CD MATRIX pilot in Poland – first country analysed from donor perspective

Workshop on Human Resources Management and Training
The Future of Work, Working for the Future

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Statistics Poland experience related to institutional capacity analysis

**2018**
- Statistics Poland’s international development activities increased
- Attempt to assess the HR potential
- The bottom up approach used

**2022**
- Extensive and two-stage consultations
- Predefined CD MATRIX structure, adjusted by Statistics Poland
- Top down/ bottom up

**Future**
- Analysis the results of the pilot study
- Recommendations and discussion about the remarks for further works
Previous experience - 2018

- The Strategy on international development cooperation drafted – to be integrated into the new Statistics Poland international strategy
- Stocktaking exercise - gathering information on over 100 experts ready to provide support in the framework of different international development activities

First bank of experts

- The task was time-consuming and had no structured breakdown by specific statistical domains
CD MATRIX pilot study in Poland - 2022

• The CD MATRIX tool developed within the group has considerably structured the mapping process

• Statistics Poland adjustments based on the following elements:
  1. Determining which of the elements of the CD MATRIX structure are not adequate in relation to the donor role
  2. Verification if there are areas that overlap/duplicate
  3. Examining whether there are certain areas not covered by the CD MATRIX structure
Entities tested in the pilot

- Departments
- Statistical offices in 16 voivodships (regions)
- Statistical Computing Centre (200 persons)
CD MATRIX content

- STRATEGIC DIMENSION
- ORGANISATIONAL DIMENSION
- STATISTICAL DOMAINS
- IT DIMENSION

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<table>
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<tr>
<th>Strategic dimension</th>
<th>Organisational dimension</th>
<th>Statistical domains</th>
<th>IT dimension</th>
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<td>Are the department's/statistical office's employees capable to support the development of other statistical systems from the point of view of the knowledge of Polish/other respective...</td>
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Consultation process phases

March 2022

July 2022

About 5500 persons consulted
Pilot results

- **Strategic Dimension**: 92.6%
- **Organisational Dimension**: 69.4%
- **Statistical Domains**: 65.5%
- **IT Dimension**: 86.7%

*Over 170 experts ready to provide support*
Our findings/recommendations

1. **The need to digitize the process** – technical simplification

2. **The tool content**

3. **Utility of the tool**

   i. High - from the institution's point of view (managing resources, drafting internal policies)
   
   ii. Potential to enhance better pairing of the needs with capacity possibilities of the partner countries
   
   iii. **A very solid stocktaking exercise** – localising talents
       i. Top-down versus bottom-up
   
   iv. **Could be an incentive** - motivating experts to undertake new international activities

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Thank you

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