

## **Educational System of the Official Statistics in the Russian Federation: new methods and approaches**

*Report prepared by Federal State Statistics Service of the Russian Federation*

Strategy of human resource management in the Federal State Statistics Service aimed to share knowledge, onsite training and vocational training of staff. Personnel training, as a component of staff management, is of highest priority for the Rosstat.

Continuous vocational training of civil servants from Rosstat headquarters and regional offices in the field of statistics and information technologies caused by necessity of (i) renewal and improvement of theoretical and practical knowledge of employees; (ii) learning of new methods of professional tasks solution in obtained qualification, aimed to provide constant compliance of professional personnel skills to growing standards in the field of statistical science and practical statistics.

Nowadays the legal base for training, vocational training and advance training of civil servants in Rosstat is the Federal Law on State Civil Service in Russian Federation of 27 June 2004, Decree of the President of the Russian Federation “On additional professional education of civil servants of the Russian Federation» of 28 December 2006 and Resolution of the Government of the Russian Federation of 6 May 2008 “On Approval of State Requirements to Vocational Training, Advanced Training and Practical Training of Civil Servants of the Russian Federation”.

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.

Remote training has been adopted along with traditional methods of education. On this occasion, the united information system of education is being created in the Rosstat system. The system allows to (i) arrange conditions for step-by-step transition to further training level on the basis of informational technologies; (ii) form departmental system of informational and scientifically-methodological maintenance of educational progress.

Professional contractual target-oriented personnel training by “Statistics” theme for Rosstat state civil service is implemented according to the Resolution of the Government of the Russian Federation of 19 September 1995 “On contractual target-oriented preparation of specialists with higher or professional education”. The training is provided at the following educational institutions of higher professional or secondary professional education:

- Moscow State University of Economics, Statistics and Informatics;
- St. Petersburg State University of Economics and Finance;
- Novosibirsk State Academy of Economics and Management;
- Rostov State University of Economics;
- Mordovia State University;
- Orenburg State University;
- Khabarovsk State Academy of Economics and Law;
- and some others.

Agreement for training between Rosstat regional office and a citizen stipulates that a citizen is obliged to work in state civil service after training completion during three years. Within the agreement and also subject to approval by professional educational institution and a regional office, vocational and practical training are carried out in the same territorial office.

Administrative Department in Rosstat performs coordination of target-oriented contractual staff training with specialization in “Statistics” for Rosstat state civil service.

Rosstat also manages extra professional training for civil servants. It includes:

- vocational training;
- advanced training;
- practical training.

Practical training or probation is separate type of civil servant additional professional training and also is a part of vocational training or advanced training of an employee.

Vocational training, advanced training and probation of civil servant are accomplished during all period of state civil servant service.

Reasons for vocational training, advanced training or probation of civil servant are:

- assignment of civil servant to a new position of state service within the career promotion on a competitive basis;
- inclusion of civil servant into personnel reserve on competition basis;
- results of civil servant personnel appraisal.

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.

State servant also could obtain additional professional education abroad.

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.

Organization of vocational, advanced and practical training of state servants is carried out (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.

Directions of Rosstat specialists training in the system additional professional education can be corrected depending on Rosstat priorities in particular periods. For example, lately great attention has been paid to information technology.

Recently, along with obligatory training courses, the emphasis has been made on special-purpose programs, worked out on suggestions basis from subject-matter divisions.

Totally 10 thousand officials from Rosstat headquarters and its territorial offices went through vocational and advanced training in 2008-2009 on the basis of public contract within full-time and extramural format with the use of interactive methods in:

- State University – Higher School of Economics under the Government of the Russian Federation,
- Finance Academy under the Government of the Russian Federation,
- Russian State University of Innovative Technology and Business Activity,
- Academy of Labor and Social Relations,
- Moscow Academy of State and Municipal Administration.

The second project “Development of Russian State Statistics System” was launched in 2009. The project is focused on further professional training of about 280 employees of Rosstat headquarters and regional offices on the wide range of topics covering all statistical areas. Since September 2009 heads of Rosstat territorial offices have been taken courses of advanced training of 2 weeks program on the topic “Complex Approach to Quality Management in Official Statistics (experience of EU countries)” in Federal Statistical Office of Germany (Destatis).

According to practice, it is not enough to select employees potential for promotion in order to form effective executive staff. It is essentially important to prepare them thoroughly for their job, to train and arrange promotion at the state civil service.

For this purpose a system of continuous professional education, including regular theoretical and practical training within inter-corporate education, has been functioning in Rosstat.

The following goals and tasks are attained in educational and training processes of personnel reserve:

- timely meeting of needs in state civil servants' personnel;

- qualitative selection and task-oriented training of state civil servants for promotion to higher ranked positions of state civil service;
- fit check of state civil servant, enrolled in personnel reserve, to perform duties on state civil position of higher rank federal state service;
- shortening of adaptation period for state civil servants, reappointed from personnel reserve to higher ranked positions of federal state service;
- increase of professionalism, business activity and improvement of qualitative structure of state civil servants.

Specialized training and employees' self-education have primary importance in the course of state civil service reform, while executive head is regarded as a highly educated professional, being obliged always to upgrade his qualification level and expand his perspective.

In order to fulfill that task, personnel reserve preparation and regular studies with heads of structural subdivisions are included in continuous professional educational system.

Apart from all that, a number of territorial offices organize joint classes, business games and trainings by teaching techniques of problems creative decision and decision-making on higher rank positions with assistance of Rosstat territorial offices deputy heads as experts.

Training process for candidates and executive heads includes questions on constitutional law basis, state service, acquaintance with effective up-to-date mechanisms and technologies of management and opinion system study to social and economic process ongoing in society.

As it has been stressed at international forums, guarantee of successful academic program lies in institutional stability (that is, importance of continuous education and long-term basis of programs), stable strategy on corporate level, support from all parties concerned, strictly professional basis, user orientation and regular estimation of training quality.

Knowledge exchange and transfer within Rosstat educational system are also significant for us, as well as knowledge itself. Consequently, Rosstat has been making considerable efforts to install these principles in its organizational structure and personnel management strategy.