Sustainable statistical training programs at national level
Addressing specific NSO needs

• GIST identified that there is a large variation in statistical training programs at national level
• The assessment also showed that a number of countries do not have a strategic approach to training for their staff
• Lack of sustainable training programs has implications for skill levels and strategic development of the national statistical offices and systems in these countries
Establishing sustainable statistical training programs

• Need a tool to understand the needs and the gaps
  • From staff member perspective
  • From strategic managerial perspective

• Need to have a process of prioritizing training needs

• Need to identify how the needs can be met through own resources and support from national and international partners

➢ GIST has developed and will soon start piloting a toolkit that will support countries in implementing the above
What does the tool offer?

A tool on how to **identify, prioritize and meet** training needs to produce official statistics

- Focus on training needs of the NSO
- Option to assess training needs within the NSS

- **Identify**: Three questionnaires to assess current skills’ level and training needs
- **Prioritize**: Recommendations on how to priorities among identified training needs
- **Meet**: How to implement; which type of training to offer; how to set up an internal training programme; basic skills for new staff; links to e-learning platforms
Content of the tool

• Three questionnaires to identify level of skills and training needs:

  • **NSO Individual Needs Assessment Questionnaire**: Self-assessment on staff training needs

  • **NSO Institutional Needs Assessment Questionnaire**: Managers assess training needs of the institution now and in the future

  • **NSS Needs Assessment Questionnaire**: Assess needs of staff within NSS working with statistics production

• **Guidance document** provides recommendations on how to prioritize and implement a training programme
Content of the Guidance document

1. Establishing a training programme ................................................................. 3
2. Identifying training needs ............................................................................. 5
3. How to prioritize among training needs ......................................................... 8
4. Implementation of a training programme ....................................................... 10
5. How to plan and conduct facilitated training in-house .................................. 14
6. Training new staff ....................................................................................... 17

Annex 1: List of online platforms offering e-learning ......................................... 19
   - E-learning platforms with primary focus on statistics .................................. 19
   - E-learning platforms with focus on different topics incl. statistics .................. 20
   - Massive Open Online Courses (MOOC) ..................................................... 21

Annex 2: Example of an agenda using different teaching methods ..................... 22
Plan for piloting the Statistical Training Assessment Tool

1. Pre-testing questionnaires: Ask a few people for feedback/group discussion (April/May)

2. Pilot in 2-4 countries
   a. Pilot in a few departments/divisions - e.g. one statistics production and one administrative function (May/June)
   b. Discussion on how the results fit with reality and how NSO can prioritize among training needs (July/Aug)

3. Assessment of feasibility of the use of data to establish a training programme and draft of initial proposed programme (Aug/Sep)
Reports also are available which provide

- Suggestions for establishment of statistical training program,
- Suggestions on how to use e-learning in national training program