



Ministry of Development, Public Works and Administration National Institute of Administration

Conference "National School of Public Administration and Local Government (ESDDA): Upskilling & Reskilling the Executive State"

***- INA best practices on training, cooperation and research at
national and international level -***

16th of July, 2021

Corina Licea, President of INA

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valoare

în formare

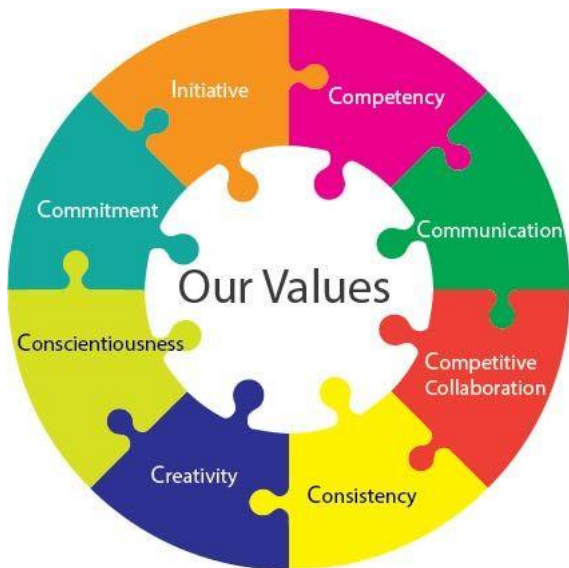
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WHO ARE WE?



- INA - public institution of national interest, under the Ministry of Development, Public Works and Administration
- INA - main provider of training programmes for public administration
- INA - a key role in identifying the training needs of human resources in public administration
- INA - catalyst of the professionalization of human resources
- INA - promoter of public administration reform



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AREAS OF IMPACT



Specialized training for public administration
- long-term training programmes -

Professional development
for
public
administration
- short-term
training
programmes -

Research and
innovation
in
public
administration

Facilitating
knowledge and
communication
in public
administration

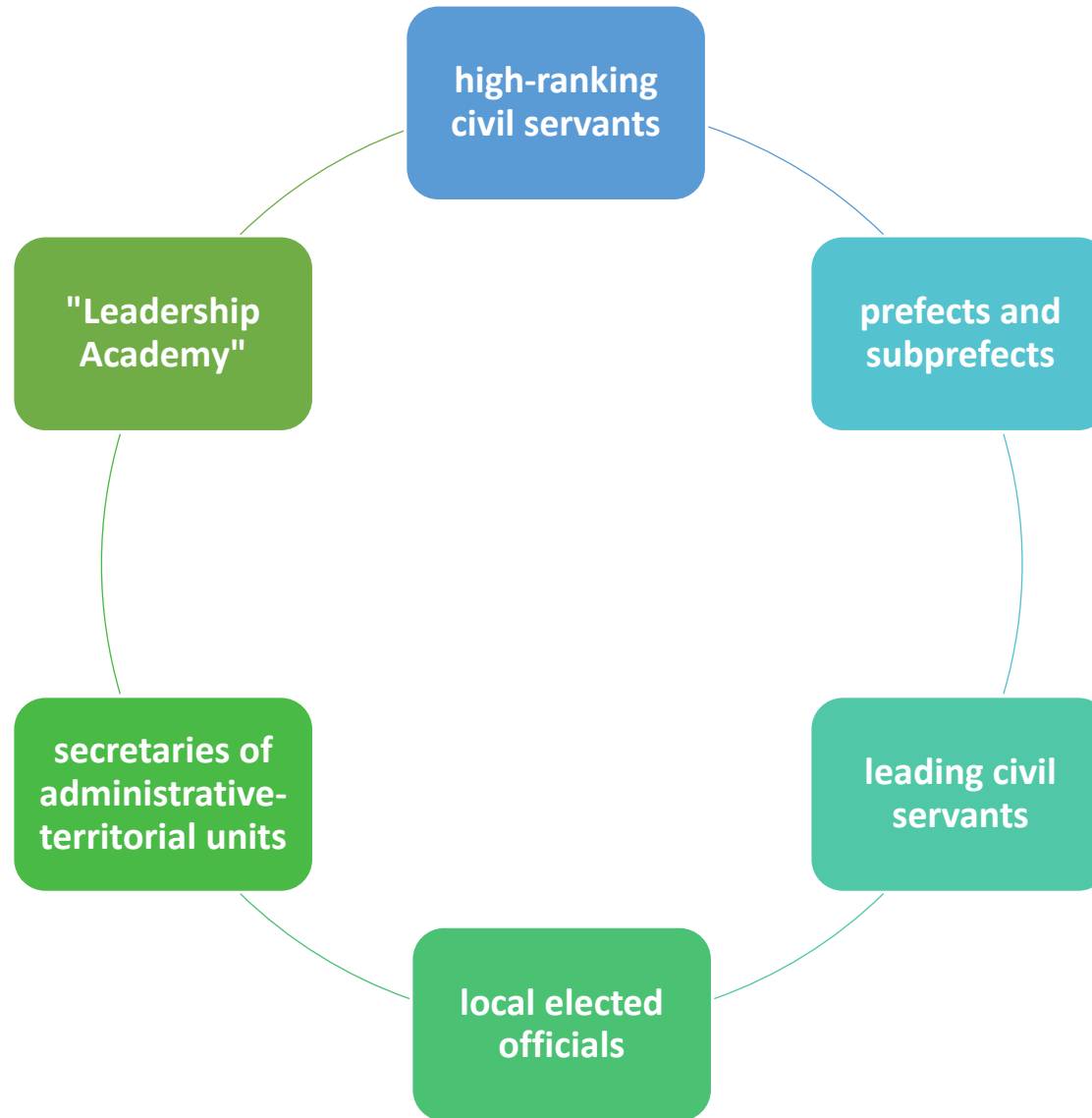
Ensuring the quality of training in public administration



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Specialized long-term training programmes

- ❑ 3 – 8 training modules
- ❑ 54 – 144 training hours



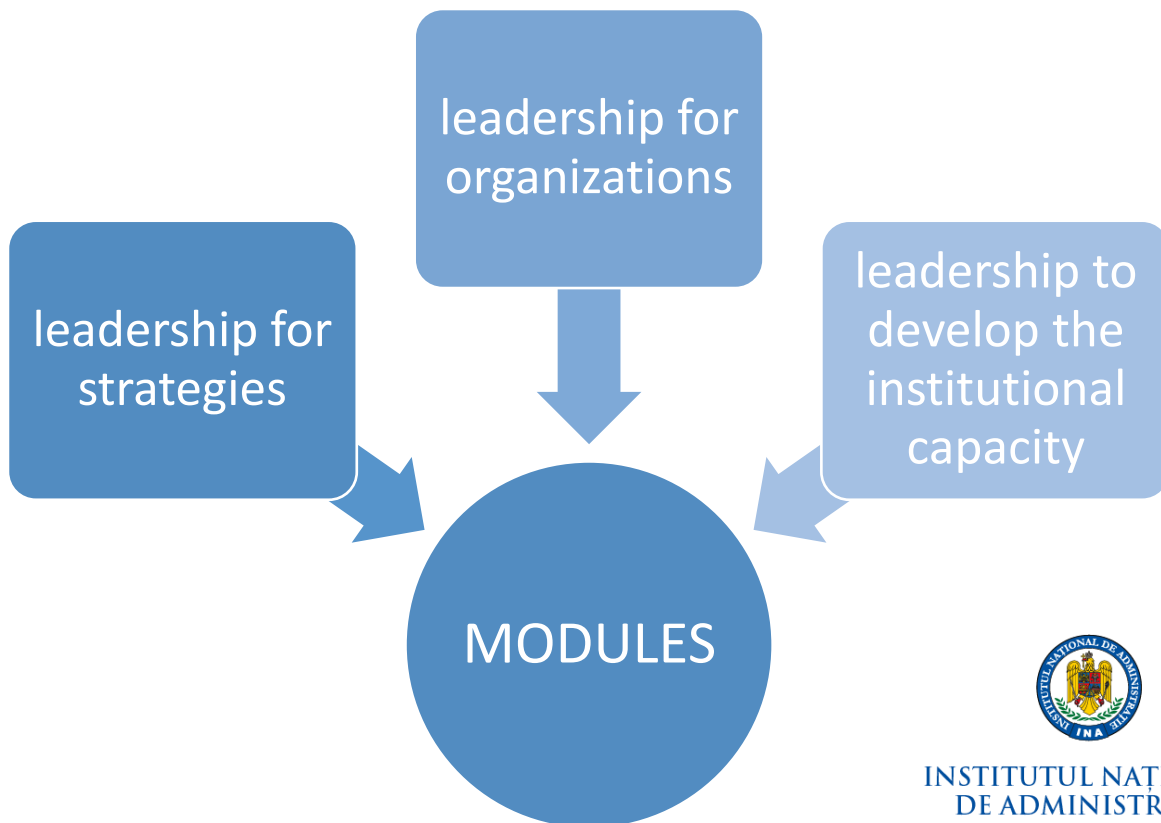
Short-term training programmes



Training through EU funded projects

❑ The "Leadership Academy" Training Program

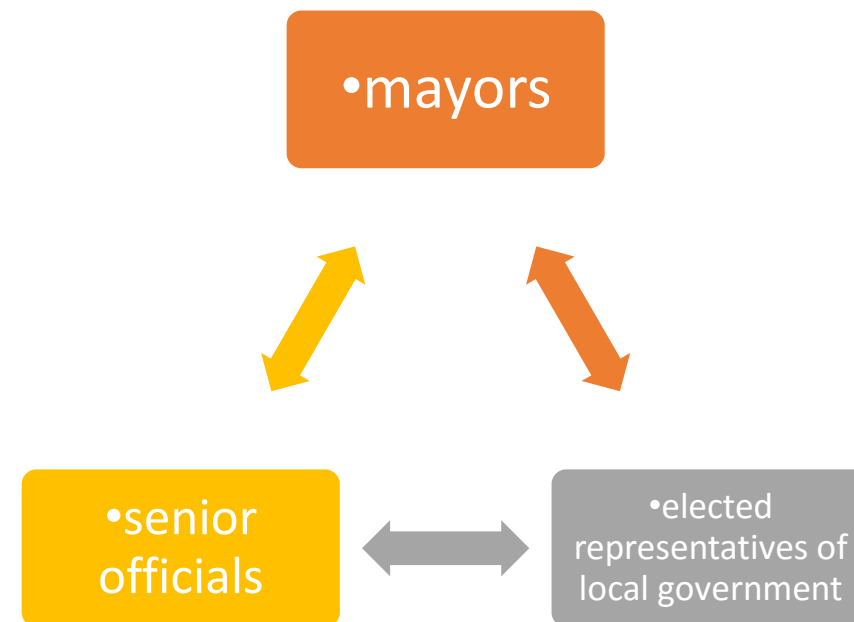
Developed with the Council of Europe



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Results:

- 10 trained trainers
- 3 training modules developed and implemented



Online training

Step
1

INA developed its own Moodle platform: training.ina.gov.ro

Step
2

INA ensured the training of trainers and programme coordinators before launching the platform

Step
3

Digitalization of training: online registration, learning resources, practical applications, evaluation, digital certificates and descriptive supplements attesting the skills acquired

Step
4

22 trainers involved, 66 training programmes, 18 public service domains covered, 1252 participants

Programe de perfecționare profesională și formare specializată

Oferta INA pentru programele de formare online 2021 va fi publicată în curând.

Acces platformă

Creează cont



Institutul Național de Administrație (INA) organizează programe de formare profesională (perfecționare și formare specializată) care abordează într-o manieră inovativă, tematici variate, stabilite printr-o analiză atentă a nevoilor de formare și adaptate cerințelor din documentele strategice naționale și internaționale menite să formeze competențe și să dezvolte aptitudinile care să țină pasul cu cerințele unei administrații publice moderne și performante.

Știm că prin dezvoltare profesională continuă, personalul din administrația publică centrală și locală are ocazia de a-și îmbogăți cunoștințele de specialitate, de a face schimb de idei, experiențe, bune practici, de a găsi sprijin pentru rezolvarea unor probleme comune.

Programele de formare profesională se adresează personalului din administrația publică cu scopul de a contribui la profesionalizarea acestuia într-o manieră modernă, cu cheltuieli reduse și se vor desfășura exclusiv online, sesiunile de formare fiind distribuite în modul sincron și asincron. **Sesiunile în modul sincron** sunt realizate prin prezența participanților, în mod individual, în funcție de timpul disponibil, pe platforma de training INA în vederea rezolvării solicitărilor formulate de formator prin studii de caz, probleme de rezolvat sau alte materiale de formare. Formatorul se conectează la platforma de training INA la momente diferite de cele ale participanților, răspundând la solicitările acestora, organizează forumuri de discuții pe anumite teme și evaluează rezultatele obținute pe parcurs de fiecare participant.

Toate programele au o orientare spre aplicații practice, studii de caz, rezolvări de probleme, care vor solicita colaborarea între participanți și se vor derula sub coordonarea formatorului.

Formatorii INA implicați în procesul de formare sunt persoane cu experiență și expertiză relevante în formarea guvernanților țării.

Aleșarea absolvenților programelor de formare profesională (perfecționare și formare specializată) se va realiza prin **certIFICATE DE ABSOLVIRE ÎNȘOȚITE DE SUPLEMENTUL DESCRIPTIV PRIVIND COMPETENȚELE DOBÂNDITE**.

Pentru a răspunde așteptărilor, utilizăm cele mai bune metode și tehnici de formare, de proiectare a conținutului și de evaluare a formării, investim în dezvoltarea rețelei de formatori, dezvoltăm parteneriate, ne adaptăm și inovăm.

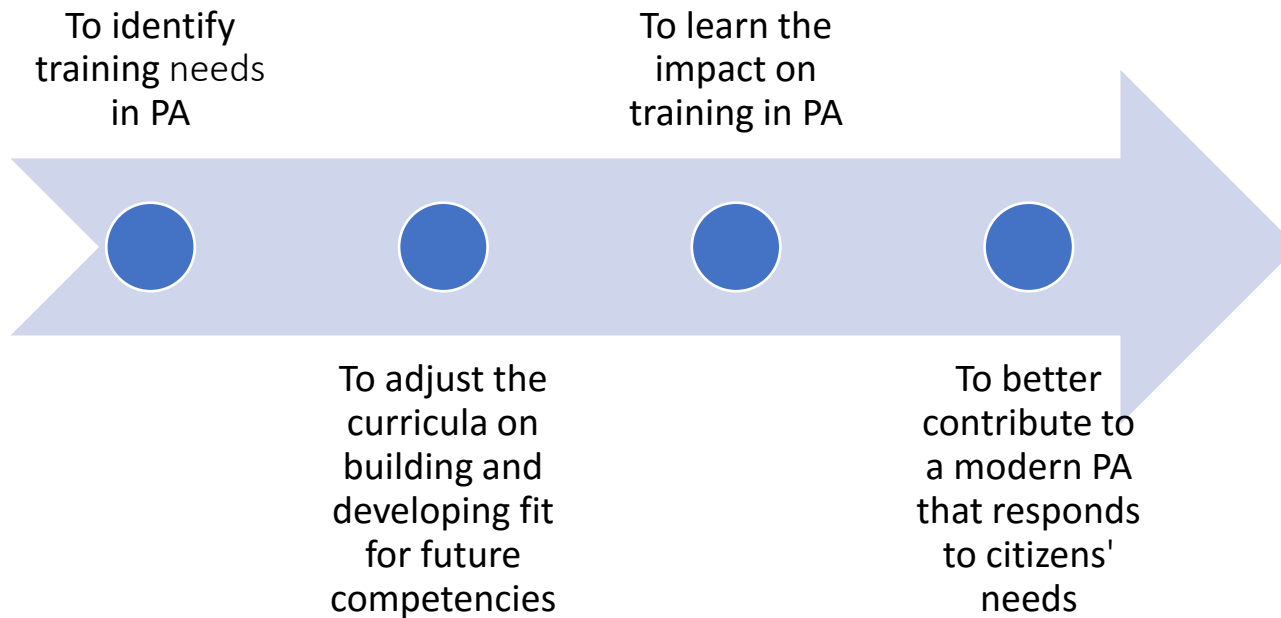


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INA in NUMBERS



Focus on research



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Cooperation on EU funded projects to develop the research capacity

❑ EU Project - Provision of support to the National Institute of Administration in Romania (SRSS)

➤ *Support for the implementation of a research unit within INA*

- To identify the framework for research meetings were held with the decision-makers within INA, as well as with revealed stakeholders from institutions with specific attributions relating to research;
- Strengthening the relation between academia and practitioners => INA organized 3 research and innovation workshops with representatives from academia, ministries and institutions at central level to discuss upon: Decision Making Process, Public Policy, Human Resource Management and Public Sector Trust and Integration;
- 6 INA employees trained to implement the research and innovation recommendations;
- Development of INA's strategy for 2019-2023.

With experts from the National School of Public Administration (ENA – France) and the Institute of Public Administration (IPA - Ireland)



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Research – National Study on flexible working

INA carried out the „National study on the opportunity of introducing flexible working ways within the Romanian public administration”, with the support of the General Secretariat of Government (SGG) and the World Bank Group (WBG)

The way we did it:

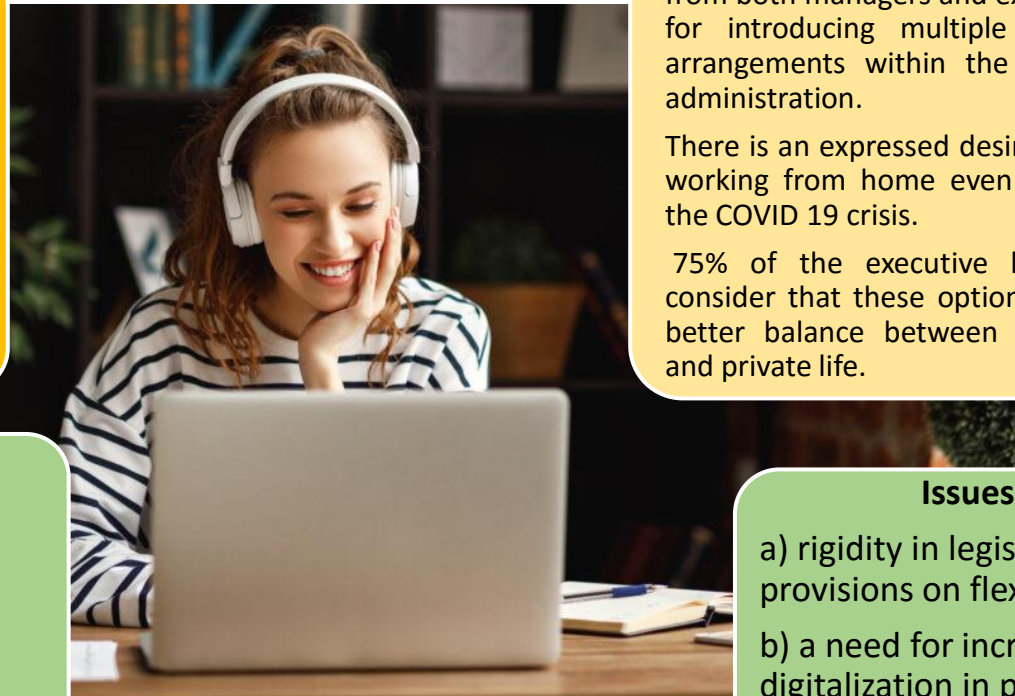
- a) two online questionnaires - at management level and executive level,
- b) webinar with relevant institutions in the field,
- c) analyzing the national legislative framework,
- d) consulting European studies on flexible working arrangements within public administration and their impact.

Introducing flexible working in PA

INA organized the round table on "Increasing the public administration efficiency by introducing flexitime and flexible working", with the support of MDLPA for amending the legislation to introduce flexible working in the PA.

Advantages:

- a) increased level of safety,
- b) higher level of motivation,
- c) higher level of focus,
- d) competencies of digitization and autonomy in performing the tasks were developed.



Results:

The study revealed that there is openness from both managers and executive personnel for introducing multiple flexible working arrangements within the Romanian public administration.

There is an expressed desire for teleworking, working from home even after overcoming the COVID 19 crisis.

75% of the executive level respondents consider that these options would ensure a better balance between their professional and private life.

Issues faced:

- a) rigidity in legislation – lack of provisions on flexible work;
- b) a need for increased level of digitalization in public administration for easy access to interoperable databases, computerized internal and external flow of documents, electronic signatures.



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Research – National Analysis on training needs assessment

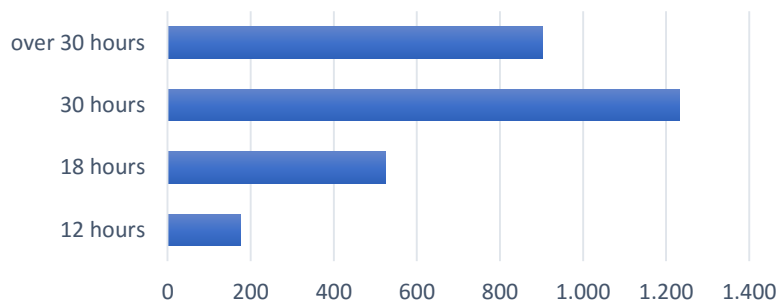
INA carried out a national Analysis on the training need assessment in PA, with the support of central and local public institutions and authorities

Disseminated at:

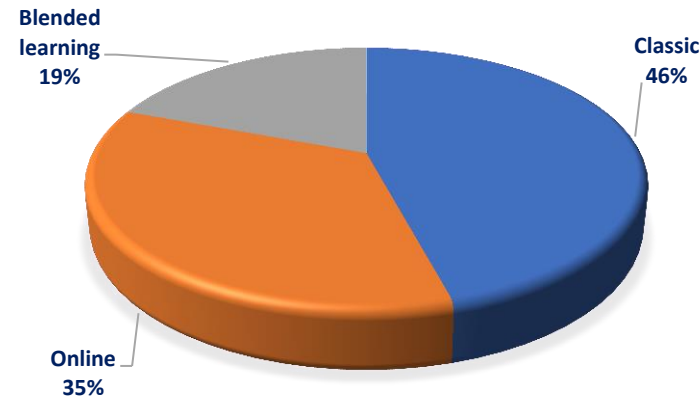
- a) Central public administration,
- b) Local public institutions,
- c) Regional level,
- Among personnel in management and execution positions.

All counties represented

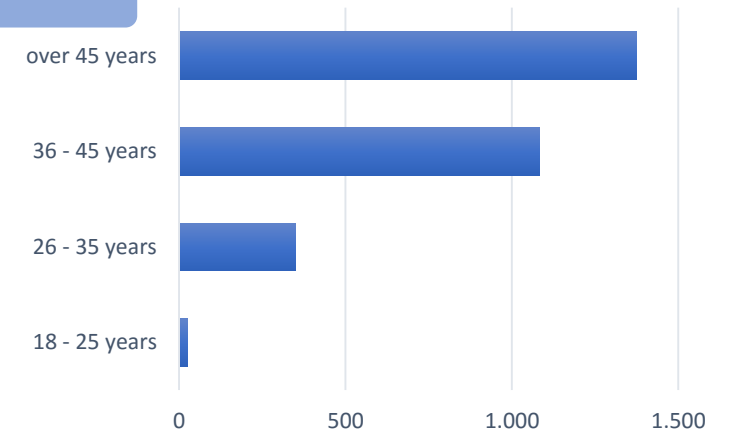
Duration of professional training programmes



PROGRAMMES FORMAT



Age category



Results:

The first 4 most wanted training programs:

1. *The Administrative Code – management of public service;*
2. *Digitalization of public services;*
3. *Personnel remuneration in PA;*
4. *Management of the EU-funded projects.*



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Research – Ongoing projects

Research / Studies 2021-2022

- Quality of regulations in Romania
- Simplifying administrative procedures and reducing bureaucracy for citizens and the business environment
- Strategic planning at Central Public Administration level
- The impact of alternative public policies
- Equal opportunities in public administration. Equality vs. equity
- Analysis of the training system for public administration at EU level
- Analysis on the impact of professional training of public administration staff in terms of budgetary impact, efficiency and professionalization of staff
- Optimizing the career advancement process in public administration in terms of implementing the competency framework
- Organizational analysis for public administration



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INA – Knowledge HUB for public administration (I)

INA continued to be a connection point between the academia, practitioners and the stakeholders.

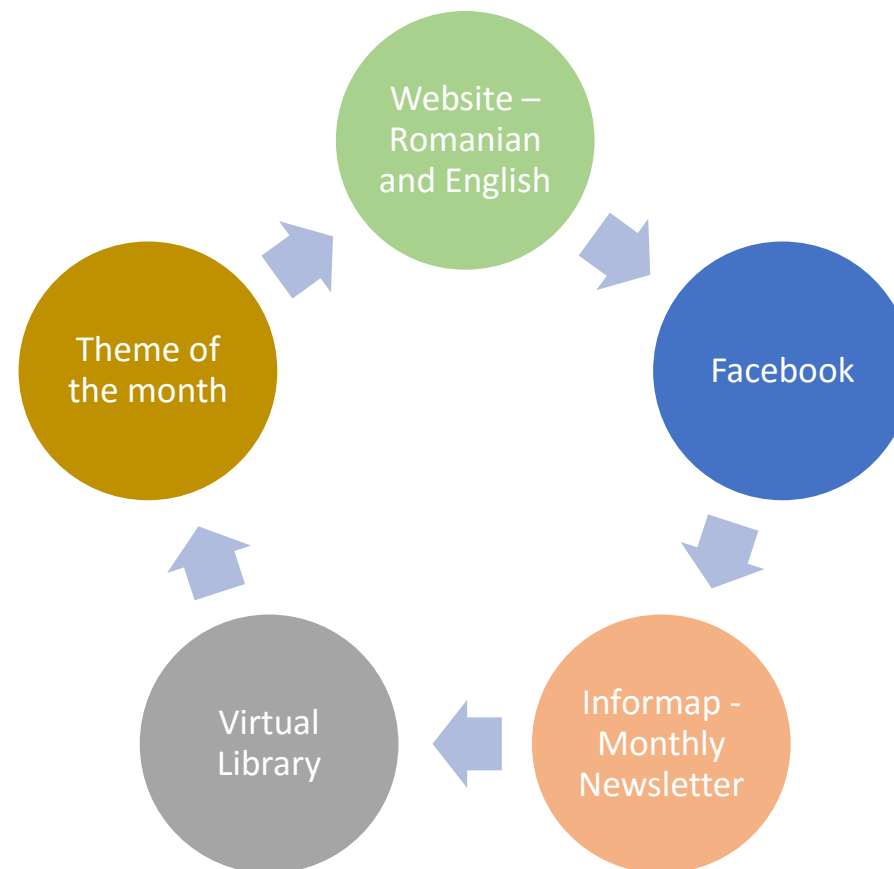
A series of workshops and consultations were organized with relevant actors and stakeholders in promoting good governance, performance in training and public administration reform.

- Webinar Digitalization of public administration – *change your life for the better*
- Webinar Competences of the future, in the context of the EU Diversity Month and OpenGov Week
- Undertaking an extensive consultation process with public institutions, associative structures, professional organizations, non-governmental organizations, academia, public training providers for public administration at national and European level, for the elaboration of the training offer



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INA – Knowledge HUB for public administration (II)



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International Cooperation (I)

- ❑ Work and study visits
- ❑ Experience exchange in providing training
- ❑ Share views, resources and best practices in public administration



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International Cooperation (II)



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- Involvement of ENA experts in INA specialized training programmes for high-ranking civil servants,
- Joint organization of the Seminar on "The role of local authorities in promoting cultural and culinary heritage", held at INA Territorial Centre Sibiu,
- Collaboration in european funded projects on research, branding and marketing,
- Joint development of a series of training programmes addressed to INA trainers and programme coordinators - "From face-to-face to on-line learning: differences and similarities", "Training engineering", "Principles of e-learning and designing an online course".

All joint actions have been supported by the Embassy of France in Romania.



Project on the implementation of the Training Plan for the year 2019 within the *Initiative Francophone d'Etablissement 2019-2022*

Partners: French Institute in Bucharest and the Institute for European Studies - IEE, Belgium

Annual results:

- French language courses organized at INA for public administration personnel,
- Technical seminars, in French, on topics of interest in the field of European affairs.

Focus on the future



Developing the research, analysis and innovation component

Strengthening the training system at INA to build and enhance fit for future competencies in PA

Increasing the competitiveness of INA on the training market



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Thank you!

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