



TRAINING STATISTICIANS IN INTERNATIONAL ORGANIZATIONS

Presentation by William E. Alexander at the
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I. INTRODUCTION

- **Purpose:** Responding to the 5th CCSA meeting to prepare a paper on training statisticians in international organizations, including factors that affect the demand for training.



Introduction (cont'd)

- **Method:** A survey was sent to organizations during the summer (see Appendix IV of the paper). Comprised four tables. Two tables cover **internal** training issues and, taking advantage of the exercise, also included two tables covering **external** training.



Introduction (cont'd)

Three basic issues were covered:

- Qualitative general information on the characteristics of the training programs such as size of budget and mode of training. Mode of training was important to permit us to follow up with detailed questions;



Introduction (cont'd)

- Qualitative questions on access to training materials and the factors that determine the demand for training at each organization;
- Quantitative tables on the detailed aspects of training, focusing on data on conferences/seminars/courses. (Assumed this was the main mode of training and responses validated this assumption.)



II. Summary Findings

Questionnaire

- Work in progress: Differences in organizations and lack of centralized data for training in some organizations complicated the completion of the exercise. Nevertheless, responses provide a useful basis to take the process forward.



Summary Findings (cont'd)

- Greater effort needed for all organizations to compile data (perhaps could agree on a template, see Appendix IV of the paper). Better coordination between managers and training practitioner would yield better responses to questions, especially on the demand for training.



Summary Findings (cont'd)

Training issues:

- Resource constraints (training budgets are small with little or no access to external resources) limit scope of reform, which should focus on key marginal changes.

Summary Findings: Training Issues (cont'd)

- Use the internet more fully to provide easier access to training material, including among international organizations, to help avoid duplication.
- The CCSA could play an active role in brokering the changes and promoting international cooperation.

Key Aspects of Training Programs for Select International Organizations

Training budget size (in millions of U.S. dollars)	(0-1) 10	(1-3) --	(over 3) 1
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Access to external budget resources	None 4	Small 4	Medium --	Large 1
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Key Aspects of Training Programs for Select International Organizations (cont'd)

Training languages	English	Spanish	French	Portuguese
Internal training	4	1	2	--
External training	12	8	7	2
Training languages	Arabic	Chinese	Italian	Russian
Internal training	--	--	--	1
External training	1	1	1	1

Key Aspects of Training Programs for Select International Organizations (cont'd)

Order of Importance of Programs	Courses/ Seminars/ Conferences	Outside Training	Internal Mobility	Other
Rank #1	9	--	1	1
Rank #2	--	6	1	--
Rank #3	--	--	--	3
Rank #4	--	--	2	--

Internal Training by Selected International Organizations, 2000-05

	2000	2001	2002	2003	2004	2005
No. of conferences/ symposiums with mostly external speakers	--	--	1	1	5	12
Average duration (days)	--	--	3	1	1	1
No. of seminars with outside speakers	10	10	14	14	15	11
Min.-max. duration (days)	½-1	½-1	½-1	½-5	½-1	½-1
Min.-max. no. of participants	10-32	10-32	10-40	10-33	17-33	10-33

Internal Training by Selected International Organizations, 2000-05 (cont'd)

	2000	2001	2002	2003	2004	2005
No. of seminars with internal speakers	10	9	15	17	25	22
Min.-max. duration (days)	½-3	½-3	½-4	1-4	½-4	½-4
Min.-max. number of participants	10-20	10-20	10-30	11-21	10-30	10-30

Internal Training by Selected International Organizations, 2000-05 (cont'd)

	2000	2001	2002	2003	2004	2005
No. of courses (one or more lecturers)	26	29	36	30	28	37
Average duration (days)	½-3	½-3	½-60	½-60	1-60	½-60
Average number of participants	8-20	8-20	5-20	4-32	5-20	8-20
Total number of conferences/seminars/courses	46	48	66	62	81	82
Total number of staff trained	569	594	953	810	833	1,154

Internal Training by Selected International Organizations, 2000-05 (cont'd)

	2000	2001	2002	2003	2004	2005
Number of courses/ seminars aimed at:						
General training	4	4	4	4	4	4
Upgrading specific skills	2	2	5	6	4	6
Post-evaluation of training	4	4	7	7	6	7
On-site	3	3	6	6	5	6
Follow-up survey	2	2	3	3	3	3

Internal Training Demand and Other Factors at Selected International Organizations

Respondents to survey	8
Of which: regional organizations	---
Training materials available on:	
Internal website	4
External website	1
Other formats (pamphlets and visual aids)	3
Consolidated library/depository	3
Shared with other international organizations	1

Internal Training Demand and Other Factors at Selected International Organizations (cont'd)

Demand for training generated by:

Changing mandates 1

New work projects 3

Membership 1

Upgrading staff skills 2

Demand assessed via:

Focus groups 3

Surveys 3

Other 1

Able to meet demand:

Yes 2

No 5

Budget as a constraint to training 5

Internal Statistical Training Gap for Selected International Organizations

	Low/Small	Medium	High/Large	NA
Size of training gap	3	2	--	3
Impact of gap on organization's mission	3	2	--	3
Impact of gap on organization's statistical mission	--	4	--	4
Likelihood gap can be met via internal effort	3	3	--	2
Likelihood gap can be met via external effort	1	2	--	5
Need for international cooperation to fill gap	1	3	1	3



III. Sample of Suggested Approaches

- Take advantage of groups such as the Working Group on Training created by the Statistical Conference of the Americas in June 2005;
- Provide more resources for training, including in-house group training, which should also cover management training for senior professionals;

Sample of Suggested Approaches (cont'd)

- Develop a high standard electronic platform for sharing programs and training materials;
- CCSA should take an active role in formulating a plan for cooperation;
- Develop more standard manuals for data production; and
- Create a critical mass for establishing agreements with universities and research institutes for e-learning opportunities.

External Statistical Training for Selected International Organizations, 2000-05

Total number of participants in courses and seminars	814	1,119	1,401	1,909	2,358	1,654
Total conferences/seminars/courses	49	51	65	65	93	94
Min.-max. number of participants	15-50	15-50	15-68	12-113	12-50	12-50

External Statistical Training for Selected International Organizations, 2000-05 (cont'd)

Number of countries of participants	33	35	46	54	41	39
Of which:						
Africa (except North Africa)	9	11	25	26	21	23
Asia	15	12	16	18	10	12
Europe	13	13	13	12	15	15
Middle East/North Africa	16	18	13	10	9	13
North and South America	11	11	15	18	20	16
Number of participating organizations	6	6	7	7	10	10



CONCLUSION

- Questionnaire has produced good work-in-progress and a basis to move forward.
- Need to improve data compilation and coordination of future responses.
- Limited resources suggest that we focus more on marginal changes.
- Use the internet more effectively to store and share training materials.
- The CCSA needs to play an active role in promoting international cooperation.
- Reap the low hanging fruits from among suggestions by respondents.