STRENGTHENING ANALYTICAL POTENTIAL OF OFFICIAL STATISTICS

Workshop on Human Resources Management and Training: Development Capabilities for the Future?

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CHALLENGES FOR OFFICIAL STATISTICS

- growing diversity and complexity of researched phenomena
- increased need for comprehensive information and cross-sectional analyses

- modification of existing solutions and modernization towards development of analytical potential

IDENTIFICATION OF ANALYTICAL POTENTIAL

- DIAGNOSIS OF THE CURRENT STATE
  - thematically oriented analyses
  - tabular-analytic compilations

- COMPETENCY PROFILE TEMPLATE
  - report on skills and experience of people selected to the analytical resource

- IDENTIFICATION OF EMPLOYEES
  - competencies desired for analytical works
  - knowledge, skills, experience

ANALYTICAL RESOURCE
DEPARTMENT 1
DEPARTMENT 2
DEPARTMENT 3
DEPARTMENT 4
DEPARTMENT 5
DEPARTMENT 6
REGIONAL OFFICE 1
REGIONAL OFFICE 2

ANALYTICAL RESOURCE

400 people appointed to the ANALYTICAL RESOURCE

REGIONAL offices 60%

CSO 40%

DOMAIN ANALYTICAL TEAMS

ANALYTICAL RESOURCE

TEAM 1
TEAM 2
TEAM 3
TEAM …

- minimum formalisation
- cooperation among units of official statistics
- run by leaders
- flexibility
- need for innovative analytical works
- complex multi-domain analyses
DOMAIN ANALYTICAL TEAMS

1. Team for labour market analyses
2. Team for agriculture
3. Team for financial markets and instruments
4. Team for multi-domain territorial analyses
5. Team for corporate sector analyses
6. Team for sustainable development

ANALYTICAL TEAMS – HOW DOES IT WORK?

THE TEAM FOR SUSTAINABLE DEVELOPMENT
SUSTAINABLE DEVELOPMENT – A MULTIDIMENSIONAL PHENOMENON

ensures meeting the needs of the present generations without compromising the development opportunities for future generations

SUSTAINABLE DEVELOPMENT IN THE POLISH STATISTICS – PAST STATE

Multiplicity of acting units

Scattered activities

- Monitoring - country
- Monitoring - regions
- Environment issues
- Ministerial cooperation
- Analyses
- Green economy
- International cooperation
- Promotion
- IT tools
SUSTAINABLE DEVELOPMENT IN THE POLISH STATISTICS – PRESENT STATE

Coordination team

Complex approach

Monitoring at all levels
Promotion
Support for evidence-based policy
Ministerial and international co-operation
Research and analysis
Publications and databases

COMPREHENSIVE EXPERIENCE KNOWLEDGE SKILLS

TEAM FOR SUSTAINABLE DEVELOPMENT

RULES

- Expert level (both leader and members)
- Voluntary membership
- Partnership and enhanced autonomy
- Various ideas and activities but one horizontal goal
- Sharing of individual knowledge and skills
- Cooperation based mainly on remote communication

ADVANTAGES

- Mutual trust
- Increased engagement, creativity and responsibility
- Greater satisfaction from work
- Integrated and coherent products
- Exchange of knowledge; learning in action
- Avoidance of additional burden for the management staff
- Minimum costs
RESULTS OF THE TEAM ACTIVITY

Browser tab on sustainable development

Provided at CSO of Poland Information Portal


The most complex source of information on sustainable development available in Poland:

• the idea
• worldwide initiatives
• publications
• monitoring

AS THE COMMON WORK PROGRESSES

Evolution of application for sustainable development indicators

Brochure „On the sustainable development path”

Works on the national system of monitoring the 2030 Agenda (Sustainable Development Goals for the whole World)
EDUCATION OF ANALYTICAL RESOURCE

INTERNAL TRAINERS PROGRAMME

CONCEPT OF TRAINERS PROGRAMME

Experts with teaching potential
Teaching skills
Expanded knowledge

Effective internal trainings for statistical staff
WHY INTERNAL TRAININGS?

- Successful and cheaper alternative for external trainings
- Better chance to meet specific educational needs of official statistics
- Opportunity for sharing unique knowledge of experts
- Teaching by practice, not by theory
- A chance for further personal development of experts
- Form of appreciation to experts

THE FIRST EFFECT OF TRAINERS PROGRAMME

Workshops
on tabular and graphical presentation of data and analytical description of socio-economic phenomena

launched this year

created by graduates of training programme
FROM IDEA TO RESULTS

Pairs of trainers equipped with knowledge, skills and consistent programme of training

Knowledge  Programme  Training skills

Expert support and supervision  Coach support and supervision

16 participants

DEVELOPMENT PATH OF TRAINERS

Trainings (knowledge and skills)
Participants

Group workshops
Trainees/leaders-observers

Outside trainings
Unassisted trainers
CONCLUSIONS

- appropriate response to the changing circumstances and growing needs for comprehensive explanation of the surrounding reality
- solutions to strengthen analytical potential of the official statistics, with minimal formalization
- appropriate preparation of human resources and enhancement of cooperation
- development of interdisciplinary information and tools

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