



Group 4

General remarks (1)

- **Separate:**
 - **Assessment of training programmes:**
 - Needs have to be defined
NSDS -> HR strategy -> Training needs
 - **Assessment should address:**
 - Definition of needs by NSS (respecting national and international requirements)
 - Prioritization and allocation of resources (finances, staff, facilities) and prioritization
 - In how far is the demand met by the supply side
 - **Assessment of training activities**

General remarks (2)

- Assessment should not be limited to national statistical training institutes
- Communication between STIs and NSSs for fine-tuning of programmes
(bi-directional arrow in the scheme)
- 'Mandate' and 'Plans/Programmes' are changing in time and have only a meaning if translated into adequate allocation of resources
- In how far are the programmes addressing all organizational levels within the NSSs (especially subordinate statistical staff)

Assessment of Training Activities

- Very positive about the framework
- Results of assessment have to be considered in time (gradual improvement)
- Yes/no answer format is too restrictive
- Recommend periodic external assessment in addition to regular internal evaluation