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

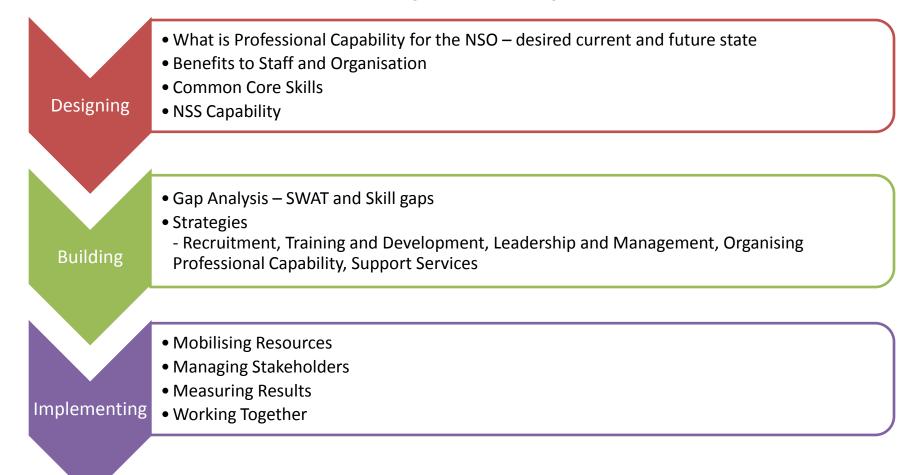
- Presentations
- Group Work
- Country Papers
- Your experiences and expertise



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



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?