Internal Coach Programme as a part of Statistical Education System in Statistics Poland

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"... the tasks of the President of the Central Statistical Office include conducting training courses and knowledge refinement in the field of statistics, and popularizing the knowledge on statistics ..."
MISSION

ongoing dissemination of statistical knowledge and the ability to use it among internal and external beneficiaries, for the purpose of improving the quality of statistical information utilisation and of carrying out statistical surveys

increasing the public’s awareness of the significance of official statistical surveys for the functioning of the state and the development of the country
VISION

preparing a diversified package of traditional and e-learning training courses, also within the blended learning system addressed to external and internal recipients

utilizing the opportunities offered by traditional media and the new media in order to popularize knowledge on official statistics, its role in a democratic state and economy, and various aspects of utilizing it
disseminating knowledge on the official statistics system through conducting open lectures in the field of official statistical for various recipients, popularising study visits and professional traineeships in the CSO and SOs, the participation in general and local educational events

coordinating education activities of official statistics entities directed at particular beneficiary groups of the Statistical Education System based on the Statistical education plan
OUTCOMES

- A growth in the level of statistical knowledge
- The improvement of the quality of reports and questionnaires submitted by respondents
- Increased interest and developing habits of utilising information and results of statistical survey at all levels of education and professional development
- A broader use of the official statistics resources by potential users of statistical information
- Improving the skills and the quality of work of the personnel of official statistics services
INTERNAL COACH PROGRAMME

Transfer of competences
sharing knowledge and experience with
a dedicated,
competent and motivated team of
internal trainers
THE MAJOR OBJECTIVES OF THE PROGRAMME

- internal motivation and coaching competencies
- developing and improving coaching attitudes and skills
- presenting, practicing and aiding the implementation of knowledge and skills
- bolstering the identity of the coaching team
adding prestige to its work devising practical solutions

exchanging experience

mutual aid and support

bringing feedback to the coaches
QUALIFIED
✓ 68 PEOPLE
✓ 46 FROM STATISTICAL OFFICES
✓ 22 CSO
COACH COMPETENCIES
✓ KNOWLEDGE
✓ SKILLS
✓ PERSONAL ATTITUDES
TASKS OF INTERNAL TRAINERS

- Preparing a training program
- Supporting of participants after the training
- Developing training materials
- Conducting training
- Evaluation
BENEFITS FOR THE ORGANISATION’S INVESTING

Decreasing the cost of gaining competencies by employees

✓ Mitigating the risk of transferring inappropriate knowledge due to a poor needs assessment
✓ Developing and propagating a unique set of competencies
✓ Facilitating easier access to training
✓ Improving internal communication within the organisation
✓ Improving information exchange on the techniques and methods of work
✓ Creating better relations between employees
✓ Facilitating positive changes in organisational culture
  (a competence-oriented attitude)
✓ Increasing development motivation in employees
✓ Working on authentic, current, cases occurring at the office
✓ Providing free and efficient counselling after training
✓ Increasing the impact of training on the results of work
TRAINING – proces of design

- Statistics Poland
- Regional offices

Training needs analysis

Training topics
- Specialist
- Professional development

Group of trainers
- Team leader
- Team – 3-6 person

Statistics Poland
TRAINING – proces of design

Tasks of team of trainers
- Training programme
- Scenario
- Handbook
- Training materials
- Schedule of training

Pilot training
- Each module is realizing by different trainer
- Evaluation of training (trainers who did not prepare it)

Revision of scenario
- Training materials
- Other aspects of training

Improvement

Delivering of training
- Workshop standarization
- Common materials
- Evaluation after training
RESULTS

2016
• Introduction of Programme

2017
• over 30 trainers have been involved in the preparation of 11 new training topics for more than 40 workshop
• c.a. 700 participants

2018
• there are predicted about 70 trainings for internal beneficiaries
• 25 topics
• 1200 participants
to learn correct reading of statistical data and indicators

to increase awareness of reliable statistical data

to develop skills connecting with using information resources

to interest in statistics

WHAT FOR?

to familiarize with basic statistical definitions

to familiarize with public statistics

to learn analysis and presentation statistical data

to familiarize with basic statistical definitions

Statistics Poland
WHO ARE THEY?
What to do to keep the program well?

☑ maintain motivation among trainers and appreciate work

☑ invest in the development of trainers

☑ maintain the group, but maintaining the liquidity

☑ provide feedback on a regular basis

☑ constantly improve the quality of training.
• To keep it well done we continue our work....
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