

Vocational, advanced and practical training as a basis for strengthening workforce capacity in the Federal State Statistics Service (Rosstat)

Note prepared by Rosstat

Background

Permanent vocational training in statistics is strategic aim within the personnel training system in Rosstat. This is stipulated by the need of increasing the level of methodological and practical knowledge and skills of personnel. It is crucial to practice staff in methods to meet professional challenges on the basis of educational background.

Rosstat lunches new forms of vocational training for its staff. Besides of traditional methods of training we implement modern techniques of remote training. To meet new demands Rosstat creates and develops united education information environment, which ensures formation of terms for step-by-step transmission to the new IT-oriented level of advanced training. Such environment also helps in creating in-house information and scientific-methods system of educational development.

Within the framework of statistical reforming Rosstat faces important issues of updating the methodology, developing the statistical information base, implementing federal and regional statistical databases, creating efficient and organizational structure of Rosstat regional offices. All these offer new challenges for Rosstat within human resource management especially in seeking new approaches to recruit and train personnel with high professionalism in international standards and statistical methodology, modern information technologies, new economic and social mentality.

Following up-to-date statistical demands Rosstat has the following strategic goals:

- development of permanent vocational training system as concurrent and integral part of personnel policy;
- maintenance of advanced approach to training taking into account prospects of state statistics development, sophistication of functions and aims of statistical authorities, introduction of new innovative technologies and scientific achievements;
- support of permanent and obligatory effect of vocational training for all state statisticians with close connection to career promotion and material remuneration;

- compliance with state educational standards and rules of strict targeted approach of training;
- organization of training process basing on wide use of R&D elements and modern practice of public management;
- strengthening of unified methodological management and coordination within the system as a whole;
- wide use of domestic and foreign experience in training of state statisticians.

Vocational targeted training for state service

Targeted contractual training for Rosstat state service within “Statistics” category is organized according to applicable Government Decree. Training is provided in vocational education institutions in different Russian cities. Rosstat regional office sets up a contract with an entrant. Following the contract this person takes out an obligation to stay with state service for at least three years after finishing education. Under the contract a trainee does an internship with regional office.

Vocational, advanced and practical training of state servants

According to a set of Governmental legislative acts the continuing professional education includes vocational, advanced and practical training, which organized for all state officials over the whole period of their state service.

The reasons for vocational, advanced and practical training could be the following:

- promotion of state servant to the higher position;
- inclusion of state servant to the candidates pool;
- results of personnel evaluation.

Vocational training is applicable as and when needed but not less than once in three years. Advanced training and vocational training are organized in authorized educational institutions. Practical training is organized directly in state authorities.

Vocational, advanced and practical training could use day shift education, in-service training and both.

Type, form and length of continuing professional education are defined by employer depending on group and category of state service position in accordance with the President’s Order.

Fact of vocational, advanced and practical training is confirmed by state certificate and become an advantage for state official to be included into candidates pool.

New Government Decree on vocational, advanced and practical training

New Government Decree, which establishes state requirements to vocational, advanced and practical training of Russian state servants, will come into force from the 1st of January 2009. Its main statements, additional to the mentioned above, are:

- Continuing professional education is an education basing on higher and intermediate professional education, which is conducted in authorized educational institutions or directly in state authorities.
- Educational institutions, which conducted continuing professional education programs, elaborate and approve content and methods of the programs.
- Continuing professional education includes vocational, advanced and practical training.
- Vocational and advanced training should use remote educational technologies .

New Governmental Decree also gives some important definitions of training terms.

Vocational training is acquisition of complimentary knowledge and skills needed for carrying out new type of professional activity by state official.

Advanced training is renewal of knowledge and perfection of skills of professionally educated state officials in connection with advance of requirements of necessity of studying new approaches to professional problems solving.

Practical training is studying of best practices including international experience and also reinforcement of learning by obtaining practical skills for its use in operating procedures.

Public contract for vocational, advanced and practical training of state servants

Organization of vocational, advanced and practical training of state servants is carried out on the basis of public contract (government order) and in accordance with the President's Provisions on continuing professional education. The public contract on vocational, advanced and practical training is formed with account of state authority's programs on professional development of state officials. Programs of state authorities are based on individual plans of professional development of state officials.

Individual plans of professional development of state officials are elaborated by state servants basing on their official term of reference jointly with immediate superiors. Individual plans are approved for three years and consist of:

- aim, type, form and length of continuing professional education, including possibilities of using remote technologies and self-education;
- themes of continuing professional education;
- expected results.

Program of state authorities on continuing professional education of employees is approved by chief executive for three years and includes:

- Forecasting annual demand of vocational, advanced and practical training by categories and groups of state service positions, directions, types, forms and length of continuing professional education.
- Stages of program implementation, list of activities and performance indicators.
- Planned results of continuing professional education.