



Graduate School USA



Association of Pacific
Islands Public Auditors

33rd Annual Conference Report



August 29, 2022 - September 02, 2022



His Excellency David W. Panuelo, President of the Federated States of Micronesia, and Mr. Haser Hainrick, APIPA Chairman and the National Public Auditor of the Federated States of Micronesia delivered opening remarks to the APIPA 2022 conference.

I. Background

The Association of Pacific Islands Public Auditors (APIPA) completed its 33rd annual conference from August 29 – September 2, 2022. The Federated States of Micronesia’s Office of the National Public Auditor hosted the virtual conference. A welcoming ceremony streamed live from the Public Auditor’s Office in Pohnpei included speeches from the following officials:

- Mr. Haser Hainrick, APIPA Chairman and the National Public Auditor of the Federated States of Micronesia, officially welcomed attendees as the conference host. Mr. Hainrick described the unique nature of the conference and the many opportunities it presents for professional growth.
- His Excellency David W. Panuelo, President of the Federated States of Micronesia, encouraged participants to continue their work enhancing accountability in their jurisdictions, emphasizing public expectations of their governments.
- Ms. Carmen G. Cantor, Assistant Secretary for Insular and International Affairs, added the U.S. Department of the Interior’s welcome to the conference and emphasized the need for continued focus on accountability across a vast region that spans eleven time zones and both sides of the Equator.
- Mr. Jason Aubuchon, Senior Director of the Pacific and Virgin Islands Training Initiative, welcomed participants and noted that although the pandemic changed many things, what has not changed is the approach to developing professional skills and ensuring that accountability and transparency continue – and are continually strengthened in each of our governments.

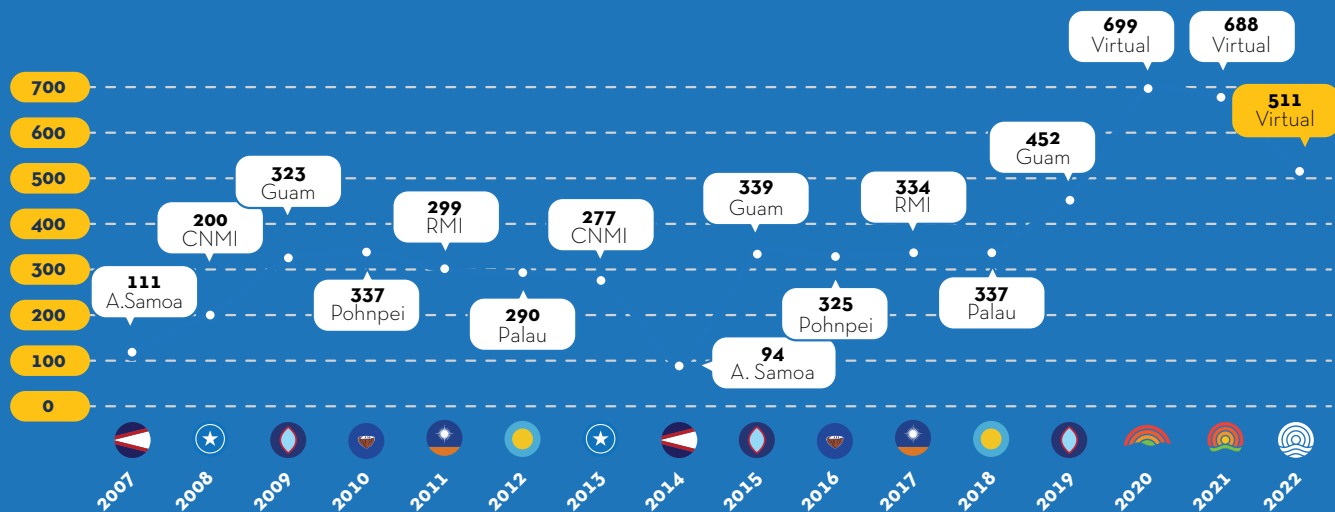
APIPA 2022 provided training for auditing and financial accountability officials. Participants were given the opportunity to receive up to 20 hours of continuing professional education (CPE) credits, required by government auditing standards for auditors to maintain their professional competency. Thirteen (13) two-hour and four-hour courses were delivered during the conference as plenary sessions and in the Audit and Finance tracks. The conference was funded through the Office of Insular Affairs’ technical assistance program and provided by the Graduate School USA’s Pacific and Virgin Islands Training Initiatives (PITI-VITI).

II. Participants

Five hundred and eleven (511) participants attended the 2022 APIPA conference, fewer than the 688 participants who attended the 2021 APIPA Conference. The table and graphic below also show that virtual conferences (2020-2022) have had more attendees than in-person conferences (2007-2019).

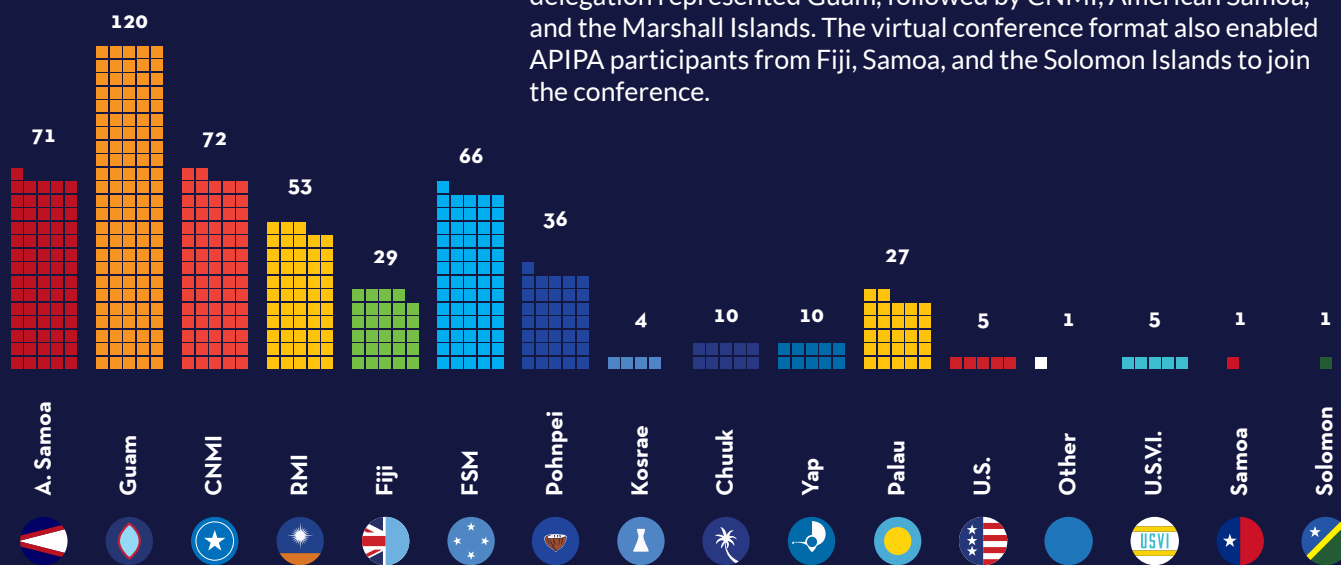
APIPA 2022 participants primarily represented the public sector, working either for central insular governments or state-owned enterprises. Only 10 percent of participants represented non-profits and private businesses.

Year	Location	# of Participants
2004	Majuro, RMI	--
2005	Koror, Palau	--
2006	Pohnpei, FSM National Office	--
2007	American Samoa	111
2008	Saipan, CNMI	200
2009	Guam	323
2010	Pohnpei State, FSM	337
2011	Majuro, RMI	299
2012	Koror, Republic of Palau	290
2013	Saipan, CNMI	277
2014	American Samoa	94
2015	Guam	339
2016	Pohnpei State, FSM	325
2017	Majuro, RMI	334
2018	Koror, Republic of Palau	337
2019	Guam	452
2020	Virtual (CNMI)	699
2021	Virtual (American Samoa)	688
2022	Virtual (FSM National Office)	511

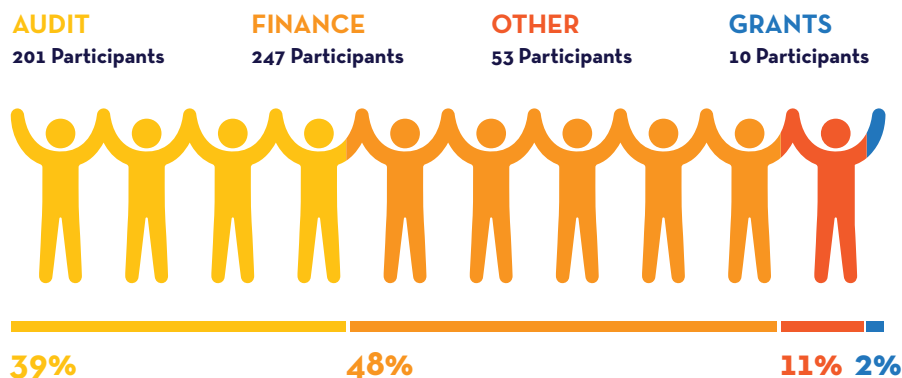


Note: Attendance in 2007 and 2014 was lower than in other years primarily because most potential participants found it significantly more time-consuming and expensive to travel to American Samoa compared to other conference sites.

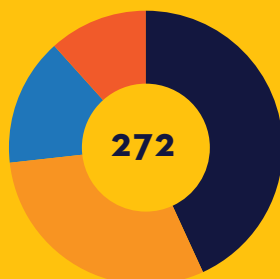
APIPA 2022 participants came from American Samoa, Chuuk, the Commonwealth of the Northern Mariana Islands, Fiji, Guam, Kosrae, the Marshall Islands, Micronesia, Palau, Pohnpei, Samoa, Solomon Islands, Washington DC, the U.S. Virgin Islands, and Yap. The largest delegation represented Guam, followed by CNMI, American Samoa, and the Marshall Islands. The virtual conference format also enabled APIPA participants from Fiji, Samoa, and the Solomon Islands to join the conference.



While 39 percent of participants came from audit offices, the remaining 61 percent represented finance offices, grants management offices, or other offices.



Based on survey data, 30 percent of APIPA 2022 participants indicated that this was their first APIPA conference, while an additional 35 percent of participants indicated this was their second or third conference. The high number of new participants confirms the need to continue offering introductory finance and audit courses. Twenty-one percent of participants have attended 4-6 APIPA conferences, while 14 percent have attended seven or more conferences.



30%	1 st APIPA Conferences Attended
81	Participants
35%	2 nd or 3 rd APIPA Conference
95	Participants
21%	4 th , 5 th or 6 th APIPA Conference
57	Participants
14%	7 th (or more) APIPA Conferences
39	Participants

III. Plenary Sessions and Keynote Instructors

Following welcoming remarks by His Excellency David W. Panuelo, President of the Federated States of Micronesia, Mr. Haser Hainrick, APIPA Chairman and the National Public Auditor of the Federated States of Micronesia, and Ms. Carmen G. Cantor, Assistant Secretary for Insular and International Affairs U.S. Department of the Interior's APIPA participants attended a two-part opening plenary session.

Mr. Mark Lee Greenblatt, Inspector General for the U.S. Department of the Interior (DOI), and Karden Kelly, Special agent with DOI's Office of Inspector General, delivered an opening plenary session on "Why You Matter: Oversight as a Critical Component of Governance." Mr. Greenblatt and Ms. Kelly shared the importance of the auditors' job, why their work is essential and fundamental, and how transparent oversight improves government outcomes. Ms. Karden Kelly then provided specifics on how to present fraud awareness briefings. Following Greenblatt and Kelly's presentation, Mr. Les Kondo, Hawaii State Auditor, discussed "Auditing – The Importance of Independence and the Value of Accountability," emphasizing the importance of auditing as a vital function to improve public accountability and enhance decision-making in their jurisdictions. The session also explored threats to audit independence and the strengths that audit offices can leverage to ensure they work objectively.

The APIPA 2022 closing plenary featured recent audit findings and recommendations from island government audit offices, including ten reports ranging from COVID assistance to public utilities and trust funds to passport issuance. Mr. Drummond Kahn facilitated the session, which highlighted the following audits:

- Regina (Boat) Rehabilitation Project Audit (Republic of Palau, Office of the Public Auditor)
- Port Authority of Guam, Back Wages Series, Part B (Guam Office of Public Accountability)
- CNMI Medical Referral Office (Commonwealth of the Northern Mariana Islands, Office of the Public Auditor)
- Chuuk State Election Commission: Improvement Needed in Compliance with Financial Regulations & in Conduct of the Election (Office of the Chuuk State Public Auditor)
- Performance Audit on Cash Receipts & Disbursements of Nett District Government (Pohnpei Office of the Public Auditor)
- Audit of the Customs Division (Republic of the Marshall Islands Office of the Auditor-General)
- Performance Audit on the Kosrae Department of Health Services Procurement Practices (Office of Public Auditor, Kosrae State Government)
- American Samoa Government Election Office Performance Audit 2021 (American Samoa Territorial Audit Office)
- Audit of FSM Petroleum Corporation: Deficiencies Noted Reflect Need to Improve Enterprise-Wide Risk Management (Federated States of Micronesia National Office of the Public Auditor)

Following the plenary session, the Federated States of Micronesia closed APIPA 2022 from the Public Auditor's Office in Pohnpei with keynote addresses from the Honorable Haser H. Hainrick, 2022 APIPA Chairman and FSM National Public Auditor, and closing remarks from Mr. Jason Aubuchon, Director, PITI/VITI, Graduate School USA. Over 353 APIPA participants joined the closing ceremony.



IV. Instructors and Courses

Ten instructors led training sessions throughout the week:

Michael Binder, Frank Crawford, Drummond Kahn, Mark Greenblatt, Karden Kelly, Les Kondo, Stefani S. Levesque, Kip Memmott, David Rykken, and Jeanne Yamamura. Thirteen courses were provided during the conference in plenary sessions and in Audit and Finance training tracks. The instructors, course titles and the number of participants attending each course are shown in the table below.



**Michael
Binder**



**Frank
Crawford, CPA**



**Drummond
Kahn**



**Mark Lee
Greenblatt**



**Karden
Kelly**



**Les
Kondo**



**Stefani S.
Levesque**



**Kip R.
Memmott**

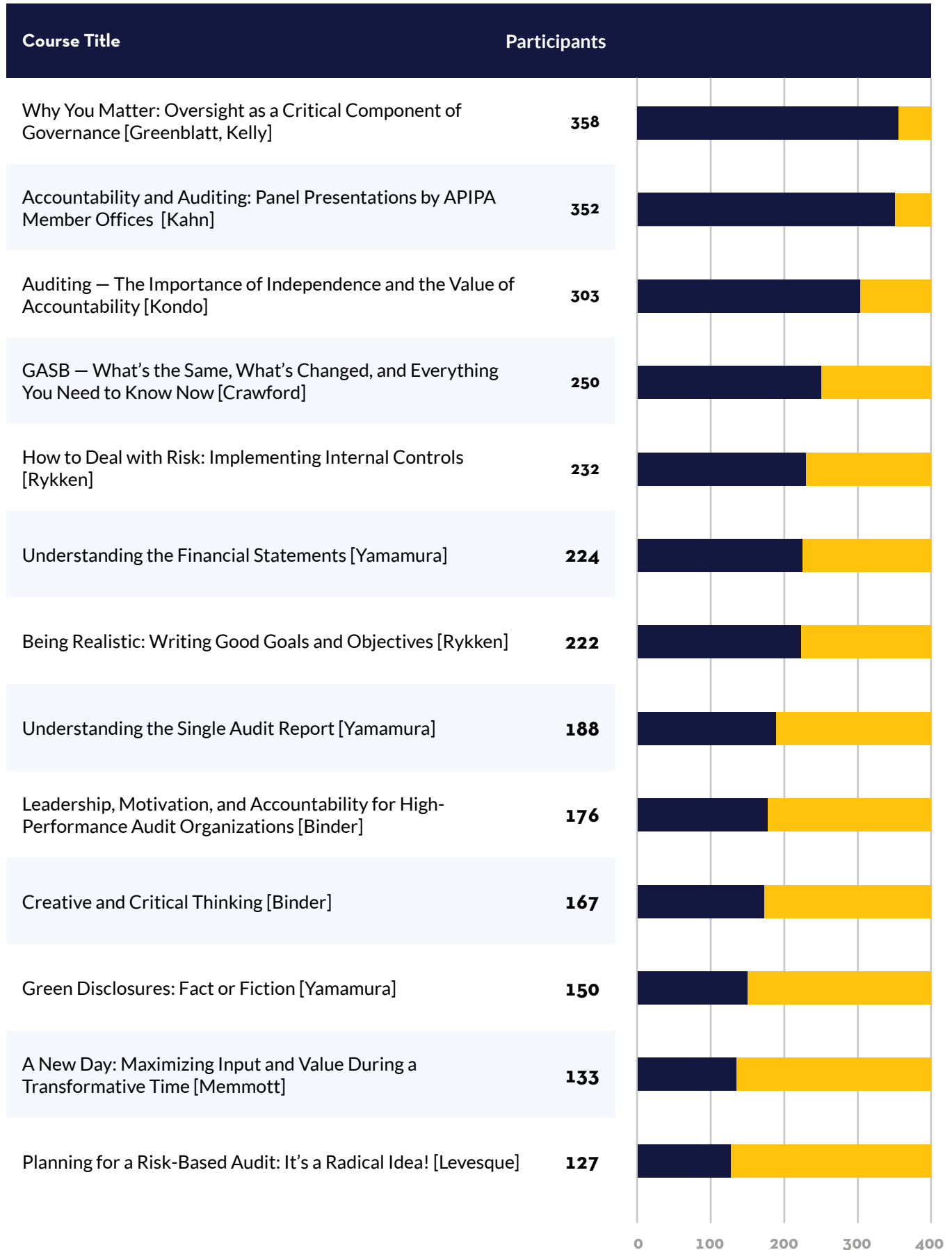


**David
Rykken**



**Jeanne Yamamura,
CPA, Ph.D.**

APIPA 2022 Participants by Course





2,882
course certificates
were awarded for



7,234
CPE
credit hours.

The 2022 APIPA Virtual Conference reflected consistently high attendance, with 511 participants joining courses. During the sessions, participants expanded their skills in audit planning and report writing, risk management, root cause analysis, grants management, leadership, internal controls, and quality assurance. In total, 2,882 course certificates were awarded for 7,234 CPE credit hours.

V. APIPA Executive Meeting

An APIPA Executive Meeting was held virtually on Wednesday, September 28, 2022. Attendees included all APIPA principals or their proxies and other contributing staff members from the various island public audit offices, PITI-VITI Director Jason Aubuchon, Program Manager Monique Wedderburn. Comprehensive minutes from the meeting will be made available through the APIPA Secretariat. Of note:

- APIPA Principals provided updates on their office activities.
- Ms. Monique Wedderburn provided an overview of the APIPA 2022 conference, sharing disaggregated participant information by government, sector, and frequency of attendance. Ms. Wedderburn also summarized the results of course evaluations and feedback received through the conference survey.
- Additional discussion topics included training plans for the remainder of this PITI-VITI program cycle and a review of the APIPA Peer Review schedule.



VI. Notes and Observations

The APIPA website (www.apipa2022.org) remains a vital tool for planning, organizing, and administering the conference and was closely tied to PITI-VITI's Learning Management System. The APIPA website provided comprehensive background on courses, instructors, and schedules. Participants were able to complete all conference logistics tasks virtually – from registering and selecting classes, to obtaining course handouts and materials, to completing course evaluations and receiving course completion certificates.

Mr. Haser Hainrick and the staff of the National Public Auditor of the Federated States of Micronesia provided substantial support and logistics to the conference, including hosting the opening and closing plenary sessions, introducing speakers, and collaborating on conference topics and the schedule. Their efforts are greatly appreciated, as is the ongoing support of the U.S. Department of Interior's Office of Insular Affairs, for funding the training element of the program via the Pacific and Virgin Islands Training Initiative (PITI-VITI).



VII. Course Evaluations

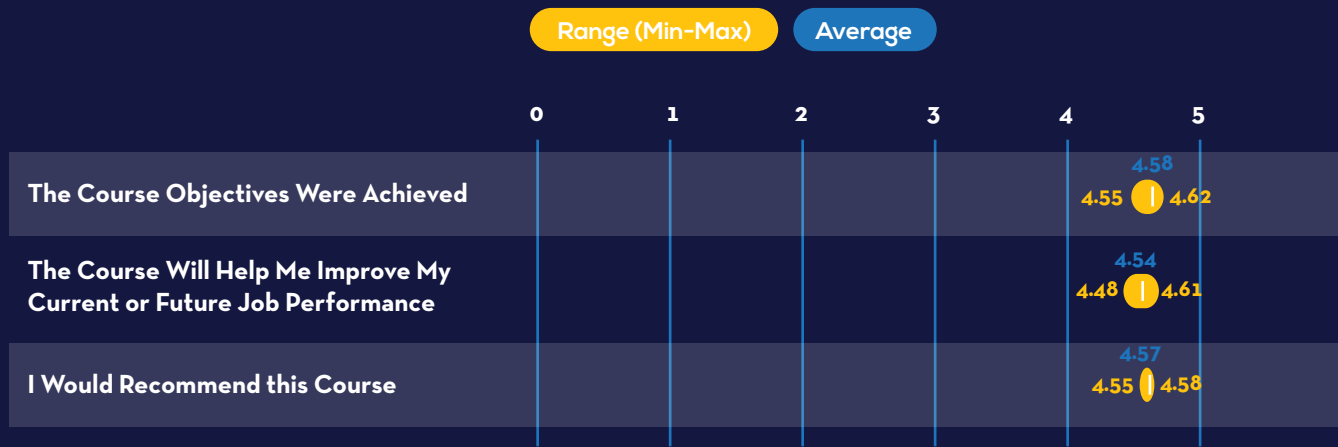
The Graduate School USA's PITI-VITI program conducts routine surveys and post-training evaluations to monitor and improve the overall quality of course delivery. Following each course, conference participants were asked to complete a course evaluation. Participants rated course content, the instructor, and their experience participating in a virtual conference. Participants were also asked to assess their knowledge of course materials before and after the course.

The APIPA Secretariat selected three representative questions to summarize course evaluations:

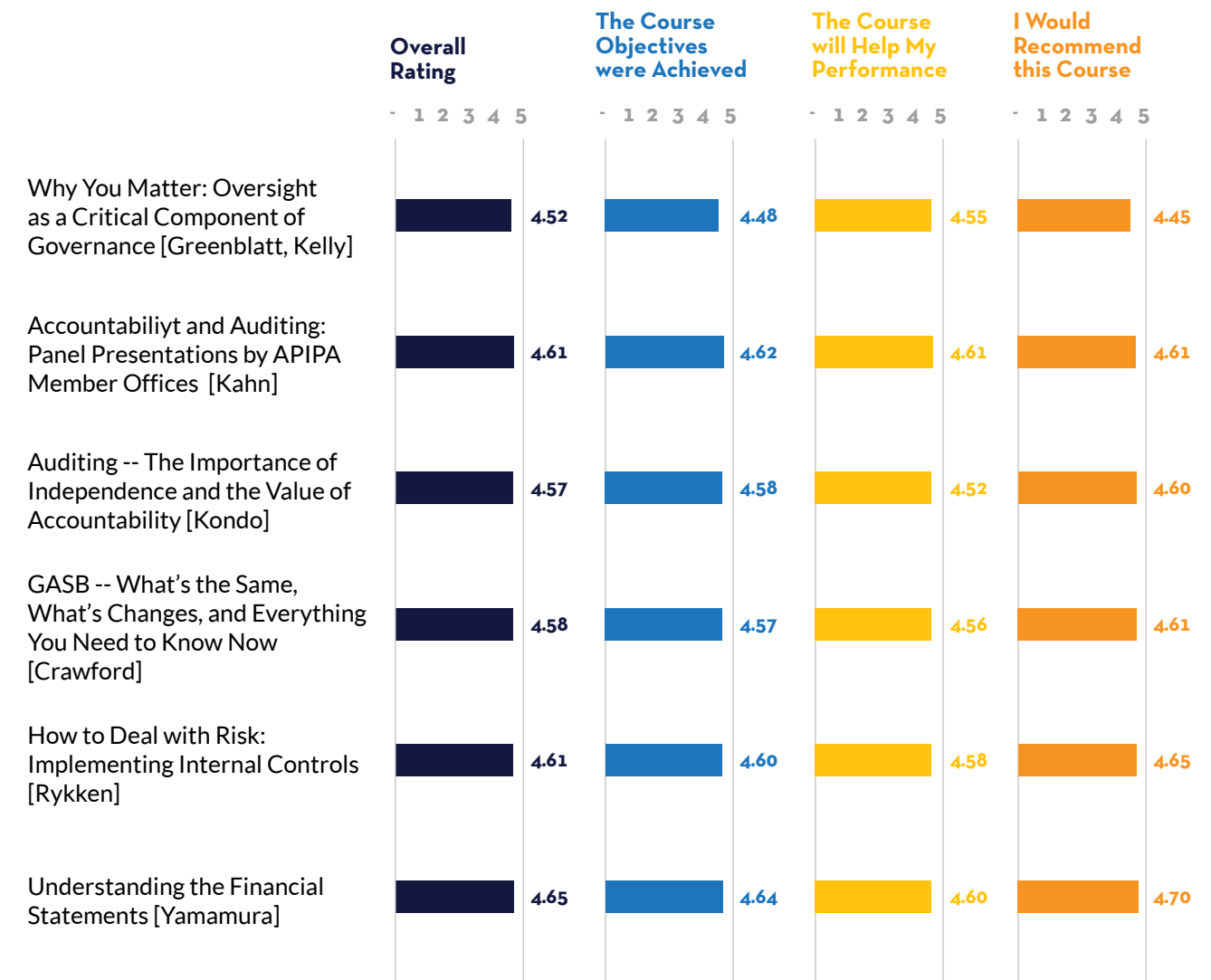
1. The course objectives were achieved.
2. The course will help me improve my current/future job performance.
3. I would recommend this course to others.

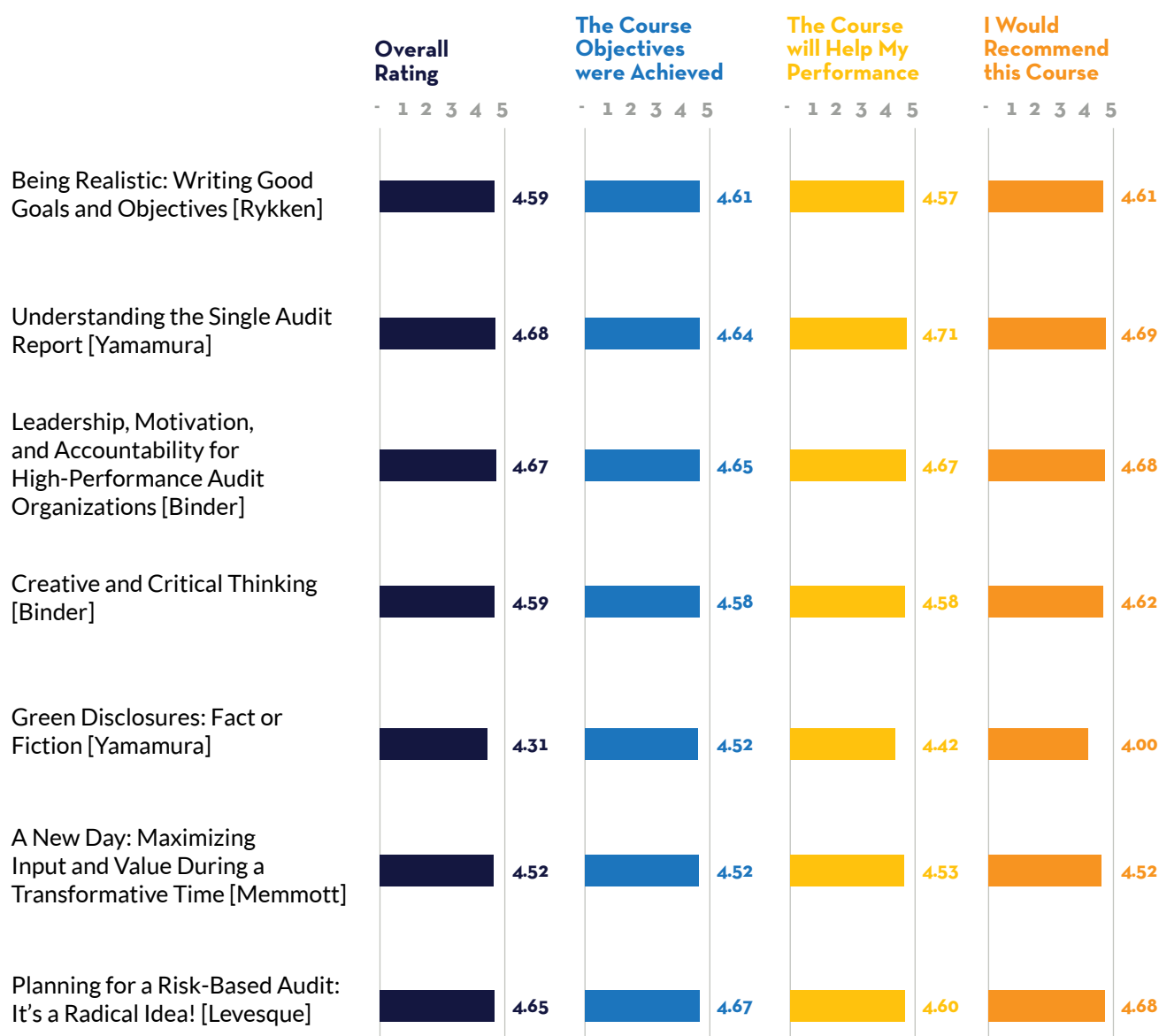
Thirteen total courses were offered at APIPA 2022. On a 5-point Likert scale, with 1 representing “strongly disagree” and 5 representing “strongly agree,” respondents rated the 2022 courses highly, ranging from 4.52 to 4.61, with an average of 4.57. Overall ratings were consistent with prior years, with most participants recommending APIPA to colleagues and planning to attend future conferences.

The course evaluations and this conference report will be shared with APIPA Principals and the APIPA 2022 Planning Committee to inform future conferences.



A breakdown of the individual course scores for each of the 13 courses delivered as part of the APIPA 2022 Conference can be found below.





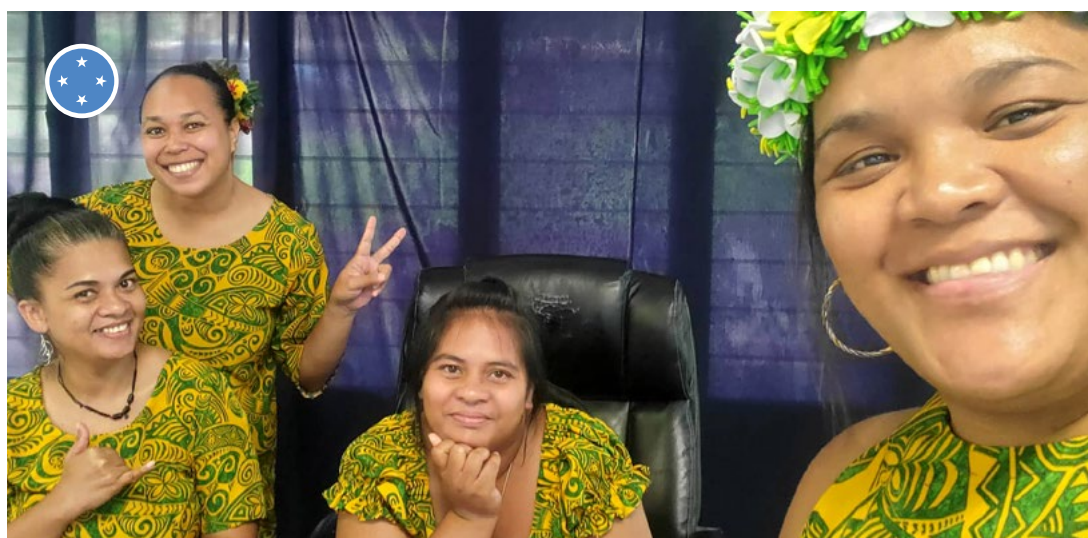
**APIPA 2022 Participants
in Majuro, Republic of
the Marshall Islands**





#APIPA2022

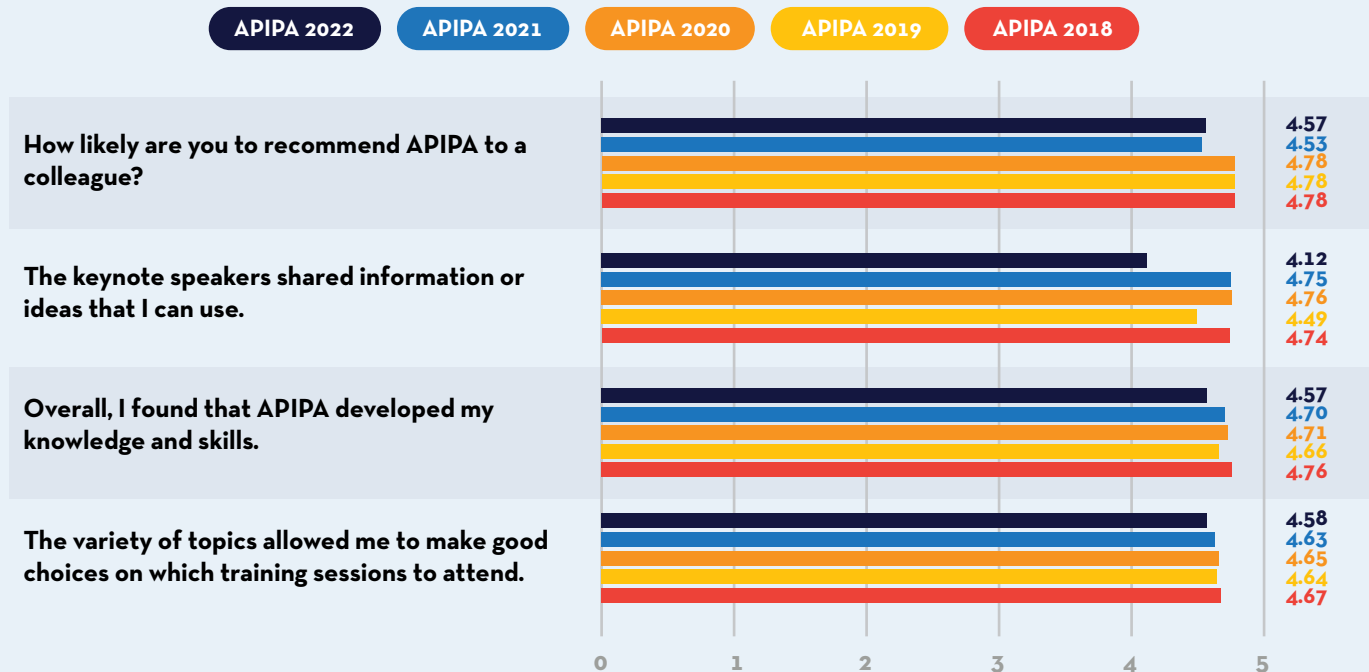
APIPA 2022 participants used the hashtag #apipa2022 to post photos and share stories from the virtual conference. The photos throughout this report reflect their shared posts.



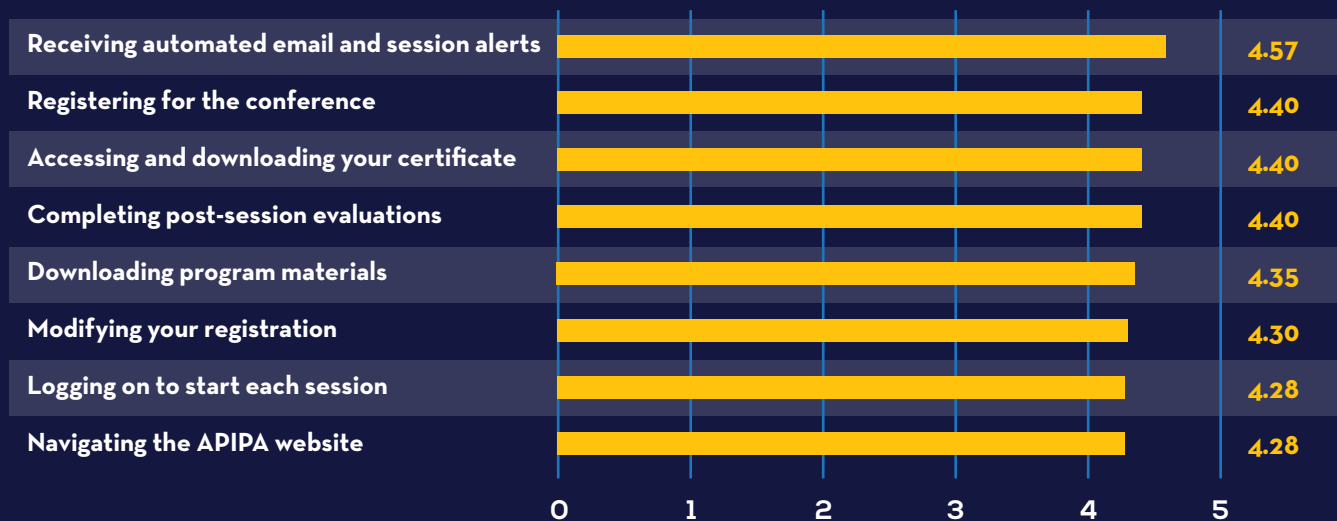
VIII. Survey Results

Following the 2022 APIPA Conference, participants were invited to complete an optional electronic survey to provide feedback on the overall APIPA Conference. Two hundred seventy-two (272) participants completed the survey, with a response rate of 53 percent. The survey was distributed electronically, and geographical survey participation was consistent with overall conference registration numbers.

Participants were asked to answer a series of conference-related questions on a 5-point Likert scale, with 1 indicating “strong disagreement” and 5 indicating “strong agreement”. Four representative questions, and their comparative answers from previous APIPA Conferences, are listed below.



In addition, participants were asked to rate their experience registering for the conference via the APIPA 2022 website and utilizing the PITI-VITI Learning Management System, which supported the conference.



Finally, participants were asked to provide comments and feedback to improve future APIPA conferences. These comments have been organized thematically below.

Positive Feedback

1. All APIPA conferences I have attended were great and well organized.
2. All was interesting and very helpful. I will apply these to my daily tasks as guidelines to improve a better and well-organized system
3. APIPA 2022 conference was well organized, easy to follow through, and easy to understand. There were some very interesting topics well. For me, I say awesome!
4. APIPA Secretariat did a great job at this 2022 APIPA Conference.
5. Continue doing what you folks are doing. Great job on organizing this conference. It was my first time attending, and for sure, it would not be my last. Looking forward to next year's conference.
6. Everything went well, especially with the early preparation of all the courses and the training.
7. For me, it was a very productive and helpful experience. I would now be able to apply what I had learned from it to my daily work, For good practice and governance.
8. I believe all is good with all the preparation. I am looking forward to the courses at the next conference.
9. I can't give feedback on something that has no fault and is operating perfectly fine.
10. I can't think of any. You guys did wonderful! Keep it up could now free the opportunity that I can now attend.
11. I have no feedback on the conference. Every presentation and material were made perfect, just exactly what we needed. Thank you very much for your time and work making APIPA possible every year.
12. I was very satisfied with the courses presented; it was a great experience and challenging.
13. I wish to see more training and hope we get it twice a year. It was easy to understand and absorb all these teachings—overall, great job to the APIPA.
14. I would like to extend my gratitude to the APIPA Organizers for this opportunity. For future conferences, I hope they will be in person.
15. I would suggest anyone attend APIPA and experience new topics related to work situations.
16. It is another successful conference this year. Congratulations, and we're looking forward to more important and valuable additional knowledge next year. Fa'afetai lava!
17. It is my first conference, and I would say that it has been a great experience. Gaining free knowledge about what is happening in the Pacific is a bonus.
18. Job well done to the host of this year's APIPA Conference. Looking forward to our next conference and hoping we can personally attend rather than virtual.
19. Keep holding these activities, for I strongly believe it helps me to do my best to improve government management and organize my financial role.
20. My first APIPA conference (virtual) was excellent, and I would love to experience the (in-person) actual conference experience someday. Thank you!
21. My first experience overall was excellent, and I hope CNMI PSS will continue participating in these conferences. This will also be an excellent refresher for the Finance team as we deal with issues daily. The learning experience was great, and the only trouble I had was the login keeping my password consistent which was a lot of trouble for me to get online on time. Thank you for the great overall experience, especially because this was my first virtual conference.
22. Okay! The APIPA conference was a successful session for me, and I am happy that I'm part of it to gain more knowledge and make it easy to choose what career path I will take in the future—nothing to say more, it was a great conference. I'm glad to say that because I'm just an intern student but being part of it to experience it now during my internship.
23. Overall, a great experience; second APIPA, but my first virtual one. I prefer face-to-face because we interact more with each other and our instructors. Thank you.

24. I felt this was a great conference. Loved all the sessions and speakers.
25. Thanks to the APIPA team and the host for this year, 2022, we appreciate your talented work. We wish to see us all united in the future in person—best of luck for the next APIPA conference.
26. Overall, the APIPA training was very successful. Most of us who lack knowledge in auditing got to learn more and I am very happy to learn from all professionals.
27. I always enjoy attending the APIPA conferences.
28. Overall, the conference was very informative, and I learned much from all the presenters. Good Job, APIPA 2022 host, and its members and presenters. See you all next year.
29. The conference was very informative; the questions asked by participants were answered. I would recommend that other co-workers participate in the next APIPA Conference.
30. Please, go on with what you have in mind for the next APIPA Conference. I enjoy learning new ideas and many important reasons from all your instructors.
31. Presenters were very knowledgeable and could always make topics relatable.
32. Since it's my first time attending the conference, APIPA did a great job arranging the courses to choose from with the instructors/speakers. Congratulations, and I hope to hear from you more.
33. Thank you all for your contributions and support to the APIPA conference every year and for years to come.
34. Thank you, APIPA and The Graduate School USA, for the instructions you have shared. I am looking forward to the next conference in person.
35. Thank you for sharing ideas and knowledge through these courses at the early APIPA Conference. Keep up the excellent work, and let's all see you next year.
36. Thank You! Having to freely interact and discuss with the instructors and participants without the internet kicking off on us. I believe it is best to have a session where the internet wouldn't be a problem (borders opening and people gathering to learn collectively).
37. The APIPA conference is an excellent outreach for accountability professionals, both for updates and as refreshers.
38. The APIPA program is excellent for beginners, long-time auditors, and managers. They are building step-by-step short courses to sharpen skills and discipline, and good moral integrity in each individual. The instructors and everyone that made this program possible are doing a fantastic job. Keep up the good work.
39. The APIPA was very informative in following the instructor that gave their presentation. Very much appreciated.
40. The APIPA was very well planned, and the courses were related to the auditing field. Not only did we learn a lot from the instructors, but we also learned how to read between the lines and try to understand a firm's core weakness.
41. The conference was overall effective and fun! I hope future conferences will be held in person.
42. The conference was very good. I hope next year it will be in person.
43. The Conference was well presented, and the information was well explained.
44. The courses were great. I wish we had this course twice a year, so we have sufficient time to learn and absorb this learning from the skillful, knowledgeable instructors.
45. My only feedback for the APIPA is to be held twice a year. The learning is very helpful, and I wish for more time to learn. Overall, the course is excellent.
46. The whole program was well organized, and the topics were well explained.
47. This is my 2nd APIPA Conference, I really appreciated the conference, and for me, everything went well. I want to express my appreciation for the PITI-VITI program and our funders, the US Department of Interior.
48. It would be good to have an in-person conference. Having heard from Greenblatt for the first time in the past eleven APIPA conferences, I sure would like to hear from him again as soon as next year. He really inspired me to "speak truth to power" and "Just do what you think is the right thing."
49. Because this is the 1st time that I have attended these online courses, it will help me more to want in future classes. I've learned a lot thanks to APIPA. Well done, and good job to all.

Instructors and Course Content

1. More session options
2. Offer more sessions and a variety of timing schedules.
3. Doing more group work on the topics to understand
4. Because most of the lectures are interesting, I suggest extending the time if possible.
5. If possible, speakers speak clearly and understandably.
6. Maybe a copy of the presentations as a guide?
7. Maybe consider splitting the long courses into specific topics. E.g., in Understanding the FS, we could focus on 1 or 2 statements in one session and the following statements in the next session. This would allow thorough coverage and understanding.
8. "WHY YOU MATTER" is one of the topics that I would say will help me in the future. I think more topics like this would be helpful to anyone attending APIPA
9. A broader range of instructors would be nice.
10. A different variety, this was just a repeat of last year's topic, and a lot was removed from last year.
11. Most of the Finance topics I need clarifications for were already addressed in the previous conferences.
12. it will be helpful to continue updating for the latest changes, especially for standards under Grants."
13. Although this Zoom Conference is excellent in materials and instructors. I believe conferences that allow people to meet and exchange ideas formally and informally should be reinstituted. I also suggest that a program should be created by APIPA that should enable the credits earned to lead to a qualification certification such as a CIF or CFA and CGAP. This should be a cost saving to the USDA, U.S. Insular Territories, and associated areas, as well as to other pacific island governments. It will also justify the travel and expense costs associated with these conferences. At the same time, it will resolve the professional certification requirements for such staff attending these conferences and provide a real motive for governments to send their auditors to attend them.
14. APIPA 2022 was short. Some courses/instructors needed more time.
15. Having Dr. Frank Crawford come over to visit and give an in-person conference was very educational and insightful. I hope to see more in-person meetings.
16. I hope APIPA was longer and allowed some classes to have more time. It felt like other classes needed more than 2 hours.
17. I am satisfied with the turnout of all APIPA Conferences, so satisfied that the time frame seems too short. So, maybe a longer time frame to address more topics.
18. I wish the next APIPA would be in person. Suggestion: why not each APIPA collect the best audit report from their office and have all members vote on which is the best (for impactful audit), then present it all, and the last would be the most voted and awarded.
19. I appreciated the offices giving a presentation on their respective audits. Would it be possible to have a success story from one of the finance offices, maybe implementing a new financial management system or HR pay plan/study? I know it's an audit conference, but it could be a personal development course.
20. I believe the APIPA Conferences provide more than sufficient materials regarding audits and the financial aspects of it. It should continue this as it moves forward.
21. I appreciate everything that was delivered during classes; thanks to all those instructors for the hard work during the APIPA Conference sessions. For future conferences, I wish that it could happen or take place in person, not virtually.
22. I enjoyed each course I took but am looking forward to traveling to the next APIPA conference. Thank you.
23. I got so many takeaways/learnings and insights with me from APIPA conferences that can be very helpful when applied during the audit
24. I like the one I took from the 3rd-day session: Planning for a Risk-based audit. I think the instructors were the ones who conducted the Lakewood training session.

25. Increase the duration of each session.
26. Maybe split up some courses that are too long, so it is easier for participants to follow and understand instead of having the instructor rush through towards the end and skip some course topics.
27. More time for the class, too much information for a short period.
28. Not more topics but an open the door to have people from other countries present their knowledge and wisdom about the subject.
29. Not sure, but more variety would be nice.
30. Send course materials early to prepare us before it starts
31. Share relevant auditing and reports on the Territorial of American Samoa (findings and recommendations).
32. Sharing of ideas needs to have more time.
33. So far, all topics provided from the recently concluded APIPA Conferences are helpful and relatable and can serve as a reference to our audit, especially the Lakewood seminars. Please include those in the next APIPA Conference.
34. Some concerns we need to cover are taxation, payroll, and more on the management accounting topics.
35. Some courses need to be more detailed
36. Some presenters did not have any visual aids. I think it helps when there are visual aids to focus on.
37. The current mix of courses is excellent. Continued coverage on report writing and updates/best practices for auditors/auditees.
38. The topics covered at the APIPA Conference were the right ones for me.
39. Topics that weren't covered in the previous year(s). There were a few presentations that have been unchanged year after year.

System and Connectivity Issues

1. I had a hard time getting to the conferences via the website and trying to sign into my courses. It would be nice to have the courses on the home page, so it's easily accessible.
2. I think more improvement in how to log in and open zoom before the start of each session.
3. I think the zoom link should be included in the email sent for easy accessibility when the internet connection is disconnected.



4. Make the APIPA courses easy to access on the website.
5. Make the APIPA website easier to navigate.
6. I received more emails than I needed about the conference. Also, there was a timing glitch that resulted in me receiving the reminders and the email requesting feedback about an hour early.
7. Share the hands out before the conference start?
8. Suggest having training materials send in advance and before training commencement.
9. The APIPA website and just the general ease of use of the website needs some improvement.
10. The website was kind of confusing to get to courses and sign in. Also, it would be nice to have the classes for that day ready and accessible on the home page to avoid browsing around and looking for what courses to attend for that day.
11. I would prefer not to show videos for all participants because it slows the bandwidth, as well as distracts other participants

COVID Impact on Learning

1. Allow for on-site and online attendance
2. An in-person conference would be very welcomed.
3. I can wait for APIPA to be in-person
4. Conduct an onsite conference.
5. Considering my level and the size of the accounting division in the agency I work for, the free/virtual sessions make APIPA more accessible to me, as I don't think I would be able to have funding to support my attendance if it were face-to-face.
6. Future conferences should happen virtually.
7. Future conferences are preferably in person because it makes you feel that you are learning something rather than virtual.
8. Good virtual platform
9. I hope that APIPA courses are delivered face-to-face.
10. I hope that face-to-face mode will resume in the future.
11. Hope to meet face to face in the very near future!
12. Hopefully next conference will be in person.
13. I hope APIPA will still keep the online courses. This really helps employees who can't attend in person or if the agency cannot afford to send all its employees to APIPA.
14. I liked the half-day format for one week. When it was two weeks the past two years, it was tough to schedule around that. If we continue the virtual conference, consider keeping that for next year. Thank you to everyone involved for a successful APIPA conference.
15. I wish to attend the next APIPA conference in person.
16. In-person conferences for the future.
17. In person for greater individual participation
18. In-person training is more effective
19. Let's go live in person next conference if God permits.
20. Looking forward to an in-person conference instead of virtual
21. Looking forward to face-to-face conferences in the future. Keep up the great work!
22. Looking forward to the in-person conference.
23. More in-person conferences.

24. Move to a hybrid type conference (in person and -virtual).
25. Registration needs to be a little strict, as I see that many people are registered, but when it comes to the sessions, we do not know if they are participating or not. The cameras were always off.
26. Require attendees to provide evidence of attending by occasionally responding to a request on-screen within 20 seconds of the request
27. Time to end virtual APIPA training and return to in-person training.
28. To conduct the APIPA conference both virtually and in person.
29. Virtual conferences are getting the job done, but some fundamentals are missing in these virtual sessions; it will be a good idea to rotate between virtual and face to face.







APIPA 2022 Conference Report

Graduate School USA
Pacific & Virgin Islands Training Initiatives

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