



Governo italiano

Presidenza del Consiglio dei Ministri

Training and development of human resources

Ministro per la pubblica amministrazione e l'innovazione





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General context

- In order to achieve the objective of a more professional and responsive civil service, the Minister of Public Administration and Innovation has engaged in an ambitious Reform Strategy based on the following principles and instruments: transparency and integrity, performance evaluation, meritocracy and rewards, managerial responsibility, personnel mobility, disciplinary sanctions.
- To successfully implement all the elements of the reform, the Italian National School of Public Administration (*Scuola Superiore della Pubblica Amministrazione*, **SSPA**) plays an essential role by ensuring the training and the development of human resources in the civil service that is needed.
- Consistently with the rationale of the reform – namely, that the continuing education and training of public servants must be designed not only to build up their factual knowledge, but also help them to expand their horizons and think creatively and constructively, and feel a sense of pride in their membership of the civil service – the SSPA is revolutionizing its education and training pathways.



The National School of Public Administration (SSPA)

- Established in 1957 as a higher education and research institution under the supervision of the Prime Minister's Office, the **SSPA** currently lies at the heart of the "Brunetta" reform of the civil service with a number of essential tasks:
 - training, selection and recruitment of senior and junior civil servants;
 - organizing training courses for Italian senior civil servants abroad;
 - running training and refresher courses for central government civil servants on ongoing innovations and reforms;
 - Research and analysis on training for the reform and innovation of the civil service;
 - research, analysis and consultancy services on methodologies and criteria for the assessment of training courses for civil servants by public and private providers;
 - handling relations with foreign agencies and training institutes in other countries.

- The SSPA provides training courses that cover the civil servants' entire career cycle: preparatory courses for the competitive entrance examination, courses for successful candidates, ongoing education and training, career development courses, and refresher courses.



The SSPA's Strategic Plan for 2010-2012

- The SSPA's Strategic Plan for 2010-2012 foresees that the School's activities and resources will be focused on themes of strategic importance: The Reform of the Civil Service and Public Management; Transparency, Integrity and Combating Corruption; Technological Innovation and e-Government; Public Finances (Expenditure Analysis and Evaluation); Fiscal Federalism; Public Tenders and e-Procurement.
- Organizing itself in centers of excellence around these strategic areas will enable the SSPA to become a reference point at National and International level. Acting as a Think Tank, it will help shape the National and International debate on the strategic issues arising in public sector reforms.
- This is already being achieved by coordinating relations with other Schools of Public Administration in Italy and through the participation in International Associations and Networks (DISPA, IASIA) as well as in joint programs such as those established with the Brookings Institution and the John Hopkins School of International Studies.



Cross Border Knowledge Sharing

- The Ministry has also promoted, and recently launched, an International distance learning program within the MENA-OECD framework called “Distance Learning for innovative Public Sector” (DL4iPS).
- The Program is based on the principles of International partnerships for development and aims to:
 - share and optimize the best experiences of Governments, public and private companies, international organizations and Universities for the innovation of the public administration;
 - facilitate the ongoing integration process among participating Countries, also as a key element to foster economic, business and social development.
- The SSPA has chaired the first Steering Committee meeting of the DL4iPS Program in March 2010 and is committed to developing e-learning activities for civil servants based on knowledge sharing, best practices and innovative training methodologies in the public administrations on an International level.