



Recruitment, training and development: New approaches

**Partnership for Capacity Building in
the context of the Data Revolution
New York, 2 March 2015
Pieter Everaers (Eurostat)**

New Developments

- Use of big data, open data, cloud data and data from administrative sources
- Standardisation of processes, products and methods, with increased use of new technologies such as cloud computing
- Use of warehouse data and less tailor-made products
- Statistical audit and labelling of official statistics

Change of the statistician profile: the iStatistician

Competences

- Analytical and computing skills
- Delivering quality and ethical analyses
- Process management skills
- Communication skills
- Developing analytical expertise



The iStatistician will be a team with specialized member skills

Recruitment and continuous learning

- Gap of knowledge
Not all necessary skills for official statistics are part of universities' curricula
- War for talent
Competition for graduates with data skills



- be part of the education process!
- develop the skills of your staff!

Eurostat activities

Classical activities

- Eurostat Learning and Development Programme
- ESTP – European Statistical Training Programme

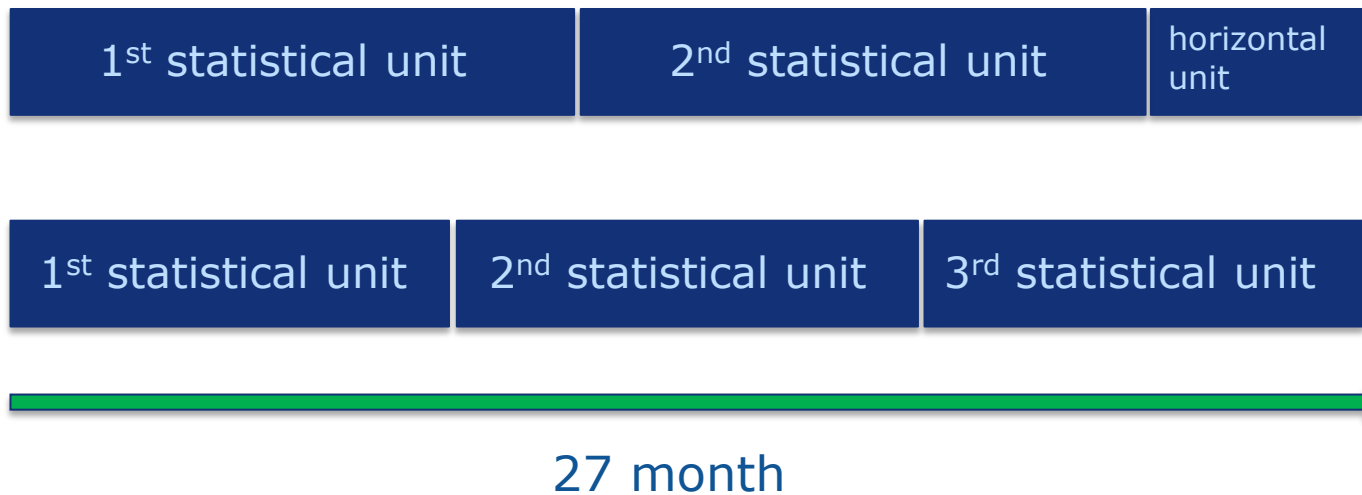
New approaches

- YPSILON – Young Professional Statisticians Induction and Learning Offer for Newcomers
- EMOS – European Master in Official Statistics
- International cooperation in statistical training

YPSILON

- **Y**oung **P**rofessional **S**tatisticians **I**nduction and **L**earning **O**ffer for **N**ewcomers (YPSILON)
- Aims at aligning the development goals of individuals and career management activities with the future business needs of Eurostat.
- The programme was launched for the first time in summer 2012 and has in total 9 participants in two different recruitment rounds.

Two potential ways of YPSILON programme



EMOS – European Master in Official Statistics

"The main goal of this project is to establish a quality label for university 'European Official Statistics' programmes that meet agreed standards in education. University programmes that are benchmarked to these standards become members of the 'European Official Statistics' network."

<http://www.cros-portal.eu/content/emos>



Web seminars (webinars) as a modern way for learning and development

- Webinars are an interactive way for communication
- Webinars are notably cheaper than e-learning courses
- Eurostat organised different webinars
 - EMOS Spring and Summer Schools
 - Regular webinars for SDMX and metadata standards implementation

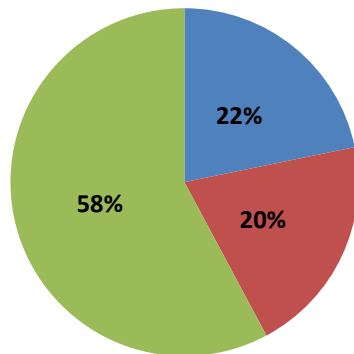
International cooperation in statistical training

Eurostat runs two tailored international programmes:

- Neighbourhood region
- Africa, Asia and Latin America

For the future enhanced cooperation between organisations involved in training in statistics all over the world is a way to enhance the efforts and effectiveness of training

Eurostat's budget for training in statistical cooperation, 2013-2015



- ESS values (e.g. quality and Code of Practice)
- Capacity building tools
- Statistical domains

Number of trainings in statistical cooperation, 2013-2015

ESS values (e.g. quality and Code of Practice)

Africa, Asia, Latin America	5
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Capacity building tools

Africa, Asia and Latin America	3
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Statistical domains

Neighbourhood region	16
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TOTAL	24
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For Africa, Asia and Latin America, Eurostat shares experience and best practices in:

1. Good governance (quality frameworks, Code of Practice, etc.) – for example:

- Seminar on 'Quality Matters in Statistics' (Addis Ababa, April 2014);
- Seminar on 'Global Assessments for the Development of National Statistical Systems' (Ulaanbaatar, October 2014);
- Seminar on 'Quality Matters in National Accounts' (New Delhi, November 2015).

2. Tools (ERETES, EUROTRACE, SDMX, etc.) – for example:

- ERETES course (Mauritania, January 2014);
- EUROTRACE course (South Africa, June 2014);
- SDMX course (Colombia, February 2015).

3. Regional cooperation (working methods and governance of the ESS, etc.) – for example:

- International study week at Eurostat (Luxembourg, November 2014).



Thank you for your attention!

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