

*Federal State Statistics Service (Rosstat)  
Russian Federation*

*Developing Professional Capability for  
National Statistical Systems: Experience of the  
Russian Federation*

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the Heads of National Statistical Offices  
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Federal State Statistics Service (Rosstat) is government authority.

In Rosstat management strategy of staff education is aimed to sharing knowledge, on-the-job training and professional retraining of specialists.

Issue of organization of staff trainings, as a part of personnel management, has high priority in Rosstat.

Continuous staff development in statistics and IT of public officer of Rosstat and its territorial caused by necessity of renewal and increase theoretical and practical knowledge level of officers, opening up new methods for resolving professional tasks in the frames of obtained higher or intermediate professional education, with the aim to provide compliance level of staff proficiency with growing standards in the field of science and statistics.

According to it the strategic tasks of education system are:

- Development of a system of continued professional education as integral part of the recruitment policy streamline;
- Guarantee of an outrun character of education with regard to development of the state statistics, complication of its functions, tasks of its institutions and organizations, implementation of innovations and scientific achievements;
- Guarantee of continuity and obligatory of the professional education for all officers in tight correlation with career;
- Abidance by rules of aim-oriented training and state educational standards;
- Education process organization based on the implementation of scientific research elements and analysis of the modern state management;
- Strengthening of the single scientific methodological management and practical activity coordination of all system elements;
- High use of national and international educational experience.

Professional target preparation of staff, majoring in Statistics for Rosstat is carried out according to the legislation of the Russian Federation in such institutions as Moscow State University of Economics, Statistics and Information; St. Petersburg State University of Economics and Finance; Novosibirsk State Academy of Economics and Management, Rostov State University of Economics; Mordovian Ogarev State University; Orenburg State University; Khabarovsk State Academy of Economics and Law, etc.

Territorial bodies of the state statistics conclude a treaty with universities and institutes on training of the expert. In the frames of such treaty on the base of the territorial body of the state statistics students have cadetships and also training of the teaching staff of educational institution.

As an example of close cooperation it is convenient to consider teamwork of Rosstat and the University – Higher School of Economics. In the frames of the given cooperation the plan of constantly operating scientifically-practical workshop on discussion of modern problems of development of the state statistics on 2010 – 2011 has been developed. Scientifically-practical seminars are spent once in a quarter on which directors of Department of Rosstat make reports for the scientists of the University.

The requirement for holding scientifically-practical workshop is caused by that the University – the Higher School of Economics has started to prepare specialists in statistics. And there was a necessity for scientifically-practical improvement of professional skill of the teaching staff of the University. All these events are for the purpose of preparing of highly skilled experts in the field of statistics which is required for the professional training of Rosstat experts.

Individual plans of professional development of public officer of the Federal state statistics service have been developed to provide the continuous and strong growth of professional development of Rosstat experts in 2009.

Individual plans are developed according to official rules of Rosstat public officer and include purpose, kind, form of additional professional training, direction of additional professional training and its expected efficiency.

On the basis of data of a certifying commission, and also according to self needs of the public officer there are made summary plans of professional development of Rosstat public officers.

Individual plans of professional development of Rosstat public officers are made together with the line management. Then it is corrected according to the professional duties of the public officer, by his further career development or according to results of the certification.

After certifying commission the plan of events are designed for updating of knowledge and perfection of professional skills of experts, that directly connected with long-term development of system of state statistics.

Development of professionalism of the expert comprises a complex of the measures directed on the organization of training in system of additional professional training (professional retraining, improvement of professional skill and training of the public officers), in postgraduate system of professional training, training in system of productive and economic study with use of active methods of training (round tables, discussions, scientifically-practical conferences, etc.), self help courses.

Alongside with traditional methods of training Rosstat implements methods of distance learning. For this purpose in system of Rosstat the shared educational information environment which provides creation of conditions for stage-by-stage transition to a new level of improvement of professional skill on the basis of information technologies, organization of departmental system of information and scientifically-methodical maintenance of education development.

Management of Rosstat send experts on training according to the established specification of training (once to three years), on the basis of an available needs for

training on this or that subjects and the form of training, on the basis of perspective of career development of the officer (especially sending on the training financed by the international organizations), and also according to the allocated financial assets.

Indicators to measure the effectiveness of capacity building efforts are:

- implementation in practice of the public officer new knowledge for improvement of quality of professional activity;
- guarantee of the appropriate level of the professional knowledge which is necessary for participation of the public officer in scientific activities;
- inclusion of the public officer in a candidates pool on a competitive basis;
- posting of the public officer for the other post of the public service by way of official growth on a competitive basis;
- complex development of new scientific knowledge for the subsequent continuation of training in postgraduate system of professional training;
- development of new scientific knowledge for the future work as a public officer and qualitative acting of the official duties.

Management of career development of public officers in Rosstat is carried out on a competitive basis according to the legislation of the Russian Federation.

Professional knowledge and skills for various posts of public service are also defined by the legislation of the Russian Federation.

To increase a level of a professional knowledge and skills of the Rosstat experts different events are made for professional retraining, improvement of professional skill and training.

Rosstat experts participate in professional associations. In the frames of Year of youth in Russia in 2009 First All-Russia meeting of young experts-statisticians with participation of heads of territorial bodies of Rosstat was hold in a St.-

Petersburg. In territorial bodies of Rosstat Councils of young experts-statisticians are created which have aim to develop of creative activity of young employees, to satisfy their scientific and educational interests, assistance their professional adaptation.

In Rosstat the range of work allows, both to involve, and to keep the qualified experts. In Rosstat rotation of experts are hold, i.e. change of a direction of activity, and also appointment ad interim on other post that gives purchase of new knowledge and skills.

Besides special regular educational programs are used for the different categories of staff.

So, in the frames of the Federal Targeted Program “Development of the State Statistics System” training of the public officers has been held in the various organizations, for example:

- FSO Germany (Bonn, Germany) on Complex approach to quality management in official statistics (EU experience);
- ‘Network Academy’ on Use of base software SPSS for Windows and application to it ‘Complex Samples’ by the Rosstat experts for the realization of statistical activity on carrying out of sample surveys of the self-employed entrepreneurs of all kinds of activity;
- ‘Interuniversity agency of the international consulting’ on Organization and carrying out of training courses public officers of Rosstat territorial bodies concerning household budgets survey.

Getting of professional skills on a regular basis is carried out by the contract award with educational institutions.

The general level of professional potential of the national statistical services rendered by Rosstat in comparison with other public authorities, rendering similar services, is on the same level.

Training of Rosstat public officers is carried out in the frames of the government order for professional retraining, improvement of professional skill and training of the public officers, and also in the frames of the Federal Targeted Program “Development of the State Statistics System”. Training in the frames of these projects is held inside of the country, so abroad, on the job, with application of remote technologies.

The most challenge for development professional abilities is preparation of experts in the field of statistics because as the small amount of educational institutions carries out preparation of experts-statisticians.

Part B. Rosstat has two strategies of improving of professional capability.

1. Professional retraining, improvement and on-the job training of Rosstat public officers are organized on the basis of the annual state order.

The state order for professional retraining, improvement and on-the job training of public officers is organized according to the programs of the public authorities of public officers’ professional development, based on the public officers’ individual plans of professional development.

Rosstat program of public officers’ professional development is approved by the head of Rosstat. The program designed for three years ahead:

a) predicts annual need for professional retraining, improvement and on-the-job training of public officers, divided on the basis of the following criteria: categories and groups of public service positions; directions, types, forms and duration of professional education, according to the type of educational institution.

b) indexes program realization stages, a list of arrangements and also indices that help to evaluate the progress and results of its realization;

c) predicts the expected efficiency of public officeres’ further professional education.

Rosstat and educational institution chosen according to the Russian Federation legislation of placing orders, conclude a contract for professional retraining or improvement of public officers.

For instance, in 2009, while executing the state order, education took place at the Finance Academy under the Government of the Russian Federation, State University – Higher School of Economics, Moscow academy of state and municipal management, Russian state university of innovative technologies and business and at the training center “Networking Academy”.

The total number of those who completed the course with implanted interactive methods is more than 3.5 thousand of Rosstat territorial bodies employees and 110 central office servants.

2. One of the major tasks of the Federal Targeted Program “Development of the State Statistics System” for the years 2008-2012 is the development of statistical system professional capability on the basis of foreign experience studying and development of distance learning and all that with attraction of the World Bank financial resources.

An important role in the search of effective ways of professional capability maintaining of Russian statistical system belongs to loan funds. As practice shows, the use of financing mechanisms of the World Bank helps to increase considerably the efficiency of the adaptation process as well as education based on the experience of the most progressive national and international statistical organizations. Consequently, it gives an opportunity to attract the best international specialists to take part in the reformation of Russian statistics work force professional improvement system.

The main precondition of institutional development of the state statistical system is building up a modern system of professional development and continued education of the state statistics servants and mass education based on new principles. It would help to satisfy swiftly and in full the variable needs of statistical information various users. Such as – active role of Russia in the global

informational community; increase of knowledge and information role in different spheres of Russian society activities. The following has been done in terms of this component:

- critical analysis of professional development system of statistical bodies in the current state; identification of the officers' professional skills and experience, that would be the most needed in the near-term and long-term outlook;
- new programs, courses and other methodological materials have been developed for statistics bodies officers in order to master the latest methodological approaches, methods of statistical survey organization, processing, analysis and dissemination of statistical information, usage of ICT at all stages of statistical activity;
- modern educational centers have been created at Rosstat territorial bodies, that specialize in statistics and which aim is to provide mass retraining of statistical system servants and moreover - continued education during the whole run of professional activity - in the future;
- training of statistical territorial bodies officers by new programs and courses, that would help to put the latest methodological approaches and methods into practice of statistical activity.

The principle significance has the attraction of foreign specialists, who could play an important role at preparation of the new educational materials, as well as perform education of the basic courses.

In the frames development of professional capability of Rosstat federal public officers strategy realization was used the strategy of constant modernization and extension of public officers' professional knowledge (no less than once in three years).

Training of federal public officers is organized in two directions:

- development and reformation problems of state statistics;

– adoption of informational technologies and statistical software in statistics.

For the purpose of improvement of the educational effectiveness a special polling is organized among the audience before and after the course.

This approach allows showing quality of services provided and also making corrections of the educational process itself.

In order to reach high results of public officers' professional capability and activate their personal initiative in terms of gaining new professional knowledge, a special technology of development and approval of individual plans of Rosstat public officers' professional development has been worked out. This technology would help to determine demands for education both in quantitative and qualitative survey and stimulate the control functions strengthening of gaining professional knowledge and of the whole Rosstat personnel professional qualifications level.

For the purpose of upbringing skills in scientifically research work and receiving up-to-date scientific information Rosstat uses productive-economic training, which provides additional knowledge to that, received at the system of further professional education.