA.

Day 2: Risk Assessment and Audit Planning

- Identifying key risks in labour support funds and programs.
- Risks related to eligibility, disbursement, fraud, and misuse of funds.
- Risk-based internal audit planning.
- Defining audit objectives, scope, and audit criteria.
- Developing audit programs and detailed work plans.

Day 3: Internal Control Systems and Compliance

- Internal control frameworks with emphasis on the COSO model.
- Assessing the effectiveness of internal control systems.
- Controls over labour support fund disbursement processes.
- Auditing compliance with laws, regulations, and internal policies.
- Identifying control weaknesses and recommending improvements.

Day 4: Audit Execution and Evidence Gathering

- Internal audit techniques and procedures.
- Collecting, analyzing, and evaluating audit evidence.
- Sampling techniques and analytical procedures.
- Documentation standards and preparation of audit working papers.
- Managing audit findings and conducting discussions with auditees.

Day 5: Audit Reporting, Follow-Up, and Continuous Improvement

- Preparing professional internal audit reports.
- Writing clear audit findings, conclusions, and actionable recommendations.
- Communicating audit results to senior management and stakeholders.
- Follow-up mechanisms and monitoring corrective actions.
- Role of internal audit in continuous improvement and strengthened governance.

Why Attend This Course: Wins & Losses!

- Advanced expertise in internal auditing of Labour Support Funds and programs.
- Practical ability to assess risks, controls, and compliance effectively.
- Professional skills in audit planning, execution, and reporting.
- Stronger contribution to governance, accountability, and transparency.
- Enhanced credibility as an internal auditor in public and semi-public sectors.
- Capacity to support management in protecting public funds and improving performance.

Conclusion

This course is more than technical training—it is a strategic investment in strengthening the internal audit function as a cornerstone of governance and public accountability. Participants will move beyond routine audit activities to become trusted advisors who provide insight, assurance, and value.

By the end of the program, you will be equipped to design and deliver impactful internal audits that protect public resources, enhance transparency, and drive continuous improvement across Labour Support Funds and programs. This is your opportunity to elevate internal auditing from a control mechanism to a powerful driver of trust, integrity, and sustainable public value.