

CIVIL SERVICE TRAINING FOR THE 21ST CENTURY IN THE REPUBLIC OF SERBIA

PROFILE

Donors: Swedish International Development Agency (SIDA), National Academy for Public Administration (NAPA), UNDP

Funding: US\$2,022,390 (SIDA); \$400,000 NAPA, \$10,000 UNDP

Main Partner: National Academy for Public Administration

Duration: 2020-2022

GOAL

To develop an effective and professional civil service by enhancing the skills and knowledge of management staff and civil servants in public institutions on national and local level through their continuous training.

CONTEXT

The National Academy for Public Administration (NAPA) was founded in 2018 in order to provide a well-rounded approach to professional development of civil servants in the public sector and to establish a link between the skills and knowledge building of civil servants and the strategies and objectives of Public Administration Reform (PAR). The previous achievements of NAPA in the field of Public Service and Human Resource Management were recognised not only by the EU Progress Report for 2019 but even more so, the SIGMA 2019 Monitoring Report. This project will provide further support to NAPA through:

1. institutional capacity building by establishing systems, processes and tools,
2. development of innovative learning tools and a centre of excellence for public sector and human resource development.

FOCUS

- Supporting the further development of NAPA by providing professional training for NAPA staff and equipping the institution with hardware and software;
- Designing new, innovative, and competitive training programs for civil servants and redesigning of existing ones in line with needs of the public sector and the latest global trends of public administration development for aligning to the 4th industrial revolution;
- Introducing modern e-learning platforms for civil servant trainings, using effective electronic multimedia educational technologies;
- Supporting NAPA's international cooperation activities, educational research, as well as outreach activities in order to ensure greater visibility of NAPA's mission and activities.



RESULTS TO DATE

- ✓ Online courses Employee Motivation and Correction of poor performance and behaviour launched;
- ✓ Development of a software for efficient document management and procurement of hardware to support Document Management System in progress;
- ✓ Upgrade of the Learning Management System software and procurement of hardware in progress;
- ✓ Redesign of NAPA's existing communication strategy and designing project communication plan for 2021-2022 in progress;
- ✓ Refurbishment of NAPA building in Belgrade, including equipping of the institution with modern IT equipment and furniture, finalised.

Building of the National Academy for Public Administration



ENHANCING THE SKILLS AND KNOWLEDGE OF PUBLIC CIVIL SERVANTS ON NATIONAL AND LOCAL LEVEL



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