Questionnaire filled-in by name & country

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

Currently, the main challenges on the way to establish an effective system for training are as follows:

- introduction of modern advanced technologies for training;
- support to on-the-job-training of staff;
- decrease in support costs (educational traveling, accommodation, etc) in the structure of expenditure for education.

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

The main challenges in the HR management are as follows:

- lack of prestige of the state service and due to this: lack of the qualified candidates;
- limitations of mechanisms to hold the valuable professionals especially those who are young at the state service;
- imperfections of legal environment: it envisages a rather tough approach to administrative issues concerning the staff management, sometimes it is contradictory and does not leave the possibilities to adapt for special organizational requirements when introducing the new types of work or changes occurring in activity of selected state institutions.

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?

With the purpose of training the staff, the SSCU uses the following tools:

- training and re-training in occupation Applied Statistics of specialists that have great potential at all levels by recommendation of management from the state statistics offices: some 50 persons per year;
- training of holders of master's degree in educational sector the State Management by recommendation of the state statistics offices: some 40 persons per year;
- skill improvement by professional program (2 week course) for the managerial personnel from regional statistics offices: some 30 persons per year;
- internal skill improvement by program for shot-term seminars (1-3 days) by different relevant issues related to statistical activity: some 2 000 persons per year;
- skill improvement by different programs for the state service: some 500 persons per year.

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?

The State Statistics Committee of Ukraine is in the process of reorganization which is connected with the conduct of administrative reform in Ukraine and at present, a new structure of our office is being developed. After the end of reformation of the government authorities, the legislation will also be changed that regulates the specific issues pertaining to record of the state service and procedures for personnel management and development accordingly. In this context, it is not realistic to talk about the business architecture and HR management in 2016.

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?

Ideally, the internal system for skill improvement should completely be transferred to remote mode excluding the conduct of training in some specially complex issues related to introduction of new methodology which will be undertaken in face-to-face format.