

# Developing Professional Capability for National Statistical Systems

9th Management Seminar for Heads of  
NSOs in Asia & the Pacific  
SIAP Tokyo 2010

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# Focus of seminar

- Look at what we mean by professional capability & why it is so important
- Seminar will cover ***developing & maintaining capability***
- Will look at NSS not just NSOs
- Current and future
- Focus at the strategic level

# Capability = People

- People with the skills and knowledge to meet current and future needs
- People working in an environment that provides the right tools & infrastructure
- People organised, managed and deployed such that their professional skills are used & further development is supported
- People working in a culture that values their professional skills

# Staff perspective

Is NSO an attractive employer?

- ❖ Work done + culture + remuneration/rewards
- ❖ Are opportunities available to use skills?
- ❖ Are tools and infrastructure adequate?
- ❖ Learning/developing environment?
- ❖ Is expertise acknowledged & appreciated?

# NSO Perspective

- Right people/skills available
- Minimum vulnerability to turnover
- Developing people/skills for future
- Staff willingness to learn/develop
- Staff interests aligned with NSO work
- Quality assured & efficient work

# NSOs need strategies for

- Recruitment
- Retention
- Training & Development
- Support - tools, infrastructure, learning
- Organisation and Management - centralised/functionally
- Work planning
  - Match staff to work by skills
  - Computerise routine work
  - Undertake analytical work (new methods, new sources, new outputs, quality assurance, outputs)
- Culture

# Seminar Approach

❖ By fleshing out the various elements of the Framework for Building Statistical Capability, NSO leaders will have a guide to use in their own NSO.

## ❖ **Resources**

- Presentations
- Group Work
- Country Papers
- Your experiences and expertise



# Seminar Outputs

- ❖ Elements of a framework for improving the capability of their NSO and improving leadership to the wider NSS. The framework provides a guide that can be tailored by participants to their specific country circumstances, and subsequently developed and implemented
- ❖ Individual lessons for individual NSO leaders of how they will shape capability development in their own NSO and NSS systems.
- ❖ Improved understanding of needs by SIAP



# Framework for Building Statistical Capability

## Designing

- What is Professional Capability for the NSO – desired current and future state
- Benefits to Staff and Organisation
- Common Core Skills
- NSS Capability

## Building

- Gap Analysis – SWAT and Skill gaps
- Strategies
  - Recruitment, Training and Development, Leadership and Management, Organising Professional Capability, Support Services

## Implementing

- Mobilising Resources
- Managing Stakeholders
- Measuring Results
- Working Together

# End Result

- Strategies

- Recruitment

- a Develop Relationship with Universities to ensure potential staff are available with necessary statistical skills

- Issues

- Involve other NSS agencies to get sufficient numbers of potential jobs
    - Provide staff for University teaching

# Topics over the next 2 days include

- What would be the benefits to staff and the NSO of a Capability Framework? How would these be identified?
- Who would be the other stakeholders for an NSO Capability Framework? How would their interests be identified? What are some likely benefits, and how could these be used to enhance the reputation of the NSO?
- What are the essential professional skills for an NSO now? What skills are needed in the future?
- What role should the head of the NSO play in shaping the current and future capability? What is the role of senior leaders/managers? What is the role of support areas – HR, Finance etc

# Topics (cont)

- What strategies should be considered in recruiting? What issues need to be managed?
- What strategies should be considered for training & development of internal staff? What issues need to be managed?
- How should leaders and managers be developed? What issues need to be managed?