Questionnaire

1. What are the main challenges (topics) in your office regarding Training & Development at the moment?

At the present, the human resources development and training are among the most important tasks. The strategy of HR management and training is based on the need to upgrade the level of the theoretical and practical knowledge of the civil servants, their learning of the modern methods for solving professional problems within their speciality on the basis of the higher education. It is aimed at continued compliance with the increasing demands of statistical science and practice, for the HR. Important direction in this area, is to create a system of continuous learning throughout all professional life, increased quality of education, corporate feeling and to provide planned trainings. The following learning activities are regularly taking place in Belstat:
   - training and retraining
   - professional development
   - workshops and internships.

2. What are the three most important focus-points in your HR policy at this moment?

The most important points for the Belstat are the following:
2.1 Close cooperation with leading higher educational institutions in the national educational system for training, retraining and advanced training. The goal is to acquire knowledge about theory and practice of public administration, economics and improvement of management skills.
2.2 One of the priorities for the professional development of managers and professionals in Belstat at this stage is learning a foreign language (increasing existing level of knowledge, in-depth study of business terminology, etc.)
2.3 Introduction of programs for pupils, into the school education system, to advertise statistics as an area of work
2.4 Creating a single, integrated space for effective communication and to satisfy information needs of the personnel of the state statistics
2.5 Introduction of the modern information assessment methods in the form of the computer-based testing together with the interview

3. Which HR- and training tools do you have in place (or are you developing at the moment) to answer HR- and training challenges successfully?

The Strategy for the development of the State Statistics of the Republic of Belarus for 2012-2015, is developed, and one of its sections is devoted to the HR management in Belstat. To discuss the challenges ahead, major activities and expected results, in accordance to the approved schedule of seminars organised by the Belstat, was organised a workshop on “Strategy of the development of the National Statistics in the period up to 2015”. The workshop was delivered at all regional offices.

Also the work on the method of estimation and calculation of the staff needs in the state statistics is in the development stage.

4. Imagine your office in 2016: what in your opinion will be the biggest challenges for your office (relating business architecture and
HR-management) at that time?

The main tasks for the 2016 will be:
- use of new forms and methods of training (distance learning, self-learning)
- improvement of the information systems used by the HR departments of the state statistics
- use of modern methods for staff selection (psychological testing, situational interviews, etc.)
- creation and introduction of the motivation system for learning and development

5. In the ideal situation where there would be no budgetary restrictions: Which tools do you think are necessary to use or develop to meet the needs of the next generation of statisticians (in 2016) in regard to training and HR policy?

To meet the needs of the new generation of statisticians (in 2016) in regard to the training and HR management it is necessary to:
- use modern motivation techniques (moral, financial incentives) for the professional development of future statisticians
- make better use of staff participation in the international seminars and forums
- organise short-term trainings abroad for the specialist on the priority statistical issues