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

We formalised the way of identification and specification of training needs (acquisition / further development of knowledge) especially related to meeting strategic objectives of our office. The challenge in our office is to innovate the contents of statistical trainings, to organise and especially to pay real experts who would be able to conduct relevant trainings and share relevant knowledge - mostly related to new issues in the statistical developments, where the experts are outside of our country.

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

A1) acquisition of knowledge necessary to perform new tasks related to statistical developments resulting from expected customer needs (their policies, ...) as well as from the changing statistical production process, (new strategy of production process - business architecture, ... linking data from surveys and from admin. data sources, ...); A2) acquisition of managerial knowledge (extremely important in the time of limited resources of all kind) and acquisition of managers with managerial courage (able to make tough managerial decisions); B) acquisition and retention of people who have real intellectual potential to absorb this knowledge - under our modest reward conditions; C) to manage increasing number of tasks (amount and especially demanding nature) with decreasing number of staff (= real threat for the next and forthcoming years)

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?

A) Schola Statistica - covering trainings conducted by internal and external lecturers; B) external trainings - especially ESTP courses (very important); C) training on the job and self-education supported also by e-learning

4. Image 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?

A) acquisition and retention of high caliber statistical experts and managers - able to manage and conduct new demanding tasks

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?

A) to develop further the ESTP (or ESTP-like training) where there is a chance to acquire the best knowledge within ESS; B) to create the international database of statistical trainers and to ensure common trainings of these trainers; C) study visits in developed NSIs - all forms where knowledge can be transferred directly - extremely important in statistics where big amount of knowledge is of tacit nature (difficult externalise); D) talent management – identification, motivation and retention of young high potential statisticians