



# NATIONAL ACADEMY FOR PUBLIC ADMINISTRATION (NAPA)

Government of the Republic of  
Serbia

DISPA meeting, Sofia, June 2018





# National Academy for Public Administration (NAPA)

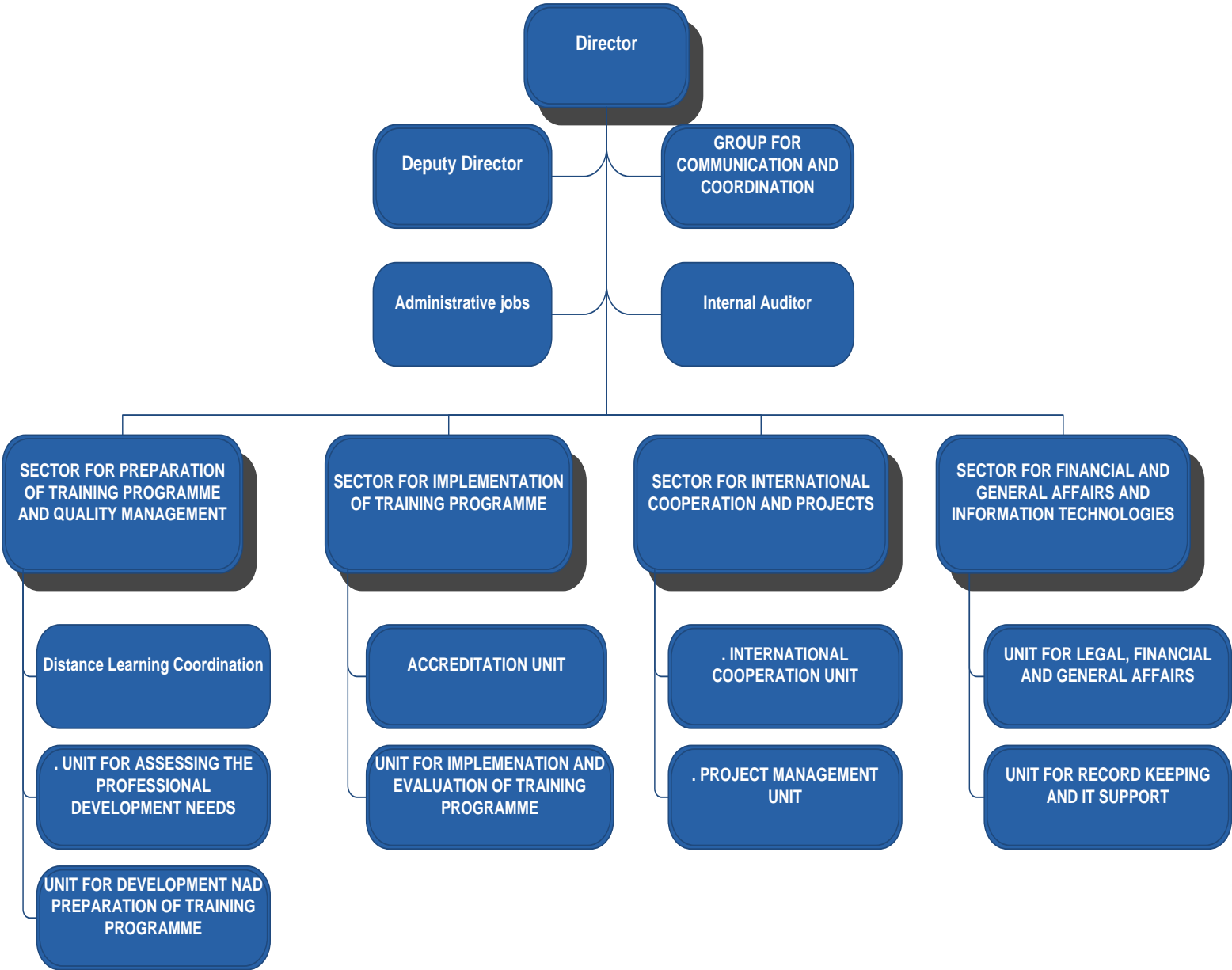
- Law on National Academy for Public Administration, October, 2017
  - central institution of the professional development system in the public administration of the Republic of Serbia
  - special organization overseen by the Ministry for public administration and local self-government
  - started its work in January 2018



# Reasons for establishment of NAPA

- ✓ Expanding the scope of participants  
central level + independent bodies, local self-government units, public agencies and enterprises, institutions, organisations and individuals with delegated public powers..
- ✓ Providing comprehensive, coherent and sustainable system of professional development in public administration
- ✓ High quality services to citizens and businesses







# NAPA Special experts bodies

- Programming council
- Permanent programming committees



# NAPA tasks and duties

- Development of TNA methodology, programme development, outcome evaluation
- Programme development and implementation
- M & E
- Support to development and impl. of specific programmes
- Accreditation (programmes and providers)
- Preparing and implementing training programmes for trainers, mentors, coachees
- Research and analytical activities
- Publishing activities
- Cooperation with national and international institutions, organisations and associations,, projects..
- Keeping central records
- **Quality management**



# International cooperation & projects

- extensive activities - experience and good practice of foreign institutions and international organisations
- MoC with schools for public administration
- applying for membership in several networks of school and institutes of public administration
- Projects:
  - EU FwC
  - UNDP





# Target groups

## *Civil servants working on:*

- planning, analysis, coordination and monitoring of the implementation of public policies
- development, implementation and monitoring of strategic plans
- working on planning, monitoring, budget preparation and execution
- perform analytical tasks
- financial affairs
- normative affairs
- who lead the administrative procedure pending the decision or have authority to resolve in administrative proceedings
- HR staff
- civil servants who are engaged in the protection of human rights and fight against corruption
- government officials responsible for public relations
- internal auditors
- inspectors
- newcomers, managers, trainers
- all civil servants

...IN ALL PA BODIES AT THE CENTRAL LEVEL AND LSG UNITS, INDIPENDANT BODIES, PUBLIC AGENCIES AND ENTERPRISES, INSTITUTIONS, ORGANISATIONS AND INDIVIDUALS WITH DELEGATE POWERS



# Approach in development and implementation of the program

- Horizontal, common needs
- Corrective, adaptive and innovative function of education and training
- Contribution to a more efficient, results-oriented and citizen-oriented public administration





# Training programmes

- 1. General Programme of Professional Development
  - Introductory professional training programs (for interns and newly employed)
  - A Continual Professional Development Programme for Civil Servants (17 thematic areas)
- 2. Management development programmes
  - Civil servants at the position, officials, mayors
  - Line managers
  - Talent, „to-be“ managers
- 3. Special training programmes
  - based on specific needs within the purview and competences of state bodies
- 1, 2. approval by the Government



# Implementation forms

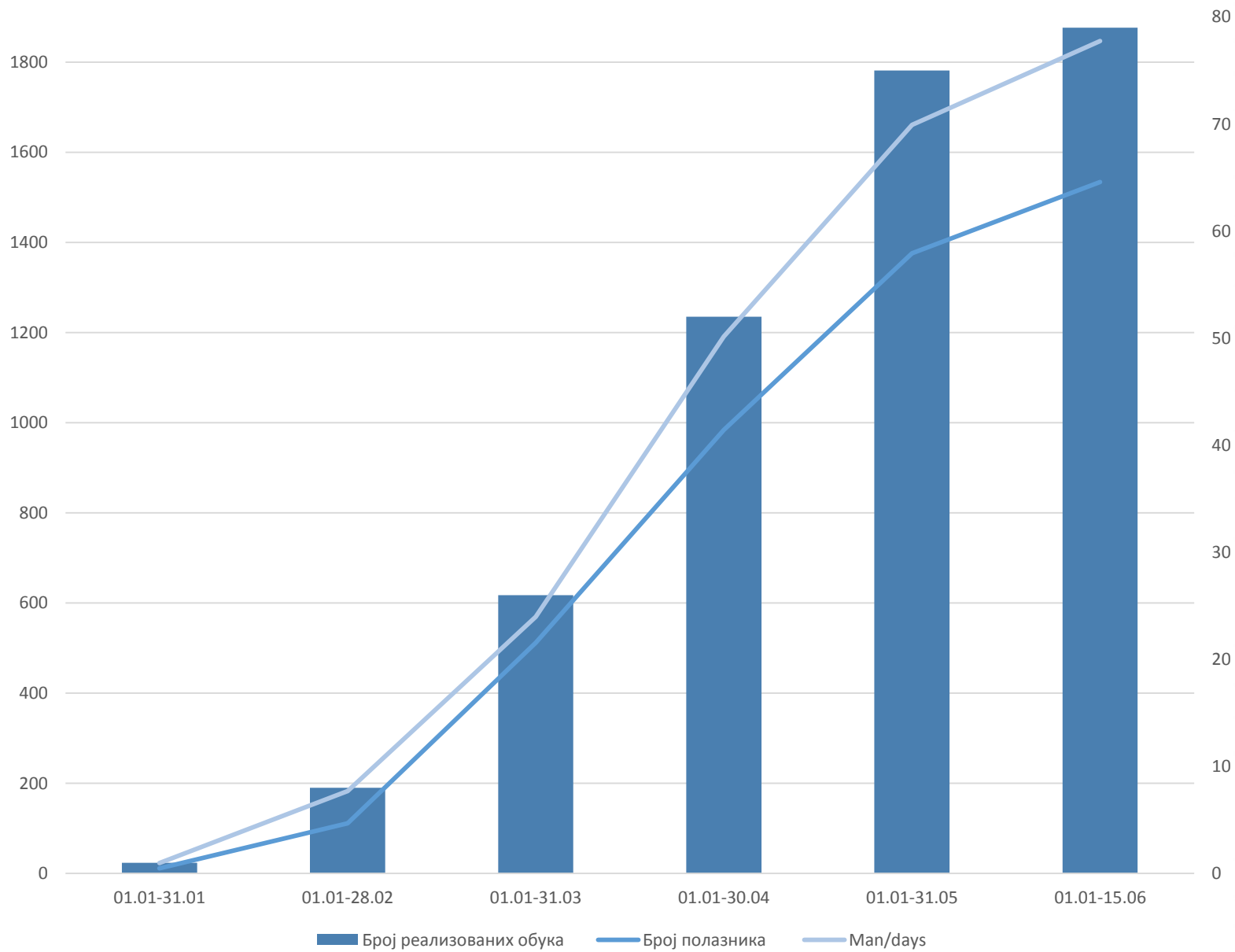
- Training
- Conference
- Workshop
- On line courses
- Coaching
- Mentoring
- Courses
- ...





# NAPA - Facts and figures

Month	Realized Trainings	Number of participants	Man/days
January	1	11	23
February	7	100	160
March	18	401	386
April	26	472	622
May	23	392	470
June	4	158	186
<b>Total</b>	<b>79</b>	<b>1534</b>	<b>1847</b>





## ...and more

- Conferencies

„Learning through gamification“, march 2018

„FOKUS conference about inovation in communication of public administration with public“, june 2018



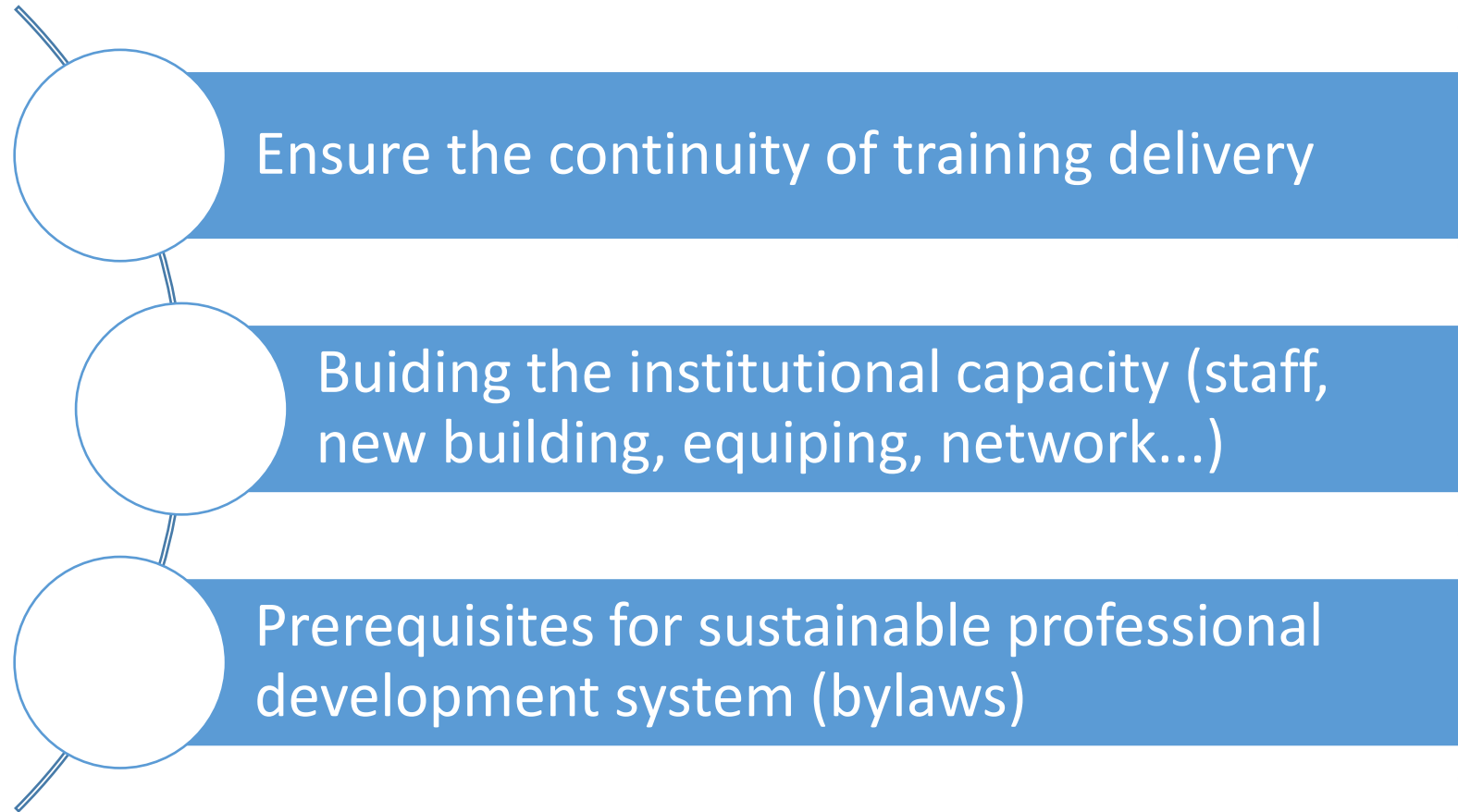
*...and further challenges*





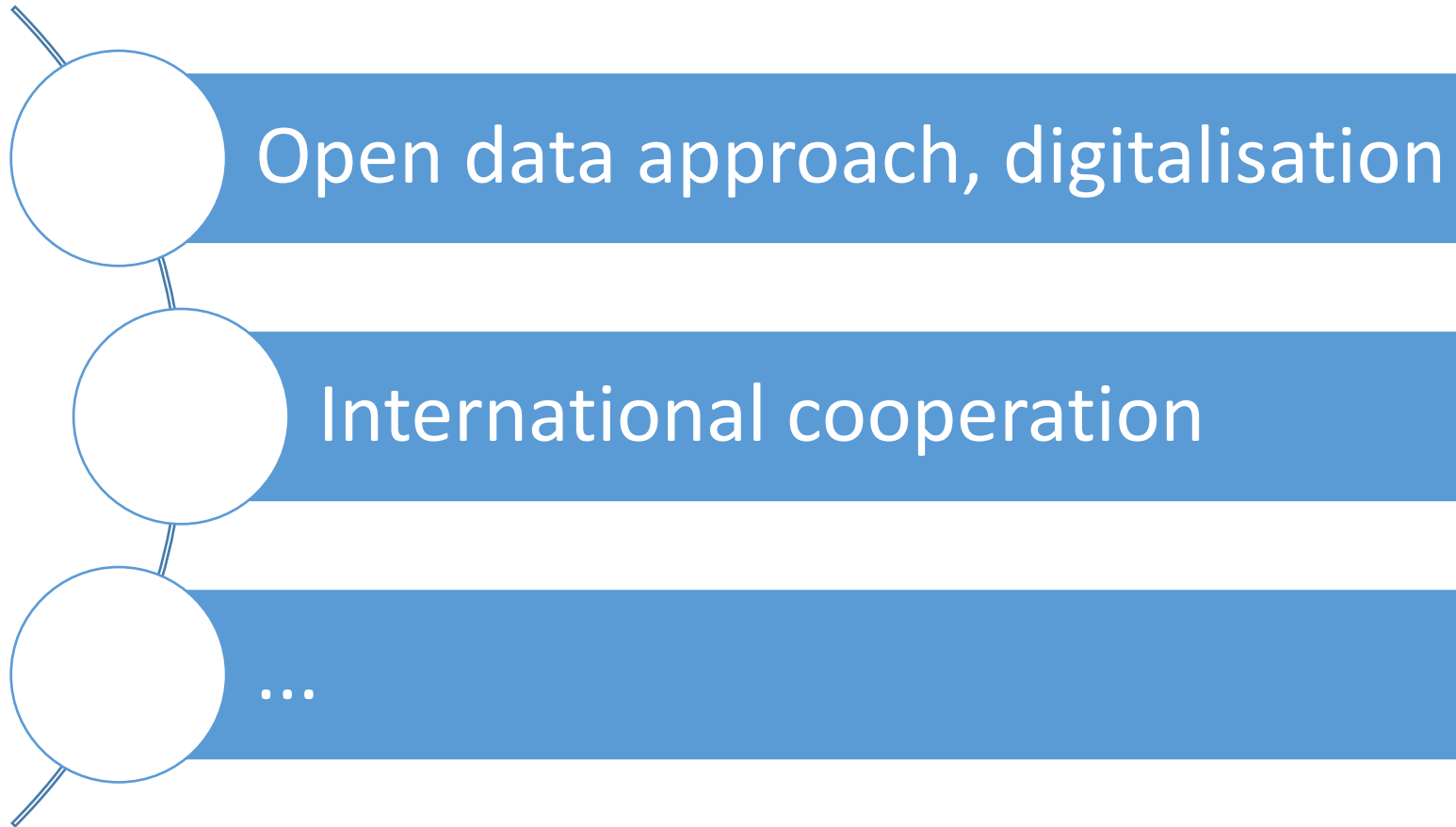


# NAPA challenges



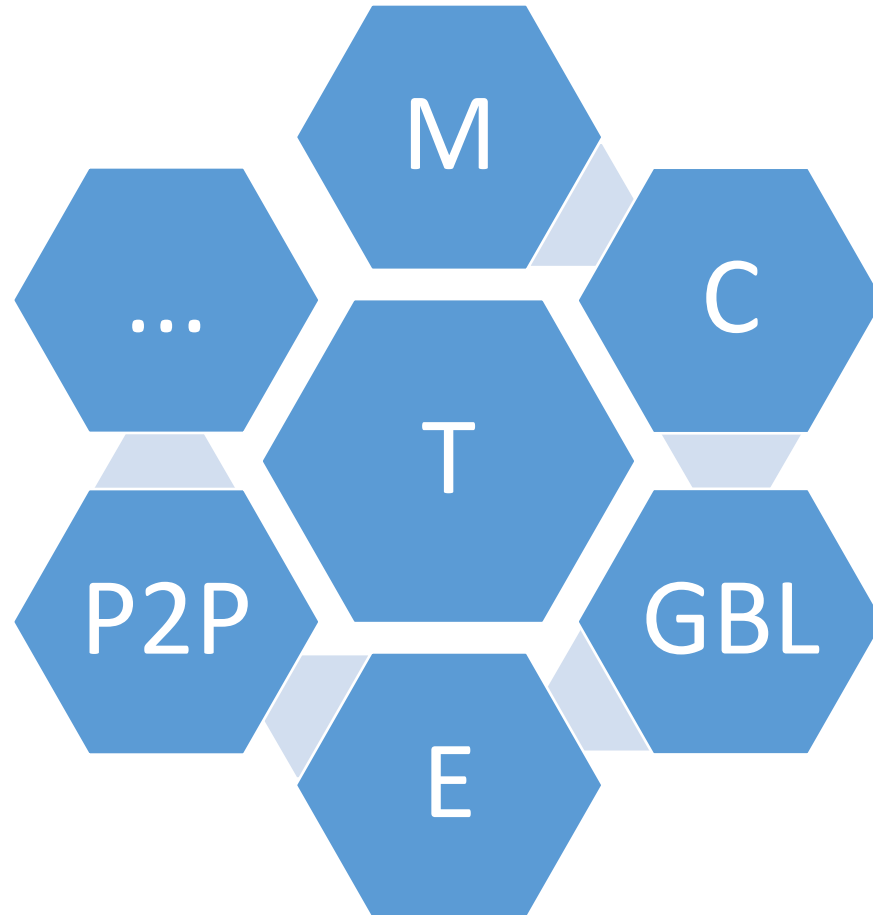


# NAPA challenges





# Multilearning opportunities for civil servants





Public Administration =  
LEARNING ENVIROMENT

Work and learning = one coin





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