

*DISPA Meeting «Learning in the Digital Age»  
21-22 June 2018, Sofia, Bulgaria*

# Studies and analyses in the field of L&D



from  
answers  
to  
action

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# Design of the survey

Field	Current situation	Future plans
A. Readiness to respond to the challenges of the Digital Age	Questions 1, 2, 3	
B. Studies and analyses in the field of L&D	Question 4	Questions 5, 6
C. Priorities in training for the Period 2019-2022	Question 7	Question 8
D. Coordination between DISPA and EUPAN		Question 9
E. Expansion of the “Facts and Figures” shared on the unofficial site of DISPA provided by EUSA		Question 10

# Respondents

COUNTRY	ORGANIZATION
Czech Republic	Institute for Public Administration
Estonia	Ministry of Finance
Finland	Institute of Public Management (HAUS)
Germany	Federal Academy of Public Administration at the Federal Ministry of the Interior, Building and Community
Greece	National Centre for Public Administration & Local Government
Ireland	Institute of Public Administration
Lithuania	Institute of Public Administration
Luxembourg	Institut national d'Administration publique
Malta	Institute for the Public Services
The Netherlands	Ministry of Interior
Poland	National School of Public Administration
Slovenia	Ministry of public administration
Spain	National Institute of Public Administration (INAP)
Bulgaria	Institute of Public Administration

# Questions 4-5

**Positive responses from:**

**4. Has your organization conducted any studies/analyses in the field of L&D in the past three years?**

**5. If your organization envisages to conduct studies/analyses in the field of L&D in the next three years on what topics they are going to be?**

**Czech Republic**

**Estonia**

**Greece**

**Ireland**

**Lithuania**

**Malta**

**The Netherlands**

**Poland**

**Spain**

**Bulgaria**

# Studies and analyses in L&D

**FORMAL TRAINING CYCLE**  
 identification of needs,  
 design of programs,  
 delivery of training,  
 evaluation/assessment

Last 3 years	Next 3 years
Poland	Poland
Greece	Greece
Bulgaria	Bulgaria
Lithuania	Lithuania
Spain	Spain
Ireland	Ireland
	The Netherlands
	Czech Republic
	Malta

**INFORMAL AND NON FORMAL  
 LEARNING**

The Netherlands	The Netherlands
Spain	Spain
Bulgaria	Bulgaria
	Ireland

**DIGITAL LEARNING  
 AND DIGITAL SKILLS**

Ireland	Ireland
	Lithuania
	Bulgaria

**ETHICS**  
 values, attitudes, stereotypes in PA

Estonia	Estonia
Greece	
	Spain

## Question 6

**In your opinion, what would be the obstacles, if any, for carrying out related to L&D joint comparative studies/analyses by Institutes/Schools of DISPA network?**

# Obstacles for joint comparative studies

## Differences

- Priorities and national context
- Framework conditions, structures, models and course curricula
- Cultural and legislative background
- Maturity levels

## Lack of resources

- Financial resources
- Human resources
- Work time

# Questions arising - 1



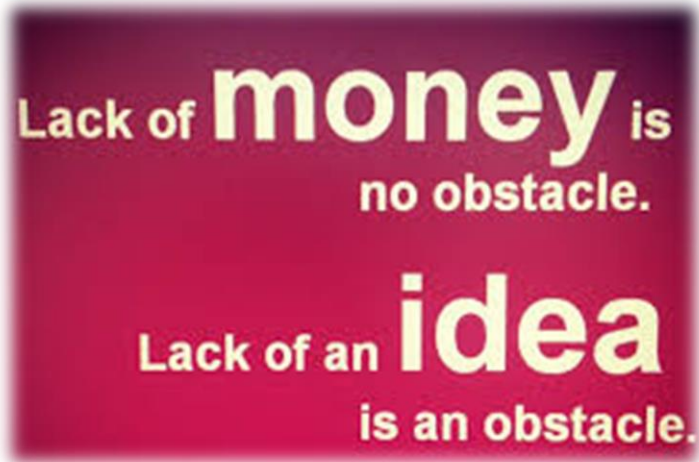
**Are we so different?**





# Questions arising - 2

Is it impossible without money?



**Thank you!**