

Skills Development of Civil Servants by Using Digital Methodologies

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

Kyösti Väkeväinen, Ph.D.

Managing director

HAUS Finnish Institute of Public Management

16th July 2021

Government pledges to citizens on policy reforms

1. **Pledge for continuous learning in government**
2. **Pledge for a new kind of interaction**
3. **Pledge for long-term policy-making**
4. **Pledge for knowledge-based policy-making**
5. **Pledge for non-discrimination**
6. **Pledge for fair and equal treatment across generations**

Programme of Prime Minister Sanna Marin's Government 10 December 2019

INCLUSIVE AND COMPETENT FINLAND

– a socially, economically and ecologically sustainable society



Challenges

50% of civil servants will retire in next 10 years

Resources are decreasing

Need for location and time independent learning

Need for increased co-operation with different stakeholders

Need for post pandemic leadership

eOppiva

DIGITAL LEARNING PLATFORM


In English




Quick Bites for Self Management



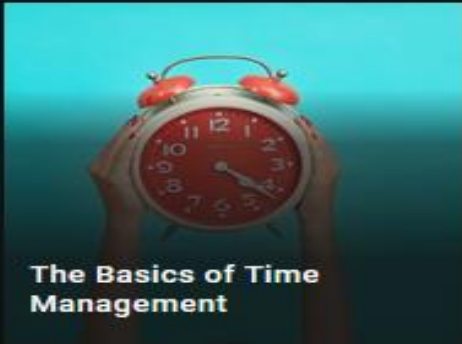
Coaching Skills for Everyone




Succeed in Facilitation




Facilitate Remotely



The Basics of Time Management




Learning at Work



Navigating Conflicts




Digital Interaction and Virtual Teams



Cope Better with Change –



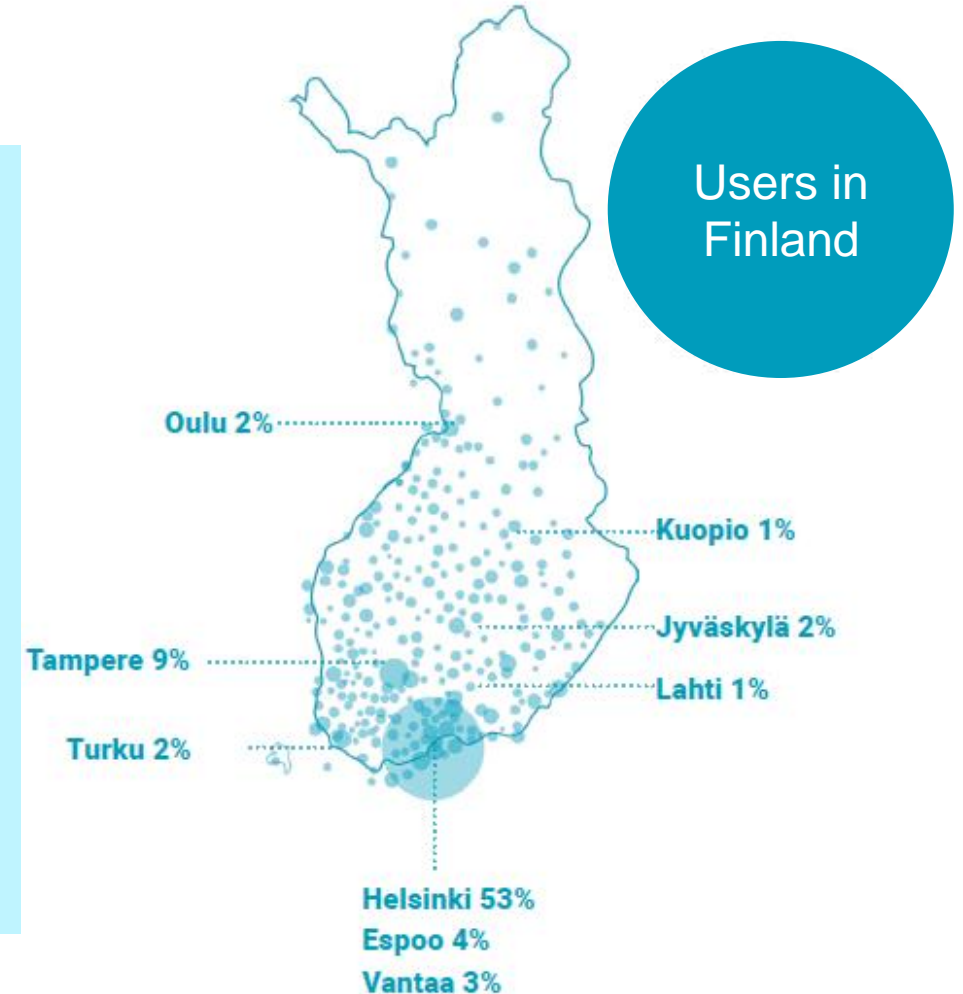
ABC of data protection for public administration



Development Evaluation

Globally state of the art learning platform

- Over 55000 of 75000 civil servant is using the learning platform. → **70%**
- Hundreds of courses available 24/7/365
- Free of charge for state civil servants
- Easy & fast
- Great customer feedback

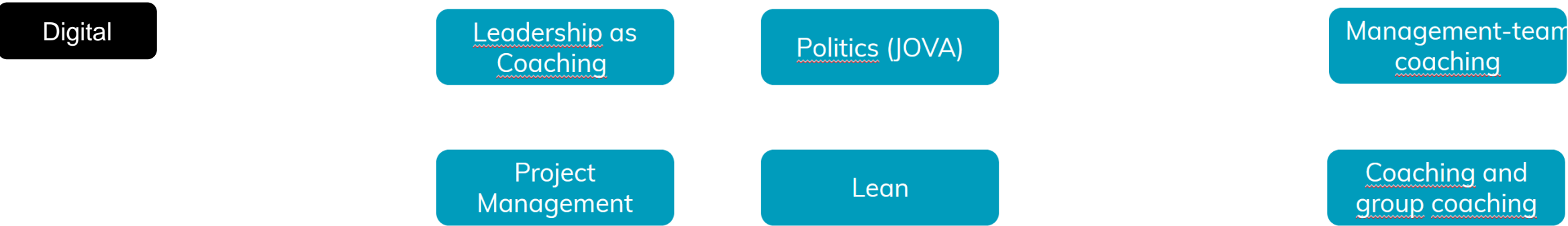


Leadership programs to different stages of careers

Long programs



Short programs

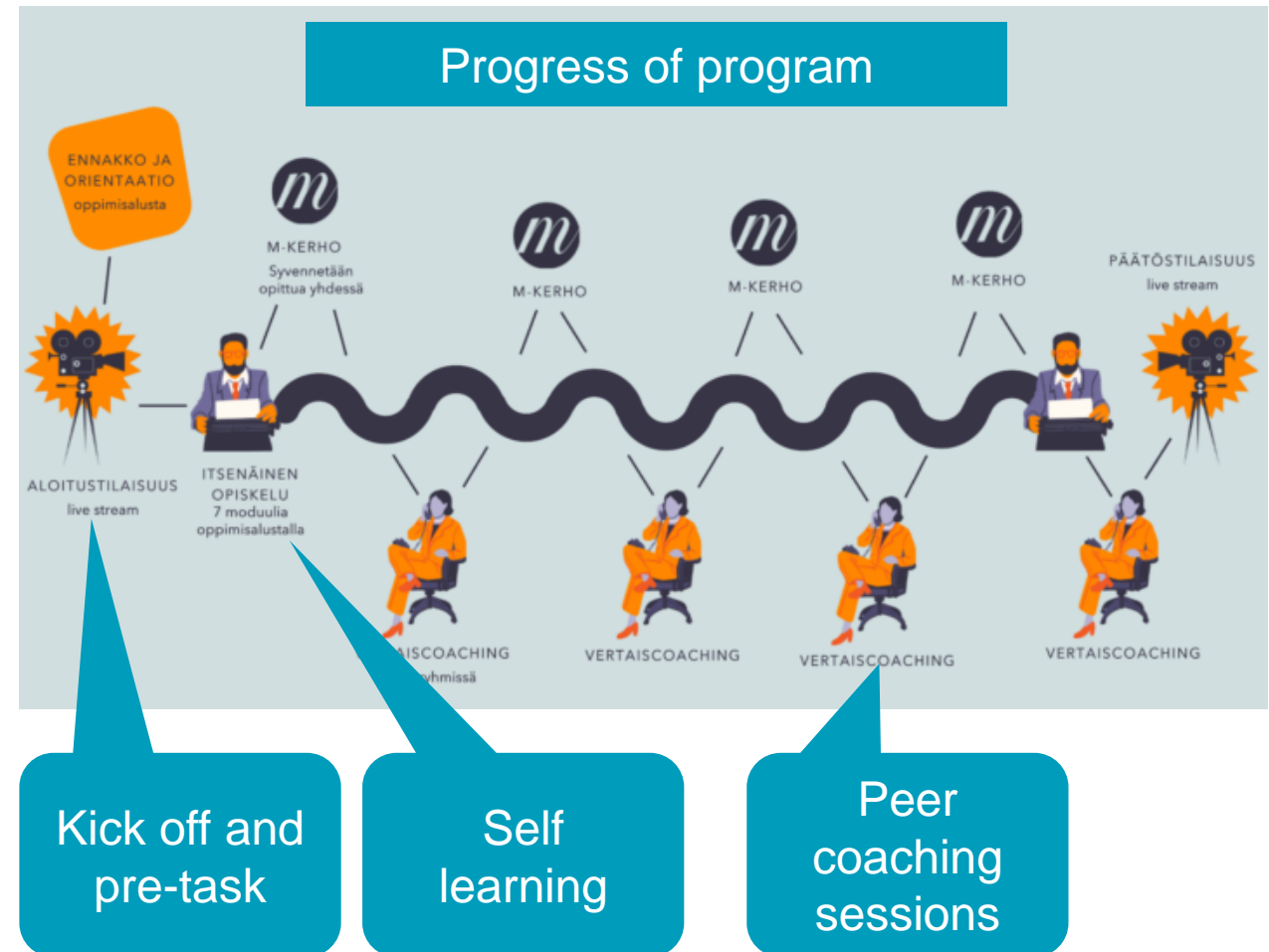


Leadership skills for different situations
- Open programs for everyone

Tailored leadership programs

First fully digital leadership program

- Pilot phase 2021
- Designed for large audiences - targeted for every leader in government - about 5000 people (7% of all state employees)
- Quality first!
- Flexible program – self and peer learning
- Consist of seven modules
- Cost efficient
- 28hours in 12 weeks
- Tools used: Teams, eOppiva, videos, articles, podcasts





Spotify

- Koti
- Haku
- Oma kirjasto
- Luo soittolista
- Tykkätyt kappaleet

REKISTERÖIDY

KIRJAUDU SISÄÄN



PODCAST

Mahdollistaja Podcast

Tero Vuorinen

SEURAA

Kaikki jaksot

Tietoja

Mahdollistaja-valmennuksen podcast jaksot



Johtamisen ja johtamismenetelmien tavoitteet ja trendit - ja mitä voimme oppia niistä?

Pekka Järvinen ja Tero Vuorinen pohtivat johtamisen ja johtamismenetelmien tavoitteita ja trendejä - sekä mieltivät erityisesti: mitä voimme oppia niistä?

23. maalisk. · 49 min



Valmentava ote arkeen

Eveliina Salonen ja Jaana Kalliomäki-Adan keskustelevat ja ihmettelevät yhdessä sitä miten valmentavasta otteesta tehdään arjen perustaito.

23. maalisk. · 34 min

Evästeet
Tietosuoja



Themes

1. To be enabler in today's world
2. Succeed as leader
3. Coaching as leadership style
4. Rights and duties of superior
5. Leadership of hybrid work
6. Communication
7. Future government

BENEFITS OF DIGITAL LEARNIN

G

- Cost-effectiveness
- Flexibility
- Individuality
- Quality
- Learning analytics
- Flipped Learning

Our vision

**Leading the direction for the
future learning**



**Thank
you!**