Development of skills and abilities of young professionals in the system of the National Statistical Committee of the Republic of Belarus

Workshop on Human Resources Management and Training: Building Resilience in Statistical Organizations
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One important focus in the work of human resources management in the statistical bodies of the Republic of Belarus is engaging of young professionals in our system, development of their skills and abilities necessary for the effective performance of their professional duties, and their integration in statistical bodies in order to ensure staff continuity.
Stages of formation and career development of young professionals in the statistical bodies

Stage 1
• working with students of educational institutions of the Republic of Belarus

Stage 2
• arriving of young professionals to work
• adaptation period of young professionals

Stage 3
• development of professional competencies and leadership of young professionals
• career growth of young professionals
Regulatory framework of Belstat

- Staff Adaptation Programme
- Action Plan for the Student Internship
- Young Employee’s Book
- Cooperation agreements with the leading educational institutions of the country
- Other documents that are aimed at training young employees for future work in statistical bodies, their rapid and effective adaptation, professional development
Internship of students in the state statistical bodies helps train their hands-on skills and prepare them for professional activities.

The internship is aimed at:

- professional integration
- training in the chosen area of specialization
- application of theoretical knowledge, professional and creative skills in practice
Working with students of educational institutions of the Republic of Belarus

Students’ internship in structural divisions of Belstat and territorial bodies of state statistics

Students’ internship in the state statistical bodies

- Students with other specialties
- Students with specialty in "statistics"
After graduation from the university, government-funded students are assigned to the state statistical bodies, acquiring the status of young professionals.

Between 2008 and 2017, 255 young professionals entered the statistical system.
Arriving of young professionals

The status of young professionals is enshrined in the legislation of the Republic of Belarus

1. Job placement in accordance with the acquired specialty and assigned qualification
2. Rest for the duration of 31 calendar days after graduation from the university
3. Compensation for moving to work in a different location
4. Support of young professionals in connection with referral for work

Monetary support
Adaptation period for young professionals

The bodies of statistics annually in August carry out the event “The Day of initiation of the newcomers into the profession”
Adaptation period for young professionals

The main objectives of the Staff Adaptation Programme are:

- to create conditions for a young professional to realize the knowledge and skills acquired in educational institution
- to assess objectively the qualifications and professional capacity of a young professional
- to actively integrate a young professional into all activities of the structural division, with clear understanding of his/her functions and role in the organization
- to support young professionals in mastering the working environment and professional growth, getting familiar with and acceptance of the corporate culture of the organization
- to create conditions for productive work and proper rest
The bodies of state statistics of the Republic of Belarus have formed and annually review a high-potential pool - a specially formed group of specialists of our organization under the age of 31 with leadership and organizational qualities, capable of managerial activities in state bodies (organizations).

On average, at least 20 young employees are included in the high-potential pool of Belstat annually (7-8% of specialists under the age of 31).
The bodies of state statistics create conditions for the professional development of young employees: English language courses are organized, professional training classes and refresher courses are held.

The upskilling process in state statistical bodies of Belarus is aimed at the improvement and acquisition of the following competencies by employees:

- Information competency: Skills in working with statistical information
- Managerial competency: Managerial skills
- Communication competency: Proficiency in foreign language
In the last 3 years 20 young employees of Belstat under the age of 31 participated in international training seminars (26% of all employees trained abroad).

Of 32 employees sent to the Academy of Public Administration under the aegis of the President of the Republic of Belarus for training, re-training and Master’s degree programmes as government-funded, 15 people were under the age of 31.)
Development of professional competencies and leadership of young professionals

An important role in the strengthening and development of the corporate culture of the statistical bodies of the Republic of Belarus is played by young employees who are involved in activities aimed at physical, spiritual and moral development, in the public and sports life of the team (in the republican sports contests, popular sports events, corporate events).
Involvement of young, competent, initiative employees, who have a desire to continuously improve their professional skills and knowledge, allow us to adapt successfully to emerging challenges and improve the effectiveness of our statistical activities.
Thank you for your attention!