

# OJT For TT Accountants

SAIPAN (MNS) -- The Finance and Accounting Division of the headquarters Department of Finance is implementing a territory-wide program to develop Micronesians to become government accountants by on-the-job training instead of sending them to school.

This is a major effort to train Micronesian employes, many of whom never went beyond high school and have minimal training in accounting.

Jack Beeman, chief of the Finance and Accounting Division, said 24

headquarters finance employes and 22 from the six district finance offices are taking part in a home-study correspondence course in fundamentals and principles of accounting. "Part of our reorganization plan," Beeman said, "is to assign a Micronesian understudy to the division chief, branch manager or section supervisor whether the position is filled by an expatriate or a Micronesian." He added that the purpose of the home-study program is to provide a stronger emphasis on training Micronesians to

become professional accountants both at headquarters and at district finance offices.

Sid Sablan, assistant to the division chief, is coordinating the over-all program for employe development in the division.

Sablan emphasized that the whole program is not just a process to give raises, but is a plan under which employes can earn a promotion and at the same time improve efficiency of their work. He said:

"We believe that this is the kind of vocational training Micronesians need."