

Training as a strategic goal at Destatis

Wolfgang Schulze, Federal Statistical Office, Germany

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An ageing society and rapid technological change require lifelong training and excellent education to safeguard “knowledge” as a capital for the future in a knowledge society. Whenever training is discussed, we hear this true statement in some form or other.

In the following, the framework conditions will be presented which have been defined by the Federal Government and taken up and implemented by Destatis to ensure successful training.

What will also be presented are the framework conditions regarding the number of staff members, that is the number of potential training users, and the unit responsible for organisation. Finally, the planning, implementation and follow-up of training will be explained.

Training goal of the Federal Government

In the context of modernising administration, the Federal Government has attached major importance to advanced training and has defined the following principles:

- The most important resource of the public service is its staff. What is of major importance, apart from solid and comprehensive training, is lifelong advanced training. To meet changing requirements and to open up new occupational opportunities, the staff members are obliged to extend their capacities and competence. The Federation offers relevant advanced training.
- Any agency needs a clear advanced training concept. Advanced training is an indispensable element of human resources development and a major management task. Every single manager is responsible for the advanced training of his/her staff members.

Based on these principles, training at Destatis is defined as a strategic goal and is subject to formal arrangements. The purpose is to ensure demand-oriented training, a structured training programme, efficient use of funds for training, and the users’ involvement in, and acceptance of the training programme. At Destatis, the following strategic goals and internal regulations apply to training:

- Corporate vision
- Strategic goals (Fit 2012)
- Strategy and programme plan/Development of the annual training programme
- Annual Planning (contracts)
- IT planning
- Budget planning
- Human resources management concept
- Training Guidelines

Basic data 2008 for training management at Destatis

- 2779 staff members or potential users of training
- 7 staff members of the personnel unit are responsible for training
- 349 internal trainings and workshops with 5269 participants organised
- At average 4,1 training days/employee

Planning cycle:

1. Survey of training needs with special focus on the “staff management interviews and individual planning of advanced training”,
2. Specification of the training programme,
3. Publication of the training programme,
4. Applications,
5. Delivering of training,
6. Evaluation/Follow up