

## Business case for Skills, Capability and Training Framework for NSOs

This activity proposal was prepared by the Modernisation Group on Capabilities and Communication and is submitted to the HLG-MOS for its approval.

Type of Activity			
<input type="checkbox"/>	New project	<input type="checkbox"/>	New activity
<input type="checkbox"/>	Extension of existing project	<input checked="" type="checkbox"/>	Extension of existing activity
This work commenced in 2018 and will be completed in 2021			
Purpose			
<p><i>The purpose of this proposed activity is to develop a framework on Skills, Capabilities and Training that can be adopted in any NSO. This framework will include complementary skills and capabilities which will be complementary to the technical skills applicable to roles including Statistical, HR, IT etc.</i></p> <p>Technical skills aren't worth much if staff don't have the business and people skills to execute them, in particular in this period of change. Complementary skills make it easier for people to adapt to changing work environment and are essential as our work changes in the face of modernisation and the current environment in which we find ourselves.</p> <p>The pandemic has highlighted the need for NSO's to be agile and innovative organisations. This activity should focus on the skills and capabilities that have been applied successfully to respond to the crisis.</p> <p>The development of a framework on Skills, Capabilities and Training for both technical and complementary skills, will help NSO's in guiding them on how to adapt in today's changing environment and future work conditions.</p>			
Description of the activity			
<p>Design a common vocabulary and framework to support international collaboration in skills, capabilities and training for complementary skills.</p> <p>Starting from the awareness that each NSO has its own approach and may have adopted different approaches to the current pandemic. NSO's will have their own methods to develop the skills and capabilities of its staff, the activity of the group will be to identify what is happening in NSO's through a survey and sharing of documents. Identify a framework/template that could work for all. This framework will also link to appropriate learning interventions that NSO's have found successful and link to the Skills &amp; Capabilities. This may include formal and informal learning processes, including details on how staff are upskilled in this area. While the above is comprehensive we will also take into account lessons learned and what had previously seemed impossible, was possible in a very short space of time during the current pandemic.</p> <p>A survey will be carried out within the Modernisation Group members in order to find out how different NSOs act and reacted from this point of view, and to define and share best practices in the fields of training, informal learning, knowledge development, new initiatives and sharing.</p> <p>At the end of this process, a repository of such best practices will be made available, together with guidelines on set of desirable complementary competences and training activities supporting the modernisation process.</p>			
Alternatives considered			
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How does it relate to the HLG-MOS vision and other activities under the HLG-MOS?			

This activity proposal is aligning directly with HLG-MOS vision within agile and adaptive culture and also with priority topics on setting the visions and culture evolution.

**Proposed start and end dates**

**Start:** *January 2021*

**End:** *December 2021*