Russian statistical system

Continuing Training at a Statistical Agency as a Key Factor of Human Resource Management

Geneva, 15-17 October 2014
Organizational chart of the Federal State Statistics Service of the Russian Federation

Federal level

Federal State Statistics Service of the Russian Federation (Rosstat)
(cenral office: management, departments)

- Major inter-regional center for processing and dissemination of statistical information
- Scientific research institute for socio-economic statistics
- Research & development institute “Stat-Inform”
- Information & publishing house “Statistics of Russia”

Regional level

More than 80 regional offices in all territorial units of the Russian Federation
### Advisory bodies

- Board of the Federal State Statistics Service
- Public Council under the Federal State Statistics Service
- Scientific and Methodological Council of the Federal State Statistics Service
- Heads of the Regional offices of the Federal State Statistics Service
- Council of young statisticians of the central office of the Federal State Statistics Service
The distribution of Rosstat employees by age

<table>
<thead>
<tr>
<th>Rosstat's statistical bodies</th>
<th>Actual number as of 01.06.2014</th>
<th>Persons aged (%)</th>
<th>Out of actual number, female (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>under 30</td>
<td>30-59</td>
</tr>
<tr>
<td>Central office</td>
<td></td>
<td>607</td>
<td>23.1</td>
</tr>
<tr>
<td>Average age - 44</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Regional offices</td>
<td></td>
<td>20080</td>
<td>14.5</td>
</tr>
<tr>
<td>Average age - 47</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>On the whole - in Rosstat</td>
<td></td>
<td>20687</td>
<td>18.8</td>
</tr>
<tr>
<td>Average age - 45.5</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Basic professional education of Rosstat employees

<table>
<thead>
<tr>
<th>Rosstat’s statistical bodies</th>
<th>Actual number as of 01.06.2014</th>
<th>With higher professional education (%)</th>
<th>Including those, majoring in economics and management (%)</th>
<th>With secondary vocational education (%)</th>
<th>With academic degree (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Central office</td>
<td>607</td>
<td>91.4</td>
<td>77.0</td>
<td>7.5</td>
<td>1.1</td>
</tr>
<tr>
<td>Regional offices</td>
<td>20080</td>
<td>77.1</td>
<td>68.4</td>
<td>22.3</td>
<td>0.6</td>
</tr>
<tr>
<td>On the whole – in Rosstat</td>
<td>20687</td>
<td>77.4</td>
<td>68.7</td>
<td>22.0</td>
<td>0.6</td>
</tr>
</tbody>
</table>
System of continuous training and development of Rosstat employees

Training of personnel for Rosstat system

Universities:
- Targeted training
- Contractual training
- Internship for students and professors
- Olympiad

High Schools:
- Professional orientation work
- Completions, including the international ones (ISLP)
- Initial course on statistics

Professional development and continuing professional education of Rosstat employees

Statistical works plan for one (1) year

Individual professional development plan for three (3) years

Continuing education (training, further training)

In-house training (training on specific issues)
Statistics in High School
Leading universities – partners of Rosstat

- Moscow State University of Economics, Statistics and Informatics
- Russian State Social University
- State University of Management
- National Research University "Higher School of Economics"
- Financial University under the Government of the Russian Federation
- Saint-Petersburg State University of Economics and Finance
- Rostov State University of Economics
- Orenburg State University
- Khabarovsk State Academy of Economics and Law
- Mordovian State University named after N.P. Ogarev
- Novosibirsk State Academy of Economics and Management
Main directions of cooperation with universities

- Target tuition
- Olympiads on statistics
- Advanced professional training of Rosstat employees
- Internship and traineeship
- Curriculum development
All-Russian Student Statistics Olympiad is respected in the academic community and popular among students of activity, as evidenced by the increase in the number of participants.

The Olympiad is held among the students of the leading higher educational institutions of Russia. Summarizing and rewarding winners solemnly held in the central office of Federal State Statistics Service in the presence of Rosstat management, jury members, representatives of universities and the media.
The objectives of Rosstat’s system of continuous education and development of employees

- development of the system of continuous professional education of experts in the Rosstat as an integral part of personnel policy
- provision of the advanced nature of learning from the perspectives of development of state statistics, the complexity of the tasks and functions of its organs and institutions, the introduction of modern innovative technologies and scientific achievements
- provision of the continuity and observing the principle of mandatory professional training for all employees in close connection with the promotion and assignment rank
- compliance with the rules of the target orientation of education and state educational standards
- organization of educational process on the basis of the widespread introduction of elements of scientific research activities, analysis of the current practice of public administration
- strengthening the system of unified scientific-methodical management and coordination of practical activities of all elements of this system
- integration of the employees training system into the sphere of higher education (teaching, expertise, thesis, internship) and into the system of scientific works
- the widespread use of domestic and foreign experience for the purpose of employees training in Rosstat
Professional retraining, improvement of professional skills and upgrade of Rosstat employees

Additional professional education of civil employees includes:

- professional retraining
- upgrade qualification
Individual professional development plan has to be developed by an employee in accordance with official regulations in conjunction with the immediate supervisor for a period of three years.

Individual professional development plan shall specify:

- the objective, type, form and duration of additional professional education, including information about the use of distance educational technologies and self-education;
- areas of additional professional education;
- the expected impact of additional professional education of a state civil employee.
Training of Rosstat’s employees in 2011-2013

2011 г.
- ЦА: 3017
- ТОГСы: 2575
- Всего: 442

2012 г.
- ЦА: 402
- ТОГСы: 4367
- Всего: 4769

2013 г.
- ЦА: 333
- ТОГСы: 3280
- Всего: 3613

ЦА, ТОГСы, Всего
# Additional professional training of Rosstat employees (by forms of education)

<table>
<thead>
<tr>
<th>Rosstat’s statistical bodies</th>
<th>Actual number as of 01.06.2014</th>
<th>No of employees trained / %</th>
<th>Of them by forms of education (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Classroom learning</td>
</tr>
<tr>
<td>Central office</td>
<td>607</td>
<td>333/54.9</td>
<td>25.6</td>
</tr>
<tr>
<td>Regional offices</td>
<td>20080</td>
<td>3280/16.3</td>
<td>0.5</td>
</tr>
<tr>
<td>On the whole – in Rosstat</td>
<td>20687</td>
<td>3613/17.5</td>
<td>4.2</td>
</tr>
</tbody>
</table>
Established within the system of the Federal State Statistics Service are:

- Three federal training classrooms:
  - Rosstat’s federal interagency training classroom (Gelendzhik, Krasnodar region);
  - Rosstat’s federal interagency training classroom (Kislovodsk, Stavropol region);
  - Rosstat’s federal training classroom (Moscow);

- 80 regional training classrooms, located at Rosstat’s regional offices.
Rosstat’s federal training classroom
Thank you for attention!